

# Workstream Total Rewards Statements

## Turning your Total Rewards Programs into a Strategic Asset

**Workstream Total Rewards Statement** is a powerful motivation and retention tool that gives your employees one place to view, model and manage all of their corporate-sponsored financial benefits. Workstream has redefined the meaning of a “total rewards view” for employees.

Workstream Total Rewards Statement is a product that:

- Shows the full financial impact of an employee’s total compensation program, including corporate contributions,
- Delivers a knowledgebase of personalized compensation and benefits information and easy-to-use tools for financial modeling,
- Provides secure, real-time information from your company’s financial services providers.

With Workstream Total Rewards Statement, your employees are able to grasp the full value of their compensation and benefits programs, including the contributions your company makes on their behalf. What you receive is just as valuable—reduced operating costs, enhanced fiduciary compliance, and higher retention of quality employees.

## Key Total Rewards Statement Capabilities

### Supports all total rewards-related programs

Workstream Total Rewards Statement gives employees an anytime, anywhere view of their compensation and benefits programs and the tools and services they need to evaluate benefits choices. Up-to-the-minute information is provided for:

- Defined benefit/contribution plans, such as pensions and 401(k)s
- Profit sharing plans
- Employee stock purchase (ESPP) and stock option (ESOP) plans
- Base and variable compensation, including base salary, long- and short-term bonuses, and commissions
- Executive benefits and non-qualified plans, such as deferred compensation plans, SERPs, and split-dollar plans
- Health and welfare plans such as medical, dental, and life, including employer and employee contributions
- Work/life benefits (such as tuition, child care and transportation benefits)
- Non-cash incentive programs

### Workstream Total Rewards Statements Benefits:

- Better employee appreciation of their benefits programs
- Increased plan participation
- Higher retention of quality people
- Reduced costs for benefits statements, whether online or paper-based
- Reduced call center traffic
- Enhanced fiduciary compliance
- Greater return on your overall compensation and benefits investment

### **Connectivity to benefits providers**

Connections to your financial benefits providers can be implemented in real Time or other appropriate frequency, which avoids the delays and inaccuracies of “screen scraping” and other outmoded approaches, and provides far more timely information than quarterly updates. Workstream handles all technical issues related to provider connections and security, including configuring Workstream Total Rewards Statement to your specific plans and security requirements.

### **Combines financial data with knowledge**

Workstream Total Rewards Statement provides a knowledgebase of information specific to your compensation and benefits programs, including plan descriptions, corporate policies, government regulations, and more. Links to financial services providers add even greater information depth. Online information that is personalized for each employee reduces call center and HR staffing requirements, gives your employees a greater understanding of their benefits choices, and enables them to make better informed decisions.

### **Easy-to-use charting and modeling tools**

Colorful charts and graphs, and user-friendly tools for financial modeling allow employees to see the present and future value of their benefits programs. Employees can view cash compensation for prior years, stock option vesting, and other programs, and then model future projections based on “what if” scenarios. Workstream Total Rewards Statement modeling tools demystify financial forecasting and simplify decision-making. In addition, flexible output capabilities allow selected data to be printed in a summarized format.

### **Integrates with other HR and benefits applications**

You can implement Workstream Total Rewards Statement as a best-practices solution for personalized communication or combine it with other Workstream applications for even greater effectiveness. You can also integrate it seamlessly within any employee portal and with your existing ERP and HR management systems. Workstream Total Rewards Statement delivers complete compensation and benefits information to your employees through a single interface.

## **About Workstream Inc.**

Workstream provides enterprise workforce management solutions and services that help companies manage the entire employee lifecycle – from recruitment to retirement. Workstream’s TalentCenter provides a unified view of all Workstream products and services including Recruitment, Benefits, Performance, Compensation, Development and Transition. Access to TalentCenter is offered on a monthly subscription basis under an on-demand software delivery model to help companies build high performing workforces, while controlling costs. With 9 offices across North America, Workstream services customers including Chevron, The Gap, Home Depot, Kaiser Permanente, Motorola, Nordstrom, Samsung, Sony Music Canada, VISA and Wells Fargo. For more information visit [www.workstreaminc.com](http://www.workstreaminc.com) or call toll free 1-866-470-WORK.



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