



## SPECIAL FEATURE

### Employee Financial Stress Can Hurt Your Business



Are your employees' financial worries affecting your bottom line?

A [recent article](#) in *401k Specialist* magazine highlights the notion: *we're stressed about financial stress*. An astounding 7 in 10 workers are stressed over their finances and this impacts employees in both physical and psychological ways which can affect workplace productivity.

With that information it's not surprising that trending in the retirement community is the emphasis on overall financial wellness for 401(k) plan participants.

The key with financial wellness is to help plan participants understand that taking control of their total finances can lead to positive outcomes in many other areas of their life. Financial wellness is just that, wellness from being informed and in control. Enhanced education beyond the 401(k) plan teaches participants how to deal with things such as debt, college loans, large purchases, budgeting, etc. By assisting with real-life situations, financial wellness can help individuals understand and make adjustments in their everyday lives to help ease financial pressures. Once in control, financial wellness programs can educate participants on more advanced topics to help increase their financial literacy.

By helping employees reduce the stress of financial burdens you create a positive change that impacts everything from their work habits to their savings.

The Big "I" MEP 401(k) Plan has a great online portal to help you and your participants achieve their financial goals - "My Financial Fitness"- offers a wide array of personalized tools engineered to boost financial literacy in an easy and engaging easy way. We offer topics for every stage of life, pinpointed knowledge building exercises, how-to-tutorials, games, progress tracking and webinars!

The Big "I" MEP 401(k) Plan, available exclusively to Big "I" members, has helped many agencies fulfill a part of their fiduciary obligation by reviewing their plan expenses and educating them on the true cost of their plan.

If you are interested in a free, no pressure, apples-to-apples comparison for your plan, please [click here](#), complete the form and send back to [Christine Muñoz](#).