



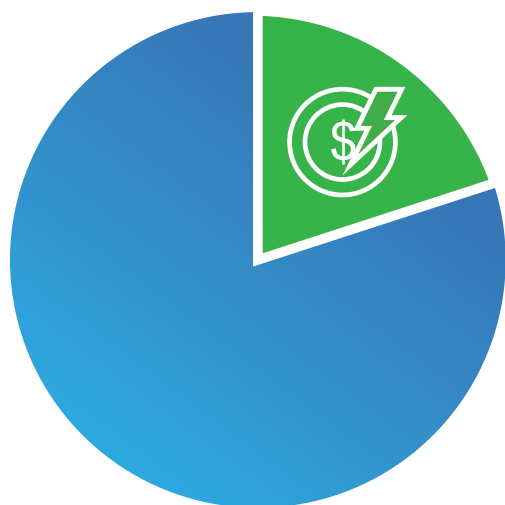
Horizon Wealth  
ADVISORY

# FINANCIAL WELLNESS PROGRAM

*The Optimal Employee Benefit*

**We hold the belief that companies are most effective when their employees have a clear understanding of and control over their financial lives.**





**Around 1 in 4 Australians** are experiencing challenges in **managing their finances with their current income.**<sup>i</sup>

Financial difficulties can lead to heightened stress levels and significantly impact mental health and overall wellbeing. This, in turn, can have tangible effects on employee performance within the workplace.

According to a 2022 study examining the consequences of financial stress on Australians, **21% of employees** have acknowledged a **decline in productivity due to financial stress.** Furthermore, individuals facing financial pressures lose more than **12 hours per week in productivity.**<sup>ii</sup>

Another study in 2021 showed that **over 4 in 5 employees** expressed the desire for **increased employer involvement** in assisting them with financial difficulties.<sup>iii</sup> This finding presents a significant opportunity for employers to enhance engagement by **offering appropriate tools and resources to meet this demand.**



When employees feel supported in their financial well-being, they **gain confidence** and are better equipped to make a positive impact within the workplace.

By recognising and addressing these needs, employers can foster a **more engaged and empowered workforce.**

# Benefits of a Financial Wellness Program



Employers can adopt a proactive strategy by implementing financial education and support initiatives for their workforce. These programs may encompass workshops, seminars, or other educational sessions focused on enhancing financial management skills. Additionally, employers can provide access to valuable resources such as financial coaching, and information regarding employee benefits like retirement plans or savings programs. By equipping employees with the necessary knowledge and tools to enhance their financial literacy and alleviate financial stress, employers can contribute to the overall well-being and job performance of their workforce.



Education and improving financial literacy is one of the most effective ways to improve overall financial wellbeing. A financially secure workforce provides benefits not only to individual team members, but it also yields tangible advantages for organisations as a whole. Implementing a financial well-being program as a workplace benefit can attract talented staff and foster the retention of valued team members. Moreover, such a program can effectively reduce workplace stress, boost productivity, and establish a unique selling proposition in relation to competitors, positioning your company as a desirable employer of choice.



## FINANCIAL EDUCATION WORKSHOPS

Our workshop sessions aim to equip staff members with essential financial knowledge and strategies to improve their personal finances. These sessions will focus on important areas such as cash flow management, budgeting techniques, investment basics, key considerations in the property market, and education on superannuation and retirement planning. By covering these topics, we strive to empower your staff with the necessary tools and understanding to enhance their financial well-being.



### Budgeting Strategies

With cost of living pressures placing more stress than ever on households, effectively managing a family budget becomes paramount for personal financial well-being and security. We provide practical tips to help you effectively manage your budget, structure your cash flow to alleviate financial stress, and break free from the cycle of living paycheck to paycheck, enabling you to adopt a proactive approach towards planning for the future.



### Understanding investment fundamentals

Investing successfully is a vital step for planning for financial security, but it's crucial to have a comprehensive understanding of investment characteristics before diving into the world of investing. We walk through the fundamentals of different investment options including shares, bonds, managed funds, and property.

By educating individuals on the characteristics of these investment vehicles, we aim to equip them with the knowledge to understand the associated risks and opportunities, empowering them to make informed investment decisions that align with their goals.



### Understanding superannuation

Superannuation, a critical yet frequently misunderstood investment vehicle, holds immense significance for most Australians. Through compulsory employer contributions throughout one's working years, it forms a substantial portion of the asset base that supports their desired retirement lifestyle.

Our goal is to provide team members with a comprehensive understanding of how superannuation functions, highlight important considerations, and offer strategies to optimise superannuation during their working lives, ultimately paving the way for a financially secure retirement.





## Entering the property market

Buying the family home is a major goal for most Australian's, but the property market is becoming increasingly difficult for people to enter, particularly for younger generations.

We explore various strategies that encompass saving for a home deposit, navigating the process of securing financing, and offering valuable tips and tricks to be mindful of when entering the property market, whether it's for the first home purchase or the forever home.



## Protecting your income and family finances

Throughout our professional lives, our ability to generate income is often our most valuable financial asset. While most of us will insure depreciating assets such as our car or home contents, we often neglect to adequately protect ourselves in the event we are no longer able to earn an income.

We look at several insurances options including Income Protection, Life insurance, Total & Permanent Disability and Trauma cover. We discuss how to structure these policies effectively and emphasize the significance of having appropriate protection, as it can be one of the most crucial financial investments we make to safeguard our financial well-being.



## Funding children's education

The cost of education, whether it be schooling or tertiary education, has been consistently increasing over recent decades. However, ensuring quality education for their children remains a top priority for many parents.

We delve into the importance of early savings for children's education and discuss specialised investment options designed to meet education funding needs. By exploring these strategies and investment vehicles, we aim to assist parents in effectively planning and preparing for their children's educational expenses.



## Planning for retirement

Achieving the desired lifestyle in retirement is a common aspiration for many Australians, but the process of planning for it can often feel overwhelming, as there are numerous crucial decisions to be made when transitioning away from work.

We explore key considerations to keep in mind, ranging from effectively funding ongoing income needs, optimising superannuation and investments in the years leading up to retirement, to gaining a comprehensive understanding of the accessibility of the age pension. By unpacking these important factors, we aim to provide valuable insights and guidance for individuals preparing for their retirement journey.



## ONE ON ONE SESSIONS

In addition to our informative workshops, we understand that employees may have personal financial inquiries they would prefer to address privately. To accommodate this, we offer the option for staff members to schedule individual half-hour sessions with one of our financial planners. These sessions provide a confidential setting for employees to discuss any questions or concerns they may have regarding their finances.

By taking advantage of these sessions, employees can receive information tailored to their specific circumstances. They will gain a better understanding of the available options and be able to achieve greater clarity and control over their own financial needs.

It is important to note that these sessions are primarily intended for educational purposes and do not involve the provision of a personalised financial plan. However, staff members are welcome to utilise this service by scheduling appointments with the financial planner outside of the workshop program.

We value the privacy and financial well-being of your employees, and we strive to provide comprehensive support by offering these individual sessions alongside our workshops.



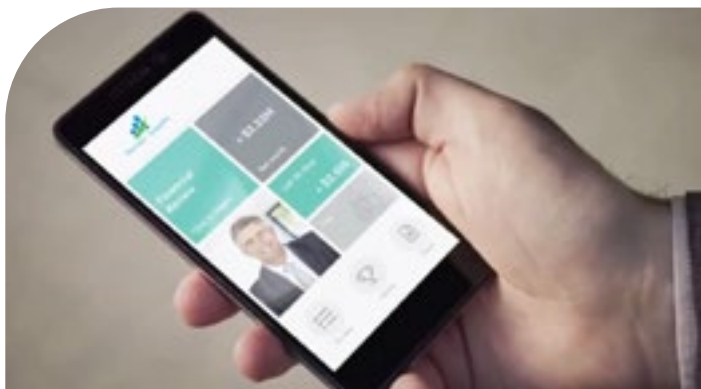


## FINANCIAL MANAGEMENT SOFTWARE

To empower team members in taking control of their finances, we offer a range of tools and resources. These tools include budget planners, superannuation and retirement planning calculators, and other helpful resources. By providing access to these tools, we aim to assist employees in effectively managing their financial situation.

Additionally, we provide your team members with access to a client wealth portal, which serves as a valuable tool for tracking their savings goals, budgeting, and overall wealth. This portal offers a convenient and centralized platform for individuals to monitor their financial progress and make informed decisions.

Our commitment is to ensure that your employees have the necessary resources and support to navigate their financial journeys. By offering these tools and the client wealth portal, we aim to promote financial well-being and enable all team members to make sound financial choices.



<sup>i</sup>Australian National University (ANU) 2022 study - [Australians under increasing financial stress - ANU, Microsoft Word - Tracking paper - October 2022 - For web.docx \(anu.edu.au\)](#)

<sup>ii</sup>AMP Financial Wellness report - <https://www.amp.com.au/content/dam/amp-au/documents/financial-hub/Financial-Wellness-2022.pdf>

<sup>iii</sup>[PowerPoint Presentation \(morganstanley.com\)](#)



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*"Safeguarding your financial future"*