

Help Employees Fully Understand – and Leverage – Their Total Rewards

The Lawson Total Compensation Statement is an on-demand tool that helps employees understand and leverage their total compensation package. This is vital in today's workplace, where benefits and other non-cash compensation are increasingly important in employees' assessment of their job satisfaction. Total Rewards Statement can help you retain talent; increase participation in 401(k), ESPP, and other voluntary programs; and ease the pain of increasing healthcare costs.

Showing a Pay Stub is Insufficient

Today's employers are making significant investments in their employees' total compensation: Increasing taxes, health benefits, assistance programs, paid time-off, and much, much more. But survey after survey shows that employees often don't understand or appreciate this non-cash compensation.

Pay stubs are not the solution to this dilemma. When employees view their pay stubs, they see only what has been deducted. What they do not see is what the employer has contributed to FICA, state, federal, and other taxes; health and other insurance premiums; 401(k) and additional retirement plans; wellness and EAP programs; and more.

In other words, employees do not see the full value they get by being your employee.

With Total Compensation Statement You Can:

- Promote awareness and appreciation of total compensation year round
- Increase 401(k), EAP, wellness, and ESPP participation
- Achieve measurable reductions in turnover
- More easily introduce medical benefit cost sharing and ease the pain of increases in health care costs



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Powerful Features

- Tailored welcome messages
- Retirement modeling
- Stock option calculators
- Intuitive format for drill downs
- Refreshed by pay period, quarterly, monthly, or annually
- Executive remuneration and tally sheets
- World-class security
- Matched to your corporate brand

Total Compensation Statement Advantage

- Built from the ground up on a scalable technology platform that delivers your statements faster, and at a much lower price, than other compensation statement solutions
- Design allows for easy changes and upgrades over time without costly professional services
- Total Compensation Statement is strategically integrated with Lawson Human Capital Management, Benefits and Payroll applications. It easily integrates with other third party vendors and/or outsourcers, 401(k) providers, stock services, and other providers that compose your compensation platform. And we do the integration for you – reducing the burden on your HR and IT staff.