

Innovu<sup>®</sup> empowers you to  
use your data differently.



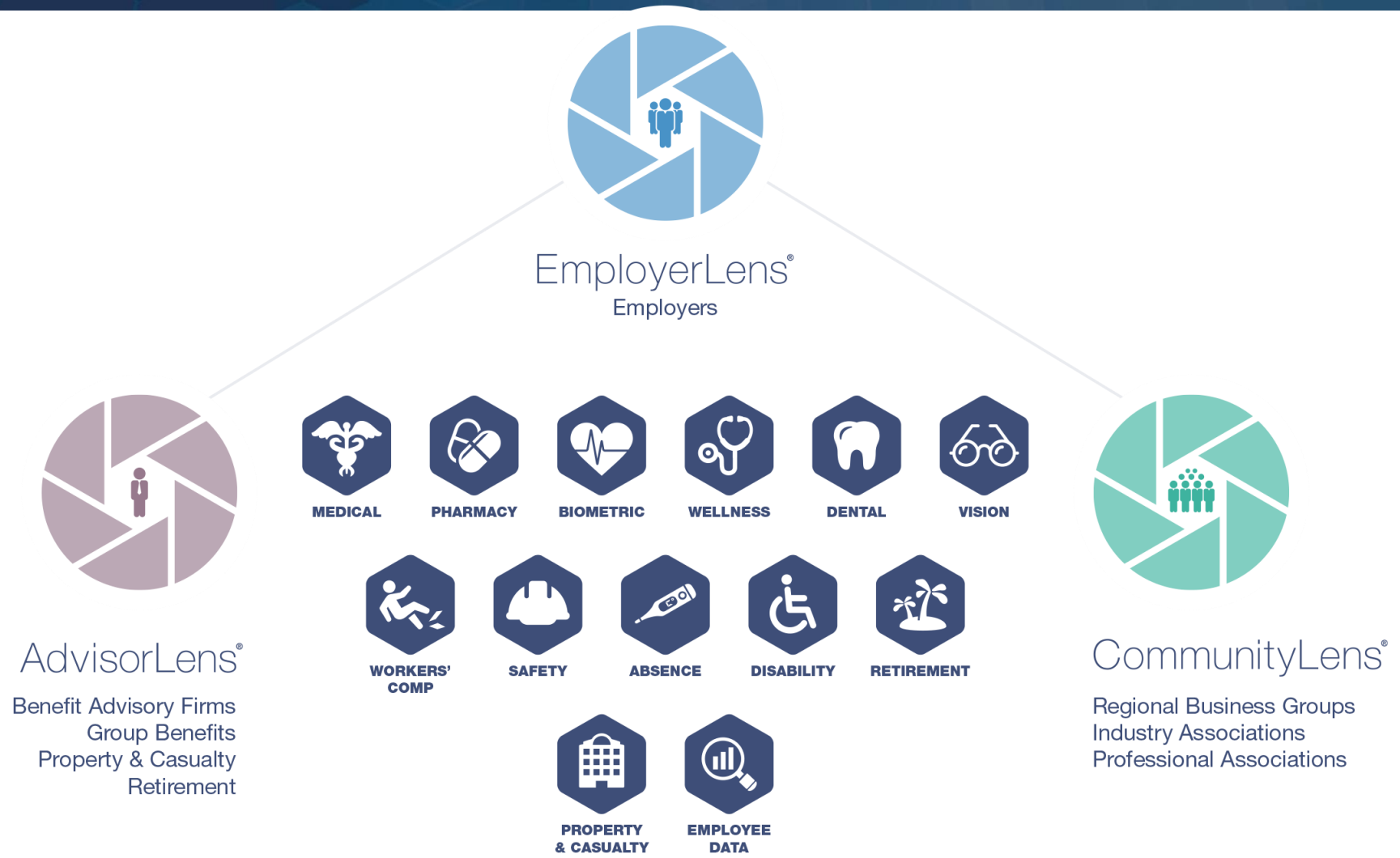
## Introducing Innovu

## Quantifying and Mitigating Human Capital Risk



March 2018

# Innovu Solution Suite

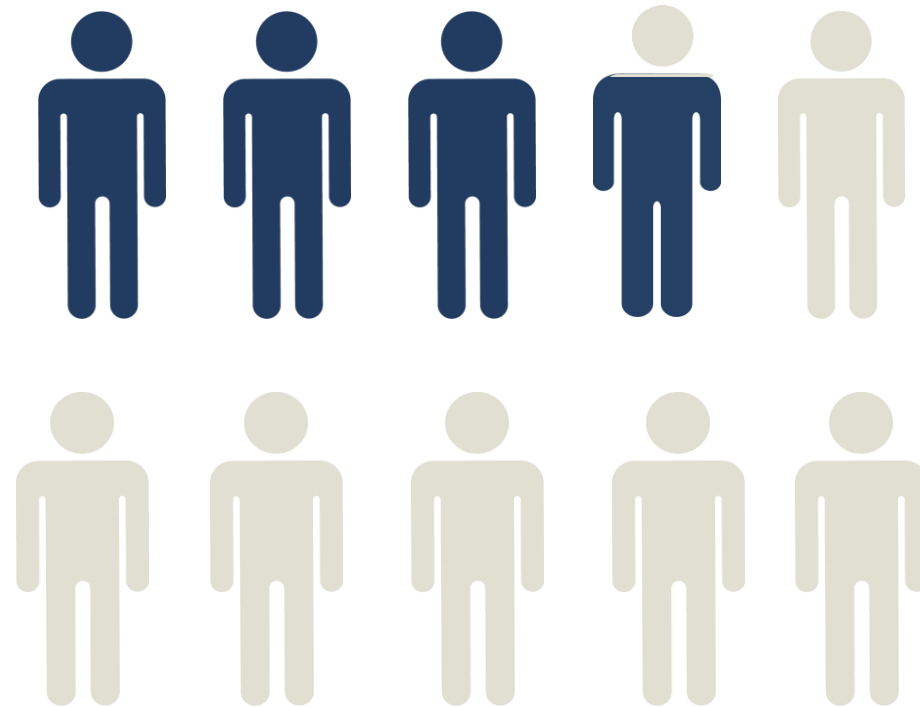


## Employees are not Ready for Retirement

**38%**

of workers **expect**  
to retire at age 70  
or beyond.

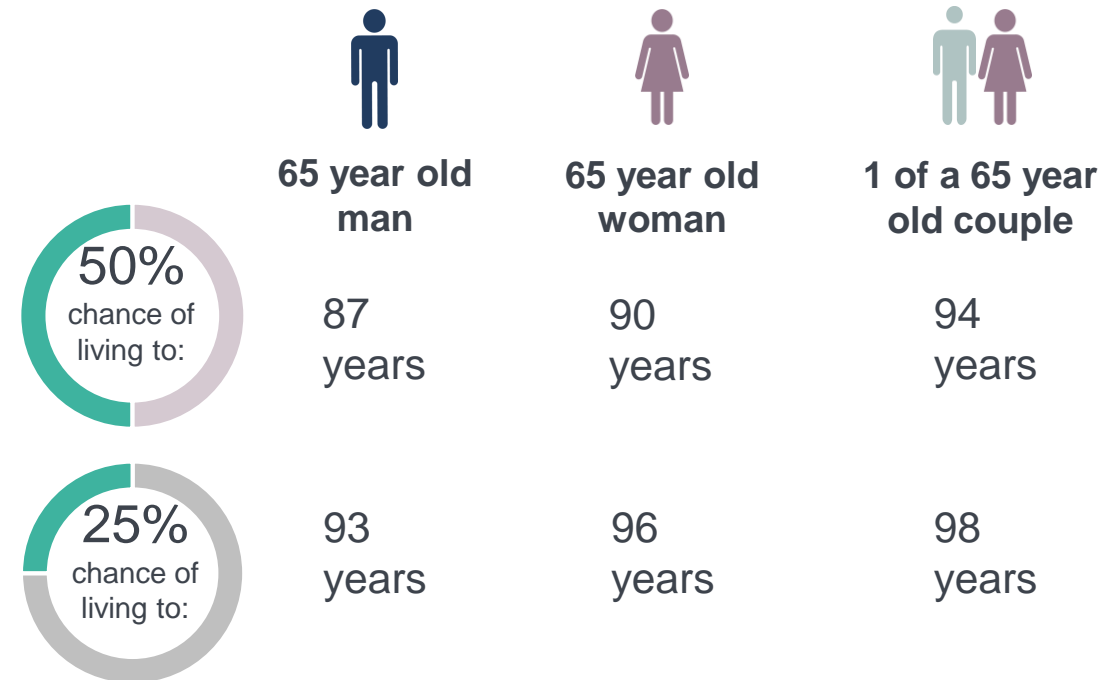
(EBRI March 2017)



# Employees are not Ready for Retirement (cont.)

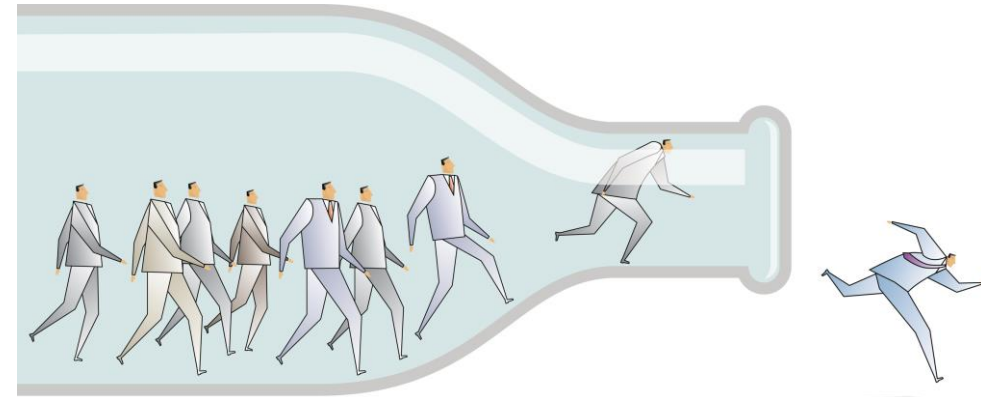
## Why???

- Increased life expectancy
- Decreased funding of Social Security
- Lack of personal savings
- Healthcare costs rising at a greater rate than inflation
- Employer sponsored plans have moved from defined benefit plans to defined contribution plans



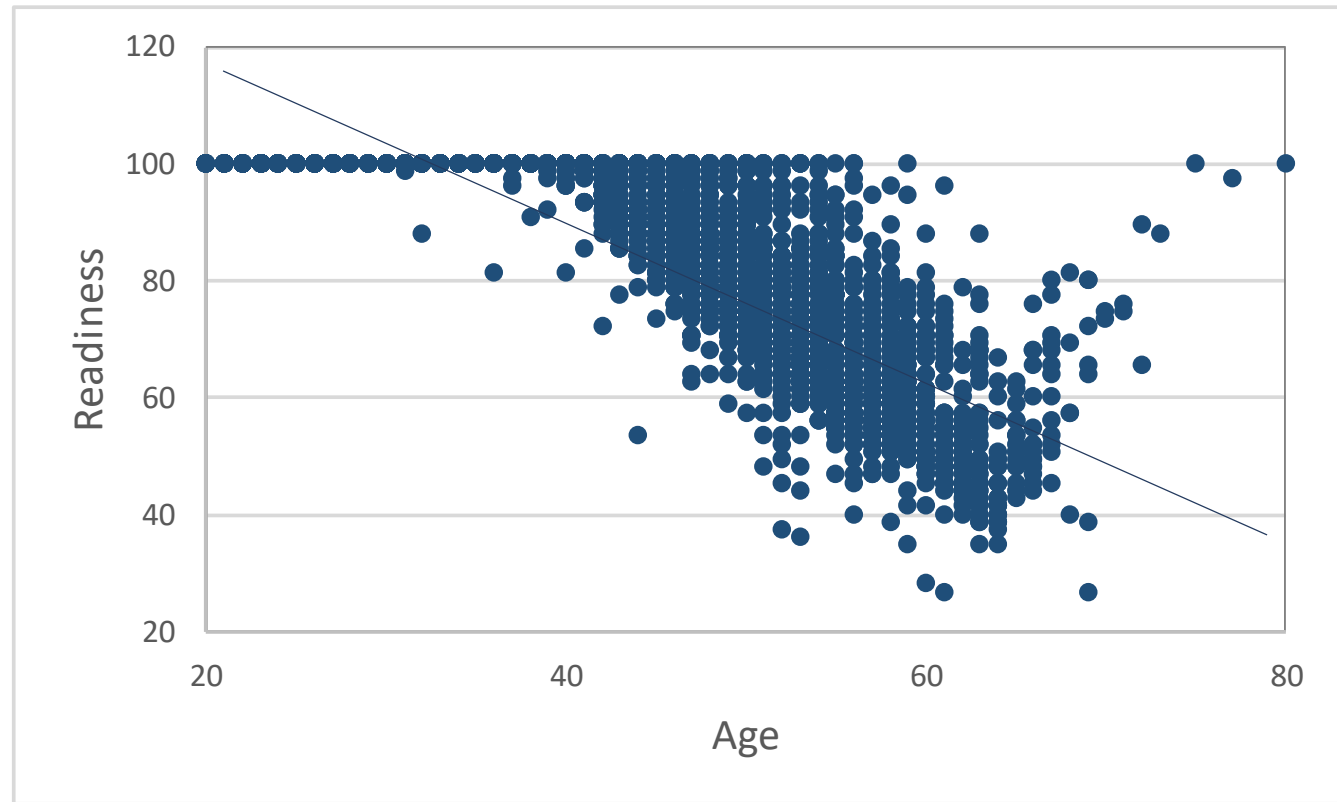
# Human Capital Risk Leads to Actionable Analytics

Financial “un-wellness” creates a bottleneck of employees who are unable to make the choice to retire



- Results in what we refer to as demographic trend
- The financial performance of the company relies on successfully managing the demographic trend in the workforce
- Retirement analytics helps quantify employees’ lack of retirement readiness

# Retirement Readiness by Age



# Financial Impact of the Integrated Risk

## Map



The five year net present value of **unfunded liability** due to retirement delays is **\$17M** for this 2,800 employee company

## Total Risk Business Impact

### Drive



### How Did a 2,800-employee Logistics Company React to This Insight?

- **HR** – each aspect of their HR strategy is under review, including hiring, training, retention, absence, retirement planning, and employment status options
- **Benefits** – benefit plan design, benefits for part-time
- **Retirement** – the employer match and profit-sharing incentives are being re-directed to support financial wellness initiatives, such as credit consolidation, rainy day funds
- **Financial** – conducting cost/benefit scenarios to assess impact on retention, training, retirement, benefits, and other operating expenses
- **C-team Alignment** – building an integrated HR – Finance plan based on quantified and measurable risk metrics