



## **MILLENNIAL WORKERS FACE THE MOST FINANCIAL STRESS, YET WORKPLACE BENEFITS FOCUS ON NEEDS OF OLDER EMPLOYEES**

*Study from Elevate and SHRM Provides Data on Employee Financial Stress and Workplace Solutions*

FORT WORTH, Texas – June 25, 2014 – Employees within the 25 – 34 year old age group are suffering more financial stress compared to other age groups, and financial services benefits currently offered by their employers are not designed to meet those needs. This is according to a survey conducted by the Society for Human Resource Management (SHRM) commissioned by [Elevate](#), a company that develops innovative online credit solutions. In addition, companies that do offer benefits to help financially stressed employees, such as payroll advances or third-party loan products, report that the benefits have a positive impact on the overall ability of employees to manage their financial difficulties.

### **Financial Stress Impacts The Workplace; Millennials the Most Financially Stressed**

Eighty-five percent of the just over 400 HR professionals surveyed agreed that when employees faced financial stress, there was a decrease in their productivity at work. Furthermore, 37 percent reported that their employees had missed work in the last year because of a financial emergency. Sixty-one percent of respondents rated the financial health of their employees as only “fair,” “poor,” or “very poor.” Fifty percent reported that Millennial employees representing the 25 – 34 year old age group experienced the most financial stress, while 29 percent pointed to employees in the 35 – 44 year old age group as the most financially stressed group.

### **Payroll Advances & Third-Party Loans Provide Positive Employee Impact**

Employee financial stress may manifest in the workplace through employees requesting pay advances. More than half of HR professionals (53 percent) reported that employees had approached a representative of the organization asking for a payroll advance in the last year. Additionally, 47 percent indicated that employees approached a manager or supervisor for personal financial advice in the last year.

Only 19 percent of organizations surveyed currently offer payroll advances to their employees, and 18 percent offer third third-party provider loan products; however, organizations that offer these products reported a substantial positive impact. Seventy-three percent of organizations offering third-party loan services and 55 percent of those offering payroll advances indicated that these products were having a positive impact on employees’ overall ability to manage their financial difficulties.

### **Workplace Financial Benefits Focus on Retirement, Investing**

Despite the financial stress suffered by Millennials and other employees, financial benefits offered by employers are tailored to meet the needs of employees in older age brackets. According to respondents, the most common financial benefit offered to employees was retirement planning and consultation (81 percent), while the next service most likely to be offered (42 percent) was financial literacy training for investing. Only 25 percent offered financial literacy training for basic budgeting, and only eight percent offered credit monitoring services.

“HR professionals have a unique opportunity to help employees representing the New Middle Class, especially Millennial employees, relieve their financial stress by offering financial benefits more tailored to meet employee needs,” said Ken Rees, CEO of Elevate. “More services to help up-and-coming or financially struggling employees — including basic financial literacy training, payroll advance, or third-party loan products — can have a big impact not only on productivity, but also on the future well-being of these employees.”

### **About the Survey**

The survey was conducted by the Society for Human Resource Management (SHRM), the world’s largest HR membership organization devoted to human resource management, and surveyed 419 HR professionals randomly selected sample of SHRM’s membership. The survey was fielded between May 9, 2014 and June 2, 2014 and has a margin of error of +/-5 percent.

### **About Elevate**

Elevate’s innovative online credit solutions provide immediate relief to customers today and help them build a brighter financial future. The company is committed to rewarding borrowers’ good financial behavior with features like lower interest rates, free financial training, and free credit monitoring.

Elevate’s suite of groundbreaking credit products includes RISE, Sunny and Elastic. The company is privately held and is backed by respected Silicon Valley venture capital firms including Sequoia Capital and Technology Crossover Ventures.

For more information about Elevate please visit: [www.elevate.com](http://www.elevate.com).

Media Inquiries:

Kelly Ann Doherty, 817-928-1534, [kdoherly@elevate.com](mailto:kdoherly@elevate.com)

Emily Serafin, 646-277-1245, [emily.serafin@icrinc.com](mailto:emily.serafin@icrinc.com)

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