

# 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.

**YOUR 2019 TOTAL REWARDS STATEMENT**

Component	Amount	Component	Amount
Cash Compensation	\$100,000	Health Insurance	\$1,000
Stock-Based Compensation	\$20,000	Dental Insurance	\$500
Retirement Savings	\$15,000	Life Insurance	\$2,000
Health Savings Account	\$5,000	Disability Insurance	\$1,500
Employee Stock Purchase Plan	\$3,000	Voluntary Life Insurance	\$1,000
Flexible Spending Account	\$2,000	Long-Term Disability	\$1,000
Commuter Benefit	\$1,000	Supplemental Life Insurance	\$1,000
Child Care Benefit	\$1,000	Supplemental Health Insurance	\$1,000
Other Benefits	\$1,000	Supplemental Dental Insurance	\$1,000
<b>Total Rewards</b>	<b>\$148,000</b>	<b>Total Rewards</b>	<b>\$148,000</b>

## 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.

## 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

**60%**

**HIGHER QUALITY WORK**

and

**18%**

**HIGHER PRODUCTIVITY**

than under-engaged employees.

Source: Insync Surveys

**2.5X**

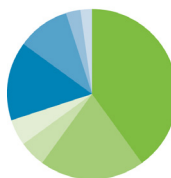
**MORE REVENUES** for companies with **engaged employees** vs. competitors with low engagement levels.

Source: Hay Group Study



### Company-Provided Benefits

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



#### YOUR CONTRIBUTIONS

- Cash Compensation: 15%
- Health and Welfare Benefits: 10%
- Retirement Benefits: 3%
- Mandated Benefits: 2%

#### FLEXION'S CONTRIBUTIONS

- Cash Compensation: 40%
- Health and Welfare Benefits: 20%
- Retirement Benefits: 5%
- Mandated Benefits: 5%








## 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

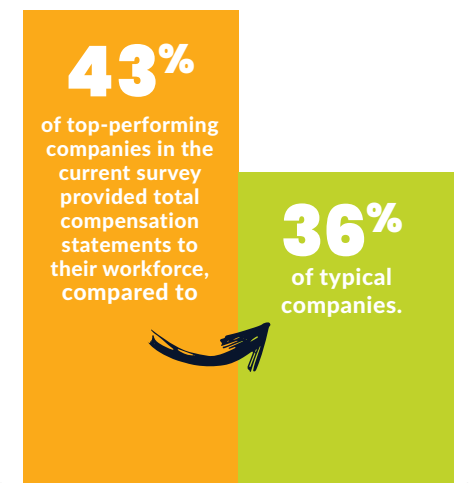
### HOW CAN SPITFIRE HELP?

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

-  **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.**



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

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