

The Missing Link:

Connecting Financial Wellness to Your Employee Mental Health Strategy

May 15, 2024



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and mental wellness
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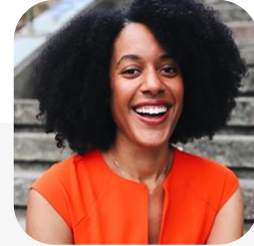
Amanda Peppers

Director,
Consultant Relations
Northstar



Michael Forney

Senior Financial
Wellness Specialist
Newfront



Robyn Cross, MPH

Senior Manager,
Operations
Newfront

Mental health at work

May is Mental Health
Awareness Month!

Affects many

1 in 5 (U.S.) and
15% (global)
adults experience
mental illness

Risk factors

Workplace
culture, mismatch
skills, economic
instability, salary

Health impact

Sleep disruptions,
headache, high
blood pressure,
trouble focusing

Social support

47% of adults
wish they had
someone to help
manage stress



Let's hear from you!

The state of employee financial wellbeing

2022 - 2023

- Turbulent economy
- High inflation
- Climbing mortgage rates
- Corporate layoffs
- Burgeoning debt
- Growing concerns about financial solvency



51%

of high earners making over \$100k are living paycheck to paycheck

57%

of people do not have enough savings to pay for a \$1,000 emergency expense

Where personal finance fits into the pillars of wellness

Our relationship with money has a direct impact on our overall wellbeing and is a foundational part of health and wellness.

PHYSICAL

#1 stressful life event that leads to most suicide attempts is financial stressors

MENTAL

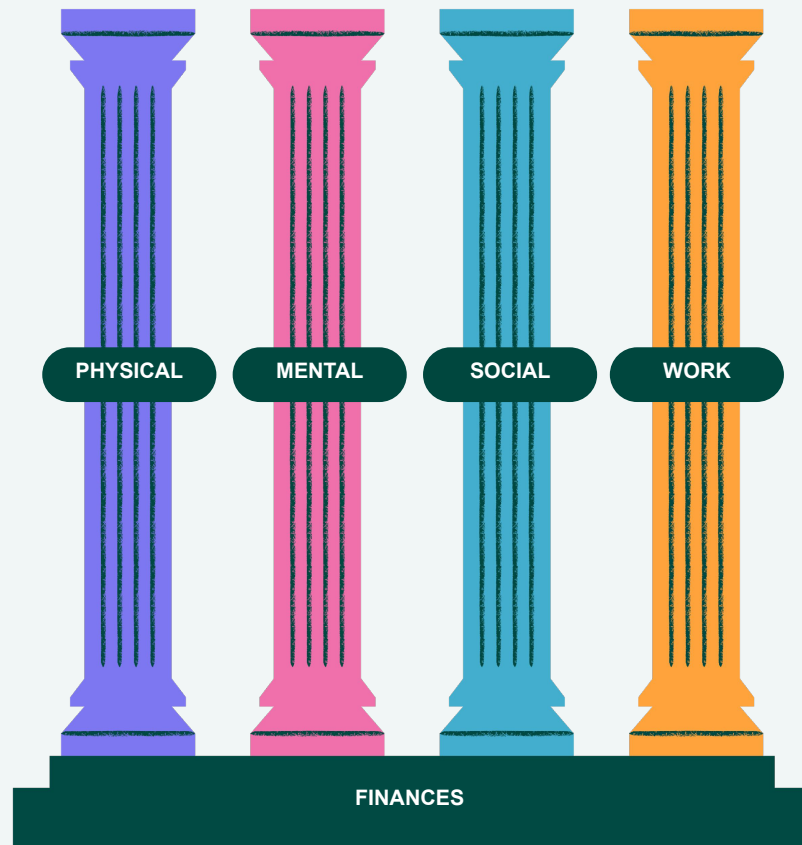
52% of Americans say money negatively impacts their mental health

SOCIAL

37% of divorces are caused by financial problems, after infidelity, conflict, and lack of commitment

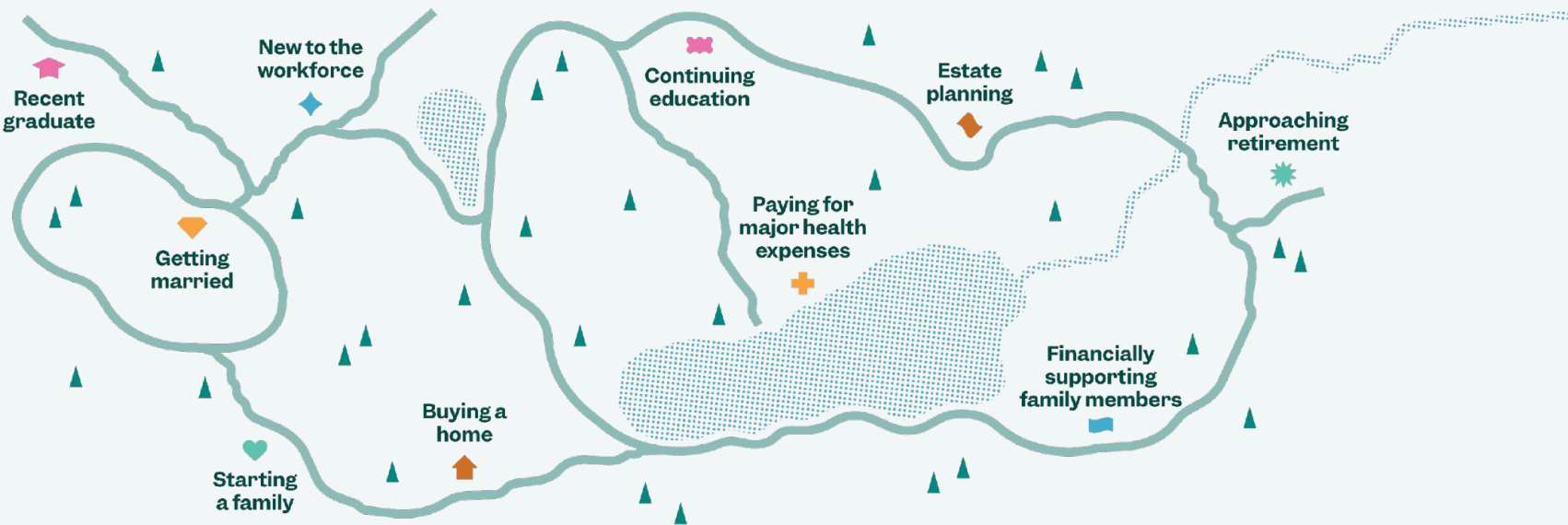
WORK

76% of employees facing financial challenges exhibit stress at work

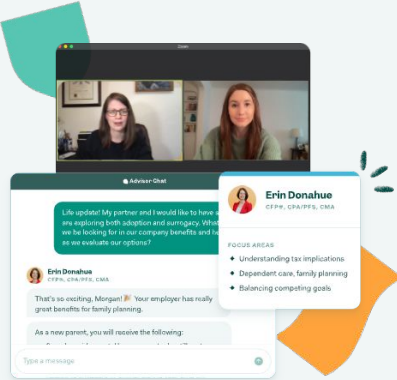


Employees are trying to navigate their complex financial journey

Employees are needing 1-on-1 support to help them navigate the many financial decisions they'll face to reach their life goals.

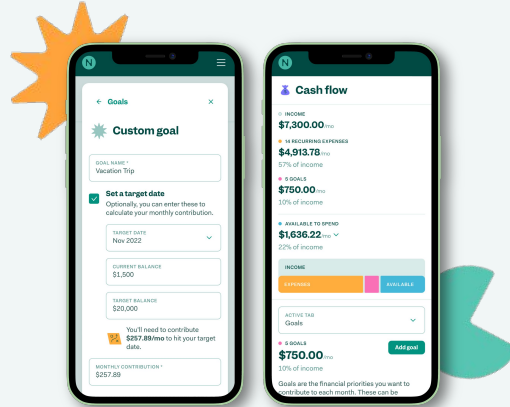


Provide holistic financial and total rewards decision support



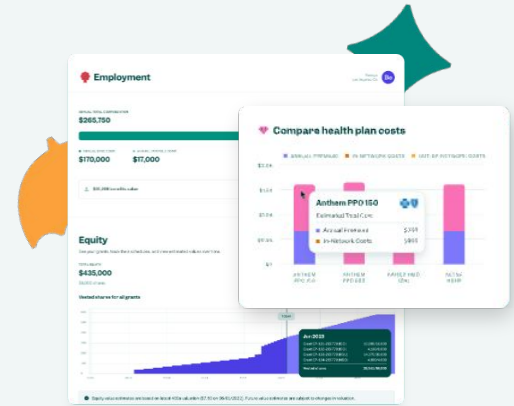
Financial advisors

Employees are paired 1-on-1 with a financial advisor to develop a custom action plan



Financial tools

Employees use self-service tools to track progress and take action on financial goals



Total compensation tools

Employees see how their benefits can support their unique financial and life goals

Newfront Financial Wellness Resources

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Company
401(k) Plan Highlights

Investment Choices
You can choose a variety of investment options, including actively managed funds, low-cost index funds, target-benefit funds, and self-directed investments.

Flexibility and Control
Flexibility and control: guidelines help you help you when you invest and decide a plan that works for you.

What's New?
The required Rollover Investment funds are a great "set and forget" savings option. These funds are based on our investment life and are designed to help you automatically receive your investment returns.

401(k) 10-15% \$1 for \$1

Financial & Mental Health: Achieving Peace of Mind

It's no secret that one of the leading causes of anxiety is personal finance. Money plays a big role in our lives, but often causes the most of trouble. Many of **Money Matters Awareness Events**, and we're expanding our mental health and financial wellness on this important, and changing, topic you can take to **financial wellness**.

This talk is full, with some **empowerment, mindfulness, and education**, you might find yourself more aware in control, and less stressed about that next bill coming due. Let's explore these three practical steps to **achieve financial stress**.

Intentionally
By intention, we mean, give your dollar a purpose, which is at the heart of **intentional investing**. An intentional budget can provide you a pathway to manage this's uncertainty.

Mindfulness
Consider **controlling** stress, and making financial decisions there is a goal of **intentional investing**. An intentional budget can provide you a pathway to manage this's uncertainty.

Education
Empowerment through **education** is crucial to achieving your goals. For resources are available for you to access online and save through your employee retirement plan provider. Check out the **GO** for a great on resources.

Those who have a greater level of financial well-being are **less stressed, more motivated to manage their money, have better family relationships, and are physically and mentally healthier!**

Flyers and communication campaigns for insights and initiatives

Model Allocations and Market Volatility

Average Annual Returns:
Conservative: 5.8%
Moderate: 7.7%
Aggressive: 8.8%

After-tax illustrated

Your contributions	\$23,000
Company match	\$6,000
After-tax contribution	\$140,000
Total in your 401(k)	\$69,000*

Take advantage of the ability to save above the deferral limit!

You can make after-tax contributions up to the RSI Limit.

Retirement Drawdown Trajectory

How long Dollars will last for Herman and Sasha

Herman's savings total just over \$1 million at retirement, and he can't afford a legacy bequest.

Sasha's savings total just over \$1 million at retirement, and she can't afford a legacy bequest.

Employees who contribute to 401(k) are more financially secure and have a greater level of financial well-being. They are more motivated to manage their money, have better family relationships, and are physically and mentally healthier!

Targeted and customized employee education

Financial Fitness with Michael Forney

Michael is an investment Advisor and Financial Analyst. He shares his expertise on retirement planning and investment strategies. He is a frequent speaker at industry conferences and has authored several books on investment and financial planning. He is also a frequent contributor to various financial news outlets.

Taking a Loan from Your Retirement Plan

Short-form videos and thought leadership

Point solutions lack in addressing foundational needs

Financial wellness

Point solutions		Symptom addressed
Earned wage access	→	Living paycheck-to-paycheck
Health payment account	→	Managing debt payoff
Student loan repayment	→	Managing debt payoff

Mental health

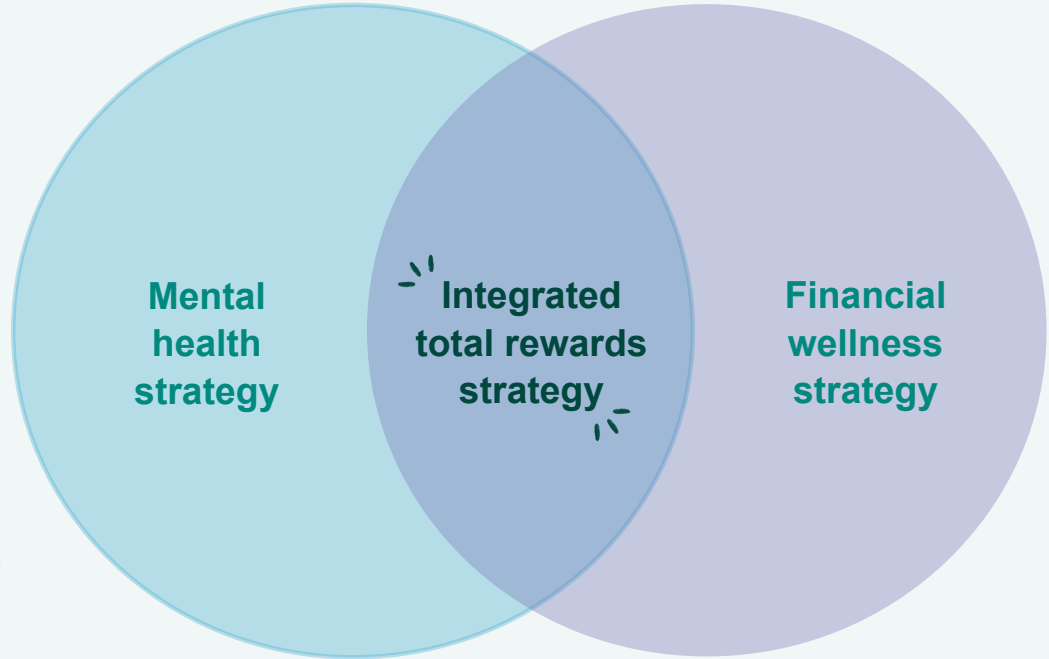
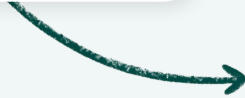
Point solutions		Symptom addressed
Mindfulness apps	→	Managing stress
Text therapy	→	Alleviating short-term mental health concerns
Mental health day	→	Assisting with burn-out

Integrated total rewards strategy



Drivers to inform your strategy

- Large claim reports
- Employee surveys
- Benchmarking / market data



Q&A



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