



8503 Hilltop Drive, Ooltewah, TN
423.238.4171

To: All Employees
From: Human Resources
Re: 2024 Total Rewards Statement
Date: May 18, 2025

Coming Soon to a Mailbox Near You... My 2024 Total Rewards Statement!

Hello Team!

Your compensation is made up of so much more than just your paycheck. It also includes things like PTO, life insurance, health insurance and 401Ks. But it can be difficult to know exactly how much these things contribute to the bottom line.

The **My 2024 Total Rewards Statement** makes it possible for you to review these details conveniently in one document. This document provides information about your specific total rewards.

The letters are being mailed to the address on file in the Infor system and will come to you in an envelope from Miller Industries. If you have any questions about your statement, please feel free to reach out to your HR representative.

A sample of this statement is included on the following page. **This is only a sample.** Your document will be coming to you by mail.

Thank you for all that you do! Have a great day!

SAMPLE DOCUMENT ONLY



My 2024 Total Rewards Statement





10003
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 -	\$65,162
	Health -	\$9,586
	Future -	\$5,903
	Life -	\$636
	Company Contribution	

	Pay \$ 65,162	Cash Compensation	Base Pay	\$ 35,926
			Bonus	\$ 1,750
			Overtime	\$ 12,966
			Double Time	\$ 10,194
			Bereavement Pay	\$ 169
			Shift Premium	\$ 4,157
		Paid Time Off (Included in Cash Compensation)	Holidays - 5.0 days	\$ 883
	Incentive Time	\$ 193		
	Overtime Credits	\$ 476		
	Health \$ 9,586	Health Insurance	\$ 9,266	
		Dental Insurance	\$ 320	
	Future \$ 5,903	401(k) Retirement Plan	\$ 998	
		Miller Industries helps you save for the future by providing a 401(k) plan with match.		
		Social Security/Medicare (FICA)	\$ 4,905	
	Life \$ 636	Life and AD&D Insurance	\$ 208	
		Long-Term Disability	\$ 113	
		Unemployment	\$ 315	
		Miller Industries covers the cost of Workers' Compensation Insurance for every employee. Cost estimates are not available to include this year.		

Total 2024 Rewards* \$ 81,287

SAMPLE

* Please note: As you were hired in 2024, the amounts reported do not reflect a full year, but are based upon your date of hire.