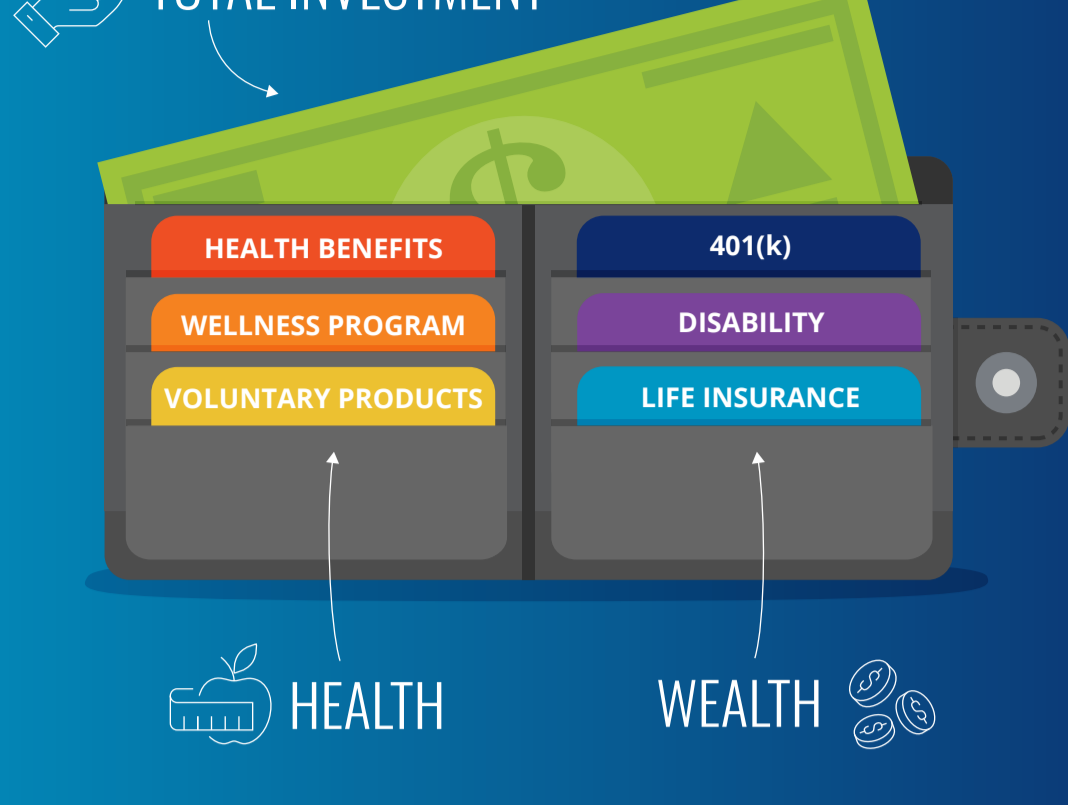


ONE WALLET: A HOLISTIC APPROACH TO BENEFITS

Better Manage Your Wealth and Health

Employees don't have separate budgets for their benefits, living expenses and personal debt. Employees view all those costs as coming from one paycheck or rather, one wallet. For HR pros, this means it's critical to communicate the costs of benefits, help employees find ways to address their finances, and continue to educate employees on ways to make better benefits decisions.



THE ISSUE

Americans are worrying now more than in previous years about their financial health.¹

Worries about wages, cost of living, skyrocketing debt, and low retirement savings is negatively affecting employees' physical and emotional health (stress).

56%

of all employees are stressed about their financial situation, and 53% of those who are stressed say it interferes with their careers.



43% of Benefitsolver users said they would "get soaked", and 50% said they would "panic" if faced with a large out-of-pocket medical cost, such as an emergency room visit.

data from: MyChoice RECOMMENDATION ENGINE

67%

of millennials say financial stress overtakes their ability to **FOCUS** and be **PRODUCTIVE** at work.



ONLY 32%

of baby boomers worry about the same thing.²



THE BREAKDOWN

MEDICAL

78%

of eligible workers elect coverage when it is offered to them.³

Having a good medical plan is the **MOST IMPORTANT BENEFIT** they can receive from their employer.⁴



60% of nonparticipants indicated that they would be **OPEN TO PARTICIPATING** in wellness programs but for a variety of reasons don't.⁵

150% total ROI from wellness programs.⁶

WELLNESS

LIFE

59%

of US employers offer life insurance benefits for full-time employees.⁷

38% haven't bought life insurance or increased the amount because they're **UNSURE** of how much or what type to buy.⁸



Employees were **19% MORE LIKELY** to be satisfied with their jobs and

14% LESS LIKELY to look for a new job in the next year when offered voluntary benefits.⁹

VOLUNTARY

88%

view voluntary benefits as part of a **COMPREHENSIVE** benefits package.¹⁰

RETIREMENT

Only **25%**

of Benefitsolver members said they always **SPEND LESS THAN THEY EARN** and make regular contributions to savings - and that doesn't even include retirement!

73% of workers participate in retirement when their employer contributes and is involved, whereas 55% when the employer is not involved.

data from: MyChoice RECOMMENDATION ENGINE

THE IMPACT

From their perspective, employees get **ONE PAYCHECK**, and that paycheck funds all their benefits—as well as **everything else**, from credit card debt to groceries to summer camp for the kiddos.

And that paycheck is under pressure, as Americans report more **FINANCIAL STRESS** than ever.



As you work to engage employees about their benefits, it's important to have the bigger picture about how they feel about their overall finances.

THE NEXT STEP

Learn more about how to help employees manage their One Wallet.



Get more details about how employees are feeling about their finances



Learn how employers can help people save more



See how Businessolver is creating new solutions that support the One Wallet approach