



6 CREATIVE WAYS

TO HELP YOUR EMPLOYEES
SAVE THIS HOLIDAY SEASON

It's beginning to look a lot like the last quarter of the year, and a lot of your employees are worn out from trying to budget for the holidays. Maybe nothing on their kids' wish list is under \$50. Maybe they have to buy all the groceries for the family dinner this year or buy pricey plane tickets to go home. Maybe an uncle has invited himself over for the next two weeks and decided to eat the decorative gingerbread house. Whatever the reason, your employees are crunched for money and time right now, which makes them stressed out, and spaced out, at the office. Here are six ways you can help them save money and stay focused at work.



1. SAY NO TO SOUVENIRS

All year long, employees are inundated with laser pointers, stress balls, magnets, and hundreds of other tchotchkes featuring the company logo. These knickknacks clutter desks and wind up in landfills. Consider what items or services would make life easier at home or at work. Laptop bags, Bluetooth keyboards, and mobile headsets make great gifts for employees whose roles require significant travel.

The gifts don't have to be expensive to be meaningful. For parents squeezing every penny to give the kids a nice winter break, a gift card to a coffee shop is a chance to enjoy a treat they wouldn't give to themselves. When everyone else this time of year gets plastic trinkets they'll never use, your employees will remember the company gifts that made their day or their job a little easier.

2. OFFER SAVINGS PLATFORMS

Employee savings platforms are one of the easiest ways to pay back your workforce this season. These online marketplaces offer exclusive deals on name-brand products and services for employees. The wide range of brands and goods makes it easy for employees to cover everyone on their shopping lists, and the low prices help them increase the value of their paychecks. Since these platforms provide unique deals not available outside the workplace, they create strong retainment incentives, making you a hero to your employees and your boss.

3. OFFER DISCOUNTS ON MEMBERSHIPS FOR WAREHOUSE CLUBS

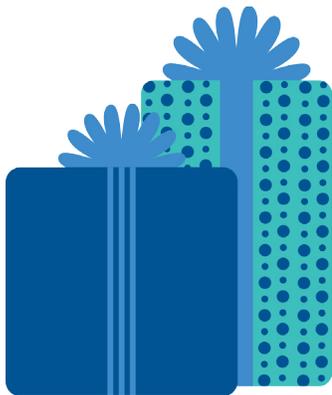
Another great thing about employee savings platforms is the discounts they often have on memberships to warehouse clubs like Costco and BJ's. Members-only warehouse clubs are holiday lifesavers, and discounts on memberships can help employees get over barriers to accessing them. Is a family of eight visiting for winter festivities? Warehouse clubs have discounts on inflatable mattresses, bulk snacks, and toilet paper. Does one of your employees need a new China set for a party but can't spend too much? Warehouse clubs have inexpensive, beautiful dishware. What about last-minute shopping for an infant, a three-year-old, and a teenager? Warehouse clubs have them all covered.

4. HOST OFFICE FLU-SHOT CLINICS

How on earth does this save my employees money, you ask? The CDC estimates that flu treatment, including hospital and doctor's office visits and medications, costs American employees about \$10.4 billion each year.* Lost earnings cost an additional \$16.3 billion a year. One parent can spend between \$300 to \$4,000 on doctor and emergency-room visits and lose an average of 73 hours of work for a single sick child.

With busy holiday schedules, employees may not have time to get a flu shot, which is why more companies are hosting flu-shot clinics in the office. By getting the flu shots themselves, employees are also protecting their spouses and kids, not to mention any colleagues with compromised immune systems, further reducing time and money lost to treating the flu.

* Source: <https://www.cdcfoundation.org/businesspulse/flu-prevention-infographic>



5. PROVIDE HEALTHY SNACKS

This one is easy. Everyone loves snacks. They're also inexpensive and easy to provide, and employers don't have to stress about ERISA compliance. Free snacks can also prevent the dreaded 3:30 slump, when the energy provided by lunch dissipates, causing employees to daydream and lose their focus. Around the holidays, when almost everyone is trying to save money for gifts and travel, free snacks can save your employees a drive to the corner store or a trip to the vending machine to buy expensive and unhealthy food.

Make sure the snacks you provide are nutritious. When your employees are otherwise surrounded by decorated cookies and pigs in a blanket, make the breakroom an oasis of health. Free access to filling snacks like almonds can keep someone from scarfing down two pieces of pie at a holiday party. In the long term, that can make a difference in employee health and health costs.

6. PROVIDE FINANCIAL-WELLNESS SEMINARS

Traveling and gift-giving seasons can tempt even the most iron-willed budgeter. If someone is shopping without any budget at all, holiday spending can cause financial disaster. Financial coaching can help your employees plan for the holidays and make sure they don't sacrifice rainy day funds or loan payments in the name of Sephora or Apple.

Financial counseling teaches employees how to budget, save, and pay down debt. Coaches can host the meetings over the phone or in person. Counseling can help employees with specific situations or questions find answers tailored to their needs. Once the holidays are over, employees who worked with coaches to make a budget will see the difference in their post-holiday checking accounts, reducing the financial stress they would have brought with them to the office.



Helping your employees save money during what can be a stressful time of year takes weight off their shoulders and helps you save the day. What benefits has your company provided that helped employees save money and sanity?