



New EVP shifts and changing employee expectations

Presented by:

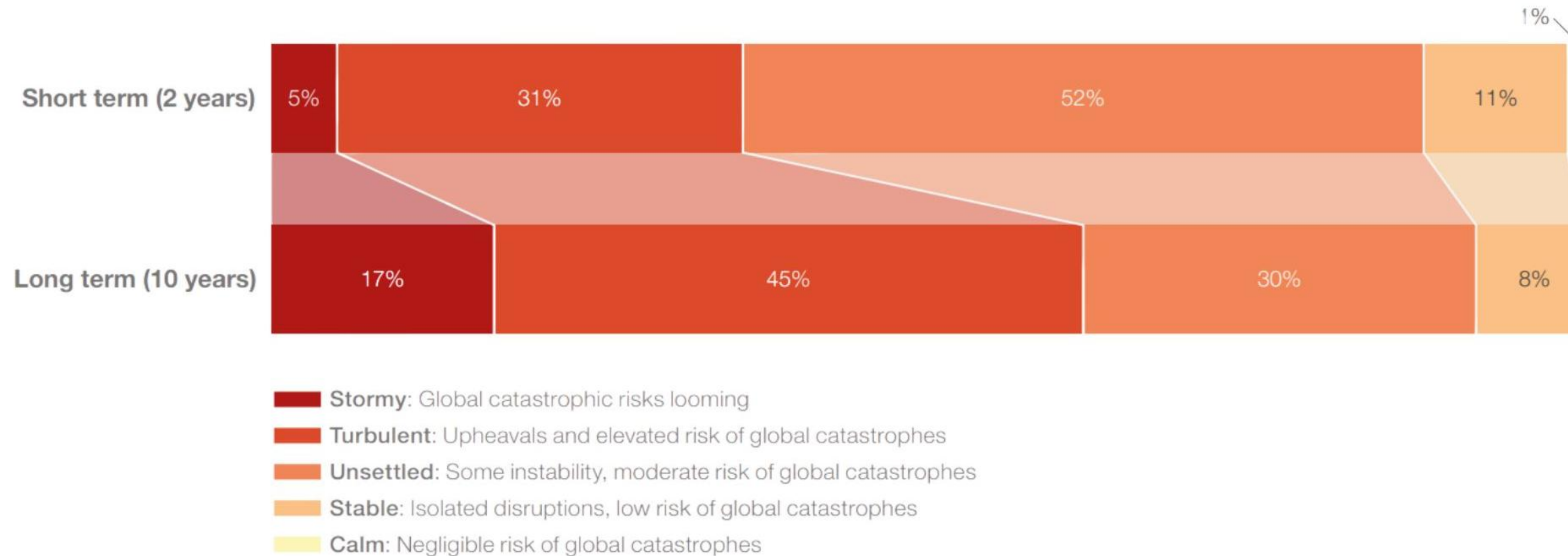
Jillian Kennedy, Chief Strategy Officer
CAAT Pension Plan



Rethinking retirement and financial security

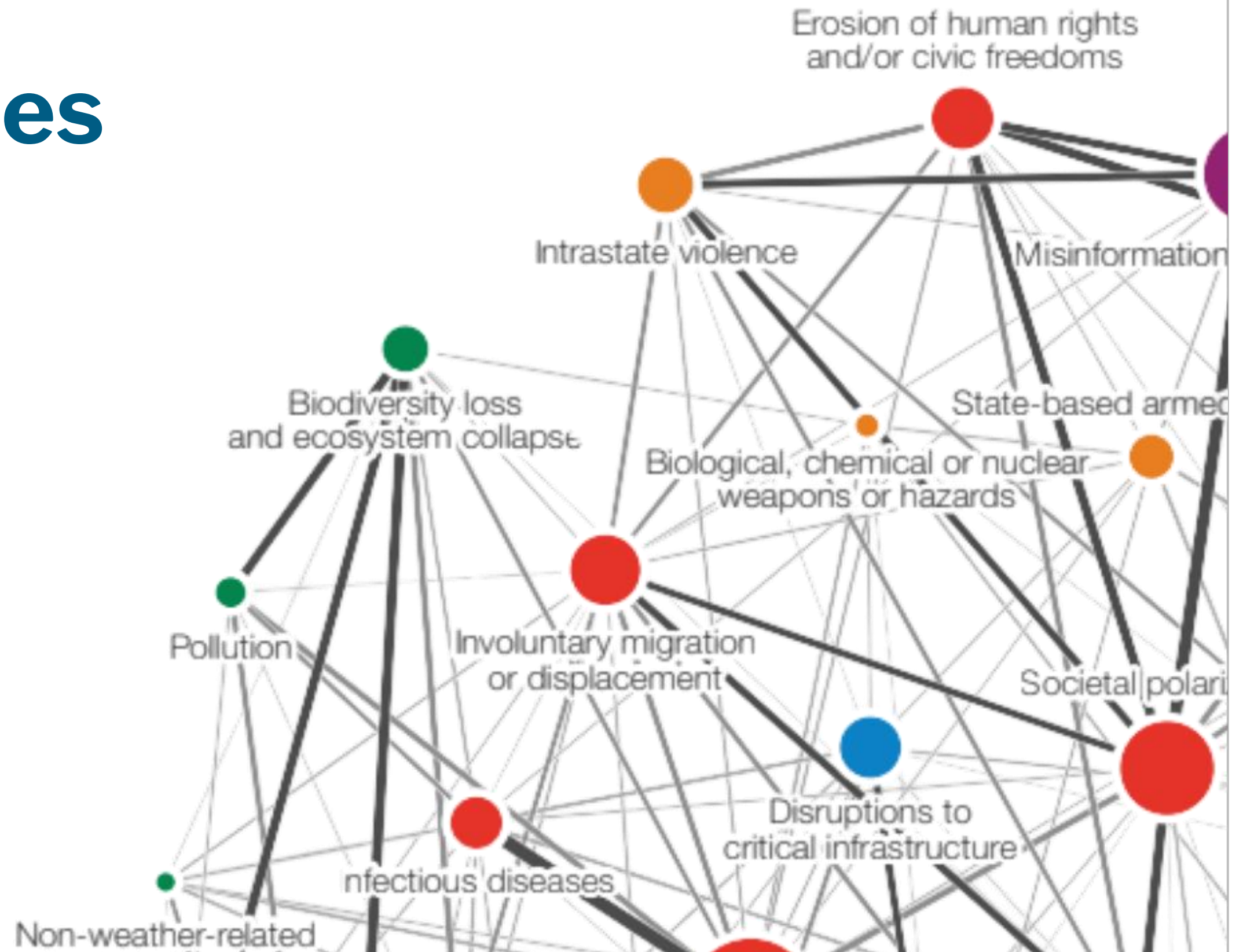


Business risks are more complex



Employee values are evolving

46% of employees would give up pay for quality wellness programs



Financial insecurity as a workplace issue

More than 75% of employees say inflation and financial stability are top concerns, with over half of employees experiencing financial stress.

75%

The hidden cost of financial stress

- Financial presenteeism
- Absenteeism
- Attrition

For an organization with 200 employees, employee distraction due to financial stress could cost just over \$200,000 a year



Thought bubble contents:

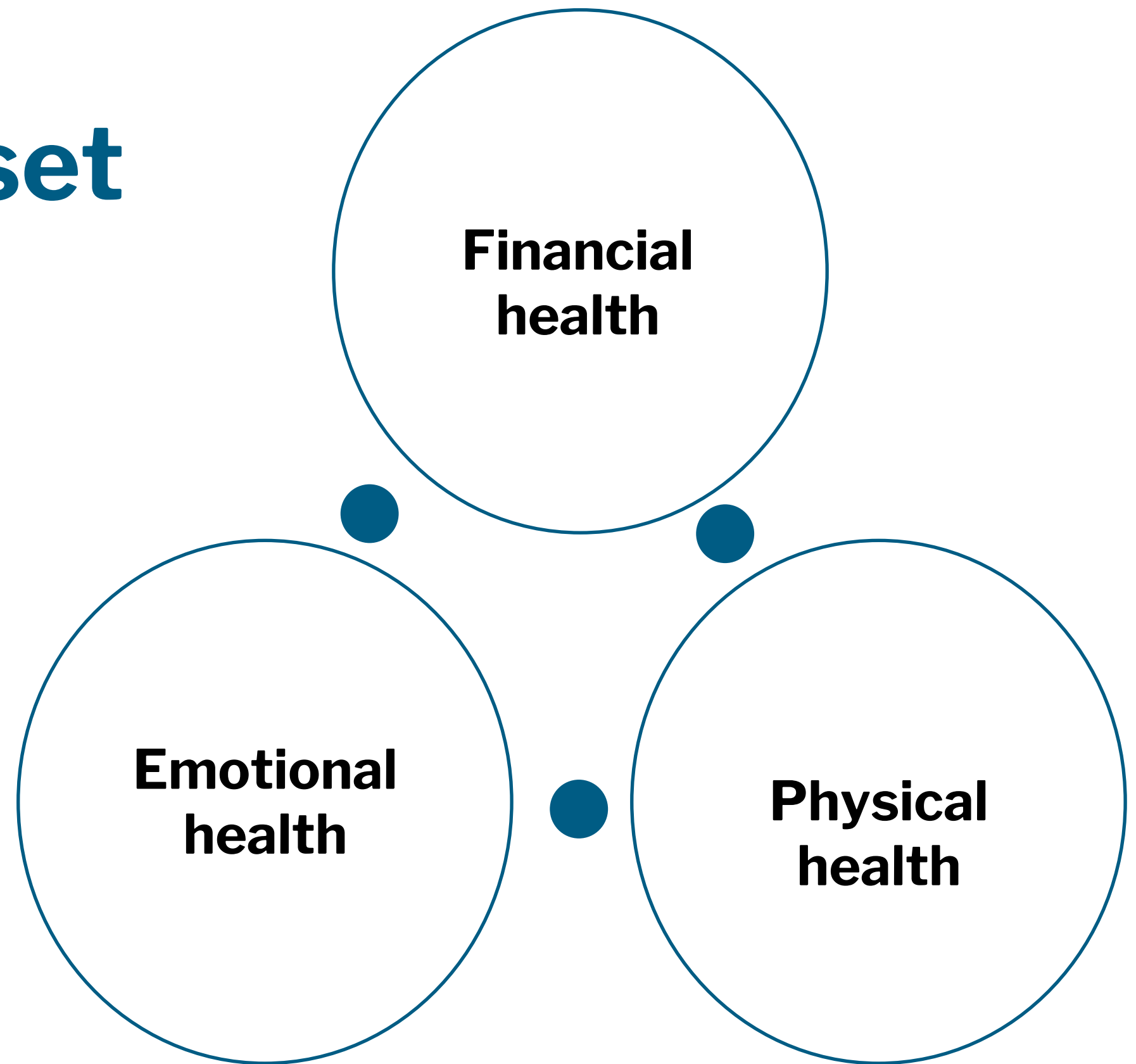
- Anxiety
- Counseling
- Support
- Mortgage
- Frustration
- Benefits
- Wellness
- Financial
- Turnover
- Living
- Insecurity
- Pressure
- Health
- Budget
- Morale
- Inflation
- Payday
- Uncertainty
- Stress
- Loans
- Assistance

What if ...?



Shifting the mindset

When we connect the dots between financial health mental health, and physical health, we see a clear business case.



Financial health framework

01



Security

02



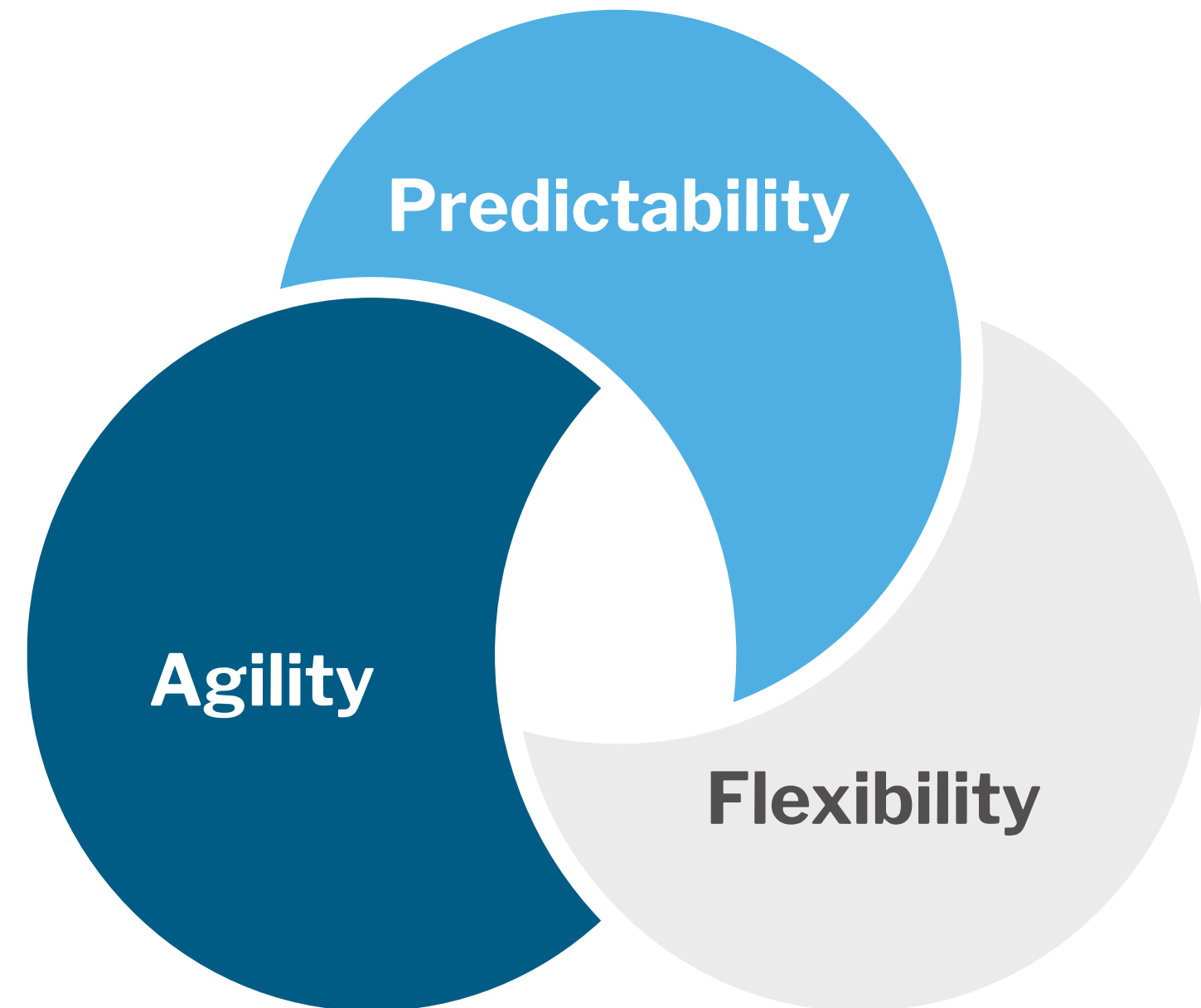
Savings

03



Support

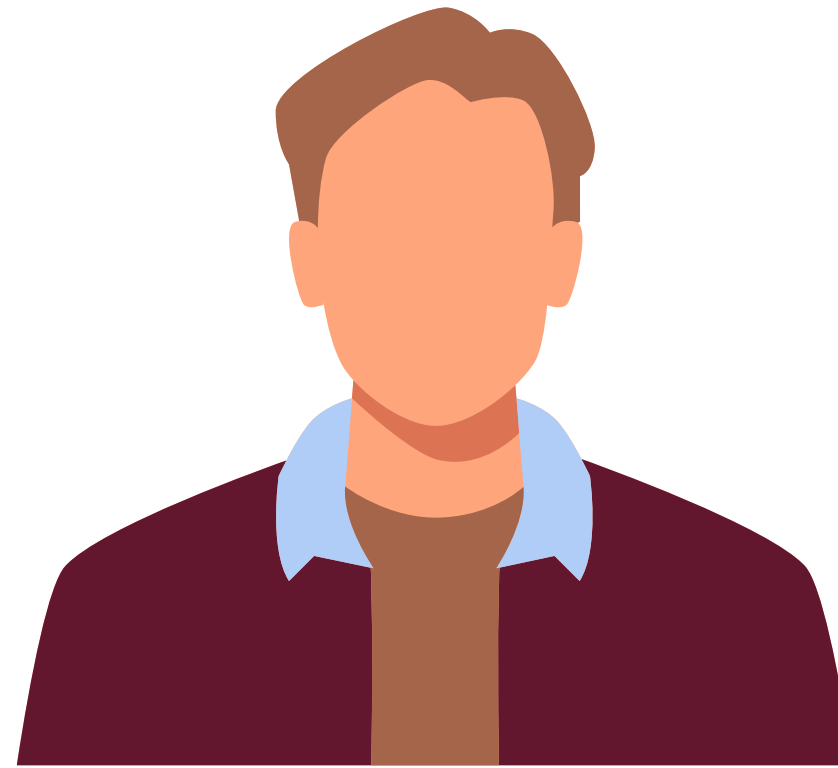
Building financial security into total rewards



A generational perspective



Younger
employees
(18-44)

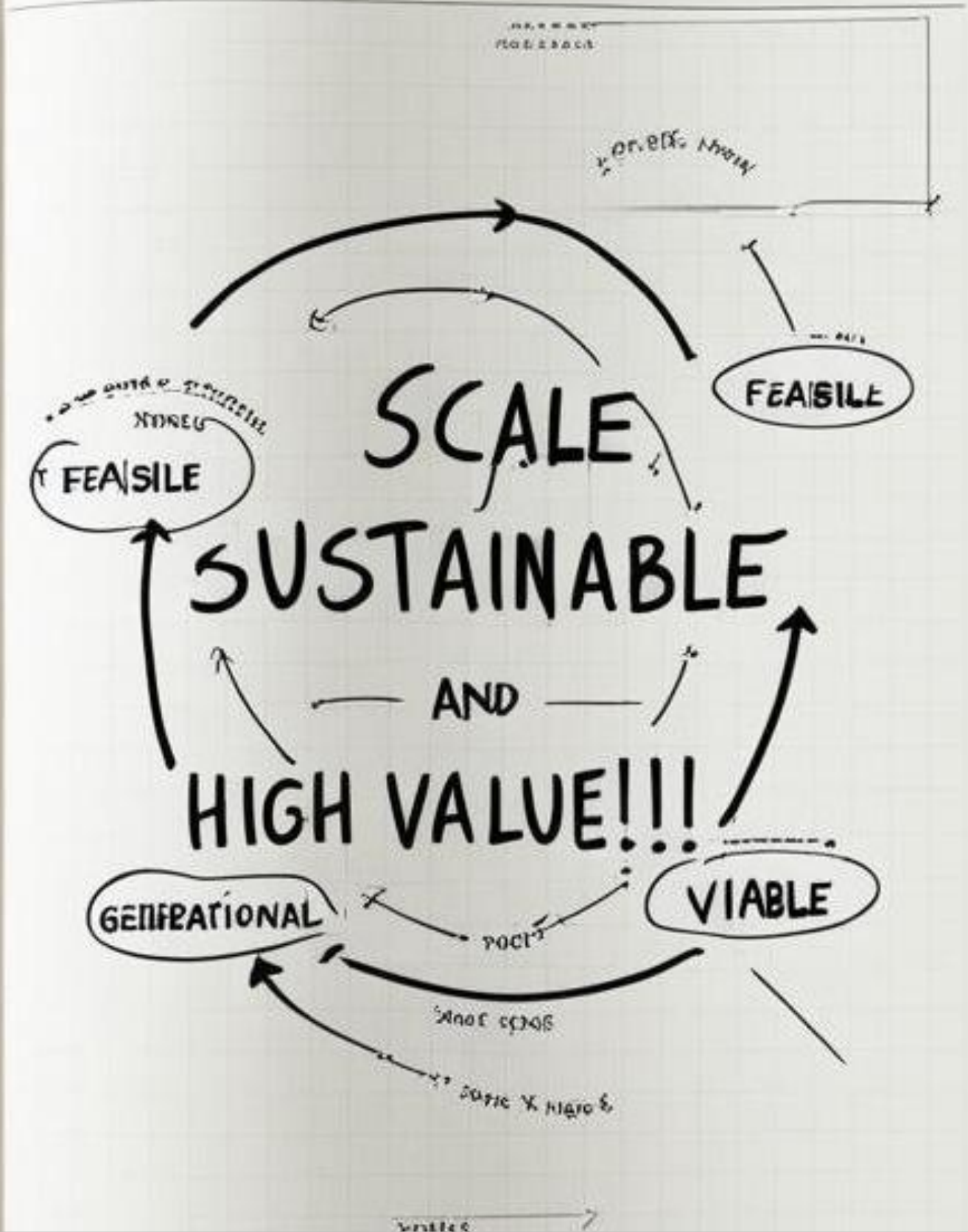


Mid-career
employees
(45-54)

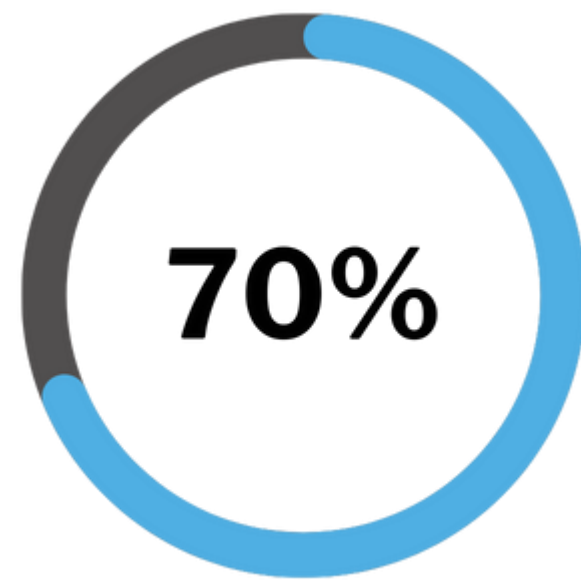


Older Employees
(55+)

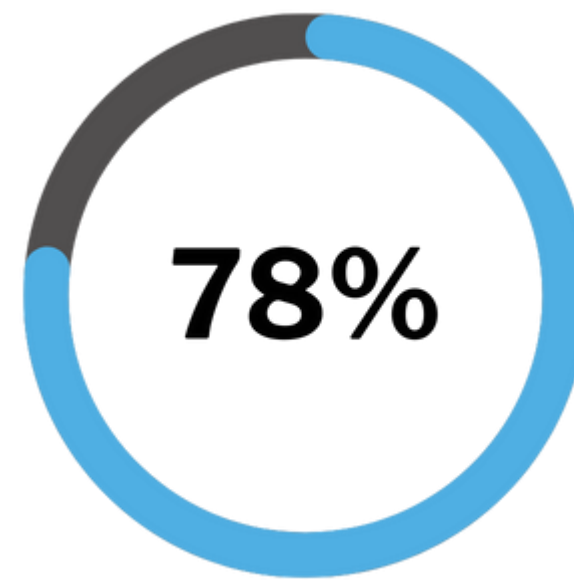
What does it look like in practice?



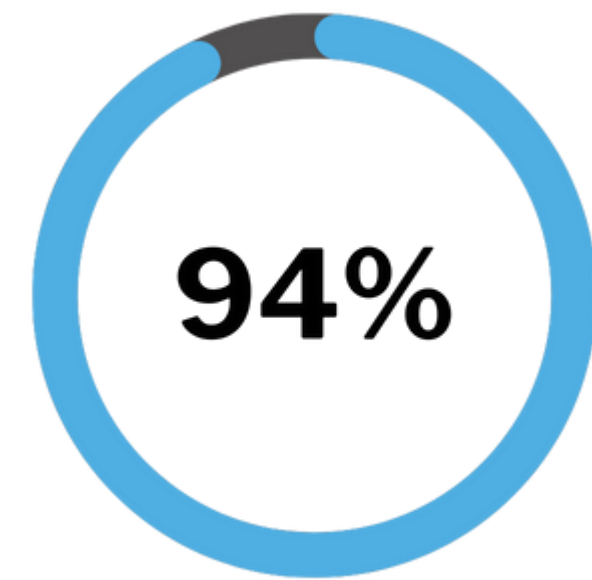
Real world impact



of employers view this model as a part of the organization's employee recruitment and retention strategy



of employers view this model as leading to employee stress reduction



of employers are confident in how this model services their employees

Three key takeaways



Financial insecurity is a business risk



Solutions are within reach



Rethink how we structure retirement

Evaluating your total rewards model

- ☑ **Where are you now**
- ☑ **What are your options**
- ☑ **Verify and validate**



Let's start a conversation

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complimentary review!**

