PREPARING HEALTHCARE EMPLOYEES FOR A SECURE FINANCIAL FUTURE CAN BE HARD
A retirement plan can be complex, expensive and difficult to manage, especially for healthcare organizations.

With mounting investment, compliance and operational issues, it can be tough to know whether your plan is in good working order or needs to be replaced.

However, re-examining your retirement plan is one of many things on your plate. And, you've prioritized your time and resources on tackling other challenges like managing rising costs and attracting the best doctors, nurses and other healthcare professionals to help positively impact your business.

In short, replacing your retirement plan seems hard.
PRUDENTIAL RETIREMENT® PROVIDES SOLUTIONS THAT CAN HELP YOU SAVE MONEY, IMPROVE CASH FLOW, ATTRACT TOP-LEVEL TALENT WHILE PROVIDING BETTER RETIREMENT OUTCOMES AND FINANCIAL SECURITY FOR YOUR EMPLOYEES.

WE’VE HELPED HUNDREDS OF HEALTHCARE INSTITUTIONS LIKE YOURS TRANSITION TO A SMARTER RETIREMENT PROGRAM THAT CAN MAKE THEM STRONGER AND MORE NIMBLE.

AND BEST OF ALL, WE’VE MADE IT EASY
MAKING THE RIGHT CHOICES FOR YOUR EMPLOYEES... AND YOUR BUSINESS.

A retirement plan is a significant investment for any healthcare organization, yet many are not getting the most for their money—to the detriment of their business and their employees.

Thankfully, doing right by the doctors, nurses and staffers in your organization is a smart business strategy. Whether it’s helping them retire on time or offering benefits that relieve some of their financial stress, aligning your benefits package with your organizational goals can potentially improve your bottom line and staff productivity.

IT BEGINS WITH A MULTI-YEAR STRATEGY

By proactively consulting with you, we create a multi-year strategy that allows your plan to play an important role in the financial success of your business. Our goal is to create a responsive financial vehicle that grows and changes with you. And equally as important, continues to guide your valued workforce toward a comfortable retirement.
AN INEFFICIENT PLAN IS AN EXPENSIVE ONE

That’s the average amount it costs a company annually for every employee who doesn’t retire on time.¹

INSPIRE YOUR EMPLOYEES TO ENGAGE IN THEIR OWN RETIREMENT

To effectively plan for their own retirement, your employees must first overcome the behavioral challenges that stand in the way of saving.

We rely on our behavioral specialists to analyze why your employees might be under-contributing to their retirement plan. This helps us to motivate them to contribute more effectively.

That’s how much more employees engage in their retirement plan when they use our participant engagement tools.¹
Over 90% of hospital executives expect a talent shortage to affect their hospital’s ability to deliver high-quality care within the next decade.²
The quality of a healthcare institution depends on the people working there. But prominent physicians, nurses, executives and top-level staff are in high demand.

Your employees aren’t all the same. Their retirement benefits don’t need to be identical.

A well-considered retirement plan can be crucial when it comes to attracting top-level talent. That’s why we provide solutions that allow you to offer premium retirement benefits that are important to both potential hires and in-house talent, while keeping your total contributions cash neutral.

In addition to benefit incentives, we also offer unique plan features that others don’t. For instance, top-level employees are likely to have their own outside investment advisors, so our plans are designed to allow those advisors to easily control investments and allocations within the plan.

THE BEST TALENT IS ALSO THE MOST SOUGHT AFTER TALENT.

We can show you how your benefits stack up against specific competitors. This intel can give you a strategic advantage when shaping your benefits package.
A workforce that’s free from financial worry is a workforce that’s focused, loyal and productive. Relieving some of the financial stressors that can distract your doctors, nurses, technicians and other staff, can help you get the very best out of them.

To do that, it may mean investing in the financial health of the people that make your facility great. It may also mean offering protection measures like life insurance and disability, helping them to manage substantial student loan debt, or even providing a quality retirement plan.

At Prudential, we believe you have to first recognize the barriers to a person’s success at work before you can address them. We can help with that. We offer innovative solutions, including those in the area of financial wellness, that are designed to help achieve the best possible outcome for the companies and their employees who are our clients.
A MAJOR STRESSOR: MEDICAL SCHOOL DEBT.

Your workforce faces unique challenges when it comes to education-related debt. Helping them manage this potential source of financial stress is a smart business decision.

DIAGNOSING YOUR WORKERS’ WELLNESS

To help you tackle this important topic, Prudential can provide you with an aggregated analysis of the financial wellness of each individual in your organization.

Using proprietary tools and expert insights to identify the financial risks people are facing, we help organizations design their retirement plan to optimize benefits offerings, address gaps and measure progress to inform next steps.

*Medical Student Education: Debt, Costs, and Loan Repayment Fact Card, AAMC, October 2015.
CAN YOUR RETIREMENT PLAN HELP YOU ACHIEVE YOUR BUSINESS GOALS?

Containing costs may be the highest priority for one organization, while another wants to increase employee participation in its plan. Still others are focused on recruiting the right specialists while others are concerned about workforce continuity.

Prudential has pioneered an award-winning process that provides you with powerful, actionable information to help you design an efficient retirement plan that supports your organization’s business needs and goals.

Our dedicated group of defined contribution plan actuaries are experts at identifying how your plan can work most efficiently and proactively to achieve its objectives. This helps you direct your contributions in a way that truly impacts your organizational needs while improving outcomes for employees.

We can also help you predict when your employees are likely to retire—including groups likely to do so en masse—under your current program. We then design custom retirement plan alternatives to encourage improved recruitment, retention and employee outcomes.

EXPECTING A MERGER OR ACQUISITION SOON?

More than half (53%) of hospital executives expect to make an acquisition or be involved in a merger within the next year. Healthcare systems involved in either can benefit immensely from DC OptimizationSM. It helps to ensure employees are best represented in the merger and that your institution comes out stronger on the other end.
IDENTIFYING CHALLENGES. CREATING SOLUTIONS.

It’s important to understand how your plan design is likely to influence the amount each and every one of your people will need to save for retirement.

Prudential can help you do this by analyzing your employees’ savings behaviors. We use this knowledge to create an in-depth analysis that helps determine the effectiveness of your benefits. This will not only help your employees, it will have the added benefit of helping to improve the return on investment from your retirement plan.
We Consolidated 23 Retirement Programs into One while maintaining a cost-neutral basis for the plan sponsor. The expected participation rate grew from 35% to 90%.

HOW WE’VE HELPED OTHER HEALTHCARE SYSTEMS
Employees saw their income replacement ratio increase by 7–8 Percentage Points.5 That's the amount total retirement savings increased over a five-year period after partnering with us. What's more, Employer Costs Remained the Same.

$15 MILLION

Healthcare System #2

Got more than one third of the workforce to Contribute 10% or More to their retirement plan within 14 months.6

Healthcare System #3

Employees saw their income replacement ratio increase by 7–8 Percentage Points.6
A HIGH QUALITY WORKFORCE DESERVES HIGH QUALITY INVESTMENTS.

Asking your employees to trust you with their financial future is a big responsibility. But the burden becomes much easier to shoulder if the investments you’re providing are going to be the best choice for the long-term.

That’s why we not only offer an open architecture investment platform with options across a diverse range of investment funds, managers and asset classes, but we deliver those investments in a way that matches your workers’ needs. We also offer an option that includes fiduciary coverage.

Our approach to investing is guided by a few central understandings:

- Risk tolerance can vary greatly from one employee to another
- Diversification is core to a long-term investment strategy
- Smart long-term investments need to be part of a long-term strategy
WHAT YOU GET WHEN YOU CHOOSE PRUDENTIAL

$1.3 TRILLION
An experienced partner with more than $1.3 trillion in assets under management, including more than $16.6 billion in the healthcare sector.

#1 GUARANTEED LIFETIME INCOME
The #1 provider of in-plan guaranteed lifetime income, providing participants with peace of mind up to and through retirement.

#1 STABLE VALUE
An established leader ranked #1 in Stable Value assets with more than 40 years experience in the Stable Value Market.

TOP 10
As a top 10 global institutional money manager, we manage retirement investments for over 378,000 healthcare participants.
Help your workers plan for a comfortable and secure retirement.

Provide quality asset allocation solutions

**Target-Date Funds**

Employees have access to funds that become more and more conservative as the target retirement date approaches by gradually reducing exposure to equities. These funds follow a glidepath that is designed to help employees achieve their retirement goals by solving for the right risks at the right time.

**Integrated Asset Allocation Program**

This program utilizes each employee’s risk tolerance, time horizon and your plan’s underlying investments—and automatically adjusting and rebalancing allocations over time.

**Professional Guidance**

Your employees each get a personalized retirement strategy, discretionary asset management and ongoing oversight from an investment professional.

Keep in mind that application of asset allocation and diversification concepts does not assure a profit or protect against loss in a declining market. It is possible to lose money by investing in securities.

Guarantees are based on claims-paying ability of the insurance company and are subject to certain limitations, terms and conditions.
Your employees want a comfortable and secure retirement. And they want getting there to be EASY so they can focus all their energy on providing the highest-quality patient care. At Prudential Retirement, we provide a full range of asset allocation solutions to help employees grow their assets along with an income solution to both protect their income stream from downside risk and guarantee income for life. Growth + Protection + A Guarantee = Confidence to and through retirement.

Add a guaranteed lifetime income solution

As your employees prepare for and enter retirement, a guaranteed lifetime income solution works with their chosen asset allocation solution to help protect retirement income from downside risk. Once retired, they’re guaranteed an income stream for life, which makes for the pension-like experience.
Administering a benefits program, especially if it contains multiple plans, means keeping track of a lot of moving parts.

As a Prudential client, you can rely on a dedicated team of experts who understand the healthcare space to provide the strategic and consultative support that's crucial to ensuring that your plan operates efficiently.

When records and administrative procedures are in good working order, you can focus on what you do best: keeping patients healthy.
Introducing TOTAL RETIREMENT SOLUTIONS
It’s a better way to manage your combination of plans, whether they’re Defined Benefit Plans, Defined Contribution Plans or a combination of both.
REMAINING IN COMPLIANCE.

Life is easier when your retirement plan is in compliance with healthcare laws and regulations. Drop the ball, and things start to get complicated very quickly.

At Prudential, we assign you a Retirement Plan Consultant who will first make sure your transition runs smoothly, then monitor the day-to-day administrative operation of your plan to make sure it continues to run the way it should.

When appropriate, your consultant will provide you with research and communication on legal or regulatory changes that may affect your plan, and organize plan reviews to keep you informed of your plan’s performance and new opportunities for engagement.
MANAGING THE RAPIDLY CHANGING HEALTHCARE LANDSCAPE

MANAGING REGULATORY COMPLIANCE FOR YOUR RETIREMENT PLAN
SEAMLESSLY MOVING YOUR PLAN TO PRUDENTIAL.

Transitioning your plan to a new provider can seem hard. Enough so that sticking with an existing provider might appear more attractive, even when moving to a new one is more prudent.

We’ve transitioned plans from many healthcare organizations ranging in size and complexity. We structure every aspect of our transition support to ensure the experience is seamless and positions your plan for a better future once it’s on our platform. That includes everything from the tenured implementation and conversion team, to weekly status calls, plan design discussions, the file transfer process and more.

In other words, we make moving your retirement plan easy.

3. 2015 PSCA Signature Award in Fiduciary and Plan Decision Resources Category.
5. Prudential Retirement as of 09/2015.
8. Estimated market share using market size as reported by LIMRA, 2016 In-Plan Guarantee Availability and Election Tracking Survey, May 2016.
10. Pensions & Investments’ Top Money Managers list, 5/30/17; based on PFI total worldwide assets under management as of 12/31/16.

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WE KNOW RUNNING A HEALTHCARE INSTITUTION IS HARD.

THAT’S WHY THROUGH EVERY STEP OF THE PLANNING AND CONVERSION PROCESS, PRUDENTIAL PROVIDES THE RIGHT TOOLS AND GUIDED RETIREMENT AND FINANCIAL WELLNESS SOLUTIONS TO DELIVER THE MOST VALUE TO YOU AND YOUR EMPLOYEES.

WE’VE TRANSITIONED PLANS FROM MANY HEALTHCARE ORGANIZATIONS RANGING IN SIZE AND COMPLEXITY.

WE MAKE OFFERING A RETIREMENT PLAN EASY.

Call 800-353-2847 or visit Healthcare.PrudentialRetirement.com to learn more.
OR IT CAN BE

EASY