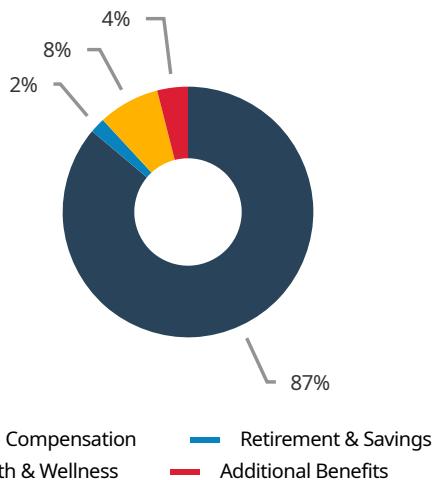


Statement Summary

Payscale is pleased to present you with a picture of your total compensation for 2024. While cash compensation is the largest portion of your total compensation package, Payscale also makes significant contributions to your retirement savings, health insurance and other benefits. We prepared this statement to help you to better understand the true value of your compensation. Thank you for your contributions to Payscale!

Your Total Rewards Breakdown



Percentages may not total 100 due to rounding

Compensation Philosophy:

We believe in the market. We believe compensation is part science part art. We believe in transparency and equity. We target a competitive percentile of the market using multiple sources of validated and unbiased third party salary data to guide our compensation decisions.

Cash Compensation

Base Salary	\$150,000
Bonus	\$10,000
Short Term Incentive	\$5,000
Long Term Incentive	\$10,000
TOTAL	\$175,000

Retirement & Savings

401K Savings Match	\$1,500
Pension Plan	\$2,500
TOTAL	\$4,000

Health & Wellness

Medical Insurance	\$11,500
Dental Insurance	\$550
Vision Insurance	\$120
Life Insurance	\$350
Long Term Disability	\$600
Short Term Disability	\$2,400
TOTAL	\$15,520

Additional Benefits

Tuition Reimbursement	\$1,200
Paid Time Off	\$5,700
Other Allowances	\$500
TOTAL	\$7,400

Your Total Rewards Value

\$201,920