

Career or Caregiving?

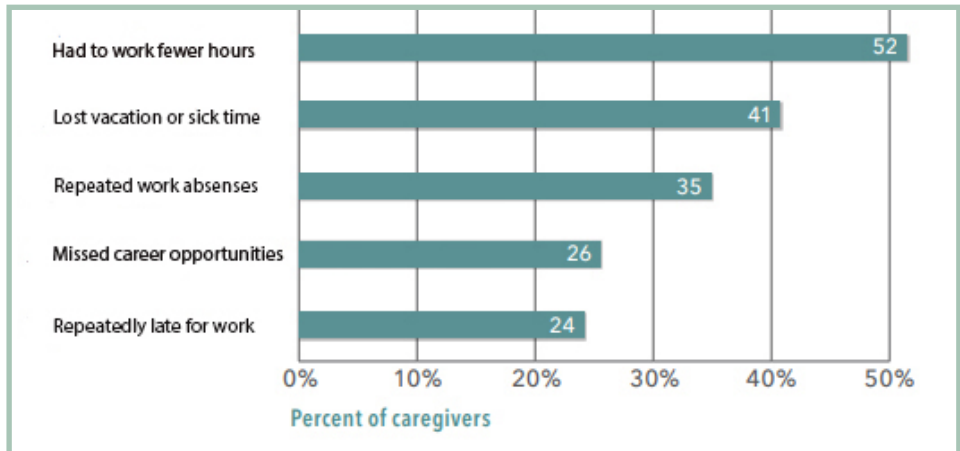
That sounds like such an unfair choice. People should not even have to make this decision, but the reality is that women over 50 are leaving the workplace to care for their parents who are aging.

When women reduce the number of hours worked, take leave or quit their jobs to care for their parents they impact their own finances in the present and in the future.

The move also impacts their employers. From an economical point of view, it does not make sense: the total amount in lost wages is higher than the cost of

Impact of Caregiving on Work

Source: Genworth, 2016



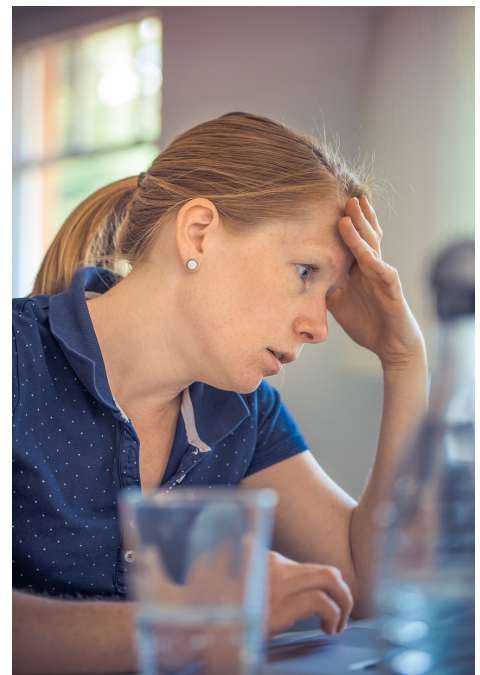
care, in what economists call the “opportunity cost” of caregiving. And worse: this trend is poised to intensify, as baby boomers enter their 60s, 70s and 80s.

Not Good for Caregivers

- 11 % of family caregivers lose their jobs;
- Caregiving reduces paid work hours for middle aged women by about 41 percent, impacting their income and their savings for retirement for a total of \$324,044.

Not Good for Employers

- Only 56% of caregivers feel comfortable letting their employer know about their caregiving responsibilities;
- 66% of employed dementia caregivers say their caregiving responsibilities affected their work.



46%

Of the caregivers do not realize their reduced wages impact their Social Security or retirement savings.

Source: Merrill Lynch, 2017

\$50B

Yearly productivity loss from employees juggling work and caregiving in the US.

Source: AARP, 2012

1 in 3

Caregivers do not get respite from caregiving responsibilities, but wants it.

Source: Merrill Lynch, 2017

We can Help



How Senior Care Improves Workers Lives

- Peace of mind: count on trained caregivers specialized in Dementia, Alzheimer's and other illnesses related to aging when you are not there;
- Avoid financial loss and difficulties;
- Continue engaged and productive careers;
- Provide respite to reduce stress and related illnesses;
- Keep a safe path to retirement.

How Home Care Helps Employers

- Increase productivity from employees who care for an older parent;
- Improve employee retention and reduce turnover;
- Promote positive action, equal opportunity and gender diversity;
- Join the growing team of American companies providing benefits to employees who are caregivers;
- Negotiated rates.

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Working Caregivers Program

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