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- **Cost to lagging behind:** 68% said outdated payment methods cost their company money and 60% said these hurt their ability to attract and retain talent.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.