

The logo consists of the word "BECK" in white, uppercase, sans-serif font, centered within a solid blue square. The background of the entire image is a grayscale photograph of a modern building facade with a grid of vertical and horizontal metal or glass panels.

BECK

FINANCIAL WELLNESS

CHALLENGES – LESSONS LEARNED

- Communication - informing about benefits/resources
 - Salaried population vs Craft population
- English as second language
- Accessibility (ex. working hours, no work email/computer)
- Technology
 - Diverse tech capabilities
- Communicating value/importance



SUCSESSES - IDEAS

- Leverage current business processes for sharing info
 - Onboarding – capture personal email, present flier on retirement auto enrollment
 - Safety meetings/orientation, Toolbox Talks
 - Financial wellness as part of mental health + safety efforts
- Diversify outreach
 - Mailers, email, webinars, staff meetings, etc.
- Bilingual communications
- Maximize external partners + identify internal champions
- Further understanding of employee financial status/challenges = better ability to support
- Consider barriers – cultural, educational, communication, etc.

FINAL THOUGHTS

- Just start. One thing at a time. Break it into parts.
 - “Great things are done by a series of small things brought together” – Vincent Van Gogh
 - Focus on one message at a time (ex. quarterly/annually) – budgeting, emergency savings, retirement.
- Look at current processes and see where you can piggyback effort
- Explore what external partners can offer to help
- Identify internal champions to share the load and
- Cultural alignment – how does your company culture support your efforts?
 - Cultural fit vs cultural add
- Build trust – trust is key