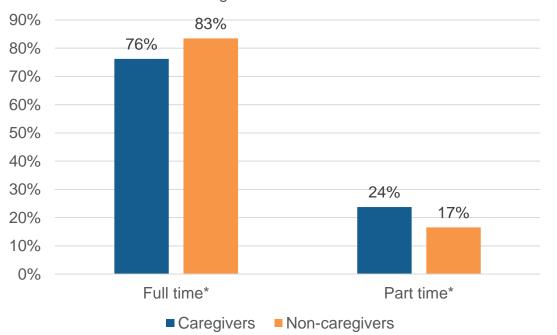
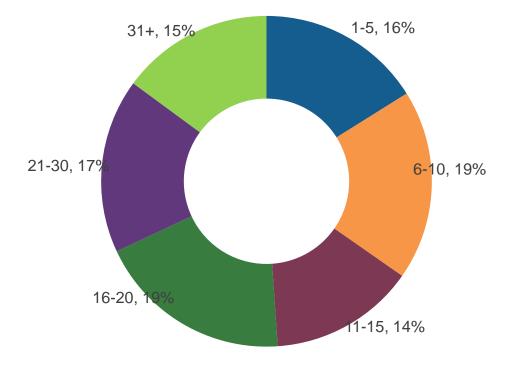


Shining a Spotlight on Caregivers in the Workplace

1 in 4 workers currently have unpaid caregiving responsibilities. Unpaid caregivers are less likely to be full-time and more likely to be part-time

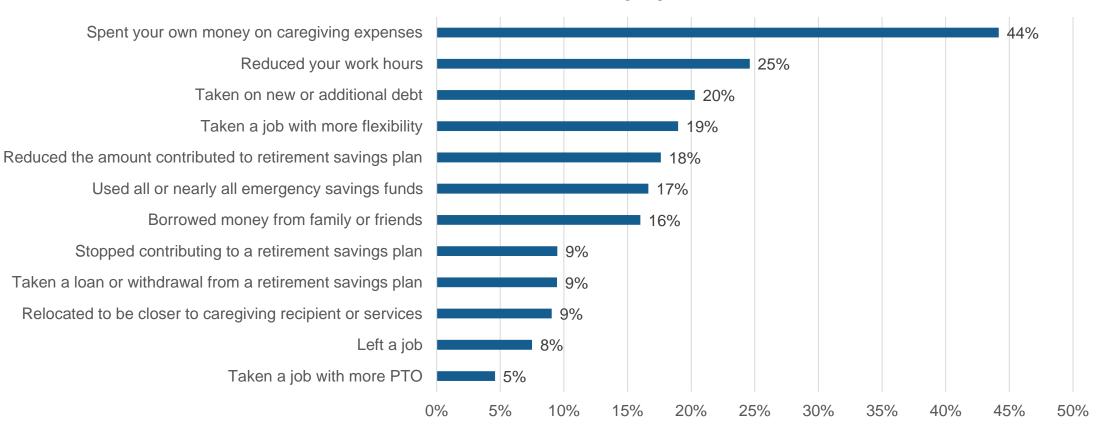


Full-Time and Part-Time Status and Hours Worked, by Caregiver Status art Title Average Time Spent on Caregiving Activities





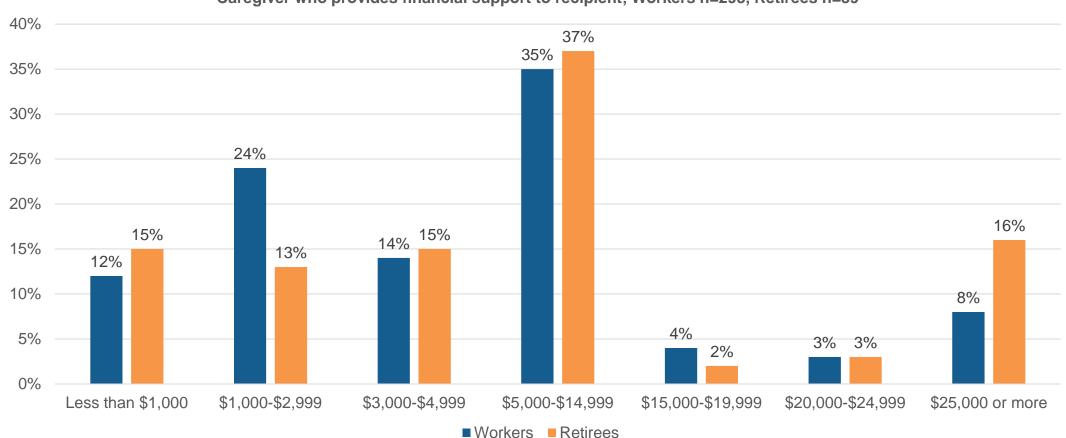
44 percent spent their own money on caregiving and 25 percent reduced working hours



Actions Taken as a Result of Caregiving Duties



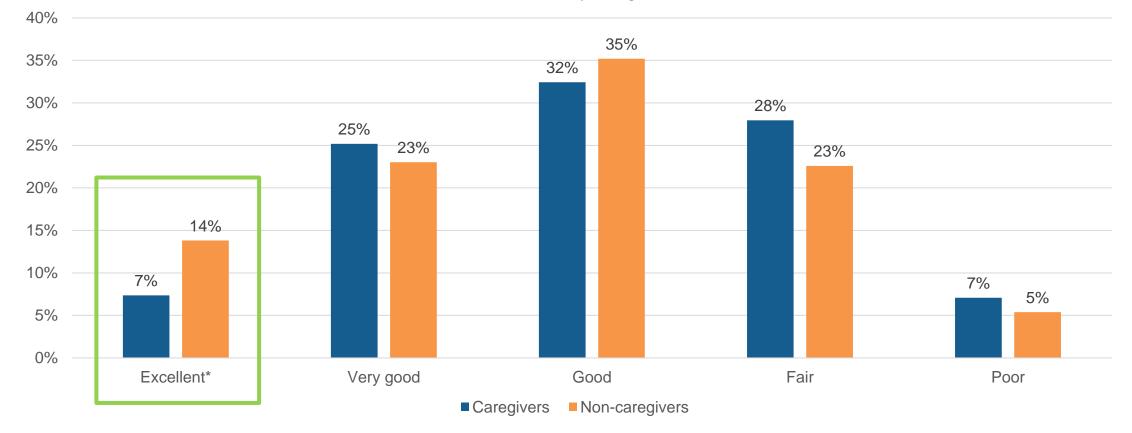
50% of working caregivers and 58% of retiree caregivers provide financial support over \$5,000



Approximately how much financial support have you provided in the past 12 months? Caregiver who provides financial support to recipient; Workers n=293, Retirees n=89

Source: 2023 EBRI/Greenwald Research Retirement Confidence Survey

Working caregivers less likely to say they have excellent work-life balance

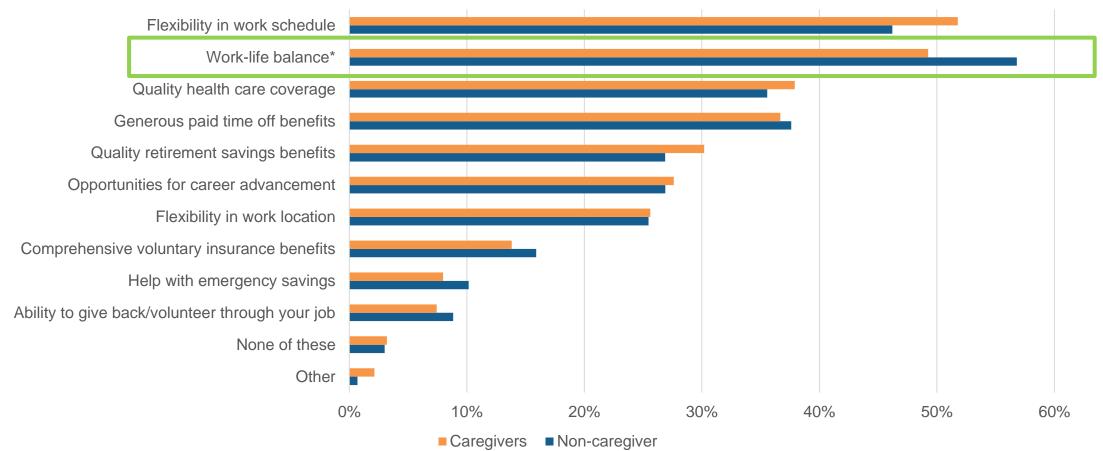


Work-Life Balance, by Caregiver Status

*Indicates statistical significance at 5% level. Source: 2023 EBRI/Greenwald Research Workplace Wellbeing Survey

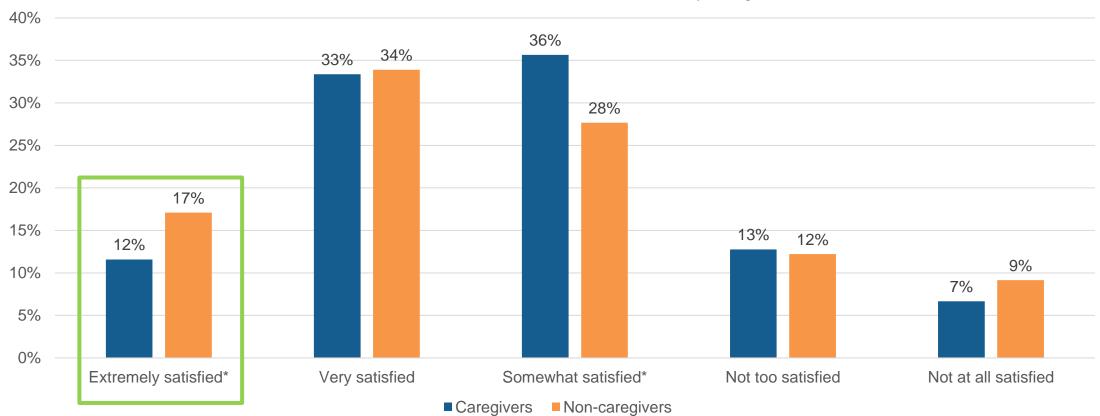
Caregivers and non-caregivers report valuing similar things from their employer

What Employees Value Most From Employers, by Caregiver Status (percentage selected in top 3)





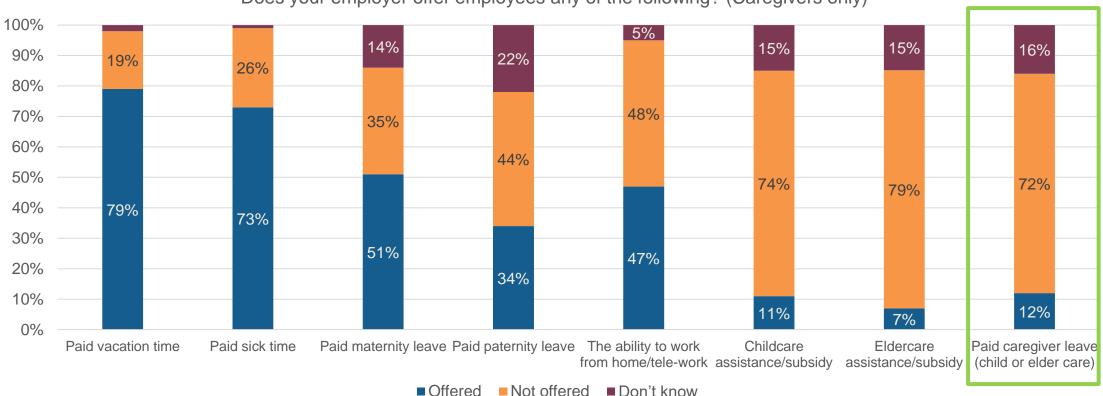
At the same time, working caregivers less likely to say they are extremely satisfied with their PTO and paid leave benefits



Satisfaction With Paid Time Off and Paid Leave Benefits, by Caregiver Status

*Indicates statistical significance at 5% level. Source: 2023 EBRI/Greenwald Research Workplace Wellbeing Survey

Only 12 percent of caregivers say they have access to a paid caregiver leave program



Does your employer offer employees any of the following? (Caregivers only)

Separately, 12% of caregivers are aware of access to "Caregiving support and services." Among those, 45% have used the benefit with a 100% saying it was helpful



HOW ARE EMPLOYERS RESPONDING?

Roughly 2 in 3 employers say they currently offer or are going to offer caregiving benefits

Financial Wellbeing Benefits Offered

| | ■ Offer | Plan to offer | Not planning | to offer | ■ Not sure | | | |
|----------------|--|--|--------------|----------|------------|-----|------------|--|
| | Employee discount programs/partnerships | | 60% | | 27% 12% | | 2% | |
| | Basic money management tools | | 55 | 5% | 27% | | b l | |
| Fi | Financial investment/investing education, seminars, or webinars | | 55% | | 27% | | , D | |
| | Financial planning education, seminars or webinars | | 53% | | 30% | | 3 % | |
| | Tuition reimbursement and/or assistance | | 50% | , D | 33% | 140 | % | |
| | Personalized financial counseling, coaching, or planning | | 44% | | 38% | 15% | 0 | |
| Impact of infl | f inflation on retirement planning education, seminars, or webinars | | 42% | | 35% | 20% | 4% | |
| | Personalized credit/debt counseling, coaching, or planning | | 38% | | 37% | 21% | | |
| | Emergency fund/Employee hardship assistance | | 38% | | 38% | 19% | 4% | |
| | Incentives/gamification around savings and financial actions | | 37% | | 36% | 22% | 5% | |
| | Bank-at-work pa | artnership with a bank or credit union | 36% | 25% | 0 | 33% | 6% | |
| | Pavroll | advance loans through the emplover | 35% | 31 | % | 31% | | |
| | Child/elder caregiving benefits | | 34% | | 37% | 24% | | |
| | | Student loan debt assistance | 34% | 33 | 3% | 29% | 4% | |
| | Short-term loans through payroll deduction Debt management services | | 32% | 33% | 0 | 34% | 1% | |
| | | | 28% | 38% | | 28% | | |

Q15. Does your company offer or plan to offer any of the following financial wellbeing or debt assistance benefits to employees? (n=252) Source: 2023 Financial Wellbeing Employer Survey



When offered, caregiving benefits saw most engagement over last several years

Increased significantly Increased somewhat ■ No change in engagement Decreased somewhat Decreased significantly Not sure 0% 10% 70% 80% 90% 100% Emergency fund/Employee hardship assistance (n=96) Child/elder caregiving benefits (n=86) Debt management services (n=70) Payroll advance loans through the employer (n=87) Bank-at-work partnership with a bank or credit union (n=91) College savings accounts (n=58) Personalized financial counseling, coaching, or planning (n=110) Financial planning education, seminars or webinars (n=133) Short-term loans through payroll deduction, through a third-party (n=81) Personalized credit or debt management counseling, coaching, or planning (n=97) Incentives or gamification around savings & financial actions (n=94) Student loan debt assistance (n=85) Basic money management tools, such as budgeting tools or calculators (n=139) Employee discount programs/partnerships (n=151) Tuition reimbursement (n=127)

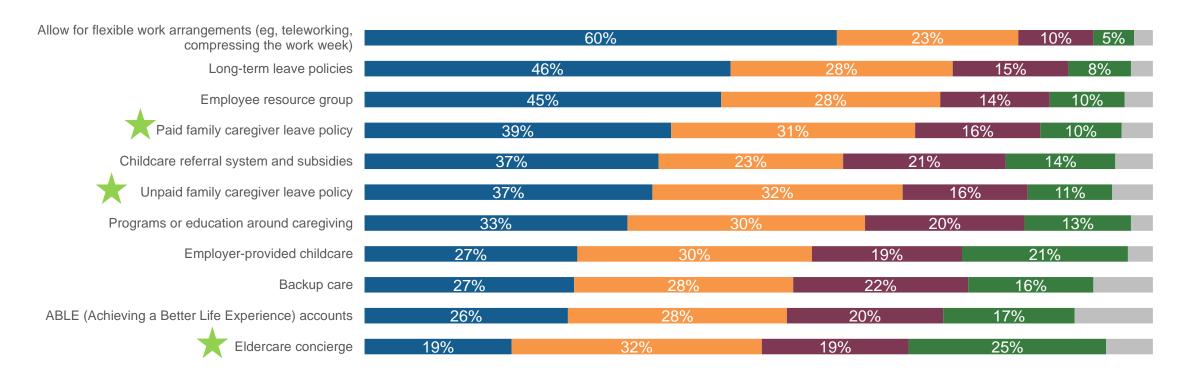
Employee Engagement with Benefits Since COVID-19 Among those offering each benefit

Q42. How has employee engagement with the following benefits changed since the COVID-19 crisis began? (n=252) Source: 2023 Financial Wellbeing Employer Survey

The most common areas for expanding in next 1-2 years are caregiver leave policies, and eldercare concierge

Caregiving Benefits

■ Offer ■ Plan to offer in next 1–2 years ■ Not planning to offer, but interested ■ Not planning to offer, and not interested ■ Not sure



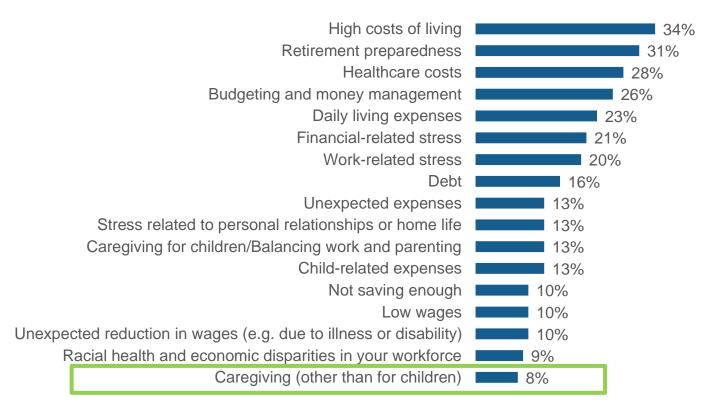
Q88: Does your company offer or plan to offer any of the following benefits focused on family caregiving (to care for an adult family member or child, outside of parental leave)? (n=252)

Source: 2023 Financial Wellbeing Employer Survey

12

Yet, caregiving ranks the lowest of issues to address with financial wellness initiatives

Top Issues to Address with Financial Wellness Initiatives



Q126. What are the top three issues faced by your employees that your financial wellness initiatives are designed to address? Please select your top three reasons. (n=252) Source: 2023 Financial Wellbeing Employer Survey



Methodology Notes

2023 EBRI/Greenwald Research Workplace Wellness Survey

The 2023 edition of the Workplace Wellness Survey (WWS) interviewed a total of 1,505 full- and part-time American workers aged 21–64, including a nationally representative sample of 1,002 workers and an oversample of 503 caregivers.

The Workplace Wellness Survey (WWS) was conducted for its fourth year in 2023 to examine attitudes toward benefits in the workplace. It examines a broad spectrum of financial wellbeing, employment-based health insurance, and retirement benefit issues.

2023 EBRI/Greenwald Research 33rd Retirement Confidence Survey

The 2023 survey was conducted online from January 5 through February 2, 2023. The RCS measures attitudes toward, preparations for, and understanding of the various issues surrounding retirement by American workers and retirees.

The survey included 1,320 workers and 1,217 retirees, including an oversample of 944 caregivers (598 workers and 346 retirees).

2023 Financial Wellbeing Employer Survey

The survey data was collected among 252 full-time benefits decision-makers during July and August 2023.

All respondents worked full-time at companies with at least 500 employees who were at least interested in offering financial wellness programs.

