

# The Evolution of Pay:

## Employees Desire Greater Speed, Security, and Flexibility

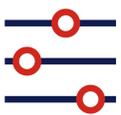
The world of work is changing, including possibly the most fundamental component: employee pay. Understanding emerging priorities for pay, including how it is delivered and how often, can be a big difference-maker in a tight talent market.

### Identifying Opportunities for Positive Change: *Employee View:*



#### **Change is coming:**

93% believe employers will pay using mobile, digital or paycards in 10 years.



#### **Options can be a differentiator:**

62% say pay options make a difference in job considerations.



#### **Pass on paper checks:**

97% prefer not to receive paper checks from their employer.



#### **Traditional pay cycles too rigid:**

More than 50% would pay for early access to their paycheck.



#### **Security is a must:**

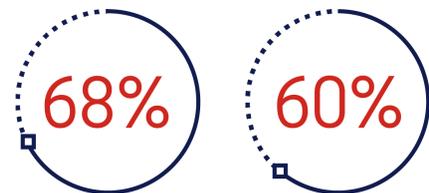
69% say this is the most important element of their pay.



#### **Employers facilitate financial fitness:**

79% want to work for an employer who cares about their financial wellness.

### Embracing the Evolution of Pay: *Employer View:*



#### **Cost to lagging behind:**

68% said outdated payment methods cost their company money and 60% said these hurt their ability to attract and retain talent.



#### **Direct deposit alternatives on the rise:**

Over 40% offer non-traditional pay methods today



#### **Business impact:**

98% believe employee financial wellness impacts their business.

To learn more about the evolving payment landscape across the globe,  
read the full Evolution of Pay report