

helping those in the workplace to improve their financial future.

Financial wellbeing and retirement specialists

-  **Financial Education**
-  **Financial Guidance**
-  **Regulated Financial Advice**
-  **Implementation**

WEALTH at work

part of the Wealth at Work group



It's not uncommon for employees to face financial worries at various stages of their life - whether that is dealing with debt, concerns over retirement savings or making the monthly budget work.

The link between debt, money worries and stress, lower productivity and absenteeism are increasingly recognised by employers and many are now looking for ways to support their employees.

We believe the best way to achieve this is to provide employees with the knowledge to make informed decisions throughout their career.



about us.

WEALTH at work is a specialist provider of financial education and guidance in the workplace supported by regulated financial advice for individuals.

We help employees understand how to maximise their workplace savings and benefits in the context of their overall financial position, by delivering financial wellbeing programmes including financial education and guidance which is tailored to their needs. This involves segmenting the workforce into different cohorts to enhance employee engagement.

Our regulated financial advice service helps individuals to understand their personal financial situation, whether they're saving for their future or selecting their retirement income options.

This complete service offering helps employers support employees to make informed decisions to improve their financial wellbeing throughout their career and to maximise income at-retirement.

We can help you by creating a programme tailored to your company's needs.

What we do



Employee engagement

We create and deliver interactive and meaningful communications to encourage employee engagement and maximise take-up.



Financial education

To aid understanding around various financial issues and how the financial benefits on offer in the workplace can help.



Financial guidance

Providing one-to-one support for employees to answer questions of a financial nature.



Implementation

Including how to improve take-up from your benefits platform or helping employees implement their chosen retirement income option(s).



Regulated financial advice

To help individuals understand their personal financial situation.



our approach.

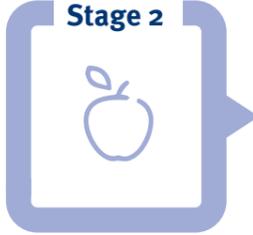
We recognise that all companies are different and offer various benefits and want to set their own unique objectives. Our consultative approach ensures that we understand your objectives from the start and our experienced project managers will work with you to create a programme tailored to your company's needs.

We take a four stage approach to delivering your programme which includes:



Stage 1

- Analysis of your benefits to ensure we fully understand what you offer and how it is offered.
- Understanding the profile of your employee population, e.g. demographics and take-up rates of existing company benefits.
- Identifying opportunities for your employees, e.g. creating better understanding of the company benefits on offer or how to manage debt more effectively.
- Identifying areas of need e.g. no retirement planning or tax planning for executives.



Stage 2

- Having completed the review, we will work through our findings with you to create a bespoke programme to meet your requirements.



Stage 3

- We maximise employee engagement and drive take-up through delivering interactive and meaningful communications.



Stage 4

- We measure the success of every programme giving access to high quality management information. This includes information such as knowledge of the topic before and after the programme and an indication of whether employees will take specific financial actions as a result of the programme.

The impact of financial worries on employees:



financial education.



Many employees struggle to understand basic financial and investment issues and often fail to realise the various benefits on offer in the workplace. Our comprehensive financial education programmes can aid understanding around this and can help your employees make well-informed decisions throughout their career and lead to improvements in their financial wellbeing.

Financial education topics

Life stage financial education

Early - Designed to support employees beginning their careers to understand how their company benefits could be used to help improve their financial wellbeing and to create good money management skills and savings habits.

Mid - To help employees make the most of their employee benefits and ensure they are on track with their saving and investment goals.

Later (pre-retirement) - Aimed at those who are still a number of years away from retirement to check they are on track. Covers areas such as tax efficiency, planning for retirement and understanding retirement income options, clearing debt and maximising pension benefits and other savings.

Support at-retirement - Aimed at those who are looking to retire within the next year or two and need help understanding their options and how to implement their plan; including retirement goals and considerations, accessing retirement savings, understanding the risks, tax planning and how to seek further guidance and regulated financial advice.

Event driven financial education

Share schemes - Understanding the benefits of different share schemes, maximising tax efficiency to provide a boost to savings and managing the risk of holding shares.

Annual 'flex' windows - Helping employees understand the benefits available to them and the tax and savings advantages of these.

Executive service - For senior employees with more complex benefits and who may be facing Lifetime Allowance or Annual Allowance issues.

Bespoke modules - Includes TUPE transfers, pension scheme changes and money management.

Defined benefit closures - To support employees through the process and aid understanding around what's changing and future options.

Redundancy - managing future finances, understanding benefits on leaving, and exploring ways in which to support day to day finances during what may be a very difficult time.

We can tailor financial education topics to the needs of your company - whether it is a programme to encourage increased take-up of benefits, a series of share scheme seminars to highlight key benefits and risks, or providing support on how best to take income at-retirement.

Following financial education, employees and pension scheme members have access to a telephone helpline for those who would like to speak to someone to clarify any general financial queries they may have.

methods of financial education.



We deliver financial education in a number of different ways, although face-to-face seminars remain our most popular and effective communication method.

However, this may not always be possible so online education formats which include webinars, interactive games, webcasts, animations and tailored microsities can also be a useful method of communication.

We utilise highly experienced seminar designers and presenters so employees develop a deep and lasting understanding.



Seminars



Online Seminars & Webinars



Interactive Games



Webcasts



Tailored Microsites



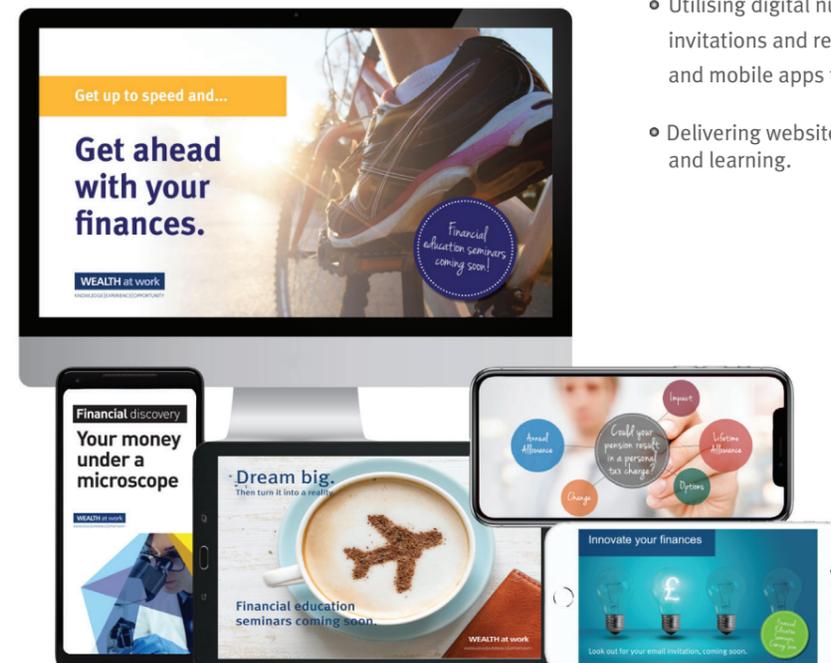
Animations

Ensuring employee engagement

We deliver interactive and meaningful communications to encourage employee engagement and maximise take-up.

This includes...

- Delivering awareness campaigns before the introduction of a programme.
- Utilising digital nudge technology through email invitations and reminders, SMS text messages and mobile apps to encourage participation.
- Delivering websites and tools to support education and learning.



*Figures provided by FTSE 100 client in 2018 whose employees had attended retirement planning seminars.



the impact of financial education.



Following the launch of the financial education and guidance service for Experian, they can now see members making more proactive and informed contribution and investment decisions.

Of those who attended the retirement financial education programme:



Figures provided in 2019 by Experian

What our seminar attendees say...

“One of the best presentations I have attended, the presenter was clearly very knowledgeable on his subject and could answer all questions.”

“Excellent session, great to have at this point in my career.”

“Excellent eye opener, never too young to start planning.”

“A very useful session which I can build on and make informed choices going forward.”

“Just at the right time for me personally and financially.”

“Very useful and worthwhile session, delivered in an informative and easy to understand manner.”

What our clients say...

Financial wellbeing programme

“We went out to market and we found a supplier called WEALTH at work, who were willing to come into our workplace, see how we operate, understand our pension schemes, so that they could very much bridge that gap between the external knowledge, but equally knowing how things work internally for us. If we’re having individuals that want to talk about specifics, about our reward package, or what’s available from the University, then they’re also able to provide that as well. So it’s very much like having another internal partner involved with us, in terms of how our relationship operates.”

Ian Hodson, Head of Reward,
University of Lincoln



Share scheme seminar

“We chose WEALTH at work because they had worked successfully with a number of other organisations and they were able to provide some innovative solutions to help engage employees and communicate the key messages.”

Sarah Ruggles,
Head of Pensions
and Benefits, JLL





financial guidance.



We offer financial guidance services for employees and pension scheme members who need one-to-one support.

These include:



Financial guidance clinics

We offer bespoke financial guidance clinics for employees on a project basis either face-to-face, by video call or over the telephone. These projects can cover a number of areas but recent projects have included; pension closures, redundancy and Lifetime Allowance and Annual Allowance issues. Employees are able to ask specific questions relating to their individual circumstances and will receive financial guidance on their options.



Financial guidance at-retirement

This service is available for employees and pension scheme members who are deciding how to best access their workplace pensions and retirement savings - whether they are defined benefit, defined contribution or a mix of both.

Using a structured set of questions and prompts, our telephone based guidance team will discuss scheme specific options and the relationship to other lifetime savings with employees, and if further support is required they will signpost to Pension Wise or regulated advice. A written report is created for employees and employers/Trustees will receive confirmation to record that a retirement guidance session took place. This service meets the Pension Regulator's and FCA's requirements to provide risk warnings for employees and scheme members.

What our clients say...

“ADM have been able to offer pre-retirement seminars to employees, which provided a vast amount of information and guidance on the ADM pension plan and the range of options available to individuals when they retire. We have also been able to provide individuals who are retiring with an additional one-to-one guidance session to assist them with their retirement planning. These services have been really well received by our workforce and the team were helpful, friendly and able to impart their knowledge in a way that was understandable to all.”

“The Trustees were looking for a service which could best prepare our members to maximise their retirement income with all the flexibilities now available to them under the pension freedoms. We explored a number of options and the telephone guidance service offered by WEALTH at work ticked all our boxes. The service is tailored to our members, objectively focused and competitively priced.”

Louise MacKay, UK Human Resources Manager, Archer Daniels Midland Company



Nick Wheeler, Chair of Trustees, Volvo Group UK Retirement Plan





regulated financial advice.



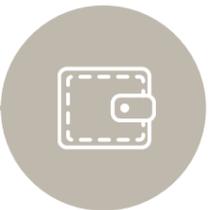
Regulated financial advice will help your employees understand their personal financial situation, whether they're saving for their future, facing investment and tax considerations, or selecting their retirement income options.

Our regulated financial advice service will consider all lifetime savings and pensions to provide a holistic plan for individuals. This service is particularly useful to those wanting to; consolidate investments, manage company share scheme proceeds effectively, or for those preparing for retirement.



*Service Feedback results November 2019

implementation.



We provide a service to help you implement your unique objectives. This can include helping employees to;

- increase their pension contributions
- select new benefits from the benefits platform
- implement their chosen retirement income option(s) - whether that is an annuity, income drawdown, cash withdrawal or a combination of options.

As an individual's requirements and circumstances will often change, we also provide ongoing support throughout retirement.

Please see our 'Helping your employees become financially empowered at-retirement' brochure to find out more about our Retirement Income Options Service.



What our clients say...

“One of the big focus areas for our employees’ wellbeing is financial awareness. This is why we partnered with them to offer a regulated financial advice service for our senior managers.”

Jannine Smith,
Policy & Benefits Manager, Three



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 WEALTH at work



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