

2025 TOTAL REWARDS STATEMENT

Sophia Nguyen

Senior Product Manager

FIRST NAME LAST NAME EMPLOYEE ID EMAIL
Sophia Nguyen EMP002 sophia.nguyen@novasynth.com

TOTAL REWARDS VALUE

Compensation + health & insurance benefits

\$233,690

Total Rewards Value

Overview

Total \$233K	● Compensation & Earnings	\$201,000
	● Health & Insurance Benefits	\$32,690
Total Value		\$233,690

Compensation & Earnings

\$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

Health & Insurance Benefits

\$32,690

Your comprehensive benefits package includes the following employer-sponsored and employee-contributed plans.

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

Sophia Nguyen

Senior Product Manager · NovaSynth Inc. · EMP002

\$233,690
Compensation + Benefits

NovaSynth Inc.

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Total Rewards Overview \$233,690

Total \$233K	<ul style="list-style-type: none"> ● Compensation ● Benefits 	<p>\$201,000</p> <p>\$32,690</p> <hr/> <p>\$233,690</p>	<p>Compensation 86%</p> <p>Benefits 14%</p>
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Total Value **\$233,690**

Compensation \$201,000

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

Base Salary	63%
Stock Options	15%
Annual Bonus	8%

Benefits \$20,520 employer

BENEFIT	EMPLOYER
Medical Insurance	\$8,400
Dental Insurance	\$840
Vision Insurance	\$300
Life Insurance	\$1,200
Disability Ins.	\$900
401(k) Match	\$8,880
Total	\$20,520

Medical Insurance	52%
401(k) Match	43%
Other Plans	5%

Sophia Nguyen

Senior Product Manager

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 Sophia Nguyen EMP002 sophia.nguyen@novasynth.com

YOUR TOTAL BENEFITS VALUE

Health, insurance & retirement — employer contributions

\$32,690

HEALTH & INSURANCE

\$12,600

Medical, dental & vision

401(K) & RETIREMENT

\$16,280

Employer match + contributions

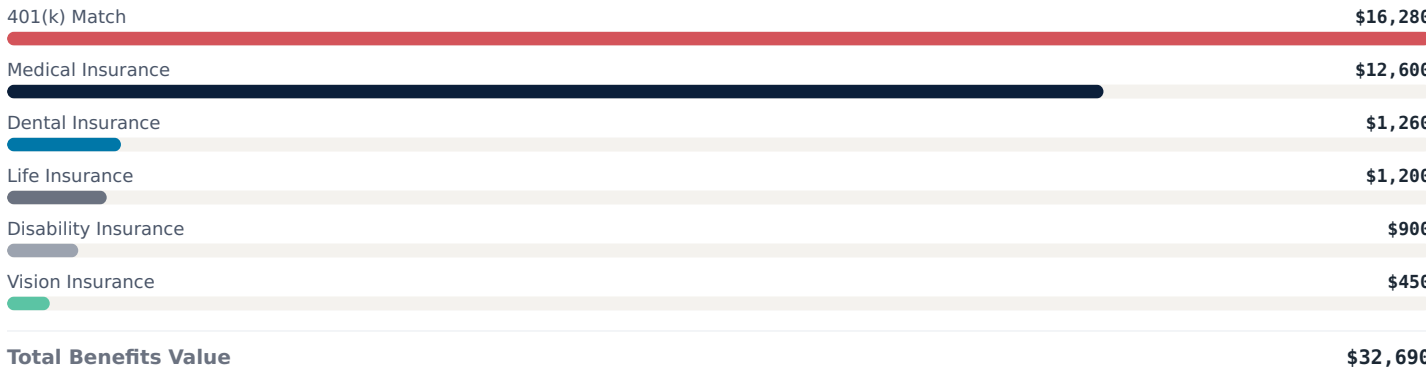
PROTECTION PLANS

\$2,100

Life & disability

Your Benefits Value

Visual Breakdown



Health & Insurance — Detail

\$32,690

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

Compensation Overview

\$201,000

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

i Questions? Contact HR at hr@novasynth.com or visit the Benefits Portal.