



A holistic approach to employee hardship relief

Why Hardship Relief Matters

“Sedgwick's commitment to caring that counts is one of the guiding principles shaping every decision we make. As we searched for the right Emergency Financial Relief partner, E4E Relief stood out because of their world-class technology, compassionate approach and proven ability to deliver meaningful support to colleagues in times of crisis.

Our partnership with E4E Relief is a tangible expression of our core values of empathy and accountability — because taking care of our colleagues, especially when they need it most, builds a stronger, more resilient organization for us all.”

*~ David Reed
Global Head of Talent Acquisition*

Results At-A-Glance

17	Provided grants to individuals affected by 17 different hardship categories
80	Emergency Financial Relief hardship support is available to Sedgwick employees in 80 countries
~\$1M	In hardship grants awarded
87%	Of grantees reported regaining financial stability after relief
83%	Of grant recipients maintained productive work levels
\$3,000	Average Sedgwick Family Fund grant award

Real Support for Real Hardship

“Sedgwick does not cease to amaze me. The family fund has greatly helped my family and I during a difficult time so that we did not lose electricity and lose our house. From the bottom of my heart...THANK YOU.”

~Sedgwick hardship grantee

Sedgwick At-A-Glance

Established: 1969	Number of employees: 33,000 across 80 countries
Industry type: Insurance & Risk Management	Distinctions: The company’s expertise, combined with the most advanced AI-enabled technology available, sets the standard for solutions in claims administration, loss adjusting, benefits administration and product recall. Sedgwick provides unmatched perspective, caring that counts, and solutions for the rapidly changing and complex risk landscape.
Purpose: Enabling clients to thrive by helping them navigate the unexpected.	

Opportunity

Sedgwick is the world’s leading risk and claims administration partner, serving 10,000 clients – including 79% of the FORTUNE 100 companies. Sedgwick leaders recognized the need to support colleagues facing unexpected expenses associated with personal hardships and crises.

Solution

Sedgwick leaders launched the Sedgwick Family Fund, partnering with E4E Relief to design and administer an equitable and sustainable response to these hardships, making the organization’s financial assistance fund available to its 33,000 employees around the world.

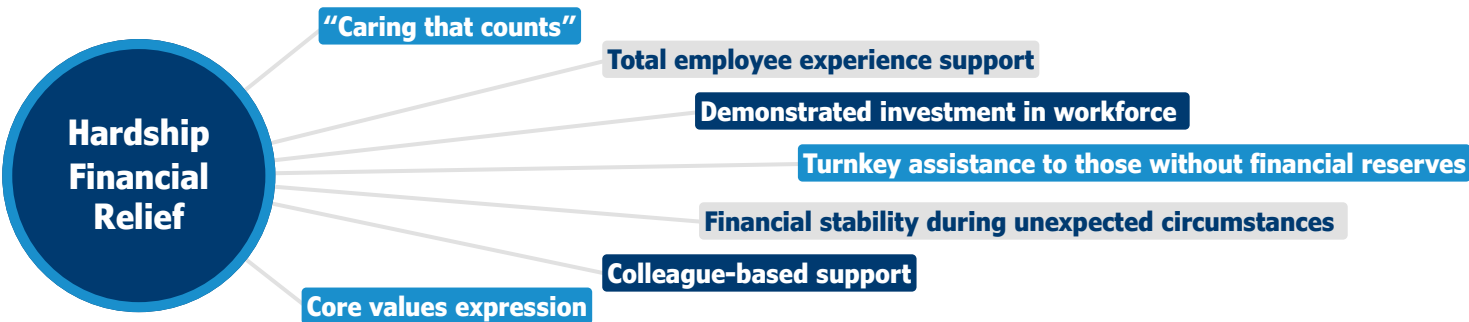
The Sedgwick Family Fund offers a comprehensive hardship solution that emphasizes both company and employee participation, providing multiple donation options such as PayPal, credit card, cryptocurrency and donor-advised funds. This initiative reflects the company's *empathy* core value (*We find unique and purposeful ways to make caring count*) extending it directly to its internal workforce. By establishing a safety net for colleagues, the fund addresses unexpected hardships, including medical expenses, housing crises, domestic violence, loss of loved ones and household income loss, among other crises.

Sedgwick leaders have utilized E4E Relief's comprehensive solution since February 2019 to provide direct cash grants to their colleagues.

Key Features

- Tech-enabled application process
- Native translations
- Compassion-first support
- Anonymity protection

Key Outcomes



Sedgwick’s employee financial assistance fund has produced far-reaching positive results that underscore the company’s core values. Findings from ImpactStackSM, E4E Relief’s groundbreaking, survey-based measurement tool, reveal an 86% improvement in retention. With a focus on enhancing the total employee experience, the Sedgwick Family Fund intersects empathy with fulfilment of practical needs, which initiates a faster recovery time from financial setbacks, decreases financial burden-driven workplace distraction and undergirds colleagues with a sense of belonging and support that complements traditional benefits’ reach.

In a time when many working adults are not able to cover a \$1,000 unexpected expense, Sedgwick’s Emergency Financial Relief fund provides a financial lifeline for its employees to which they often do not have access after exhausting other financial relief options.