

The Biggest Hurdle Between You and a Successful 401(k) Plan

By Gleba & Associates

What is the biggest obstacle in the way of your employee's financial and retirement goals? In a word: Debt.

According to a Wall Street Journal survey, 70% of Americans are living paycheck to paycheck, with the U.S. Census reporting 24% of take-home pay is wasted on nonmortgage debt. On top of that, nearly two-thirds of Americans can't cover a \$1,000 emergency without borrowing, according to CNN Money.

Financial wellness is the answer.



Traditional retirement plan education focuses only on saving for retirement. But many employees are struggling with debt and how to manage their month to month expenses. To help meet this education gap, Gleba & Associates created a Back to Basics workshop to help engage the plan participants we serve.

The goal of the workshop is to help individuals address and overcome financial scarcity, and support their journey from a struggle to make ends meet, to financial security and a focus on their future financial goals. Our business owners find that educating their employees can lead to higher productivity, better benefits appreciation, lower turnover, and more engagement.

We have a two-step process to implement our Back to Basics strategy. First, we hold a workshop with the group. Usually the business owner offers a time slot for employees to meet. A pizza lunch or happy hour environment right after work encourages employees to attend. Second, we have a one-on-

one meeting with employees to discuss their individual concerns. The business owner typically allows each employee a 15 minute sit down with an advisor.

Once the employees are confident with their current goals, the tools at their disposal, and how their plan works, fewer loans and withdrawals from the retirement plan are realized. One of our greatest privileges as 401(k) advisors is working with businesses that view their role as a “steward” and truly desire to do everything possible to help their employees thrive. The Back to Basics workshop is a great start. If you feel like your employees would benefit from this, please let us know. 248.879.4510.