# **TOTAL REWARDS STATEMENTS**





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



#### 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?

97% OF EMPLOYERS

say that they are in some way responsible for their employee's financial wellness.

(Bank of America, 2022)

30%

According to the U.S. Bureau of Labor Statistics, benefits make up about 30% of the average worker's income.

(BLS, 2023)

62%

OF EMPLOYEES

are stressed about their finances and 38% of employees are not confident they will reach their retirement goals.

(Bank of America, 2022)

80%

agree that offering financial wellness support can result in more satisfied, loyal, engaged and productive employees.

(Bank of America, 2022)

### 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.
- Employees who are receiving Total Rewards Statements have a better understanding of their rewards program.
- 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.



#### **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.

would remain with their current employer for the next 2 years if they felt the benefits met their needs.

(WTW. 2022)

want some form of pay transparency and 68% said they would even switch employers for the benefit, assuming pay was the same.

(WTW. 2022)





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

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