

Sophia Nguyen

Senior Product Manager · NovaSynth Inc. · EMP002

TOTAL REWARDS VALUE
\$233,690

FIRST NAME
Sophia

LAST NAME
Nguyen

EMPLOYEE ID
EMP002

EMAIL
sophia.nguyen@novasynth.com

Compensation Breakdown

\$233,690 total package



BASE SALARY	ANNUAL BONUS	STOCK OPTIONS	BENEFITS VALUE
\$148,000	\$18,000	\$35,000	\$32,690

Compensation

\$201,000

COMPONENT	AMOUNT
Base Salary	\$148,000
Annual Bonus	\$18,000
Stock Options	\$35,000
Total	\$201,000

Benefits

\$32,690

COMPONENT	YOU PAY	EMPLOYER
Medical Ins.	\$4,200	\$8,400
Dental Ins.	\$420	\$840
Vision Ins.	\$150	\$300
Life Ins.	\$0	\$1,200
Disability	\$0	\$900
401(k)	\$7,400	\$8,880
Total	\$12,170	\$20,520

Dear *Sophia Nguyen*,

We are pleased to present your compensation package for the position of **Senior Product Manager**. Below is a comprehensive overview of the total value we are offering.

Total Package Value	
● Compensation	\$201,000
● Benefits (Employer-Funded)	\$32,690
Total Value	\$233,690

● **Compensation** **\$201,000**

COMPONENT	ANNUAL VALUE
Base Salary	\$148,000
Annual Bonus	\$18,000
Stock Options	\$35,000
Total	\$201,000

● **Benefits (Employer-Funded)** **\$20,520**

COMPONENT	ANNUAL VALUE
Medical Insurance	\$8,400
Dental Insurance	\$840
Vision Insurance	\$300
Life Insurance	\$1,200
Disability Insurance	\$900
401(k)	\$8,880
Total	\$20,520

 This offer is valid for **14 days** from the date of issue. Please reach out to your recruiter at hr@novasynth.com with any questions.

Sophia Nguyen
Senior Product Manager

TOTAL VALUE
\$233,690

FIRST NAME
Sophia

LAST NAME
Nguyen

EMAIL
sophia.nguyen@novasynth.com

Total Rewards Summary		2025 Annual
Total \$233K	● Base Earnings	\$201,000
	● Employer Provided Benefits	\$32,690
	Total	\$233,690

● Base Earnings \$201,000	
SUBSECTION	AMOUNT
Base Salary	\$148,000
Annual Bonus	\$18,000
Stock Options	\$35,000
Total	\$201,000

● Employer Provided Benefits \$32,690		
SUBSECTION	EMPLOYEE	EMPLOYER
Medical Ins.	\$4,200	\$8,400
Dental Ins.	\$420	\$840
Vision Ins.	\$150	\$300
Life Ins.	\$0	\$1,200
Disability	\$0	\$900
401(k)	\$7,400	\$8,880
Total	\$12,170	\$20,520


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TOTAL REWARDS VALUE

\$233,690

Earnings + Benefits + Perks

 **YOUR EARNINGS**
\$201,000
86% of total package

 **YOUR BENEFITS**
\$32,690
14% of total package

 **PERKS & EXTRAS**
\$5,820
FSA, WFH, L&D, Gym

Category Breakdown

Total: \$239,510

EARNINGS

● Base Salary	\$148,000
● Annual Bonus	\$18,000
● Stock Options	\$35,000

Total **\$201,000**

BENEFITS

● Medical Ins.	\$8,400
● Dental Ins.	\$840
● Vision Ins.	\$300
● Life Ins.	\$1,200
● Disability	\$900
● 401(k)	\$8,880

Total **\$20,520**

PERKS

● FSA	\$2,750
● WFH Stipend	\$1,200
● Learning & Dev.	\$1,500
● Gym Membership	\$370

Total **\$5,820**

Your Earnings **\$201,000**

COMPONENT	AMOUNT
Base Salary	\$148,000
Annual Bonus	\$18,000
Stock Options	\$35,000
Total	\$201,000

Your Benefits **\$20,520 employer**

COMPONENT	YOU PAY	EMPLOYER
Medical Ins.	\$4,200	\$8,400
Dental Ins.	\$420	\$840
Vision Ins.	\$150	\$300
Life Ins.	\$0	\$1,200
Disability	\$0	\$900
401(k)	\$7,400	\$8,880
Total	\$12,170	\$20,520

★ **Did you know?** Your employer contributes **\$20,520 annually** toward your benefits — that's extra value on top of your \$148,000 base salary!

Sophia Nguyen

Senior Product Manager · EMP002

EXECUTIVE COMPENSATION SUMMARY

\$233,690

FIRST NAME

Sophia

LAST NAME

Nguyen

EMPLOYEE ID

EMP002

EMAIL

sophia.nguyen@novasynth.com

Total Rewards Value

2025 Annual Statement

Total \$233K	● Cash & Equity Compensation	\$201,000
	● Benefits & Retirement	\$32,690
Total Value		\$233,690

● Cash & Equity Compensation

\$201,000

Your total compensation includes base pay, incentives, and other earnings.

COMPONENT	AMOUNT
Base Salary	\$148,000
Annual Bonus	\$18,000
Stock Options	\$35,000
Total	\$201,000

● Benefits & Retirement

\$32,690

COMPONENT	YOU PAY	EMPLOYER
Medical Ins.	\$4,200	\$8,400
Dental Ins.	\$420	\$840
Vision Ins.	\$150	\$300
Life Ins.	\$0	\$1,200
Disability	\$0	\$900
401(k)	\$7,400	\$8,880
Total	\$12,170	\$20,520

⚠ This statement is **strictly confidential** and intended solely for Sophia Nguyen. Unauthorised disclosure is prohibited. NovaSynth Inc. · April 14, 2026