

The Cost of Financial Stress

STRESS GROWS FOR EMPLOYEES

53%

don't have enough emergency savings for unexpected expenses¹

\$1.4 trillion

in student loan debt²

1/3

employees say Financial worries impact their health and relationships¹

More than
75%

of employees live paycheck to paycheck³

37%

find it difficult to meet their monthly household expenses on time¹

1/4

employees say personal finances are a distraction at work.¹

43%

of Financially stressed employees spend 3+ hours of their work week distracted by personal finances.¹

Total employer compensation costs =

\$33.72
PER HOUR⁴

Estimated cost to employers for those financial distractions

$\$33.72 \times 156 \text{ hrs} =$

\$5,260
PER EMPLOYEE



WHAT CAN EMPLOYERS DO?

Offer Financial Wellness programs

Companies report positive impact from Financial Wellness program. Employees are: ⁵

51%
more engaged

40%
more productive

35%
less stressed

Encourage more savings with a company match

3 OUT OF 4
employees prefer match over salary increase ⁶

Provide Financial Education

Help your employees understand more about how to save and answer these important retirement planning questions.

How much should I be saving per year to reach my retirement income goals?

What is the difference between Roth and pre-tax accounts?

What is an appropriate asset allocation and investment strategy?



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¹ PricewaterhouseCoopers LLP. "Employee Financial Wellness Survey" (2018): PWC. May 2018.

² US Federal Reserve. "Consumer Credit – G19." April 6, 2018.

³ Career Builder & Harris Poll National Survey. "Paycheck to Paycheck: A way of life." Aug. 2017.

⁴ Based on 2017, employer costs for employee compensation (ECEC) \$33.725 per hour. Bureau of Labor Statistics. "Employer Costs for Employee Compensation- Dec.2017" www.bls.gov. March 20, 2018.

⁵ AB Research. "Inside the Minds of Plan Sponsors." March 2018.

⁶ American Century. "5th Annual National Survey of DC Plan Participants." Aug 2017.