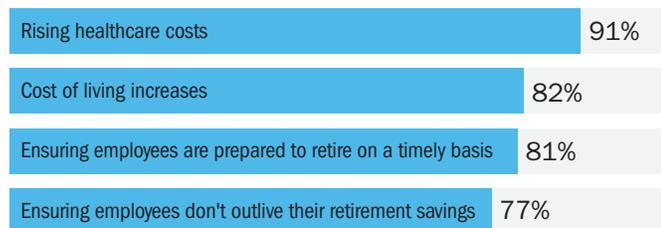


# Don't let budget constraints affect retirement readiness

## Plan sponsors are worried about employee financial security in retirement



## Limited funding to address concerns



**63%** of plan sponsors

say that working around budget constraints is their biggest challenge in managing the workforce.

## Budget-friendly ways to improve employees' retirement security



### Focus on lifetime income metrics to better align plan resources with desired outcomes

Only 13% of plan sponsors consider meeting or exceeding income replacement as a top-two success metric.



### Work with your providers to expand financial education and advice services

30% of plan sponsors say that providing more educational resources and advice is the most critical area to improve plans and savings.



### Offer more effective solutions by better understanding employee needs

43% have not analyzed workforce demographics at all or only to a limited extent.



### Educate employees about retiree healthcare costs and consider offering a retiree health savings option

91% of plan sponsors consider healthcare costs to be a significant issue for financial security in retirement.

[Click here to learn more about how you can address workforce challenges](#)



Note: The infographic results are from the 2018 TIAA Plan Sponsor Retirement Survey conducted by KRC Research, for TIAA, from March 5 to April 17, 2018. The survey was conducted via an 18-minute random sample telephone survey of 1,001 nonprofit and for-profit plan sponsors.

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