



A NOT FOR PROFIT CORPORATION DEDICATED TO FINANCIAL LITERACY AND RETIREMENT EDUCATION

As the Decision Maker in your firm, you might ask why Workplace Financial Literacy Education and Retirement Education?

83% of HR professionals surveyed indicate that employee personal financial challenges have an impact on work performance, ability to focus, and overall stress. Many

What can workplace financial education provide?

- ❖ We collaborate with your team to empower your people.
- ❖ Course topics serving all generations of employees.
- ❖ Additional fiduciary protection under Department of Labor ERISA rules.
- ❖ Clarity to market events and world economy easing fear, doubt, & uncertainty.
- ❖ Numerous employee and company benefits.
- ❖ Professional, timely education helping your associates reach their goals.

Learn more about our workplace financial education programs, how they might be structured at your company, and the many benefits.
www.financialedinstitute.org

When is the last time you added a benefit for your employees that had little or no cost to the company?

What is being said about workplace financial education?¹

61% of households do not have a basic

55% of households have saved less than \$25,000 for

31% of people not yet retired state they have no retirement

34% of people say they are much worse off after the 2009

72% of HR professionals surveyed in 2012 agree that employees have been more likely to withdrawal from their retirement plans recently. A 2009 Federal Reserve Bank report cites that workplace financial education for adult learners is very appropriate, and will benefit employees

Financial literacy expert Annamaria Lusardi writes in her blog that American workers can spend an average of 28 hours per month researching personal financial issues, resulting in lost

- ▶ Are you concerned that employees may not deliver peak performance due to financial stress?
- ▶ Are you concerned for the financial stability and health of your employees?

The workplace is the ideal place to provide financial literacy education because that is where the people are able to earn and save their money.

Financial Education and Retirement Institute: Studies show that the majority of workforce participants are financially illiterate and need targeted financial education. Agencies such as The Federal Reserve, Fannie Mae and Universities such as The University of Wisconsin and The University of Minnesota continue to highlight that the vast majority of Americans have not saved enough for retirement, withdraw or borrow from retirement savings prematurely, or have ceased contributions entirely. Some get lost in the confusion surrounding healthcare, long term care issues, tax reduction and the concept of risk management. In addition, many suffer from a lack of money basics like starting a savings program, debt elimination and budgeting. Our instructors have a truly unique skill set. Most have advanced degrees and/or specific industry designations combined with long term, real world

1. Sources for information cited herein include Time.com; The Federal Reserve Bank of Kansas City; The University of Wisconsin Cooperative Extension; Society for Human Resource Management; The University of Minnesota Extension; and the National Endowment for Financial Education; AICPA

THE "WIN-WIN" PARTNERSHIP FOR EMPLOYER & EMPLOYEE BENEFITS

Company benefits:¹

- ✓ Reduce ERISA fiduciary risk. Employees who make informed decisions in connection with pension and 401k plans are less likely to make claims under ERISA.
- ✓ Reduce Reputational Risk. Employees who feel their employer is concerned with their financial health and well being are much less likely to voice negative opinions about their employer.
- ✓ Increase Savings. Employees with access to professional financial education or planning resources are more likely to take advantage of flexible spending accounts and other programs that reduce the employers payroll taxes.
- ✓ Increase Retention = Less Turnover. Employees who feel their employer cares about their personal financial health are less likely to leave.
- ✓ Increase ROI. Financial education results in an ROI of up to 3:1 with results like increased productivity, reduced direct costs, and increased effectiveness of benefit programs. Sixty five percent of employers said that employees are less productive at work when worried about personal financial issues.
- ✓ Reduce employee stress and allows better workforce planning, less attrition, less absenteeism.
- ✓ Increase employers ability to attract and retain satisfied employees.



Employee Benefits:¹

- ✓ Improve decision making and confidence. 70% of employees are not confident in their ability to make the right financial decisions, and 64% are concerned with finding a trusted source to provide financial advice.
- ✓ Many employees are challenged financially with either the care of aging parents or adult children moving back into the home. These multi-generational issues face up to 42% of employees in some states. Employees can learn how to manage these issues, and where to access assistance.
- ✓ Improve understanding and utilization of compensation and benefit programs.
- ✓ A reality check to set goals and targets since 54% of employees have not tried to calculate how much they need to save for retirement, 31% of workers have not saved for retirement, 80% cannot accurately predict when they will be eligible for full Social Security benefits, and 70% of workers feel they will need to work in retirement to supplement their income.
- ✓ Reduce stress for a more satisfied employee, and a more productive employee.
- ✓ Studies show that employees that receive financial education have better savings plans and will utilize company benefits because they understand the programs better.

Partnering with employers to provide workplace financial literacy education that will empower employees to make better financial decisions and improve work efficiency. An employee benefit offered with little or no cost to the employer.

Create a "win-win" partnership for employer and employees

Financial Education and Retirement Institute, Inc., a tax deductible not for profit

www.financialedinstitute.org (901) 414-1740 info@financialedinstitute.org

- In-Depth financial education empowering people to make better decisions.
- Don't learn the "hard way" when education can provide decision making tools.
- Education is a benefit that can make a tangible difference.
- All instructors are industry professionals who blend textbook education with real world experiences and applications.

COURSE OFFERINGS

529 Plans & Saving for College

Insurance - Property and Casualty, Liability

Preparing for Retirement

Disability Insurance Basics

Financial Aid for College Education

Comparing an IRA to a Roth IRA

Life Insurance & Estate Planning

Net Unrealized Appreciation

Planning for Social Security

IRA Required Minimum Distributions

Transition into Retirement Income

Retirement Planning with Annuities

Banking & Bank Accounts

Buying a Home

Charitable Giving

Estate & Inheritance Tax

Health Care Reform

Life Insurance Basics

Loss of a Spouse

Planning for Incapacity

Medicare & Medicaid Basics

401k's versus IRA's

The Impact of Inflation

Asset Protection

Caring for your Aging Parents

Estate Planning & Trusts

Family Business Succession Planning

Investing & Account Basics

Landlords & Renting Your Home

Municipal Bond Basics

Planning for Remarriage

Understanding Your Tax Return

Long Term Care: What is It?