STATEMENTS

Spitfire



Spitfire Communications' personalized total reward statements can help illustrate your company's total investment in its employees, keeping them invested in the company.

	Centribution	Dentis' Report		Case de Paul	Dortely Smooth' Annual Contribution
EX COMPENSATION			PIRANCIAL SUPPORT		
nud Bale Rey at 6/(2019		\$148,500	Health Care Floulate Spending Account English Waterd	80	
ard-farm Incastline Target" andhe Percentagen 8275		\$207,800	Dependent Care Piechle Spending Account (Inclus) States	80	
ULTY COMPENSATION		1301-000	Back Life Insurance Enclose 2x Annual Ence Par		\$22
eck Option ⁶ 19 Enert ^o - 18,088 Options			Basic ADED Insurance Environ 24 August Easter Pay		\$4.5
rhavmanice Block Units. 19-Examin - 1,787 Linits		8/01,000	Long-from Disability** Divident 42% of Annual Rate Flor	\$1,000	
ALTH AND WELLNESS	_		Supplemental Individual Disability Incorners (DI)** Disibility Incorners	\$2,289	
dical and Renariphian Drug vision BCELELIA Care Elect P unitate: Employee Only	\$2,0.08 where d Easts	\$8,884 /Teri	Enclass Encled Executive Long-Sem Disability** Enclass Encled		13,942
edal Nillen Deriod And Plan	8107	\$42	Supplemental Life Insurance Electron In Annual Bale Pay	\$4,502	
unrager Zinjilayee Only Den			Spouse Life Insurance Produce \$200,000	90	
NIN YIP IIanlar/Pin veace England Oly			Child Life Insurance	\$12	
elative Physical		\$2,800	Supplemental ADED Interance	\$310	
		a talay accrimy	Volationy Difficul Eleven Insurance Electrony Difficul Eleven	10	
and and says beamfore parlomance. This tests as affect """" instance of pair on any pion space isotore as of the sides of grant. I dentify under the instantion. Armad semistations are coloriging assuming your current particle informations and interployment are also (instance).			ValueMary Accelerate Informy Insurance Effection: Editory	82	
			421(X)' Emiliary Cartolisation X2X	\$25,000	\$1,200
Nonliner Composition and composition and and administration pairs in proceedings of the amounts are not included in the share almost		and and	Employee Mash Parchase Film (ESPP) Ebablic Hall Enviro	80	80
			MANDATED RENEWITS		-
			Edinal of Social Security and Redicare"	814,383	815,264
			TOTAL CONTRIBUTIONS	141,021	11-0,111

VALUE

Help employees understand the full value of their total rewards so that they feel appreciated, resulting in higher job satisfaction.

PERSONAL

Our flexible programming and customized design provide a relevant snapshot of the compensation and benefits for each employee's unique situation.

Company-Provided Benefits

The chart below illustrates the contributions by Flexion and you toward the benefits that make up your total rewards.





CLEAR COMMUNICATION

With 5 generations of employees in the workforce, rewards and compensation are topics that everyone at all stages of life understand and appreciate.

EDUCATION

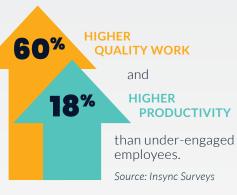
Time the release of your statements to help employees make informed benefits decisions, market a new benefit or increase engagement.

WHY CONSIDER TOTAL REWARDS STATEMENTS FOR YOUR EMPLOYEES?

95%

of all employees who receive statements have a better understanding of their compensation, WHICH RESULTS IN:

Employees who are engaged have



2.5X MORE REVENUES for companies with engaged employees vs. competitors with low engagement levels.

Source: Hay Group Study

ON TOP OF THAT, THEY OFFER A HOST OF OTHER BENEFITS TO BOTH THE EMPLOYEE AND THE COMPANY:

- Total Rewards Statements are a **proven method** for increasing overall morale and keeping employees within your company.
- 95% of all employees who are receiving Total Rewards Statements have **a better understanding** of their rewards program the average employee.
- Next to pay, great benefits packages and perks are the **biggest factor** in employee acquisition and retention.

- **Boost performance** reviews with data that tells a story and shows the value each employee receives.
- **Retain existing talent** by highlighting all the benefits the company provides, even those considered intangible.
- Market underutilized or new benefits.
- Provide employees with a **clear path for growth and improvement**.

Source: HR Daily Advisor

HOW CAN SPITFIRE HELP?

We use our benefits and communication experience and in-house programming to develop a custom, personalized statement tailored to each of your employees.

LOGO

STRENGTHEN BRAND

Customized statements align with and reinforce your company culture and values.

SECURITY

Feel comfortable and confident that your Personally Identifiable Information (PII), i.e. your personal data, will remain safe through our secure channels and thorough quality control procedures.



FLEXIBLE PROGRAMMING

Never worry about gaps in content, blank pages or information that won't line up. Each statement is fully personalized to each employee's unique situation only.



DELIVERY OPTIONS

Mail home, upload to an app or email a personalized link to download statements.



ANALYTICS

Electronic distribution provides the option to track and measure delivery, open rates and more.

PULLING IT ALL TOGETHER

In a survey by WorldatWork, HR professionals judged **total** rewards statements to be the single most effective method for communicating the employee value proposition.



36% of typical companies





If you'd like to learn more, please contact:

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