



## U.S. Legal Services Legal and Financial Wellness Initiative

In their 2010 report on stress, the American Psychological Association found the number one cause of stress to be personal finance. During a time of economic and political uncertainty, Americans are concerned about their current financial picture and financial future. Often times, one's finances are tied to their legal needs and their legal needs are financially driven.

Most Americans don't know how to properly manage their finances and don't have the resources to turn for help. With U.S. Legal Services' Legal and Financial Wellness Initiative, not only do we have your employees covered for their legal needs with legal professionals, but now their financial needs with financial professionals. Best of all, there's no additional cost to you or your employees.

### FACTS ABOUT EMPLOYEES:

- 77% of the American workforce is living paycheck to paycheck.
- 20% have missed payments on their bills.

### TO COMPENSATE:

- 54% have cut back on leisure activities.
- 48% use coupons or shop at discount stores.
- 37% drive less to save gas.
- 12% canceled cable and other subscriptions.
- 5% use public transportation.

### CHANGES IN WORKPLACE BEHAVIOR:

- Employees are dipping into long-term savings to make ends meet.
- 21% reduced 401(k) or personal savings contributions.
- 33% cannot afford to participate in employer sponsored 401(k), IRA or retirement plans.
- 30% do not put money into savings each month.
- 28% set aside \$100 or less each month.
- 14% save less than \$50 each month.

All of these behaviors are as a result of stress. WebMD states people are not equipped to handle long-term, chronic stress without ill consequences. Stress can affect all aspects of one's life including emotions, behaviors, thinking ability and physical health. No part of the human body is immune to stress. People spend more time at work than they do at home, so it is logical to think the entity most affected by stress is the employer.

#### HOW CHANGES IN WORKPLACE BEHAVIOR DIRECTLY AFFECTS THE EMPLOYER:

- Wasted Work Time
- Poor Job Performance
- Increased Healthcare Costs
- Absenteeism

#### THE SOLUTION: MY SECURE ADVANTAGE FINANCIAL BENEFIT:

- Unlimited Access to MSA Website
  - The Website is populated with thousands of free documents and resources. Each member will receive their own private and secure portal where they can collaborate with their Coach, view missed webinars and view notes from coaching sessions as well as the prescription prepared by their Coach, even if they are no longer actively working with their Coach.
- Monthly Financial Education Webinars
  - Webinars are presented by the Money Coaching staff and cover 12 various topics throughout the year. These webinars are interactive and participants are encouraged to ask questions and interact with presenters. They may be recorded and made available at a later time to those who missed the live webinar.
- Monthly Financial Tips
  - Tips are sent via email to those members who opt in to the newsletter.
- 30 Days of Financial Coaching
  - Members have the ability to add more if the member chooses, on a self-pay, month-to-month subscription basis, the cost of which is guaranteed to be offset by savings created by their Coach.

Should any legal matter arise as a result of a prescription from a Money Coach, the U.S. Legal Family Defender is available to complete the continuum of the Legal and Financial Wellness Initiative.

#### POSITIVE IMPACT ON EMPLOYER:

As an employer, you will see a positive impact on your employees in the workplace.

- Less Turnover
- Improved Morale
- Reduced Payroll Costs
- Lower Human Resources Expenses
- Reduced Absenteeism
- Increased Productivity
- Higher Retirement Participation
- Decreased Healthcare Costs

U.S. Legal Services understands that times are tough and people are looking for answers, solutions and most importantly, help. Providing a value-added benefit at no additional cost to employees is important to show our members we care about their overall quality of life.

We want to help our members and their families overcome and enhance their legal and financial picture and future, and in turn improve their physical and emotional health.

Source: Harris Interactive on behalf of CareerBuilder.com.