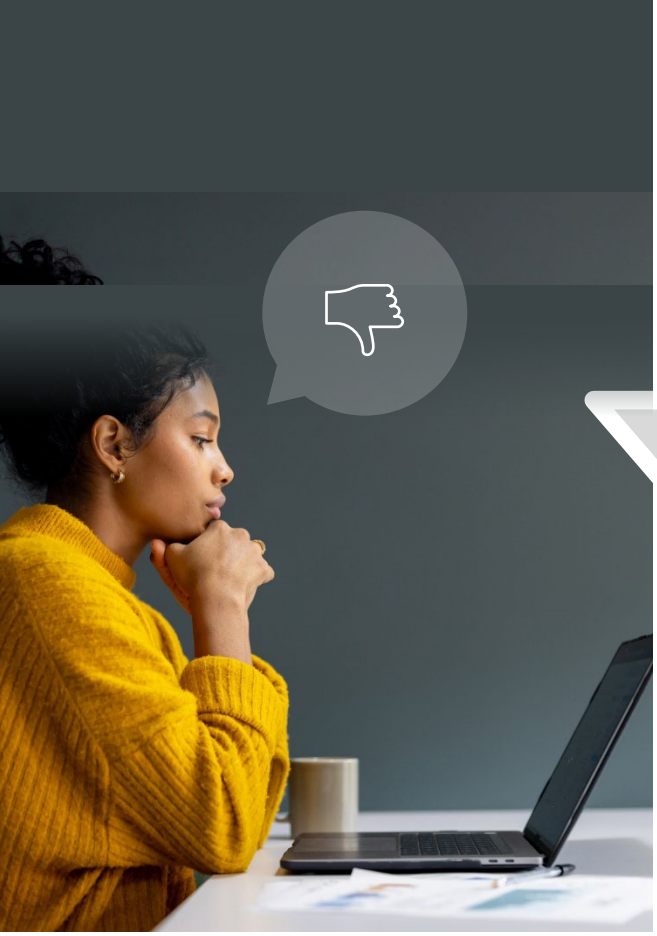


Champion employee wellness with

Workplace Giving

Fidelity INVESTMENTS



The staff is **not all right**

Whether it's stress from geo-political events; anxiety over work/life balance; or concerns about artificial intelligence, economic insecurity, or any number of other factors, American workers are feeling less engaged and more burnt out at work.

Research from 2023 showed that
a majority of workers are feeling disengaged.[1]

A similar study showed that:

66% of employees are experiencing some sort of **burnout** in 2025.[2]



Those who say they are experiencing burnout "often" or "always" report:[3]

- Significantly lower job satisfaction
- Greater intentions to seek a new job
- Less willingness to go above and beyond at work
- Poorer health

These findings are even more pronounced among **younger employees**.

What's behind these negative feelings about work?

Among other things, employees identify 3 main factors:

Pessimistic evaluations of their lives

A decline of respect in the workplace

A feeling that employers don't care about employees' well-being.[3]

48% of Gen Z employees

46% of millennial employees

say "**not getting a sense of meaning and/or purpose from work**" is contributing to their feelings of anxiety and stress.[4]

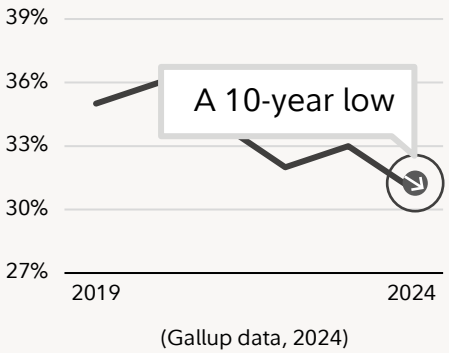


The **"Great Detachment"**

The "Great Resignation" that was born from the pandemic is giving way to the "Great Detachment," according to research by Gallup.

The Gallup study showed that in January 2024:

Only 31% of employees reported feeling engaged at work[5]



(Gallup data, 2024)

51% of workers reported watching for or actively seeking a new job[6]

Many workers may be putting career changes on the back burner in the first part of 2025 due to overall economic uncertainty.

However, when hiring ramps up again, employers can anticipate **significant employee attrition.**

But, there is **hope** for employers ...

92% of people believe working for an organization that values their emotional and psychological well-being is important.[7]

Employers can help increase employees' feelings of belonging, connection, and overall well-being—while also driving engagement —**by offering workplace giving and volunteering programs**.

Recent Fidelity research shows that these programs are a powerful tool for fostering a more connected and motivated workforce.

What is **well-being?**

Well-being is the experience of health, happiness, and prosperity.

- A sense of meaning or purpose
- The ability to manage stress
- Good mental health
- High life satisfaction

Why well-being **matters**:

When one experiences overall well-being, the likelihood of experiencing mental health problems decreases.[8]



Investing in employee well-being doesn't just improve how people feel—it drives measurable business outcomes .[10,11]

Higher levels of well-being have numerous positive effects, including enhanced educational achievements, adoption of healthier lifestyles, and increased productivity.[9]

$20 million in additional opportunity per 10,000 employees when a workforce is thriving[10]

So **how can employers** foster a sense of well-being in the workplace?

Explore what empowers your employees on the next page.





Empowering employees to give back and feel good

About 95%
of employees reported **engaging in some sort of charitable activity.**[12]

60%
of employees with access to a workplace giving program say participating in the **program** "gives me a **greater sense of purpose at my job.**"[12]

Investing in employee well-being means **going beyond the expected**.

While benefits like paid time off, mental health support, employee assistance programs, and back-up dependent care are essential and widely recognized, there are other impactful—yet often overlooked—ways to support employees' holistic wellness.

Workplace giving programs are a powerful example. These initiatives not only foster a sense of purpose and community but also contribute meaningfully to employees' emotional well-being and sense of belonging. By enabling employees to support causes they care about, employers can create **a more inclusive, values-driven culture** that **enhances engagement and job satisfaction** in a meaningful way.

When asked about their motivations and feelings, employees indicated that **giving back is largely a positive experience:**

90% agree — "I feel it is important to give back to my community."[12]

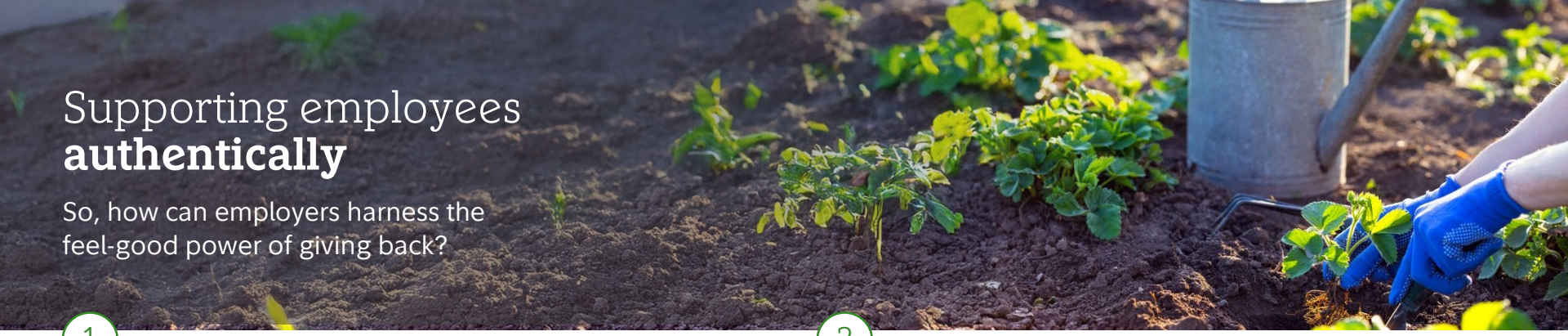
86% agree — "Supporting different charities makes me feel good."[12]

76% agree — "Giving helps me feel more connected to my community."[12]

89% agree — "Giving helps me make the world a better place."[12]

82% agree — "Giving makes my life more meaningful."[12]

87% agree — "Giving allows me to express values that are important."[12]



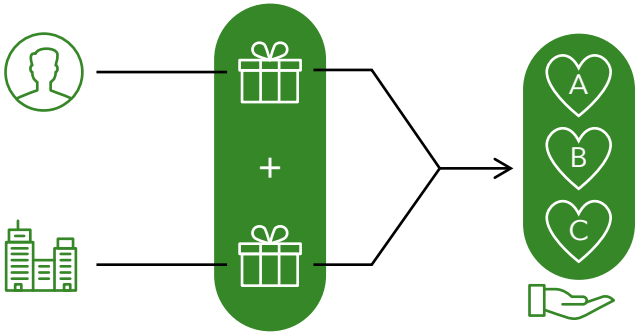
Supporting employees **authentically**

So, how can employers harness the feel-good power of giving back?

1

Support employees' interests and passions.

If you have a workplace **matching donation program** (where your company matches monetary donations made by employees), keep the matching parameters **broad to support your employees' varied interests**.

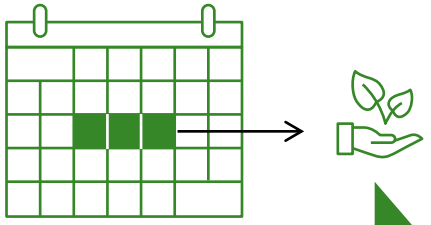


You may also consider establishing **a volunteer grants or dollars-for-doers program,** through which your company makes donations to organizations where your employees volunteer.

2

Allow time to give back.

Oftentimes, employees are busy with work and personal obligations, so allowing **paid time off during their work schedule to volunteer** is helpful. This also allows employees the opportunity to give back, even if they're not able to support causes financially.



Volunteering and making donations have been shown to **lower blood pressure and stress.**[13]



Supporting employees **authentically**

So, how can employers harness the feel-good power of giving back?

3

Offer opportunities to work together.

Hosting **at-work volunteer events** (like packing boxes of food for a local food bank or writing notes to children in a local hospital) is also a great option. This allows employees who may not normally work together an opportunity to connect while doing something positive for the community.

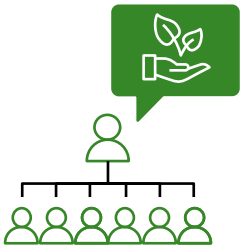


Almost 50% of employees who engaged in a charitable event through their workplace **felt more connected to their coworkers.**[8]

4

Demonstrate that the company is committed.

Fidelity's research revealed that senior executives at companies with strong giving cultures show with their actions that it's important to give back. That might mean making **public statements about giving back or even just participating in on-site volunteering opportunities.**



Employees who feel that their company has a strong giving culture were[12]

2x as likely to:

- ✓ Report a strong sense of belonging in the workplace
- ✓ Express satisfaction with their jobs

Fidelity is here to help

Fidelity is a forward-thinking company that recognizes that employee well-being goes beyond traditional benefits.



Fidelity Workplace Giving helps your organization become a catalyst for meaningful change—**empowering employees to support causes they care about while strengthening the workplace culture.**



By simplifying the experience, **Fidelity makes it easy for employees to discover and engage with charities** and volunteer opportunities that align with their passions—anytime, anywhere.

With real-time insights, you can track the measurable impact your workforce is making in the community.



This all-in-one solution reduces the administrative burden with clear reporting, flexible pricing, and seamless integration with Fidelity NetBenefits®—it's the only program of its kind embedded within a leading workplace benefits platform.

By investing in workplace giving programs, employers take a meaningful step toward creating a culture where employees find purpose and connection, while fostering positive feelings that support overall well-being.

Your partner in giving.

For more information on how Fidelity can support your workforce and employee benefits efforts, please contact a Fidelity representative.

New to Fidelity? We'd love to hear from you. FidelityWGNews@fmr.com



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