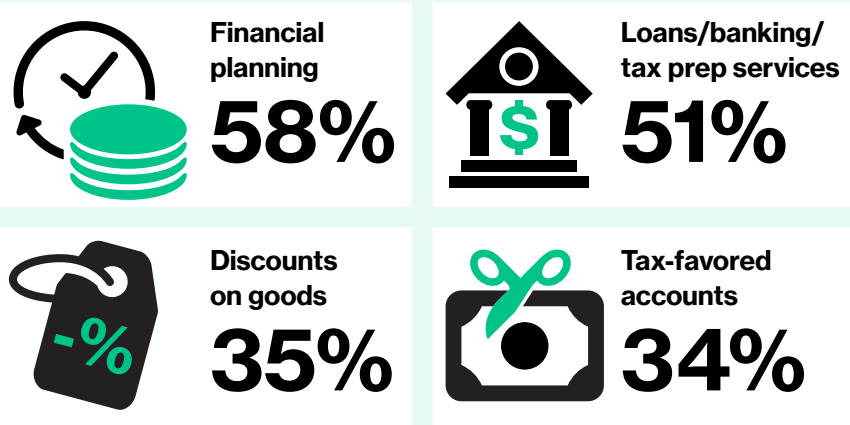


Improving employee satisfaction with financial wellbeing programs



Employees want better financial planning resources



Percentages indicate items being selected into top four and financial was a top preference

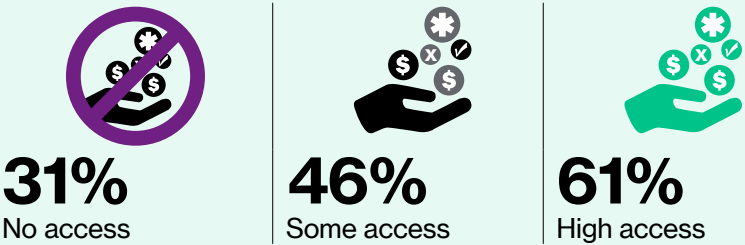
Yet, they're least satisfied with their employer's support with finances



There are turnkey ways they can do more

Nurture employee trust with broad financial wellbeing offerings

Access to employer-provided financial resources vs. online tools would earn greater employee trust



Percentage who trust employer's resources

Encourage social connections to reinforce good financial behavior

Percentage who say their finances are headed in the right direction

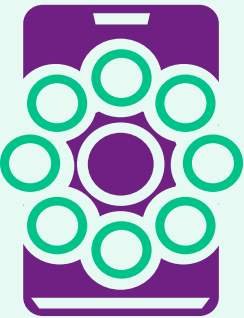


Get active and communicate more

While **63% are actively promoting** existing counselling resources

Only around **10% have already**

- Expanded use of affinity groups in financial wellbeing initiatives
- Implemented NEW financial counselling resources



But employers appear comfortable with the status quo






9 out of 10 are not considering recalibrating retirement budget to emphasize near-term financial needs of employees

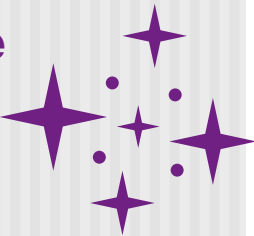
5 out of 6 are not considering prioritizing investments to support the most financially vulnerable



Improve the perceived value of your program

To drive greater trust, credibility and higher value on investment, employers should focus on:

-  Better, broader resources to meet the wide range of employee needs
-  Improved communication and promotion of resources to support decision making
-  Social reinforcement through new counseling services and affinity group partnerships



Sources: 2019/2020 Global Benefits Attitudes Study, U.S.; COVID-19 Employer Surveys on Benefits and Reopening the Workplace, U.S.