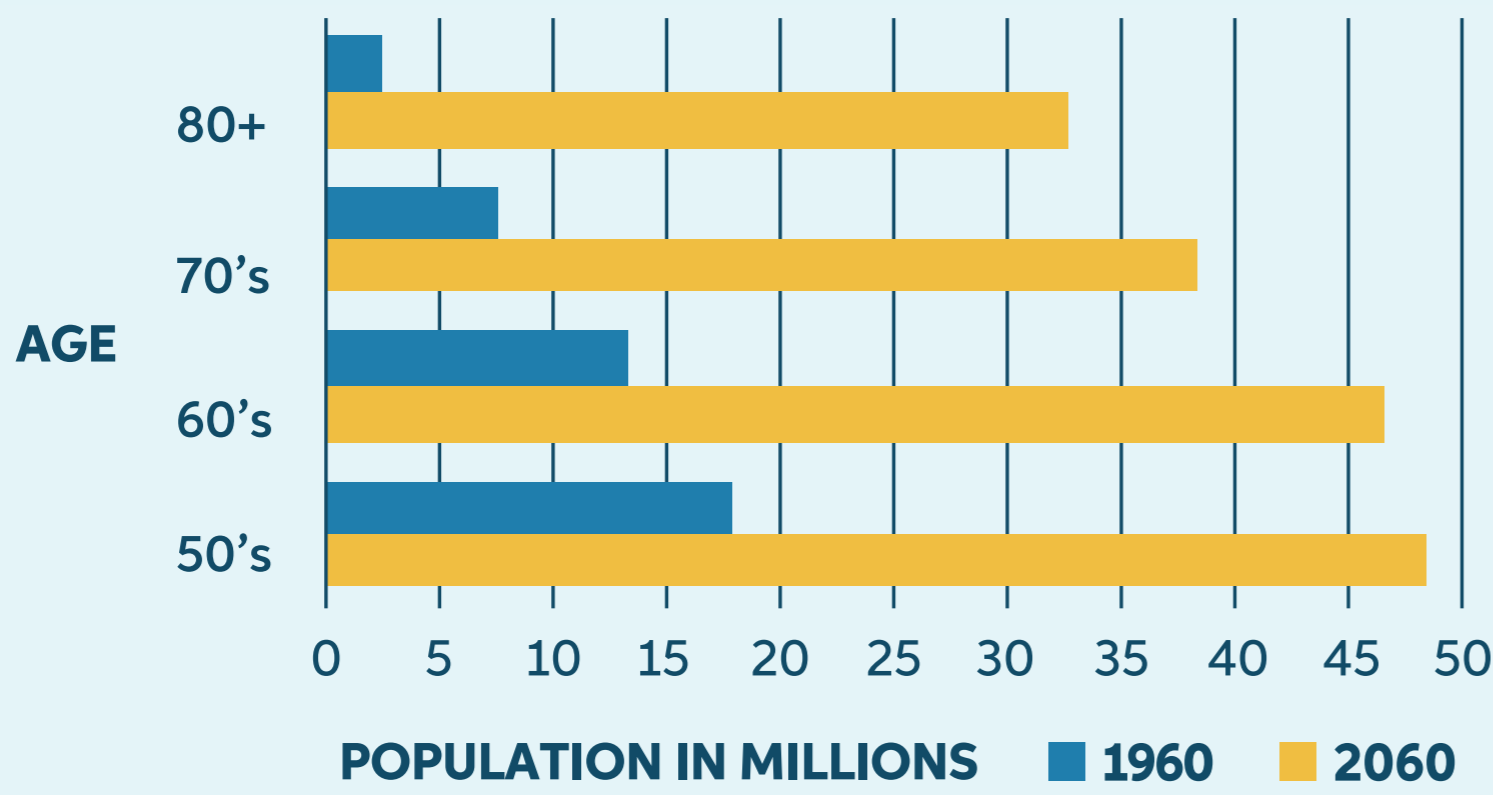


The Impact of the “Silver Tsunami” on Employers

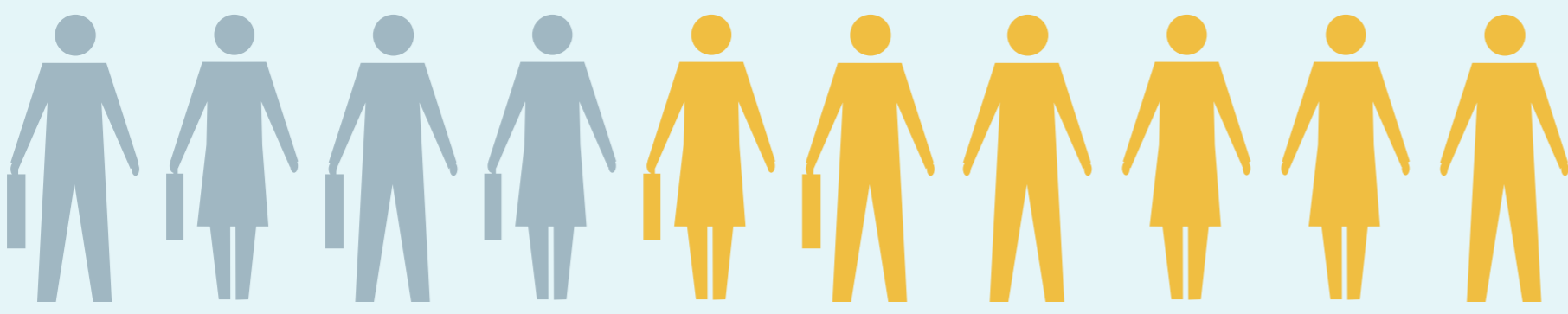
2011
First Boomers
Turned 65¹

2029
Youngest
Boomers
Turn 65¹

There are more older Americans than ever before,² resulting in the need for more eldercare.



Many seniors can't afford paid caregivers and turn to family.



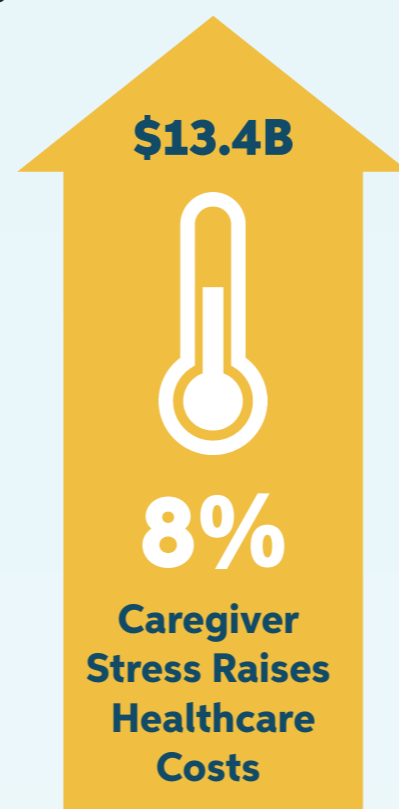
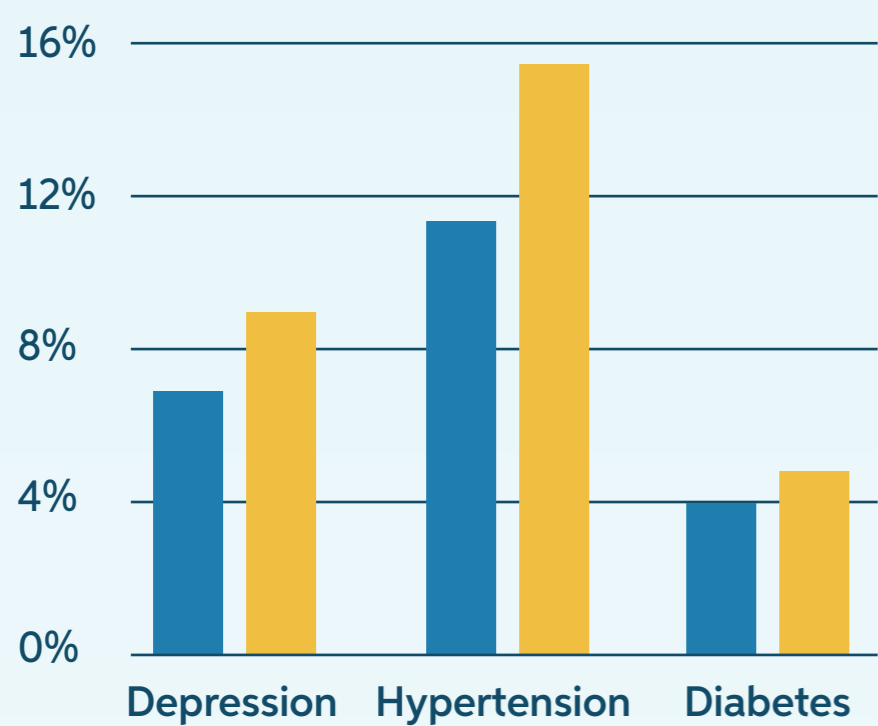
6 in 10
unpaid caregivers are your employees³

You may not know about your employees' caregiving roles.

44% of employees don't tell supervisor about caregiving responsibilities⁴



Family caregivers have more mental and physical health problems, so your medical costs soar.⁵



1 in 3 caregivers will quit or retire.⁶



32%
leave for eldercare

25%
leave to care for an ill or disabled spouse, partner, or family member

Informal caregiving costs employers as much as \$33 billion per year.⁴



The impact of stress on employee productivity.

Kate, a top employee, is becoming increasingly stressed about the care her aging fathers needs.



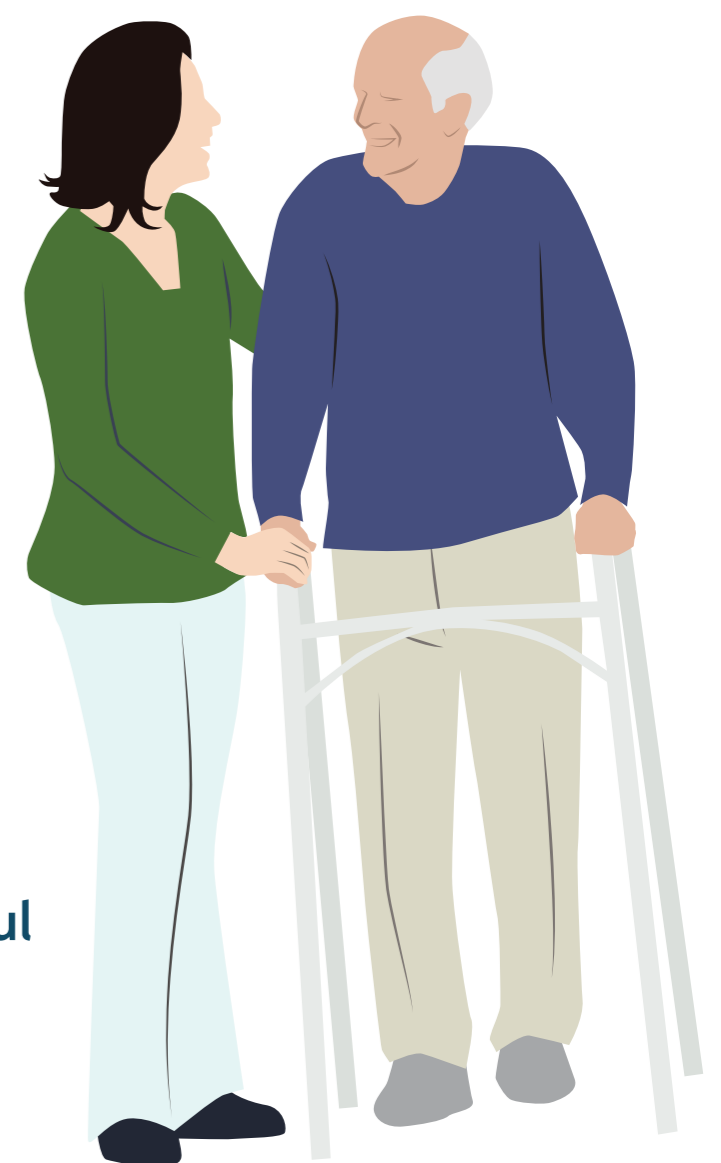
Kate is often sick, comes in late, or leaves work early.

Kate can no longer continue to work full time and take care of her father.



Kate's manager is supportive and tells her about the company's new benefit for family caregivers like her: Homethrive.

A Homethrive Care Guide now provides support to Kate and her dad, enabling Kate to be more successful at work.



¹ <https://www.census.gov/content/dam/Census/library/publications/2018/acs/ACS-38.pdf>
² <https://www.census.gov/newsroom/stories/2019/senior-citizens.html>
³ <https://www.aarp.org/content/dam/aarp/ppi/2016-03/The-Dual-Pressures-of-Family-Caregiving-and-Employment.pdf?intcmp=AE-CAR-LEG-IL>
⁴ <https://www.caregiver.org/caregiver-statistics-work-and-caregiving>
⁵ http://www.caregiving.org/data/caregiver_costs_press_release.pdf
⁶ https://www.hbs.edu/managing-the-future-of-work/Documents/The_Caring_Company.pdf