



Help your people see the big picture – through custom printed total compensation statements

Do your employees understand the full value of their compensation – both direct and indirect? They certainly can quantify their direct compensation and use it to compare where they stand against others in their industry. But does that tell the full story? No. Indirect compensation – things like health insurance, life insurance, paid time off, retirement benefits, etc. – also play a big role in determining total compensation with the Company.

Let bswift help you tell the whole story

bswift's custom printed total compensation statement communication solution can help showcase the full value of everything your organization offers.

- **Custom data points.** You determine the data points within the bswift environment and from your organization to use to tell the whole story.
- **Reinforce your message and brand.** Help educate your workforce and their family members that total compensation goes well beyond base pay.
- **Tell your story your way.** Shape the messaging and describe the values that are important to your organization.
- **Attract and retain talent.** Finding – and keeping – good people has never been more important. Help drive your organization's success by clearly showing employees, specifically, the total value of their rewards.
- **Custom statements mailed home.** We'll help design, write, print, and mail custom statements directly to your employees' homes. Often, a tangible, printed document makes a bigger impact in your employees' hands.

Interested?

To learn more about our custom printed total compensation statement solution, contact us at agency@bswift.com.

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The process

- Discovery.** Our strategists will collaborate with you to design the most effective statement based on your business goals.
- Content and design.** Our team of writers and designers will work with you to create an impactful total compensation statement reflective of your brand, values, and story.
- Data collection.** Our communications team will work with you and your bswift Client Services team to gather the data and crunch the numbers.
- Review.** We take an agile approach to the review process, making data and content changes as we move through the review process together.
- Print and mail.** Our delivery consultants prepare final statements for printing and distribution.



Compensation

Your total earnings for 2022

Our compensation philosophy is to provide a competitive, fair, and transparent total compensation package for all employees. It's designed to attract, motivate, and retain the best people and to reward you for your contributions. Compensation is based on your job, the contribution you make, and our success as a company. This personalized statement outlines your total compensation for 2022, including your health benefits paid by Umbrella Partners, SunLife, and your 401(k) match.

2022 Compensation & Benefits for [First and Last Name]	Umbrella Partners Compensation	Year Total Compensation
Base Pay	\$100,000	
Commission	\$10,000	
Bonus	\$0,000	
Equity*	\$0,000	
Additional Earnings**	\$0	
Total Compensation	\$110,000	\$110,000

Health and Wellness

Benefit	Umbrella Partners	Year Total
Medical (Group Plan Deductible)	\$0,000	\$0,000
Dental (Group Plan Deductible)	\$0,000	\$0,000
Vision (Group Plan Deductible)	\$0,000	\$0,000
Life Insurance	\$0,000	\$0,000
Disability	\$0,000	\$0,000
Long-term Disability	\$0,000	\$0,000
Health and Wellness Program	\$0,000	\$0,000
Cash Benefit	\$0,000	\$0,000
401(k) Match	\$0,000	\$0,000
TOTAL	\$0,000	\$0,000

* Your 401(k) match is based on your 2022 salary. ** Additional earnings include overtime pay, bonuses, and other payments. Total compensation includes all forms of compensation, including base pay, commission, bonus, equity, and additional earnings. Total compensation is based on your 2022 salary and commission. Total compensation is based on your 2022 salary and commission. Total compensation is based on your 2022 salary and commission.

Compensation

Save for your future

Achieve your long-term financial goals with the Umbrella Partners 401(k) Plan. Features include:

- A dollar-for-dollar match, up to 6% of your pay*
- A broad range of investment options to meet a personalized portfolio**
- Investment planning resources and personalized support when you need it.

Compensation

Your current portfolio

Your contributions	Umbrella Partners	Your total	Your contributions as % of December 31, 2022	Your total as % of December 31, 2022
\$	\$	\$	%	%

* Match limited to 100% and for highly compensated employees. ** Investment options subject to investment risk. Risk may result in the loss of principal or reduction in value. Please consult your financial advisor for more information.

Health & Wellness

Top 10 free services from the EAP

The Employee Assistance Program (EAP) can help you with:

- **In-the-moment support:** 24/7 emotional support by phone with a licensed mental health professional for you or your family.
- **Counseling:** 30-minute virtual counseling sessions per emotional health issue for you and your covered family members.
- **Legal assistance:** 30-minute consultation with an attorney, paraprofessional or phone.
- **Financial assistance:** 30-minute phone consultation with a financial professional.
- **Parenting Resources:** and referrals for child care services, after-school programs, camps, child development, and more.
- **Elder care:** Resources and referrals for home health services, assisted living facilities, social/recreational programs, long distance caregiving, and more.
- **Adult care support:** One-on-one support through treatment, coordinate care, find government resources, and locate providers.
- **Pet care:** Resources and referrals for pet sitting, obedience training, and more.
- **Identity theft:** 30-minute consultation with a fraud resolution specialist.
- **Concurrence services:** Resources to help with home management, travel, event planning, and more.

To get started, call the EAP at 877-555-0066.

Health & Wellness

Find support for growing your family

Available to all employees:

- **Paid parental leave:** Four weeks of paid leave at 100% of salary for each parent who works for Umbrella Partners to bond with a new child.
- **Adoption assistance:** Up to \$10,000 to help with costs related to adopting a child.

Available to those covered by a Cigna health plan:

- **Work/life:** Free family-building support program offering personalized guidance, education, and emotional support.
- **Family Healthline:** Advanced Reproductive Technology (ART) to assist fertilization and fertility preservation. Genetic testing and counseling only.
- **Cigna Healthy Pregnancy, Healthy Babies™ program:** Free personalized support and resources for each phase of pregnancy, including 24/7 assistance in-home assistance.

Note: Our custom printed solution can be used to complement or replace the online Total Rewards Statement that's available from the homepage on your organization's bswift benefits website (for clients that have purchased this optional upgrade).