

Your **2026** Total Compensation Statement



We are pleased to provide you with this personal statement, which highlights your projected Total Compensation from Merritt Management for the year 2026. This statement was developed especially for you to show your total compensation package including your base pay, your benefits coverage and the company's cost to provide this coverage.

The Total Compensation package is an important way that the company rewards you for your commitment, loyalty, hard work and dedication and is designed to not only help meet your needs today, but also to help you plan for the future.

If you have any questions regarding this statement or your benefits, please contact Human Resources.



Jennifer Nelson
DEPARTMENT CONSTRUCTION

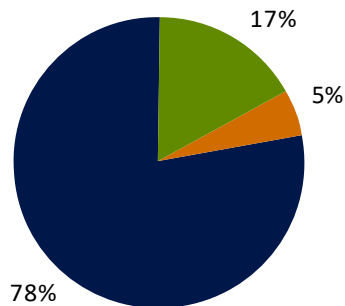


Your Total Compensation

Your Benefits	Your Annual Cost		Merritt's Annual Cost	
2025 Medical Reimbursement*	\$	XX	\$	XX
Medical/Dental/Vision	\$	XX	\$	XX
Voluntary Vision	\$	XX	\$	XX
Long Term Disability	\$	XX	\$	XX
Long Term Care: Employee	\$	XX	\$	XX
Federal Unemployment	\$	XX	\$	XX
State Unemployment	\$	XX	\$	XX
Basic Life and AD&D	\$	XX	\$	XX
Voluntary Employee Life	\$	XX	\$	XX
Voluntary Spouse Life	\$	XX	\$	XX
Social Security & Medicare	\$	XX	\$	XX
Total Benefits	\$	XX	\$	XX
Base Annual Compensation			\$	XX
Your Total Compensation			\$	XX

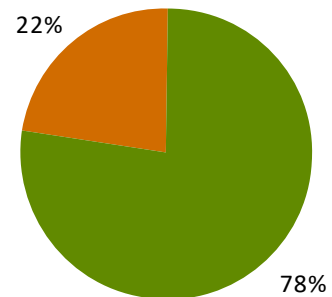
*January 1, 2025 – December 31, 2025

TOTAL COMPENSATION

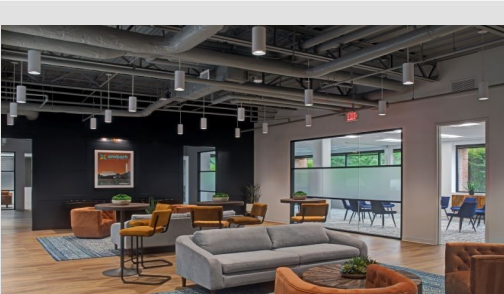


- Base Compensation
- Group Benefits
- Deductible Reimbursements

TOTAL BENEFITS



- Merritt Benefits Cost
- Your Benefits Cost



Paid Time Off Benefits

As of 1/1/26, you are eligible to observe paid holidays and accrue paid time off on an annual basis as outlined below. The value of your paid time off is included in your base compensation. You may also be eligible for bereavement, jury, military leave, and family medical leave.

Type	Amount	Cash Value
Paid Time Off (PTO)	XX hours	\$XX
Holidays	XX days	\$XX

Income Protection Benefits

Benefit	Coverage as of 1/1/26
Long Term Disability	\$XX / month
Long Term Care: Employee	\$XX / month
Long Term Care: Spouse	\$XX / month
Basic Life and AD&D	\$XX
Voluntary Employee Life	\$XX
Voluntary Spouse Life	\$XX
Voluntary Child Life	\$XX

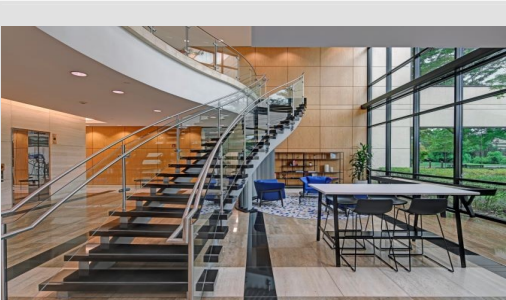
401(k) Plan

Through the 401(k) Plan, you and Merritt Management work as partners to help build your financial security for retirement or to meet other long-term savings goals. When you participate, your savings grow through your pre-tax and/or Roth contributions, through the company’s matching contributions, and through the investment growth of your total account.

Eligible employees may contribute up to the IRS limit (\$24,500 in 2026) through payroll deductions. If you make the maximum contribution to your 401(k) Plan account, and you are 50 years of age or older during the calendar year, you can make an additional catch-up contribution of up to \$8,000 – increased to \$11,250 if ages 60-63. Merritt Management matches your contribution at 100%, up to 3% of earnings, for a maximum matching contribution of 3%.

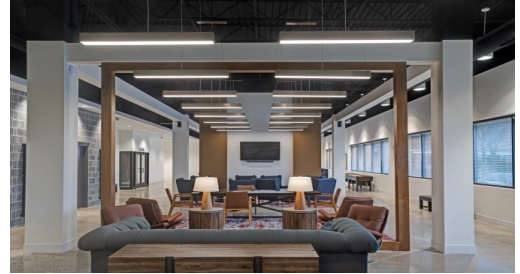
● As of 1/1/26, you were contributing XX% of your earnings into your account pre-tax and may be eligible for a XX% Company matching contribution.

Your 2025 Activity	
Your Contribution	\$XX
Merritt’s Matching Contribution	\$XX



Other Valuable Benefits

- **Company Vehicle & Cell Phone:** Merritt offers the use of company vehicles and cell phones when warranted by an employee's job requirements.
- **Employee Assistance Program:** Merritt's Employee Assistance Program (EAP) offers you and your family members a confidential, no-cost program that can help you reduce stress, strengthen relationships, get healthier, and improve your overall quality of life.
- **Fitness Program:** Merritt offers all eligible employees and their families a complimentary membership to Merritt Clubs.
- **Flu Shots:** We offer a flu shot clinic on-site once a year; free to employees and their household members.
- **Health Plan:** Health Plan includes Medical, Dental and Vision and is paid for by the company. In-Network medical costs up to the maximum out-of-pocket amounts are paid for by the company.
- **Tuition Reimbursement:** Merritt provides 100% tuition reimbursement (up to 2 classes per semester for undergraduate) to eligible employees seeking a work related degree from an accredited educational program when a minimum grade of a "B" is attained.
- **Wellness Program:** Merritt is committed to employee well-being and will continue to invest wisely in encouraging healthy change through programs that support all employees in their journey to a healthier and more productive lifestyle.



Jennifer Nelson
Department CONSTRUCTION

Important: This statement is intended to summarize your company provided benefits and earnings. The values shown are based on your eligibility, benefit elections, and earnings as of 1/1/2026 unless otherwise stated and assume a full year's employment. If you believe your statement is in error, please contact Human Resources. Should any information in this statement conflict with legal plan documents, the terms in the plan documents and collective bargaining agreements (if applicable) shall prevail. Merritt Management reserves the right to amend, change or terminate the plans at any time.

