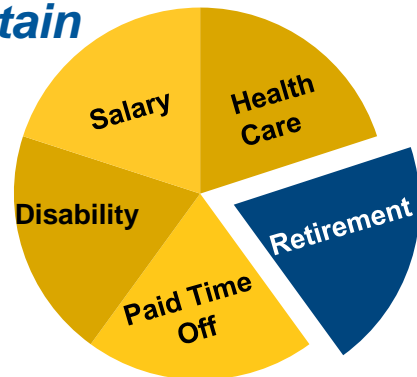

Employer Benefit Plans

*To Recruit
and Retain*



If employees **cannot** retire*:

- ✓ benefit and compensation costs increase
- ✓ mid-career talent leaves for opportunities elsewhere, and
- ✓ productivity may go down

To Retire

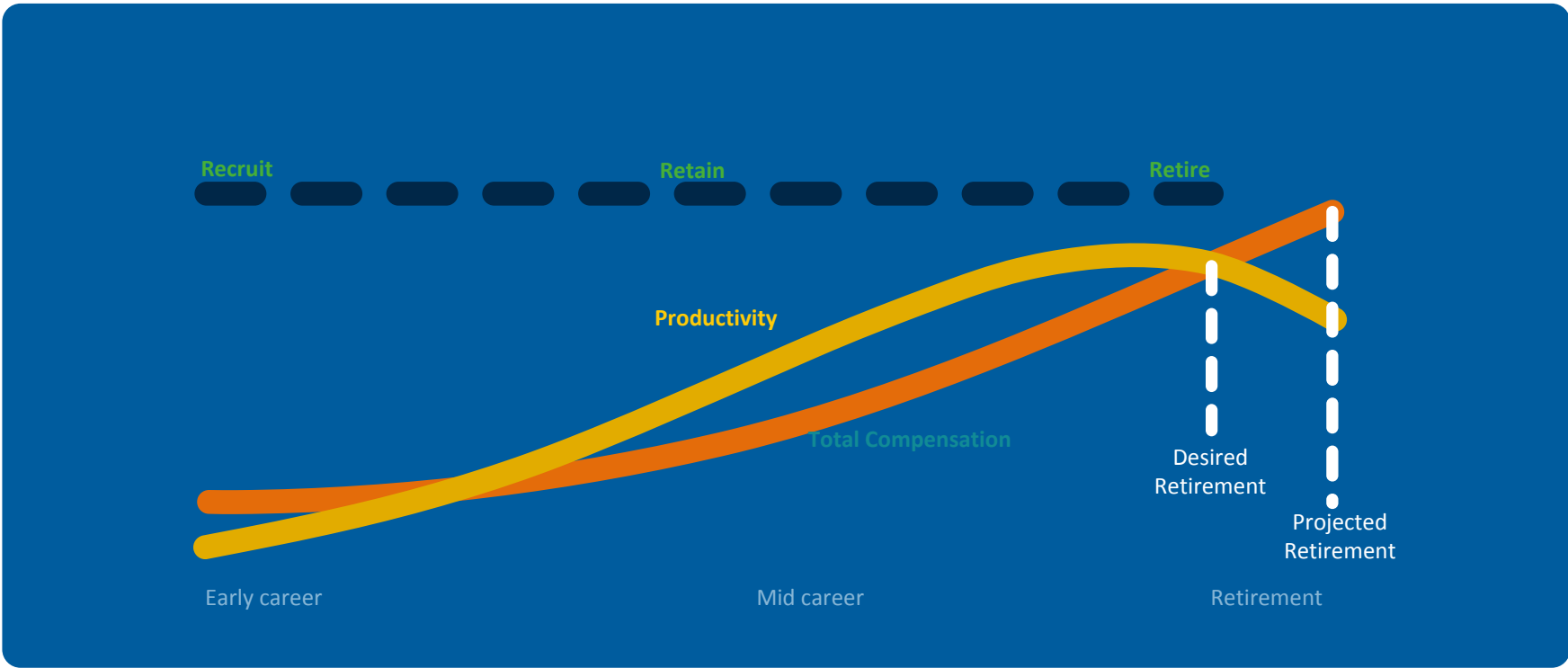
**Total
Compensation**

Your retirement program is the only program you have to influence this*

*Levanon, Gad, Ben Cheng, and Jeremy Goldman. "U.S. Workers Delaying Retirement: What Businesses Can Learn from the Trends of Who, Where, and Why." *The Conference Board, ExecutiveAction Series 350* (2011): page, 8.

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UNDERSTANDING HOW DELAYED RETIREMENT *IMPACTS* WORKERS & ORGANIZATIONS



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USING DATA TO UNDERSTAND THE COST OF PARTICIPANT BEHAVIOR

Using data analytics to quantify the costs of delaying retirement. Creating solutions that help sponsors understand the effect and implications of changes in benefit programs on their workforce and the ultimate cost of these changes to their organization.

Using **specific demographic information**, and **available benefit programs** to calculate:

When participants will likely retire

How to improve retirement expectations for those past the mid-career point, as well as early career and late career employees.

Determining the Cost and/or savings in total compensation, such as:

- 1) *Salary*
- 2) *Retirement Benefits*
- 3) *Health Benefits*
- 4) *Disability Benefits*
- 5) *Paid Time Off, etc*

— *When examining changing employee outcomes* —

Understand what **TRULY** influences Employee Behavior?

SMART
PREDICTING RETIREMENT OUTCOMES
BASED ON AGE AND INCOME

AGE — INCOME

It's more than just
saving **\$1M** or
maintaining a
standard of living...

The graphic is a yellow rounded rectangle. At the top, the word 'SMART' is in large blue letters. Below it, the text 'PREDICTING RETIREMENT OUTCOMES BASED ON AGE AND INCOME' is in smaller blue letters. In the center, there is a simple diagram with two black dots connected by a horizontal line, with 'AGE' and 'INCOME' written below each dot. At the bottom, the text 'It's more than just saving \$1M or maintaining a standard of living...' is in black, with '\$1M' in bold.

SMARTER
PREDICTING RETIREMENT OUTCOMES
BASED ON MILLIONS OF DATA POINTS

Gender

Savings vs. Pay

Household Wealth

Form of Payment

Age

and more..

The graphic is a dark blue rounded rectangle with a network of light blue dots and lines. At the top, the word 'SMARTER' is in large white letters. Below it, the text 'PREDICTING RETIREMENT OUTCOMES BASED ON MILLIONS OF DATA POINTS' is in smaller white letters. Various factors are listed in yellow text: 'Gender' at the top right, 'Savings vs. Pay' on the left, 'Household Wealth' on the right, 'Form of Payment' in the center, 'Age' at the bottom left, and 'and more..' at the bottom right.

THE NEW HORIZON

SMART

DIAGNOSING DELAYED RETIREMENT

1

Predict when your employees are likely to retire under your current program. **Identify** any groups likely to retire en masse and start recruiting / institutional knowledge transfer.

SMARTER

SOLVING AND PREVENTING DELAYED RETIREMENT

2

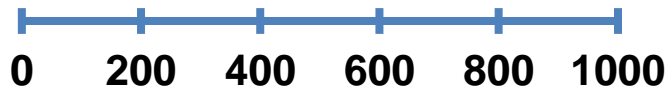
Design custom retirement plan alternatives to encourage improved recruitment, retention, and employee outcomes. Then **calculate the cost savings** in total compensation.

See the last page of the document for important notes and disclosures

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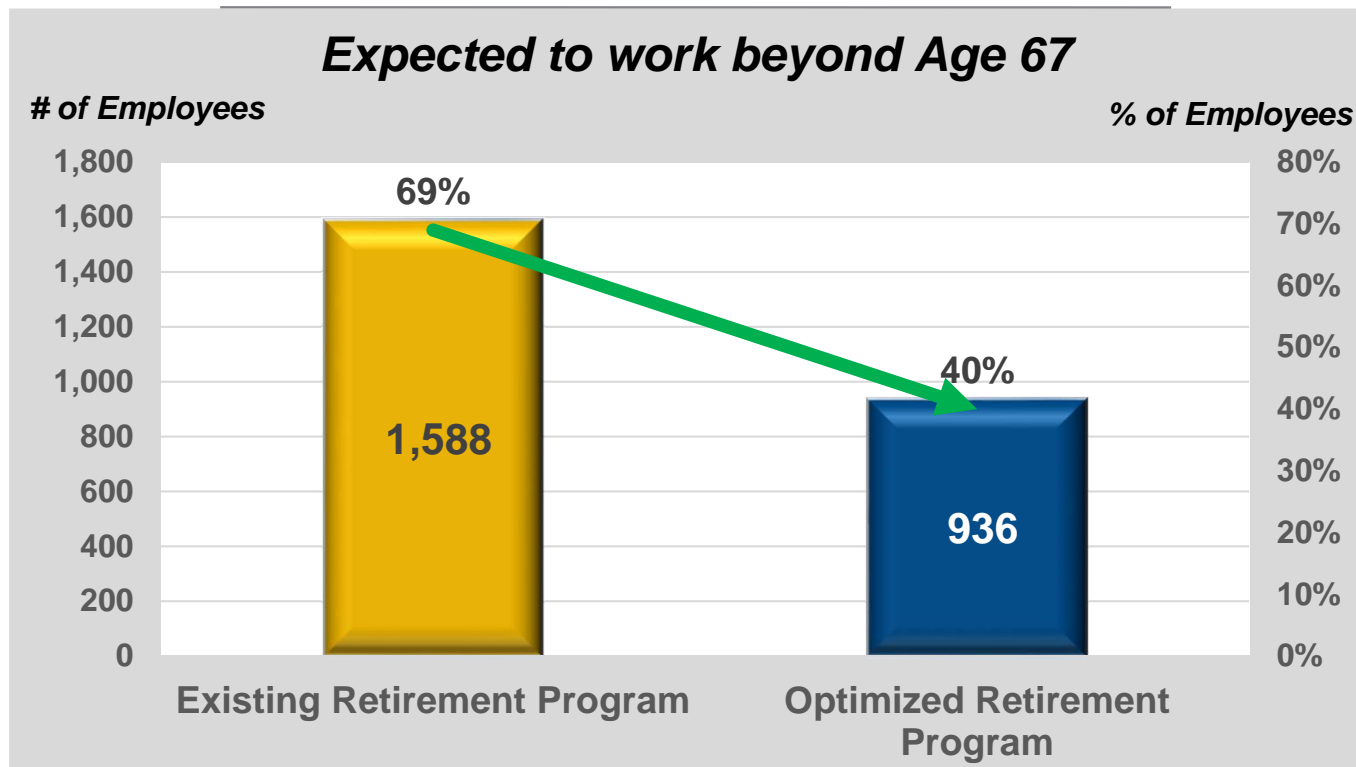
Impact on Total Costs

652 less people delaying retirement



Other Compensation costs include difference in salaries paid, healthcare premiums, disability, and Paid Time Off programs.
Savings Measured as change in Expected Net Present Value under new program
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Employer's Target Retirement Age: 67



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