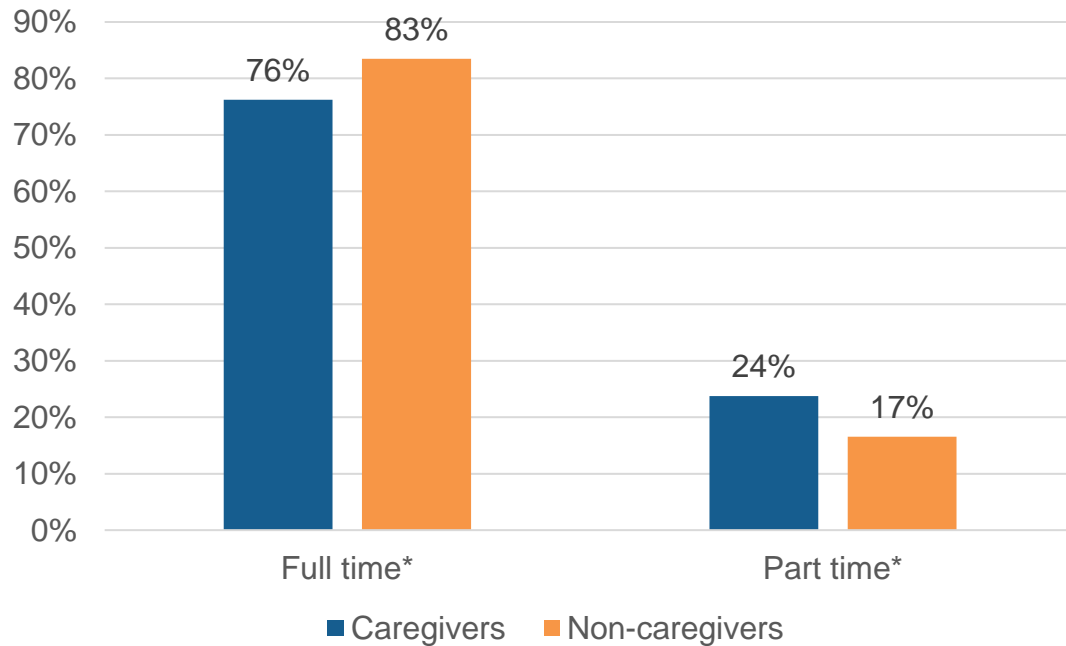


Shining a Spotlight on Caregivers in the Workplace

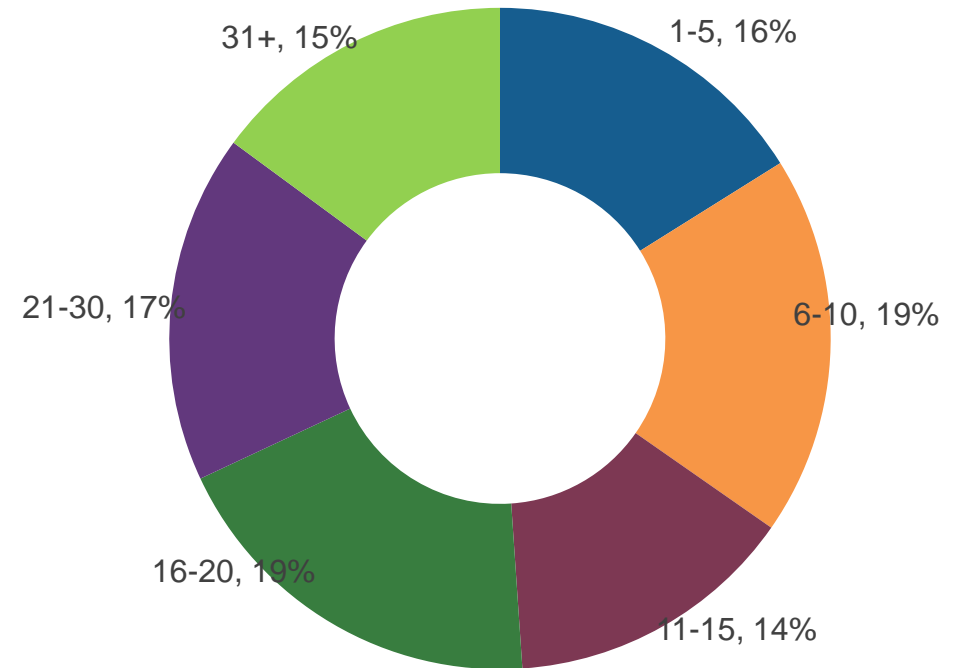


1 in 4 workers currently have unpaid caregiving responsibilities. Unpaid caregivers are less likely to be full-time and more likely to be part-time

Full-Time and Part-Time Status and Hours Worked, by Caregiver Status



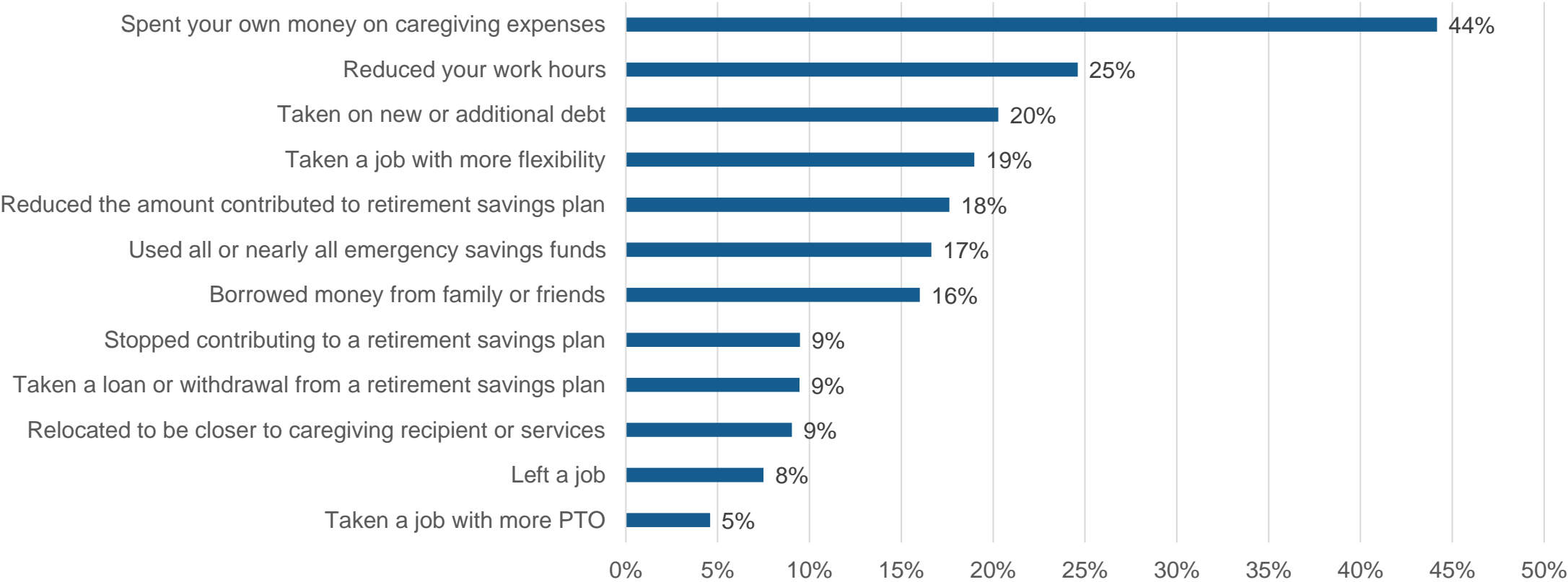
Average Time Spent on Caregiving Activities



Source: 2023 EBRI/Greenwald Research Workplace Wellbeing Survey

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

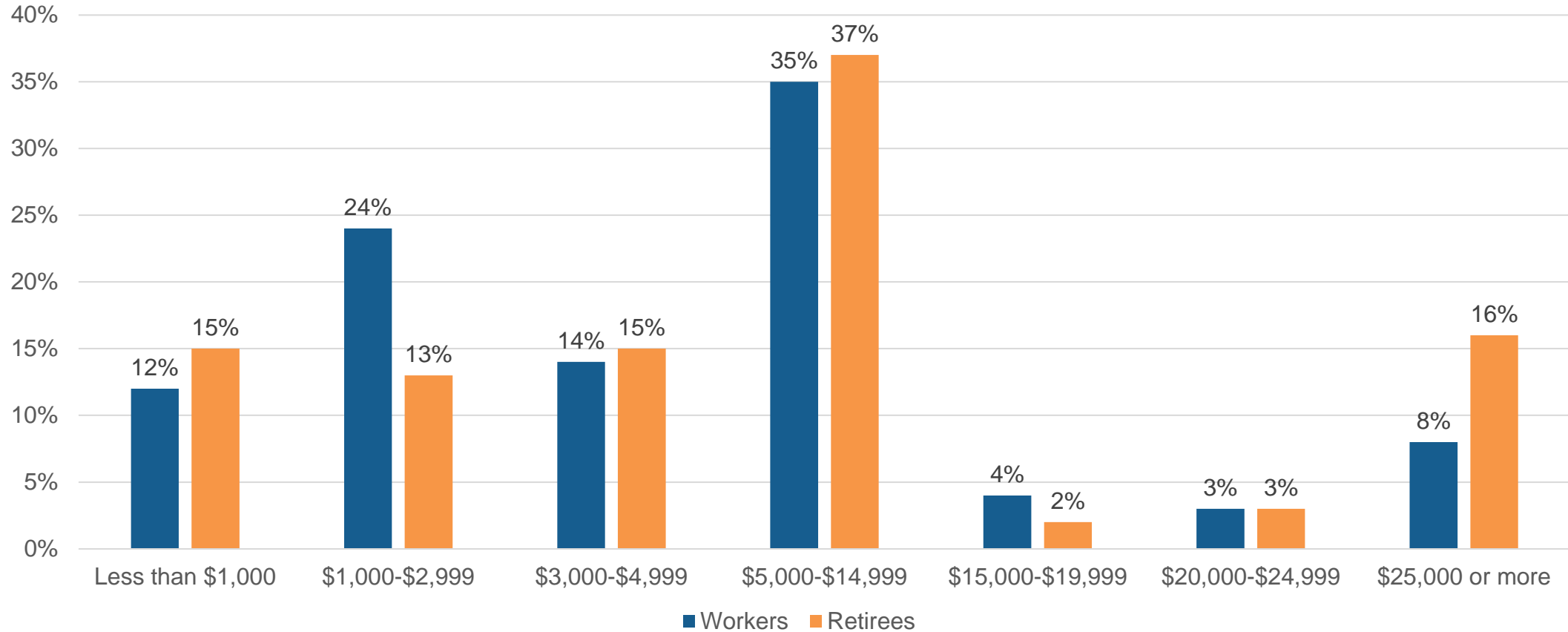
Actions Taken as a Result of Caregiving Duties



Source: 2023 EBRI/Greenwald Research Workplace Wellbeing Survey

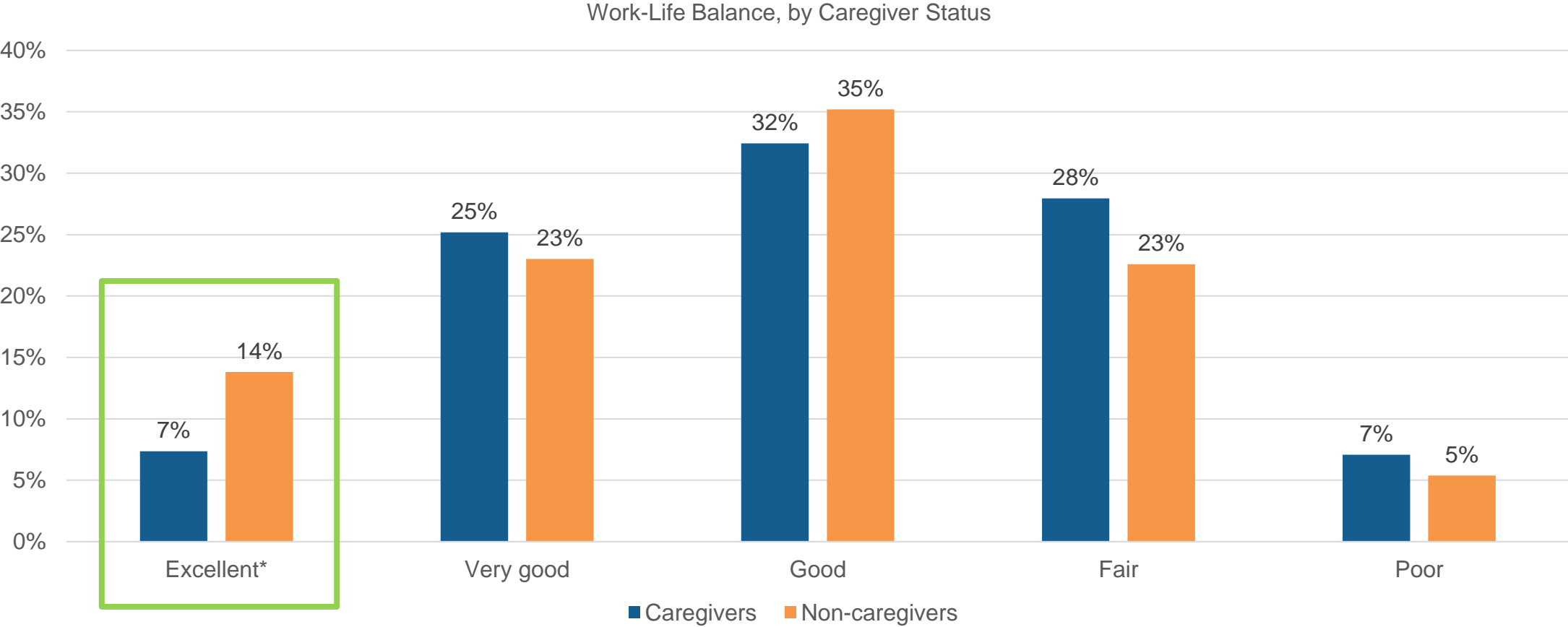
50% of working caregivers and 58% of retiree caregivers provide financial support over \$5,000

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

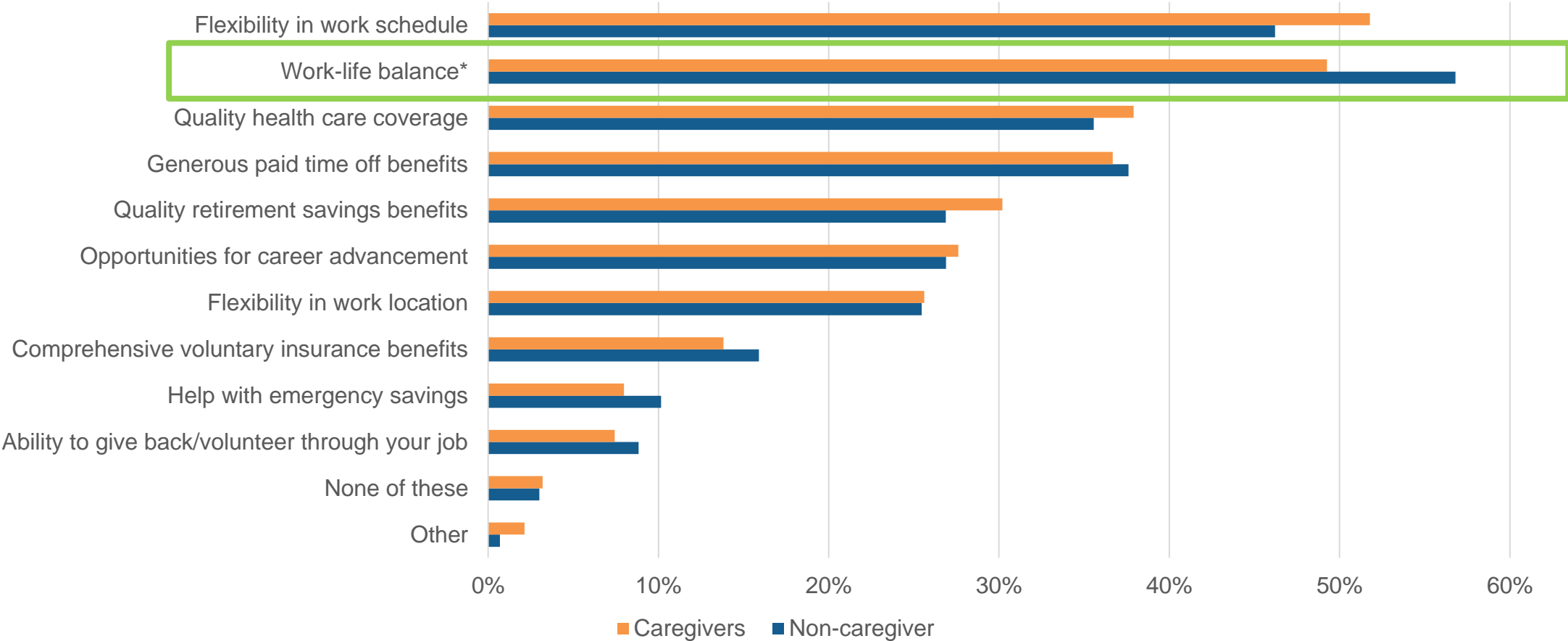
Working caregivers less likely to say they have excellent work-life balance



*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

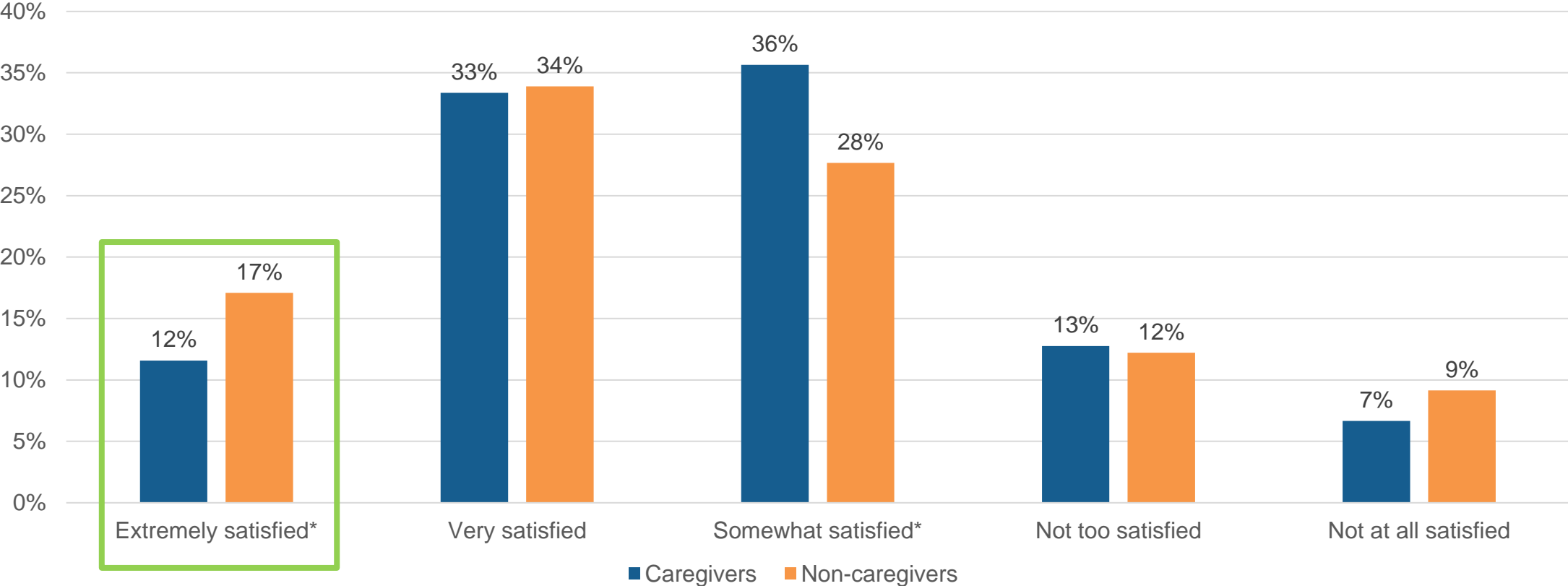
What Employees Value Most From Employers, by Caregiver Status
(percentage selected in top 3)



Source: 2023 EBRI/Greenwald Research Workplace Wellbeing Survey

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

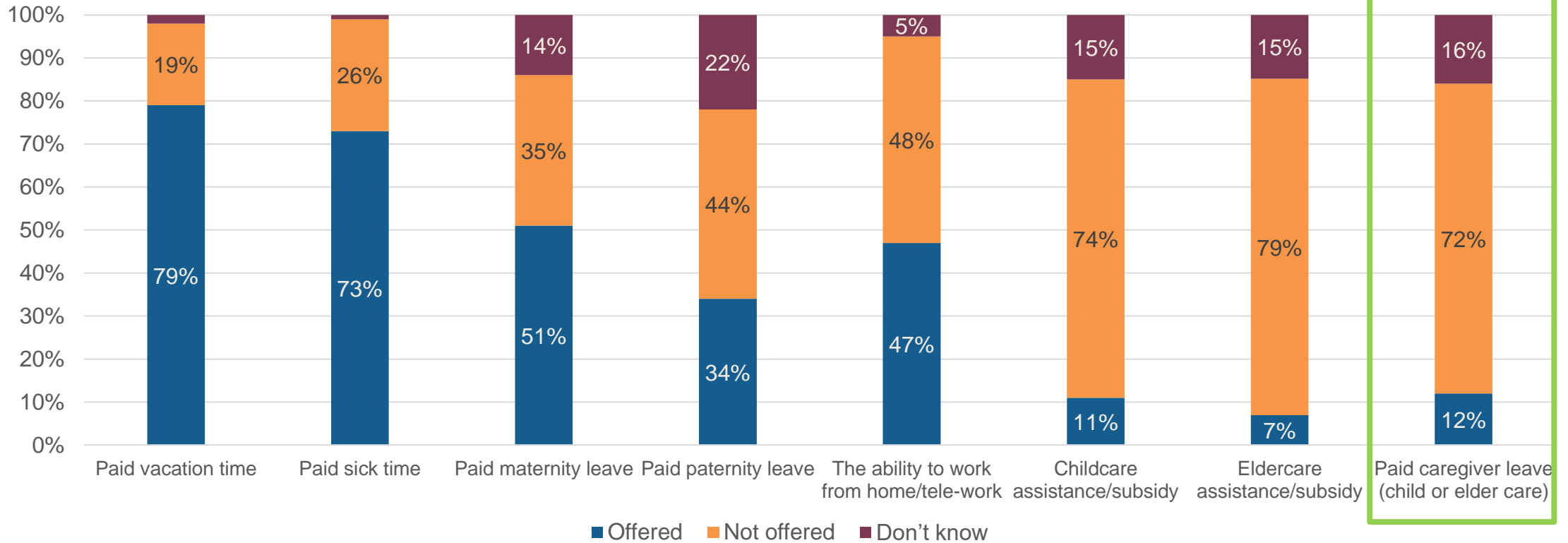
Satisfaction With Paid Time Off and Paid Leave Benefits, by Caregiver Status



*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

Source: 2023 EBRI/Greenwald Research Workplace Wellbeing Survey

HOW ARE EMPLOYERS RESPONDING?

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

Financial Wellbeing Benefits Offered



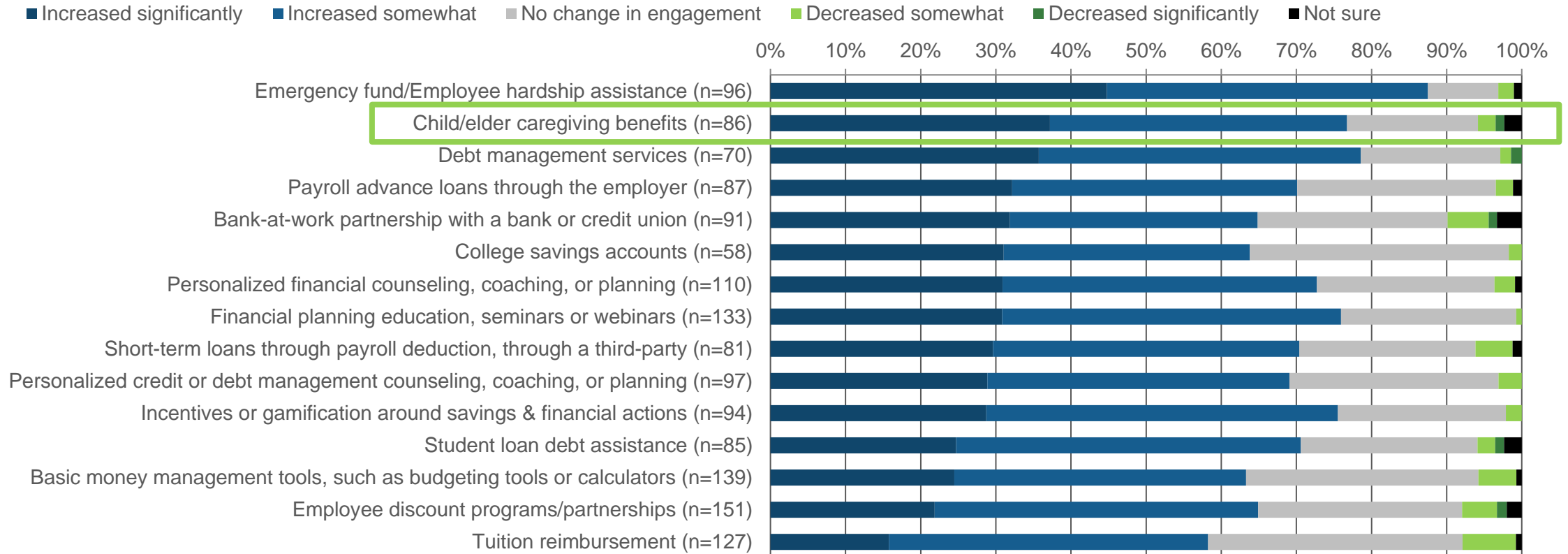
Q15. Does your company offer or plan to offer any of the following financial wellbeing or debt assistance benefits to employees? (n=252)

Source: 2023 Financial Wellbeing Employer Survey

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

Employee Engagement with Benefits Since COVID-19

Among those offering each benefit



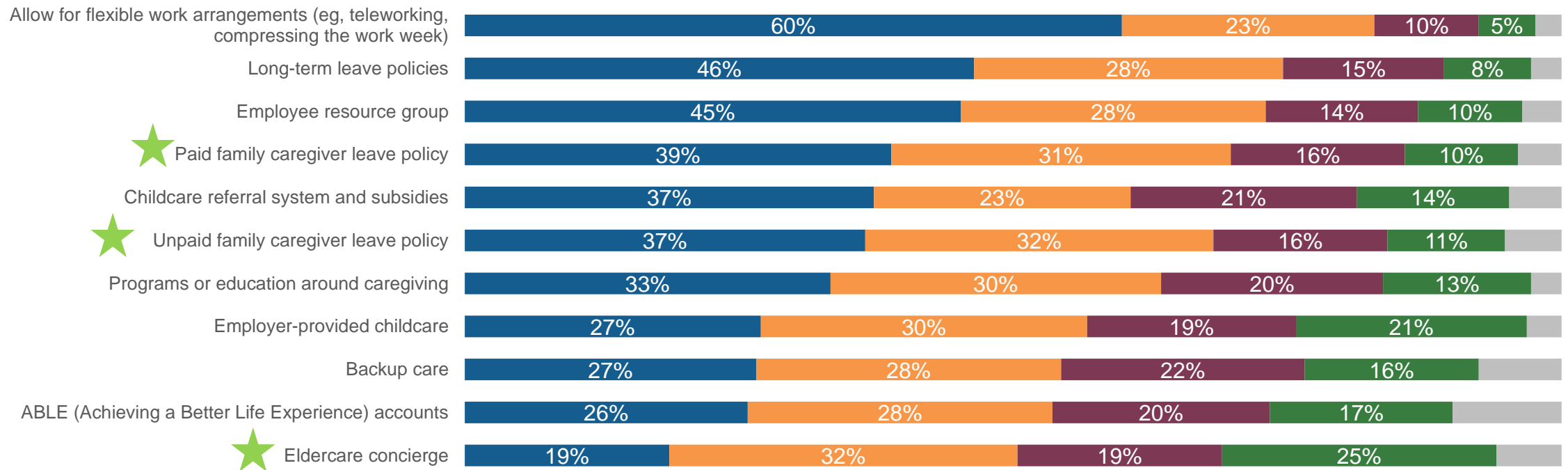
Q42. How has employee engagement with the following benefits changed since the COVID-19 crisis began? (n=252)

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

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.