



**In a time of change,
who responds better:
stressed workers or
supported ones?**

EY Change Financial wellness services for employees impacted by workplace changes

Change is constant, but it doesn't have to be stressful for organizations or their employees. Having a well-defined employee change strategy when there is an organizational shift provides continuity, peace of mind and better morale.

Our EY Personal Finance professionals provide your workforce with financial coaching to help minimize the disruption of uncertainty.

EY Change services



Benefit redesign: We educate employees about the pros and cons of the various benefit plans – from retirement to health insurance options – and assist them in choosing a plan that suits their personal situations.



Equity compensation: Employee equity compensation plans can change during a merger. For example, employees may have a choice in how they want to receive their current equity compensation, which could be in the form of new company stock options, restricted stock or a combination of the two.



Relocation: Employees experiencing a relocation based on their job requirements face many immediate tax and financial planning questions.



Organization-driven and voluntary workforce reduction: We provide severance planning for employees impacted by workforce reduction. Guidance includes how their severance plans work, how benefit plans will be affected and what steps are required to receive company-provided severance benefits.



Payroll issues/remediation: Payroll reporting errors, such as inaccuracies in W-2 forms or incorrectly reporting the taxability of benefits, can occur and be a challenge for you and your employees. It is important to understand what is needed to correct those issues and help employees with those challenges.

Our planners

Are well-versed in general financial planning principles, as well as the company's benefit plans and resources

Can help employees strike the right balance with individual goals and risk-reward tolerance based on the different types of equity compensation

Help employees understand the specific relocation benefits, federal and state income tax impacts, and how their income and expenses may change

Help employees navigate this transition and develop a financial plan for future success

Help impacted employees understand how their tax situation has been affected, current filing requirements and the appropriate level of withholdings based on their goals



**The better the question. The better the answer.
The better the world works.**



By using a trusted advisor to help prepare employees to navigate the impact of change, you can experience a higher degree of employee acceptance and an engaged workforce.

How we can help

We can help your employees by providing them with resources and guidance to make informed decisions to improve their personal well-being.

Examples of where EY Change services have been implemented include:

- ▶ Access to the **EY Tax Desk** to provide the most up-to-date information about recent tax legislation, such as the Tax Cuts and Jobs Act of 2017, and advise about the potential impacts of the tax reform law
- ▶ **Benefit plan changes** and how the choices can impact the employee's individual situation
- ▶ **Annual enrollment navigation** to informed decisions, including evaluating health plans in combination with flexible spending accounts or health savings accounts
- ▶ **Income tax and financial guidance** and implications associated with work-related domestic travel or relocation
- ▶ **Severance program education** and timelines, along with the impact on their current and future financial situation and benefits
- ▶ **Income tax review** impacts and actions needed because of payroll errors or law changes

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Resources

EY Navigate™ Planner Line (toll-free)

On the line Monday through Friday from 9:00 a.m. to 8:00 p.m. ET, experienced financial planners are available to help employees navigate the decision-making process related to their company benefit plans.

EY Navigate™ digital

These online resources offer an interactive experience that includes a wealth of content-rich material and online calculators.

EY Navigate™ group learning

Highly effective, customized on-site workshops and online webinars cover financial planning, company benefit plans and change education.

Although change is constant, EY Change professionals are available in a variety of ways to help your employees embrace change and adapt to a new environment. Contact us today to learn more.

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About EY

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