



Performance Rewards Increase Employee Engagement, Productivity, Retention - and Their Overall Work Experience

Employees who identify as actively engaged are 4.6 times more likely to perform their best work.

Today's employees are working for more than a paycheck - they're looking for purpose, job satisfaction, personal and professional development - and to be coached, not bossed.

And although Gallup found that employees are looking for job clarity and priorities, ongoing feedback and communication, opportunities to learn and grow, and accountability from their managers ... there's a much different reality.

Only **2 in 10** employees say their performance is managed in a way that motivates them to do outstanding work.

- Gallup

Employees Aren't Getting What They Need ...

30%

Only 30% of employees strongly agree that their manager involves them in goal setting.

27%

Just 27% of employees strongly agree the feedback they receive helps them do their work better.

22%

Only 22% of employees strongly agree their performance is managed in a way that motivates them.

19%

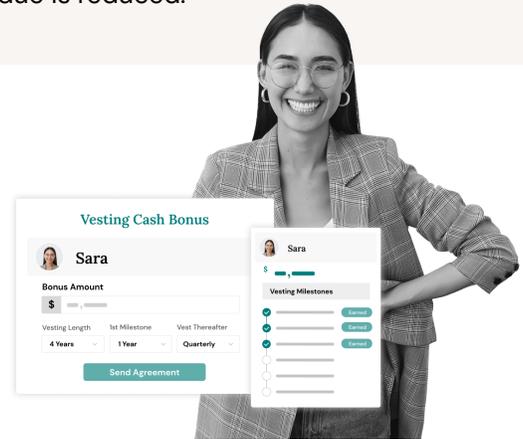
Less than 20% of employees strongly agree that they talked to their manager about steps to help them reach their goals.



Enter KEEP Performing

KEEP Performing is a brand new performance feature within the Keep Employee Engagement Platform (KEEP). With KEEP Performing, employers can create a 'performance challenge' with defined goals and attach the challenge to an employee's vesting cash bonus. When an employee accomplishes a challenge, they earn a performance reward where either the bonus vesting timeline is accelerated or the balance due is reduced.

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



KEEP Benefits Include



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



Governance and compliance features including robust auditing and reconciliation for the finance and FinOps teams to track every bonus and tax payments.



Bonus management dashboard with notifications and updates (for both employers and employees) about key milestones for bonuses.



Embedded fintech for seamless bonus delivery and funding execution. Intuitive user interface (UI) for any sized organization and employees at all salary levels.



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



Performance rewards gamify performance for enhanced employee engagement and retention. Employees rewarded with reduced vesting schedule or reduced balance due.

The Keep Advantage

Keep Financial is revolutionizing how companies attract, engage, and retain talent through bonuses — providing an easy-to-use platform to create and deploy usable cash to employees that is earned over their tenure.

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