



# Flexible, Strategic Compensation

Keep helps you align compensation with business objectives, ROI, and performance.

## The Challenge

Attracting great employees is hard work,

- Fierce competition for top talent
- Countless hours spent recruiting
- Missed opportunities and lost productivity

... and keeping them is even harder.

## The Solution

Keep vesting cash bonuses help organizations attract top talent and retain them longer. A Keep bonus is available immediately and vests over time, rewarding employees in real-time for their continued contribution.

- ✓ Rewards employment longevity
- ✓ Helps employees achieve financial goals
- ✓ Incentivizes performance
- ✓ Keeps teams together longer
- ✓ Effective tool to attract top talent
- ✓ Increases morale

Dear Lisa,

To show our appreciation for your efforts, we are excited to offer you a **Keep** bonus:

- Base: \$125,000
- 7,500 stock options
- \$60,000 **Keep** bonus

**Retained 3 more years!**



## The Platform

Keep's Platform enables employers to dramatically improve hiring and retention metrics across the organization. With Keep, employers can deliver flexible, strategic compensation with automated bonus management and vesting cash bonuses - upfront cash given to an employee that requires the employee remain at the company for a vesting term. Once vested, the employee is not required to pay back the bonus amount. Vesting periods can be accelerated, if desired by an employer, upon the accomplishment of agreed to milestones, further aligning the employer and employee around performance. Keep structures Keep bonuses as 0% interest loans, with the principal reducing at each vesting milestone.

## Easy to Implement

- Sign up at [keepfinancial.com](https://keepfinancial.com)
- White-glove walk through with a Keep specialist
- Takes minutes to onboard and integrate data
- No IT / development needed

## Next Steps

- Request a demo or learn more at: [keepfinancial.com](https://keepfinancial.com)
  - Or reach out to: [sales@keepfinancial.com](mailto:sales@keepfinancial.com)
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