What are total rewards statements?

Personalized reports that showcase the full value of each employee's compensation package including salary, bonuses, healthcare, time off and other perks.

Why invest in these statements?

These personalized reports improve pay transparency, boost employee engagement and strengthen recruitment and retention efforts.

Compensation	Benefits	Work Life	Career Development	Rewards and Recognition
• Base pay • Bonuses	• Health • Income protection • Wellness • Retirement	• Paid time off • Inclusive work environment • Community support	• Training opportunities • Tuition reimbursement	• Performance management • Awards and kudos

How is Flimp's solution different from HR systems and other vendors/apps offering these 24/7?

Our employer-branded, visually engaging, point-in-time reports are more impactful than portals. Plus, our solution is affordable, simple and customized, without the high cost of enterprise systems. Additionally, we offer lots of design options across all our solutions for a cohesive look and feel that reflects your company culture.

When should statements be sent?

Typically, once or twice a year, often after merit increases, bonuses or prior to annual enrollment.

Do the statements present year-to-date or annual information?

Typically, annual. Clients must submit full, 12-month data.

Can clients use total rewards statements for recruiting?

Yes, once you implement statements for your employees, you can add them for new recruits at no additional cost.

Design and Components

Are the templates customizable?

Yes, once a style is chosen, the template is customized with the employer's branding, compensation and benefits categories, a letter from an executive and a glossary with descriptions of the included benefits.

Can clients get a custom design?

Yes, fully custom designs are available for an additional $2,000.

Are statements available in other languages and currencies?

Yes, once your English version is finalized, we translate the content into your chosen language and create a new template for an additional fee, starting at $2,000. For non-US currencies, the client must provide the required values in separate spreadsheet(s). Flimp does not perform currency conversion.

What benefits can be displayed? How many?

Clients can include any of the benefits available to employees. You can feature up to 14 components with the standard option and up to 20 with the custom upgrade.

Are compensation types included? How many?

Yes, with the standard option, you can have up to four types. With a custom design, up to seven may be included.

What if clients offer different benefits based on employee class?

Each class requires a separate spreadsheet and template.

Can clients include taxes paid on behalf of employees?
Yes, it just needs to be properly reflected in the client data you provide. Totals must equal 100% where required.

## Timelines and Delivery

How long does it all take?
Once Flimp has received your data and approval on your template, it takes approximately one to two weeks for the standard option and two to three weeks for custom.

What delivery options are available?
Standard delivery is a zip file containing PDFs for each employee. Secure distribution
to employees by encrypted email is available for an additional fee.

Does translating into other languages extend the timeline?
Yes, translation requires extra time, usually about a week or so.
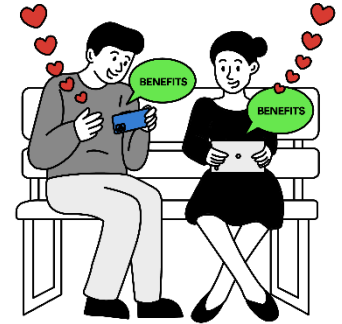
Data

How does Flimp obtain the data?
Clients are responsible for exporting the information from their HR, benefits or payroll system and providing that data in our secure template. We offer guidance for this process to make it as painless as possible.

Is there any other way to share the data?
No, the spreadsheet is a required element of our automated-production process.

How does Flimp ensure the integrity of the data?
Clients are responsible for the accuracy of the data provided. We don't validate or manipulate the information.

How do clients safely send the data to Flimp?
We'll provide a file-request link to a secure Dropbox folder.

Where is employee data stored?
The files are stored in Dropbox for a limited time with restricted access. Once the project is completed, the files are securely deleted.

Secure Distribution

What's the value of secure distribution?
It's less work for HR teams, plus, it provides increased security, personalized delivery and engagement reporting.

How does secure distribution work?
It starts with a [Digital Postcard](#) to let employees know to expect an encrypted email from trs-distribution@flimp.net. Upon receipt of that email, they follow simple instructions to validate their email and receive their personalized statements.

Describe the employee's experience.

Digital Postcard ➜ email with secure link ➜ verify identity ➜ view/download statement

What's included in secure distribution?
You get a Digital Postcard to notify employees, encrypted emails and a reporting dashboard to monitor engagement.

Is secure distribution compliant with PII regulations?
Yes, it's HIPAA, GDPR and CCPA compliant.

How are the emails secured?
Self-authentication via Google, Microsoft or secure link and encryption by Virtru.

How do you ensure each employee gets the correct statement?
Automated matching of data and PDFs through GMass integration.

Can access to a statement be revoked after it's been sent?
Yes, files can be revoked through Virtru, even after delivery, no matter where the file is stored.

Is campaign reporting available with secure distribution?
Yes, the reporting dashboard provides delivery and open rates.

Do employees have to download anything?
No, downloads aren't required. Employees can view their report securely online.

Edits and Costs

Are there limits on rounds of edits?
Yes, you get up to two rounds for the standard option and three for custom projects.

Is there a cost to make corrections at a later date?
Once the project is completed, edits incur additional fees based on the extent of the changes.

How much does the standard option cost?
$6 PEPY with a $1,500 minimum

How much does secure distribution cost?
An additional $1 PEPY