

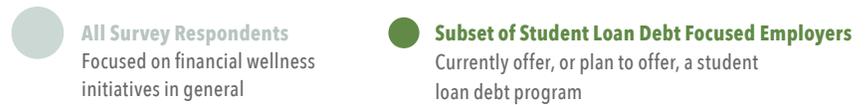
At a Glance | April 25, 2019

Student Loan Debt Assistance Not Only Helps Workers, It Can Support Employer Goals

FOCUS ON STUDENT LOAN DEBT

A third of employers in EBRI's 2018 Financial Wellbeing Survey offer, or plan to offer, a student loan debt program, a subset identified as "Student Loan Debt Focused Employers."¹

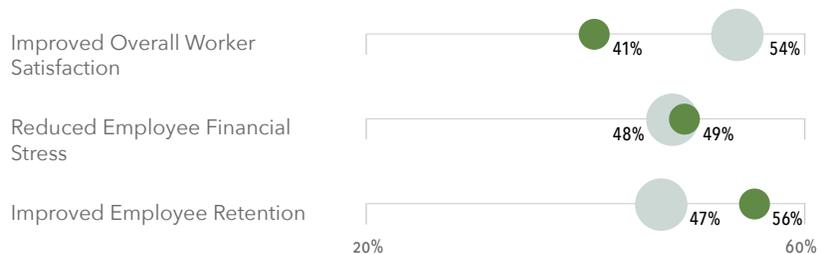
We Compare All 2018 Financial Wellbeing Survey Respondents and a Subset of "Student Loan Debt Focused Employers"¹



RETAIN TALENT

Student Loan Debt Focused Employers cited improved employee retention as the most common top reason for offering financial wellness initiatives.

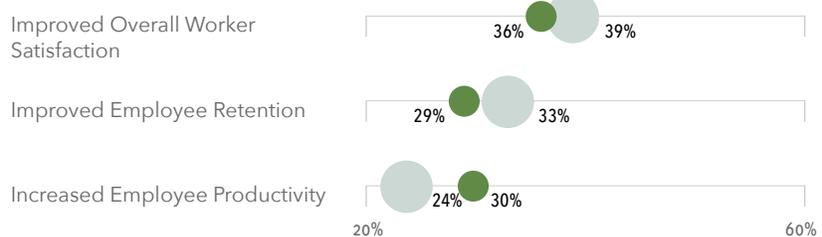
What Are Your Top Reasons for Offering Financial Wellness Initiatives to Employees?



INCREASE PRODUCTIVITY

Student Loan Debt Focused Employers were more likely than overall employer respondents to measure success in terms of increased employee productivity.

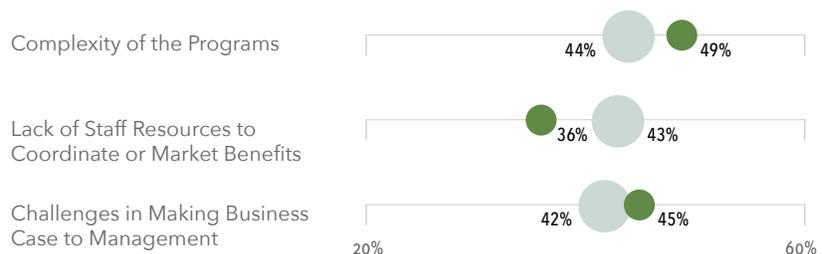
What Factors Are Most Important in the Measurement of Your Financial Wellness Initiatives?



CHALLENGES AHEAD

Some employers express hesitation about offering financial wellness programs. Student Loan Debt Focused Employers cited complexity of the programs as their number one challenge.

What Challenges Does Your Company Face in Offering Financial Wellness Benefits in the Workplace?



SOURCE: Lori Lucas. "How Employers Are Tackling Student Loan Debt: Evidence From the EBRI Employer Financial Wellbeing Survey," EBRI Issue Brief, no. 479 (Employee Benefit Research Institute, April 18, 2019).
¹ These are employers with at least 500 employees that have adopted or are interested in adopting financial wellness initiatives.