



Recession-Proofing Employee Benefits

How The Principal 10 Best Companies—2009 managed benefits and helped employees through the market crisis

Ways to Make Employee Benefits Programs Recession Proof

- Make changes to benefits if needed, but **don't cut programs**
- Shape programs based on what **employees value** and actually use
- **Form an employee committee** to help shape your company's benefits programs
- **Streamline medical insurance** offerings to align with the needs of your employee demographic
- Send out **total compensation statements** so employees understand the true cost of the benefits you offer
- **Add voluntary benefits.** It's an affordable way for you to expand benefits to employees
- **Use a financial professional.** They can provide perspective you may not be considering.

Ways to Help Employees Protect and Rebuild Financial Security

- Tell employees exactly **how much money they are leaving on the table** if they don't save enough to receive the employer match or if they don't participate at all
- Provide **one-on-one sessions** with a financial professional
- Allow the **whole family to attend** the one-on-one sessions
- **Increase frequency of financial education** to help employees make sense of a complicated, dynamic and stressful new economy
- Remain steadfast on **employer match**
- Offer an employer **match that increases** with employee tenure
- **Expand wellness programs**— for example include spouses in screenings or offer an onsite wellness coach—physical fitness contributes greatly to fiscal fitness for employees
- Promote the **availability of EAP services** (some may offer financial counseling, etc.)

2009 Principal 10 Best Companies for Employee Financial Security

- ASCD—Alexandria, VA
- Credit Union West—Glendale, AZ
- Kennebec Savings Bank—Augusta, ME
- Knoxville TVA Employees Credit Union—Knoxville, TN
- PriMed Management Consulting Services, Inc.—San Ramon, CA
- Psychological Assessment Resources, Inc. (also known as PAR, Inc.)—Lutz, FL
- Shenandoah Shared Hospital Services, Inc.—Harrisonburg, VA
- Synaptics Inc.—Santa Clara, CA
- The Cleveland Foundation—Cleveland, OH
- The Summit Federal Credit Union—Rochester, NY



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