

Financial Wellness



Why Financial Wellness in the workplace needs to be addressed

Having a healthy, stress-free workforce is proven to reduce sick leave, lower staff turnover and boost productivity. In a number of recent surveys* **Financial Stress** has been identified as the **Number One Stress** suffered by employees. Employees with money worries are more likely to have sleepless nights, not finish their daily tasks and to have troubled relationships with colleagues. They are also more likely to be looking for a new job.

The **benefits to Employers** of supporting employees with financial stress are significant. Organisations have every reason to want their employees to be financially aware. An

effectively designed employee financial wellness programme can help employers reduce a key barrier to **Productivity and Motivation** in the workplace.

1 in 3 employees report financial issues as a distraction at work. The workplace is a natural location for **Financial Wellbeing Initiatives** to take place, because it's the location where people earn money. As a result, financial wellbeing initiatives within the workplace create a **Mutually Beneficial Environment** of education, engagement, motivation and increased financial security.



* Source: Close Brothers Financial Wellbeing Index 2019 / PwC 2019 Financial Wellness Survey / WTW 2017/2018 Global Benefits Attitudes Survey, United Kingdom.

How can Willis Towers Watson help?

At Willis Towers Watson we recognise that an employee's financial concerns and work related stress or changes within the organisation have an impact on their wellbeing. We also recognise that employees may not be aware of all benefits and personal resources offered to them by you as their employer.

Willis Towers Watson can help companies to:

- Provide a better understanding of the benefits you provide to support your employees and how they interact with their financial needs and objectives.
- Highlight areas that can cause financial stress to your employees and give help & guidance on how to navigate these problem areas.
- Educate your employees on how to manage their finances effectively and in a stress-free way.

“ Financial Education is fundamental to building long term Financial Confidence ”



We analysed vast amounts of data and the results of many recent surveys fielded in Ireland, the UK & the US. As a result our services have been designed and tailored to support your company's goals and requirements.

Our support includes:

- Initial survey and evaluation of company requirements.
- Customisation of all seminars/seminar programs in conjunction with company decision makers.
- Assist in the creation of content and draft communications around events that assist with promoting the program and engaging employees.
- Participation reports and employee feedback.

The areas that Willis Towers Watson can help with



Budgeting



Savings and Investments



Family Protection



Retirement Planning



Mortgages & Debt



Tax & Social Welfare considerations



How this service can be provided to employees

Our Financial Wellness programs are offered in the following format:

Group Presentations



Group Presentations can be provided on an ad hoc basis or can be completed on a quarterly basis. Our presentations can be tailored to cover a particular topic or range of topics such as:

- Budgeting
- Retirement Planning
- Family Protection/Insurance Planning
- Savings and Investments
- Debt
- Tax and Social Welfare Considerations
- Constructing a Financial Plan

Individual Assessments



We meet employees individually and tailor our advice to their personal situation.

The format of 1 to 1 assessments is Q&A and is normally held after a group presentation. We will cover the following areas in the Q&A:

- Budgeting
- Retirement Planning
- Family Protection/Insurance Planning
- Savings and Investments
- Debt
- Tax and Social Welfare Considerations
- Constructing a Financial Plan

Our advisors will take employees through the areas they wish to cover offering useful tips and advice to suit their specific needs.

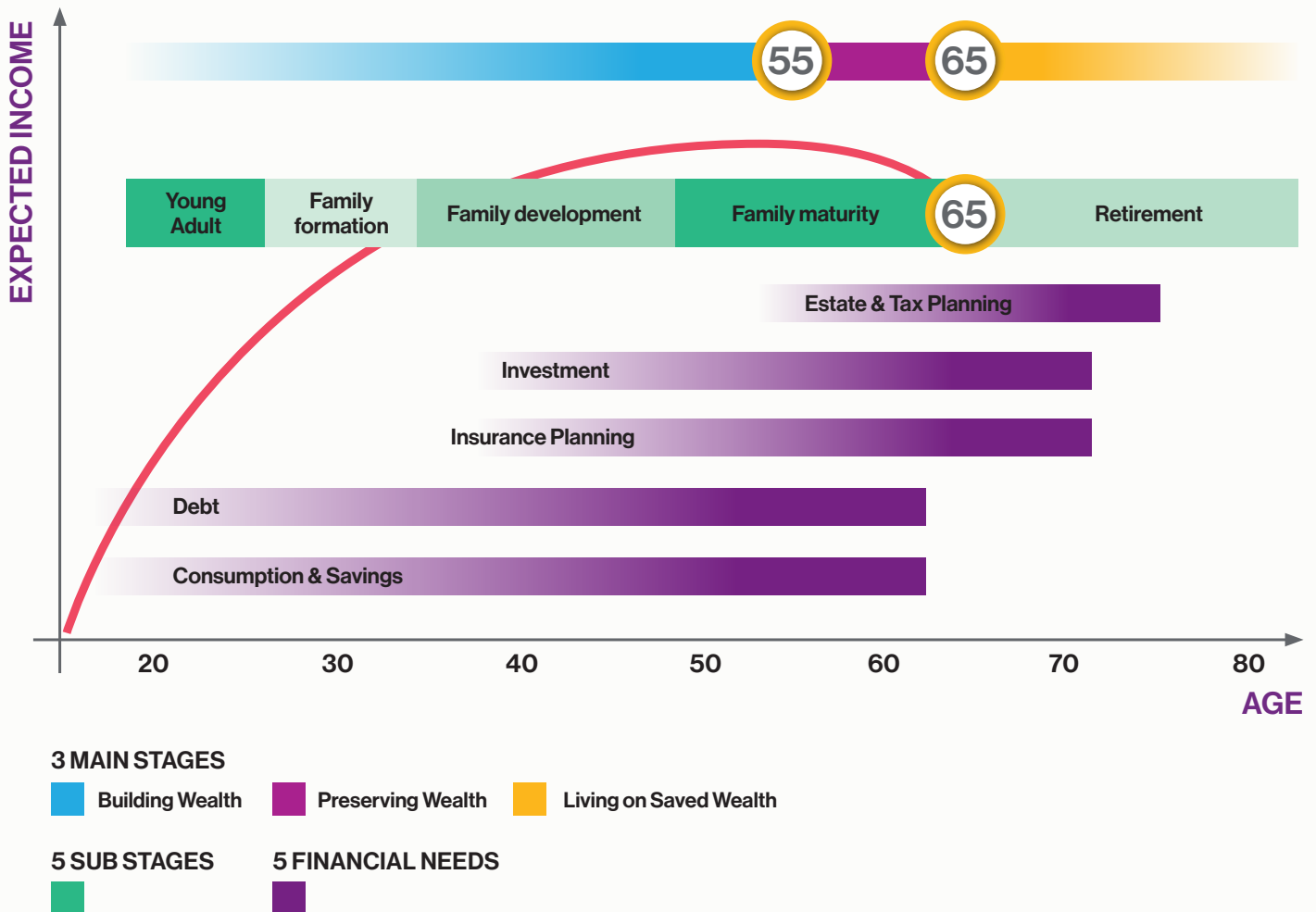
Life Cycle Financial Planning

We run generic seminars that cover the financial life cycle as a whole and incorporate the various life stages and individual life experiences as can be seen in Figure 1 below.

This presentation is offered for companies who wish to offer their staff an overview of financial planning without detailed

information on the specific topics.

We often use this overview as a part of a “Wellness Day” and/or precursor to establish what specific areas your employees wish to focus on to enhance their financial wellbeing.



So what does this all mean for you as an employer?

Willis Towers Watson understands that your employees face a variety of challenges in their daily lives and that financial stress is ever increasing. Improvements to your employee's financial wellbeing will positively affect motivation and work satisfaction, it will reduce turnover/ absences and your employee's productivity will increase.

Employers who contribute to and support their employee's financial wellbeing will be rewarded with a happy workforce, a loyal workforce and better financials.

Willis Towers Watson as an employer is well placed to understand the challenges faced by all employers in supporting its employees to get to better financial health.

As a leading Global Financial Services company we also have the qualifications, capabilities and resources to run your Financial Wellness programme effectively and ensure that it is specifically tailored to meet you and your employee's needs.



Why Willis Towers Watson

Willis Towers Watson Life and Pensions operates in Ireland as the individual advisory subsidiary of Willis Towers Watson. The business has been in Ireland since the early 1970's and manages assets of over €1.3bn for 30,000+ clients.

Willis Towers Watson Life and Pensions provides impartial, conflict free advice across all areas of Personal Financial Planning, offering holistic planning solutions to ensure financial goals are achieved.

We aim to ensure that individuals, families and businesses are aware of the benefit of long-term financial planning. The firm employs 18 highly qualified; client orientated experienced financial consultants, with an average industry experience of 20 years and operates nationwide.

Further information

For more information about how we can support your organisation in Ireland, please contact us at:

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Willis Towers Watson Life and Pensions is part of the Willis Towers Watson group. Willis Towers Watson is the 3rd largest Financial Services provider in the world, it has roots dating back to 1828 with 45,000 employees serving more than 140 countries and markets. We provide a wide range of services to our clients and can offer market leading expertise in a number of areas including:

- Risk Management
- Insurance Brokerage
- Trustee Services
- Retirement Planning and Advisory
- Consultancy
- Financial Planning.



Please take time to complete this form. The information you provide will greatly assist your advisor in providing appropriate recommendations for your financial wellness programme. All information disclosed on this form will be treated in the strictest confidence

Business Details

| | |
|---|---|
| Company Name | |
| Company Address | |
| Name of Principal Contact | |
| Telephone No | |
| E-Mail | |
| Website Address | |
| Nature of Business | |
| No of Employees | |
| Breakdown of employees age groups | |
| | <input type="checkbox"/> 18 -33 no of employees |
| | <input type="checkbox"/> 34 - 44 no of employees |
| | <input type="checkbox"/> 45 - 55 no of employees |
| | <input type="checkbox"/> 56 - 65 no of employees |
| What plans are there for expanding/ downsizing? | |
| Has your company run a financial Wellness programme previously? If yes please confirm details: | |
| Does your company have an employee intranet site? | |
| What areas do you think your staff would be interested in | <input type="checkbox"/> General overview of all financial areas listed below |
| | And /or |
| | <input type="checkbox"/> Budgeting |
| | <input type="checkbox"/> Protection/ life cover |
| | <input type="checkbox"/> Mortgages |
| | <input type="checkbox"/> Retirement planning |
| | <input type="checkbox"/> Tax and social welfare considerations |
| | <input type="checkbox"/> Savings and investments |
| As a company, what are the reasons for rolling out a proposed Financial Wellness programme. | <input type="checkbox"/> Boost motivation |
| | <input type="checkbox"/> Improve your employee knowledge of financial matters |
| | <input type="checkbox"/> Increase awareness of the employers benefit package |
| | Other |
| There are a number of ways the proposed Financial Wellness can be rolled out. | <input type="checkbox"/> Group seminars |
| | <input type="checkbox"/> Individual member clinics |
| | <input type="checkbox"/> Both |

| | Pension | Death in Service | Income protection | Other |
|-------------------|---------|------------------|-------------------|-------|
| Eligibility | | | | |
| Provider | | | | |
| Benefits provided | | | | |
| Renewal date | | | | |
| Notes | | | | |

| | |
|-----------------------|------|
| Client Signature | Date |
| For and on behalf of: | |

About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 45,000 employees serving more than 140 countries. We design and deliver solutions that manage risk, optimise benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas – the dynamic formula that drives business performance. Together, we unlock potential. Learn more at willistowerswatson.ie



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