

# Howden Offering: Total Rewards Statement Pricing for 2026

## Development Costs

DESCRIPTION	PER EMPLOYEE COST
<b>Total Rewards Statement Creation</b>	
<p>Each personalized statement includes variable programming detailing the breakdown of compensation, benefits, retirement savings, and employee discounts. Creative development, programming, and production based on the following specifications:</p> <ul style="list-style-type: none"> <li>• <b>Size:</b> 8.5" x 11" one side</li> <li>• <b>Rounds of Edits:</b> Select a template, one round of edits during development, one round of edits during live samples, and a third round of edits can be used where needed (if needed)</li> <li>• <b>Programming:</b> Up to 45 variable fields, including one pie chart, and one provided Excel data file ready to program (no data scrubbing or calculations are done by Spitfire - all columns must contain final numbers)</li> <li>• <b>Delivery:</b> Separate PDF with each employee's statement</li> </ul> <p><b>Add on options:</b></p> <ul style="list-style-type: none"> <li>• <b>Additional variable fields:</b> \$75 each</li> <li>• <b>Additional rounds of edits:</b> \$375</li> <li>• <b>Data scrubbing:</b> \$550</li> <li>• <b>Additional data file:</b> \$1,200</li> <li>• <b>Additional pie or bar chart:</b> \$1,275</li> <li>• <b>Second page without personalization:</b> \$1,850</li> </ul>	<p>0 - 499: \$2,750 minimum charge</p> <p>500 - 999: \$5.50</p> <p>1,000 - 1,499: \$5.00</p> <p>1,500 - 1,999: \$4.00</p> <p>2,000 - 2,499: \$3.50</p> <p>2,500 - 2,999: \$3.25</p> <p>3,000 - 3,499: \$3.00</p> <p>3,500 - 3,999: \$2.75</p> <p>4,000 - 4,499: \$2.50</p> <p>4,500 - 5,000: \$2.25</p>

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