

Samsung's success story

Using technology and analytics to deliver integrated financial wellness

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Today's speakers



Joanna Bean

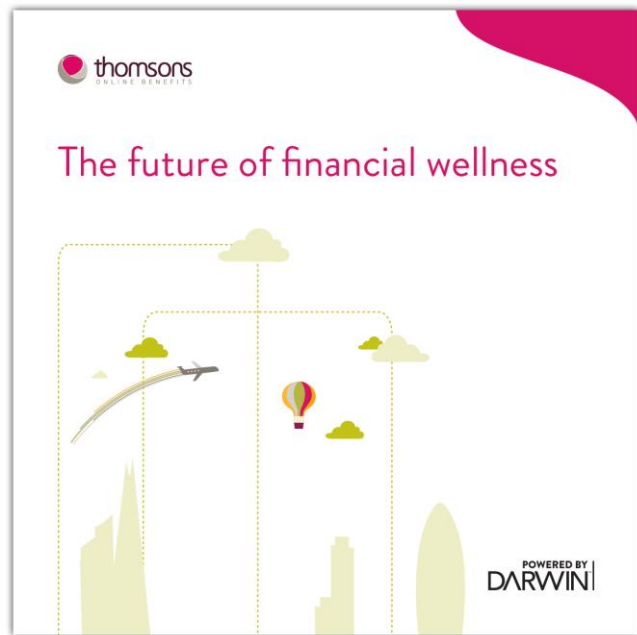
Head of Total Rewards - UK & Ireland
Samsung



David Dodd

Consulting Director
Thomsons Online Benefits

The case for financial wellness



- 65% of employees want financial wellness programmes at work but only 7% of employers are meeting this need
- Money worries are the leading cause of stress in the UK with over 2 million working days lost each year
- 38% of employees who work at an organisation with a financial education programme are likely to be very or extremely engaged in their organisation
- 47% of UK employers report they are considering implementing a financial wellness programme in 2017

[Click here to download the report](#)

Working together – Thomsons and Samsung

Partnered in 2012 to review **benefit strategy** and **technology**

Key objective - to attract and retain the best talent through engagement

Initial focus on **flexible benefits** and **pension**

2016 vision to develop and integrate **wellness** in the workplace

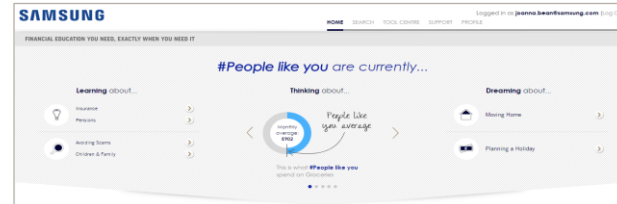
Launch of Highlights

Increased employee engagement – 3.65% decrease in attrition
95% take up of pension with 84% actively participating.
Pension contributions outstripped DC average by 5%.
Over 70% of employee flexed benefits

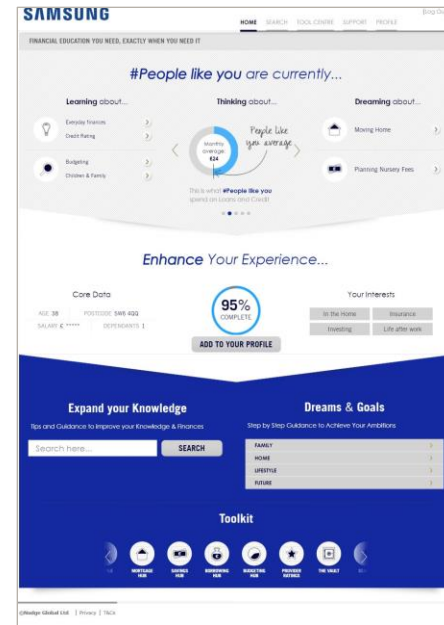
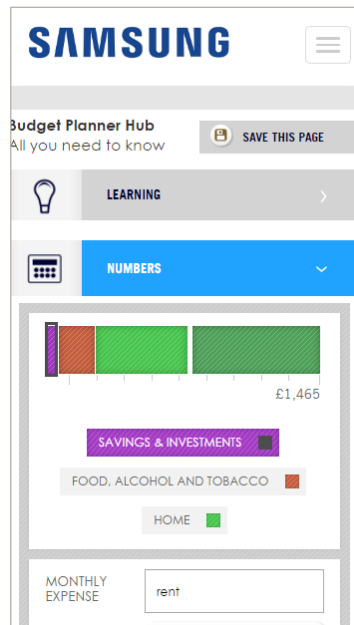
Financial wellness – why?



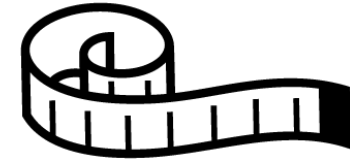
Integrated access to everything...



Tailored education - Nudge



Tailored advice



Other integrated solutions

NEW! My Money

nutmeg ISA
Your handy guide...

The table to the right demonstrates examples of contribution splits, based on an annual salary of £35,000.

You now have the option to split your Samsung contribution between your Pension & ISA

HIGHLIGHTS
My Benefits, My Choice
www.samsunghighlights.com

The benefits associated with the ISA are:
nutmeg ISA (10th -end of each month)
Set-up or amend regular contributions into a **nutmeg** ISA for based on an annual amount (£). Contributions will continue into future tax years until you stop them.

Bonus to ISA (10th-end of month prior to payment)
In the month ahead of your bonus being paid (quarterly for sales & half-yearly for non-sales), you can choose to put an amount (£) into your **nutmeg** ISA.

Please remember: it is your responsibility to observe the rules of ISA savings and ensure you abide by them. Further information can be found at www.nutmeg.com/sas/isa-basics.

Selections in Highlights will take effect from the 1st of the following month.

Need some help? You can contact the HIGHLIGHTS HELPDISK (Mon-Fri 08:30-18:00) 020 3435 7766 / enquiries@thomsons.com

The basics

- This is a **stocks & shares ISA** (Individual Savings Account)
- You can save into **one** ISA each tax year (6th April-5th April)
- The current savings cap is **£15,240** per year
- Determine your level of risk using **nutmeg's jargon-free** portal
- nutmeg** build & manage your portfolio for a discounted fee of **0.75%**

Option	Annual Salary	PENSION			nutmeg ISA Individual Savings Account								
		Your Annual Pension Contribution	Samsung's Annual Pension Contribution	Total Annual Pension Contribution	Annual ISA Selection in Highlights	Your Annual ISA Contribution	Samsung's Annual ISA Allowance						
		%	£	%	£	%	£	£	(%)	£	(%)		
Option 1	£35,000	1%	£350	2%	£700	3%	£1,050	£1,200	N/A	£1,200	N/A	£0	N/A
Option 2	£35,000	2%	£700	4%	£1,400	6%	£2,100	£2,100	(6%)	£700	(2%)	£1,400	(4%)
Option 3	£35,000	3%	£1,050	6%	£2,100	9%	£3,150	£1,200	(3%)	£500*	(1%)	£700	(2%)
Option 4	£35,000	4%	£1,400	8.5%	£2,975	12.5%	£4,375	£1,200	N/A	£1,200	N/A	£0	N/A
Option 5	£35,000	6%	£2,100	8.5%	£2,975	12.5%	£5,075	£1,200	N/A	£1,200	N/A	£0	N/A

% based on gross salary.

Full tax & NI relief at source (when contributing via Salary Exchange). Tax will be payable on your Pension income at point of withdrawal.

Contributions will come from your net pay (after tax & NI deductions). No capital gains tax will be payable on future returns. Samsung ISA allowance will be less tax & NI.

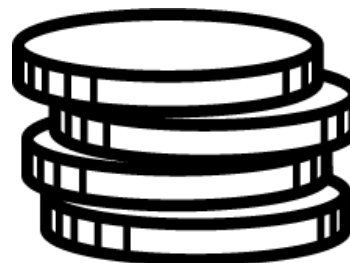
When opting to set-up regular contributions into the **nutmeg** ISA benefit, you do this based on an amount (in £), rather than percentages.

Any money you put into an ISA must come from your net pay. The amount you therefore need to select in Highlights will be your contribution plus any contribution from Samsung.

Samsung will then reimburse you in-month with the ISA Allowance.

*The minimum monthly contribution is £100 so a top-up may be required, depending on your salary.

nutmeg



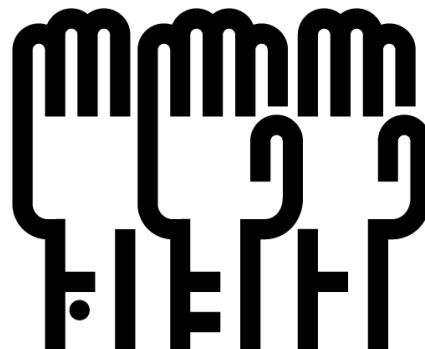
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Pension governance and added value benefits



Risk

Assistance



Comms, comms, comms...



HAVE A MONSTER TIME WITH MONEY MONTH!

WE CAN HELP YOU AVOID THE FINANCIAL HEEBIE JEEBIES...

Pay 2%, 3% or 4% into your Pension and Samsung will at least double your contribution!

Choose to split Samsung's Pension contribution between your Pension and a Nutmeg ISA!

Get free & impartial Mortgage Advice - friends & family can use it too!

Take advantage of discounted shopping through Reward+ (www.samsungrewardplus.co.uk).

Get tailored financial education through Nudge!

Look out for an email with further details or visit www.samsunghighlights.com

My Money Share your top money tips for a chance to win an extra 1% into your Pension for a year or a pair of England Rugby tickets!

TOP NEW REWARD PSST! Remember to top up your phone!

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www.samsunghighlights.com



TASTIER THAN A TAKEAWAY?

For the cost of a weekly pizza (£10) you could boost your Pension pot by:

Age	Pension Pot Boost
25	£20,895*
30	£25,682*
35	£30,940*

*Assuming investment growth of 5%, inflation at 2.5%, retirement age of 65 and an AIC of 0.50%

The current price of the "DOUBLY JUICY" deal (available any day from all good Dominos) is...
£19.99
...which gets you:

Two medium pizzas, a side of garlic bread (or potato wedges) and a bottle of drink

A 30 YEAR OLD WHO RETIRES AT 65 COULD BUY THIS DEAL 1,284 TIMES OR ONCE A WEEK FOR 24 YEARS

That's a weekly pizza until **2040**

PSST! Remember to top up your phone!

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www.samsunghighlights.com



The results



Thank you – questions?

Get in touch



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