

Spot Bonuses and Shelf Life - Ensuring Long-Term Wealth Generation, Retention, and ROI

There are many ways – *beyond a large annual bonus* – to show appreciation for your key talent, incentivize and reward performance, and ensure even a small bonus can be effective and have a longer-term return.

According to [research](#) done by PayScale in 2018, spot bonuses are the second most commonly used form of variable pay, tied with employee referral bonuses, after annual individual bonuses.

And there's scientific [proof](#) that small, frequent bonuses can make employees feel more satisfied: In a 2001 study, neuroscientists discovered that the anticipation of monetary rewards generates a significant amount of activation in the nucleus accumbens, which is part of the “reward circuitry” of the brain. In the same study, participants self-reported that they felt happier at the prospect of monetary gain.

“Companies can use a spot bonus like a scalpel to stimulate feelings of satisfaction among employees, incentivize group behaviors, and build a stronger sense of solidarity.”

-Harvard Business Review



The Keep Solution

Keep delivers the ability to instantly craft and deliver quick bonuses to address employees' personal needs (like paying off student debt or investing in future wealth) while delivering the company tangible, trackable benefits such as tenure, engagement, and ROI.

Keep's Employee Engagement Platform (KEEP) is customizable, easy-to-use, and offers human resources professionals the flexibility to deploy and track innovative compensation strategies that dramatically improve hiring and retention metrics across the organization.



KEEP Benefits Include



Turn-key onboarding that allows HR teams to instantly leverage the platform with no dependence on IT integrations.



Bonus management dashboard for human resources teams to have an integrated view of their bonus portfolio with real-time notifications and updates (for both employers and employees) about key milestones for the bonuses.



Employee self-service portal that lets employees manage their KEEP account and view their bonus vesting schedules.



Governance and compliance features including robust auditing and reconciliation for the finance and FinOps teams to track every bonus (and tax payments) and respond to any question or audit request.



Embedded fintech to enable seamless bonus delivery and funding execution for increased efficiency with an intuitive user interface (UI) for any sized organization and for employees at all salary levels.

The Keep Advantage

- ✓ Delivers long term engagement as these are not transactional but purpose built to drive employee engagement.
- ✓ Embedded fintech capabilities ensure the business is protected in the event of an employee leaving.
- ✓ No negative brand reputation as we take the business out of any downstream issues with the clawback.

Getting Started

To align your bonuses with ROI, retention and performance, schedule a demo or sign up for KEEP at www.keepfinancial.com