



We believe it is critical not only to focus on improving an employee’s physical, emotional and social wellbeing.

We must also help employees achieve financial well-being, thereby reducing stress and distractions in the workplace and contributing to increased worker productivity and loyalty. According to the Society of Human Resource Management’s 2014 study “Financial Wellness in the Workplace,” 24 percent of employees say personal financial issues are a distraction at work, and 39 percent say they spend three or more hours each week thinking about or dealing with issues related to their personal finances.

Human resources professionals go even further: Seven out of 10 indicate that personal financial challenges have an impact—in some cases a large impact—on their employees’ performance.

GRI G4-EC3

GRI G4-LA2

One of the guiding principles of our company’s benefits program is that it is designed to protect employees from financial hardship. We do so by providing access to health benefits (with out-of-pocket maximums in the U.S. that vary by pay level), and life, disability and accident insurance to protect employees and their families if the unexpected happens. In addition, we provide various defined-benefit and defined-contribution plans around the world to help employees plan for a secure retirement.

In the U.S., our retirement plans are specifically designed to provide an opportunity for each employee to save at least 15 percent of total pay each year, through a combination of his/her 6 percent contribution to the company’s 401k savings plan, the company’s 401k savings plan matching contribution and the U.S. retirement plan. Saving 15 percent of total pay each year is important, as most financial experts agree that is the required savings rate to achieve a comfortable retirement.

GRI G4-EC1

EMPLOYEES AND COMPENSATION

	2011	2012	2013	2014	2015
Number of Employees (approximate)	86,000	83,000	76,000	70,000	70,000
Total compensation paid to employees/payroll, including benefits (in billions)	\$8.8	\$8.3	\$7.7	\$7.4	\$7.5

As part of the Resources for Living program, all employees globally have access to a free initial consultation with a financial planner for a variety of issues, such as budgeting, debt, retirement, college funding, buying vs. leasing, mortgages/refinancing, financial planning and tax considerations.

In the U.S., we also offer the Ernst & Young (EY) financial planning benefit, at no cost to employees. This benefit is available to employees in need of personal financial planning assistance. EY planners are available to help reduce financial stress by assisting with topics ranging from cash flow, credit card and debt management, retirement savings and investing, education funding, and more.