



18th Annual Transamerica Retirement Survey

A Compendium of Findings About American Workers

TRANSAMERICA CENTER
FOR RETIREMENT STUDIES®

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Welcome to the 18th Annual Transamerica Retirement Survey

Welcome to this compendium of insights and findings from the *18th Annual Transamerica Retirement Survey of Workers* from the Transamerica Center for Retirement Studies® (TCRS).

This report is an exploration of retirement preparedness of American workers that offers perspectives on retirement confidence, access to employer-sponsored retirement benefits, savings rates, and planning-related activities. It is comprised of these chapters:

- ***The American Worker – An Overview.*** This chapter contains a comprehensive set of more than 50 key measures of retirement preparedness and five-year trend analysis looking at overall survey findings among workers of for-profit companies. Data prior for 2016 and 2017 are from workers in companies or five or more employees and data prior to that are from workers in companies of 10 or more employees.
- ***Influences of Demographics on Retirement Preparations.*** These chapters are demographic segmentation analyses by employer size, generation, gender, household income, level of education, and ethnicity. Each chapter presents a concise set of 38-40 key measures for each demographic segment.

We hope that you find this compendium to be a helpful source of retirement-related research and survey data. If you are seeking survey data that you do not find in this report, please contact TCRS at info@transamericacenter.org and we will do our best to assist you.

Thank you.

About Transamerica Center for Retirement Studies®

- Transamerica Center for Retirement Studies® (TCRS) is a division of Transamerica Institute® (The Institute), a nonprofit, private foundation. TCRS is dedicated to educating the public on emerging trends surrounding retirement security in the United States. Its research emphasizes employer-sponsored retirement plans, including companies and their employees, unemployed and underemployed workers, and the implications of legislative and regulatory changes. For more information about TCRS, please refer to www.transamericacenter.org.
- The Institute is funded by contributions from Transamerica Life Insurance Company and its affiliates and may receive funds from unaffiliated third parties.
- TCRS and its representatives cannot give ERISA, tax, investment or legal advice. This material is provided for informational purposes only and should not be construed as ERISA, tax, investment or legal advice. Interested parties must consult and rely solely upon their own independent advisors regarding their particular situation and the concepts presented here.
- Although care has been taken in preparing this material and presenting it accurately, TCRS disclaims any express or implied warranty as to the accuracy of any material contained herein and any liability with respect to it.

About the Survey

- Since 1998, Transamerica Center for Retirement Studies® has conducted national surveys of U.S. business employers and workers regarding their attitudes toward retirement. The overall goals for the study are to illuminate emerging trends, promote awareness, and help educate the public.
- The Harris Poll was commissioned to conduct the 18th Annual Retirement Survey for Transamerica Center for Retirement Studies. Transamerica Center for Retirement Studies is not affiliated with The Harris Poll.
- The Harris Poll is one of the longest running surveys in the U.S. tracking public opinion, motivations and social sentiment since 1963 that is now part of Harris Insights & Analytics, a global consulting and market research firm that delivers social intelligence for transformational times. Harris Insights & Analytics works with clients in three primary areas; building twenty-first-century corporate reputation, crafting brand strategy and performance tracking, and earning organic media through public relations research. Our mission is to provide insights and advisory to help leaders make the best decisions possible. To learn more, please visit www.theharrispoll.com.

Worker Survey Methodology

- A 25-minute, online survey was conducted in English between August 9 – October 28, 2017 among a nationally representative sample of 6,372 workers using the Harris online panel. Respondents met the following criteria:
 - U.S. residents, age 18 or older
 - Full-time or part-time workers in a for-profit company employing five or more people
- Data were weighted as follows:
 - Census data were referenced for education, age by gender, race/ethnicity, region, household income, and number of employees by company size. Results were weighted where necessary to bring them into line with the population of US residents age 18+, employed full time in a for-profit company with 5+ employees or employed part time in a for profit company.
 - The weighting also adjusts for attitudinal and behavioral differences between those who are online versus those who are not, those who join online panels versus those who do not, and those who responded to this survey versus those who did not.
- Data before 2017 is from full-time or part-time workers in a for-profit company employing 10 or more people
- Percentages are rounded to the nearest whole percent. Differences in the sums of combined categories/answers are due to rounding.
- This report focuses on full-time and part-time workers combined.

Demographic Breakout Terminology and Sample Sizes

Demographic characteristics are self-identified by respondents. This report uses the following terminology:

All Workers

- Refers to all workers age 18 and older

Base Size

N=6,372

Company Size

- *Small Company:* 5 to 499 employees
- *Large Company:* 500 or more employees

N=3,428

N=2,944

Generation

- *Millennial:* Born 1979 – 2000
- *Generation X:* Born 1965 – 1978
- *Baby Boomer:* Born 1946 – 1964

N=2,593

N=1,586

N=2,076

Gender

- *Women:*
- *Men:*

N=3,917

N=2,432

Household Income

- *Less than \$50,000:*
- *\$50,000 - \$99,999:*
- *\$100,000 or more:*

N=2,508

N=2,351

N=1,241

Education

- *High School or less:*
- *Some College or Trade School:*
- *College Graduate:*
- *Some Graduate School or Graduate Degree:*

N=1,107

N=1,834

N=2,488

N=943

Race

- *White:*
- *Hispanic:*
- *African American:*
- *Asian/Pacific:*

N=3,949

N=1,037

N=789

N=467



The American Worker – An Overview

Detailed Findings

The American Worker – An Overview

The 18th Annual Transamerica Retirement Survey finds that many American workers are still recovering from what is commonly referred to as the Great Recession. Most are focused on saving for retirement and have varying degrees of confidence they will be able to retire comfortably. This year's survey offers a multi-year trend analysis on approximately 60 indicators of retirement readiness. At Transamerica Center for Retirement Studies, our goal is to raise awareness of the issues faced and inspire positive change.

Key Highlights from this 2017 Survey

- **Retirement Confidence Has Recovered but Plateaued.** In 2017, 62 percent of workers are confident that they will be able to fully retire with a comfortable lifestyle, including 18 percent who are “very confident” and 44 percent who are “somewhat confident.” This is an improvement over 2013 and 2015, but consistent with 2016. Slightly more than half of workers (54 percent) agree that they are building a large enough retirement nest egg. This number has increased more than 12 percentage points since 2013.
- **Workers Continuing to Recover From the Great Recession.** Many workers (56 percent) say they have not yet fully recovered financially from the Great Recession, with 37 percent saying that they have “somewhat” recovered, 12 percent saying that they have not yet begun to recover, and seven percent saying that they may never recover from it. In contrast, 44 percent of workers say that they have either fully recovered (24 percent) or were not impacted by Great Recession (20 percent).
- **Retirement Dreams Include Leisure and Work.** Workers have many dreams for retirement, including traveling (70 percent), spending more time with family and friends (57 percent), and/or pursuing hobbies (50 percent). Interestingly, 30 percent of workers dream of doing some form of work in retirement. These are largely unchanged from 2016, with the exception being that slightly more workers cite traveling as a dream in 2017.

The American Worker – An Overview

- **Greatest Retirement Fears Range From Financial to Health.** Workers' most frequently cited retirement fear is "outliving my savings/investments" (52 percent), followed closely by "Social Security will be reduced or cease to exist in the future" (48 percent) and "declining health that requires long-term care" (44 percent). Approximately one-third of workers fear lack of adequate and affordable healthcare (38 percent) and cognitive decline, dementia, Alzheimer's Disease (35 percent).
- **Retirement Beliefs, Preparations, and Involvement.** Many workers have concerns about their life in retirement — the majority (79 percent) believe their generation will have a much harder time achieving financial security compared to their parents' generation, and 76 percent are concerned that Social Security will not be there for them when they are ready to retire. These concerns present an opportunity for education, with 68 percent of workers admitting they don't know as much as they should about retirement investing, and two-thirds looking to their company for more information and advice on how to reach their goals.
- **Expected Standard of Living in Retirement.** In 2017, 62 percent of workers expect that their standard of living will stay the same or increase while in retirement. However, one in three workers expect that they will see a decrease in their standard of living during retirement.
- **Expected Retirement Age.** Workers' expectations regarding when and how they will retire represent a dramatic change from long-held societal notions about fully retiring at age 65. In 2017, the majority of workers (53 percent) plan to work past age 65 (40 percent) or do not plan to retire (13 percent). These survey findings remain relatively consistent with previous years.
- **Planning to Work in Retirement.** Fifty-six percent of workers plan to continue working in retirement, either part-time (42 percent) or full-time (14 percent). Twenty-four percent do not plan to work in retirement and 20 percent are "not sure." The proportion of workers who plan to work in retirement has gone up slightly since prior years.

The American Worker – An Overview

- **Reasons for Working in Retirement.** Among workers who plan to work in retirement or past age 65, larger proportions do so because of financial reasons (83 percent) than healthy-aging reasons (75 percent). The top financial reason for doing so is because workers want the income (57 percent), while the top healthy-aging reason is to be active (54 percent).
- **Retirement Transitions: Phased Versus Immediate.** Only 23 percent of workers plan to immediately stop working at a specific point in time. Many (47 percent) are planning to transition into retirement by either shifting from full-time to part-time (30 percent) or moving into a less demanding or more personally satisfying role (17 percent). Another 20 percent plan to continue working as long as possible in their current or similar position until they cannot work any longer, and 10 percent are “not sure” about their transition.
- **Phased Retirement and Compensation-Related Expectations.** Among workers who envision a phased transition into retirement, 79 percent agree that if they reduce their work hours at their current employer they would expect to be paid the same hourly rate for hours worked that they are earning now. Seventy-eight percent agree that if they were to take on a new role with fewer responsibilities at their current employer, they would expect their job title to change, while 71 percent agree that if they took on a role with reduced responsibilities they may have a reduction in pay.
- **Where Transition to Retirement May Take Place.** More than half of workers (54 percent) would prefer to stay with their current employer when working past age 65 as they transition into retirement. Another 20 percent each would like to start their own business or change employers. Nineteen percent of workers are “not sure” what they would prefer.
- **Employer Support for Working Past Age 65.** Seventy-two percent of workers agree that their employer is supportive of their employees working past the age of 65. These findings are consistent since 2014.

The American Worker – An Overview

- **Transitioning to Retirement: How Employers Help.** One in four workers (24 percent) indicate their employer allows flexible work schedules or reduced work hours to employees transitioning into retirement. However, one-quarter of workers (25 percent) state that their employer does not do anything to help employees enter retirement, and 24 percent are “not sure.”
- **“Aging Friendly” Employer.** Just over half of workers (56 percent) consider their employer to be “aging friendly,” significantly more than last year, while one-quarter (23 percent) are “not sure.”
- **Very Important Criteria Re: Where to Live in Retirement.** Seven in ten workers (71 percent) cite an affordable cost of living as a very important criterion for choosing where to live in retirement, a finding that is similar to previous years. Being near family and friends (54 percent) is the second most commonly cited criterion. The survey finds a disconnect in that only 25 percent of workers cite employment opportunities as a very important criterion, while 56 percent plan to work in retirement.
- **Proactive Steps to Continue to Working in Retirement.** When asked what steps they are taking to help ensure they can continue working past age 65 or in retirement, 62 percent of workers say they are staying healthy so that they can continue working, while 56 percent say that they are focusing on performing well at their current job. Only 46 percent say they are keeping their job skills up to date. Even fewer workers are networking and meeting new people (21 percent), scoping out the employment market (18 percent), or going back to school and learning new skills (13 percent).
- **Level of Concern About Health in Older Age.** Almost three in four workers (73 percent) are concerned about their health in older age. Half of workers are somewhat concerned while 23 percent are very concerned.
- **Engagement in Health-Related Activities on a Consistent Basis.** Nearly all workers (96 percent) are doing at least one health-related activity on a consistent basis, with more than half of workers eating healthfully (56 percent), exercising regularly (54 percent), maintaining a positive outlook (53 percent), seeking medical attention when needed (53 percent), and/or avoiding harmful substances (50 percent).

The American Worker – An Overview

- **Perceptions of Older Workers.** Eighty-four percent of workers have a positive perception of workers age 50 and older compared to younger workers in today’s workforce, while 54 percent of workers hold a negative perception. The most common positive perception is that they bring more knowledge, wisdom, and life experience (62 percent), while the most common negative perception is that they have higher healthcare costs (28 percent).
- **Age That Workers Consider a Person to Be “Too Old” to Work.** A majority of workers (54 percent) believe it is not a particular age when they consider a person “too old” to work but “it depends on the person.” Of those who provided an age deeming a person “too old” to work, the median age is 75.
- **Age That Workers Consider a Person to Be “Old.”** Two in five workers (40 percent) believe that there it is not a particular age when they consider a person to be “old,” but rather “it depends on the person.” Of those who provided an age, the median age when workers deem a person to be “old” is 70, with the largest proportion of responses falling between ages 70 and 79 (18 percent).
- **Planning to Live to Age ...** Workers in 2017 are planning to live to age 90 (median), an increase from 86 (median) in 2016. About half (49 percent) are planning to live to age 80 or older. Thirty-two percent are planning to live to age 90 or older. Fourteen percent are planning to 100 or older. And four in ten workers (41 percent) say that they are “not sure.”
- **Current Financial Priorities.** “Paying off debt” (NET) is the most frequently cited current financial priority among workers (66 percent), with paying off credit card debt the most cited within this category (43 percent). Building savings (59 percent), and saving for retirement (57 percent) follow closely. Thirty-four percent cite “just getting by to cover basic living expenses.”

The American Worker – An Overview

- **Greatest Financial Priority.** “Paying off debt” (NET) (29 percent) is the most frequently cited *top* financial priority among workers. Other top priorities are saving for retirement (19 percent) “just getting by – covering basic living expenses” (17 percent), and paying off credit card debt (16 percent).
- **Types of Household Debt.** A large majority (86 percent) of American workers’ households carry at least some form of debt with credit card debt being most prevalent (59 percent), followed by a mortgage (43 percent), or a car loan (40 percent). Only 14 percent of households have no debt.
- **Emergency Savings Are Low.** Many workers have little in terms of emergency savings specifically to cover the cost of major financial setbacks such as unemployment, medical bills, home repairs, auto repairs, and other. Workers have saved \$5,000 (median) to cover such emergencies. Thirty-six percent of workers report having saved less than \$5,000. Only 19 percent say that they have saved more than \$25,000.
- **Saving for Retirement / Age Started Saving.** Seventy-seven percent of workers are saving for retirement through an employer-sponsored retirement plan and/or outside of work. The median age workers begin saving for retirement is age 27. These findings are consistent since 2013.
- **Expected Sources of Retirement Income.** Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investment are the most frequently cited sources of retirement income expected by workers (82 percent), followed by Social Security (74 percent). Today’s workers are expecting diverse sources of income, including 39 percent who cite “working” as an expected source of retirement income. Company-funded pension plans (23 percent), home equity (14 percent), and inheritance (11 percent) are less frequently cited by workers.

The American Worker – An Overview

- **Primary Source of Retirement Income.** Many workers expect to self-fund their retirement, either through 401(k)s or similar accounts and/or IRAs (38 percent), or other savings and investments (12 percent). Twenty-six percent of workers plan to rely on Social Security as their *primary* source of income in retirement. This year’s survey found that 14 percent expect that income from “working” will be their primary source of income to cover living expenses when they retire.
- **Importance of Retirement Benefits Compared to Other Benefits.** Workers highly value employer-sponsored retirement benefits — 88 percent of workers say that an employee-funded retirement plan is “very” or “somewhat” important and 72 percent indicate pension plans are important. Health insurance continues to be the most frequently cited important benefit (95 percent).
- **Importance of Retirement Benefits in Job Selection.** The majority of workers (81 percent) agree that the retirement savings programs offered by a prospective employer will be a major factor in their job search decision, a slight increase from previous years.
- **Better Retirement Benefits Versus Higher Salary.** When selecting between two hypothetical job offers, workers are equally likely to say they would select a job with a higher than expected salary, but poor retirement benefits (50 percent) versus a job with excellent retirement benefits, but only meeting minimum salary requirements (50 percent).
- **Workers May Switch Employers for Better Retirement Benefits.** The majority of workers (65 percent) whose employers do *not* offer a retirement plan would be likely to switch jobs for a similar job with a retirement plan. Among all workers, more than half (59 percent) would switch jobs for a better retirement plan. These are up somewhat from previous years.

The American Worker – An Overview

- **Health & Welfare Benefits Currently Offered.** The vast majority of workers (77 percent) are offered health insurance at their company. Life insurance (55 percent) and disability insurance (45 percent) are also commonly offered. These trends have remained relatively consistent over the past five years.
- **Retirement Benefits Currently Offered.** Seventy-one percent of workers are offered employee-funded retirement plans such as 401(k)s and/or other employee-funded plans. A quarter (26 percent) are offered a company-funded pension plan. However, 22 percent of workers are not offered any type of retirement plan.
- **Retirement Plan Participation and Contribution Rates.** Among workers who are offered an employee-funded retirement plan, participation is relatively high at 81 percent, slightly higher than last year. The median percentage of salary being saved in 2017 is 10 percent of annual pay, an increase from prior years.
- **Reasons for Not Participating in Retirement Plan.** Among workers not participating in their company-sponsored plan, the reason most frequently cited is being financially stretched with other financial priorities (33 percent). Almost one in five cite that they save for retirement in other ways (19 percent).
- **Appeal of Automatic Enrollment.** Eight in ten workers (81 percent) find automatic enrollment by their current employer into an employee sponsored retirement plan appealing. If workers were to be automatically enrolled, the median default contribution rate they feel is appropriate is 7 percent.

The American Worker – An Overview

- **Likelihood of Using Automatic Escalation.** Three in four workers (75 percent) are either somewhat likely (44 percent) or very likely (31 percent) to use a feature that would allow their employer to automatically increase the contribution rate in their 401(k) or similar plan by 1% each year, until they choose to discontinue the increase.
- **Understanding of Asset Allocation Principles.** Workers have a limited understanding of asset allocation as it relates to retirement investing, with only one in four workers (24 percent) saying they understand asset allocation principles “quite a bit” or “a great deal.” Thirty-seven percent say they have no understanding of asset allocation principles, which has been increasing over the past five years.
- **Use of Professionally Managed Offerings.** Three in five workers who participate in their employer-sponsored 401(k) or similar plan (59 percent) say they use some sort of automatic allocation approach to investing their retirement plan assets, such as a managed account, strategic allocation fund and/or target date fund. Forty-three percent prefer a more do-it-yourself approach and set their own asset allocation percentages among the available funds. Ten percent are “not sure.”
- **Asset Allocation of Retirement Savings.** Among those who are saving for retirement, 40 percent of workers indicate that their retirement savings are invested in an equal mix of stocks and bonds. A concerning 22 percent of workers are “not sure” how their retirement savings are invested.
- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. One in three workers (33 percent) have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan or IRA.

The American Worker – An Overview

- **Reasons for Taking Plan Loans.** Among workers who have taken a retirement plan loan, the most frequently cited reason for doing so is to pay off debt (35 percent), including credit card debt (24 percent) and/or other debt (20 percent). Other reasons for taking a loan include a financial emergency (24 percent), medical bills (23 percent), or unplanned major expenses (21 percent).
- **Reasons for Taking Hardship Withdrawals From Plans.** Among workers who have taken a hardship withdrawal from their employer-sponsored retirement plan, one in five (24 percent) say the primary reason for the withdrawal is to prevent eviction from their home, and another 17 percent say it is to pay for certain medical expenses.
- **Saving for Retirement Outside of Work.** The majority of workers (59 percent) are saving for retirement outside of work in an IRA, mutual fund, bank account or other vehicle. This is a slight increase from last year.
- **Household Retirement Savings.** Total household retirement savings among workers is \$71,000 (estimated median), a slight increase from last year. In 2017, 10 percent of workers have saved less than \$5,000 in household retirement accounts, while 25 percent have less than \$25,000 saved. In contrast, 30 percent of workers report having saved more than \$250,000 in household retirement accounts.
- **Information Sources: Retirement Planning & Investing.** Friends and family (35 percent) continue to be the top source of information for workers when it comes to retirement planning and investing. Other popular information sources include financial websites (33 percent), financial planners/brokers (28 percent), and retirement plan provider websites (23 percent).

The American Worker – An Overview

- **Helpfulness of Resources Offered by Retirement Plan Provider.** Among those offered a retirement plan, quarterly statements from the retirement plan provider continue to be seen as the most helpful resource for retirement planning, saving, and investing. This is followed closely by professional advice. Workers are more likely to say mobile apps from the retirement plan provider are helpful this year than last year.
- **Motivators to Learn More About Retirement Investing.** Workers most frequently cite “a good starting point that is easier to understand” and “educational materials that are easier to understand” as potential motivators for learning more about saving and investing for retirement. Both of these are somewhat higher than prior years. Nine percent of workers feel that they are already educated enough and seven percent say that they are just not interested in learning more about retirement.
- **Use a Professional Financial Advisor.** Among workers investing for retirement, 40 percent use a professional advisor to help manage their retirement savings or investments. Of those who use advisors, most do so to get retirement investment recommendations (69 percent), general financial planning (48 percent), and/or to help calculate a retirement goal (47 percent).
- **Estimated Retirement Savings Needs.** Workers estimate they will need to have saved \$500,000 (median) by the time they retire in order to feel financially secure, a survey finding consistent with last year but lower than 2015 and 2014. In 2017, 36 percent of workers estimate they will need \$1 million or more.
- **Basis for Estimating Retirement Savings Needs.** Among workers who provided an estimate of their retirement savings needs, 46 percent say they “guessed” when asked how they arrived at their estimate. Twenty-three percent estimated the amount based on current living expenses. Only seven percent used a retirement calculator.

The American Worker – An Overview

- **Retirement Strategies: Written, Unwritten, or None.** Sixty-three percent of workers have some form of a retirement strategy – but only 16 percent have a written plan, while 47 percent have a plan that is not written down. Conversely, 37 percent of workers do not have a retirement strategy. These findings are consistent with previous years.
- **Retirement Strategies: Factors.** Workers who have a retirement strategy take into account many different factors in their planning, including Social Security and Medicare benefits (58 percent), on-going living expenses (54 percent), and total retirement savings and income needs (49 percent). Workers are not as likely to factor in long-term care needs (30 percent), tax planning (23 percent), or estate planning (19 percent).
- **Confidence that Financial Strategy Will Enable Travel Goals.** Among workers who dream of traveling in retirement, 59 percent are “very” or “somewhat” confident that their current financial strategy will allow them to meet their travel goals throughout retirement. Thirteen percent say that they haven’t given much thought to a financial strategy for travel.
- **Backup Plans if Unable to Work Before Planned Retirement.** The majority of workers (58 percent) do not have a backup plan for retirement income if they are unable to work before their planned retirement. One-quarter (28 percent) do have a backup plan, up slightly from prior years.
- **Awareness of Roth 401(k).** Among workers who are offered a retirement plan, 75 percent are aware of a Roth 401(k) option (including those who are and who are not offered the option).

The American Worker – An Overview

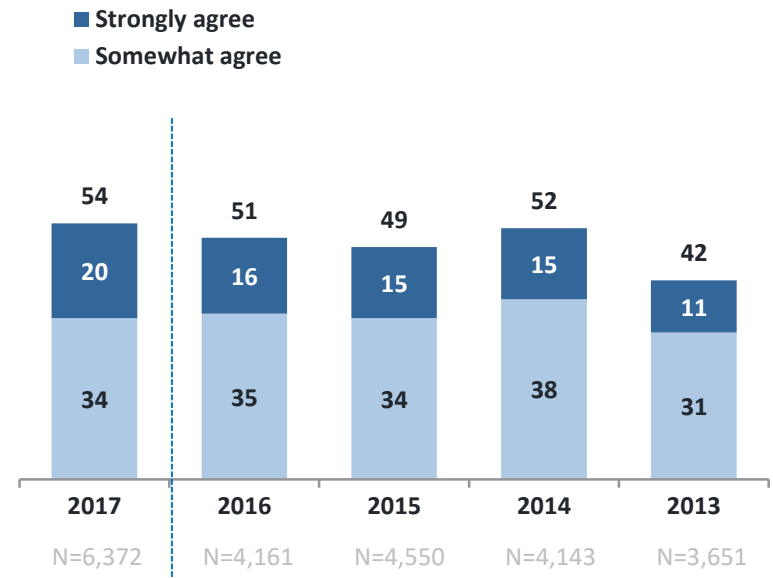
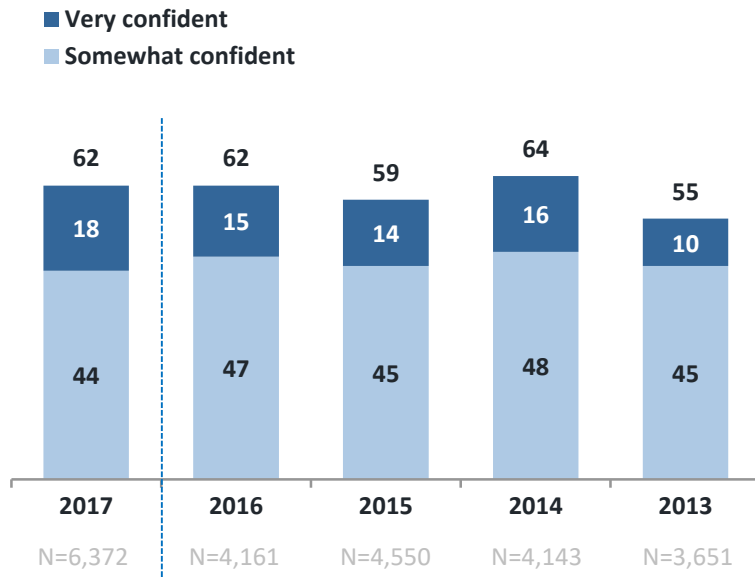
- **Awareness of Saver’s Credit and Catch-Up Contributions.** The Internal Revenue Service offers two meaningful incentives to save for retirement which many workers are unaware of: the Saver’s Credit, a tax credit for eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA; and catch-up contributions, which allow workers age 50 and older to contribute to a qualified plan an additional amount over and above the plan- or IRA-contribution limit. Only 36 percent of workers are aware of the Saver’s Credit, although awareness of the Credit is increasing. Only 49 percent of workers are aware of catch-up contributions. Raising awareness of these incentives may prompt workers to save more.
- **Awareness of the IRS’ Free File Program.** Just under half (45 percent) of workers are aware of the IRS’ Free File program that offers federal income tax preparation software for free to eligible tax filers.
- **Understanding of Government Benefits.** Most workers have limited understanding of government benefits that can be utilized in retirement. Case in point: only 20 percent of workers know “a great deal” about Social Security benefits and even fewer know a great deal about Medicare and Medicaid.
- **Frequency of Discussions About Retirement.** Most workers (73 percent) discuss saving, investing and planning for retirement with family and friends. However, only 15 percent do so frequently. Twenty-seven percent of workers say that they never discuss it. This has remained relatively unchanged in the recent years.

Retirement Confidence Has Recovered but Plateaued

In 2017, 62 percent of workers are confident that they will be able to fully retire with a comfortable lifestyle, including 18 percent who are “very confident” and 44 percent who are “somewhat confident.” This is an improvement over 2013 and 2015, but consistent with 2016. Slightly more than half of workers (54 percent) agree that they are building a large enough retirement nest egg. This number has increased more than 12 percentage points since 2013.

Confidence in Retiring Comfortably
% Very/Somewhat Confident (NET)

Building a Large Enough Nest Egg?
% Strongly/Somewhat Agree (NET)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

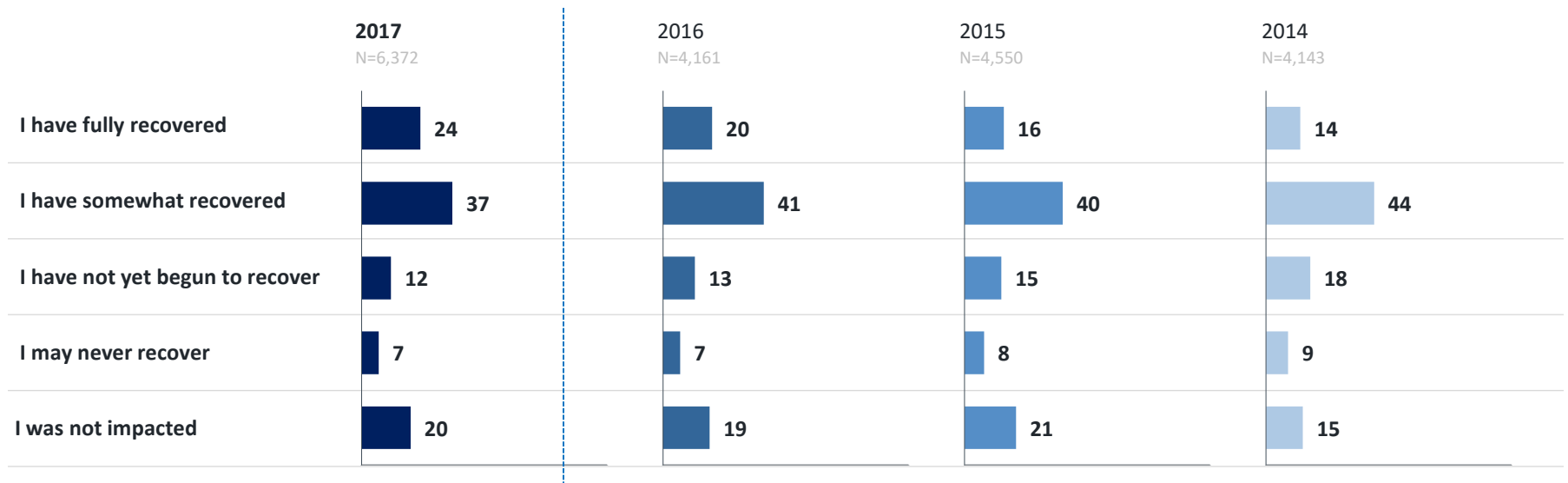
Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

Workers Continuing to Recover From the Great Recession

Many workers (56 percent) say they have not yet fully recovered financially from the Great Recession, with 37 percent saying that they have “somewhat” recovered, 12 percent saying that they have not yet begun to recover, and seven percent saying that they may never recover from it. In contrast, 44 percent of workers say that they have either fully recovered (24 percent) or were not impacted by Great Recession (20 percent).

Financial Recovery From the Great Recession (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

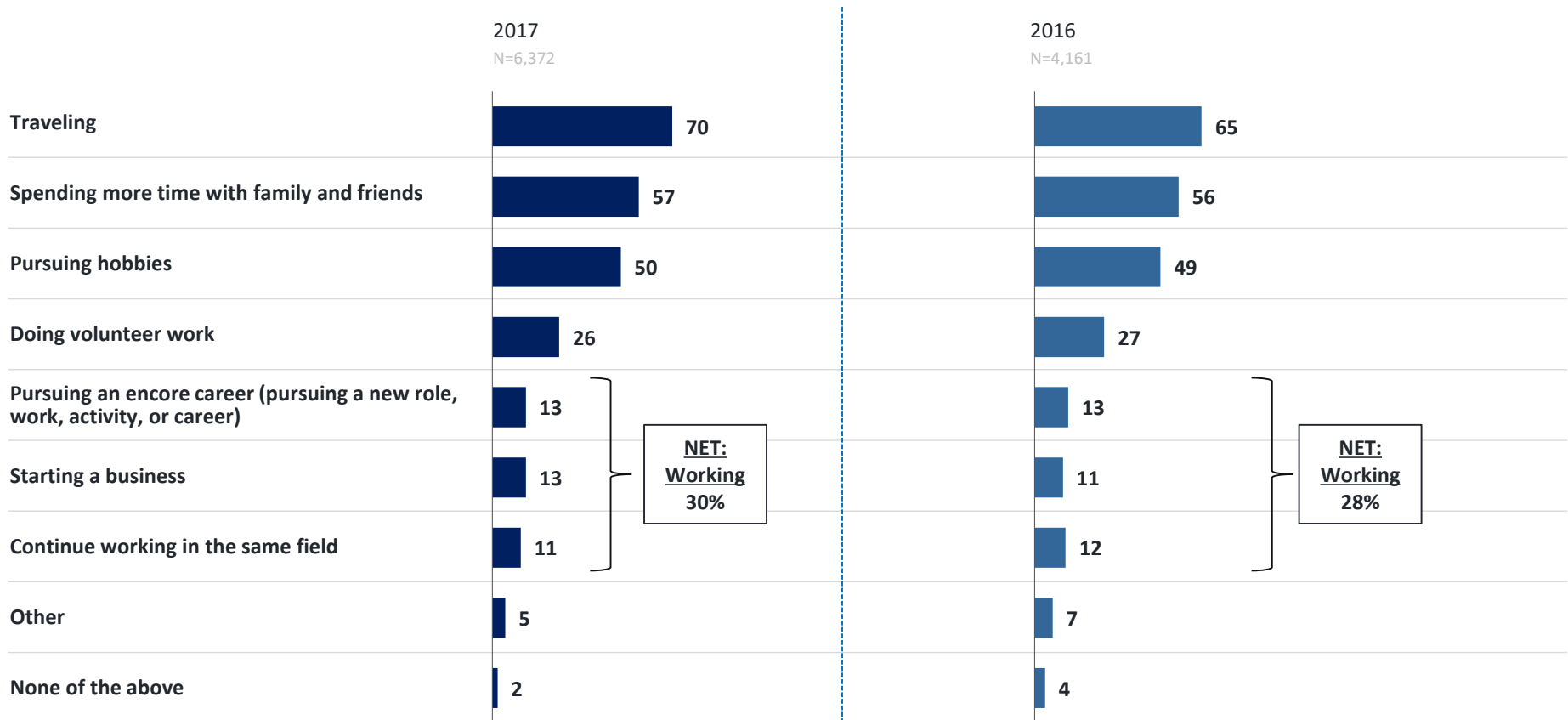
BASE: ALL QUALIFIED RESPONDENTS

Q2655. How would you describe your financial recovery from the deep recession in recent years, which is commonly referred to as the “Great Recession”?

Retirement Dreams Include Leisure and Work

Workers have many dreams for retirement, including traveling (70 percent), spending more time with family and friends (57 percent), and/or pursuing hobbies (50 percent). Interestingly, 30 percent of workers dream of doing some form of work in retirement. These are largely unchanged from 2016, with the exception being that slightly more workers cite traveling as a dream in 2017.

How do you dream of spending your retirement?
Please select all that apply. (%)



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

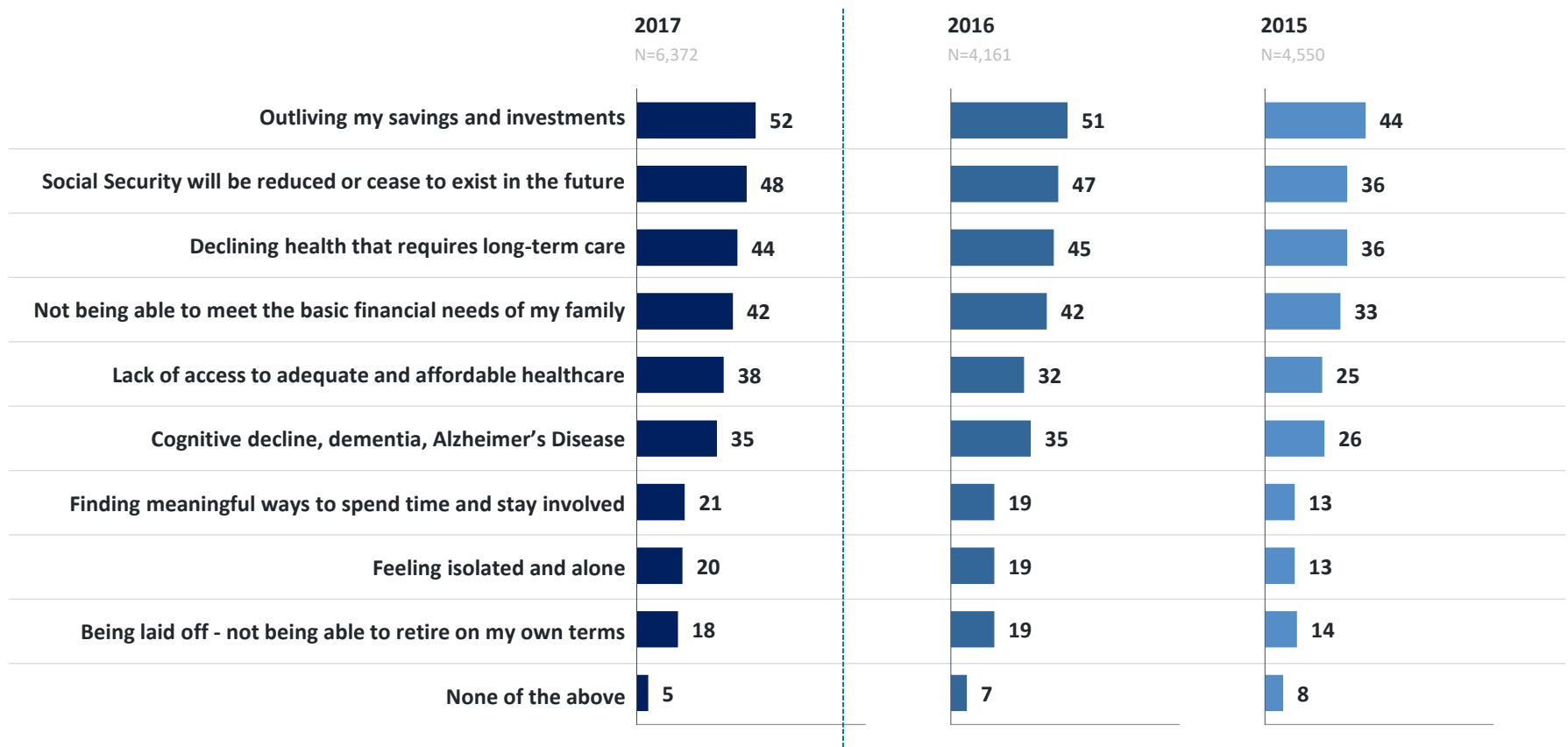
BASE: ALL QUALIFIED RESPONDENTS

Q1418. How do you dream of spending your retirement? Select all.

Greatest Retirement Fears Range From Financial to Health

Workers' most frequently cited retirement fear is "outliving my savings/investments" (52 percent), followed closely by "Social Security will be reduced or cease to exist in the future" (48 percent) and "declining health that requires long-term care" (44 percent). Approximately one-third of workers fear lack of adequate and affordable healthcare (38 percent) and cognitive decline, dementia, Alzheimer's Disease (35 percent).

Workers' Greatest Retirement Fears (%)



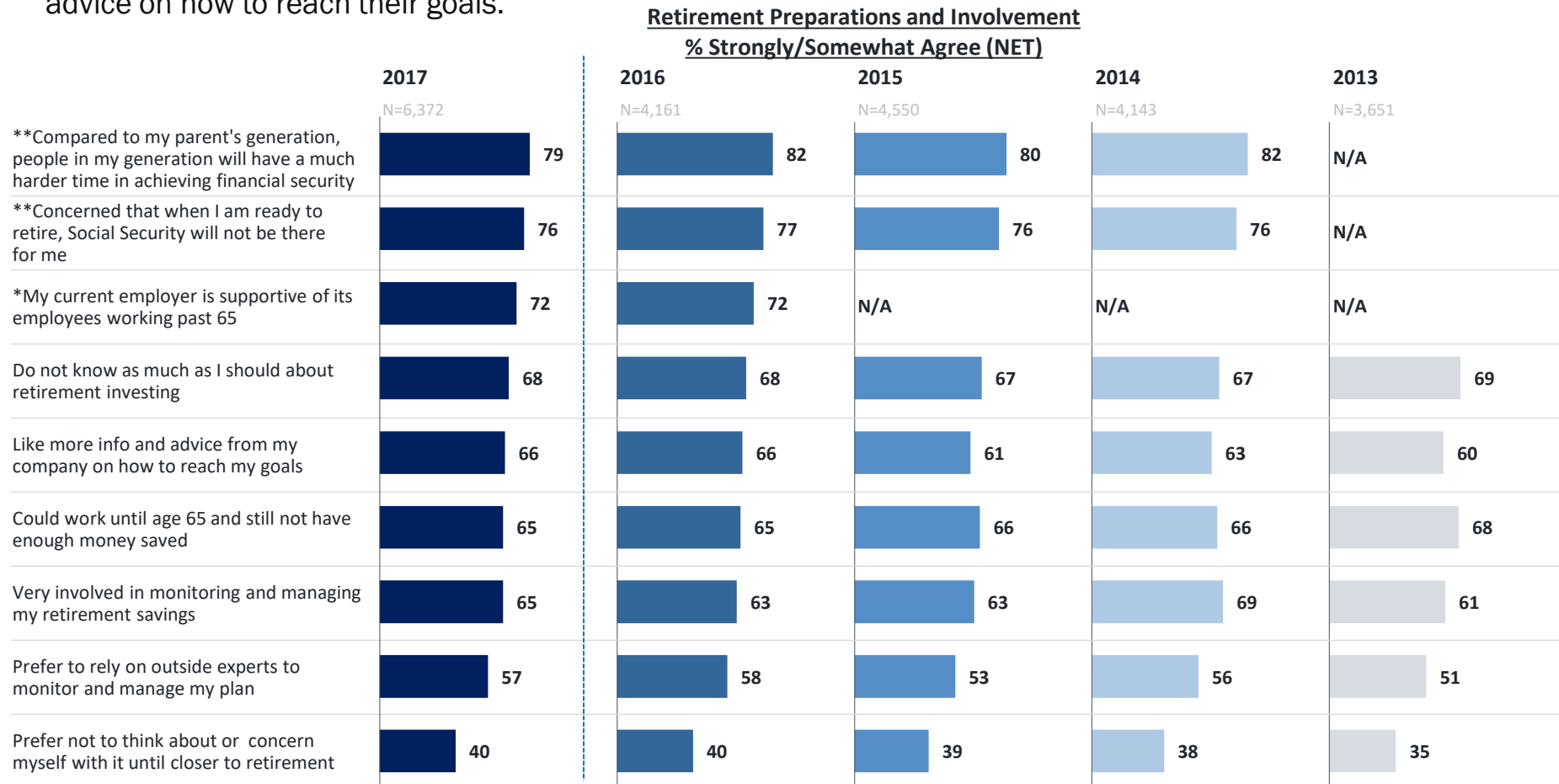
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1422. What are your greatest fears about retirement? Select all.

Retirement Beliefs, Preparations, and Involvement

Many workers have concerns about their life in retirement – the majority (79 percent) believe their generation will have a much harder time achieving financial security compared to their parents’ generation, and 76 percent are concerned that Social Security will not be there for them when they are ready to retire. These concerns present an opportunity for education, with 68 percent of workers admitting they don’t know as much as they should about retirement investing, and two-thirds looking to their company for more information and advice on how to reach their goals.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2016 **added in 2014

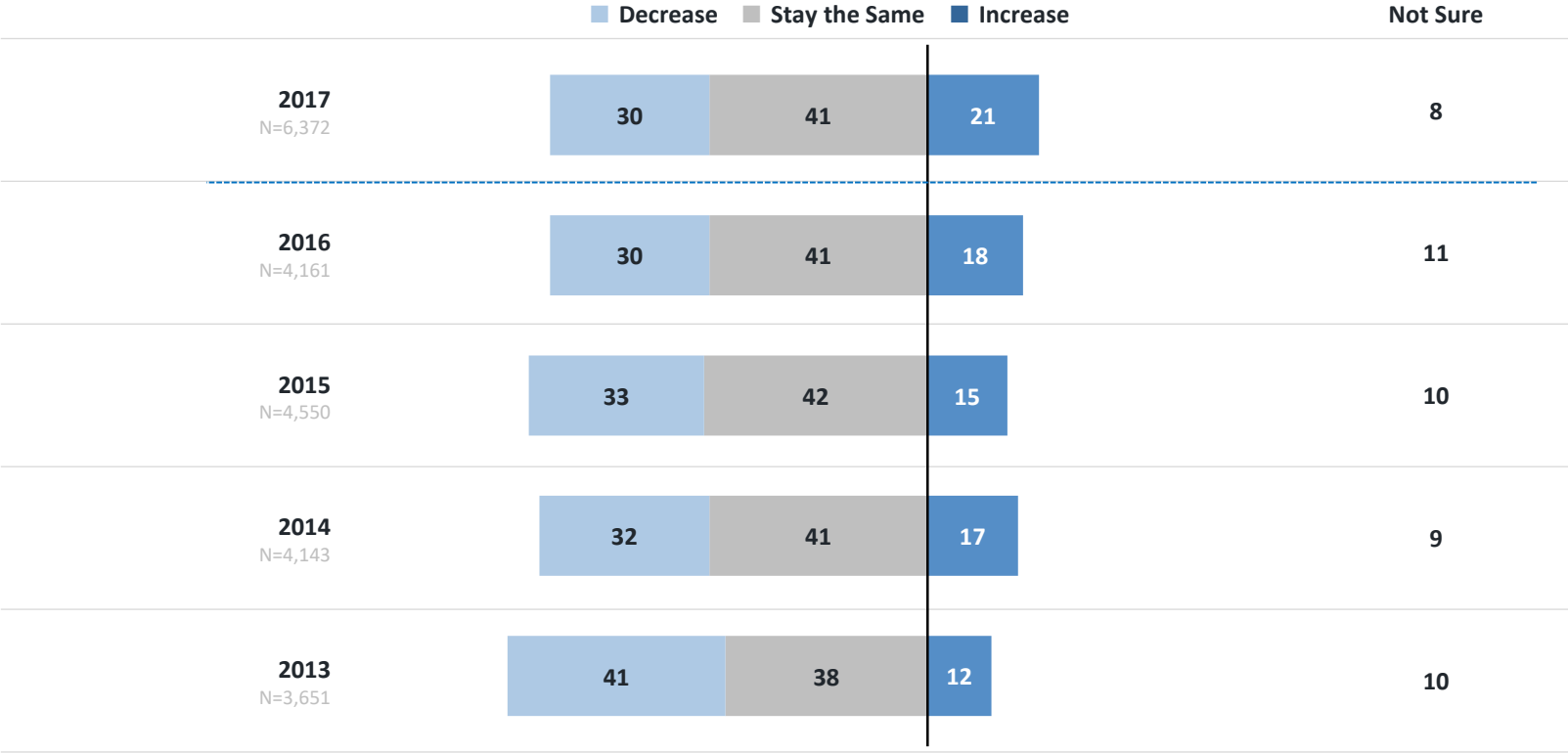
BASE: ALL QUALIFIED RESPONDENTS

Q930. How much do you agree or disagree with each of the following statements regarding retirement investing?

Expected Standard of Living in Retirement

In 2017, 62 percent of workers expect that their standard of living will stay the same or increase while in retirement. However, one in three workers expect that they will see a decrease in their standard of living during retirement.

Expected Changes in Standard of Living in Retirement (%)



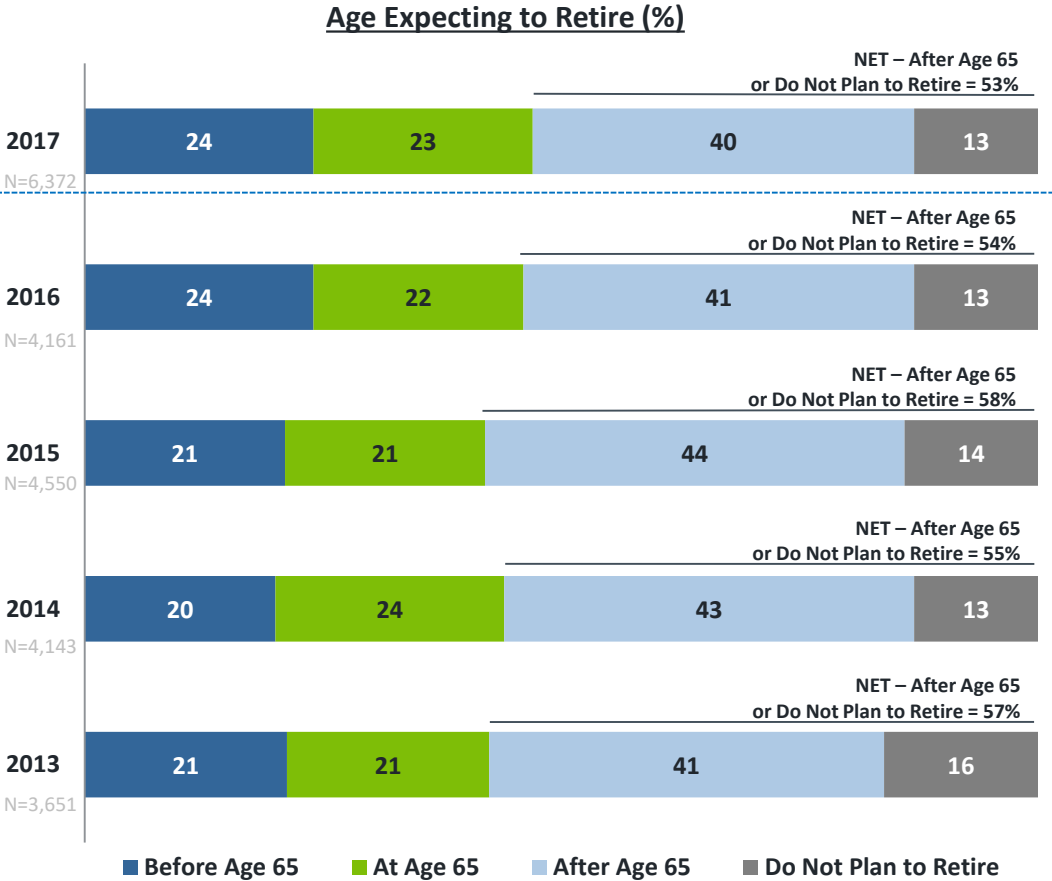
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1500. Do you expect your standard of living to increase, decrease, or stay the same when you retire?

Expected Retirement Age

Workers' expectations regarding when and how they will retire represent a dramatic change from long-held societal notions about fully retiring at age 65. In 2017, the majority of workers (53 percent) plan to work past age 65 (40 percent) or do not plan to retire (13 percent). These survey findings remain relatively consistent with previous years.



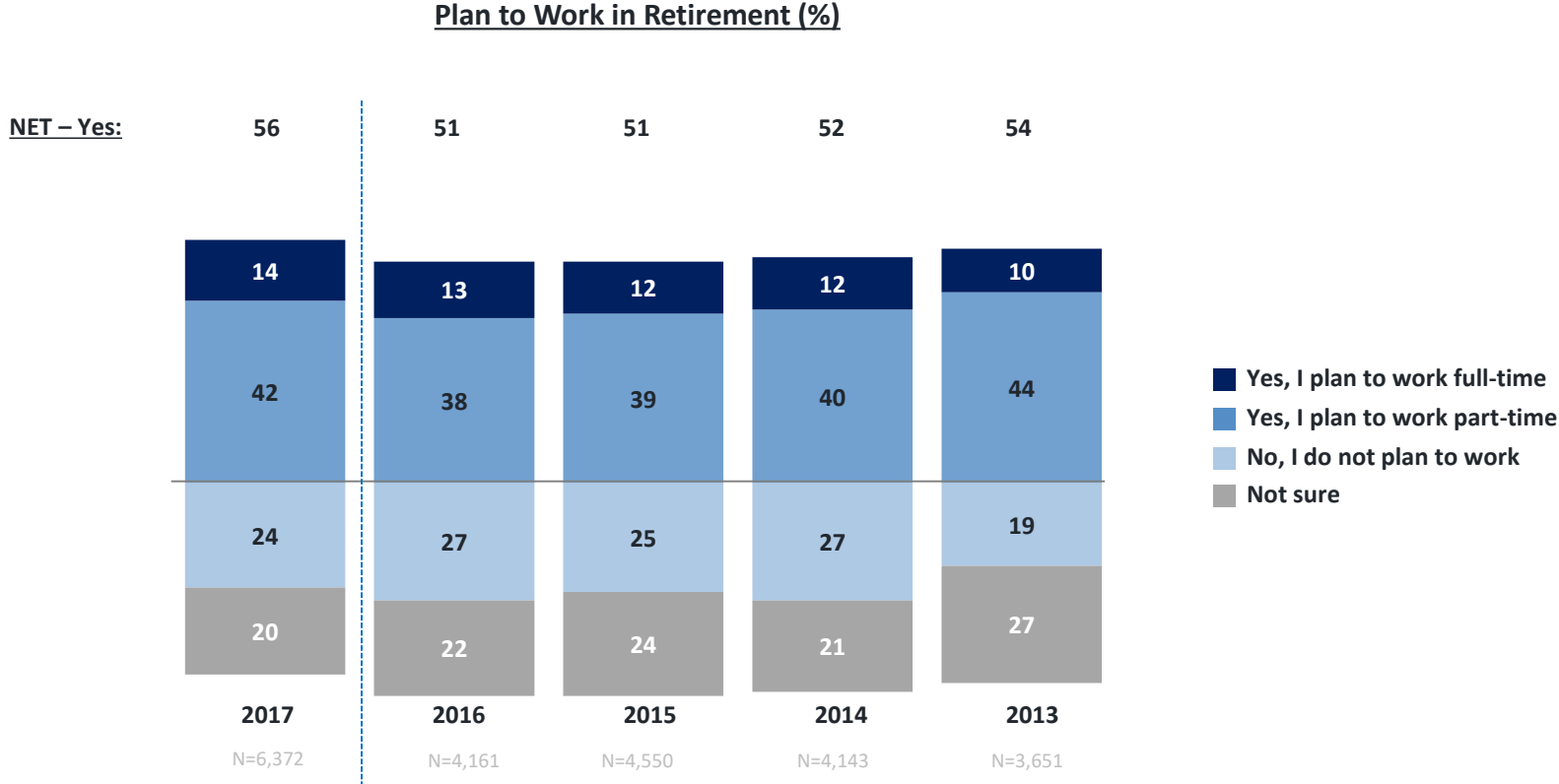
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q910. At what age do you expect to retire?

Planning to Work in Retirement

Fifty-six percent of workers plan to continue working in retirement, either part-time (42 percent) or full-time (14 percent). Twenty-four percent do not plan to work in retirement and 20 percent are “not sure.” The proportion of workers who plan to work in retirement has gone up slightly since prior years.



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

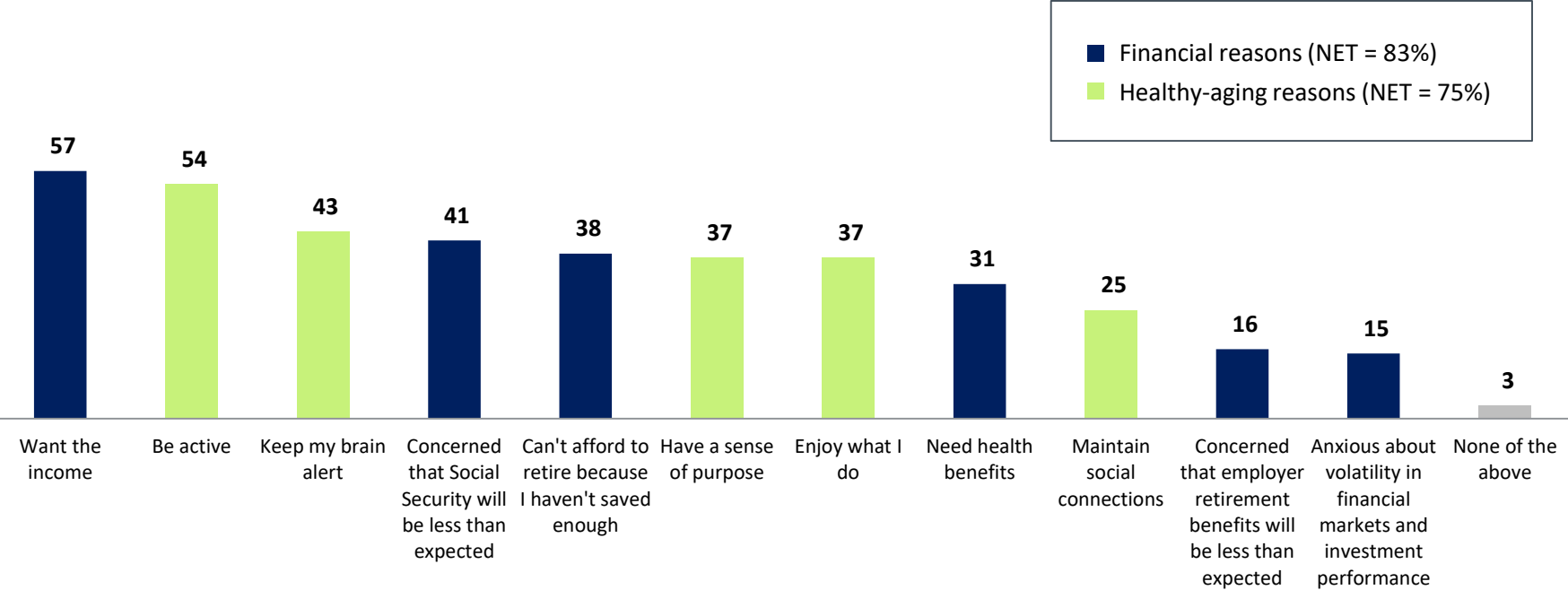
Q1525. Do you plan to work after you retire?

Reasons for Working in Retirement

Among workers who plan to work in retirement or past age 65, larger proportions do so because of financial reasons (83 percent) than healthy-aging reasons (75 percent). The top financial reason for doing so is because workers want the income (57 percent), while the top healthy-aging reason is to be active (54 percent).

What are your reason(s) for working in retirement or past age 65? (%)

2017 (N=4,816)



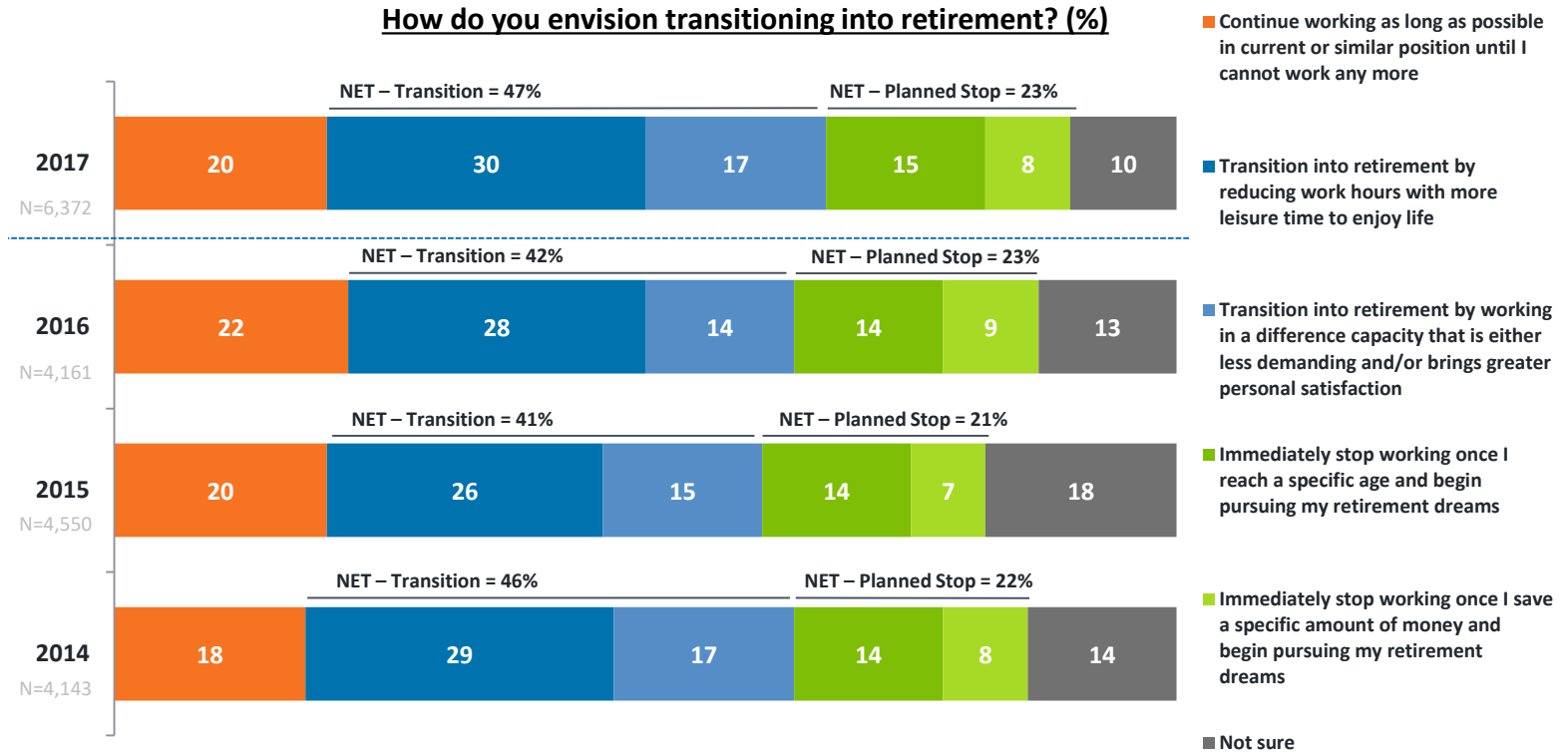
New question added in 2017

BASE: PLAN ON RETIRING AFTER 65 AND/OR WORKING AFTER RETIREMENT

Q1530x1. What are your reason(s) for working in retirement or past age 65? Select all.

Retirement Transitions: Phased Versus Immediate

Only 23 percent of workers plan to immediately stop working at a specific point in time. Many (47 percent) are planning to transition into retirement by either shifting from full-time to part-time (30 percent) or moving into a less demanding or more personally satisfying role (17 percent). Another 20 percent plan to continue working as long as possible in their current or similar position until they cannot work any longer, and 10 percent are “not sure” about their transition.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Phased Retirement and Compensation-Related Expectations

Among workers who envision a phased transition into retirement, 79 percent agree that if they reduce their work hours at their current employer they would expect to be paid the same hourly rate for hours worked that they are earning now. Seventy-eight percent agree that if they were to take on a new role with fewer responsibilities at their current employer, they would expect their job title to change, while 71 percent agree that if they took on a role with reduced responsibilities they may have a reduction in pay.

In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements? (NET - Agree %)



New question added in 2017

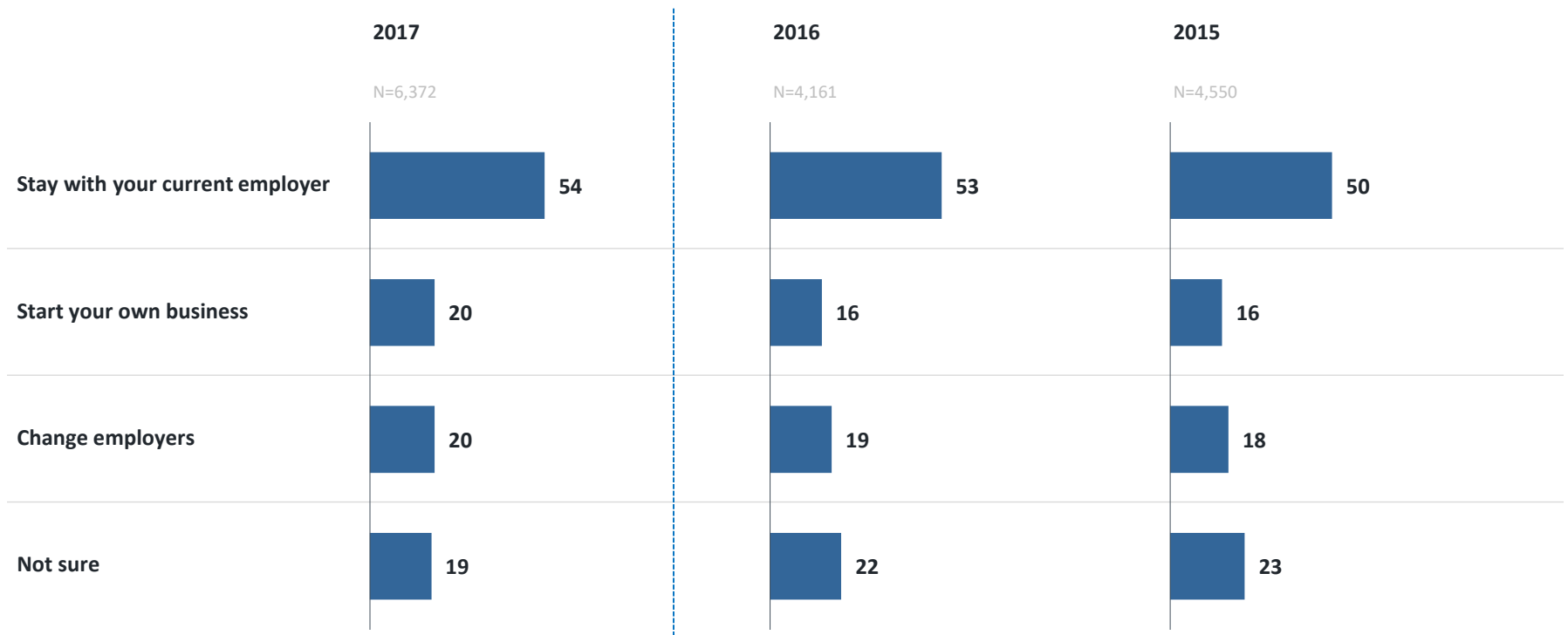
BASE: RESPONDENTS WHO ENVISION A PHASED TRANSITION INTO RETIREMENT

Q1546. In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements?

Where Transition to Retirement May Take Place

More than half of workers (54 percent) would prefer to stay with their current employer when working past age 65 as they transition into retirement. Another 20 percent each would like to start their own business or change employers. Nineteen percent of workers are “not sure” what they would prefer.

Where Transition to Retirement May Take Place (%) Prefer to happen



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

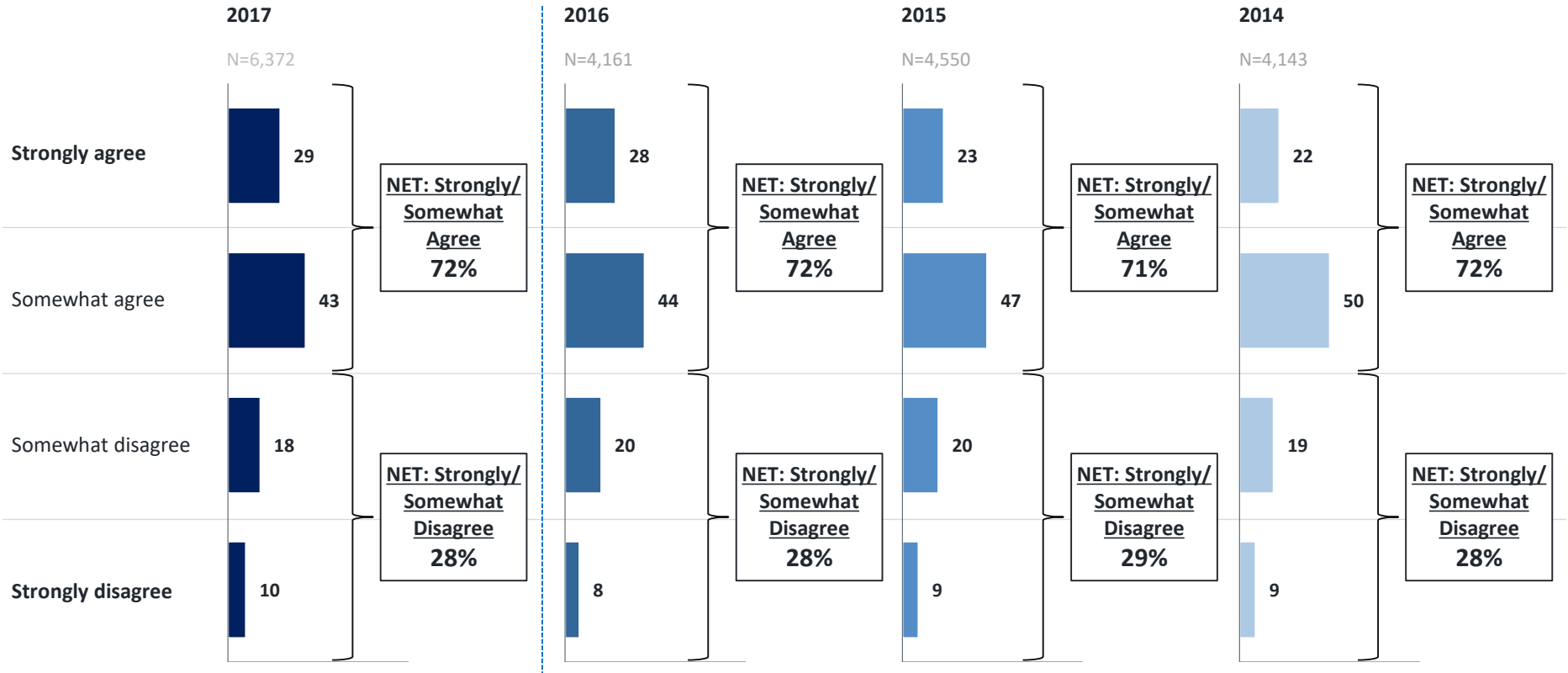
BASE: ALL QUALIFIED RESPONDENTS

Q2700. When you think about working past age 65 or working while you transition into retirement, which of the following would you prefer? Select all.

Employer Support for Working Past Age 65

Seventy-two percent of workers agree that their employer is supportive of their employees working past the age of 65. These findings are consistent since 2014.

Agree that Employer is Supportive of Employees Working Past 65 (%)



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

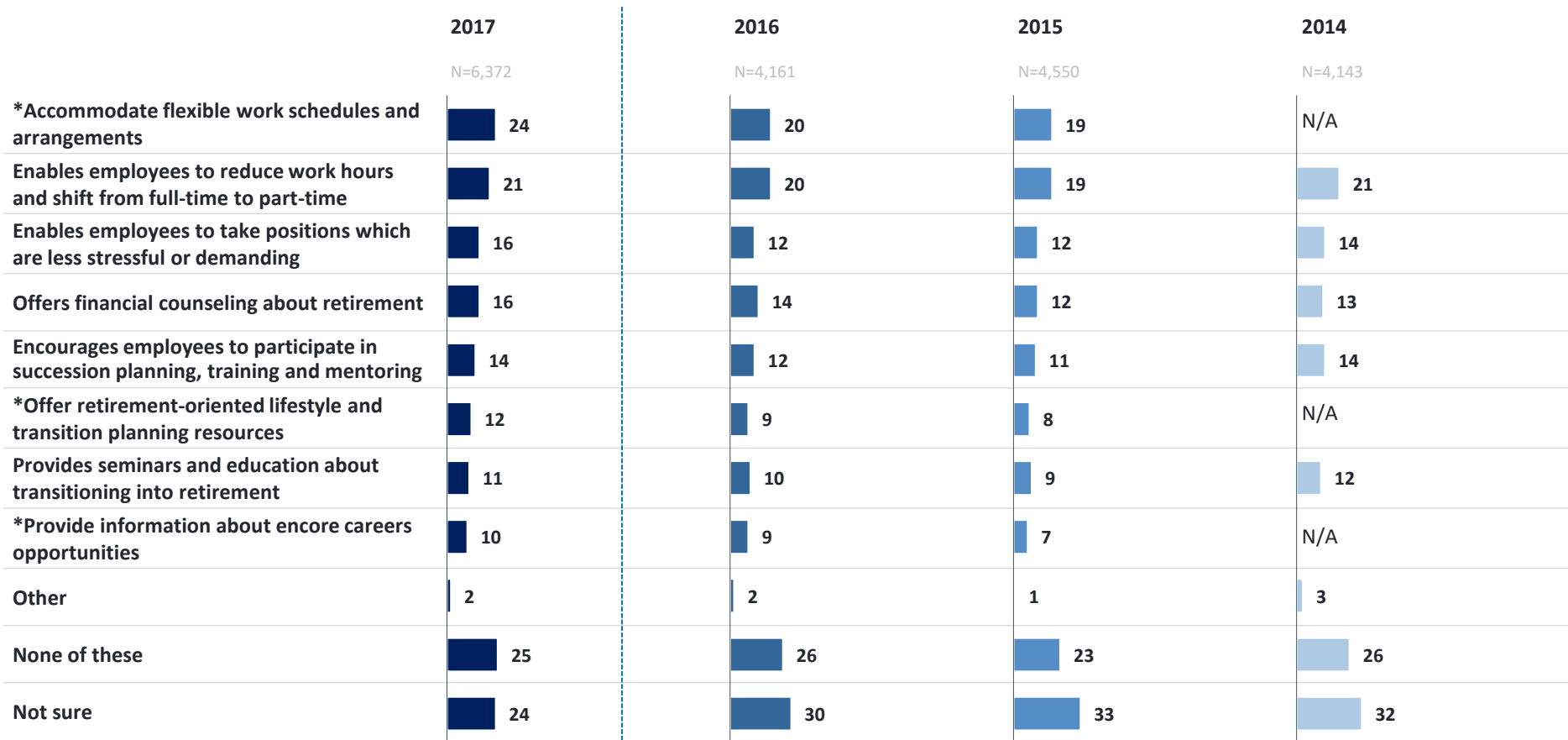
BASE: ALL QUALIFIED RESPONDENTS

Q930. How much do you agree or disagree with each of the following statements regarding retirement? "My current employer is supportive of its employees working past 65."

Transitioning to Retirement: How Employers Help

One in four workers (24 percent) indicate their employer allows flexible work schedules or reduced work hours to employees transitioning into retirement. However, one-quarter of workers (25 percent) state that their employer does not do anything to help employees enter retirement, and 24 percent are “not sure.”

How Employers Assist Workers With Transitioning Into Retirement (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2015

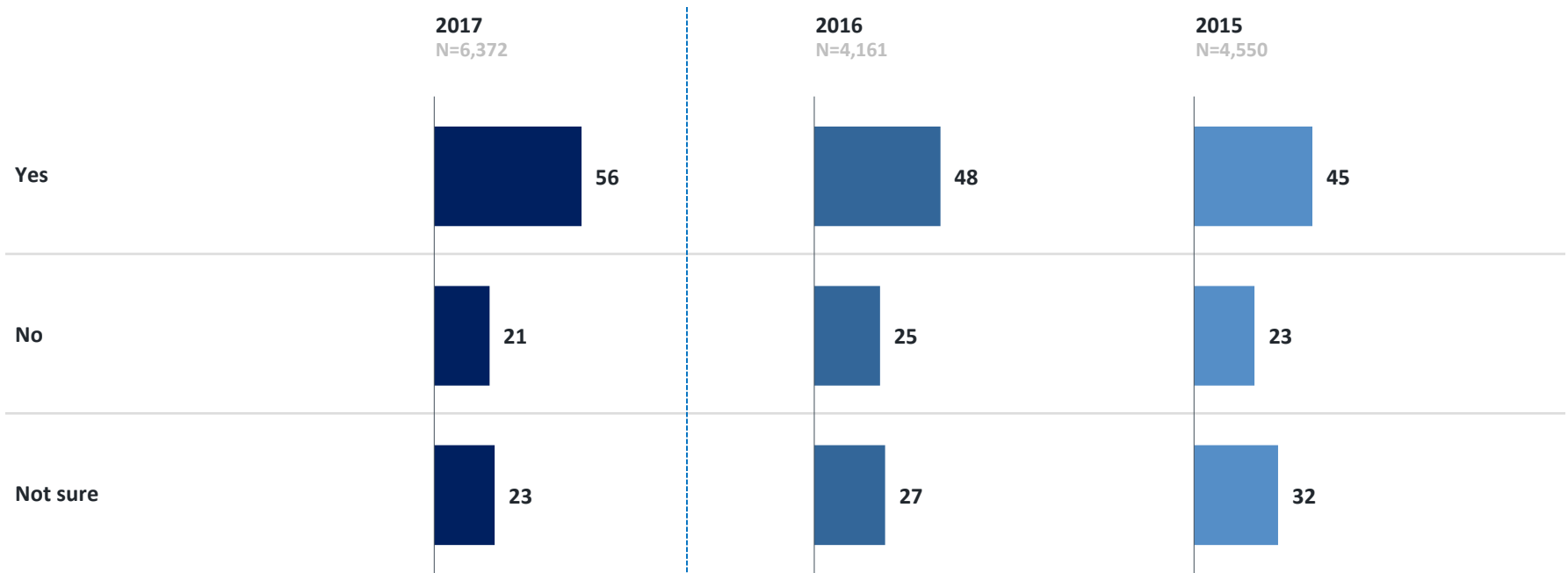
BASE: ALL QUALIFIED RESPONDENTS

Q1533. In which of the following ways, if any, does your current employer help its employees who are transitioning into retirement? Select all.

“Aging Friendly” Employer

Just over half of workers (56 percent) consider their employer to be “aging friendly,” significantly more than last year, while one-quarter (23 percent) are “not sure.”

“Aging Friendly” Employers (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

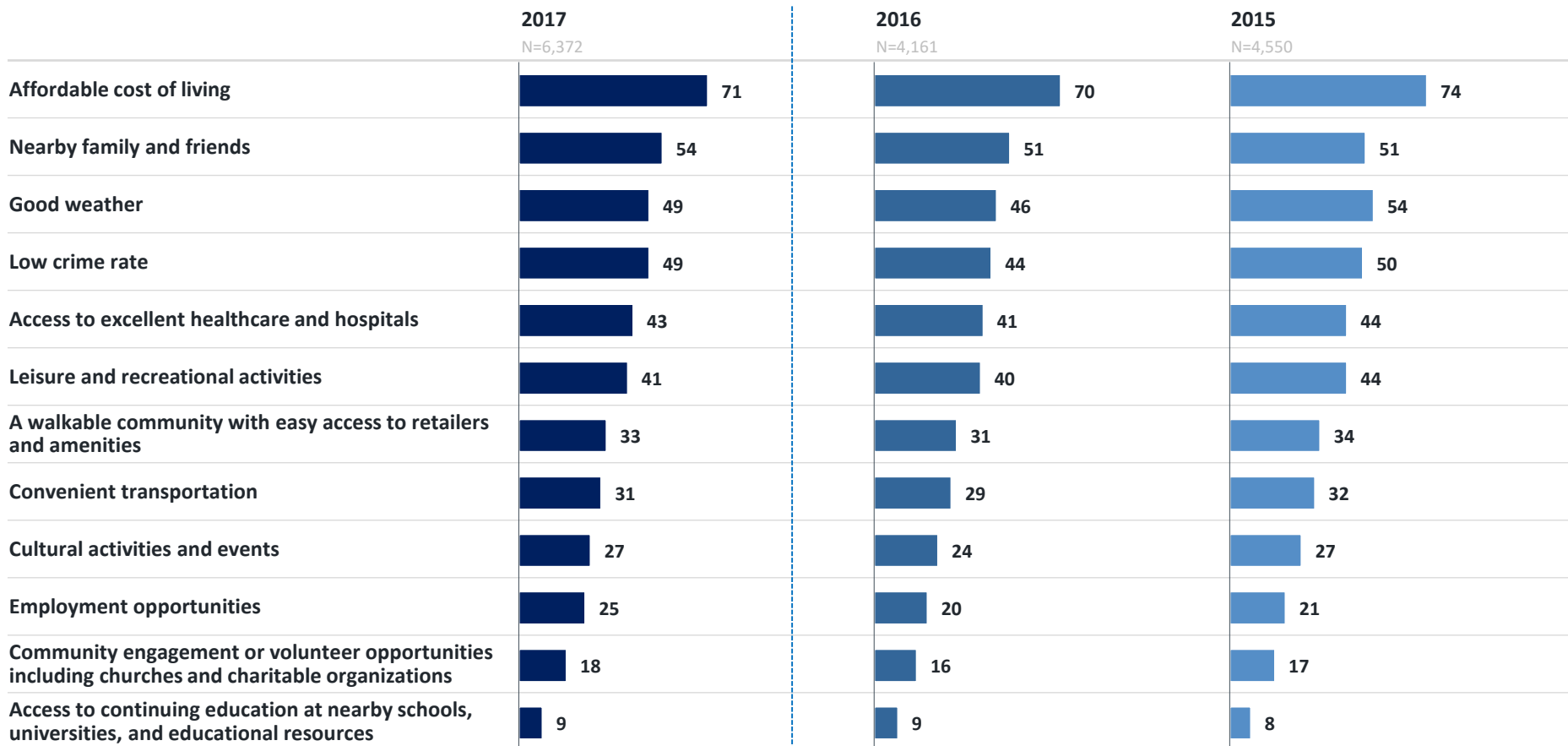
BASE: ALL QUALIFIED RESPONDENTS

Q2745. Do you consider your employer to be “aging friendly” (for example offering opportunities, work arrangements, and training and tools needed for employees of all ages to be successful in their current role or contribution to the company)?

Very Important Criteria Re: Where to Live in Retirement

Seven in ten workers (71 percent) cite an affordable cost of living as a very important criterion for choosing where to live in retirement, a finding that is similar to previous years. Being near family and friends (54 percent) is the second most commonly cited criterion. The survey finds a disconnect in that only 25 percent of workers cite employment opportunities as a very important criterion, while 56 percent plan to work in retirement.

Very Important Criteria in Choosing Where to Live in Retirement (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

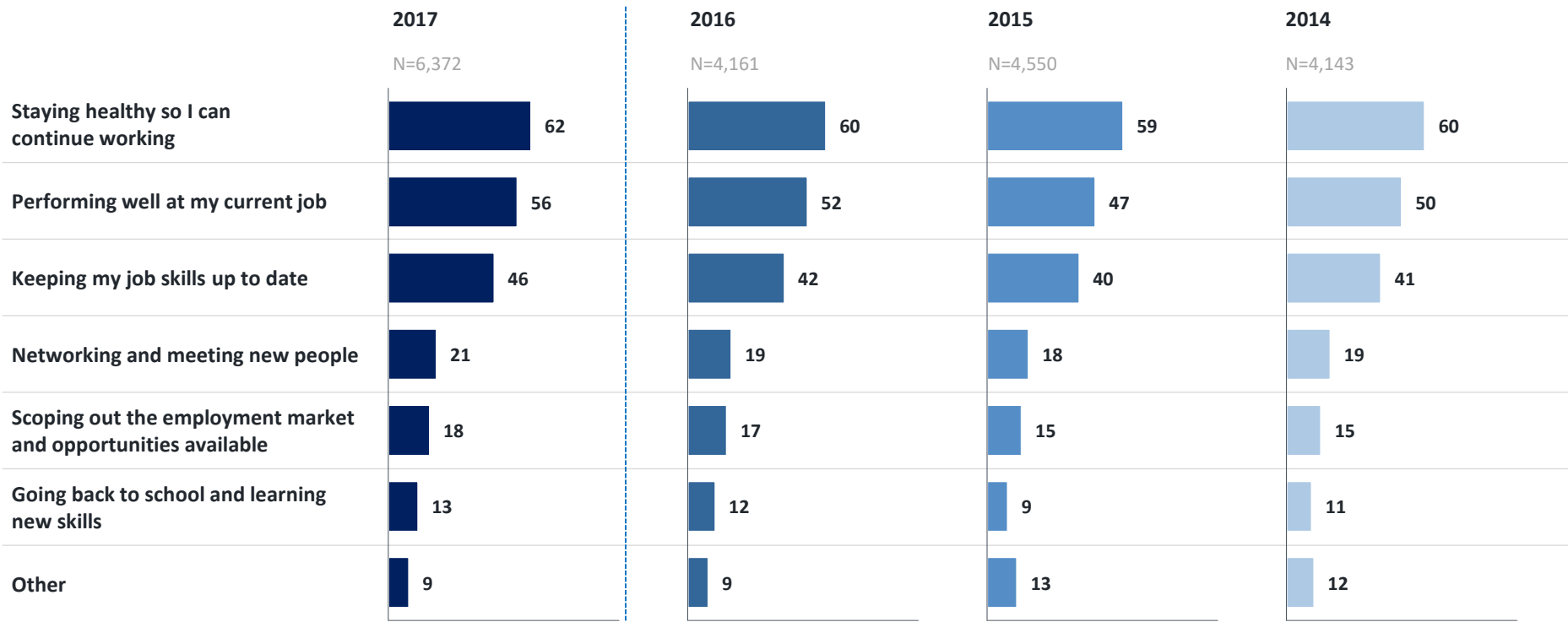
BASE: ALL QUALIFIED RESPONDENTS

Q2725. When thinking about where you want to live in retirement, which of the following criteria will be very important in your decision-making? Select all.

Proactive Steps to Continue to Working in Retirement

When asked what steps they are taking to help ensure they can continue working past age 65 or in retirement, 62 percent of workers say they are staying healthy so that they can continue working, while 56 percent say that they are focusing on performing well at their current job. Only 46 percent say they are keeping their job skills up to date. Even fewer workers are networking and meeting new people (21 percent), scoping out the employment market (18 percent), or going back to school and learning new skills (13 percent).

Steps to Continue to Work After Retirement (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

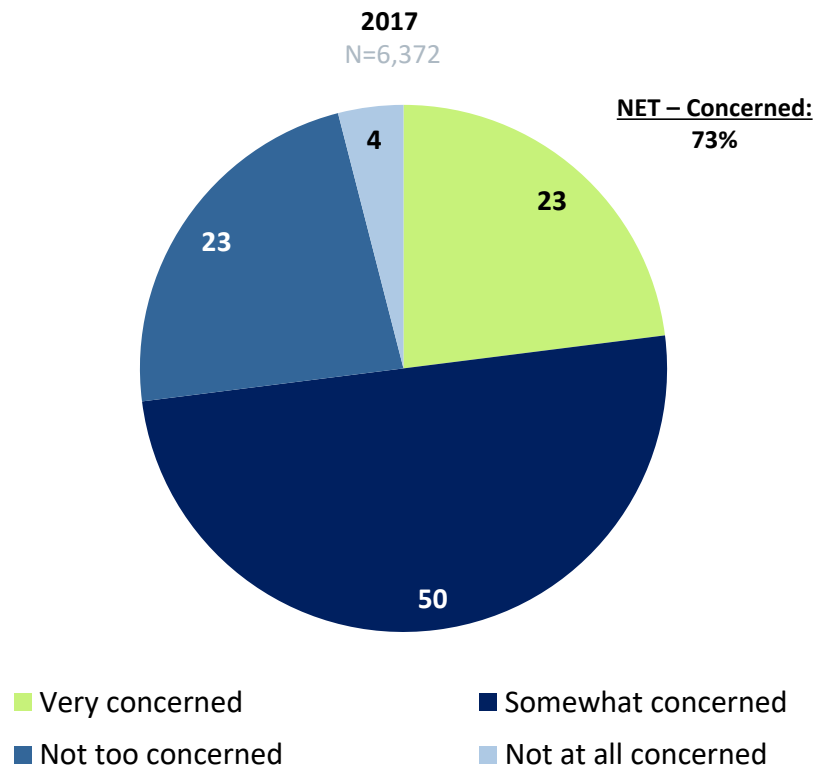
BASE: ALL QUALIFIED RESPONDENTS

Q1531. Have you taken any steps to help ensure that you'll be able to continue working past age 65 or in retirement, if needed? Select all.

Level of Concern About Health in Older Age

Almost three in four workers (73 percent) are concerned about their health in older age. Half of workers are somewhat concerned while 23 percent are very concerned.

Concerned About Health in Older Age (%)



New question added in 2017

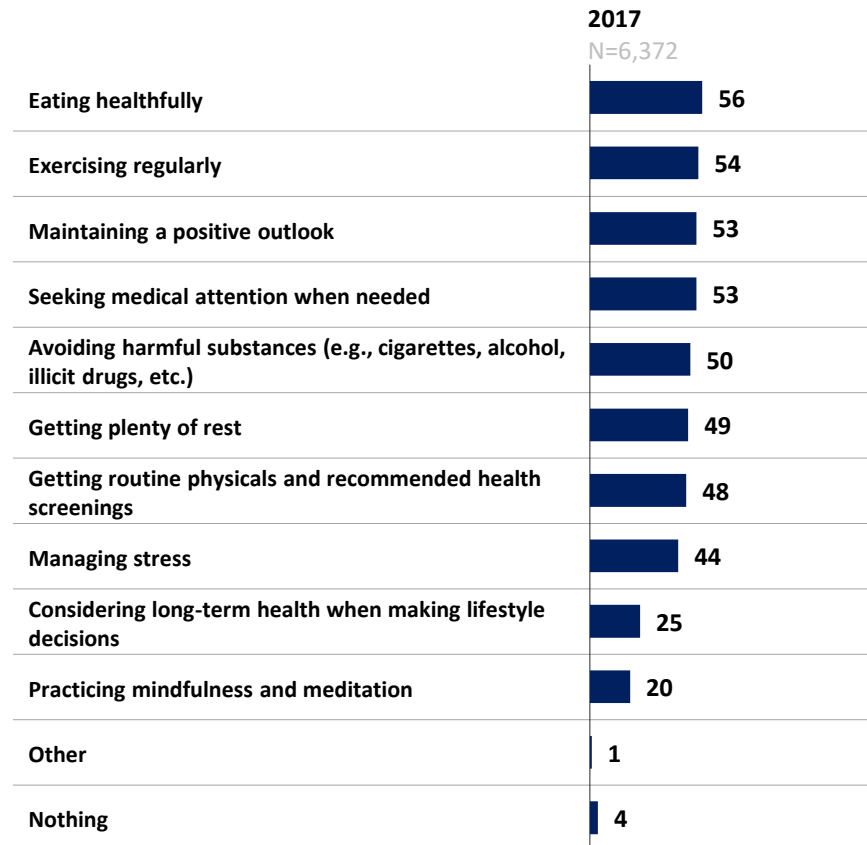
BASE: ALL QUALIFIED RESPONDENTS

Q1445X1. How concerned are you about your health in older age?

Engagement in Health-Related Activities on a Consistent Basis

Almost all workers (96 percent) are doing at least one health-related activity on a consistent basis, with more than half of workers eating healthfully (56 percent), exercising regularly (54 percent), maintaining a positive outlook (53 percent), seeking medical attention when needed (53 percent), and/or avoiding harmful substances (50 percent).

Engaging in Health-Related Activities on a Consistent Basis (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

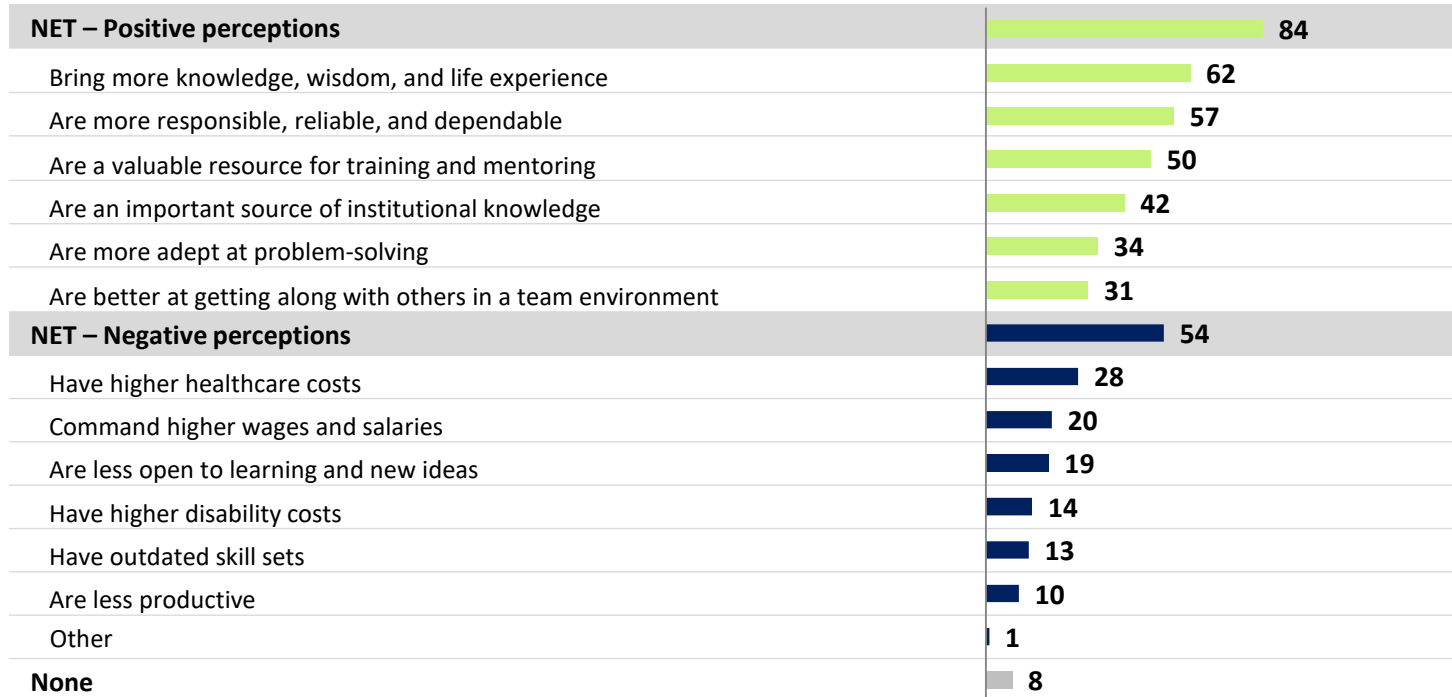
Q1446. Which of the following health-related activities are you doing on a consistent basis? Select all.

Perceptions of Older Workers

Eighty-four percent of workers have a positive perception of workers age 50 and older compared to younger workers in today's workforce, while 54 percent of workers hold a negative perception. The most common positive perception is that they bring more knowledge, wisdom, and life experience (62 percent), while the most common negative perception is that they have higher healthcare costs (28 percent).

Perceptions of workers age 50+ compared to younger workers in today's workforce? (%)

2017
N=6,372



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1528. What are your perceptions of workers age 50 and older compared to younger workers in today's workforce? Select all.

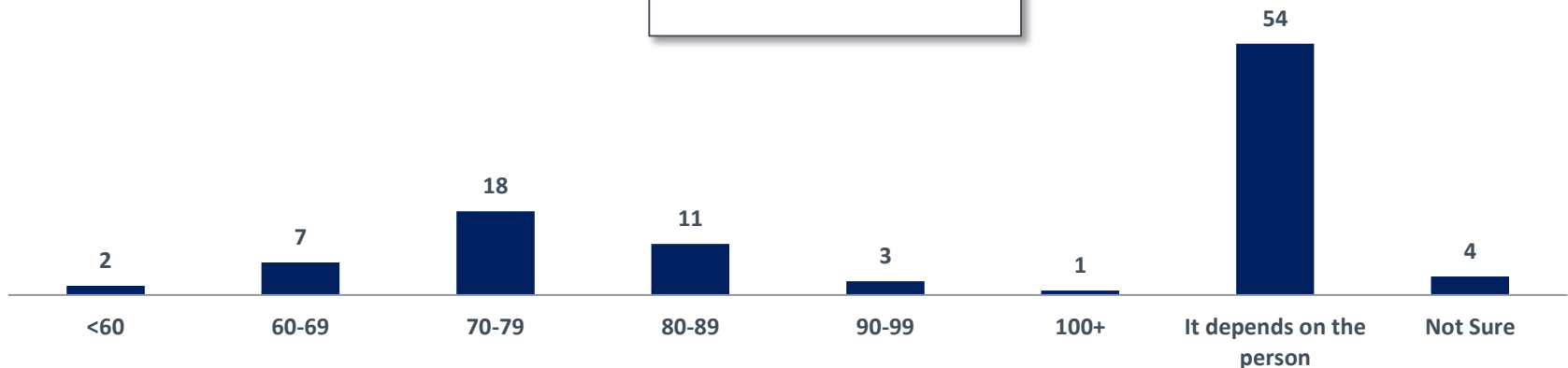
Age That Workers Consider a Person to Be “Too Old” to Work

A majority of workers (54 percent) believe it is not a particular age when they consider a person “too old” to work but “it depends on the person.” Of those who provided an age deeming a person “too old” to work, the median age is 75.

Age When Person is Considered “Too Old” to Work (%)

2017 (N=6,372)

Median: Age 75



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1527. At what age do you consider a person to be “too old” to work?

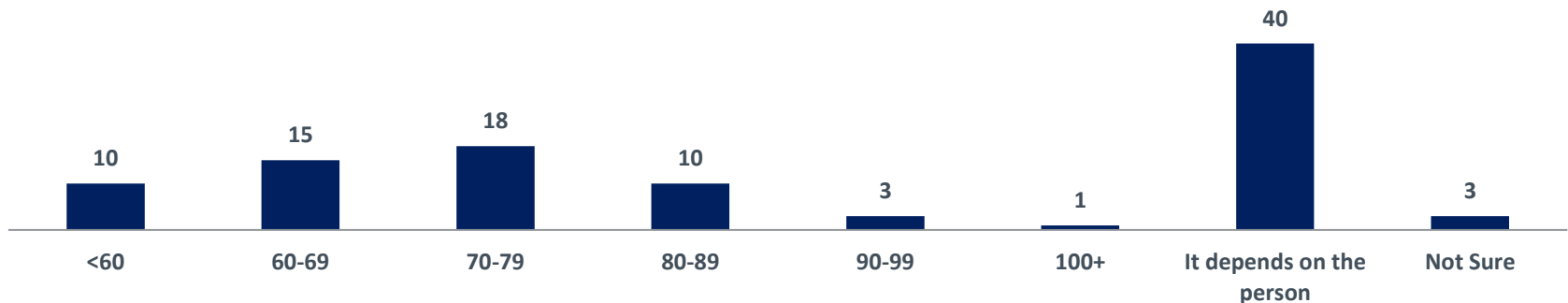
Age That Workers Consider a Person to Be “Old”

Two in five workers (40 percent) believe that there it is not a particular age when they consider a person to be “old,” but rather “it depends on the person.” Of those who provided an age, the median age when workers deem a person to be “old” is 70, with the largest proportion of responses falling between ages 70 and 79 (18 percent)

Age When Person Is Considered “Old” (%)

2017 (N=6,372)

Median: Age 70



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1526. At what age do you consider a person to be “old”?

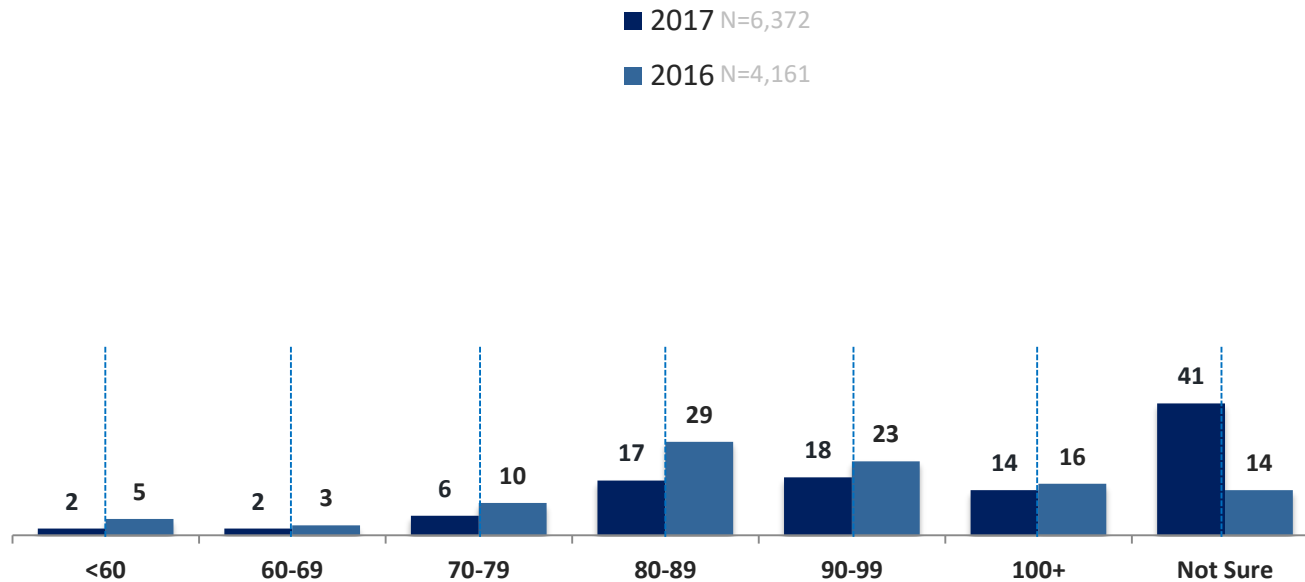
Planning to Live to Age ...

Workers in 2017 are planning to live to age 90 (median), an increase from 86 (median) in 2016. About half (49 percent) are planning to live to age 80 or older. Thirty-two percent are planning to live to age 90 or older. Fourteen percent are planning to 100 or older. And four in ten workers (41 percent) say that they are “not sure.”

What age are you planning to live to? (%)

2017: Median Age: 90

2016: Median Age: 86



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

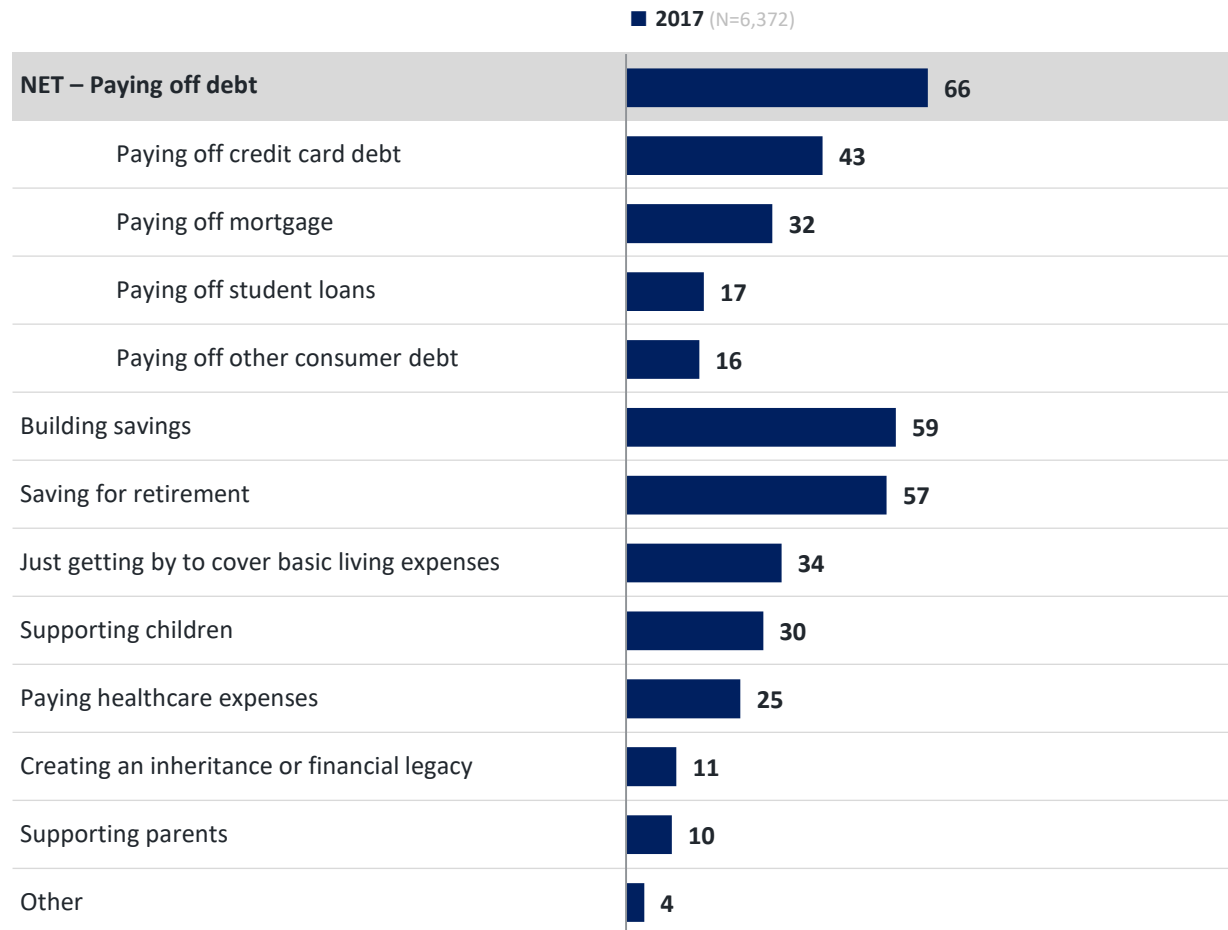
BASE: ALL QUALIFIED RESPONDENTS

Q2850. What age are you planning to live to?

Current Financial Priorities

“Paying off debt” (NET) is the most frequently cited current financial priority among workers (66 percent), with paying off credit card debt the most cited within this category (43 percent). Building savings (59 percent), and saving for retirement (57 percent) follow closely. Thirty-four percent cite “just getting by to cover basic living expenses.”

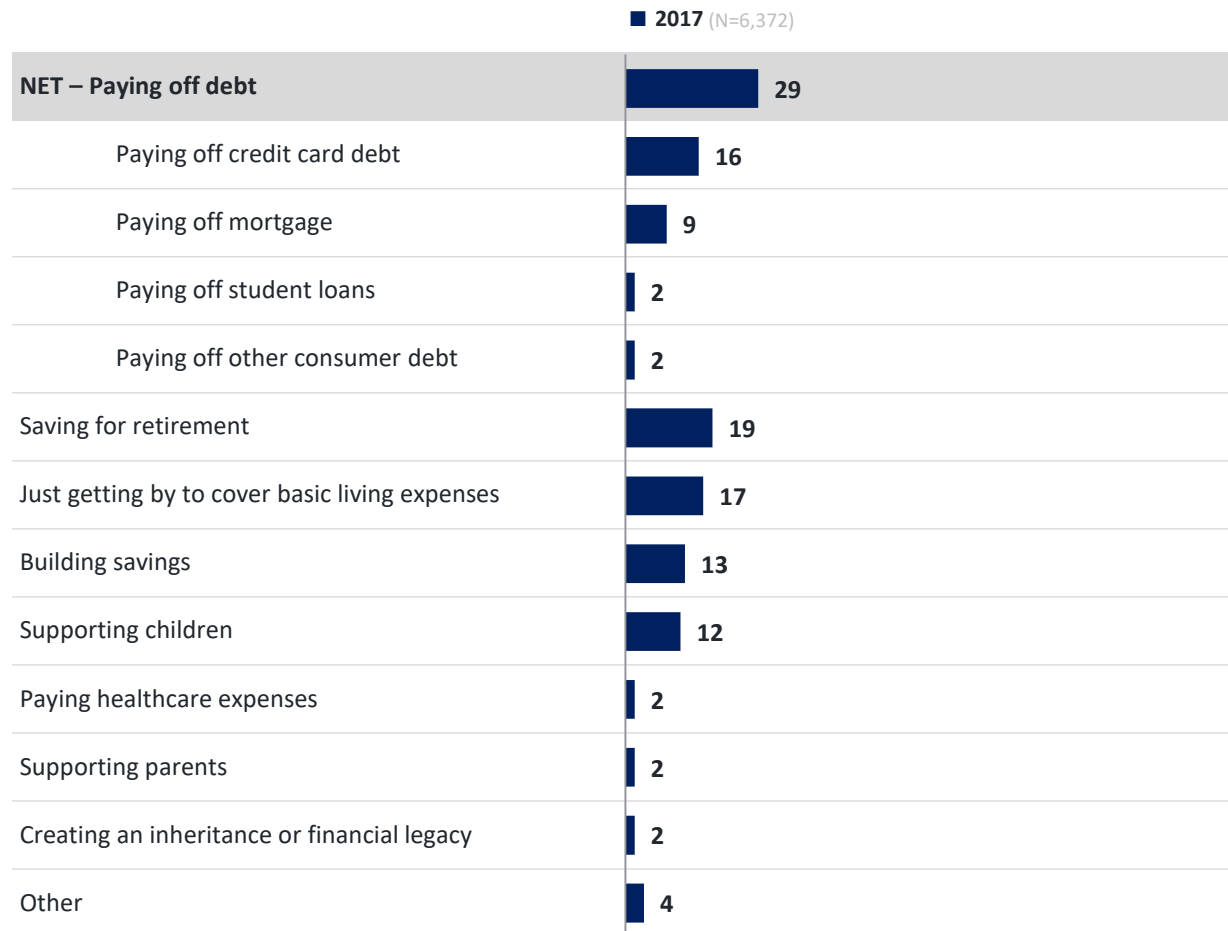
Current Financial Priorities (%)



Greatest Financial Priority

“Paying off debt” (NET) (29 percent) is the most frequently cited *top* financial priority among workers. Other top priorities are saving for retirement (19 percent) “just getting by – covering basic living expenses” (17 percent), and paying off credit card debt (16 percent).

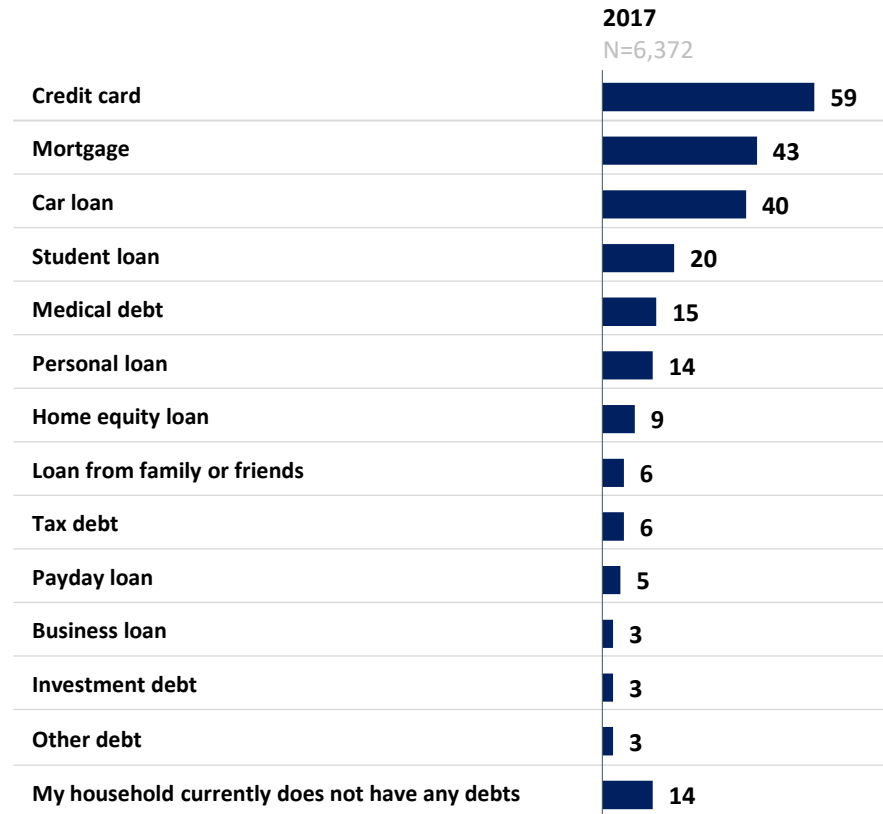
Single Greatest Financial Priority Right Now (%)



Types of Household Debt

A large majority (86 percent) of American workers' households carry at least some form of debt with credit card debt being most prevalent (59 percent), followed by a mortgage (43 percent), or a car loan (40 percent). Only 14 percent of households have no debt.

Which of the following types of debt does your household currently have?
Select all (%)



NET – Has Debt
 2017 = 86%

New question added in 2017

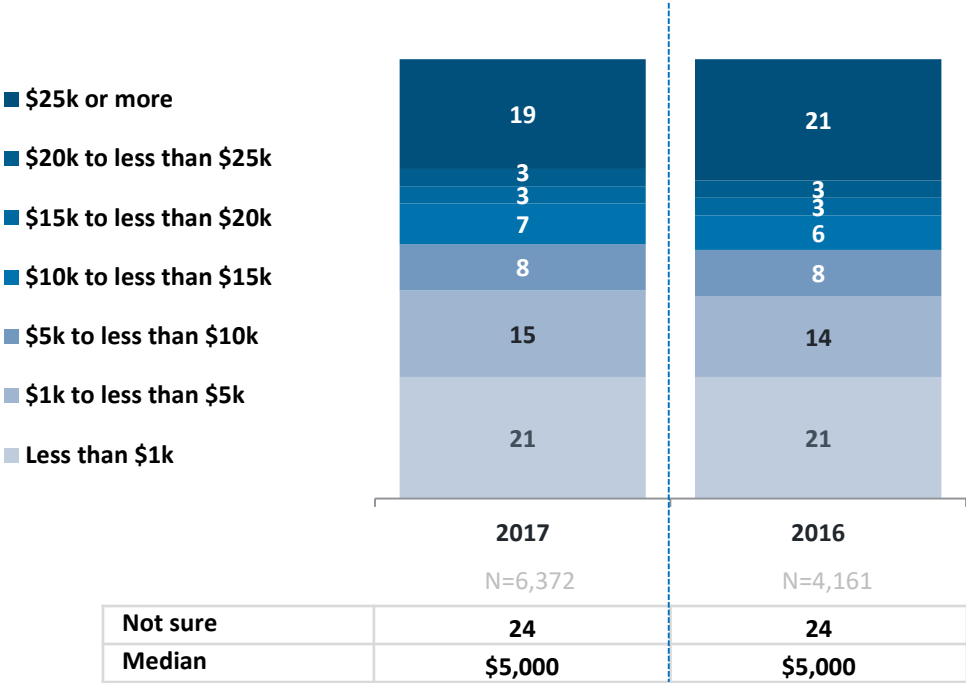
BASE: ALL QUALIFIED RESPONDENTS

Q1286. Which of the following types of debt does your household currently have? Select all.

Emergency Savings Are Low

Many workers have little in terms of emergency savings specifically to cover the cost of major financial setbacks such as unemployment, medical bills, home repairs, auto repairs, and other. Workers have saved \$5,000 (median) to cover such emergencies. Thirty-six percent of workers report having saved less than \$5,000. Only 19 percent say that they have saved more than \$25,000.

Estimated Emergency Savings (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

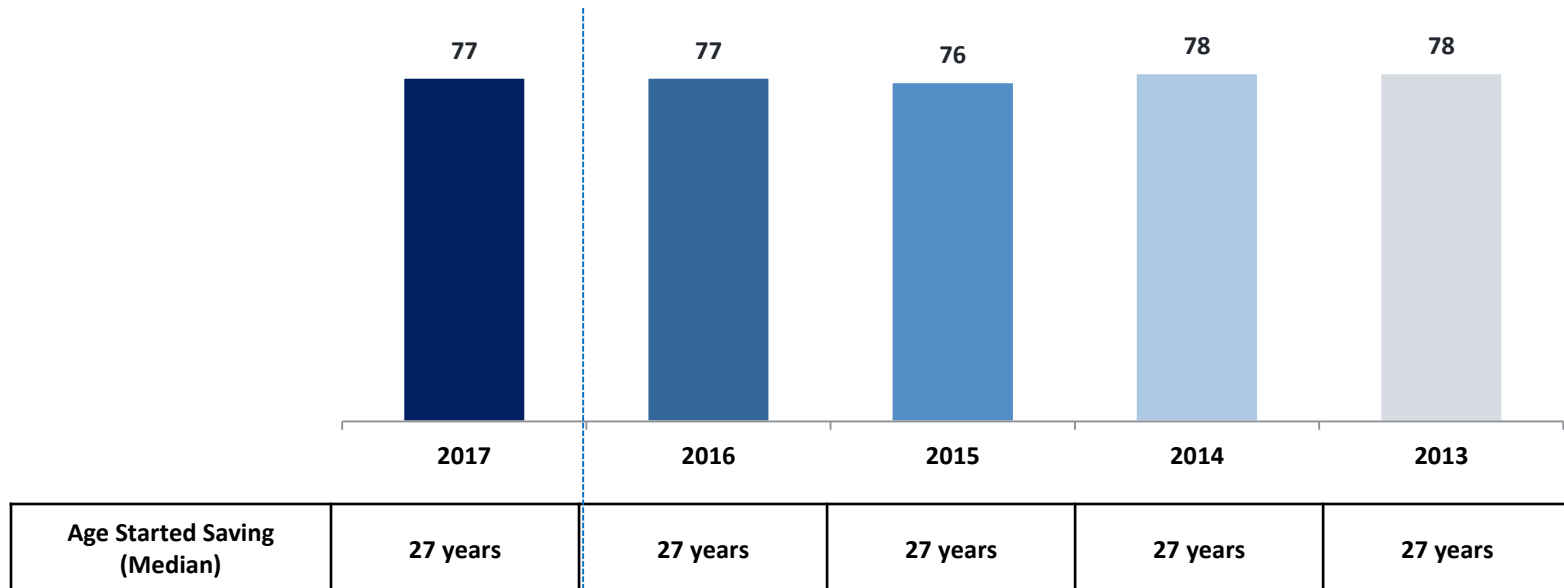
BASE: ALL QUALIFIED RESPONDENTS

Q2825. How much do you have in emergency savings specifically to cover the cost of unexpected major financial setbacks (e.g., unemployment, medical bills, home repairs, auto repairs, other)?

Saving for Retirement / Age Started Saving

Seventy-seven percent of workers are saving for retirement through an employer-sponsored retirement plan and/or outside of work. The median age workers begin saving for retirement is age 27. These findings are consistent since 2013.

Workers Who Are Saving For Retirement Through an Employer-Sponsored Retirement Plan And/Or Outside of Work (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

BASE: ALL QUALIFIED RESPONDENTS

Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

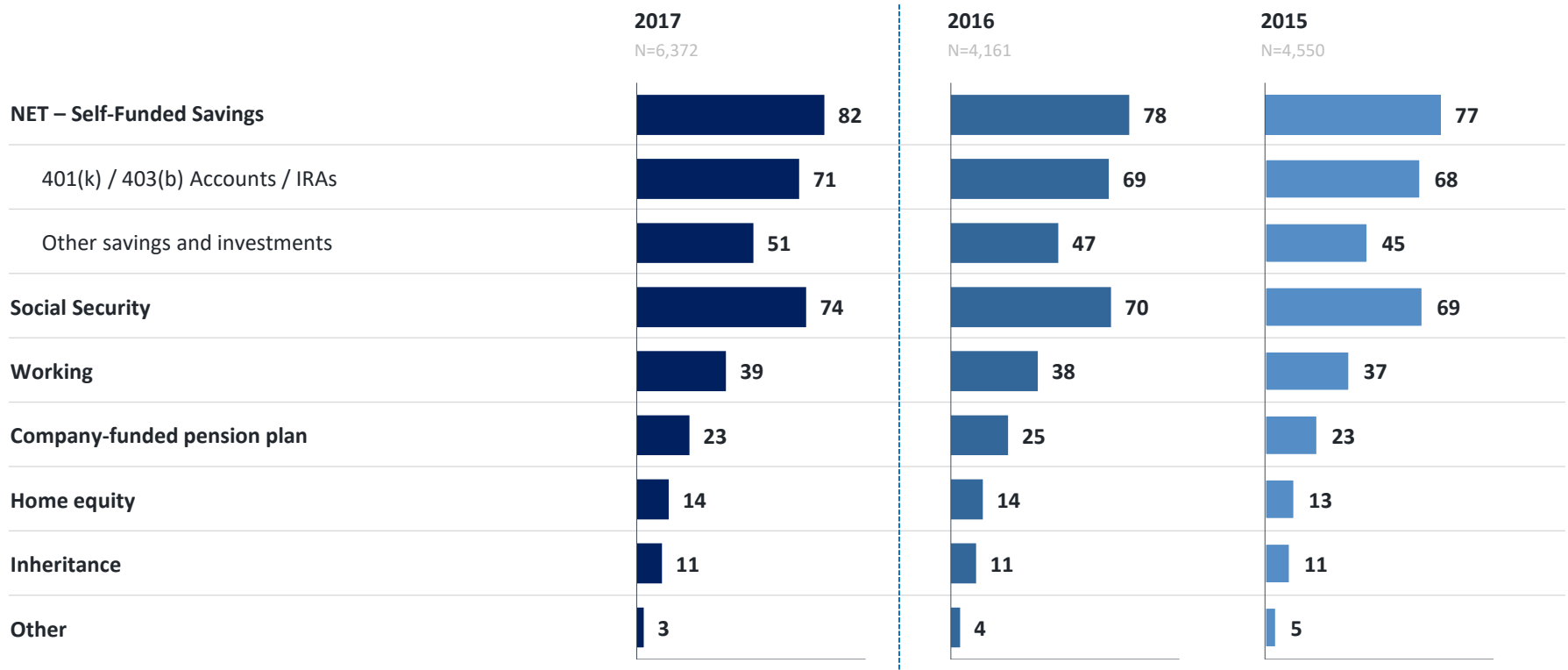
BASE: INVESTING FOR RETIREMENT

Q790. At what age did you first start saving for retirement?

Expected Sources of Retirement Income

Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investment are the most frequently cited sources of retirement income expected by workers (82 percent), followed by Social Security (74 percent). Today’s workers are expecting diverse sources of income, including 39 percent who cite “working” as an expected source of retirement income. Company-funded pension plans (23 percent), home equity (14 percent), and inheritance (11 percent) are less frequently cited by workers.

Expected Sources of Income During Retirement (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

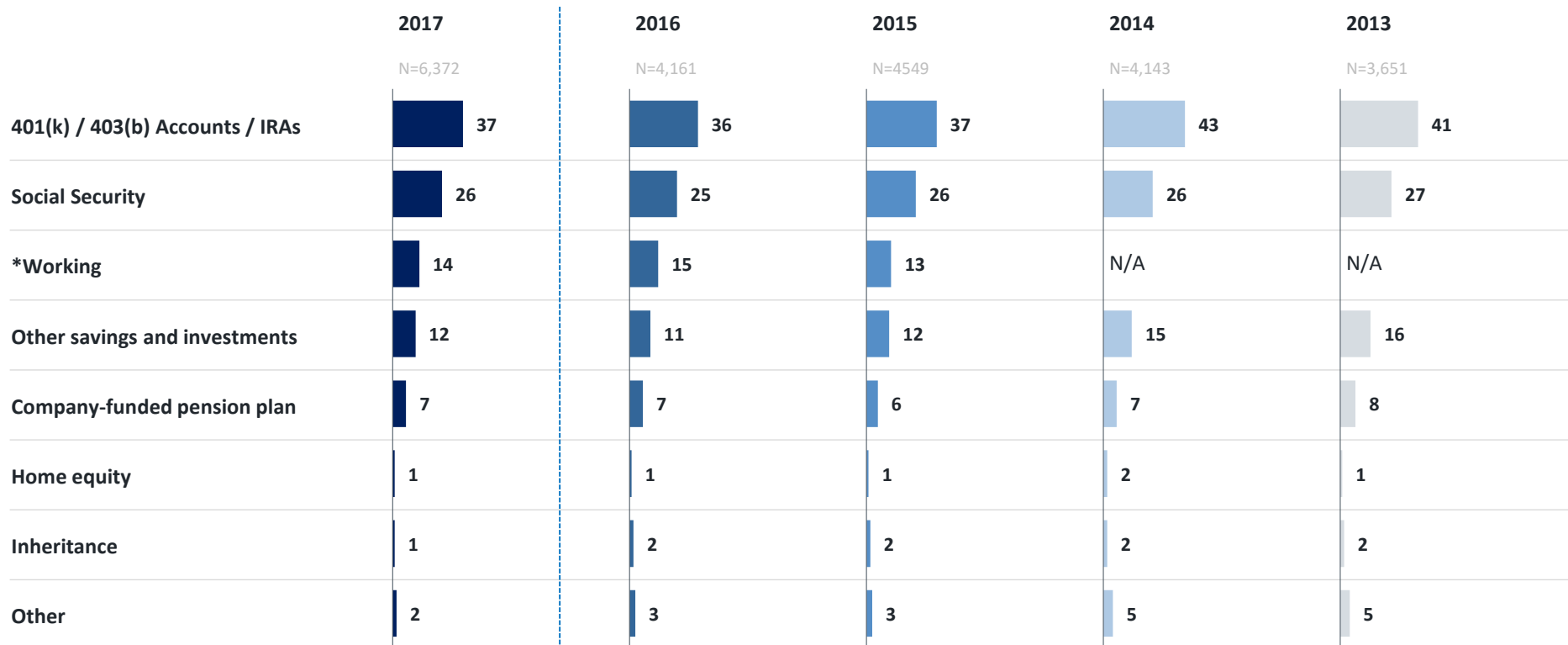
BASE: ALL QUALIFIED RESPONDENTS

Q1145. Which one of the following do you expect to be sources of income to cover your living expenses after you retire? Select all.

Primary Source of Retirement Income

Many workers expect to self-fund their retirement, either through 401(k)s or similar accounts and/or IRAs (37 percent), or other savings and investments (12 percent). Twenty-six percent of workers plan to rely on Social Security as their *primary* source of income in retirement. This year's survey found that 14 percent expect that income from "working" will be their primary source of income to cover living expenses when they retire.

Single Greatest Financial Priority Right Now (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2015

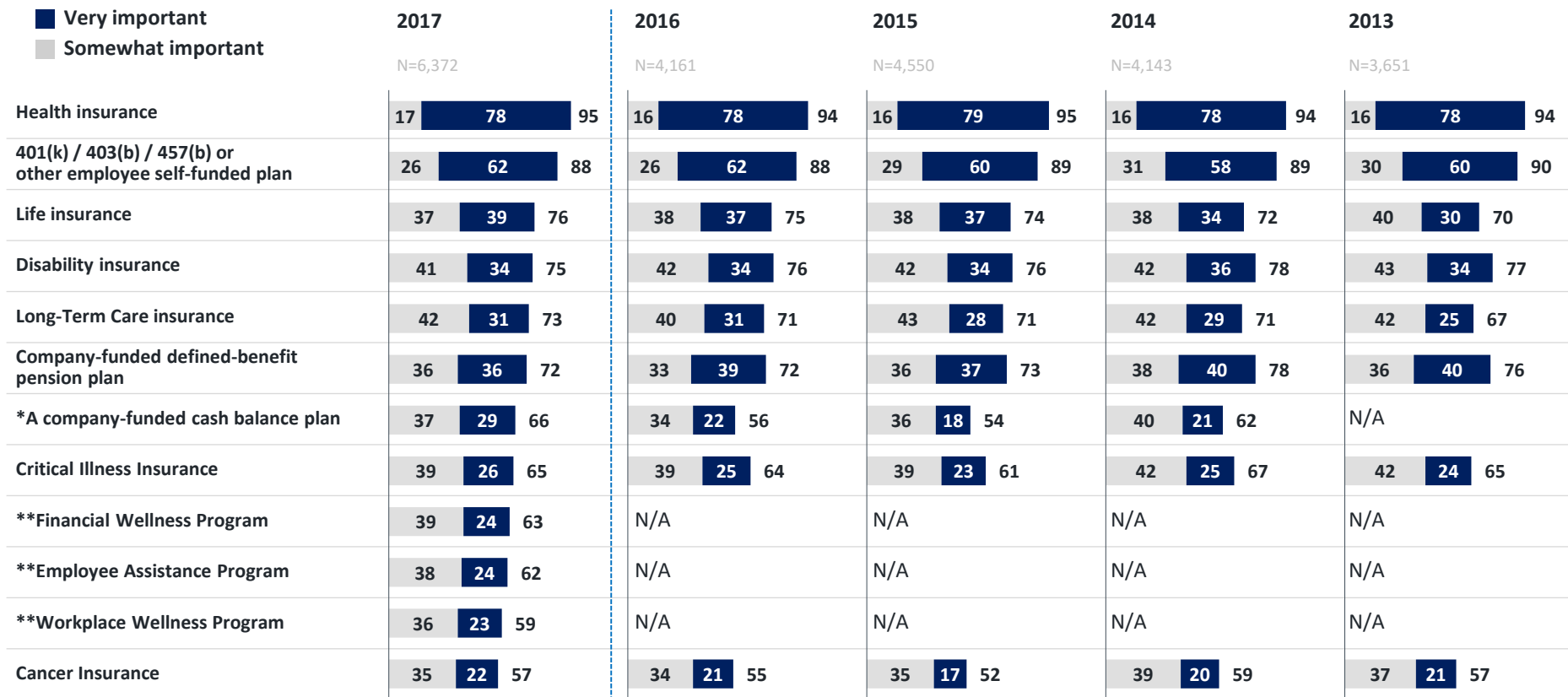
BASE: ALL QUALIFIED RESPONDENTS

Q1150. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

Importance of Retirement Benefits Compared to Other Benefits

Workers highly value employer-sponsored retirement benefits — 88 percent of workers say that an employee-funded retirement plan is “very” or “somewhat” important and 72 percent indicate pension plans are important. Health insurance continues to be the most frequently cited important benefit (95 percent).

Top 2 Box % – (Very/Somewhat Important)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2014; **added in 2017

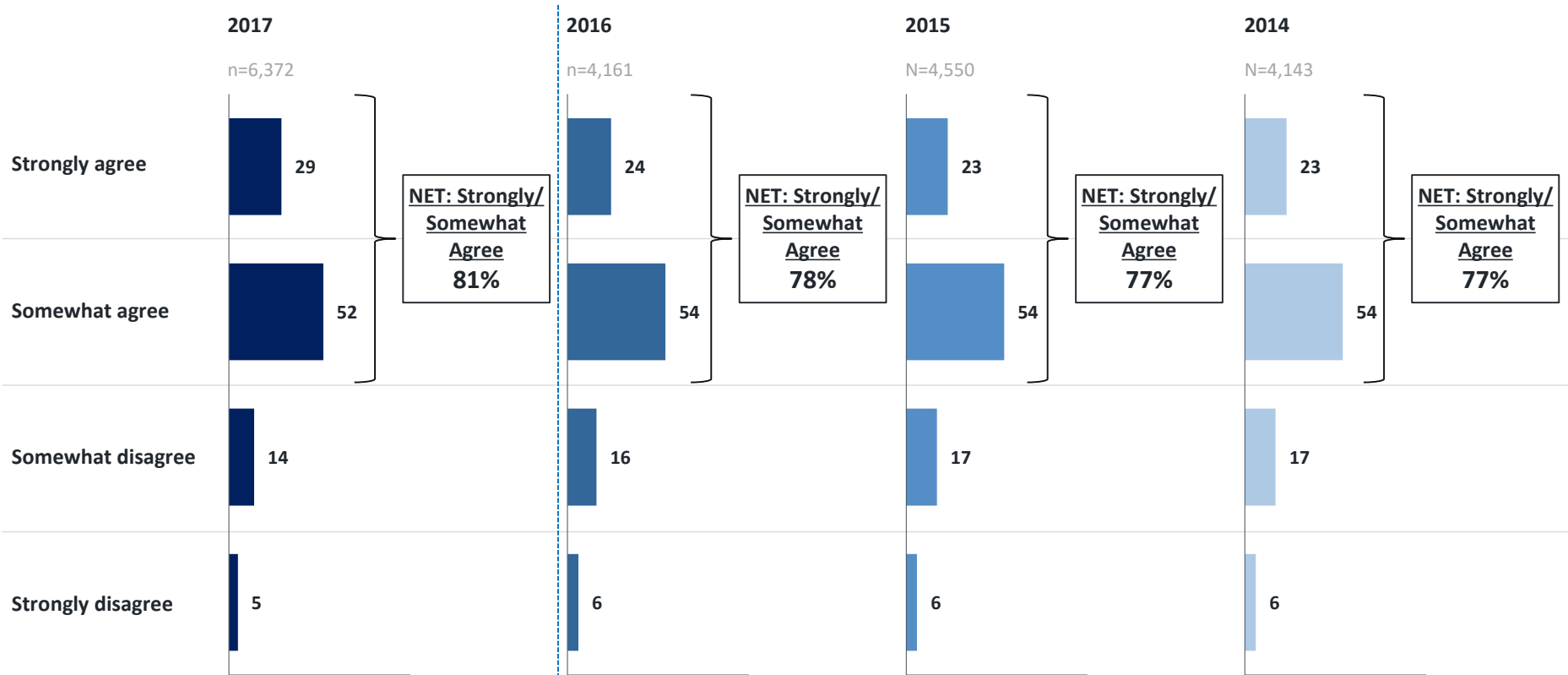
BASE: ALL QUALIFIED RESPONDENTS

Q1170. Businesses typically offer a number of different benefits for their workers. For each of the following, please tell us how important that benefit is to you, personally.

Importance of Retirement Benefits in Job Selection

The majority of workers (81 percent) agree that the retirement savings programs offered by a prospective employer will be a major factor in their job search decision, a slight increase from previous years.

“The next time I look for a job, all things being equal, the retirement savings programs offered by the prospective employer will be a major factor in my final decision” (%)

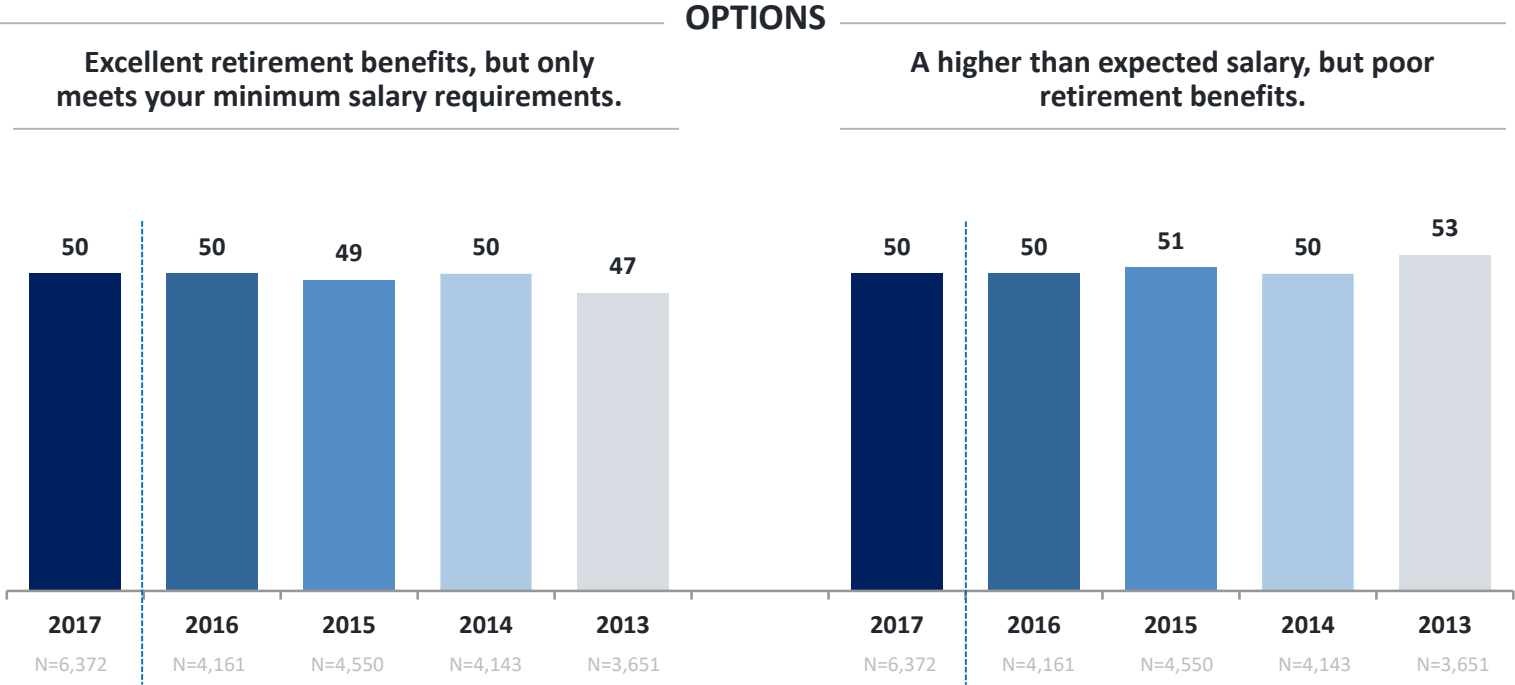


*Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.
BASE: ALL QUALIFIED RESPONDENTS*

Q831. How much do you agree or disagree with the following statement? “The next time I look for a job, all things being equal, the retirement savings programs offered by the prospective employer will be a major factor in my final decision”

Better Retirement Benefits Versus Higher Salary

When selecting between two hypothetical job offers, workers are equally likely to say they would select a job with a higher than expected salary, but poor retirement benefits (50 percent) versus a job with excellent retirement benefits, but only meeting minimum salary requirements (50 percent).



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

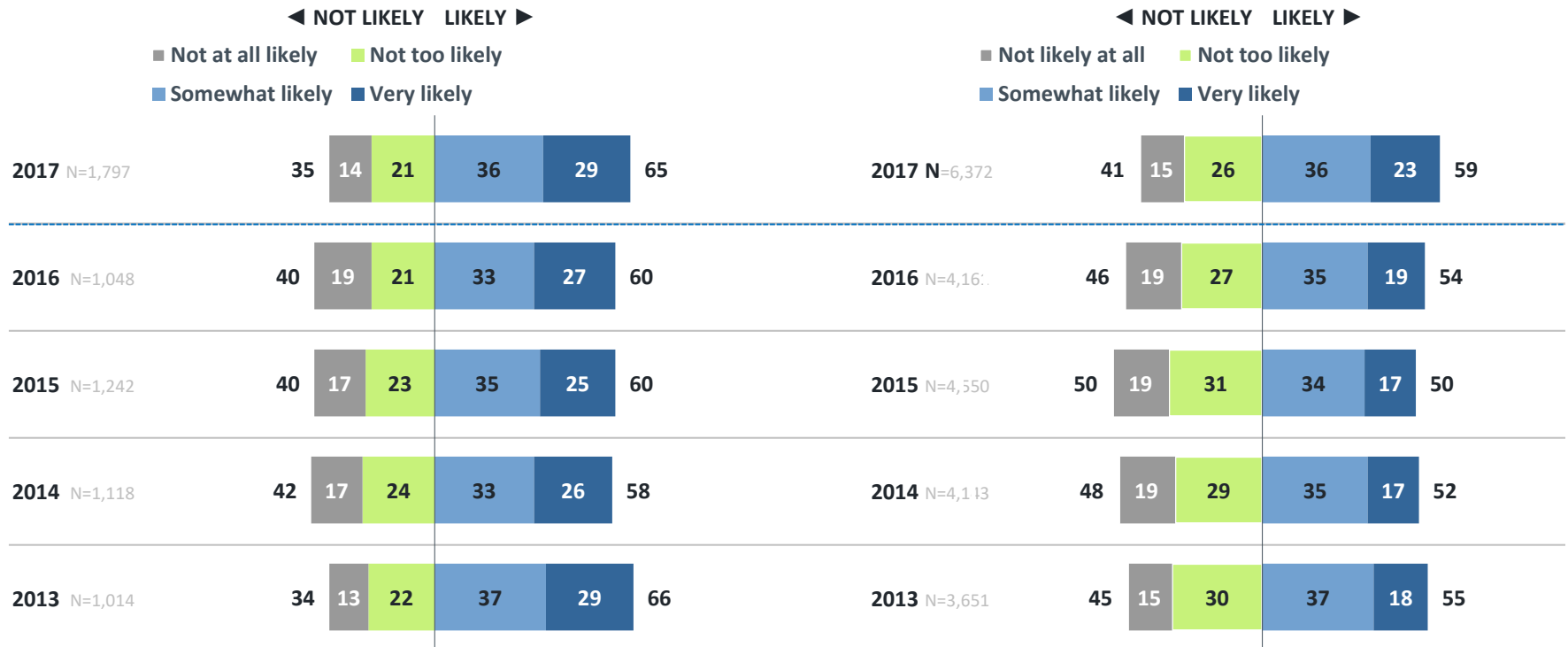
Q830. Suppose that two job offers come your way. Which of the following job offers would you select?

Workers May Switch Employers for Better Retirement Benefits

The majority of workers (65 percent) whose employers do *not* offer a retirement plan would be likely to switch jobs for a similar job with a retirement plan. Among all workers, more than half (59 percent) would switch jobs for a better retirement plan. These are up somewhat from previous years.

Among Those Whose Employer Doesn't Offer Retirement Plan (%)

Among All Workers (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

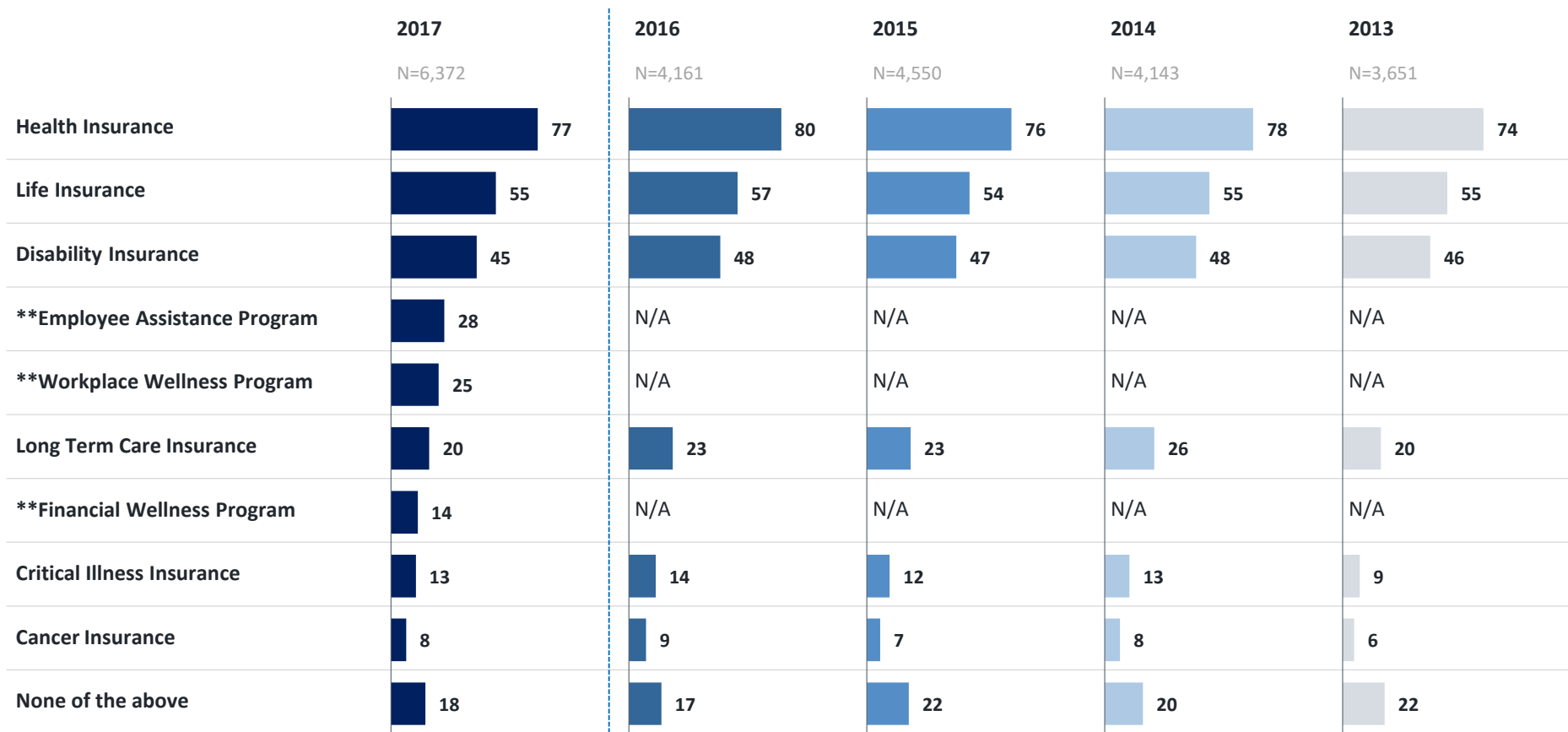
BASE: ALL QUALIFIED RESPONDENTS

Q730. How likely would you be to leave your current employer to take a nearly identical job, with a similar employer, if that employer offered you [a retirement plan/a better retirement plan than that offered by your current employer]?

Health & Welfare Benefits Currently Offered

The vast majority of workers (77 percent) are offered health insurance at their company. Life insurance (55 percent) and disability insurance (45 percent) are also commonly offered. These trends have remained relatively consistent over the past five years.

Which of the following benefits does your company offer you, personally? Select all. (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

**added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1175. Which of the following benefits does your company offer you, personally? Select all.

Retirement Benefits Currently Offered

Seventy-one percent of workers are offered employee-funded retirement plans such as 401(k)s and/or other employee-funded plans. A quarter (26 percent) are offered a company-funded pension plan. However, 22 percent of workers are not offered any type of retirement plan.

Retirement Benefits Currently Offered (%)

	2017 N=6,372	2016 N=4,161	2015 N=4,550	2014 N=4,143	2013 N=3,651
NET - EMPLOYEE-FUNDED PLAN	71	71	66	68	68
Employee-funded 401(k) plan	67	68	64	66	65
Other employee self-funded plan (e.g., SEP, SIMPLE, Other)	7	4	4	3	5
NET - COMPANY-FUNDED PLAN	26	26	24	24	N/A
Company-funded defined benefit pension plan	22	23	20	19	18
*Company-funded cash balance plan	9	8	8	9	N/A
NET - NONE OF THE ABOVE	24	23	28	25	28
Other	2	N/A	N/A	N/A	N/A
None	22	N/A	N/A	N/A	N/A

! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ worker.

*added in 2014

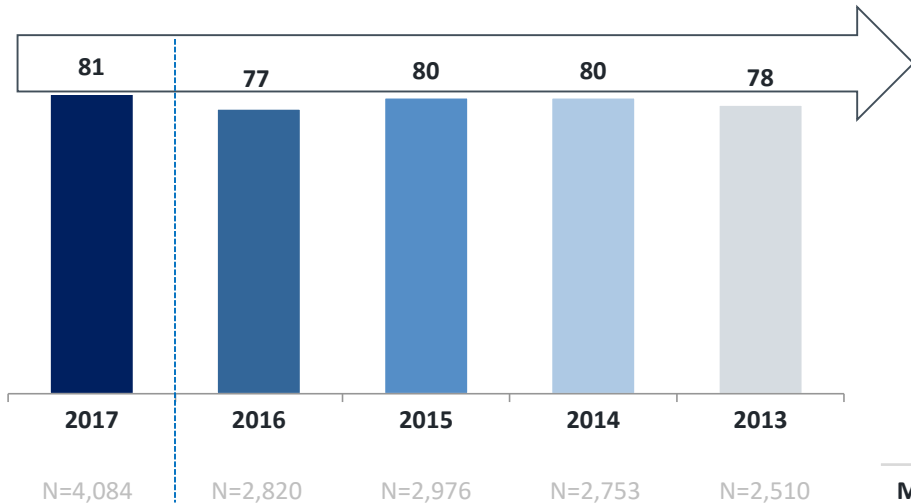
BASE: ALL QUALIFIED RESPONDENTS

Q1180. Which of the following retirement benefits does your company currently offer to you, personally? Select all.

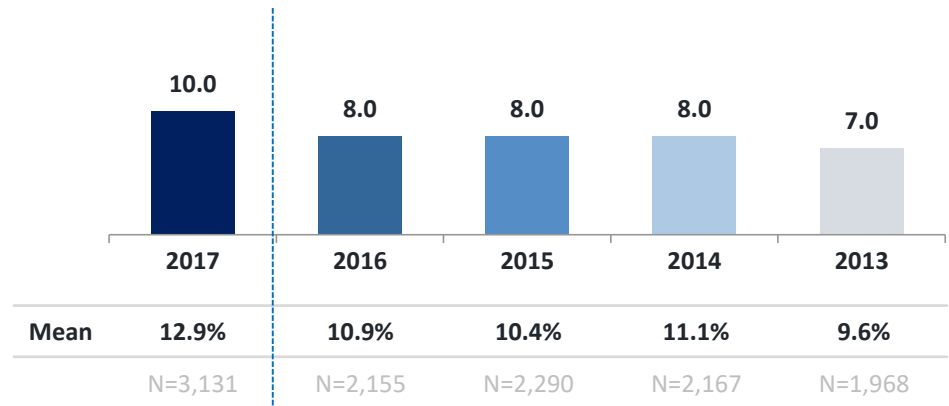
Retirement Plan Participation and Contribution Rates

Among workers who are offered an employee-funded retirement plan, participation is relatively high at 81 percent, slightly higher than last year. The median percentage of salary being saved in 2017 is 10 percent of annual pay, an increase from prior years.

Participation in Company's Employee-Funded Retirement Savings Plan, % Indicate "Yes"



Median Percentage of Salary Being Saved Among Those Participating (%)



Mean 12.9% 10.9% 10.4% 11.1% 9.6%

! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE WITH QUALIFIED PLANS CURRENTLY OFFERED TO THEM

Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

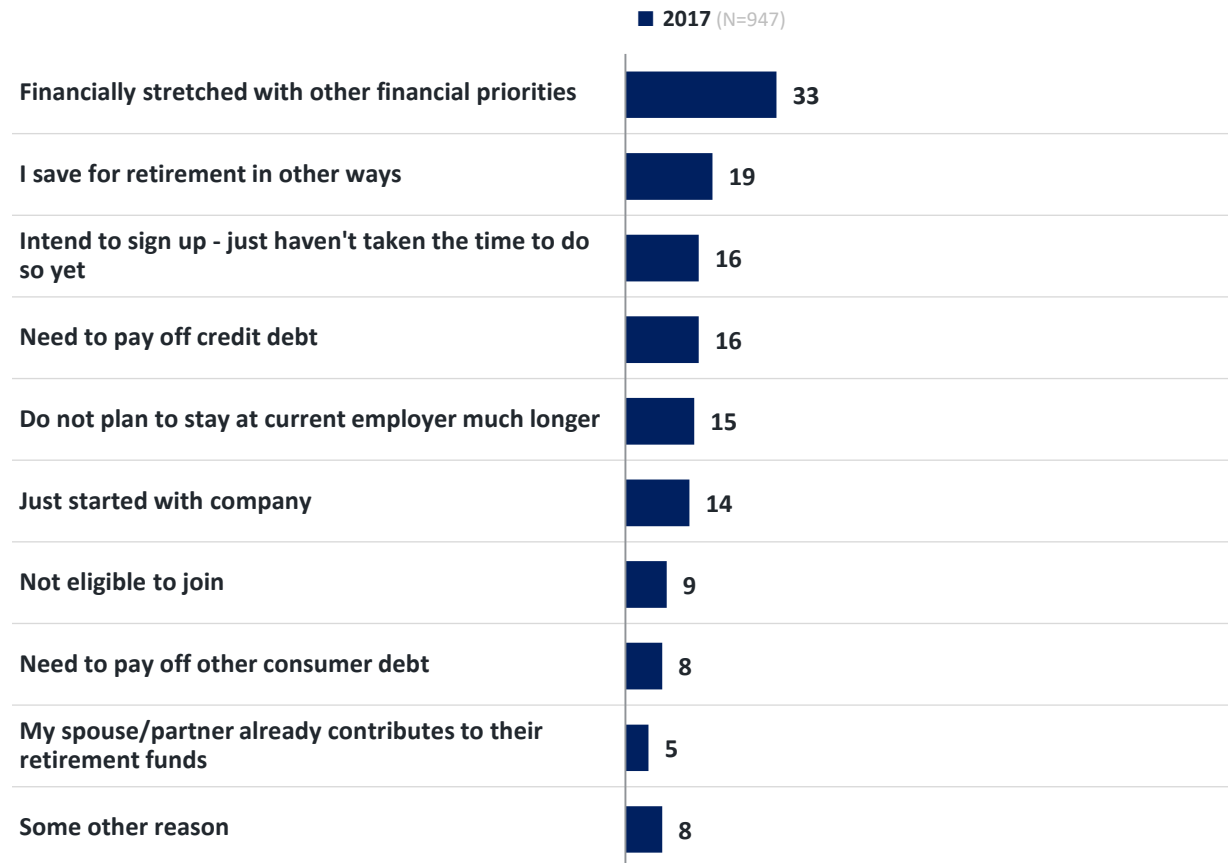
BASE: THOSE CURRENTLY PARTICIPATING IN THEIR QUALIFIED PLAN

Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

Reasons for Not Participating in Retirement Plan

Among workers not participating in their company-sponsored plan, the reason most frequently cited is being financially stretched with other financial priorities (33 percent). Almost one in five cite that they save for retirement in other ways (19 percent).

Reasons for Not Participating in Retirement Plan (%)



BASE: THOSE NOT CURRENTLY CONTRIBUTING TO PLAN

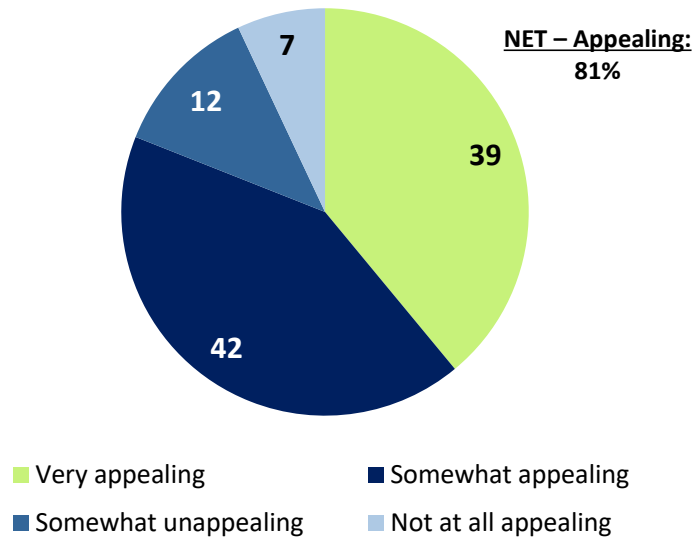
Q670. Which of the following is the main reason you are not currently participating in your company's retirement plan? Select all.

Appeal of Automatic Enrollment

Eight in ten workers (81 percent) find automatic enrollment by their current employer into an employee sponsored retirement plan appealing. If workers were to be automatically enrolled, the median default contribution rate they feel is appropriate is 7 percent.

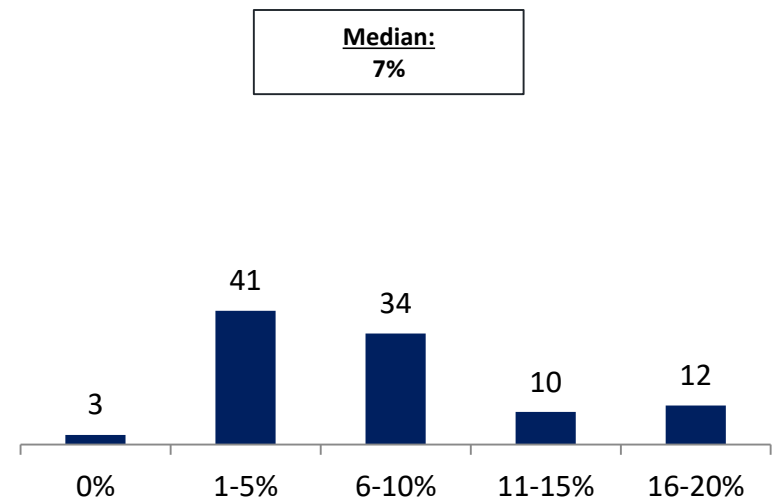
Appeal of Automatic Enrollment (%)

2017 (N=6,372)



Appropriate Default Contribution Rate (%)

2017 (N=6,372)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q635. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, deducting a percentage of each paycheck, and investing it for your future retirement. How appealing would this seem to you?

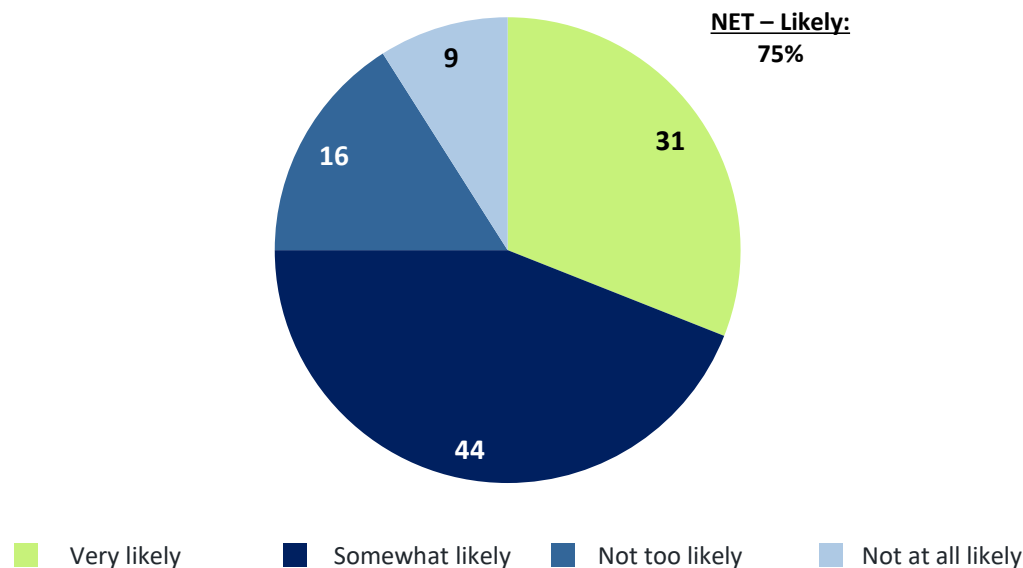
Q636. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, what would you consider to be an appropriate percentage to deduct from your paycheck to be invested for your future retirement?

Likelihood of Using Automatic Escalation

Three in four workers (75 percent) are either somewhat likely (44 percent) or very likely (31 percent) to use a feature that would allow their employer to automatically increase the contribution rate in their 401(k) or similar plan by 1% each year, until they choose to discontinue the increase.

Likelihood of Using a Feature That Automatically Increases Contribution by 1% Each Year, Until You Choose to Discontinue (%)

2017 (N=6,372)



New question added in 2017

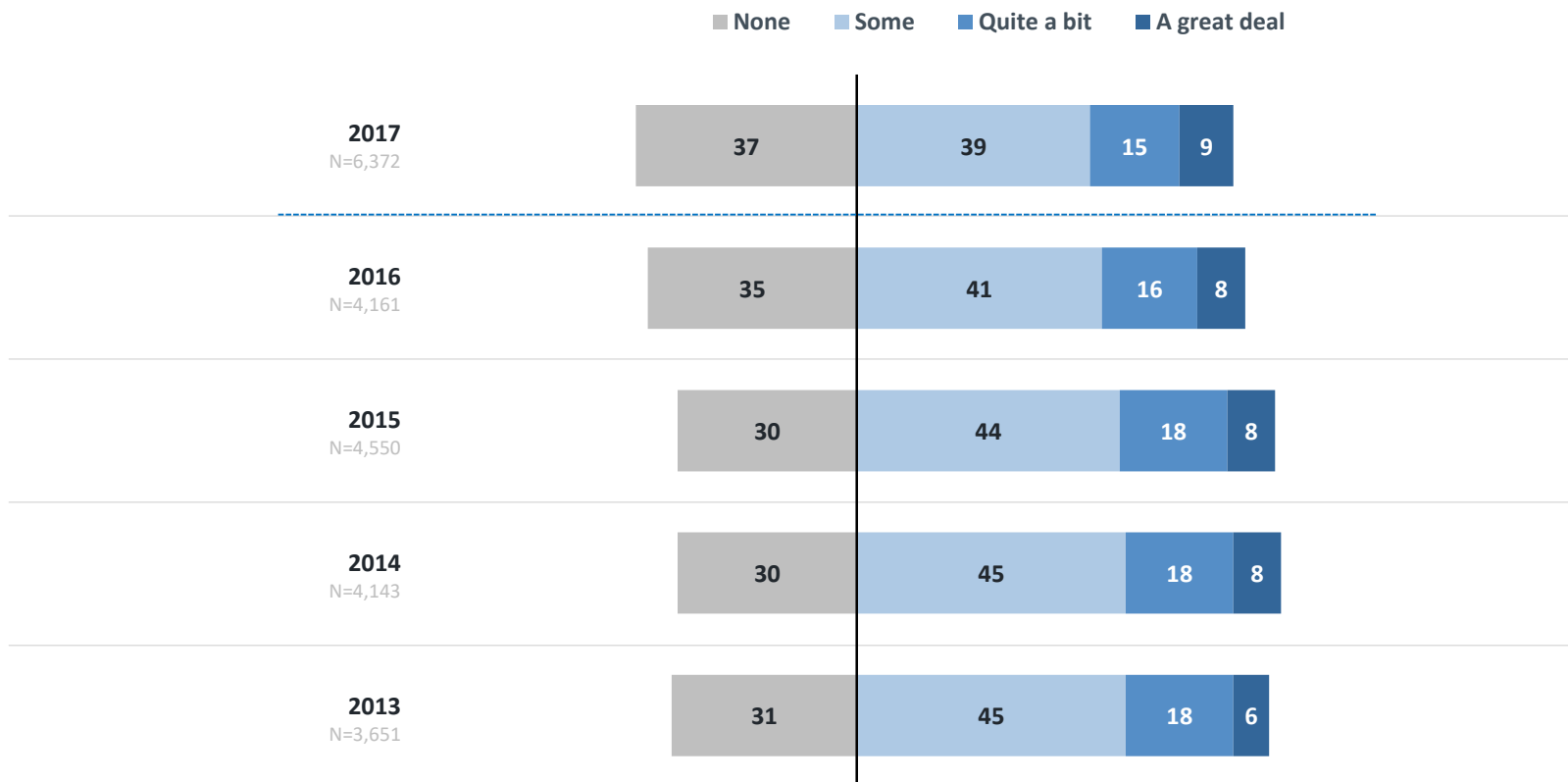
BASE: ALL QUALIFIED RESPONDENTS

Q702. How likely would you be to use a feature in a 401(k) or similar plan where your employer would automatically increase your contribution rate (as a percentage of your salary) to the plan by 1% each year, until you choose to discontinue this increase?

Understanding of Asset Allocation Principles

Workers have a limited understanding of asset allocation as it relates to retirement investing, with only one in four workers (24 percent) saying they understand asset allocation principles “quite a bit” or “a great deal.” Thirty-seven percent say they have no understanding of asset allocation principles, which has been increasing over the past five years.

Understanding of Asset Allocation Principles (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

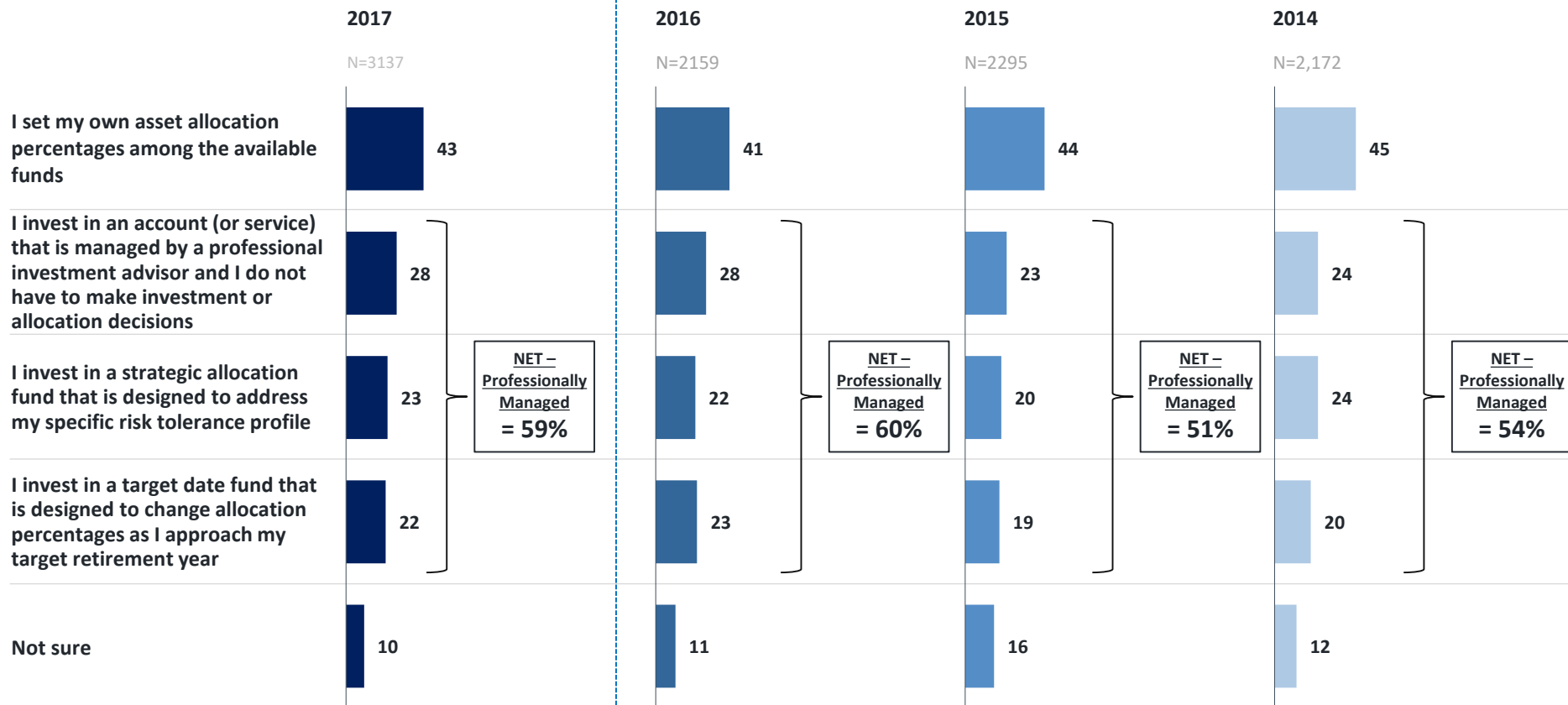
BASE: ALL QUALIFIED RESPONDENTS

Q760. How good of an understanding do you have regarding asset allocation principles as they relate to retirement investing?

Use of Professionally Managed Offerings

Three in five workers who participate in their employer-sponsored 401(k) or similar plan (59 percent) say they use some sort of automatic allocation approach to investing their retirement plan assets, such as a managed account, strategic allocation fund and/or target date fund. Forty-three percent prefer a more do-it-yourself approach and set their own asset allocation percentages among the available funds. Ten percent are “not sure.”

Investments in Employer-Sponsored Retirement Plan (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

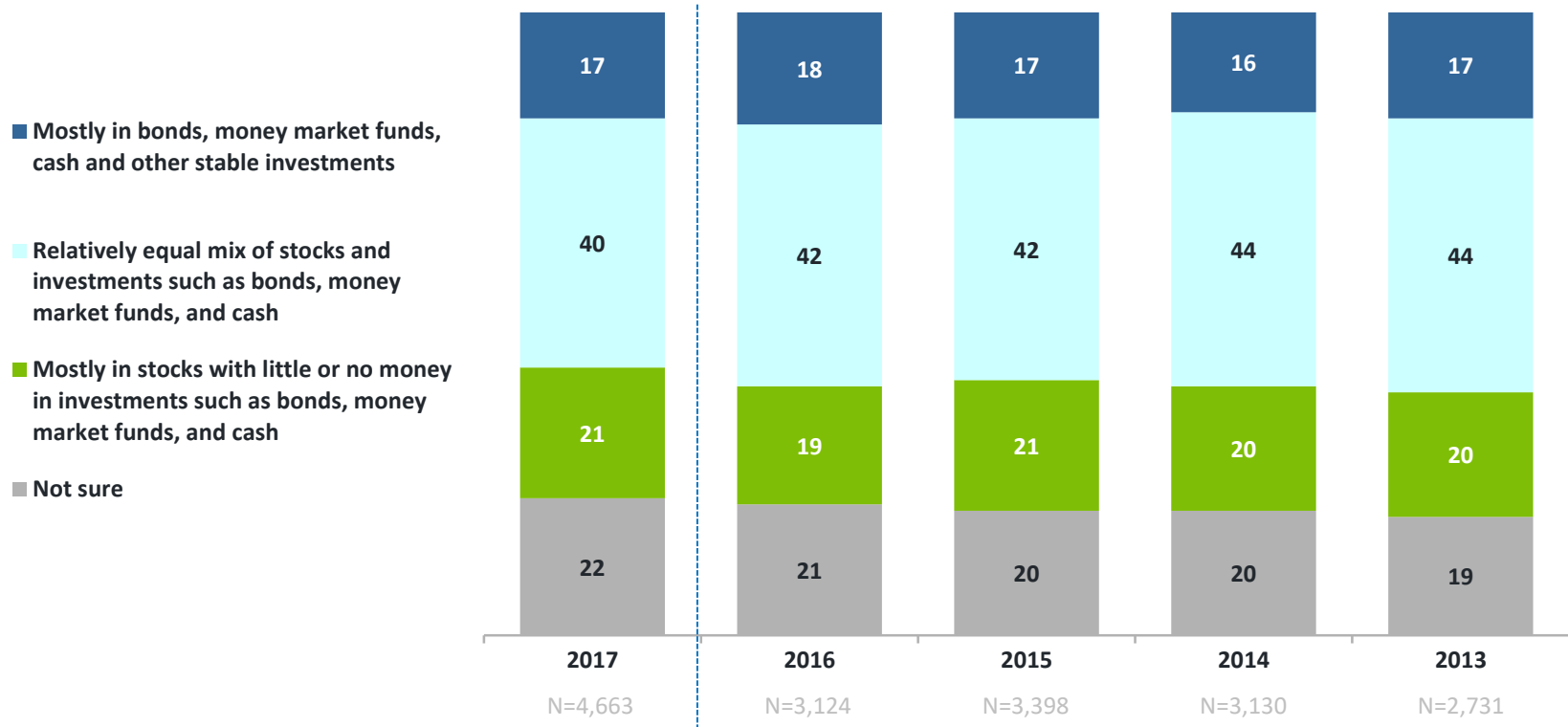
BASE: THOSE PARTICIPATING IN QUALIFIED PLAN

Q1466. What is your current approach to investing in your employer-sponsored retirement plan? Select all.

Asset Allocation of Retirement Savings

Among those who are saving for retirement, 40 percent of workers indicate that their retirement savings are invested in an equal mix of stocks and bonds. A concerning 22 percent of workers are “not sure” how their retirement savings are invested.

How Retirement Savings Are Invested (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

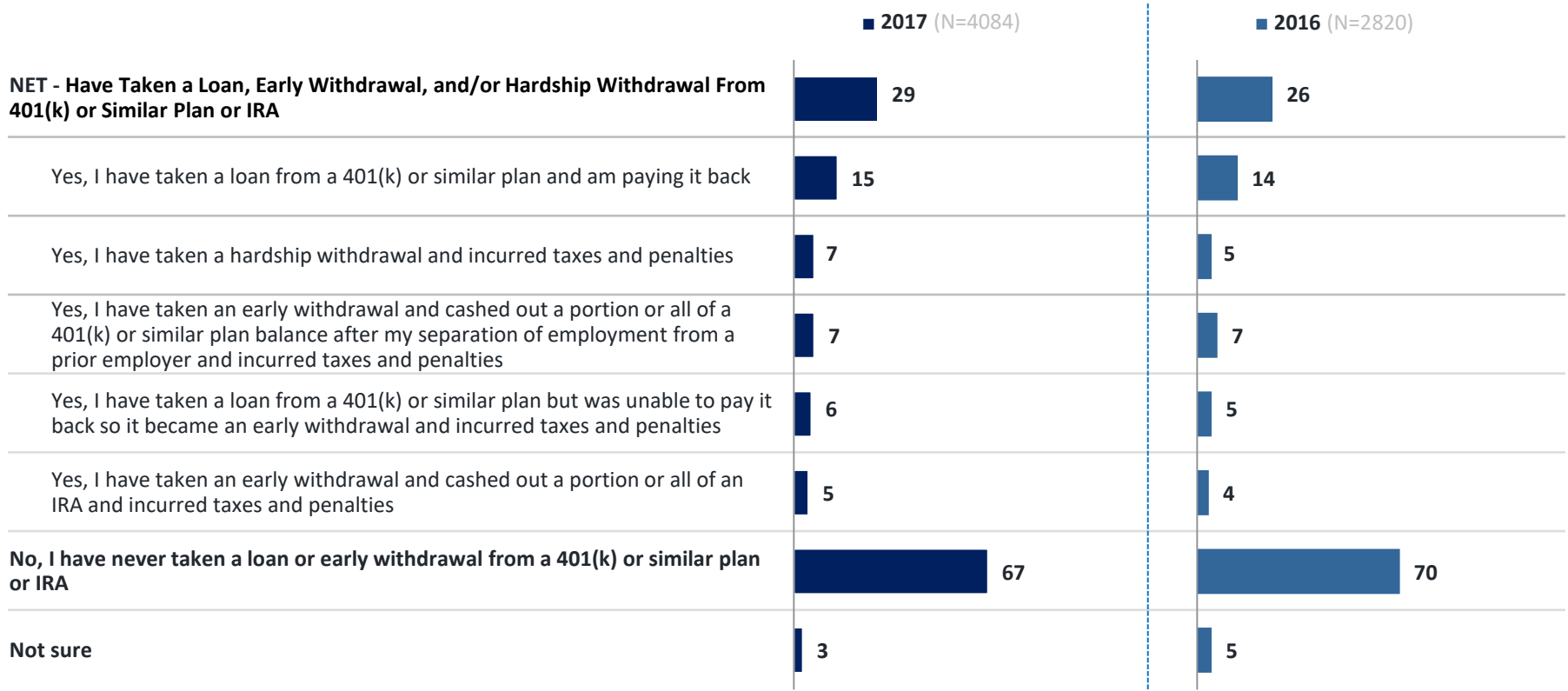
BASE: INVESTING FOR RETIREMENT

Q770. How are your retirement savings invested?

Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. About one in three workers (29 percent) have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan or IRA.

Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



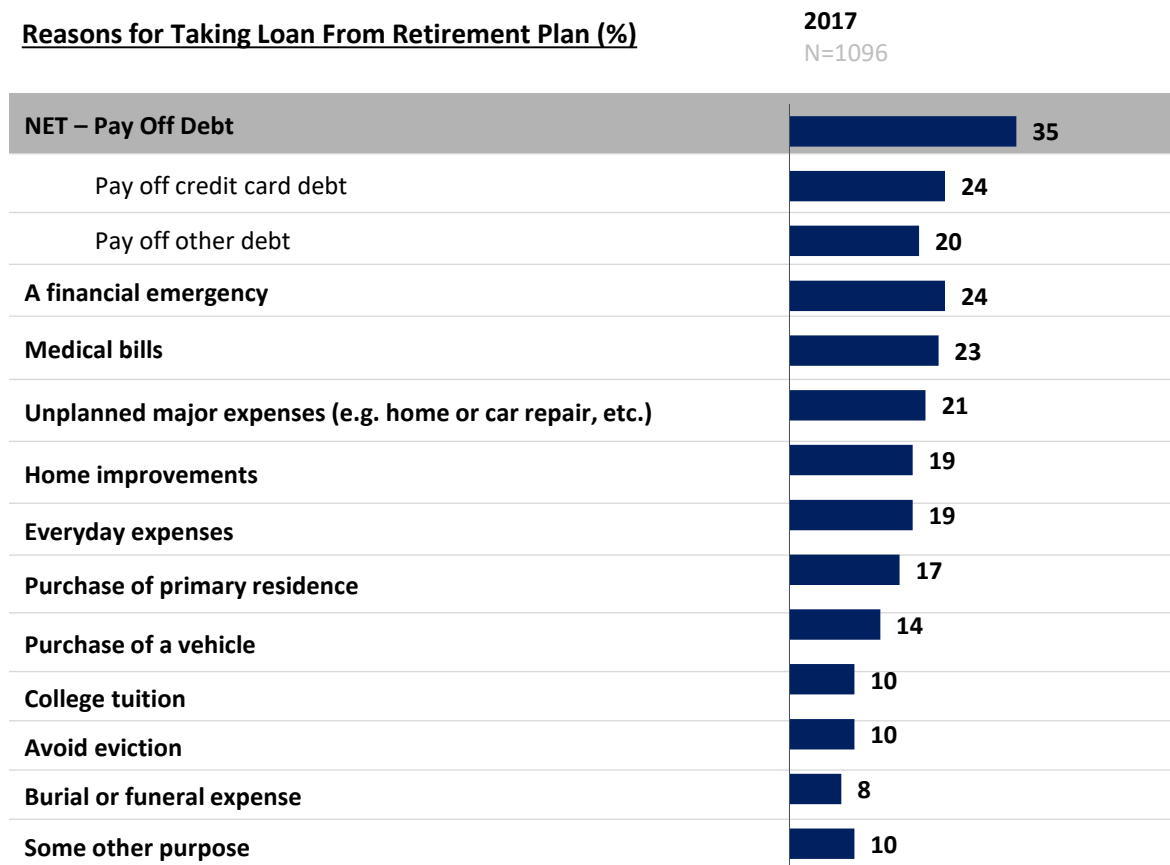
! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q754. Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? Select all.

Reasons for Taking Plan Loans

Among workers who have taken a retirement plan loan, the most frequently cited reason for doing so is to pay off debt (35 percent), including credit card debt (24 percent) and/or other debt (20 percent). Other reasons for taking a loan include a financial emergency (24 percent), medical bills (23 percent), or unplanned major expenses (21 percent).

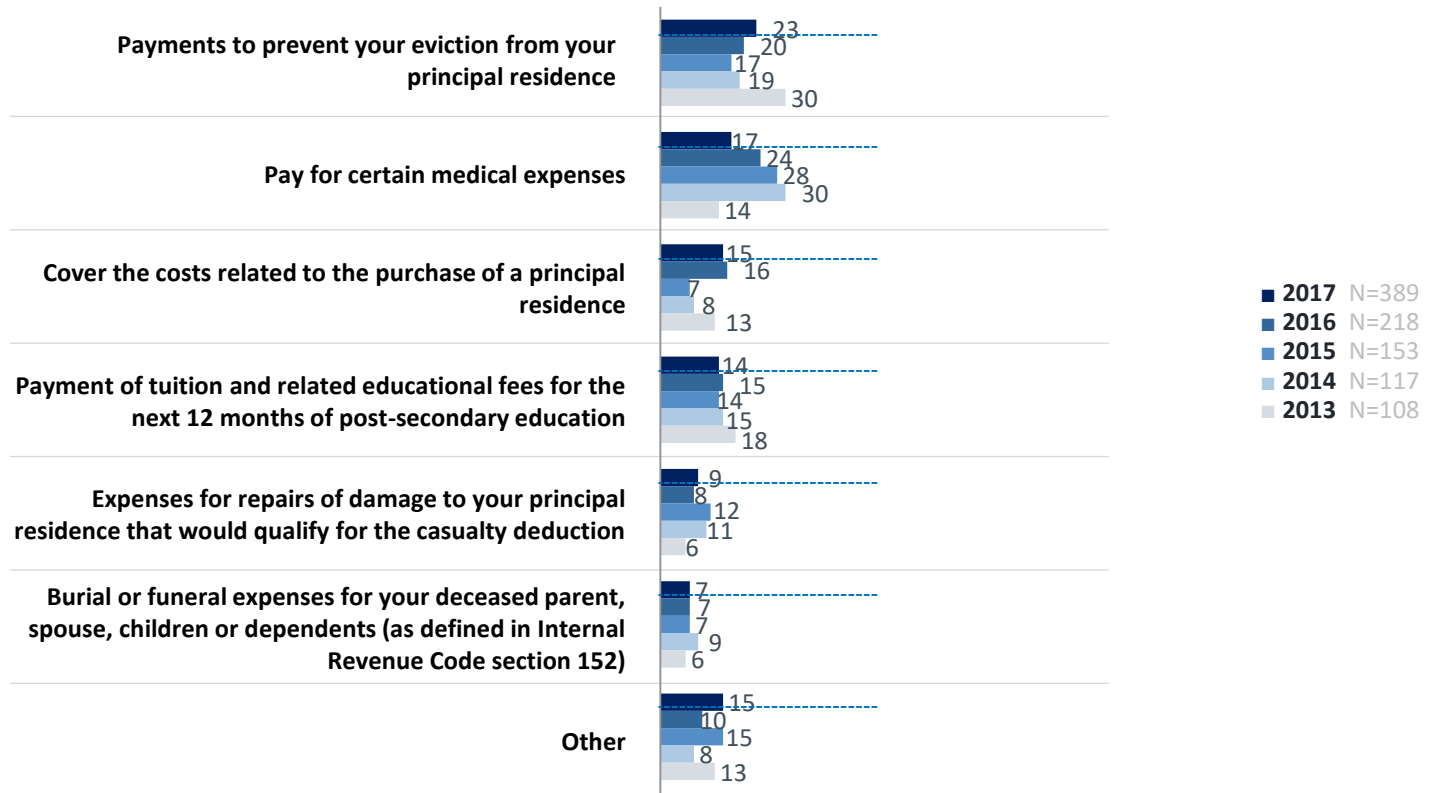


Reasons for Taking Hardship Withdrawals From Plans

Among workers who have taken a hardship withdrawal from their employer-sponsored retirement plan, about one in five (23 percent) say the primary reason for the withdrawal is to prevent eviction from their home, and another 17 percent say it is to pay for certain medical expenses.

Primary Reason for Hardship Withdrawal (%)

Note: Findings from prior years should be considered directional due to small base.



■ 2017 N=389
 ■ 2016 N=218
 ■ 2015 N=153
 ■ 2014 N=117
 ■ 2013 N=108

Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

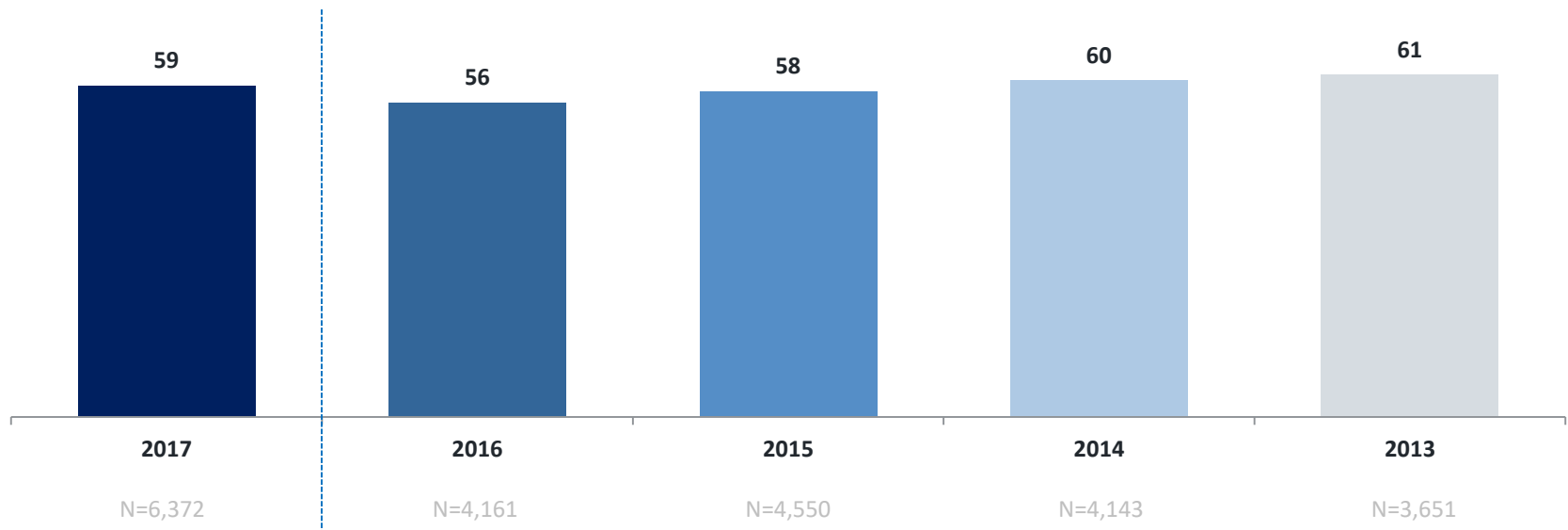
BASE: THOSE WHO HAVE TAKEN A HARDSHIP WITHDRAWAL

Q1465. What is the primary reason you have taken a hardship withdrawal from your employee-funded retirement savings plan?

Saving for Retirement Outside of Work

The majority of workers (59 percent) are saving for retirement outside of work in an IRA, mutual fund, bank account or other vehicle. This is a slight increase from last year.

Currently Saving for Retirement Outside of Work
% Indicate Yes



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

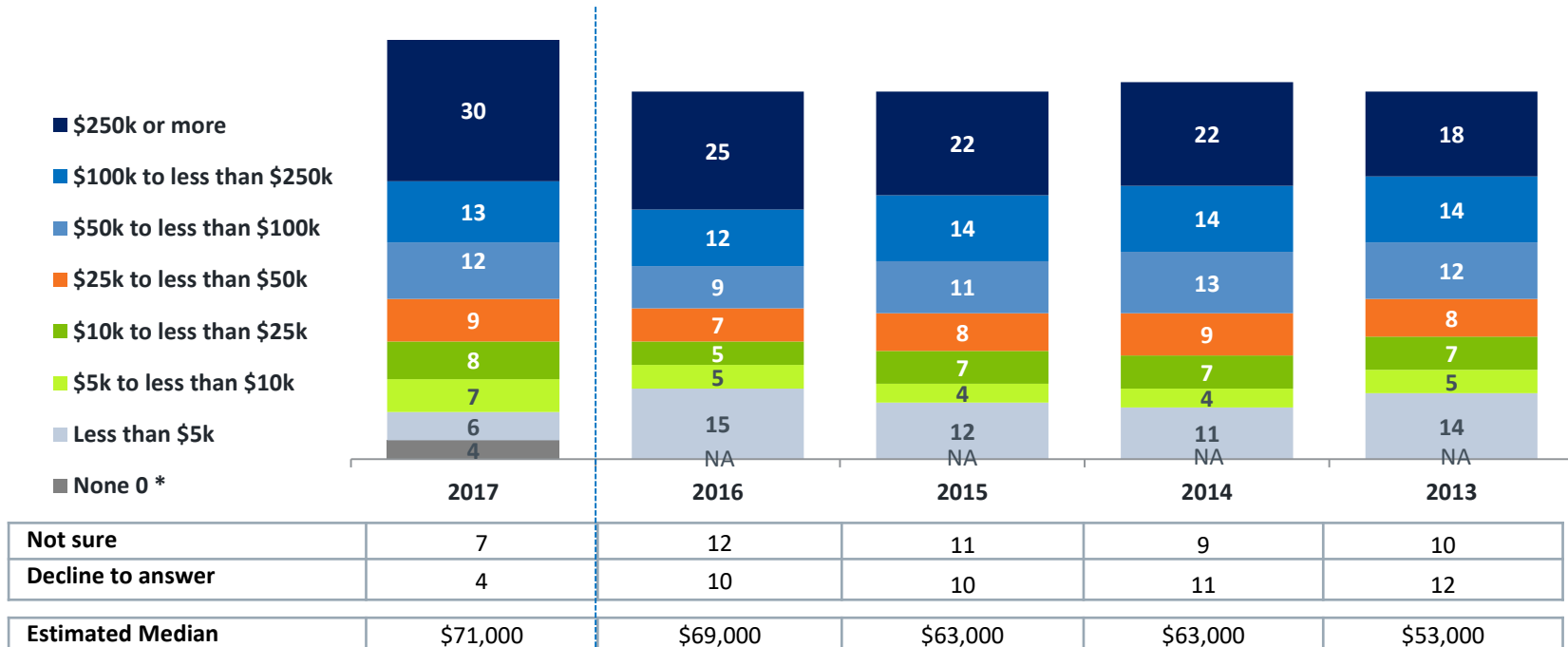
BASE: ALL QUALIFIED RESPONDENTS

Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

Household Retirement Savings

Total household retirement savings among workers is \$71,000 (estimated median), a slight increase from last year. In 2017, 10 percent of workers have saved less than \$5,000 in household retirement accounts, while 25 percent have less than \$25,000 saved. In contrast, 30 percent of workers report having saved more than \$250,000 in household retirement accounts.

Total Household Retirement Savings (%)



Note: The median is estimated based on the approximate midpoint of the range of each response category. Non-responses are excluded from the estimate.

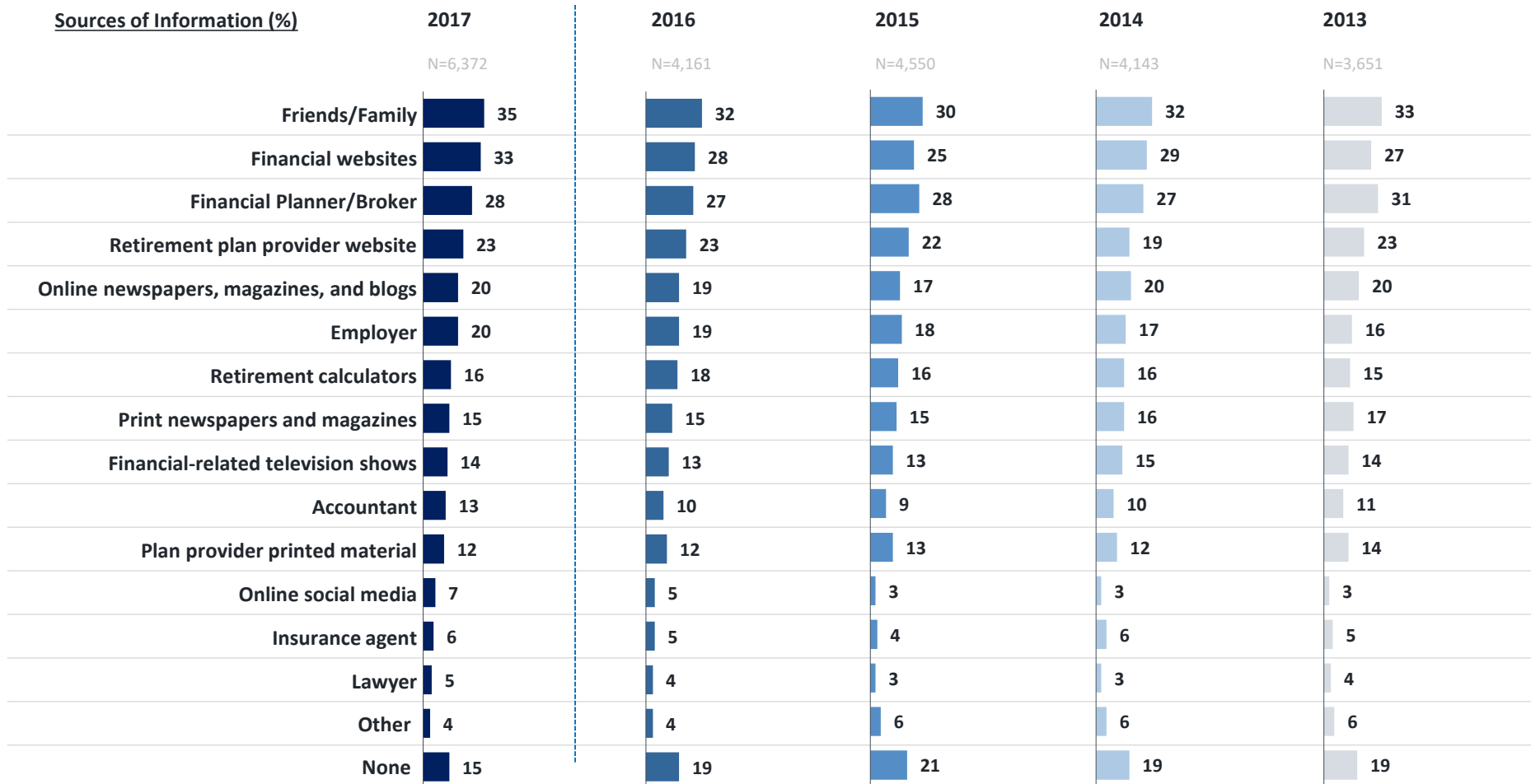
! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.
*added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1300. Approximately how much money does your household have saved in all of your retirement accounts? Please include IRAs, 401(k)s, 403(b)s, and any other savings for retirement to which you and/or your spouse or partner have contributed funds.

Information Sources: Retirement Planning & Investing

Friends and family (35 percent) continue to be the top source of information for workers when it comes to retirement planning and investing. Other popular information sources include financial websites (33 percent), financial planners/brokers (28 percent), and retirement plan provider websites (23 percent).



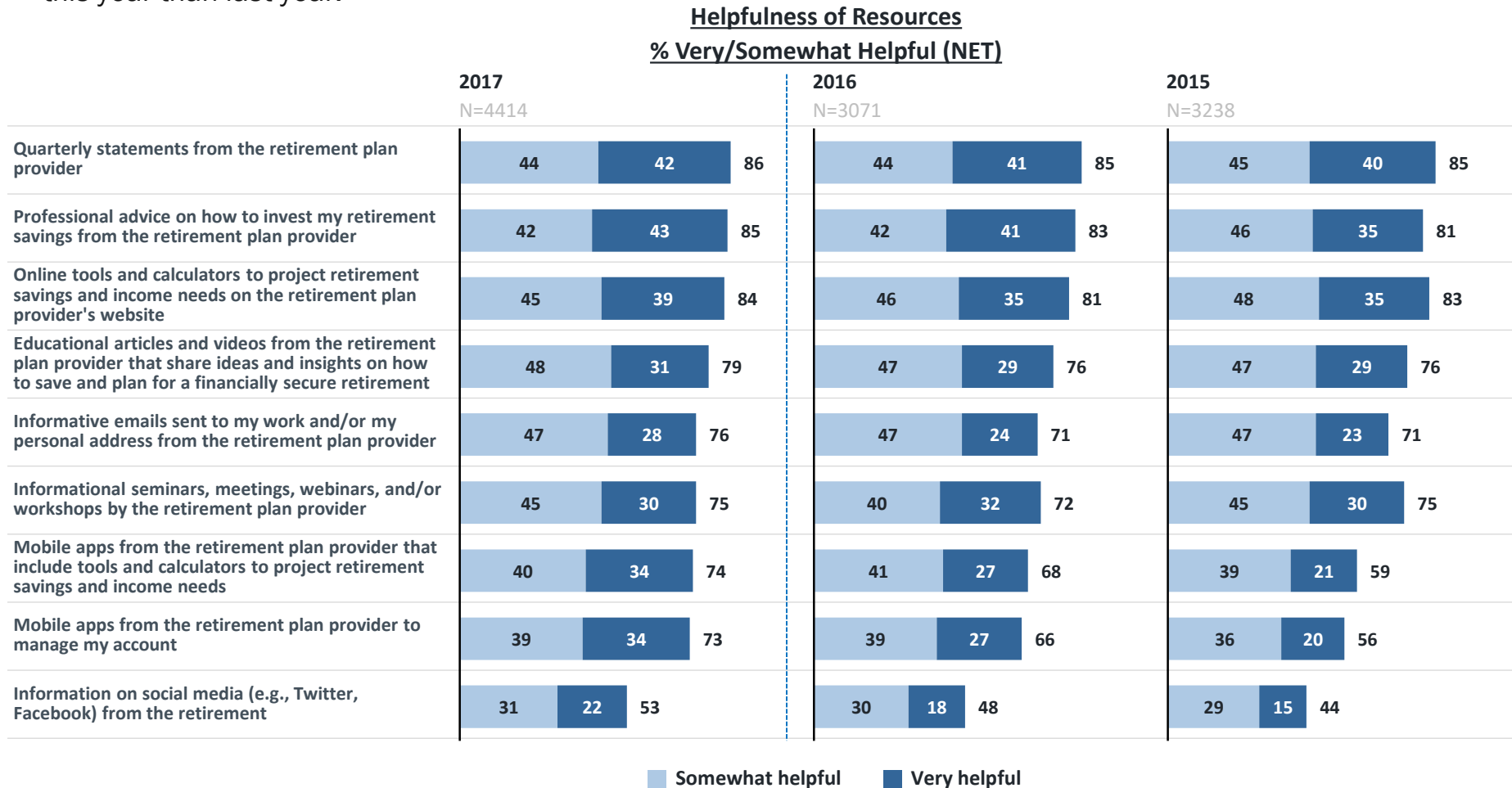
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q825. What sources of information do you rely on for retirement planning and investing? Select all.

Helpfulness of Resources Offered by Retirement Plan Provider

Among those offered a retirement plan, quarterly statements from the retirement plan provider continue to be seen as the most helpful resource for retirement planning, saving, and investing. This is followed closely by professional advice. Workers are more likely to say mobile apps from the retirement plan provider are helpful this year than last year.



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

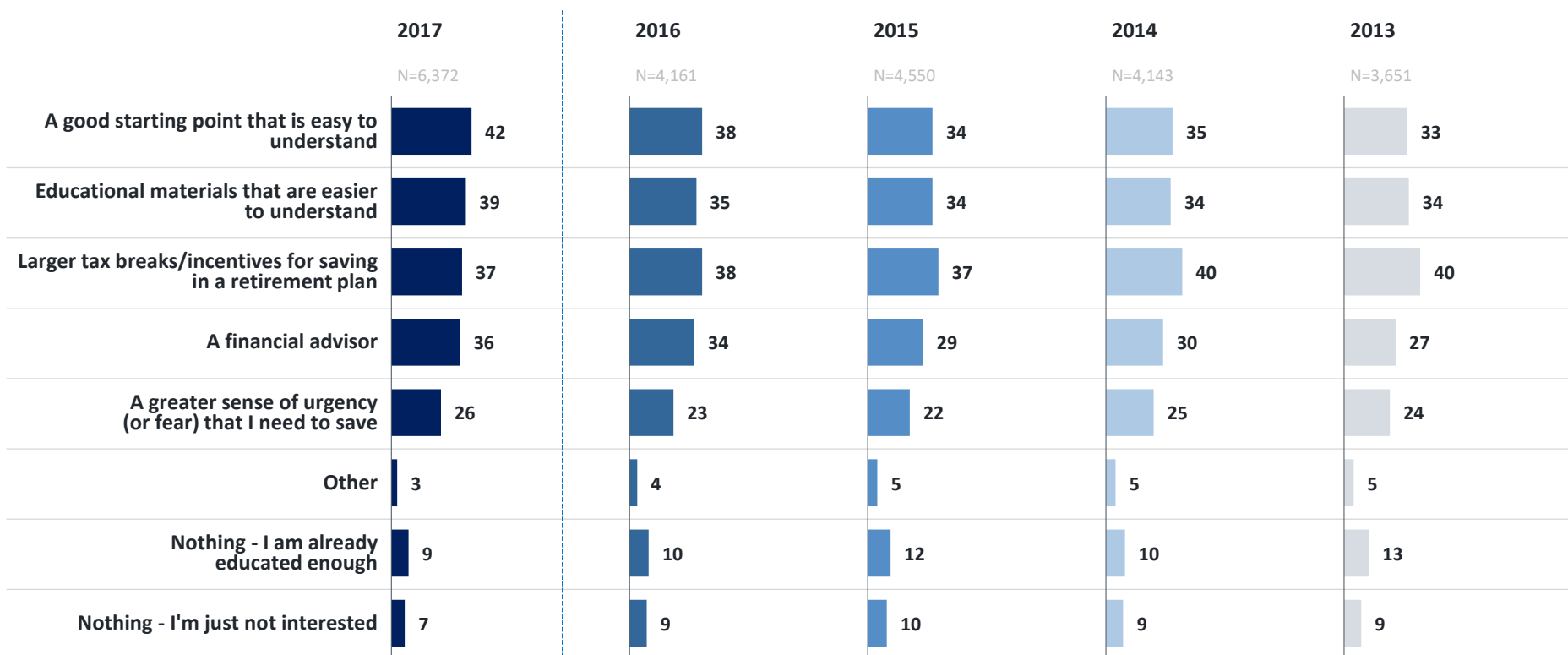
BASE: THOSE OFFERED A RETIREMENT PLAN

Q2035. How helpful do you find the following from your employer's retirement plan provider in assisting you to plan, save, and invest for retirement?

Motivators to Learn More About Retirement Investing

Workers most frequently cite “a good starting point that is easier to understand” and “educational materials that are easier to understand” as potential motivators for learning more about saving and investing for retirement. Both of these are somewhat higher than prior years. Nine percent of workers feel that they are already educated enough and seven percent say that they are just not interested in learning more about retirement.

Motivators to Learn More About Saving and Investing For Retirement (%)



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

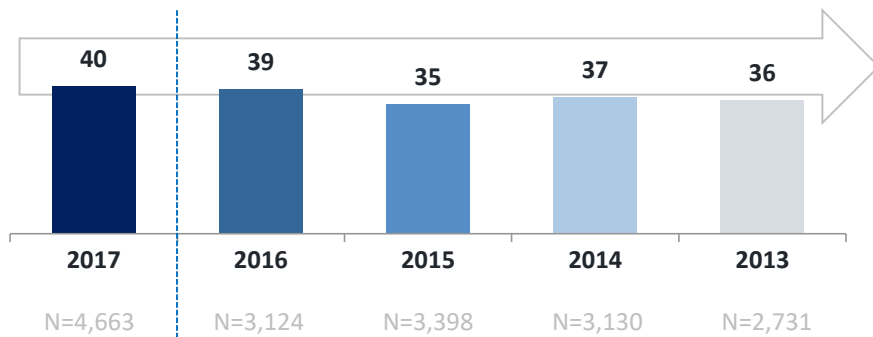
BASE: ALL QUALIFIED RESPONDENTS

Q2040. What would motivate you to learn more about saving and investing for retirement? Select all.

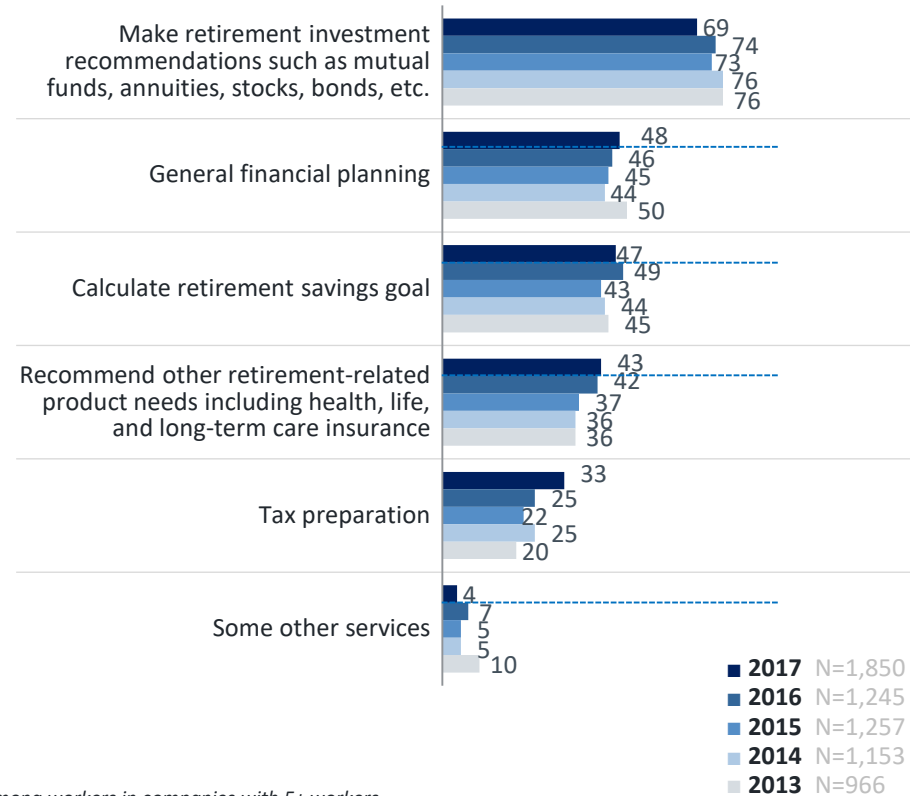
Use a Professional Financial Advisor

Among workers investing for retirement, 40 percent use a professional advisor to help manage their retirement savings or investments. Of those who use advisors, most do so to get retirement investment recommendations (69 percent), general financial planning (48 percent), and/or to help calculate a retirement goal (47 percent).

Use a Professional Financial Advisor to Help Manage Your Retirement Savings or Investments, % Indicate “Yes”



Types of Services Financial Advisor Performs (%)



■ 2017 N=1,850
 ■ 2016 N=1,245
 ■ 2015 N=1,257
 ■ 2014 N=1,153
 ■ 2013 N=966

† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: INVESTING FOR RETIREMENT

Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

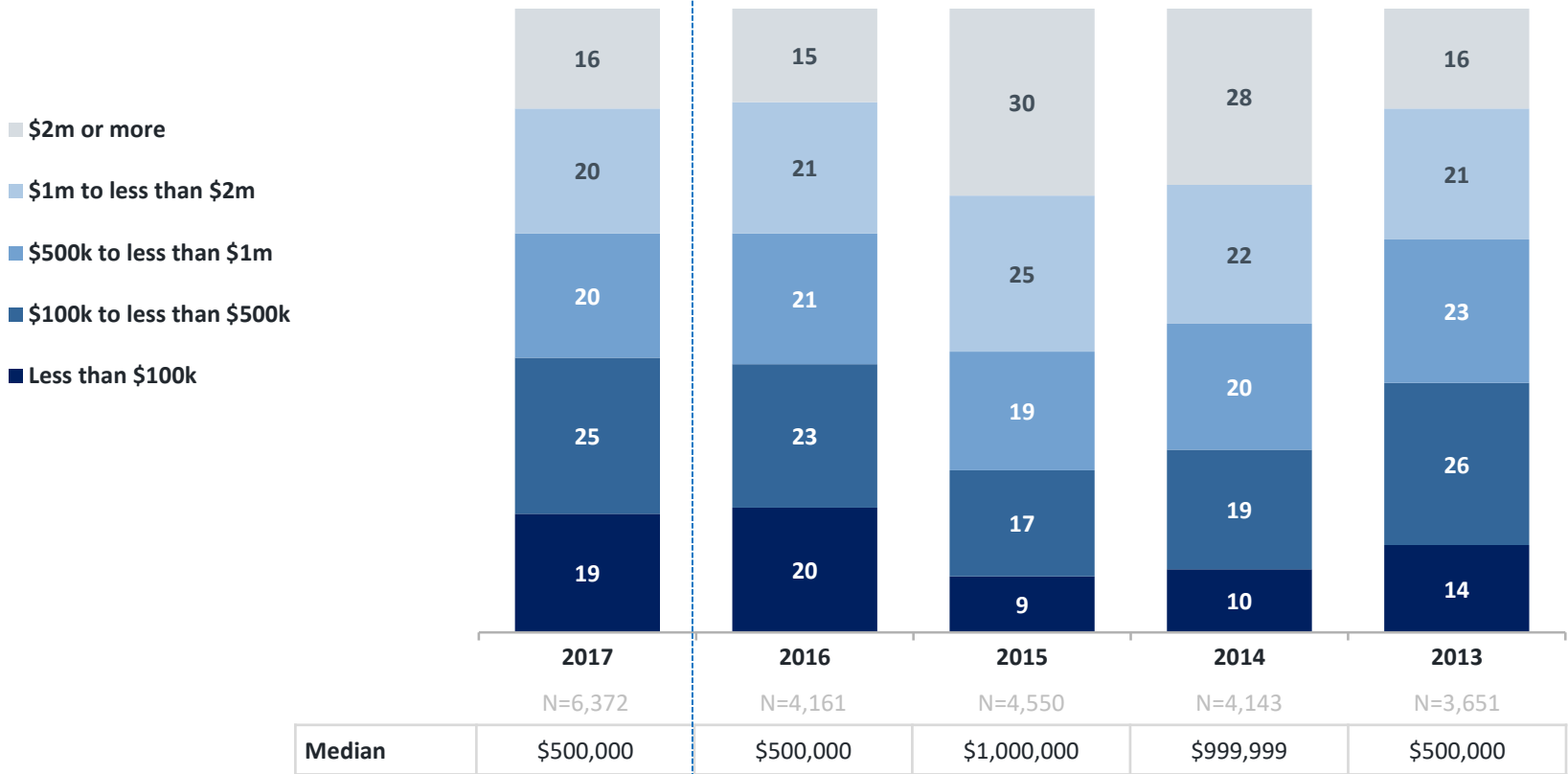
BASE: USE FINANCIAL ADVISOR

Q870. What types of services do you use your professional financial advisor to perform? Select all.

Estimated Retirement Savings Needs

Workers estimate they will need to have saved \$500,000 (median) by the time they retire in order to feel financially secure, a survey finding consistent with last year but lower than 2015 and 2014. In 2017, 36 percent of workers estimate they will need \$1 million or more.

Estimated Retirement Savings Needs (%)



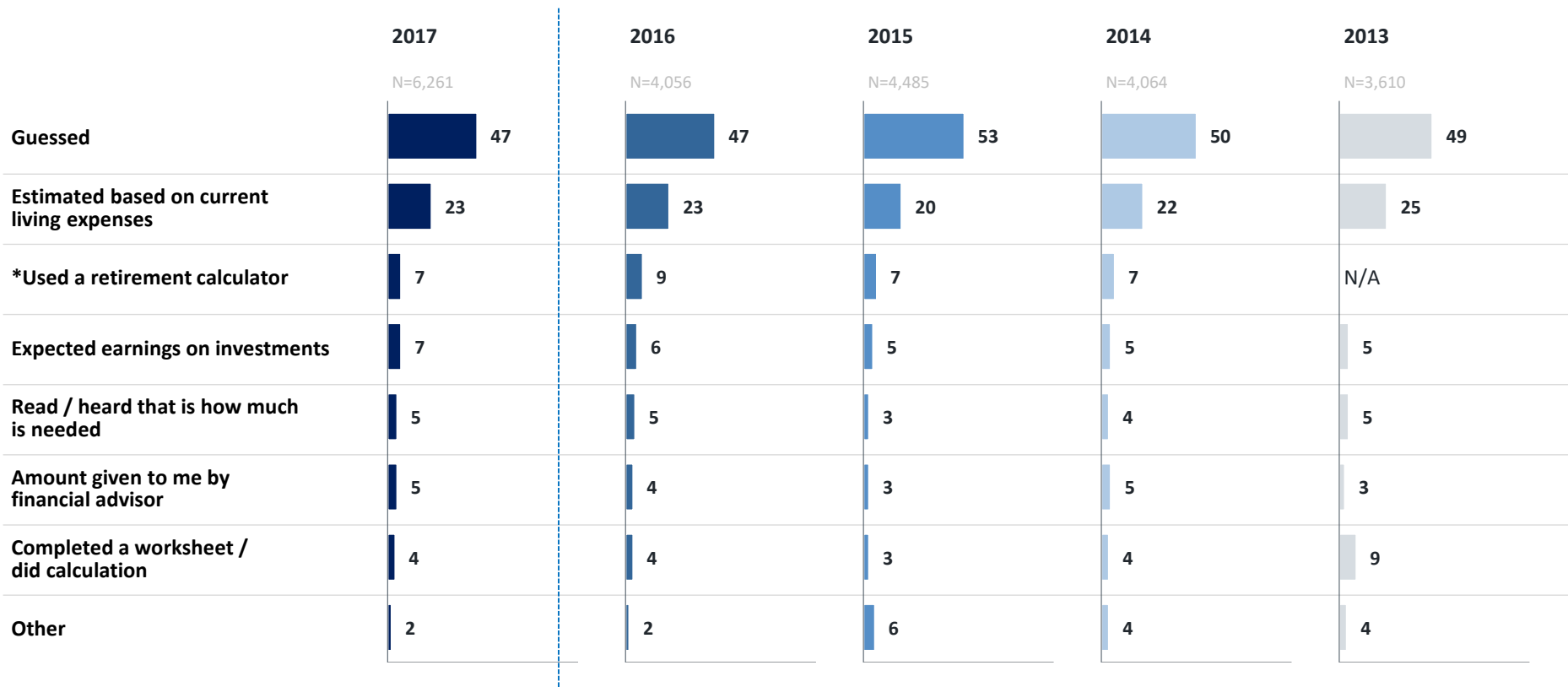
Note: The median is estimated based on the approximate midpoint of the range of each response category. Non-responses are excluded from the estimate.

Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.
BASE: ALL QUALIFIED RESPONDENTS
 Q890. Thinking of what money can buy today, how much money do you believe you will need to have saved by the time you retire in order to feel financially secure?

Basis for Estimating Retirement Savings Needs

Among workers who provided an estimate of their retirement savings needs, 46 percent say they “guessed” when asked how they arrived at their estimate. Twenty-three percent estimated the amount based on current living expenses. Only seven percent used a retirement calculator.

How Workers Estimated Their Retirement Savings Needs (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

**added in 2014*

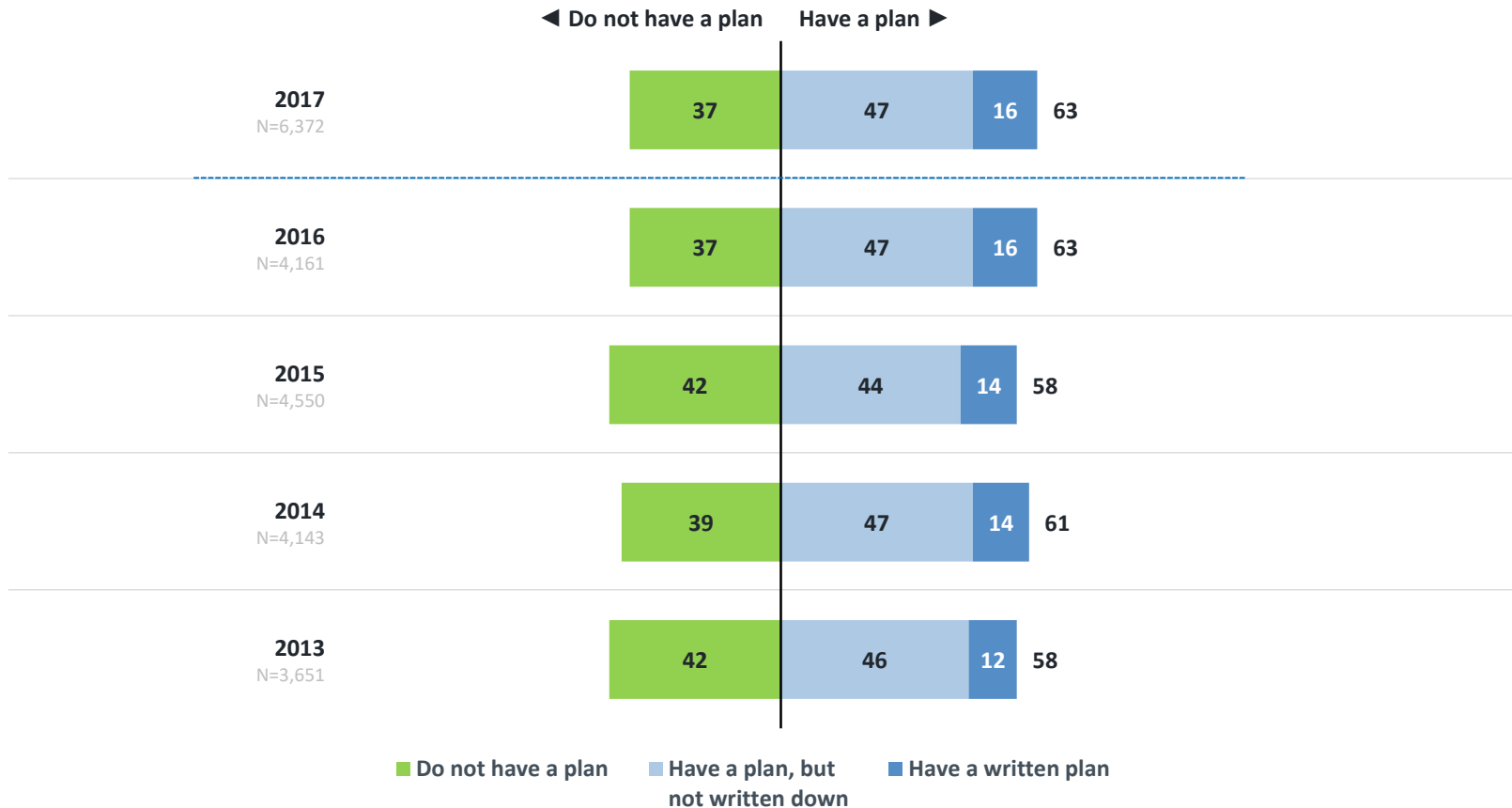
BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT

Q900. How did you arrive at that number?

Retirement Strategies: Written, Unwritten, or None

Sixty-three percent of workers have some form of a retirement strategy – but only 16 percent have a written plan, while 47 percent have a plan that is not written down. Conversely, 37 percent of workers do not have a retirement strategy. These findings are consistent with previous years.

Workers' Retirement Strategies (%)



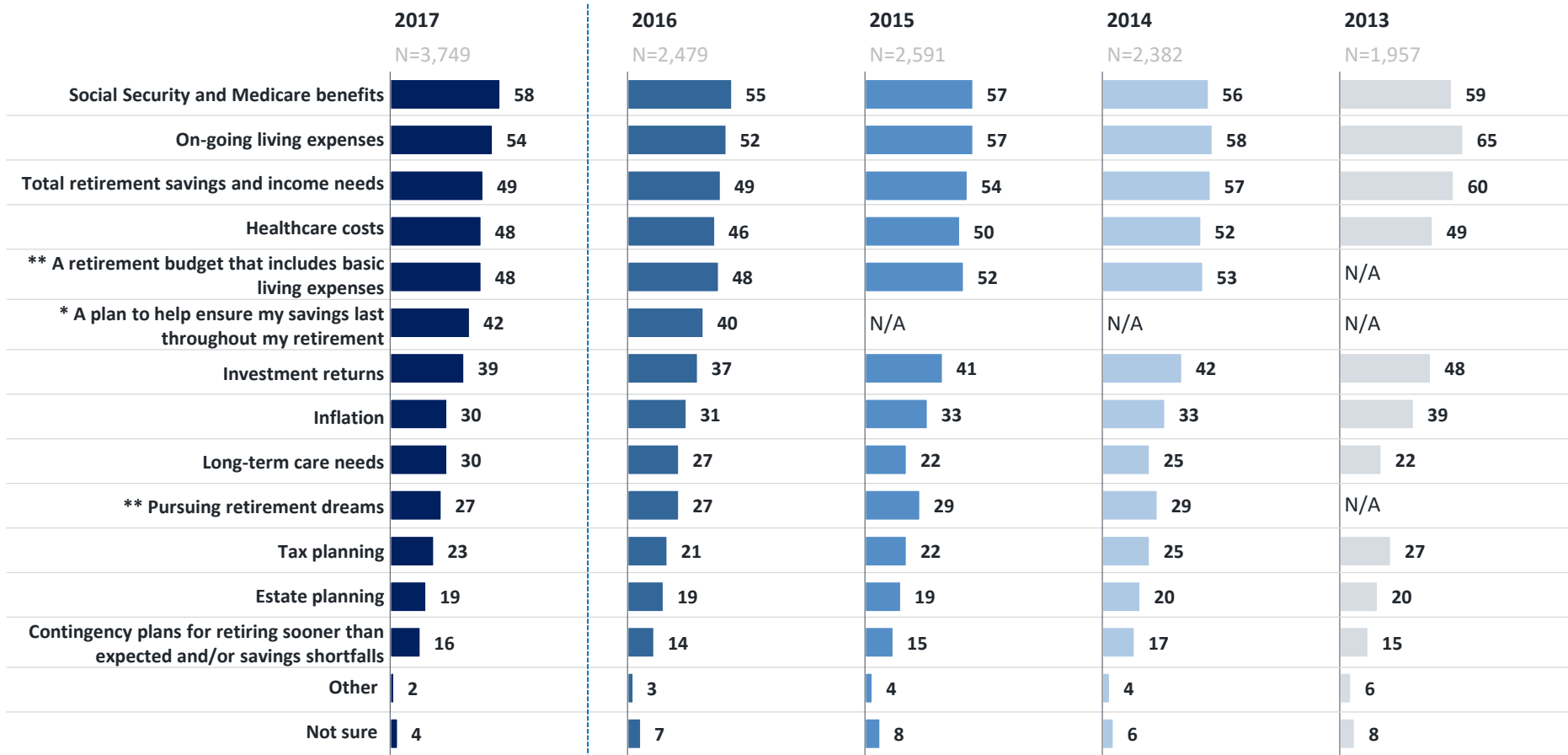
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1155. Which of the following best describes your retirement strategy?

Retirement Strategies: Factors

Workers who have a retirement strategy take into account many different factors in their planning, including Social Security and Medicare benefits (58 percent), on-going living expenses (54 percent), and total retirement savings and income needs (49 percent). Workers are not as likely to factor in long-term care needs (30 percent), tax planning (23 percent), or estate planning (19 percent).



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

* added in 2016

** added in 2014

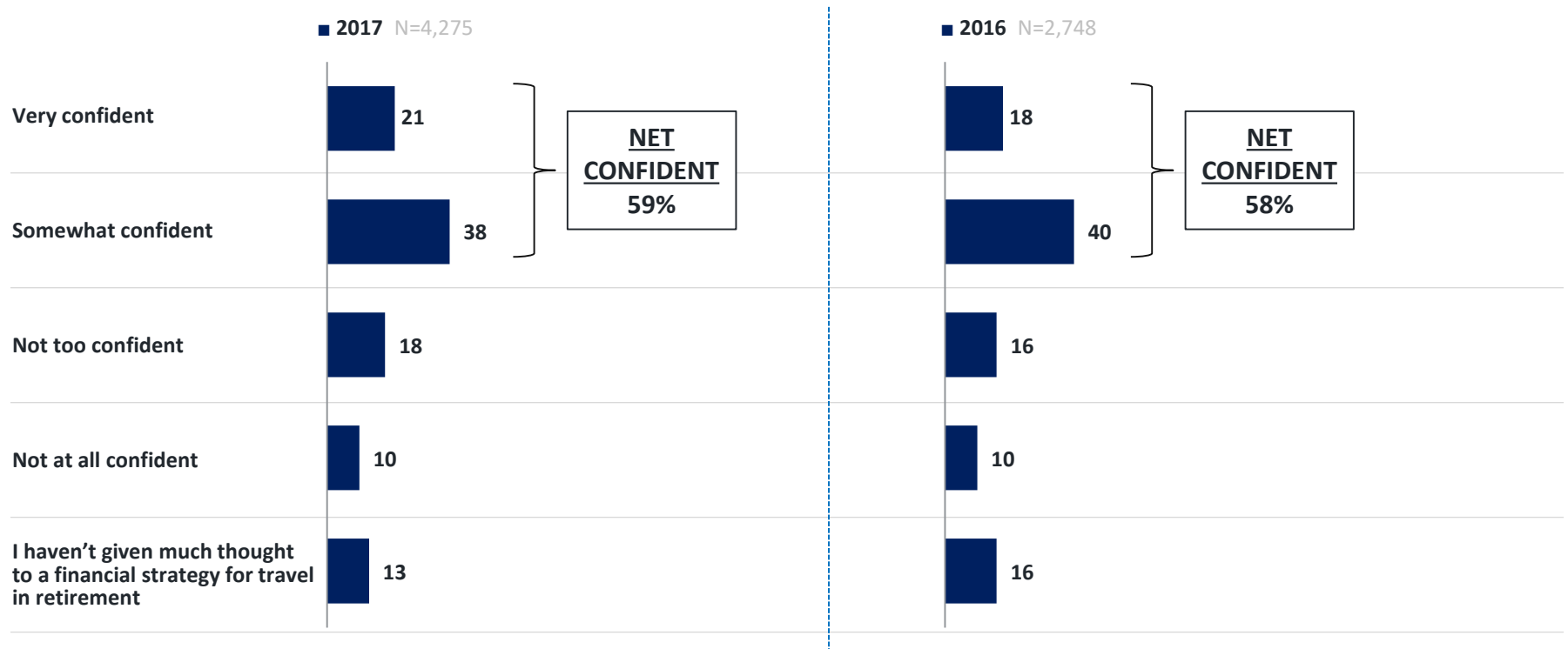
BASE: HAS RETIREMENT STRATEGY

Q1510. Which of the following have you factored into your retirement strategy? Select all.

Confidence that Financial Strategy Will Enable Travel Goals

Among workers who dream of traveling in retirement, 59 percent are “very” or “somewhat” confident that their current financial strategy will allow them to meet their travel goals throughout retirement. Thirteen percent say that they haven’t given much thought to a financial strategy for travel.

Confidence That Current Financial Strategy Will Allow Meeting Retirement Travel-Related Goals (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

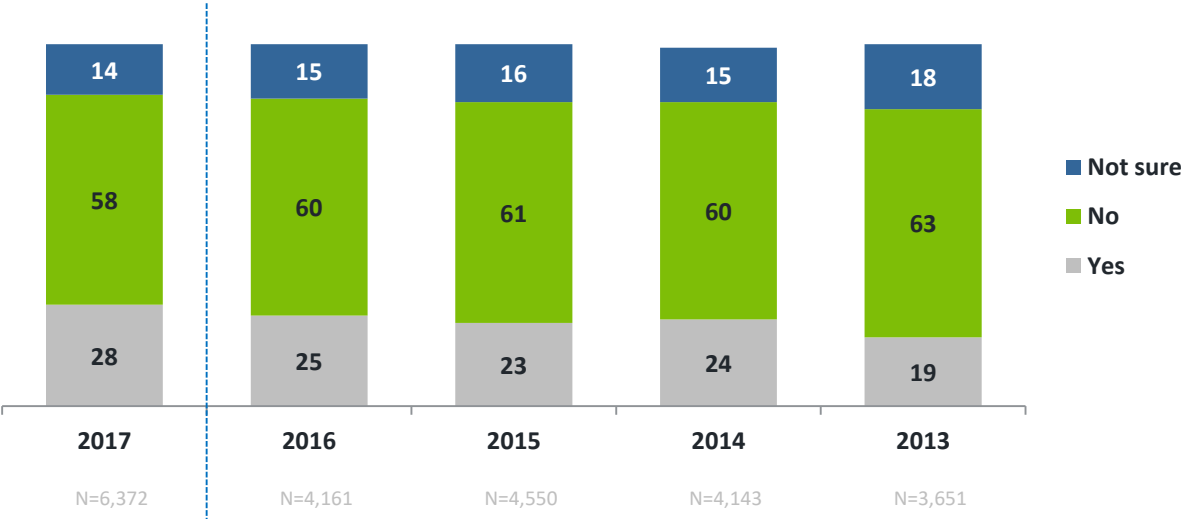
BASE: WORKERS WHO DREAM OF TRAVELING IN RETIREMENT

Q2845. How confident are you that your current financial strategy will allow you to meet your travel goals throughout retirement?

Backup Plans if Unable to Work Before Planned Retirement

The majority of workers (58 percent) do not have a backup plan for retirement income if they are unable to work before their planned retirement. One-quarter (28 percent) do have a backup plan, up slightly from prior years.

Backup Plan for Retirement Income if Unable to Work Before Planned Retirement (%)



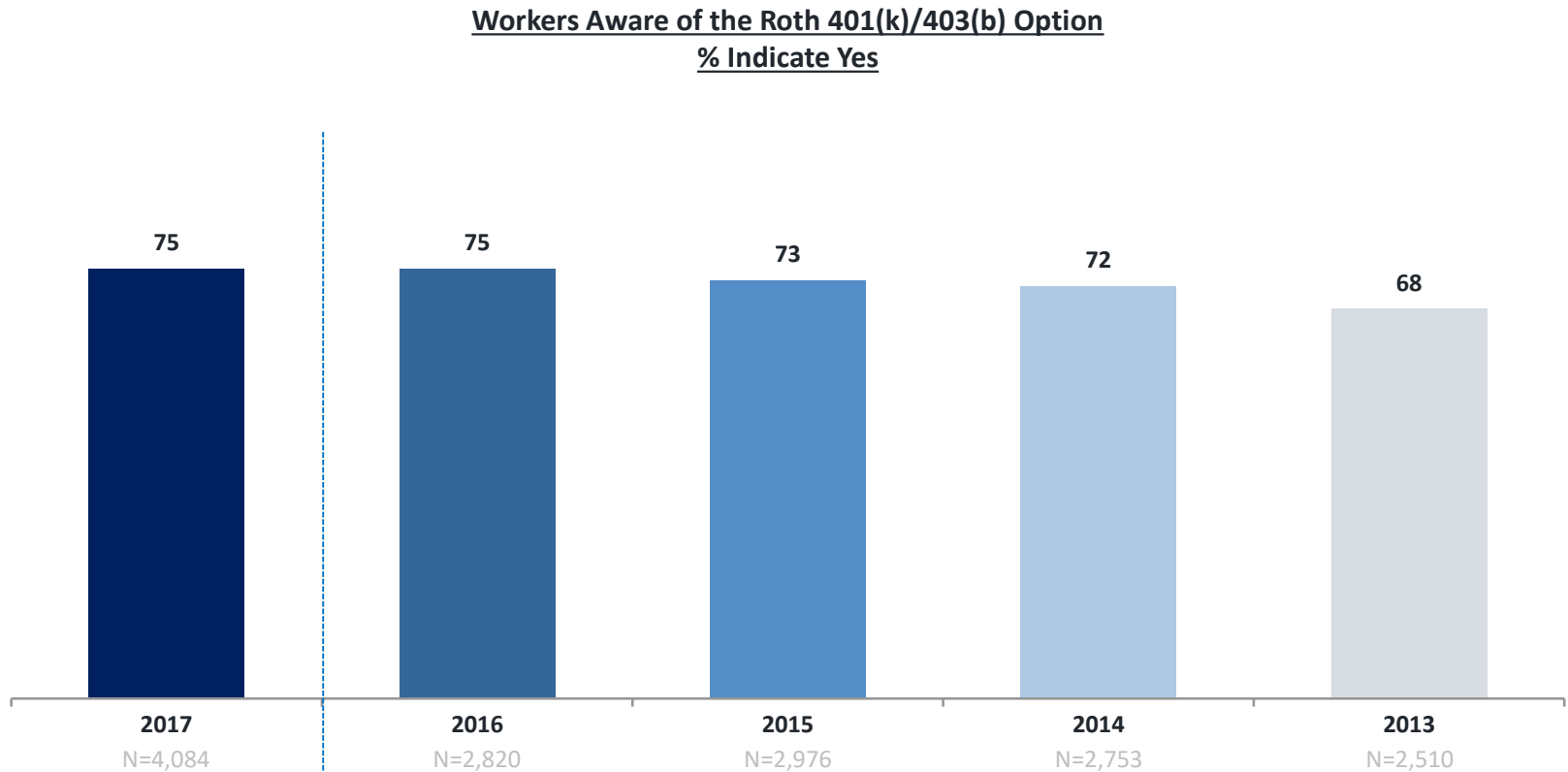
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1535. In the event you are unable to work before your planned retirement, do you have a backup plan for retirement income?

Awareness of Roth 401(k)

Among workers who are offered a retirement plan, 75 percent are aware of a Roth 401(k) option (including those who are and who are not offered the option).



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

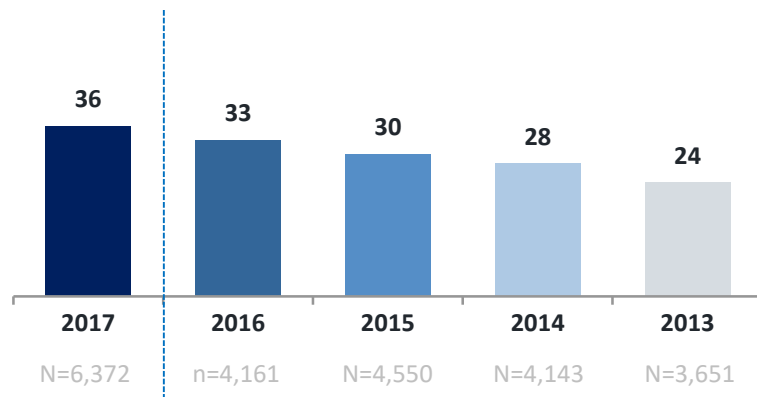
BASE: THOSE WITH QUALIFIED PLANS CURRENTLY OFFERED TO THEM

Q605. Are you aware of the Roth 401(k)/403(b) option? (Allows you to make post-tax contributions to your 401(k)/403(b).)

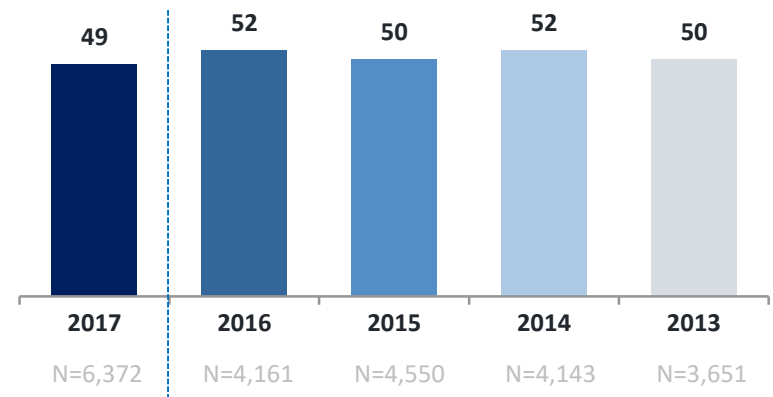
Awareness of Saver's Credit and Catch-Up Contributions

The Internal Revenue Service offers two meaningful incentives to save for retirement which many workers are unaware of: the Saver's Credit, a tax credit for eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA; and catch-up contributions, which allow workers age 50 and older to contribute to a qualified plan an additional amount over and above the plan- or IRA-contribution limit. Only 36 percent of workers are aware of the Saver's Credit, although awareness of the Credit is increasing. Only 49 percent of workers are aware of catch-up contributions. Raising awareness of these incentives may prompt workers to save more.

Aware of Saver's Credit,
% Indicate "Yes"



Aware of Catch-Up Contributions,
% Indicate "Yes"



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

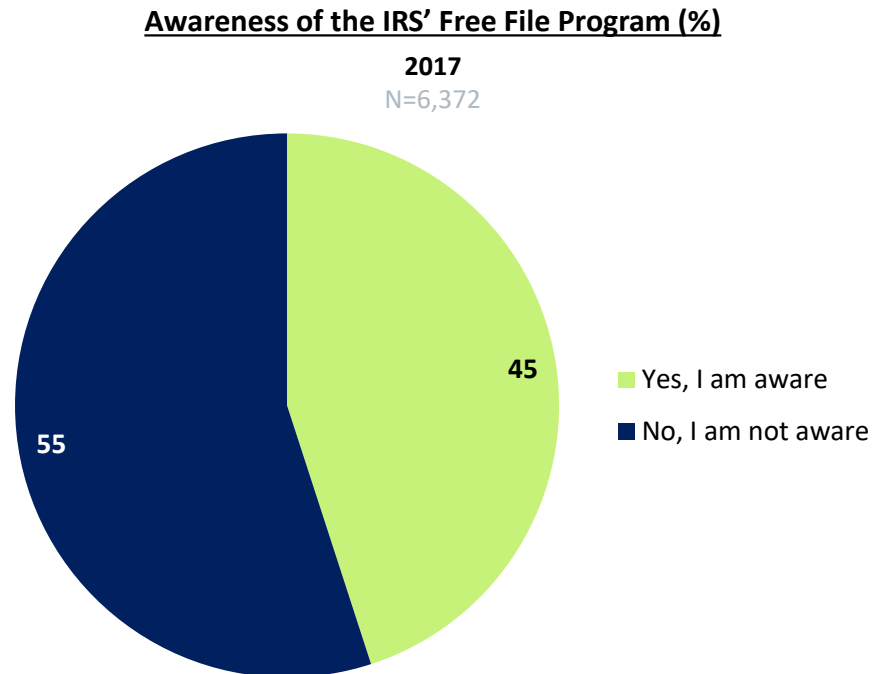
BASE: ALL QUALIFIED RESPONDENTS

Q1120. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

Q1000. Are you aware that people age 50 and older may be allowed to make catch-up contributions to their 401(k)/403(b)/457(b) plan or IRA?

Awareness of the IRS' Free File Program

Just under half (45 percent) of workers are aware of the IRS' Free File program that offers federal income tax preparation software for free to eligible tax filers.



New question added in 2017

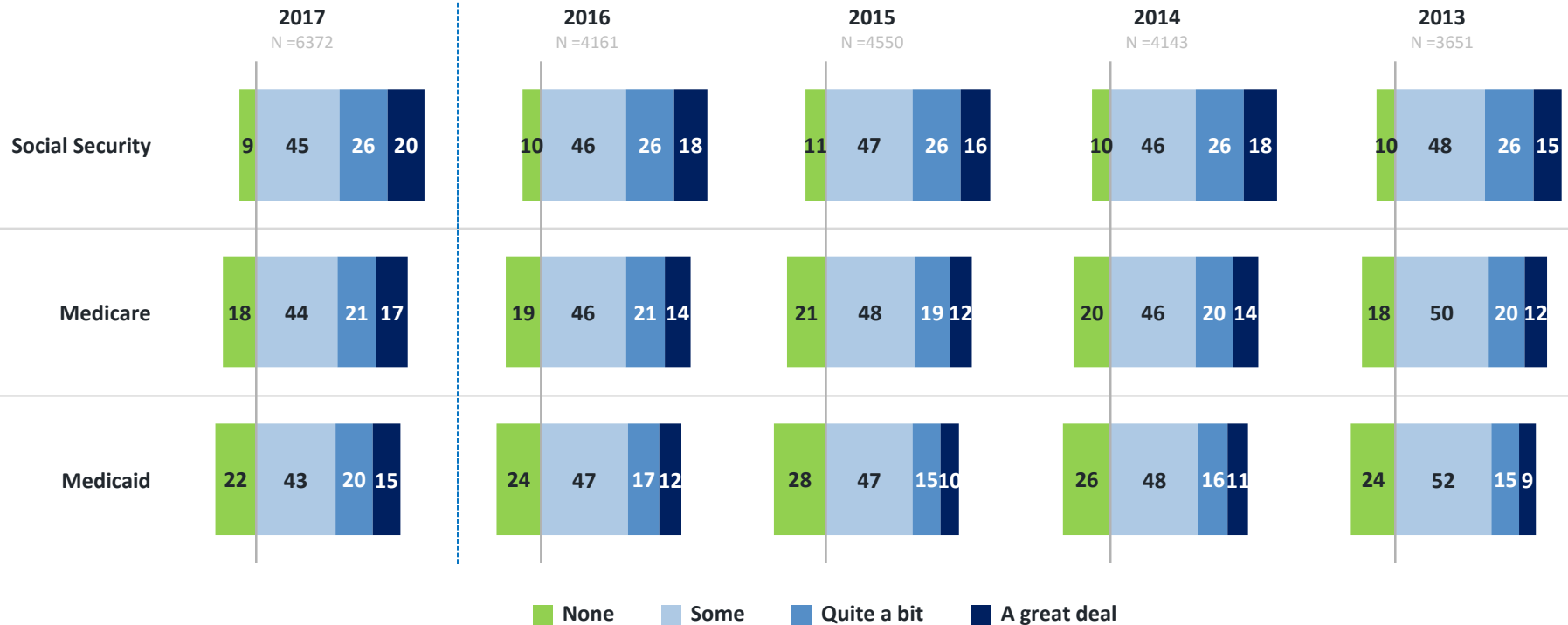
BASE: ALL QUALIFIED RESPONDENTS

Q2821. Are you aware of the IRS' Free File program that offers federal income tax preparation software for free for eligible tax filers?

Understanding of Government Benefits

Most workers have limited understanding of government benefits that can be utilized in retirement. Case in point: only 20 percent of workers know “a great deal” about Social Security benefits and even fewer know a great deal about Medicare and Medicaid.

Understanding of Retirement-Related Government Benefits (%)



None Some Quite a bit A great deal

† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

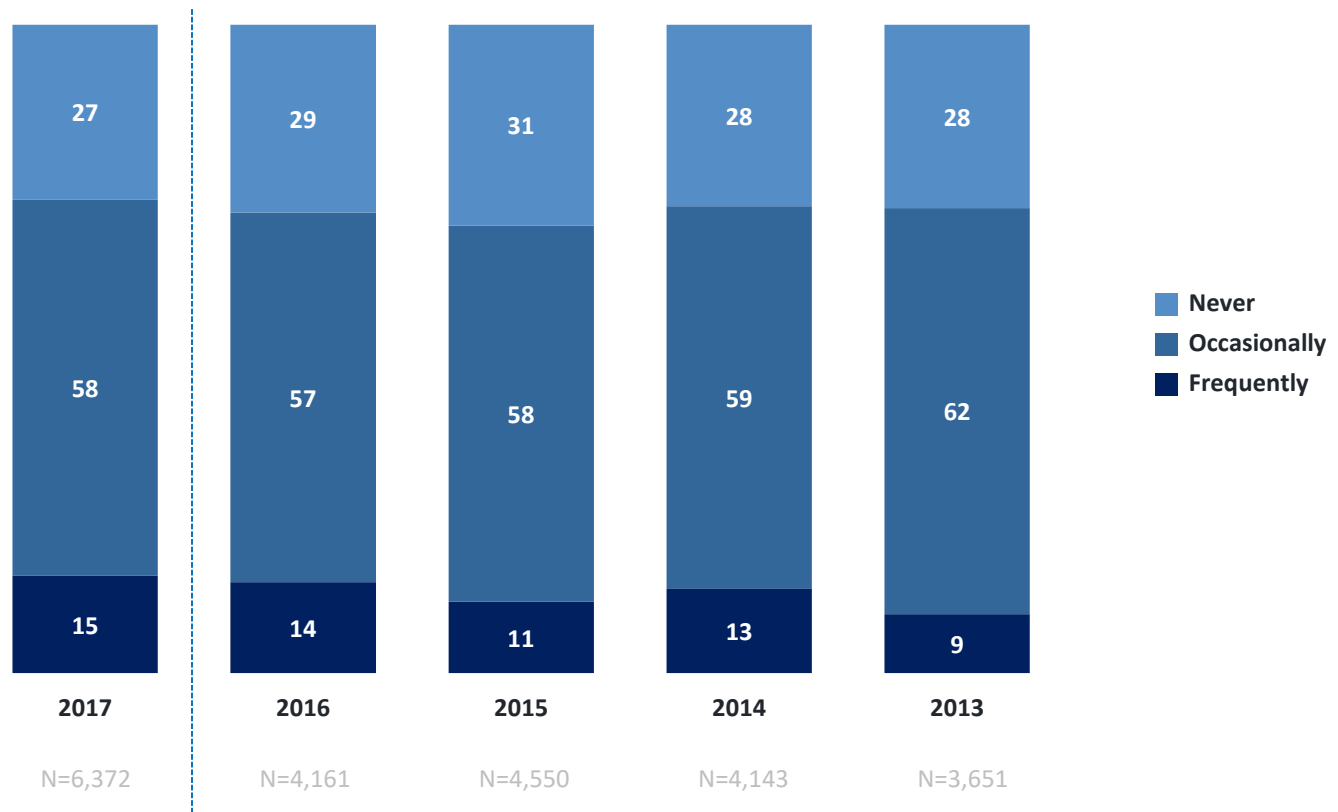
BASE: ALL QUALIFIED RESPONDENTS

Q1540. How good of an understanding do you have of the following government benefits?

Frequency of Discussions About Retirement

Most workers (73 percent) discuss saving, investing and planning for retirement with family and friends. However, only 15 percent do so frequently. Twenty-seven percent of workers say that they never discuss it. This has remained relatively unchanged in the recent years.

Frequency of Discussing Retirement with Family and Friends (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1515. How frequently do you discuss saving, investing and planning for retirement with family and friends?



Influences of Company Size on Retirement Readiness

Detailed Findings

Influences of Company Size on Retirement Readiness

Access to retirement benefits can improve the long-term financial health and wealth of workers. Large companies (500+ employees) typically offer more robust benefits, including retirement benefits, to their employees than small companies (5 to 499 employees). Increasing access to retirement benefits among all workers, especially those in small companies, can help them achieve higher levels of retirement readiness.

Forty Indicators of Retirement Readiness

- **Confidence in Retiring Comfortably.** Retirement confidence is relatively consistent between workers of small and large companies, with 61 percent being “very” or “somewhat” confident.
- **Recovery From the Great Recession.** Workers of small and large companies report similar stages of financial recovery from the Great Recession. more than four in 10 workers in small companies (42 percent) and in large companies (43 percent) say they were either were “not impacted” or have “fully recovered.” Yet, one in five workers of small companies (20 percent) and 18 percent of workers in large companies say they have “not yet begun to recover” or feel they may “never recover.”
- **Building a Large Enough Nest Egg?** About half of workers in small companies (52 percent) and large companies (52 percent) agree they are building a large enough nest egg.
- **Retirement Dreams Include Leisure and Work.** Workers of both small companies (68 percent) and large companies (71 percent) most frequently cite traveling as a retirement dream. Other frequently cited dreams include spending more time with family and friends (56 percent small companies, 58 percent large companies), and pursuing hobbies (50 percent for both small and large companies). Interestingly, 31 percent of workers in small companies and 28 percent in large companies dream of doing some sort of work in retirement.

Influences of Company Size on Retirement Readiness

- **Retirement Beliefs, Preparations, and Involvement.** Most workers in small companies (79 percent) and large companies (80 percent) agree that people in their generation will have a much harder time in achieving financial security compared to their parent's generation. Workers in small companies (76 percent) and large companies (77 percent) share a similar level of concern that Social Security will not be there for them when they are ready to retire.
- **Expected Retirement Age.** The majority of both small company workers (55 percent) and large company workers (52 percent) plan to work past age 65 or do not plan to retire. Large company workers (25 percent) are somewhat more likely than small company workers (23 percent) to expect to retire before age 65. A similar percentage of small company workers (22 percent) and large company workers (23 percent) expect to retire at age 65.
- **Planning to Work in Retirement.** Almost three in five (59 percent) workers in small companies plan to work full- or part-time in retirement, while just over half (53 percent) of large company workers plan to do so. Over the past five years, small company workers have been consistently more likely to say they plan to work in retirement.
- **Reasons for Working in Retirement.** Across company size, workers who plan to work in retirement and/or past age 65 share both financial and healthy-aging reasons for doing so: 83 percent of workers in both large and small companies say they plan to do it for financial reasons while around three in four workers in small companies (75 percent) and large companies (73 percent) say they plan to do so for healthy-aging reasons.
- **Retirement Transitions: Phased Versus Immediate.** Many workers across company size envision a transition into retirement by changing work patterns (e.g., reducing work hours with more leisure time to enjoy life or working in a different capacity that is less demanding and/or brings greater personal satisfaction, a finding that is higher for small companies. More large company workers (24 percent) than small company workers (21 percent) plan to immediately stop working and retire once they reach a specific age or amount of money.

Influences of Company Size on Retirement Readiness

- **Phased Retirement and Compensation-Related Expectations.** Among workers who envision a phased transition into retirement, most are conscious about how changes in their work arrangements may affect their compensation, job title, and employee benefits. Workers in small companies (80 percent) are somewhat more likely than workers in large companies (78 percent) to agree that “If I reduce my work hours at my current employer, I would expect to be paid the same hourly rate for hours worked that I am earning now.” Furthermore workers in larger companies (81 percent) are more likely than workers in smaller companies (76 percent) to say they would expect their job title to change if they were to take on a new role with fewer responsibilities at their current employer.
- **Perceptions of Older Workers.** Workers in small and large companies share similar perceptions – positive or negative – about workers age 50 and older compared to younger workers in today’s workforce. A strong majority of workers in small (84 percent) and large companies (83 percent) have positive perceptions about older workers, namely they are more knowledgeable and responsible. However, more than half of workers across company sizes have negative perceptions with older workers having higher healthcare costs being cited most frequently.
- **Age That Workers Consider a Person to Be “Old.”** Workers in small and large companies have similar perceptions of when they consider a person to be “old.” The median age for those who provided an age is 70 for both workers of large and small companies. Four in 10 workers in small companies (40 percent) and in large companies (39 percent) feel that it depends on the person.
- **Age That Workers Consider a Person to Be “Too Old” to Work.** Workers in small and large companies have similar perceptions of when they consider a person to be “too old” to work. More than half of workers in small and large companies are most likely to say it depends on the person. Among those who provided a specific age, workers say age 75 (median) is when a person is considered too old to work.
- **Level of Concern About Health in Older Age.** Workers in small companies (72 percent) are equally as likely as those in large companies (73 percent) to be “very” or “somewhat” concerned about their health in older age.

Influences of Company Size on Retirement Readiness

- **Engagement in Health-Related Activities on a Consistent Basis.** Workers in small and large companies do many health-related activities on a consistent basis. However, small company workers are slightly more likely to engage in health-related activities compared to large company workers. Of concern, only about a quarter of workers across company size consider their long-term health when making lifestyle decisions.
- **Planning to Live to Age ...** Both small and large company workers share similar expectations regarding age they are planning to live to. Large company workers are planning to live to an age of 90 (median) and 13 percent of them are planning to become centenarians. Small company workers are also planning to live to age 90 (median) with 15 percent planning to live to 100+.
- **Current Financial Priorities.** A majority of workers in both small (63 percent) and large (69 percent) companies indicate that “paying off debt” (NET) is a current financial priority. A majority of workers in small companies (55 percent) cite saving for retirement as a current priority, while a significantly more (64 percent) workers in large companies cite retirement savings as a financial priority. Approximately two in five workers of both small and large companies cite paying off credit card or consumer debt as a priority.
- **Greatest Financial Priority Right Now.** Financial priorities among workers of small and large companies are similarly shared. The top three most frequently cited priorities among workers are “paying off debt”(NET) (28 percent small, 32 percent large), saving for retirement” (21 percent small, 20 percent large), and “just getting by” (18 percent small, 17 percent large).
- **Types of Household Debt.** The most frequently cited types of household debt are credit card (63 percent in large company workers; 57 percent for small company workers), mortgage (46 percent in large company workers; 39 percent in small company workers), and car loan (43 percent in large company workers; 38 percent in small company workers).

Influences of Company Size on Retirement Readiness

- **Estimated Emergency Savings.** Workers of both small and large companies lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Workers in small companies have saved just \$5,000 (median) for such emergencies while workers in large companies have saved even less, \$3,000 (median). More than one-third of small company (36 percent) and large company workers (39 percent) have saved less than \$5,000. Of concern, one in five workers are "not sure" how much they have saved in emergency savings: 23 percent of small company workers and 25 percent of large company workers.
- **Saving for Retirement / Age Started Saving.** More large company workers (79 percent) than small company workers (73 percent) are saving for retirement at work through employer sponsored plans, such as a 401(k) or similar plan. The median age at which workers started saving is relatively consistent between small (age 28) and large (age 27) company workers.
- **Expected Sources of Retirement Income.** Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by workers of both company sizes: 78 percent of small company workers and 86 percent of large company workers. This is closely followed by Social Security as an expected source of retirement income for 72 percent of small company workers and 76 percent of large company workers.
- **Expected Primary Source of Income in Retirement.** Workers of large companies (41 percent) are more likely to expect to rely on retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) as their *primary* source of income in retirement compared to workers of small companies (32 percent). Expectations that "working" will be their primary source of income is higher among workers of small companies compared to those in large companies (16 percent and 13 percent, respectively).

Influences of Company Size on Retirement Readiness

- **Importance of Retirement Benefits Compared to Other Benefits.** The vast majority of workers across small and large companies believe that retirement benefits are important. Large company workers (91 percent) are somewhat more likely than those of small companies (86 percent) to value a 401(k) or similar plan as an important benefit. This trend has remained consistent over the past five years.
- **Retirement Benefits Currently Offered.** A majority of workers are offered a 401(k) or similar employee-funded retirement plan in the workplace; however, access is greater among workers of large companies (82 percent) compared to those of small companies (59 percent). Relatively few workers are offered a traditional company-funded defined benefit plan. Of note, a third of small company workers say their employer does not offer any retirement benefits, compared to 11 percent of large company workers.
- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate is similar among large company workers (78 percent) and small company workers (81 percent). This trend has remained consistent over the past five years.
- **Retirement Plan Contribution Rate.** Among workers who participate in a 401(k) or similar plan, the median contribution rate is directionally higher among small company workers (10 percent) than large company workers (8 percent). The average contribution rate among workers in small companies contributing to their qualified plan increased slightly compared to previous years.
- **Appeal of Automatic Enrollment.** Automatic enrollment is a retirement plan feature that eliminates the decision-making and action steps normally required of employees to enroll and to start contributing to the plan. It simply automatically enrolls employees into a plan and they only need to take action if they desire to opt out and not contribute to the plan. Workers in small companies (82 percent) are more likely than workers in large companies (79 percent) to find automatic enrollment into a 401(k), 403(b) or similar retirement plan as “very” or “somewhat” appealing. Workers in smaller companies feel the appropriate default contribution rate for such a plan feature would be 10 percent while workers in large companies believe 6 percent is appropriate.

Influences of Company Size on Retirement Readiness

- **Likelihood of Using Automatic Escalation.** More than seven in 10 workers in both small companies (76 percent) and large companies (73 percent) say they would be “very” or “somewhat” likely to use a plan feature that automatically increases their contribution rate to their 401(k) or similar plan by 1% each year. About three in 10 workers across company sizes would be “very” likely to use this plan feature.
- **Use of Professionally Managed Offerings.** “Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Many plan participants in both small (61 percent) and large companies (57 percent) are using some form of professionally managed offering in their 401(k) or similar plans. Small business workers (45 percent) are slightly more likely to set their own asset allocation among the available funds compared to large company workers (42 percent).
- **Asset Allocation of Retirement Investments.** Among workers investing for retirement, those in both large and small companies (both 40 percent) most frequently indicate that their retirement savings are invested in relatively equal mix of stocks and investments such as bonds, money market funds and cash. A concerning one in five say that they are “not sure” how their savings are invested.
- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Twenty-five percent of small company and 34 percent of large company workers have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k), similar plan or IRA.
- **Total Household Retirement Savings.** Workers of large companies report higher levels of total household savings in retirement accounts compared to those of small companies. Large company workers have saved \$78,000 (estimated median), while small company workers have saved \$62,000 (estimated median). Large company workers (31 percent) are also slightly more likely than small company workers (28 percent) to say that they have saved \$250,000 or more, a consistent finding over the past five years. Retirement savings have been increasing incrementally among small and large company workers since 2012.

Influences of Company Size on Retirement Readiness

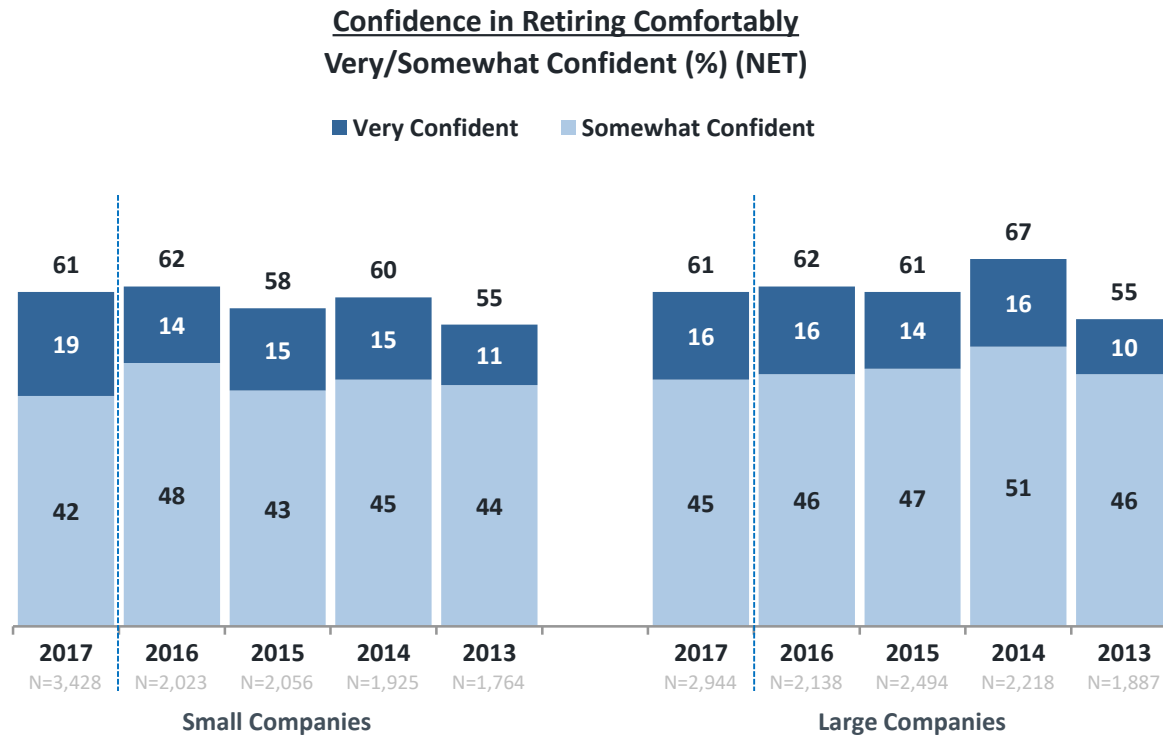
- **Estimated Retirement Savings Needs.** Workers of both large and small companies believe that they will need to save \$500,000 (median) to feel financially secure when they retire. This year's survey finding is consistent with last year's, but a major decrease from 2015 when workers indicated they would need to save \$1,000,000 (median).
- **Basis for Estimating Retirement Savings Needs.** Among those who provided an estimate of their retirement savings needs, just under half of workers of both small (45 percent) and large companies (49 percent) say that they "guessed" these needs. Approximately more one in five estimated the amount based on current living expenses, and fewer than 10 percent used a retirement calculator.
- **Retirement Strategy: Written, Unwritten, or None.** Most workers of both small and large companies (64 percent small, 60 percent large) say that they have some form of retirement strategy, either written or unwritten. However, only 17 percent of small company workers and 14 percent of large company workers have a written plan.
- **Confidence that Financial Strategy Will Enable Travel Goals.** Travel is the top retirement dream among workers in small and large companies. Among workers who dream of traveling in retirement, most are confident their current financial strategy will allow them to meet their retirement travel goals including 58 percent of small company workers and 57 percent of large company workers. However, relatively few workers are "very" confident (21 percent small companies, 19 percent large companies). Interestingly, some workers haven't given much thought to it (14 percent small companies, 15 percent large companies).
- **Professional Financial Advisor Usage.** Small company workers (45 percent) who are investing for retirement are more likely to use a professional financial advisor to help manage their retirement savings or investments compared to large company workers (33 percent). This gap has been relatively consistent over the past five years.

Influences of Company Size on Retirement Readiness

- **Awareness of Saver's Credit.** The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA. Workers in small companies (37 percent) are more likely to be aware of the credit, compared to workers in large companies (32 percent).
- **Awareness of the IRS' Free File Program.** Fewer than half of workers in small and large companies (44 percent for both) are aware of the IRS' Free File program that offers federal income tax preparation software for free to eligible tax filers.

Confidence in Retiring Comfortably

Retirement confidence is relatively consistent between workers of small and large companies, with 61 percent being “very” or “somewhat” confident.



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

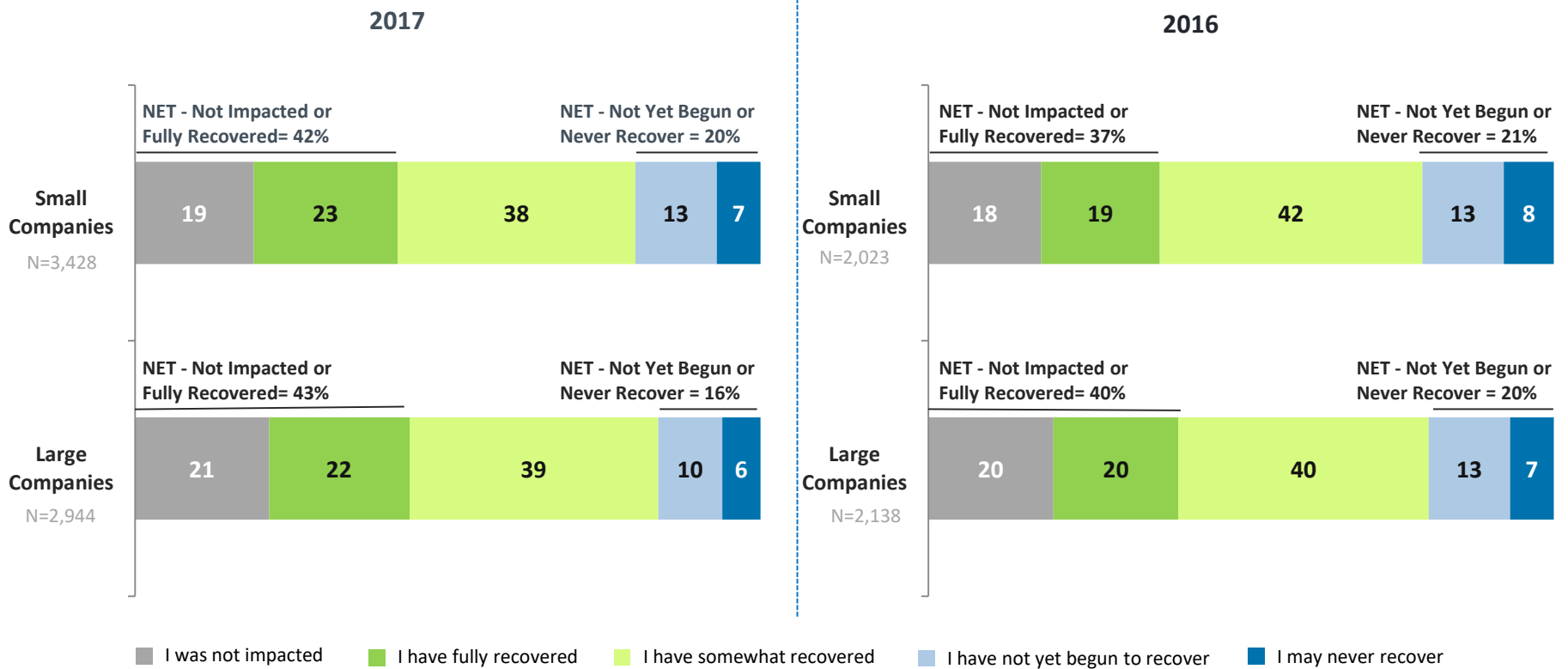
BASE: ALL QUALIFIED RESPONDENTS

Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

Recovery From the Great Recession

Workers of small and large companies report similar stages of financial recovery from the Great Recession. more than four in 10 workers in small companies (42 percent) and in large companies (43 percent) say they were either “not impacted” or have “fully recovered.” Yet, one in five workers of small companies (20 percent) and 18 percent of workers in large companies say they have “not yet begun to recover” or feel they may “never recover.”

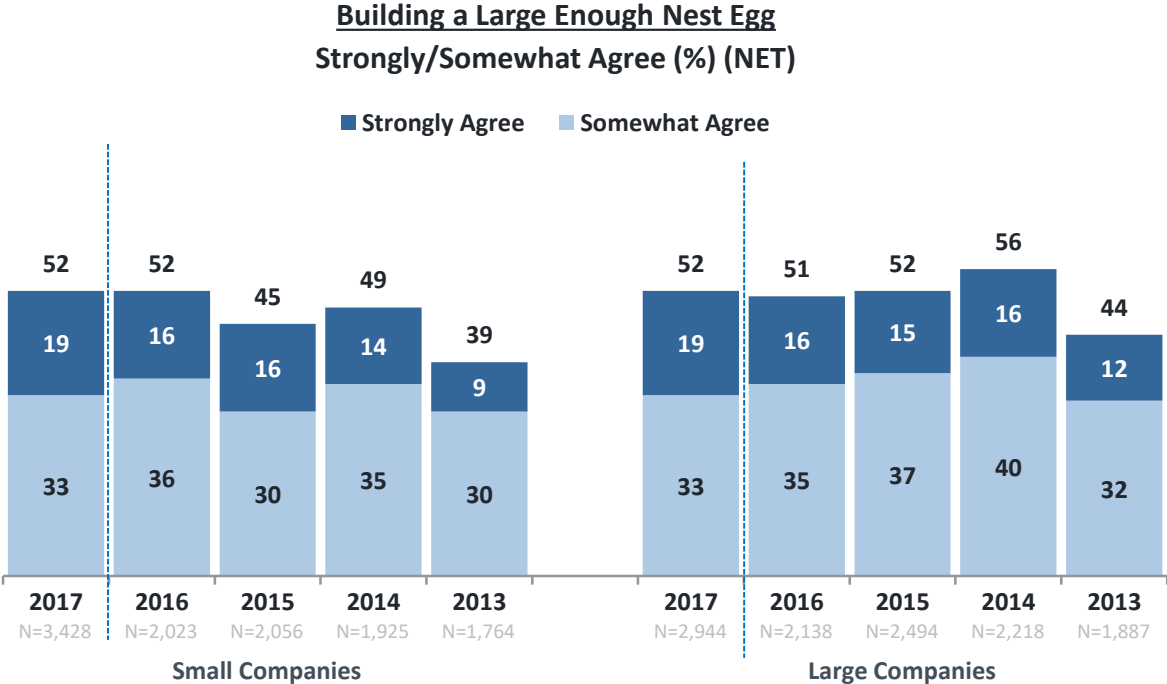
How would you describe your financial recovery from the Great Recession? (%)



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.
 BASE: ALL QUALIFIED RESPONDENTS
 Q2655. How would you describe your financial recovery from the deep recession in recent years, which is commonly referred to as the “Great Recession”?

Building a Large Enough Nest Egg?

About half of workers in small companies (52 percent) and large companies (52 percent) agree they are building a large enough nest egg. These findings are relatively consistent with last year.



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

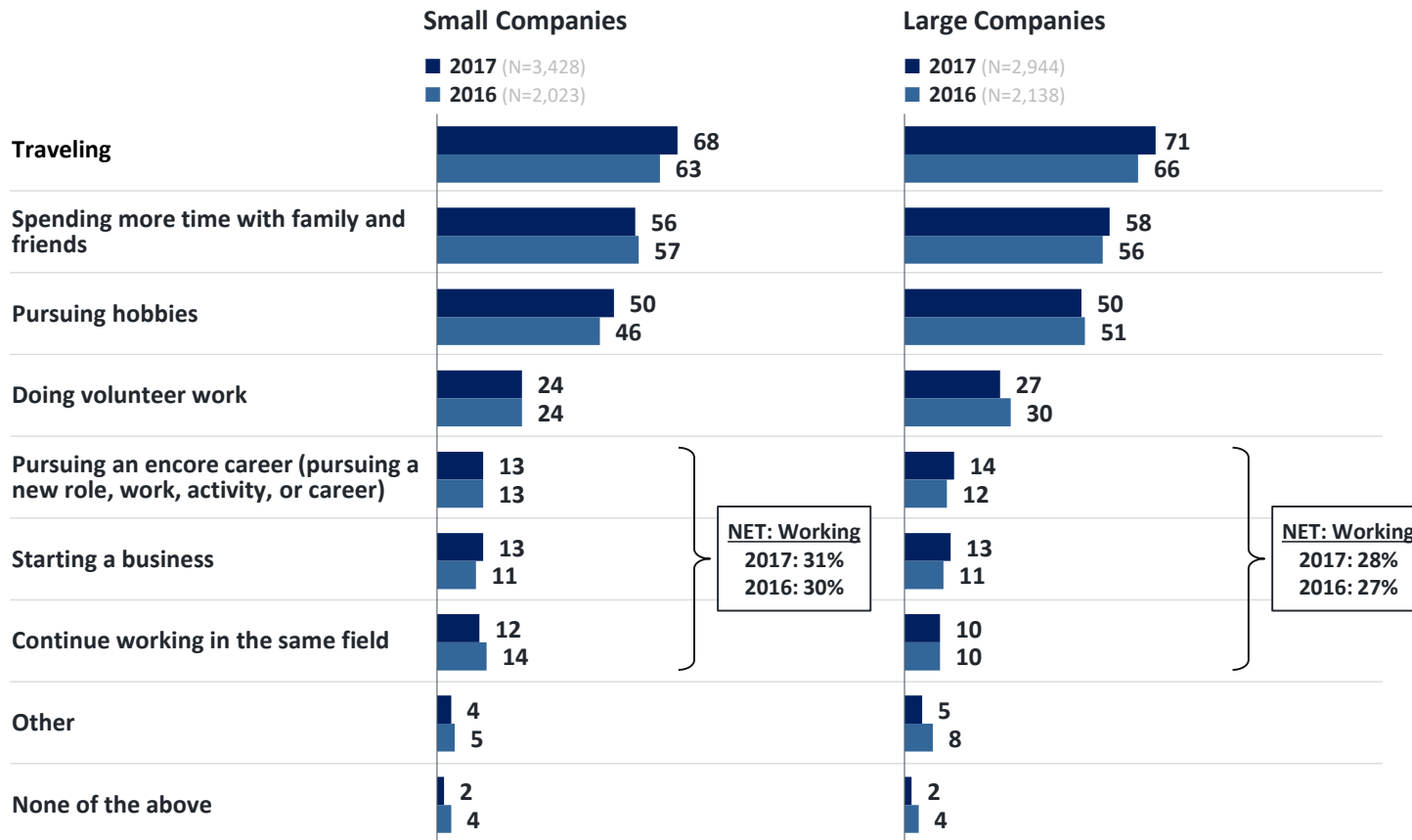
BASE: ALL QUALIFIED RESPONDENTS

Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

Retirement Dreams Include Leisure and Work

Workers of both small companies (68 percent) and large companies (71 percent) most frequently cite traveling as a retirement dream. Other frequently cited dreams include spending more time with family and friends (56 percent small companies, 58 percent large companies), and pursuing hobbies (50 percent for both small and large companies). Interestingly, 31 percent of workers in small companies and 28 percent in large companies dream of doing some sort of work in retirement.

How do you dream of spending your retirement? (%)



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1418. How do you dream of spending your retirement? Select all.

Retirement Beliefs, Preparations, and Involvement

Most workers in small companies (79 percent) and large companies (80 percent) agree that people in their generation will have a much harder time in achieving financial security compared to their parent's generation. Workers in small companies (76 percent) and large companies (77 percent) share a similar level of concern that Social Security will not be there for them when they are ready to retire.

How Much Do You Agree or Disagree? Strongly/Somewhat Agree (%) (NET)

**Compared to my parent's generation, people in my generation will have a much harder time in achieving financial security

**I am concerned that when I am ready to retire, Social Security will not be there for me

*My current employer is supportive of its employees working past 65

I do not know as much as I should about retirement investing

I would like to receive more information and advice from my employer on how to reach my retirement goals

I could work until age 65 and still not have enough money saved to meet my retirement needs

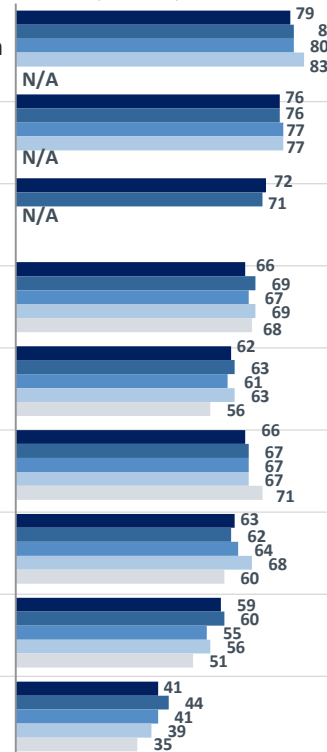
I am currently very involved in monitoring and managing my retirement savings

I would prefer to rely on outside experts to monitor and manage my retirement savings plan

I prefer not to think about or concern myself with retirement investing until I get closer to my retirement date

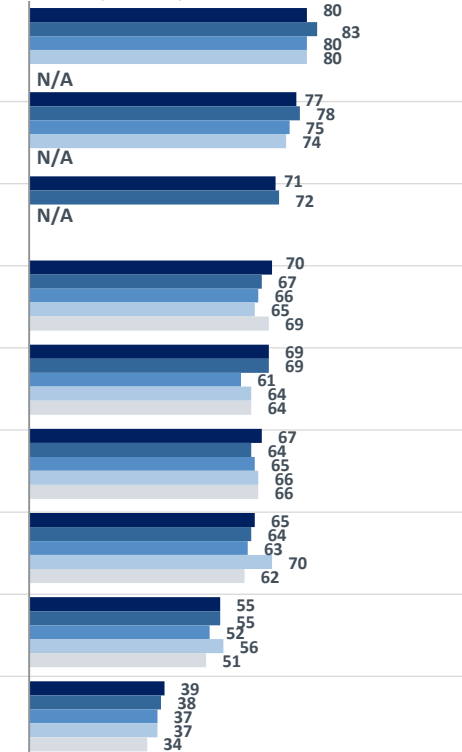
Small Companies

■ 2017 (N=3,428)
■ 2016 (N=2,023)
■ 2015 (N=2,056)
■ 2014 (N=1,925)
■ 2013 (N=1,764)



Large Companies

■ 2017 (N=2,944)
■ 2016 (N=2,138)
■ 2015 (N=2,494)
■ 2014 (N=2,218)
■ 2013 (N=1,887)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2016 **added in 2014

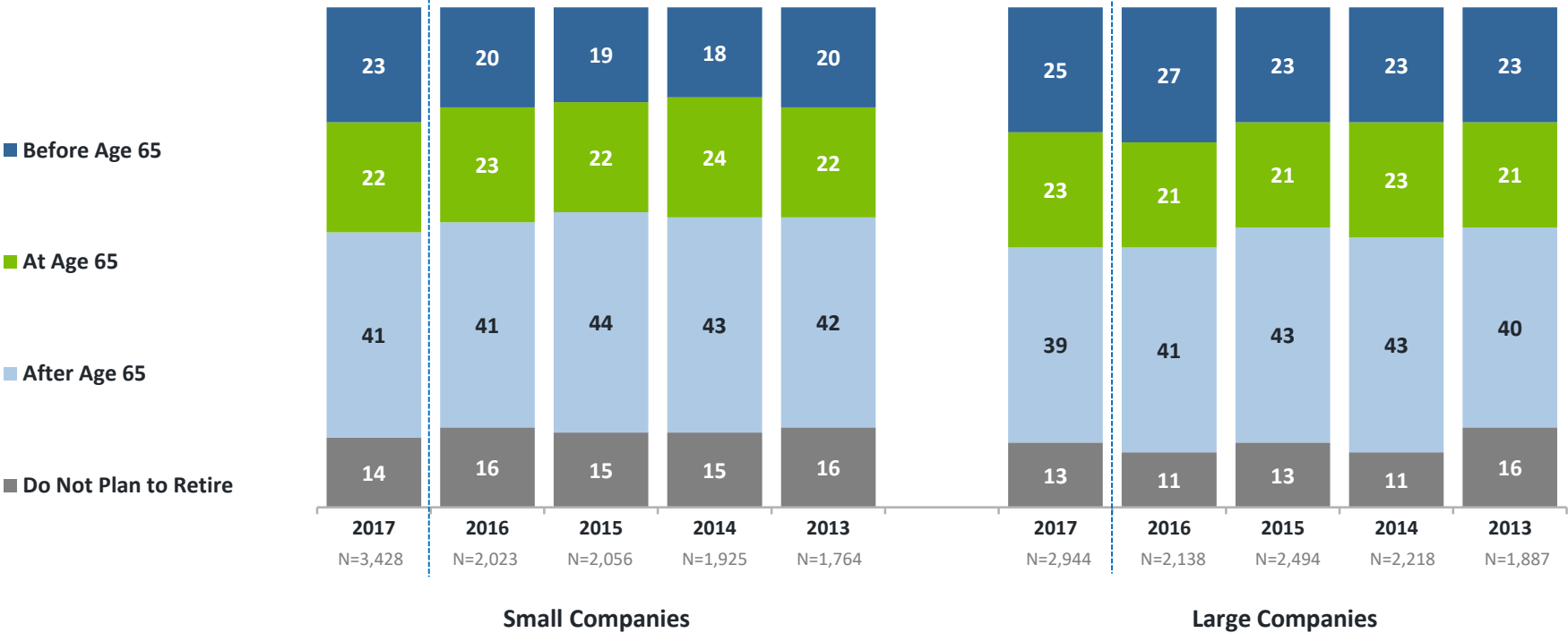
BASE: ALL QUALIFIED RESPONDENTS

Q930. How much do you agree or disagree with each of the following statements regarding retirement investing?

Expected Retirement Age

The majority of both small company workers (55 percent) and large company workers (52 percent) plan to work past age 65 or do not plan to retire. Large company workers (25 percent) are somewhat more likely than small company workers (23 percent) to expect to retire before age 65. A similar percentage of small company workers (22 percent) and large company workers (23 percent) expect to retire at age 65.

Age Expecting to Retire (%)



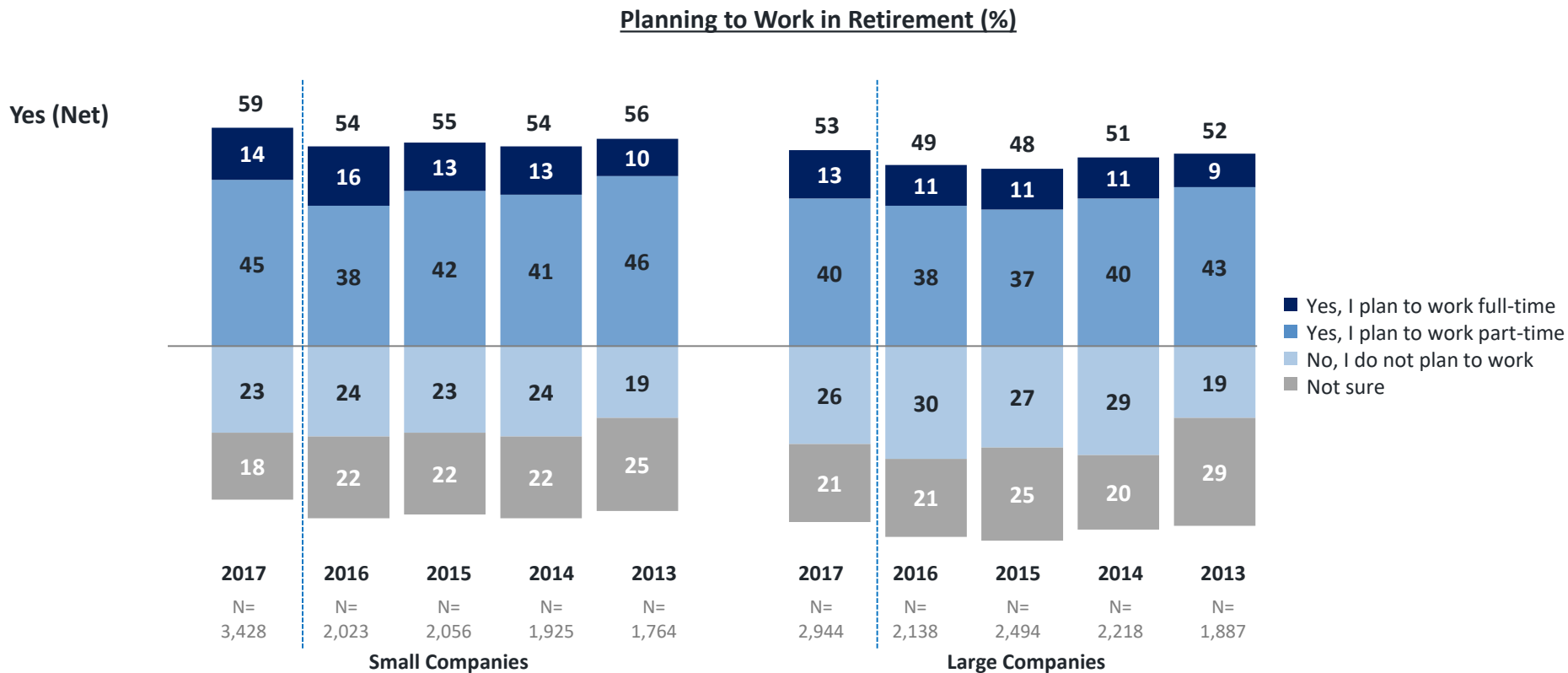
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q910. At what age do you expect to retire?

Planning to Work in Retirement

Nearly three in five (59 percent) workers in small companies plan to work full- or part-time in retirement, while just over half (53 percent) of large company workers plan to do so. Over the past five years, small company workers have been consistently more likely to say they plan to work in retirement.



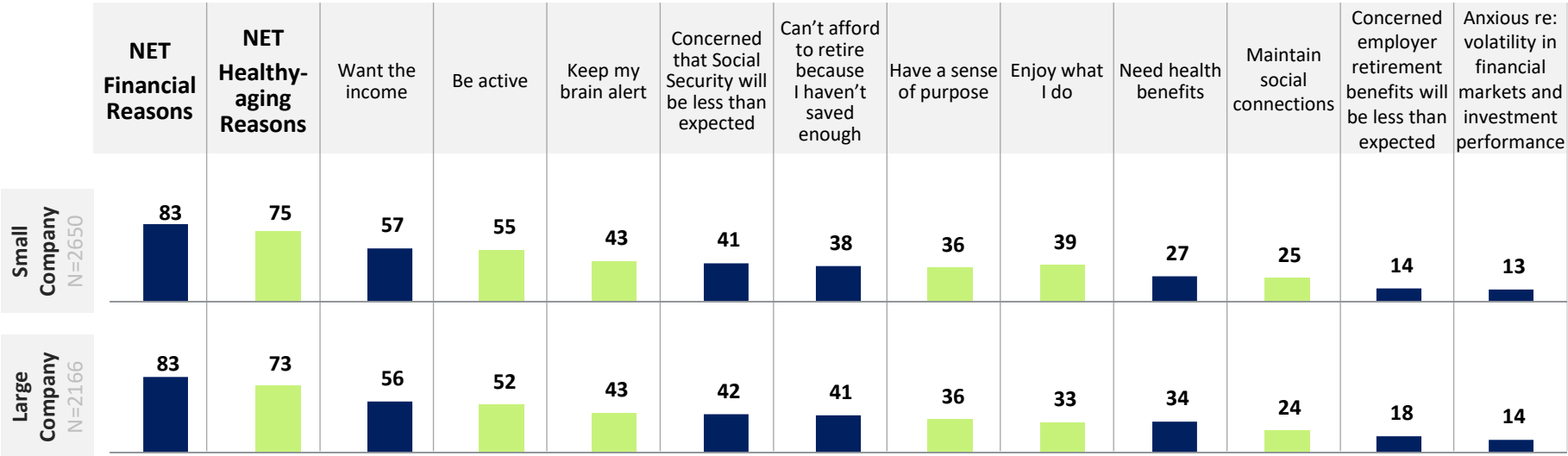
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1525. Do you plan to work after you retire?

Reasons for Working in Retirement

Across company size, workers who plan to work in retirement and/or past age 65 share both financial and healthy-aging reasons for doing so: 83 percent of workers in both large and small companies say they plan to do it for financial reasons while around three in four workers in small companies (75 percent) and large companies (73 percent) say they plan to do so for healthy-aging reasons.



New question added in 2017

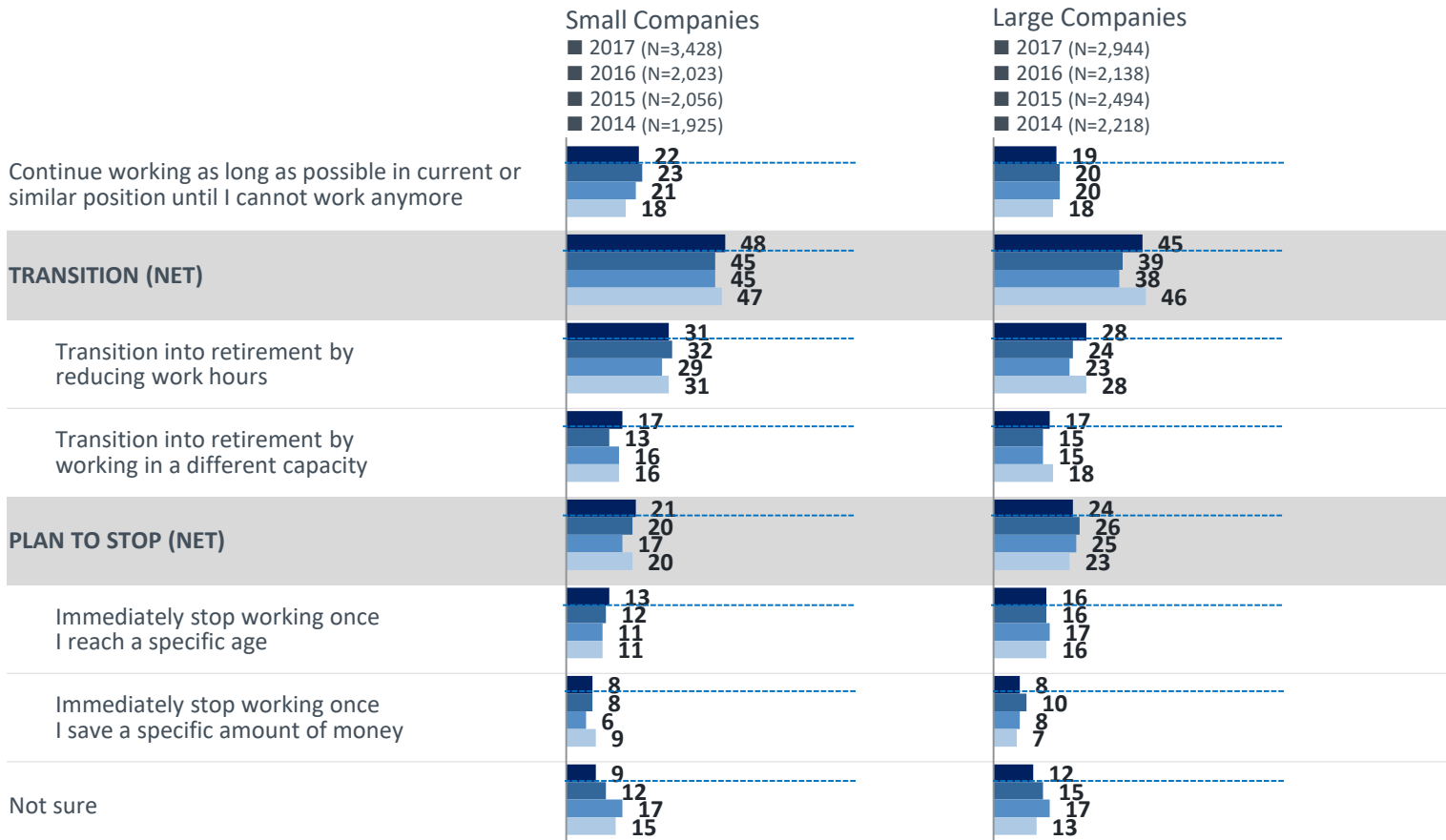
BASE: PLAN ON RETIRING AFTER 65 AND/OR WORKING AFTER RETIREMENT

Q1530x1. What are your reason(s) for working in retirement or past age 65? Select all.

Retirement Transitions: Phased Versus Immediate

Many workers across company size envision a transition into retirement by changing work patterns (e.g., reducing work hours with more leisure time to enjoy life or working in a different capacity that is less demanding and/or brings greater personal satisfaction, a finding that is higher for small companies. More large company workers (24 percent) than small company workers (21 percent) plan to immediately stop working and retire once they reach a specific age or amount of money.

How do you envision transitioning into retirement? (%)



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Phased Retirement and Compensation-Related Expectations

Among workers who envision a phased transition into retirement, most are conscious about how changes in their work arrangements may affect their compensation, job title, and employee benefits. Workers in small companies (80 percent) are somewhat more likely than workers in large companies (78 percent) to agree that “If I reduce my work hours at my current employer, I would expect to be paid the same hourly rate for hours worked that I am earning now.” Furthermore workers in larger companies (81 percent) are more likely than workers in smaller companies (76 percent) to say they would expect their job title to change if they were to take on a new role with fewer responsibilities at their current employer.

In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements?

Strongly/Somewhat Agree (%) (NET)

Small Company
N=1,628

Large Company
N=1,385

If I reduce my work hours at my current employer, I would expect to be paid the same hourly rate for hours worked that I am earning now.



If I were to take on a new role with fewer responsibilities at my current employer, I would expect my job title to change.



If I were to take on a new role with fewer responsibilities at my current employer, I would expect to be paid the market rate for the duties involved, even if it means a reduction in my current level of pay.



If I were to shift from full-time to part-time at my current employer, I would expect to receive the same employee benefits that I have now.



Perceptions of Older Workers

Workers in small and large companies share similar perceptions – positive or negative – about workers age 50 and older compared to younger workers in today’s workforce. A strong majority of workers in small (84 percent) and large companies (83 percent) have positive perceptions about older workers, namely they are more knowledgeable and responsible. However, more than half of workers across company sizes have negative perceptions with older workers having higher healthcare costs being cited most frequently.

Perceptions of workers age 50+ compared to younger workers in today’s workforce? (%)

	Small Companies N=3,428	Large Companies N=2,944
NET – Positive perceptions	84	83
Bring more knowledge, wisdom, and life experience	60	64
Are more responsible, reliable, and dependable	57	56
Are a valuable resource for training and mentoring	49	50
Are an important source of institutional knowledge	41	44
Are more adept at problem-solving	36	32
Are better at getting along with others in a team environment	31	30
NET – Negative perceptions	52	55
Have higher healthcare costs	27	28
Command higher wages and salaries	17	22
Are less open to learning and new ideas	18	21
Have higher disability costs	13	15
Have outdated skill sets	13	13
Are less productive	10	10
Other	1	1
None	8	8

New question added in 2017

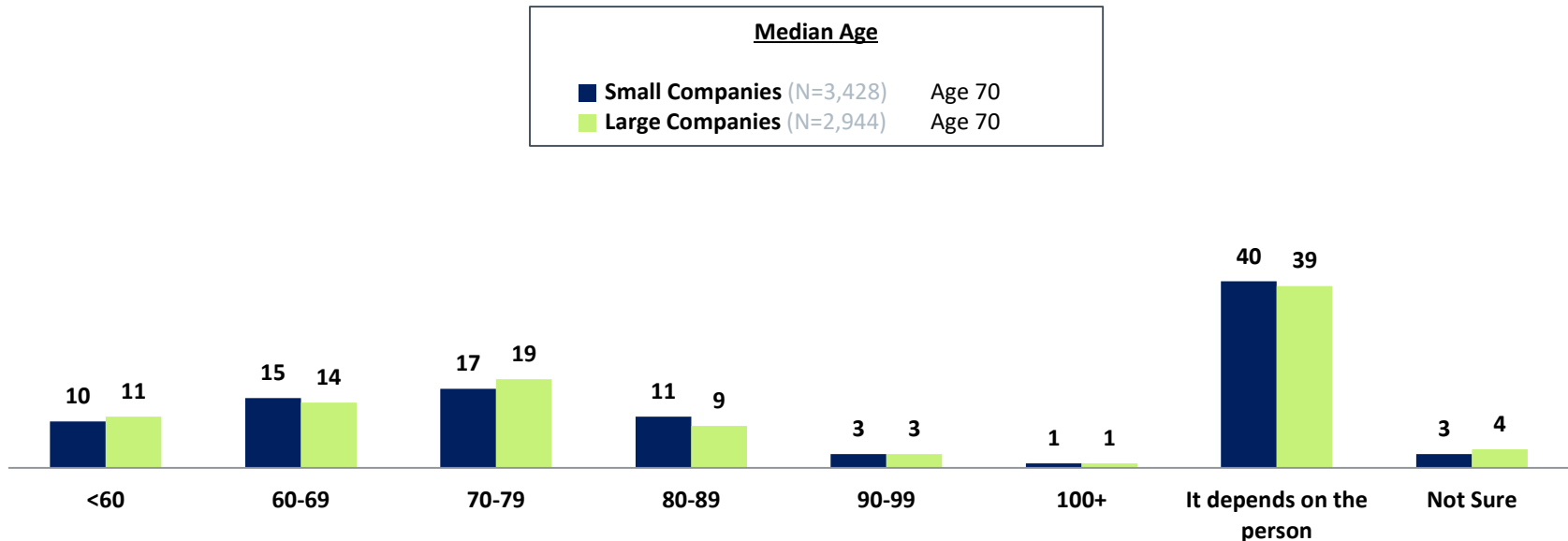
BASE: ALL QUALIFIED RESPONDENTS

Q1528. What are your perceptions of workers age 50 and older compared to younger workers in today’s workforce? Select all.

Age That Workers Consider a Person to Be “Old”

Workers in small and large companies have similar perceptions of when they consider a person to be “old.” The median age for those who provided an age is 70 for both workers of large and small companies. Four in 10 workers in small companies (40 percent) and in large companies (39 percent) feel that it depends on the person.

Age When Person is Considered “Old” (%)



New question added in 2017

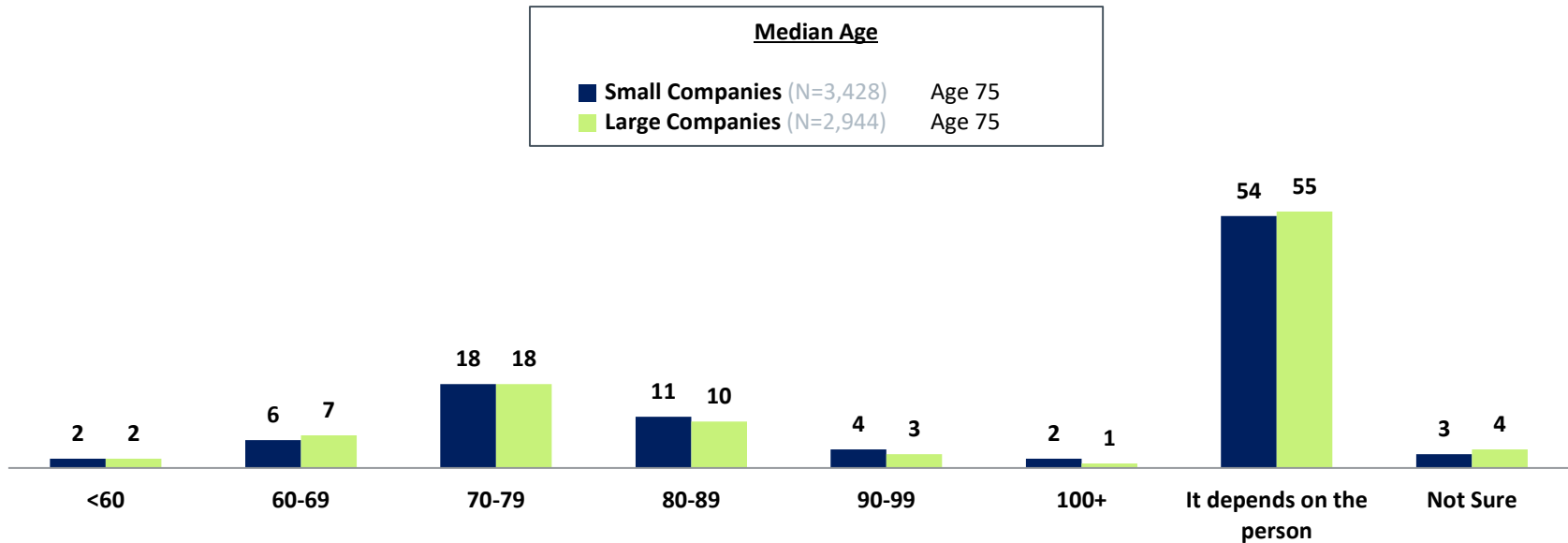
BASE: ALL QUALIFIED RESPONDENTS

Q1526. At what age do you consider a person to be “old”?

Age That Workers Consider a Person to Be “Too Old” to Work

Workers in small and large companies have similar perceptions of when they consider a person to be “too old” to work. More than half of workers in small and large companies are most likely to say it depends on the person. Among those who provided a specific age, workers say age 75 (median) is when a person is considered too old to work.

Age When Person is Considered “Too Old” to Work (%)



Median Age
 ■ Small Companies (N=3,428) Age 75
 ■ Large Companies (N=2,944) Age 75

New question added in 2017

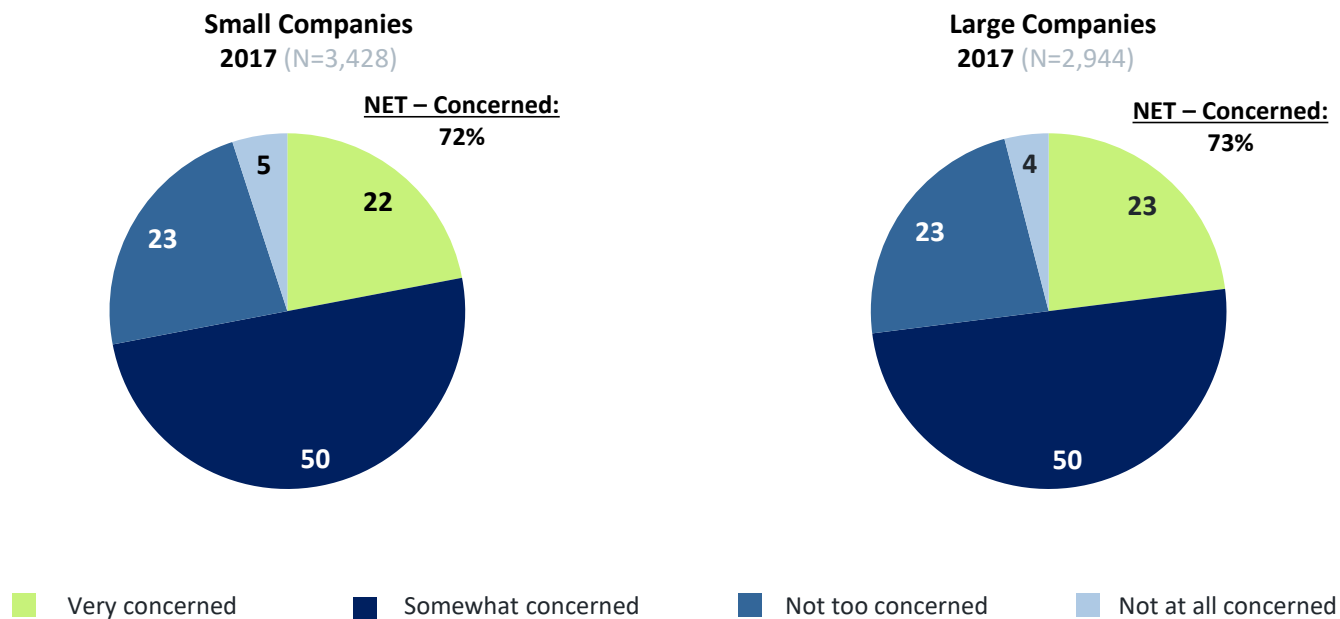
BASE: ALL QUALIFIED RESPONDENTS

Q1527. At what age do you consider a person to be “too old” to work?

Level of Concern About Health in Older Age

Workers in small companies (72 percent) are equally as likely as those in large companies (73 percent) to be “very” or “somewhat” concerned about their health in older age.

Concerned About Health in Older Age (%)



New question added in 2017

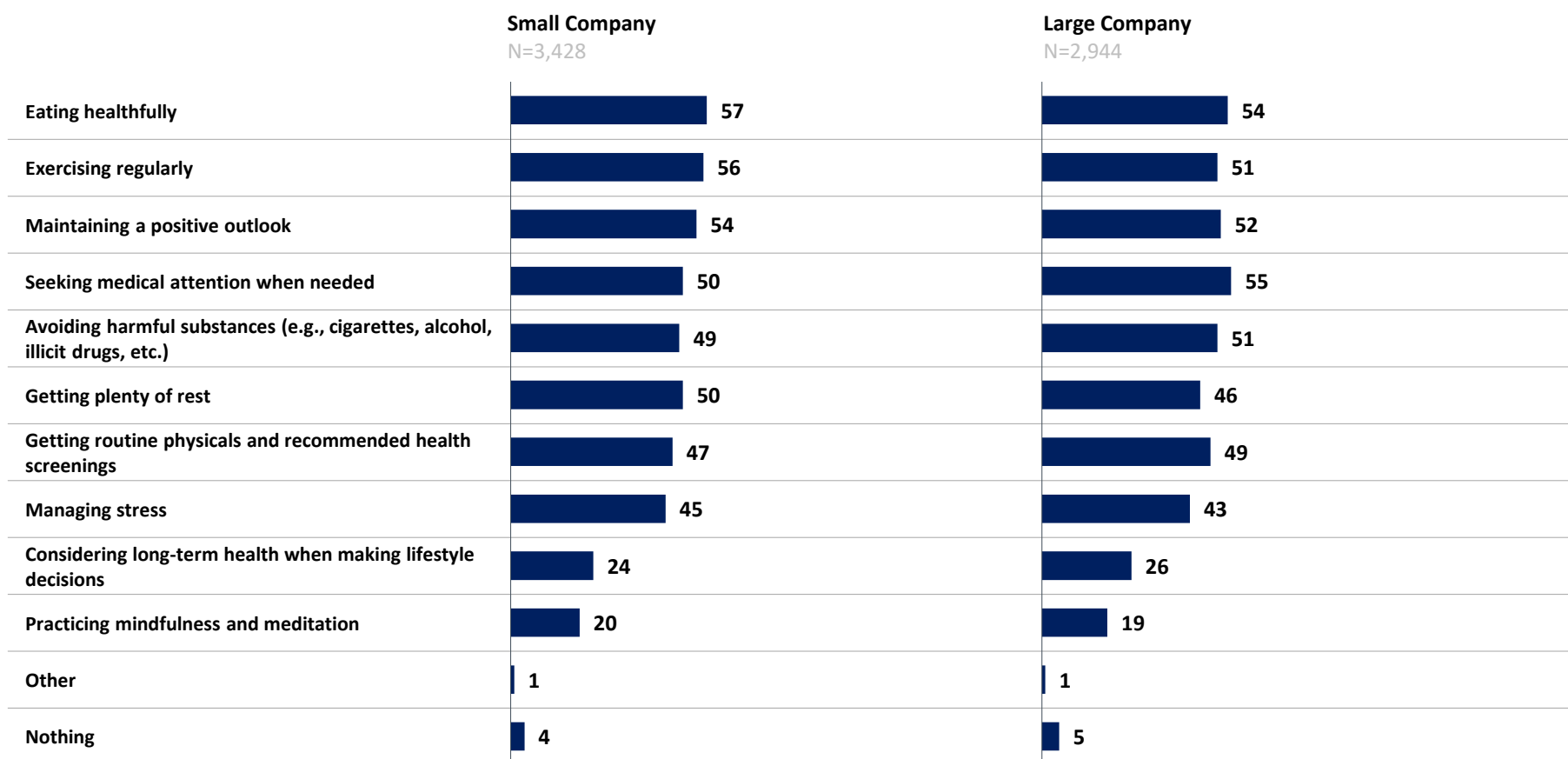
BASE: ALL QUALIFIED RESPONDENTS

Q1445X1. How concerned are you about your health in older age?

Engagement in Health-Related Activities on a Consistent Basis

Workers in small and large companies do many health-related activities on a consistent basis. However, small company workers are slightly more likely to engage in health-related activities compared to large company workers. Of concern, only about a quarter of workers across company size consider their long-term health when making lifestyle decisions.

Engaging in Health-Related Activities on a Consistent Basis (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1446. Which of the following health-related activities are you doing on a consistent basis? Select all.

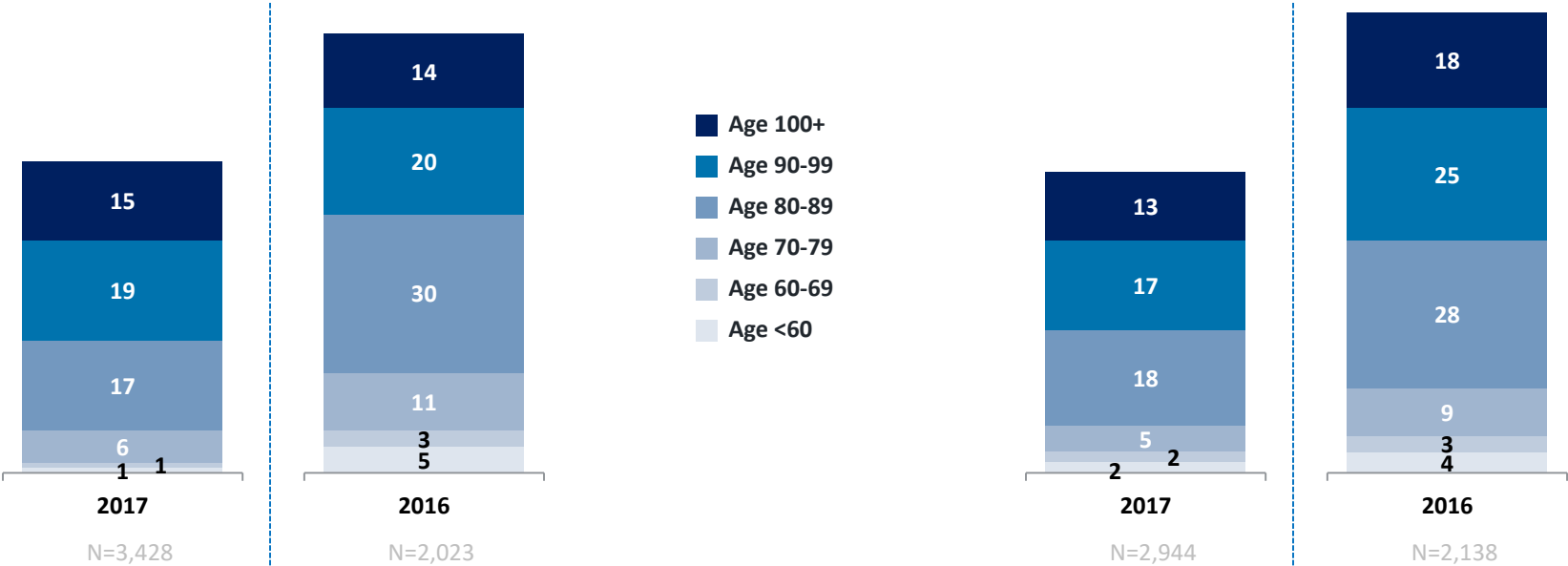
Planning to Live to Age ...

Both small and large company workers share similar expectations regarding age they are planning to live to. Large company workers are planning to live to an age of 90 (median) and 13 percent of them are planning to become centenarians. Small company workers are also planning to live to age 90 (median) with 15 percent planning to live to 100+.

What age are you planning to live to? (%)

Small Company

Large Company



Not sure	41	17
Median	Age 90	Age 85

Not sure	43	14
Median	Age 90	Age 89

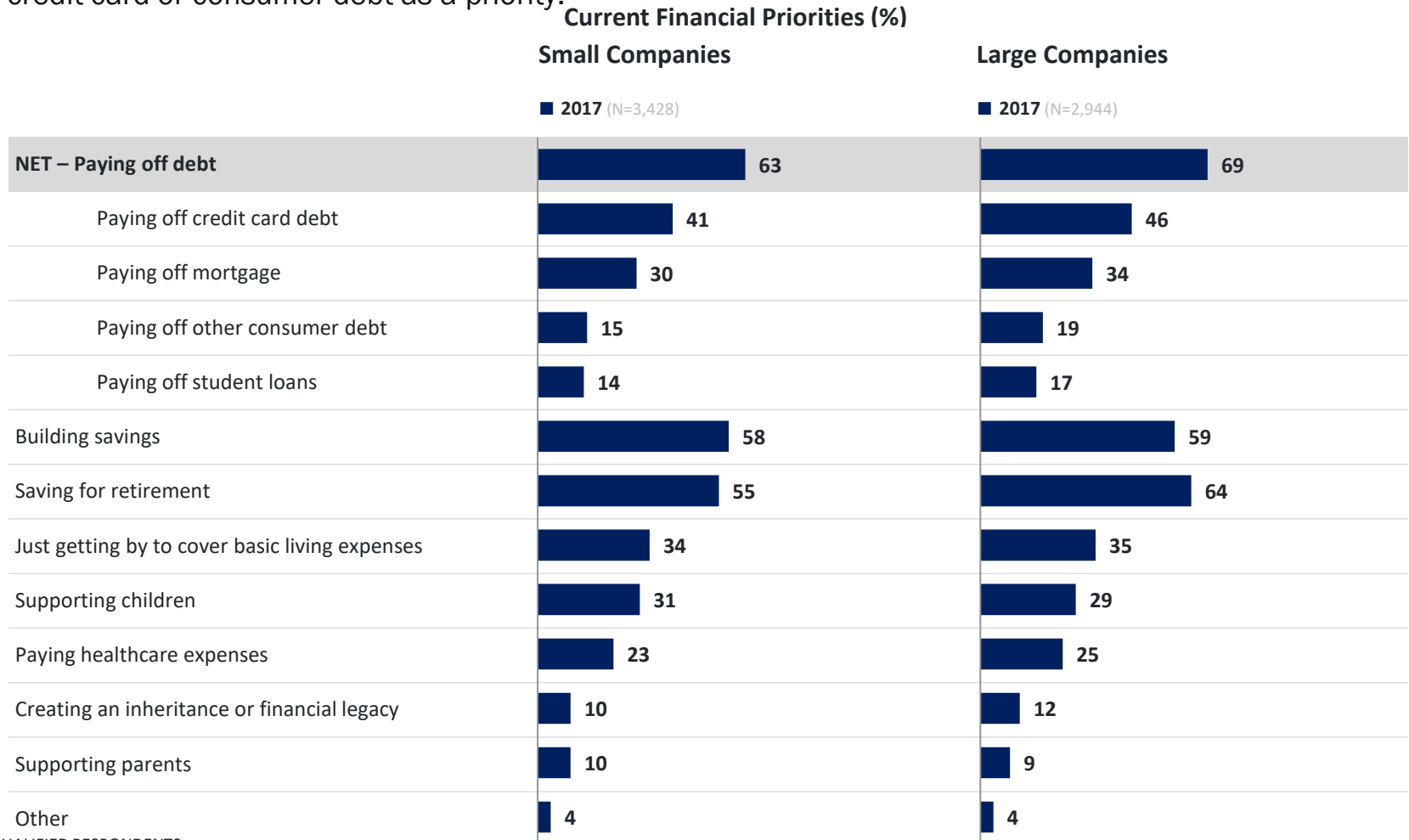
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q2850. What age are you planning to live to?

Current Financial Priorities

A majority of workers in both small (63 percent) and large (69 percent) companies indicate that “paying off debt” (NET) is a current financial priority. A majority of workers in small companies (55 percent) cite saving for retirement as a current priority, while significantly more (64 percent) workers in large companies cite retirement savings as a financial priority. Approximately two in five workers of both small and large companies cite paying off credit card or consumer debt as a priority.



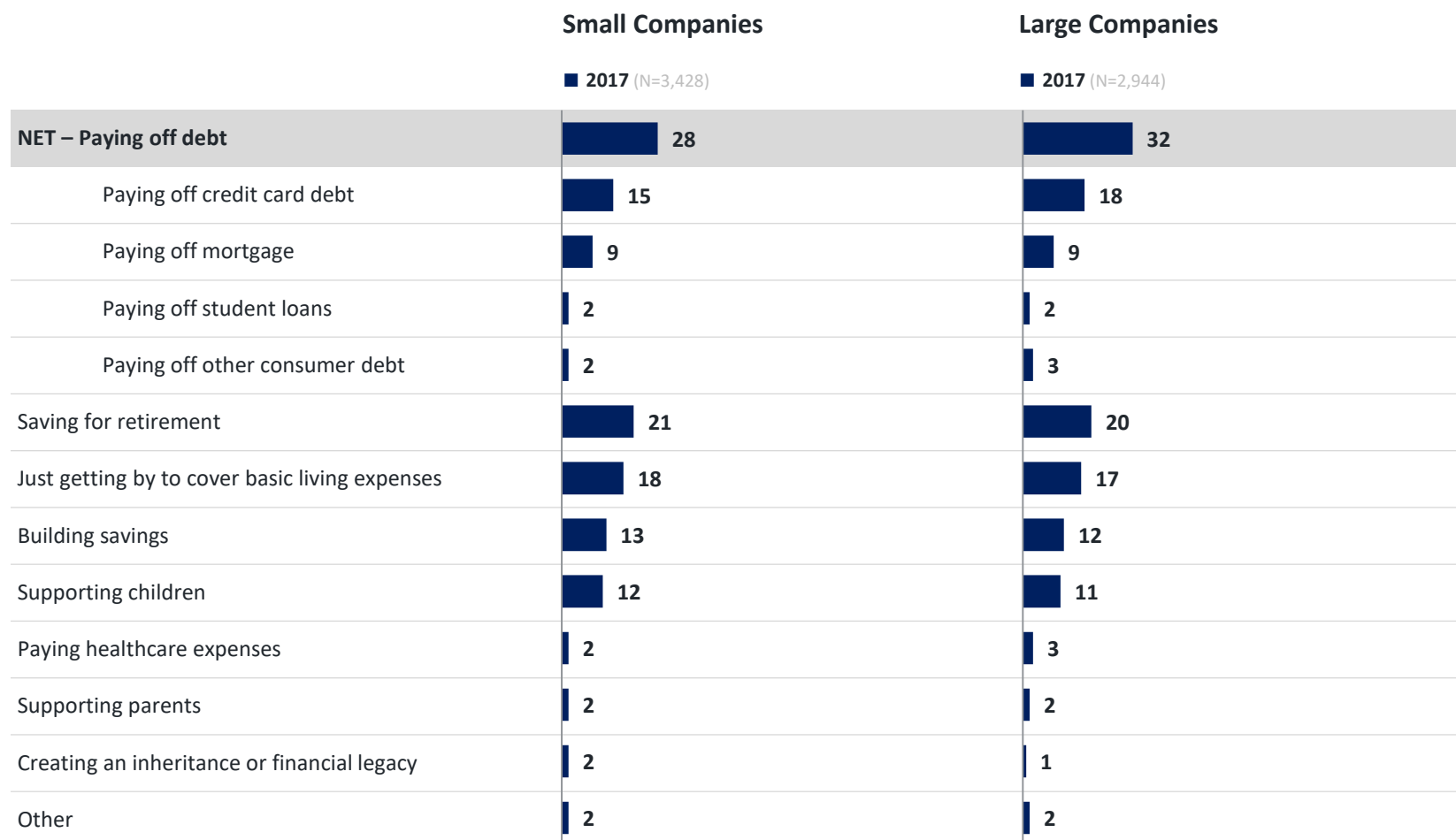
BASE: ALL QUALIFIED RESPONDENTS

Q2639. Which of the following are your financial priorities right now? Select all.

Greatest Financial Priority Right Now

Financial priorities among workers of small and large companies are similarly shared. The top three most frequently cited priorities among workers are “paying off debt”(NET) (28 percent small, 32 percent large), saving for retirement” (21 percent small, 20 percent large), and “just getting by” (18 percent small, 17 percent large).

Greatest Financial Priority Right Now (%)

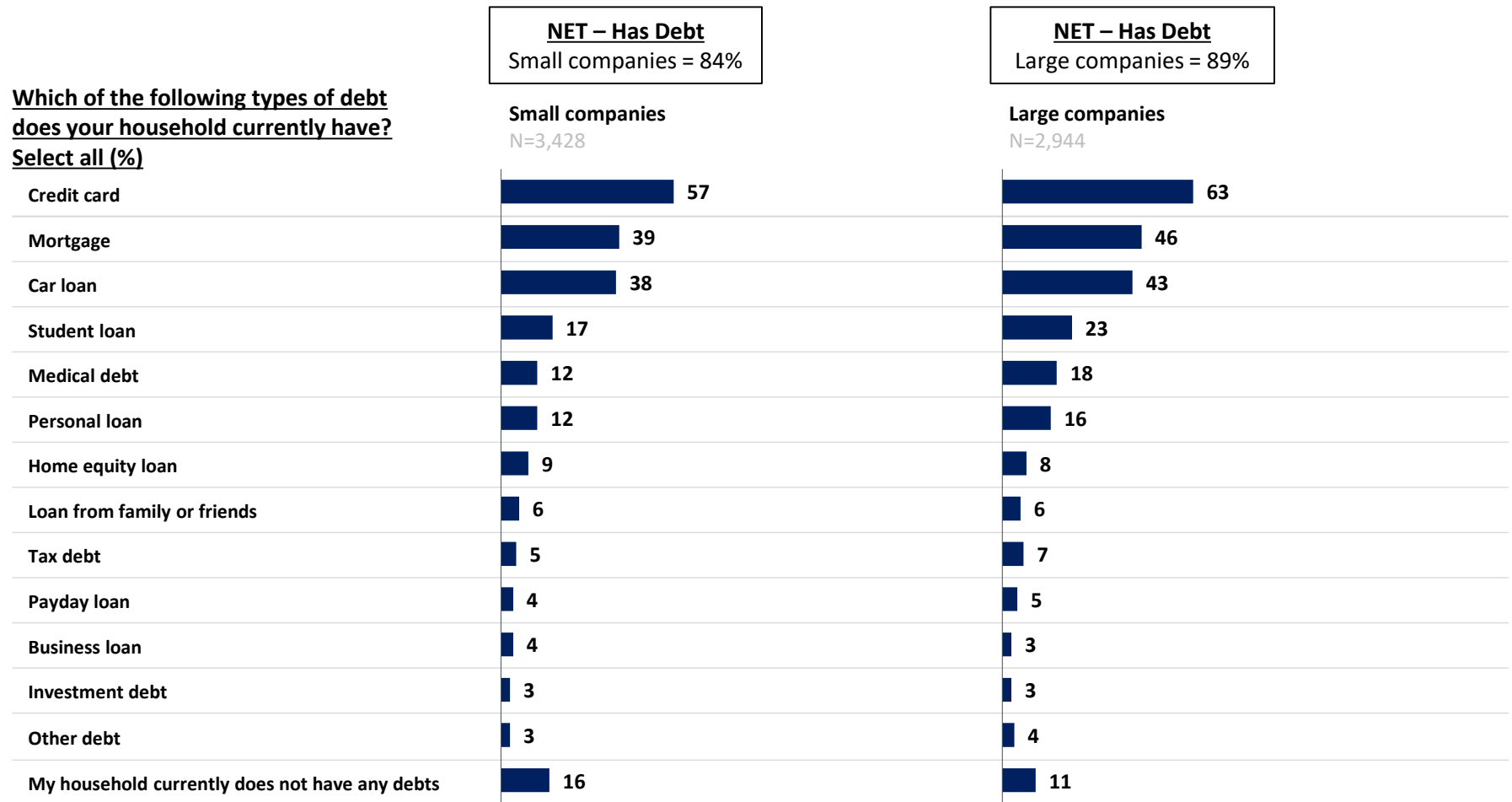


BASE: ALL QUALIFIED RESPONDENTS

Q2640. Which one of the following is your greatest financial priority right now?

Types of Household Debt

The most frequently cited types of household debt are credit card (63 percent in large company workers, 57 percent for small company workers), mortgage (46 percent in large company workers, 39 percent in small company workers), and car loan (43 percent in large company workers, 38 percent in small company workers).



New question added in 2017

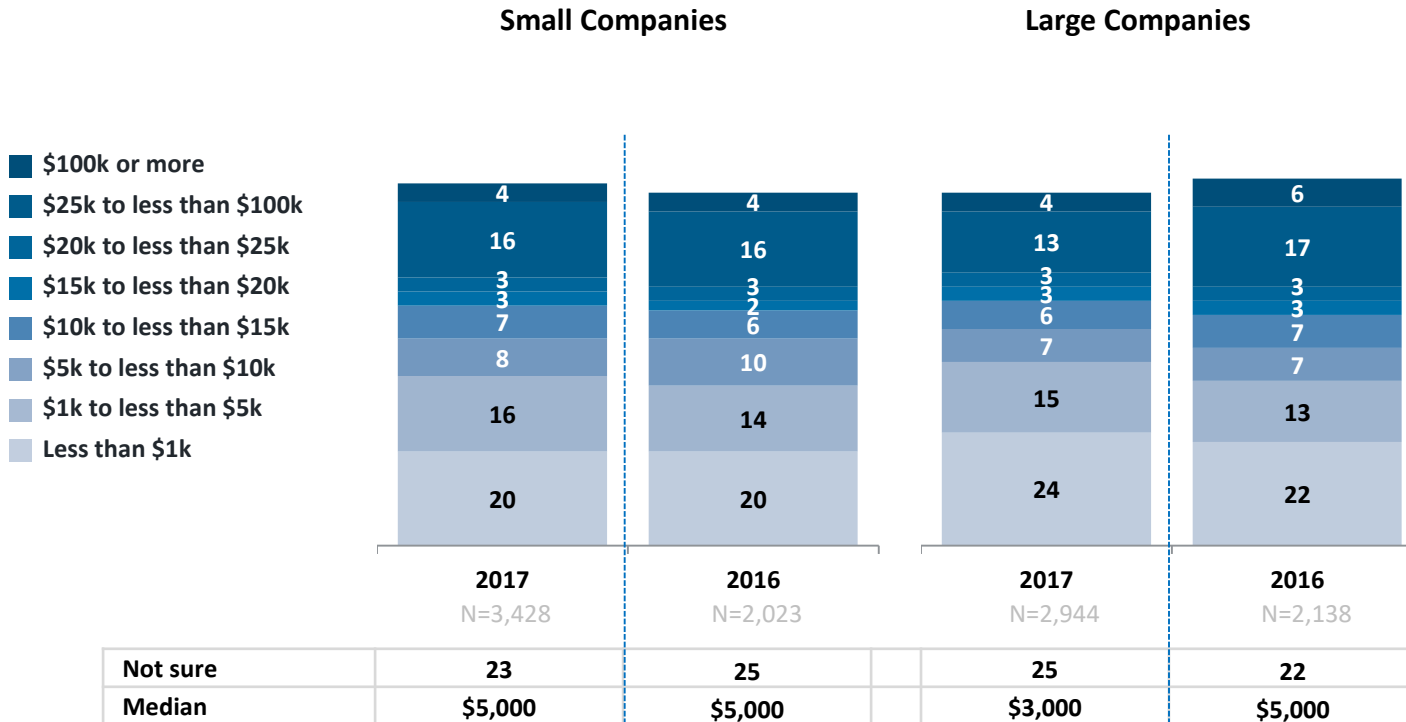
BASE: ALL QUALIFIED RESPONDENTS

Q1286. Which of the following types of debt does your household currently have? Select all.

Estimated Emergency Savings

Workers of both small and large companies lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Workers in small companies have saved just \$5,000 (median) for such emergencies while workers in large companies have saved even less, \$3,000 (median). More than one-third of small company (36 percent) and large company workers (39 percent) have saved less than \$5,000. Of concern, one in five workers are "not sure" how much they have saved in emergency savings: 23 percent of small company workers and 25 percent of large company workers.

How much do you have in emergency savings to cover the cost of unexpected major financial setbacks? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

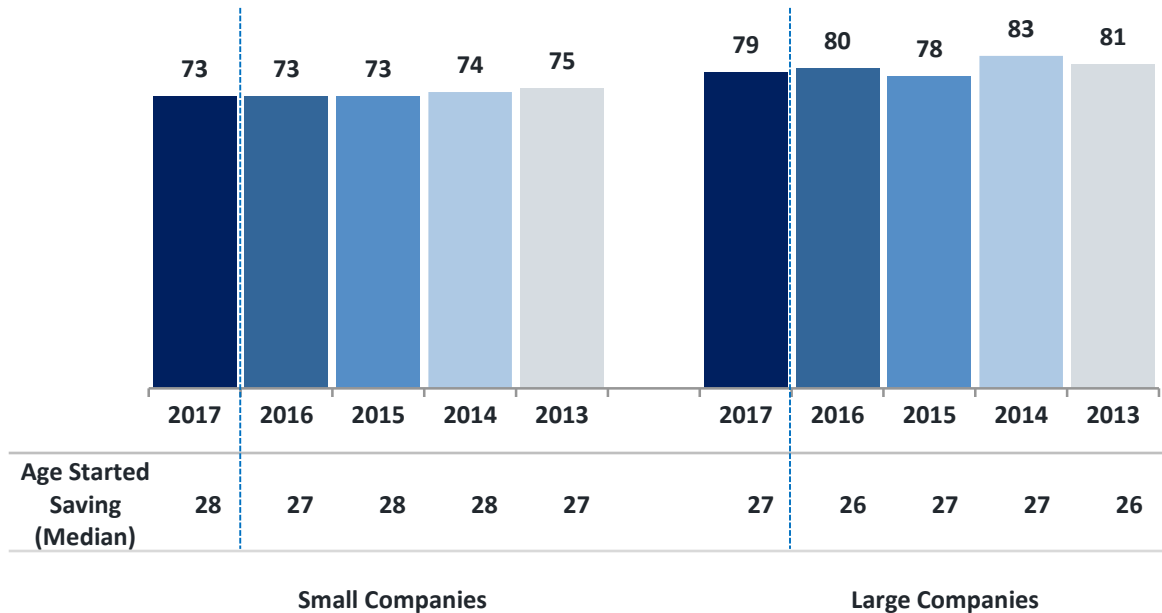
BASE: ALL QUALIFIED RESPONDENTS

Q2825. How much do you have in emergency savings specifically to cover the cost of unexpected major financial setbacks (e.g., unemployment, medical bills, home repairs, auto repairs, other)?

Saving for Retirement / Age Started Saving

More large company workers (79 percent) than small company workers (73 percent) are saving for retirement at work through employer sponsored plans, such as a 401(k) or similar plan. The median age at which workers started saving is relatively consistent between small (age 28) and large (age 27) company workers.

Workers Who Are Saving For Retirement Through an Employer-Sponsored Retirement Plan And/Or Outside of Work (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

BASE: ALL QUALIFIED RESPONDENTS

Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

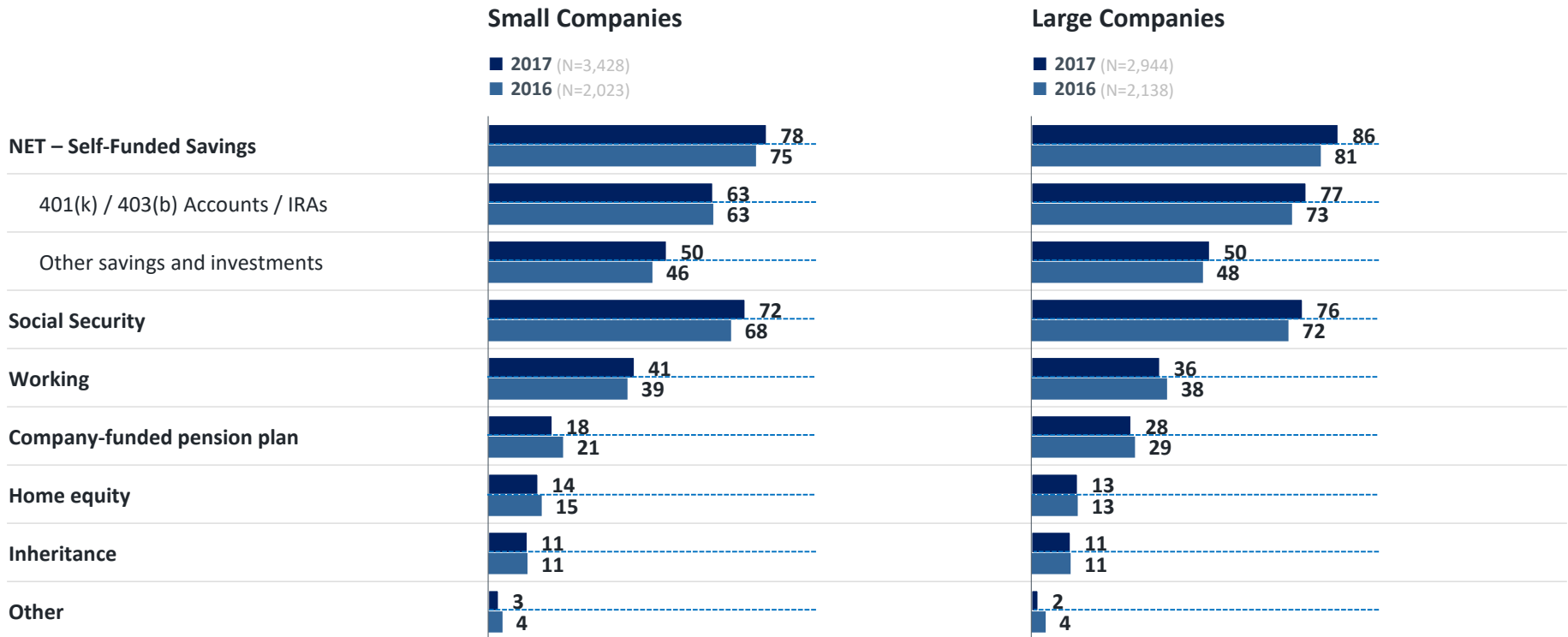
BASE: INVESTING FOR RETIREMENT

Q790. At what age did you first start saving for retirement?

Expected Sources of Retirement Income

Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by workers of both company sizes: 78 percent of small company workers and 86 percent of large company workers. This is closely followed by Social Security as an expected source of retirement income for 72 percent of small company workers and 76 percent of large company workers.

Expected Sources of Income During Retirement (%)



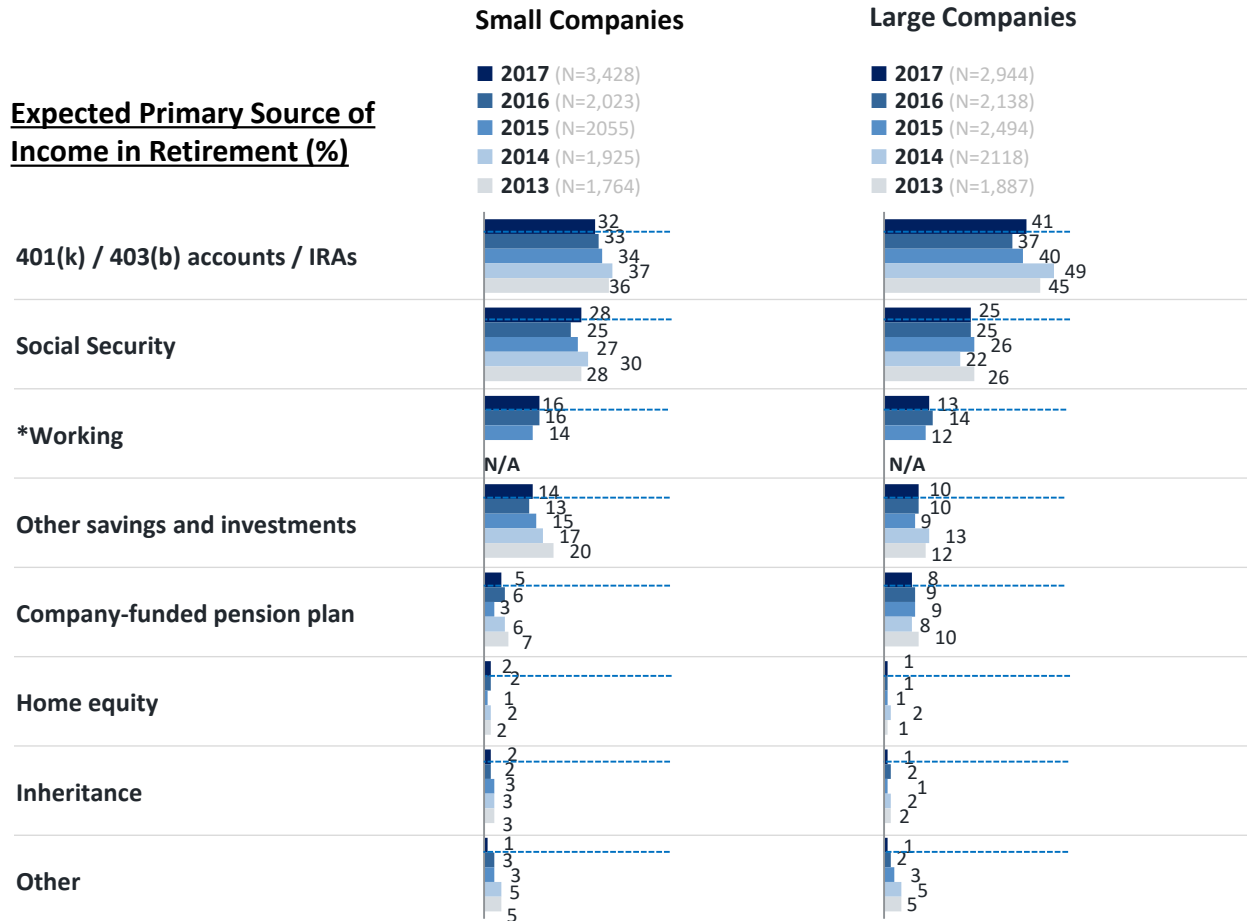
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1145. Which one of the following do you expect to be sources of income to cover your living expenses after you retire? Select all.

Expected Primary Source of Income in Retirement

Workers of large companies (41 percent) are more likely to expect to rely on retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) as their *primary* source of income in retirement compared to workers of small companies (32 percent). Expectations that “working” will be their primary source of income is higher among workers of small companies compared to those in large companies (16 percent and 13 percent, respectively).



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1150. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

Importance of Retirement Benefits Compared to Other Benefits

The vast majority of workers across small and large companies believe that retirement benefits are important. Large company workers (91 percent) are somewhat more likely than those of small companies (86 percent) to value a 401(k) or similar plan as an important benefit. This trend has remained consistent over the past five years.

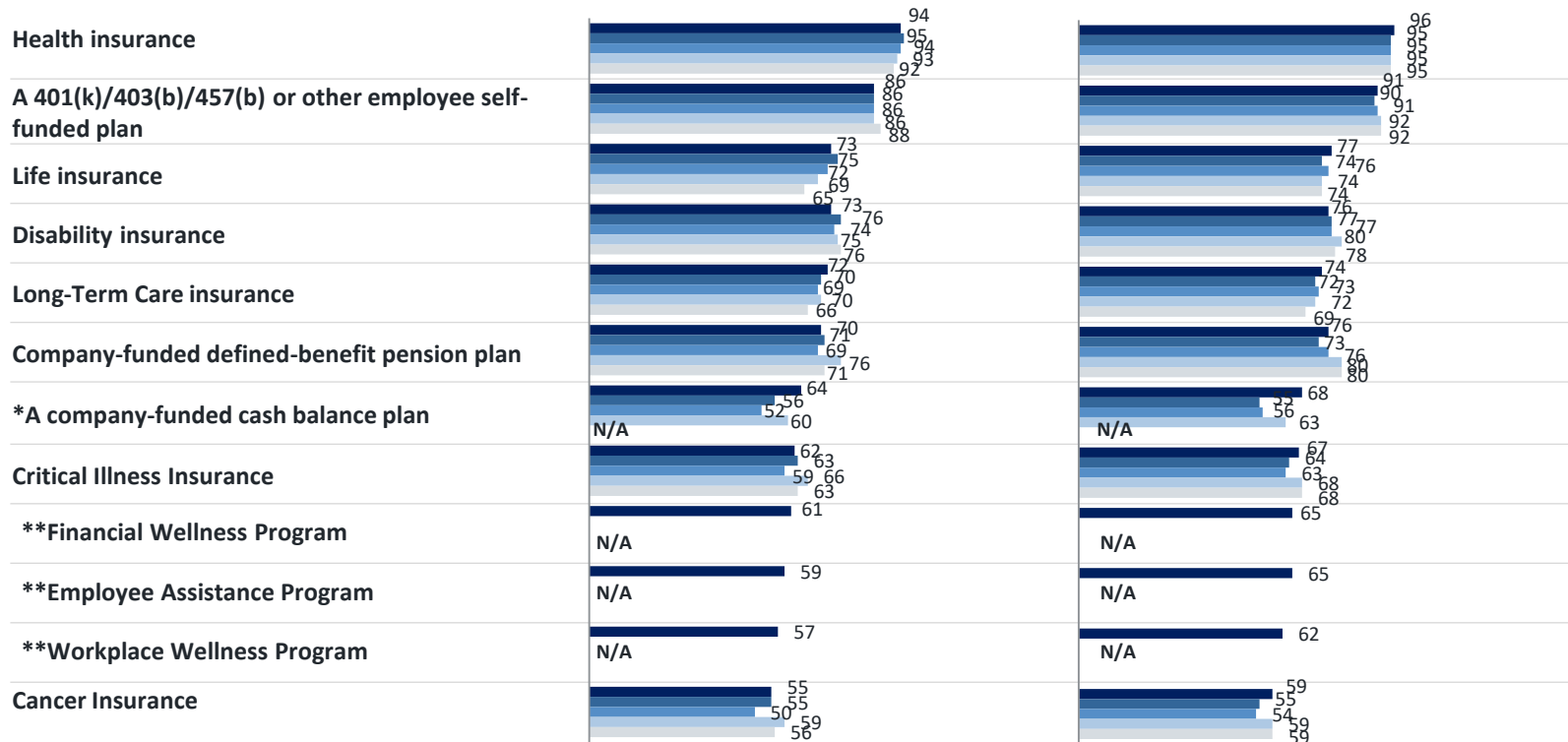
Very/Somewhat Important (%) (NET)

Small Companies

■ 2017 (N=3,428)
■ 2016 (N=2,023)
■ 2015 (N=2,056)
■ 2014 (N=1,925)
■ 2013 (N=1,764)

Large Companies

■ 2017 (N=2,944)
■ 2016 (N=2,138)
■ 2015 (N=2,494)
■ 2014 (N=2,218)
■ 2013 (N=1,887)



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2014; **added in 2017

BASE: ALL QUALIFIED RESPONDENTS

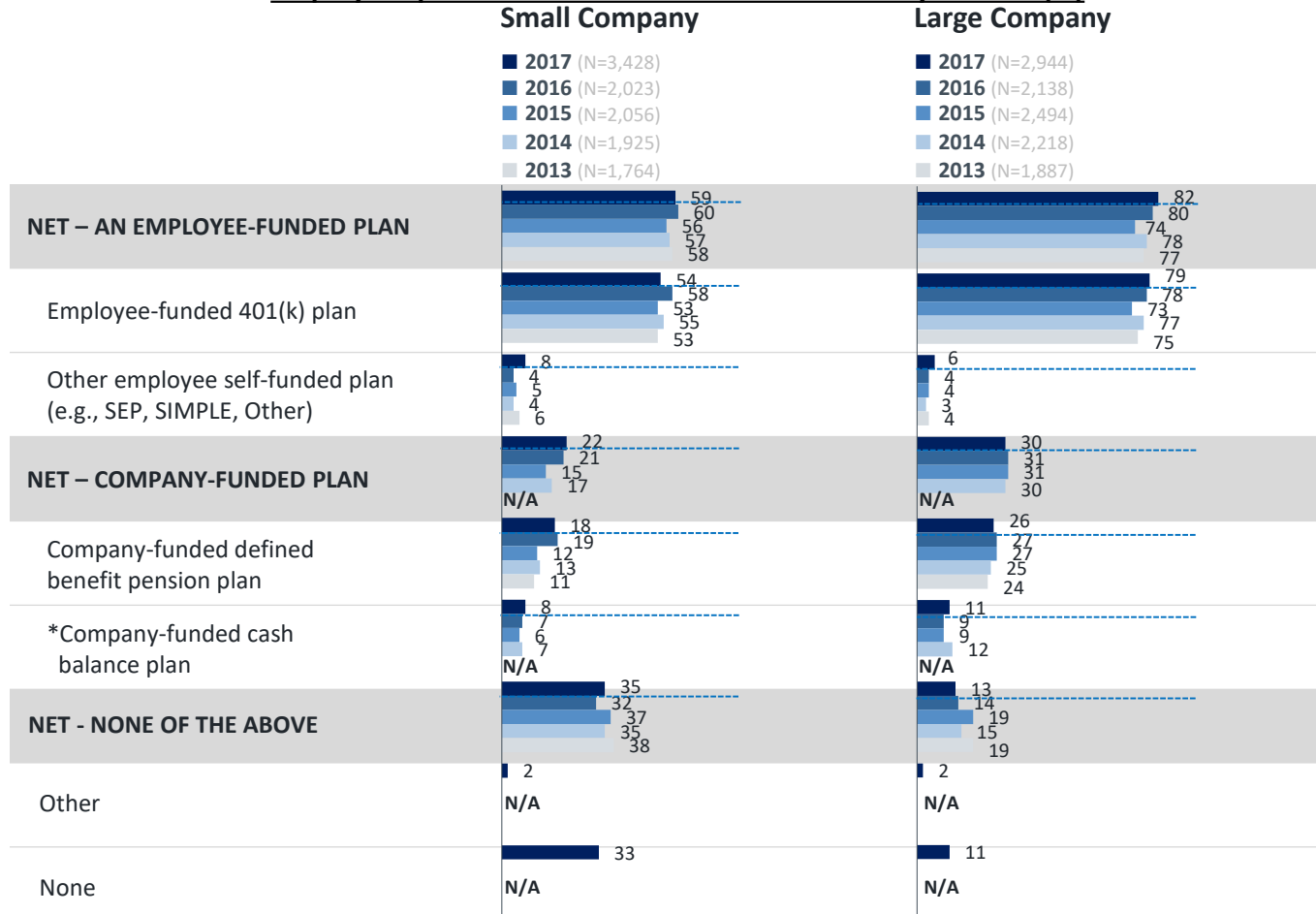
Q1171. Businesses typically offer a number of different benefits for their workers.

For each of the following, please tell us how important that benefit is to you, personally.

Retirement Benefits Currently Offered

A majority of workers are offered a 401(k) or similar employee-funded retirement plan in the workplace; however, access is greater among workers of large companies (82 percent) compared to those of small companies (59 percent). Relatively few workers are offered a traditional company-funded defined benefit plan. Of note, a third of small company workers say their employer does not offer any retirement benefits, compared to 11 percent of large company workers.

Employer-Sponsored Retirement Benefits Currently Offered (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

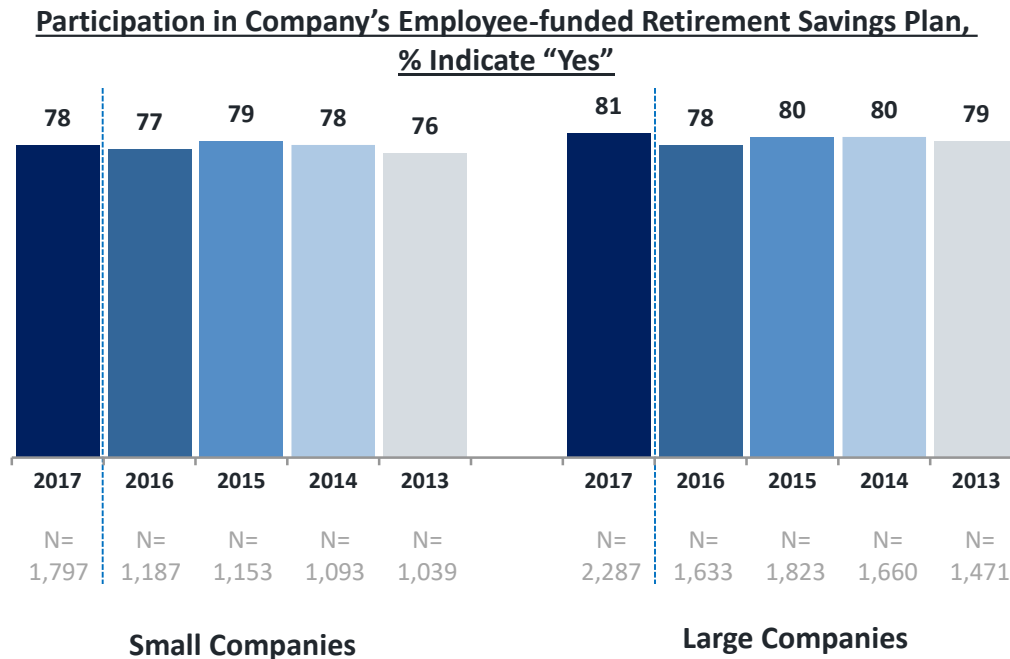
*added in 2014

BASE: ALL QUALIFIED RESPONDENTS

Q1180. Which of the following retirement benefits does your company currently offer to you, personally? Select all.

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate is similar among large company workers (78 percent) and small company workers (81 percent). This trend has remained consistent over the past five years.



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

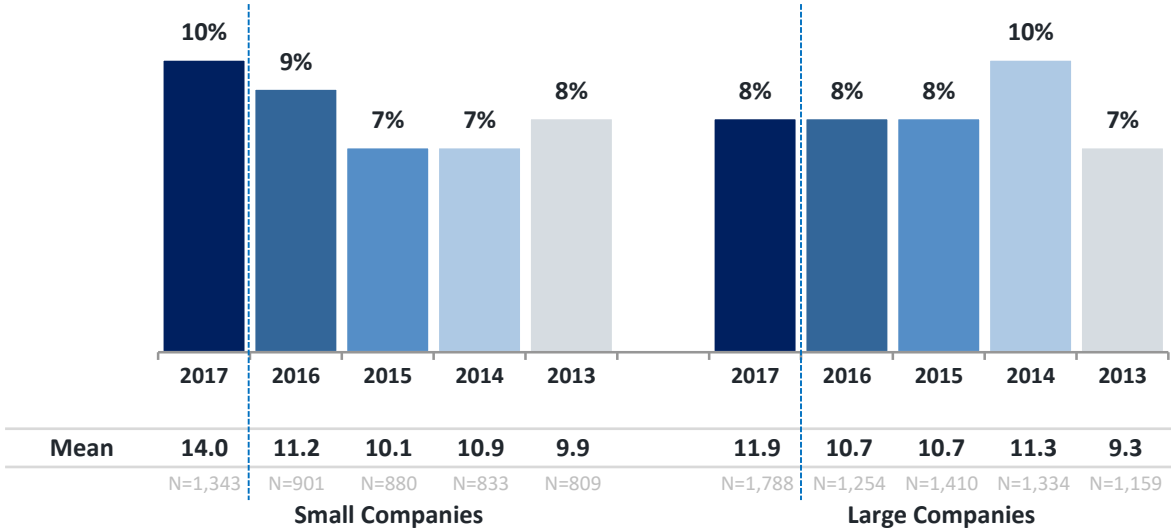
BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

Retirement Plan Contribution Rate

Among workers who participate in a 401(k) or similar plan, the median contribution rate is directionally higher among small company workers (10 percent) than large company workers (8 percent). The average contribution rate among workers in small companies contributing to their qualified plan increased slightly compared to previous years.

Contribution Rate, Median %



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

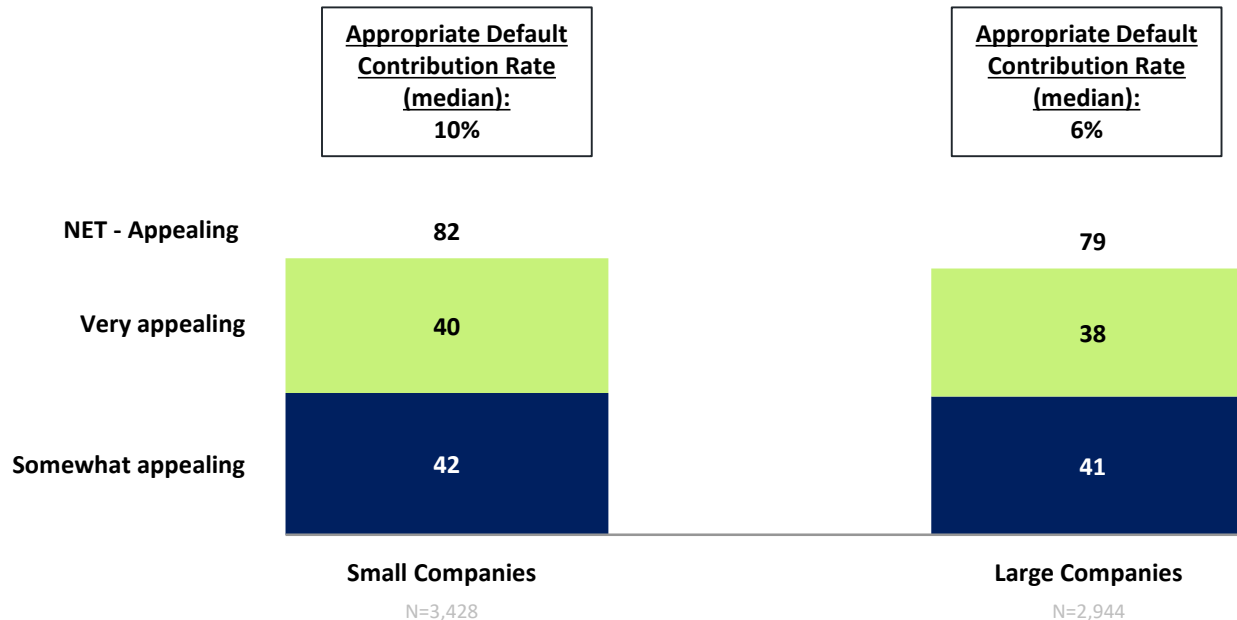
BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

Appeal of Automatic Enrollment

Automatic enrollment is a retirement plan feature that eliminates the decision-making and action steps normally required of employees to enroll and to start contributing to the plan. It simply automatically enrolls employees into a plan and they only need to take action if they desire to opt out and not contribute to the plan. Workers in small companies (82 percent) are more likely than workers in large companies (79 percent) to find automatic enrollment into a 401(k), 403(b) or similar retirement plan as “very” or “somewhat” appealing. Workers in smaller companies feel the appropriate default contribution rate for such a plan feature would be 10 percent while workers in large companies believe 6 percent is appropriate.

Appeal of Automatic Enrollment (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

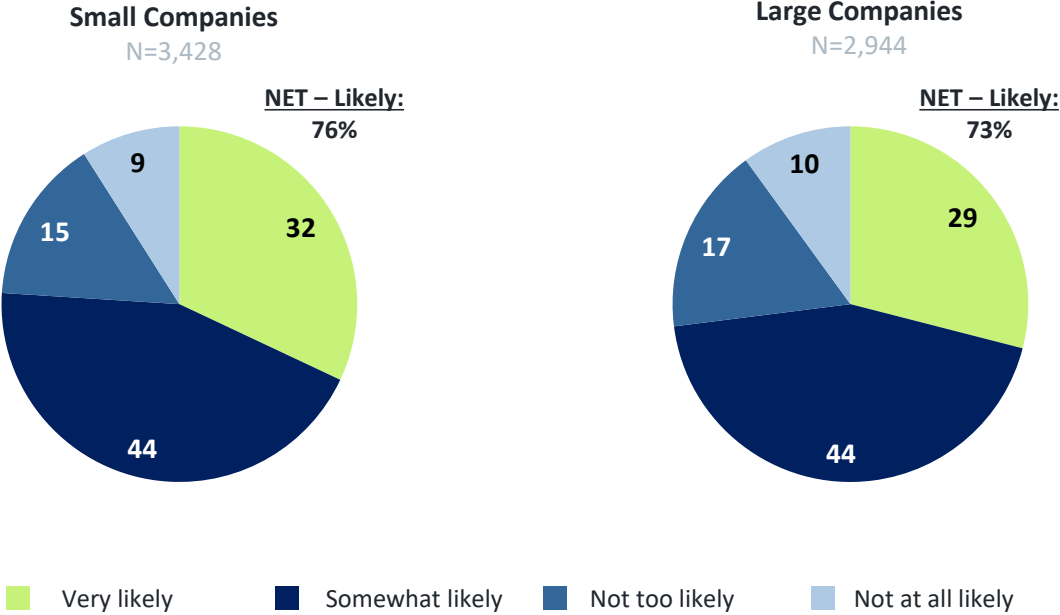
Q635. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, deducting a percentage of each paycheck, and investing it for your future retirement. How appealing would this seem to you?

Q636. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, what would you consider to be an appropriate percentage to deduct from your paycheck to be invested for your future retirement?

Likelihood of Using Automatic Escalation

More than seven in 10 workers in both small companies (76 percent) and large companies (73 percent) say they would be “very” or “somewhat” likely to use a plan feature that automatically increases their contribution rate to their 401(k) or similar plan by 1% each year. About three in 10 workers across company sizes would be “very” likely to use this plan feature.

Likelihood of Using a Feature That Automatically Increases Contribution by 1% Each Year, Until You Choose to Discontinue (%)



New question added in 2017

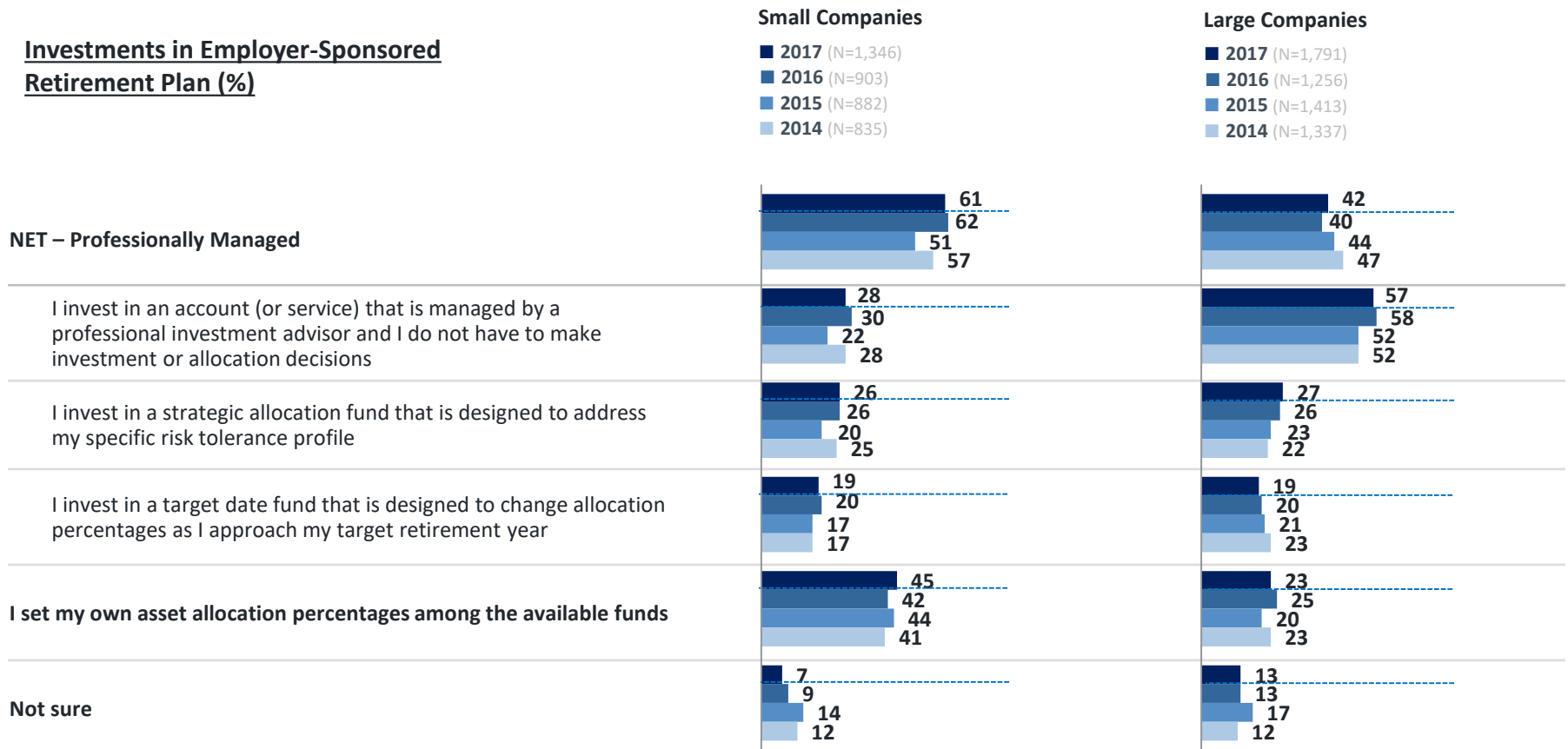
BASE: ALL QUALIFIED RESPONDENTS

Q702. How likely would you be to use a feature in a 401(k) or similar plan where your employer would automatically increase your contribution rate (as a percentage of your salary) to the plan by 1% each year, until you choose to discontinue this increase?

Use of Professionally Managed Offerings

“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Many plan participants in both small (61 percent) and large companies (57 percent) are using some form of professionally managed offering in their 401(k) or similar plans. Small business workers (45 percent) are slightly more likely to set their own asset allocation among the available funds compared to large company workers (42 percent).

Investments in Employer-Sponsored Retirement Plan (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

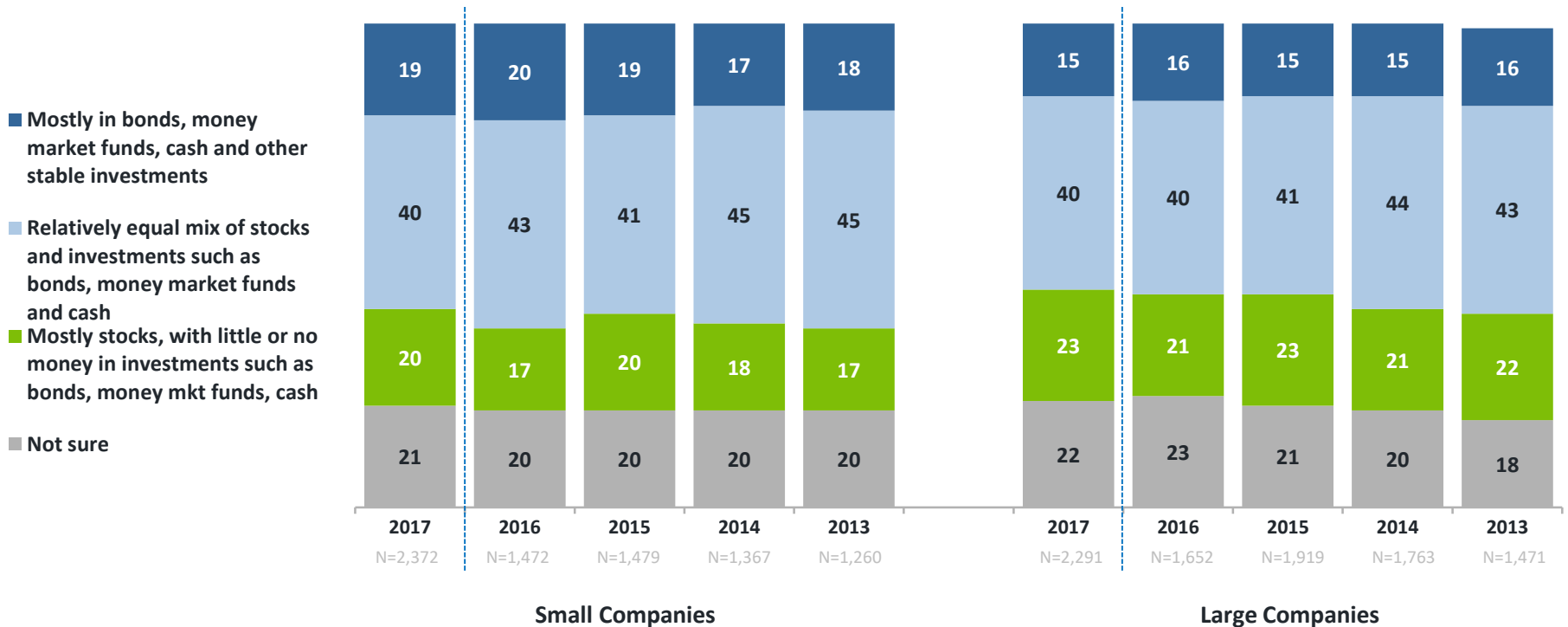
BASE: PARTICIPATING IN QUALIFIED PLAN

Q1466. What is your current approach to investing in your employer-sponsored retirement plan? Select all.

Asset Allocation of Retirement Investments

Among workers investing for retirement, those in both large and small companies (both 40 percent) most frequently indicate that their retirement savings are invested in relatively equal mix of stocks and investments such as bonds, money market funds and cash. A concerning one in five say that they are “not sure” how their savings are invested. Asset allocation-related trends have been directionally consistent in recent years.

How Retirement Savings Are Invested (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

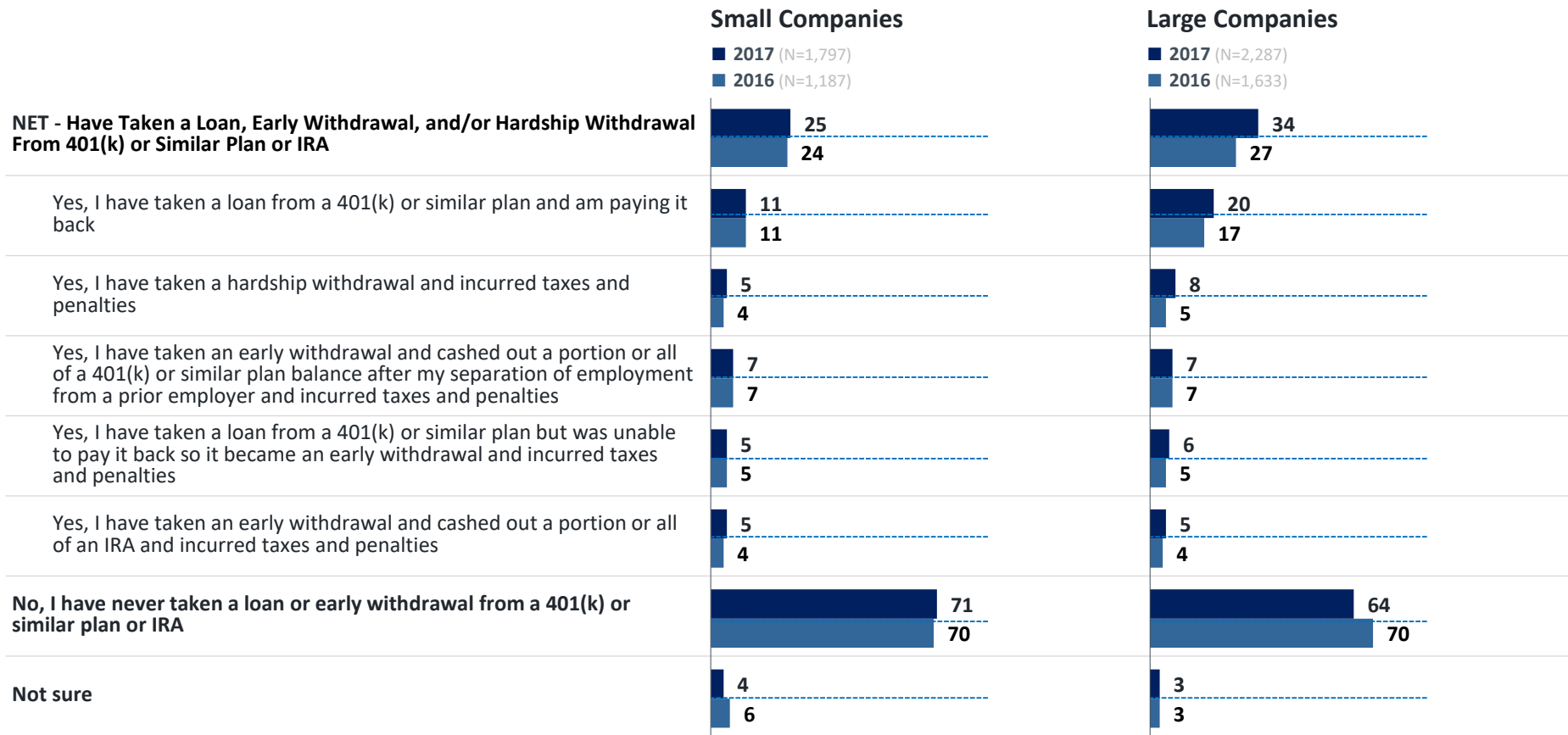
BASE: INVESTING FOR RETIREMENT

Q770. How is your retirement savings invested?

Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Twenty-five percent of small company and 34 percent of large company workers have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k), or similar plan or IRA.

Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

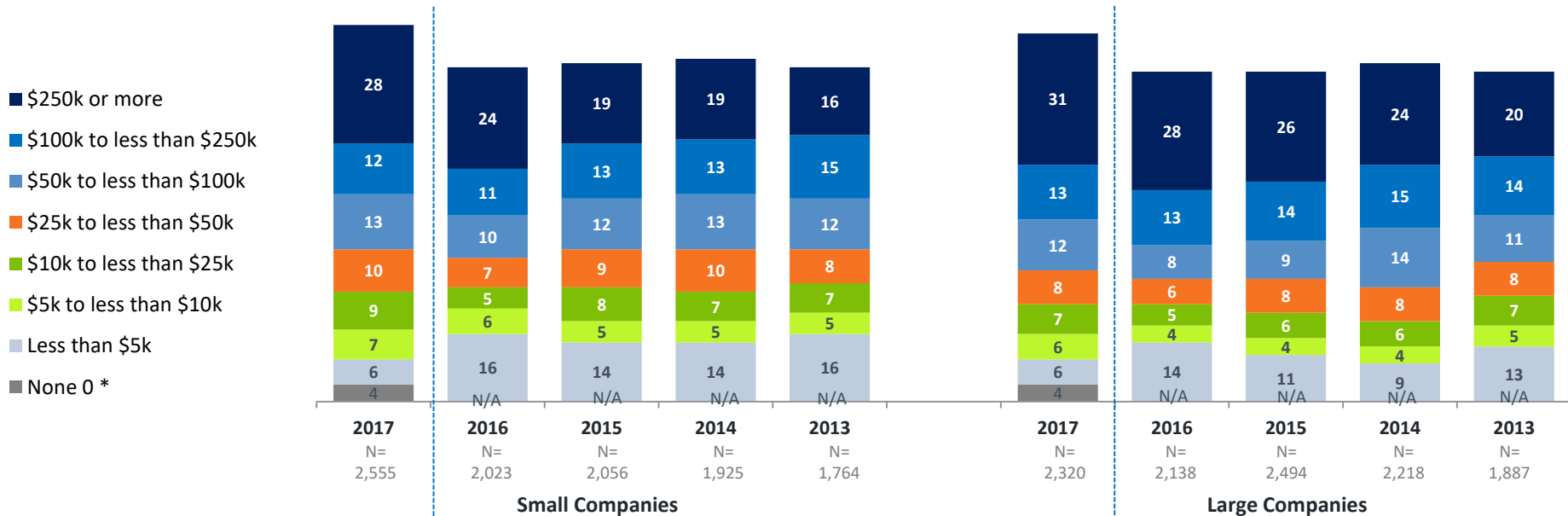
BASE: ALL QUALIFIED RESPONDENTS

Q754. Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? Select all.

Total Household Retirement Savings

Workers of large companies report higher levels of total household savings in retirement accounts compared to those of small companies. Large company workers have saved \$78,000 (estimated median), while small company workers have saved \$62,000 (estimated median). Large company workers (31 percent) are also slightly more likely than small company workers (28 percent) to say they have saved \$250,000 or more, a consistent finding over the past five years. Retirement savings have been increasing incrementally among small and large company workers since 2012.

Total Household Retirement Savings by Company Size (%)



	2017	2016	2015	2014	2013	2017	2016	2015	2014	2013
Not sure	7	12	10	8	9	9	12	12	10	11
Decline to answer	4	9	10	11	12	4	10	10	10	11
Estimated Median	\$62,000	\$56,000	\$50,000	\$51,000	\$47,000	\$78,000	\$87,000	\$79,000	\$73,000	\$58,000

Note: The median is estimated based on the approximate midpoint of the range of each response category. Non-responses are excluded from the estimate.

! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

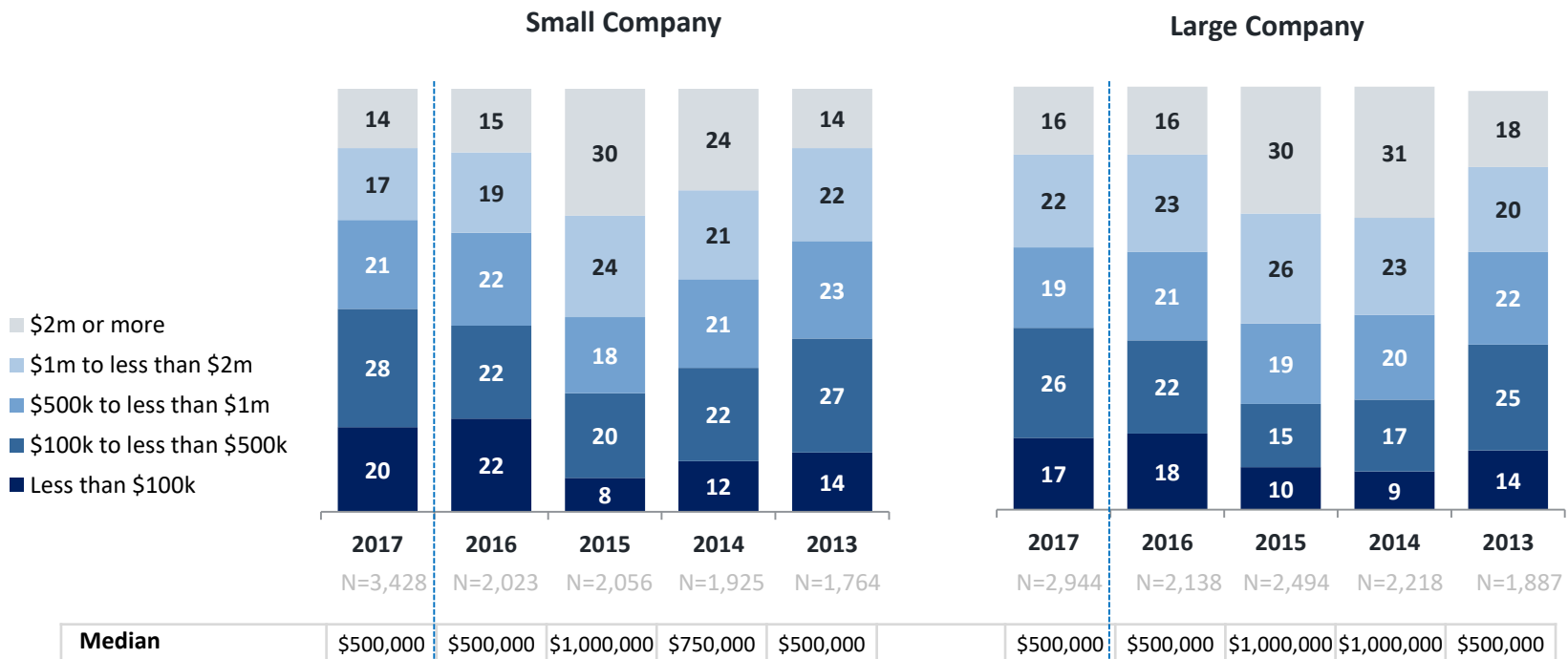
*added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1300. Approximately how much money does your household have saved in all of your retirement accounts? Please include IRAs, 401(k)s, 403(b)s, and any other savings for retirement to which you and/or your spouse or partner have contributed funds.

Estimated Retirement Savings Needs

Workers of both large and small companies believe that they will need to save \$500,000 (median) to feel financially secure when they retire. This year's survey finding is consistent with last year's, but a major decrease from 2015 when workers indicated they would need to save \$1,000,000 (median).



Note: The median is estimated based on the approximate midpoint of the range of each response category.

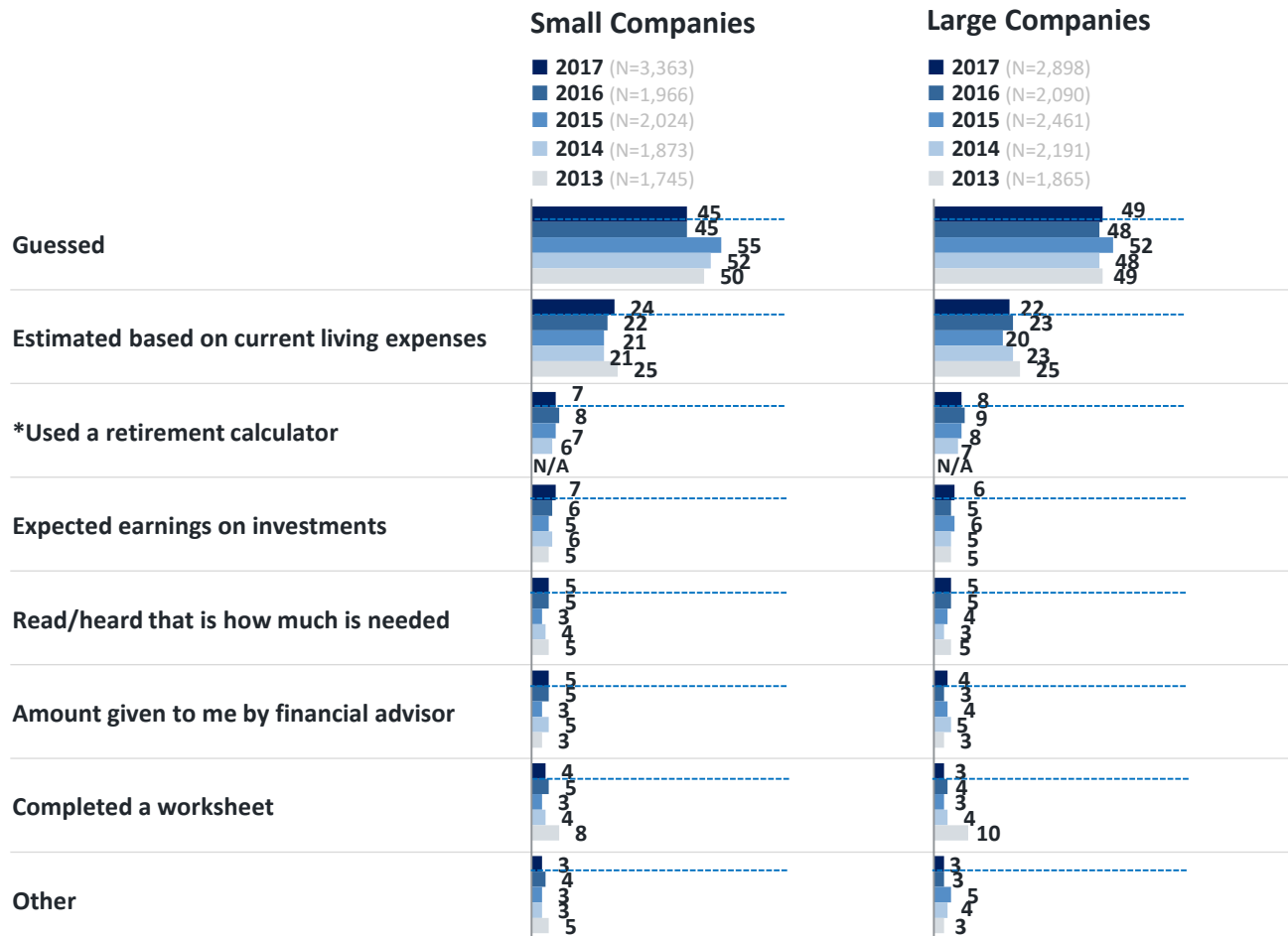
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q890. Thinking of what money can buy today, how much money do you believe you will need to have saved by the time you retire in order to feel financially secure?

Basis for Estimating Retirement Savings Needs

Among those who provided an estimate of their retirement savings needs, just under half of workers of both small (45 percent) and large companies (49 percent) say that they “guessed” these needs. Approximately more one in five estimated the amount based on current living expenses, and fewer than 10 percent used a retirement calculator.



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

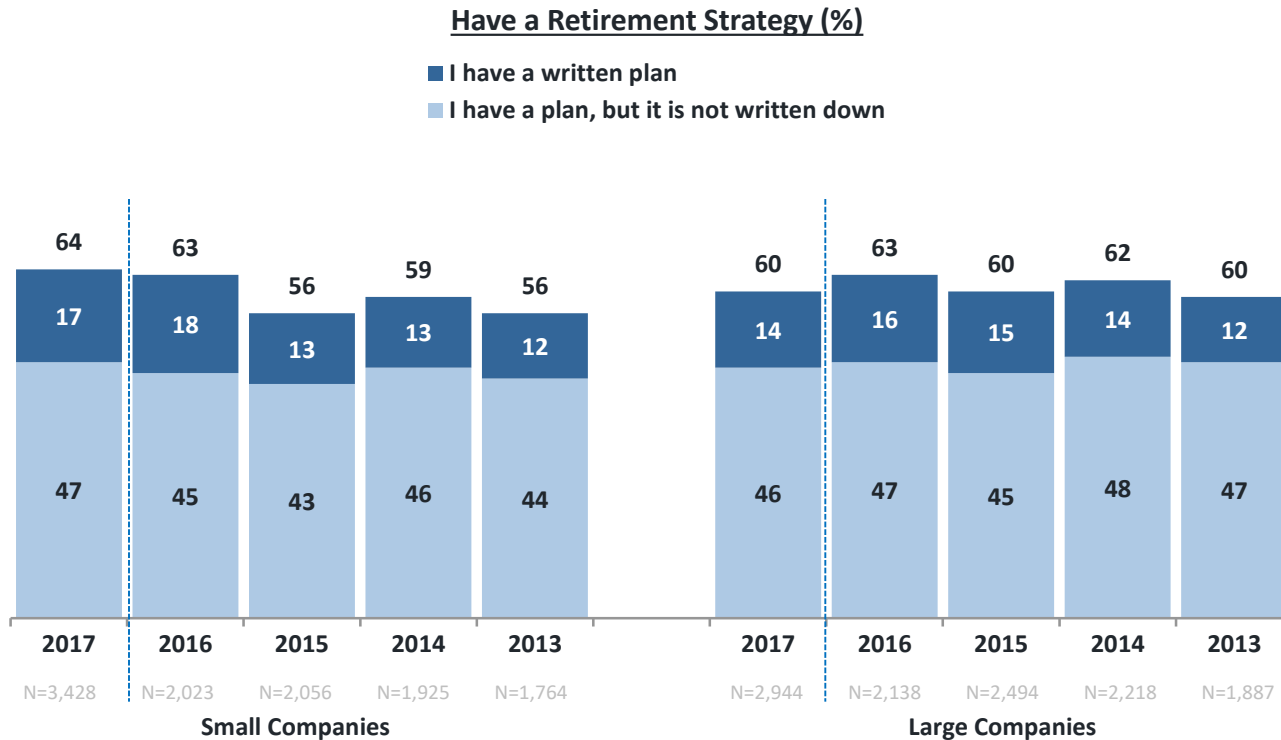
*added in 2014

BASE: PROVIDED AN ESTIMATE OF SAVINGS NEEDED

Q900. How did you arrive at that number?

Retirement Strategy: Written, Unwritten, or None

Most workers of both small and large companies (64 percent small, 60 percent large) say that they have some form of retirement strategy, either written or unwritten. However, only 17 percent of small company workers and 14 percent of large company workers have a written plan.



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

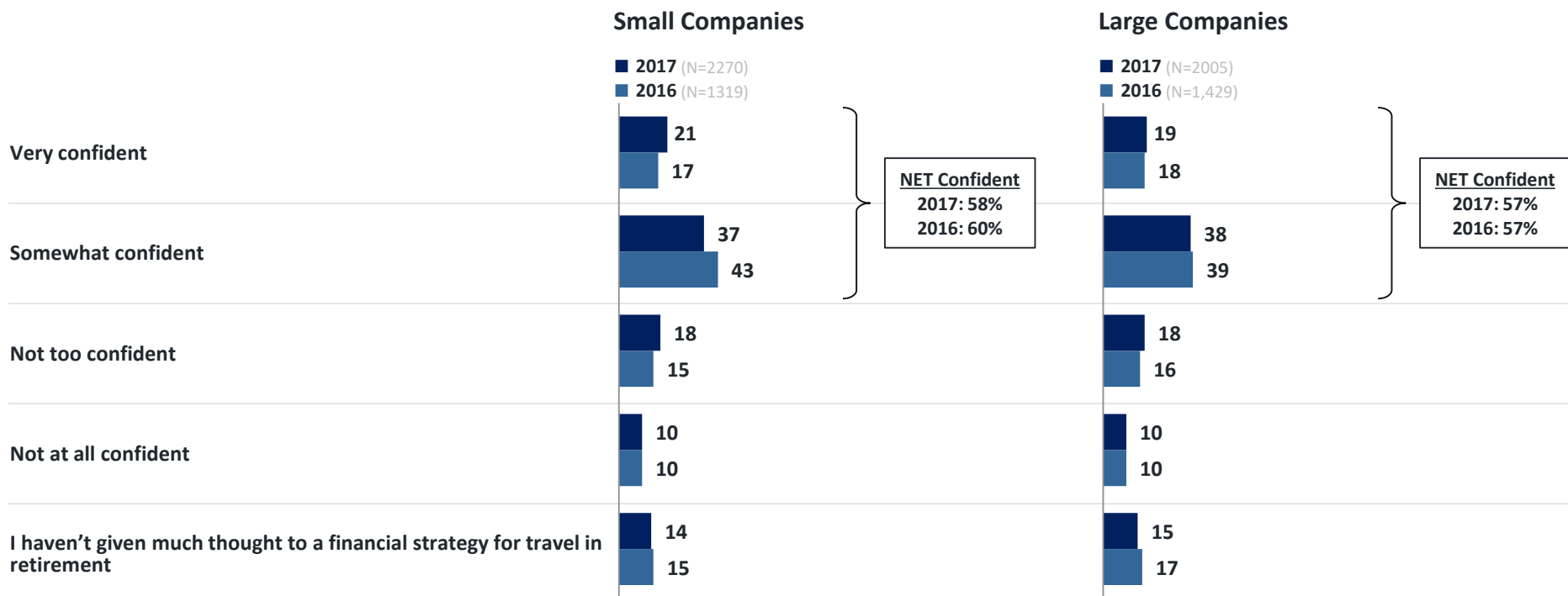
BASE: ALL QUALIFIED RESPONDENTS

Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

Travel is the top retirement dream among workers in small and large companies (see page 79). Among workers who dream of traveling in retirement, most are confident their current financial strategy will allow them to meet their retirement travel goals including 58 percent of small company workers and 57 percent of large company workers. However, relatively few workers are “very” confident (21 percent small companies, 19 percent large companies). Interestingly, some workers haven’t given much thought to it (14 percent small companies, 15 percent large companies).

Confidence That Current Financial Strategy Will Meet Retirement Travel Goals (%)



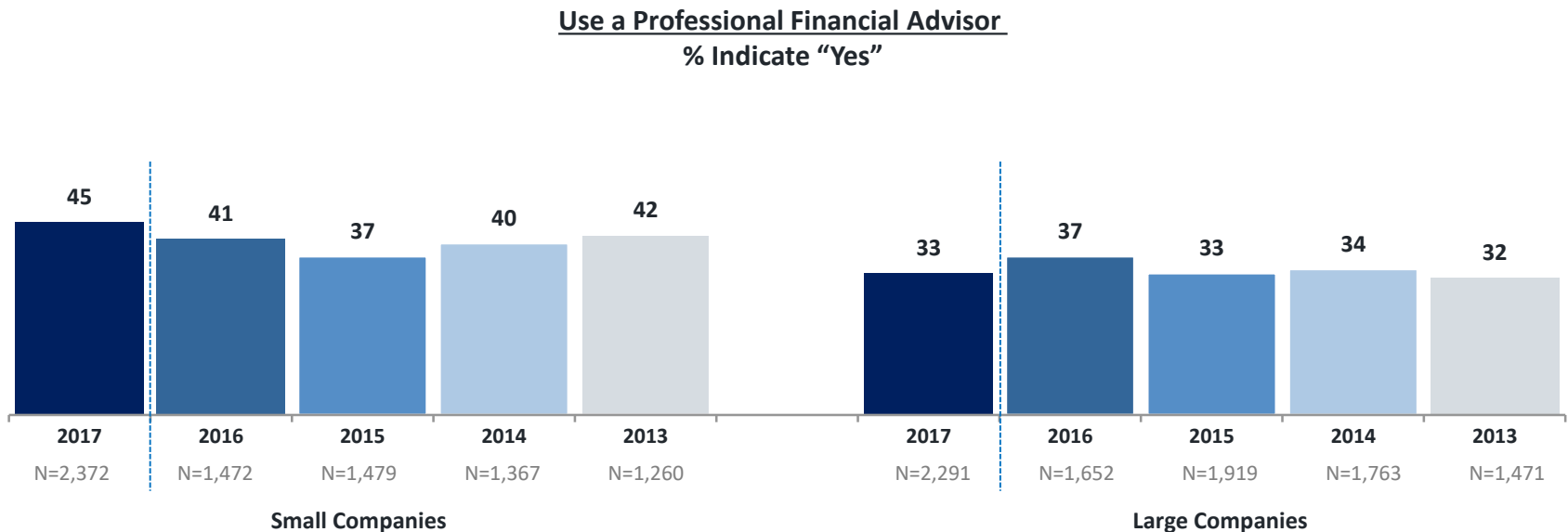
Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE WHO DREAM OF TRAVELING IN RETIREMENT

Q2845. How confident are you that your current financial strategy will allow you to meet your travel goals throughout retirement?

Professional Financial Advisor Usage

Small company workers (45 percent) who are investing for retirement are more likely to use a professional financial advisor to help manage their retirement savings or investments compared to large company workers (33 percent). This gap has been relatively consistent over the past five years.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

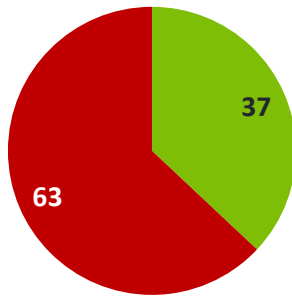
BASE: INVESTING FOR RETIREMENT

Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

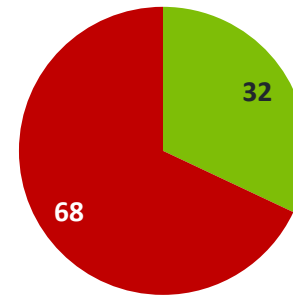
Awareness of Saver's Credit

The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA. Workers in small companies (37 percent) are more likely to be aware of the credit, compared to workers in large companies (32 percent), a finding similar to last year.

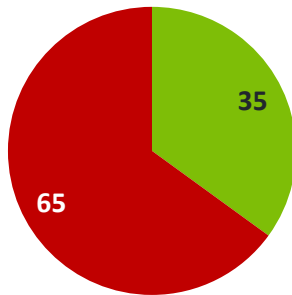
Small Companies
2017 (N=3,428)



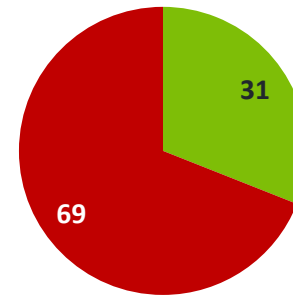
Large Companies
2017 (N=2,944)



Small Companies
2016 (N=2,023)



Large Companies
2016 (N=2,138)



■ Yes, I am aware ■ No, I am not aware

† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

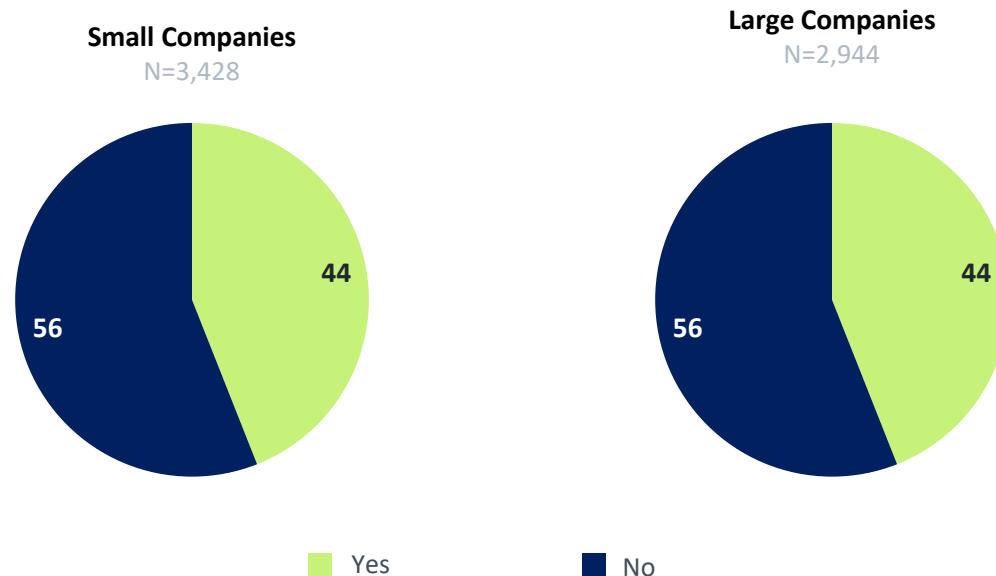
BASE: ALL QUALIFIED RESPONDENTS

Q1120. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

Awareness of the IRS' Free File Program

Fewer than half of workers in small and large companies (44 percent) are aware of the IRS' Free File program that offers federal income tax preparation software for free to eligible tax filers.

Awareness of the IRS' Free File Program (%)





Influences of Generation on Retirement Readiness

Detailed Findings

Influences of Generation on Retirement Readiness

Baby Boomers, Generation X, and Millennials face unique circumstances as well as common challenges in achieving long-term financial security. Baby Boomers (born 1946 to 1964) have re-written societal rules at every stage of their life – and are now trailblazing a new brand of retirement. Generation X (born 1965 and 1978) entered the workforce in the late 1980s and were making their first appearance and defined benefit plans were beginning to disappear. Millennials (born 1979 to 2000) are a digital do-it-yourself generation of retirement savers that will be self-funding a greater portion of their future retirement income compared to older generations. All three generations face risks and opportunities for improving their long-term retirement outlook.

Forty Indicators of Retirement Readiness

- **Confidence in Retiring Comfortably.** More than half of workers are “somewhat” or “very” confident that they will be able to retire comfortably; confidence is highest among Millennials (67 percent) and Baby Boomers (62 percent) and notably lower among Generation X (55 percent). Relatively few workers of all three generations are “very” confident, including 22 percent of Millennials, 14 percent of Generation X, and 16 percent of Baby Boomers.
- **Recovery From the Great Recession.** Many workers across generations have not yet fully recovered from the Great Recession. Financial recovery varies across generations. Millennial workers (27 percent) are most likely to say they were “not impacted,” followed by Generation X (16 percent) and Baby Boomers (14 percent). Generation X (23 percent) are more likely than Baby Boomers (18 percent) and Millennials (17 percent) to say they have “not yet begun to recover” or “may never recover.”
- **Building a Large Enough Nest Egg?** At least half of Generation X (50 percent) and Baby Boomers (53 percent) either “somewhat” or “strongly” agree that they are building a large enough retirement nest egg, and slightly more Millennials (56 percent) agree. Among all three generations, fewer than one in four “strongly” agree.

Influences of Generation on Retirement Readiness

- **Retirement Dreams Include Leisure and Work.** Workers across generations share the same top three retirement dreams: traveling, spending more time with family and friends, and pursuing hobbies. Workers of all generations most frequently cite traveling as a retirement dream, including Millennials (73 percent), Generation X (69 percent), and Baby Boomers (65 percent). The second most frequently cited retirement dream is spending more time with family and friends (59 percent Millennials, 55 percent Generation X, 55 percent Baby Boomers). Interestingly, 36 percent of Millennials, 27 percent of Generation X, and 25 percent of Baby Boomer workers dream of doing some sort of work in retirement.
- **Retirement Beliefs, Preparations, and Involvement.** Across generations, at least three out of four workers agree that their generation will have a much harder time achieving financial security compared to their parent's generation. Generation X (83 percent) and Millennials (80 percent) are more likely than Baby Boomers (65 percent) to be concerned that Social Security will not be there for them when they are ready to retire.
- **Expected Retirement Age.** Sixty-six percent of Baby Boomers expect to either work past age 65 (53 percent) or do not plan to retire (13 percent). Fifty-six percent of Generation X share these expectations including 43 percent who plan to work past age 65 and 13 percent who do not plan to retire. In contrast, the majority of Millennials (58 percent) expect to either retire at age 65 (25 percent) or sooner (33 percent).
- **Planning to Work in Retirement.** More than half of workers across generations plan to continue working after they retire, including 54 percent of Baby Boomers, 54 percent of Generation X, and 58 percent of Millennials. Among those planning to work, most plan to do so on a part-time basis.
- **Reasons for Working in Retirement.** Many workers across the generations who expect to retire after age 65 or work after retirement cite financial reasons (Millennial, 81 percent; Generation X, 85 percent; Baby Boomer, 84 percent) and a smaller majority cite healthy-aging reasons (Millennial, 78 percent; Generation X, 69 percent; Baby Boomer, 74 percent).

Influences of Generation on Retirement Readiness

- **Retirement Transitions: Phased Versus Immediate.** Many workers across the three generations plan to either transition into retirement by changing work patterns (e.g., shifting from full-time to part-time or working in a different capacity) or plan to continue working until they cannot work any longer. Baby Boomers (26 percent) are more likely to plan to immediately stop working when they reach a certain age or savings goal compared to Generation X and Millennials (both 22 percent).
- **Phased Retirement and Compensation-Related Expectations.** Among workers who envision a phased transition into retirement, most have realistic expectations regarding how changes in their work arrangements may affect their job title, compensation, and benefits. The majority of workers across generations who envision a phased transition into retirement expect to receive the same benefits they have now if they were to shift from full-time to part-time work at their current employer. Baby Boomer (83 percent) workers are more likely to believe that if they reduce their work hours at their current employer, they would expect to be paid the same hourly rate that they earn now, followed by slightly fewer Millennial (78 percent) and Generation X workers (76 percent).
- **Perceptions of Older Workers.** Ageism is a common concern in today's society, especially with so many workers planning to extend their working lives beyond age 65. More Baby Boomer and Generation X than Millennial workers have positive perceptions of workers age 50 and older compared to younger workers in today's workforce. Baby Boomer (80 percent) and Generation X (65 percent) believe workers age 50 and older bring more knowledge, wisdom, and life experience, compared to 47 percent of Millennial workers who think this.

Influences of Generation on Retirement Readiness

- **Age That Workers Consider a Person to Be “Old.”** The median age a worker considers a person to be “old” rises with each generation from younger to older (Millennials, 65 years old; Generation X, 70 years old; Baby Boomer, 75 years old). Slightly more than half of Baby Boomers (52 percent) think “it depends on the person,” significantly more than Millennial (33 percent) or Baby Boomer (37 percent) workers.
- **Age That Workers Consider a Person to Be “Too Old” to Work.** Workers across generations have a smaller range of the age they consider to be “too old” to work. Millennial workers believe that the age of 70 (median) is “too old” for a person to work, while Generation X and Baby Boomer workers believe that 75 (median) is “too old” to work. More than half of Baby Boomers (69 percent) and Generation X (54 percent) think “it depends on the person” compared to fewer Millennials (44 percent).
- **Level of Concern About Health in Older Age.** Many workers, regardless of generation, are “very” or “somewhat concerned” about their health in older age, including 75 percent of Generation X, 73 percent of Millennial, and 71 percent of Baby Boomer workers. Interestingly Millennial workers are most likely to be “very concerned” about their health (27 percent), compared to Generation X (24 percent) and Baby Boomers (17 percent).
- **Engagement in Health-Related Activities on a Consistent Basis.** Workers across generations are engaging in health-related activities on a consistent basis. In general, higher proportions of Baby Boomers are doing these activities compared to both Generation X and Millennial workers.
- **Planning to Live to Age ...** Workers across generations share similar expectations regarding the age they are planning to live to with each generation planning to live to the age of 90 (median among those who gave an estimate). Nearly one in five Millennials (18 percent) expect to live to 100+ compared to 13 percent in Generation X and 10 percent in Baby Boomers.

Influences of Generation on Retirement Readiness

- **Current Financial Priorities.** Financial priorities change by life stage although some are common to all “paying off debt” (NET) is the most frequently cited current financial priority across generations, including Baby Boomers workers (59 percent), Generation X (72 percent), and Millennials (67 percent). Baby Boomer workers (72 percent) are more likely to cite saving for retirement as a financial priority compared to Generation X (61 percent) and Millennials (45 percent).
- **Greatest Financial Priority Right Now.** Baby Boomers are most likely to cite “saving for retirement” as their greatest financial priority right now (39 percent), compared to Generation X (21 percent) and Millennials (9 percent).
- **Types of Household Debt.** Debt poses a significant financial risk to workers across generations. Credit card debt is the most common household debt among Millennial (59 percent), Generation X (66 percent), and Baby Boomer (55 percent) workers. Millennial workers are more likely to have student loans, personal loans, or payday loans compared to older workers.
- **Estimated Emergency Savings.** Many workers lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Emergency savings are low across the three generations, including Millennials at \$2,000 (median), Generation X at \$4,000 (median), and Baby Boomers at \$10,000 (median). Moreover, one in four Millennials (27 percent) have saved less than \$1,000. Baby Boomers (27 percent) are more likely to have saved more than \$25,000.
- **Saving for Retirement / Age Started Saving.** The majority of workers across all three generations are saving for retirement through an employer-sponsored plan and/or outside of work. Baby Boomers (85 percent) are most likely to be saving, followed by Generation X (80 percent) and Millennials (71 percent). In terms of the median age that they started saving, Millennials started at a younger age (age 24) compared to Generation X (age 30) and Baby Boomers (age 35).

Influences of Generation on Retirement Readiness

- **Expected Sources of Retirement Income.** Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by Millennials (84 percent) and Generation X (81 percent), while Baby Boomers are most likely to expect income from Social Security (91 percent).
- **Expected Primary Source of Income in Retirement.** Millennial (41 percent) and Generation X (41 percent) workers most frequently cite 401(k)s, 403(b)s, or IRAs to be their expected *primary* source of retirement income, while Baby Boomers (37 percent) are more likely to expect to rely on Social Security during retirement. Approximately one in seven Millennials (17 percent) and Generation X (15 percent) expect “working” to be their primary source of retirement income.
- **Importance of Retirement Benefits Compared to Other Benefits.** The vast majority of workers — including 89 percent of Millennials, 91 percent of Generation X, and 85 percent of Baby Boomers — believe that a 401(k) or similar plan is a “somewhat” or “very” important employee benefit. This trend has remained consistent over time.
- **Retirement Benefits Currently Offered.** Most workers are offered a 401(k) or similar plan by their employers. Generation X (75 percent) are more likely to be offered such benefits compared to Millennials (68 percent) and Baby Boomers (71 percent). Few workers are offered a company-funded defined benefit plan.
- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, Generation X and Baby Boomers (both 85 percent) are more likely to participate in the plan compared to Millennial workers (75 percent).
- **Retirement Plan Contribution Rate.** Among workers who participate in a 401(k) or similar plan, Millennials contribute 10 percent (median) of their annual pay, up from 7 percent (median) last year. Baby boomer workers also contribute 10 percent (median) while Generation X workers contribute 8 percent (median).

Influences of Generation on Retirement Readiness

- **Appeal of Automatic Enrollment.** Automatic enrollment is a retirement plan feature that eliminates the decision-making and action steps normally required of employees to enroll and to start contributing to the plan. It simply automatically enrolls employees into a plan and they only need to take action if they desire to opt out and not contribute to the plan. The majorities of workers across generations find automatic enrollment appealing, including Millennials (82 percent), Generation X (83 percent) and Baby Boomers (77 percent). Millennial workers suggest the highest median appropriate default contribution rate (10 percent) compared to Generation X (6 percent) and Baby Boomers (6 percent).
- **Likelihood of Using Automatic Escalation.** Likelihood to use a feature that automatically increases their contribution by 1% each year is high across the generations. However, more Millennials (78 percent) and Generation X (75 percent) workers indicate they are likely to use the feature than Baby Boomers (71 percent).
- **Use of Professionally Managed Offerings.** “Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. The majority of plan participants across generations use some form of professionally managed offering in their 401(k) or similar plans: 63 percent of Millennials, 60 percent of Generation X, and 53 percent of Baby Boomers.
- **Asset Allocation of Retirement Investments.** Workers across generations most frequently cite that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; however, more Baby Boomers (47 percent) invest this way compared to Generation X (39 percent) and Millennials (35 percent). A concerning 26 percent of Millennials are “not sure” how their savings are invested.
- **Retirement Plan Leakage: Loans and Withdrawals.** A concerning percentage of workers are dipping into their retirement savings before they retire. “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Generation X (30 percent) and Baby Boomers (28 percent) workers are more likely to have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k), compared to Millennials (22 percent).

Influences of Generation on Retirement Readiness

- **Total Household Retirement Savings.** Baby Boomer workers have the highest reported total household retirement savings at \$164,000 (estimated median) compared to Generation X (\$72,000) and Millennials (\$37,000). Baby Boomer workers (42 percent) are most likely to have saved \$250,000 or more compared to Generation X (30 percent) and Millennials (21 percent). A worrying 14 percent of Millennials have less than \$5,000 in retirement savings.
- **Estimated Retirement Savings Needs.** Millennial workers believe that they will need to have saved \$400,000 (median) in order to feel financially secure when they retire while Generation X and Baby Boomers feel they will need to have \$500,000 (median).
- **Basis for Estimating Retirement Savings Needs.** Many workers are “guessing” their retirement savings needs, including 48 percent of Millennials, 48 percent of Generation X, and 45 percent of Baby Boomers. Fewer than one in 10 say they have used a retirement calculator to estimate their needs.
- **Retirement Strategy: Written, Unwritten, or None.** Achieving retirement readiness is more than just saving enough; it involves planning for both the expected and, moreover, the unexpected. One of the most important secrets to attaining retirement readiness is having a well-defined written strategy about retirement income needs, costs and expenses, and risk factors. The majority of workers across all generations has a retirement strategy including 66 percent of Baby Boomers, 62 percent of Generation X and 63 percent of Millennials. However, across generations, workers’ retirement strategies are seldom written.
- **Confidence that Financial Strategy Will Enable Travel Goals.** Among workers who dream of traveling in retirement, most are confident their current financial strategy will allow them to meet their travel goals, including 60 percent of Millennials, 54 percent of Generation X, and 62 percent of Baby Boomer workers. However, relatively few across generations are “very” confident (24 percent Millennials, 16 percent Generation X, 20 percent Baby Boomers). Interestingly, some workers say that they haven’t given it much thought: 17 percent Millennials, 9 percent Generation X, 12 percent Baby Boomers.

Influences of Generation on Retirement Readiness

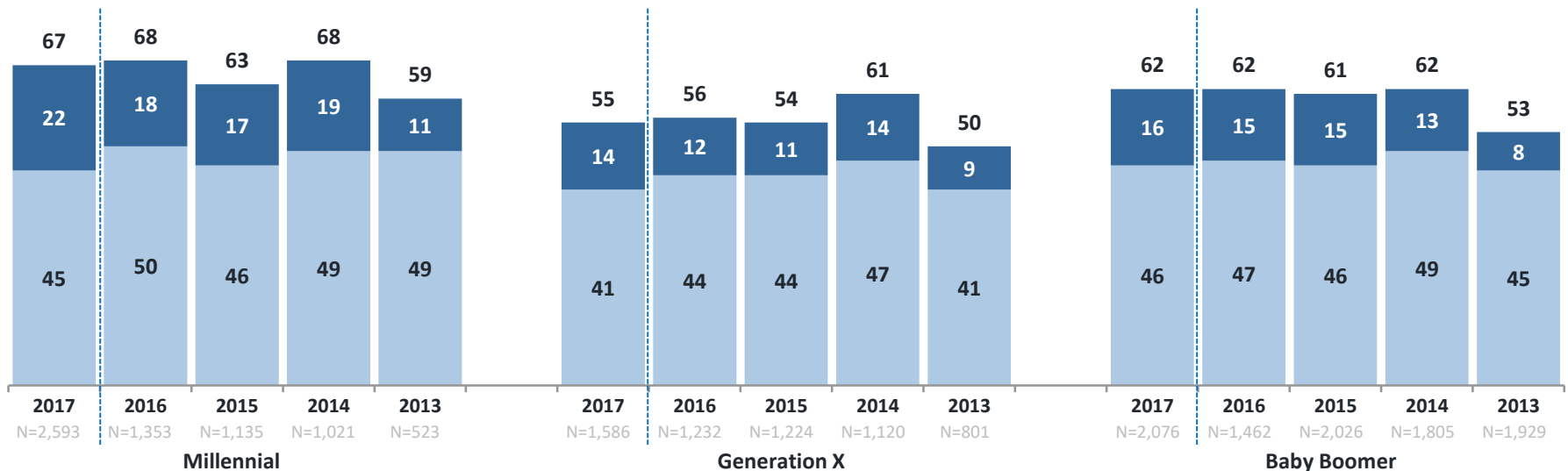
- **Professional Financial Advisor Usage.** Millennials (42 percent), and Baby Boomers (40 percent) are somewhat more likely than Generation X (37 percent) workers to use a financial advisor to help manage retirement savings and investments. Since last year, more Millennial workers use financial advisors.
- **Awareness of Saver's Credit.** The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA. Level of awareness about the credit is highest among Millennials (42 percent), followed by Generation X (33 percent) and Baby Boomers (28 percent).
- **Awareness of the IRS' Free File Program.** Fewer than half of workers across generations are aware of the IRS' Free File program, which offers federal income tax preparation software for free for eligible tax filers. Awareness of the program decreases slightly by generation, with 46 percent of Millennials, 45 percent of Generation X and 43 percent of Baby Boomers being aware of this IRS program.

Confidence in Retiring Comfortably

More than half of workers are “somewhat” or “very” confident that they will be able to retire comfortably; confidence is highest among Millennials (67 percent) and Baby Boomers (62 percent) and notably lower among Generation X (55 percent). Relatively few workers of all three generations are “very” confident, including 22 percent of Millennials, 14 percent of Generation X, and 16 percent of Baby Boomers.

Confidence in Retiring Comfortably
Very/Somewhat Confident (%) (NET)

■ Very confident ■ Somewhat confident



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

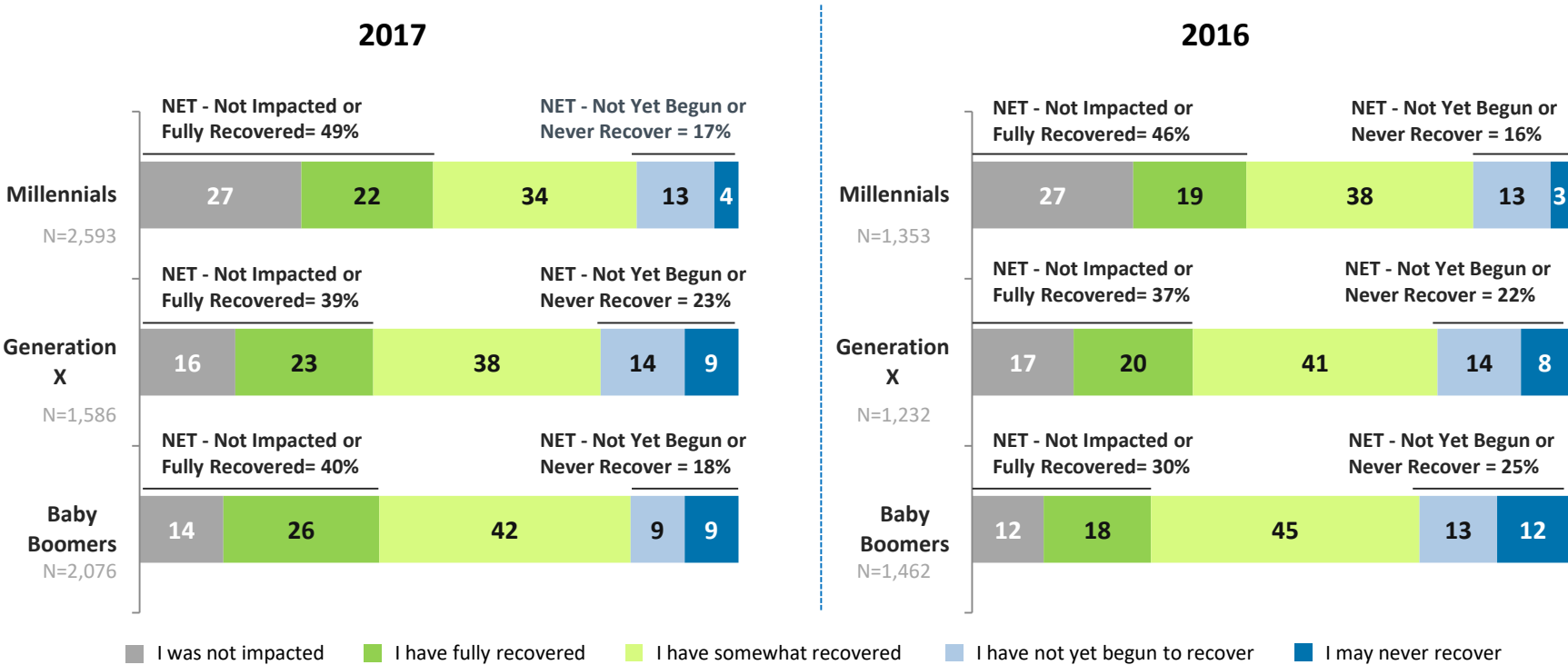
BASE: ALL QUALIFIED RESPONDENTS

Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

Recovery From the Great Recession

Many workers across generations have not yet fully recovered from the Great Recession. Financial recovery varies across generations. Millennial workers (27 percent) are most likely to say they were “not impacted,” followed by Generation X (16 percent) and Baby Boomers (14 percent). Generation X (23 percent) are more likely than Baby Boomers (18 percent) and Millennials (17 percent) to say they have “not yet begun to recover” or “may never recover.”

How would you describe your financial recovery from the Great Recession? (%)



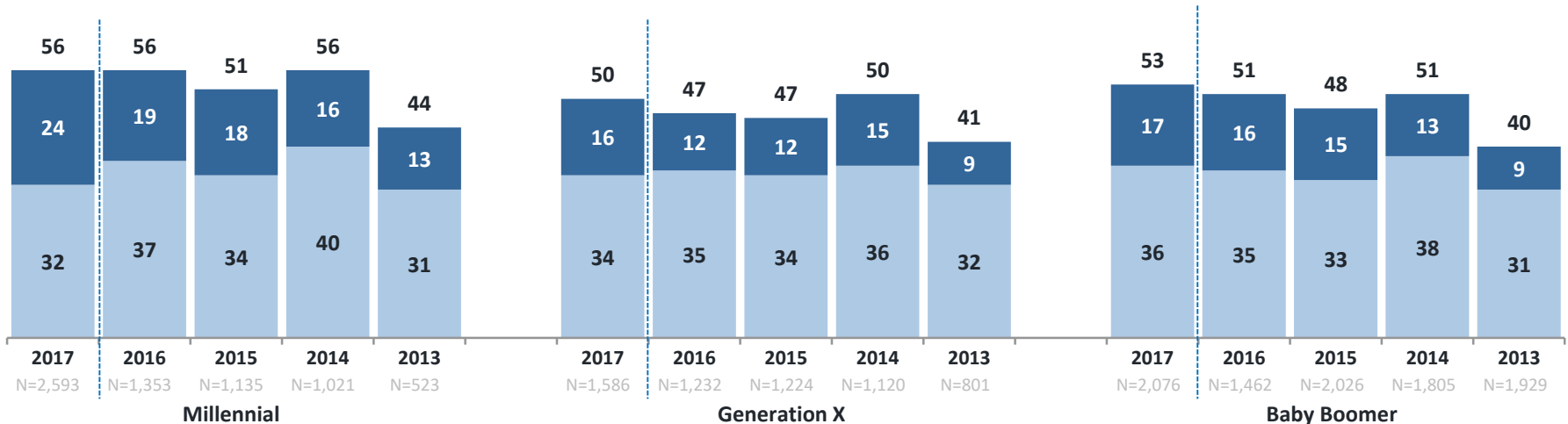
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.
 BASE: ALL QUALIFIED RESPONDENTS
 Q2655. How would you describe your financial recovery from the deep recession in recent years, which is commonly referred to as the “Great Recession”?

Building a Large Enough Nest Egg?

At least half of Generation X (50 percent) and Baby Boomers (53 percent) either “somewhat” or “strongly” agree that they are building a large enough retirement nest egg, and slightly more Millennials (56 percent) agree. Among all three generations, fewer than one in four “strongly” agree.

Building a Large Enough Nest Egg
Strongly/Somewhat Agree (%) (NET)

■ Strongly agree ■ Somewhat agree



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

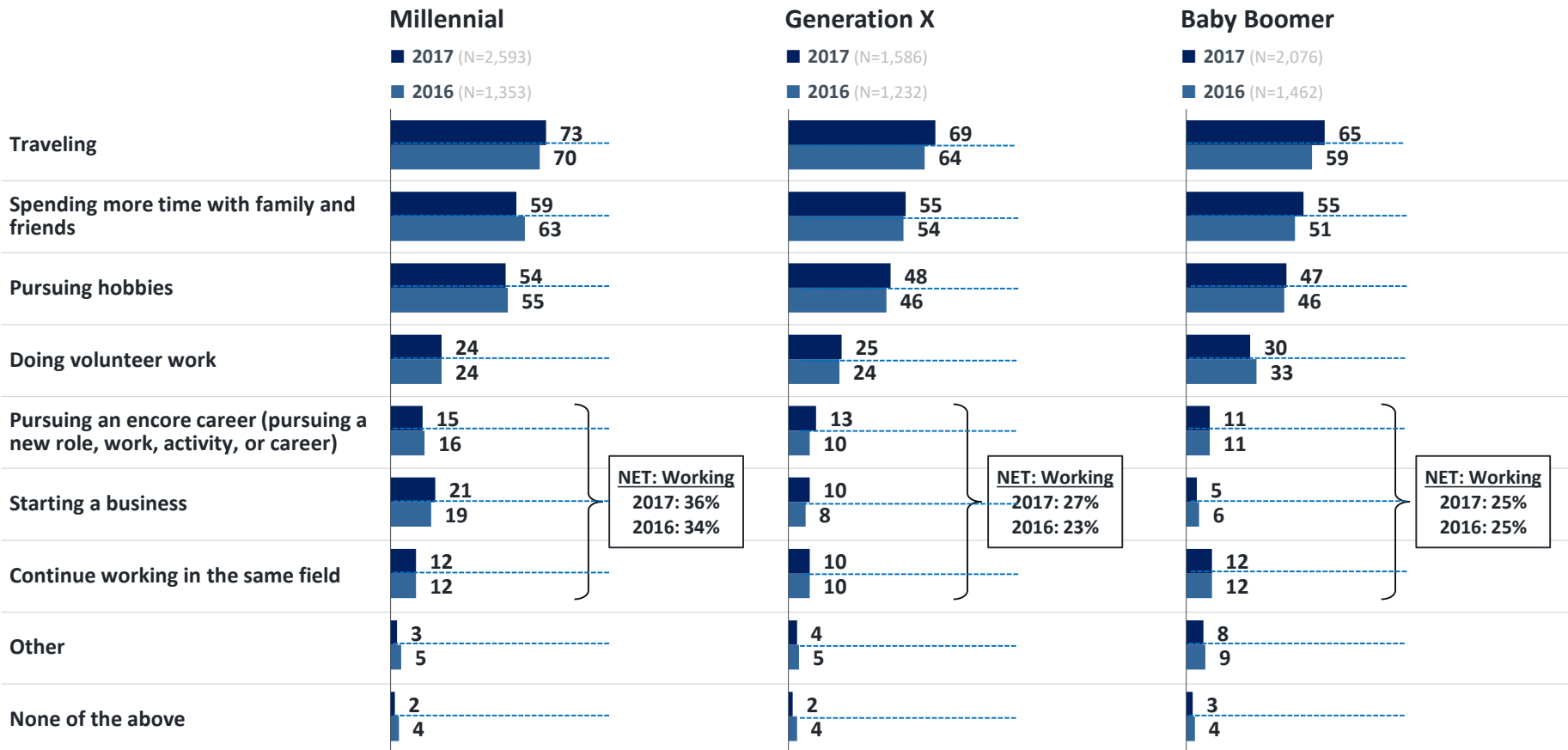
BASE: ALL QUALIFIED RESPONDENTS

Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

Retirement Dreams Include Leisure and Work

Workers across generations share the same top three retirement dreams: traveling, spending more time with family and friends, and pursuing hobbies. Workers of all generations most frequently cite traveling as a retirement dream, including Millennials (73 percent), Generation X (69 percent), and Baby Boomers (65 percent). The second most frequently cited retirement dream is spending more time with family and friends (59 percent Millennials, 55 percent Generation X, 55 percent Baby Boomers). Interestingly, 36 percent of Millennials, 27 percent of Generation X, and 25 percent of Baby Boomer workers dream of doing some sort of work in retirement.

How do you dream of spending your retirement? Please select all that apply. (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1418. How do you dream of spending your retirement? Select all.

Retirement Beliefs, Preparations, and Involvement

Across generations, at least three out of four workers agree that their generation will have a much harder time achieving financial security compared to their parent's generation. Generation X (83 percent) and Millennials (80 percent) are more likely than Baby Boomers (65 percent) to be concerned that Social Security will not be there for them when they are ready to retire.



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2016 **added in 2014

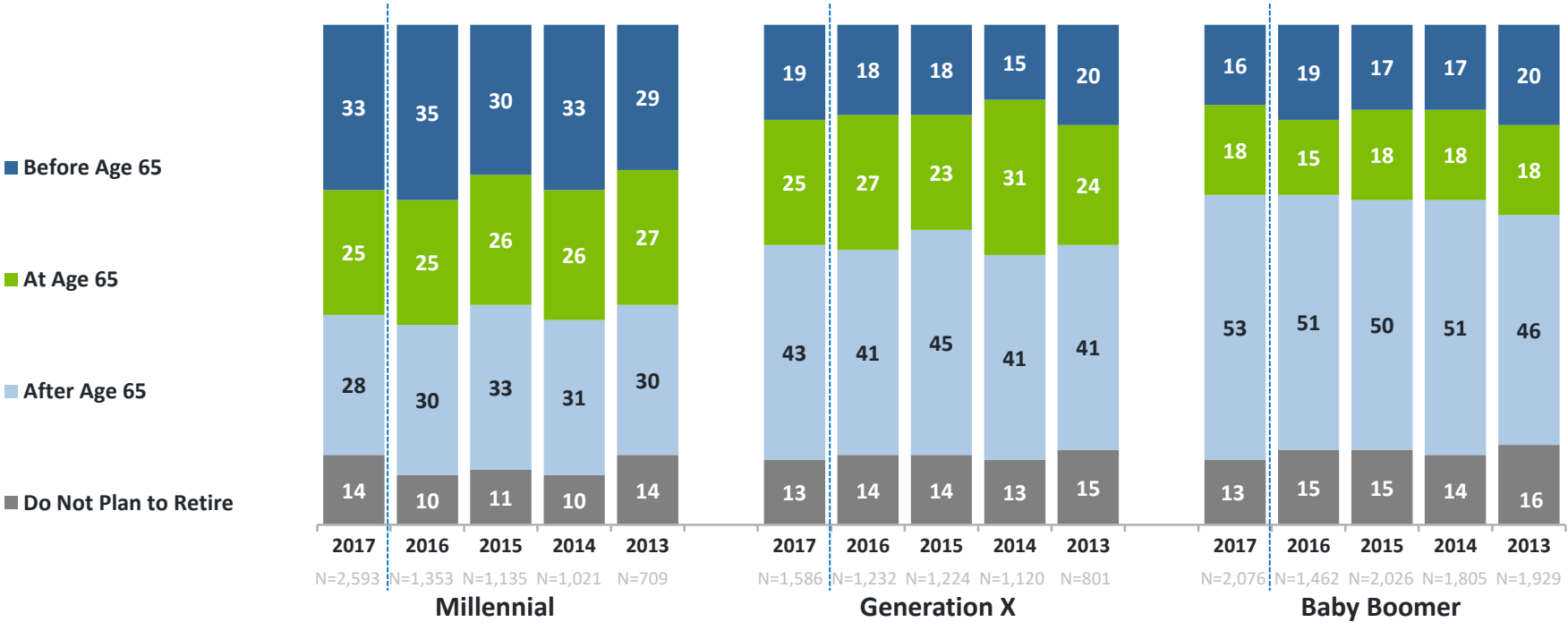
BASE: ALL QUALIFIED RESPONDENTS

Q930. How much do you agree or disagree with each of the following statements regarding retirement investing?

Expected Retirement Age

Sixty-six percent of Baby Boomers expect to either work past age 65 (53 percent) or do not plan to retire (13 percent). Fifty-six percent of Generation X share these expectations including 43 percent who plan to work past age 65 and 13 percent who do not plan to retire. In contrast, the majority of Millennials (58 percent) expect to either retire at age 65 (25 percent) or sooner (33 percent).

Age Expecting to Retire (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

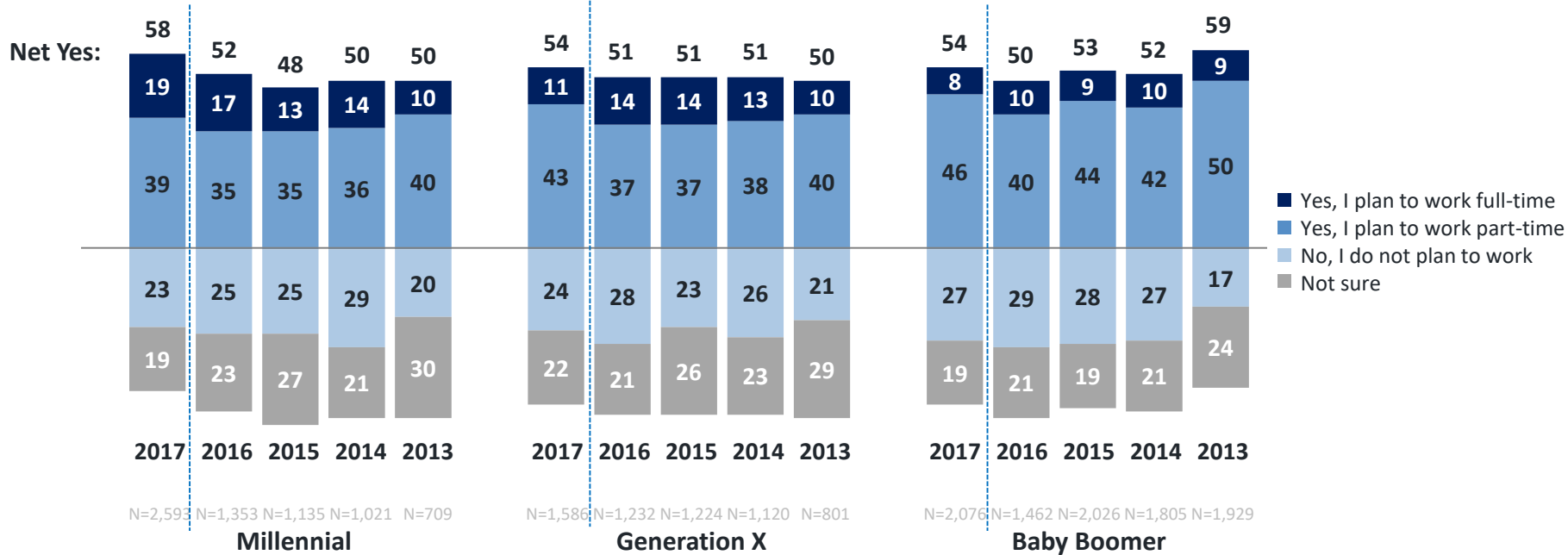
BASE: ALL QUALIFIED RESPONDENTS

Q910. At what age do you expect to retire?

Planning to Work in Retirement

More than half of workers across generations plan to continue working after they retire, including 54 percent of Baby Boomers, 54 percent of Generation X, and 58 percent of Millennials. Among those planning to work, most plan to do so on a part-time basis.

Planning to Work in Retirement (%)



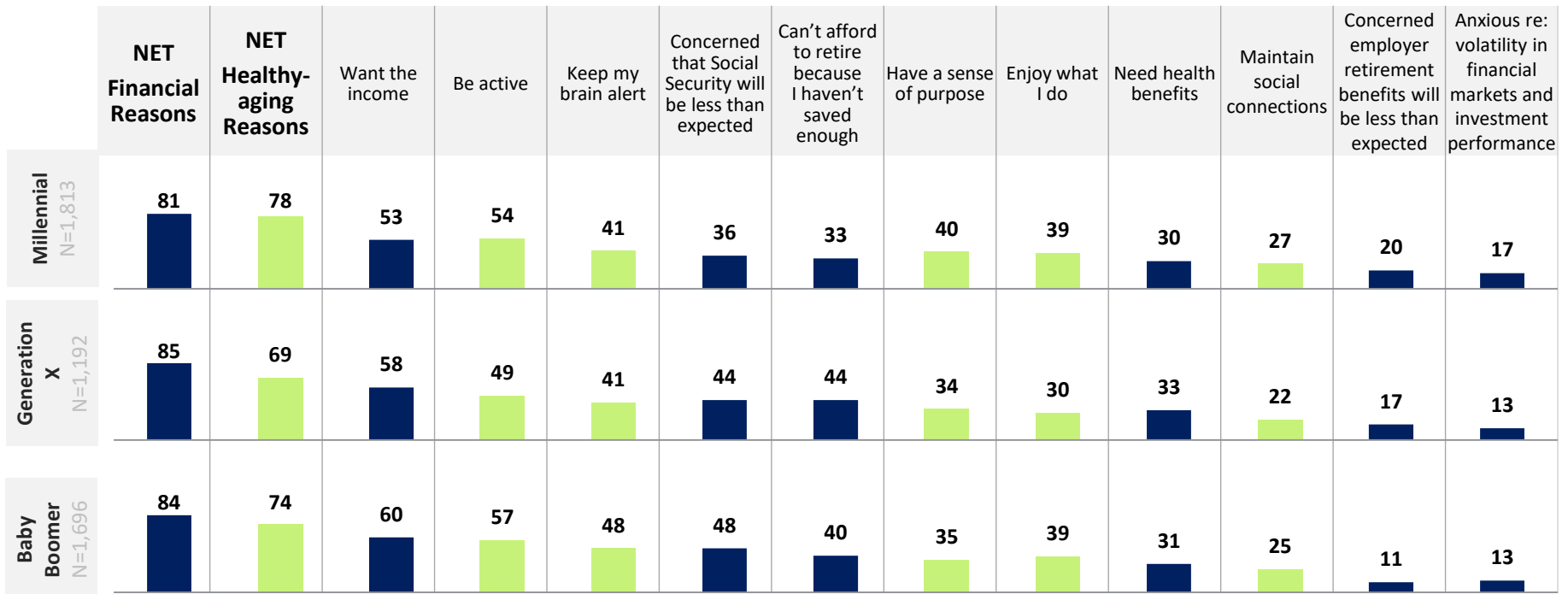
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1525. Do you plan to work after you retire?

Reasons for Working in Retirement

Many workers across the generations who expect to retire after age 65 or to work after retirement cite financial reasons (Millennial, 81 percent; Generation X, 85 percent; Baby Boomer, 84 percent) and a smaller majority cite healthy-aging reasons (Millennial, 78 percent; Generation X, 69 percent; Baby Boomer, 74 percent).



New question added in 2017

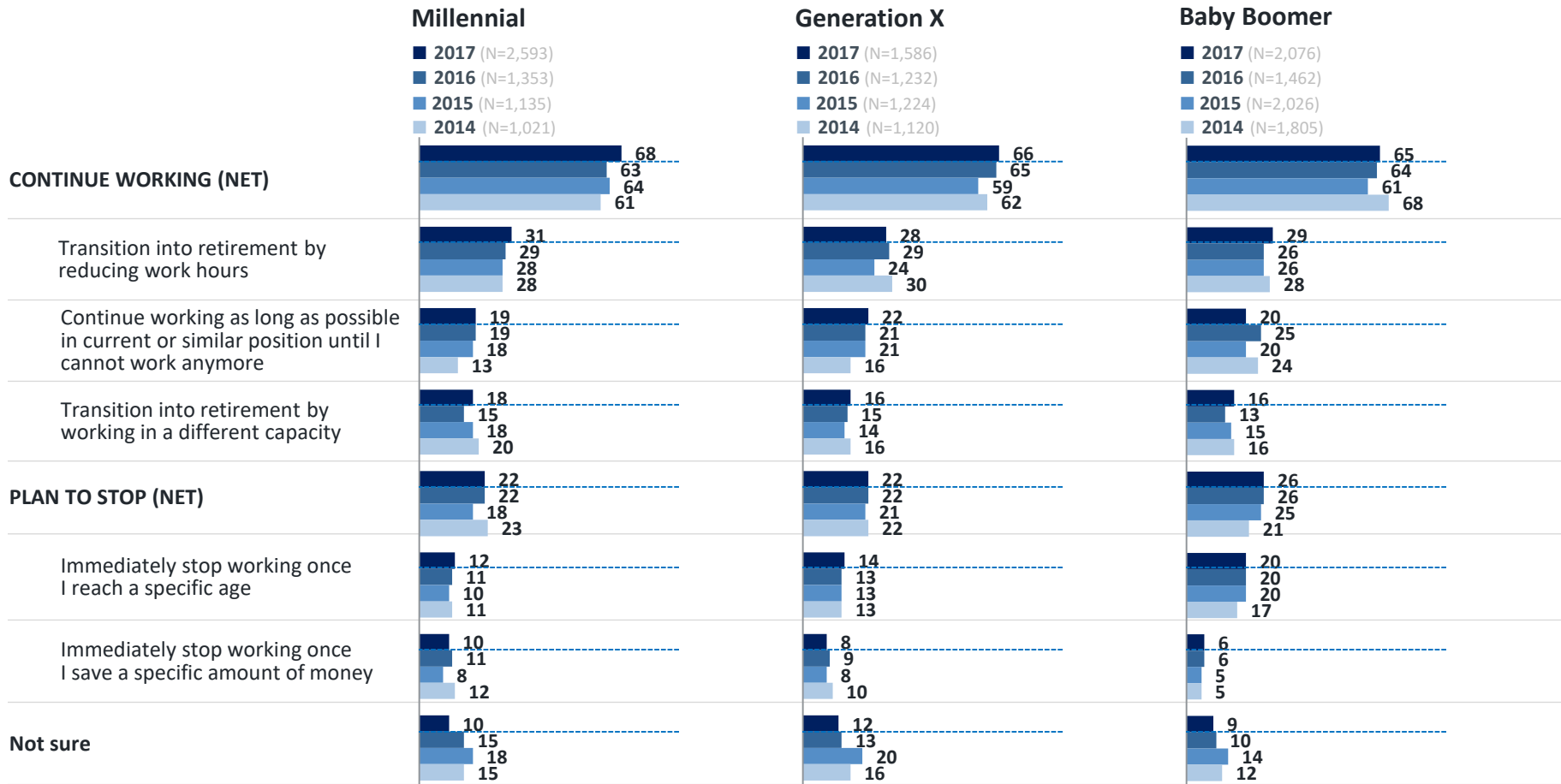
BASE: PLAN ON RETIRING AFTER 65 AND/OR WORKING AFTER RETIREMENT

Q1530x1. What are your reason(s) for working in retirement or past age 65? Select all.

Retirement Transitions: Phased Versus Immediate

Many workers across the three generations plan to either transition into retirement by changing work patterns (e.g., shifting from full-time to part-time or working in a different capacity) or plan to continue working until they cannot work any longer. Baby Boomers (26 percent) are more likely to be planning to immediately stop working when they reach a certain age or savings goal compared to Generation X and Millennials (both 22 percent).

How do you envision transitioning into retirement? (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

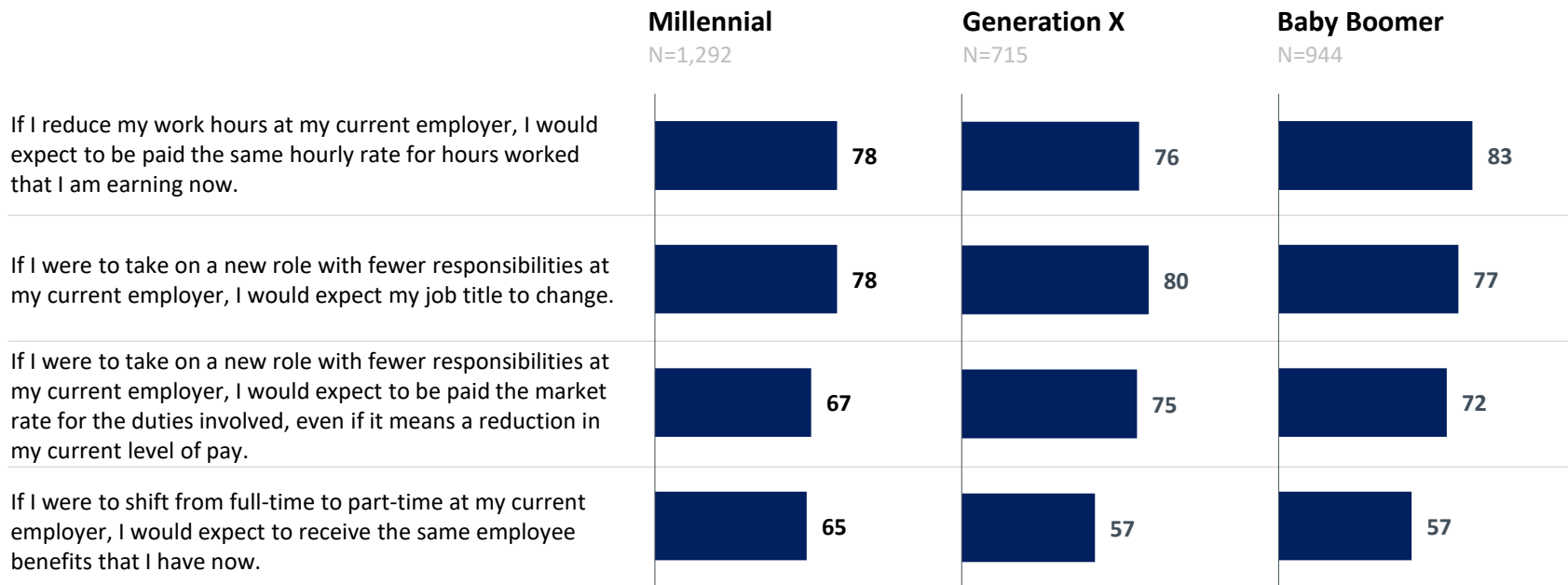
BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Phased Retirement and Compensation-Related Expectations

Among workers who envision a phased transition into retirement, most have realistic expectations regarding how changes in their work arrangements may affect their job title, compensation, and benefits. The majority of workers across generations who envision a phased transition into retirement expect to receive the same benefits they have now if they were to shift from full-time to part-time work at their current employer. Baby Boomer workers (83 percent) are more likely to believe that if they reduce their work hours at their current employer, they would expect to be paid the same hourly rate that they earn now, followed by slightly less Millennial (78 percent) and Generation X workers (76 percent).

In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements? (NET - Agree %)



New question added in 2017

BASE: RESPONDENTS WHO ENVISION A PHASED TRANSITION INTO RETIREMENT

Q1546. In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements?

Perceptions of Older Workers

Ageism is a common concern in today's society, especially with so many workers planning to extend their working lives beyond age 65. More Baby Boomer and Generation X workers than Millennial workers have positive perceptions of workers age 50 and older compared to younger workers in today's workforce. Baby Boomers (80 percent) and Generation X (65 percent) believe workers age 50 and older bring more knowledge, wisdom, and life experience, compared to 47 percent of Millennial workers who think this.

Perceptions of workers age 50+ compared to younger workers in today's workforce? (%)

	Millennial N=2,593	Generation X N=1,586	Baby Boomer N=2,076
NET – Positive perceptions	77	83	94
Bring more knowledge, wisdom, and life experience	47	65	80
Are more responsible, reliable, and dependable	40	60	80
Are a valuable resource for training and mentoring	38	48	69
Are an important source of institutional knowledge	33	41	58
Are more adept at problem-solving	23	33	51
Are better at getting along with others in a team environment	22	31	44
NET – Negative perceptions	61	52	47
Have higher healthcare costs	25	30	30
Command higher wages and salaries	20	20	22
Are less open to learning and new ideas	27	16	12
Have higher disability costs	17	15	9
Have outdated skill sets	18	13	6
Are less productive	14	9	3
Other	1	1	1
None	10	9	3

New question added in 2017

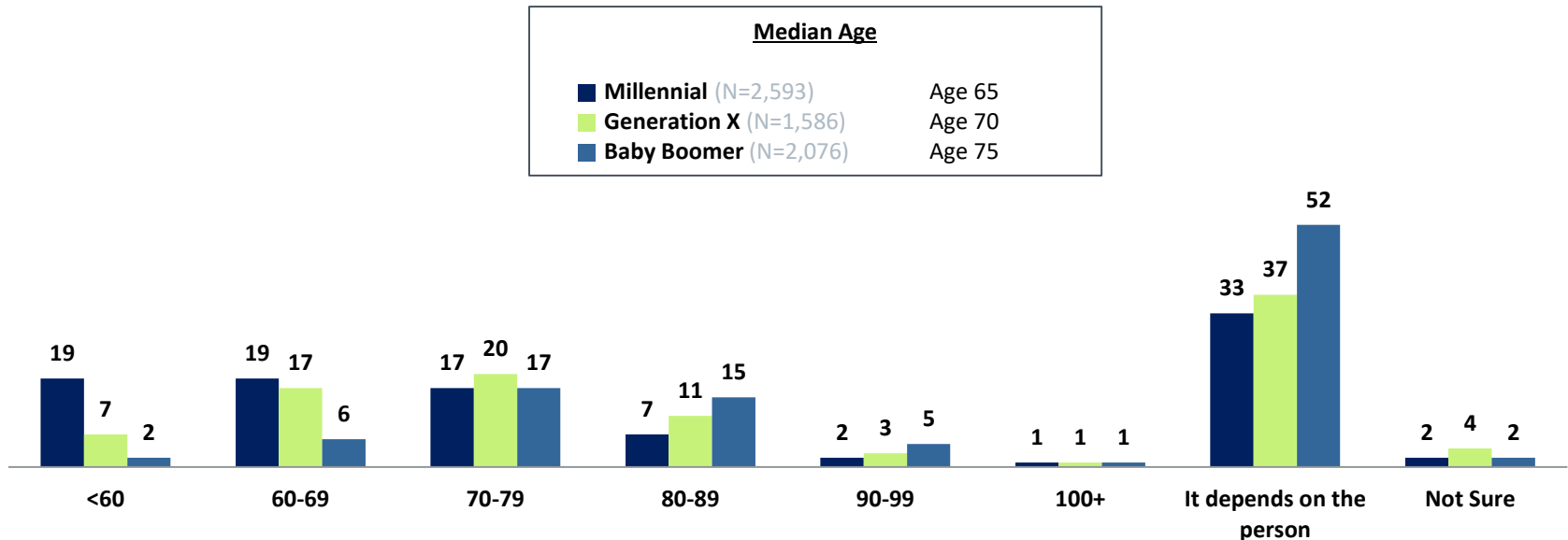
BASE: ALL QUALIFIED RESPONDENTS

Q1528. What are your perceptions of workers age 50 and older compared to younger workers in today's workforce? Select all.

Age That Workers Consider a Person to Be “Old”

The median age a worker considers a person to be “old” rises with each generation from younger to older (Millennials, median 65 years old; Generation X, median 70 years old; Baby Boomer, median 75 years old). Slightly more than half of Baby Boomers (52 percent) think “it depends on the person,” significantly more than Millennial (33 percent) or Baby Boomer (37 percent) workers.

Age When Person is Considered “Old” (%)

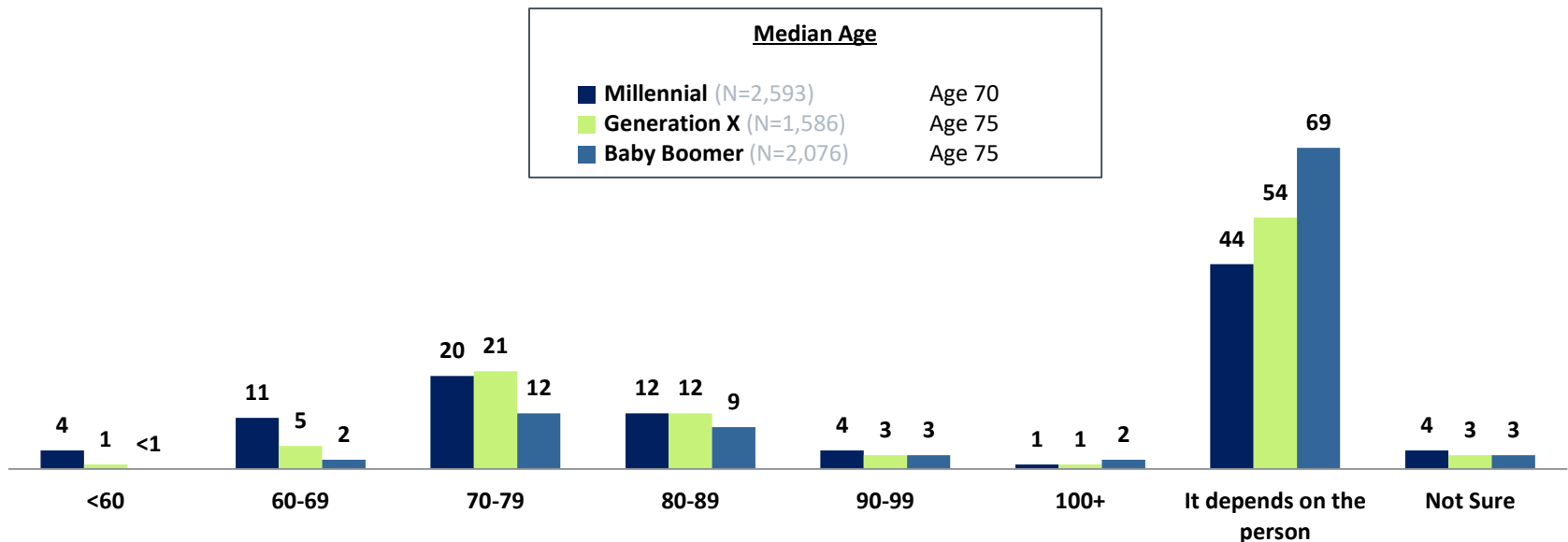


Median Age	
■ Millennial (N=2,593)	Age 65
■ Generation X (N=1,586)	Age 70
■ Baby Boomer (N=2,076)	Age 75

Age That Workers Consider a Person to Be “Too Old” to Work

Workers across generations have a smaller range of the age they consider to be “too old” to work. Millennial workers believe that the age of 70 (median) is “too old” for a person to work, while Generation X and Baby Boomer workers believe that 75 (median) is “too old” to work. More than half of Baby Boomers (69 percent) and Generation X (54 percent) think “it depends on the person” compared to Millennials (44 percent).

Age When Person is Considered “Too Old” to Work (%)



New question added in 2017

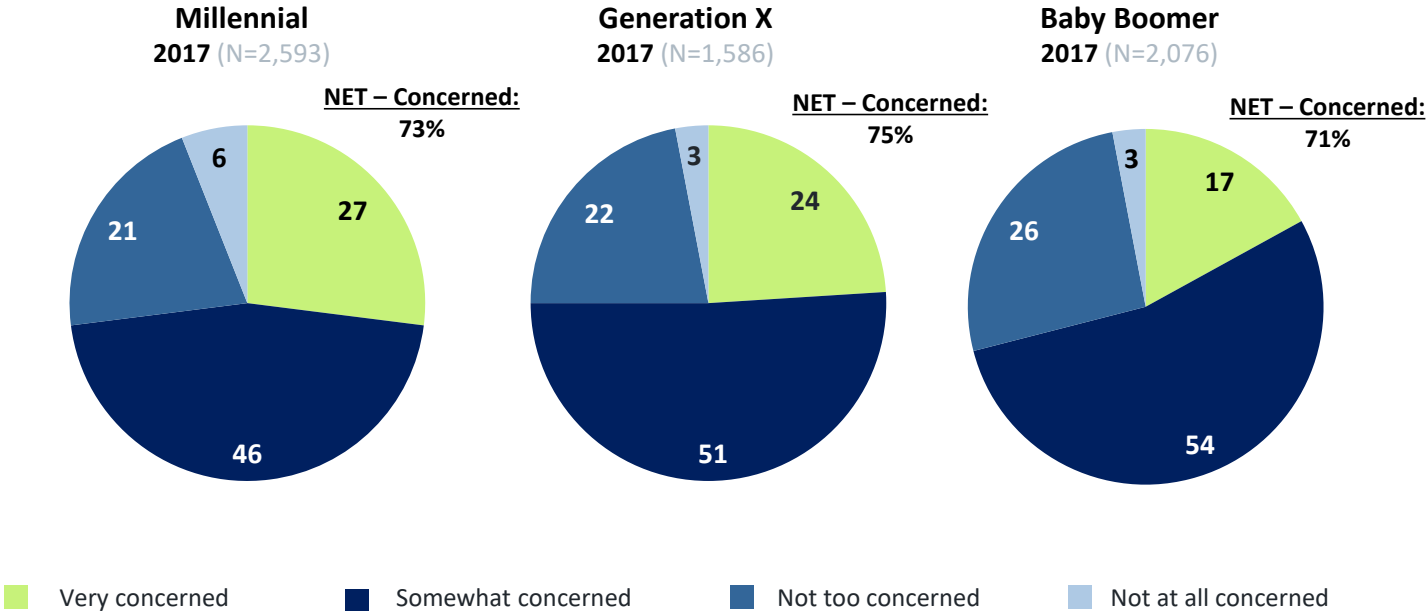
BASE: ALL QUALIFIED RESPONDENTS

Q1527. At what age do you consider a person to be “too old” to work?

Level of Concern About Health in Older Age

Many workers, regardless of generation, are “very” or “somewhat” concerned about their health in older age, including 75 percent of Generation X, 73 percent of Millennial, and 71 percent of Baby Boomer workers. Interestingly, Millennial workers are most likely to be “very concerned” about their health (27 percent) compared to Generation X (24 percent) and Baby Boomers (17 percent).

Concerned About Health in Older Age (%)

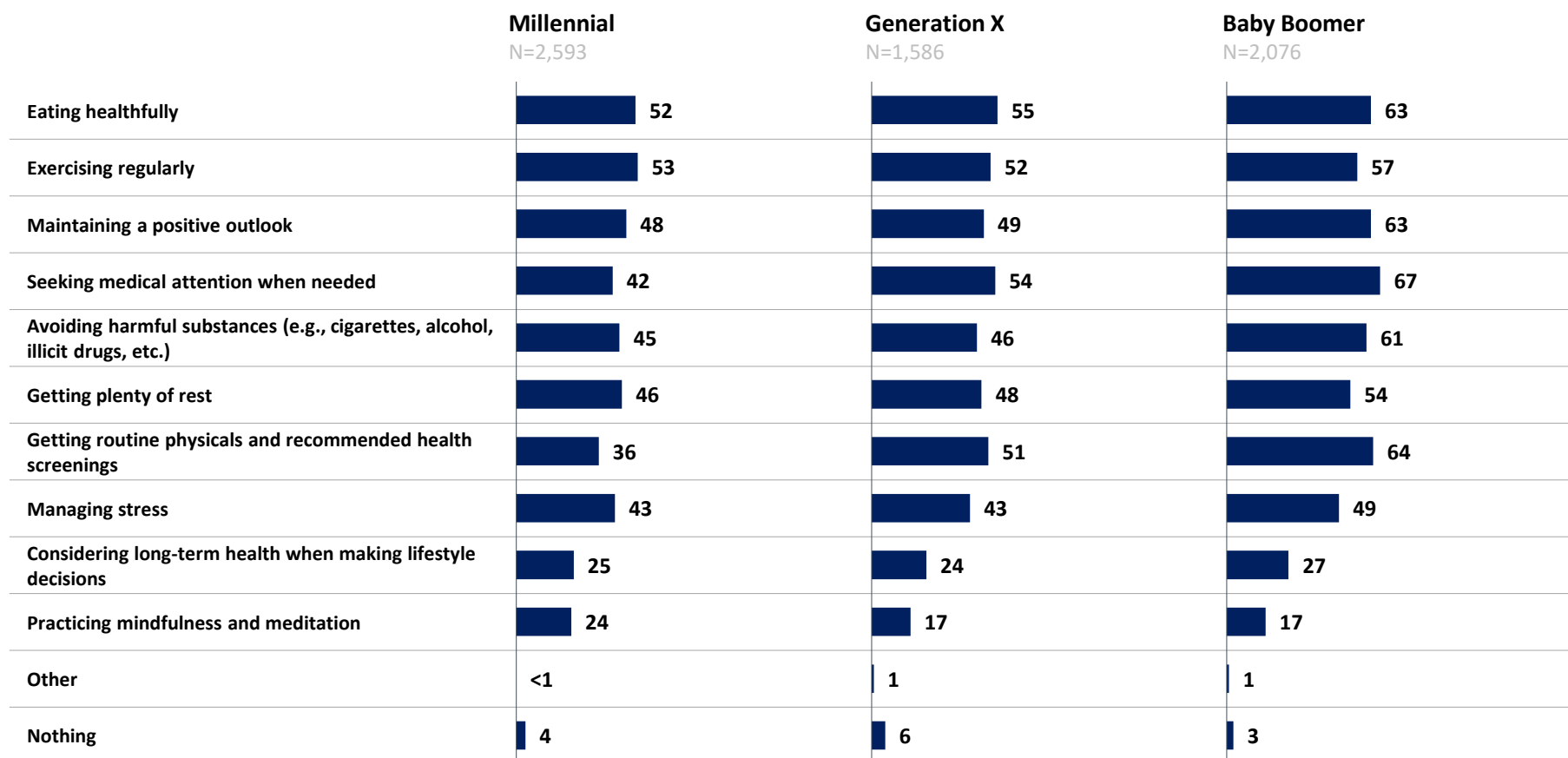


New question added in 2017
 BASE: ALL QUALIFIED RESPONDENTS
 Q1445X1. How concerned are you about your health in older age?

Engagement in Health-Related Activities on a Consistent Basis

Workers across generations are engaging in health-related activities on a consistent basis. In general, higher proportions of Baby Boomers are doing these activities compared to both Generation X and Millennial workers.

Engaging in Health-Related Activities on a Consistent Basis (%)



New question added in 2017

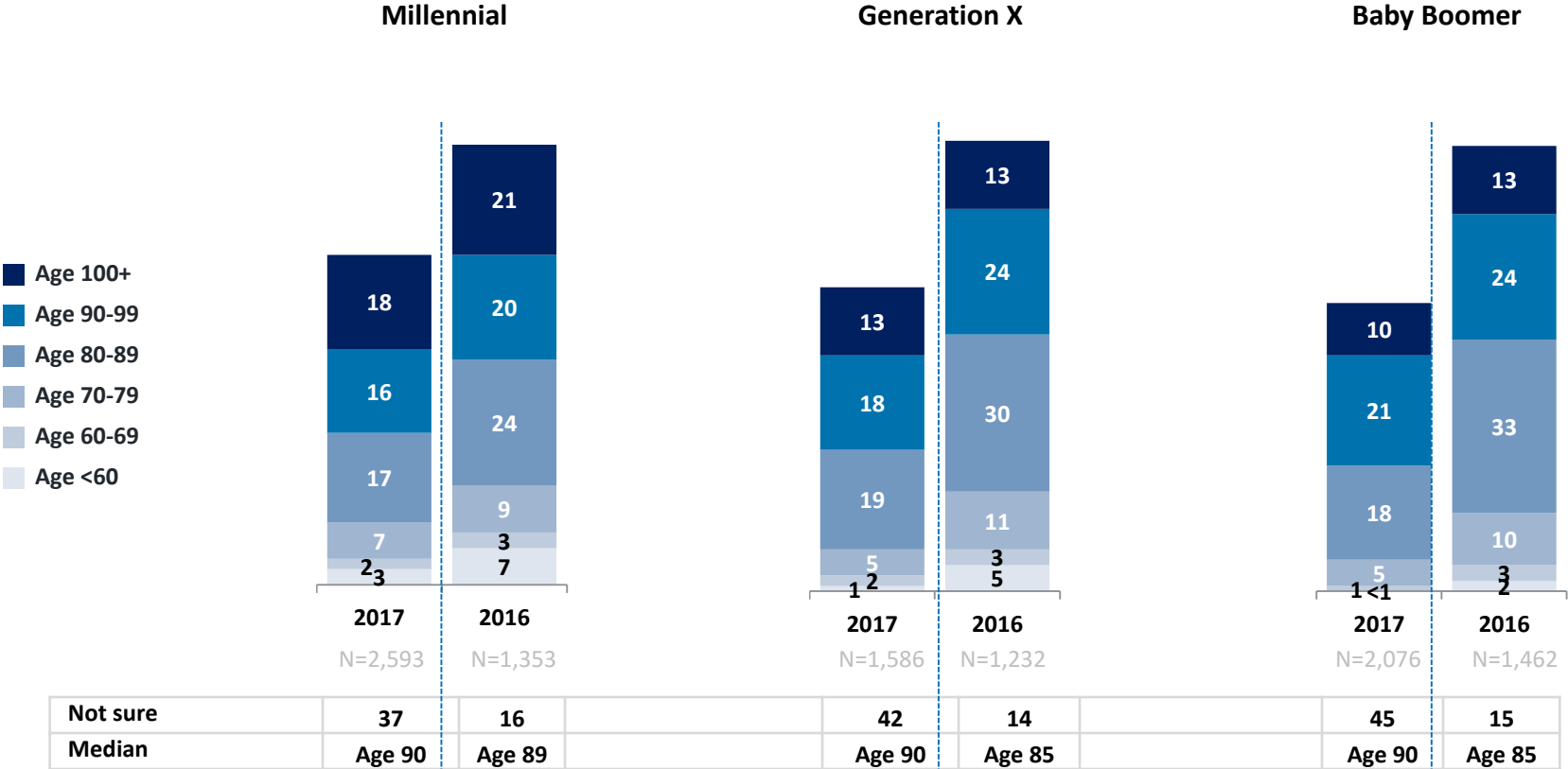
BASE: ALL QUALIFIED RESPONDENTS

Q1446. Which of the following health-related activities are you doing on a consistent basis? Select all.

Planning to Live to Age ...

Workers across generations share similar expectations regarding the age they are planning to live to with each generation planning to live to the age of 90 (median among those who gave an estimate). Nearly one in five Millennials (18 percent) expect to live to 100+ compared to 13 percent in Generation X and 10 percent in Baby Boomers.

What age are you planning to live to? (%)



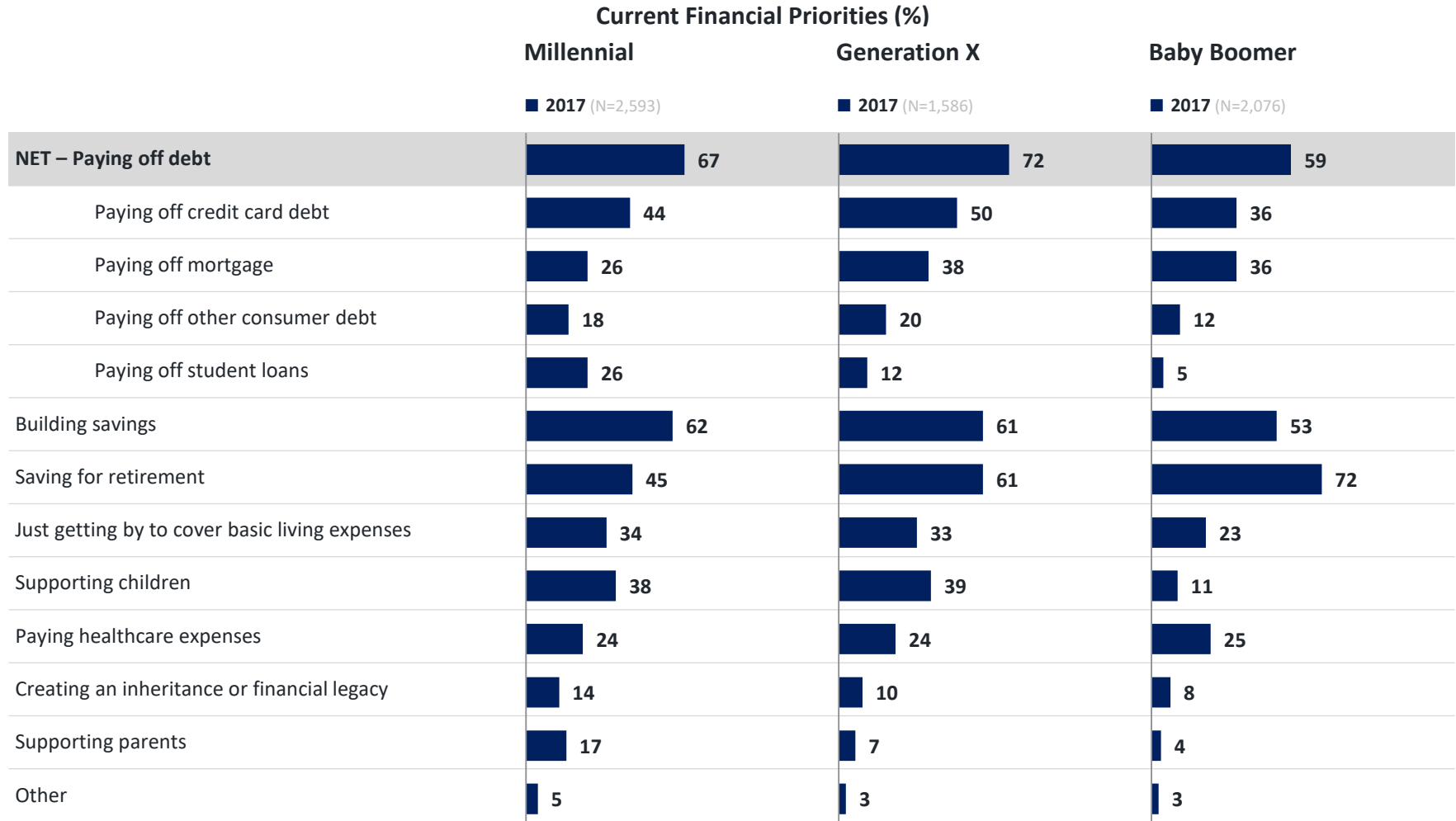
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q2850. What age are you planning to live to?

Current Financial Priorities

Financial priorities change by life stage although “paying off debt” (NET) is the most frequently cited current financial priority across generations, including Baby Boomers workers (59 percent), Generation X (72 percent), and Millennials (67 percent). Baby Boomer workers (72 percent) are more likely to cite saving for retirement as a financial priority compared to Generation X (61 percent) and Millennials (45 percent).



BASE: ALL QUALIFIED RESPONDENTS

Q2639. Which of the following are your financial priorities right now? Select all.

Greatest Financial Priority Right Now

Baby Boomers are most likely to cite “saving for retirement” as their greatest financial priority right now (39 percent), compared to Generation X (21 percent) and Millennials (9 percent).

Greatest Financial Priority Right Now (%)

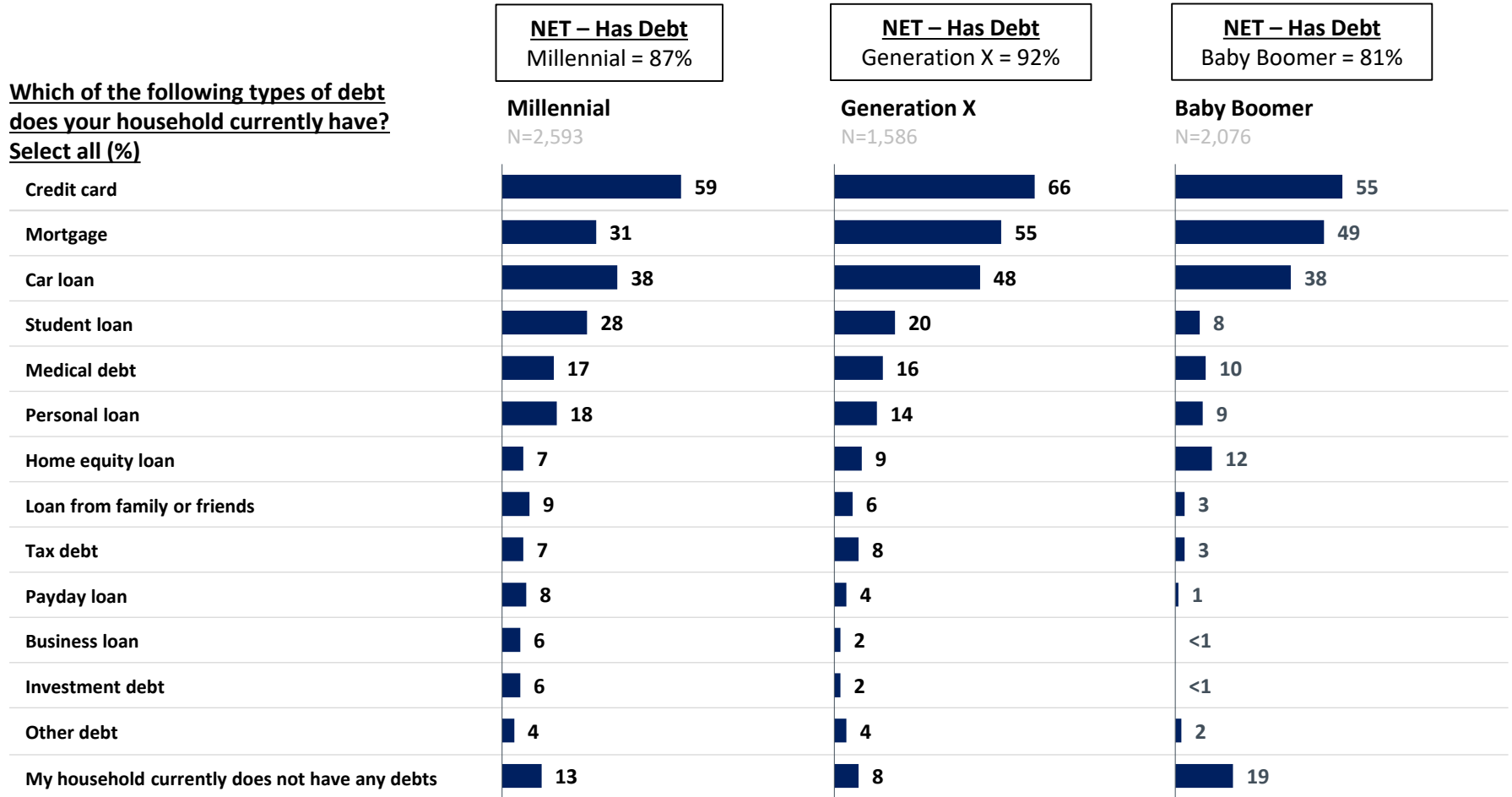
	Millennial ■ 2017 (N=2,593)	Generation X ■ 2017 (N=1,586)	Baby Boomer ■ 2017 (N=2,076)
NET – Paying off debt	27	32	33
Paying off credit card debt	13	20	16
Paying off mortgage	6	9	14
Paying off student loans	5	1	1
Paying off other consumer debt	3	2	2
Saving for retirement	9	21	39
Just getting by to cover basic living expenses	19	18	11
Building savings	17	11	8
Supporting children	18	13	2
Paying healthcare expenses	2	2	4
Supporting parents	4	1	1
Creating an inheritance or financial legacy	2	1	1
Other	2	1	1

BASE: ALL QUALIFIED RESPONDENTS

Q2640. Which one of the following is your greatest financial priority right now?

Types of Household Debt

Debt poses a significant financial risk to workers across generations. Credit card debt is the most common household debt among Millennial (59 percent), Generation X (66 percent), and Baby Boomer (55 percent) workers. Millennial workers are more likely to have student loans, personal loans, or payday loans compared to older workers.



New question added in 2017

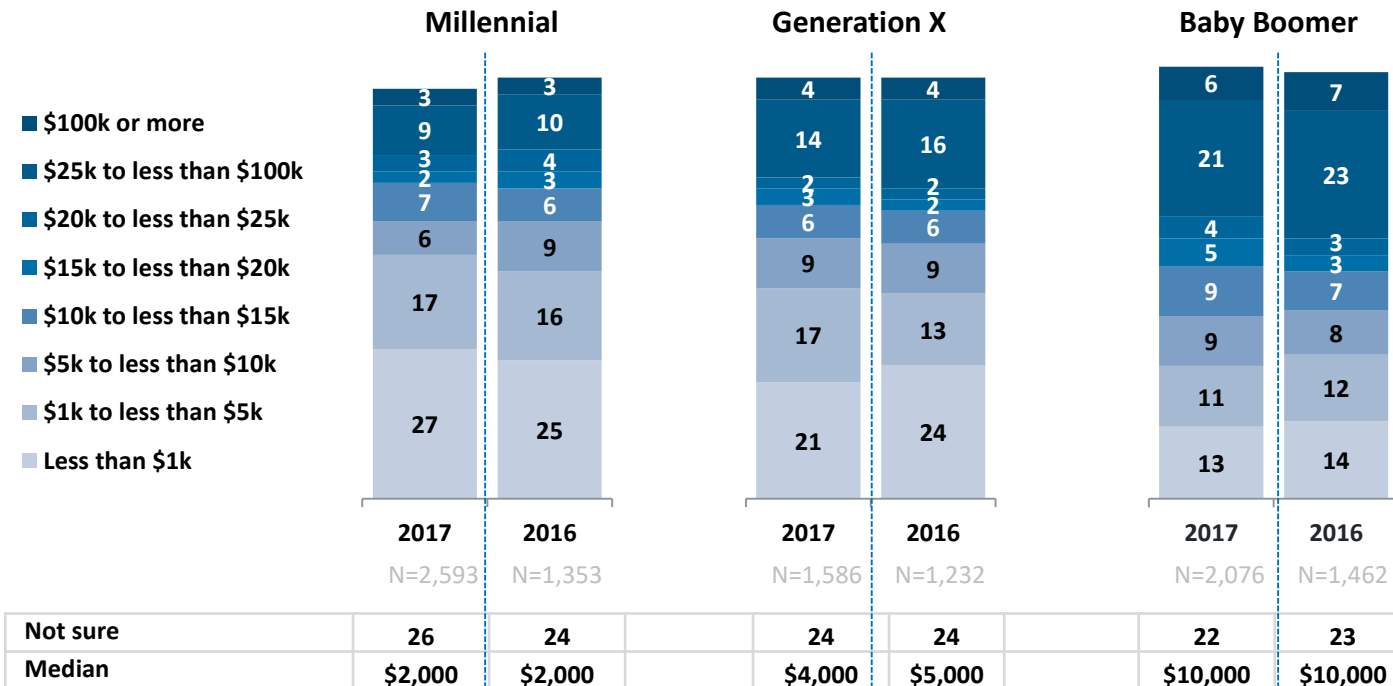
BASE: ALL QUALIFIED RESPONDENTS

Q1286. Which of the following types of debt does your household currently have? Select all.

Estimated Emergency Savings

Many workers lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Emergency savings are low across the three generations, including Millennials at \$2,000 (median), Generation X at \$4,000 (median), and Baby Boomers at \$10,000 (median). Moreover, one in four Millennials (27 percent) have saved less than \$1,000. Baby Boomers (27 percent) are more likely to have saved more than \$25,000.

How much do you have in emergency savings to cover the cost of unexpected major financial setbacks? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

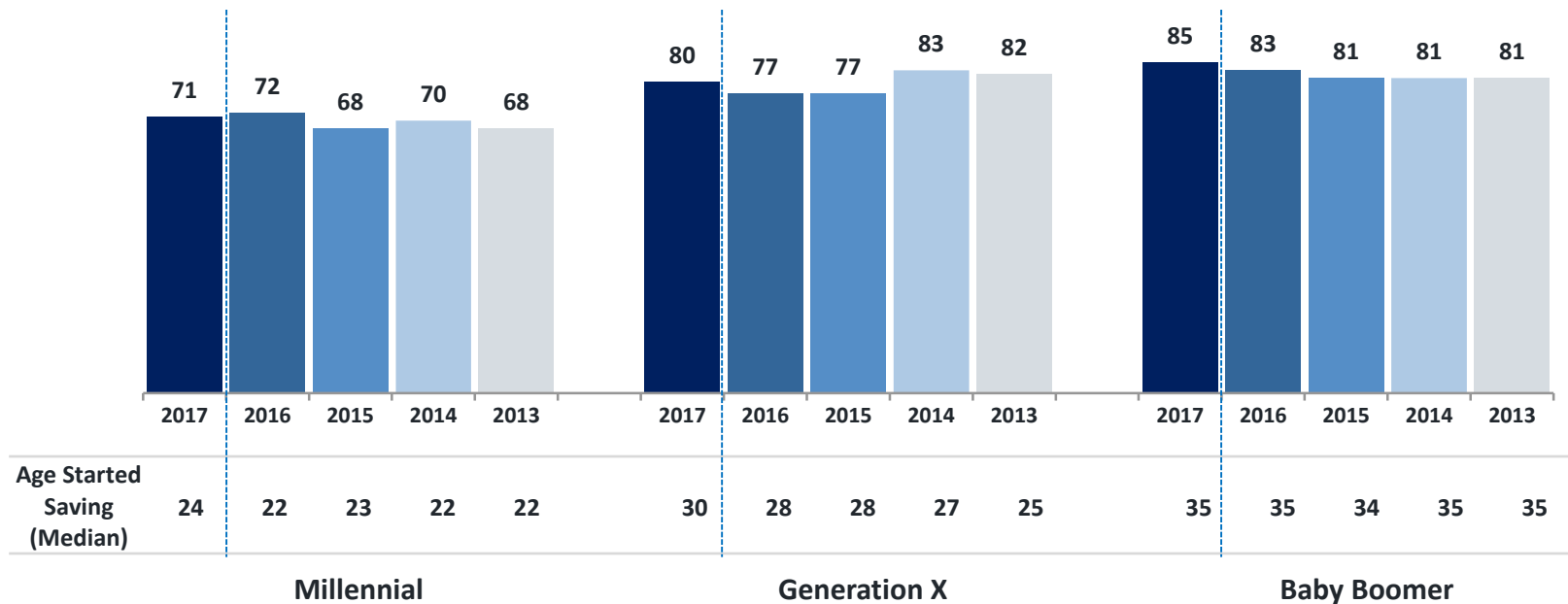
BASE: ALL QUALIFIED RESPONDENTS

Q2825. How much do you have in emergency savings specifically to cover the cost of unexpected major financial setbacks (e.g., unemployment, medical bills, home repairs, auto repairs, other)?

Saving for Retirement / Age Started Saving

The majority of workers across all three generations are saving for retirement through an employer-sponsored plan and/or outside of work. Baby Boomers (85 percent) are most likely to be saving, followed by Generation X (80 percent) and Millennials (71 percent). In terms of the median age that they started saving, Millennials started at a younger age (age 24) compared to Generation X (age 30) and Baby Boomers (age 35).

Workers Who Are Saving For Retirement Through an Employer-Sponsored Retirement Plan And/Or Outside of Work (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

BASE: ALL QUALIFIED RESPONDENTS

Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

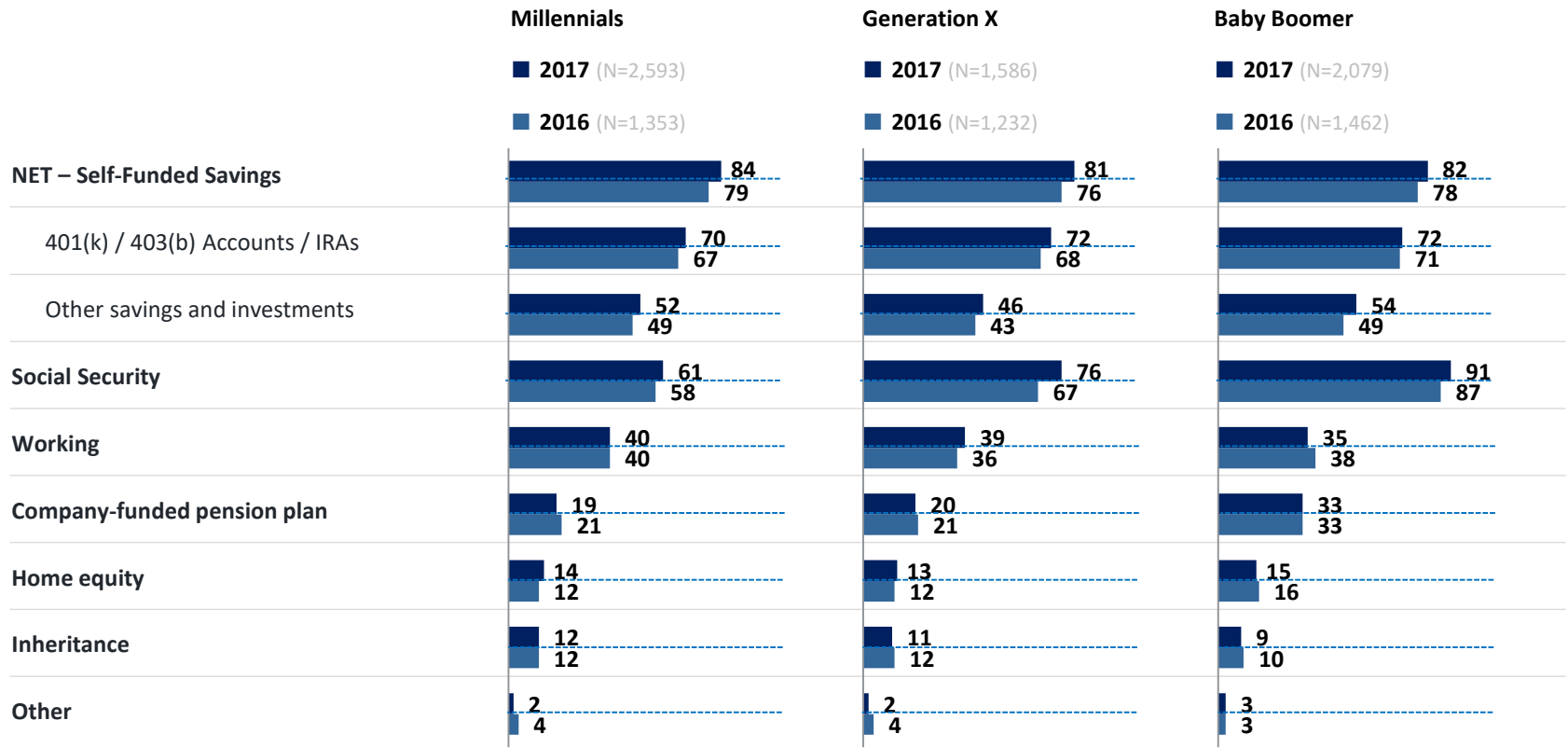
BASE: INVESTING FOR RETIREMENT

Q790. At what age did you first start saving for retirement?

Expected Sources of Retirement Income

Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by Millennials (84 percent) and Generation X (81 percent), while Baby Boomers are most likely to expect income from Social Security (91 percent).

Expected Sources of Income During Retirement (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

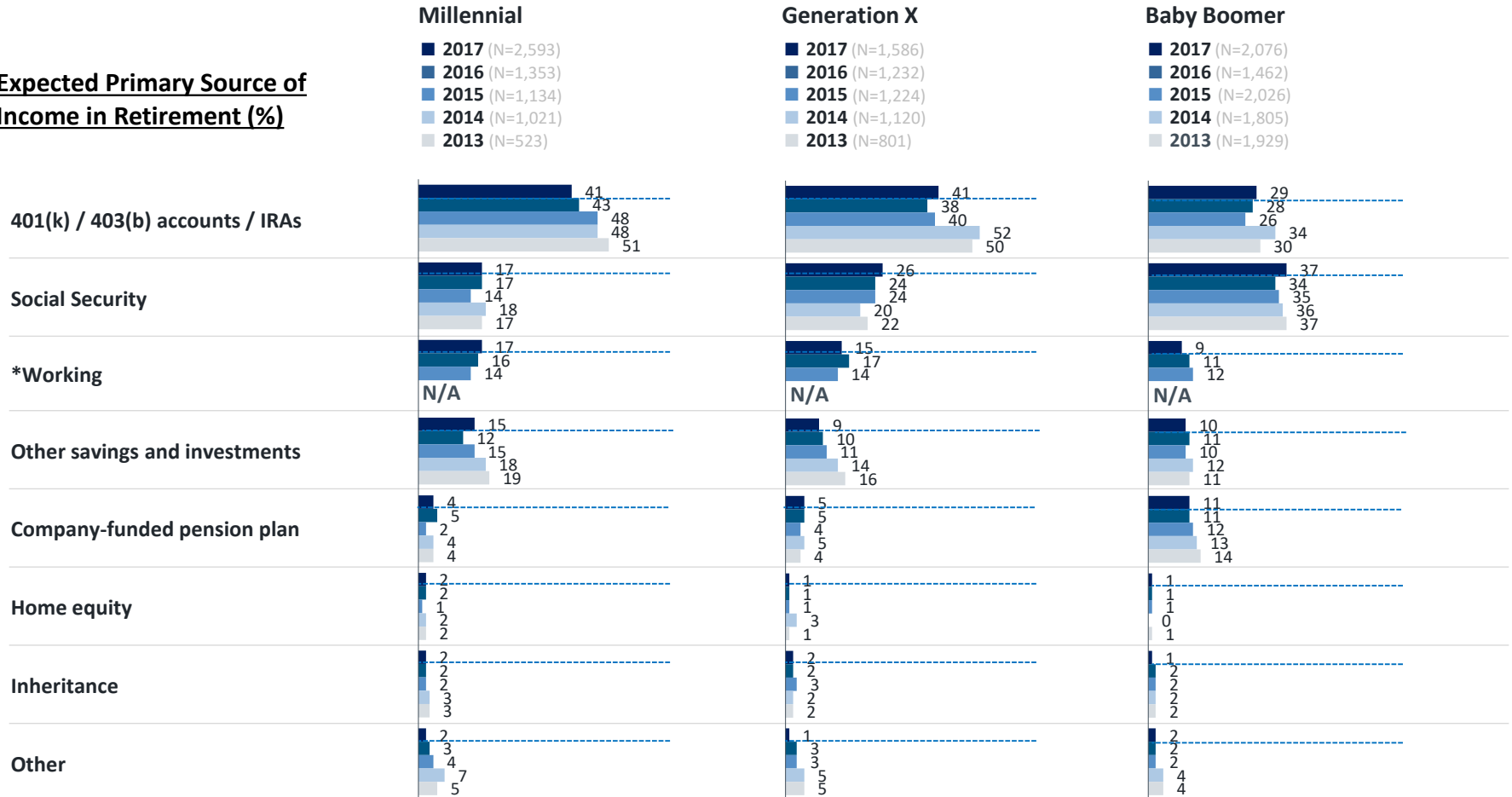
BASE: ALL QUALIFIED RESPONDENTS

Q1145. Which one of the following do you expect to be sources of income to cover your living expenses after you retire? Select all.

Expected Primary Source of Income in Retirement

Millennial (41 percent) and Generation X (41 percent) workers most frequently cite 401(k)s, 403(b)s, or IRAs to be their expected *primary* source of retirement income, while Baby Boomers (37 percent) are more likely to expect to rely on Social Security during retirement. Approximately one in seven Millennials (17 percent) and Generation X (15 percent) expect “working” to be their primary source of retirement income.

Expected Primary Source of Income in Retirement (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

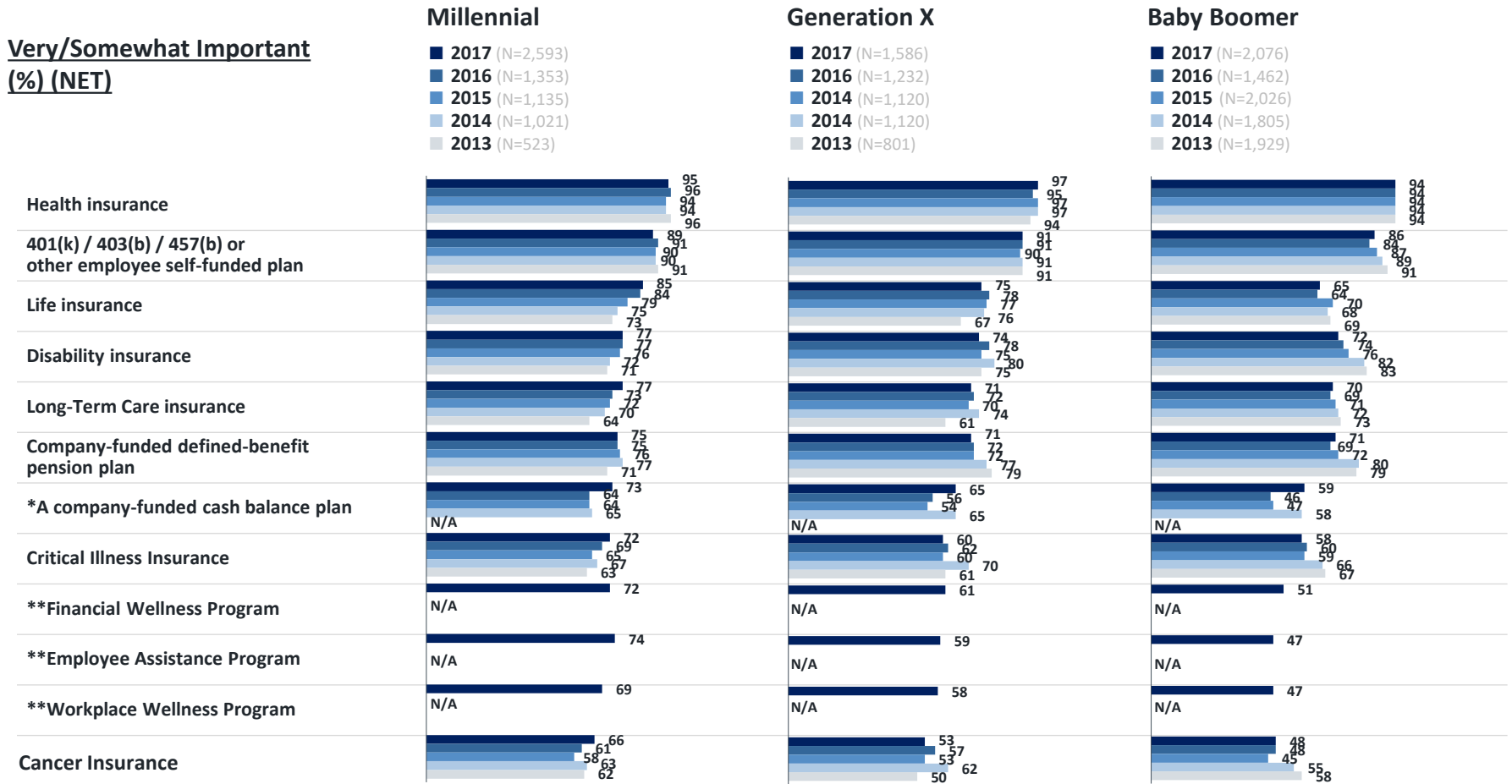
*added in 2015

BASE: ALL QUALIFIED RESPONDENTS

Q1150. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

Importance of Retirement Benefits Compared to Other Benefits

The vast majority of workers — including 89 percent of Millennials, 91 percent of Generation X, and 85 percent of Baby Boomers — believe that a 401(k) or similar plan is a “somewhat” or “very” important employee benefit. This trend has remained consistent over time.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2014; **added in 2017

BASE: ALL QUALIFIED RESPONDENTS

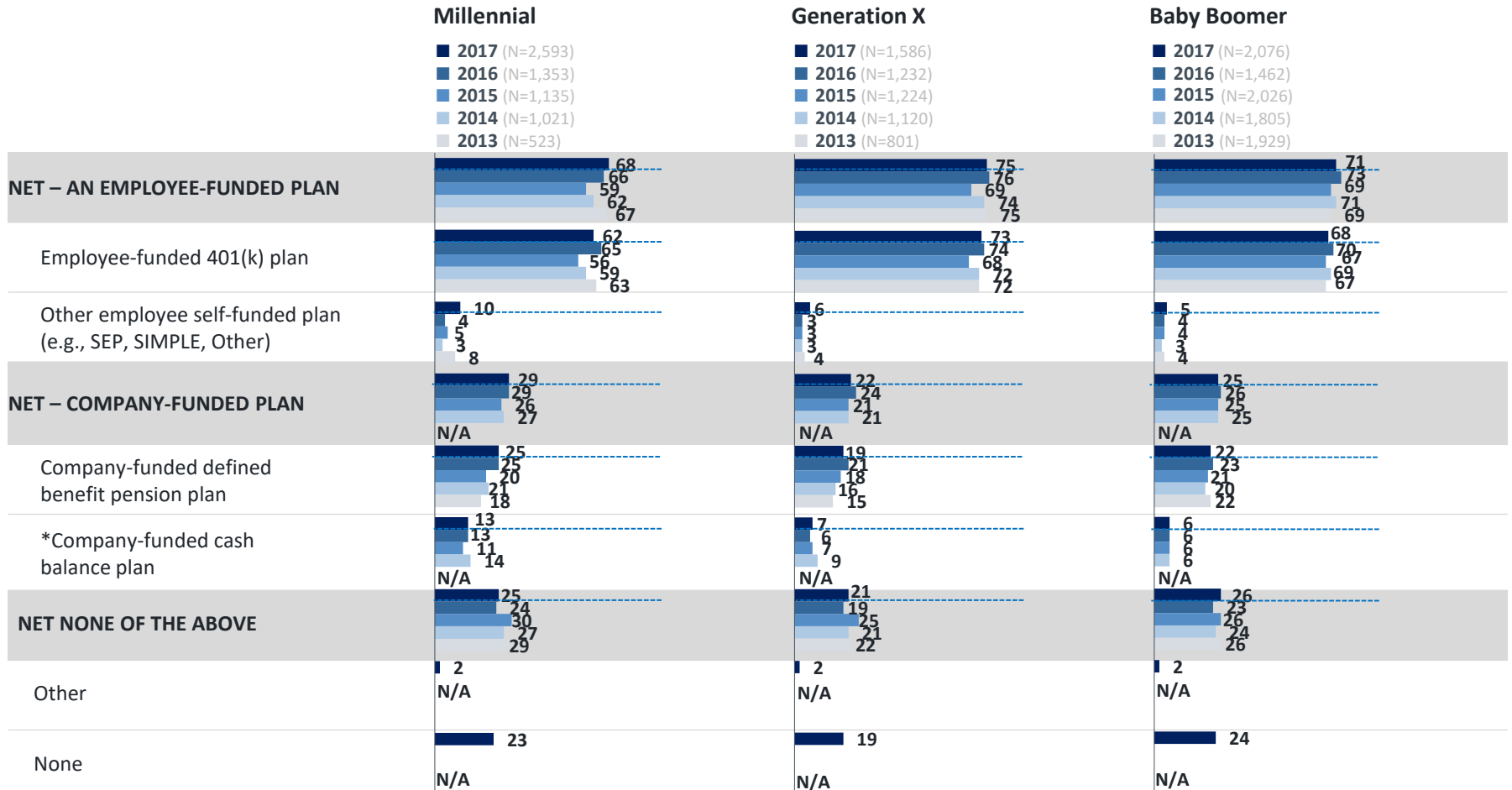
Q1171. Businesses typically offer a number of different benefits for their workers.

For each of the following, please tell us how important that benefit is to you, personally.

Retirement Benefits Currently Offered

Most workers are offered a 401(k) or similar plan by their employers. Generation X (75 percent) are more likely to be offered such benefits compared to Millennials (68 percent) and Baby Boomers (71 percent). Few workers are offered a company-funded defined benefit plan.

Employer-Sponsored Retirement Benefits Currently Offered (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2014

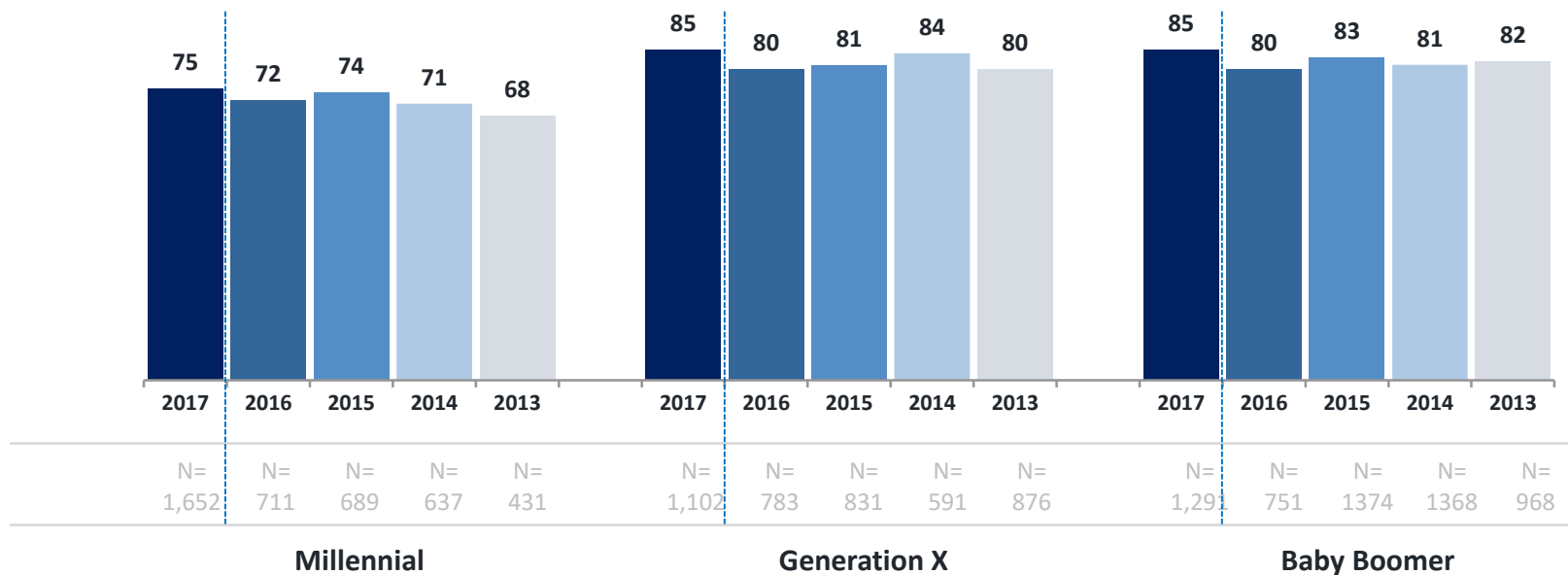
BASE: ALL QUALIFIED RESPONDENTS

Q1180. Which of the following retirement benefits does your company currently offer to you, personally? Select all.

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, Generation X and Baby Boomer workers (both 85 percent) are more likely than Millennial workers (75 percent) to participate in their employer’s plan.

**Participation in Company’s Employee-funded Retirement Savings Plan,
% Indicate “Yes”**



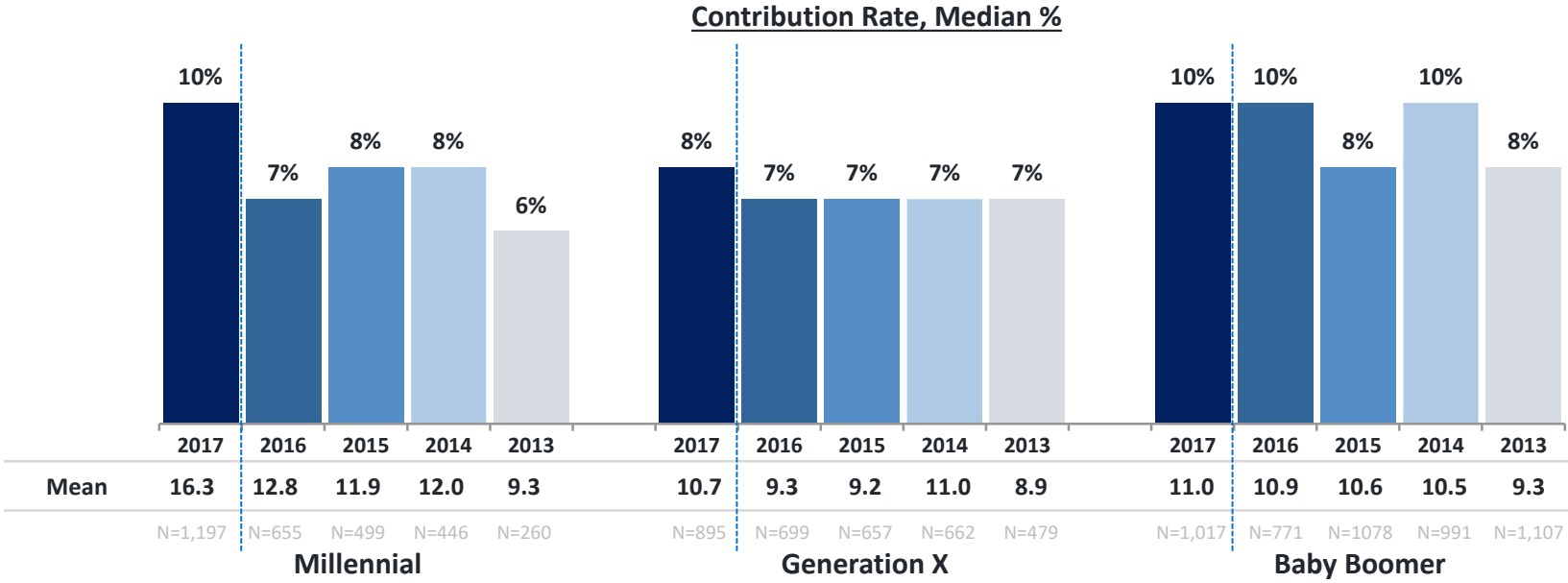
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company’s employee-funded retirement savings plan?

Retirement Plan Contribution Rate

Among workers who participate in a 401(k) or similar plan, Millennials contribute 10 percent (median) of their annual pay, up from 7 percent (median) last year. Baby boomer workers also contribute 10 percent (median) while Generation X workers contribute 8 percent (median).



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

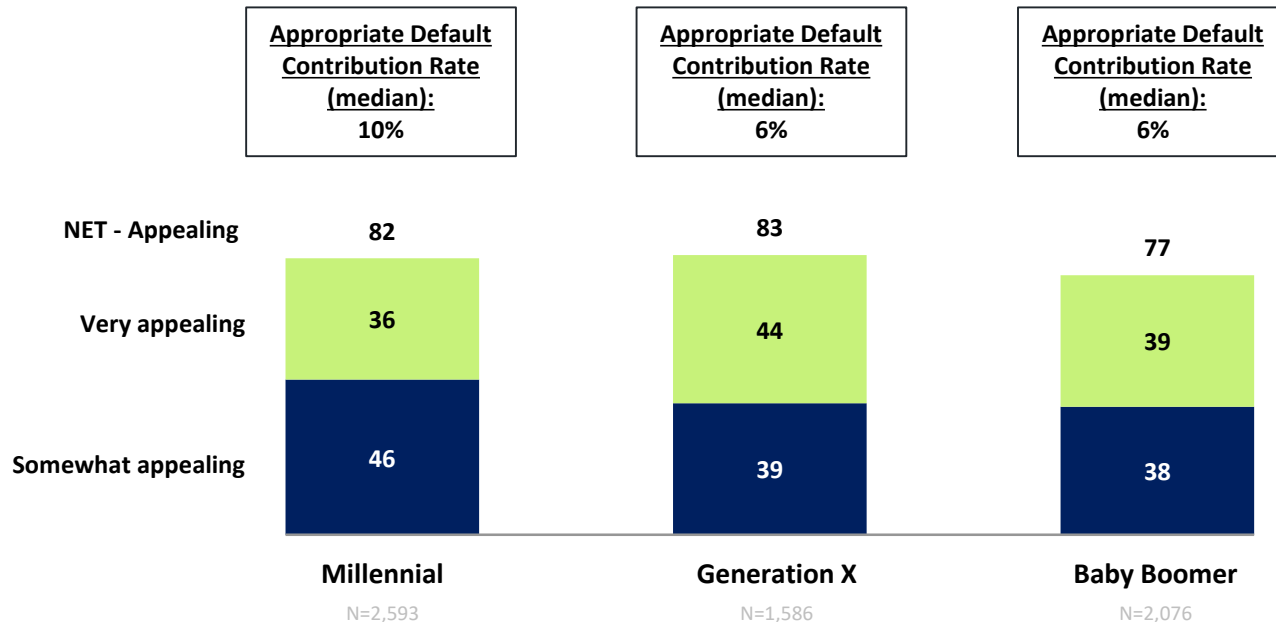
BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

Appeal of Automatic Enrollment

Automatic enrollment is a retirement plan feature that eliminates the decision-making and action steps normally required of employees to enroll and to start contributing to the plan. It simply automatically enrolls employees into a plan and they only need to take action if they desire to opt out and not contribute to the plan. The majorities of workers across generations find automatic enrollment appealing, including Millennials (82 percent) and Generation X (83 percent) and Baby Boomers (77 percent). Millennial workers suggest the highest median appropriate default contribution rate (10 percent) compared to Generation X (6 percent) and Baby Boomers (6 percent).

Appeal of Automatic Enrollment (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

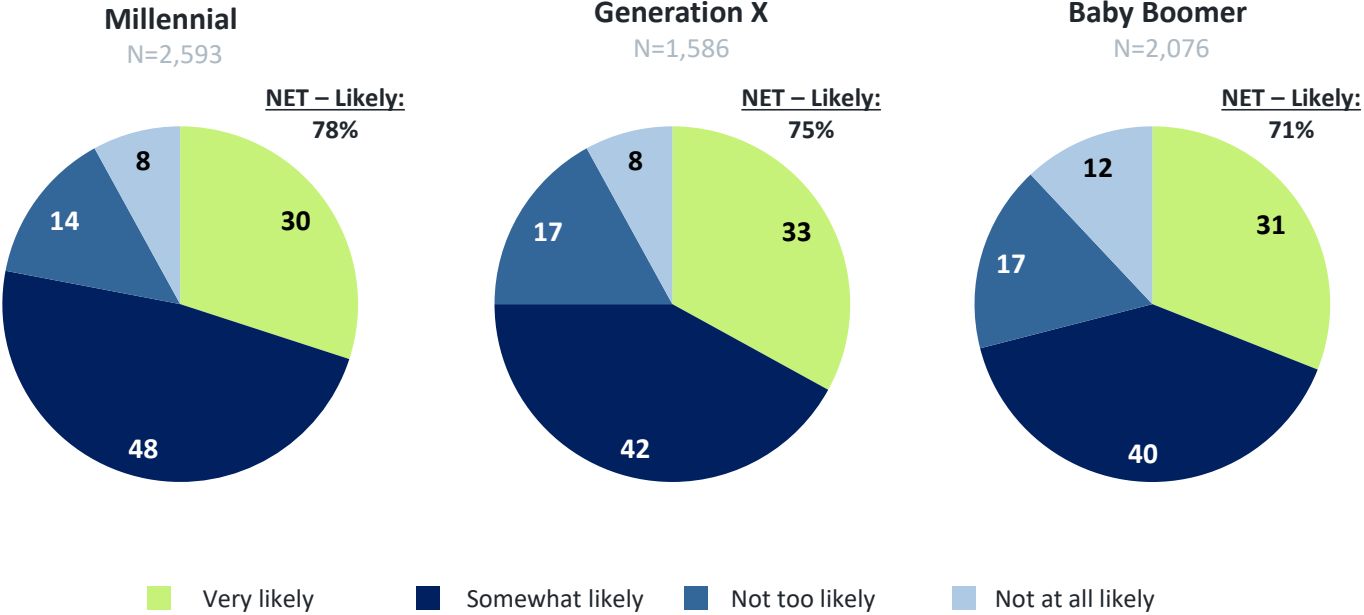
Q635. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, deducting a percentage of each paycheck, and investing it for your future retirement. How appealing would this seem to you?

Q636. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, what would you consider to be an appropriate percentage to deduct from your paycheck to be invested for your future retirement?

Likelihood of Using Automatic Escalation

Likelihood to use a feature that automatically increases their contribution by 1% each year is high across the generations. However, significantly more Millennial (78 percent) and Generation X (75 percent) workers than Baby Boomers (71 percent) indicate they would be likely to use the feature.

Likelihood of Using a Feature That Automatically Increases Contribution by 1% Each Year, Until You Choose to Discontinue (%)



New question added in 2017

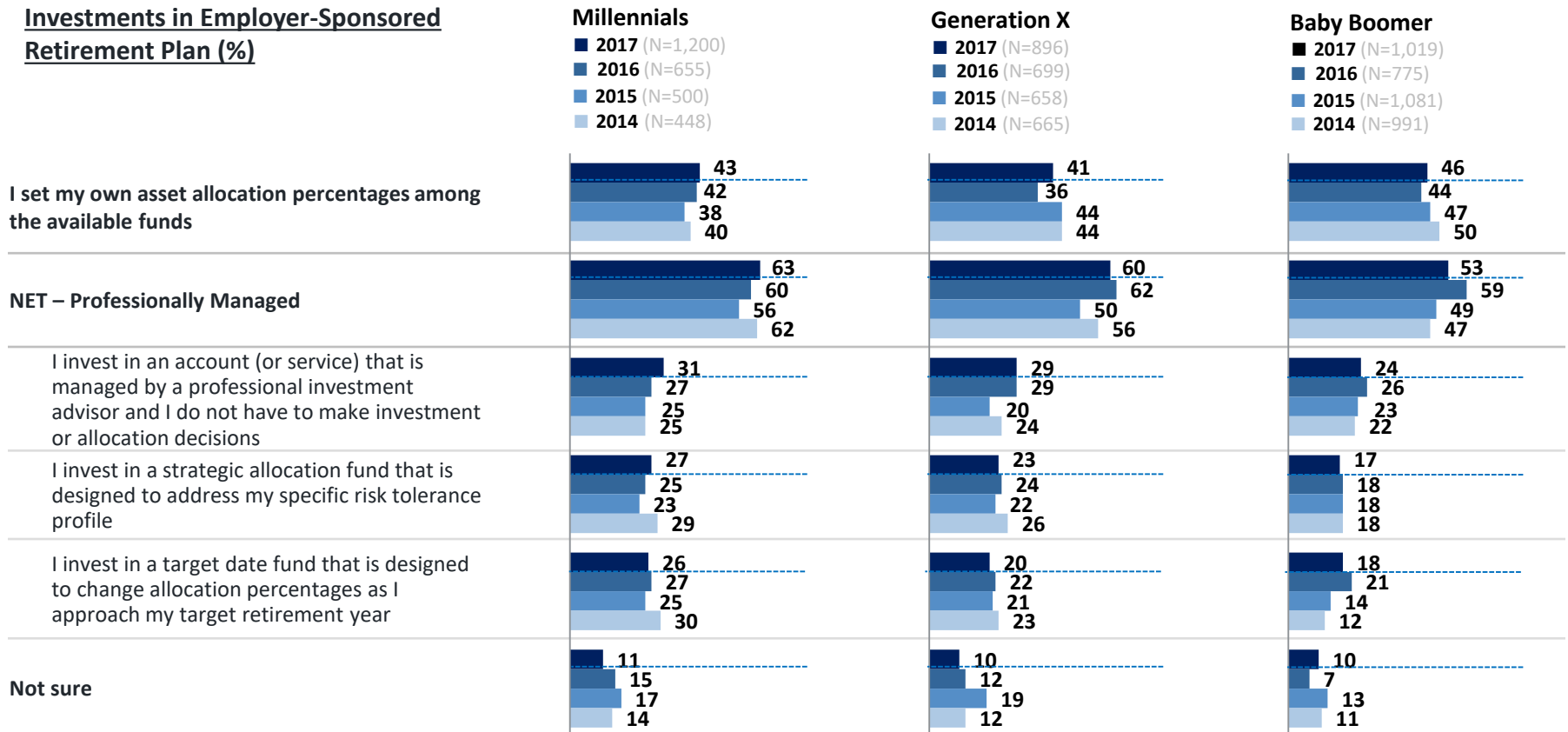
BASE: ALL QUALIFIED RESPONDENTS

Q702. How likely would you be to use a feature in a 401(k) or similar plan where your employer would automatically increase your contribution rate (as a percentage of your salary) to the plan by 1% each year, until you choose to discontinue this increase?

Use of Professionally Managed Offerings

“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. The majority of plan participants across generations use some form of professionally managed offering in their 401(k) or similar plans: 63 percent of Millennials, 60 percent of Generation X, and 53 percent of Baby Boomers.

Investments in Employer-Sponsored Retirement Plan (%)



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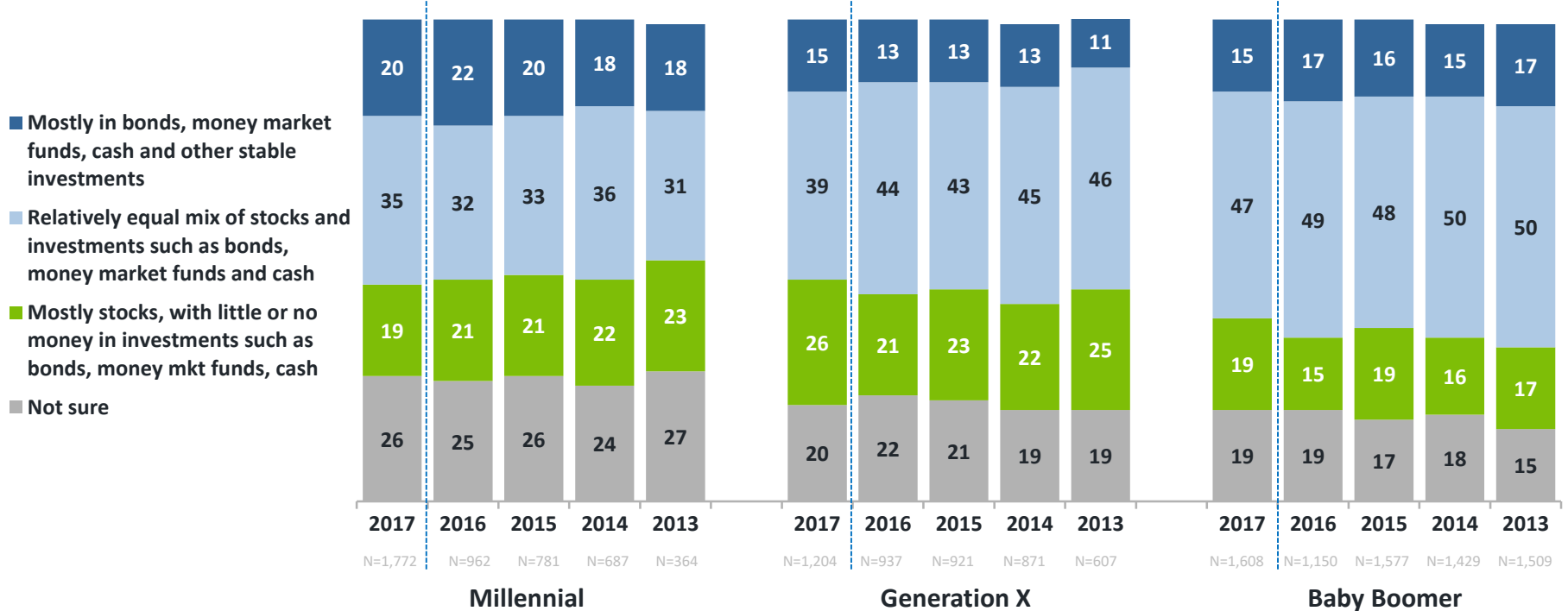
BASE: PARTICIPATING IN QUALIFIED PLAN

Q1466. What is your current approach to investing in your employer-sponsored retirement plan? Select all.

Asset Allocation of Retirement Investments

Workers across generations most frequently cite that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; however, more Baby Boomers (47 percent) invest this way compared to Generation X (39 percent) and Millennials (35 percent). A concerning 26 percent of Millennials are “not sure” how their savings are invested.

How Retirement Savings Are Invested (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

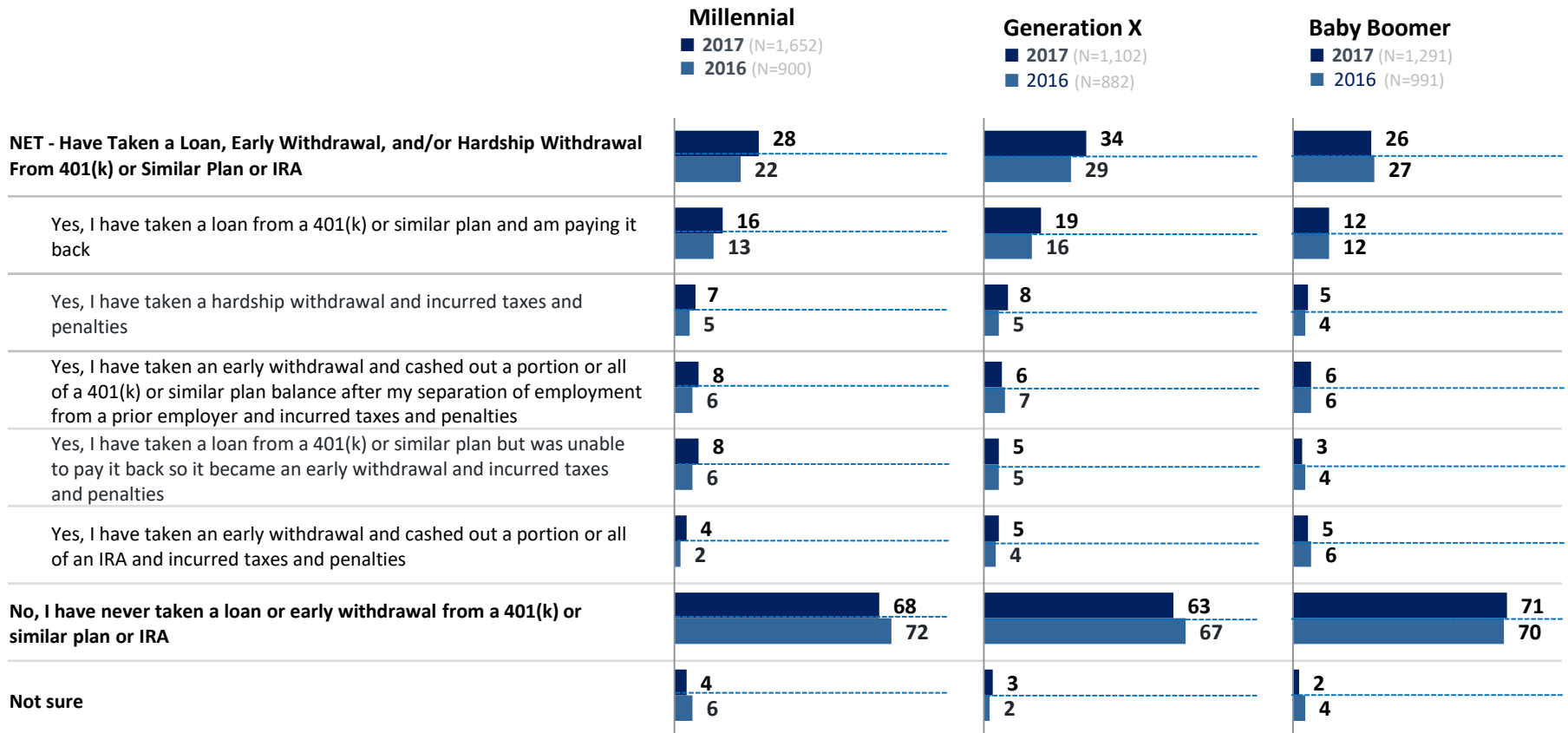
BASE: INVESTING FOR RETIREMENT

Q770. How is your retirement savings invested?

Retirement Plan Leakage: Loans and Withdrawals

A concerning percentage of workers are dipping into their retirement savings before they retire. “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Generation X (30 percent) and Baby Boomers (28 percent) workers are more likely to have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k), compared to Millennials (22 percent).

Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



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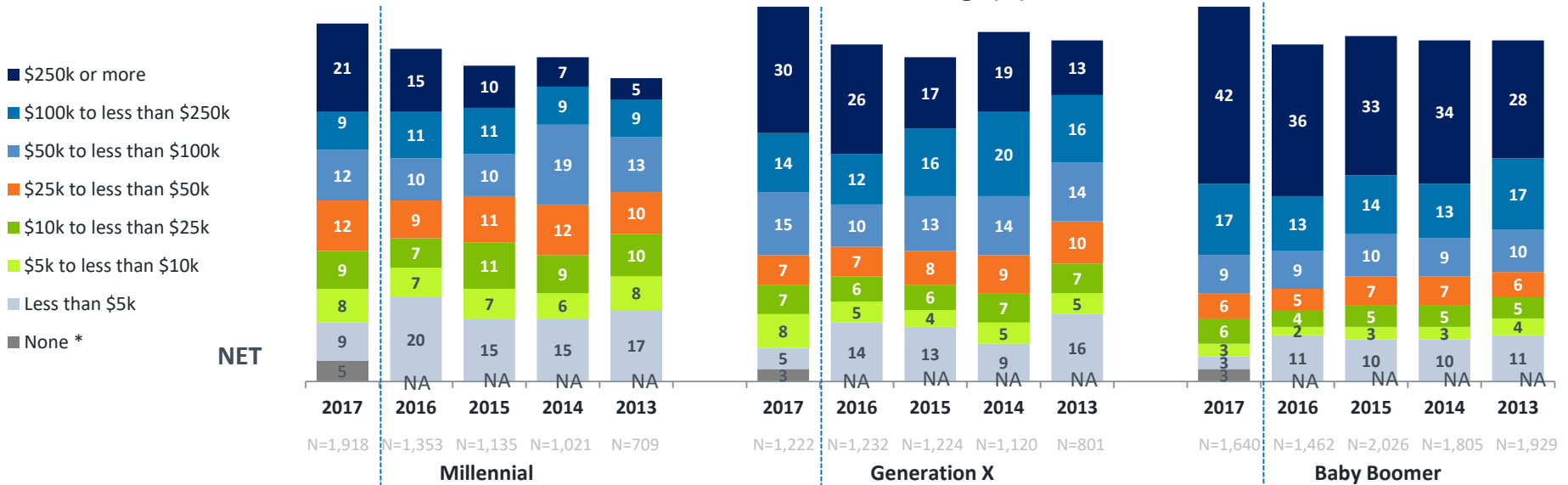
BASE: All Qualified Respondents

Q754. Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? Select all.

Total Household Retirement Savings

Baby Boomer workers have the highest reported total household retirement savings at \$164,000 (estimated median) compared to Generation X (\$72,000) and Millennials (\$37,000). Baby Boomer workers (42 percent) are most likely to have saved \$250k or more compared to Generation X (30 percent) and Millennials (21 percent). A worrying 14 percent of Millennials have less than \$5k in retirement savings.

Total Household Retirement Savings (%)



Not sure	12	13	17	14	19	8	10	11	8	8	7	8	7	7	6
Decline to answer	3	8	8	9	9	3	10	12	9	11	7	12	11	12	13
Estimated Median	\$37,000	\$31,000	\$25,000	\$32,000	\$19,000	\$72,000	\$69,000	\$61,000	\$70,000	\$45,000	\$164,000	\$147,000	\$132,000	\$127,000	\$103,000

Note: The median is estimated based on the approximate midpoint of the range of each response category. Non-responses are excluded from the estimate.

! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

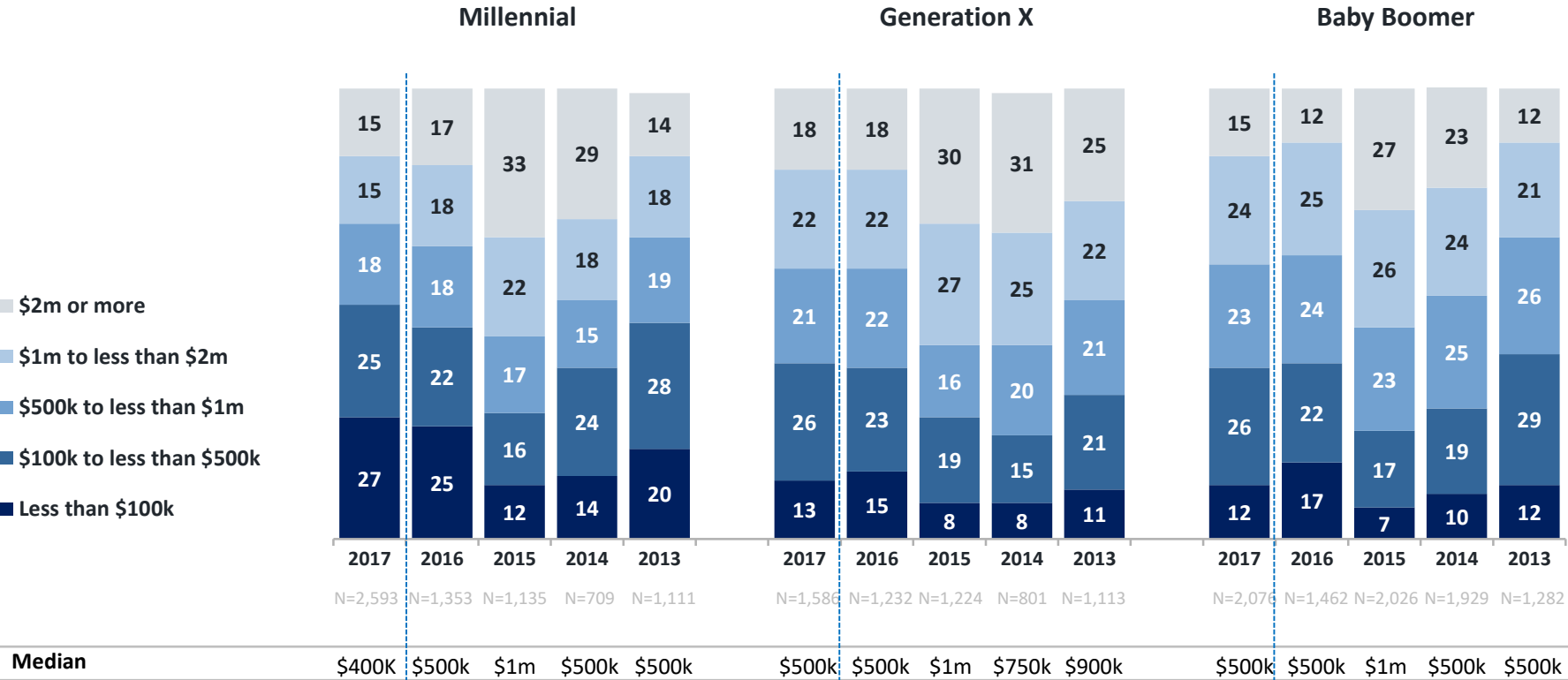
*added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1300. Approximately how much money does your household have saved in all of your retirement accounts? Please include IRAs, 401(k)s, 403(b)s, and any other savings for retirement to which you and/or your spouse or partner have contributed funds.

Estimated Retirement Savings Needs

Millennial workers believe that they will need to have saved \$400,000 (median) in order to feel financially secure when they retire while Generation X and Baby Boomers feel they will need to have \$500,000 (median).



Note: The median is estimated based on the approximate midpoint of the range of each response category.

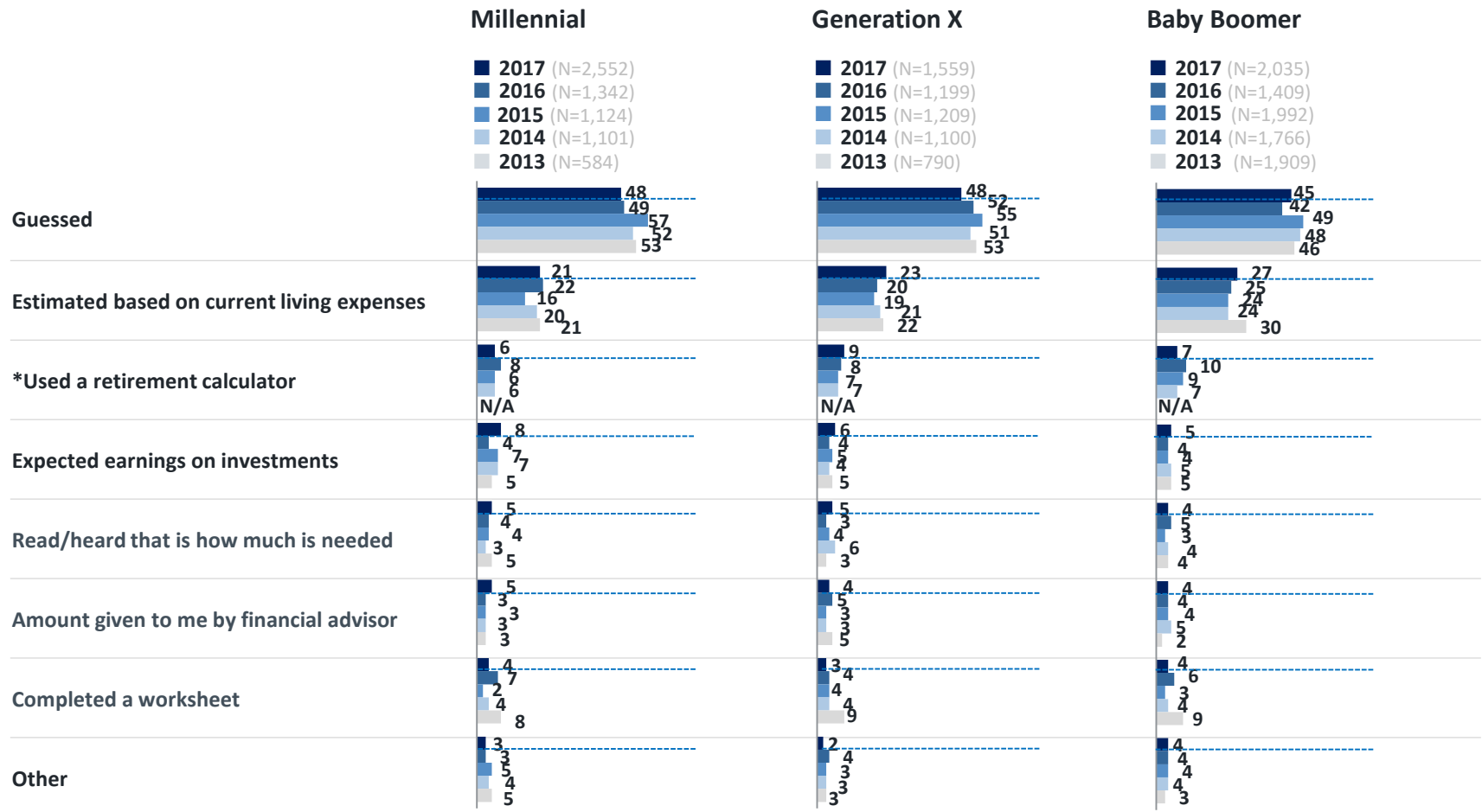
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q890. Thinking of what money can buy today, how much money do you believe you will need to have saved by the time you retire in order to feel financially secure?

Basis for Estimating Retirement Savings Needs

Many workers are “guessing” their retirement savings needs, including 48 percent of Millennials, 48 percent of Generation X, and 45 percent of Baby Boomers. Fewer than one in ten say they used a retirement calculator to estimate their needs.



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

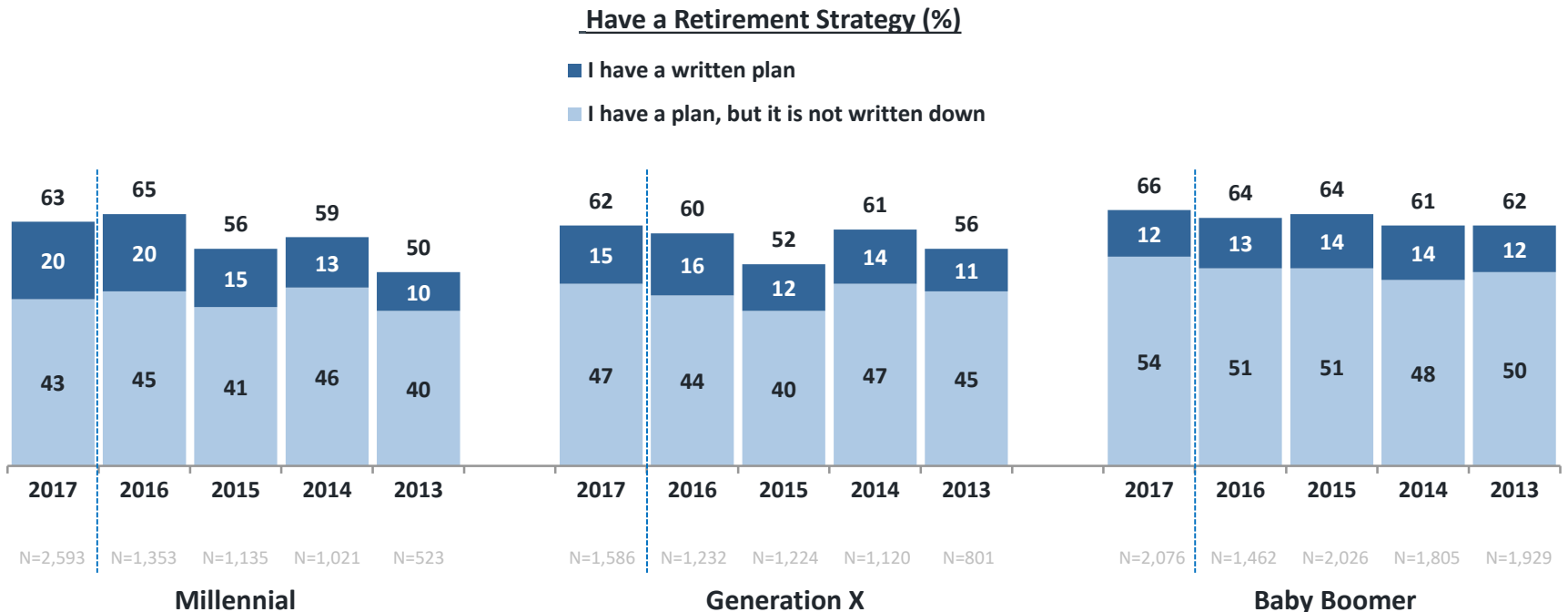
*added in 2014

BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT

Q900. How did you arrive at that number?

Retirement Strategy: Written, Unwritten, or None

Achieving retirement readiness is more than just saving enough; it involves planning for both the expected and, moreover, the unexpected. One of the most important secrets to attaining retirement readiness is having a well-defined written strategy about retirement income needs, costs and expenses, and risk factors. The majority of workers across all generations has a retirement strategy including 66 percent of Baby Boomers, 62 percent of Generation X and 63 percent of Millennials. However, across all generations, workers' retirement strategies are seldom written.



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

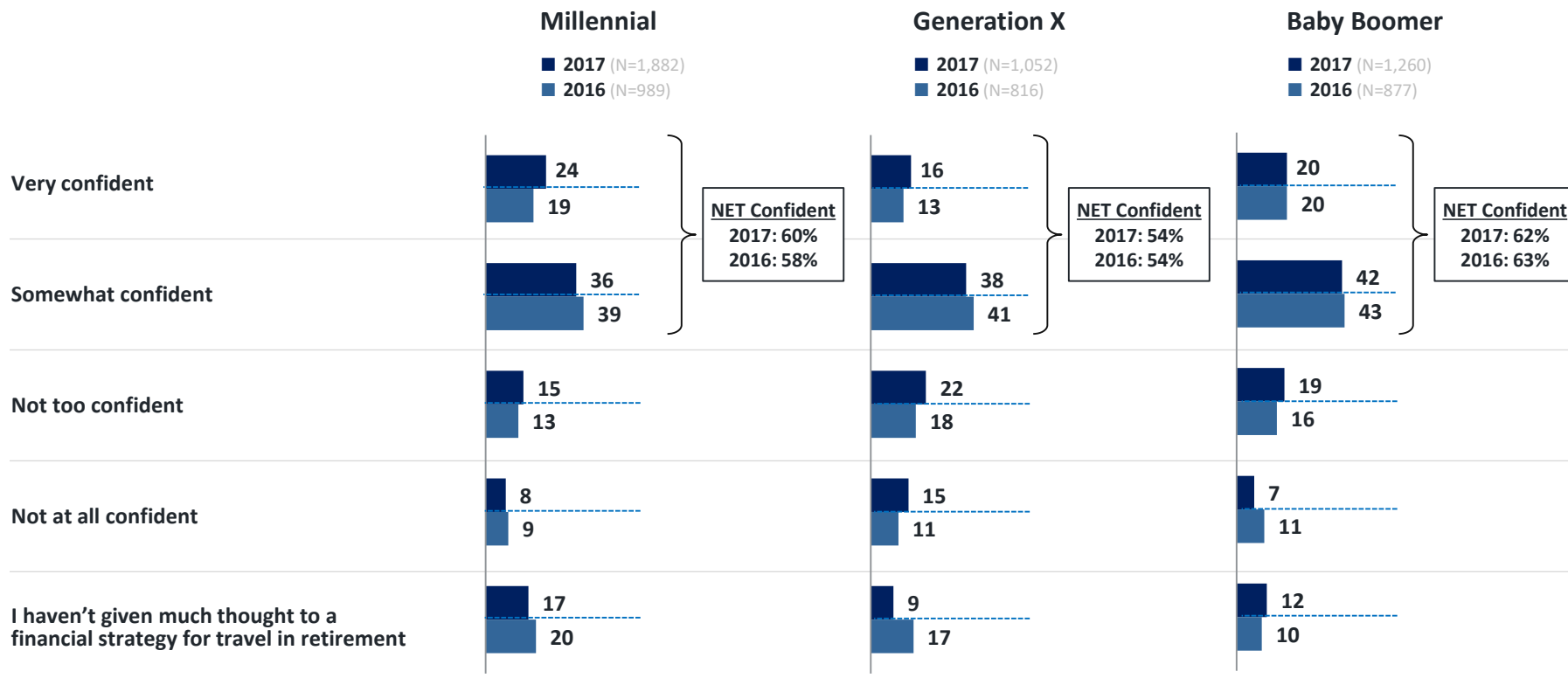
BASE: ALL QUALIFIED RESPONDENTS

Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

Among workers who dream of traveling in retirement, most are confident their current financial strategy will allow them to meet their travel goals, including 60 percent of Millennials, 54 percent of Generation X, and 62 percent of Baby Boomer workers. However, relatively few across generations are “very” confident (24 percent Millennials, 16 percent Generation X, 20 percent Baby Boomers). Interestingly, some workers say that they haven’t given it much thought: 17 percent Millennials, 9 percent Generation X, 12 percent Baby Boomers.

Confidence That Current Financial Strategy Will Meet Retirement Travel Goals (%)



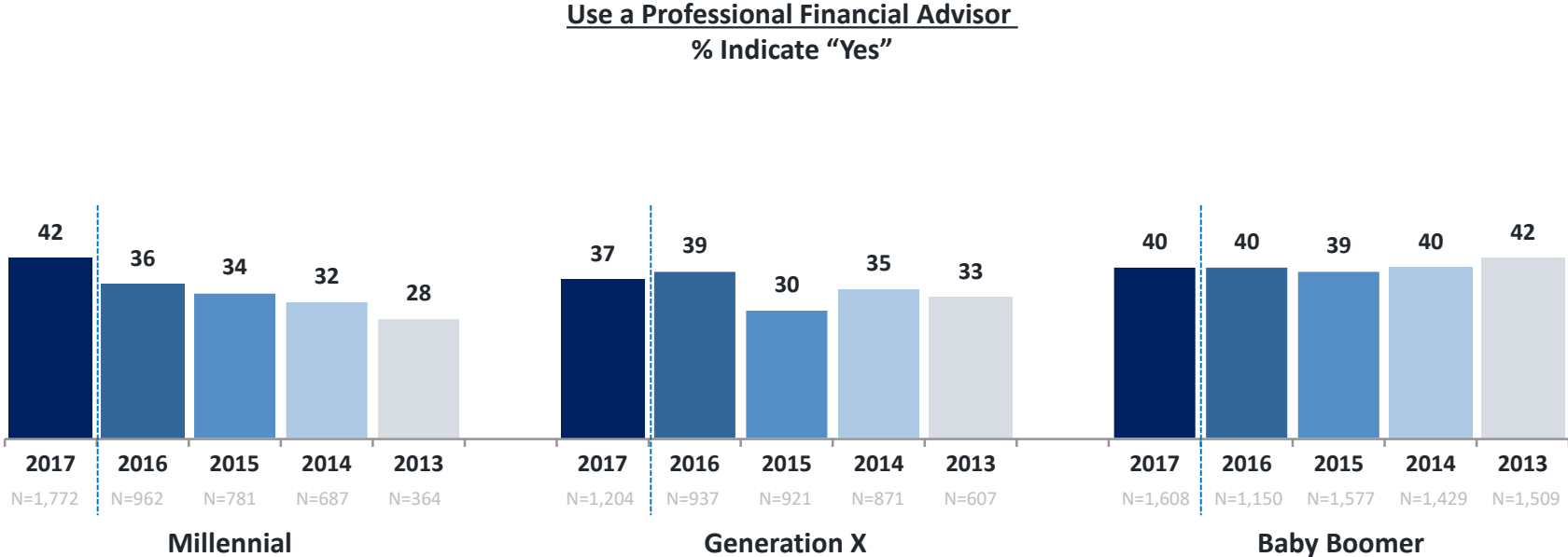
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE WHO DREAM OF TRAVELING IN RETIREMENT

Q2845. How confident are you that your current financial strategy will allow you to meet your travel goals throughout retirement?

Professional Financial Advisor Usage

Millennials (42 percent), and Baby Boomers (40 percent) are somewhat more likely than Generation X (37 percent) workers to use a financial advisor to help manage retirement savings and investments. Since last year, more Millennial workers use financial advisors.



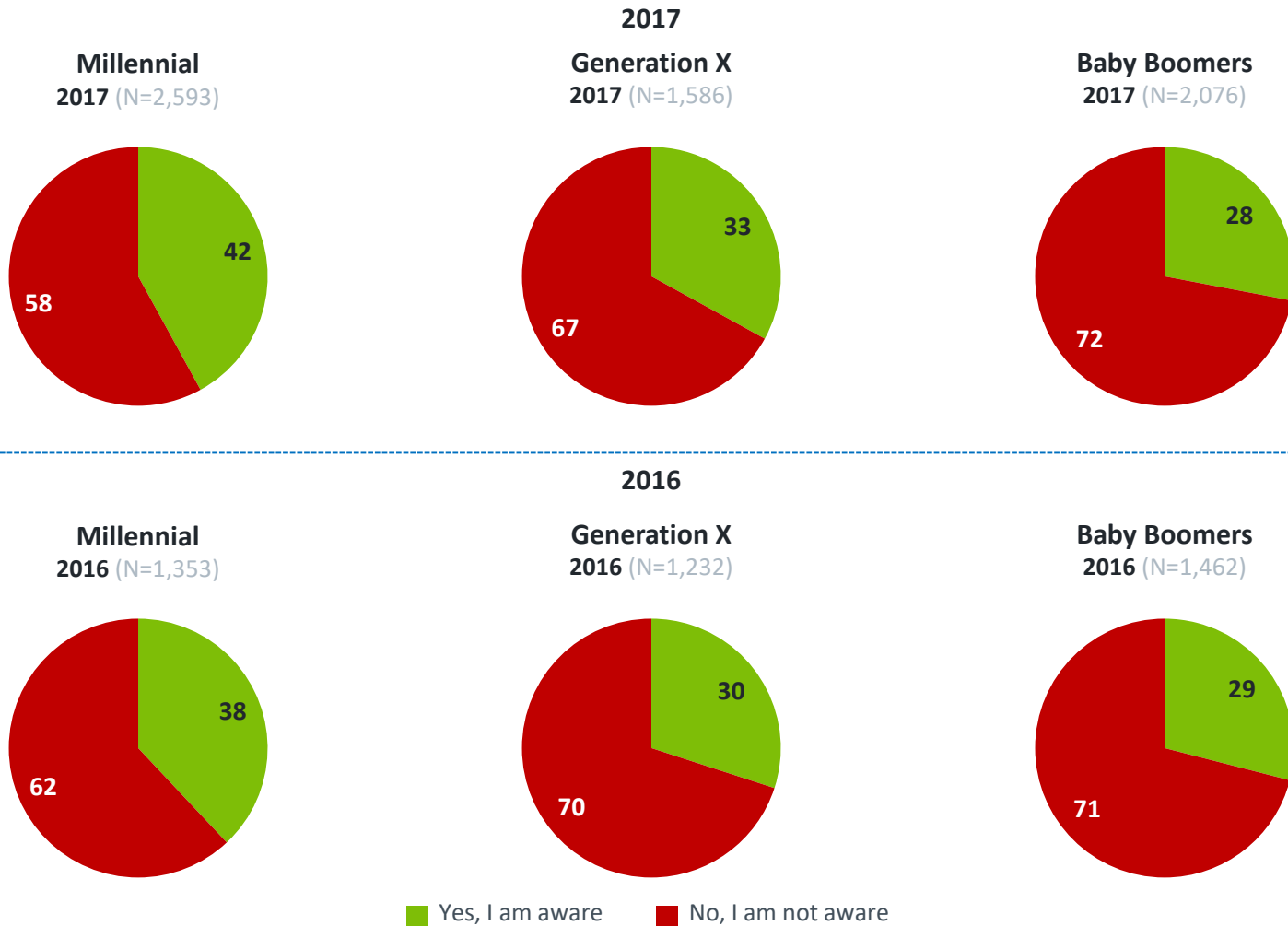
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: INVESTING FOR RETIREMENT

Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

Awareness of the Saver's Credit

The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA. Level of awareness about the credit is highest among Millennials (42 percent), followed by Generation X (33 percent) and Baby Boomers (28 percent).



■ Yes, I am aware ■ No, I am not aware

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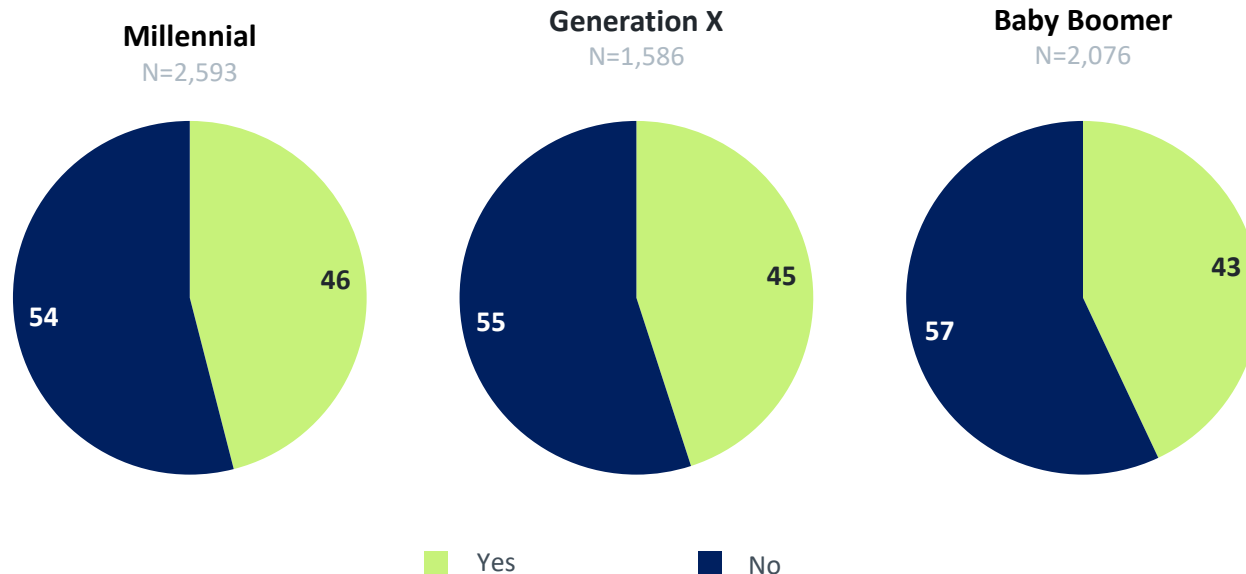
BASE: ALL QUALIFIED RESPONDENTS

Q1120. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

Awareness of the IRS' Free File Program

Fewer than half of workers across generations are aware of the IRS' Free File program which offers federal income tax preparation software for free for eligible tax filers. Awareness of the program decreases slightly by generation, with 46 percent of Millennials, 45 percent of Generation X and 43 percent of Baby Boomers being aware of this IRS program.

Awareness of the IRS' Free File Program (%)





Influences of Gender on Retirement Readiness

Detailed Findings

Influences of Gender on Retirement Readiness

The gender gap persists in retirement readiness: Women continue to lag behind men of not achieving a financially secure retirement. Underlying reasons include lower income, lesser access to retirement benefits, longer life expectancy, and time out of the workforce to be a parent or family caregiver. However, men also face retirement risks. Efforts to help improve women's retirement outlook, such as increasing access to retirement benefits and flexible work arrangements, should benefit men as well.

Forty Indicators of Retirement Readiness

- **Confidence in Retiring Comfortably.** Retirement confidence is lower among women (54 percent) compared to men (69 percent). Twice as many men (24 percent) than women (12 percent) are “very” confident they will be able to fully retire with a lifestyle they consider comfortable. This gap has been consistent for the past five years.
- **Recovery From the Great Recession.** Stages of financial recovery from the Great Recession differ between genders. Seventeen percent of working women feel they have fully recovered, compared to 29 percent of working men. In addition, 21 percent of women have either not yet begun to recover or feel they may never recover, compared to 16 percent of men.
- **Building a Large Enough Nest Egg?** Men (62 percent) are more likely than women (45 percent) to either “strongly” or “somewhat” agree that they are building a large enough retirement nest egg. Nearly twice as many men (25 percent) than women (14 percent) “strongly” agree. For both men and women level of agreement has increased since last year.
- **Retirement Dreams Include Leisure and Work.** Traveling is the most commonly cited retirement dream among both women (71 percent) and men workers (69 percent). Women (61 percent) are more likely to dream of spending more time with family and friends than men (53 percent). Other dreams are pursuing hobbies (48 percent women, 52 percent men), as well as some form of work in retirement: 25 percent of women and 35 percent of men.

Influences of Gender on Retirement Readiness

- **Retirement Beliefs, Preparations, and Involvement.** Both women (81 percent) and men (78 percent) agree that their generation will have a much harder time in achieving financial security compared to their parent's generation. Women (81 percent) are more likely than men (72 percent) to be concerned that Social Security will not be there for them when they are ready to retire.
- **Expected Retirement Age.** The majority of both men (53 percent) and women (53 percent) expect to work past age 65 or do not plan to retire. Twenty-one percent of men and 25 percent of women expect to retire at age 65. Slightly more men (26 percent) than women (22 percent) plan to retire before age 65. This trend has remained consistent for the past five years.
- **Planning to Work in Retirement.** A little more than half of working men (58 percent) and women (54 percent) plan to continue working after they retire, at least on a part-time basis. Sixteen percent of men and 11 percent of women plan to work full-time after retiring. Both men and women are more likely to plan to continue working in retirement compared to last year.
- **Reasons for Working in Retirement.** Among workers who plan to retire after age 65 and/or work in retirement, men and women more frequently cite financial reasons (women 85 percent and men 81 percent) than healthy-aging reasons (women 71 percent; men 78 percent).
- **Retirement Transitions: Phased Versus Immediate.** Women and men envision a phased transition into retirement by changing work patterns (e.g., reducing work hours with more leisure time to enjoy life or working in a different capacity that is less demanding and/or brings greater personal satisfaction). More Men (26 percent) than women (19 percent) plan to immediately stop working and retire once they reach a specific age or amount of money.

Influences of Gender on Retirement Readiness

- **Phased Retirement and Compensation-Related Expectations.** Among workers who envision a phased transition into retirement, most are conscious about how changes in their work arrangements may affect their compensation, job title, and employee benefits. Women workers (80 percent) are somewhat more likely than men (78 percent) to agree that “If I reduce my work hours at my current employer, I would expect to be paid the same hourly rate for hours worked that I am earning now.” In contrast, men (76 percent) are more likely than women (66 percent) to agree that if “I were to take on a new role with fewer responsibilities at my current employer, I would expect to be paid the market rate for the duties involved, even if it means a reduction in my current level of pay.”
- **Perceptions of Older Workers.** A strong majority of women (85 percent) and men (82 percent) have positive perceptions about older workers, namely they are more knowledgeable, responsible, and a valuable resource for training and mentoring. However, more than half of both women (50 percent) and men (59 percent) have negative perceptions of older workers, including their having higher healthcare costs, commanding higher wages/salaries, and being less open to learning new ideas.
- **Age That Workers Consider a Person to Be “Old.”** Men and women both consider a person to be “old” at age 70 (median among those who provided an age). However, large minorities of both genders say “It depends on the person”: women, 41 percent and men, 39 percent.
- **Age That Workers Consider a Person to Be “Too Old” to Work.** Women and men have similar perceptions of when a person is considered “too old” to work. The majority of women (57 percent) and men (51 percent) indicate “it depends on the person.” Among those who did provide an age, both men and women say a person is “too old” to work at age 75 (median).
- **Level of Concern About Health in Older Age.** The majority of women and men (both 73 percent) are concerned about their health in older age. More than one in five are “very concerned”: 22 percent of women and 25 percent of men.

Influences of Gender on Retirement Readiness

- **Engagement in Health-Related Activities on a Consistent Basis.** Most men and women are engaging in health-related activities. Women are more likely to seek medical attention when needed, get routine physicals and recommended health screenings, and to consider long-term health when making lifestyle decisions. In contrast, men are more likely to exercise regularly. Only about a quarter of women (26 percent) and men (24 percent) consider their long-term health when making lifestyle decisions.
- **Planning to Live to Age ...** Women and men plan on living long lives with both genders responding with a plan to live until age 90 (median). More than one in ten women (15 percent) and men (14 percent) are planning to become centenarians and live to age 100 or older. Forty-five percent of women and 37 percent of men are not sure about the age they plan to live to.
- **Current Financial Priorities.** The majority of both genders indicate that “Paying off debt” (NET) is a current priority (68 percent of women and 65 percent of men). In contrast, working men (62 percent) are more likely than working women (51 percent) to say saving for retirement is a financial priority right now. Women (41 percent) are more likely to say “just getting by – covering basic living expenses” is a current financial priority compared to men (28 percent).
- **Greatest Financial Priority Right Now.** “Paying off debt” (NET) is *greatest* financial priority for both women (32 percent) and men (28 percent). However, men more frequently cite “saving for retirement” as their greatest financial priority right now (25 percent) while women more frequently cited “just getting by – covering basic living expenses” (21 percent) as their greatest priority.
- **Types of Household Debt.** Credit card debt is the most common type of household debt for both women (61 percent) and men (58 percent), followed by mortgage (41 percent of women, 44 percent of men), and/or car loan (43 percent of women and 38 percent of men). Only 12 percent of women and 15 percent of men have no household debt.

Influences of Gender on Retirement Readiness

- **Estimated Emergency Savings.** Many workers lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Gender differences are evident with women having only \$2,000 (median) in emergency savings, an amount far less than the \$10,000 (median) among men. Moreover, 27 percent of women have saved less than \$1,000. While men (24 percent) are more to have saved \$25,000 or more for emergencies. Of concern, about a quarter of workers are "not sure" how much they have in emergency savings: 26 percent of women and 22 percent of men.
- **Saving for Retirement / Age Started Saving.** A large majority of workers of both genders are saving for retirement through an employer-sponsored plan and/or outside of work, but men are more likely (82 percent) than women (73 percent) to be currently saving. In addition, both women and men started saving at age 27 (median).
- **Expected Sources of Retirement Income.** Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by both women (80 percent) and men (84 percent). Social Security is the second most frequently cited source of retirement income that is expected among both women (74 percent) and men (74 percent). Additionally, about four in ten women (40 percent) and men (38 percent) expect income from "working" to be a source of income during retirement.
- **Expected Primary Source of Income in Retirement.** Both men (40 percent) and women (33 percent) most frequently cite 401(k)s, 403(b)s, or IRAs to be their expected *primary* source of income in retirement. Women (30 percent) are more likely than men (23 percent) to expect Social Security to be their primary source of income. Additionally, 16 percent of women and 12 percent of men expect to rely on "working."

Influences of Gender on Retirement Readiness

- **Importance of Retirement Benefits Compared to Other Benefits.** The vast majority of women (89 percent) and men (88 percent) believe that a 401(k), 403(b) or similar plan is “very” or “somewhat” important benefit. This trend has remained consistent over the past five years.
- **Retirement Benefits Currently Offered.** Although most workers are offered a 401(k) or other similar employee-funded retirement plan in the workplace, men (75 percent) are more likely to have access compared to women (66 percent). In contrast, few workers (32 percent of men, 19 percent of women) are offered a company-funded defined benefit plan. Of note, 27 percent of women say their employer does not offer them any retirement benefits compared to just 19 percent of men.
- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate is higher among men (84 percent) compared to women (77 percent). For both men and women, plan participation has increased since last year.
- **Retirement Plan Contribution Rate.** Among workers who participate in 401(k) or similar plan, men contribute 10 percent (median) of their annual pay, whereas women contribute 7 percent (median). Over the past five years, the median contribution rate has been consistently higher among men than women.
- **Appeal of Automatic Enrollment.** The majority of workers (82 percent men and 79 percent women) find automatic enrollment into a 401(k) or similar retirement plan “very” or “somewhat” appealing. Forty-two percent of men and 37 percent of women find it “very appealing.” Men workers believe the appropriate default contribution rate should be 9 percent (median), which is higher than the 5 percent (median) among women workers.
- **Likelihood of Using Automatic Escalation.** The majority of both women (73 percent) and men (77 percent) workers say they are “very” or “somewhat” likely to use a feature that automatically increases contribution rate by 1% each year until they choose to discontinue the increase. Twenty-nine percent of women and 33 percent of men are “very likely” to use the feature.

Influences of Gender on Retirement Readiness

- **Use of Professionally Managed Offerings.** “Professionally managed” accounts are a managed account service, strategic allocation funds, and/or target date funds. The majority of plan participants of both genders use some form of professionally managed offering in their 401(k) or similar plans: 54 percent of women and 63 percent of men. Men (47 percent) are more likely than women (39 percent) to set their own asset allocation percentages among the available funds. More women (15 percent) than men (7 percent) are “not sure” about their current approach to investing in their employer-sponsored plan.
- **Asset Allocation of Retirement Investments.** Among those investing for retirement, Men (43 percent) and women (36 percent) most frequently say that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash. A concerning 32 percent of women say that they are “not sure” how their savings are invested, compared to 13 percent of men.
- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. About one in three women (32 percent) and men (34 percent) have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan.
- **Total Household Retirement Savings.** Total household retirement savings differ by gender. Working men have saved \$123,000 (estimated median) compared to \$42,000 (estimated median) among women. Almost twice as many men (38 percent) as women (20 percent) have saved \$250,000 or more in total household retirement accounts. Over the past five years, men have consistently reported higher levels of household retirement savings compared to women.
- **Estimated Retirement Savings Needs.** Working men and women both expect they will need to have saved \$500,000 (median) by the time they retire in order to feel financially secure. More women (47 percent) than men (41 percent) estimate they will need less than \$500,000 in order to feel financially secure in retirement.

Influences of Gender on Retirement Readiness

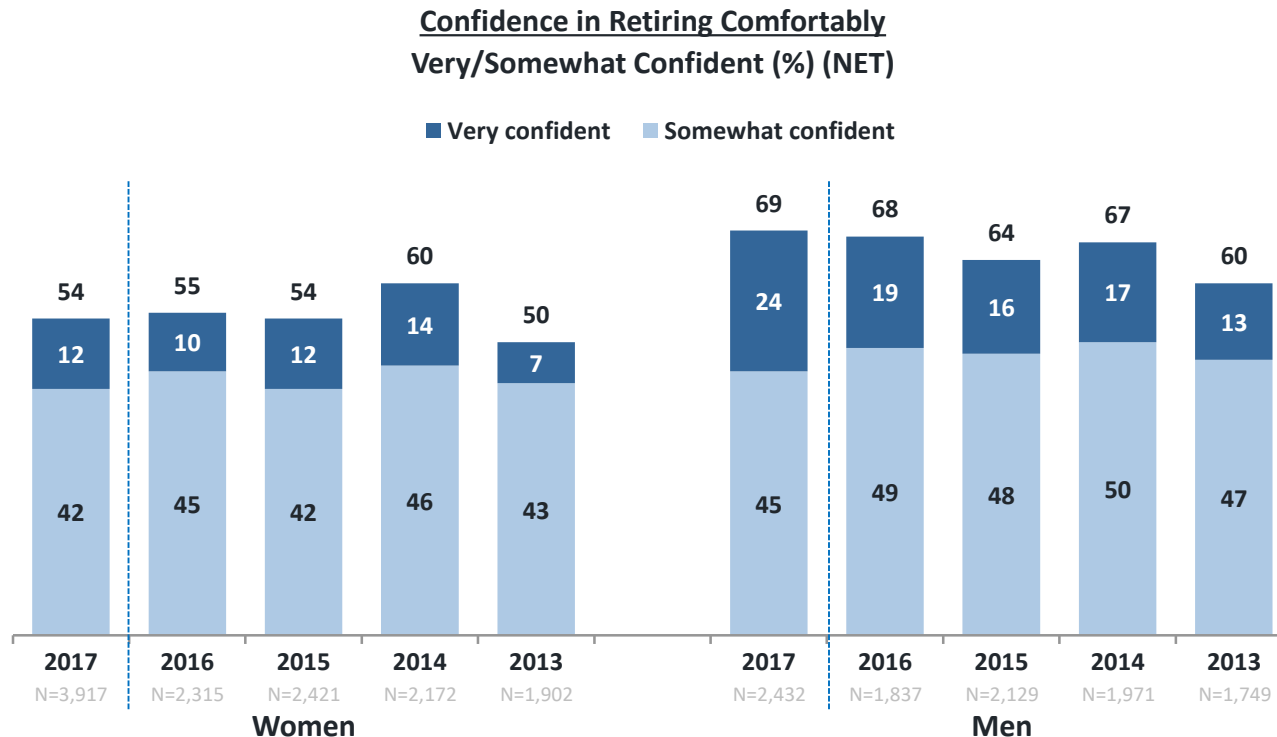
- **Basis for Estimating Retirement Savings Needs.** Among those who provided an estimate of their retirement savings needs, many arrived at that amount by “guessing.” Women (55 percent) are more likely than men (39 percent) to say that they “guessed.” Men (10 percent) are twice as likely as women (5 percent) to have used a retirement calculator.
- **Retirement Strategy: Written, Unwritten, or None.** Men (71 percent) are more likely than women (55 percent) to have some form of a retirement strategy, either written or unwritten. However, of them, only 11 percent of women have a written retirement strategy compared to 21 percent of men. Over the past five years, men have been consistently more likely than women to have some form of retirement strategy.
- **Confidence that Financial Strategy Will Enable Travel Goals.** Travel was the top retirement dream for both men and women. However, among those dreaming of travel in retirement, only 46 percent of women compared to 69 percent of men are confident that their current financial strategy will allow them to meet their travel goals throughout retirement. Men are more likely than women to be “very” confident (29 percent and 12 percent, respectively). Additionally, more women (20 percent) than men (9 percent) haven’t given much thought to a financial strategy for travel in retirement.
- **Professional Financial Advisor Usage.** Significantly more men (45 percent) than women (33 percent) who are investing for retirement use a professional financial advisor to manage their retirement savings or investments. The use of a professional financial advisor has increased in men and decreased in women compared to last year.

Influences of Gender on Retirement Readiness

- **Awareness of Saver's Credit.** Level of awareness about the IRS Saver's Credit – a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA – varies significantly between genders. Working men (43 percent) are more likely than women (28 percent) to be aware of the IRS Saver's Credit. This gender gap in awareness is consistent with last year, however, both genders did see a rise in awareness when compared to last year.
- **Awareness of the IRS' Free File Program.** Women workers (40 percent) are less likely than men (49 percent) to be aware of the IRS' Free File program which offers federal income tax preparation software for free for eligible tax filers.

Confidence in Retiring Comfortably

Retirement confidence is lower among women (54 percent) compared to men (69 percent). Twice as many men (24 percent) than women (12 percent) are “very” confident they will be able to fully retire with a lifestyle they consider comfortable. This gap has been consistent for the past five years.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

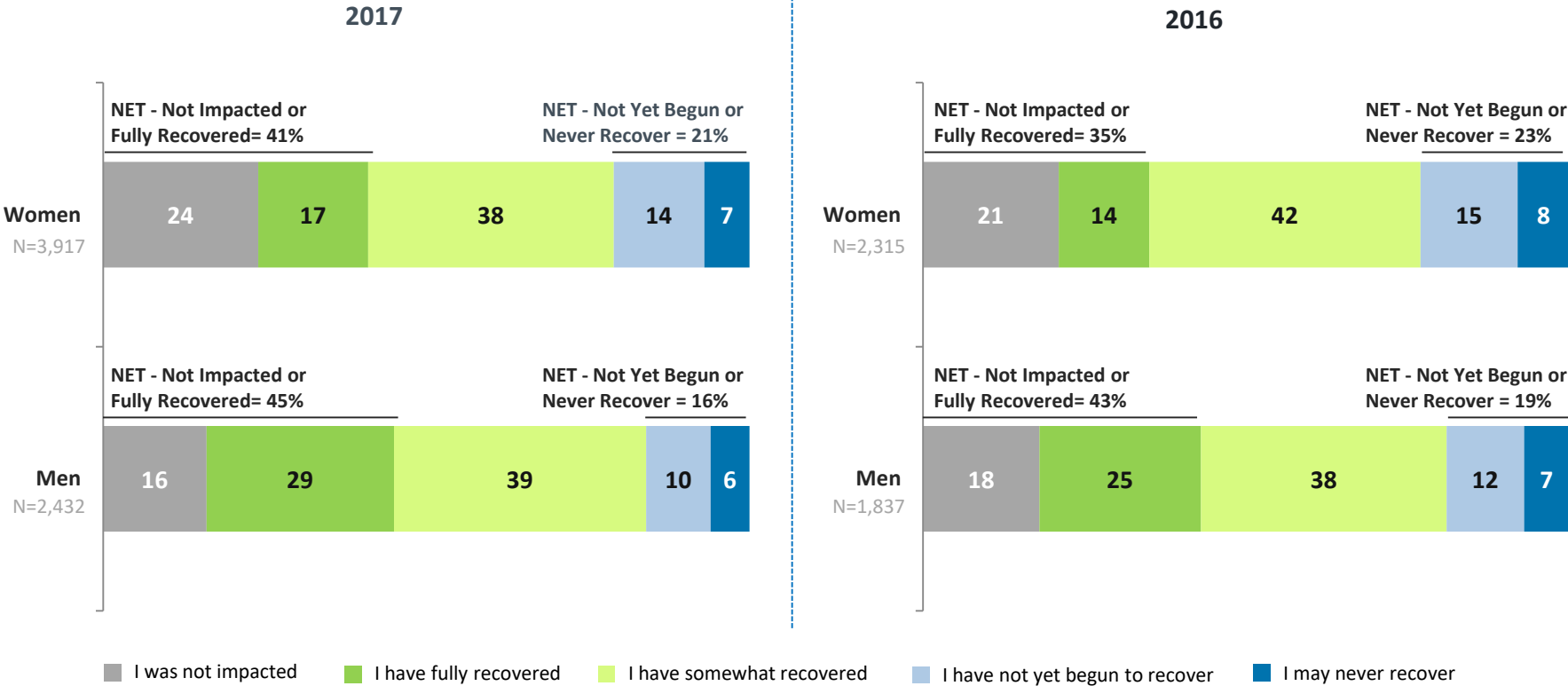
BASE: ALL QUALIFIED RESPONDENTS

Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

Recovery From the Great Recession

Stages of financial recovery from the Great Recession differ between genders. Seventeen percent of working women feel they have fully recovered, compared to 29 percent of working men. In addition, 21 percent of women have either not yet begun to recover or feel they may never recover, compared to 16 percent of men.

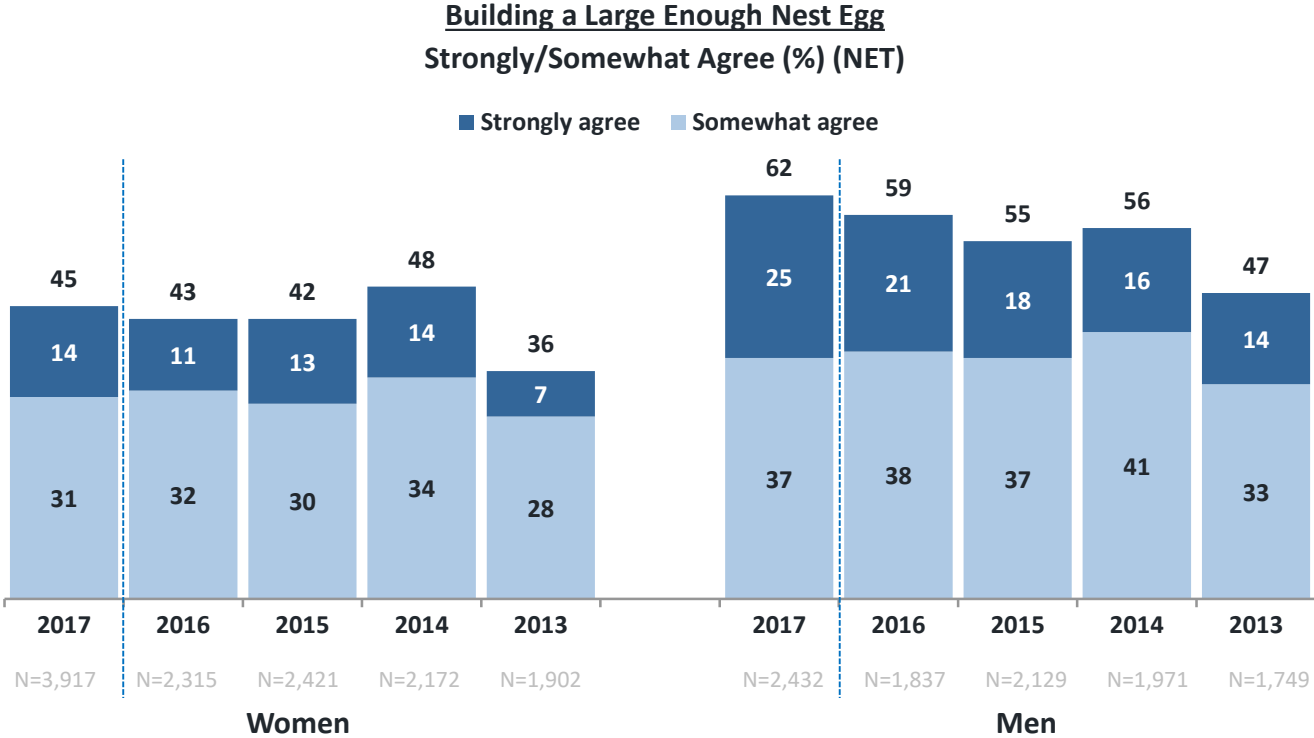
How would you describe your financial recovery from the Great Recession? (%)



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.
 BASE: ALL QUALIFIED RESPONDENTS
 Q2655. How would you describe your financial recovery from the deep recession in recent years, which is commonly referred to as the "Great Recession"?

Building a Large Enough Nest Egg?

Men (62 percent) are more likely than women (45 percent) to either “strongly” or “somewhat” agree that they are building a large enough retirement nest egg. Nearly twice as many men (25 percent) than women (14 percent) “strongly” agree. For both men and women level of agreement has increased since last year.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

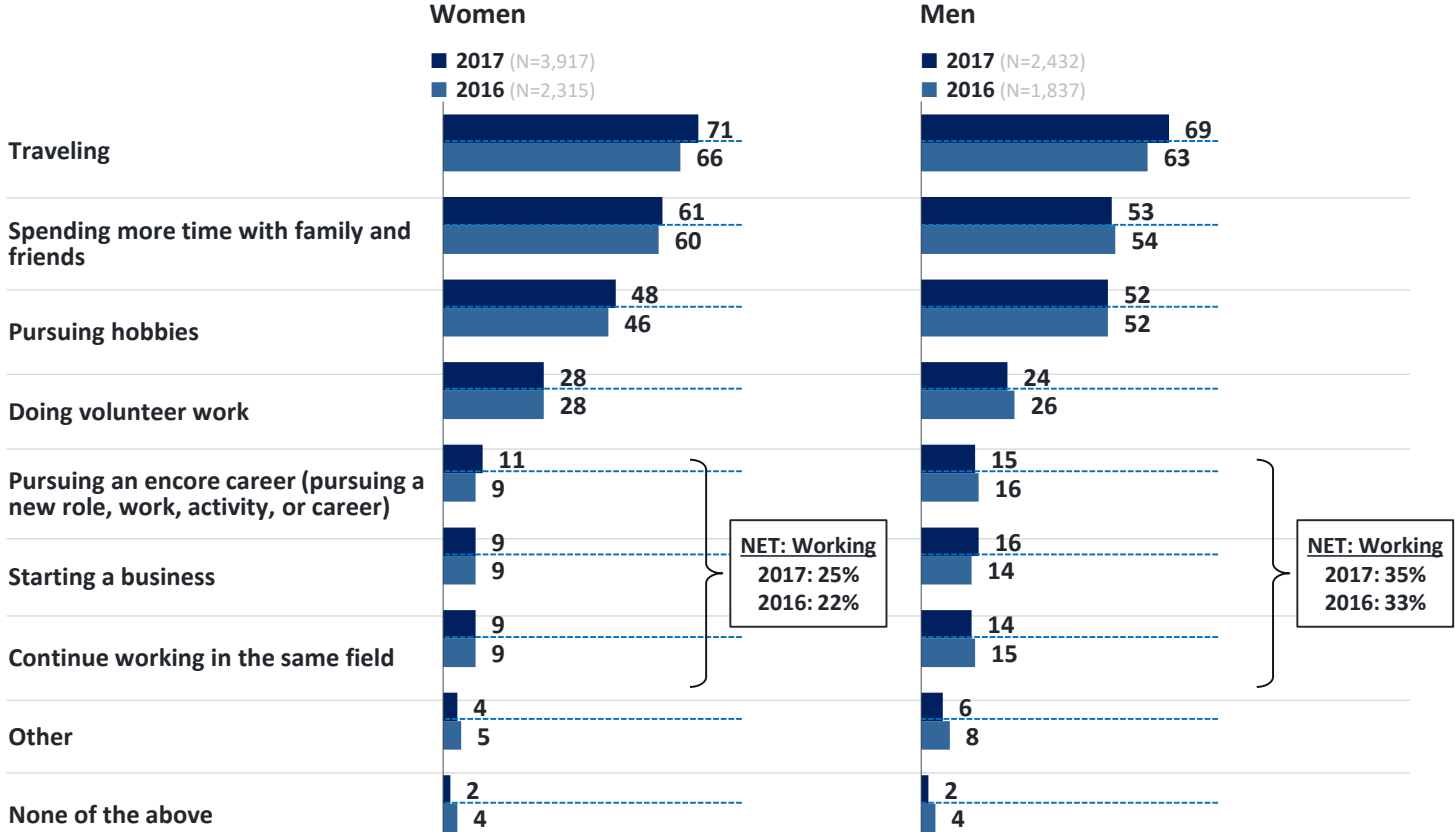
BASE: ALL QUALIFIED RESPONDENTS

Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

Retirement Dreams Include Leisure and Work

Traveling is the most commonly cited retirement dream among both women (71 percent) and men workers (69 percent). Women (61 percent) are more likely to say they dream of spending more time with family and friends than men (53 percent). Women (61 percent) are more likely to say they dream of spending more time with family and friends than men (53 percent). Other dreams are pursuing hobbies (48 percent women, 52 percent men), as well as some form of work in retirement (25 percent of women, 35 percent of men).

How do you dream of spending your retirement?
Please select all that apply. (%)



! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1418. How do you dream of spending your retirement? Select all.

Retirement Beliefs, Preparations, and Involvement

Both women (81 percent) and men (78 percent) agree that their generation will have a much harder time in achieving financial security compared to their parent's generation. Women (81 percent) are more likely than men (72 percent) to be concerned that Social Security will not be there for them when they are ready to retire.

How Much Do You Agree or Disagree?

Strongly/Somewhat Agree (%) (NET)

**Compared to my parent's generation, people in my generation will have a much harder time in achieving financial security

**I am concerned that when I am ready to retire, Social Security will not be there for me

*My current employer is supportive of its employees working past 65

Do not know as much as I should about retirement investing

I would like to receive more information and advice from my employer on how to reach my retirement goals

Could work until age 65 and still not have enough money saved

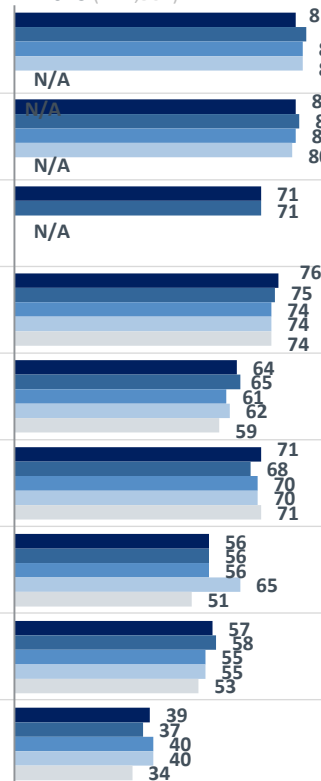
Very involved in monitoring and managing my retirement savings

Prefer to rely on outside experts to monitor and manage my plan

Prefer not to think about or concern myself with it until closer to retirement

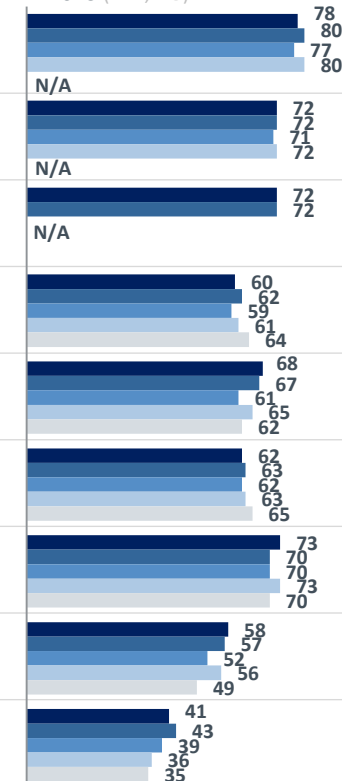
Women

■ 2017 (N=3,917)
 ■ 2016 (N=2,315)
 ■ 2015 (N=2,421)
 ■ 2014 (N=2,172)
 ■ 2013 (N=1,902)



Men

■ 2017 (N=2,432)
 ■ 2016 (N=1,837)
 ■ 2015 (N=2,129)
 ■ 2014 (N=1,971)
 ■ 2013 (N=1,749)



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2016 **added in 2014

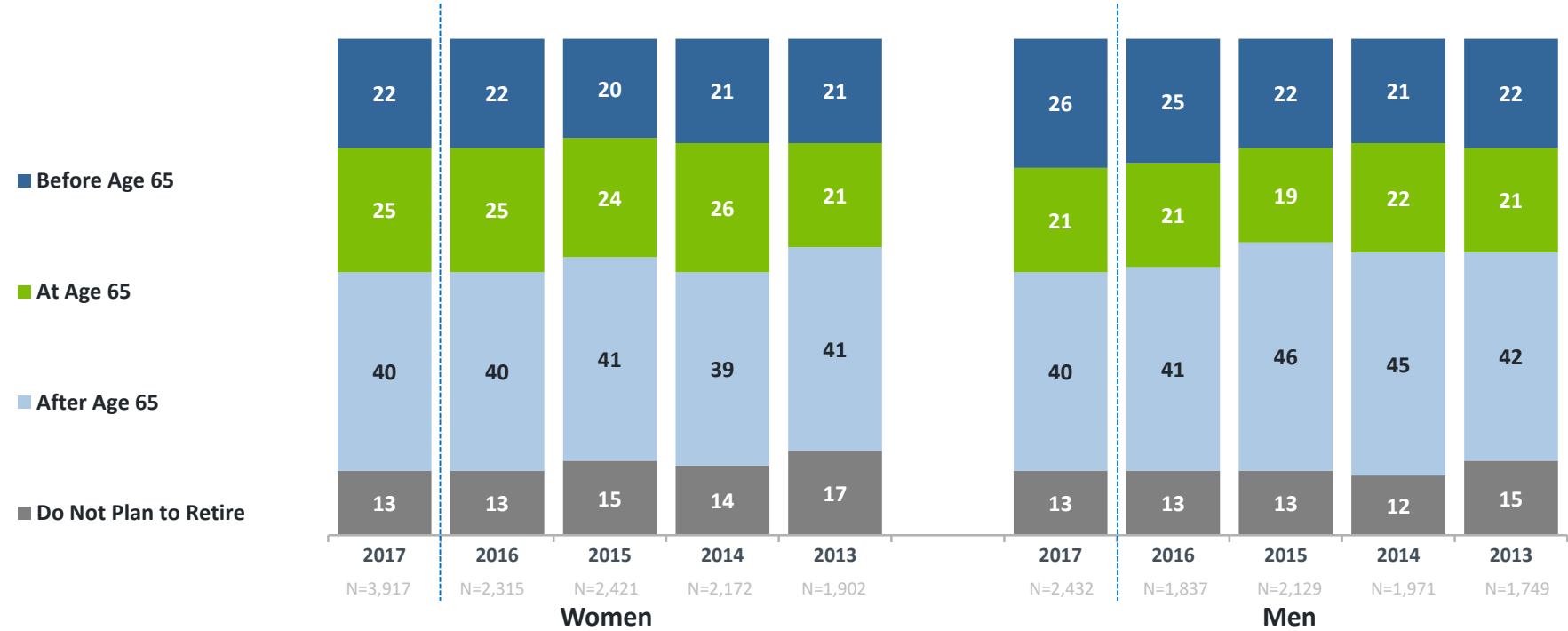
BASE: ALL QUALIFIED RESPONDENTS

Q930. How much do you agree or disagree with each of the following statements regarding retirement investing?

Expected Retirement Age

The majority of both men (53 percent) and women (53 percent) expect to work past age 65 or do not plan to retire. Twenty-one percent of men and 25 percent of women expect to retire at age 65. Slightly more men (26 percent) than women (22 percent) plan to retire before age 65. This trend has remained consistent for the past five years.

Age Expecting to Retire (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

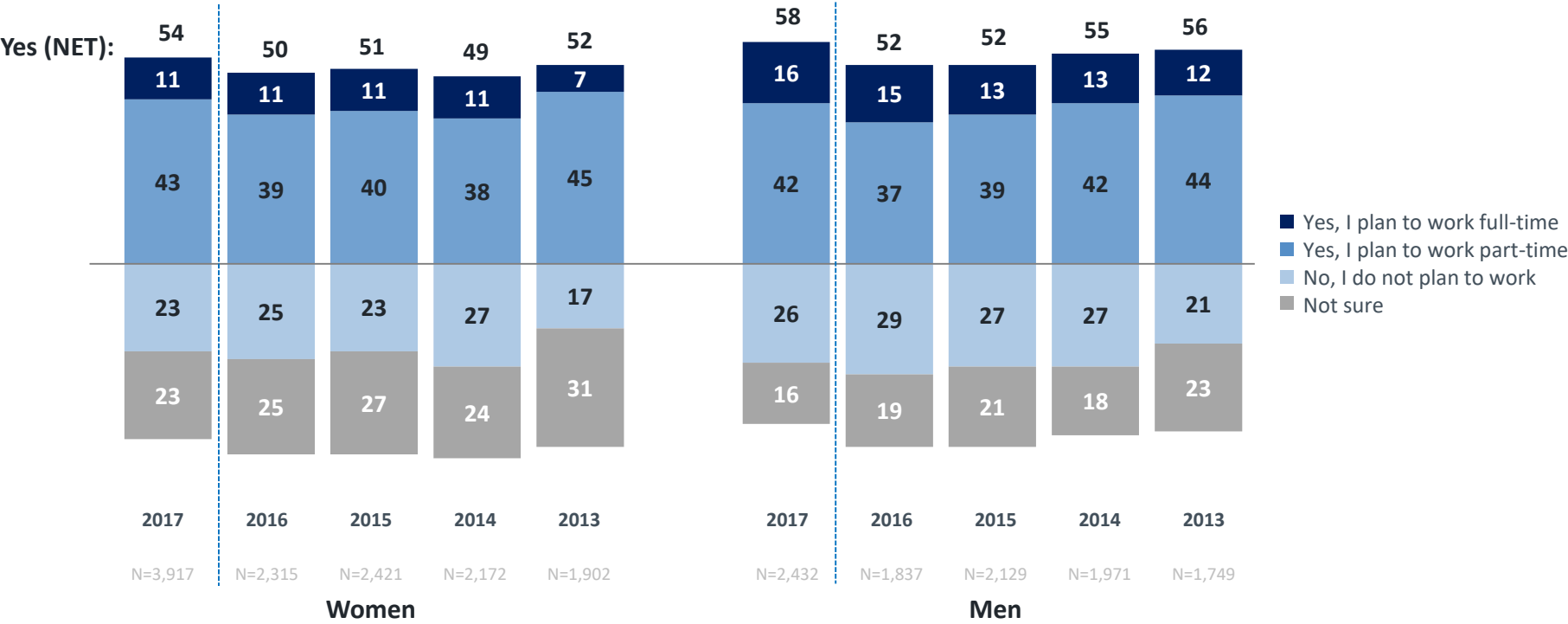
BASE: ALL QUALIFIED RESPONDENTS

Q910. At what age do you expect to retire?

Planning to Work in Retirement

Somewhat more than half of working men (58 percent) and women (54 percent) plan to continue working after they retire, at least on a part-time basis. Sixteen percent of men and 11 percent of women plan to work full-time after retiring. Both men and women are more likely to plan to continue working in retirement compared to last year.

Planning to Work in Retirement (%)



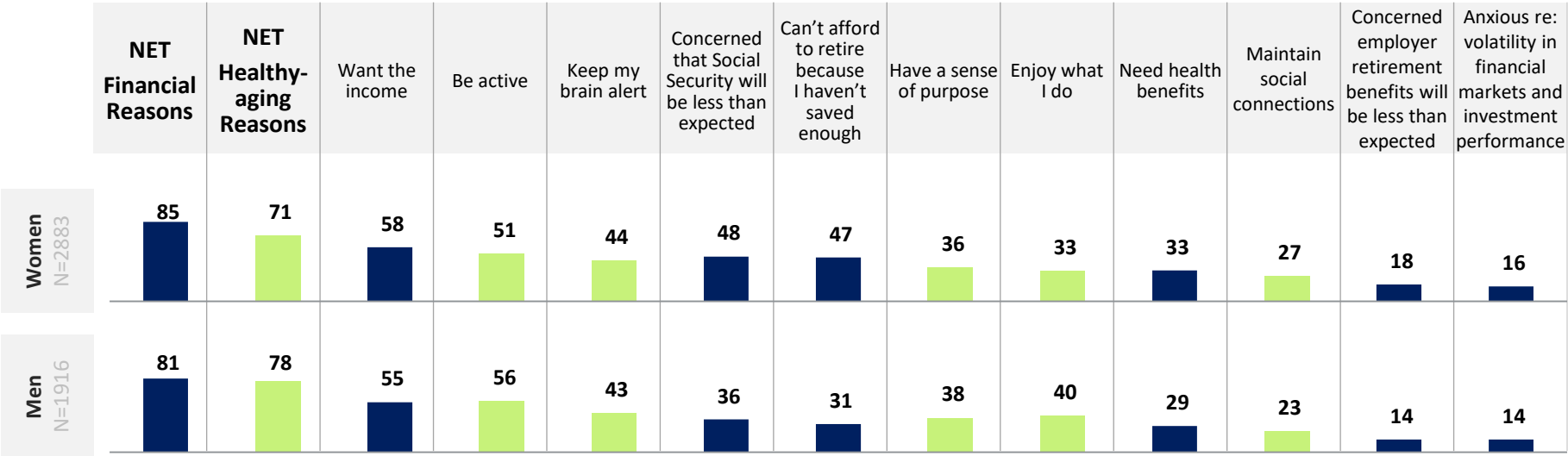
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1525. Do you plan to work after you retire?

Reasons for Working in Retirement

Among workers who plan to retire after age 65 and/or work in retirement, men and women more frequently cite financial reasons (women 85 percent, men 81 percent) than healthy-aging reasons (women 71 percent, men 78 percent).



New question added in 2017

BASE: PLAN ON RETIRING AFTER 65 AND/OR WORKING AFTER RETIREMENT

Q1530x1. What are your reason(s) for working in retirement or past age 65? Select all.

Retirement Transitions: Phased Versus Immediate

Women and men envision a phased transition into retirement by changing work patterns (e.g., reducing work hours with more leisure time to enjoy life, or working in a different capacity that is less demanding and/or brings greater personal satisfaction). More Men (26 percent) than women (19 percent) plan to immediately stop working and retire once they reach a specific age or amount of money.

How do you envision transitioning into retirement? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

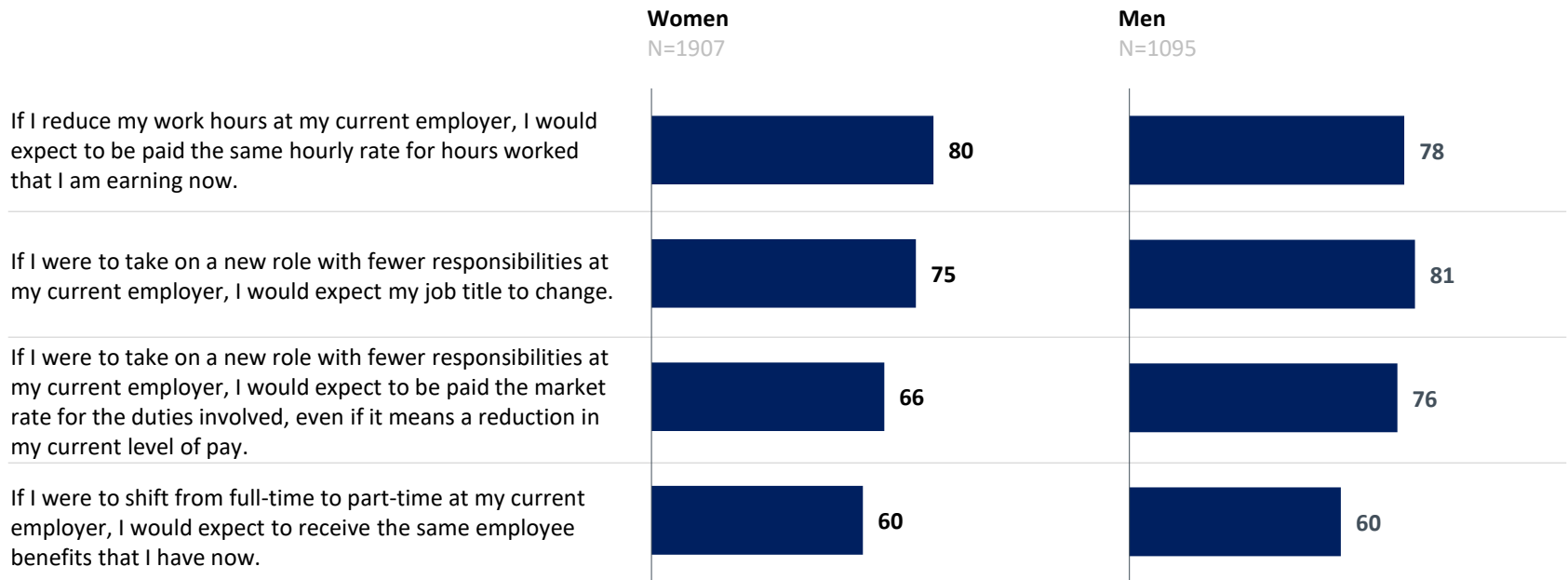
Q1545. How do you envision transitioning into retirement?

Phased Retirement and Compensation-Related Expectations

Among workers who envision a phased transition into retirement, most are conscious about how changes in their work arrangements may affect their compensation, job title, and employee benefits. Women workers (80 percent) are somewhat more likely than men (78 percent) to agree that “If I reduce my work hours at my current employer, I would expect to be paid the same hourly rate for hours worked that I am earning now.” In contrast, men (76 percent) are more likely than women (66 percent) to agree that “If I were to take on a new role with fewer responsibilities at my current employer, I would expect to be paid the market rate for the duties involved, even if it means a reduction in my current level of pay.”

In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements?

Strongly/Somewhat Agree (%) (NET)



New question added in 2017

BASE: RESPONDENTS WHO ENVISION A PHASED TRANSITION INTO RETIREMENT

Q1546. In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements?

Perceptions of Older Workers

A strong majority of women (85 percent) and men (82 percent) have positive perceptions about older workers, namely they are more knowledgeable, responsible, and a valuable resource for training and mentoring. However, more than half of both women (50 percent) and men (59 percent) have negative perceptions of older workers, including their having higher healthcare costs, command higher wages/salaries, and are less open to learning new ideas.

Perceptions of workers age 50+ compared to younger workers in today's workforce? (%)

	Women N=3,917	Men N=2,432
NET – Positive perceptions	85	82
Bring more knowledge, wisdom, and life experience	64	60
Are more responsible, reliable, and dependable	61	54
Are a valuable resource for training and mentoring	50	50
Are an important source of institutional knowledge	42	43
Are more adept at problem-solving	32	36
Are better at getting along with others in a team environment	31	30
NET – Negative perceptions	50	59
Have higher healthcare costs	25	31
Command higher wages and salaries	17	23
Are less open to learning and new ideas	21	18
Have higher disability costs	11	17
Have outdated skill sets	13	13
Are less productive	8	11
Other	1	1
None	7	8

New question added in 2017

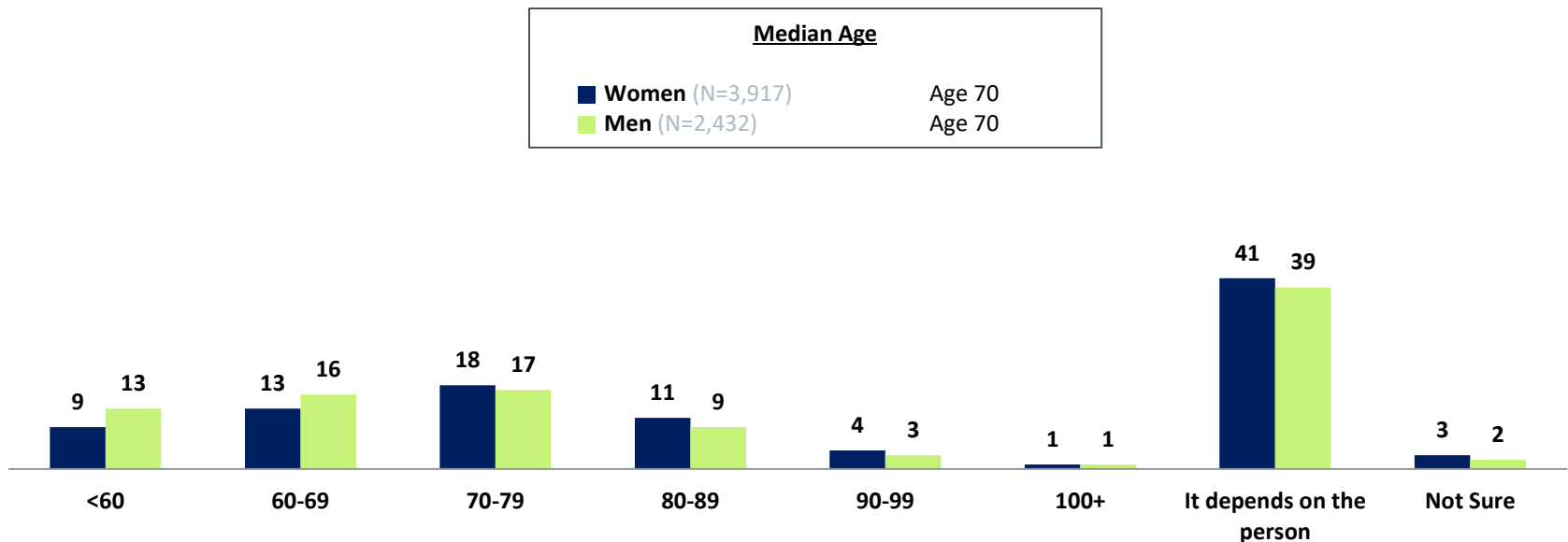
BASE: ALL QUALIFIED RESPONDENTS

Q1528. What are your perceptions of workers age 50 and older compared to younger workers in today's workforce? Select all.

Age That Workers Consider a Person to Be “Old”

Men and women both consider a person to be “old” at age 70 (median among those who provided an age). However, large minorities of both genders say “It depends on the person”: women, 41 percent and men, 39 percent.

Age When Person is Considered “Old” (%)



New question added in 2017

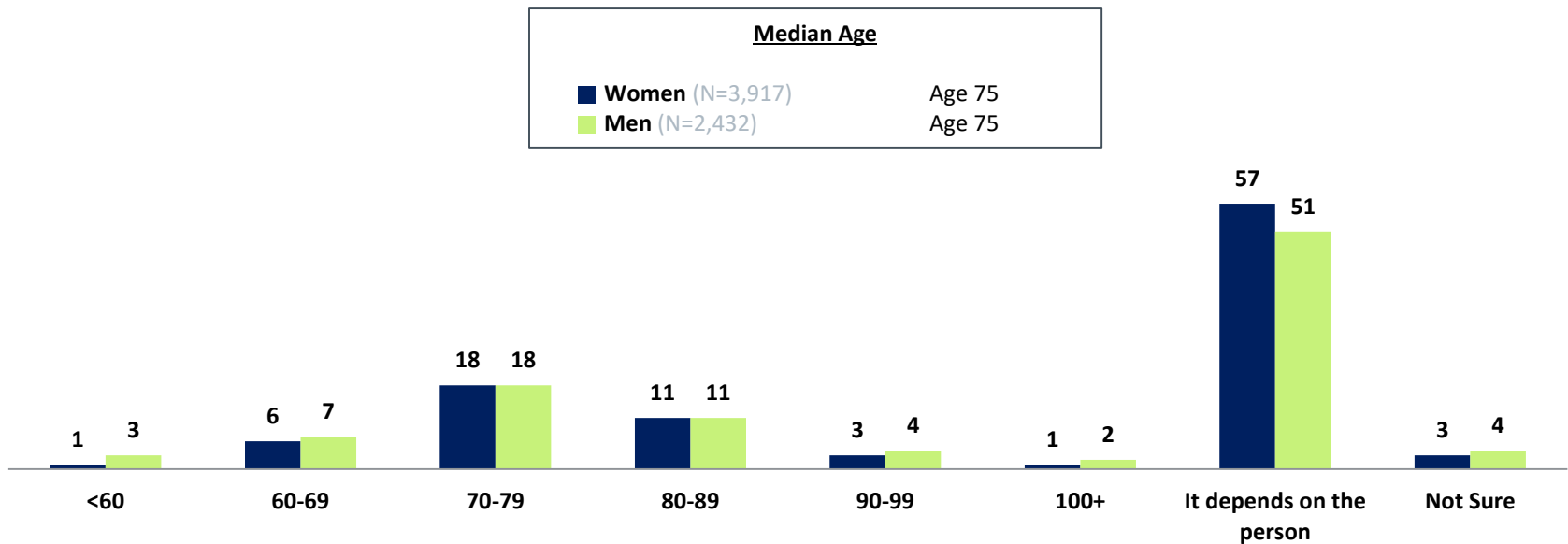
BASE: ALL QUALIFIED RESPONDENTS

Q1526. At what age do you consider a person to be “old”?

Age That Workers Consider a Person to Be “Too Old” to Work

Women and men have similar perceptions of when a person is considered “too old” to work. The majority of women (57 percent) and men (51 percent) indicate “it depends on the person.” Among those who did provide an age, both men and women say a person is “too old” to work at age 75 (median).

Age When Person is Considered “Too Old” to Work (%)



New question added in 2017

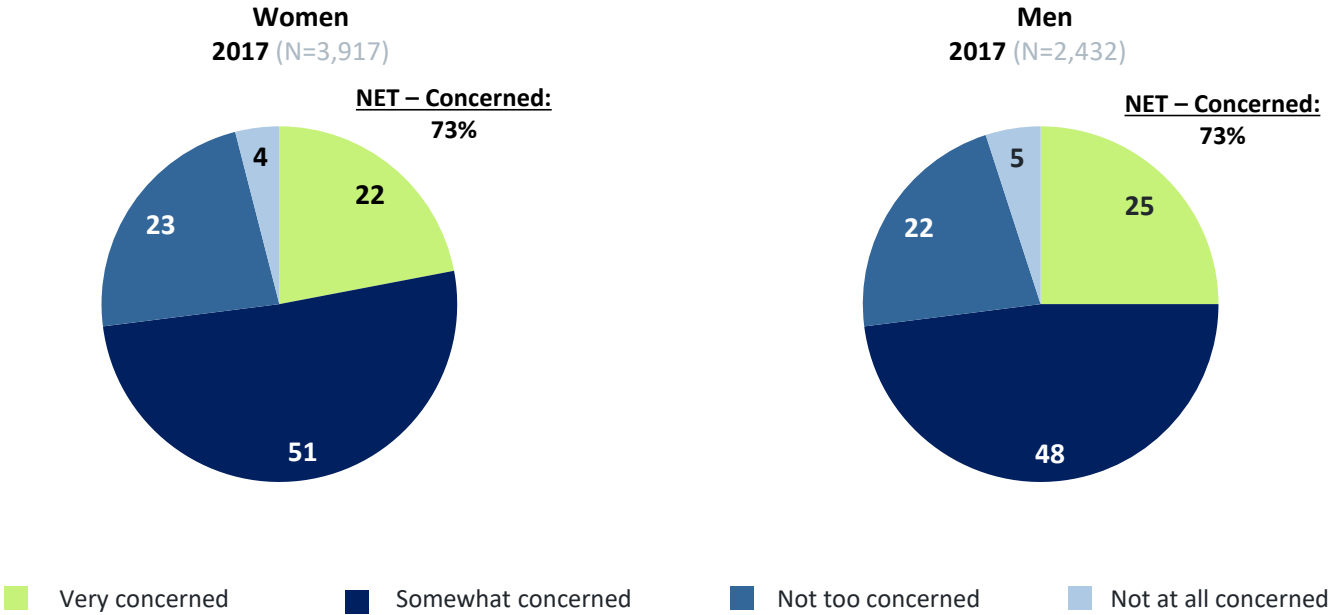
BASE: ALL QUALIFIED RESPONDENTS

Q1527. At what age do you consider a person to be “too old” to work?

Level of Concern About Health in Older Age

The majority of women and men (both 73 percent) are concerned about their health in older age. More than one in five are “very concerned”: 22 percent of women and 25 percent of men.

Concerned About Health in Older Age (%)

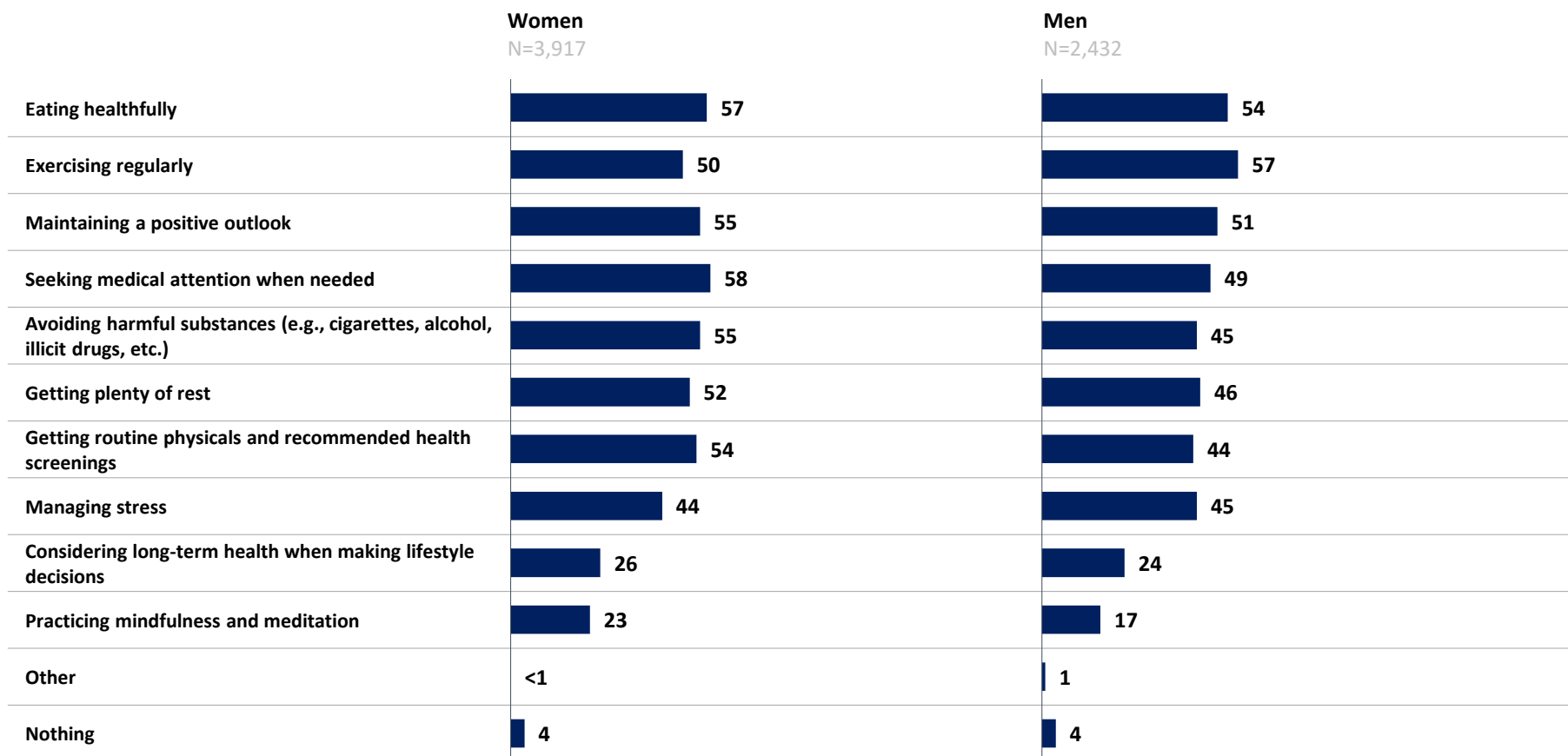


New question added in 2017
BASE: ALL QUALIFIED RESPONDENTS
Q1445X1. How concerned are you about your health in older age?

Engagement in Health-Related Activities on a Consistent Basis

Most men and women are engaging in health-related activities. Women are more likely to seek medical attention when needed, get routine physicals and recommended health screenings, and to consider long-term health when making lifestyle decisions. In contrast, men are more likely to exercise regularly. Only about a quarter of women (26 percent) and men (24 percent) say they consider their long-term health when making lifestyle decisions.

Engaging in Health-Related Activities on a Consistent Basis (%)



New question added in 2017

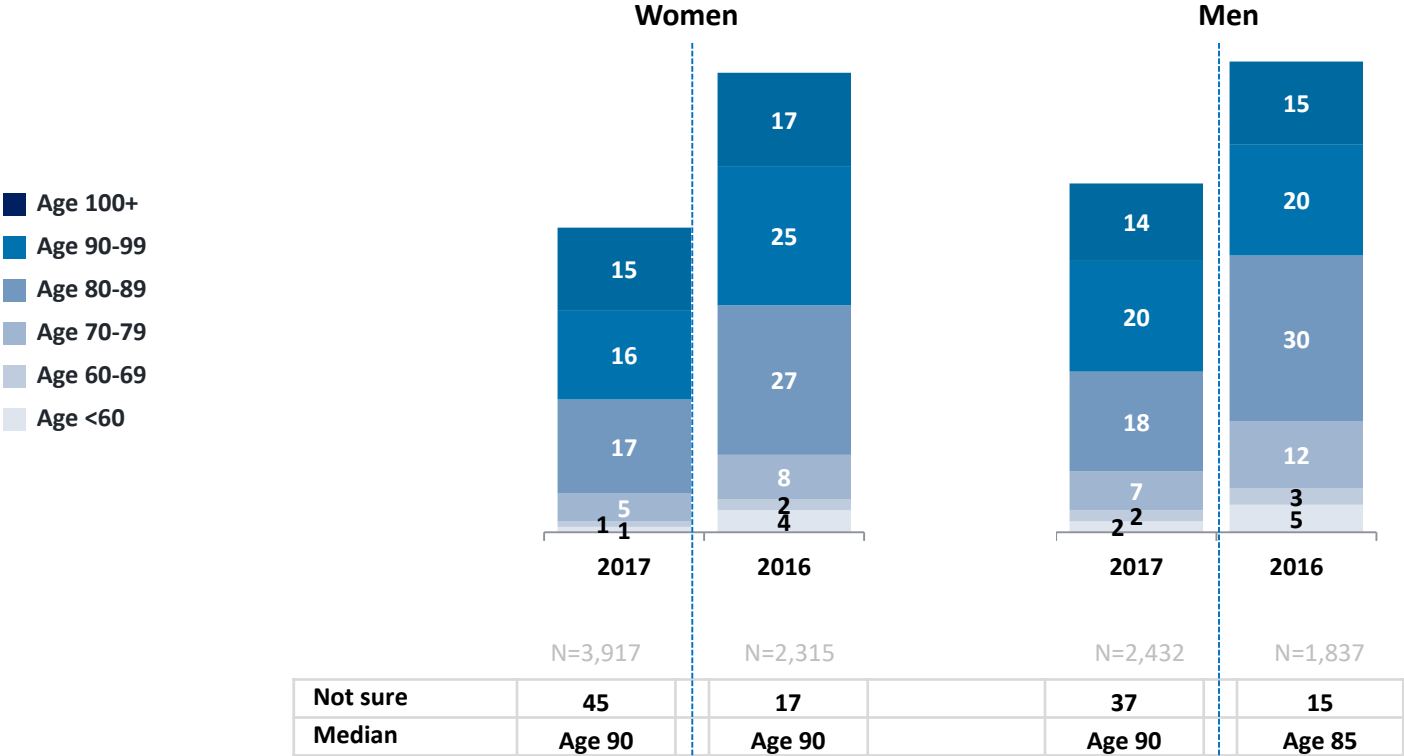
BASE: ALL QUALIFIED RESPONDENTS

Q1446. Which of the following health-related activities are you doing on a consistent basis? Select all.

Planning to Live to Age ...

Women and men plan on living long lives with both genders responding with a plan to live until age 90 (median). More than one in ten women (15 percent) and men (14 percent) are planning to become centenarians and live to age 100 or older. Forty-five percent of women and 37 percent of men are not sure about the age they plan to live to.

What age are you planning to live to? (%)



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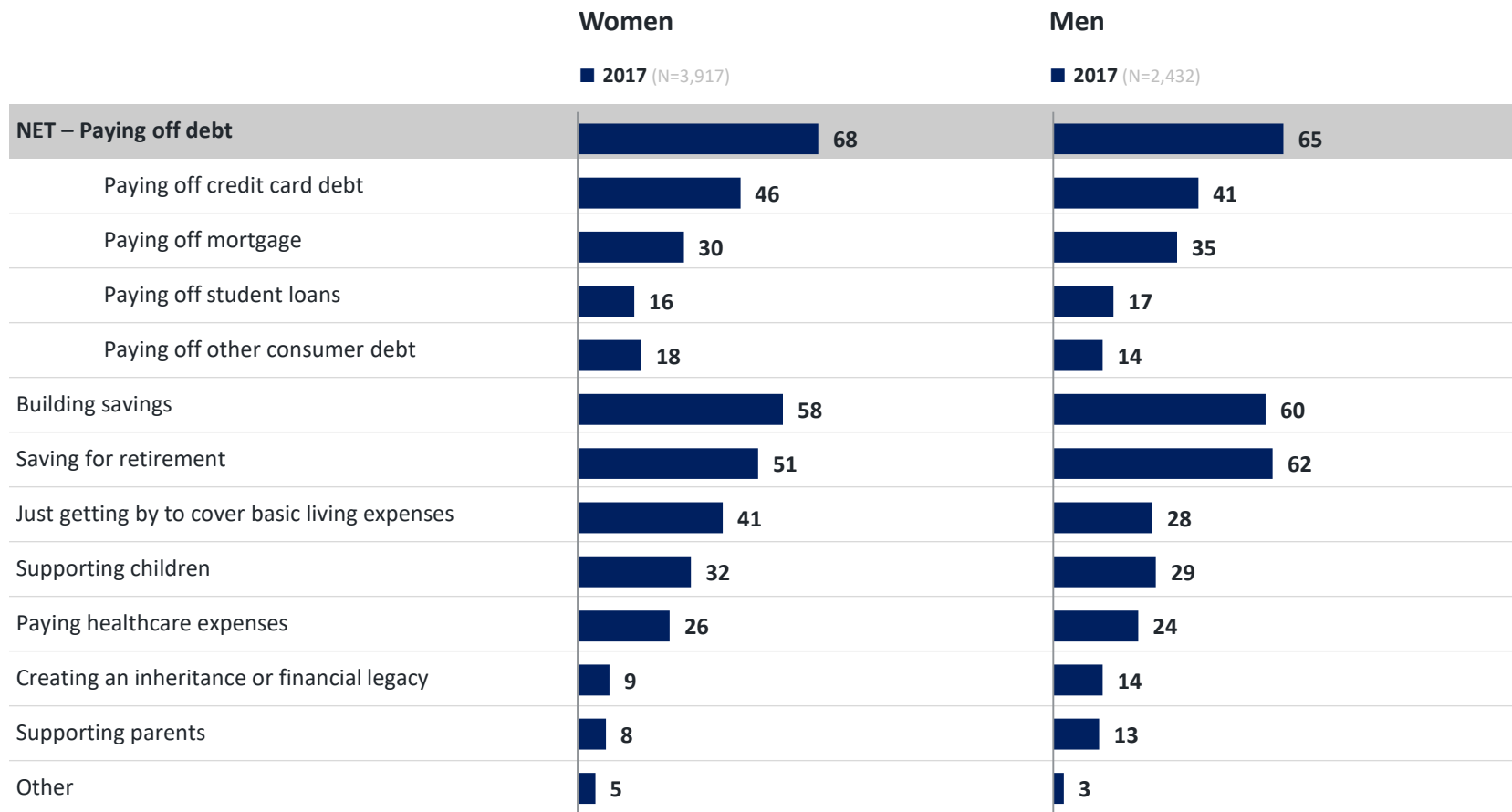
BASE: ALL QUALIFIED RESPONDENTS

Q2850. What age are you planning to live to?

Current Financial Priorities

The majority of both genders indicate that “Paying off debt” (NET) is a current priority (68 percent of women and 65 percent of men). In contrast, working men (62 percent) are more likely than working women (51 percent) to say saving for retirement is a financial priority right now. Women (41 percent) are more likely to say “just getting by – covering basic living expenses” is a current financial priority compared to men (28 percent).

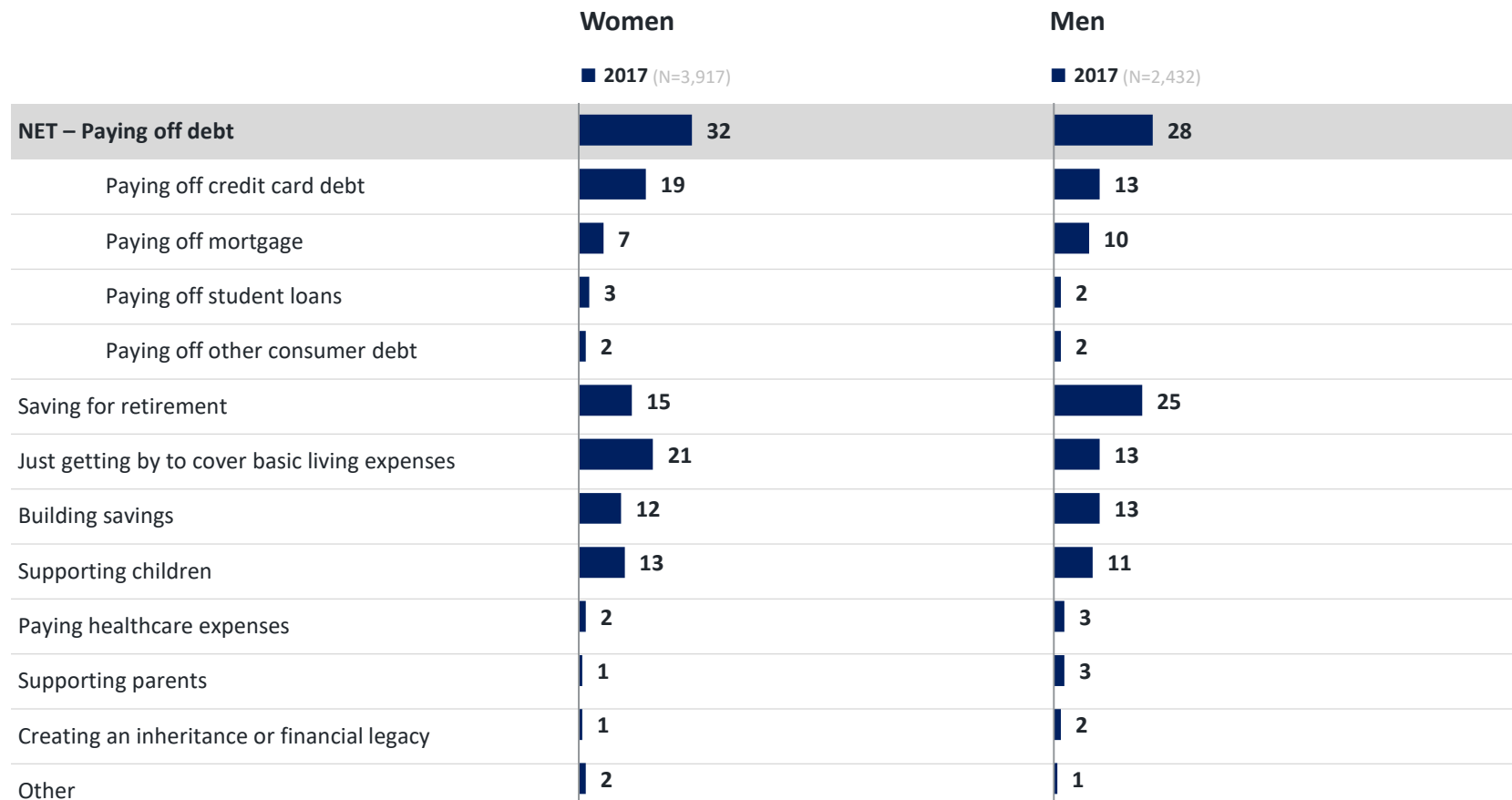
Current Financial Priorities (%)



Greatest Financial Priority Right Now

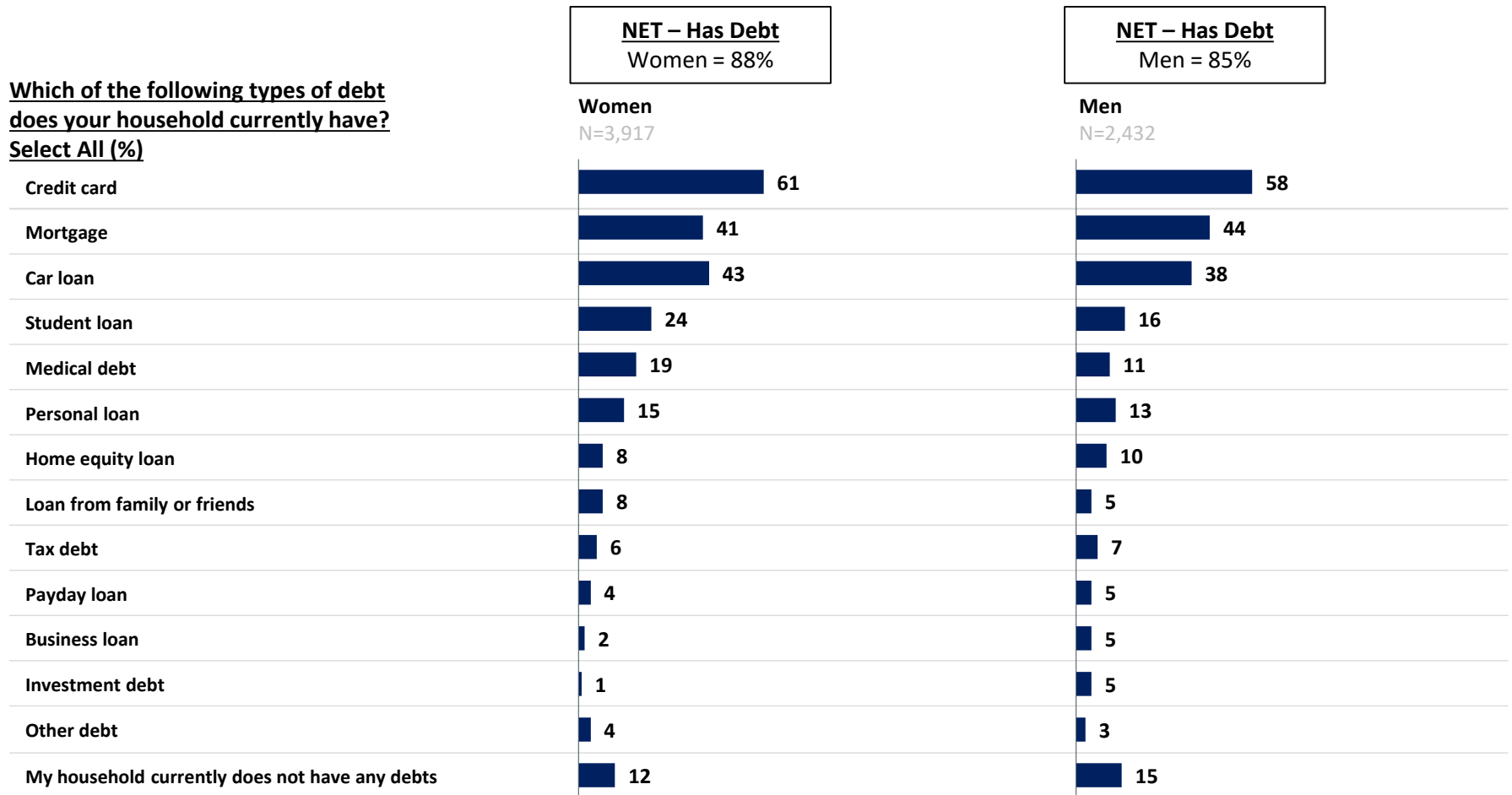
“Paying off debt” (NET) is *greatest* financial priority for both women (32 percent) and men (28 percent). However, men more frequently cite “saving for retirement” as their greatest financial priority right now (25 percent) while women more frequently cited “just getting by – covering basic living expenses” (21 percent) as their greatest priority.

Greatest Financial Priority Right Now (%)



Types of Household Debt

Credit card debt is the most common type of household debt for both women (61 percent) and men (58 percent), followed by mortgage (41 percent of women, 44 percent of men), and/or car loan (43 percent of women and 38 percent of men). Only 12 percent of women and 15 percent of men have no household debt.



New question added in 2017

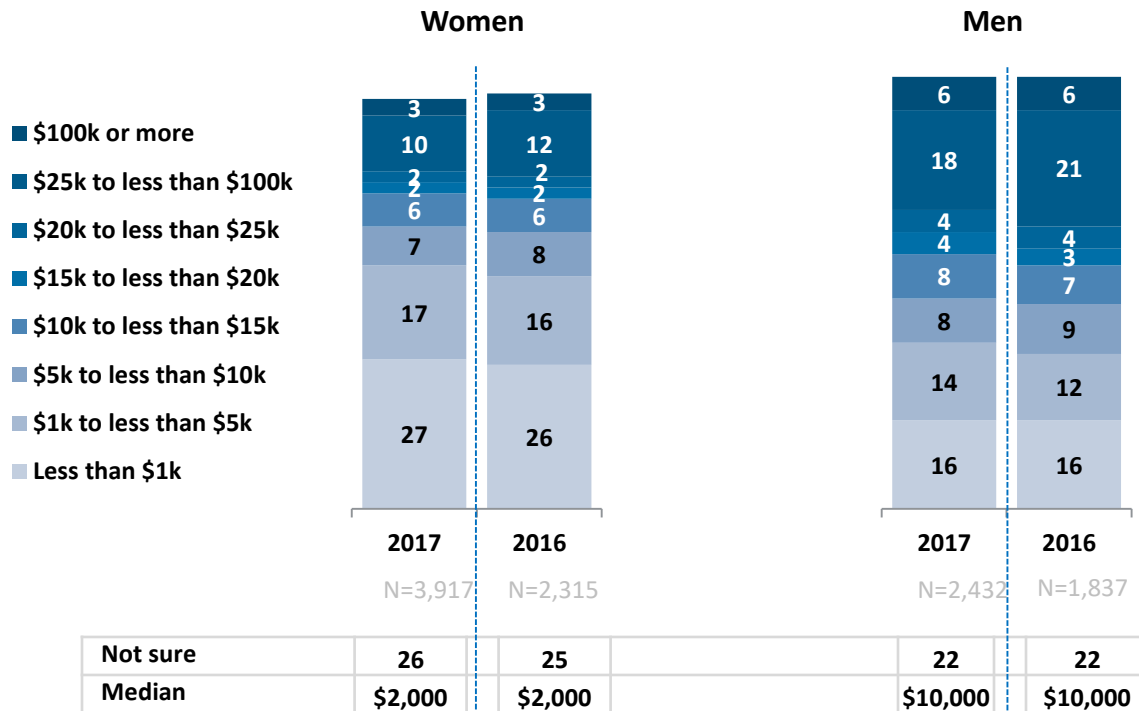
BASE: ALL QUALIFIED RESPONDENTS

Q1286. Which of the following types of debt does your household currently have? Select all.

Estimated Emergency Savings

Many workers lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Gender differences are evident with women having only \$2,000 (median) in emergency savings, an amount far less than the \$10,000 (median) among men. Moreover, 27 percent of women have saved less than \$1,000. While men (24 percent) are more to have saved \$25,000 or more for emergencies. Of concern, about a quarter of workers are "not sure" how much they have in emergency savings: 26 percent of women and 22 percent of men.

How much do you have in emergency savings to cover the cost of unexpected major financial setbacks? (%)



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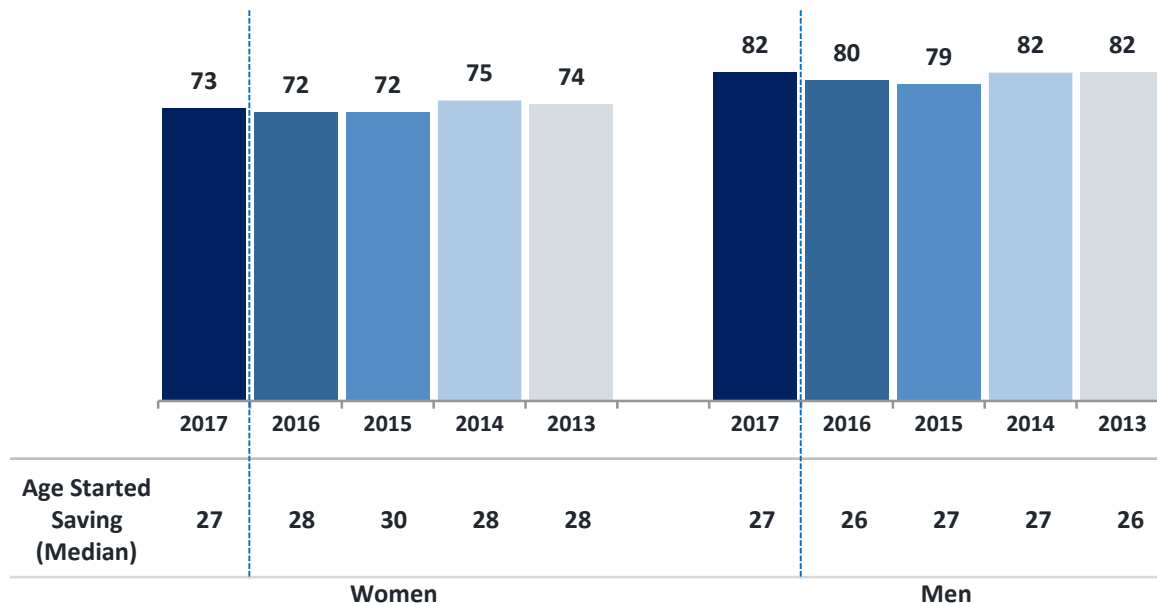
BASE: ALL QUALIFIED RESPONDENTS

Q2825. How much do you have in emergency savings specifically to cover the cost of unexpected major financial setbacks (e.g., unemployment, medical bills, home repairs, auto repairs, other)?

Saving for Retirement / Age Started Saving

A large majority of workers of both genders are saving for retirement through an employer-sponsored plan and/or outside of work, but men are more likely (82 percent) than women (73 percent) to be currently saving. In addition, both women and men started saving at age 27 (median).

Workers Who Are Saving For Retirement Through an Employer-Sponsored Retirement Plan And/Or Outside of Work (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

BASE: ALL QUALIFIED RESPONDENTS

Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

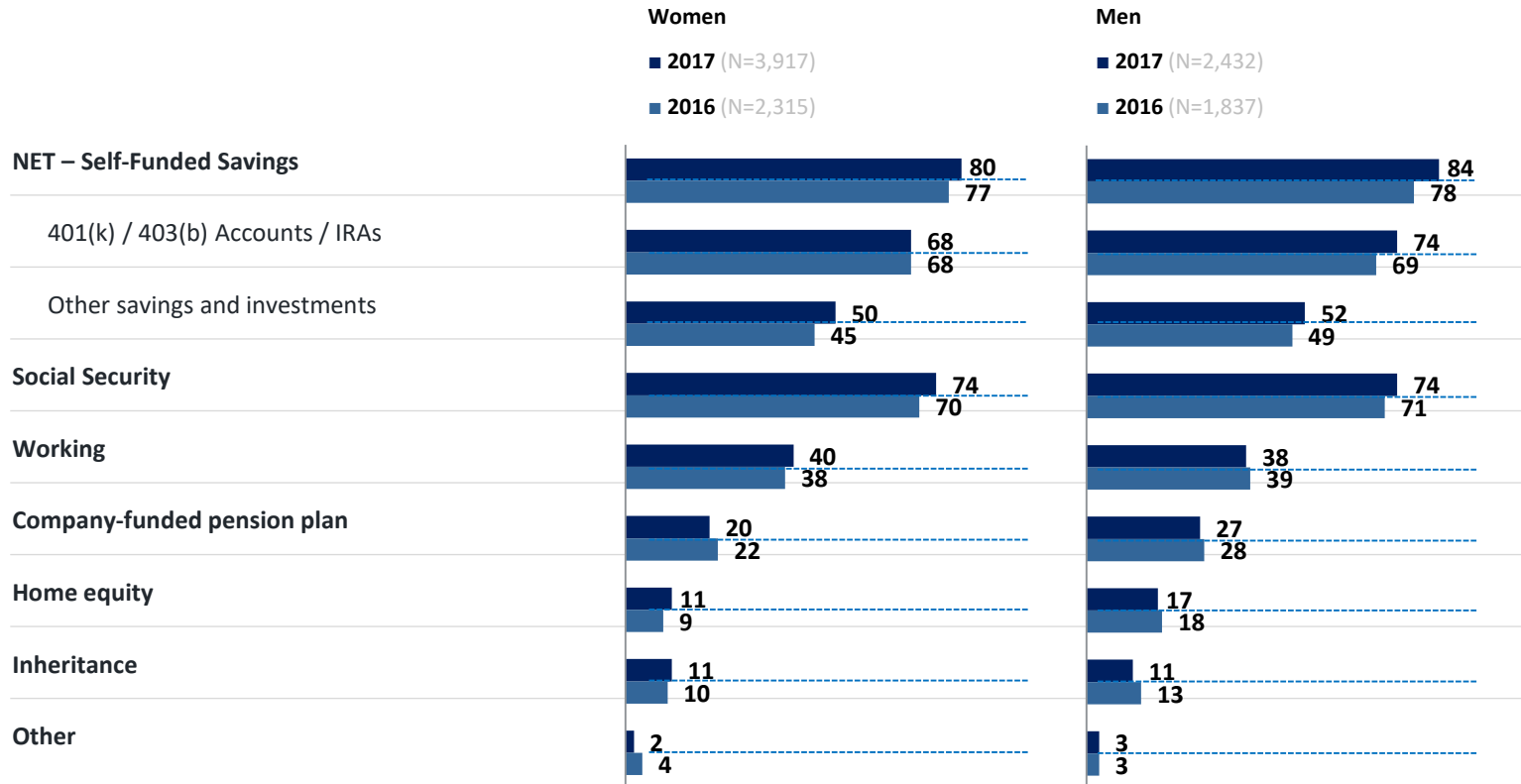
BASE: INVESTING FOR RETIREMENT

Q790. At what age did you first start saving for retirement?

Expected Sources of Retirement Income

Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by both women (80 percent) and men (84 percent). Social Security is the second most frequently cited source of retirement income that is expected among both women (74 percent) and men (74 percent). Additionally, about four in ten women (40 percent) and men (38 percent) expect income from “working” to be a source of income during retirement.

Expected Sources of Income During Retirement (%)



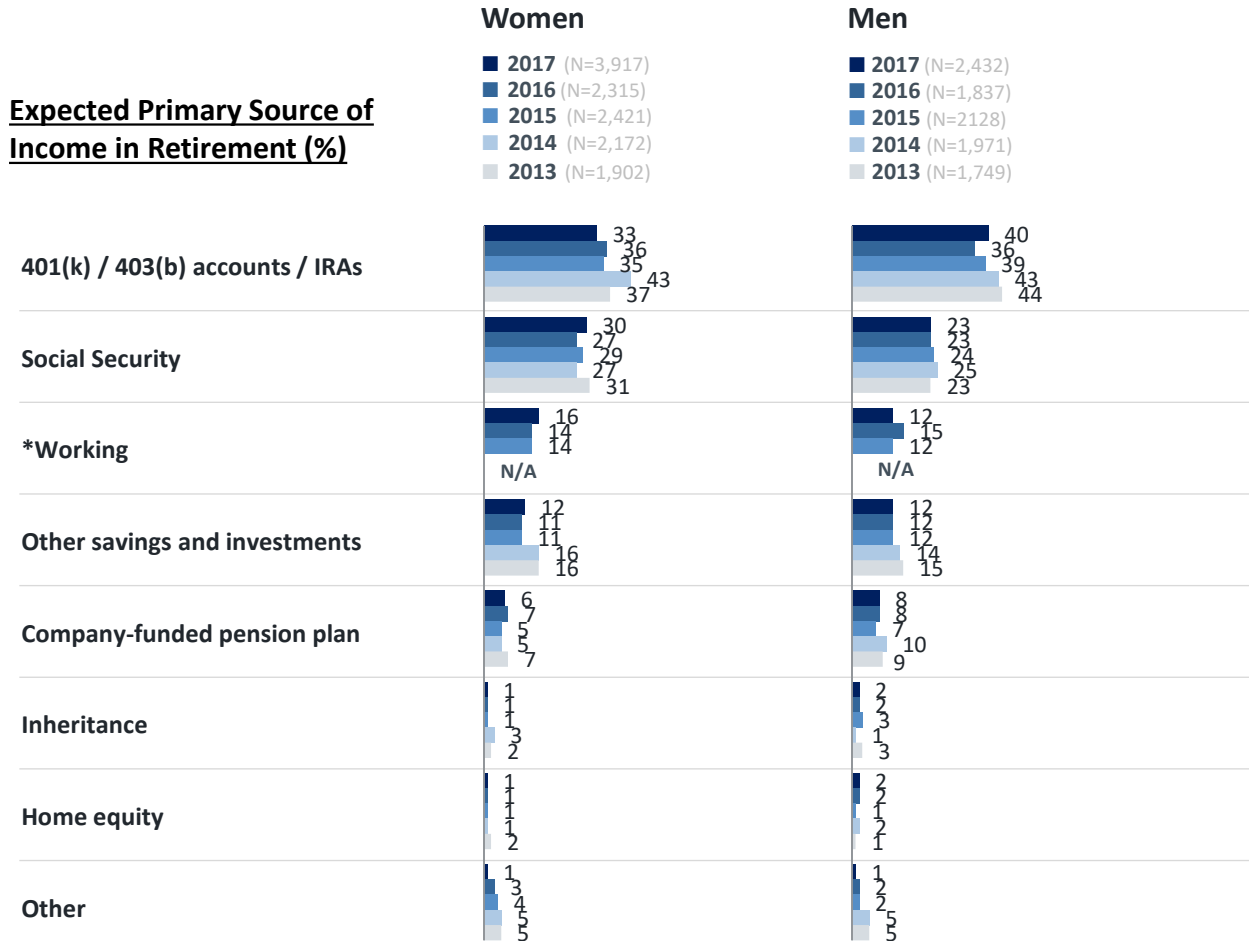
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1145. Which one of the following do you expect to be sources of income to cover your living expenses after you retire? Select all.

Expected Primary Source of Income in Retirement

Both men (40 percent) and women (33 percent) most frequently cite 401(k)s/403(b)s/IRAs to be their expected *primary* source of income in retirement. Women (30 percent) are more likely than men (23 percent) to expect Social Security to be their primary source of income. Additionally, 16 percent of women and 12 percent of men expect to rely on “working.”



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

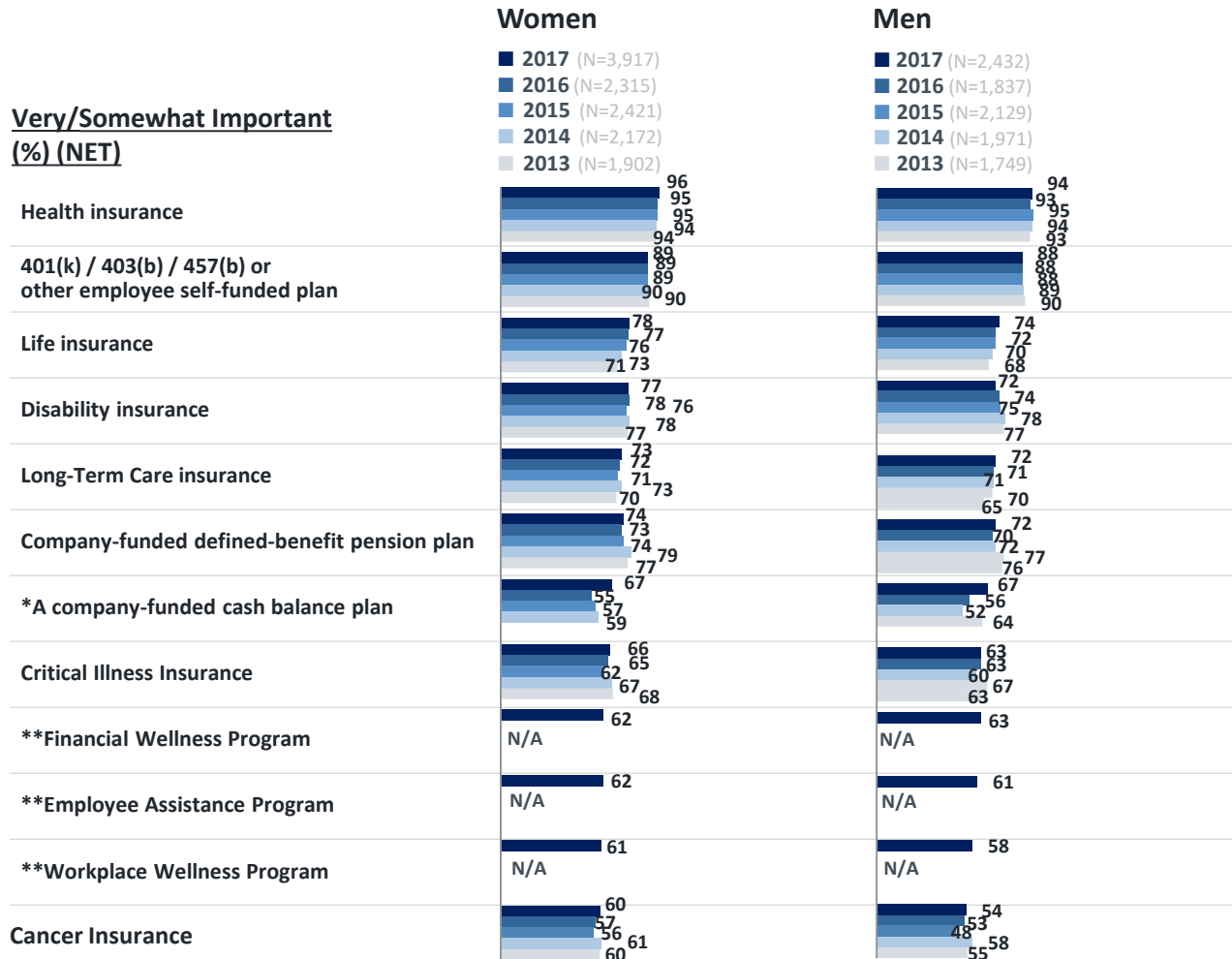
*added in 2015

BASE: ALL QUALIFIED RESPONDENTS

Q1150. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

Importance of Retirement Benefits Compared to Other Benefits

The vast majority of women (89 percent) and men (88 percent) believe that a 401(k), 403(b) or similar plan is “very” or “somewhat” important benefit. This trend has remained consistent over the past five years.



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2014; ** added in 2017

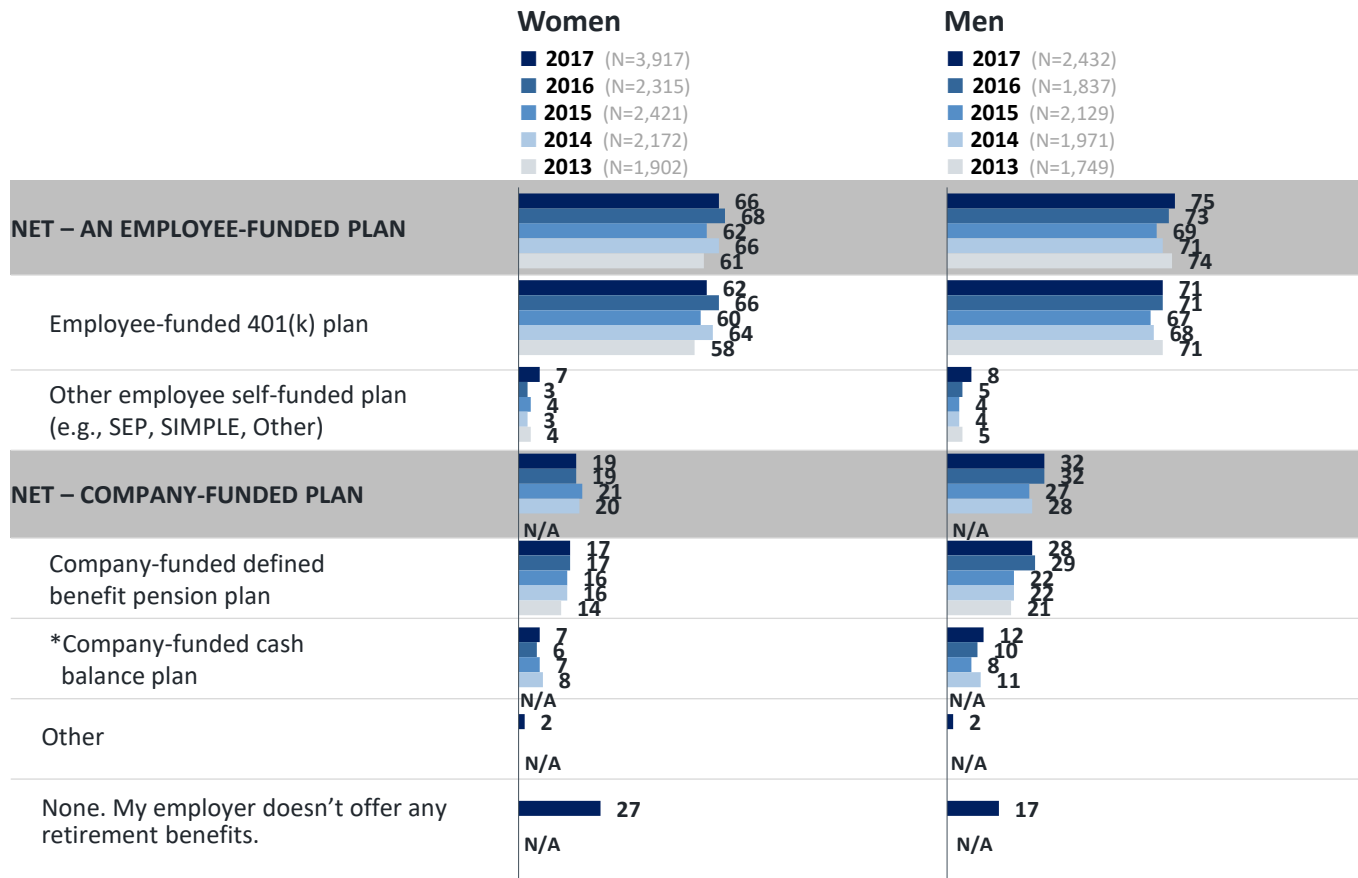
BASE: ALL QUALIFIED RESPONDENTS

Q1170. Businesses typically offer a number of different benefits for their workers. For each of the following, please tell us how important that benefit is to you, personally.

Retirement Benefits Currently Offered

Although most workers are offered a 401(k) or other similar employee-funded retirement plan in the workplace, men (75 percent) are more likely to have access compared to women (66 percent) workers. In contrast, few workers (32 percent of men, 19 percent of women) are offered a company-funded defined benefit plan. Of note, 27 percent of women say their employer does not offer them any retirement benefits compared to just 19 percent of men.

Employer-Sponsored Retirement Benefits Currently Offered (%)



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

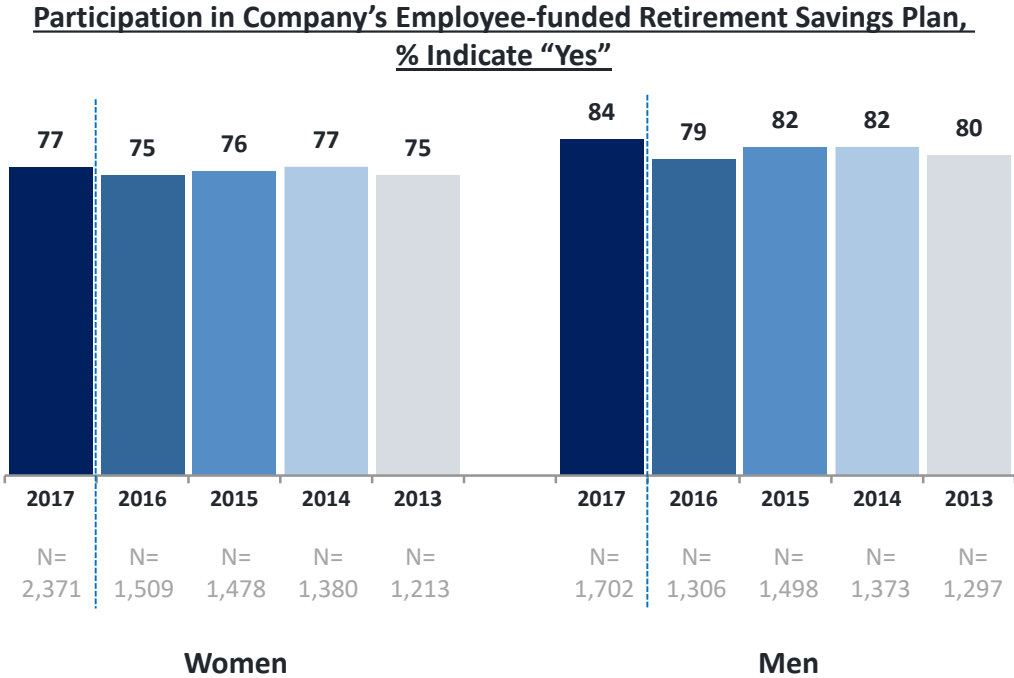
*added in 2014

BASE: ALL QUALIFIED RESPONDENTS

Q1180. Which of the following retirement benefits does your company currently offer to you, personally? Select all.

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate is higher among men (84 percent) compared to women (77 percent). For both men and women, plan participation has increased since last year.



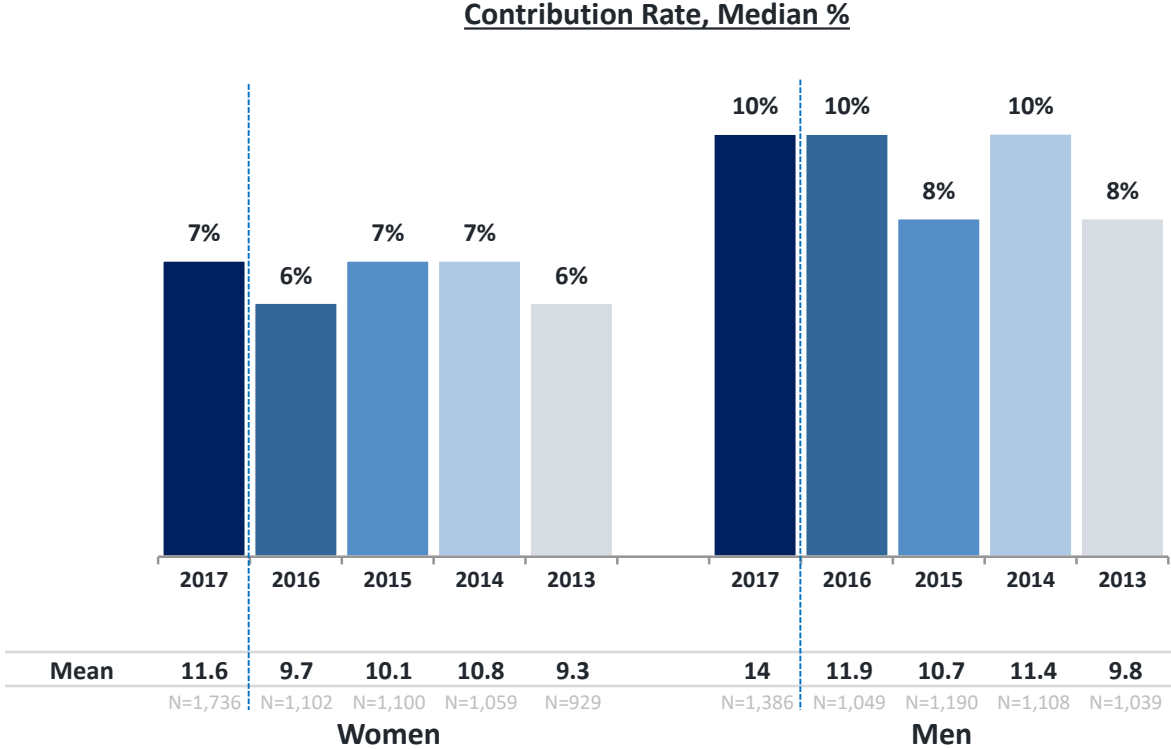
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company’s employee-funded retirement savings plan?

Retirement Plan Contribution Rate

Among workers who participate in 401(k) or similar plan, men contribute 10 percent (median) of their annual pay, whereas women contribute 7 percent (median). Over the past five years, the median contribution rate has been consistently higher among men than women.



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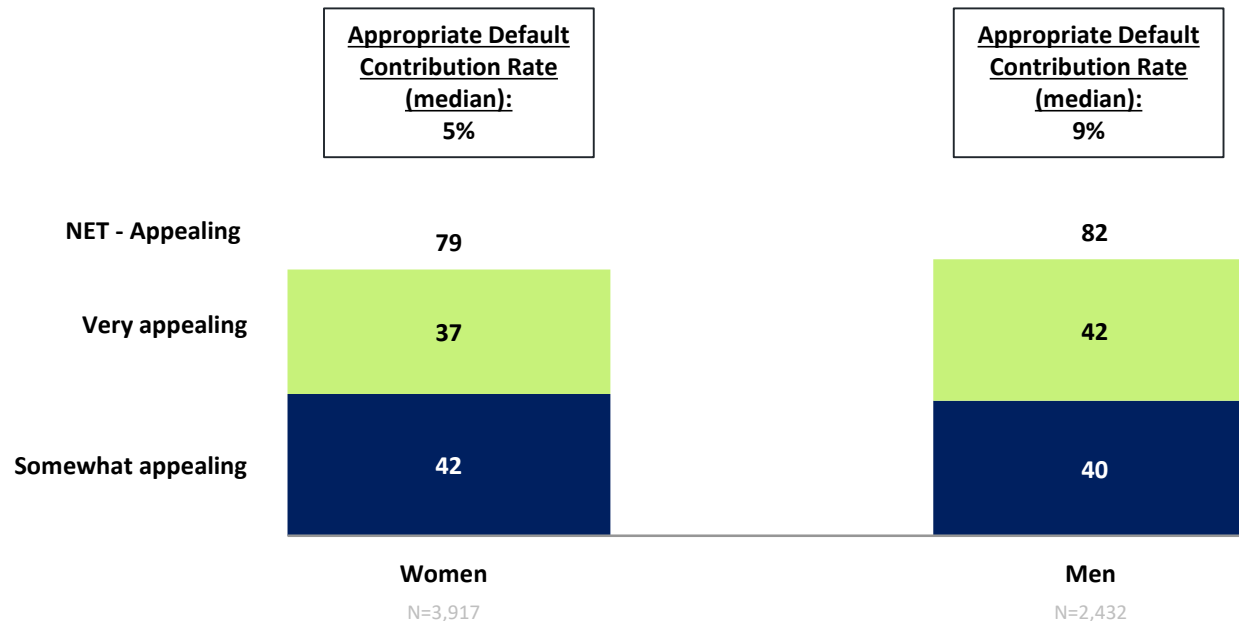
BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

Appeal of Automatic Enrollment

The majority of workers (82 percent men and 79 percent women) find automatic enrollment into a 401(k) or similar retirement plan “very” or “somewhat” appealing. Forty-two percent of men and 37 percent of women find it “very appealing.” Men workers believe the appropriate default contribution rate should be 9 percent (median), which is higher than the 5 percent (median) among women workers.

Appeal of Automatic Enrollment (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

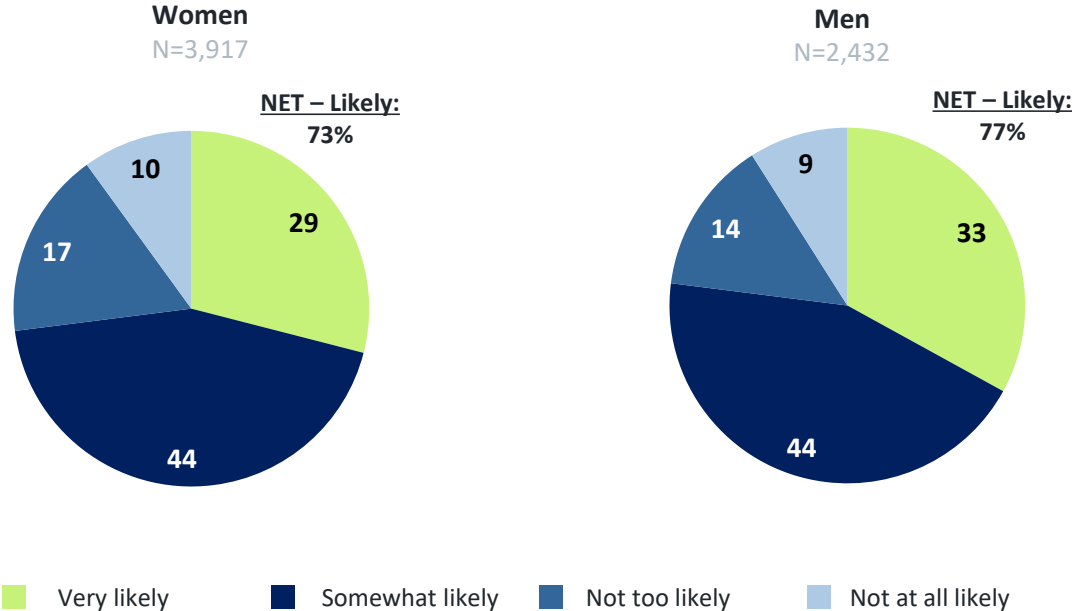
Q635. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, deducting a percentage of each paycheck, and investing it for your future retirement. How appealing would this seem to you?

Q636. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, what would you consider to be an appropriate percentage to deduct from your paycheck to be invested for your future retirement?

Likelihood of Using Automatic Escalation

The majority of both women (73 percent) and men (77 percent) workers say they are “very” or “somewhat” likely to use a feature that automatically increases contribution rate by 1% each year until they choose to discontinue the increase. Twenty-nine percent of women and 33 percent of men are “very likely” to use the feature.

Likelihood of Using a Feature That Automatically Increases Contribution by 1% Each Year, Until You Choose to Discontinue (%)



New question added in 2017

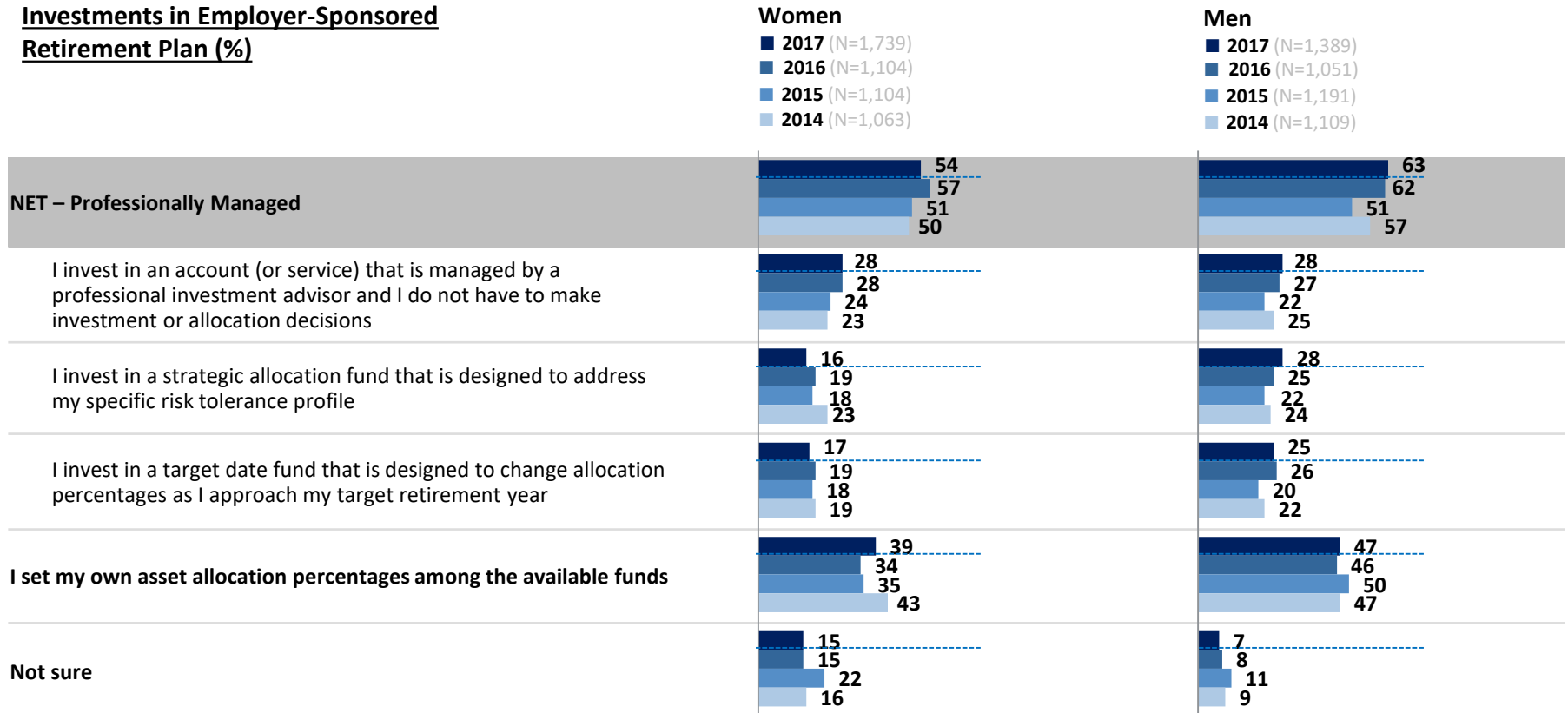
BASE: ALL QUALIFIED RESPONDENTS

Q702. How likely would you be to use a feature in a 401(k) or similar plan where your employer would automatically increase your contribution rate (as a percentage of your salary) to the plan by 1% each year, until you choose to discontinue this increase?

Use of Professionally Managed Offerings

“Professionally managed” accounts are a managed account service, strategic allocation funds, and/or target date funds. The majority of plan participants of both genders use some form of professionally managed offering in their 401(k) or similar plans: 54 percent of women and 63 percent of men. Men (47 percent) are more likely than women (39 percent) to set their own asset allocation percentages among the available funds. More women (15 percent) than men (7 percent) are not sure about their current approach to investing in their employer-sponsored plan.

Investments in Employer-Sponsored Retirement Plan (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

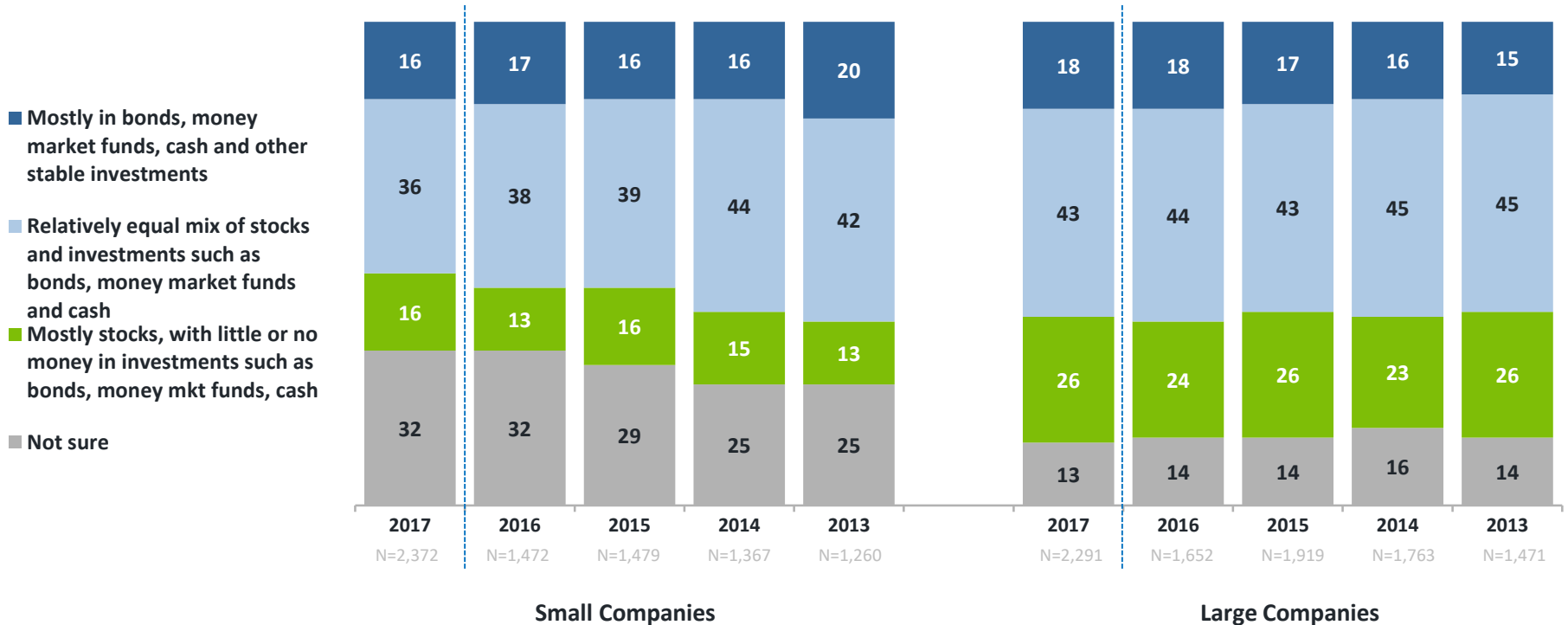
BASE: PARTICIPATING IN QUALIFIED PLAN

Q1466. What is your current approach to investing in your employer-sponsored retirement plan? Select all.

Asset Allocation of Retirement Investments

Among those investing for retirement, Men (43 percent) and women (36 percent) most frequently say that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash. A concerning 32 percent of women say that they are “not sure” how their savings are invested, compared to 13 percent of men.

How Retirement Savings Are Invested (%)



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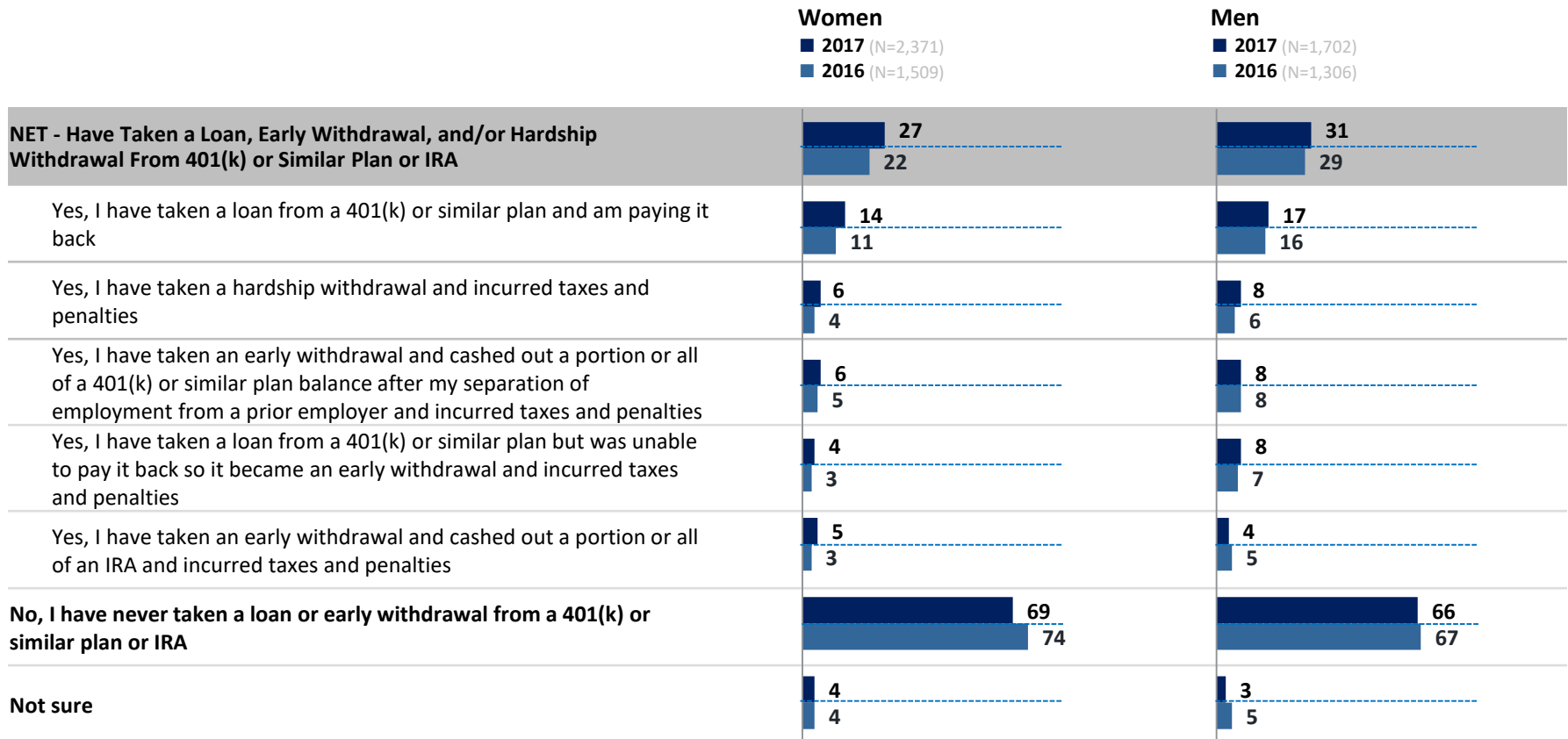
BASE: INVESTING FOR RETIREMENT

Q770. How is your retirement savings invested?

Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. About one in three women (32 percent) and men (34 percent) have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan.

Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



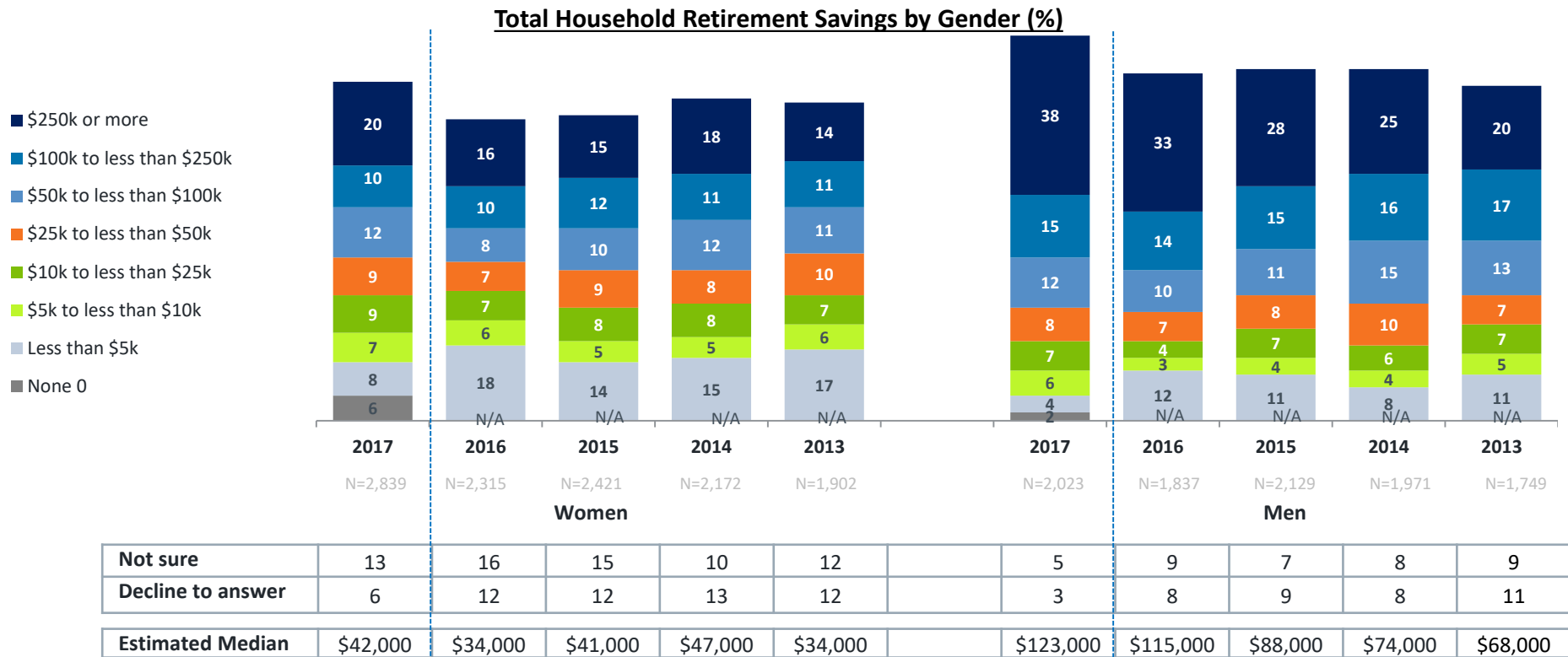
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: All Qualified Respondents

Q754. Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? Select all.

Total Household Retirement Savings

Total household retirement savings differ by gender. Working men have saved \$123,000 (estimated median) compared to \$42,000 (estimated median) among women. Almost twice as many men (38 percent) as women (20 percent) have saved \$250,000 or more in total household retirement accounts. Over the past five years, men have consistently reported higher levels of household retirement savings compared to women.



Note: The median is estimated based on the approximate midpoint of the range of each response category. Non-responses are excluded from the estimate.

! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

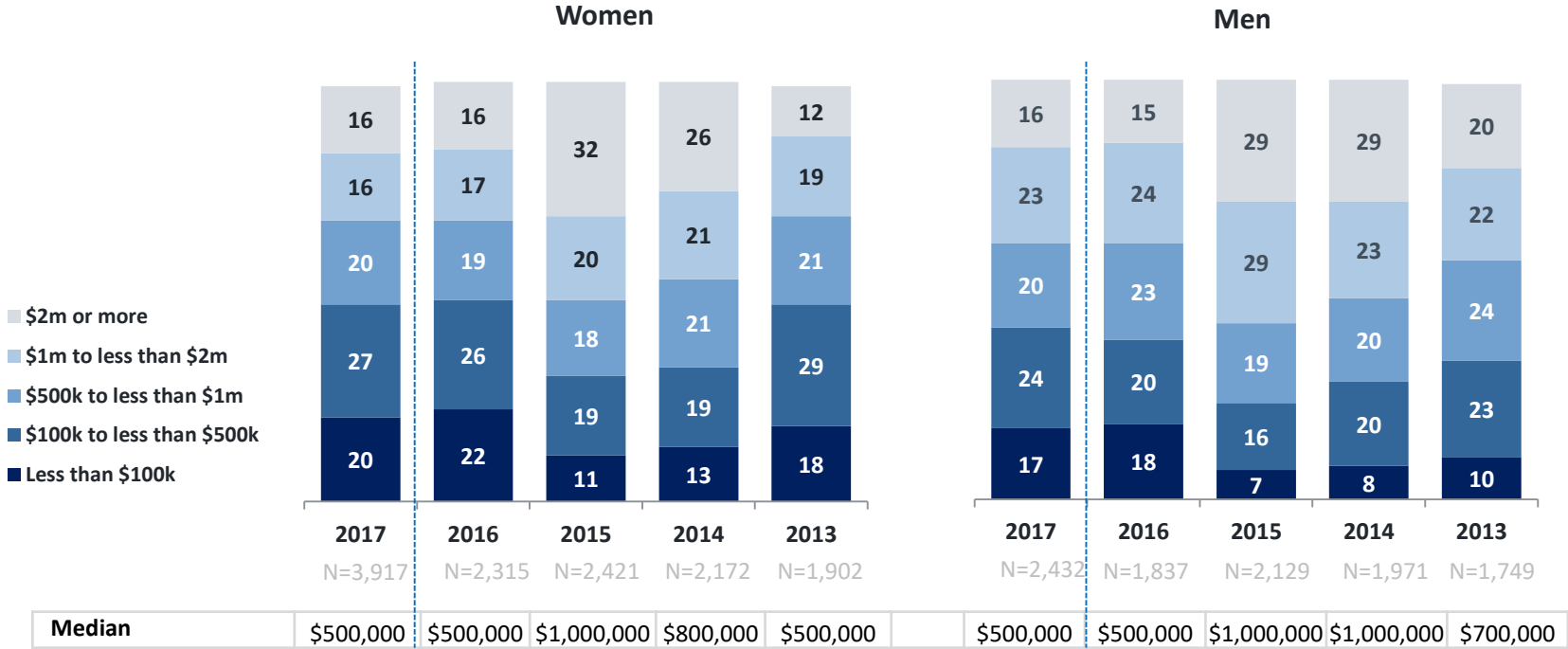
*added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1300. Approximately how much money does your household have saved in all of your retirement accounts? Please include IRAs, 401(k)s, 403(b)s, and any other savings for retirement to which you and/or your spouse or partner have contributed funds.

Estimated Retirement Savings Needs

Working men and women both expect they will need to have saved \$500,000 (median) by the time they retire in order to feel financially secure. More women (47 percent) than men (41 percent) estimate they will need less than \$500,000 in order to feel financially secure in retirement.



Note: The median is estimated based on the approximate midpoint of the range of each response category.

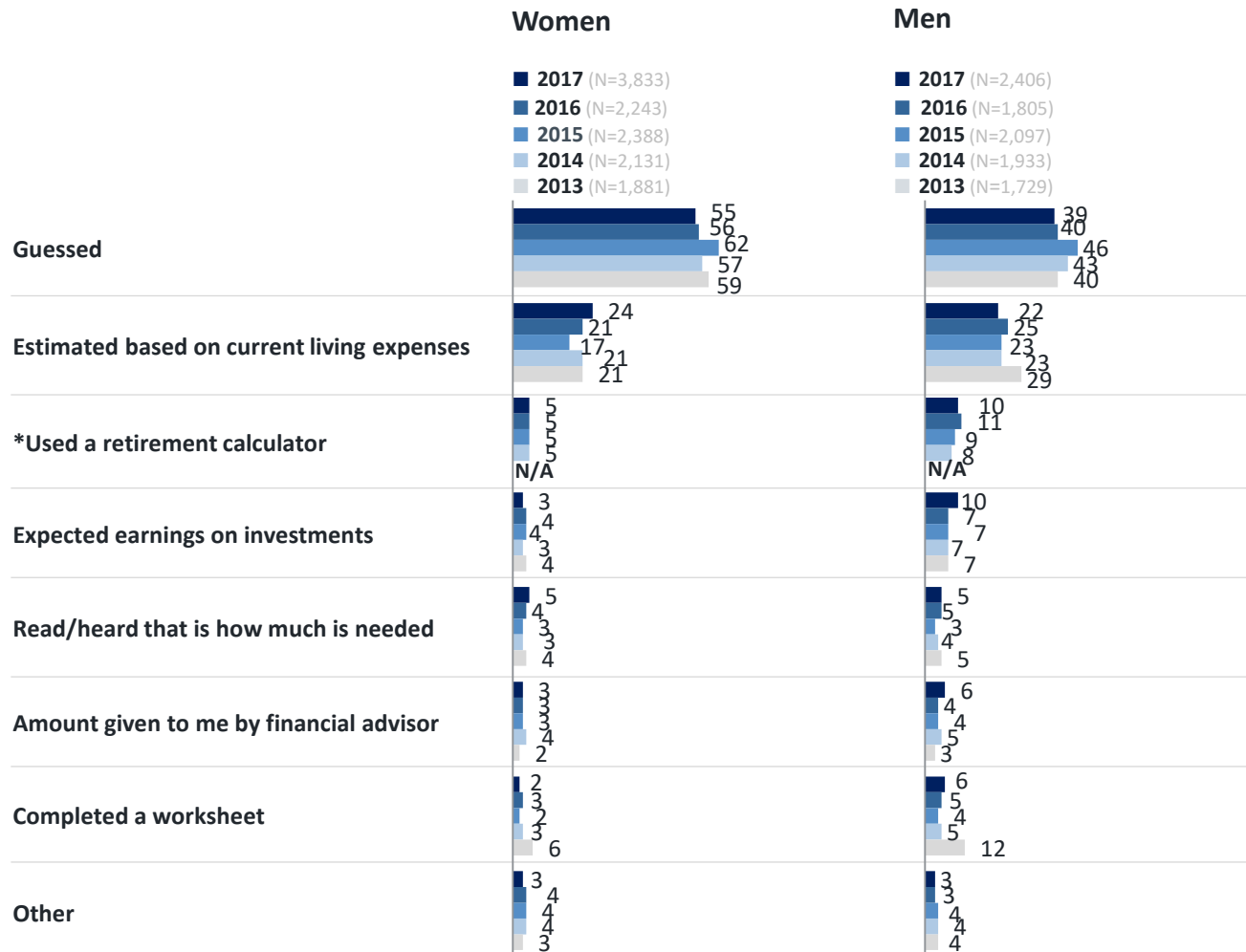
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q890. Thinking of what money can buy today, how much money do you believe you will need to have saved by the time you retire in order to feel financially secure?

Basis for Estimating Retirement Savings Needs

Among those who provided an estimate of their retirement savings needs, many arrived at that amount by “guessing.” Women (55 percent) more likely than men (39 percent) to say that they “guessed.” Men (10 percent) are twice as likely to have used a retirement calculator as women (5 percent) to estimate their retirement savings needs.



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

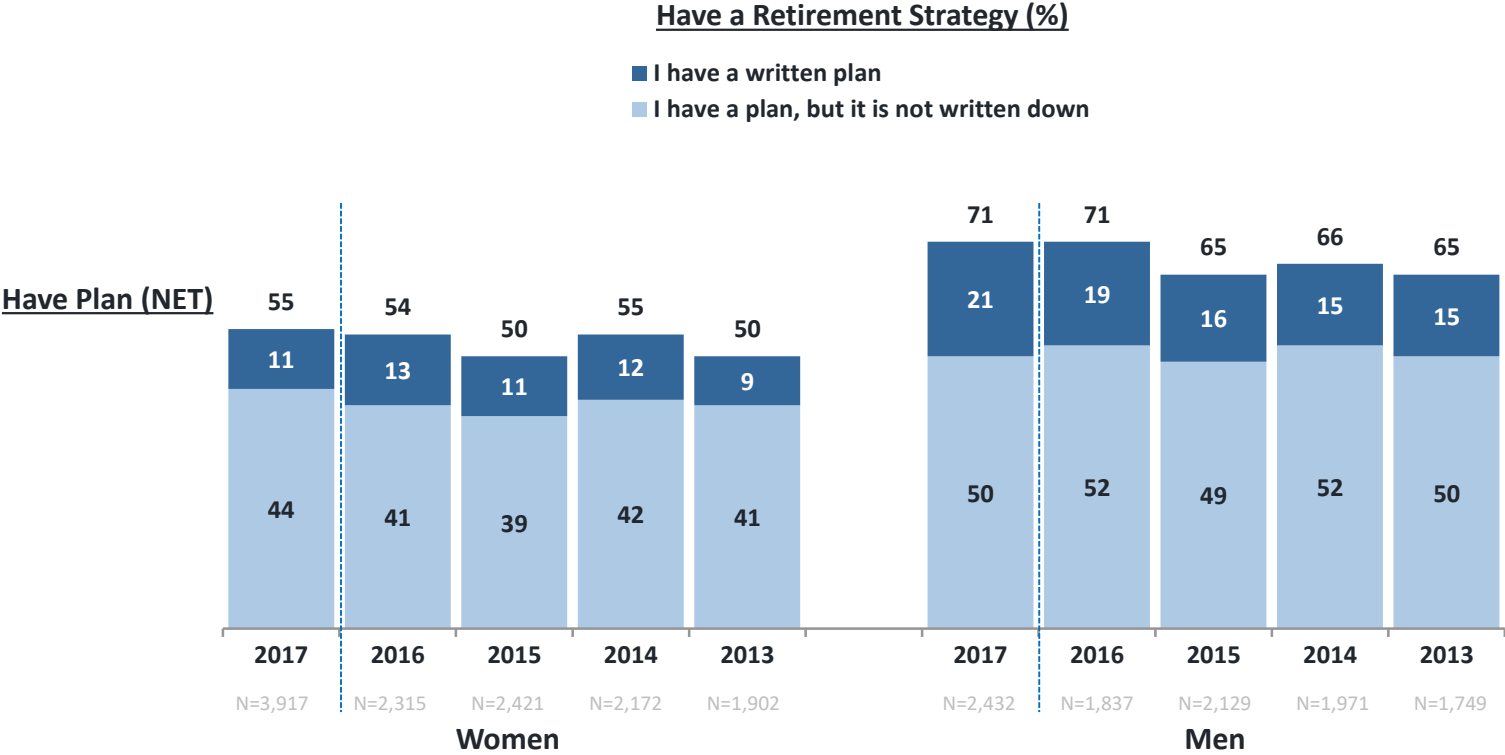
*added in 2014

BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT

Q900. How did you arrive at that number?

Retirement Strategy: Written, Unwritten, or None

Men (71 percent) are more likely than women (55 percent) to have some form of a retirement strategy, either written or unwritten. However, of them, only 11 percent of women have a written retirement strategy compared to 21 percent of men. Over the past five years, men have been consistently more likely than women to have some form of retirement strategy.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

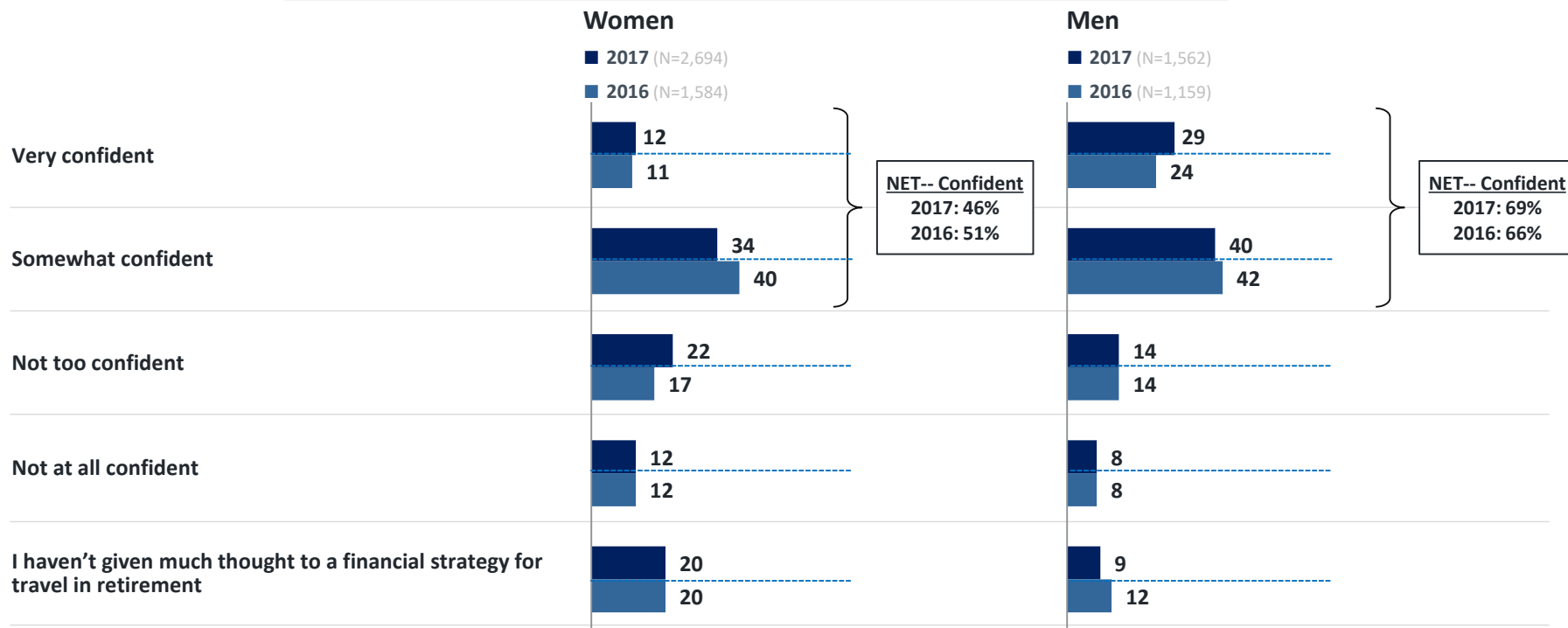
BASE: ALL QUALIFIED RESPONDENTS

Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

Travel was the top retirement dream for both men and women. However, among those dreaming of travel in retirement, only 46 percent of women compared to 69 percent of men are confident that their current financial strategy will allow them to meet their travel goals throughout retirement. Men are more likely than women to be “very” confident (29 percent and 12 percent, respectively). Additionally, more women (20 percent) than men (9 percent) haven’t given much thought to a financial strategy for travel in retirement.

Confidence That Current Financial Strategy Will Meet Retirement Travel Goals (%)



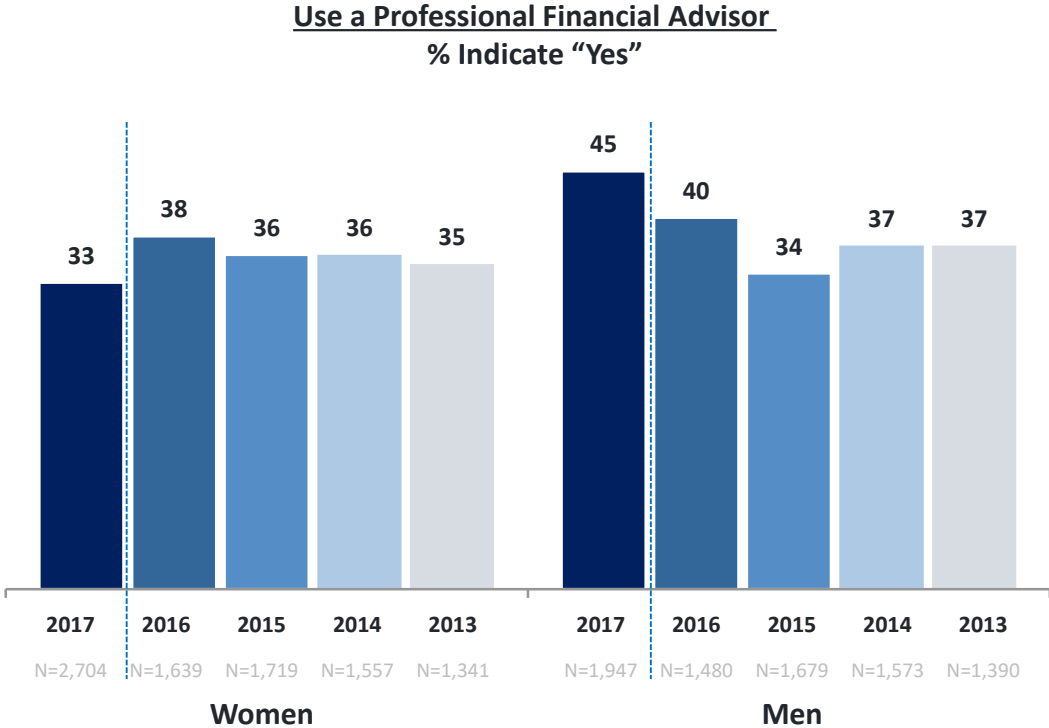
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE WHO DREAM OF TRAVELING IN RETIREMENT

Q2845. How confident are you that your current financial strategy will allow you to meet your travel goals throughout retirement?

Professional Financial Advisor Usage

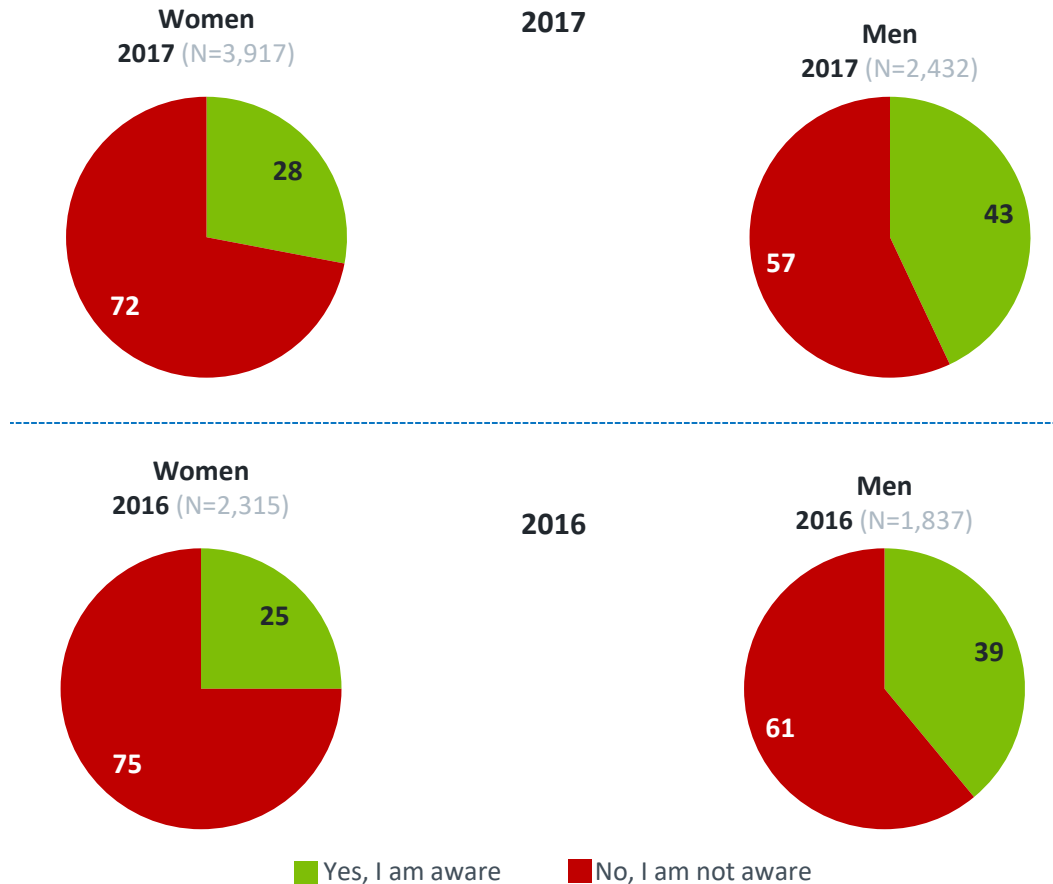
Significantly more men (45 percent) than women (33 percent) who are investing for retirement use a professional financial advisor to manage their retirement savings or investments. The use of a professional financial advisor has increased in men and decreased in women compared to last year.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

Awareness of the Saver's Credit

Level of awareness about the IRS Saver's Credit – a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA – varies significantly between genders. Working men (43 percent) are more likely than women (28 percent) to be aware of the IRS Saver's Credit. This gender gap in awareness is consistent with last year; however, both genders did see a rise in awareness when compared to last year.



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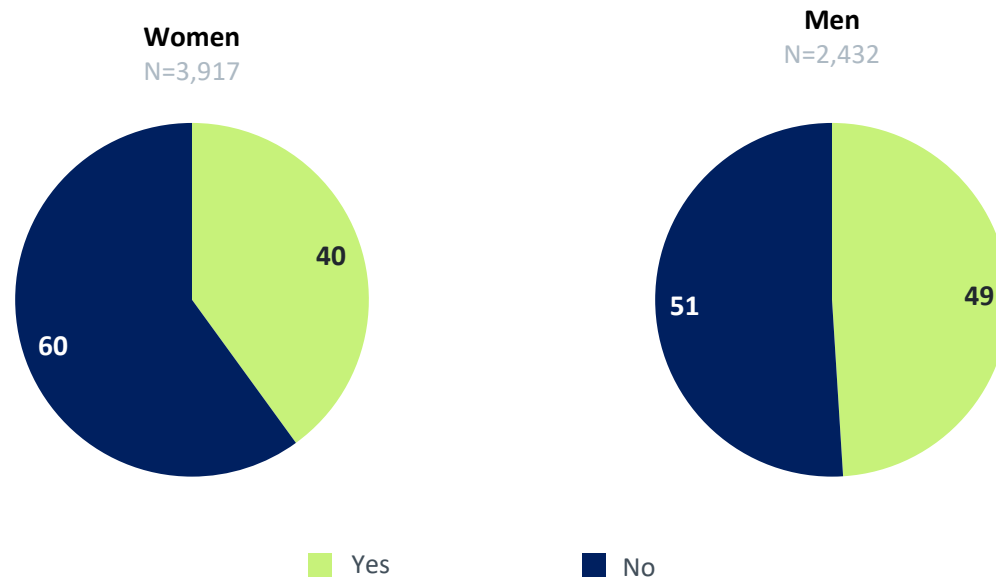
BASE: ALL QUALIFIED RESPONDENTS

Q1120. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

Awareness of the IRS' Free File Program

Women workers (40 percent) are less likely than men (49 percent) to be aware of the IRS' Free File program that offers federal income tax preparation software for free for eligible tax filers.

Awareness of the IRS' Free File Program (%)





Influences of Household Income on Retirement Readiness

Detailed Findings

Influences of Household Income on Retirement Readiness

Retirement readiness increases with higher levels of workers' household income (HHI). Lower income workers have less access to benefits and they are more likely to depend on Social Security as their primary source of income during retirement. Higher income workers also face long-term retirement risks including potentially inadequate savings. Workers across levels of HHI share concerns that their generation will have a more difficult time achieving financial security compared to their parent's generation.

Forty Indicators of Retirement Readiness

- **Confidence in Retiring Comfortably.** Retirement confidence varies dramatically by workers' household income. Seventy-six percent of workers with HHI of \$100k+ are "very" or "somewhat" confident that they will be able to fully retire with a comfortable lifestyle, compared to 62 percent of workers with HHI of \$50k to \$99k and just 46 percent of workers with HHI of less than \$50k. Over the past five years, workers with higher HHI have reported consistently greater levels of retirement confidence.
- **Recovery From the Great Recession.** Financial recovery from the Great Recession improves with higher levels of household income. In 2017, workers with HHI of \$100k+ are more likely to say they have "fully recovered" (35 percent), compared to workers with HHI of \$50k to \$99k (22 percent) and those with HHI of less than \$50k (13 percent). Thirty percent of workers with HHI of less than \$50k have "not yet begun to recover" or feel they may "never recover," compared to 18 percent of workers with HHI of \$50k to \$99k and 12 percent of those with HHI of \$100k+.
- **Building a Large Enough Nest Egg?** Workers' level of agreement that they are building a large enough retirement nest egg rises with higher levels of household income. Sixty-nine percent of workers with HHI of \$100k+ either "strongly" or "somewhat" agree that they are building a large enough retirement nest egg, compared to 52 percent of workers with HHI of \$50k to \$99k and just 38 percent of workers with a HHI of less than \$50k. Over the past five years, workers with a higher HHI have consistently reported higher levels of agreement.

Influences of Household Income on Retirement Readiness

- **Retirement Dreams Include Leisure and Work.** “Traveling” is the most frequently cited retirement dream among workers across levels of household income, including 60 percent of workers with HHI less than \$50k, 67 percent of workers with HHI \$50k to \$99k, and 80 percent of workers with HHI of \$100k or more. “Spending more time with family and friends” is second most frequently cited retirement dream (51 percent of HHI less than \$50k, 57 percent of HHI \$50k to \$99k, and 61 percent of HHI of \$100k or more). About one-third of workers across income levels also dream of some form of continued work in retirement.
- **Retirement Beliefs, Preparations, and Involvement.** Across levels of household income, at least three out of four workers agree that their generation will have a much harder time achieving financial security compared to their parent’s generation. Workers with HHI of less than \$50k (77 percent) and those with HHI of \$50k to \$99k (78 percent) are more likely to be concerned that Social Security will not be there for them when they are ready to retire, compared to workers with HHI of \$100k+ (73 percent).
- **Expected Retirement Age.** Regardless of their level of household income, around half of workers are expecting to work past age 65 or do not plan to retire. Fifty-eight percent of workers with HHI of less than \$50k are most likely to expect to do so, followed by 55 percent of workers with HHI of \$50k to \$99k and 47 percent of those earning \$100k+.
- **Planning to Work in Retirement.** More than half of workers plan to continue working in retirement, a finding which is relatively consistent across levels of household income: 57 percent of those with HHI less than \$50k, 59 percent of those with HHI \$50k to \$99k and 53 percent of those with HHI \$100k or more. Most workers who are planning to work in retirement say that they will do so on a part-time basis.
- **Reasons for Working in Retirement.** Among workers planning to retire after age 65 and/or working after retirement, those with lower household incomes are more likely to do because of financial reasons (87 percent for those with HHI less than \$50k, 82 percent for those with HHI \$50k to \$99k, and 81 percent for those with HHI \$100k or more), while those with higher HHIs are more likely to do for healthy-aging reasons (68 percent for those with HHI less than \$50k, 73 percent for those with HHI \$50k to \$99k, and 82 percent for those with HHI \$100k or more).

Influences of Household Income on Retirement Readiness

- **Retirement Transitions: Phased Versus Immediate.** Across levels of household income, most workers envision continuing to work in some capacity into retirement by changing work patterns (e.g., reducing work hours or working in a different capacity), including 44 percent of workers with HHI of \$100k+, 49 percent of those with HHI of \$50k to \$99k, and 47 percent of those with HHI of less than \$50k.
- **Phased Retirement and Compensation-Related Expectations.** Workers across household incomes have mixed feelings regarding compensation-related expectations of a phased retirement. As HHI increases, workers are more likely to expect to be paid the market rate for the duties involved, even if it means a reduction in their current level of pay or to expect their job title to change if they were to take on a new role with fewer responsibilities.
- **Perceptions of Older Workers.** Both positive and negative perceptions of older workers increase with higher levels of household income. Eighty-six percent of workers with HHI of \$100k+ more frequently cite positive perceptions while 60 percent have negative perceptions. For workers with an HHI of \$50k to \$99K, 83 percent hold positive perceptions while 54 percent hold negative ones. Finally, for workers with an HHI of less than \$50k, 81 percent view older workers positively compared with 49 percent who view them negatively.
- **Age That Workers Consider a Person to Be “Old.”** Workers across household income levels say age 70 (median) is the age when a person is considered to be “old.” However, many workers say that it depends on the person (39 percent of those with an HHI of less than \$50k, 42 percent of those with \$50k to \$99k, and 37 percent of those with \$100k+).
- **Age That Workers Consider a Person to Be “Too Old” to Work.** Regardless of household income levels, workers have similar thoughts on the age a person is considered to be “too old” to work. More than half of workers say that it depends on the person (52 percent of those with HHI of less than \$50k, 53 percent of those with HHI of \$50k to \$99k, and 55 percent of those with HHI of \$100k+). For those who provided an age, the median age for all three HHI groups is 75.

Influences of Household Income on Retirement Readiness

- **Level of Concern About Health in Older Age.** Workers with household income less than \$100,000 are more likely to say they are “very” or “somewhat” concerned about their health in older age than those with HHI of \$100k+. Seventy-four percent of workers with HHI less than \$50k and 75 percent of workers with HHI of \$50k to \$99k say they are concerned, compared to 70 percent of those with HHI of \$100k or more.
- **Engagement in Health-Related Activities on a Consistent Basis.** Workers with higher levels of household income are more likely to engage in health-related activities such as eating healthfully, exercising regularly, and seeking medical attention when needed. Only 22 percent of workers with HHI less than \$50k and 25 percent with HHI \$50k to \$99k are considering long term health when making lifestyle decisions. Workers with lower levels of HHI (7 percent of those with less than \$50,000) are more likely to be engaging in no health-related activities on a consistent basis (compared to 4 percent of those with HHI of \$50k to 99k and 2 percent of those with HHI 100k+).
- **Planning to Live to Age ...** Workers across levels of household income share similar expectations regarding the age they are planning to live to, each with a median age of 90. More than one in eight workers are planning to become centenarians, including 15 percent of those with HHI of \$100k+, 13 percent with HHI of \$50k to \$99k and 16 percent with HHI of less than \$50k. Many are not sure of the age they are planning to live to including 42 percent with HHI less than \$50k, 44 percent HHI \$50k to \$99,999k, 35 percent HHI \$100k+.
- **Current Financial Priorities.** Workers’ financial priorities differ by levels of household income. Workers with HHI of \$100k+ (72 percent) most frequently cite “saving for retirement” as a financial priority right now while those with HHI \$50k to \$99k (69 percent) and HHI of less than \$50k (62 percent) most frequently cite “paying off debt” (NET).
- **Greatest Financial Priority Right Now.** Workers with HHIs of less than \$50k (34 percent) most frequently cite “just getting by to cover basic living expenses” as their *greatest* financial priority, while those with HHI \$50k to \$99k (31 percent) and those with HHI of \$100k+ (32 percent) cite “paying off debt”(NET). Unsurprisingly the percentage of those workers who deemed saving for retirement as their greatest priority increased with higher levels of HHI.

Influences of Household Income on Retirement Readiness

- **Types of Household Debt.** The most common type of household debt held across all levels of household incomes is credit card debt, with 56 percent with HHI less than \$50k, 63 percent with HHI \$50k to \$99k, and 60 percent with HHI of \$100k+ having this type of debt. The biggest difference in debt type is found in mortgages – only 23 percent of those with HHI of less than \$50k have mortgages compared to 45 percent of those with HHI of \$50K to \$99k and 57 percent of those with HHI of \$100k+.
- **Estimated Emergency Savings.** Workers across levels of household income lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Workers with a HHI of less than \$50k have saved a concerning \$0 (median) and 37 percent have saved less than \$1,000 for such emergencies. Workers with a HHI of \$50k to \$99k have saved \$5,000 (median) and 20 percent have saved less than \$1,000. Workers with HHIs of \$100k or more have saved \$14,000 (median) and 11 percent have saved less than \$1,000 for such emergencies.
- **Saving for Retirement / Age Started Saving.** The majority of workers are saving for retirement through an employer-sponsored retirement plan and/or outside of work; however, the proportion of savers varies dramatically by household income. Ninety percent of workers with HHI of \$100k+ are saving for retirement, and 81 percent of workers with HHI of \$50k to \$99k, compared to 59 percent of those with HHI of less than \$50k. Workers across levels of HHI started saving for retirement in their mid- to late-twenties.
- **Expected Sources of Retirement Income.** Across levels of household income, the majority of workers expect retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 92 percent of workers with HHI of \$100k+, 86 percent of those with HHI of \$50k to \$99k, and 67 percent of those with HHI of less than \$50k. Nearly half of workers with HHI of less than \$50k (47 percent) expect income from working, compared to those with HHI of \$50k to \$99k (39 percent) and those with HHI of \$100k+ (32 percent).

Influences of Household Income on Retirement Readiness

- **Expected Primary Source of Income in Retirement.** Workers with higher levels of HHI are more likely to expect to rely on retirement accounts – such as 401(k)s, 401(b)s, or IRAs – as their *primary* source of income in retirement, including 49 percent of workers with HHI of \$100k+ and 38 percent of those with HHI of \$50k to \$99k. Workers with HHI of less than \$50k are more likely to cite Social Security (39 percent) or working (22 percent) as their expected primary source of retirement income.
- **Importance of Retirement Benefits Compared to Other Benefits.** More than 80 percent of workers across all levels of household income value a 401(k), 401(b), 457(b) or similar plan as an important benefit. Workers with higher household incomes are more likely to believe such benefits are important, a steady trend over the past five years.
- **Retirement Benefits Currently Offered.** Most workers are offered a 401(k) or similar employee-funded retirement plan in the workplace; however, access to a plan increases with higher levels of household income. Only 59 percent of workers with HHI of less than \$50k are offered employee-funded retirement plans, compared to 72 percent of those with HHI of \$50k to \$99k and 80 percent of those with HHI of \$100k+.
- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate increases significantly with higher levels of household income. Sixty-six percent of workers with HHI of less than \$50k participate in their employer’s plan, compared to 81 percent with HHI of \$50k to \$99k and 90 percent with HHI of \$100k+. This trend has remained consistent over the past five years.

Influences of Household Income on Retirement Readiness

- **Retirement Plan Contribution Rate.** Among workers who participate in a 401(k) or similar plan, those with higher household incomes contribute more. Workers with HHI of \$100k+ contribute 10 percent (median) of their annual pay, while those with HHI of \$50k to 99k contribute 8 percent (median) and those with HHI less than \$50k contribute 6 percent (median). This trend has been consistent over the past five years.
- **Appeal of Automatic Enrollment.** Workers with higher levels of household income are more likely to find automatic enrollment as a plan feature appealing, as 85 percent of those with \$100k+ find it “very” or “somewhat” appealing, compared to 81 percent of those with HHI \$50k to \$99k and 78 percent of those with HHI less than \$50k. When it comes to the appropriate contribution rate for such a plan, workers with HHI \$100k+ think it should be 9 percent (median) while those with both HHI \$50k to \$99k and less than \$50k believe the appropriate default contribution rate should be 6 percent (median).
- **Likelihood of Using Automatic Escalation.** Workers with household income of \$50k to \$99k (77 percent) and those with HHI of \$100k+ (78 percent) are more likely than those with less than \$50k (70 percent) to say they are “very” or “somewhat” likely to use a feature that automatically increases their contribution by 1 percent each year.
- **Use of Professionally Managed Offerings.** “Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. At least four in ten plan participants, across levels of household income, use some form of professionally managed offering in their 401(k) or similar plans: 45 percent of workers with HHI of less than \$50k, 59 percent of those with HHI of \$50k to \$99k, and 67 percent of those with HHI of \$100k+. Workers with HHI of \$100k+ (47 percent) are somewhat more likely to set their own asset allocation percentage among the available funds, compared to those with HHI of less than \$50k (42 percent) and those with HHI of \$50k to \$99k (40 percent).

Influences of Household Income on Retirement Readiness

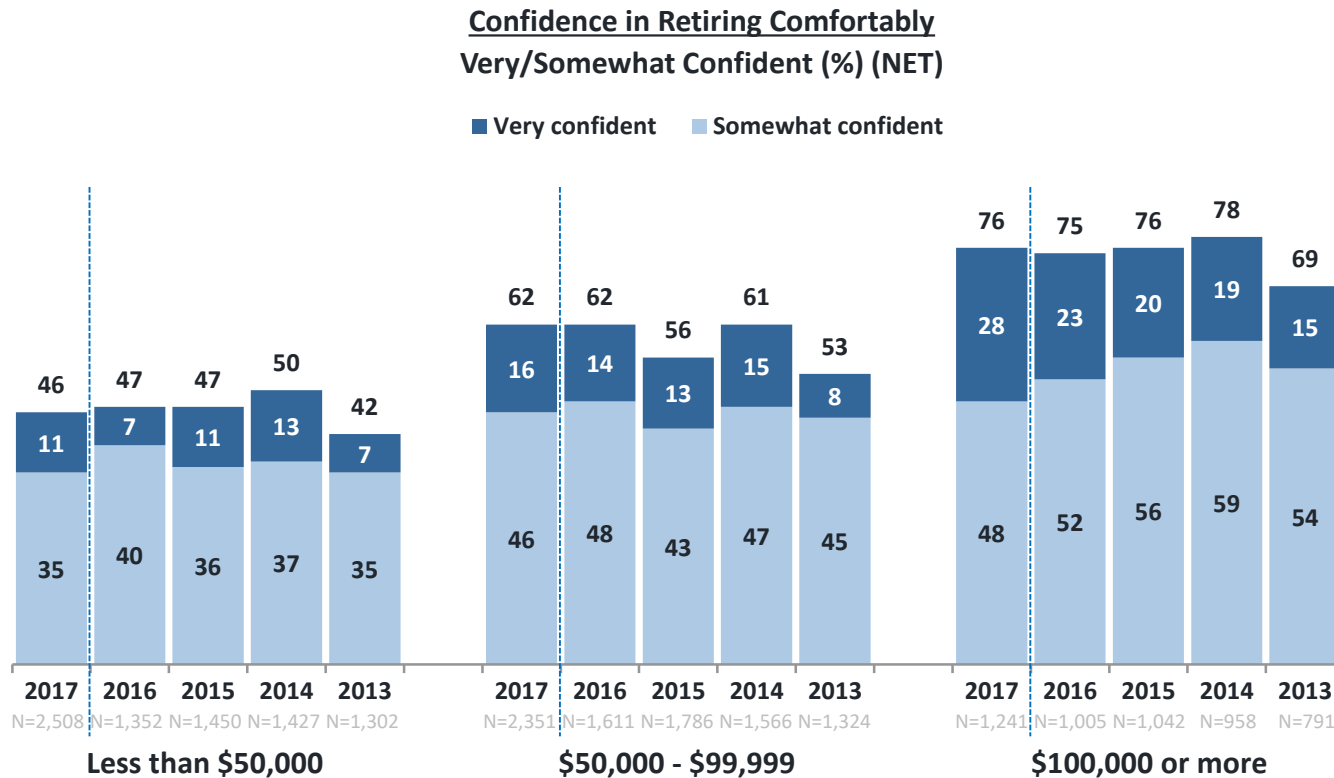
- **Asset Allocation of Retirement Investments.** Workers across levels of household income who are investing for retirement, most frequently say that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash: However, responses are higher among those with HHI of \$100k+ (48 percent), compared to those with HHI of \$50k to \$99k (39 percent) and those with HHI of less than \$50k (30 percent). Workers with HHI of less than \$50k are the most uncertain as to how their retirement savings are invested.
- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. About one in three workers across levels of household income have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan — 31 percent of workers with HHI of less than \$50k, 33 percent of those with HHI of \$50k to \$99k, and 35 percent of those with HHI of \$100k+.
- **Total Household Retirement Savings.** Workers with a household income of \$100k+ have saved \$215,000 (estimated median) in total household retirement accounts, compared to \$61,000 for those with HHI of \$50k to \$99k and just \$11,000 for those with HHI of less than \$50k (estimated medians). A concerning 24 percent of workers with HHI of less than \$50k have less than \$5,000 in household retirement savings.
- **Estimated Retirement Savings Needs.** Workers’ estimated retirement savings needs increase with higher levels of household income. Workers with HHI of less than \$50k believe they need to save \$200,000 (median) to feel financially secure in retirement, whereas those with HHI of \$100k+ will need \$1 million. Workers with HHI of \$50k to \$99k have an estimated retirement savings needs of \$500,000 (median) this year.
- **Basis for Estimating Retirement Savings Needs.** Many workers are guessing their retirement savings needs. Among those who provided an estimate of their retirement savings needs, workers with a household income of less than \$50k (57 percent) are more likely to have guessed the amount, compared to those with HHI of \$50k to \$99k (48 percent) and those with HHI of \$100k+ (34 percent). Few workers across levels of HHI indicate that they have used a retirement calculator to estimate their savings needs.

Influences of Household Income on Retirement Readiness

- **Retirement Strategy: Written, Unwritten, or None.** The likelihood of a worker having a retirement strategy, either written or unwritten, increases with higher levels of HHI. Seventy-eight percent of workers with HHI of \$100k+ have some form of a retirement strategy, compared to 63 percent of those with HHI of \$50k to \$99k and just 49 percent of those with HHI of less than \$50k. In terms of having a *written* strategy, relatively few workers across HHIs have one. Over the past five years, workers with HHI of less than \$100k have been consistently less likely to have a written plan, compared to those with HHI of \$100k+.
- **Confidence that Financial Strategy Will Enable Travel Goals.** Workers' confidence that their current financial strategy will enable them to realize their travel goals increases with higher levels of household income. Among those who dream of traveling in retirement, 69 percent of workers with HHI of \$100k+ are confident, compared to 59 percent of those with HHI of \$50k to \$99k and 42 percent of those with HHI of less than \$50k.
- **Professional Financial Advisor Usage.** Among those investing for retirement, use of a professional financial advisor increases with higher levels of household income. Forty-nine percent of workers with HHI of \$100K+ use an advisor, compared to 37 percent of those with HHI of \$50k to \$99k and 29 percent of those with HHI of less than \$50k.
- **Awareness of Saver's Credit.** The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA; however, few workers who are potentially eligible to claim the credit are aware of it. Only 28 percent of workers with HHI of less than \$50k are aware of the Saver's Credit, compared to 35 percent of those with HHI of \$50k to \$99k and 45 percent of those with HHI of \$100k+.
- **Awareness of the IRS' Free File Program.** Similar proportions of workers across levels of household income lack awareness of the IRS' Free File Program: 56 percent of workers with HHI less than \$50k, 54 percent of those with HHI \$100k+, and 55 percent of those with HHI \$50k to \$99k, are unaware of the Free File Program that offers federal income tax preparation for free to eligible tax filers.

Confidence in Retiring Comfortably

Retirement confidence varies dramatically by workers' household income (HHI). Seventy-six percent of workers with HHI of \$100k+ are “very” or “somewhat” confident that they will be able to fully retire with a comfortable lifestyle, compared to 62 percent of workers with HHI of \$50k to \$99k and just 46 percent of workers with HHI of less than \$50k. Over the past five years, workers with higher HHI have reported consistently greater levels of retirement confidence.



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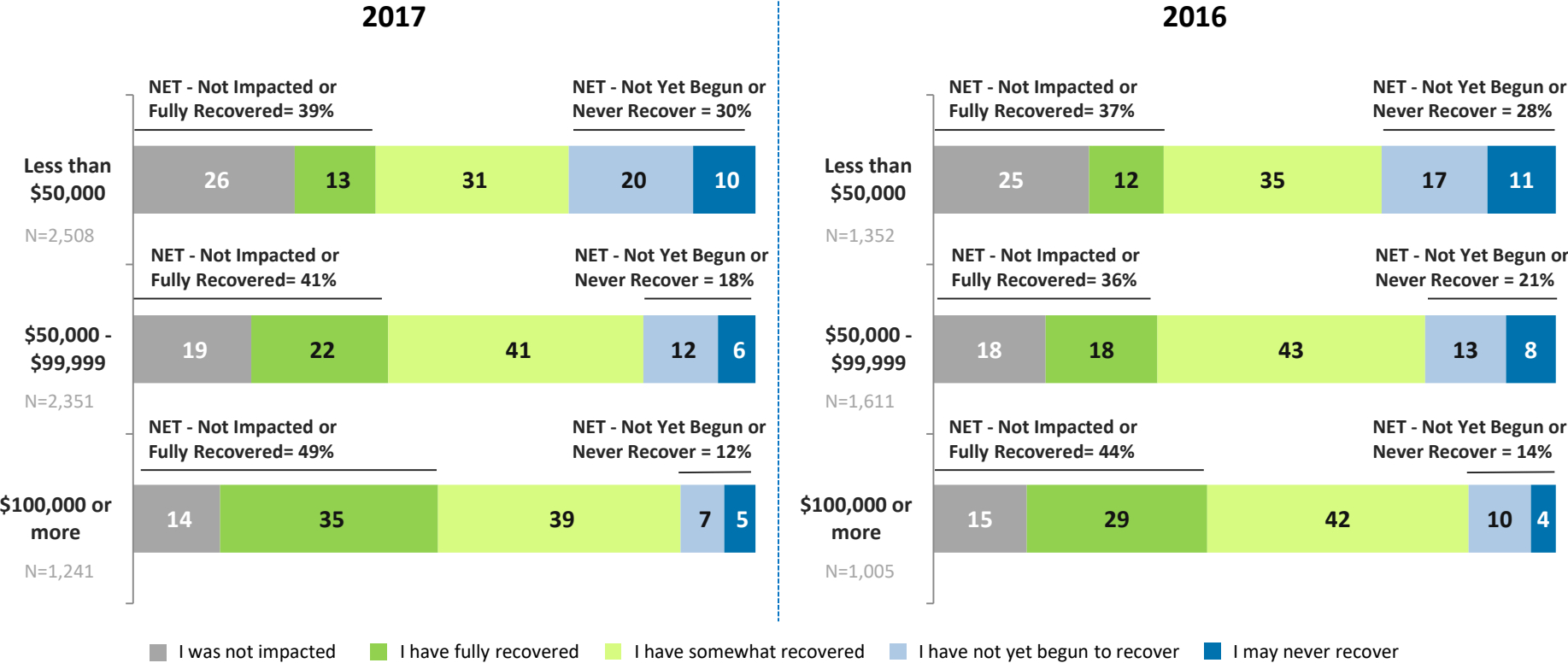
BASE: ALL QUALIFIED RESPONDENTS

Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

Recovery From the Great Recession

Financial recovery from the Great Recession improves with higher levels of household income (HHI). In 2017, workers with HHI of \$100k+ are more likely to say they have “fully recovered” (35 percent), compared to workers with HHI of \$50k to \$99k (22 percent) and those with HHI of less than \$50k (13 percent). Thirty percent of workers with HHI of less than \$50k have “not yet begun to recover” or feel they may “never recover,” compared to 18 percent of workers with HHI of \$50k to \$99k and 12 percent of those with HHI of \$100k+.

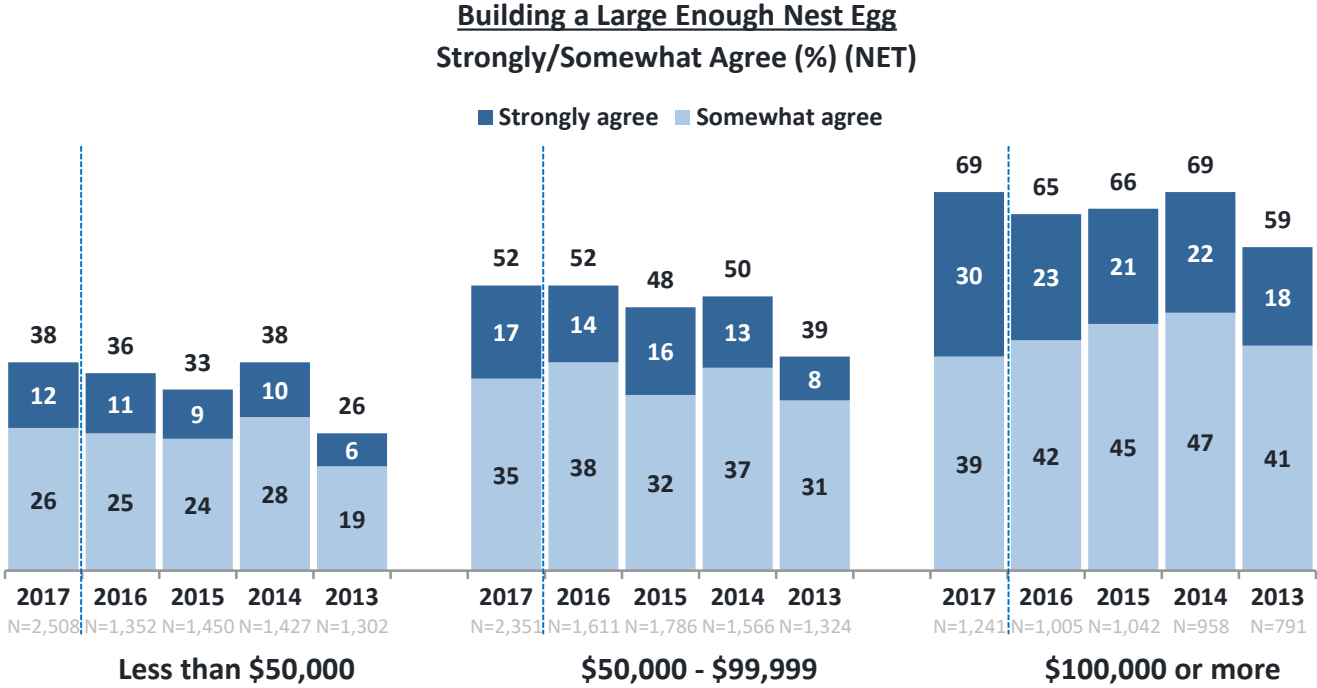
How would you describe your financial recovery from the Great Recession? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.
 BASE: ALL QUALIFIED RESPONDENTS
 Q2655. How would you describe your financial recovery from the deep recession in recent years, which is commonly referred to as the “Great Recession”?

Building a Large Enough Nest Egg?

Workers' level of agreement that they are building a large enough retirement nest egg rises with higher levels of household income (HHI). Sixty-nine percent of workers with HHI of \$100k+ either “strongly” or “somewhat” agree that they are building a large enough retirement nest egg, compared to 52 percent of workers with HHI of \$50k to \$99k and just 38 percent of workers with HHI of less than \$50k. Over the past five years, workers with a higher HHI have consistently reported higher levels of agreement.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

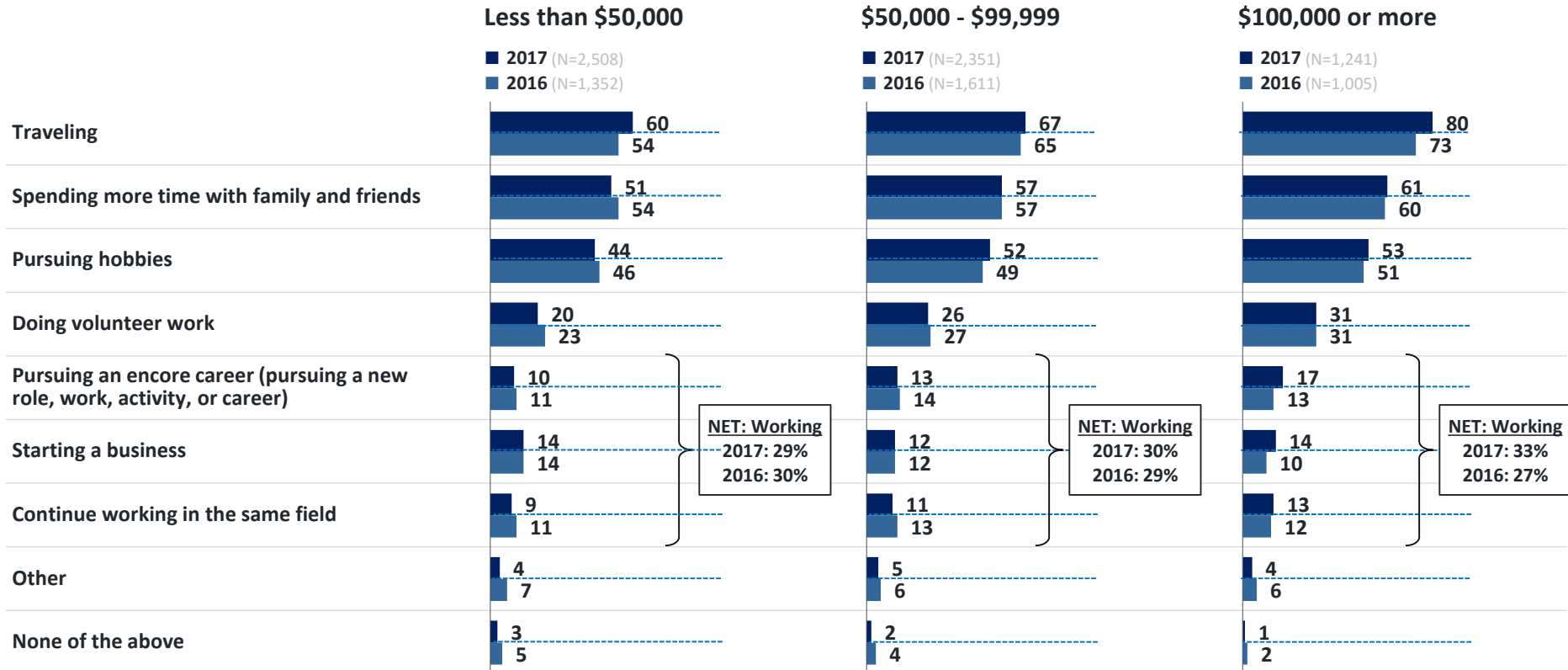
Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

Retirement Dreams Include Leisure and Work

“Traveling” is the most frequently cited retirement dream among workers across levels of household income (HHI), including 60 percent of workers with HHI less than \$50k, 67 percent of workers with HHI \$50k to \$99k, and 80 percent of workers with HHI of \$100k or more. “Spending more time with family and friends” is second most frequently cited retirement dream (51 percent of HHI less than \$50k, 57 percent of HHI \$50k to \$99k, and 61 percent of HHI of \$100k or more). About one-third of workers across income levels also dream of some form of continued work in retirement.

How do you dream of spending your retirement?

Please select all that apply. (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1418. How do you dream of spending your retirement? Select all.

Retirement Beliefs, Preparations, and Involvement

Across levels of household income (HHI), at least three out of four workers agree that their generation will have a much harder time achieving financial security compared to their parent's generation. Workers with HHI of less than \$50k (77 percent) and those with HHI of \$50k to \$99k (78 percent) are more likely to be concerned that Social Security will not be there for them when they are ready to retire, compared to workers with HHI of \$100k+ (73 percent).

How Much Do You Agree or Disagree? Strongly/Somewhat Agree (%) (NET)

**Compared to my parent's generation, people in my generation will have a much harder time in achieving financial security

**Concerned that when I am ready to retire, Social Security will not be there for me

*My current employer is supportive of its employees working past 65

Do not know as much as I should about retirement investing

Like more info and advice from my company on how to reach my goals

Could work until age 65 and still not have enough money saved

Very involved in monitoring and managing my retirement savings

Prefer to rely on outside experts to monitor and manage my plan

Prefer not to think about or concern myself with it until closer to retirement

Less than \$50,000

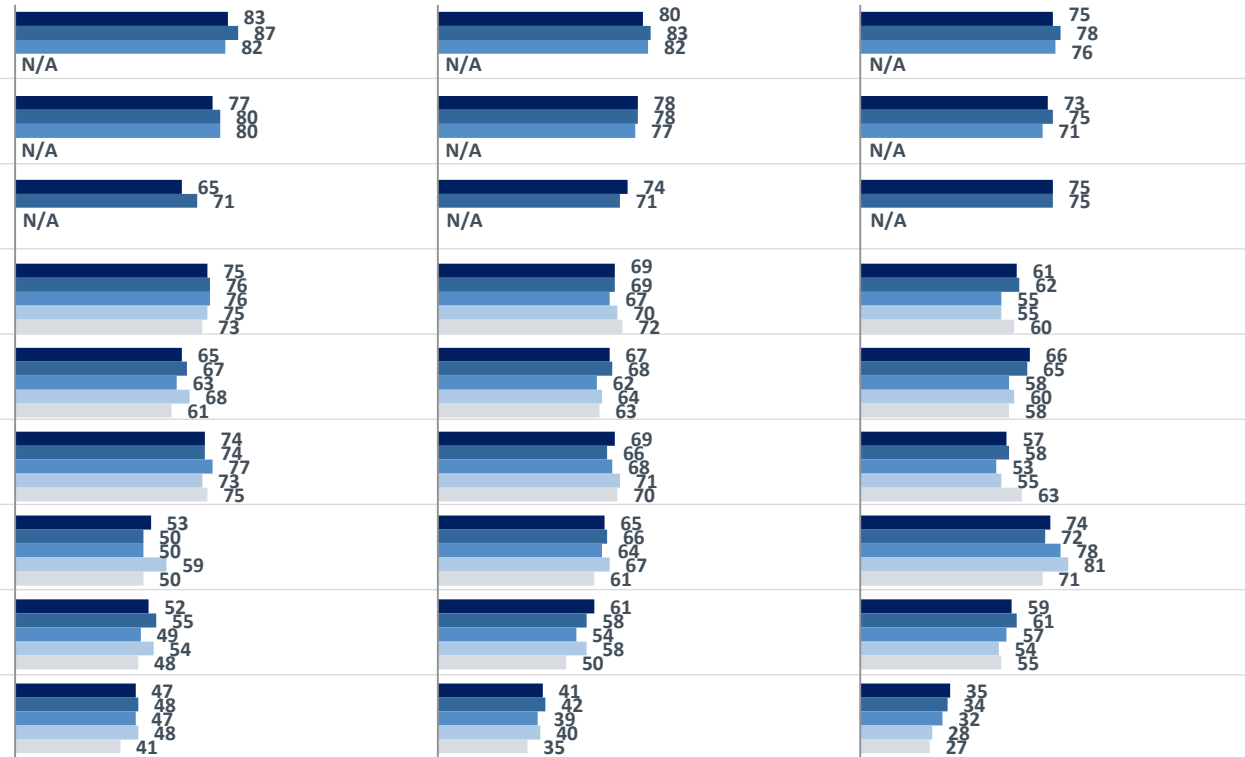
\$50,000 - \$99,999

\$100,000 or more

■ 2017 (N=2,508)
■ 2016 (N=1,352)
■ 2015 (N=1,450)
■ 2014 (N=1,427)
■ 2013 (N=1,302)

■ 2017 (N=2,351)
■ 2016 (N=1,611)
■ 2015 (N=1,786)
■ 2014 (N=1,566)
■ 2013 (N=1,324)

■ 2017 (N=1,241)
■ 2016 (N=1,005)
■ 2015 (N=1,042)
■ 2014 (N=958)
■ 2013 (N=791)



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2016 **added in 2014

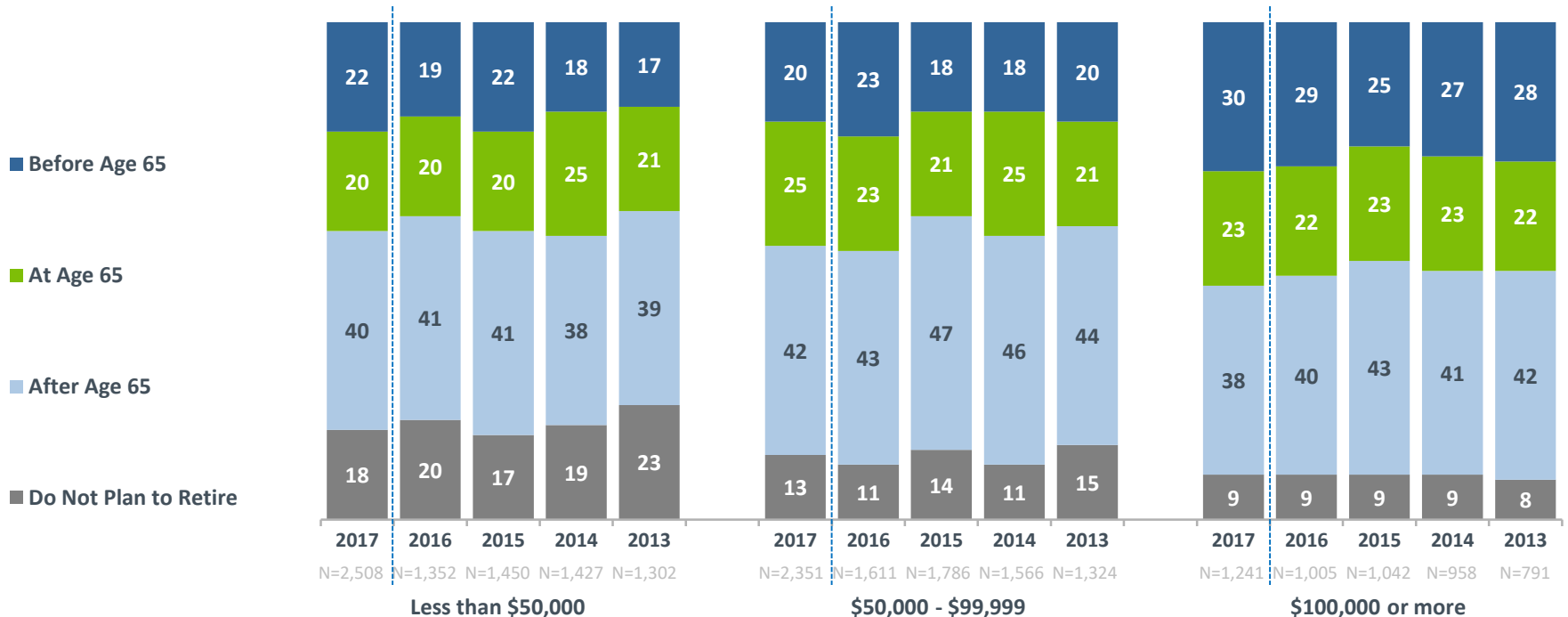
BASE: ALL QUALIFIED RESPONDENTS

Q930. How much do you agree or disagree with each of the following statements regarding retirement investing?

Expected Retirement Age

Regardless of their level of household income (HHI), around half of workers are expecting to work past age 65 or do not plan to retire. Fifty-eight percent of workers with HHI of less than \$50k are most likely to expect to do so, followed by 55 percent of workers with HHI of \$50k to \$99k and 47 percent of those earning \$100k+.

Age Expecting to Retire (%)



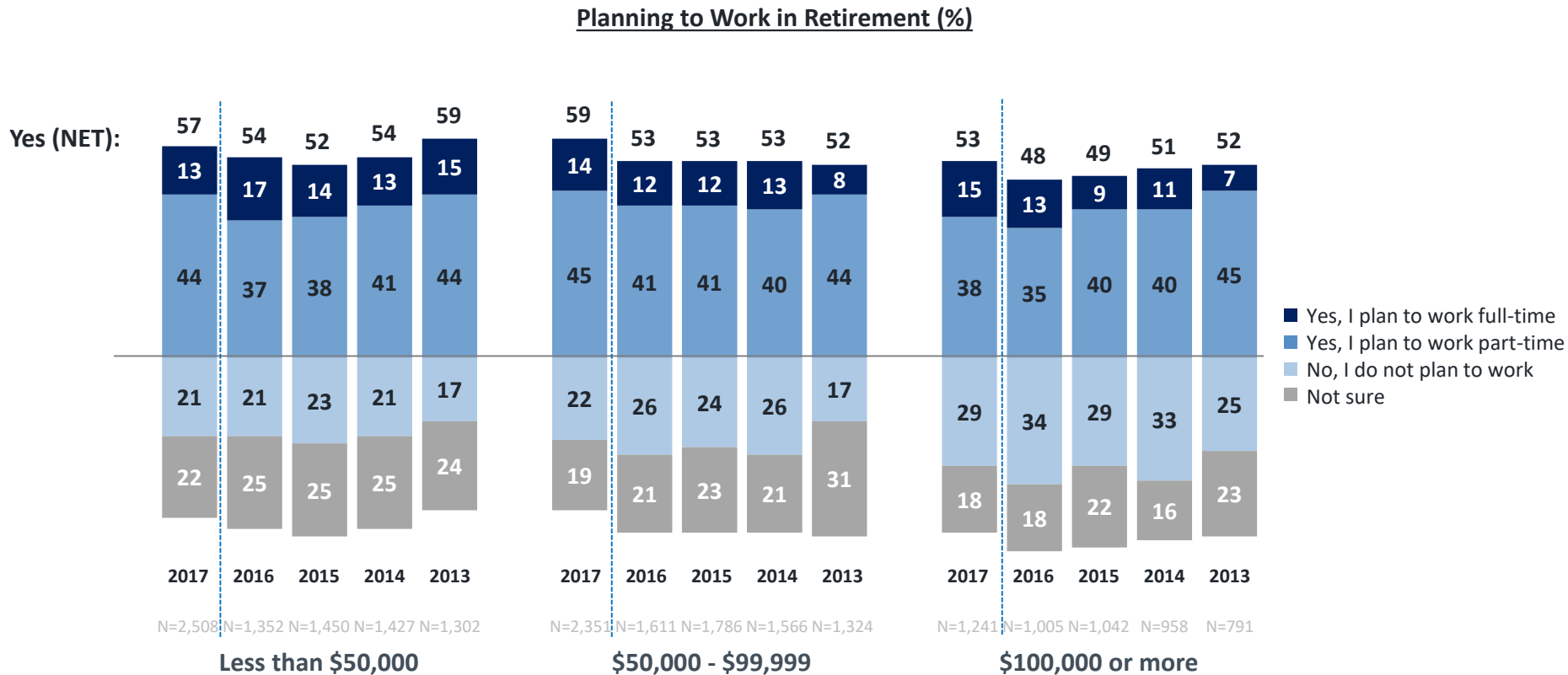
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q910. At what age do you expect to retire?

Planning to Work in Retirement

More than half of workers plan to continue working in retirement, a finding which is relatively consistent across levels of household income (HHI): 57 percent of those with HHI less than \$50k, 59 percent of those with HHI \$50k to \$99k and 53 percent of those with HHI \$100k or more. Most workers who are planning to work in retirement say that they will do so on a part-time basis.



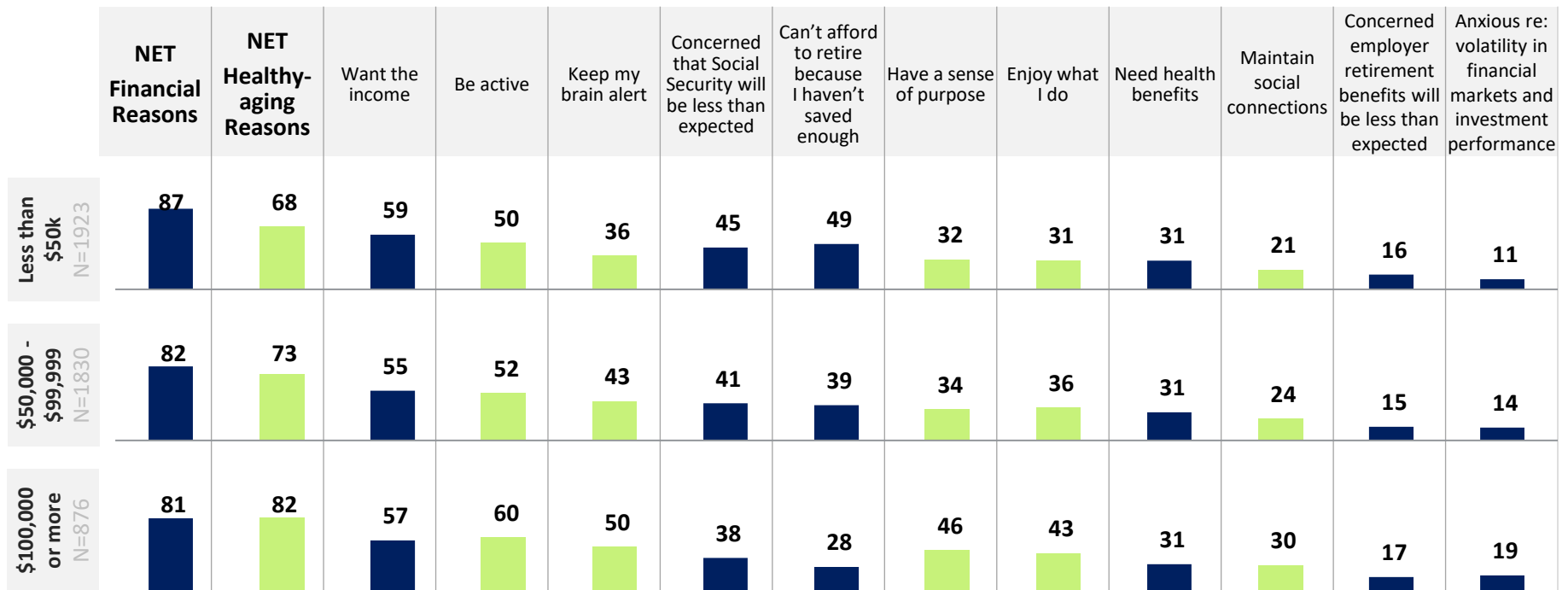
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1525. Do you plan to work after you retire?

Reasons for Working in Retirement

Among workers planning to retire after age 65 and/or working after retirement, those with lower household incomes (HHI) are more likely to do because of financial reasons (87 percent for those with HHI less than \$50k, 82 percent for those with HHI \$50k to \$99k, and 81 percent for those with HHI \$100k or more), while those with higher HHIs are more likely to do for healthy-aging reasons (68 percent for those with HHI less than \$50k, 73 percent for those with HHI \$50k to \$99k, and 82 percent for those with HHI \$100k or more).



New question added in 2017

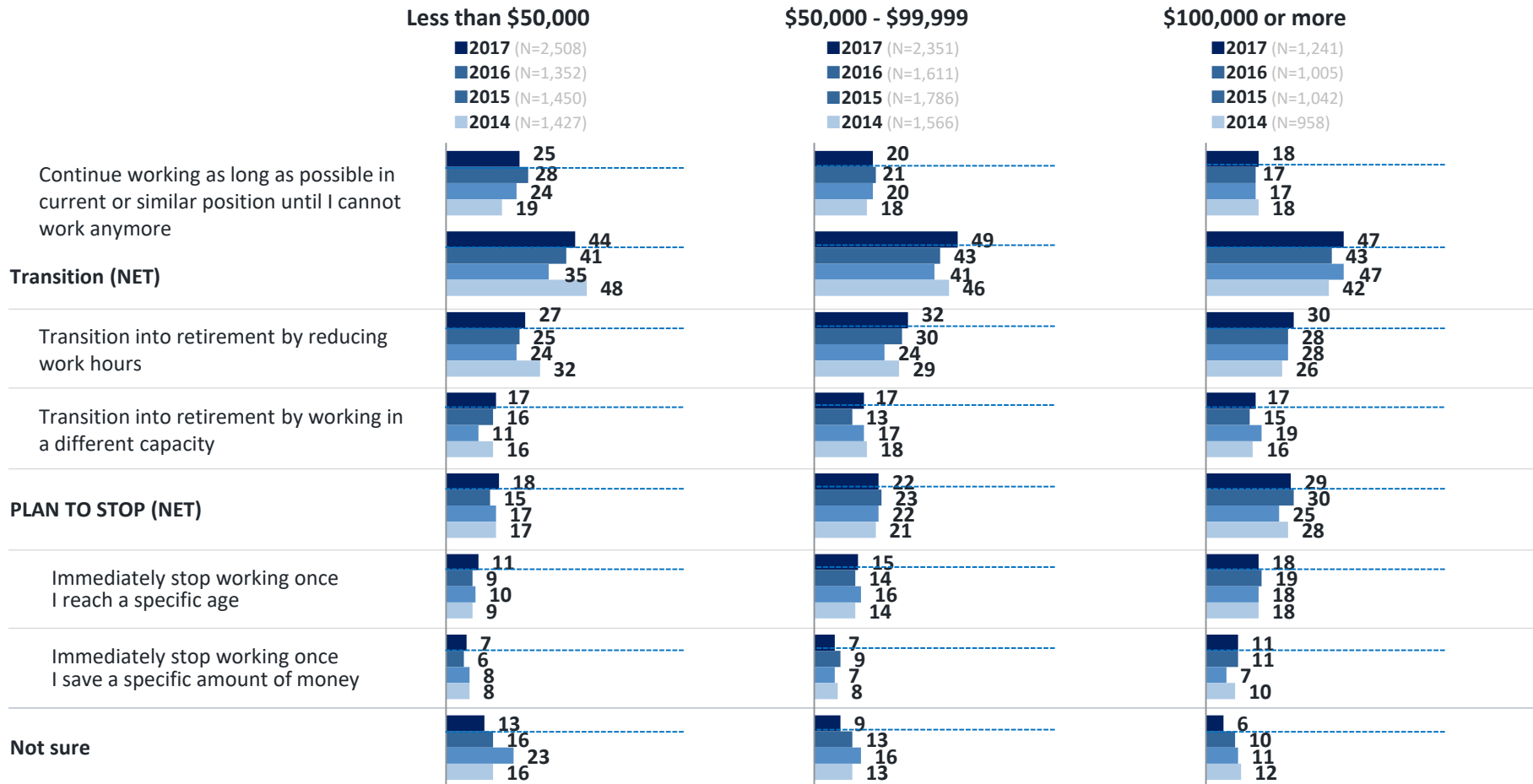
BASE: PLAN ON RETIRING AFTER 65 AND/OR WORKING AFTER RETIREMENT

Q1530x1. What are your reason(s) for working in retirement or past age 65? Select all.

Retirement Transitions: Phased Versus Immediate

Across levels of household income (HHI), most workers envision continuing to work in some capacity into retirement by changing work patterns (e.g., reducing work hours or working in a different capacity), including 44 percent of workers with HHI of \$100k+, 49 percent of those with HHI of \$50k to \$99k, and 47 percent of those with HHI of less than \$50k.

How do you envision transitioning into retirement? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

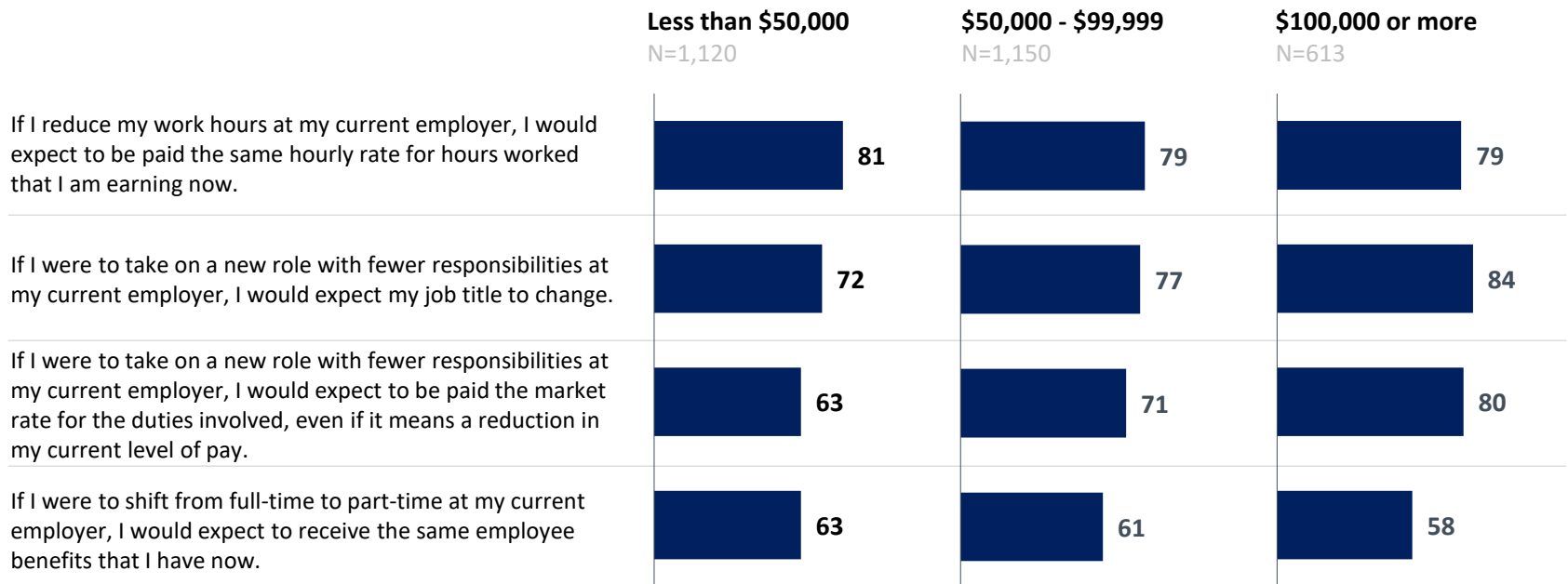
BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Phased Retirement and Compensation-Related Expectations

Workers across household incomes (HHI) have mixed feelings regarding compensation-related expectations of a phased retirement. As HHI increases, workers are more likely to expect to be paid the market rate for the duties involved, even if it means a reduction in their current level of pay or to expect their job title to change if they were to take on a new role with fewer responsibilities.

In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements?
Strongly/Somewhat Agree (%) (NET)



Perceptions of Older Workers

Both positive and negative perceptions of older workers increase with higher levels of household income (HHI). Eighty-six percent of workers with HHI of \$100k+ more frequently cite positive perceptions while 60 percent have negative perceptions. For workers with an HHI of \$50k to \$99K, 83 percent hold positive perceptions while 54 percent hold negative ones. Finally, for workers with an HHI of less than \$50k, 81 percent view older workers positively compared with 49 percent who view them negatively.

Perceptions of workers age 50+ compared to younger workers in today's workforce? (%)

	Less than \$50,000 N=2,508	\$50,000 - \$99,999 N=2,351	\$100,000 or more N=1,241
NET – Positive perceptions	81	83	86
Bring more knowledge, wisdom, and life experience	58	61	65
Are more responsible, reliable, and dependable	54	55	61
Are a valuable resource for training and mentoring	46	48	55
Are an important source of institutional knowledge	35	40	49
Are more adept at problem-solving	31	34	37
Are better at getting along with others in a team environment	29	31	33
NET – Negative perceptions	49	54	60
Have higher healthcare costs	25	28	32
Command higher wages and salaries	13	18	28
Are less open to learning and new ideas	16	19	22
Have higher disability costs	12	15	15
Have outdated skill sets	12	13	14
Are less productive	9	11	9
Other	1	1	1
None	9	8	6

New question added in 2017

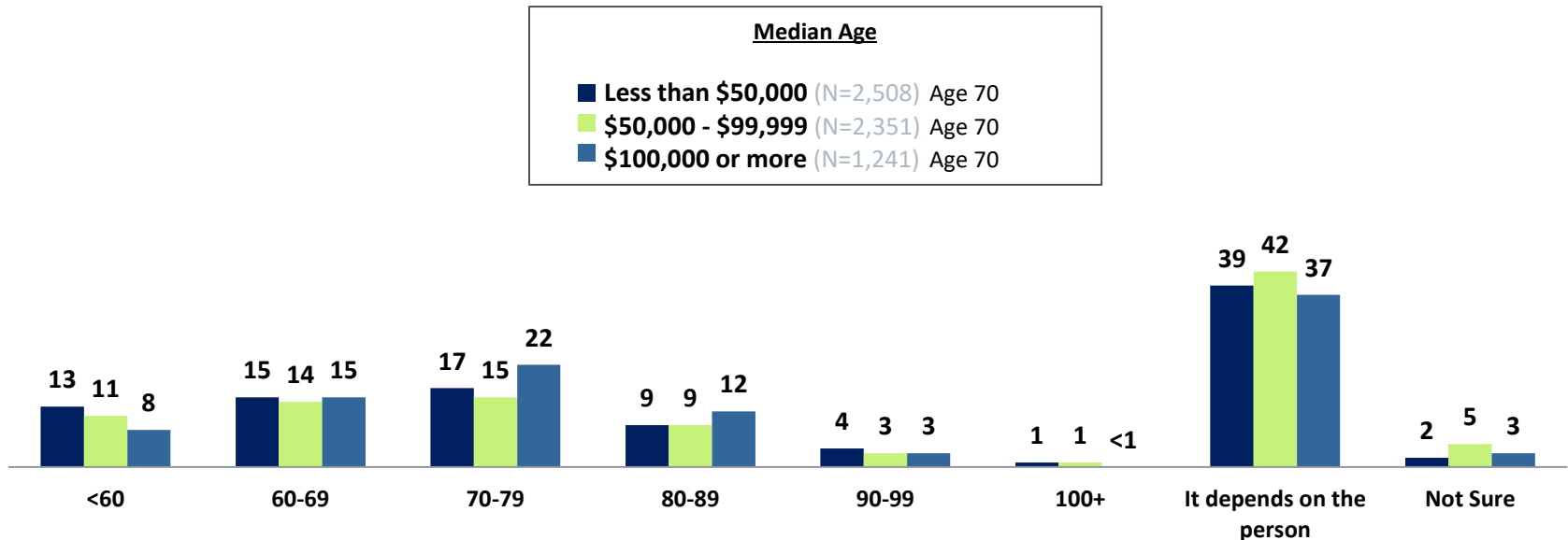
BASE: ALL QUALIFIED RESPONDENTS

Q1528. What are your perceptions of workers age 50 and older compared to younger workers in today's workforce? Select all.

Age That Workers Consider a Person to Be “Old”

Workers across household income (HHI) levels say age 70 (median) is the age when a person is considered to be “old.” However, many workers say that it depends on the person (39 percent of those with an HHI of less than \$50k, 42 percent of those with \$50k to \$99k, and 37 percent of those with \$100k+).

Age When Person is Considered “Old” (%)



New question added in 2017

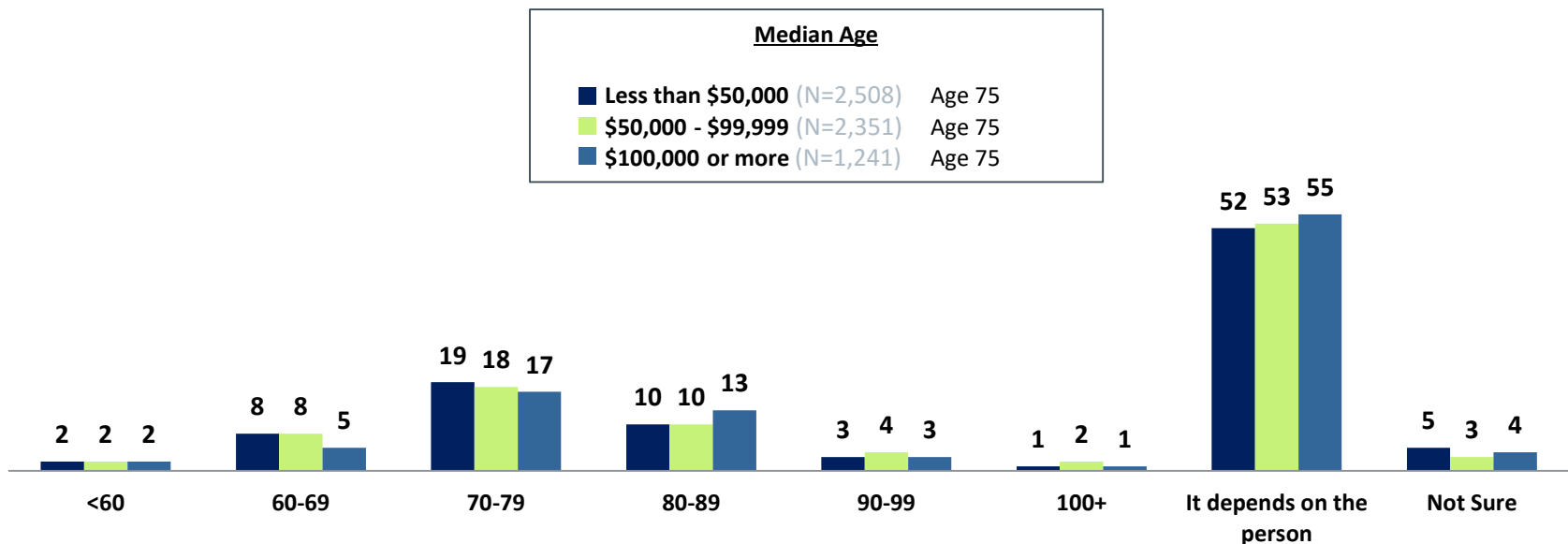
BASE: ALL QUALIFIED RESPONDENTS

Q1526. At what age do you consider a person to be “old”?

Age That Workers Consider a Person to Be “Too Old” to Work

Regardless of household income (HHI) levels, workers have similar thoughts on the age a person is considered to be “too old” to work. More than half of workers say that it depends on the person (52 percent of those with HHI of less than \$50k, 53 percent of those with HHI of \$50k to \$99k, and 55 percent of those with HHI of \$100k+). For those who provided an age, the median age for all three HHI groups is 75.

Age When Person is Considered “Too Old” to Work (%)



New question added in 2017

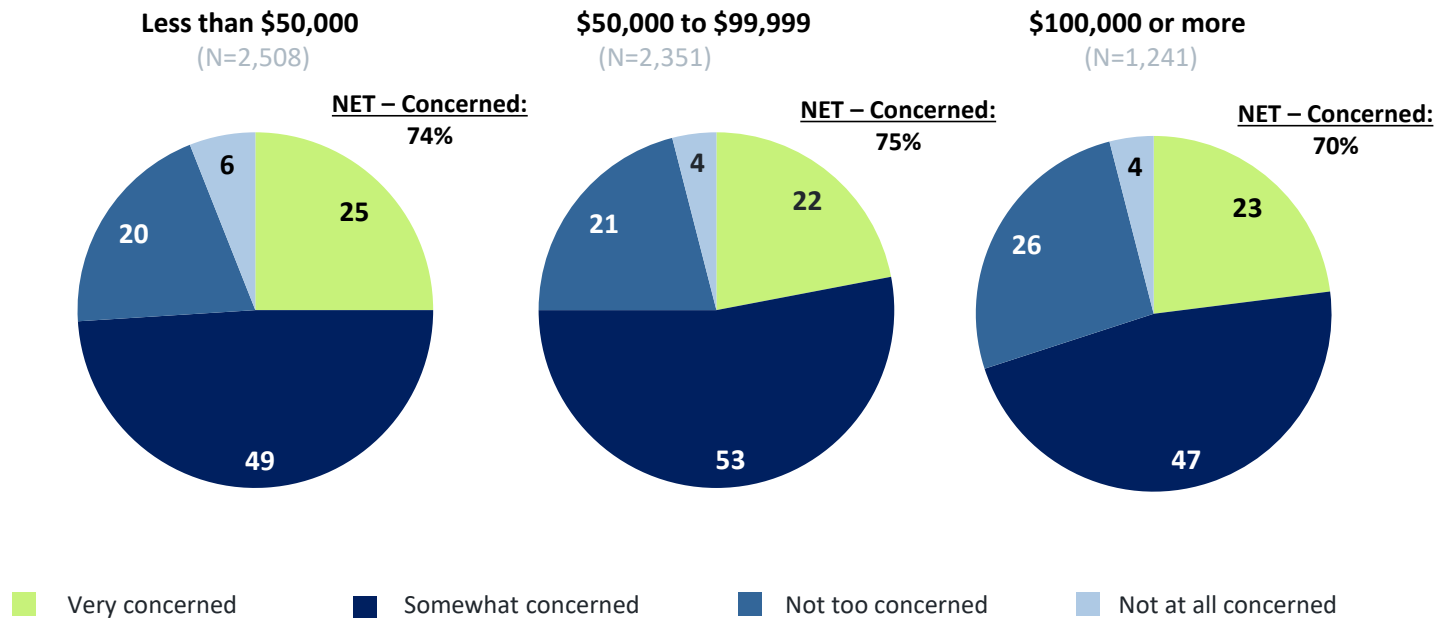
BASE: ALL QUALIFIED RESPONDENTS

Q1527. At what age do you consider a person to be “too old” to work?

Level of Concern About Health in Older Age

Workers with household income (HHI) less than \$100,000 are more likely to say they are “very” or “somewhat” concerned about their health in older age than those with HHI of \$100k+. Seventy-four percent of workers with HHI less than \$50k and 75 percent of workers with HHI of \$50k to \$99k say they are concerned, compared to 70 percent of those with HHI of \$100k or more.

Concerned About Health in Older Age (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1445X1. How concerned are you about your health in older age?

Engagement in Health-Related Activities on a Consistent Basis

Workers with higher levels of household income (HHI) are more likely to engage in health-related activities such as eating healthfully, exercising regularly, and seeking medical attention when needed. Only 22 percent of workers with HHI less than \$50k and 25 percent with HHI \$50k to \$99k are considering long term health when making lifestyle decisions. Workers with lower levels of HHI (7 percent of those with less than \$50,000) are more likely to be engaging in no health-related activities on a consistent basis (compared to 4 percent of those with HHI of \$50k to 99k and 2 percent of those with HHI 100k+).

Engaging in Health-Related Activities on a Consistent Basis (%)

	Less than \$50,000 N=2,508	\$50,000 - \$99,999 N=2,351	\$100,000 or more N=1,241
Eating healthfully	46	60	60
Exercising regularly	45	53	63
Maintaining a positive outlook	48	52	58
Seeking medical attention when needed	45	53	59
Avoiding harmful substances (e.g., cigarettes, alcohol, illicit drugs, etc.)	44	49	54
Getting plenty of rest	46	49	53
Getting routine physicals and recommended health screenings	38	47	59
Managing stress	42	43	48
Considering long-term health when making lifestyle decisions	22	25	30
Practicing mindfulness and meditation	18	20	23
Other	1	1	1
Nothing	7	4	2

New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1446. Which of the following health-related activities are you doing on a consistent basis? Select all.

Planning to Live to Age ...

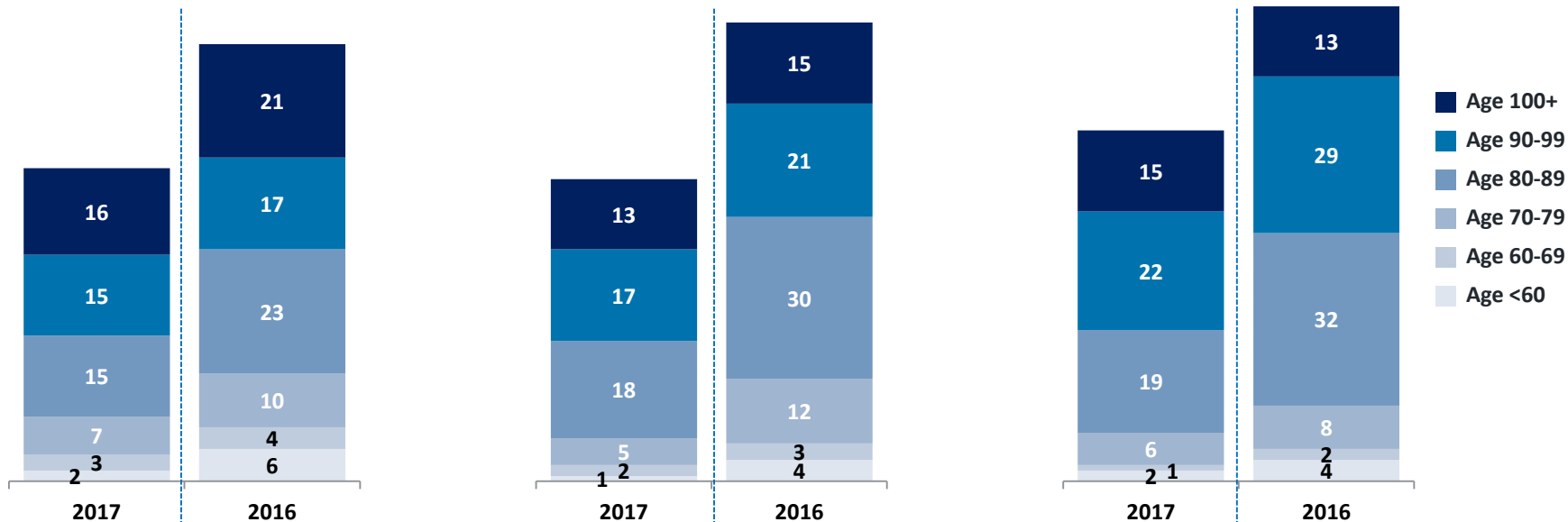
Workers across levels of household income (HHI) share similar expectations regarding the age they are planning to live to, each with a median age of 90. More than one in eight workers are planning to become centenarians, including 15 percent of those with HHI of \$100k+, 13 percent with HHI of \$50k to \$99k and 16 percent with HHI of less than \$50k. Many are not sure to what age they plan to live – 42 percent HHI less than \$50k, 44 percent HHI \$50k to \$99,999k, and 35 percent HHI \$100k+.

What age are you planning to live to? (%)

Less than \$50,000

\$50,000 - \$99,999

\$100,000 or more



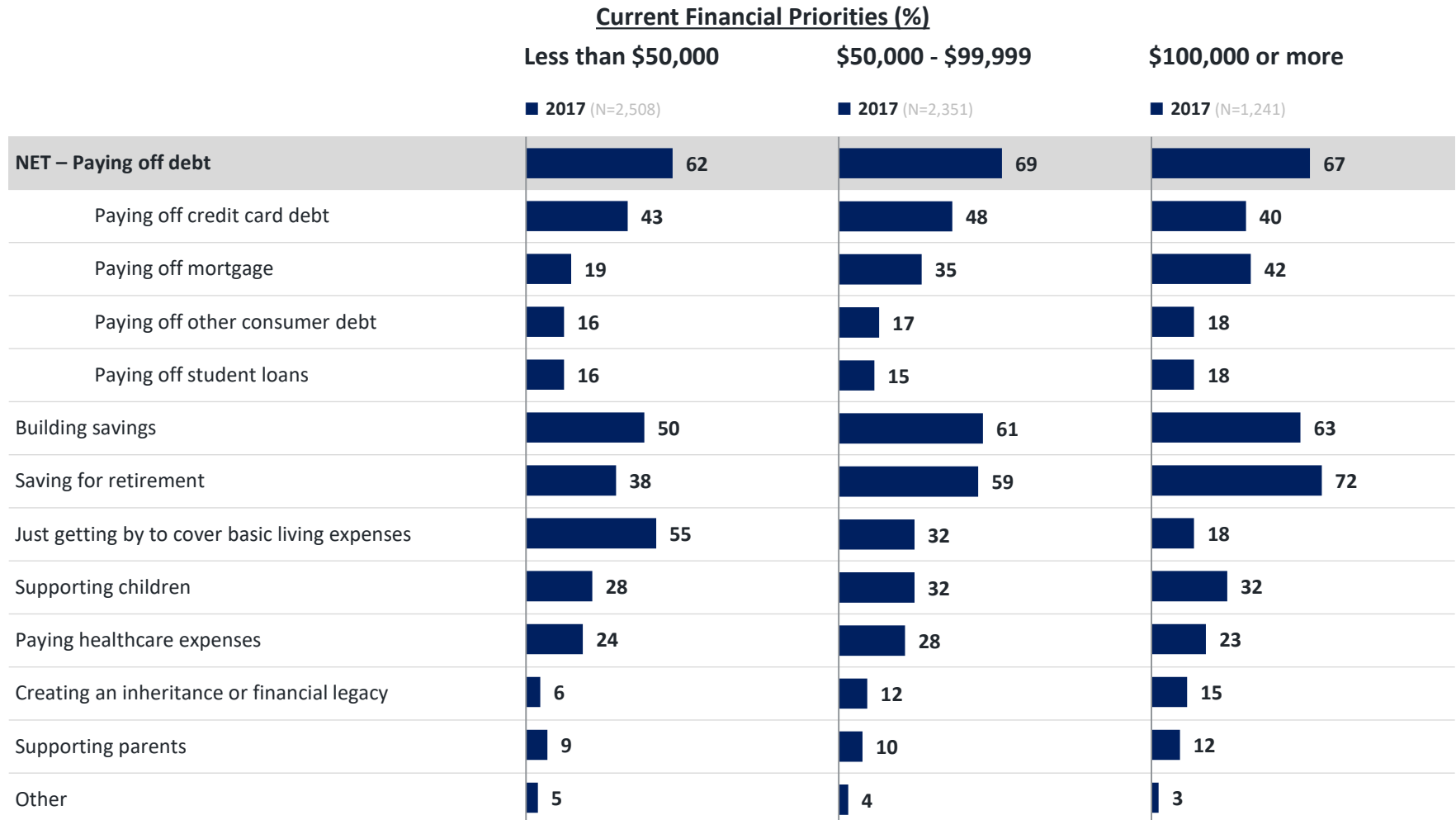
- Age 100+
- Age 90-99
- Age 80-89
- Age 70-79
- Age 60-69
- Age <60

	N=2,508	N=1,352		N=2,351	N=1,611		N=1,241	N=1,005
Not sure	42	19	Not sure	44	15	Not sure	35	12
Median	Age 90	Age 87	Median	Age 90	Age 85	Median	Age 90	Age 88

† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

Current Financial Priorities

Workers' financial priorities differ by levels of household income (HHI). Workers with HHI of \$100k+ (72 percent) most frequently cite “saving for retirement” as a financial priority right now while those with HHI \$50k to \$99k (69 percent) and HHI of less than \$50k (62 percent) most frequently cite “paying off debt” (NET).



BASE: ALL QUALIFIED RESPONDENTS

Q2639. Which of the following are your financial priorities right now? Select all.

Greatest Financial Priority Right Now

Workers with HHIs of less than \$50k (34 percent) most frequently cite “just getting by to cover basic living expenses” as their *greatest* financial priority, while those with HHI \$50k to \$99k (31 percent) and those with HHI of \$100k+ (32 percent) cite “paying off debt”(NET). Unsurprisingly the percentage of those workers who deemed saving for retirement their greatest priority increased with higher levels of HHI.

Greatest Financial Priority Right Now (%)

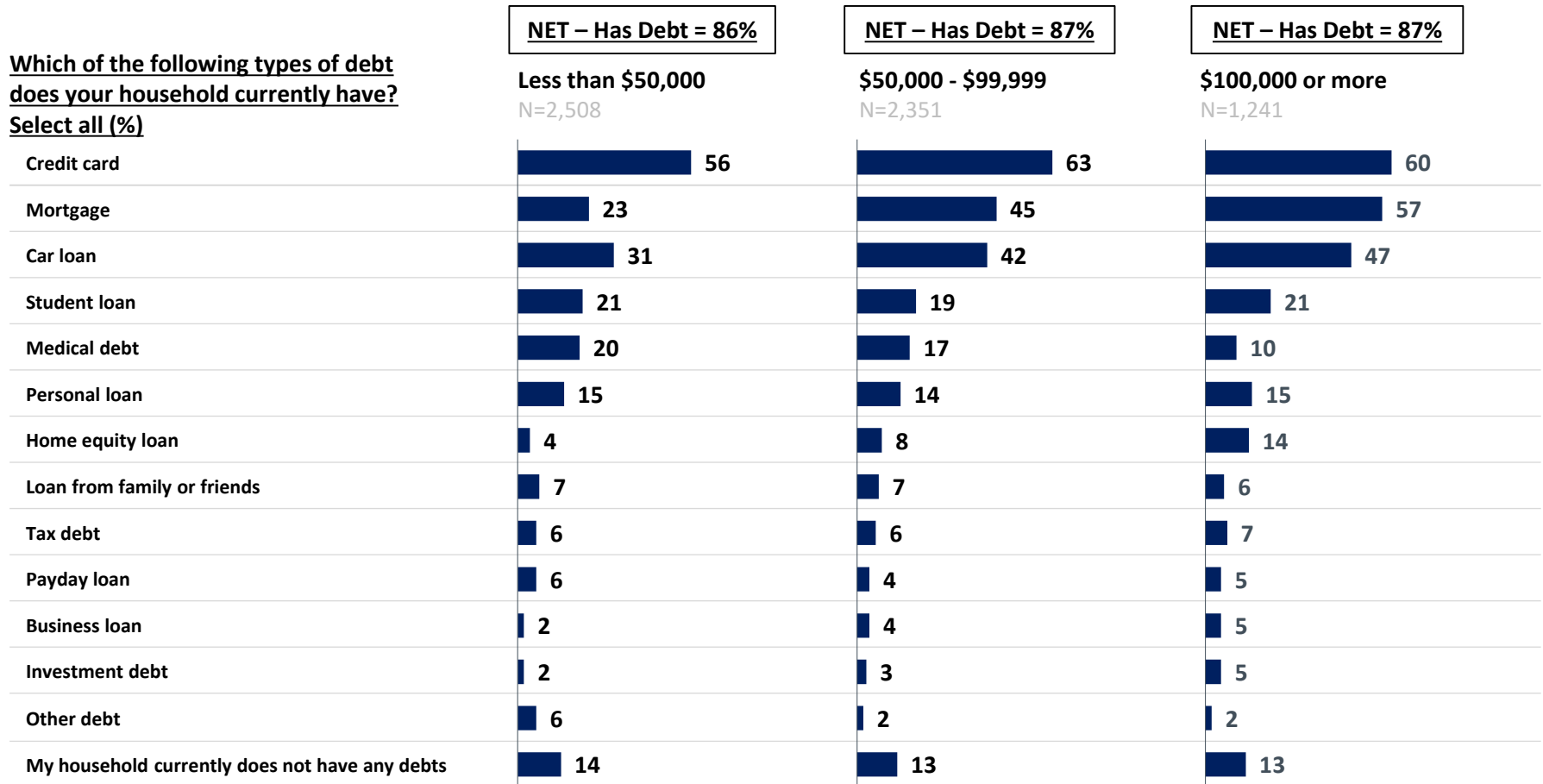


BASE: ALL QUALIFIED RESPONDENTS

Q2640. Which one of the following is your greatest financial priority right now?

Types of Household Debt

The most common type of household debt held across all levels of household incomes is credit card debt, with 56 percent with an HHI less than \$50k, 63 percent with HHI \$50k to \$99k, and 60 percent with HHI of \$100k+ having this type of debt. The biggest difference in debt type is found in mortgages – only 23 percent of those with HHI of less than \$50k have mortgages compared to 45 percent of those with HHI of \$50K to \$99k and 57 percent of those with HHI of \$100k+.



New question added in 2017

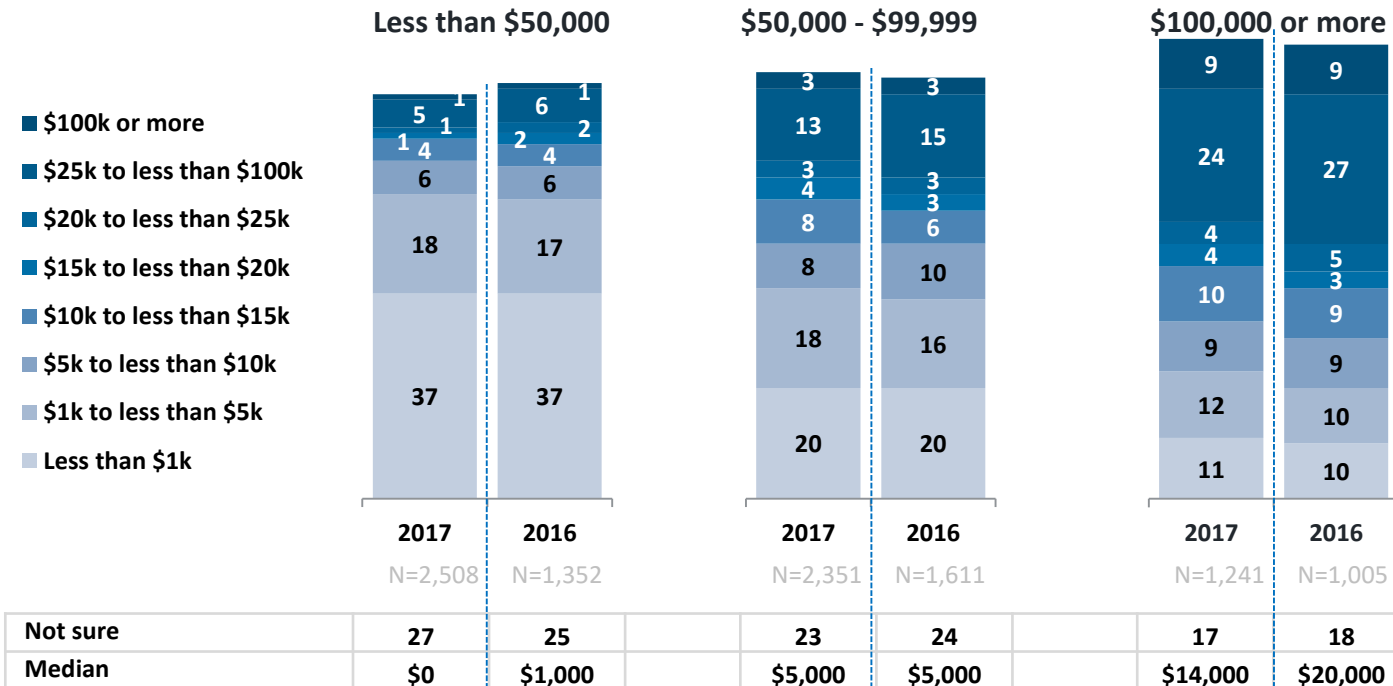
BASE: ALL QUALIFIED RESPONDENTS

Q1286. Which of the following types of debt does your household currently have? Select all.

Estimated Emergency Savings

Workers across levels of household income (HHI) lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Workers with a HHI of less than \$50k have saved a concerning \$0 (median) and 37 percent have saved less than \$1,000 for such emergencies. Workers with a HHI of \$50k to \$99k have saved \$5,000 (median) and 20 percent have saved less than \$1,000. Workers with HHIs of \$100k or more have saved \$14,000 (median) and 11 percent have saved less than \$1,000 for such emergencies.

How much do you have in emergency savings to cover the cost of unexpected major financial setbacks? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

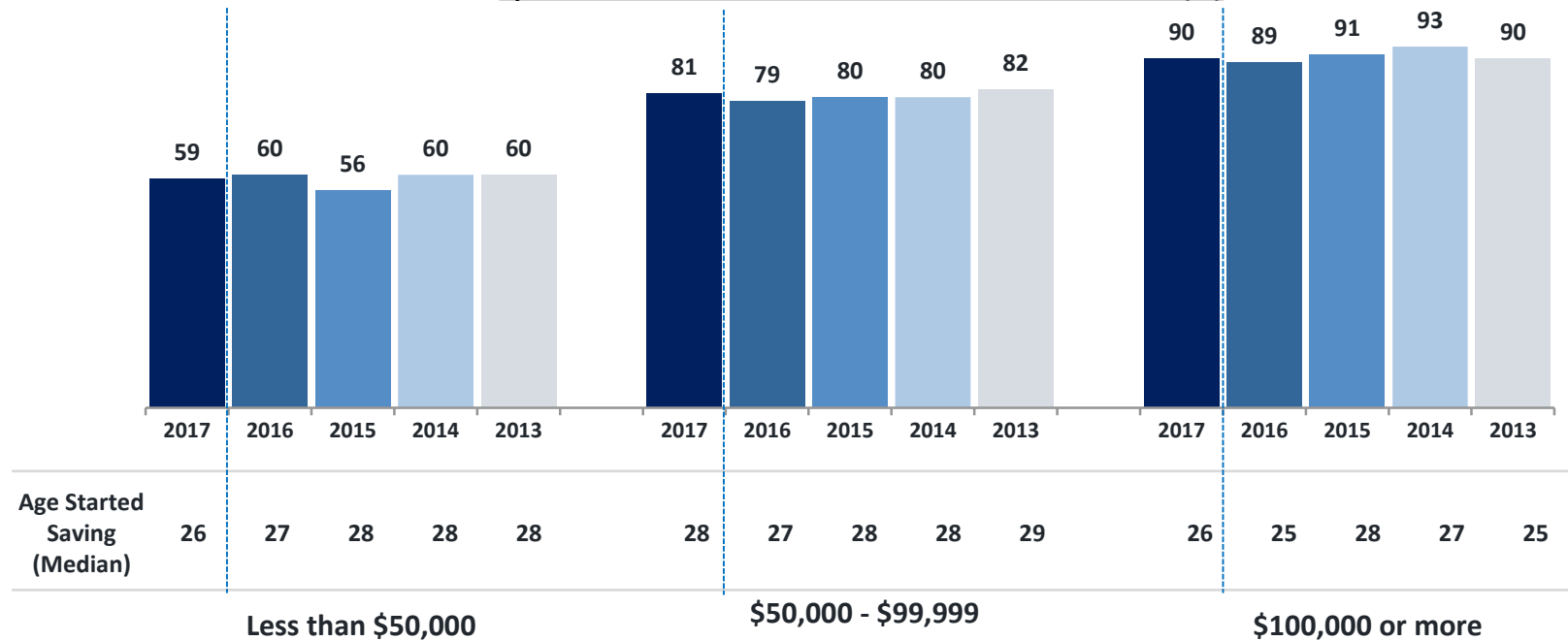
BASE: ALL QUALIFIED RESPONDENTS

Q2825. How much do you have in emergency savings specifically to cover the cost of unexpected major financial setbacks (e.g., unemployment, medical bills, home repairs, auto repairs, other)?

Saving for Retirement / Age Started Saving

The majority of workers are saving for retirement through an employer-sponsored retirement plan and/or outside of work; however, the proportion of savers varies dramatically by household income (HHI). Ninety percent of workers with HHI of \$100k+ are saving for retirement, and 81 percent of workers with HHI of \$50k to \$99k, compared to 59 percent of those with HHI of less than \$50k. Workers across levels of HHI started saving for retirement in their mid- to late-twenties.

Workers Who Are Saving For Retirement Through an Employer-Sponsored Retirement Plan And/Or Outside of Work (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

BASE: ALL QUALIFIED RESPONDENTS

Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

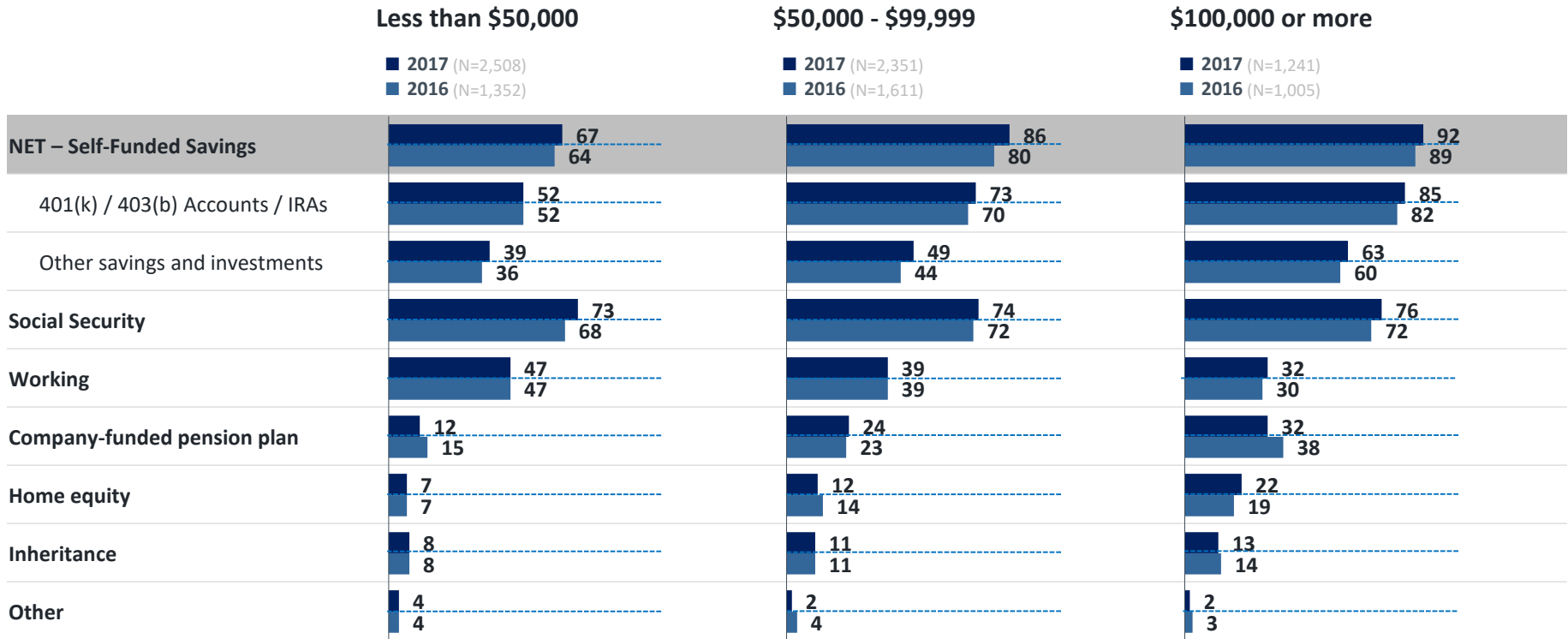
BASE: INVESTING FOR RETIREMENT

Q790. At what age did you first start saving for retirement?

Expected Sources of Retirement Income

Across levels of household income (HHI), the majority of workers expect retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 92 percent of workers with HHI of \$100k+, 86 percent of those with HHI of \$50k to \$99k, and 67 percent of those with HHI of less than \$50k. Nearly half of workers with HHI of less than \$50k (47 percent) expect income from working, compared to those with HHI of \$50k to \$99k (39 percent) and those with HHI of \$100k+ (32 percent).

Expected Sources of Income During Retirement (%)



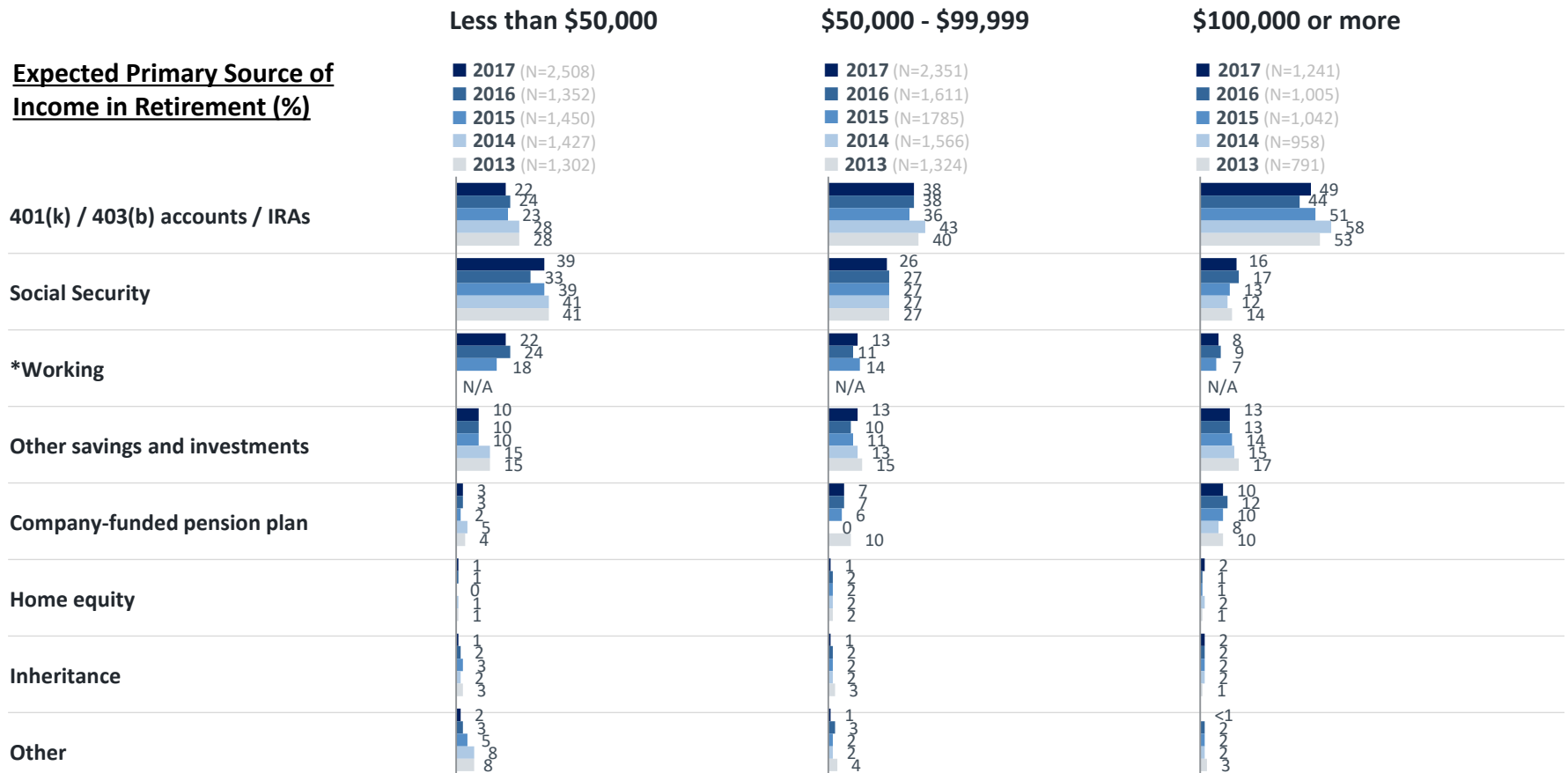
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1145. Which one of the following do you expect to be sources of income to cover your living expenses after you retire? Select all.

Expected Primary Source of Income in Retirement

Workers with higher levels of HHI are more likely to expect to rely on retirement accounts — such as 401(k), 401(b), or IRA — as their *primary* source of income in retirement, including 49 percent of workers with HHI of \$100k+ and 38 percent of those with HHI of \$50k to \$99k. Workers with HHI of less than \$50k are more likely to cite Social Security (39 percent) or working (22 percent) as their expected primary source of retirement income.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2015

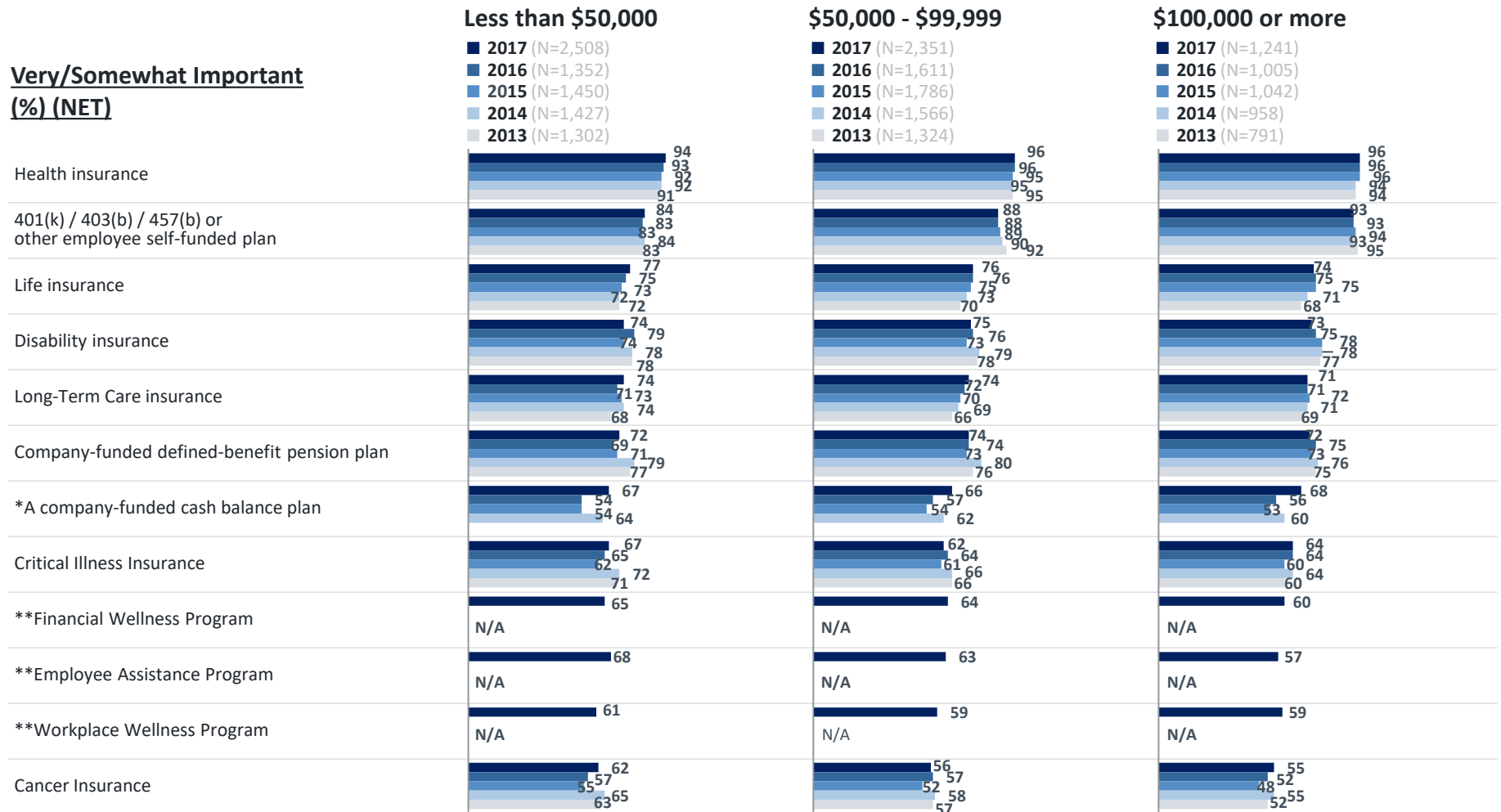
BASE: ALL QUALIFIED RESPONDENTS

Q1150. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

Importance of Retirement Benefits Compared to Other Benefits

More than 80 percent of workers across all levels of household income value a 401(k), 401(b), 457(b) or similar plan as an important benefit. Workers with higher household incomes are more likely to believe such benefits are important, a steady trend over the past five years.

Very/Somewhat Important (%) (NET)



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

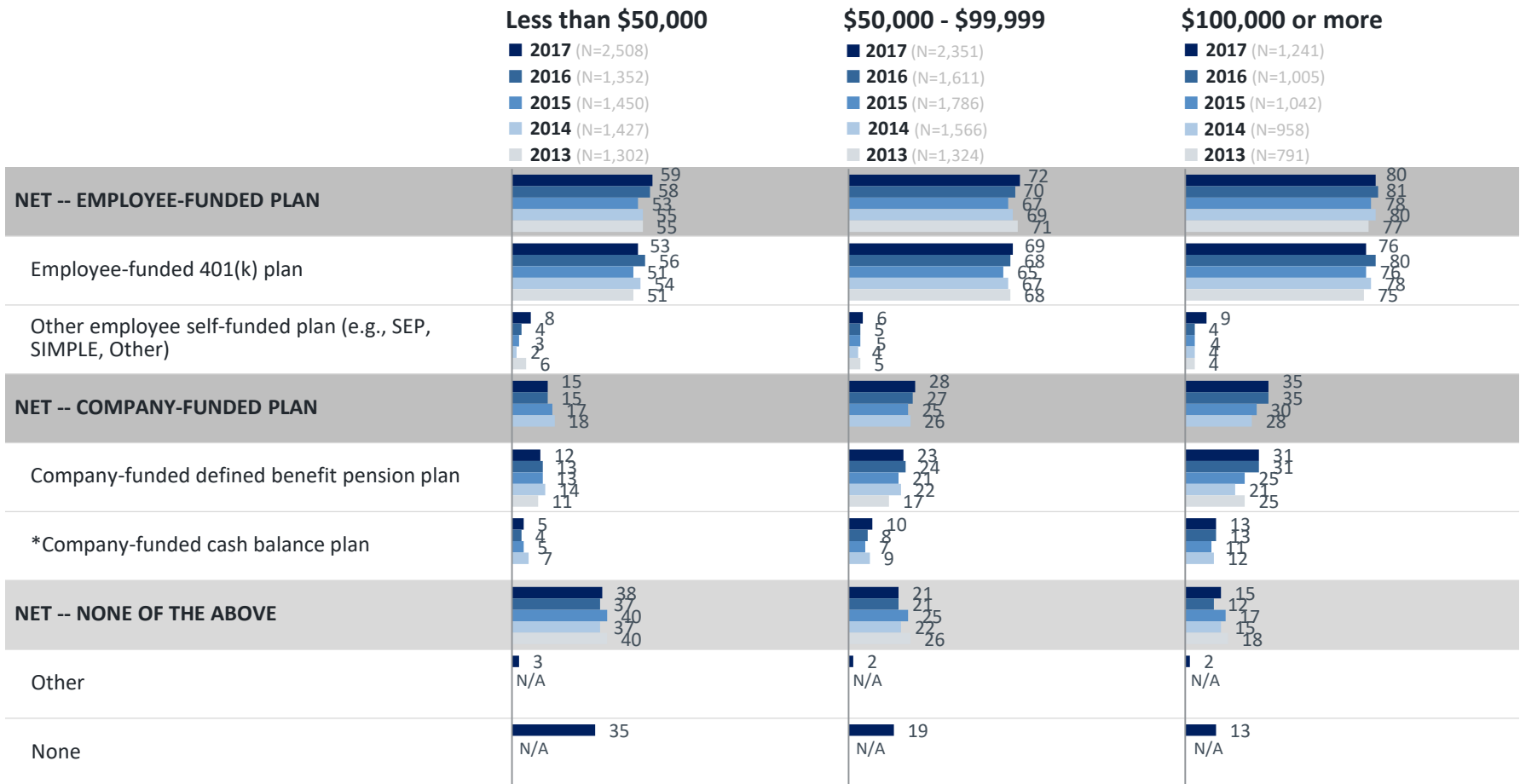
*added in 2014 **added in 2017

BASE: ALL QUALIFIED RESPONDENTS Q1170. Businesses typically offer a number of different benefits for their workers. For each of the following, please tell us how important that benefit is to you, personally.

Retirement Benefits Currently Offered

Most workers are offered a 401(k) or similar employee-funded retirement plan in the workplace; however, access to a plan increases with higher levels of household income (HHI). Only 59 percent of workers with HHI of less than \$50k are offered an employee-funded retirement plan, compared to 72 percent of those with HHI of \$50k to \$99k and 80 percent of those with HHI of \$100k+.

Employer-Sponsored Retirement Benefits Currently Offered (%)



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2014

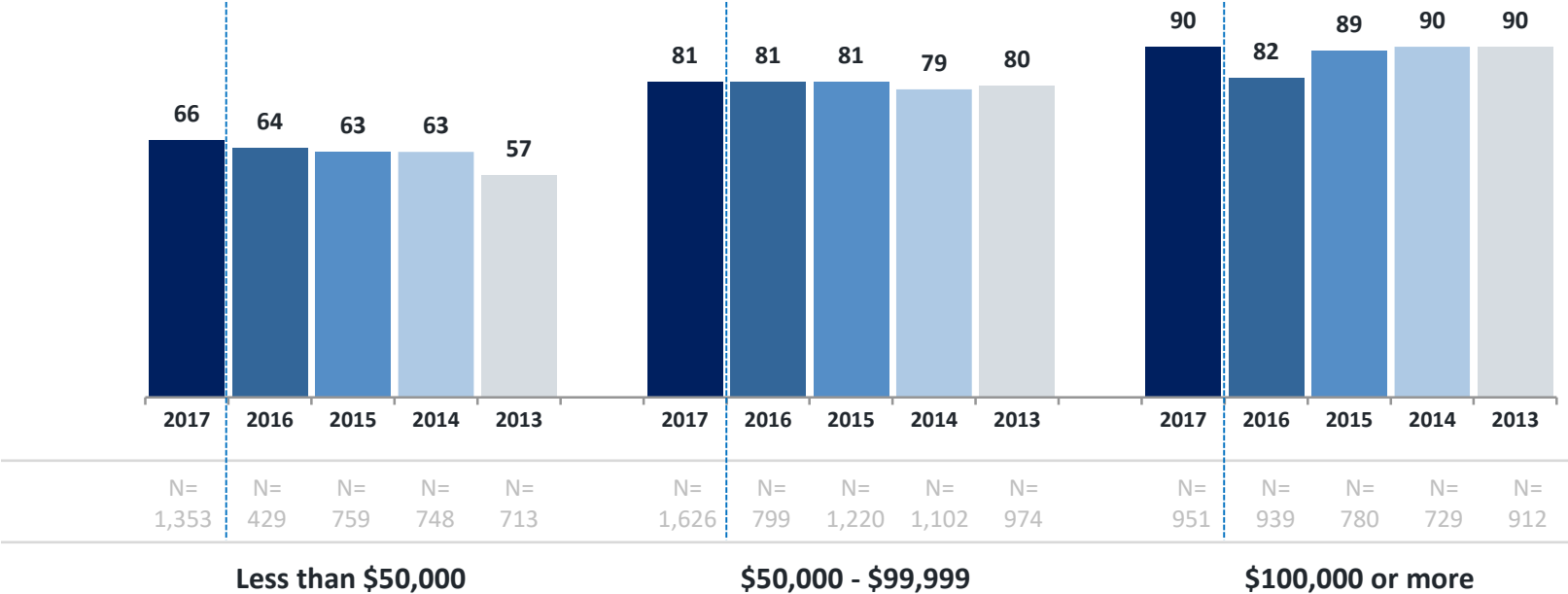
BASE: ALL QUALIFIED RESPONDENTS

Q1180. Which of the following retirement benefits does your company currently offer to you, personally? Select all.

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate increases significantly with higher levels of household income (HHI). Sixty-six percent of workers with HHI of less than \$50k participate in their employer’s plan, compared to 81 percent with HHI of \$50k to \$99k and 90 percent with HHI of \$100k+. This trend has remained consistent over the past five years.

**Participation in Company’s Employee-funded Retirement Savings Plan,
% Indicate “Yes”**



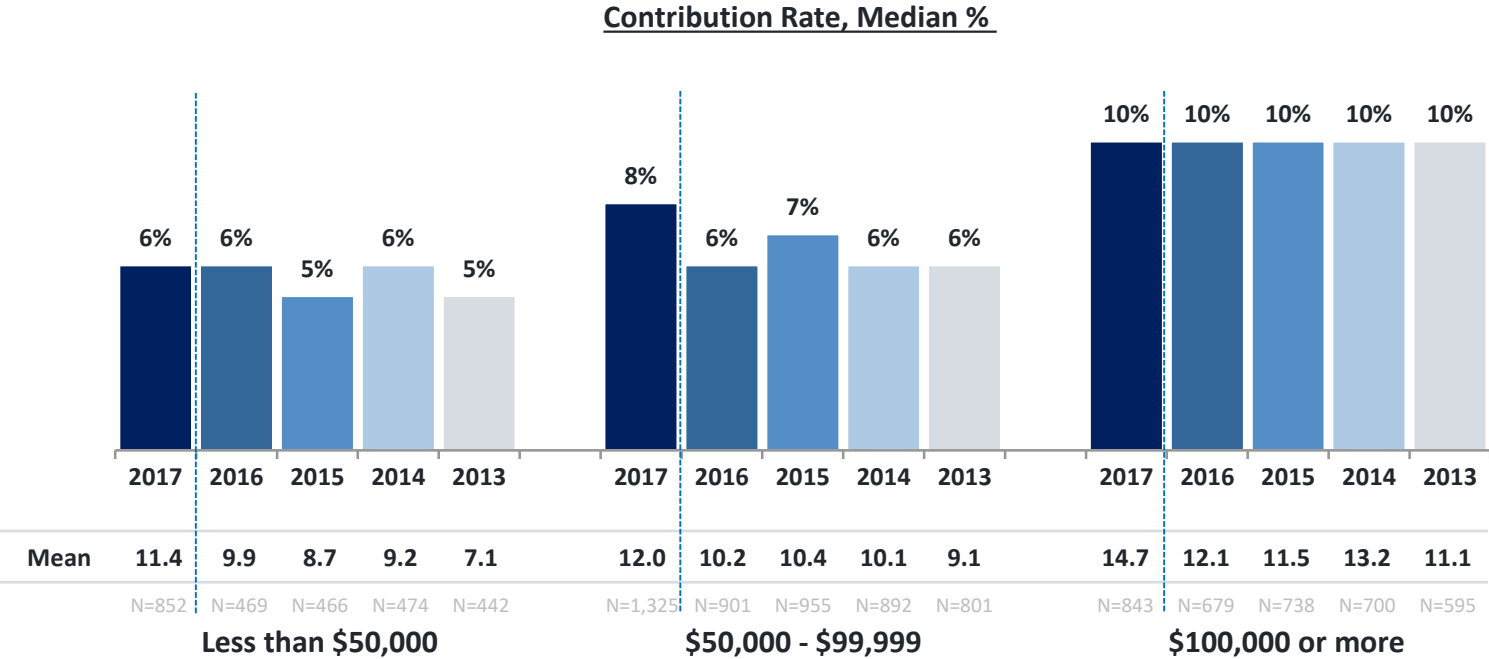
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company’s employee-funded retirement savings plan?

Retirement Plan Contribution Rate

Among workers who participate in a 401(k) or similar plan, those with higher household incomes (HHI) contribute more. Workers with HHI of \$100k+ contribute 10 percent (median) of their annual pay, while those with HHI of \$50k to 99k contribute 8 percent (median) and those with HHI less than \$50k contribute 6 percent (median). This trend has been consistent over the past five years.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

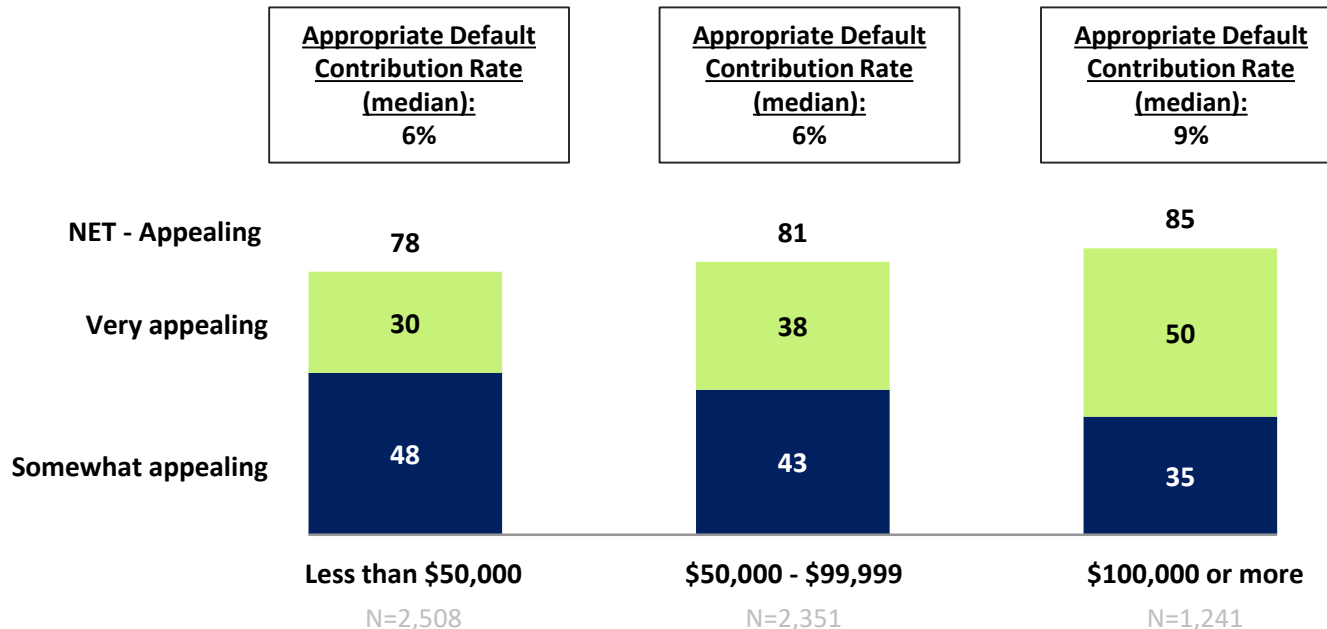
BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

Appeal of Automatic Enrollment

Workers with higher levels of household income (HHI) are more likely to find automatic enrollment as a plan feature appealing, as 85 percent of those with \$100k+ find it “very” or “somewhat” appealing, compared to 81 percent of those with HHI \$50k to \$99k and 78 percent of those with HHI less than \$50k. When it comes to the appropriate contribution rate for such a plan, workers with HHI \$100k+ think it should be 9 percent (median) while those with both HHI \$50k to \$99k and less than \$50k believe the appropriate default contribution rate should be 6 percent (median).

Appeal of Automatic Enrollment (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

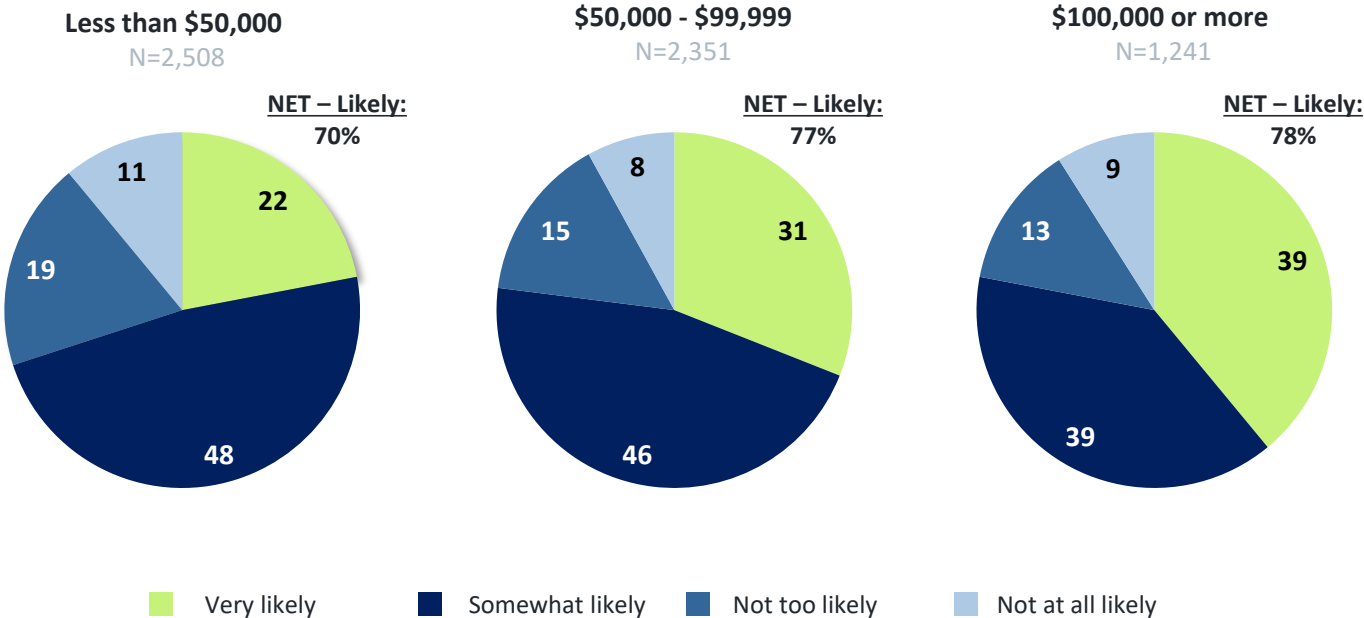
Q635. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, deducting a percentage of each paycheck, and investing it for your future retirement. How appealing would this seem to you?

Q636. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, what would you consider to be an appropriate percentage to deduct from your paycheck to be invested for your future retirement?

Likelihood of Using Automatic Escalation

Workers with household income (HHI) of \$50k to \$99k (77 percent) and those with HHI of \$100k+ (78 percent) are more likely than those with less than \$50k (70 percent) to say they are “very” or “somewhat” likely to use a feature that automatically increases their contribution by 1 percent each year.

Likelihood of Using a Feature That Automatically Increases Contribution by 1% Each Year, Until You Choose to Discontinue (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q702. How likely would you be to use a feature in a 401(k) or similar plan where your employer would automatically increase your contribution rate (as a percentage of your salary) to the plan by 1% each year, until you choose to discontinue this increase?

Use of Professionally Managed Offerings

“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. At least four in ten plan participants, across levels of household income (HHI), use some form of professionally managed offering in their 401(k) or similar plans: 45 percent of workers with HHI of less than \$50k, 59 percent of those with HHI of \$50k to \$99k, and 67 percent of those with HHI of \$100k+.

Workers with HHI of \$100k+ (47 percent) are somewhat more likely to set their own asset allocation percentage among the available funds, compared to those with HHI of less than \$50k (42 percent) and those with HHI of \$50k to \$99k (40 percent).

Investments in Employer-Sponsored Retirement Plan (%)

Less than \$50,000

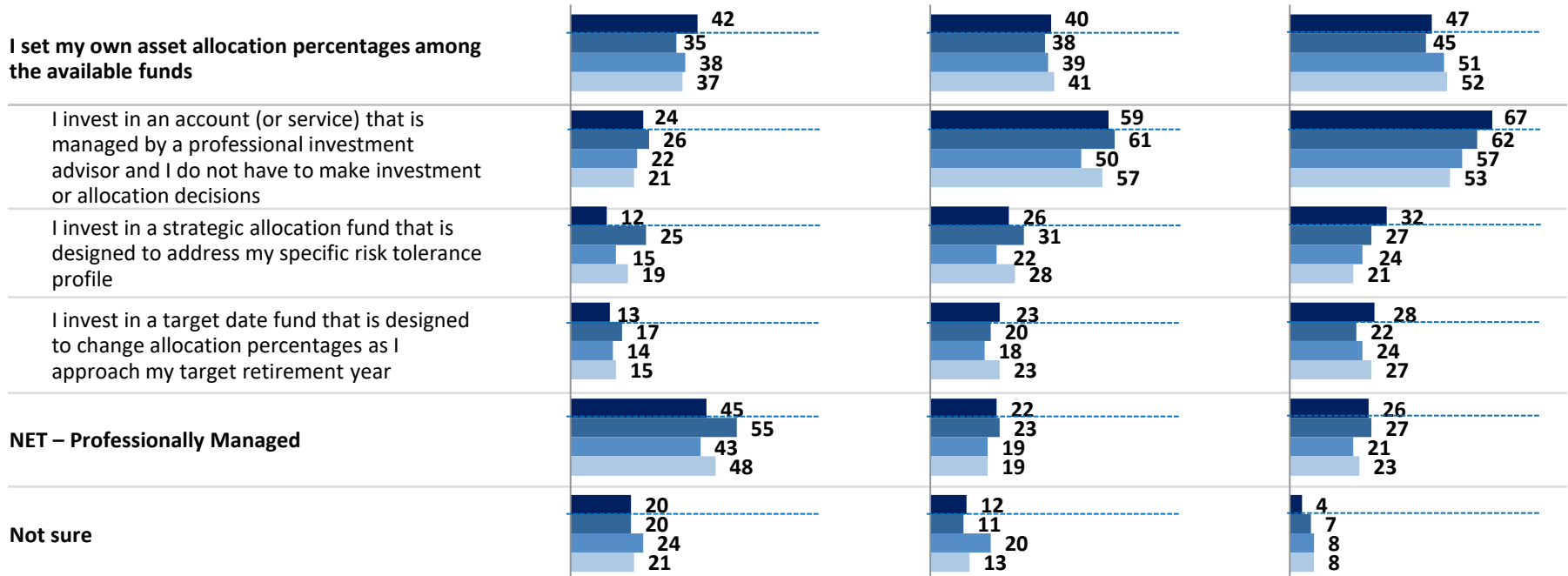
■ 2017 (N=853)
 ■ 2016 (N=471)
 ■ 2015 (N=466)
 ■ 2014 (N=474)

\$50,000 - \$99,999

■ 2017 (N=1,327)
 ■ 2016 (N=901)
 ■ 2015 (N=956)
 ■ 2014 (N=893)

\$100,000 or More

■ 2017 (N=845)
 ■ 2016 (N=681)
 ■ 2015 (N=741)
 ■ 2014 (N=704)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

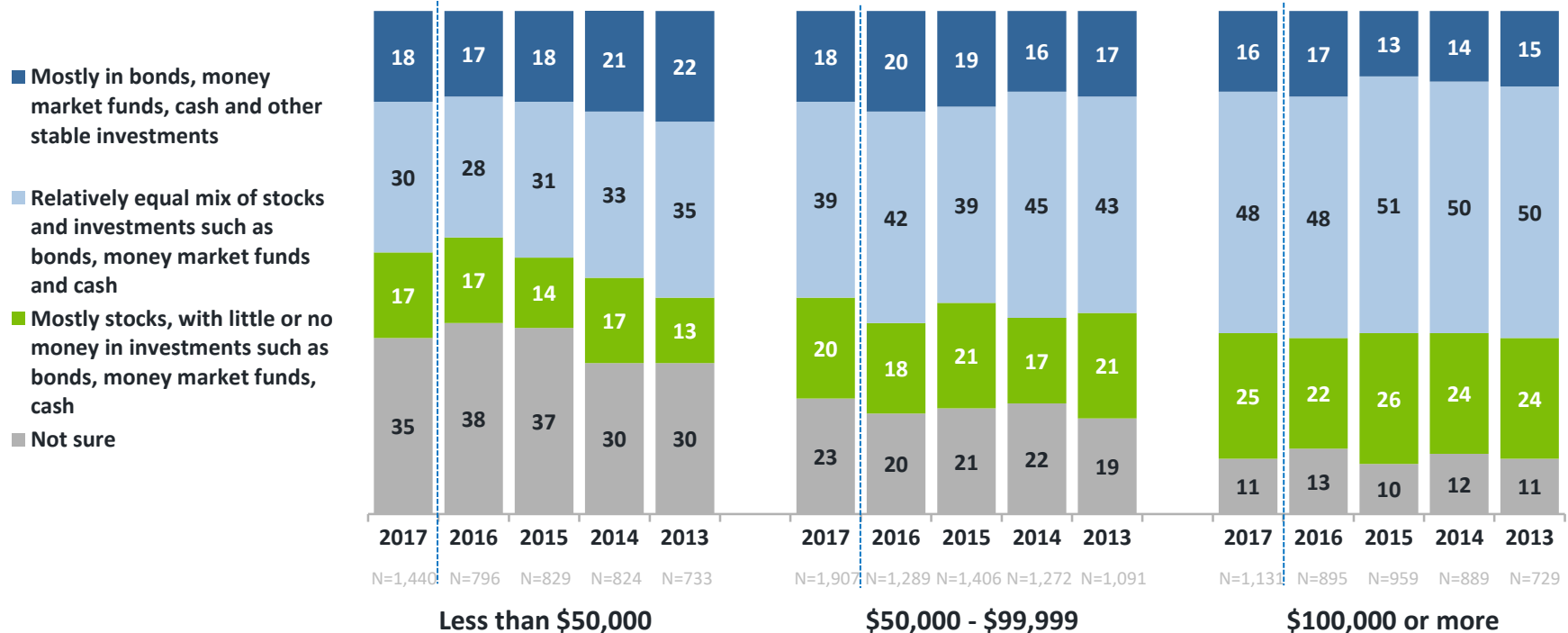
BASE: PARTICIPATING IN QUALIFIED PLAN

Q1466. What is your current approach to investing in your employer-sponsored retirement plan? Select all.

Asset Allocation of Retirement Investments

Workers across levels of household income (HHI), who are investing for retirement, most frequently say that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash: However, responses are higher among those with HHI of \$100k+ (48 percent), compared to those with HHI of \$50k to \$99k (39 percent) and those with HHI of less than \$50k (30 percent). Workers with HHI of less than \$50k are the most uncertain as to how their retirement savings are invested.

How Retirement Savings Are Invested (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

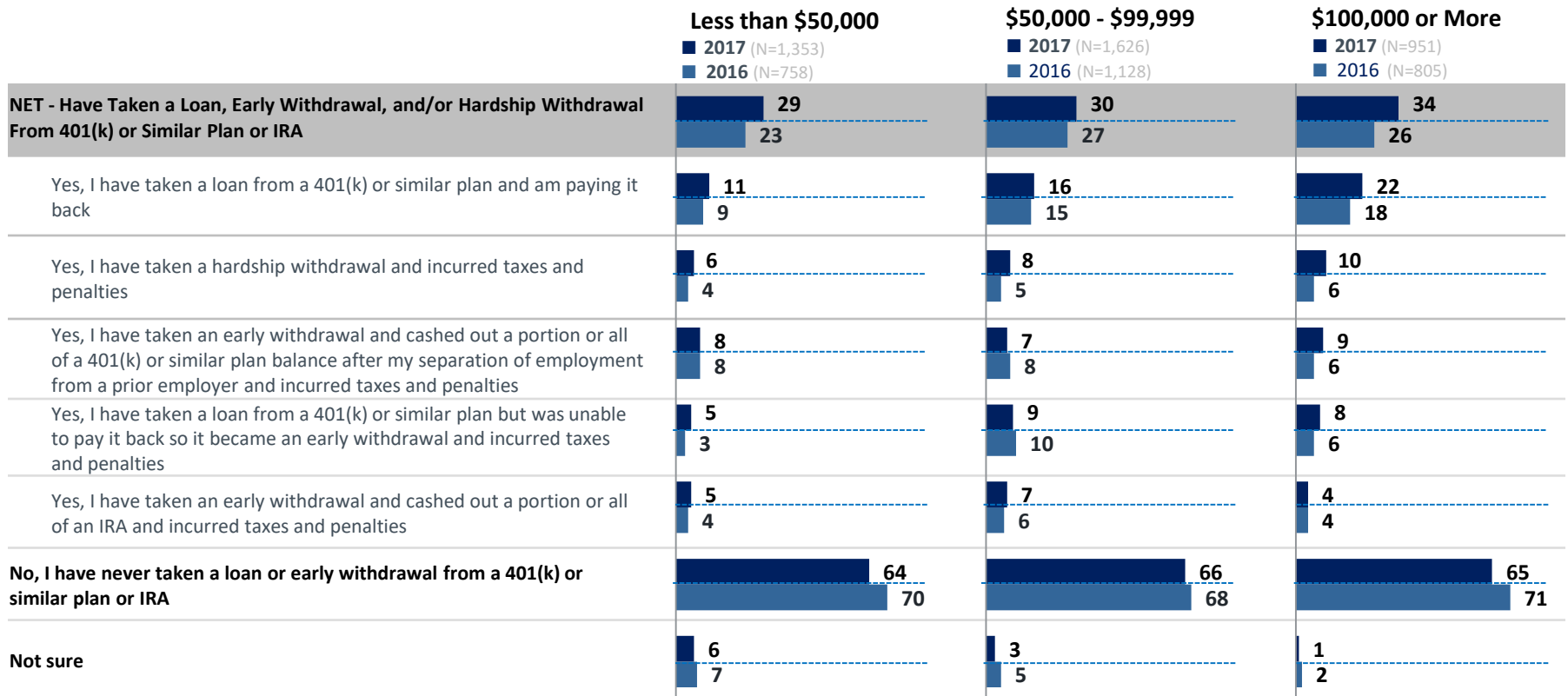
BASE: INVESTING FOR RETIREMENT

Q770. How is your retirement savings invested?

Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. About one in three workers across levels of household income (HHI) have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan — 31 percent of workers with HHI of less than \$50k, 33 percent of those with HHI of \$50k to \$99k, and 35 percent of those with HHI of \$100k+.

Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

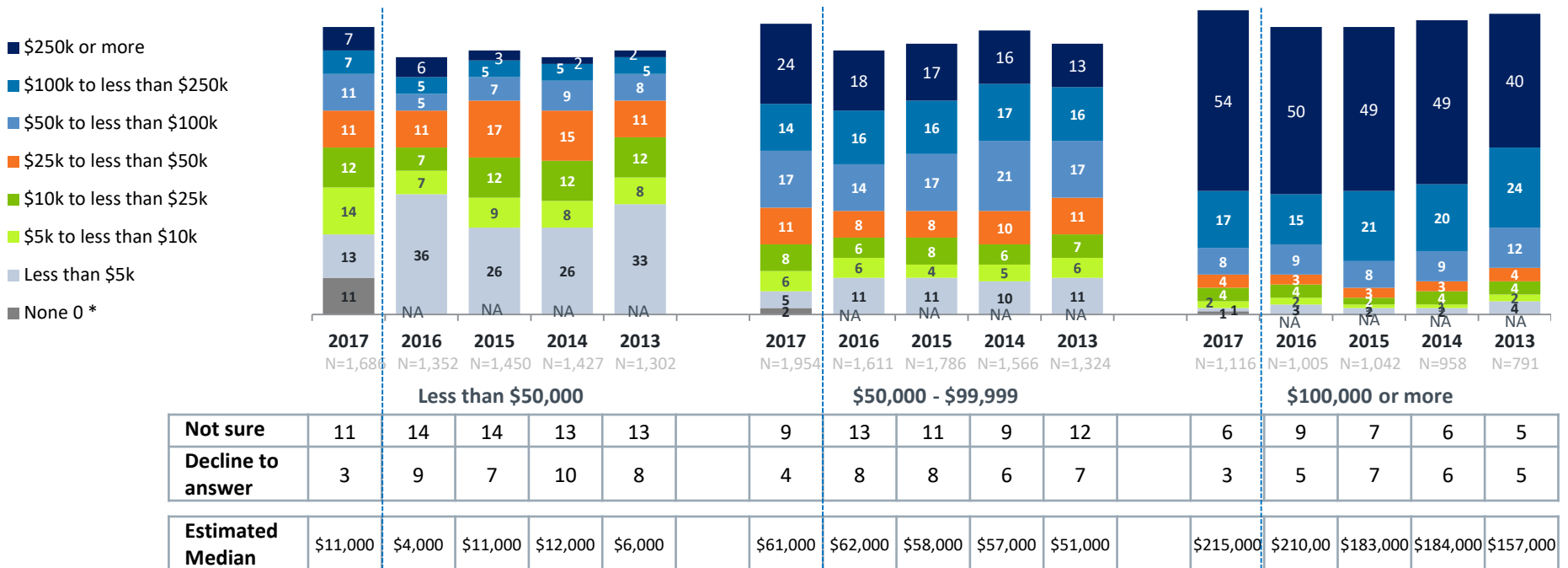
BASE: All Qualified Respondents

Q754. Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? Select all.

Total Household Retirement Savings

Workers with a household income (HHI) of \$100k+ have saved \$215,000 (estimated median) in total household retirement accounts, compared to \$61,000 for those with HHI of \$50k to \$99k and just \$11,000 for those with HHI of less than \$50k (estimated medians). A concerning 24 percent of workers with HHI of less than \$50k have less than \$5,000 in household retirement savings.

Total Household Retirement Savings by Level of Household Income (%)



Note: The median is estimated based on the approximate midpoint of the range of each response category. Non-responses are excluded from the estimate.

! Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2017

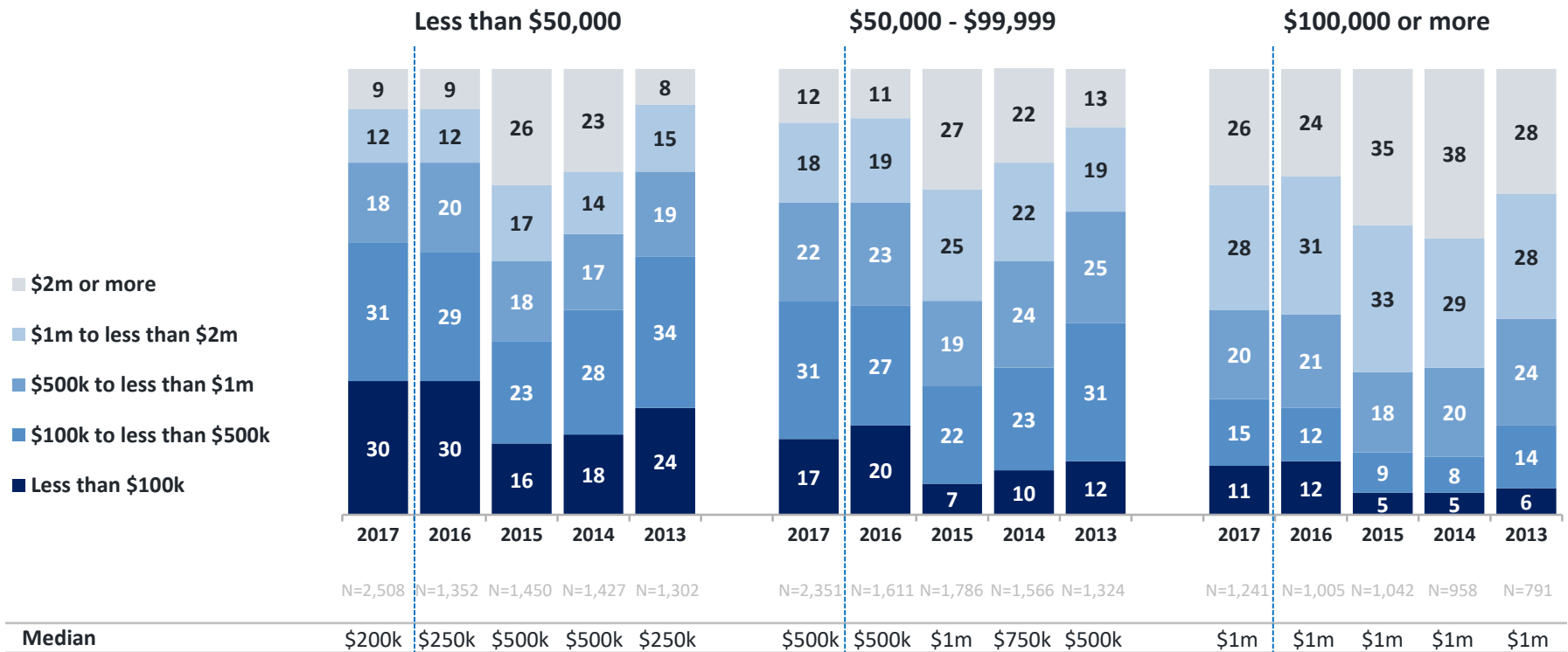
BASE: ALL QUALIFIED RESPONDENTS

Q1300. Approximately how much money does your household have saved in all of your retirement accounts? Please include IRAs, 401(k)s, 403(b)s, and any other savings for retirement to which you and/or your spouse or partner have contributed funds.

Estimated Retirement Savings Needs

Workers' estimated retirement savings needs increase with higher levels of household income (HHI). Workers with HHI of less than \$50k believe they need to save \$200,000 (median) to feel financially secure in retirement, whereas those with HHI of \$100k+ will need \$1 million. Workers with HHI of \$50k to \$99k have an estimated retirement savings needs of \$500,000 (median) this year.

Estimated Retirement Savings Needs (%)



Note: The median is estimated based on the approximate midpoint of the range of each response category.

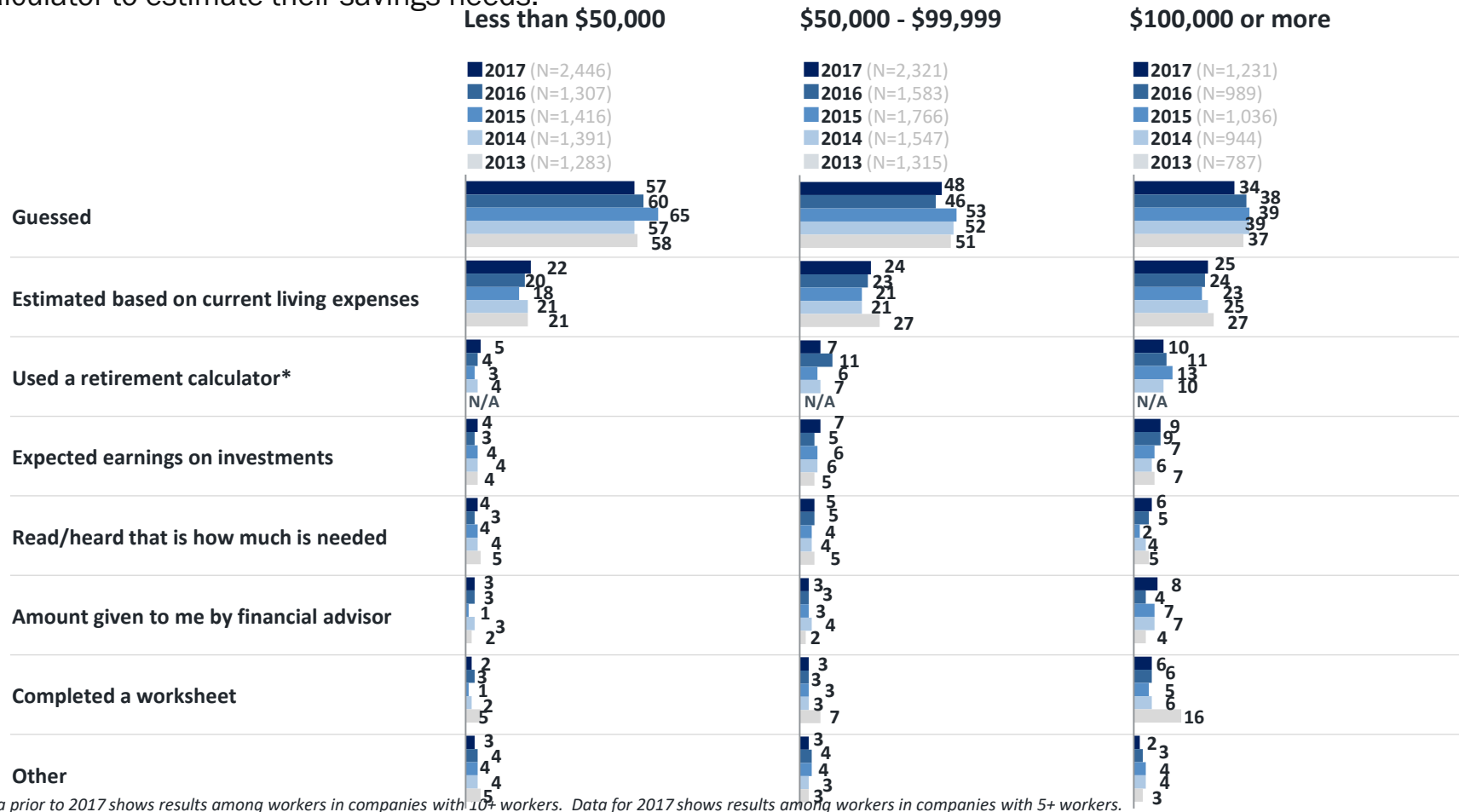
Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q890. Thinking of what money can buy today, how much money do you believe you will need to have saved by the time you retire in order to feel financially secure?

Basis for Estimating Retirement Savings Needs

Many workers are guessing their retirement savings needs. Among those who provided an estimate of their retirement savings needs, workers with a household income (HHI) of less than \$50k (57 percent) are more likely to have guessed the amount, compared to those with HHI of \$50k to \$99k (48 percent) and those with HHI of \$100k+ (34 percent). Few workers across levels of HHI indicate that they have used a retirement calculator to estimate their savings needs.



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

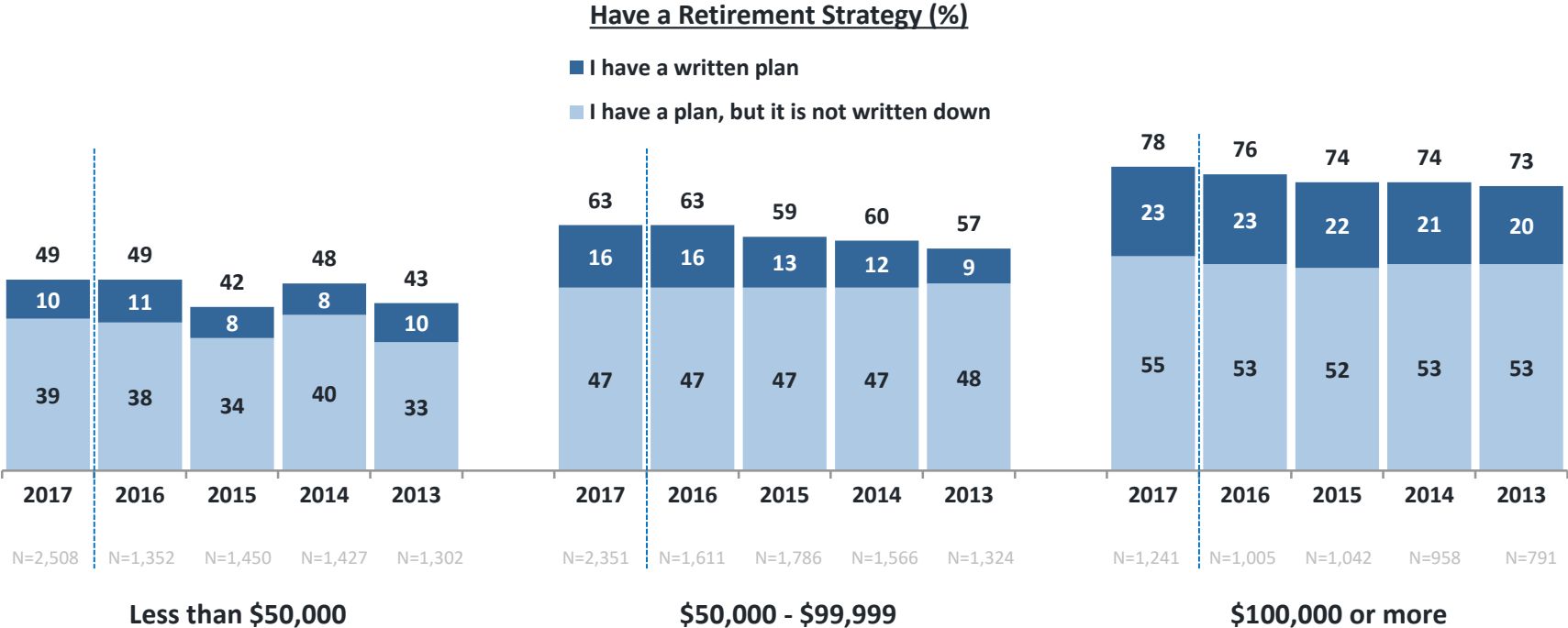
*added in 2014

BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT

Q900. How did you arrive at that number?

Retirement Strategy: Written, Unwritten, or None

The likelihood of a worker having a retirement strategy, either written or unwritten, increases with higher levels of household income (HHI). Seventy-eight percent of workers with HHI of \$100k+ have some form of a retirement strategy, compared to 63 percent of those with HHI of \$50k to \$99k and just 49 percent of those with HHI of less than \$50k. In terms of having a *written* strategy, relatively few workers across HHIs have one. Over the past five years, workers with HHI of less than \$100k have been consistently less likely to have a written plan, compared to those with HHI of \$100k+.



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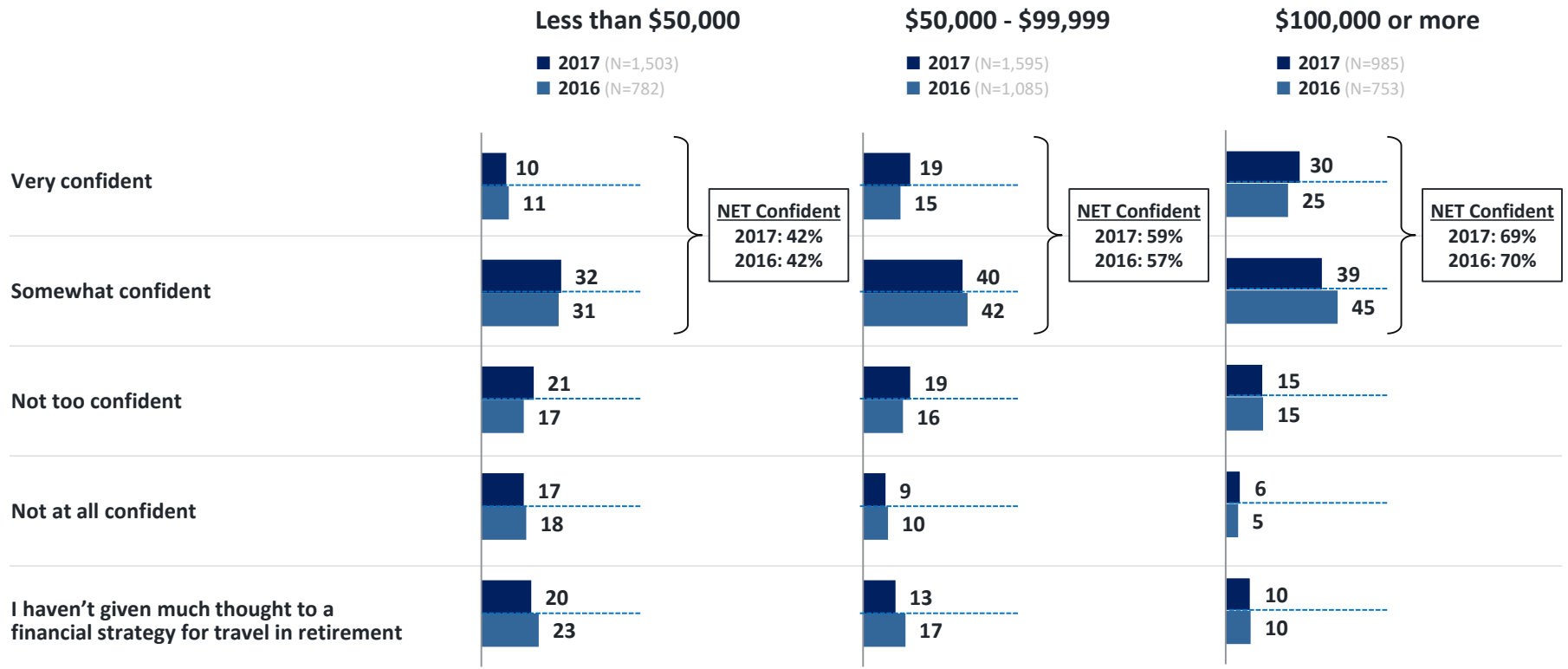
BASE: ALL QUALIFIED RESPONDENTS

Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

Workers' confidence that their current financial strategy will enable them to realize their travel goals increases with higher levels of household income (HHI). Among those who dream of traveling in retirement, 69 percent of workers with HHI of \$100k+ are confident, compared to 59 percent of those with HHI of \$50k to \$99k and 42 percent of those with HHI of less than \$50k.

Confidence That Current Financial Strategy Will Meet Retirement Travel Goals (%)



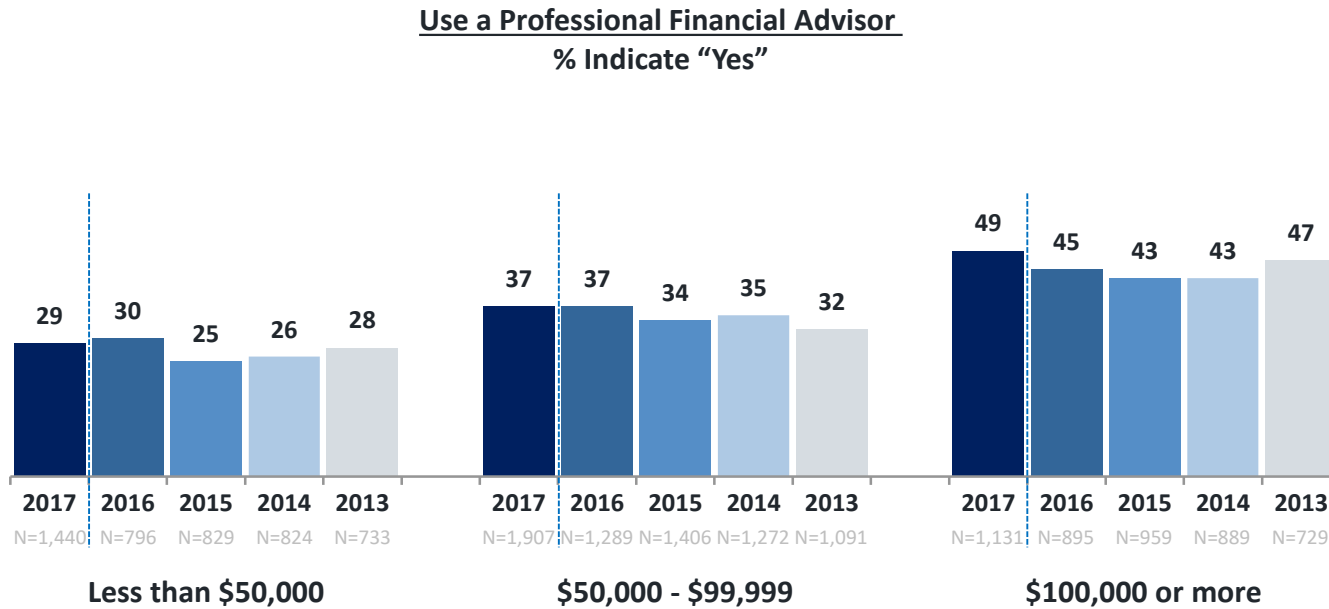
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE WHO DREAM OF TRAVELING IN RETIREMENT

Q2845. How confident are you that your current financial strategy will allow you to meet your travel goals throughout retirement?

Professional Financial Advisor Usage

Among those investing for retirement, use of a professional financial advisor increases with higher levels of household income (HHI). Forty-nine percent of workers with HHI of \$100K+ use an advisor, compared to 37 percent of those with HHI of \$50k to \$99k and 29 percent of those with HHI of less than \$50k.



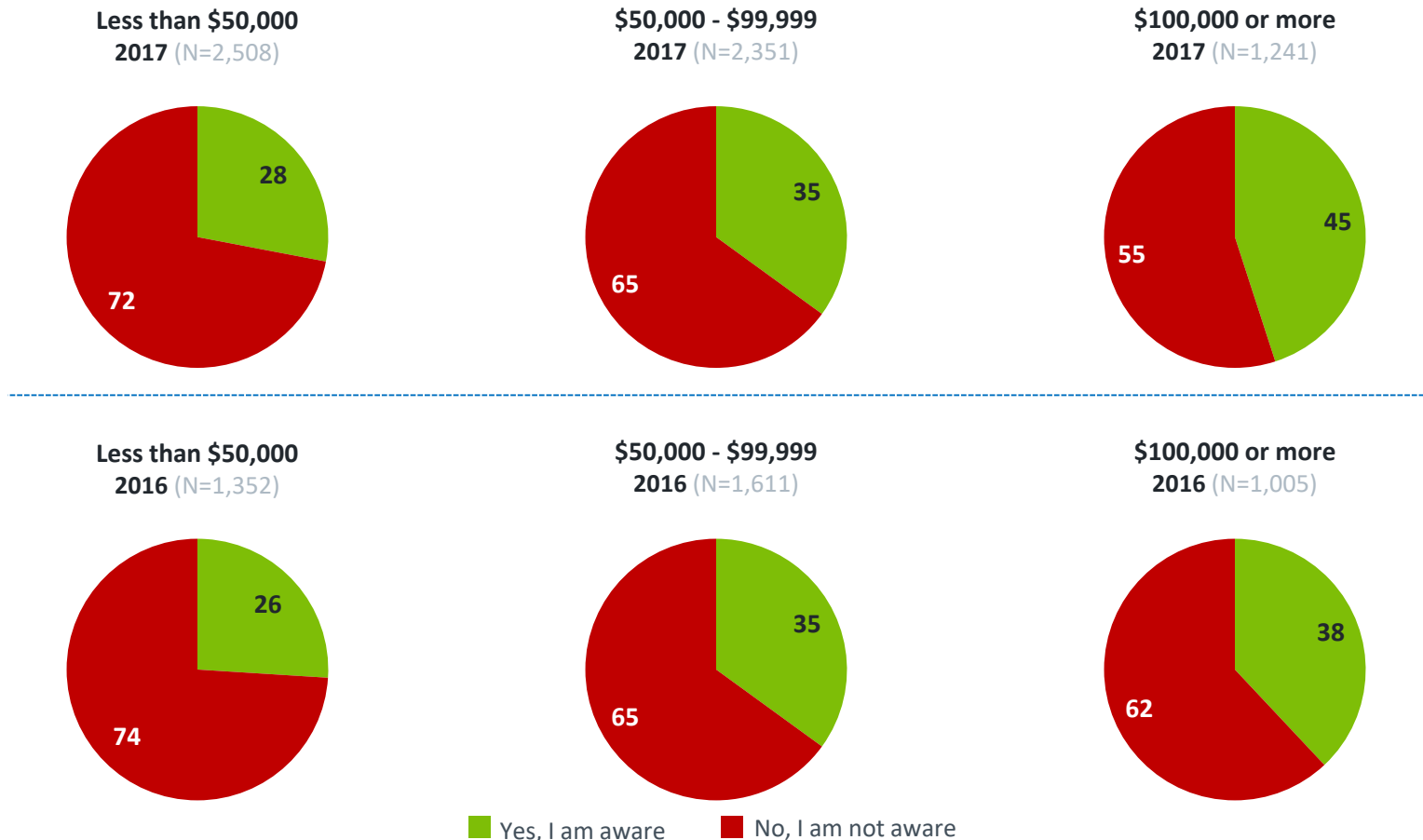
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: INVESTING FOR RETIREMENT

Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

Awareness of the Saver's Credit

The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA; however, few workers who are potentially eligible to claim the credit are aware of it. Only 28 percent of workers with HHI of less than \$50k are aware of the Saver's Credit, compared to 35 percent of those with HHI of \$50k to \$99k and 45 percent of those with HHI of \$100k+.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

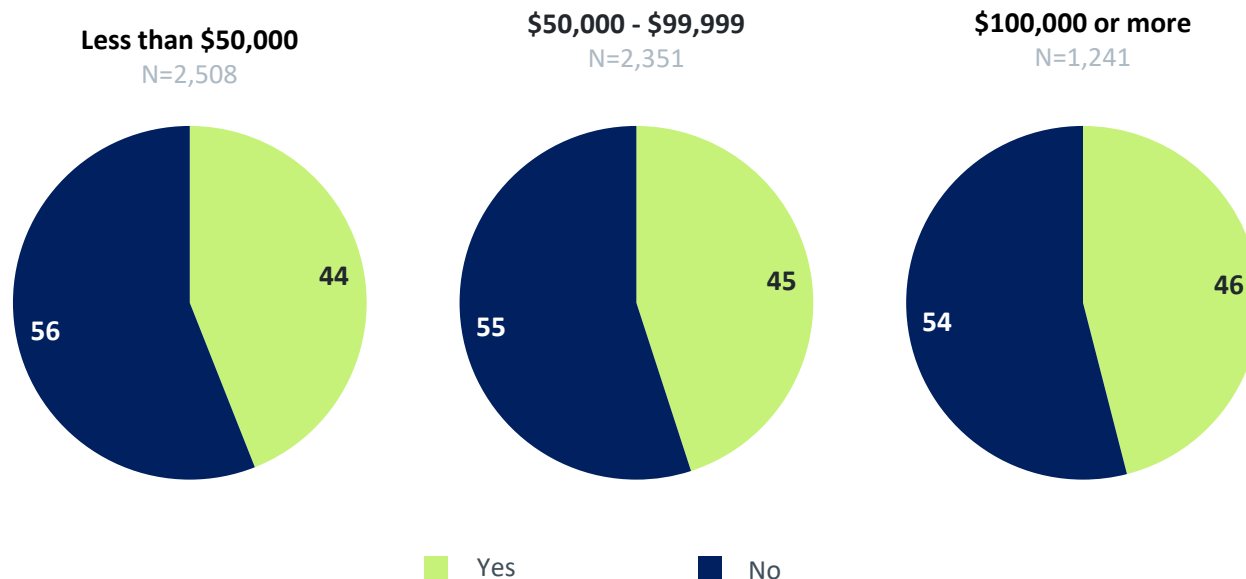
BASE: ALL QUALIFIED RESPONDENTS

Q1120. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

Awareness of the IRS' Free File Program

Similar proportions of workers across levels of household income (HHI) lack awareness of the IRS' Free File Program: Fifty-six percent of workers with HHI less than \$50k, 54 percent of those with HHI \$100k+, and 55 percent of those with HHI \$50k to \$99k, are unaware of the Free File Program that offers federal income tax preparation for free to eligible tax filers.

Awareness of the IRS' Free File Program (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q2821. Are you aware of the IRS' Free File program that offers federal income tax preparation software for free for eligible tax filers?



Influences of Educational Attainment on Retirement Readiness

Detailed Findings

Influences of Educational Attainment on Retirement Readiness

Retirement readiness increases with higher educational attainment. College graduates are more likely to have access to retirement benefits, have higher plan participation rates, and contribute more than non-college graduates – which leads to higher lifetime savings at retirement. While workers across levels of educational attainment are at risk, non-college graduates are at much greater risk of not achieving a financially secure retirement.

Forty Indicators of Retirement Readiness

- **Confidence in Retiring Comfortably.** Retirement confidence increases with workers' level of education. Workers with only some college or trade school education (56 percent) and those with high school diploma or less (54 percent) are less likely to be “very” or “somewhat” confident that they will be able to fully retire with a comfortable lifestyle, compared to college graduates (72 percent) and those with some graduate or advanced degrees (77 percent).
- **Recovery From the Great Recession.** Financial recovery from the Great Recession increases with level of educational attainment. Workers with a high school education or less (23 percent) and those with some college or trade school (21 percent) are more likely to say they have “not yet begun to recover” or “may never recover,” compared to workers with higher levels of educational attainment. College graduates (48 percent) and those with some grad school or advanced degree post-graduate degree (55 percent) are more likely to say that they were not impacted or have fully recovered than those with lower levels of educational attainment.
- **Building a Large Enough Nest Egg?** Workers' level of agreement that they are building a large enough nest egg increases with educational attainment. Fewer than half of workers with high school education or less (46 percent) and those with some college or trade school (45 percent), “strongly” or “somewhat” agree that they are building a large enough nest egg. In contrast, a majority of workers with a college degree (63 percent) and those with some post-graduate education or advanced degree (74 percent) report higher levels of agreement.

Influences of Educational Attainment on Retirement Readiness

- **Retirement Dreams Include Leisure and Work.** “Traveling” is the most frequently cited retirement dream among workers across educational attainments: 61 percent of those with high school or less, 70 percent of those with some college or trade school, 75 percent of college graduates, and 80 percent of those with some graduate school or post-graduate degree. Many workers dream of some form of continued work in retirement, interestingly this number increases with higher educational attainment, with about a quarter of non-college graduates compared to 32 percent of college graduates and 46 percent of workers with some post-graduate education or graduate degree.
- **Retirement Beliefs, Preparations, and Involvement.** Across levels of educational attainment, more than three-quarters of workers feel that their generation will have a much harder time achieving financial security compared to their parent’s generation. Strong majorities also feel that Social Security will not be there when they are ready to retire.
- **Expected Retirement Age.** Most workers across levels of educational attainment expect to retire after age 65 or do not plan to retire, including 55 percent of those with a high school education or less, 57 percent of those with some college or trade school, 49 percent of college graduates, and 48 percent of those with some graduate school or advanced degree. Additionally, twice as many workers with a high school education or less (18 percent) do not plan to retire compared to workers with some graduate school or advanced degree (9 percent).
- **Planning to Work in Retirement.** Expectations of working in retirement are similar across education attainment, with more than half of workers planning to continue working in retirement: 58 percent of those with some graduate school or advanced degree, 57 percent with some college or trade school education, 56 percent of college graduates, and 55 percent with a high school education or less. At least one in 10 workers across levels of educational attainment plan to work full-time in retirement.

Influences of Educational Attainment on Retirement Readiness

- **Reasons for Working in Retirement.** Among those planning to retire after age 65 and/or working after retirement, workers with some graduate school or advanced degree (86 percent) and college graduates (80 percent) are more likely to do so for healthy-aging reasons, while non-college grads are somewhat more likely to do for financial reasons (84 percent some college/trade school, and 85 percent of with a high school education or less).
- **Retirement Transitions: Phased Versus Immediate.** Many workers envision a phased transition into retirement by changing work patterns (e.g., reducing work hours or working in a different capacity). Workers with some graduate school or graduate degree (51 percent) and those with college degrees (50 percent) are somewhat more likely to expect this phased transition in contrast to those with some college or trade school (47 percent) and those with a H.S. education or less (41 percent).
- **Phased Retirement and Compensation-Related Expectations.** Across all levels of educational attainment, workers who envision a phased transition into retirement share similar feelings regarding phased retirement and compensation-related expectations. However, as educational attainment increases, workers are more likely to expect to be paid the market rate for duties involved, even if it means a reduction in their current level of pay, and are more likely to expect their job title to change if they were to take on a new role with fewer responsibilities.
- **Perceptions of Older Workers.** The majority of workers across levels of educational attainment share positive perceptions of workers age 50 or older compared to younger workers in today's workforce. However, negative perceptions, such as their having higher healthcare costs and commanding higher wages, increases with higher levels of educational attainment.

Influences of Educational Attainment on Retirement Readiness

- **Age That Workers Consider a Person to Be “Old.”** When asked the age at which they consider a person to be “too old” around four in ten workers across levels of educational attainment say “it depends on the person:” 39 percent of those with a high school diploma or less, 42 percent with some college or trade school, 40 percent of college graduates and 35 percent with some graduate school or advanced degree. Seventy years old is the median age given across all levels of educational attainment.
- **Age That Workers Consider a Person to Be “Too Old” to Work.** Regardless of educational attainment, more than half of workers say “it depends on the person” including 52 percent with a high school diploma or less, 57 percent with some college or trade school, 54 percent of college graduates and 52 percent of those with some graduate school or a graduate degree. Seventy-five years old is the median age for being “too old” to work across all levels of educational attainment.
- **Level of Concern About Health in Older Age.** Concern about health in older age is similar across levels of educational attainment. Seventy-five percent of workers with a high school diploma or less are “very” or “somewhat” concerned about their health in old age, compared to 72 percent of both college graduates and those with some graduate school or advanced degree, and 71 percent of those with some college or trade school.
- **Engagement in Health-Related Activities on a Consistent Basis.** Engagement in health-related activities on a consistent basis increases with higher levels of educational attainment. Maintaining a positive outlook (50 percent) is the most frequently cited health-related activity among workers with a high school diploma or less; seeking medical attention when needed (59 percent) is most frequently cited for those with some college or trade school education; eating healthfully is the most frequently cited activity for college graduates (61 percent); exercising regularly is most frequently cited for those with some graduate school or advanced degree (67 percent).

Influences of Educational Attainment on Retirement Readiness

- **Planning to Live to Age ...** Workers across levels of educational attainment share similar expectations regarding the age they are planning to live to, with a median age of 90. Approximately one in seven workers across levels of educational attainment are planning to live to 100 or older.
- **Current Financial Priorities.** Workers' financial priorities vary across levels of educational attainment. "Saving for retirement" is the most frequently cited priority among workers with a college degree (66 percent) and those with a some post-graduate education or graduate degree (71 percent) while "building savings" is more frequently cited among workers with some college or trade school (61 percent) and those with a H.S. diploma or less (55 percent). A common financial priority across educational attainment is paying off debt (NET).
- **Greatest Financial Priority Right Now.** "Just getting by to cover basic living expenses" is the most often cited *greatest* financial priority among non-college graduates (24 percent of workers with H.S. diploma or less and 20 percent of those with some college or trade school). In contrast, "saving for retirement" is the greatest financial priority for 27 percent of workers with college degree and 30 percent of those with some graduate school or advanced degree. Yet across levels of educational attainment, "paying off debt" (NET) ranks as greatest financial priority for more than a quarter of workers.
- **Types of Household Debt.** Credit card debt is the most common type of household debt across levels of educational attainment, with more than half indicating having such debt. Car loans are the second most frequently cited type of household debt among workers with a high school diploma or less (37 percent) and some college or trade school education (45 percent). In contrast, a mortgage is the second most common type of household debt among workers with a college degree (47 percent) and workers who have some graduate school education or advanced degree (48 percent).

Influences of Educational Attainment on Retirement Readiness

- **Estimated Emergency Savings.** Emergency savings can help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other); however, many workers have saved little. Workers with a high school education or less have saved just \$1,000 (median) and those with some college or trade school have saved \$3,000 (median), compared to college graduates who have saved \$10,000 (median) and workers with some graduate school or a graduate degree have saved \$15,000 (median) for such emergencies.
- **Saving for Retirement / Age Started Saving.** Savings rates increase with higher levels of educational attainment. College graduates (87 percent) and those with some post-graduate education or graduate degree (93 percent) are more likely to be saving for retirement through an employer sponsored retirement plan and/or outside of work, in contrast to those with some college or trade school (76 percent) and those with a high school diploma or less (65 percent). Adding to this trend, workers with at least a college degree started saving earlier at age (25 median), compared to those with some college or trade school (median age 29) and those with a high school diploma or less (median age 30).
- **Expected Sources of Retirement Income.** Across levels of education, the majority of workers expect retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 91 percent of those with some graduate school or advanced degree, 90 percent of college graduates, 82 percent of those with some college or trade school, and 73 percent of those with a high school diploma or less. More than one-third of workers across levels of educational attainment are expecting income from working to be a source of retirement income.
- **Expected Primary Source of Income in Retirement.** Most often, workers expect their *primary* source of income in retirement to be through retirement accounts (e.g., 401(k)s, 403(b)s, or IRAs), a finding which increases with higher educational attainment, including 35 percent of those with some college or trade school, 44 percent of college graduates and 50 percent of workers with some graduate school or advanced degree. In contrast, 27 percent of those with a high school education or less most likely expect to rely on Social Security as their primary source of retirement income.

Influences of Educational Attainment on Retirement Readiness

- **Importance of Retirement Benefits Compared to Other Benefits.** More than 85 percent of workers across all levels of educational attainment value a 401(k), 403(b), 457(b) or similar plan as an important benefit, a finding that increases with higher educational attainment.
- **Retirement Benefits Currently Offered.** Although the majority of workers have access to employer-sponsored retirement benefits, workers with higher educational attainment are more likely to be offered a plan than workers with lower educational levels. An alarming 32 percent of workers with a high school education or less and 26 percent of those with some college or trade school are not offered employee-funded plans, compared to 18 percent of college graduates and 15 percent of those with post-graduate education or graduate degree.
- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate increases among workers with higher level of educational attainment. Specifically, 91 percent of workers with some post-graduate education or graduate degree participate in their employer's plan, compared to 72 percent of those with a high school education or less.
- **Retirement Plan Contribution Rate.** Among workers who participate in a 401(k) or similar plan, those with higher educational attainment continue to contribute a higher rate than workers with lower educational levels. Specifically, college graduates contribute 10 percent (median) and those with a some graduate school or advanced degree contribute 12 percent (median), in contrast to workers with some college or trade school contribute 7 percent and those with a high school education or less contribute 6 percent (median).
- **Appeal of Automatic Enrollment.** The majority of workers across the levels of educational attainment find automatic enrollment into a 401(k) or similar retirement plan appealing. The percentage of those who find this feature “very appealing” increases with level of educational attainment – 34 percent for workers with a high school diploma or less to 45 percent of workers with some post-graduate education or graduate degree.

Influences of Educational Attainment on Retirement Readiness

- **Likelihood of Using Automatic Escalation.** The majority of workers across educational attainment are likely to use a feature that automatically increases contribution rate by 1% each year until they choose to discontinue the increase. Thirty-seven percent of workers with a college degree and 39 percent who have some graduate school or advanced degree are “very likely” to use the feature, compared to 26 percent with a high school diploma or less and 28 percent of workers with some college or trade school education.
- **Use of Professionally Managed Offerings.** “Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Regardless of level of educational attainment, the majority of plan participants use some form of professionally managed offering in their 401(k) or similar plans: 46 percent of workers with a high school diploma or less, 58 percent of those with some college or trade school, 63 percent of college graduates, and 73 percent of those with some graduate school or a post-graduate degree.
- **Asset Allocation of Retirement Investments.** Workers across educational levels, who are investing for retirement, most frequently say their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash. Responses are higher among those with a college education (44 percent) or those with some post-graduate education or graduate degree (49 percent), compared to those with some college or trade school (37 percent) and those with a high school education or less (35 percent). However, thirty-five percent of workers with a high school education or less and 24 percent of those with some college or trade school education are “not sure” about how their savings are invested.
- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. More than a quarter of workers across levels of educational attainment have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k), similar plan or IRA.

Influences of Educational Attainment on Retirement Readiness

- **Total Household Retirement Savings.** Household retirement savings increase with higher educational attainment. College graduates have saved \$154,000 and those with some post-graduate education or advanced degree have saved \$225,000 (estimated medians) compared to workers with some college or trade school who have saved \$51,000 and those with a high school education or less who have saved \$36,000 (estimated medians). Fifty-nine percent of workers with some post-graduate education or advanced degree have saved \$250,000 or more compared to only 13 percent of workers with a high school education or less.
- **Estimated Retirement Savings Needs.** Workers with higher educational attainment have higher estimated retirement saving needs. College graduates estimate that they will need \$700,000 and workers with some graduate school or advanced degree estimate \$1 million (medians), compared to workers with some college or trade school estimating they will need \$500,000 and those with a high school education or less estimating \$250,000 (medians).
- **Basis for Estimating Retirement Savings Needs.** Among workers who provided an estimate of their retirement savings needs, the percentage of workers “guessing” the amount decreases with higher educational attainment. Those with a high school education or less (56 percent) are most likely to have guessed, compared to those with some graduate school or advanced degrees (27 percent). Few workers across education levels used a retirement calculator to estimate their amount needed for retirement.
- **Retirement Strategy: Written, Unwritten, or None.** The likelihood of workers having a retirement strategy, either written or unwritten, increases with higher educational attainment. Seventy-two percent of college graduates and 81 percent of workers with some post-graduate education or graduate degree have a retirement strategy, compared to only 54 percent of those with a high school diploma or less and 57 percent of those with some college or trade school. Workers with higher educational attainment are more likely to have their retirement strategy written down.

Influences of Educational Attainment on Retirement Readiness

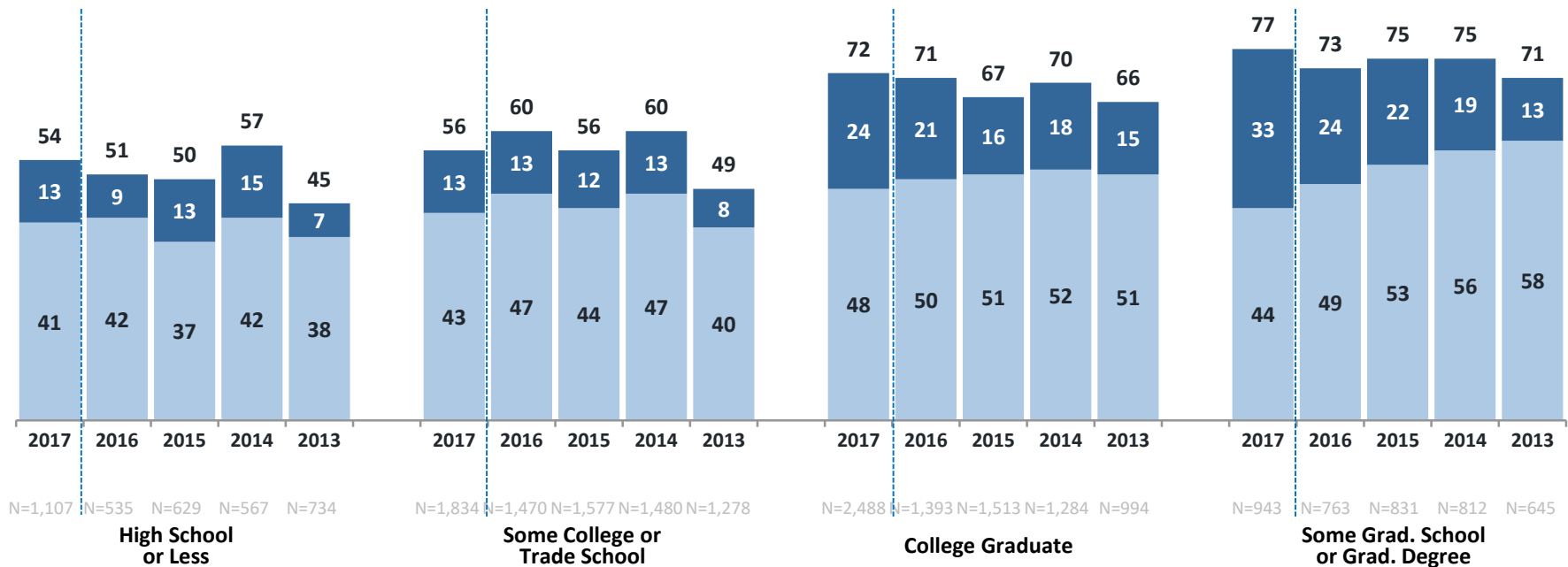
- **Confidence that Financial Strategy Will Enable Travel Goals.** Among those who dream of traveling in retirement, workers' confidence that their current financial strategy will enable travel goals varies by level of education. The majority of workers with at least a college degree are confident, compared to just half of non-college graduates. Some workers haven't given it much thought, a finding that is more common among workers with lower levels of educational attainment: 17 percent of workers with a high school diploma or less and 16 percent of those with some college/trade school.
- **Professional Financial Advisor Usage.** Use of a professional financial advisor increases with higher educational attainment. Workers who are college graduates (49 percent) and workers with some post-graduate education or graduate degree (55 percent) are more likely to use a financial advisor than workers with only some college or trade school (29 percent) or those with a high school education or less (33 percent).
- **Awareness of Saver's Credit.** Level of awareness about the IRS Saver's Credit -- a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA increases with higher educational attainment. College graduates (43 percent) and workers with some graduate school or a post-graduate degree (51 percent) are more likely to be aware of the Saver's Credit than workers with some college or trade school (30 percent) and those with a high school education or less (29 percent).
- **Awareness of the IRS' Free File Program.** Awareness of the IRS' Free File program -- a program that offers federal income tax preparation software for free for eligible tax filers -- increases with level of educational attainment. Forty percent of those with a high school diploma or less attainment, 42 percent of those with some college or trade school, 50 percent of college graduates and 51 percent of those with some graduate school or advanced degree are aware of this program.

Confidence in Retiring Comfortably

Retirement confidence increases with workers' level of education. Workers with only some college or trade school education (56 percent) and those with high school diploma or less (54 percent) are less likely to be "very" or "somewhat" confident that they will be able to fully retire with a comfortable lifestyle, compared to college graduates (72 percent) and those with some graduate or advanced degrees (77 percent).

Confidence in Retiring Comfortably
Very/Somewhat Confident (%) (NET)

■ Very confident ■ Somewhat confident



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

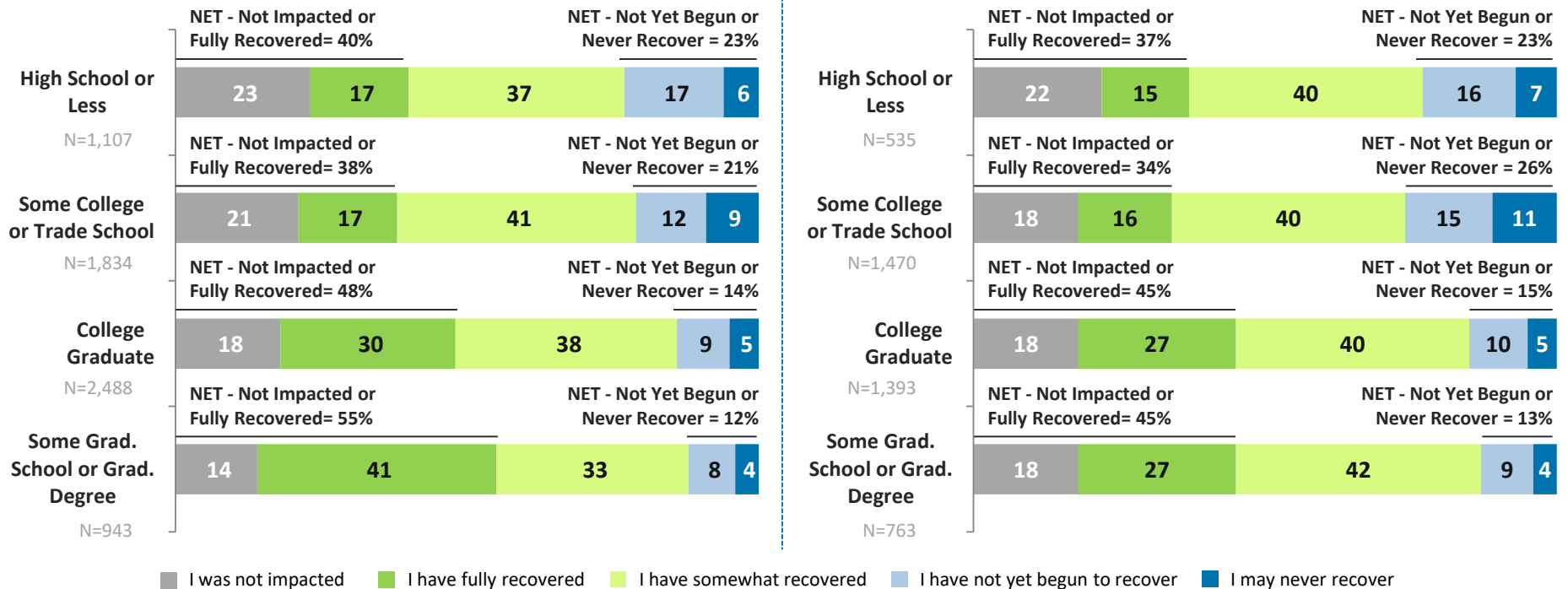
BASE: ALL QUALIFIED RESPONDENTS

Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

Recovery From the Great Recession

Financial recovery from the Great Recession increases with level of educational attainment. Workers with a high school education or less (23 percent) and those with some college or trade school (21 percent) are more likely to say they have “not yet begun to recover” or “may never recover,” compared to workers with higher levels of educational attainment. College graduates (48 percent) and those with some grad school or advanced degree post-graduate degree (55 percent) are more likely to say that they were not impacted or have fully recovered than those with lower levels of educational attainment.

How would you describe your financial recovery from the Great Recession?
2017 **2016**



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

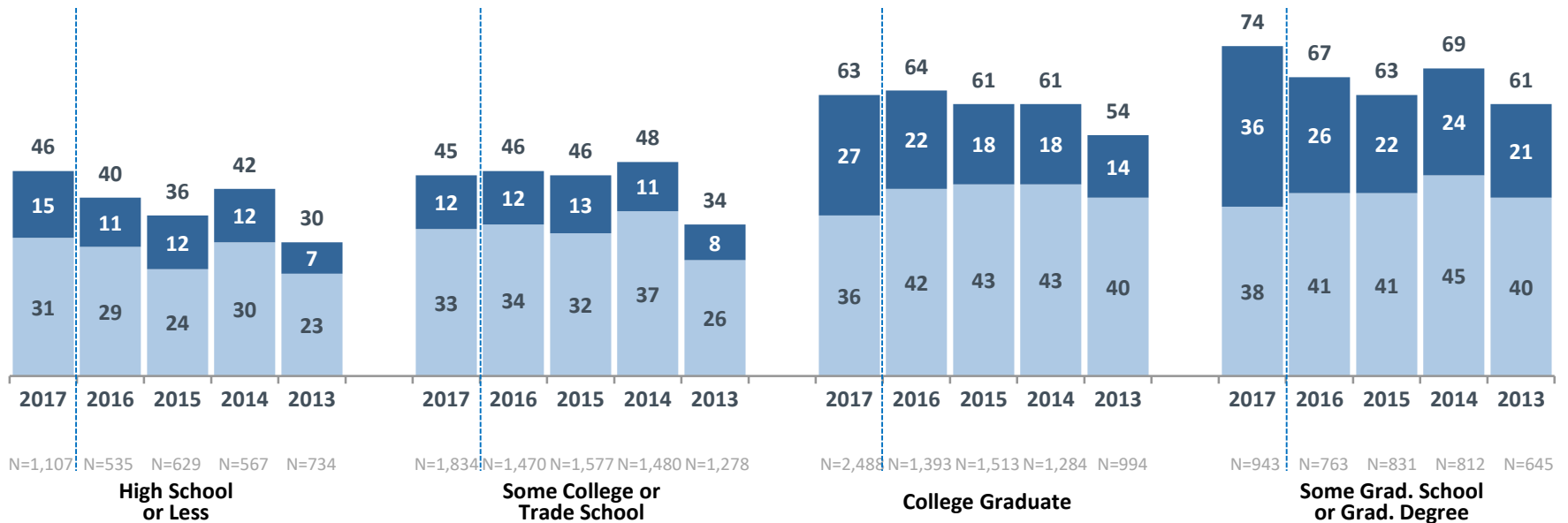
Q2655. How would you describe your financial recovery from the deep recession in recent years, which is commonly referred to as the “Great Recession”?

Building a Large Enough Nest Egg?

Workers' level of agreement that they are building a large enough nest egg increases with educational attainment. Fewer than half of workers with high school education or less (46 percent) and those with some college or trade school (45 percent), "strongly" or "somewhat" agree that they are building a large enough nest egg. In contrast, a majority of workers with a college degree (63 percent) and those with some post-graduate education or advanced degree (74 percent) report higher levels of agreement.

**Building a Large Enough Nest Egg
Strongly/Somewhat Agree (%) (NET)**

■ Strongly agree ■ Somewhat agree



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

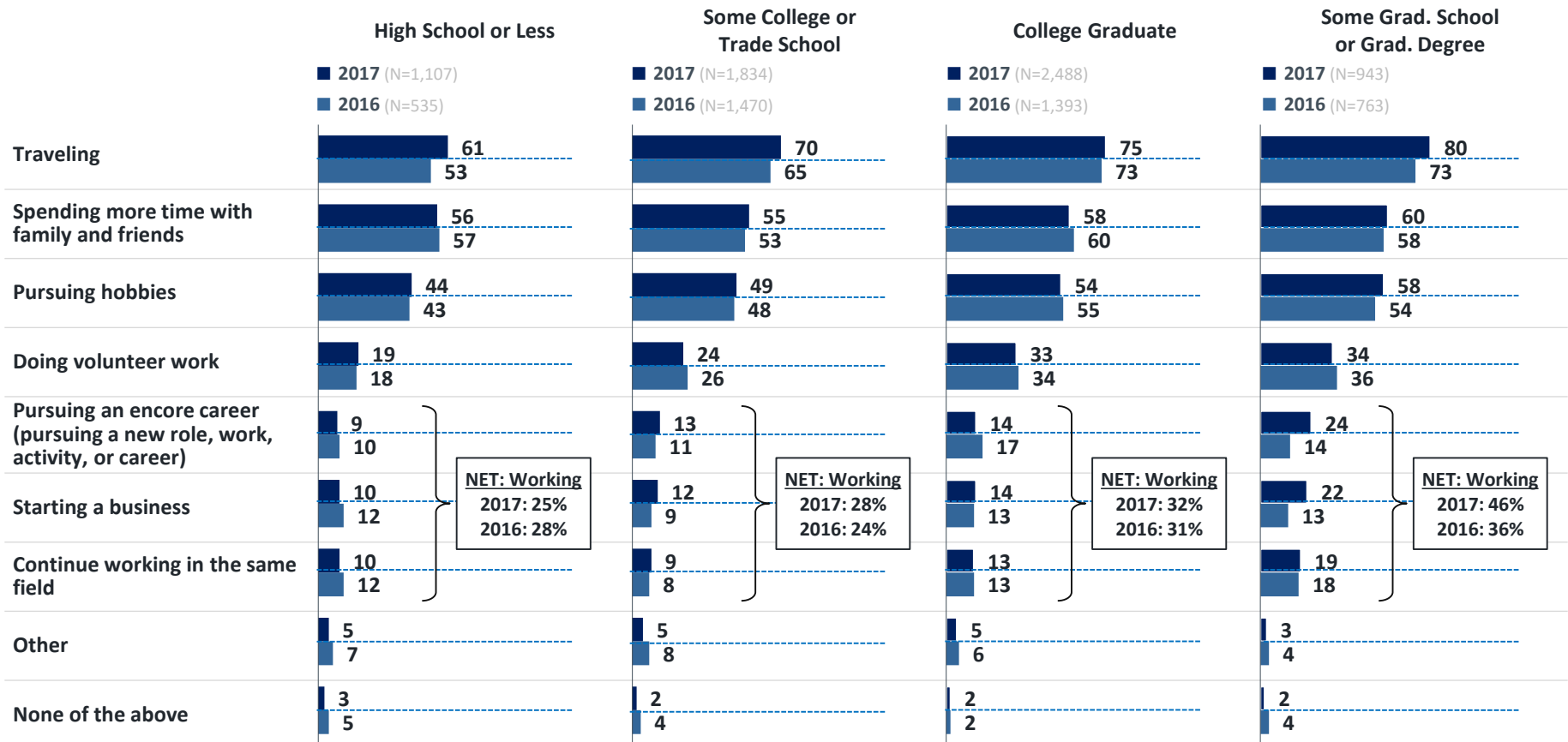
Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

Retirement Dreams Include Leisure and Work

“Traveling” is the most frequently cited retirement dream among workers across educational attainments: 61 percent of those with high school or less, 70 percent of those with some college or trade school, 75 percent of college graduates, and 80 percent of those with some graduate school or post-graduate degree. Many workers dream of some form of continued work in retirement; interestingly this number increases with higher educational attainment, with about a quarter of non-college graduates compared to 32 percent of college graduates and 46 percent of workers with some post-graduate education or graduate degree.

How do you dream of spending your retirement?

Please select all that apply. (%)



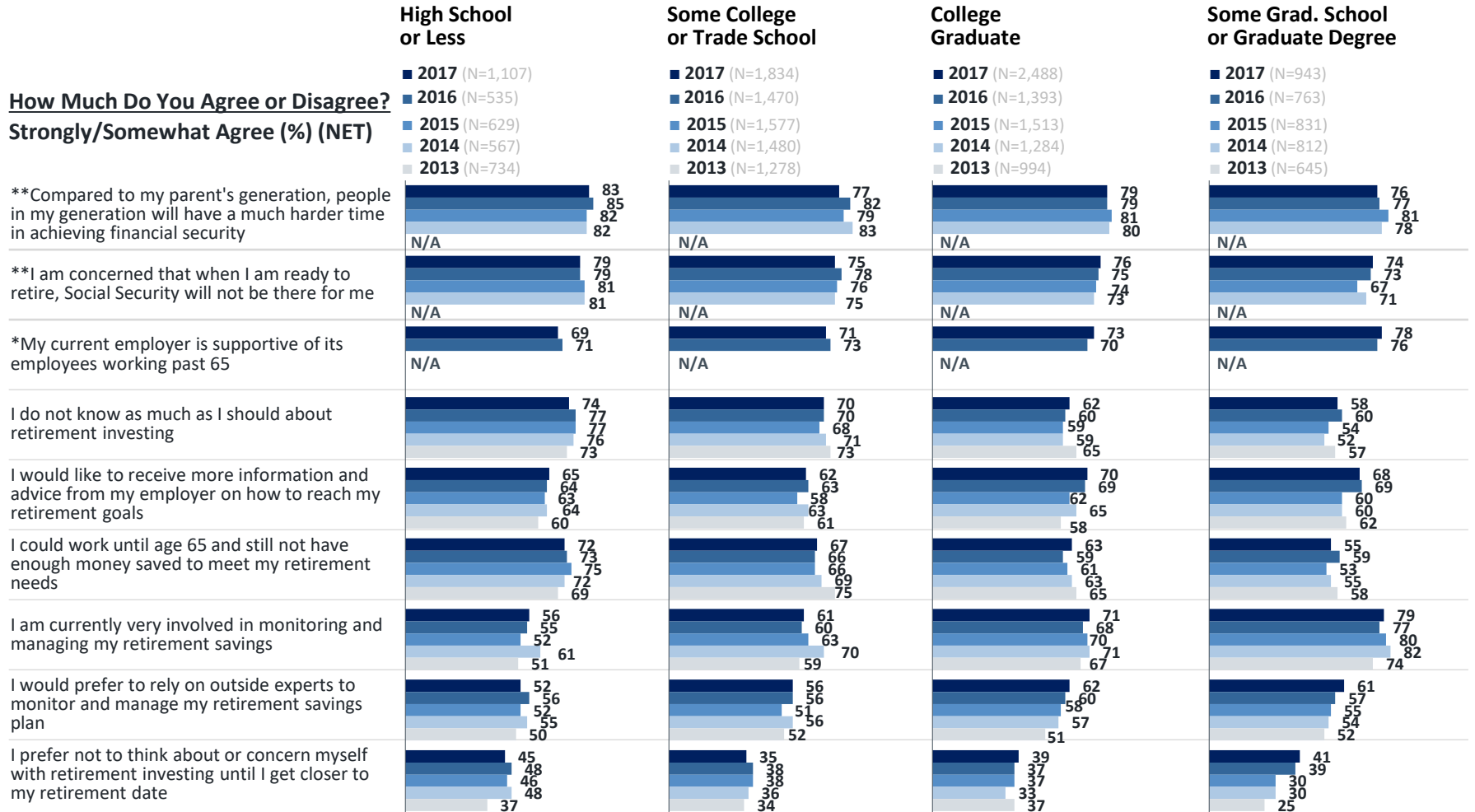
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1418. How do you dream of spending your retirement? Select all.

Retirement Beliefs, Preparations, and Involvement

Across levels of educational attainment, more than three-quarters of workers feel that their generation will have a much harder time achieving financial security compared to their parent's generation. Strong majorities also feel that Social Security will not be there when they are ready to retire.



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

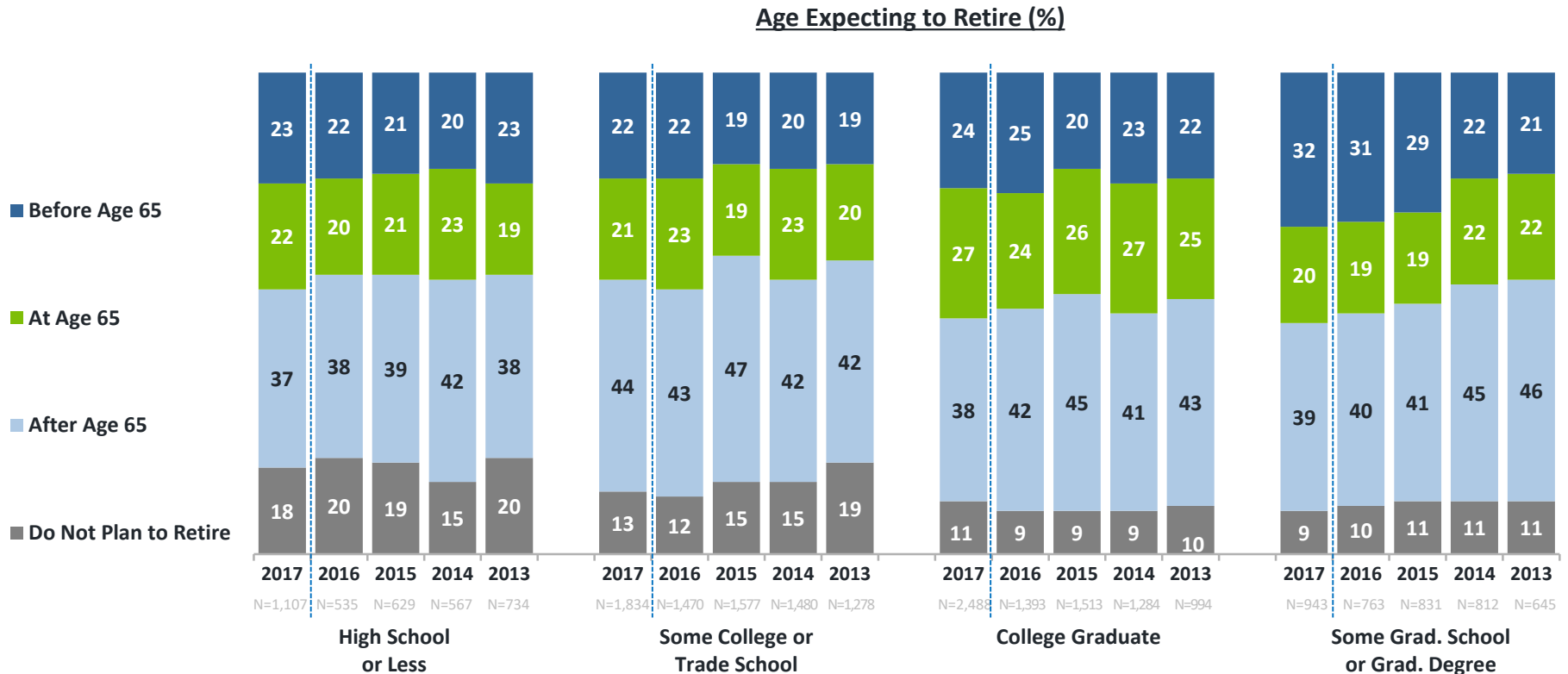
*added in 2016 **added in 2014

BASE: ALL QUALIFIED RESPONDENTS

Q930. How much do you agree or disagree with each of the following statements regarding retirement investing?

Expected Retirement Age

Most workers across levels of educational attainment expect to retire after age 65 or do not plan to retire, including 55 percent of those with a high school education or less, 57 percent of those with some college or trade school, 49 percent of college graduates, and 48 percent of those with some graduate school or advanced degree. Additionally, twice as many workers with a high school education or less (18 percent) do not plan to retire compared to workers with some graduate school or advanced degree (9 percent).



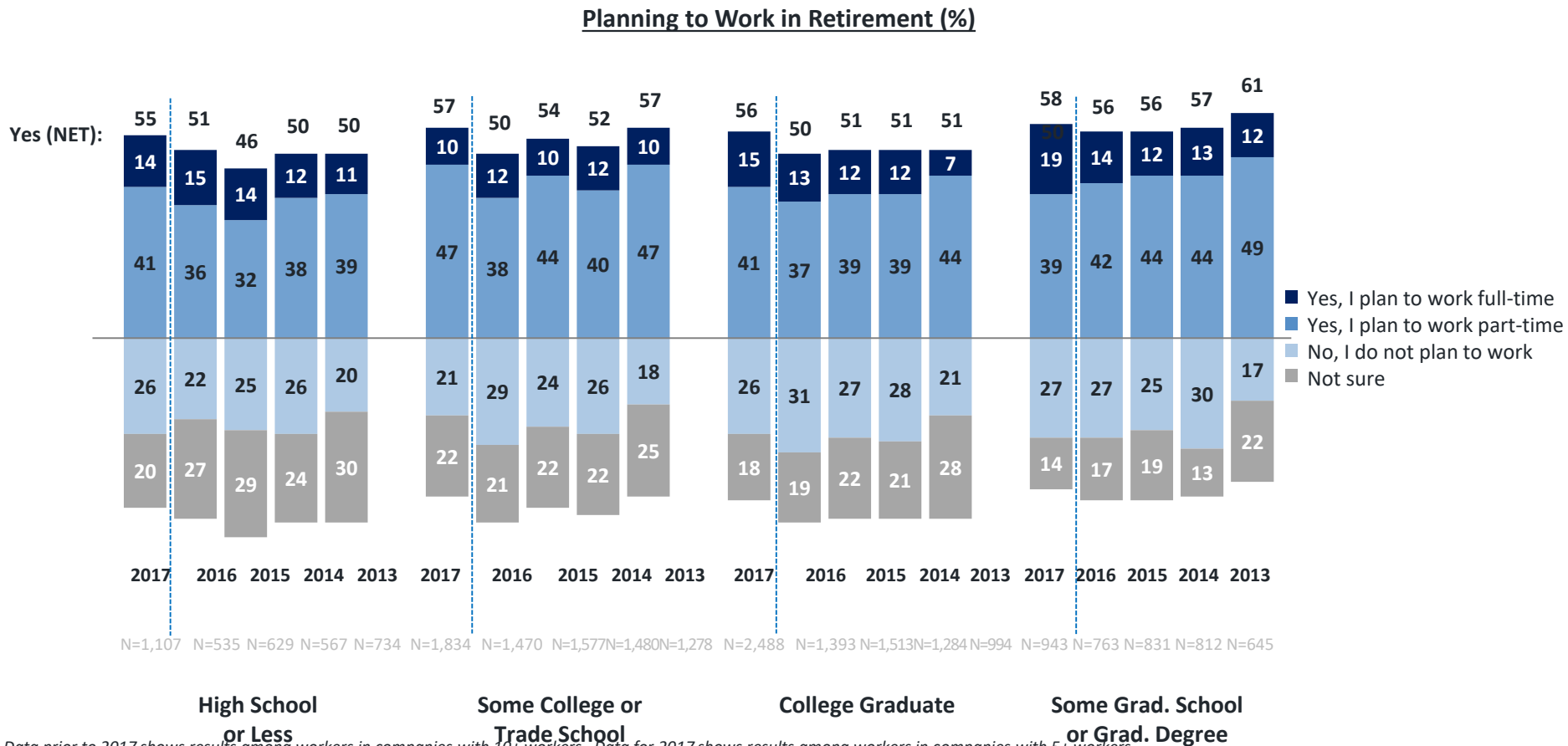
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q910. At what age do you expect to retire?

Planning to Work in Retirement

Expectations of working in retirement are similar across education attainment, with more than half of workers planning to continue working in retirement: 58 percent of those with some graduate school or advanced degree, 57 percent with some college or trade school education, 56 percent of college graduates, and 55 percent with a high school education or less. At least one in 10 workers across levels of educational attainment plan to work full-time in retirement.

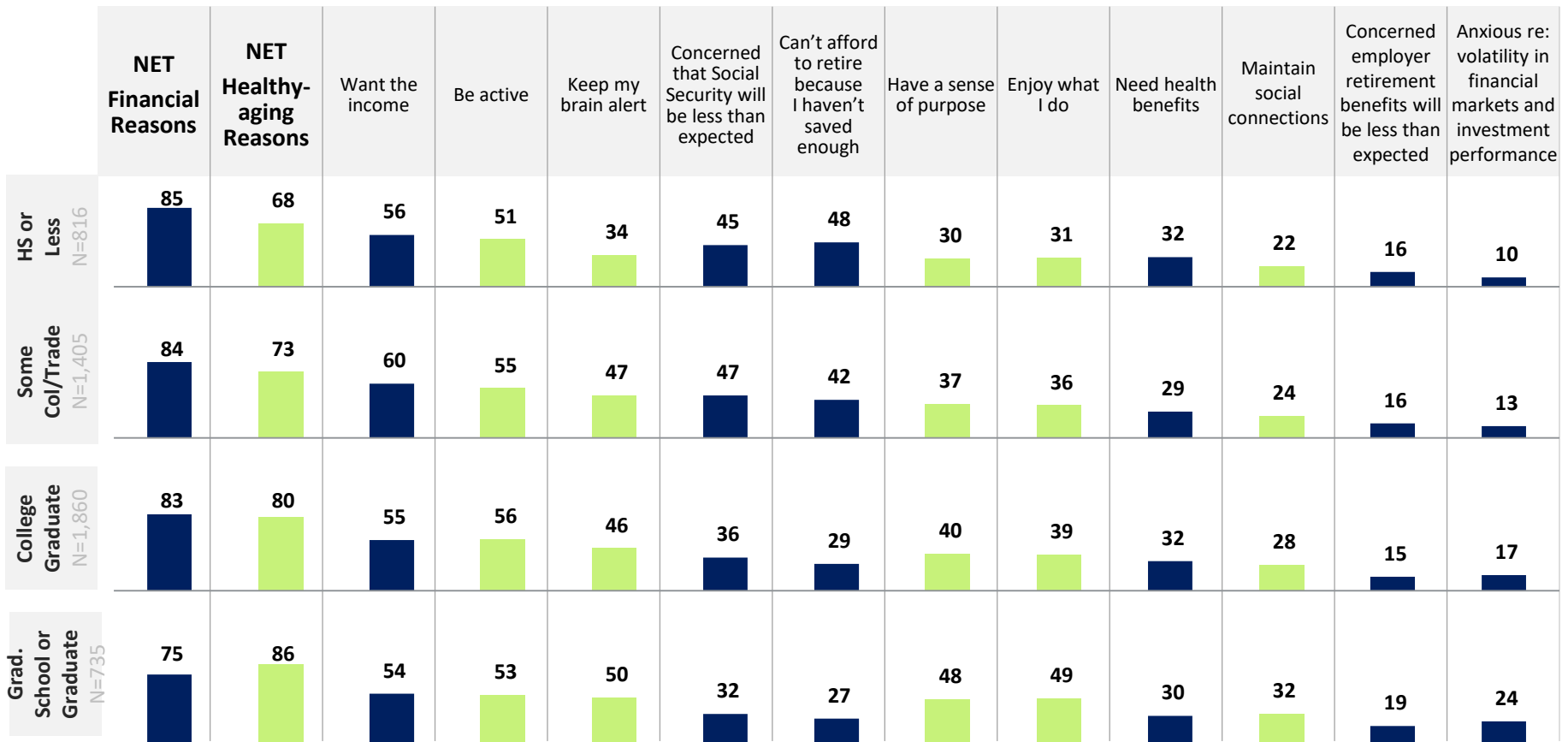


Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS
Q1525. Do you plan to work after you retire?

Reasons for Working in Retirement

Among those planning to retire after age 65 and/or working after retirement, workers with some graduate school or advanced degree (86 percent) and college graduates (80 percent) are more likely to do so for healthy-aging reasons, while non-college grads are somewhat more likely to do so for financial reasons (84 percent some college/trade school, and 85 percent of with a high school education or less).



New question added in 2017

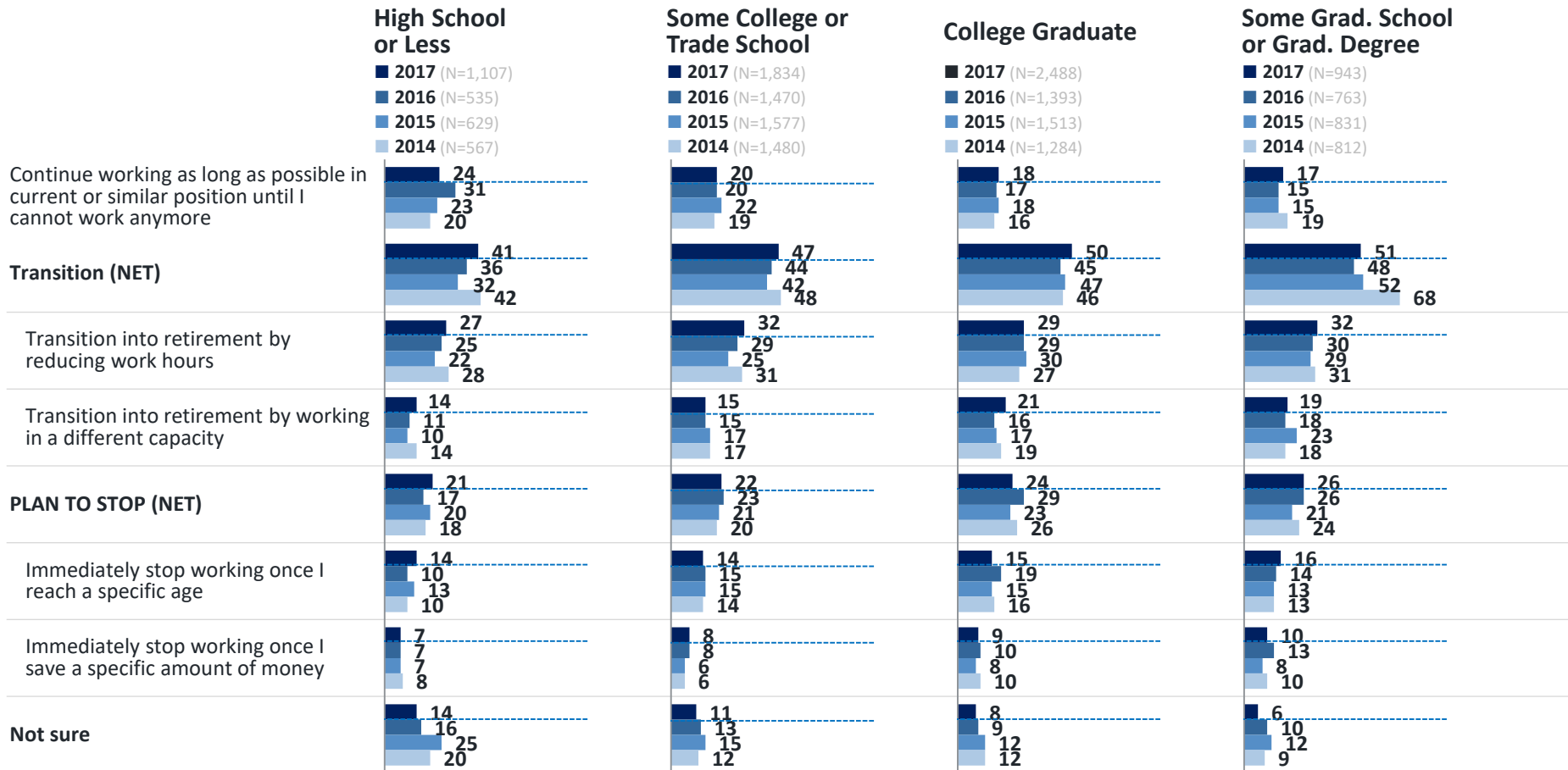
BASE: PLAN ON RETIRING AFTER 65 AND/OR WORKING AFTER RETIREMENT

Q1530x1. What are your reason(s) for working in retirement or past age 65? Select all.

Retirement Transitions: Phased Versus Immediate

Many workers envision a phased transition into retirement by changing work patterns (e.g., reducing work hours or working in a different capacity). Workers with some graduate school or graduate degree (51 percent) and those with college degrees (50 percent) are somewhat more likely to expect this phased transition in contrast to those with some college or trade school (47 percent) and those with a H.S. education or less (41 percent).

How do you envision transitioning into retirement? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

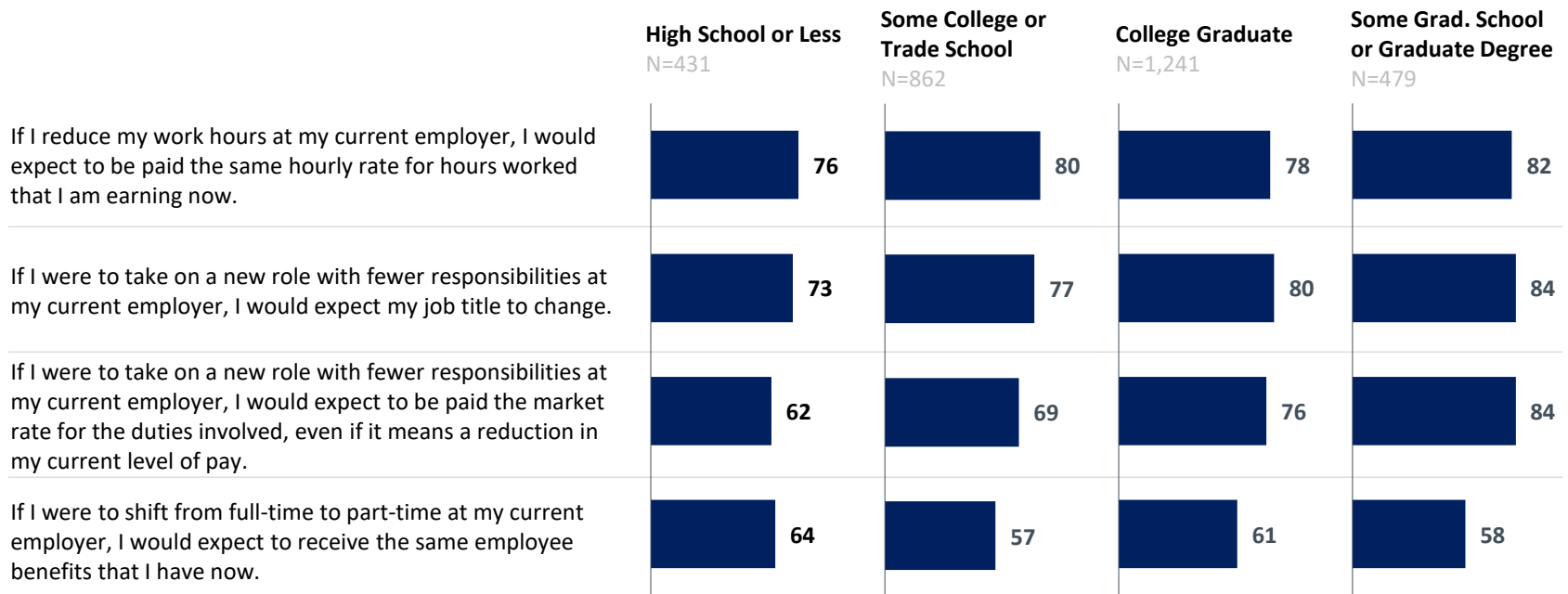
BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Phased Retirement and Compensation-Related Expectations

Across all levels of educational attainment, workers who envision a phased transition into retirement share similar feelings regarding phased retirement and compensation-related expectations. However, as educational attainment increases workers are more likely to expect to be paid the market rate for duties involved, even if it means a reduction in their current level of pay, and are more likely to expect their job title to change if they were to take on a new role with fewer responsibilities.

In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements? (NET - Agree %)



New question added in 2017

BASE: RESPONDENTS WHO ENVISION A PHASED TRANSITION INTO RETIREMENT

Q1546. In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements?

Perceptions of Older Workers

The majority of workers across levels of educational attainment share positive perceptions of workers age 50 or older compared to younger workers in today's workforce. However, negative perceptions such as their having higher healthcare costs and commanding higher wages increase with higher levels of educational attainment.

Perceptions of workers age 50+ compared to younger workers in today's workforce? (%)

	High School or Less N=1,107	Some College or Trade School N=1,834	College Graduate N=2,488	Some Grad. School or Graduate Degree N=943
NET – Positive perceptions	82	83	85	84
Bring more knowledge, wisdom, and life experience	59	66	61	61
Are more responsible, reliable, and dependable	57	60	55	54
Are a valuable resource for training and mentoring	45	53	51	54
Are an important source of institutional knowledge	36	45	44	48
Are more adept at problem-solving	34	35	33	35
Are better at getting along with others in a team environment	28	33	31	33
NET – Negative perceptions	46	53	60	66
Have higher healthcare costs	21	29	31	37
Command higher wages and salaries	15	18	24	32
Are less open to learning and new ideas	15	18	23	26
Have higher disability costs	10	13	17	20
Have outdated skill sets	10	13	14	18
Are less productive	8	9	11	13
Other	1	1	1	1
None	9	8	6	7

New question added in 2017

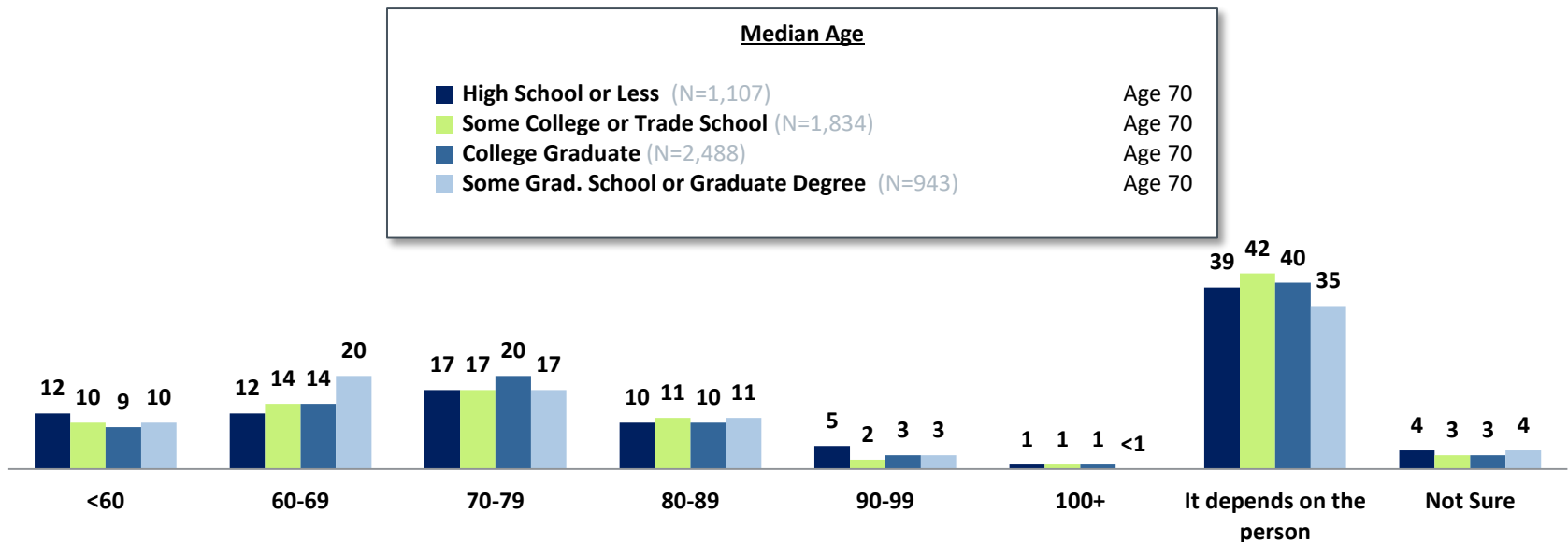
BASE: ALL QUALIFIED RESPONDENTS

Q1528. What are your perceptions of workers age 50 and older compared to younger workers in today's workforce? Select all.

Age That Workers Consider a Person to Be “Old”

When asked the age at which they consider a person to be “old,” about four in 10 workers across levels of educational attainment say “it depends on the person”: 39 percent of those with a high school diploma or less, 42 percent with some college or trade school, 40 percent of college graduates and 35 percent with some graduate school or advanced degree. Seventy years old is the median age given across all levels of educational attainment.

Age When Person is Considered “Old” (%)



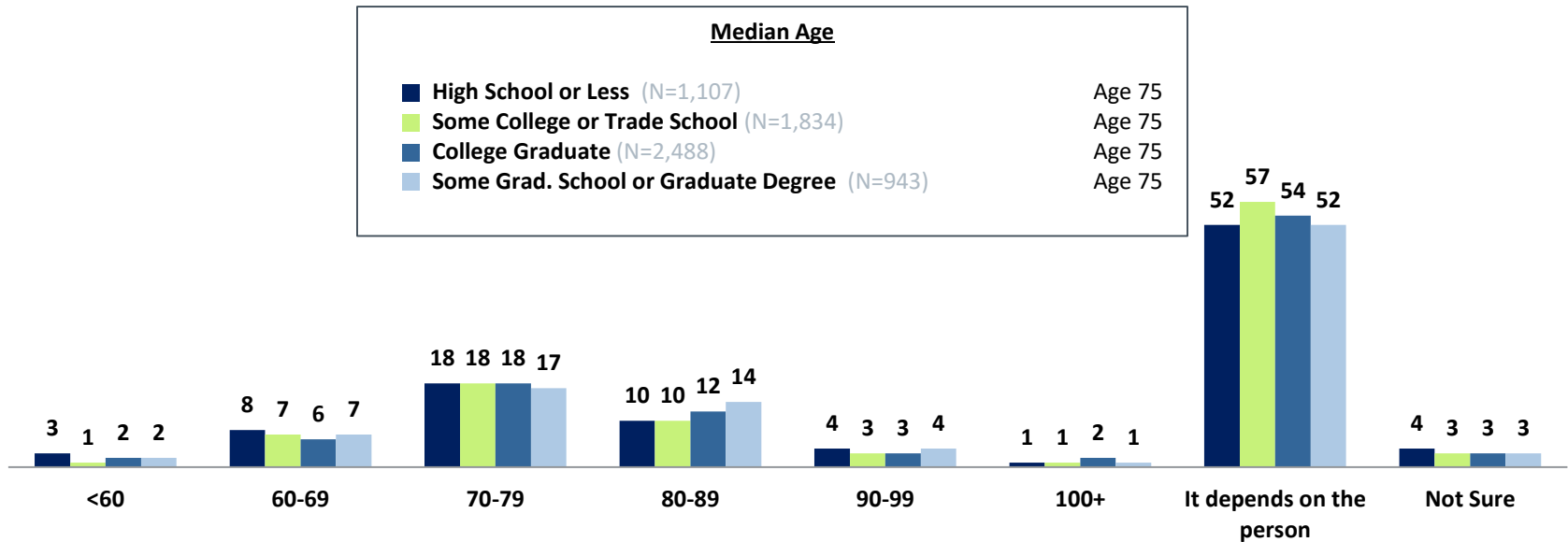
Median Age

- High School or Less (N=1,107) Age 70
- Some College or Trade School (N=1,834) Age 70
- College Graduate (N=2,488) Age 70
- Some Grad. School or Graduate Degree (N=943) Age 70

Age That Workers Consider a Person to Be “Too Old” to Work

Regardless of educational attainment, more than half of workers say “it depends on the person” including 52 percent with a high school diploma or less, 57 percent with some college or trade school, 54 percent of college graduates and 52 percent of those with some graduate school or a graduate degree. Seventy-five years old is the median age for being “too old” to work across all levels of educational attainment.

Age When Person is Considered “Too Old” to Work (%)



New question added in 2017

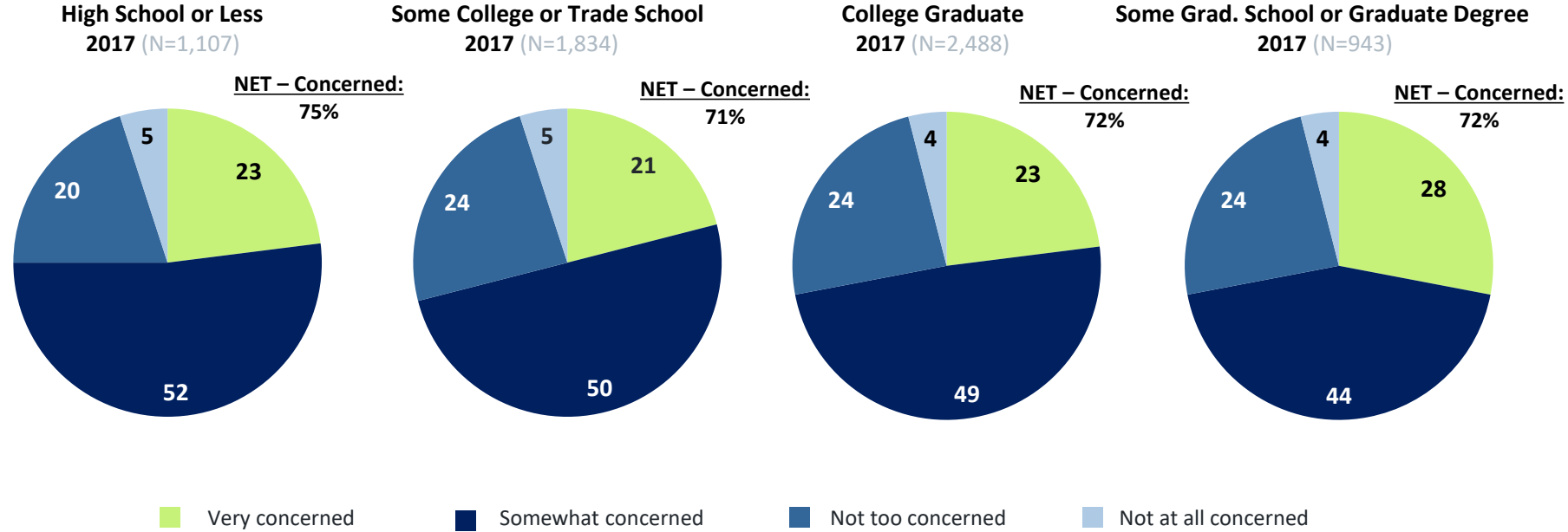
BASE: ALL QUALIFIED RESPONDENTS

Q1527. At what age do you consider a person to be “too old” to work?

Level of Concern About Health in Older Age

Concern about health in older age is similar across levels of educational attainment. Seventy-five percent of workers with a high school diploma or less are “very” or “somewhat” concerned about their health in old age, compared to 72 percent of both college graduates and those with some graduate school or advanced degree, and 71 percent of those with some college or trade school.

Concerned About Health in Older Age (%)



New question added in 2017
 BASE: ALL QUALIFIED RESPONDENTS
 Q1445X1. How concerned are you about your health in older age?

Engagement in Health-Related Activities on a Consistent Basis

Engagement in health-related activities on a consistent basis increases with higher levels of educational attainment. Maintaining a positive outlook (50 percent) is the most frequently cited health-related activity among workers with a H.S. diploma or less; seeking medical attention when needed (59 percent) is most frequently cited for those with some college or trade school education; eating healthfully is most frequently cited for college graduates (61 percent); exercising regularly is most frequently cited for those with some graduate school or advanced degree (67 percent).

Engaging in Health-Related Activities on a Consistent Basis (%)

	High School or Less N=1,107	Some College or Trade School N=1,834	College Graduate N=2,488	Some Grad. School or Graduate Degree N=943
Eating healthfully	49	55	61	63
Exercising regularly	47	51	59	67
Maintaining a positive outlook	50	57	52	54
Seeking medical attention when needed	47	59	53	54
Avoiding harmful substances (e.g., cigarettes, alcohol, illicit drugs, etc.)	44	51	54	55
Getting plenty of rest	43	52	52	49
Getting routine physicals and recommended health screenings	40	52	53	50
Managing stress	41	44	47	47
Considering long-term health when making lifestyle decisions	21	25	27	33
Practicing mindfulness and meditation	16	20	22	27
Other	<1	1	1	<1
Nothing	6	5	2	3

New question added in 2017

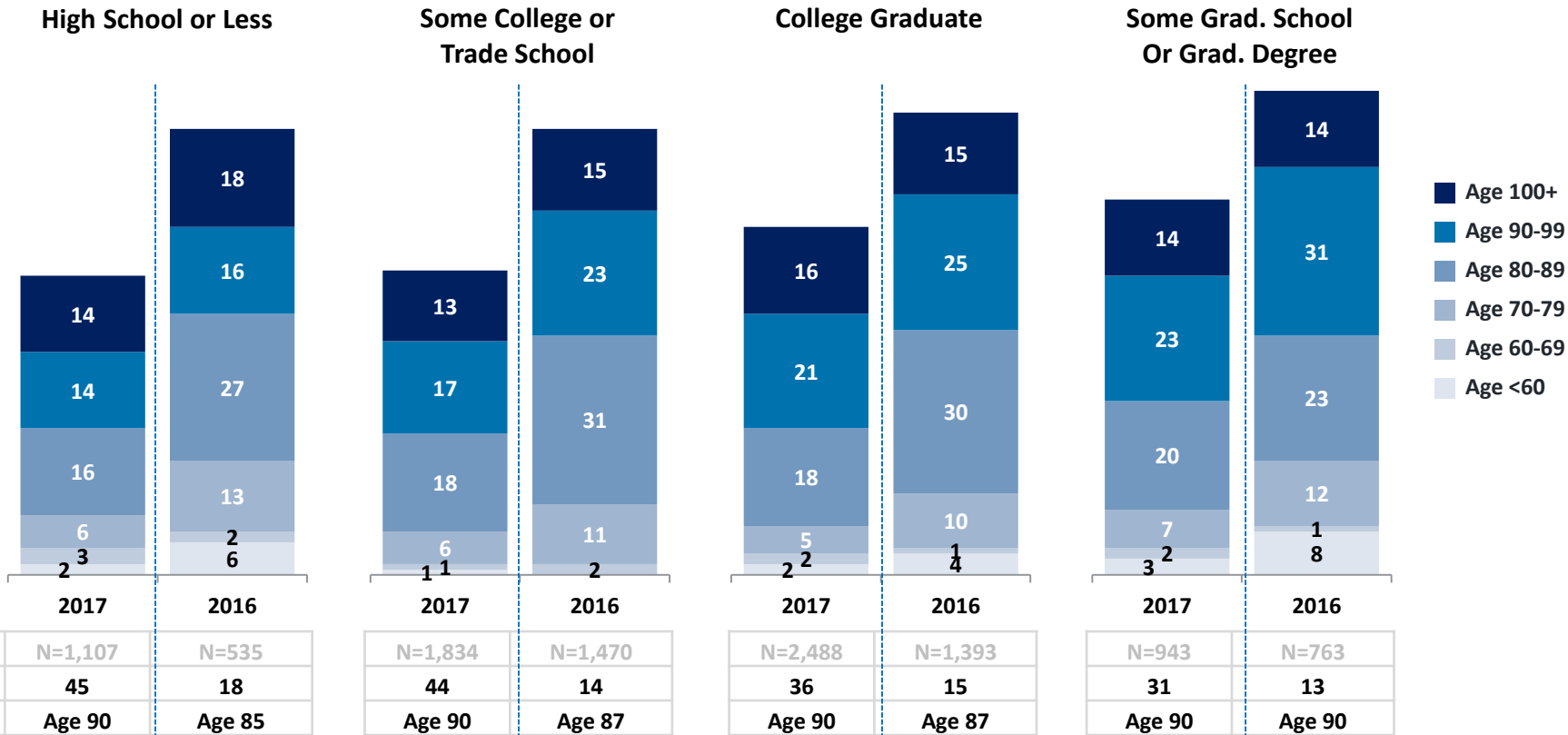
BASE: ALL QUALIFIED RESPONDENTS

Q1446. Which of the following health-related activities are you doing on a consistent basis? Select all.

Planning to Live to Age ...

Workers across levels of educational attainment share similar expectations regarding the age they are planning to live to, with a median age of 90. Approximately one in seven workers across levels of educational attainment are planning to live to 100 or older.

What age are you planning to live to? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

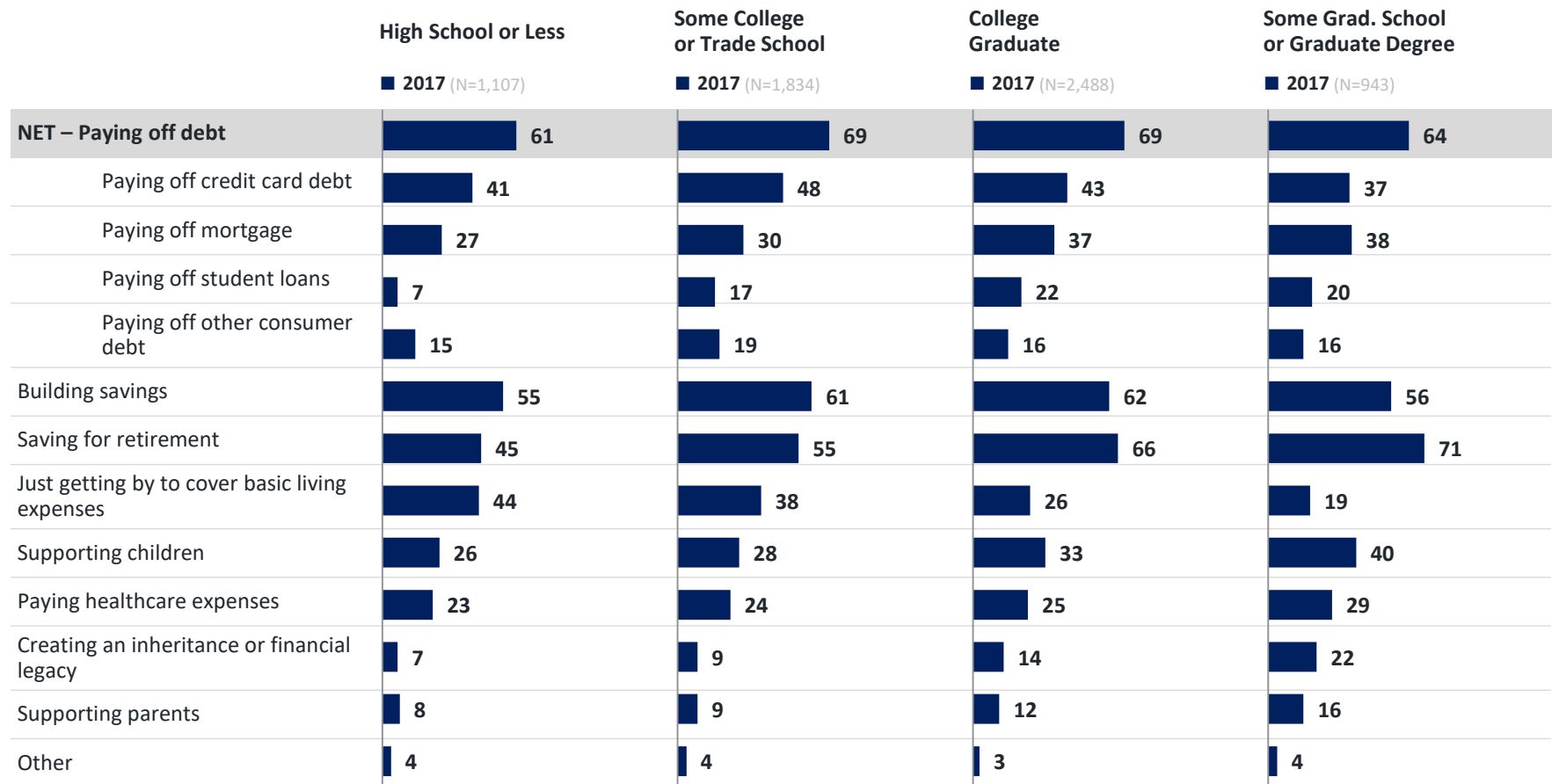
BASE: ALL QUALIFIED RESPONDENTS

Q2850. What age are you planning to live to?

Current Financial Priorities

Workers' financial priorities vary across levels of educational attainment. "Saving for retirement" is the most frequently cited priority among workers with a college degree (66 percent) and those with a some post-graduate education or graduate degree (71 percent) while "building savings" is more frequently cited among workers with some college or trade school (61 percent) and those with a H.S. diploma or less (55 percent). A common financial priority across educational attainment is paying off debt.

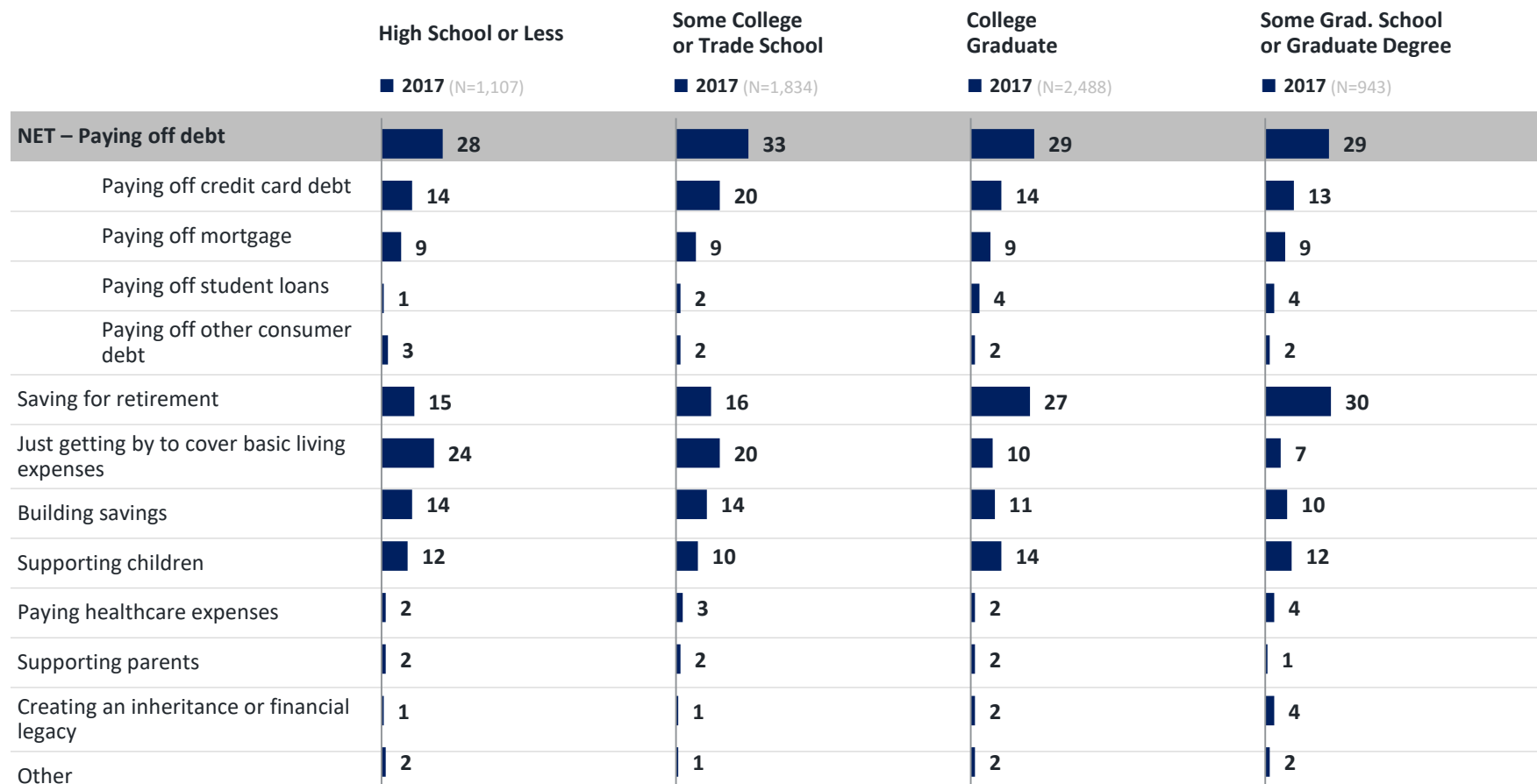
Current Financial Priorities (%)



Greatest Financial Priority Right Now

“Just getting by to cover basic living expenses” is the most often cited greatest financial priority among non-college graduates (24 percent of workers with H.S. diploma or less and 20 percent of those with some college or trade school). In contrast, “saving for retirement” is the greatest financial priority for 27 percent of workers with college degree and 30 percent of those with some graduate school or advanced degree. Yet across levels of educational attainment, “paying off debt (NET)” ranks as the greatest financial priority for more than a quarter of workers.

Greatest Financial Priority Right Now (%)

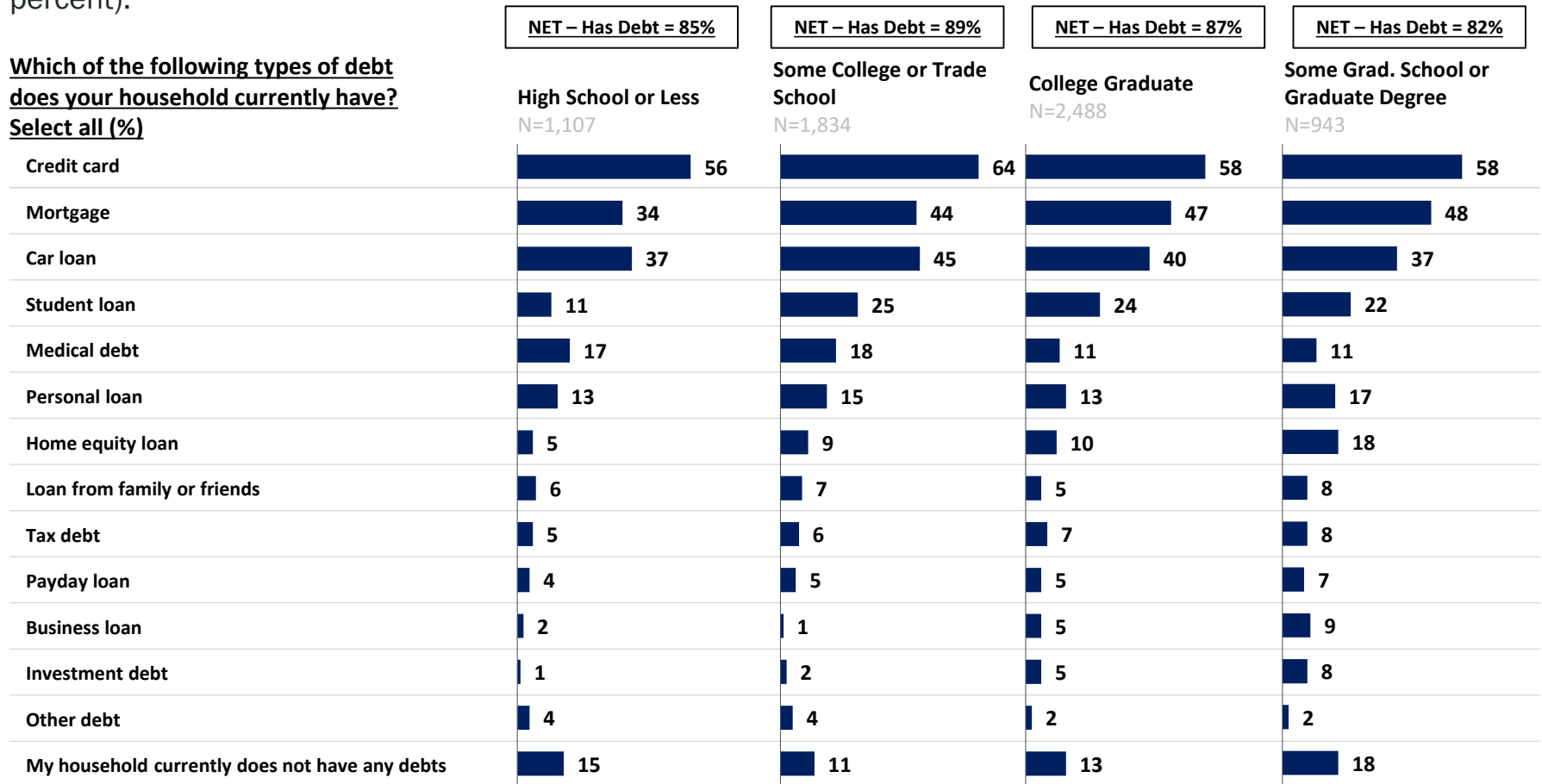


BASE: ALL QUALIFIED RESPONDENTS

Q2640. Which one of the following is your greatest financial priority right now?

Types of Household Debt

Credit card debt is the most common type of household debt across levels of educational attainment, with more than half indicating having such debt. Car loans are the second most frequently cited type of household debt among workers with a high school diploma or less (37 percent) and some college or trade school education (45 percent). In contrast, a mortgage is the second most common type of household debt among workers with a college degree (47 percent) and workers who have some graduate school education or advanced degree (48 percent).



New question added in 2017

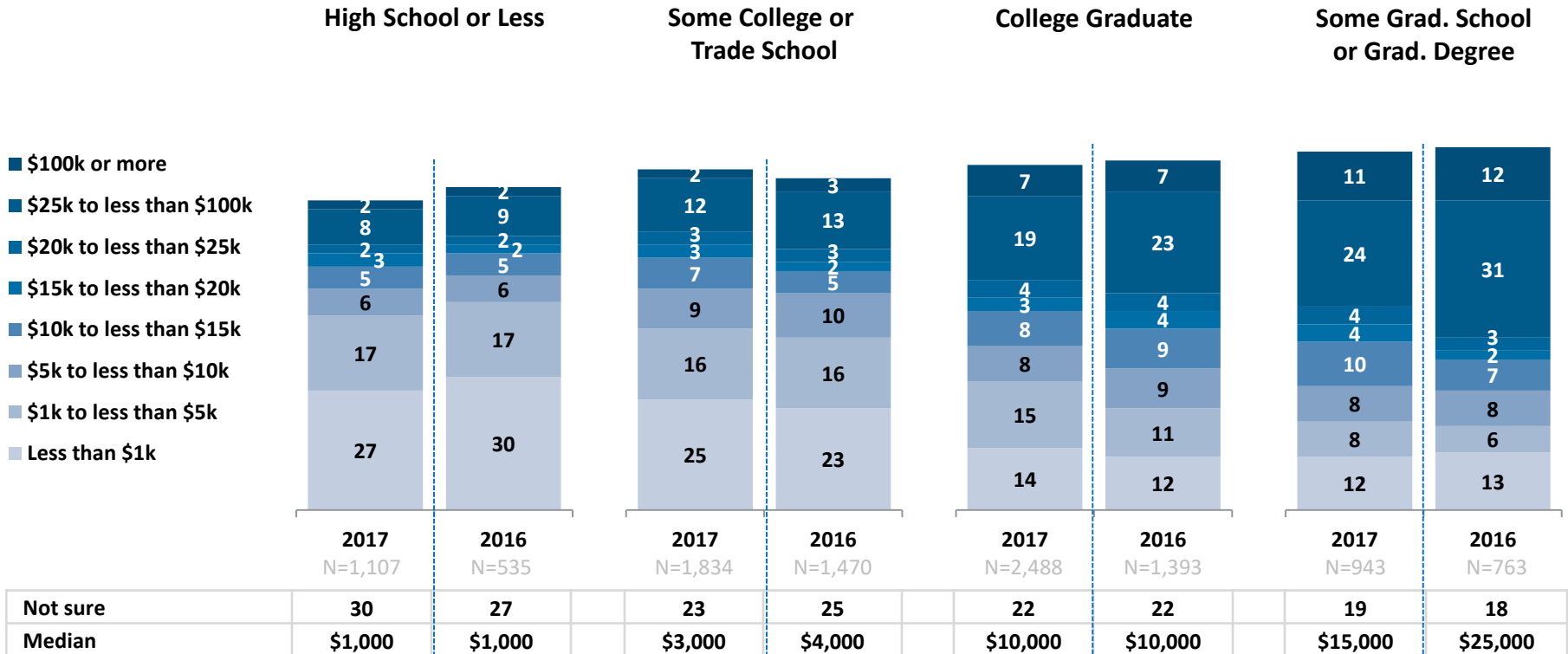
BASE: ALL QUALIFIED RESPONDENTS

Q1286. Which of the following types of debt does your household currently have? Select all.

Estimated Emergency Savings

Emergency savings can help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other); however, many workers have saved little. Workers with a high school education or less have saved just \$1,000 (median) and those with some college or trade school have saved \$3,000 (median), compared to college graduates who have saved \$10,000 (median) and workers with some graduate school or a graduate degree have saved \$15,000 (median) for such emergencies.

How much do you have in emergency savings to cover the cost of unexpected major financial setbacks? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

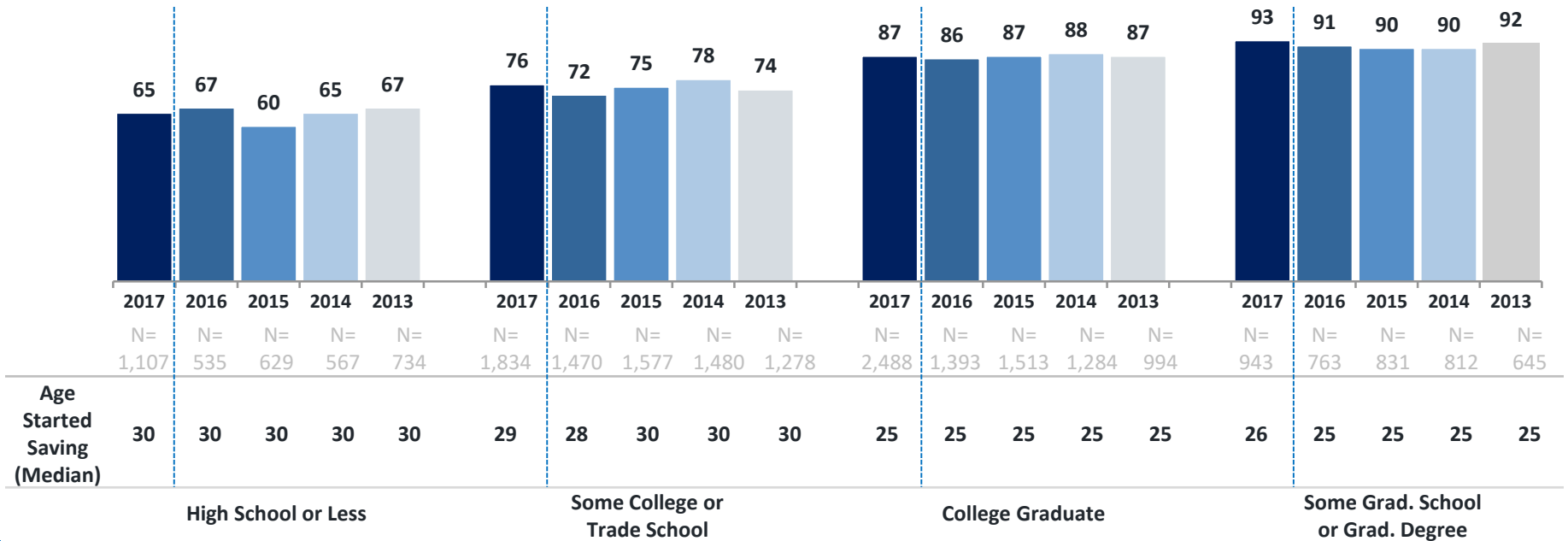
BASE: ALL QUALIFIED RESPONDENTS

Q2825. How much do you have in emergency savings specifically to cover the cost of unexpected major financial setbacks (e.g., unemployment, medical bills, home repairs, auto repairs, other)?

Saving for Retirement / Age Started Saving

Savings rates increase with higher levels of educational attainment. College graduates (87 percent) and those with some post-graduate education or graduate degree (93 percent) are more likely to be saving for retirement through an employer sponsored retirement plan and/or outside of work, in contrast to those with some college or trade school (76 percent) and those with a high school diploma or less (65 percent). Adding to this trend, workers with at least a college degree started saving earlier at age (25 median), compared to those with some college or trade school (median age 29) and those with a high school diploma or less (median age 30).

Workers Who Are Saving For Retirement Through an Employer-Sponsored Retirement Plan And/Or Outside of Work (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

BASE: ALL QUALIFIED RESPONDENTS

Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

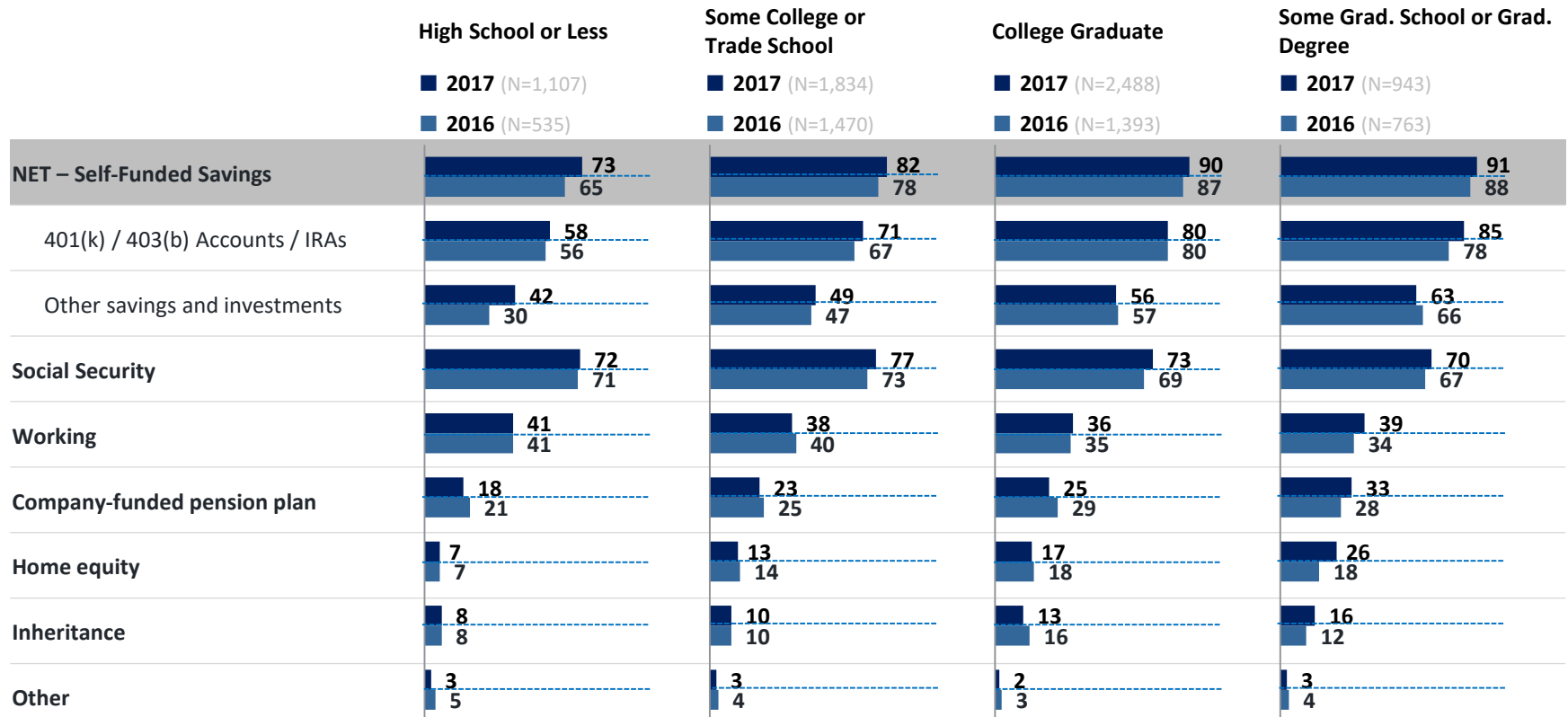
BASE: INVESTING FOR RETIREMENT

Q790. At what age did you first start saving for retirement?

Expected Sources of Retirement Income

Across levels of education, the majority of workers expect retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 91 percent of those with some graduate school or advanced degree, 90 percent of college graduates, 82 percent of those with some college or trade school, and 73 percent of those with a high school diploma or less. More than one-third of workers across levels of educational attainment are expecting income from working to be a source of retirement income.

Expected Sources of Income During Retirement (%)



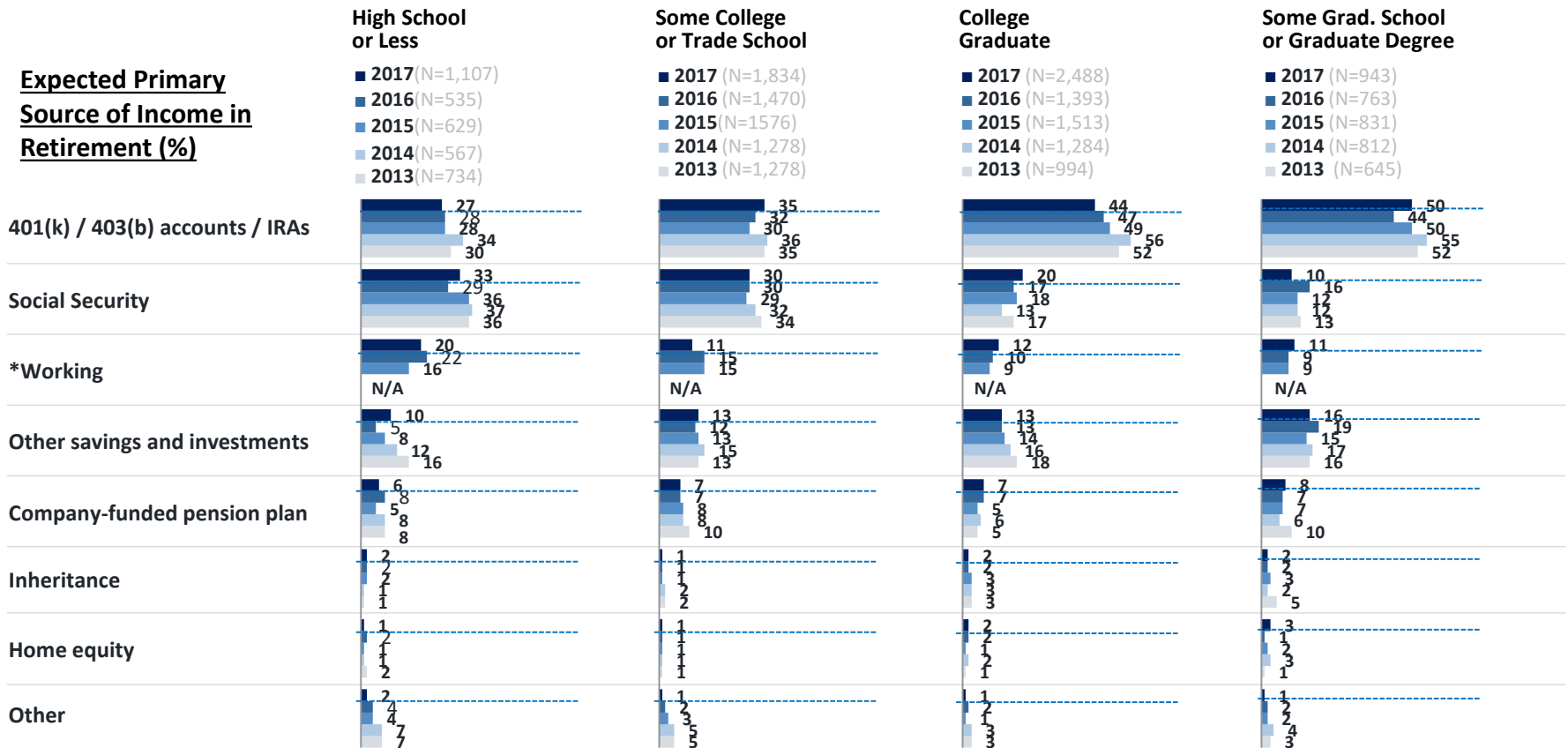
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1145. Which one of the following do you expect to be sources of income to cover your living expenses after you retire? Select all.

Expected Primary Source of Income in Retirement

Most often, workers expect their *primary* source of income in retirement to be through retirement accounts (e.g., 401(k)s, 403(b)s, or IRAs), a finding which increases with higher educational attainment, including 35 percent of those with some college or trade school, 44 percent of college graduates and 50 percent of workers with some graduate school or advanced degree. In contrast, 27 percent of those with a high school education or less most likely expect to rely on Social Security as their primary source of retirement income.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

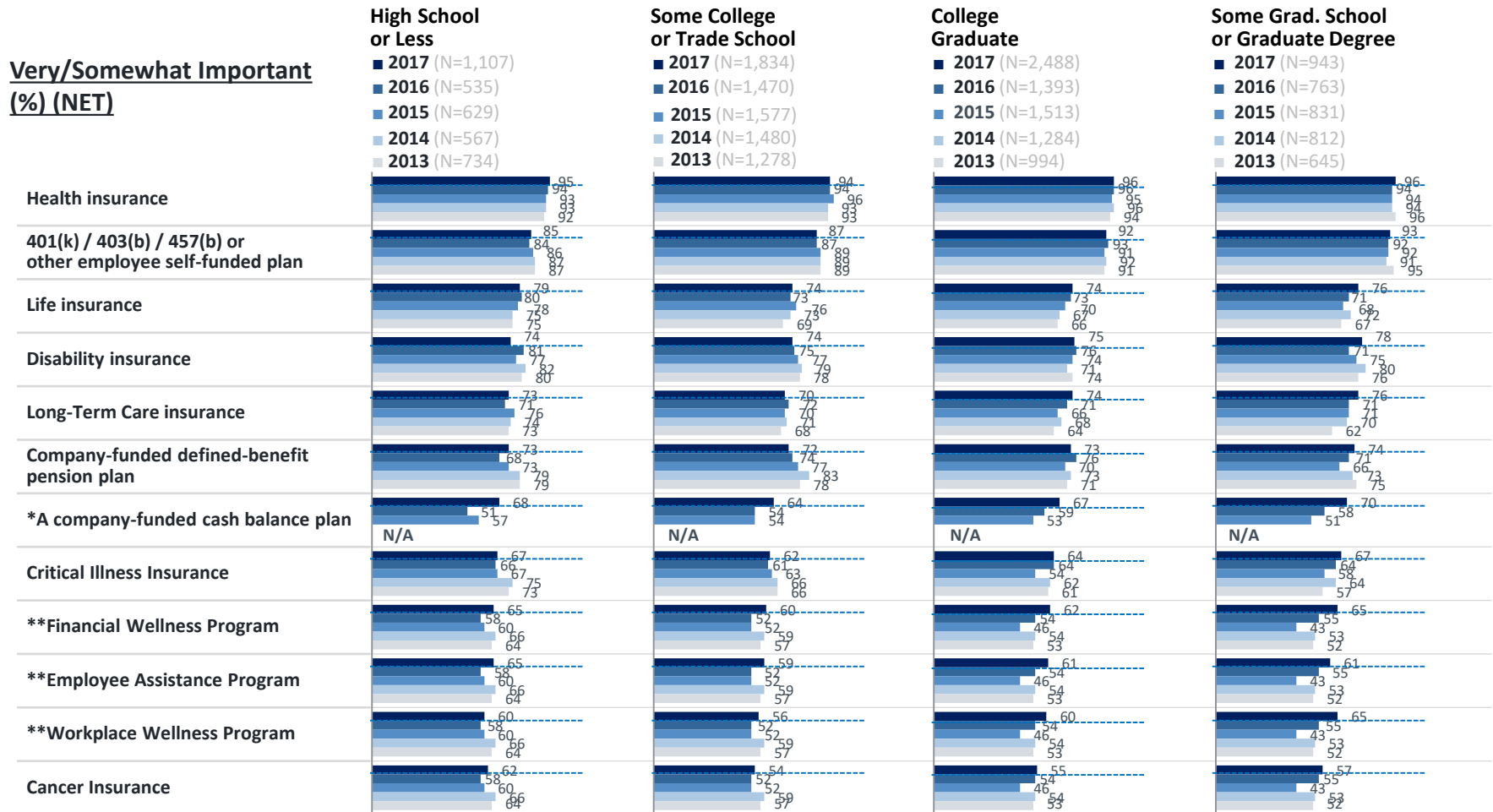
*added in 2015

BASE: ALL QUALIFIED RESPONDENTS

Q1150. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

Importance of Retirement Benefits Compared to Other Benefits

More than 85 percent of workers across all levels of educational attainment value a 401(k), 403(b), 457(b) or similar plan as an important benefit, a finding that increases with higher educational attainment.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2014; **added in 2017

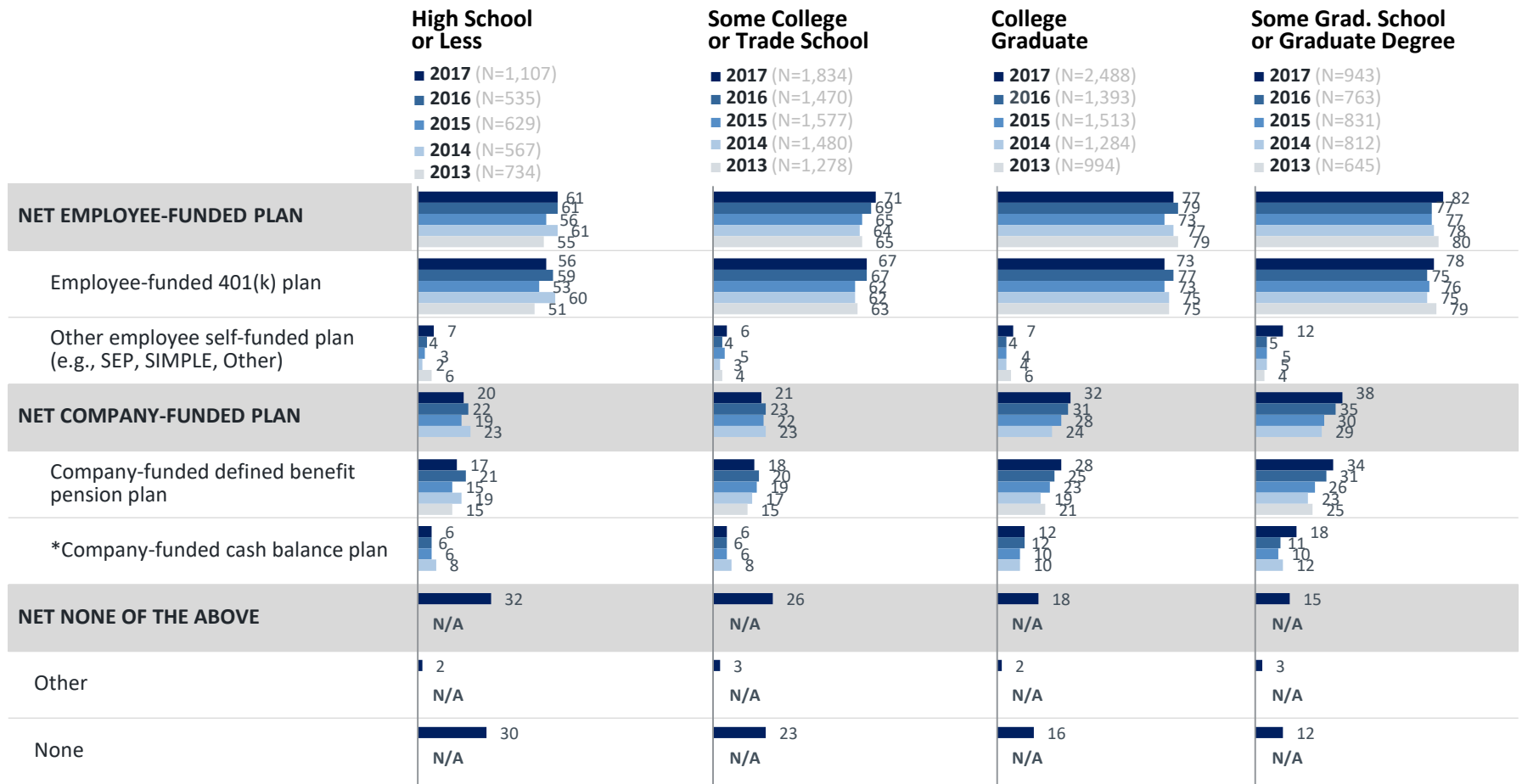
BASE: ALL QUALIFIED RESPONDENTS

Q1170. Businesses typically offer a number of different benefits for their workers. For each of the following, please tell us how important that benefit is to you, personally.

Retirement Benefits Currently Offered

Although the majority of workers have access to employer-sponsored retirement benefits, workers with higher educational attainment are more likely to be offered a plan than workers with lower educational levels. An alarming 32 percent of workers with a high school education or less and 26 percent of those with some college or trade school are not offered employee-funded plans, compared to 18 percent of college graduates and 15 percent of those with post-graduate education or graduate degree.

Employer-Sponsored Retirement Benefits Currently Offered (%)



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2014

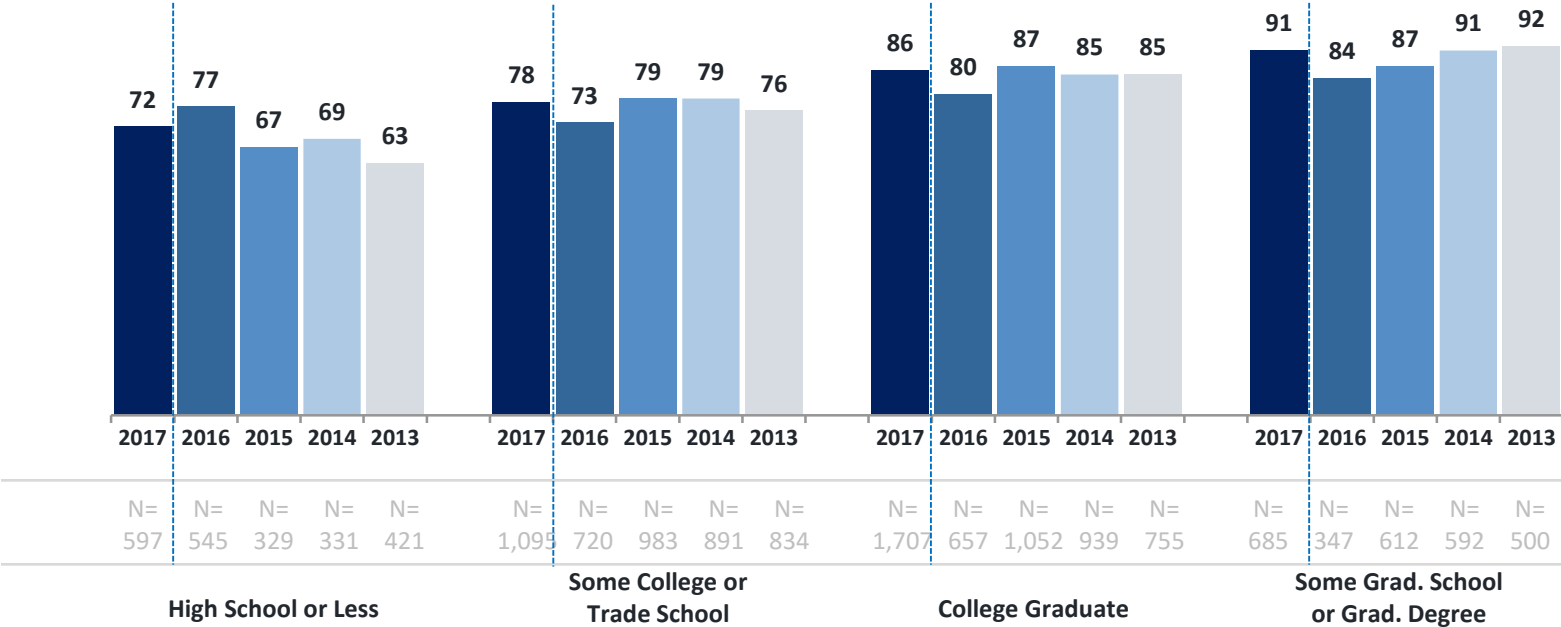
BASE: ALL QUALIFIED RESPONDENTS

Q1180. Which of the following retirement benefits does your company currently offer to you, personally? Select all.

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate increases among workers with higher level of educational attainment. Specifically, 91 percent of workers with some post-graduate education or graduate degree participate in their employer’s plan, compared to 72 percent of those with a high school education or less.

**Participation in Company’s Employee-funded Retirement Savings Plan,
% Indicate “Yes”**



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

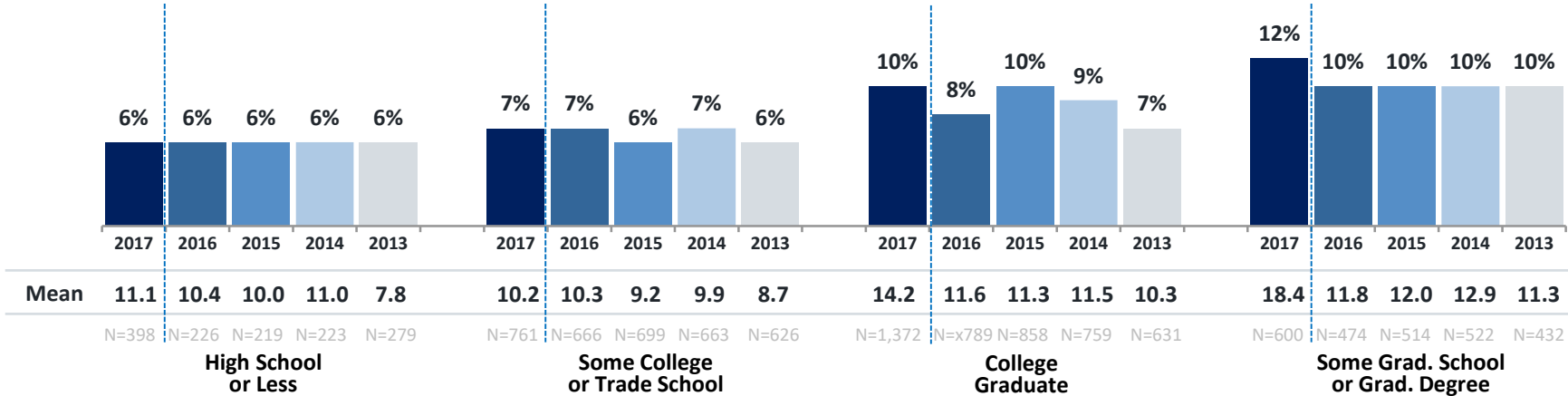
BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company’s employee-funded retirement savings plan?

Retirement Plan Contribution Rate

Among workers who participate in a 401(k) or similar plan, those with higher educational attainment continue to contribute a higher rate than workers with lower educational levels. Specifically, college graduates contribute 10 percent (median) and those with a some graduate school or advanced degree contribute 12 percent (median), in contrast to workers with some college or trade school contribute 7 percent and those with a high school education or less contribute 6 percent (median).

Contribution Rate, Median %



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

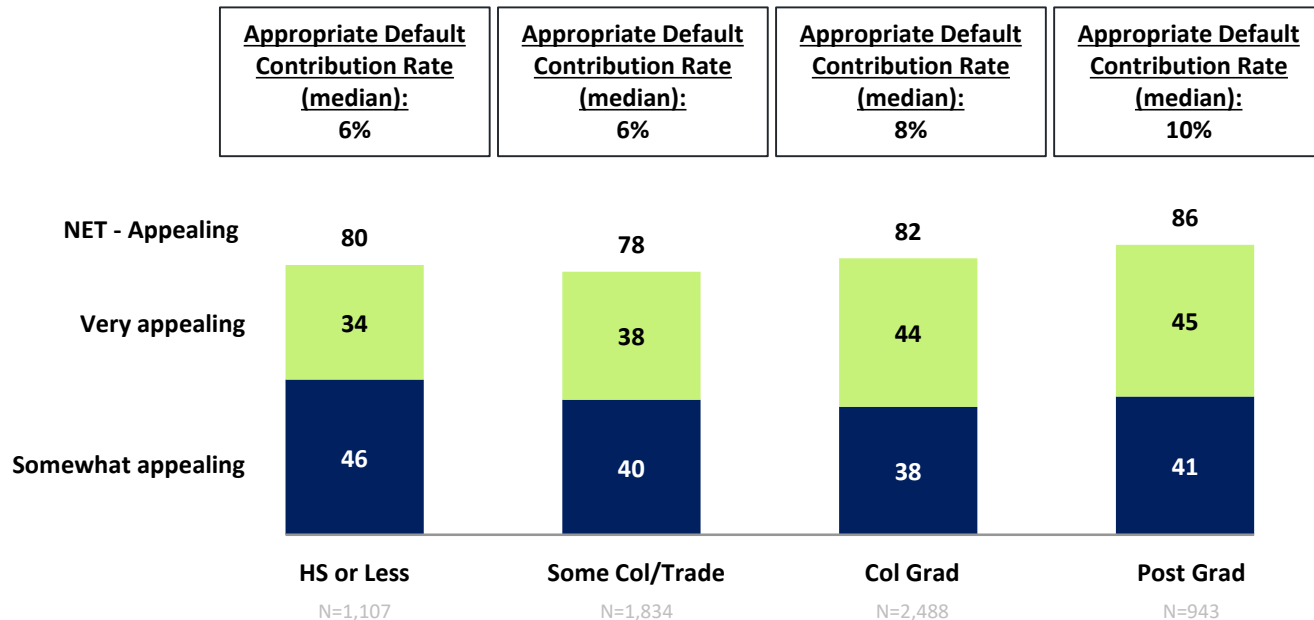
BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

Appeal of Automatic Enrollment

The majority of workers across the levels of educational attainment find automatic enrollment into a 401(k) or similar retirement plan appealing. The percentage of those who find this feature “very appealing” increases with level of educational attainment – 34 percent for workers with a high school diploma or less to 45 percent of workers with some post-graduate education or graduate degree.

Appeal of Automatic Enrollment (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

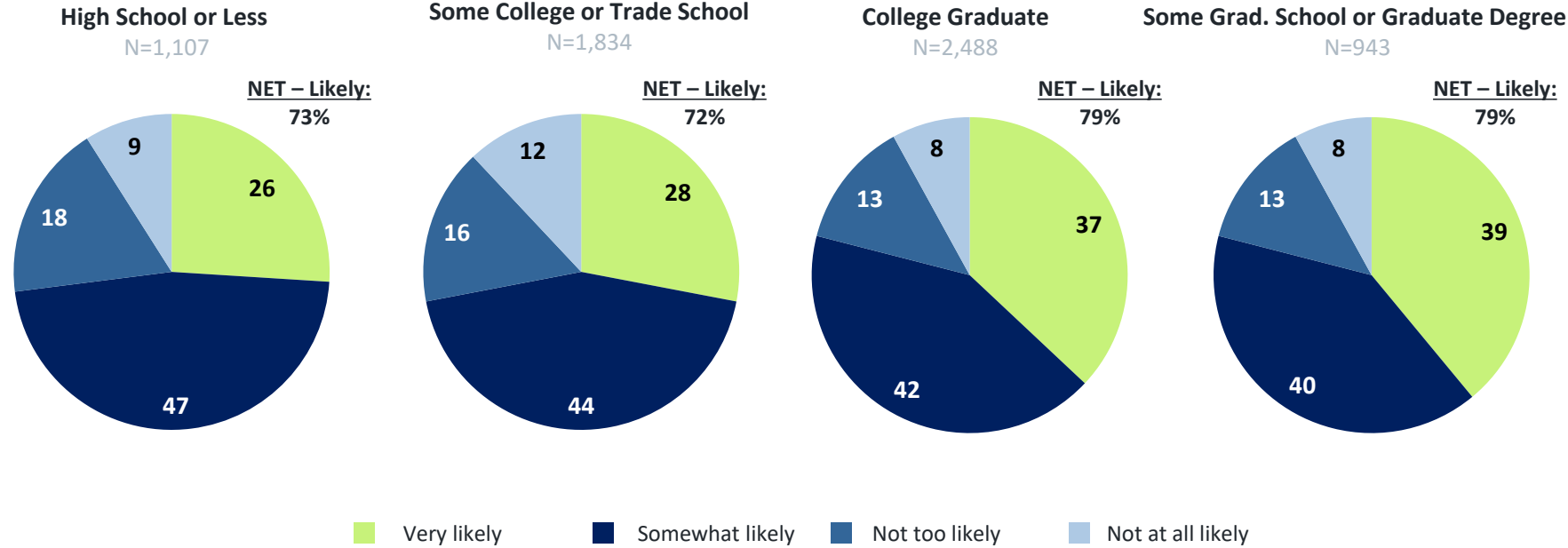
Q635. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, deducting a percentage of each paycheck, and investing it for your future retirement. How appealing would this seem to you?

Q636. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, what would you consider to be an appropriate percentage to deduct from your paycheck to be invested for your future retirement?

Likelihood of Using Automatic Escalation

The majority of workers across educational attainment are likely to use a feature that automatically increases contribution rate by 1% each year until they choose to discontinue the increase. Thirty-seven percent of workers with a college degree and 39 percent who have some graduate school or advanced degree are “very likely” to use the feature, compared to 26 percent with a high school diploma or less and 28 percent of workers with some college or trade school education.

Likelihood of Using a Feature That Automatically Increases Contribution by 1% Each Year, Until You Choose to Discontinue (%)



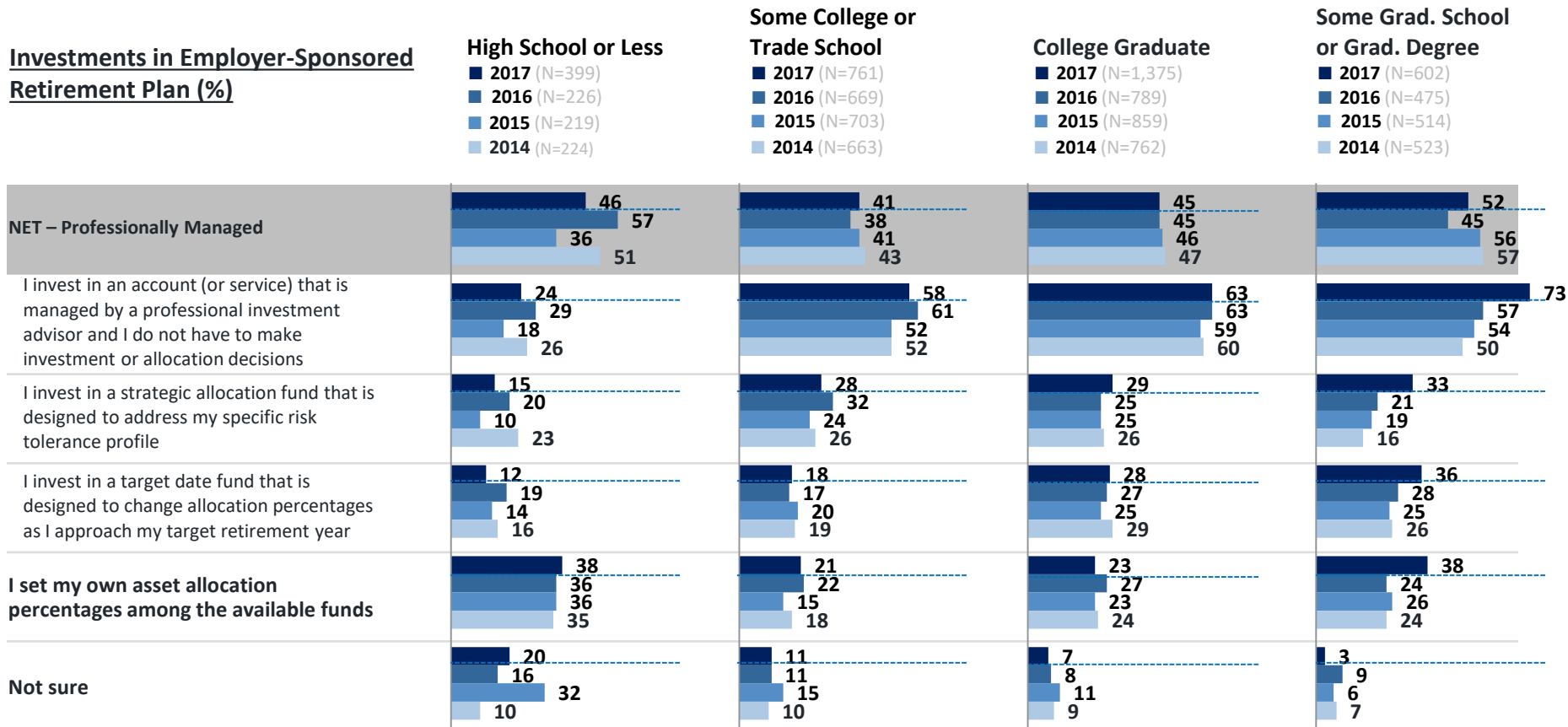
New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q702. How likely would you be to use a feature in a 401(k) or similar plan where your employer would automatically increase your contribution rate (as a percentage of your salary) to the plan by 1% each year, until you choose to discontinue this increase?

Use of Professionally Managed Offerings

“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Regardless of level of educational attainment, the majority of plan participants use some form of professionally managed offering in their 401(k) or similar plans: 46 percent of workers with a high school diploma or less, 58 percent of those with some college or trade school, 63 percent of college graduates, and 73 percent of those with some graduate school or a post-graduate degree.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

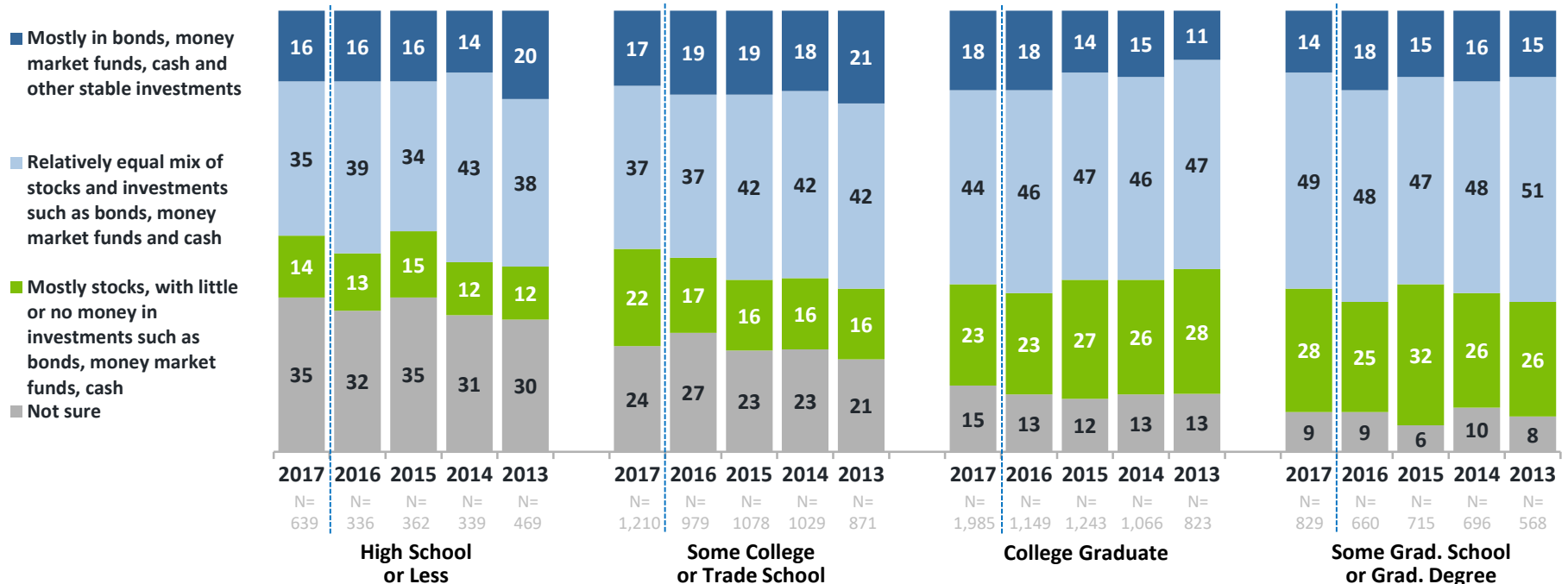
BASE: PARTICIPATING IN QUALIFIED PLAN

Q1466. What is your current approach to investing in your employer-sponsored retirement plan? Select all.

Asset Allocation of Retirement Investments

Workers across educational levels, who are investing for retirement, most frequently say their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash. Responses are higher among those with a college education (44 percent) or those with some post-graduate education or graduate degree (49 percent), compared to those with some college or trade school (37 percent) and those with a high school education or less (35 percent). However, thirty-five percent of workers with a high school education or less and 24 percent of those with some college or trade school education are "not sure" about how their savings are invested.

How Retirement Savings Are Invested (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

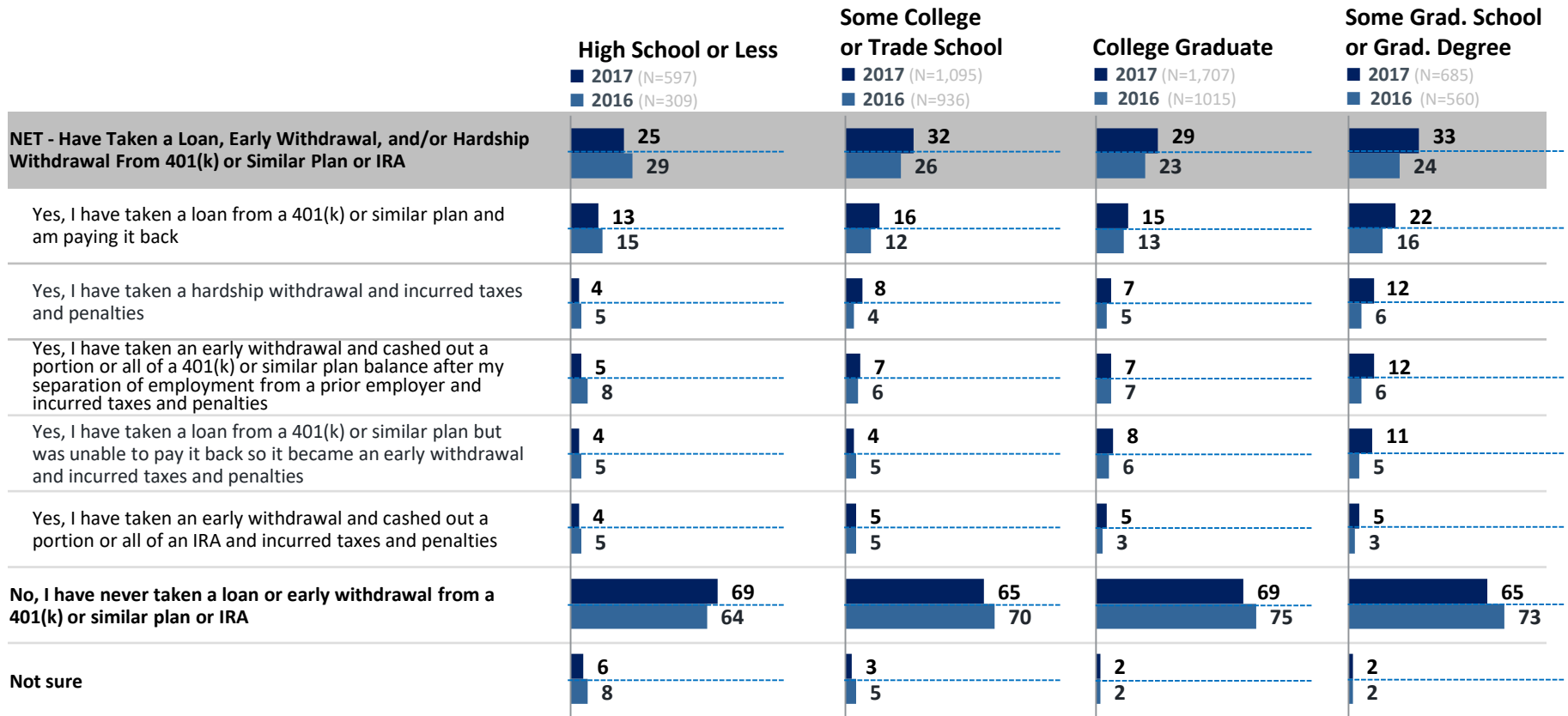
BASE: INVESTING FOR RETIREMENT

Q770. How is your retirement savings invested?

Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. More than a quarter of workers across levels of educational attainment have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k), similar plan or IRA.

Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

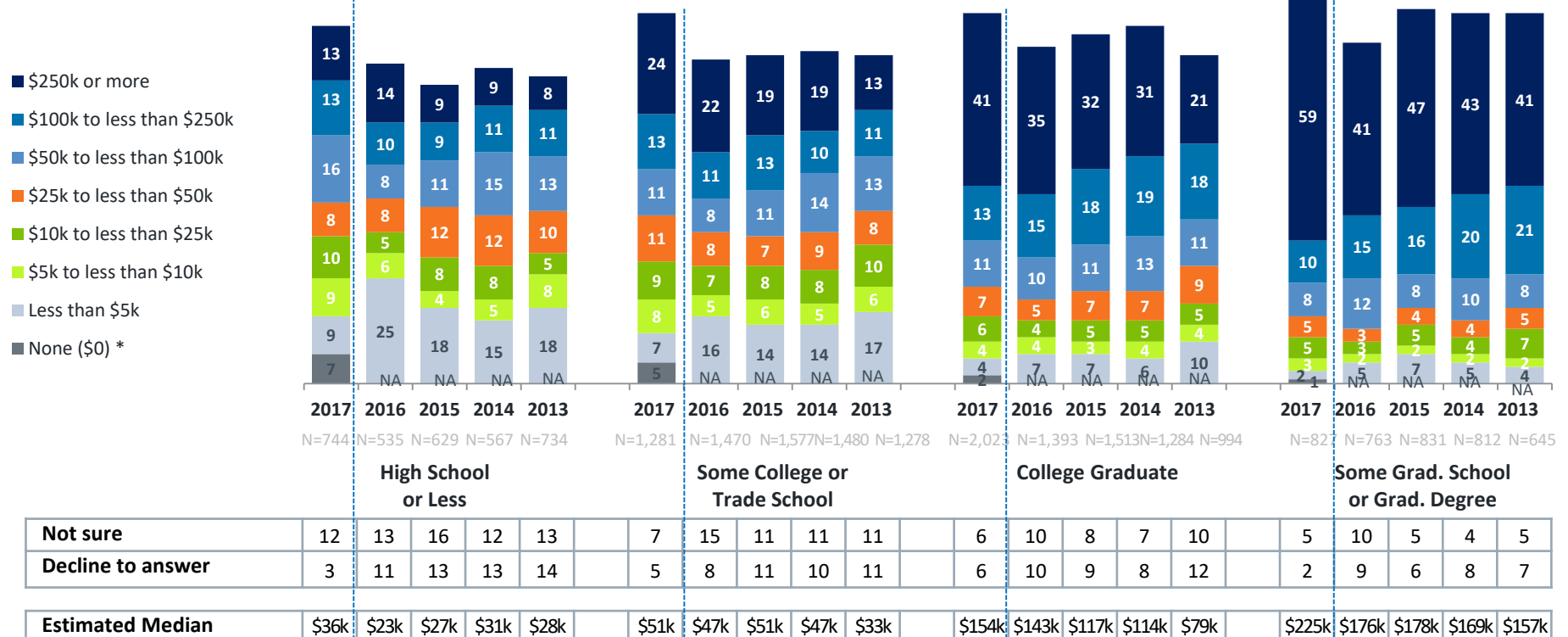
BASE: ALL QUALIFIED RESPONDENTS

Q754. Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? Select all.

Total Household Retirement Savings

Household retirement savings increase with higher educational attainment. College graduates have saved \$154,000 and those with some post-graduate education or advanced degree have saved \$225,000 (estimated medians) compared to workers with some college or trade school who have saved \$51,000 and those with a high school education or less who have saved \$36,000 (estimated medians). Fifty-nine percent of workers with some post-graduate education or advanced degree have saved \$250,000 or more compared to only 13 percent of workers with a high school education or less.

Total Household Retirement Savings by Level of Educational Attainment (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

* added in 2017

Note: The median is estimated based on the approximate midpoint of the range of each response category. Non-responses are excluded from the estimate.

BASE: ALL QUALIFIED RESPONDENTS

Q1300. Approximately how much money does your household have saved in all of your retirement accounts? Please include IRAs, 401(k)s, 403(b)s, and any other savings for retirement to which you and/or your spouse or partner have contributed funds.

Estimated Retirement Savings Needs

Workers with higher educational attainment have higher estimated retirement saving needs. College graduates estimate that they will need \$700,000 and workers with some graduate school or advanced degree estimate \$1 million (medians), compared to workers with some college or trade school estimating they will need \$500,000 and those with a high school education or less estimating \$250,000 (medians).

	High School or Less					Some College or Trade School					College Graduate					Some Grad. School or Grad. Degree				
	2017 N=1,107	2016 N=535	2015 N=629	2014 N=567	2013 N=734	2017 N=1,834	2016 N=1,470	2015 N=1,577	2014 N=1,480	2013 N=1,278	2017 N=2,488	2016 N=1,393	2015 N=1,513	2014 N=1,284	2013 N=994	2017 N=943	2016 N=763	2015 N=831	2014 N=812	2013 N=645
\$2m or more	11	11	27	23	7	13	10	26	23	12	20	21	34	35	25	28	29	42	37	29
\$1m to less than \$2m	11	13	18	16	16	21	19	23	21	18	24	28	32	27	25	24	28	31	29	29
\$500k to less than \$1m	20	21	17	21	19	22	24	21	23	26	19	20	18	19	24	20	17	16	16	21
\$100k to less than \$500k	32	25	25	26	37	28	29	20	21	29	21	17	11	14	18	14	12	7	13	14
Less than \$100k	25	30	13	15	21	16	18	10	12	15	16	14	5	5	9	14	14	4	5	7
Median	\$250k	\$250k	\$600k	\$500k	\$250k	\$500k	\$500k	\$888k	\$750k	\$500k	\$700k	\$900k	\$1m	\$1m	\$900k	\$1m	\$1m	\$1.4m	\$1m	\$1m

Note: The median is estimated based on the approximate midpoint of the range of each response category.

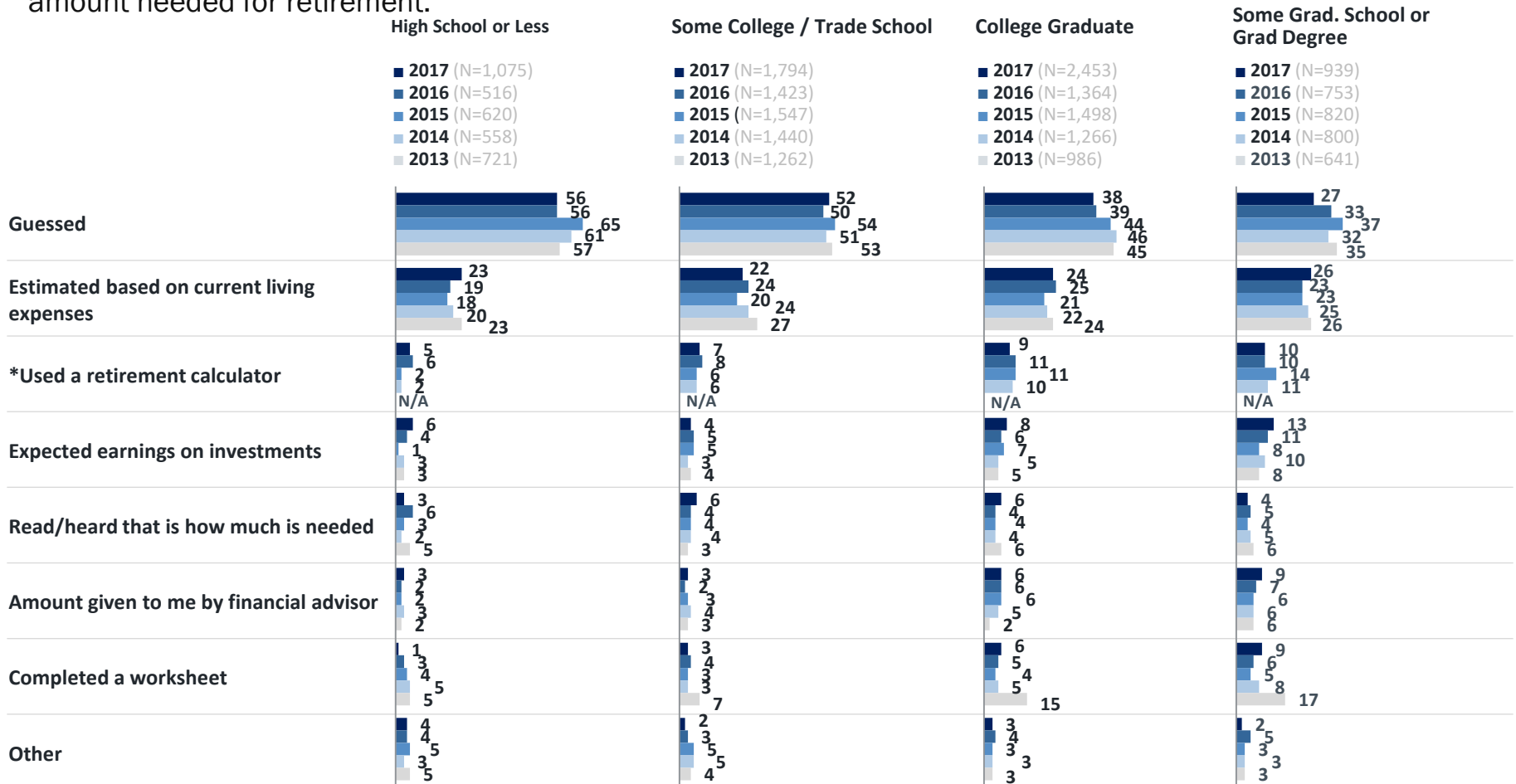
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q890. Thinking of what money can buy today, how much money do you believe you will need to have saved by the time you retire in order to feel financially secure?

Basis for Estimating Retirement Savings Needs

Among workers who provided an estimate of their retirement savings needs, the percentage of workers “guessing” the amount decreases with higher educational attainment. Those with a high school education or less (56 percent) are most likely to have guessed, compared to those with some graduate school or advanced degrees (27 percent). Few workers across education levels used a retirement calculator to estimate their amount needed for retirement.



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

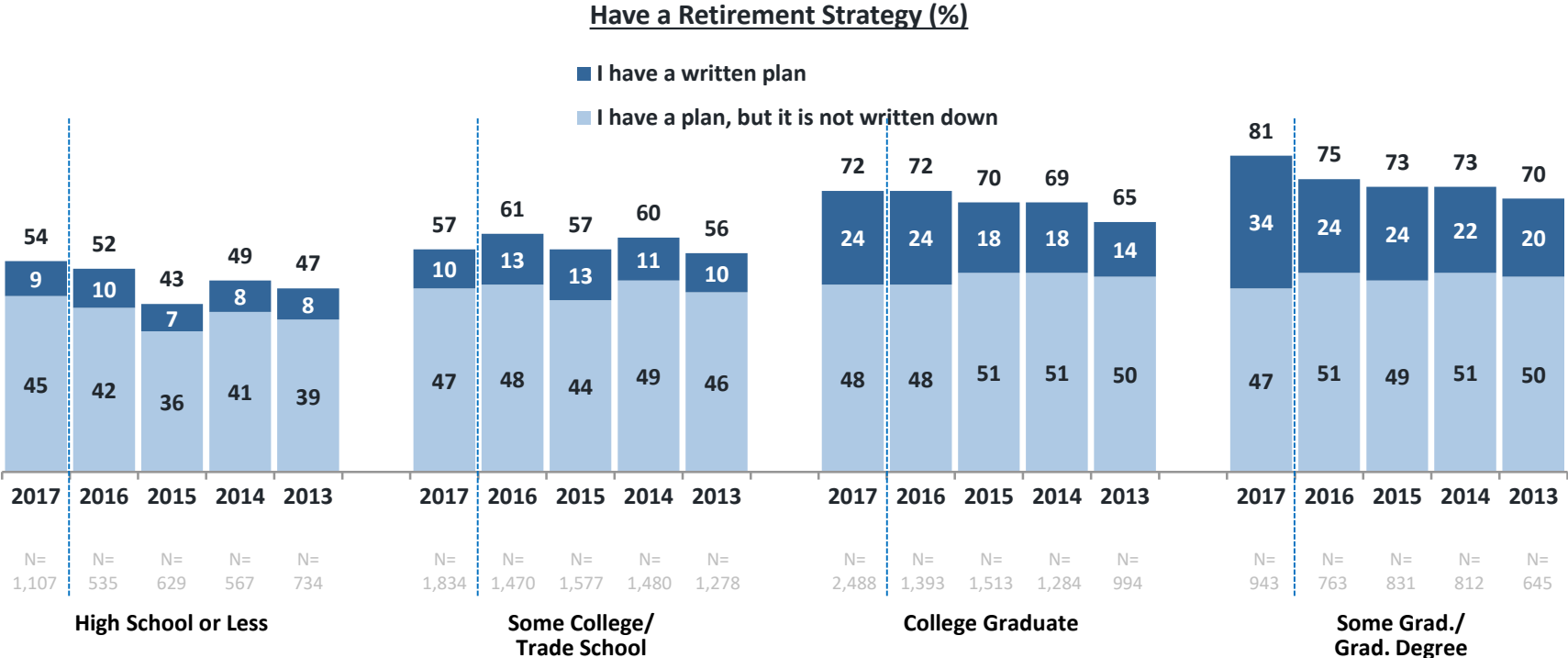
*added in 2014

BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT

Q900. How did you arrive at that number?

Retirement Strategy: Written, Unwritten, or None

The likelihood of workers having a retirement strategy, either written or unwritten, increases with higher educational attainment. Seventy-two percent of college graduates and 81 percent of workers with some post-graduate education or graduate degree have a retirement strategy, compared to only 54 percent of those with a high school diploma or less and 57 percent of those with some college or trade school. Workers with higher educational attainment are more likely to have their retirement strategy written down.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

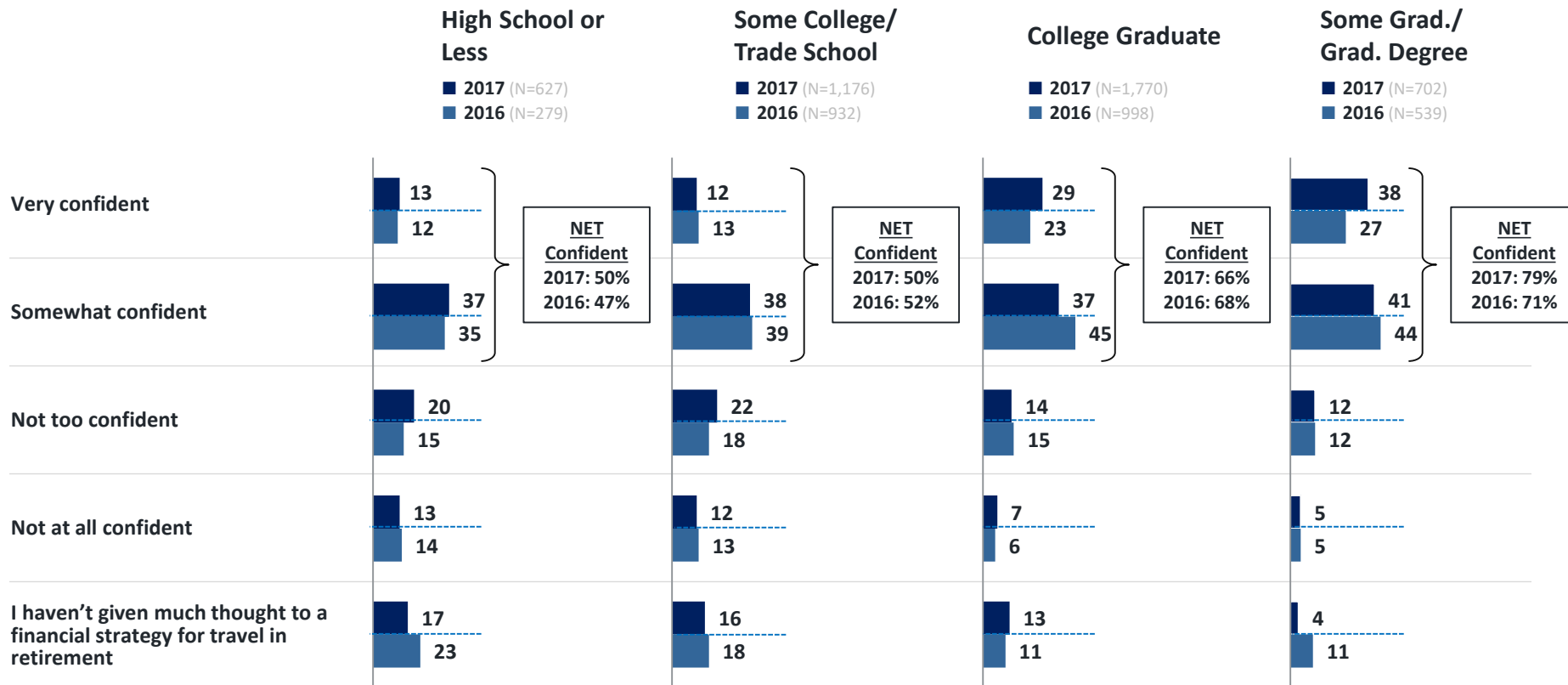
BASE: ALL QUALIFIED RESPONDENTS

Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

Among those who dream of traveling in retirement, workers' confidence that their current financial strategy will enable travel goals varies by level of education. The majority of workers with at least a college degree are confident, compared to just half of non-college graduates. Some workers haven't given it much thought, a finding that is more common among workers with lower levels of educational attainment: 17 percent of workers with a high school diploma or less and 16 percent of those with some college/trade school.

Confidence That Current Financial Strategy Will Meet Retirement Travel Goals (%)



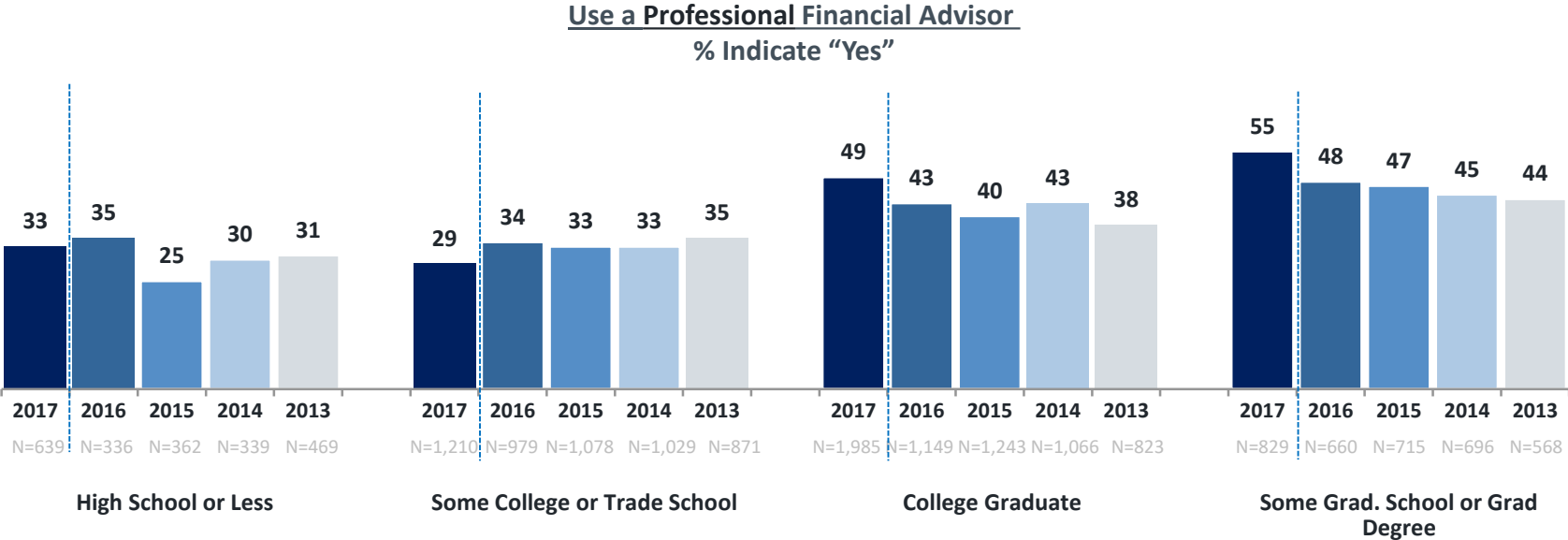
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE WHO DREAM OF TRAVELING IN RETIREMENT

Q2845. How confident are you that your current financial strategy will allow you to meet your travel goals throughout retirement?

Professional Financial Advisor Usage

Use of a professional financial advisor increases with higher educational attainment. Workers who are college graduates (49 percent) and workers with some post-graduate education or graduate degree (55 percent) are more likely to use a financial advisor than workers with only some college or trade school (29 percent) or those with a high school education or less (33 percent).



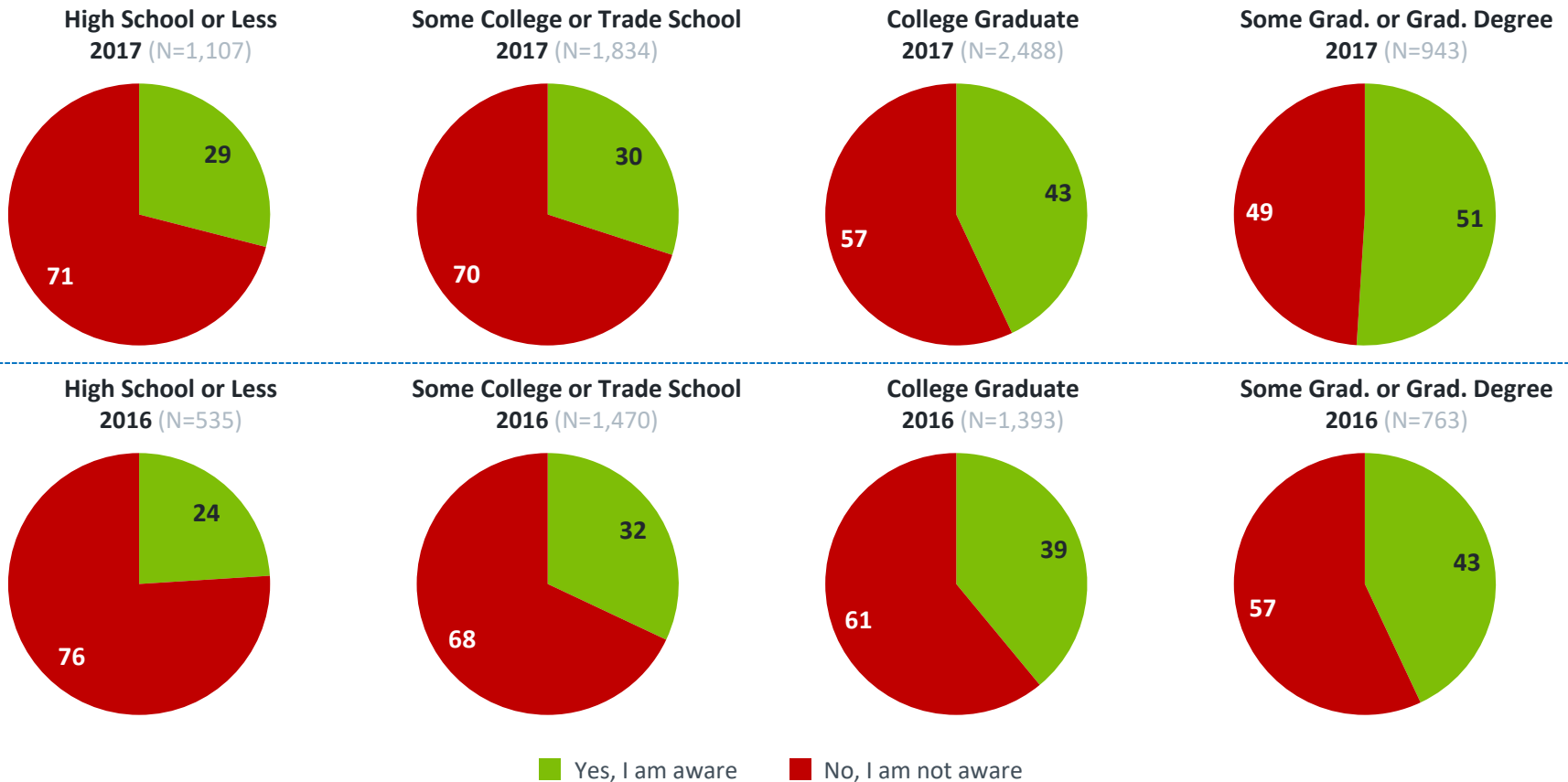
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: INVESTING FOR RETIREMENT

Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

Awareness of the Saver's Credit

Level of awareness about the IRS Saver's Credit – a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA increases with higher educational attainment. College graduates (43 percent) and workers with some graduate school or a post-graduate degree (51 percent) are more likely to be aware of the Saver's Credit than workers with some college or trade school (30 percent) and those with a high school education or less (29 percent).



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

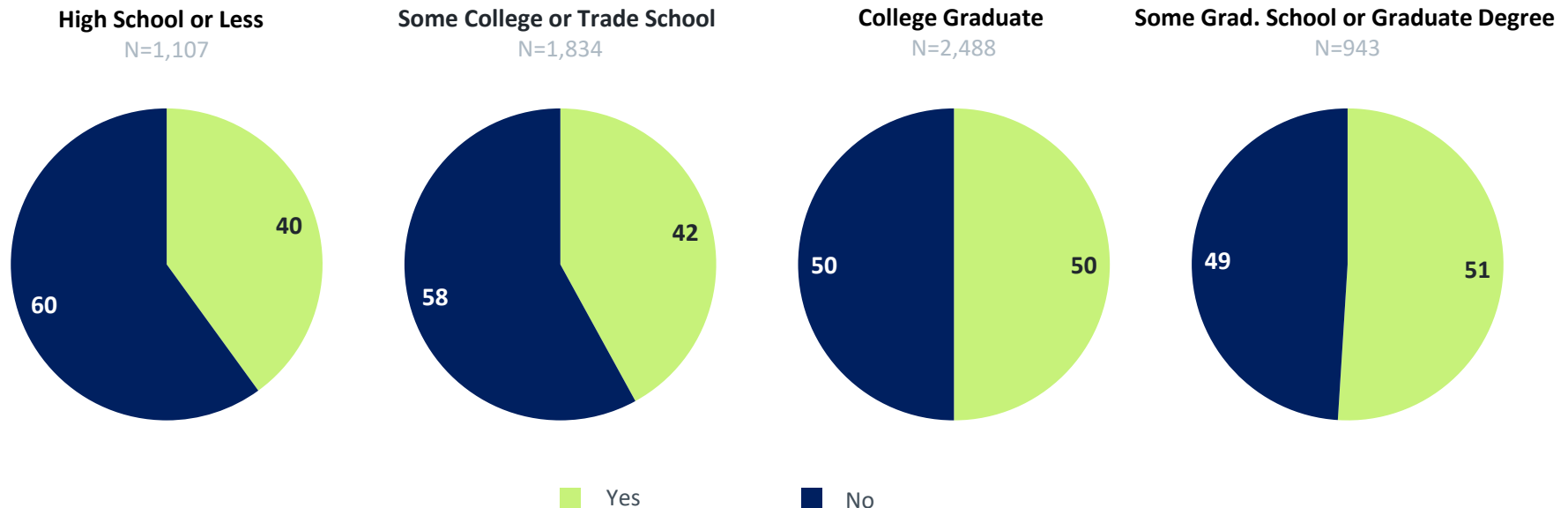
BASE: ALL QUALIFIED RESPONDENTS

Q1120. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

Awareness of the IRS' Free File Program

Awareness of the IRS' Free File program – a program that offers federal income tax preparation software for free for eligible tax filers – increases with level of educational attainment. Forty percent of those with a high school diploma or less attainment, 42 percent of those with some college or trade school, 50 percent of college graduates and 51 percent of those with some graduate school or advanced degree are aware of this program.

Awareness of the IRS' Free File Program (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q2821. Are you aware of the IRS' Free File program that offers federal income tax preparation software for free for eligible tax filers?



Influences of Ethnicity on Retirement Readiness

Detailed Findings

Influences of Ethnicity on Retirement Readiness

Retirement expectations are generally similar across ethnicities. Workers of different ethnicities envision a phased transition into retirement and are planning to live well into their eighties. However, there are some disparities by ethnicity. Hispanic and African American workers are less likely to be saving for retirement and to have emergency savings in the event of a major financial setback, compared to White and Asian workers. However, White and Asian workers also face retirement risks. Efforts to improve the retirement outlook of Hispanic and African American workers, such as improving retirement plan participation, should benefit other ethnicities as well.

Thirty-Eight Indicators of Retirement Readiness

- **Confidence in Retiring Comfortably.** The majority of workers across ethnicities are confident that they will be able to fully retire with a comfortable lifestyle: including 61 percent of White, 64 percent of Hispanic, 67 percent of African American, and 63 percent of Asian workers. Relatively few workers of all four ethnic groups are “very” confident, including 18 percent of White, 20 percent of Hispanic, 19 percent of African American, and 13 percent of Asian workers.
- **Recovery From the Great Recession.** In 2017, over four in 10 workers across ethnicities say they were either not impacted or have fully recovered from the Great Recession, including 45 percent of both Hispanics and Asians, 43 percent of Whites, and 42 percent of African Americans. Around one in five workers across ethnicities have not yet begun to recover or may never recover from the Great Recession.
- **Building a Large Enough Nest Egg?** Workers’ agreement that they are building a large enough retirement nest egg varies by ethnicity. Asian workers (60 percent) are most likely to agree that they are building a large enough nest egg, compared to Hispanic and White (both 53 percent), and African American workers (52 percent). For workers of all ethnicities, agreement has increased since 2013, although it has fluctuated over the last five years.

Influences of Ethnicity on Retirement Readiness

- **Retirement Dreams Include Leisure and Work.** Traveling is the most frequently cited retirement dream among workers across ethnicities, including White (67 percent), Hispanic (73 percent), African American (73 percent), and Asian (76 percent). Spending more time with family and friends is the second most frequently cited dream, a finding which is consistent across ethnicities. Interestingly, around one in three workers of all ethnicities dream of working in retirement.
- **Retirement Beliefs, Preparations, and Involvement.** Most workers across ethnicities feel that their generation compared to their parent's generation will have a much harder time achieving financial security in retirement. Similarly, workers across ethnic groups are concerned that Social Security will not be there for them when they are ready to retire, including Hispanic (83 percent), Asian (78 percent), African American (76 percent), and White workers (74 percent).
- **Expected Retirement Age.** The majority of White workers (58 percent) expect to work past age 65 or do not plan to retire. In contrast, the majority of African American (57 percent), Asian (57 percent), and Hispanic workers (54 percent) expect to retire at age 65 or sooner.
- **Planning to Work in Retirement.** Across ethnicities, approximately half of workers plan to work full- or part-time in retirement, including 58 percent of Hispanic, 57 percent of White, 54 percent of African American, and 50 percent of Asian workers. In all cases, most plan to do so part-time.
- **Reasons for Working in Retirement.** Across ethnicities, among workers who plan on retiring after 65 or working in retirement, the most common reasons for doing so are financial: White (84 percent), Hispanic (83 percent), African American (80 percent), and Asian (79 percent). Large majorities also plan to do so for healthy-aging reasons including “being active,” “keeping my brain alert,” “having a sense of purpose,” “enjoying what I do,” and “maintaining social connections.”

Influences of Ethnicity on Retirement Readiness

- **Retirement Transitions: Phased Versus Immediate.** Many workers across ethnicities envision continuing to work as they transition to retirement or have a phased transition into retirement by changing work patterns (e.g., shifting from full-time to part-time or working in a different capacity), including 68 percent of Whites, 69 percent of Hispanics, 63 percent of African Americans, and 66 percent of Asians. Approximately one in five workers across ethnicities plan to immediately stop working when they reach a specific age or savings goal.
- **Phased Retirement and Compensation-Related Expectations.** Among workers who envision a phased transition into retirement, about three in four workers across ethnicities expect that if they reduce their work hours at their current employer, they would be paid the same hourly rate for hours worked that they are earning now. Other expectations about compensation and phased retirement are similar across ethnicities.
- **Perceptions of Older Workers.** Most workers hold positive perceptions of workers age 50 and older compared to younger workers in today's workforce, including White workers (87 percent), Hispanic workers (80 percent), African American workers (77 percent), and to a somewhat lesser extent, Asian workers (62 percent).
- **Age That Workers Consider a Person to Be "Old."** Among respondents who gave an age, interestingly, White and African American workers consider someone to be old at the age of 70 (median), Hispanic workers consider a person to be "old" at 65 (median) and Asian workers at the younger age of 60 (median). Considerable proportions also indicate that it depends on the person with 43 percent of White, 40 percent of African American, 36 percent of Asian and 30 percent of Hispanic workers believing this.
- **Age That Workers Consider a Person to Be "Too Old" to Work.** Large proportions of workers believe that "it depends on the person" whether someone is too old to work: White (60 percent), Hispanic (41 percent), African American (49 percent), and Asian (46 percent). Of those who gave ages, both Asian and African American workers believe someone is too old to work at age 70 (median), Hispanic workers do so at 73 (median), and White workers at age 75 (median).

Influences of Ethnicity on Retirement Readiness

- **Level of Concern About Health in Older Age.** The majority of workers across ethnicities are “very” or “somewhat” concerned about their health in older age, with Asian (77 percent), White (73 percent), and Hispanic workers (76 percent) being more likely than African workers (67 percent) to be concerned about this.
- **Engagement in Health-Related Activities on a Consistent Basis.** When it comes to health-related activities that are done on a consistent bases, White workers are most likely to seek medical attention when needed (58 percent), Hispanic and Asian workers (both 56 percent) are most likely to eat healthfully, and African American workers (55 percent) are most likely to maintain a positive outlook.
- **Planning to Live to Age ...** Among ethnicities, African American workers are planning to live to an age of 95 (median) with 24 percent planning to become centenarians. Hispanic workers are planning to live to age 90 (median) with 19 percent planning to live to age 100+; White workers are planning to live to age 90 (median) with 14 percent planning to live to age 100+; and Asian workers are planning to live to age 85 (median) with 14 percent of them planning to live to age 100+.
- **Types of Household Debt.** The type of household debt most frequently cited by all workers is credit card debt (Hispanic 62 percent; African Americans 59 percent; White 59 percent; Asian 58 percent). The second most common type of debt for White and Asian workers is a mortgage, while for Hispanic and African American workers it is a car loan.
- **Estimated Emergency Savings.** Emergency savings can help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other); however, workers report having saved relatively little in this regard. White workers have saved \$5,000 (median), Hispanics have saved \$2,000 (median), African Americans have saved \$1,000 (median), and Asian workers have saved \$10,000 (median). At least one in four Hispanic and African American workers have saved less than \$1,000 for such emergencies.

Influences of Ethnicity on Retirement Readiness

- **Saving for Retirement / Age Started Saving.** Savings rates vary among ethnic groups. Asian workers (84 percent) are most likely to be saving for retirement through an employer-sponsored retirement plan and/or outside of work, followed by White workers (80 percent), which are both significantly higher than African American (72 percent) and Hispanic workers (71 percent). In terms of the median age that they started saving, Hispanic and Asian workers started at a relatively younger age (age 25), compared to White (age 29) and African American (age 26) workers.
- **Expected Sources of Retirement Income.** Across ethnicities, the majority of workers expect to have retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 88 percent of Asians, 82 percent of Whites, 82 percent of Hispanics, and 80 percent of African Americans. Expectations of retirement income from Social Security vary somewhat by ethnicity (78 percent of Whites, 71 percent of Asians, 69 percent of African Americans, and 66 percent of Hispanics).
- **Expected Primary Source of Income in Retirement.** When asked about their expected *primary* source of income in retirement – 401(k)s/403(b)/IRAs were the most often identified source across ethnicities. However there are some differences among workers with Asian workers (44 percent) being more likely than Whites (38 percent), Hispanics (37 percent), and African Americans (33 percent) to expect these retirement accounts to be their primary source of income.
- **Importance of Retirement Benefits Compared to Other Benefits.** Approximately nine in 10 workers across ethnicities value a 401(k) or similar employee-funded retirement as an important benefit. They value retirement plans second only to health insurance.
- **Retirement Benefits Currently Offered.** Most workers across ethnic groups are offered a 401(k) or other self-funded plan by their employers. Such access is greatest among Asian workers (79 percent) followed by African American workers (71 percent), Hispanic (70 percent) and White workers (70 percent).

Influences of Ethnicity on Retirement Readiness

- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate varies across ethnic groups. White workers (84 percent) are the most likely to be participating in their employer's plan, followed by Asian (82 percent), African American (75 percent) and Hispanic workers (75 percent). Across all ethnicities, participation in company employee-funded retirement savings plan has increased compared to last year.
- **Retirement Plan Contribution Rate.** Of workers who participate in a 401(k) or similar plan, the median contribution rate is almost the same among workers of different ethnicities: Asian, Hispanic, and African American workers (each 10 percent), followed by White workers (9 percent).
- **Appeal of Automatic Enrollment.** Among different ethnic groups, Hispanic workers (85 percent) are more likely to find a feature that automatically enrolls workers into a 401(k), 403 (b) or similar retirement plan to be "very" or "somewhat" appealing, followed closely by African American workers (82 percent), White workers (80 percent), and Asian workers (78 percent). White workers think the default contribution rate should be 6 percent (median) while all others think it should be 10 percent (median).
- **Likelihood of Using Automatic Escalation.** Hispanic workers (81 percent) are most likely to use a feature that automatically increases their contribution to their retirement plans by 1% each year. Seventy-eight percent of African American, 74 percent of White, and 71 percent of Asian workers say the same.
- **Use of Professionally Managed Offerings.** "Professionally managed" accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Across ethnicities, the majority of retirement plan participants use some form of professionally managed offering in their 401(k) or similar plans: 60 percent of Whites, 64 percent of Hispanics, 51 percent of Asians, and 57 percent of African Americans. Asian workers (57 percent) are more likely to set their own asset allocation percentage among the available funds, compared to White (43 percent), Hispanic (41 percent), and African American (40 percent) workers.

Influences of Ethnicity on Retirement Readiness

- **Asset Allocation of Retirement Investments.** Workers across ethnicities most frequently indicate that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; White (42 percent), Asian, (38 percent), African American (37 percent), and Hispanic (36 percent) workers. At least one in four Hispanic (27 percent) and African American (25 percent) workers are "not sure" how their savings are invested, significantly more than Asian (18 percent) and White (20 percent) workers.
- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Some workers across ethnicities have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan, including African American workers (39 percent) who are most likely to have done so, followed by Hispanic workers (37 percent), White workers (32 percent), and Asian workers (22 percent).
- **Total Household Retirement Savings.** White and Asian workers have the highest reported total household retirement savings (estimated medians of \$104k and \$81k, respectively). They are also most likely to say that they have saved \$250k or more (34 percent of Whites and 33 percent of Asians). In contrast, Hispanic workers have saved \$48k (estimated median) with 23 percent saving more than \$250k, and African American workers have saved \$29k (estimated median) with 14 percent saving more than \$250k.
- **Estimated Retirement Savings Needs.** Retirement savings needs vary across ethnic groups. Asian workers estimate that they will need to have saved \$1 million (median) by the time they retire in order to feel financially secure. White and Hispanic workers estimate they will need \$500k (median), and African American workers estimate \$250k (median).
- **Basis for Estimating Retirement Savings Needs.** Many workers are “guessing” their retirement savings needs. African American workers (51 percent) and Asian workers (51 percent) are most likely to have guessed compared to White (46 percent) and Hispanic workers (43 percent). Few workers across ethnicities indicate they used a retirement calculator to estimate their savings needs.

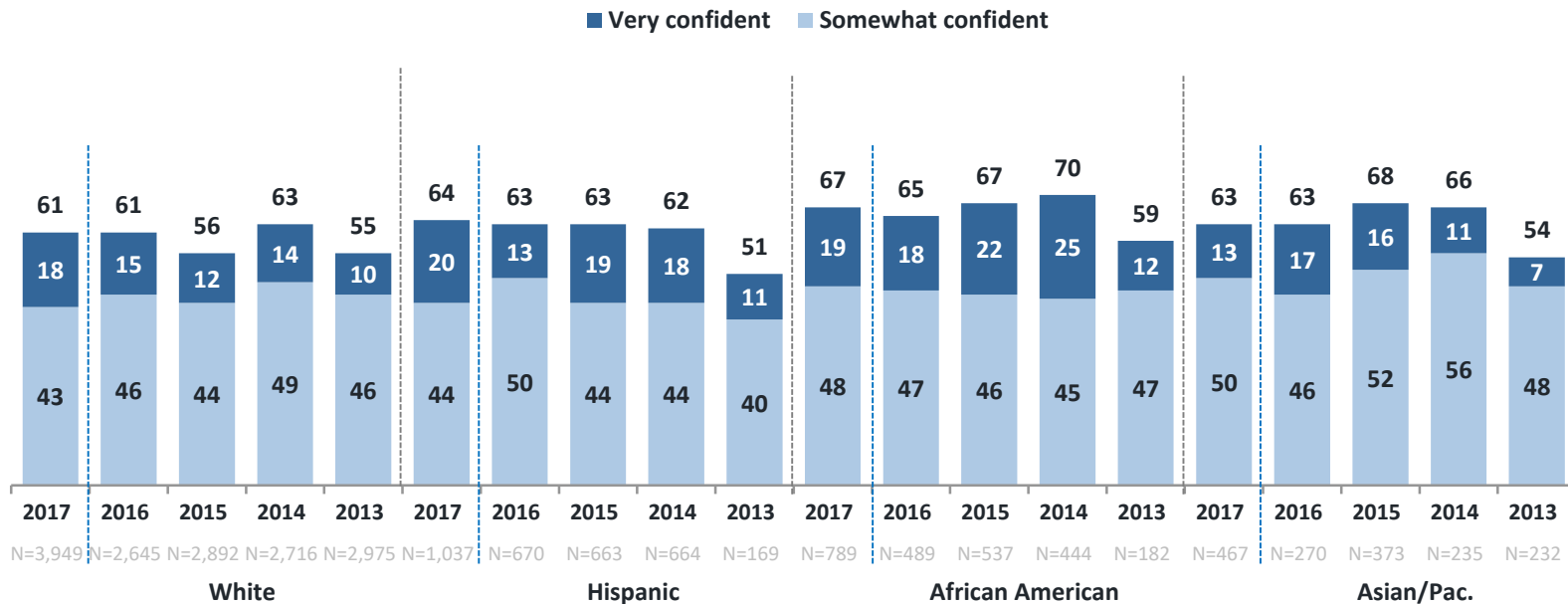
Influences of Ethnicity on Retirement Readiness

- **Retirement Strategy: Written, Unwritten, or None.** The majority of workers across ethnicities have some form of retirement strategy (either written or unwritten), including 63 percent of Whites and Asians, 64 percent of Hispanics, and 65 percent of African Americans. However, although few workers across ethnicities have a written strategy, Hispanics (21 percent) are more likely to have their plan written compared to Whites (16 percent), African Americans (14 percent), and Asians (14 percent).
- **Confidence that Financial Strategy Will Enable Travel Goals.** Among workers who dream of traveling in retirement, the majority are confident their current financial strategy will allow them to meet their travel goals: 58 percent of Whites, 61 percent of Hispanics, 59 percent of African Americans, and 54 percent of Asians. However, relatively few across ethnic groups are “very” confident, and some haven’t given it much thought.
- **Professional Financial Advisor Usage.** Among those who are investing for retirement, Hispanic and White workers (both 41 percent) are more likely to use a professional financial advisor to help manage their retirement savings or investments than Asian (32 percent) and African American (35 percent) workers.
- **Awareness of Saver’s Credit.** The IRS offers a tax credit to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA, called the Saver’s Credit; however, only about four in ten workers across ethnicities are aware of it. Asian workers (41 percent) are more likely to be aware of the Saver’s Credit, compared to Hispanic (39 percent), White (35 percent) and African American (33 percent) workers. Across all ethnicities, awareness of the Saver’s credit has increased since last year.
- **Awareness of the IRS’ Free File Program.** Fewer than half of workers across ethnicities are aware of the IRS’ Free File Program. African American workers (49 percent) are more likely to be aware of the IRS’ Free File Program, which offers federal income tax preparation software for free to eligible tax filers. Forty-five percent of Hispanic workers, 44 percent of White workers, and 43 percent of Asian workers are aware of the program.

Confidence in Retiring Comfortably

The majority of workers across ethnicities are confident that they will be able to fully retire with a comfortable lifestyle: including 61 percent of White, 64 percent of Hispanic, 67 percent of African American, and 63 percent of Asian workers. Relatively few workers of all four ethnic groups are “very” confident, including 18 percent of White, 20 percent of Hispanic, 19 percent of African American, and 13 percent of Asian workers.

Confidence in Retiring Comfortably
Strongly/Somewhat Confident (%) (NET)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

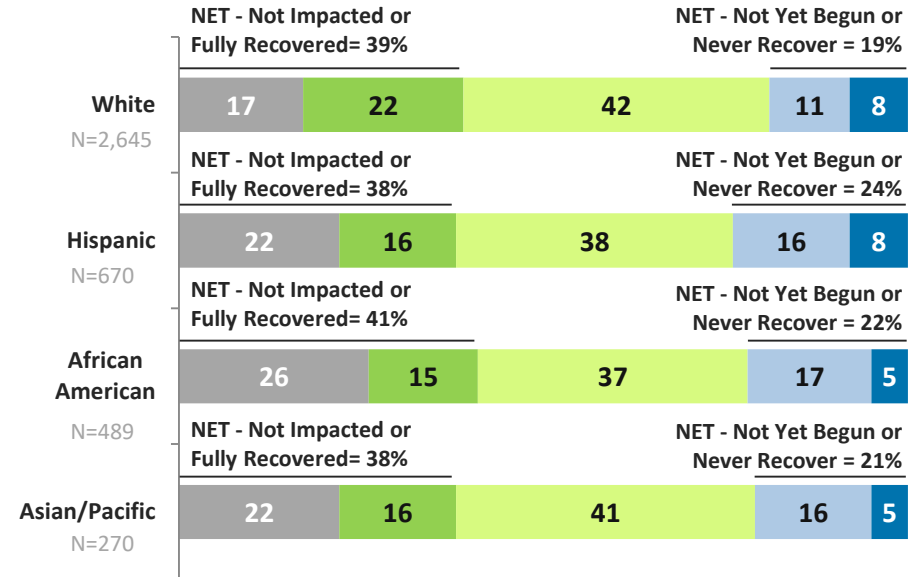
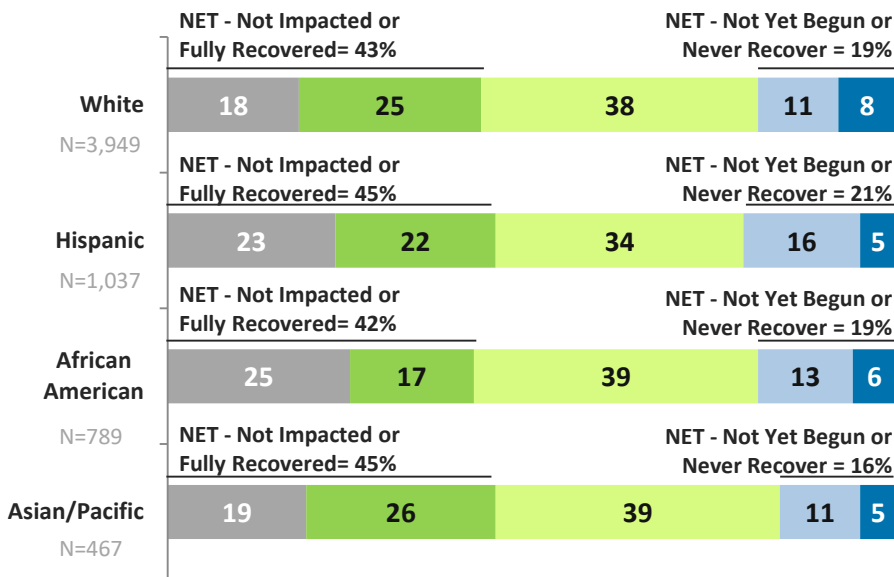
Recovery From the Great Recession

In 2017, more than four in 10 workers across ethnicities say they were either not impacted or have fully recovered from the Great Recession, including 45 percent of both Hispanics and Asians, 43 percent of Whites, and 42 percent of African Americans. Around one in five workers across ethnicities have not yet begun to recover or may never recover from the Great Recession.

How would you describe your financial recovery from the Great Recession?

2017

2016



■ I was not impacted ■ I have fully recovered ■ I have somewhat recovered ■ I have not yet begun to recover ■ I may never recover

† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

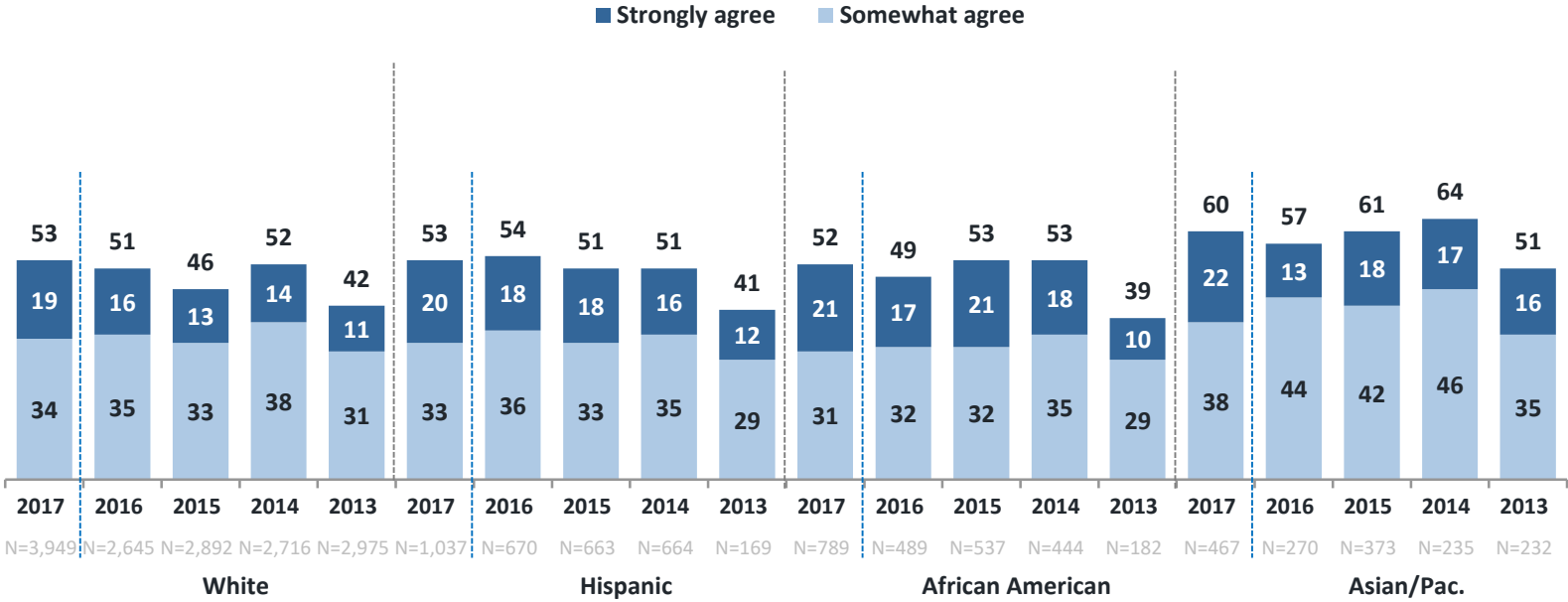
BASE: ALL QUALIFIED RESPONDENTS

Q2655. How would you describe your financial recovery from the deep recession in recent years, which is commonly referred to as the "Great Recession"?

Building a Large Enough Nest Egg?

Workers' agreement that they are building a large enough retirement nest egg varies by ethnicity. Asian workers (60 percent) are most likely to agree that they are building a large enough nest egg, compared to Hispanic, White (both 53 percent), and African American workers (52 percent). For workers of all ethnicities, agreement has increased since 2013, although it has fluctuated over the last five years.

Building a Large Enough Retirement Nest Egg
Strongly/Somewhat Agree (%) (NET)



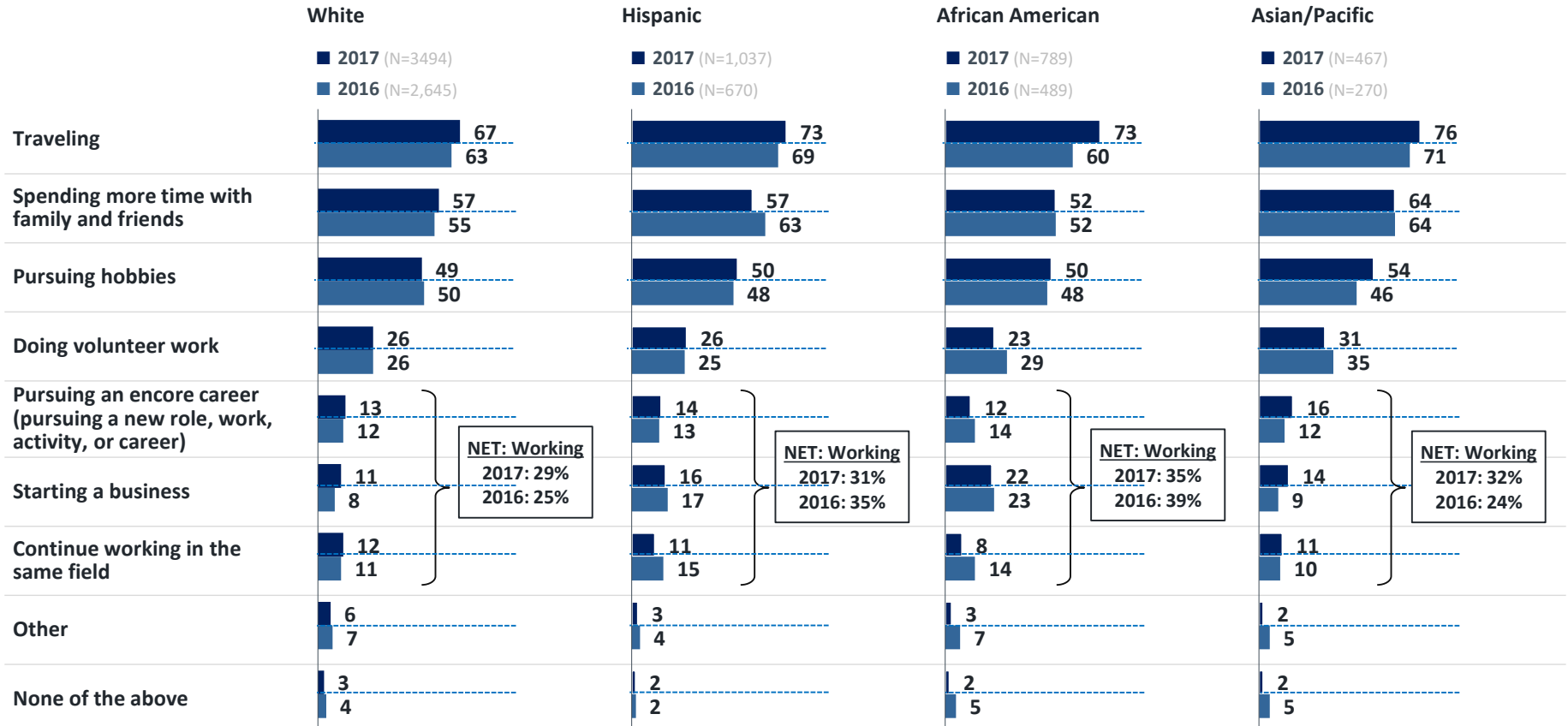
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS
Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

Retirement Dreams Include Leisure and Work

Traveling is the most frequently cited retirement dream among workers across ethnicities, including White (67 percent), Hispanic (73 percent), African American (73 percent), and Asian (76 percent). Spending more time with family and friends is the second most frequently cited dream, a finding which is consistent across ethnicities. Interestingly, around one in three workers of all ethnicities dream of working in retirement.

How do you dream of spending your retirement?
Please select all that apply. (%)



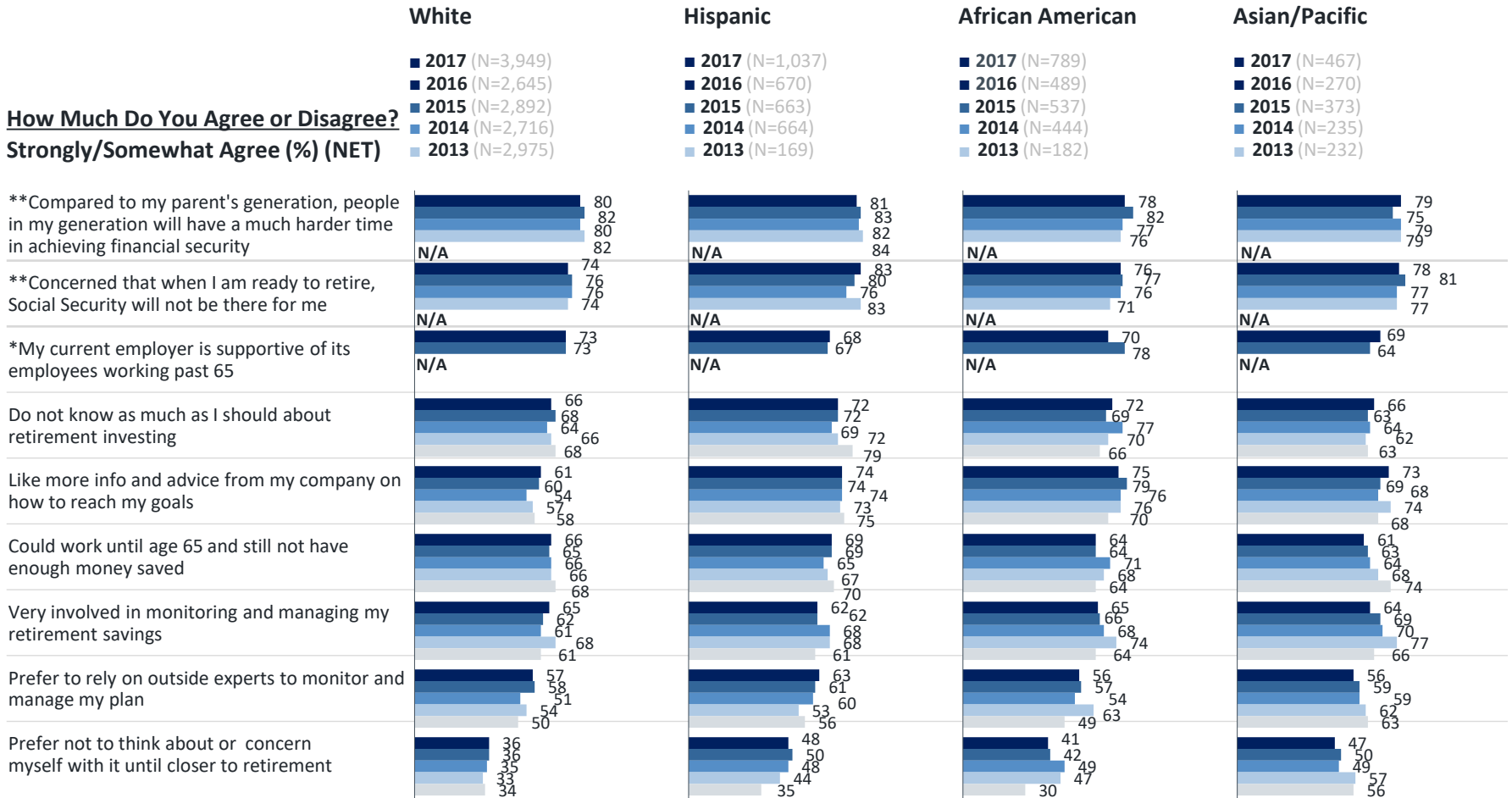
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1418. How do you dream of spending your retirement? Select all.

Retirement Beliefs, Preparations, and Involvement

Most workers across ethnicities feel that their generation compared to their parent's generation will have a much harder time achieving financial security in retirement. Similarly, workers across ethnic groups are concerned that Social Security will not be there for them when they are ready to retire, including Hispanic (83 percent), Asian (78 percent), African American (76 percent), and White workers (74 percent).



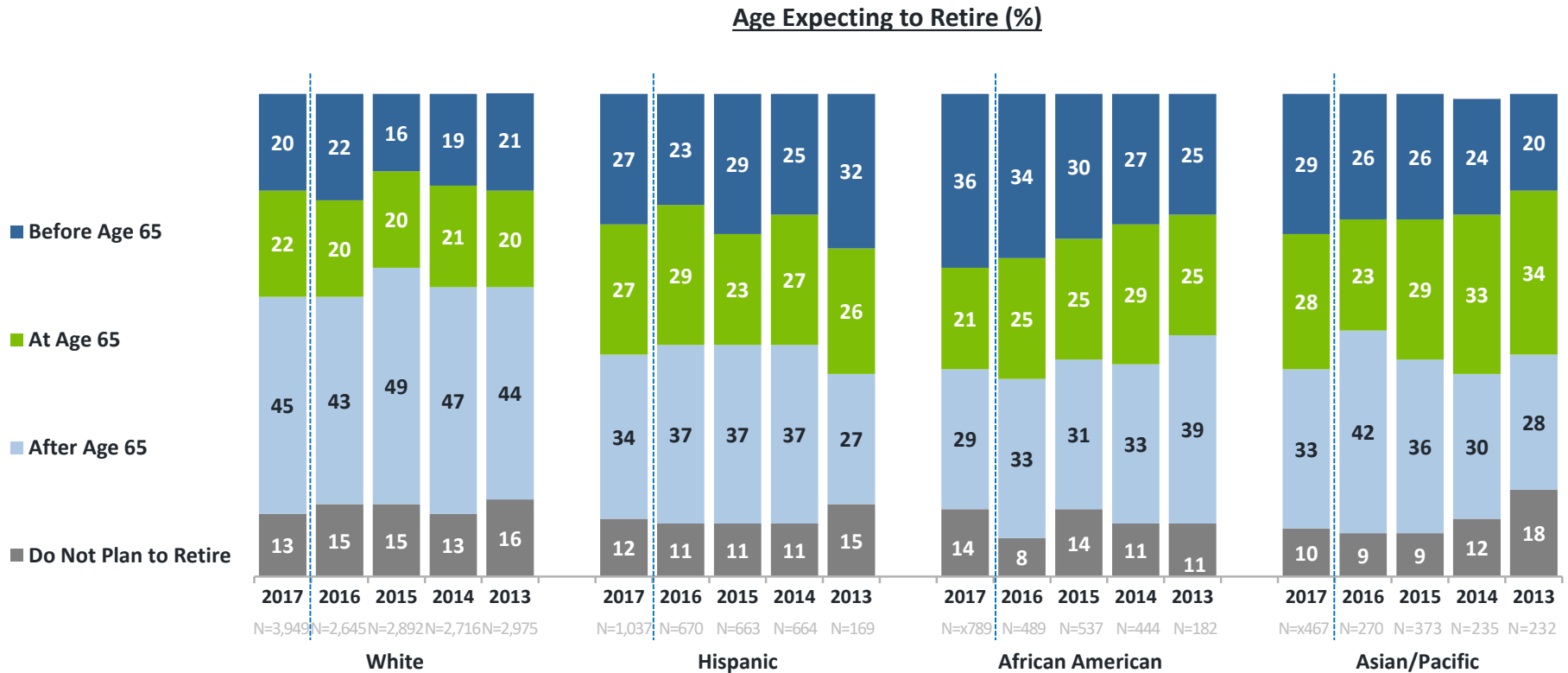
Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers. *added in 2016 **added in 2014

BASE: ALL QUALIFIED RESPONDENTS

Q930. How much do you agree or disagree with each of the following statements regarding retirement investing?

Expected Retirement Age

The majority of White workers (58 percent) expect to work past age 65 or do not plan to retire. In contrast, the majority of African American (57 percent), Asian (57 percent), and Hispanic workers (54 percent) expect to retire at age 65 or sooner.



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

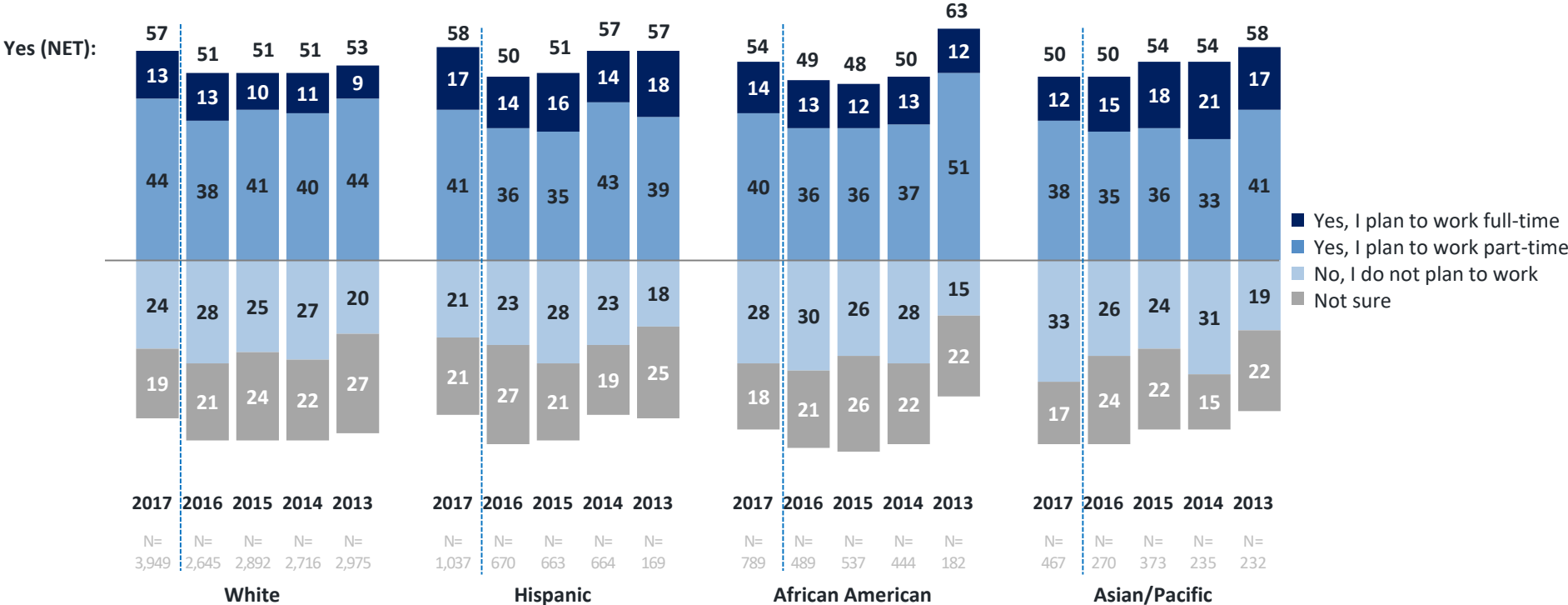
BASE: ALL QUALIFIED RESPONDENTS

Q910. At what age do you expect to retire?

Planning to Work in Retirement

Across ethnicities, approximately half of workers plan to work full- or part-time in retirement, including 58 percent of Hispanic, 57 percent of White, 54 percent of African American, and 50 percent of Asian workers. In all cases, most plan to do so part-time.

Planning to Work in Retirement (%)



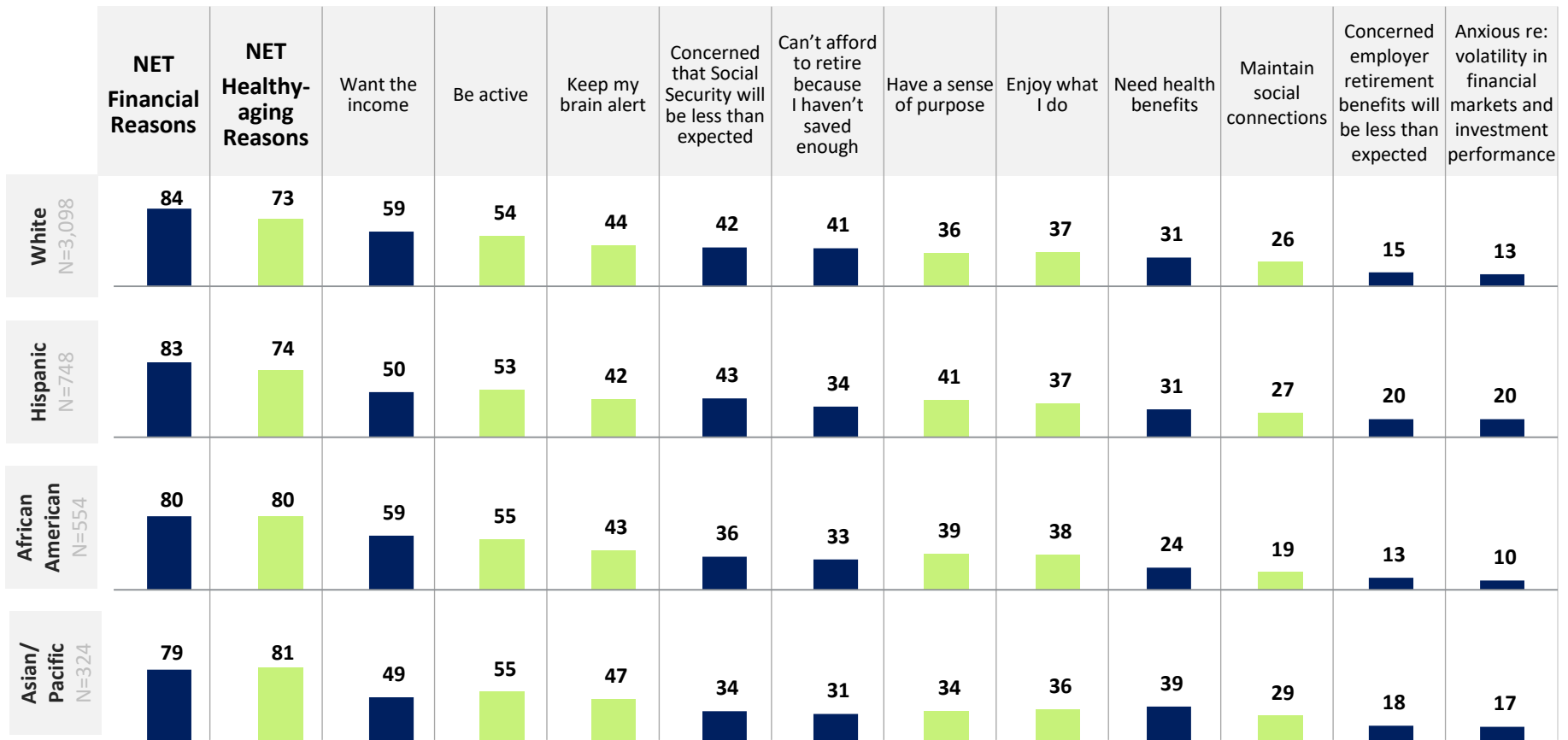
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q1525. Do you plan to work after you retire?

Reasons for Working in Retirement

Across ethnicities, among workers who plan on retiring after 65 or working in retirement, the most common reasons for doing so are financial: White (84 percent), Hispanic (83 percent), African American (80 percent), and Asian (79 percent). Large majorities also plan to do so for healthy-aging reasons including “being active,” “keeping my brain alert,” “having a sense of purpose,” “enjoying what I do,” and “maintaining social connections.”



New question added in 2017

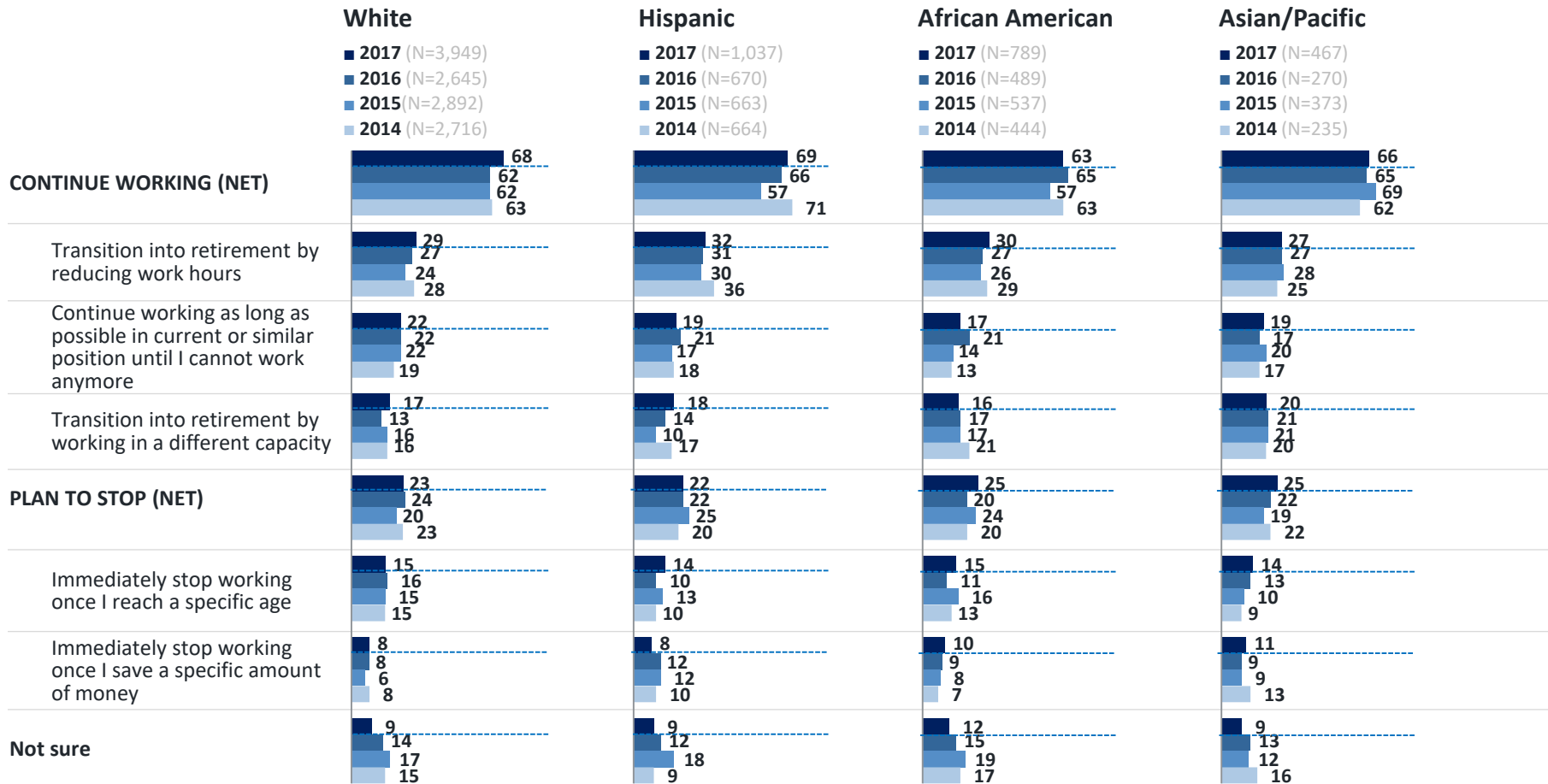
BASE: PLAN ON RETIRING AFTER 65 AND/OR WORKING AFTER RETIREMENT

Q1530x1. What are your reason(s) for working in retirement or past age 65? Select all.

Retirement Transitions: Phased Versus Immediate

Many workers across ethnicities envision continuing to work as they transition to retirement or have a phased transition into retirement by changing work patterns (e.g., shifting from full-time to part-time or working in a different capacity), including 68 percent of Whites, 69 percent of Hispanics, 63 percent of African Americans, and 66 percent of Asians. Approximately one in five workers across ethnicities plan to immediately stop working when they reach a specific age or savings goal.

How do you envision transitioning into retirement? (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

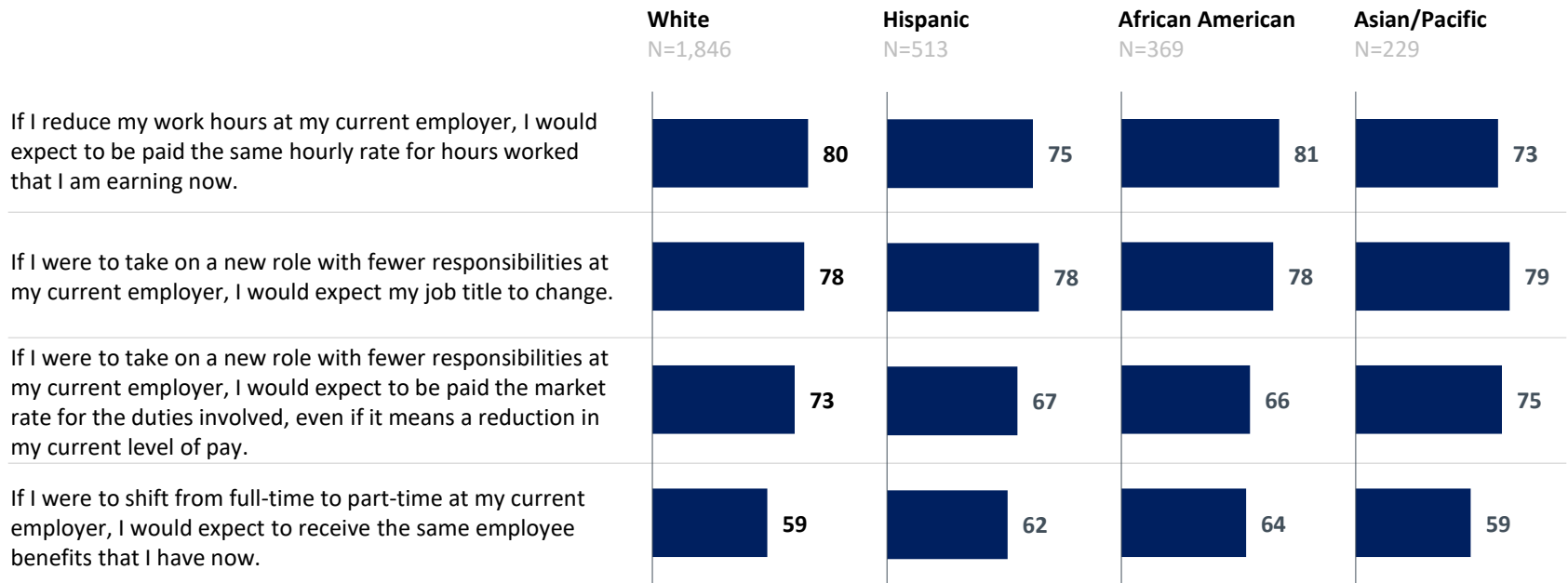
BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Phased Retirement and Compensation-Related Expectations

Among workers who envision a phased transition into retirement, about three in four workers across ethnicities expect that if they reduce their work hours at their current employer, they would be paid the same hourly rate for hours worked that they are earning now. Other expectations about compensation and phased retirement are similar across ethnicities.

In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements? (NET - Agree %)



New question added in 2017

BASE: RESPONDENTS WHO ENVISION A PHASED TRANSITION INTO RETIREMENT

Q1546. In thinking about your vision of transitioning into retirement, to what extent do you agree or disagree with the following statements?

Perceptions of Older Workers

Most workers hold positive perceptions of workers age 50 and older compared to younger workers in today's workforce, including White workers (87 percent), Hispanic workers (80 percent), African American workers (77 percent), and to a somewhat lesser extent, Asian workers (62 percent).

Perceptions of workers age 50+ compared to younger workers in today's workforce? (%)

	White N=3,949	Hispanic N=1,037	African American N=789	Asian/Pacific N=467
NET – Positive perceptions	87	80	77	78
Bring more knowledge, wisdom, and life experience	67	54	52	52
Are more responsible, reliable, and dependable	64	46	47	44
Are a valuable resource for training and mentoring	55	40	44	41
Are an important source of institutional knowledge	46	37	34	36
Are more adept at problem-solving	39	25	28	23
Are better at getting along with others in a team environment	35	26	26	22
NET – Negative perceptions	53	57	51	62
Have higher healthcare costs	29	26	23	31
Command higher wages and salaries	21	19	14	24
Are less open to learning and new ideas	17	23	19	25
Have higher disability costs	13	17	15	19
Have outdated skill sets	10	19	13	21
Are less productive	7	13	13	17
Other	1	1	1	<1
None	7	7	12	9

New question added in 2017

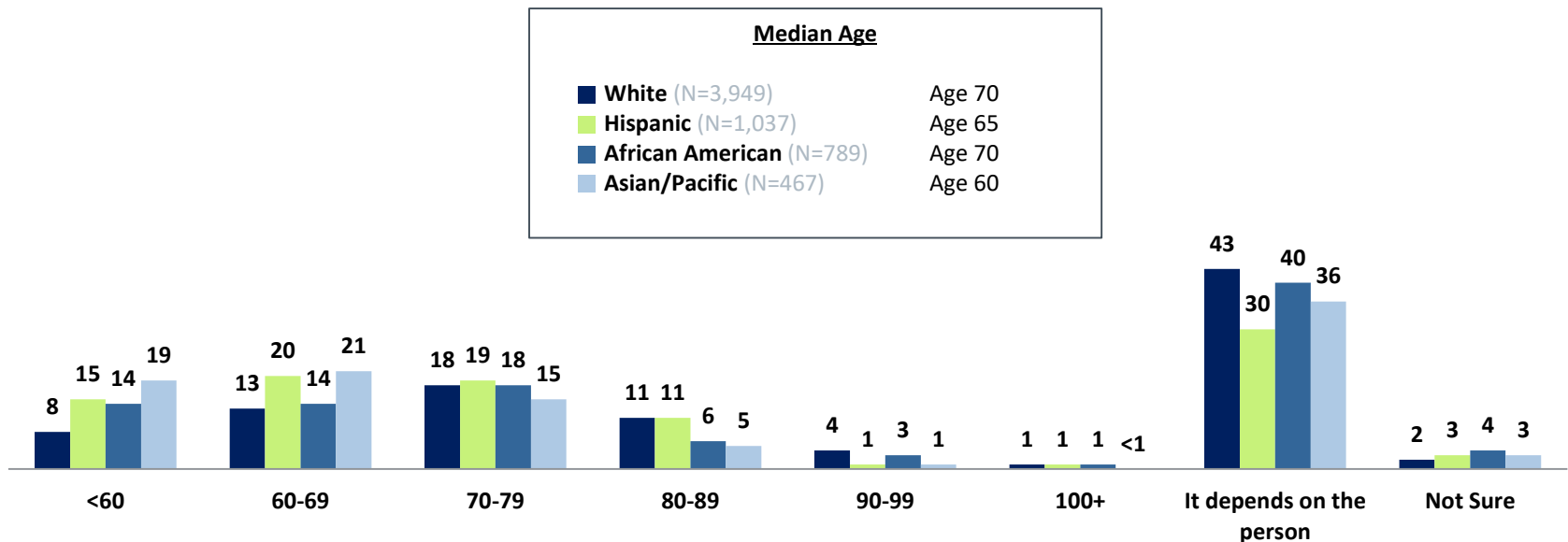
BASE: ALL QUALIFIED RESPONDENTS

Q1528. What are your perceptions of workers age 50 and older compared to younger workers in today's workforce? Select all.

Age That Workers Consider a Person to Be “Old”

Among respondents who gave an age, interestingly, White and African American workers consider someone to be old at the age of 70 (median), Hispanic workers consider a person to be “old” at 65 (median) and Asian workers at the younger age of 60 (median). Considerable proportions also indicate that it depends on the person with 43 percent of White, 40 percent of African American, 36 percent of Asian and 30 percent of Hispanic workers believing this.

Age When Person is Considered “Old” (%)



New question added in 2017

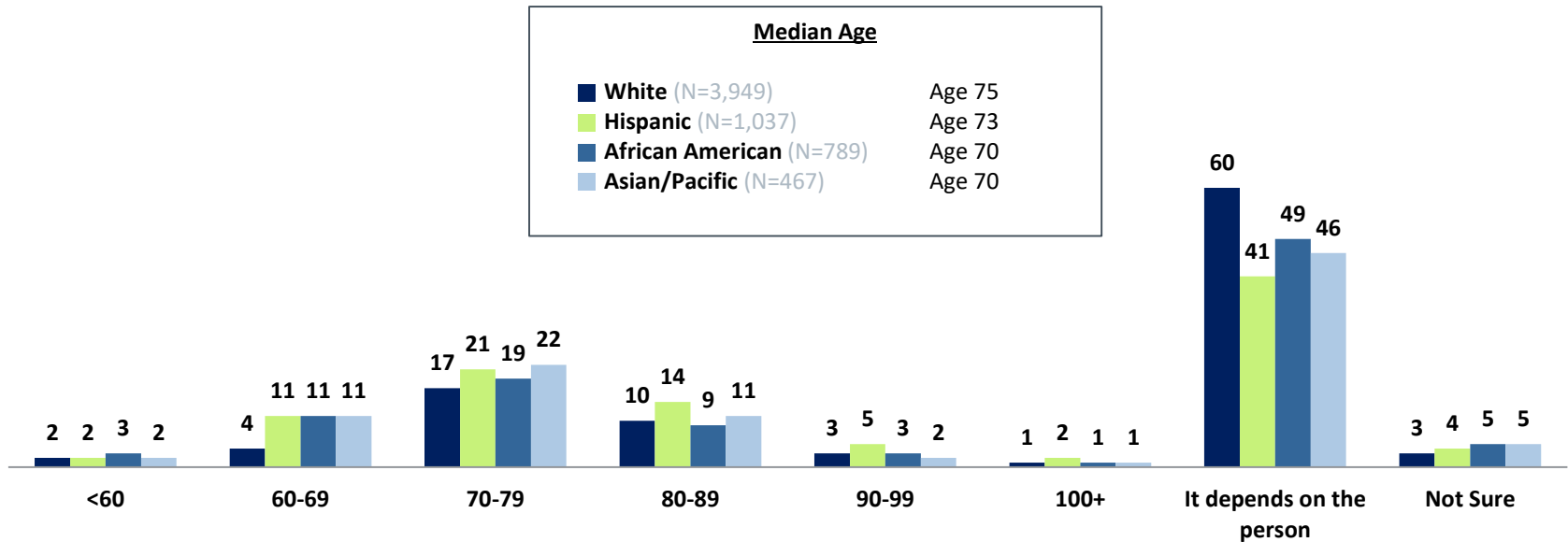
BASE: ALL QUALIFIED RESPONDENTS

Q1526. At what age do you consider a person to be “old”?

Age That Workers Consider a Person to Be “Too Old” to Work

Large proportions of workers believe that “it depends on the person” whether someone is too old to work: White (60 percent), Hispanic (41 percent), African American (49 percent), and Asian (46 percent). Of those who gave ages, both Asian and African American workers believe someone is too old to work at age 70 (median), Hispanic workers do so at 73 (median), and White workers at age 75 (median).

Age When Person is Considered “Too Old” to Work (%)



New question added in 2017

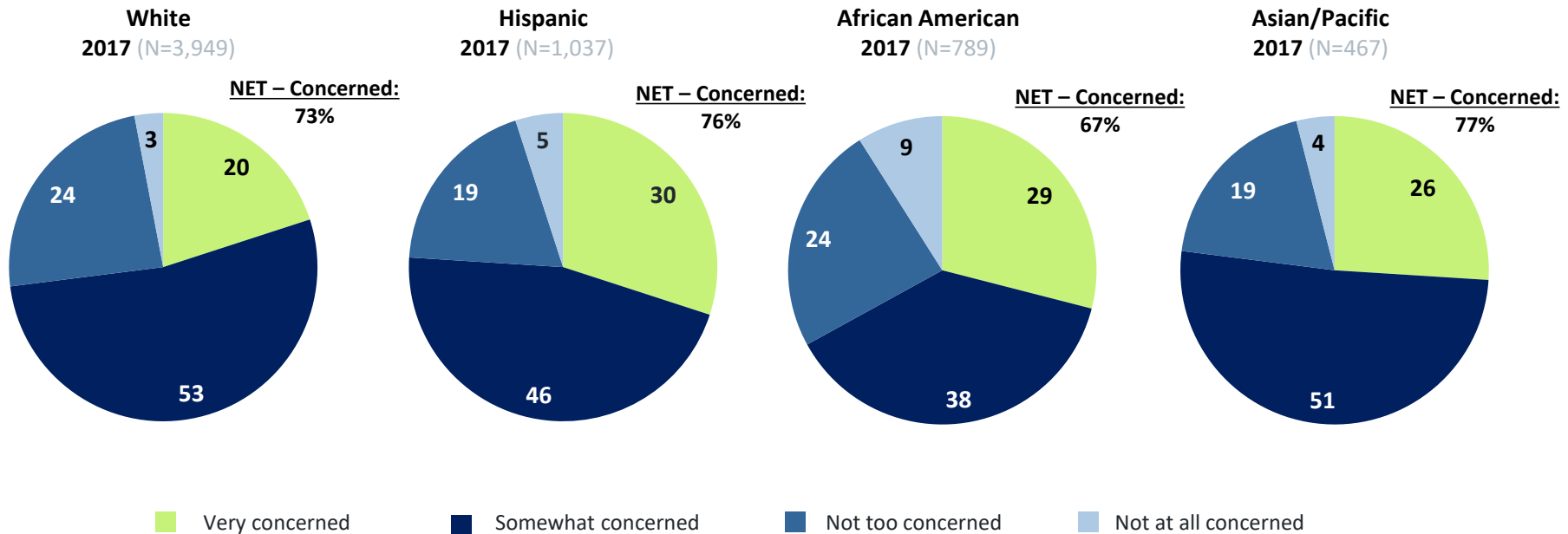
BASE: ALL QUALIFIED RESPONDENTS

Q1527. At what age do you consider a person to be “too old” to work?

Level of Concern About Health in Older Age

The majority of workers across ethnicities are “very” or “somewhat” concerned about their health in older age, with Asian (77 percent), White (73 percent), and Hispanic workers (76 percent) being more likely than African workers (67 percent) to be concerned about this.

Concerned About Health in Older Age (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q1445X1. How concerned are you about your health in older age?

Engagement in Health-Related Activities on a Consistent Basis

When it comes to health-related activities that are done on a consistent bases, White workers are most likely to seek medical attention when needed (58 percent), Hispanic and Asian workers (both 56 percent) are most likely to eat healthfully, and African American workers (55 percent) are most likely to maintain a positive outlook.

Engaging in Health-Related Activities on a Consistent Basis (%)

	White N=3,949	Hispanic N=1,037	African American N=789	Asian/Pacific N=467
Eating healthfully	57	56	51	56
Exercising regularly	54	55	52	56
Maintaining a positive outlook	56	48	55	40
Seeking medical attention when needed	58	47	44	39
Avoiding harmful substances (e.g., cigarettes, alcohol, illicit drugs, etc.)	51	45	50	48
Getting plenty of rest	50	49	52	43
Getting routine physicals and recommended health screenings	53	40	42	43
Managing stress	45	43	47	41
Considering long-term health when making lifestyle decisions	26	22	27	27
Practicing mindfulness and meditation	18	24	21	18
Other	0	1	0	0
Nothing	4	5	4	5

New question added in 2017

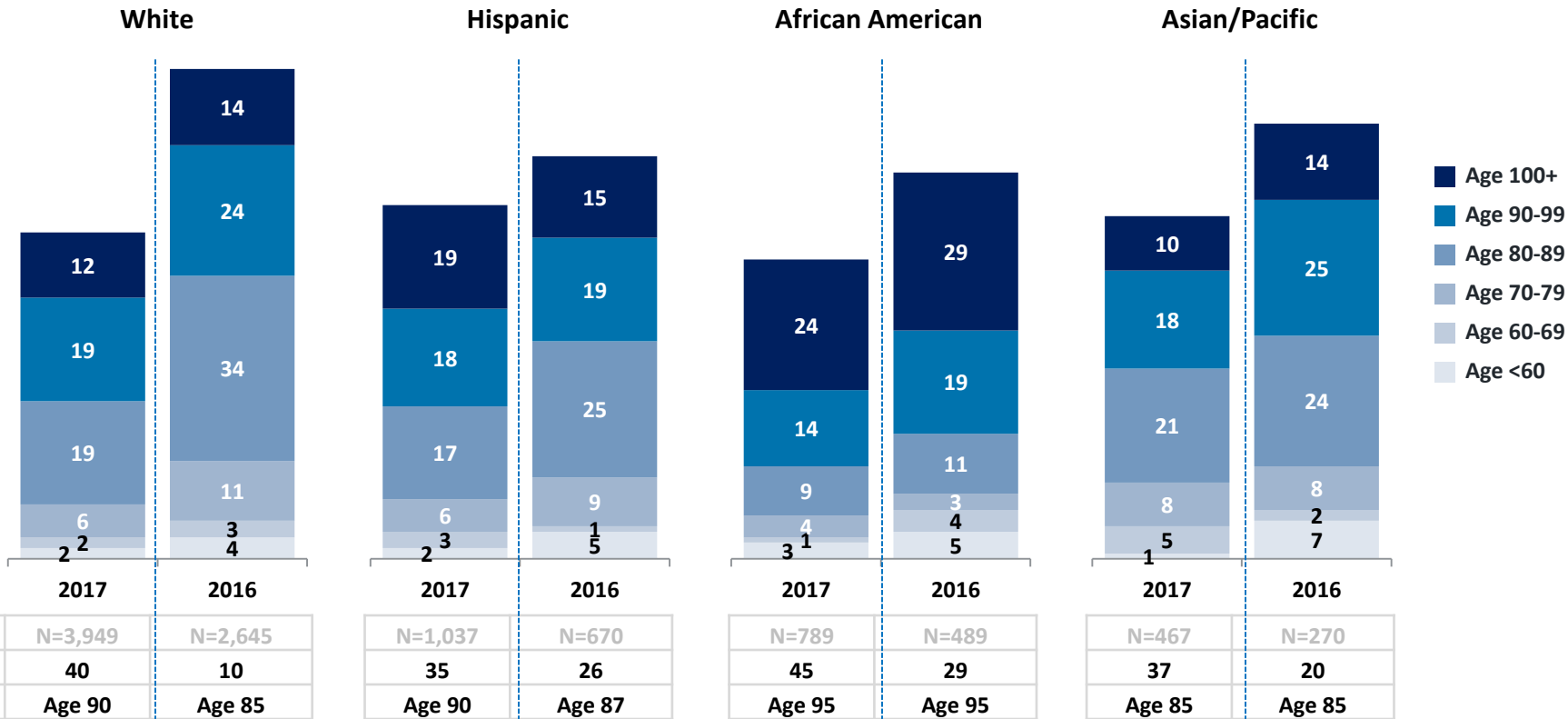
BASE: ALL QUALIFIED RESPONDENTS

Q1446. Which of the following health-related activities are you doing on a consistent basis? Select all.

Planning to Live to Age ...

Among ethnicities, African American workers are planning to live to an age of 95 (median) with 24 percent planning to become centenarians. Hispanic workers are planning to live to age 90 (median) with 19 percent planning to live to age 100+, White workers are planning to live to age 90 (median) with 14 percent planning to live to age 100+, while Asian workers are planning to live to age 85 (median) with 14 percent of them planning to live to age 100+.

What age are you planning to live to? (%)



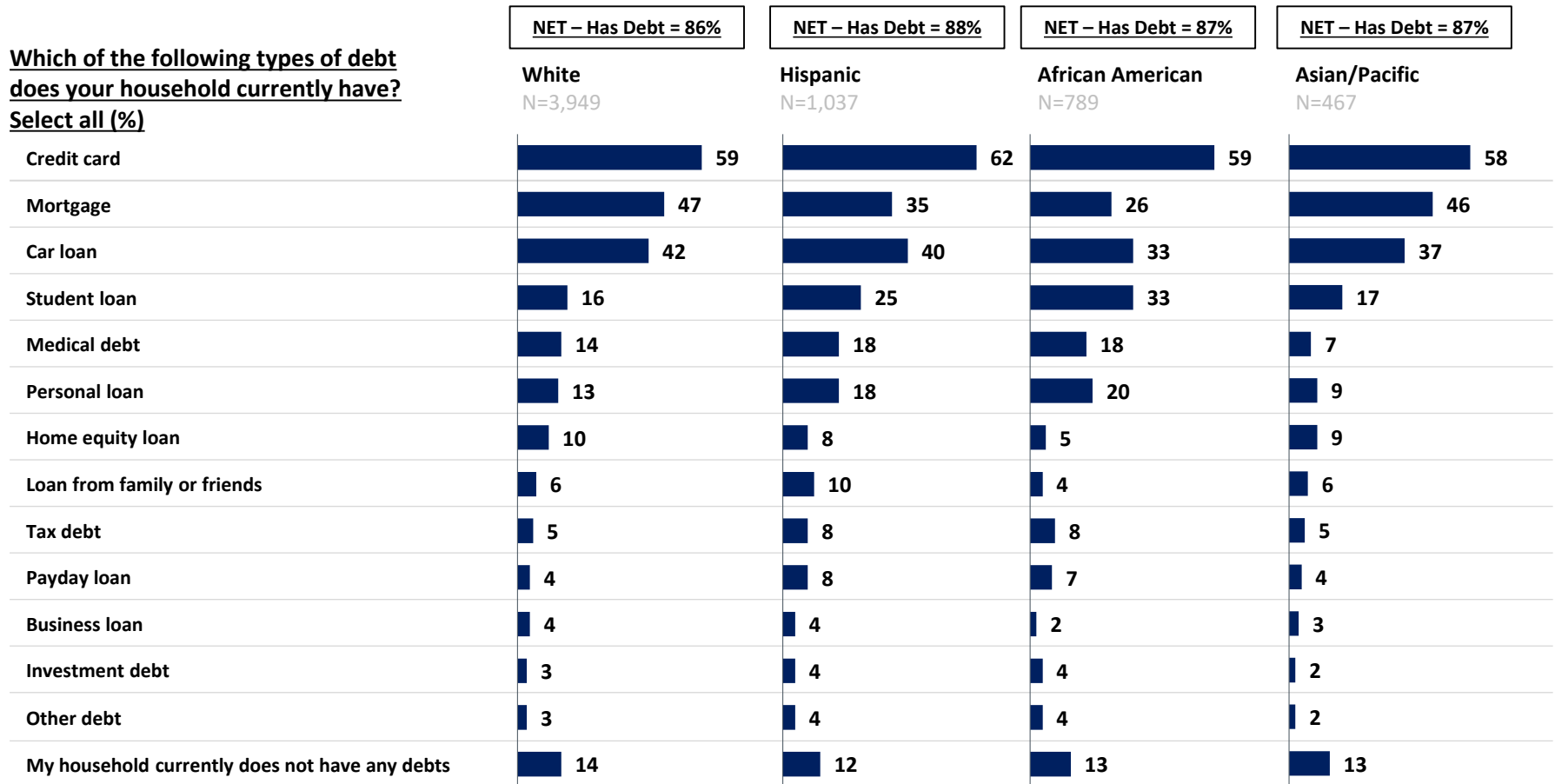
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q2850. What age are you planning to live to?

Types of Household Debt

The type of household debt most frequently cited by all workers is credit card debt (Hispanic 62 percent; African Americans 59 percent; White 59 percent; Asian 58 percent). The second most common type of debt for White and Asian workers is a mortgage, while for Hispanic and African American workers it is a car loan.



New question added in 2017

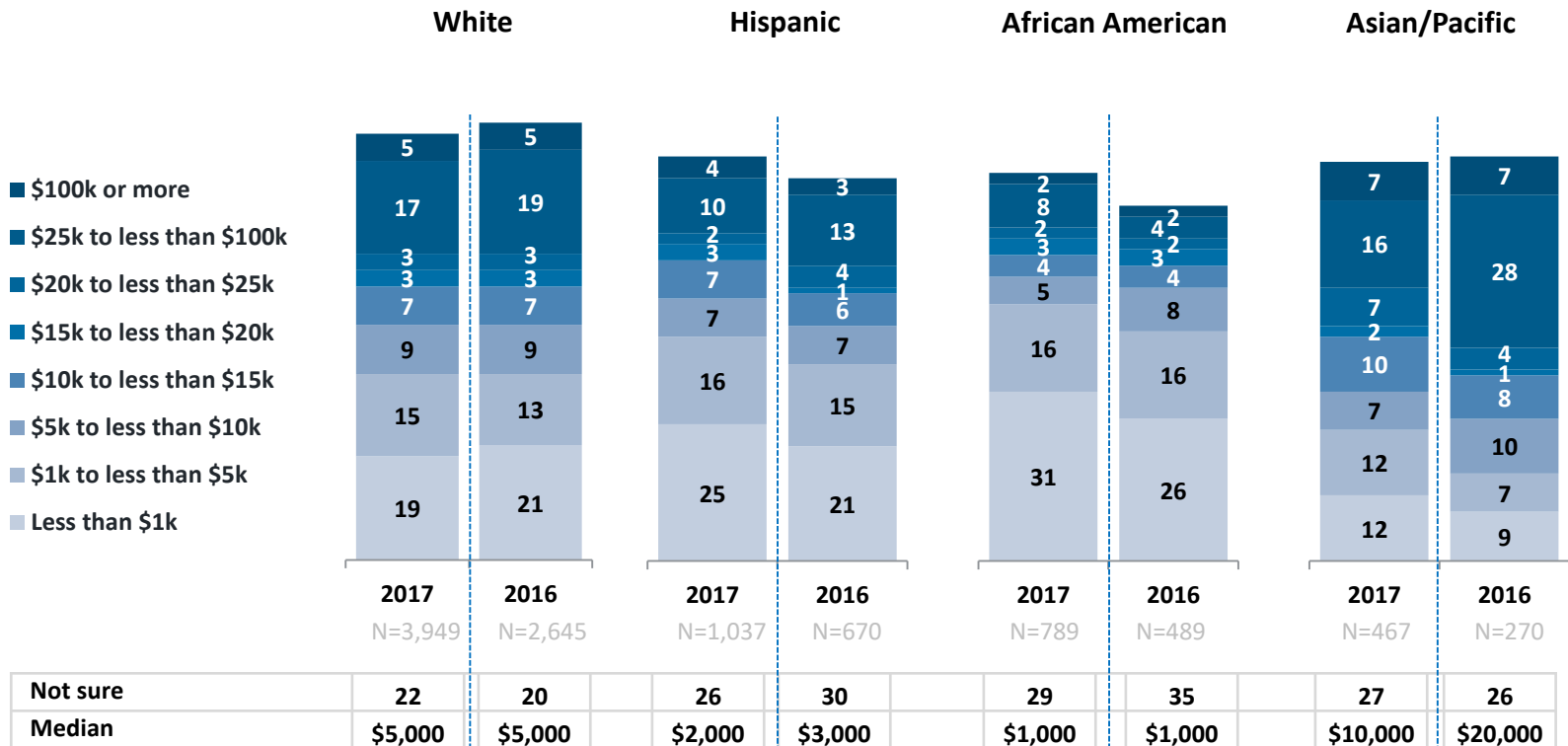
BASE: ALL QUALIFIED RESPONDENTS

Q1286. Which of the following types of debt does your household currently have? Select all.

Estimated Emergency Savings

Emergency savings can help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other); however, workers report having saved relatively little in this regard. White workers have saved \$5,000 (median), Hispanics have saved \$2,000 (median), African Americans have saved \$1,000 (median), and Asian workers have saved \$10,000 (median). At least one in four Hispanic and African American workers have saved less than \$1,000 for such emergencies.

How much do you have in emergency savings to cover the cost of unexpected major financial setbacks? (%)



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

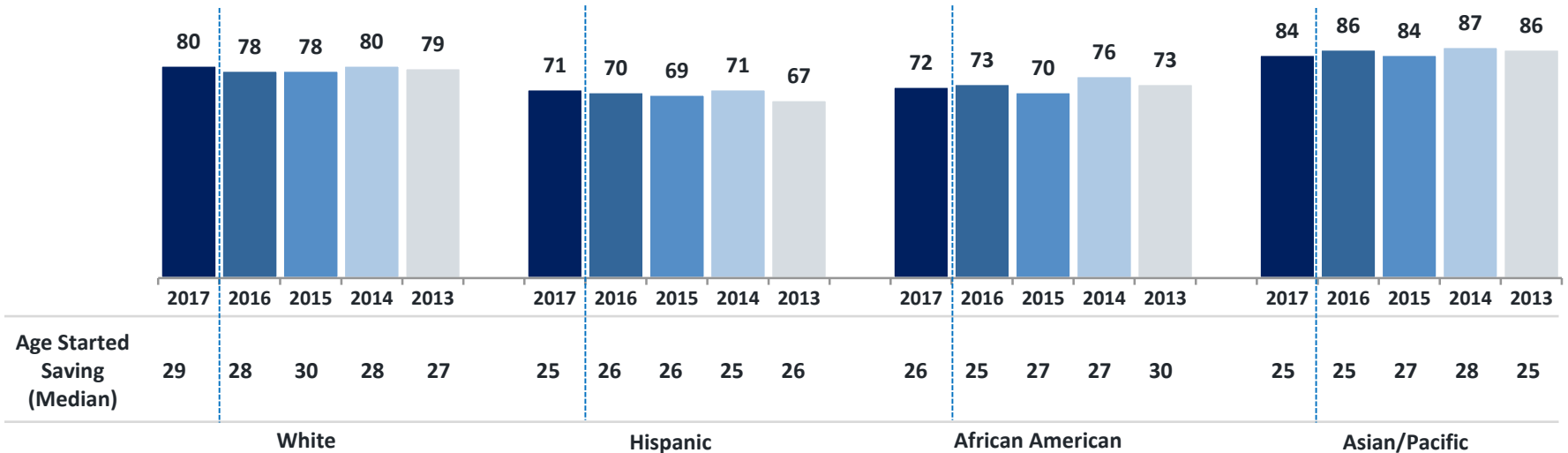
BASE: ALL QUALIFIED RESPONDENTS

Q2825. How much do you have in emergency savings specifically to cover the cost of unexpected major financial setbacks (e.g., unemployment, medical bills, home repairs, auto repairs, other)?

Saving for Retirement / Age Started Saving

Savings rates vary among ethnic groups. Asian workers (84 percent) are most likely to be saving for retirement through an employer-sponsored retirement plan and/or outside of work, followed by White workers (80 percent), which are both significantly higher than African American (72 percent) and Hispanic workers (71 percent). In terms of the median age that they started saving, Hispanic and Asian workers started at a relatively younger age (age 25), compared to White (age 29) and African American (age 26) workers.

Workers Who Are Saving For Retirement Through an Employer-Sponsored Retirement Plan And/Or Outside of Work (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

BASE: ALL QUALIFIED RESPONDENTS

Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

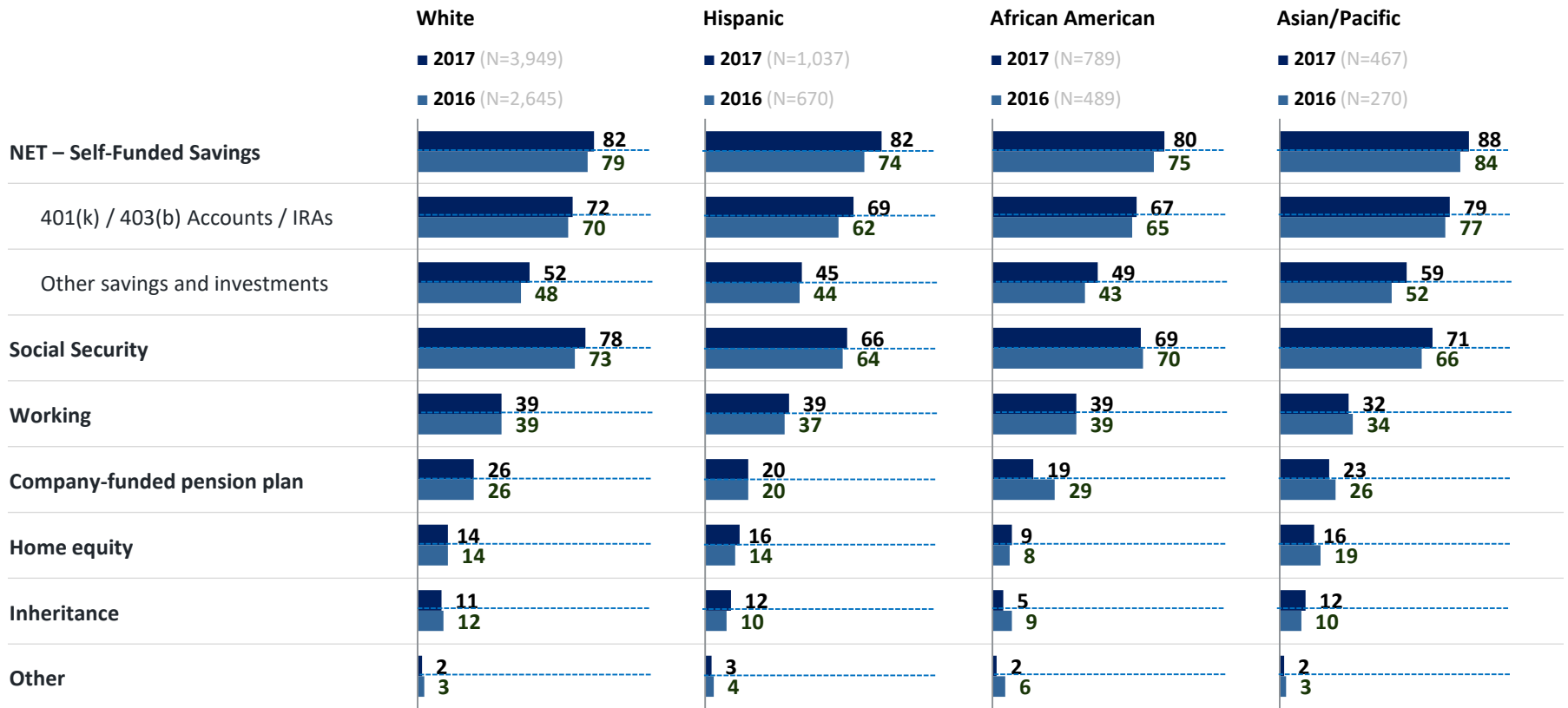
BASE: INVESTING FOR RETIREMENT

Q790. At what age did you first start saving for retirement?

Expected Sources of Retirement Income

Across ethnicities, the majority of workers expect to have retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 88 percent of Asians, 82 percent of Whites, 82 percent of Hispanics, and 80 percent of African Americans. Expectations of retirement income from Social Security vary somewhat by ethnicity (78 percent of Whites, 71 percent of Asians, 69 percent of African Americans, and 66 percent of Hispanics).

Expected Sources of Income During Retirement (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

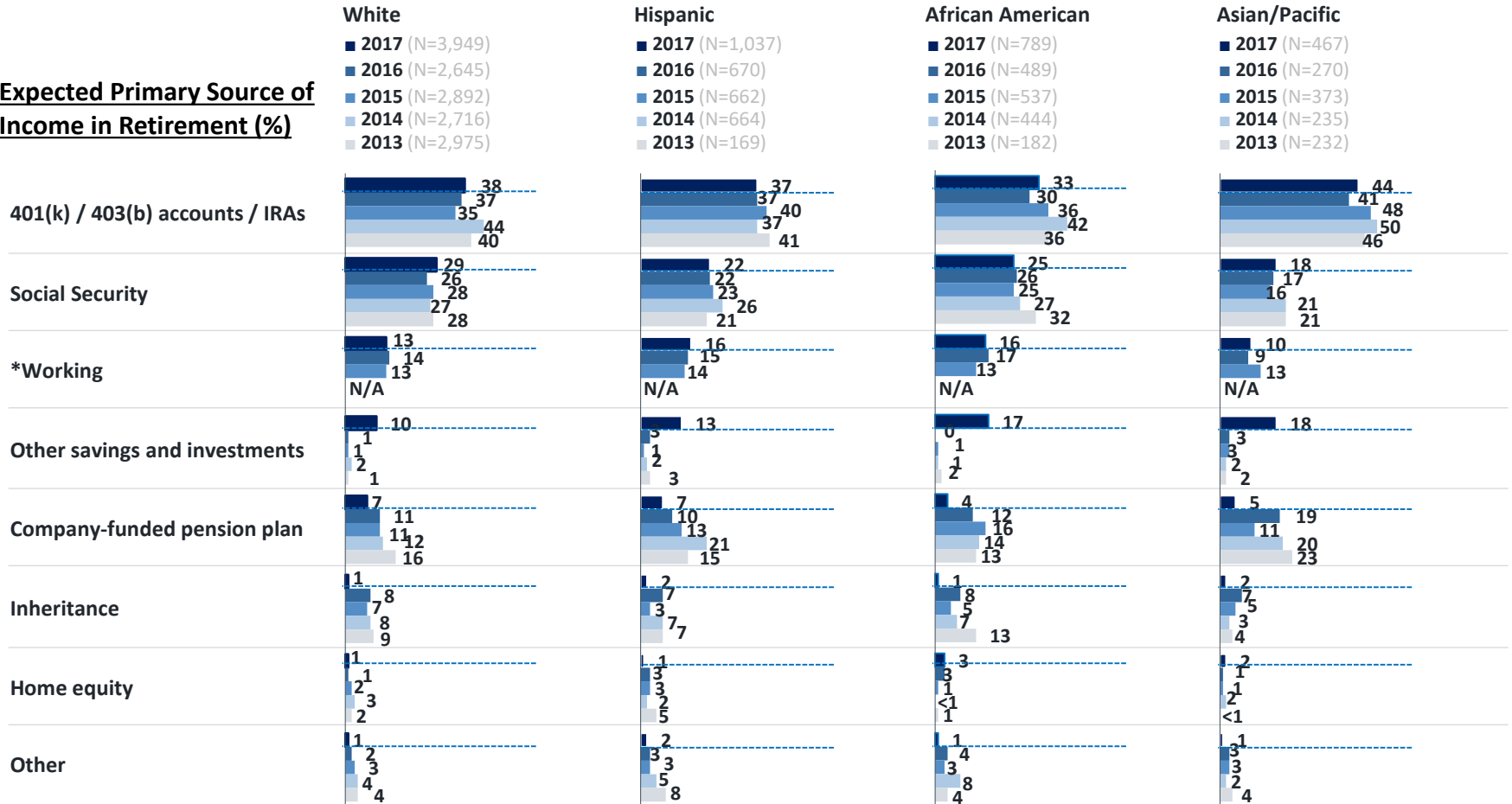
BASE: ALL QUALIFIED RESPONDENTS

Q1145. Which one of the following do you expect to be sources of income to cover your living expenses after you retire? Select all.

Expected Primary Source of Income in Retirement

When asked about their expected *primary* source of income in retirement—401(k)s/403(b)/IRAs were the most often identified source across ethnicities. However there are some differences among workers with, Asians (44 percent) being more likely than Whites (38 percent), Hispanic workers (37 percent), and African Americans (33 percent) to expect these retirement accounts to be their primary source of income.

Expected Primary Source of Income in Retirement (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

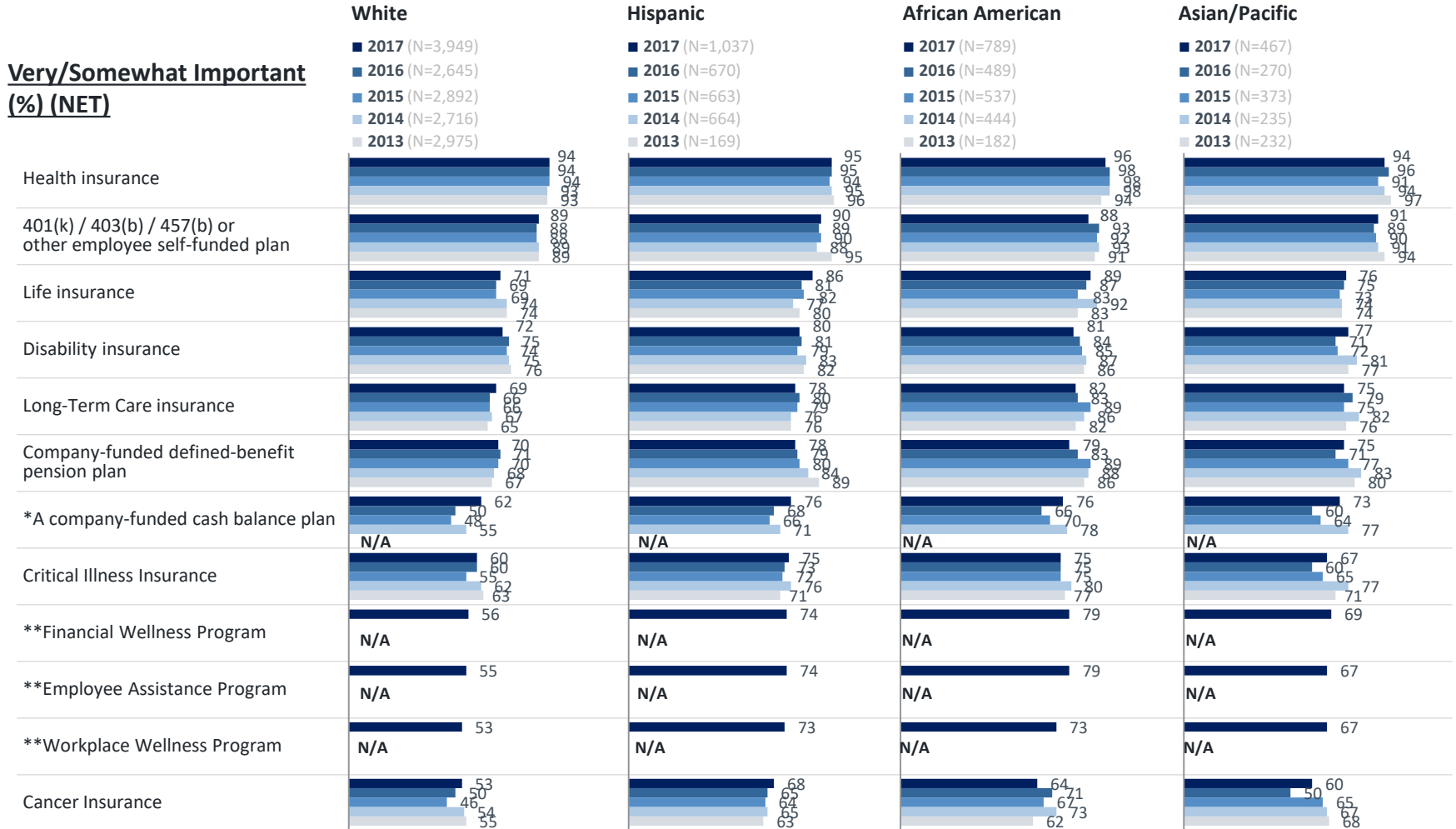
*added in 2015

BASE: ALL QUALIFIED RESPONDENTS

Q1150. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

Importance of Retirement Benefits Compared to Other Benefits

Approximately nine in 10 workers across ethnicities value a 401(k) or similar employee-funded retirement as an important benefit. They value retirement plans second only to health insurance.



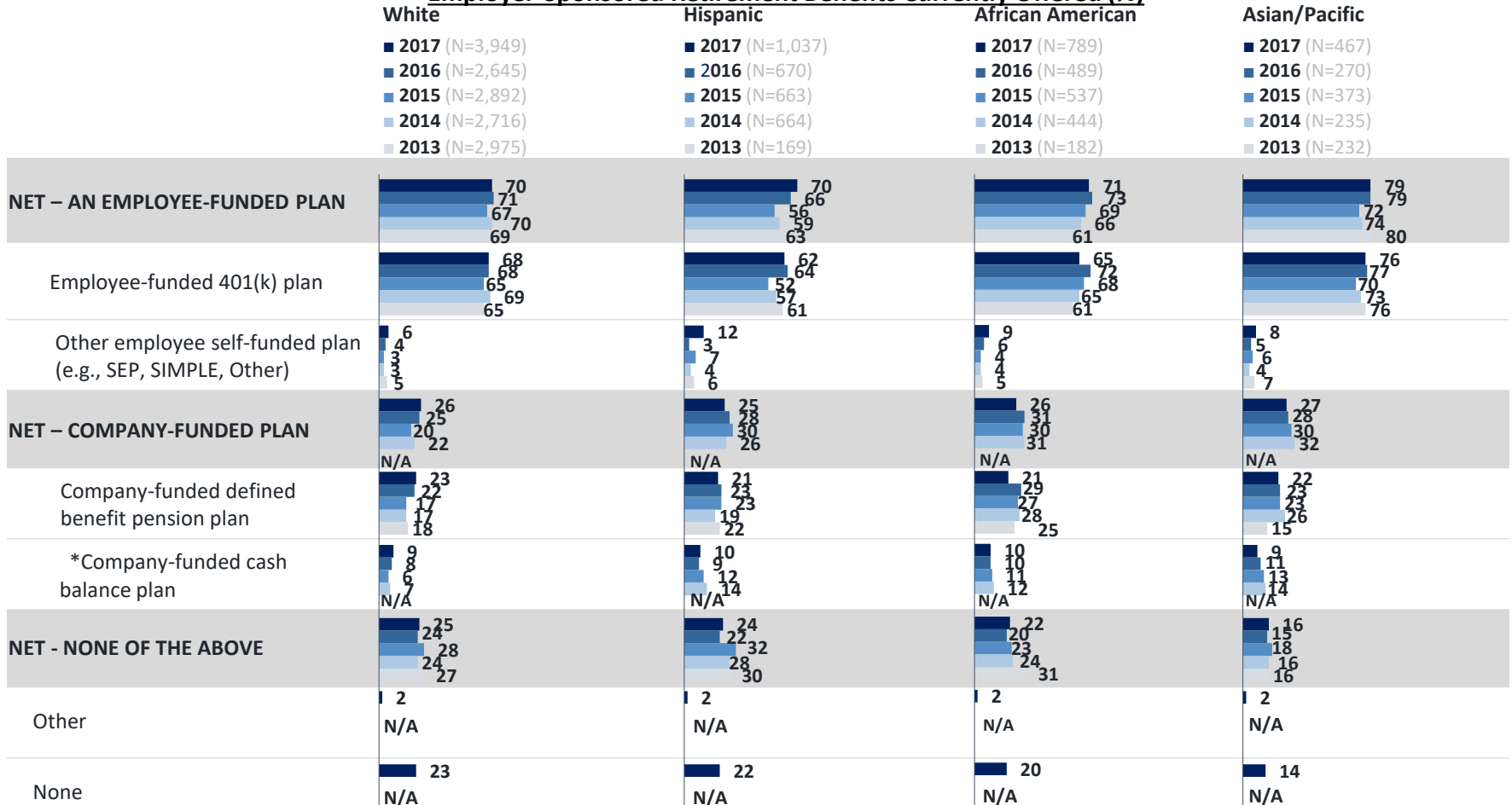
Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.
*added in 2014

BASE: ALL QUALIFIED RESPONDENTS Q1170. Businesses typically offer a number of different benefits for their workers. For each of the following, please tell us how important that benefit is to you, personally.

Retirement Benefits Currently Offered

Most workers across ethnic groups are offered a 401(k) or other self-funded plan by their employers. Such access is greatest among Asian workers (79 percent) followed by African American workers (71 percent), Hispanic (70 percent) and White workers (70 percent).

Employer-Sponsored Retirement Benefits Currently Offered (%)



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2014

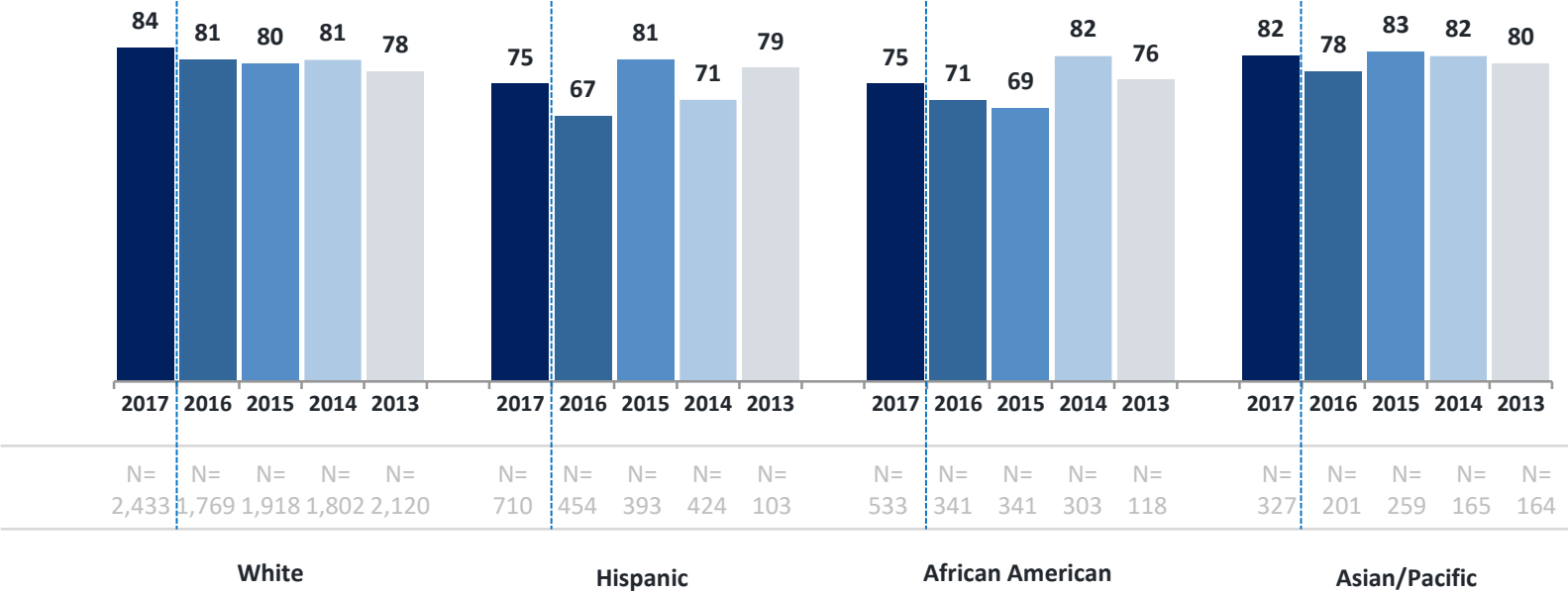
BASE: ALL QUALIFIED RESPONDENTS

Q1180. Which of the following retirement benefits does your company currently offer to you, personally? Select all.

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate varies across ethnic groups. White workers (84 percent) are the most likely to be participating in their employer’s plan, followed by Asian (82 percent), African American (75 percent) and Hispanic workers (75 percent). Across all ethnicities, participation in company employee-funded retirement savings plan has increased compared to last year.

**Participation in Company’s Employee-funded Retirement Savings Plan,
% Indicate “Yes”**



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

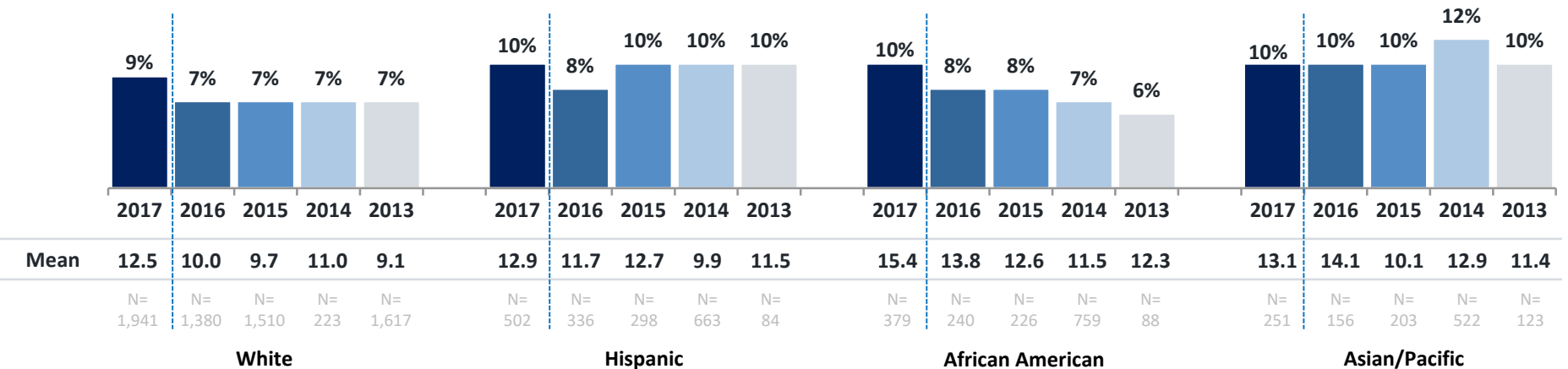
BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

Q1190. Do you currently participate in, or have money invested in your company’s employee-funded retirement savings plan?

Retirement Plan Contribution Rate

Of workers who participate in a 401(k) or similar plan, the median contribution rate is almost the same among workers of different ethnicities: Asian, Hispanic, and African American workers (each 10 percent), followed by White workers (9 percent).

Contribution Rate, Median



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

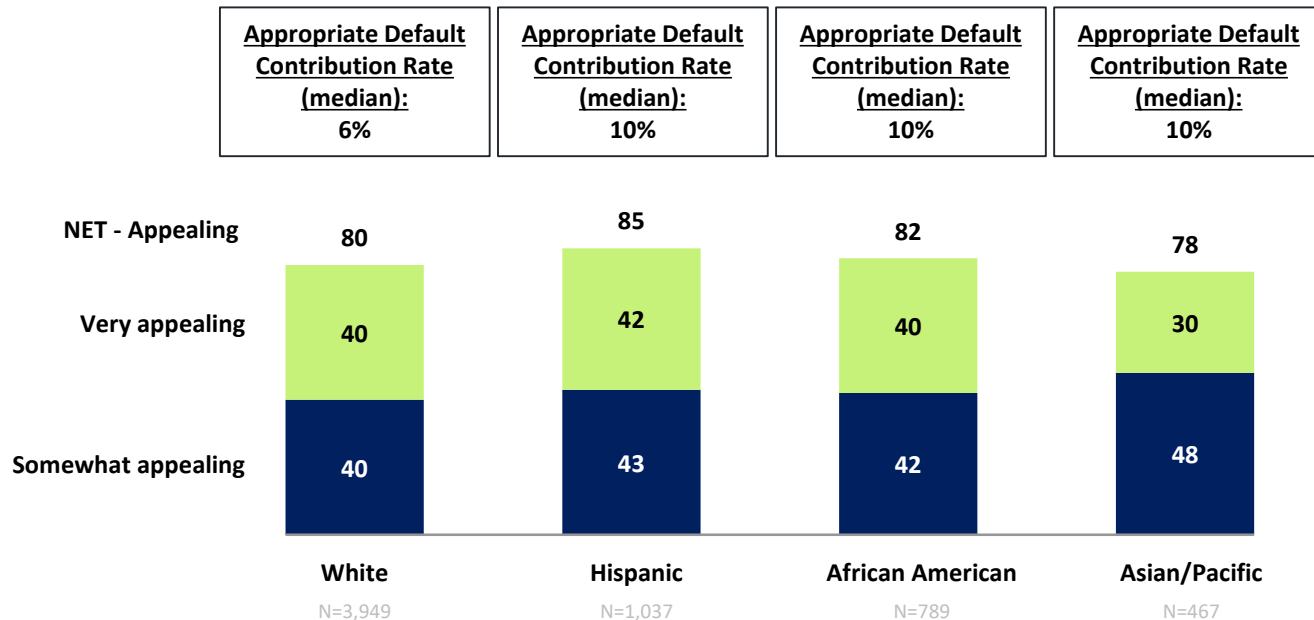
BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

Appeal of Automatic Enrollment

Among different ethnic groups, Hispanic workers (85 percent) are more likely to find a feature that automatically enrolls workers into a 401(k), 403 (b) or similar retirement plan to be “very” or “somewhat” appealing, followed closely by African American workers (82 percent), White workers (80 percent), and Asian workers (78 percent). White workers think the default contribution rate should be 6 percent (median) while all others think it should be 10 percent (median).

Appeal of Automatic Enrollment (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

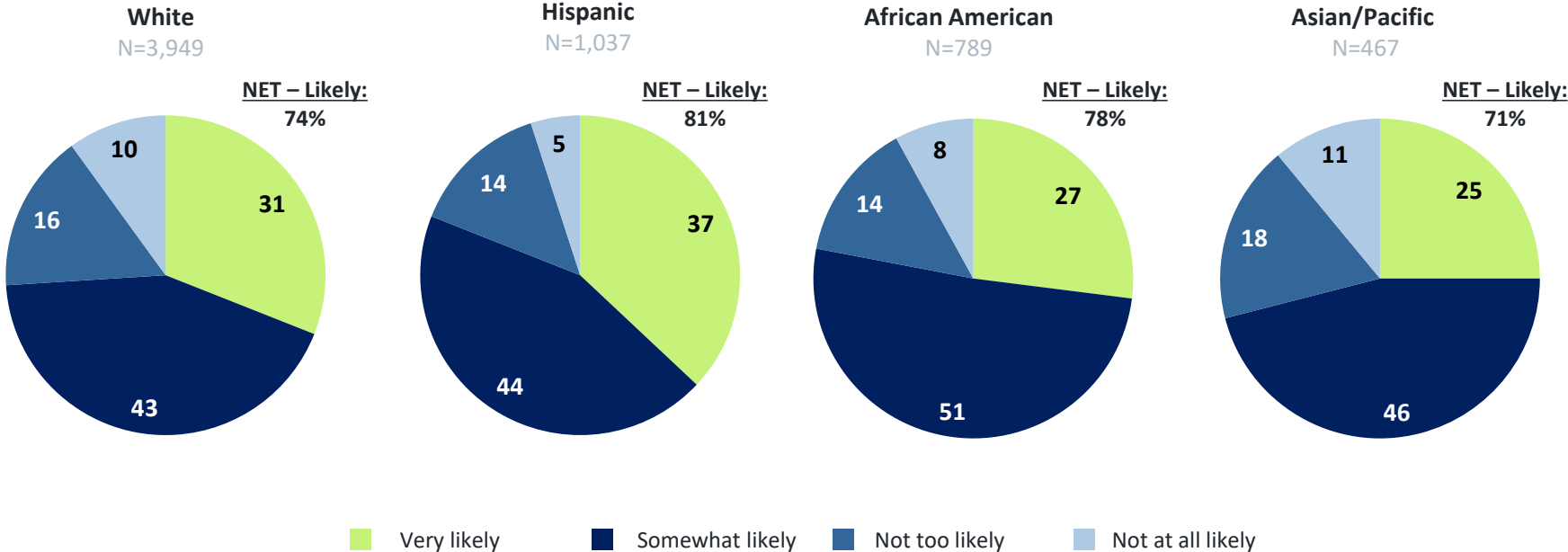
Q635. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, deducting a percentage of each paycheck, and investing it for your future retirement. How appealing would this seem to you?

Q636. Imagine that your current employer automatically enrolled you into a 401(k), 403(b) or similar retirement plan, what would you consider to be an appropriate percentage to deduct from your paycheck to be invested for your future retirement?

Likelihood of Using Automatic Escalation

Hispanic workers (81 percent) are somewhat more likely to use a feature that automatically increases their contribution to their retirement plans by 1% each year, compared to the 78 percent of African American, 74 percent of White, and 71 percent of Asian workers who say the same.

Likelihood of Using a Feature That Automatically Increases Contribution by 1% Each Year, Until You Choose to Discontinue (%)



New question added in 2017

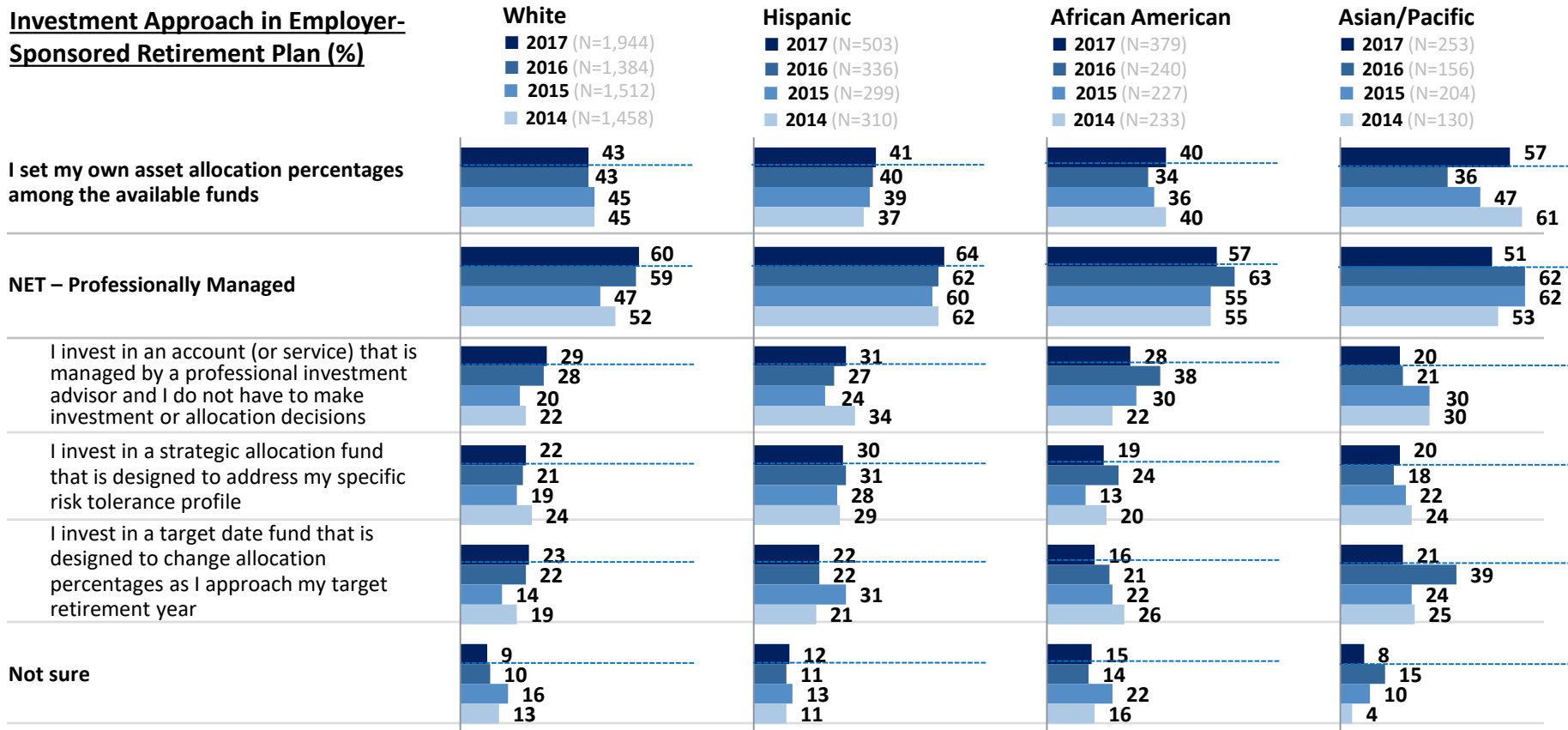
BASE: ALL QUALIFIED RESPONDENTS

Q702. How likely would you be to use a feature in a 401(k) or similar plan where your employer would automatically increase your contribution rate (as a percentage of your salary) to the plan by 1% each year, until you choose to discontinue this increase?

Use of Professionally Managed Offerings

“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Across ethnicities, the majority of retirement plan participants use some form of professionally managed offering in their 401(k) or similar plans: 60 percent of Whites, 64 percent of Hispanics, 51 percent of Asians, and 57 percent of African Americans. Asian workers (57 percent) are more likely to set their own asset allocation percentage among the available funds, compared to White (43 percent), Hispanic (41 percent), and African American (40 percent) workers.

Investment Approach in Employer-Sponsored Retirement Plan (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

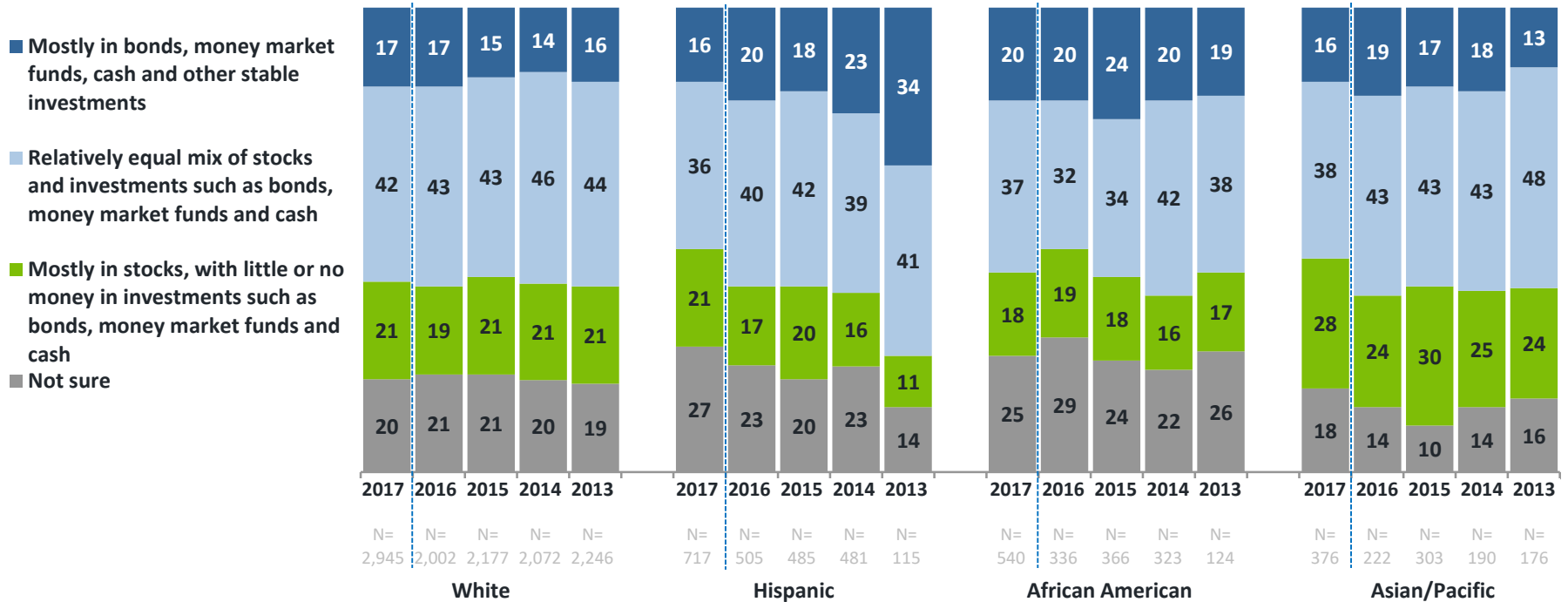
BASE: PARTICIPATING IN QUALIFIED PLAN

Q1466. What is your current approach to investing in your employer-sponsored retirement plan? Select all.

Asset Allocation of Retirement Investments

Workers across ethnicities most frequently indicate that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; White (42 percent), Asian, (38 percent), African American (37 percent), and Hispanic (36 percent) workers. At least one in four Hispanic (27 percent) and African American (25 percent) workers are "not sure" how their savings are invested, significantly more than Asian (18 percent) and White (20 percent) workers.

How Retirement Savings Are Invested (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

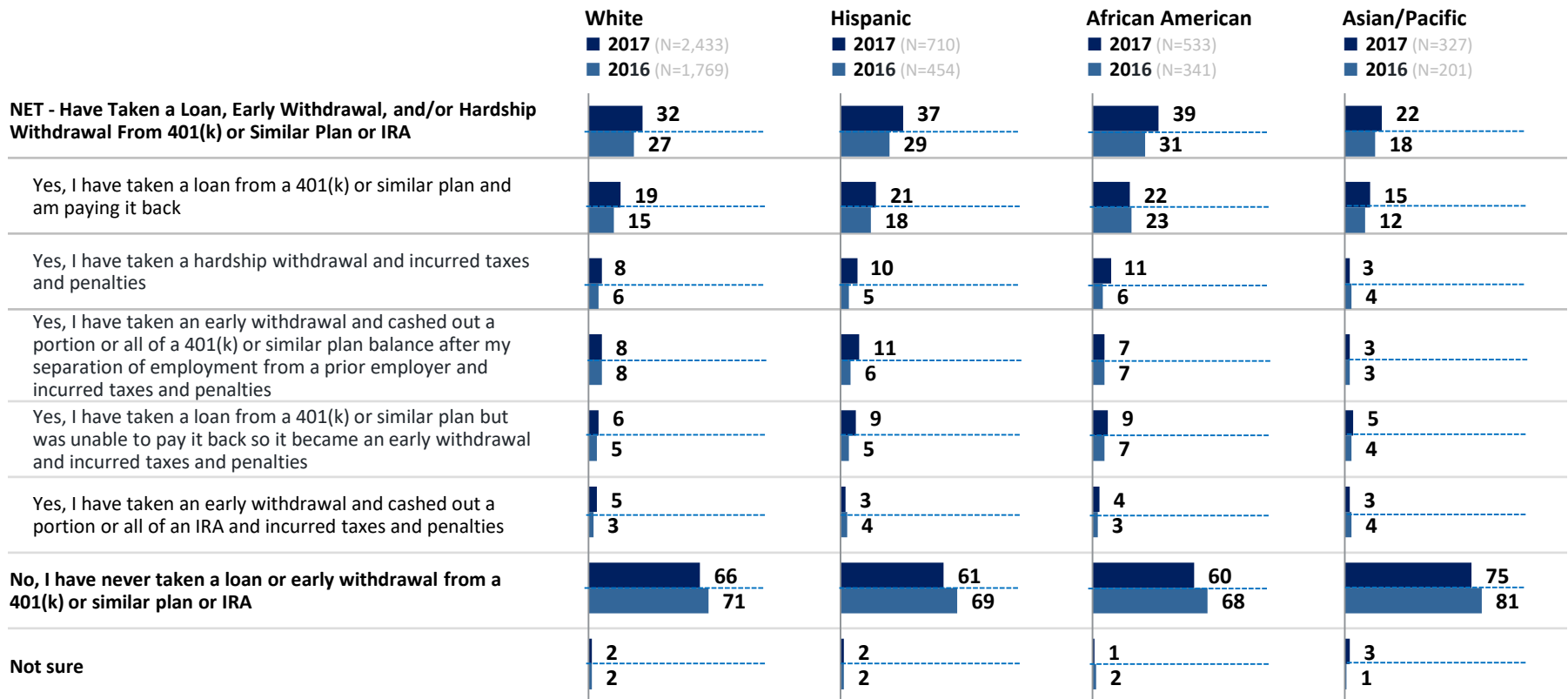
BASE: INVESTING FOR RETIREMENT

Q770. How is your retirement savings invested?

Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Some workers across ethnicities have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan, including African American workers (39 percent) who are most likely to have done so, followed by Hispanic workers (37 percent), White workers (32 percent), and Asian workers (22 percent).

Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



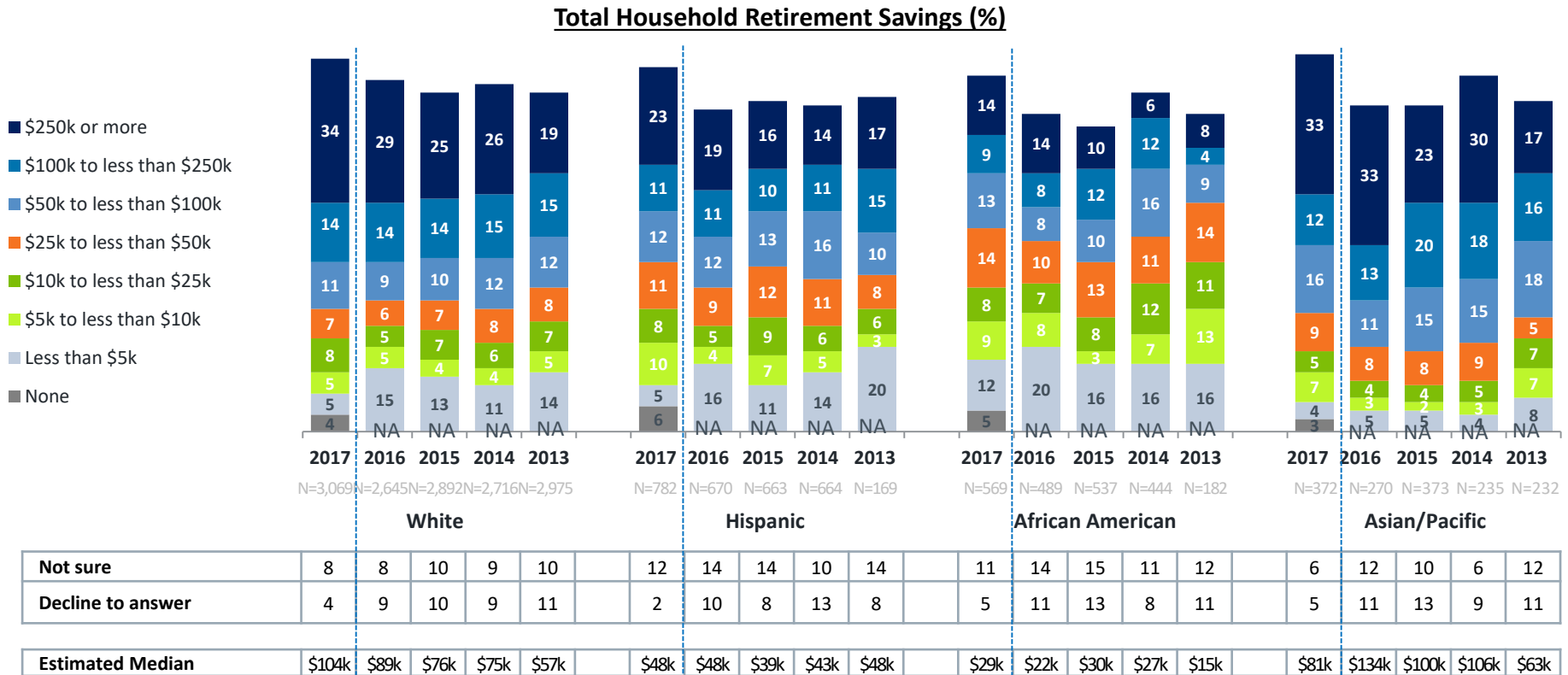
† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: ALL QUALIFIED RESPONDENTS

Q754. Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? Select all.

Total Household Retirement Savings

White and Asian workers have the highest reported total household retirement savings (estimated medians of \$104k and \$81k, respectively). They are also most likely to say that they have saved \$250k or more (34 percent of Whites and 33 percent of Asians). In contrast, Hispanic workers have saved \$48k with 23 percent saving more than \$250k, and African American workers have saved \$29k with 14 percent saving more than \$250k.



Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

*added in 2017

Note: The median is estimated based on the approximate midpoint of the range of each response category. Non-responses are excluded from the estimate.

BASE: ALL QUALIFIED RESPONDENTS

Q1300. Approximately how much money does your household have saved in all of your retirement accounts? Please include IRAs, 401(k)s, 403(b)s, and any other savings for retirement to which you and/or your spouse or partner have contributed funds.

Estimated Retirement Savings Needs

Retirement savings needs vary across ethnic groups. Asian workers estimate that they will need to have saved \$1 million (median) by the time they retire in order to feel financially secure. White and Hispanic workers estimate they will need \$500k (median), and African American workers estimate \$250k (median).

	White					Hispanic					African American					Asian/Pacific				
	2017 <small>N=3,949</small>	2016 <small>N=2,645</small>	2015 <small>N=2,892</small>	2014 <small>N=2,716</small>	2013 <small>N=2,975</small>	2017 <small>N=1,037</small>	2016 <small>N=670</small>	2015 <small>N=663</small>	2014 <small>N=664</small>	2013 <small>N=169</small>	2017 <small>N=789</small>	2016 <small>N=489</small>	2015 <small>N=537</small>	2014 <small>N=444</small>	2013 <small>N=182</small>	2017 <small>N=467</small>	2016 <small>N=270</small>	2015 <small>N=373</small>	2014 <small>N=235</small>	2013 <small>N=232</small>
\$2m or more	15	16	29	27	16	15	13	30	24	17	14	10	27	27	11	28	32	36	39	27
\$1m to less than \$2m	22	22	26	23	22	16	19	23	18	16	8	13	22	14	10	25	27	23	35	29
\$500k to less than \$1m	21	23	20	22	23	19	19	18	19	27	18	17	15	19	25	15	18	17	10	15
\$100k to less than \$500k	26	21	18	18	26	27	24	15	26	26	32	32	21	23	31	16	11	11	9	20
Less than \$100k	16	18	7	9	13	23	25	14	12	15	28	28	15	17	23	16	12	13	7	10
Median	\$500k	\$500k	\$1m	\$1m	\$500k	\$500k	\$500k	\$1m	\$650k	\$500k	\$250k	\$250k	\$850k	\$500k	\$300k	\$1m	\$1m	\$1m	\$1m	\$1m

† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

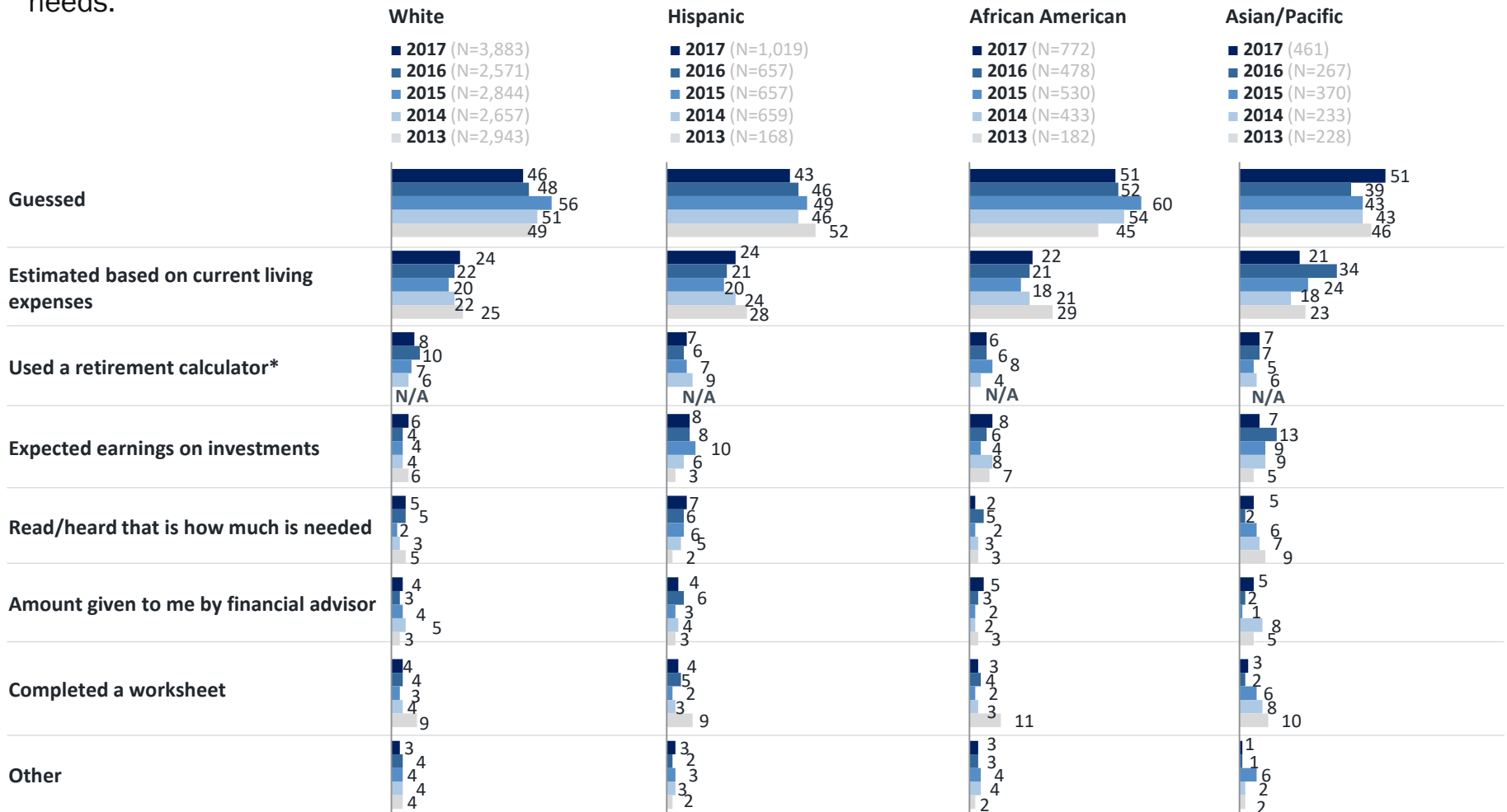
Note: The median is estimated based on the approximate midpoint of the range of each response category.

BASE: ALL QUALIFIED RESPONDENTS

Q890. Thinking of what money can buy today, how much money do you believe you will need to have saved by the time you retire in order to feel financially secure?

Basis for Estimating Retirement Savings Needs

Many workers are “guessing” their retirement savings needs. African American workers (51 percent) and Asian workers (51 percent) are most likely to have guessed compared to White (46 percent) and Hispanic workers (43 percent). Few workers across ethnicities indicate they used a retirement calculator to estimate their savings needs.



Note: Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

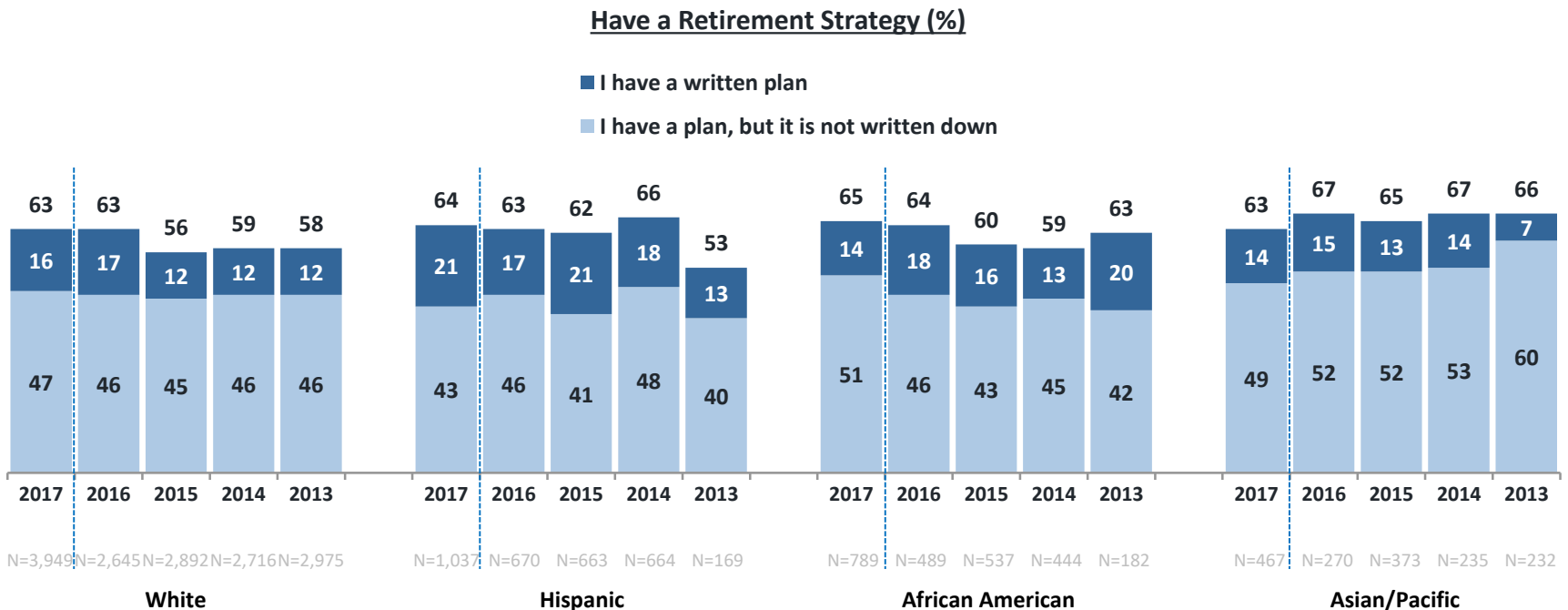
*added in 2014

BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT

Q900. How did you arrive at that number?

Retirement Strategy: Written, Unwritten, or None

The majority of workers across ethnicities have some form of retirement strategy (either written or unwritten), including 63 percent of Whites and Asians, 64 percent of Hispanics, and 65 percent of African Americans. However, although few workers across ethnicities have a written strategy, Hispanics (21 percent) are more likely to have their plan written compared to Whites (16 percent), African Americans (14 percent), and Asians (14 percent).



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

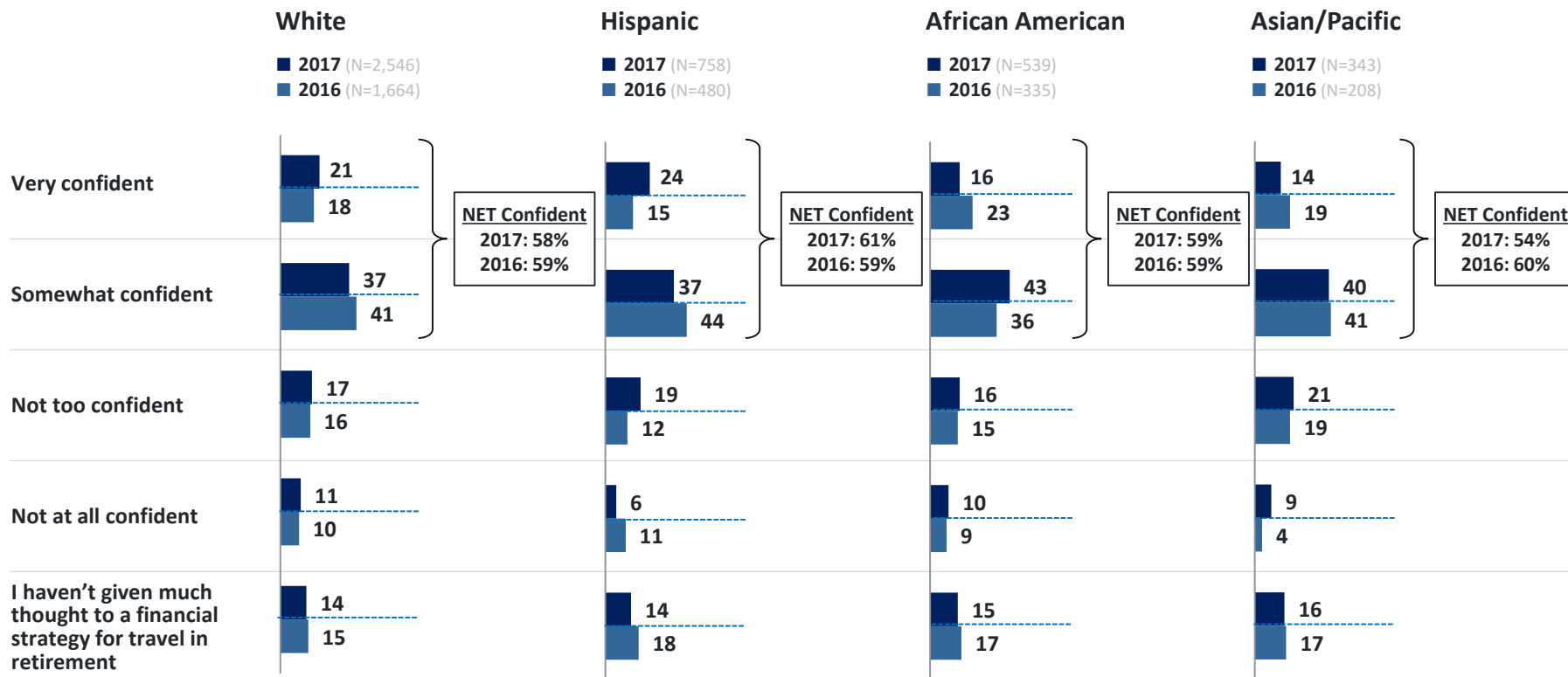
BASE: ALL QUALIFIED RESPONDENTS

Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

Among workers who dream of traveling in retirement, the majority are confident their current financial strategy will allow them to meet their travel goals: 58 percent of Whites, 61 percent of Hispanics, 59 percent of African Americans, and 54 percent of Asians. However, relatively few across ethnic groups are “very” confident, and some haven’t given it much thought.

Confidence That Current Financial Strategy Will Meet Retirement Travel Goals (%)



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

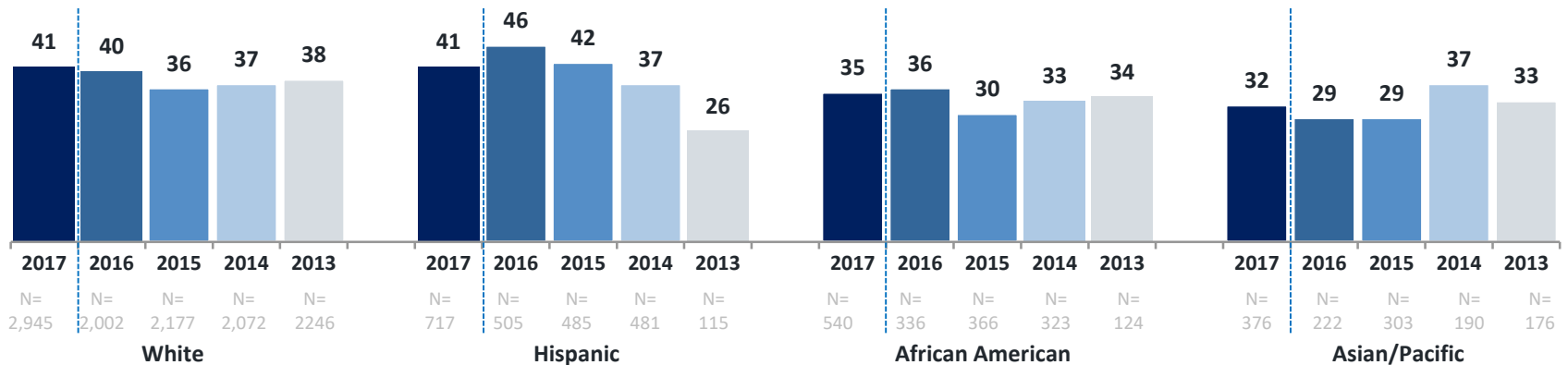
BASE: THOSE WHO DREAM OF TRAVELING IN RETIREMENT

Q2845. How confident are you that your current financial strategy will allow you to meet your travel goals throughout retirement?

Professional Financial Advisor Usage

Among those who are investing for retirement, Hispanic and White workers (both 41 percent) are more likely to use a professional financial advisor to help manage their retirement savings or investments than Asian (32 percent) and African American (35 percent) workers.

Use a Professional Financial Advisor
% Indicate "Yes"



† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

BASE: INVESTING FOR RETIREMENT

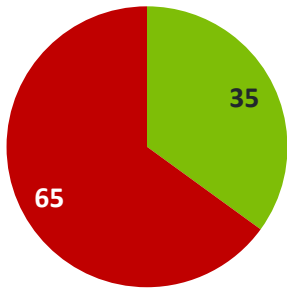
Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

Awareness of the Saver's Credit

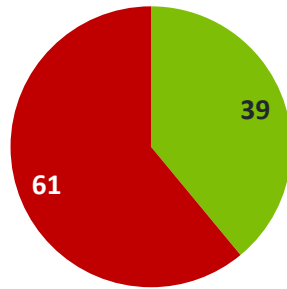
The IRS offers a tax credit to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA, called the Saver's Credit; however, only about four in ten workers across ethnicities are aware of it. Asian workers (41 percent) are more likely to be aware of the Saver's Credit, compared to Hispanic (39 percent), White (35 percent) and African American (33 percent) workers. Across all ethnicities, awareness of the Saver's credit has increased since last year.

2017

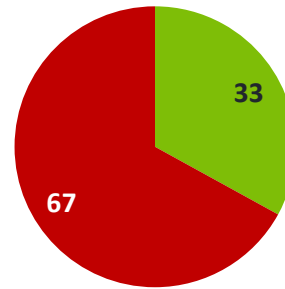
White
2017 (N=3,949)



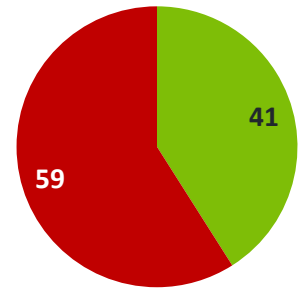
Hispanic
2017 (N=1,037)



African American
2017 (N=789)

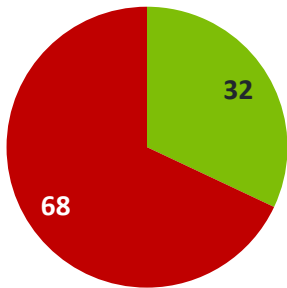


Asian/Pacific
2017 (N=467)

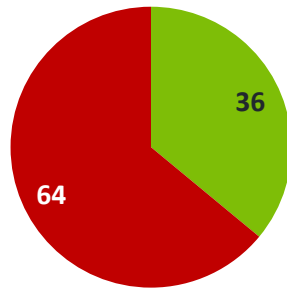


2016

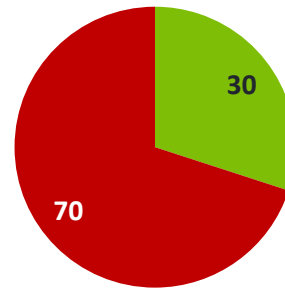
White
2016 (N=2,645)



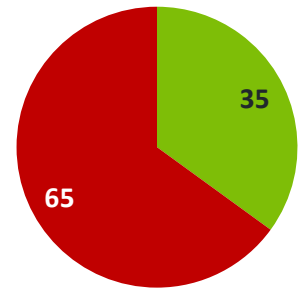
Hispanic
2016 (N=670)



African American
2016 (N=489)



Asian/Pacific
2016 (N=270)



■ Yes, I am aware ■ No, I am not aware

† Data prior to 2017 shows results among workers in companies with 10+ workers. Data for 2017 shows results among workers in companies with 5+ workers.

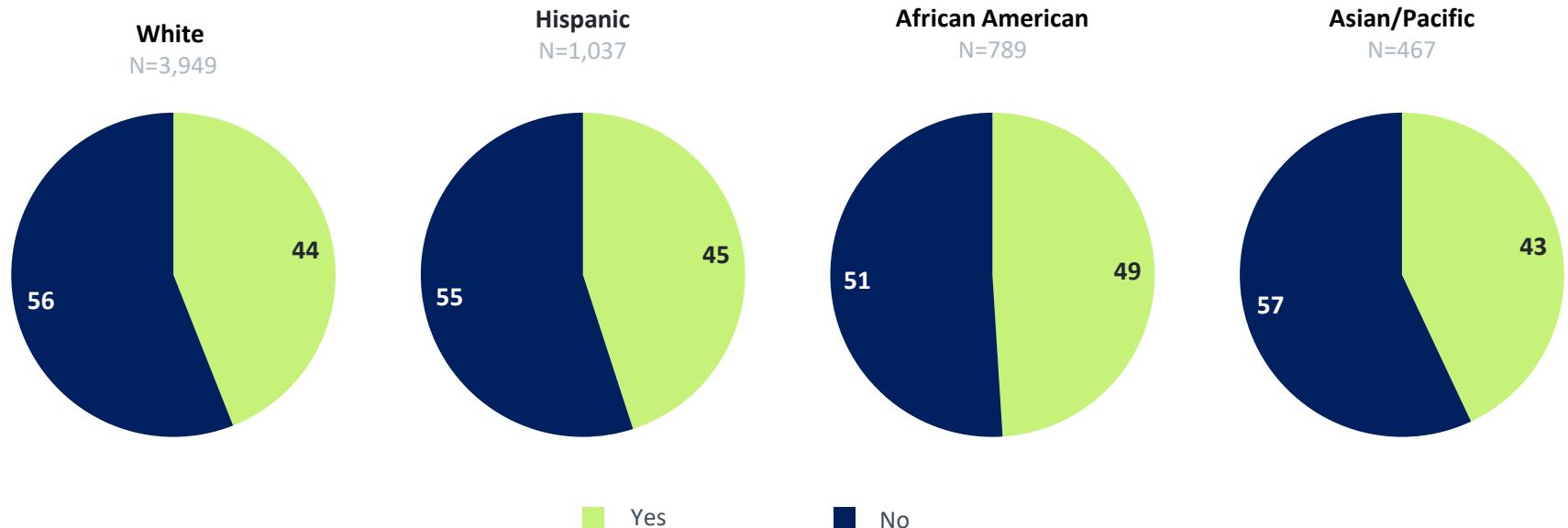
BASE: ALL QUALIFIED RESPONDENTS

Q1120. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

Awareness of the IRS' Free File Program

Fewer than half of workers across ethnicities are aware of the IRS' Free File Program. African American workers (49 percent) are more likely to be aware of the IRS' Free File Program, which offers federal income tax preparation software for free to eligible tax filers. Forty-five percent of Hispanic workers, 44 percent of White workers, and 43 percent of Asian workers are aware of the program.

Awareness of the IRS' Free File Program (%)



New question added in 2017

BASE: ALL QUALIFIED RESPONDENTS

Q2821. Are you aware of the IRS' Free File program that offers federal income tax preparation software for free for eligible tax filers?

Appendix

Respondent Profiles

*Comparison of Full- and Part-Time
Workers*

Profile of Respondents – Total Respondents

	Full- & Part-time N=6372	Full-time N=4390	Part-time N=1982
Gender			
Male	52%	57%	35%
Female	48%	43%	65%
Age			
18 - 19	2%	1%	7%
20 – 24	7%	5%	13%
25 – 29	12%	13%	11%
30 – 34	12%	13%	7%
35 – 39	12%	13%	8%
40 – 44	10%	11%	7%
45 – 49	11%	11%	8%
50 – 54	9%	9%	7%
55 – 59	12%	13%	10%
60 – 64	7%	7%	7%
65 and over	6%	4%	15%
MEAN	42.8	42.7	42.9
MEDIAN	42	42	42
Ethnicity			
White, non-Hispanic	61%	62%	62%
Hispanic	19%	19%	18%
African American	11%	11%	13%
Asian/Pacific	7%	7%	5%
Other/Mixed	1%	1%	1%
Decline to answer	1%	*	1%

	Full- & Part-time N=6372	Full-time N=4390	Part-time N=1982
Level of Education			
Less than high school graduate	*	*	1%
High school graduate	30%	28%	35%
Some college or trade school	30%	29%	36%
College graduate	28%	30%	21%
Some grad. school/grad. Degree	12%	13%	7%
Marital Status			
Married or civil union	56%	58%	49%
Single, never married	25%	23%	33%
Divorced/widowed/separated	10%	10%	10%
Living with Partner	9%	9%	8%
Sexual Orientation			
Heterosexual	90%	91%	88%
Gay	3%	3%	2%
Bisexual	4%	3%	6%
Lesbian	1%	1%	1%
Other	*	*	1%
Not Sure	*	*	*
Decline to answer	2%	2%	2%

*<1%

Profile of Respondents – Total Respondents, continued

	Full- & Part-time N=6372	Full-time N=4390	Part-time N=1982		Full- & Part-time N=6372	Full-time N=4390	Part-time N=1982
HH Income				Amount in Current Employer's Retirement Plan <i>(Those with qualified plans currently offered to them)</i>	(N=4084)	(N=3247)	(N=837)
Less than \$25,000	8%	5%	18%	None	9%	7%	20%
\$25,000 to less than \$50,000	19%	18%	23%	\$1 to less than \$5,000	10%	9%	17%
\$50,000 to less than \$75,000	19%	20%	18%	\$5,000 to less than \$10,000	6%	6%	7%
\$75,000 to less than \$100,000	16%	17%	14%	\$10,000 to less than \$25,000	9%	9%	8%
\$100,000 to less than \$150,000	21%	23%	14%	\$25,000 to less than \$50,000	9%	10%	8%
\$150,000 or more	12%	14%	6%	\$50,000 to less than \$100,000	12%	13%	8%
Not sure	0%	0%	0%	\$100,000 to less than \$250,000	13%	14%	7%
Decline to answer	5%	3%	7%	\$250,000 or more	20%	22%	10%
MEAN	\$81.9	\$86.4	\$63.6	Not sure	7%	6%	10%
MEDIAN	\$64.8	\$69.9	\$45.2	Decline to answer	5%	4%	5%
HH Amount Saved for Retirement	(N=4875)	(N=3525)	(N=1350)	MEAN	\$164.8	\$174.4	\$100.5
None	4%	3%	8%	MEDIAN	\$41.0	\$49.1	\$6.7
\$1 to less than \$5,000	6%	6%	8%	Company's Primary Business			
\$5,000 to less than \$10,000	7%	7%	6%	Professional services	23%	25%	15%
\$10,000 to less than \$25,000	8%	8%	8%	Service industries	18%	14%	33%
\$25,000 to less than \$50,000	9%	9%	8%	Manufacturing	12%	14%	5%
\$50,000 to less than \$100,000	12%	13%	10%	Transportation/Comm./Utilities	7%	8%	4%
\$100,000 to less than \$250,000	13%	13%	10%	Agriculture/Mining/Construction	4%	4%	4%
\$250,000 or more	30%	32%	22%	Some other type of business	36%	35%	39%
Not sure	8%	7%	13%	Number of Employees			
Decline to answer	3%	2%	7%	5-499 (NET)	50%	50%	51%
MEAN	\$260.0	\$269.9	\$217.2	5 to 9	9%	8%	13%
MEDIAN	\$70.7	\$77.3	\$45.2	10 to 24	10%	9%	13%
Occupation				25 to 99	17%	17%	15%
Professional/Medical/Technical	17%	19%	11%	100 to 499	15%	16%	9%
Managerial or business owner	17%	20%	4%	500+ (NET)	50%	50%	49%
Clerical/ Service/Administration	29%	26%	37%	500 to 999	7%	6%	7%
Blue-Collar/Production	9%	10%	6%	1,000 or more	43%	43%	43%
Sales	11%	9%	17%	MEAN	753	758.6	731.2
Teacher/Education	1%	1%	1%	MEDIAN	293	295	282
Some Other Occupation	16%	15%	24%				

*<1%

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David Hopewell

David Krane

Bryan Mayaen

Mark Mullin

Matan Neuman

Cindy Nodorft

Jay Orlandi

Maurice Perkins

Julie Quinlan

Gabe Rozenwasser

David Schultz

Laura Scully

Frank Sottosanti

Julie Tschida Brown

Patti Vogt Rowey

Steven Weinberg

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Hank Williams

Alex Wynaendts

Harrison Yue

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