

# 14th Annual Transamerica Retirement Survey of American Workers

July 2013

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# About the Transamerica Center for Retirement Studies

- The Transamerica Center for Retirement Studies® (TCRS) is a nonprofit, private foundation dedicated to educating the public on emerging trends surrounding retirement security in the United States. TCRS' research emphasizes employer-sponsored retirement plans, including companies and their employees, and the implications of legislative and regulatory changes.
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## About the Survey

- Since 1998, the Transamerica Center for Retirement Studies® has conducted a national survey 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.
- Harris Interactive was commissioned to conduct the Fourteenth Annual Retirement Survey for Transamerica Center for Retirement Studies®. Transamerica Center for Retirement Studies® is not affiliated with Harris Interactive.

# Methodology

- A 22-minute, online survey was conducted between January 21 – February 21, 2013 among a nationally representative sample of 3,651 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 10 or more people
- Data were weighted as follows:
  - To account for differences between the population available via the Internet versus by telephone.
  - To ensure that each quota group had a representative sample based on the number of employees at companies in each employee size range.
- 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.

# Terminology

*This report uses the following terminology:*

- Echo Boomer: Born 1979 – 1988
- Generation Xer: Born 1965 - 1978
- Baby Boomer: Born 1946 - 1964
- Mature: Born before 1946
  
- Small Company: 10 to 499 employees
- Large Company: 500 or more employees



# Executive Summary

# Executive Summary: The American Worker

**The Changing Face of Retirement:** Retirement confidence is on the rise in 2013 amidst signs of economic recovery. Despite this increase in confidence, the recent years of what is often referred to as the Great Recession have impacted Americans' retirement outlook. American workers' views of retirement have changed dramatically from the long held notions of fully retiring at age 65 with many years of leisure to follow.

- Fifty-five percent of workers are “somewhat” or “very confident” about retirement, representing an increase from 51 percent reported in 2012. This is still, however, four points below the 2007 level of 59 percent.
- The majority of American workers (62 percent) said they are less confident about retirement since the recession began and many Baby Boomers (43 percent) now expect to work longer and retire later.
- Retirement dreams of traveling, spending time with family and friends, and pursuing hobbies are still alive.
- However, most workers (57 percent) now plan on working past age 65 and most also plan to continue working (54 percent) at least part-time in retirement.
- Most plan to continue working for financial reasons or healthcare benefits (66 percent) yet three in 10 plan to do so for enjoyment.



# Executive Summary: The American Worker

**The State of Savings:** Workers are continuing to save for retirement but fewer indicated they were offered a 401(k) or similar plan in this year's survey.

- The percentage of workers who are offered a 401(k) or similar plan declined since last year.
- Among workers who are offered a 401(k) or similar plan, plan participation rates have held steady. The median contribution rate has remained stable, however, the average has dipped slightly.
- Just getting by, paying off debt, and saving for retirement continue to be the top three financial priorities for American workers.

**Lack of Investing Knowledge:** American workers continue to suffer from a lack of understanding of retirement investing.

- Although the majority of workers are very involved in monitoring and managing their retirement savings, seven in 10 workers admit they don't know as much as they should about retirement investing and that working until 65 may not provide them with the retirement funds they need.
- Most workers indicate they know little about asset allocation as it relates to retirement – with one in three saying they know “nothing” about it.
- Only three in 10 workers are aware of plan fees associated with their companies' retirement plans.
- About one-quarter of workers are aware of the Saver's Credit, similar to past studies.
- Nearly three in five workers say they have a retirement strategy – but only about a tenth have those plans down in writing.
- The majority of workers have limited or no understanding of the government programs they can utilize in retirement.

# Executive Summary: The American Worker

**Investment Education Opportunities and Assistance:** Workers are looking to educate themselves about retirement investing and are open to using their employer and retirement plan providers, professionals and other information sources to help them with their investing.

- Three in five would like to receive more information and advice from their employer on how to reach their goals.
- One in three workers continue to rely on a professional advisor to help or manage their retirement accounts.
- While many resources are relied on, retirement planning is most likely to involve family, friends, financial planners/brokers and online sources of information.
- Consistent with previous years, financial planners – along with friends and family – continue to be the most influential in retirement planning.
- Two in three workers find information on the plan provider’s website to be helpful in retirement planning/savings/investing.
- Workers also find information received from the plan provider via mail and e-mail to be more helpful than seminars/meetings/workshops.

# Executive Summary: Effects on Worker Retirement Preparation

## Influences of Access to Retirement Benefits

Workers with access to retirement benefits continue to be generally more positive about their prospects for retirement than those without access.

- Nearly three in five workers with access to retirement benefits are confident they will be able to retire comfortably; in comparison, about two in five workers without benefits feel this way.
- Those with access to retirement benefits are more confident that they are building a large enough nest egg when compared to those without.

In addition to being more positive about retirement prospects, workers with retirement benefits are also doing more to prepare for retirement.

- Workers with retirement benefits are far more likely to be saving for retirement outside of work than those without.
- In addition, workers with access to retirement benefits are more likely than workers who do not to report that they are saving “more money now” since the recession began.
- Workers with access to retirement benefits are most likely to plan to rely on their 401(k), IRA or other retirement account as their primary source of retirement income, followed by Social Security.
- Workers without benefits are most likely to rely on Social Security, followed by savings or other investments.

# Executive Summary: Effects on Worker Retirement Preparation

## Influences of Retirement Benefits (cont'd)

Workers without access to retirement benefits prioritize more short-term financial needs over saving for retirement and other long-term financial matters.

- Workers without access to retirement benefits continue to focus most on getting by, placing a lower priority on saving for retirement.
- Among workers with access to retirement benefits, saving for retirement, paying off debt, and covering basic living expenses are the main financial priorities.

Workers with retirement benefits are also taking more concrete steps to plan for and manage their retirement.

- Workers with access to retirement benefits are more likely to have a written strategy for their retirement.
- Those with access to retirement benefits are also nearly three times as likely as those without to use a worksheet/calculation to determine how much they need to save for retirement.
- Additionally, those with access to benefits are much more likely than those without to say they are “very involved” in managing retirement savings and that they would like more information from their companies on how to manage retirement goals.

# Executive Summary: Effects on Worker Retirement Preparation

## Influences of Company Size

Workers in small companies are more likely to feel pessimistic about their prospects in saving for retirement and be less prepared to save for retirement.

- Workers in small companies are more likely to agree they could work until age 65 and still not have enough money saved to meet their retirement needs.
- The percentage of workers in small companies who are not currently contributing to their employer's plan but who plan to participate in the future dropped directionally from last year, while increasing slightly for workers in large companies.
- Workers in small companies are less aware of catch-up contributions than those in large companies.

Workers in large companies are motivated to learn more about retirement savings and investing, and they tend to look to their company to provide that information and guidance.

- Workers in large companies are more likely to be motivated to learn more about saving and investing for retirement through easy to understand educational materials and an easy to understand starting point.
- Workers in large companies are more likely to agree they would like to receive more information and advice from their company on how to reach their retirement goals.
- Workers in large companies are less likely than those in small to use a financial advisor.

# Executive Summary: Effects on Worker Retirement Preparation

## Influences of Generation

Echo Boomers are continuing an increased focus on retirement saving and preparation from prior years but...

- This is the fifth straight year with an increase in the percentage of Echo Boomers who participate in their company's employee retirement plan.
- They are directionally more confident than Gen Xers and Baby Boomers about being able to retire comfortably.

...there is room for improvement for Echo Boomers to better plan and prepare.

- Echo Boomers are more likely than other generations to agree they would like more information from their company about how to reach their retirement goals.
- A little over a quarter who are currently saving for retirement are not sure how their investment portfolio is allocated.
- They are the least aware of the Roth 401(k).

Baby Boomers continue to be the most concerned about retirement compared to other generations, although they have been planning and saving for retirement.

- While the most cited financial priority among Baby Boomers is saving for retirement, Baby Boomers have the lowest confidence in their ability to retire comfortably and build a large enough nest egg.
- Not surprisingly, Baby Boomers are also the generation in which the majority would take a job with excellent retirement benefits compared to a job with higher than expected salary.

# Executive Summary: Effects on Worker Retirement Preparation

## Influences of Gender

Women continue to trail men in preparing and saving for retirement.

- The proportion of workers with no access to a retirement plan through their employer increased this year – with women affected more than men.
- Women still trail men when it comes to participating in employee-funded retirement plans.
- In addition, women who contribute to their company-sponsored plan contribute at relatively lower rates than their male counterparts.
- Women are less likely to have a retirement strategy (written or un-written).
- Women are also more likely to indicate they are saving less money now since the recession began.
- Men are more likely to indicate saving for retirement is their greatest financial priority.

Women are generally more pessimistic in their retirement outlook than men.

- Men are more likely to be confident they will be able to fully retire comfortably.
- Men are also more likely to be confident they are building a large enough nest egg for retirement.
- Women remain more pessimistic than men agreeing that they will not have enough money saved if they worked until age 65.

# Executive Summary: Effects on Worker Retirement Preparation

## Influences of Gender (cont'd)

Women also remain less knowledgeable about retirement investing than men.

- Women are twice as likely as men not to be sure of how their retirement investments are allocated.
- Women are more likely than men to agree they don't know as much as they should about retirement investing and won't have enough money saved if they worked until age 65.
- They also continue to be less likely to be aware of fees for participating in their company's retirement plan.
- They are also less aware of the Roth 401(k) option, Saver's Credit, and Catch-Up Contributions.
- Women generally admit a lower level of understanding of the asset allocation principles.
- Of those who have estimated how much they'll need for retirement, the majority of women admit guessing, much higher than men.

However women are eager to do better.

- They are more likely than men to desire a good starting point and easy to understand educational materials.
- They are increasingly using a financial advisor to help calculate retirement savings goals.



# Executive Summary: Effects on Worker Retirement Preparation

## Influences of Income

Higher income continues to trend with feeling more confident and more prepared for retirement.

- Workers with high incomes express the most confidence and agree they are building a large enough nest egg for retirement.
- Those with lower incomes have a lower level of participation in their company's employee-funded retirement savings plan.
- Consistent with previous years, higher income workers prioritize saving for retirement compared to lower income workers.
- Higher income workers are also more likely to be saving for retirement outside of work.
- Additionally, higher income workers are more likely to be aware of fees associated with participating in their employer's retirement plan.

There are some encouraging signs among those with incomes lower than \$50,000.

- Although their average contribution rate is lower than those with a higher income, those with less than \$50K household income actually have a higher contribution rate than last year. Workers with \$50K+ in income all have relatively lower contribution rates compared to last year.
- Additionally, the level of lower income workers who feel confident they will be able to retire comfortable increased compared to last year.

# Executive Summary: Effects on Worker Retirement Preparation

## Influences of Education

Similar to previous years, increased levels of education provide access to better retirement benefits and those with higher levels of education tend to place a higher priority on preparing for retirement and are generally more prepared.

### In terms of access:

- Even though there was an overall decline in availability of employer-sponsored retirement benefits compared to last year, access continues to increase with education.

### In terms of attitudes toward retirement:

- Similar to prior years, confidence in being able to retire comfortably and building a large enough retirement nest egg continue to increase with education level.

### In terms of behavior:

- Having a retirement strategy (written or unwritten) increases with education level.
- The average contribution rate to a company-sponsored plan and the number of those saving outside of work also increase with education level.
- Workers who are college graduates are more likely to indicate saving for retirement as their greatest financial priority compared to those with lower levels of education.

# Executive Summary: Effects on Worker Retirement Preparation

## Influences of Education (cont'd)

In terms of being knowledgeable about retirement investing:

- The number of those who are not sure about how their retirement savings are invested decreases with higher levels of education.
- Understanding of asset allocation principles, awareness of fees associated with participating in an employer's retirement plan, and awareness of the Roth 401(k) also increase with education.

However those with lower educations (high school or less) are making strides to improve.

- Since last year's survey, their confidence in being able to retire comfortably is up, as well as their feeling that they are building a large enough nest egg.
- And although access to employer-sponsored plans is down for all education levels, more of those with high school educations or less are saving outside of work compared to last year.

# Executive Data Summary

## Key Measures by Demographic Breaks

2013	Gender		Income			Education	
	Women	Men	< \$50K	\$50K-\$99,999	\$100K +	HS Grad	College Grad
	N=1902	N=1749	N=1302	N=1324	N=791	N=734	N=994
401(k) as primary income in retirement Q1150	37%	44%	28%	40%	53%	30%	52%
Social Security as primary income in retirement Q1150	31%	23%	41%	27%	14%	36%	17%
Building large enough nest egg Q800 Top 2 box	36%	47%	26%	39%	59%	30%	54%
Confident will retire comfortably Q880 Top 2 box	50%	60%	42%	53%	69%	45%	66%
Participates in plan* Q1190	75%	80%	57%	80%	90%	63%	85%
Prefer a higher salary Q830	52%	53%	56%	51%	50%	49%	56%
Expect U.S. economy to get better in next year Q2641	24%	28%	23%	27%	28%	16%	31%
Expect own financials to get better in next year Q2642	33%	36%	38%	33%	32%	27%	34%

BASE: Full and Part-time

\*Indicates percentages are calculated off a reduced base.

# Executive Data Summary

## Key Measures by Demographic Breaks

2013	Generation				Age Decade					
	Echo	Gen X	Baby Boomer	Mature	20's	30's	40's	50's	60's	70's
	N=709	N=801	N=1929	N=212	N=416	N=548	N=646	N=1202	N=666	N=107
401(k) as primary income in retirement Q1150	51%	50%	30%	21%	44%	55%	45%	32%	21%	18%
Social Security as primary income in retirement Q1150	17%	22%	37%	42%	20%	16%	25%	37%	42%	44%
Building large enough nest egg Q800 Top 2 box	44%	41%	40%	55%	43%	48%	37%	38%	46%	59%
Confident will retire comfortably Q880 Top 2 box	59%	50%	53%	64%	64%	57%	46%	50%	60%	68%
Participates in plan* Q1190	78%	80%	82%	83%	65%	83%	81%	81%	82%	83%
Prefer a higher salary Q830	62%	55%	44%	58%	63%	59%	51%	45%	43%	60%
Expect U.S. economy to get better in next year Q2641	24%	23%	27%	39%	27%	23%	23%	27%	30%	40%
Expect own financials to get better in next year Q2642	44%	33%	28%	25%	47%	38%	31%	29%	25%	26%

BASE: Full and Part-time

\*Indicates percentages are calculated off a reduced base.

# Executive Data Summary

## Retirement Benefits Currently Offered

2013	Total	Gender		Income			Education	
		Women	Men	< \$50K	\$50K-\$99,999	\$100K +	HS Grad	College Grad
	N=3651	N=1902	N=1749	N=1302	N=1324	N=791	N=734	N=994
<b>NET EMPLOYEE-FUNDED PLAN</b>	68%	61%	74%	55%	71%	77%	55%	79%
Employee-funded 401(k) plan	65%	58%	71%	51%	68%	75%	51%	75%
Other employee self-funded plan (ex. SIMPLE, SEP)	5%	4%	5%	6%	5%	4%	6%	6%
Company-funded defined benefit pension plan	18%	14%	21%	11%	17%	25%	15%	21%
None of the above	28%	34%	22%	40%	26%	18%	39%	18%

BASE: Full and Part-time

Q580. Which of the following retirement benefits does your company currently offer to you, personally? Select all that apply.

# Executive Data Summary

## Retirement Benefits Currently Offered

2013	Generation				Age Decade					
	Echo	Gen X	Baby Boomer	Mature	20's	30's	40's	50's	60's	70's
	N=709	N=801	N=1929	N=212	N=416	N=548	N=646	N=1202	N=666	N=107
<b>NET EMPLOYEE-FUNDED PLAN</b>	67%	75%	69%	58%	58%	74%	72%	71%	67%	54%
Employee-funded 401(k) plan	63%	72%	67%	56%	52%	71%	70%	69%	64%	52%
Other employee self-funded plan (ex. SIMPLE, SEP)	8%	4%	4%	3%	8%	6%	3%	4%	3%	4%
Company-funded defined benefit pension plan	18%	15%	22%	18%	16%	17%	16%	24%	19%	15%
None of the above	29%	22%	26%	39%	35%	21%	26%	25%	28%	43%

BASE: Full and Part-time

Q580. Which of the following retirement benefits does your company currently offer to you, personally? Select all that apply.



# The American Worker – An Overview

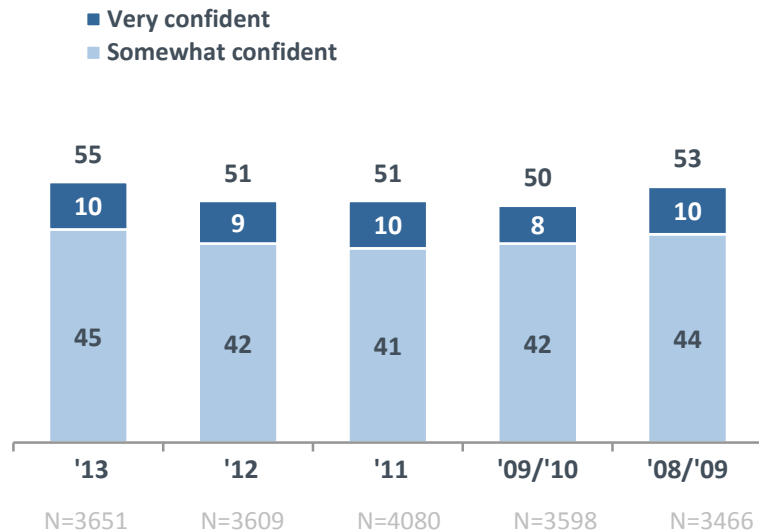
## Detailed Findings



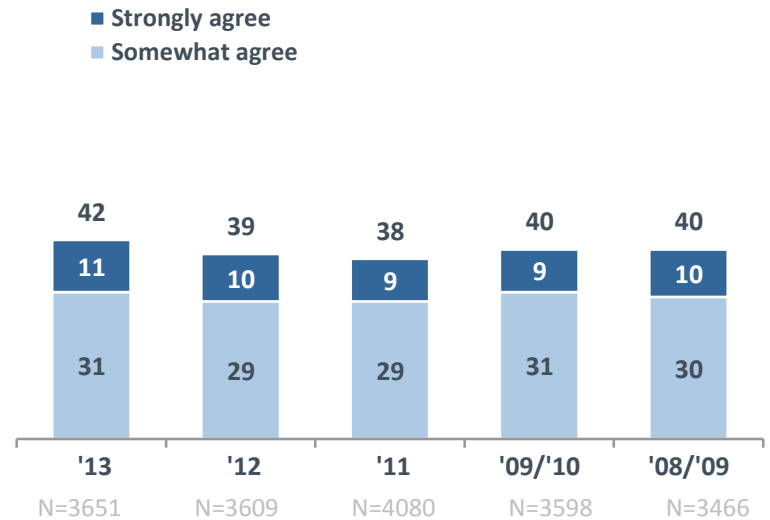
# Retirement Confidence Is on the Rise

- Retirement confidence is on the rise in 2013 amidst signs of economic recovery. Fifty-five percent of workers are “somewhat” or “very confident” about retirement, which represents an increase over 2012 and 2009/10. It is still, however, four points below the 2007 confidence level of 59 percent.
- Concerns about building a large enough nest egg still exist for many workers.

**Confidence in Retiring Comfortably:**  
**Top 2 Box % (Very/Somewhat Confident)**



**Building Large Enough Nest Egg?**  
**Top 2 Box % (Strongly/Somewhat Agree)**



BASE: Full and Part-time

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

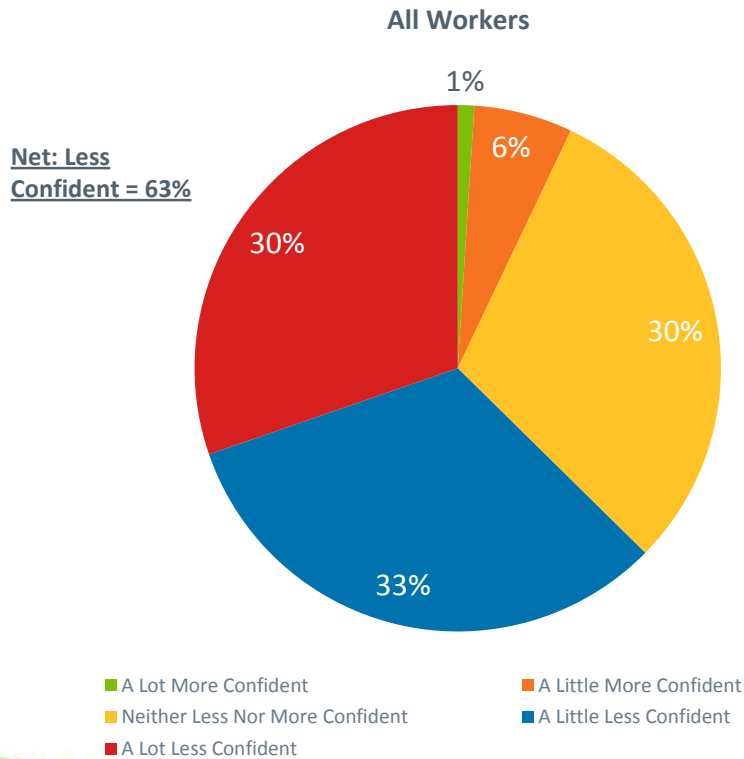
Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

# The Great Recession Reset Expectations About Retirement

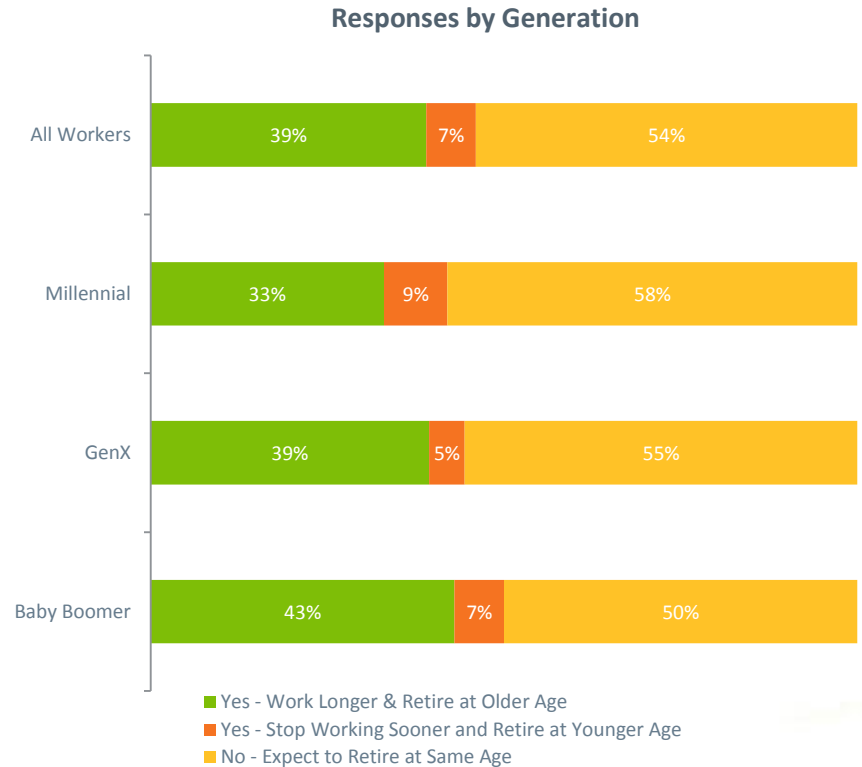
- The Great Recession reset expectations about retirement for many American workers. In 2013, the majority of workers (62 percent) said they are less confident about retirement since 2008.

Since the recession began in 2008 ...

How has your confidence in your ability to achieve a financially secure retirement changed?



Has the age that you expect to retire changed?



BASE: All Qualified Respondents

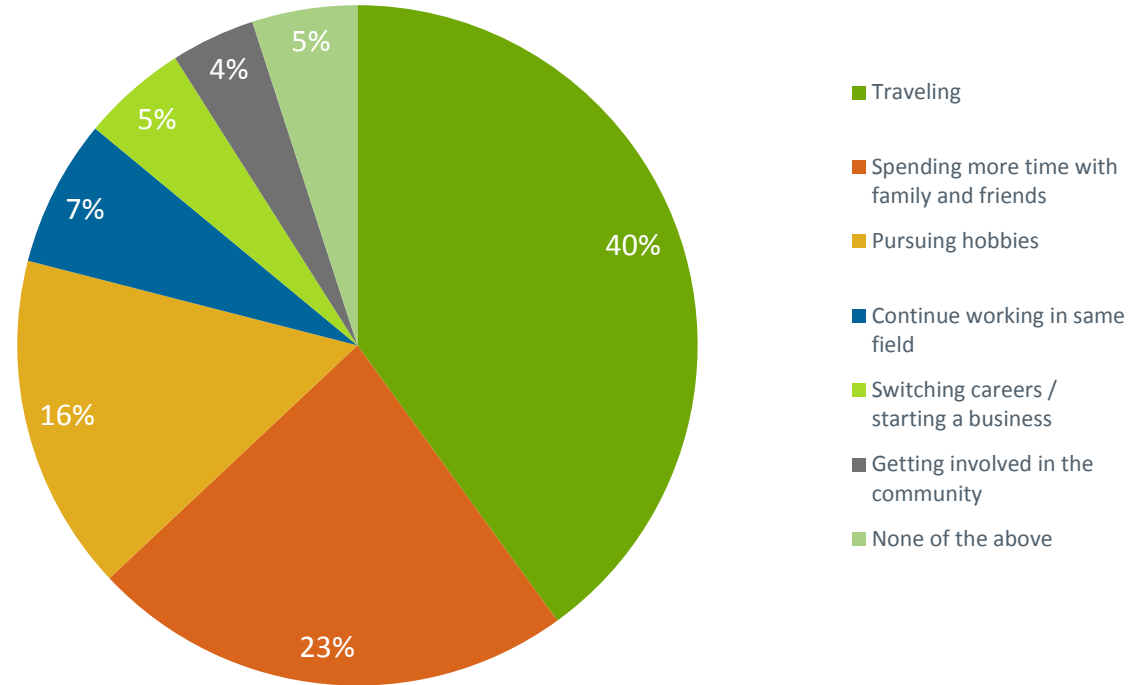
Q14.15: Since the recession began in 2008, how has your confidence in your ability to achieve a financially secure retirement changed?

Q14.20: How has the age that you expect to retire changed since the recession began in 2008?

# Retirement Dreams Are Alive

- Workers most frequently cite traveling (40 percent), spending more time with family and friends (23 percent), and pursuing hobbies (16 percent) as their single greatest dream for their future retirement.

Which one of the following best describes how you dream of spending your retirement?



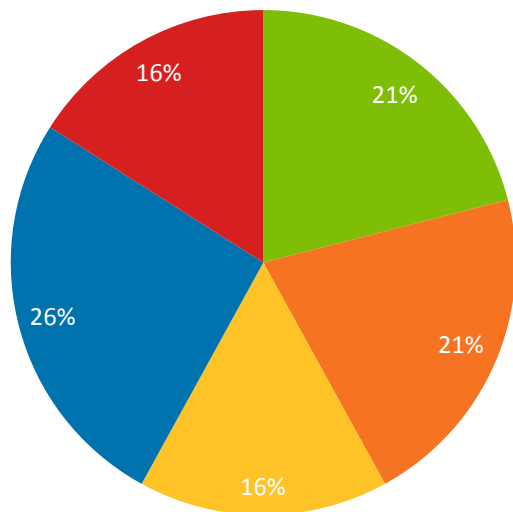
BASE: All Qualified Respondents  
Q1419. Which one of the following best describes how you dream of spending your retirement?

## Retirement Expectations Include... Working

- Workers' expectations to work past age 65 and even into retirement represent a dramatic change in the long-standing vision of fully retiring at age 65. The majority of workers (57 percent) expect to retire after age 65 or do not plan to retire.
- Most workers (54 percent) plan to work after they retire. Among them, most will do so for financial reasons or access to healthcare benefits.

At what age do you expect to retire?

All Workers



After Age 65 or  
Don't Plan to Retire  
(Net) = 58%

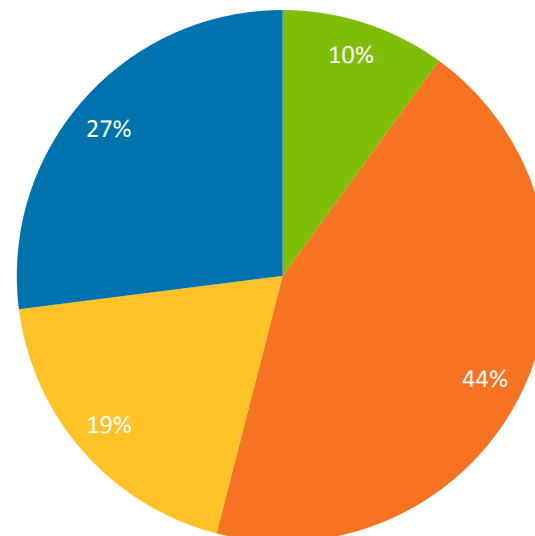
After Age 70 or  
Don't Plan to Retire  
(Net) = 42%

■ Before Age 65 ■ At Age 65 ■ Age 66 to 69 ■ Age 70+ ■ Do Not Plan to Retire

Do you plan to work after you retire?

All Workers

Plan to Work in  
Retirement  
(Net) = 54%



■ Yes - Full-Time ■ Yes - Part-Time ■ No - Do Not Plan to Work ■ Not Sure

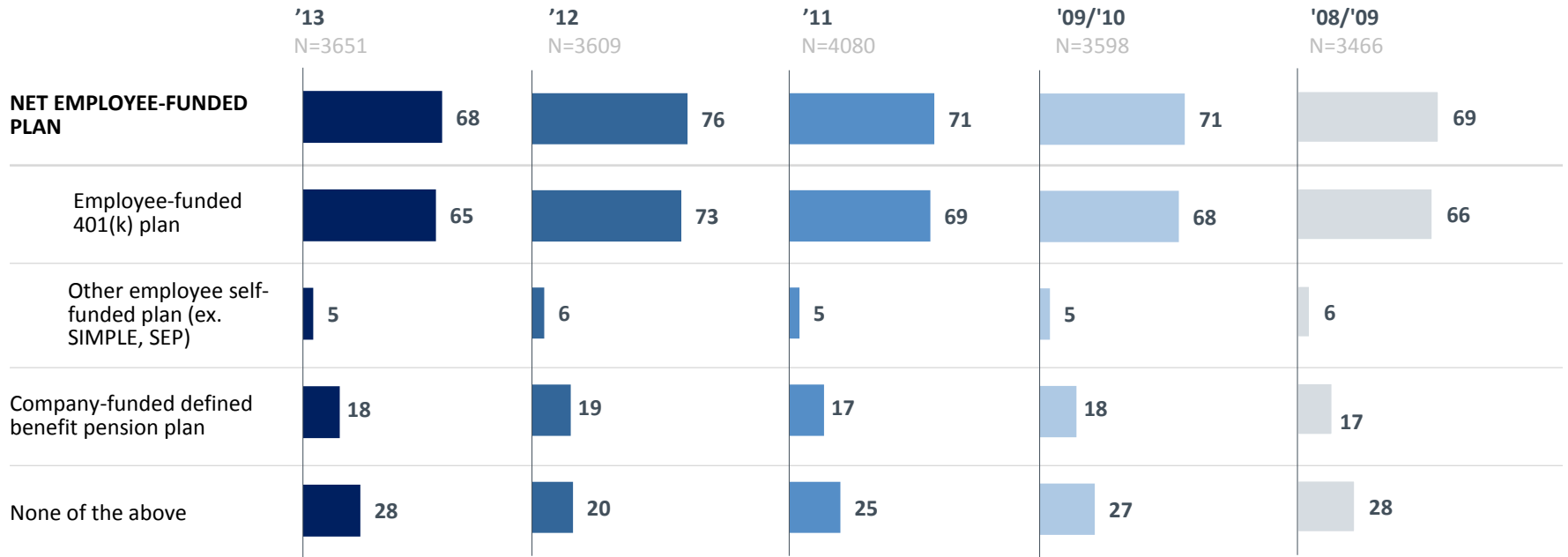
BASE: All Qualified Respondents

Q910. At what age do you plan to retire?; Q1525. Do you plan to work after you retire?

# Retirement Benefits Currently Offered

- Among retirement benefits offered to workers, employee-funded 401(k) plans experienced a decline over the past year.
- In contrast, there is a corresponding increase in the percentage of workers who say their employer offered “none” of the plans listed.

Retirement Benefits Currently Offered (%)



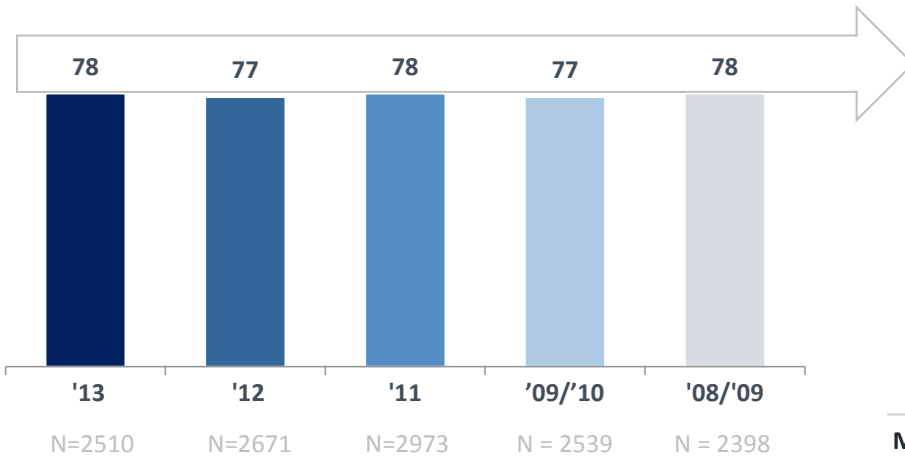
BASE: Full and Part-time

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

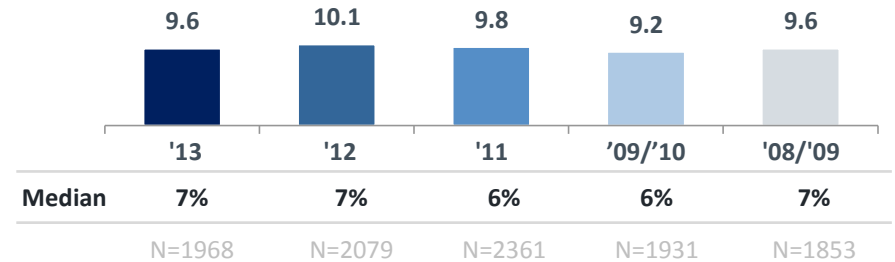
# Retirement Plan Participation and Contribution Rate

- Participation in employee-funded retirement plans remains high, and the median percentage of salary being saved remained the same as last year.

**Participation in Company's Employee-Funded Retirement Savings Plan (% "Yes")**



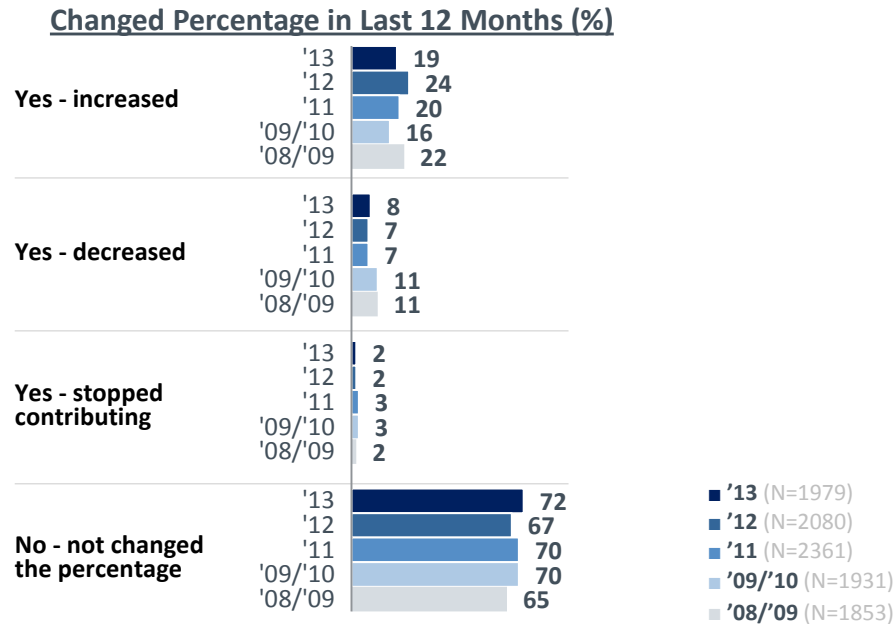
**Mean Percentage of Salary Being Saved Among those Participating**



BASE: Full and Part-time; 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: Full and Part-time; Currently Participating In Their Qualified Plan  
 Q600. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

# Contribution Rates: Changes

- More workers indicate they did not change the contribution to their retirement plan relative to last year (with the number who say they saved more declining by a similar amount).

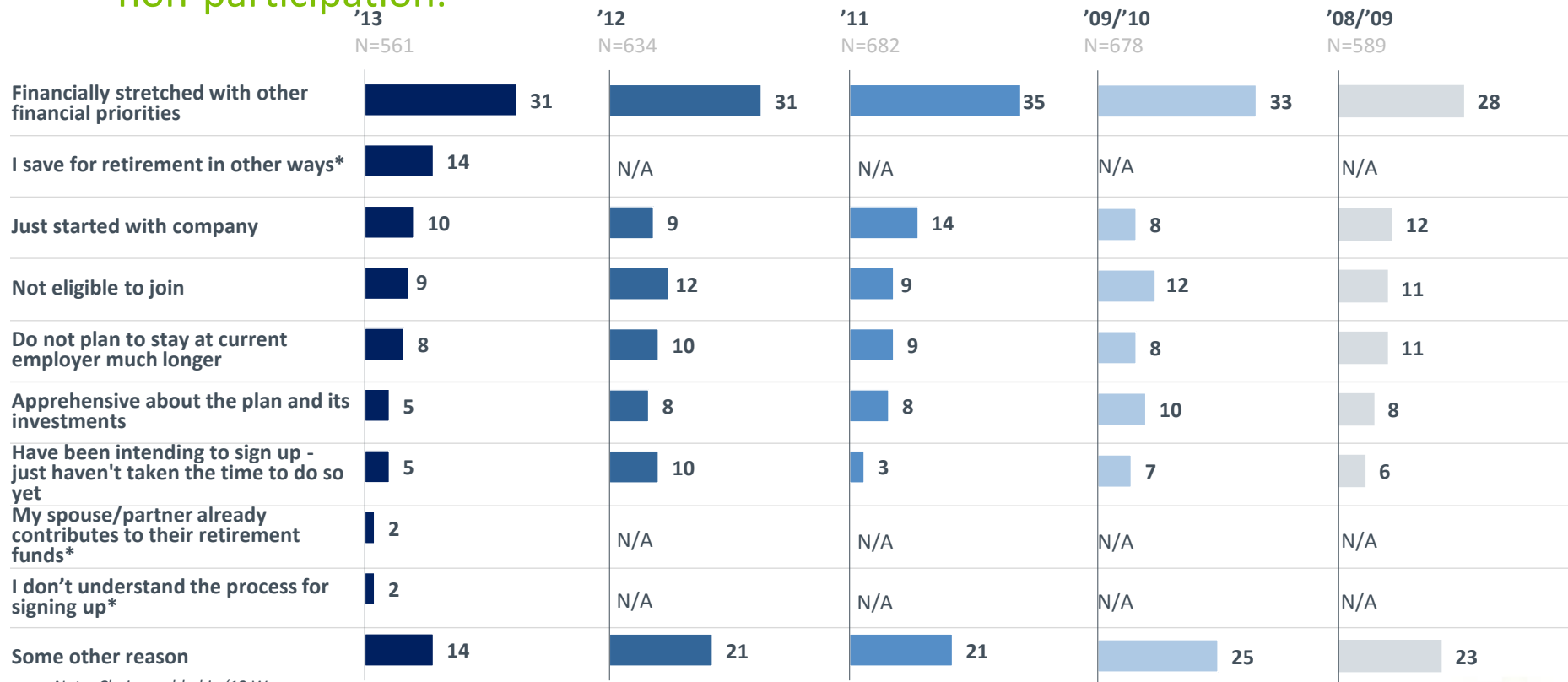


BASE: Full and Part-time; Currently Participating In Their Qualified Plan

Q640. Have you changed the percentage of your income you put into your employee-funded retirement savings plan in the last twelve months?

# Reasons for Not Participating in Retirement Plan

- Being financially stretched continues to be the top reason workers do not participate in their company's retirement plan.
- Saving in other ways (new to this survey) is the 2<sup>nd</sup> most-cited reason for non-participation.



Note: Choices added in '12 Wave

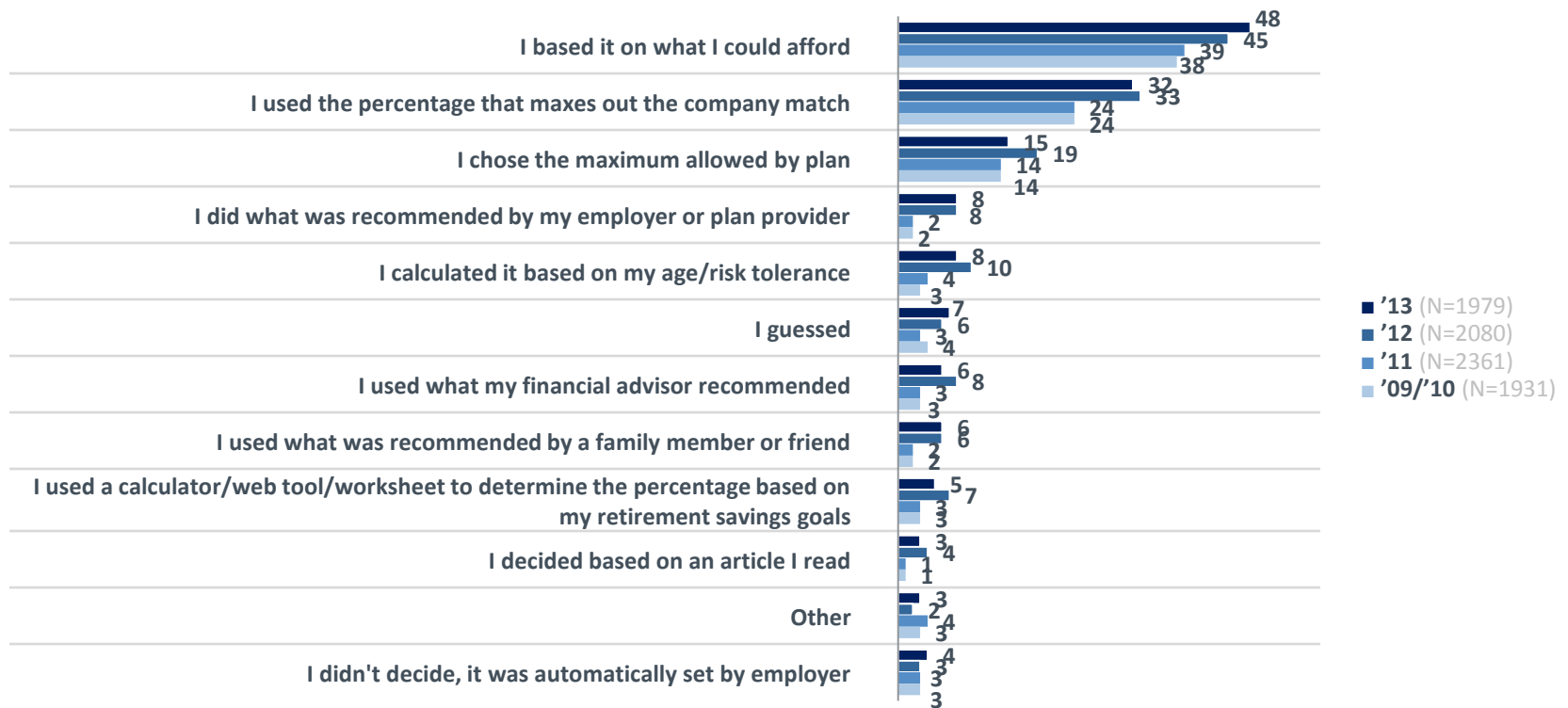
BASE: Full and Part-time; Those Not Currently Contributing To Plan

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



# Determining Contribution Rates

- “What I can afford” and “maxing out the company match” continue to be the most popular ways to determine contribution rates.
- “Choosing the maximum allowed” declined in this year’s survey.

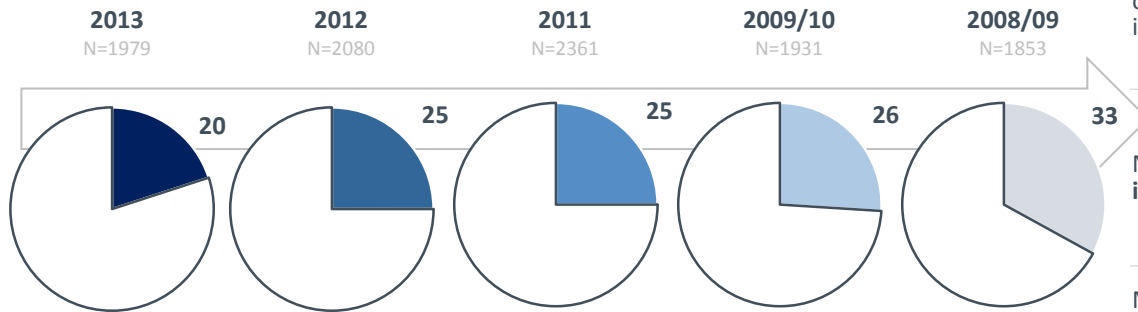


BASE: Full and Part-time; Those Currently Participating In Their Qualified Plan  
 Q2050. Which one of the following was most influential in determining what percentage of your salary to contribute to your retirement plan?

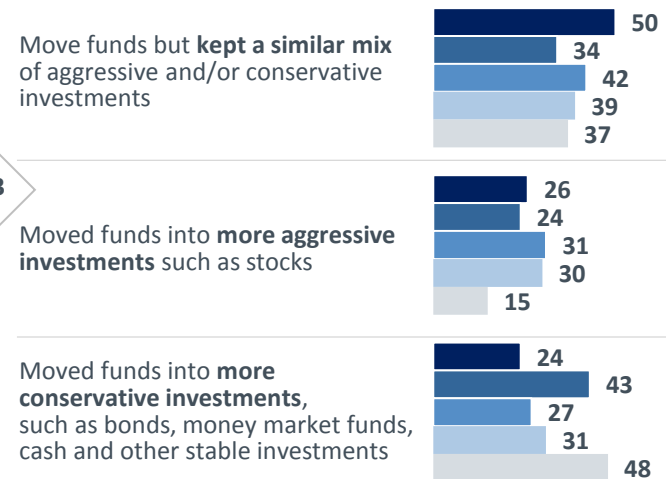
# Asset Allocation: Changes

- One in five workers changed their asset allocations in the last 12 months (a decrease from last year).
- However, unlike last year, fewer workers made asset allocation changes to move to more conservative investments.

**Changed Asset Allocation:  
% Indicate Yes**



**How did you Change Asset Allocation? (%)**

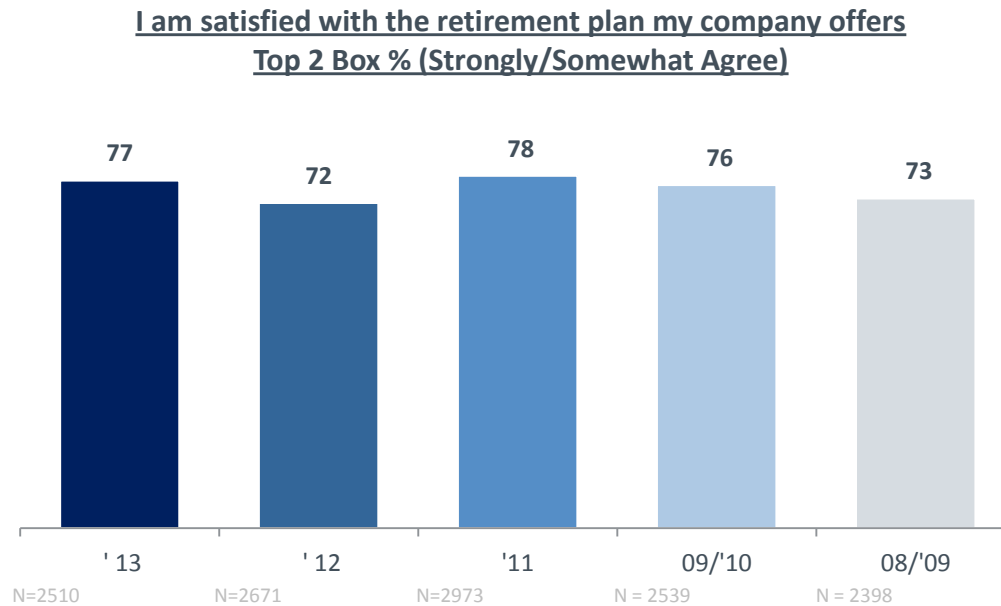


■ '13 (N=394)  
 ■ '12 (N=489)  
 ■ '11 (N=624)  
 ■ '09/'10 (N=491)  
 ■ '08/'09 (N=587)

BASE: Full and Part-time; Currently Participates In Their Qualified Plan  
 Q1470. Have you changed your asset allocation within your employee-funded retirement plan in the last 12 months?  
 BASE: Full and Part-time; Changed Asset Allocation In Last 12 Months  
 Q1475. In general, how did you change your asset allocation?

# Company Retirement Plans: Options and Information

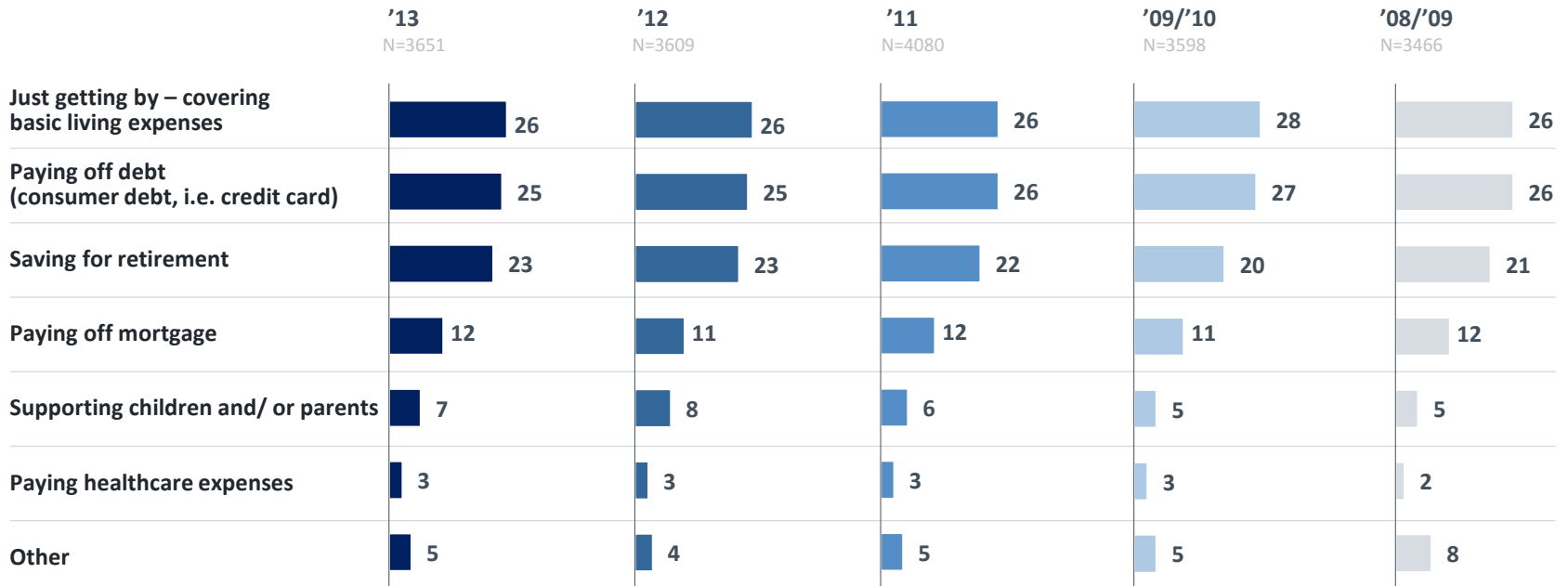
- Worker satisfaction with employers' retirement plans rebounded from the low recorded in 2012.



BASE: Full and Part-time; With Qualified Plans Currently Offered To Them  
Q700. How much do you agree or disagree with the following statement?

# Greatest Financial Priority

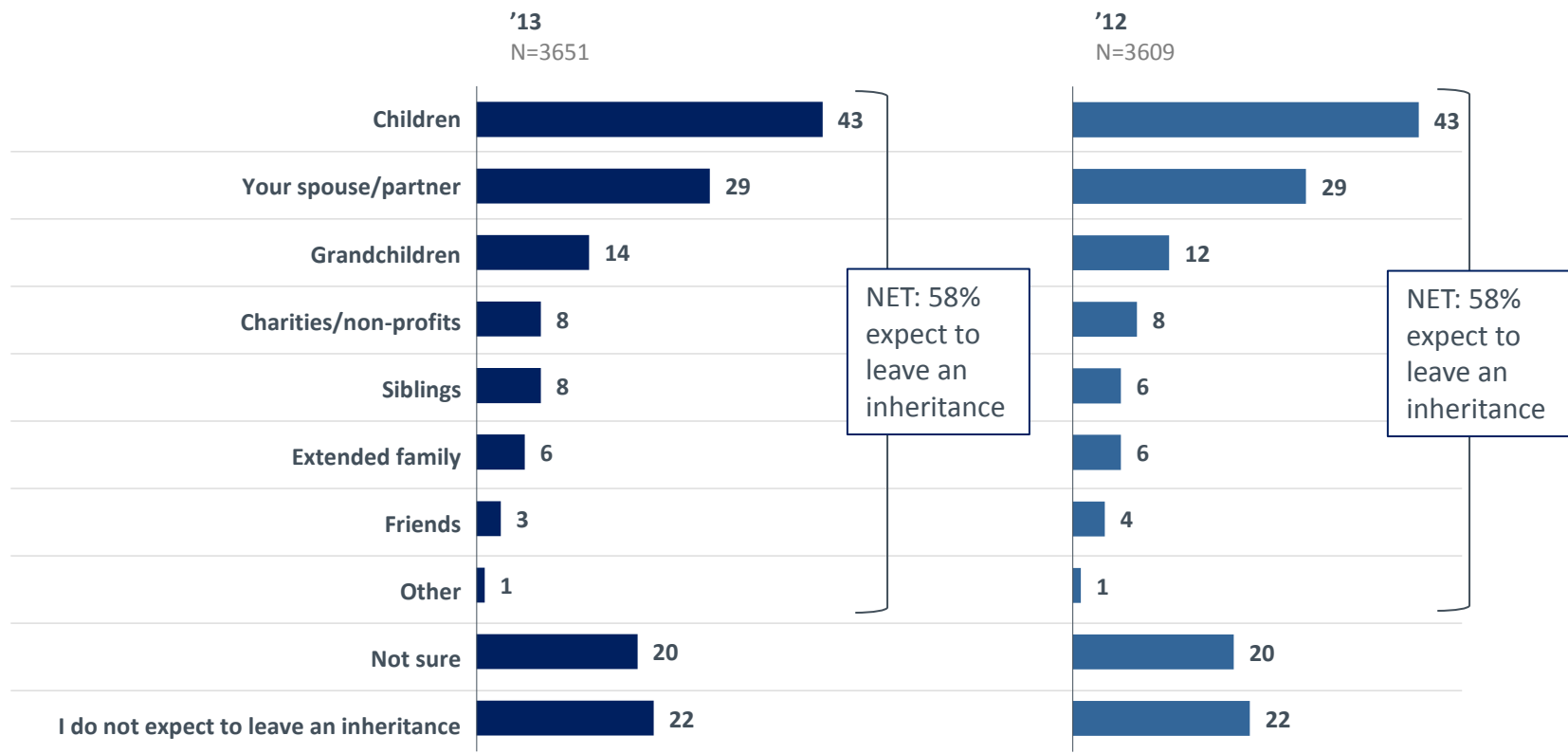
- The top three financial priorities for American workers continue to be just getting by, paying off debt, and saving for retirement.



BASE: Full and Part-time  
Q2640. Which one of the following is your greatest financial priority right now?

# Leaving an Inheritance

- Despite difficult economic conditions, the majority of workers still expect to leave an inheritance – primarily to their children or spouse/partner.

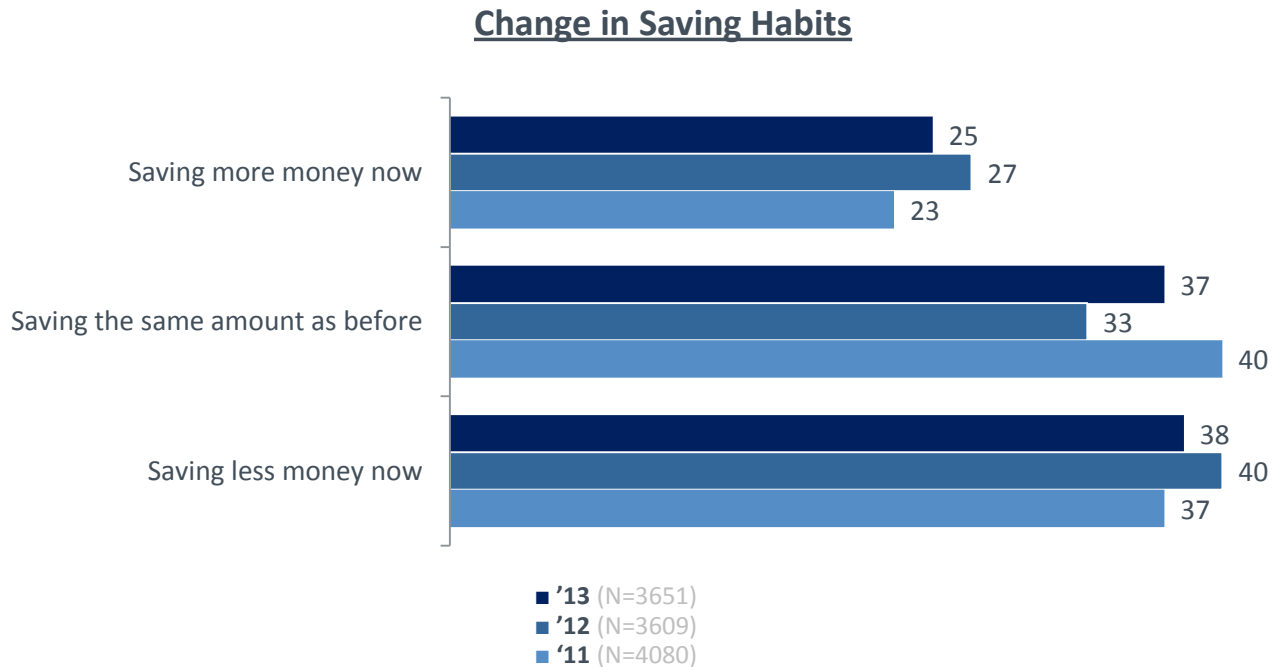


BASE: Has Retirement Strategy

Q2510. Do you plan on leaving an inheritance to any of the following?

# Saving Habits Since Recession Began

- In 2013, one in four (25 percent) workers said they are saving more since the recession began in 2008. Many said they are saving the same amount (37 percent) and many said they are saving less (38 percent).

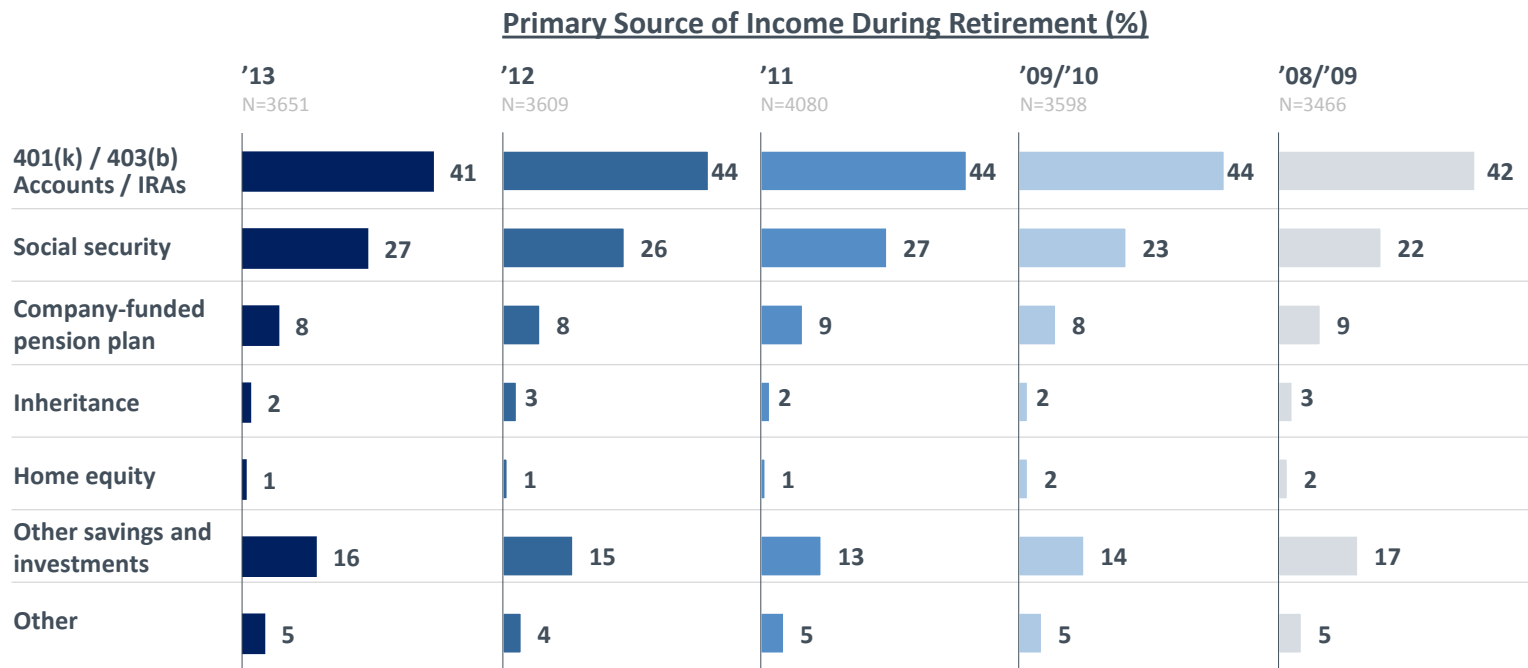


BASE: Full and Part-time

Q2060. How have your saving habits changed since the recession began in 2008?

# Primary Source of Retirement Income

- 401(k)s or similar accounts and/or IRAs continue to be seen as the primary source of income during retirement.
- About one-quarter (27 percent) of workers plan to rely on Social Security as the primary source of income during retirement.



BASE: Full and Part-time  
Q1150. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

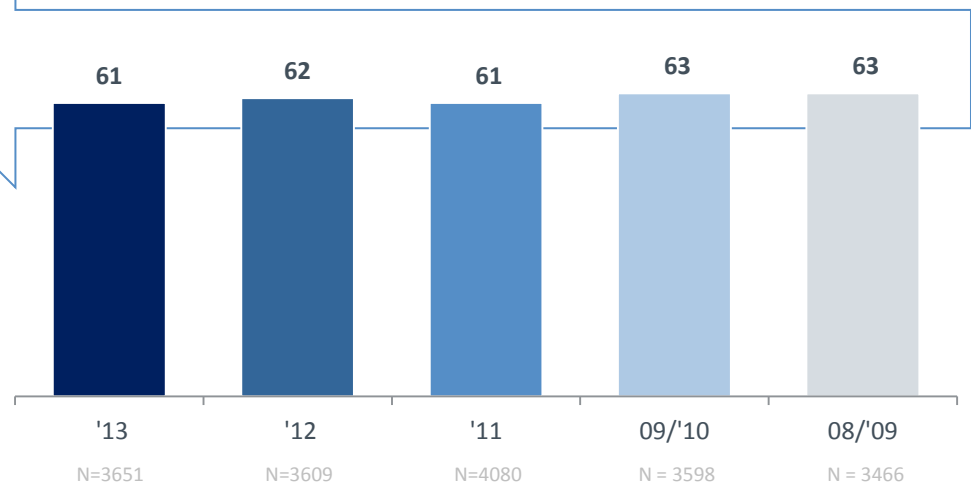
# Saving Outside the Workplace

- Three in five workers are saving for retirement outside of work – a fairly steady level since '08/'09.
- Those saving outside of work cite saving for retirement as a priority and “walk the walk” by taking multiple actions to save.

**The following groups are more likely to save for retirement outside of work:**

- Older (Mature generation)
- Male
- Have at least a college degree
- Work full-time
- Higher income (\$100K+ household income)
- Have a retirement strategy (written or un-written)
- Have retirement as their greatest financial priority
- Frequently or occasionally discuss saving, investing and planning for retirement with family and friends
- Participate in their employer’s employee-funded plan
- Contribute at least 5% to their company-sponsored retirement fund
- Expect their own savings to be the primary source of income during retirement
- Disagree they don’t know as much as they should about retirement investing
- Very/somewhat confident they will be able to fully retire with a lifestyle they consider comfortable

**Currently Saving for Retirement Outside of Work**  
% Indicate Yes

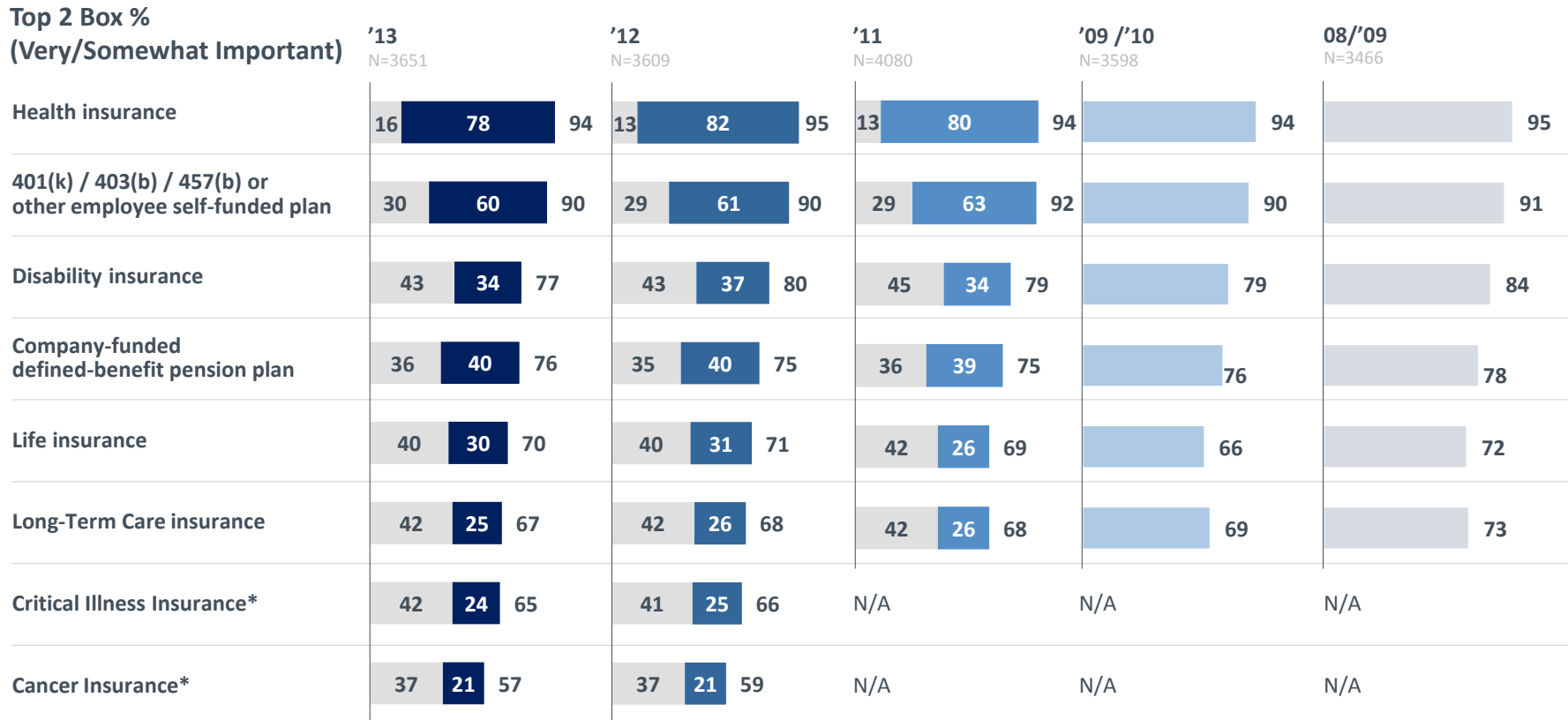


BASE: Full and Part-time  
 Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?



# Retirement Benefits: Importance Compared to Other Benefits

- Although health insurance and employee-funded retirement plans head the list, many types of benefits (e.g., disability insurance, pension plans, life insurance and long-term care insurance) are also highly important.



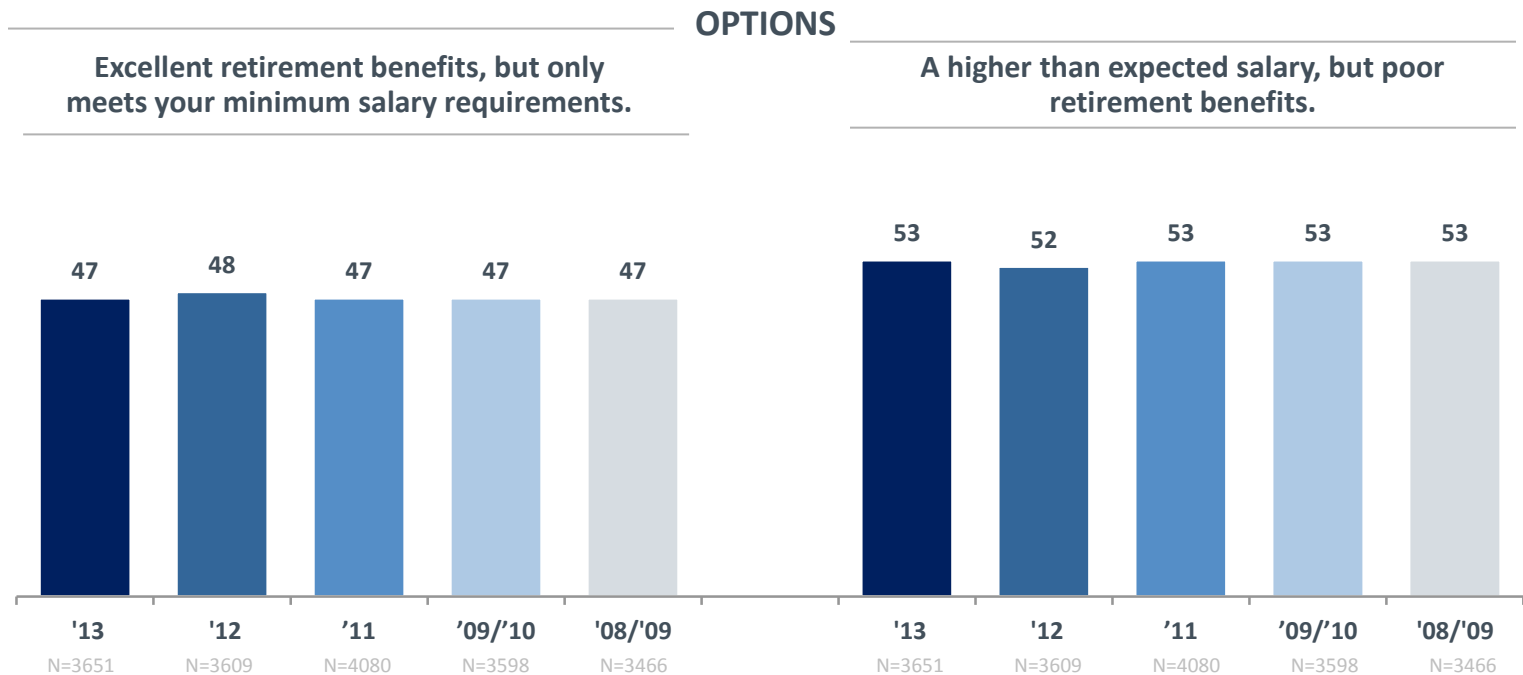
■ Very important  
■ Somewhat important

\*Note: Choices added in '12 Wave  
BASE: Full and Part-time

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.

# Better Retirement Benefits vs. Higher Salary

- There is still a slight preference among workers for a higher salary over excellent retirement benefits.



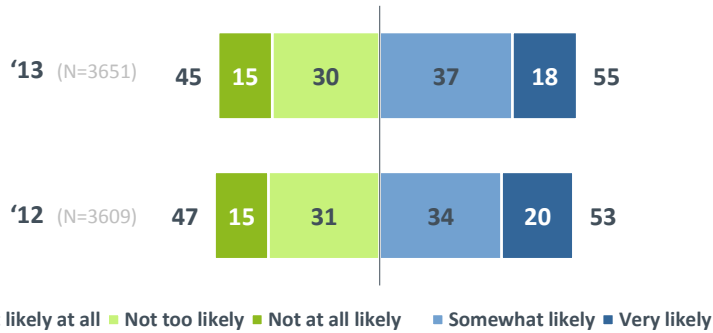
BASE: Full and Part-time

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

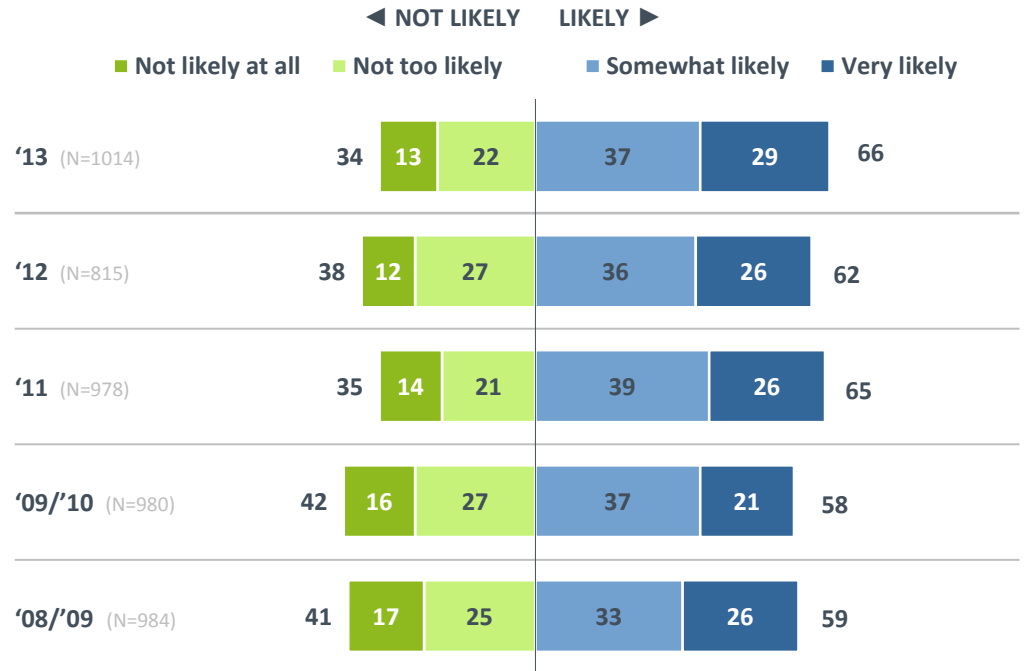
# Importance of Retirement Benefit: Likelihood to Switch Companies

- The majority of workers whose employers do not offer a retirement plan would switch jobs for a better retirement plan.
- Among all workers, a smaller majority would switch jobs.

**Among All Workers**



**Among Those Whose Employer Doesn't Offer Retirement Plan**



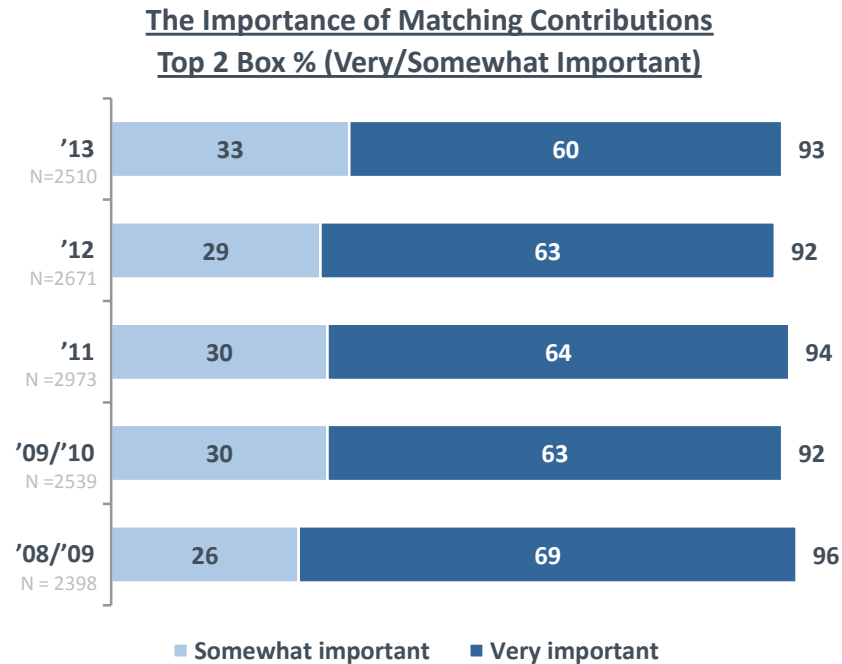
BASE: Full and Part-time

\*NOTE: Base expanded to All Full and Part-time in '12 Wave

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]?

# Matching Contributions: Importance

- A matching contribution from their employers continues to be important to nearly all workers who currently have retirement plans offered to them.



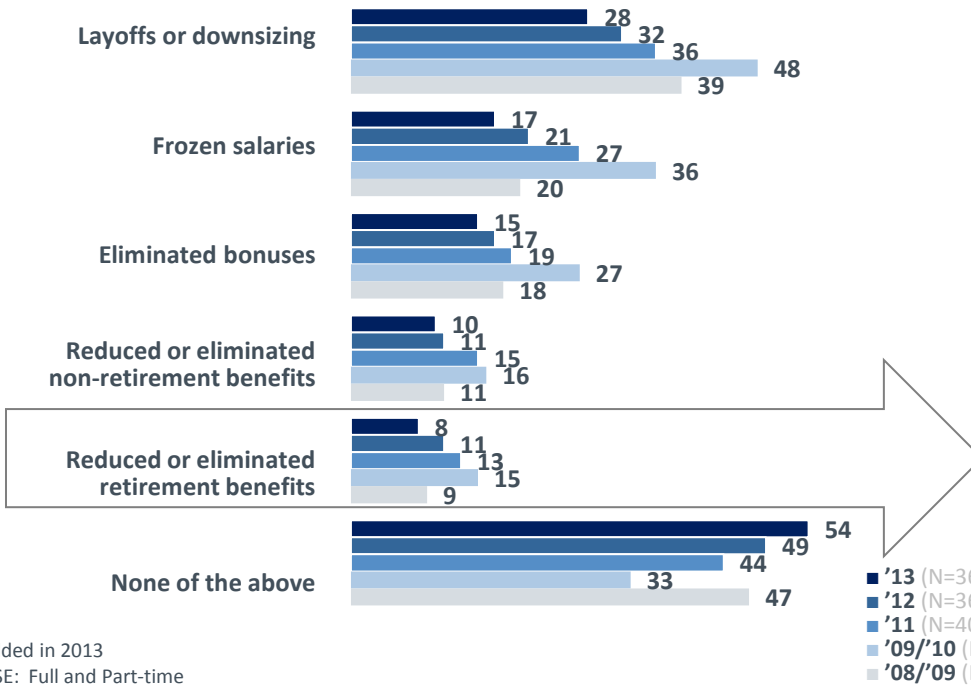
BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

Q685. How important is it to you that the company you work for provides a matching contribution in their retirement savings plan?

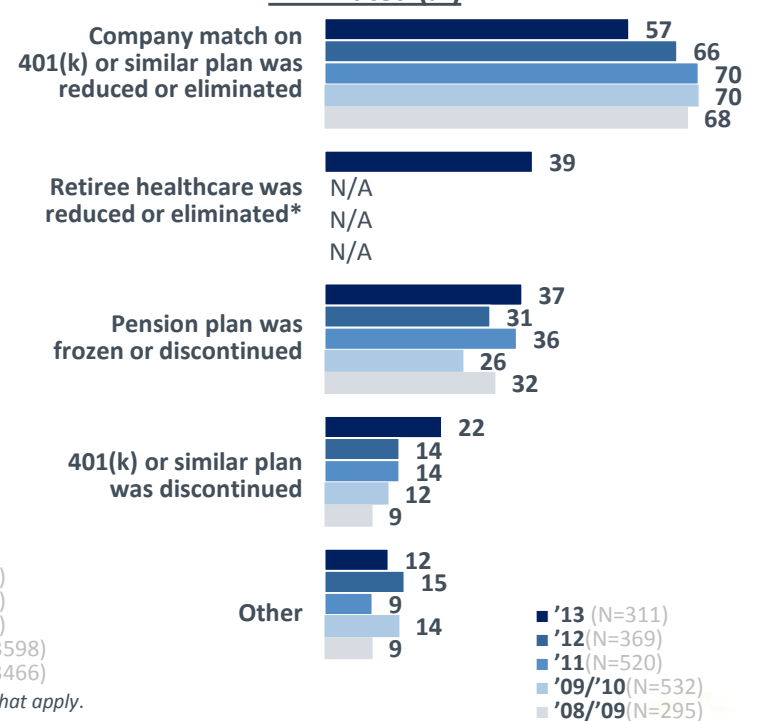
# Workers Whose Employers Implemented Cutbacks Over the Last 12 Months

- Generally, there has been a trend away from cutbacks taken by employers over the past several years.
- Of the 8 percent who saw reduced or eliminated retirement benefits, most said their employer match was reduced or eliminated.

**Negative Measures Implemented Over the Last Year (%)**



**Retirement Benefits Reduced or Eliminated (%)**



\*added in 2013

BASE: Full and Part-time

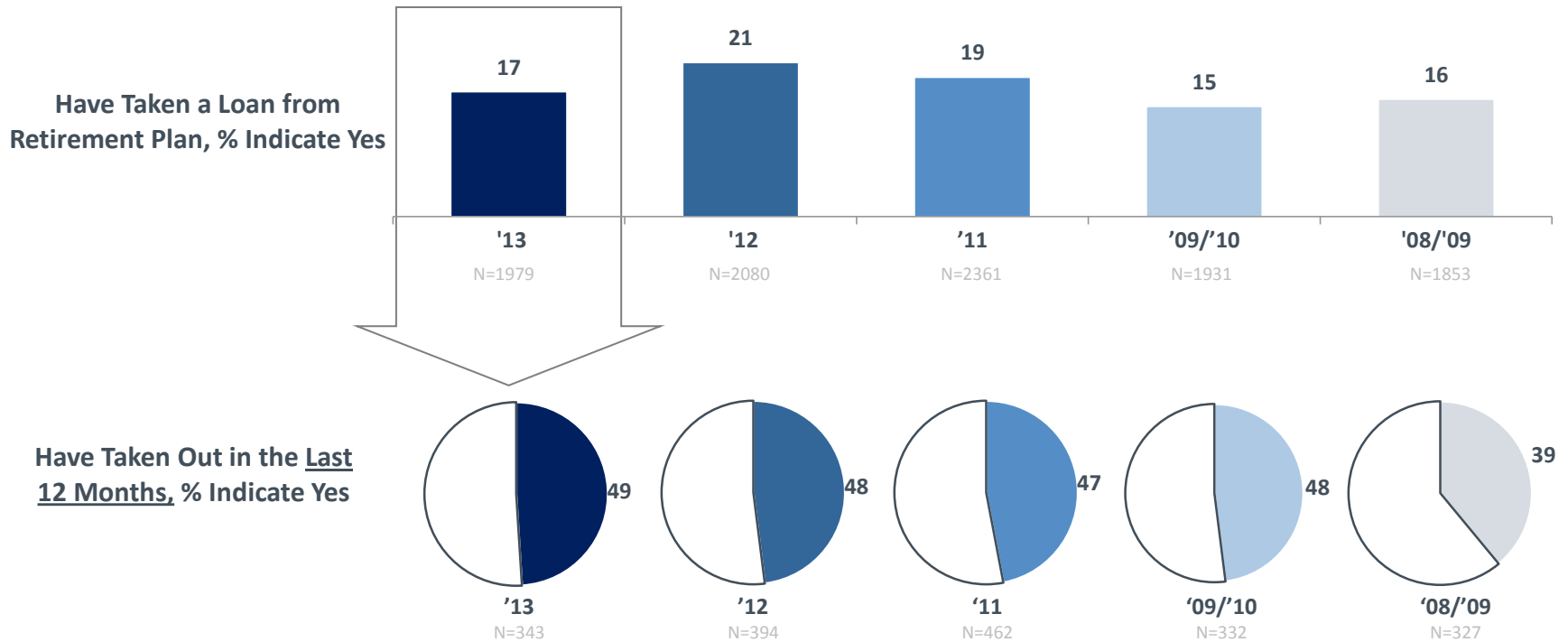
Q1440. Has the company you work for implemented any of the following measures over the last 12 months? *Select all that apply.*

BASE: Full and Part-time; If Reduced Or Eliminated Retirement Benefits

Q1445. What was reduced or eliminated from the retirement benefits that were offered by the company you work for? *Select all that apply.*

# Borrowing Against Retirement Plans: Loans

- Seventeen percent of plan participants have taken out a loan from his/her retirement plan.
- Consistent with prior years, nearly half of those who have taken out a loan did so in the last 12 months.



BASE: Full and Part-time; Those Currently Participating In Their Qualified Plan

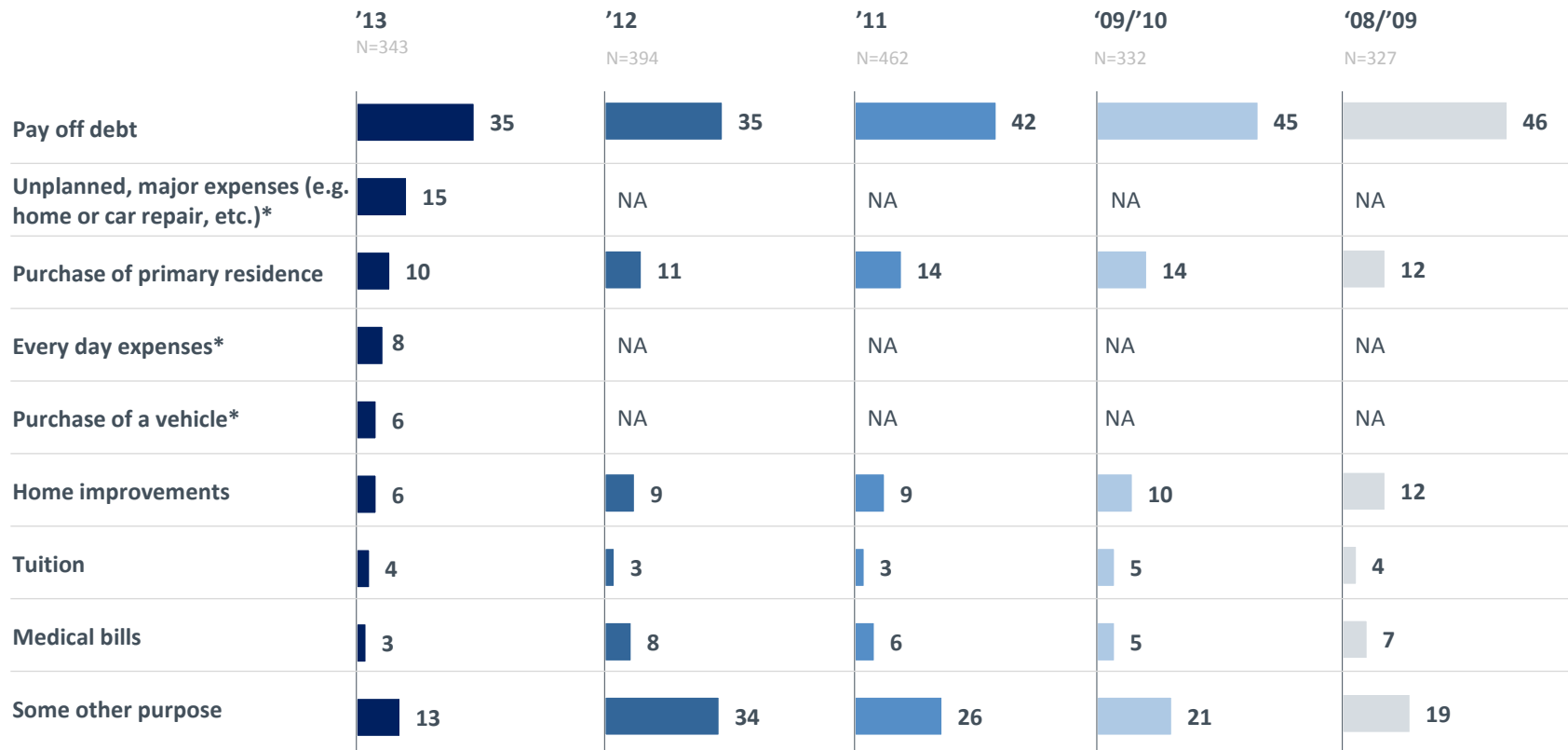
Q650. Have you taken out a loan from your retirement plan?

BASE: Full and Part-time; Those Who Have Taken Out A Loan From Their Retirement Plan

Q1455. Was the loan from your retirement plan taken out in the last 12 months?

# Borrowing Against Retirement Plans: Why?

- Paying off debt is the most frequently cited reason participants take out a loan from their retirement plans, followed by paying for an emergency or major expense.



\*added in 2013

NOTE: Only responses listed by at least 1% of respondents are shown.

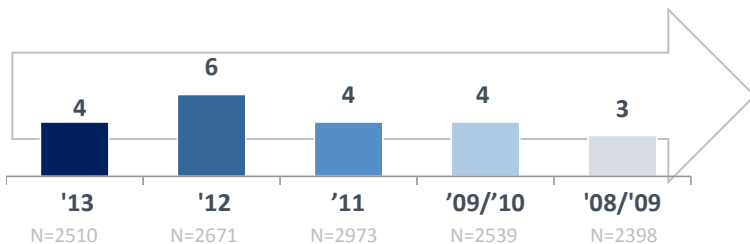
BASE: Full and Part-time; Have Taken Out Loan

Q660. For what primary purpose did you take out a loan?

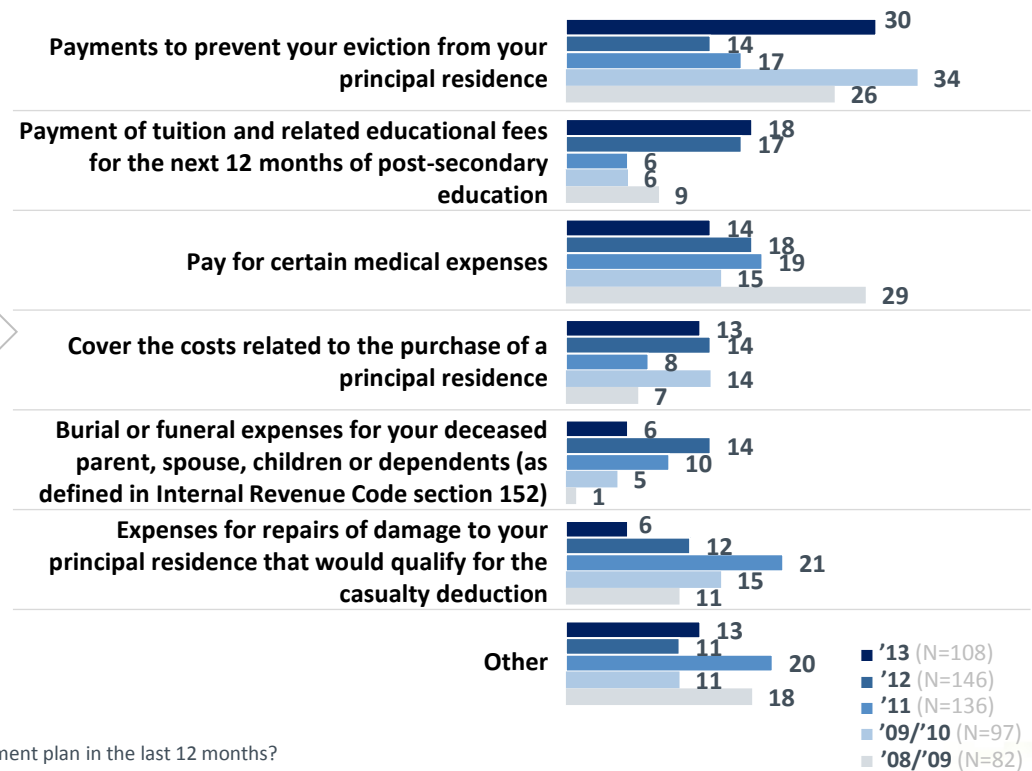
# Borrowing Against Retirement Plans: Hardship Withdrawals

- A smaller number of participants have taken a hardship withdrawal in the past 12 months, returning to pre-2012 levels.
- One in three says the primary reason for the withdrawal is to prevent eviction from their home. Please note: Findings should be considered directional due to small base.

**Taken a Hardship Withdrawal in Last 12 Months, % Indicate Yes**



**Primary Reason for Hardship Withdrawal**



BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

Q1460. Have you taken a hardship withdrawal from your employee-funded retirement plan in the last 12 months?

BASE: Full and Part-time; Those Who Have Taken A Hardship Withdrawal

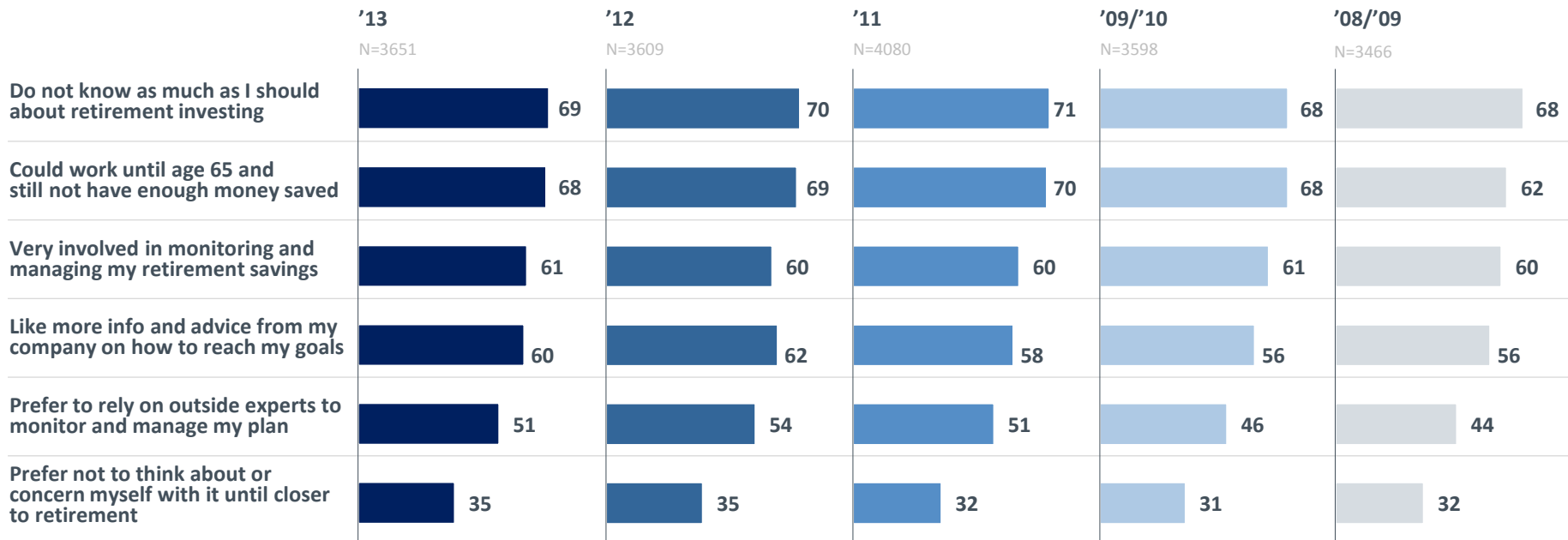
Q1465. What is the primary reason you have taken a hardship withdrawal from your employee-funded retirement savings plan?



# Retirement Preparation and Involvement

- Although the majority of workers are very involved in monitoring and managing their retirement savings, seven in 10 workers admit they don't know as much as they should about retirement investing and say that working until 65 may not provide them with the retirement funds they need.
- Three in five look to their company for more information and advice on how to reach their goals.

**Top 2 Box % (Strongly/Somewhat Agree)**

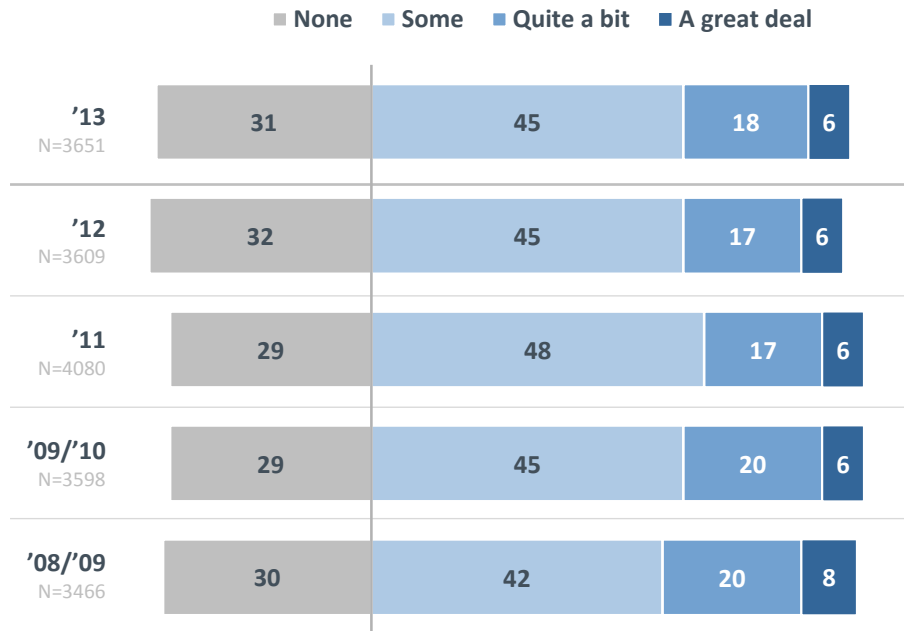


BASE: Full and Part-time

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

# Asset Allocation: Understanding

- Similar to prior years, workers continue to have a limited understanding of asset allocation as it relates to retirement – with one in three saying they know “nothing” about it.

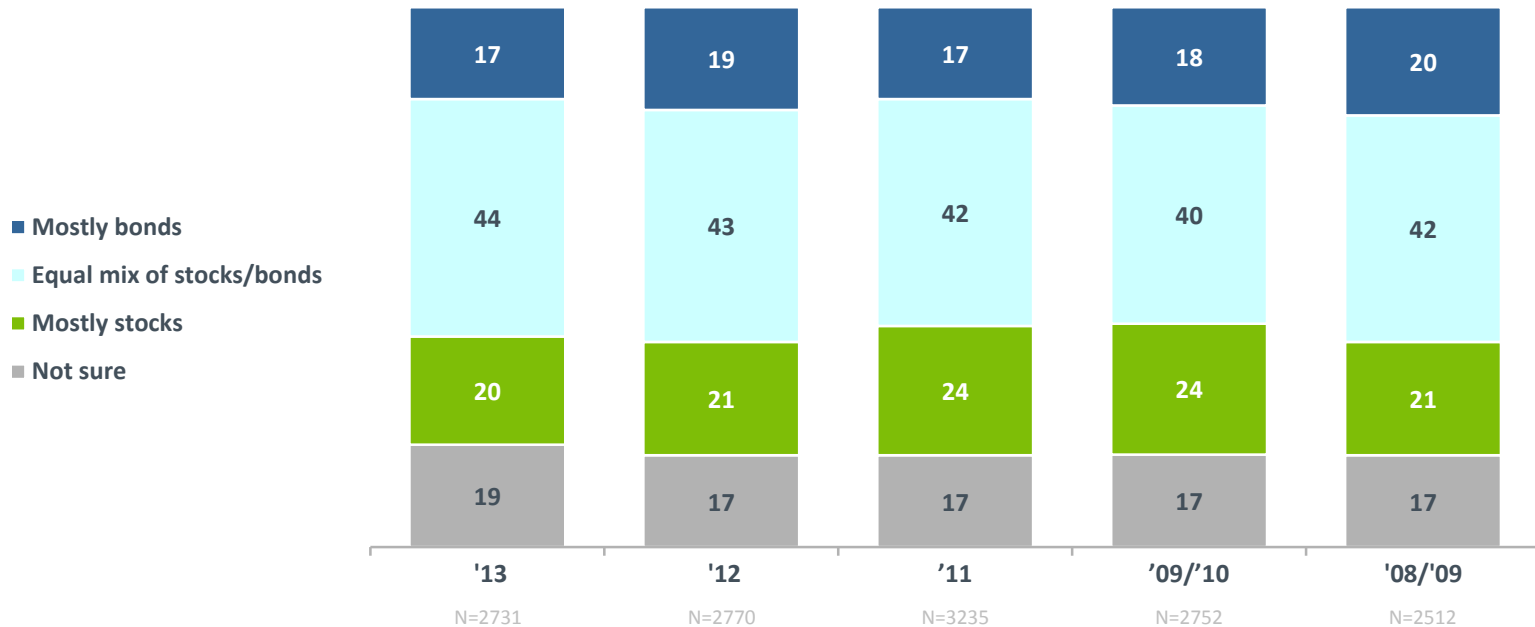


BASE: Full and Part-time

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

# Asset Allocation: Asset Classes

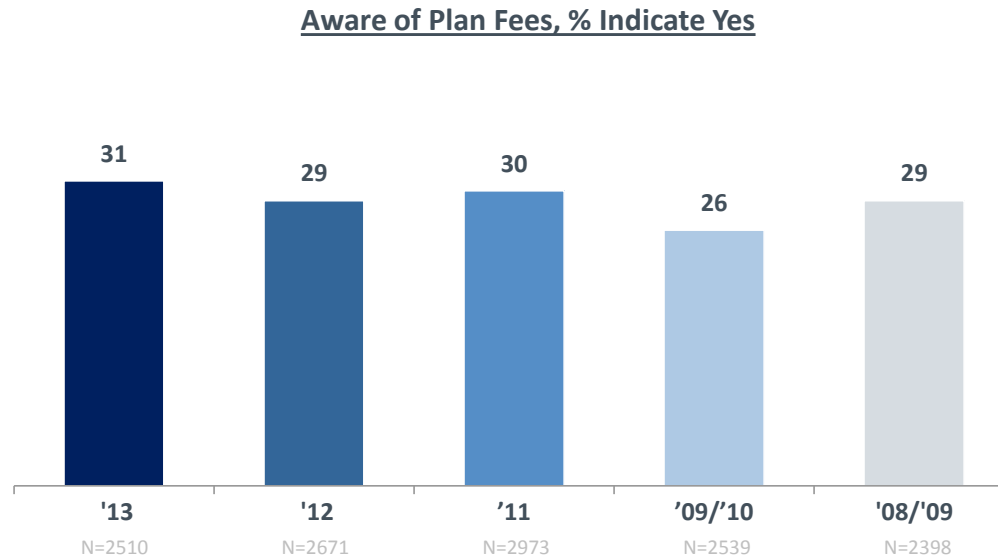
- Consistent with previous years, workers' retirement savings are most likely to be invested in an equal mix of stocks and bonds.



BASE: Full and Part-time; Investing For Retirement Q770. How is your retirement savings invested?

## Plan Fees: Awareness

- Thirty-one percent of workers are aware of plan fees associated with their companies' retirement plans.

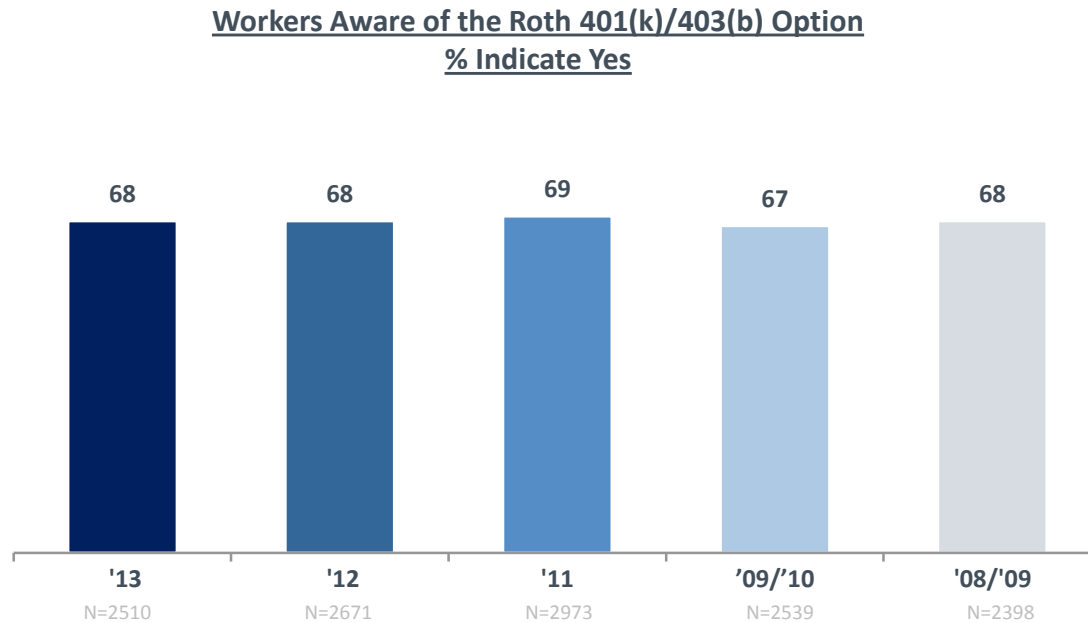


BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

Q634. Are you aware of any fees that may be charged to your participant account associated with your company's retirement plan?

# Awareness: Roth 401(k)

- Awareness of the Roth 401(k) option has remained high over the past 5 years, with over two-thirds of workers aware.



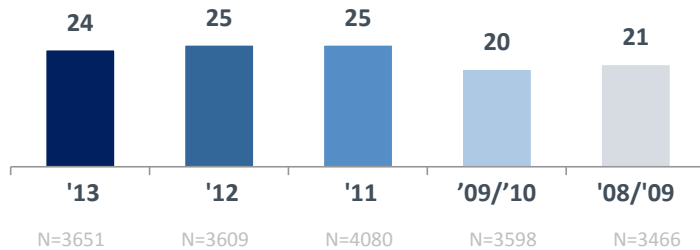
BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

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).)

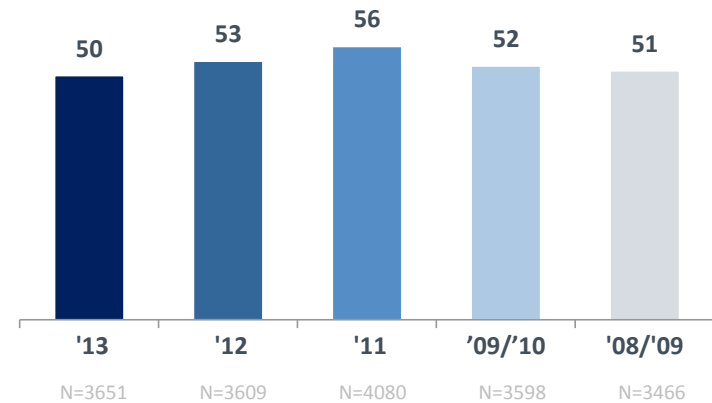
# Awareness: Saver's Credit and Catch-up Contributions

- About one-quarter of workers are aware of the Saver's Credit.
- Half of workers are aware of Catch-up Contributions for workers ages 50 and older.

Aware of Saver's Credit, % Indicate Yes



Aware of Catch-up Contributions, % Indicate Yes



BASE: Full and Part-time

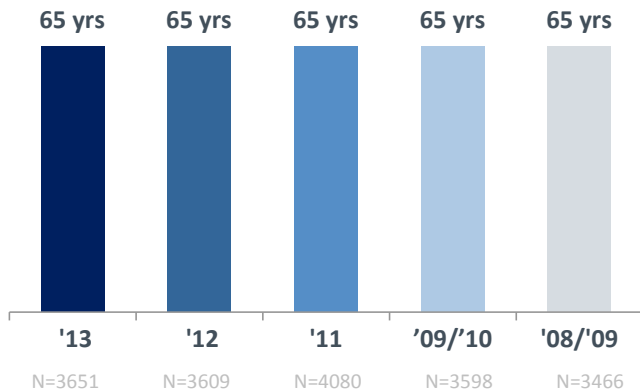
Q1120. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

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?

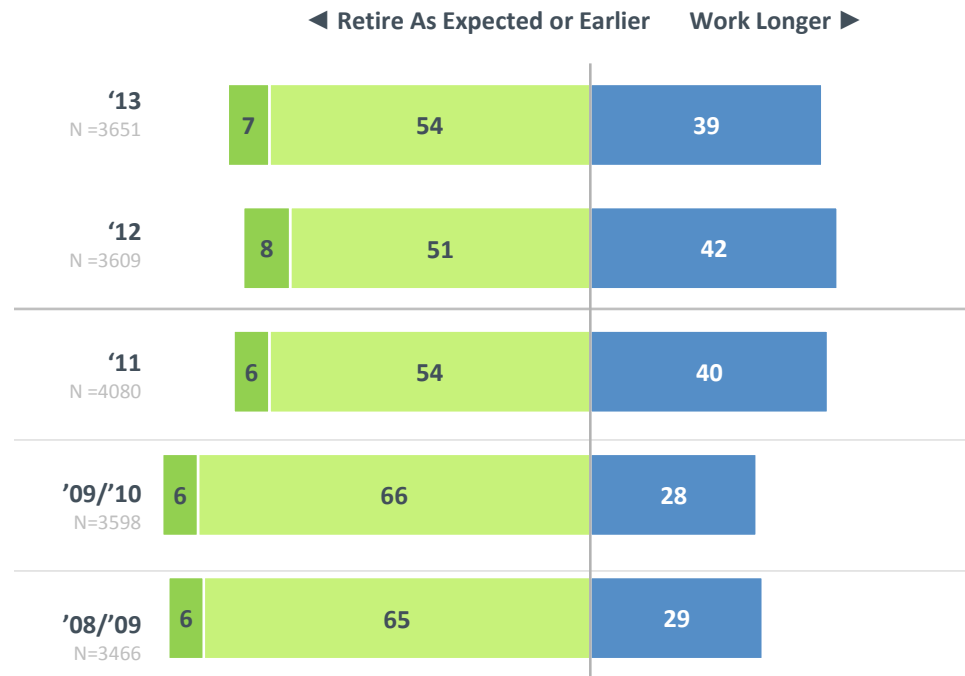
# Age Expected to Retire

- Workers' expected retirement age is 65 (median). However, this does not reflect those who do not plan to retire.
- While the majority of workers say they have not changed the age at which they expect to retire in the last 12 months, about two in five now expect to work longer and retire at an older age.

**Median Age Expected to Retire**



**Change in Expected Retirement in the Last 12 Months**



■ Expect to stop working sooner and retire at a younger age
 ■ Expect to retire at the same time
 ■ Expect to work longer and retire at an older age

BASE: Full and Part-time  
 Q910. At what age do you expect to retire?  
 Q1480. Has the age that you expect to retire changed in the last 12 months?

# Retirement Fears

- “Outliving savings/investments” and “not being able to meet basic financial needs” remain the top fears about retirement.
- Reductions in Social Security and the high cost of healthcare also continue to be important concerns.

Workers’ Single Greatest Fear

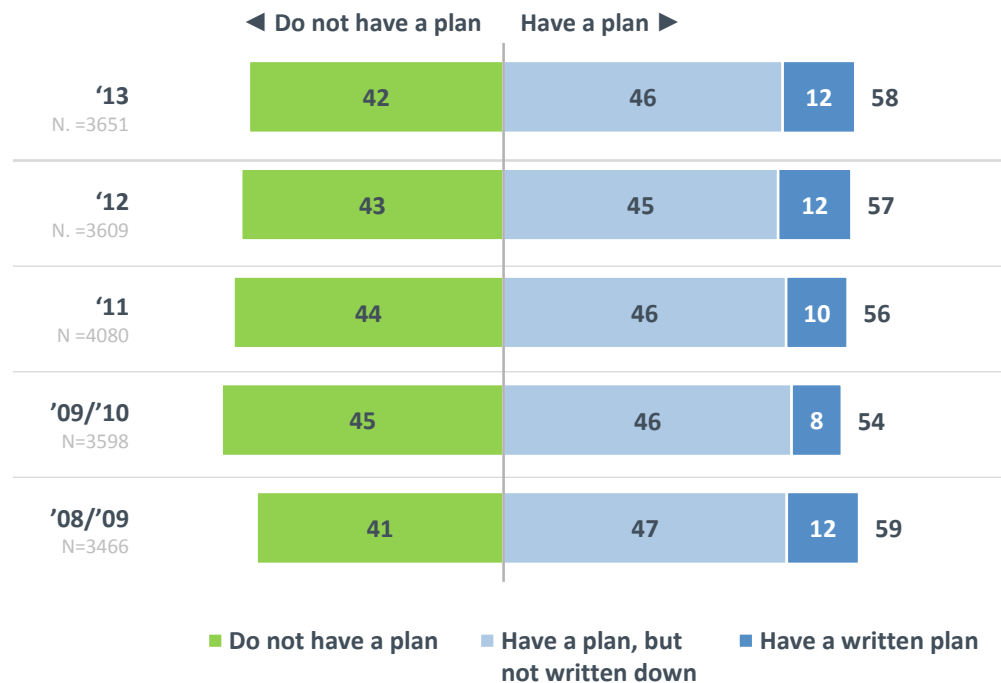
	'13 N= 3651	'12 N= 3609	'11 N= 4080	'09/'10 N=3598	'08/'09 N=3466
Outliving my savings and investments	23	23	23	22	21
Not being able to meet the basic financial needs of my family	21	23	21	20	23
Social Security will be reduced or cease to exist in the future	14	14	15	16	14
High cost of healthcare	14	11	12	12	11
Needing long-term care	7	7	7	10	10
Not having adequate healthcare	5	5	5	7	5
Finding meaningful ways to spend time and stay involved	5	4	5	3	4
Being laid off - not being able to retire on my own terms	4	6	5	5	6
Feeling less important or less relevant in the world	2	2	2	1	1
None of the above	5	6	5	5	5

BASE: Full and Part-time  
Q1421. What is your single greatest fear about retirement?



# Retirement Strategy: Written Plans

- Nearly three in five workers say they have a retirement strategy – but only about 12 percent have written plans.

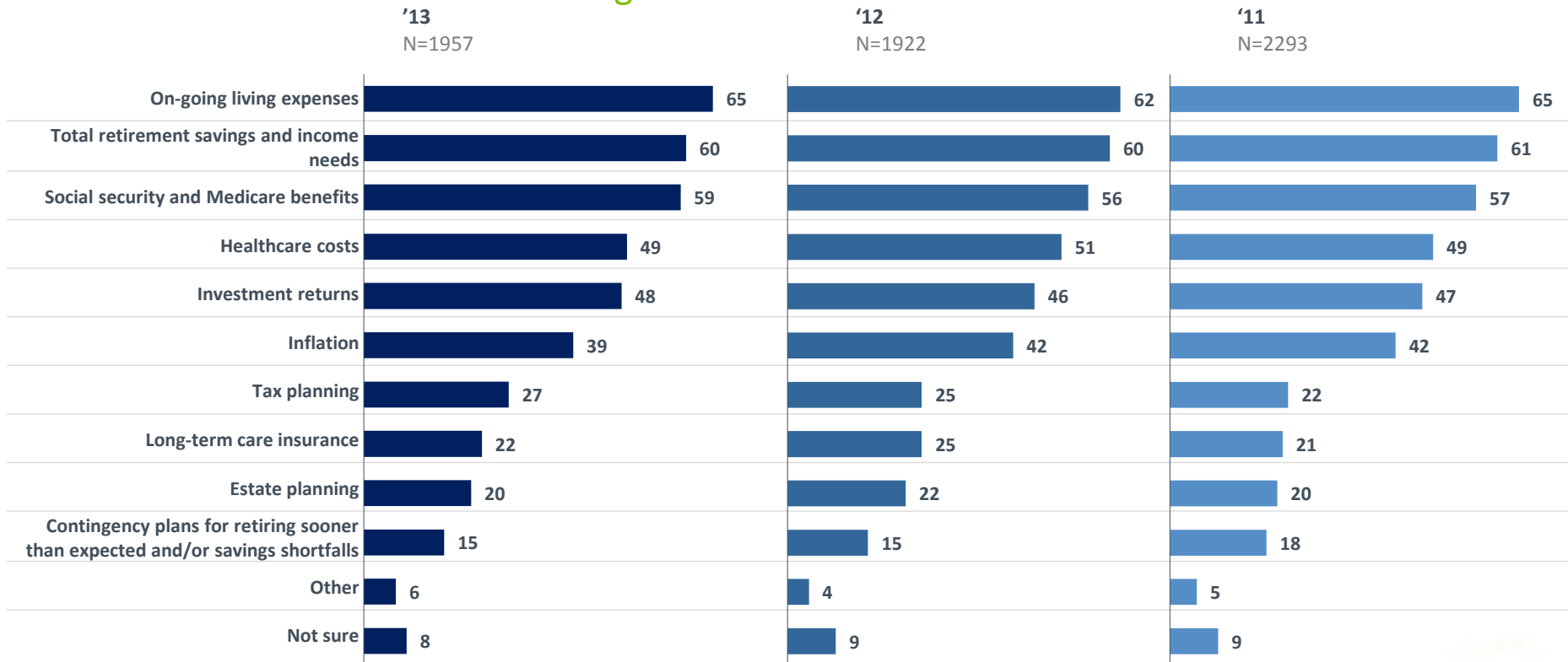


BASE: Full and Part-time

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

# Retirement Strategy: Factors

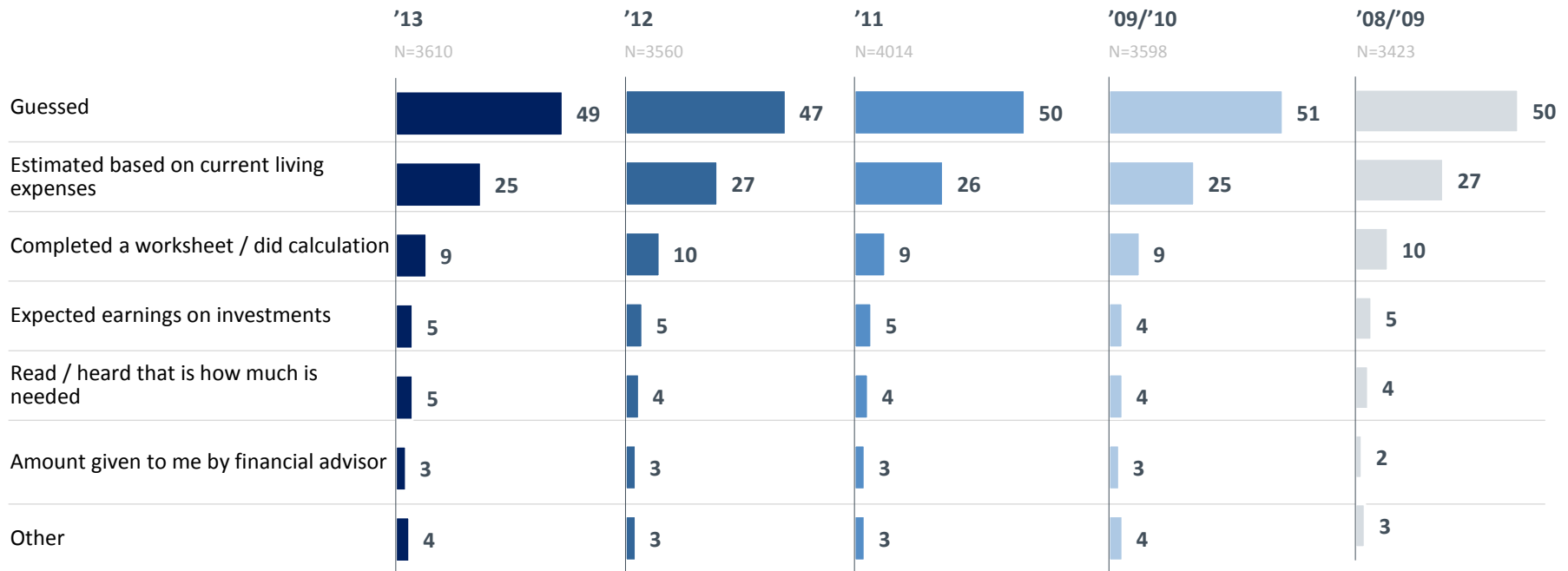
- Many items are factored into workers' retirement strategies, with living expenses, total savings income needs, Social Security/Medicare, healthcare costs and investment returns remaining as the top factors.
- In contrast, inflation, tax planning and long-term care insurance were less often factored into retirement strategies.



BASE: Has Retirement Strategy  
Q1510. Which of the following have you factored into your retirement strategy?

# Retirement Planning: Determining Amount Needed

- Nearly half of workers guessed the amount of money they will need in retirement.
- One in four workers calculated the amount based on their current living expenses.

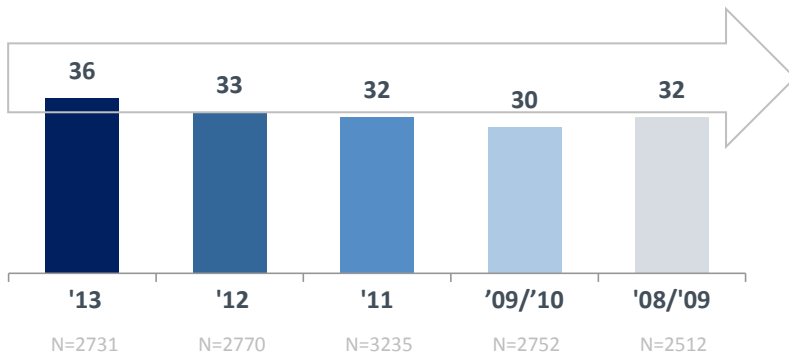


BASE: Full and Part-time; Provided Estimate of Money Needed  
Q900. How did you arrive at that number?

# Use a Professional Financial Advisor

- Thirty-six percent of workers rely on a professional advisor to help or manage their retirement savings or investments.
- Of those who use advisors, more are doing so for general financial planning.

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



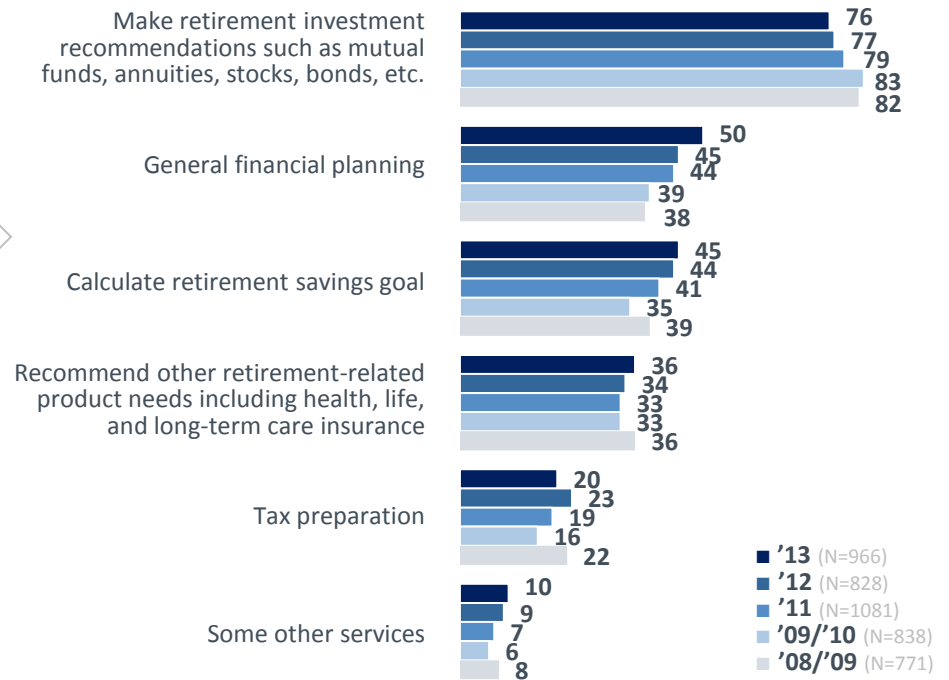
BASE: Full and Part-time; Investing For Retirement

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

BASE: Full and Part-time; Use Financial Advisor

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

**Types of Services Financial Advisor Performs**



# Information Sources: Retirement Planning & Investing

- While many resources are relied on, retirement planning is most likely to involve family, friends, financial planners/brokers and online sources of information.

<u>Sources of Information</u> <i>Multiple responses</i>	'13 N=3651	'12 N=3609	'11 N=4080	'09/'10 N=3598	'08/'09 N=3466
Friends/Family	33	34	34	31	34
Financial planner/broker	31	29	30	30	27
Financial websites	27	29	34	33	32
Retirement plan provider website	23	24	30	25	26
Online newspapers, magazines, and blogs*	20	23	N/A	N/A	N/A
Plan provider printed material	17	15	19	17	18
Print newspapers/magazines	16	18	22	25	25
Employer	15	18	17	14	19
Retirement calculators	14	17	17	16	16
Financial-related tv shows	14	15	14	15	18
Accountant	11	11	9	9	11
Insurance agent	5	6	4	4	5
Lawyer	4	3	3	2	3
Online social media*	3	3	N/A	N/A	N/A
Other	6	5	6	4	7
None	19	17	16	18	18

\*Note: These choices added in '12 Wave

BASE: Full and Part-time

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

# Information Sources: Retirement Planning & Investing

- Consistent with previous years, financial planners – along with friends and family – continue to be the most influential source in retirement planning.

<u>Sources of Information</u>	'13 Most Influential N=2010	'12 Most Influential N=3609	'11 Most Influential N=4080
Financial planner/broker	21	20	20
Friends/Family	16	16	16
Financial websites	8	8	13
Retirement plan provider website	8	7	10
Print newspapers/magazines	3	3	4
Plan provider printed material	3	2	3
Employer	4	5	4
Financial-related tv shows	2	3	2
Retirement calculators	2	3	3
Accountant	3	2	2
Insurance agent	1	1	1
Online newspapers, magazines, and blogs*	4	4	N/A
Online social media*	<1	<1	N/A
Lawyer	<1	1	<1
Other	4	3	4
None	21	21	19

\*Note: These choices added in '12 Wave

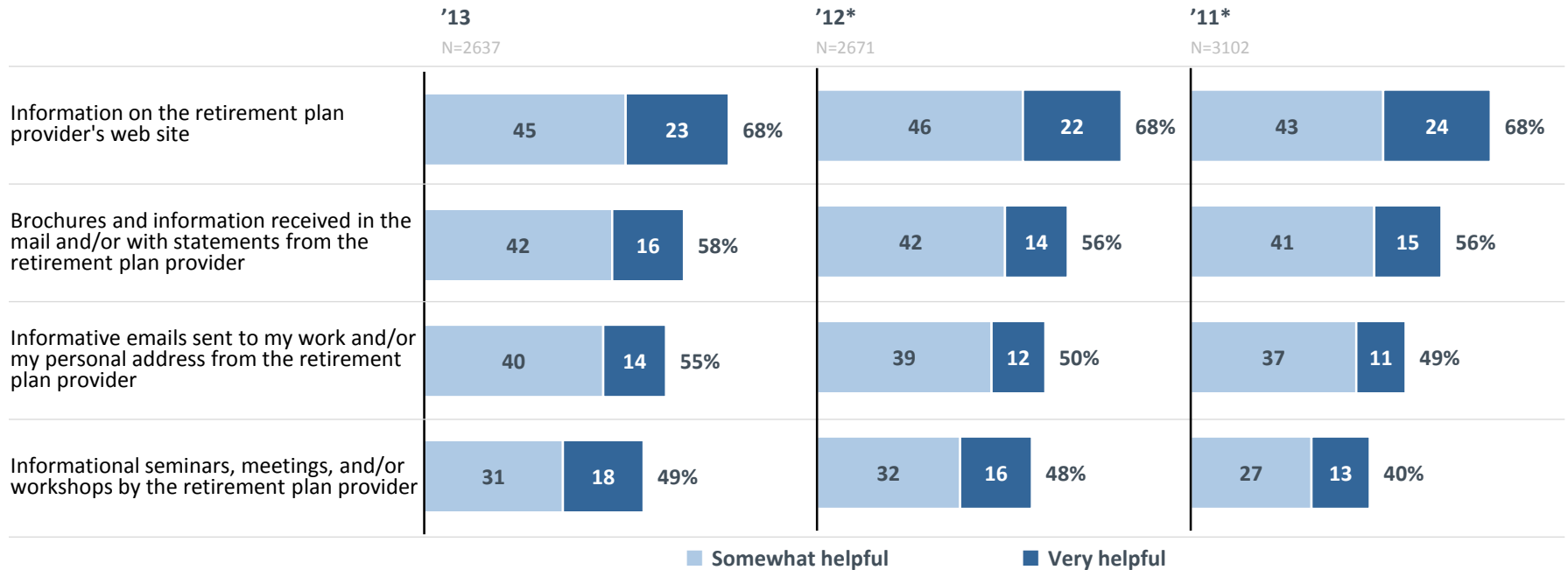
BASE: Full and Part-time

Q826. Of these sources, which one influences your decisions the most?

# Information Resources: Helpfulness

- When asked about the helpfulness of educational offerings of their retirement plan provider, information on the plan provider's website was seen as most helpful among workers who are offered a retirement plan.

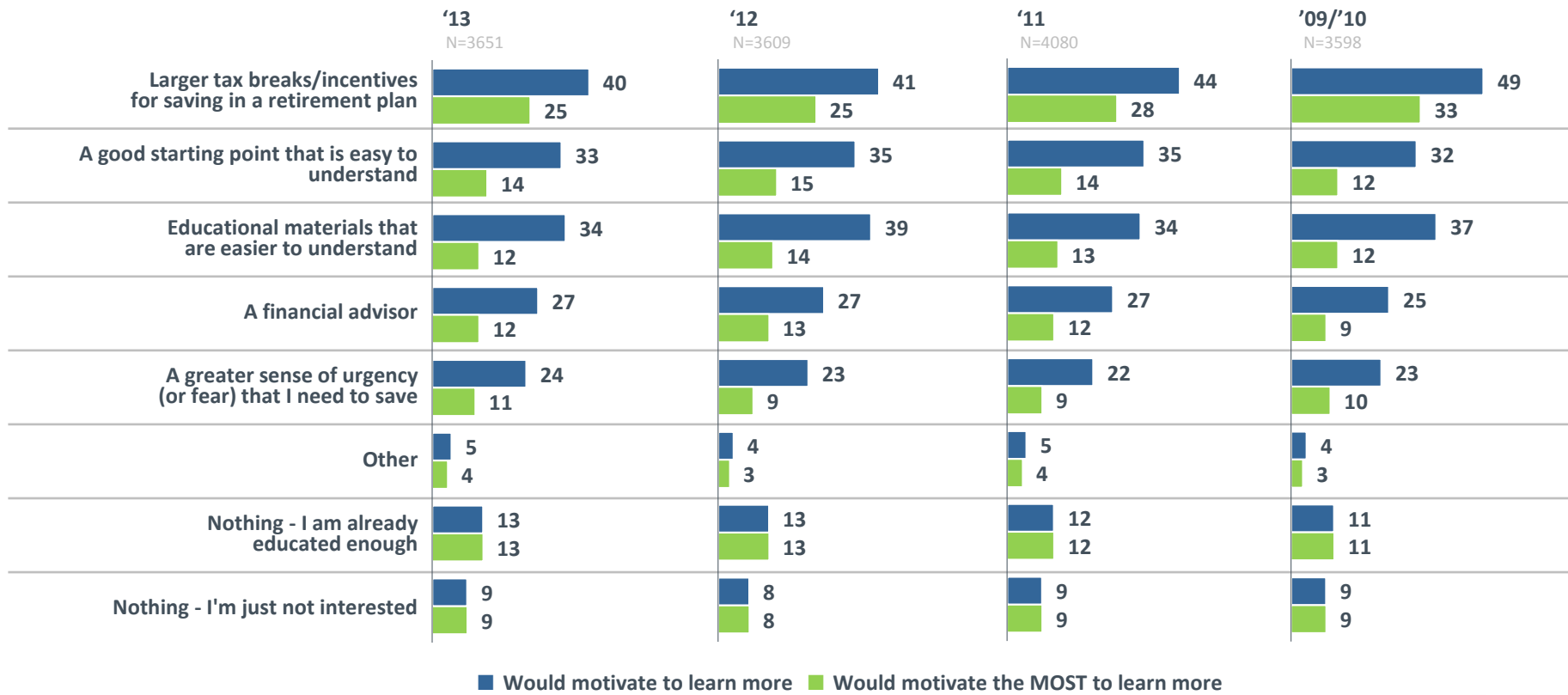
**Helpfulness of Resources**  
**Top 2 Box % (Very/Somewhat Helpful)**



\*Note: Base reduced in '12 Wave. Data for '11 wave revised to match new base as point of reference.  
BASE: Those Offered a Retirement Plan  
Q2036. How helpful do you find the following in assisting you to plan, save, and invest for retirement?

# Motivation to Learn More about Retirement Saving

- Tax breaks continue to be the main motivator (although decreasing in importance since '09/'10).
- A “good starting point” and materials that are easier to understand are popular motivators that can be done by employers or retirement plans.



BASE: Full and Part-time

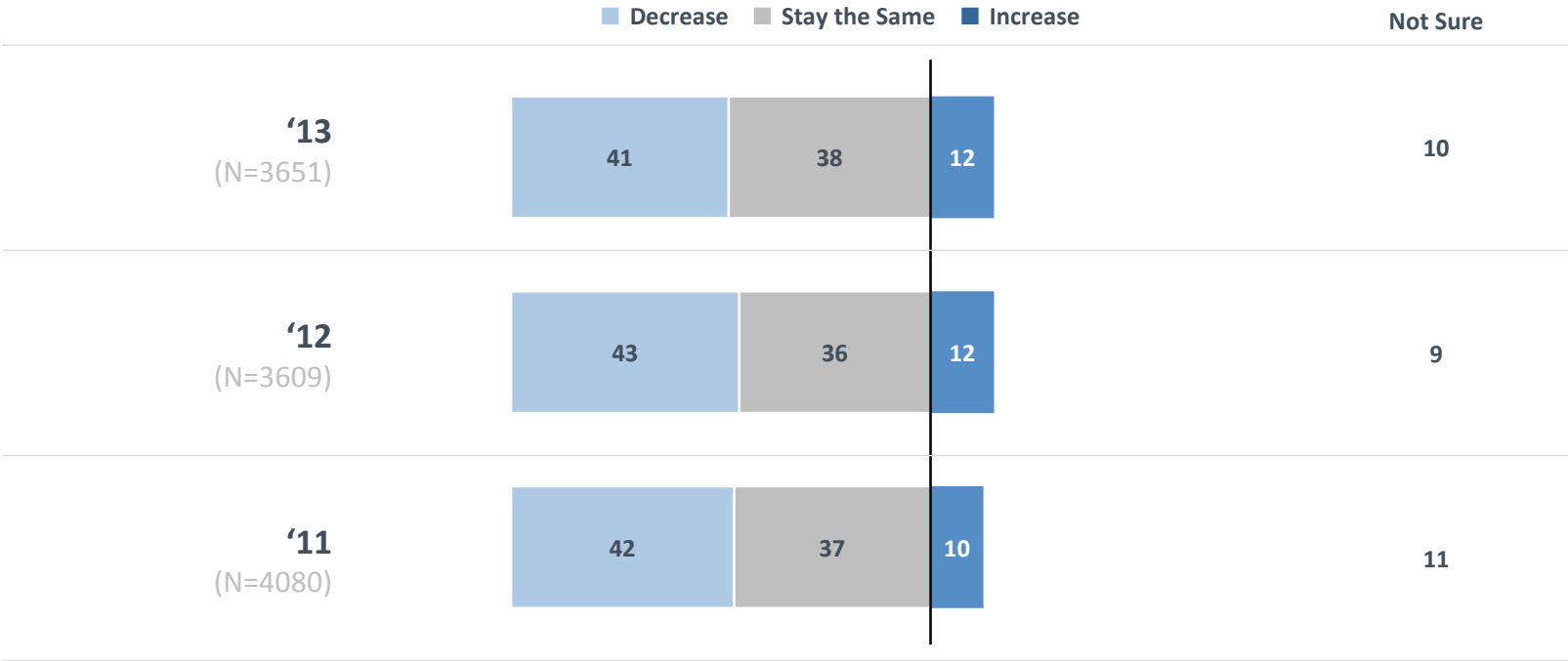
Q2040. What would motivate you to learn more about saving and investing for retirement?

Q2041. Which one of the following would motivate you the most to learn more about saving and investing for retirement?



# Standard of Living in Retirement

- Nearly four in 10 workers expect their standard of living will decrease in retirement and another four in 10 expect it to stay the same.

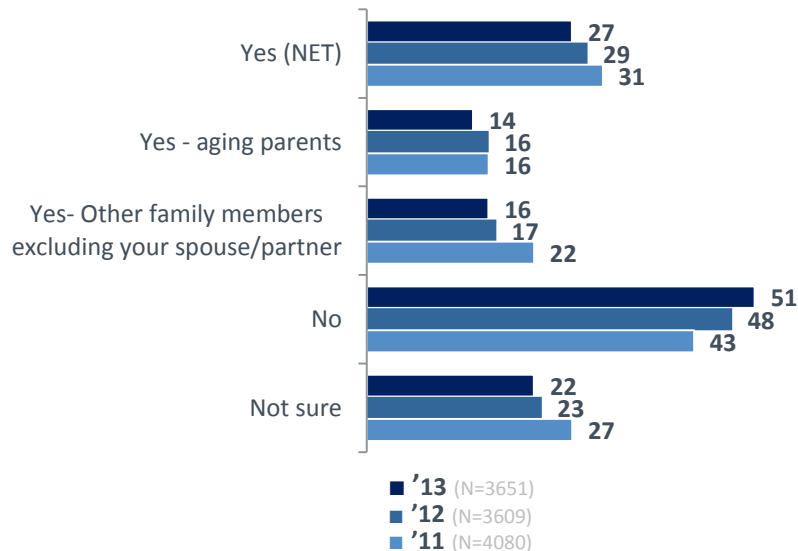


BASE: All Qualified Respondents  
 Q1500. Do you expect your standard of living to increase, decrease, or stay the same when you retire?

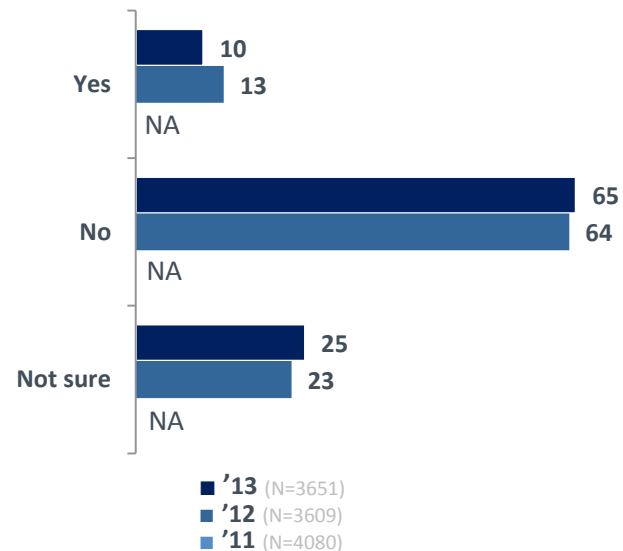
# Providing/Receiving Support to/from Family

- Slightly more than one-fourth of workers (27 percent) anticipate providing financial support to their family when they are retired, which is a slight decline since last year.
- Only a small minority (10 percent) of workers expect to receive support from other family members while in retirement.

Do You Expect to Provide Financial Support? (%)



Do You Expect to Receive Financial Support? (%)



BASE: All Qualified Respondents

Q1505. Do you expect that you will need to provide financial support for your family (other than your spouse/partner)\* while you are retired?

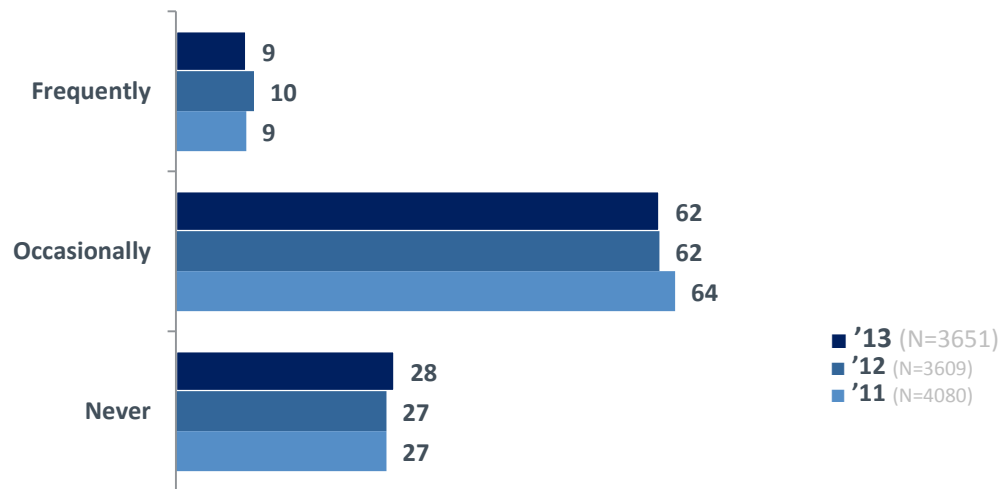
\*("other than your spouse/partner") added in '12 and revised to be a multiple response question in '12

Q3505. Do you expect that you will need to receive financial support from your family while you are retired?

# Conversations About Retirement

- Only 9 percent of workers talk to family and friends frequently about retirement.
- Most workers discuss retirement with family and friends either “occasionally” or “never.”

**Frequency of Discussing Retirement with Family and Friends (%)**

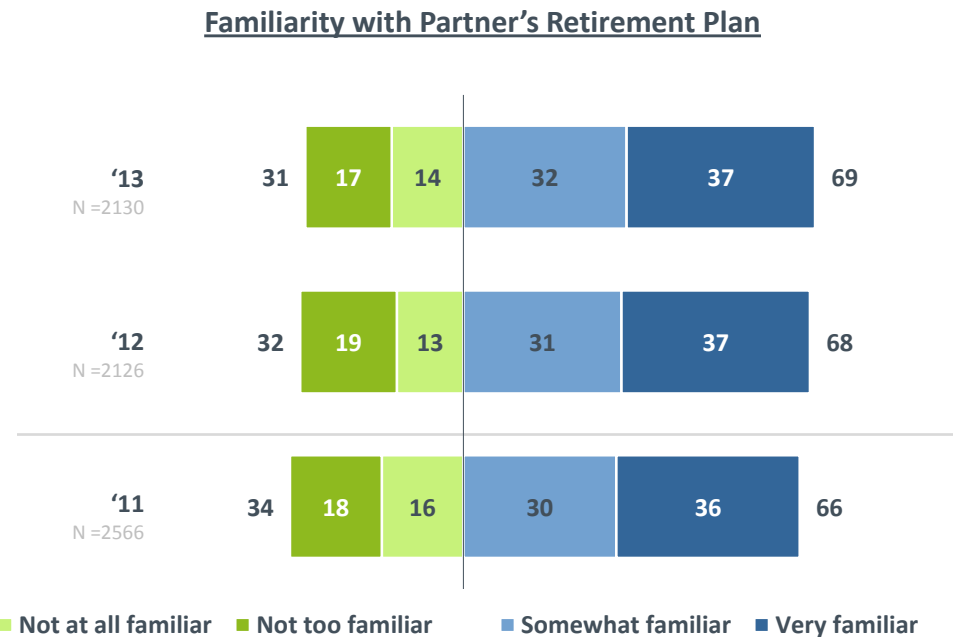


BASE: All Qualified Respondents

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

# Familiarity With Partner's Retirement Plan

- Slightly more than two-thirds of workers continue to be at least somewhat familiar with their partner's retirement plan.



BASE: Married Or In Civil Union

Q1520. How familiar are you with your partner's retirement plan and savings?

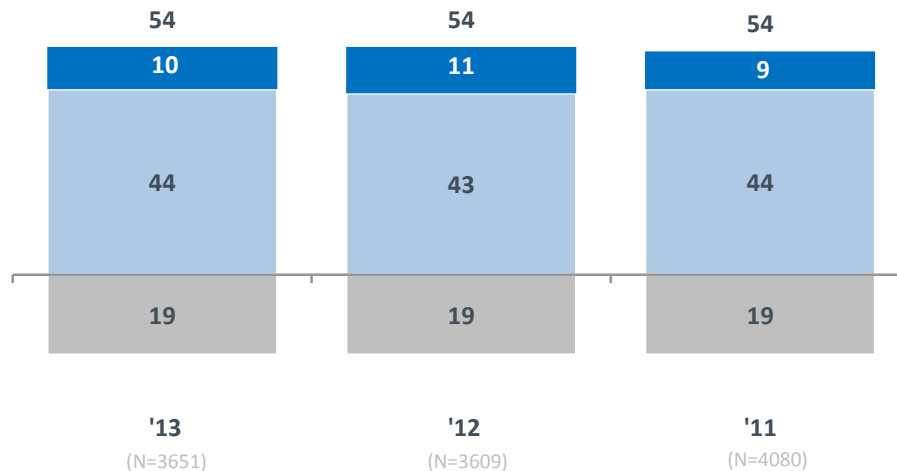
# Working After Retirement

- The majority of workers expect to work at least part-time after retiring, with one-tenth expecting to work full-time after retirement.

- Yes, I plan to work full-time
- Yes, I plan to work part-time
- No

## Working After Retirement

Net Yes:

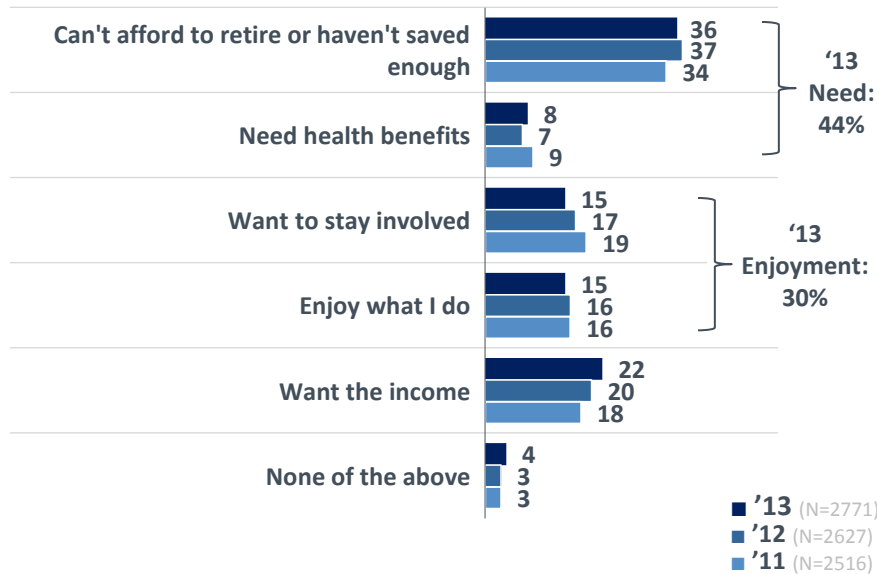


BASE: All Qualified Respondents  
Q1525. Do you plan to work after you retire?

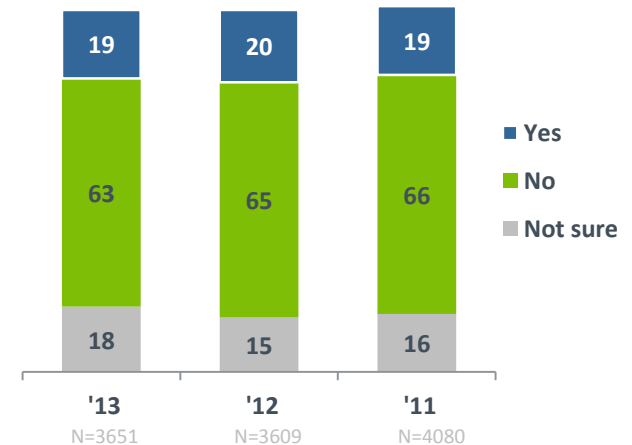
# Working Into Retirement

- More workers plan to work during retirement due to “need,” but nearly one in three says it would be based on “enjoyment”.
- Only one in five has a backup plan for retirement income if they become unable to work prior to retirement.

**Main Reason for Working After Retirement Age**



**Backup Plan for Income if Unable to Work**



BASE: Plan On Retiring After 65 Or Working After Retirement;

Q1530. What is your main reason for working after retirement or the normal retirement age of 65?

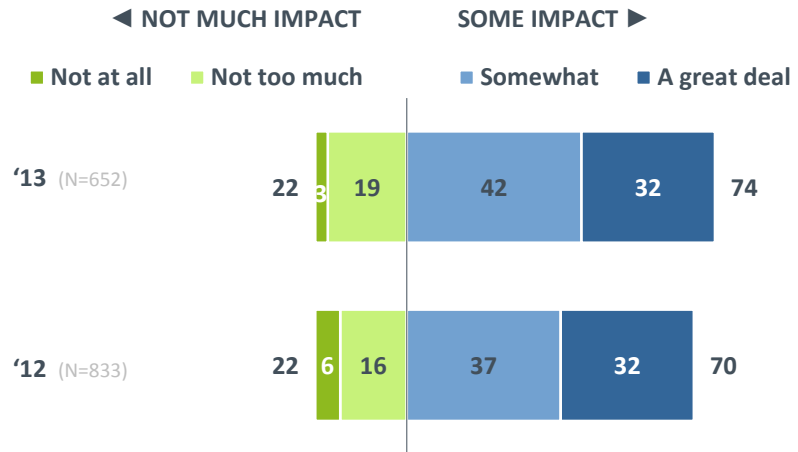
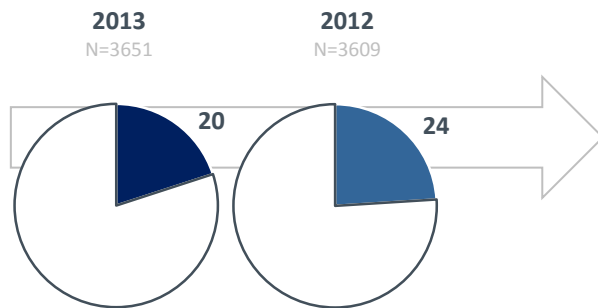
BASE: All Qualified Respondents

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

# Taking Time Out of the Workforce

- One in five workers has or anticipates taking time out of the workforce to be a caregiver (e.g., to a child or aging parent) – down slightly from 2012.
- Three out of four who have or expect to take time off expect it to have a negative impact on the size of their retirement nest egg.

**Taking Time Out of Workforce:**  
**% Indicate Yes**



BASE: Full and Part-time

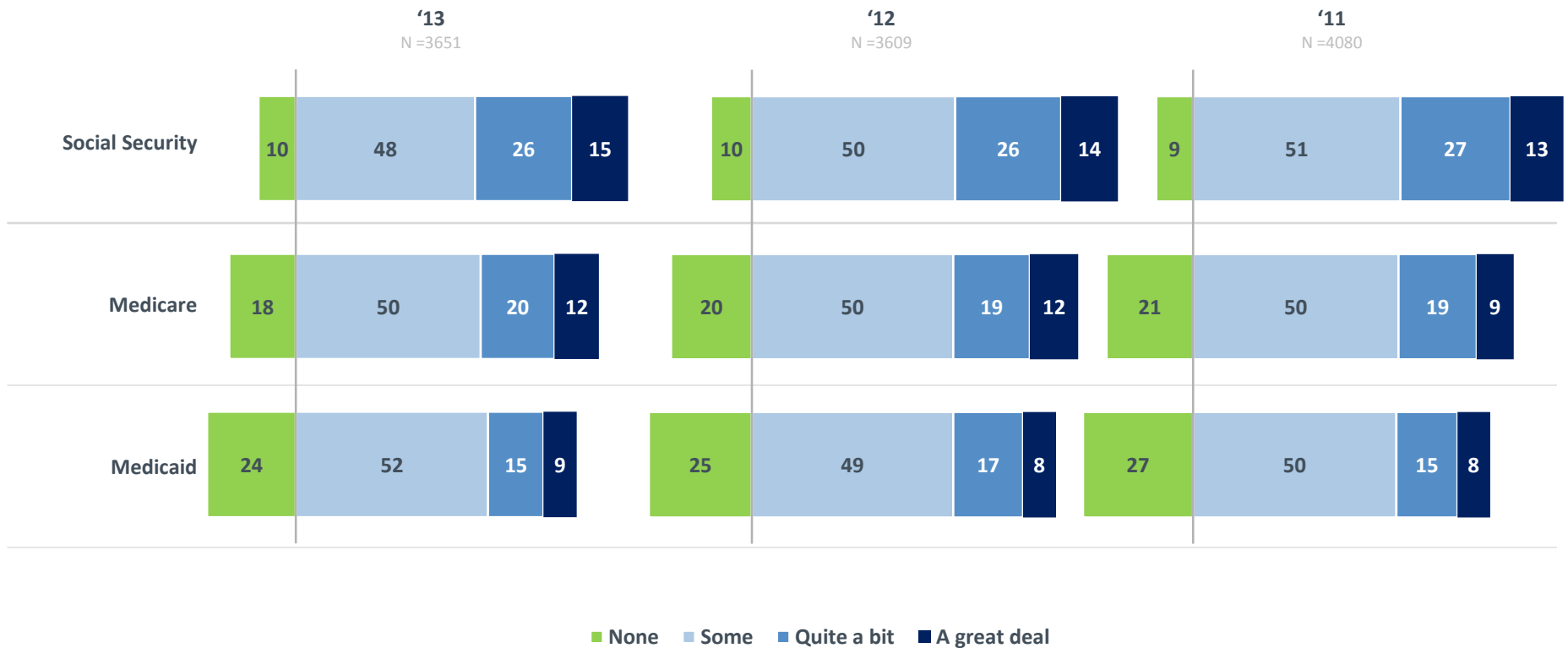
Q2500. Have you or do you expect to take time out of the workforce to act as a caregiver, e.g., for a child or an aging parent?

BASE: Full and Part-time; Have Or Expect To Take Time Out Of Workforce

Q2505. When deciding to take time out of the workforce, how much of a negative impact do you think it may have on your ability to save for retirement and size of your nest egg at retirement age?

# Understanding of Government Benefits

- The majority of workers have limited or no understanding of the government programs they can utilize in retirement.

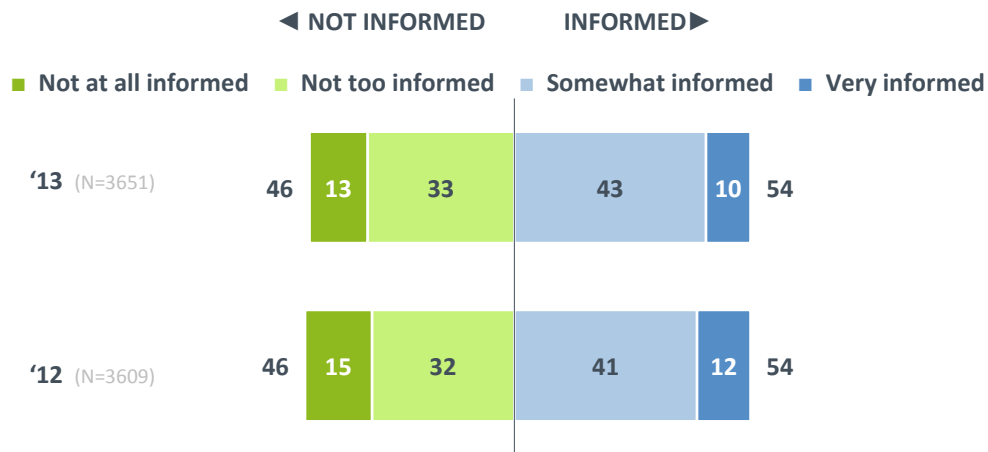


BASE: All Qualified Respondents  
 Q1540. How good of an understanding do you have of the following government benefits?



# Healthcare Reform: Informed of Changes

- Just over half of workers feel very or somewhat informed about the impact healthcare reform legislation could have on their health insurance.
- However, nearly half are not too informed or not at all informed – with 13 percent not at all informed.



BASE: Full and Part-time

Q2530. How informed are you about potential changes to your health insurance due to healthcare reform legislation? Choose the option that best describes your level of knowledge.



# **Influences of Access to Retirement Benefits on Retirement Preparation**

## Detailed Findings

# Profile of Respondents – Has Access to Benefits vs. No Access

- Workers without access to retirement benefits are more likely to be:
  - Women
  - Less educated (HS or less)
  - Single/Never married
  - Lower income (\$50K household income or less)
  - Employed by smaller companies
  - Employed in the service industries
  - In sales/clerical/service/administration or “some other occupation”

	Has Retirement Benefits N=2637	No Retirement Benefits N=1014
<b>Gender</b>		
Male	57%	41%
Female	43%	59%
<b>Age</b>		
18 - 19	2%	6%
20 - 24	6%	11%
25 - 29	7%	9%
30 - 34	12%	9%
35 - 39	11%	7%
40 - 44	10%	9%
45 - 49	15%	13%
50 - 54	11%	9%
55 - 59	12%	10%
60 - 64	8%	7%
65 and over	6%	9%
MEAN	44.1	43.1
MEDIAN	45	44

	Has Retirement Benefits N=2637	No Retirement Benefits N=1014
<b>Level of Education</b>		
Less than high school graduate	2%	5%
High school graduate	22%	36%
Some college or trade school	30%	35%
College graduate	30%	17%
Some grad. school/grad. degree	16%	8%
<b>Marital Status</b>		
Married	62%	48%
Single, never married	24%	35%
Divorced/widowed/separated	10%	12%
Civil union/domestic partnership	4%	5%
<b>Type of Area Lived In</b>		
Large city	19%	20%
Small city	20%	21%
Suburbs	45%	41%
Rural area	16%	19%

# Profile of Respondents – Has Access to Benefits vs. No Access (cont'd)

	Has Retirement Benefits N=2637	No Retirement Benefits N=1014
<b>HH Income</b>		
Less than \$25,000	6%	14%
\$25,000 to less than \$50,000	16%	24%
\$50,000 to less than \$75,000	21%	23%
\$75,000 to less than \$100,000	18%	12%
\$100,000 to less than \$150,000	23%	13%
\$150,000 or more	10%	7%
Not sure	6%	8%
Decline to answer	0%	0%
MEAN	\$83,882	\$64,919
MEDIAN	\$68,147	\$46,059

	Has Retirement Benefits N=2637	No Retirement Benefits N=1014
<b>HH Amount Saved for Retirement</b>		
Less than \$5,000	10%	25%
\$5,000 to less than \$10,000	5%	5%
\$10,000 to less than \$25,000	7%	6%
\$25,000 to less than \$50,000	9%	6%
\$50,000 to less than \$100,000	12%	11%
\$100,000 to less than \$250,000	15%	11%
\$250,000 or more	21%	11%
Not sure	10%	12%
Decline to answer	11%	14%
MEAN	\$116,363	\$78,827
MEDIAN	\$62,891	\$21,020

	Has Retirement Benefits N=2637	No Retirement Benefits N=1014
<b>Occupation</b>		
Professional/Medical/Technical	28%	11%
Clerical/Service/Administration	19%	25%
Managerial or business owner	14%	8%
Sales	13%	19%
Blue-Collar/Production	10%	8%
Teacher/Education	1%	0%
Some other occupation	14%	29%

	Has Retirement Benefits N=2637	No Retirement Benefits N=1014
<b>Amount in Current Employer's Retirement Plan</b> <i>(Those with qualified plans currently offered to them)</i>		
Less than \$5,000	18%	N/A
\$5,000 to less than \$10,000	7%	N/A
\$10,000 to less than \$25,000	10%	N/A
\$25,000 to less than \$50,000	12%	N/A
\$50,000 to less than \$100,000	14%	N/A
\$100,000 to less than \$250,000	14%	N/A
\$250,000 or more	10%	N/A
Not sure	5%	N/A
Decline to answer	10%	N/A
MEAN	\$77,383	N/A
MEDIAN	\$29,502	N/A

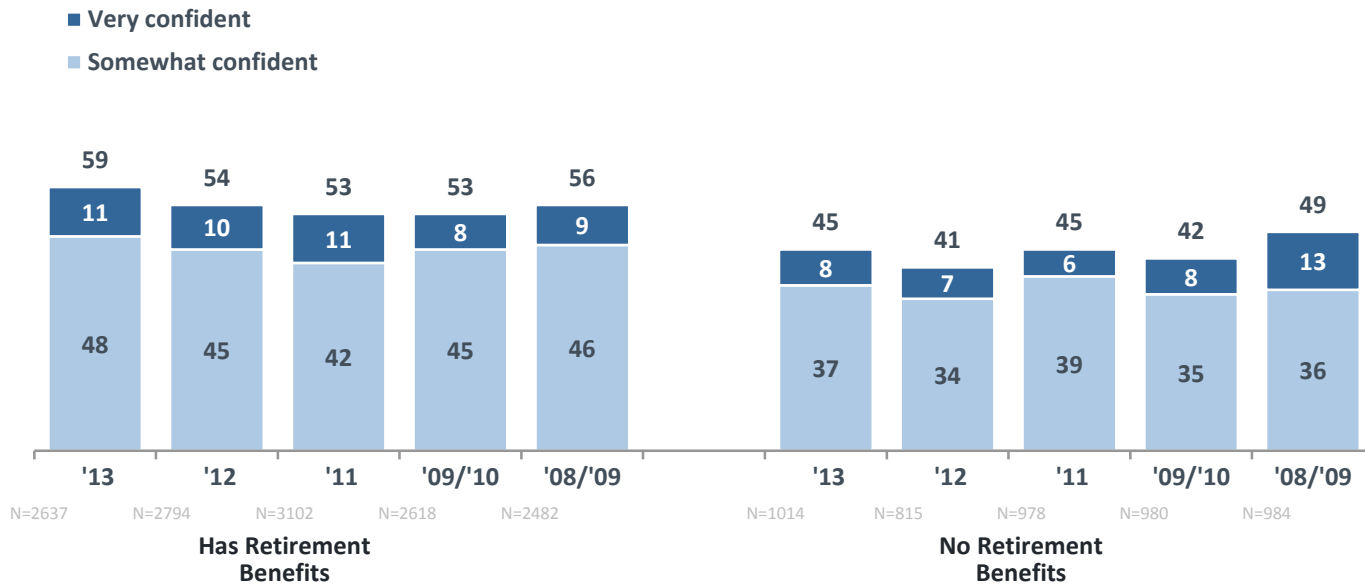
	Has Retirement Benefits N=2637	No Retirement Benefits N=1014
<b>Company's Primary Business</b>		
Professional services	26%	18%
Service industries	19%	36%
Manufacturing	15%	6%
Transportation/Comm./Utilities	9%	4%
Agriculture/Mining/Construction	3%	4%

	Has Retirement Benefits N=2637	No Retirement Benefits N=1014
<b>Number of Employees</b>		
10-499 (NET)	40%	64%
10 to 24	7%	27%
25 to 99	14%	23%
100 to 499	19%	14%
500+ (NET)	60%	36%
500 to 999	6%	7%
1,000 or more	54%	30%
MEAN	920.2	554.3
MEDIAN	802	67

# Confidence in Retiring Comfortably

- Nearly three in five workers with access to retirement benefits are confident they will be able to retire comfortably; in comparison, 45 percent of workers without benefits feel this way.

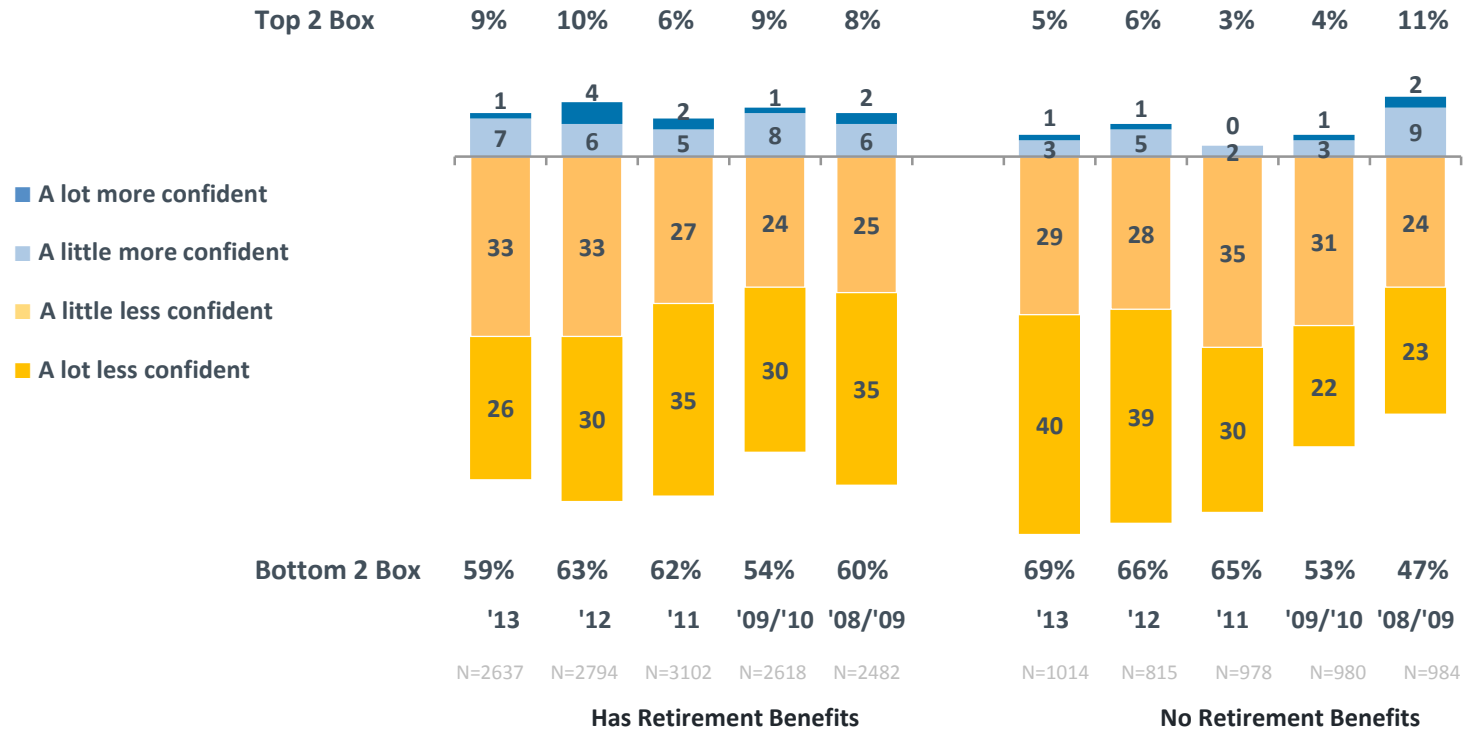
**Confident Will Be Able to Fully Retire Comfortably  
Top 2 Box % (Strongly/Somewhat Confident)**



BASE: Full and Part-time  
Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

# Change in Retirement Confidence Since the Recession

- The vast majority of workers, with or without retirement benefits, are less confident about retirement since the recession began in 2008; however, those with benefits are somewhat more likely to be confident than those without benefits.

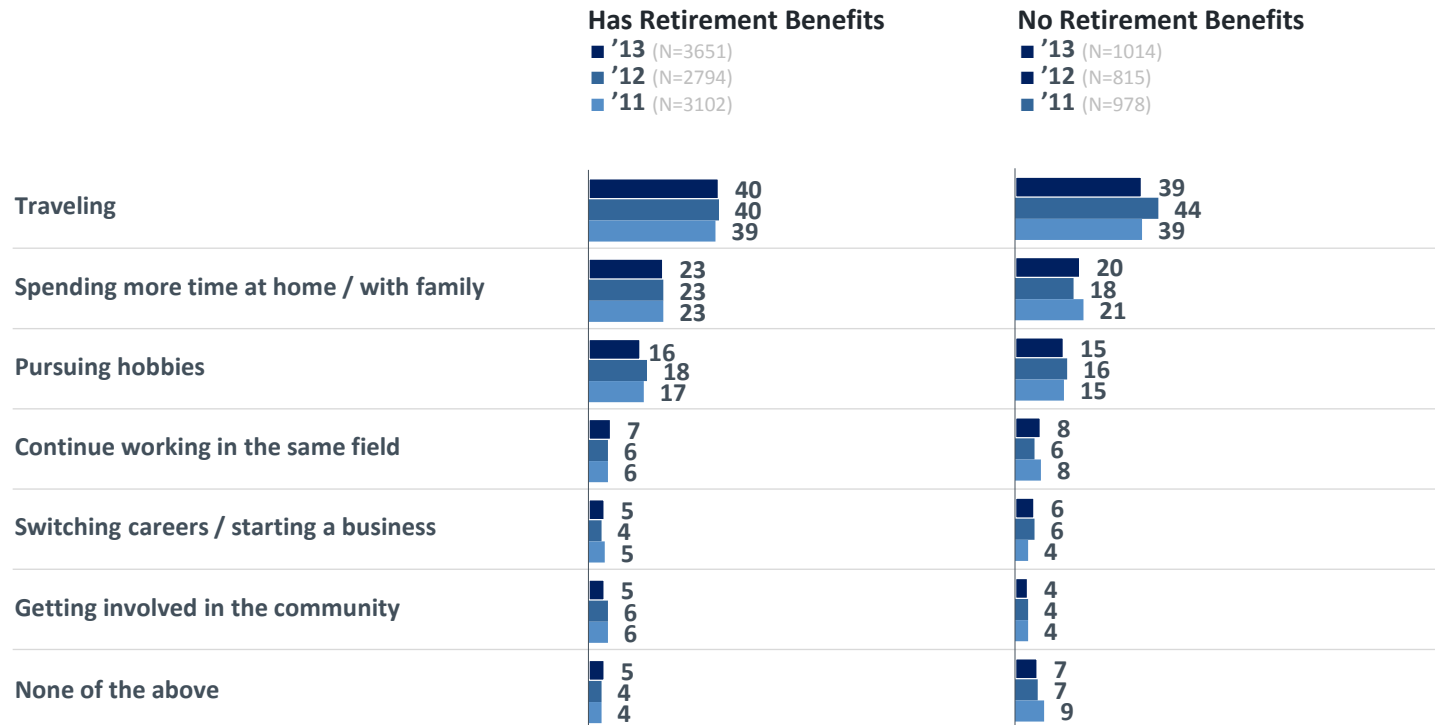


BASE: Full and Part-time

Q1435. Since the recession began in 2008, how has your confidence in your ability to achieve a financially secure retirement changed?

# Dreams of Spending Retirement

- Those with and without access to retirement benefits share the same dreams as to how they would like to spend their retirement years – by traveling, spending time at home or with family, or by pursuing hobbies.

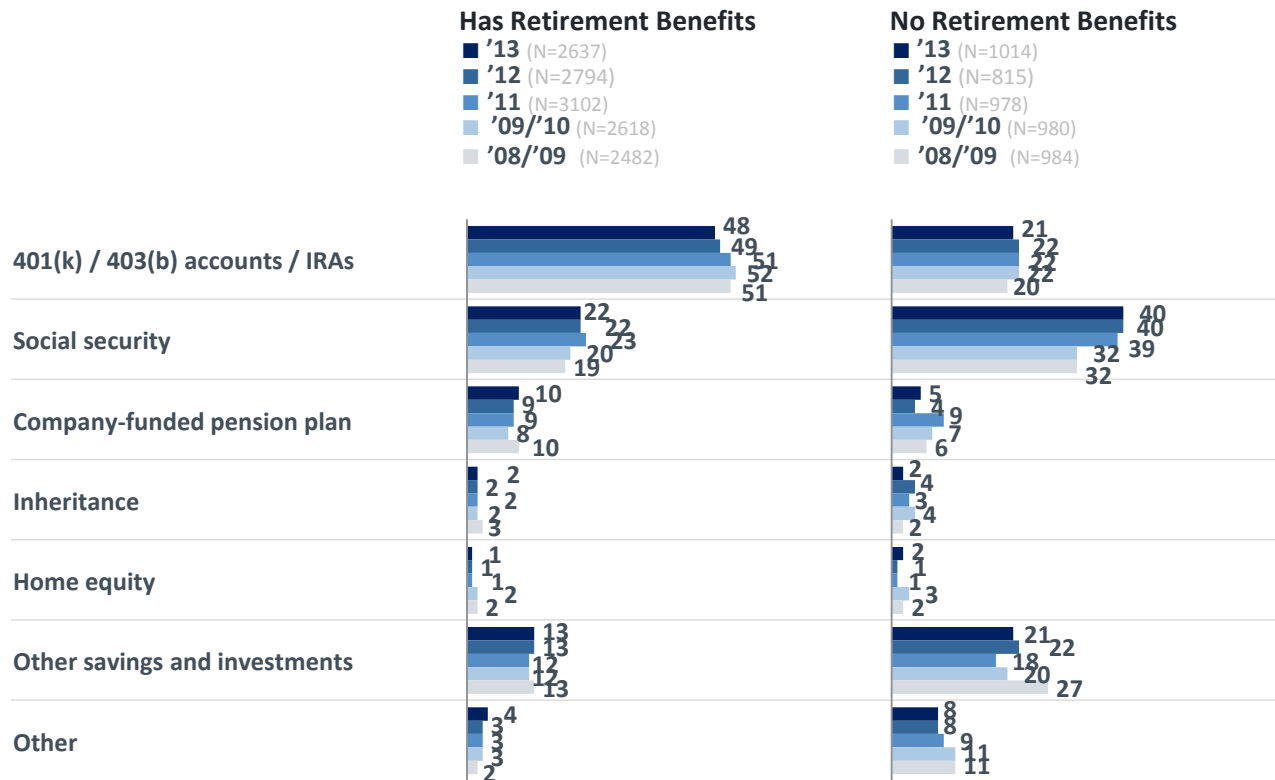


BASE: Full and Part-time

Q1419. Which one of the following best describes how you dream of spending your retirement?

# Primary Source of Retirement Income

- Workers with retirement benefits are most likely to expect to rely on their 401(k), IRA or other retirement accounts as their primary source of retirement income, followed by Social Security.
- Workers without benefits are most likely to expect to rely on Social Security, followed evenly by savings/other investments and 401(k)/403(b)/IRAs.



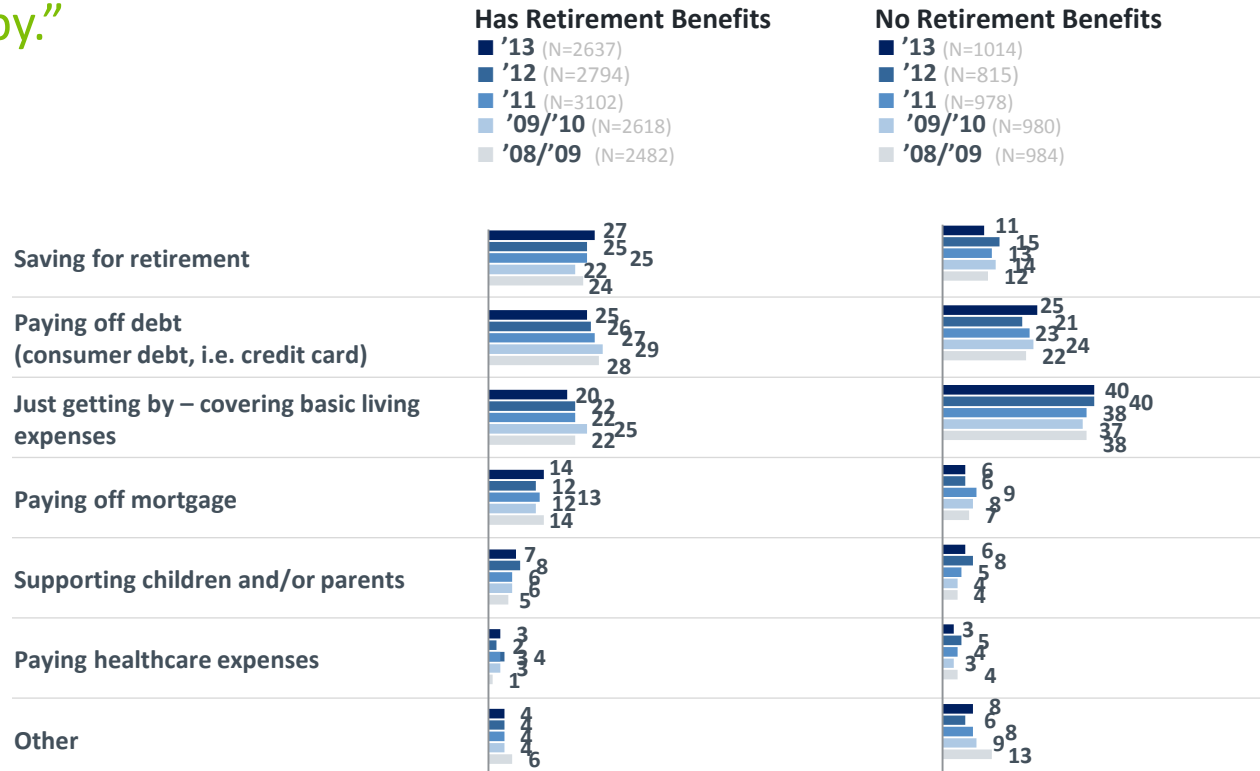
BASE: Full and Part-time

Q550. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?



# Greatest Financial Priority

- Workers without access to retirement benefits continue to cite “just getting by” as their greatest financial priority right now, followed by “paying off debt.”
- Among workers with access to retirement benefits, saving for retirement is the most frequently cited priority, followed by paying off debt and “just getting by.”

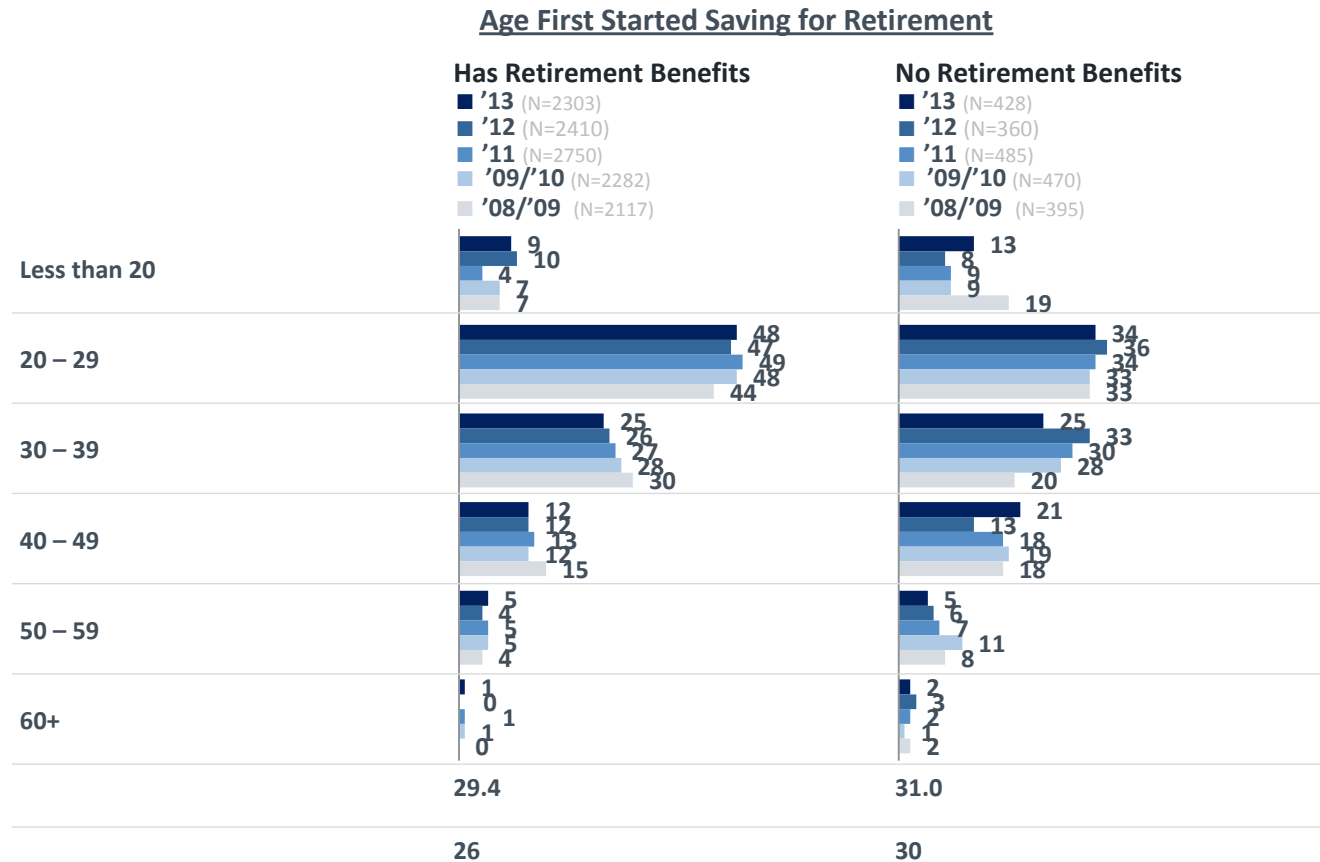


BASE: Full and Part-time

Q500. Which one of the following is your greatest financial priority right now?

# Age Started Saving for Retirement

- Of those who are saving, workers are most likely to start saving for retirement in their 20s – although this is far more true for those with access to retirement benefits than for those without.

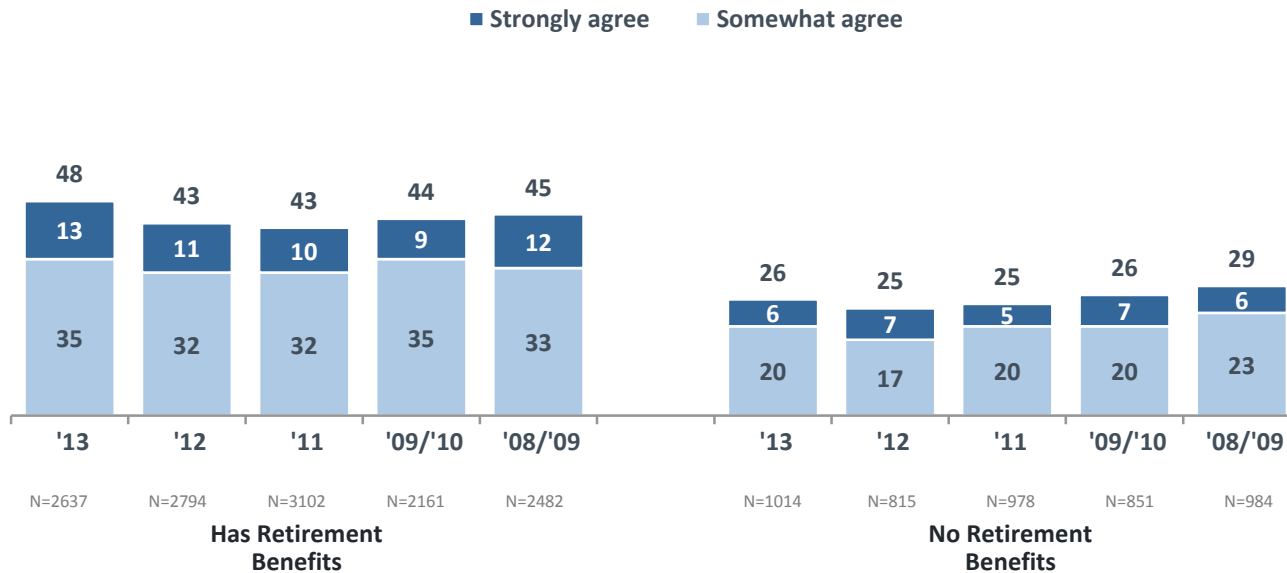


BASE: Full and Part-time; Investing For Retirement  
Q790. At what age did you first start saving for retirement?

# Building a Large Enough Nest Egg

- Those with access to retirement benefits remain more confident that they are building a large enough nest egg when compared to those without benefits.

**Building a Large Enough Retirement Nest Egg**  
**Top 2 Box % (Strongly/Somewhat Agree)**



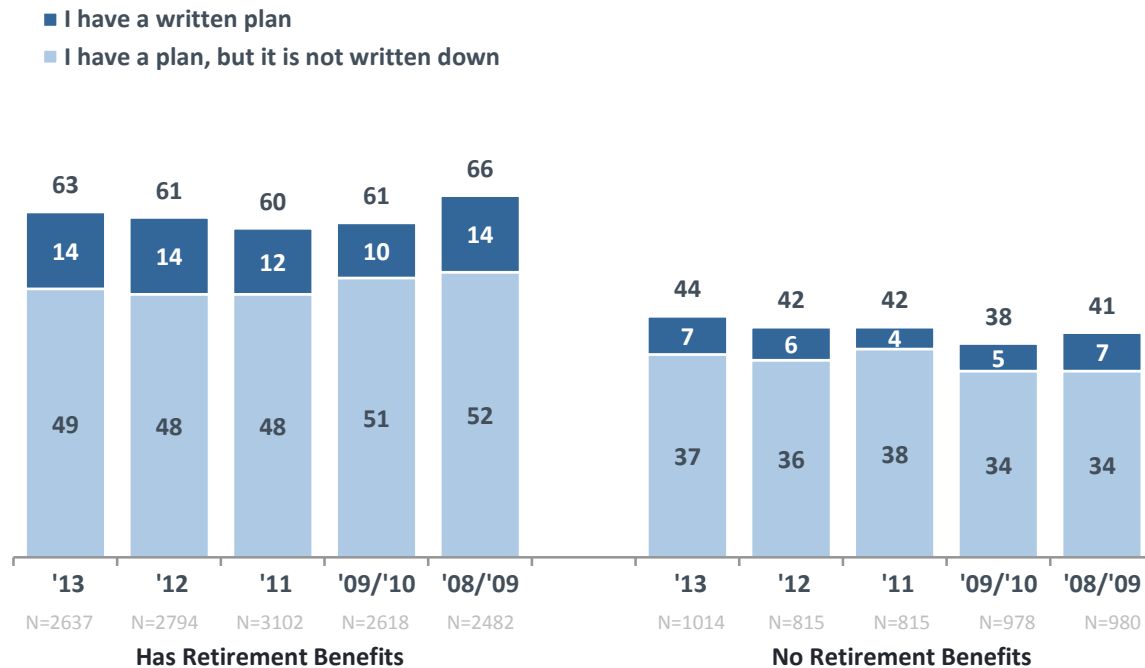
BASE: Full and Part-time

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

# Retirement Strategy

- Workers with retirement benefits are far more likely than those without benefits to have a retirement strategy (written or unwritten).
- Only 14 percent of workers with retirement benefits have a written plan; however, that percentage is double that of those without benefits (7 percent).

% of Workers Who Indicate They Have a Plan

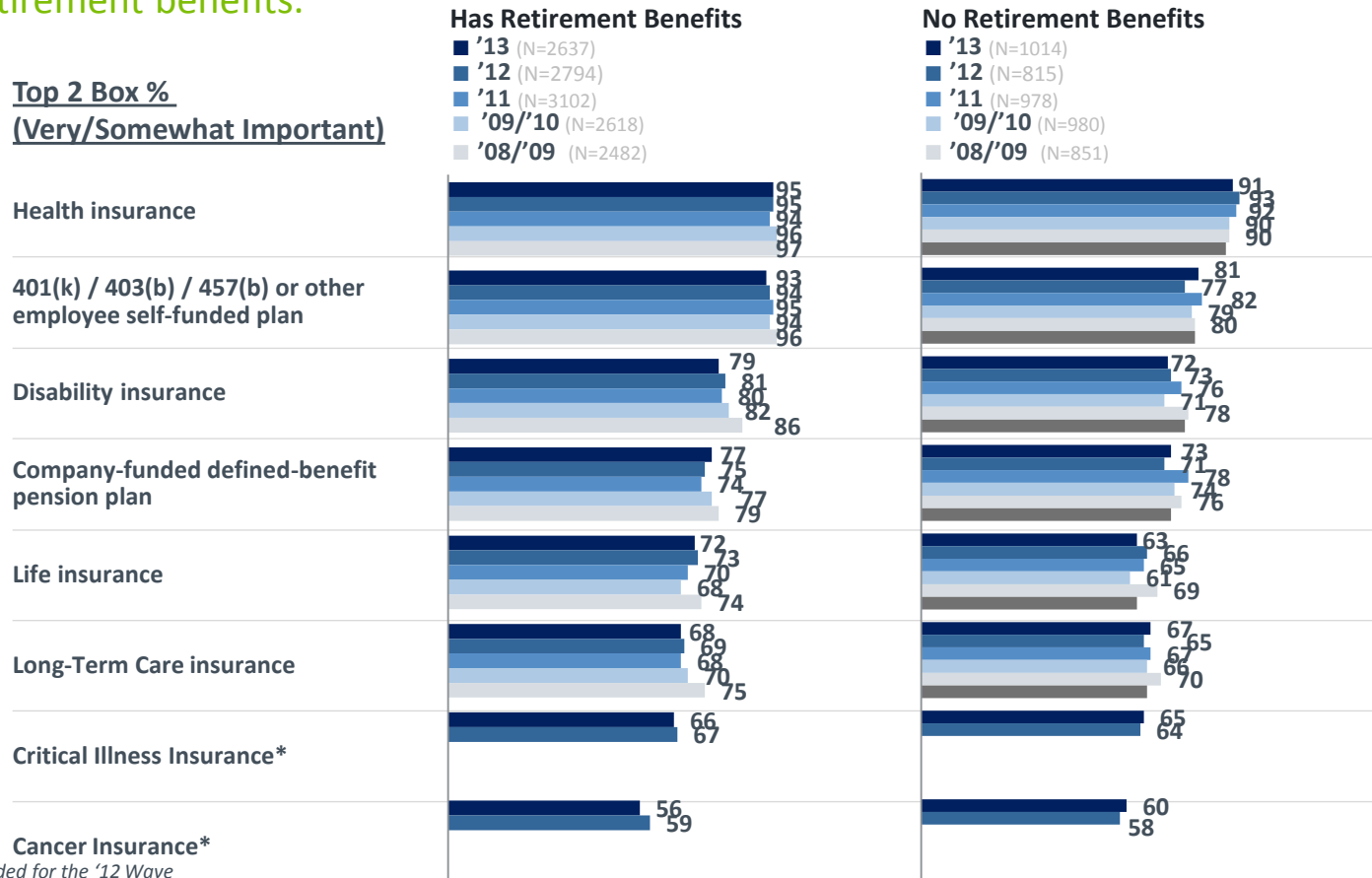


BASE: Full and Part-time

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

# Importance of Retirement Benefits Compared to Other Benefits

- Among all workers, health insurance is the most important benefit, followed closely by 401 (k) or other employee-funded plans, particularly for workers with retirement benefits.
- Company-funded pension plans are of nearly equal importance to workers with or without retirement benefits.



\*Note: These choices were added for the '12 Wave

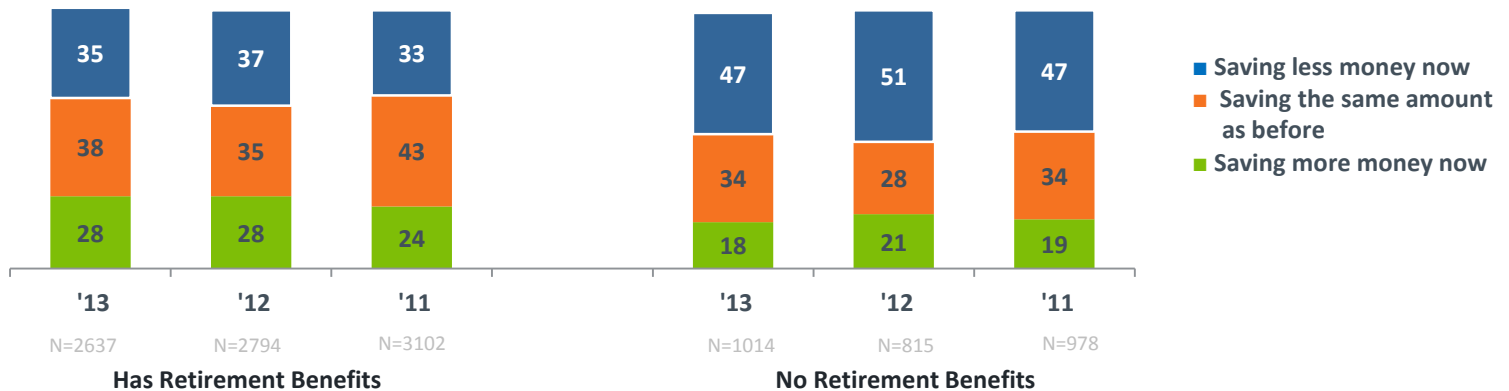
BASE: Full and Part-time

Q570 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.

# Saving and Spending Habits Since Recession Began

- Nearly half (47 percent) of those without retirement benefits say they are saving less money since the recession began, compared to 35 percent of those with benefits.
- Over time, workers who have retirement benefits are consistently more likely than workers who do not to report that they are saving “more money now” since the recession began.

Change in Saving Habits

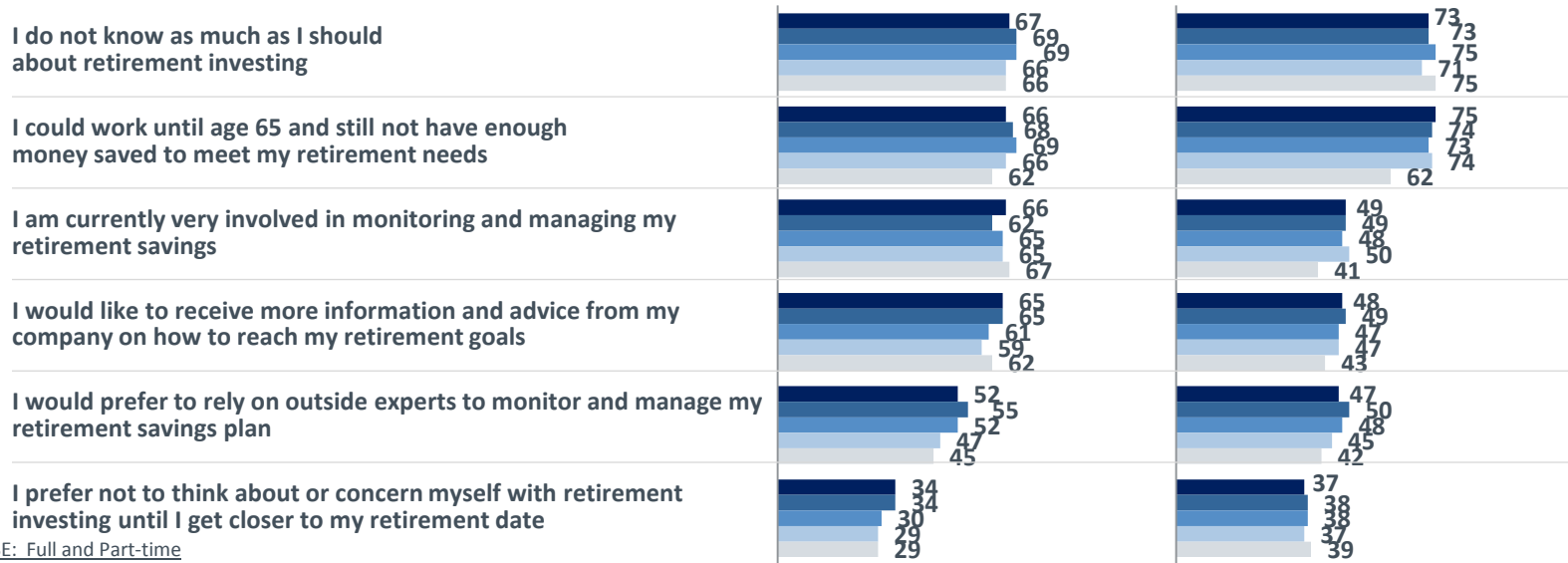


BASE: Full and Part-time  
Q2060. How have your saving habits changed since the recession began?

# Retirement Investing

- High percentages of workers with and without benefits feel that they do not know as much about retirement investing as they should, and that they could work until age 65 and still not have enough saved for retirement.
- Those with benefits are much more likely than those without to say they are “very involved” in managing retirement savings and that they would like more information from their companies on how to manage retirement goals.

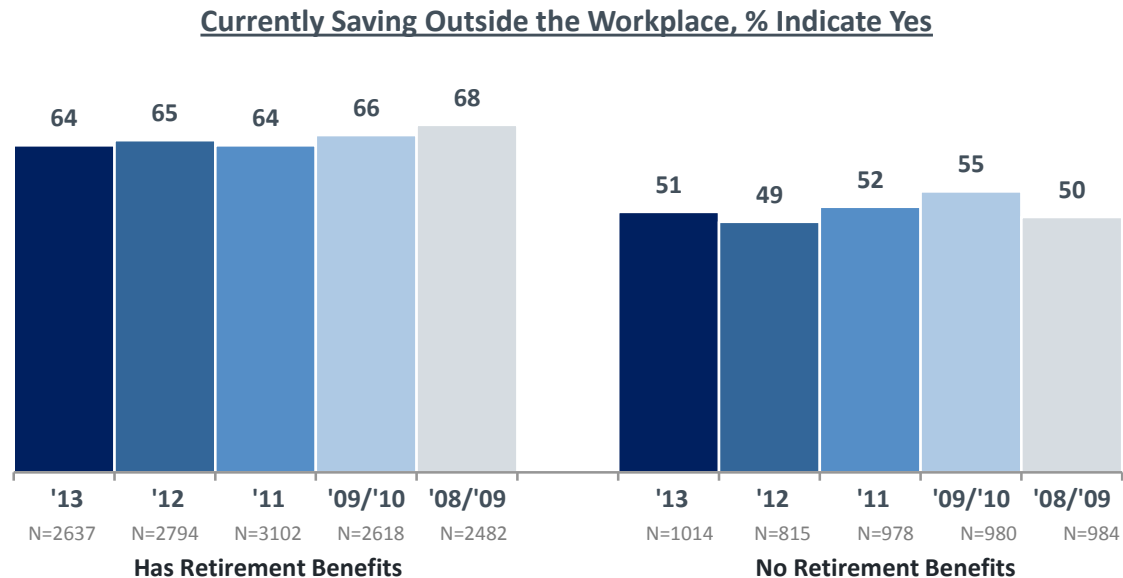
**Top 2 Box:  
Strongly/Somewhat Agree**



BASE: Full and Part-time  
Q930. How much do you agree or disagree with each of the following statements regarding retirement investing?

## Saving Outside the Workplace

- The majority of workers – whether with or without access to retirement benefits – report saving for retirement outside of work.
- However, workers with benefits are far more likely to be doing this than those without.



BASE: Full and Part-time

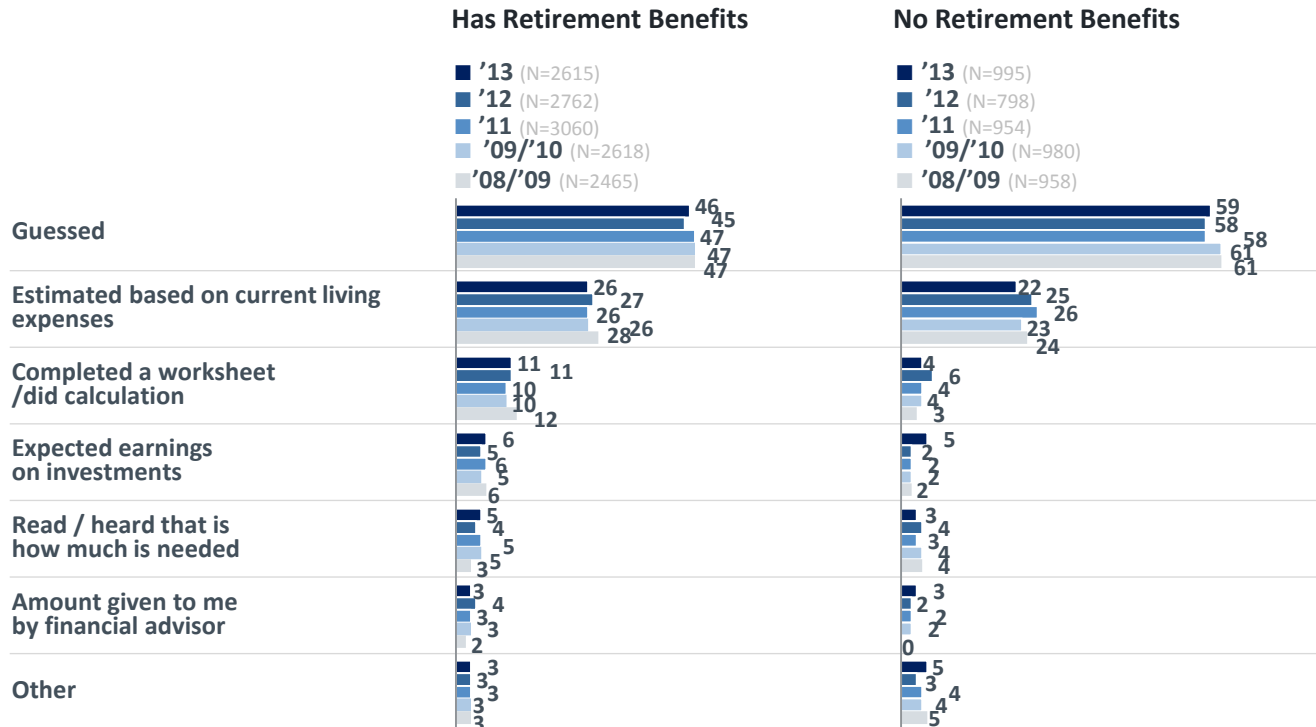
Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?



# Determining Amount Needed

- A majority of those without retirement benefits – and a sizeable minority with benefits – “guessed” at the amount they need to save for retirement.
- Notably, those with access to retirement benefits are nearly three times as likely as those without to use a worksheet/calculation to determine how much they need to save for retirement.

**How They Figured Amount Needed**

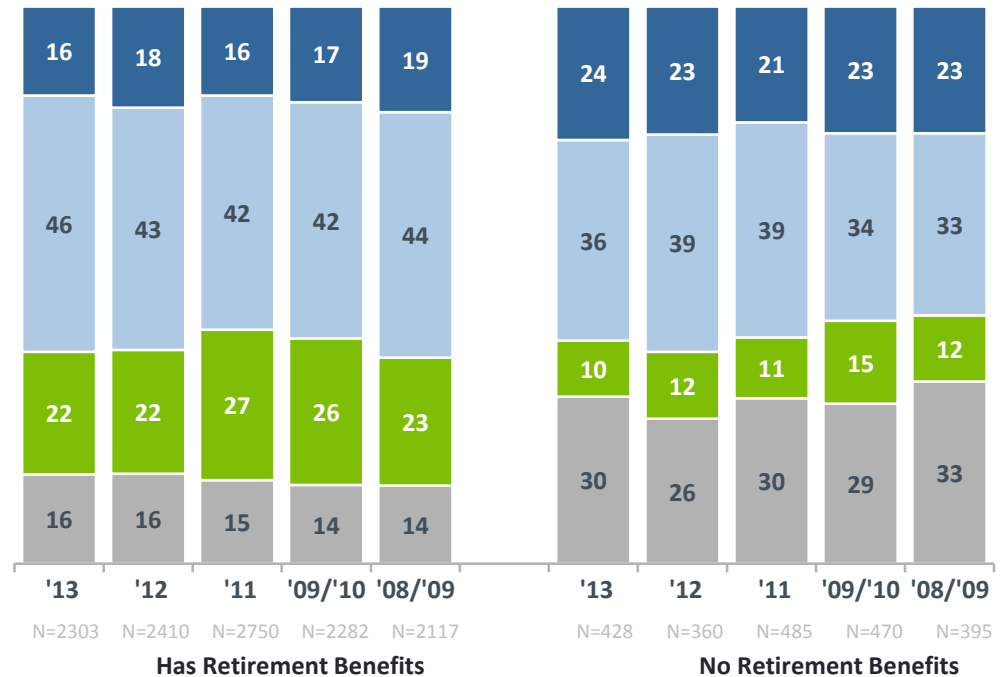


BASE: Full and Part-time; Provided Estimate Of Money Needed Q900. How did you arrive at that number?

# Asset Allocation

- Workers with access to retirement benefits tend to invest more in stocks compared to those without benefits.
- A surprising three in 10 workers without benefits say they are “not sure” how their assets are allocated.

- Mostly in bonds, money market funds, cash and stable investments
- Relatively equal mix of stocks and investments such as bonds, money market funds and cash
- Mostly stocks, with little or no money in investments such as bonds, money mkt funds, cash
- Not sure

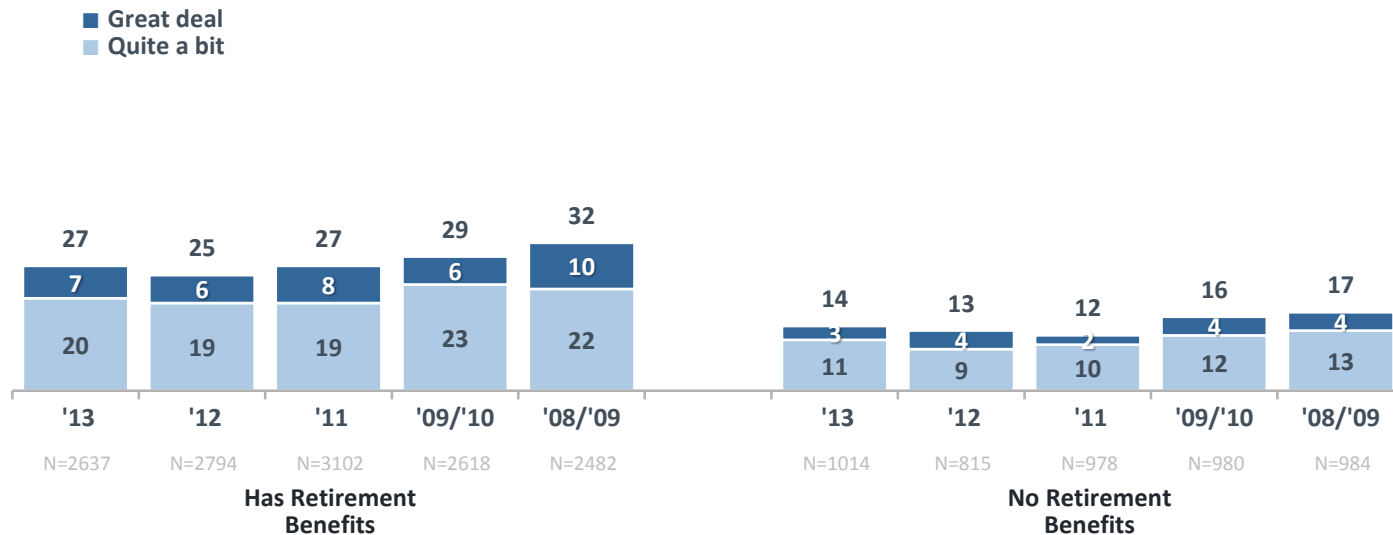


BASE: Full and Part-time; Investing For Retirement Q770. How is your retirement savings invested?

# Asset Allocation: Understanding

- The percentage of workers with access to retirement benefits who have a good understanding of asset allocation principles has declined somewhat since the '08/'09 period.
- Even with this decline, workers with access to retirement benefits are nearly twice as likely to say they understand asset allocation principles than those without.

**Understands Asset Allocation Principles**  
Top 2 Box % (Great deal/Quite a bit)



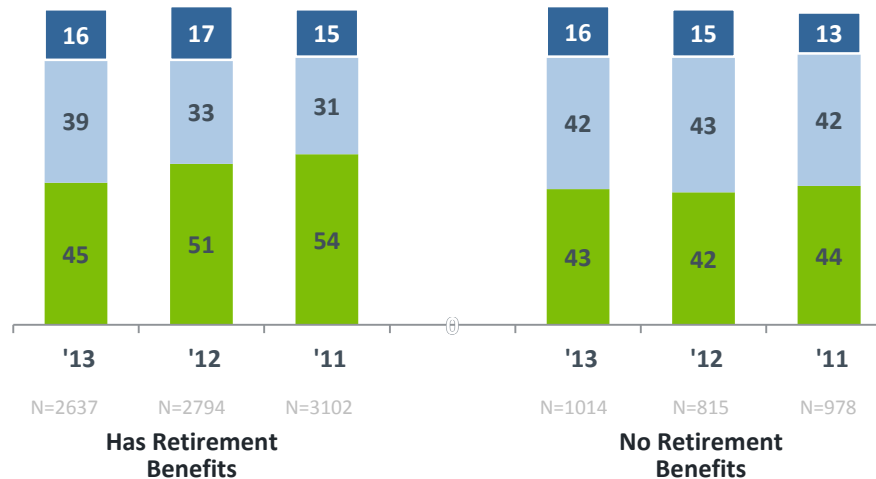
BASE: Full and Part-time

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

# Saving and Investing Styles

- The number of workers with access to retirement benefits who take a “do it myself” approach to retirement saving increased in this year’s survey, although more take an “educate me” approach.
- Workers without access to retirement benefits are split between taking an “educate me” and a “do it myself” attitude.

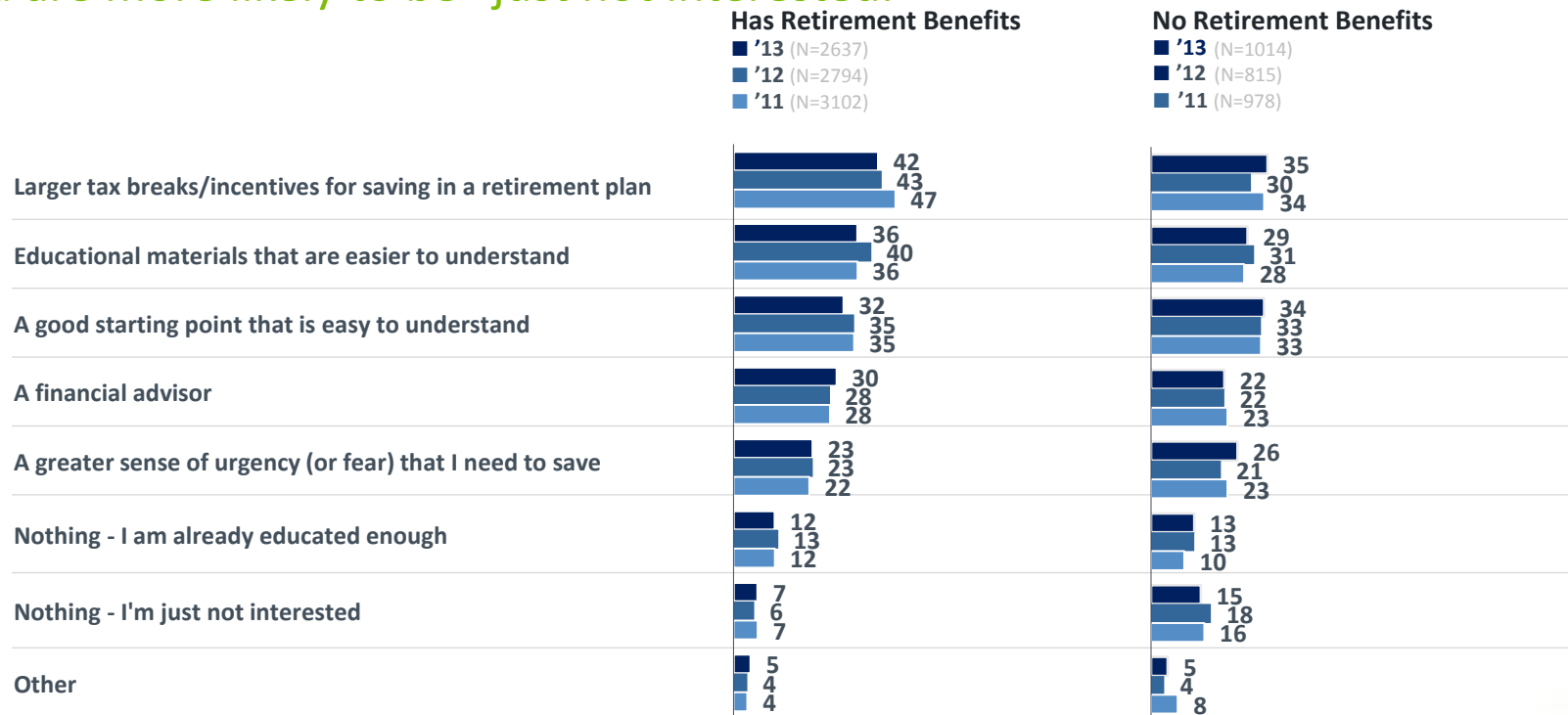
■ **Just do it for me:** I want someone else to make the decisions on my behalf  
■ **Do it myself:** I do my own research and make my own decisions  
■ **Educate me:** I seek advice, but make my own final decisions



BASE: Full and Part-time  
 Q705. How would you describe yourself when it comes to saving and investing for retirement?

# Motivation to Learn More about Retirement Saving

- Among workers with access to retirement benefits, larger tax breaks/incentives, easier-to-understand educational materials, and an easy-to-understand starting point are the Top 3 motivational factors.
- Workers without access to retirement benefits cite the same three factors, but would be less motivated by larger tax breaks or easier-to-understand materials, and are more likely to be “just not interested.”



BASE: Full and Part-time

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



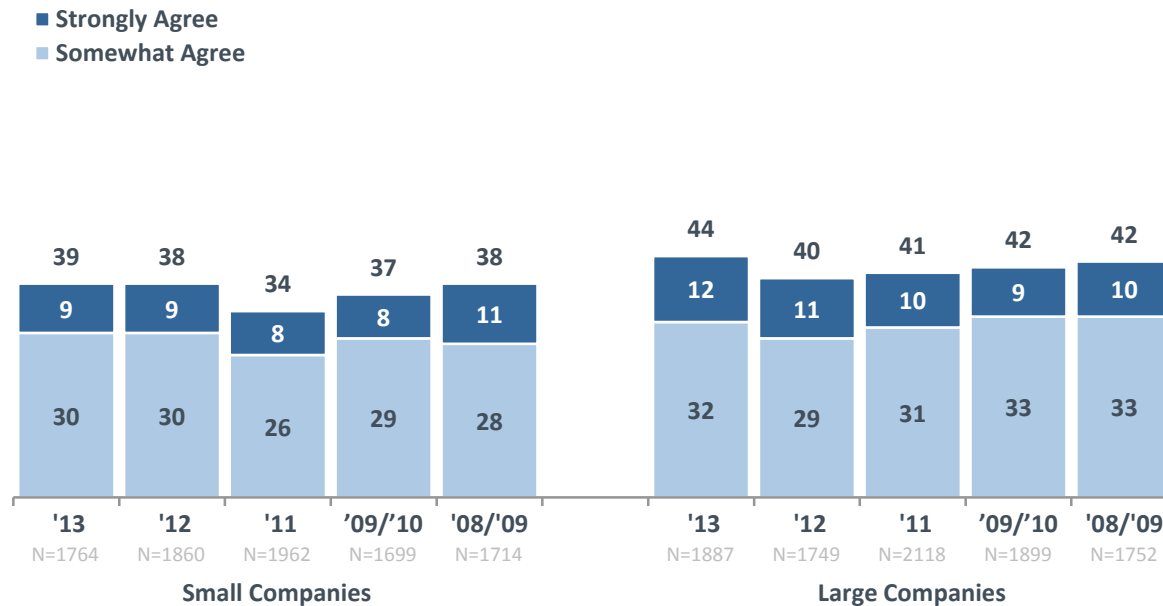
# Influences of Company Size on Retirement Preparation

## Detailed Findings

# Building a Large Enough Nest Egg

- In 2013, the number of workers in small companies who agree they are currently building a large enough nest egg remained flat. However, the number of workers in large companies who feel they are saving enough increased to its highest percentage since tracking began.

Top 2 Box (Strongly/Somewhat Agree)

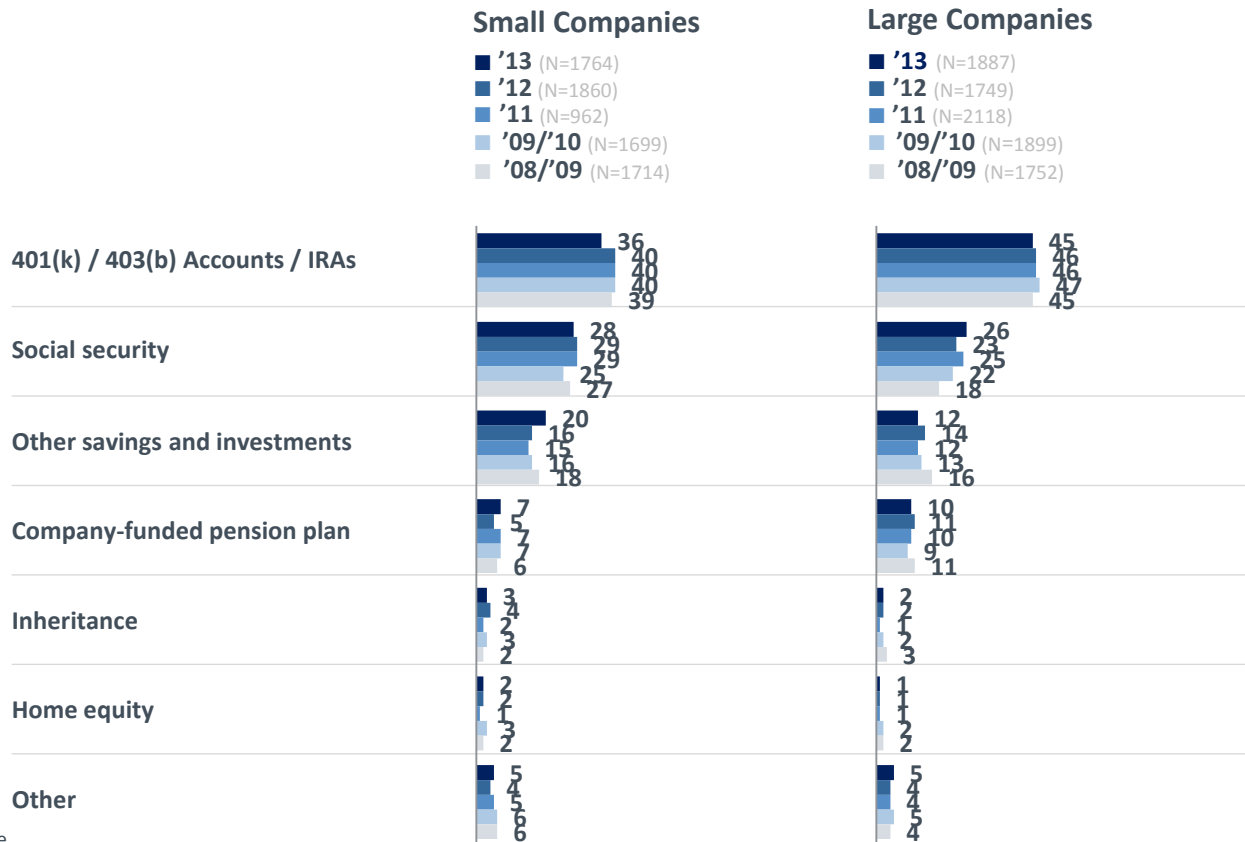


BASE: Full and Part-time

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

# Primary Source of Retirement Income

- Workers in small companies are more likely to expect to rely on other savings/investments in retirement than workers in large companies.
- In contrast, workers in large companies are more likely to expect to rely on 401(k) or similar plans and pension plans.



BASE: Full and Part-time

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

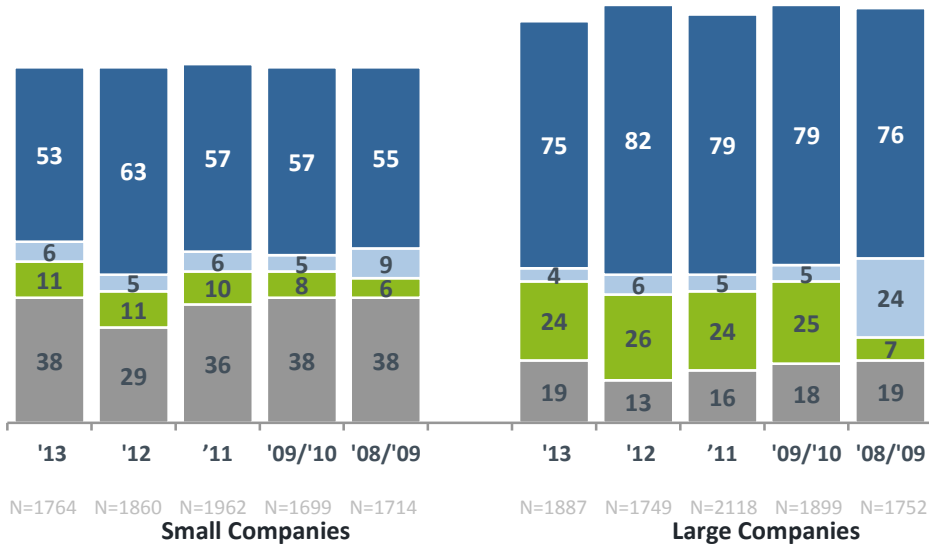


# Retirement Benefits Currently Offered and Plan Participation

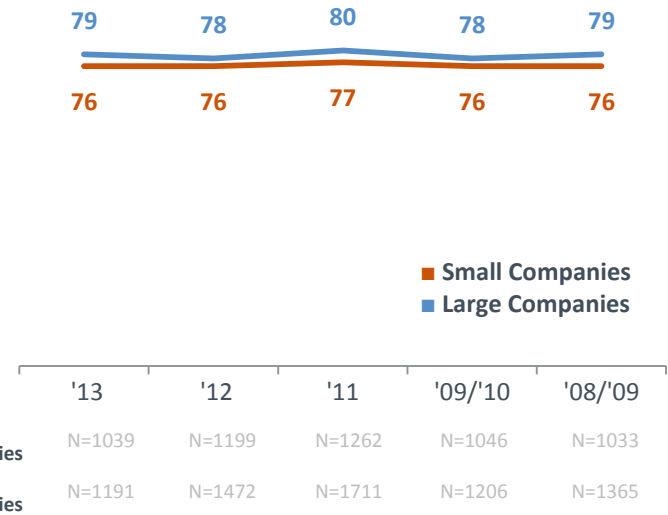
- The number of workers without a retirement plan offered by their employer increased this year – with workers in small companies affected more than those in large companies.
- Participation in an employee-funded plan among workers in small companies continue to lag behind workers in large companies when offered one.

**Retirement Plan Offered by Current Employer**

- An employee-funded 401(k) plan
- Other employee self-funded plan
- A company-funded defined benefit pension plan
- None of the above



**Currently Participate In, or Have Money Invested in Company's Employee-funded Retirement Savings Plan**  
% Indicate Yes



BASE: Full and Part-time

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

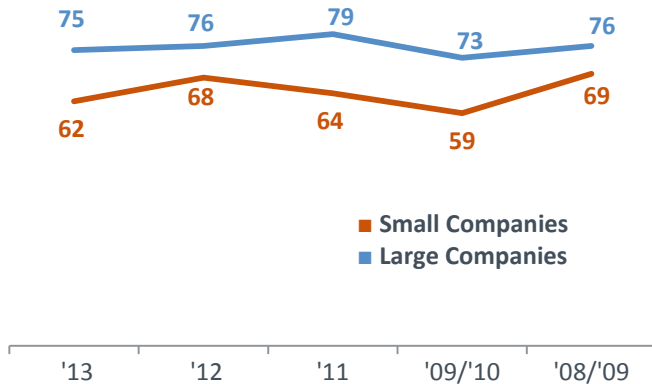
BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

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

# Matching Contributions: Availability and Importance

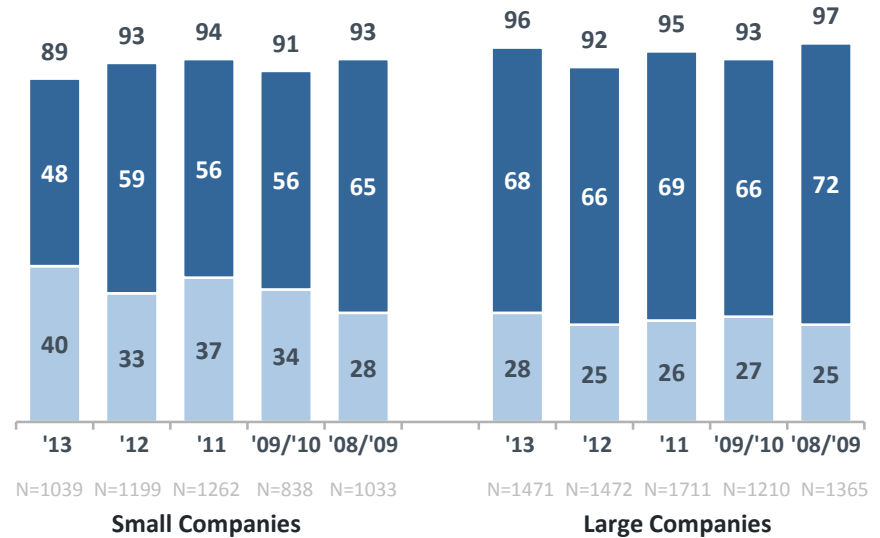
- There is a directional drop among workers in small companies who report having a matching contribution. However, the importance of matching contributions dropped among these workers.
- By contrast, workers in large companies report an increase in the importance of matching contributions – reaching near 2008 levels.

**Company Offers a Matching Contribution as Part of Retirement Plan**  
**% Indicate Yes**



**Importance of Matching Contribution**

■ Somewhat important ■ Very important



Small Companies	N=1039	N=1199	N=1262	N=1046	N=1033
Large Companies	N=1471	N=1472	N=1711	N=1493	N=1365

BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

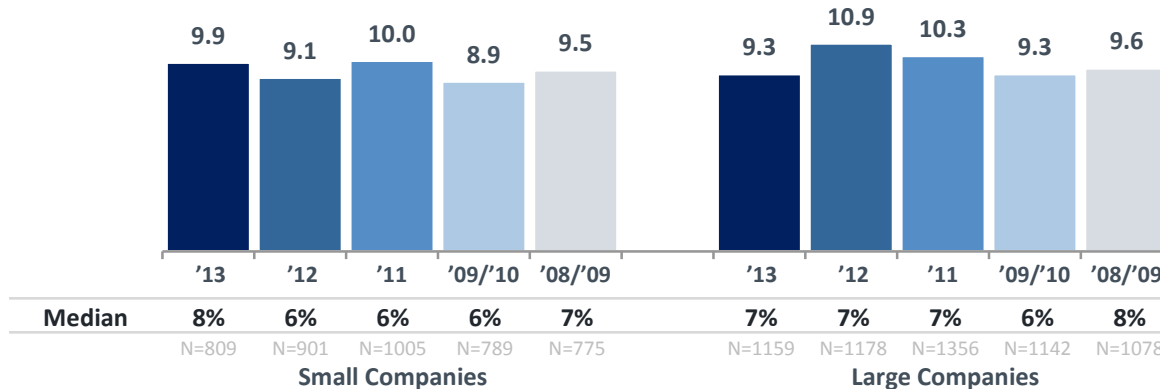
Q630. Does your company offer you, personally, a matching contribution as part of its 401(k) or other company-sponsored retirement plan?

Q685. How important is it to you that the company you work for provides a matching contribution in their retirement savings plan?

# Contribution Rate

- The average contribution rate among workers in large companies fell relative to last year while it increased among workers in small companies.
- The median contribution rate is directionally higher among workers in small companies this year than that of workers in large companies.

Mean Percentage



BASE: Full and Part-time; Currently Participating In Their Qualified Plan  
 Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

# Retirement Preparation and Involvement

- Workers in small companies are more likely to agree they could work until age 65 and still not have enough money saved to meet their retirement needs.
- Workers in large companies are more likely to agree they would like to receive more information and advice from their company on how to reach their retirement goals.

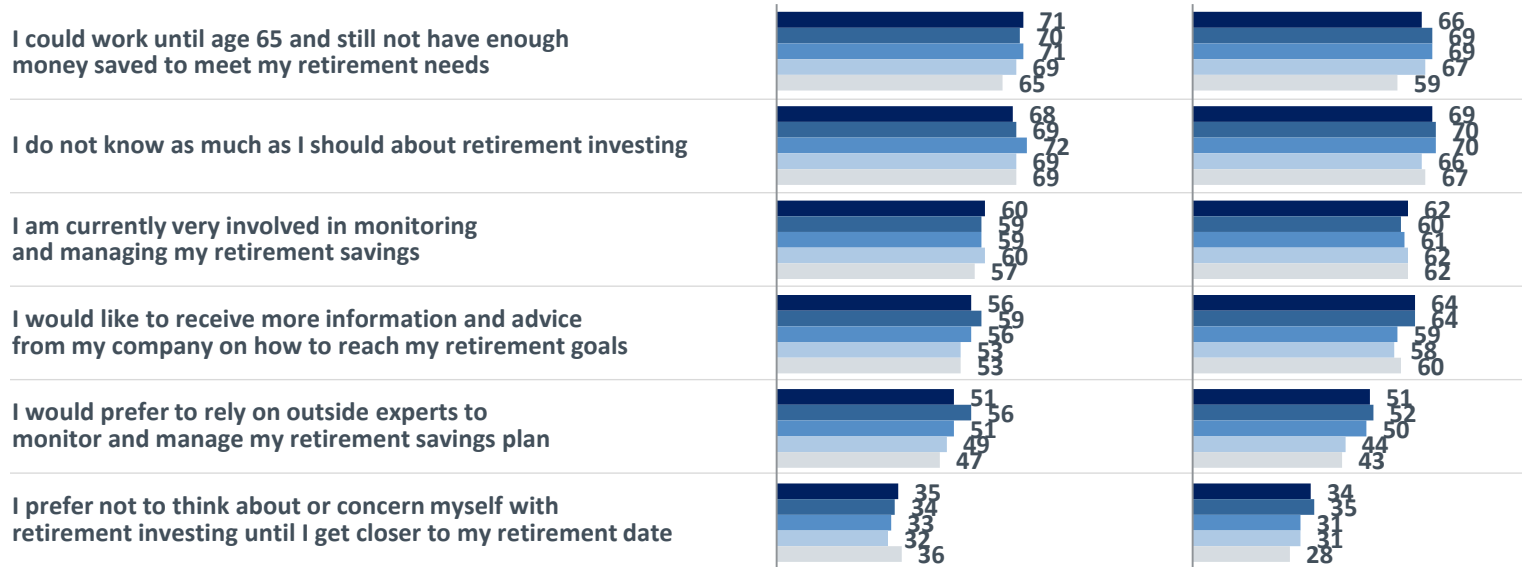
**Top 2 Box:  
Strongly/Somewhat Agree**

## Small Companies

- '13 (N=1764)
- '12 (N=1860)
- '11 (N=1962)
- '09/'10 (N=1699)
- '08/'09 (N=1714)

## Large Companies

- '13 (N=1887)
- '12 (N=1749)
- '11 (N=2118)
- '09/'10 (N=1899)
- '08/'09 (N=1752)



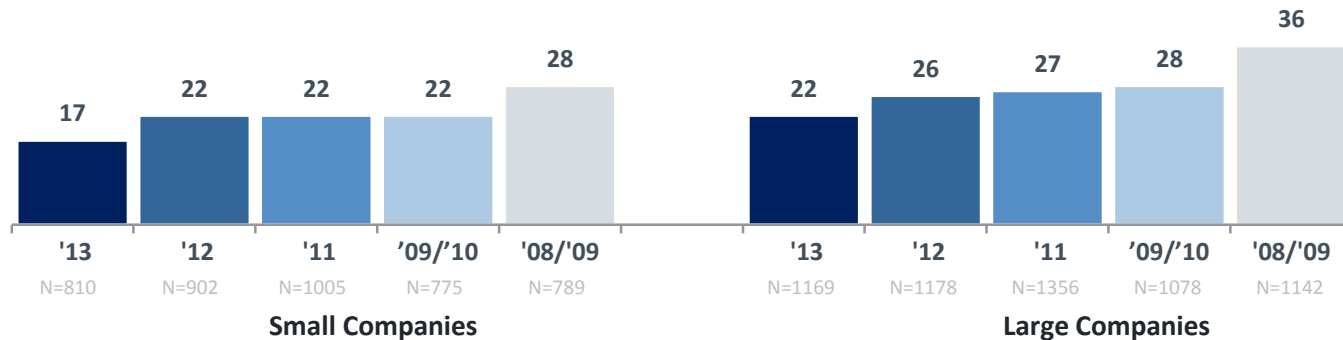
BASE: Full and Part-time

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

# Asset Allocation: Changes

- The percentage of workers in large and small companies who have changed their asset allocation in their retirement plan decreased this past year (and are much lower than the benchmark levels of '08/'09).

**Have Changed Asset Allocation in the Last 12 Months**  
**% Indicate Yes**

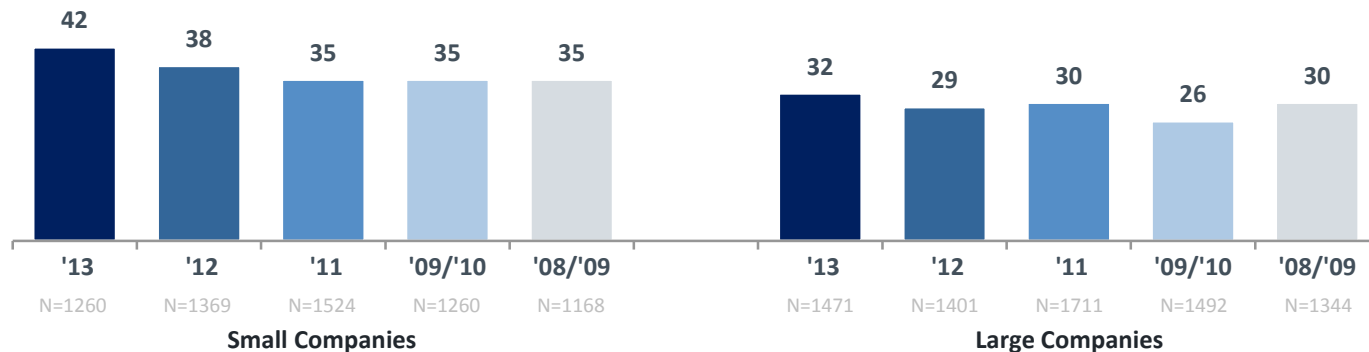


BASE: Full and Part-time; Currently Participates In Their Qualified Plan  
 Q1470. Have you changed your asset allocation within your employee-funded retirement plan in the last 12 months?

# Use a Professional Financial Advisor

- Workers in small companies who are investing for retirement continue to be more likely to use financial advisors than workers in large companies.

Use of a Professional Financial Advisor to Help Manage Retirement,  
% Indicate Yes



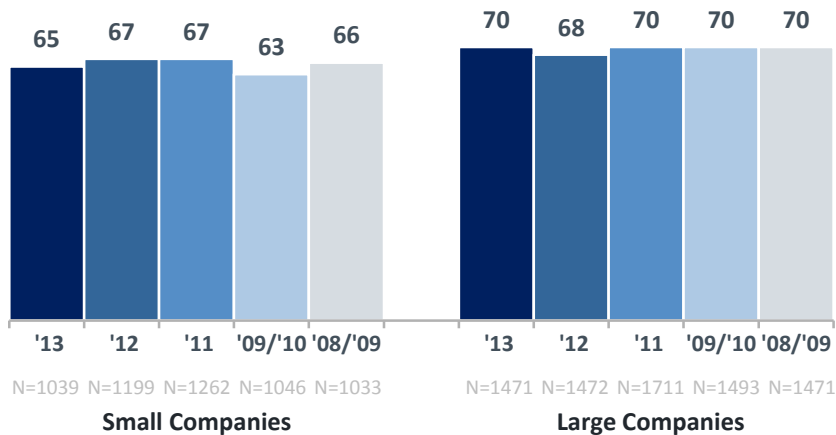
BASE: Full and Part-time; Investing For Retirement

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

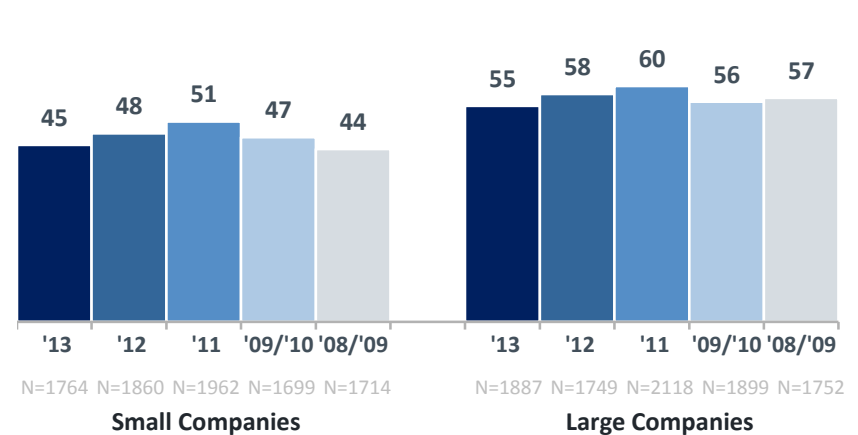
# Awareness: Roth 401(k) and Catch-up Contributions

- Awareness of Roth 401(k)/403(b) remains consistent among workers in small and large companies.
- Workers in small companies are less aware of catch-up contributions than those in large companies.

**Aware of Roth 401(k)/403(b) Option**  
**% Indicate Yes**



**Aware of Catch-up Contributions**  
**% Indicate Yes**



BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

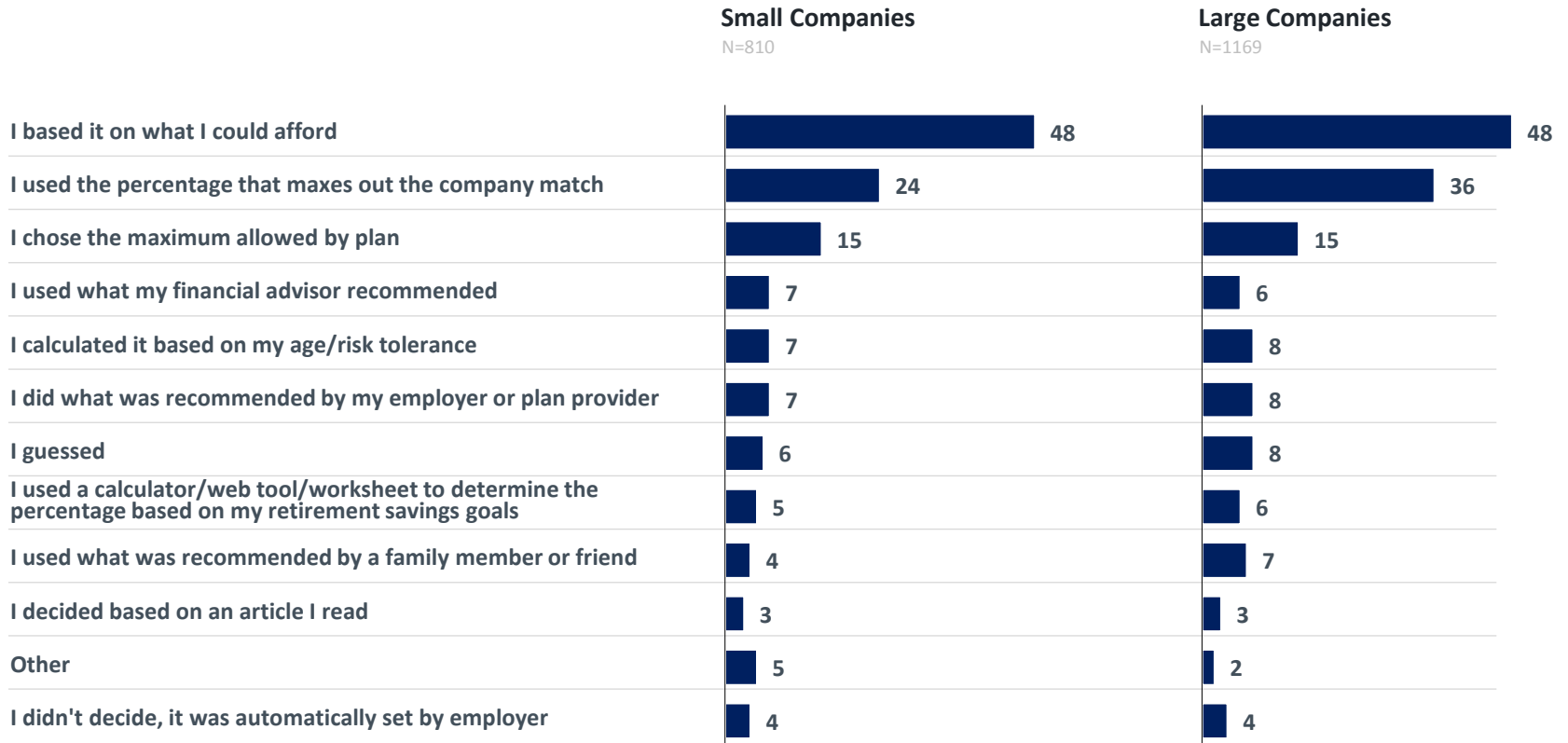
Q605. Are you aware of the Roth 401(k)/403(b) option? (Allows you to make post-tax contributions to your 401(k)/403(b).)

BASE: Full and Part-time

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?

# Determining Contribution Rates: Most Influential

- Among workers currently contributing, workers at large companies are much more likely than workers at small ones to contribute enough to their retirement plan to “max out” their company’s matching contribution.



\*Note: Wording was changed in '12 Wave so can no longer be tracked

BASE: Full and Part-time; Those Currently Participating In Their Qualified Plan

Q2050. Which of the following was influential in determining what percentage of your salary to contribute to your retirement plan? Select all that apply.



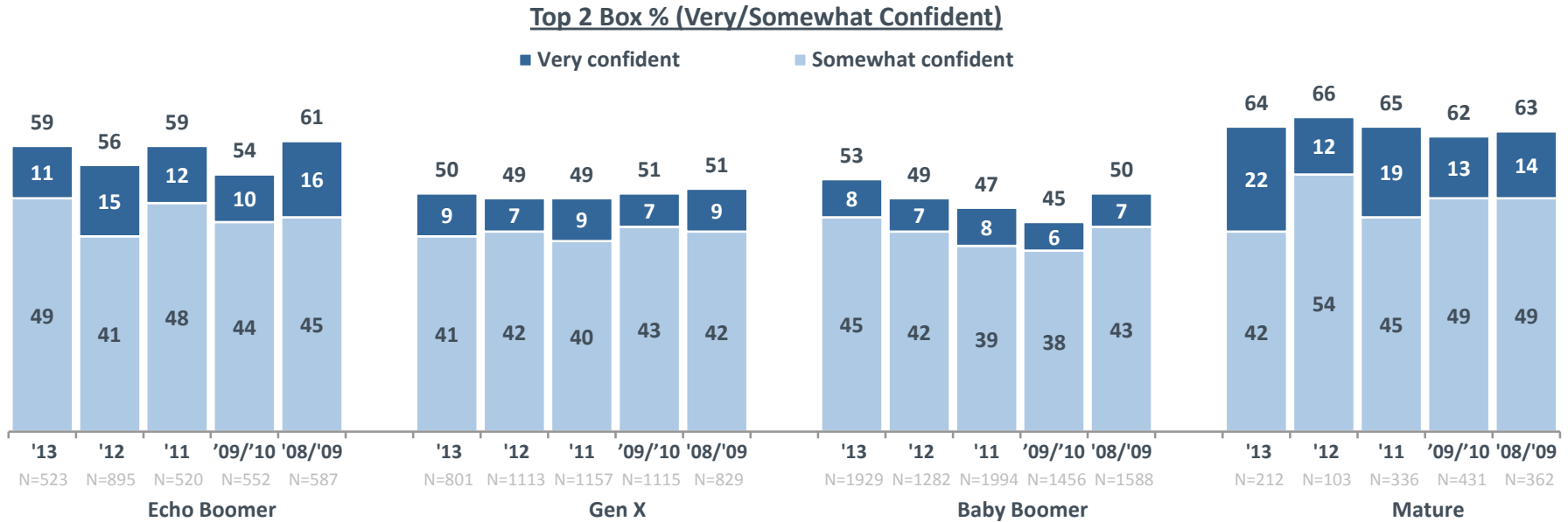


# Influences of Generation on Retirement Preparation

## Detailed Findings

# Confidence in Retiring Comfortably

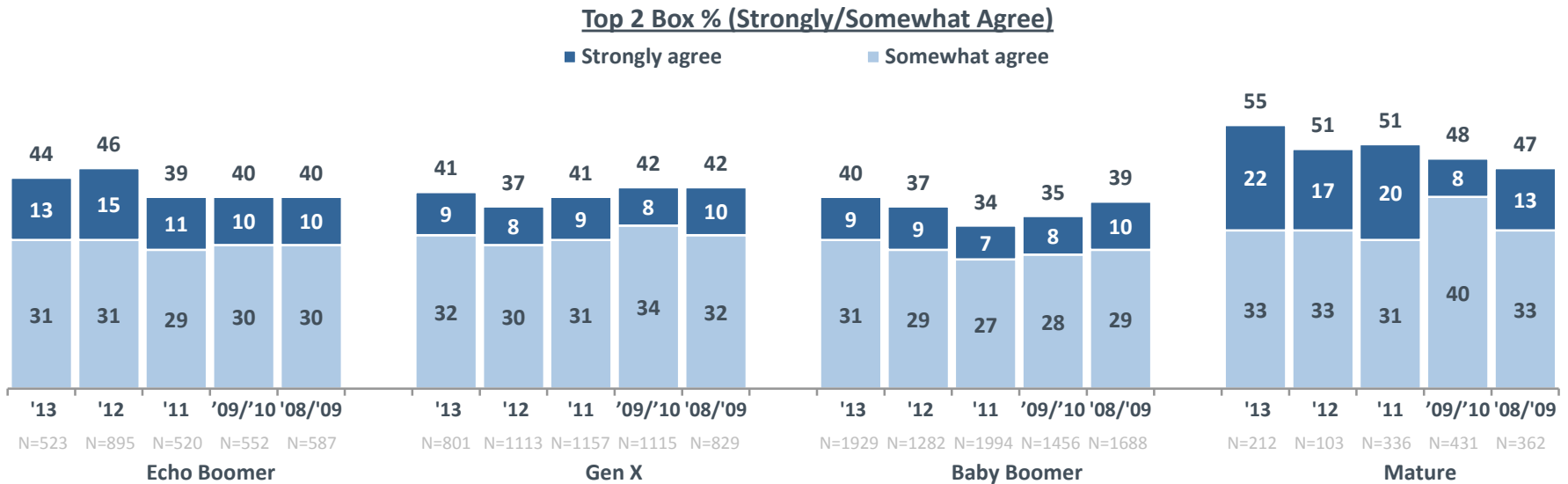
- The Mature generation continues to be the most confident about being able to live comfortably in retirement.
- Baby Boomers' confidence continues to increase, and now stands at its highest levels since tracking began.



BASE: Full and Part-time  
 Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

# Building a Large Enough Nest Egg

- Workers' confidence that they are building a large enough nest egg rose slightly this year for all but the Echo Boomer generation. Still, the Mature generation is the only group where a majority feels that they are saving enough.

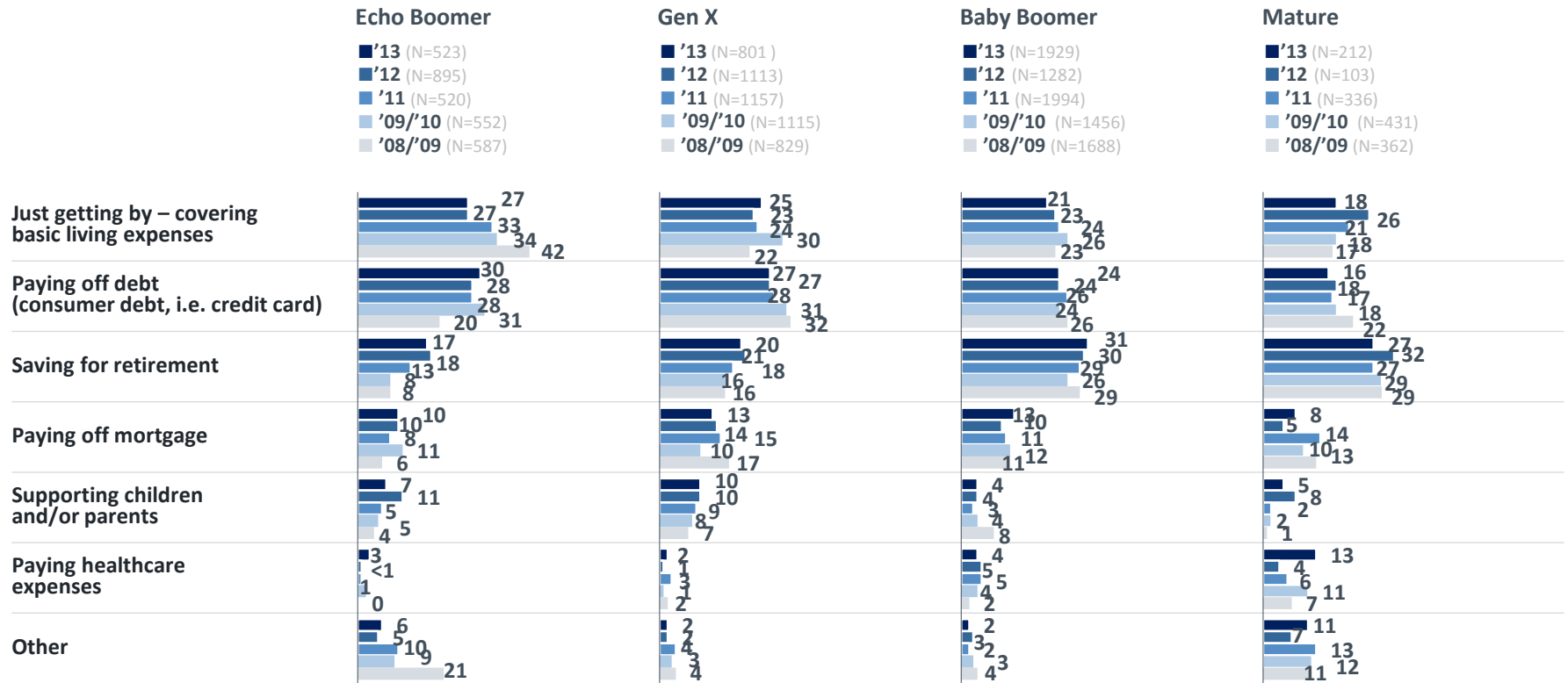


BASE: Full and Part-time

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

# Greatest Financial Priority

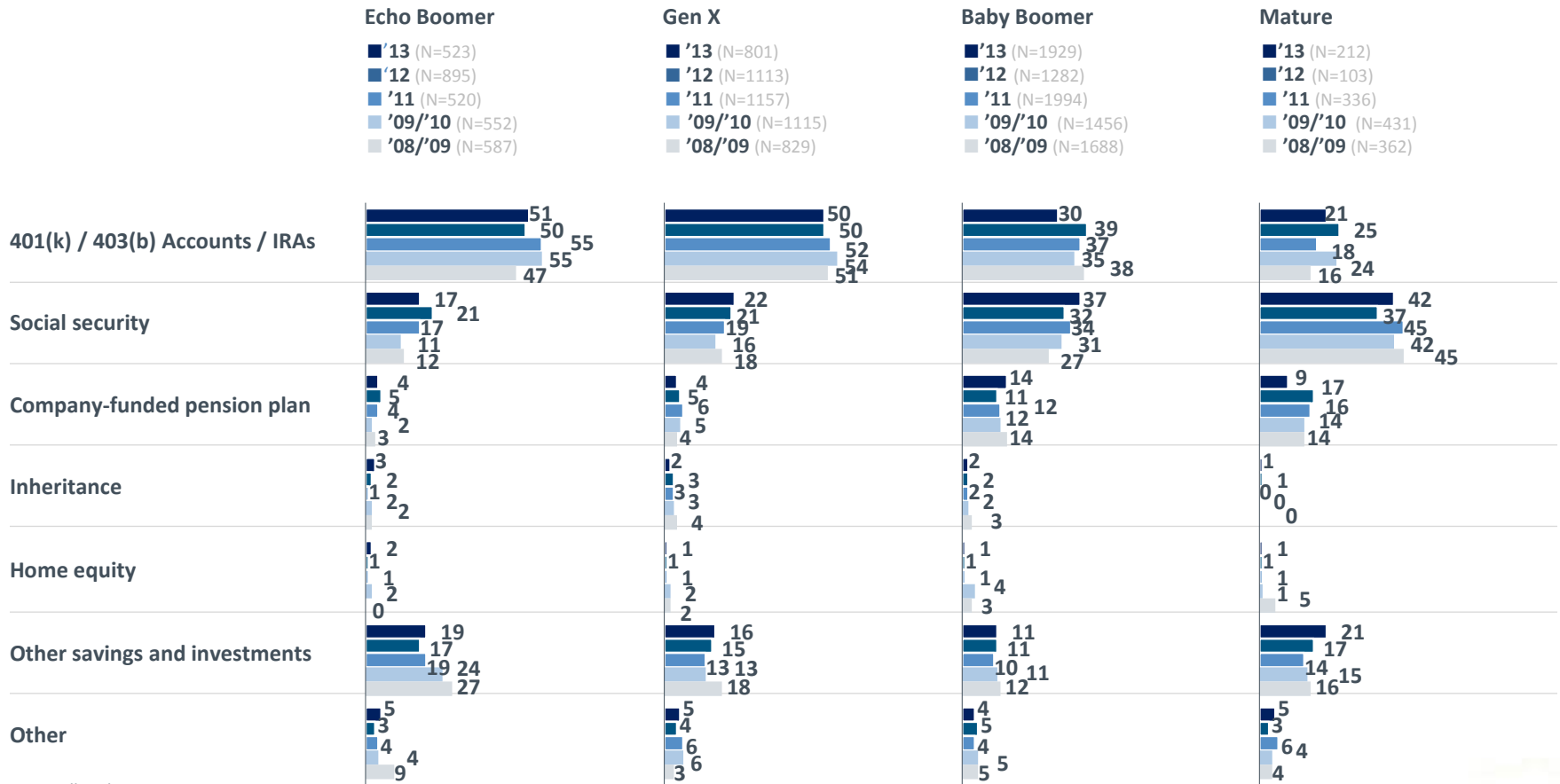
- Baby Boomers are more likely than other groups to have saving for retirement as their greatest financial priority.
- For Mature workers, “paying healthcare expenses” has increased in priority over the past few years.



BASE: Full and Part-time  
Q2640. Which one of the following is your greatest financial priority right now?

# Primary Source of Retirement Income

- 401(k) and similar plans are most expected to be the primary source of retirement income among the younger generations (Echo Boomer and Gen X). Social Security is the most expected source of retirement income among the older workers (Baby Boomers and Mature).

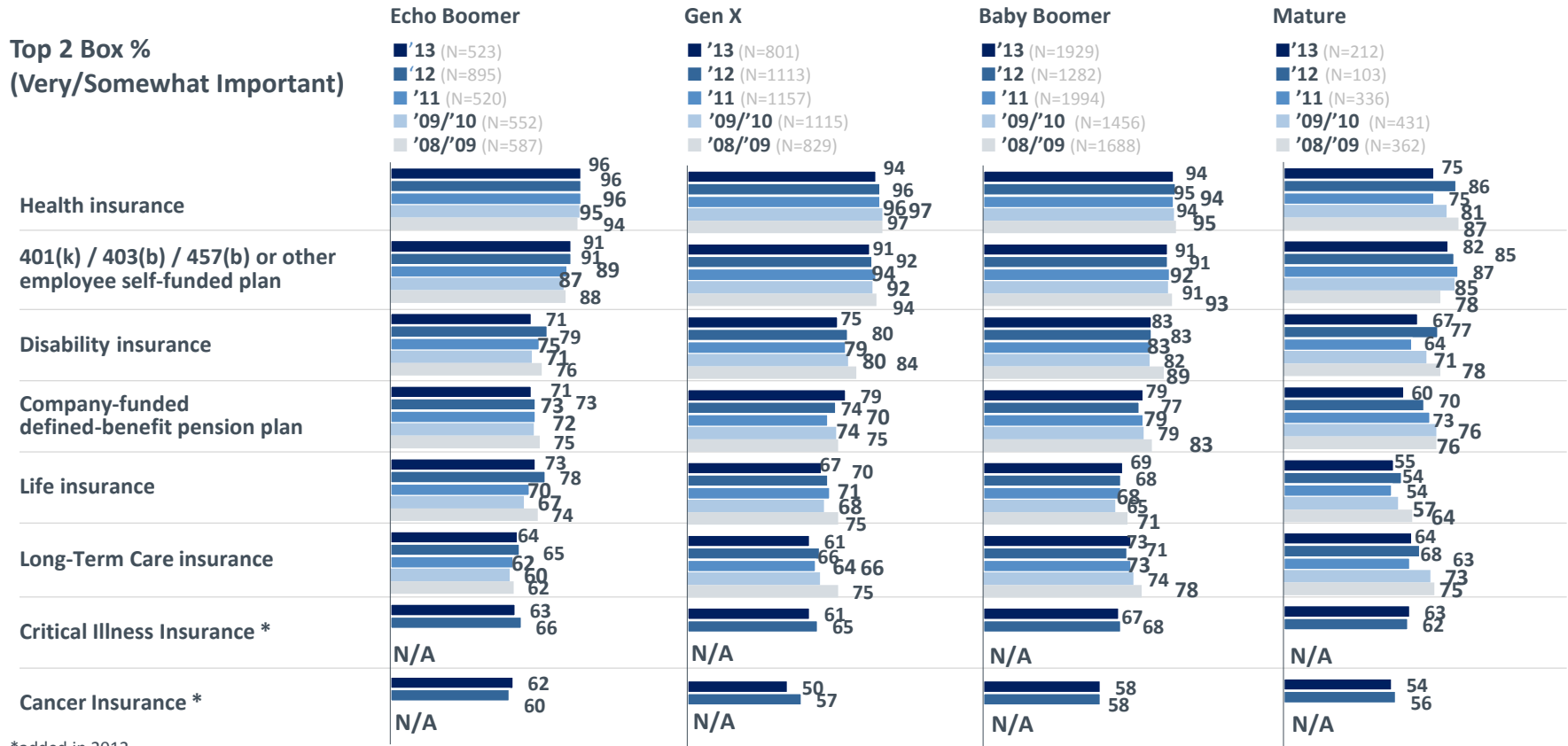


BASE: Full and Part-time

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

# Retirement Benefits: Importance Compared to Other Benefits

- For Echo Boomers, Gen Xers and Baby Boomers, 401(k) and similar plans rank second only to health insurance in importance. For Mature workers, 401(k) plans are more important than health insurance.



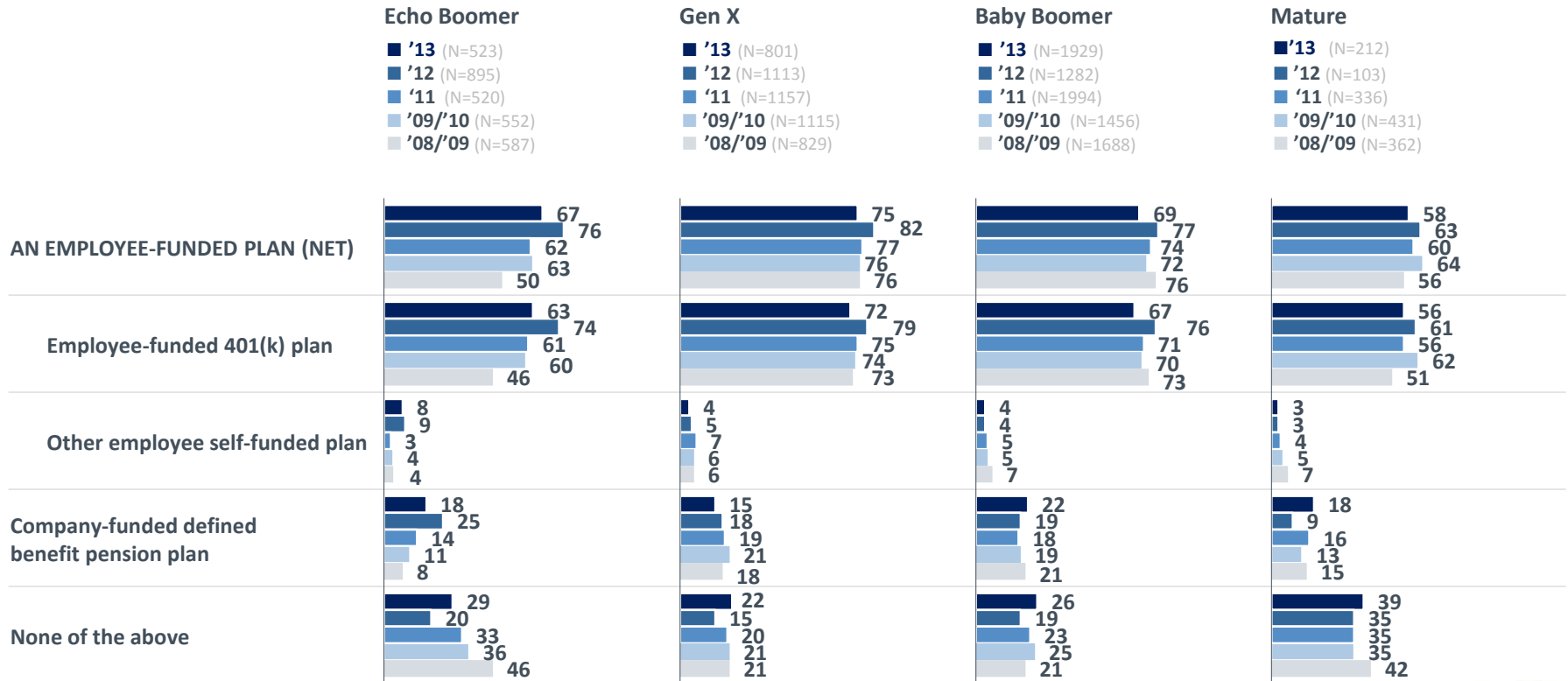
\*added in 2012

BASE: Full and Part-time

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

- Access to employee-funded retirement plans dropped this past year for all age groups.

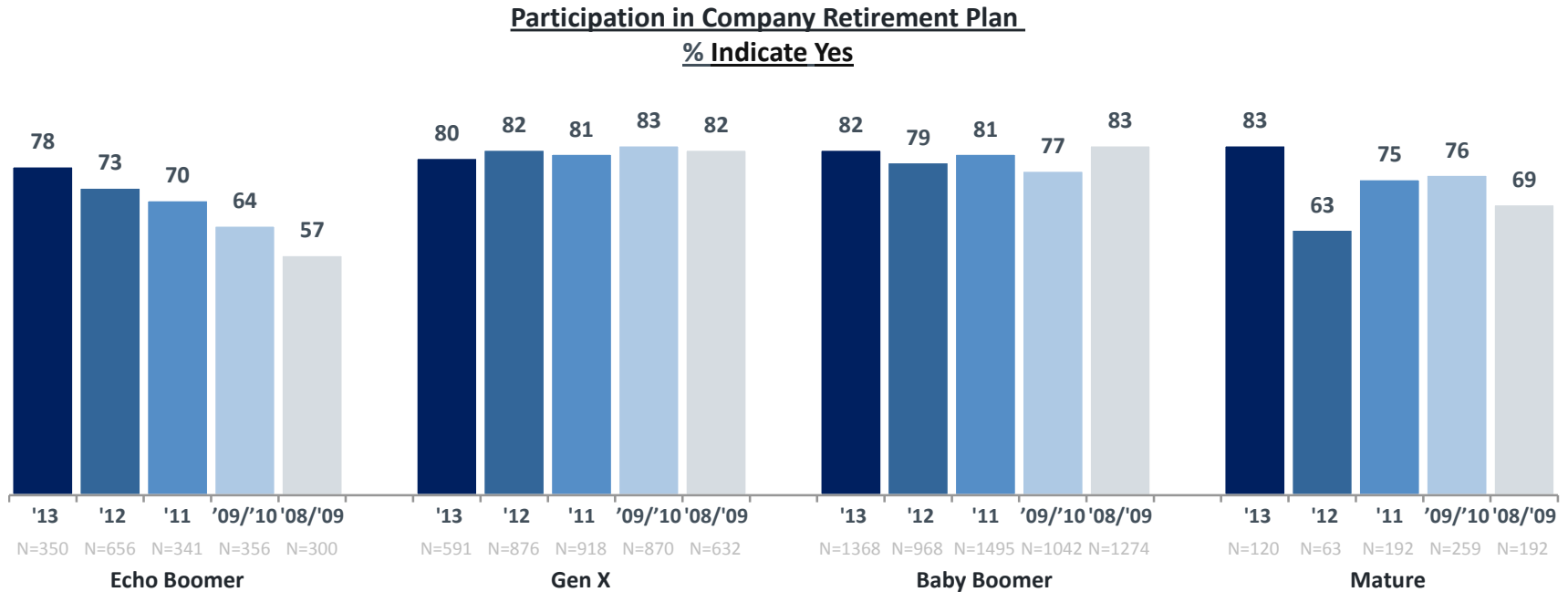


BASE: Full and Part-time

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

# Retirement Plan Participation

- Among those offered a company retirement plan, participation levels among Echo Boomer, Gen X and Baby Boomer workers remains fairly steady.
- In contrast, Mature workers report a stunning 20-percentage point increase in their participation.



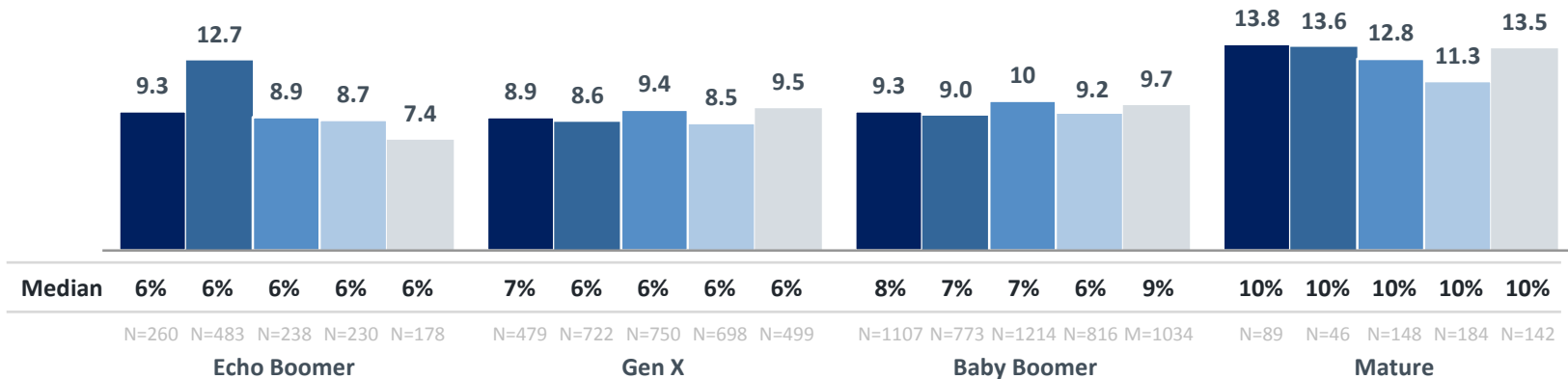
BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them  
Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?



# Contribution Rate

- In general, the average contribution rate increases with age. Among workers who participate in their employers' employee-funded plan, Mature workers, on average, save the highest percentage of their salary (13.8 percent).
- The average contribution rate among Echo Boomers fell relative to last year, but this did not affect the median contribution rate.

Mean Percentage

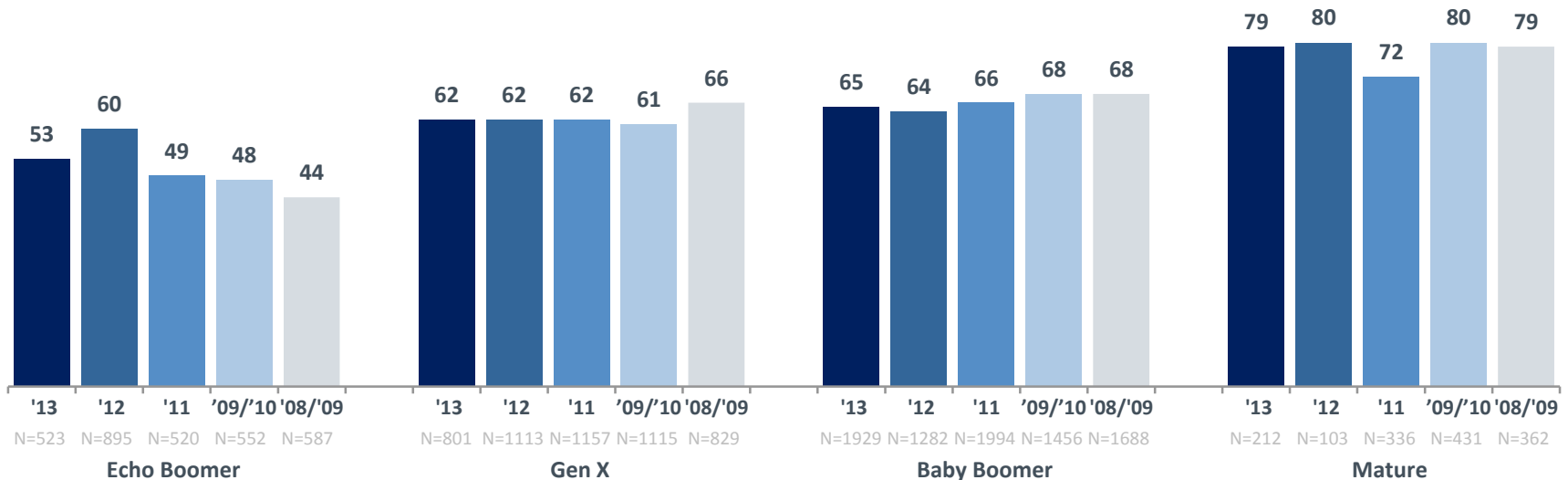


BASE: Full and Part-time; Currently Participating In Their Qualified Plan  
 Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

# Saving Outside the Workplace

- Directionally fewer Echo Boomers are saving for retirement outside of work, but other generation groups remain steady compared to last year.
- As would be expected, those closest to retirement – the Mature workers – are most likely to save outside of work.

% Indicate Yes



BASE: Full and Part-time  
 Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

# Retirement Preparation and Involvement

- Majorities in all age groups feel they do not know as much as they should about retirement investing and that they could work until 65 and not have enough saved, although fewer Mature workers feel this way.
- Echo Boomers have a strong desire for more information from their company about how to reach their retirement goals.

Top 2 Box %  
(Strongly/Somewhat Agree)

Echo Boomer

'13 (N=523)  
'12 (N=895)  
'11 (N=520)  
'09/'10 (N=552)  
'08/'09 (N=587)

Gen X

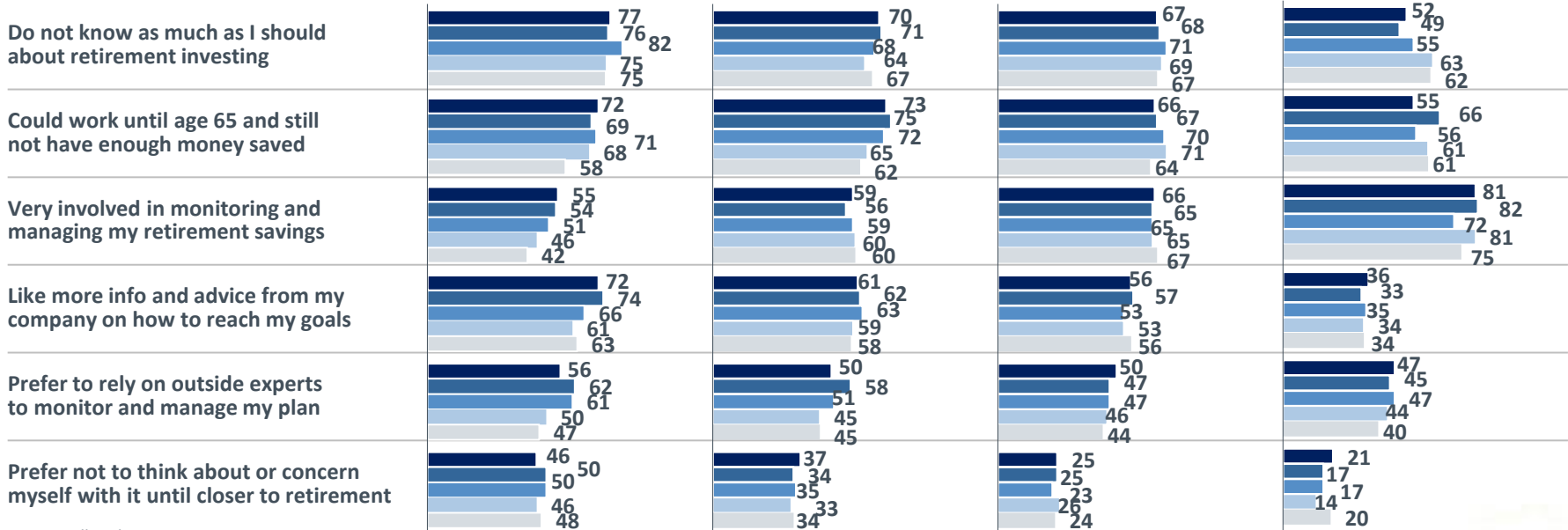
'13 (N=801)  
'12 (N=1113)  
'11 (N=1157)  
'09/'10 (N=1115)  
'08/'09 (N=829)

Baby Boomer

'13 (N=1929)  
'12 (N=1282)  
'11 (N=1994)  
'09/'10 (N=1456)  
'08/'09 (N=1688)

Mature

'13 (N=212)  
'12 (N=103)  
'11 (N=336)  
'09/'10 (N=431)  
'08/'09 (N=362)

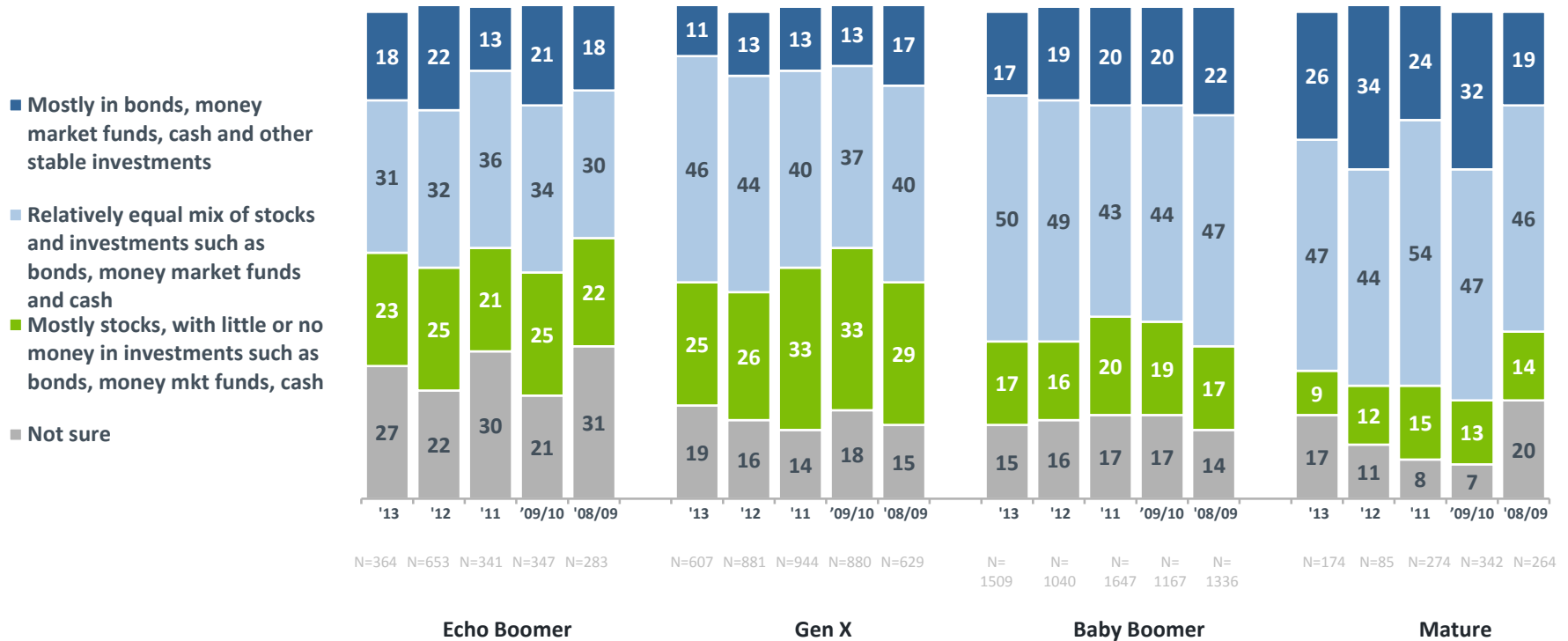


BASE: Full and Part-time

Q931. How much do you agree or disagree with each of the following statements regarding retirement investing?

# Asset Allocation

- Mature and Baby Boomer workers tend to have the most conservative retirement investment mix.
- Roughly one in four Echo Boomers is “not sure” how their retirement savings are invested.



BASE: Full and Part-time; Investing for retirement Q770. How is your retirement savings invested?

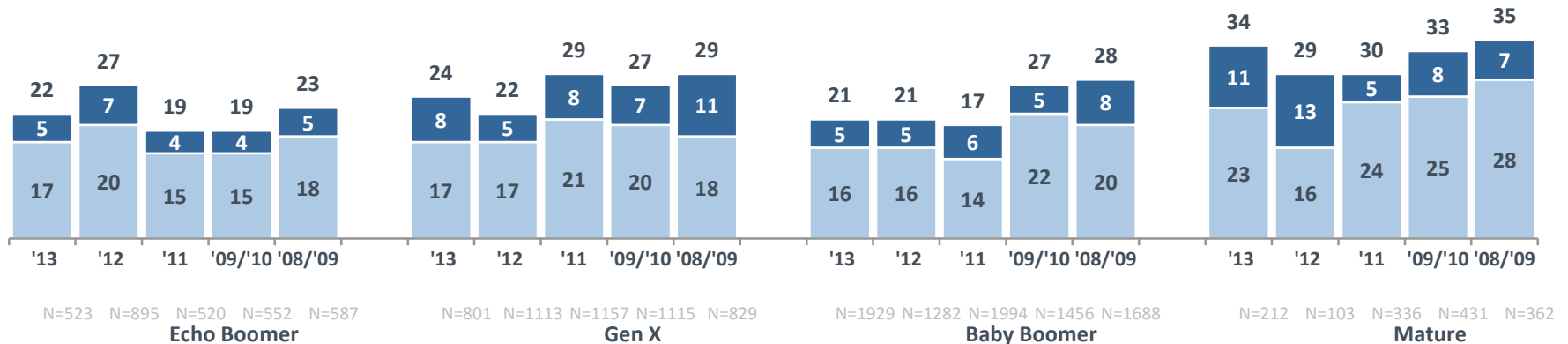
# Asset Allocation: Understanding

- Few workers, across all generations, have a strong understanding of asset allocation principles related to retirement investing.

## Understanding of Asset Allocation Principles

### Top 2 Box % (Great deal/Quite a bit)

- A great deal
- Quite a bit



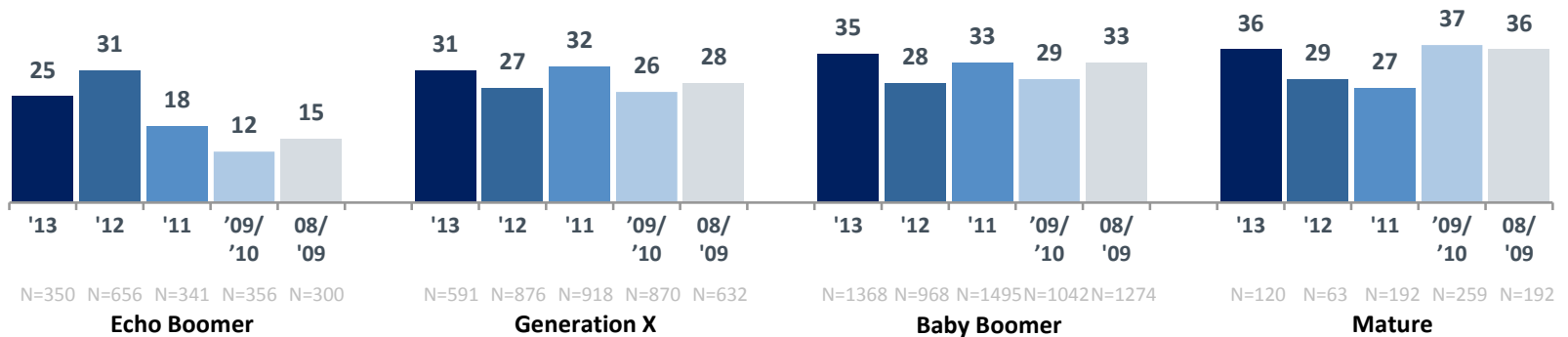
BASE: Full and Part-time

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

# Awareness of Plan Fees

- Awareness of plan fees associated with a company's retirement plan is low for workers in all generations; however, awareness increased for all generations except among Echo Boomers, which dropped since last year.

Awareness of Plan Fees, % Indicate Yes



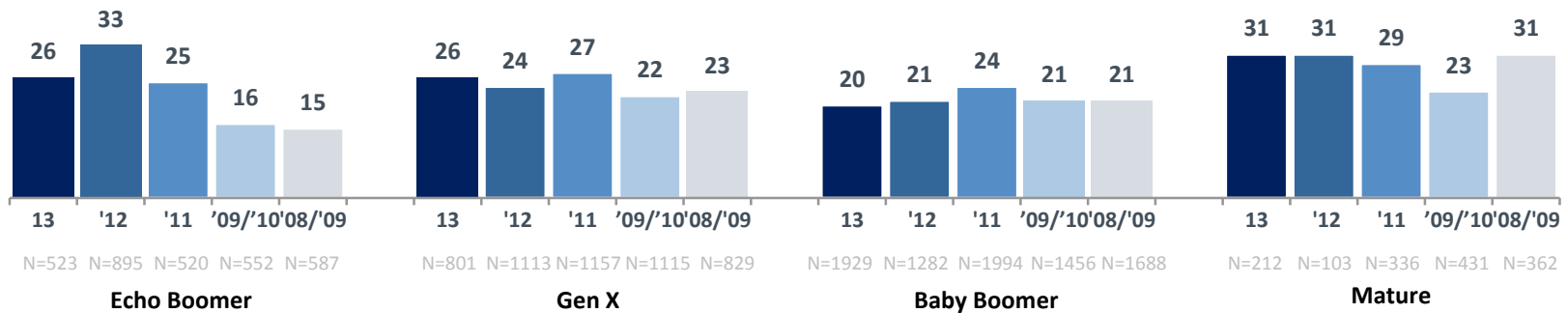
BASE: Full and part-time; Those With Qualified Plans Currently Offered To Them

Q634. Are you aware of any fees that may be charged to your participant account associated with your company's retirement plan?

# Awareness: Saver's Credit

- Awareness of the Saver's Credit continues to be low across all generations – with awareness lowest among Baby Boomers.

% Indicate Yes

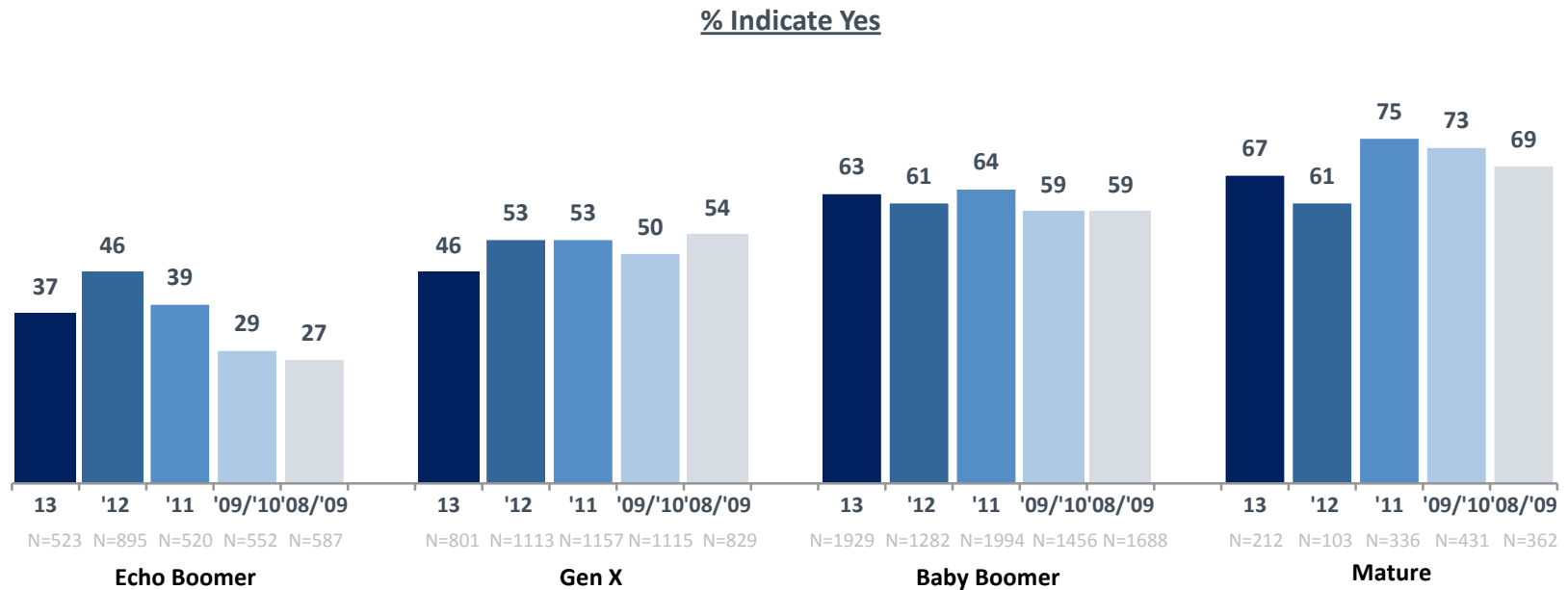


BASE: Full and Part-time

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: Catch-up Contributions

- The majority of Baby Boomer and Mature workers continue to be aware of catch-up contributions, which is to be expected because these are the workers eligible to do so.
- Awareness among Echo Boomer and Gen X workers dropped since last year.



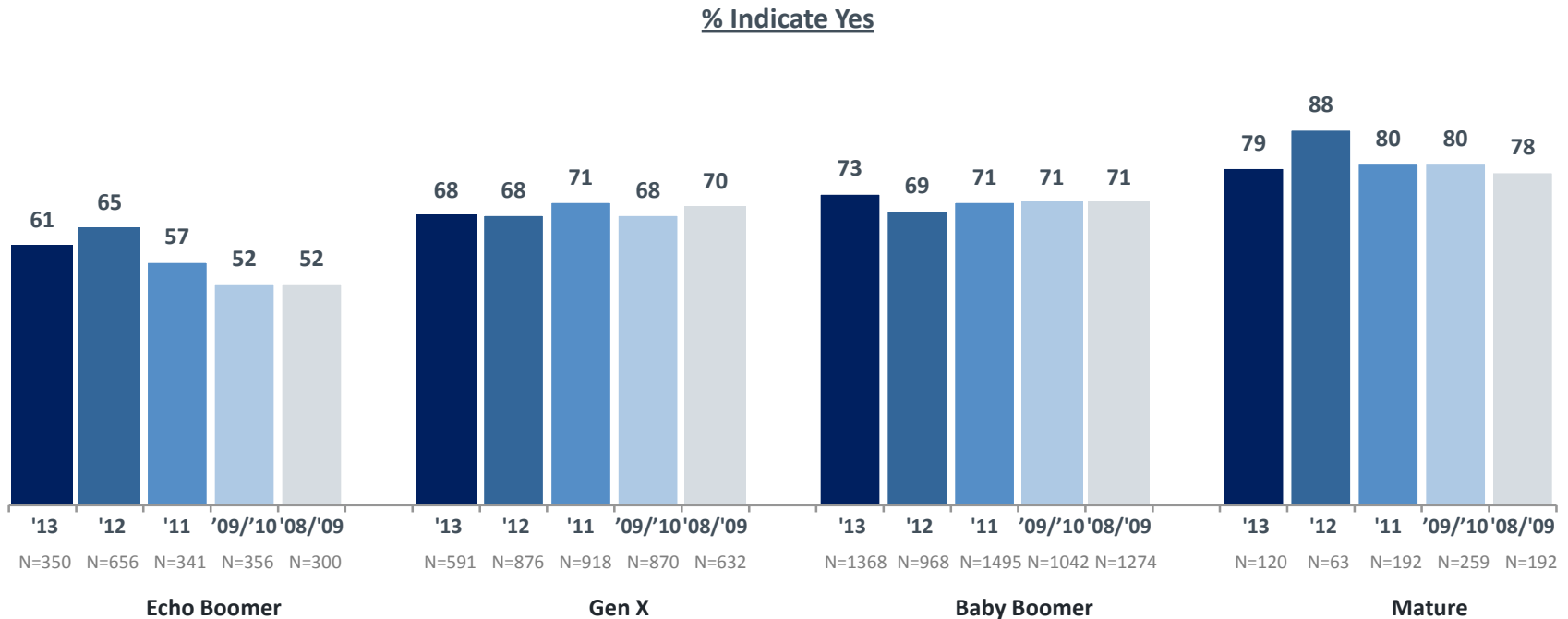
BASE: Full and Part-time

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: Roth 401(k)

- Levels of awareness of the Roth 401(k) option increases with age as older workers are more aware of the option than younger ones.

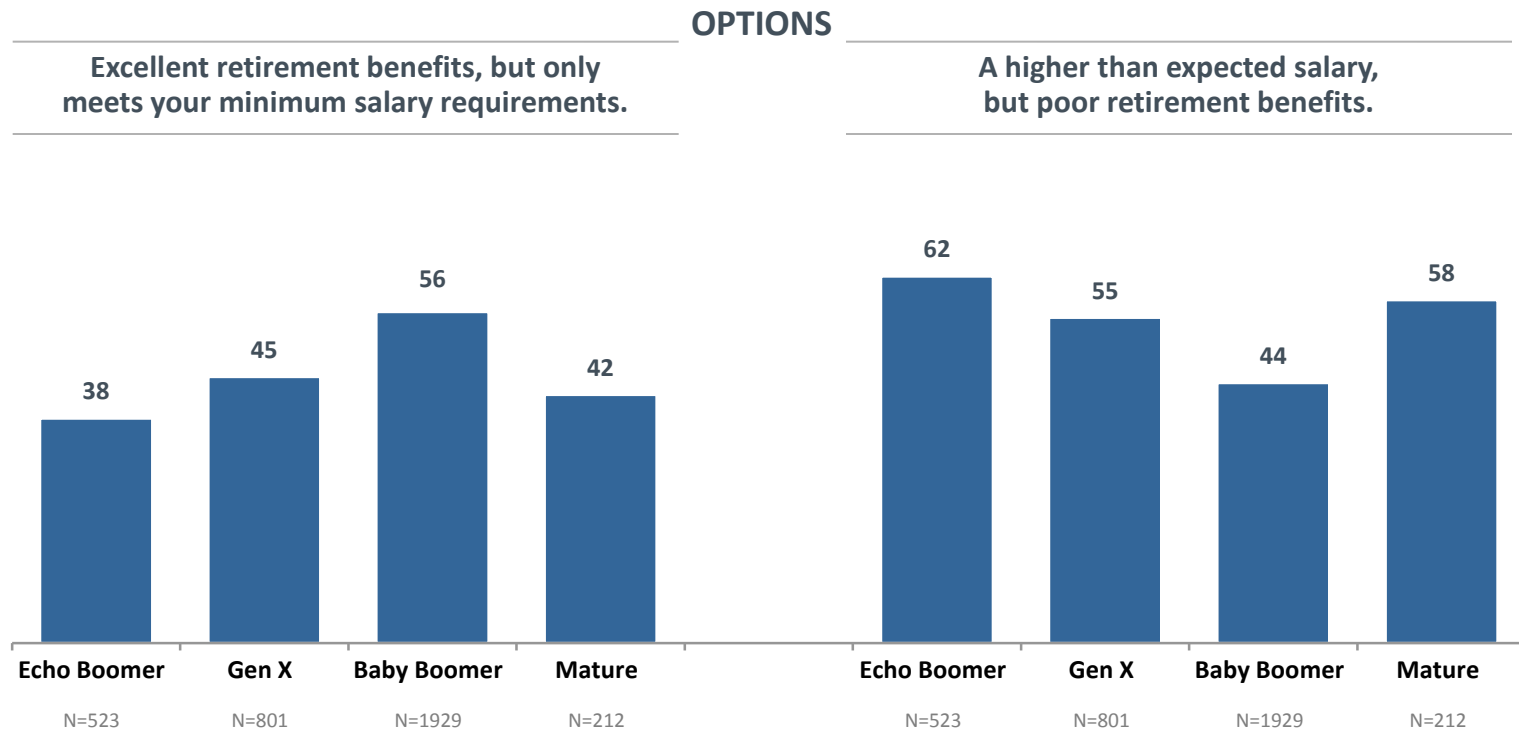


BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

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).)

# Better Retirement Benefits vs. Higher Salary

- Reflecting a more immediate need to prepare for retirement, Baby Boomers are the only generation where the majority would select a job which offers excellent retirement benefits over a higher salary.



BASE: Full and Part-time

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

# Information Sources: Retirement Planning & Investing

- Echo Boomers are most likely to use friends/family as sources, and increased since last year.
- Financial planners/brokers continue to be the most used information source among Baby Boomer and Mature workers.

	Echo Boomer			Gen X			Baby Boomer			Mature		
	'13 N=523	'12 N=895	'11 N=520	'13 N=801	'12 N=1113	'11 N=1157	'13 N=1929	'12 N=1282	'11 N=1994	'13 N=212	'12 N=103	'11 N=336
Financial planner/broker	10	13	13	19	17	17	28	26	24	43	36	39
Friends/Family	28	21	31	15	17	15	9	10	11	4	1	6
Financial websites	12	10	11	7	9	18	7	7	11	4	7	7
Retire. plan provider website	6	4	5	9	10	11	9	8	11	5	2	5
Online newspapers, magazines, and blogs	4	8	N/A	4	4	N/A	3	3	N/A	4	3	N/A
Employer	3	6	5	3	5	4	4	4	3	2	4	3
Plan provider printed material	3	2	2	4	3	3	4	3	4	1	1	1
Print newspapers/magazines	2	3	4	4	3	3	4	4	5	4	4	6
Accountant	5	1	2	3	2	1	2	3	2	3	5	4
Financial-related tv shows	2	3	1	2	3	2	2	3	3	2	1	1
Retirement calculators	1	2	1	2	4	4	3	4	3	2	1	3
Insurance agent	1	1	<1	1	1	<1	1	1	1	1	4	0
Online social media	2	1	N/A	0	<1	N/A	0	<1	N/A	0	0	N/A
Lawyer	<1	1	<1	0	<1	<1	0	<1	<1	0	1	2
Other	3	3	4	3	3	3	4	4	3	7	3	5
None	18	21	21	23	19	18	21	20	18	18	26	19

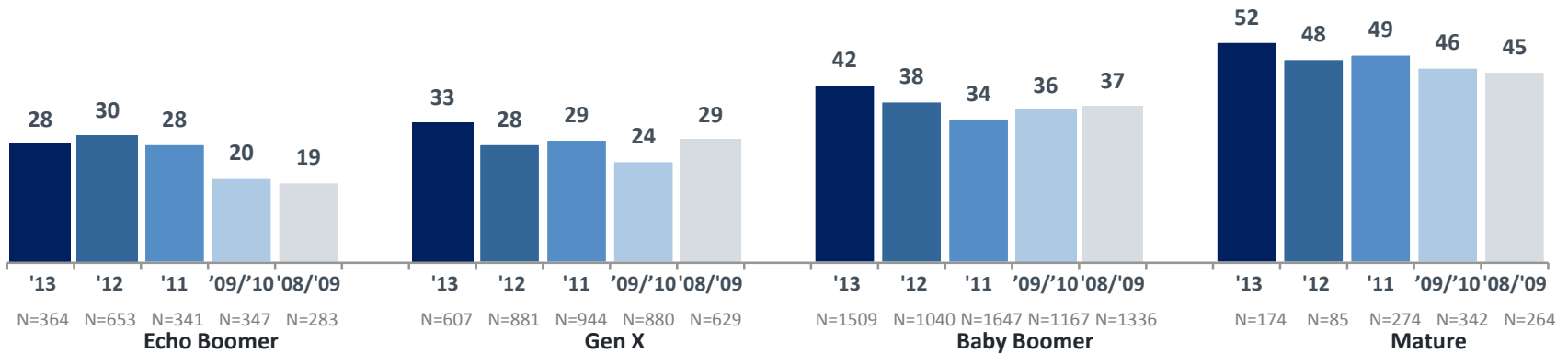
BASE: Full and Part-time

Q826. Of these sources, which one influences your decisions the most?

# Use a Professional Financial Advisor

- Workers' use of a professional advisor increases with age.
- Baby Boomer and Mature workers are more likely to use an advisor with 42 percent and 52 percent indicate they do so, respectively, compared to 28 percent of Echo Boomers.

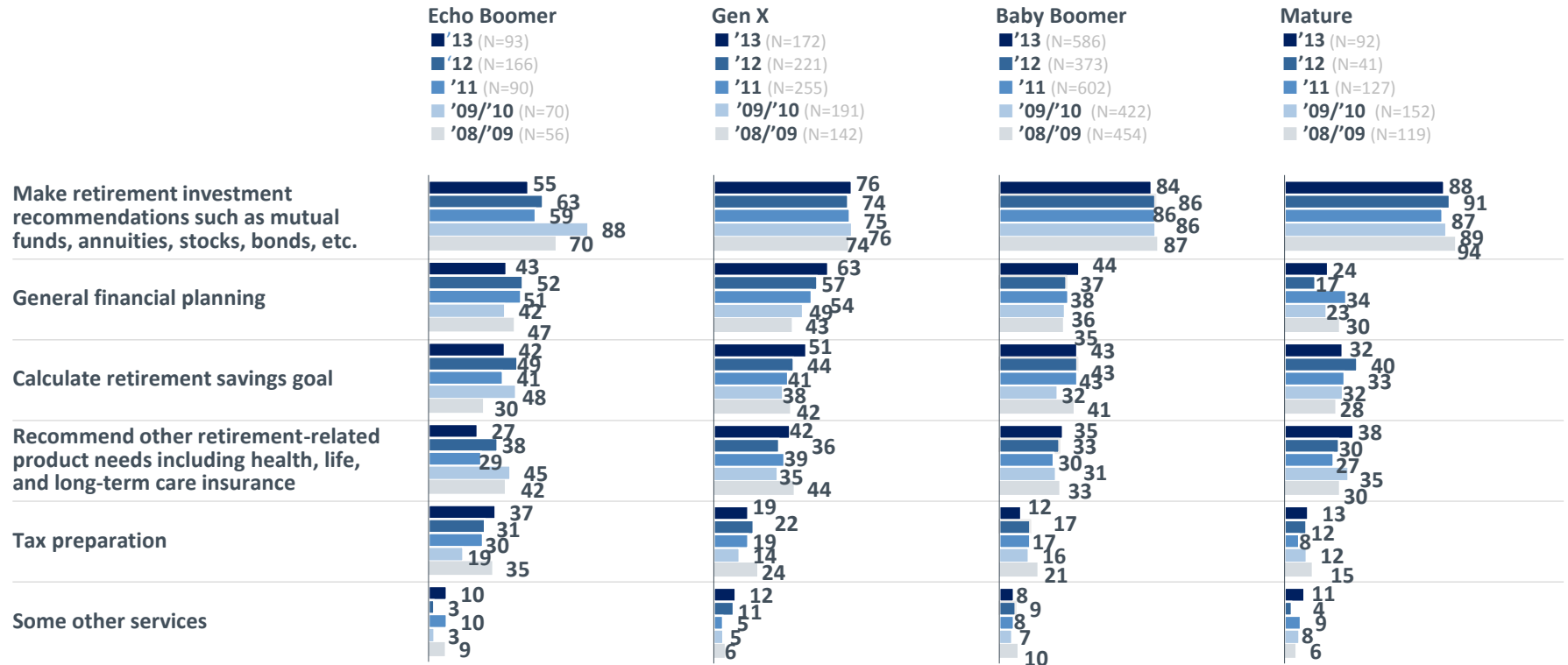
Use a Professional Financial Advisor, % Indicate Yes



BASE: Full and Part-time; Investing For Retirement  
 Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

# Services from Advisors

- Echo Boomers who have financial advisors are less likely than other generations to use them for retirement investment recommendations and more for tax preparation.

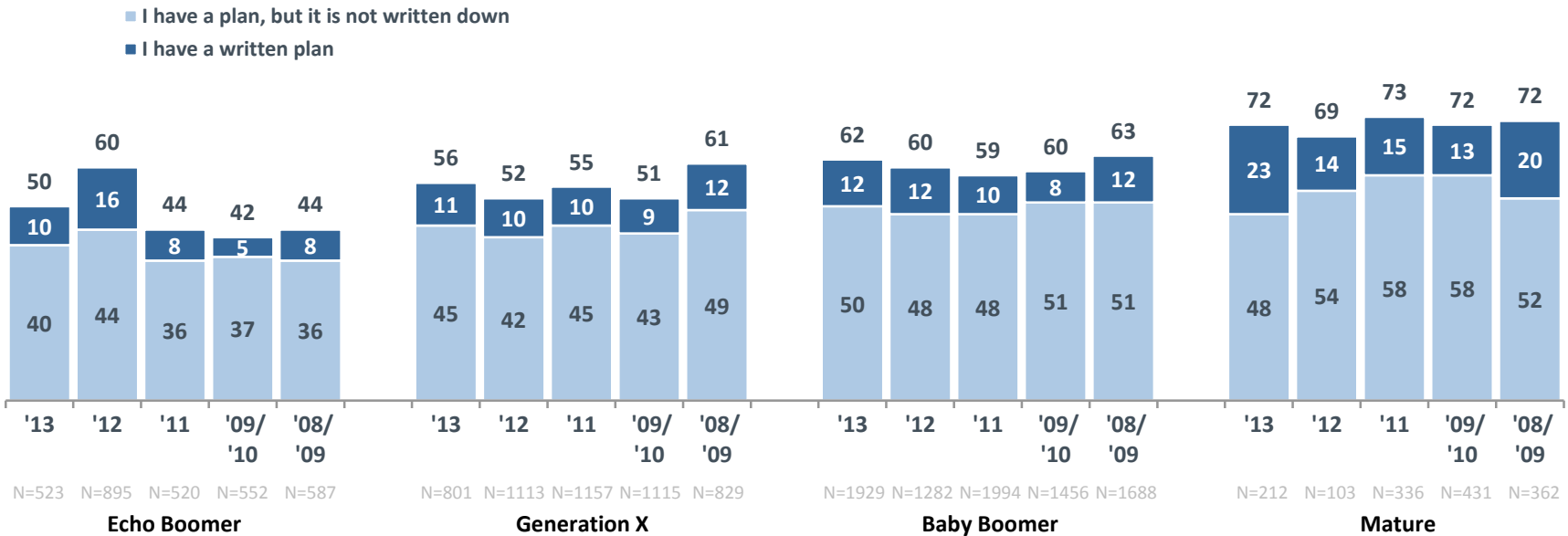


BASE: Full and Part-time; Use Financial Advisor  
Q870. What types of services do you use your professional financial advisor to perform? Select all that apply.

# Retirement Strategy: Written Plan

- The majority of all generations have a retirement strategy, particularly highest among Mature workers.
- Though most workers have a retirement strategy, they have yet to write it down. Mature workers are about 10 percent more likely to have their plan written down than other generations of workers.

% Indicate “Have Plan”



BASE: Full and Part-time  
Q1155. Which of the following best describes your retirement strategy?



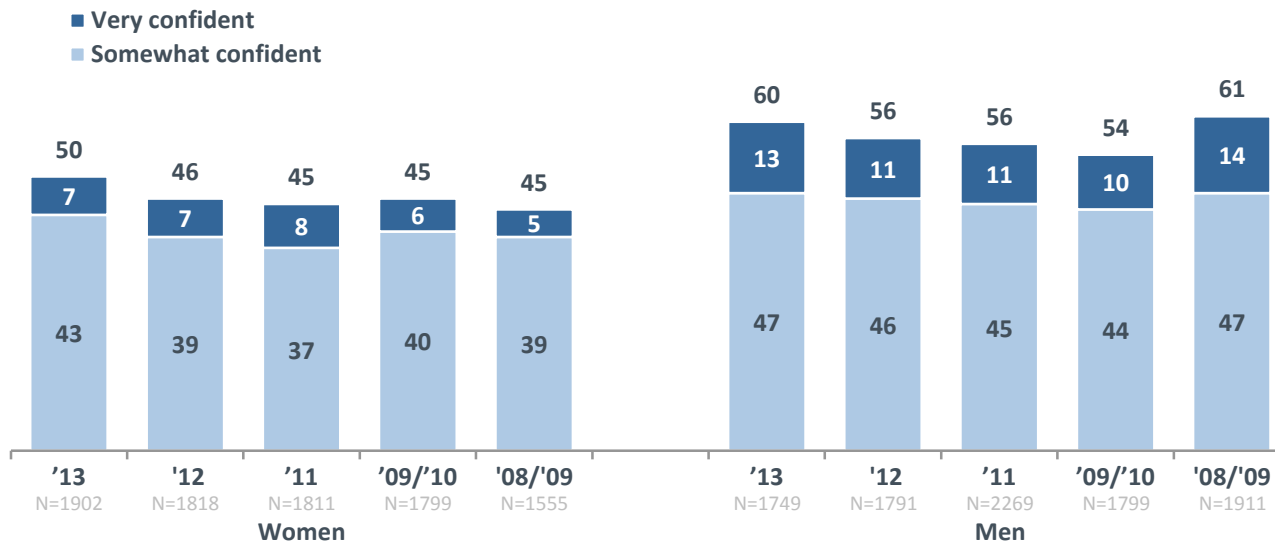
# Influences of Gender on Retirement Preparation

## Detailed Findings

# Confidence in Retiring Comfortably

- Men continue to be more confident about being able to retire comfortably than women, with confidence levels rising to near pre-recession levels.
- Confidence among women workers also rose from last year and is the highest its been among women since tracking began.

Top 2 Box % (Very/Somewhat Confident)



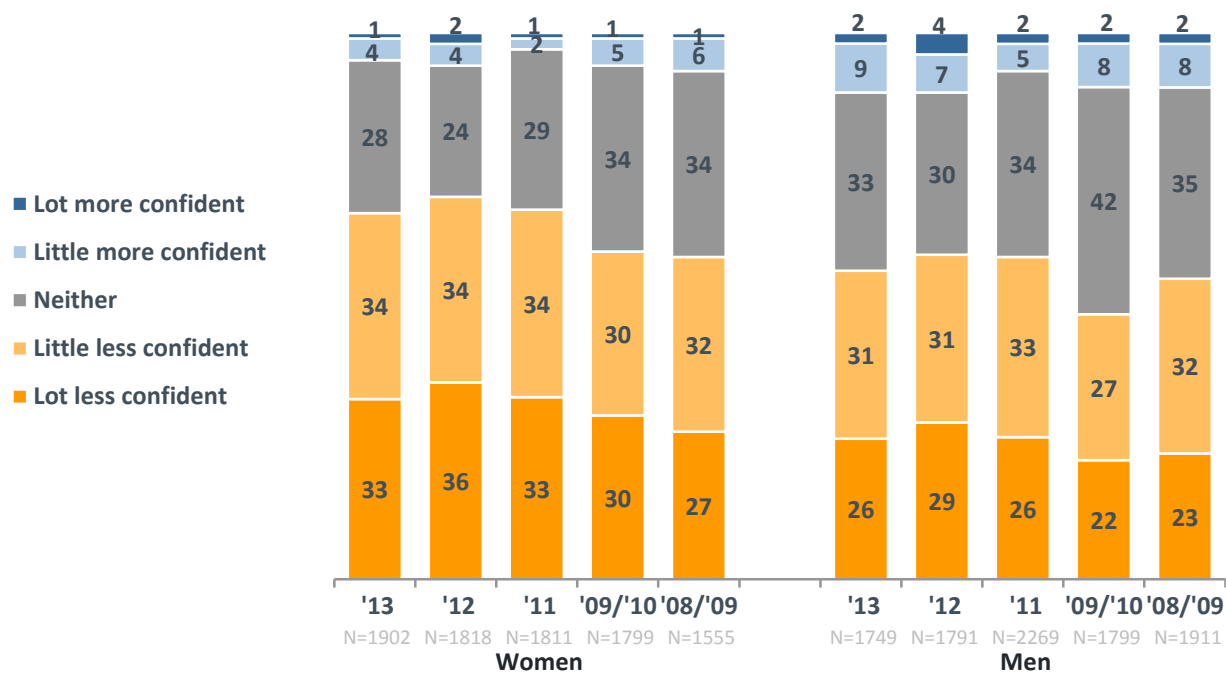
BASE: Full and Part-time

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



## Change in Retirement Confidence

- Women are more likely than men to feel less confident about achieving a financially secure retirement since the recession began.



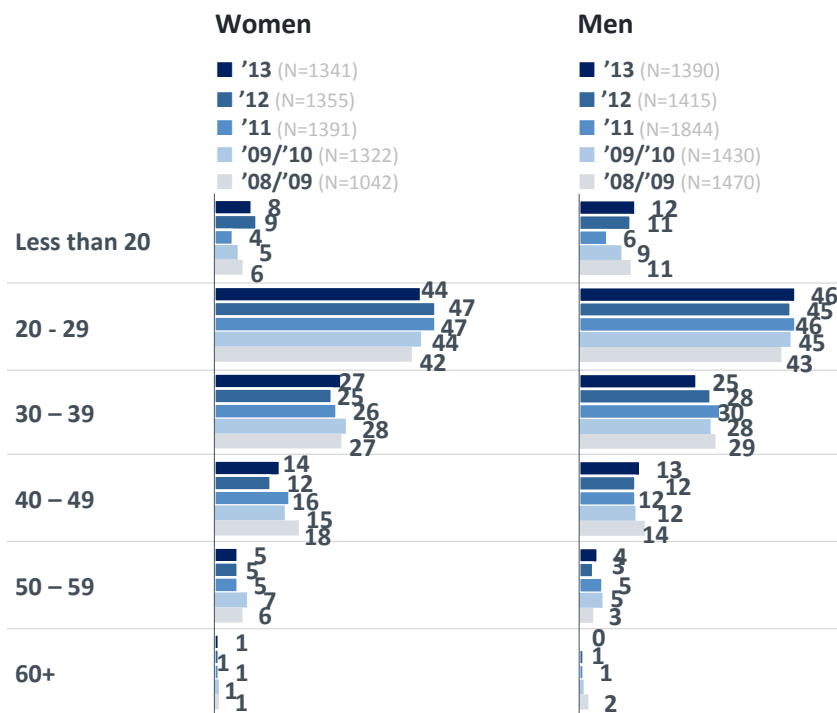
BASE: Full and Part-time

Q1435. Since the recession began in 2008, how has your confidence in your ability to achieve a financially secure retirement changed?

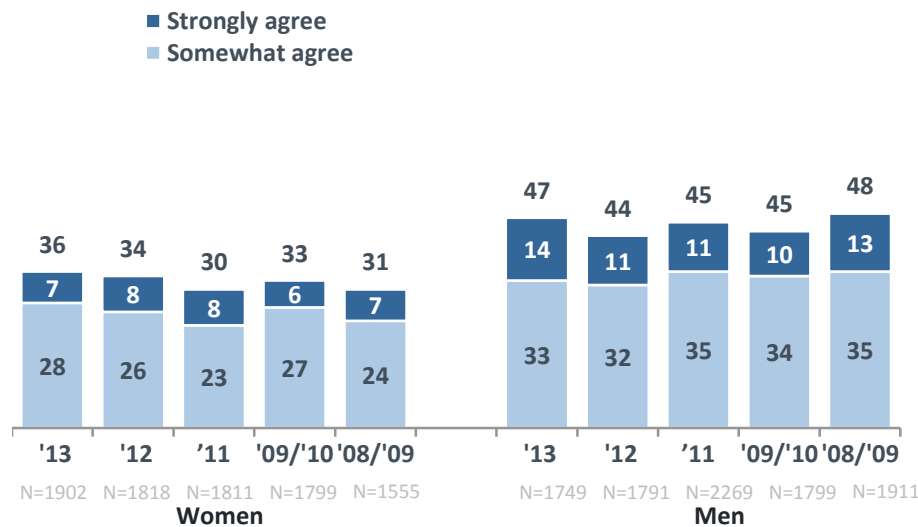
# Age Started Saving and Building a Nest Egg

- Workers of both genders are most likely to start saving for retirement in their 20s.
- Men continue to be more confident that they are building a large enough retirement nest egg, although women's confidence has directionally increased this year.

**Age First Started Saving for Retirement (%)**



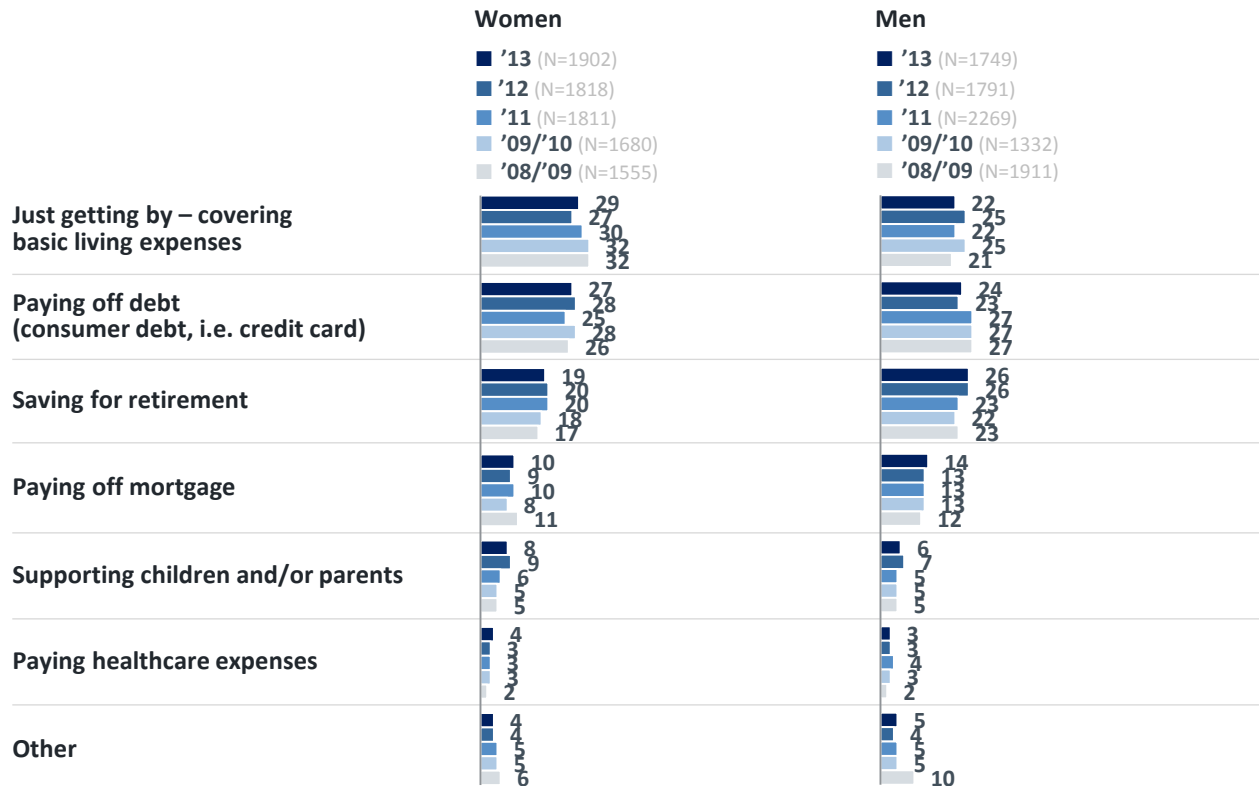
**Building a Large Enough Retirement Nest Egg  
Top 2 Box % (Strongly/Somewhat Agree)**



BASE: Full and Part-time; Investing For Retirement  
 Q790. At what age did you first start saving for retirement?  
 Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

# Greatest Financial Priority

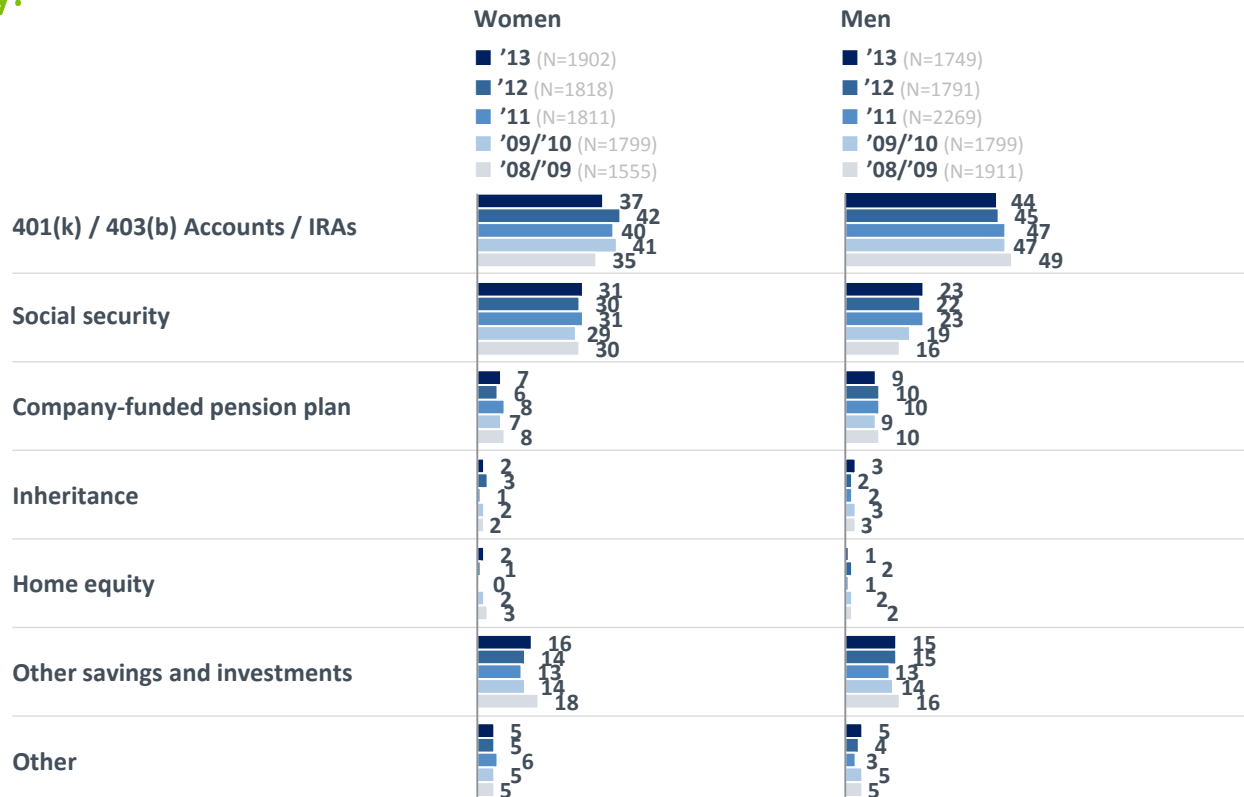
- Women are more likely to cite “just getting by” as their greatest financial priority compared to men who are more likely than women to cite “saving for retirement.”



BASE: Full and Part-time Q500. Which one of the following is your greatest financial priority right now?

# Primary Source of Retirement Income

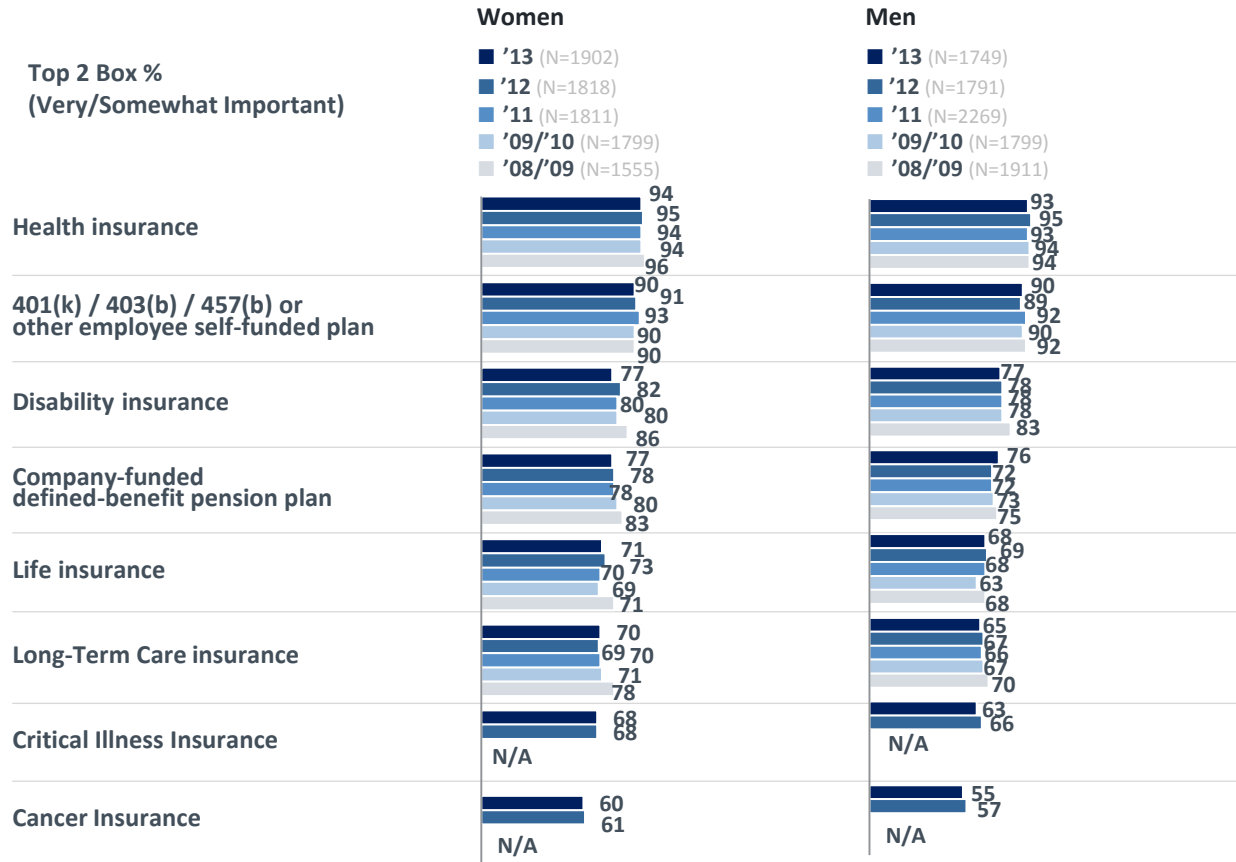
- Men and women both expect to rely on 401(k) plans/IRAs as their primary source of income during retirement. However, men are more likely to rely on this source. Women are more likely than men to expect to rely on Social Security.



BASE: Full and Part-time  
Q550. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

# Retirement Benefits: Importance Compared to Other Benefits

- Men and women most frequently cite health insurance as an important benefit, at a level that is only slightly higher than retirement benefits.
- Women find long-term care insurance of more importance than men do.

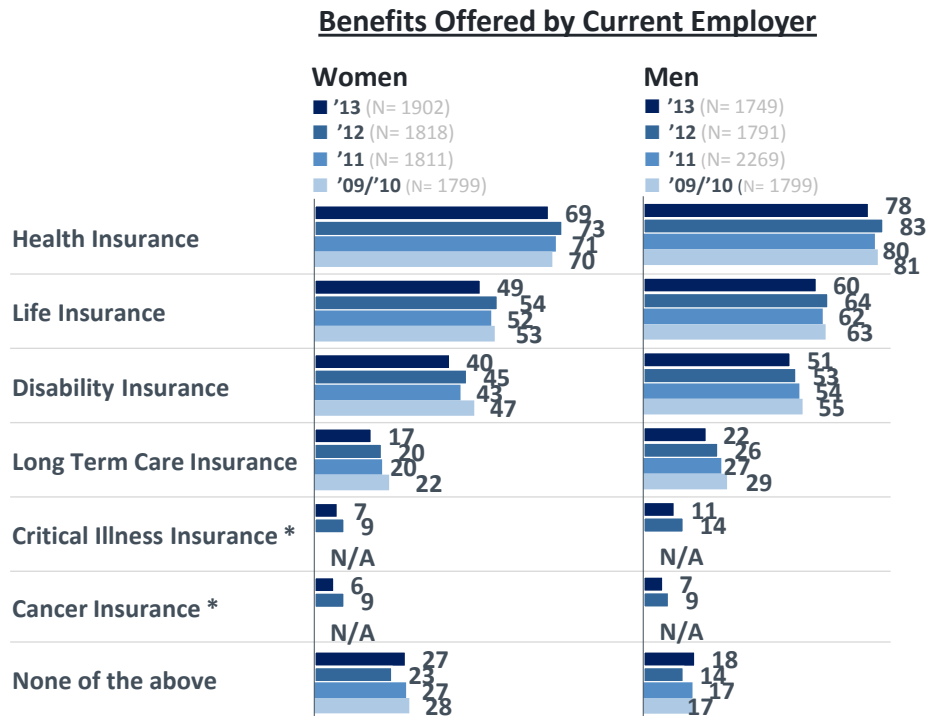


BASE: Full and Part-time

Q570. 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.

# Benefits Offered

- Men continue to have better access to employer-provided insurance than their female co-workers.



\*Note: Choices added in '12 Wave

BASE: Full and Part-time

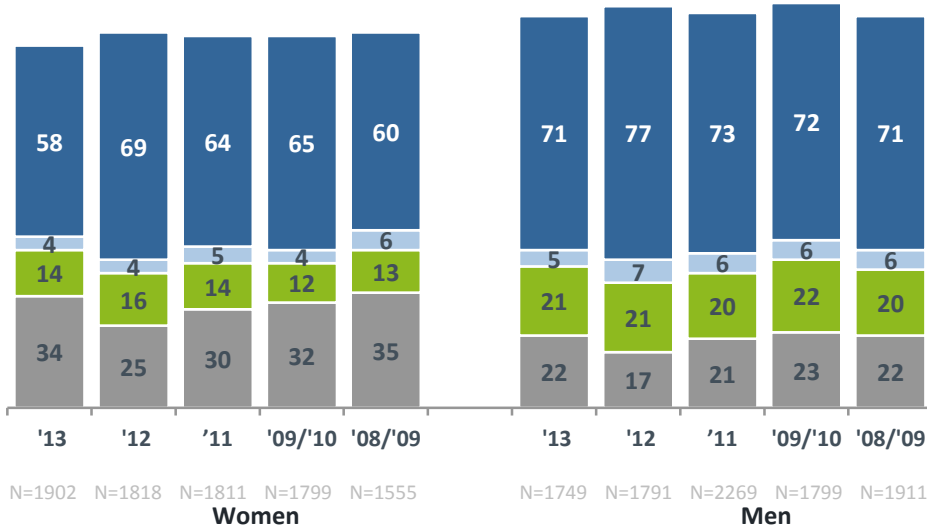
Q575. Which of the following benefits does your company offer you, personally? Select all that apply

# Retirement Benefits Currently Offered and Plan Participation

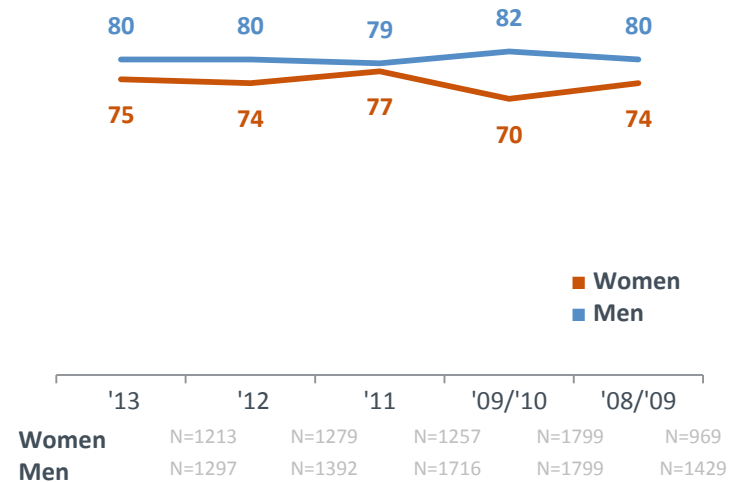
- The number of workers without access to a retirement plan through their employer increased this year – with women affected more than men.
- Women still trail men when it comes to participation in employee-funded retirement plans when one is offered to them.

**Retirement Plan Offered by Current Employer**

- An employee-funded 401(k) plan
- Other employee self-funded plan
- A company-funded defined benefit pension plan
- None of the above



**Currently Participate In, or Have Money Invested in Company's Employee-funded Retirement Savings Plan**  
% Indicate Yes



BASE: Full and Part-time

Q580. Which of the following retirement benefits does your company currently offer to you, personally? Select all that apply.

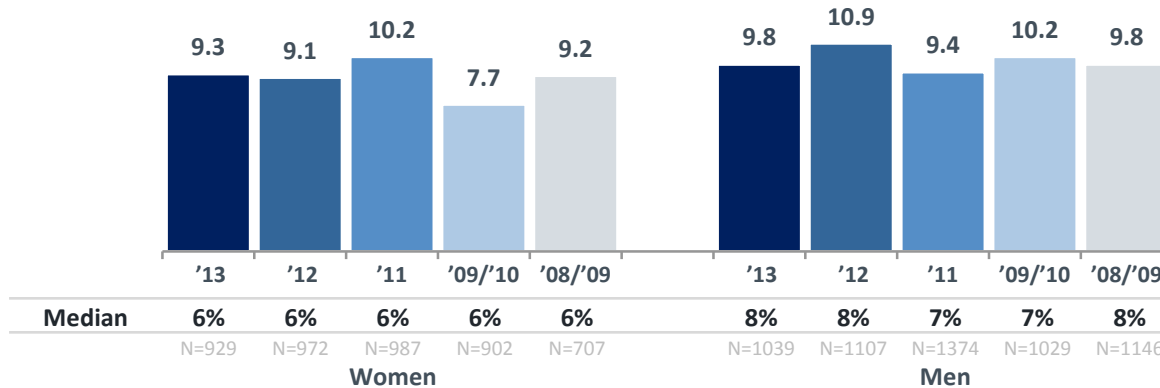
BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

Q590. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

# Contribution Rate

- The average contribution rate to employee-funded retirement plan among men fell relative to last year.
- This median contribution rates remain directionally higher for men than they are for women.

Mean Percentage



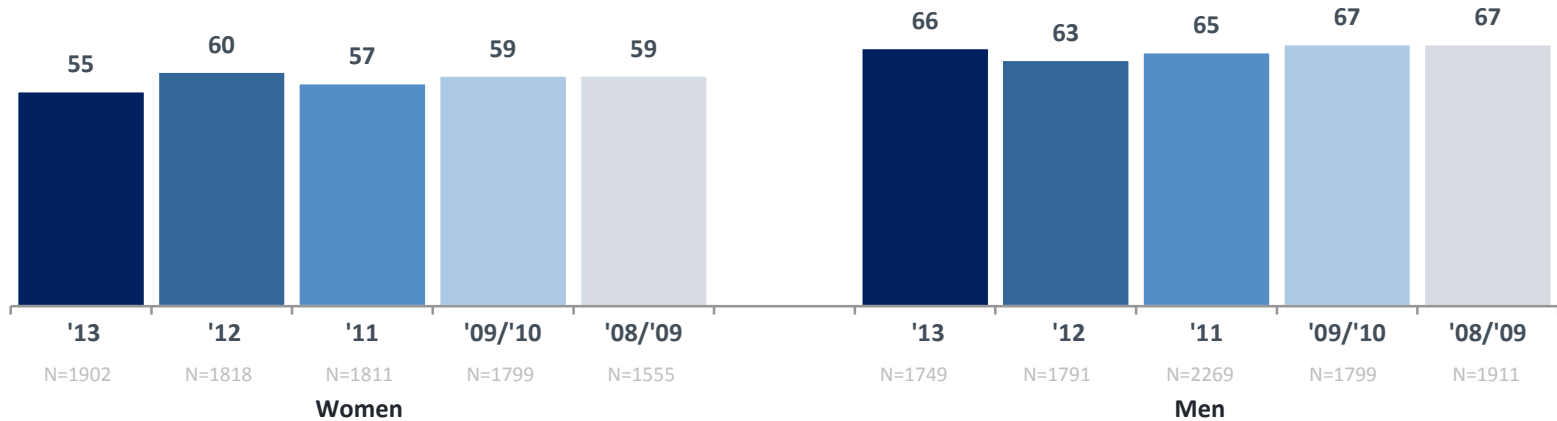
BASE: Full and Part-time; Currently Participating In Their Qualified Plan  
 Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?



# Saving Outside the Workplace

- Majorities among both genders are saving for retirement outside of work via a mutual fund, IRA, bank account or other method.
- However, the percentage of women doing this decreased slightly this year, while the percentage of men increased, and women doing so continues to trail men.

**Currently Saving for Retirement Outside Of Work**  
% Indicate "Yes"

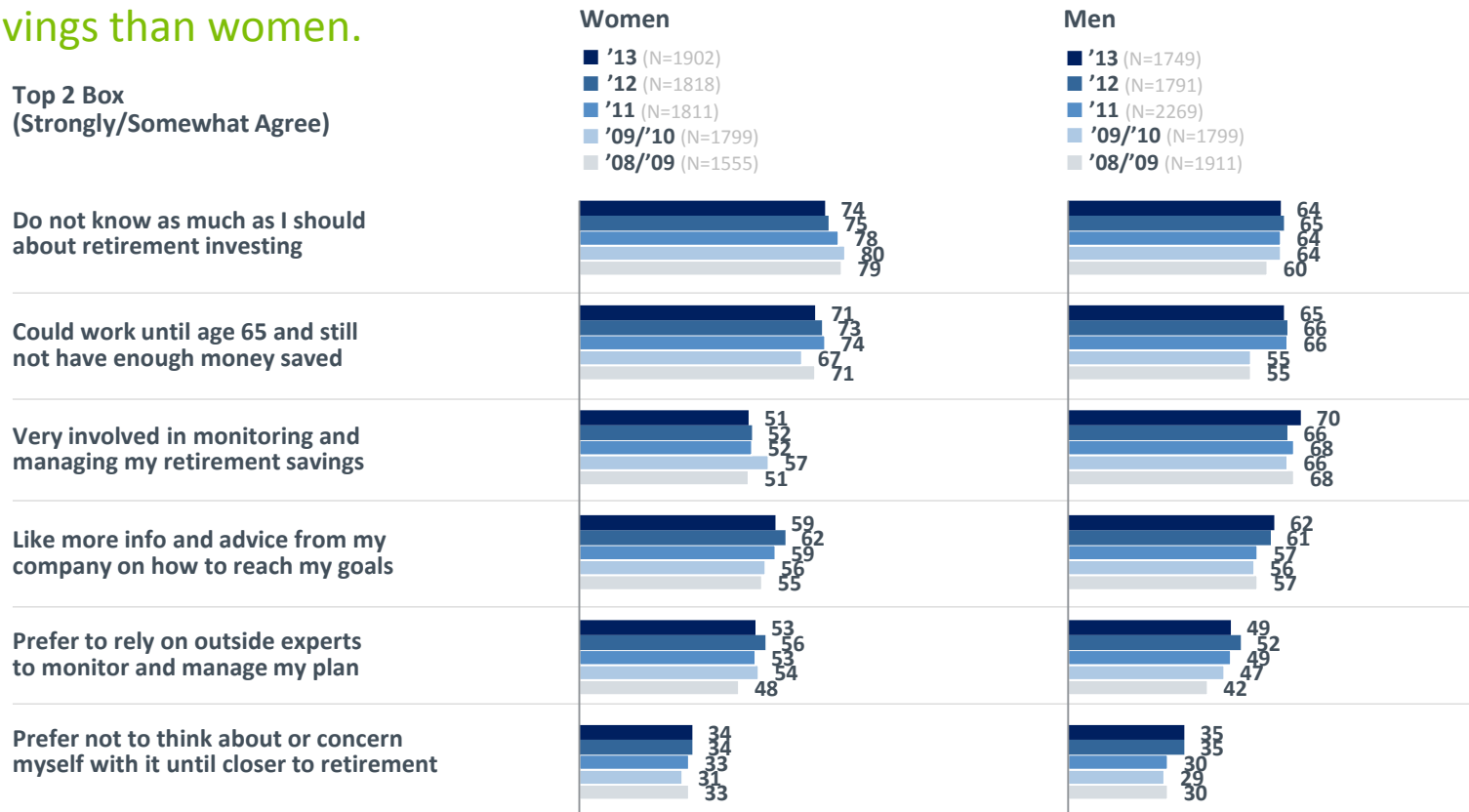


BASE: Full and Part-time  
 Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

# Retirement Preparation and Involvement

- Women remain more pessimistic than men about not knowing as much as they should about retirement investing and not having enough saved if they worked until age 65.
- Men continue to be more involved in monitoring and managing their retirement savings than women.

Top 2 Box  
(Strongly/Somewhat Agree)



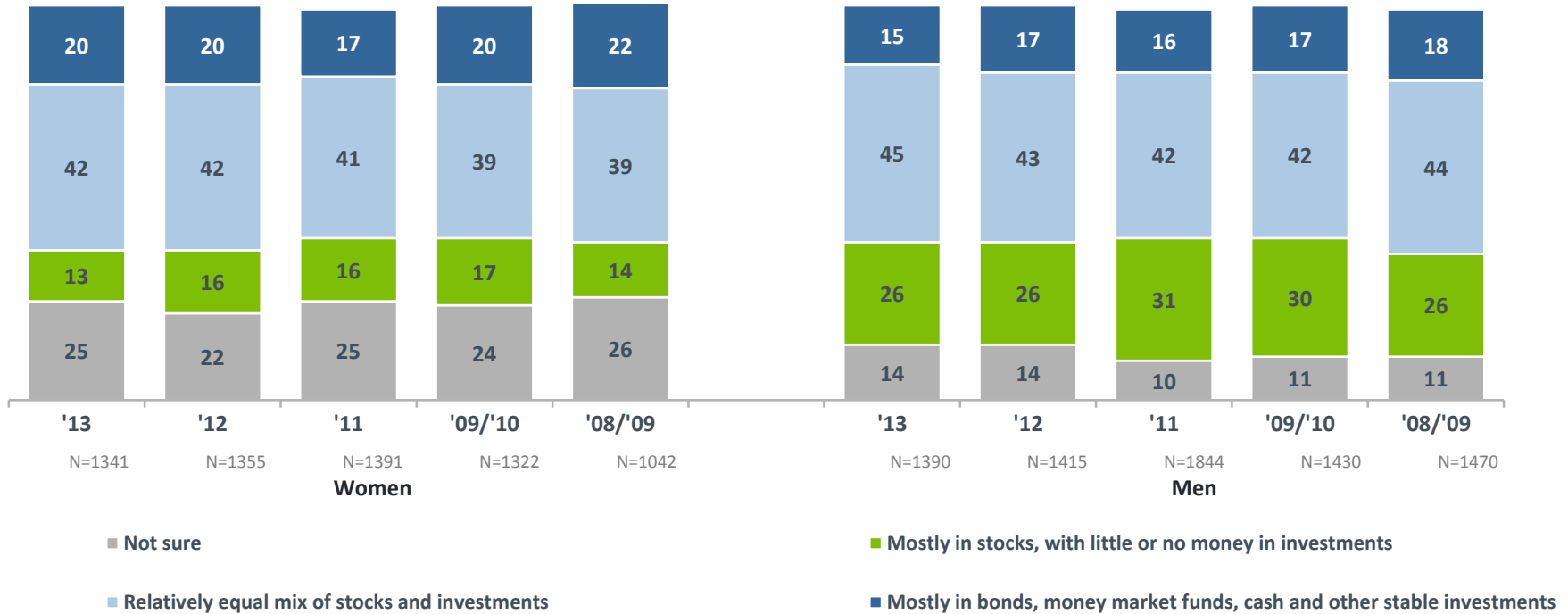
BASE: Full and Part-time

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

# Asset Allocation

- Women continue to be more unsure of their asset allocation than men.
- Men continue to have a more aggressive asset allocation than women – with more saying they have their retirement savings invested mostly in stocks.

**How Retirement Savings Is Invested**

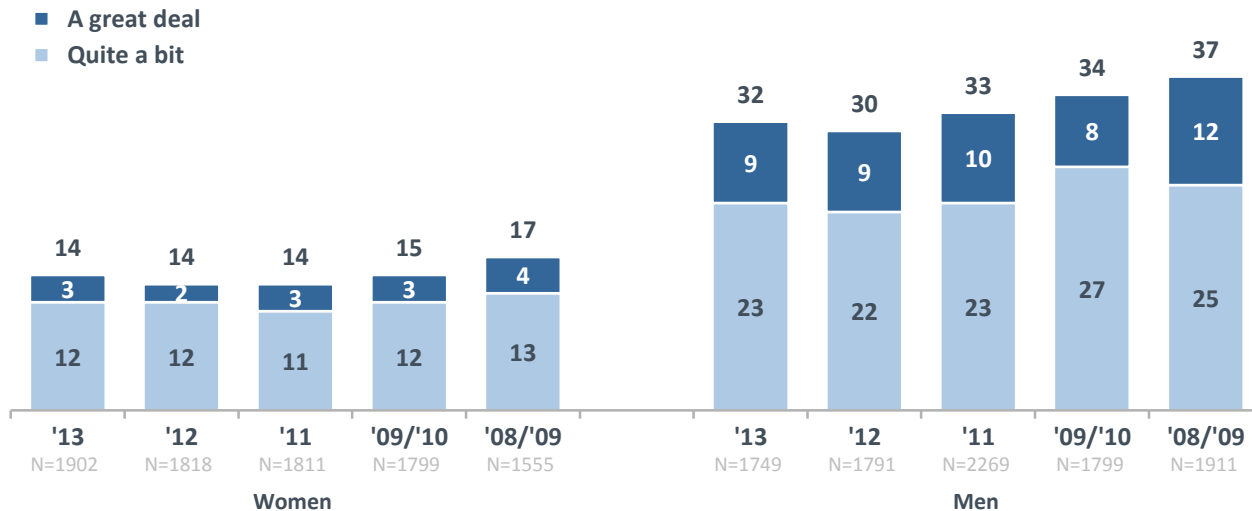


BASE: Full and Part-time; Investing For Retirement Q770. How is your retirement savings invested?

# Asset Allocation: Understanding

- Men are more than twice as likely as women to say they have an understanding of asset allocation principles; however, the level of knowledge among both men and women is nonetheless low.

**Top 2 Box (Great deal/Quite a bit)**



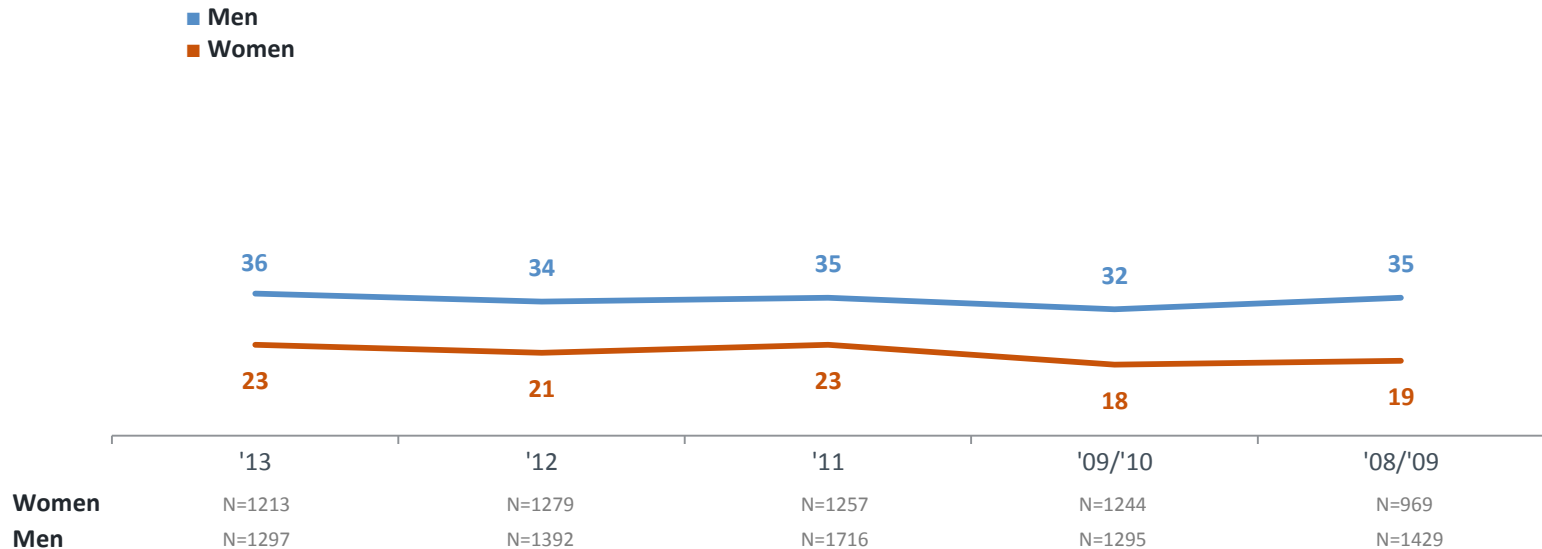
BASE: Full and Part-time

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

# Plan Fees: Awareness and Familiarity

- Men continue to be more likely than women to indicate they are aware of the fees that may be charged as part of their employer’s retirement plan.

Aware of Fees, % Indicate “Yes”



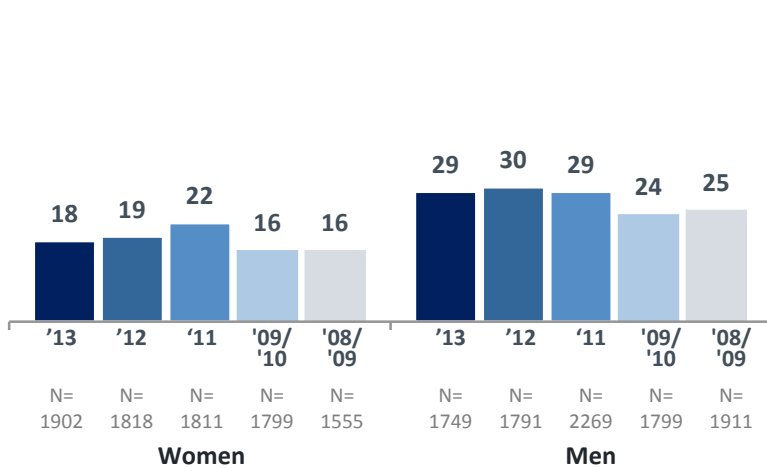
BASE: Full and Part-time; Qualified Plans Currently Offered To Them

Q634. Are you aware of any fees that may be charged to your participant account associated with your company’s retirement plan?

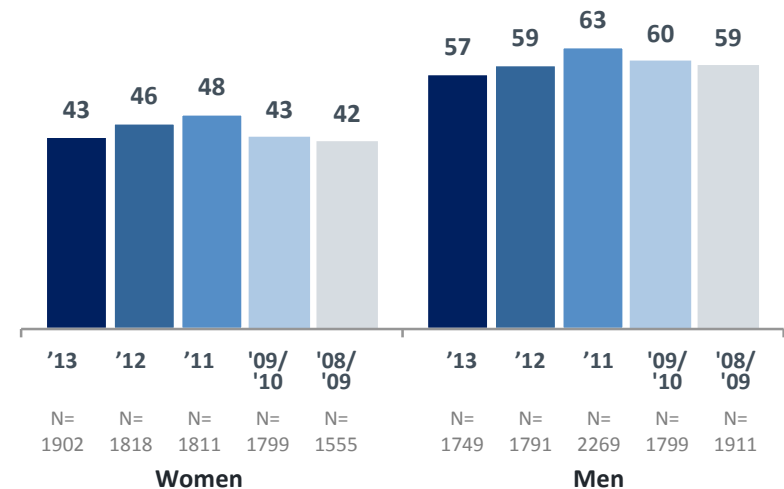
# Awareness: Saver's Credit and Catch-up Contributions

- Awareness levels of the Saver's Credit and Catch-up Contributions remain much higher among men than women.

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



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



BASE: Full and Part-time

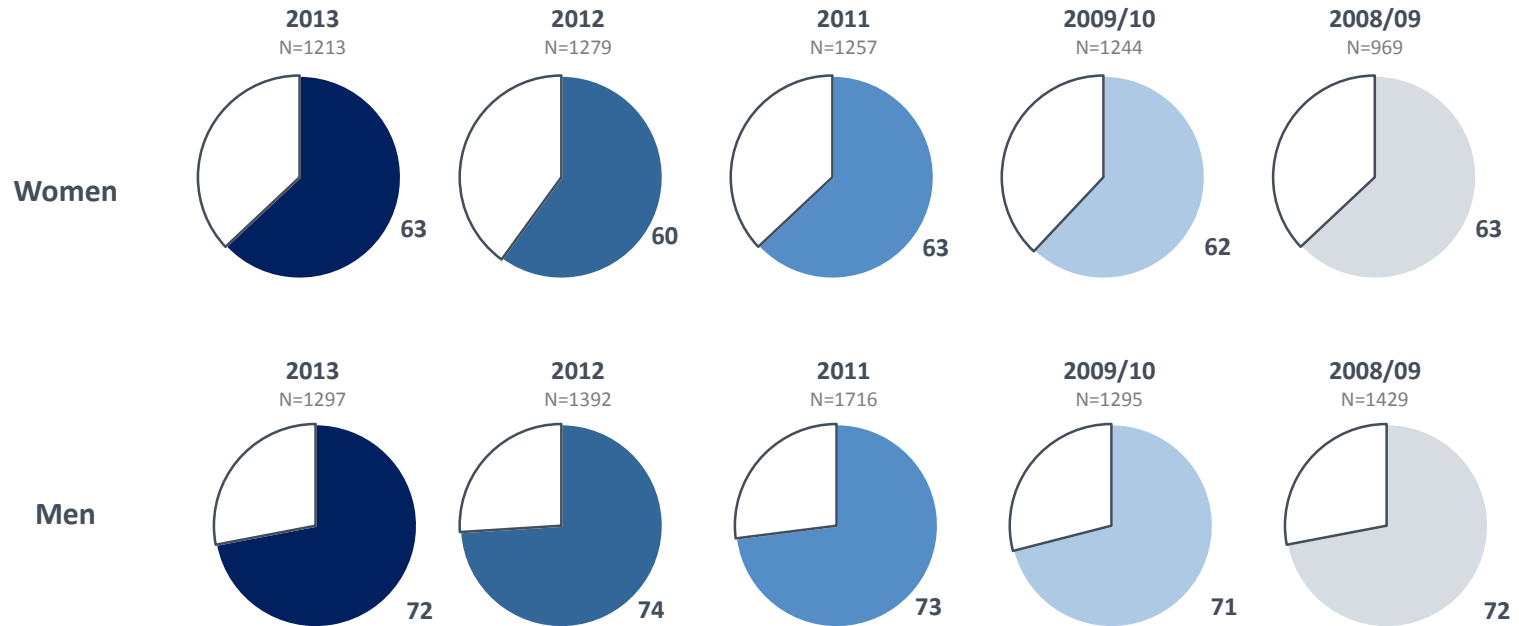
Q520. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

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: Roth 401(k)

- Women continue to have lower levels of awareness of the Roth 401(k) option than men.

Awareness of the Roth 401(k) Option, % Indicate "Yes"



BASE: Full & Part-time; 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).)

# Better Retirement Benefits vs. Higher Salary

- Women and men share a slight preference for a higher salary over excellent retirement benefits.

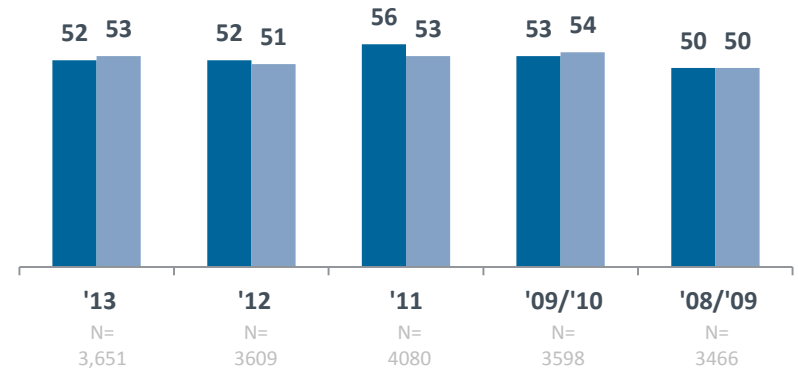
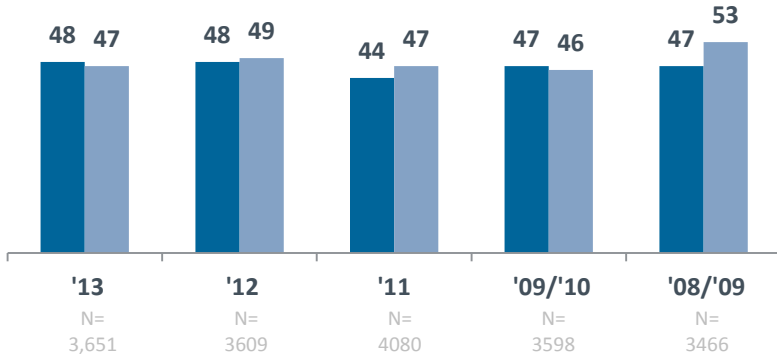
## OPTIONS

Excellent retirement benefits, but only meets your minimum salary requirements.

A higher than expected salary, but poor retirement benefits.

■ Women ■ Men

■ Women ■ Men



BASE: Full and Part-time

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



# Most Influential Sources: Retirement Planning & Investing

- Women continue to be more influenced by friends/family than men.
- By contrast, men are more likely to get their retirement information via a number of online sources (such as financial websites, provider websites and blogs).

**Single Most Influential Source**

	Women			Men		
	'13 N=1902	'12 N=1818	'11 N=1811	'13 N=1749	'12 N=1791	'11 N=2269
Financial planner/broker	20	21	20	22	19	21
Friends/Family	20	21	21	12	11	11
Financial websites	6	5	8	10	11	17
Retire. plan provider website	6	6	8	9	8	11
Online newspapers, magazines, and blogs*	2	3	N/A	5	6	N/A
Employer	3	5	5	4	5	3
Plan provider printed material	4	2	3	3	2	4
Print newspapers/magazines	1	2	3	5	4	6
Accountant	3	2	2	3	3	2
Financial-related tv shows	2	3	2	2	3	2
Retirement calculators	2	3	3	2	3	3
Insurance agent	1	2	1	1	1	<1
Online social media*	1	<1	N/A	0	<1	N/A
Lawyer	0	1	<1	0	1	<1
Other	3	3	4	4	3	3
None	26	21	21	17	20	16

\*Note: Choices added in '12 Wave

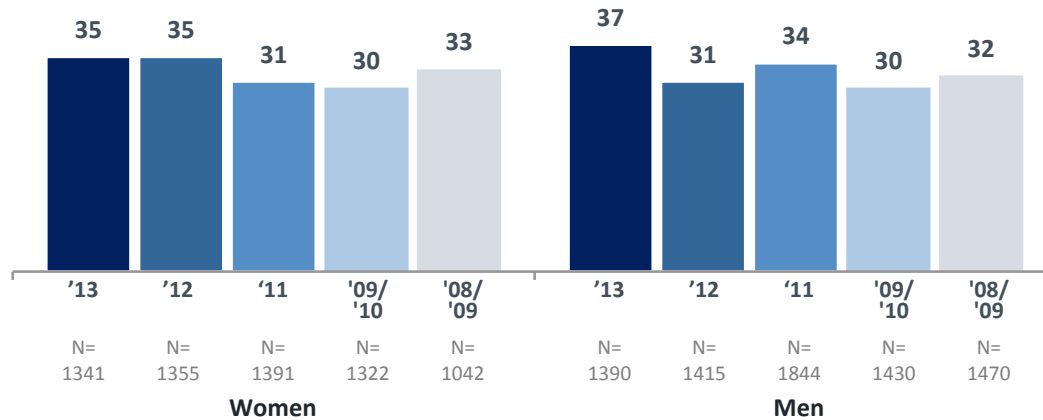
BASE: Full and Part-time; Selected More Than One Info Source

Q826. Of these sources, which one influences your decisions the most?

# Use a Professional Financial Advisor

- Men and women are roughly even on their use of a professional advisor in managing their retirement savings or investments.
- However, men (37 percent) are slightly more likely to use one than women (35 percent) this year.

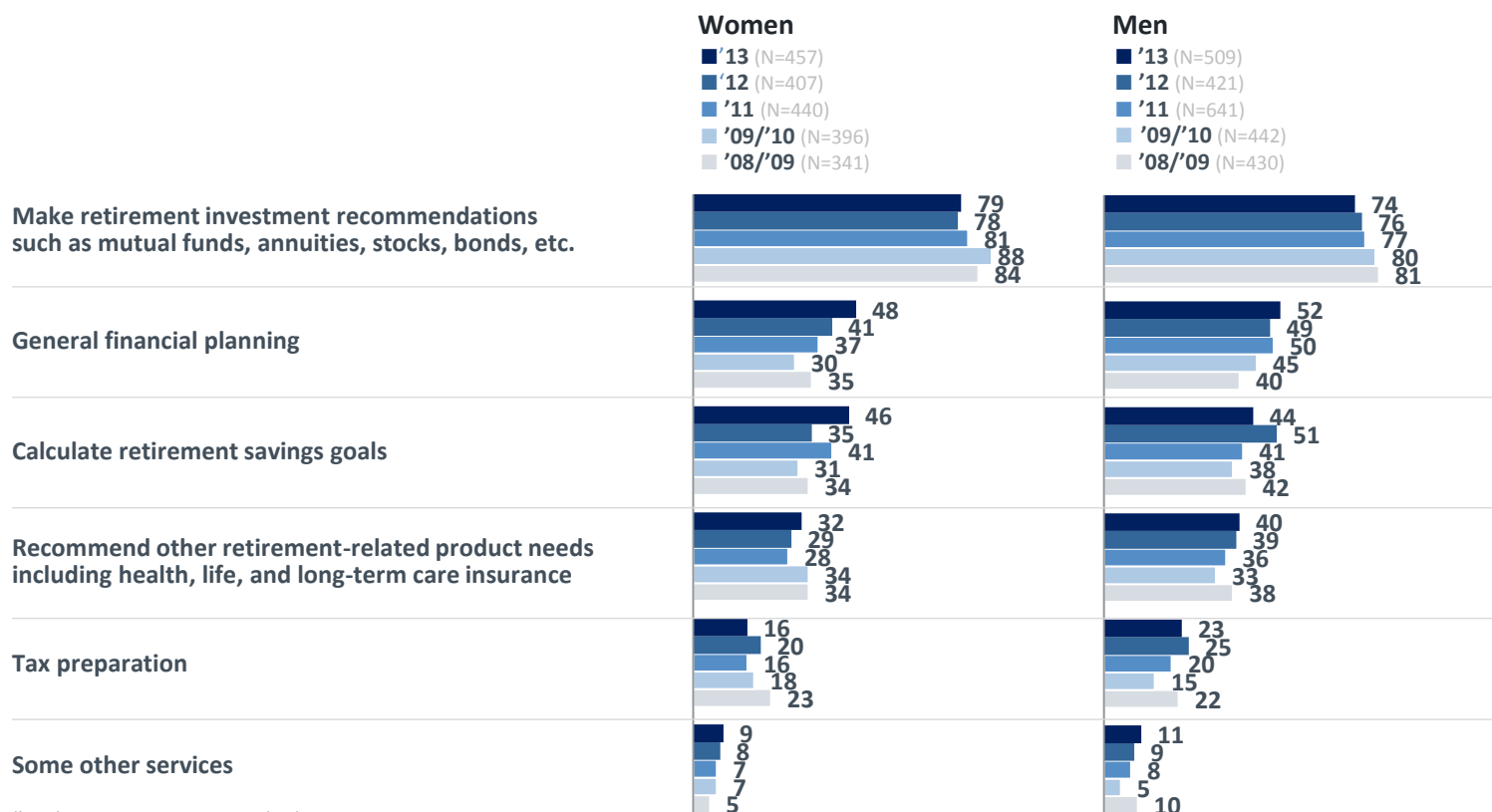
Use a Professional Financial Advisor, % Indicate “Yes”



BASE: Full and Part-time; Investing For Retirement  
 Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

## Services from Advisor

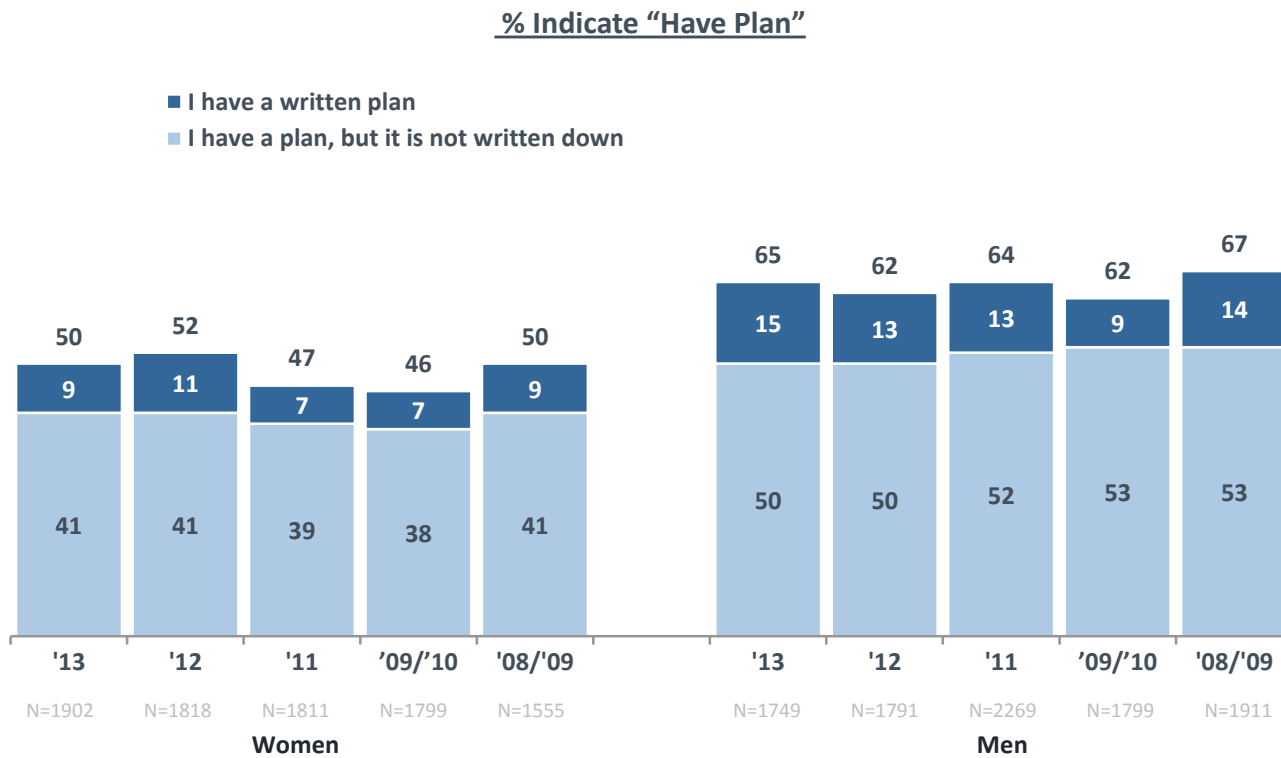
- This year there has been a noticeable decline in the number of men using professional advisors to calculate retirement savings goals.
- By contrast, the number of women using financial advisors for general financial planning and to calculate retirement savings goals increased.



BASE: Full and Part-time; Use Financial Advisor  
Q870. What types of services do you use your professional financial advisor to perform?

# Retirement Strategy: Written Plans

- Men are 30 percent more likely than women to have a retirement strategy; however, few men and women have a written plan.



BASE: Full and Part-time

Q555. Which of the following best describes your retirement strategy?

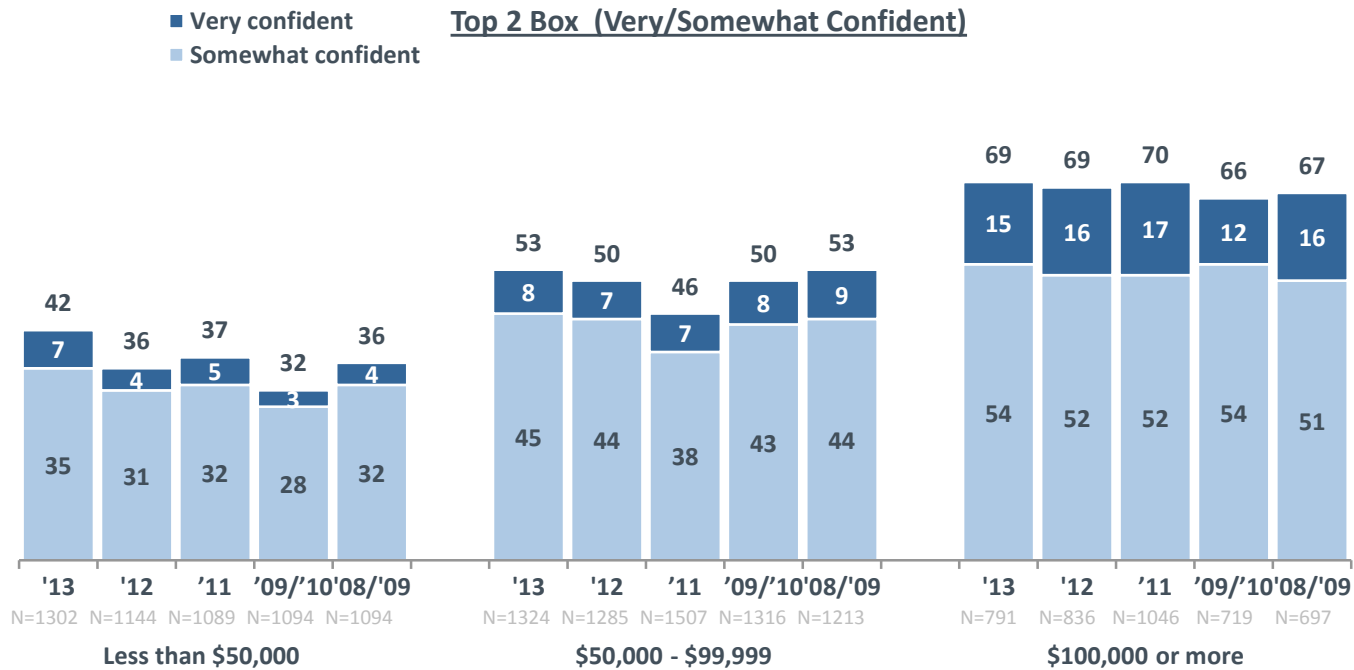


# Influences of Household Income on Retirement Preparation

## Detailed Findings

# Confidence in Retiring Comfortably

- Workers' confidence about retiring comfortably increases significantly with household income.
- This year's survey, perhaps signaling an end to the recession, found that confidence among workers earning less than \$50K household income and \$50K to \$100K household income increased since last year.

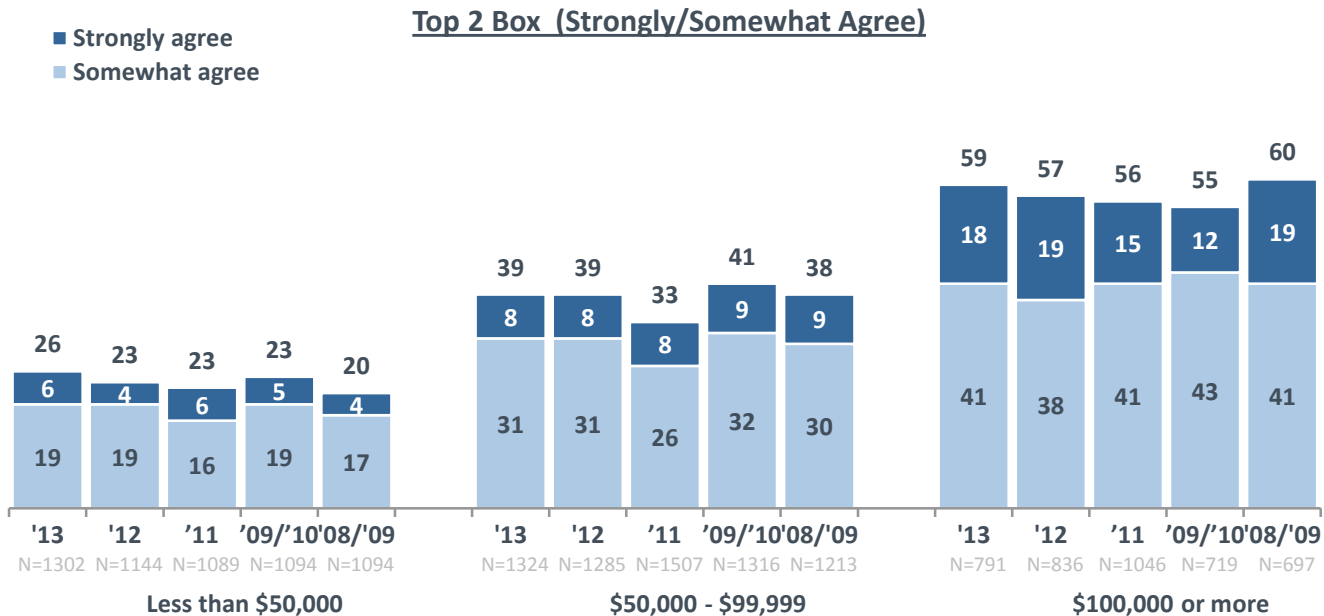


BASE: Full and Part-time

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

# Building a Large Enough Nest Egg

- Workers' beliefs that they are building a large enough nest egg increases with level of household income.

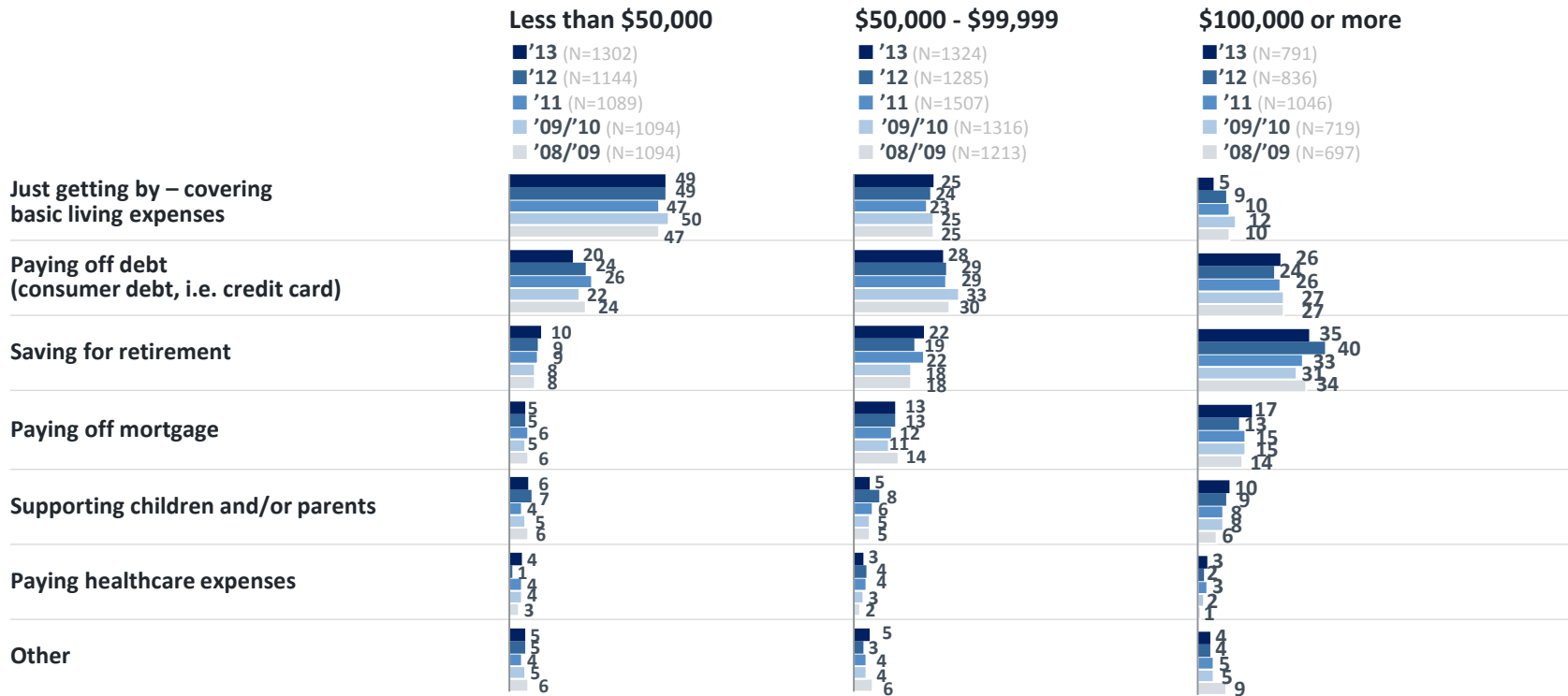


BASE: Full and Part-time

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

# Greatest Financial Priority

- Lower income workers are more likely to cite “just getting by” and “paying off debt” as the “greatest financial priority” right now.
- By contrast, higher income workers are more likely to cite “saving for retirement.”

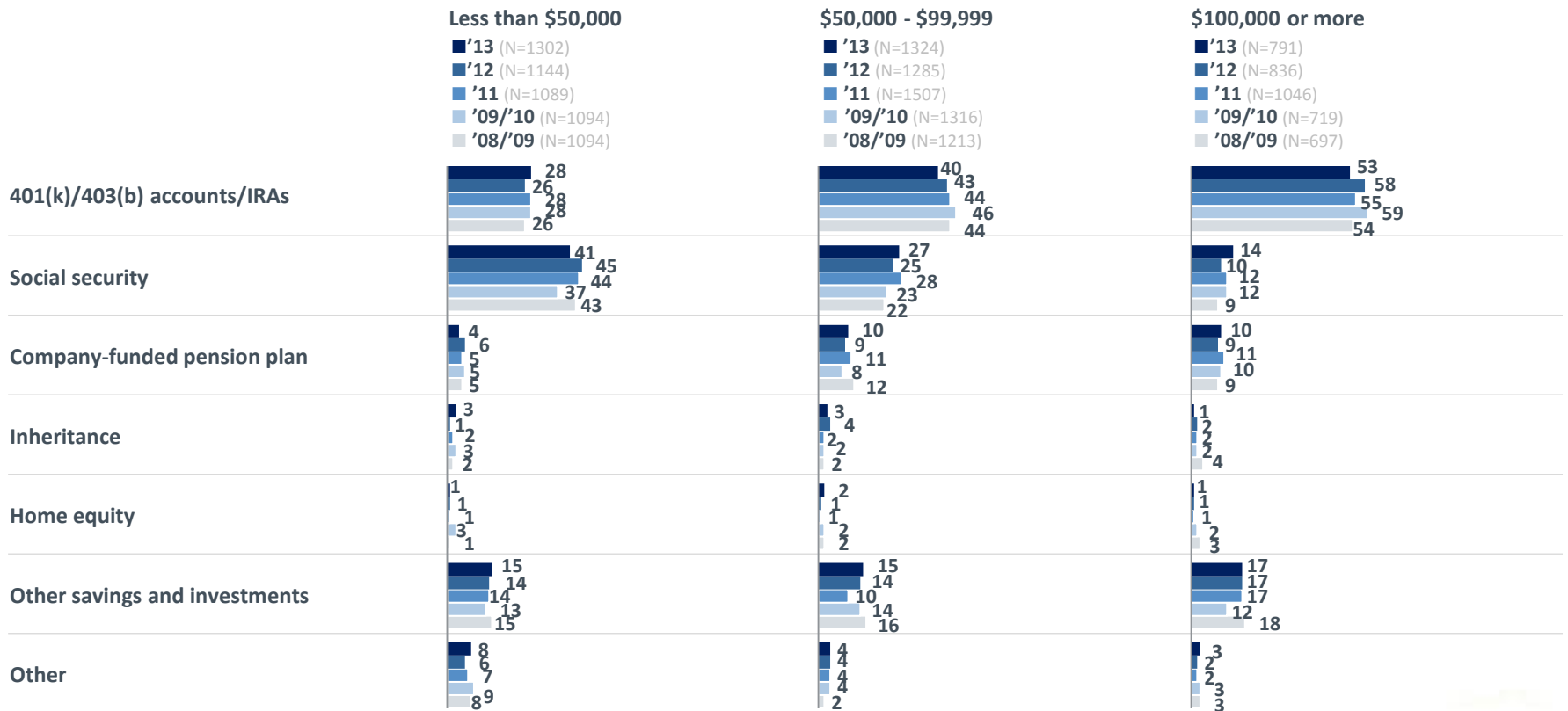


BASE: Full and Part-time  
 Q500. Which one of the following is your greatest financial priority right now?



# Primary Source of Retirement Income

- Workers with higher household incomes (\$50K+) are more likely to expect to rely on self-funded retirement plans as their primary source of income in retirement, compared to those with lower household incomes (<\$50K), who are more likely to expect to rely on Social Security.



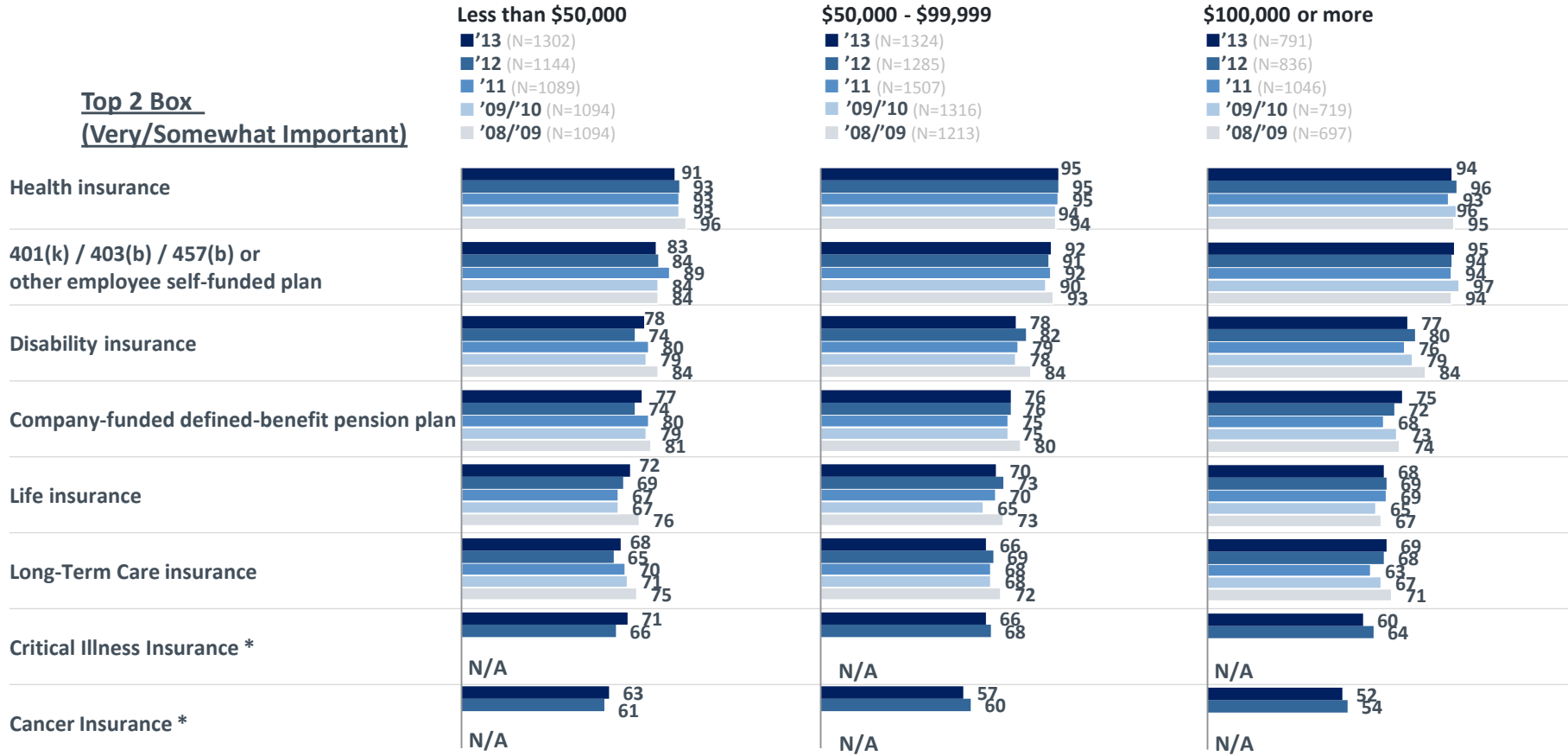
BASE: Full and Part-time

Q550. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

# Retirement Benefits: Importance Compared to Other Benefits

- The vast majority of workers across all levels of household income value 401(k) plans as an important benefit.
- Workers' stated importance of 401(k) plans increases with household income.

## Top 2 Box (Very/Somewhat Important)



\*Note: Choices added in '12 Wave

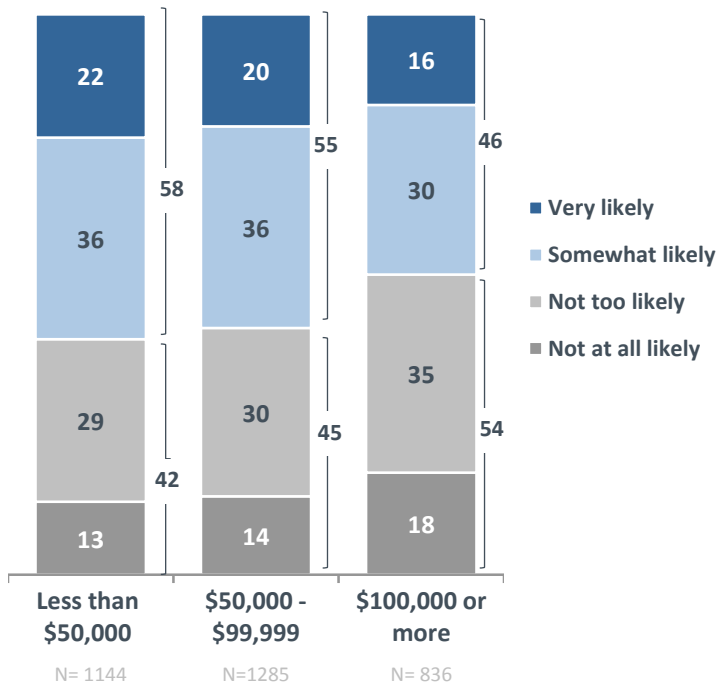
BASE: Full and Part-time

Q570. 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.

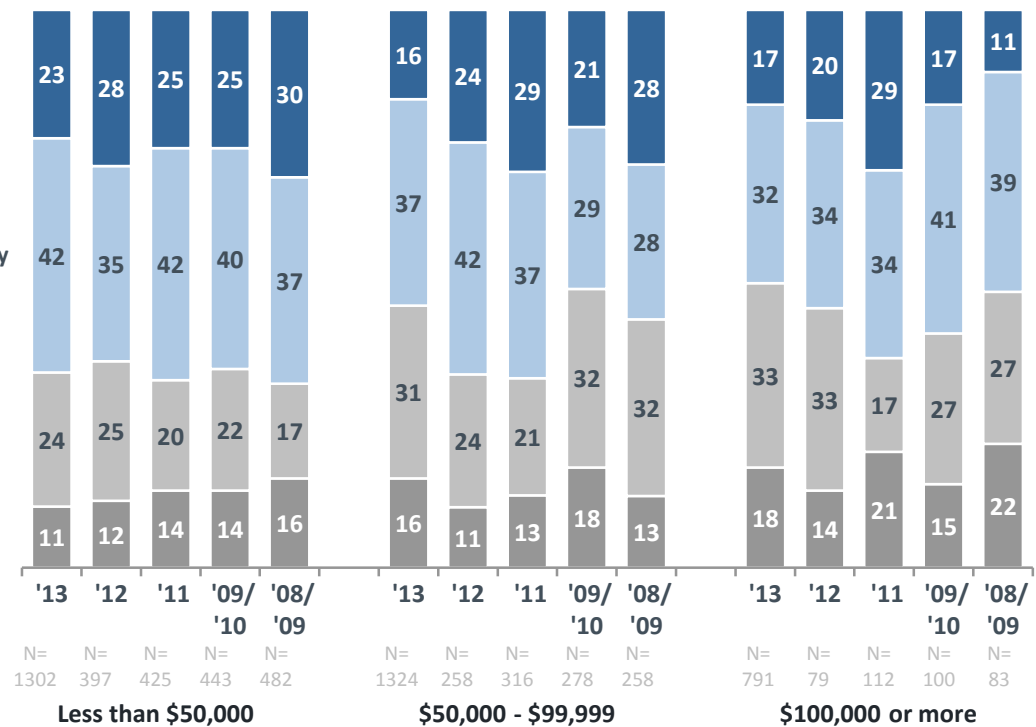
# Importance of Retirement Benefit: Likelihood to Switch Companies

- The majority of workers with a household income of less than \$100K said they would be likely to switch to an identical job at a similar employer who offered better retirement benefits.

**Among All Workers - 2013**



**Among Those Whose Employer Doesn't Offer Retirement Plan**



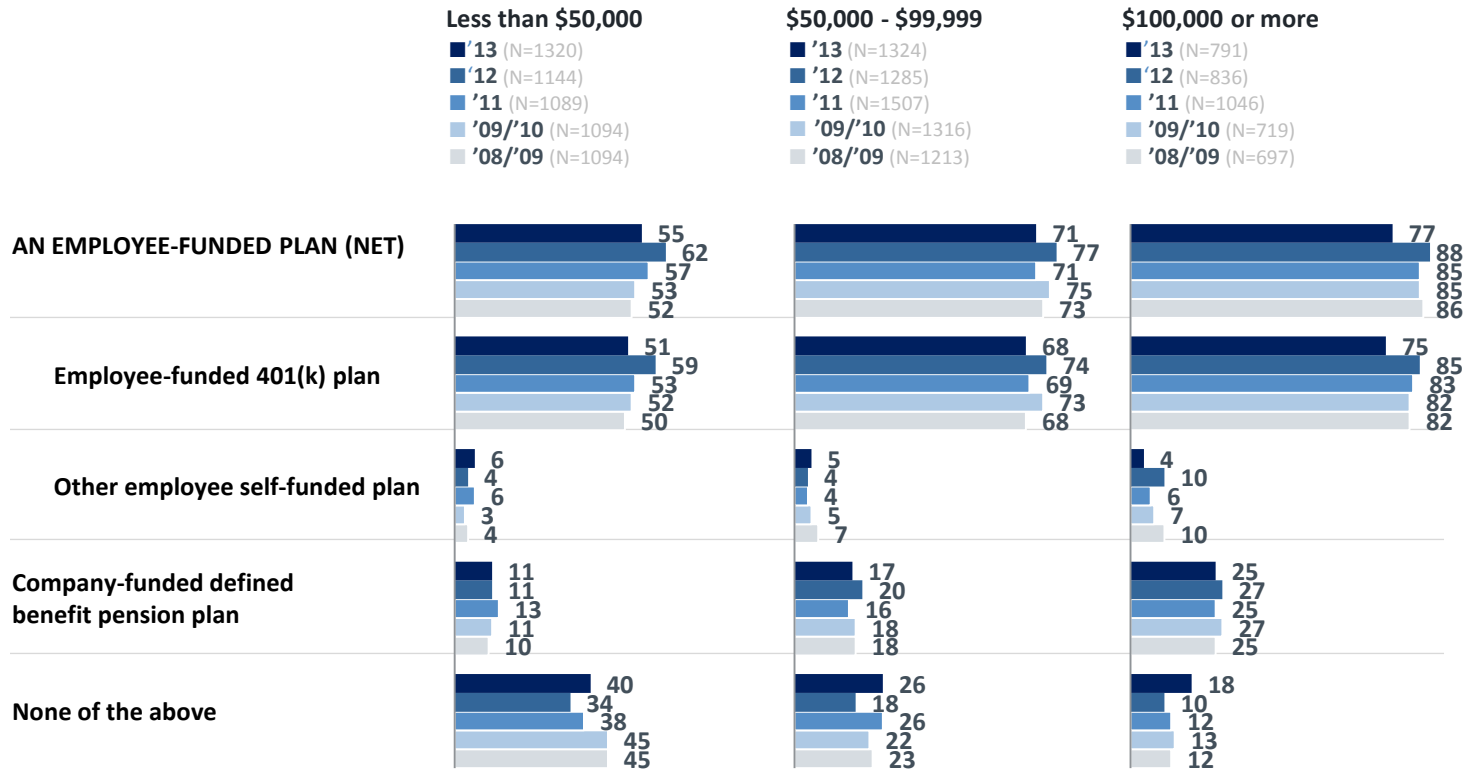
BASE: Full and Part-time; Employer Doesn't Offer Retirement Plan

\*NOTE: Base expanded to All Full and Part-time in '12 Wave

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]?

# Retirement Benefits Currently Offered

- Access to employee-funded retirement plans increases with higher incomes.
- However, across all income levels, workers' access to these plans dropped this past year.



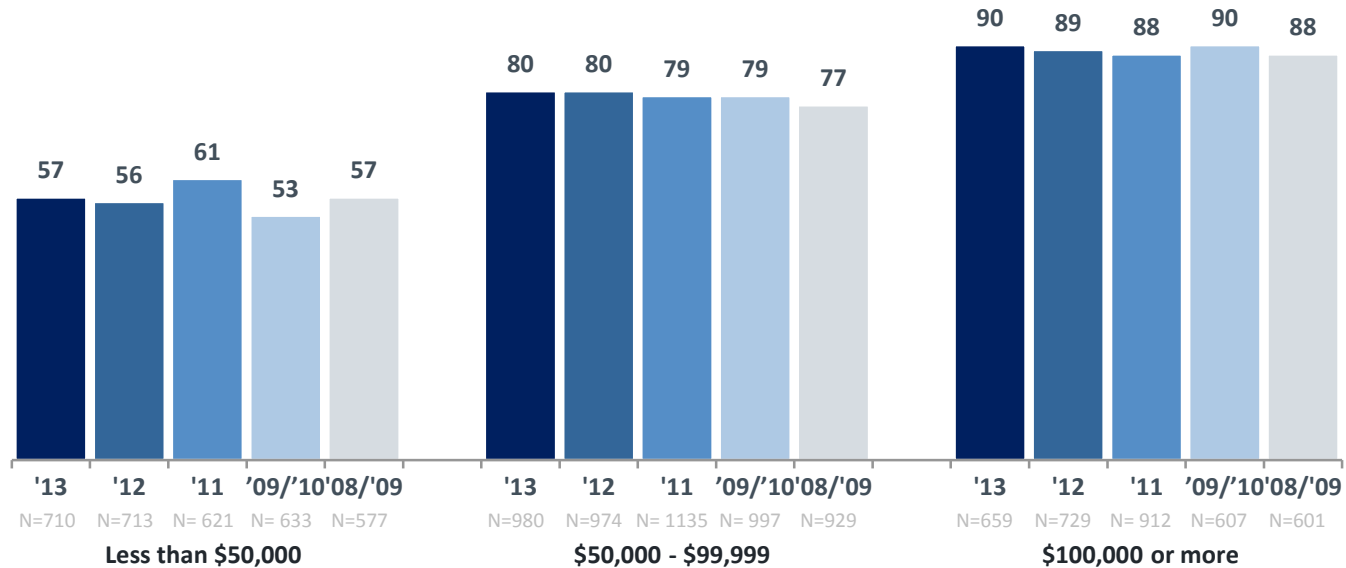
BASE: Full and Part-time

Q580. Which of the following retirement benefits does your company currently offer to you, personally? Select all that apply.

# Retirement Plan Participation

- As in prior years, participation in companies' employee-funded retirement plans is largely a function of income – with those with the highest incomes being the most likely to participate.

Currently Participating in Plan, % Indicate "Yes"



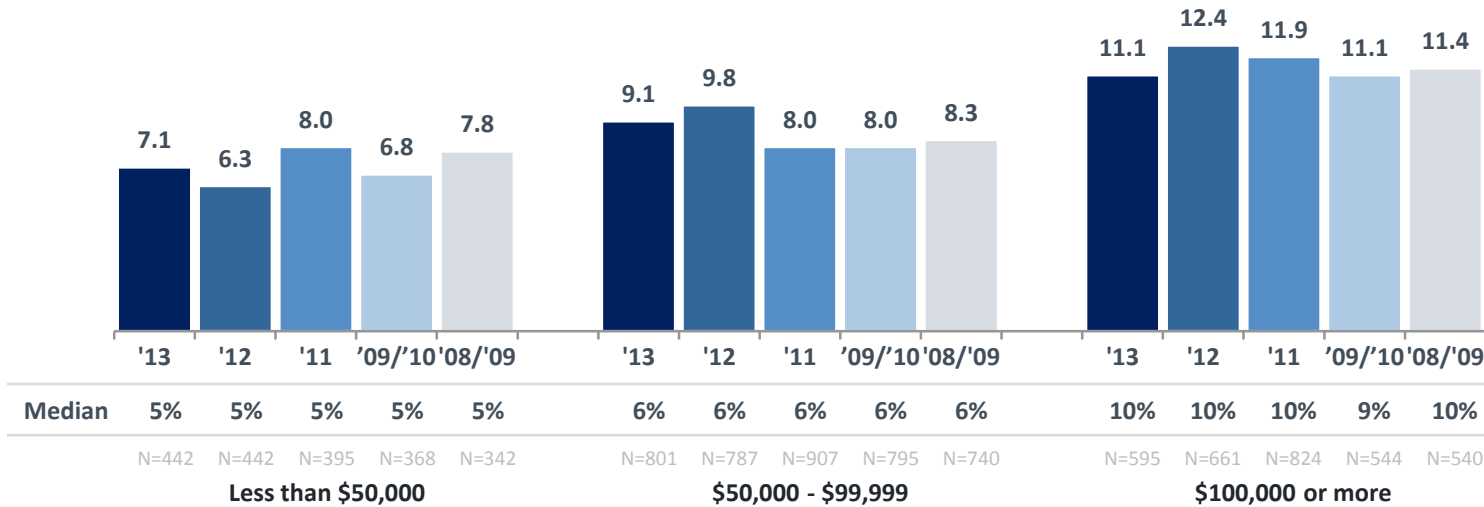
BASE: Full and Part-time; With Qualified Plans Currently Offered To Them

Q590. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

# Contribution Rate

- Contribution rates for those with incomes of \$50K or less increased this year, while rates for the higher income levels declined.

Contribution Rate, Mean %

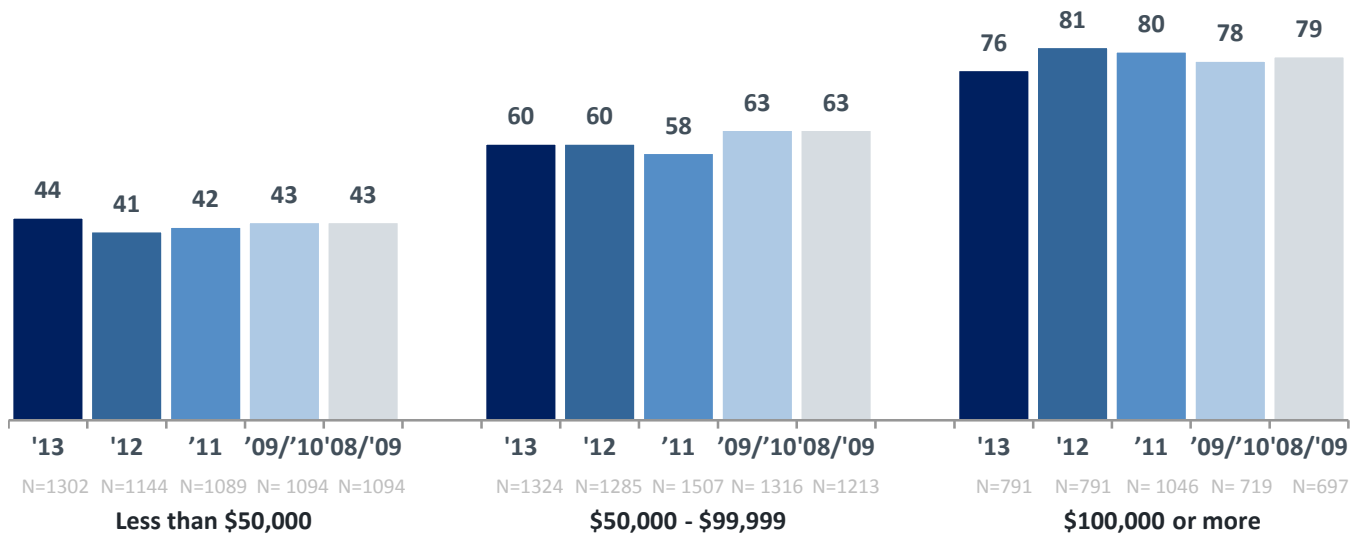


BASE: Full and Part-time; Currently Participating In Their Qualified Plan  
 Q600. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

# Saving Outside the Workplace

- The percentage of workers who are saving for retirement outside of work increases with household income.

Saving for Retirement Outside Work, % Indicate Yes



BASE: Full and Part-time  
 Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

# Retirement Preparation and Involvement

- Workers with higher incomes are more involved in their retirement savings and are less likely to feel they don't know as much as they should about investing for retirement, although this figure is still high even for the top earners.

Top 2 Box %  
(Strongly/Somewhat Agree)

Less than \$50,000

■ '13 (N=1302)  
■ '12 (N=1144)  
■ '11 (N=1089)  
■ '09/'10 (N=1094)  
■ '08/'09 (N=1094)

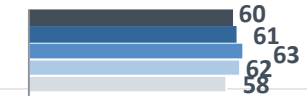
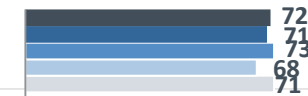
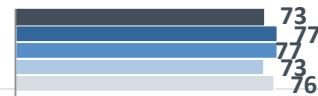
\$50,000 - \$99,999

■ '13 (N=1324)  
■ '12 (N=1285)  
■ '11 (N=1507)  
■ '09/'10 (N=1316)  
■ '08/'09 (N=1213)

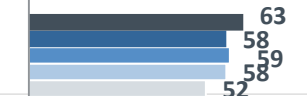
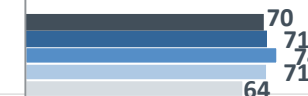
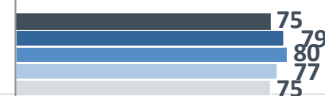
\$100,000 or more

■ '13 (N=791)  
■ '12 (N=836)  
■ '11 (N=1046)  
■ '09/'10 (N=719)  
■ '08/'09 (N=697)

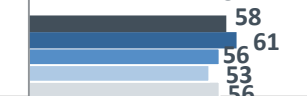
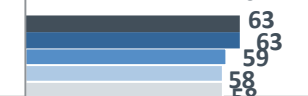
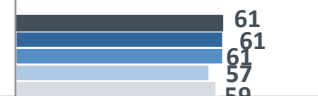
Do not know as much as I should about retirement investing



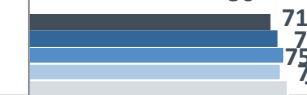
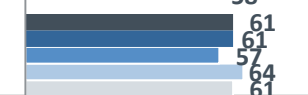
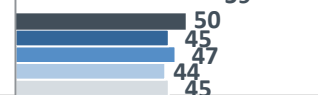
Could work until age 65 and still not have enough money saved



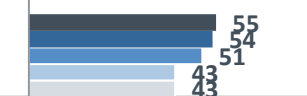
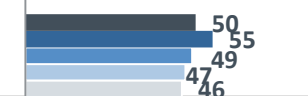
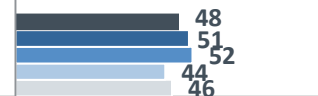
Like more info and advice from my company on how to reach my goals



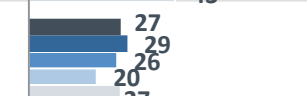
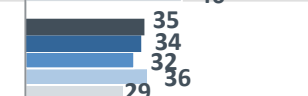
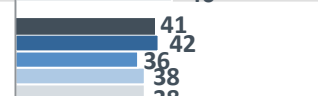
Very involved in monitoring and managing my retirement savings



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



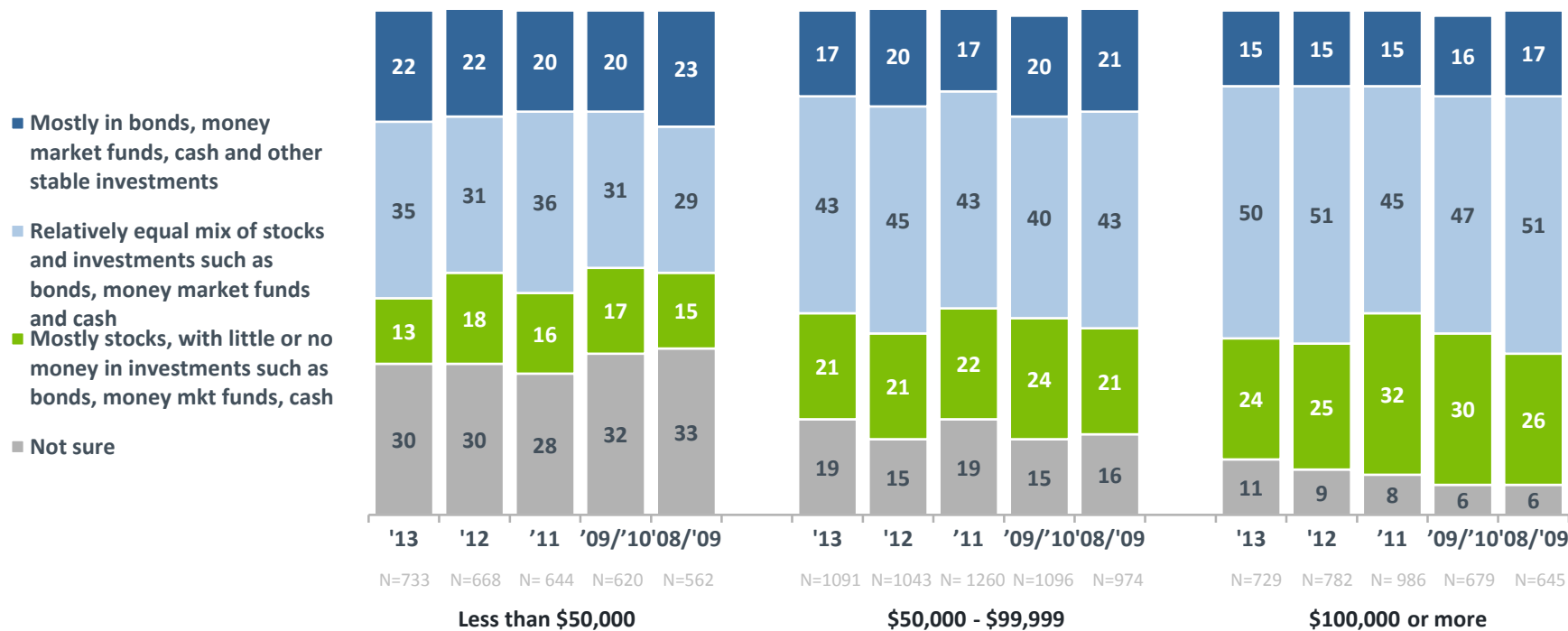
BASE: Full and Part-time

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



# Asset Allocation

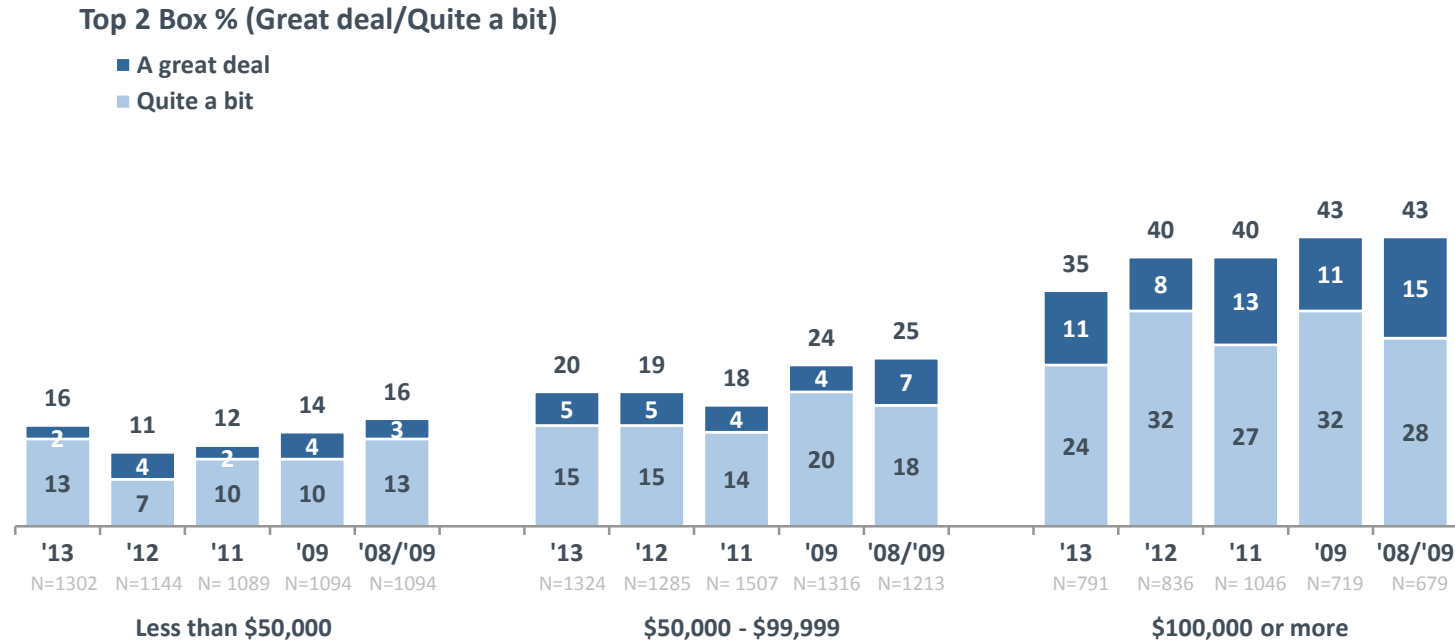
- Lower income workers continue to be the most uncertain as to how their retirement assets are allocated.
- In terms of actual asset allocation, workers in all three groups are most likely to have diverse holdings by investing relatively equally in stocks and investments such as bonds, money market funds and cash.



BASE: Full and Part-time; Investing For Retirement Q770. How is your retirement savings invested?

# Asset Allocation: Understanding

- There is a large gap in the understanding of asset allocation principles between those with household incomes of \$100K or more and those with incomes of less than \$100K. Nevertheless, the percentage who know “a great deal” is low for all levels of household income.



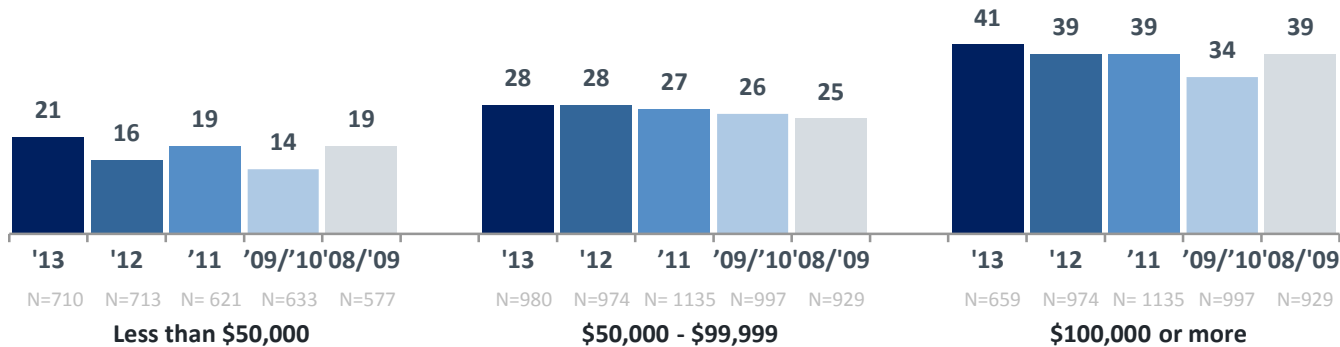
BASE: Full and Part-time

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

# Plan Fees: Awareness

- Awareness of fees associated with retirement plans continues to be fairly low across household income categories and decreases. Awareness is significantly higher among those with a household income of \$100,000 or more.

Awareness of Plan Fees, % Indicate Yes



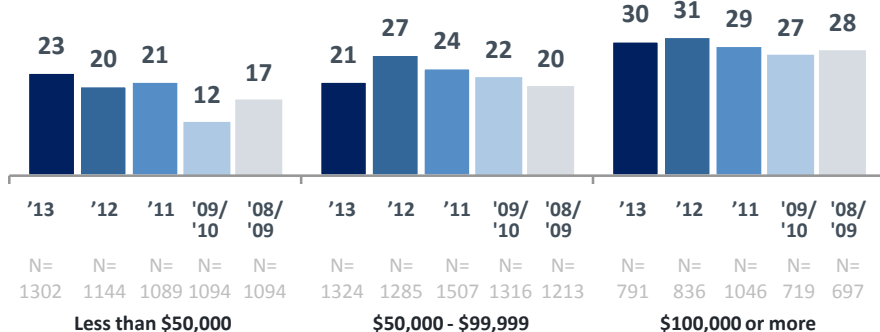
BASE: Full and Part-time; Qualified Plans Currently Offered To Them

Q634. Are you aware of any fees that may be charged to your participant account associated with your company's retirement plan?

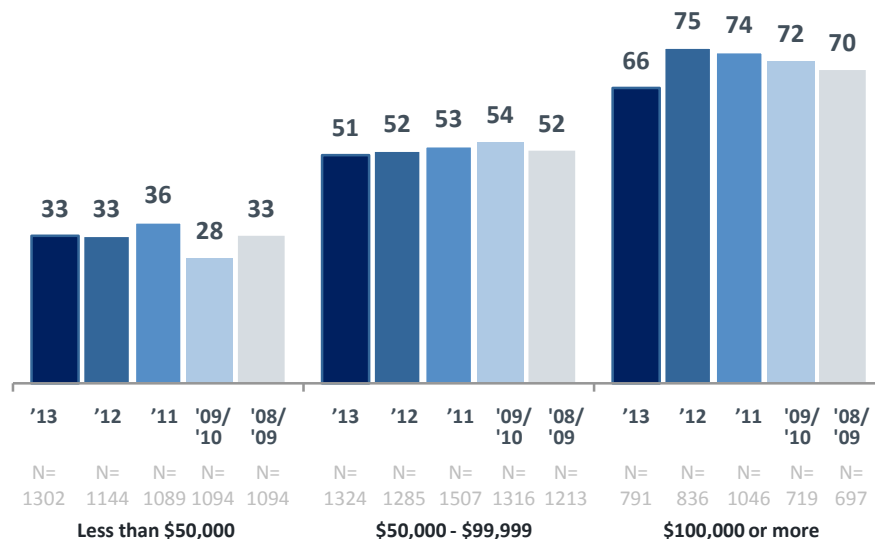
# Awareness: Saver's Credit and Catch-up Contributions

- Awareness of the Saver's Credit continues to be low across all income groups, particularly the low- to moderate-household income workers for whom the credit is designed.
- Awareness of Catch-up Contributions continues to increase with income (although dropping substantially this year among the highest incomes).

**Awareness of the Saver's Credit, % Indicate Yes**



**Awareness of Catch-up Contributions, % Indicate Yes**



BASE: Full and Part-time

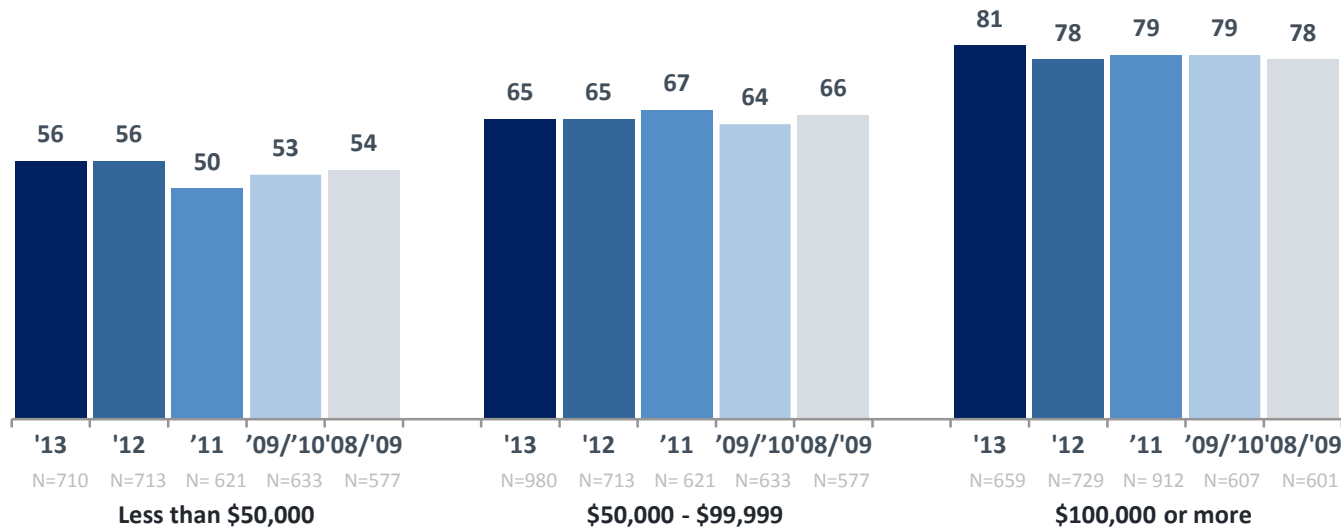
Q520. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

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: Roth 401(k)

- The majority in all three household income groups are aware of the Roth 401(k) option. However, levels of awareness increase with household income.

Awareness of Roth 401 (k), % Indicate Yes



BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

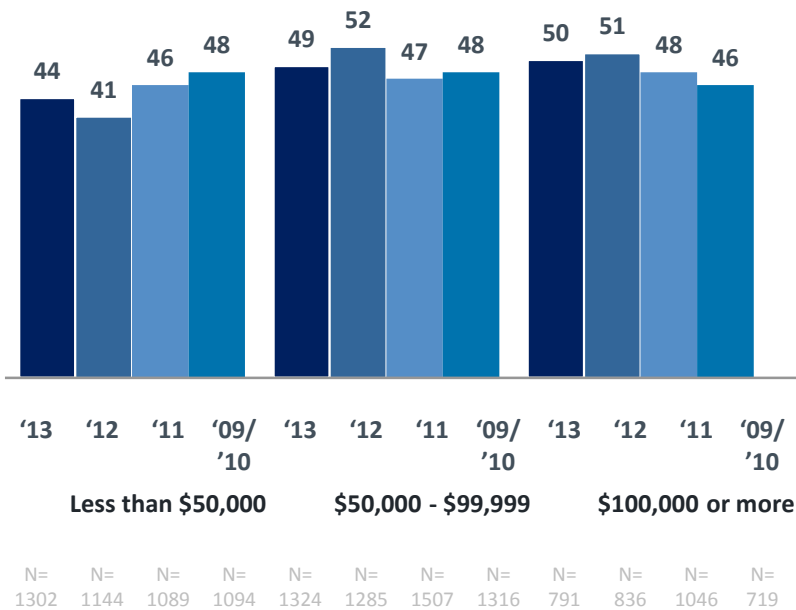
Q605. Are you aware of the Roth 401(k)/403(b) option? (Allows you to make post-tax contributions to your 401(k)/403(b).)

# Better Retirement Benefits vs. Higher Salary

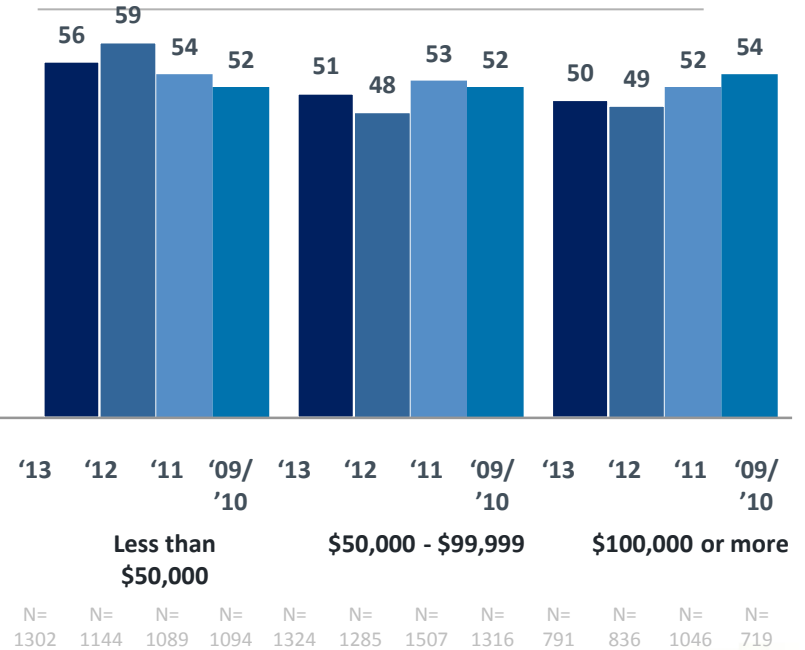
- Workers with higher household incomes (\$50K+) are evenly divided as to whether they would prefer better retirement benefits or a higher salary.
- Workers with less than \$50K in household income remain the most likely to favor a higher salary over excellent retirement benefits.

## OPTIONS

Excellent retirement benefits, but only meets your minimum salary requirements.



A higher than expected salary, but poor retirement benefits.



BASE: Full and Part-time

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

# Information Sources: Retirement Planning & Investing

- Financial planners play a larger role in decision making for those with higher incomes (\$50K+)
- Friends and family are more likely to influence those with lower incomes (<\$50K).

**Single Most Influential Source**

	Less than \$50,000			\$50,000 - \$99,999			\$100,000 or more		
	'13 N=1302	'12 N=1144	'11 N= 1089	'13 N=1324	'12 N=1285	'11 N= 1507	'13 N=791	'12 N=836	'11 N= 1046
Financial planner/broker	12	10	13	20	21	18	31	28	29
Friends/Family	19	18	20	16	15	16	12	13	12
Financial websites	7	7	8	7	7	13	10	11	19
Retire. plan provider website	5	4	7	9	9	11	9	7	10
Employer	6	8	6	3	5	5	2	4	2
Online newspapers, magazines, and blogs*	3	5	N/A	4	5	N/A	5	5	N/A
Retirement calculators	2	2	2	3	4	3	1	4	4
Print newspapers/magazines	3	2	3	2	3	4	5	5	5
Financial-related tv shows	4	3	2	1	4	2	1	2	2
Plan provider printed material	3	3	4	4	2	4	4	2	2
Accountant	3	2	1	4	3	2	3	2	2
Insurance agent	1	1	1	1	1	<1	0	1	<1
Lawyer	1	1	<1	0	1	1	0	1	<1
Social Media*	1	1	N/A	0	<1	N/A	0	<1	N/A
Other	3	2	4	4	3	3	4	3	3
None	29	33	29	23	16	18	12	13	9

\*Choices added in '12 Wave

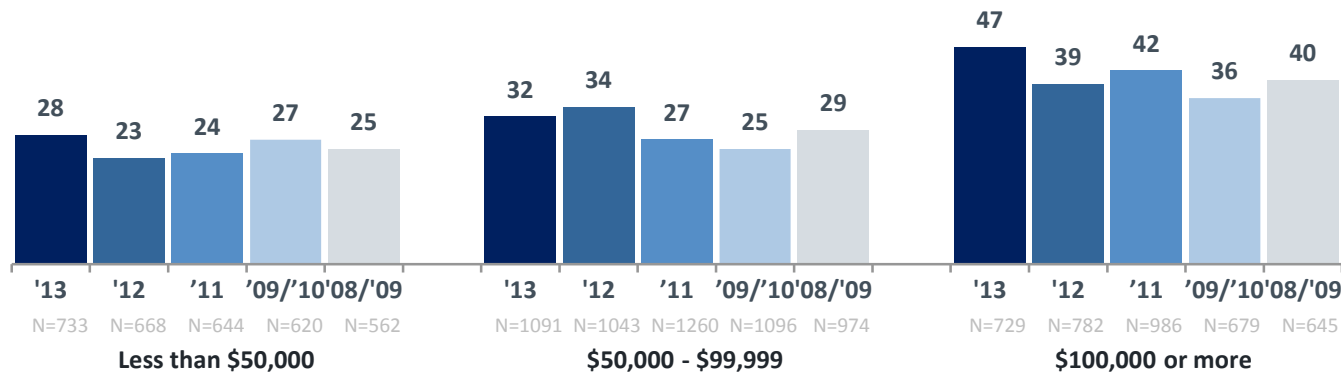
BASE: Full and Part-time

Q826. Of these sources, which one influences your decisions the most?

# Use a Professional Financial Advisor

- Workers' use of a professional advisor increases with household income.
- Among those investing for retirement, 47 percent of workers with higher incomes (\$100K+) are most likely to use an advisor compared to 28 percent of workers with lower household incomes (<\$50K).

Use a Professional Financial Advisor, % Indicate Yes

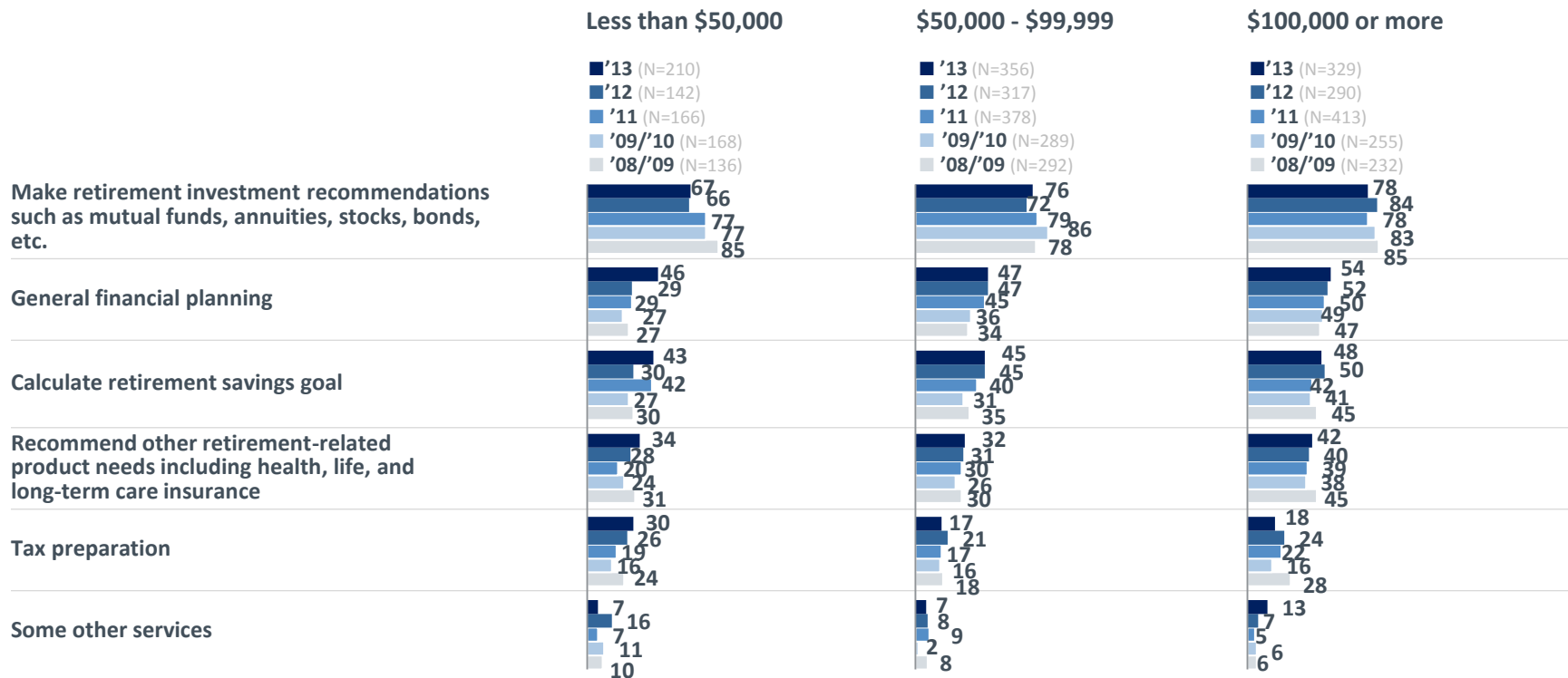


BASE: Full and Part-time; Investing For Retirement  
 Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?



## Services from Advisor

- Among those who use a financial advisors, workers with incomes of less than \$50K are far more likely than other workers to use financial planners for tax preparation and less likely to use them for making retirement investment recommendations.

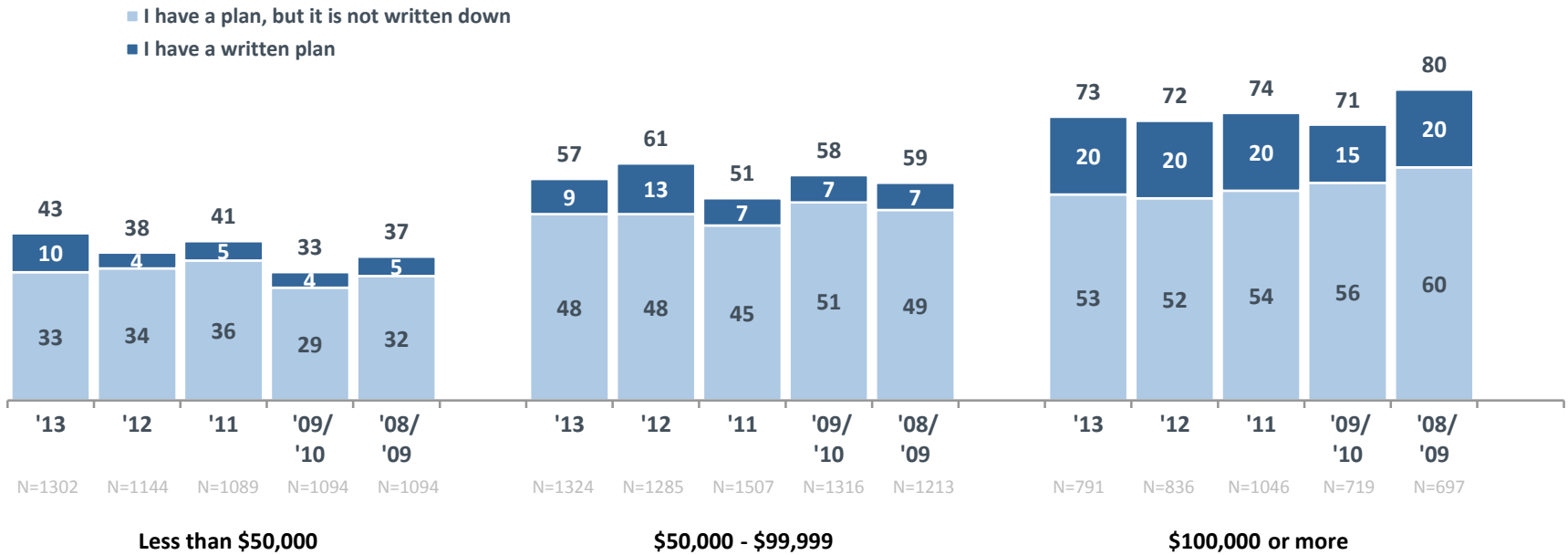


BASE: Full and Part-time; Use Financial Advisor  
Q870. What types of services do you use your professional financial advisor to perform?

# Retirement strategy/ written plan

- The likelihood of having a retirement strategy increases with workers' household income.
- Although most workers have yet to put their plan down in writing, higher income workers (\$100K+) are more likely than low income workers (<\$50K+) to have their plan written down.

% Indicate "Have Plan"



BASE: Full and Part-time  
Q555. Which of the following best describes your retirement strategy?



# **Influences of Educational Attainment on Retirement Preparation**

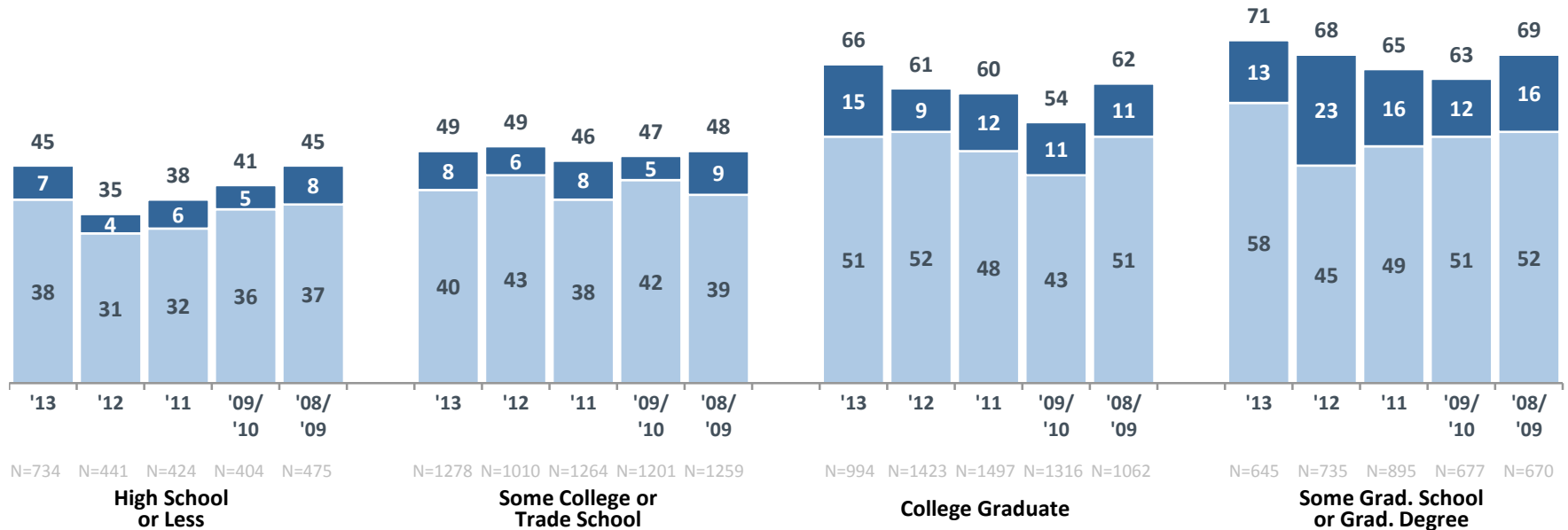
## Detailed Findings

# Confidence in Retiring Comfortably

- Retirement confidence increases with workers' level of education.
- Perhaps a sign of a lessening recession, those with a high school education or less show the greatest increase in confidence over the past year.

Top 2 Box % (Very/Somewhat Confident)

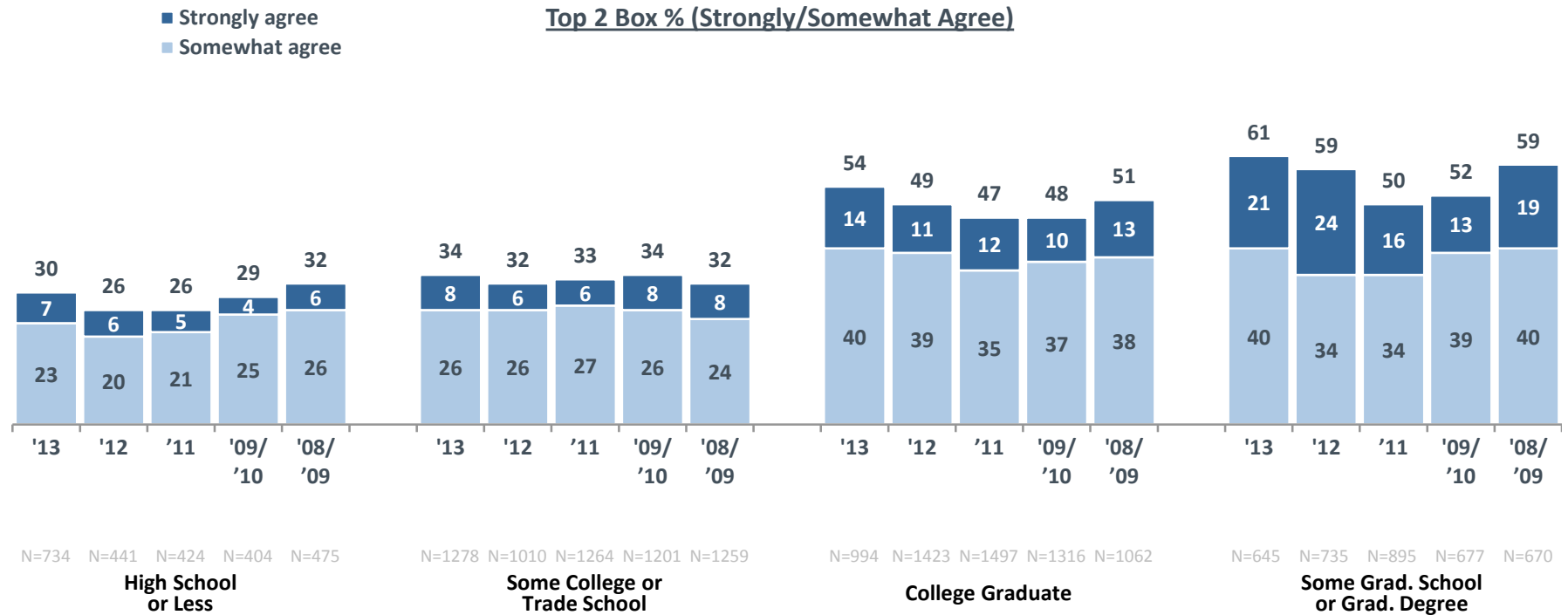
■ Very confident  
■ Somewhat confident



BASE: Full and Part-time  
Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

# Building a Large Enough Nest Egg

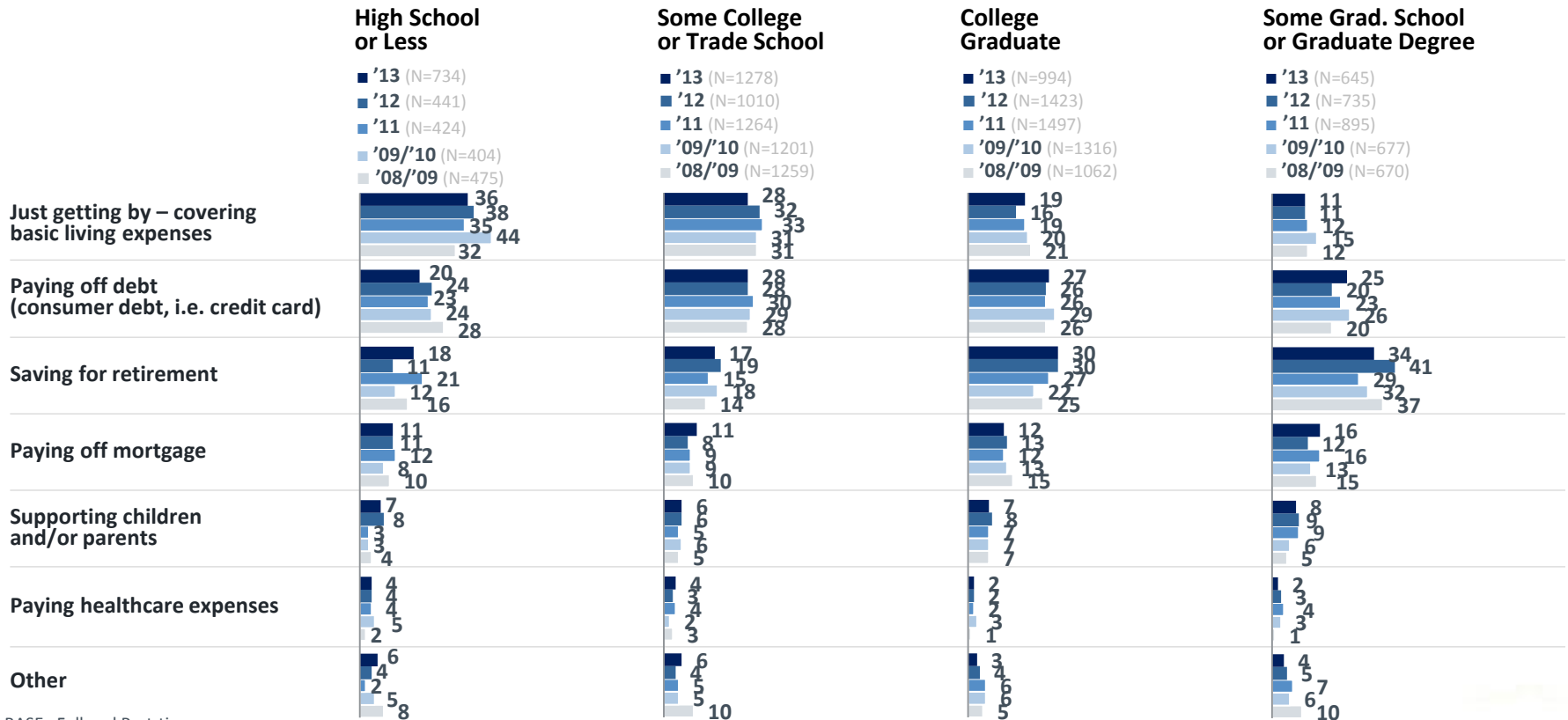
- Workers with a college education or higher continue to be more confident they are building a large enough nest egg for retirement.
- However, although small, confidence among all education levels increased this year.



BASE: Full and Part-time  
 Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

# Greatest Financial Priority

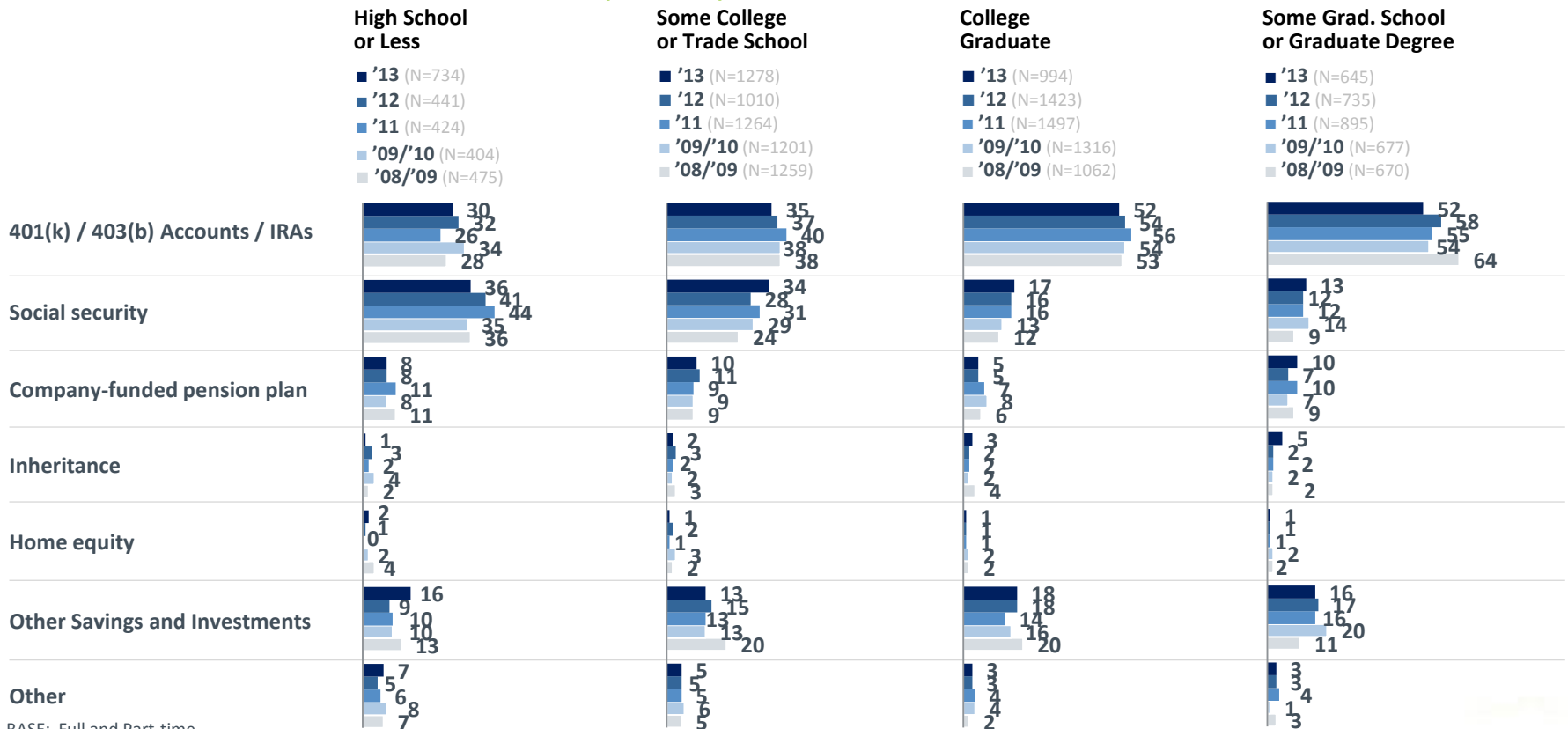
- “Saving for retirement” is the most frequently cited top financial priority among those with a college or post-graduate degree.
- In contrast, those with some college (or less) or a trade school education are more likely to cite “just getting by” or “paying off debt.”



BASE: Full and Part-time  
Q500. Which one of the following is your greatest financial priority right now?

# Primary Source of Retirement Income

- Workers with a high school education or less are at least twice as likely as those with a college education (or more) to expect to rely on Social Security as their primary source of retirement income.
- The majority of those with a college or post-graduate education expect to rely on their 401(k), 403(b) and/or IRA as the primary source of their retirement income.

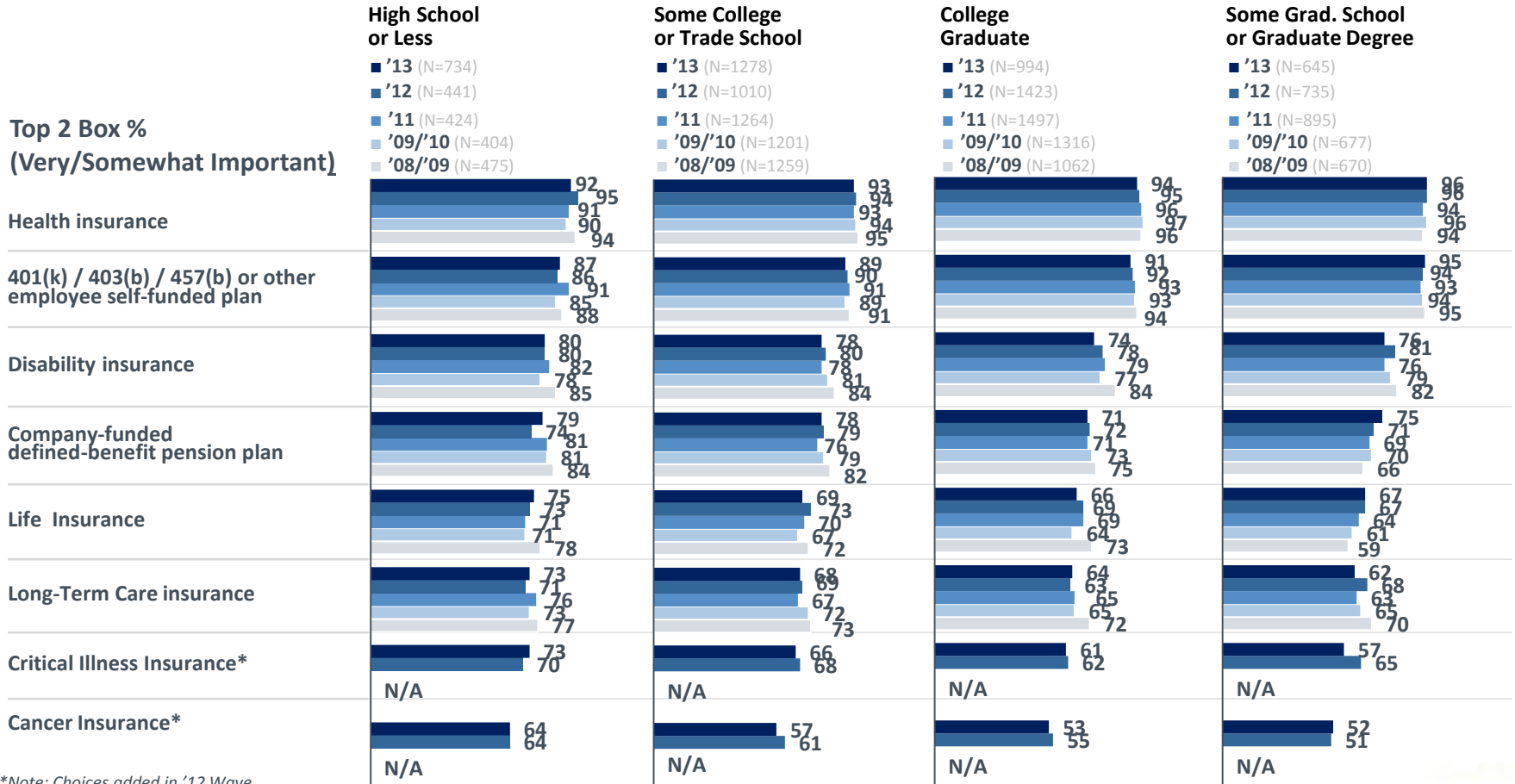


BASE: Full and Part-time

Q550. Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?

# Retirement Benefits: Importance Compared to Other Benefits

- For the most part, importance of retirement benefits is consistent across education levels.



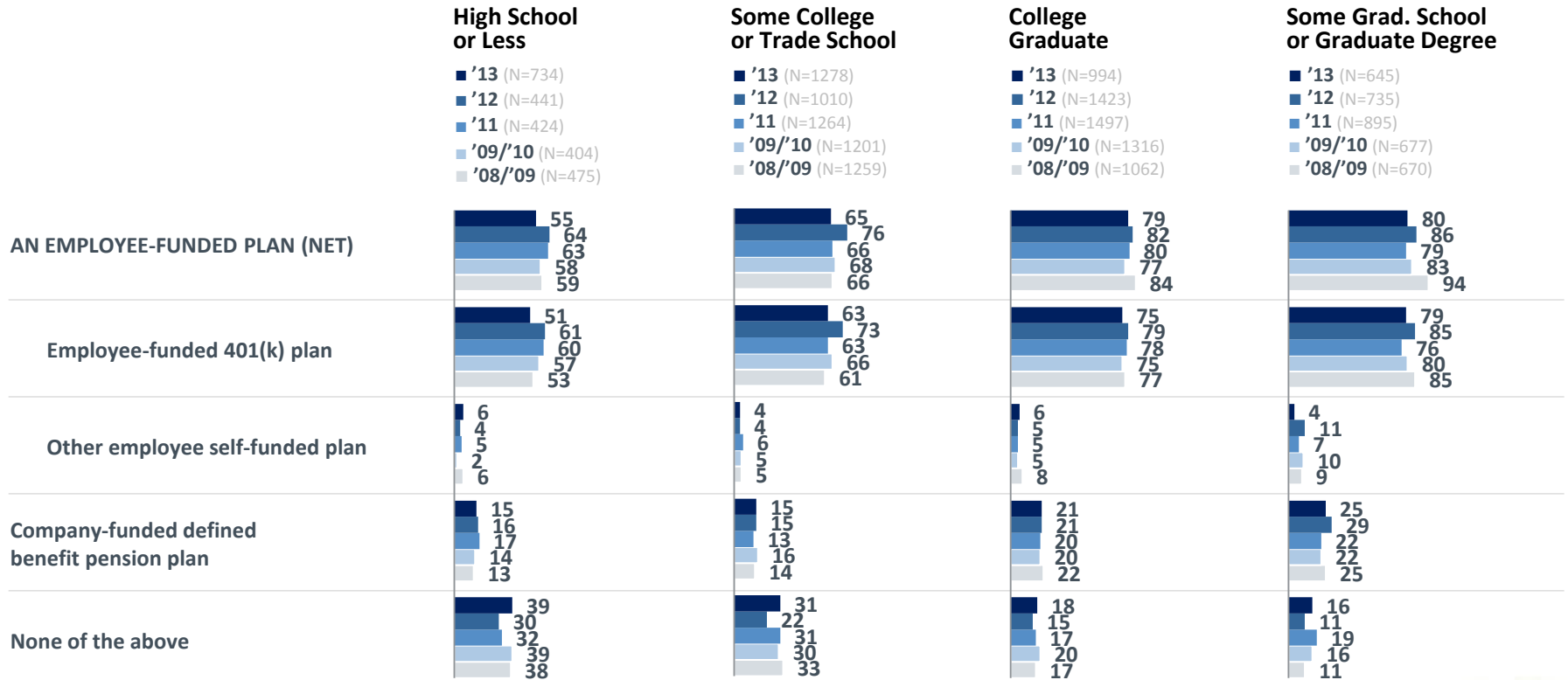
\*Note: Choices added in '12 Wave  
BASE: Full and Part-time

Q570. 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

- Availability of employer-sponsored retirement benefits continues to increase with level of education.
- However, workers at all education levels saw a decline in the availability of these plans in 2013.



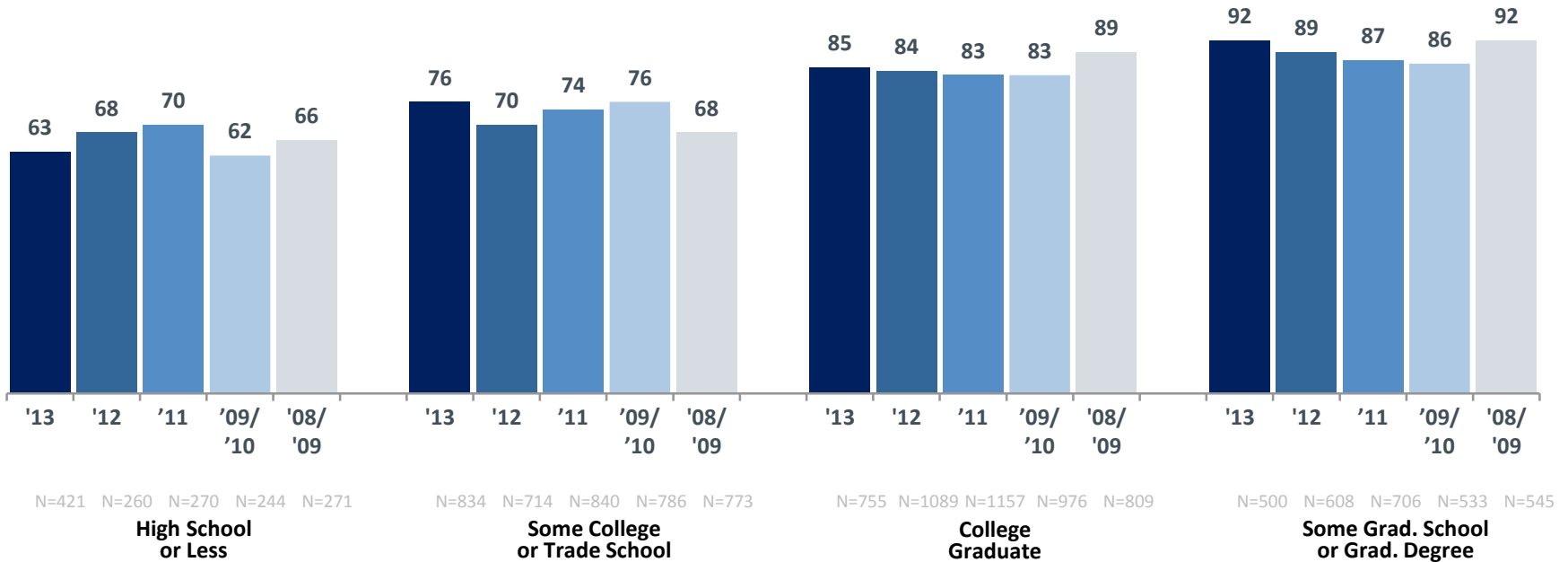
BASE: Full and Part-time

Q580. Which of the following retirement benefits does your company currently offer to you, personally? Select all that apply.

# Retirement Plan Participation

- The majority of workers of all education levels participate in their companies' retirement plans. However, workers with a college education or higher are significantly more likely to participate.

Participation in Retirement Plan, % Indicate Yes



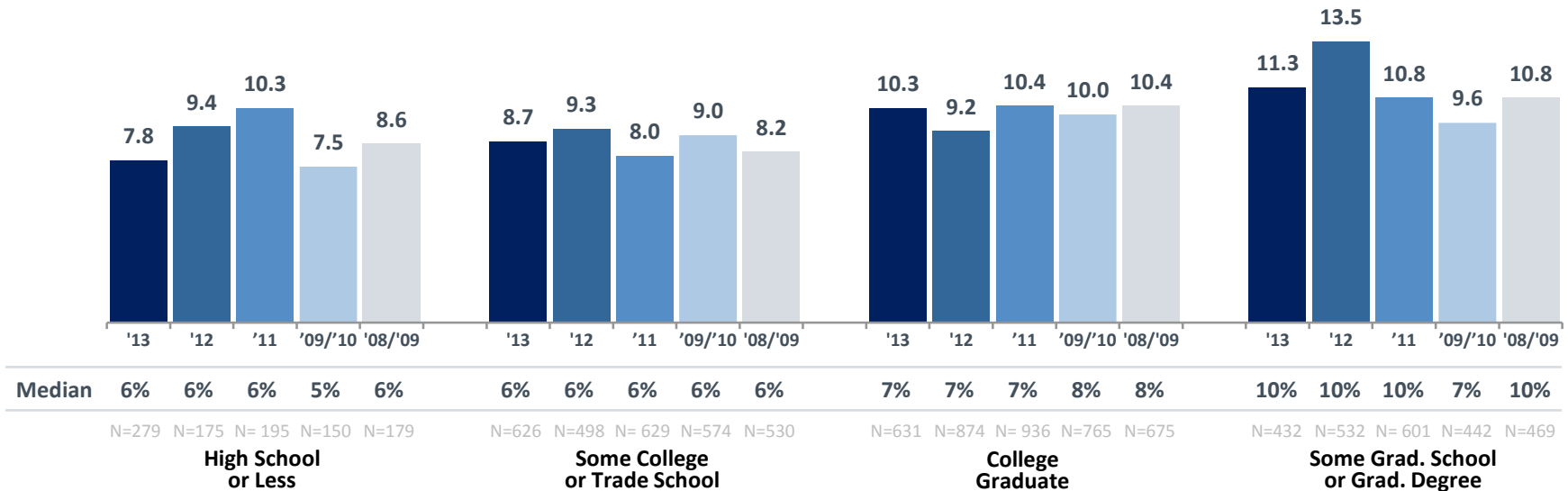
BASE: Full and Part-time; With Qualified Plans Currently Offered To Them

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

# Contribution Rate

- Retirement plan contribution rates decreased among all education levels since last year with the exception of college graduates showing an increase.
- Those with higher education levels contribute more.

Contribution Rate, Mean %



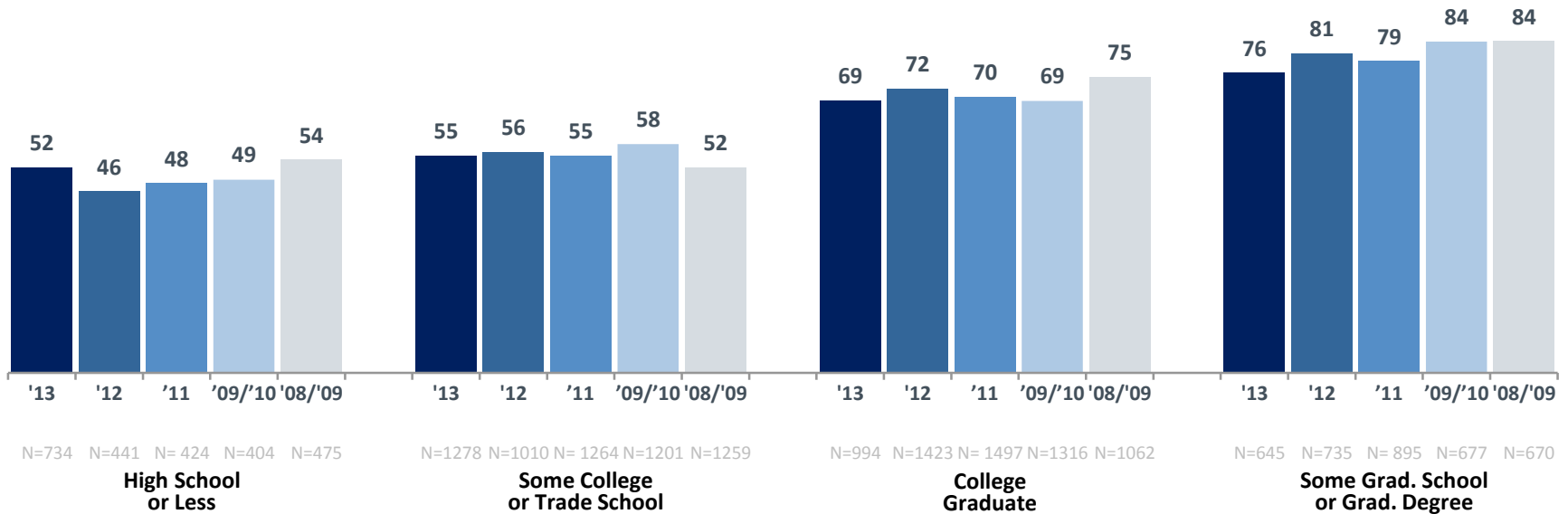
BASE: Full and Part-time; Currently Participating In Their Qualified Plan

Q600. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

# Saving Outside the Workplace

- The number of workers saving for retirement outside of the workplace increases with level of education attainment.
- College graduates are significantly more likely to be saving for retirement outside of work than non-graduates.

Saving Outside of Work, % Indicate Yes

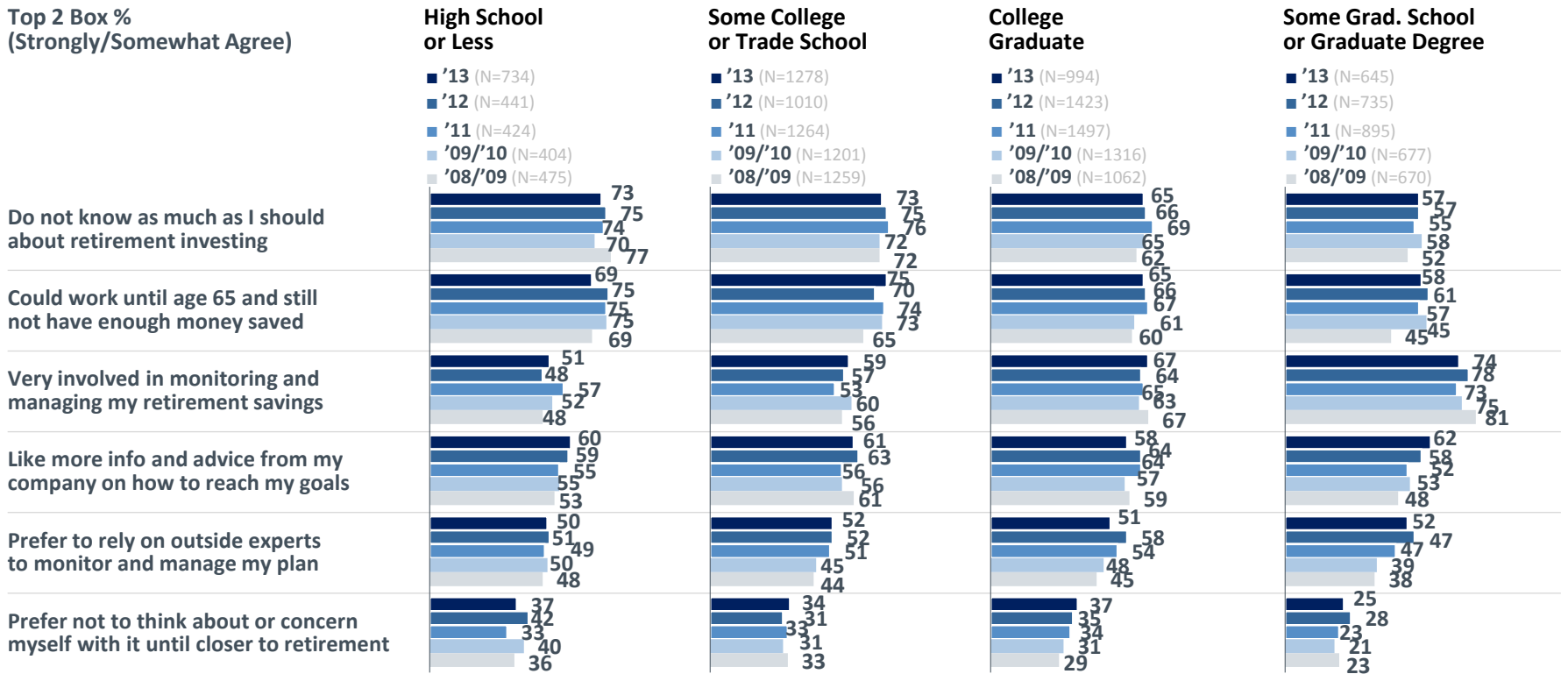


BASE: Full and Part-time  
 Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

# Retirement Preparation and Involvement

- Three in five workers – regardless of education level – would like more information from their companies on how to reach their retirement goals.
- Involvement with retirement savings goes up with increased educational attainment.

Top 2 Box %  
(Strongly/Somewhat Agree)

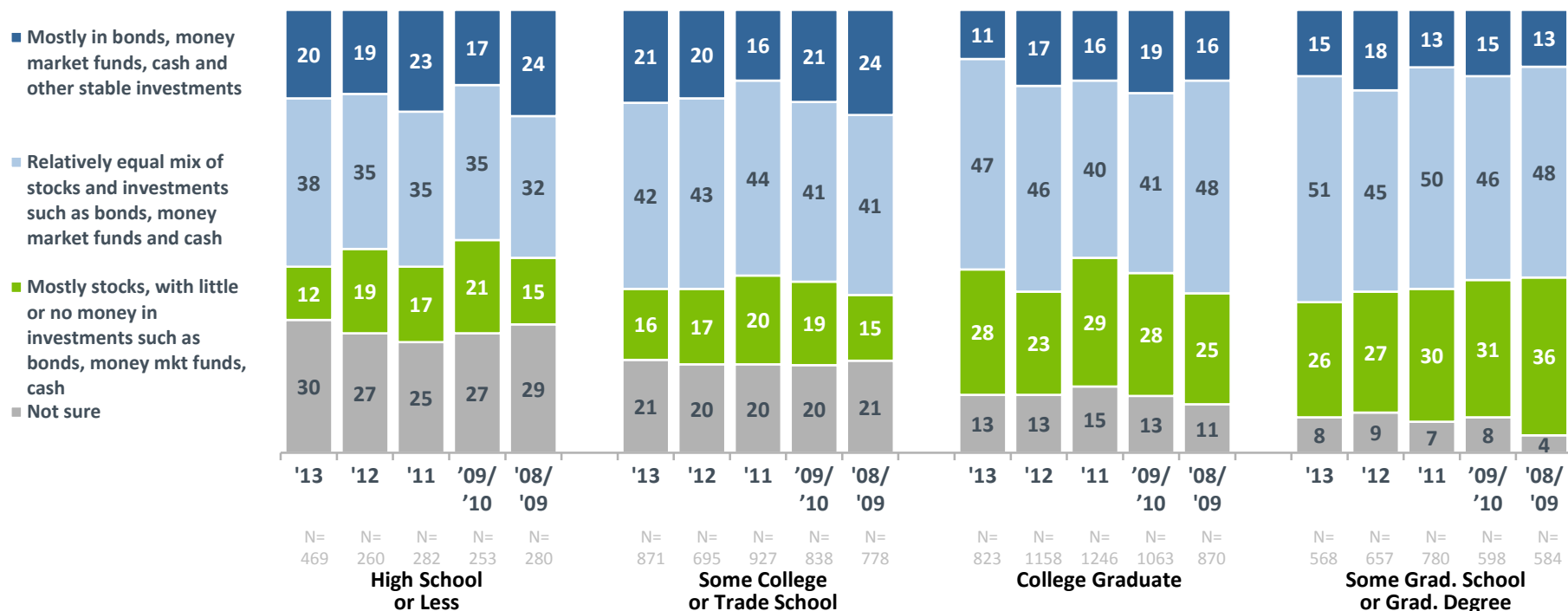


BASE: Full and Part-time

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

# Asset Allocation

- Those with a high school education or less are most unsure about how their retirement savings are invested compared to those with higher educations.
- Workers at all education levels are most likely to have a diverse retirement portfolio, consisting of a mix of stocks and fixed-income/cash.

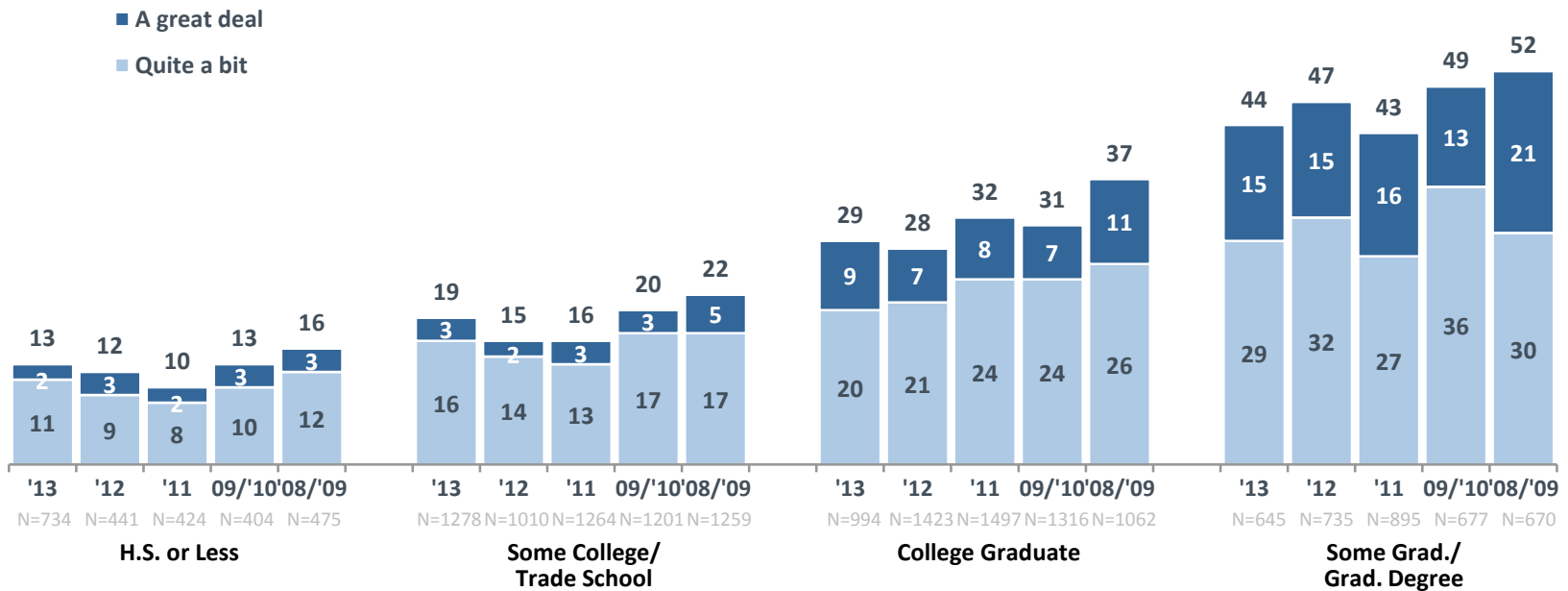


BASE: Full and Part-time; Investing For Retirement Q770. How is your retirement savings invested?

# Asset Allocation: Understanding

- Understanding of asset allocation principles continues to increase with levels of education.
- Nonetheless, the number of workers who know “a great deal” is low across all levels of education.

Top 2 Box % (Great deal/Quite a bit)

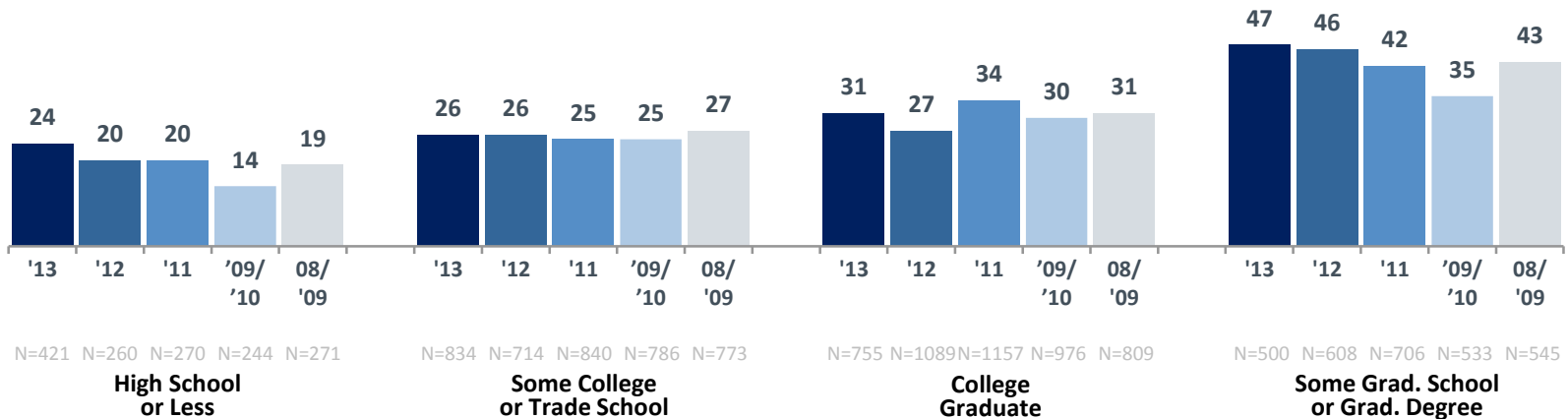


BASE: Full and Part-time  
 Q760. How good of an understanding do you have regarding asset allocation principles as they relate to retirement investing?

# Plan Fees: Awareness

- Awareness of fees associated with a company’s retirement plan is low for all workers but particularly so for those without a college degree.
- Awareness of fees is significantly higher for those with some graduate school or a graduate degree.

**Awareness of Plan Fees, % Indicate Yes**



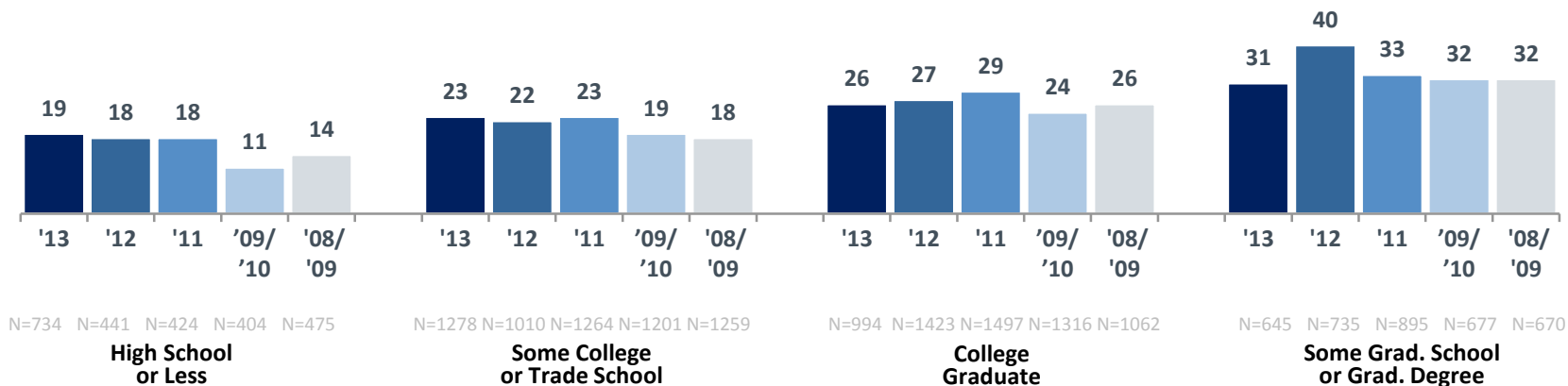
BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them  
 Q634. Are you aware of any fees that may be charged to your participant account associated with your company’s retirement plan?



## Awareness: Saver's Credit

- Of workers currently offered qualified plans, awareness of Saver's Credit is low across all education levels – with awareness lowest among workers with a high school education or less. Awareness is highest among workers with some post-graduate education, although this declined by 9 percentage points since last year.

Awareness of Saver's Credit, % Indicate Yes



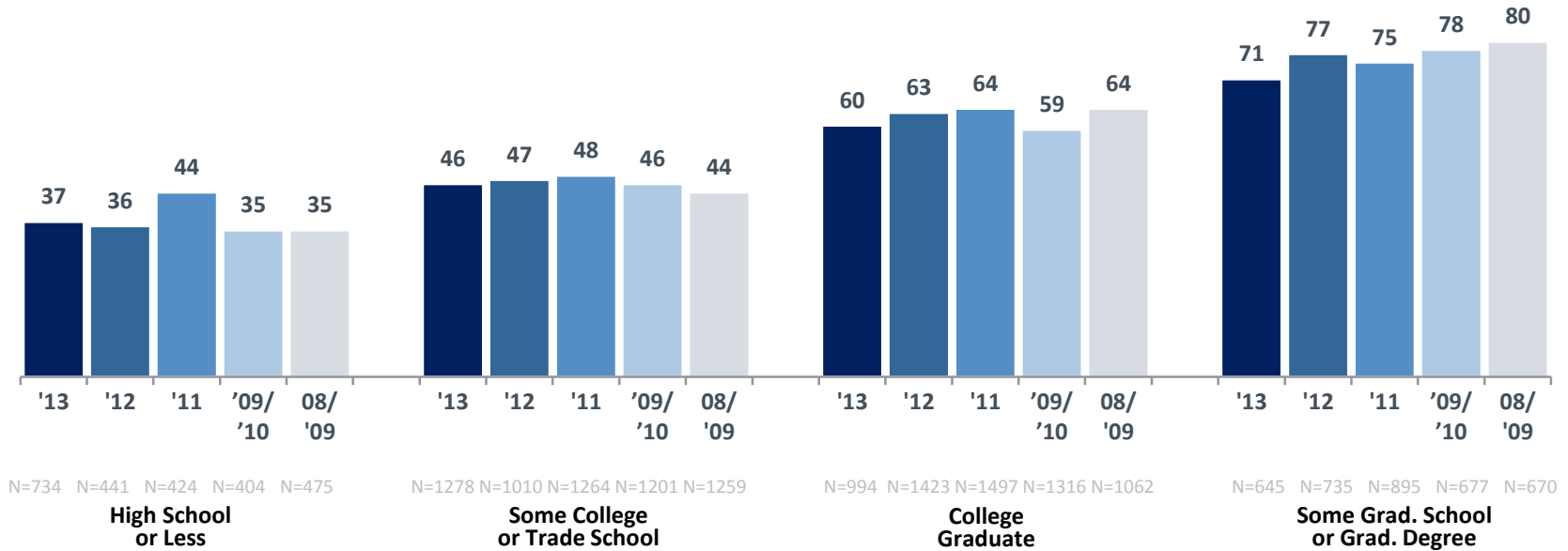
BASE: Full and Part-time; Those With Qualified Plans Currently Offered To Them

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: Catch-up Contributions

- Awareness of catch-up contributions has been relatively consistent over time (although dropping directionally this year for the most-educated workers).

Awareness of Catch-up Contributions, % Indicate Yes



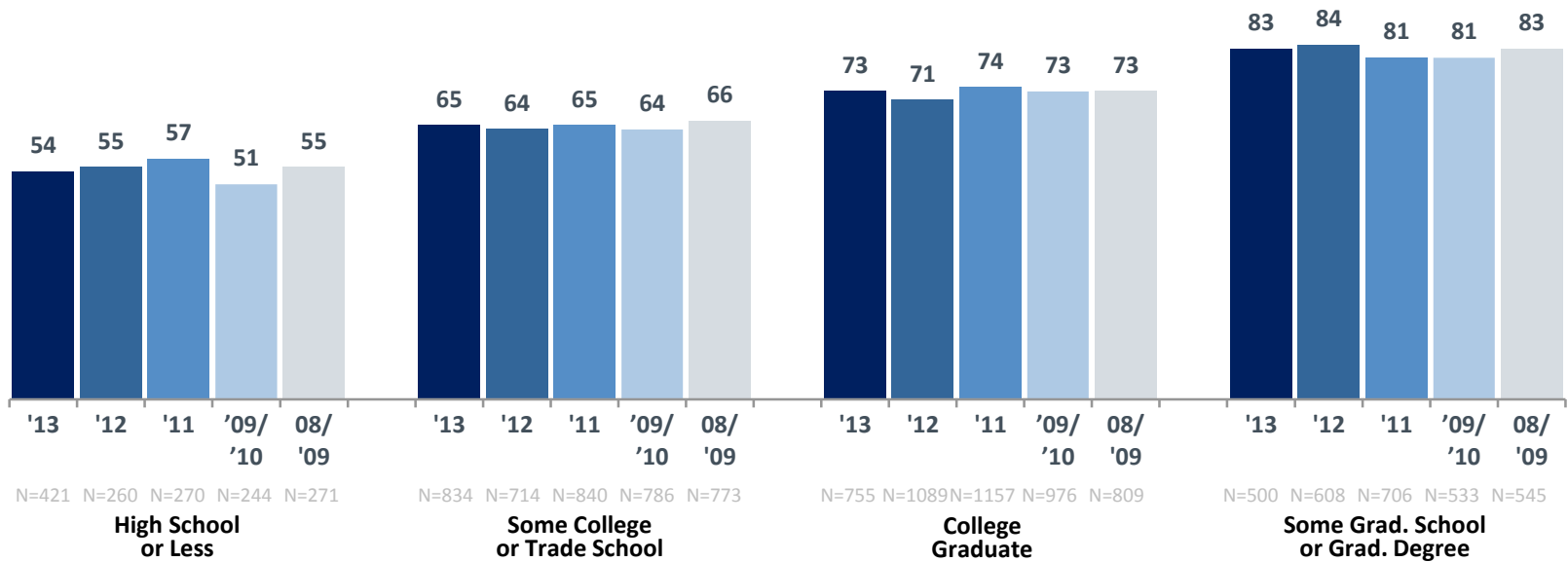
BASE: Full and Part-time

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: Roth 401(k)

- Majorities of workers at all education levels know about the Roth 401(k).
- However, the more educated the worker is, the more likely he or she is to know about the Roth 401(k).

Awareness of Roth 401(k), % Indicate Yes



BASE: Full and Part-time; 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).)

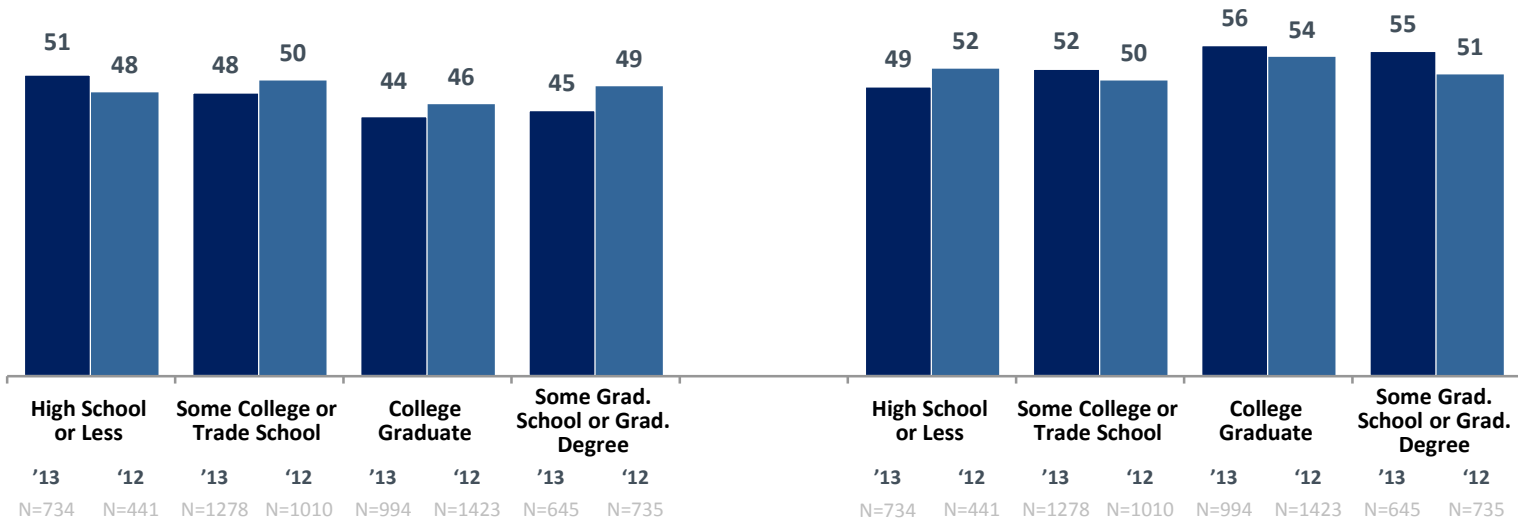
# Better Retirement Benefits vs. Higher Salary

- Workers with a college or post-graduate education are somewhat more likely than less educated workers to consider taking a job with a higher salary but reduced benefits.

## OPTIONS

Excellent retirement benefits, but only meets your minimum salary requirements.

A higher than expected salary, but poor retirement benefits.



BASE: Full and Part-time

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

# Source of info

- Financial planners play a larger role in decision making for workers with some post-graduate education (28 percent), while employers influence those with a high school education or less (6 percent).
- Friends and family continue to influence workers, varying only slightly across education levels.

## Single Most Influential Source

	High School or Less			Some College or Trade School			College Graduate			Some Grad. School or Grad. Degree		
	'13 N=734	'12 N=441	'11 N=424	'13 N=1278	'12 N=1010	'11 N=1264	'13 N=994	'12 N=1423	'11 N=1497	'13 N=645	'12 N=735	'11 N=895
Financial planner/broker	16	13	14	21	18	20	22	25	22	28	24	27
Friends/Family	18	18	17	15	17	16	16	14	18	13	12	9
Financial websites	5	6	10	7	5	9	11	11	16	12	12	19
Retire. plan provider website	5	5	9	8	9	11	9	9	10	9	5	8
Employer	6	10	4	3	4	5	3	3	4	2	2	2
Online newspapers, magazines, and blogs*	2	4	NA	4	3	NA	4	3	NA	6	10	NA
Retirement calculators	1	2	2	2	4	3	2	4	2	2	3	6
Print newspapers/magazines	1	2	3	3	3	5	3	3	4	8	6	6
Financial-related tv shows	2	2	2	2	4	1	1	2	3	2	3	3
Plan provider printed material	3	1	4	3	4	3	3	3	3	3	2	3
Accountant	4	3	1	3	2	2	2	2	2	3	3	2
Insurance agent	1	1	2	<1	25	<1	2	1	<1	1	<1	<1
Lawyer	<1	2	0	<1	<1	<1	1	1	<1	<1	<1	<1
Social Media*	1	<1	NA	<1	<1	NA	<1	<1	NA	<1	<1	NA
Other	4	2	4	3	3	3	4	3	2	2	3	5
None	30	29	28	21	21	20	15	15	13	9	15	11

\*Choices added in '12 Wave

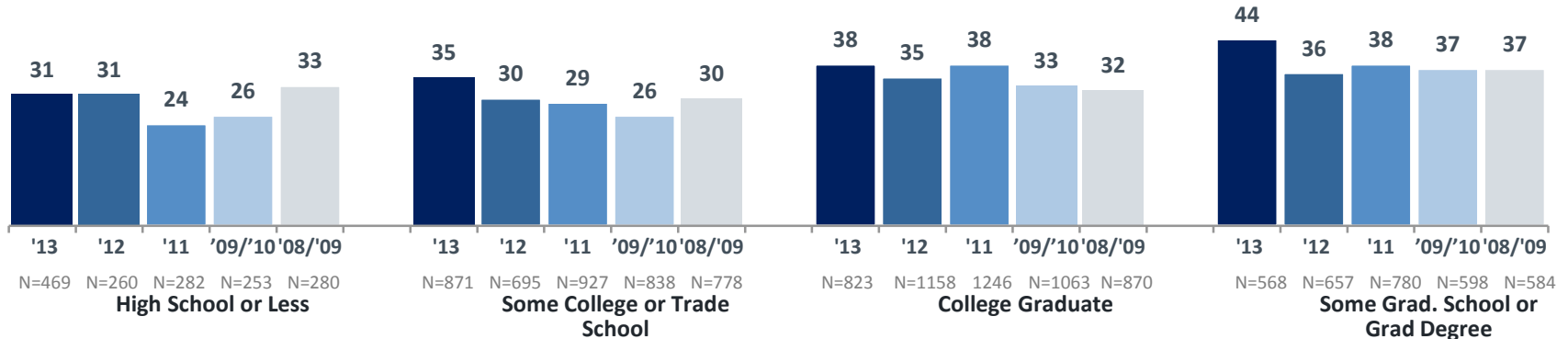
BASE: Full and Part-time

Q826. Of these sources, which one influences your decisions the most?

# Use a Professional Financial Advisor

- Workers' use of a professional advisor increases with levels of education.
- Among those investing for retirement, 44 percent of workers with some post-graduate education use an advisor compared to 31 percent of workers with a high school education or less.

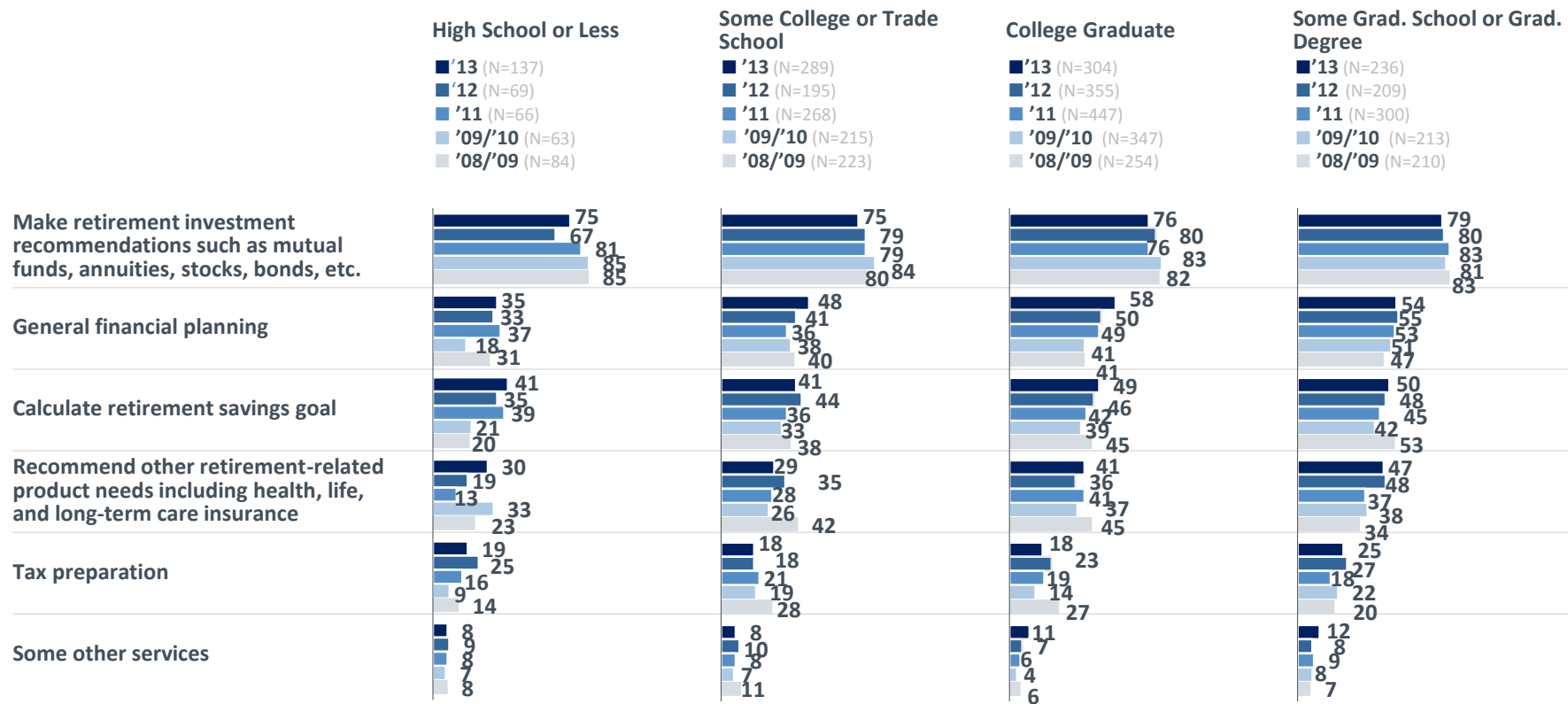
Use a Professional Financial Advisor, % Indicate Yes



BASE: Full and Part-time; Investing For Retirement  
Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

# Services from Advisors

- Across all levels of education, a majority of workers use a financial advisor for retirement investment recommendations; however, workers with some post-graduate education are most likely to use an advisor for tax preparations also.

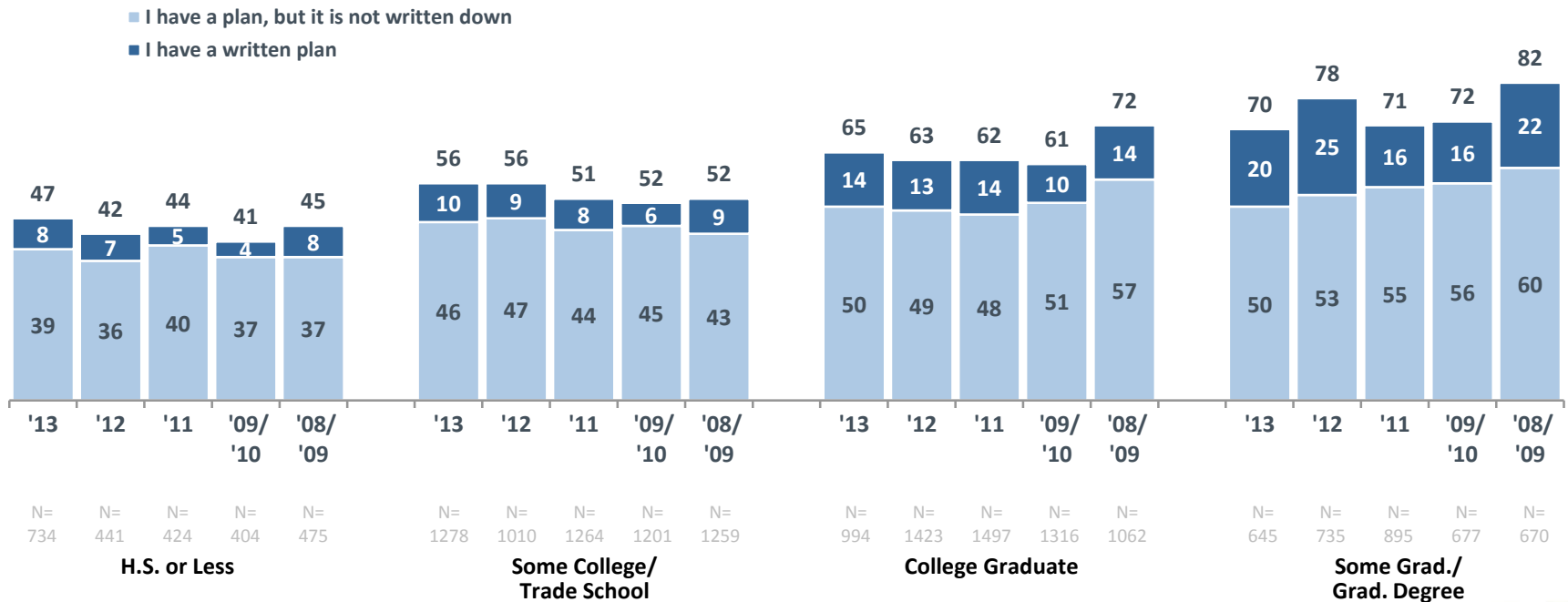


BASE: Full and Part-time; Use Financial Advisor  
 Q870. What types of services do you use your professional financial advisor to perform? Select all that apply.

# Retirement Strategy: Written Plans

- The likelihood of having a retirement plan increases with workers' level of education – with more educated workers being more likely to have a plan.
- However, most workers have not yet put their plan down in writing.

% Indicate "Have Plan"



BASE: Full and Part-time

Q555. Which of the following best describes your retirement strategy?





# Appendix

Respondent Profiles

Comparison of Full- and Part-Time Workers

# Profile of Respondents – Total Respondents

	Full- & Part-time N=3651	Full-time N=2636	Part-time N=1015
<b>Gender</b>			
Male	53%	61%	37%
Female	47%	39%	63%
<b>Age</b>			
18 - 19	3%	0%	9%
20 - 24	7%	4%	15%
25 - 29	8%	7%	9%
30 - 34	11%	14%	6%
35 - 39	10%	12%	6%
40 - 44	10%	11%	7%
45 - 49	14%	17%	9%
50 - 54	10%	11%	9%
55 - 59	11%	12%	10%
60 - 64	8%	7%	8%
65 and over	7%	4%	12%
MEAN	43.8%	44.5%	42.6%
MEDIAN	45%	45%	44%
<b>Ethnicity</b>			
White, non-Hispanic	81%	82%	79%
Hispanic	7%	7%	8%
African American	5%	5%	6%
Asian/Pacific	4%	4%	3%
Other/Mixed	1%	1%	2%
Decline to answer	2%	2%	3%

	Full- & Part-time N=3651	Full-time N=2636	Part-time N=1015
<b>Level of Education</b>			
Less than high school graduate	3%	1%	5%
High school graduate	26%	21%	35%
Some college or trade school	31%	28%	36%
College graduate	26%	31%	16%
Some grad. school/grad. degree	14%	18%	7%
<b>Marital Status</b>			
Married	58%	62%	51%
Single, never married	27%	23%	35%
Divorced/widowed/separated	11%	11%	10%
Civil union/domestic partnership	4%	4%	4%
<b>Type of Area Lived In</b>			
Large city	19%	19%	18%
Small city	20%	18%	26%
Suburbs	44%	47%	38%
Rural area	17%	16%	17%

# Profile of Respondents – Total Respondents, continued

	Full- & Part-time N=3651	Full-time N=2636	Part-time N=1015		Full- & Part-time N=3651	Full-time N=2636	Part-time N=1015
<b>HH Income</b>				<b>Amount in Current Employer's Retirement Plan</b> <i>(Those with qualified plans currently offered to them)</i>			
Less than \$25,000	8%	3%	18%	Less than \$5,000	18%	13%	37%
\$25,000 to less than \$50,000	18%	16%	24%	\$5,000 to less than \$10,000	7%	7%	7%
\$50,000 to less than \$75,000	21%	21%	21%	\$10,000 to less than \$25,000	10%	11%	8%
\$75,000 to less than \$100,000	16%	17%	13%	\$25,000 to less than \$50,000	12%	14%	6%
\$100,000 to less than \$150,000	20%	25%	11%	\$50,000 to less than \$100,000	14%	16%	10%
\$150,000 or more	9%	11%	5%	\$100,000 to less than \$250,000	14%	16%	6%
Not sure	7%	7%	7%	\$250,000 or more	10%	10%	6%
Decline to answer	0%	0%	0%	Not sure	5%	4%	10%
MEAN	\$78,727.90	\$87,597.00	\$61,124.50	Decline to answer	10%	9%	10%
MEDIAN	\$61,002.80	\$71,625.40	\$43,496.80	MEAN	\$77,382.90	\$85,052.40	\$48,107.40
<b>HH Amount Saved for Retirement</b>				<b>Company's Primary Business</b>			
Less than \$5,000	14%	12%	18%	Professional services	24%	28%	15%
\$5,000 to less than \$10,000	5%	5%	6%	Service industries	24%	14%	44%
\$10,000 to less than \$25,000	7%	7%	7%	Manufacturing	12%	16%	5%
\$25,000 to less than \$50,000	8%	9%	7%	Transportation/Comm./Utilities	8%	9%	5%
\$50,000 to less than \$100,000	12%	13%	10%	Agriculture/Mining/Construction	3%	3%	3%
\$100,000 to less than \$250,000	14%	17%	9%	Some other type of business	29%	29%	28%
\$250,000 or more	18%	19%	15%	<b>Number of Employees</b>			
Not sure	10%	8%	14%	10-499 (NET)	47%	47%	45%
Decline to answer	11%	10%	15%	10 to 24	12%	10%	17%
MEAN	\$106,539.90	\$112,948.50	\$91,995.40	25 to 99	17%	18%	15%
MEDIAN	\$52,630.70	\$61,111.20	\$32,073.40	100 to 499	18%	20%	13%
<b>Occupation</b>				<b>500+ (NET)</b>			
Professional/Medical/Technical	24%	30%	11%	500 to 999	6%	6%	6%
Clerical/Service/Administration	21%	20%	22%	1,000 or more	47%	46%	48%
Sales	15%	10%	25%	MEAN	819.2	815.3	826.8
Managerial or business owner	12%	16%	4%	MEDIAN	544	494	641
Blue-Collar/Production	9%	11%	6%				
Teacher/Education	1%	1%	1%				
Some other occupation	18%	12%	30%				



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