

Overview

What are Total Rewards Statements?

Personalized, branded reports that show each employee the full value of their compensation package—salary, bonuses, health benefits, retirement contributions, time off, and other perks. They go beyond the paystub to reveal the total investment a company makes in each employee.



Why should employers invest in them?

They improve pay transparency, boost engagement and morale, and strengthen both recruiting and retention. Employees who can clearly see what they earn—including the employer-funded portion of their benefits—feel more valued.

How is Flimp's approach different from what's built into HR or ben-admin platforms?

Most system-generated statements are focused on data accuracy, not communication. Flimp's statements are employer branded, visually polished, and designed to tell a story. They're built for clarity and appreciation, not just enrollment and transactions.

When should statements be sent?

Typically, once or twice a year, often after merit increases, bonuses or open enrollment. Best windows include Q1–Q2, post-compensation review, after benefits upgrades or as part of a retention initiative.

Can statements be used for recruiting?

Yes. Once implemented for your workforce, statements can be extended to new recruits at no additional cost.

Is annual or year-to-date data used?

Annual. Clients must submit full, 12-month data for each employee.

Design and Content

What design options are available?

Clients choose from several Flimp style templates. All statements are then customized with the employer's brand, benefit and compensation categories, an executive letter, and a glossary. If the standard templates don't fit your brand, a fully custom design is available for an additional \$2,000.

What's included in a statement?

Each statement is a four-page document (up to eight pages for custom) that includes a cover page, a letter from an executive (CHRO or similar), the personalized report, and a plan details page.

What benefits and compensation types can be included?

The standard option supports up to 25 benefit types and up to four compensation types. The custom upgrade also supports up to 25 benefit types and up to seven compensation types. Clients can include any benefits available to their employees.

What if we have different benefit offerings for different employee groups?

Each employee class requires its own spreadsheet and template. Additional templates are \$1,000 each.



Can statements be produced in other languages?

Yes. Once the English version is finalized, Flimp will translate and create a new template starting at \$2,000. For non-US currencies, the client must provide values in the correct currency. Flimp does not convert currency.

Can employer-paid taxes be included?

Yes, as long as it's accurately reflected in the data provided. Totals must equal 100% where required.

Pricing

Standard pricing is \$1,500 setup fee plus \$4 PEPY (per employee per year), with a \$1,500 minimum. See the full comparison below.

| | Standard | Custom |
|-----------------------------------|----------------------------|---------------------------|
| Pages | Up to 4 | Up to 8 |
| Compensation types | Up to 4 | Up to 7 |
| Benefit types | Up to 25 | Up to 25 |
| Design | 10+ branded templates | Fully custom layout |
| Revisions | 3 rounds | 3 rounds |
| Timeline | 3–5 weeks | 3–5 weeks |
| Setup fee | \$1,500 | \$1,500 |
| Per-employee cost | \$4 PEPY (\$1,500 minimum) | \$4 PEPY + \$2,000 design |
| Secure distribution add-on | +\$1 PEPY | +\$1 PEPY |
| Foreign languages | From \$2,000 | From \$2,000 |
| Additional employee class | \$1,000 per class | \$1,000 per class |

Timeline and Delivery

How long does production take?

Typically, three to five weeks for both standard and custom, once Flimp has received complete employee data and template approval.

What are the delivery options?

Standard delivery is a zip file of individual PDFs that the client distributes directly. Secure encrypted email distribution to employees is available as an add-on for +\$1 PEPY.

Does adding a foreign language extend the timeline?

Yes, translation typically adds about a week.



Data

How does Flimp receive employee data?

Clients export data from their HR, payroll, or benefits system and enter it into Flimp's secure spreadsheet template. Flimp provides guidance to make this as straightforward as possible. The spreadsheet is a required element of the production process.

Who is responsible for data accuracy?

The client. Flimp does not validate or manipulate the data provided.

How is the data transmitted securely?

Flimp provides a file-request link to a secure Dropbox folder. Files are stored temporarily with restricted access and securely deleted once the project is complete.

Secure Distribution

What is secure distribution and what does it include?

Rather than delivering a zip file for the client to distribute, Flimp sends each employee their statement directly via encrypted email. The add-on includes:

- A [Digital Postcard](#) to notify employees in advance
- Encrypted delivery from trs-distribution@flimp.net via Virtru
- Identity verification through Google, Microsoft or a secure link
- A reporting dashboard with delivery and open rates
- The ability to revoke access to a file even after it's been delivered



Is secure distribution compliant with privacy regulations?

Yes. It's HIPAA, GDPR, and CCPA compliant.

How does Flimp ensure each employee receives the right statement?

Automated matching of employee data and PDFs through GMass integration.

Do employees need to download anything?

No. Employees can view their statement securely online without downloading.

Edits and Revisions

How many rounds of edits are included?

Both standard and custom options include three rounds of revisions.

What if changes are needed after the project is complete?

Post-completion edits are available for an additional fee based on the scope of changes.