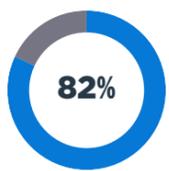


# FINANCIAL WELLNESS TAKES CENTER STAGE

Pre-pandemic, financial stress took a toll on employees. Now it's gotten worse — and it's affecting productivity, engagement and retention. Financial wellness initiatives can be part of the solution.

Financial wellness initiatives may not get the attention that physical wellness programs get from employers, but financial stress has an impact on physical health. Employees typically take that stress to work, diminishing productivity and engagement. Here's what's behind increased financial stress and how employers can help.

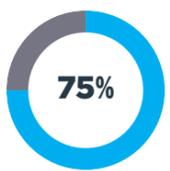
## FINANCIAL STRESS EVERYWHERE



of Americans have insufficient savings for an emergency<sup>1</sup>



of Americans have no savings whatsoever

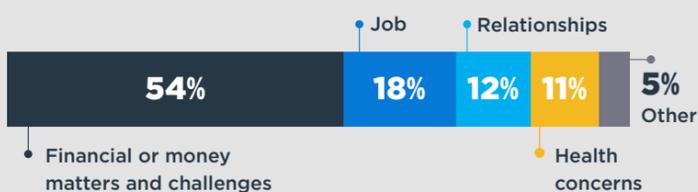


of American employees experience some sort of financial anxiety each day

## MORE STRESSFUL THAN THE JOB

The most stressful element of modern life isn't work, health concerns or personal relationships but financial matters — and it's not really close:

### TOP CAUSES OF STRESS<sup>2</sup>



## JUST HOW STRESSED?

There's currently **\$1.6 trillion** in outstanding student loan debt. So much that **57% percent** of student loan borrowers have said they'd take a punch in the face from Mike Tyson in return for having their student loan debt canceled — and **40% would take one year off their life expectancy**.<sup>3</sup>

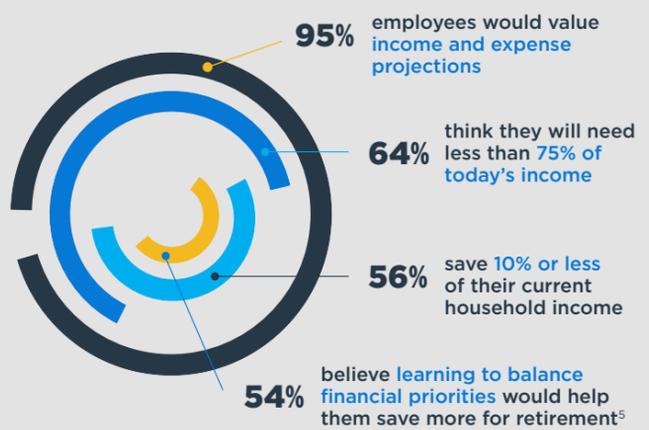
## HEALTHCARE COSTS: YET ANOTHER BURDEN

# \$7,685

is the average annual medical expense in the U.S., leading **53% of employees to skip medical appointments, tests, and medications to save money**.<sup>4</sup>

## THEN THERE'S RETIREMENT READINESS

While 70% of workers say larger employer contributions to retirement plans would ease their financial stress, **retirement planning guidance would help even more**.



## EMPLOYERS PAY THE PRICE

The business suffers when financial issues stress its people.

**20%** of Americans worry at work about their finances at least once a week

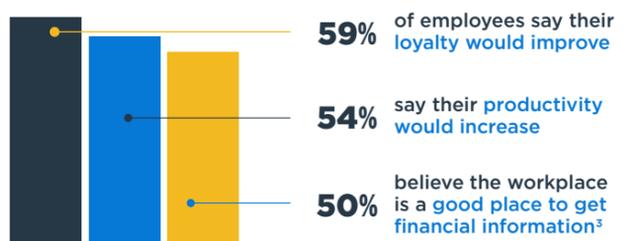
**43%** of Americans handle money matters while on the job

This equates to a productivity loss of **47 hours per employee** annually

**18%** would be much more productive and **27%** somewhat more productive if financial worries were removed<sup>3</sup>

## EMPLOYERS EXPECTED TO STEP UP

**89%** of workers say **employer-sponsored financial wellness programs are important**, with **70%** citing their role in reducing financial stress.<sup>3</sup>



## THE TOP FIVE THINGS EMPLOYEES WANT IN A FINANCIAL WELLNESS PROGRAM

1



professional advice from financial advisors, planners or accountants

2



financial information and education beyond retirement plans

3



knowing what financial products and services are available

4



review of employees' individual finances

5



Online financial tools that determine debt payoff amounts, car or mortgage payment, and tools for college planning<sup>2</sup>

## THE BEGINNINGS OF FINANCIAL WELLNESS

Building financial wellness plan for employees isn't as complex as you might think. Here are three steps to start:

1

### Have a strategic plan

Think of your plan in the context of what tools and resources are already at your disposal.

2

### Get buy-in from the top down

Without a commitment from management, any plan is doomed to fail.

3

### Track data

Use demographic information, as well as other data such as from surveys and focus groups, to determine what your employees need most in financial wellness.

Contact us today at [hubinternational.com](http://hubinternational.com)

<sup>1</sup> Bankrate, "A growing percentage of Americans have no emergency savings whatsoever," July 1, 2019.

<sup>2</sup> PwC, *Employee Financial Wellness Survey*, May, 2020.

<sup>3</sup> *Connecticut Post*, "Extreme things college graduates would do to get rid of student debt," February 16, 2016.

<sup>4</sup> Bank of America, 2019 Workplace Benefits Report, September 2019.

<sup>5</sup> John Hancock, *2020 Financial Stress Survey*, November 2020