

RETIREMENT READINESS ANALYTICS

ARE YOUR EMPLOYEES RETIREMENT READY?

IF NOT, THERE MAY BE REPERCUSSIONS THROUGHOUT THE ORGANIZATION

▲ RETIREMENT WOES =
▼ PRODUCTIVITY/LIFESTYLE

41% OF CANADIANS DO NOT SAVE ENOUGH EACH MONTH FOR RETIREMENT²



13 HOURS TIME EACH MONTH THE AVERAGE WORKER SPENDS WORRYING ABOUT FINANCES³



41% OF WORKERS 50 AND OLDER SAY THEY WILL WORK PART TIME IN RETIREMENT⁴



46% OF WORKERS 50+ WILL HAVE TO REDUCE THEIR STANDARD OF LIVING⁴



34% OF WORKERS 50+ WILL DELAY RETIREMENT⁴



WHY IS RETIREMENT READINESS IMPORTANT?

Because your employees say it is. Retirement savings/pension plan is Canadian workers' second most-valued employment element. And, their biggest financial worry¹.

NEGATIVE IMPACT

Employees who are financially unwell have lower engagement, less productivity and decreased incentive to retire -- creating career bottlenecks.

RETIREMENT READINESS ANALYTICS

Mercer helps organizations evaluate employees' "retirement-ready age" and determine which actions are likely to have the biggest impact on their financial well-being.

We go beyond participation levels, contribution amounts and investment returns and determine whether a retirement plan is actually meeting its core objective: **To help employees achieve a comfortable retirement at a reasonable age.** Our review can also boost retirement plan strategy through enhanced communications, more effective plan designs, micro-targeted education campaigns and investment structure adjustments.

HOW IT WORKS

We aggregate individual success stories and analyze how they cluster (compare and contrast) in certain population segments. By studying the retirement readiness of different workforce segments, you can better understand where help is most needed and which actions can have the greatest impact. And, employees who are more financially sound will be healthier and more productive.

CONTACT US

For a deeper discussion of Retirement Readiness Analytics or to see a sample demonstration, contact us at www.mercer.ca

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1. Mercer 2015 Inside Employees' Minds™ survey
2. CTV Nanos Survey July 2016
3. Annamaria Lusardi and Olivia S. Mitchell, March 2009.
4. Mercer's 2015 Inside Employees' Minds™ survey