

Total Compensation Statements

More than just a paycheck

Pay statements alone don't portray the total cost employers pay to recruit and retain good employees. When most employees think about compensation and benefits, they simply think about the dollar amount on their paycheck.

All too often they overlook – or take for granted – the added extras their employers offer. “Hidden” benefits, such as medical and dental coverage, 401(k), profit sharing and life insurance can be a sizeable expense for employers.

That is where Total Compensation Statements (TCS) can help. TCS educates employees about the total value of benefits by showing the entire cost paid for by the employer. TCS itemizes the cost of benefits on one personalized statement and moves employees beyond the paycheck to the bigger picture.

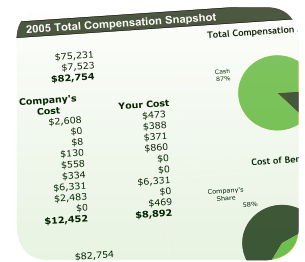
Giving employees this knowledge helps them better understand and appreciate the complete cost of compensation and benefits offered by their employer.

The big payoff for the employer is better employee morale and retention.

A survey of human resources executives showed...

- *Only 5 percent* believe employees fully understand and appreciate the value of their total compensation package.
- *93 percent* think personalized communications regarding a company's total compensation package are valuable tools in their recruitment and retention efforts.
- *97 percent* feel that personalized communications play a critical role in helping employees better understand their benefits as well as the overall value of their total package.

To learn more about how TCS can help educate your employees on their total benefits package, please contact your UMR representative.



About Total Compensation Statements

TCS is offered through UMR's partner, Charlton Consulting Group. Founded in 1993, Charlton Consulting Group is a team of benefits communications experts based out of Rockville, Maryland. They offer full-service capabilities in design, planning and execution of total compensation statements and have earned a reputation for flexibility, creativity and responsiveness.

