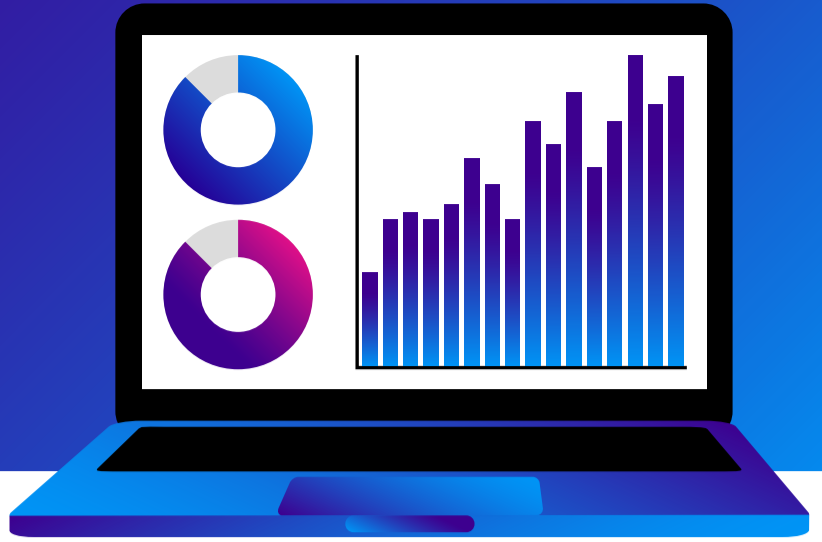
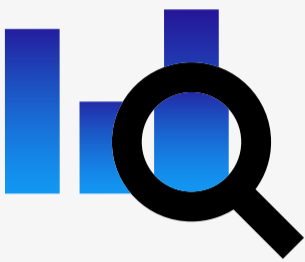




# Gathering employee insights



Qualitative and quantitative data can help identify top financial wellbeing challenges and gaps in communication, and in turn, how to target solutions.



### Employee surveys

Assess the impacts of rising inflation and debt loads on employee security and wellbeing, including productivity distractions and correlation to flight risks for better wages and opportunities, as well as health equity barriers that can contribute to later diagnoses and higher health costs. Likewise, focus group conversations provide a qualitative way to explore top needs and potential solutions.



### Health claims data

Use to identify deferred preventive care and later-stage diagnosis of serious conditions, upticks in unfilled prescriptions and refills, and declines in activities such as contributions to Health Savings Accounts.



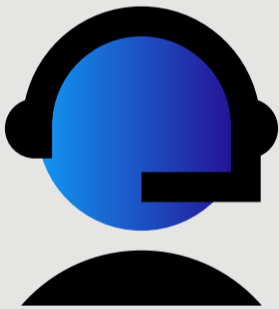
### 401(k) plan data

Uncover upticks in hardship withdrawals and loans. Monitor drops in participation.



### Equity studies

Correlate employee behaviors and relationships with the healthcare system with social determinants of health (to the extent available) such as by income, geography, and ethnicity.



### Employee Assistance Program (EAP) provider reports

Watch for rising employee calls and web visits for financial-related counseling and guidance (without breaking the confidence of the individuals).



### Employee relief funds

Look for an uptick in requests. Employers with financial counseling resources may see increased use of services.



### Data from employee exit interviews

May reveal the extent to which financial concerns contributed to employee departures.



### Talk to us

Building a high-performing culture requires a commitment to continuous improvement. If you're looking for employee insight to increase the effectiveness of your total rewards programs, we can help collect and analyze employee data so you develop the right action plan. For more information, contact us at **1 888 356 6647** or **talktous@buck.com**.

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