

Workplace Committee Report Honor Roll Program

The workplace committee has been developing a recognition program that is relevant and achievable for the workplace regardless of company size, industry, business model, resources and employee demographics.

Throughout our development of recommendations for the Honor Roll Program we have looked at results from focus groups among Schwab 401(k) Plan Sponsors and the Society for Human Resource Management Weekly Online Member Poll. This data collected from employers reinforced our theory that employees need help when it comes to managing their finances. From the large number of employees who contribute the minimum or nothing to their 401(k) plan to the 39% increase in employee requests for loans from 401(k)s in the past 12 months, this data makes the point that something must be done to help the employee.

Even though employers are far from a consensus on how much of a role they should have in their employees financial lives, does not mean we should not give them tools to use. The workplace is a great opportunity, for some people, maybe the only opportunity, to become financially literate.

We also understand that we must take the employers' concerns into consideration while we formulate recommendations regarding the creation of the Honor Roll program or else it will never succeed.

Some employer opinions that will guide this process are:

- That the majority of employers felt that any model created should include clear guidance on what a good program looks like.
- Also, HR professionals felt that they would benefit from having a checklist of considerations that an employer should keep in mind when evaluating various financial education programs.

We are working to make recommendations for the creation of a program that would recognize companies with innovative financial wellness policies and programs that have made a measurable difference in the lives of their employees and promote a national culture of workplace commitment to the financial well-being of employees.

The next steps for our committee will be to finalize details for the program and submit the recommendations to the Council for consideration and approval.

[\(For more details on this update please see Appendix C\)](#)