

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.



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

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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.**

80%
OF EMPLOYEES

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

(WTW, 2022)

79%
OF EMPLOYEES

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

(WTW, 2022)