



Live with confidence

THE MORE THINGS CHANGE – UNPACKING THE MOVEMENTS IN THE RETIREMENT FUNDING INDUSTRY

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Financial Planning

| Investments

| Insurance

| Retirement

| Wealth



Industry Events



Industry Trends



1981



1985



1985

Bruce Cameron | Be involved in how your retirement is being managed or suffer the consequences

fin24 Bruce Cameron

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Bruce Cameron. (Supplied)

Industry Trends



1981



1985



1985

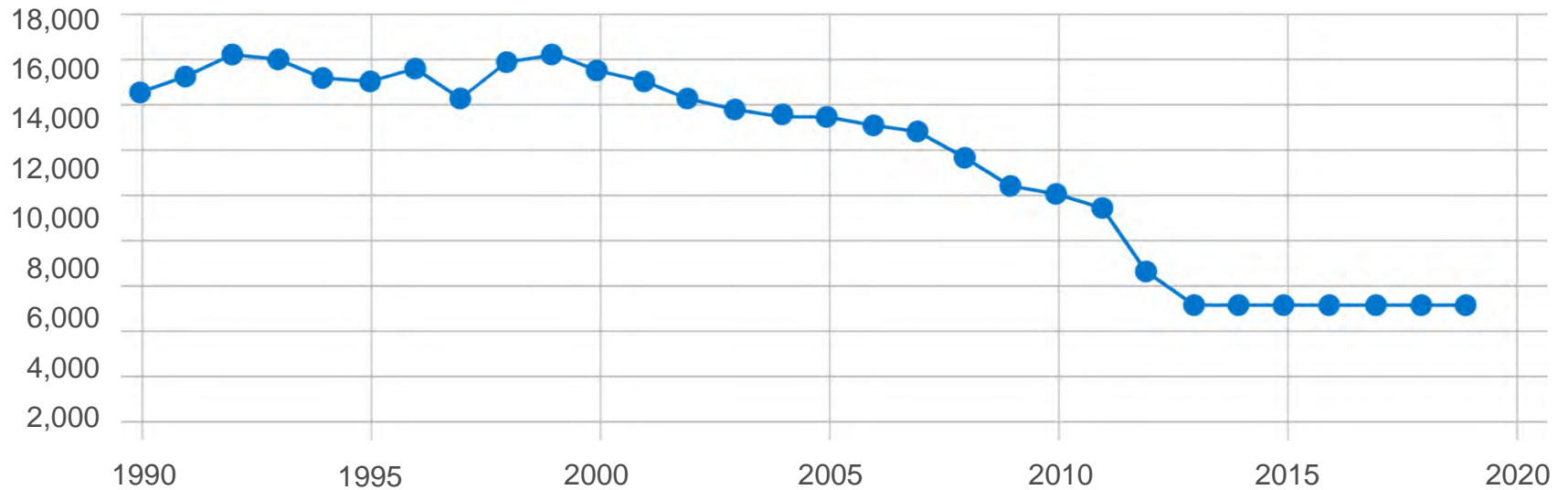


1998



2011

Active Registered Retirement Funds



Source: FSCA annual reports

2018 Budget Review



“ Government has also directed the Financial Services Board to proceed with the following reforms:

Lowering costs and consolidating funds: A key driver of costs is the large number of very small and uneconomical retirement funds (there are currently 5 144 funds, of which 1 651 are active). The Financial Services Board will oversee a significant reduction in funds (preferably to less than 200). ”



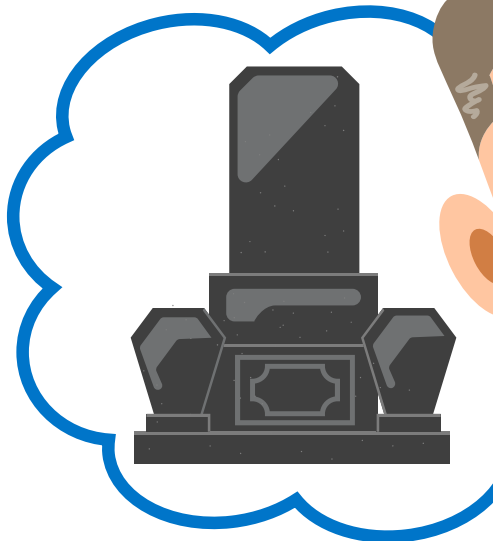
national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

Cause for move to Umbrella



- ④ Costs
- ④ Governance requirements
- ④ Trustee personal liability
- ④ Employers focusing on their core business
- ④ Lack of expertise within employers

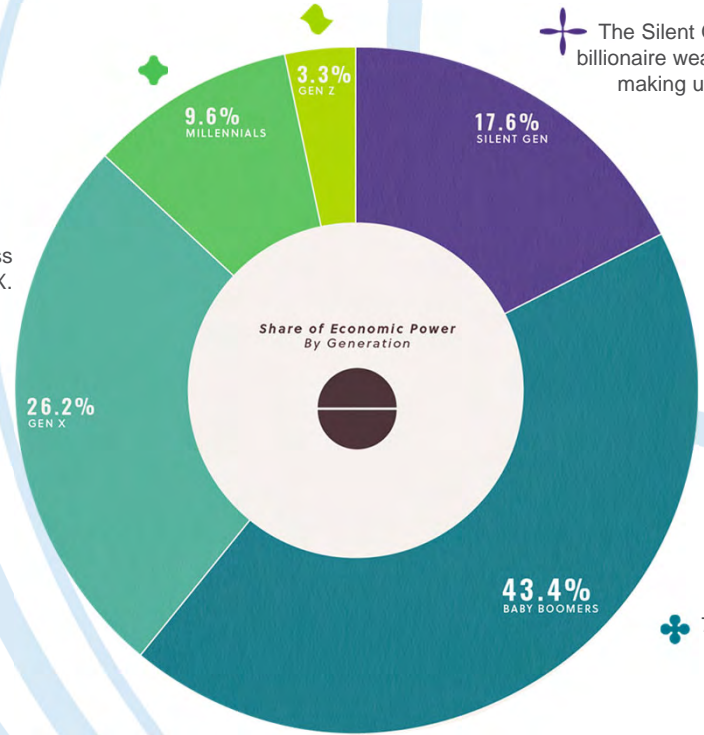


So where are we now?

- ⌚ Largest generational portion of working population controls least amount of wealth other than Gen Z
- ⌚ Oldest millennials are now 40 (referred to as geriatric millennials by Gen Z)
- ⌚ Most educated generation but now without employment or any real savings

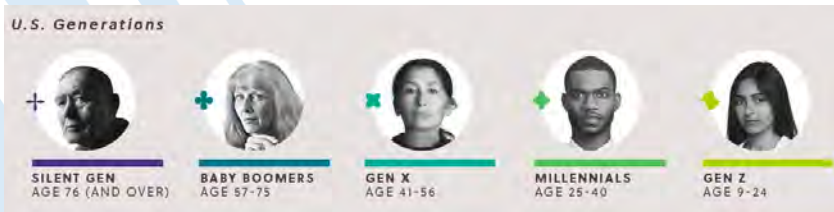
Source: Visual Capitalist

✕ 46% of small business leaders are Gen X.

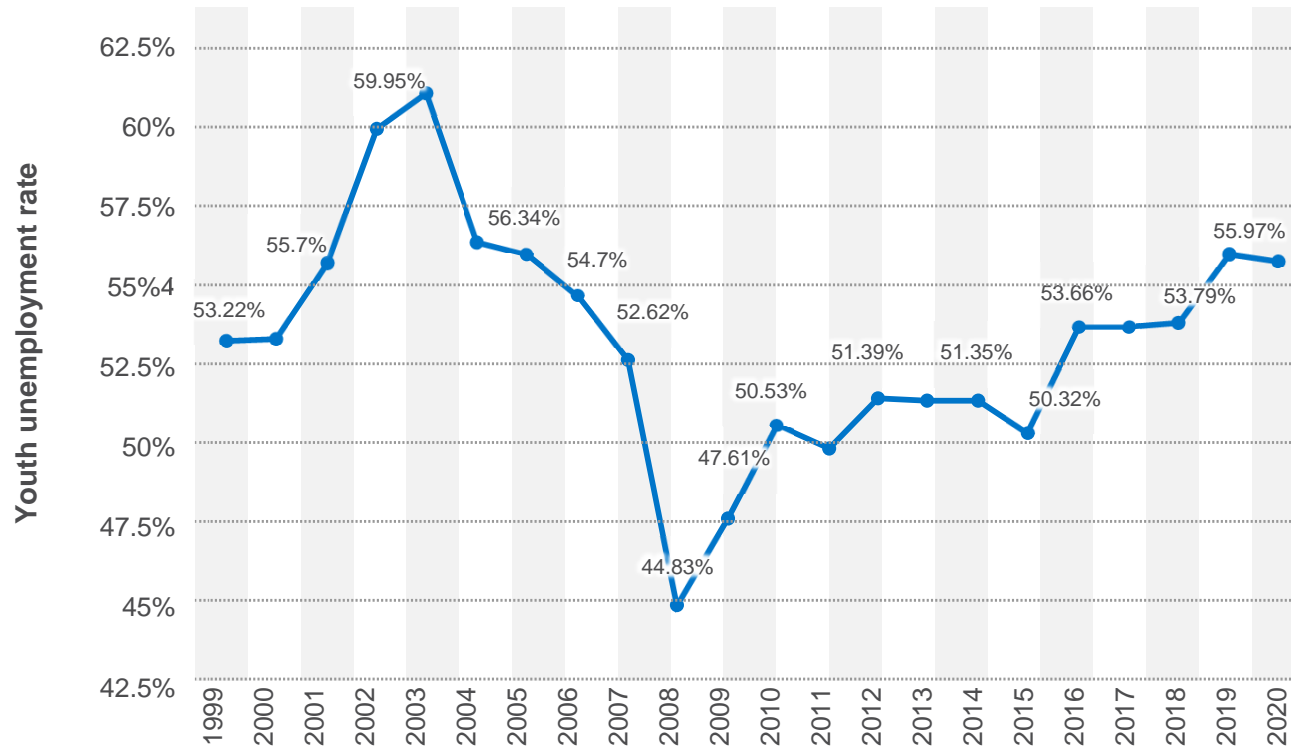


✚ The Silent Gen hold 32% of billionaire wealth, despite only making up 6% of the U.S. population.

✚ 72% of S&P 500 CEOs are Baby Boomers.



South Africa: Youth unemployment rate from 1999 to 2020



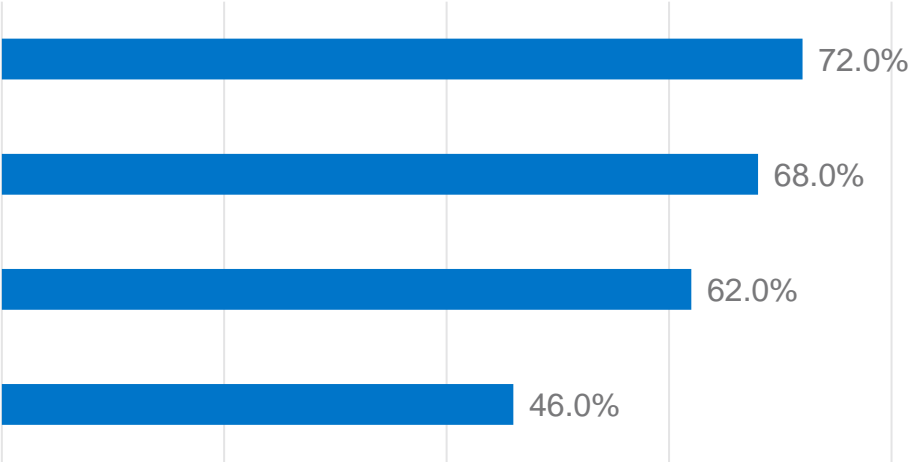
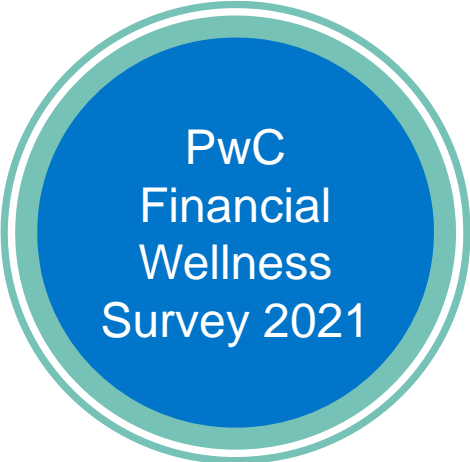
Source: World Bank ©Statsista

Additional Information: South Africa World Bank: ILO: 15-24 years

Reliance on
family as a
strategy?

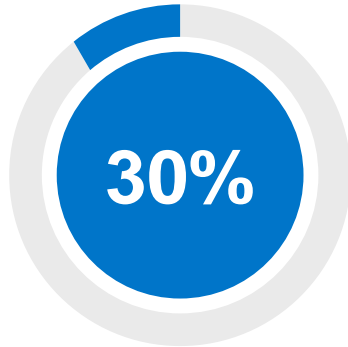


Majority of younger employees are experiencing increased financial stress due to the pandemic

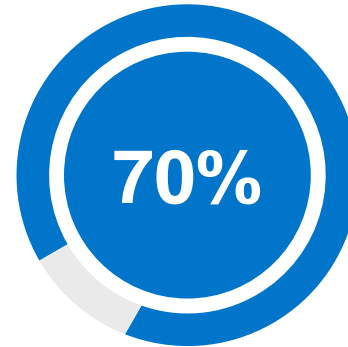


Source: PwC's 10th annual Employee Financial Wellness Survey, PwC US, 2021
January 2021: Base of 1,600 full time employees

Employees struggle to meet monthly household expenses



Find it difficult to meet monthly expenses when household income has stayed the same over the past year



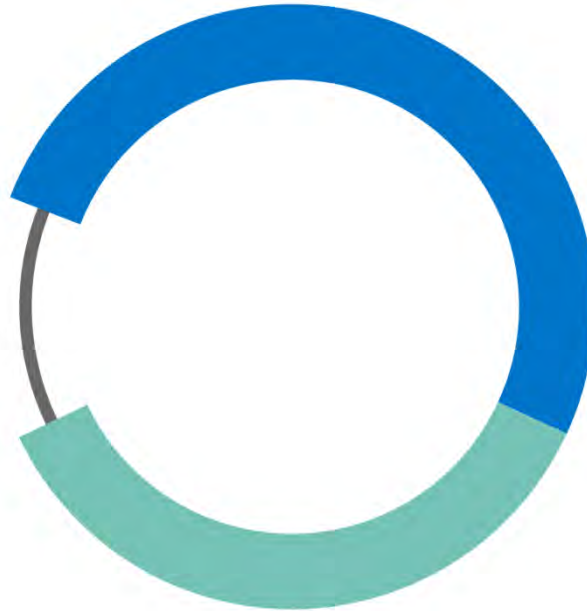
Find it difficult to meet monthly expenses when household income has decreased over the past year

When it comes to personal finances 87% of employees want help



13%

I don't need anyone else's help



51%

I want to make my own decisions, but want someone to validate the decision

36%

I want specific advice (I want to be told what to do)

WTW Global Benefits Attitudes Survey



29%



say their mental/emotional health has deteriorated as a result of the pandemic.

38%



who are working from home today desire a more flexible, mixed onsite/work-from-home experience in future



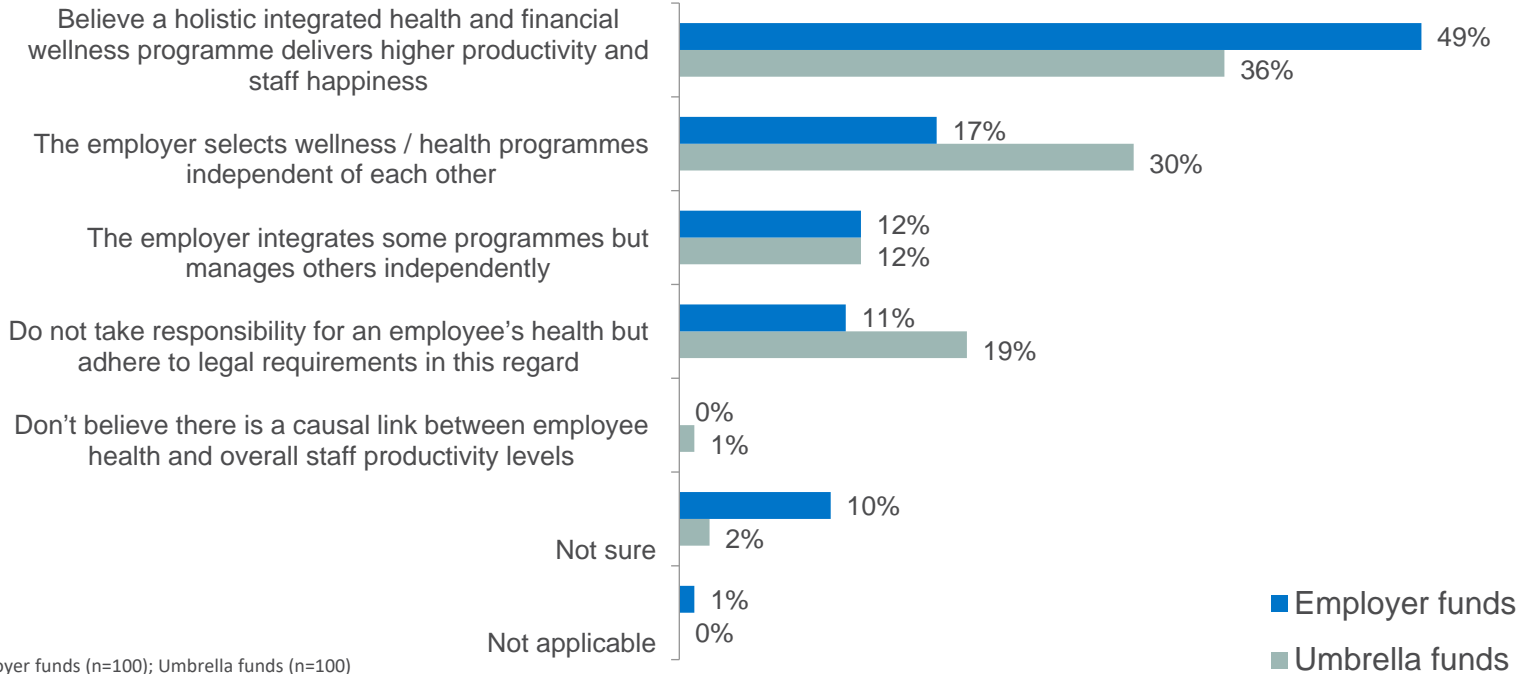
Clear and Consistent Message

“

The opportunity for employers to play a critical role in helping employees improve their financial wellbeing and retirement readiness remains great. Investing in tools and resources, and educating and encouraging employees to use them, can go a long way toward reducing employee financial stress and boosting healthy outcomes and worker productivity.”

Steve Nyce
Senior Economist
Willis Towers Watson

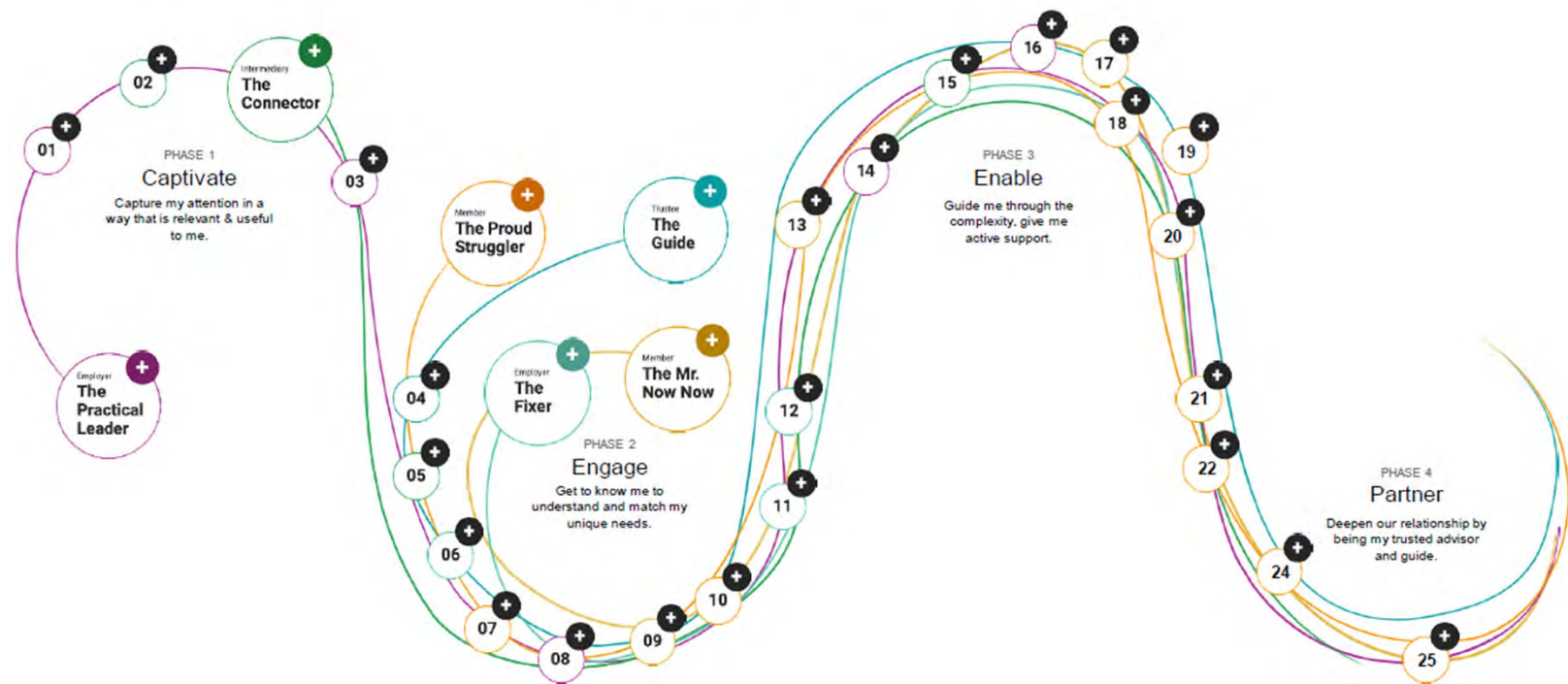
Healthcare Integration Strategies Used



Base: Employer funds (n=100); Umbrella funds (n=100)

Employer funds more readily believe in the benefits of having a holistic integrated health and financial wellness programme than umbrella fund participants.

Our Experience Journey



Data Collection



Contact Info



Purchases



Relationships



Preferences



Content Logs



Browsing / Search History



Finances



Biometric Data



Location Data



Call Records

Purchase data is valuable to advertisers, and it's impossible to truly opt out.

Companies use email, post, and chat content to help target ads

Strict protections on this type of data. For now.



Publicly available information



Loyalty programs are a big source of data. Even offline purchases are tracked.

VISA



Facebook's userbase of over 2 billion people, combined with the prevalence of tracking pixels and like buttons, means the company learns a lot about its users.



Between search, analytics, Chrome, Android, Gmail, and more, Google collects a massive amount of user data.



verizon



Proxama uses Bluetooth beacons to collect location data from busy public spaces.



Data Aggregation



Customer Profiling

Access to \$3T in consumer transaction data.



ADDTHIS
Tracks over 900 million users web activity

The world's leading "data as a service" company

Profiles of over 2 billion global consumers.



Financial History



These data brokers focus more on targeted marketing and advertising.



DATALOGIX
Collects purchase data from 1,500 large retailers



These data brokers focus more on credit reporting and risk assessment.

