

PAYROLL SUMMARY REPORT

Summit Digital Solutions, Inc.

Period: December 1-31, 2023

Generated: January 5, 2024

1. EXECUTIVE SUMMARY

This payroll summary report provides a comprehensive overview of Summit Digital Solutions, Inc.'s payroll activities for December 2023. All figures are reported in USD and reflect actual disbursements made during the period.

Total Payroll Disbursement: \$4,873,250

Total Headcount: 385

Average Compensation per Employee: \$12,658

2. PAYROLL BY DEPARTMENT

2.1 Technology & Engineering

- Headcount: 165
- Total Compensation: \$2,245,875
- Average per Employee: \$13,611
- Benefits Load: 28%

2.2 Professional Services

- Headcount: 98
- Total Compensation: \$1,127,400
- Average per Employee: \$11,504
- Benefits Load: 26%

2.3 Sales & Business Development

- Headcount: 45
- Total Compensation: \$687,325
- Average per Employee: \$15,274
- Benefits Load: 24%

2.4 Operations & Support

- Headcount: 52
- Total Compensation: \$468,150
- Average per Employee: \$9,003
- Benefits Load: 25%

2.5 Executive & Administrative

- Headcount: 25
- Total Compensation: \$344,500
- Average per Employee: \$13,780
- Benefits Load: 30%

3. COMPENSATION ANALYSIS

3.1 Base Salary Distribution

- Executive Level (E1-E3): \$1,125,000
- Senior Management (M1-M3): \$875,250
- Professional (P1-P4): \$2,458,000
- Support (S1-S3): \$415,000

3.2 Variable Compensation

- Performance Bonuses: \$487,325
- Commission Payments: \$298,450
- Spot Awards: \$35,000
- Total Variable: \$820,775

4. BENEFITS & DEDUCTIONS

4.1 Employee Benefits

- Health Insurance: \$425,750
- Dental/Vision: \$68,250
- 401(k) Match: \$198,450
- Life Insurance: \$28,750
- Total Benefits: \$721,200

4.2 Payroll Taxes & Deductions

- Federal Withholding: \$985,250
- State Withholding: \$287,450
- FICA: \$298,750
- Medicare: \$69,875
- Total Deductions: \$1,641,325

5. SPECIAL COMPENSATION EVENTS

5.1 Year-End Bonuses

- Performance-Based: \$385,000
- Discretionary: \$125,000
- Total Bonus Pool: \$510,000

5.2 Equity Compensation

- RSU Vestings: 12,500 shares
- Option Exercises: 8,750 shares
- Total Equity Value: \$875,000

6. COMPLIANCE & REPORTING

6.1 Regulatory Compliance

- All payroll transactions comply with federal and state labor laws
- ACA reporting requirements met
- State unemployment insurance payments current
- Workers' compensation coverage maintained

6.2 Audit Trail

- Payroll processed through ADP Workforce Now
- All changes documented and approved
- Dual control verification completed
- System access logs maintained

7. NOTES & DISCLAIMERS

All figures are preliminary and subject to final reconciliation

Compensation data is confidential and proprietary

Report prepared in accordance with GAAP standards

Numbers rounded to nearest dollar

Excludes contractor payments and non-employee compensation

8. CERTIFICATION

This report has been reviewed and certified accurate by:

Sarah Blackwell

Chief Operating Officer

Summit Digital Solutions, Inc.

Date: January 5, 2024

James Martinez

Director of Human Resources

Summit Digital Solutions, Inc.

Date: January 5, 2024

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