



Help your employees bring their best to work. Every day.

Understanding the impact of employee health and wealth
on your business success



There's a strong connection
between overall health,
financial wellness and productivity.¹

¹ Manulife/Ipsos Reid Health and Wealth – Wellness study conducted by Ipsos Reid, February 2014

Your company's success depends on the engagement and productivity of your employees. An engaged employee has the energy, attitude and confidence to bring their best to work every day and to help your business thrive.

To be their best, employees need to be happy and healthy – both physically and psychologically. Through our ground-breaking research, our goal is to help employers of all sizes come to a deeper understanding of the connection between employee health, wealth and their company's bottom line.

In 2014, we asked research firm Ipsos Reid to find out what working Canadians had to say about their financial situation, physical and mental health and how engaged they were at work.²

HERE'S WHAT WE FOUND:

There's a strong relationship between physical and emotional health, personal financial wellness and productivity.

Compared to the financially prepared, Canadians who are financially unprepared are twice as likely to be distracted and have difficulty focusing at work.

The financially prepared are more likely to be in better physical health than those who worry about their finances.

We've updated these findings for 2015 to help broaden our understanding of the impact of employee health and wealth on business success.

Individuals with both a workplace benefits and retirement savings plan are 50% more likely to be financially prepared than those without plans.²

² Manulife/Ipsos Reid Health and Wealth – Wellness study conducted by Ipsos Reid, February 2014



From our research we identified two distinct groups: the financially unprepared and the financially prepared.



THE FINANCIALLY UNPREPARED:

- Have no formal financial plan
- Have high debt levels and report minimal savings
- Are not saving for retirement



THE FINANCIALLY PREPARED:

- Have a financial plan
- Have borrowed appropriately and have a plan for managing debt
- Save sufficiently for retirement through a retirement savings plan

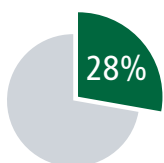


Financial wellness

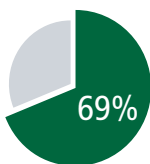
The link between personal finances and your company's bottom line

Our new research supports the finding that an employee's finances are likely their biggest source of stress. This stress not only affects employee health, it can also impact time on the job and productivity when they come to work. And this can impact your company's profitability.

You can help your employees alleviate this stress. Group retirement plans can be a more tax-efficient way of investing in your employees than salary increases or bonuses. What's more, group benefits can help employees offset the costs of health care, dental care and prescription drugs.



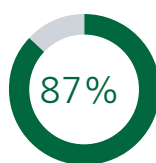
of Canadians say they're financially prepared.³



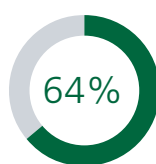
Compared to the financially prepared, the financially unprepared are **69%** more likely to be living paycheck to paycheck.⁴



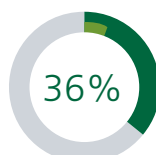
The financially prepared are almost **4X** more likely to work with a financial advisor than the unprepared.⁴



of employees with a group plan are more likely to recommend their employer to friends.⁵



of employees value a group retirement plan as much as extended vacation time.⁵



of employees would choose employer contributions to a group retirement plan as their top desired benefit, yet only **6% of employers are aware of this fact.**⁵

When you invest in the financial needs of your employees, you can help improve their overall health and productivity at work which means you're also investing in your company's success.

³ Manulife's Financial Wellness study – benchmark 2015 conducted by Environics Research Group, July 2015

⁴ Manulife/Ipsos Reid Health and Wealth study conducted by Ipsos Reid, March 2015

⁵ SMEs Employees and SMEs Employers opportunities – Manulife conducted by Environics Research Group, December 2014 - January 2015



Health wellness

Healthier employees are more effective employees

Your employees' health can have a direct impact on your bottom line – their lack of focus at work, absenteeism, stress or related disabilities, all affect your profitability.



Yet our research shows 60 per cent of **the financially unprepared** delayed or didn't obtain various services aimed to improve their health due to financial constraints.⁶



THE FINANCIALLY UNPREPARED:

- Get almost **24%** less exercise than the financially prepared and are almost **25%** less likely to say they're very healthy.⁷
- Are **2X** as likely to say they're distracted at work worrying about their finances.⁷



THE FINANCIALLY PREPARED:

- Are almost **25%** more likely to identify themselves as being very healthy compared to those unprepared.⁷
- Are **2.5X** more likely to manage and maintain their health compared to the financially unprepared.⁶

ADDITIONAL FINDINGS INCLUDE:

90%

Almost 90% of employers say that **stress is the leading cause** of mental health concerns in the workplace.⁸

70%

Companies that take action and offer work-life balance services are almost 70% more likely to receive **fewer mental health-related claims**.⁹

3X

Companies with an **integrated approach** to targeting workplace stressors and their effects on employees are almost 3X **more effective in preventing absenteeism** due to mental health issues.⁹

Companies willing to support their employees' health and wellness can help reduce claims, absenteeism and create a healthier and happier workplace.

⁶ Manulife/Ipsos Reid Health and Wealth study conducted by Ipsos Reid, March 2015

⁷ Manulife/Ipsos Reid Health and Wealth – Wellness study conducted by Ipsos Reid, February 2014

⁸ Ceridian Workplace Wellness Survey (2013)

⁹ SALVEO, Alain Marchand and Pierre Durand, September 2009 - May 2012



Engagement and productivity

Engaged employees are more productive and loyal employees

An employee's ability to focus, their productivity and engagement at work are closely linked to their health and financial wellness.



In fact, employees who are financially unprepared are 16 per cent less likely to say they are productive on the job than their financially prepared counterparts.¹⁰

THE YEARLY COST OF LOST PRODUCTIVITY

For an employee who earns \$50,000 annually, a 16 per cent drop in productivity equates to \$8,000 paid for minimal work:

- 1 employee = \$8,000
- 10 employees = \$80,000
- 100 employees = \$800,000

Engaged, productive, loyal employees are vital to your company's success. Yet **a large number of employers report that maintaining employee engagement and retention are challenges for their businesses.**¹¹

Offering both a group benefits and retirement solution can positively impact your employees, and ultimately, your bottom line.



86% of employees whose employers have a group retirement plan agree it **increases retention.**¹¹



82% of employees whose employers have a group retirement plan agree it **increases loyalty.**¹¹



60% of employees whose employers have a group retirement plan agree it **increases performance.**¹¹

Employees are less likely to leave companies that offer group benefit and retirement plans.¹¹

¹⁰ Manulife/Ipsos Reid Health and Wealth – Wellness study conducted by Ipsos Reid, February 2014

¹¹ SMEs Employees and SMEs Employers opportunities – Manulife conducted by Environics Research Group, December 2014 - January 2015

The Manulife solution



EMPLOYEE

Manulife can support your company with the tools, strategies and experience you need to help your employees bring their best to work.



EMPLOYEE WEALTH

- Comprehensive and flexible group retirement solutions your employees will value.
- A range of investment options and embedded solutions to help members preserve and grow wealth over time.
- Education and guidance, from enrolment to retirement, to help engage your employees in their retirement plan, including the award-winning Steps Retirement Program® that helps members set retirement goals and reach them.
- User-friendly tools and mobile apps to help your employees assess their finances, understand their options and take control of their financial future.



EMPLOYEE HEALTH

- Comprehensive and flexible group benefits plans, including pharmacy benefits, health and dental care.
- Short- and long-term disability insurance that can provide employees with income replacement should they become disabled due to an injury or an illness.
- Group critical illness benefits to provide a non- taxable lump- sum payment following diagnosis of a covered illness.
- Employee and Family Assistance Programs to help employees manage stress and achieve work-life balance.
- Health Service Navigator® that can help employees steer their way through the health-care system and give them access to world-class doctors for second opinion.
- Information on how to detect the most common mental health issues, and more, through our Workplace Solutions for Mental Health website.
- Online tools, such as the Health Risk Assessment to inform and encourage your employees to lead healthier lifestyles.

Look to Manulife for health and wealth solutions

If you're looking for ways to help your employees bring their best to work – every day – turn to Manulife for forward-thinking health and wealth solutions.

Our innovative and comprehensive approach to providing group benefits and retirement solutions can help your company make the connection between physical, emotional and financial health that can have a positive effect on your employees, your brand and your bottom line.

HEALTH AND WEALTH: MANULIFE'S EVIDENCE-BASED APPROACH

Manulife's holistic and evidence-based approach to group benefits and retirement is supported by the following studies:

Manulife/Ipsos Reid Health and Wealth – Wellness study conducted by Ipsos Reid, February 2014

Survey conducted for Manulife by Ipsos Reid with 2,003 employees across Canada to explore relationship between Canadians' financial preparedness, their health and productivity level on the job.

Manulife/Ipsos Reid Health and Wealth study conducted by Ipsos Reid, March 2015

Survey conducted for Manulife by Ipsos Reid with 2,010 employees to further explore Canadians' financial preparedness and how it affects their health and their workplace engagement and productivity.

Manulife's Financial Wellness study – benchmark 2015

A survey conducted by Environics Research Group on behalf of Manulife with 2,000 Canadians in July 2015 to take a deeper look at and assess Canadians' overall financial preparedness.

SMEs Employees and SMEs Employers opportunities – Manulife conducted by Environics Research Group, December 2014 – January 2015

Surveys conducted for Manulife by Environics Research Group with 400 Small and Medium-sized Enterprises (SME) benefits decision makers and 1,000 SME employees in December 2014 and January 2015 to position the value of retirement savings for both employees and employers when it comes to retention and attraction of talent and the cost associated to it, while tapping into the employers' profiles.

SALVEO, Alain Marchand and Pierre Durand – September 2009 – May 2012

Research study conducted jointly by the "Université de Montréal", "Concordia University" and the "Université Laval", under the supervision of professors Alain Marchand and Pierre Durand of the School of Industrial Relations at the "Université de Montréal" with 2,162 employees over a period of more than 2 years to determine the impact of personal and working life factors on the mental health of employees and analyze management practices having the greatest influence on workers' mental health.





To learn more, talk to your Manulife representative
or visit **manulifehealthandwealth.ca**

