



TalentRewards

Performance + native-language AI

vs



15Five

platform + AI

TalentRewards vs 15Five

At 15Five, AI is the priciest add-on (+\$19/user). At TalentRewards, native-language AI is included in the price.

Included vs +\$19/user

AI

€4 vs €11

for goals/MBO

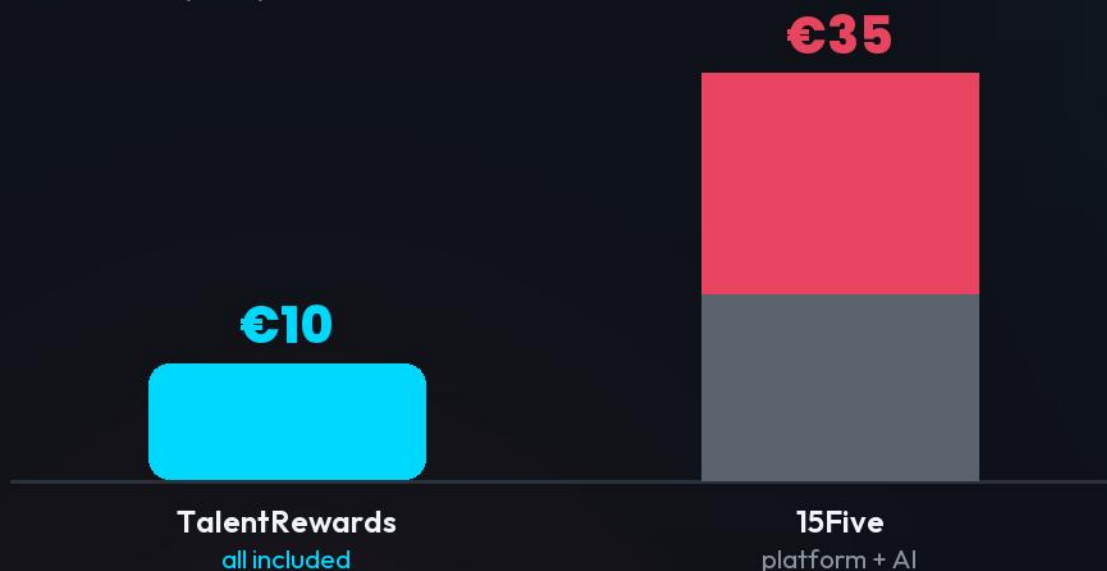
à la carte vs bundle-only

modularity

THE REAL PRICE

With AI, the bill doubles.

Real all-in cost / user / month



Up to 3.5× the cost of TalentRewards

Total Platform	€16
Kona AI (+€19)	€19

MBO alone: €4 vs €11

no standalone goals module: only inside Perform

15FIVE'S HIDDEN COSTS

- ✗ The "Kona" AI coach costs +\$19/user/month, on top of the plan
- ✗ No standalone goals module: you must buy all of Perform
- ✗ Constant upsell toward Total Platform (€16)
- ✗ USD billing (FX risk, no EU invoice)
- ✗ Implementation fee \$1,000–5,000

AI: included vs +\$19/user

	TR	15Five
Native-language AI included in the price	✓	✗
MBO module bought standalone (€4)	✓	✗
À-la-carte pricing, not bundle-only	✓	✗
On-premise / self-hosted	✓	✗
EU hosting + GDPR by design	✓	✗
€ billing	✓	✗
Performance-focused (not engagement-first)	✓	~

AI TalentRewards

TalentRewards includes native-language AI in the module price: no extra per-user cost, in the EU or self-hosted.

AI 15Five

15Five sells AI (Kona) as a premium add-on at +\$19/user/month, English only.

WHY TALENTREWARDS

✓ Native-language AI included — not a +\$19/user add-on.

✓ Buy only the module you need, from €4.

✓ Data in the EU or self-hosted, billed in €.