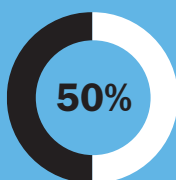


Are changing workforce dynamics affecting your bottom line?

Millennial turnover is costly

Millennials will switch jobs to achieve goals



switched jobs in 2016



greater turnover than other generations¹

Turnover results in a loss of talent and is costly



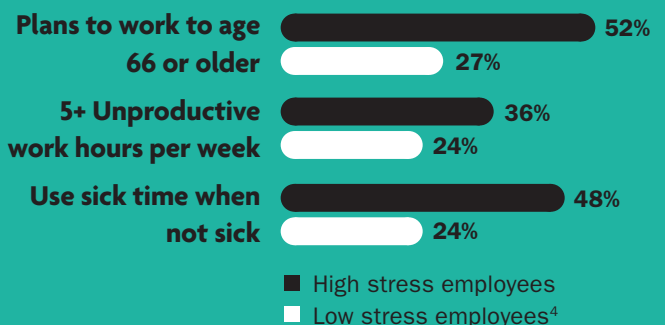
33 percent of salary = estimated cost of turnover²

Financial stress affects the bottom line



of employees are stressed about their financial situation³

Financial stress can lead to loss of productivity and increased costs due to work distractions, absenteeism, delayed retirement and health issues.



Delayed retirement impacts your budget and employee career opportunities



Working longer

50 percent of workers age 60 and older plan to work until at least age 70. Out of that group, 20 percent say they don't think they will ever retire.⁵



Financial implications

Employers pay an estimated additional \$10K–\$50K for every year an employee who would like to retire delays for financial reasons.⁶



Workforce renewal

60 percent of employers are concerned about the effects of delayed retirements on the career paths of younger workers.⁷

[Click here](#) to learn how you can leverage your retirement plan offering to address an evolving workforce



¹ Gallup, *How Millennials Want to Work and Live*, May 2016.

² Work Institute, *2017 Retention Report: Trends, Reasons & Recommendations*, 2017.

³ PwC US, *Employee Financial Wellness Survey: 2017 results, April 2017*.

⁴ Lockton Retirement Services, *Finding the Links Between Retirement, Stress, and Health*, 2016.

⁵ CareerBuilder Press Release, *Half of Mature U.S. Workers Will Wait Until At Least Age 70 to Retire or Won't Retire at All*, March 31, 2017.

⁶ Society of Actuaries: *Risk & Rewards*, Gregory Ward, *Calculating ROI: Measuring the Benefits of Workplace Financial Wellness*, August 2017.

⁷ LIMRA—Secure Retirement Institute, *Age-Related: Potential, Possibilities, and Problems as Workers Delay Retirement*, page 6, Research Briefing, July 2015.

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