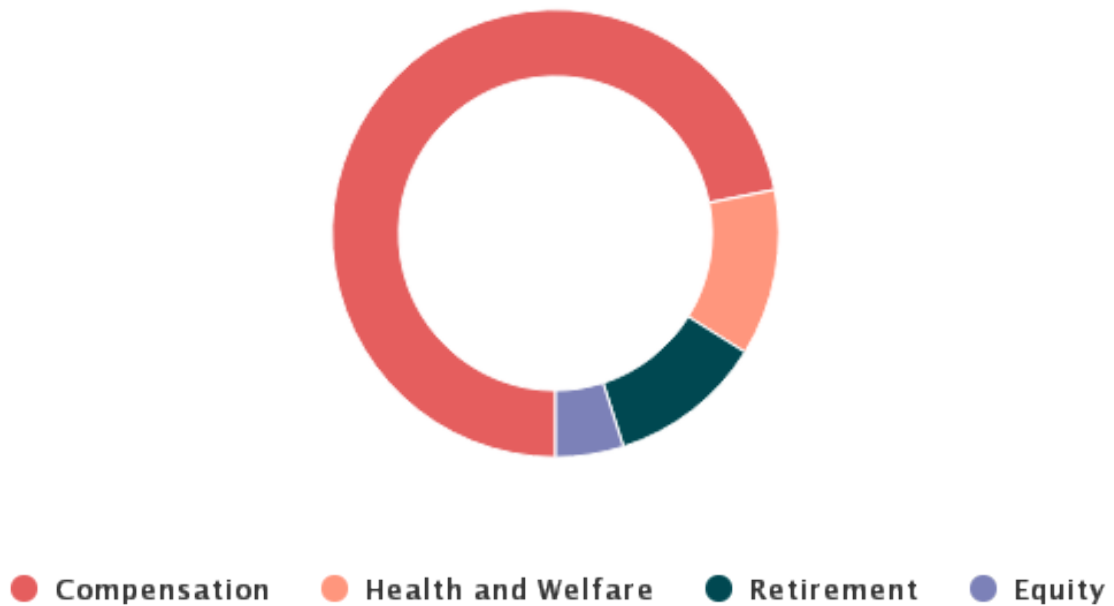


Total Rewards Statement

This statement was prepared for you on June 21, 2021 from the Total Rewards portal. For more in depth information on the benefits offered by your employer, go to your benefits portal.

Facility's Contribution

Facility's Contribution represents all of the wealth and compensation that your company provides you. Use this tool to understand where that value comes from and how to take advantage of it. These amounts are currently annualized for 2021.



	Amount
Cash Compensation	\$95,072
Health and Welfare	\$15,905
Retirement	\$14,791
Equity	\$6,500
Total	\$132,268

Accumulated Wealth

Accumulated Wealth is today's starting point for your future financial security when you retire.

Use the information on these pages to help you understand where you are now, and to lead you to where you need to be in the future.

Your Accumulated Wealth comes from numerous sources and may not be completely up to date. The latest data update is as of May 12, 2021.

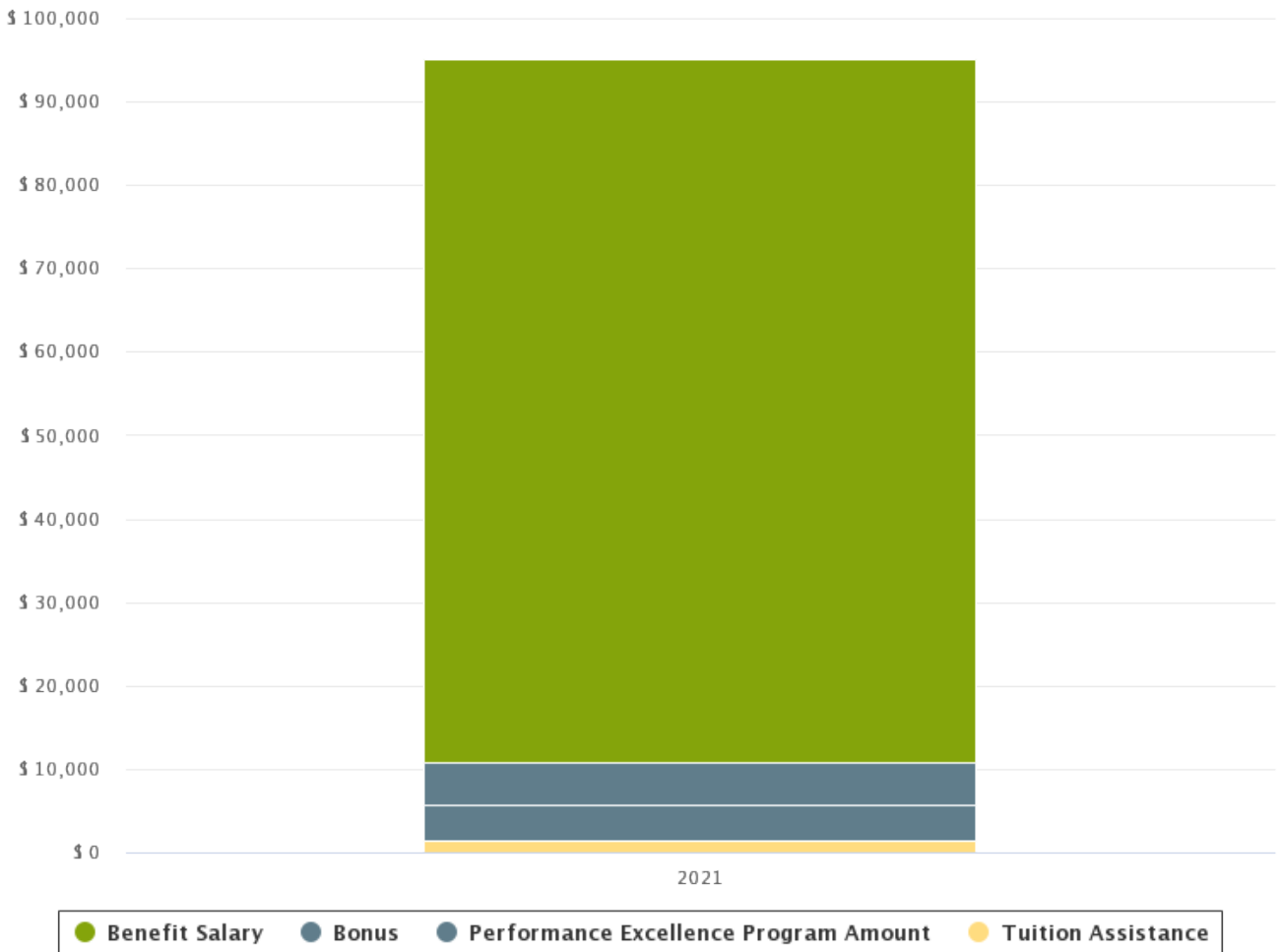


	Current Balance
401(k) Plan	\$423,692
Equity	\$246,244
Pension Plan	*
Total	\$671,148

*Your pension amount is an estimate of the amount payable as of your Normal Retirement Age. Your accrued monthly amount is \$1,212. If you retire earlier than the stated retirement age this amount will be less.

Cash Compensation

The graph below shows a breakdown of the compensation by type on an annualized basis.

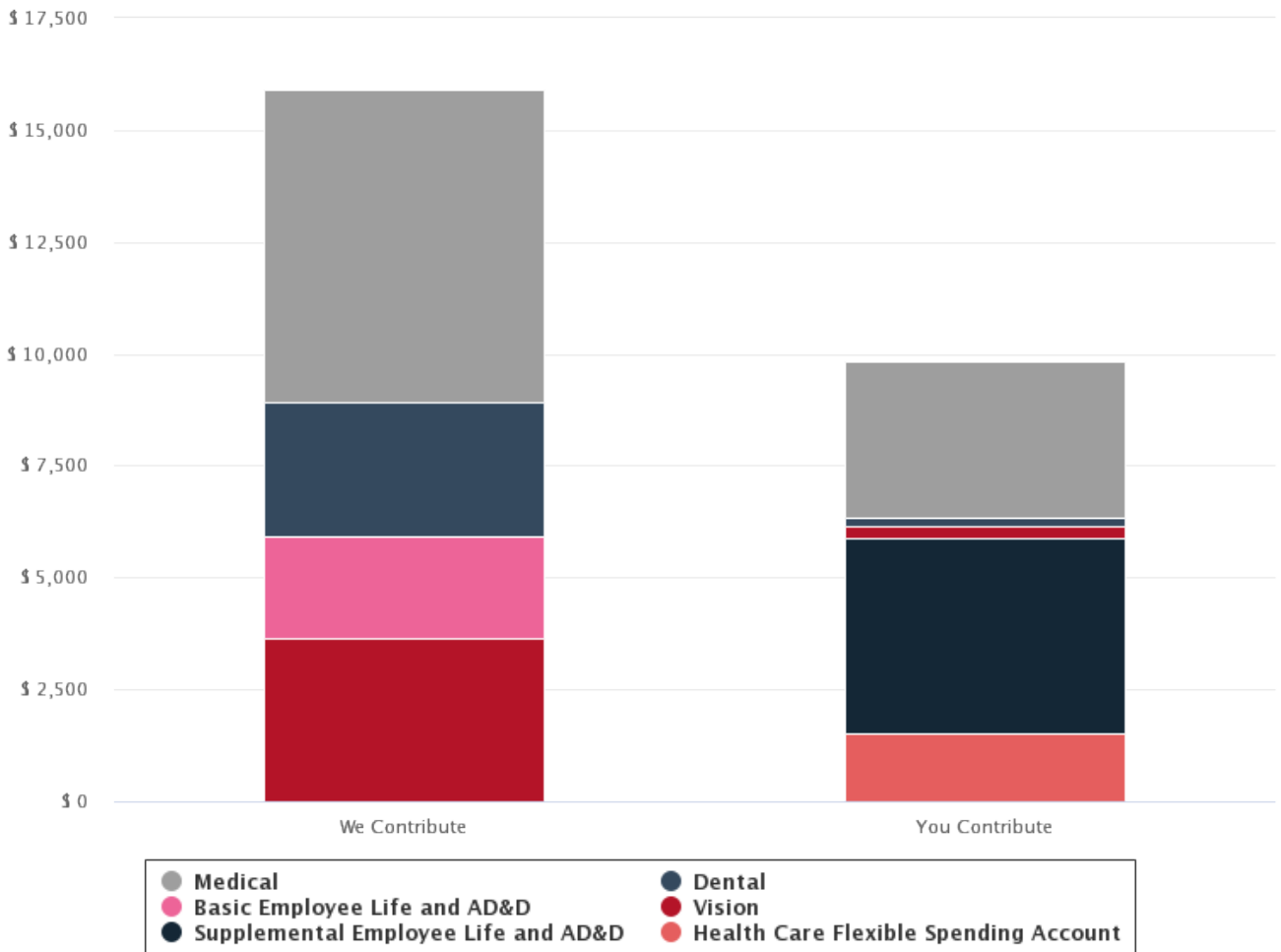


	2021
Benefit Salary	\$84,372
Bonus	\$5,000
Performance Excellence Program Amount	\$4,200
Tuition Assistance	\$1,500
Total	\$95,072

Your Year to Date W-2 Earnings: \$6,571
Your Hourly Rate: \$40
Your Performance Excellence Program Percentage: 5%

Health and Welfare

Review the facility's contributions versus your contributions below.

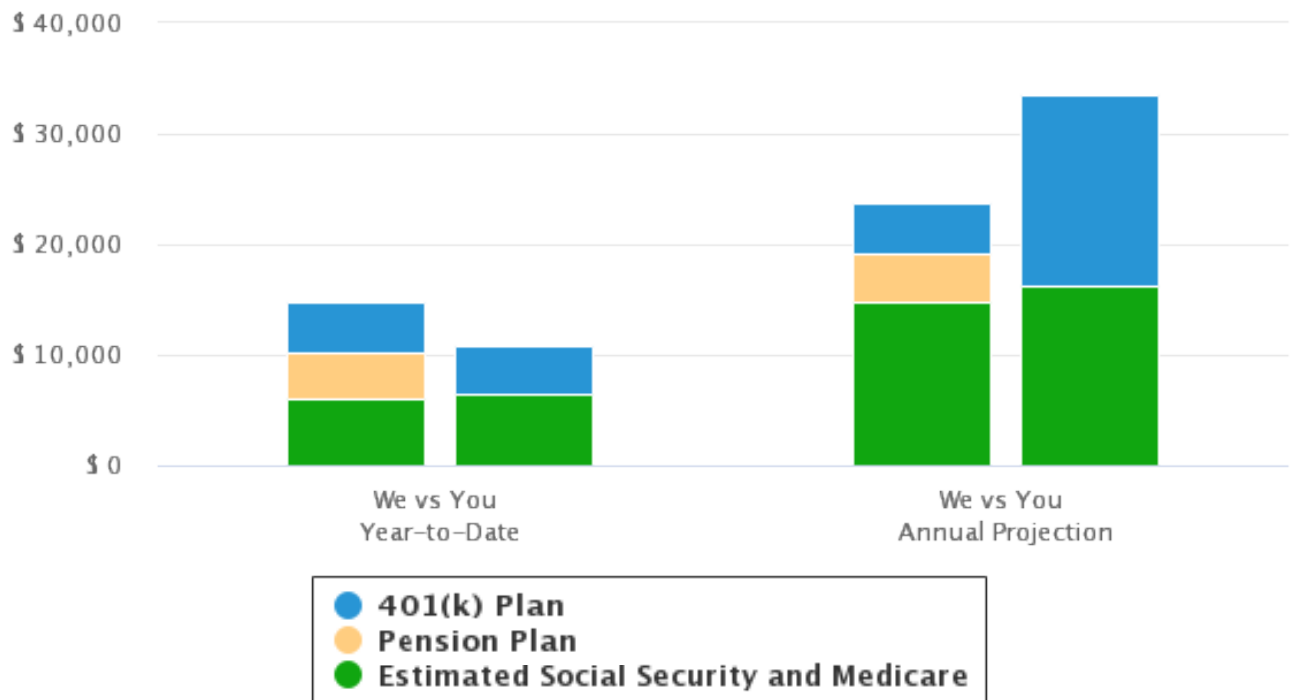


	We Contribute	You Contribute
Medical	\$7,000	\$3,500
Nicotine-Free Discount	\$0	-\$200
Dental	\$3,000	\$200
Vision	\$3,650	\$250
Health Care Flexible Spending Account	\$0	\$1,500
Basic Employee Life and AD&D	\$2,255	\$0
Supplemental Employee Life and AD&D	\$0	\$4,400
Total	\$15,905	\$9,650

You currently have credits that offset your total cost.

Retirement

The graphs below breakdown the current Year-to-Date (YTD) contributions made by both you and the facility, and the projected annual contributions for both you and your facility.



	YTD Contributions		Annual Projection	
	We	You	We	You
401(k) Plan	\$4,500	\$4,334	\$4,500	\$17,334
Pension Plan	\$4,345	\$0	\$4,345	\$0
Estimated Social Security and Medicare	\$5,946	\$6,469	\$14,866	\$16,173
Total	\$14,791	\$10,803	\$23,711	\$33,507

Employer contributions are posted annually for the prior calendar year's contributions.

Social security and medicare projected amounts are based on current YTD contributions; your actual amounts may vary.

Other

Some other benefits, such as EAP, may be offered through the company but not represented below.



	We Contribute	You Contribute
CorePlus Legal Benefit	\$0	\$250
Total	\$0	\$250

Equity

Your equity benefits are valuable. The table(s) below show your equity benefit details. If you have any questions about how to use these, contact your financial advisor.

Restricted Stock Units (RSUs)

Grant Date	Units Granted	Unvested Units	Unvested Value
10/1/2021	748	748	\$155,584
Total	748	748	\$155,584

Stock Settled Appreciation Rights (SSARs)

Grant Date	Rights Granted	Grant Price	Rights Exercisable	Unvested Rights	Exercisable Value	Unvested Value
2/4/2021	5,000	\$117	1,000	0	\$90,660	\$0
Total	5,000		1,000	0	\$90,660	\$0

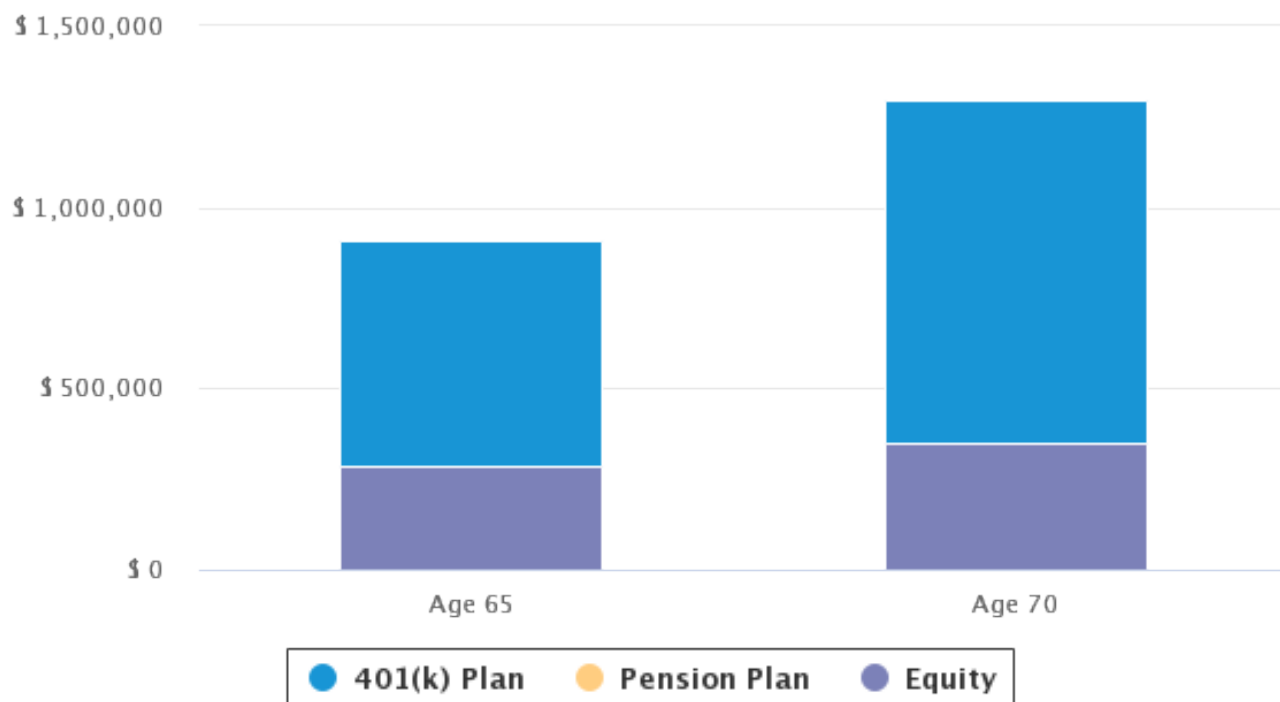
Dividend Distribution

Dividend Distribution from Stock Options	\$6,500
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The 2021 Equity contribution is equivalent to your annual Dividend Distribution from any Stock Options/Grants. Your Current Equity Balance under Accumulated Wealth totals the value of your unvested and exercisable units, and factors in the stock price and grant price if applicable.

Estimated Future Wealth

View what your account balances may be at various potential retirement ages.



	Current Balance	Age 65	Age 70
401(k) Plan	\$423,692	\$621,934	\$946,351
Pension Plan	\$1,212	\$1,404	\$1,708
Equity	\$246,244	\$286,194	\$348,198
Total	\$671,148	\$909,532	\$1,296,257