



AUSTIN
BUSINESS GROUP
— ON HEALTH —

Welcome! The meeting will begin shortly.



**Empowering Your Team:
Financial Wellbeing Best
Practices for The Workplace**

Announcements

- Thanks for joining us today! We're HYBRID
- New Co -chair: Leila Lawson
- Virtual participants, please remain muted during the presentation
- Questions will be answered at the end of the presentation

Moderators for today's meeting include:



Susan Thompson
ABGOH Co-Chair



Leila Lawson
ABGOH Co-Chair

Reminder

Applications are **OPEN** for Mayors Health and Well-Being Council Partner Certification!

- We have a new name!
- Mayors Health and Well -Being Council Partner Certification
- Mayor's Healthiest Workplace Awards



Agenda

Topics Covered

- Announcements & Introductions
- Speakers:
 - Magellan EAP
 - Bank of America
 - Business & Community Lenders of Texas
 - City of Austin Case Study
- Questions & Answers
- Resource Spotlight
- Closing Remarks



Please join us in welcoming our panelists



Grant Lee

Magellan EAP



Oscar Tirado

Bank of America - Better
Money Habits



**Raquel Valdez
Sanchez**

Business & Community
Leaders of Texas



Chris Vykukal

City of Austin -
HealthyConnections



HealthyConnections

City of Austin Wellness Program

Why Financial Wellness Matters



Live Healthy



Know Your Numbers



Eat Well



Get Active

What is Financial Wellness?

Financial wellness is the ability to meet basic financial needs and manage money for the short- and long-term.



HealthyConnections
City of Austin Wellness Program

Need for Financial Wellness

- **78% of Americans live paycheck to paycheck**
 - 2023 Payroll.org study
- **29% of Americans have less than \$500 in savings**
 - 2023 Consumer Financial Protection Bureau (Making Ends Meet study)
- **40% of Americans could not support themselves for more than a month if they lost their job**
 - 2023 Consumer Financial Protection Bureau (Making Ends Meet study)
- **Average credit card debt in America is \$6,360**
 - 2023 TransUnion data
- **Average debt in America is \$103,358 across mortgages, auto loans, student loans, and credit cards**
 - 2023 Experian data
- **Average (median) retirement savings for American households is \$87,000**
 - 2022 Federal Reserve Stats

Impact of Financial Stress

Causing stress

- **72% of adults report feeling stressed about money**
 - AmericanPsychologicalAssociation.org
- **57% of employees say finances are the top cause of stress in their life**
 - 2023 PWC Pulse Survey

Contributing to Mental Health Conditions

- **People in problem debt are three times as likely to have thought about suicide in the past year**
 - Money and Mental Health Policy Institute
- **Half (46%) of people in problem debt also have a mental health problem like Anxiety or Depression**
 - Money and Mental Health Policy Institute
- **Research shows increases in financial stress were positively related to decreases in mental health**
 - Simonse et al. (2022) & Ryu S, Fan L. (2023)

City of Austin Financial Wellness

Financial Wellness Programing

- Small Dollar Loan Program
- Financial Wellness Webinars

Indirect Financial Wellness

- \$150 in annual wellness incentives
- HSA Contributions (\$1,000)
- \$0/\$15/\$20 Medical Plans (Emp Only)
- Deferred Compensation
- Flexible Spending Accounts (Health Care/Dependent Care)

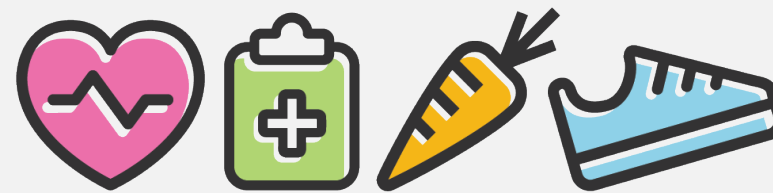


HealthyConnections
City of Austin Wellness Program

Chris Vykukal, CHES

Email: Chris.Vykukal@austintexas.gov

Phone: [512-974-3229](tel:512-974-3229)



HealthyConnections

City of Austin Wellness Program



LiveHealthy



Know Your Numbers



EatWell



GetActive

Financial Wellbeing Support Through Employee Assistance Programs

Magellan
HEALTHCARESM

Meeting Agenda and Goals

- Benefits of Leveraging EAP Services for Financial Wellness
- Financial Wellbeing Coaching
- Additional Resources



Benefits of Leveraging EAP Services

- **All employees are eligible for EAP services: no enrollment, coverage is automatic**
- **Full suite of services including counseling**
- **Solutions available to all employers – all sizes**



Every aspect of the service is completely confidential and provided at no-cost.

Financial Wellbeing - Coaching

Services for every generation and life stage

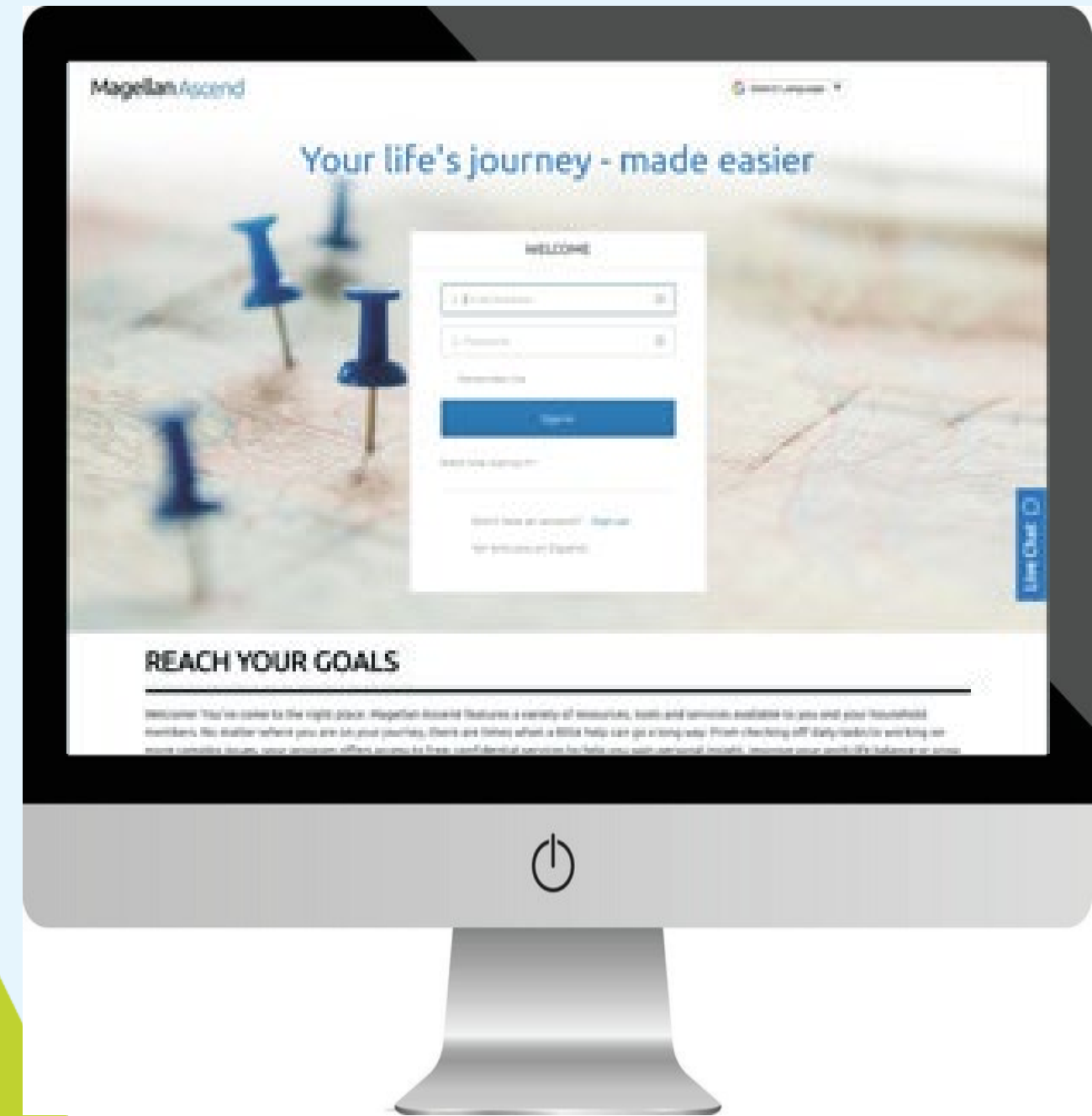
- **Meet with a Money Coach by phone or Email**
- **Money Coaches help members learn new habits to resolve their financial challenges and achieve their goals**
- **Support is available for debt and credit, spending and saving, college and student loans, home buying and estate planning, getting married and growing your family, saving for retirement and more!**



Additional EAP Resources

- Online support: education articles, webinars, financial tips and quizzes
- Live/Webinar Training sessions on Financial topics
- Program promotion strategy and supporting collateral
- Reporting and Utilization Insights

17

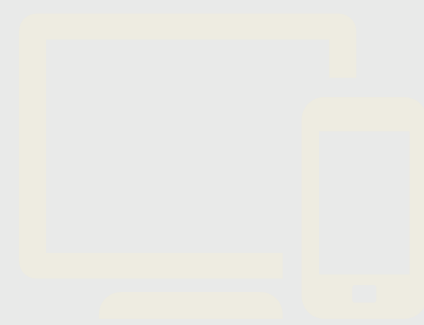


THANK YOU!

Grant Lee

Senior Account Executive, Account Management
Magellan Healthcare Division

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Better Money Habits®

BANK OF AMERICA ,

Making the connection between responsible growth and economic mobility

Bank of America's focus on Environmental, Social and Governance (ESG) factors is critical to fulfilling our purpose of helping make people's financial lives better. Our commitment to growing our business responsibly is embedded in every aspect of our company. It is demonstrated in the inclusive and supportive workplace we create for our employees, the responsible products and services we offer our customers, and the impact we make around the world in helping local economies thrive.

An important part of this work is forming strong partnerships with nonprofits and advocate groups, such as community and environmental organizations, in order to bring together our collective networks and expertise to achieve greater impact. As part of our overarching efforts to advance economic mobility and build thriving communities, we recognize that barriers to financial empowerment and opportunities must be addressed. These barriers include disproportionately high unemployment, prison recidivism, and intergenerational poverty.

Through the bank's national and local partnerships, our philanthropic investments will be leveraged to level the playing field and bridge the opportunity divide.

Philanthropy and volunteerism play a role in the **Social** component of ESG.



Taking a fresh approach – Better Money Habits®

Bank of America's flagship program providing **objective, easy to understand financial habits education** to help empower consumers to be informed and prepared to make financial choices

- Content addressing critical financial topics for consumers
- Focused on personal financial behaviors
- Engaging online learning experience at [BetterMoneyHabits.com](https://www.BetterMoneyHabits.com)
- **Free resource** for everyone



Homepage

Bank of America Coronavirus Resource Center See details

BANK OF AMERICA Online banking sign in Locations Contact Help

Better Money Habits My priorities English Español

Learn to make the most of your money

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50% of visitors say they have

Saving & Budgeting

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48% of visitors say they have

Credit

4 strategies to pay off credit card debt faster. Read more, 2 minutes

What is a credit score and how is it calculated? Read more, 3 minutes

As a 900d mk. 28% of visitors say they have

Homeownership

What to consider when buying your first home

Buying a home within your comfort zone

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Investing

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4 investment trends in the spotlight. Do they really deserve the attention?

5 reasons to rethink short-term trading

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Debt

Strategies for managing debt and paying off credit cards

Auto

Pointers for every step of the car buying

College

Ways to make paying for college more

Navigate life's stages, changes and big decisions

Get help from Financial Guides, which are collections of educational articles, videos and tips on common financial situations.

Financial matters for families

Gen Z: Know your money

Dealing with a financial emergency

Show all Financial Guides

About Better Money Habits

Learn more

Bank of America is certified by J.D. Power for providing outstanding customer satisfaction for financial health experts.

Better Money Habits

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Bank of America - 2023 Workplace Benefits Report



Employees are stressed about their financial situations and their feelings of financial wellness hit an all-time low

42%

of employees rate their financial wellness as good or excellent, the lowest since 2010¹

96%

of employers feel somewhat or extremely responsible for their employees' financial wellness, **YET, just 2 out of 5** offer financial wellness programs



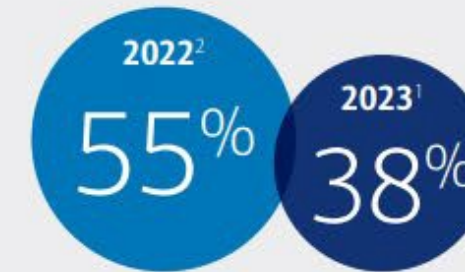
Employers may be underestimating the impact of caregiving on their workforce



of employees identify as caregivers



Differences in demographic segments reveal who needs help



38% of women feel financially well in 2023¹, a decrease from 2022² and a five-year low



Economic uncertainty is causing a shift in employees' priorities

Saving for retirement continues to be the top goal overall, but other pressing needs are getting prioritized



There's a risk that employees may be unprepared to pay for health care

45%

of employees report they are not saving specifically for health care



Employees staying and leaving



of employees believe they are going to stay at their current company for the next year¹

Bank of America - 2023 Workplace Benefits Report

The number of employees who feel financially well has dropped...

While employees rate their feelings of financial wellness about the same as six months ago, those who feel financially well are declining year over year.



...but most employees remain cautiously optimistic for the future

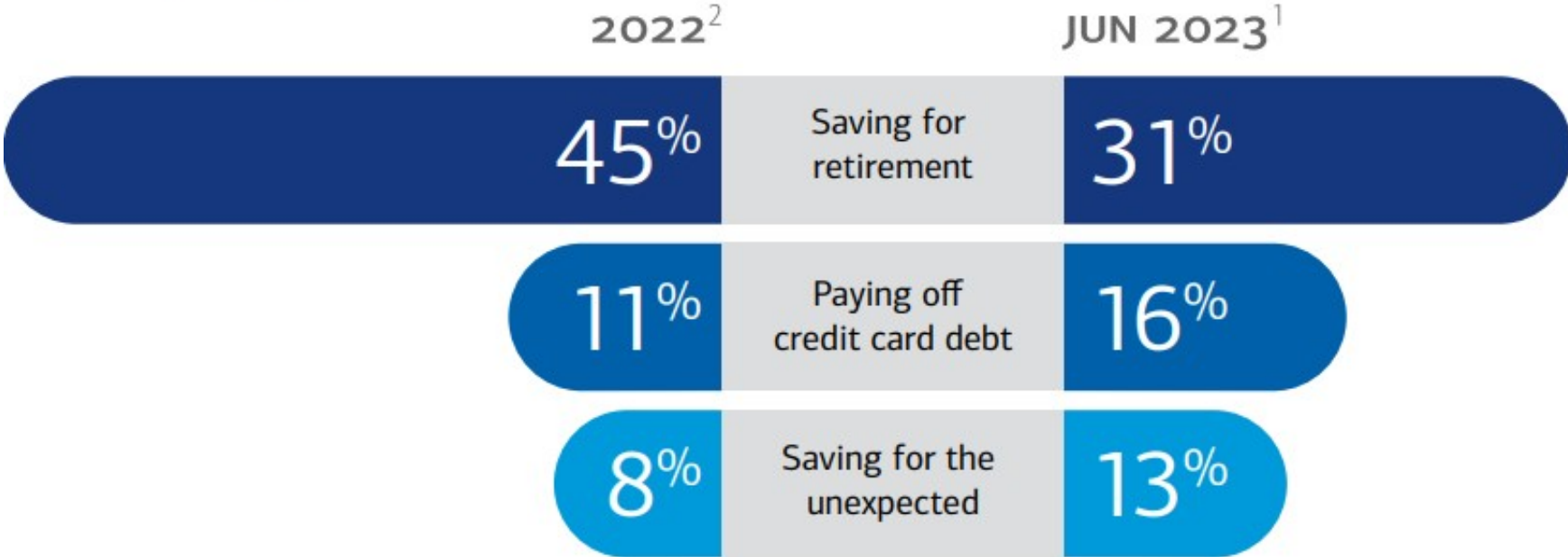
Employees express optimism about their financial well-being in the next two to three years.



Bank of America - 2023 Workplace Benefits Report

Financial priorities shifting

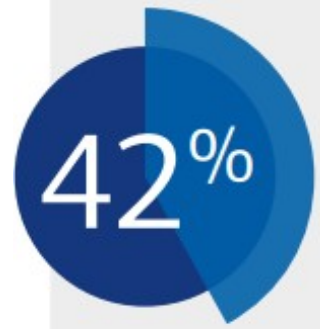
While saving for retirement continues to be the top goal for employees overall, other pressing needs are getting prioritized.



Who is responsible for financial wellness?



Bank of America - 2023 Workplace Benefits Report



42%

of employers offering resources to support overall well-being have seen reduction in employee stress

Actions to consider

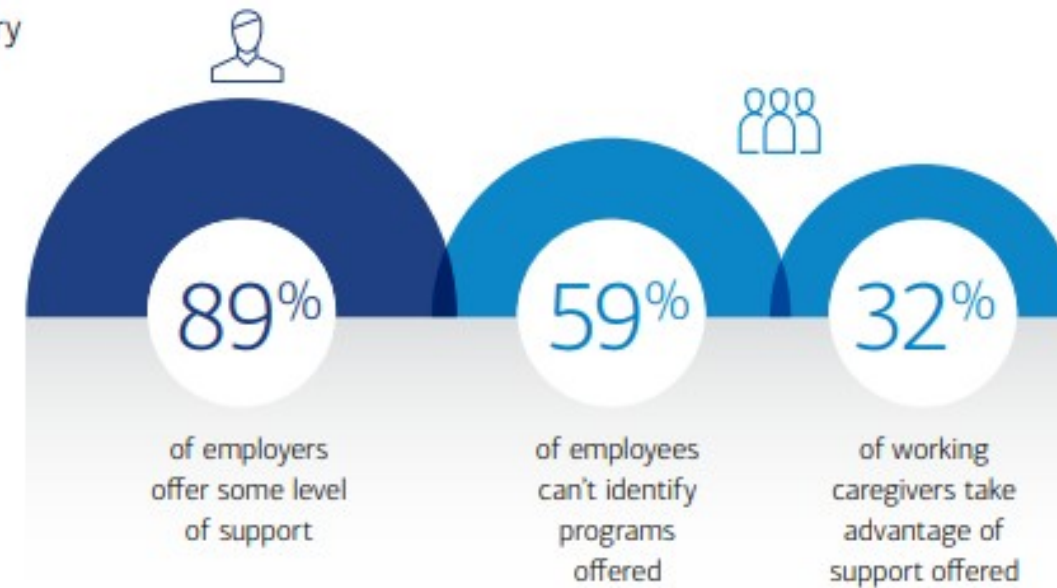
Expand the resources you offer employees based on what they highlight as most important in helping them better manage their finances.

1. Guidance and budgeting tools
2. Guaranteed income plan benefits
3. Financial tools, calculators or scorecards
4. Tips for developing good financial habits
5. Advice from a professional
6. Expanded educational opportunities to address needs of individual employees across all demographics

Bank of America - 2023 Workplace Benefits Report

Disconnect between employees and employers

Increased awareness and communication may be necessary to ensure employees get the support they need.



Balancing career and caregiving

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For employers, this could lead to a shortage of experienced workers.

Bank of America - 2023 Workplace Benefits Report

Who is more likely to be a caregiver?



68%

Gen Z/Millennial
(Ages 18-44)



71%

Earning less than
\$40,000 annual salary

Employees likely to be earning the least are spending the most on care-related expenses; on average spending \$485 per month.



70%

Hispanic/Latinx

28



57%

Women

Bank of America - 2023 Workplace Benefits Report

NEARLY
30%

of employers provide employee assistance programs (EAP) for caregivers, such as counseling or support groups

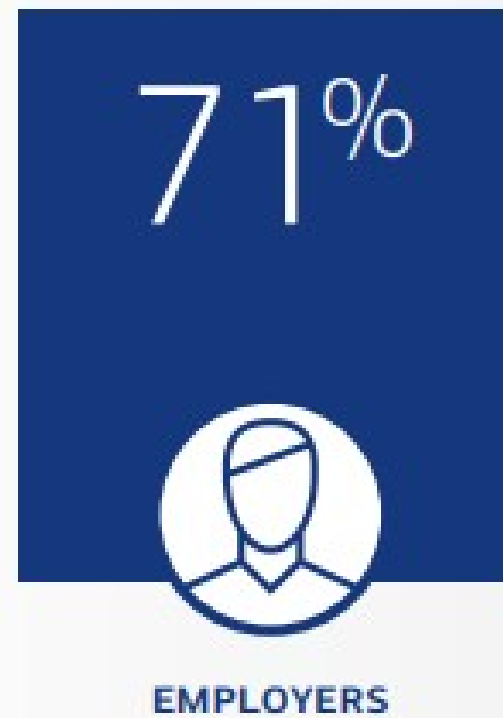
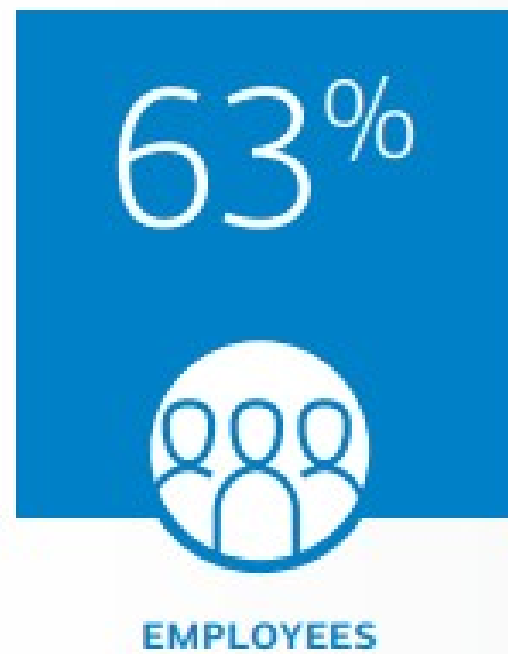
Actions to consider

Create a "culture of care" from the top down by adding or enhancing workplace programs based on what working caregivers say they would find most helpful, including:

- ✓ Leave of absence or sick days to use for caregiving
- ✓ Flexible scheduling
- ✓ Work from home as needed
- ✓ EAP such as counseling or support groups

Bank of America - 2023 Workplace Benefits Report

Survey respondents who agree that economic uncertainty will affect their current and future workplace benefits and 401(k) retirement plans.



30%

of Boomers (ages 55+) say they decided to hold off on retirement due to market uncertainty³

30

Bank of America - 2023 Workplace Benefits Report



of employers offer a guaranteed income product or plan to offer one in the next year



of employers say they should play a role in educating employees about Social Security and Medicare

Actions to consider

Review your retirement benefits communications to ensure you are providing:

- Clear explanation of benefits
- Calculators and worksheets
- Regular updates/plan changes
- Personalized advice on what to invest
- One-on-one consultations
- Educational sessions or webinars

i Research findings indicate that employees generally prefer digital channels of communication, such as email or intranet.

Consider the research findings that show where employee confidence in managing their retirement needs is declining and strategize ways you can support them in these areas:

VERY OR EXTREMELY CONFIDENT:	2021³	2023¹
Going from saving money for retirement to using money in retirement	30%	24%
Setting up the right withdrawal schedule/amount	30%	20%
Having the right plan to meet spending needs in retirement	32%	21%
Having the flexibility to manage unexpected expenses	33%	23%
Manage health care costs throughout retirement	27%	16%



bcl



SAFE, AFFORDABLE LOANS
FOR **BETTER** EMPLOYEE
FINANCIAL HEALTH

About BCL of Texas and the CLC of Austin

The **Community Loan Center (CLC) of Austin** was established in 2014 in order to offer low-interest, low-fee personal loans to employees of enrolled employers as an alternative to high-cost payday and auto title loans.

The CLC of Austin is a program of the 501(c)3 nonprofit **Business & Community Lenders (BCL) of Texas**. Founded in 1990, BCL of Texas is a Community Development Financial Institution (CDFI) certified by the United States Department of Treasury and a licensed lender regulated by the Texas Office of Consumer Credit Commissioner (OCCC).

Our mission is to build strong communities through economic development programs that promote asset-building, homeownership, and small business growth.

Partners and supporters of the Community Loan Center of Austin include the **Austin Community Foundation**, **NeighborWorks America**, **RAISE Texas**, **Texas Appleseed**, the **City of Austin** and **Texas Community Capital**.



CLC of Austin Services

An affordable small dollar loan program promoting comprehensive financial wellness & responsible lending



Just in time financial loan



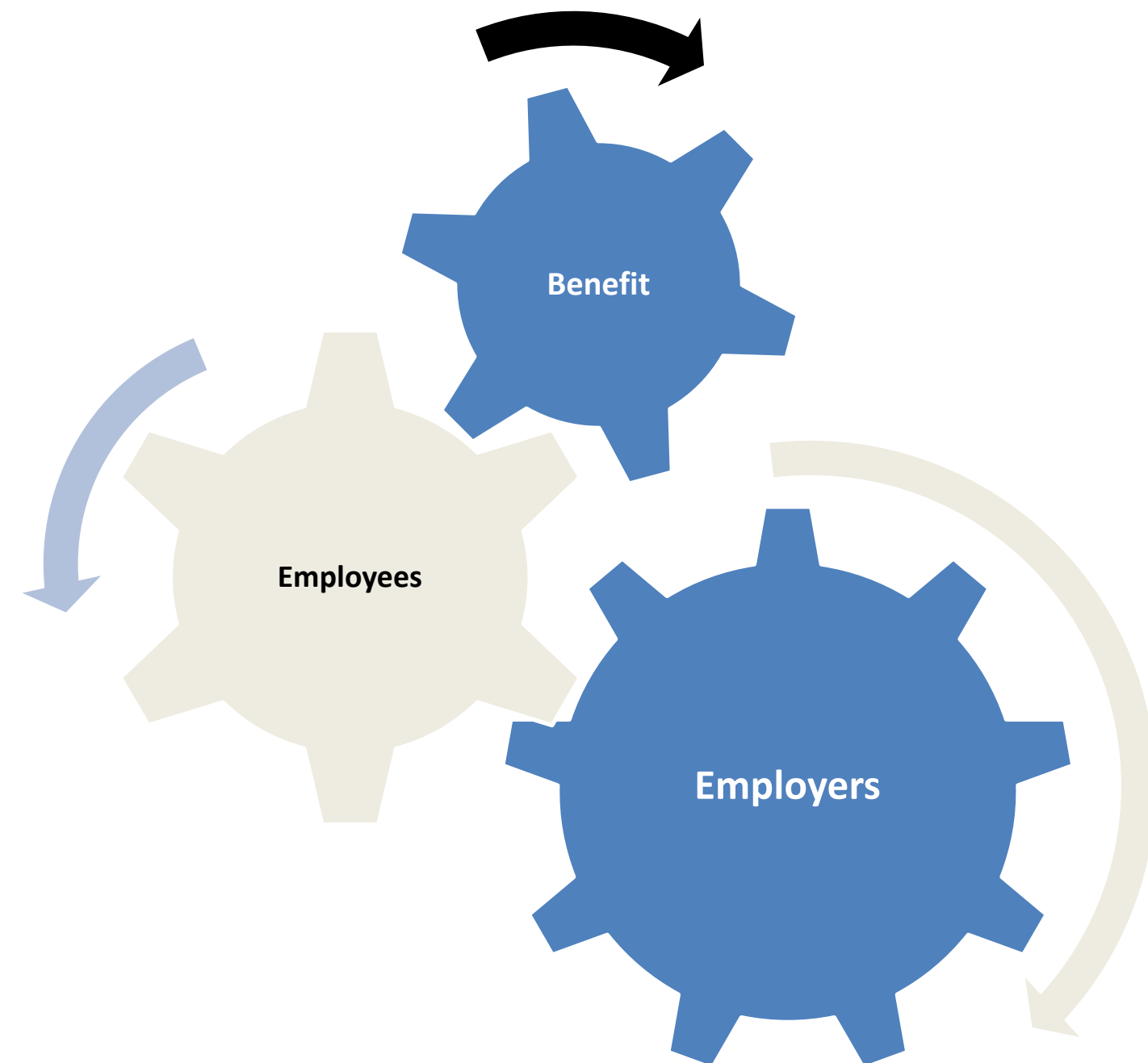
Financial Education Series



1on1 Financial Coaching

How does it Work

- Recruit Employer Partners
 - Employee engagement
 - Employee verification
 - Payroll deductions
- Employee need fulfilled
 - Online Application
 - 1-3 Business day funding
 - Online account profile



Employee Benefit

CLC Small Dollar Loan

- \$400-\$1,000
- 12 months
- 18% interest rate
- \$20 Administrative fee
- No prepayment fees
- Approval by employment
- Payroll deductions optional

CLC Financial Capabilities

- Zero Cost Financial Education for all employees
- Zero Cost Personal Financial Coach
- Reduces financial stress for those without access to traditional lenders



Employee Benefit

CLC Small Dollar Loan	VS.	Installment Payday*
\$568.04	Amount Repaid with no refinances	\$1,151.06
\$68.04	Total interest & fees	\$651.06

Based on a \$500 loan

*Average Installment loan based off of Texas Appleseed analysis
Of Consumer Credit Commissioner Credit Access Business
Quarterly and Annual Data Reports

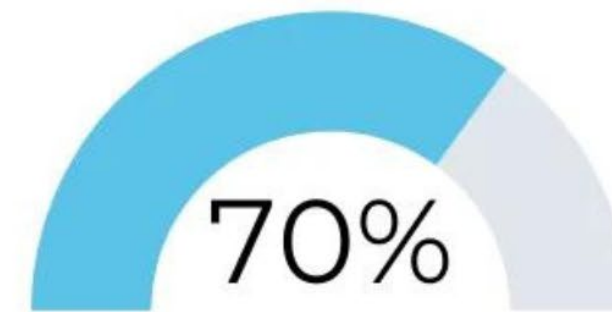


Employer Benefit

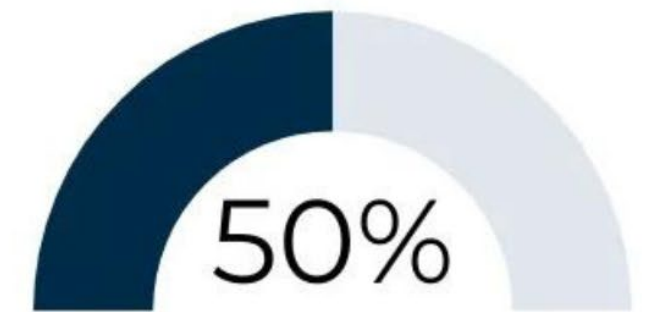
- Adds value to existing benefits package at no cost
- Removes the need for employers to advance pay
- Fits into all HR benefit strategies
- Provides financial relief to 10%-15% of all employees
- It can increase employee engagement which can lead to increase productivity and retention



of employees who borrower are more likely to stay at their current employer.



of employees who borrower are less distracted by their financial situation at work.



of employees who borrower report that a loan from the CLC kept them from resorting to high interest rate loans.

Outcomes

32,277 Transactions

\$31,502,366 in Loans

**\$25,014,675 approximate amount
of fees and interest saved**



Contact us to get started

Raquel Valdez Sanchez, COO

Business & Community Lenders (BCL) of Texas

(512) 912-9884, ext 102

(512) 383-0025 direct/text

rvaldez@bcloftexas.org

<http://www.clcofaustin.org>



Questions & Answers

- Use the chat box to share what you learned in the breakout session or to send your questions to our panelists.
- A moderator will read questions as they are submitted.



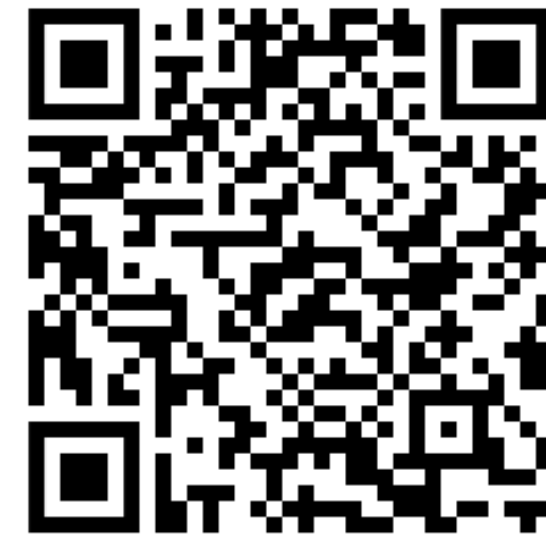
Resource Spotlight



HealthCode Event –
Million Mile Month



Bank of America –
Better Money Habits



Bank of America – Free
Financial Guides

Closing

Announcements

- Thank you to our speakers – Grant Lee, Oscar Tirado, Raquel Valdez Sanchez, & Chris Vykukal
- Today's presentation will be posted to the MHWC website.
- Session evaluation in the chat box & on next slide.
- Don't forget to submit a 2024 Employer Commitment Form – link to online form can be found in the chat box & on next slide.

See you at our next meeting on May 3rd, 2024!

Closing Announcements



Session Evaluation



**2024 Employer
Commitment Form**

See you at our next meeting on May 3rd, 2024!