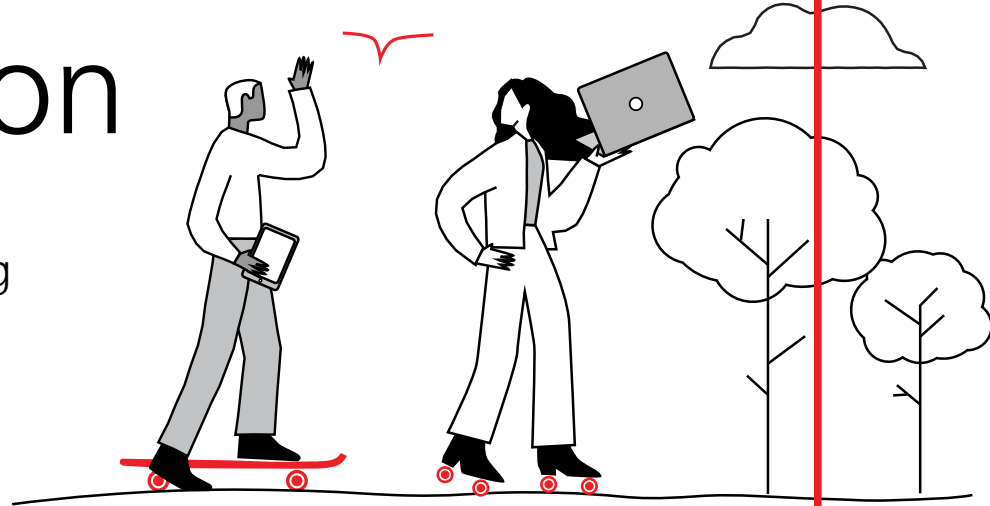


# UBS Workplace Voice

## In motion

How companies can adapt to the evolving workplace



The pandemic has set the work environment on a new path, and it is still shifting. While employers have adjusted to the needs of their employees in numerous ways, more work remains to retain top talent and ensure businesses can thrive.

### Employers made significant workplace adjustments

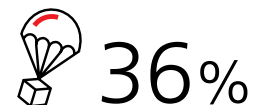
Almost all employers adjusted workplace policies during the pandemic with a focus on recruiting, retention and work-life balance



Increased pay / bonuses of existing employees



Increased starting salaries to attract new employees



Offered more benefits to accommodate work-from-home arrangements

### Employers are easing in-person policies



## Employees expect to continue working in the way they prefer

### Employee expectations align with their preferences



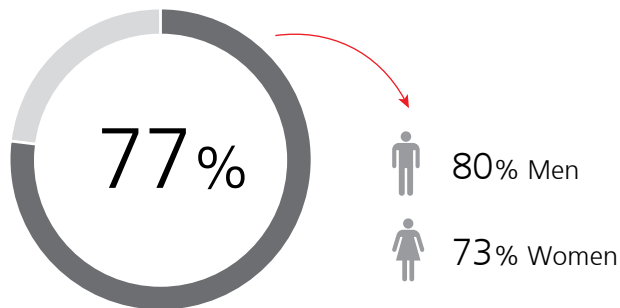
# 85%

of employees will remain in their preferred work environment post-COVID-19.

### Work environment post-COVID-19

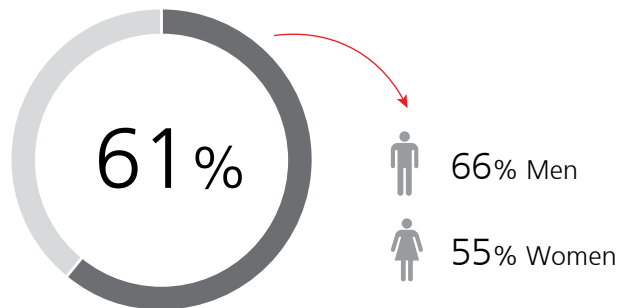
What I expect	What I prefer	
Mostly in-person	Mostly in-person	47%
Fully remote / hybrid	Fully remote / hybrid	38%
Mostly in-person	Fully remote / hybrid	11%
Fully remote / hybrid	Mostly in-person	4%

### Employees are highly confident in their job security ...



I'm confident my job is secure.

### ... but many are also confident they could find opportunities elsewhere



I'm confident I could find another job I'd like.

**Companies introduced many benefits due to COVID, but employee awareness is lacking with some of them, contrary to what employers may think**

Many companies feel their employees are highly aware of available benefits ...



**69%**

Our employees are highly aware of the benefits available to them.

... yet many employees lack awareness of many additional benefits offered

**Company and employee awareness is aligned**

**Company view**

vs.

**Employee view**

	Company view	Employee view
Access to COVID-19 testing / vaccinations / boosters	58%	60%
Hybrid working models / flexible work schedules	55%	54%
Paid leave to be used for any reason	51%	53%
Mental health resources	51%	48%
Physical health resources	49%	45%

**Company and employee awareness differs**

Emergency leave for childcare	51%	43%
Reimbursement of work-from-home expenses (e.g., office supplies, printers, laptops, etc.)	55%	41%
Emergency leave for eldercare	46%	37%
Additional holidays	47%	36%
The ability to borrow from not-yet-earned paid time off	43%	29%

## When taking or staying in a job, employees value access to a retirement plan yet employers don't offer it

### Employees value a retirement plan benefit ...

These benefits are important to me when ...	Taking a job	Staying at a job
Health care benefits	84%	81%
Base salary	83%	82%
Access to a retirement plan	80%	81%

### ... yet many companies don't offer it



# 32%

of US companies don't provide access to retirement plans<sup>1</sup>

## Equity plan participants are open to tools that help them better manage awards

### Plan participants highly rate features that help manage equity awards

Percent who rate each feature as highly important



# 76%

Investment strategies to minimize taxes



# 76%

View progress toward financial goals



# 74%

Tools to determine investment amount needed for specific goals



# 74%

Models to show progress toward goals



# 74%

Automatically diversify equity awards based on goals



# 74%

Specify how much to invest for each goal



# 72%

Link equity awards to investment account



# 71%

Aggregate outside accounts to fund goals



# 71%

Get investment recommendations for specific goals

**Let's talk.** We welcome your questions about how we can help you create a more rewarding workplace through UBS Workplace Wealth Solutions and the services we offer. Please contact us via e-mail at [UBSWorkplaceSolutions@ubs.com](mailto:UBSWorkplaceSolutions@ubs.com) or visit us at [ubs.com/workplacesolutions](https://ubs.com/workplacesolutions).

<sup>1</sup>US Bureau of Labor Statistics, Retirement benefit access and participation rates, March 2021.

**About the survey** *UBS Workplace Voice* is an industry-wide online survey of employee benefit participants. It is designed to generate insights employers can use to help participants maximize the value they receive from their company benefits such as equity awards, financial wellness and retirement. The responses represent a cross-section of companies, industries and service providers. For this edition of *UBS Workplace Voice*, we surveyed 1,500 employees across various industries, ages and asset levels in March of 2022. We also surveyed 618 HR professionals who are highly involved in benefit decisions.

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Expiration: 6/30/2023 Review Code: RC2766 2022-825151