

FINANCIAL WELLNESS AT WORK MYTH vs FACT



EMPLOYEE INSIGHTS

Myth

Canadians workers are saving enough for retirement

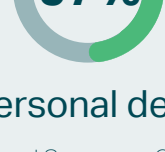


75% of Canadians are concerned about having enough money in retirement

That's greater than their concern for...



Job security



Personal debt

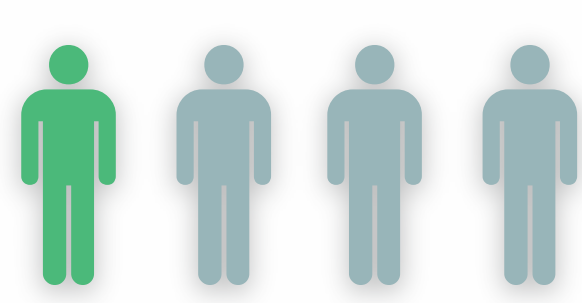


Mental health

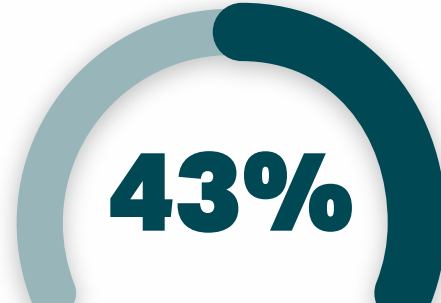
Abacus Data, HOOPP, "National Survey on Canadians' Preparedness for Retirement" (May 2021)

Myth

Personal finances do not impact work-life



1 in 4 workers spend 40 minutes of their workday distracted due to personal finances



43% of Canadian workers say financial stress impacts their performance

The Canadian Payroll Association, "Financial stress in the workplace costs Canadian economy \$16 billion annually," (September 4, 2019)

Myth

The only compensation employees care about is their paycheque



71% of Canadians are willing to forgo a higher salary for a better retirement plan

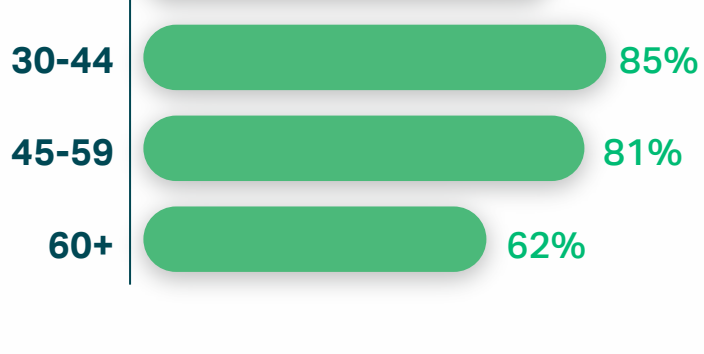
Abacus Data, HOOPP, "National Survey on Canadians' Preparedness for Retirement" (May 2021)

Myth

Young workers don't care about retirement savings

75% of workers under 30 are concerned about having enough in retirement

Maru/Matchbox, HOOPP, "Canadian Employer Pension Survey" (October 2021)

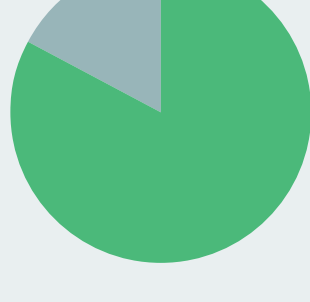


EMPLOYER INSIGHTS

Myth

Retirement plans have little influence on HR objectives

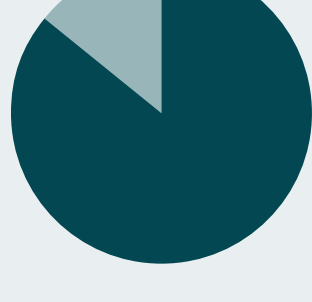
Workplace retirement plans make employers significantly more attractive.



83%

Retirement plans are important for recruitment

Employers with a workplace retirement plan say it is "extremely important" or "very important" for recruitment.



86%

Retirement plans are important for retention

Employers with a workplace retirement plan say it is "extremely important" or "very important" for retention.

Maru/Matchbox, HOOPP, "Canadian Employer Pension Survey" (October 2021)

Myth

Retirement plans aren't as important as other employee benefits

Workplace retirement plans rank above health, life, and dental insurance.



Maru/Matchbox, HOOPP, "Canadian Employer Pension Survey" (October 2021)

Myth

Retirement benefits don't help attract job candidates



78% view retirement benefits as a critical factor in deciding whether to accept a job.

Accenture, "Pension benefits are critical factor for workers" (April 19, 2018)



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