

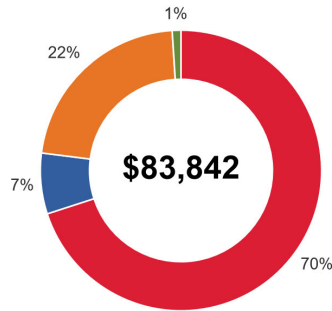






My 2023 Total Rewards Statement





10062
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 -	\$59,169
	Health -	\$18,066
	Future -	\$5,766
	Life -	\$841
Company Contribution		

 <div><div>Pay</div><div>\$ 59,169</div></div>	Cash Compensation	Base Pay	\$ 55,525
		Bonus	\$ 3,619
		Biometric Incentive	\$ 25
	Paid Time Off (Included in Cash Compensation)	Vacation Taken - 193.0 hours	\$ 5,939
		Vacation Balance- 40.0 hours	\$ 1,238
		Holidays - 9.0 days	\$ 2,199
 <div><div>Health</div><div>\$ 18,066</div></div>	Health Insurance	\$ 17,172	
	Dental Insurance	\$ 894	
 <div><div>Future</div><div>\$ 5,766</div></div>	401(k) Retirement Plan	\$ 987	
	Miller Industries helps you save for the future by providing a 401(k) plan and matches 50% of the first 5% you contribute.		
	Social Security/Medicare (FICA)	\$ 4,779	
 <div><div>Life</div><div>\$ 841</div></div>	Life and AD&D Insurance	\$ 431	
	Long-Term Disability	\$ 236	
	Unemployment	\$ 91	
	Workers' Compensation	\$ 83	

Total 2023 Rewards \$ 83,842