

A Comprehensive

Employee Financial Wellness Program



ACCESS, EDUCATION, AND ASSISTANCE

Many of your employees may lack financial well-being. This can come in many forms, including employees who have trouble meeting monthly expenses, others who are unable to set aside enough money for an unforeseen emergency, or those who simply have difficulty making informed decisions about their finances. This lack of financial well-being can add up to a lot of stress affecting your team, impacting both the employees' productivity and the company's bottom-line.

Offering employees a comprehensive financial wellness program that provides product access, financial education, and professional assistance is a great way to help them get the knowledge and insight they need to make better financial decisions. This can result in a more engaged and productive workforce that is able to make the most of the benefits you offer.

COMPREHENSIVE EMPLOYEE FINANCIAL WELLNESS PROGRAM



PROVIDE ACCESS

Core Benefits

Employee access to core benefits can be the foundation of your financial wellness program and can provide employees with basic coverage and planning options. Core benefits may include health care, retirement funding, and group disability insurance.

Expanded Benefits

Voluntary benefit offerings can be used to help meet specific employee financial wellness needs. These benefits could include individual life and disability income insurance, student loan repayment assistance, or emergency fund savings options.



MAKE AWARE

Financial Education

Financial education can help employees make more informed decisions about their finances. A financial education curriculum, in-person or online, might include information on spending and saving, investing, retirement planning and product types.

Online Tools & Resources

Everyone learns and engages differently. Making online tools available to employees can help them find what they need, when they need it, and in the format they prefer. Consider tools such as financial calculators and budget and debt management apps.



OFFER ASSISTANCE

Professional Guidance

Offering professional guidance to employees can give them access to expertise they may not have available elsewhere. A trusted financial professional can work one-on-one with employees to develop long-term financial plans that meet their individual needs.

Incent Good Financial Behavior

Rewards and recognition can help encourage employees to take specific, positive action steps to improve their financial wellbeing. Offer small, low cost incentives for good financial behavior like small benefit contributions, gift cards, or paid time off.



FINANCIAL IQ

Financial education is often considered the lynch pin of your comprehensive employee financial wellness program. It can bring the different parts of your program into clearer focus for employees, and help them get the knowledge and insight they need to make better financial decisions.

Financial IQ is MassMutual's proprietary educational content that can be mixed-and-matched to design a custom curriculum.

Financial IQ educational content includes:

- **General finances** – Setting goals, budgeting, debt
- **Investing** – Investing basics, asset allocation, understanding risk
- **Retirement** – Planning, readiness, income sources, risks, estate planning
- **Product overviews** – Life insurance, disability income insurance, annuities
- **Select topics** – College funding, student debt, Social Security



FINANCIAL PLANNING SERVICES

Many employers today are offering financial planning services as a key employee benefit. For an additional cost, this benefit can provide employees of your choosing with a collaborative, financial planning relationship with a trusted MassMutual financial professional.

Financial planners associated with our investment adviser, MML Investors Services, have the knowledge, resources, and insights needed to help your employees meet their financial goals. These financial planners work one-on-one with your employees to develop and implement a detailed financial plan that's flexible enough to change as your employees' lives change.

Beyond the delivery of a documented financial plan for your employees, the financial planner will work them throughout the year. These quarterly meetings will help ensure your employees remain empowered to make informed decisions about their long-term finances.

Visit www.MassMutual.com/financial-wellness
for more insights and helpful planning tools.



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For more than 170 years, we've been guided by a single purpose:
to help people secure their future and protect the ones they love.**

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