

Go beyond the paystub: reveal employees' hidden compensation

Total Rewards Statements (or Benefits Statements) provide employees with a **clear and comprehensive view of not only their direct pay but also the often-overlooked benefits that add significant value to their overall earnings**. These personalized reports outline the full value of an employee's compensation package, including salary, bonuses, health benefits, retirement contributions, career development, time off, and other perks.

They're a **powerful tool for employers to enhance retention, improve morale, and highlight the advantages of working for your company**, ensuring that employees feel valued beyond just their paycheck.



[View Design Templates](#)



Compensation



Benefits



Work Life



Career Development



Rewards and Recognition

Key Benefits



Increased employee engagement: Employees get a clear view of their total compensation package, boosting appreciation, retention, and affinity.



Data-driven insights: Personalized analysis for each employee to highlight benefits usage and opportunities.



Design styles: Choose one of Flimp's templates to fit your organization's culture and brand. The four-page documents include a cover page, a letter from your CHRO or other executive, the personalized report, and a page with more plan details.



Custom style: If our design templates don't meet your needs, we can create a custom design for you. This option also allows for additional compensation and/or benefits categories, and more customization.



Easy process: Just determine the benefit categories you want to include, pull the data for each employee, and enter it in the [Flimp-provided template](#). [Get guidance for pulling and entering the data.](#)



Secure delivery: Standard distribution is a zip file with all your PDFs for you to distribute. Or we can deliver them directly to employees by [encrypted email](#) for an additional cost.

Secure Distribution by Encrypted Email

Flimp recognizes the sensitive nature of these documents so we provide an option where we distribute the statements directly to employees via encrypted email using a third-party platform called [Virtru](#).

We start by creating a [Digital Postcard](#) that you can distribute prior to sending the statements to let employees know what's coming and that the email is legitimate.

Upon receipt of the email, employees follow the instructions to verify their identity through Google or Microsoft authentication, and access their personal report.

Not only do you get a reporting dashboard to monitor engagement, you also get the ability to recall files, even if they've been downloaded and saved.

For more information on secure distribution, refer to the [FAQs](#).

Custom-Design Option

Some clients prefer a fully custom design to match their brand so we offer a custom option for an additional charge. Here's how the two options compare.

	Standard	Custom
Pages	4 max	8 max, determined by custom data requirements
Compensation types	up to 4	up to 7
Benefit types	up to 25	up to 25
Design	10 style templates	custom layout and visuals
Revisions	3 rounds	3 rounds (total)
Timeline	3-5 weeks	3-5 weeks
Setup fee	\$1,500	\$1,500 + \$2,000 design
Per-employee cost	\$4 PEPY (\$1,500 min)	\$4 PEPY
Secure distribution	+\$1 PEPY	+\$1 PEPY
Foreign languages	starts at \$2,000	starts at \$2,000

Customize Your Statements

Required Employee Data

- Name (first and last)
- Email address
- Base salary

Compensation

- Bonuses
- Commissions
- PTO/vacation
- Sick time
- PTO/vacation + sick total
- Overtime
- Holiday
- Overtime + holiday total
- Stock options

Benefits

- Medical
- Dental
- Vision
- Basic life and AD&D
- Short-term disability
- Long-term disability
- 401(k)
- Pension plan
- State retirement/pension plan
- Medicare and Social Security
- HSA contributions
- Employee assistance program
- Fitness membership/program
- Legal protection
- Identity protection
- Commuter benefits
- Tuition assistance or reimbursement
- Childcare assistance
- Professional/career development

Total Rewards Statements Pricing

Standard: \$1,500 setup fee plus \$4 PEPY (\$1,500 minimum)

- No charge for Flimp templates
- Add'l template for different employee group: \$1,000 each
- Standard delivery is zip file with all PDFs
- Custom design: \$2,000 upcharge
- Secure distribution via encrypted email: +\$1 PEPY
- Foreign languages: starting at \$2,000 upcharge
- Client is responsible for providing employee data