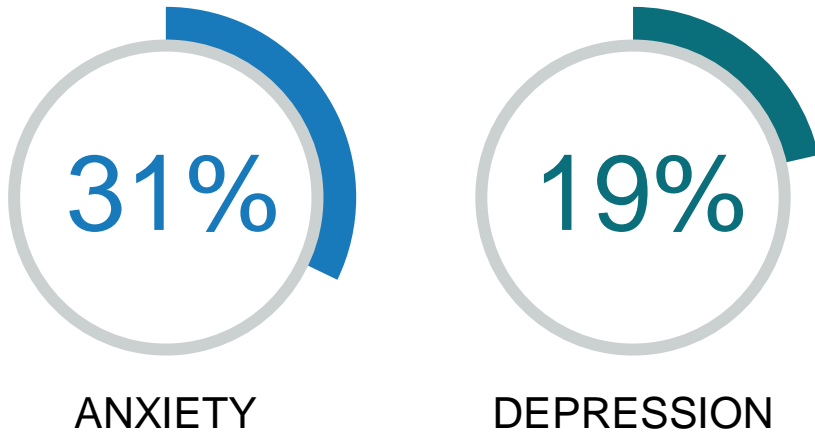


Unlocking the Full Potential of Financial Wellness Benefits

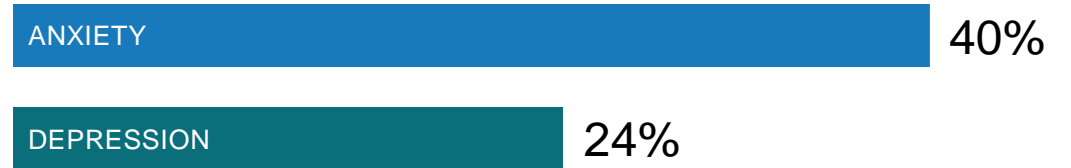
Morgan Stanley at Work services are provided by Morgan Stanley Smith Barney LLC, member SIPC, and its affiliates, all wholly owned subsidiaries of Morgan Stanley.



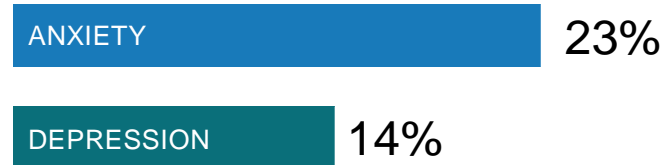
% of Working Americans Reporting Finance-Related Anxiety or Depression During COVID*



Working Women



Working Men

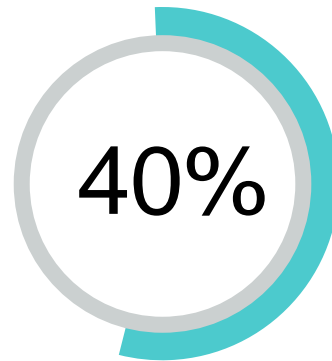


Only 9% of working Americans say they have talked to a health practitioner (medical doctor, therapist, psychologist) about the health impacts they have experienced due to financial stress

* 2021 SHRM-Morgan Stanley: Unlocking the full potential of financial wellness benefits report

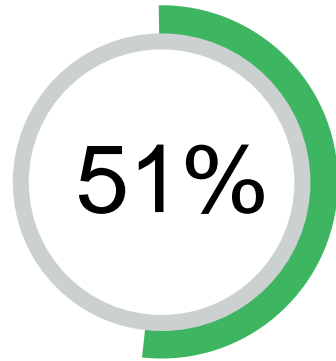
The Great Resignation

Over 40 percent of U.S. workers are actively searching for a new job right now, or plan to soon*

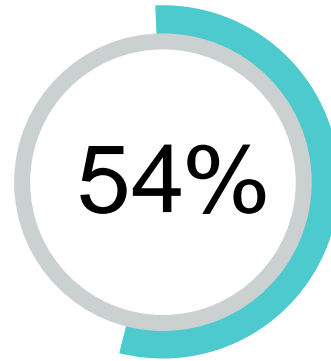
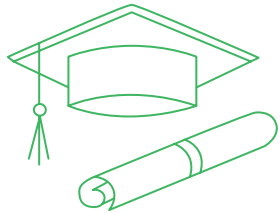


* 2021 <https://www.shrm.org/hr-today/news/hr-news/pages/deconstructing-the-great-resignation.aspx>

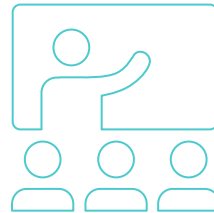
% of Working Americans Who Wants Personalized Financial Wellness Benefits*



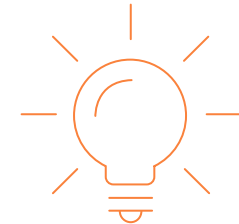
Financial Education



Financial Coaching

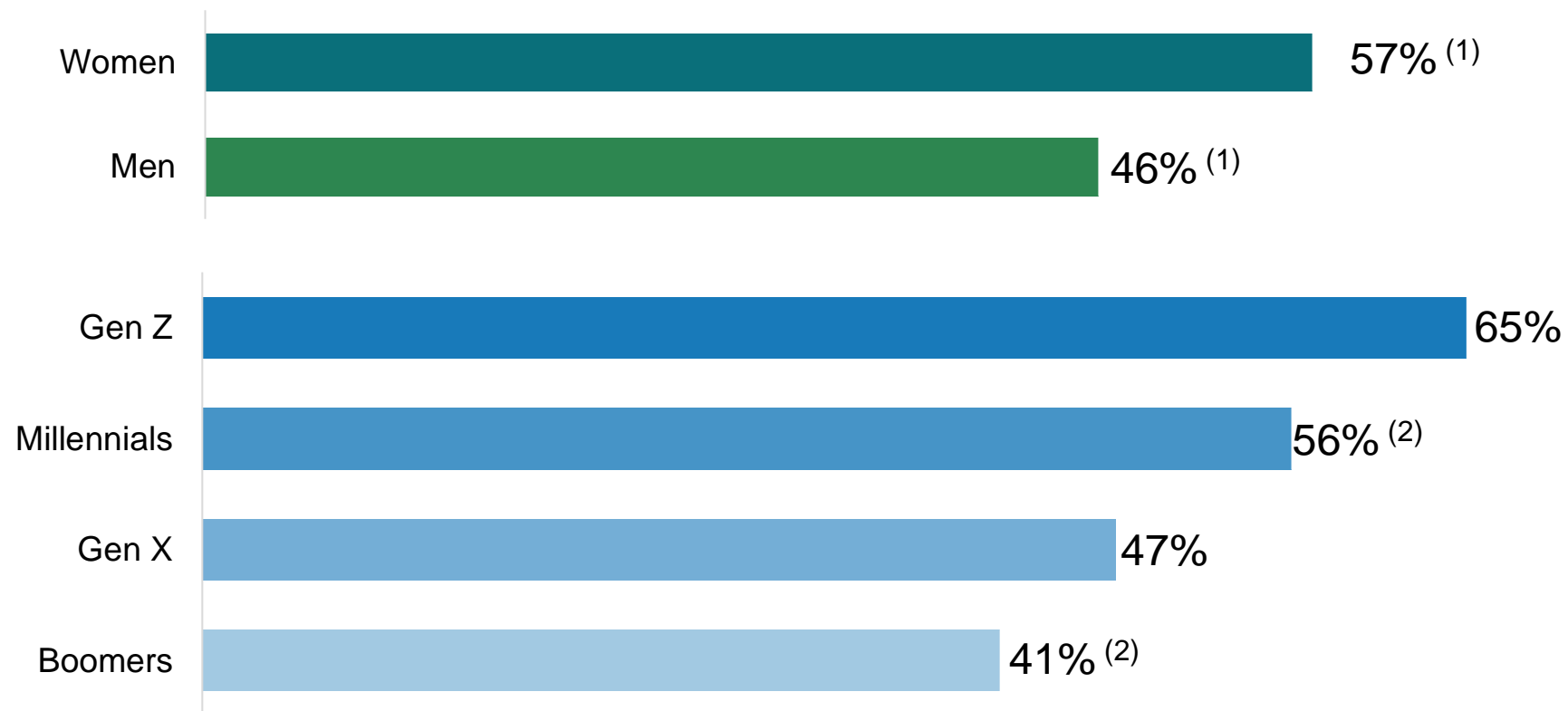


Financial Planning



* 2021 SHRM-Morgan Stanley: Unlocking the full potential of financial wellness benefits report

% of Working Americans Who Want Personalized Financial Education Benefits (by Gender & Generation)*

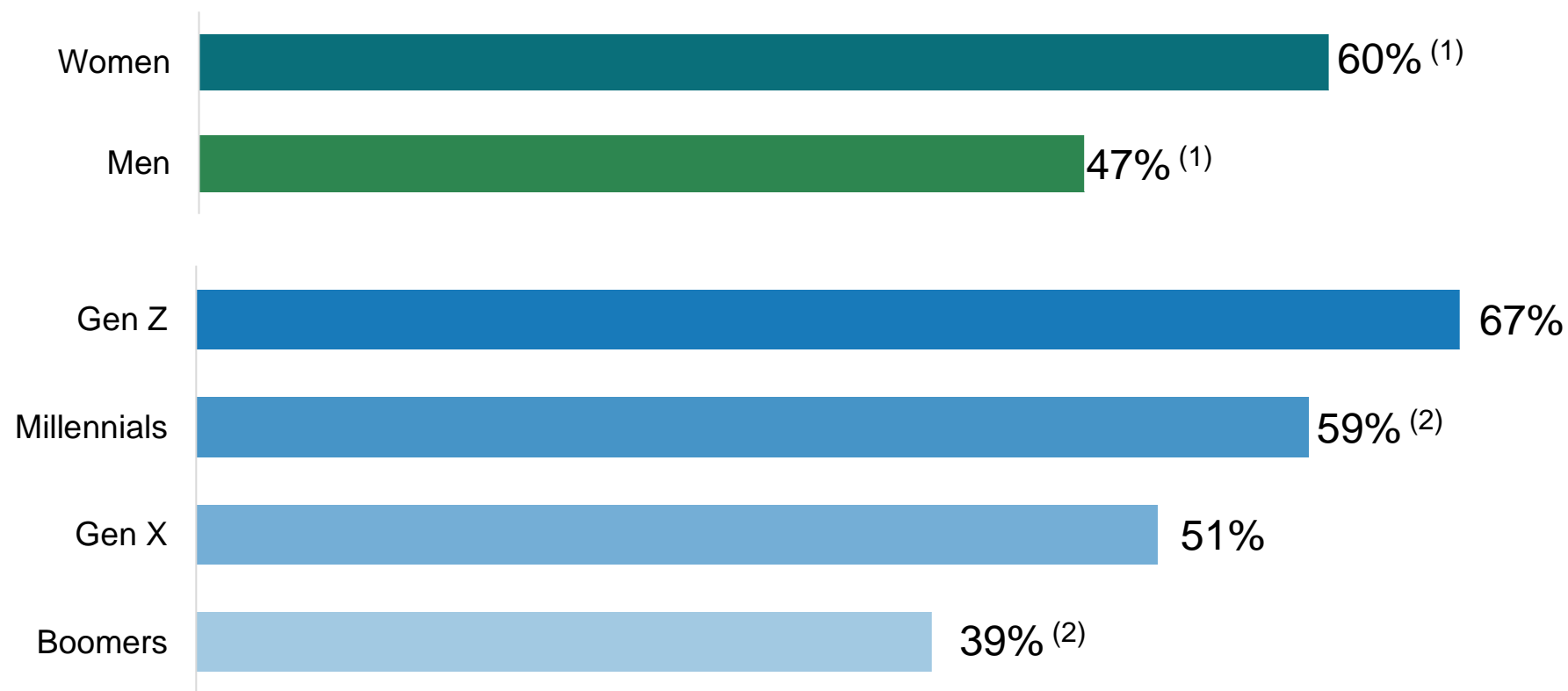


1. Denotes a statistically significant difference between men and women ($P < .05$).

2. Denotes a statistically significant difference between Generations ($P < .05$).

* 2021 SHRM-Morgan Stanley: Unlocking the full potential of financial wellness benefits report

% of Working Americans Who Want Personalized Financial Coaching Benefits (by Gender & Generation)*

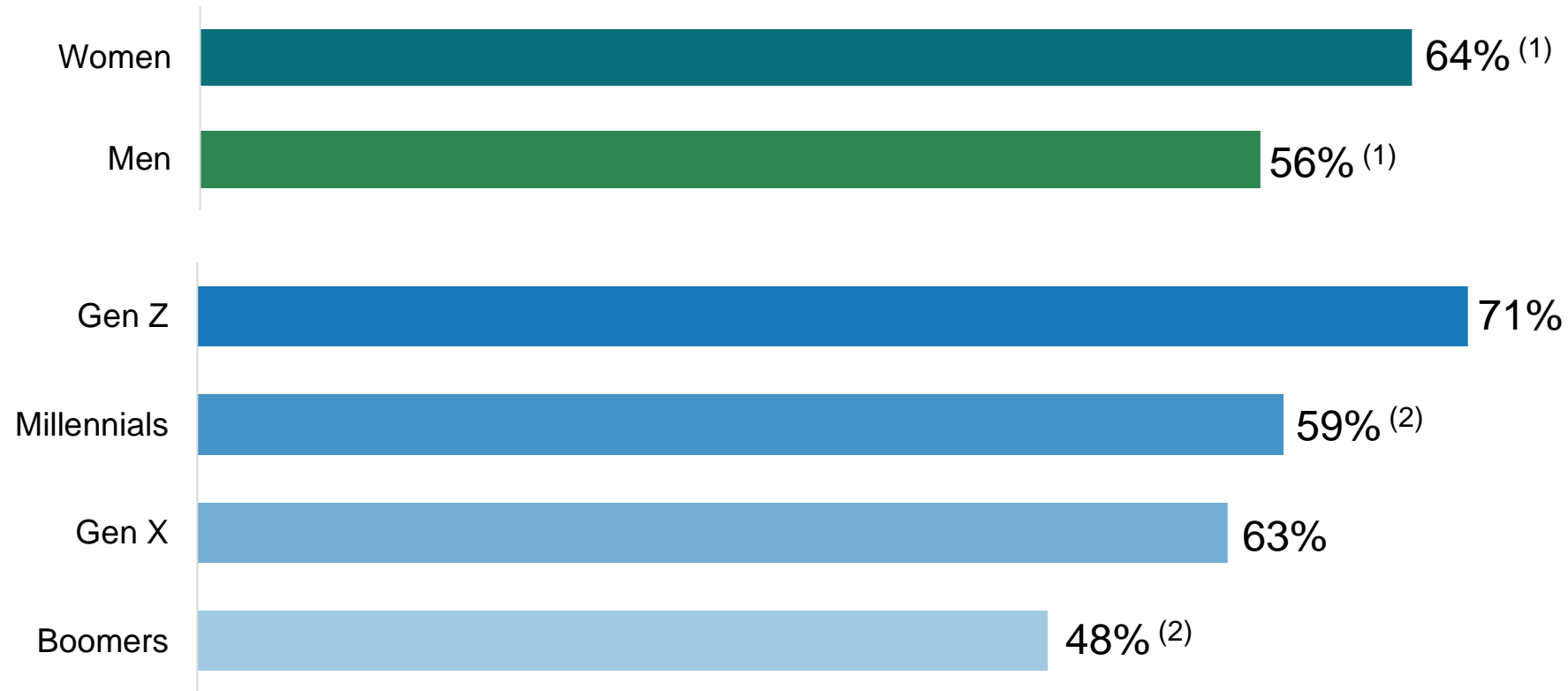


1. Denotes a statistically significant difference between men and women ($P < .05$).

2. Denotes a statistically significant difference between Generations ($P < .05$).

* 2021 SHRM-Morgan Stanley: Unlocking the full potential of financial wellness benefits report

% of Working Americans Who Want Personalized Financial Planning Benefits (by Gender & Generation)*



1. Denotes a statistically significant difference between men and women (P<.05).
2. Denotes a statistically significant difference between Generations (P<.05).

* 2021 SHRM-Morgan Stanley: Unlocking the full potential of financial wellness benefits report

Education Benefits

Organizations Offering Education Benefits to All Employees

Organizations with 500 or more employees are more likely to offer education benefits than organizations with less than 500 employees

Small (<500 employees)	36% ⁽¹⁾
Medium (500-999 employees)	60% ⁽¹⁾
Large (1,000-4,999 employees)	58% ⁽¹⁾
Extra-large (>5,000 employees)	73% ⁽¹⁾

Organizations with mostly salaried or a balance of hourly and salaried employees are more likely to offer education benefits than organizations with mostly hourly employees

Mostly hourly employees	39% ⁽¹⁾
Mostly salaried employees	50% ⁽¹⁾
Balance of hourly & salaried employees	56% ⁽¹⁾

Publicly traded for-profit organizations and the government are more likely to offer education benefits than private for-profit organizations

Publicly traded for-profit	65% ⁽¹⁾
Government	60% ⁽¹⁾
Non-profit/Non for profit	46% ⁽¹⁾
Private for-profit	37% ⁽¹⁾

1. Denotes a statistically significant difference between groups (P<.05).

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Financial Planning

Organizations Offering Financial Planning Benefits to All Employees

Extra-large organizations are more likely to offer financial planning than small organizations

Small (<500 employees)	31% ⁽¹⁾
Medium (500-999 employees)	43%
Large (1,000-4,999 employees)	40%
Extra-large (>5,000 employees)	47% ⁽¹⁾

Publicly traded for-profit and non-profit/not for profit organizations are more likely to offer financial planning than private for-profit organizations

Publicly traded for-profit	44% ⁽¹⁾
Government	37%
Non-profit/Not for profit	43% ⁽¹⁾
Private for-profit	30% ⁽¹⁾

1. Denotes a statistically significant difference between groups (P<.05).

* 2021 SHRM-Morgan Stanley: Unlocking the full potential of financial wellness benefits report