

# newsworthy trends

## Financial Well-Being Index Reveals Employees' Concerns

(NAPSA)—A financial well-being survey may help American businesses attract and retain the most qualified employees.

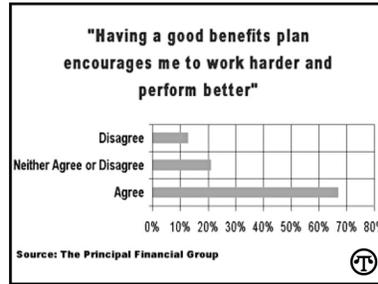
The Principal “Financial Well-Being Index<sup>SM</sup>,” a survey of employees at small and mid-sized U.S. businesses, found that despite the longest-running economic boom in America’s history, 74 percent of American workers at growing businesses remain “very” concerned about the financial future.

When asked what was most important to them, the respondents ranked job security first, and their long-term financial future a close second.

The study revealed that a comprehensive benefit plan can motivate and improve employee performance, as well as increase workforce retention. Seventy-five percent of respondents said that a good benefits package would keep them at their current companies. Sixty-seven percent said that a good benefits plan would encourage them to work harder and perform better.

“Offering a strong benefits package is a sure way for growing companies to improve their competitiveness and retain their top talent in the New Economy,” said Dan Houston, senior vice-president, the Principal Financial Group.

The most important company benefits, said respondents, are health insurance, 401(k) plans and pension plans. Asked which



### Retirement planning and benefits an important issues for employees and a way for employers to retain employees.

benefits they wish their company would improve, the top two responses were health insurance (34 percent) and 401(k) plans (15 percent). Some 37 percent of employees at growing companies reported that their employers currently don't offer 401(k) plans.

Considering that the life span of Americans continues to lengthen and that Baby Boomers are approaching retirement age faster than ever, the study suggests employees will put an even greater importance on company-sponsored retirement plans. Almost half of U.S. workers expect to receive less than 60 percent of the Social Security benefits they are entitled to when they retire.

The Principal Financial Group ([www.principal.com](http://www.principal.com)) is a leading provider of a wide range of financial products and services for businesses and individuals locally.