

# NO **SUPERPOWERS** REQUIRED

How HR Heroes Can Help Employees' Finances

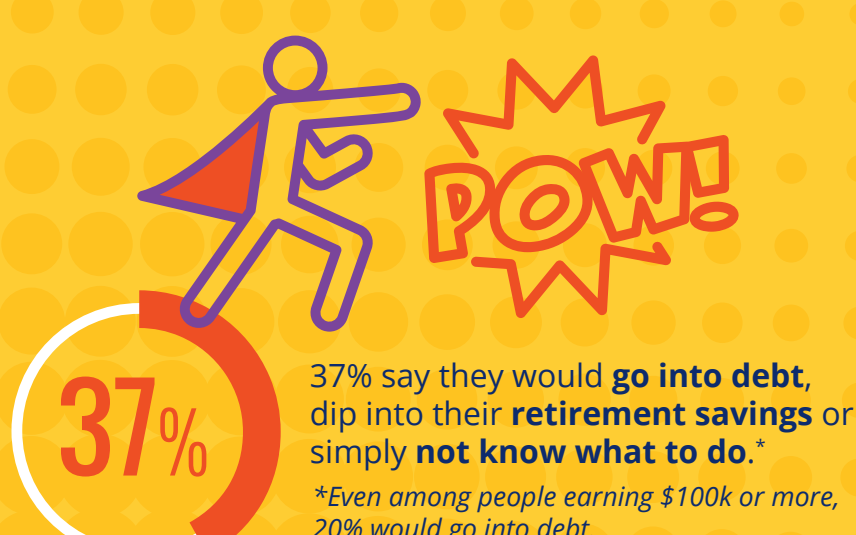
Almost overnight we went from a strong economy with low unemployment, to one where millions of Americans were out of work.

Regardless of one's work situation, individuals are struggling financially.

**Now more than ever, HR teams are being asked to help save the day.**

## How **BAD** is it?

If faced with a **large unexpected expense**, more than **4 in 10** employees **would not be prepared**.



Saving money isn't easy, and it seems to be getting harder. Employees using the MyChoice™ Recommendation Engine during the 2020 annual enrollment shared these financial realities.

Source: Businessolver MyChoice user data (n = 500,000+ members)

70% of employees always or sometimes **spend more than they earn**.



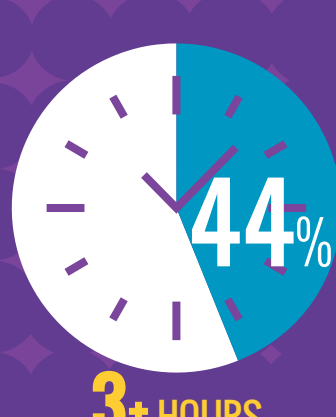
14% of employees **NEVER** make deposits into a savings account.



say their **productivity at work** has been impacted by financial worries.

## Why should HR **CARE**?

While at work, personal finances cause workers to be preoccupied. In fact, **44% of financially stressed workers worry or deal with money problems 3+ hours each week** while on the clock.



Poor financial health impacts everyone, regardless of age or income. And that impacts your organization.

Source: Employee Financial Wellness Survey (n = 1,600 full-time employed adults in the U.S.)



67% of employees would be attracted to an **employer who cares more about their financial well-being**.

## Be the **HERO!**

### Do the right thing and do it right.

Clearly, HR must do something. Yes, investing in employee financial well-being makes good business sense. More importantly, it's the right thing to do.

For decades, HR has helped employees save for retirement. But to be the hero they need today, you need to think holistically.

A great place to start is by finding out what's keeping your employees up at night. Get our guide **Taking Your Employees' Pulse on Financial Well-Being** to learn 7 tips for conducting an effective employee survey. You'll get:

- ⚡ Non-copyrighted sample questions
- ⚡ Links to publicly available resources
- ⚡ Advice for maximizing employee participation

### Financial well-being defined

"A state of being wherein a person can **fully meet current and ongoing financial obligations**, can feel secure in their financial future, and is able to make choices that allow them to enjoy life."

Bureau of Consumer Financial Protection

## Swoop Into **ACTION**

Get the Guide 