

2025

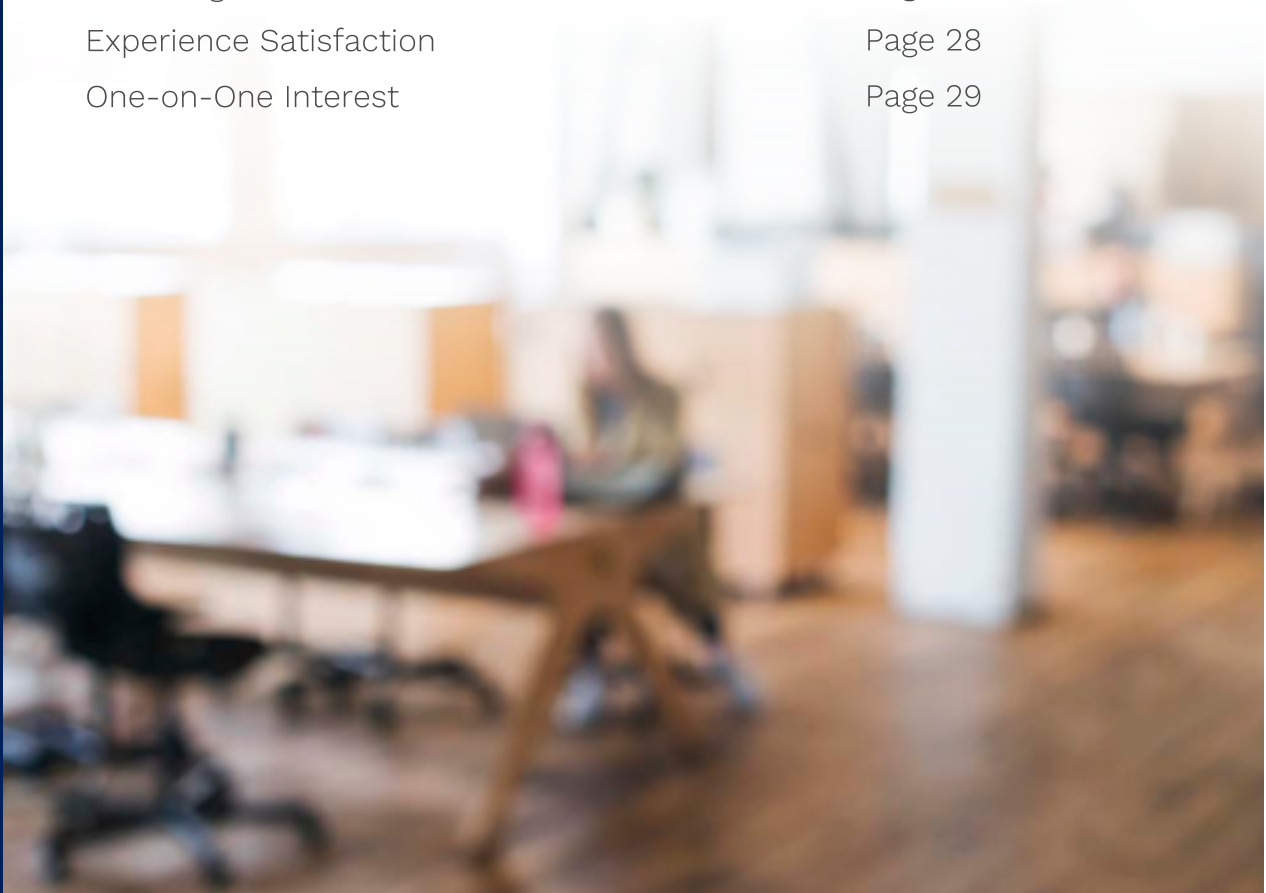
Financial Wellness Survey





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ABOUT THIS REPORT

Prime Capital Wellness Financial Wellness Survey was delivered to our participating clients from March 10, 2025 to March 28, 2025. These organizations span across fifteen different industries, including:



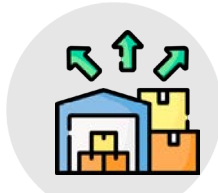
AGRICULTURE



BUSINESS AND PROFESSIONAL SERVICES



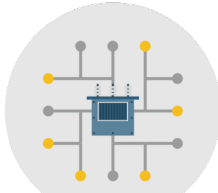
CONSTRUCTION



DISTRIBUTION



EDUCATION



ENERGY, OIL, AND GAS



ENGINEERING



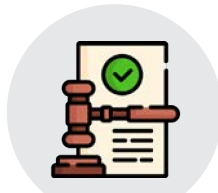
FINANCE



FOOD AND BEVERAGE



HEALTHCARE AND INSURANCE



LEGAL



MANUFACTURING



NOT FOR PROFIT



REAL ESTATE



TRANSPORTATION AND SHIPPING





EXECUTIVE SUMMARY

Who is Prime Capital Wellness and What is the Prime Capital Wellness Financial Wellness Program? Prime Capital Wellness Advisors have been delivering employee education for over 20 years. Its team of investment management professionals works with plan fiduciaries to implement investment and retirement savings strategies intended to make a difference in participants' futures. Our participant-driven approach provides fiduciaries and other plan sponsor representatives with a proactive approach to risk management that focuses on participants' best interests. *Our advisors don't merely hope your employees will be okay in the future; they work with them in a way to drive better outcomes.* Our Financial Wellness Program is aimed at working with companies to add value to their employee benefits package by providing tailor-made financial education to their employees, empowering them to gain control of their financial future. We believe we deliver the most effective financial wellness education through dedicated financial coaches and coupling personalized guidance with engaging technology. Our breadth of resources allows us to assist every person, regardless of where they are in their financial journey. Our goal is to guide every person we connect with toward financial independence. By personalizing the conversation and understanding each person's story and journey, we are more successful than the typical prescriptive education solution. Our Financial Wellness Survey Report is essential for assessing the effectiveness of our financial wellness program. It's vital to measure progress both in the short and long term, going beyond participation and deferral rates. Employees' insights into their financial lives are crucial. In this survey, over 80 companies participated with 17% under 30, 35% 30 to 45, 35% 46 - 60, and 13% over 60.

Key Findings:

- **Financial Stress:** A significant number of respondents reported experiencing varying degrees of financial stress, with 80% of females and 66% of males indicating stress. Younger age groups, particularly those under 30, reported the highest levels of financial stress.
- **Areas Affected by Financial Stress:** Employees cited various areas impacted by financial stress, including mental health, sleep disturbances, relationship challenges, physical health issues, and reduced work productivity.
- **Time Spent on Personal Finances:** Over half of respondents spend at least one hour per week dealing with personal finances during work hours, with a notable gender and age disparity.
- **Budgeting Habits:** While 34% of respondents reported having a budget that they review and update regularly, a significant number of employees do not have a budget at all.



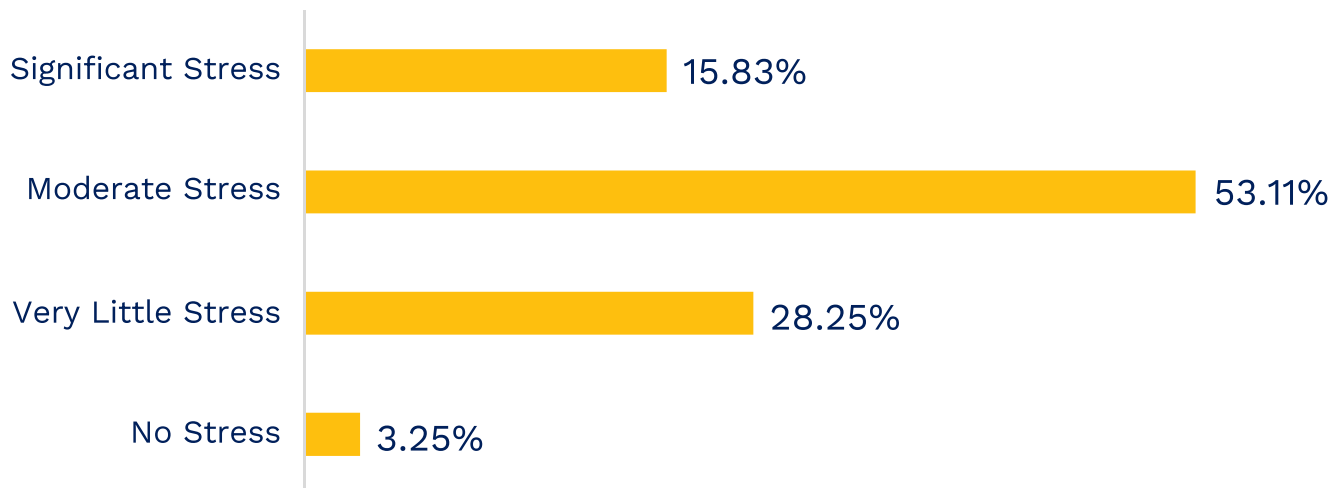
- **Emergency Fund Preparedness:** A concerning 54% of individuals lack adequate emergency funds, with younger age groups being particularly vulnerable.
- **Debt:** Over 80% of respondents reported having some form of debt, with mortgages, credit cards, and student loans being the top sources.
- **Financial Education:** Employees expressed interest in various financial education topics, including retirement readiness, investing basics, and estate planning.
- **Importance of Financial Wellness Programs:** More than 65% of employees consider access to a financial wellness program as an important factor when choosing employment opportunities.
- **Employer Role in Financial Well-Being:** The majority of employees believe that employers should play a role in helping employees achieve financial wellness.
- **Preferred Financial Education Format:** One-on-One sessions with financial professionals were preferred by 34% of respondents, followed by website or financial app resources.
- **Employee Experience with Financial Wellness Programs:** Participants who engaged in financial wellness programs reported high levels of satisfaction and stress reduction, both in group meetings and one-on-one sessions.
- **Interest in Financial Consultation:** Employees continue to express an interest in having a conversation with a financial professional, with a preference for in-person meetings.

Conclusion:

The findings from the 2025 Financial Wellness Survey underscore the critical importance of prioritizing financial well-being in the workplace. Across diverse demographics and industries, employees face significant financial stressors that impact various aspects of their lives. This highlights the urgent need for employers to take an active role in supporting their employees' financial health. Our financial wellness program has demonstrated remarkable efficacy in addressing these challenges. By providing personalized financial education and resources, our program has empowered employees to better manage their finances, alleviate stress, and make informed financial decisions. The high levels of satisfaction and stress reduction reported by participants in both group meetings and one-on-one sessions underscore the program's effectiveness in meeting the diverse needs of our workforce. Moving forward, it is imperative for organizations to continue prioritizing financial wellness initiatives and expanding access to such programs. By investing in the financial well-being of employees, employers not only enhance employee satisfaction and productivity but also cultivate a culture of support and resilience within the workplace. As we continue to evolve and enhance our financial wellness program, we remain committed to empowering our employees to achieve greater financial security and success.

HOW MUCH STRESS DO YOU EXPERIENCE IN REGARD TO YOUR FINANCES?

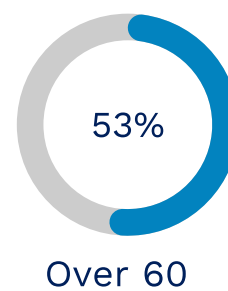
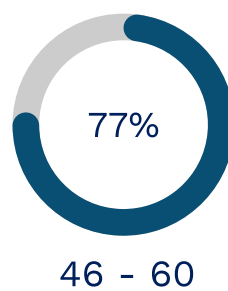
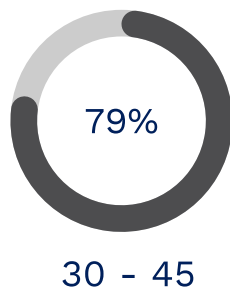
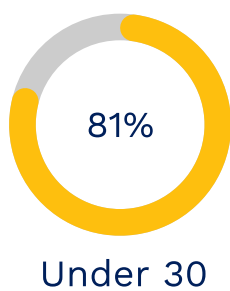
68% of the respondents in our comprehensive survey have indicated that they are encountering varying degrees of financial stress, ranging from moderate to significant levels.



Those who are experiencing moderate to significant financial stress:

 **80%** of females said they experience financial stress

 **66%** of males said they experience financial stress



HAS FINANCIAL STRESS AFFECTED ANY OF THE FOLLOWING AREAS?

The financial strain experienced by our workforce manifests in various ways, with employees experiencing:



25% report a deterioration in mental health



25% struggle with sleep disturbances



16% indicate challenges in their relationships



9% cite adverse effects on their physical health



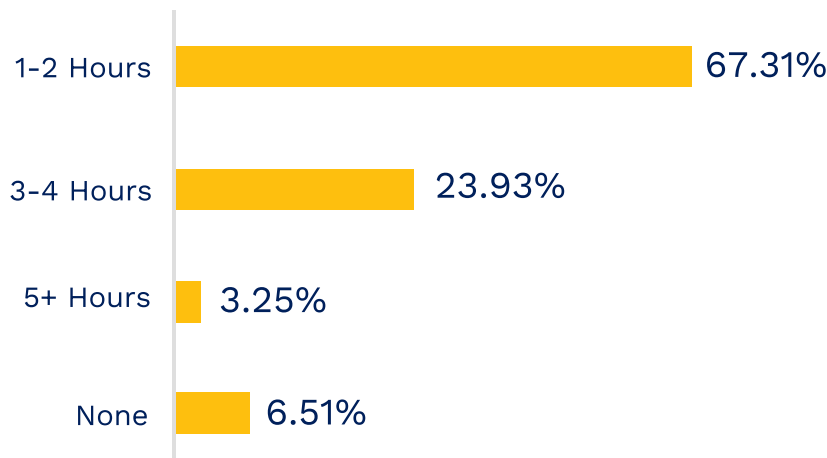
7% experience reduced work productivity





HOW MUCH TIME DO YOU SPEND AT WORK PER WEEK DEALING WITH PERSONAL FINANCES?

Findings reveal that 93% of the American workforce allocates at least one hour or more during their work hours to manage their personal finances, with a small subset reporting expenditures of over five hours.



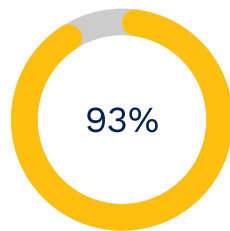
Those spending at least one or more hours managing their work finances:



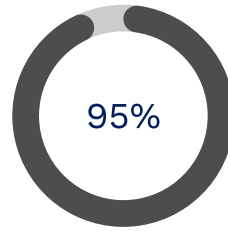
93% of females spent at least one hour to manage finances



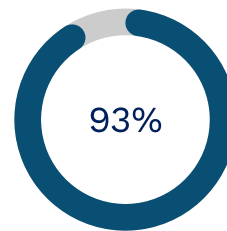
95% of males spent at least one hour to manage finances



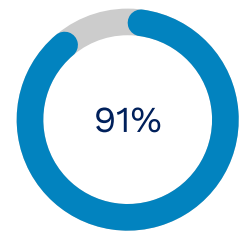
Under 30



30 - 45



46 - 60

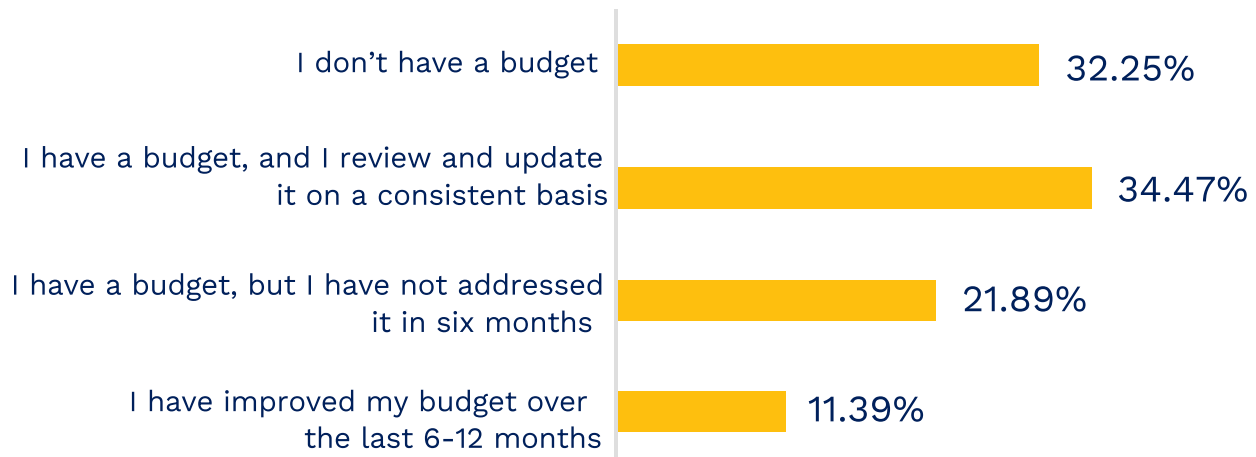


Over 60



WHAT ARE YOUR BUDGETING HABITS?

Over half of the surveyed participants indicate either the absence of a budget or the presence of an outdated one in their financial management practices.



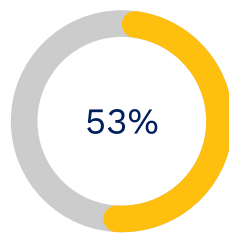
Those without an appropriate budget in place:



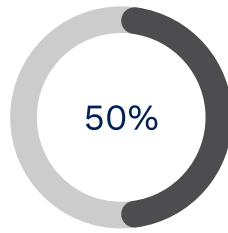
55% of females do not have an appropriate budget



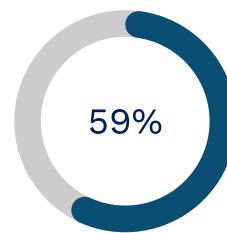
53% of males do not have an appropriate budget



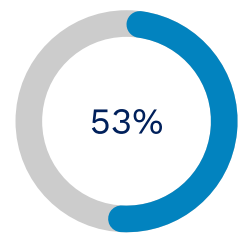
Under 30



30 - 45



46 - 60



Over 60


DO YOU HAVE AN EMERGENCY FUND?

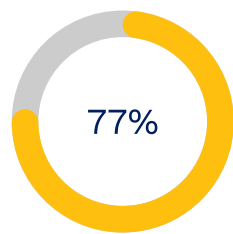
It was found that 75% of individuals would not possess adequate preparedness in the event of an emergency.



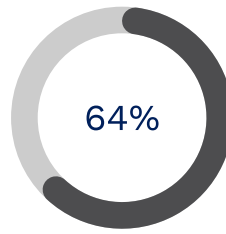
Those who do not have enough emergency savings:

 **68%** of females don't have enough emergency savings

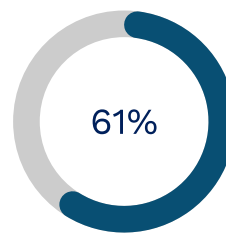
 **51%** of males don't have enough emergency savings



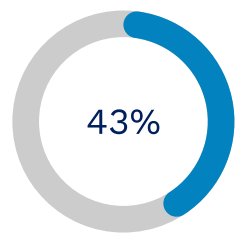
Under 30



30 - 45



46 - 60

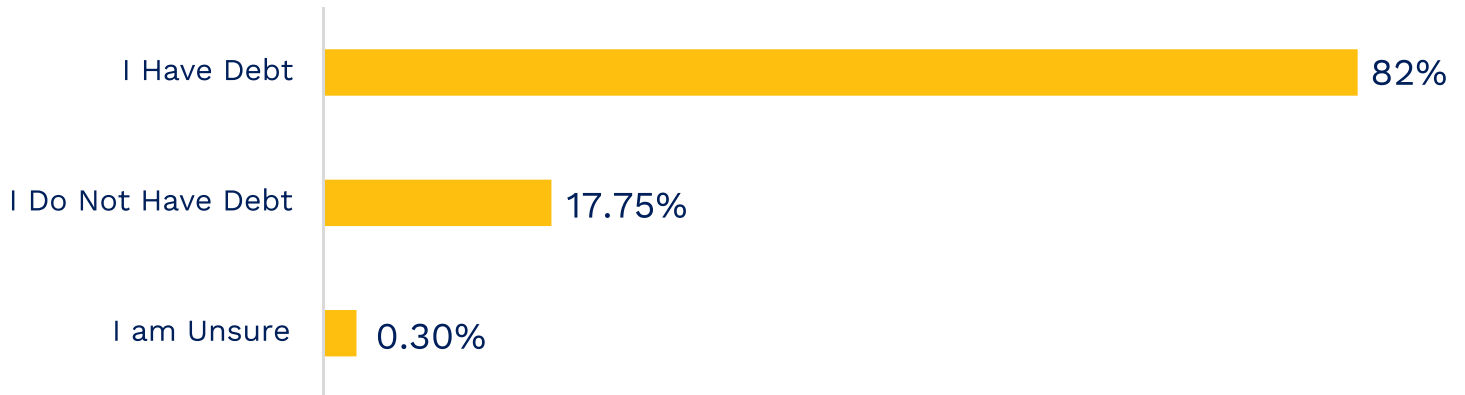


Over 60

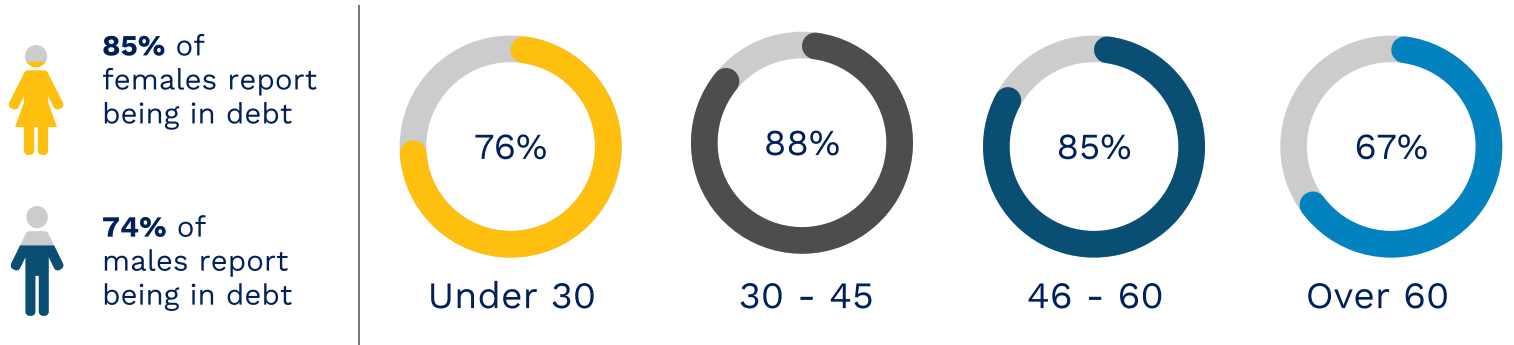


DO YOU HAVE ANY DEBT?

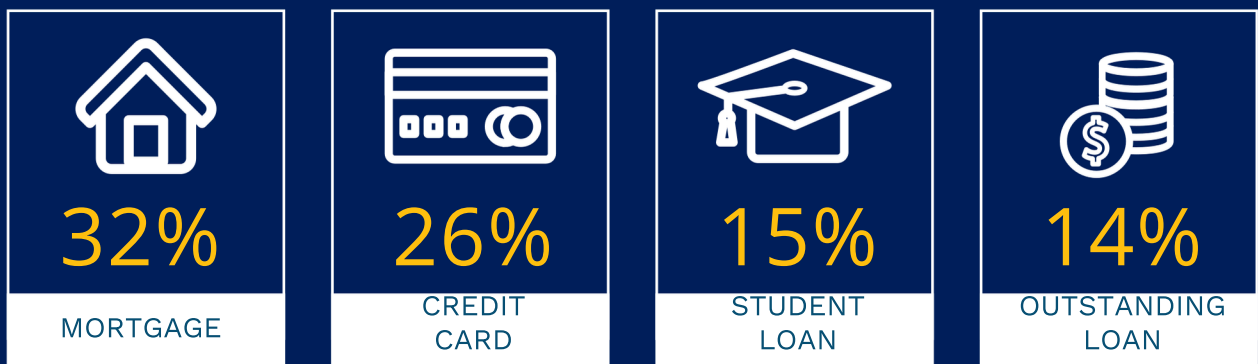
Over 80% of respondents reported having some kind of debt.

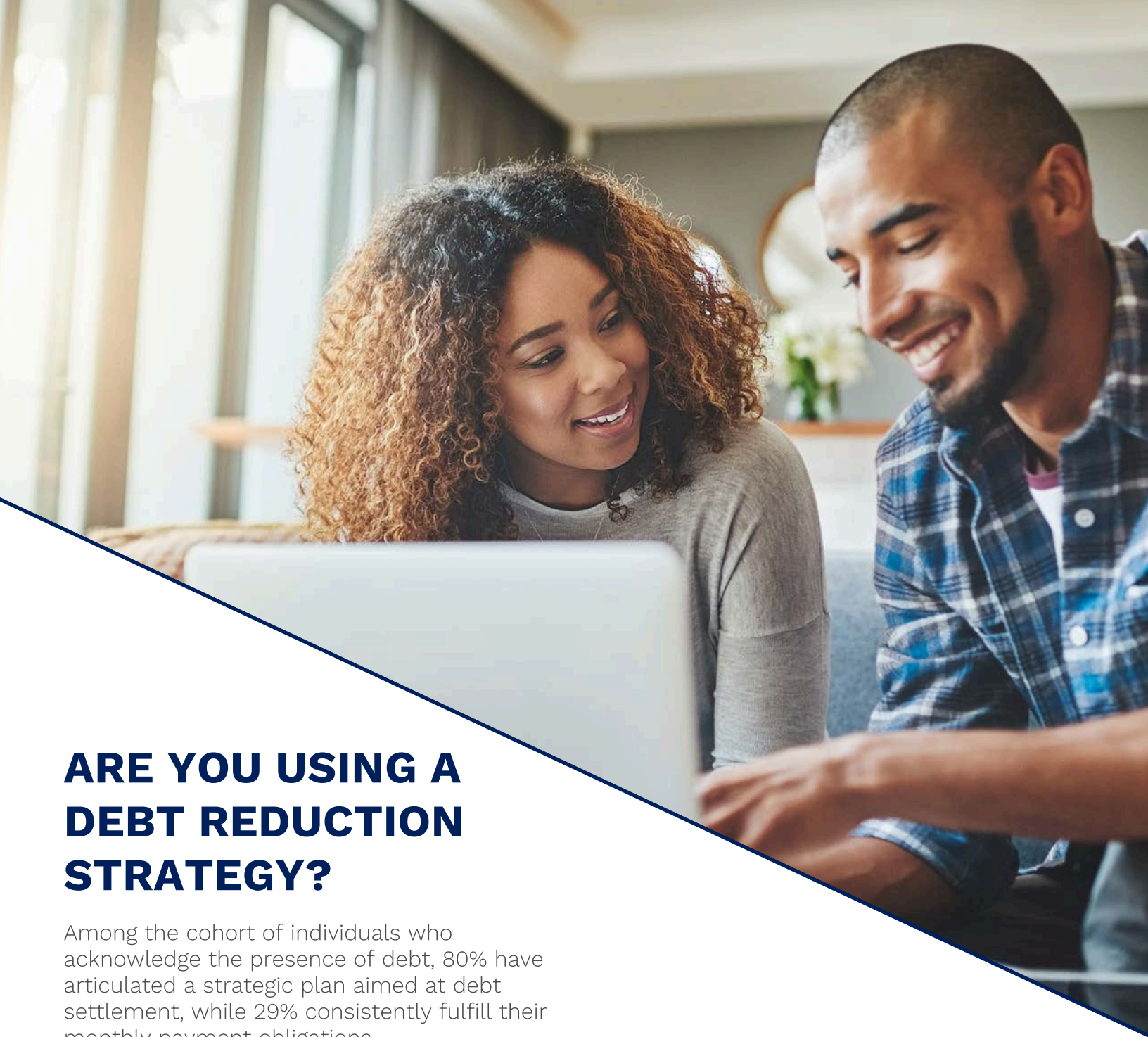


Those reporting to be in debt:



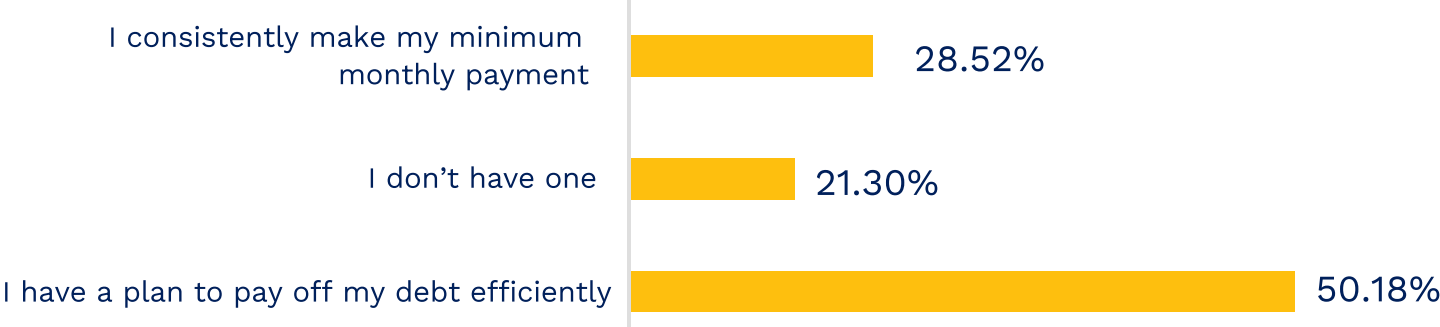
THE TOP SOURCES OF DEBT:





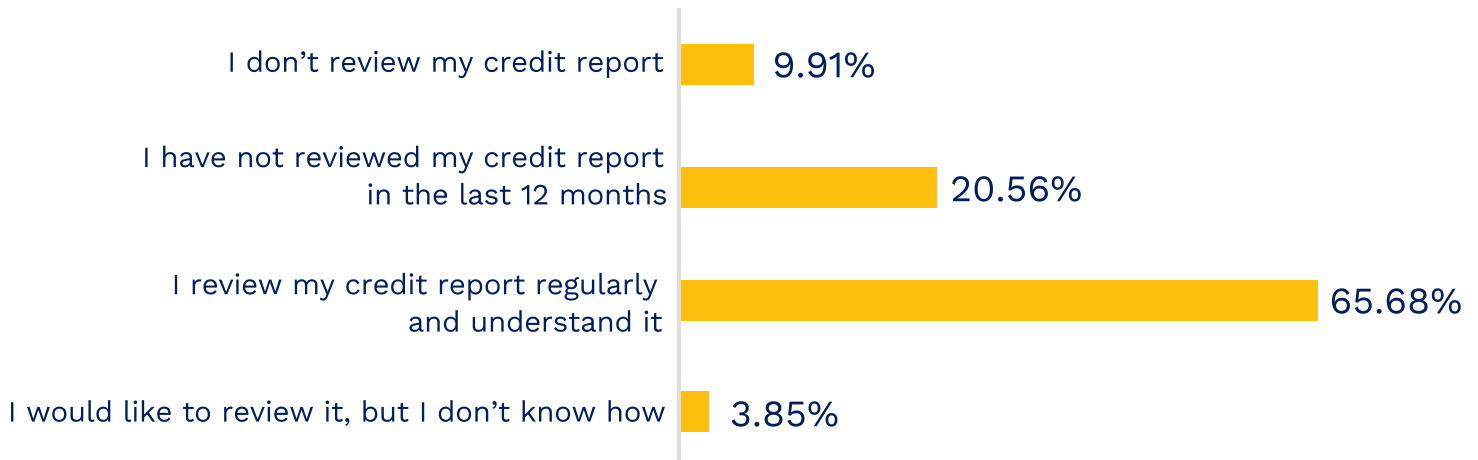
ARE YOU USING A DEBT REDUCTION STRATEGY?

Among the cohort of individuals who acknowledge the presence of debt, 80% have articulated a strategic plan aimed at debt settlement, while 29% consistently fulfill their monthly payment obligations.



HAVE YOU REVIEWED YOUR CREDIT REPORT?

65% of employees report being able to understand their credit report and reviewing it on a regular basis.



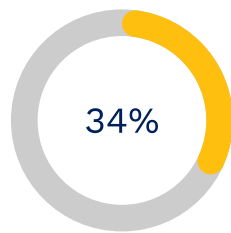
Those who do not understand or review their credit report:



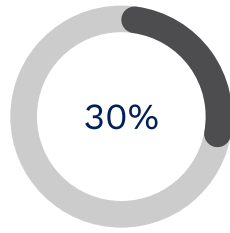
33% of females do not review their credit report



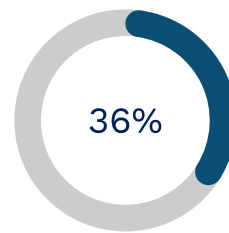
35% of males do not review their credit report



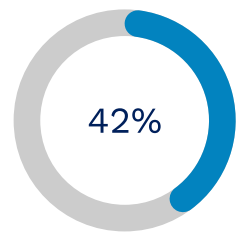
Under 30



30 - 45



46 - 60



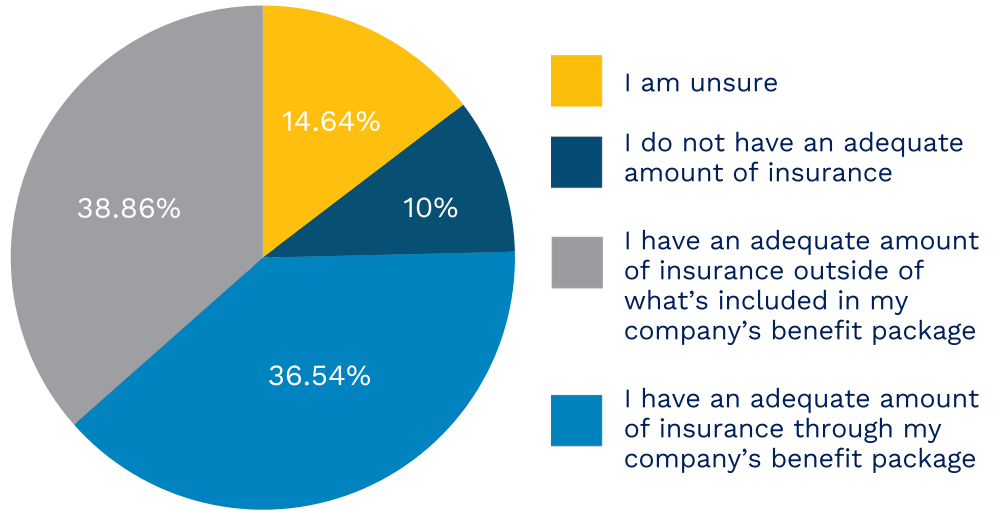
Over 60





DO YOU HAVE AN ADEQUATE AMOUNT OF INSURANCE?

75% of employees report having an adequate amount of insurance, with nearly 40% indicating that their employer offers a sufficient level of insurance as part of the company's benefits package.



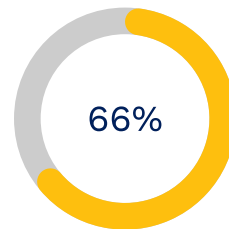
— Those who are adequately insured: —



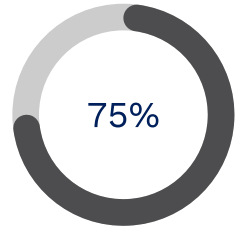
72% of females are adequately insured



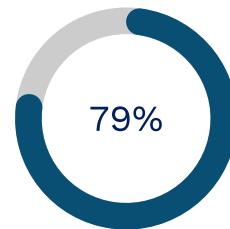
83% of males are adequately insured



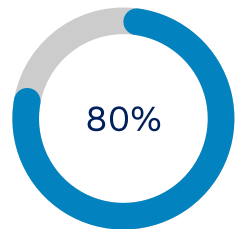
Under 30



30 - 45



46 - 60

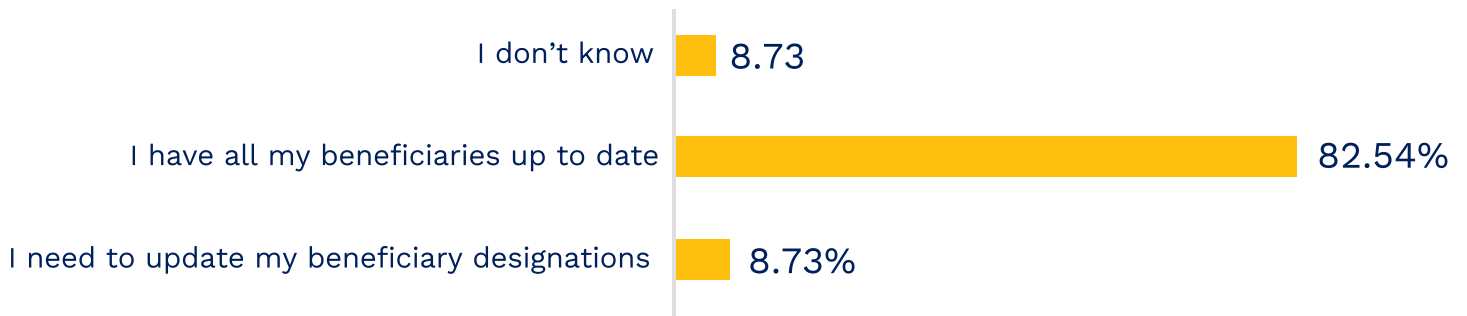


Over 60

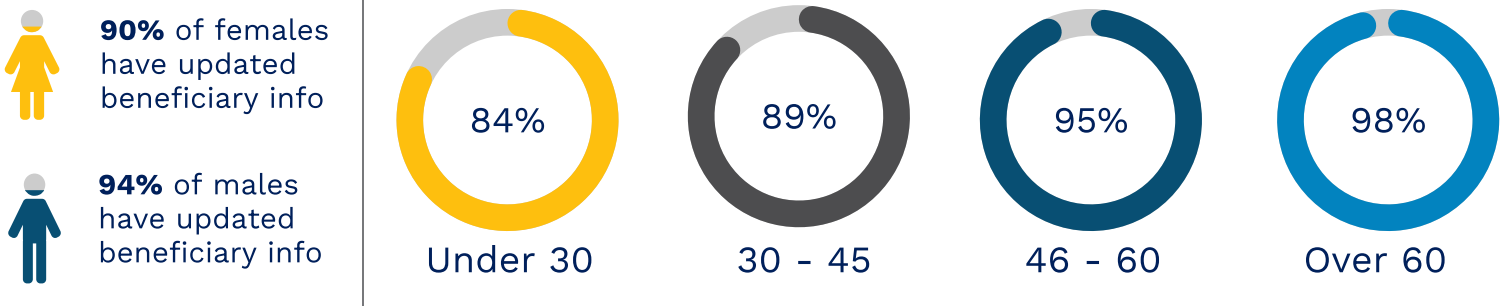


IS ALL OF YOUR BENEFICIARY INFORMATION UP TO DATE?

More than 90% of employees demonstrate clarity regarding the status of their beneficiary information, with 82% of this cohort confirming that their information is current and up to date.



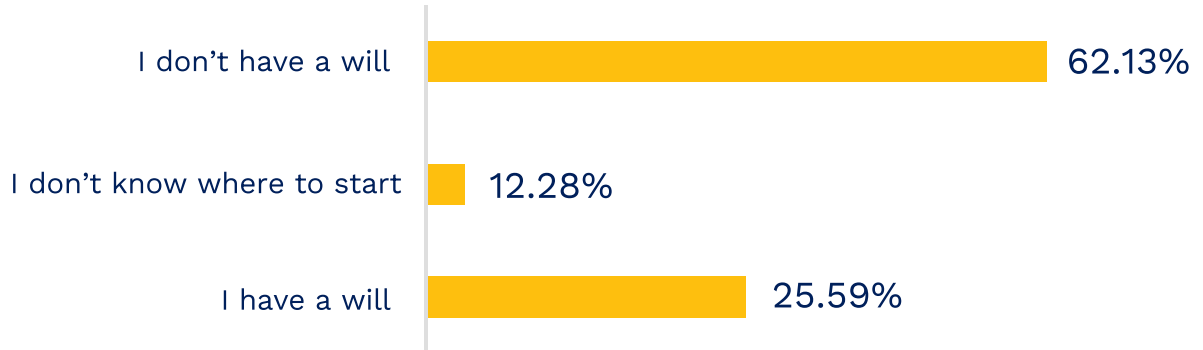
Those who have their beneficiary information up to date:







HAVE YOU CREATED A WILL?

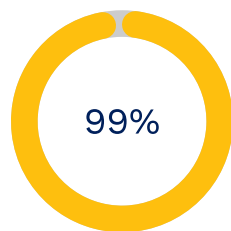
While a majority of employees have assumed responsibility for their beneficiary information, there is a significant disparity in the management of their wills, with 70% lacking a will in place.



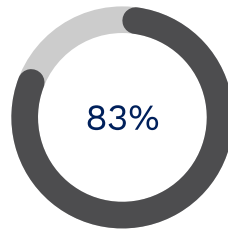
Those who do not have a will in place:

 **78%** of females do not have a will in place

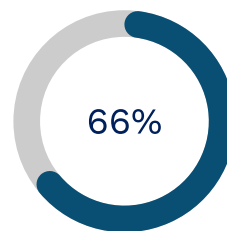
 **67%** of males do not have a will in place



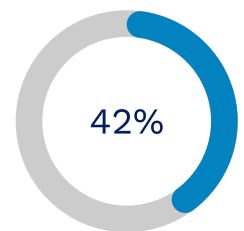
Under 30



30 - 45



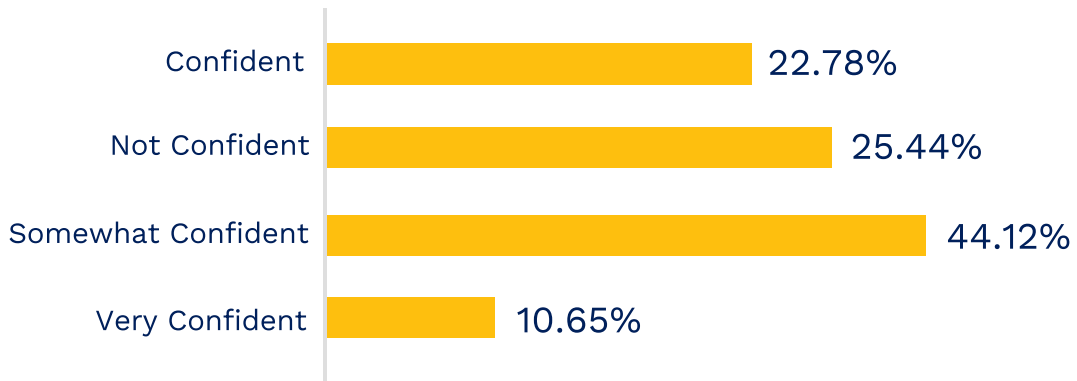
46 - 60



Over 60

WHAT IS YOUR CURRENT LEVEL OF CONFIDENCE THAT YOU ARE INVESTED PROPERLY BASED ON YOUR AGE, RISK TOLERANCE, INCOME LEVEL, AND DESIRED RETIREMENT AGE?

Over 65% of respondents express that they are lacking confidence in understanding their current investment strategies' ability to meet their retirement goals.



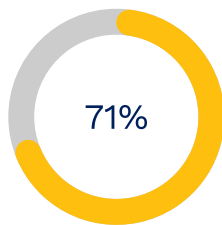
Those who are unsure if they are invested properly:



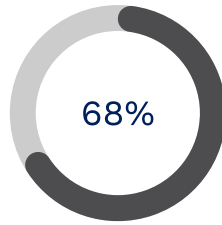
74% of females are unsure if they are invested properly



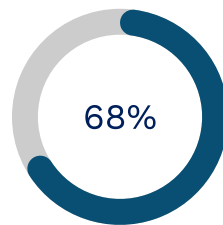
52% of males are unsure if they are invested properly



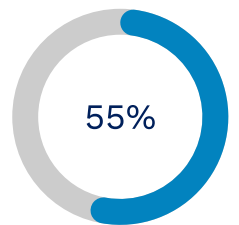
Under 30



30 - 45



46 - 60

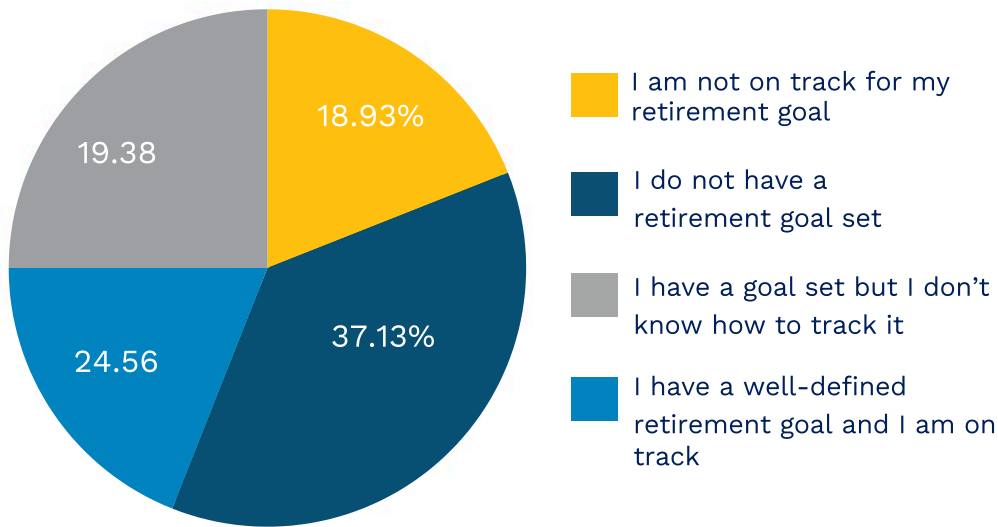


Over 60





DO YOU HAVE WELL DEFINED RETIREMENT GOALS AND ARE YOU ON TRACK TO REACH THOSE GOALS?

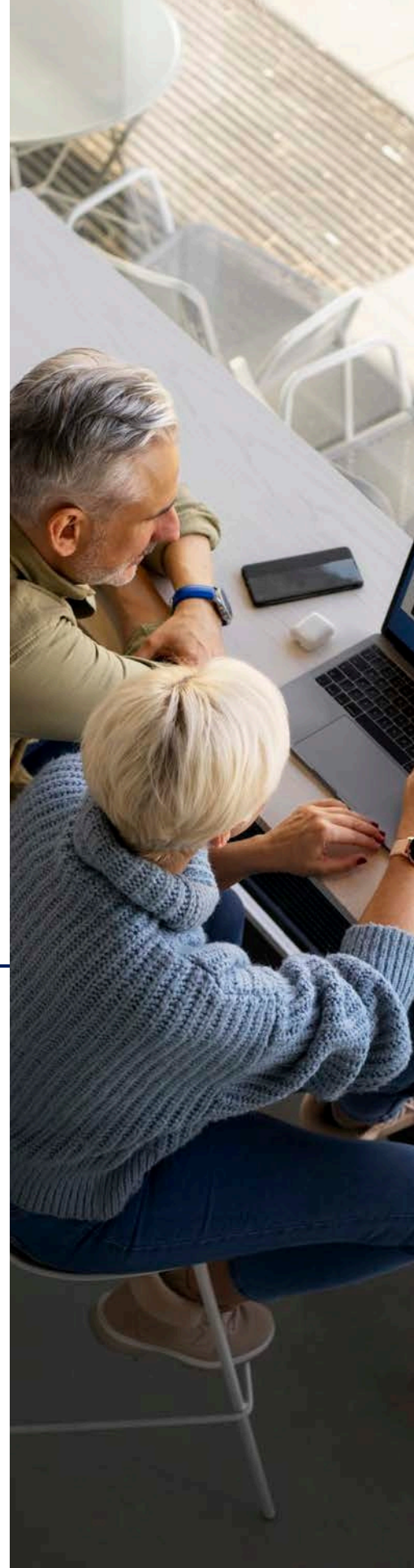
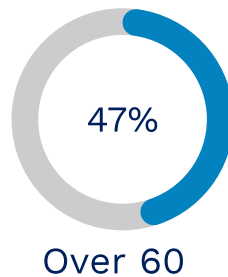
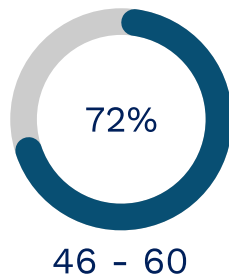
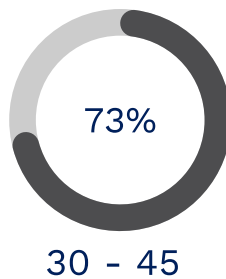
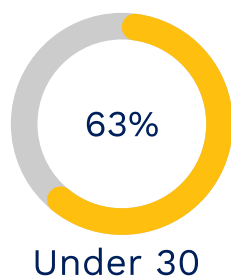
75% percent of employees either find themselves off course in achieving their retirement objectives, have yet to establish a retirement goal, or possess a goal but harbor uncertainty regarding their progress toward it.



Those who are not on track for retirement:

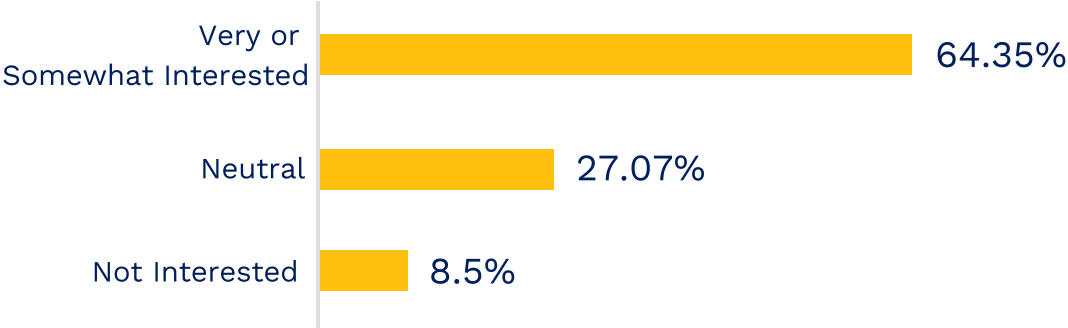
 **80%** of females are not on track for retirement

 **66%** of males are not on track for retirement



WHAT IS YOUR LEVEL OF INTEREST IN USING SOME PORTION OF YOUR RETIREMENT PLAN SAVINGS TO GENERATE GUARANTEED LIFETIME INCOME?

Guaranteed lifetime income, often achieved through annuities, provides a predictable, regular income stream for life, regardless of market fluctuations or personal longevity, offering financial security in retirement.





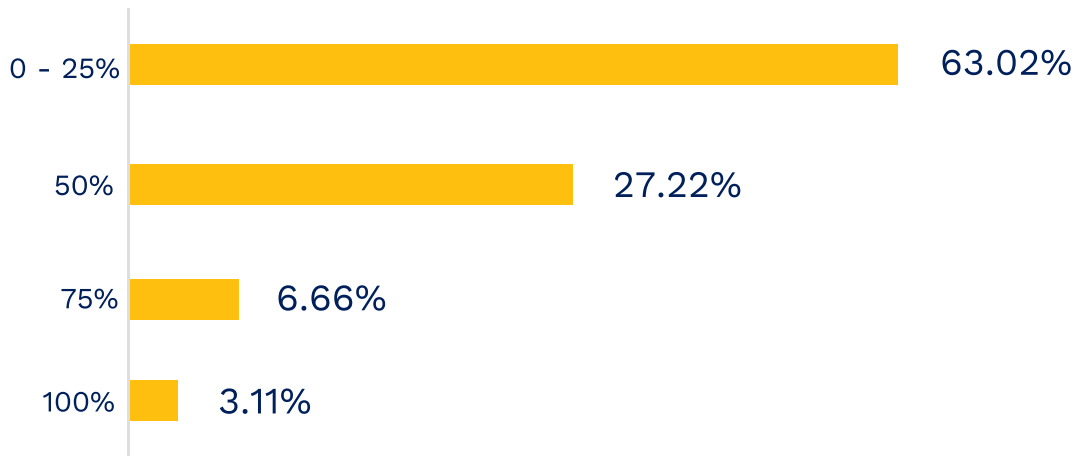
WOULD YOU BE MORE INTERESTED IN USING A GUARANTEED LIFETIME INCOME SOLUTION WITHIN YOUR WORKPLACE RETIREMENT PLAN OR GETTING THIS ON YOUR OWN OUTSIDE OF THE PLAN?

Of the respondents who expressed interest in guaranteed lifetime income solutions, over 68% of employees would want a solution offered within their workplace retirement plan.



APPROXIMATELY WHAT PERCENT OF YOUR RETIREMENT PLAN SAVINGS WOULD YOU BE INTERESTED IN INVESTING IN AN IN-PLAN GUARANTEED LIFETIME INCOME SOLUTION?

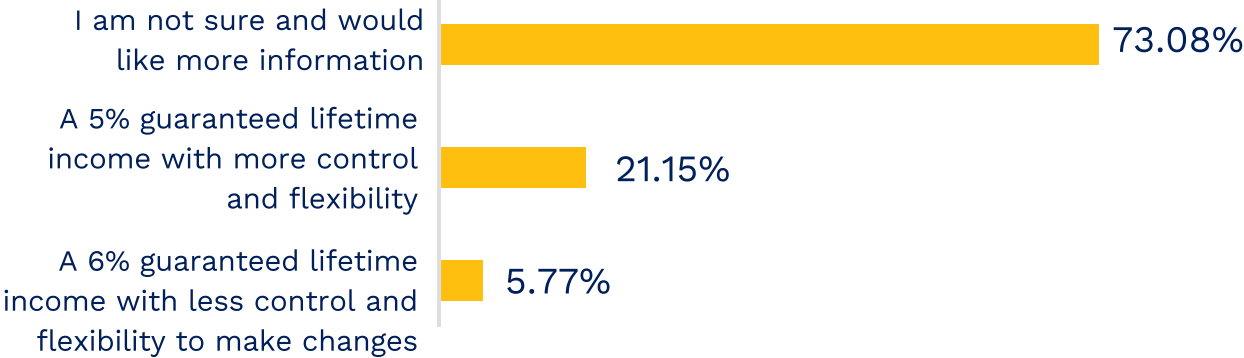
Around 37% of employees would put at least 50% of their retirement plan savings in an in-plan guaranteed lifetime income solution.





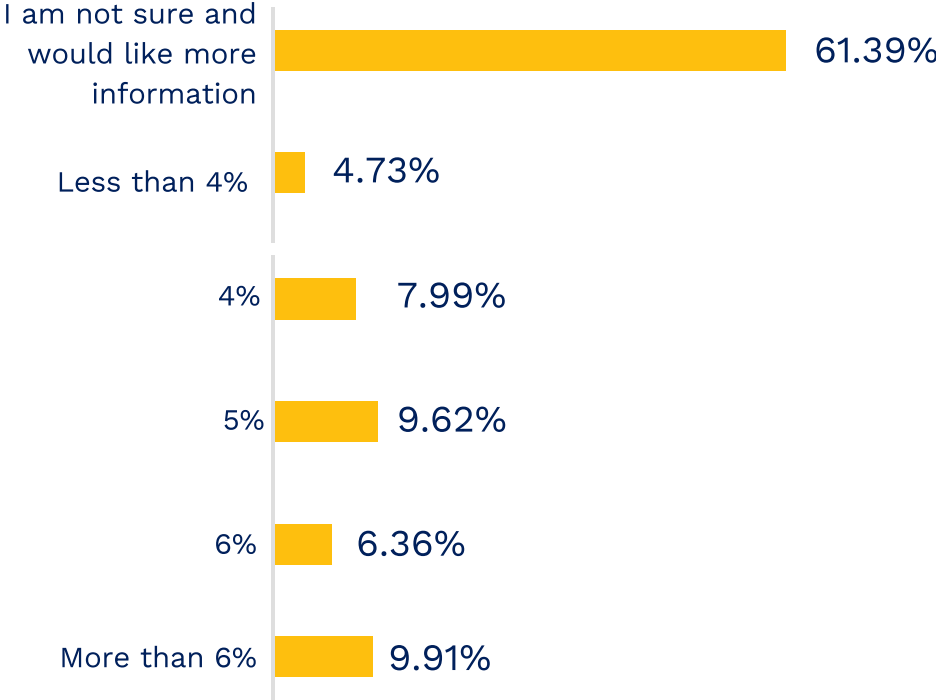
THE ABILITY TO MAKE CHANGES TO GUARANTEED LIFETIME INCOME SOLUTIONS HAS A “COST.” WHICH WOULD YOU PREFER?

Of those who would want the ability to make changes to guaranteed lifetime solutions, the majority preferred more control and flexibility.



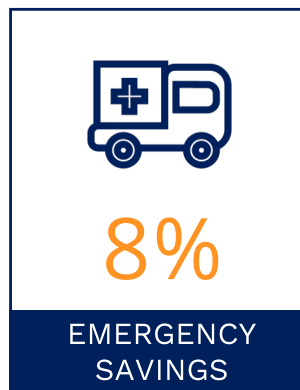
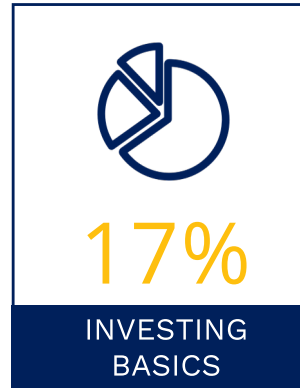
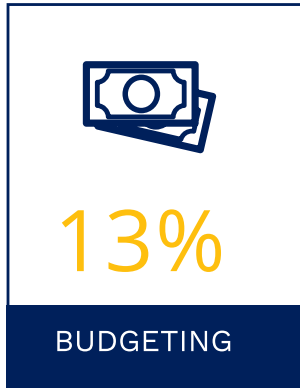
HOW MUCH INCOME DO YOU REALISTICALLY EXPECT TO BE ABLE TO GENERATE FROM YOUR WORKPLACE RETIREMENT PLAN SAVINGS WHEN YOU RETIRE, AS A PERCENT OF YOUR ACCOUNT BALANCE?

Of those who expect to be able to generate income from their workplace retirement plan savings when they retire, around 27% think it will be 5% or more.



WHAT EDUCATION TOPICS ARE YOU MOST INTERESTED IN LEARNING ABOUT?

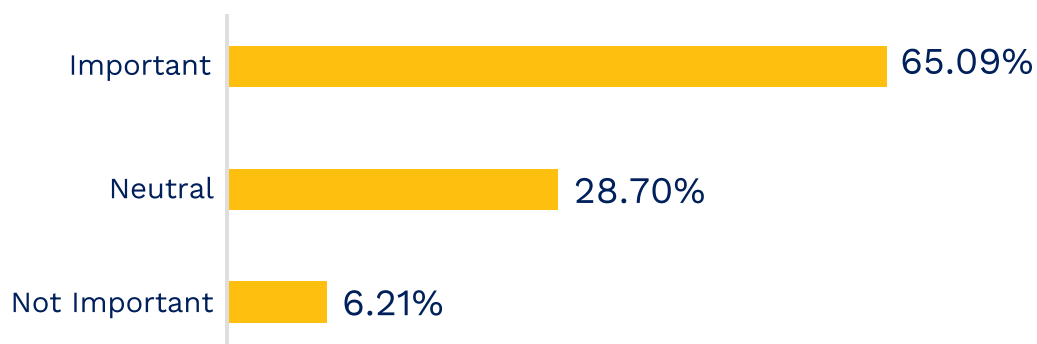
Aligned with the statistics indicating deficiencies in retirement preparedness, investment acumen, and will readiness, there is a pronounced interest among employees to expand their knowledge concerning retirement readiness, foundational investment principles, and estate planning.





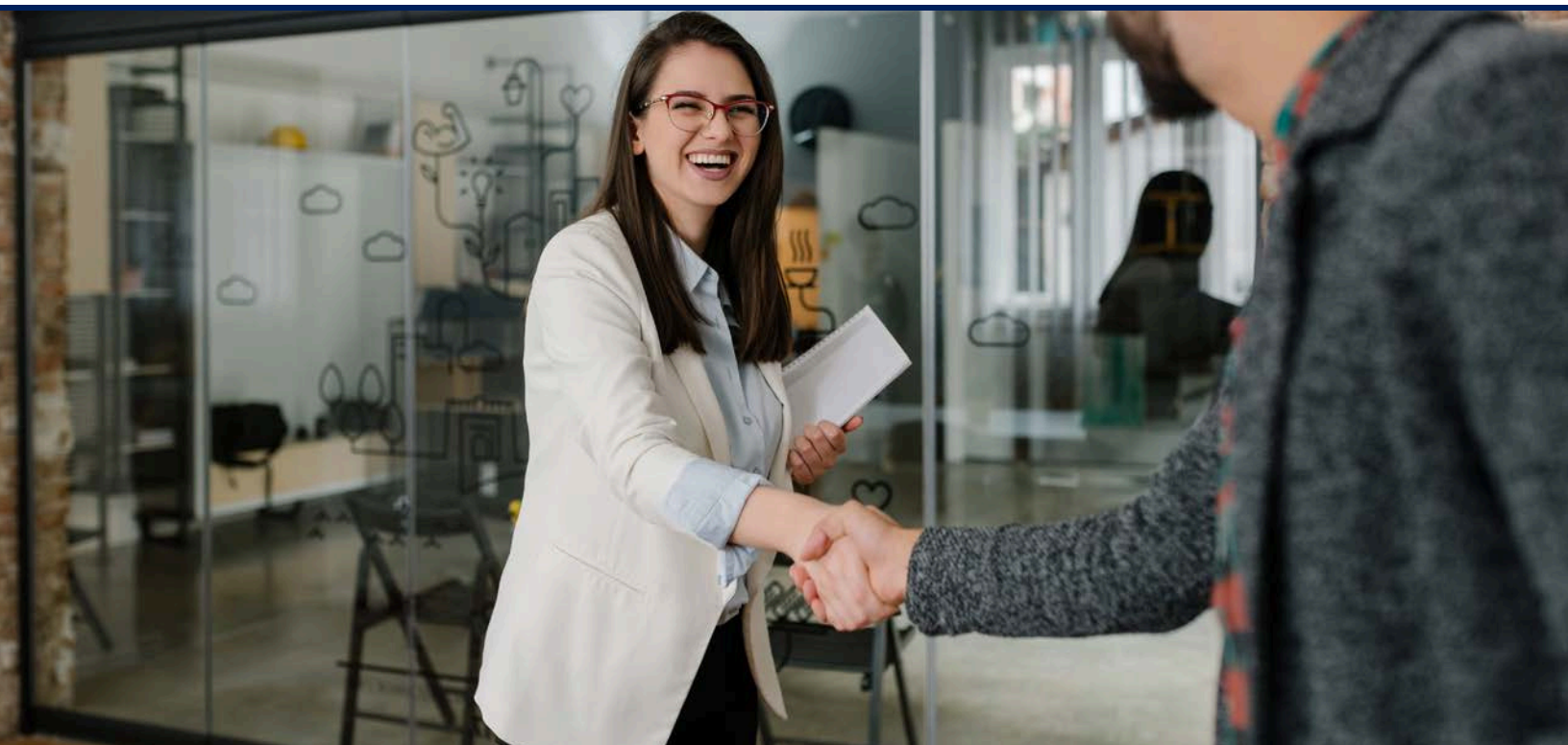
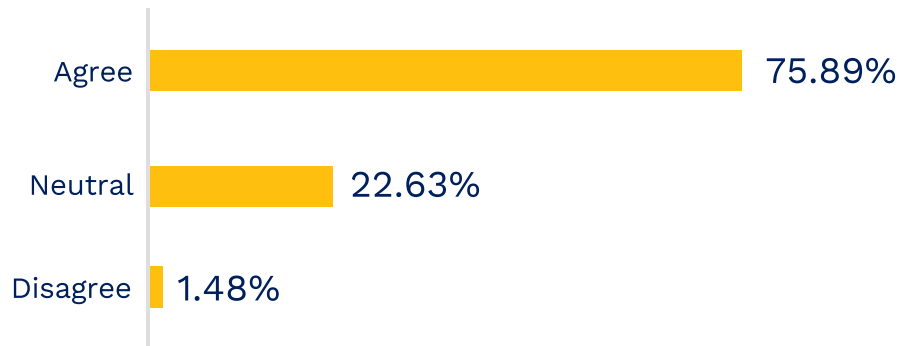
WHEN MAKING A DECISION ON WHERE YOU WANT TO WORK, HOW WOULD YOU RANK THE IMPORTANCE OF ACCESS TO A FINANCIAL WELLNESS PROGRAM?

Over 65% of employees emphasize the significance of having access to a financial wellness program when deliberating on their choice of employment.



TO WHAT EXTENT DO YOU AGREE WITH THE FOLLOWING STATEMENT: “AN EMPLOYER SHOULD PLAY A ROLE IN HELPING EMPLOYEES TO BE FINANCIALLY WELL”?

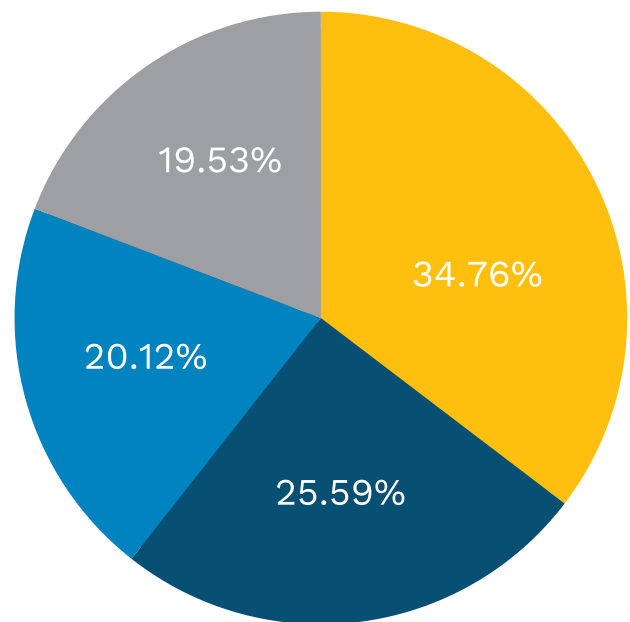
Over 75% of employees agree that an employer should be playing a role in helping employees to be financially well. This aligns with the nearly 70% of employees who prioritize job opportunities offering a financial wellness program as part of the benefits package.





HOW DO YOU MOST PREFER TO RECEIVE FINANCIAL EDUCATION?

In general, employees tend to favor receiving financial education in a personalized and private setting. The majority express a preference for one-on-one sessions with a financial professional, followed by access to educational resources through a dedicated financial application or online platform.



One-on-One Meetings



Website or Financial App



In-Person Group Meetings



Virtual Group Meetings



EMPLOYEE'S EXPERIENCE WITH OUR FINANCIAL WELLNESS PROGRAM:

GROUP SATISFACTION

Of our survey respondents that have attended our financial wellness virtual and in-person group meetings, employees reported:

77% were satisfied or very satisfied with their experience during the education meeting(s).

61% have felt a reduction of their financial stress after the education meeting(s).

90% left the education meeting(s) feeling more knowledgeable about the education topic that was presented on.

ONE-ON-ONE SATISFACTION

Of our survey respondents that have attended our financial wellness virtual and in-person group meetings, employees reported:

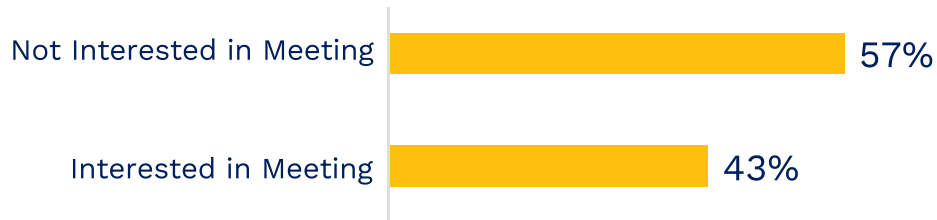
80% were satisfied or very satisfied with their experience during the one-on-one meeting(s).

92% stated that their financial consultant was effective in helping them with their finances.

73% left the one-on-one meeting(s) feeling less stressed about their finances.

ARE YOU INTERESTED IN HAVING A CONVERSATION WITH A FINANCIAL PROFESSIONAL REGARDING ANY CURRENT FINANCIAL CONCERNS YOU HAVE?

When asked if an employee would like to take advantage of speaking with a financial professional today regarding their financial concerns, 43% of employees indicated that they were interested.





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