



# Total Rewards Statements

Relevant **Informative** Powerful

- Base pay*
- Incentives*
- Benefits**
- Retirement*
- Time off*
- Recognition*
- Career*
- Government programs*
- Stock Purchase*
- Stock Options*
- Work/Life Balance*

**Your organization is making a very significant investment in providing employees with pay, benefits and other programs. Are you getting the maximum return? Do your employees understand the dollar value of your total rewards?**

**Retaining and attracting the best talent is a compelling challenge for a lot of organizations.** What can help you? Highlighting your offer in a powerful, relevant and meaningful way.

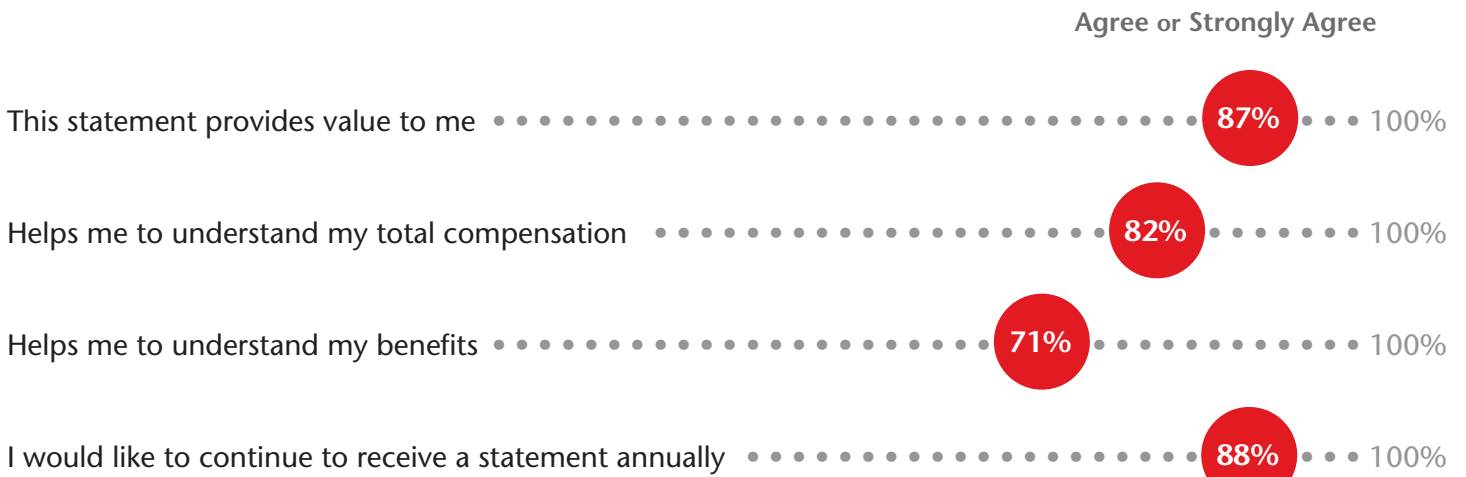
Communicate your substantial investment to each employee. Produce personalized total rewards statements using Aon Hewitt's innovative system. Not only is it cost effective, the system has the ability to produce statements for potential new hires. What better way to on board the best talent – provide them with a total rewards statement before they start work!

Our system does it all, easily and quickly with little or no IT involvement.





## What Do Employees Say About Total Rewards Statements?



\*\* From Aon Hewitt's TRS Survey database (2007-2009) – 11,671 employees

**Call today** for a demo and a quote!

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## Key Features of Aon Hewitt's Web Based Total Rewards Statement System

**The statement shows:**

**the value of total rewards**

**a breakdown of costs**  
between the company  
and the employee

**a personalized**  
Benefits At A Glance

**"Did You Know" sections**  
providing you with an  
opportunity to highlight  
a special benefit, such as  
charitable contributions,  
flexible working hours or any  
other topic you feel needs a  
special highlight.



- • ● The ability to produce statements for existing employees and potential new hires
- • ● 24/7 access to on-line statements from work or home in English or French
- • ● Ability to tailor the site to your organization's branding guidelines
- • ● Flexibility to customize the content to reflect all your programs. There is no limit to the number of plans or variations of benefits that can be included
- • ● Ability to utilize the on line survey feature of the statement to find out how employees valued the statement
- • ● HR accessibility to each employee's statement through an administrative link that forms part of the statement system. HR will receive usability reports so that you know how many employees accessed the system
- • ● Ability to add other personalized modeling programs to enhance education (retirement savings models, stock option models, share plan incentive models)
- • ● Advice regarding the best communication practices to get high participation and engagement in accessing the statement on line
- • ● Helps you hire the best by communicating the dollar value of your "offer"
- • ● Contributes to the retention of existing employees
- • ● Differentiates you from the competition
- • ● Illustrates the substantial contribution you make on behalf of employees
- • ● Encourages employees to think about all rewards, not just pay
- • ● Delivers a powerful message about your value proposition





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