

About

Intersil named their financial wellness program Wealthy Living to tie into their existing Healthy Living physical wellness program. Its purpose was to provide employees with unlimited personalized financial, investing, and retirement planning guidance, but to offer it as a cohesive financial wellness and retirement preparedness benefit designed to improve participant outcomes.

Challenges

- Developing a cohesive, seamless benefit for employees that incorporated multiple vendors
- Assessing and addressing the root causes of the vulnerabilities in retirement planning for their specific workforce

Program/Solutions


Intersil developed a Manage-Plan-Invest framework to tie in all of the components into one singular program, with unlimited access to an unbiased financial coach via Financial Finesse's helpline.


MANAGE: Unlimited access to Financial Finesse's Financial Helpline and Online Financial Learning Center, which includes a personal financial wellness assessment designed to pinpoint their vulnerabilities with a corresponding action plan.

PLAN: Unlimited access to Retiremap's holistic retirement planning tool that helps employees to better plan for, manage, and prioritize their life goals, with a focus on retirement security.

INVEST: Personalized retirement projections from Financial Soundings via mail and their online tool, which provides recommendations on how to maximize their current investment and savings strategy based on their current situations.

Marketing

Manage  **Improve Your Finances**
interSil WEALTHY LIVING




Manage your finances proactively through an in-depth analysis of your current financial picture.

Managing your family's finances, prioritizing goals and juggling all of life's unexpected events is an ongoing balancing act. Through your new benefit, you get unlimited access to a Financial Wellness Assessment, providing you with detailed analysis of your current financial picture based on your personal priorities and goals. You also get access to ongoing, completely unbiased guidance from the leading provider of unbiased financial education programs in the country, Financial Finesse, to help you make the best decisions about all of the daily financial situations you face.

Take your Financial Wellness Assessment Now.

You can also speak directly with a **CERTIFIED FINANCIAL PLANNER™** professional 9 a.m.-8 p.m. Monday through Friday at (877) 234-1809

 **interSil Wealthy Living**
FINANCIAL WELLNESS

Invest  **Retirement Plan Advice**
interSil WEALTHY LIVING



Invest with confidence and know your retirement is secure.

It can be easy to put retirement on the back burner if we have years to plan for it. Through the *Invest* component of the program, you'll be able to stay on top of your retirement goals and where you are in meeting them throughout your career. Determine how much you should be saving, what you can anticipate and where you might be vulnerable so you can adjust or build out an investment strategy and retirement plan that fits your lifestyle and circumstances.

Get a second opinion or help making tough investment decisions with ongoing access to unbiased retirement planning guidance from Financial Finesse's **CERTIFIED FINANCIAL PLANNER™** professionals.

Visit Retirement Planning Insights and get a better understanding of your retirement.

You can also speak directly with a **CERTIFIED FINANCIAL PLANNER™** professional 9 a.m.-8 p.m. Monday through Friday at (877) 234-1809

 **interSil Wealthy Living**
FINANCIAL WELLNESS

Plan  **Reach Your Financial Goals**
interSil WEALTHY LIVING



Plan Your Family's Financial Future with Peace of Mind.

Through the *Plan* component of the program, you receive access to RetireMap, a tool designed to help you analyze the impact your financial goals have on your ultimate retirement security. RetireMap will provide you with a comprehensive breakdown of what factors might negatively impact your retirement goals and how to address them so you can ensure your retirement picture stays the way you envision it.

You'll also receive continued unbiased financial planning guidance from Financial Finesse's team of **CERTIFIED FINANCIAL PLANNERS** so you can make decisions about your future with confidence, get a second opinion on planning tough decisions and make sure your retirement stays secure while you work toward achieving all your goals.

Get your Starter Roadmap and find out if you're on track.

You can also speak directly with a **CERTIFIED FINANCIAL PLANNER™** professional 9 a.m.-8 p.m. Monday through Friday at (877) 234-1809

 **interSil Wealthy Living**
FINANCIAL WELLNESS

Results

The program reached 45% of Intersil employees in just one year, with most engaging in the program multiple times as part of an ongoing financial planning process. It accomplished Intersil's goal of effecting behavioral change in employees around how they plan for retirement.

In addition:

- 91% of online users plan to take at least one step to improve their retirement and overall financial plans as a result of the online financial learning center, with most indicating they will be taking at least three steps.
- 100% would recommend the Financial Finesse's phone based investment and financial planning service to a coworker
- 100% feel more prepared to make financial decision as a result of the service
- The most common changes were as follows: save more for retirement (59%), change retirement plan allocation (45%), create a personalized retirement plan (33%).



PLANSPONSOR

Magazine

Cover: 2013 Plan Sponsors of the Year Finalist

March 2013



Corporate 401(k) >\$50MM Finalist — Intersil Corporation

At semiconductor designer and manufacturer Intersil Corporation, annual salaries average more than \$100,000, and employees often stay for 20 to 30 years. So, not surprisingly, Intersil's 401(k) plan has an average 10% annual deferral, and participants' balances average \$170,000.

Also not surprisingly, the Milpitas, California-based company has a relatively high average employee age of about 48. "Given that one-third of employees are at or near retirement age at some locations, employees nearing retirement need a reality check on their readiness," says David Roberts, Intersil's

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Having visionary organizations and individuals making new and crucial changes to their 401(k) contribution plans

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