

## **THIS IS THE RESOURCE YOUR EMPLOYER DESPARATELY NEEDS**

### **The Problem**

Your fellow employees are facing tremendous financial pressure. It's hurting their performance and your employer's business.

- Credit card payment delinquencies are at an all time high.
  - [Source: Cardweb.com, 9/30/03]
- Personal bankruptcies are at a record high, exceeding 1.5 million in 2003.
  - [Source: ABIWorld.org]
- A study done a few years ago at Virginia Tech found that those employees with poor financial health waste more than 25 working hours a month thinking about and dealing with personal money matters.
  - [Source: E.Thomas Garman, Irene E Leech, and John E Grable. Virginia Tech, 1996. ]
- The study also concluded that those who have the worst financial health are also their employer's worst employees. Financial well-being directly predicts employees' job performance ratings, pay satisfaction, absenteeism, and conflicts between work and money matters.
  - [Source: J. Kim. The Effects of Workplace Financial Education on Personal Finances and Work Outcomes. Doctoral dissertation, Virginia Tech, Blacksburg, VA, 2000]
- Another study done by Ohio State University suggests that people who are stressed about debt, particularly from credit cards, tend to be in worse physical condition than folks without money worries.
  - [Source: Paul J. Lavrakas, director of OSU's Center for Survey Research., 1997]
- Poor financial behaviors result in companies dealing with absenteeism, tardiness, accidents, thefts, and, in some states the expense of handling wage garnishments, just to name a few.
- Absenteeism due to financial stress costs U.S. Businesses billions each year. **On average, employees with financial problems could cost employers 10% or more of their salaries each year in lost productivity.**
  - [Source: Rodney E. Brown (1993), The cost to employers if financial problems remain unattended, unpublished report.]
- In fact, a survey of more than 300 human resource executives conducted by a Chicago-based employment consulting firm found **32 percent of the managers consider financial problems the most pressing overlooked workplace issue.**
  - [Article in St. Petersburg Times, 8/13/95]
- Our own independent survey of Human Resource managers confirms the continuing problem debt is causing in the workplace.

- **37%** reported that employees often take time off to deal with financial problems.
- **48%** said employee financial problems regularly affect productivity at their company.
- **52%** said employees regularly come to employers looking for solutions to their negative financial situations.
- **78%** said that either financial problems or lack of savings are the main reason employees withdraw from their retirement fund.
- Yet, **none** of these Human Resource Managers reported having a debt management education program in place for their employees.
- [Survey of HR managers conducted at a business meeting of the HR Management Association of New Mexico, Douglas Ahrendsen, Albuquerque, NM 7/15/03]
- **Research has found that an employer's potential first-year return on investment for dollars spent on financial education may be over \$400 for each employee who improves his or her financial wellness.**
  - [Source: Joo & Garman, Virginia Tech, 1998]

## The Solution

Transforming Debt into Wealth<sup>®</sup> is the world's most successful personal-finance seminar, and it will provide valuable and lasting benefits to your fellow employees and your employer. Better than a stress-reduction seminar, which focuses on managing stress's symptoms, the Transforming Debt into Wealth<sup>®</sup> seminar teaches your fellow employees how to eliminate the chief cause of stress in the workplace...financial pressures. And better than a team-building seminar, which ignores the underlying emotional pressures on team members, the Transforming Debt into Wealth<sup>®</sup> seminar will emotionally strengthen the members of every team.

John Cummuta, best-selling author and creator of the Transforming Debt into Wealth<sup>®</sup> system, teaches this seminar around the world for businesses, churches, associations, public colleges, and private educational companies like the Anthony Robbins Companies and the Learning Annex. More than a half million people have been taught Transforming Debt into Wealth<sup>®</sup> since 1991. So this is no classroom theory. It's a front-line, battle-tested system that melts away personal debt in the shortest possible time...using nothing more than the person's current take-home pay...killing the average household's debt in just 5-7 years. **And that includes paying off their home!**

## So What Can You Do About It?

1. You could show this article to your employer's Human Resources Director or Employee Benefits Director and get a referral commission if they choose to let us conduct the Transforming Debt into Wealth<sup>®</sup> seminar for you and your fellow employees.
2. You could become a Certified Transforming Debt into Wealth Seminar Leader and arrange to do the seminar for your employer yourself.

- a. On the Web go to [http://www.getdebtfree.com/Resellers/seminar\\_leader.htm](http://www.getdebtfree.com/Resellers/seminar_leader.htm)
- b. Or call 608-375-2900 Ext. 208.