



Willis Towers Watson FiT Age Software

Willis Towers Watson's FiT Age and myFiTage software provide a thorough workforce readiness assessment that identify how many of your employees will not have the financial ability to retire at a reasonable age, as well as financial well-being indicators to understand behavioural drivers.

The Willis Towers Watson difference

Imagine a workplace where each of your employees has his or her own personal, web-based financial well-being coach – an intuitive application with functionality that understands their lifestyle and describes the value they will get from their retirement benefits. This online coach removes the guesswork for each employee, delivering the right personalised messages at the right time to motivate new saving, investing and spending behaviours.

Now imagine that you, the employer, have your fingers on the pulse of your workforce's retirement needs. You know how many employees are at risk of low financial well-being and delayed retirement – and to what extent your plans are supporting them. And just as important, you know how to make your plans better, so they more effectively drive employees to take meaningful action.

Willis Towers Watson's comprehensive FiT Age analytics reflect:

All employer provided benefits:

- Defined benefit plan
- Defined contribution plan
- Employee-specific savings and investment elections

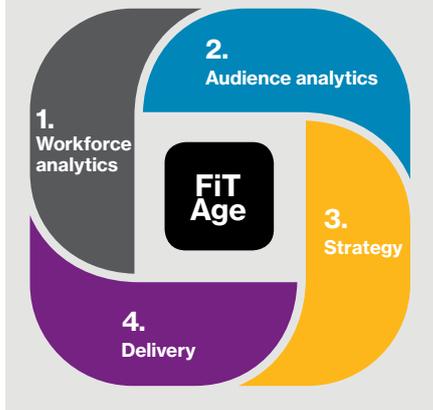
State benefits:

- State pension

Other benefits:

- Changes in personal tax rates
- Retirement income needs
- Wealth accumulation outside of qualified plans

Figure 1. The FiT Age process



Key features

For employers

- The simplicity of FiT Age lies in its ability to measure progress and drive employee behaviour change to improve outcomes.
- Most employers only monitor data such as participation and savings rates, and investment elections. These rule-of-thumb measures do not provide an accurate picture of retirement readiness and workforce risk.
- By aggregating individual employee FiT Age analyses a plan sponsor is provided with a clear, succinct snapshot of its workforce retirement readiness.

For employees

- FiT Age begins with one simple number and a very personal message: 'At what age will I have financial independence?'
- It is a personal projection of when retirement resources will meet their retirement lifestyle needs – decisions that can most impact their FiT Age outcome at the lowest cost to today's lifestyle.
- Employees can confidently answer the question: 'What is your financial independence target age?'

Our FiT Age approach is consultative, not prescriptive – we work with you to define your unique retirement readiness strategy and goals.

Why does it matter?

It's not about working longer – it is about who is being forced to work longer. Forty two percent of employees plan to delay their retirement; many of these are planning to work another three plus years. At this stage many of this group are disengaged, in poor health and have high stress levels. (see *Figure 2*) Twenty one percent expect to retire after age 70.

On the surface the trend creates opportunities for employers and employees to tap talented and experienced workers to create value. The risk: employees that plan to retire later tend to be more disengaged and show higher reported stress levels.

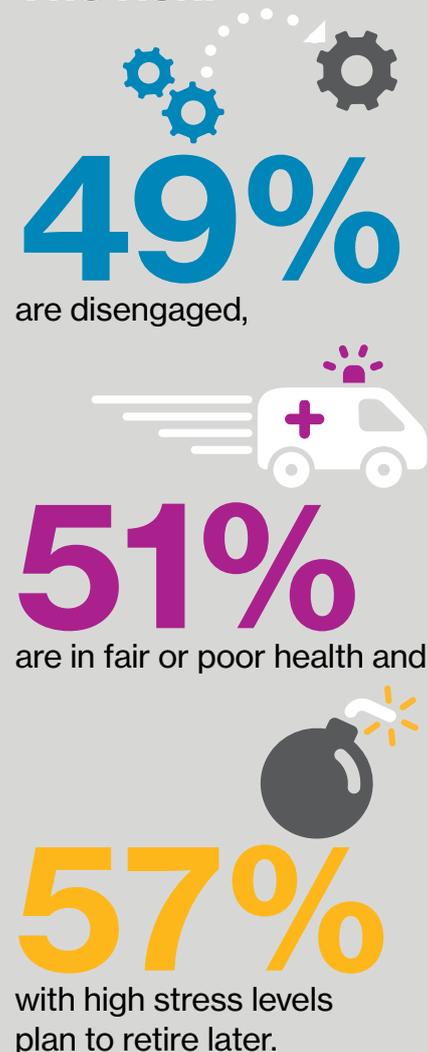
The bottom line: gaps in financial well-being and retirement preparedness create an employer risk of a distracted workforce with higher costs.

About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 39,000 employees in more than 120 countries. We design and deliver solutions that manage risk, optimise benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas – the dynamic formula that drives business performance. Together, we unlock potential. Learn more at willistowerswatson.com.

Figure 2. The risk of delayed retirement statistics

The risk:



Source: 2015/16 Global Benefit Attitudes Survey, members of a retirement plan.

Take charge of your organisation's retirement readiness approach and drive financial well-being behaviours from your employees with FiT Age.

To learn more, visit us at willistowerswatson.com or contact your local Willis Towers Watson consultant

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