

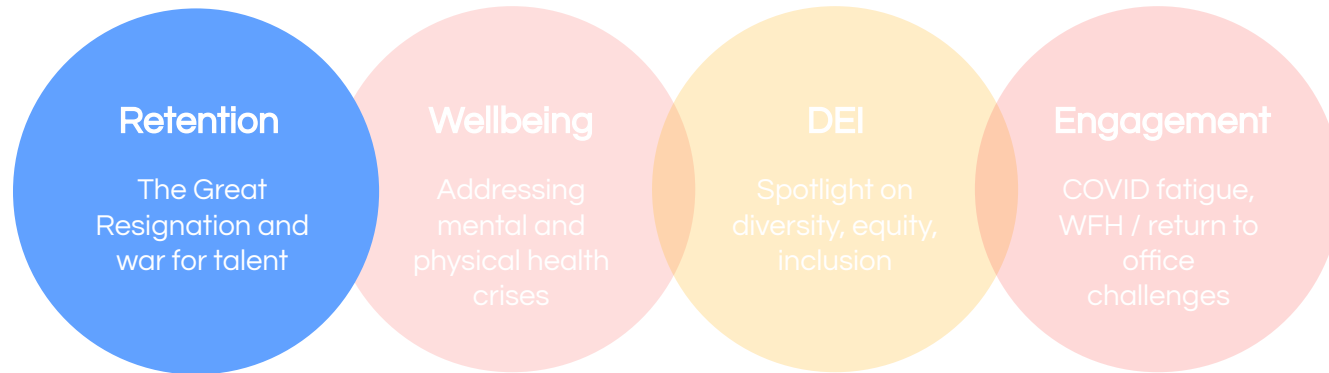
Salary Finance

Helping your people save more
money and live happier lives



The role of HR has expanded and become more difficult over the past 2 years

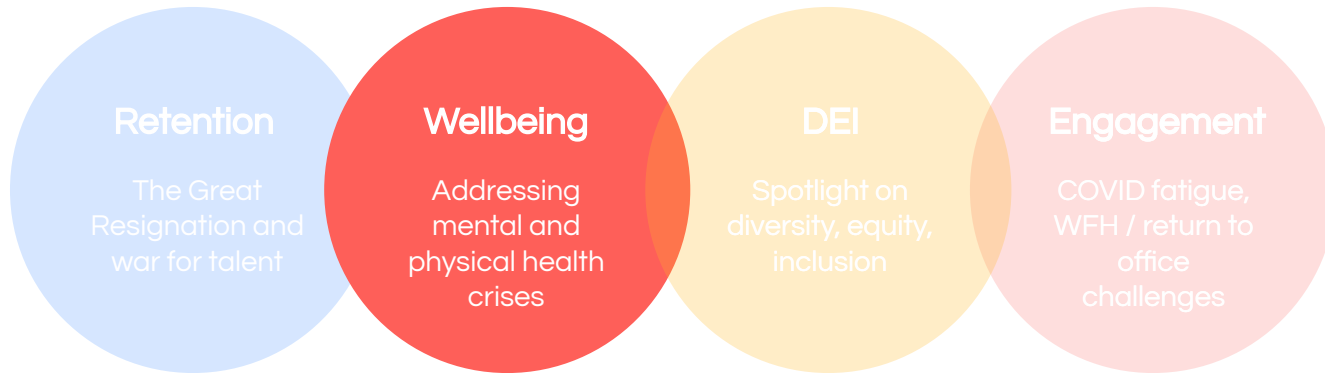
An increased focus on these key outcomes:



23% of employees plan on finding a new job in 2022;
~50% because they want **better pay** and/or **benefits**

[Resume Builder](#)

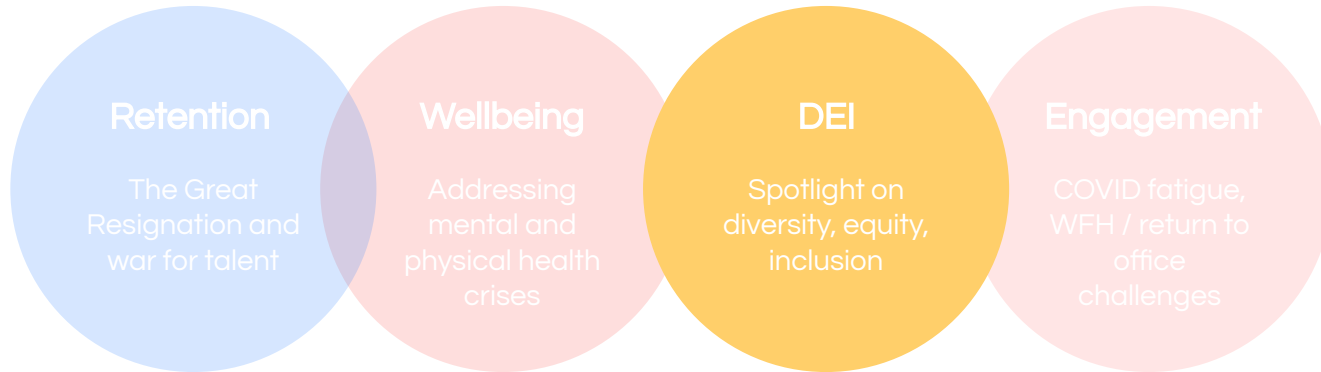
The role of HR has expanded and become more difficult over the past 2 years



40% of adults reported struggling with mental health issues during the height of the pandemic; this went up to **54%** of essential workers

[CDC](#)

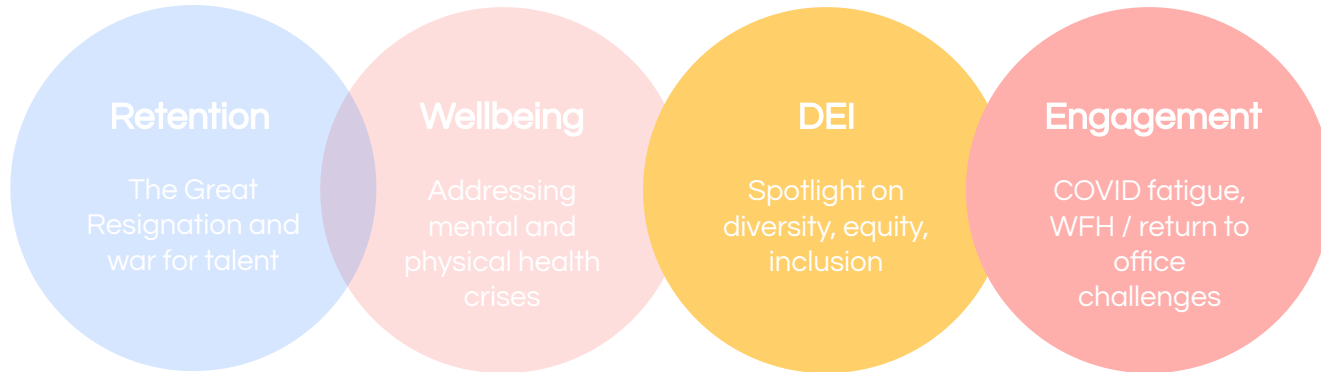
The role of HR has expanded and become more difficult over the past 2 years



45% of **Black** and **40%** of **Latino employees** feel like their employer **doesn't care** about them or their wellbeing

[Inside the Wallets of Working Americans](#)

The role of HR has expanded and become more difficult over the past 2 years



61% of employees are experiencing **burnout** at work: **68%** of women and **52%** of men

[The Hartford](#)

Financial wellbeing helps with these four key areas

SF

Retention

Employees with access to financial wellbeing benefits are **over 2x more likely** to recommend their employer to a friend or family member

Wellbeing

74% of employees with access to financial wellbeing benefits feel that their employer **cares about their wellbeing** (vs. **56%** of those without)

DEI

Employees of color are **more likely to stay with their employer** if they feel comfortable talking about money and knowing they can get help

Engagement

Employees without financial stress are **6x more likely** to have healthy relationships with coworkers

Data from [Inside the Wallets of Working Americans](#)

Salary Finance offers financial wellbeing that makes a real impact

With a **core product** that helps employees move from debt to savings:

Borrow

Low-cost loans to help employees pay down existing debt or pay for emergency expenses, all while **improving their credit**

And **supporting products** that empower employees on their journey to **financial resilience**.

Get help

Referrals to vetted local resources that can help employees save money on things like housing costs, food, utilities, childcare and more

Measure

Proprietary calculator allows employees to assess their financial fitness through a series of behavioral questions

Learn

Access to guides, resources, tools, and calculators to improve financial literacy, all aligned with the Financial Fitness Score



Borrow

Helping employees
access affordable capital

SF

Low-cost loans to help employees pay down existing debt or pay for emergency expenses, all while **improving their credit**



Accessible

No credit score required, and employees can apply without it impacting their credit. Since we factor in employment history, our approval rate is **4x that of traditional lenders**.



Affordable

Lowest interest rates, fixed from **5.9-19.9%**. 90% of employees accept their loan offer, and end up **saving \$750** or more on interest costs.



Worry-free

By linking repayment to salary, we ensure employees pay **on time, every time**. This helps to increase credit scores by an average of **43 points**.



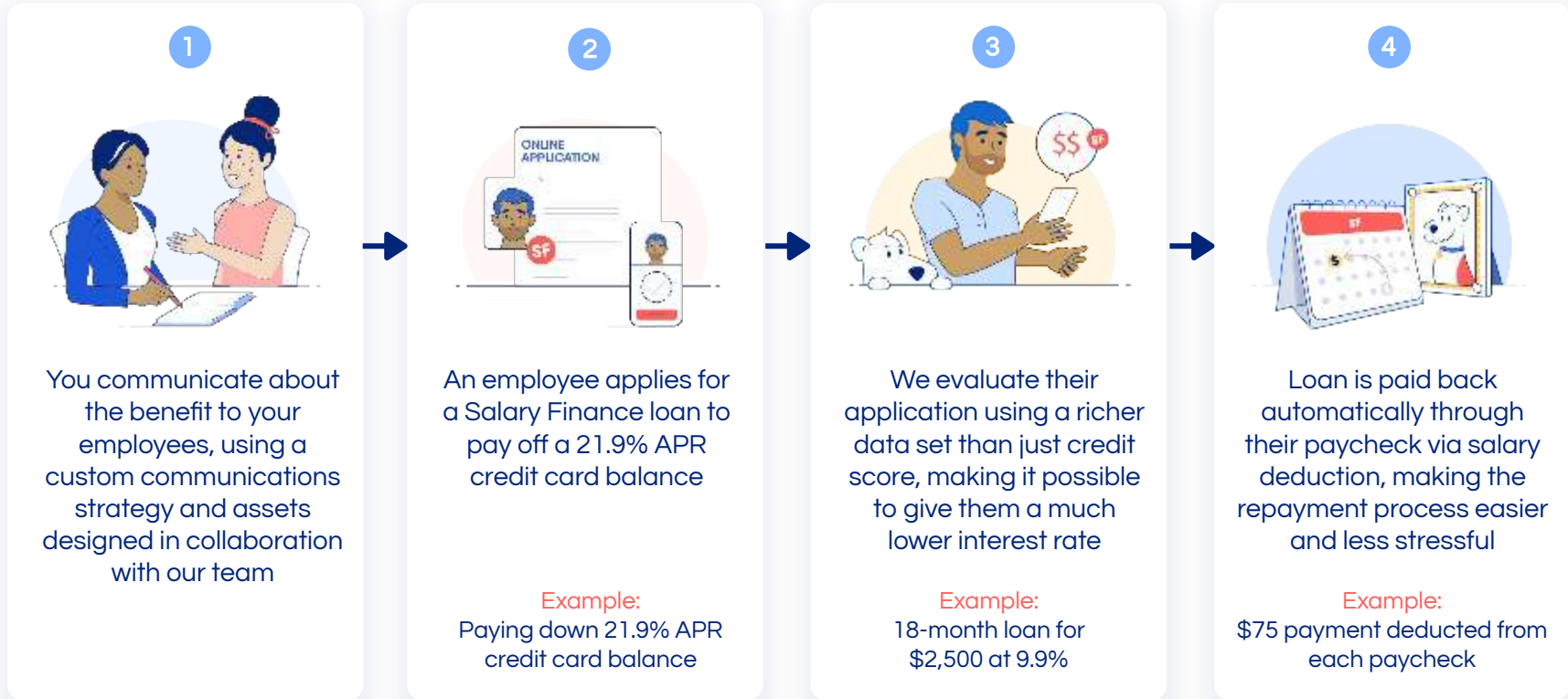
Responsible

We help people move out of debt and into saving. The average loan is only **\$3,000** and repayments are just **4%** of an employee's paycheck on average.

How Borrow works

Borrow		
Get help	Measure	Learn

SF



Promotes retirement readiness

Employers have also seen reductions in 401(k) loans or withdrawals, because Salary Finance provides a better alternative.

Borrow		
Get help	Measure	Learn

SF



No fees

Compared to \$50-150 origination or maintenance fees often required for a 401(k) loan, or 10% early withdrawal fee



Portable

If an employee leaves, they stay on the same repayment schedule and simply repay through their bank account vs. salary deduction



Improves credit

On-time repayments are reported to credit bureaus which can make a significant, positive impact on an employee's credit score over time



Protects savings

Allows employees to stay invested in their 401(k) and not miss out on potential market gains, promoting retirement readiness



More flexible

Loan can be used for more purposes than the limited allowable reasons for a hardship withdrawal, like moving costs or household bills

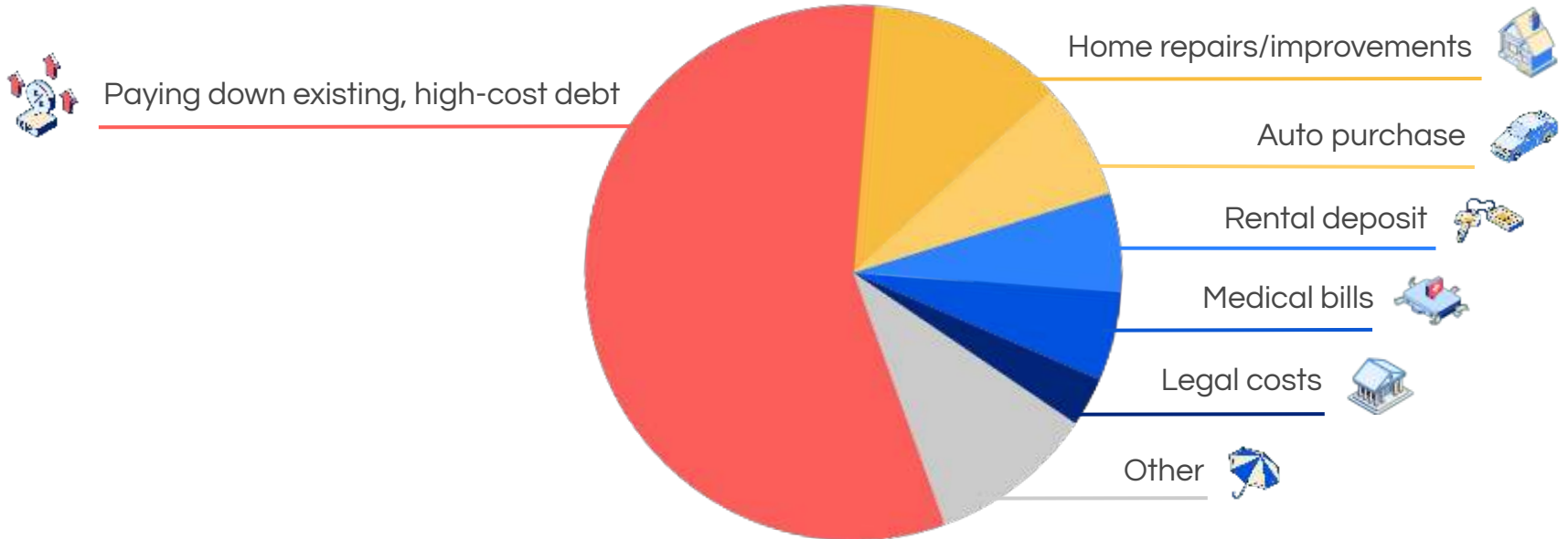
Reasons employees borrow

Borrow		
Get help	Measure	Learn

SF

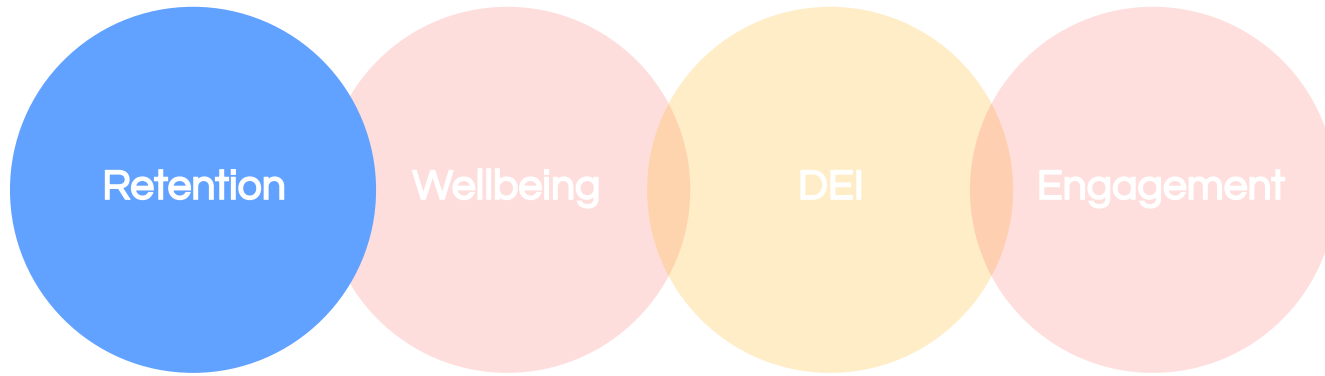
The majority (**58%**) are applying to pay down existing high-cost debt, which saves them money on interest costs and can help them avoid taking on more bad debt in the future.

Of the remaining 42%, **71%** are looking for cover an emergency expense or pay for something essential.



The results speak for themselves

In employers who have implemented Salary Finance...

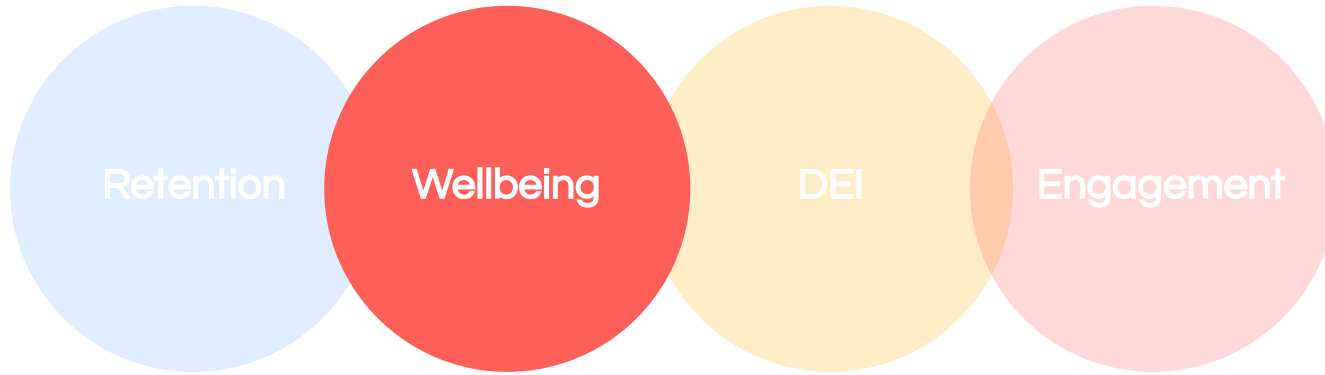


Employee retention improves by **28%**, according to a study from **Harvard Kennedy School**

[Harvard Kennedy School](#)

The results speak for themselves

In employers who have implemented Salary Finance...

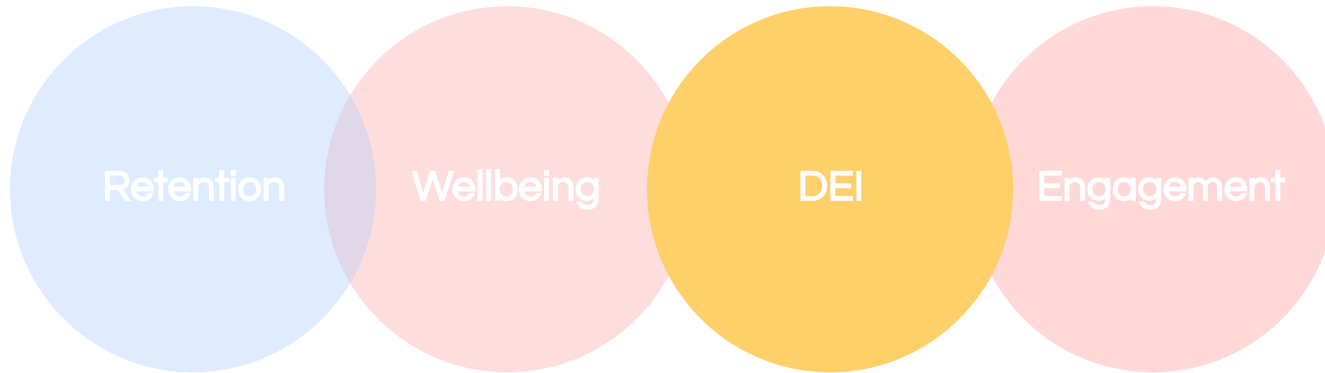


89% of borrowers report significant improvements to their **wellbeing and stress levels** after using Salary Finance

[Salary Finance impact data](#)

The results speak for themselves

In employers who have implemented Salary Finance...

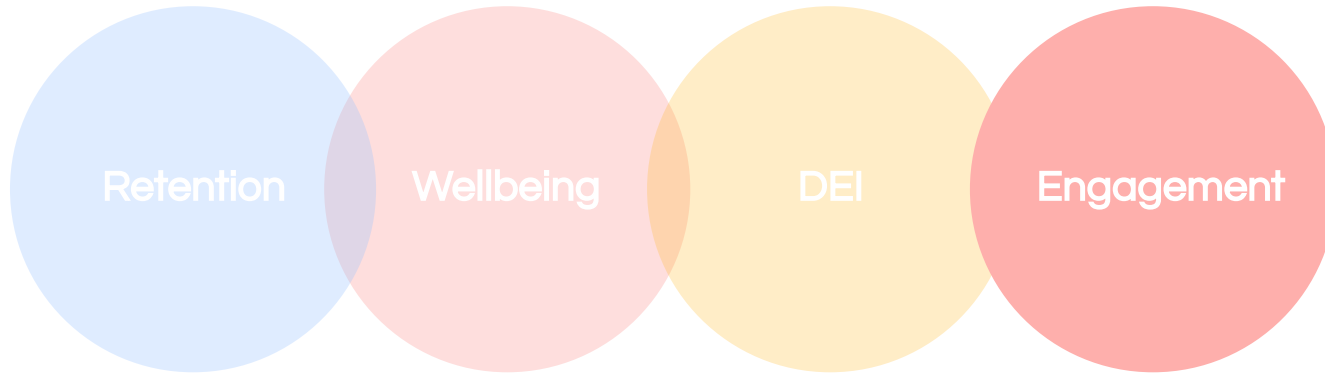


89% of Salary Finance borrowers have subprime credit,
which is more likely amongst people of color or women

Salary Finance data, [Urban Institute](#)

The results speak for themselves

In employers who have implemented Salary Finance...



59% of employees say that they are **more likely to stay** at their employer now that they have access to Salary Finance

[Salary Finance impact data](#)

Understanding the impacts

In addition to quantitative data on program performance, we regularly survey members to understand the impact Salary Finance has had.

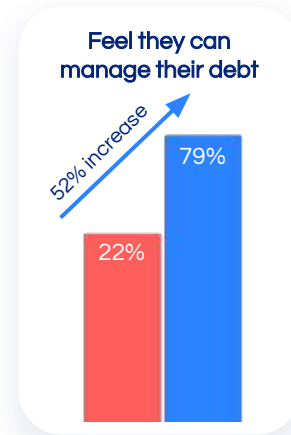
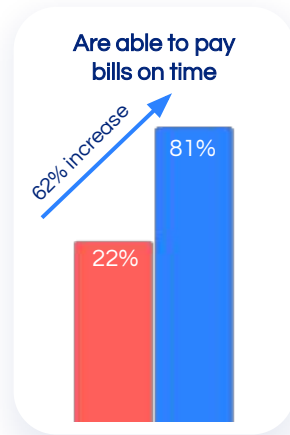
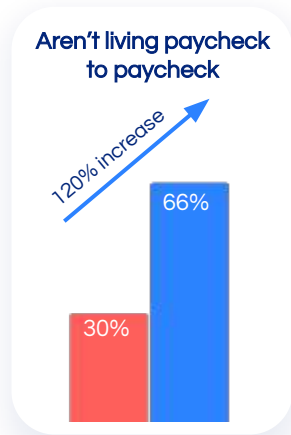
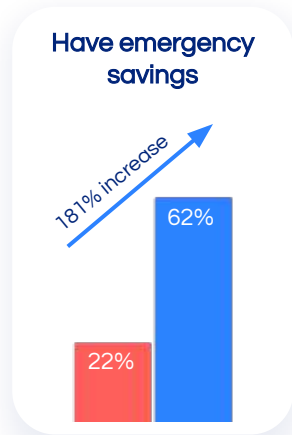


of financially stressed employees reported significant improvements in their wellbeing and stress levels after using Salary Finance

The #1 most common positive impact: **“Using Salary Finance made me less stressed and anxious”**

% of employees who:

Before SF
After SF



Meet Mary



Mary is a 29 year old 3rd grade teacher making \$38,000 a year with a FICO score of 520.

She's an expert in making do, but has never had any exposure to financial literacy education. Without the tools to manage money and access the necessary resources, and without a financial safety net, when an unexpected financial shock hits, Mary doesn't know what to do.

THE FINANCIAL SHOCK

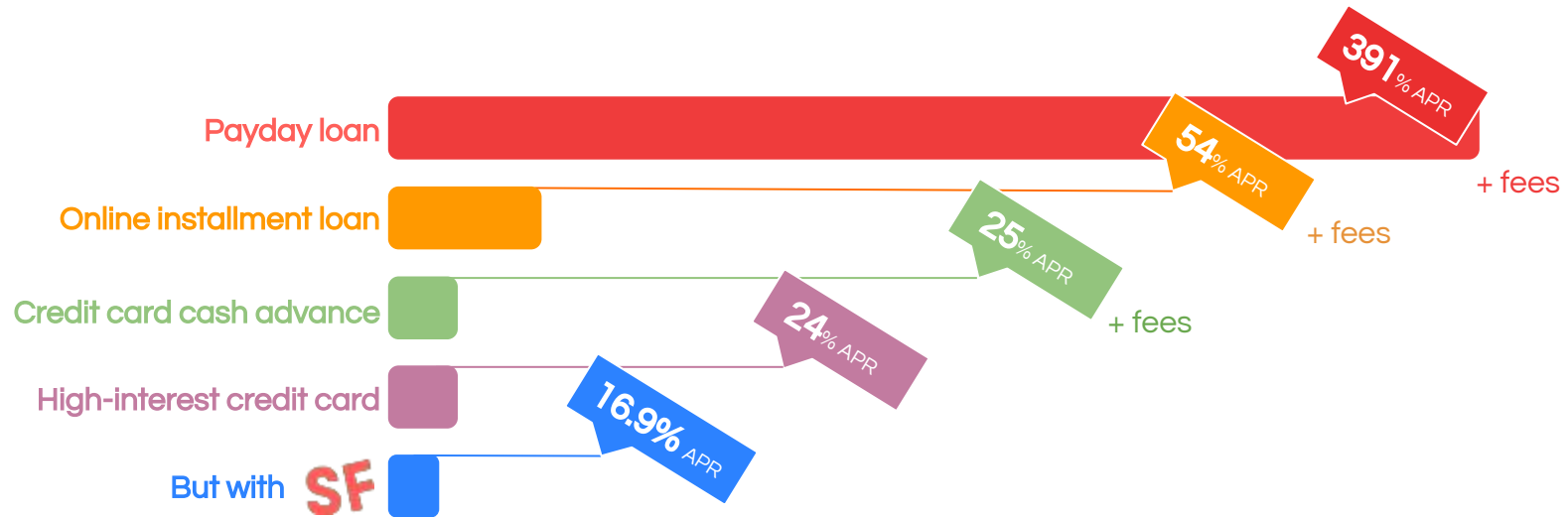
Mary's only transportation, her 2009 Nissan, experienced a transmission problem and stopped working. The repair estimate was \$1,000. Mary had \$85 in savings and \$500 available on her credit card. Without a car, Mary couldn't manage her life - getting her daughter to school and then traveling to work.

HER CHOICES

1. Buy a new car (but does it make financial sense?)
2. Pay for the repairs using her credit card, or securing a payday or online installment loan
3. Ask her friends and family - who are also struggling to make ends meet

This is where Salary Finance comes in.

Mary's other options are expensive and could trap her in a cycle of bad debt

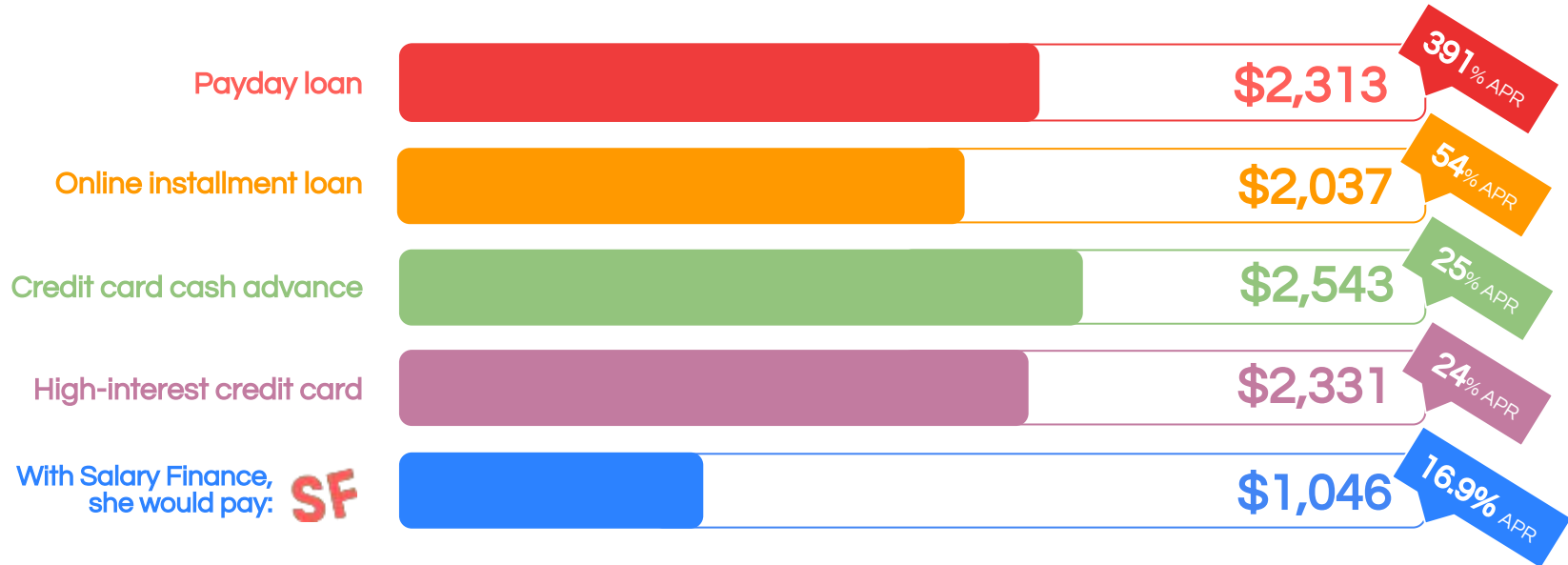


...she could save as much as **\$1,497** on interest costs and see her credit score go up by 43 points or more

Mary's most likely options are expensive:

To get what she needs via...

She would pay:



...saving as much as **\$1,497**

What customers are saying



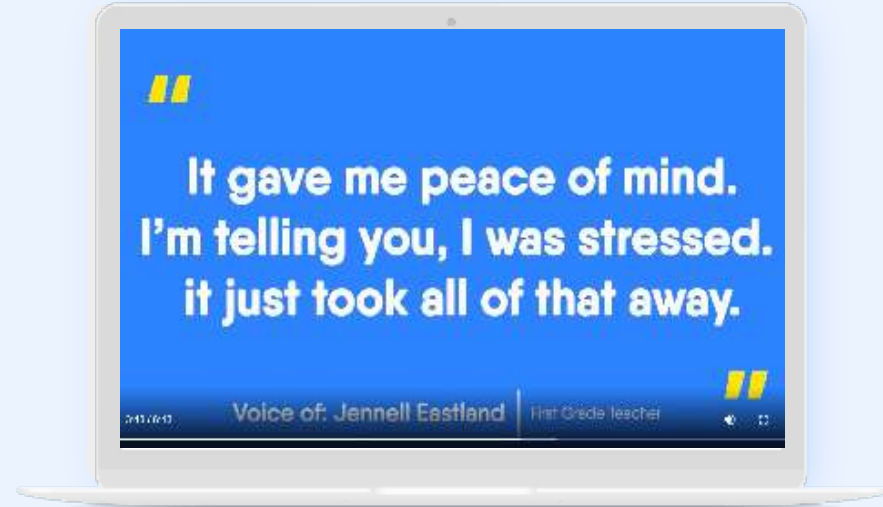
Things happen and being a single mother, sometimes I wasn't able to pay [my bills] on time. Salary Finance took the initiative to go directly to my employer to pay back the payments and it **helps build back my credit** at the same time. That was a different, unique approach.

Monique, Teacher



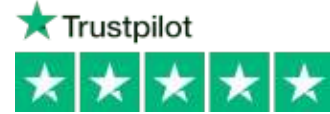
My goal is to pay off my credit cards and get my budgeting right and have my savings be better than what it's been. **I'm able to save a little bit more now**, going through Salary Finance because I'm not paying so much out to a payday loan or one of these finance places that charge you this huge interest rate.

Adriane, Second Grade Teacher



What customers are saying

4,000+
5-star reviews



SF



Salary Finance has been helping me **rebuild my credit score** rating. Thank you for trusting in me and giving me an opportunity to prove myself. I so appreciate Salary Finance.

-Charlene B., Instructional Strategist



My employer recently endorsed this company, so I decided to just see what the rates were. I was able to **lower a current loan to a better rate** AND have payments taken directly from my paycheck! It was so simple! I'd definitely recommend Salary Finance to a friend as well as a co-worker.

-Monica G., High School Teacher



I used my Salary Finance loan to catch up on bills, and relieve some of my stress. The biggest difference it has made for me is to pay my bills, **without worrying about a high interest rate**. With Salary Finance, I am repaying a small amount from my paycheck each month, and it's **very transparent** with what I will pay back in total.

-Carolyn M., Transportation Staff



I had a wonderful experience with Salary Finance. The application took less than 5 minutes and was super easy to follow. It felt like **I truly had the ability to tailor it** the way I desired with payments that were okay with me. I appreciate the doors Salary Finance was able to open for me and am truly grateful.

-Jasmine B., Third Grade Teacher



I used my Salary Finance loan to consolidate some credit cards and **I love that it comes straight out my check**, so I don't have to think about it anymore.

-Jessica D., Specialized Programs Teacher
Assistant



Salary Finance helped me when **many other financial support companies processes and formulas for approval didn't work out for me**. Also, the application and loan process was quick and easy and the money was deposited so fast. So thankful for this company.

-Annette W., School Staff