



The Financial Wellness Difference

Helping all employees achieve financial security

A focus on financial wellness can make a powerful and positive difference—not only for the well-being of your employees and their families, but also for your organization.

Over half of today's employees are stressed by their financial situation—and 50% of those coping with this stress say that their finances cause them to feel distracted at work. More employees cite financial matters—such as managing spending, which bills to pay, and how to handle creditors—over any other life stressor, including their jobs, relationships, and health. These financial commitments can compete with their ability to save for retirement, and they are seeking guidance to balance it all—giving you a unique opportunity to help employees avoid making poor short-term financial decisions at the expense of their overall financial wellness.¹

Through a relationship with Financial Finesse, Ascensus offers a program to clients of Vanguard Retirement Plan Access™ (VRPA) that provides **unbiased and personalized guidance** to help employees pursue financial security in the present and the future. Wherever they are in their savings journey, employees can generate a tailored action plan and receive ongoing support that takes into consideration their complete financial picture.

Financial Finesse is a pioneer in workplace financial wellness benefits and has provided this service exclusively for over 20 years. Their sole focus is providing education, guidance, and coaching that empowers employees to take control of their financial situations.

As important as it is to understand what this financial wellness benefit is, it's equally important to understand what it is not: It does not drive assets into funds, sell products to employees, or require a significant time commitment.

This offering represents an opportunity for you to provide your employees with a valuable benefit that has the potential to make a lasting impact on their financial outcomes.

¹PwC. Employee Financial Wellness Study: 2020 COVID-19 Update. May 2020.



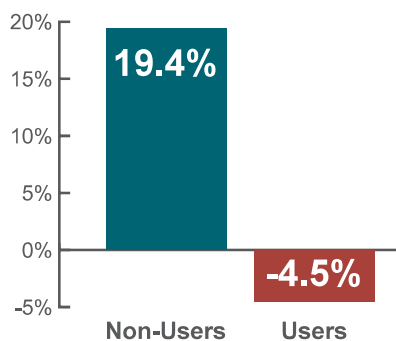
How Financial Wellness Benefits Employers

Eighty-eight percent of corporations believe that employees' personal financial issues have an effect on overall job performance.² A focus on financial wellness is a natural extension of existing employee benefit programs.

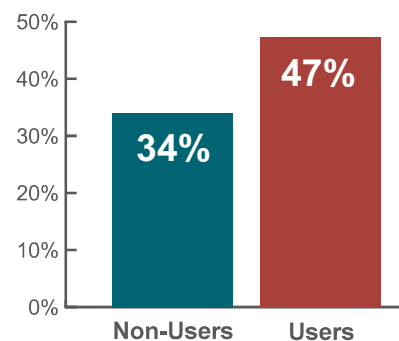
Today, most employers recognize how much financial stress costs in terms of absenteeism, turnover, medical costs, and delayed retirements. Wellness benefits don't just demonstrate an organization's concern for employee well-being, they positively affect the bottom line. Data from Financial Finesse shows that a little education and coaching can go a long way towards reducing costs.³

Employees Who Engage With Their Financial Wellness Benefit Versus Those Who Don't

Annual Reduction in Healthcare Costs

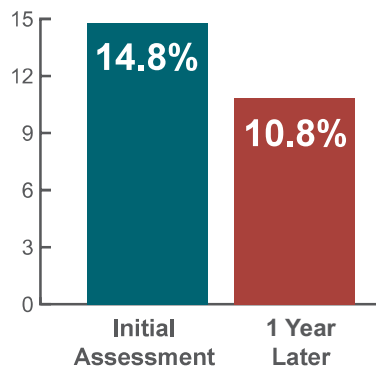


Helping Employees Retire on Target⁴

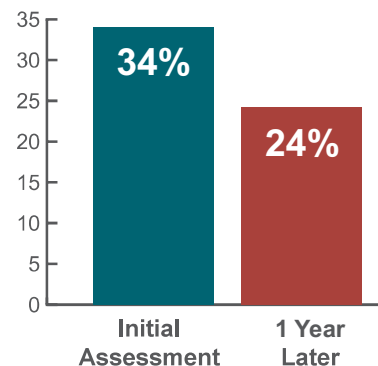


Employees' Behavior When They Engage With Their Financial Wellness Benefit

Reduced Rate of Absenteeism



Reduction in 401(k) Loan Requests



²Benefits and Beyond: How Employers Think About Financial Wellness, Prudential, 2018. https://www.prudential.com/media/managed/documents/rp/B-and-B_Exec_Summary_Flyer_rF2_DIG.PDF.

³Data based on study conducted for Fortune 100 employer using Financial Finesse's services. Changes were measured from 2010–2012. Individual company results may vary.

⁴These values represent the percentage of employees that indicate that they are "on track" for retirement.

Financial Finesse: A Proven Approach

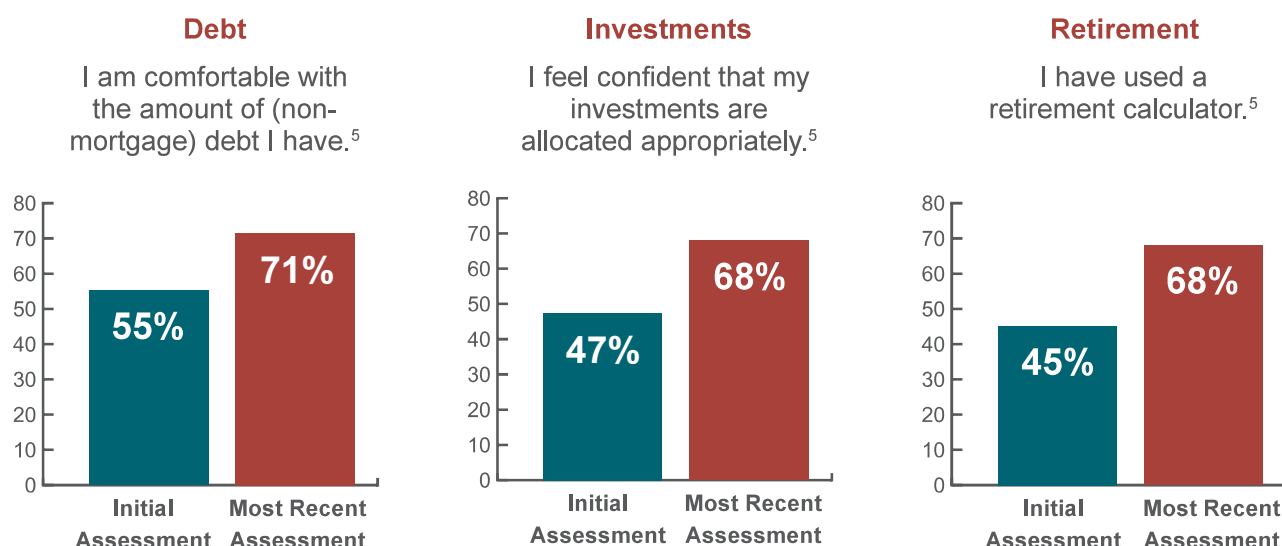
Through in-depth experience and specialized focus, Financial Finesse knows what works and what doesn't. The result is an effective and proven benefit that resonates with employees.

Financial wellness is when an individual:

- Has minimal financial stress
- Is living below his or her means with no high interest debt
- Has established an emergency savings fund
- Has protected income and assets from loss
- Has developed an ongoing plan to reach future financial goals

Lasting improvements to employee financial health

Financial Finesse allows employees to track their progress, and the evidence shows positive changes over time.



⁵ Aggregate data from Financial Finesse users based on initial Financial Wellness Assessments and then again during their most recent assessment.



Program Overview

Ascensus has worked with Financial Finesse to provide two levels of support: Financial Wellness Essentials and Financial Wellness Plus.

Financial Wellness Essentials

At the heart of the Financial Wellness Essentials benefit is the **Financial Wellness Hub**, a patent-pending online platform that allows employees to assess their financial situation quickly and receive a Personal Action Plan based on their specific needs.



Personal Financial Assessment

Employees can receive their own financial wellness score and action plan by answering a five-minute questionnaire that is 100% confidential. The employee does not need to enter any personal information or account details. Yet because it's dynamically responsive, the questionnaire is tailored to each individual.



Financial Wellness Hub

Major life events—both positive and negative—can have significant financial implications. By providing relevant resources on a wide range of topics, including easy-to-use calculators, short videos, life event guidance, and daily planner blogs, your employees can get the information they're looking for when and how they want it.

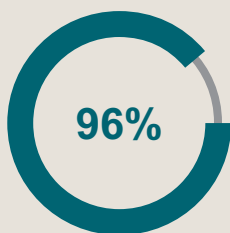


Automated Email Campaign

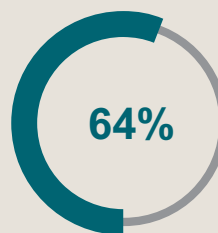
Each month, employees receive personalized messages on diverse financial topics, including identity theft protection, college expense planning, and credit card debt.

Driving Savings

Within 30 days of using Financial Finesse services, employees were motivated to take action:⁶



took one action to
improve their finances



made two or
more changes

Top changes include reducing credit card debt, reviewing the asset allocation in their retirement plan, and increasing retirement savings plan contributions.

⁶ Financial Finesse. 2019 User Analysis and Behavioral Change Case Study.

Financial Wellness Plus

To make a more meaningful impact on employee financial health, you can upgrade to Financial Wellness Plus. In addition to including everything from Financial Wellness Essentials, Financial Wellness Plus provides customization opportunities and enhanced offerings:



Workforce Financial Wellness Report

This annual, comprehensive, plan-specific report aggregates data collected through the personal financial assessments, providing important insights about your employee base. You can use this information to get to the root of the financial stressors that affect your employees and can work with your financial advisor to create an action plan. **Note:** No individual employee information is revealed.



Personalized Financial Helpline

Employees and their family members have phone access to financial coaches for individual guidance and help with specific financial issues such as debt management, mortgage financing, tuition planning, and more.

These professionals are objective and unbiased Financial Finesse employees who provide education-based solutions. Because they are not licensed, they cannot and do not sell any products.



A Note on Security

Financial Finesse has stringent security policies and procedures in place to protect user data. Financial Finesse does not sell, rent, or otherwise give personally identifiable information to mass marketers or third parties, except in limited circumstances such as compliance with law or when user permission is explicitly granted. Because Financial Finesse solely offers educational resources and does not manage user finances, information that presents the greatest risk for fraudulent activity, such as Social Security numbers and bank account information, is never requested or stored. Additional security information is available on the Financial Wellness Hub or upon request.

**We're here to help make a positive difference
in the lives of your employees. Contact your
Vanguard Retirement Plan Access™ Team
for more information.**

888-684-4015

retirementplanaccess@vanguard.com

Certified Financial Planner Board of Standards Inc. owns the certification marks CFP®, CERTIFIED FINANCIAL PLANNER™, and CFP® in the U.S., which it awards to individuals who successfully complete the CFP Board's initial and ongoing certification requirements.

Financial Finesse is an information service only. The information provided is for general education purposes only and is not intended to substitute for the advice of your investment, legal, and tax advisors or to be the basis of specific trading or investment activity. Financial Finesse is a trademark of Financial Finesse, Inc.

Retirement plan recordkeeping and administrative services are provided by The Vanguard Group, Inc. ("VGI"). VGI has entered into an agreement with Ascensus, LLC to provide certain plan recordkeeping and administrative services on its behalf. Ascensus is not affiliated with VMC, The Vanguard Group, Inc., or any of its affiliates.

Copyright ©2020 Ascensus, LLC. All Rights Reserved. 295476-PSG-327061 (09/20)