

# EMPLOYEE ENGAGEMENT

Employees' financial stress costs corporations over \$7,000 per worker in lost productivity annually, on average.<sup>1</sup>

In these uncertain economic times, more and more people are under financial stress and they are bringing their worries into the workplace. According to a study by the Filene Research Institute, as many as one-third of all employees are stressed by personal finance problems, and half of those individuals are so impaired that their job performance is affected. This impairment is driving higher rates of absenteeism and "presenteeism" (employees who are at work but not functional enough to be productive), dishonesty and substance abuse in the workplace, increased disability and worker compensation claims and growing legal liability for employers.

## CHALLENGES TO IMPROVING EMPLOYEE PRODUCTIVITY AND JOB SATISFACTION

- Reducing financial stress on employees and the resulting negative impact on their performance
- Demonstrating how your company's benefits are useful to your employees today and everyday – rather than benefits where value is deferred such as healthcare coverage or retirement benefits
- Educating employees about the value of financial wellness and how to achieve it

## THE ALLIANT SOLUTION

Alliant's financial benefits solution can help your employees gain greater control over their financial lives and, as a result, be more productive and engaged in their work. Our services deliver daily real-time – not deferred – value by supporting the financial wellness of your workforce by:

- Helping employees significantly improve their cash flow – adding on average \$640 to \$1,200<sup>2</sup> per year to their wallets
- Combining the attractive rates and services of a credit union with the ease and immediate access of Internet and telephone banking
- Offering access to a wealth of financial education and planning tools

Can I reduce employees' financial stress and improve productivity?



ALLIANT<sup>SM</sup>  
credit union

BENEFIT  
SOLUTIONS

## considerations

How have current economic conditions affected the personal financial situations of employees?

Have employees been expressing any frustration with the increasing burden on them to subsidize their benefit programs?

What kind of impact do you believe financial benefit-oriented programs have on employee engagement?

How satisfied are you that the programs you have in place are contributing positively to employee engagement?

How important do you think providing learning and assistance opportunities is to employee engagement?

Have you noticed employees approaching you for solutions to relieve their financial pressures?

When it comes to employee engagement, how much do you worry that an employee's personal financial stress might be impacting his/her productivity?

# ALLIANT HELPS TO KEEP EMPLOYEES FOCUSED AND PRODUCTIVE RATHER THAN WORRYING ABOUT FINANCES

**What if... you could enable your employees to earn an extra \$640 to \$1,200<sup>2</sup> per year on average through higher earnings on their savings and lower interest rates on loans?**

## ALLIANT'S UNIQUE FINANCIAL BENEFITS CAN HELP EMPLOYEES IMPROVE CASH FLOW

Alliant's financial benefit solution can improve your employee's cash flow on a daily basis with:

- **Higher Savings Rates** that yield more than 7x higher interest than the typical bank.<sup>3</sup> In 2008, Alliant again ranked in the top 1% of credit unions nationally in savings rates and total "giveback" to members<sup>4</sup>
- **Lower Loan Rates** that enable employees to get loans for cars, homes and equity with rates that are up to 3x lower than banks.<sup>5</sup> In 2008, we made \$1.16 billion in new loans (no subprime) at rates 0.25% to 1% below those of other lenders<sup>6</sup>

By becoming an Alliant member, your typical employee with average financial requirements could realize up to \$646 a year in additional earnings (\$1,227/year for a household) – a significant improvement in cash flow that can help his/her financial situation.<sup>2</sup>

**What if... you could offer employees immediate financial benefits at no out-of-pocket cost to them?**

## ALLIANT'S FINANCIAL BENEFIT SOLUTION PROVIDES IMMEDIATE TANGIBLE VALUE

Our financial benefit solution combines the attractive rates and services of a credit union with the ease and immediate access of Internet banking to deliver a highly visible, cost-free benefit that employees will appreciate every day. Highlights include:

- 24/7 convenience through online banking with bill pay, eDeposit and other convenient services
- 24/7 toll-free live phone support provided by Alliant Member Services Representatives
- 24/7 toll-free automated phone service

- Nationwide network of more than 80,000 surcharge-free ATMs for convenient access to cash – over 40,000 more surcharge-free ATMs than Bank of America, Chase, Wells Fargo and US Bank combined<sup>7</sup>

**What if... you could provide unbiased financial education and planning tools as well as financial counseling services at no cost to the business or to employees?**

## ALLIANT PROVIDES FREE COMPREHENSIVE FINANCIAL EDUCATION PROGRAMS AND BUDGET COUNSELING

The financial wellness of your employees and the profitability of your business are closely linked. When companies help employees to gain control of their finances, it can pay real dividends in lower absenteeism, higher productivity, reduced job turnover and greater company profitability.

The Alliant financial benefit solution includes free educational and counseling services including:

- **Webinars** that help employees achieve financial security, curb identity theft and more
- **Calculators** that allow users to plug in specific loan amounts, interest rates and terms to help them choose the right mortgage or auto financing. We also provide savings and credit line calculators to explore savings scenarios and home equity plans
- **Financial seminars**, conducted at worksites and remotely via webinars, covering topics such as identity theft and credit management
- **Financial counseling**: many studies show that credit counseling can improve an individual's financial health and work performance. Through BALANCE™ Financial Fitness, a free service available to Alliant members, certified counselors work individually with members to balance life's financial demands – from credit, to budgeting, to money management. When money worries decrease, productivity increases, absenteeism declines and less work time is used for personal financial matters



### GET STARTED TODAY

To learn more about the financial benefit solutions offered by Alliant, contact:

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