

EMPLOYEE VIDEO COMMUNICATIONS REPORT

CASE STUDY

150+ ORGANIZATIONS
200+ VIDEO CAMPAIGNS
875,000+ EMPLOYEES

► INTRODUCTION

Since 2016, **Flimp Communications** has worked with more than 500 organizations, **helping HR Teams communicate with and educate more than 3 million employees** for benefits open enrollment, new hire onboarding, health and wellness initiatives, financial wellness programs, workforce training and development, and other HR program initiatives.

The **Employee Video Communications Report** presents statistical engagement and response data from 200 tracked digital post-cards campaigns, distributed internally by 159 organizations to more than 875,000 employees.

HIGHLIGHTS

- Providing effective communications about benefits and training is as important as, if not more than, investing in benefits and training
- Employee satisfaction improves with effective benefits and workforce communications
- Employers who emphasize digital communications strategies to introduce benefits, health and wellness initiatives, and financial wellness programs realize higher engagement and response rates and faster enrollment at lower costs over other methods
- Digital tools and multimedia resources can help employees learn about benefits options while making important decisions for their families
- Digital communications for workforce training and development leads to a higher return on investment and is more effective than traditional methods

In the not-so-distant past, HR teams relied heavily on static emails, posters, direct mail and in-person meetings to communicate with employees. The advent of **online technologies** coupled with **how employees prefer to receive information** requires HR to use a more systematic, on-demand, and easy-to-digest approach for their messaging efforts.

Three main factors drive this need for the shift in communications strategies:

1

HR's expanded role requires **year-round communications** beyond open enrollment

2

Employees and their families expect **mobile access** to all-inclusive communications

3

Technology solutions drive employee **engagement, response, and productivity**

"Strategic employee communication is no longer optional; it is the future of HR."

"Nearly 80% of high-performing companies believe that video would be a compelling way to improve communication."

"It is no longer about broadcasting information, but opening a dialogue with clear, effective and engaging communication to employees."

SOURCE: Employee Communication: Driving Experience, Culture and Business Results, Aptitude Research Partners

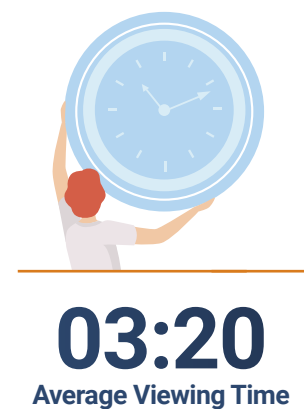
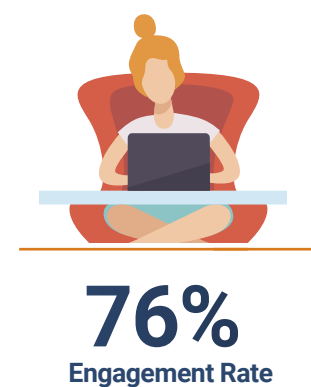
CASE STUDY CAMPAIGN RESULTS



875,873
Employees



159
Organizations



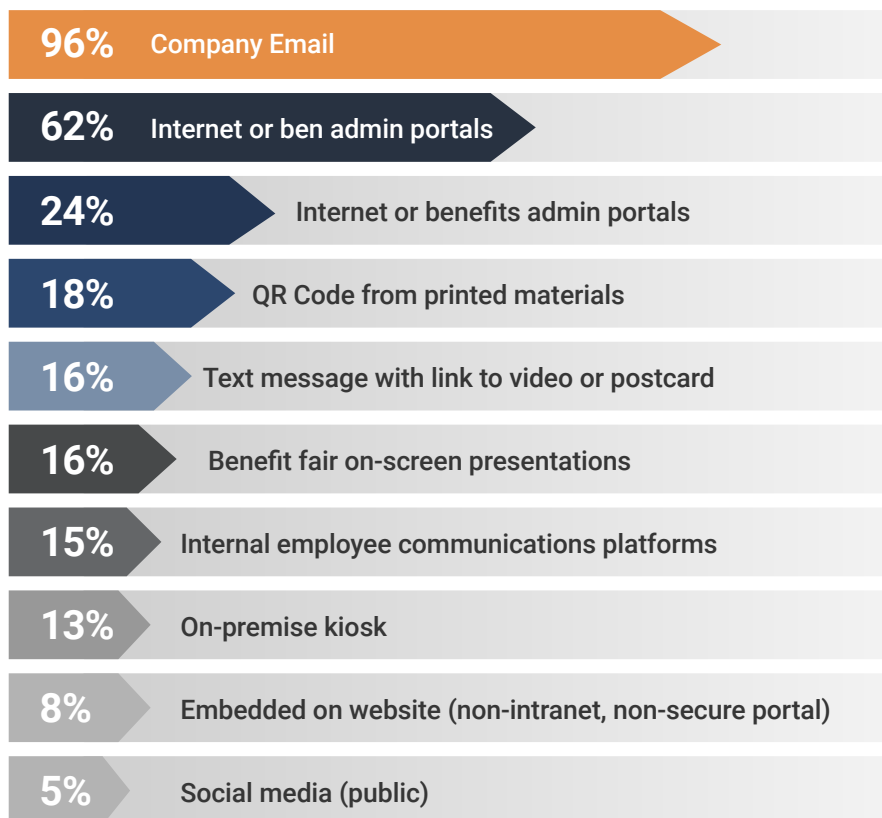
665,664 Digital Postcard Views
875,873 Employees

926,649 Total Video Views
665,664 Digital Postcard Views

978,114 Response Actions
665,664 Digital Postcard Views

Average video duration: 2:30

Distribution Methods



Email remains a dominant method for distribution, but must be complemented by digital and traditional solutions to maximize effectiveness.



978,114
Response actions per view

- Enrollment Software Log-In
- Hosted Documents (Benefits + Training) Access
- Third Party Links Access



37,000 hrs
Combined content-viewing time

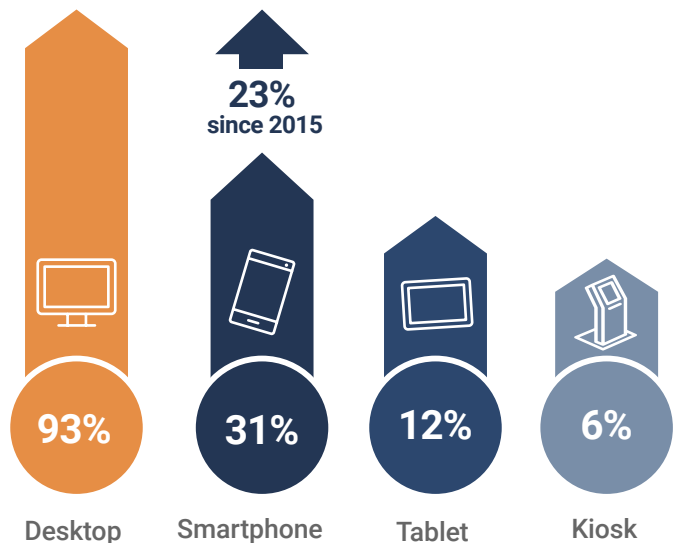
► INDUSTRY BREAKDOWN



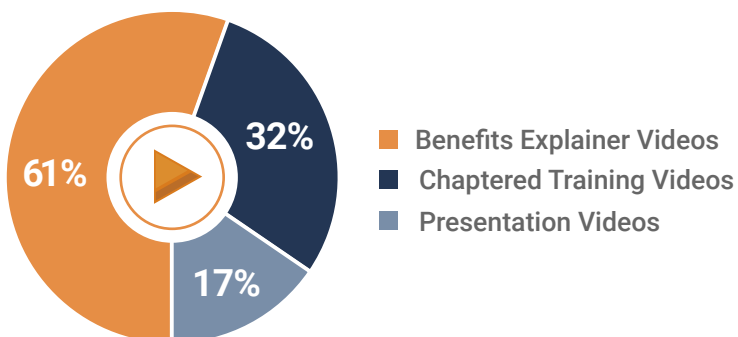
► TOPICS COMMUNICATED



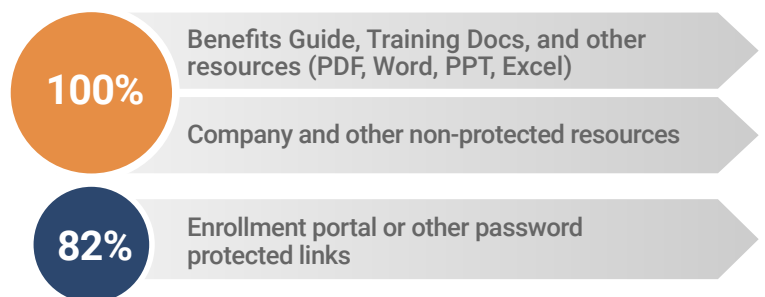
► DEVICES USED



► EMBEDDED VIDEO CONTENT TYPE



► LINKED DOCUMENTS & RESOURCES



► DIGITAL POSTCARD COMMUNICATIONS

How large employers engage and communicate with employees has changed radically in recent years due to the digital evolution of communications content, distribution, devices, and data collection.

The use of dynamic, **multimedia content**, such as **branded “Digital Postcards”** that **track and measure viewer engagement**, **saves HR teams time and money** by eliminating the need for costly and inefficient in-person meetings, presentations and expensive printed materials.

Digital postcards are interactive multimedia microsites with built-in viewer tracking and reporting that combine branded video(s), messaging, images, web links, forms, interactive buttons, and more.

Delivered using a variety of distribution methods, most often by internal email or an integrated email service provider, digital postcards engage employees with a dynamic viewing experience, even on mobile devices so they can immediately take action or share with family members. They can also be embedded into enrollment portals, benefits websites, intranet sites, social media, and sent by text message.



- 1 LOGO AND BRANDING**
Custom-designed background with your logo, colors and style
- 2 INTRO VIDEO**
Main introductory video
- 3 POP-UP VIDEOS**
Additional videos for continued learning on other relevant topics
- 4 LINKS AND DOCUMENTS**
Direct access to your enrollment site, hosted documents and links to websites, portals or intranets
- 5 YOUR MESSAGING**
- 6 IMAGERY**
- 7 CONTACT INFO**
- + ADDITIONAL ONLINE RESOURCES**
Other assets and links can also be included, such as forms, surveys, share buttons, chaptered videos, and more!



Mobile Device Friendly



Detailed Reporting Analytics



Available on Demand

► DIGITAL POSTCARD COMMUNICATIONS

Digital postcards provide **maximum reach with around-the-clock access for employees** and their spouses from any device.

Their interactive features allow for instant response from HR about the topic being addressed.

The improvement in employee engagement and response rates using digital postcards cannot be overstated. A video that includes a senior executive, animated motion graphics or a friendly spokesperson can have a very positive effect on how employees perceive the benefits plans being offered.

Finally, **video is a proven, practical way to educate employees in an engaging way about unfamiliar HR topics**, confusing medical jargon and benefits plans such as HDHPs, HSAs, FSAs, COBRA, paid time off, and voluntary insurance products.

"Based on the strong engagement and response rates we've seen with these communications, it's clear employees are starved for this information. The high levels of interaction with the digital postcard content prove they're a valuable resource for employees."

- Benefits Consultant

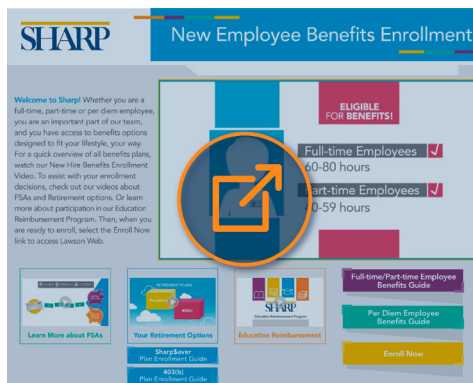
"Video is worth 1.8 million words"

SOURCE: 2008 Forrester study
How Video Will Take Over the World

DIGITAL POSTCARD EXAMPLES



Benefits Enrollment



New Hire



Employee Training

➕ DIGITAL POSTCARD GALLERY

CAMPAIGNS' MAIN OBJECTIVES

- Educate employees about HR initiatives
- Kick off annual benefits enrollment
- Welcome and educate new hires
- Provide online training modules for key managers and staff
- Announce new corporate initiatives

► DIGITAL POSTCARD ADVANTAGES

This report further concludes that the most effective employer-to-employee communications are measured by higher engagement, actions taken and the consistency of year-round dialogue to inform and educate, which, in turn, results in stronger employee relationships, higher retention rates, and improved performance.

ADVANTAGES FOR HR & CORPORATE COMMUNICATIONS TEAMS

- Increase employee engagement, satisfaction, and productivity
- Drive response on time-sensitive benefits, health, financial, and wellness decisions
- Provide affordable, easy-to-implement digital communications solution that makes it easier to reach remote workforces
- Save time, money and reduce dependency on expensive brochures, direct mail and in-person meetings
- Reduce workloads due to fast, easy implementation and fewer questions directed at HR teams
- HR teams no longer have to endure public speaking, traveling around the country

ADVANTAGES FOR EMPLOYEES

- **Easy to understand** – one-stop shop with everything employees need in one place to learn, understand, and make decisions
- **Easy to access** – on-demand resource viewable on any device, including mobile, to share with family and other decision makers
- **Easy to respond and make informed decisions** – digital postcards provide educational videos, links to brochures, guides and instructions, direct access to enrollment portals and other resources



“Research shows that the benefits of communication extend beyond HR into other areas of the business including improved retention, engagement, and performance.

- **94%** of individuals said they would **be better at their jobs** with better communication
- **78%** of companies with a communication strategy were able to **improve their employee experience**
- Companies with a communication strategy are **4x** more likely to have **engaged employees** and **3x** more likely to **improve quality of hire**”

SOURCE: Employee Communication: Driving Experience, Culture and Business Results
Aptitude Research Partners



► CONCLUSION

One can conclude that, given the very **high level of employee engagement and response** measured across the campaigns, **digital postcard communications are extremely effective** for benefits education, open enrollment, new-hire onboarding, health and wellness initiatives, financial-wellness programs, workforce training and development, and other year-round corporate communications.

Digital postcard communications also **save HR teams time and money** to implement compared to traditional printed, non-interactive communications and costly in-person meetings.

Most importantly, feedback from clients indicated **employees want more on-demand video and multimedia content** and were very pleased with the **interactivity** of digital postcard communications.

► ABOUT FLIMP COMMUNICATIONS

Flimp Communications is a leader in **HR, benefits, and employee communications** providing **videos, digital communications, and decision support tools** to employers, benefits brokers, insurance carriers, and healthcare providers.

With offices in Boston, MA, Vero Beach, FL, Burlington, VT and Denver, CO, Flimp serves over 500 global clients, including Fortune 500 companies, SMBs, technology startups, healthcare and financial services companies, universities and nonprofits.

Our award-winning FLIMP® content-communications platform enables users to create, distribute and track interactive video and branded multimedia content without any programming or IT resources for corporate, internal, employee and marketing communications.

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