



Reward, retain and recruit healthcare talent while cutting costs.

Healthcare employers face difficult choices, like decline in resources and staffing and high turnover. To help ensure their long-term survival, many will need to take action to more effectively attract and keep quality employees, while also examining ways to reduce expenses. A well-constructed, cost-effective retirement plan can help you accomplish these goals, while at the same time, putting employees on a more confident path towards retirement.



Offering a competitive retirement program with comprehensive advice to help employees select appropriate investments in their plan can put them on a more confident path toward retirement and improve satisfaction with their plan, which can help boost employee retention.

Dynamic challenges facing healthcare employers and employees

Employers in the healthcare sector are confronting a unique set of dynamic changes: an anticipated increase of hospital mergers and acquisitions¹, a shift in diverse cultures created by millennials entering the workforce and baby boomers retiring², and the need to find additional financial resources to keep up with changing laws. With physician shortages and a high turnover among healthcare workers, nonprofit hospitals are revisiting their total benefits package and their retirement program.

A survey conducted by the Society of Human Resource Management found that 57% of HR professionals surveyed believe that one area of importance to recruit and retain top talent over the next three to five years will be retirement and savings planning for employee retention. As a strategy to retain millennials, more than half of HR professionals anticipated that financial (57%), retirement savings and planning (56%), leave (54%), and wellness and preventive health (54%) benefits will also increase in importance.³

Offering a competitive retirement program with comprehensive advice to help employees select appropriate investments in their plan can put them on a more confident path toward retirement and improve satisfaction with their plan, which can help boost employee retention. You can also elevate employees' confidence by including a low-cost annuity³ in your plan menu that offers your workers the option to receive guaranteed income for life.⁴ However, it's critical to educate participants about the product.

TIAA is #3 in the hospital/healthcare retirement market in assets⁵ and can apply its experience to help you take action to put your employees on a better course for retirement, simplify plan management and minimize plan-related costs.

How TIAA can help

Our deep experience serving the healthcare industry makes us uniquely qualified to offer solutions that can help drive retirement outcomes, reduce plan costs and make plan management easier for you. For example:

- We can help you employ best practices across plan design, operations and financial reporting, and offer tools to help measure how well your plan is working in helping employees achieve retirement readiness.
- Our open-architecture platform includes low-cost³ annuities that can provide a stream of guaranteed income⁴ for life. We have been offering annuities for nearly a century and make them the foundation of our platform.
- Employee segmentation and engagement are top priorities. We can examine your employee demographics to create a targeted communication, education and advice plan, and help you engage employees with messaging relevant to them.
- We offer comprehensive, in-person advice about plan investments tailored to each participant's specific goals that can improve their financial well-being, promote confidence and satisfaction with their plan. Our consultants can explain annuitization and other financial concepts to your participants.
- Converting from multiple plan providers to a single recordkeeper can help improve plan participation and oversight, drive retirement readiness and potentially lower costs. TIAA offers an integrated set of sole-recordkeeping services that may save you time and your institution money.

¹ Source: Ellison, Ayla, Becker's Hospital Review: M&A activity jumps 70% in 5 years, 8 findings, 1/23/2016. beckershospitalreview.com/hospital-transactionsandvaluation/hospital-m-a-activity-jumps-70-in-5-years-8-findings.html.

² Source: Aon Hewitt, "Redefining Retirement in the Health Care Industry": Part Two of Five part series, 3/2015.

³ Applies to mutual fund and variable annuity expense ratios. Source: Morningstar Direct, June 30, 2018. 78% of TIAA-CREF mutual fund products and variable annuity accounts have expense ratios that are in the bottom quartile (or 97.79% below median) of their respective Morningstar category.

⁴ Guarantees are subject to the claims-paying ability of the issuing company.

⁵ Source: Based on data from 24 providers in PLANSponsor magazine's 2017 403(b) and 457 Buyers Guide (October 2017), assets as of 6/30/17.

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