

# Retirement Readiness Reality Check

## Where Do Your Employees Really Stand?



For mid-to-late career employees, retirement planning can seem especially daunting — not only putting enough money away, but managing those funds once they leave the workforce. As an employer, you play an important role in supporting employees' financial well-being. Are you in tune with their concerns, and the steps you could take to help them get retirement ready?

### WHAT PREVENTS WORKERS FROM SAVING?

Housing expenses



Non-essential spending



Credit card debt



#### HOW EMPLOYERS CAN HELP

Simple steps like **automatic plan enrollment**, **annual increases in deferral rates** and a **streamlined investment lineup** help make contributing to retirement savings a rewarding experience for your employees.

Just

**23%** revisit their retirement goals every year

Even fewer

**21%** evaluate their investment choices

#### HOW EMPLOYERS CAN HELP

Look for ways to improve communication about your plan, address specific concerns and direct employees to helpful resources.

### EMPLOYEES WANT FINANCIAL COACHING AND EDUCATION

**22%**

Personalized investing advice



**18%**

Help developing a strategy to save more



**16%**

Post-retirement education



#### HOW EMPLOYERS CAN HELP

Invest in a financial wellness program to help everyone — especially employees at mid-career and beyond — get financially focused, better manage spending and maximize their retirement savings.

## Rethinking your retirement plan

You're in a unique position to support your employees as they prepare for retirement. By offering the right mix of financial wellness and retirement plan solutions, you can help build their financial confidence for the years ahead.

More information, visit: [adp.com](http://adp.com)

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