Total Rewards Statements: What They Are and How They Can Boost Engagement, Retain Talent, and Show Real Value in 2025

Overview of our Total Rewards Statement solution

Total Rewards Statements (TRS) help employees see the complete value of their compensation and benefits. These personalized statements highlight the ‘hidden paycheck’, providing each employee with a clear, easy-to-understand snapshot of salary, benefits, incentives and perks.

Why a Total Rewards Statement Solution is Important

Too often, employees see only the number on their paycheck, missing the bigger picture of what their employer really invests in them. That blind spot fuels disengagement, turnover and wasted benefits dollars.

A Total Rewards Statement changes that. It shows each employee exactly how salary, bonuses, healthcare, retirement contributions and perks add up to real value.

This transparency builds trust, drives smarter benefits choices, and reminds people why staying makes sense--especially in a competitive talent market.

For employers, Total Rewards Statements do double-duty: they reinforce your commitment to your workforce and give HR a clear, holistic view to align compensation strategies with business goals.

In short: when people understand what they’re worth, they stick around, they use their benefits, and they grow with you.

How TRS Works

A Total Rewards Statement breaks down the full picture of an employee’s pay and benefits in a clear, easy-to-read format. Here’s what it includes:

- Employee Snapshot: Shows key details like name, job title, department and location - ensuring all compensation and benefits information is linked to the right person and HR records stay accurate.
- Total Compensation Breakdown: Details all salary, bonuses, commission and any other relevant cash earnings, including overtime and incentive pay if available. Annual and year-to-date (YTD) values boost pay transparency and build trust.
- Total Benefits Value: Highlights the dollar value of employer-paid benefits-- including health, dental, vision, life insurance, retirement contributions (like 401(k) matches), paid time off (PTO), tuition assistance, wellness stipends and more. This reveals the true value of what the company invests beyond the paycheck.
- Total Rewards Summary: Combines compensation and benefits into one easy-to-digest view—often displayed as a pie chart--so employees see exactly how salary and perks add up to a comprehensive rewards package.
- Additional Resources: This is an optional section that can be customized to the employers’ benefits offerings to include company policies, program details, benefit contact information and guidance for using

benefits wisely.

Top Capabilities and Features of a Total Rewards Statement

- Visual Summary of Value: Employee's see a clear, easy-to-read snapshot of pay and benefits.
- Comprehensive Data Integration: Combines data from multiple systems for accuracy.
- Personalized Employee View: Each statement reflects the employee's unique benefits package.

Who Benefits from Aptia's TRS Solution

- HR leaders: Allows for a streamlined compensation display, takes away HR hassle.
- Finance teams: Better budget visibility, easier cost tracking, and support for total rewards planning.
- Employees: Gain transparency, trust, and motivation by seeing the full value of their employment.

The Aptia Total Rewards Statement Difference

- Company Specific Benefit Information and Calculations: Clear, accurate, and tailored total rewards data.
- Flexible statement design: Custom templates to fit your company's brand and communication style.
- Multi-format delivery: Options include pamphlets, brochures, or secure digital portals-- employees choose how they prefer to access their total rewards statement.
- Personalized messaging: Each statement includes a custom note to strengthen employee engagement.

What Sets Aptia's TRS Apart?

- Consultative Expertise: We partner with you to design total rewards statements that align with your culture and goals.
- Tailored Communication: Multi-channel support and custom messaging make every statement meaningful.
- Specialist Service: Thoughtful, responsive teams who go beyond the expected.
- Best-in-class technology: Our user-friendly platforms ensure clarity and ease for both HR teams and employees.

Ready to show your employees the real value of their total rewards?

Without the use of total rewards statements, employees may feel undervalued and undercompensated. Use total rewards to boost employee morale, encourage benefits enrollment and promote compensation transparency.

Show your employees the full picture – and the value of staying.

When you partner with Aptia, you will see the value of total rewards: build trust, strengthen retention and support an engaged workforce.

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Total Rewards Statements: What They Are and How They Can



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