

Top employee financial challenges



Employers offering financial wellness programs may have a competitive advantage hiring and retaining talent

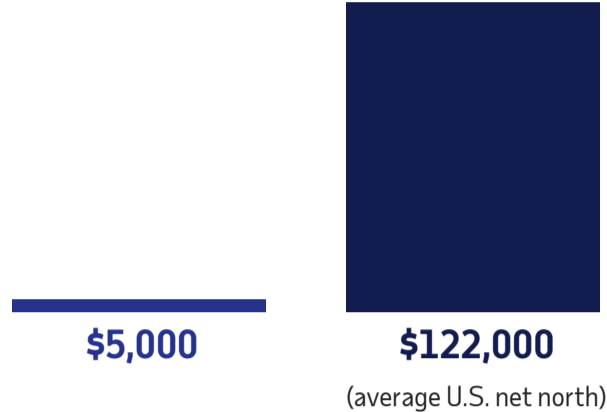
Today's employees appear to be more stressed about their finances than ever before, with rising food and energy prices creating a cost-of-living crisis that's impacting everyone. As of early 2022, 64% of Americans were living paycheck to paycheck.¹

Recent studies have revealed a deeper understanding of employee financial health and wellness. So, what can employers do to help? By investing in financial wellness programs, employers can help ease their employees' financial stress, while also helping to retain and recruit more people.



Financial health by the numbers

60% of employees have a net worth of \$5,000 or less.²



60% of employees have assets totaling \$5,000 or less.²

40% of employees carry some form of payday loan debt (with an average interest rate of about 400%).²

63% of employees have a poor credit score (300-625). Only 3% have a credit score in the 720 to 850 range.²

24.2% of employees are "very stressed" about their finances.²

Top financial stressors

81% of employees are most worried about paying off their bills.¹

81% **Paying bills**

53% **Rent or mortgage payments**

52% **Groceries and food**

44% **Emergencies**

35% **Debt owed**

19% **Healthcare**

15% **Medication**

10% **Retirement**

10% **Taxes**

Money in the workplace

~30% of employees are looking for a job that pays more.²

60% of employees feel comfortable asking for a raise.²

62% of employees plan to make more money with their existing skill set or education.²

What clients are saying...

"We really wanted to be competitive and ensure we're serving our employees with a pay-related benefit that can actually help them."
Kimberly Patterson,
 Director of Payroll and HRIS, AlphaBest

Benefits of earned wage access (EWA)

Earned wage access (EWA) gives employees an interest-free advance on their wages so they can make payments on time without having to rely on predatory products like payday loans. Employers also benefit from EWA and supporting their employees' financial health, as can be seen below.

Benefits to talent acquisition

- 79% of workers are willing to switch to an employer who offers EWA.³
- Candidates are 2x more likely to seek employment with businesses that support financial wellness with initiatives like EWA.⁴
- 59% of millennials would give priority to a job offer with an employer that offers earned wage access.⁵

Benefits to employee retention

- 89% of workers are willing to stay longer at a company that offers EWA.³
- Employers saw a 29% reduction in turnover for employees using EWA.³
- On average, 66% of employees working for companies that didn't offer EWA said they would be interested if their employer were to offer it.⁵
- Among employees that did have access to EWA, 62% surveyed said they used it every or every other pay period.⁵

About ZayZoon

ZayZoon's mission is to materially improve employee financial wellness with effective and engaging financial products that create a business advantage for employers. By leveraging ZayZoon's extensive and robust payroll integrated technology, businesses are equipped with tools to give their staff access to a program that includes earned wage access, financial wellness and a prepaid spending card. Workers around the world rely on predatory products such as payday loans and overdraft fees to bridge the paycheck-to-paycheck gap created by pre-determined payroll cycles. ZayZoon aims to break that cycle. ZayZoon's on-demand access to wages can help reduce employee financial stress and improves workplace retention, resourcing and productivity. Visit **ZayZoon on ADP Marketplace** for more information.

About ADP Marketplace

ADP Marketplace allows ADP® clients to automatically integrate and securely share data between their HR systems with best-of-breed solutions from ADP and third-party partners. Choose from leading solutions that put today's technology at your fingertips, helping you enhance your HR tech stack and create a simple, modern HR experience. Easily discover, try, buy and implement solutions to build a custom HCM ecosystem, all with the simplicity of single sign-on, single data input and single billing.

Learn more about **ADP Marketplace**.

1. CNBC. As inflation heats up, 64% of Americans are now living paycheck to paycheck. 2022 March 8.
 2. ZayZoon Inc. The State of Employee Financial Health Report. 2022.
 3. ZayZoon Inc. 10 Facts on Wages On-Demand. 2020.
 4. PwC. Employee Financial Wellness Survey. 2022.
 5. ADP. Earned Wage Access: Tapping into the Potential of Flexible Pay for Today's World of Work. 2022.

