

Year 2024 Total Compensation and Benefits Summary



Joseph Adkins

1234 Main Street
Ponta Vista, CA 90456

Benefits

This statement provides a brief outline of the benefits provided to you by CWS Software. A detailed description of all benefits may be obtained from the Human Resources Department.

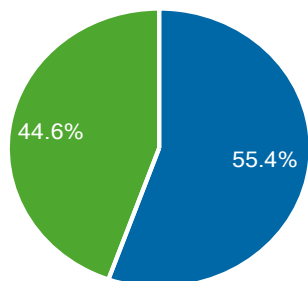
Compensation

Salary - Bonus - Additional Comp

2024	
Base Salary \$48,000.00	Profit Sharing \$3,784.87
Bonus \$2,800.00	
Total Compensation \$54,584.87	

2023	
Base Salary \$45,060.00	Profit Sharing \$2,731.53
Bonus \$2,600.00	
Total Compensation \$50,391.53	

Benefit Cost Sharing



■ Employer Cost
■ Employee Cost

Enrolled	Benefit	Description	Employer Cost	Employee Cost
X	FICA	Employment tax imposed by the federal government on both employees and employers to fund Social Security and Medicare. The total FICA payment for each employee is 15.3% of income (capped at 160,200 for 2024).	\$2,731.53	\$2,731.53
X	Medical	On your first day of employment, we cover in and/or out-of-network health services for you and your eligible dependents including prescription services.	\$6,173.28	\$4,070.57
X	Dental	On your first day of employment, we cover preventative, basic and major dental services for you and your eligible dependents.	\$205.92	\$105.00
X	Vision	On your first day of employment, you can enroll in VSP. This plan covers routine eye exams, lenses and frames, contacts and discounts on laser surgeries for you and your eligible dependents.	\$638.83	\$143.76
X	Employee Assistance Program	On your first day of employment, you and your household members are eligible to receive FREE, confidential counseling services.	\$0.00	\$0.00
X	Basic Life Insurance	30 days after your employment, you are covered for 2x your base salary in life insurance, not to exceed \$250,000.	\$0.00	\$0.00
X	Accidental Death & Dismemberment	30 days after your employment, you are covered for additional insurance	\$54.00	\$0.00
X	Short Term Disability	30 days after your employment, you are covered for a total of up to 13 weeks of disability.	\$54.00	\$0.00
X	Long Term Disability	You are covered following 13 weeks of short term disability until recovery, age 65 or death from a long term illness/injury. Disability payments are 60% of your base salary.	\$108.14	\$0.00
X	Healthcare FSA	This plan allows you to set aside pre-tax money to pay for certain non-reimbursable health care expenses. The IRS restricts FSA enrollment to once per year. You have allotted \$1,000 for the year 2024.	\$50.00	\$1,000.00
	Dependent Care FSA	This plan allows you to set aside pre-tax money to pay for child care or elder care expenses. The IRS restricts FSA enrollment to once per year. You have allotted \$0 for the year 2024.	\$0.00	\$0.00
Total			\$10,015.70	\$8,050.86

Beneficiaries

Life Insurance: Maria Adkins (100%)
401(k): Maria Adkins (100%)
Emergency Contact: Maria Adkins: (917) 215-9874