

**To:** All Employees  
**From:** Human Resources  
**Re:** Coming To Your Mailbox...  
**Date:** March 30, 2026

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## Coming Soon to a Mailbox Near You...

There are a few items coming in the mail that you should be on the lookout for!

### **From Miller Industries: Your 2025 Total Rewards Statements**

Your compensation is made up of so much more than just your paycheck. It also includes benefits like PTO, life insurance, health insurance, and your 401(k). While these benefits are valuable, it's not always easy to see how much they truly add up to.

That's where your **2025 Total Rewards Statement** comes in! This statement gives you a clear, convenient snapshot of your total compensation and benefits—all in one place and personalized just for you.

Your statement will be mailed to the home address on file in the Infor system and will arrive in an envelope from **Miller Industries**. If you have any questions after reviewing it, please don't hesitate to reach out to your HR representative.

A sample of the statement is included on the following page for reference. Please note that this is **only a sample**—your personalized statement will be coming to you by mail.

### **TN Employees Only:**

#### **From BlueCross BlueShield TN: New Paper ID Cards with Updated Member ID Prefix**

BlueCross BlueShield of TN (BCBST) will be mailing out new ID cards to everyone.

BCBST has decided to move away from the hard plastic ID cards and supply a paper card instead. You can also access a digital version of the card on the BCBST mobile app.

What's different? The alpha prefix on the member IDs is changing, effective April 1. **Your old ID will no longer be valid after April 1.**

You will also receive new **Veracity Rx** cards for your prescriptions in the mail, if you haven't already.

Please reach out to your HR team if you have any questions or need assistance.

**SAMPLE DOCUMENT ONLY**

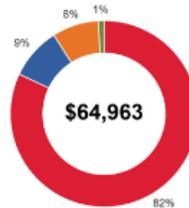


**My 2025  
Total Rewards Statement**

10001  
Joe Sample  
123 Elm Street  
Anytown, MD 22222

Your total compensation consists of so much more than just your paycheck. In addition to your cash compensation, which includes your base salary, bonus, and overtime (where applicable), Miller Industries also contributes money toward your benefits, such as retirement plans, income protection and health & wellness.

*Note: Every effort has been made to ensure the accuracy of this statement. Miller Industries reserves the right to correct any errors in this statement. Benefit plan documents govern the operation of the benefit plans.*



- Pay - \$53,103**
- Health - \$5,286**
- Future - \$5,751**
- Life - \$823**

**Company Contribution**

<b>Pay</b> \$ 53,103	<b>Cash Compensation</b> Base Pay \$ 38,000 Bonus \$ 2,283 Overtime \$ 2,055 Double Time \$ 6,300 Shoe Allowance \$ 100 Shift Premium \$ 1,840 Referral Bonus \$ 2,500 Biometric Incentive \$ 25
	<b>Paid Time Off</b> (Included in Cash Compensation) Vacation Taken - 26.0 hours \$ 584 Vacation Balance- 14.0 hours \$ 324 Holidays - 10.0 days \$ 1,797 Incentive Time \$ 270 Overtime Credits \$ 171
<b>Health</b> \$ 5,286	<b>Health Insurance</b> \$ 5,067 <b>Dental Insurance</b> \$ 219
<b>Future</b> \$ 5,751	<b>401(k) Retirement Plan</b> \$ 1,645 Miller Industries helps you save for the future by providing a 401(k) plan with match. <b>Social Security/Medicare (FICA)</b> \$ 4,106
<b>Life</b> \$ 823	<b>Life and AD&amp;D Insurance</b> \$ 322 <b>Long-Term Disability</b> \$ 175 <b>Unemployment</b> \$ 326 Miller Industries covers the cost of Workers' Compensation insurance for every employee. Cost estimates are not available to include this year.

**SAMPLE**

**Total 2025 Rewards \$ 64,963**