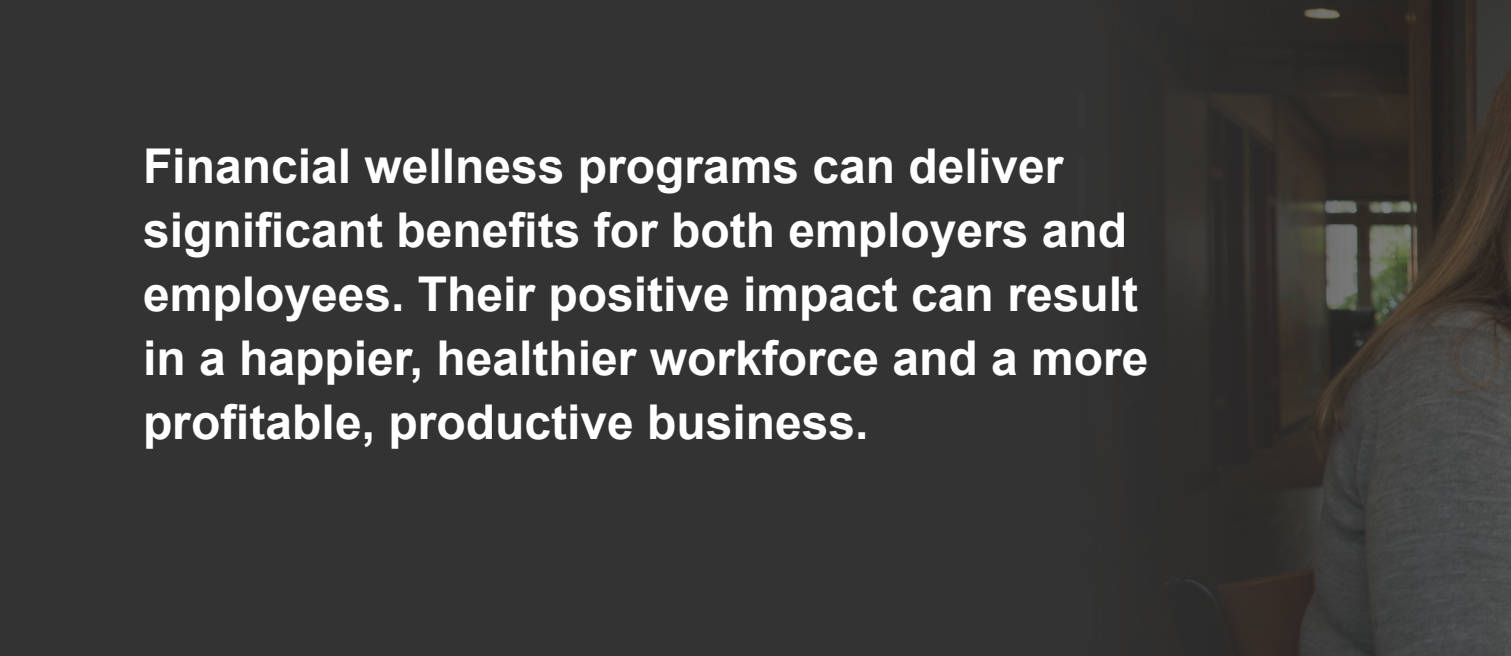


Financial Wellness

How a Financial Wellness Program Can Improve Company Culture

4 Ways This Key Benefit Pays Off

Employers recognize that financial stress is taking a toll on their workforce — and their bottom line. As such, growing numbers of companies are offering financial wellness as part of their employee benefits programs. Financial wellness helps improve employees' fiscal well-being and reduces stress by providing the education and tools they need to help them successfully manage their money, prepare for unforeseen expenses and save for the future.



Financial wellness programs can deliver significant benefits for both employers and employees. Their positive impact can result in a happier, healthier workforce and a more profitable, productive business.

Here are four ways financial wellness potentially benefits your company culture:

Benefit #1

Enhanced recruiting and retention.

Nearly **8 out of 10 workers** feel it's important for employers to offer a financial wellness program.¹

78% say a financial wellness program improves their company loyalty.¹ As such, they are more likely to remain loyal to employers who provide financial wellness, helping reduce turnover long term.

In addition, an effective financial wellness program is a compelling recruiting tool. For prospective candidates, it demonstrates a culture of care and commitment to employee well-being.

Benefit #2

Lower health insurance premiums.

The average family healthcare premium contributions paid by large employers rose by 22% over the last five years and 47% over the last ten years.²

Workers who are less stressed tend to be healthier and, therefore, their healthcare-related spending declines.

Employers may experience lower health insurance costs when employees stress less about their finances.

1. John Hancock. "Stress, finances, and well-being: driving behaviors that matter." 2024.

2. Kaiser Family Foundation. "Employer Health Benefits Survey." 10 Nov. 2021



Benefit #3

Improved productivity.

Employees spend 3.3 hours a week distracted by their personal finances at work. But access to financial wellness resources helps increase productivity for 70%.³

\$1,962 Estimated annual cost of
PER EMPLOYEE financial stress.³

Workers who feel financially in control are **less distracted and more engaged** on the job.

Employers benefit from **a workforce that's more present**—physically and mentally—and gets more done. **Happier, healthier employees are more productive.**

3. John Hancock. "Stress, finances, and well-being: driving behaviors that matter." 2024.

4. John Hancock. "Stress, finances, and well-being: driving behaviors that matter." 2024.

Benefit #4

Stress reduction.

Your employees are stressed! Nearly **86% say they've experienced moderate to extreme stress**—and 8 out of 10 worry about their finances at work.⁴

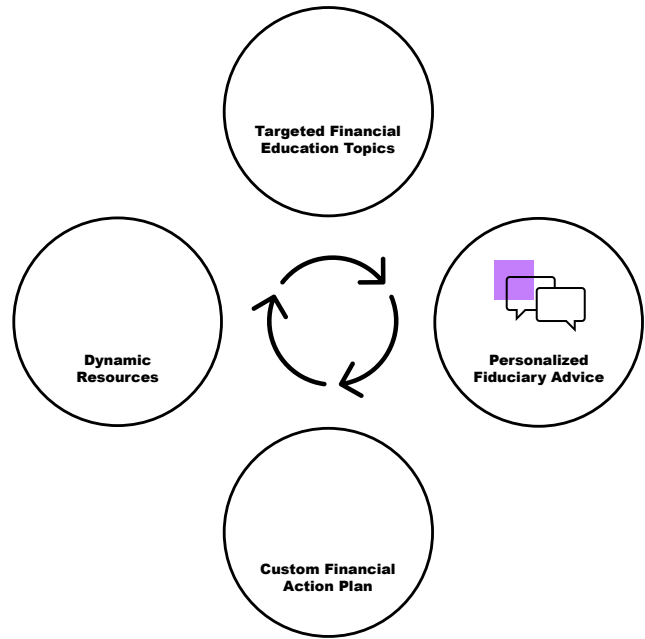
When employers educate workers on financial wellness, it can pay off. Employees may experience **better financial well-being and less stress.**

For employers, it can result in more **productive workers who feel engaged and empowered**, which **enhances the bottom line.**

Effective Financial Wellness

Studies show that employees need four key components to build financial confidence: working with a financial professional, having a financial plan, access to a workplace financial wellness program, and unbiased advice on various financial topics.

That's why we created GuideSteps—to provide all of these in one solution.



GuideSteps

FINANCIAL WELLNESS

Powered by **SPECTRUM**
INVESTMENT ADVISORS

Working towards a solid financial plan takes time and commitment. But that doesn't mean it has to be complex. Our holistic program takes the guesswork out of financial planning by simplifying the process. Whether employees need to establish an emergency fund, want to maximize retirement savings, or are looking for guidance about Social Security, we are here to help them manage every step of the journey.

GuideSteps offers fiduciary advice on a wide range of topics.

- Workplace Retirement Plan**
- Emergency Savings**
- Debt Management**
- Healthcare Strategies**
- Education Savings**
- Insurance & Protection Needs**
- Legacy & Estate Planning**
- Additional Assets & Investments**

NO MATTER WHERE YOU ARE ON YOUR FINANCIAL JOURNEY, WE ARE HERE TO HELP GUIDE YOU EVERY STEP OF THE WAY.



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