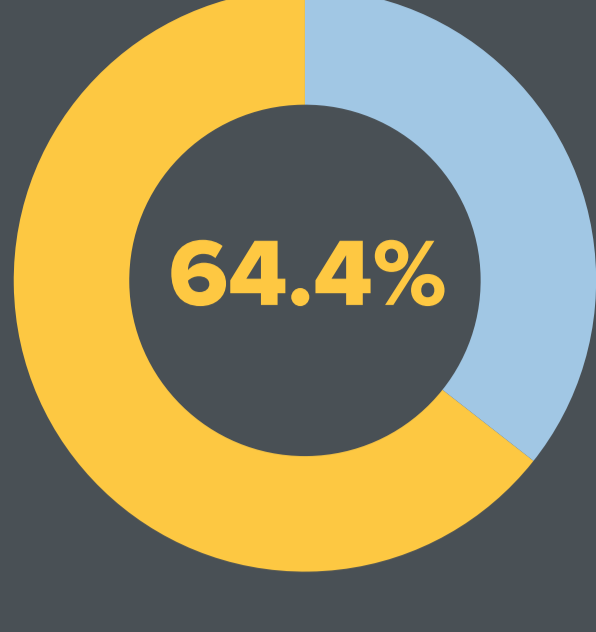


Employee Homelessness

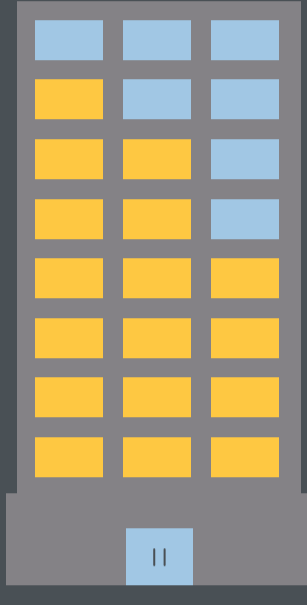
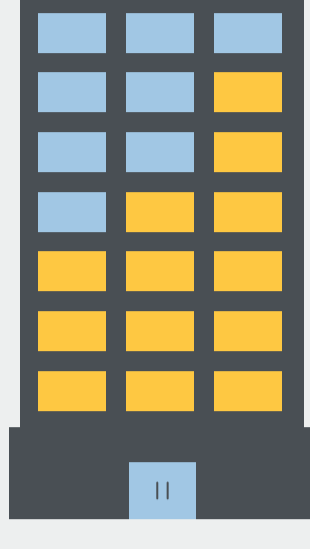
US Workers Homelessness Risk & Cost Report

Americans Living Paycheck to Paycheck¹



of Americans are living paycheck to paycheck

Over half of Americans earning **\$100k or more** per year are living paycheck to paycheck



Over 3/4 of Americans earning **\$50k or less** per year are living paycheck to paycheck



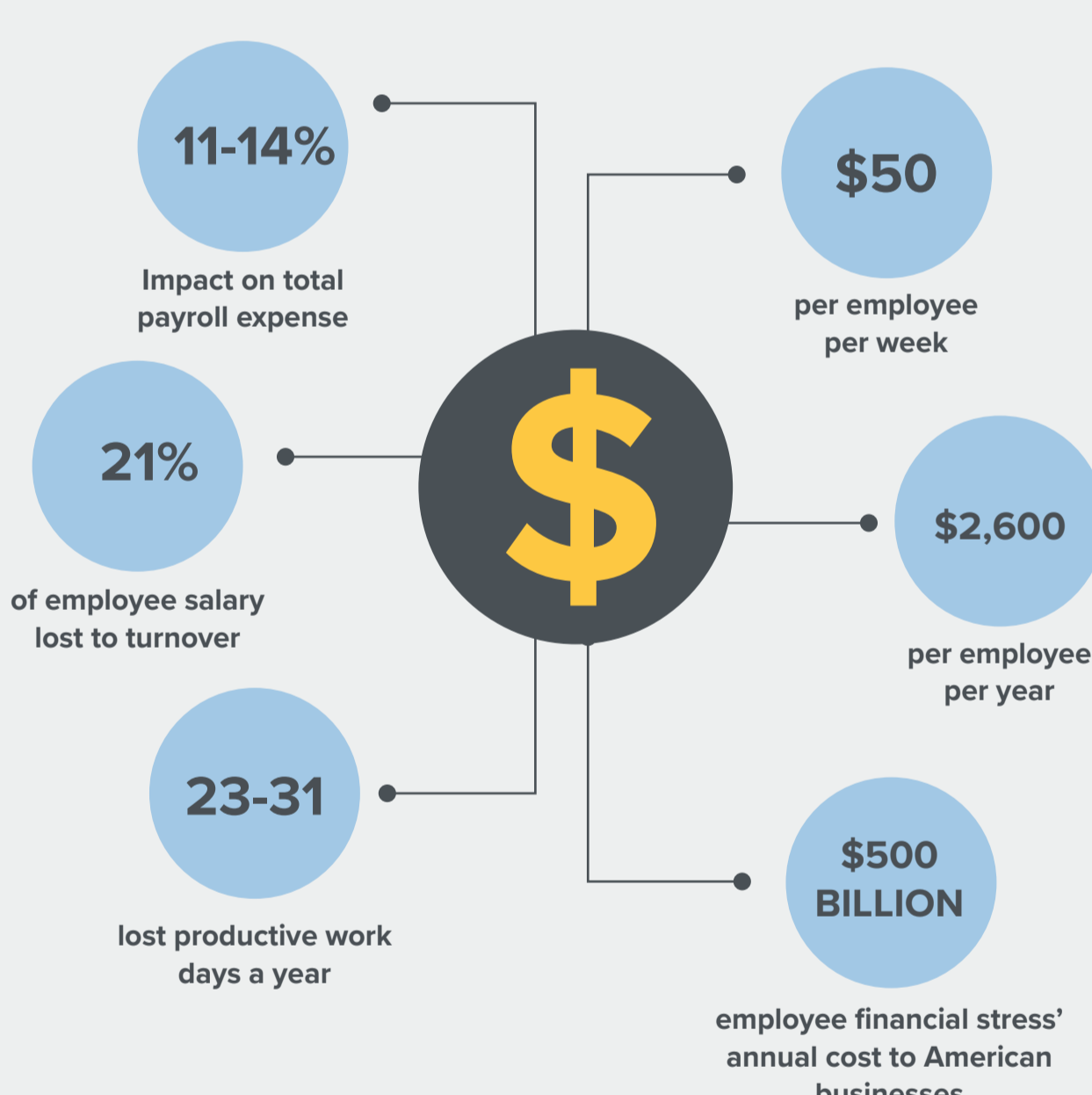
Eligibility for Government-funded Programs²

Most government-funded programs are targeted at people with extreme or high barriers due to limited funding.



Most employees in a financial crisis are ineligible for government-funded programs because they are considered low-risk, employed, and still housed.

The Cost of Financial Stress to Employers³



Employer Barriers to Assisting Employees⁴

Raising compensation to \$75,000 is not a sustainable solution for all businesses.



If the lowest compensation level in the economy was \$75,000, prices would rise in response as businesses raised prices to account for the higher costs of labor.

Raising wages only for those in need poses a significant wage equity issue.



Raising wages, whether for some or for all, also raises other expenses, such as the tax burden for both employee and employer.

Learn about the innovative employee benefit offering that helps prevent employee homelessness and protects the bottom line.

EMPLOYEE STABILITY PROGRAM



wellspringfs.org/esp

1-855-282-3109

sales@wellspringeap.org

Sources: ¹<https://www.foal.com/the-ascend/personal-finance/articles/64-of-americans-are-living-paycheck-to-paycheck/>; ²<https://www.federalreserve.gov/publications/2022-economic-well-being-of-us-households-in-2021-dealing-with-unexpected-expenses.html#:~:text=Those%20who%20would%20not%20have,to%20handle%20small%2C%20unexpected%20expenses.>; ³https://www.hudexchange.info/sites/onecpd/assets/File/housingsearch/Homeless%20Program%20Referral%20Guidelines_v3_May09.doc; ⁴<https://www.benefitspro.com/2021/08/18/financial-stress-costs-us-companies-4-7-billion-per-week/?return=20230202201238;CostofTurnover0815.pdf> (americanprogress.org); ⁵<https://www.panicattack.org/panic-attack-worker-financial-stress-costs-employers-500-billion-annually> (40ksspecialistmag.com); ⁶[Salary Finance](https://www.salary.com/salary-finance/the-employers-guide-to-financial-wellbeing-2019-20) | ⁷[The Employer's Guide To Financial Wellbeing 2019-20](https://www.salary.com/salary-finance/the-employers-guide-to-financial-wellbeing-2019-20); ⁸[Hall of US Workforce Suffers Panic Attacks and Depression Due to Money Worries, New Survey Finds](https://www.salary.com/salary-finance/the-employers-guide-to-financial-wellbeing-2019-20) (prnewswire.com); ⁹<https://people.com/human-interest/ceo-dan-price-advice-for-anyone-making-under-70k-aggressive-plan/>; ¹⁰[How employers should handle pay equity issues in 2021](https://www.thomsonreuters.com/insights/2021/08/18/employers-should-handle-pay-equity-issues-in-2021/) - Thomson Reuters Institute