

It's Time to Improve the Compensation Conversation



Think about this: 61% of job seekers say compensation is the top reason they seek new roles elsewhere. 37% say they want better benefits. Yet 49% of workers don't understand their benefit statements.¹ That's a major disconnect.

Let's fix it together.

You Need a Better Way to Communicate Total Rewards.

TotalRewards Software is the global leader in total rewards solutions. Our signature product, TotalRewards Builder, gives HR pros a powerful, easy-to-use online tool to provide a complete compensation picture for employees.

Transparent. Personalized. Insightful. A modern solution for total rewards.

Improves the Compensation Conversation

Current and potential employees receive a clear, concise, and complete picture of their individual compensation packages through an always-accessible portal — not a throwaway piece of paper. And that matters for retaining and recruiting.

Provides Real-Time Actionable Insights

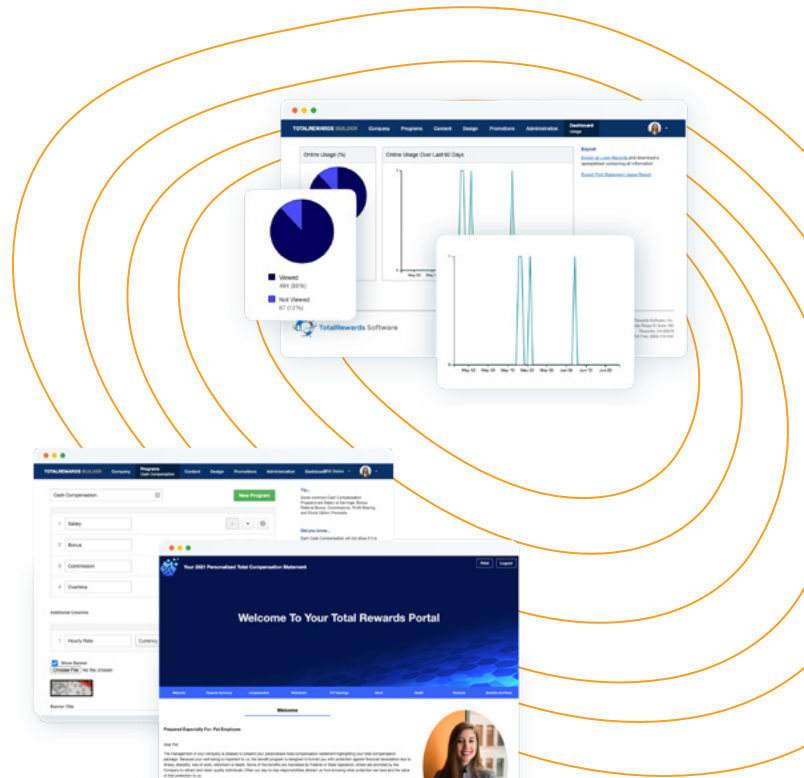
Create, manage, and report on benefits marketing campaigns. Give actionable insights to executives regarding what parts of packages resonate with their employees.

Eliminates Total Rewards Frustrations

Compensation managers and HR teams can say goodbye to total rewards hassles. No more manual data entry from spreadsheets. No more cumbersome data merges. No clunky out-of-date software. No more headaches. Easy to use, easy to scale, and easy to get more done.

A Single Platform. Powerful Features. So Much to Love.

- » Easily generate high-quality, graphical **print benefits statements** that save you time — and let employees grasp the real value of their compensation at a glance.
- » Provide an **always-available online portal** that keeps benefits top of mind, helping employees who are considering a move see how much you value them.
- » Create **more attractive and compelling offer letters** that increase your acceptance rates by showing the full compensation value of the offer beyond just salary.
- » Shout your benefit news from the mountaintops with **built-in benefits marketing campaign tools** that allow you to see which messages resonate with your audience.
- » See what benefits draw the interest of employees — and which don't — with **powerful analytics tools** so you can feel more confident in your offerings.
- » Impress everyone in the C-Suite with **simple-to-generate, executive-friendly reports** that give them rock-solid info they need to make good compensation decisions.



70% of employers say employees underutilize the services, benefits, and programs they offer. ¹



Workers want more...

46%

are looking or plan to look for a new role in the first half of 2023²

61%

are seeking a higher salary²

37%

are seeking better benefits & perks²

... But most don't know how much they already have.

80% of employees ignore communication about benefits³

49% of employees don't fully understand their compensation package³

According to a 2022 survey of 1,500 HR professionals⁴, total compensation statements are the best way to stop employee turnover.



TotalRewards Builder Can Be an Eye-Opening Experience

“Our employees’ eyes were really opened by the great way this information was presented to them.”

- Chris Haak, Manager of Compensation | Cephalon

“When our employees saw the pie charts showing the value of overtime, car allowance and everything else Ultratech contributed, they were truly surprised. Most people only see their annual base salary and don't realize what else is included.”

- Salina Faria, Compensation and Benefits Manager | Ultratech, Inc.

“Our executives were extremely pleased to see all of their executive rewards in one easy-to-understand format.”

- Diane Abrianno, Senior Manager of North American Compensation | AVON Products, Inc.

Sources: **1.** Retention Roadblocks: The Hartford's New Study Shows Employers And U.S. Workers Disagree On Many Workplace Issues, Contributing To Turnover | **2.** The jobs people are most likely to quit in 2023, according to Payscale, CNBC, Jan. 5, 2023 | **3.** Survey: Traditional benefits communication not getting through | HR Dive | **4.** Better Workplaces on a Budget