



17th Annual Transamerica Retirement Survey

A Compendium of Findings About American Workers

TRANSAMERICA CENTER
FOR RETIREMENT STUDIES®

December 2016
TCRS 1335-1216

Table of Contents

• <i>Welcome to the 17th Annual Transamerica Retirement Survey</i>	Page 3
– About the Transamerica Center for Retirement Studies®	Page 4
– About the Survey	Page 5
– Methodology	Page 6
– Terminology	Page 7
• <i>The American Worker – An Overview</i>	Page 8
• <i>Influences of Demographics on Retirement Preparations</i>	
– Company size	Page 77
– Generation	Page 114
– Gender	Page 151
– Household Income	Page 187
– Education	Page 225
– Ethnicity	Page 263
• Appendix: Respondent Profiles by Full/Part-Time Status	Page 298

Welcome to the 17th Annual Transamerica Retirement Survey

Welcome to this compendium of insights and findings from the *17th Annual Transamerica Retirement Survey of Workers* from the Transamerica Center for Retirement Studies® (TCRS).

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

- ***The American Worker – An Overview.*** This chapter contains a comprehensive set of more than 50 key measures of retirement preparedness and 5-year trend analysis looking at overall survey findings among workers of for-profit companies of 10 or more employees.
- ***Influences of Demographics on Retirement Preparations.*** These chapters are demographic segmentation analyses by employer size, generation, gender, household income, level of education, and ethnicity. Each chapter presents a concise set of approximately 30 key measures for each demographic segment.

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

Thank you.

About the Transamerica Center for Retirement Studies®

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

About the Survey

- Since 1998, the Transamerica Center for Retirement Studies® has conducted national surveys of U.S. business employers and workers regarding their attitudes toward retirement. The overall goals for the study are to illuminate emerging trends, promote awareness, and help educate the public.
- Nielsen and the Harris Poll were commissioned to conduct the 17th Annual Retirement Survey for Transamerica Center for Retirement Studies. Transamerica Center for Retirement Studies is not affiliated with Nielsen.
- Over the last five decades, Harris Polls have become media staples around the world. With comprehensive experience and precise technique in public opinion polling, along with a proven track record of uncovering consumers' motivations and behaviors, The Harris Poll has gained strong brand recognition around the world. For more information, contact: ConsumerInsightsNAInfo@Nielsen.com.

Worker Survey Methodology

- A 25-minute, online survey was conducted between April 11 – May 12, 2016 among a nationally representative sample of 4,161 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
- A supplementary survey among 1,198 workers, with the same criteria as above, was fielded from August 1 – 8, 2016 for a subset of questions. Those questions have been marked in the report where they appear.
- Data were weighted as follows:
 - Census data were referenced for education, age by gender, race/ethnicity, region, household income, and number of employees by company size. Results were weighted where necessary to bring them into line with the population of US residents age 18+, employed full time in a for-profit company with 10+ employees or employed part time in a for profit company.
 - The weighting also adjusts for attitudinal and behavioral differences between those who are online versus those who are not, those who join online panels versus those who do not, and those who responded to this survey versus those who did not.
- 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:

Generation

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

Company Size

- *Small Company:* 10 to 499 employees
- *Large Company:* 500 or more employees

All Workers

- Refers to all workers age 18 and older



The American Worker – An Overview

Detailed Findings

The American Worker – An Overview

The *17th Annual Transamerica Retirement Survey* finds that many American workers are still recovering from what is commonly referred to as the Great Recession. Most are focused on saving for retirement and have varying degrees of confidence they will be able to retire comfortably. This year's survey offers a multi-year trend analysis on approximately 50 indicators of retirement readiness. At Transamerica Center for Retirement Studies, our goal is to raise awareness of the issues faced and inspire positive change.

Key Highlights from this Year's Survey

- **Retirement Confidence Has Recovered but Plateaued.** Retirement confidence has recovered in step with the economic recovery from what is commonly referred to as the Great Recession and its aftereffects. Sixty-two percent of workers are confident that they will be able to fully retire with a comfortable lifestyle, including 15 percent who are “very confident” and 47 percent who are “somewhat confident.” About half of workers (51 percent) agree that they are building a large enough retirement nest egg.
- **Many Workers Are Still Recovering From the Great Recession.** Many workers say they have not yet fully recovered from the Great Recession, with 41 percent saying that they have “somewhat” recovered, 13 percent saying that they have not yet begun to recover, and seven percent saying that they may never recover from the recession. However, 39 percent of workers say that they have either fully recovered (20 percent) or were not impacted by Great Recession (19 percent).
- **Retirement Dreams Include Leisure and Work.** Workers most frequently cite traveling (65 percent), spending more time with family and friends (56 percent), and pursuing hobbies (49 percent) as retirement dreams. Interestingly, 28 percent of workers dream of doing some form of work in retirement.
- **Retirement Fears Range From Financial to Health.** Workers' most frequently cited retirement fear is “outliving my savings/investments” (51 percent), followed closely by “Social Security will be reduced or cease to exist in the future” (47 percent) and “declining health that requires long-term care” (45 percent). Approximately one-third of workers fear cognitive decline, dementia, Alzheimer's Disease (35 percent) and lack of adequate and affordable healthcare (32 percent).

The American Worker – An Overview

- **Age Planning to Live to.** Workers are planning to live to age 86 (median). Most (68 percent) are planning to live to age 80 or older. Thirty-nine percent are planning to live to age 90 or older. Sixteen percent are planning to 100 or older. And 15 percent say that they are “not sure.”
- **Retirement Beliefs, Preparations, and Involvement.** Most workers have concerns about their life in retirement – the majority (82 percent) say their generation will have a much harder time achieving financial security compared to their parents’ generation, and three-quarters (77 percent) are concerned that Social Security won’t be there for them when they are ready to retire. The survey findings also present an opportunity for education: two-thirds of workers admitting they don’t know as much as they should about retirement investing, and two-thirds looking to their company for more information and advice on how to reach their goals.
- **Expected Standard of Living in Retirement.** Fifty-nine percent of workers expect that their standard of living will stay the same or increase while in retirement. However, 30 percent expect that they will see a decrease in their standard of living during retirement.
- **Current Financial Priorities.** Saving for retirement is the most frequently cited current financial priority among workers (57 percent). Forty-four percent of workers say that “just getting by – covering basic living expenses” is a current priority. Thirty-nine percent cite paying off credit card debt. Other priorities include paying off mortgage (36 percent), paying healthcare expenses (26 percent), and supporting children (25 percent).
- **Greatest Financial Priority.** Saving for retirement (26 percent) is the most frequently cited top financial priority among workers. Other top priorities are “just getting by – covering basic living expenses” (21 percent) and paying off credit card or consumer debt (17 percent).
- **Percentage Saving For Retirement and Age Started Saving.** Seventy-seven percent of workers are saving for retirement through an employer-sponsored retirement plan and/or outside of work.

The American Worker – An Overview

- **Expected Sources of Retirement Income.** Today's workers are expecting diverse sources of income. Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investment are the most frequently cited sources of retirement income expected by workers (78 percent NET, 69 percent 401(k)s et al., 47 percent other savings and investments), followed by Social Security (70 percent). Interestingly, 38 percent cite "working" as an expected source of retirement income. Company-funded plans (25 percent), home equity (14 percent), and inheritance (11 percent) are less frequently cited among workers.
- **Primary Source of Retirement Income.** Many workers expect to self-fund their retirement, either through 401(k)s or similar accounts and/or IRAs (36 percent), or other savings and investments (11 percent). Twenty-five percent of workers plan to rely on Social Security as their primary source of income in retirement. Notably, 15 percent of workers expect that income from "working" will be their primary source of income to cover living expenses when they retire.
- **Importance of Retirement Benefits Compared to Other Benefits.** Workers highly value employer-sponsored retirement benefits – 88 percent say that an employee-funded retirement plan is "very" or "somewhat" important and 72 percent indicate pension plans are important. Health insurance continues to be the most frequently cited important benefit (94 percent).
- **Health & Welfare Benefits Currently Offered.** The vast majority of workers (80 percent) are offered health insurance at their company, a significant increase from 2015 (76 percent). Life insurance (57 percent) and disability insurance (48 percent) are also commonly offered among workers. These trends have remained relatively consistent over the past five years.
- **Retirement Benefits Currently Offered.** Seventy-one percent of workers are offered employee-funded retirement plans such as 401(k)s and/or other employee-funded plans. However, 23 percent of workers are offered "none of the above."
- **Importance of Retirement Benefits in Job Selection.** The majority of workers (78 percent) agree that the retirement savings programs offered by a prospective employer will be a major factor in their job search decision.

The American Worker – An Overview

- **Better Retirement Benefits Versus Higher Salary.** When selecting between two hypothetical job offers, workers are equally likely to say they would select a job with a higher than expected salary, but poor retirement benefits (50 percent) versus a job with excellent retirement benefits, but only meeting minimum salary requirements (50 percent).
- **Workers May Switch Employers for Better Retirement Benefits.** The majority of workers (60 percent) whose employers do *not* offer a retirement plan would be likely to switch jobs for a similar job with a retirement plan. Among all workers, more than half (54 percent) would switch jobs for a better retirement plan.
- **Retirement Plan Participation and Contribution Rates.** The participation rate among workers who are offered an employee-funded retirement plan is 77 percent. The median percentage of salary being saved is 8 percent of annual pay.
- **Reasons for Not Participating in Retirement Plan.** Among workers not participating in their company-sponsored plan, the reason most frequently cited is being financially stretched (24 percent). Almost one in five cite that they save for retirement in other ways (18 percent).
- **Contribution Rates: Changes Made in Past 12 Months.** Thirty-two percent of workers who are currently participating in a 401(k) or similar plan say that they have increased their contributions in the past 12 months. Sixty-one percent indicate they did not change their contribution rate. Six percent decreased their contributions and one percent say they stopped contributing altogether in the past 12 months.
- **Participant Satisfaction With Retirement Benefits.** Among workers who are offered a retirement plan by their employer, the majority (72 percent) strongly/somewhat agree that they are satisfied with their plan.
- **Approach to Investing in Retirement Plan.** Three in five workers who participate in their employer-sponsored 401(k) or similar plan (60 percent) say they use some sort of automatic allocation approach to investing their retirement plan assets, such as a managed account, strategic allocation fund and/or target date fund. Another 41 percent prefer a more do-it-yourself approach and set their own asset allocation percentages among the available funds.

The American Worker – An Overview

- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. One in four workers (27 percent) who currently participate in a qualified plan have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan or IRA.
- **Reasons for Taking out a Loan.** Among workers who have taken out a loan from their retirement plan, paying for an unplanned major expense (31 percent), paying off credit card debt (29 percent), and paying off other debt (25 percent) are the top three most frequently cited reasons for doing so.
- **Reasons for Taking Hardship Withdrawals From Plans.** Among workers who have taken a hardship withdrawal from their employer-sponsored retirement plan, one in four (24 percent) say the primary reason for the withdrawal is to pay for certain medical expenses, and another 20 percent say it is to prevent eviction from their home.
- **Emergency Savings is Low.** Many workers have little in terms of emergency savings specifically to cover the cost of major financial setbacks such as unemployment, medical bills, home repairs, auto repairs, and other. Workers have saved \$5,000 (estimated median) to cover such emergencies. Thirty-five percent of workers report having saved less than \$5,000. Only 21 percent say that they have saved more than \$25,000.
- **Saving for Retirement Outside of Work.** The majority of workers (56 percent) are saving for retirement outside of work.
- **Household Retirement Savings.** Household retirement savings among workers is \$69,000 (estimated median). In 2016, 25 percent of workers report having saved more than \$250,000 in household retirement accounts. Fifteen percent of workers have saved less than \$5,000 in household retirement accounts.
- **Understanding of Asset Allocation Principles.** Workers continue to have a limited understanding of asset allocation as it relates to retirement investing. Thirty-five percent say that they have no understanding of asset allocation principles.

The American Worker – An Overview

- **Retirement Investments: Asset Allocation.** Among those who are saving for retirement, 42 percent of workers indicate that their retirement savings are invested in an equal mix of stocks and bonds. Twenty-one percent of workers are “not sure” how their retirement savings are invested.
- **Estimated Retirement Savings Needs.** Workers estimate they will need to have saved \$500,000 (median) by the time they retire in order to feel financially secure. Thirty-six percent of workers believe they will need \$1 million or more.
- **Basis for Estimating Retirement Savings Needs.** Forty-seven percent of workers say that they “guessed” when asked how they estimated their retirement savings needs. Twenty-three percent estimated the amount based on current living expenses. Only nine percent used a retirement calculator.
- **Retirement Strategies: Written, Unwritten, or None.** Sixty-three percent of workers have some form of a retirement strategy – but only 16 percent have a written plan, while 47 percent have a plan that is not written down.
- **Retirement Strategies: Factors.** Workers who have a retirement strategy may take into account many different factors in their planning, including Social Security and Medicare benefits, on-going living expenses, and total savings and income needs. Workers are not as likely to factor in taxes, long-term care insurance, or estate planning.
- **Confidence that Financial Strategy Will Enable Travel Goals.** Among workers who dream of traveling in retirement, 58 percent are “very” or “somewhat” confident that their current financial strategy will allow them to meet their travel goals throughout retirement. Sixteen percent say that they haven’t given much thought to a financial strategy for travel.
- **Use a Professional Financial Advisor.** Among workers investing for retirement, 39 percent rely on a professional advisor to help manage their retirement savings or investments. Of those who use advisors, most do so to get retirement investment recommendations (74 percent), while 49 percent use advisors to help calculate a retirement goal and 46 percent for general financial planning.

The American Worker – An Overview

- **Information Sources: Retirement Planning & Investing.** Friends and family continue to be the top source of information for workers when it comes to retirement planning and investing. Other popular information sources include financial websites, financial planners/brokers, and retirement plan provider websites.
- **Most Influential Source of Information.** Financial planners/brokers are most frequently cited as the most influential source in helping workers make decisions about retirement planning, with 19 percent citing them. Family and friends are most influential for 14 percent of workers.
- **Helpfulness of Resources Offered by Retirement Plan Provider.** Quarterly statements from the retirement plan provider are seen as the most helpful resource for retirement planning, saving, and investing. This is followed closely by professional advice.
- **Preferred Methods to Receive Retirement Information.** Among workers who are offered a retirement plan, more than half (57 percent) say they would like to receive information from their employer’s retirement plan provider through quarterly statements. Workers also cited professional advice on how to invest (42 percent), informative emails (41 percent), and online tools and calculators (40 percent).
- **Motivators to Learn More About Retirement Investing.** Workers most frequently cite “a good starting point that is easier to understand” and “larger tax breaks / incentives for saving in a retirement plan” as motivators for learning more about saving and investing for retirement. Ten percent of workers feel that they are already educated enough and nine percent say that they are just not interested.
- **Awareness of Roth 401(k).** Among workers who are offered a retirement plan, 75 percent are aware of a Roth 401(k) option (including those who are and who are not offered the option).
- **Awareness of Saver’s Credit and Catch-Up Contributions.** The Internal Revenue Service offers two meaningful incentives to save for retirement which many workers are unaware of, including: the Saver’s Credit, a tax credit for eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA; and Catch-Up Contributions, which allow workers age 50 and older to contribute to a qualified plan an additional amount over and above the plan- or IRA-contribution limit. Only 33 percent workers are aware of the Saver’s Credit. Only 52 percent of workers are aware of Catch-Up Contributions. Raising awareness of these incentives may prompt workers to save more.

The American Worker – An Overview

- **Awareness of myRA.** Introduced in 2015, *myRA* is a starter retirement savings account that is offered by the U.S. Department of Treasury. It is a convenient way to save for retirement, especially workers who are not offered a 401(k) or similar plan by their employer. Just one in five workers (21 percent) are aware of *myRA*, according to the survey findings.
- **Understanding of Government Benefits.** Most workers continue to have limited understanding of government benefits that can be utilized in retirement. Only 18 percent workers know “a great deal” about Social Security benefits and even fewer know a great deal about Medicare and Medicaid.
- **Talk About Retirement.** Most workers (71 percent) discuss saving, investing and planning for retirement with family and friends. However, only 14 percent do so frequently. Twenty-nine percent of workers say that they never discuss it.
- **Age Expecting to Retire.** Workers’ expectations regarding when and how they will retire represent a dramatic change from long-held societal notions about fully retiring at age 65. The majority of workers (54 percent) plan to work past age 65 (41 percent) or do not plan to retire (13 percent).
- **Working In Retirement.** Fifty-one percent of workers plan to continue working in retirement, either part-time (38 percent) or full-time (13 percent). Twenty-seven percent do not plan to work in retirement and 22 percent are “not sure.”
- **Reasons for Working in Retirement and Backup Plans.** One-third of workers who plan on retiring after 65 or working after retirement plan to work for enjoyment (33 percent) while slightly more than that are planning to work because they need to for financial or health benefit reasons. The majority of workers (60 percent) do not have a backup plan if they are unable to work, and only one-quarter (25 percent) cite that they have a backup plan.
- **Retirement Transitions: Phased Versus Immediate.** Only 23 percent of workers plan to immediately stop working at a specific point in time. Many are planning to transition into retirement by either shifting from full-time to part-time (28 percent) or moving into a less demanding or more personally satisfying role (14 percent). Another 22 percent plan to continue working as long as possible in their current or similar position until they cannot work any longer, and 13 percent are “not sure” about their transition.

The American Worker – An Overview

- **Where Transition to Retirement May Take Place.** Nearly half of workers (48 percent) anticipate that they will likely stay with their current employer when working past age 65 as they transition into retirement, and slightly more workers (53 percent) would prefer for that to happen.
- **Proactive Steps to Continue to Work After Retirement.** When asked what steps they are taking to help ensure they can continue working past age 65 or in retirement, 60 percent of workers say they are staying healthy so that they can continue working, while 52 percent say that they are focusing on performing well at their current job. Only 42 percent say they are keeping their job skills up to date. Even workers fewer are networking and meeting new people (19 percent), scoping out the employment market (17 percent), or going back to school and learning new skills (12 percent).
- **Employer Support for Working After Retirement.** Seventy-two percent of workers agree that their employer is supportive of their employees working past the age of 65 in order to delay retirement.
- **Transitioning to Retirement: How Employers Help.** One in five workers (20 percent) indicate their employer allows flexible work schedules or reduced work hours to employees transitioning into retirement. However, one-quarter of workers (26 percent) state that their employer does not do anything to help employees enter retirement, and 30 percent are “not sure.”
- **“Aging Friendly” Employer.** Just under half of workers (48 percent) consider their employer to be “aging friendly,” while one-quarter (27 percent) are unsure.
- **Very Important Criteria Re: Where to Live in Retirement.** Seven in ten workers (70 percent) place importance on an affordable cost of living during retirement. Other important criteria for living arrangements in retirement include good weather (46 percent), low crime rate (44 percent), or being near leisure and recreational activities (40 percent).

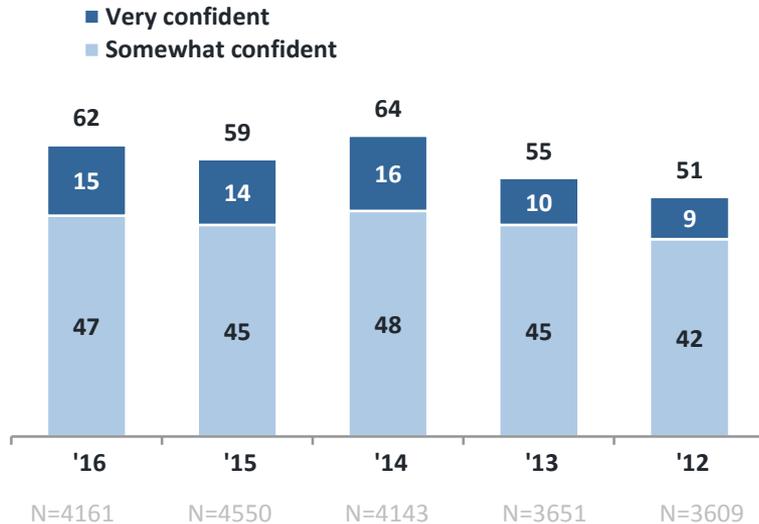
The American Worker – An Overview

- **Retirement Security Priorities for the New President and Congress.** With the November 2016 election in mind, workers most frequently cite fully funding Social Security (58 percent) as a priority for the new President and Congress to help Americans prepare for a financially secure retirement. Other top cited responses include “encouraging 401(k) plans to offer the option to pay retirement benefits in a form that guarantees retirees a set monthly income for life” (46 percent), and “encouraging employers with a 401(k) or similar plan to enable their part-time workers to participate in the plan” (38 percent).

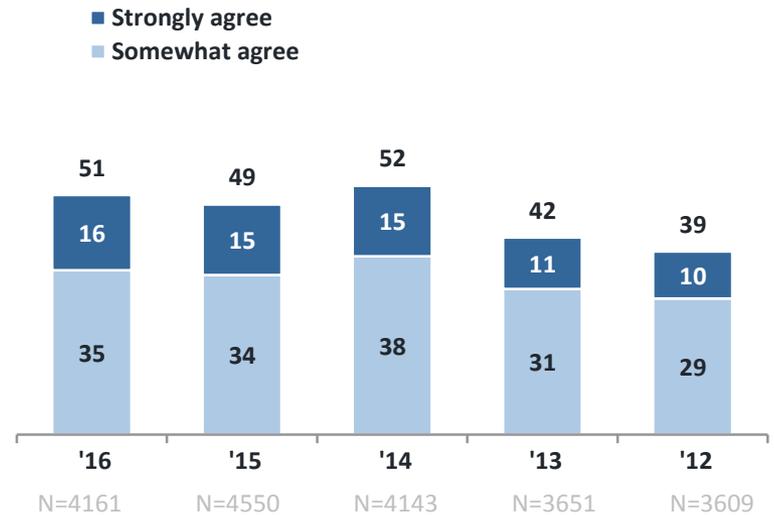
Retirement Confidence Has Recovered but Plateaued

Retirement confidence has recovered in step with the economic recovery from what is commonly referred to as the Great Recession and its aftereffects. In 2016, 62 percent of workers are confident that they will be able to fully retire with a comfortable lifestyle, including 15 percent who are “very confident” and 47 percent who are “somewhat confident.” Confidence has increased since 2012 - 2013 but has plateaued since 2014. In 2016, about half of workers (51 percent) agree that they are building a large enough retirement nest egg, a survey finding which has also plateaued since 2014.

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



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



BASE: ALL QUALIFIED RESPONDENTS

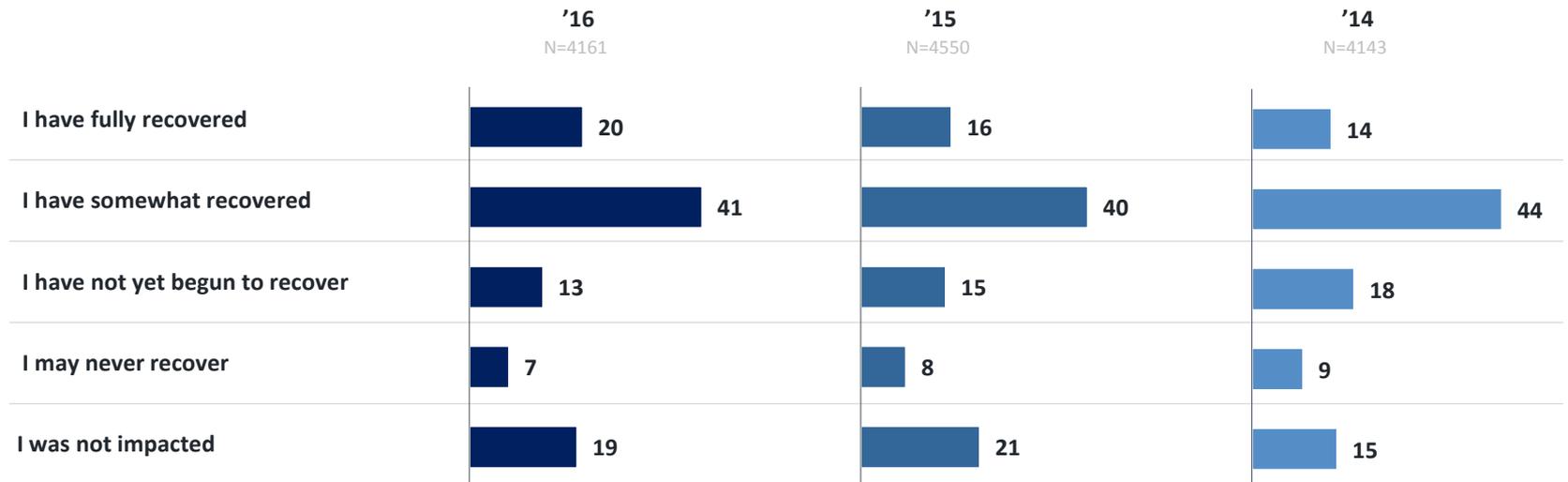
Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

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

Many Workers Are Still Recovering From the Great Recession

Many workers (61 percent) say they have not yet fully recovered from the Great Recession, with 41 percent saying that they have “somewhat” recovered, 13 percent saying that they have not yet begun to recover, and seven percent saying that they may never recover from the recession. These findings are relatively consistent with the 2015 survey. However, in 2016, 39 percent of workers say that they have either fully recovered (20 percent) or were not impacted by Great Recession (19 percent), which represents an improvement since 2014.

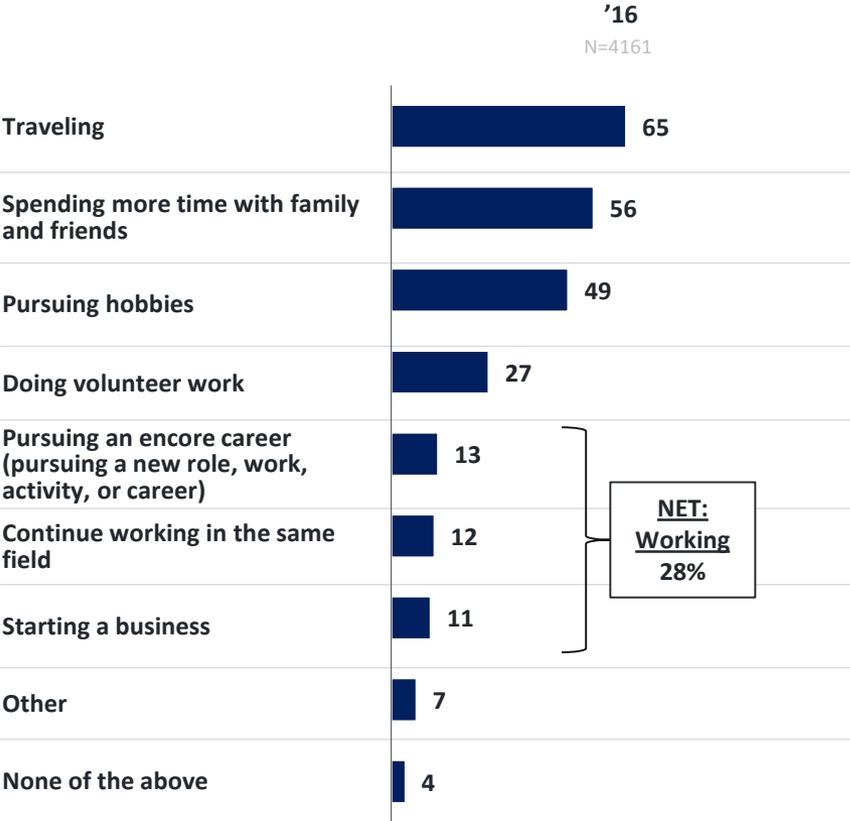
Financial Recovery From the Great Recession (%)



Retirement Dreams Include Leisure and Work

Workers most frequently cite traveling (65 percent), spending more time with family and friends (56 percent), and pursuing hobbies (49 percent) as retirement dreams. Interestingly, 28 percent of workers dream of doing some form of work in retirement.

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



New question added in 2016

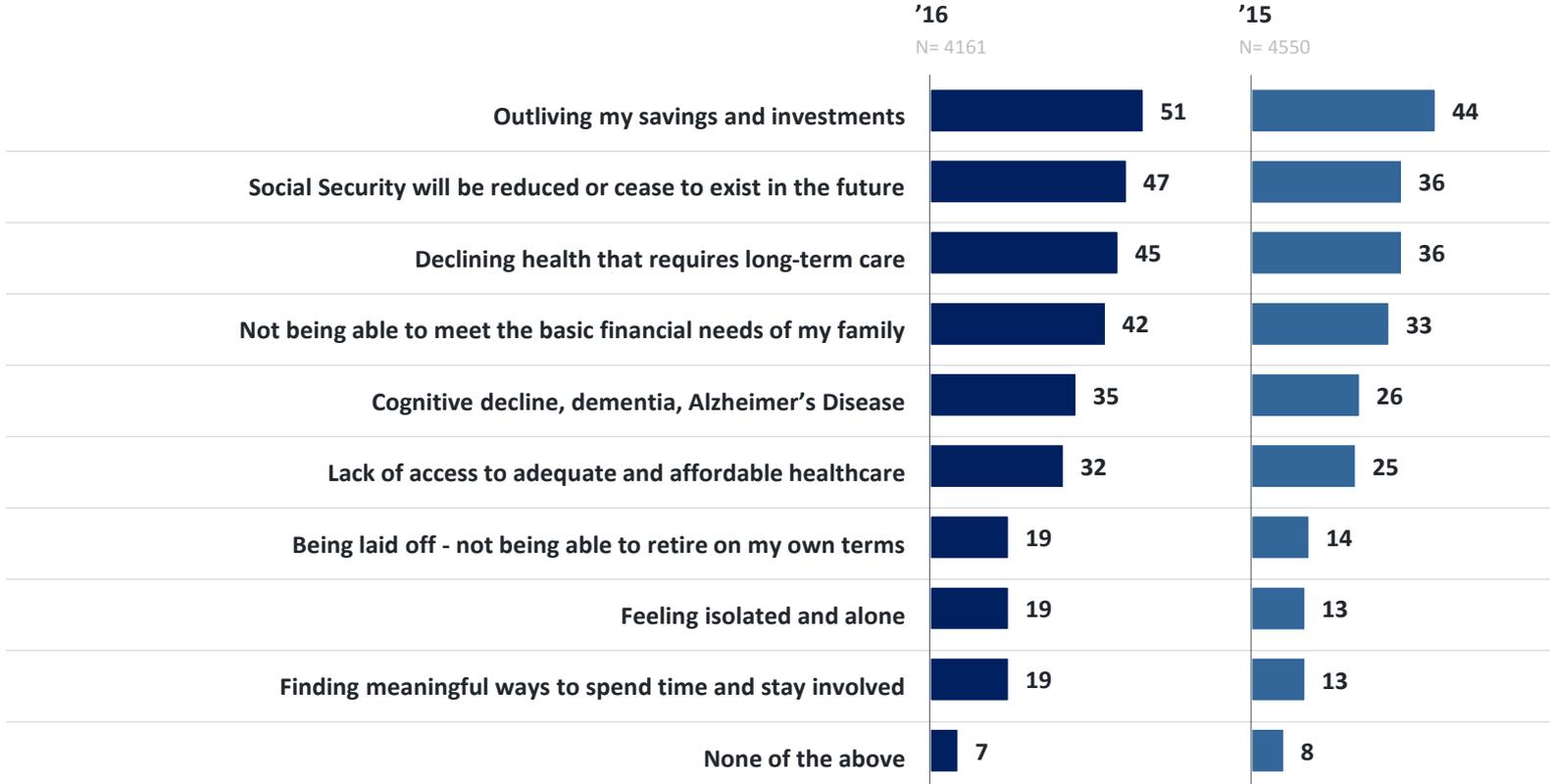
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Fears Range From Financial to Health

Workers’ most frequently cited retirement fear is “outliving my savings/investments” (51 percent), followed closely by “Social Security will be reduced or cease to exist in the future” (47 percent) and “declining health that requires long-term care” (45 percent). Approximately one-third of workers fear cognitive decline, dementia, Alzheimer’s Disease (35 percent) and lack of adequate and affordable healthcare (32 percent).

Workers’ Greatest Retirement Fears (%)

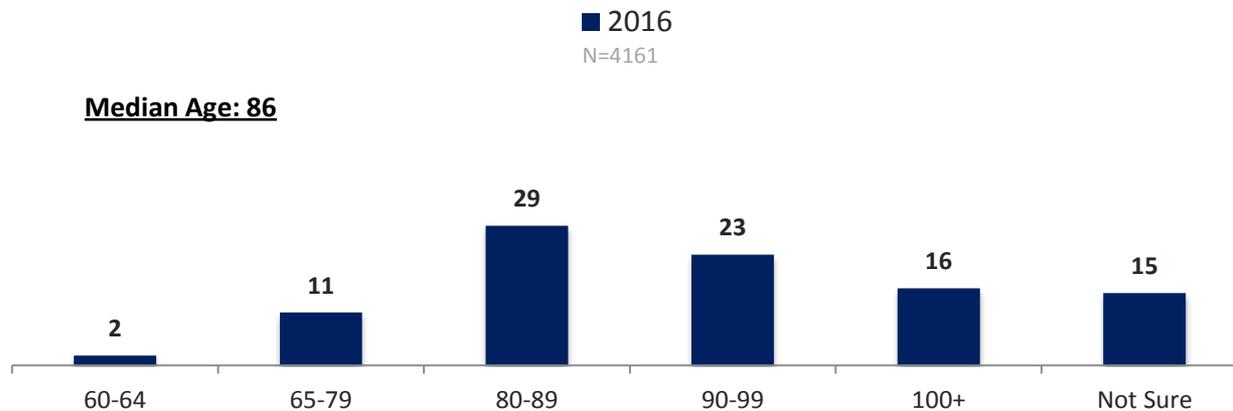


BASE: ALL QUALIFIED RESPONDENTS
Q1422. What are your greatest fears about retirement? Select all.

Age Planning to Live to

Workers are planning to live to age 86 (median). Most (68 percent) are planning to live to age 80 or older. Thirty-nine percent are planning to live to age 90 or older. Sixteen percent are planning to 100 or older. And 15 percent say that they are “not sure.”

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



New question added in 2016

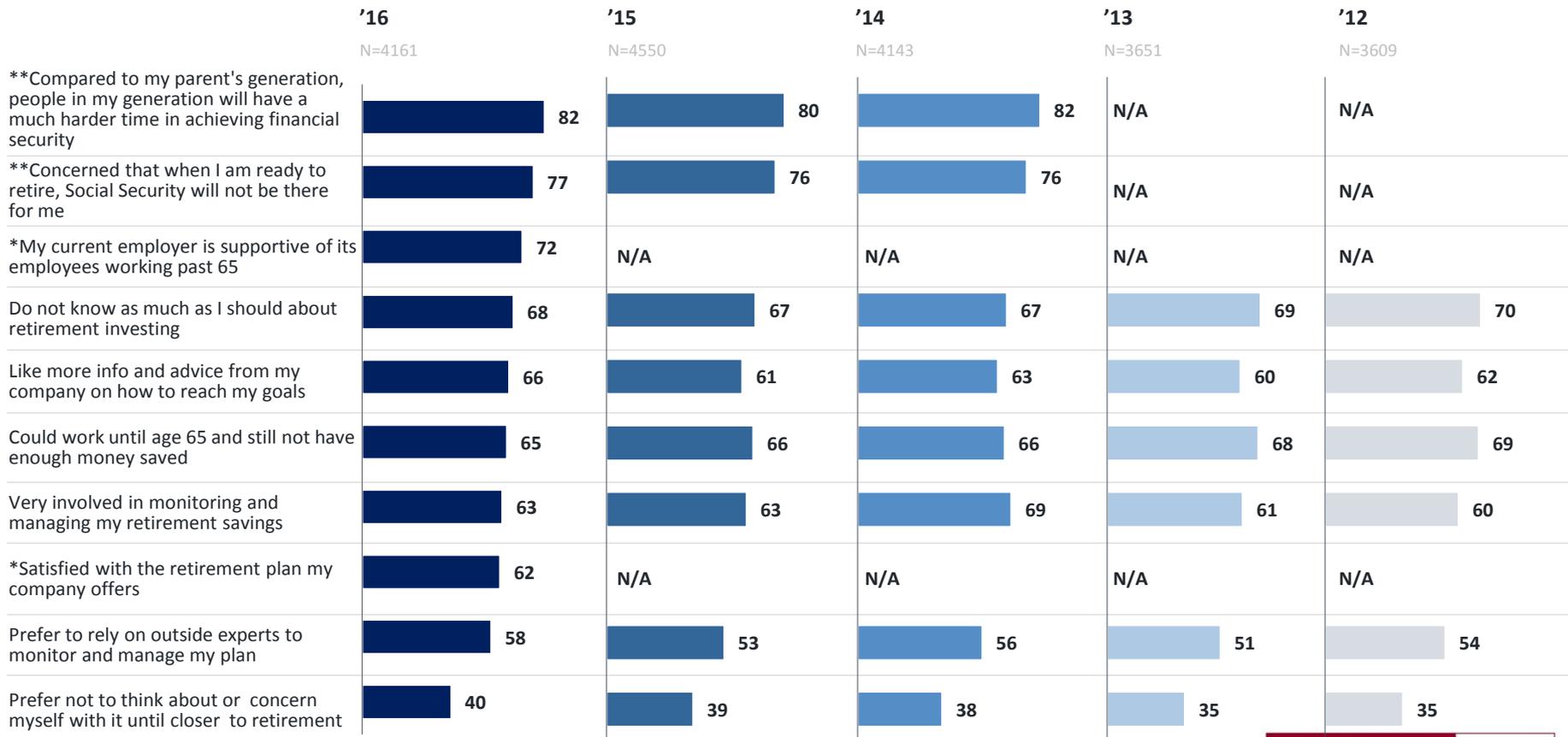
BASE: ALL QUALIFIED RESPONDENTS

Q2850. What age are you planning to live to?

Retirement Beliefs, Preparations, and Involvement

Most workers have concerns about their life in retirement – the majority (82 percent) say their generation will have a much harder time achieving financial security compared to their parents’ generation, and three-quarters (77 percent) are concerned that Social Security won’t be there for them when they are ready to retire. These concerns present an opportunity for education, with two-thirds of workers admitting they don’t know as much as they should about retirement investing, and two-thirds looking to their company for more information and advice on how to reach their goals.

Retirement Preparations and Involvement
% Strongly/Somewhat Agree (NET)



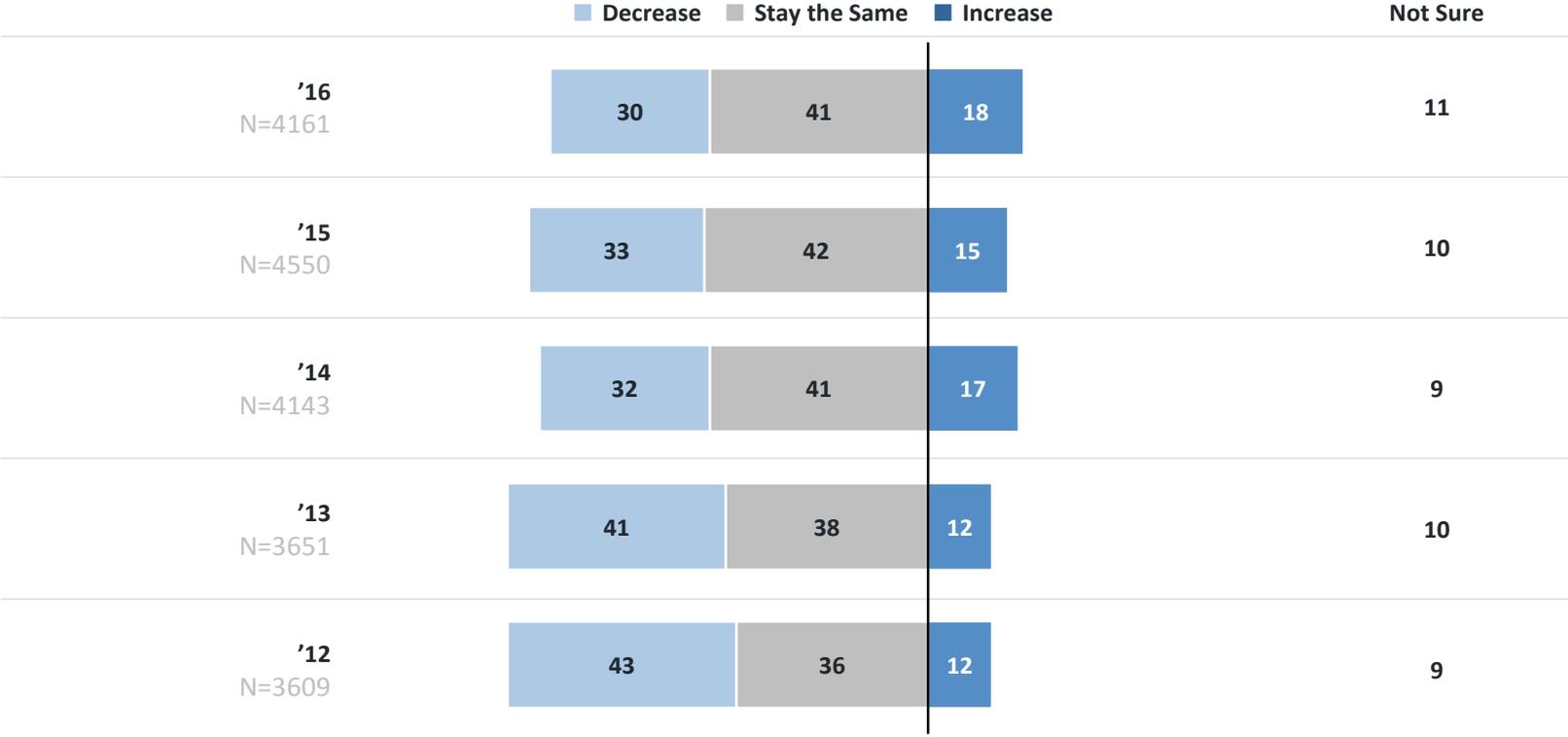
*added in 2016 **added in 2014
BASE: ALL QUALIFIED RESPONDENTS

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

Expected Standard of Living in Retirement

Workers continue to be more optimistic about their expected standard of living in retirement in 2014 to 2016 than in previous years about their expected standard of living in retirement. In 2016, 59 percent of workers expect that their standard of living will stay the same or increase while in retirement. However, 30 percent expect that they will see a decrease in their standard of living during retirement.

Expected Changes in Standard of Living in Retirement (%)



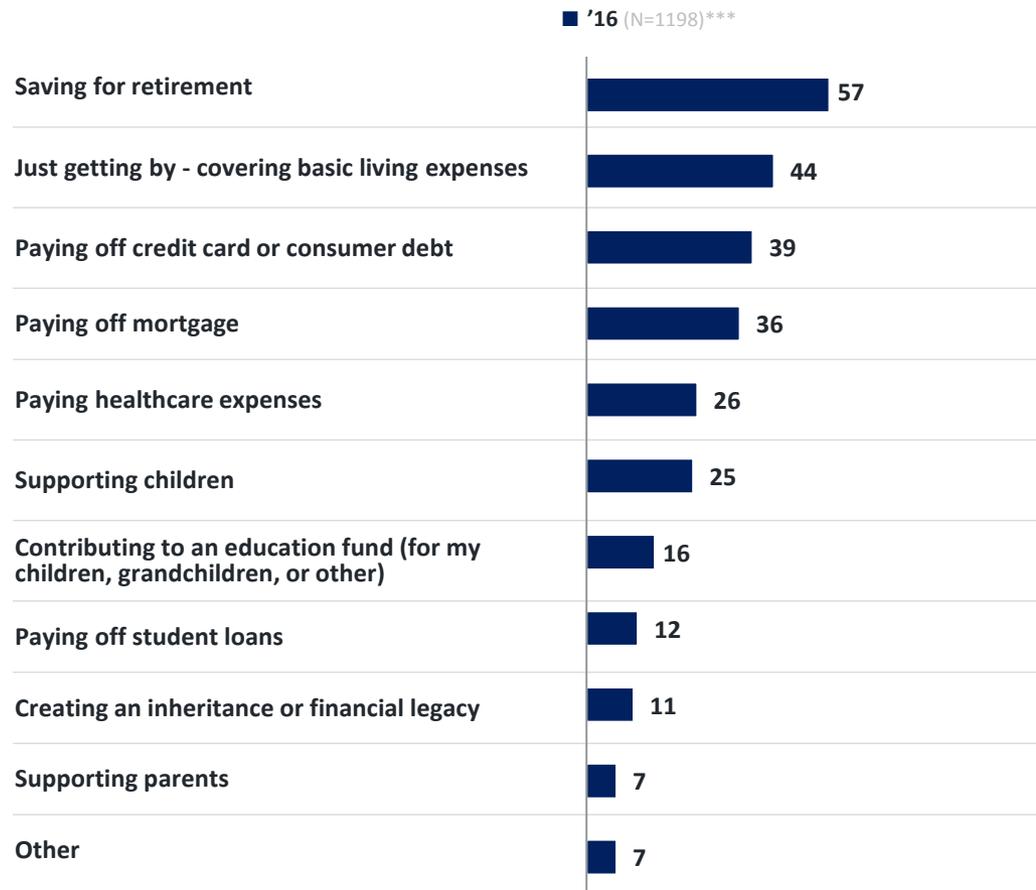
BASE: ALL QUALIFIED RESPONDENTS

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

Current Financial Priorities

Saving for retirement is the most frequently cited current financial priority among workers (57 percent). Forty-four percent of workers say that “just getting by – covering basic living expenses” is a current priority. Thirty-nine percent cite paying off credit card debt. Other priorities include paying off mortgage (36 percent), paying healthcare expenses (26 percent), and supporting children (25 percent).

Current Financial Priorities (%)



***Note: This question is based on a supplementary survey. See methodology for more information.

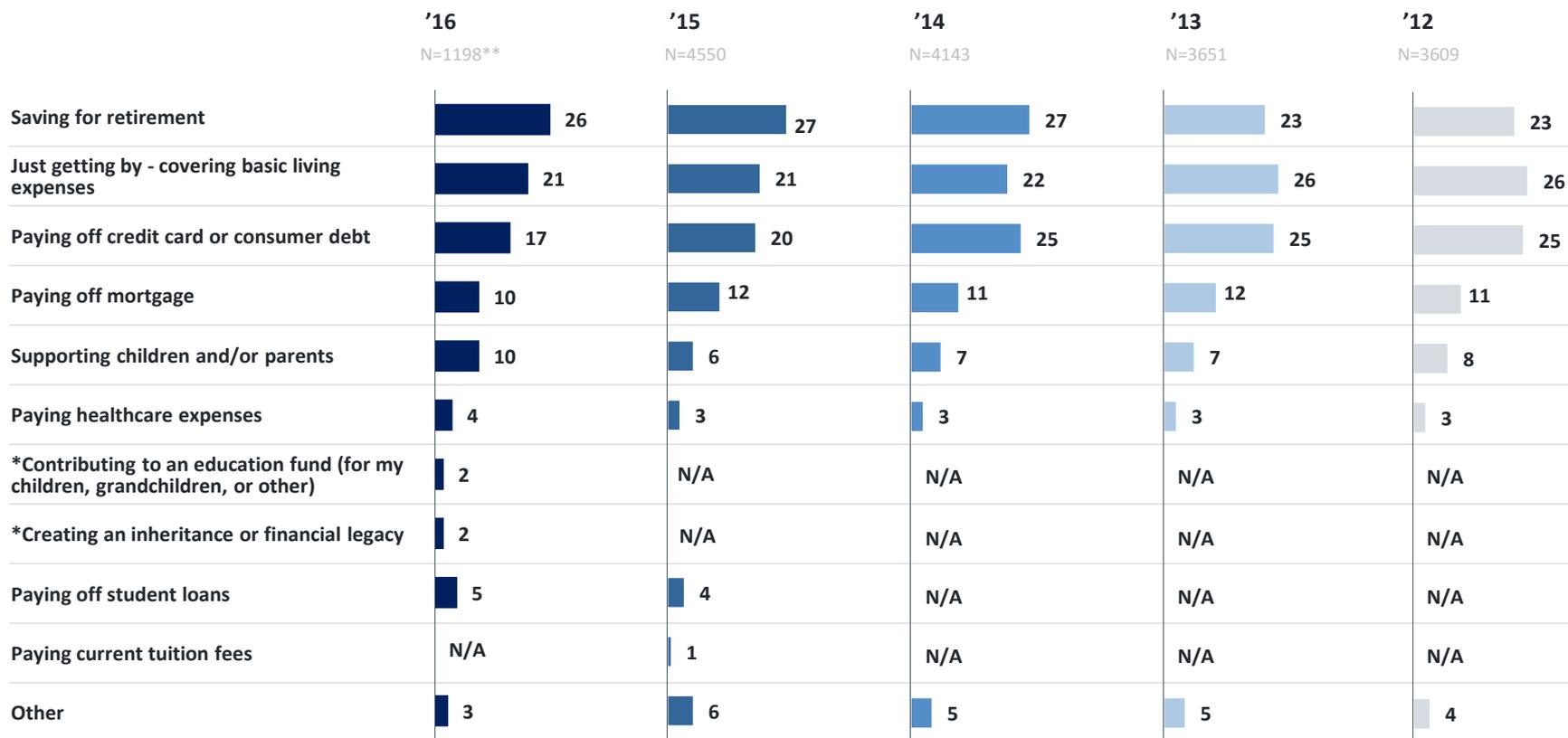
BASE: ALL QUALIFIED RESPONDENTS

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

Greatest Financial Priority

Saving for retirement (26 percent) is the most frequently cited top financial priority among workers. Other top priorities are “just getting by – covering basic living expenses” (21 percent) and paying off credit card or consumer debt (17 percent).

Single Greatest Financial Priority Right Now (%)



*added in 2016

Note: This question is based on a supplementary survey. See methodology for more information.

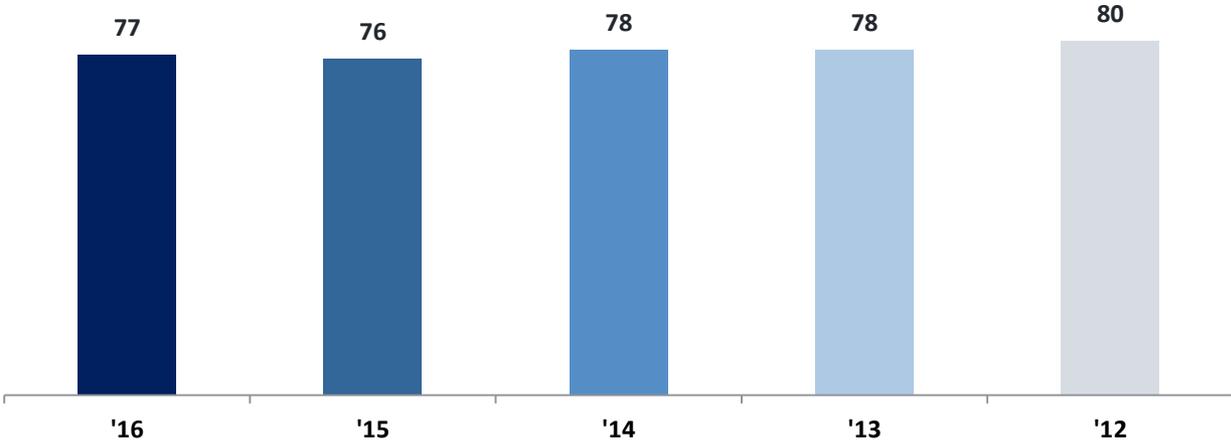
BASE: ALL QUALIFIED RESPONDENTS

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

Percentage Saving For Retirement and Age Started Saving

Seventy-seven percent of workers are saving for retirement through an employer-sponsored retirement plan and/or outside of work, which represents a slight decline since 2012. The median age workers begin saving for retirement is age 27, a finding which is consistent between 2012 and 2015.

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



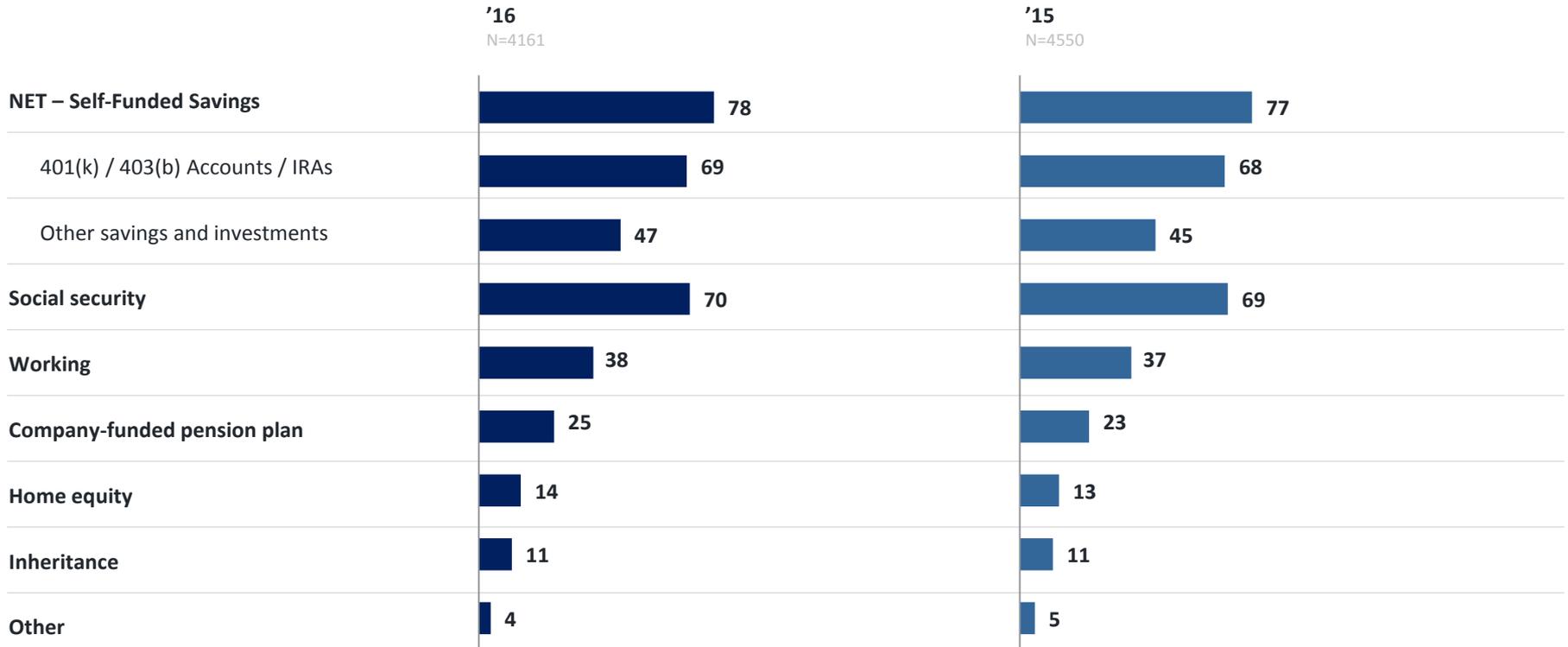
Age Started Saving (Median)	27 years				
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BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN
 Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?
BASE: ALL QUALIFIED RESPONDENTS
 Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?
BASE: INVESTING FOR RETIREMENT
 Q790. At what age did you first start saving for retirement?

Expected Sources of Retirement Income

Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investment are the most frequently cited sources of retirement income expected by workers (78 percent), followed by Social Security (70 percent). Today’s workers are expecting diverse sources of income, including 38 percent who cite “working” to be a source of retirement income. Company-funded plans (25 percent), home equity (14 percent), and inheritance (11 percent) are less frequently cited among workers.

Expected Sources of Income During Retirement (%)



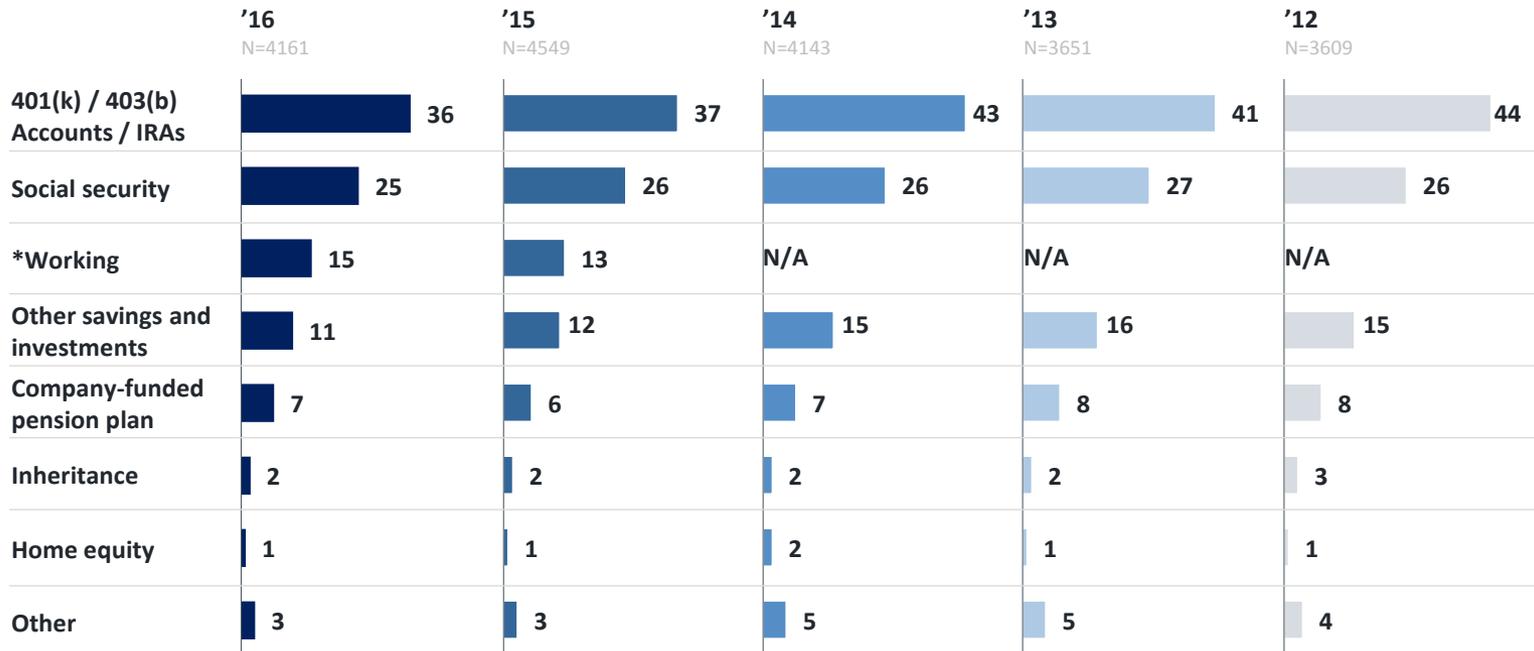
New question in 2015
 BASE: ALL QUALIFIED RESPONDENTS

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

Primary Source of Retirement Income

Many workers expect to self-fund their retirement, either through 401(k)s or similar accounts and/or IRAs (36 percent), or other savings and investments (11 percent). Twenty-five percent of workers plan to rely on Social Security as their primary source of income in retirement. This year's survey found that 15 percent expect that income from "working" will be their primary source of income to cover living expenses when they retire. (Note: Working was added as a possible response to the survey question in 2015, thereby affecting any trend analysis.)

Expected Primary Source of Income During Retirement (%)



*added in 2015

BASE: ALL QUALIFIED RESPONDENTS

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

Importance of Retirement Benefits Compared to Other Benefits

Workers highly value employer-sponsored retirement benefits — 88 percent of workers say that an employee-funded retirement plan is “very” or “somewhat” important and 72 percent indicate pension plans are important. Health insurance continues to be the most frequently cited important benefit (94 percent).

Top 2 Box %

(Very/Somewhat Important)

- Very important
- Somewhat important



*added in 2014

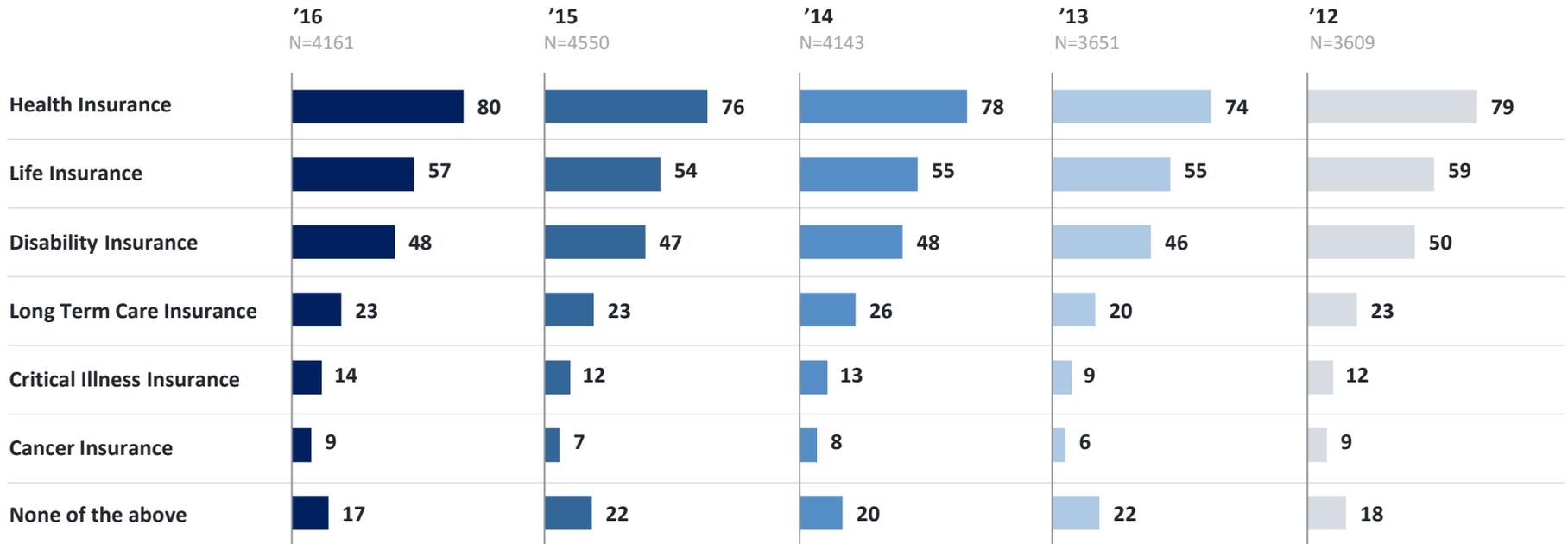
BASE: ALL QUALIFIED RESPONDENTS

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

Health & Welfare Benefits Currently Offered

The vast majority of workers (80 percent) are offered health insurance at their company, a significant increase from 2015 (76 percent). Life insurance (57 percent) and disability insurance (48 percent) are also commonly offered among workers. These trends have remained relatively consistent over the past five years.

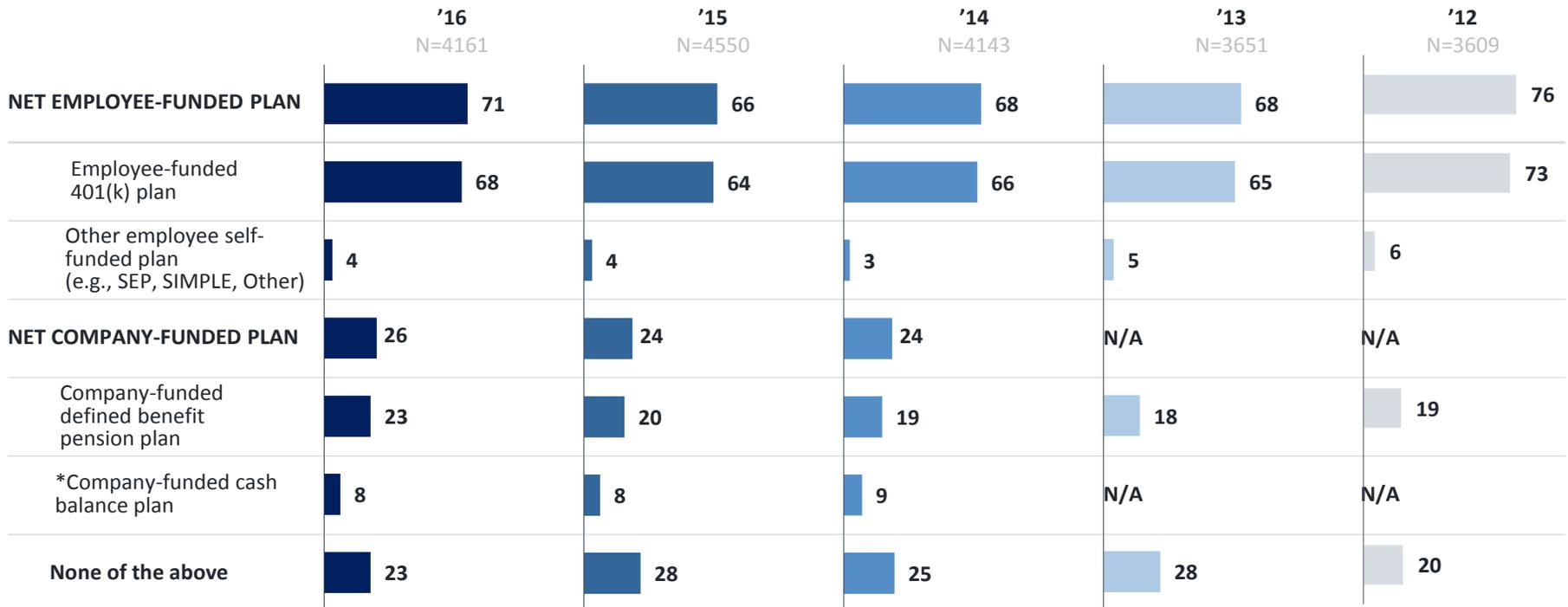
Which of the following benefits does your company offer you, personally? Select all. (%)



Retirement Benefits Currently Offered

Seventy-one percent of workers are offered employee-funded retirement plans such as 401(k)s and/or other employee-funded plans. While this is higher than 2013 to 2015, it is still lower than the 76 percent of workers being offered such a plan in 2012. The percentage of workers who are offered “none of the above” stands at 23 percent in 2016.

Retirement Benefits Currently Offered (%)



*added in 2014

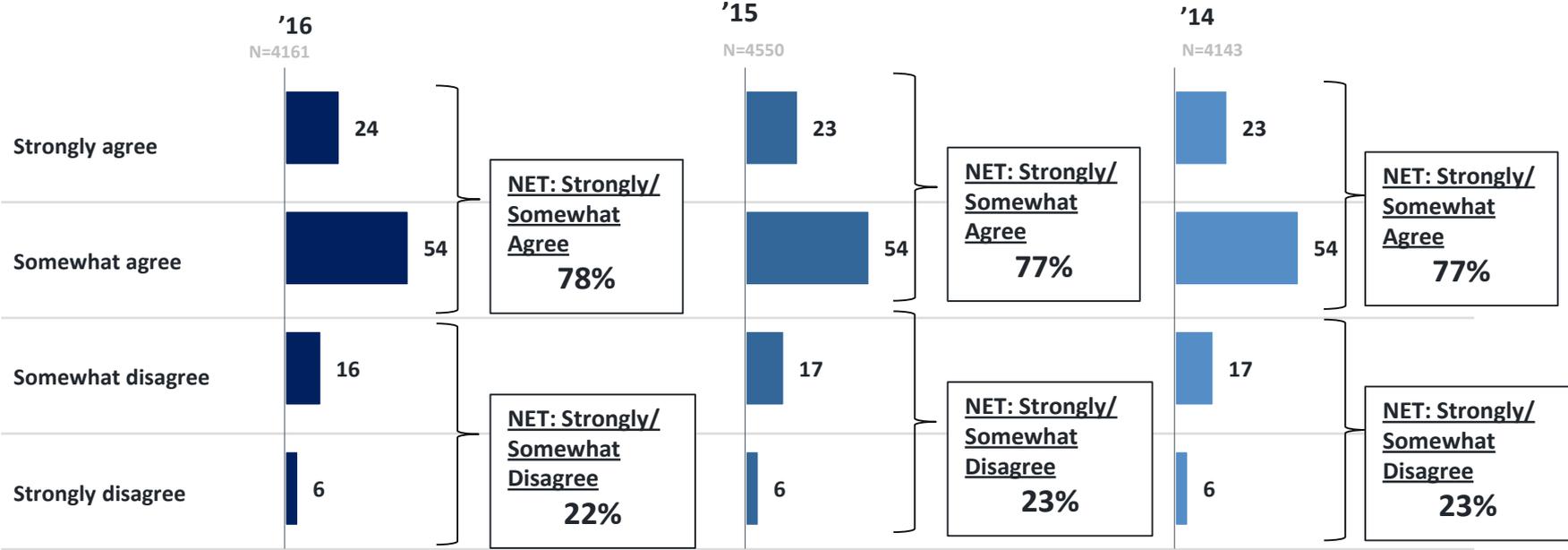
BASE: ALL QUALIFIED RESPONDENTS

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

Importance of Retirement Benefits in Job Selection

The majority of workers (78 percent) agree that the retirement savings programs offered by a prospective employer will be a major factor in their job search decision, a survey finding which is relatively unchanged over the past two years.

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

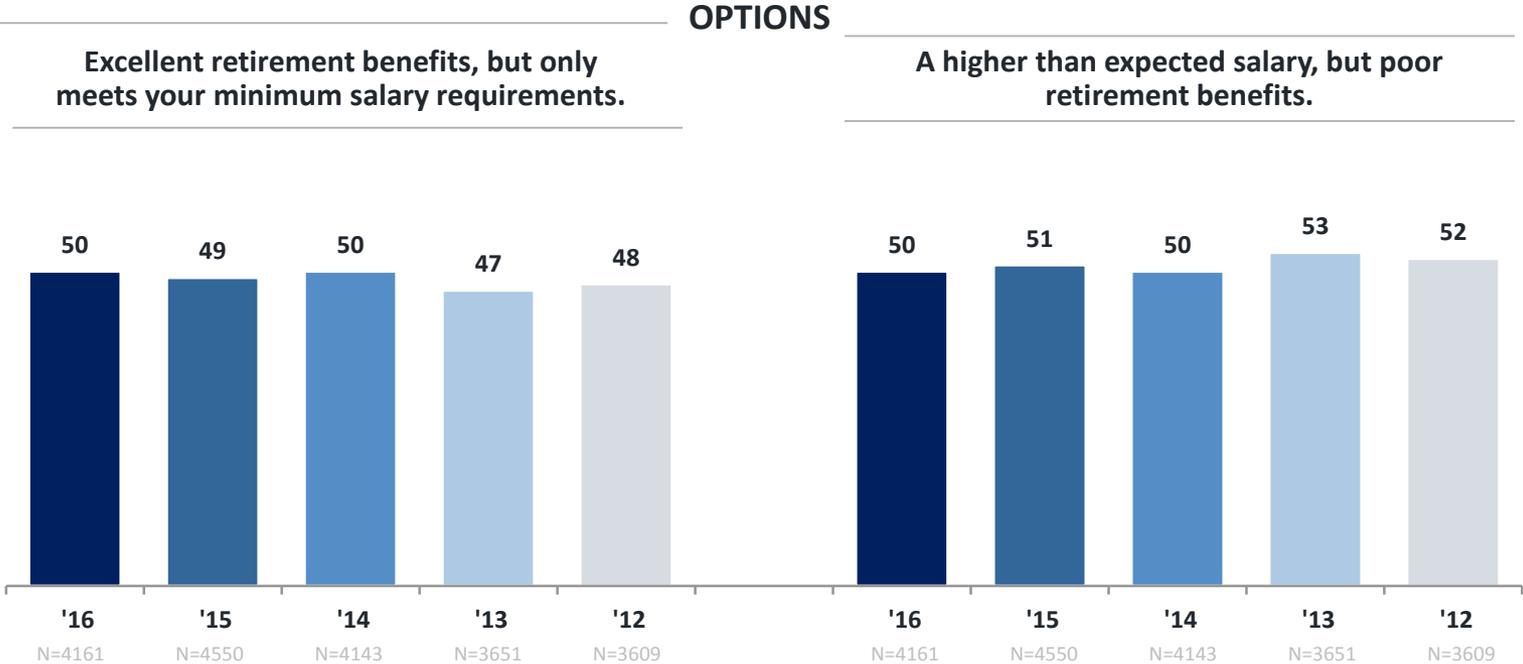


BASE: ALL QUALIFIED RESPONDENTS

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

Better Retirement Benefits Versus Higher Salary

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

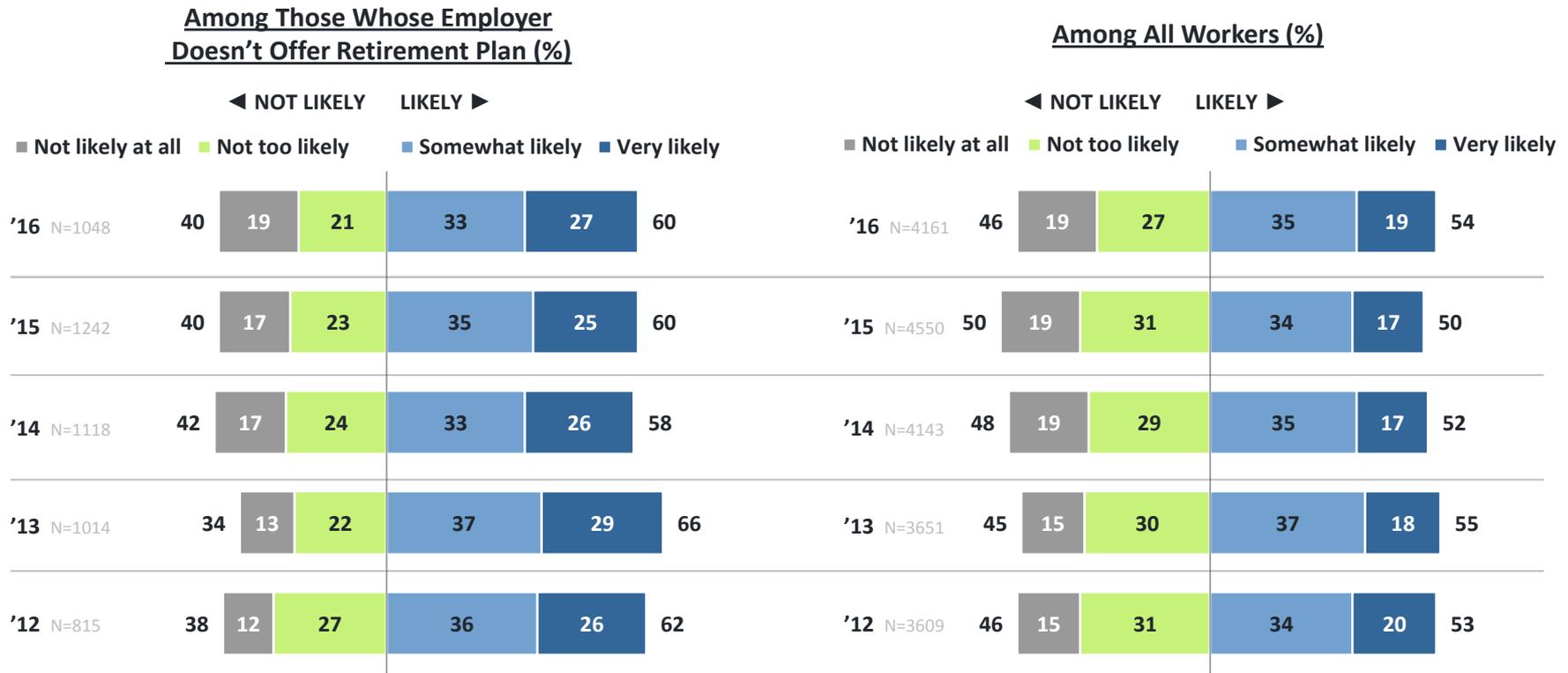


BASE: ALL QUALIFIED RESPONDENTS

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

Workers May Switch Employers for Better Retirement Benefits

The majority of workers (60 percent) whose employers do *not* offer a retirement plan would be likely to switch jobs for a similar job with a retirement plan, a survey finding which has remained unchanged since 2015. Among all workers, more than half (54 percent) would switch jobs for a better retirement plan, representing an increase since last year.



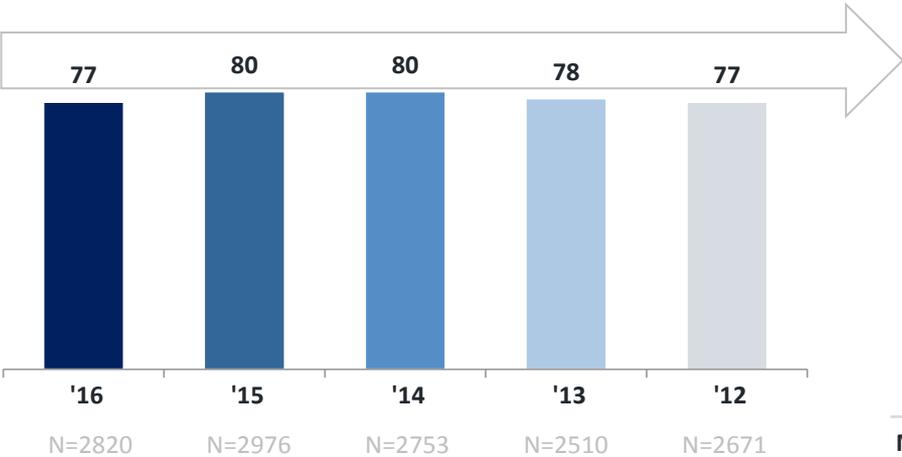
BASE: ALL QUALIFIED RESPONDENTS

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

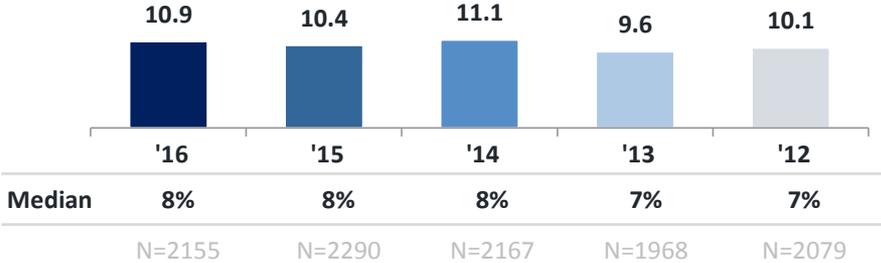
Retirement Plan Participation and Contribution Rates

Among workers who are offered an employee-funded retirement plan, participation remains high at 77 percent but slightly lower than the last two years. The median percentage of salary being saved in 2016 (8 percent of annual pay) has remained consistent since 2014.

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



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

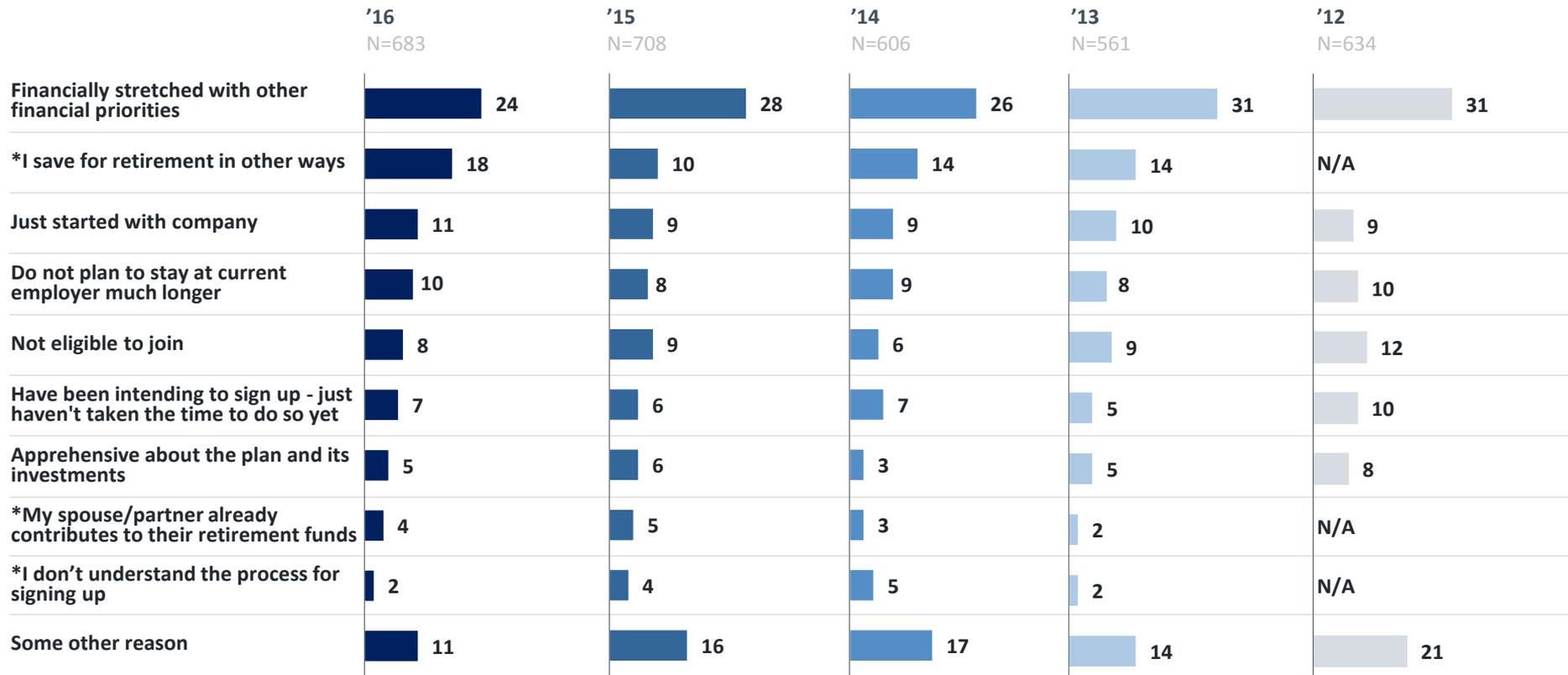


BASE: THOSE WITH QUALIFIED PLANS CURRENTLY OFFERED TO THEM
 Q1190. Do you currently participate in, or have money invested in your company’s employee-funded retirement savings plan?
 BASE: THOSE CURRENTLY PARTICIPATING IN THEIR QUALIFIED PLAN
 Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

Reasons for Not Participating in Retirement Plan

Among workers not participating in their company-sponsored plan, the reason most frequently cited is being financially stretched (24 percent), which has decreased slightly since last year. Almost one in five cite that they save for retirement in other ways (18 percent), a significant increase since last year.

Reasons for Not Participating in Retirement Plan (%)



*added in 2013

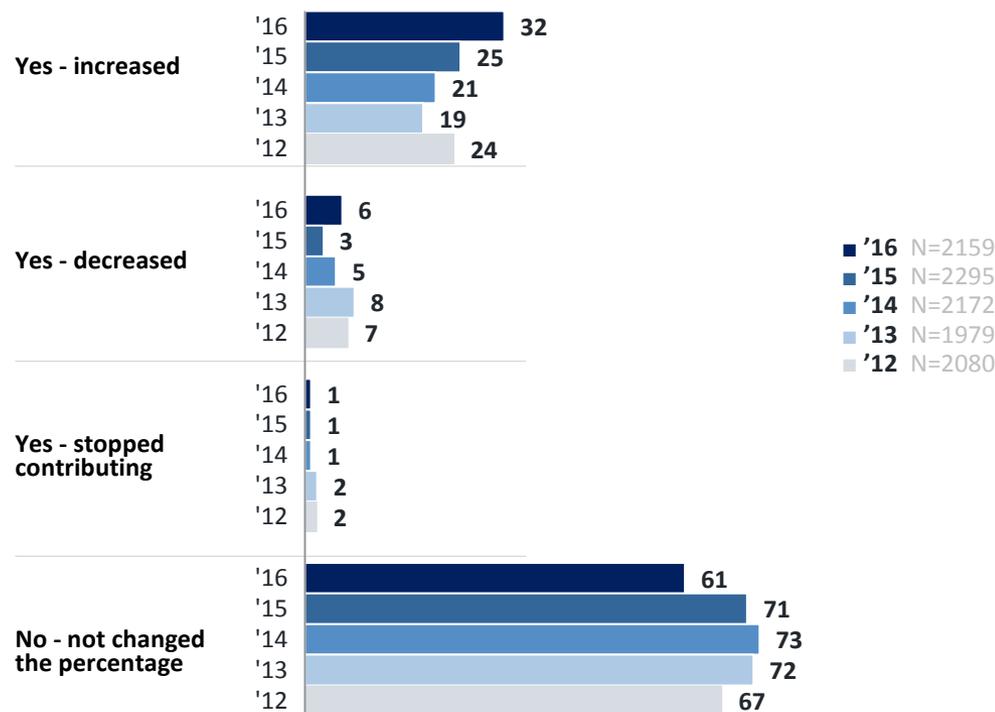
BASE: THOSE NOT CURRENTLY CONTRIBUTING TO PLAN

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

Contribution Rates: Changes Made in Past 12 Months

Thirty-two percent of workers who are currently participating in a 401(k) or similar plan say that they have increased their contributions in the past 12 months, the highest percentage found in the last five years. Sixty-one percent indicate they did not change their contribution rate. Six percent decreased their contributions and one percent say they stopped contributing altogether in the past 12 months.

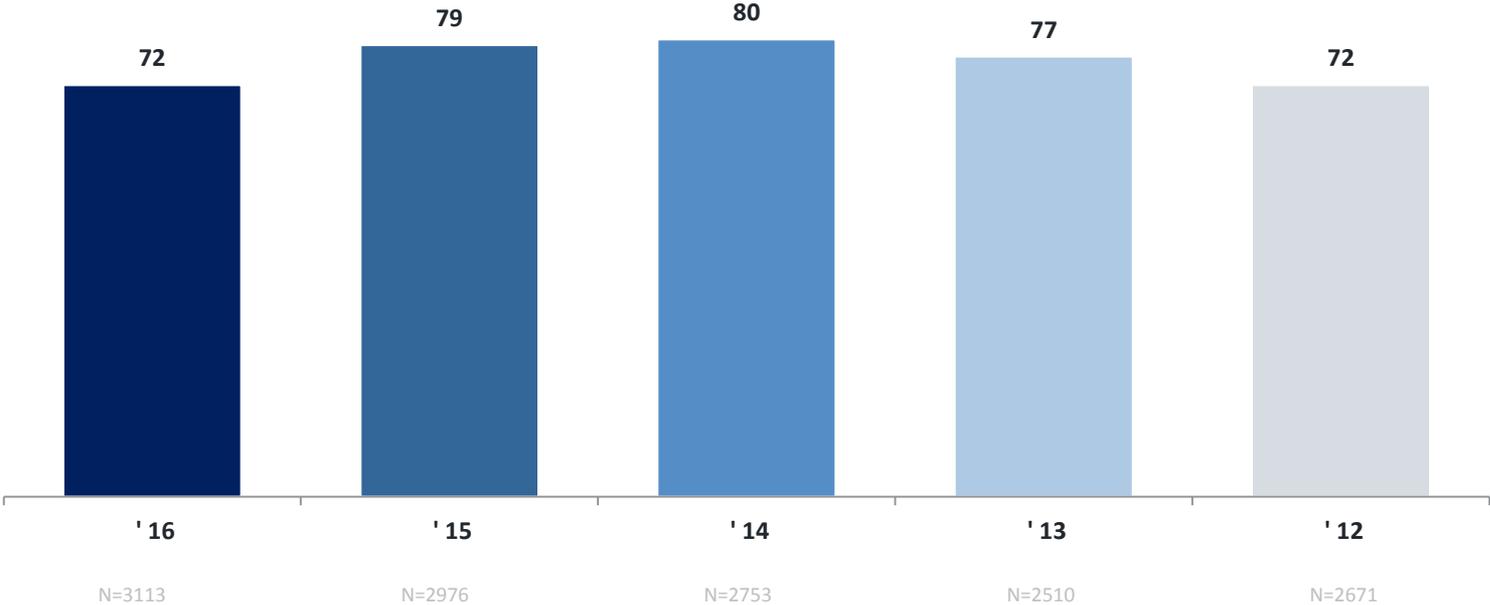
Changed Retirement Plan Contributions in Last 12 Months (%)



Participant Satisfaction With Retirement Benefits

Among workers who are offered a retirement plan by their employer, the majority (72 percent) strongly/somewhat agree that they are satisfied with their plan. Levels of satisfaction have fluctuated during the last five years, with the highest level reported in 2014 (80 percent) and the lowest in 2012 and 2016 (72 percent in both years).

“I am satisfied with the retirement plan my company offers”
% Strongly/Somewhat Agree (NET)

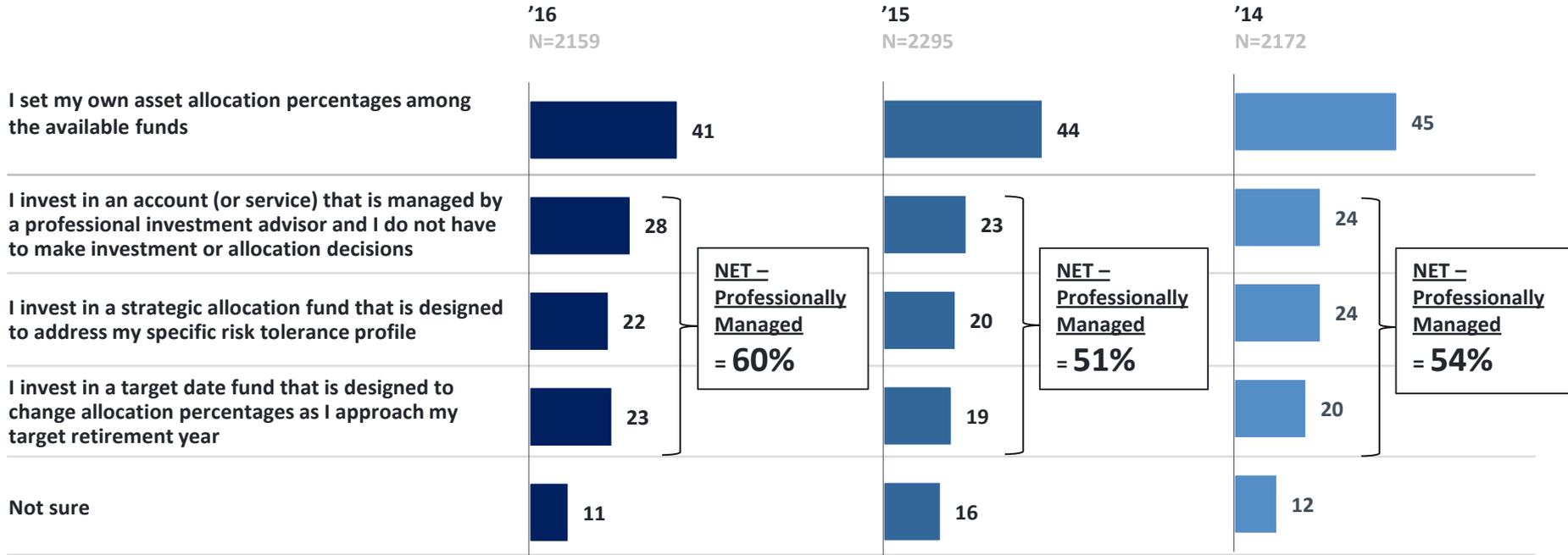


BASE: WITH QUALIFIED RETIREMENT PLANS CURRENTLY OFFERED TO THEM
Q930. How much do you agree or disagree with each of the following statements regarding retirement? “I am satisfied with the retirement plan my company offers”

Approach to Investing in Retirement Plan

Three in five workers who participate in their employer-sponsored 401(k) or similar plan (60 percent) say they use some sort of automatic allocation approach to investing their retirement plan assets, such as a managed account, strategic allocation fund and/or target date fund, significantly more than in previous years. Another 41 percent prefer a more do-it-yourself approach and set their own asset allocation percentages among the available funds.

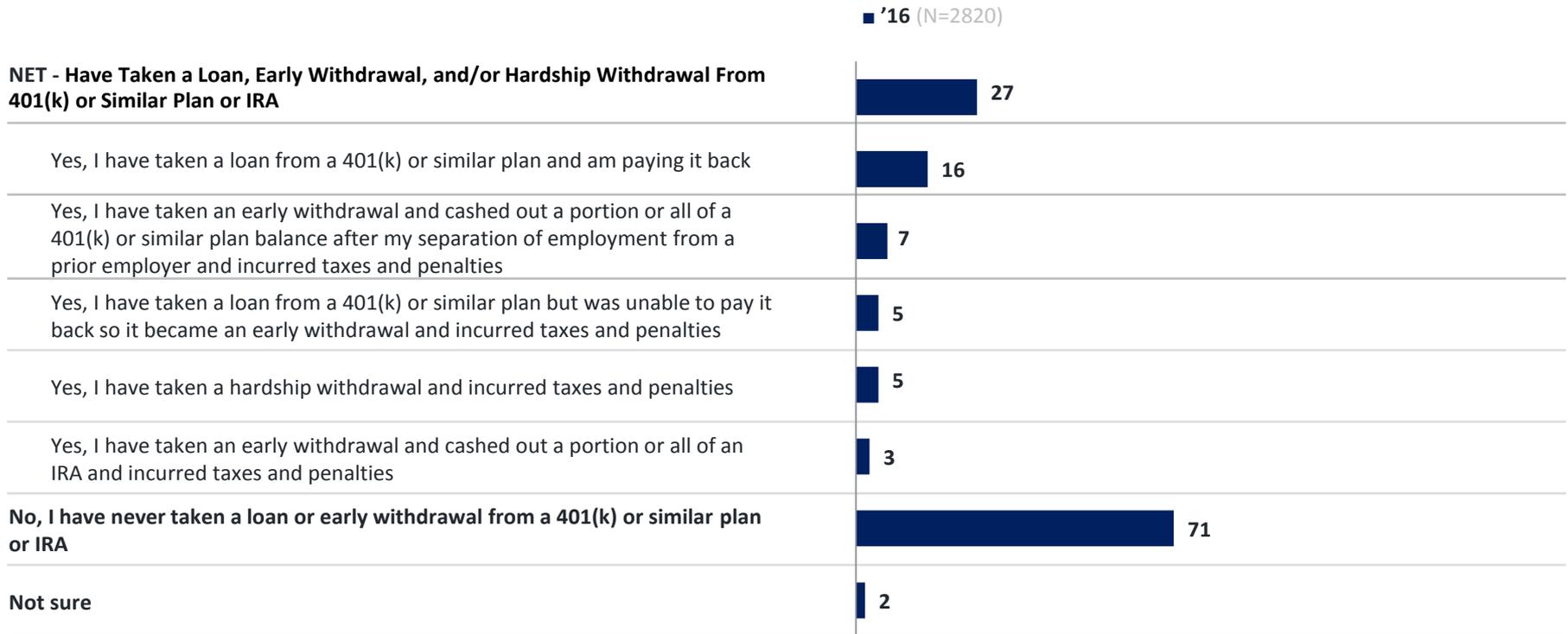
Investments in Employer-Sponsored Retirement Plan (%)



Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. One in four workers (27 percent) who currently participate in a qualified plan have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan or IRA.

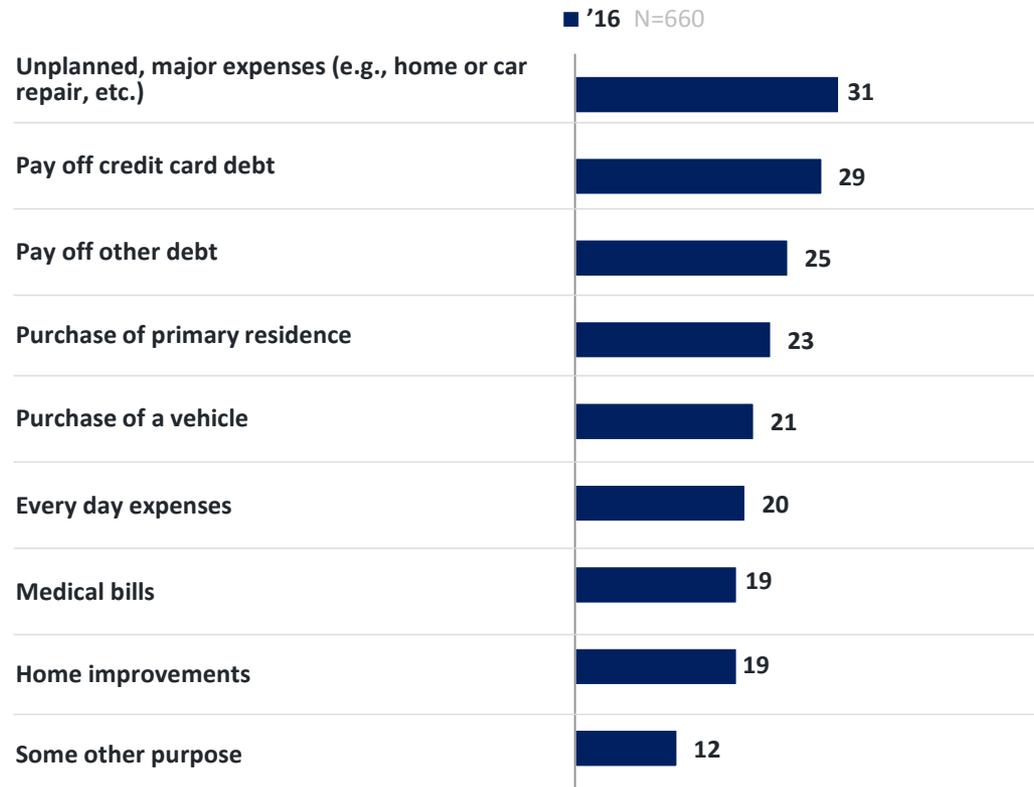
Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



Reasons for Taking out a Loan

Among workers who have taken out a loan from their retirement plan, paying for an unplanned major expense (31 percent), paying off credit card debt (29 percent), and paying off other debt (25 percent) are the top three most frequently cited reasons for doing so.

Purpose for Taking a Loan From Their Retirement Plan (%)

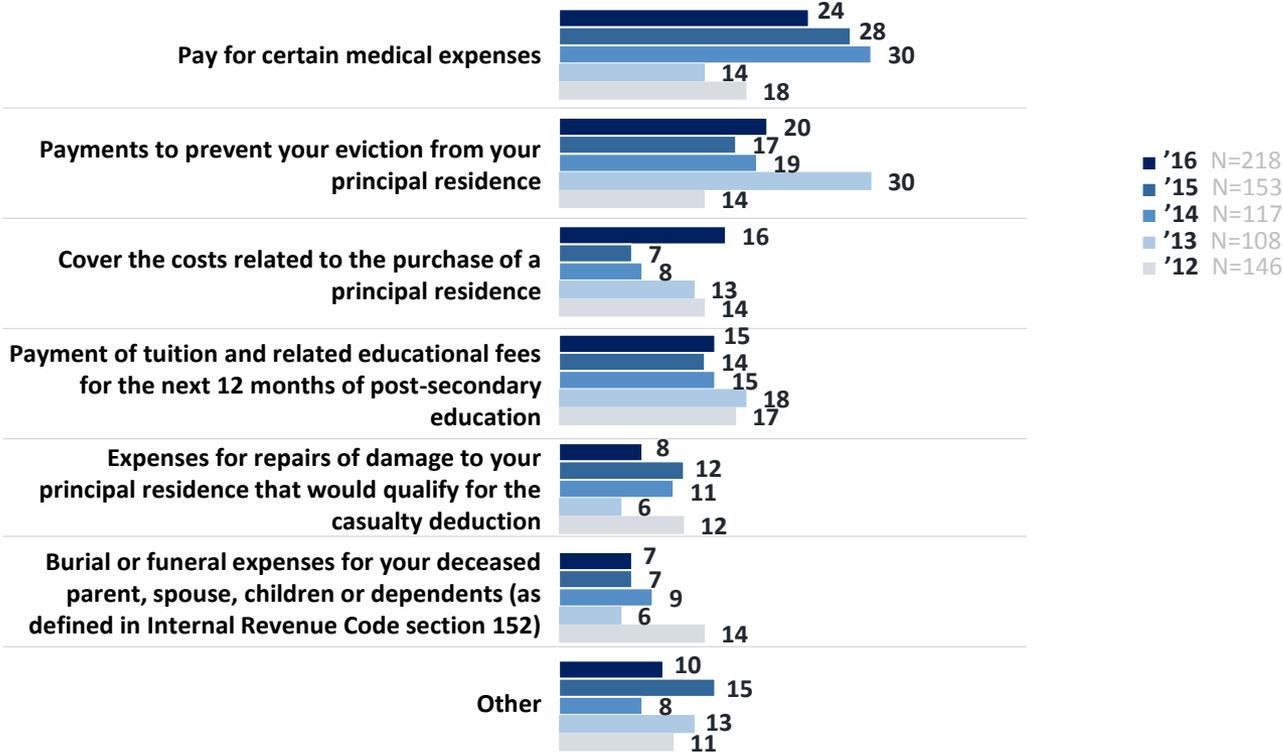


Reasons for Taking Hardship Withdrawals From Plans

Among workers who have taken a hardship withdrawal from their employer-sponsored retirement plan, one in four (24 percent) say the primary reason for the withdrawal is to pay for certain medical expenses, and another 20 percent say it is to prevent eviction from their home.

Primary Reason for Hardship Withdrawal (%)

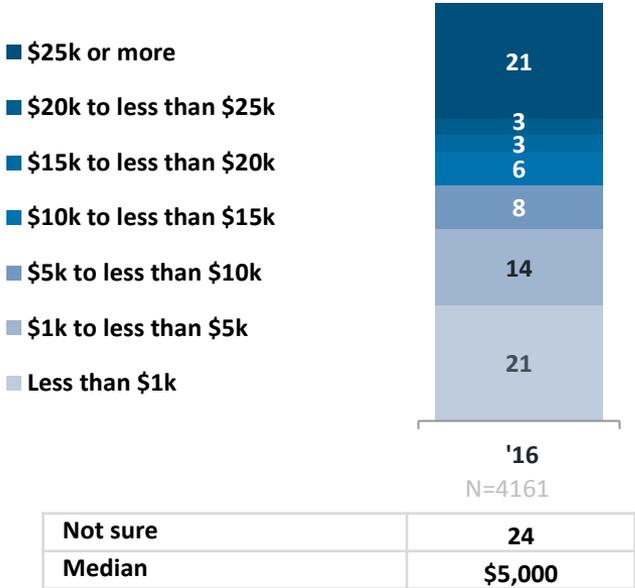
Note: Findings should be considered directional due to small base.



Emergency Savings is Low

Many workers have little in terms of emergency savings specifically to cover the cost of major financial setbacks such as unemployment, medical bills, home repairs, auto repairs, and other. Workers have saved \$5,000 (estimated median) to cover such emergencies. Thirty-five percent of workers report having saved less than \$5,000. Only 21 percent say that they have saved more than \$25,000.

Estimated Emergency Savings (%)

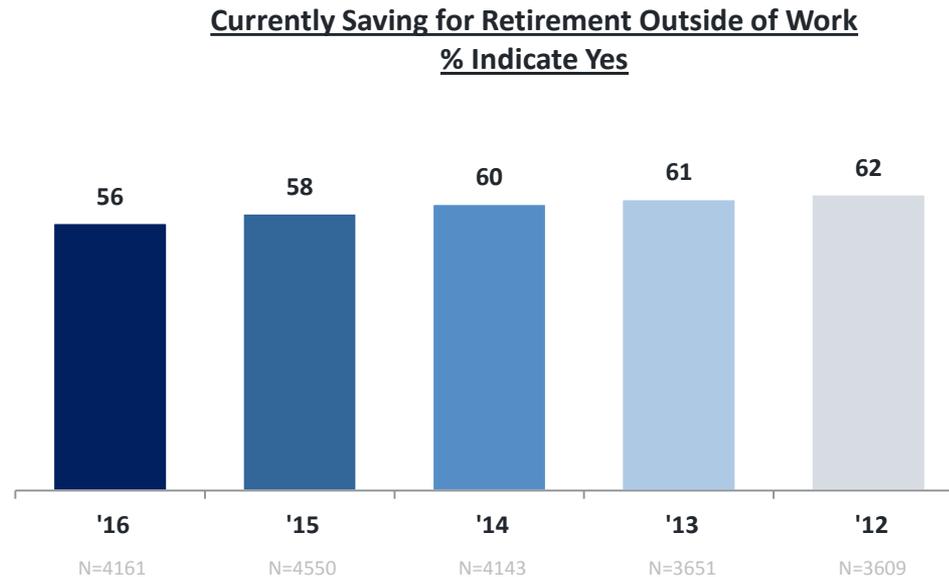


BASE: ALL QUALIFIED RESPONDENTS

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

Saving for Retirement Outside of Work

The majority of workers (56 percent) are saving for retirement outside of work. This trend has been decreasing slightly year by year since 2012.



Household Retirement Savings

Household retirement savings among workers has increased since last year to \$69,000 (estimated median) up from \$63,000. In 2016, 25 percent of workers report having saved more than \$250,000 in household retirement accounts, a slight increase since last year (22 percent). Fifteen percent of workers have saved less than \$5,000 in household retirement accounts, a slight increase from last year (12 percent).

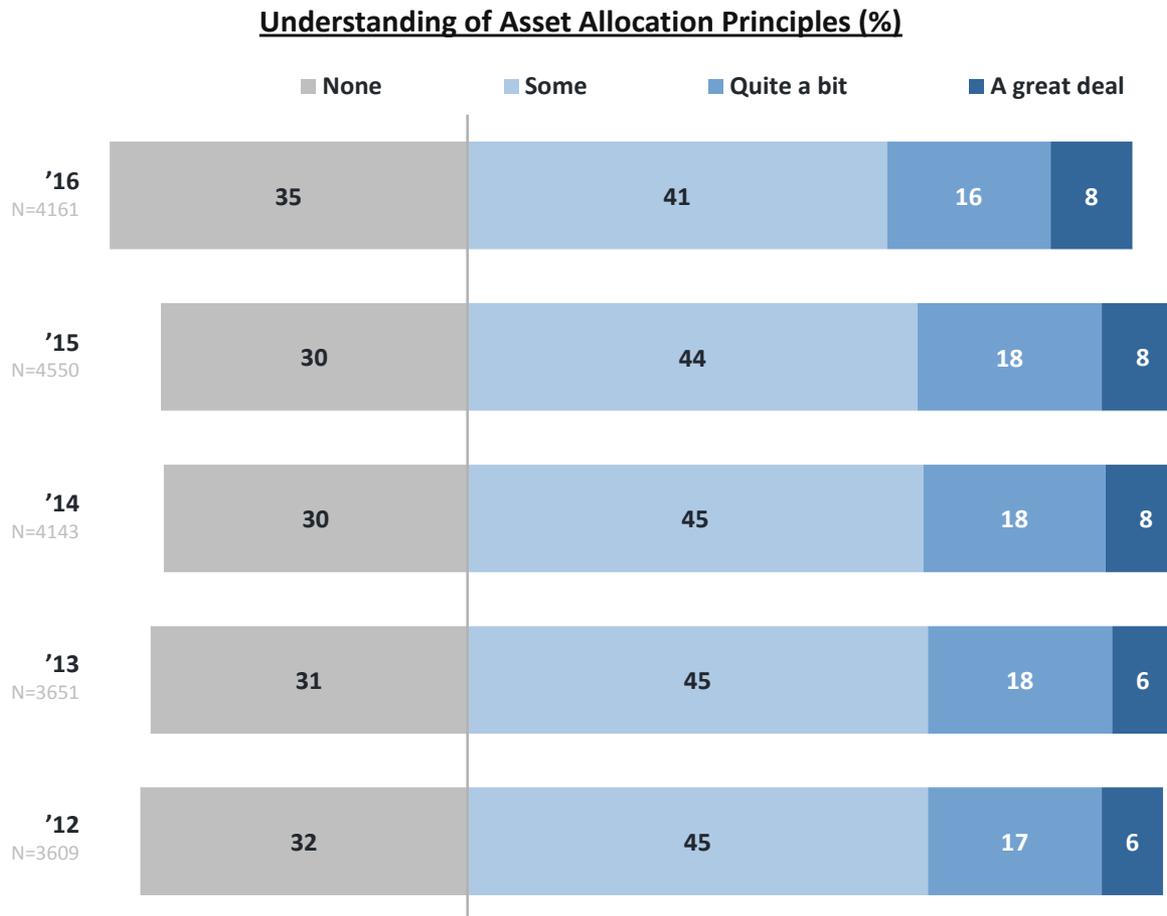
Total Household Retirement Savings (%)



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

Understanding of Asset Allocation Principles

Workers continue to have a limited understanding of asset allocation as it relates to retirement investing, similar to prior years. Those with no understanding (35 percent) is the highest it has been in recent years and significantly higher than the past two years.



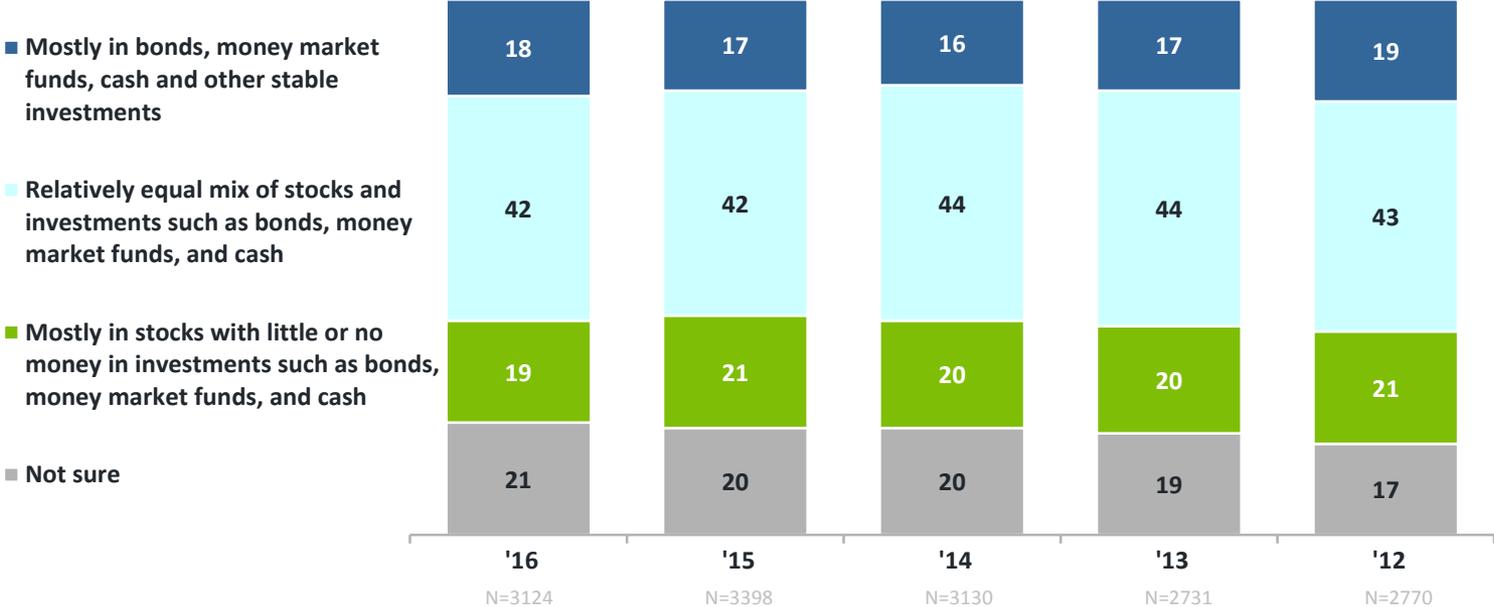
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Investments: Asset Allocation

Among those who are saving for retirement, 42 percent of workers indicate that their retirement savings are invested in an equal mix of stocks and bonds, a survey finding which is consistent with previous years. Twenty-one percent of workers are “not sure” how their retirement savings are invested.

How Retirement Savings Are Invested (%)

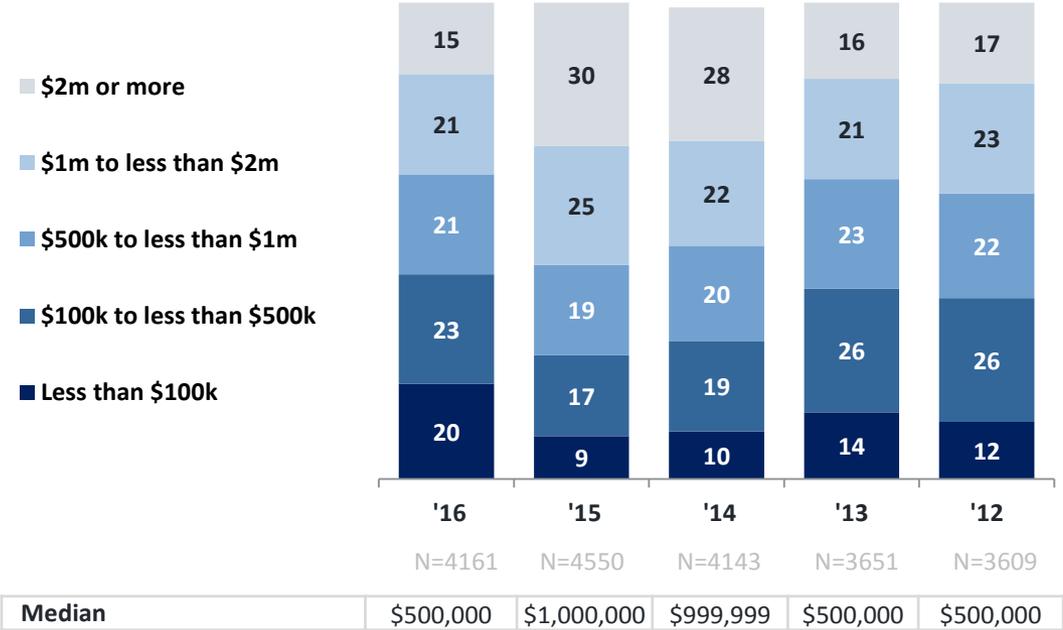


BASE: INVESTING FOR RETIREMENT
Q770. How are your retirement savings invested?

Estimated Retirement Savings Needs

Workers estimate they will need to have saved \$500,000 (median) by the time they retire in order to feel financially secure, a survey finding which is lower compared to the past two years but in line with 2013 and 2012. In 2016, 36 percent of workers believe they will need \$1 million or more – a significant decrease from recent years.

Workers' Estimates of Their Retirement Savings Needs (%)



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

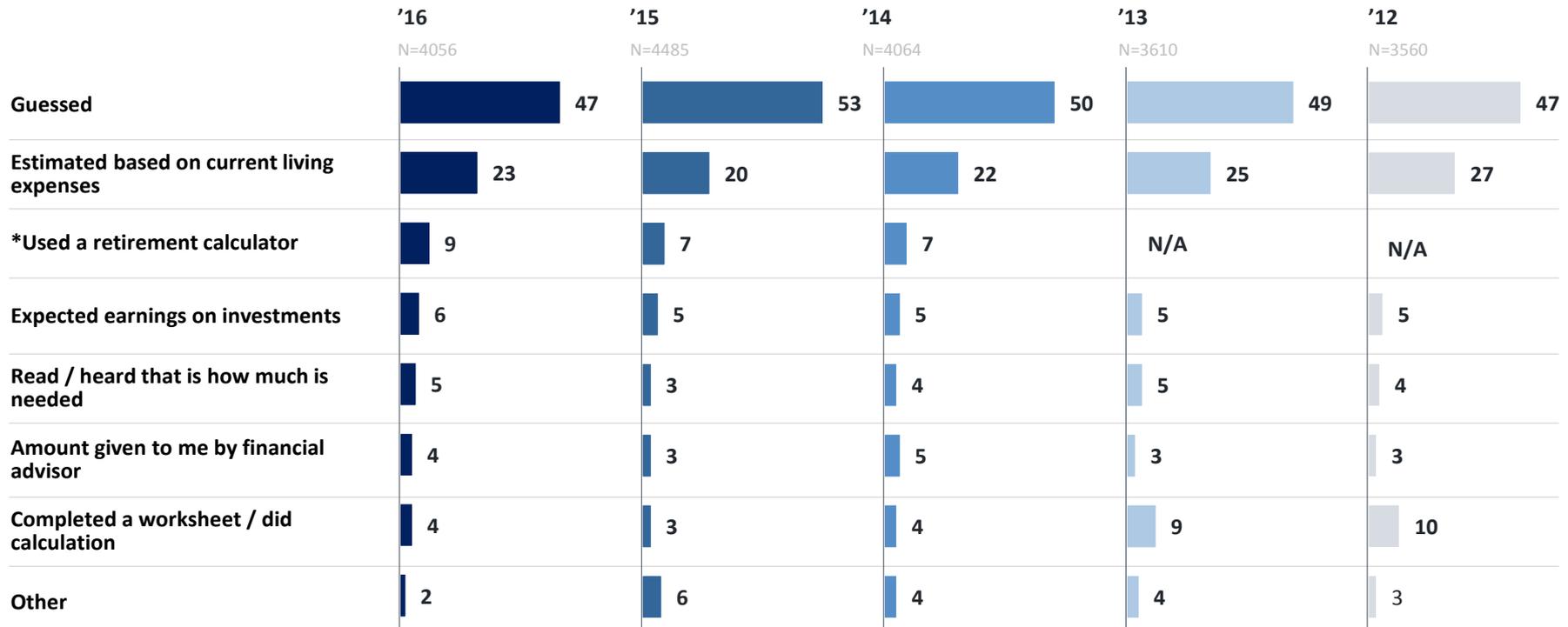
BASE: ALL QUALIFIED RESPONDENTS

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

Basis for Estimating Retirement Savings Needs

Forty-seven percent of workers say that they “guessed” when asked how they estimated their retirement savings needs. Twenty-three percent estimated the amount based on current living expenses. Only nine percent used a retirement calculator.

How Workers Estimated Their Retirement Savings Needs (%)

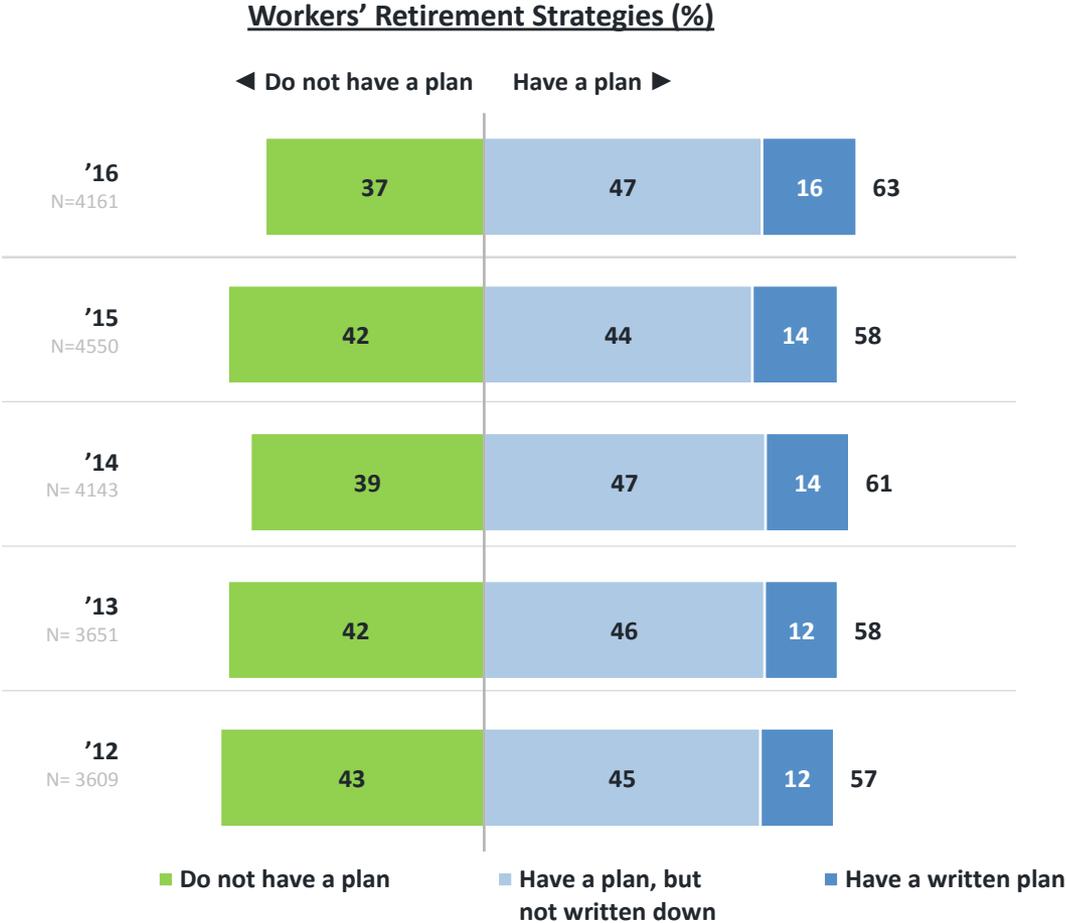


*added in 2014

BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT Q900. How did you arrive at that number?

Retirement Strategies: Written, Unwritten, or None

Sixty-three percent of workers have some form of a retirement strategy – but only 16 percent have a written plan, while 47 percent have a plan that is not written down. This finding is consistent with prior years.

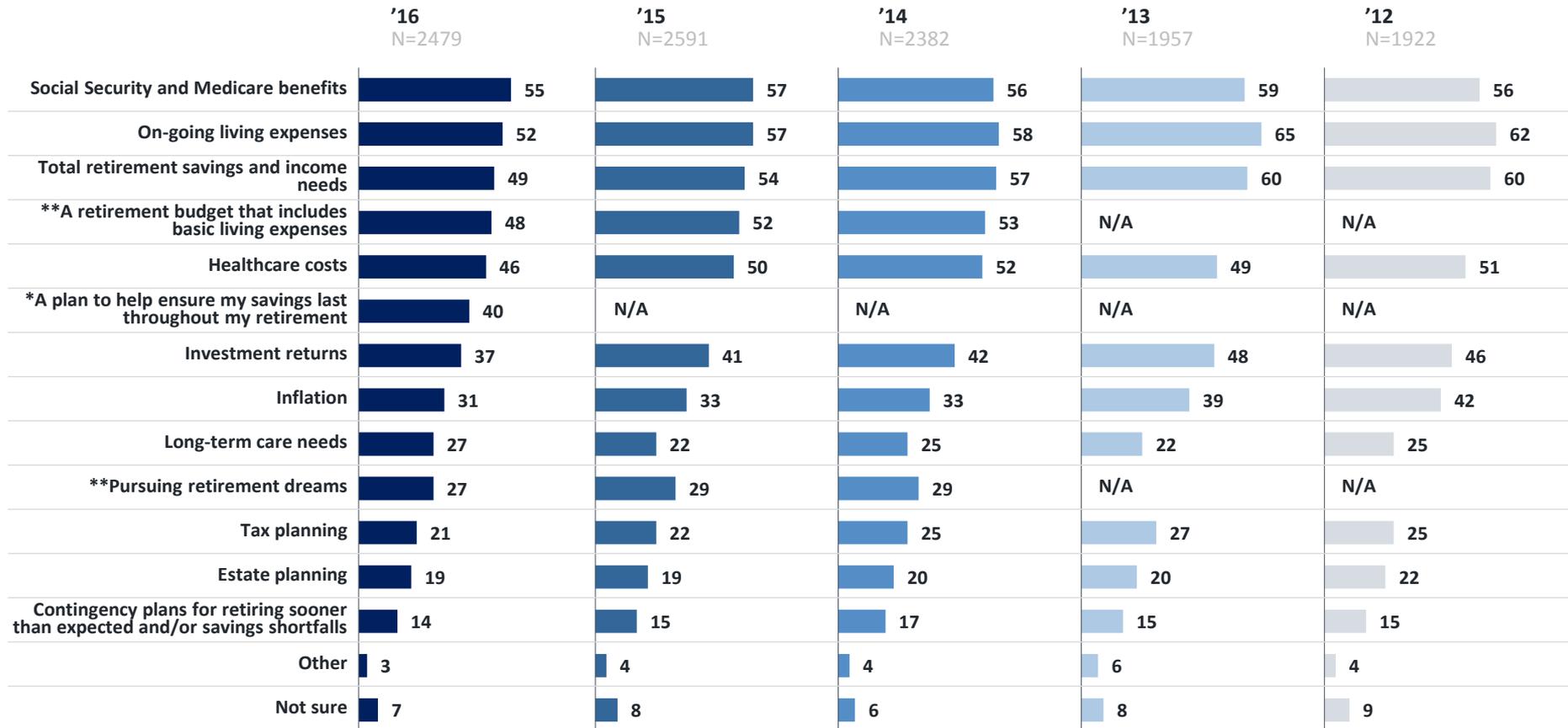


BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Strategies: Factors

Workers who have a retirement strategy take into account many different factors in their planning, including Social Security and Medicare benefits, on-going living expenses, and total savings and income needs. Workers are not as likely to factor in taxes, long-term care insurance, or estate planning.



*added in 2016

** added in 2014

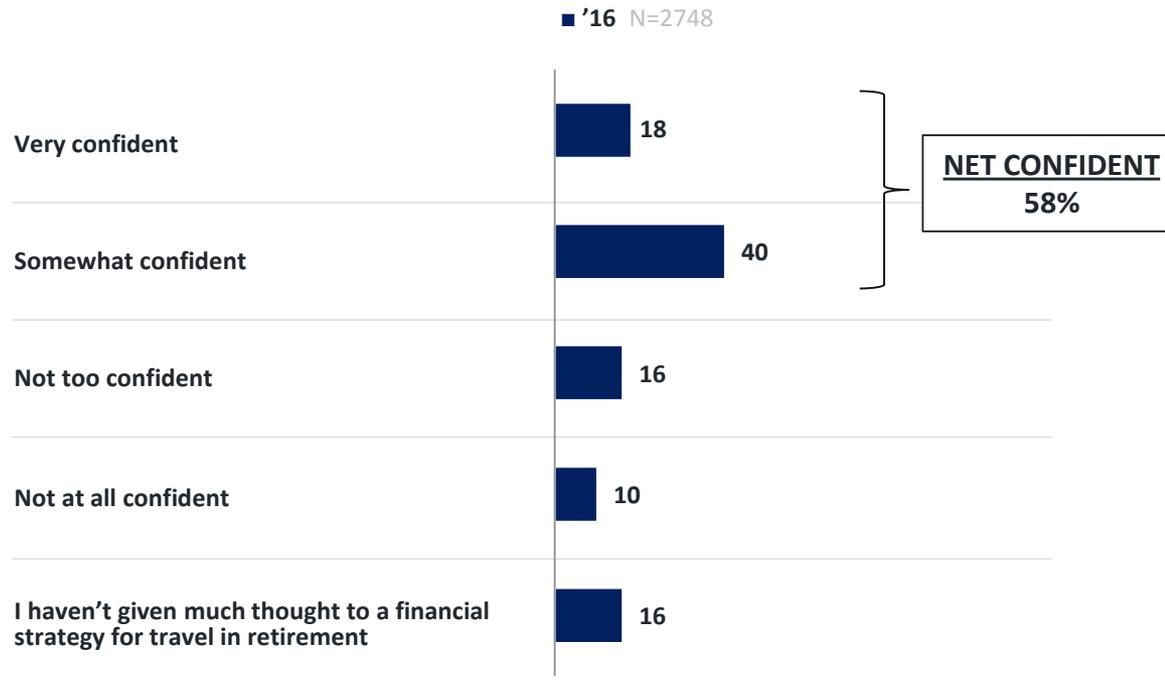
BASE: HAS RETIREMENT STRATEGY

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

Confidence that Financial Strategy Will Enable Travel Goals

Among workers who dream of traveling in retirement, 58 percent are “very” or “somewhat” confident that their current financial strategy will allow them to meet their travel goals throughout retirement. Sixteen percent say that they haven’t given much thought to a financial strategy for travel.

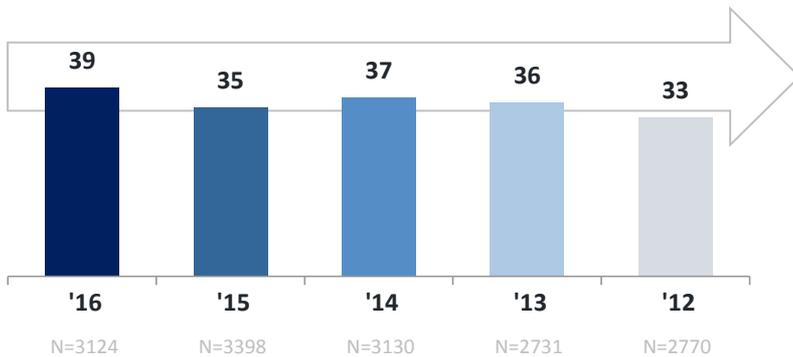
**Confidence That Current Financial Strategy Will Allow Meeting Retirement
Travel-Related Goals (%)**



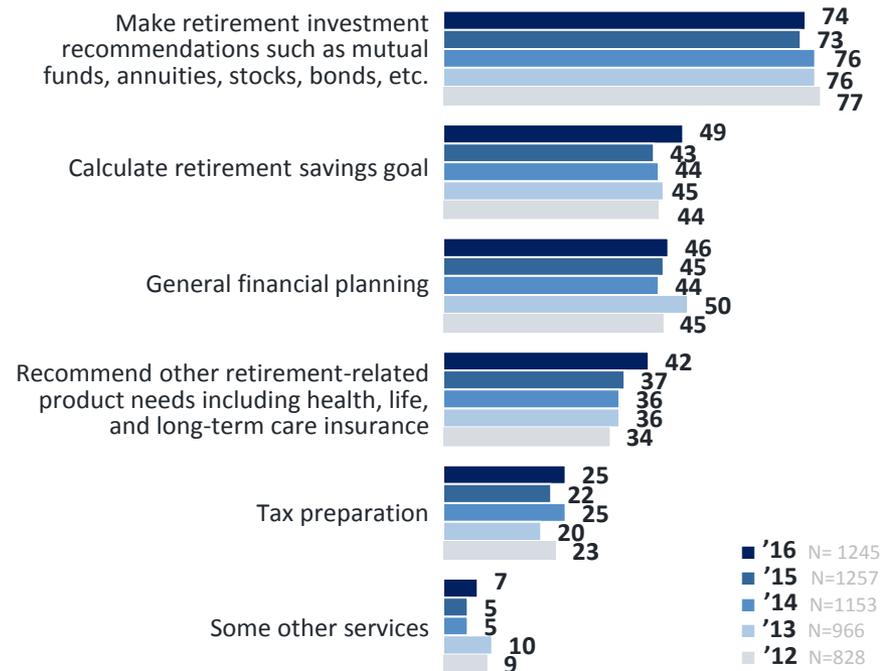
Use a Professional Financial Advisor

Among workers investing for retirement, 39 percent rely on a professional advisor to help manage their retirement savings or investments, a significant increase from last year. Of those who use advisors, most do so to get retirement investment recommendations (74 percent), while 49 percent use advisors to help calculate a retirement goal and 46 percent for general financial planning.

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



Types of Services Financial Advisor Performs (%)



■ '16 N= 1245
 ■ '15 N=1257
 ■ '14 N=1153
 ■ '13 N=966
 ■ '12 N=828

BASE: INVESTING FOR RETIREMENT

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

BASE: USE FINANCIAL ADVISOR

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

Information Sources: Retirement Planning & Investing

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

<u>Sources of Information</u> <i>Multiple responses</i>	'16 N=4161	'15 N=4550	'14 N=4143	'13 N=3651	'12 N=3609
Friends/Family	32	30	32	33	34
Financial Websites	28	25	29	27	34
Financial Planner/Broker	27	28	27	31	30
Retirement plan provider website	23	22	19	23	30
Employer	19	18	17	16	22
*Online newspapers, magazines, and blogs	19	17	20	20	N/A
Retirement calculators	18	16	16	15	17
Print newspapers/magazines	15	15	16	17	19
Financial-related TV shows	13	13	15	14	14
Plan provider printed material	12	13	12	14	17
Accountant	10	9	10	11	9
Insurance agent	5	4	6	5	4
Online social media*	5	3	3	3	N/A
Lawyer	4	3	3	4	3
Other	4	6	6	6	6
None	19	21	19	19	16

*added in 2013

BASE: ALL QUALIFIED RESPONDENTS

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

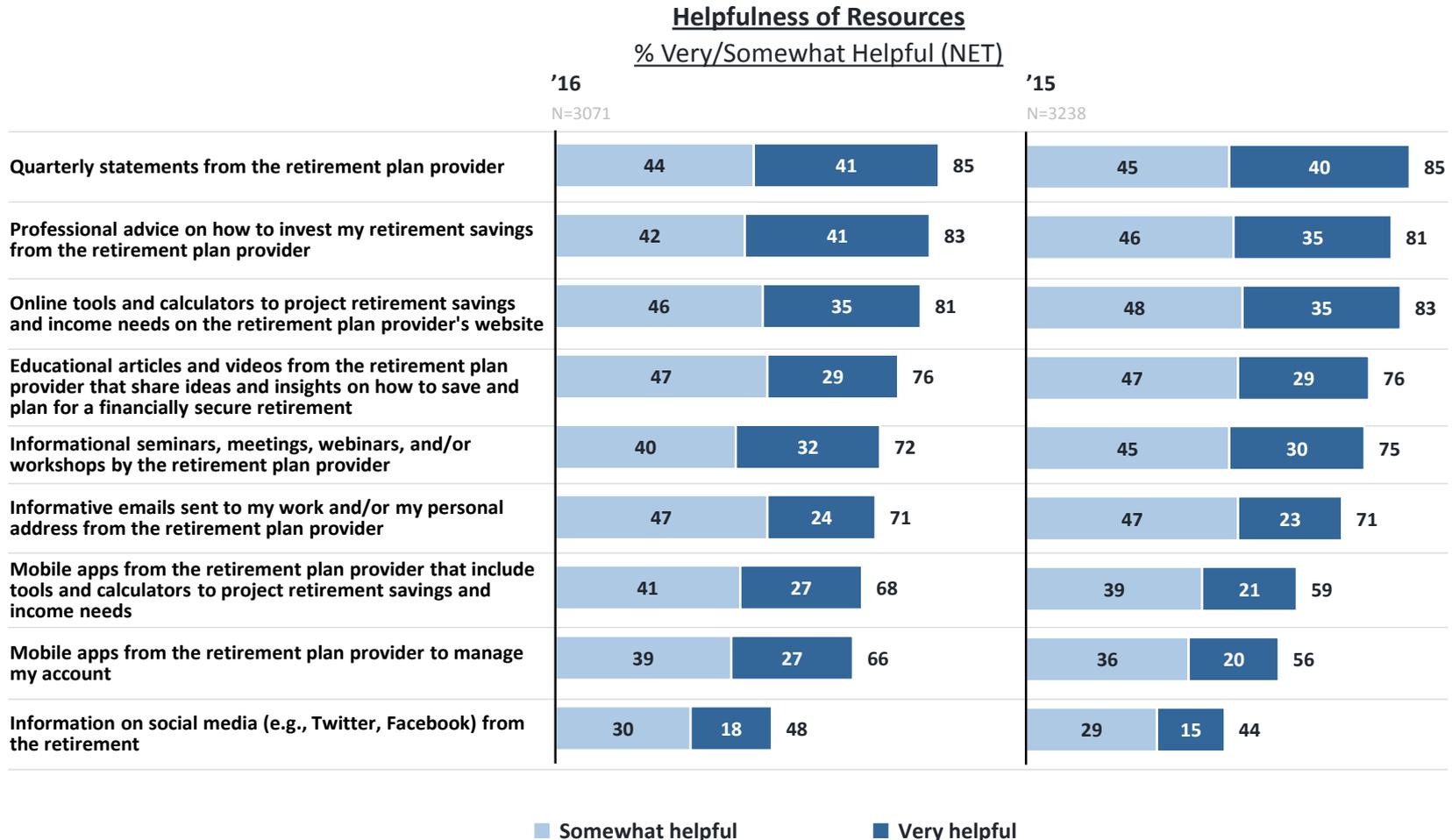
Most Influential Source of Information

Financial planners/brokers are most frequently cited as the most influential source in helping workers make decisions about retirement planning, with 19 percent citing them. Family and friends are most influential for 14 percent of workers. This trends remains consistent with recent years.

<u>Sources of Information</u>	'16 Most Influential <small>N=4161</small>	'15 Most Influential <small>N=4550</small>	'14 Most Influential <small>N=4143</small>	'13 Most Influential <small>N=2010</small>	'12 Most Influential <small>N=3609</small>
Financial planner/broker	19	20	20	21	20
Friends/Family	14	13	14	16	16
Financial websites	9	9	10	8	8
Retirement plan provider website	9	9	7	8	7
Employer	6	5	4	4	5
Online newspapers, magazines, and blogs*	4	4	4	4	4
Print newspapers/magazines	3	3	2	3	3
Retirement calculators	3	3	3	2	3
Accountant	2	2	3	3	2
Financial-related tv shows	2	2	3	2	3
Plan provider printed material	2	3	2	3	2
Insurance agent	1	1	1	1	1
Lawyer	1	1	1	<1	1
Online social media*	1	0	0	<1	<1
Other	3	4	4	4	3
None	21	21	22	21	21

Helpfulness of Resources Offered by Retirement Plan Provider

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



New question in 2015.

BASE: THOSE OFFERED A RETIREMENT PLAN

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

Preferred Methods to Receive Retirement Information

Among workers who are offered a retirement plan, more than half (57 percent) say they would like to receive information from their employer’s retirement plan provider through quarterly statements. Workers also cited professional advice on how to invest (42 percent), informative emails (41 percent), and online tools and calculators (40 percent).

How Workers Would Like to Receive Information From Their Employers’ Retirement Plan Provider (%)



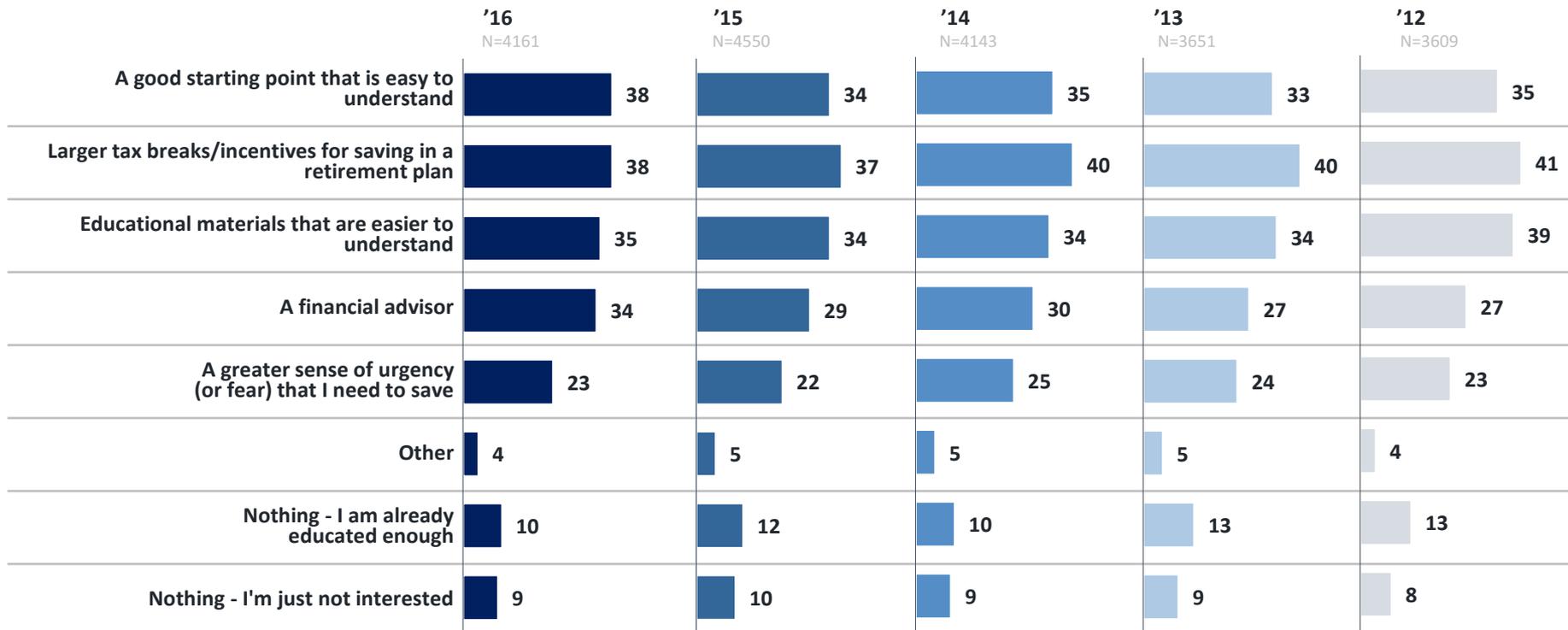
BASE: OFFERED A RETIREMENT PLAN

Q2830. Regardless if it’s currently provided, how would you like to receive information from your employer’s retirement plan provider in assisting you to plan, save, and invest for retirement? Select all.

Motivators to Learn More About Retirement Investing

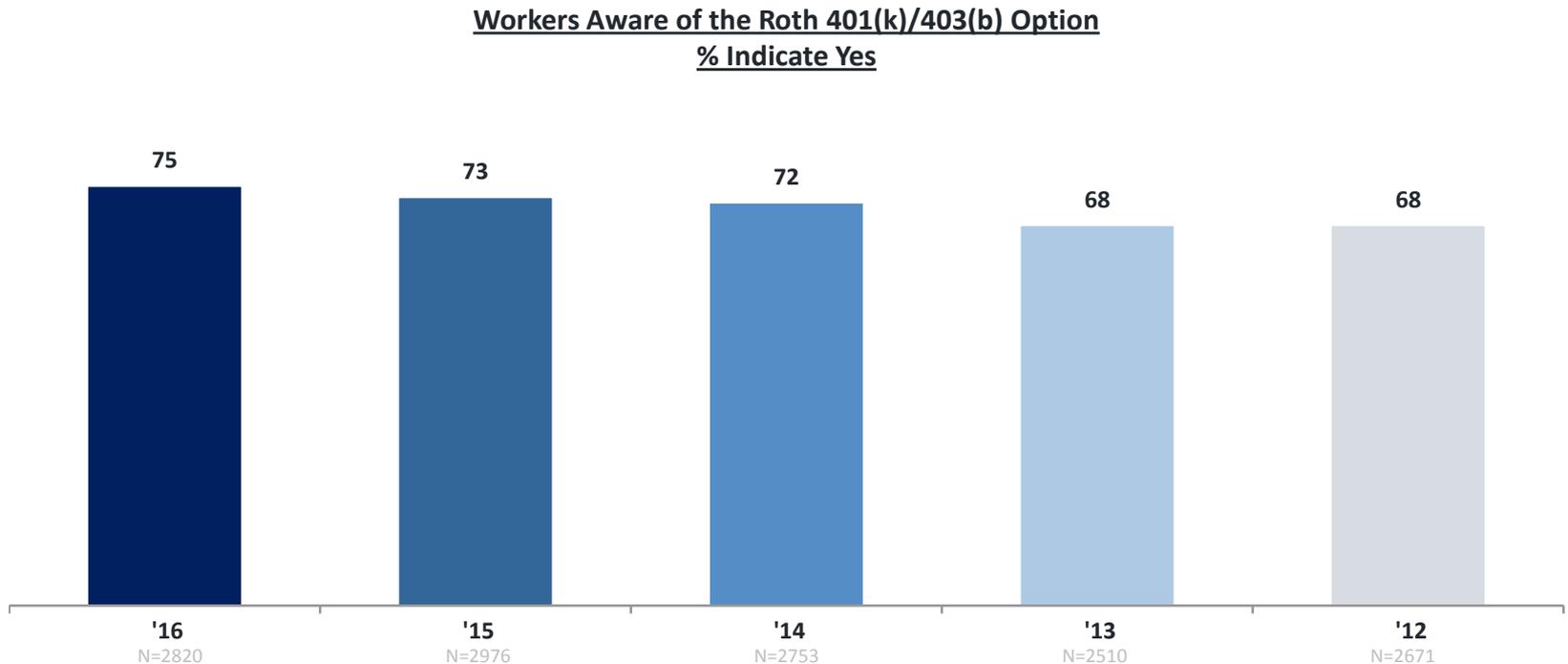
Workers most frequently cite “a good starting point that is easier to understand” and “larger tax breaks / incentives for saving in a retirement plan” as motivators for learning more about saving and investing for retirement. Ten percent of workers feel that they are already educated enough and nine percent say that they are just not interested. These findings are relatively consistent for the past five years.

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



Awareness of Roth 401(k)

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



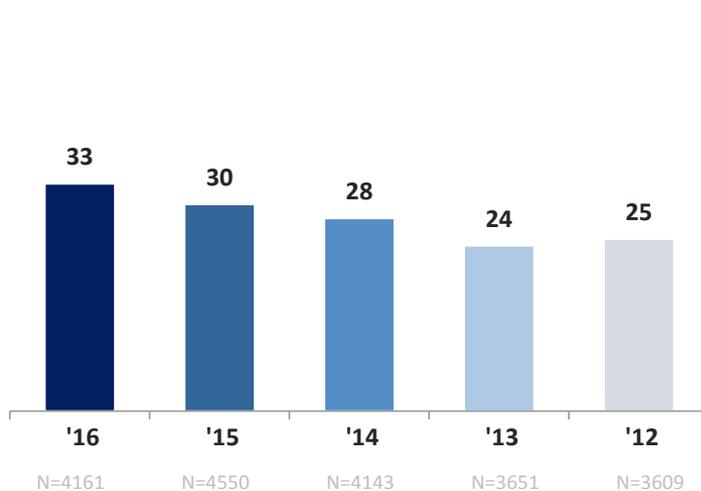
BASE: THOSE WITH QUALIFIED PLANS CURRENTLY OFFERED TO THEM

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

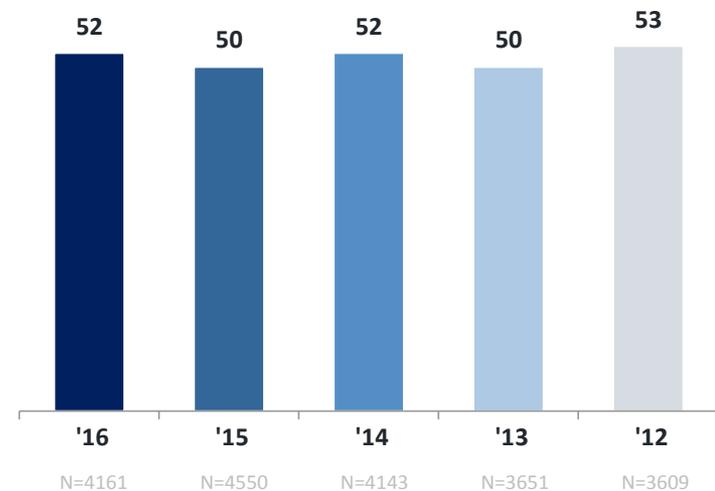
Awareness of Saver's Credit and Catch-Up Contributions

The Internal Revenue Service offers two meaningful incentives to save for retirement which many workers are unaware of, including: the Saver's Credit, a tax credit for eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA; and Catch-Up Contributions, which allow workers age 50 and older to contribute to a qualified plan an additional amount over and above the plan- or IRA-contribution limit. Only 33 percent workers are aware of the Saver's Credit. Only 52 percent of workers are aware of Catch-Up Contributions. Raising awareness of these incentives may prompt workers to save more.

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



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



BASE: ALL QUALIFIED RESPONDENTS

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

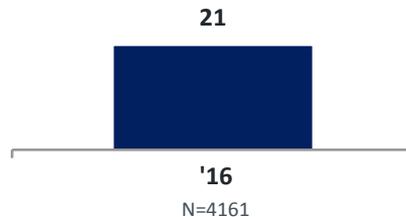
Q1000. Are you aware that people age 50 and older may be allowed to make catch-up contributions to their 401(k)/403(b)/457(b) plan or IRA?

Awareness of *myRA*

myRA (*my* Retirement Account) is a new way to start saving for your future developed by the United States Department of the Treasury and launched in 2015. *myRA* is a Roth IRA that invests in a new United States Treasury retirement savings bond, which will not lose money. *myRA* was designed for people without access to employer-sponsored retirement savings plans and for people looking for a simple, safe, and affordable way to start saving for retirement. *myRA* accounts cost nothing to open, have no fees, and don't require a minimum amount of savings.* Just one in five workers (21 percent) are aware of *myRA*, according to the survey findings.

Workers Aware of the *myRA* Option

Yes (%)



New question added in 2016.

*Source: www.myra.gov

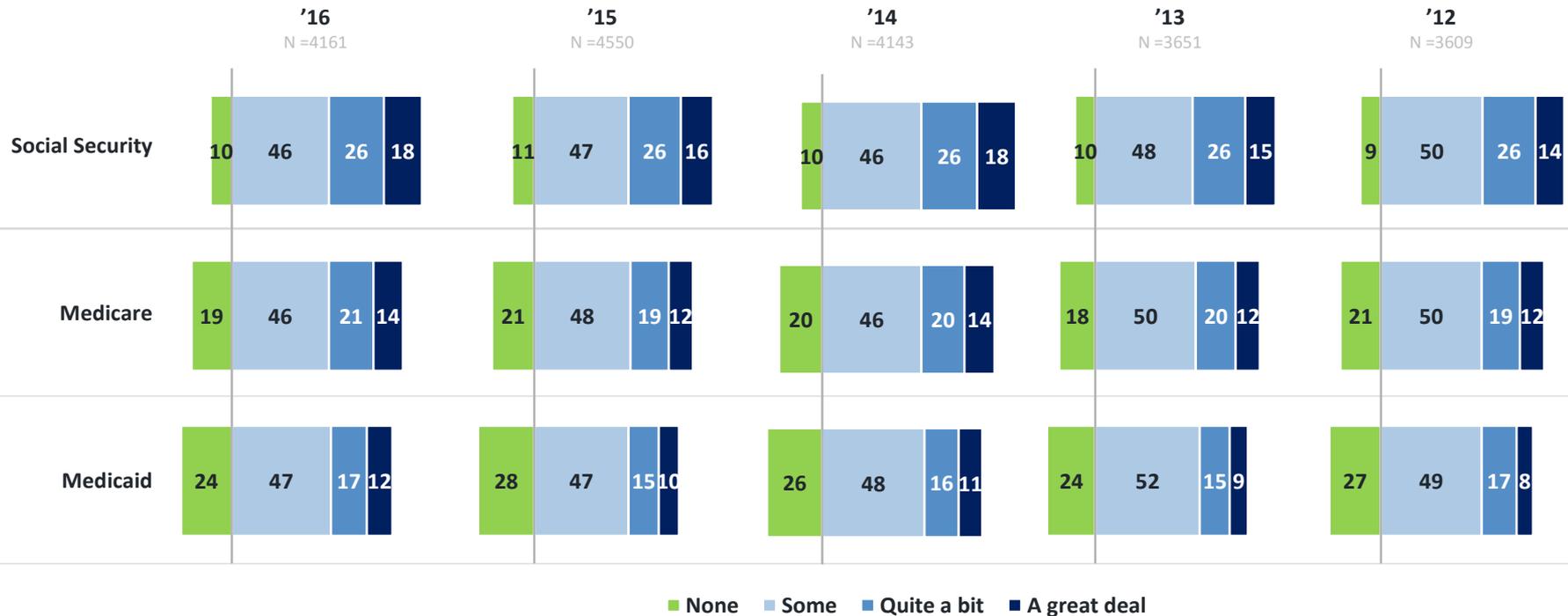
BASE: ALL QUALIFIED RESPONDENTS

Q2820. Are you aware of *myRA*, the retirement savings account that was developed by the U.S. Department of the Treasury to help people start saving for retirement in a simple, safe, and affordable way?

Understanding of Government Benefits

Most workers continue to have limited understanding of government benefits that can be utilized in retirement. Case in point: only 18 percent workers know “a great deal” about Social Security benefits and even fewer know a great deal about Medicare and Medicaid. These findings remain relatively unchanged over the past five years.

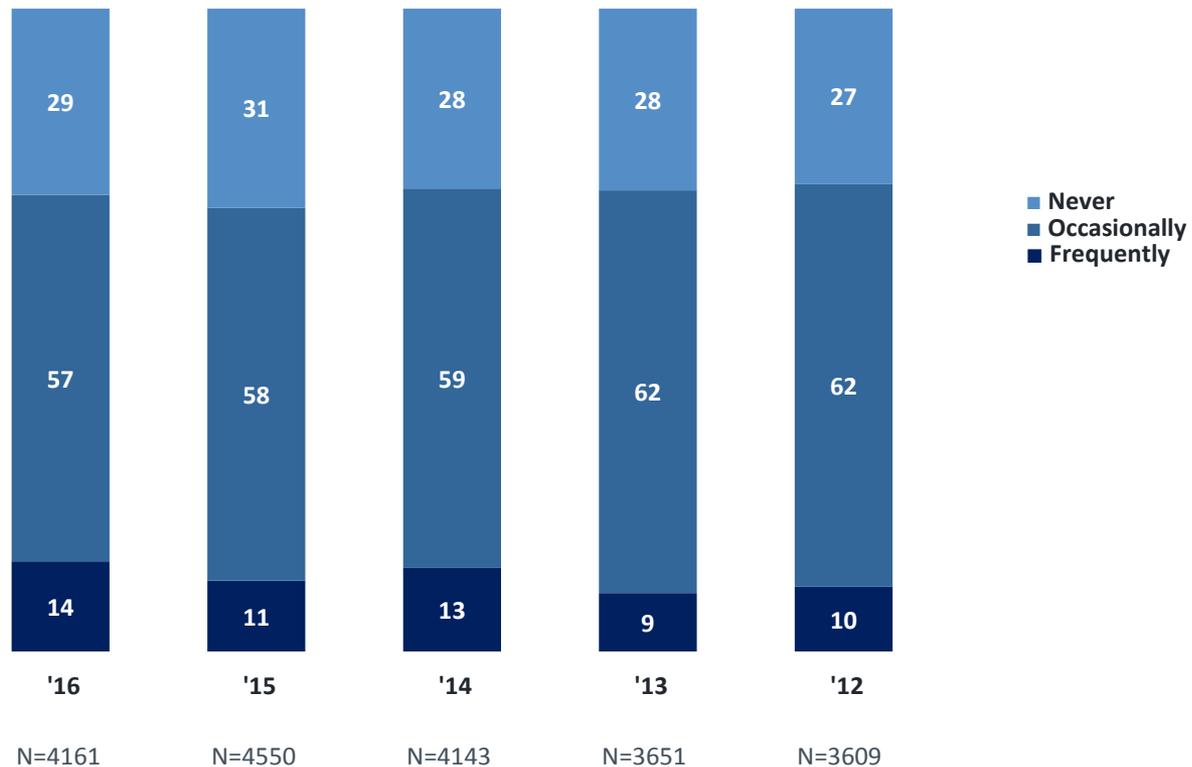
Understanding of Retirement-Related Government Benefits (%)



Talk About Retirement

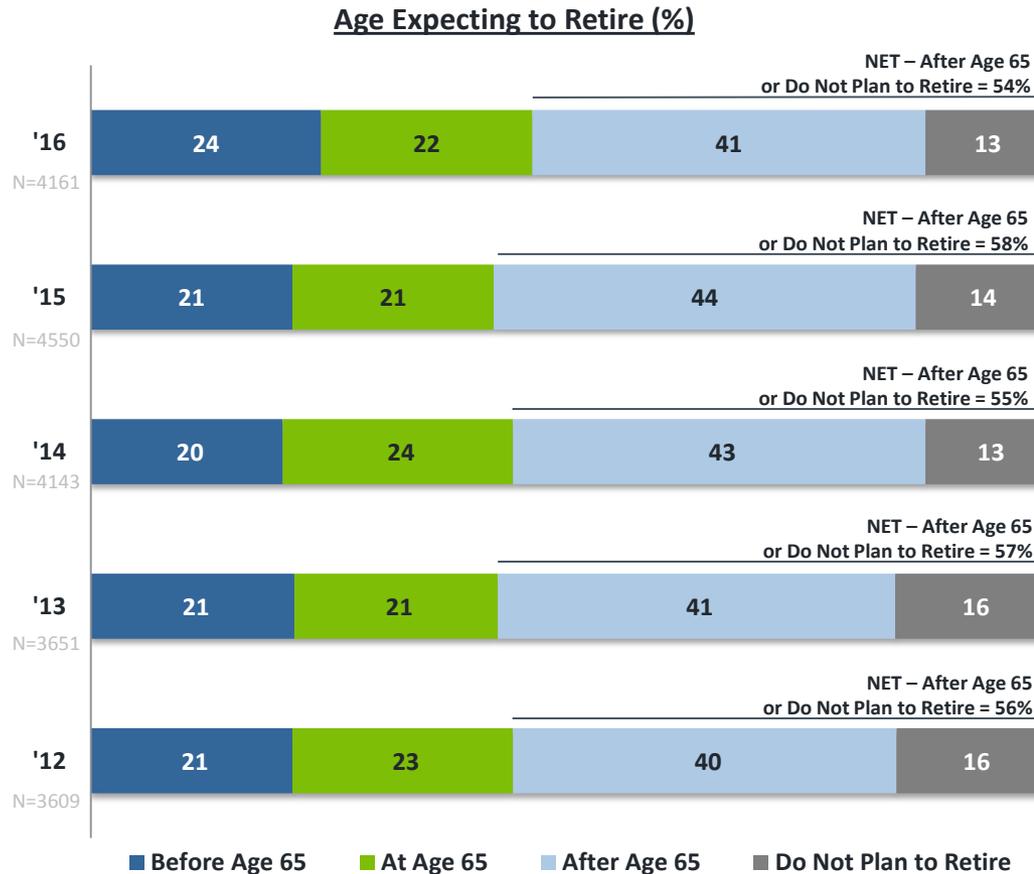
Most workers (71 percent) discuss saving, investing and planning for retirement with family and friends. However, only 14 percent do so frequently. Twenty-nine percent of workers say that they never discuss it. This trend has remained relatively unchanged in recent years.

Frequency of Discussing Retirement with Family and Friends (%)



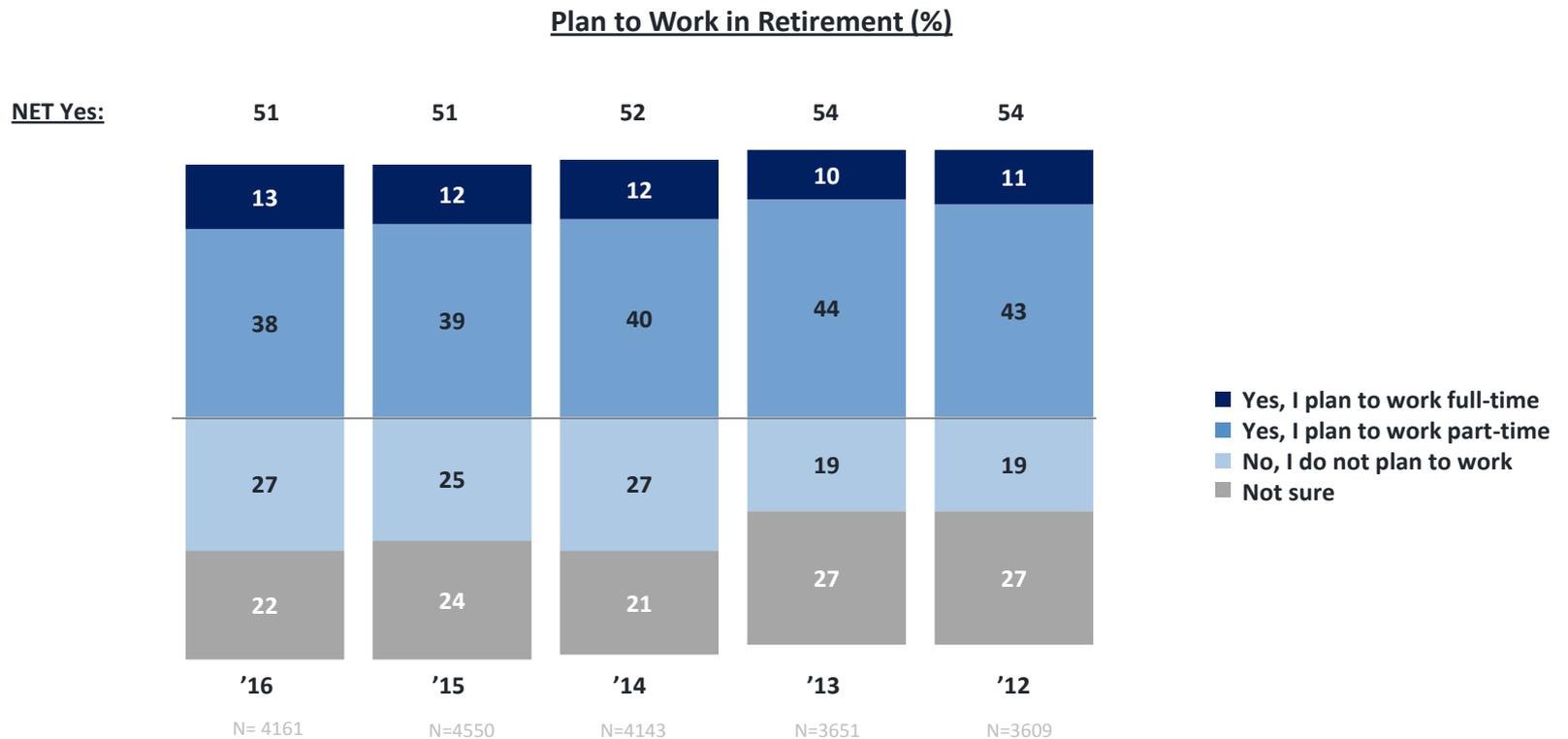
Age Expecting to Retire

Workers' expectations regarding when and how they will retire represent a dramatic change from long-held societal notions about fully retiring at age 65. In 2016, the majority of workers (54 percent) plan to work past age 65 (41 percent) or do not plan to retire (13 percent). These survey findings remain relatively consistent with previous years.



Working In Retirement

Fifty-one percent of workers plan to continue working in retirement, either part-time (38 percent) or full-time (13 percent). Twenty-seven percent do not plan to work in retirement and 22 percent are “not sure.” These findings are relatively consistent since 2014.

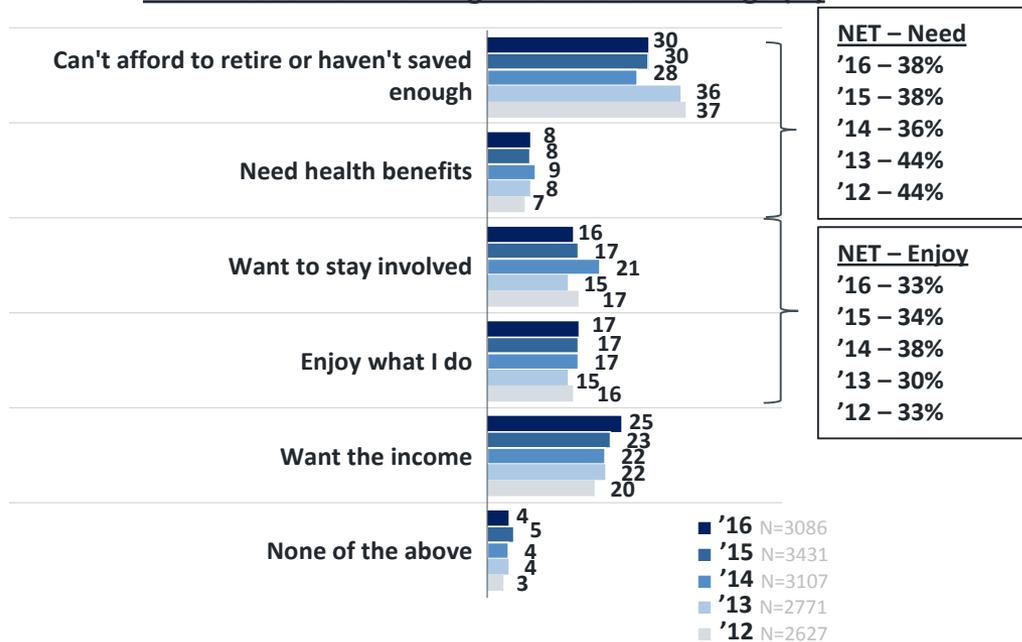


Reasons for Working in Retirement and Backup Plans

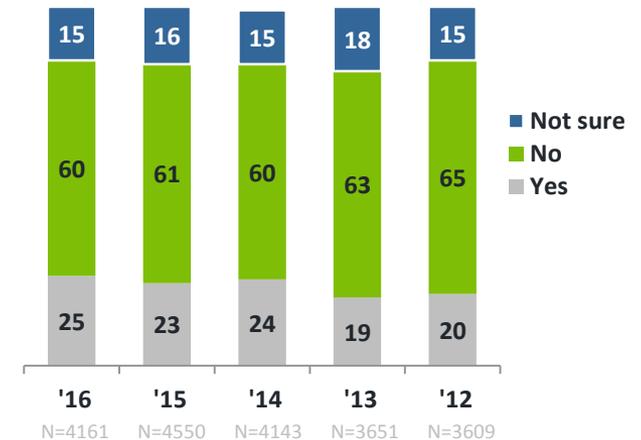
One-third of workers who plan on retiring after 65 or working after retirement plan to work for enjoyment (33 percent) while slightly more than that are planning to work because they need to for financial or health benefit reasons, consistent with recent years.

The majority of workers (60 percent) do not have a backup plan if they are unable to work, and only one-quarter (25 percent) cite that they have a backup plan, consistent with recent years.

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

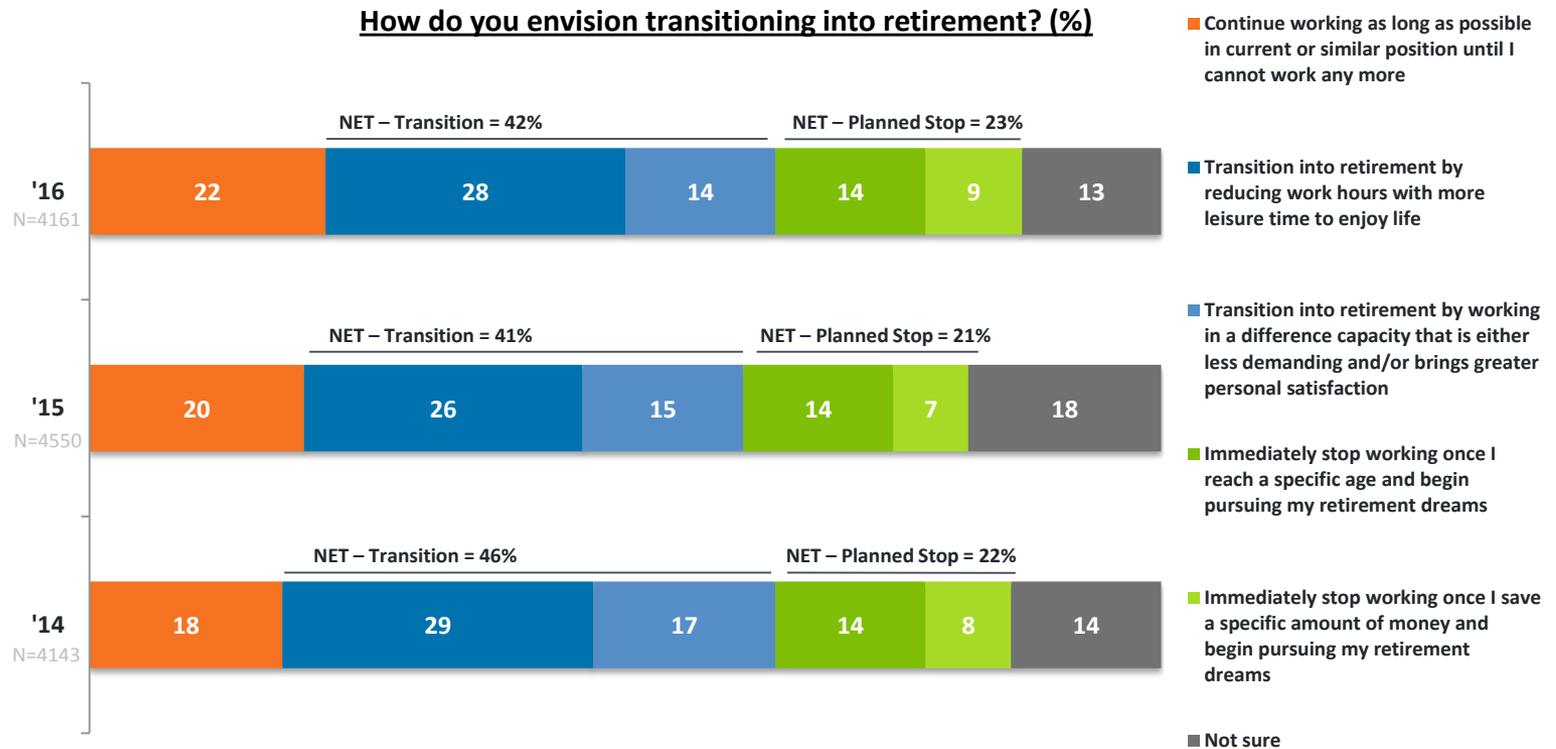
Q1530. What is your main reason for working after retirement or the normal retirement age of 65?

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?

Retirement Transitions: Phased Versus Immediate

Only 23 percent of workers plan to immediately stop working at a specific point in time. Many are planning to transition into retirement by either shifting from full-time to part-time (28 percent) or moving into a less demanding or more personally satisfying role (14 percent). Another 22 percent plan to continue working as long as possible in their current or similar position until they cannot work any longer, and 13 percent are “not sure” about their transition.



New question in 2014.

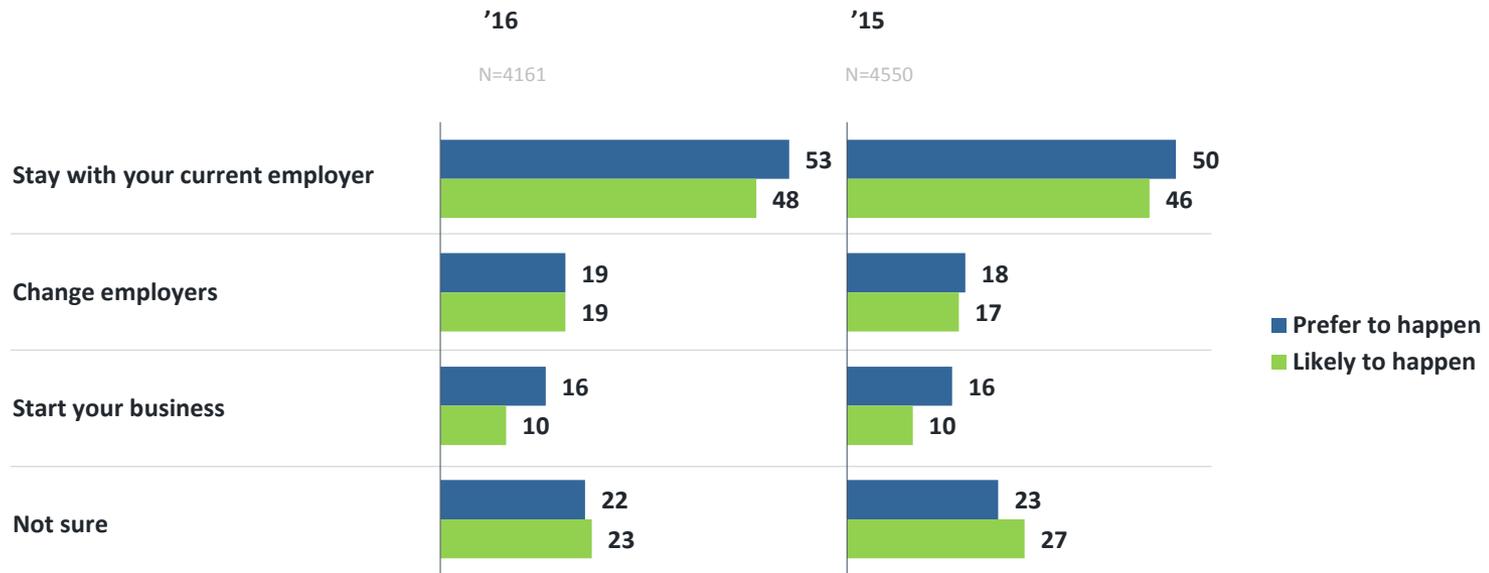
BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Where Transition to Retirement May Take Place

Nearly half of workers (48 percent) anticipate that they will likely stay with their current employer when working past age 65 as they transition into retirement, and slightly more workers (53 percent) would prefer for that to happen.

Where Transition to Retirement May Take Place (%)



New question in 2015.

BASE: ALL QUALIFIED RESPONDENTS

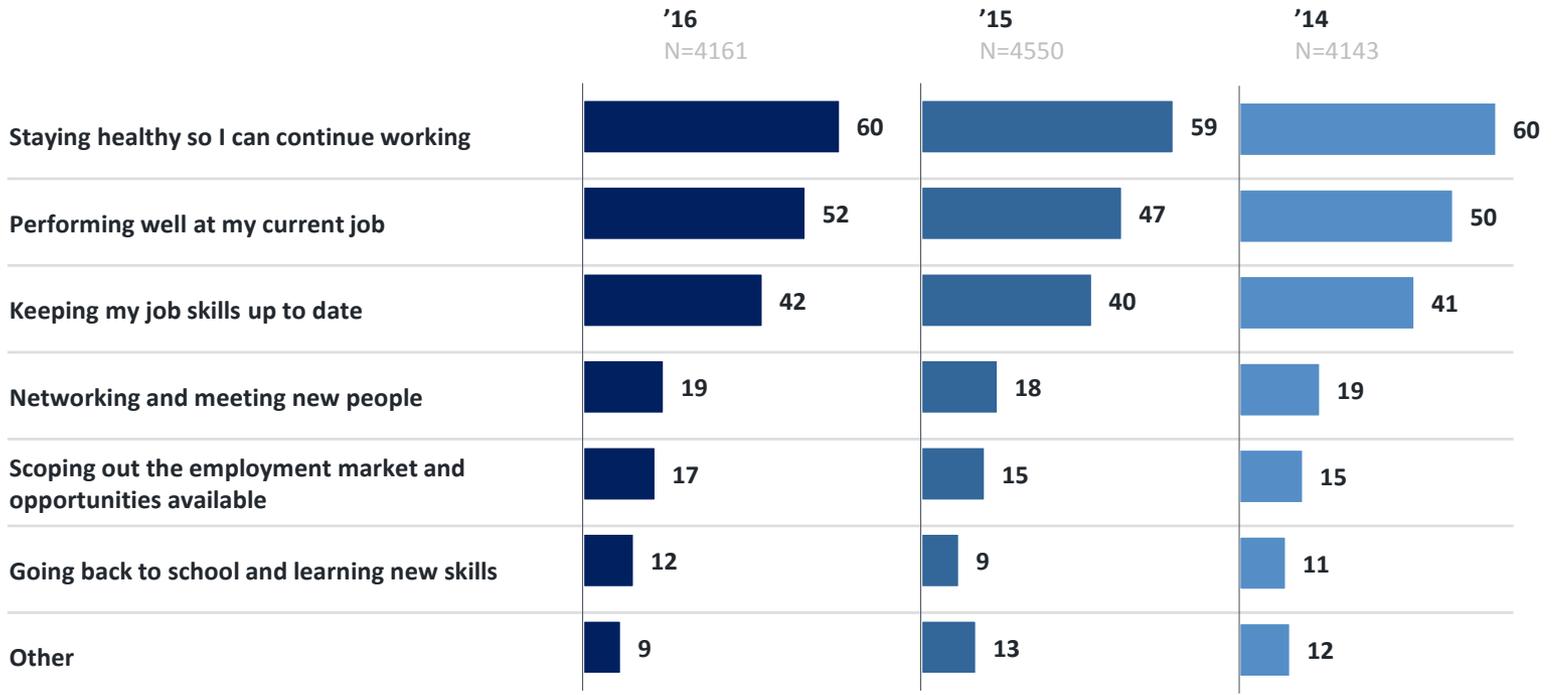
Q2700. When you think about working past age 65 or working while you transition into retirement, which of the following would you prefer? Select all.

Q2701. When you think about working past age 65 or working while you transition into retirement, which of the following is the most likely to happen?

Proactive Steps to Continue to Work After Retirement

When asked what steps they are taking to help ensure they can continue working past age 65 or in retirement, 60 percent of workers say they are staying healthy so that they can continue working, while 52 percent say that they are focusing on performing well at their current job. Only 42 percent say they are keeping their job skills up to date. Even workers fewer are networking and meeting new people (19 percent), scoping out the employment market (17 percent), or going back to school and learning new skills (12 percent). These findings are relatively consistent since 2014.

Steps to Continue to Work After Retirement (%)



New question in 2014.

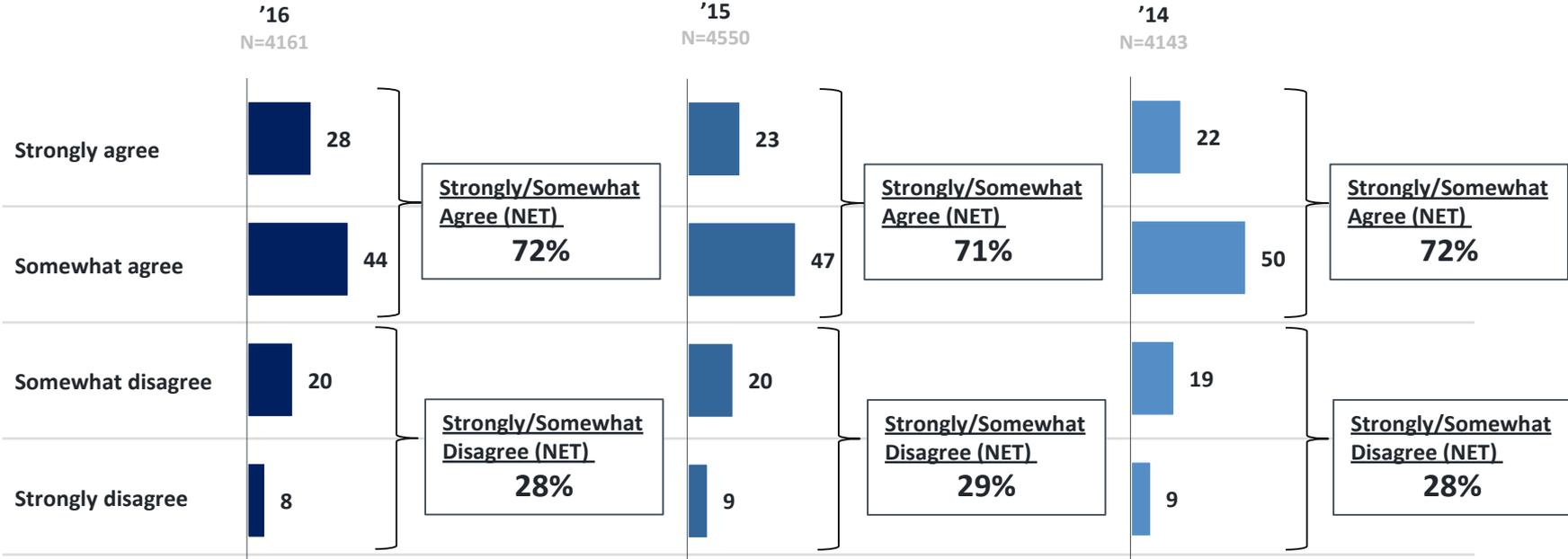
BASE: ALL QUALIFIED RESPONDENTS

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

Employer Support for Working After Retirement

Seventy-two percent of workers agree that their employer is supportive of their employees working past the age of 65 in order to delay retirement, also similar to 2015.

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



New question in 2014.

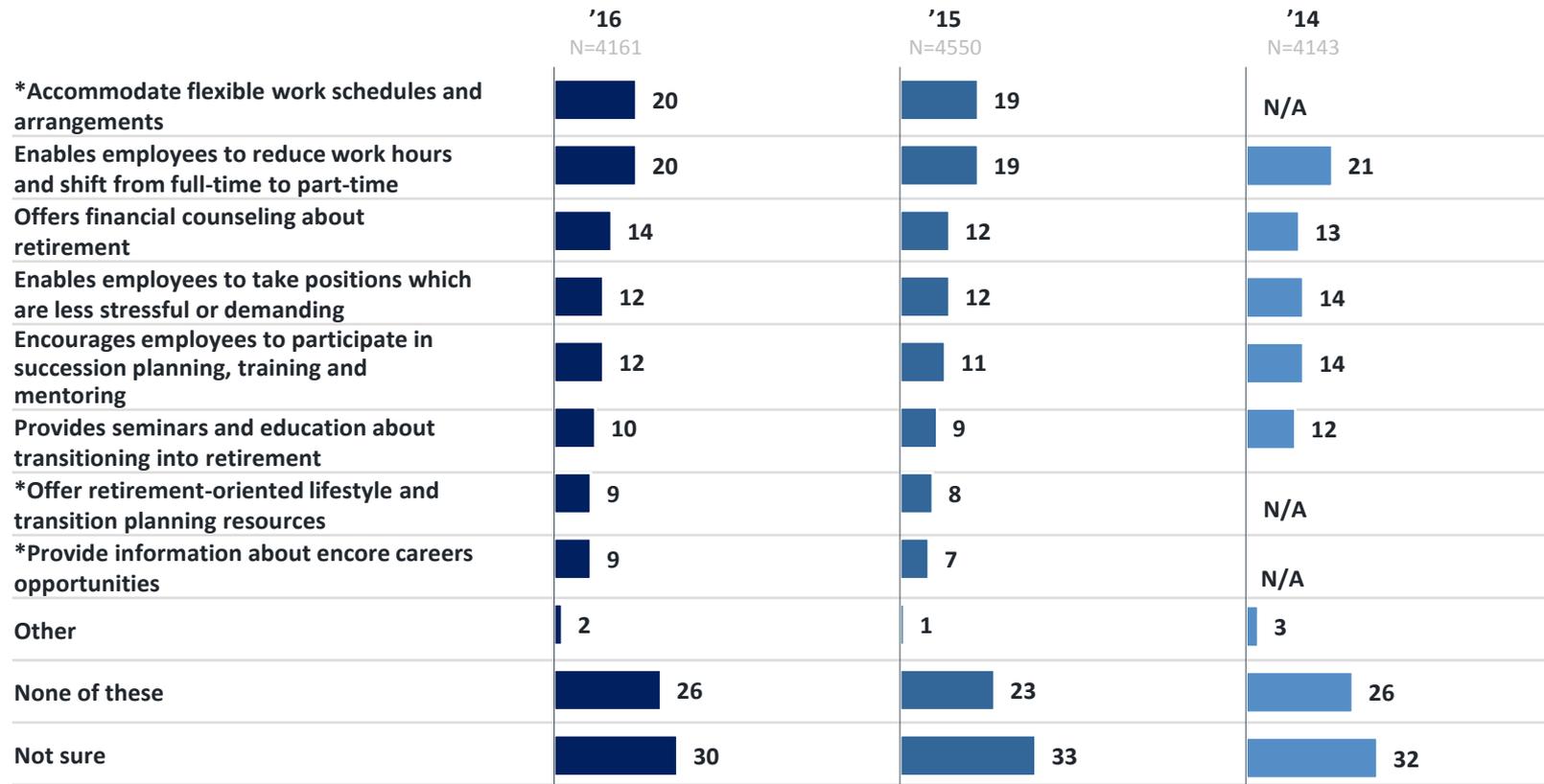
BASE: ALL QUALIFIED RESPONDENTS

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

Transitioning to Retirement: How Employers Help

One in five workers (20 percent) indicate their employer allows flexible work schedules or reduced work hours to employees transitioning into retirement. However, one-quarter of workers (26 percent) state that their employer does not do anything to help employees enter retirement, and 30 percent are “not sure.”

How Employers Assist Workers With Transitioning Into Retirement (%)



*added in 2015

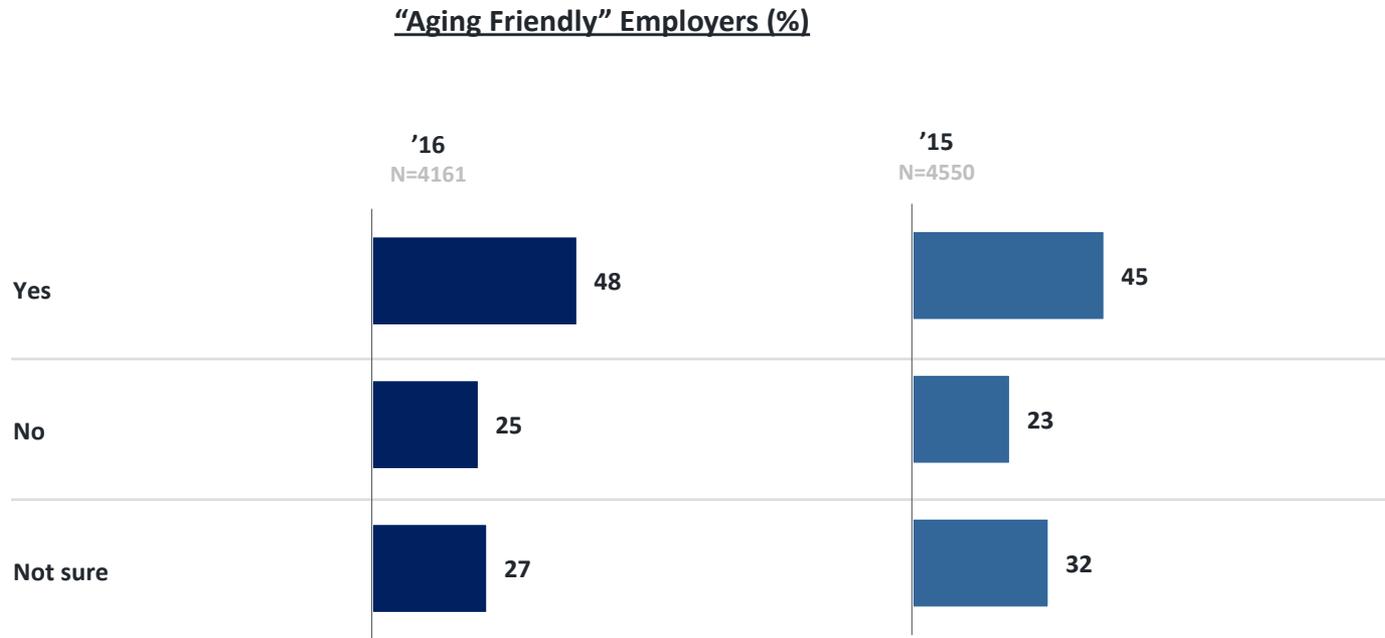
New question in 2014.

BASE: ALL QUALIFIED RESPONDENTS

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

“Aging Friendly” Employer

Just under half of workers (48 percent) consider their employer to be “aging friendly,” while one-quarter (27 percent) are unsure, significantly less than last year.



New question in 2015.

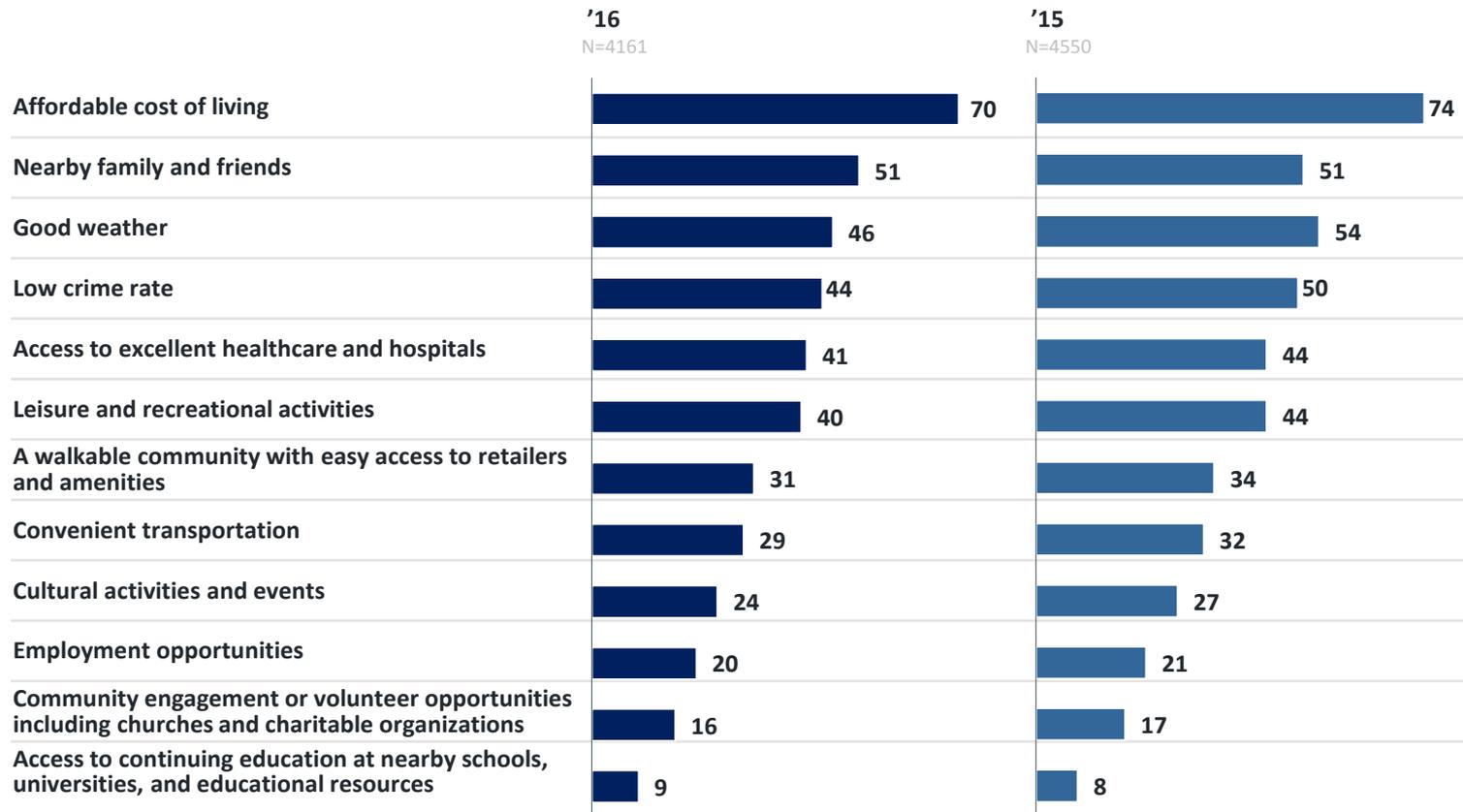
BASE: ALL QUALIFIED RESPONDENTS

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

Very Important Criteria Re: Where to Live in Retirement

Seven in ten workers (70 percent) place importance on an affordable cost of living during retirement, significantly fewer than last year. Also significantly fewer workers than last year say good weather (46 percent), low crime rate (44 percent), or being near leisure and recreational activities (40 percent) are important criteria for living arrangements in retirement.

Very Important Criteria When Deciding Where to Live During Retirement (%)



New question in 2015.

BASE: ALL QUALIFIED RESPONDENTS

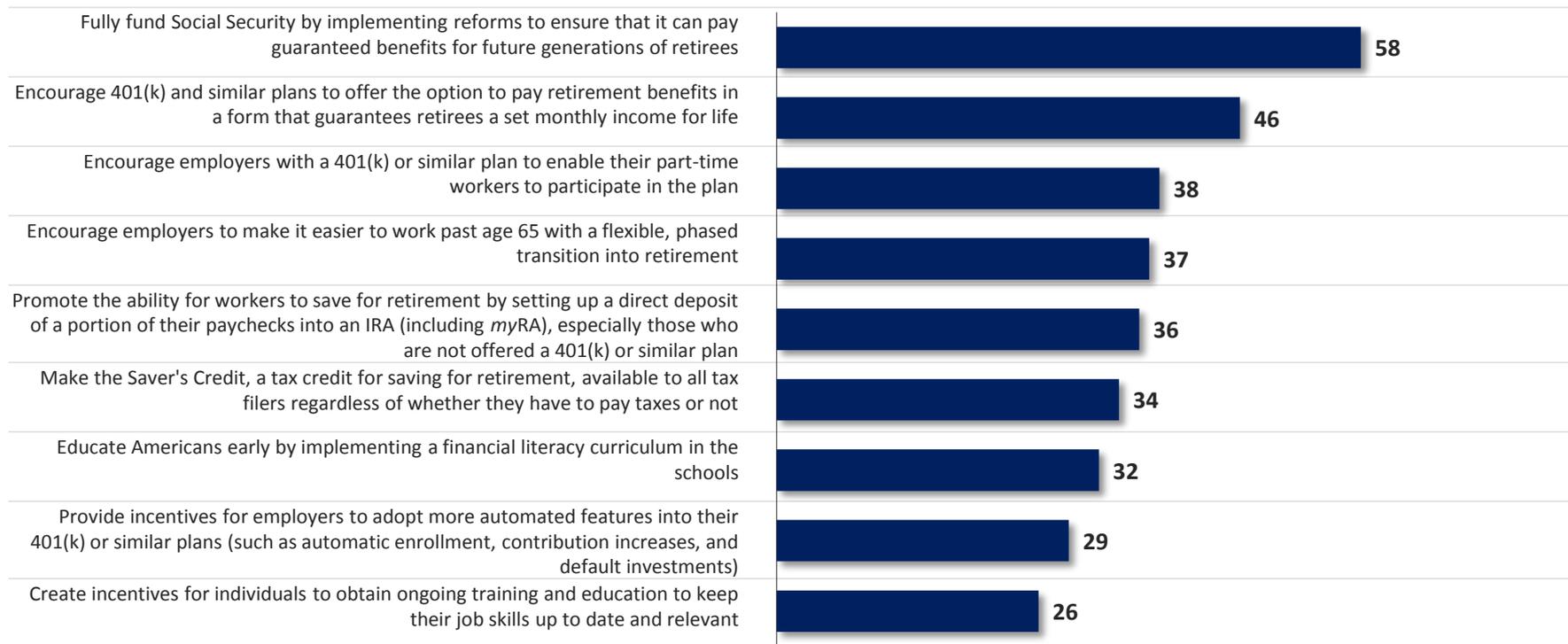
Q2725. When thinking about where you want to live in retirement, which of the following criteria will be very important in your decision-making? Select all.

Retirement Security Priorities for the New President and Congress

With the November 2016 election in mind, workers most frequently cite fully funding Social Security (58 percent) as a priority for the new President and Congress to help Americans prepare for a financially secure retirement. Other top cited responses include “encouraging 401(k) plans to offer the option to pay retirement benefits in a form that guarantees retirees a set monthly income for life” (46 percent), and “encouraging employers with a 401(k) or similar plan to enable their part-time workers to participate in the plan” (38 percent).

With the November 2016 election in mind, which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? (%)

■ '16 (N=4161)



Note: Responses not shown for less than five percent who said “other.”

BASE: ALL QUALIFIED RESPONDENTS

Q1427. With the November 2016 election in mind, which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? Select all.



Influences of Company Size on Retirement Readiness

Detailed Findings

Influences of Company Size on Retirement Readiness

Access to retirement benefits can improve the long-term financial health and wealth of workers. Large companies (500+ employees) typically offer more robust benefits, including retirement benefits, to their employees than small companies (10 to 499 employees). Increasing access to retirement benefits among all workers, especially those in small companies, can help them achieve higher levels of retirement readiness.

Thirty Indicators of Retirement Readiness

- **Recovery From the Great Recession.** Workers of small and large companies report similar stages of financial recovery from the Great Recession. Nearly four in ten workers in small companies (37 percent) and in large companies (40 percent) say they were either “not impacted” or have “fully recovered.” One in five workers of both company sizes say they have “not yet begun to recover” or feel they may “never recover.”
- **Confidence in Retiring Comfortably.** Retirement confidence is relatively consistent between workers of small and large companies, with 62 percent being “somewhat” or “very” confident.
- **Building a Large Enough Nest Egg?** About half of workers in small companies (52 percent) and large companies (51 percent) agree they are building a large enough nest egg.
- **Retirement Dreams Include Leisure and Work.** Workers of both small companies (63 percent) and large companies (66 percent) most frequently cite traveling as a retirement dream. Other frequently cited dreams include spending more time with family and friends (57 percent small companies, 56 percent large companies), and pursuing hobbies (46 percent small companies, 51 percent large companies). Interestingly, 30 percent of workers in small companies and 27 percent in large companies dream of doing some sort of work in retirement.
- **Age Planning to Live to.** Both small and large company workers share similar expectations regarding age they are planning to live to. Large company workers are planning to live to an older age of 89 (median) — and 18 percent of them are planning to become centenarian. Small company workers are planning to live to age 85 (median) with 14 percent planning to live to 100+.

Influences of Company Size on Retirement Readiness

- **Retirement Beliefs.** Most workers in small companies (80 percent) and large companies (83 percent) agree that people in their generation will have a much harder time in achieving financial security compared to their parent's generation. Most workers in small companies (76 percent) and large companies (78 percent) are concerned that Social Security will not be there when they retire.
- **Current Financial Priorities.** Most workers in both small (61 percent) and large (53 percent) companies indicate that saving for retirement is a current financial priority. More than 40 percent say “just getting by - covering basic living expenses” is a priority. Approximately two in five workers of both small and large companies cite paying off credit card or consumer debt as a priority.
- **Greatest Financial Priority Right Now.** Financial priorities among workers of small and large companies are similarly shared. The top three most frequently cited priorities among workers are “saving for retirement” (25 percent small, 27 percent large), “just getting by” (20 percent small, 23 percent large), and “paying off debt” (15 percent small, 19 percent large).
- **Expected Sources of Retirement Income.** Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by workers of both company sizes: 75 percent of small company workers and 81 percent of large company workers. This is closely followed by Social Security as an expected source of retirement income for 68 percent of small company workers and 72 percent of large company workers.
- **Expected Primary Source of Income in Retirement.** Workers of large companies (37 percent) are more likely to expect to rely on retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) as their primary source of income in retirement compared to workers of small companies (33 percent). Expectations that “working” will be their primary source of income is similarly shared among workers of small and large companies (16 and 14 percent, respectively).
- **Percentage Saving for Retirement / Age They Started to Save.** More large company workers (80 percent) than small company workers (73 percent) are saving for retirement at work through their employer and/or outside of work. The median age at which workers started saving is relatively consistent between small (age 27) and large (age 26) company workers.

Influences of Company Size on Retirement Readiness

- **Importance of Retirement Benefits Compared to Other Benefits.** Most workers of small and large companies believe that retirement benefits are important. Large company workers (90 percent) are somewhat more likely than those of small companies (86 percent) to value a 401(k) or similar plan as an important benefit.
- **Retirement Benefits Currently Offered.** Most workers are offered a 401(k) or other self-funded plan by their employers; however, access is greater among workers of large companies (80 percent) compared to those of small companies (60 percent). Relatively few workers are offered a traditional company-funded defined benefit plan.
- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate is similar among large company workers (78 percent) and small company workers (77 percent).
- **Retirement Plan Contribution Rate.** Among workers who participate in a 401(k) or similar plan, the median contribution rate is directionally lower among large company workers (8 percent) than small company workers (9 percent).
- **Approach to Investing in Retirement Plan.** “Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Many plan participants in both small (62 percent) and large companies (58 percent) are using some form of professionally managed offering in their 401(k) or similar plans. Small business workers (42 percent) are slightly more likely to set their own asset allocation among the available funds compared to large company workers (40 percent).
- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among those who are currently participating in a plan, 25 percent of small company and 28 percent of large company workers have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k).

Influences of Company Size on Retirement Readiness

- **Estimated Emergency Savings.** Workers of both small and large companies lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Both groups reported having saved just \$5,000 (median) for such emergencies. More than one-third of small company (34 percent) and large company workers (35 percent) have saved less than \$5,000. Of concern, one in five workers are unsure how much they have saved in emergency savings: 25 percent of small company workers and 22 percent of large company workers.
- **Estimated Retirement Savings Needs.** Workers of both large and small companies believe that they will need to save \$500,000 (median) to feel financially secure when they retire.
- **Basis for Estimating Retirement Savings Needs.** Among those who provided an estimate of their retirement savings needs, almost half of workers of both small (45 percent) and large companies (48 percent) say that they “guessed” how much they need to save. Approximately one in five estimated the amount based on current living expenses, and fewer than 10 percent used a retirement calculator.
- **Asset Allocation of Retirement Investments.** Workers of both large and small companies (40 and 43 percent, respectively) most frequently indicate that their retirement savings are invested in relatively equal mix of stocks and investments such as bonds, money market funds and cash. A concerning one in five say that they are “not sure” how their savings are invested.
- **Retirement Strategy: Written, Unwritten, or None.** Most workers of both small and large companies (63 percent) say that they have some form of retirement strategy, either written or unwritten. However, only 18 percent of small company workers and 16 percent of large company workers have a written plan.
- **Confidence that Financial Strategy Will Enable Travel Goals.** Among workers who dream of traveling in retirement, most are confident their current financial strategy will allow them to meet their retirement travel goals including 60 percent of small company workers and 57 percent of large company workers. However, relatively few workers are “very” confident (17 percent small companies, 18 percent large companies). Interestingly, some workers haven’t given much thought to it (15 percent small companies, 17 percent large companies).

Influences of Company Size on Retirement Readiness

- **Professional Financial Advisor Usage.** Small company workers (41 percent) are more likely to use a professional financial advisor to help manage their retirement savings or investments compared to large company workers (37 percent).
- **Total Household Retirement Savings.** Workers of large companies report higher levels of total household savings in retirement accounts compared to those of small companies. Large company workers have saved \$87,000 (estimated median), while small company workers have saved \$56,000 (estimated median). Large company workers (28 percent) are also more likely than small company workers (24 percent) to say that they have saved \$250,000 or more.
- **Expected Retirement Age.** The majority of both small company workers (57 percent) and large company workers (52 percent) plan to work past age 65 or do not plan to retire. Large company workers (27 percent) are more likely than small company workers (20 percent) to expect to retire before age 65. A similar percentage of small company workers (23 percent) and large company workers (21 percent) expect to retire at age 65.
- **Expectations of Working in Retirement.** More than half (54 percent) of workers in small companies plan to work full- or part-time in retirement, while just under half (49 percent) of large company employees plan to do so.
- **Retirement Transitions: Phased Versus Immediate.** Many workers are planning to either transition into retirement by changing work patterns (e.g., shifting from full- to part-time or working in a different capacity) or planning to continue working until they cannot work any longer, with workers of small companies being somewhat more likely to be planning for both of these scenarios. More large company workers (26 percent) than small company workers (20 percent) plan to immediately stop working and retire once they reach a specific age or amount of money.

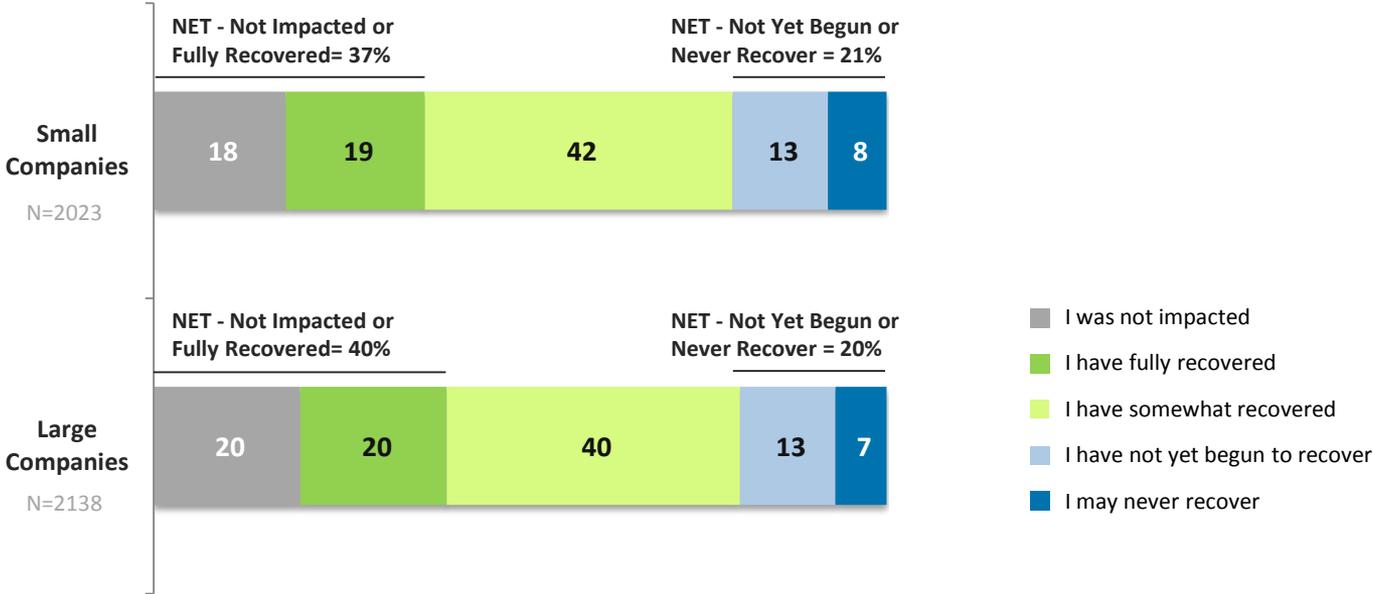
Influences of Company Size on Retirement Readiness

- **Awareness of the Saver's Credit.** The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA. Workers in small companies (35 percent) are somewhat more likely to be aware of the credit, compared to workers in large companies (31 percent).
- **Retirement Security Priorities for the New President and Congress.** With the November 2016 election in mind, workers across company size most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement: 55 percent of small company workers and 61 percent of large company workers. Other top cited responses include “encouraging 401(k) plans to offer the option to pay retirement benefits in a form that guarantees retirees a set monthly income for life,” and “encouraging employers with a 401(k) or similar plan to enable their part-time workers to participate in the plan.”

Recovery From the Great Recession

Workers of small and large companies report similar stages of financial recovery from the Great Recession. Nearly four in ten workers in small companies (37 percent) and in large companies (40 percent) say they were either were “not impacted” or have “fully recovered.” One in five workers of both company sizes say they have “not yet begun to recover” or feel they may “never recover.”

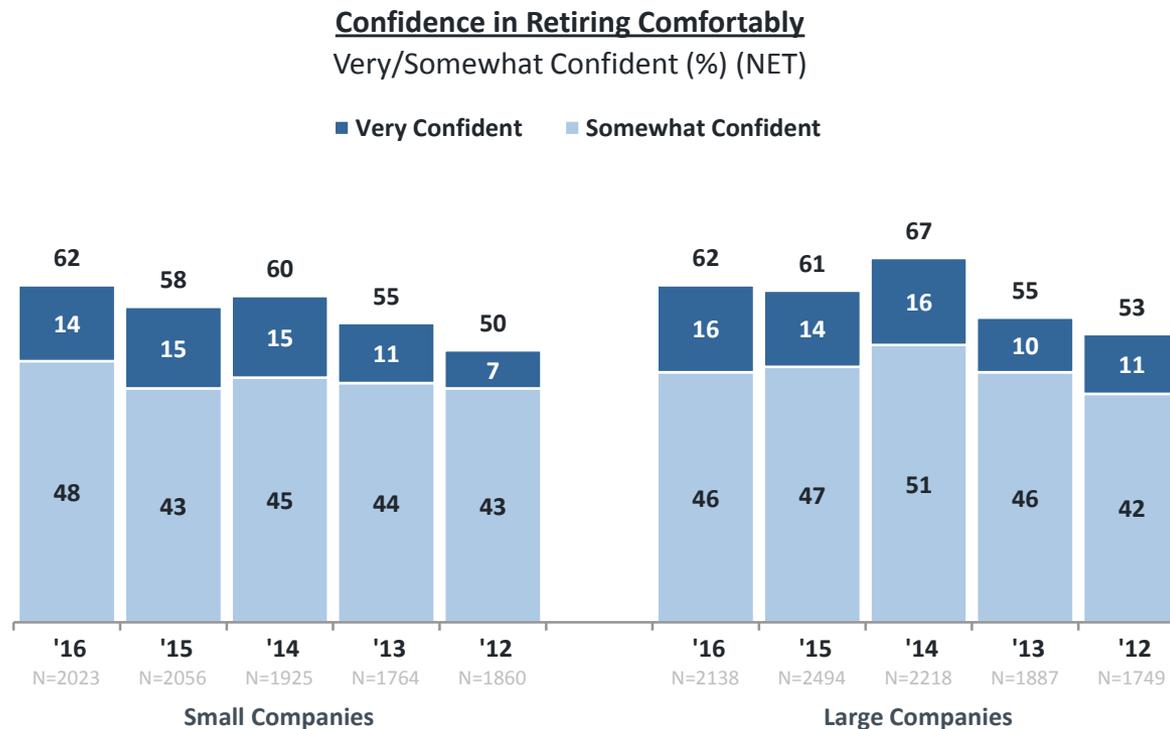
How would you describe your financial recovery from the Great Recession?



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

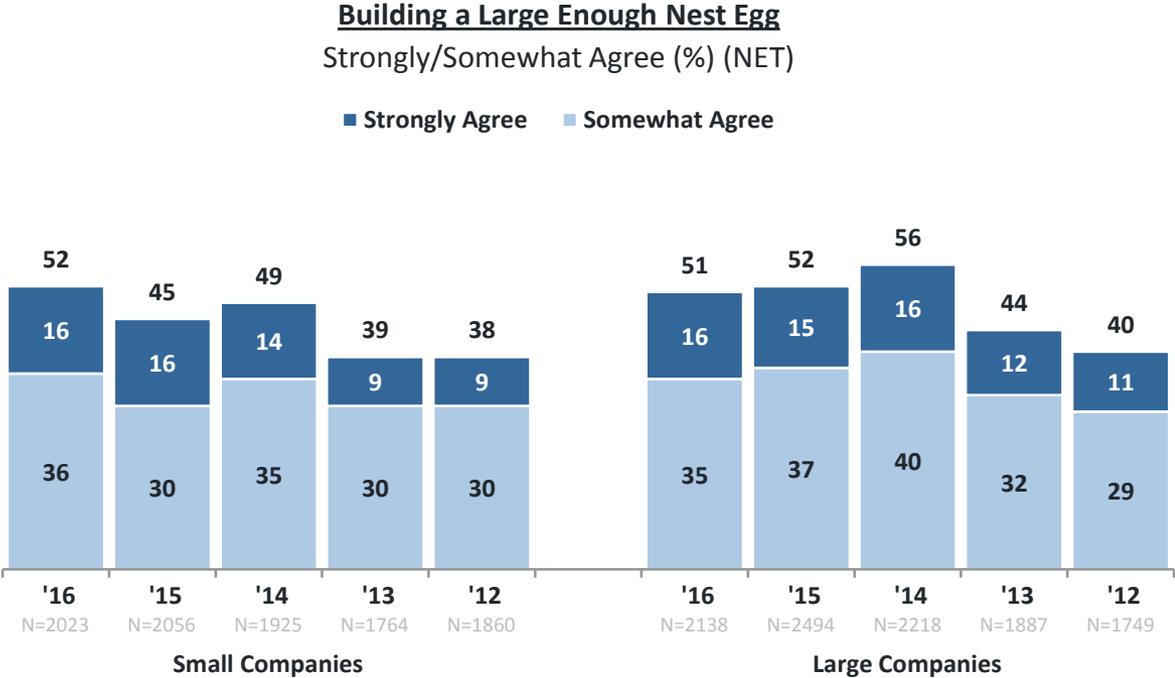
Confidence in Retiring Comfortably

Retirement confidence is relatively consistent between workers of small and large companies, with 62 percent being “somewhat” or “very” confident. Confidence among small company workers has increased since last year while remained much the same among large company workers.



Building a Large Enough Nest Egg?

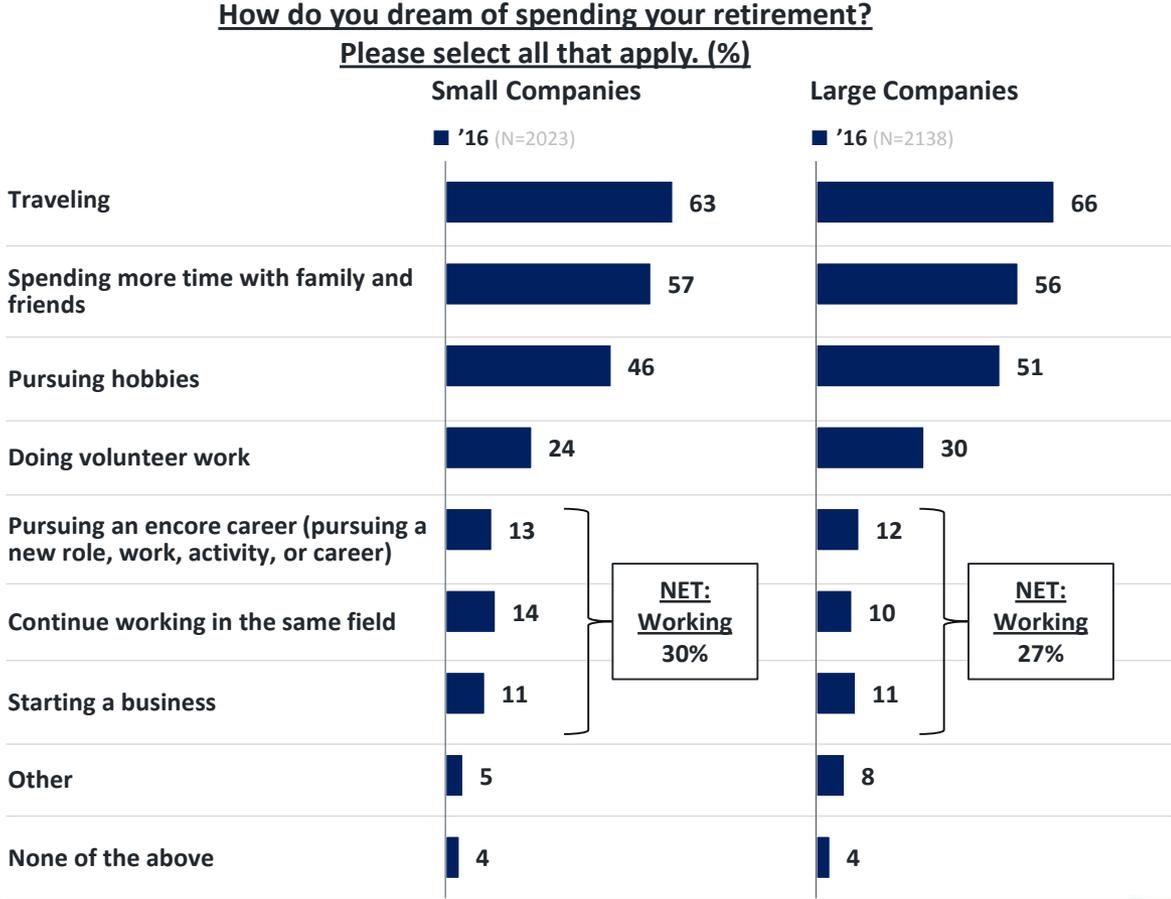
About half of workers in small companies (52 percent) and large companies (51 percent) agree they are building a large enough nest egg. The percentage of workers who agree they are building a large enough nest egg has increased since 2012. Among small company workers, it has increased significantly since last year.



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

Retirement Dreams Include Leisure and Work

Workers of both small companies (63 percent) and large companies (66 percent) most frequently cite traveling as a retirement dream. Other frequently cited dreams include spending more time with family and friends (57 percent small companies, 56 percent large companies), and pursuing hobbies (46 percent small companies, 51 percent large companies). Interestingly, 30 percent of workers in small companies and 27 percent in large companies dream of doing some sort of work in retirement.

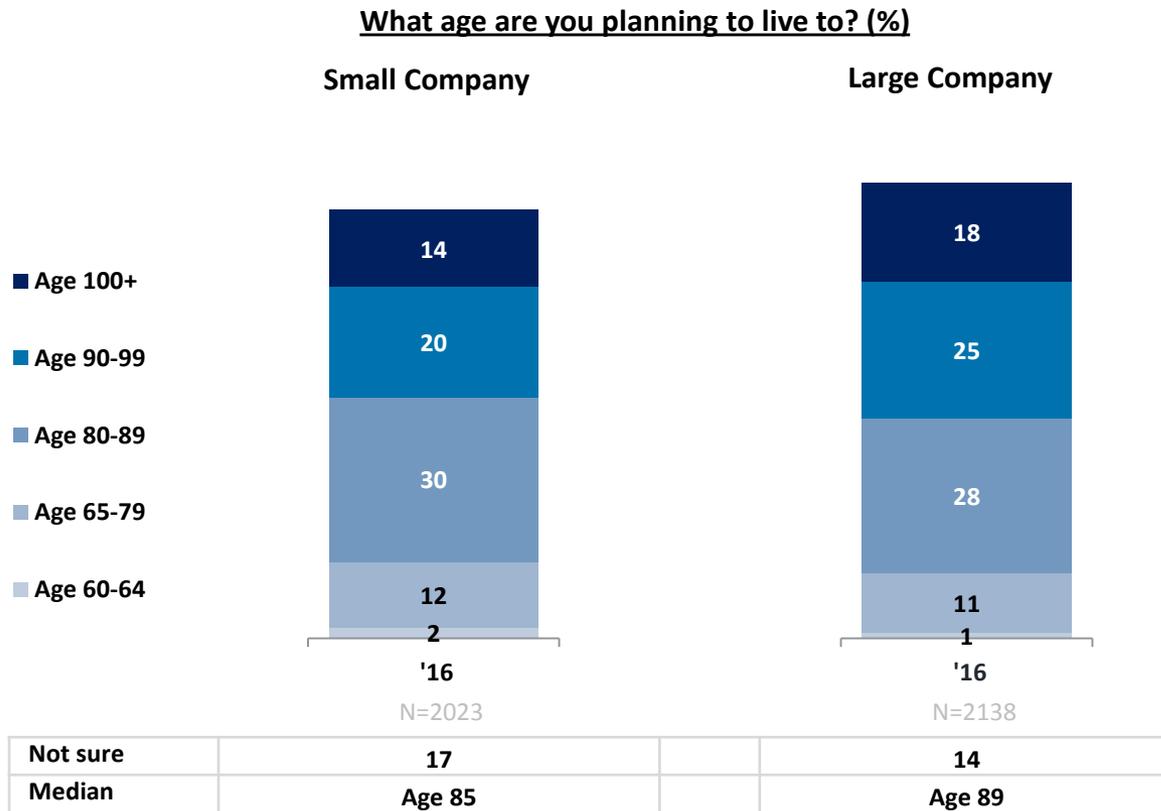


BASE: ALL QUALIFIED RESPONDENTS

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

Age Planning to Live to

Both small and large company workers share similar expectations regarding age they are planning to live to. Large company workers are planning to live to an older age of 89 (median) – and 18 percent of them are planning to become centenarian. Small company workers are planning to live to age 85 (median) with 14 percent planning to live to 100+.



Retirement Beliefs

Most workers in small companies (80 percent) and large companies (83 percent) agree that people in their generation will have a much harder time in achieving financial security compared to their parent's generation. Most workers in small companies (76 percent) and large companies (78 percent) are concerned that Social Security will not be there when they retire. Workers of small and large companies similarly agree on other attitudes and behaviors related to retirement investing.

How Much Do You Agree or Disagree?

Strongly/Somewhat Agree (%) (NET)

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

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

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

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

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

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

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

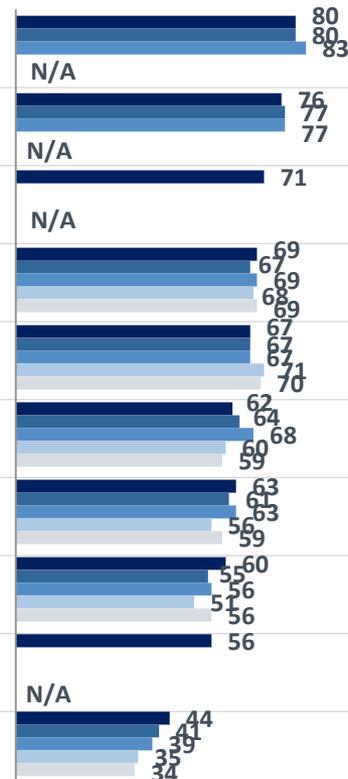
I would prefer to rely on outside experts to monitor and manage my retirement savings plan

*I am satisfied with the retirement plan my company offers

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

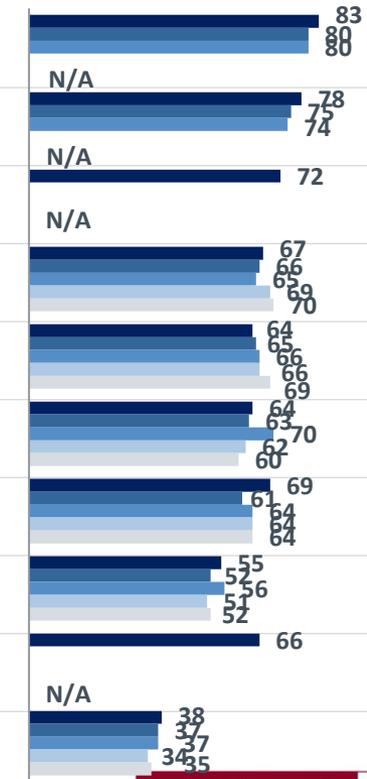
Small Companies

■ '16 (N=2023)
■ '15 (N=2056)
■ '14 (N=1925)
■ '13 (N=1764)
■ '12 (N=1860)



Large Companies

■ '16 (N=2138)
■ '15 (N=2494)
■ '14 (N=2218)
■ '13 (N=1887)
■ '12 (N=1749)



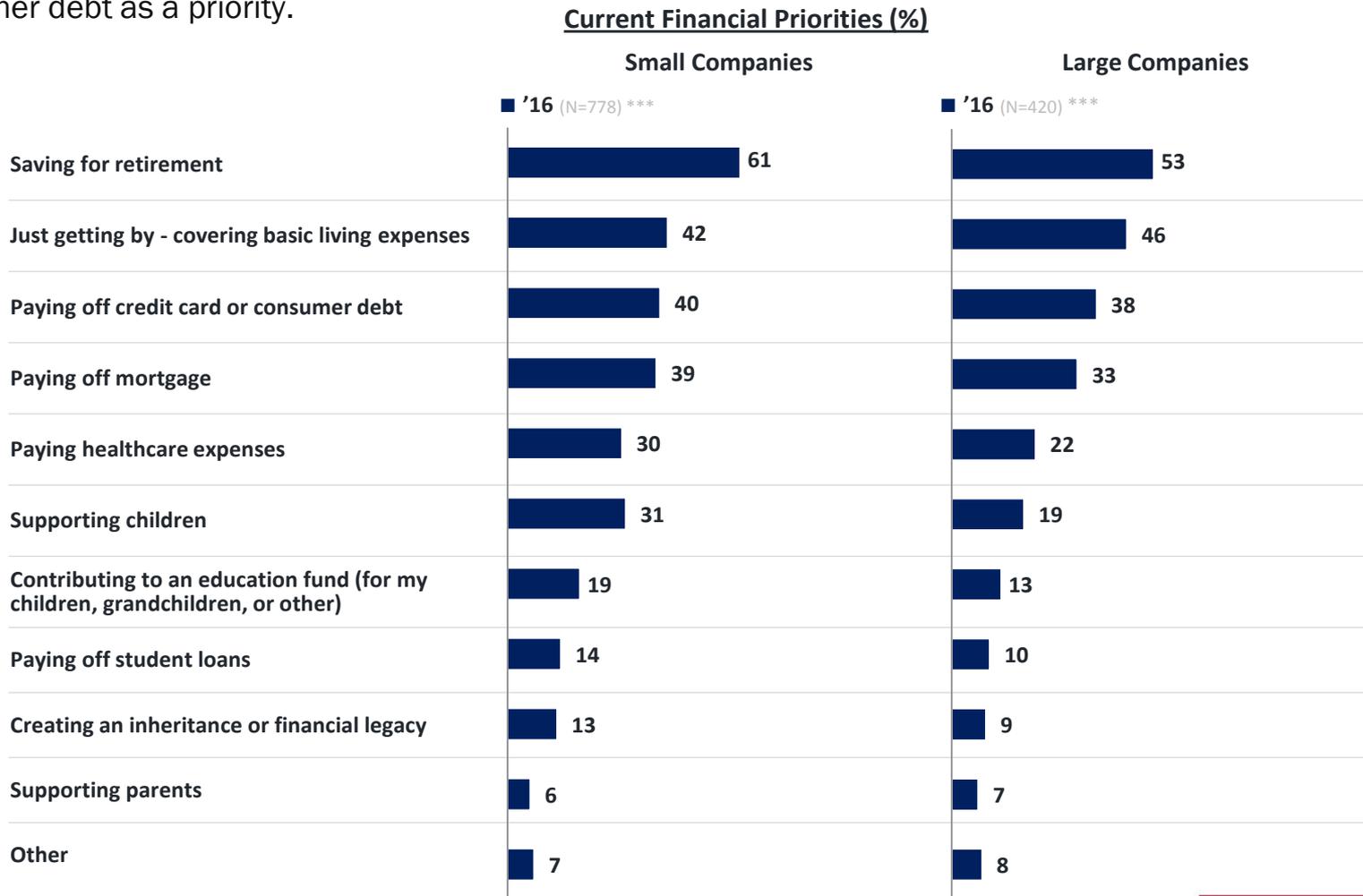
*added in 2016 **added in 2014

BASE: ALL QUALIFIED RESPONDENTS

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

Current Financial Priorities

Most workers in both small (61 percent) and large (53 percent) companies indicate that saving for retirement is a current financial priority. More than 40 percent say “just getting by - covering basic living expenses” is a priority. Approximately two in five workers of both small and large companies cite paying off credit card or consumer debt as a priority.



***Note: This question is based on a supplementary survey. See methodology for more information.

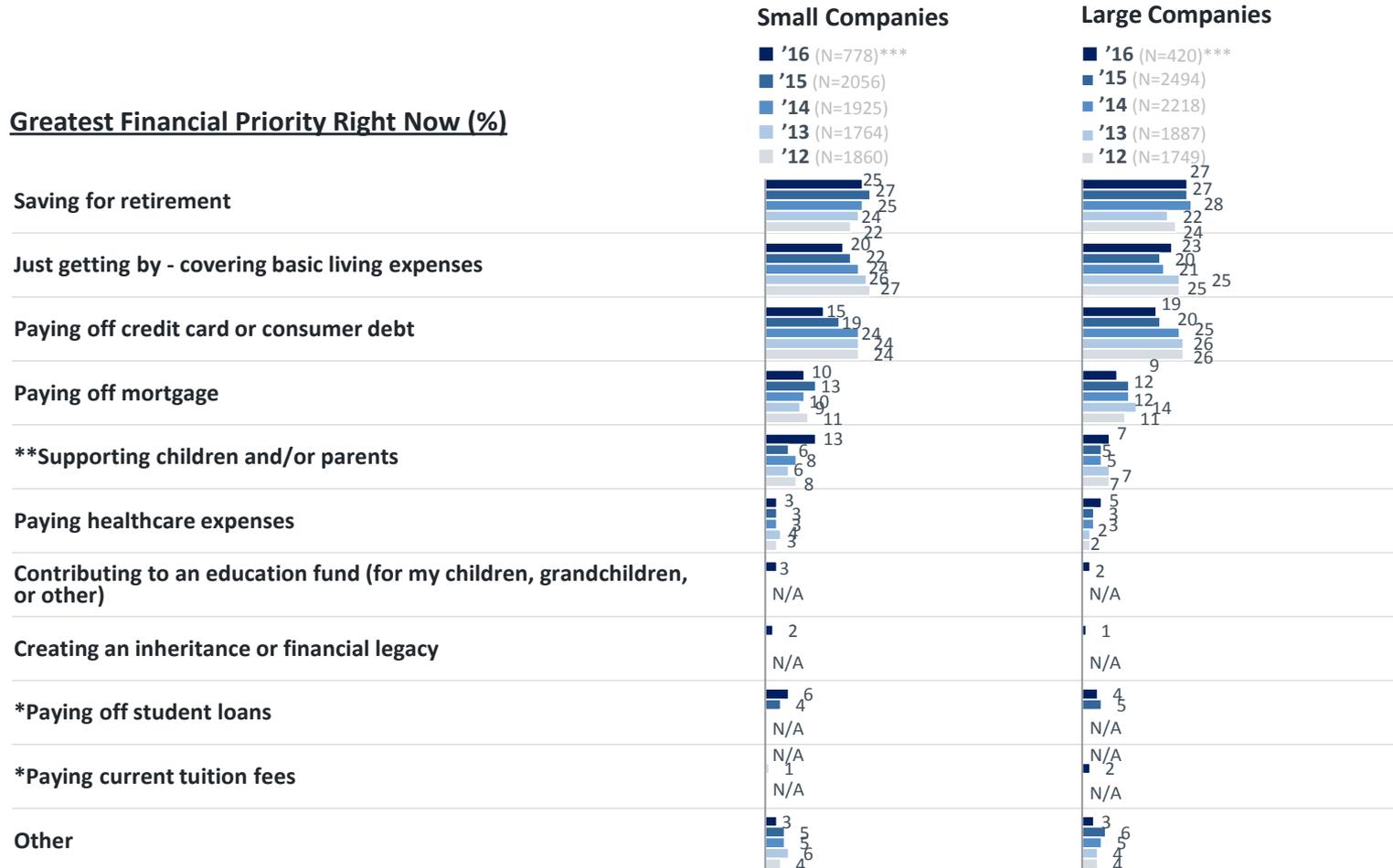
BASE: ALL QUALIFIED RESPONDENTS

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

Greatest Financial Priority Right Now

Financial priorities among workers of small and large companies are similarly shared. The top three most frequently cited priorities among workers are “saving for retirement” (25 percent small, 27 percent large), “just getting by” (20 percent small, 23 percent large), and “paying off debt” (15 percent small, 19 percent large).

Greatest Financial Priority Right Now (%)



*added in 2015 **shown as two separate answers in 2016

*** Note: This question is based on a supplementary survey. See methodology for more information.

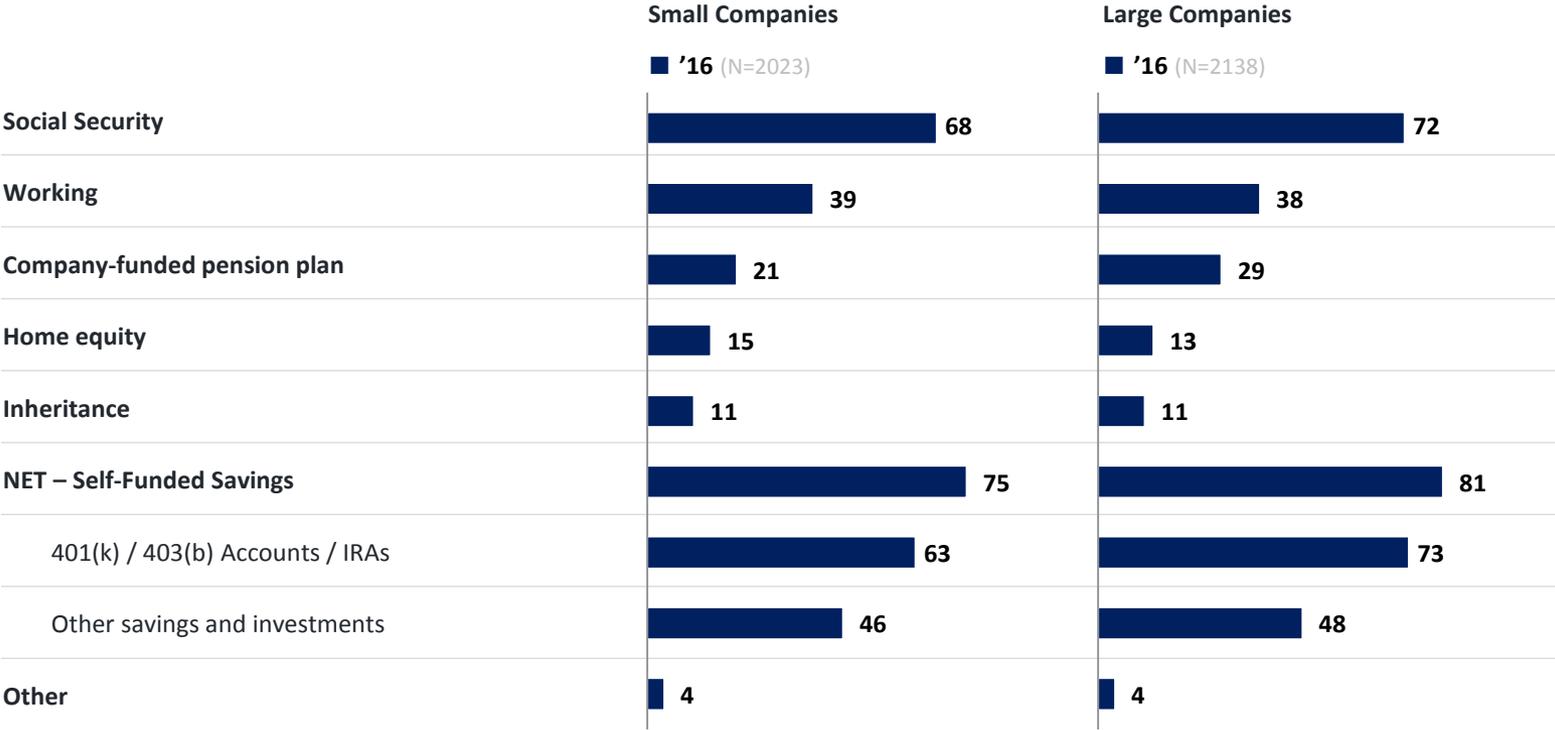
BASE: ALL QUALIFIED RESPONDENTS

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

Expected Sources of Retirement Income

Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by workers of both company sizes: 75 percent of small company workers and 81 percent of large company workers. This is closely followed by Social Security as an expected source of retirement income for 68 percent of small company workers and 72 percent of large company workers.

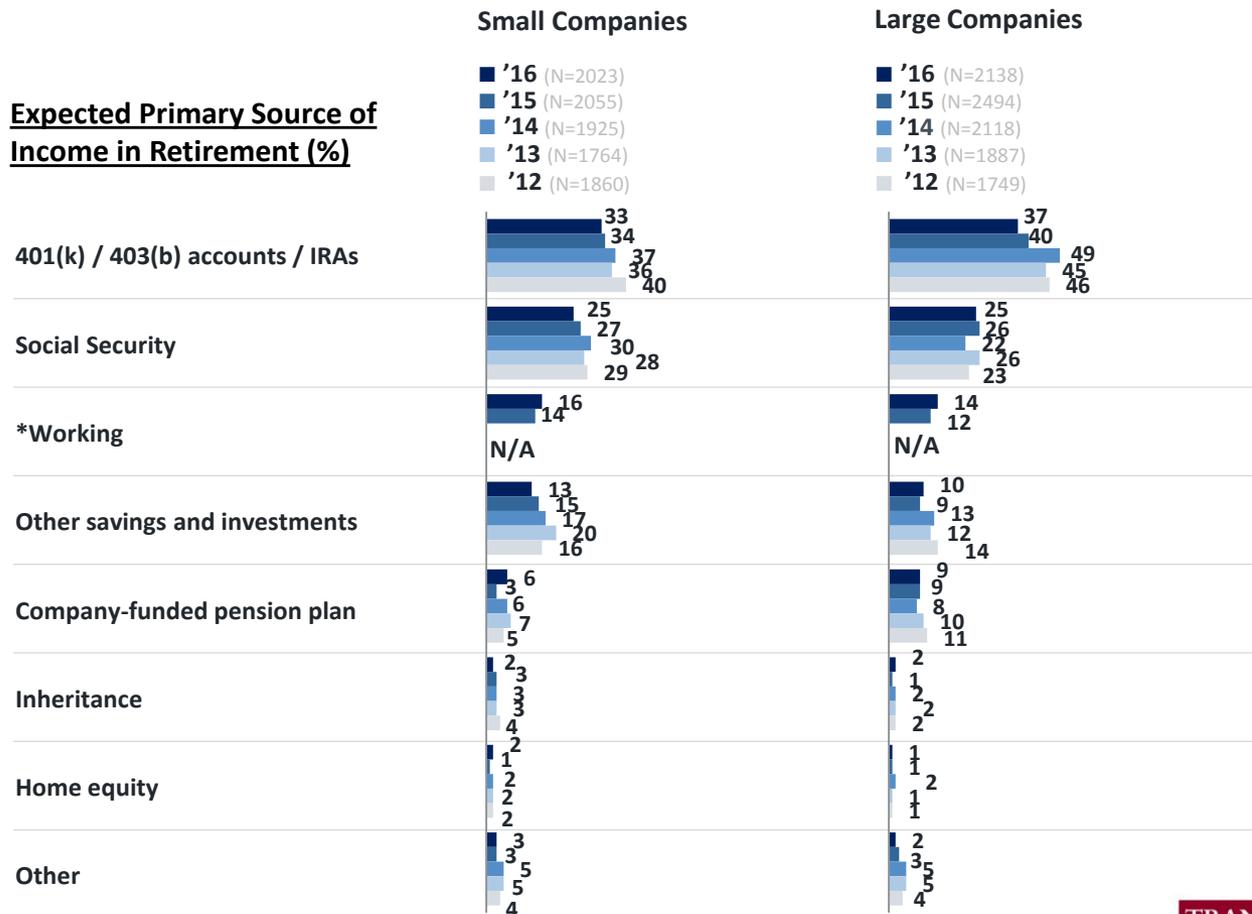
Expected Sources of Income During Retirement (%)



New in 2016
 BASE: ALL QUALIFIED RESPONDENTS
 Q1145. Which one of the following do you expect to be sources of income to cover your living expenses after you retire? Select all.

Expected Primary Source of Income in Retirement

Workers of large companies (37 percent) are more likely to expect to rely on retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) as their primary source of income in retirement compared to workers of small companies (33 percent). Expectations that “working” will be their primary source of income is similarly shared among workers of small and large companies (16 and 14 percent, respectively).



*added in 2015

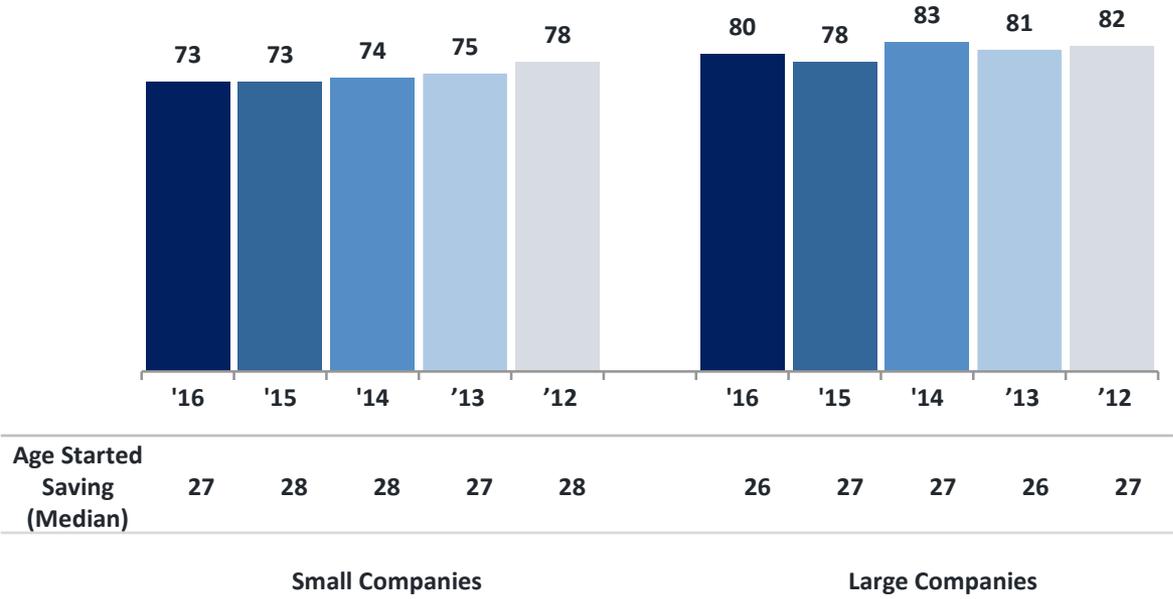
BASE: ALL QUALIFIED RESPONDENTS

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

Percentage Saving for Retirement / Age They Started to Save

More large company workers (80 percent) than small company workers (73 percent) are saving for retirement at work through their employer and/or outside of work. Both are consistent with previous years. The median age at which workers started saving is relatively consistent between small (age 27) and large (age 26) company workers.

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



BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN
 Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?
 BASE: ALL QUALIFIED RESPONDENTS
 Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?
 BASE: INVESTING FOR RETIREMENT
 Q790. At what age did you first start saving for retirement?

Importance of Retirement Benefits Compared to Other Benefits

Most workers of small and large companies believe that retirement benefits are important. Large company workers (90 percent) are somewhat more likely than those of small companies (86 percent) to value a 401(k) or similar plan as an important benefit. This trend has remained consistent over the past five years.

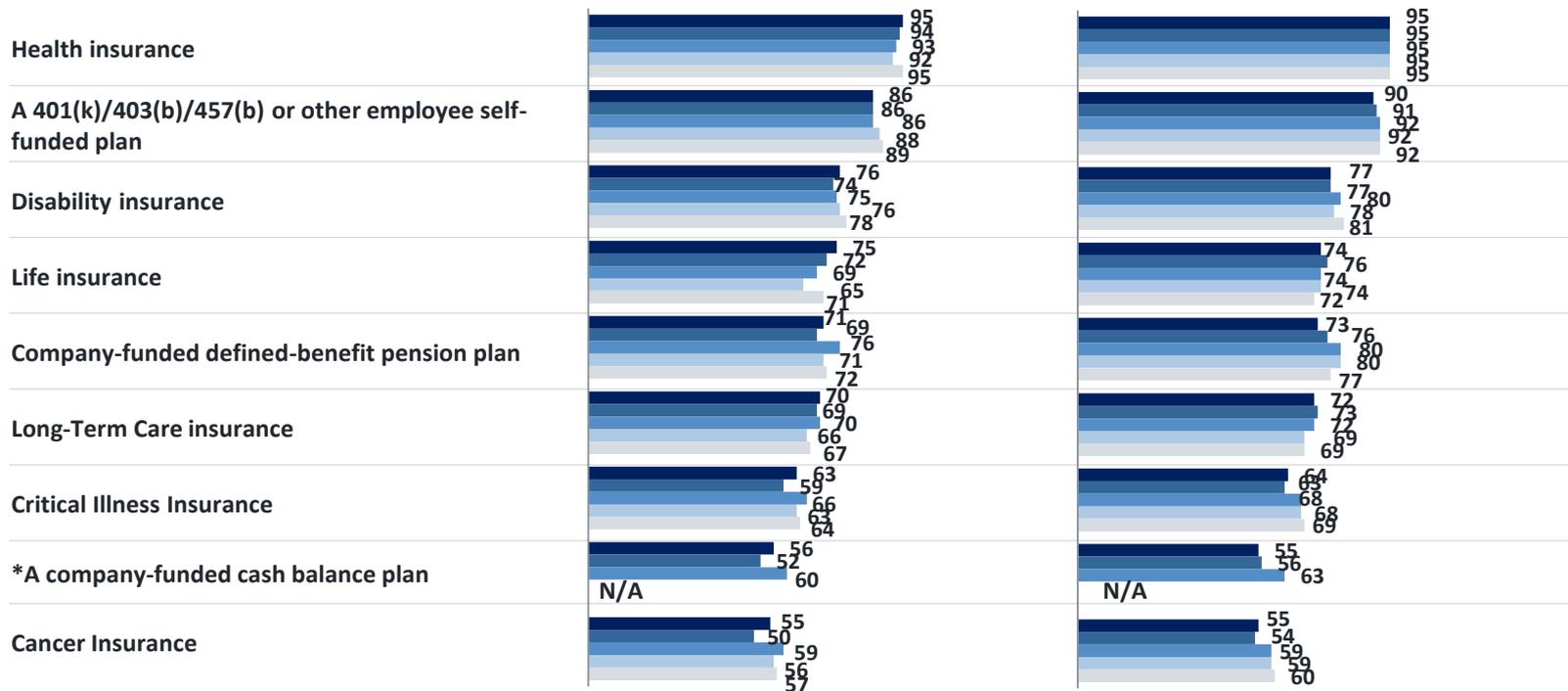
**Very/Somewhat Important
(%) (NET)**

Small Companies

■ '16 (N=2023)
■ '15 (N=2056)
■ '14 (N=1925)
■ '13 (N=1764)
■ '12 (N=1860)

Large Companies

■ '16 (N=2138)
■ '15 (N=2494)
■ '14 (N=2218)
■ '13 (N=1887)
■ '12 (N=1749)



*added in 2014

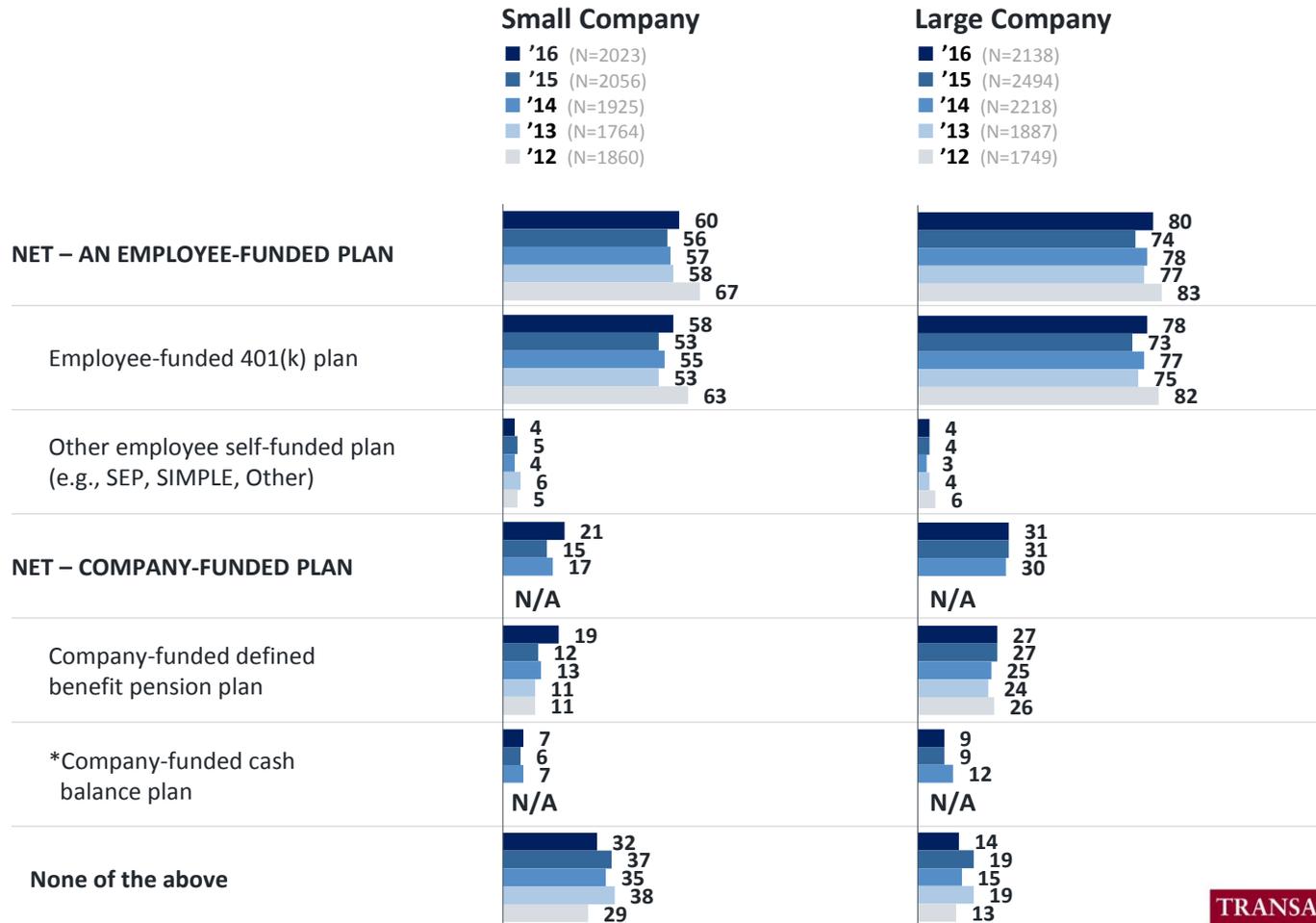
BASE: ALL QUALIFIED RESPONDENTS

Q1171. Businesses typically offer a number of different benefits for their workers. For each of the following, please tell us how important that benefit is to you, personally.

Retirement Benefits Currently Offered

Most workers are offered a 401(k) or other self-funded plan by their employers; however, access is greater among workers of large companies (80 percent) compared to those of small companies (60 percent). Relatively few workers are offered a traditional company-funded defined benefit plan. Retirement benefit offerings have fluctuated slightly over the last five years.

Employer-Sponsored Retirement Benefits Currently Offered (%)



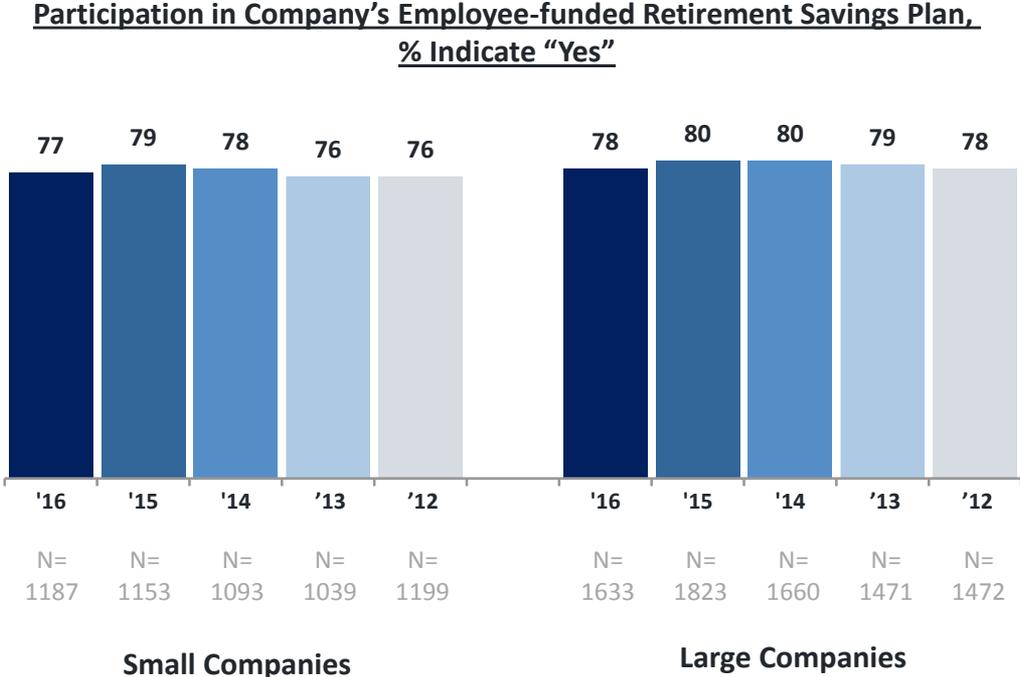
*added in 2014

BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate is similar among large company workers (78 percent) and small company workers (77 percent). This trend has remained consistent over the past five years.

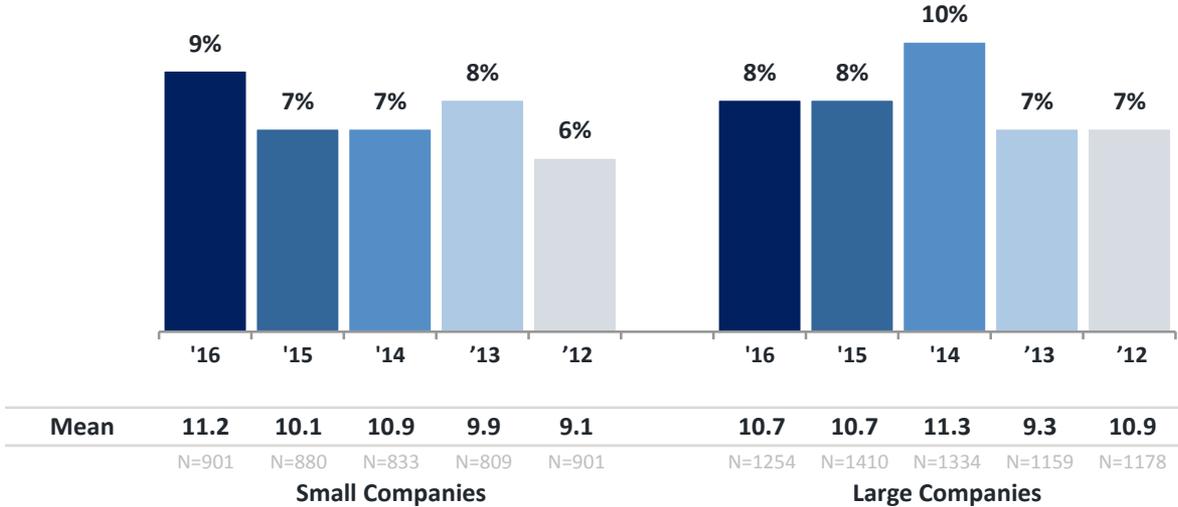


BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN
Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?

Retirement Plan Contribution Rate

Among workers who participate in a 401(k) or similar plan, the median contribution rate is directionally lower among large company workers (8 percent) than small company workers (9 percent). The average contribution rate among workers in small companies contributing to their qualified plan increased slightly compared to previous years.

Contribution Rate, Median %



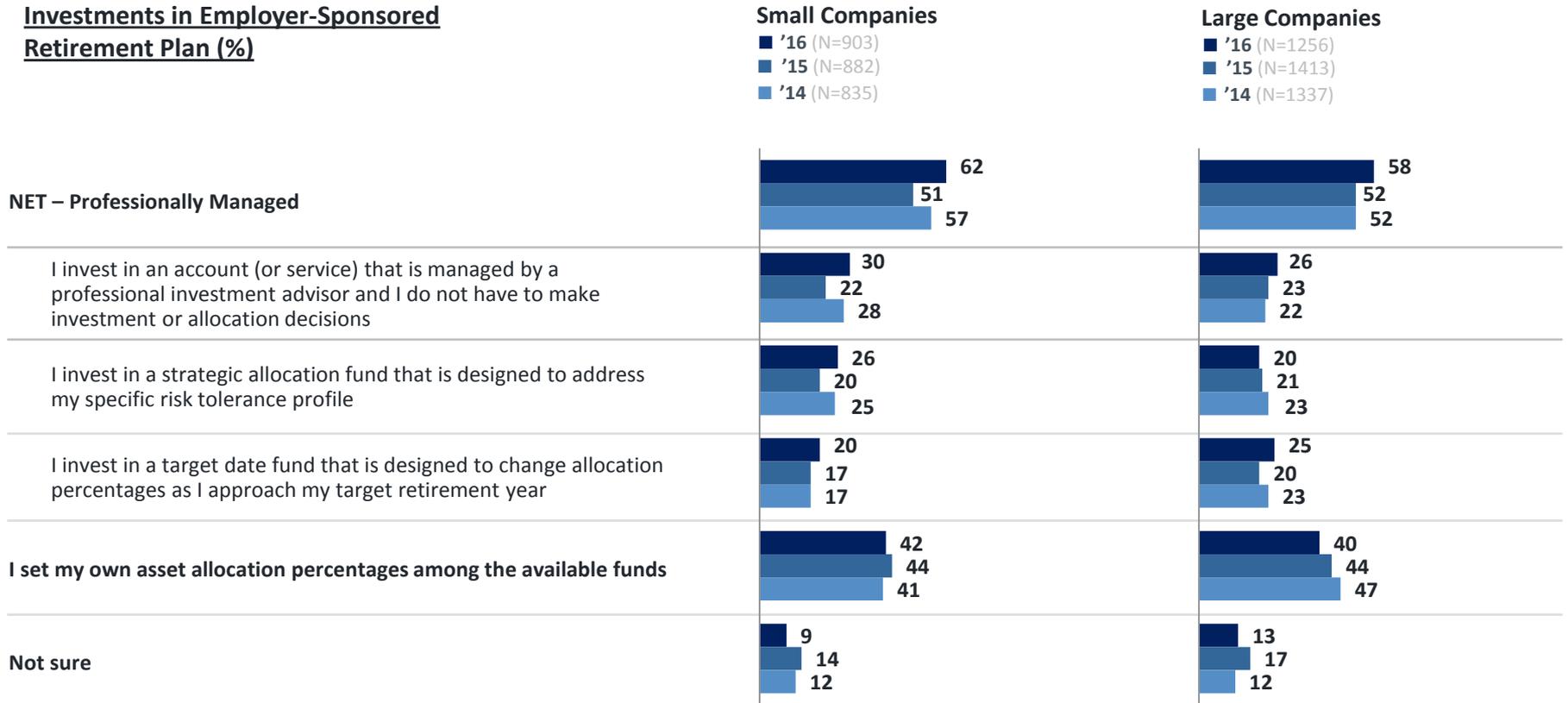
BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

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

Approach to Investing in Retirement Plan

“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Many plan participants in both small (62 percent) and large companies (58 percent) are using some form of professionally managed offering in their 401(k) or similar plans. Small business workers (42 percent) are slightly more likely to set their own asset allocation among the available funds compared to large company workers (40 percent).

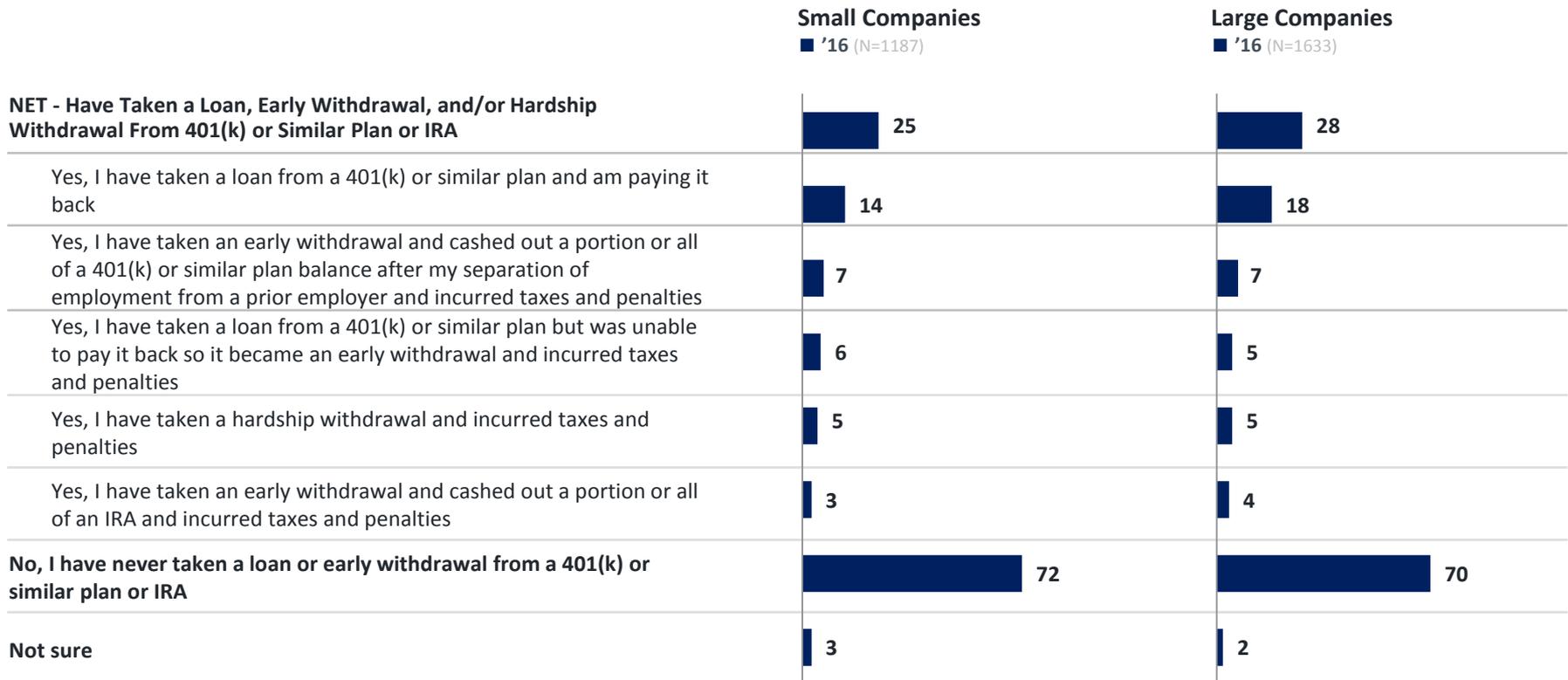
Investments in Employer-Sponsored Retirement Plan (%)



Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among those who are currently participating in a plan, 25 percent of small company and 28 percent of large company workers have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k).

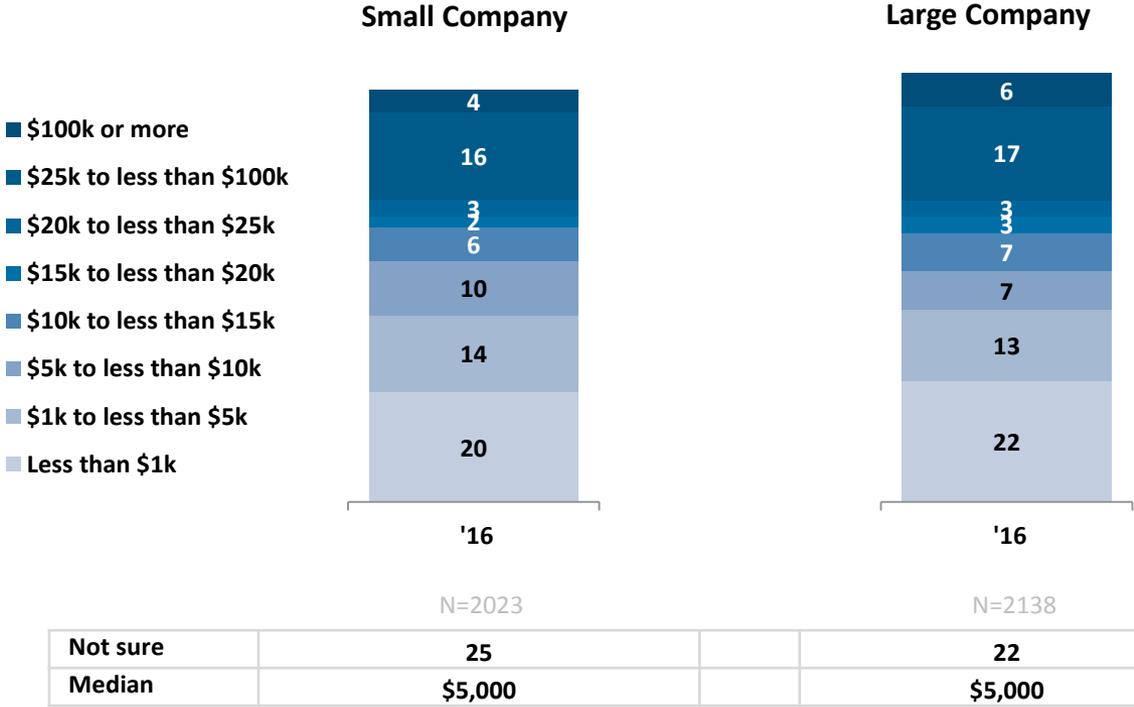
Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



Estimated Emergency Savings

Workers of both small and large companies lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Both groups reported having saved just \$5,000 (median) for such emergencies. More than one-third of small company (34 percent) and large company workers (35 percent) have saved less than \$5,000. Of concern, one in five workers are unsure how much they have saved in emergency savings: 25 percent of small company workers and 22 percent of large company workers.

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

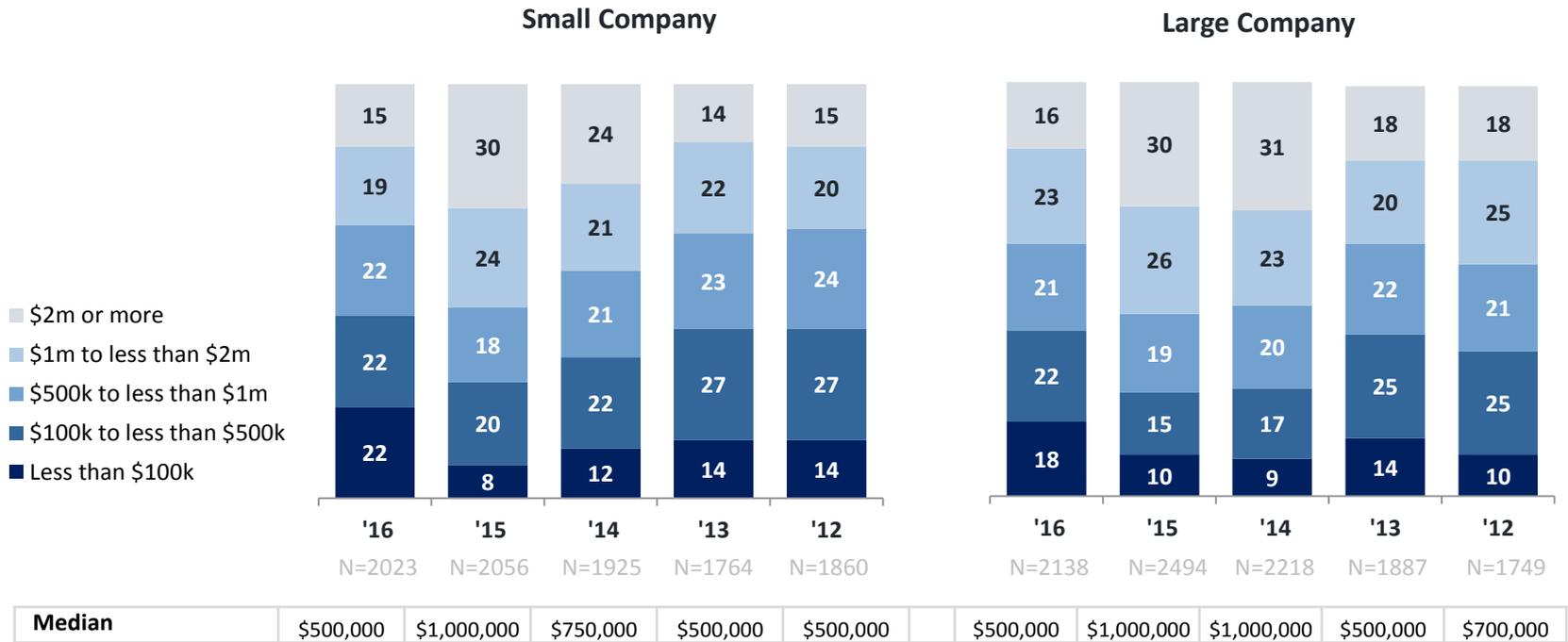


BASE: ALL QUALIFIED RESPONDENTS

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

Estimated Retirement Savings Needs

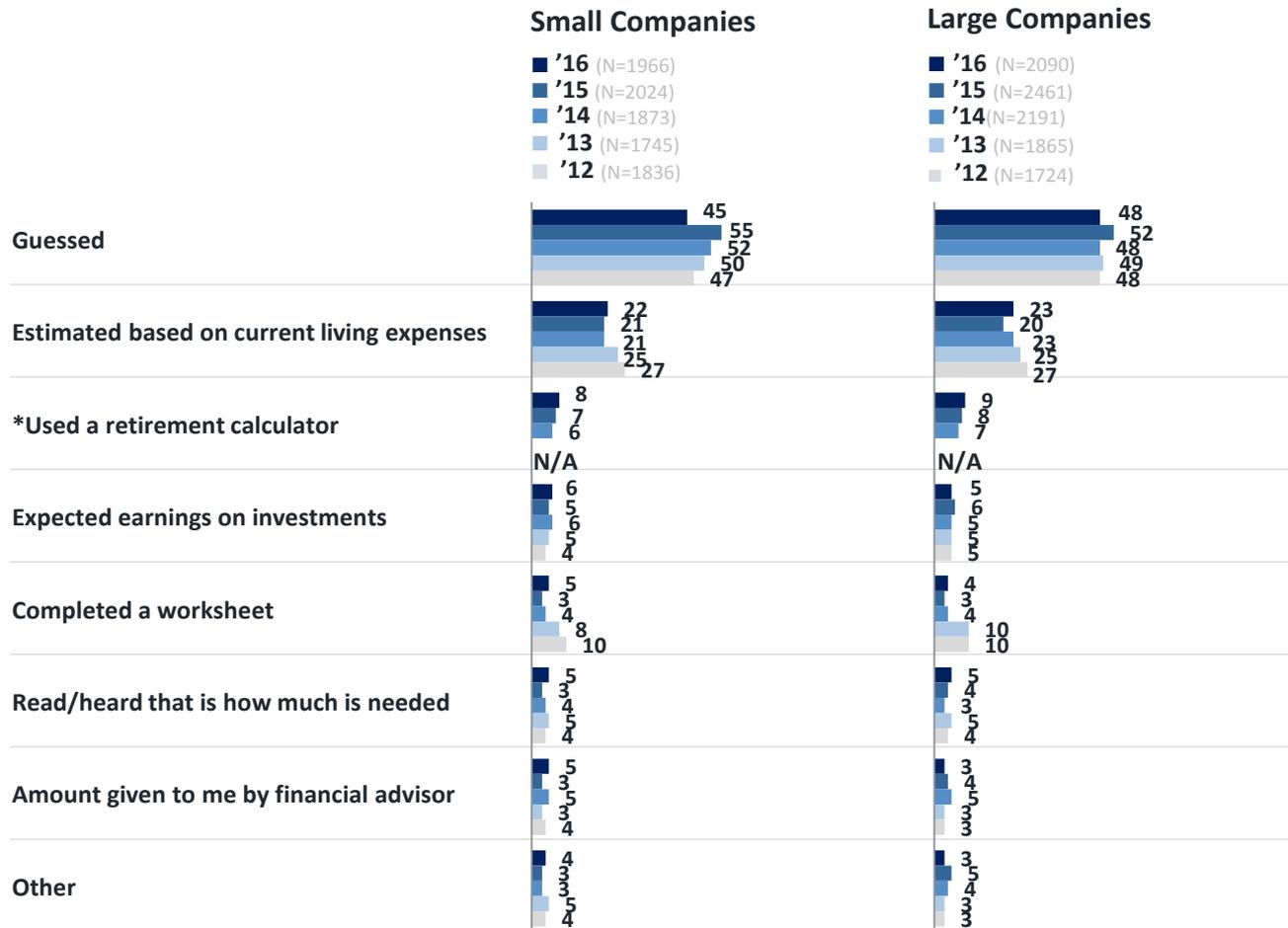
Workers of both large and small companies believe that they will need to save \$500,000 (median) to feel financially secure when they retire. This year's survey finding represents a major decrease in estimated savings needs since last year when workers indicated they would need to save \$1,000,000 (median).



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

Basis for Estimating Retirement Savings Needs

Among those who provided an estimate of their retirement savings needs, almost half of workers of both small (45 percent) and large companies (48 percent) say that they “guessed” how much they need to save. Approximately one in five estimated the amount based on current living expenses, and fewer than 10 percent used a retirement calculator.



*added in 2014

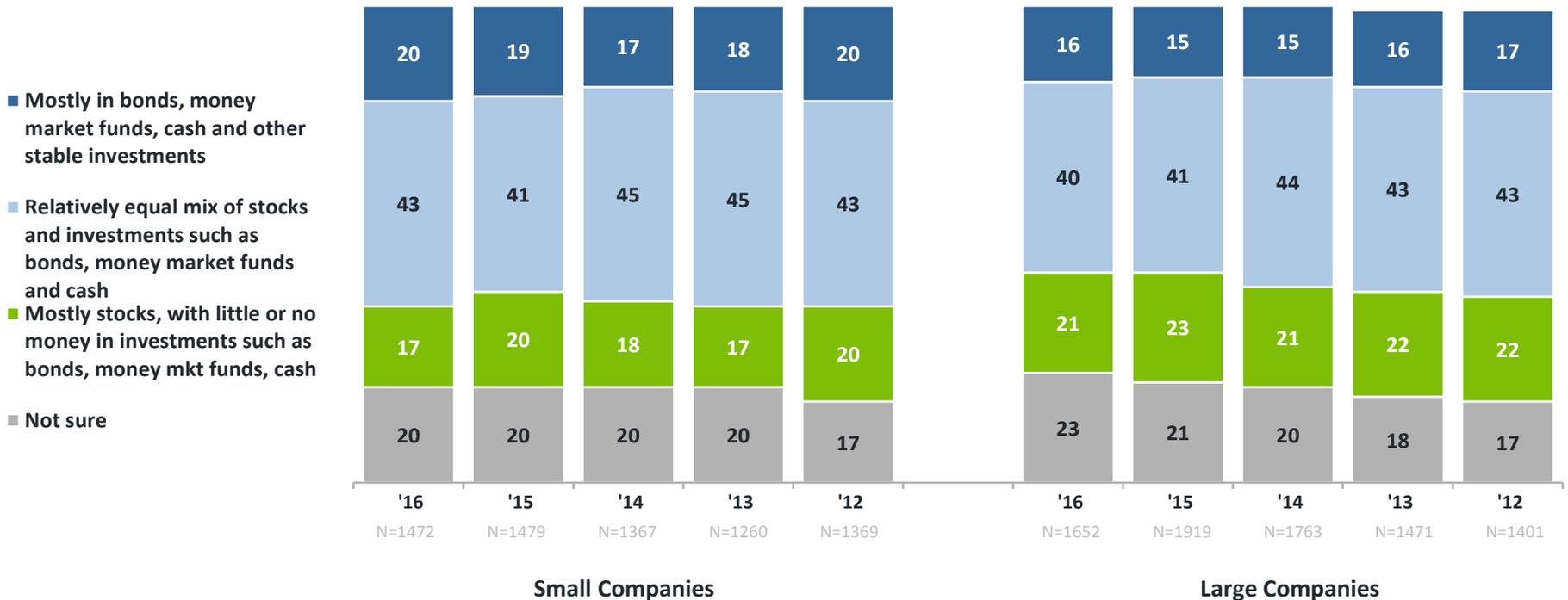
BASE: PROVIDED AN ESTIMATE OF SAVINGS NEEDED

Q900. How did you arrive at that number?

Asset Allocation of Retirement Investments

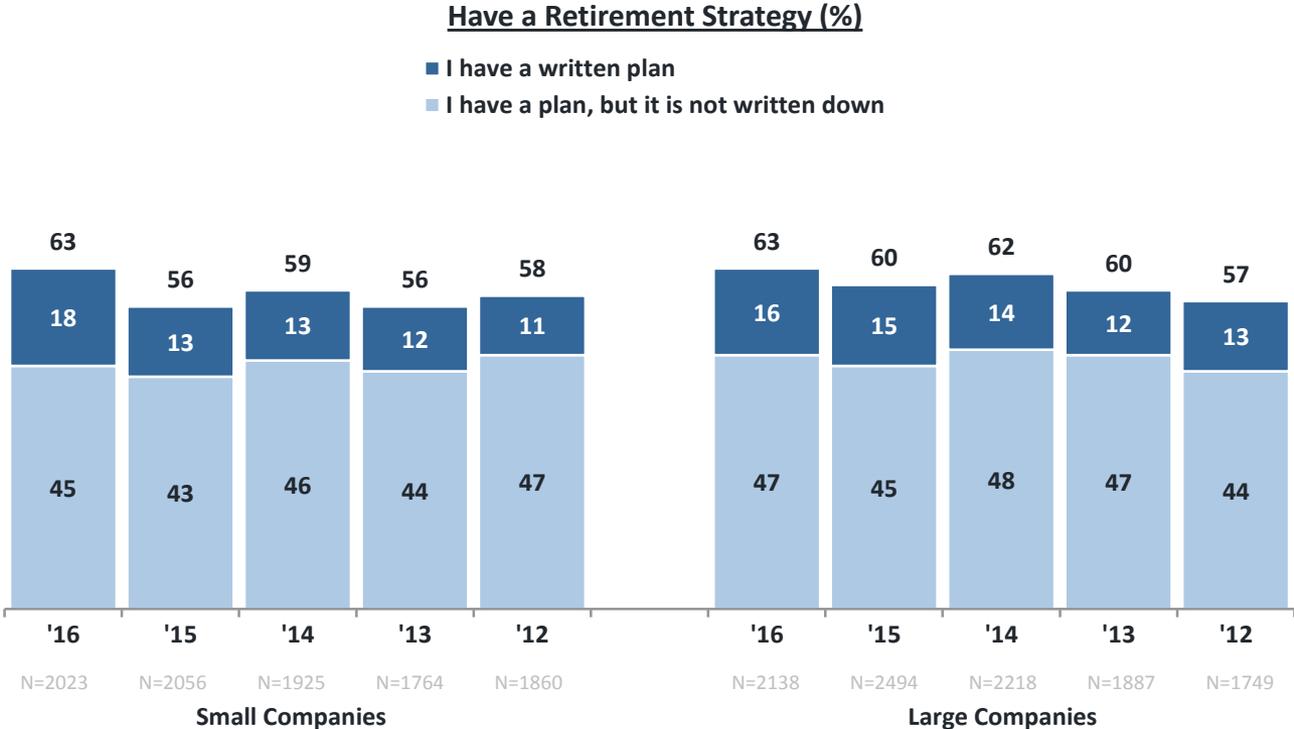
Workers of both large and small companies (40 and 43 percent, respectively) most frequently indicate that their retirement savings are invested in relatively equal mix of stocks and investments such as bonds, money market funds and cash. A concerning one in five say that they are “not sure” how their savings are invested. Asset allocation-related trends have been directionally consistent in recent years.

How Retirement Savings Are Invested (%)



Retirement Strategy: Written, Unwritten, or None

Most workers of both small and large companies (63 percent) say that they have some form of retirement strategy, either written or unwritten. However, only 18 percent of small company workers and 16 percent of large company workers have a written plan. While the proportion of workers who have a written plan is directionally higher this year, it remains low.

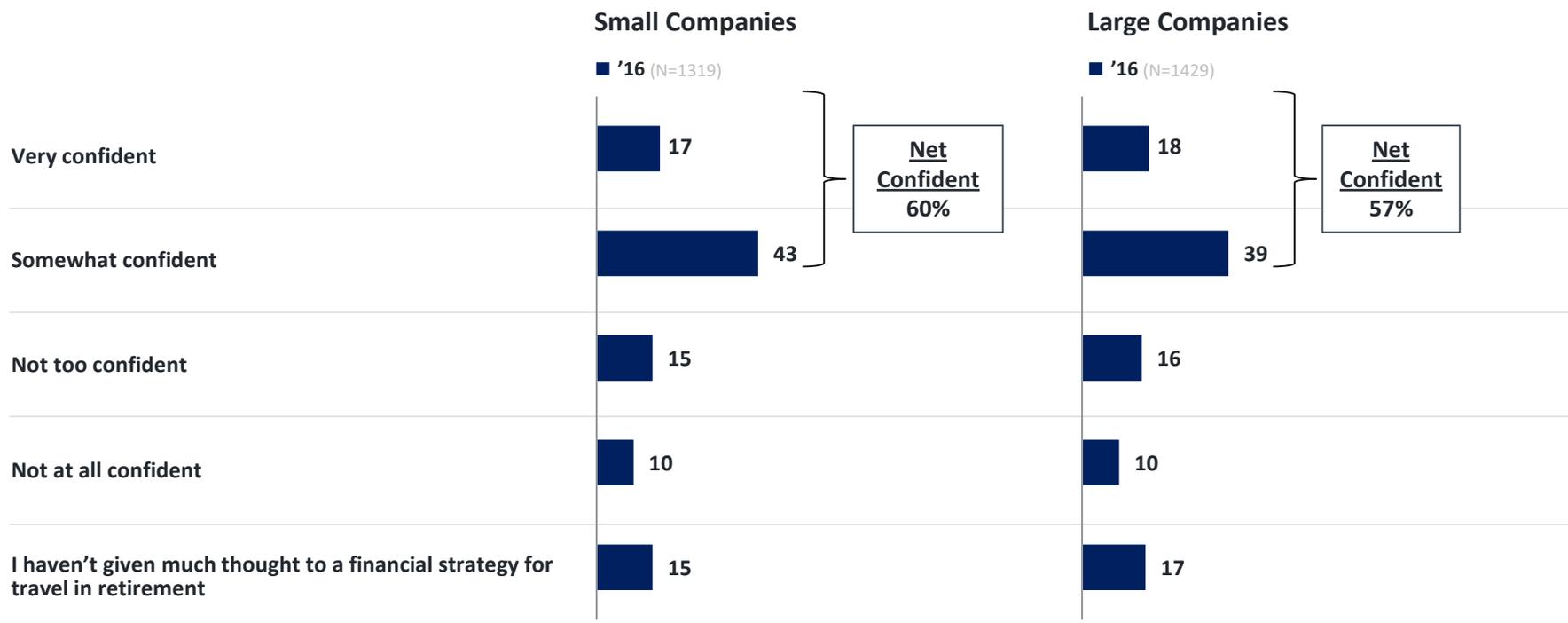


BASE: ALL QUALIFIED RESPONDENTS
 Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

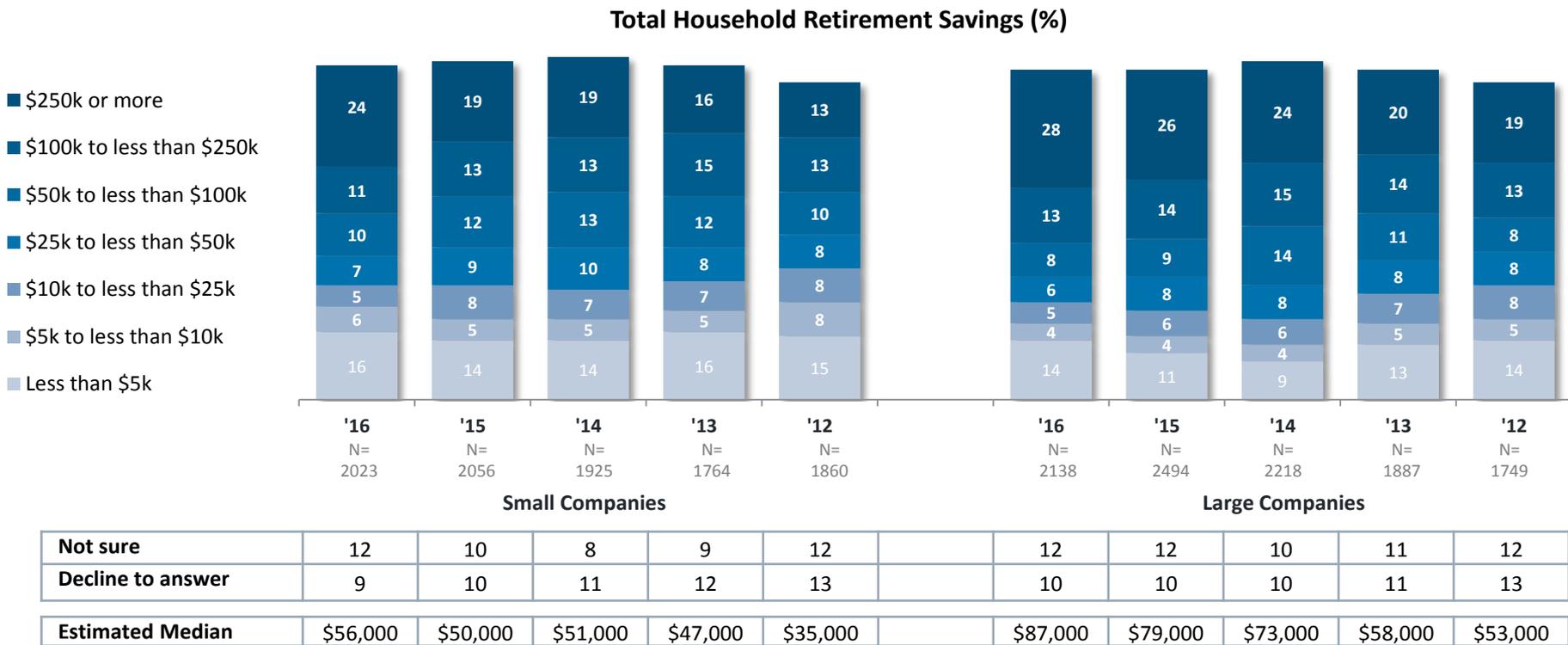
Among workers who dream of traveling in retirement, most are confident their current financial strategy will allow them to meet their retirement travel goals including 60 percent of small company workers and 57 percent of large company workers. However, relatively few workers are “very” confident (17 percent small companies, 18 percent large companies). Interestingly, some workers haven’t given much thought to it (15 percent small companies, 17 percent large companies).

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



Total Household Retirement Savings

Workers of large companies report higher levels of total household savings in retirement accounts compared to those of small companies. Large company workers have saved \$87,000 (estimated median), while small company workers have saved \$56,000 (estimated median). Large company workers (28 percent) are also more likely than small company workers (24 percent) to say that they have saved \$250,000 or more. Retirement savings have increased among small and large company workers since 2012.

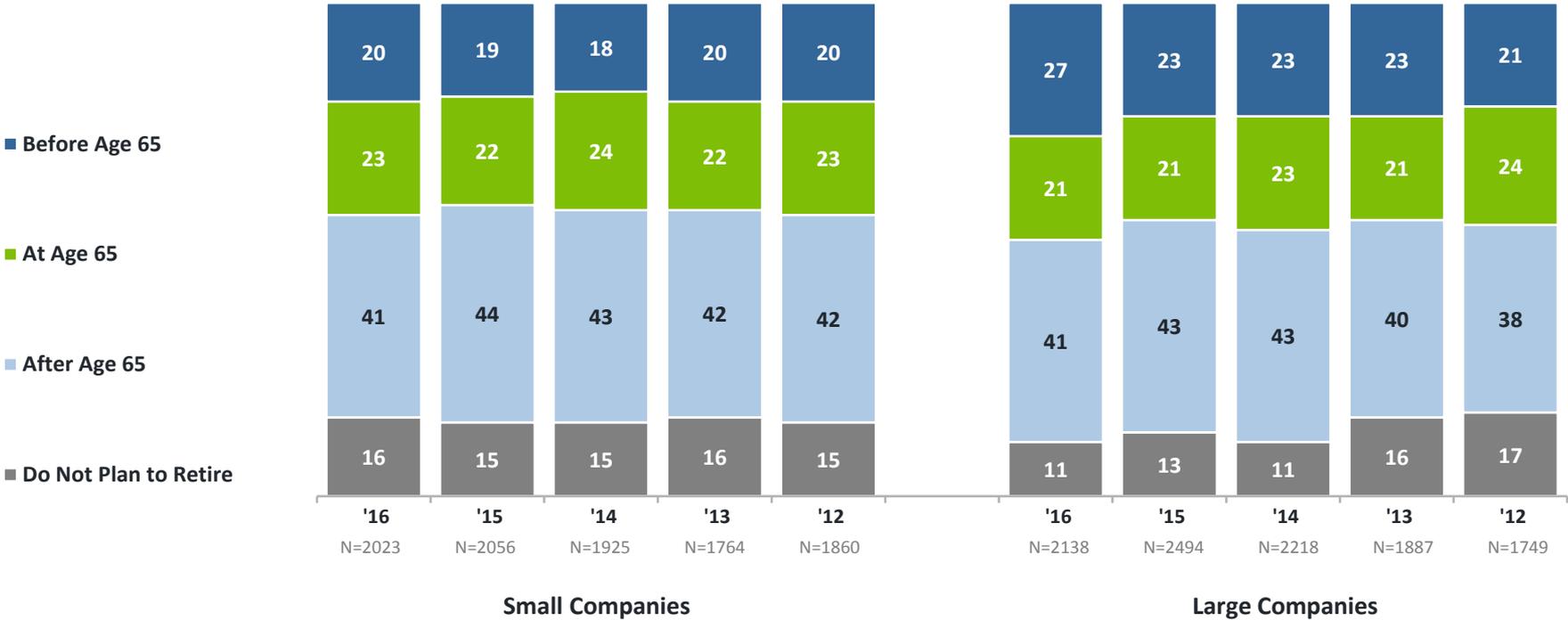


Note: The median is estimated based on the approximate midpoint of the range of each response category. Non-responses are excluded from the estimate.

Expected Retirement Age

The majority of both small company workers (57 percent) and large company workers (52 percent) plan to work past age 65 or do not plan to retire. Large company workers (27 percent) are more likely than small company workers (20 percent) to expect to retire before age 65. A similar percentage of small company workers (23 percent) and large company workers (21 percent) expect to retire at age 65. These trends have been relatively consistent since 2012.

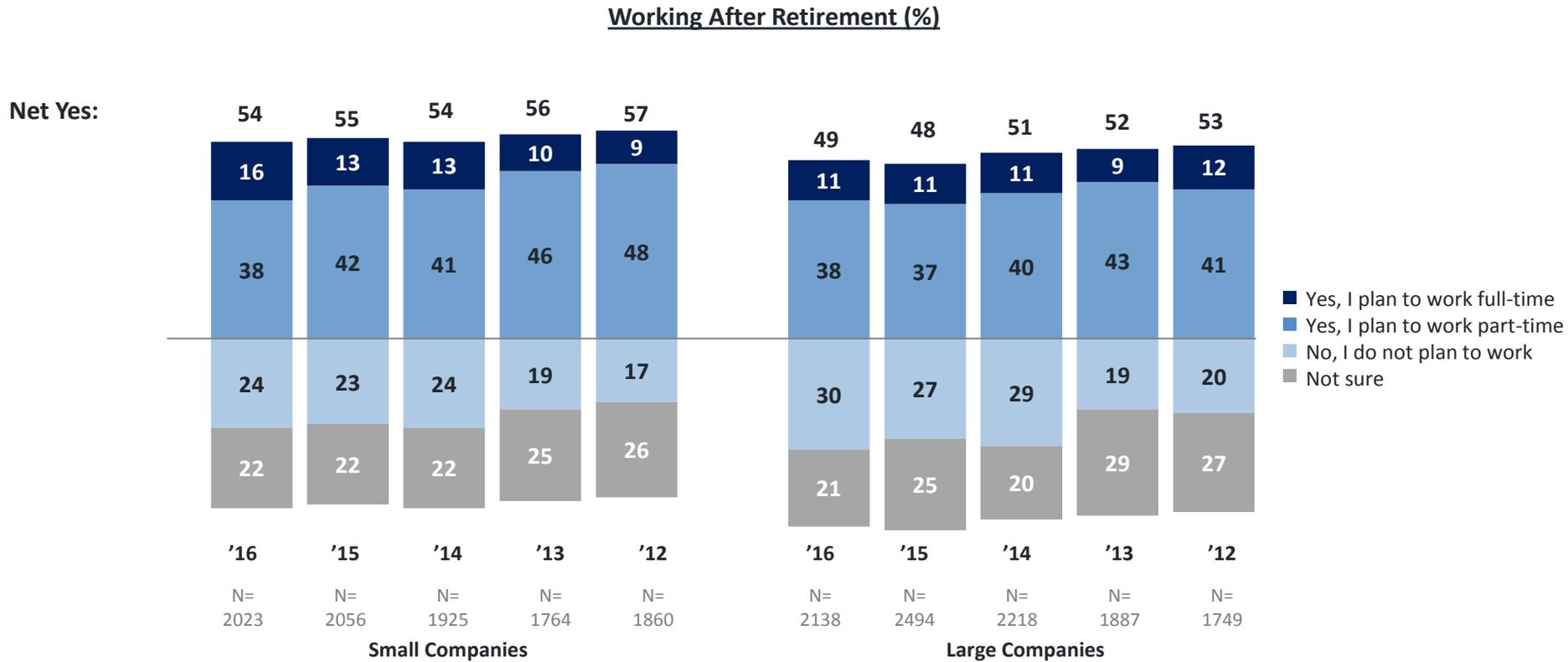
Age Expected to Retire (%)



BASE: ALL QUALIFIED RESPONDENTS
Q910. At what age do you expect to retire?

Expectations of Working in Retirement

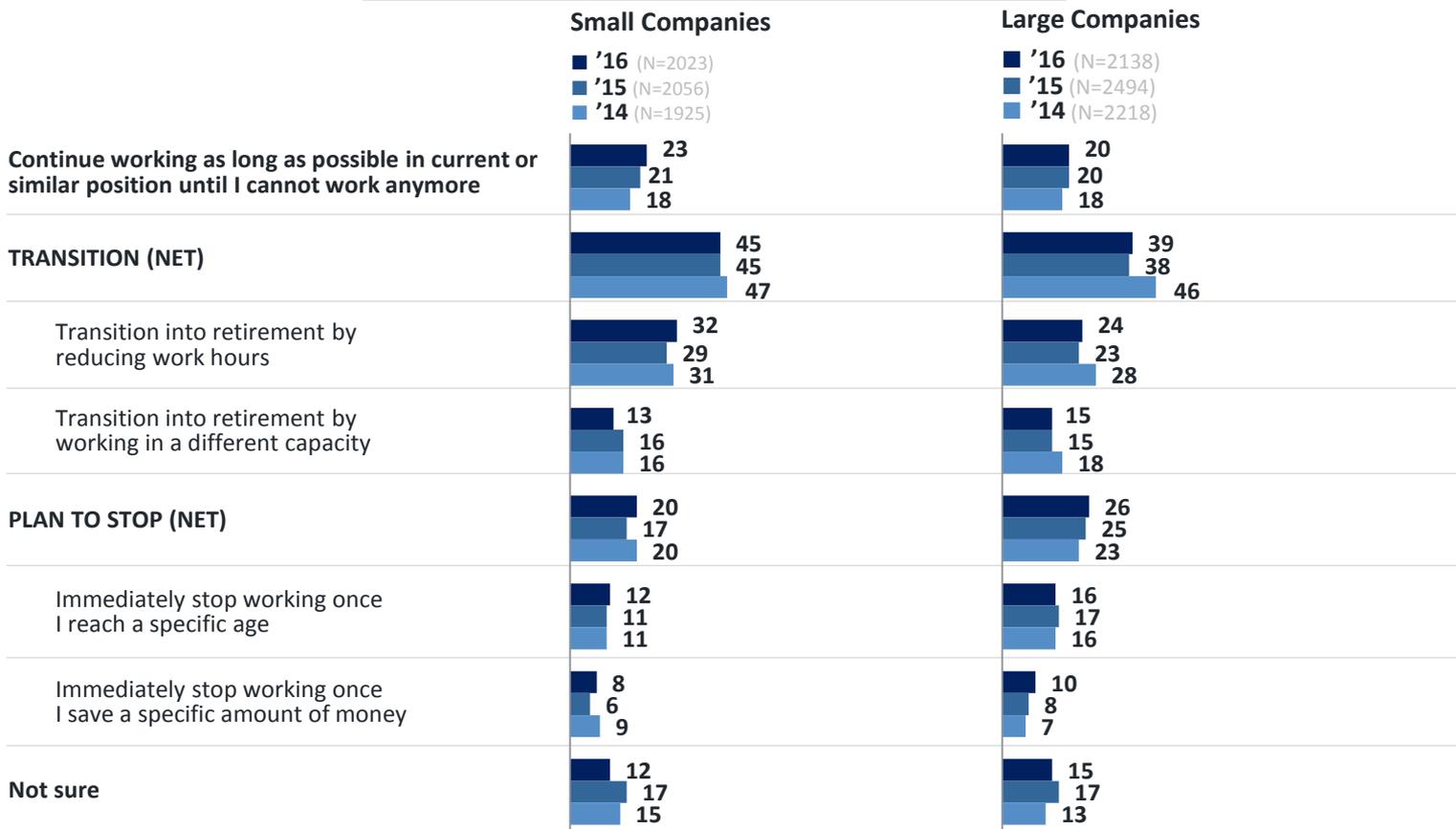
More than half (54 percent) of workers in small companies plan to work full- or part-time in retirement, while just under half (49 percent) of large company employees plan to do so. Over the past five years, small company workers have been consistently more likely to say they plan to work in retirement, although this gap is slightly smaller this year.



Retirement Transitions: Phased Versus Immediate

Many workers are planning to either transition into retirement by changing work patterns (e.g., shifting from full- to part-time or working in a different capacity) or planning to continue working until they cannot work any longer, with workers of small companies being somewhat more likely to be planning for both of these scenarios. More large company workers (26 percent) than small company workers (20 percent) plan to immediately stop working and retire once they reach a specific age or amount of money.

How do you envision transitioning into retirement? (%)



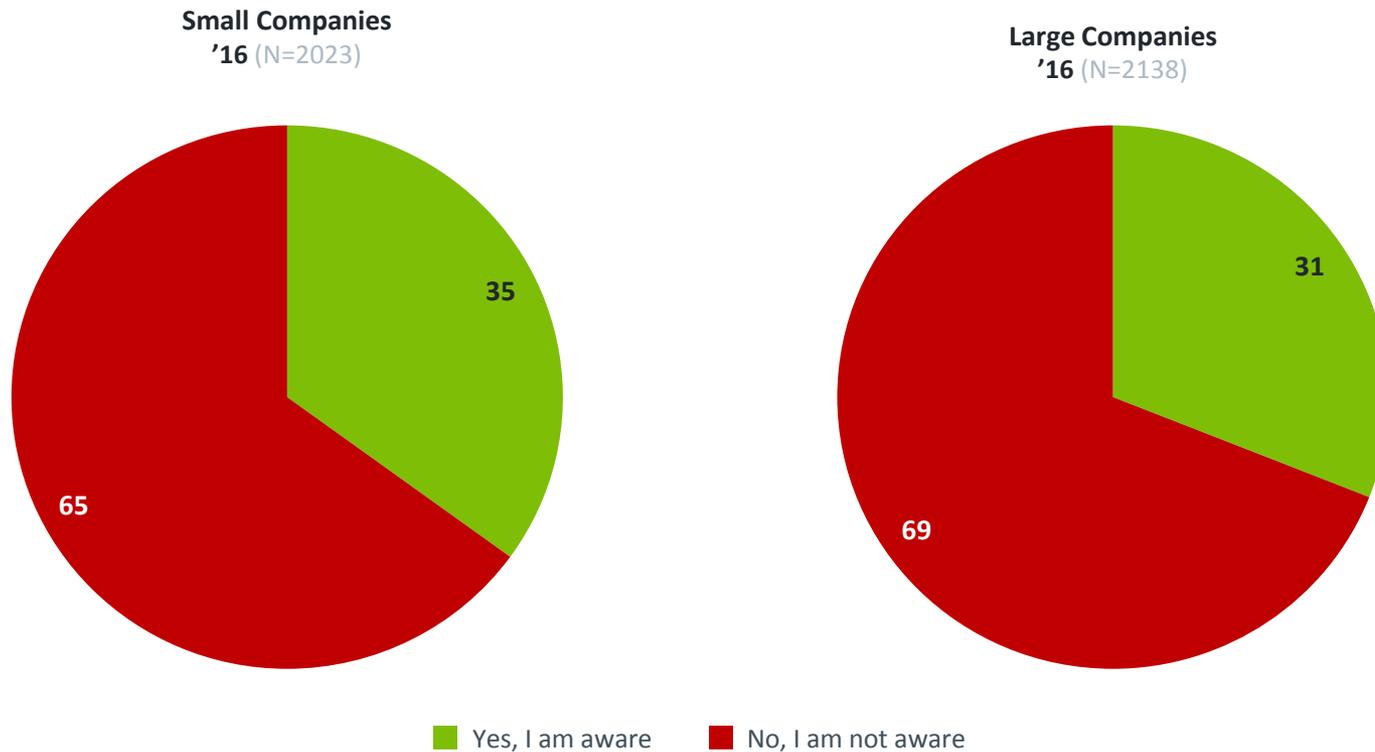
New in 2014.

BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Awareness of Saver's Credit

The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA. Workers in small companies (35 percent) are somewhat more likely to be aware of the credit, compared to workers in large companies (31 percent).



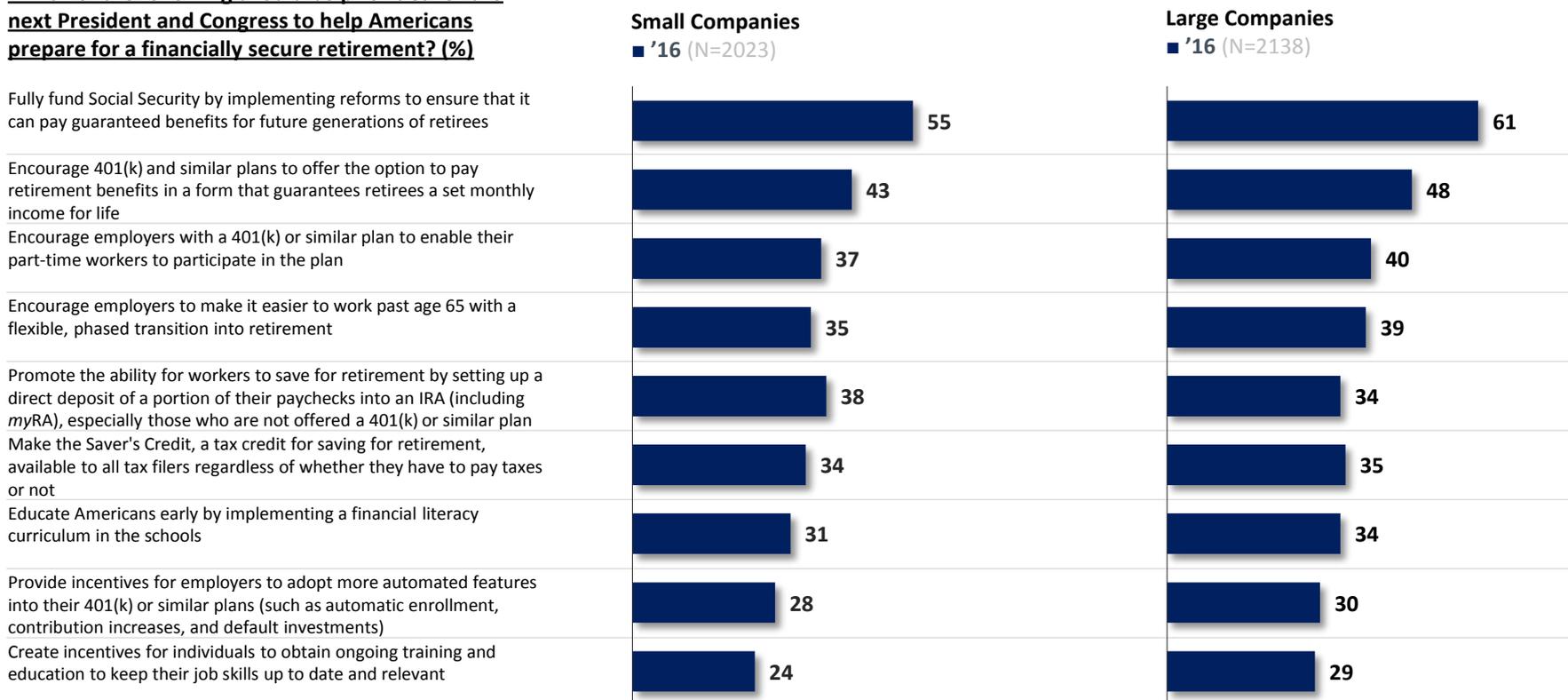
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Security Priorities for the New President and Congress

With the November 2016 election in mind, workers across company size most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement: 55 percent of small company workers and 61 percent of large company workers. Other top cited responses include “encouraging 401(k) plans to offer the option to pay retirement benefits in a form that guarantees retirees a set monthly income for life,” and “encouraging employers with a 401(k) or similar plan to enable their part-time workers to participate in the plan.”

Which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? (%)



Note: Responses not shown for less than five percent who said “other.”

BASE: ALL QUALIFIED RESPONDENTS

Q1427. With the November 2016 election in mind, which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? Select all.



Influences of Generation on Retirement Readiness

Detailed Findings

Influences of Generation on Retirement Readiness

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

Thirty Indicators of Retirement Readiness

- **Recovery From the Great Recession.** Financial recovery from the Great Recession varies across generations. Millennial workers (27 percent) are most likely to say they were not impacted,” followed by Generation X (17 percent) and Baby Boomers (12 percent). All three generations are similarly likely to say they have fully recovered, including Millennials (19 percent), Generation X (20 percent), and Baby Boomers (18 percent). Baby Boomers (25 percent) are more likely than Generation X (22 percent) and Millennials (16 percent) to say they have not yet begun to recover or may never recover.
- **Confidence in Retiring Comfortably.** More than half of workers are “somewhat” or “very” confident that they will be able to retire comfortably; confidence is highest among Millennials (68 percent) and Baby Boomers (62 percent) and notably lower among Generation X (56 percent). Relatively few workers of all three generations are “very” confident, including 18 percent of Millennials, 12 percent of Generation X, and 15 percent of Baby Boomers.
- **Building a Large Enough Nest Egg?** About half of Generation X (47 percent) and Baby Boomers (51 percent) either “somewhat” or “strongly” agree that they are building a large enough retirement nest egg, and slightly more Millennials (56 percent) agree. Among all three generations, fewer than one in five “strongly” agree.

Influences of Generation on Retirement Readiness

- **Retirement Dreams Include Leisure and Work.** Workers across generations most frequently cite traveling as a retirement dream, including Millennials (70 percent), Generation X (64 percent), and Baby Boomers (59 percent). The second most frequently cited retirement dream is spending more time with family and friends (63 percent Millennials, 54 percent Generation X, 51 percent Baby Boomers). Interestingly, 34 percent of Millennials, 23 percent of Generation X, and 25 percent of Baby Boomer workers dream of doing some sort of work in retirement.
- **Age Planning to Live to.** Workers across generations share similar expectations regarding the age they are planning to live to. Millennials are planning to live to an older age of 89 (median) – and 21 percent of them are planning to become centenarians. Both Generation X and Baby Boomers are planning to live to age 85 (median) with only 13 percent planning to live to 100+.
- **Retirement Beliefs.** Across generations, four out of five workers agree that their generation will have a much harder time achieving financial security compared to their parent’s generation. Generation X (86 percent) and Millennials (81 percent) are more likely than Baby Boomers (67 percent) to be concerned that Social Security will not be there for them when they are ready to retire.
- **Current Financial Priorities.** Saving for retirement is the most frequently cited current financial priority across generations, including Baby Boomers workers (65 percent), Generation X (56 percent), and Millennials (54 percent). Among the three generations, Millennial workers (52 percent) are more likely identify “just getting by – covering basic living expenses” than Generation X (40 percent) and Baby Boomer workers (39 percent).
- **Greatest Financial Priority Right Now.** Baby Boomers are most likely to cite “saving for retirement” as their greatest financial priority right now (39 percent), compared to Generation X (31 percent) and Millennials (12 percent).

Influences of Generation on Retirement Readiness

- **Expected Sources of Retirement Income.** Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by Millennials (79 percent) and Generation X (76 percent), while Baby Boomers are most likely to expect to rely on Social Security (87 percent).
- **Expected Primary Source of Income in Retirement.** Millennial (43 percent) and Generation X (38 percent) workers most frequently cite 401(k)s, 403(b)s, or IRAs to be their expected primary source of retirement income, while Baby Boomers (34 percent) are more likely to expect to rely on Social Security during retirement. Approximately one in seven Millennials (16 percent) and Generation X (17 percent) expect “working” to be their primary source of retirement income.
- **Percentage Saving for Retirement/ Age They Started to Save.** The majority of workers across all three generations are saving for retirement through an employer-sponsored plan and/or outside of work. Baby Boomers (83 percent) are most likely to be saving, followed by Generation X (77 percent) and Millennials (72 percent). In terms of the median age that they started saving, Millennials started at a younger age (age 22) compared to Generation X (age 28) and Baby Boomers (age 35).
- **Importance of Retirement Benefits Compared to Other Benefits.** The vast majority of workers — including 91 percent of Millennials, 91 percent of Generation X, and 84 percent of Baby Boomers — believe that a 401(k) or similar plan is a “somewhat” or “very” important employee benefit.
- **Retirement Benefits Currently Offered.** Most workers are offered a 401(k) or similar plan by their employers. Baby Boomers (73 percent) and Generation X (76 percent) are more likely to be offered such benefits compared to Millennials (66 percent). Few workers are offered a company-funded defined benefit plan.
- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate increases with age. Seventy-two percent of Millennial workers participate in their employer’s plan, compared to 80 percent of Generation X and 80 percent of Baby Boomers.

Influences of Generation on Retirement Readiness

- **Retirement Plan Contribution Rate.** Among workers who participate in a 401(k) or similar plan, Baby Boomers contribute 10 percent (median) of their annual pay, while Generation X and Millennial workers contribute 7 percent.
- **Approach to Investing in Retirement Plan.** “Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. The majority of plan participants across generations use some form of professionally managed offering in their 401(k) or similar plans: 60 percent of Millennials, 62 percent of Generation X, and 59 percent of Baby Boomers. Millennials (42 percent) and Baby Boomers (44 percent) are more likely to set their own asset allocation percentage among the available funds compared to Generation X (36 percent).
- **Retirement Plan Leakage: Loans and Withdrawals.** Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among participants who are currently participating in a plan, Generation X (30 percent) and Baby Boomers (28 percent) workers are more likely to have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k), compared to Millennials (22 percent).
- **Estimated Emergency Savings.** Many workers lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Emergency savings are low across the three generations, including Millennials at \$2,000 (median), Generation X at \$5,000 (median), and Baby Boomers at \$10,000 (median). Moreover, one in four Millennials (25 percent) and Generation X (24 percent) have saved less than \$1,000. Baby Boomers (30 percent) are more likely to have saved more than \$25,000.
- **Estimated Retirement Savings Needs.** Workers across generations believe that they will need to have saved \$500,000 (median) in order to feel financially secure when they retire.
- **Basis for Estimating Retirement Savings Needs.** Many workers are “guessing” their retirement savings needs including 49 percent of Millennials, 52 percent of Generation X, and 42 percent of Baby Boomers. Fewer than one in ten say they have used a retirement calculator to estimate their needs.

Influences of Generation on Retirement Readiness

- **Asset Allocation of Retirement Investments.** Workers across generations most frequently cite that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; however, the response rate is higher among Baby Boomers (49 percent) and Generation X (44 percent) compared to Millennials (32 percent). A concerning 25 percent of Millennials are “not sure” how their savings are invested.
- **Retirement Strategy: Written, Unwritten, or None.** The majority of workers across all generations has a retirement strategy including 64 percent of Baby Boomers, 60 percent of Generation X and 65 percent of Millennials. Workers in all generations are far less likely to have a written strategy.
- **Confidence that Financial Strategy Will Enable Travel Goals.** Among workers who dream of traveling in retirement, most are confident their current financial strategy will allow them to meet their travel goals, including 58 percent of Millennials, 54 percent of Generation X, and 63 percent of Baby Boomer workers. However, relatively few across generations are “very” confident (19 percent Millennials, 13 percent Generation X, 20 percent Baby Boomers). Interestingly, some workers say that they haven’t given it much thought: 20 percent Millennials, 17 percent Generation X, 10 percent Baby Boomers.
- **Professional Financial Advisor Usage.** Baby Boomers (40 percent) and Generation X (39 percent) workers are somewhat more likely than Millennials (36 percent) to use a financial advisor to help manage retirement savings and investments.
- **Total Household Retirement Savings.** Baby Boomer workers have the highest reported total household retirement savings at \$147,000 (estimated median) compared to Generation X (\$69,000) and Millennials (\$31,000). Thirteen percent of Millennials are not sure what their total household retirement savings are.
- **Expected Retirement Age.** Sixty-six percent of Baby Boomers expect to either work past age 65 (51 percent) or do not plan to retire (15 percent). Fifty-five percent of Generation X share these expectations including 41 percent who plan to work past age 65 and 14 percent who do not plan to retire. In contrast, the majority of Millennials (60 percent) expect to either retire at age 65 (25 percent) or sooner (35 percent).

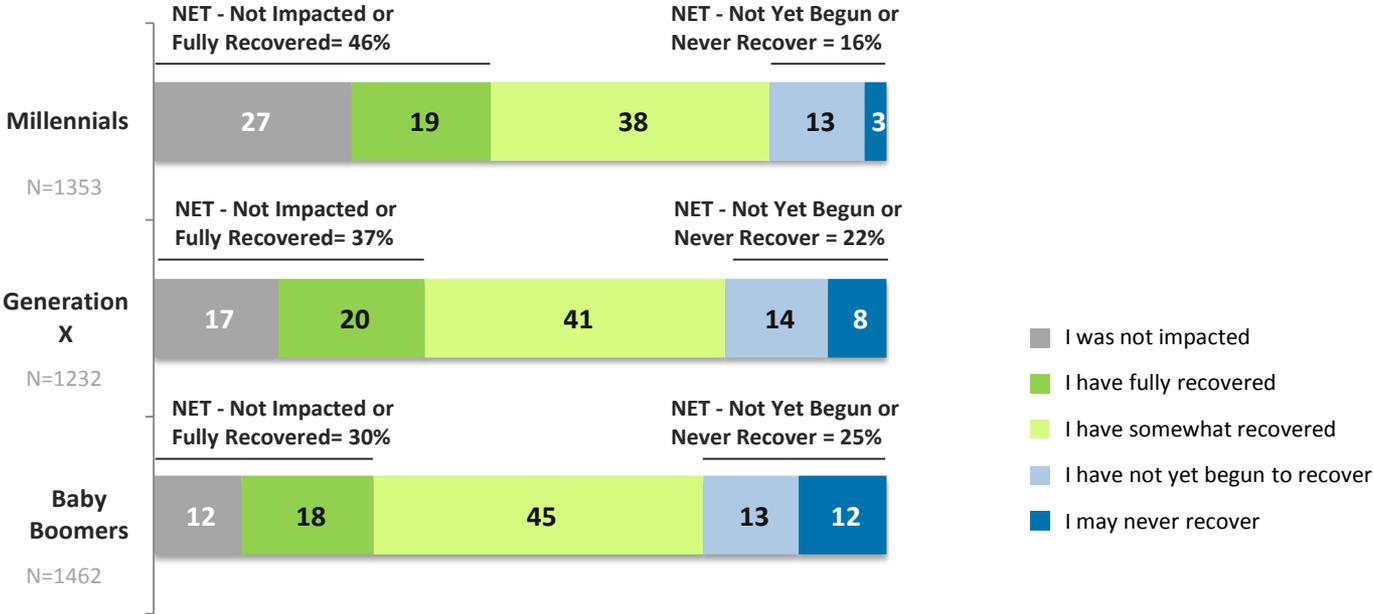
Influences of Generation on Retirement Readiness

- **Expectations of Working in Retirement.** Many workers plan to continue working after they retire, including 50 percent of Baby Boomers, 51 percent of Generation X, and 52 percent of Millennials. Among those planning to work, most plan to do so on a part-time basis.
- **Retirement Transitions: Phased Versus Immediate.** Many workers across the three generations are planning either transition into retirement changing work patterns (e.g., shifting from full-time to part-time or working in a different capacity) or planning to continue working until they cannot work any longer. Baby Boomers (26 percent) are more likely to be planning to immediately stop working when they reach a certain age or savings goal compared to Generation X (22 percent) and Millennials (22 percent).
- **Awareness of the Saver's Credit.** The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA. Level of awareness about the credit is highest among Millennials (38 percent), followed by Generation X (30 percent) and Baby Boomers (29 percent).
- **Retirement Security Priorities for the New President and Congress.** Workers across generations most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement. However, there are differences of opinion among generations about other priorities. Baby Boomers (73 percent) are more likely to cite fully funding Social Security compared to other generations. Millennials (39 percent) are more likely to cite “educating Americans early by implementing a financial literacy curriculum in schools.” Generation X (48 percent) is slightly more likely to cite “encouraging 401(k) plans to offer the option to pay retirement benefits in a form that guarantees retirees a set monthly income for life.”

Recovery From the Great Recession

Financial recovery from the Great Recession varies across generations. Millennial workers (27 percent) are most likely to say they were not impacted,” followed by Generation X (17 percent) and Baby Boomers (12 percent). All three generations are similarly likely to say they have fully recovered, including Millennials (19 percent), Generation X (20 percent), and Baby Boomers (18 percent). Baby Boomers (25 percent) are more likely than Generation X (22 percent) and Millennials (16 percent) to say they have not yet begun to recover or may never recover.

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



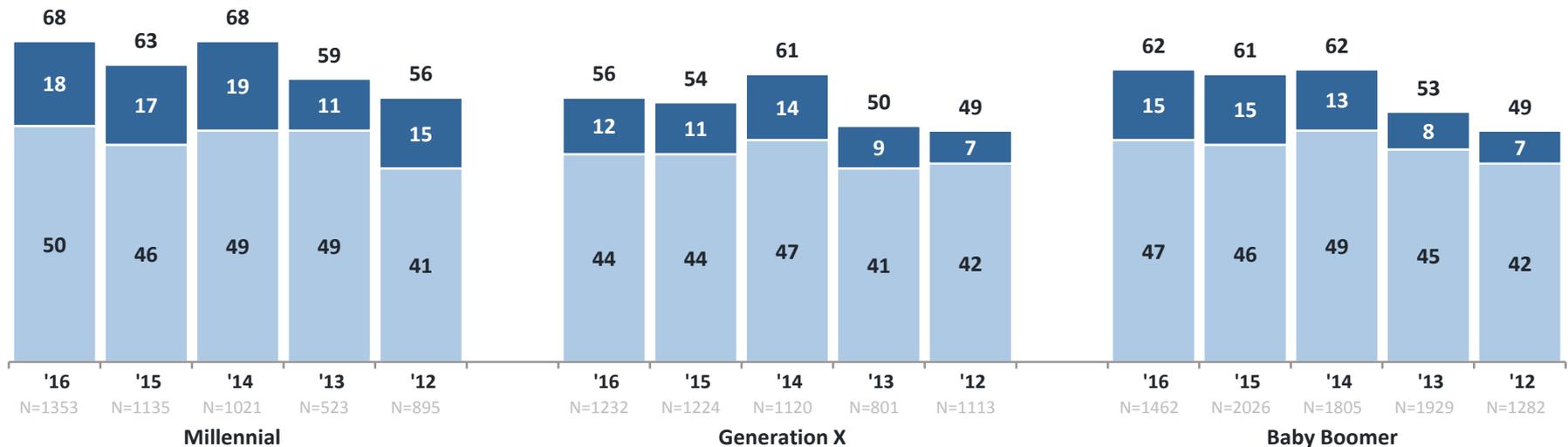
BASE: ALL QUALIFIED RESPONDENTS
Q2655. How would you describe your financial recovery from the deep recession in recent years, which is commonly referred to as the “Great Recession”?

Confidence in Retiring Comfortably

More than half of workers are “somewhat” or “very” confident that they will be able to retire comfortably; confidence is highest among Millennials (68 percent) and Baby Boomers (62 percent) and notably lower among Generation X (56 percent). Relatively few workers of all three generations are “very” confident, including 18 percent of Millennials, 12 percent of Generation X, and 15 percent of Baby Boomers.

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

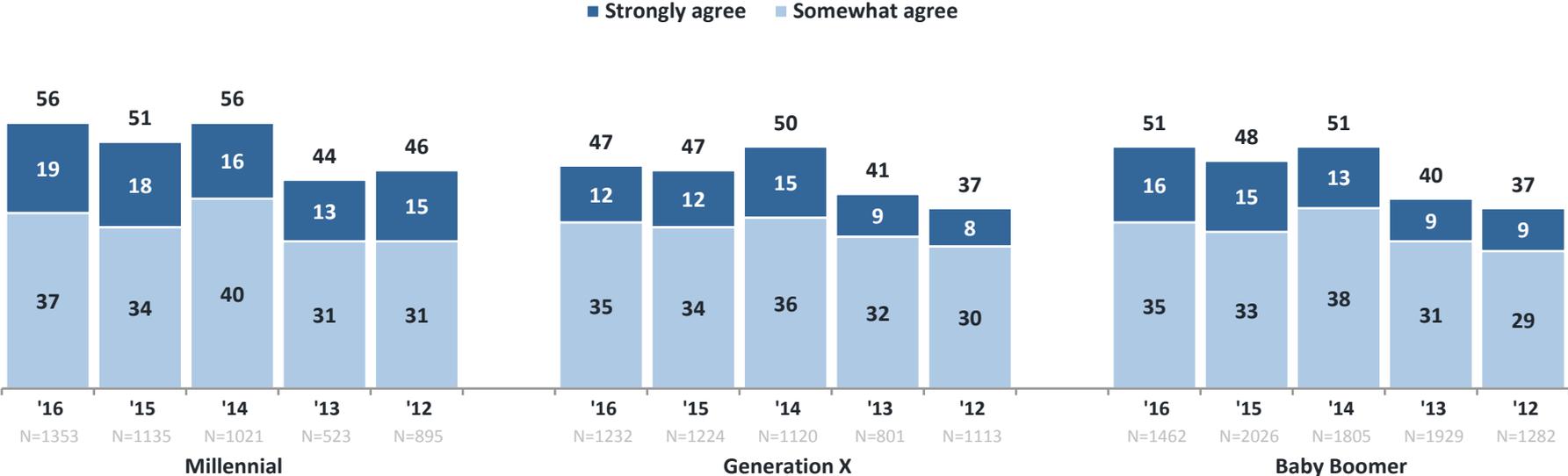
■ Very confident ■ Somewhat confident



Building a Large Enough Nest Egg?

About half of Generation X (47 percent) and Baby Boomers (51 percent) either “somewhat” or “strongly” agree that they are building a large enough retirement nest egg, and slightly more Millennials (56 percent) agree. Among all three generations, fewer than one in five “strongly” agree. Level of agreement rose between 2011 and 2014 and then dropped in the past year.

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



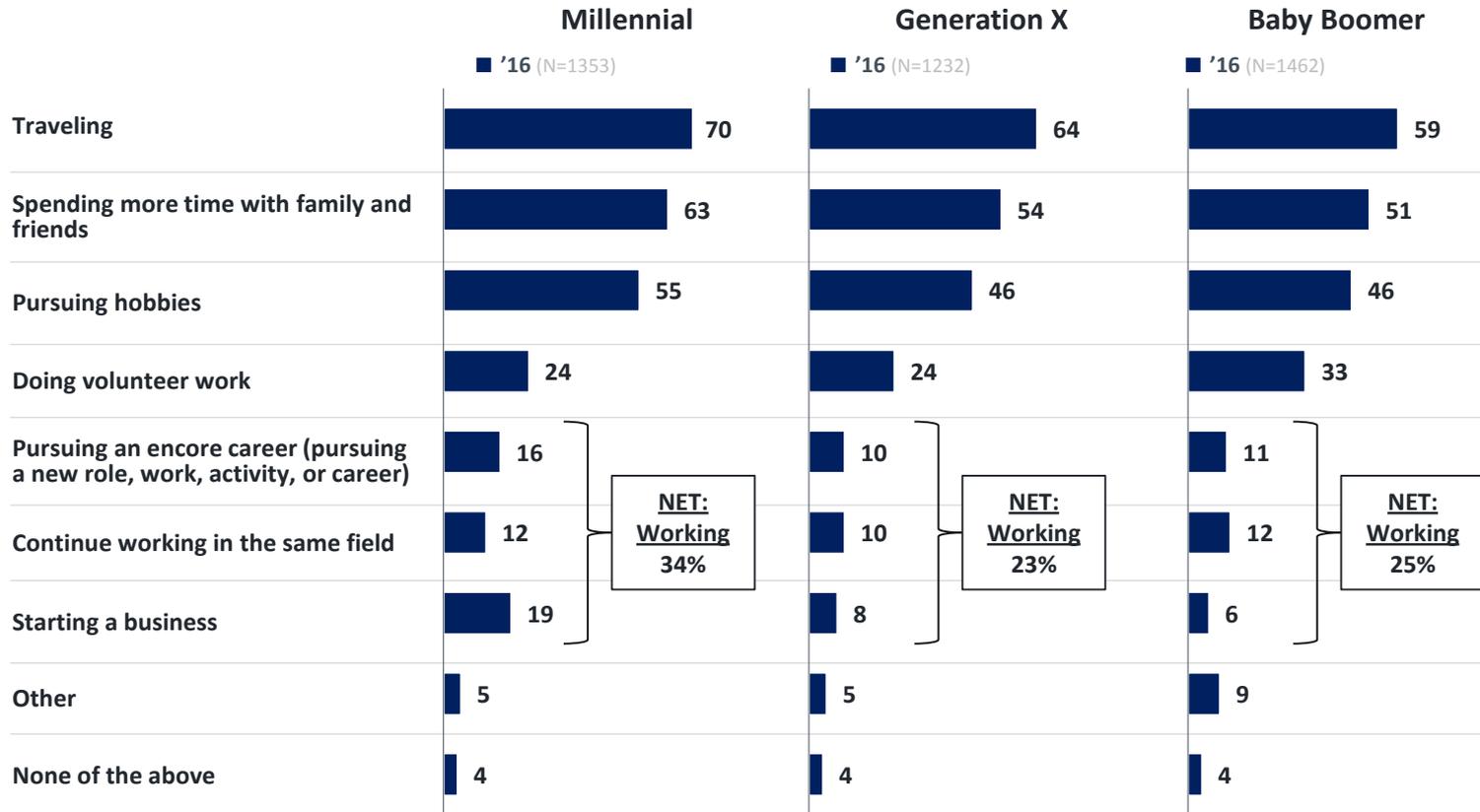
BASE: ALL QUALIFIED RESPONDENTS
Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

Retirement Dreams Include Leisure and Work

Workers across generations most frequently cite traveling as a retirement dream, including Millennials (70 percent), Generation X (64 percent), and Baby Boomers (59 percent). The second most frequently cited retirement dream is spending more time with family and friends (63 percent Millennials, 54 percent Generation X, 51 percent Baby Boomers). Interestingly, 34 percent of Millennials, 23 percent of Generation X, and 25 percent of Baby Boomer workers dream of doing some sort of work in retirement.

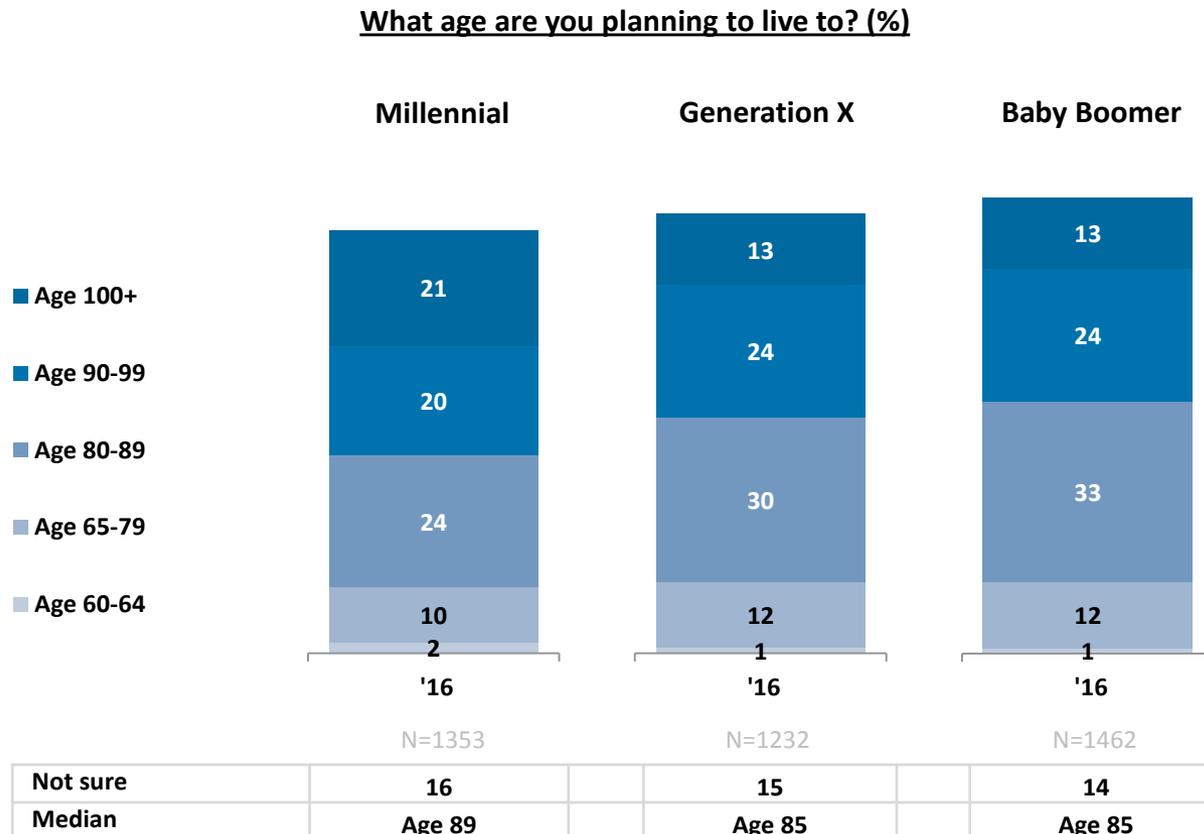
How do you dream of spending your retirement?

Please select all that apply. (%)



Age Planning to Live to

Workers across generations share similar expectations regarding the age they are planning to live to. Millennials are planning to live to an older age of 89 (median) – and 21 percent of them are planning to become centenarians. Both Generation X and Baby Boomers are planning to live to age 85 (median) with only 13 percent planning to live to 100+.

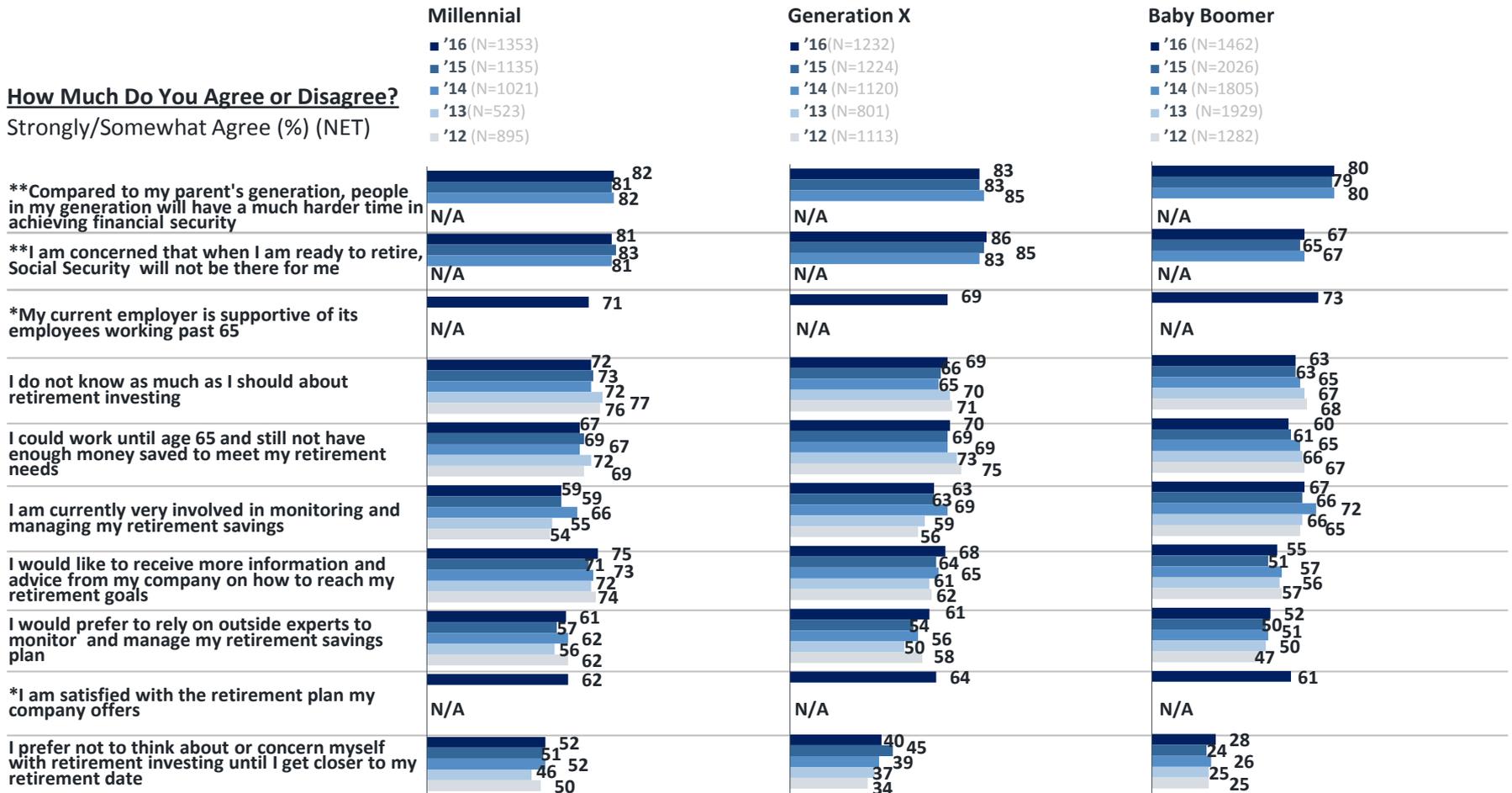


Retirement Beliefs

Across generations, four out of five workers agree that their generation will have a much harder time achieving financial security compared to their parent's generation. Generation X (86 percent) and Millennials (81 percent) are more likely than Baby Boomers (67 percent) to be concerned that Social Security will not be there for them when they are ready to retire. With regards to their retirement-related preparations, Millennials tend to lag behind the older generations.

How Much Do You Agree or Disagree?

Strongly/Somewhat Agree (%) (NET)



*added in 2016 **added in 2014

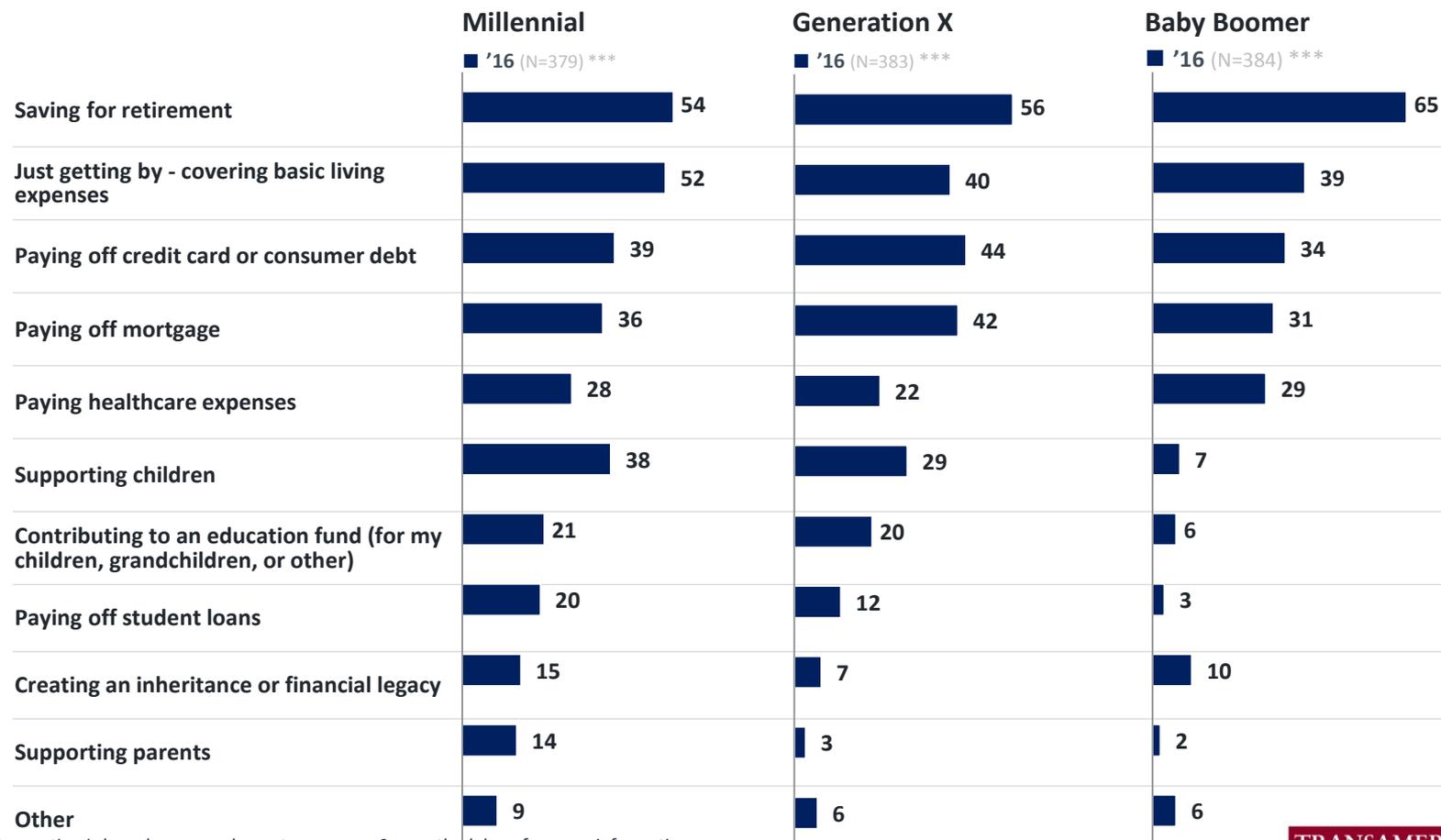
BASE: ALL QUALIFIED RESPONDENTS

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

Current Financial Priorities

Saving for retirement is the most frequently cited current financial priority across generations, including Baby Boomers workers (65 percent), Generation X (56 percent), and Millennials (54 percent). Among the three generations, Millennial workers (52 percent) are more likely identify “just getting by – covering basic living expenses” than Generation X (40 percent) and Baby Boomer workers (39 percent).

Current Financial Priorities (%)



***Note: This question is based on a supplementary survey. See methodology for more information.

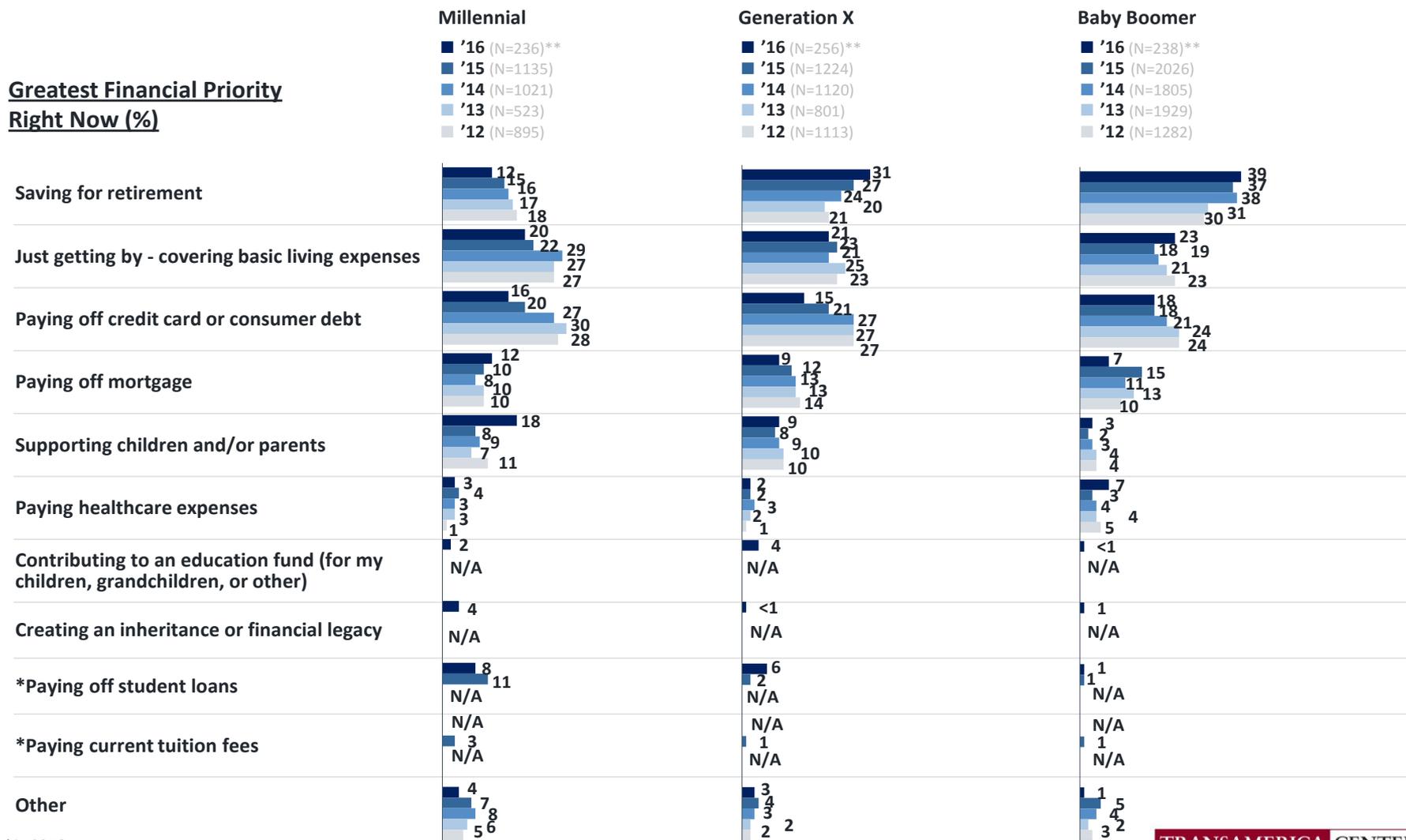
BASE: ALL QUALIFIED RESPONDENTS

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

Greatest Financial Priority Right Now

Baby Boomers are most likely to cite “saving for retirement” as their greatest financial priority right now (39 percent), compared to Generation X (31 percent) and Millennials (12 percent).

Greatest Financial Priority Right Now (%)



*added in 2016

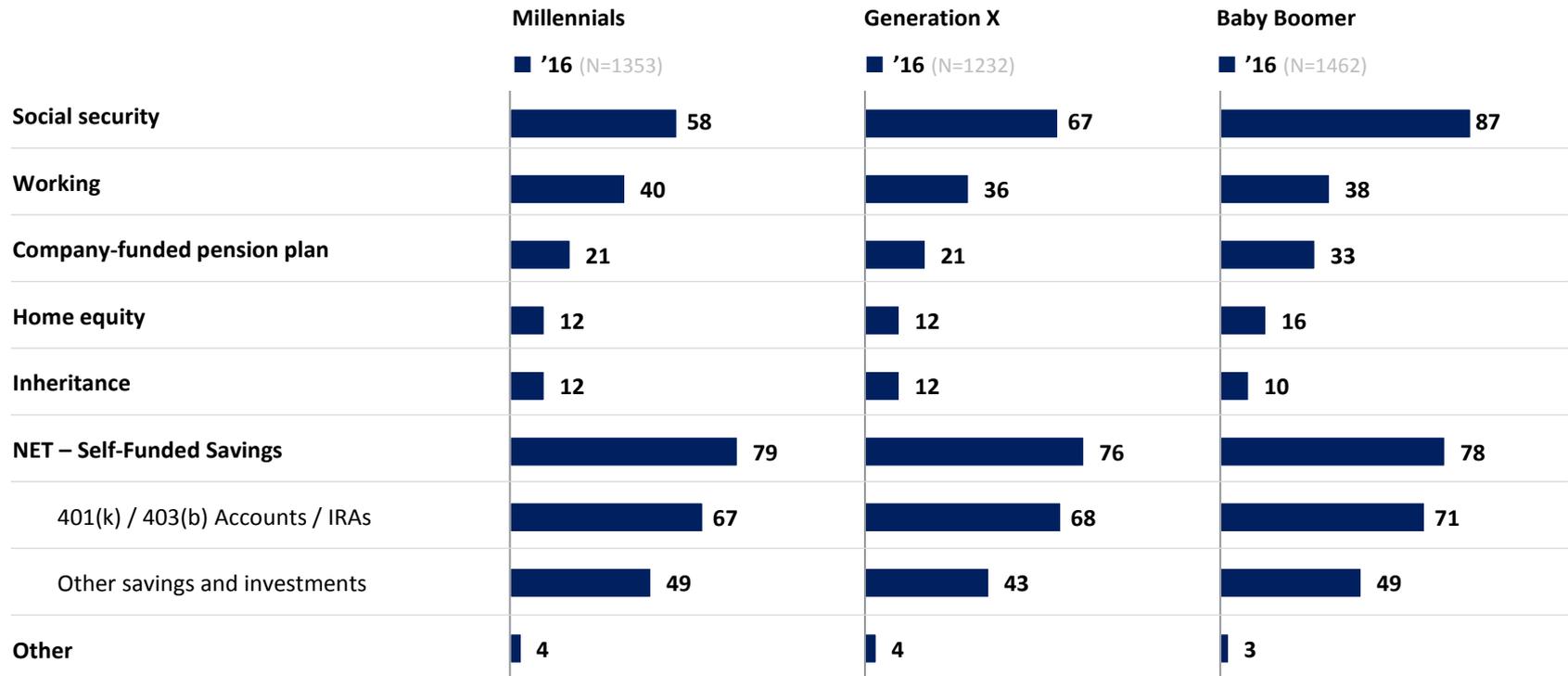
**This question is based on a supplementary survey. See methodology for more information.

BASE: ALL QUALIFIED RESPONDENTS Q2640. Which one of the following is your greatest financial priority right now?

Expected Sources of Retirement Income

Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by Millennials (79 percent) and Generation X (76 percent), while Baby Boomers are most likely to expect to rely on Social Security (87 percent).

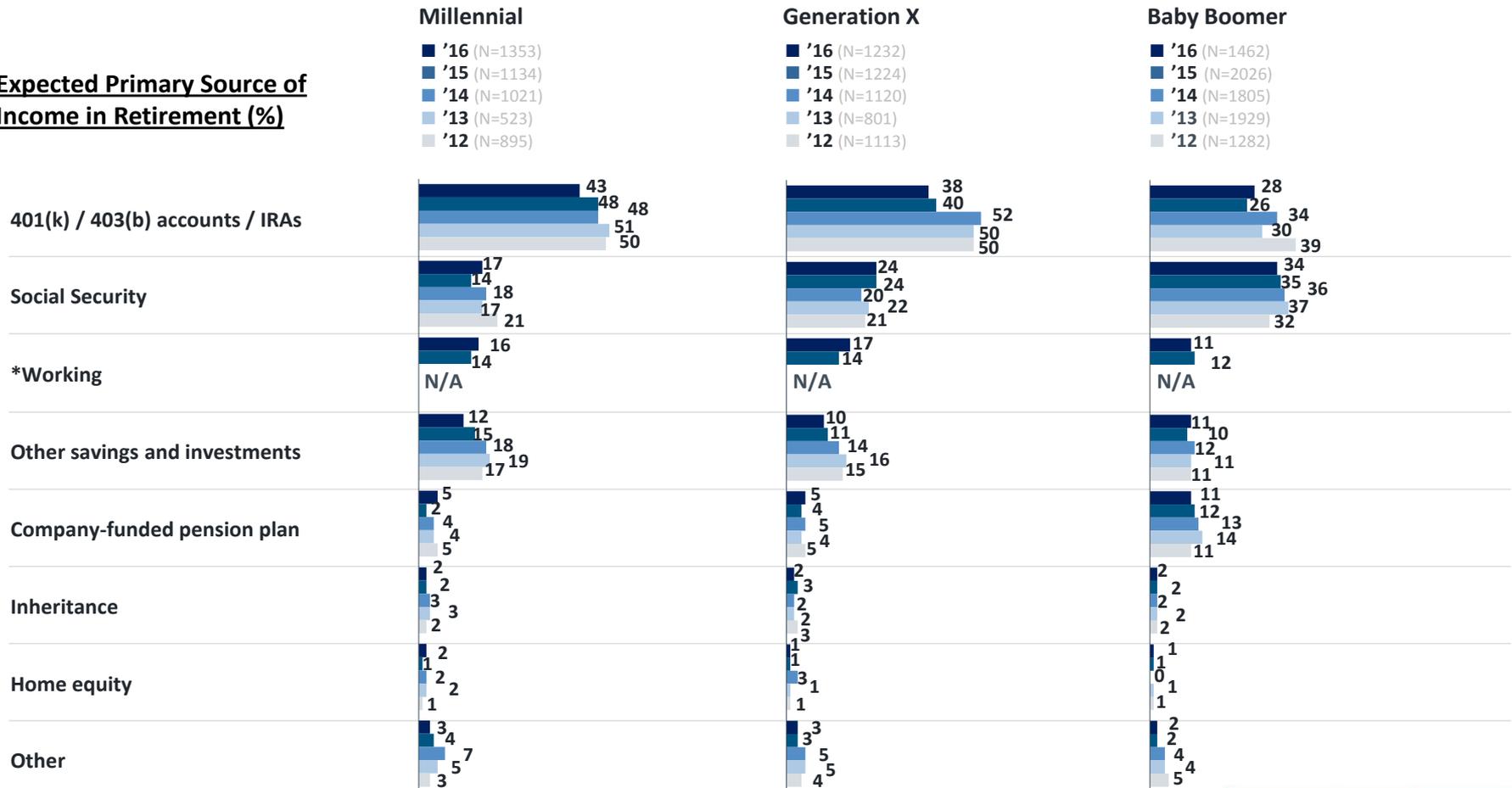
Expected Sources of Income During Retirement (%)



Expected Primary Source of Income in Retirement

Millennial (43 percent) and Generation X (38 percent) workers most frequently cite 401(k)s, 403(b)s, or IRAs to be their expected primary source of retirement income, while Baby Boomers (34 percent) are more likely to expect to rely on Social Security during retirement. Approximately one in seven Millennials (16 percent) and Generation X (17 percent) expect “working” to be their primary source of retirement income.

Expected Primary Source of Income in Retirement (%)



*added in 2015

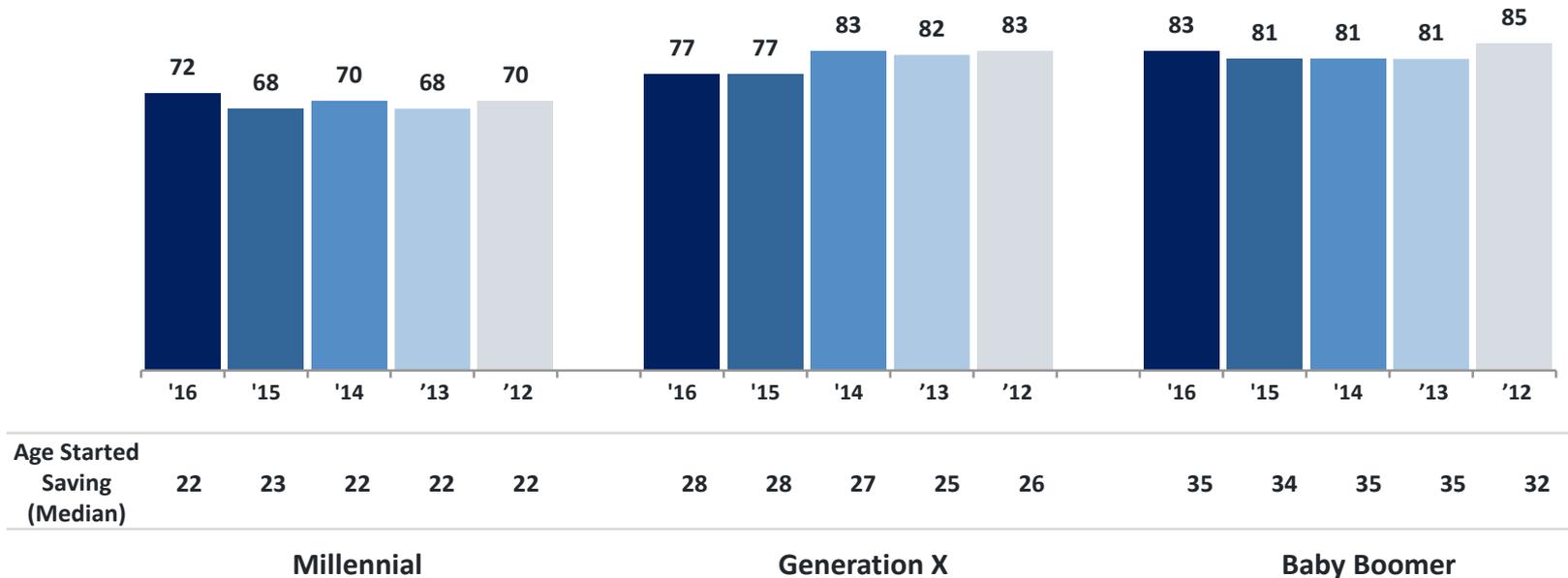
BASE: ALL QUALIFIED RESPONDENTS

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

Percentage Saving for Retirement/ Age They Started to Save

The majority of workers across all three generations are saving for retirement through an employer-sponsored plan and/or outside of work. Baby Boomers (83 percent) are most likely to be saving, followed by Generation X (77 percent) and Millennials (72 percent). In terms of the median age that they started saving, Millennials started at a younger age (age 22) compared to Generation X (age 28) and Baby Boomers (age 35).

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



BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

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

BASE: ALL QUALIFIED RESPONDENTS

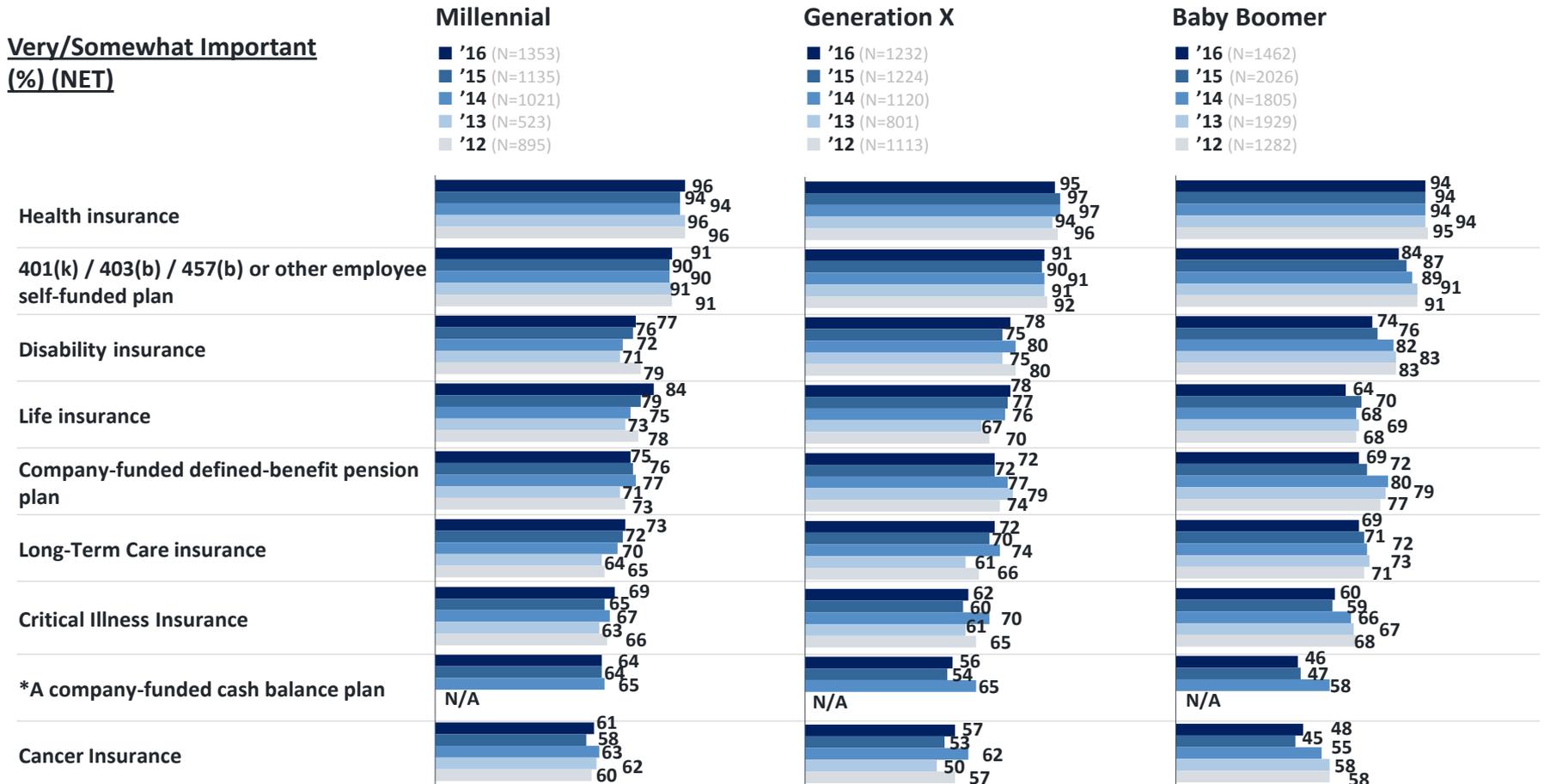
Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

BASE: INVESTING FOR RETIREMENT

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

Importance of Retirement Benefits Compared to Other Benefits

The vast majority of workers — including 91 percent of Millennials, 91 percent of Generation X, and 84 percent of Baby Boomers — believe that a 401(k) or similar plan is a “somewhat” or “very” important employee benefit. This trend has remained consistent over time.



*added in 2014

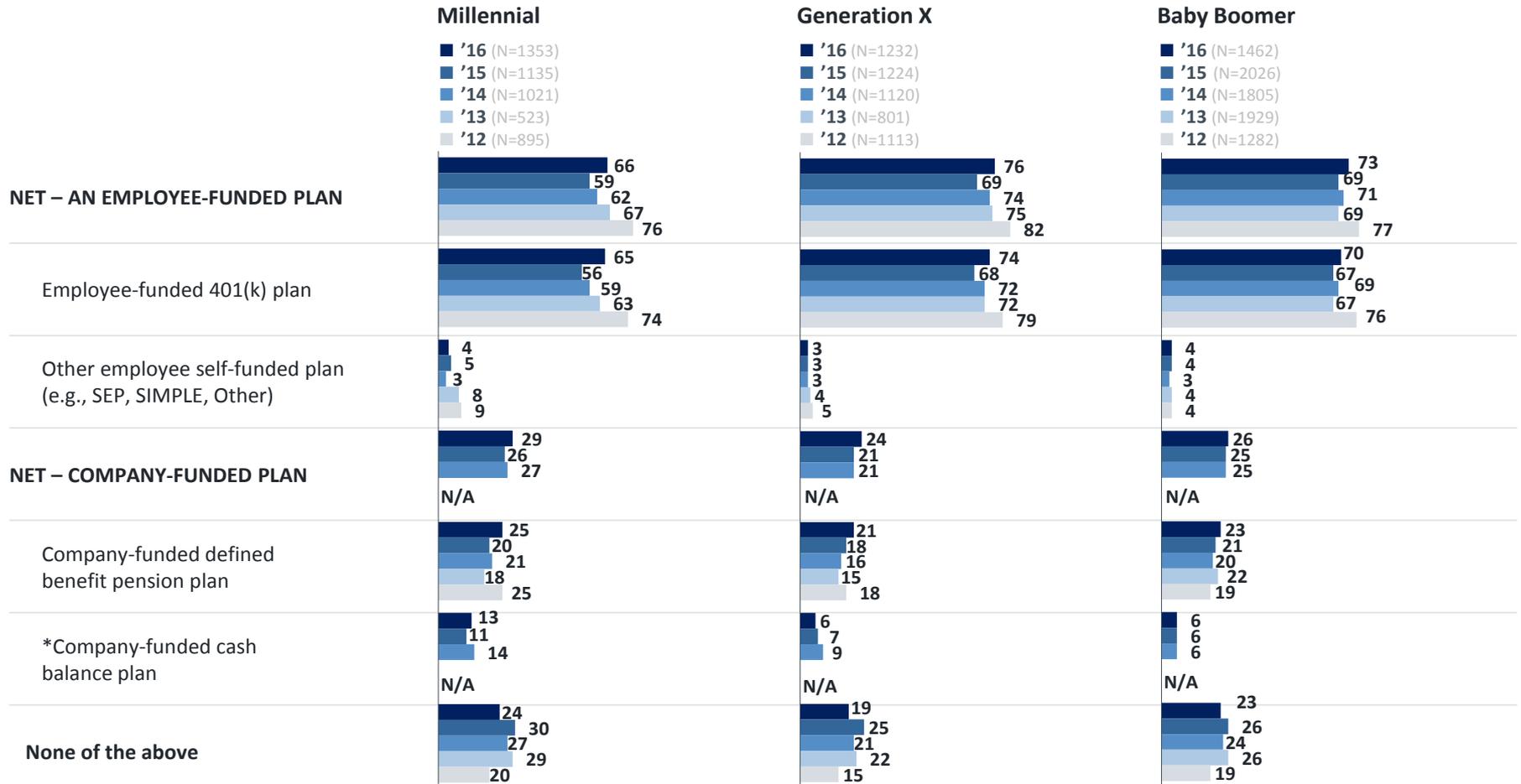
BASE: ALL QUALIFIED RESPONDENTS

Q1171. Businesses typically offer a number of different benefits for their workers. For each of the following, please tell us how important that benefit is to you, personally.

Retirement Benefits Currently Offered

Most workers are offered a 401(k) or similar plan by their employers. Baby Boomers (73 percent) and Generation X (76 percent) are more likely to be offered such benefits compared to Millennials (66 percent). Few workers are offered a company-funded defined benefit plan.

Employer-Sponsored Retirement Benefits Currently Offered (%)



*added in 2014

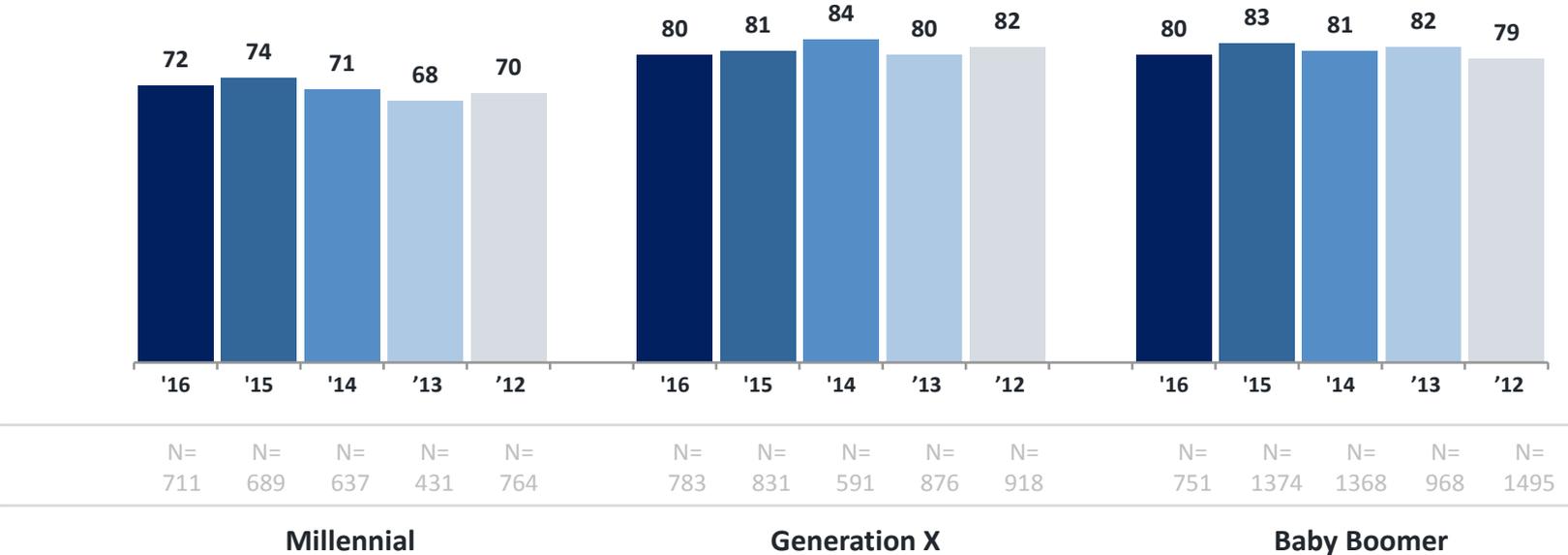
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate increases with age. Seventy-two percent of Millennial workers participate in their employer’s plan, compared to 80 percent of Generation X and 80 percent of Baby Boomers. This trend has remained relatively consistent over the past five years.

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



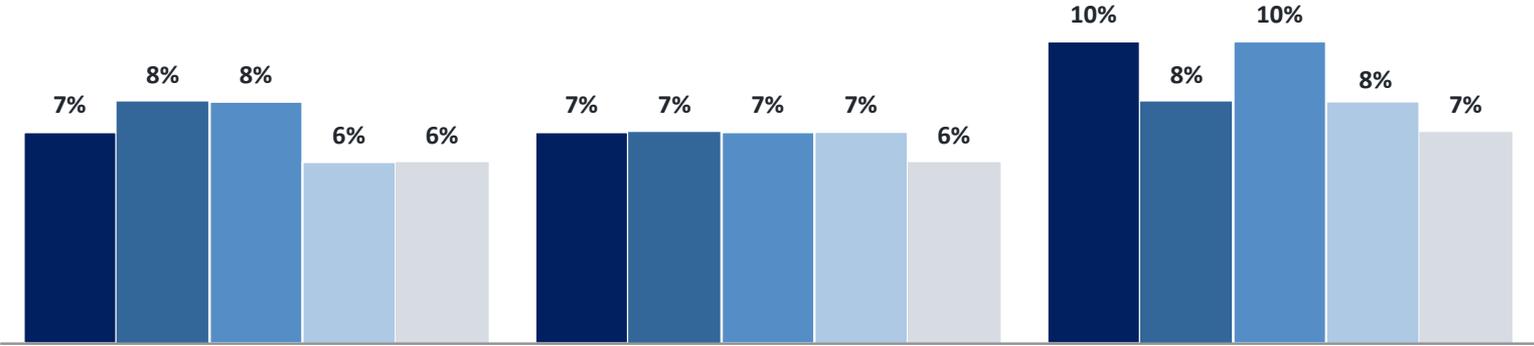
BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

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

Retirement Plan Contribution Rate

Among workers who participate in a 401(k) or similar plan, Baby Boomers contribute 10 percent (median) of their annual pay, up from 8 percent (median) last year. Generation X and Millennial workers contribute 7 percent, which is a slight decrease for Millennials.

Contribution Rate, Median %



Mean	12.8	11.9	12.0	9.3	12.7	9.3	9.2	11.0	8.9	8.6	10.9	10.6	10.5	9.3	9.0
	N=655	N=499	N=446	N=260	N=483	N=699	N=657	N=662	N=479	N=722	N=771	N=1078	N=991	N=1107	N=773
	Millennial					Generation X					Baby Boomer				

BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

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

Approach to Investing in Retirement Plan

“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. The majority of plan participants across generations use some form of professionally managed offering in their 401(k) or similar plans: 60 percent of Millennials, 62 percent of Generation X, and 59 percent of Baby Boomers. Millennials (42 percent) and Baby Boomers (44 percent) are more likely to set their own asset allocation percentage among the available funds compared to Generation X (36 percent). Millennials (42 percent) and Baby Boomers (44 percent) are more likely to set their own asset allocation percentage among the available funds compared to Generation X (36 percent).

Investments in Employer-Sponsored Retirement Plan (%)

Millennials

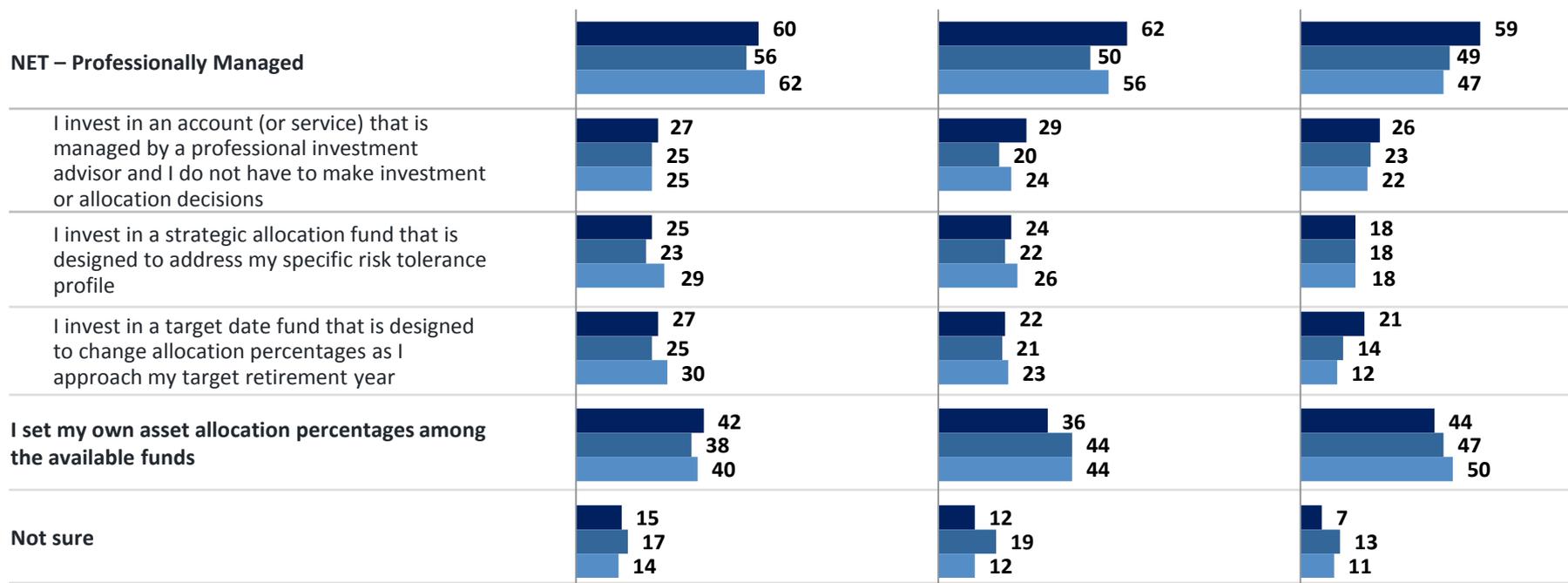
■ '16 (N=655)
■ '15 (N=500)
■ '14 (N=448)

Generation X

■ '16 (N=699)
■ '15 (N=658)
■ '14 (N=665)

Baby Boomer

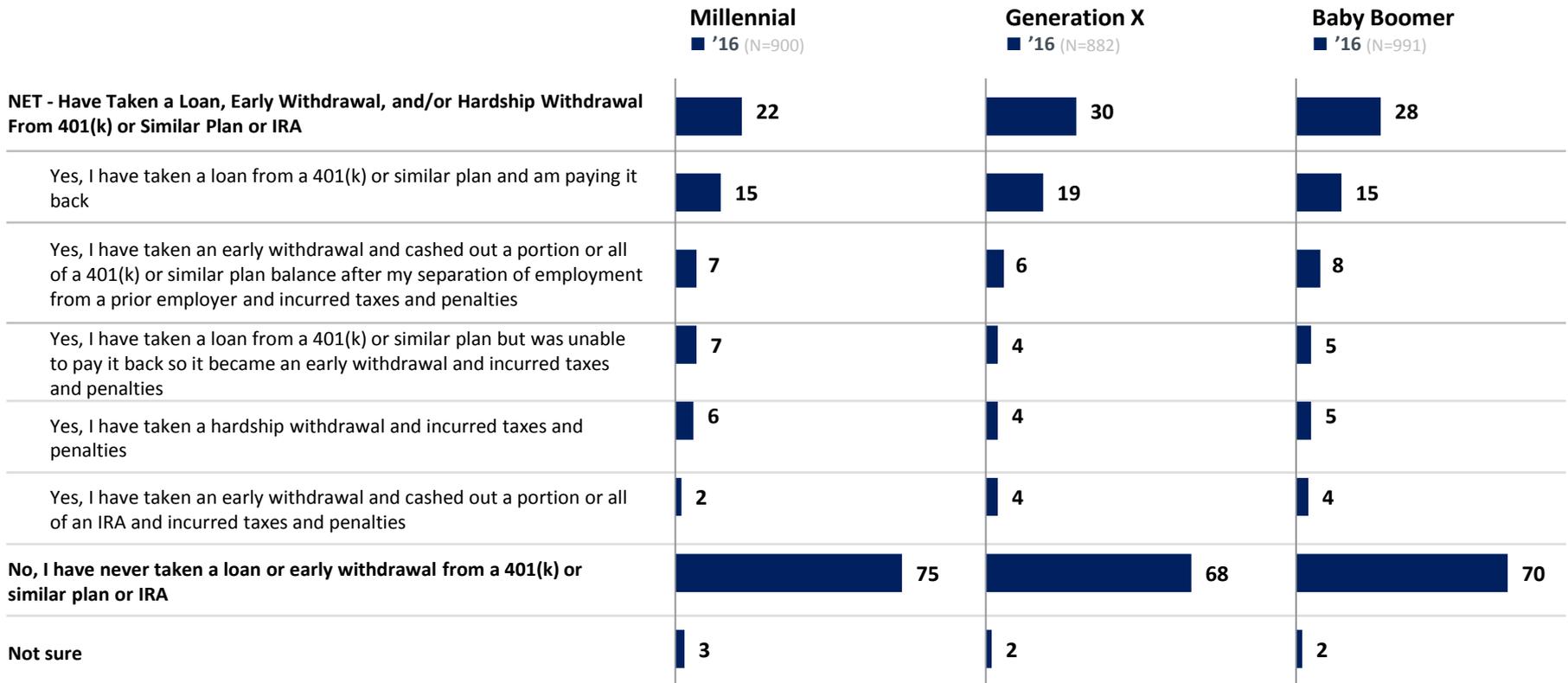
■ '16 (N=775)
■ '15 (N=1081)
■ '14 (N=991)



Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among participants who are currently participating in a plan, Generation X (30 percent) and Baby Boomers (28 percent) workers are more likely to have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k), compared to Millennials (22 percent).

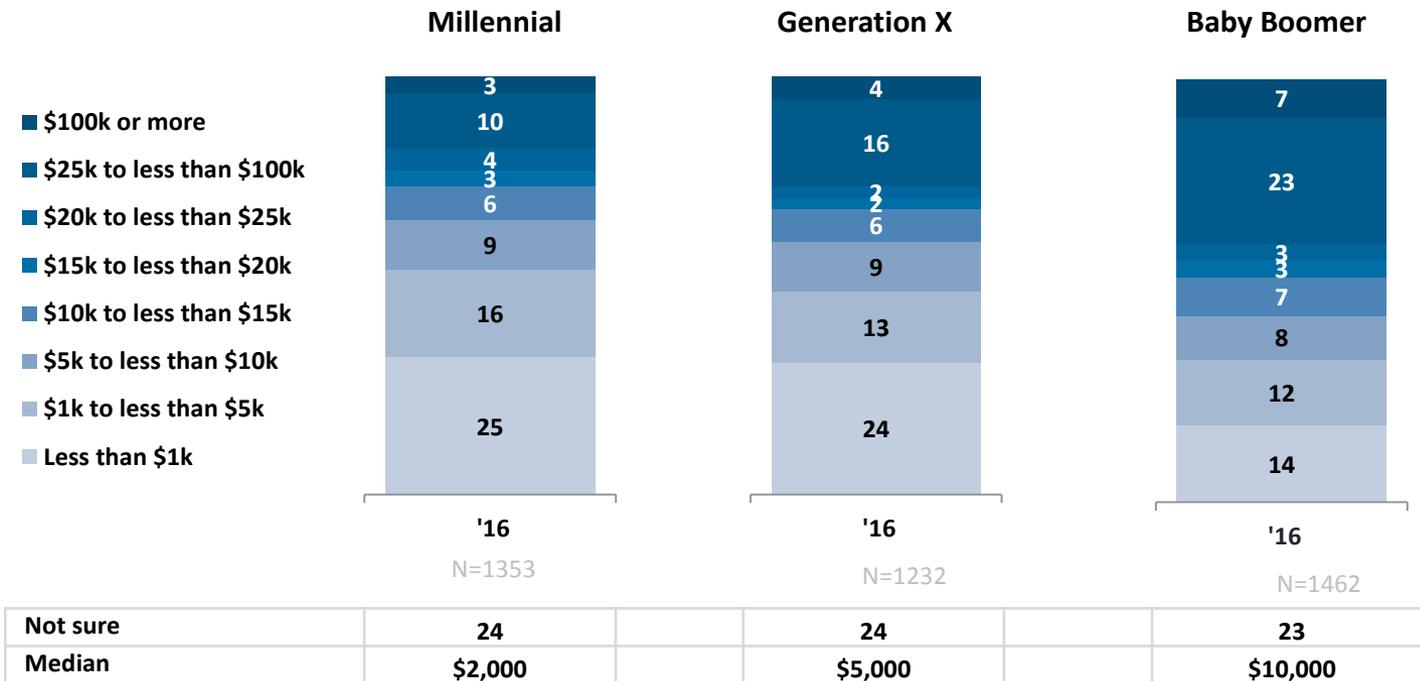
Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



Estimated Emergency Savings

Many workers lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Emergency savings are low across the three generations, including Millennials at \$2,000 (median), Generation X at \$5,000 (median), and Baby Boomers at \$10,000 (median). Moreover, one in four Millennials (25 percent) and Generation X (24 percent) have saved less than \$1,000. Baby Boomers (30 percent) are more likely to have saved more than \$25,000.

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

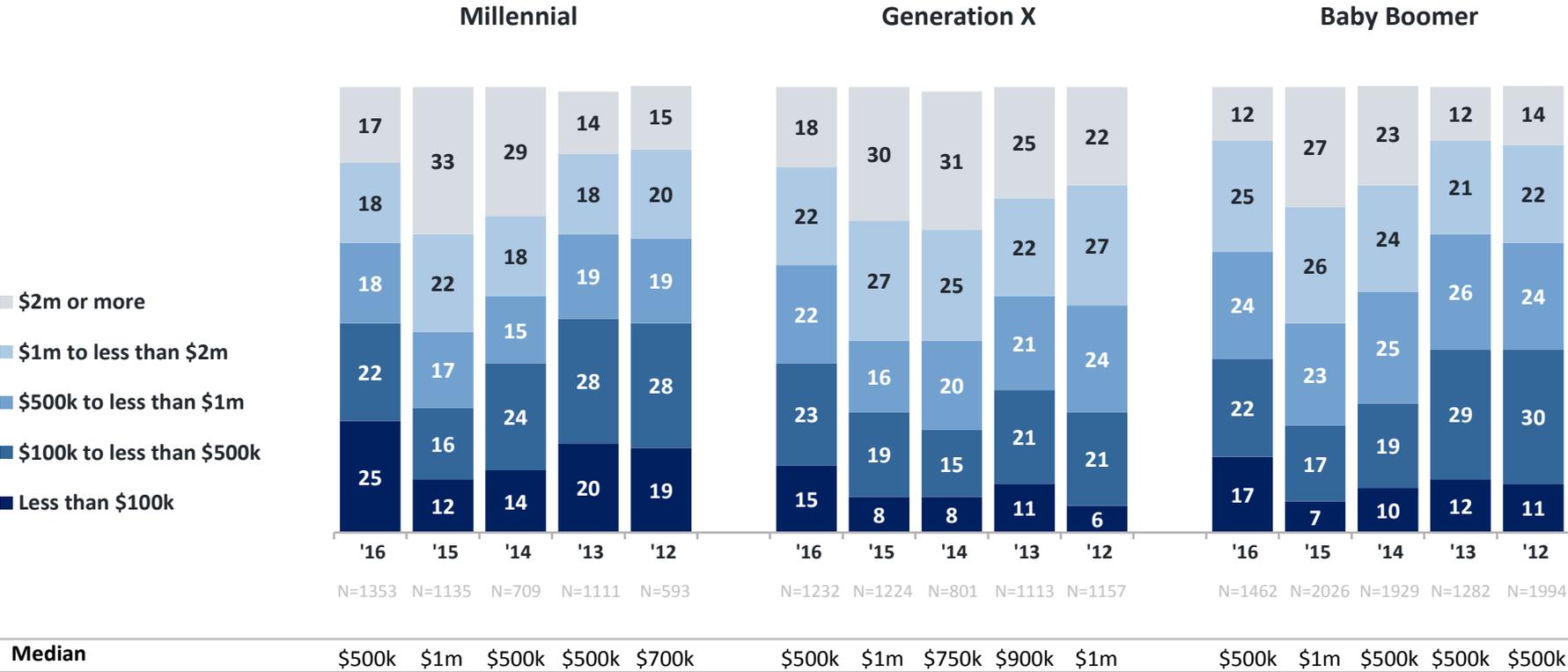


BASE: ALL QUALIFIED RESPONDENTS

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

Estimated Retirement Savings Needs

Workers across generations believe that they will need to have saved \$500,000 (median) in order to feel financially secure when they retire. Across all three generations, this is a big drop from last year when workers estimated they would need \$1 million (median).



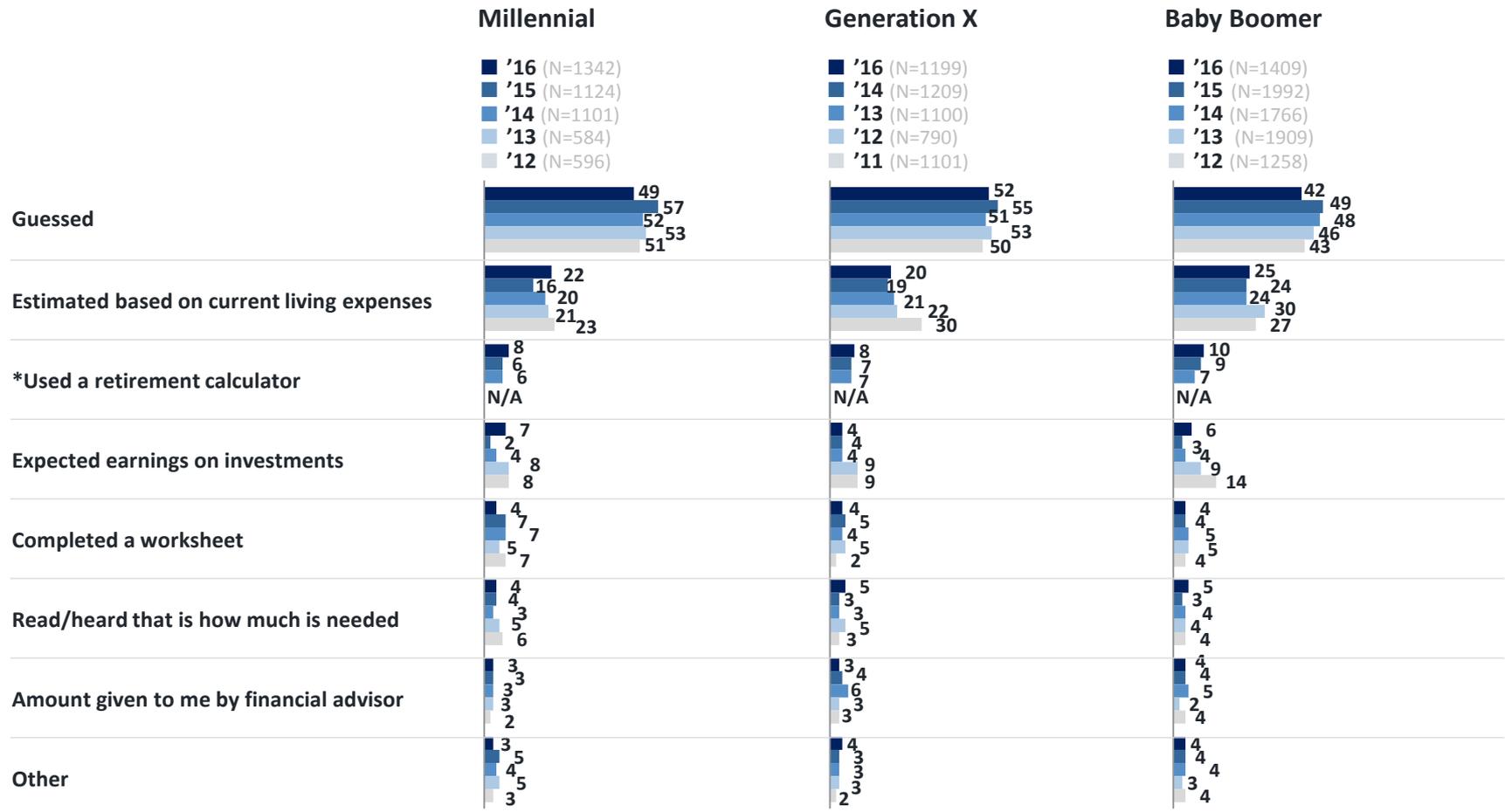
Note: The median is estimated based on the approximate midpoint of the range of each response category.

BASE: ALL QUALIFIED RESPONDENTS

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

Basis for Estimating Retirement Savings Needs

Many workers are “guessing” their retirement savings needs including 49 percent of Millennials, 52 percent of Generation X, and 42 percent of Baby Boomers. Fewer than one in ten say they have used a retirement calculator to estimate their needs.



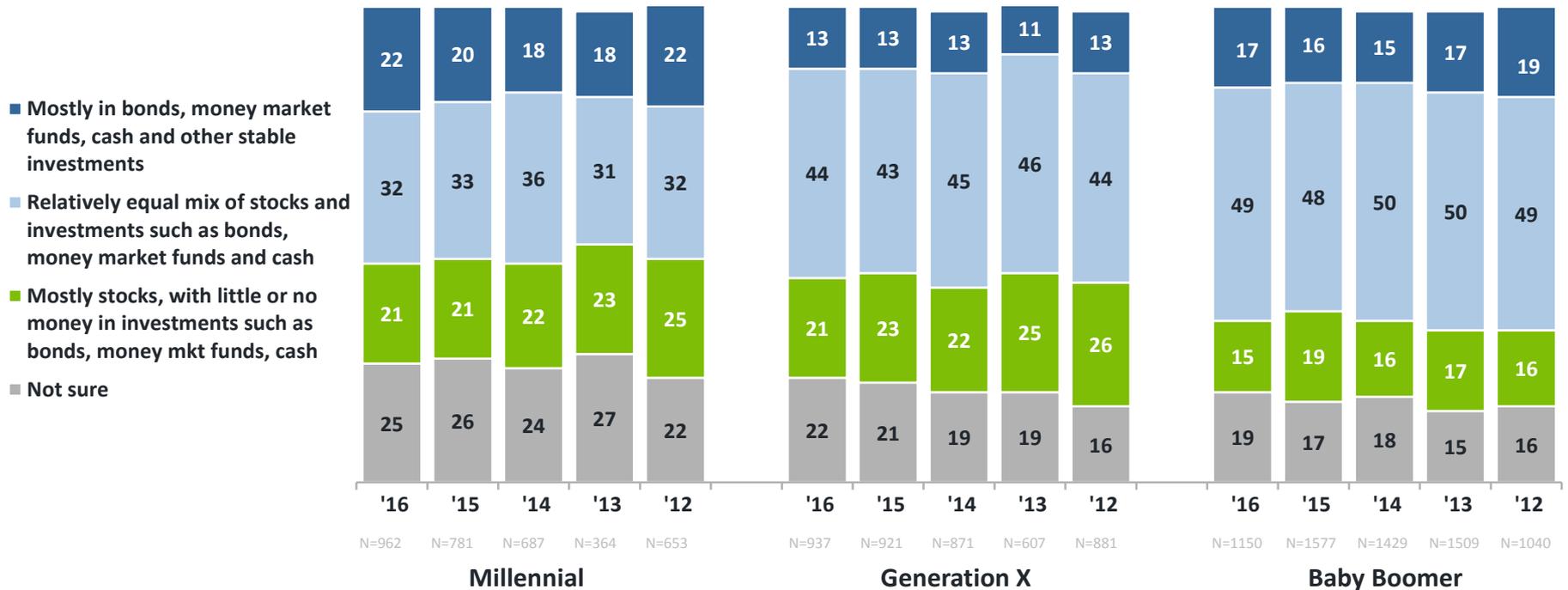
*added in 2014

BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT Q900. How did you arrive at that number?

Asset Allocation of Retirement Investments

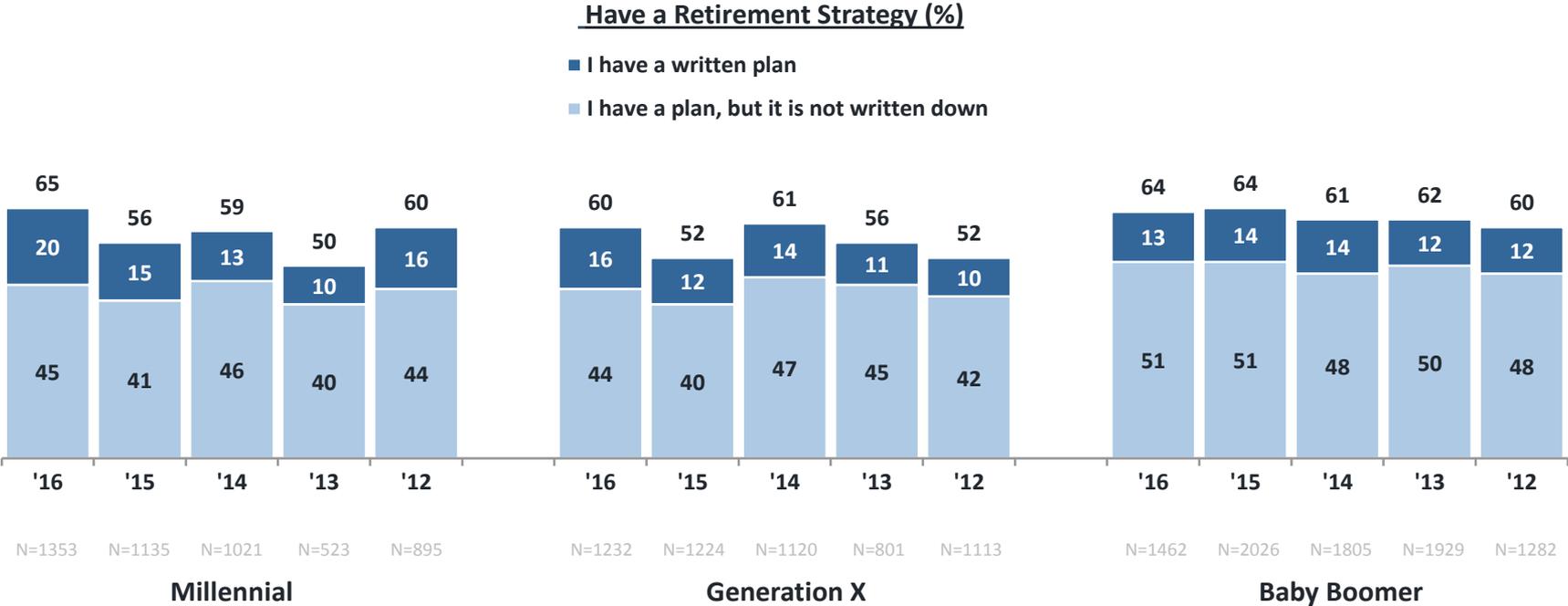
Workers across generations most frequently cite that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; however, the response rate is higher among Baby Boomers (49 percent) and Generation X (44 percent) compared to Millennials (32 percent). A concerning 25 percent of Millennials are “not sure” how their savings are invested. Asset allocation-related trends have been directionally consistent in recent years.

How Retirement Savings Are Invested (%)



Retirement Strategy: Written, Unwritten, or None

The majority of workers across all generations has a retirement strategy including 64 percent of Baby Boomers, 60 percent of Generation X and 65 percent of Millennials. The proportion of Generation X and Millennial workers with a strategy have both increased considerably since last year. Workers in all generations are far less likely to have a written strategy.

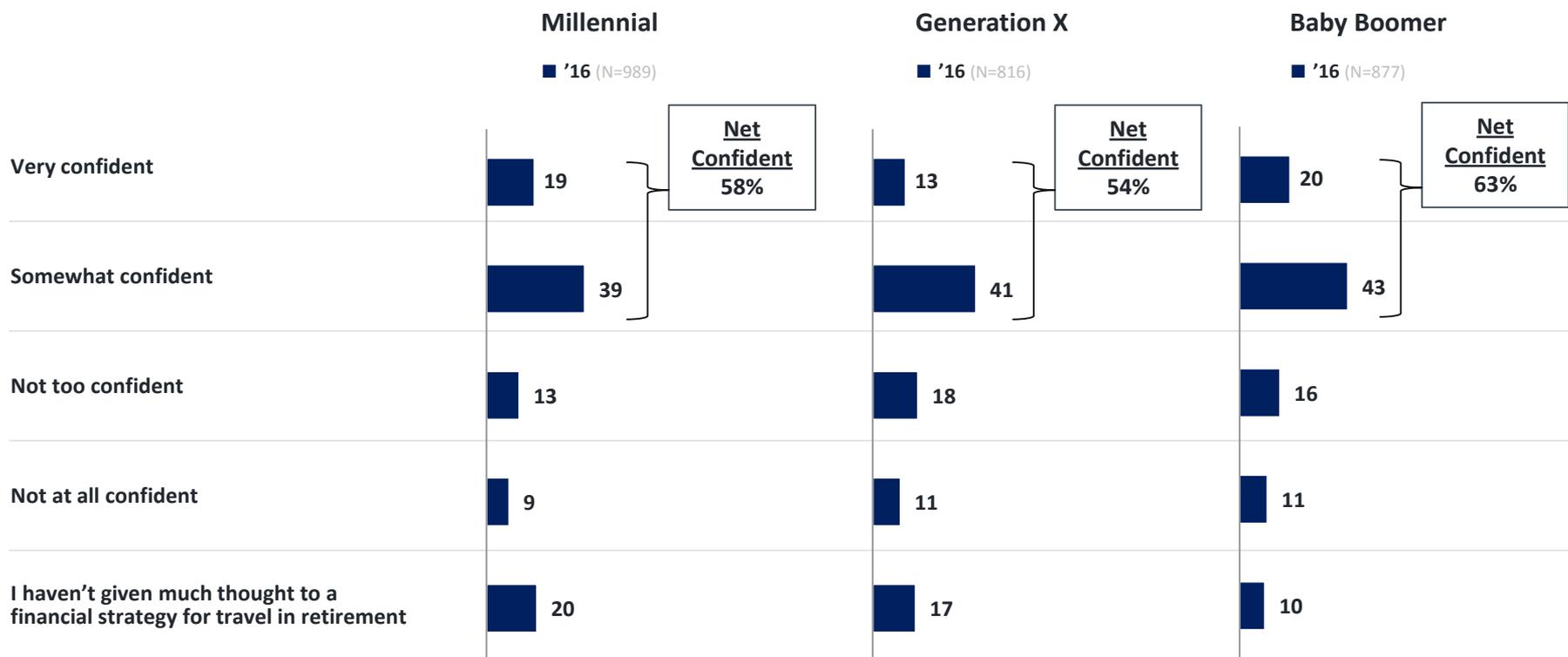


BASE: ALL QUALIFIED RESPONDENTS
Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

Among workers who dream of traveling in retirement, most are confident their current financial strategy will allow them to meet their travel goals, including 58 percent of Millennials, 54 percent of Generation X, and 63 percent of Baby Boomer workers. However, relatively few across generations are “very” confident (19 percent Millennials, 13 percent Generation X, 20 percent Baby Boomers). Interestingly, some workers say that they haven’t given it much thought: 20 percent Millennials, 17 percent Generation X, 10 percent Baby Boomers.

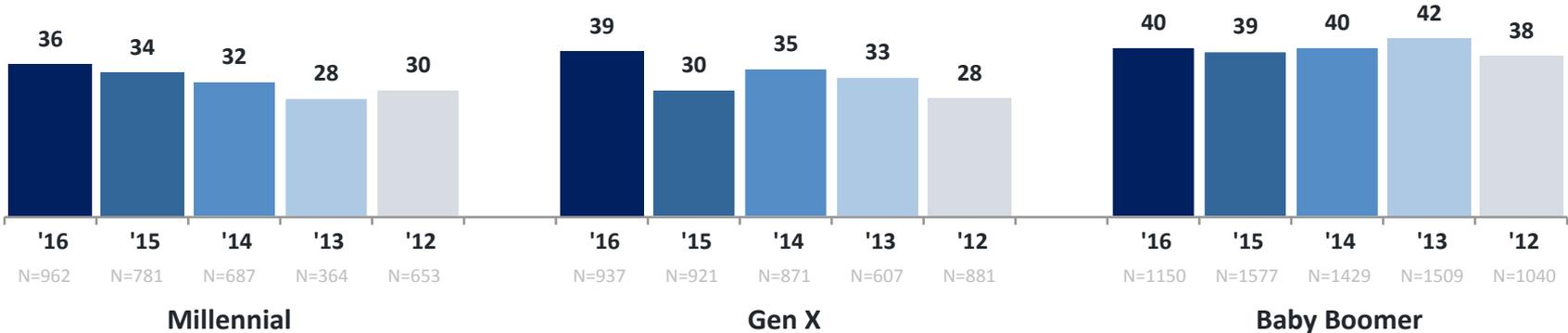
Confidence That Current Financial Strategy Will Meet Retirement Travel Goals (%)



Professional Financial Advisor Usage

Baby Boomers (40 percent) and Generation X (39 percent) workers are somewhat more likely than Millennials (36 percent) to use a financial advisor to help manage retirement savings and investments. Since last year, more Generation X and Millennial workers use financial advisors.

Use a Professional Financial Advisor,
% Indicate “Yes”

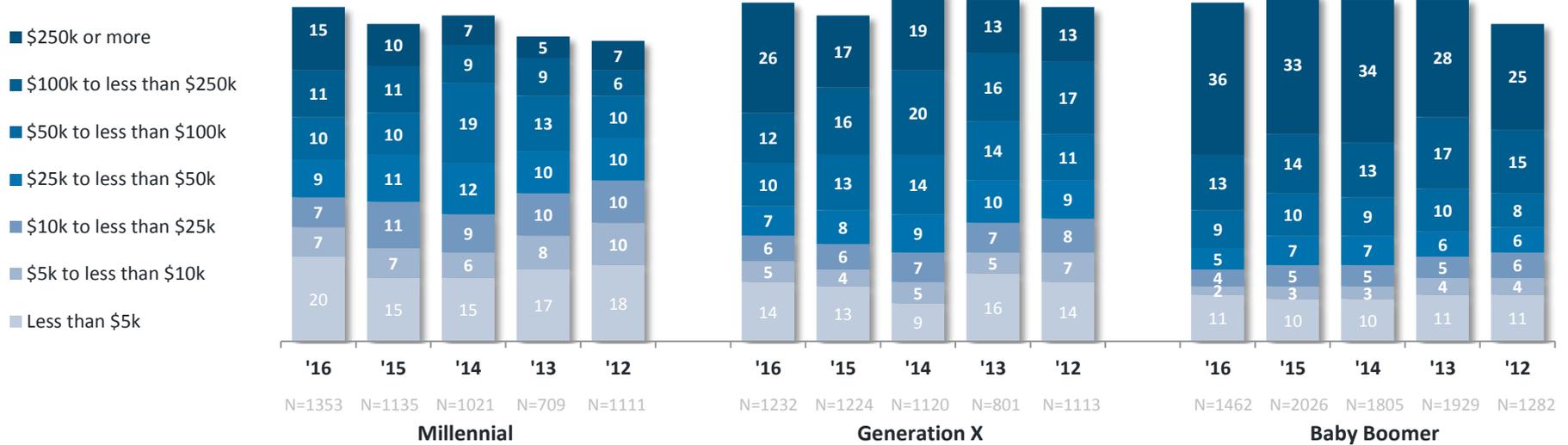


BASE: INVESTING FOR RETIREMENT
Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

Total Household Retirement Savings

Baby Boomer workers have the highest reported total household retirement savings at \$147,000 (estimated median) compared to Generation X (\$69,000) and Millennials (\$31,000). Among Baby Boomers, their reported retirement savings is the highest it has been in the past five years. Thirteen percent of Millennials are not sure what their total household retirement savings are.

Total Household Retirement Savings (%)



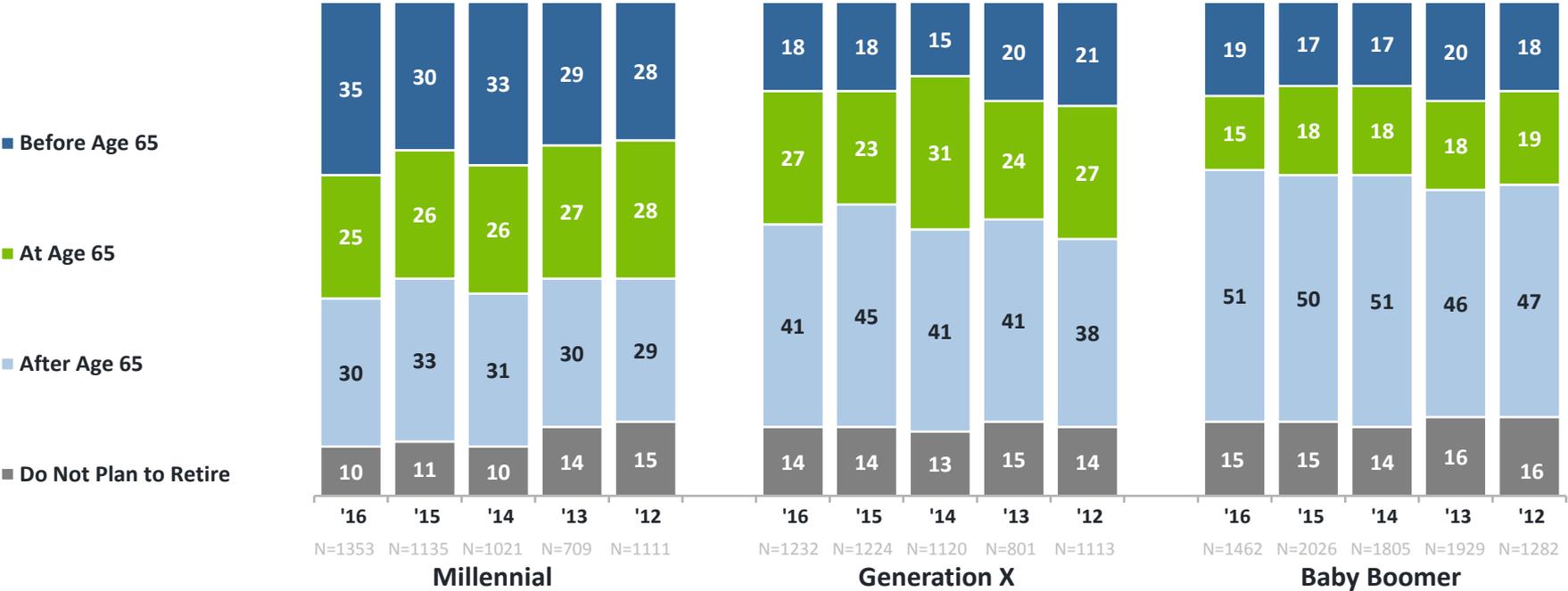
Not sure	13	17	14	19	18		10	11	8	8	10		8	7	7	6	9
Decline to answer	8	8	9	9	11		10	12	9	11	11		12	11	12	13	16
Estimated Median	\$31,000	\$25,000	\$32,000	\$19,000	\$14,000		\$69,000	\$61,000	\$70,000	\$45,000	\$42,000		\$147,000	\$132,000	\$127,000	\$103,000	\$99,000

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

Expected Retirement Age

Sixty-six percent of Baby Boomers expect to either work past age 65 (51 percent) or do not plan to retire (15 percent). Fifty-five percent of Generation X share these expectations including 41 percent who plan to work past age 65 and 14 percent who do not plan to retire. In contrast, the majority of Millennials (60 percent) expect to either retire at age 65 (25 percent) or sooner (35 percent).

Age Expected to Retire (%)

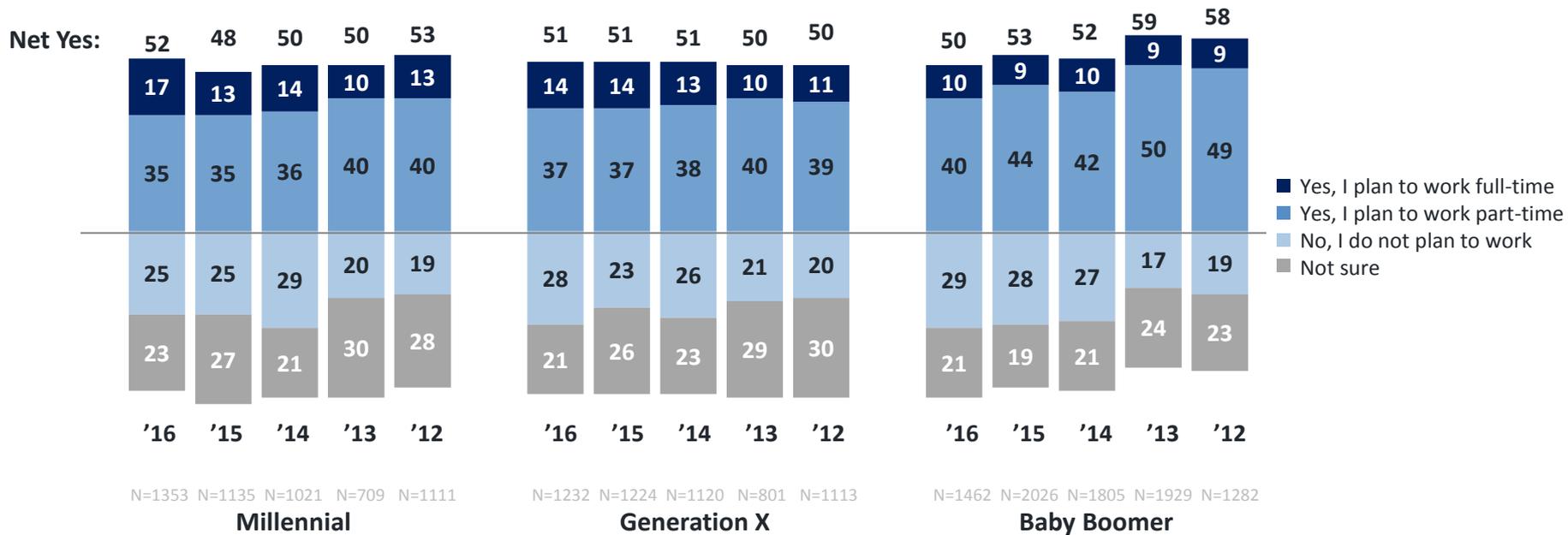


BASE: ALL QUALIFIED RESPONDENTS
Q910. At what age do you expect to retire?

Expectations of Working in Retirement

Many workers plan to continue working after they retire, including 50 percent of Baby Boomers, 51 percent of Generation X, and 52 percent of Millennials. Among those planning to work, most plan to do so on a part-time basis.

Working After Retirement (%)



N=1353 N=1135 N=1021 N=709 N=1111

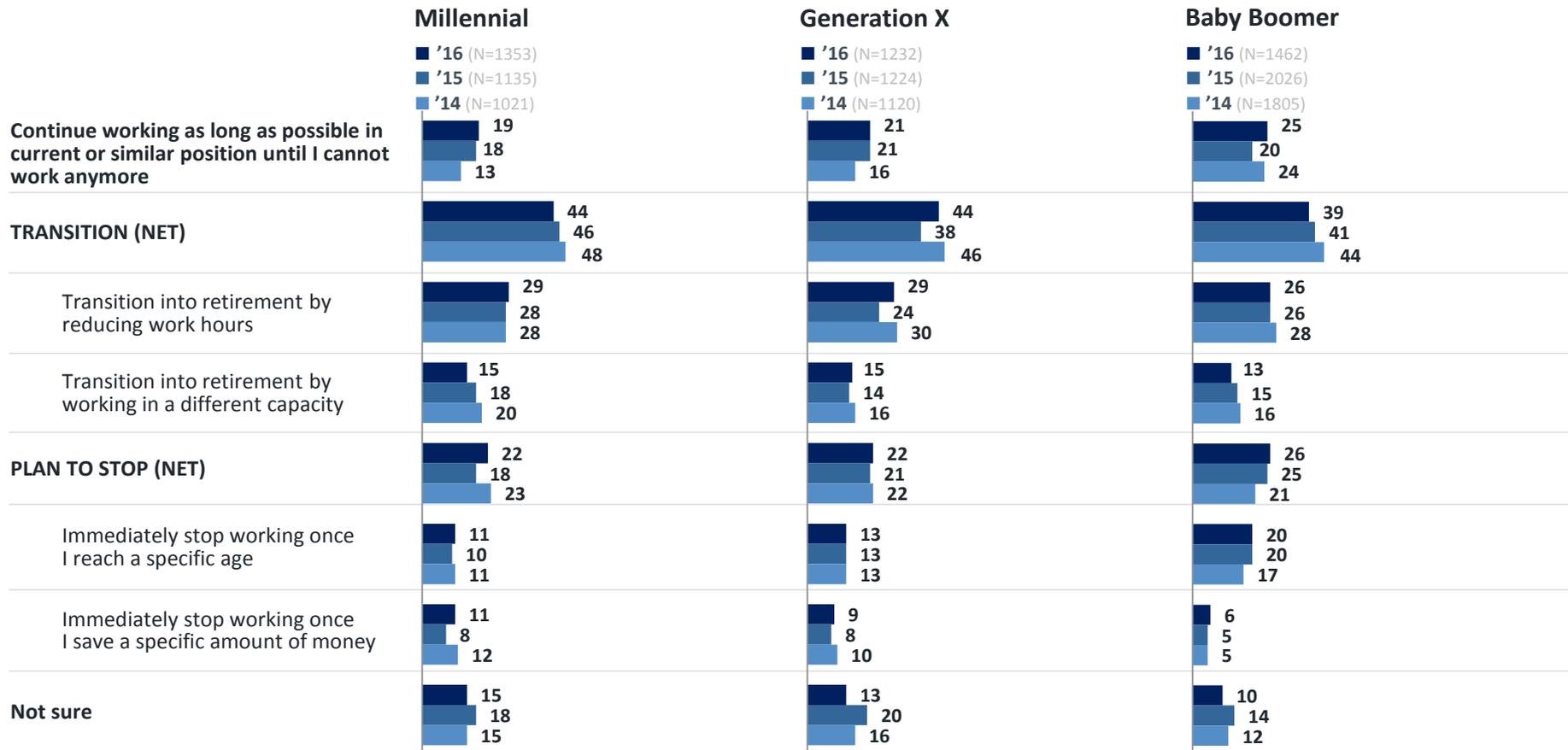
N=1232 N=1224 N=1120 N=801 N=1113

N=1462 N=2026 N=1805 N=1929 N=1282

Retirement Transitions: Phased Versus Immediate

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

How do you envision transitioning into retirement? (%)



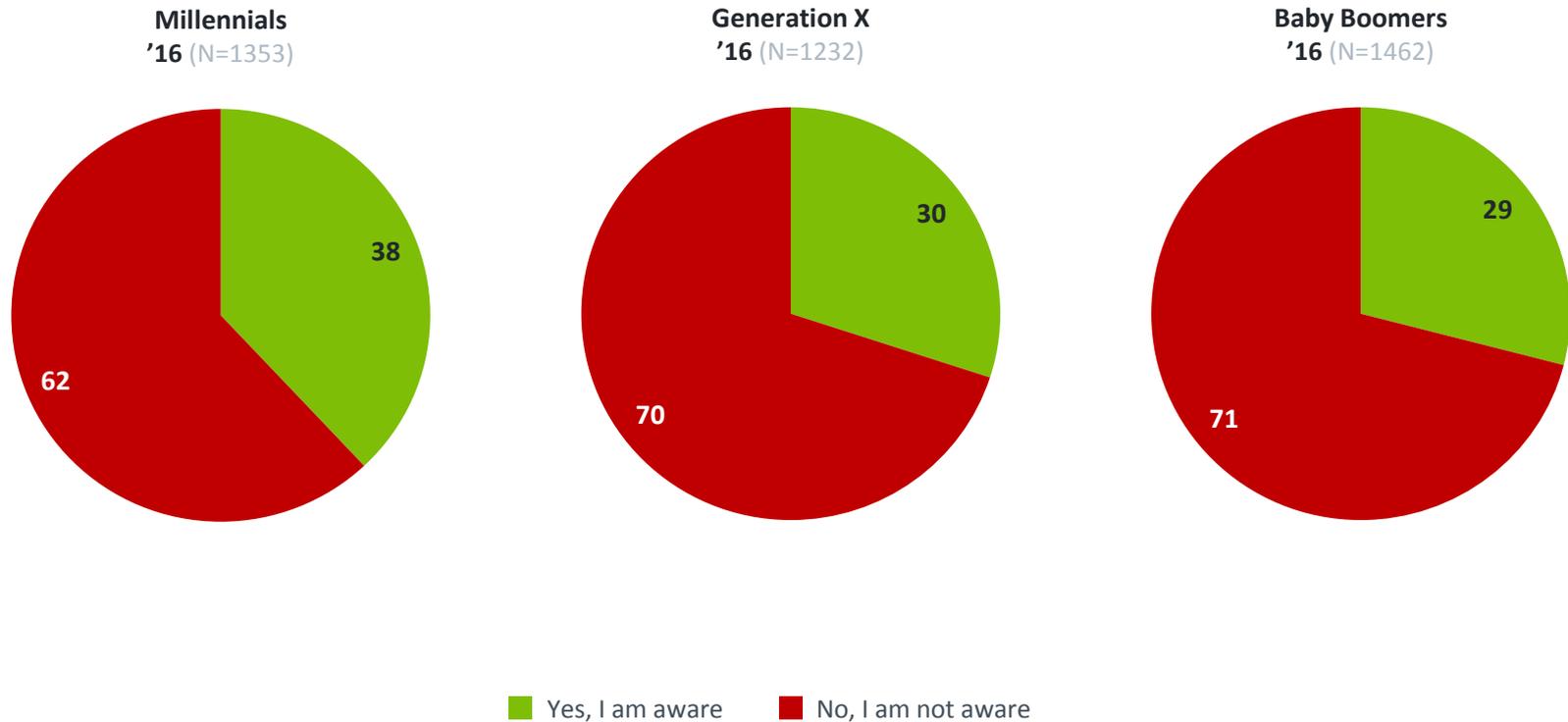
New in 2014.

BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Awareness of the Saver's Credit

The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA. Level of awareness about the credit is highest among Millennials (38 percent), followed by Generation X (30 percent) and Baby Boomers (29 percent).



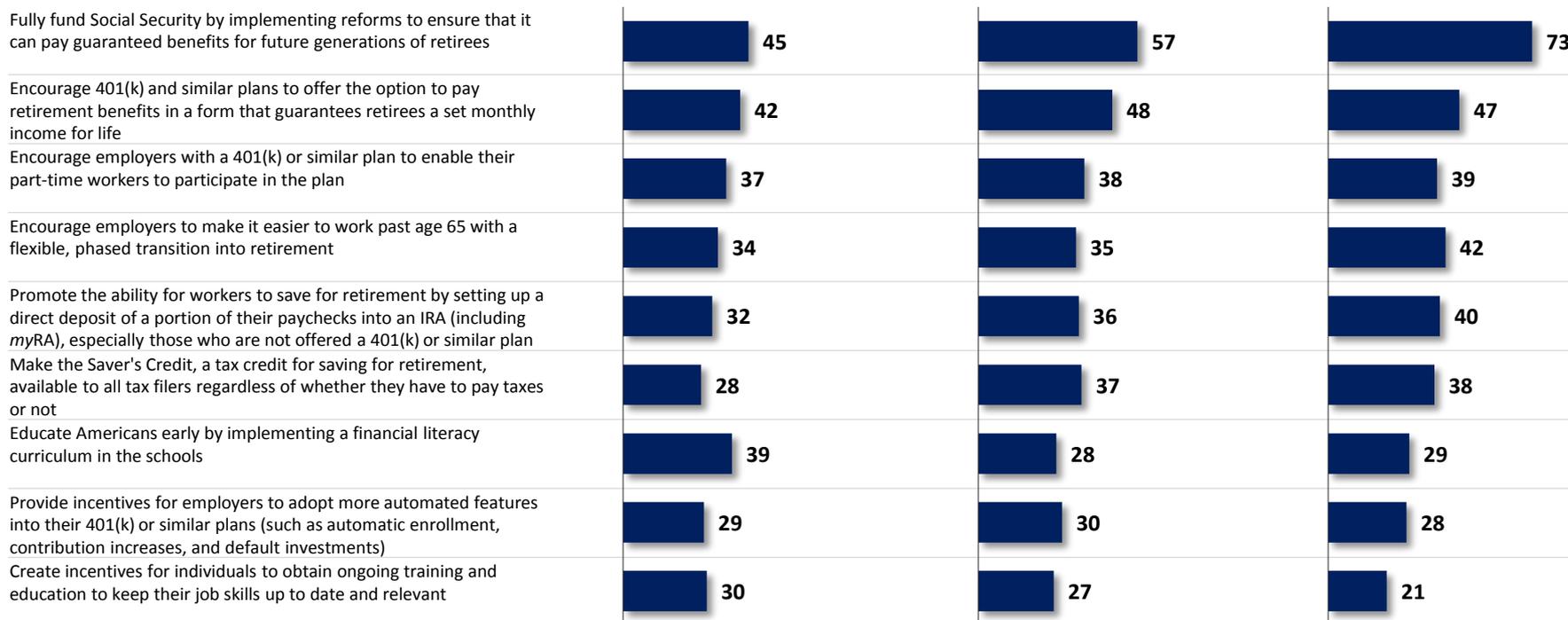
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Security Priorities for the New President and Congress

Workers across generations most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement. However, there are differences of opinion among generations about other priorities. Baby Boomers (73 percent) are more likely to cite fully funding Social Security compared to other generations. Millennials (39 percent) are more likely to cite “educating Americans early by implementing a financial literacy curriculum in schools.” Generation X (48 percent) is slightly more likely to cite “encouraging 401(k) plans to offer the option to pay retirement benefits in a form that guarantees retirees a set monthly income for life.”

Which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? (%)



Note: Responses not shown for less than five percent who said “other.”

BASE: ALL QUALIFIED RESPONDENTS

Q1427. With the November 2016 election in mind, which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? Select all.



Influences of Gender on Retirement Readiness

Detailed Findings

Influences of Gender on Retirement Readiness

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

Thirty Indicators of Retirement Readiness

- **Recovery From the Great Recession.** Stages of financial recovery from the Great Recession differ between genders. Only 14 percent of working women feel they have fully recovered, compared to 25 percent of working men in 2016. Additionally, 23 percent of women have either not yet begun to recover or feel they may never recover, compared to 19 percent of men.
- **Confidence in Retiring Comfortably.** Retirement confidence is higher among men (68 percent) compared to women (55 percent). Relatively few men (19 percent) and women (10 percent) are “very” confident.
- **Building a Large Enough Nest Egg?** Men (59 percent) are more likely than women (43 percent) to either “somewhat” or “strongly” agree that they are building a large enough retirement nest egg. Relatively few men (21 percent) and women (11 percent) say they “strongly” agree.
- **Retirement Dreams Include Leisure and Work.** Both women workers (66 percent) and men (63 percent) most frequently cite traveling as a retirement dream. Other frequently cited dreams include spending more time with family and friends (60 percent women, 54 percent men), and pursuing hobbies (46 percent women, 52 percent men). Interestingly, 22 percent of women workers and 33 percent of men dream of doing some sort of work in retirement.
- **Age Planning to Live to.** Women and men are planning to live long lives. However, women are planning to live to age 90 (median), an age which is older than men plan to live to at age 85 (median). Seventeen percent of women are planning to become centenarians and live to age 100 or older, compared to 15 percent of men.

Influences of Gender on Retirement Readiness

- **Retirement Beliefs.** Both men (80 percent) and women (84 percent) agree that their generation will have a much harder time in achieving financial security compared to their parent's generation. Women (82 percent) are more likely than men (72 percent) to be concerned that Social Security will not be there for them when they are ready to retire.
- **Current Financial Priorities.** Working men (62 percent) are more likely than working women (51 percent) to say saving for retirement is a financial priority right now. Working women (53 percent) are more likely than men (36 percent) to say “just getting by – covering basic living expenses” is a current financial priority.
- **Greatest Financial Priority Right Now.** Men most frequently cite “saving for retirement” as their greatest financial priority right now (29 percent). Women, in contrast, most frequently cited “just getting by – covering basic living expenses” (24 percent) as their top priority.
- **Expected Sources of Retirement Income.** Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by workers, including 77 percent of women and 78 percent of men. Social Security is the second most frequently cited source of retirement income that is expected among women (70 percent) and men (71 percent). Interestingly, almost four in ten women (38 percent) and men (39 percent) expect income from “working” to be a source of income during retirement.
- **Expected Primary Source of Income in Retirement.** Both men and women (36 percent) most frequently cite a 401(k), 403(b), or IRAs to be their expected primary source of retirement income when they retire. Women (27 percent) are more likely than men (23 percent) to expect Social Security to be their primary source of income. Fourteen percent of women and 15 percent of men expect to rely on “working.”
- **Percentage Saving for Retirement/ Age They Started to Save.** A large majority of workers are saving for retirement through an employer-sponsored plan and/or outside of work – men are more likely (80 percent) than women (72 percent) to be saving. In terms of the median age they started saving, men started saving at a younger age (age 26) compared to women (age 28).

Influences of Gender on Retirement Readiness

- **Importance of Retirement Benefits Compared to Other Benefits.** The vast majority of men (88 percent) and women (89 percent) believe that a 401(k), 403(b) or similar plan is “somewhat” or “very” important employee benefit.
- **Retirement Benefits Currently Offered.** Most workers are offered a 401(k) or other self-funded plan by their employers; however, access is greater among men (73 percent) compared to women (68 percent). Few workers are offered a company-funded defined benefit plan.
- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate is higher among men (79 percent) compared to women (75 percent).
- **Retirement Plan Contribution Rate.** Among workers who participate in 401(k) or similar plan, men contribute 10 percent (median) of their annual pay compared to women who contribute 6 percent (median).
- **Approach to Investing in Retirement Plan.** “Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. The majority of plan participants, regardless of gender, use some form of professionally managed offering in their 401(k) or similar plans: 57 percent of women and 62 percent of men. Men (46 percent) are more likely than women (34 percent) to use a do-it-yourself approach and set their own asset allocation percentage among the available funds.
- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among participants who are currently participating in a plan, one in four women (25 percent) and men (29 percent) have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan.
- **Estimated Emergency Savings.** Many workers lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Women have saved only \$2,000 (median), a finding which is far less than the \$10,000 (median) that men have set aside for such emergencies. Moreover, 26 percent of women have saved less than \$1,000 compared to 16 percent of men. On the other hand, men (27 percent) are more likely than women (15 percent) to have saved \$25,000 or more for emergencies.

Influences of Gender on Retirement Readiness

- **Estimated Retirement Savings Needs.** Both working men and women expect they will need to have saved \$500,000 (estimated median) by the time they retire in order to feel financially secure. Women are more likely (48 percent) to estimate they will need less than \$500,000 than men (38 percent).
- **Basis for Estimating Retirement Savings Needs.** Many workers are “guessing” their retirement savings needs. Women (56 percent) are more likely than men (40 percent) to say that they “guessed.” Fewer than one in ten women and men say they have used a retirement calculator to estimate their needs.
- **Asset Allocation of Retirement Investments.** Men and women most frequently say that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; however, the response rate is higher among men (44 percent) than women (38 percent). A concerning 32 percent of women say that they are “not sure” how their savings are invested.
- **Retirement Strategy: Written, Unwritten, or None.** Men (71 percent) are more likely to have some form of a retirement strategy compared to women (54 percent). However, few men (19 percent) or women (13 percent) actually have a written plan.
- **Confidence that Financial Strategy Will Enable Travel Goals.** Among workers who dream of traveling in retirement, the majority are confident in their current financial strategy will allow them to meet their travel goals, including 51 percent of women and 66 percent of men. However, men are more likely than women to be “very” confident (24 vs 11 percent, respectively). Some workers haven’t given it much thought, a finding that is more common among women (20 percent) compared to men (12 percent).
- **Professional Financial Advisor Usage.** Men (40 percent) and women (38 percent) are similarly likely to use a professional financial advisor to help them manage their retirement savings or investments.
- **Total Household Retirement Savings.** Men have more than triple the household retirement savings than women. Men report having saved an estimated median of \$115,000 compared to just \$34,000 among women. Men (33 percent) are also twice as likely as women (16 percent) to say that they have saved \$250,000 or more in total household retirement accounts.

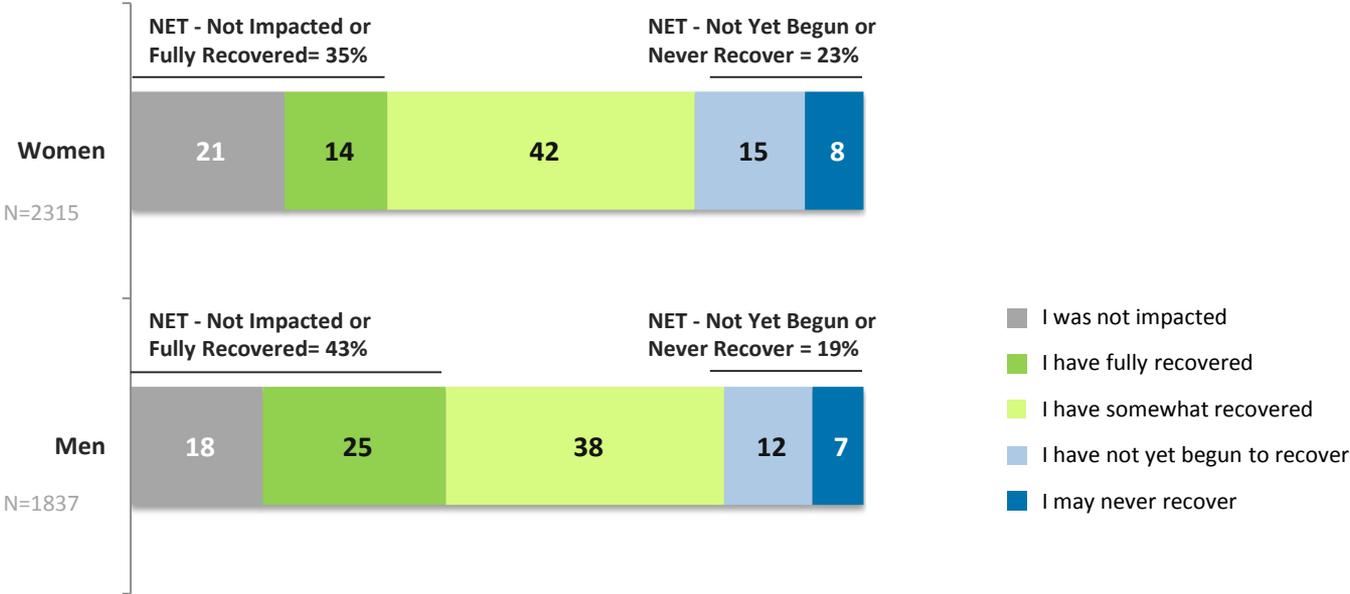
Influences of Gender on Retirement Readiness

- **Expected Retirement Age.** The majority of men (54 percent) and women (53 percent) expect to work past age 65 or do not plan to retire. Twenty-one percent of men and 25 percent of women expect to retire at age 65. Approximately one in four men and women plan to retire before age 65.
- **Expectations of Working in Retirement.** About half of both working men and women (52 and 50 percent, respectively) plan to continue working after they retire, at least on a part-time basis.
- **Retirement Transitions: Phased Versus Immediate.** Many men (39 percent) and women workers (45 percent) are planning to either transition into retirement by changing work patterns (e.g., shifting from full-to part-time or working in a different capacity). Men (27 percent) are more likely to be planning to immediately stop working when they reach a certain age or savings goal compared to women (19 percent). Twenty-one percent of men and 22 percent of women plan to continue working as long as possible in their current or similar position until they cannot work anymore.
- **Awareness of the Saver's Credit.** Level of awareness about the IRS Saver's Credit – a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA – varies significantly between genders. Thirty-nine percent of working men are aware of the Saver's Credit, compared to only 25 percent of working women.
- **Retirement Security Priorities for the New President and Congress.** Both women (59 percent) and men (57 percent) most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement. In terms of other priorities, women and men generally agree. However, women are slightly more likely than men to cite the priority of “encouraging employers to make it easier to work past age 65 with a flexible, phased transition into retirement” (41 percent vs 33 percent, respectively).

Recovery From the Great Recession

Stages of financial recovery from the Great Recession differ between genders. Only 14 percent of working women feel they have fully recovered, compared to 25 percent of working men in 2016. Additionally, 23 percent of women have either not yet begun to recover or feel they may never recover, compared to 19 percent of men.

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



BASE: ALL QUALIFIED RESPONDENTS

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

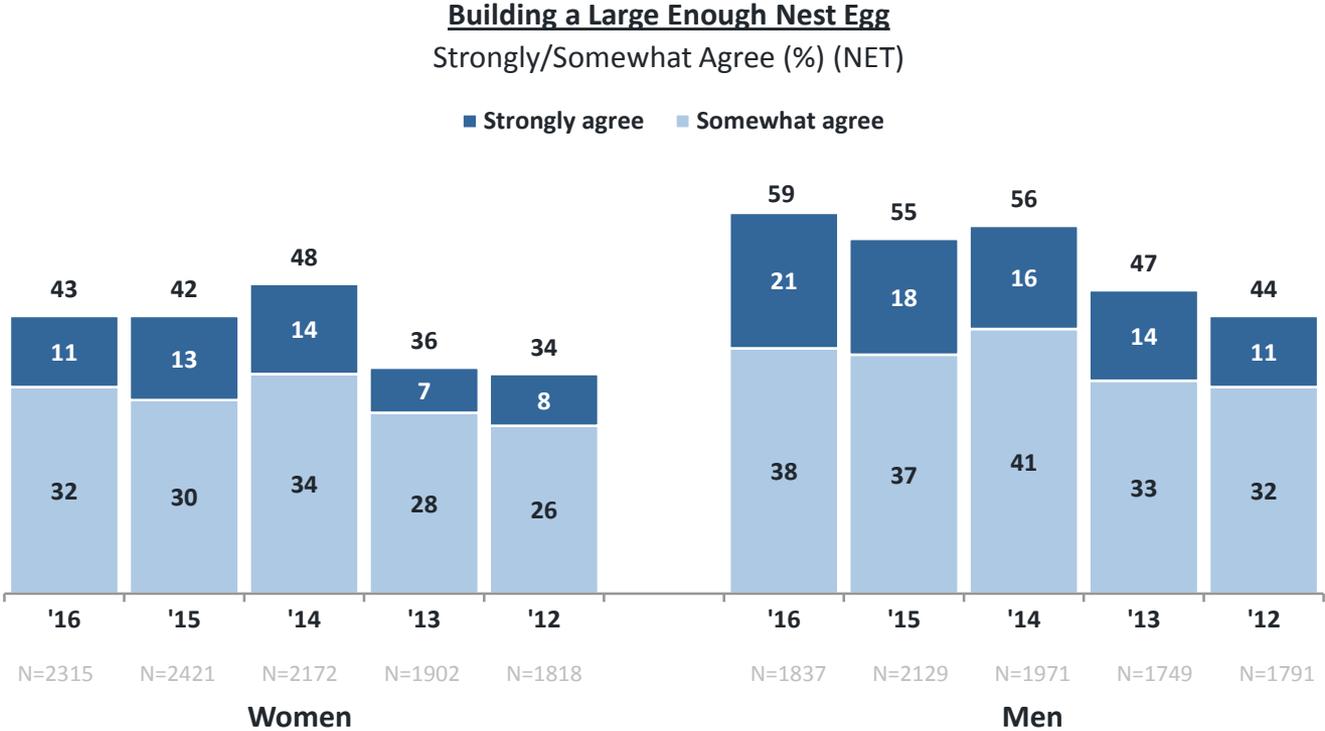
Confidence in Retiring Comfortably

Retirement confidence is higher among men (68 percent) compared to women (55 percent). Relatively few men (19 percent) and women (10 percent) are “very” confident. Confidence increased slightly this year among both men and women.



Building a Large Enough Nest Egg?

Men (59 percent) are more likely than women (43 percent) to either “somewhat” or “strongly” agree that they are building a large enough retirement nest egg. Relatively few men (21 percent) and women (11 percent) say they “strongly” agree. Level of agreement increased between 2012 and 2014. It has since dipped among women and increased among men.

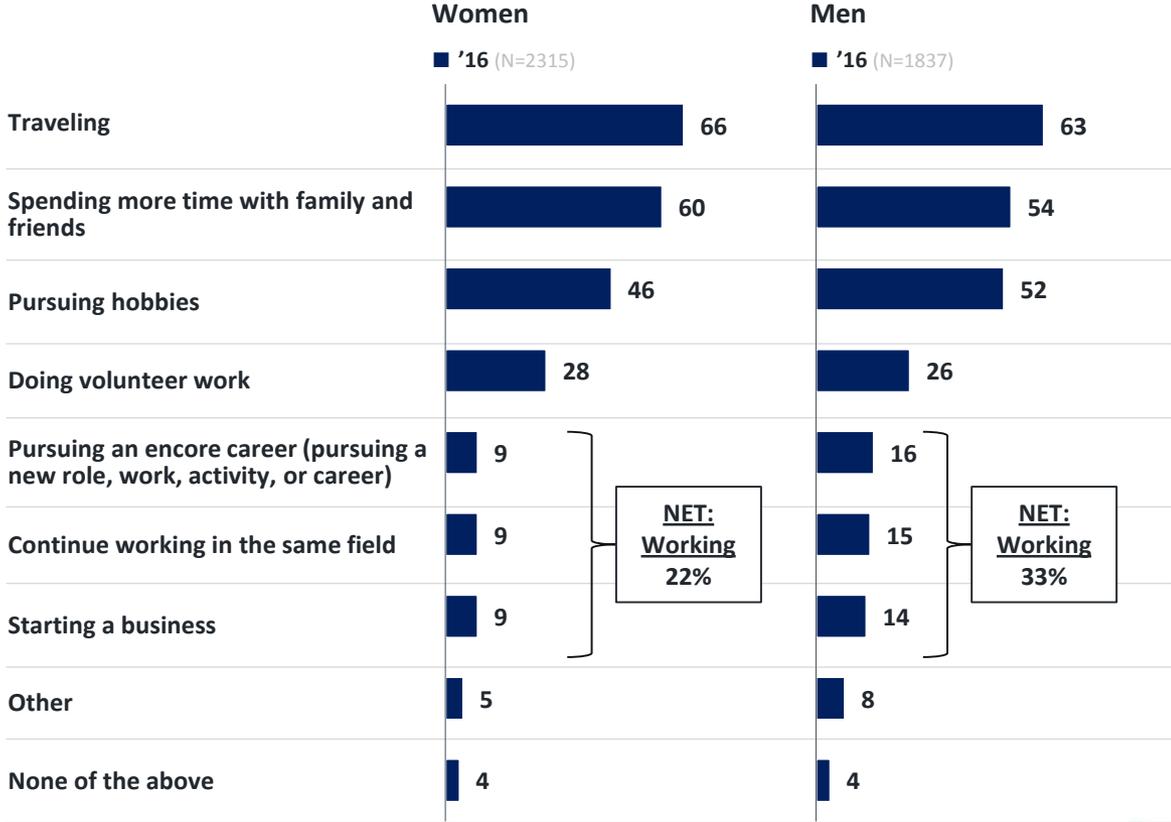


BASE: ALL QUALIFIED RESPONDENTS
Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg?

Retirement Dreams Include Leisure and Work

Both women workers (66 percent) and men (63 percent) most frequently cite traveling as a retirement dream. Other frequently cited dreams include spending more time with family and friends (60 percent women, 54 percent men), and pursuing hobbies (46 percent women, 52 percent men). Interestingly, 22 percent of women workers and 33 percent of men dream of doing some sort of work in retirement.

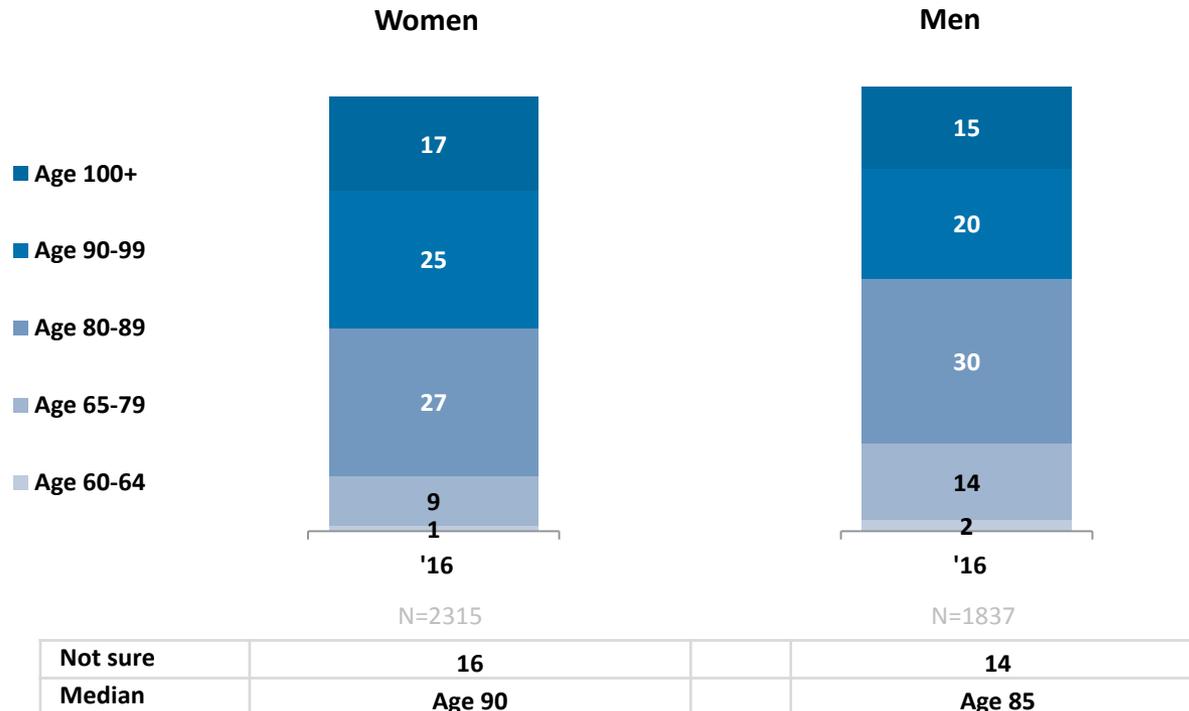
How do you dream of spending your retirement?
Please select all that apply. (%)



Age Planning to Live to

Women and men are planning to live long lives. However, women are planning to live to age 90 (median), an age which is older than men plan to live to at age 85 (median). Seventeen percent of women are planning to become centenarians and live to age 100 or older, compared to 15 percent of men.

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



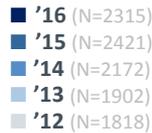
Retirement Beliefs

Both men (80 percent) and women (84 percent) agree that their generation will have a much harder time in achieving financial security compared to their parent's generation. Women (82 percent) are more likely than men (72 percent) to be concerned that Social Security will not be there for them when they are ready to retire.

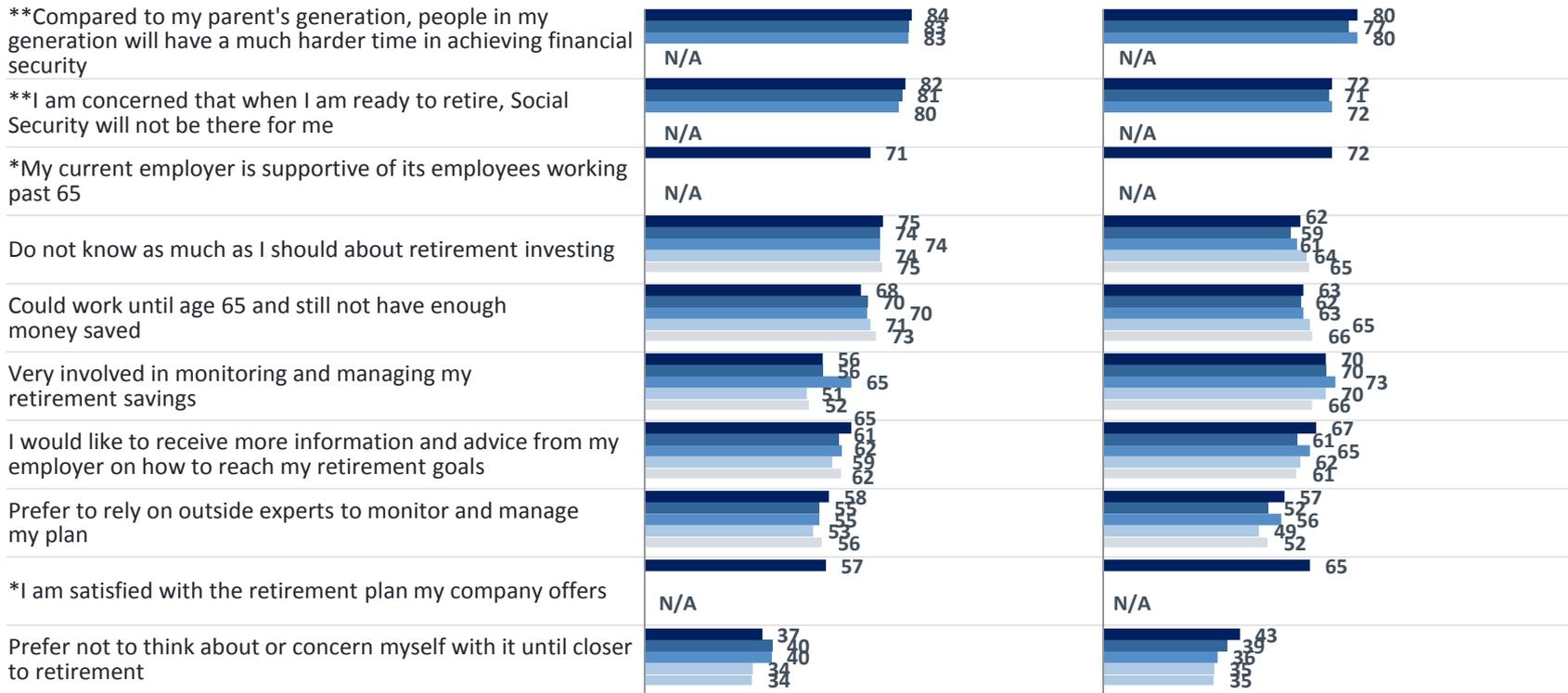
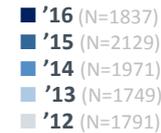
How Much Do You Agree or Disagree?

Strongly/Somewhat Agree (%) (NET)

Women



Men



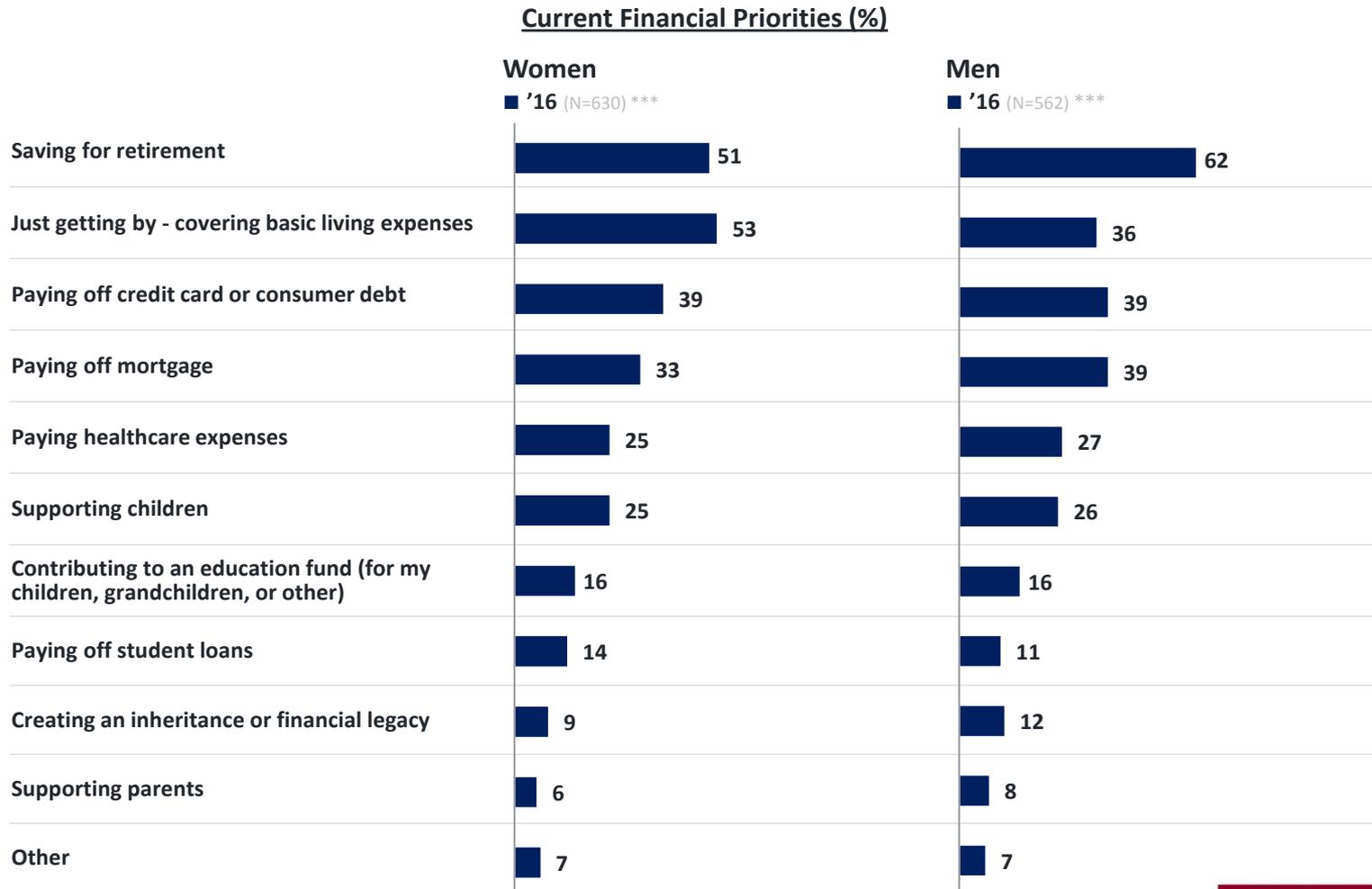
*added in 2016 **added in 2014

BASE: ALL QUALIFIED RESPONDENTS

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

Current Financial Priorities

Working men (62 percent) are more likely than working women (51 percent) to say saving for retirement is a financial priority right now. Working women (53 percent) are more likely than men (36 percent) to say “just getting by – covering basic living expenses” is a current financial priority.



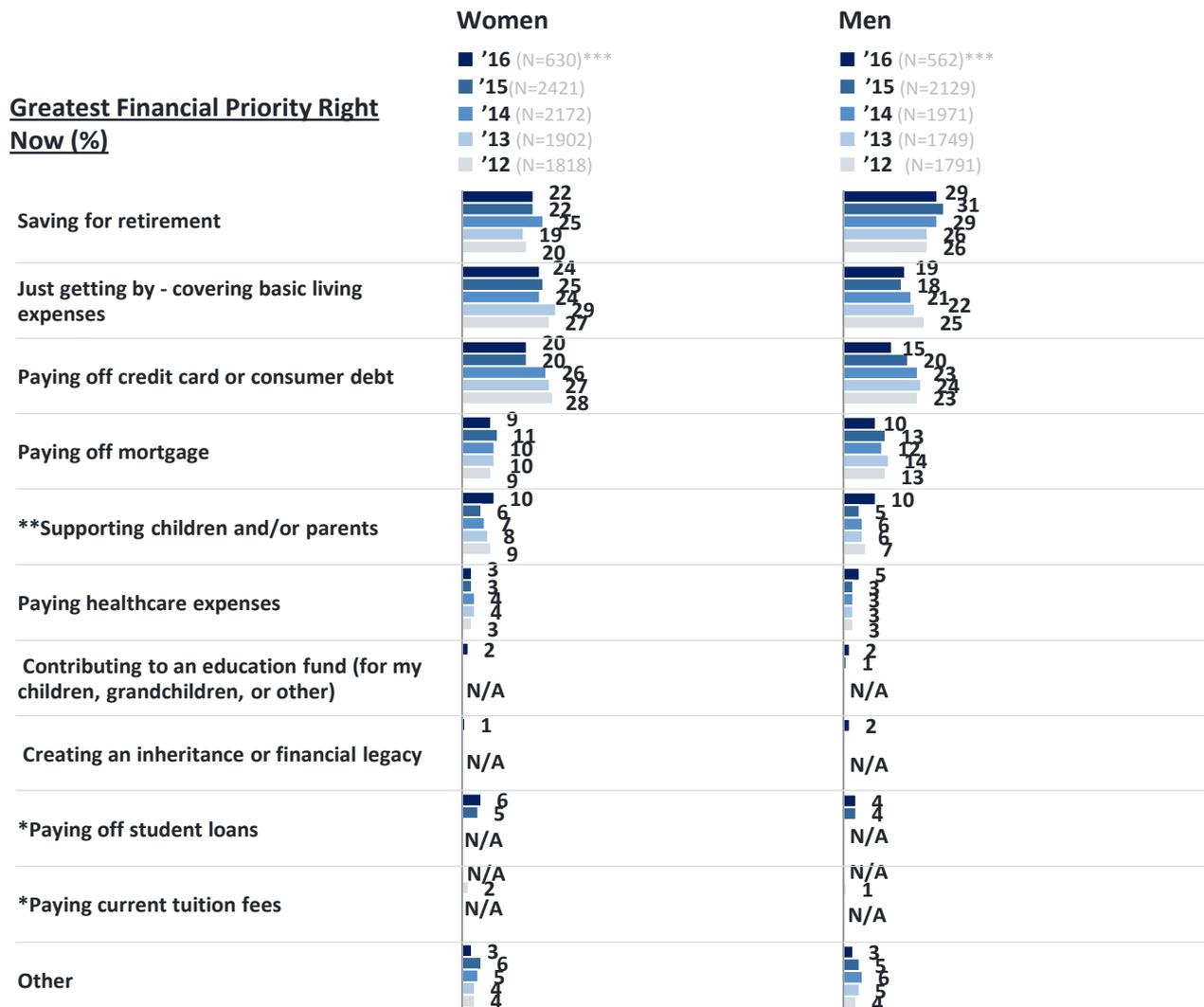
***Note: This question is based on a supplementary survey. See methodology for more information.

BASE: ALL QUALIFIED RESPONDENTS

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

Greatest Financial Priority Right Now

Men most frequently cite “saving for retirement” as their greatest financial priority right now (29 percent). Women, in contrast, most frequently cited “just getting by – covering basic living expenses” (24 percent) as their top priority.



*added in 2015

**shown as two separate answers in 2016

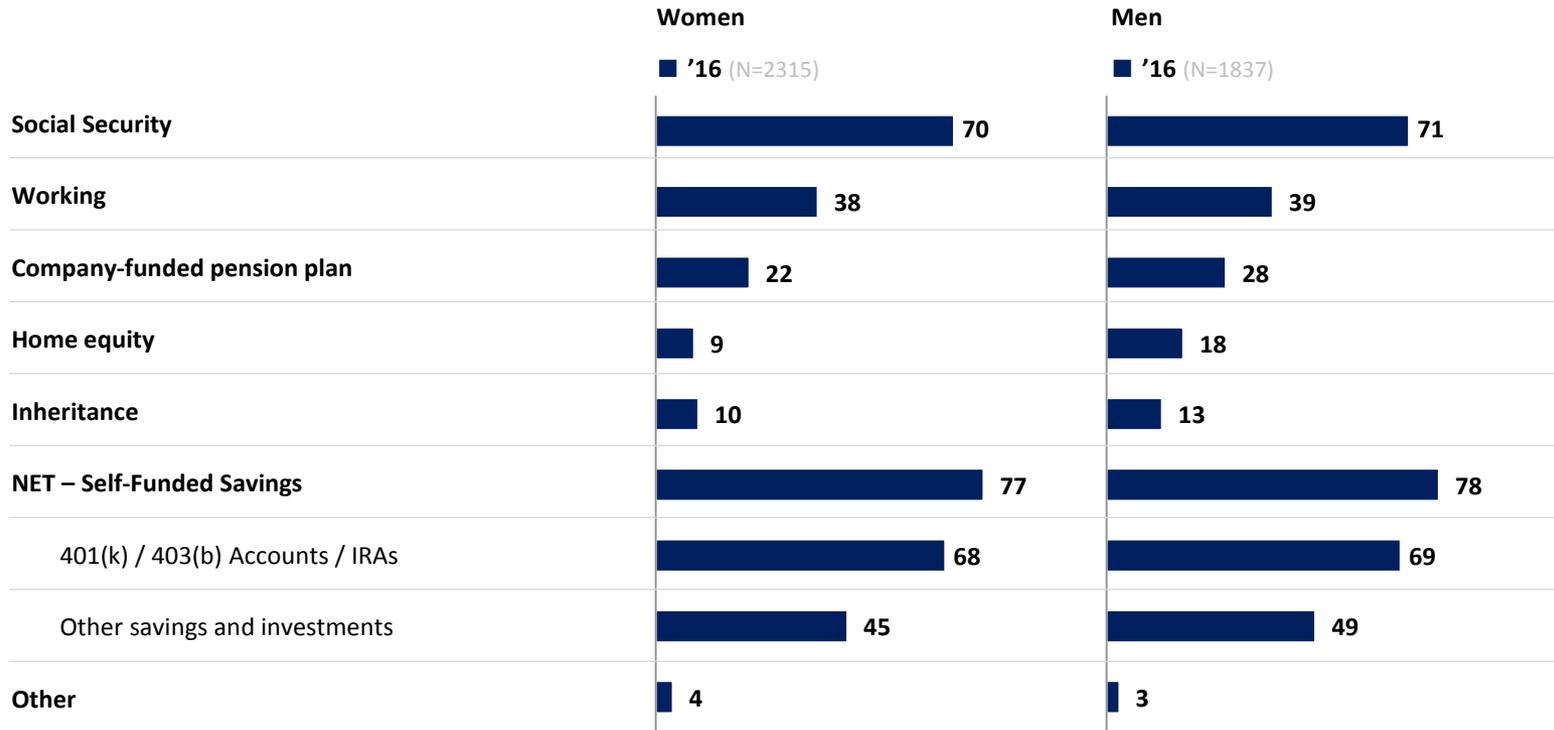
***This question is based on a supplementary survey. See methodology for more information

BASE: ALL QUALIFIED RESPONDENTS Q2640. Which one of the following is your greatest financial priority right now?

Expected Sources of Retirement Income

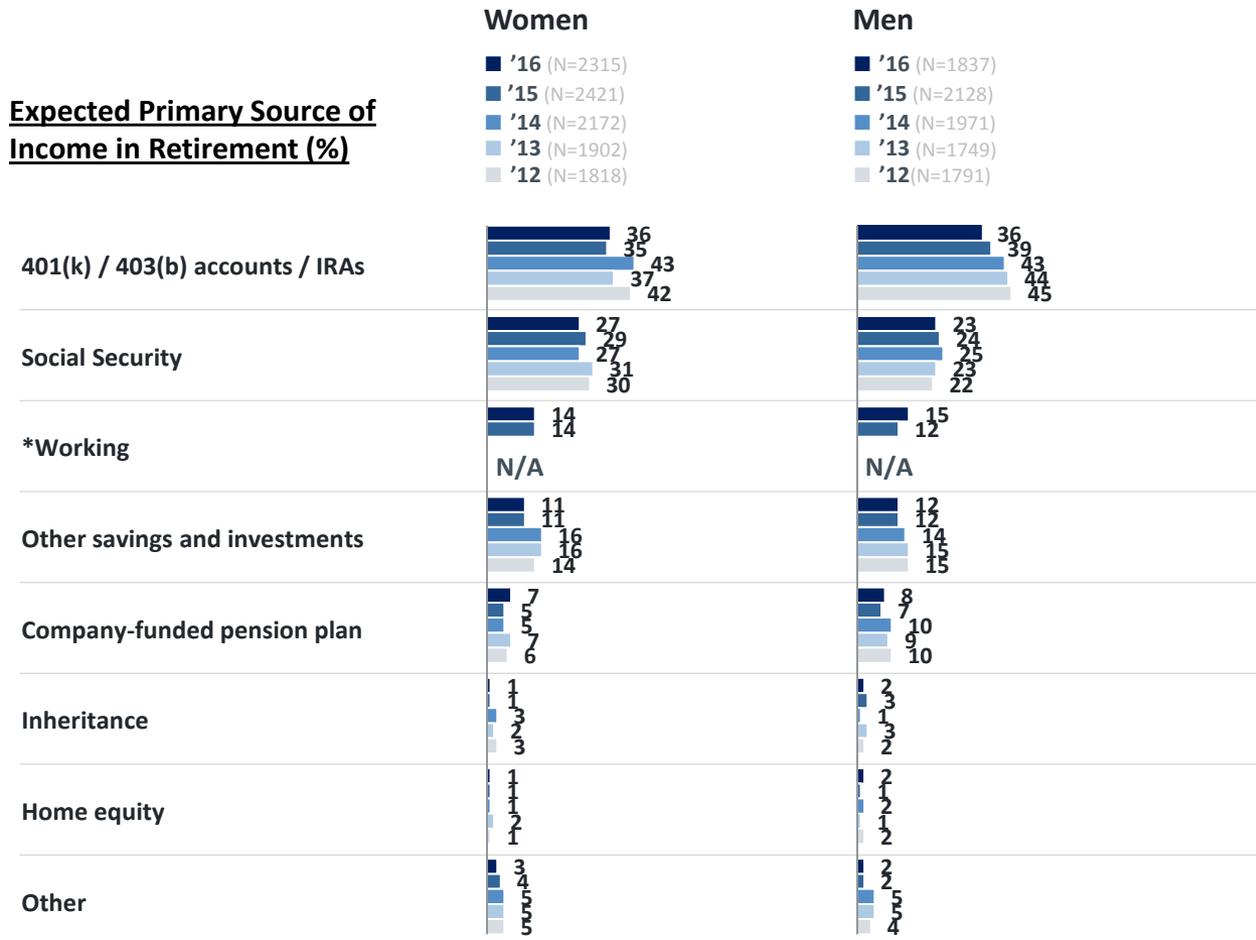
Self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments are the most frequently cited source of retirement income expected by workers, including 77 percent of women and 78 percent of men. Social Security is the second most frequently cited source of retirement income that is expected among women (70 percent) and men (71 percent). Interestingly, almost four in ten women (38 percent) and men (39 percent) expect income from “working” to be a source of income during retirement.

Expected Sources of Income During Retirement (%)



Expected Primary Source of Income in Retirement

Both men and women (36 percent) most frequently cite a 401(k), 403(b), or IRAs to be their expected primary source of retirement income when they retire. Women (27 percent) are more likely than men (23 percent) to expect Social Security to be their primary source of income. Fourteen percent of women and 15 percent of men expect to rely on “working.”



*added in 2015

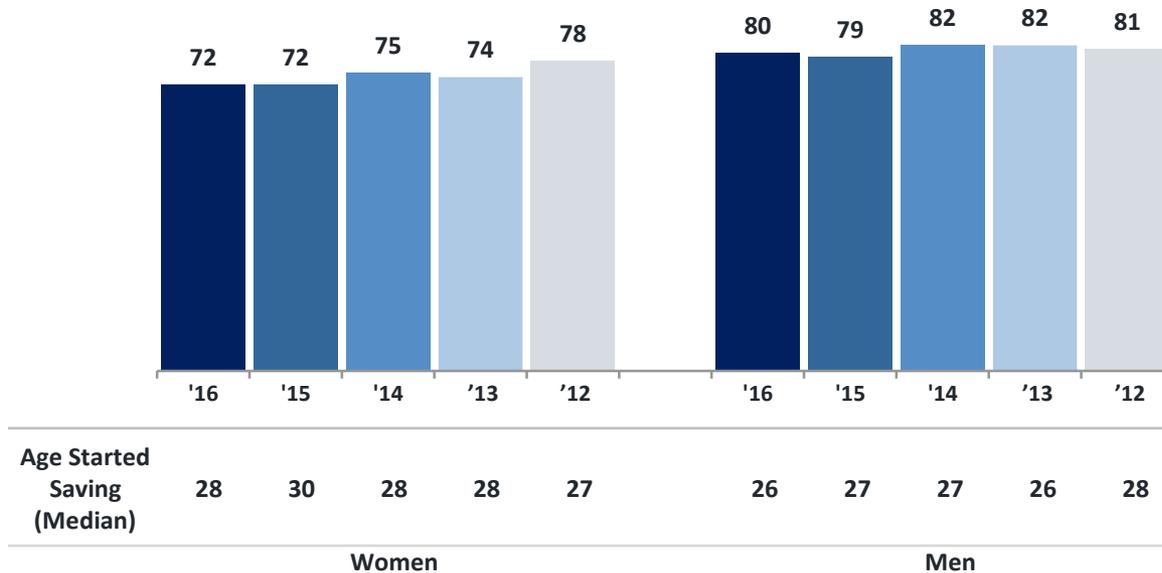
BASE: ALL QUALIFIED RESPONDENTS

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

Percentage Saving for Retirement/ Age They Started to Save

A large majority of workers are saving for retirement through an employer-sponsored plan and/or outside of work – men are more likely (80 percent) than women (72 percent) to be saving. In terms of the median age they started saving, men started saving at a younger age (age 26) compared to women (age 28).

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



BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

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

BASE: ALL QUALIFIED RESPONDENTS

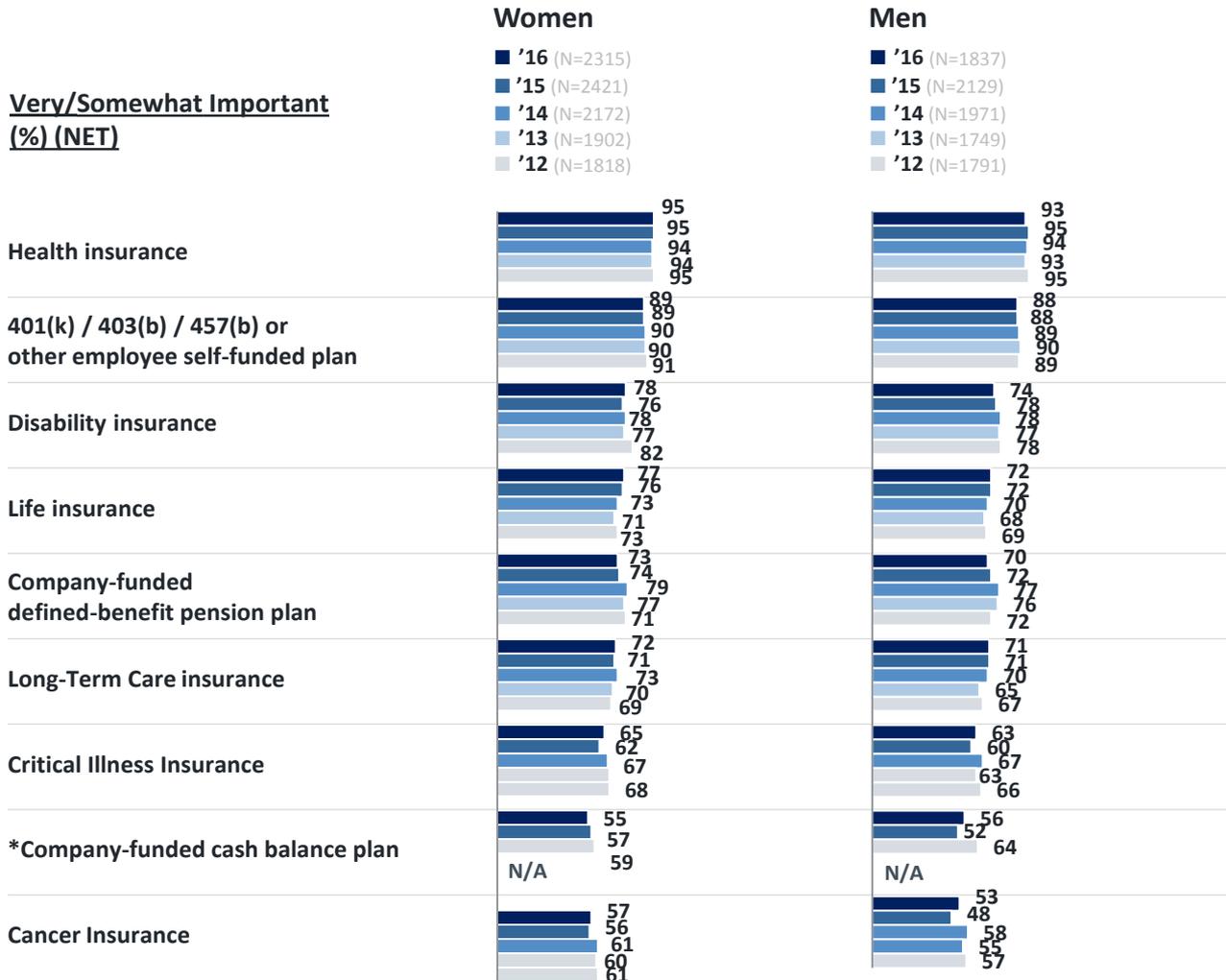
Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

BASE: INVESTING FOR RETIREMENT

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

Importance of Retirement Benefits Compared to Other Benefits

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



*added in 2014

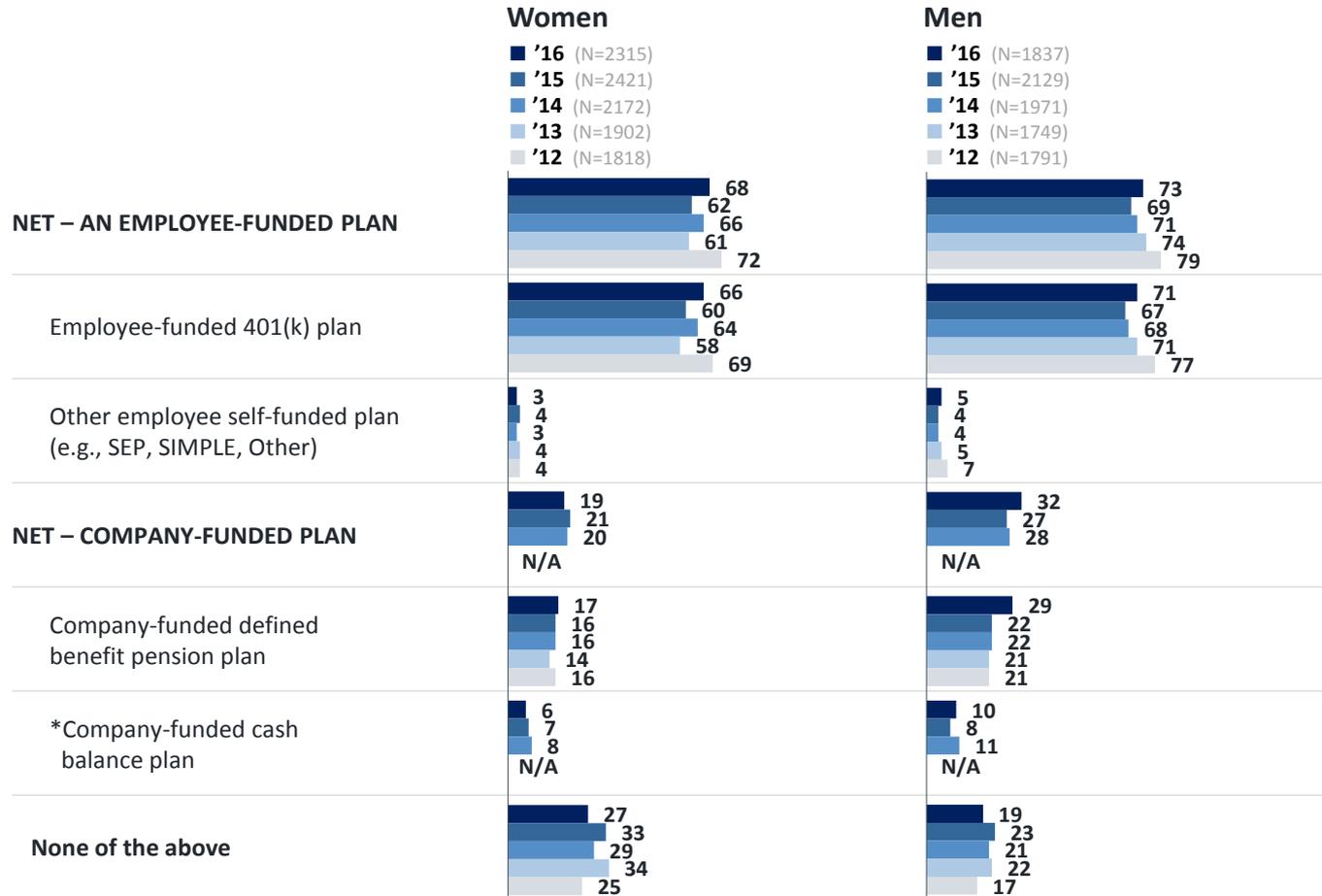
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Benefits Currently Offered

Most workers are offered a 401(k) or other self-funded plan by their employers; however, access is greater among men (73 percent) compared to women (68 percent). Few workers are offered a company-funded defined benefit plan. Retirement benefit offerings have fluctuated slightly over the last five years.

Employer-Sponsored Retirement Benefits Currently Offered (%)



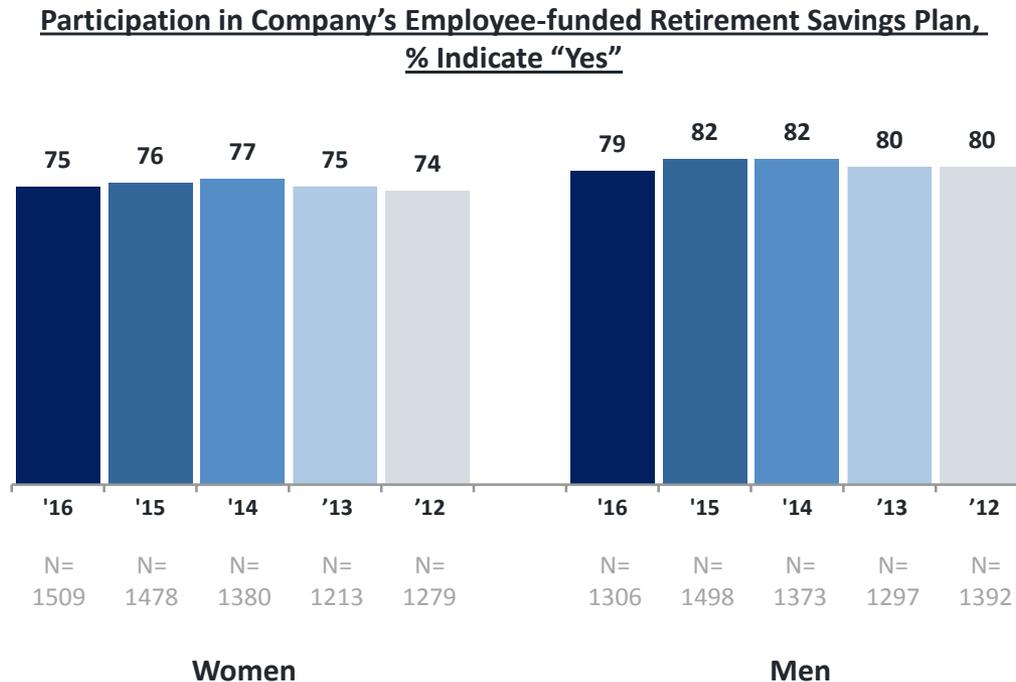
*added in 2014

BASE: ALL QUALIFIED RESPONDENTS

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

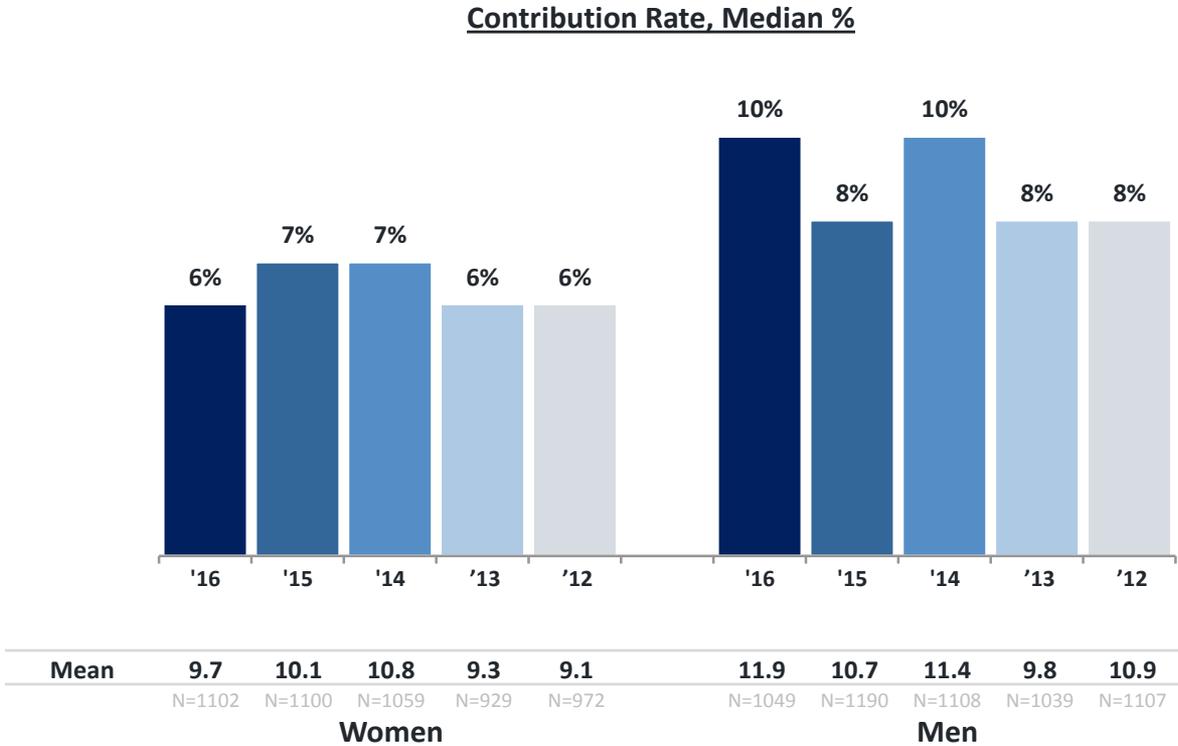
Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate is higher among men (79 percent) compared to women (75 percent). This trend has remained relatively consistent over the past five years.



Retirement Plan Contribution Rate

Among workers who participate in 401(k) or similar plan, men contribute 10 percent (median) of their annual pay compared to women who contribute 6 percent (median). The contribution rate for men increased since last year, while the contribution rate for women decreased slightly. Over the past five years, the medium median contribution rate has been consistently higher among men than women.



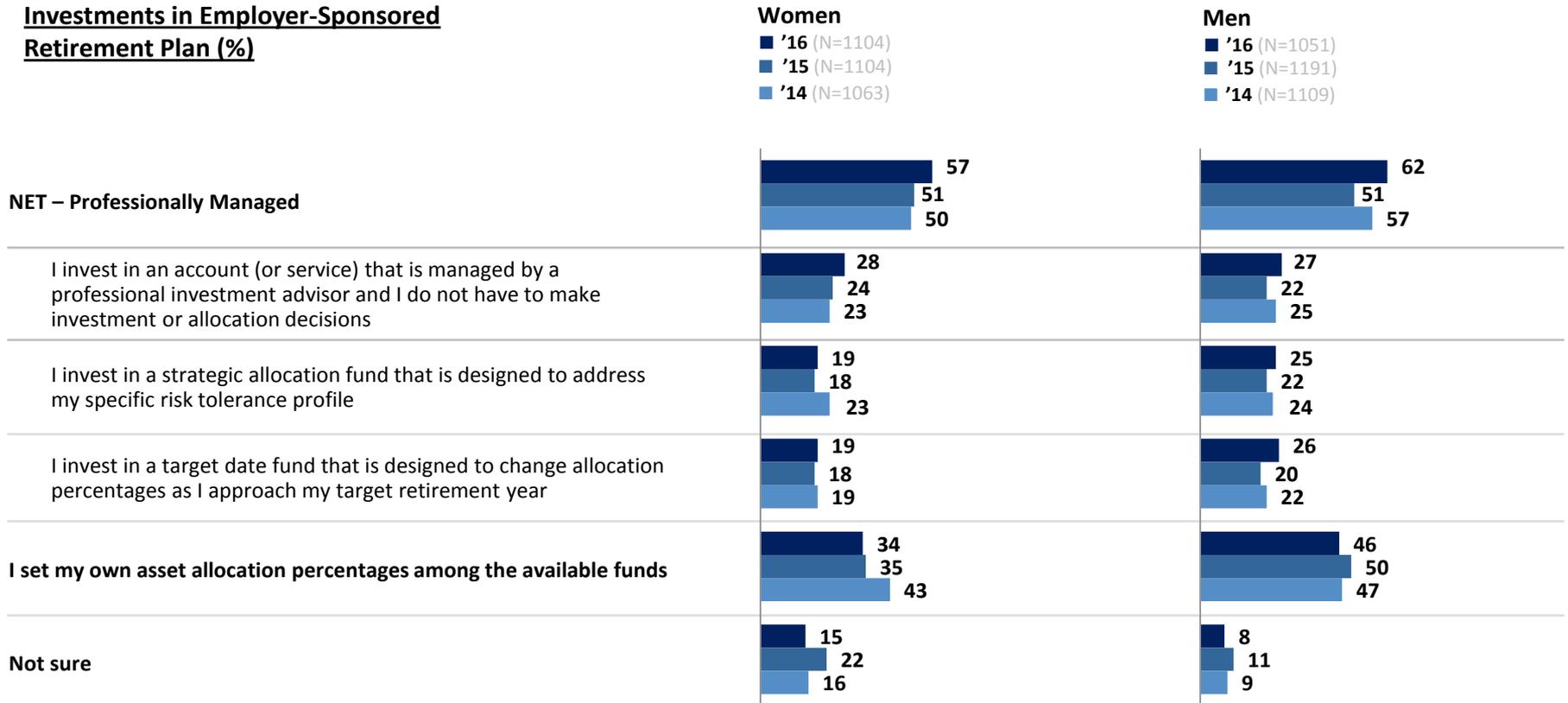
BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

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

Approach to Investing in Retirement Plan

“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. The majority of plan participants, regardless of gender, use some form of professionally managed offering in their 401(k) or similar plans: 57 percent of women and 62 percent of men. Men (46 percent) are more likely than women (34 percent) to use a do-it-yourself approach and set their own asset allocation percentage among the available funds.

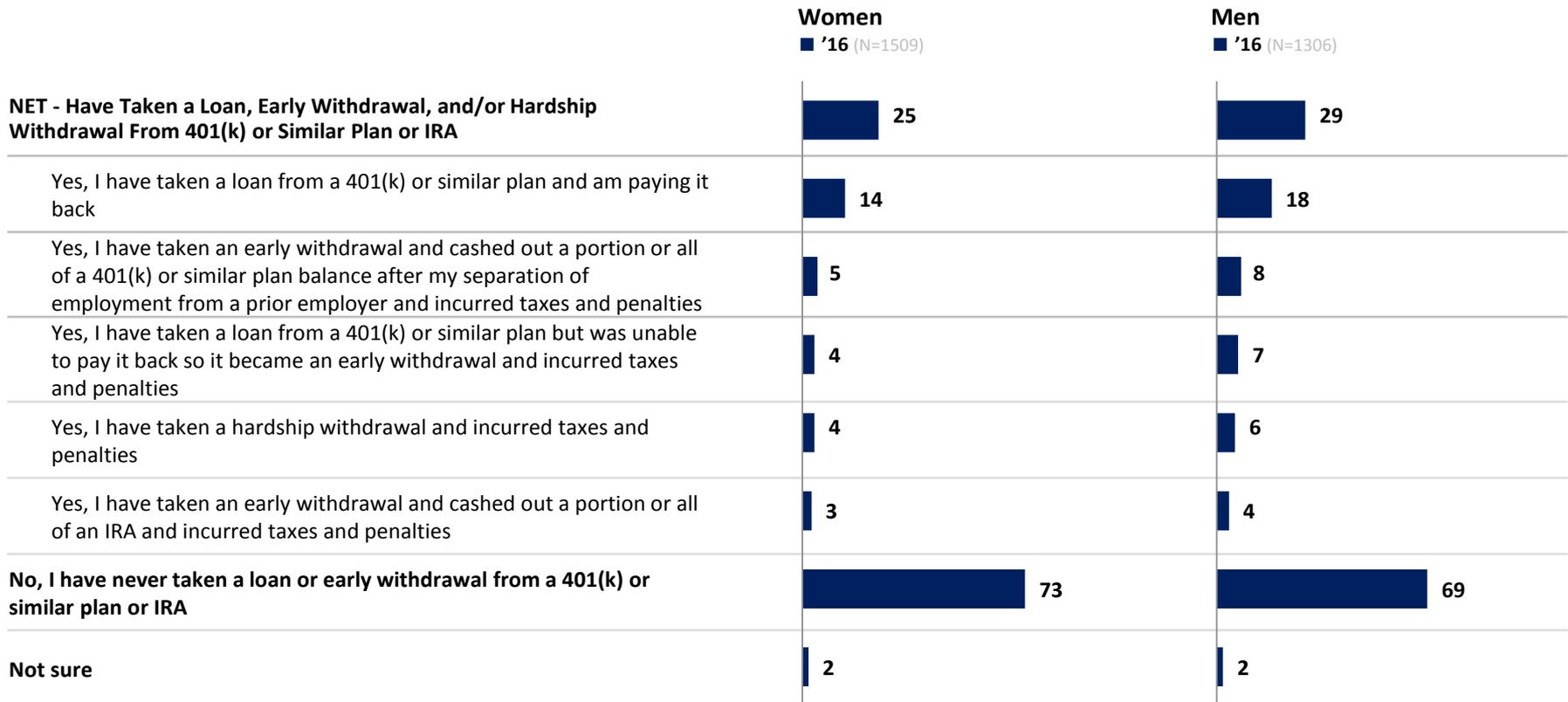
Investments in Employer-Sponsored Retirement Plan (%)



Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among participants who are currently participating in a plan, one in four women (25 percent) and men (29 percent) have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan.

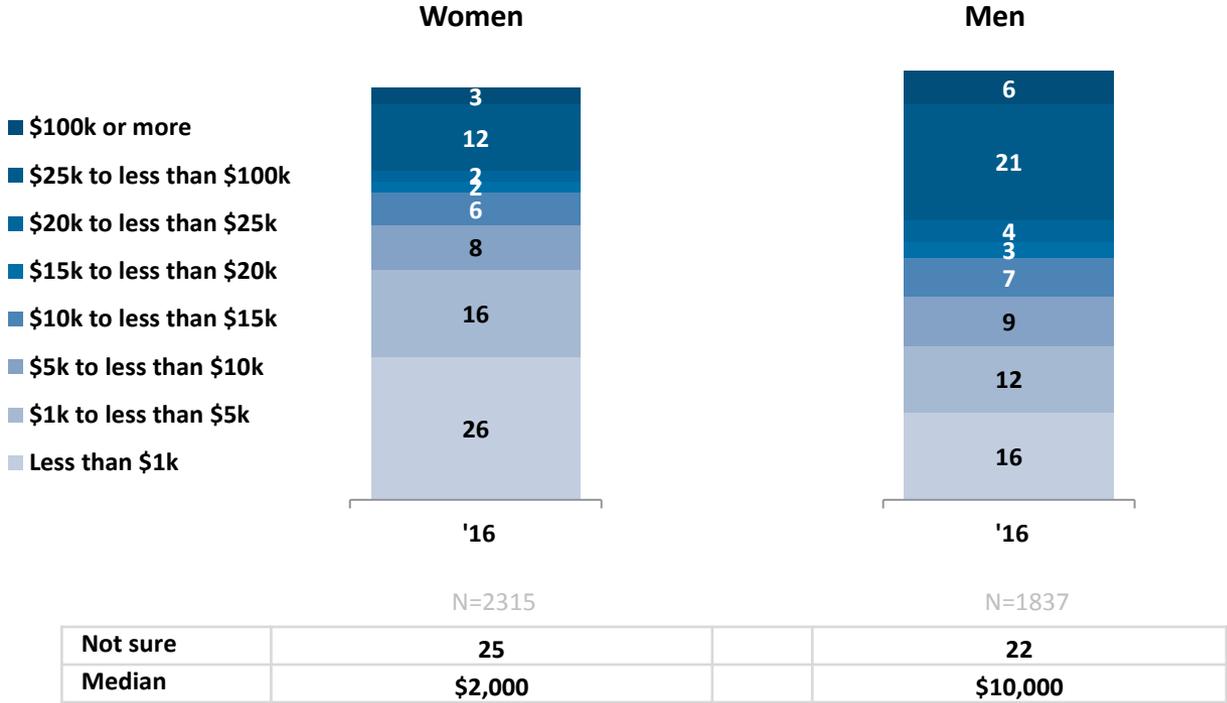
Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



Estimated Emergency Savings

Many workers lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Women have saved only \$2,000 (median), a finding which is far less than the \$10,000 (median) that men have set aside for such emergencies. Moreover, 26 percent of women have saved less than \$1,000 compared to 16 percent of men. On the other hand, men (27 percent) are more likely than women (15 percent) to have saved \$25,000 or more for emergencies.

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

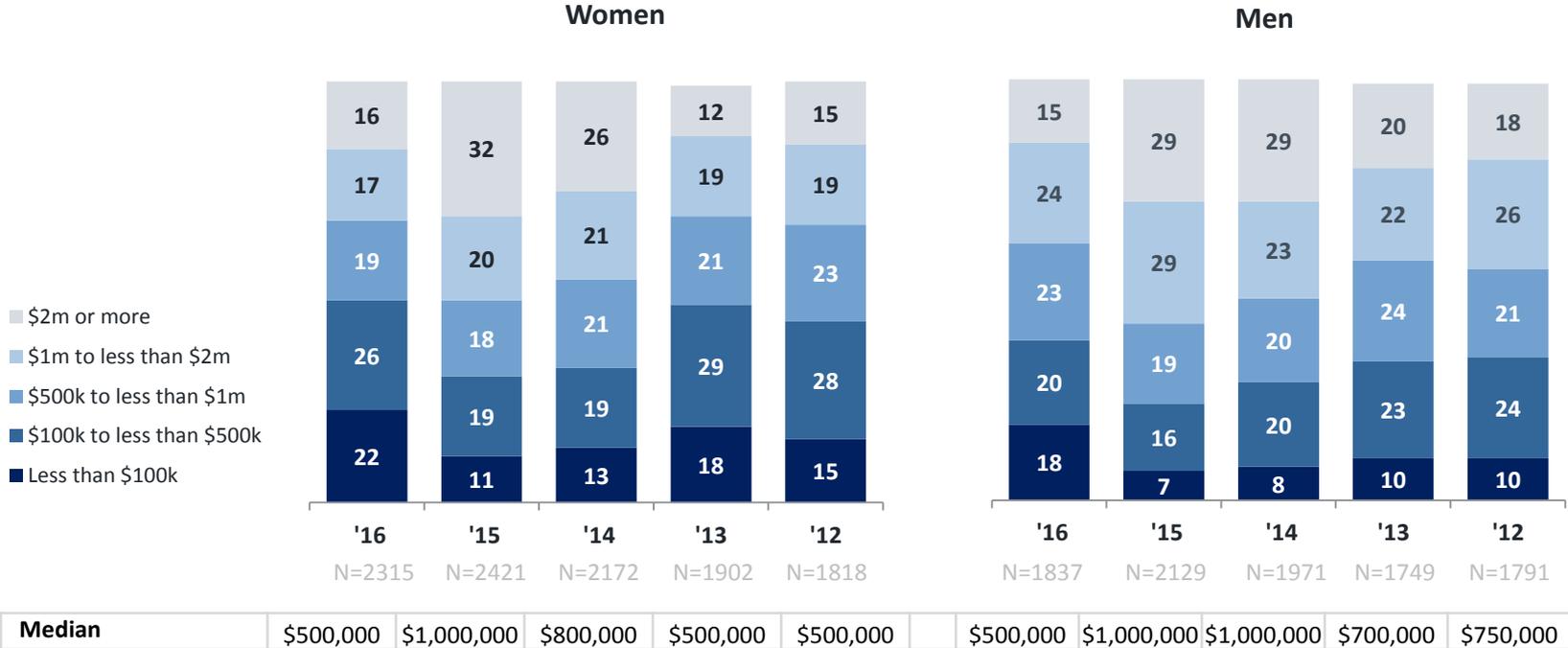


BASE: ALL QUALIFIED RESPONDENTS

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

Estimated Retirement Savings Needs

Both working men and women expect they will need to have saved \$500,000 (estimated median) by the time they retire in order to feel financially secure, a survey finding which represents a significant decline since last year. Women are more likely (48 percent) to estimate they will need less than \$500,000 than men (38 percent).



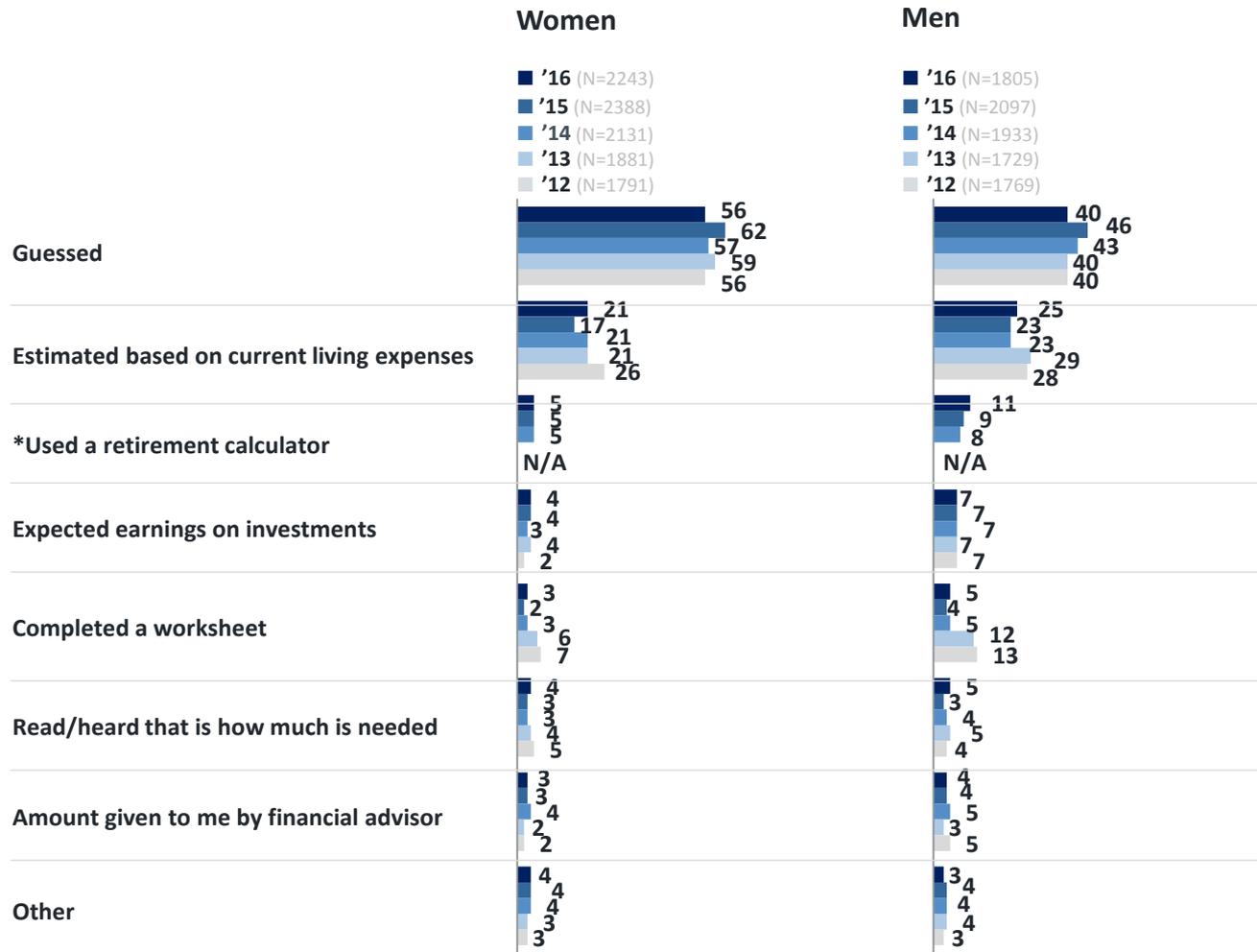
Note: The median is estimated based on the approximate midpoint of the range of each response category.

BASE: ALL QUALIFIED RESPONDENTS

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

Basis for Estimating Retirement Savings Needs

Many workers are “guessing” their retirement savings needs. Women (56 percent) are more likely than men (40 percent) to say that they “guessed.” This trend has been consistent for the past five years. Fewer than one in ten women and men say they have used a retirement calculator to estimate their needs.



*added in 2014

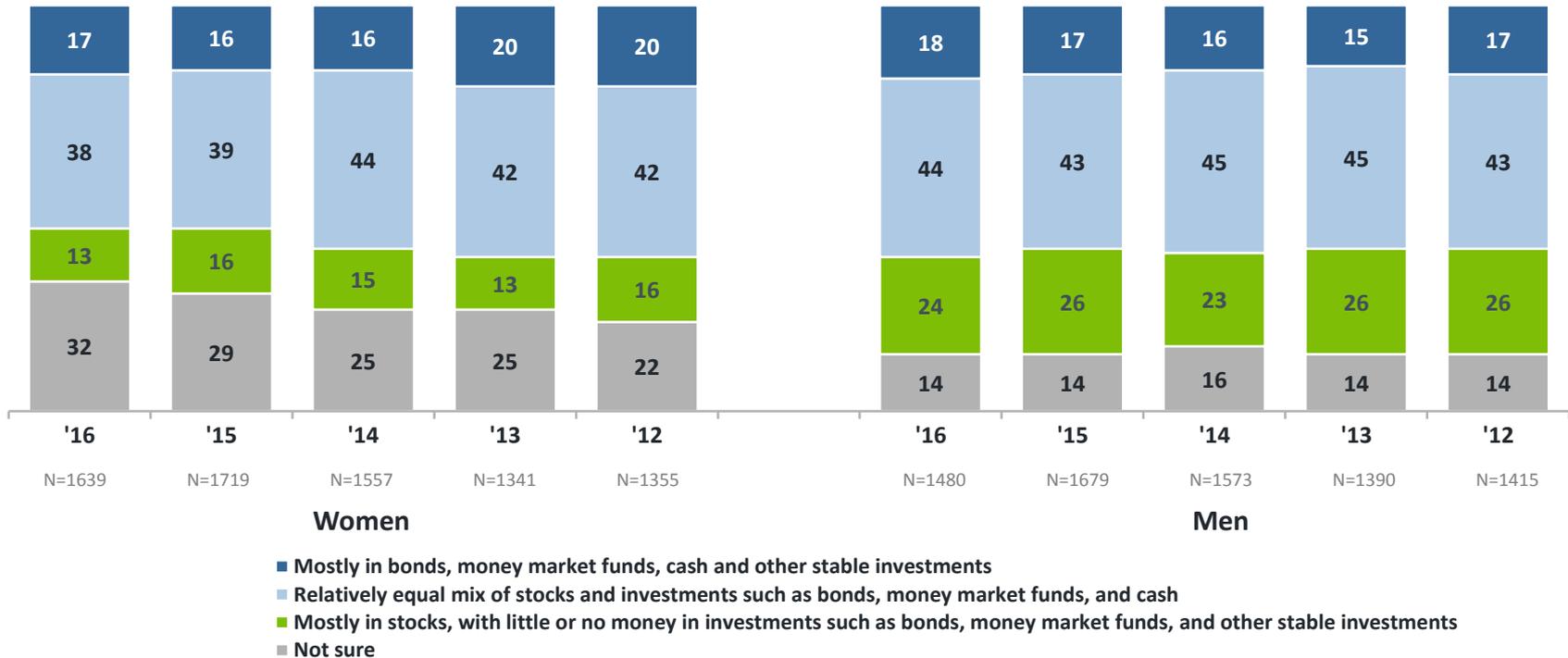
BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT

Q900. How did you arrive at that number?

Asset Allocation of Retirement Investments

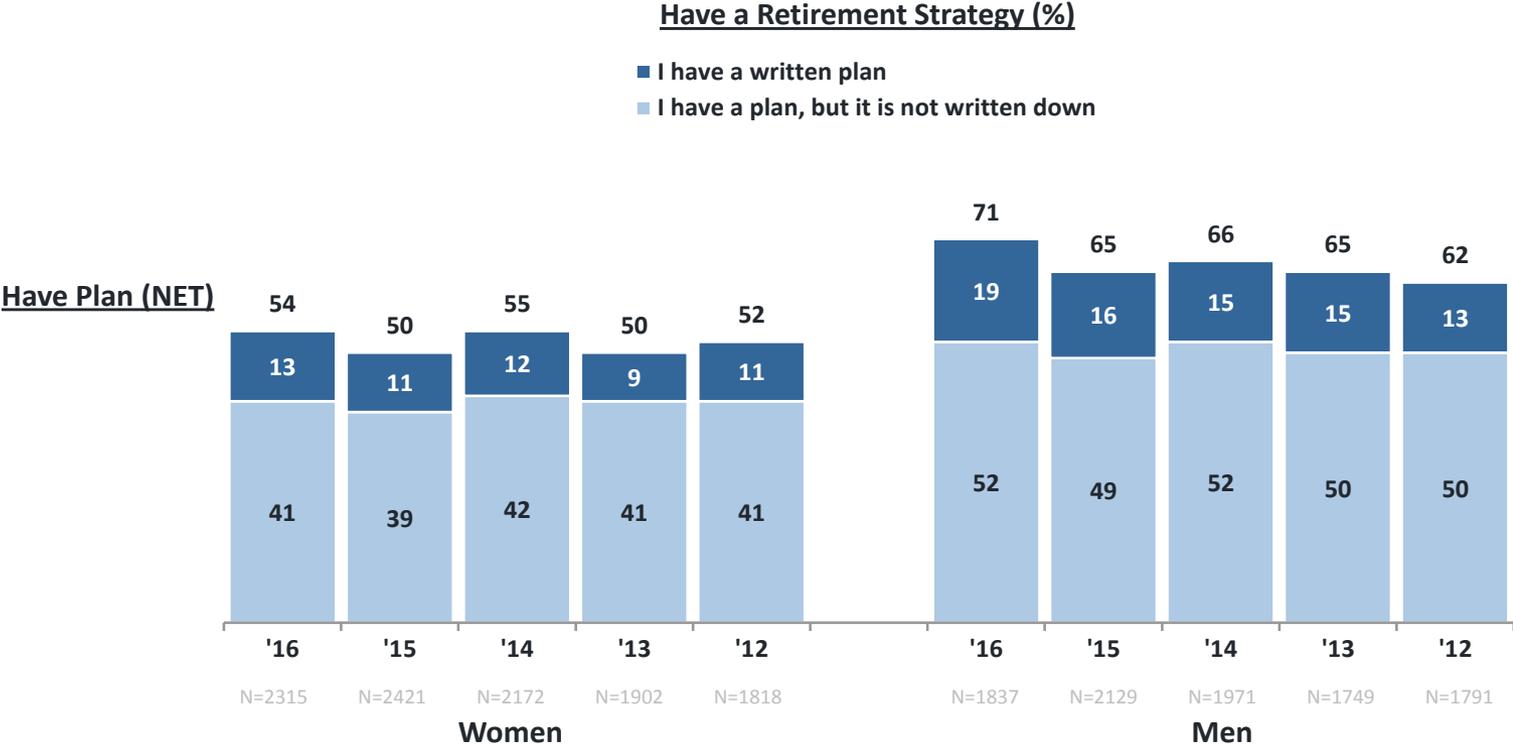
Men and women most frequently say that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; however, the response rate is higher among men (44 percent) than women (38 percent). A concerning 32 percent of women say that they are “not sure” how their savings are invested. Asset allocation-related trends have been directionally consistent in recent years.

How Retirement Savings Are Invested (%)



Retirement Strategy: Written, Unwritten, or None

Men (71 percent) are more likely to have some form of a retirement strategy compared to women (54 percent). However, few men (19 percent) or women (13 percent) actually have a written plan. Over the past five years, men have been consistently more likely than women to have some form of retirement strategy.

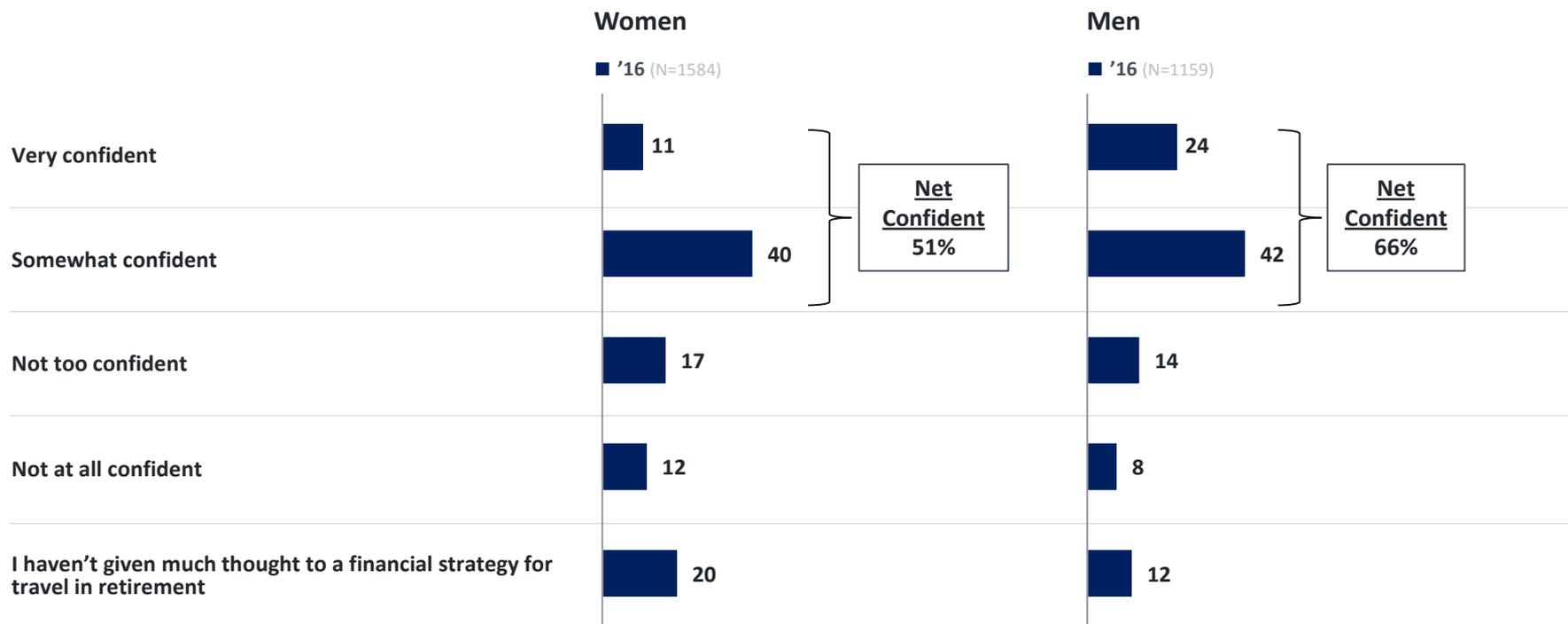


BASE: ALL QUALIFIED RESPONDENTS
 Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

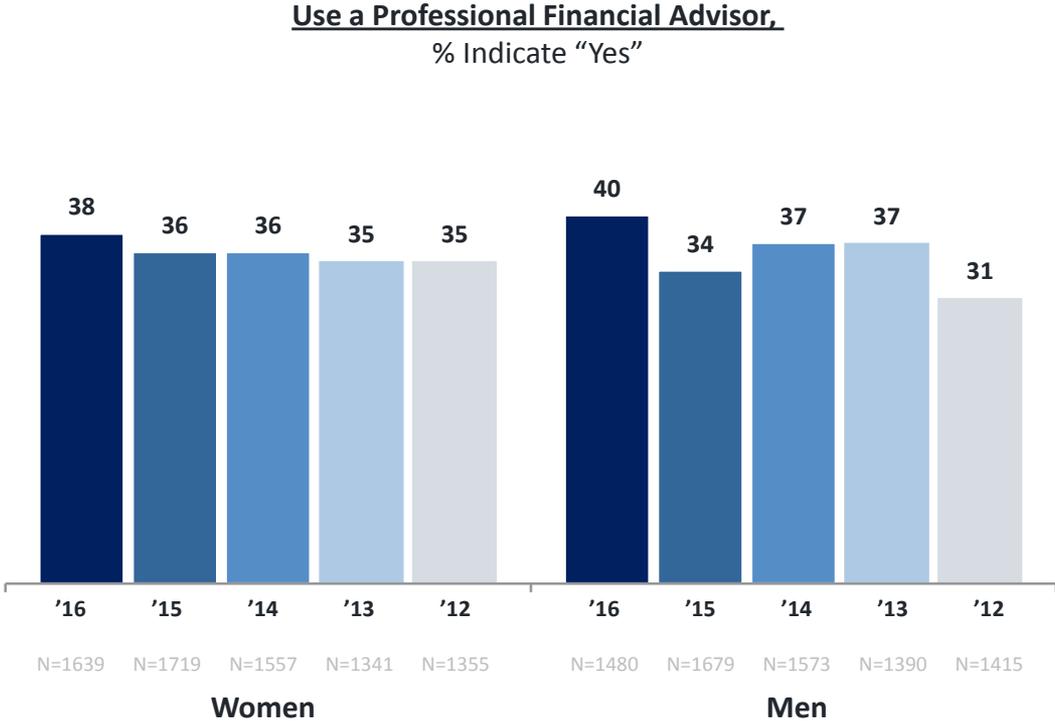
Among workers who dream of traveling in retirement, the majority are confident in their current financial strategy will allow them to meet their travel goals, including 51 percent of women and 66 percent of men. However, men are more likely than women to be “very” confident (24 vs 11 percent, respectively). Some workers haven’t given it much thought, a finding that is more common among women (20 percent) compared to men (12 percent).

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



Professional Financial Advisor Usage

Men (40 percent) and women (38 percent) are similarly likely to use a professional financial advisor to help them manage their retirement savings or investments. Significantly more men this year say they use a professional financial advisor compared to men last year.

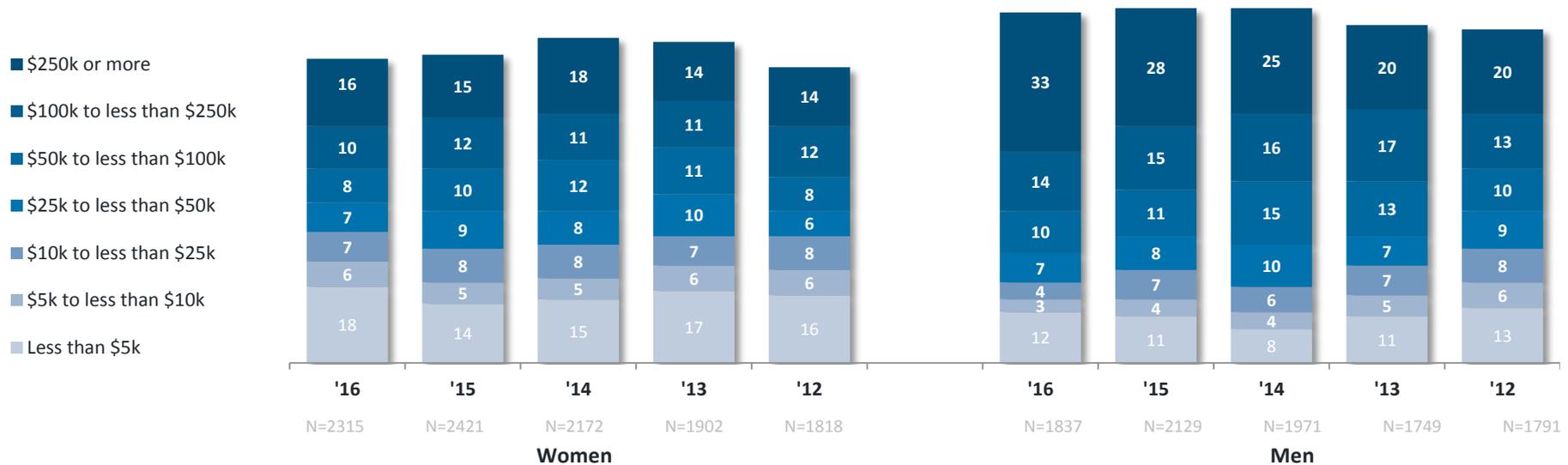


BASE: INVESTING FOR RETIREMENT
Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

Total Household Retirement Savings

Men have more than triple the household retirement savings than women. Men report having saved an estimated median of \$115,000 compared to just \$34,000 among women. Men (33 percent) are also twice as likely as women (16 percent) to say that they have saved \$250,000 or more in total household retirement accounts. Over the past five years, men have consistently reported higher levels of household retirement savings compared to women.

Total Household Retirement Savings (%)



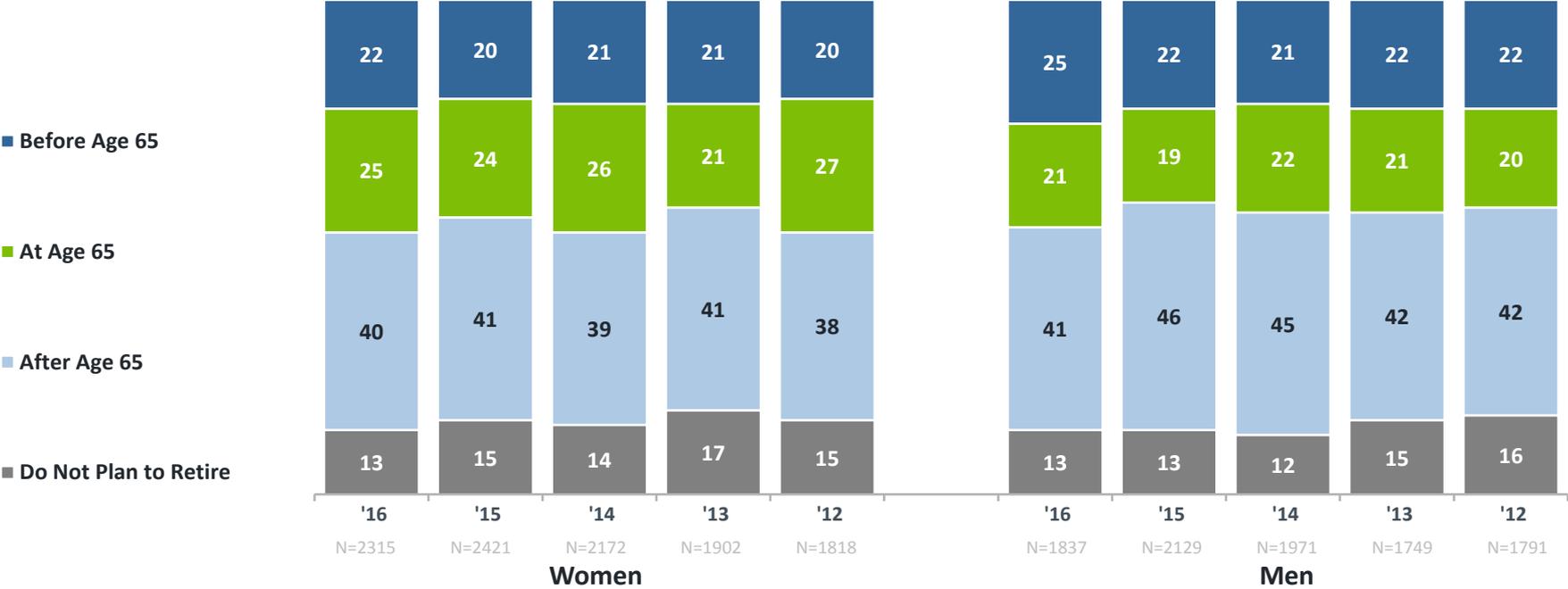
Not sure	16	15	10	12	15		9	7	8	9	9
Decline to answer	12	12	13	12	15		8	9	8	11	12
Estimated Median	\$34,000	\$41,000	\$47,000	\$34,000	\$34,000		\$115,000	\$88,000	\$74,000	\$68,000	\$50,000

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

Expected Retirement Age

The majority of men (54 percent) and women (53 percent) expect to work past age 65 or do not plan to retire. Twenty-one percent of men and 25 percent of women expect to retire at age 65. Approximately one in four men and women plan to retire before age 65. This trend has remained consistent for the past five years.

Age Expected to Retire (%)

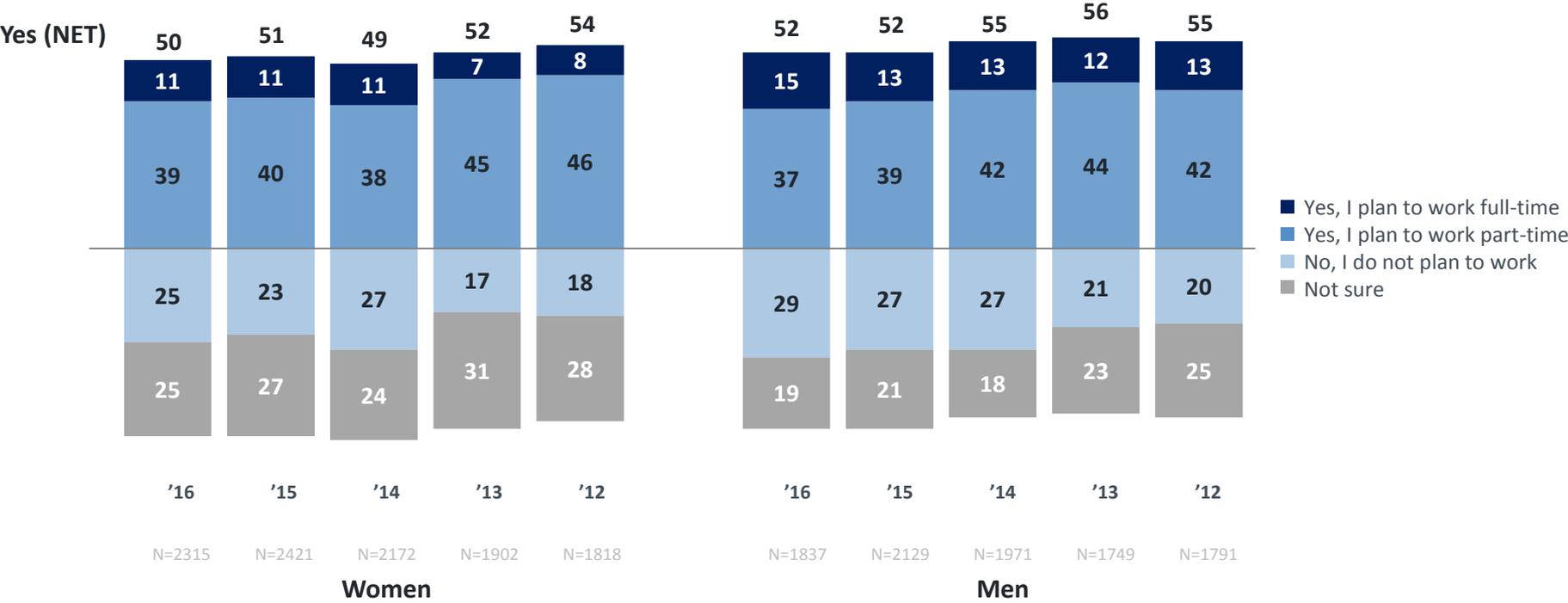


BASE: ALL QUALIFIED RESPONDENTS
Q910. At what age do you expect to retire?

Expectations of Working in Retirement

About half of both working men and women (52 and 50 percent, respectively) plan to continue working after they retire, at least on a part-time basis. Over the past five years, men have become less likely to plan to work in retirement, while women’s plans have remained relatively consistent.

Working After Retirement (%)

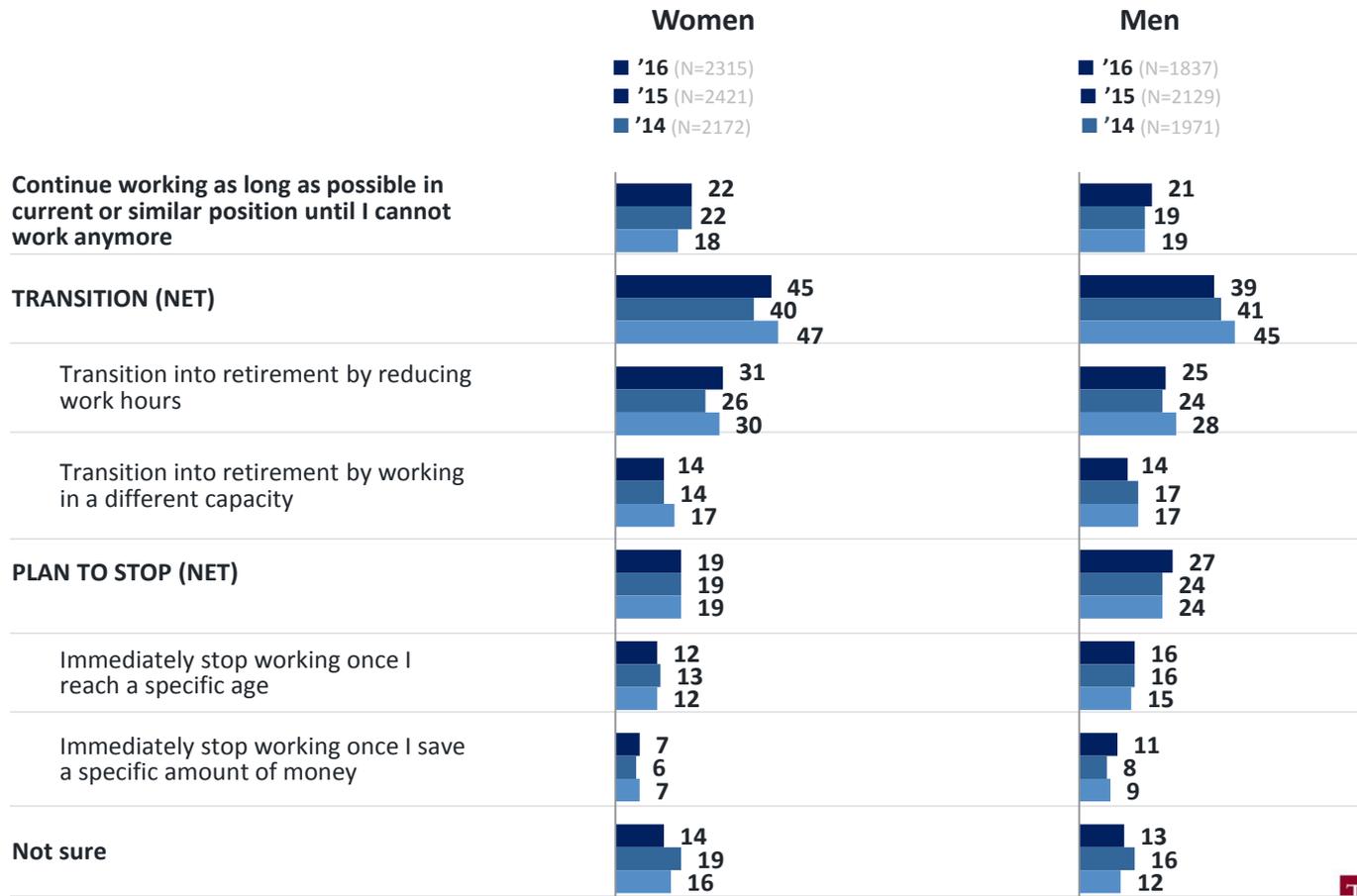


BASE: ALL QUALIFIED RESPONDENTS
Q1525. Do you plan to work after you retire?

Retirement Transitions: Phased Versus Immediate

Many men (39 percent) and women workers (45 percent) are planning to either transition into retirement by changing work patterns (e.g., shifting from full- to part-time or working in a different capacity). Men (27 percent) are more likely to be planning to immediately stop working when they reach a certain age or savings goal compared to women (19 percent). Twenty-one percent of men and 22 percent of women plan to continue working as long as possible in their current or similar position until they cannot work anymore.

How do you envision transitioning into retirement? (%)



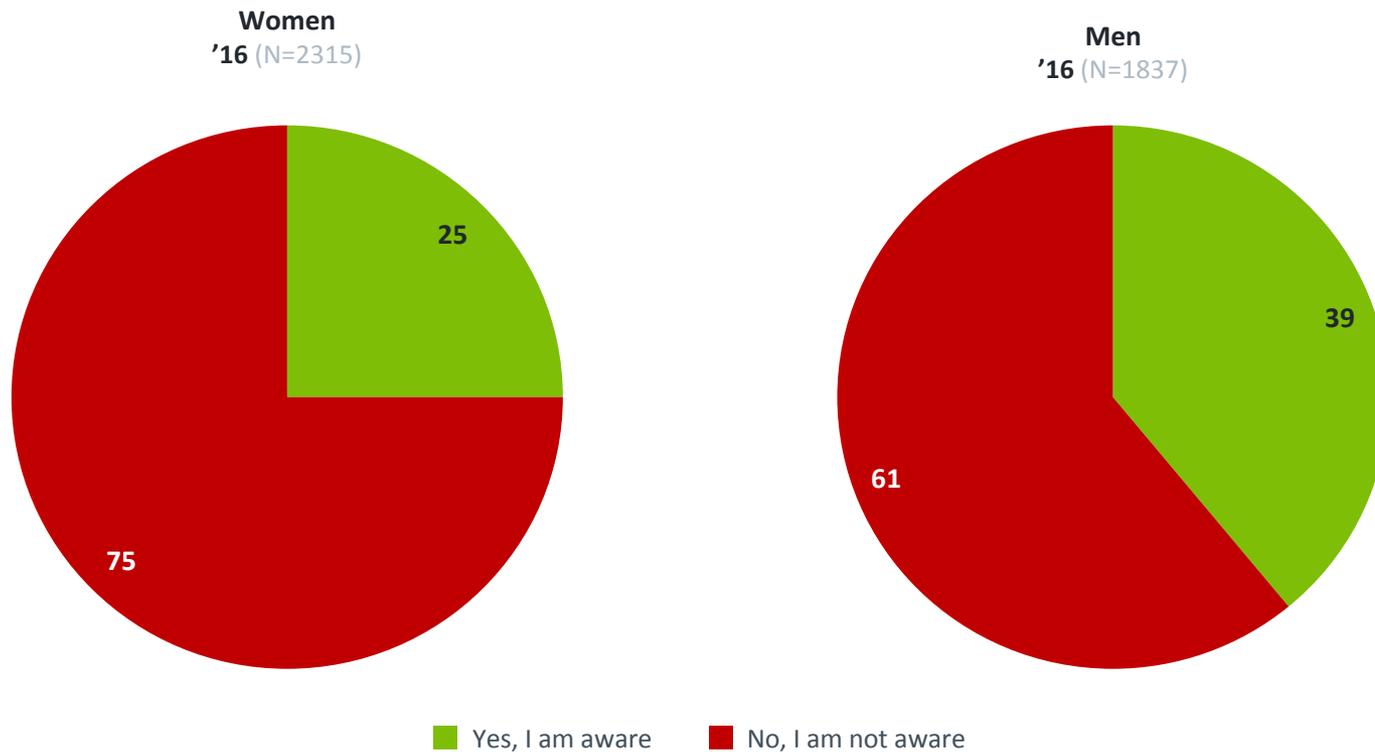
New in 2014.

BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Awareness of the Saver's Credit

Level of awareness about the IRS Saver's Credit – a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA – varies significantly between genders. Thirty-nine percent of working men are aware of the Saver's Credit, compared to only 25 percent of working women.



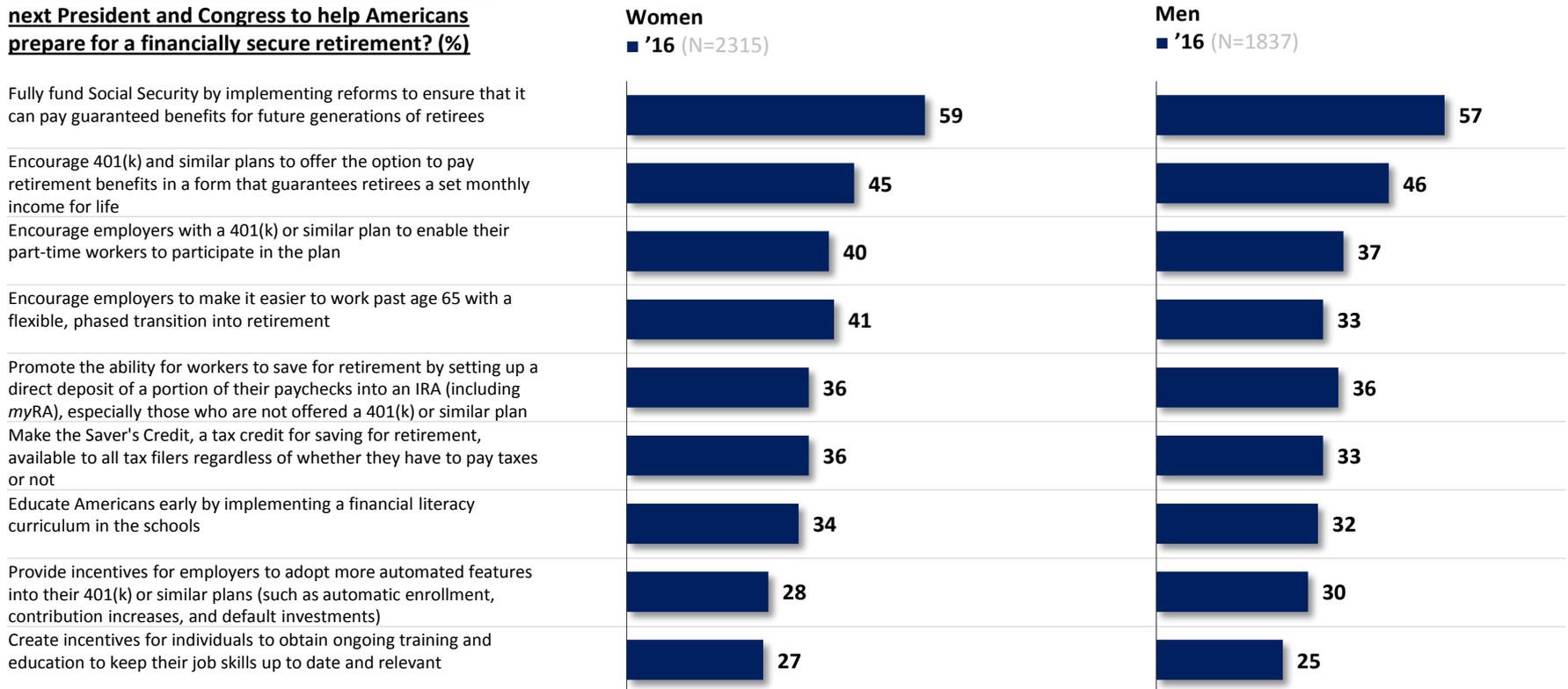
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Security Priorities for the New President and Congress

Both women (59 percent) and men (57 percent) most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement. In terms of other priorities, women and men generally agree. However, women are significantly more likely than men to cite the priority of “encouraging employers to make it easier to work past age 65 with a flexible, phased transition into retirement” (41 percent vs 33 percent, respectively).

Which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? (%)



Note: Responses not shown for less than five percent who said “other.”

BASE: ALL QUALIFIED RESPONDENTS

Q1427. With the November 2016 election in mind, which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? Select all.



Influences of Household Income on Retirement Readiness

Detailed Findings

Influences of Household Income on Retirement Readiness

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

Thirty Indicators of Retirement Readiness

- **Recovery From the Great Recession.** Financial recovery from the Great Recession improves with higher levels of household income (HHI). In 2016, workers with HHI of \$100k+ are more likely to say they have fully recovered (29 percent), compared to workers with HHI of \$50k to \$99k (18 percent) and those with HHI of less than \$50k (12 percent). Twenty-eight percent of workers with HHI of less than \$50k have “not yet begun to recover” or feel they may “never recover,” compared to 21 percent of workers with HHI of \$50k to \$99 and 14 percent of those with HHI of \$100k+.
- **Confidence in Retiring Comfortably.** Retirement confidence varies dramatically by workers' household income (HHI). Seventy-five percent of workers with HHI of \$100k+ are confident that they will be able to fully retire with a comfortable lifestyle, compared to 62 percent of workers with HHI of \$50k to 99k and just 47 percent of workers with HHI of less than \$50k. Relatively few workers of all income levels are “very” confident.
- **Building a Large Enough Nest Egg?** Workers' level of agreement that they are building a large enough retirement nest egg rises with higher levels of household income (HHI). Sixty-five percent of workers with HHI of \$100k+ either “somewhat” or “strongly” agree that they are building a large enough retirement nest egg, compared to 52 percent of workers with HHI of \$50k to \$99k and just 36 percent of workers with a HHI of less than \$50k. Relatively few workers of all income levels “strongly” agree.

Influences of Household Income on Retirement Readiness

- **Retirement Dreams Include Leisure and Work.** Traveling is a most frequently cited retirement dream among workers across levels of household income, including workers with HHI less than \$50k (54 percent), workers with HHI \$50k to \$99k (65 percent), and workers with HHI of \$100k or more (73 percent). Most workers dream of spending more time with family and friends (54 percent of HHI less than \$50k, 57 percent of HHI \$50k to \$99k, and 60 percent of HHI of \$100k or more). Interestingly, many workers also dream of some form of continued work in retirement.
- **Age Planning to Live to.** Workers across levels of household income (HHI) share similar expectations regarding the age they are planning to live to. Workers with HHI of \$100k+ are planning to live to an older age of 88 (median) – and 13 percent of them are planning to become centenarians. Workers with HHI of less than \$50k are planning to live to age 87 (compared to age 85 for those with HHI of \$50k to \$99k), with one in five of them (21 percent) planning to live to age 100+ (compared to 15 percent of those with HHI of \$50k to \$99k).
- **Retirement Beliefs.** Across levels of household income (HHI), four out of five workers agree that their generation will have a much harder time achieving financial security compared to their parent’s generation. Workers with HHI of less than \$50k (80 percent) and those with HHI of \$50k to \$99k (78 percent) are more likely to be concerned that Social Security will not be there for them when they are ready to retire, compared to workers with HHI of \$100k+. With regards to their retirement-related preparations, workers with HHI of less than \$50k tend to lag behind workers with higher-HHI.
- **Current Financial Priorities.** Workers’ financial priorities differ by level of household income (HHI). Workers with HHI of \$100k+ (71 percent) and those with \$50k to \$99k (57 percent) most frequently cite “saving for retirement” as a financial priority right now, compared to workers with HHI of less than \$50k (41 percent). In contrast, workers with HHI of less than \$50k are most likely to say their financial priority is “just getting by – covering basic living expenses.”
- **Greatest Financial Priority Right Now.** Workers with HHIs of less than \$50k (40 percent) most frequently cite “just getting by” as their top financial priority, while those with HHIs of \$50k to \$99k (25 percent) cite “paying off debt,” and those with HHIs of \$100k or more (42 percent) cite “saving for retirement.”

Influences of Household Income on Retirement Readiness

- **Expected Sources of Retirement Income.** Across levels of household income (HHI), the majority of workers expect retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 89 percent of workers with HHI of \$100k+, 80 percent of those with HHI of \$50k to \$99k, and 64 percent of those with HHI of less than \$50k. Nearly half of workers with HHI of less than \$50k (47 percent) expect income from working, compared to those with HHI of \$50k to \$99k (39 percent) and those with HHI of \$100k+ (30 percent).
- **Expected Primary Source of Income in Retirement.** Workers with higher household incomes are more likely to expect to rely on retirement accounts – such as 401(k), 401(b), or IRA – as their expected primary source of income in retirement, including 44 percent of workers with HHI of \$100k+ and 38 percent of those with HHI of \$50k to \$99k. Workers with HHI of less than \$50k are likely to cite Social Security (33 percent) or working (24 percent) as their expected primary source of retirement income.
- **Percentage Saving for Retirement/ Age They Started to Save.** Most workers are saving for retirement through an employer-sponsored retirement plan and/or outside of work; however, retirement savings rates vary dramatically by household income (HHI). Eighty-nine percent of workers with HHI of \$100k+ are saving for retirement, compared to 79 percent of workers with HHI of \$50k to \$99k and 60 percent of those with HHI of less than \$50k. Workers across levels of HHI started saving for retirement in their mid- to late-twenties.
- **Importance of Retirement Benefits Compared to Other Benefits.** More than 80 percent of workers across all levels of household income value a 401(k), 401(b), 457(b) or similar plan as an important employee benefit. Workers with higher household incomes are more likely to believe such benefits are important.
- **Retirement Benefits Currently Offered.** Most workers are offered a 401(k) or other self-funded plan by their employers; however, access to a plan increases with higher levels of household income (HHI). Only 58 percent of workers with HHI of less than \$50k are offered retirement benefits, compared to 70 percent of those earning \$50k to \$99k and 81 percent earning \$100k+.

Influences of Household Income on Retirement Readiness

- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate increases with higher levels of household income (HHI). Sixty-four percent of workers with HHI of less than \$50k participate in their employer's plan, compared to 81 percent with HHI of \$50k to \$99k and 82 percent earning \$100k+.
- **Retirement Plan Contribution Rate.** Among workers who participate in a 401(k) or similar plan, those with higher household incomes (HHI) contribute more. Workers with HHI of \$100+ contribute 10 percent (median) of their annual pay, while those with HHI of less than \$100k contribute 6 percent (median).
- **Approach to Investing in Retirement Plan.** "Professionally managed" accounts refers to a managed account service, strategic allocation funds, and/or target date funds. The majority of plan participants, across levels of household income (HHI), use some form of professionally managed offering in their 401(k) or similar plans: 55 percent of workers with HHI of less than \$50k, 61 percent of those with HHI of \$50k to \$99k, and 62 percent of those with HHI of \$100k+. Workers with HHI of \$100k+ (45 percent) are more likely to set their own asset allocation percentage among the available funds compared to those with HHI of less than \$50k (35 percent) and those with HHI of \$50k to \$99k (38 percent).
- **Retirement Plan Leakage: Loans and Withdrawals.** "Leakage" from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants' long-term retirement savings. Among participants who are currently participating in a plan, one in four workers across levels of household income (HHI) have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan – 24 percent of workers with HHI of less than \$50k, 29 percent of those with HHI of \$50k to \$99k, and 27 percent of those with HHI of \$100k+.
- **Estimated Emergency Savings.** Workers across levels of household income (HHI) lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Workers with HHIs of less than \$50k have saved just \$1,000 (median) and 37 percent have saved less than \$1,000. Workers with HHIs of \$50k to \$99k have saved \$5,000 (median) and 20 percent have saved less than \$1,000. Workers with HHIs of \$100k or more have saved \$20,000 (median) and 10 percent have saved less than \$1,000 for such emergencies.

Influences of Household Income on Retirement Readiness

- **Estimated Retirement Savings Needs.** Workers' estimated retirement savings needs increase with higher levels of household income (HHI). Workers with HHI of less than \$50k believe they need to save \$250k (median) to feel financially secure in retirement, whereas those with HHI of \$100k+ will need \$1 million and workers with HHI of \$50k to \$99k will need \$500k (estimated median).
- **Basis for Estimating Retirement Savings Needs.** Many workers are guessing their retirement savings needs. Workers with a household income (HHI) of less than \$50k (60 percent) are more likely to have guessed compared to those with HHI of \$50k to \$99k (46 percent) and those with HHI of \$100k+ (38 percent). Few workers across levels of HHI indicate that they have used a retirement calculator to estimate their savings needs.
- **Asset Allocation of Retirement Investments.** Workers across levels of household income (HHI) most frequently say that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; however, responses are higher among those with HHI of \$100k+ (48 percent) compared to those with HHI of \$50k to \$99k (42 percent) and those with HHI of less than \$50k (28 percent). Workers with HHI of less than \$50k continue to be the most uncertain as to how their retirement savings are invested.
- **Retirement Strategy: Written, Unwritten, or None.** The likelihood of a worker having a retirement strategy, either written or unwritten, increases with higher levels of household income (HHI). Seventy-six percent of workers with HHI of \$100k+ have a strategy compared to 63 percent of those with HHI of \$50k to \$99k and just 49 percent of those with HHI of less than \$50k. In terms of having a *written* strategy, relatively few workers across HHIs have one.
- **Confidence that Financial Strategy Will Enable Travel Goals.** Workers' confidence that current financial strategy will enable travel goals increases with higher levels of household income (HHI). Seventy percent of workers with HHI of \$100k+ are confident, compared to 57 percent of those with HHI of \$50k to \$99k and 42 percent of those earning less than \$50k. Relatively few workers of all income levels are "very" confident. Some workers haven't given it much thought, a finding that is more common among workers with HHI of less than \$50k (23 percent) and those with HHI of \$50k to \$99k (16 percent) compared to workers with HHI of \$100k or more (11 percent).

Influences of Household Income on Retirement Readiness

- **Professional Financial Advisor Usage.** Use of a professional financial advisor increases with higher levels of household income (HHI). Forty five percent of workers with HHI of \$100K+ are most likely to use an advisor, compared to 37 percent of those with HHI of \$50k to \$99k and 30 percent of earning less than \$50k.
- **Total Household Retirement Savings.** Workers with a household income (HHI) of \$100k+ have saved \$210,000 (estimated median), compared to \$62,000 for those with HHI of \$50k to \$99k and \$4,000 for those with HHI of less than \$50k (estimated medians). In other words, workers with HHI of \$100k+ have saved more than 52 times the amount of those with a HHI of less than \$50k. A concerning 36 percent of workers with HHI of less than \$50k have saved less than \$5,000 in household retirement savings.
- **Expected Retirement Age.** Regardless of their household income (HHI), most workers are expecting to work past age 65 or do not plan to retire. Sixty-one percent of workers with HHI of less than \$50k are most likely to expect to do so, followed by 54 percent of workers with HHI of \$50k to \$99k and 49 percent of those earning \$100k+.
- **Expectations of Working in Retirement.** Approximately half of workers plan to continue working in retirement, a finding which is surprisingly consistent across levels of household income (HHI), including workers with HHI less than \$50k (54 percent), \$50k to \$99k (53 percent), and \$100k or more (48 percent). Most workers who are planning to work in retirement say that they will do so on a part-time basis.
- **Retirement Transitions: Phased Versus Immediate.** Across levels of household income (HHI), most workers envision a phased transition into retirement by changing work patterns (e.g., shifting from full-time to part-time or working in a different capacity): 43 percent of workers with HHI of \$100k+, 43 percent of those with HHI of \$50k to \$99k, and 41 percent of those earning less than \$50k.

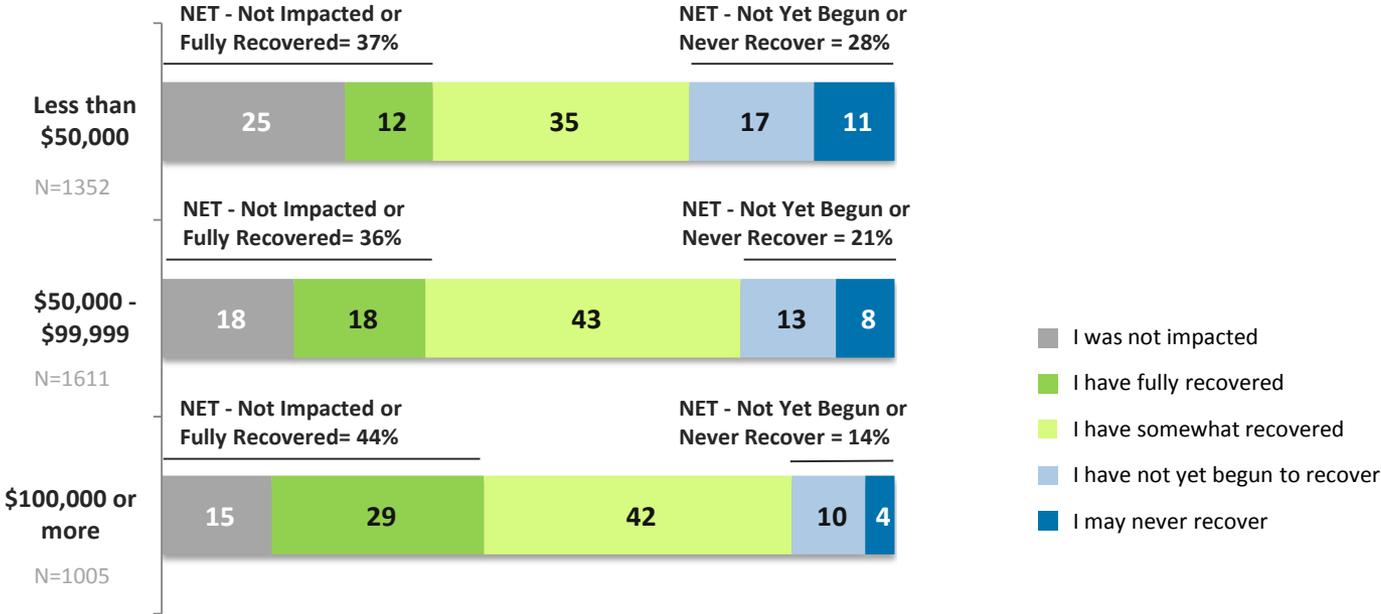
Influences of Household Income on Retirement Readiness

- **Awareness of the Saver's Credit.** The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA; however, few workers who are potentially eligible to claim the credit are aware of it. Only 26 percent of workers with HHI of less than \$50k are aware of the Saver's Credit, compared to 35 percent of those with HHI of \$50k to \$99k and 38 percent of those with HHI of \$100k+.
- **Retirement Security Priorities for the New President and Congress.** Workers across levels of household income (HHI) most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement: 55 percent with HHI of less than \$50k, 56 percent of those with HHI of \$50k to \$99k, and 62 percent of those with \$100k+. Other top cited responses include “encouraging 401(k) plans to offer the option to pay retirement benefits in a form that guarantees retirees a set monthly income for life,” and “encouraging employers with a 401(k) or similar plan to enable their part-time workers to participate in the plan.”

Recovery From the Great Recession

Financial recovery from the Great Recession improves with higher levels of household income (HHI). In 2016, workers with HHI of \$100k+ are more likely to say they have fully recovered (29 percent), compared to workers with HHI of \$50k to \$99k (18 percent) and those with HHI of less than \$50k (12 percent). Twenty-eight percent of workers with HHI of less than \$50k have “not yet begun to recover” or feel they may “never recover,” compared to 21 percent of workers with HHI of \$50k to \$99 and 14 percent of those with HHI of \$100k+.

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



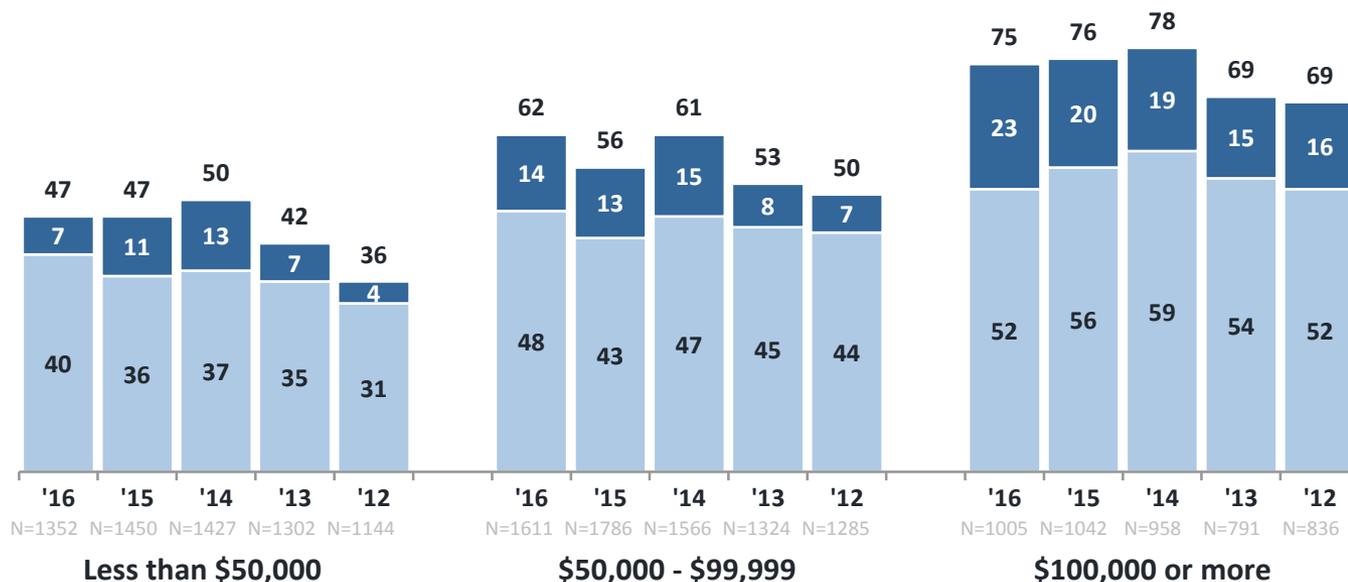
Confidence in Retiring Comfortably

Retirement confidence varies dramatically by workers' household income (HHI). Seventy-five percent of workers with HHI of \$100k+ are confident that they will be able to fully retire with a comfortable lifestyle, compared to 62 percent of workers with HHI of \$50k to 99k and just 47 percent of workers with HHI of less than \$50k. Relatively few workers of all income levels are "very" confident. Over the past five years, workers with higher HHI have reported consistently greater levels of retirement confidence.

Confidence in Retiring Comfortably

Very/Somewhat Confident (%) (NET)

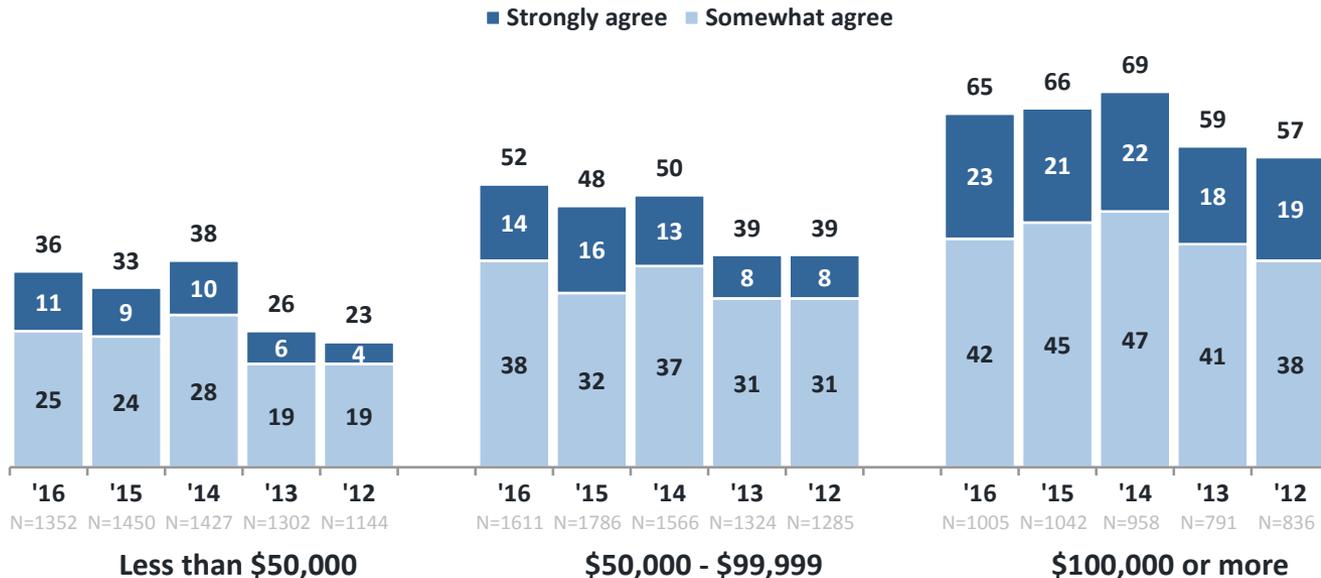
■ Very confident ■ Somewhat confident



Building a Large Enough Nest Egg?

Workers' level of agreement that they are building a large enough retirement nest egg rises with higher levels of household income (HHI). Sixty-five percent of workers with HHI of \$100k+ either "somewhat" or "strongly" agree that they are building a large enough retirement nest egg, compared to 52 percent of workers with HHI of \$50k to \$99k and just 36 percent of workers with a HHI of less than \$50k. Relatively few workers of all income levels "strongly" agree. Over the past five years, workers with a higher HHI have consistently reported higher levels of agreement.

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

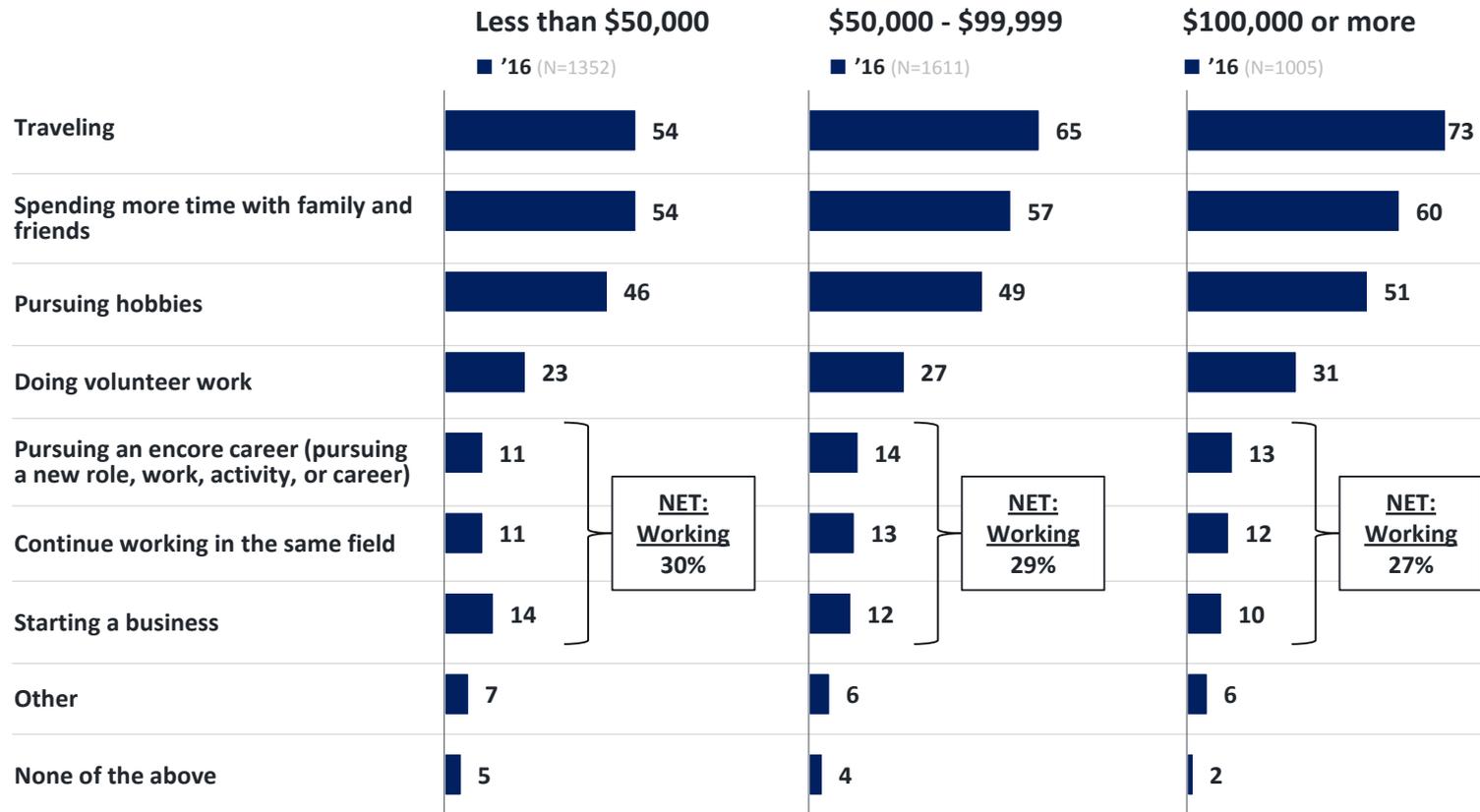


Retirement Dreams Include Leisure and Work

Traveling is a most frequently cited retirement dream among workers across levels of household income, including workers with HHI less than \$50k (54 percent), workers with HHI \$50k to \$99k (65 percent), and workers with HHI of \$100k or more (73 percent). Most workers dream of spending more time with family and friends (54 percent of HHI less than \$50k, 57 percent of HHI \$50k to \$99k, and 60 percent of HHI of \$100k or more). Interestingly, many workers also dream of some form of continued work in retirement.

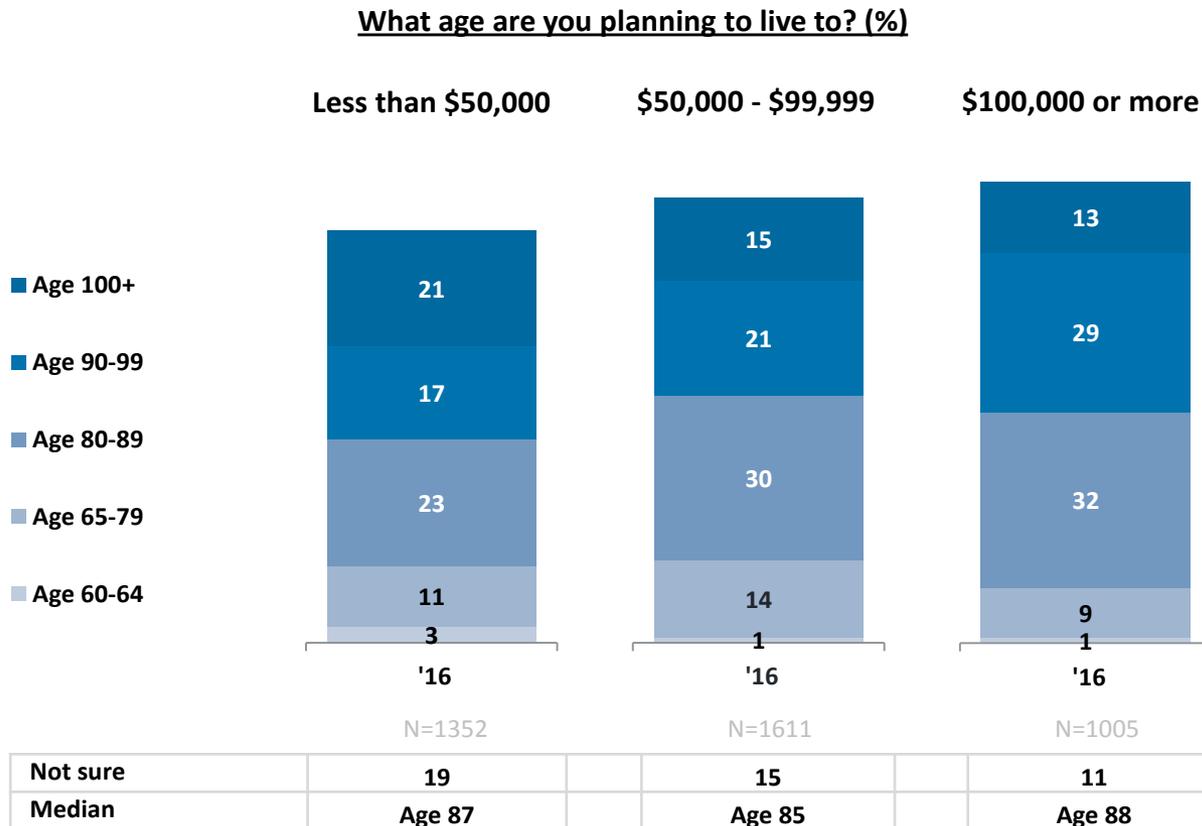
How do you dream of spending your retirement?

Please select all that apply. (%)



Age Planning to Live to

Workers across levels of household income (HHI) share similar expectations regarding the age they are planning to live to. Workers with HHI of \$100k+ are planning to live to an older age of 88 (median) – and 13 percent of them are planning to become centenarians. Workers with HHI of less than \$50k are planning to live to age 87 (compared to age 85 for those with HHI of \$50k to \$99k), with one in five of them (21 percent) planning to live to age 100+ (compared to 15 percent of those with HI of \$50k to \$99k).

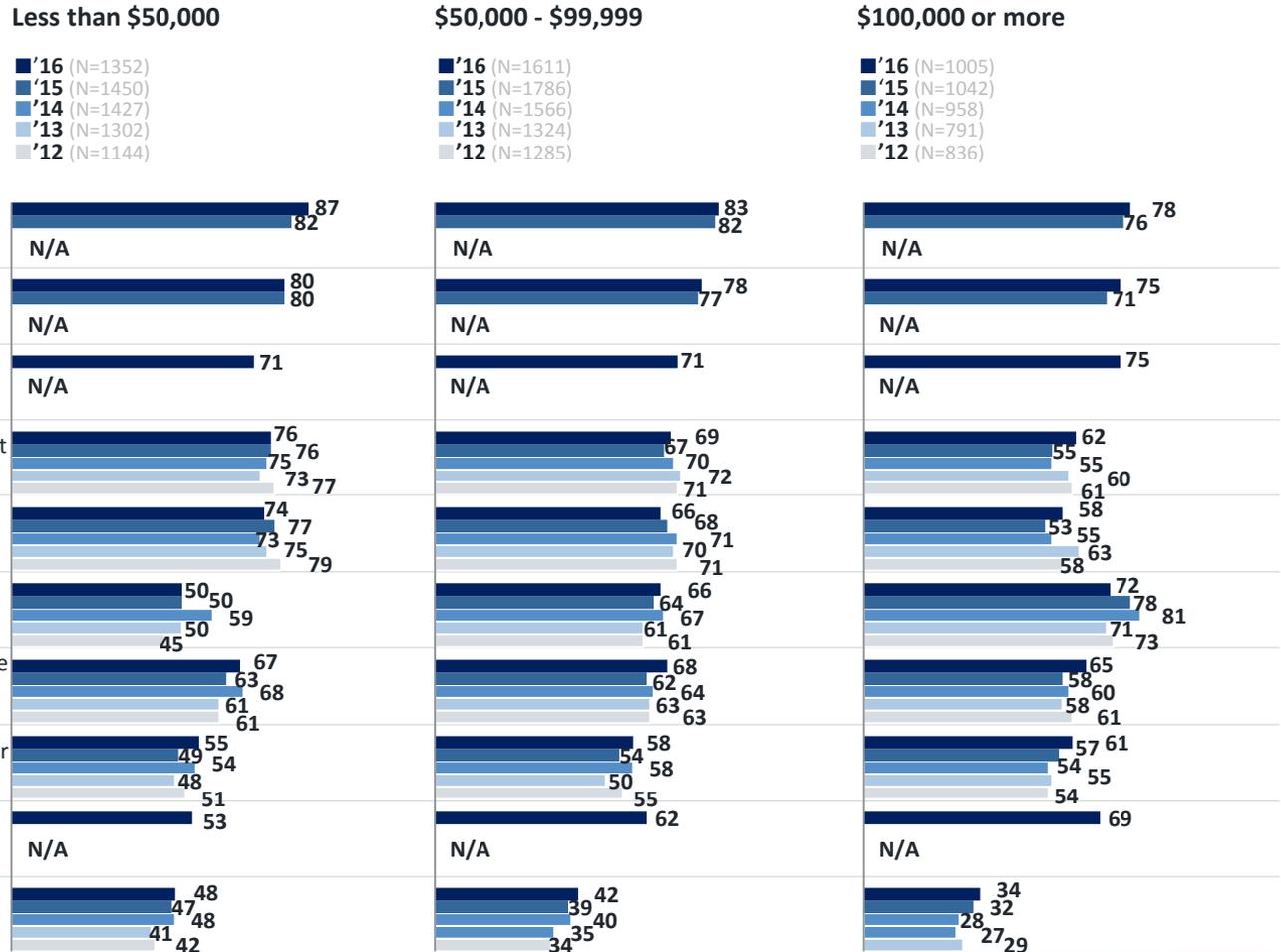


Retirement Beliefs

Across levels of household income (HHI), four out of five workers agree that their generation will have a much harder time achieving financial security compared to their parent's generation. Workers with HHI of less than \$50k (80 percent) and those with HHI of \$50k to \$99k (78 percent) are more likely to be concerned that Social Security will not be there for them when they are ready to retire, compared to workers with HHI of \$100k+. With regards to their retirement-related preparations, workers with HHI of less than \$50k tend to lag behind workers with higher-HHI.

How Much Do You Agree or Disagree?

Strongly/Somewhat Agree (%) (NET)



*added in 2016 **added in 2014

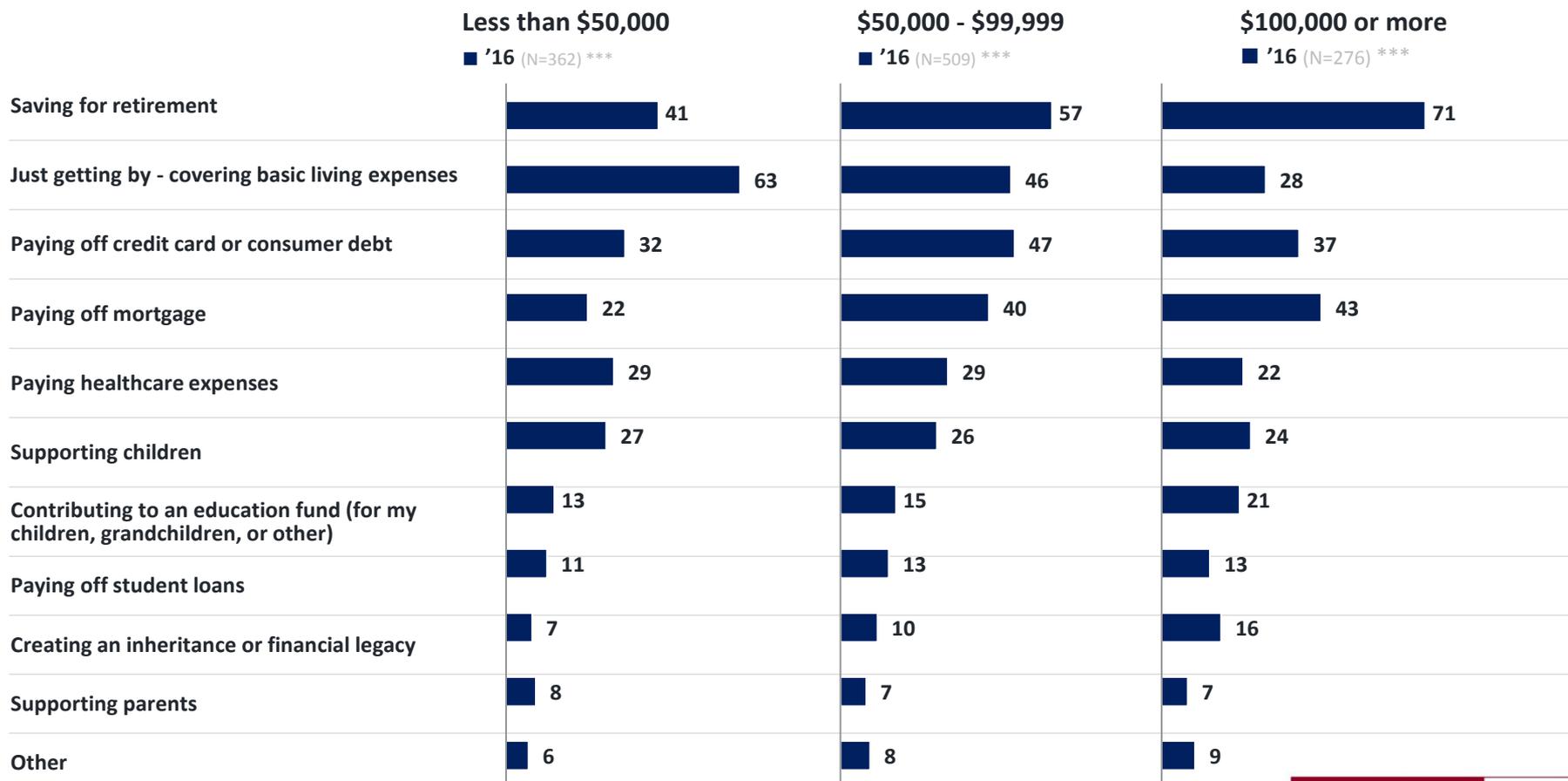
BASE: ALL QUALIFIED RESPONDENTS

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

Current Financial Priorities

Workers' financial priorities differ by level of household income (HHI). Workers with HHI of \$100k+ (71 percent) and those with \$50k to \$99k (57 percent) most frequently cite "saving for retirement" as a financial priority right now, compared to workers with HHI of less than \$50k (41 percent). In contrast, workers with HHI of less than \$50k are most likely to say their financial priority is "just getting by – covering basic living expenses."

Current Financial Priorities (%)



***Note: This question is based on a supplementary survey. See methodology for more information.

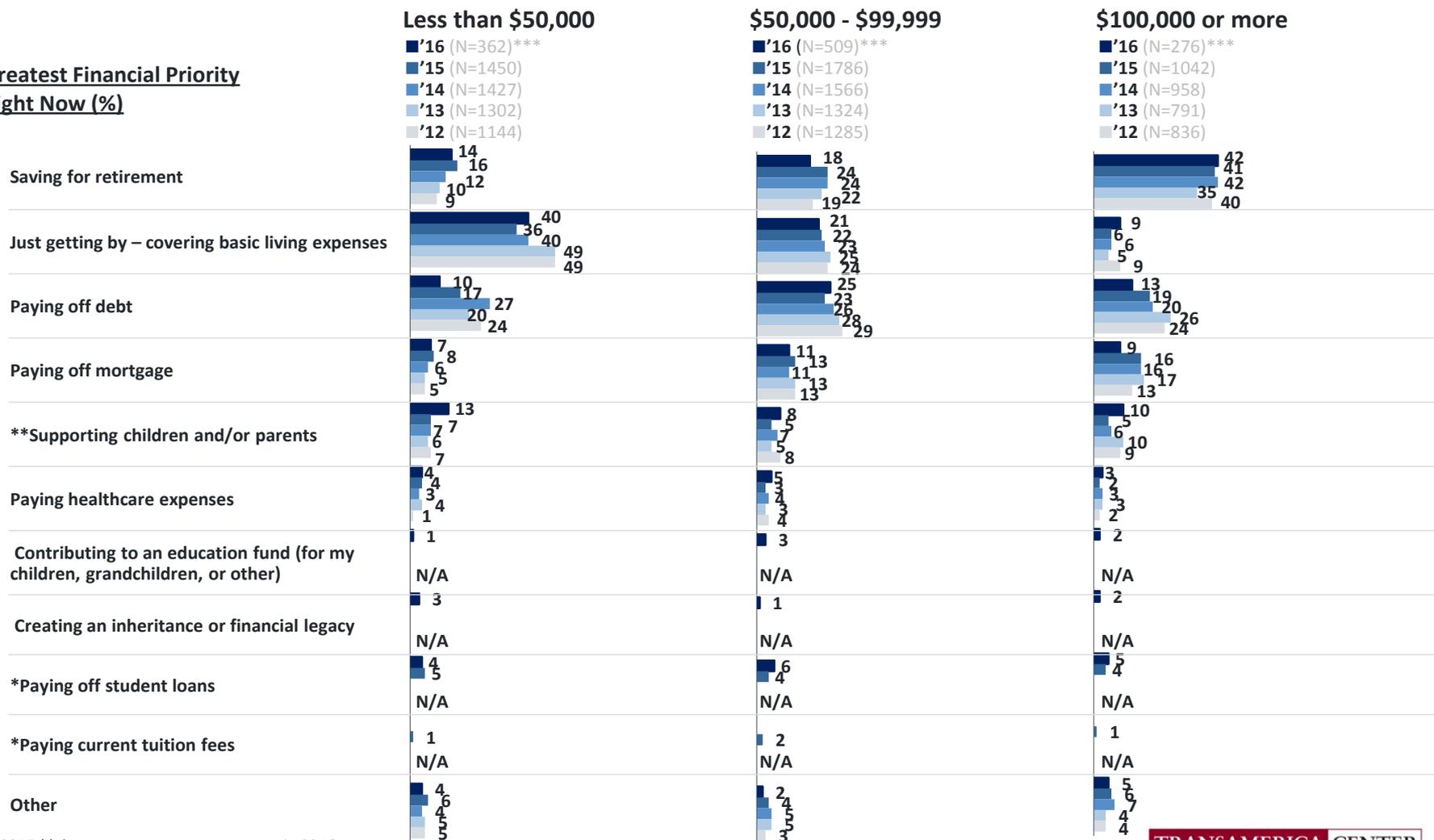
BASE: ALL QUALIFIED RESPONDENTS

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

Greatest Financial Priority Right Now

Workers with HHIs of less than \$50k (40 percent) most frequently cite “just getting by” as their top financial priority, while those with HHIs of \$50k to \$99k (25 percent) cite “paying off debt,” and those with HHIs of \$100k or more (42 percent) cite “saving for retirement.”

Greatest Financial Priority Right Now (%)



*added in 2015 **shown as two separate answers in 2016

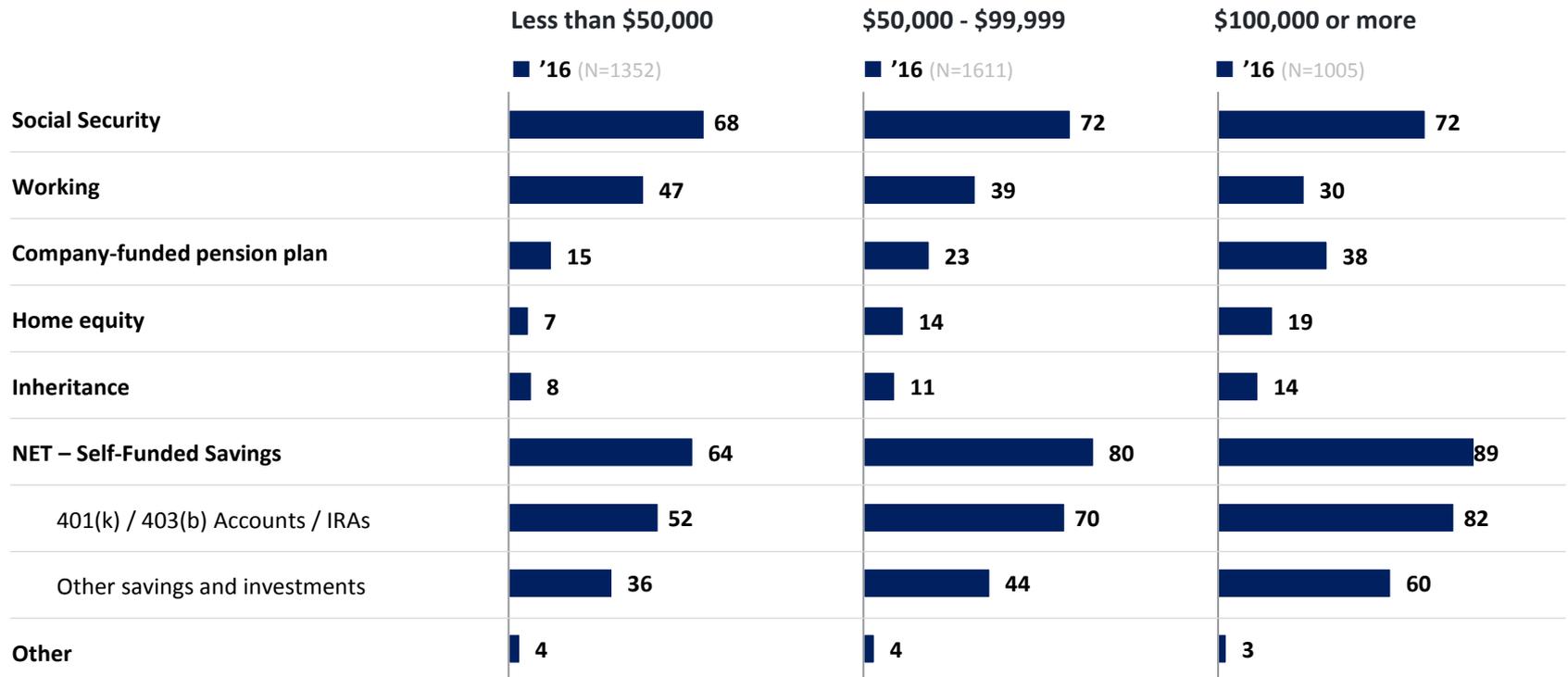
***This question is based on a supplementary survey. See methodology for more information

BASE: ALL QUALIFIED RESPONDENTS Q2640. Which one of the following is your greatest financial priority right now?

Expected Sources of Retirement Income

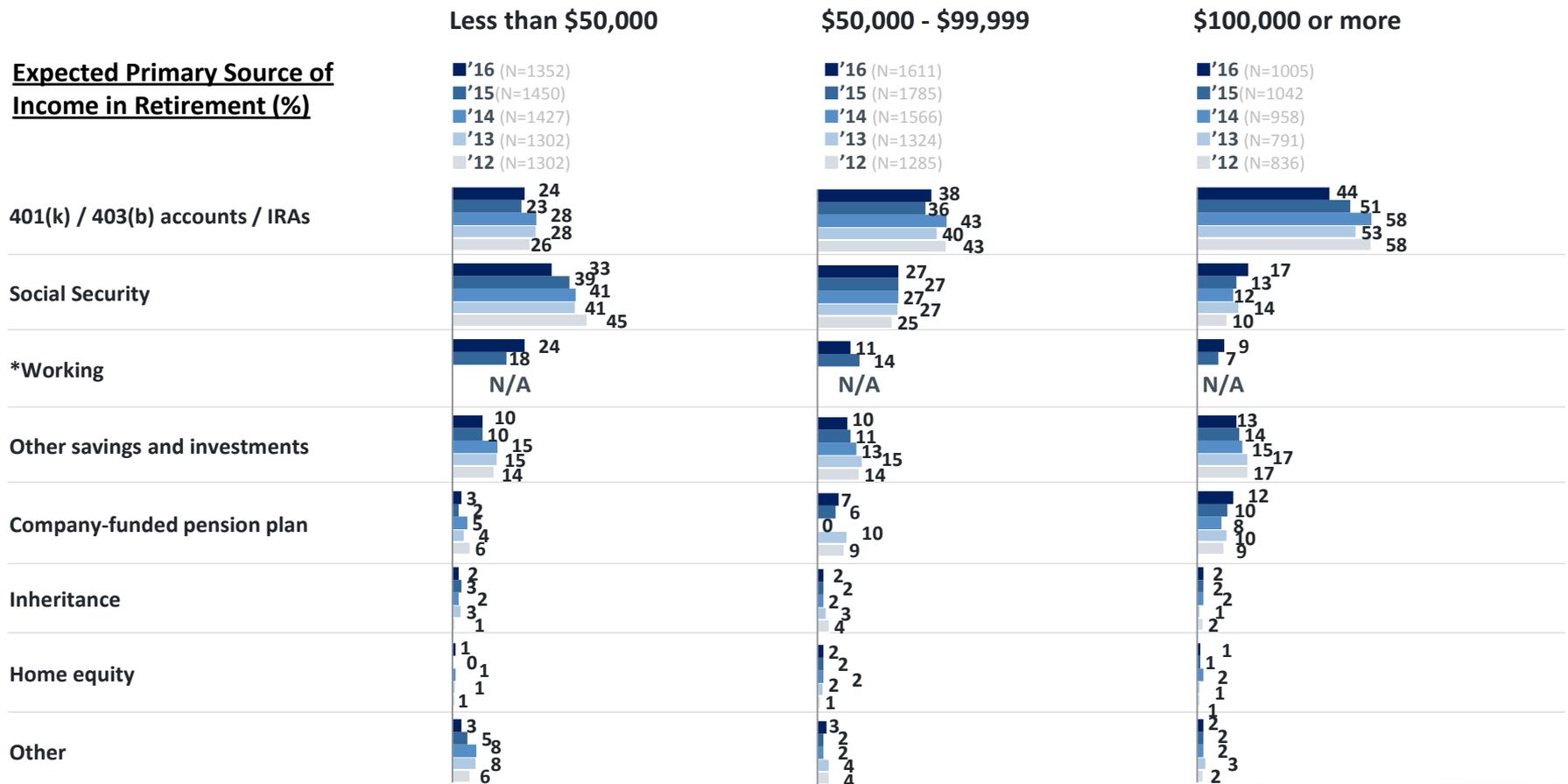
Across levels of household income (HHI), the majority of workers expect retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 89 percent of workers with HHI of \$100k+, 80 percent of those with HHI of \$50k to \$99k, and 64 percent of those with HHI of less than \$50k. Nearly half of workers with HHI of less than \$50k (47 percent) expect income from working, compared to those with HHI of \$50k to \$99k (39 percent) and those with HHI of \$100k+ (30 percent).

Expected Sources of Income During Retirement (%)



Expected Primary Source of Income in Retirement

Workers with higher household incomes are more likely to expect to rely on retirement accounts — such as 401(k), 401(b), or IRA — as their expected primary source of income in retirement, including 44 percent of workers with HHI of \$100k+ and 38 percent of those with HHI of \$50k to \$99k. Workers with HHI of less than \$50k are likely to cite Social Security (33 percent) or working (24 percent) as their expected primary source of retirement income.



*added in 2015

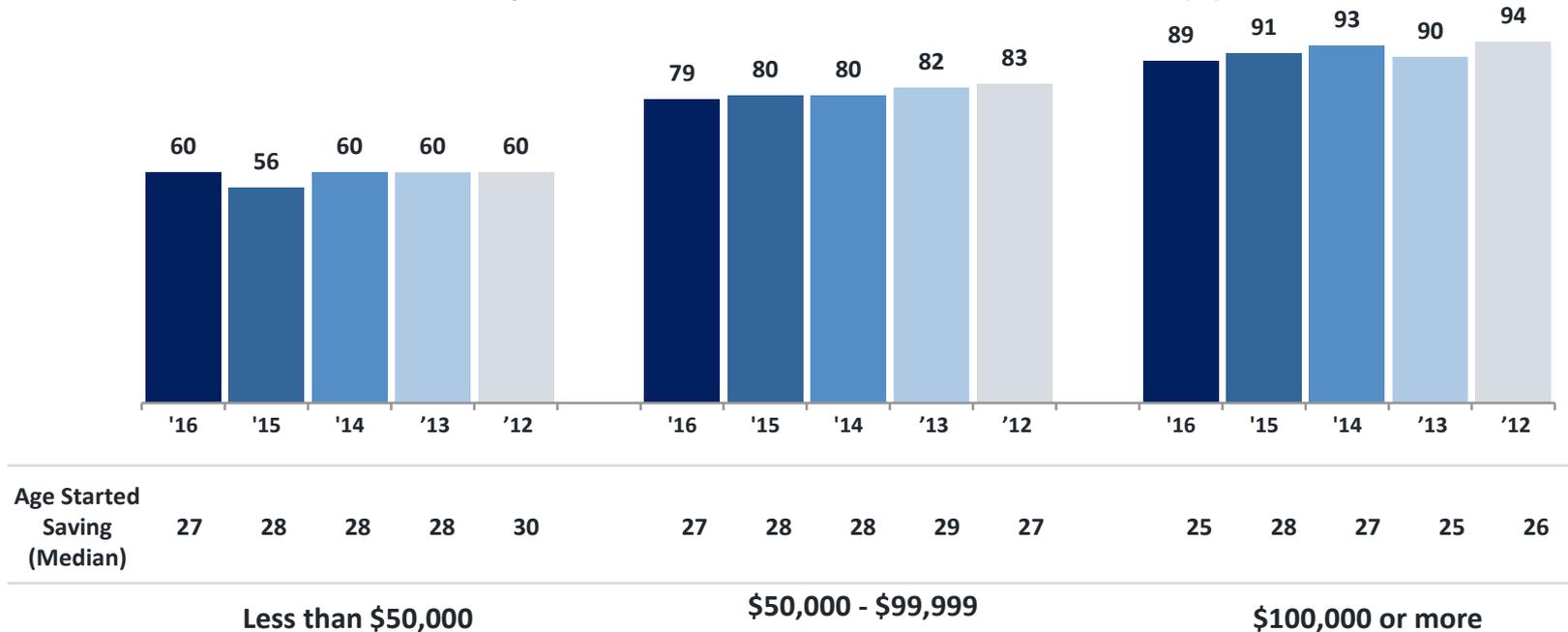
BASE: ALL QUALIFIED RESPONDENTS

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

Percentage Saving for Retirement/ Age They Started to Save

Most workers are saving for retirement through an employer-sponsored retirement plan and/or outside of work; however, retirement savings rates vary dramatically by household income (HHI). Eighty-nine percent of workers with HHI of \$100k+ are saving for retirement, compared to 79 percent of workers with HHI of \$50k to \$99k and 60 percent of those with HHI of less than \$50k. Retirement savings rates have remained relatively consistent over the past five years with the exception of workers with HHI of less than \$50k who have shown an incline. Workers across levels of HHI started saving for retirement in their mid- to late-twenties.

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



BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

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

BASE: ALL QUALIFIED RESPONDENTS

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

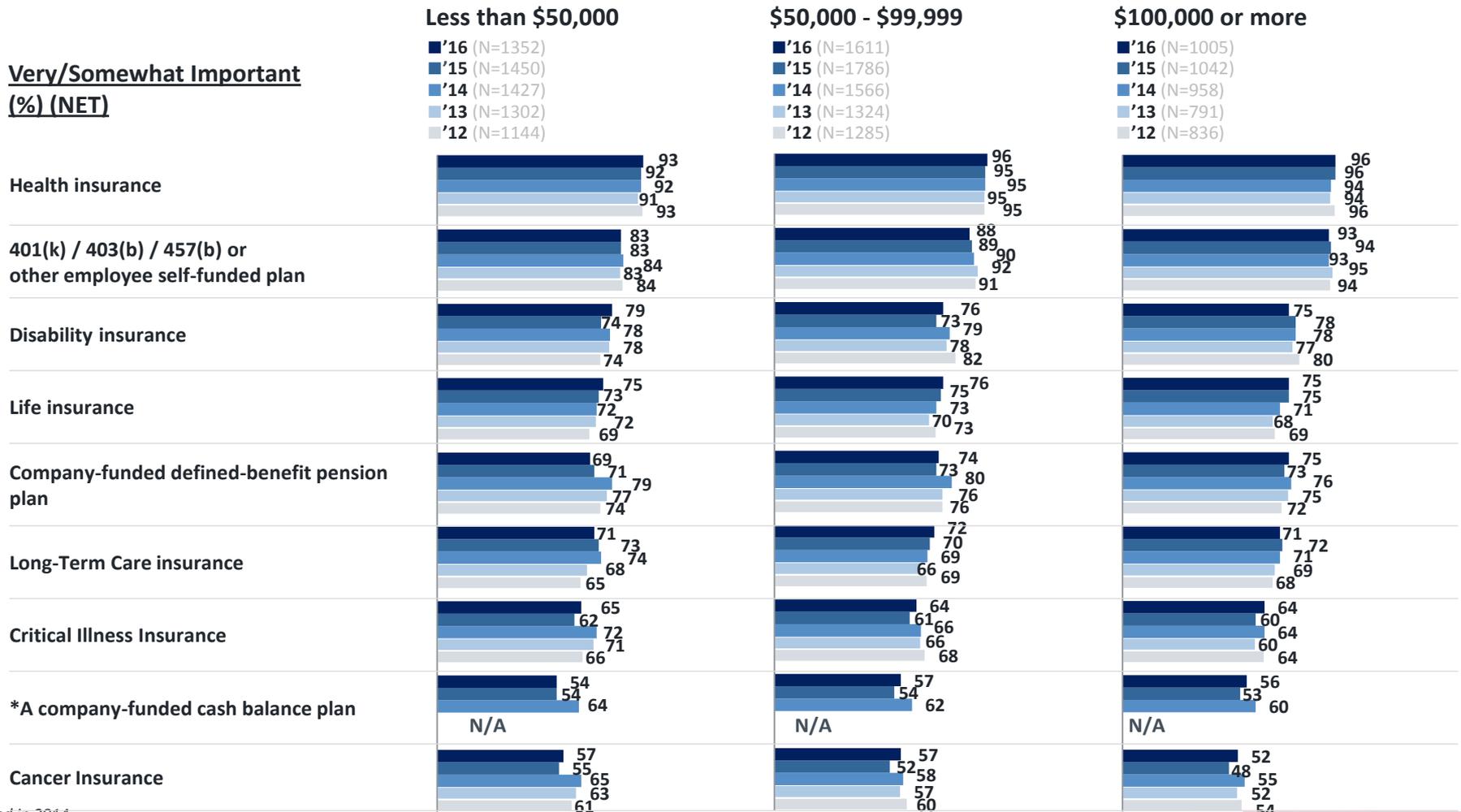
BASE: INVESTING FOR RETIREMENT

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

Importance of Retirement Benefits Compared to Other Benefits

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

**Very/Somewhat Important
(%) (NET)**



*added in 2014

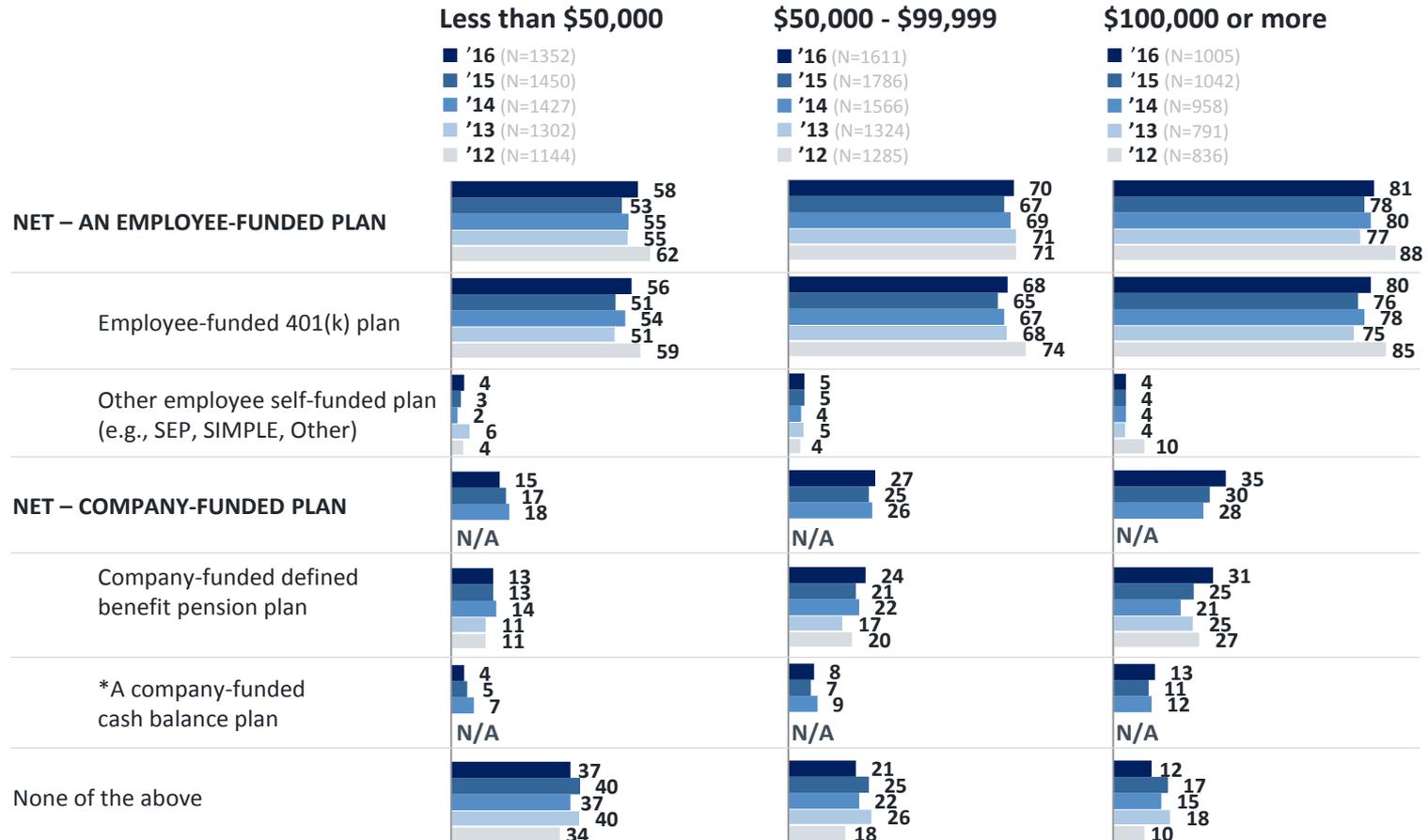
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Benefits Currently Offered

Most workers are offered a 401(k) or other self-funded plan by their employers; however, access to a plan increases with higher levels of household income (HHI). Only 58 percent of workers with HHI of less than \$50k are offered retirement benefits, compared to 70 percent of those earning \$50k to \$99k and 81 percent earning \$100k+. Retirement benefit offerings have decreased slightly across levels of HHI over the past five years.

Employer-Sponsored Retirement Benefits Currently Offered (%)



*added in 2014

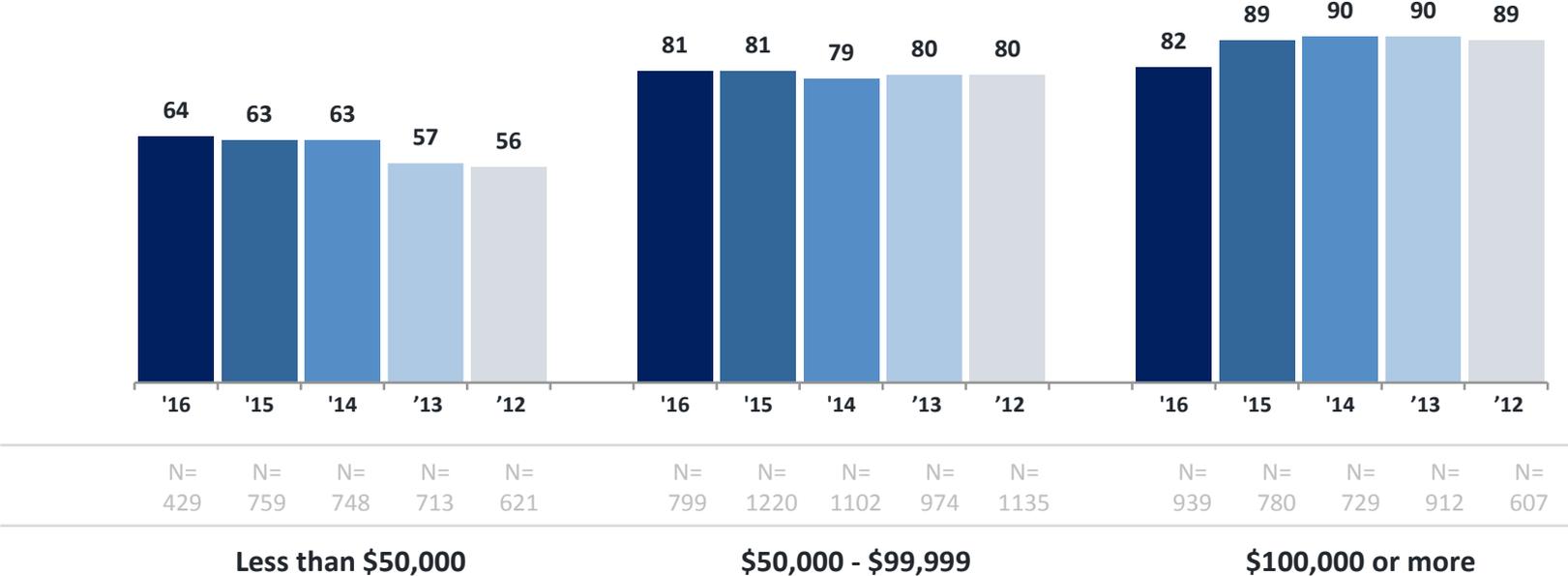
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate increases with higher levels of household income (HHI). Sixty-four percent of workers with HHI of less than \$50k participate in their employer’s plan, compared to 81 percent with HHI of \$50k to \$99k and 82 percent earning \$100k+. This trend has remained relatively consistent over the past five years with the exception of workers with HHI of \$100k+ who have shown a decline this year.

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

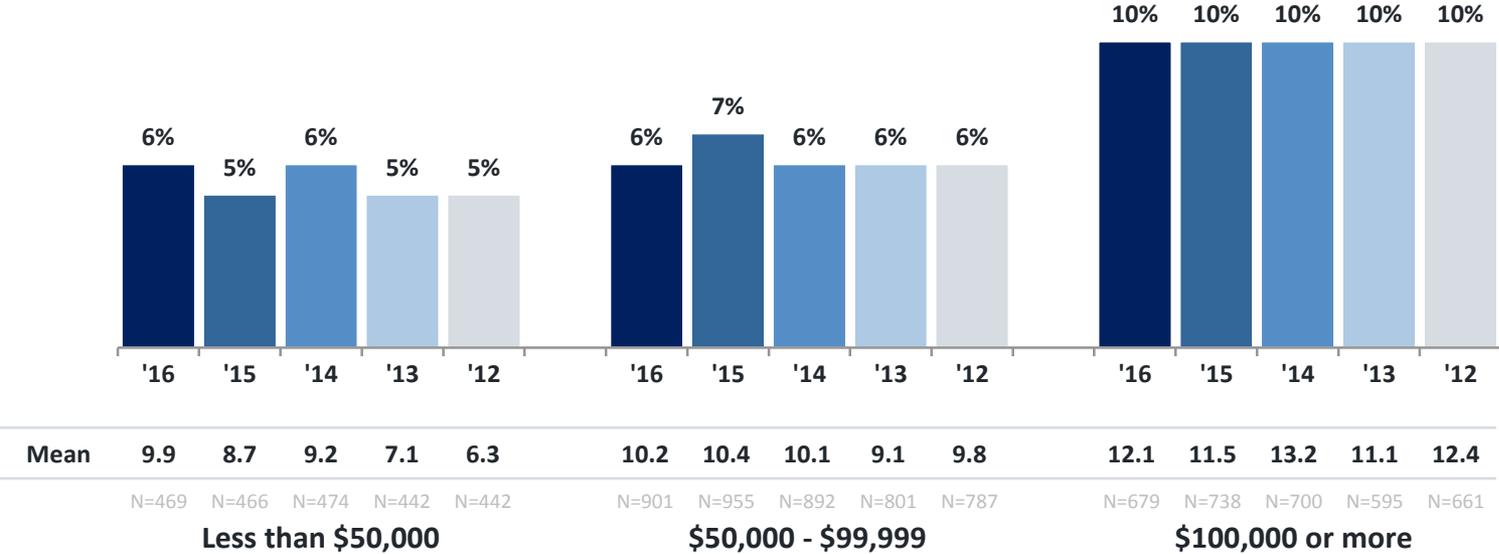


BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN
Q1190. Do you currently participate in, or have money invested in your company’s employee-funded retirement savings plan?

Retirement Plan Contribution Rate

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

Contribution Rate, Median %



BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

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

Approach to Investing in Retirement Plan

“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. The majority of plan participants, across levels of household income (HHI), use some form of professionally managed offering in their 401(k) or similar plans: 55 percent of workers with HHI of less than \$50k, 61 percent of those with HHI of \$50k to \$99k, and 62 percent of those with HHI of \$100k+. Workers with HHI of \$100k+ (45 percent) are more likely to set their own asset allocation percentage among the available funds compared to those with HHI of less than \$50k (35 percent) and those with HHI of \$50k to \$99k (38 percent).

Investments in Employer-Sponsored Retirement Plan (%)

Less than \$50,000

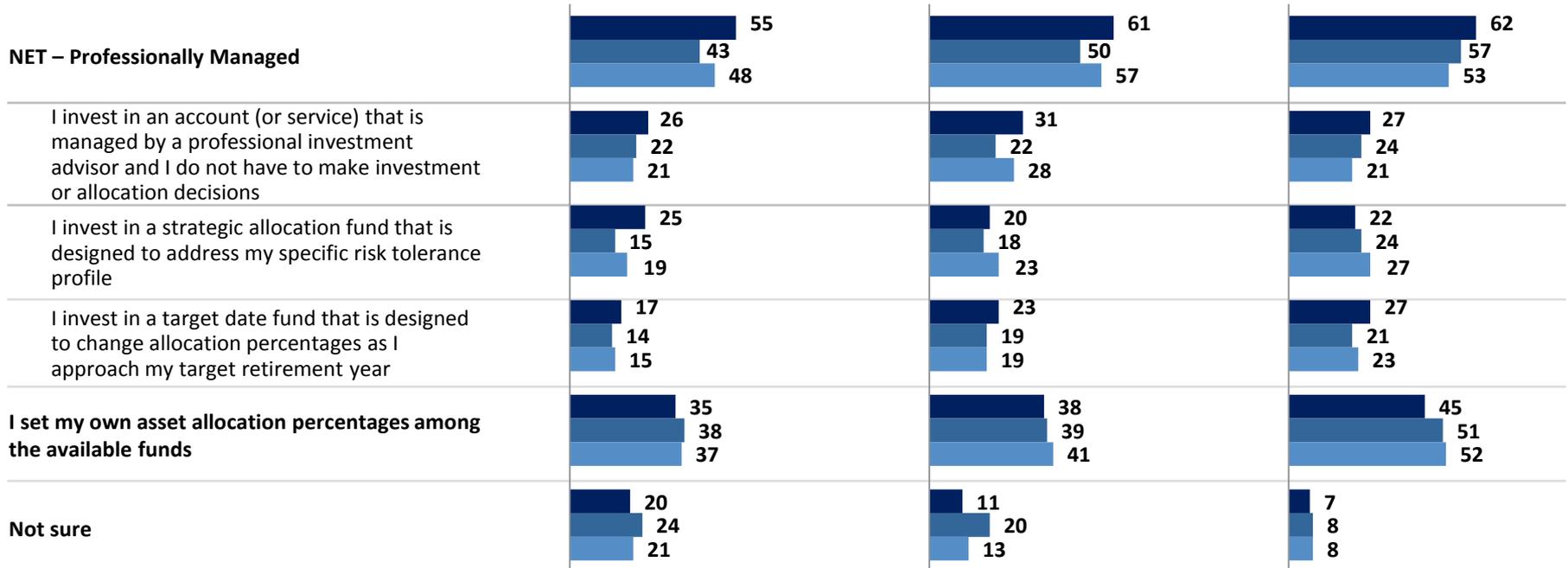
■ '16 (N=471)
■ '15 (N=466)
■ '14 (N=474)

\$50,000 - \$99,999

■ '16 (N=901)
■ '15 (N=956)
■ '14 (N=893)

\$100,000 or More

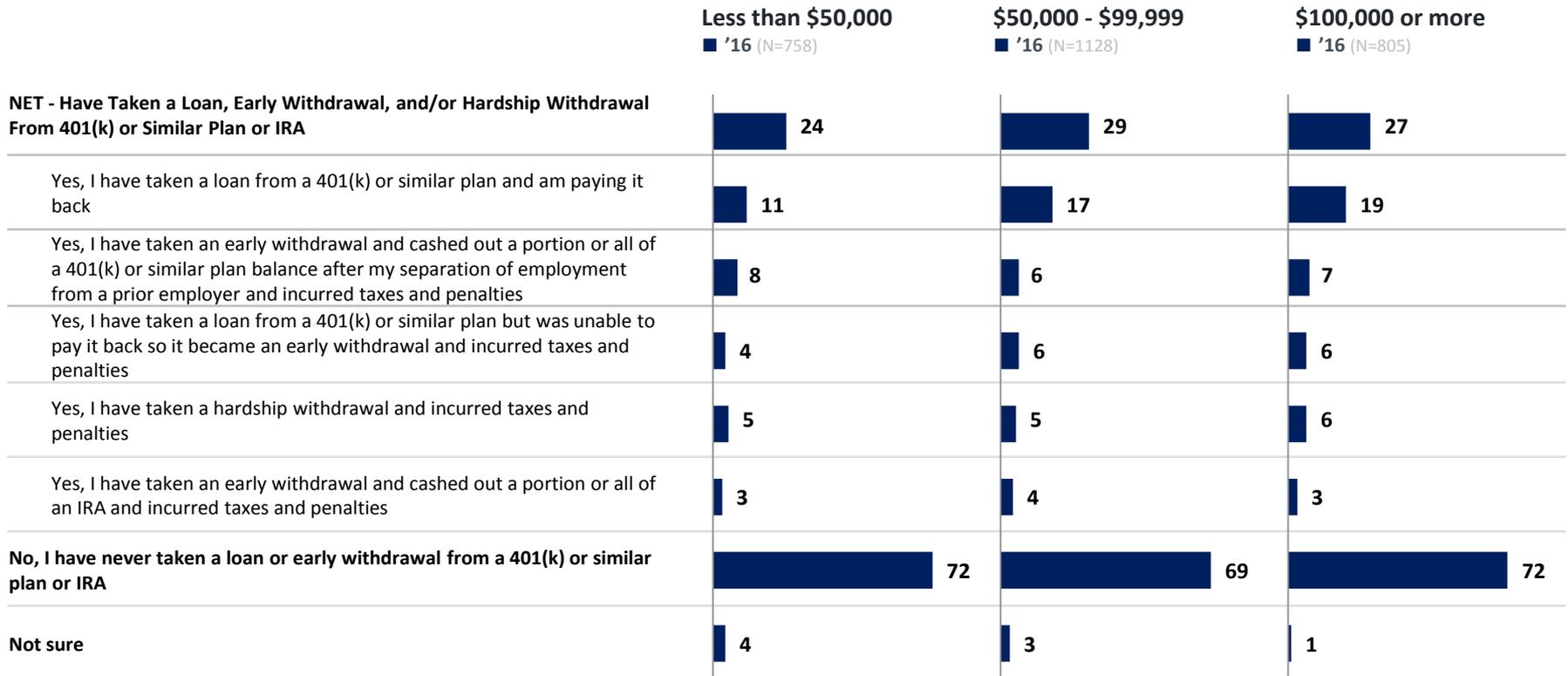
■ '16 (N=681)
■ '15 (N=741)
■ '14 (N=704)



Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among participants who are currently participating in a plan, one in four workers across levels of household income (HHI) have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan – 24 percent of workers with HHI of less than \$50k, 29 percent of those with HHI of \$50k to \$99k, and 27 percent of those with HHI of \$100k+.

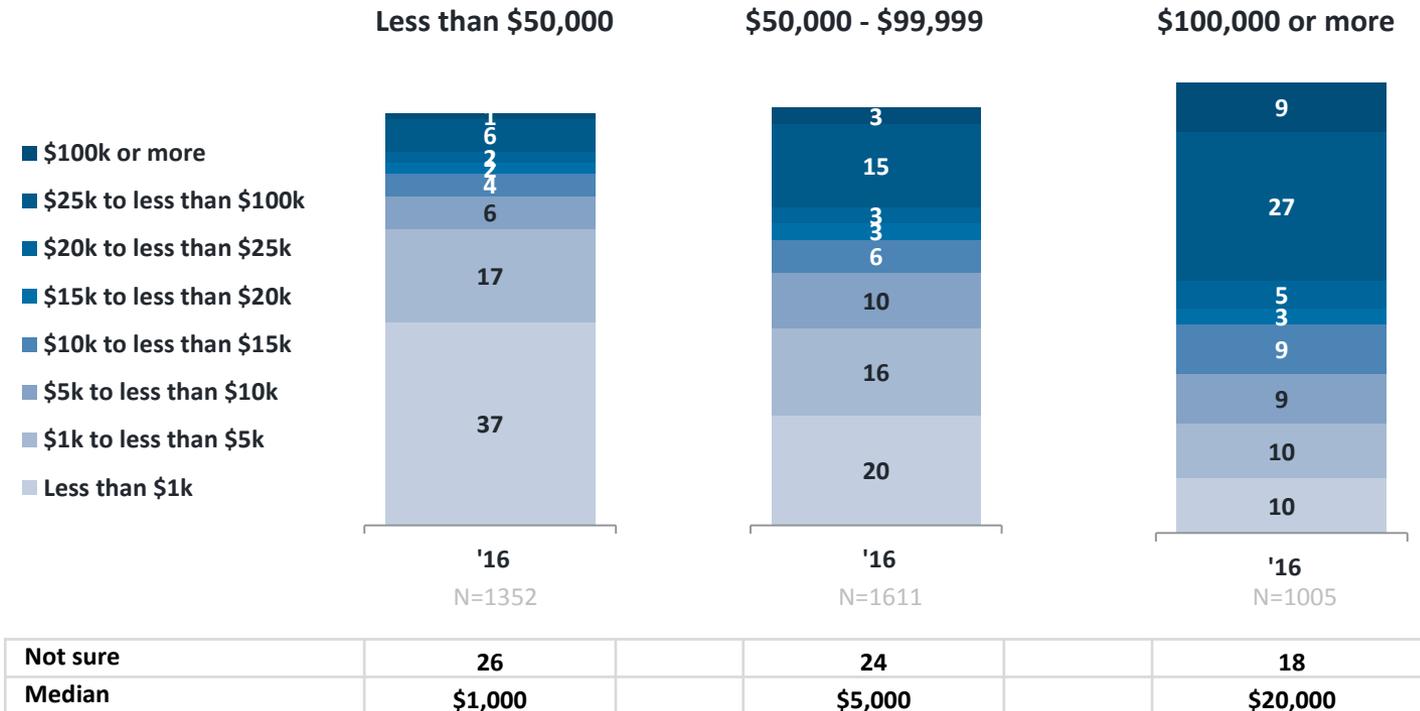
Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



Estimated Emergency Savings

Workers across levels of household income (HHI) lack emergency savings that could help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other). Workers with HHIs of less than \$50k have saved just \$1,000 (median) and 37 percent have saved less than \$1,000. Workers with HHIs of \$50k to \$99k have saved \$5,000 (median) and 20 percent have saved less than \$1,000. Workers with HHIs of \$100k or more have saved \$20,000 (median) and 10 percent have saved less than \$1,000 for such emergencies.

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



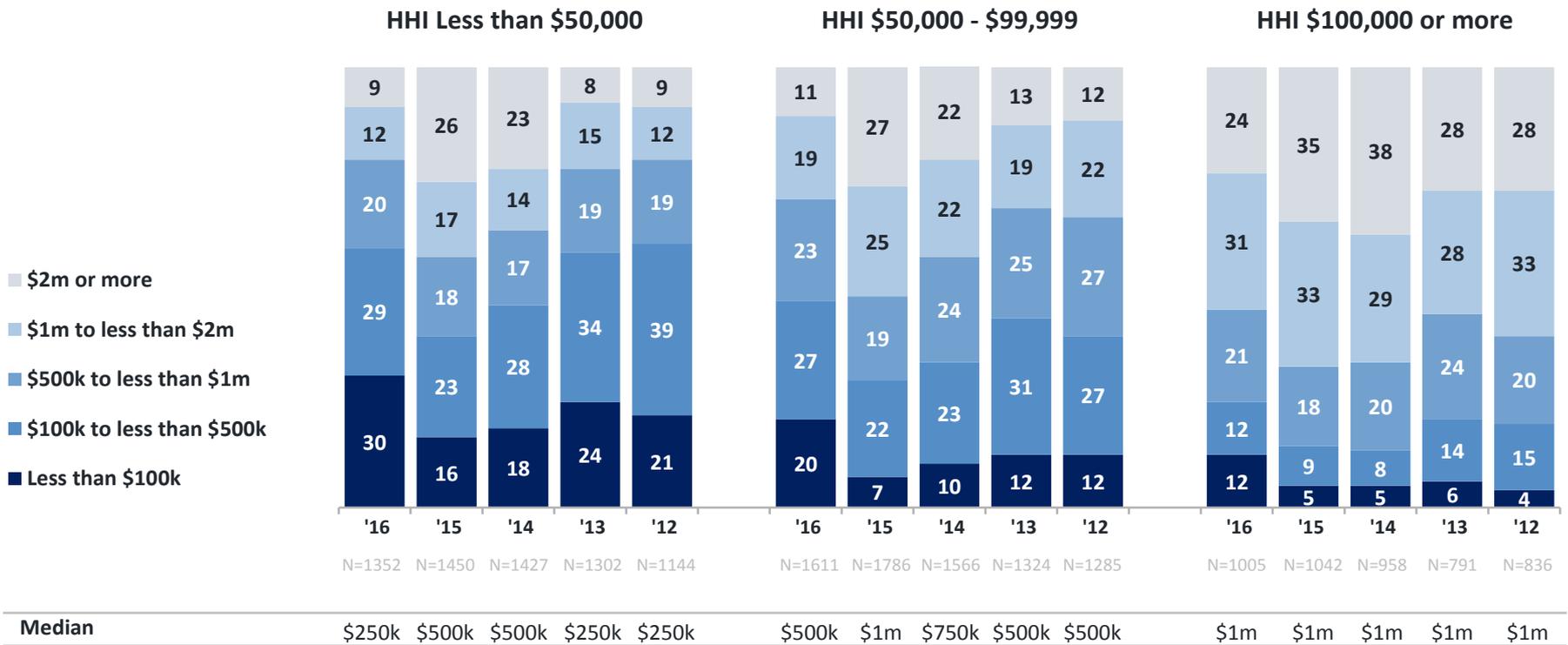
BASE: ALL QUALIFIED RESPONDENTS

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

Estimated Retirement Savings Needs

Workers' estimated retirement savings needs increase with higher levels of household income (HHI). Workers with HHI of less than \$50k believe they need to save \$250k (median) to feel financially secure in retirement, whereas those with HHI of \$100k+ will need \$1 million. Workers with HHI of \$50k to \$99k have decreased their estimated retirement savings needs from \$1 million to \$500k (estimated median) this year.

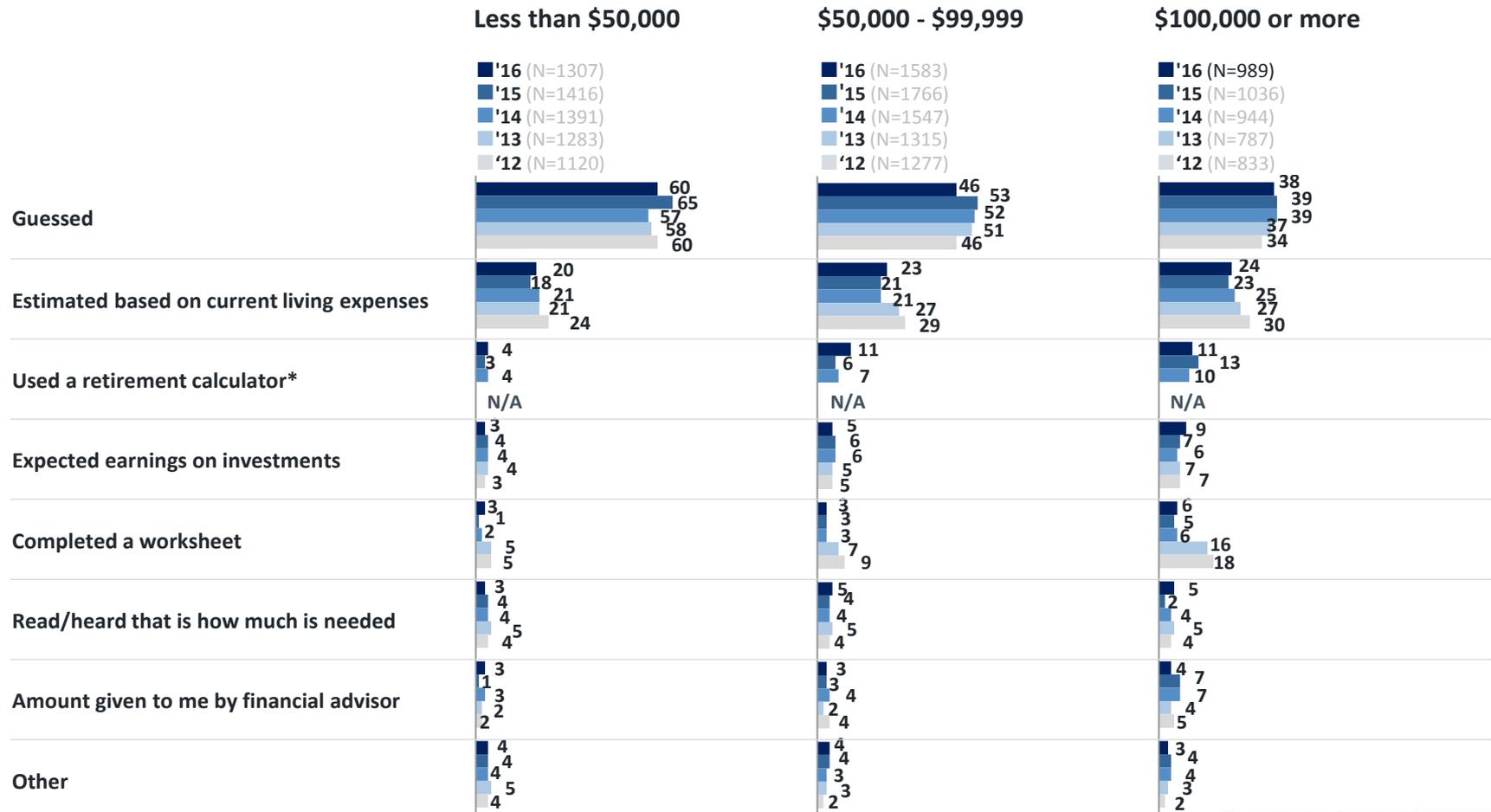
Estimated Retirement Savings Needs (%)



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

Basis for Estimating Retirement Savings Needs

Many workers are guessing their retirement savings needs. Workers with a household income (HHI) of less than \$50k (60 percent) are more likely to have guessed compared to those with HHI of \$50k to \$99k (46 percent) and those with HHI of \$100k+ (38 percent). Few workers across levels of HHI indicate that they have used a retirement calculator to estimate their savings needs.



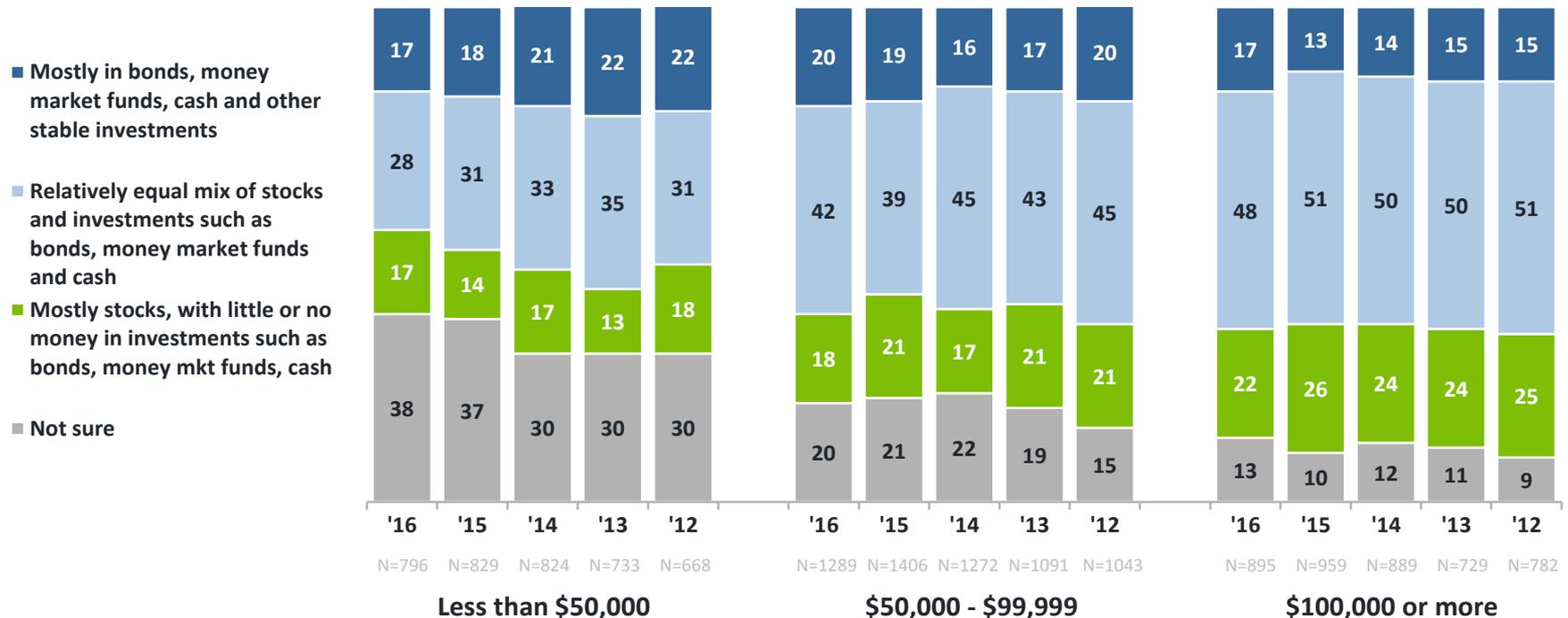
*added in 2014

BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT Q900. How did you arrive at that number?

Asset Allocation of Retirement Investments

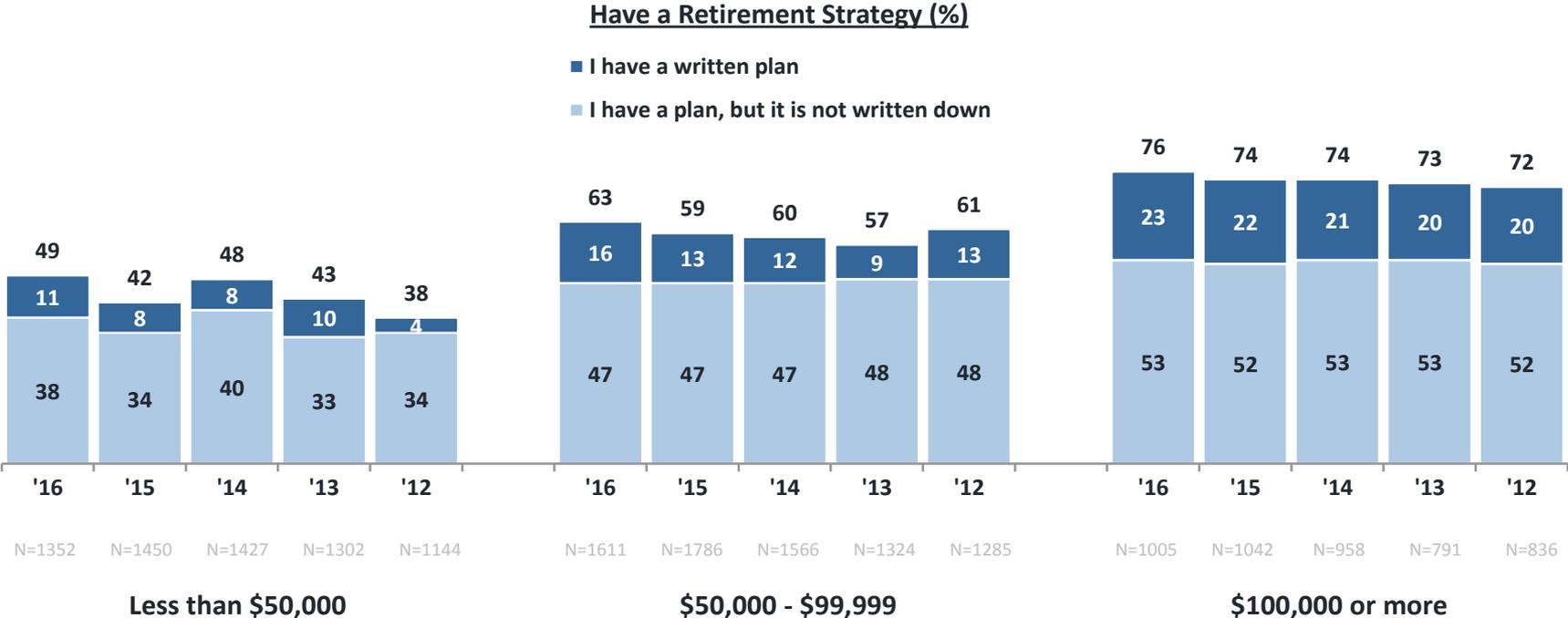
Workers across levels of household income (HHI) most frequently say that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; however, responses are higher among those with HHI of \$100k+ (48 percent) compared to those with HHI of \$50k to \$99k (42 percent) and those with HHI of less than \$50k (28 percent). Workers with HHI of less than \$50k continue to be the most uncertain as to how their retirement savings are invested. Asset allocation-related trends have consistent over the past five years.

How Retirement Savings Are Invested (%)



Retirement Strategy: Written, Unwritten, or None

The likelihood of a worker having a retirement strategy, either written or unwritten, increases with higher levels of household income (HHI). Seventy-six percent of workers with HHI of \$100k+ have a strategy compared to 63 percent of those with HHI of \$50k to \$99k and just 49 percent of those with HHI of less than \$50k. In terms of having a *written* strategy, relatively few workers across HHIs have one. This year, there has been an uptick in workers across HHIs citing that they have any form of retirement strategy.

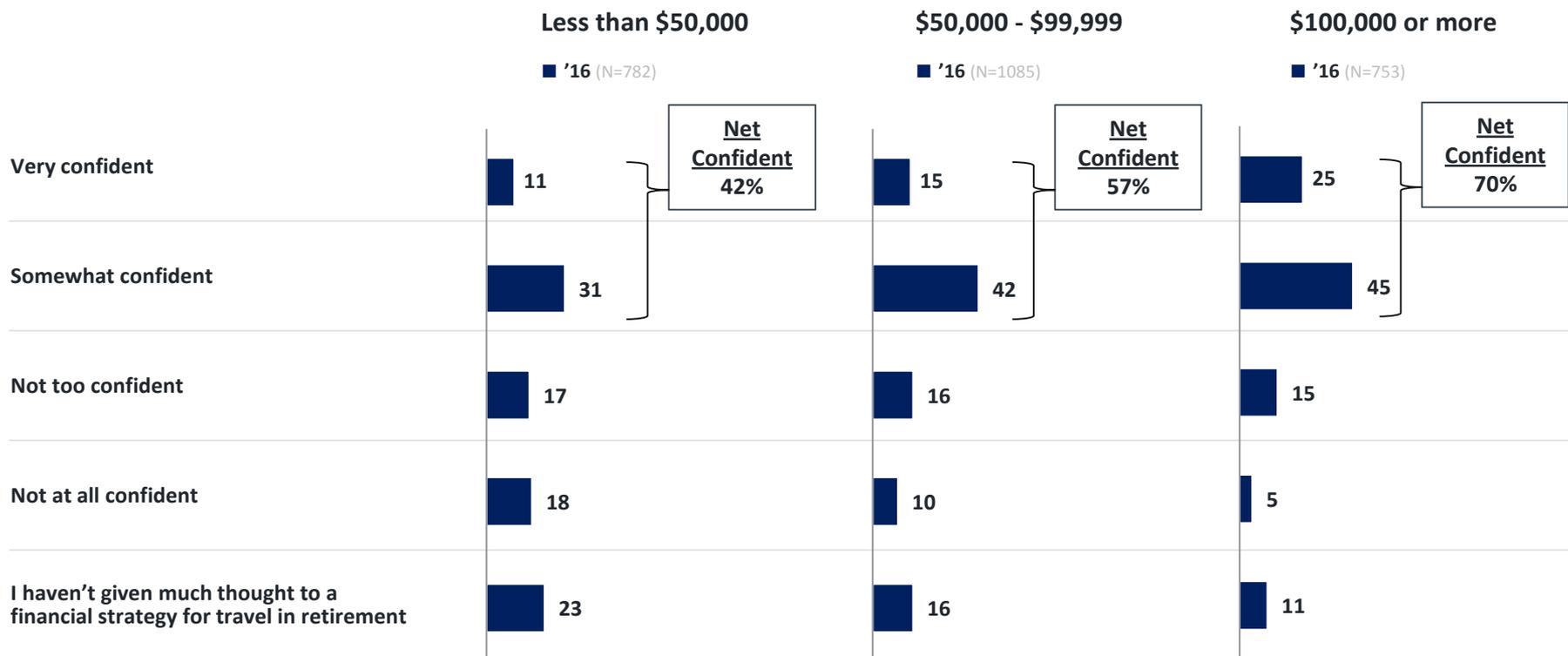


BASE: ALL QUALIFIED RESPONDENTS
 Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

Workers' confidence that current financial strategy will enable travel goals increases with higher levels of household income (HHI). Seventy percent of workers with HHI of \$100k+ are confident, compared to 57 percent of those with HHI of \$50k to \$99k and 42 percent of those earning less than \$50k. Relatively few workers of all income levels are "very" confident. Some workers haven't given it much thought, a finding that is more common among workers with HHI of less than \$50k (23 percent) and those with HHI of \$50k to \$99k (16 percent) compared to workers with HHI of \$100k or more (11 percent).

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



BASE: THOSE WHO DREAM OF TRAVELING IN RETIREMENT

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

Professional Financial Advisor Usage

Use of a professional financial advisor increases with higher levels of household income (HHI). Forty five percent of workers with HHI of \$100K+ are most likely to use an advisor, compared to 37 percent of those with HHI of \$50k to \$99k and 30 percent of those with HHI of \$50k to \$99k and 30 percent of earning less than \$50k. Across HHIs, advisor usage slightly increased this year.

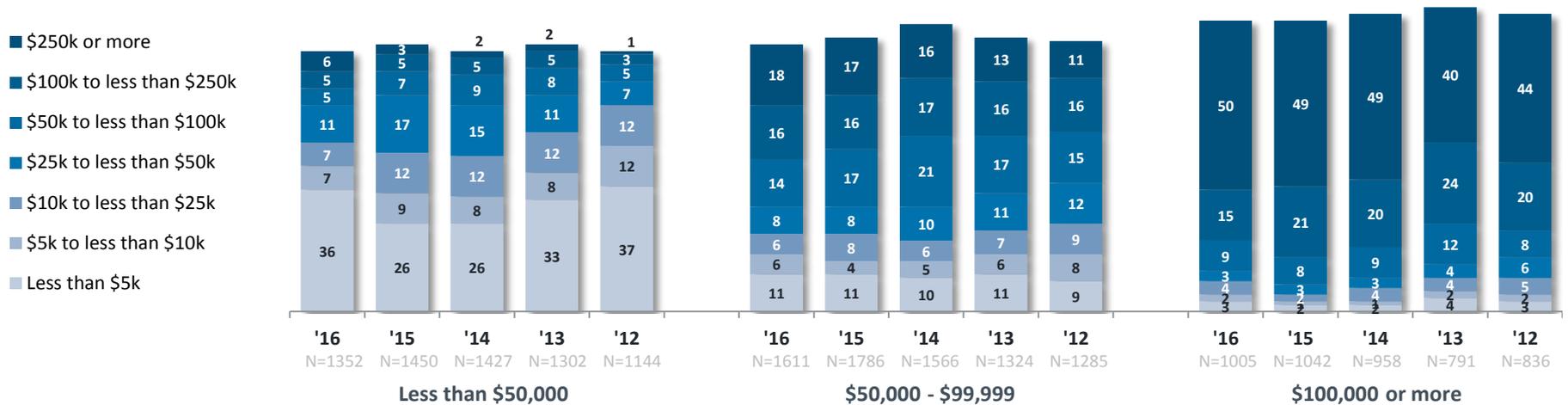


BASE: INVESTING FOR RETIREMENT Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

Total Household Retirement Savings

Workers with a household income (HHI) of \$100k+ have saved \$210,000 (estimated median), compared to \$62,000 for those with HHI of \$50k to \$99k and \$4,000 for those with HHI of less than \$50k (estimated medians). In other words, workers with HHI of \$100k+ have saved more than 52 times the amount of those with a HHI of less than \$50k. A concerning 36 percent of workers with HHI of less than \$50k have saved less than \$5,000 in household retirement savings.

Total Household Retirement Savings (%)



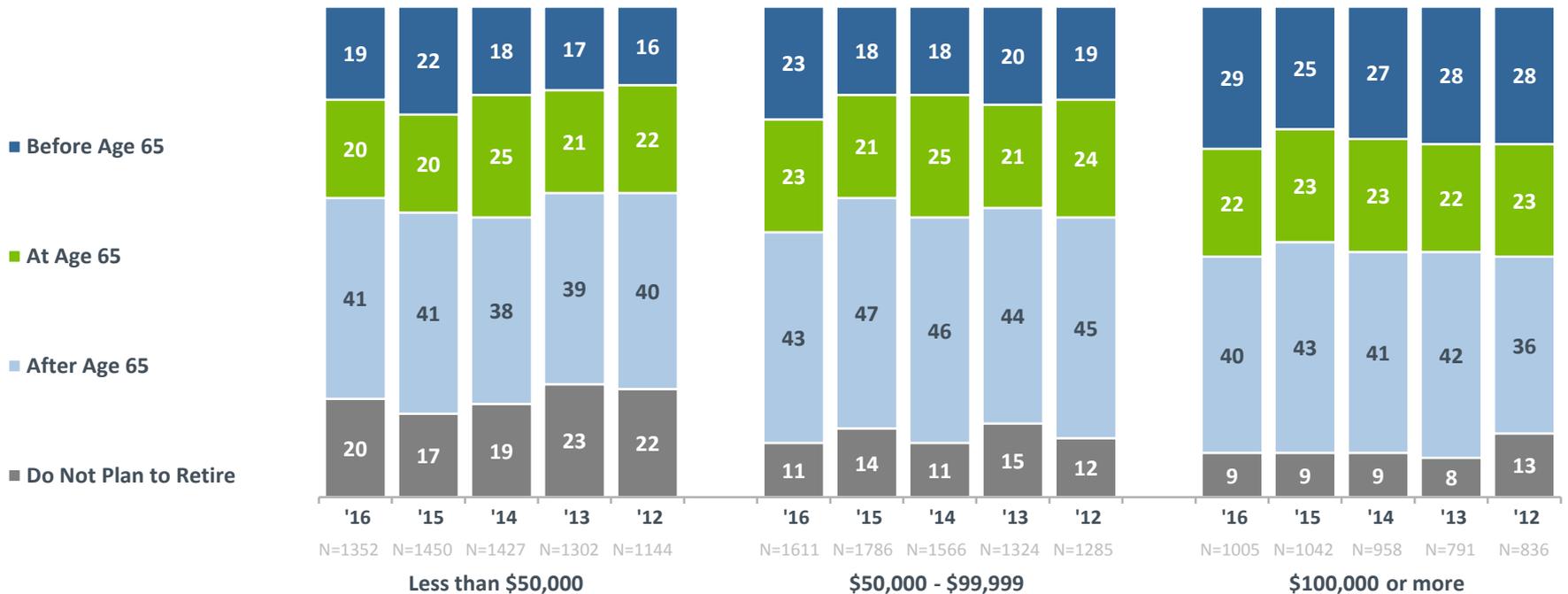
	Less than \$50,000					\$50,000 - \$99,999					\$100,000 or more				
Not sure	14	14	13	13	15	13	11	9	12	12	9	7	6	5	7
Decline to answer	9	7	10	8	8	8	8	6	7	8	5	7	6	5	5
Estimated Median	\$4,000	\$11,000	\$12,000	\$6,000	\$3,000	\$62,000	\$58,000	\$57,000	\$51,000	\$42,000	\$210,00	\$183,000	\$184,000	\$157,000	\$171,000

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

Expected Retirement Age

Regardless of their household income (HHI), most workers are expecting to work past age 65 or do not plan to retire. Sixty-one percent of workers with HHI of less than \$50k are most likely to expect to do so, followed by 54 percent of workers with HHI of \$50k to \$99k and 49 percent of those earning \$100k+.

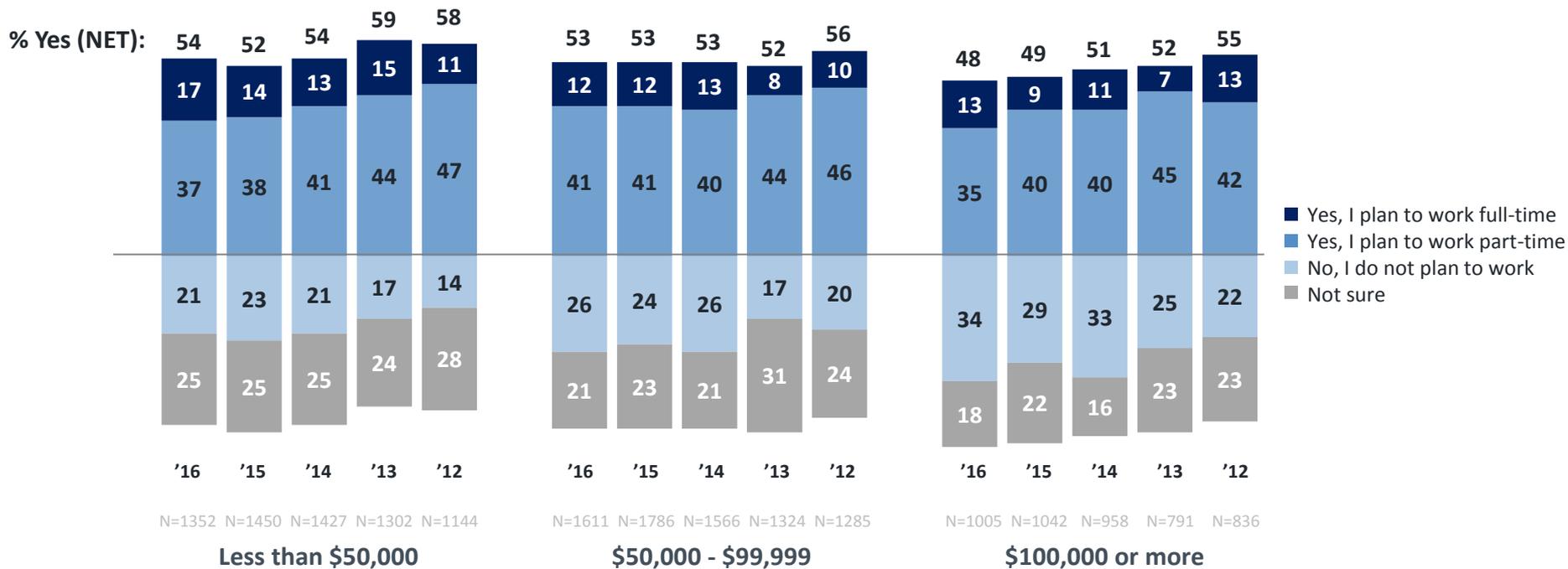
Age Expected to Retire (%)



Expectations of Working in Retirement

Approximately half of workers plan to continue working in retirement, a finding which is surprisingly consistent across levels of household income (HHI), including workers with HHI less than \$50k (54 percent), \$50k to \$99k (53 percent), and \$100k or more (48 percent). Most workers who are planning to work in retirement say that they will do so on a part-time basis. This trend has been relatively consistent over the past five years.

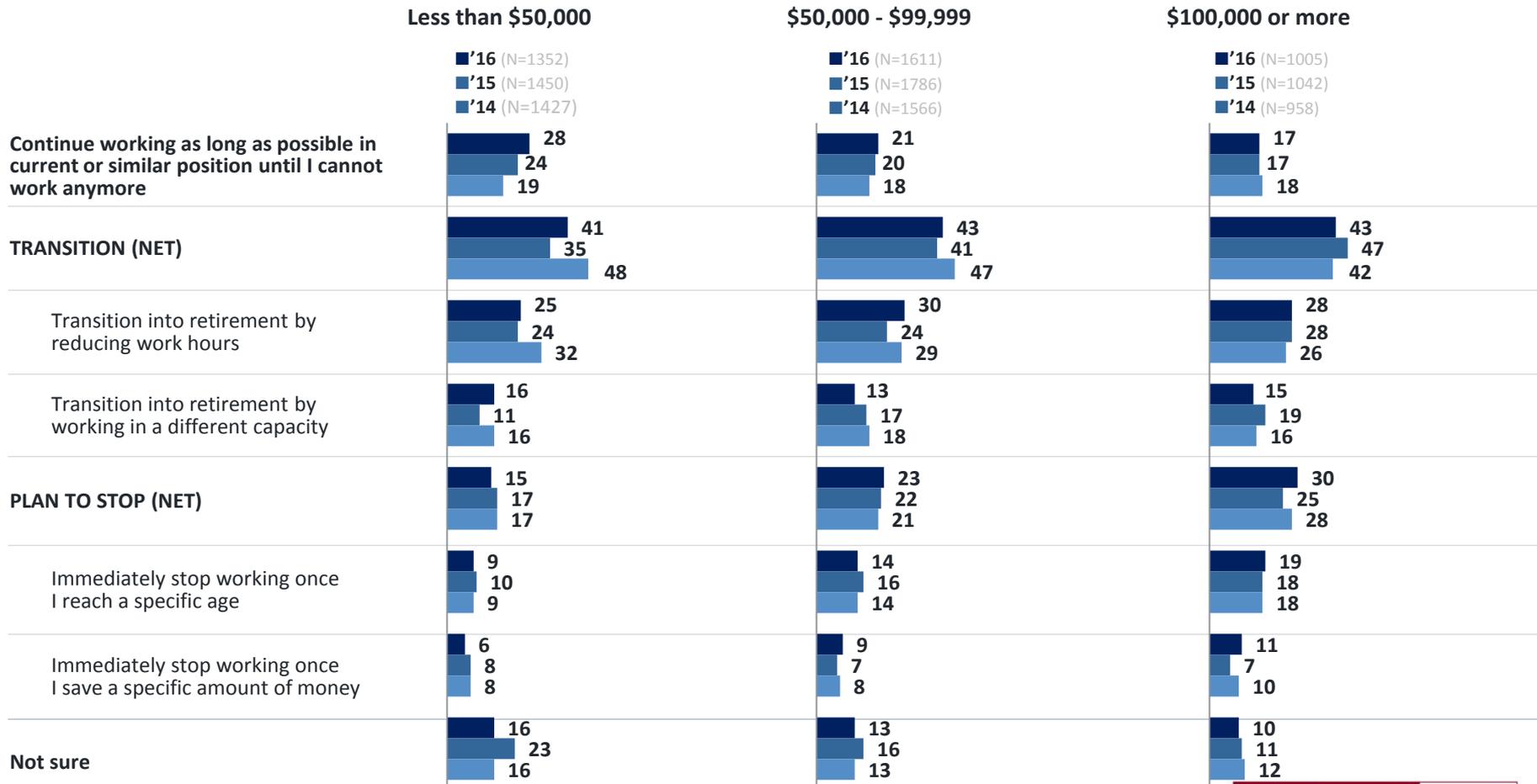
Working After Retirement (%)



Retirement Transitions: Phased Versus Immediate

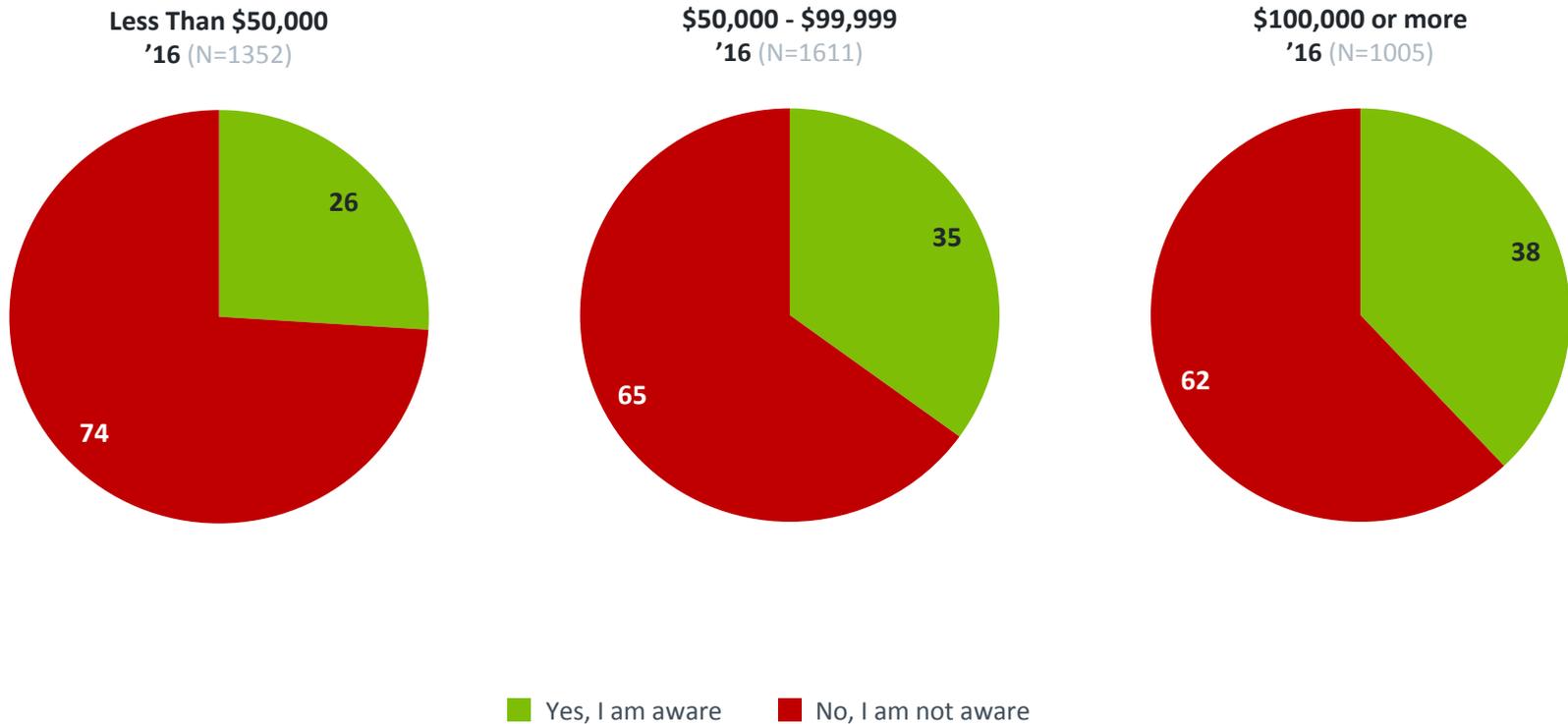
Across levels of household income (HHI), most workers envision a phased transition into retirement by changing work patterns (e.g., shifting from full-time to part-time or working in a different capacity): 43 percent of workers with HHI of \$100k+, 43 percent of those with HHI of \$50k to \$99k, and 41 percent of those earning less than \$50k. Significantly more workers with HHI of less than \$50k now envision transitioning into retirement compared to last year.

How do you envision transitioning into retirement? (%)



Awareness of the Saver's Credit

The IRS Saver's Credit is a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA; however, few workers who are potentially eligible to claim the credit are aware of it. Only 26 percent of workers with HHI of less than \$50k are aware of the Saver's Credit, compared to 35 percent of those with HHI of \$50k to \$99k and 38 percent of those with HHI of \$100k+.

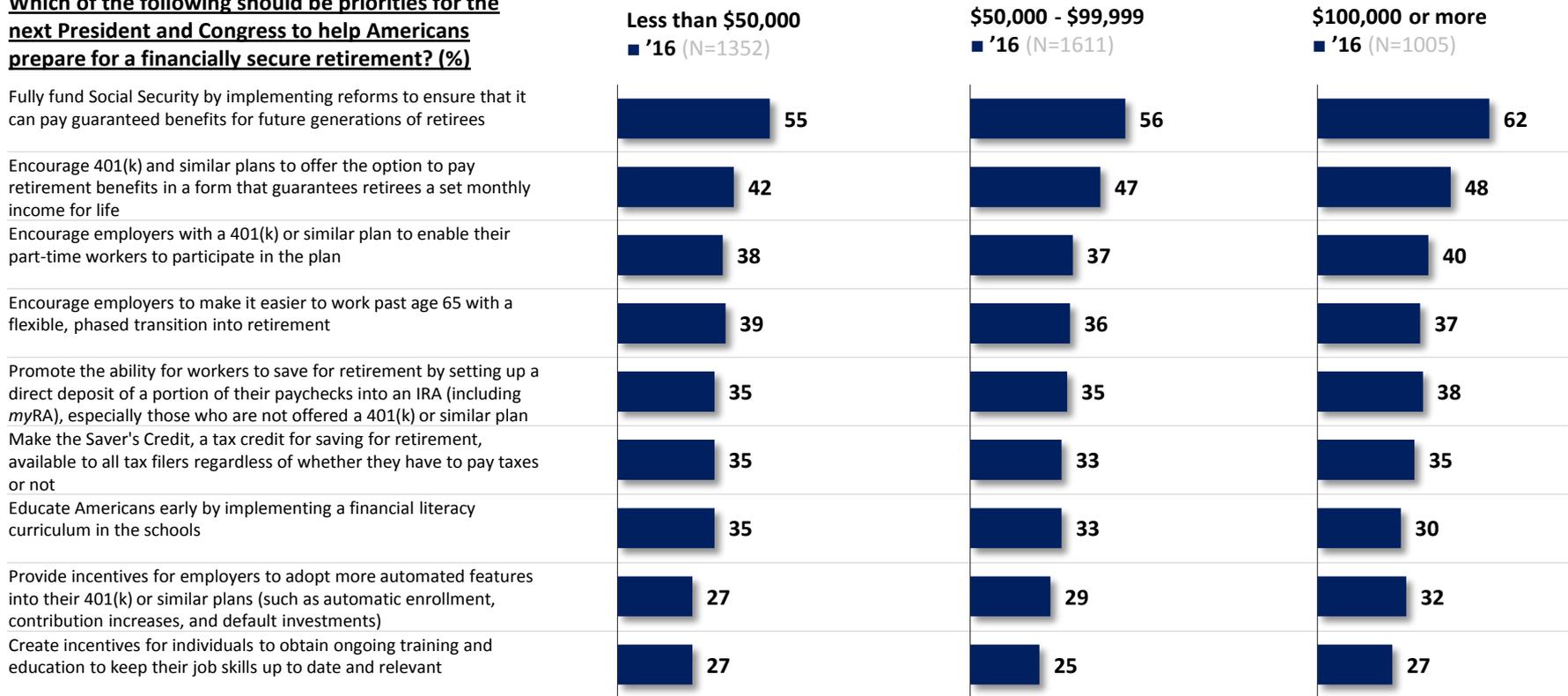


BASE: ALL QUALIFIED RESPONDENTS
Q1120. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

Retirement Security Priorities for the New President and Congress

Workers across levels of household income (HHI) most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement: 55 percent with HHI of less than \$50k, 56 percent of those with HHI of \$50k to \$99k, and 62 percent of those with \$100k+. Other top cited responses include “encouraging 401(k) plans to offer the option to pay retirement benefits in a form that guarantees retirees a set monthly income for life,” and “encouraging employers with a 401(k) or similar plan to enable their part-time workers to participate in the plan.”

Which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? (%)



Note: Responses not shown for less than five percent who said “other.”

BASE: ALL QUALIFIED RESPONDENTS

Q1427. With the November 2016 election in mind, which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? Select all.



Influences of Educational Attainment on Retirement Readiness

Detailed Findings

Influences of Educational Attainment on Retirement Readiness

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

Thirty Indicators of Retirement Readiness

- **Recovery From the Great Recession.** Financial recovery from the Great Recession increases with educational attainment. Workers with a high school education or less (23 percent) and those with some college or trade school (26 percent) are more likely to say they have not yet begun to recover or they may never recover, compared to workers with higher levels of educational attainment. Workers with a college or post-graduate degree (both 45 percent) are more likely to say that they were not impacted or have fully recovered than those with lower levels of educational attainment.
- **Confidence in Retiring Comfortably.** Retirement confidence increases with workers' level of education. College graduates (71 percent) and those with some graduate or advanced degree (73 percent) are more likely to be confident about their future retirement compared to workers with only some college or trade school education (60 percent) and those with high school diploma or less (51 percent).
- **Building a Large Enough Nest Egg?** Workers' confidence in building a large enough nest egg increases with educational attainment, and workers with a college degree are more confident than those without.
- **Retirement Dreams Include Leisure and Work.** Traveling is the most frequently cited retirement dream among workers with some higher education, including those with some college or trade school (65 percent), college graduates (73 percent), and those with some graduate school or post-graduate degree (73 percent). Workers with a high school education or less (57 percent) most frequently cited spending more time with family and friends as a retirement dream. Interestingly, many workers dream of working in retirement.

Influences of Educational Attainment on Retirement Readiness

- **Age Planning to Live to.** The age that workers are planning to live to increases with educational attainment. Workers with a high school diploma or less are planning to live to age 85 (median), while those with some college and college graduates are planning to live to 87 (median), and those with some graduate school or a post-graduate degree are planning to live to an older age of 90 (median). Approximately one in seven workers across levels of educational attainment are planning to live to 100 or older.
- **Retirement Beliefs.** Involvement in retirement investing increases across education levels; however, regardless of their level of education, strong majorities feel that their generation will have a tough time achieving financial security and that Social Security will not be there when they are ready to retire.
- **Current Financial Priorities.** “Saving for retirement” is the most frequently cited priority among workers with higher levels of education, including college graduates (74 percent) and those with a post-graduate degree (67 percent). In contrast “just getting by – covering basic living expenses” is most frequently cited among those with a high school diploma or less (60 percent) and those with some college or trade school (50 percent).
- **Greatest Financial Priority Right Now.** “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.”
- **Expected Sources of Retirement Income.** Across levels of educational attainment, the majority of workers expect retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 88 percent of post-graduates, 87 percent of college graduates, 78 percent of those with some college or trade school, and 65 percent of those with a high school diploma or less. More than one-third of workers across levels of educational attainment are expecting income from working to be a source of retirement income.

Influences of Educational Attainment on Retirement Readiness

- **Expected Primary Source of Income in Retirement.** Workers with higher levels of educational attainment are more likely to expect to rely on retirement accounts (e.g., 401(k)s, 403(b)s, or IRAs) as their expected primary source of income in retirement, including 47 percent of college graduates and 44 percent of those with a post-graduate degree. Non-college graduates tend to expect to rely on Social Security, including 30 percent of those with some college or trade school and 29 percent of those with a high school education or less. Non-college graduates are also more likely to expect to rely on income from “working.”
- **Percentage Saving for Retirement/ Age They Started to Save.** Savings rates increase with higher educational attainment. College graduates (86 percent) and those with a post-graduate degree (91 percent) are more likely to be saving compared to those with some college or trade school (72 percent) and those with a high school diploma or less (67 percent). Aligning with this trend, college graduates started saving at an earlier age (25 median), compared to those with some college or trade school (28 median) and those with a high school diploma or less (30 median).
- **Importance of Retirement Benefits Compared to Other Benefits.** More than 83 percent of workers across all levels of educational attainment value a 401(k), 403(b), 457(b) or similar plan as an important employee benefit. Workers with higher levels of educational attainment are slightly more likely to value such benefits.
- **Retirement Benefits Currently Offered.** While most workers have access to employer-sponsored retirement benefits, those with higher educational attainment are more likely to be offered a plan compared to those with lower educational levels. An alarming 33 percent of workers with a high school education or less and 26 percent of those with some college or trade school are not offered retirement benefits.
- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate increases with level of educational attainment. Eighty-four percent of workers with a post-graduate degree participate in their employer’s plan, compared to 77 percent of those with a high school education or less.

Influences of Educational Attainment on Retirement Readiness

- **Retirement Plan Contribution Rate.** Among workers who participate in a 401(k) or similar plan, those with higher educational attainment continue to contribute more compared to those in lower educational levels. College graduates contribute 8 percent and those with a post-graduate degree contribute 10 percent (median); in contrast, workers with some college or trade school contribute 7 percent and those with a high school education or less contribute 6 percent (median).
- **Approach to Investing in Retirement Plan.** “Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Regardless of level of educational attainment, the majority of plan participants use some form of professionally managed offering in their 401(k) or similar plans: 57 percent of workers with a high school diploma or less, 61 percent of those with some college or trade school, 63 percent of college graduates, and 57 percent of those with some graduate school or a post-graduate degree. Workers with higher educational attainment are more likely to set their own asset allocation percentage among the available funds.
- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among participants who are currently participating in a plan, more than one in five workers across levels of educational attainment have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan. Workers with a high school diploma or less are more likely to have done so compared to those with higher levels of educational attainment.
- **Estimated Emergency Savings.** Emergency savings can help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other); however, many workers have saved little. Workers with a high school education or less have saved just \$1,000 (median). Those with some college or trade school have saved \$4,000 (median). College graduates have saved \$10,000 (median). And workers with some graduate school or a graduate degree have saved \$25,000 (median) for such emergencies.

Influences of Educational Attainment on Retirement Readiness

- **Estimated Retirement Savings Needs.** Workers' estimated retirement savings needs increase with higher educational attainment. College graduates estimate that they will need \$900k and workers with a post-graduate degree estimate \$1 million (estimated medians). In contrast, those with some college or trade school estimate that they will need \$500k and those with a high school education or less estimate \$250k (estimated medians).
- **Basis for Estimating Retirement Savings Needs.** The percentage of workers guessing their retirement savings needs decreases with educational attainment. Those with a high school education or less (56 percent) are most likely to have guess compared to those with a post-graduate degree (33 percent). Few workers across education levels have used a retirement calculator.
- **Asset Allocation of Retirement Investments.** Across educational levels, workers most frequently say their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash. The response rate is higher among those with a college education (46 percent) or those with a post-graduate degree (48 percent), compared to those with some college or trade school (37 percent) and those with a high school education or less (39 percent). Nearly one-third (32 percent) of workers with a high school education or less are unsure about how their savings are invested.
- **Retirement Strategy: Written, Unwritten, or None.** The likelihood of workers having a retirement strategy increases with higher educational attainment – with more educated workers being more likely to have a strategy. Seventy-two percent of college graduates and 75 percent of workers with a post-graduate degree have a strategy, compared to only 52 percent of those with a high school diploma or less and 61 percent of those with some college or trade school. However, relatively few workers have yet to put their plans down in writing.

Influences of Educational Attainment on Retirement Readiness

- **Confidence that Financial Strategy Will Enable Travel Goals.** Among those who dream of traveling in retirement, workers' confidence that their current financial strategy will enable travel goals varies dramatically by level of educational attainment. The majority of workers with college degree or more are confident compared to just half of workers with high school to some college education. Relatively few workers across educational levels are "very" confident. Some workers haven't given it much thought, a finding that is more common among workers with high school diploma or less (23 percent).
- **Professional Financial Advisor Usage.** Use of a professional financial advisor increases with higher educational attainment. College graduates (43 percent) and workers with a post-graduate degree (48 percent) are more likely to use a financial advisor, compared to workers with only some college or trade school (34 percent) or those with a high school education or less (35 percent).
- **Total Household Retirement Savings.** Household retirement savings increase with higher educational attainment. College graduates have saved \$143,000 and workers with a post-graduate degree have saved \$176,000 (estimated medians). In contrast, workers with some college or trade school have saved \$47,000 and those with a high school education or less have saved \$23,000 (estimated medians). Forty-one percent of workers with a post-graduate degree have saved \$250,000 or more compared to just 14 percent of those with a high school education or less.
- **Expected Retirement Age.** Most workers across levels of educational attainment expect to retire after age 65 or do not plan to retire, including 58 percent of those with a high school education or less, 55 percent of those with some college or trade school, 51 percent of college graduates, and 51 percent of those with a post-graduate degree. Additionally, 20 percent of workers with a high school education or less do not plan to retire — an expectation that decreases with higher levels of education.
- **Expectations of Working in Retirement.** Approximately half of workers plan to continue working in retirement, which is relatively consistent across levels of educational attainment. Workers with a graduate level of education (56 percent) are most likely to plan to work in retirement and those with high school education or less (51 percent) are least likely. Among workers planning to work in retirement, most plan to do so on a part-time basis.

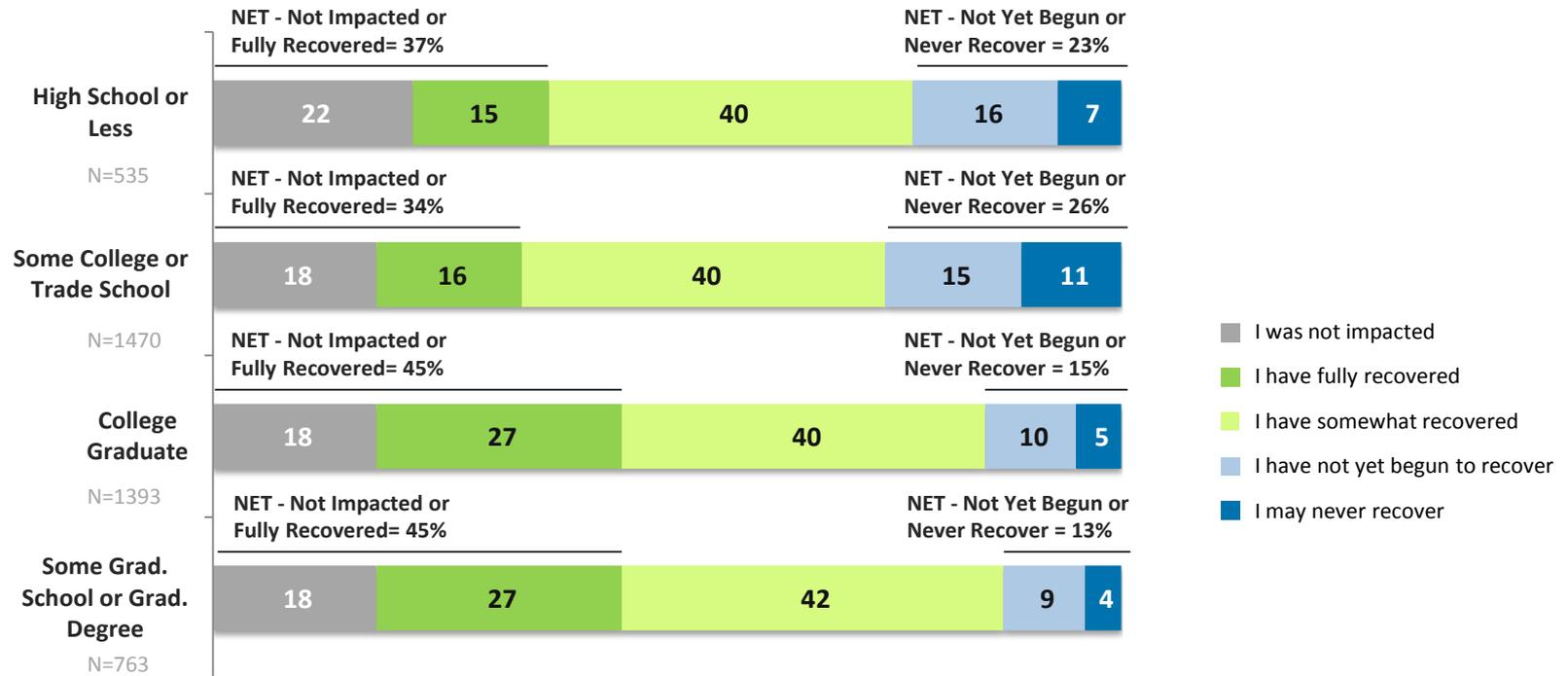
Influences of Educational Attainment on Retirement Readiness

- **Retirement Transitions: Phased Versus Immediate.** Workers with a post-graduate degree (48 percent) are most likely to expect a phased transition into retirement by changing work patterns (e.g., shifting from full- to part-time or working in a different capacity) – while workers with a high school education or less are more likely to say they plan to continue working until they can't work any longer (31 percent) or “not sure” (16 percent).
- **Awareness of the Saver's Credit.** Level of awareness about the IRS Saver's Credit – a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA – increases with higher educational attainment. College graduates (39 percent) and workers with some graduate school or a post-graduate degree (43 percent) are more likely to be aware of the Saver's Credit, compared to workers with some college or trade school (32 percent) and those with a high school education or less (24 percent).
- **Retirement Security Priorities for the New President and Congress.** Workers across levels of educational attainment most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement: 56 percent of those with high school diploma or less, 64 percent of those with some college or trade school, 55 percent of college graduates, and 53 percent of post-graduates. Other top cited responses include “encouraging 401(k) plans to offer the option to pay retirement benefits in a form that guarantees retirees a set monthly income for life,” and “encouraging employers with a 401(k) or similar plan to enable their part-time workers to participate in the plan.”

Recovery From the Great Recession

Financial recovery from the Great Recession increases with educational attainment. Workers with a high school education or less (23 percent) and those with some college or trade school (26 percent) are more likely to say they have not yet begun to recover or they may never recover, compared to workers with higher levels of educational attainment. Workers with a college or post-graduate degree (both 45 percent) are more likely to say that they were not impacted or have fully recovered than those with lower levels of educational attainment.

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



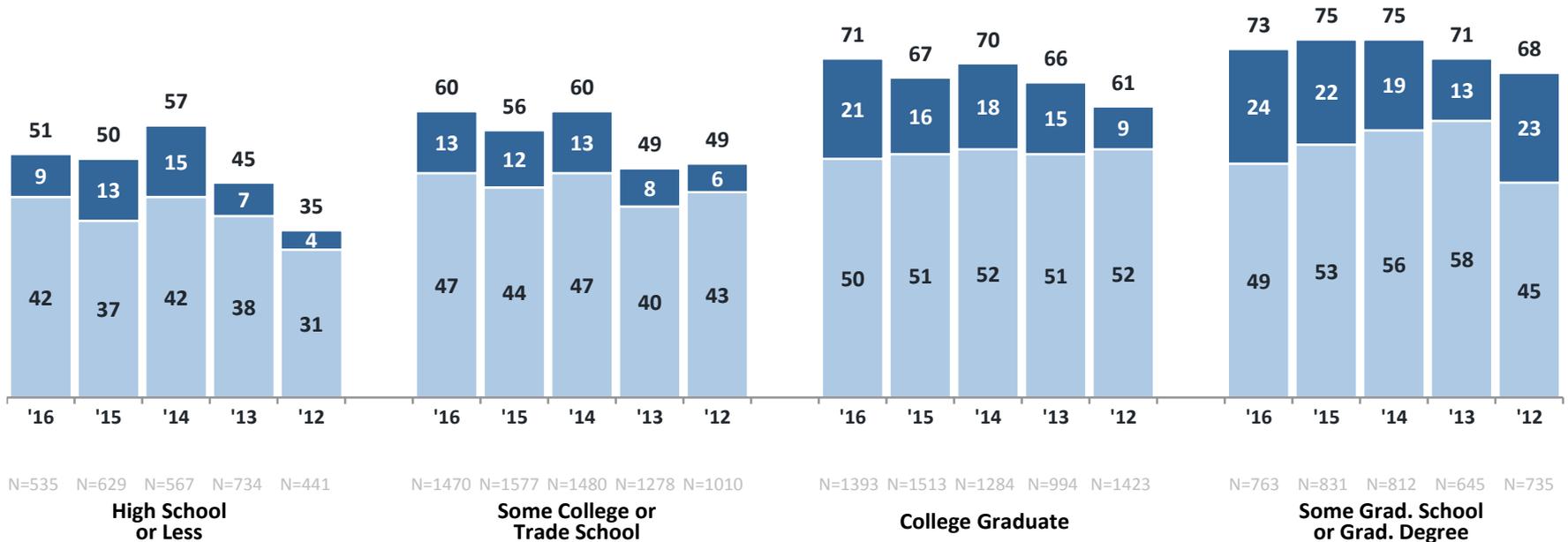
Confidence in Retiring Comfortably

Retirement confidence increases with workers' level of education. College graduates (71 percent) and those with some graduate or advanced degree (73 percent) are more likely to be confident about their future retirement compared to workers with only some college or trade school education (60 percent) and those with high school diploma or less (51 percent). Across levels of education, retirement confidence is higher than it was in 2012, even increased slightly with the exception of workers with at least some graduate school education.

Confidence in Retiring Comfortably

Very/Somewhat Confident (%) (NET)

■ Very confident ■ Somewhat confident

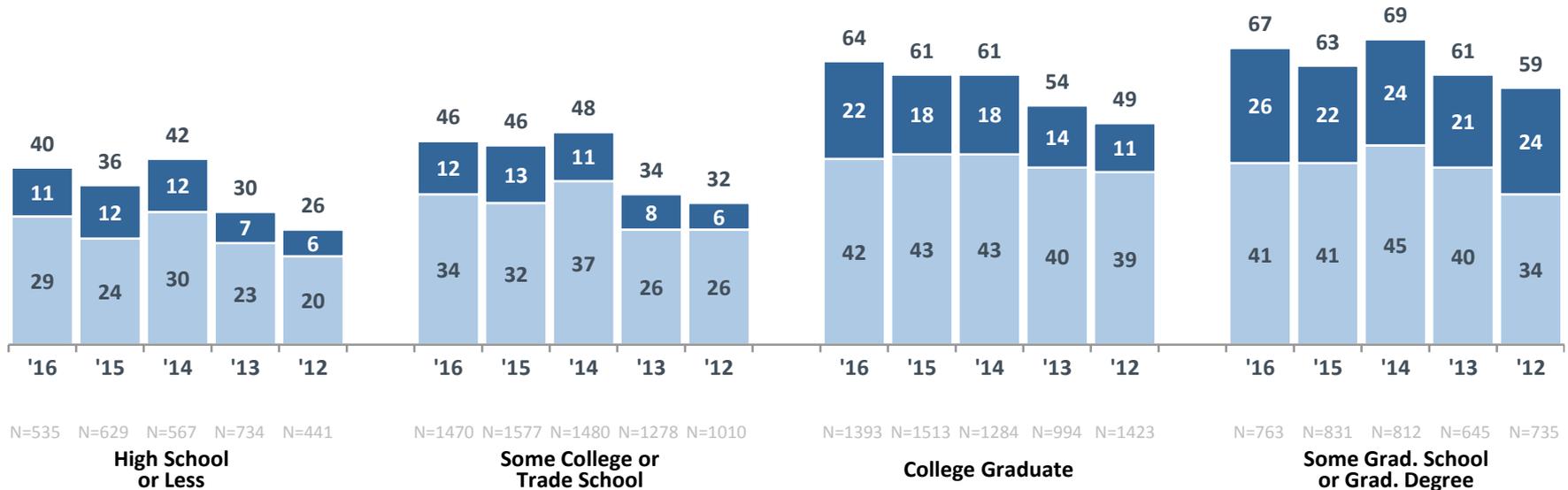


Building a Large Enough Nest Egg?

Workers' confidence in building a large enough nest egg increases with educational attainment, and workers with a college degree are more confident than those without. Confidence in building a large enough nest egg increased across all education levels with the exception of those with some college or trade school, which decreased slightly.

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

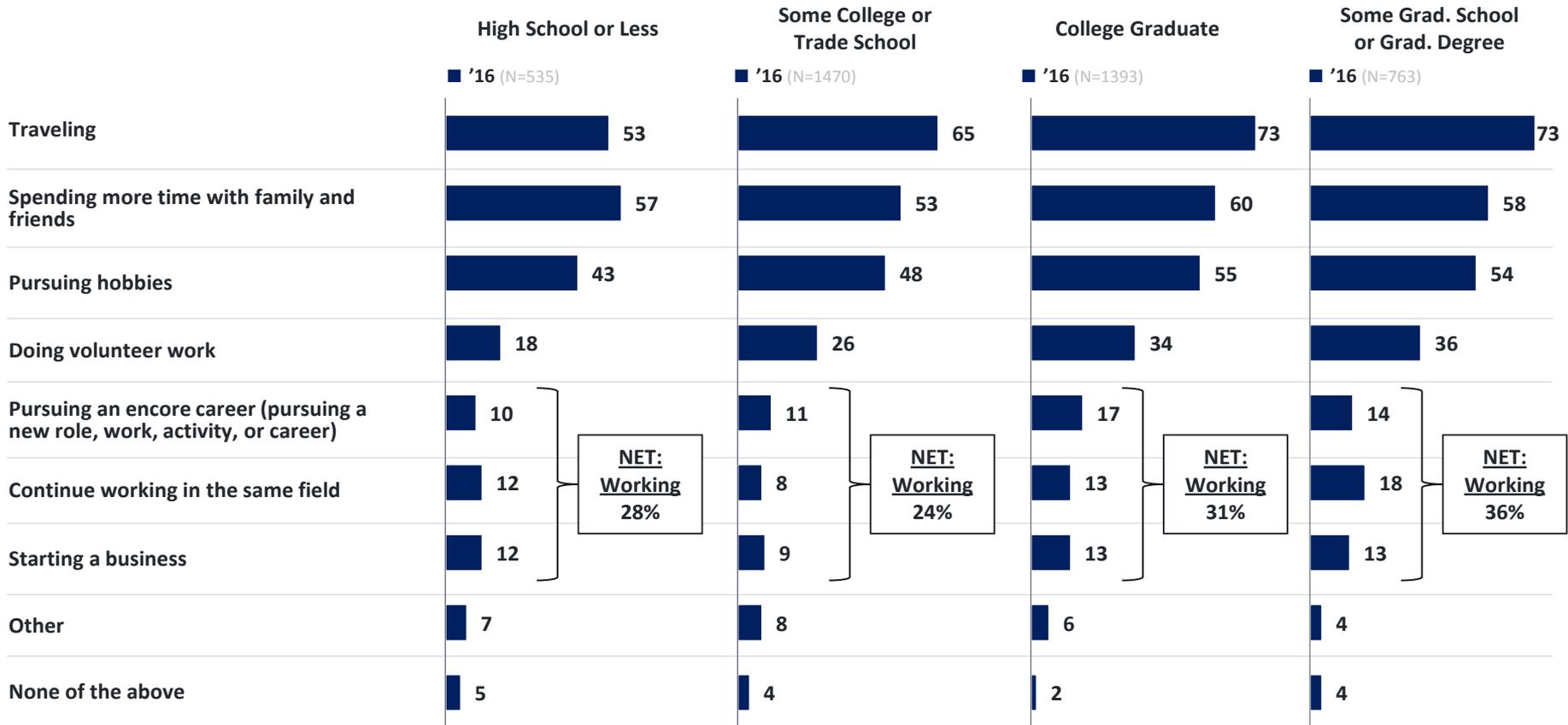
■ Strongly agree ■ Somewhat agree



Retirement Dreams Include Leisure and Work

Traveling is the most frequently cited retirement dream among workers with some higher education, including those with some college or trade school (65 percent), college graduates (73 percent), and those with some graduate school or post-graduate degree (73 percent). Workers with a high school education or less (57 percent) most frequently cited spending more time with family and friends as a retirement dream. Interestingly, many workers dream of working in retirement.

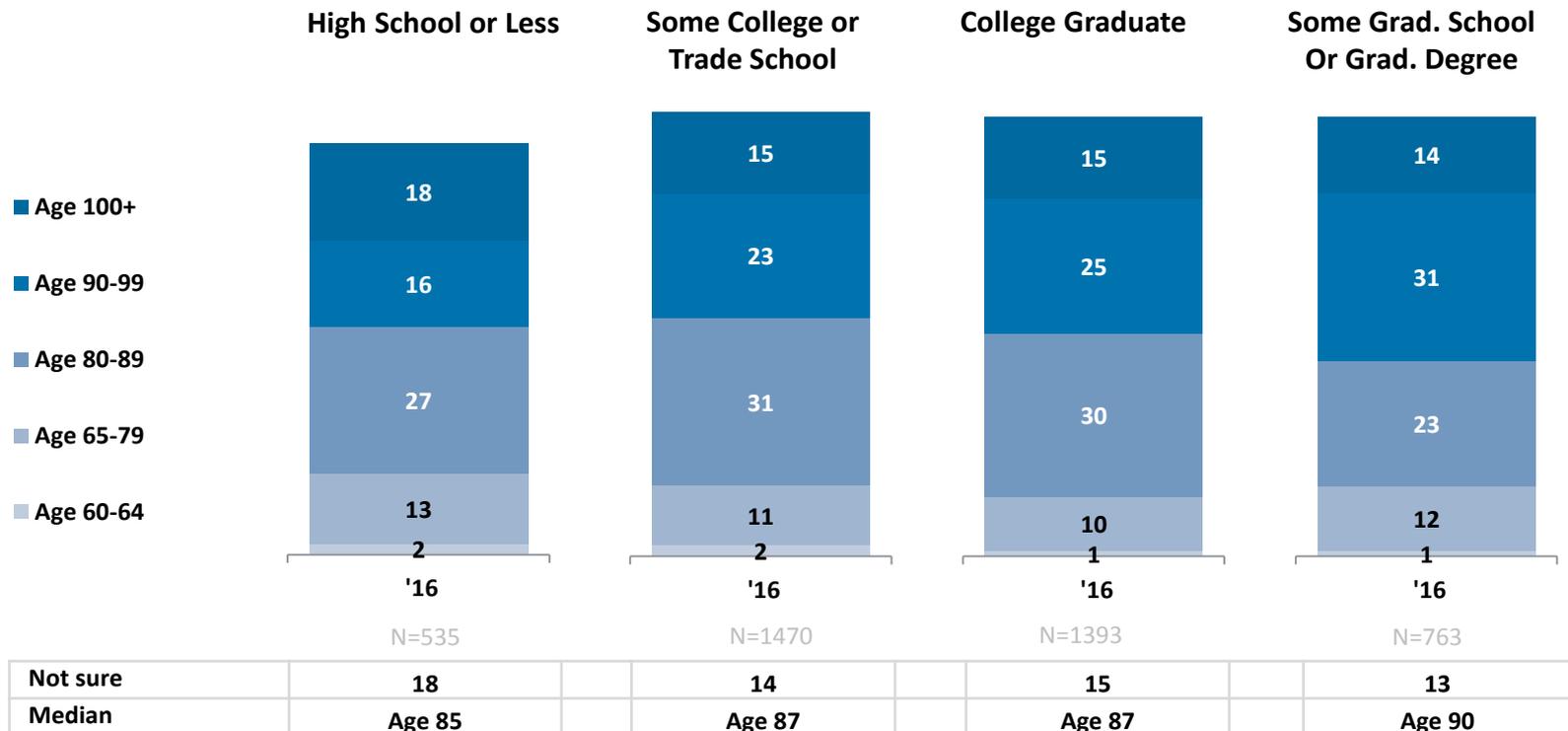
How do you dream of spending your retirement?
Please select all that apply. (%)



Age Planning to Live to

The age that workers are planning to live to increases with educational attainment. Workers with a high school diploma or less are planning to live to age 85 (median), while those with some college and college graduates are planning to live to 87 (median), and those with some graduate school or a post-graduate degree are planning to live to an older age of 90 (median). Approximately one in seven workers across levels of educational attainment are planning to live to 100 or older.

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



Retirement Beliefs

Involvement in retirement investing increases across education levels; however, regardless of their level of education, strong majorities feel that their generation will have a tough time achieving financial security and that Social Security will not be there when they are ready to retire.

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

High School or Less

■ '16 (N=535)
 ■ '15 (N=629)
 ■ '14 (N=567)
 ■ '13 (N=734)
 ■ '12 (N=441)

Some College or Trade School

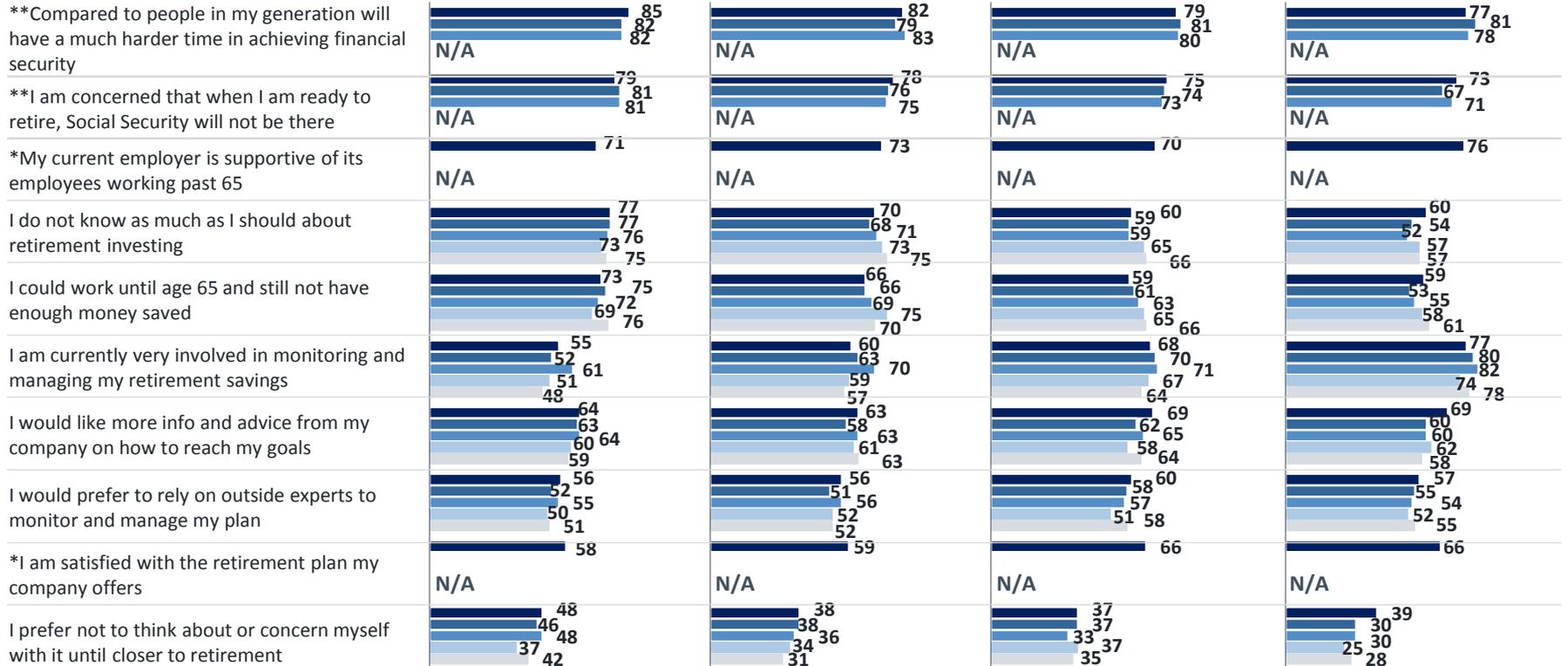
■ '16 (N=1470)
 ■ '15 (N=1577)
 ■ '14 (N=1480)
 ■ '13 (N=1278)
 ■ '12 (N=1010)

College Graduate

■ '16 (N=1393)
 ■ '15 (N=1513)
 ■ '14 (N=1284)
 ■ '13 (N=994)
 ■ '12 (N=1423)

Some Grad. School or Graduate Degree

■ '16 (N=763)
 ■ '15 (N=831)
 ■ '14 (N=812)
 ■ '13 (N=645)
 ■ '12 (N=735)



*added in 2016 **added in 2014

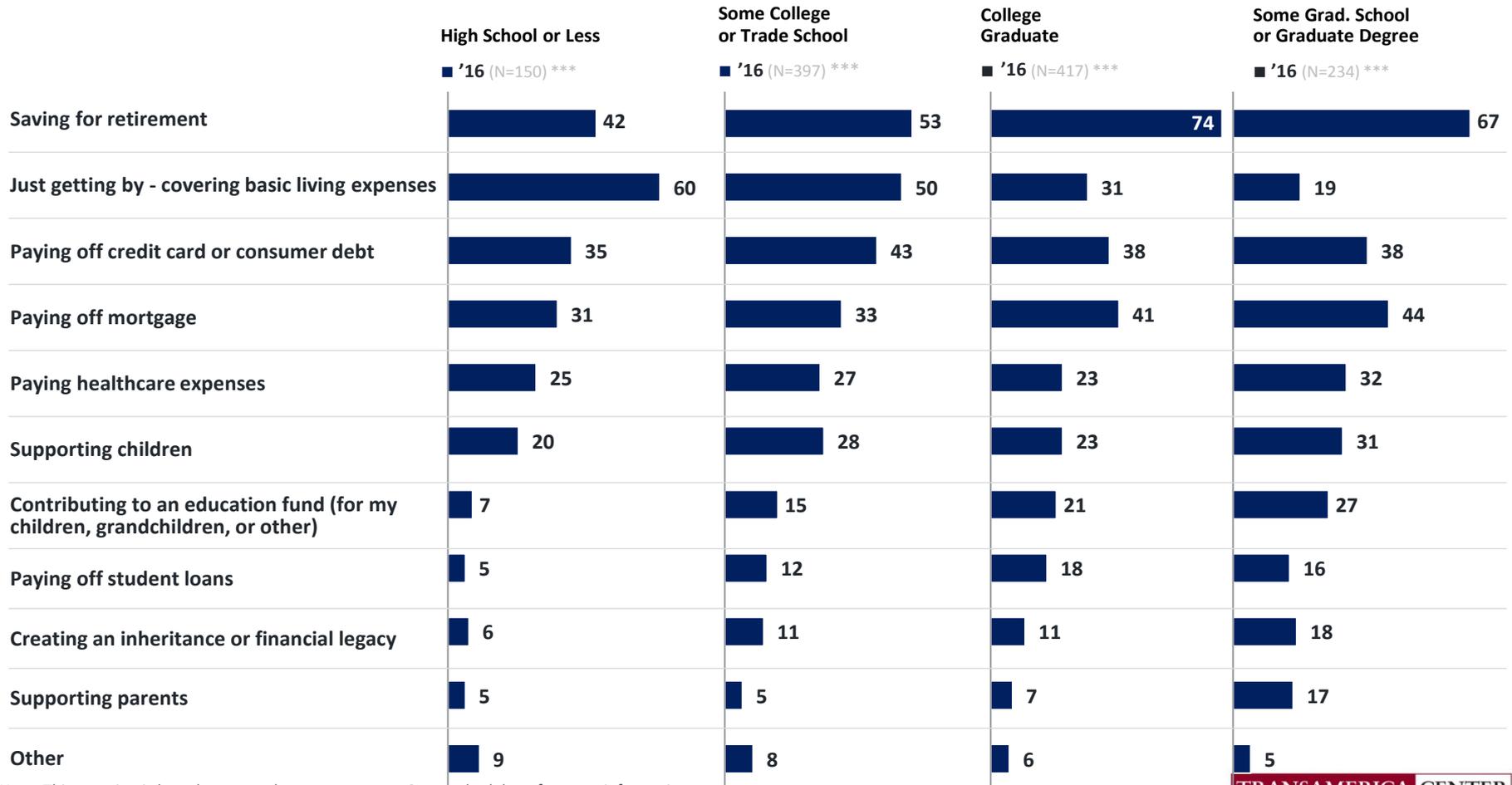
BASE: ALL QUALIFIED RESPONDENTS

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

Current Financial Priorities

“Saving for retirement” is the most frequently cited priority among workers with higher levels of education, including college graduates (74 percent) and those with a post-graduate degree (67 percent). In contrast “just getting by – covering basic living expenses” is most frequently cited among those with a high school diploma or less (60 percent) and those with some college or trade school (50 percent).

Current Financial Priorities (%)



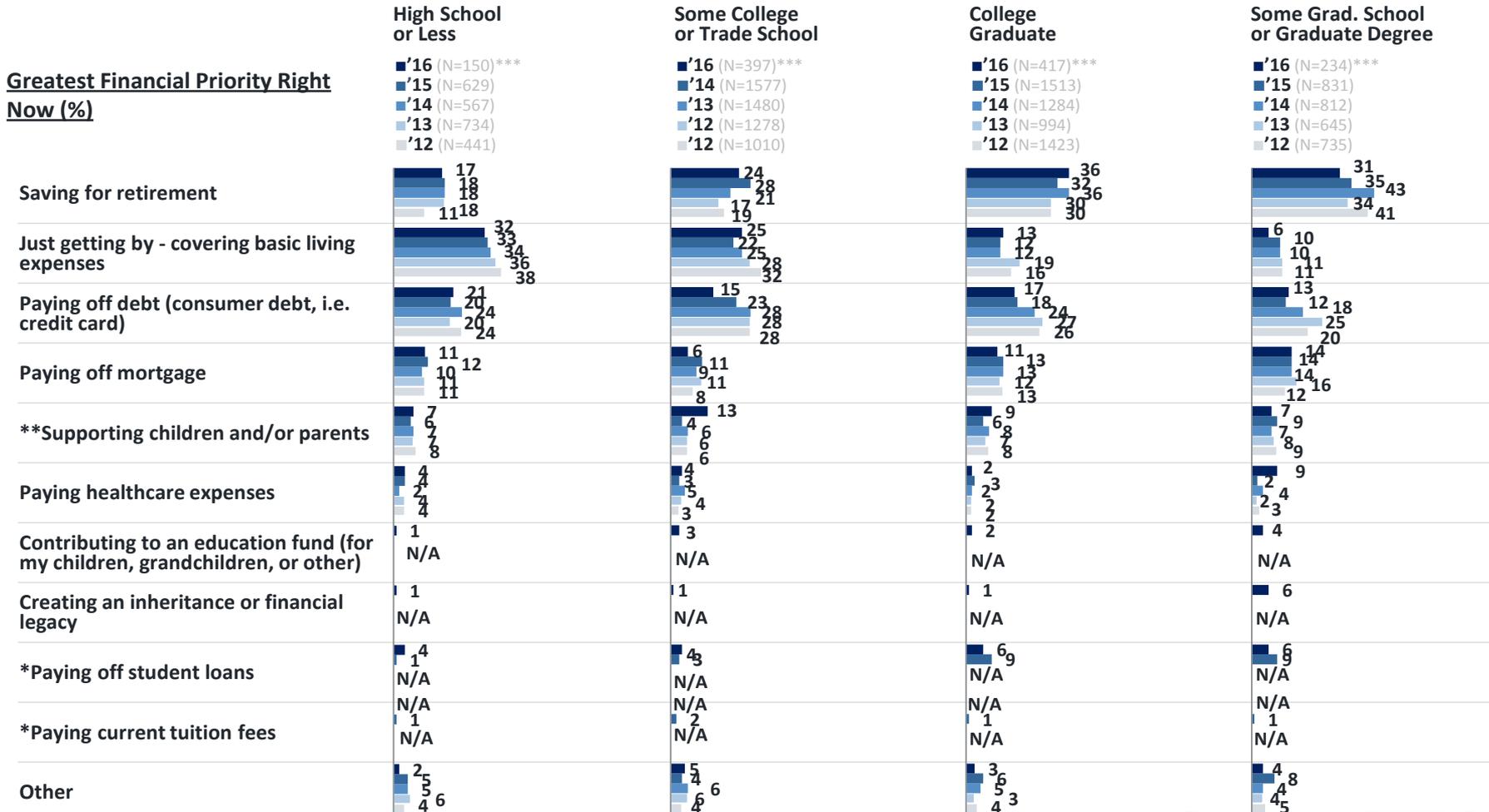
***Note: This question is based on a supplementary survey. See methodology for more information.

BASE: ALL QUALIFIED RESPONDENTS

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

Greatest Financial Priority Right Now

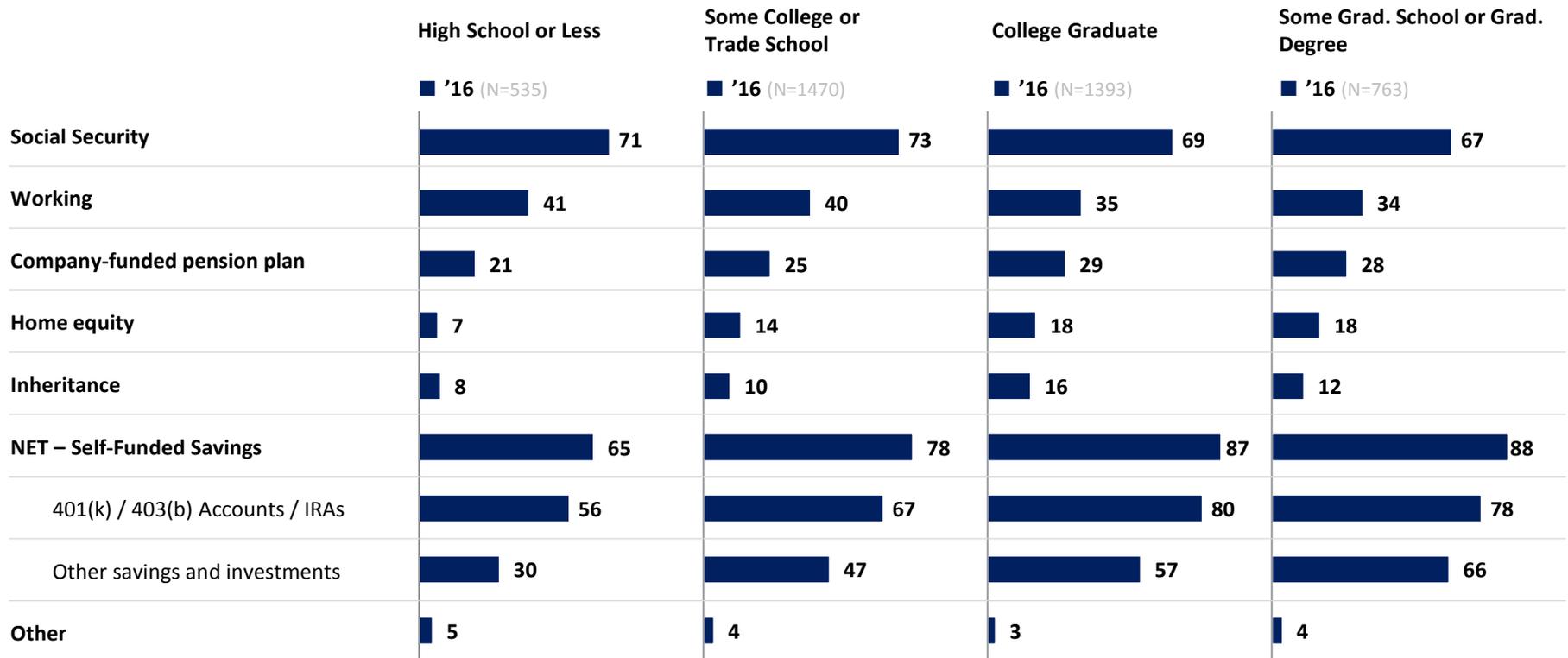
“Saving for retirement” is the most frequently cited top financial priority among those with a college or post-graduate degree. In contrast, those with some college (or less) or a trade school education are more likely to cite “just getting by” or “paying off debt.”



Expected Sources of Retirement Income

Across levels of educational attainment, the majority of workers expect retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 88 percent of post-graduates, 87 percent of college graduates, 78 percent of those with some college or trade school, and 65 percent of those with a high school diploma or less. More than one-third of workers across levels of educational attainment are expecting income from working to be a source of retirement income.

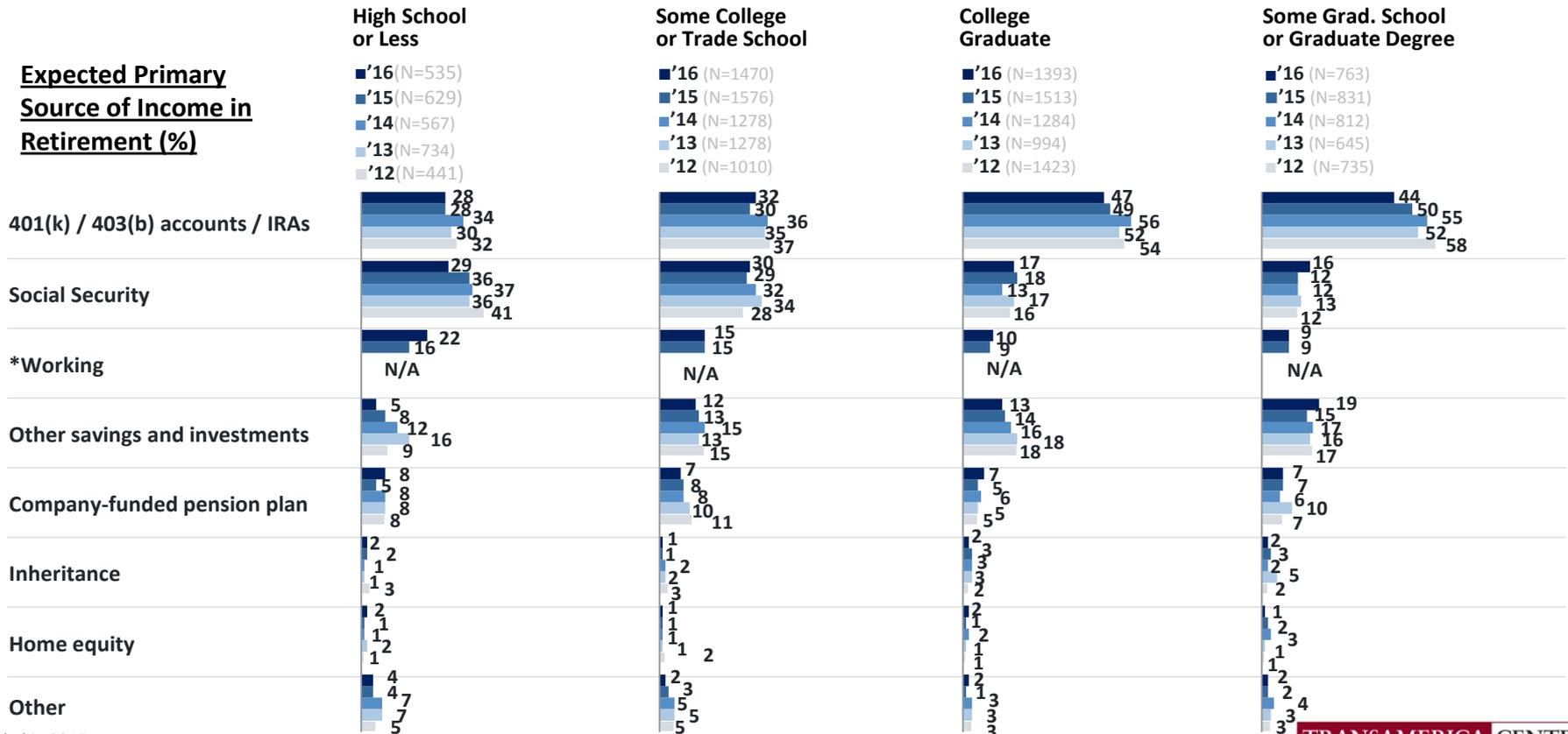
Expected Sources of Income During Retirement (%)



Expected Primary Source of Income in Retirement

Workers with higher levels of educational attainment are more likely to expect to rely on retirement accounts (e.g., 401(k)s, 403(b)s, or IRAs) as their expected primary source of income in retirement, including 47 percent of college graduates and 44 percent of those with a post-graduate degree. Non-college graduates tend to expect to rely on Social Security, including 30 percent of those with some college or trade school and 29 percent of those with some college or trade school and 29 percent of those with a high school education or less. Non-college graduates are also more likely to expect to rely on income from “working.”

Expected Primary Source of Income in Retirement (%)



*added in 2015

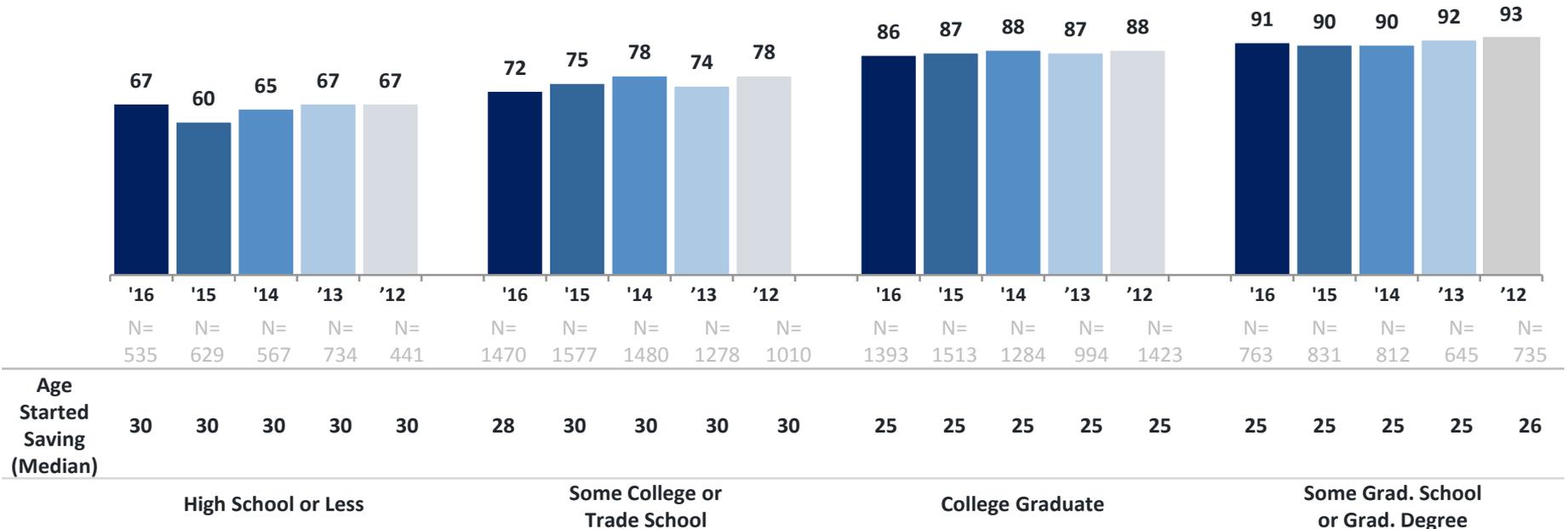
BASE: ALL QUALIFIED RESPONDENTS

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

Percentage Saving for Retirement/ Age They Started to Save

Savings rates increase with higher educational attainment. College graduates (86 percent) and those with a post-graduate degree (91 percent) are more likely to be saving compared to those with some college or trade school (72 percent) and those with a high school diploma or less (67 percent). Aligning with this trend, college graduates started saving at an earlier age (25 median), compared to those with some college or trade school (28 median) and those with a high school diploma or less (30 median).

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



BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

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

BASE: ALL QUALIFIED RESPONDENTS

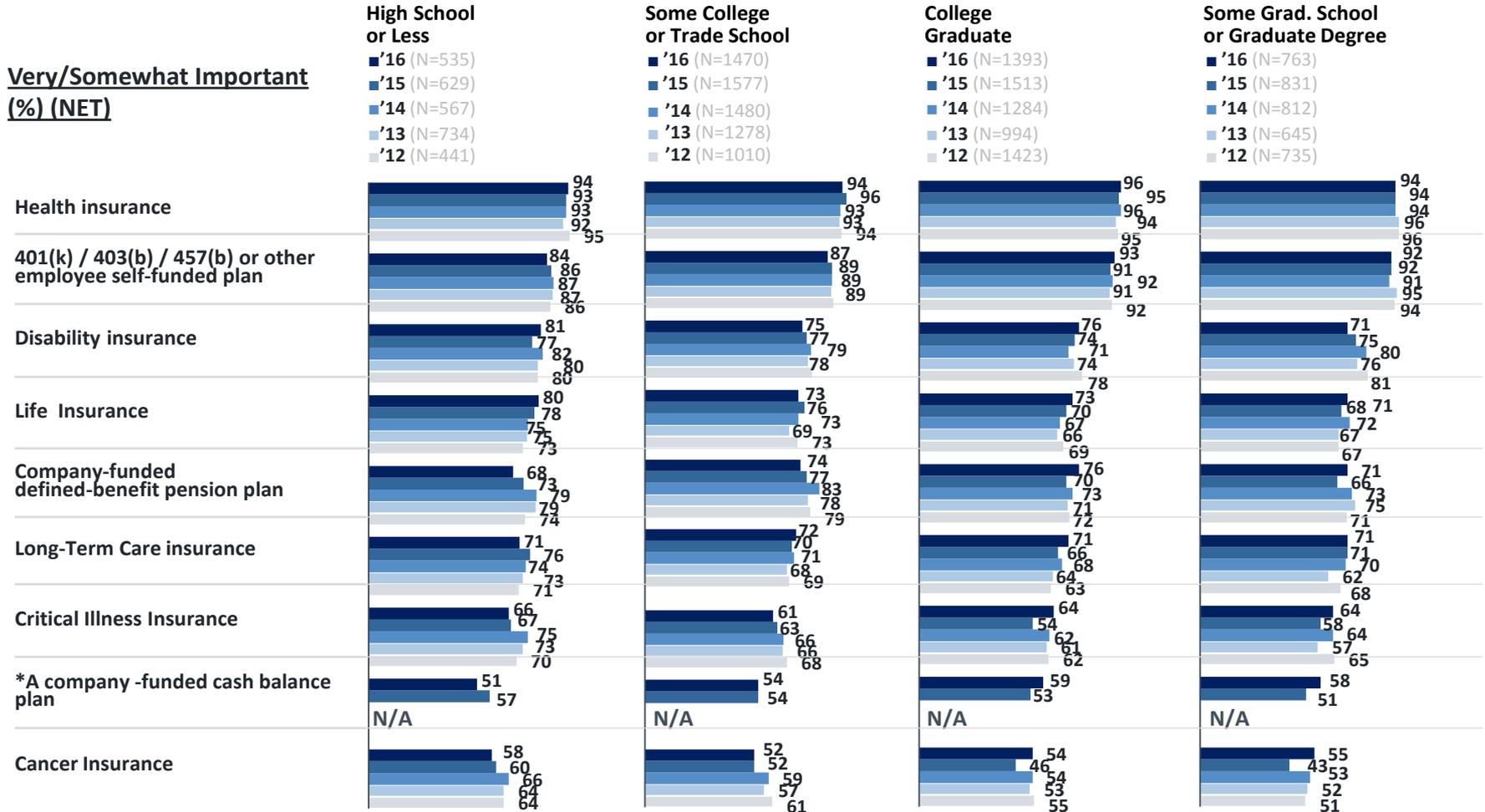
Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

BASE: INVESTING FOR RETIREMENT

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

Importance of Retirement Benefits Compared to Other Benefits

More than 83 percent of workers across all levels of educational attainment value a 401(k), 403(b), 457(b) or similar plan as an important employee benefit. Workers with higher levels of educational attainment are slightly more likely to value such benefits, a steady trend over the past five years.



*added in 2014

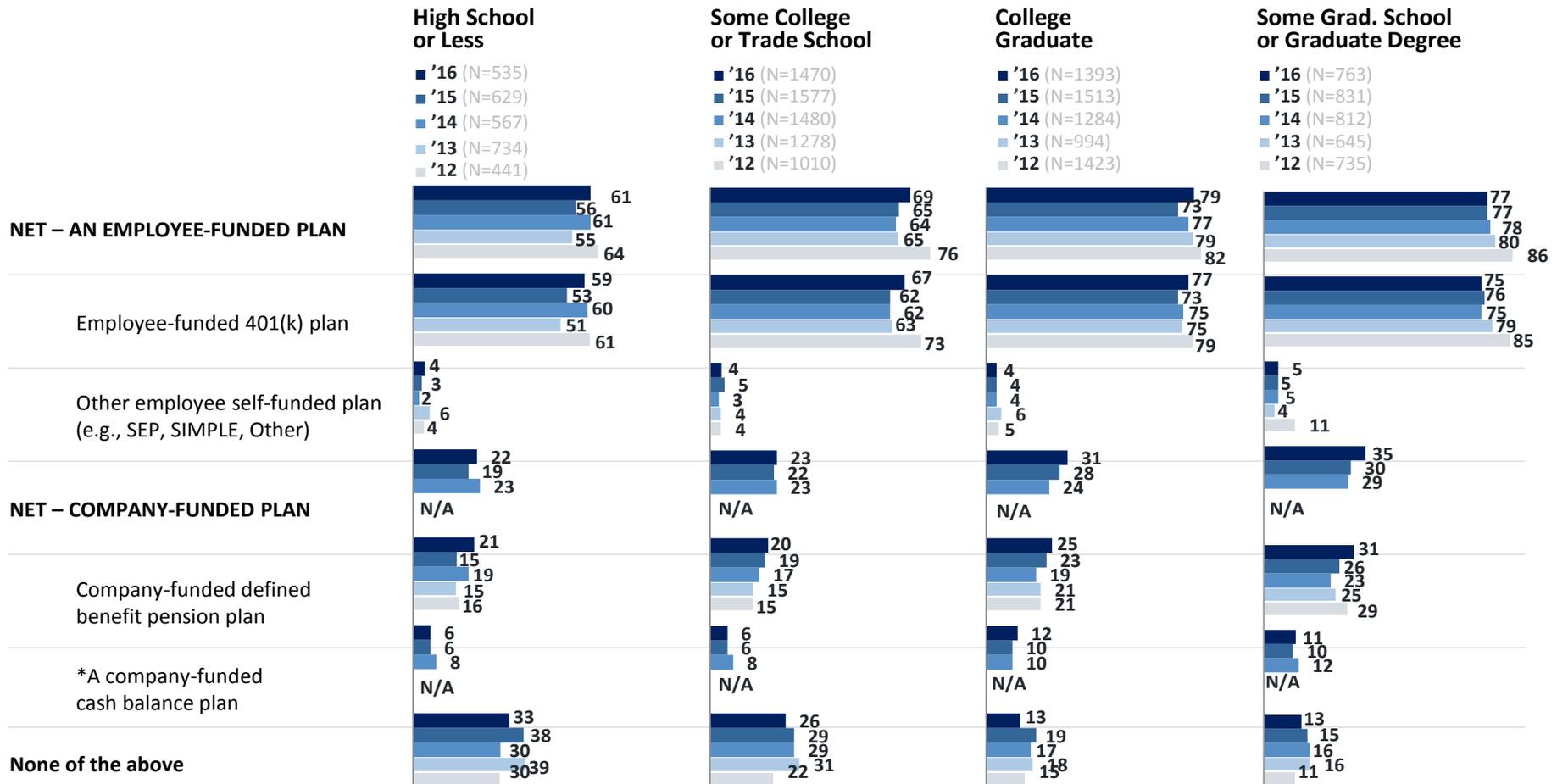
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Benefits Currently Offered

While most workers have access to employer-sponsored retirement benefits, those with higher educational attainment are more likely to be offered a plan compared to those with lower educational levels. An alarming 33 percent of workers with a high school education or less and 26 percent of those with some college or trade school are not offered retirement benefits.

Employer-Sponsored Retirement Benefits Currently Offered (%)



*added in 2014

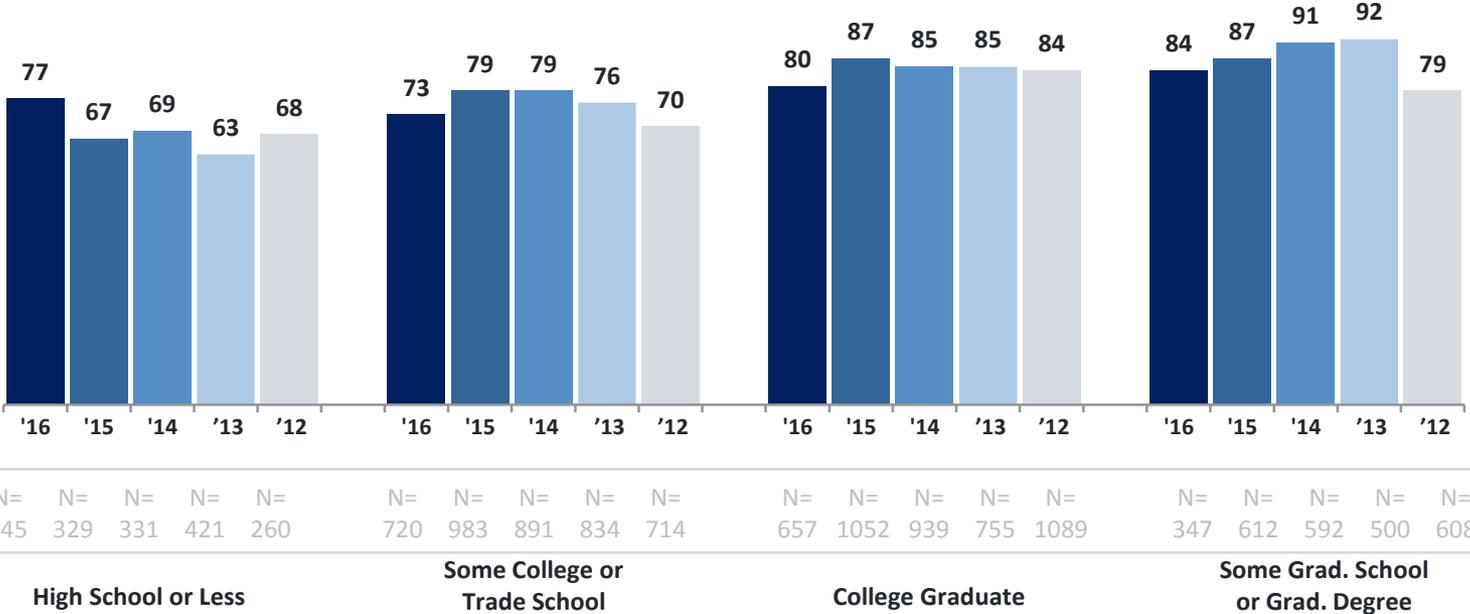
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate increases with level of educational attainment. Eighty-four percent of workers with a post-graduate degree participate in their employer’s plan, compared to 77 percent of those with a high school education or less. Participation rates have been relatively consistent in recent years — except for a significant increase found this year among workers with a high school education or less.

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



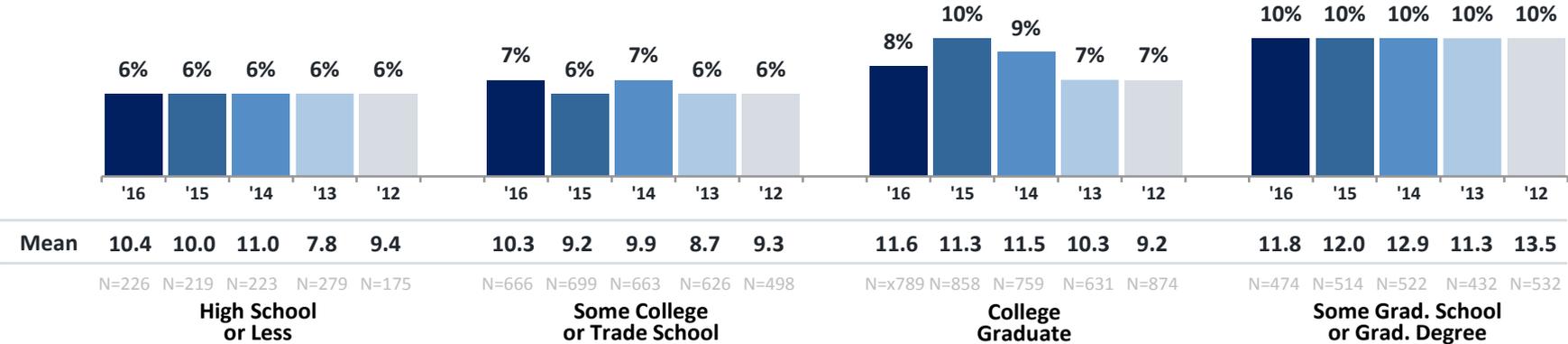
BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

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

Retirement Plan Contribution Rate

Among workers who participate in a 401(k) or similar plan, those with higher educational attainment continue to contribute more compared to those in lower educational levels. College graduates contribute 8 percent and those with a post-graduate degree contribute 10 percent (median); in contrast, workers with some college or trade school contribute 7 percent and those with a high school education or less contribute 6 percent (median). Retirement plan contribution rates have remained relatively consistent over the past five years with slight fluctuations for some college and college graduates.

Contribution Rate, Median %

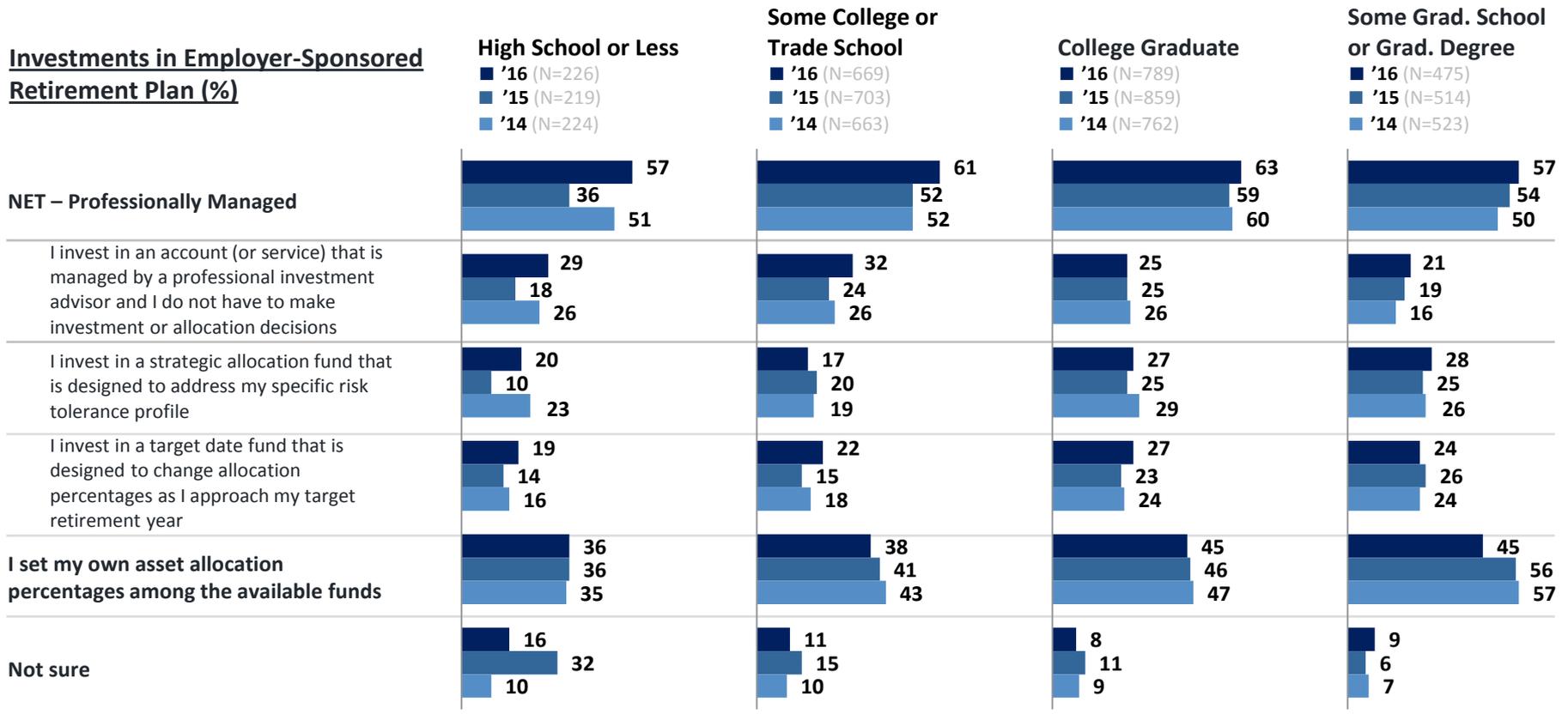


BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN

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

Approach to Investing in Retirement Plan

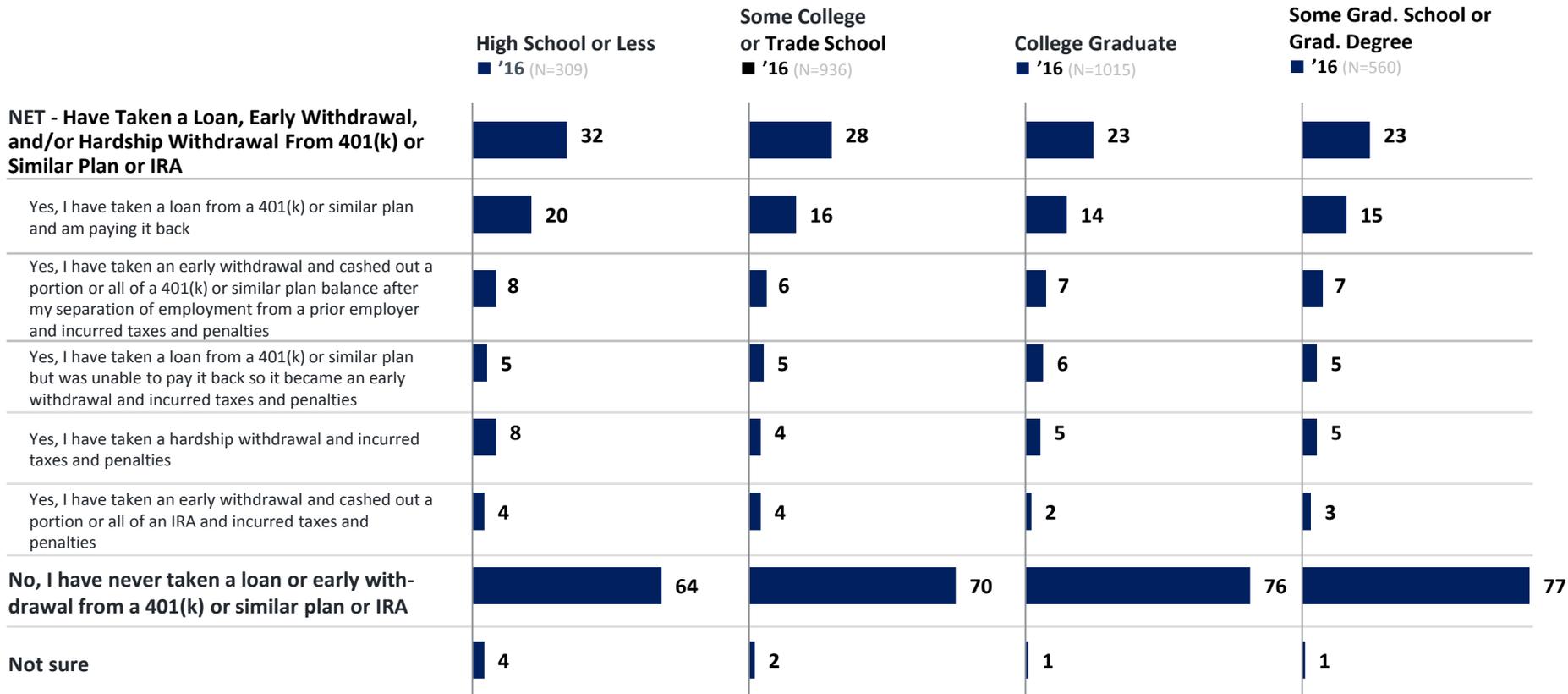
“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Regardless of level of educational attainment, the majority of plan participants use some form of professionally managed offering in their 401(k) or similar plans: 57 percent of workers with a high school diploma or less, 61 percent of those with some college or trade school, 63 percent of college graduates, and 57 percent of those with some graduate school or a post-graduate degree. Workers with higher educational attainment are more likely to set their own asset allocation percentage among the available funds.



Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among participants who are currently participating in a plan, more than one in five workers across levels of educational attainment have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan. Workers with a high school diploma or less are more likely to have done so compared to those with higher levels of educational attainment.

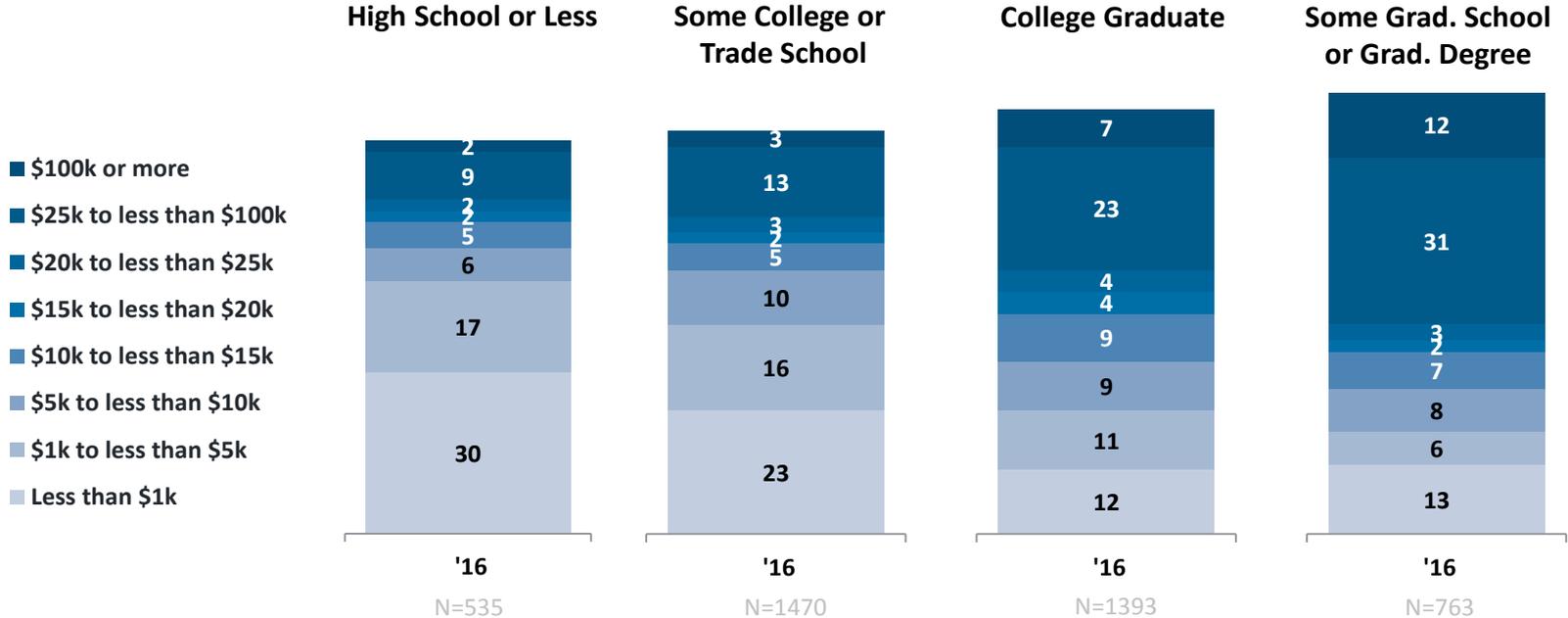
Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



Estimated Emergency Savings

Emergency savings can help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other); however, many workers have saved little. Workers with a high school education or less have saved just \$1,000 (median). Those with some college or trade school have saved \$4,000 (median). College graduates have saved \$10,000 (median). And workers with some graduate school or a graduate degree have saved \$25,000 (median) for such emergencies.

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



Not sure	27	25	22	18
Median	\$1,000	\$4,000	\$10,000	\$25,000

BASE: ALL QUALIFIED RESPONDENTS

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

Estimated Retirement Savings Needs

Workers' estimated retirement savings needs increase with higher educational attainment. College graduates estimate that they will need \$900k and workers with a post-graduate degree estimate \$1 million (estimated medians). In contrast, those with some college or trade school estimate that they will need \$500k and those with a high school education or less estimate \$250k (estimated medians).

	High School or Less					Some College or Trade School					College Graduate					Some Grad. School or Grad. Degree				
	'16 N=535	'15 N=629	'14 N=567	'13 N=734	'12 N=441	'16 N=1470	'15 N=1577	'14 N=1480	'13 N=1278	'12 N=1010	'16 N=1393	'15 N=1513	'14 N=1284	'13 N=994	'12 N=1423	'16 N=763	'15 N=831	'14 N=812	'13 N=645	'12 N=735
\$2m or more	11	27	23	7	8	10	26	23	12	13	21	34	35	25	20	29	42	37	29	32
\$1m to less than \$2m	13	18	16	16	14	19	23	21	18	22	28	32	27	25	29	28	31	29	29	31
\$500k to less than \$1m	21	17	21	19	22	24	21	23	26	25	20	18	19	24	22	17	16	16	21	18
\$100k to less than \$500k	25	25	26	37	36	29	20	21	29	30	17	11	14	18	20	12	7	13	14	13
Less than \$100k	30	13	15	21	20	18	10	12	15	11	14	5	5	9	9	14	4	5	7	6
Median	\$250k	\$600k	\$500k	\$250k	\$250k	\$500k	\$888k	\$750k	\$500k	\$500k	\$900k	\$1m	\$1m	\$900k	\$800k	\$1m	\$1.4m	\$1m	\$1m	\$1m

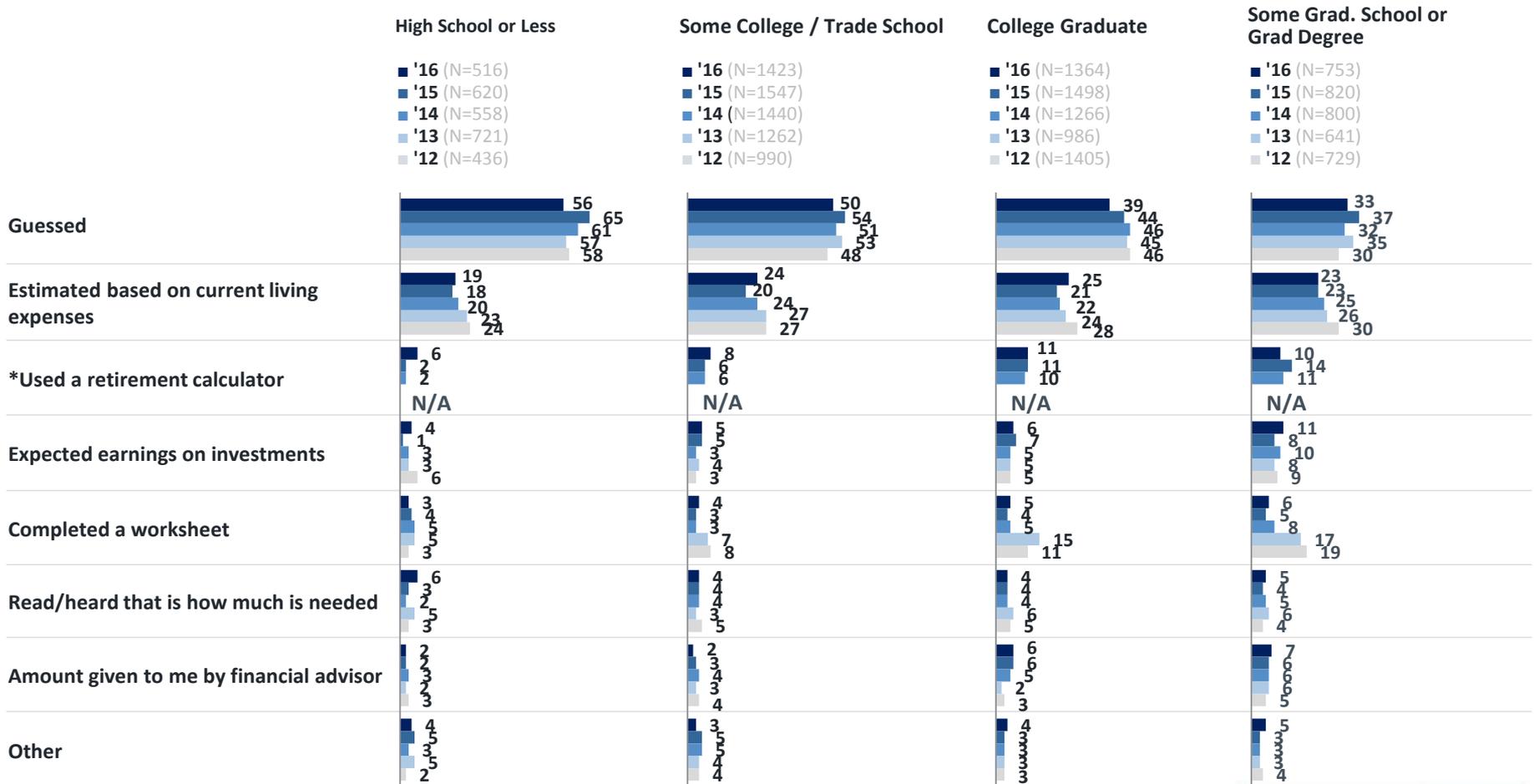
Note: The median is estimated based on the approximate midpoint of the range of each response category.

BASE: ALL QUALIFIED RESPONDENTS

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

Basis for Estimating Retirement Savings Needs

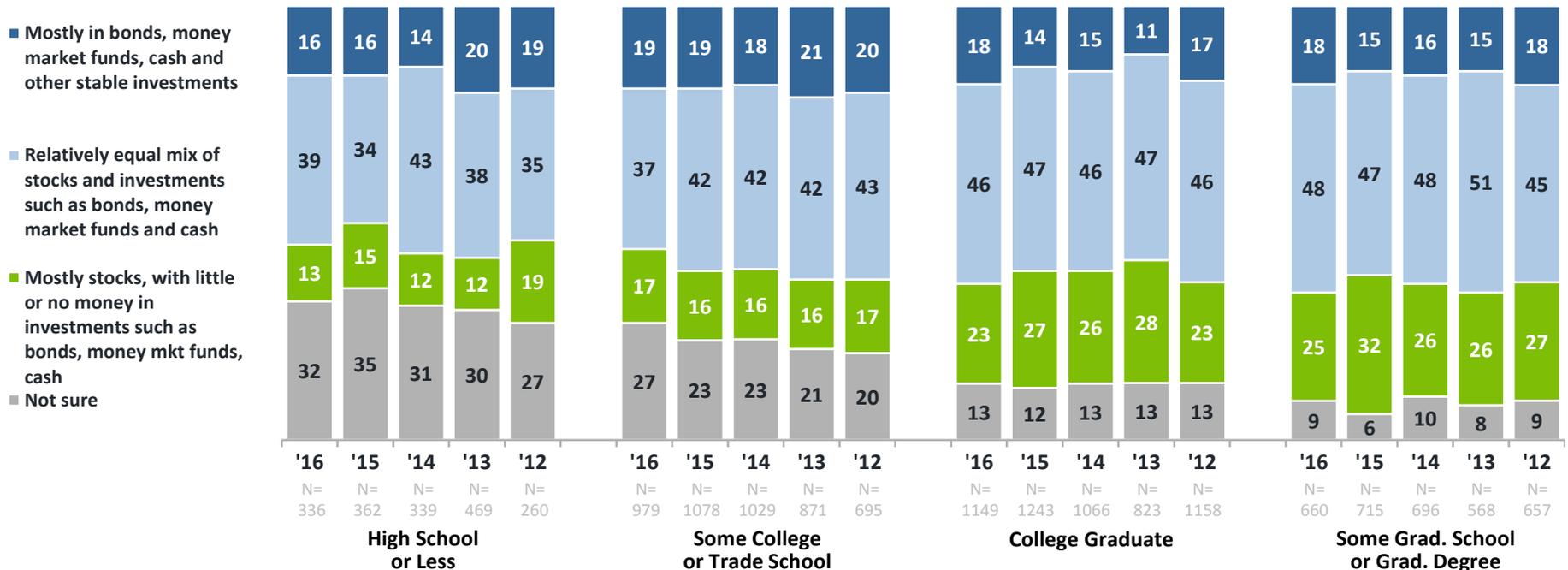
The percentage of workers guessing their retirement savings needs decreases with educational attainment. Those with a high school education or less (56 percent) are most likely to have guess compared to those with a post-graduate degree (33 percent). Few workers across education levels have used a retirement calculator.



Asset Allocation of Retirement Investments

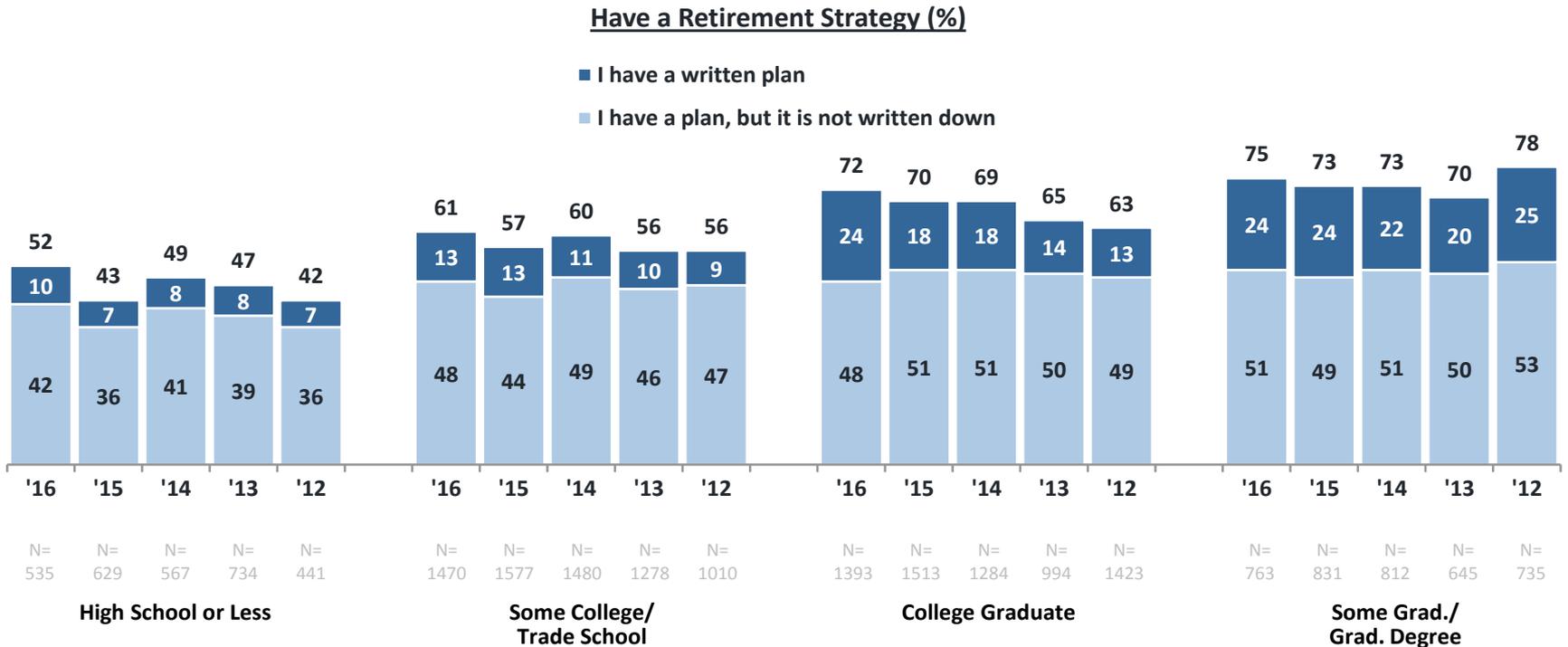
Across educational levels, workers most frequently say their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash. The response rate is higher among those with a college education (46 percent) or those with a post-graduate degree (48 percent), compared to those with some college or trade school (37 percent) and those with a high school education or less (39 percent). Nearly one-third (32 percent) of workers with a high school education or less are unsure about how their savings are invested. Asset allocation-related trends have been relatively consistent over the past five years.

How Retirement Savings Are Invested (%)



Retirement Strategy: Written, Unwritten, or None

The likelihood of workers having a retirement strategy increases with higher educational attainment – with more educated workers being more likely to have a strategy. Seventy-two percent of college graduates and 75 percent of workers with a post-graduate degree have a strategy, compared to only 52 percent of those with a high school diploma or less and 61 percent of those with some college or trade school. However, relatively few workers have yet to put their plans down in writing. The percentage of workers citing that they have a retirement strategy has increased across educational levels compared to last year.



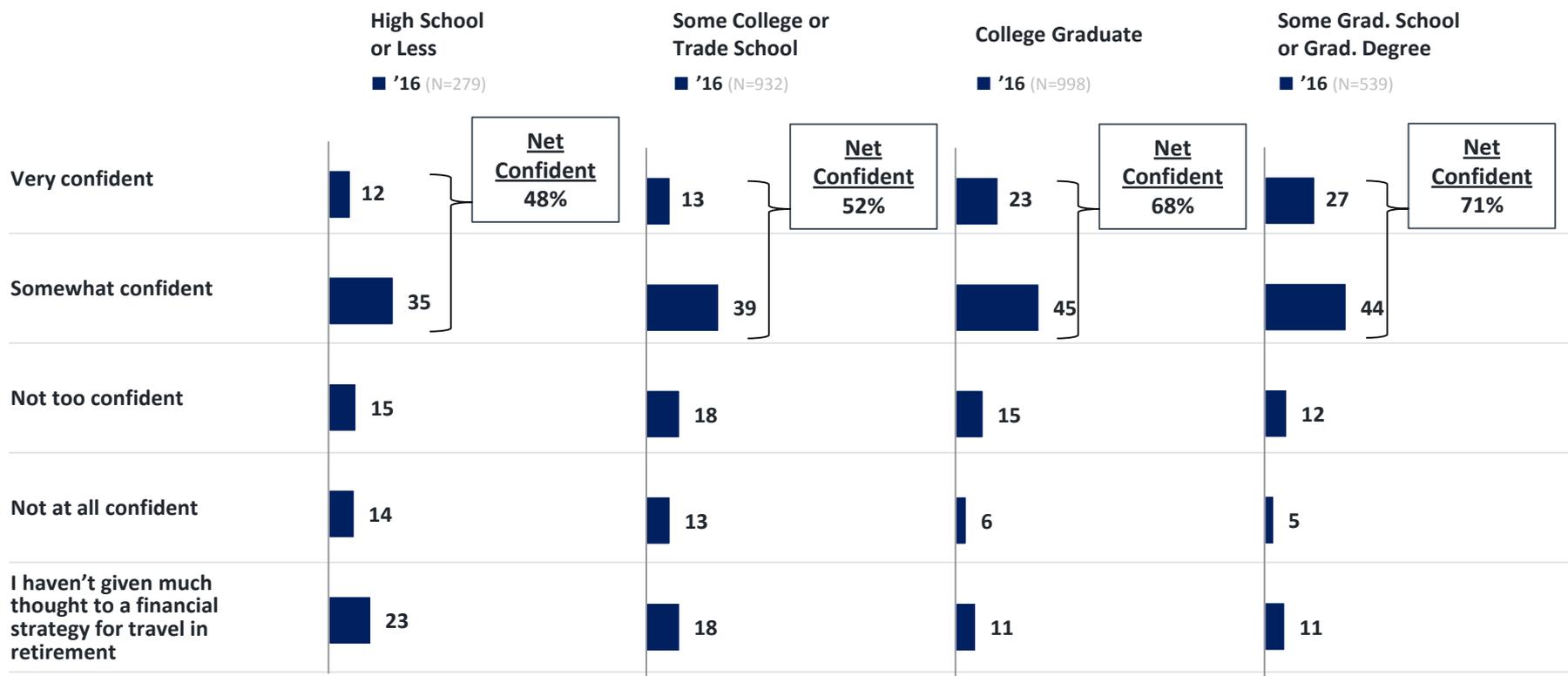
BASE: ALL QUALIFIED RESPONDENTS

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

Confidence that Financial Strategy Will Enable Travel Goals

Among those who dream of traveling in retirement, workers' confidence that their current financial strategy will enable travel goals varies dramatically by level of educational attainment. The majority of workers with college degree or more are confident compared to just half of workers with high school to some college education. Relatively few workers across educational levels are "very" confident. Some workers haven't given it much thought, a finding that is more common among workers with high school diploma or less (23 percent).

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



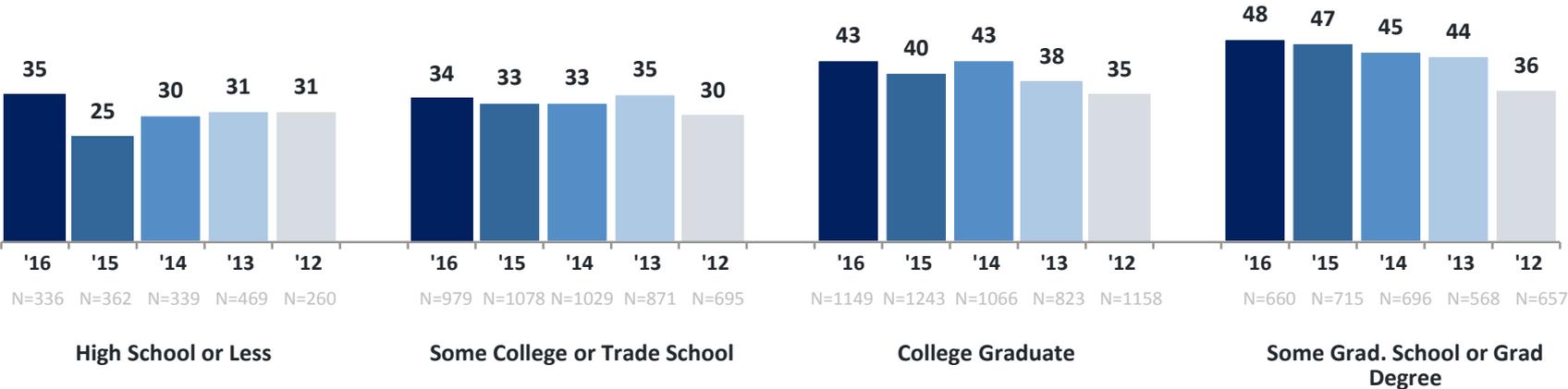
BASE: THOSE WHO DREAM OF TRAVELING IN RETIREMENT

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

Professional Financial Advisor Usage

Use of a professional financial advisor increases with higher educational attainment. College graduates (43 percent) and workers with a post-graduate degree (48 percent) are more likely to use a financial advisor, compared to workers with only some college or trade school (34 percent) or those with a high school education or less (35 percent). Advisor usage trends have been consistent for the past five years with the exception of an increase found among workers with a high school education or less this year.

Use a Professional Financial Advisor,
% Indicate "Yes"

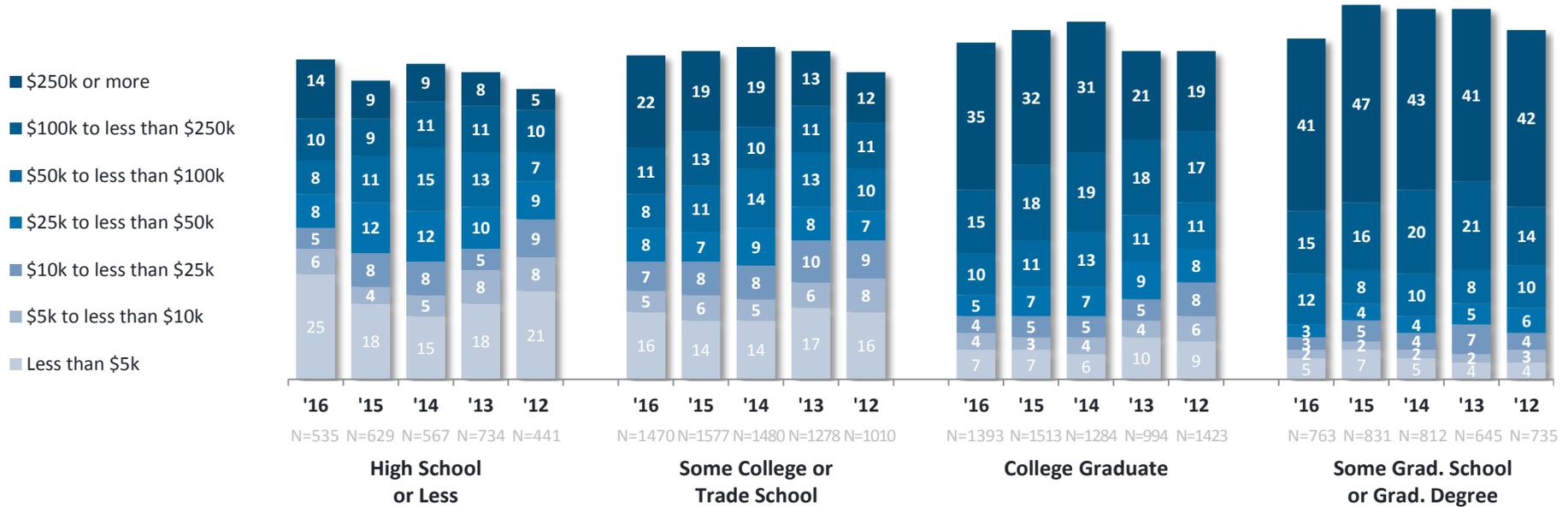


BASE: INVESTING FOR RETIREMENT
Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

Total Household Retirement Savings

Household retirement savings increase with higher educational attainment. College graduates have saved \$143,000 and workers with a post-graduate degree have saved \$176,000 (estimated medians). In contrast, workers with some college or trade school have saved \$47,000 and those with a high school education or less have saved \$23,000 (estimated medians). Forty-one percent of workers with a post-graduate degree have saved \$250,000 or more compared to just 14 percent of those with a high school education or less.

Total Household Retirement Savings (%)

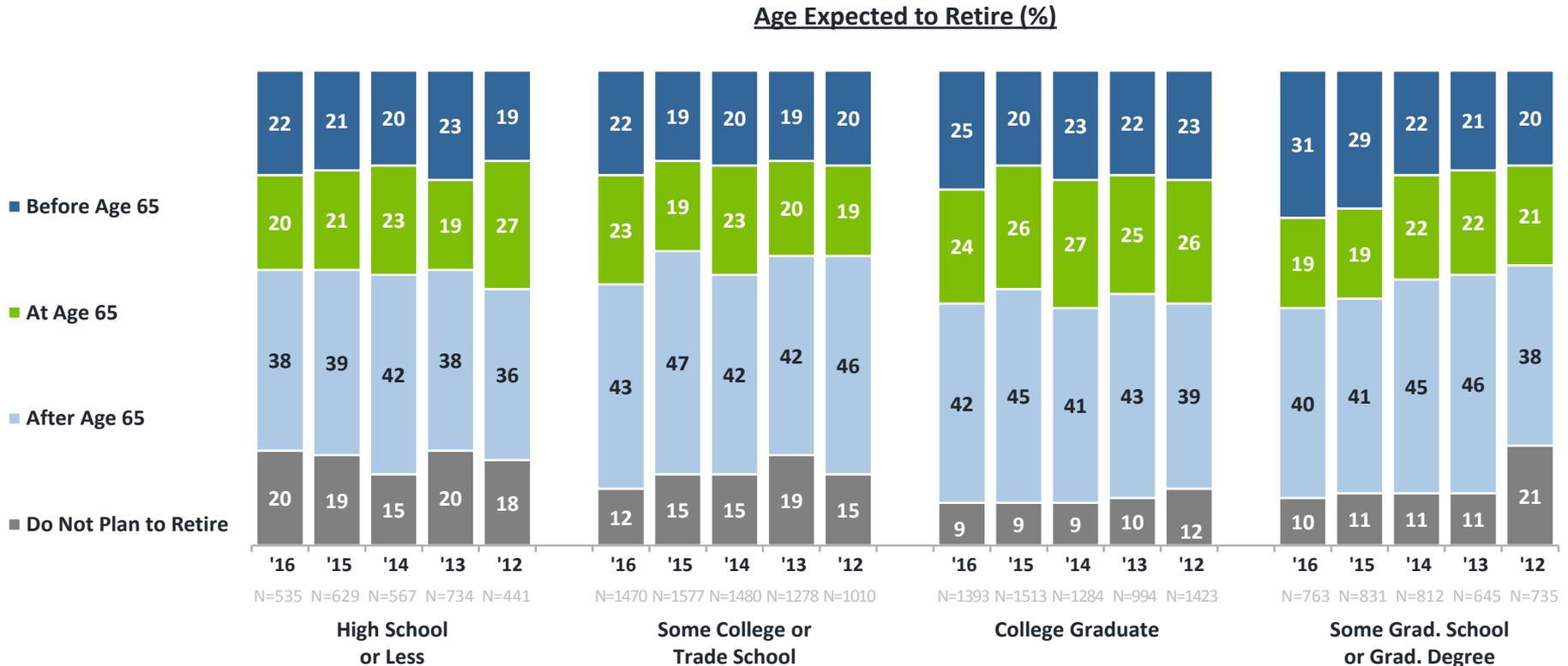


Not sure	13	16	12	13	18	15	11	11	11	13	10	8	7	10	9	10	5	4	5	4
Decline to answer	11	13	13	14	13	8	11	10	11	14	10	9	8	12	13	9	6	8	7	13
Estimated Median	\$23k	\$27k	\$31k	\$28k	\$14k	\$47k	\$51k	\$47k	\$33k	\$25k	\$143k	\$117k	\$114k	\$79k	\$66k	\$176k	\$178k	\$169k	\$157k	\$176k

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

Expected Retirement Age

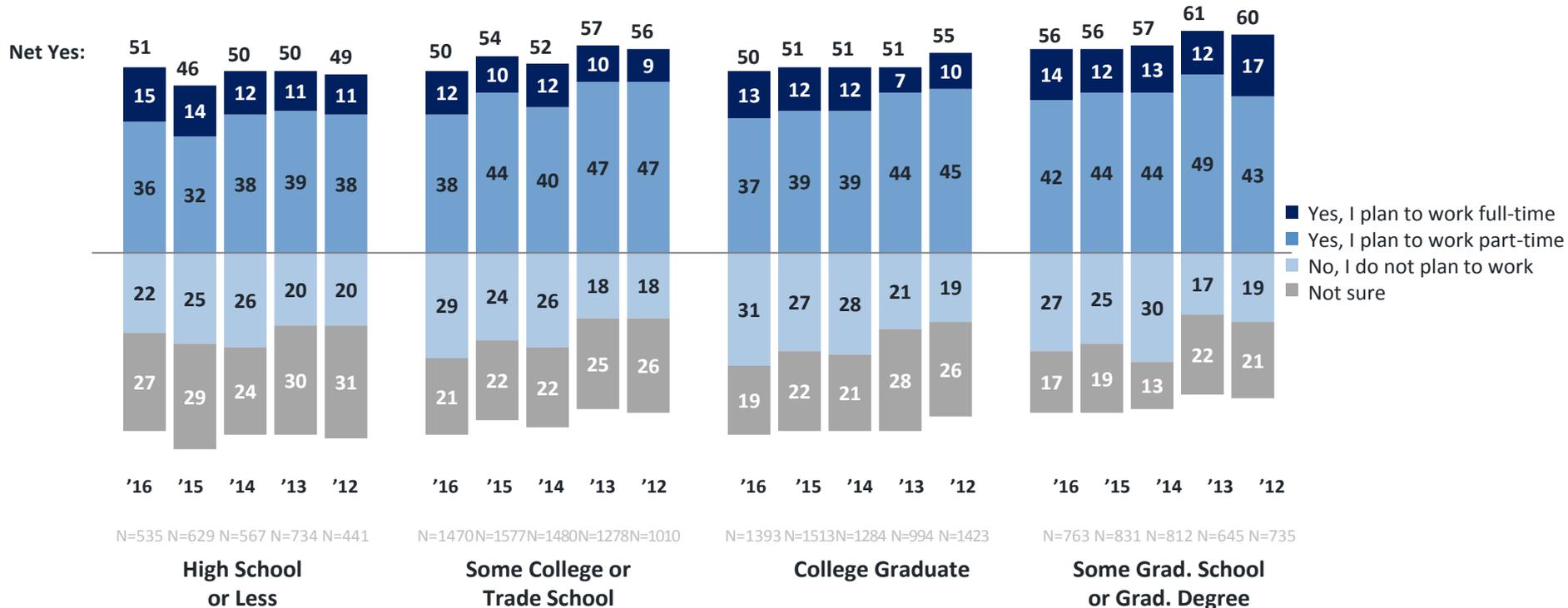
Most workers across levels of educational attainment expect to retire after age 65 or do not plan to retire, including 58 percent of those with a high school education or less, 55 percent of those with some college or trade school, 51 percent of college graduates, and 51 percent of those with a post-graduate degree. Additionally, 20 percent of workers with a high school education or less do not plan to retire — an expectation that decreases with higher levels of education.



Expectations of Working in Retirement

Approximately half of workers plan to continue working in retirement, which is relatively consistent across levels of educational attainment. Workers with a graduate level of education (56 percent) are most likely to plan to work in retirement and those with high school education or less (51 percent) are least likely. Among workers planning to work in retirement, most plan to do so on a part-time basis. This trend has been relatively consistent over the past five years.

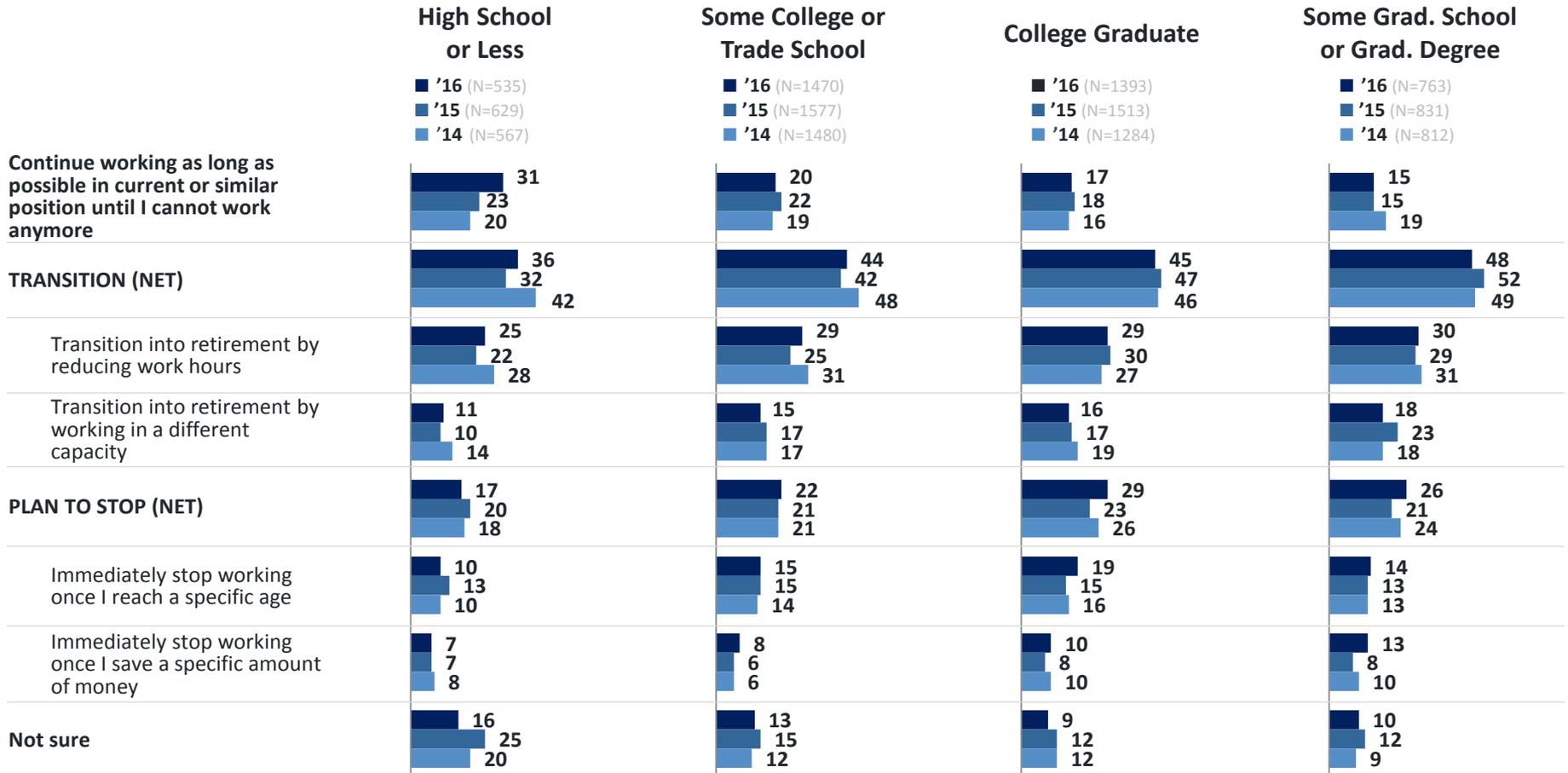
Working After Retirement (%)



Retirement Transitions: Phased Versus Immediate

Many workers envision a phased transition into retirement by changing work patterns (e.g., shifting from full-time to part-time or working in a different capacity). Workers with a post-graduate degree (48 percent) are most likely to expect this phased transition – while workers with a high school education or less are more likely to say they plan to continue working until they can't work any longer (31 percent) or “not sure” (16 percent).

How do you envision transitioning into retirement? (%)



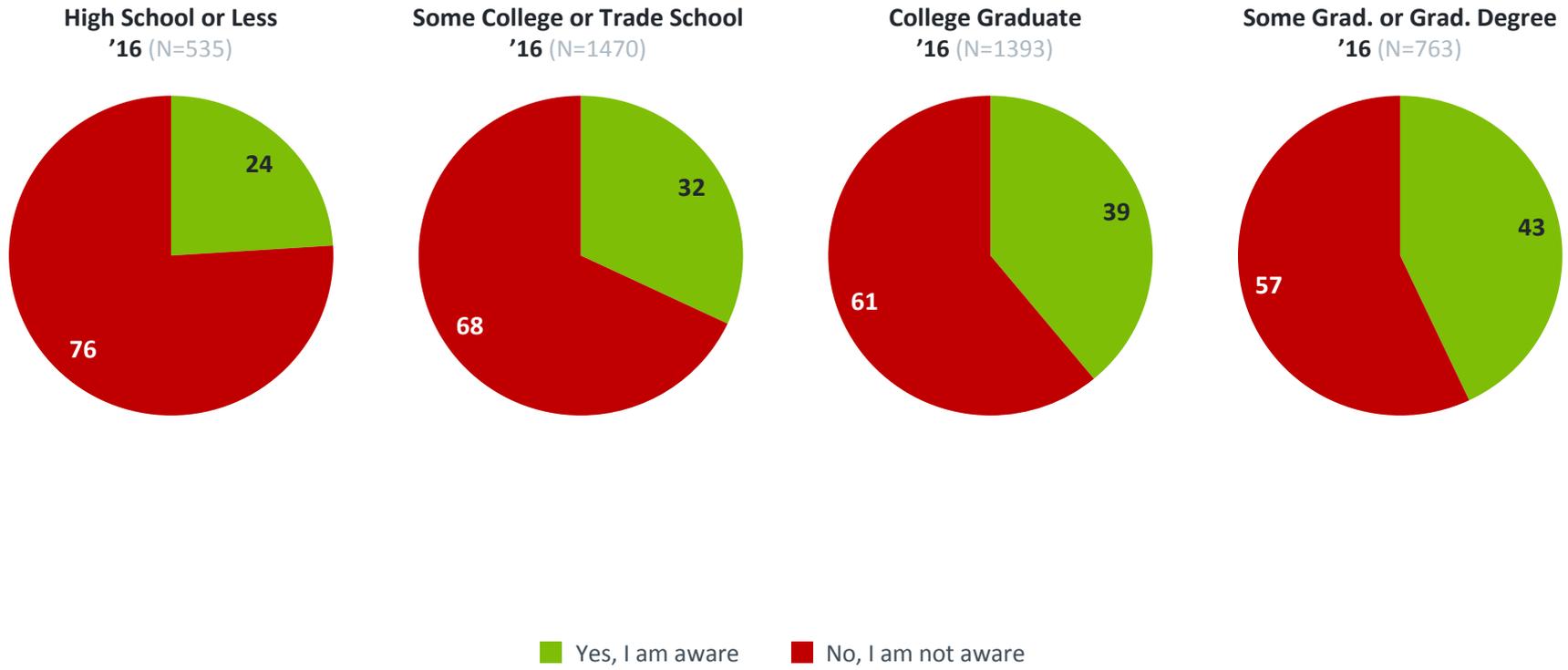
New in 2014.

BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Awareness of the Saver's Credit

Level of awareness about the IRS Saver's Credit – a tax credit available to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA – increases with higher educational attainment. College graduates (39 percent) and workers with some graduate school or a post-graduate degree (43 percent) are more likely to be aware of the Saver's Credit, compared to workers with some college or trade school (32 percent) and those with a high school education or less (24 percent).

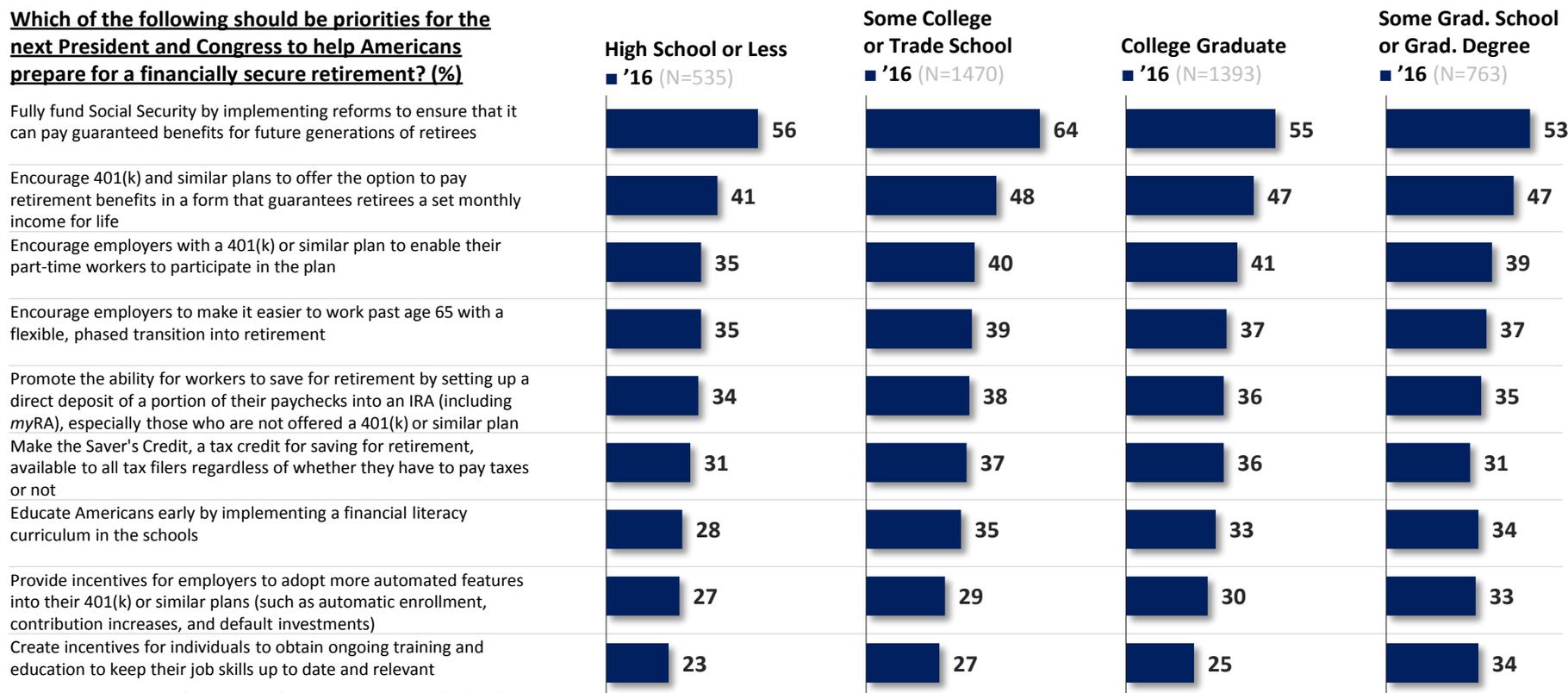


BASE: ALL QUALIFIED RESPONDENTS
Q1120. Are you aware of a tax credit called the "Saver's Credit," which is available to individuals and households, who meet certain income requirements, for making contributions to an IRA or a company-sponsored retirement plan such as a 401(k) plan or 403(b) plan?

Retirement Security Priorities for the New President and Congress

Workers across levels of educational attainment most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement: 56 percent of those with high school diploma or less, 64 percent of those with some college or trade school, 55 percent of college graduates, and 53 percent of post-graduates. Other top cited responses include “encouraging 401(k) plans to offer the option to pay retirement benefits in a form that guarantees retirees a set monthly income for life,” and “encouraging employers with a 401(k) or similar plan to enable their part-time workers to participate in the plan.”

Which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? (%)



Note: Responses not shown for less than five percent who said “other.”

BASE: ALL QUALIFIED RESPONDENTS

Q1427. With the November 2016 election in mind, which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? Select all.



Influences of Ethnicity on Retirement Readiness

Detailed Findings

Influences of Ethnicity on Retirement Readiness

Retirement expectations are generally similar across ethnicities. Workers of different ethnicities envision a phased transition into retirement and are planning to live well into their eighties. However, there are some disparities by ethnicity. Hispanic and African American workers are less likely to be saving for retirement and to have emergency savings in the event of a major financial setback, compared to White and Asian workers. However, White and Asian workers also face retirement risks. Efforts to improve the retirement outlook of Hispanic and African American workers, such as improving retirement plan participation, should benefit other ethnicities as well

Twenty-Eight Indicators of Retirement Readiness

- **Recovery From the Great Recession.** In 2016, nearly four in ten workers across ethnicities say were either not impacted or have fully recovered from the Great Recession, including 41 percent of African Americans, 39 percent of Whites, and 38 percent of both Hispanics and Asians. However, there are some differences across ethnicities of those who have not yet begun to recover or may never recover: Whites (19 percent), Asians (21 percent), African Americans (22 percent) and Hispanics (24 percent).
- **Confidence in Retiring Comfortably.** The majority of workers across ethnicities are confident that they will be able to fully retire with a comfortable lifestyle: 61 percent of White, 63 percent of Hispanic, 65 percent of African American, and 63 percent of Asian workers. Relatively few workers of all four ethnic groups are “very” confident, including 15 percent of White, 13 percent of Hispanic, 18 percent of African American, and 17 percent of Asian workers.
- **Building a Large Enough Nest Egg?** Workers’ confidence in whether they are building a large enough retirement nest egg varies by ethnicity. Asian workers (57 percent) are most likely to agree that they are building a large enough nest egg, followed by Hispanic (54 percent), White (51 percent), and African American workers (49 percent).

Influences of Ethnicity on Retirement Readiness

- **Retirement Dreams Include Leisure and Work.** Traveling is the most frequently cited retirement dream among workers across ethnicities, including White (63 percent), Hispanic (69 percent), African American (60 percent), and Asian (71 percent). Spending more time with family and friends is the second most frequently cited dream, a finding which is consistent across ethnicities. Interestingly, many dream of working in retirement.
- **Age Planning to Live to.** Among ethnicities, African American workers are planning to live to an older age of 95 (median) with 29 percent planning to become centenarians. Hispanic workers are planning to live to age 87 (median) with 15 percent planning to live to age 100+, while White and Asian workers are planning to live to age 85 (median) with 14 percent of them planning to live to age 100+.
- **Retirement Beliefs.** Most workers across ethnicities feel that their generation compared to their parent's generation will have a much harder time achieving financial security. This anxiety is also reflected in the large proportions of workers across ethnic groups who are concerned that Social Security will not be there for them when they are ready to retire, including Hispanic (80 percent), Asian (81 percent), and White and African American workers (both 76 percent).
- **Expected Sources of Retirement Income.** Across ethnicities, the majority of workers expect retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 84 percent of Asians, 79 percent of Whites, 75 percent of African Americans, and 74 percent of Hispanics. More than one-third of workers across ethnicities expect income from working when they are in retirement.
- **Expected Primary Source of Income in Retirement.** Workers across all ethnic groups continue to share similar expectations for retirement income — 401(k)s or similar accounts. Asian workers (41 percent), followed closely by White and Hispanic workers (both 37 percent), and African Americans (30 percent) expect to do so.

Influences of Ethnicity on Retirement Readiness

- **Percentage Saving for Retirement/ Age They Started to Save.** Asian workers (86 percent) are most likely to be saving for retirement through an employer-sponsored retirement plan and/or outside of work, followed by White (78 percent), African American (73 percent), and Hispanic workers (70 percent). In terms of the median age that they started saving, African American and Asian workers started at a relatively younger age (age 25), compared to White (age 28) and Hispanic (age 26) workers.
- **Importance of Retirement Benefits Compared to Other Benefits.** Approximately nine in ten workers across ethnicities value a 401(k) or similar employee-funded retirement as an important benefit. They value retirement plans second only to health insurance.
- **Retirement Benefits Currently Offered.** Most workers across ethnic groups are offered a 401(k) or other self-funded plan by their employers. Such access is greatest among Asian workers (79 percent) and least among Hispanic workers (66 percent), and similar among White (71 percent) and African American workers (73 percent).
- **Retirement Plan Participation.** Among workers who are offered a 401(k) or similar plan, the participation rate varies across ethnic groups. White (81 percent) and Asian workers (78 percent) are more likely to be participating in their employer's plan, compared to Hispanic (67 percent) and African American workers (71 percent).
- **Retirement Plan Contribution Rate.** Of workers who participate in a 401(k) or similar plan, the median contribution rate is highest among Asian workers (10 percent), followed by Hispanic and African American (both 8 percent) and White workers (7 percent).
- **Approach to Investing in Retirement Plan.** "Professionally managed" accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Across ethnicities, the majority of plan participants use some form of professionally managed offering in their 401(k) or similar plans: 59 percent Whites, 62 percent of Hispanics, 62 percent of Asians, and 63 percent of African Americans. White (43 percent) and Hispanic workers (40 percent) are slightly more likely to set their own asset allocation percentage among the available funds, compared to African American (34 percent) and Asian workers (36 percent).

Influences of Ethnicity on Retirement Readiness

- **Retirement Plan Leakage: Loans and Withdrawals.** “Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among participants who are currently participating in a plan, some workers across ethnicities have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan, including African American workers (31 percent) who are most likely to have done so, followed by Hispanic workers (29 percent), White workers (27 percent), and Asian workers (18 percent).
- **Estimated Emergency Savings.** Emergency savings can help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other); however, workers report having saved relatively little in this regards. White workers have saved \$5,000 (median), Hispanics have saved \$3,000 (median), African Americans have saved \$1,000 (median), and Asian workers have saved \$20,000 (median). More than one in five White, Hispanic, and African American workers have saved less than \$1,000 for such emergencies.
- **Estimated Retirement Savings Needs.** Asian workers estimate that they will need to have saved \$1 million by the time they retire in order to feel financially secure. White and Hispanic workers estimate they will need \$500k (estimated median), and African American workers estimate \$250k.
- **Basis for Estimating Retirement Savings Needs.** Many workers are “guessing their retirement savings needs. African American workers (52 percent) are most likely to have guessed while Asian workers (39 percent) are least likely to have done so. Few workers across ethnic groups indicate that they have used a retirement calculator to estimate their savings needs.
- **Asset Allocation of Retirement Investments.** Workers across ethnicities most frequently indicate that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; however, the response rate is lower among African American workers (32 percent) compared to White (43 percent), Hispanic (40 percent), and Asian workers (43 percent). More than one in five White, Hispanic, and African American workers are unsure how their savings are invested.

Influences of Ethnicity on Retirement Readiness

- **Retirement Strategy: Written, Unwritten, or None.** The majority of workers across ethnicities have some form of retirement strategy (either written or unwritten), including 63 percent of Whites and Hispanics, 64 percent of African Americans, and 67 percent of Asians. However, few workers across ethnicities have a written strategy, including Whites and Hispanics (both 17 percent), African Americans (18 percent), and Asians (15 percent).
- **Confidence that Financial Strategy Will Enable Travel Goals.** Among workers who dream of traveling in retirement, the majority are confident their current financial strategy will allow them to meet their travel goals: 59 percent of Whites, 59 percent of Hispanics, and 60 percent of both African Americans and Asians. However, relatively few across ethnic groups are “very” confident and some haven’t given it much thought.
- **Professional Financial Advisor Usage.** Hispanic workers (46 percent) are most likely to use a professional financial advisor to help manage their retirement savings or investments while Asian workers (29 percent) are least likely. Forty-percent of White and 36 percent of African American workers use a financial adviser.
- **Total Household Retirement Savings.** White and Asian workers have the highest reported household retirement savings (estimated medians of \$89k and \$134k, respectively). They are also most likely to say that they have saved \$25k or more (29 percent of Whites and 33 percent of Asians). In contrast, Hispanic workers have saved \$48k and African American workers have saved \$22k.
- **Expected Retirement Age.** The majority of White (58 percent) and Asian workers (51 percent) expect to work past age 65 or do not plan to retire. In contrast, the majority of African American (59 percent) and Hispanic workers (52 percent) expect to retire at age 65 or sooner.
- **Expectations of Working in Retirement.** Across ethnicities, approximately half of workers plan to work full- or part-time in retirement, including 51 percent of Whites, 50 percent of Hispanics, 49 percent of African Americans, and 50 percent of Asian workers.

Influences of Ethnicity on Retirement Readiness

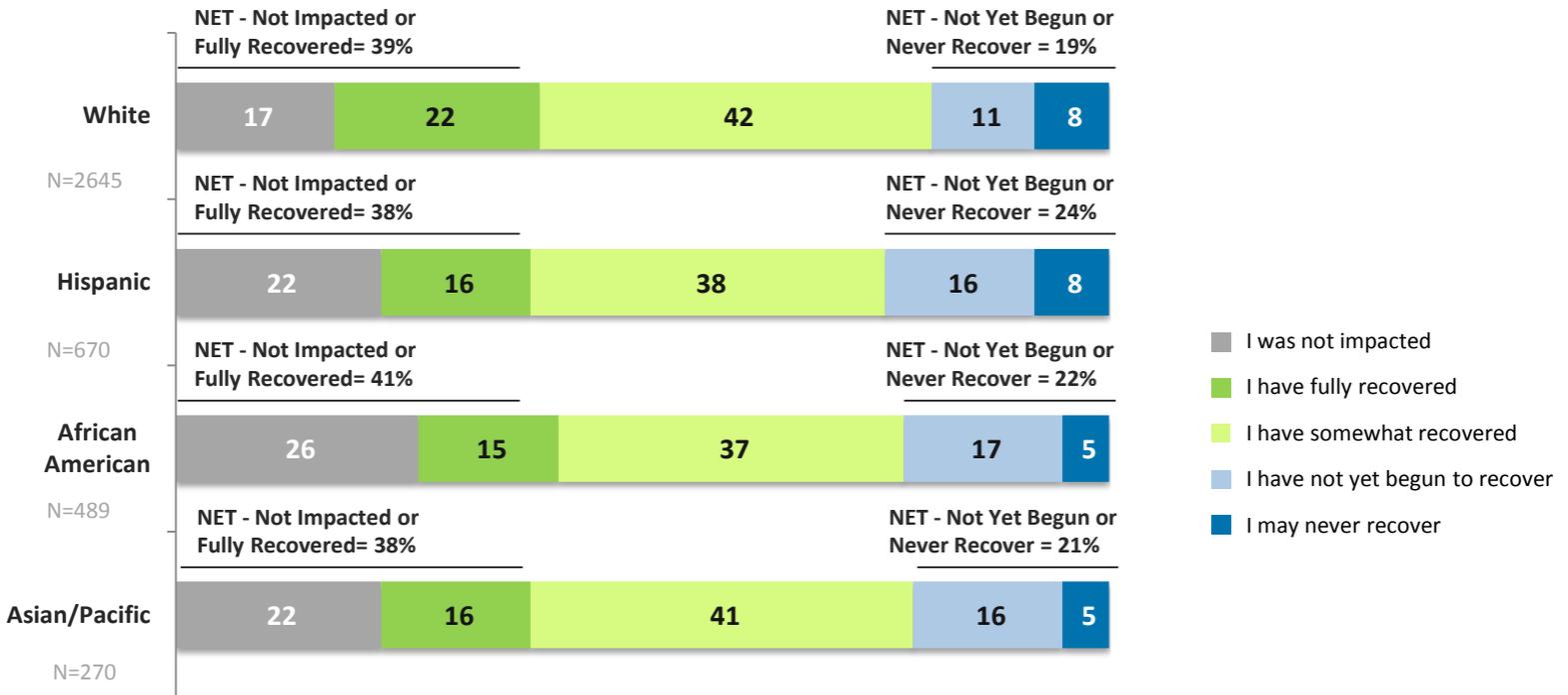
- **Retirement Transitions: Phased Versus Immediate.** Many workers across ethnicities envision a phased transition into retirement by changing work patterns (e.g., shifting from full-time to part-time or working in a different capacity), including 40 percent of Whites, 45 percent of Hispanics, 44 percent of African Americans, and 48 percent of Asians. Approximately one in five workers across ethnicities plan to immediately stop working when they reach a specific age or savings goal.
- **Awareness of the Saver's Credit.** The IRS offers a tax credit to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA, called the Saver's Credit – yet only about one-third of workers across ethnicities are aware of it. Hispanic (36 percent) and Asian workers (35 percent) are more likely to be aware of the Saver's Credit, compared to White (32 percent) and African American workers (30 percent).
- **Retirement Security Priorities for the New President and Congress.** Workers across ethnicities most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement. However, there are noteworthy differences by ethnicity. White workers (63 percent) are more likely to cite fully funding Social Security compared to other ethnicities. Hispanic workers (38 percent) are slightly more likely to cite “educating Americans early by implementing a financial literacy curriculum in school.” African American workers (36 percent) are more likely to cite “creating incentives for individuals to obtain ongoing training and education to keep their job skills up to date and relevant.”

In this section, please note that data is unavailable for two indicators – Current Financial Priorities (Q2639) and Greatest Financial Priority Right Now (Q2640) – due to very small base sizes.

Recovery From the Great Recession

In 2016, nearly four in ten workers across ethnicities say were either not impacted or have fully recovered from the Great Recession, including 41 percent of African Americans, 39 percent of Whites, and 38 percent of both Hispanics and Asians. However, there are some differences across ethnicities of those who have not yet begun to recover or may never recover: Whites (19 percent), Asians (21 percent), African Americans (22 percent) and Hispanics (24 percent).

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

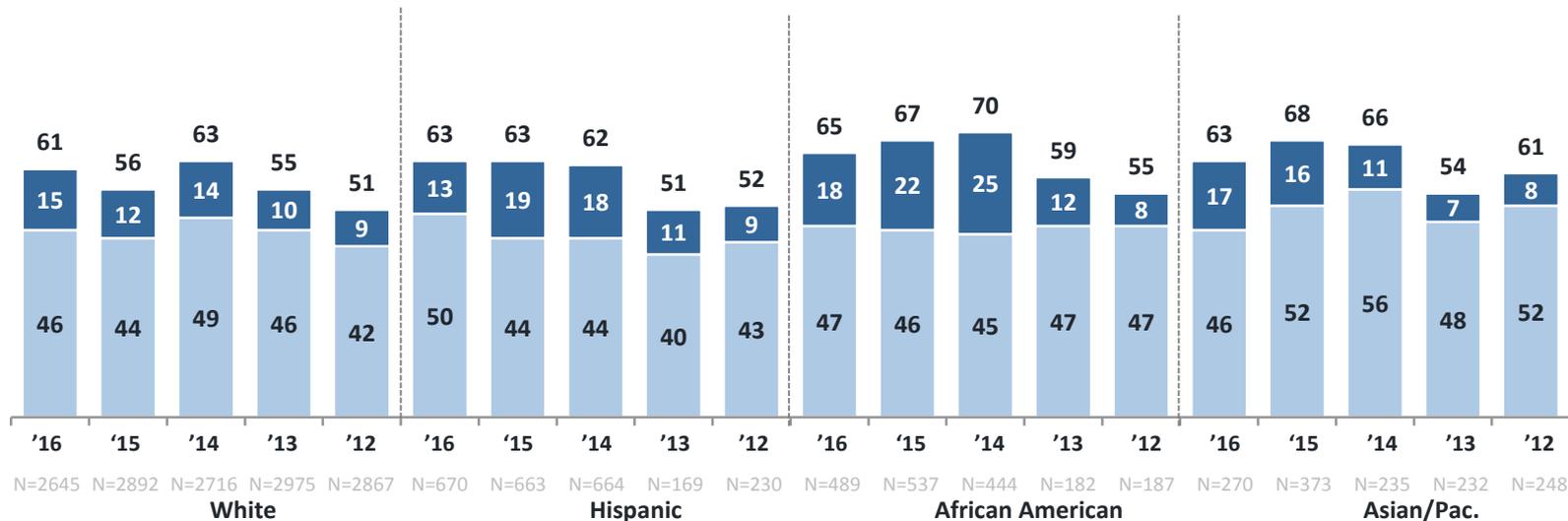


Confidence in Retiring Comfortably

The majority of workers across ethnicities are confident that they will be able to fully retire with a comfortable lifestyle: 61 percent of White, 63 percent of Hispanic, 65 percent of African American, and 63 percent of Asian workers. Relatively few workers of all four ethnic groups are “very” confident, including 15 percent of White, 13 percent of Hispanic, 18 percent of African American, and 17 percent of Asian workers.

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

■ Very confident ■ Somewhat confident



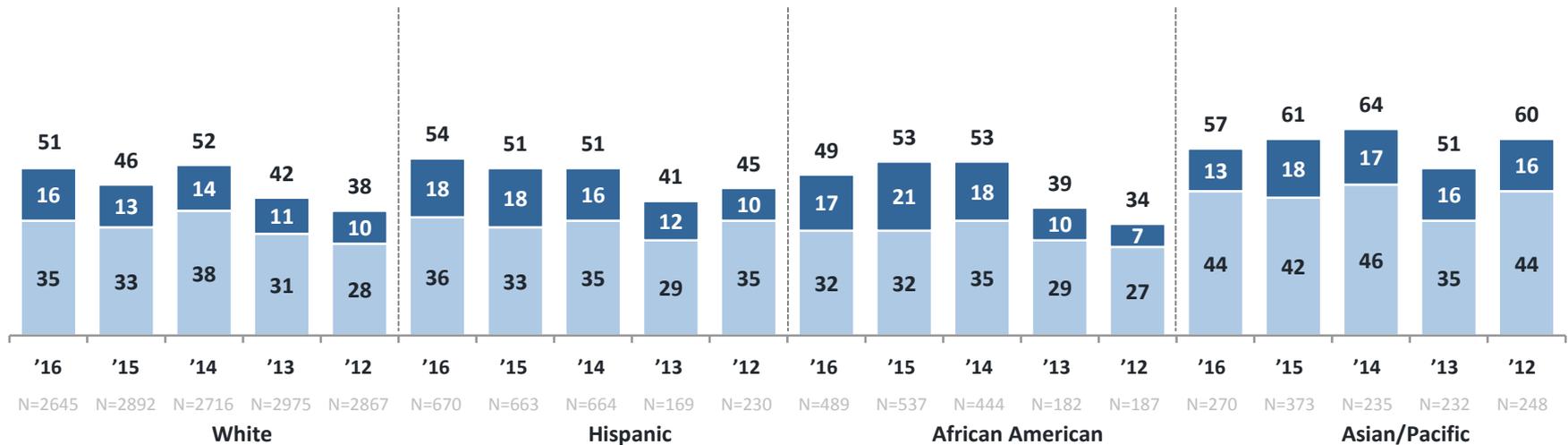
Building a Large Enough Nest Egg?

Workers' confidence in whether they are building a large enough retirement nest egg varies by ethnicity. Asian workers (57 percent) are most likely to agree that they are building a large enough nest egg, followed by Hispanic (54 percent), White (51 percent), and African American workers (49 percent). Among White, Hispanic, and African American workers, confidence has increased in the past five years, while among Asians it has remained relatively consistent.

Building a Large Enough Retirement Nest Egg

Strongly/Somewhat Agree (%) (NET)

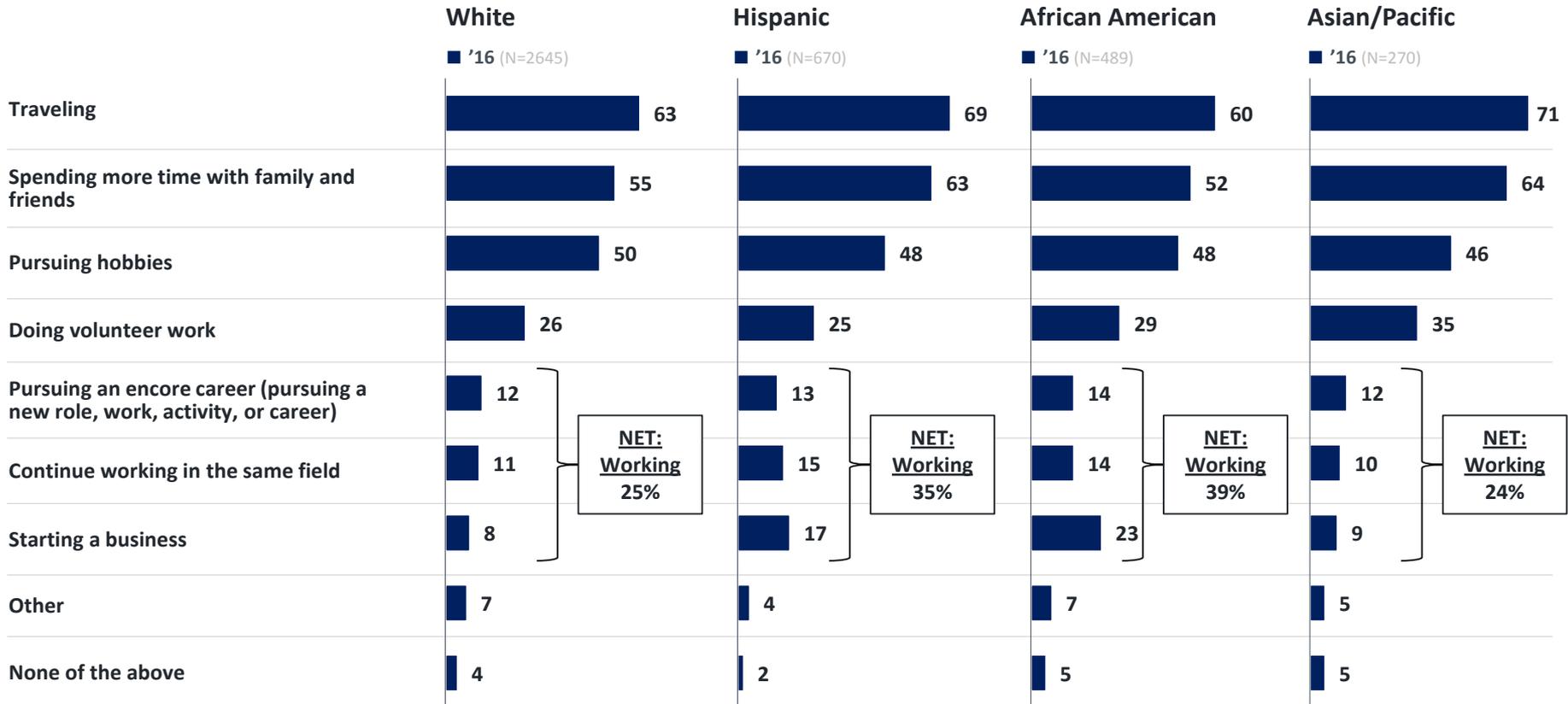
■ Strongly agree ■ Somewhat agree



Retirement Dreams Include Leisure and Work

Traveling is the most frequently cited retirement dream among workers across ethnicities, including White (63 percent), Hispanic (69 percent), African American (60 percent), and Asian (71 percent). Spending more time with family and friends is the second most frequently cited dream, a finding which is consistent across ethnicities. Interestingly, many dream of working in retirement.

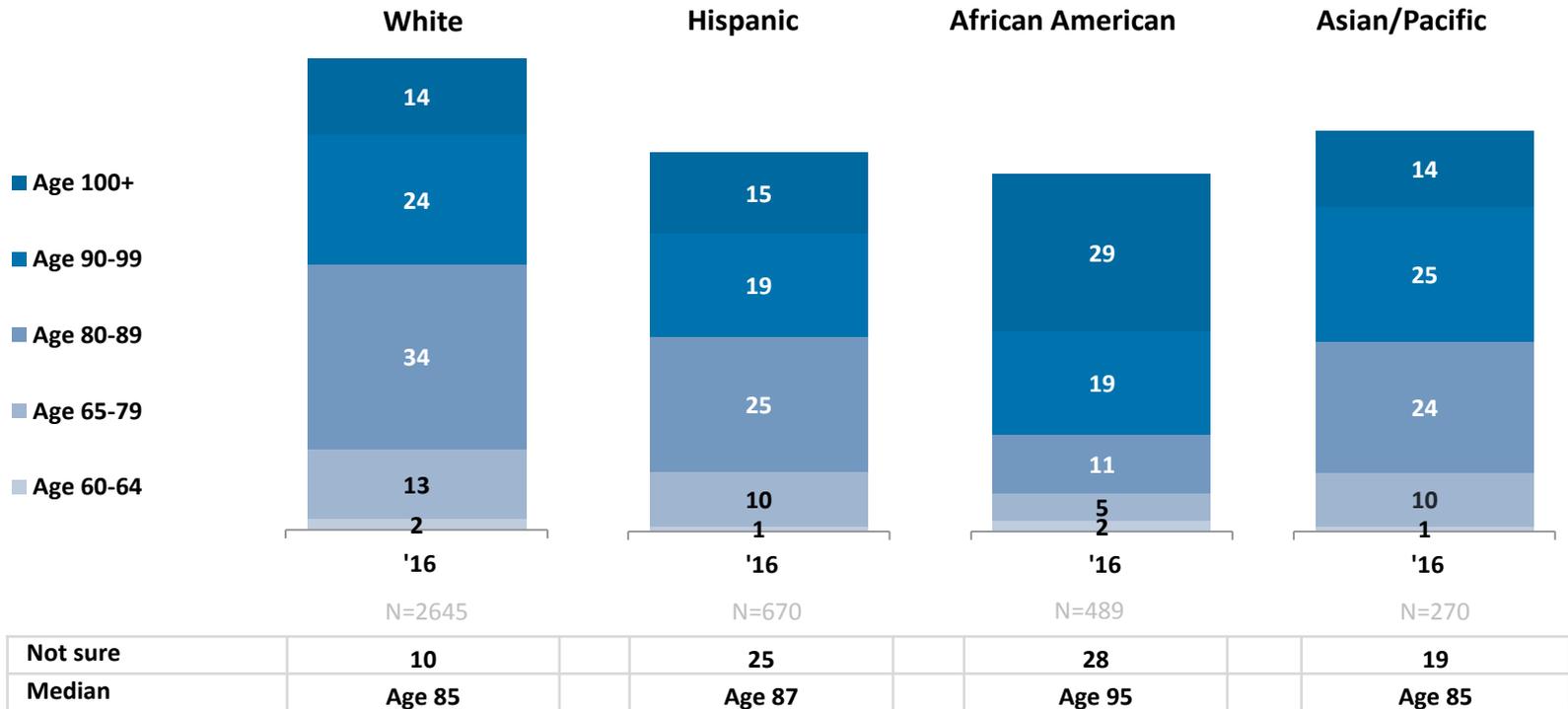
How do you dream of spending your retirement?
Please select all that apply. (%)



Age Planning to Live to

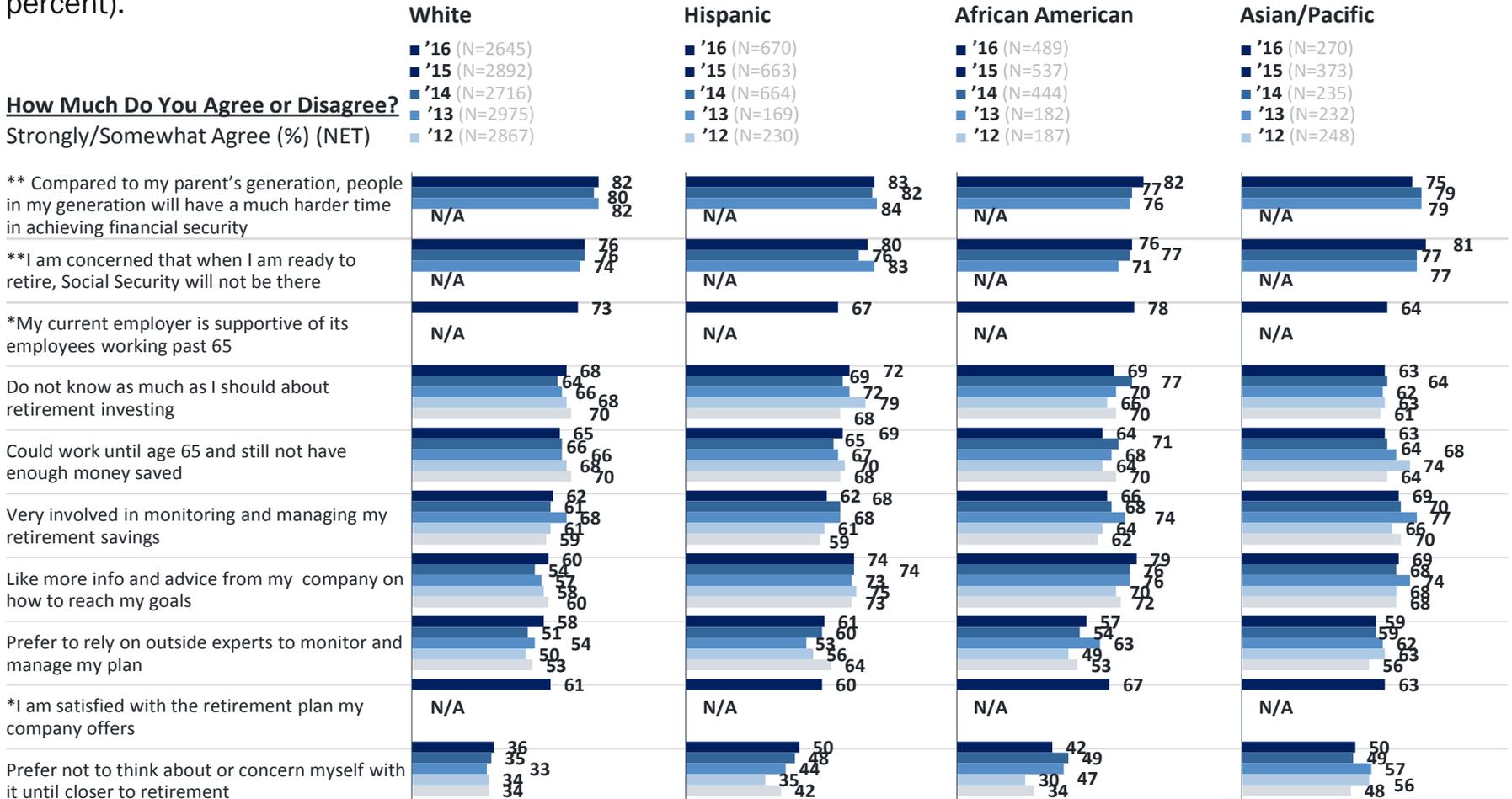
Among ethnicities, African American workers are planning to live to an older age of 95 (median) with 29 percent planning to become centenarians. Hispanic workers are planning to live to age 87 (median) with 15 percent planning to live to age 100+, while White and Asian workers are planning to live to age 85 (median) with 14 percent of them planning to live to age 100+.

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



Retirement Beliefs

Most workers across ethnicities feel that their generation compared to their parent's generation will have a much harder time achieving financial security. This anxiety is also reflected in the large proportions of workers across ethnic groups who are concerned that Social Security will not be there when they are ready to retire, including Hispanic (80 percent), Asian (81 percent), and White and African American workers (both 76 percent).



*added in 2016 **added in 2014

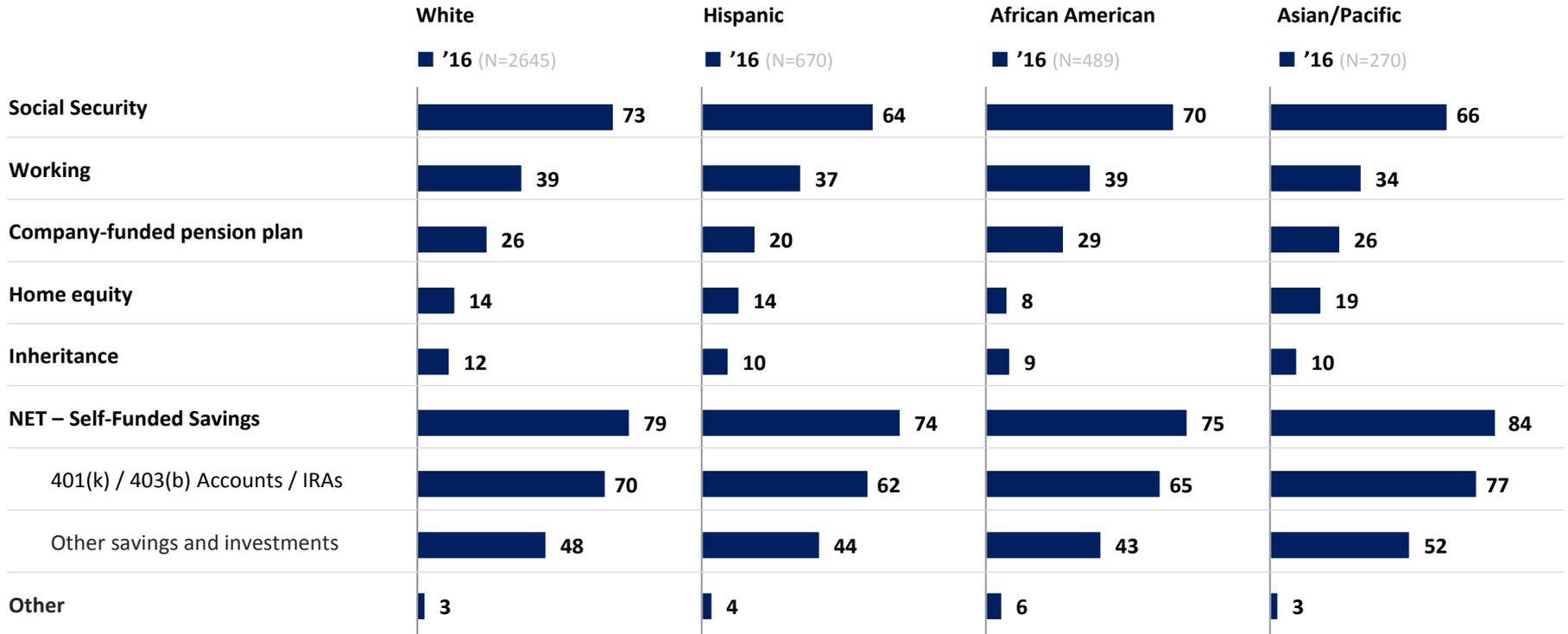
BASE: ALL QUALIFIED RESPONDENTS

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

Expected Sources of Retirement Income

Across ethnicities, the majority of workers expect retirement income from self-funded savings including retirement accounts (e.g., 401(k)s, 403(b)s, IRAs) and other savings and investments: 84 percent of Asians, 79 percent of Whites, 74 percent of African Americans, and 74 percent of Hispanics. More than one-third of workers across ethnicities expect income from working when they are in retirement.

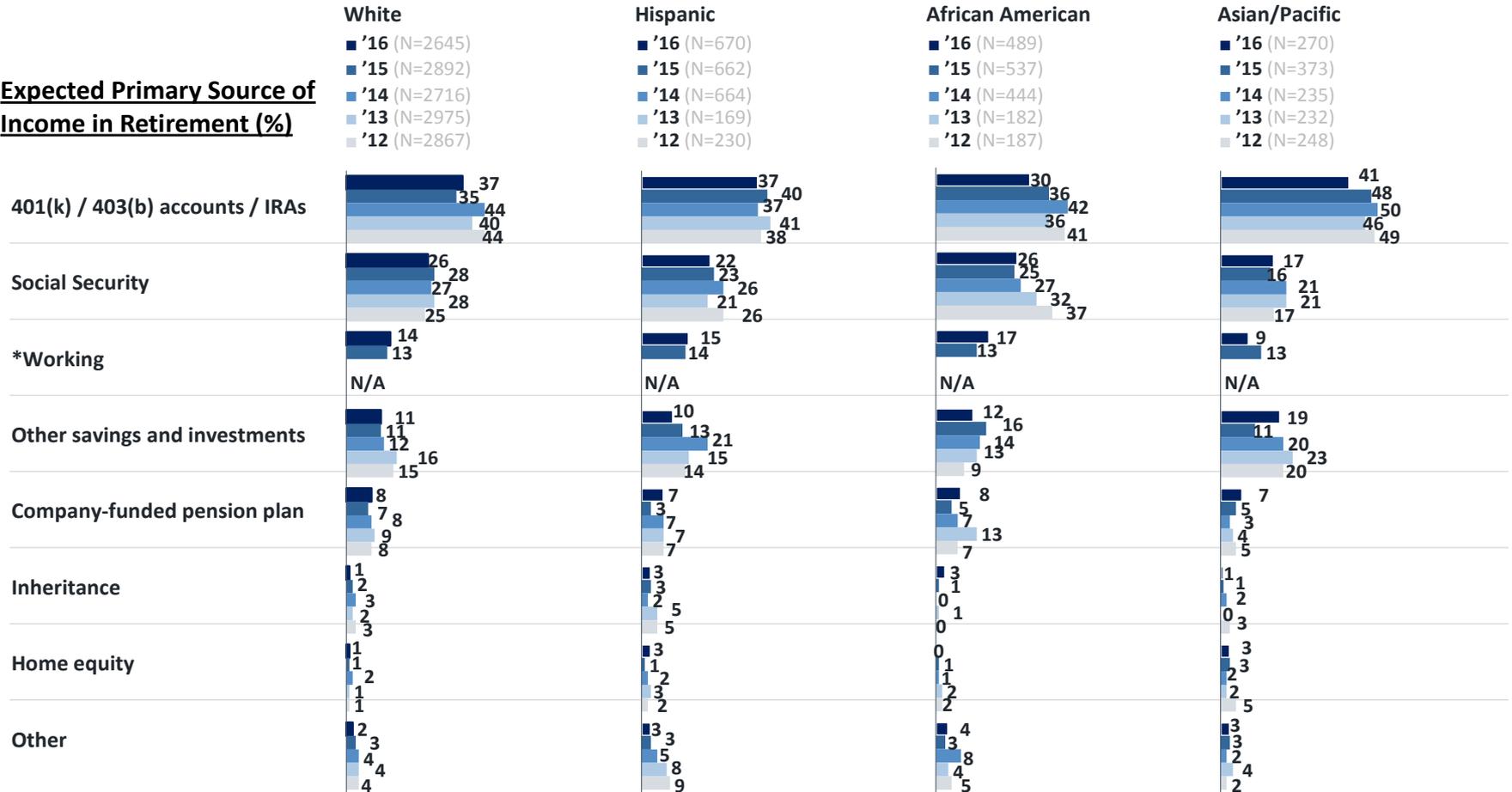
Expected Sources of Income During Retirement (%)



Expected Primary Source of Income in Retirement

Workers across all ethnic groups continue to share similar expectations for retirement income – 401(k)s or similar accounts. Asian workers (41 percent), followed closely by White and Hispanic workers (both 37 percent), and African Americans (30 percent) expect to do so.

Expected Primary Source of Income in Retirement (%)



*added in 2015

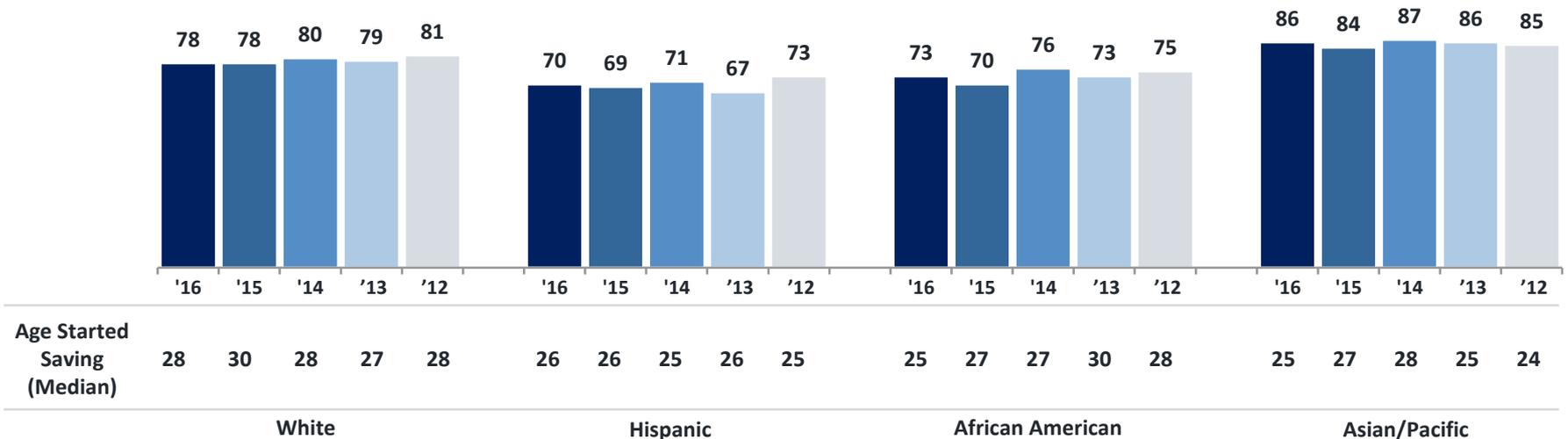
BASE: ALL QUALIFIED RESPONDENTS

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

Percentage Saving for Retirement/ Age They Started to Save

Savings rates vary among ethnic groups. Asian workers (86 percent) are most likely to be saving for retirement through an employer-sponsored retirement plan and/or outside of work, followed by White (78 percent), African American (73 percent), and Hispanic workers (70 percent). In terms of the median age that they started saving, African American and Asian workers started at a relatively younger age (age 25), compared to White (age 28) and Hispanic (age 26) workers.

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



BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN

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

BASE: ALL QUALIFIED RESPONDENTS

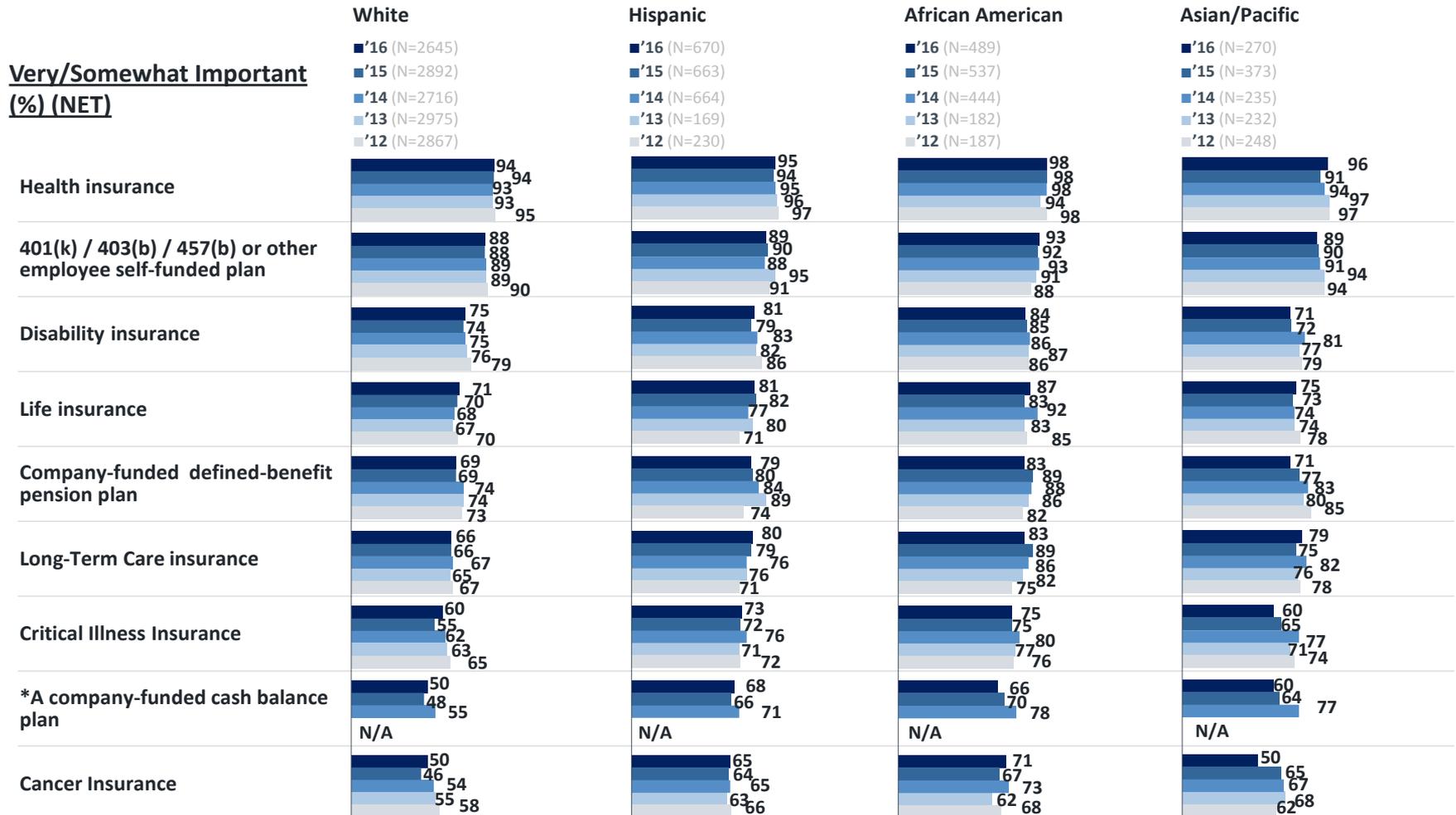
Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

BASE: INVESTING FOR RETIREMENT

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

Importance of Retirement Benefits Compared to Other Benefits

Approximately nine in ten workers across ethnicities value a 401(k) or similar employee-funded retirement as an important benefit. They value retirement plans second only to health insurance.



*added in 2014

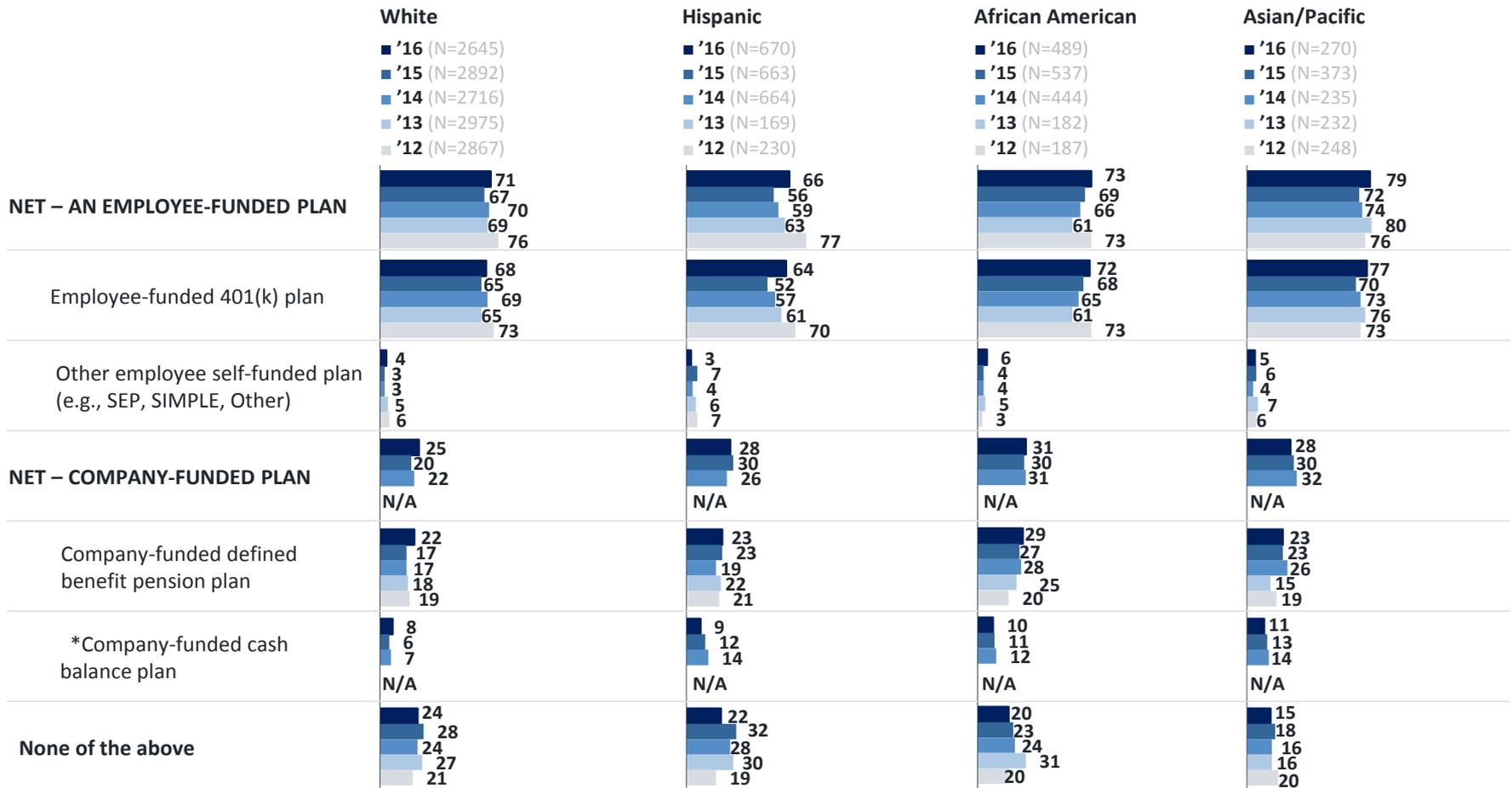
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Benefits Currently Offered

Most workers across ethnic groups are offered a 401(k) or other self-funded plan by their employers. Such access is greatest among Asian workers (79 percent) and least among Hispanic workers (66 percent), and similar among White (71 percent) and African American workers (73 percent).

Employer-Sponsored Retirement Benefits Currently Offered (%)



*added in 2014

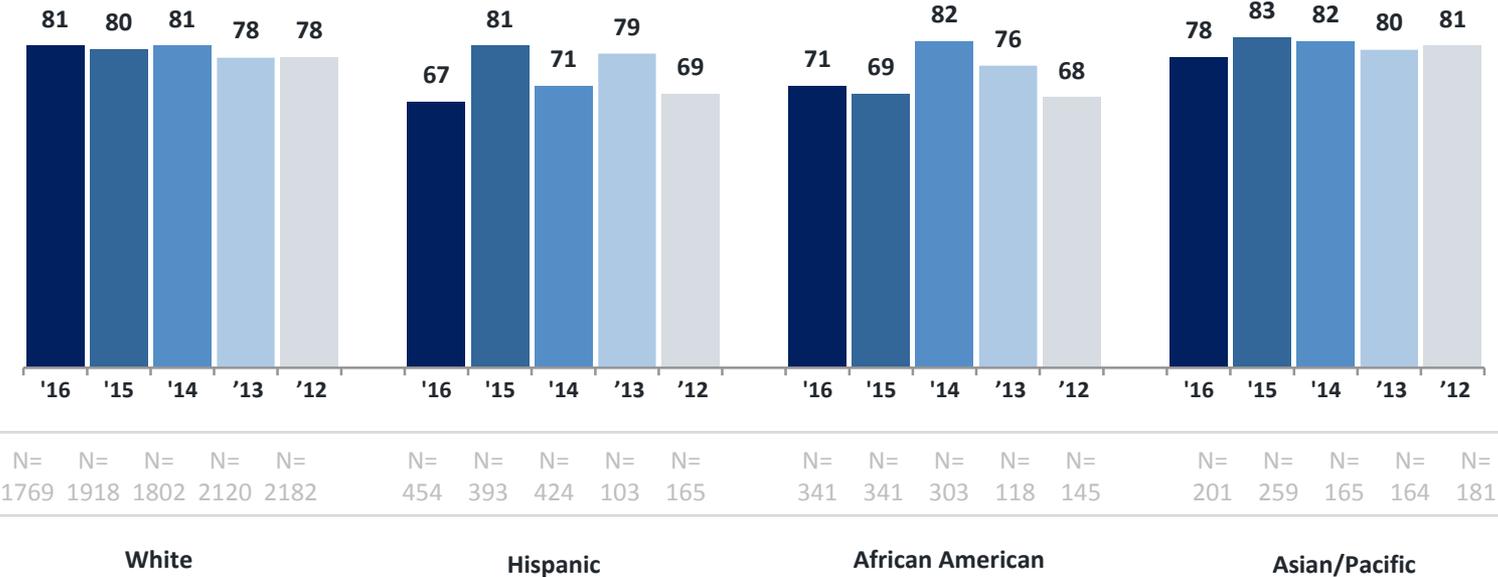
BASE: ALL QUALIFIED RESPONDENTS

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

Retirement Plan Participation

Among workers who are offered a 401(k) or similar plan, the participation rate varies across ethnic groups. White (81 percent) and Asian workers (78 percent) are more likely to be participating in their employer’s plan, compared to Hispanic (67 percent) and African American workers (71 percent). Retirement plan participation rates have remained relatively consistent over the past five years with fluctuations for Hispanic and African American workers.

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

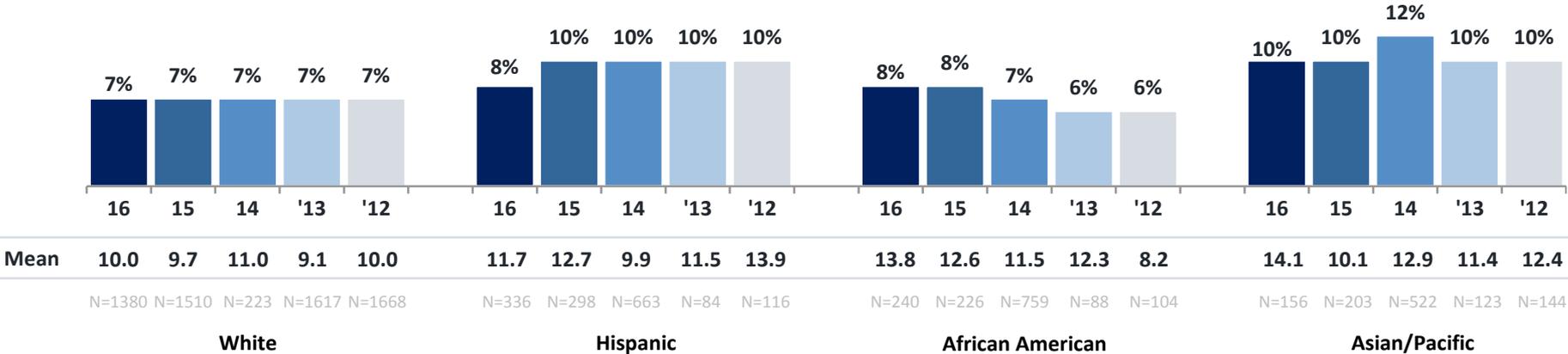


BASE: THOSE CURRENTLY OFFERED QUALIFIED PLAN
Q1190. Do you currently participate in, or have money invested in your company’s employee-funded retirement savings plan?

Retirement Plan Contribution Rate

Of workers who participate in a 401(k) or similar plan, the median contribution rate is highest among Asian workers (10 percent), followed by Hispanic and African American (both 8 percent) and White workers (7 percent). Retirement plan contribution rates have been relatively consistent over the past five years, with the exception of Hispanic workers who have shown a decline this year.

Contribution Rate, Median %

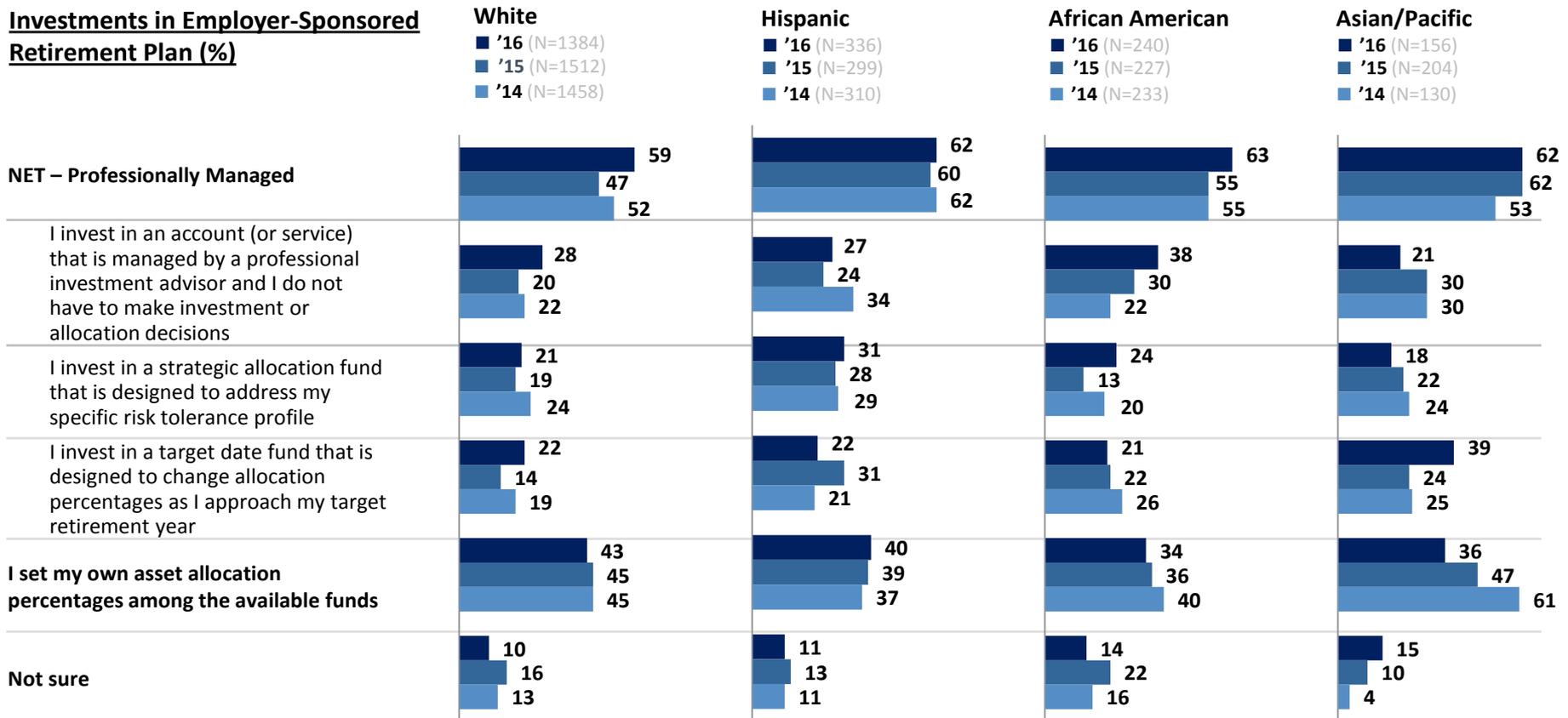


BASE: CURRENTLY PARTICIPATES IN QUALIFIED PLAN
 Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

Approach to Investing in Retirement Plan

“Professionally managed” accounts refers to a managed account service, strategic allocation funds, and/or target date funds. Across ethnicities, the majority of plan participants use some form of professionally managed offering in their 401(k) or similar plans: 59 percent Whites, 62 percent of Hispanics, 62 percent of Asians, and 63 percent of African Americans. White (43 percent) and Hispanic workers (40 percent) are slightly more likely to set their own asset allocation percentage among the available funds, compared to African American (34 percent) and Asian workers (36 percent).

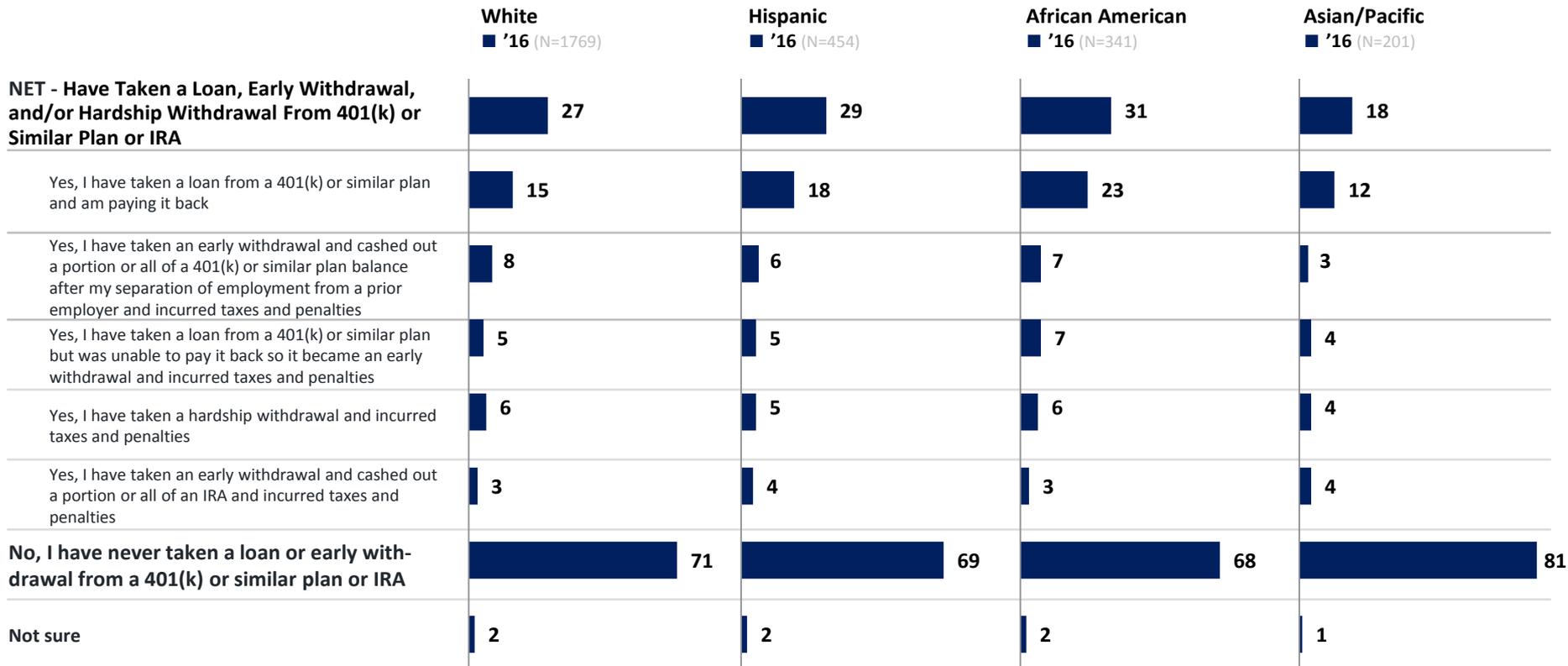
Investments in Employer-Sponsored Retirement Plan (%)



Retirement Plan Leakage: Loans and Withdrawals

“Leakage” from retirement plans in the form of loans and withdrawals can severely inhibit the growth of participants’ long-term retirement savings. Among participants who are currently participating in a plan, some workers across ethnicities have taken some form of loan, early withdrawal, and/or hardship withdrawal from a 401(k) or similar plan, including African American workers (31 percent) who are most likely to have done so, followed by Hispanic workers (29 percent), White workers (27 percent), and Asian workers (18 percent).

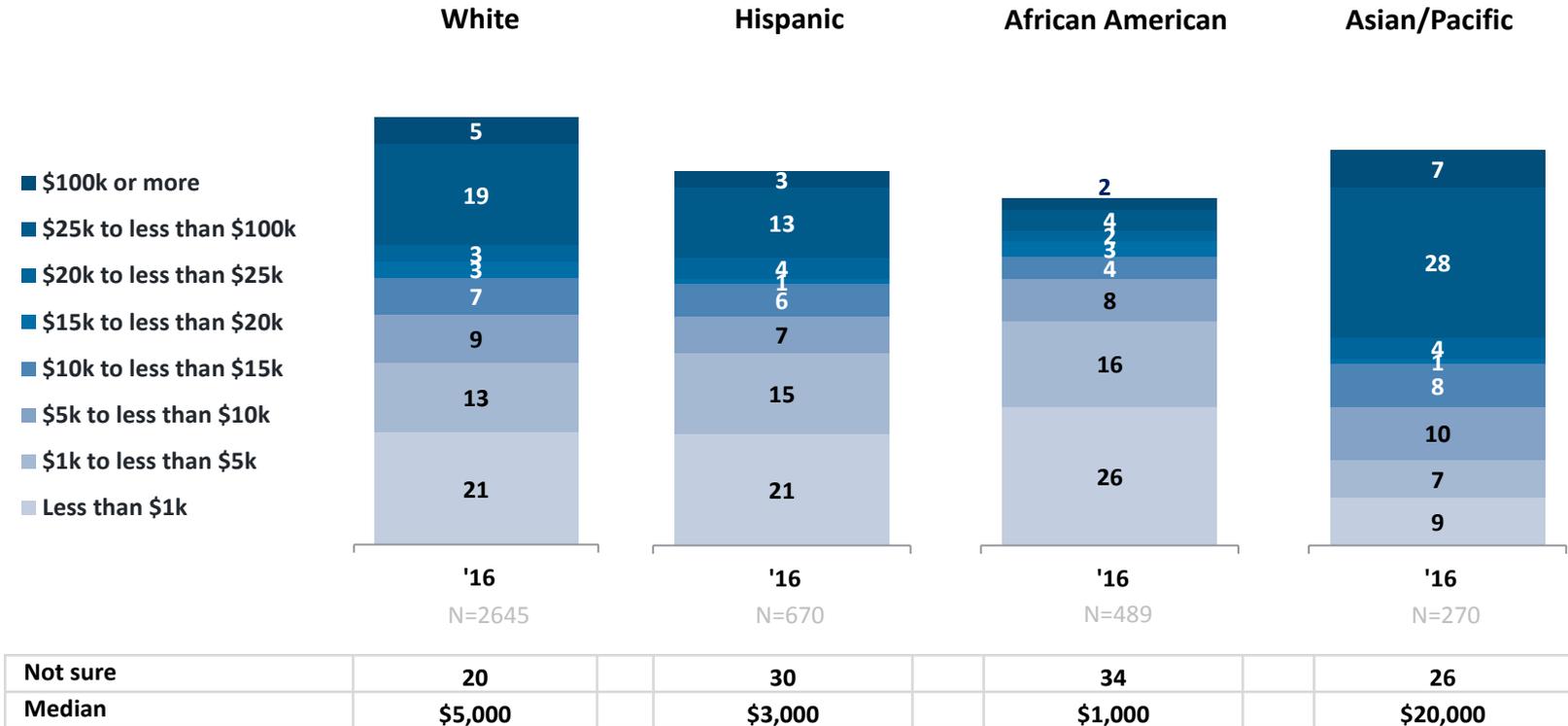
Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? (%)



Estimated Emergency Savings

Emergency savings can help cover the cost of a major financial setback (e.g., unemployment, medical bills, home repairs, auto repairs, other); however, workers report having saved relatively little in this regards. White workers have saved \$5,000 (median), Hispanics have saved \$3,000 (median), African Americans have saved \$1,000 (median), and Asian workers have saved \$20,000 (median). More than one in five White, Hispanic, and African American workers have saved less than \$1,000 for such emergencies.

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



BASE: ALL QUALIFIED RESPONDENTS

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

Estimated Retirement Savings Needs

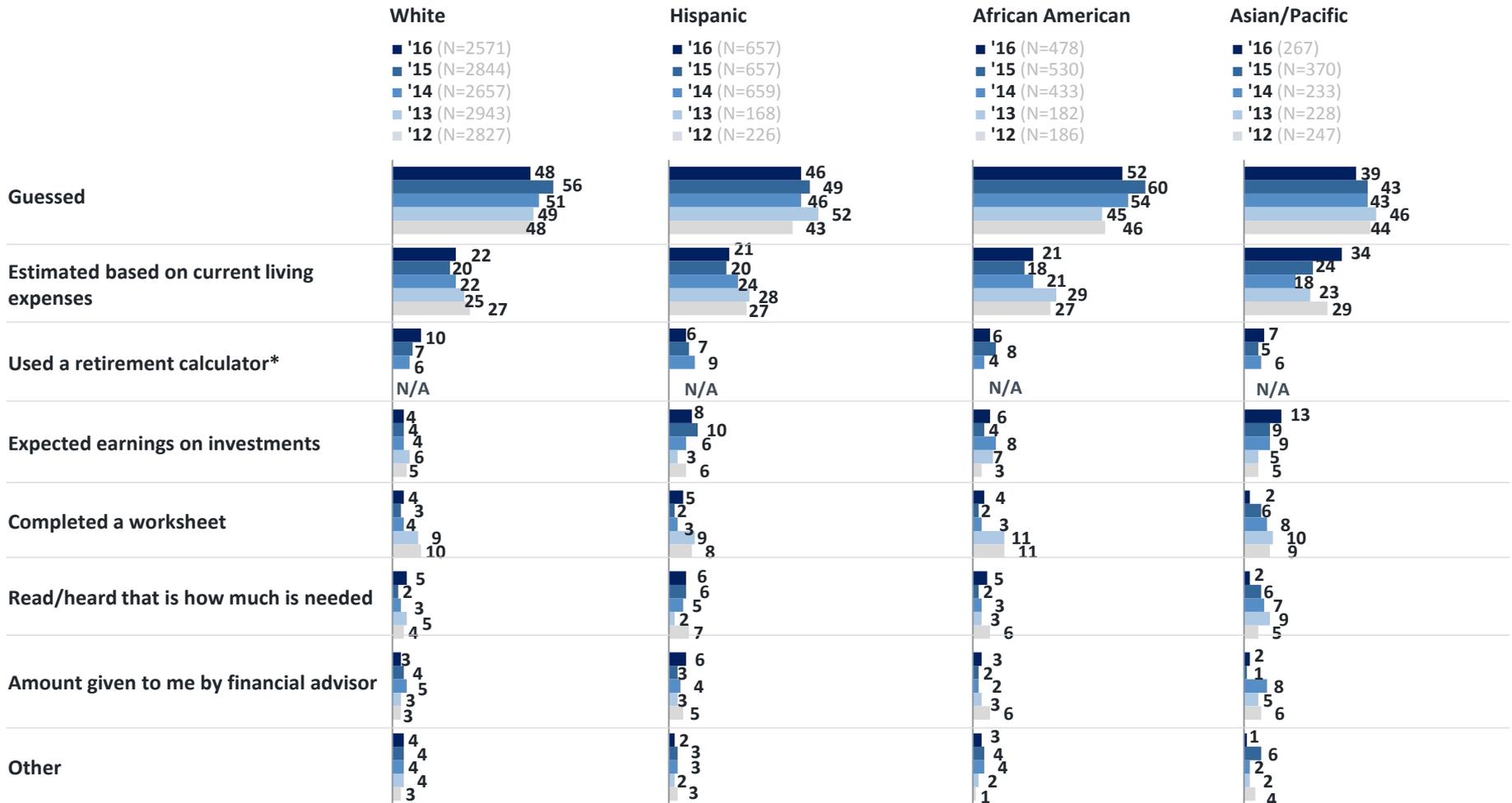
Retirement savings needs vary across ethnic groups. Asian workers estimate that they will need to have saved \$1 million by the time they retire in order to feel financially secure. White and Hispanic workers estimate they will need \$500k (estimated median), and African American workers estimate \$250k. This trend has been relatively consistent, with the exception of White, Hispanic, and African American workers who have decreased their estimated retirement savings needs this year.

	White					Hispanic					African American					Asian/Pacific				
	'16 N=2645	'15 N=2892	'14 N=2716	'13 N=2975	'12 N=2867	'16 N=670	'15 N=663	'14 N=664	'13 N=169	'12 N=230	'16 N=489	'15 N=537	'14 N=444	'13 N=182	'12 N=187	'16 N=270	'15 N=373	'14 N=235	'13 N=232	'12 N=248
\$2m or more	16	29	27	16	17	13	30	24	17	17	10	27	27	11	9	32	36	39	27	29
\$1m to less than \$2m	22	26	23	22	23	19	23	18	16	22	13	22	14	10	14	27	23	35	29	23
\$500k to less than \$1m	23	20	22	23	23	19	18	19	27	19	17	15	19	25	17	18	17	10	15	18
\$100k to less than \$500k	21	18	18	26	27	24	15	26	26	21	32	21	23	31	34	11	11	9	20	15
Less than \$100k	18	7	9	13	10	25	14	12	15	20	28	15	17	23	26	12	13	7	10	14
Median	\$500k	\$1m	\$1m	\$500k	\$500k	\$500k	\$1m	\$650k	\$500k	\$500k	\$250k	\$850k	\$500k	\$300k	\$250k	\$1m	\$1m	\$1m	\$1m	\$1m

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

Basis for Estimating Retirement Savings Needs

Many workers are “guessing their retirement savings needs. African American workers (52 percent) are most likely to have guessed while Asian workers (39 percent) are least likely to have done so. Few workers across ethnic groups indicate that they have used a retirement calculator to estimate their savings needs.



*added in 2014

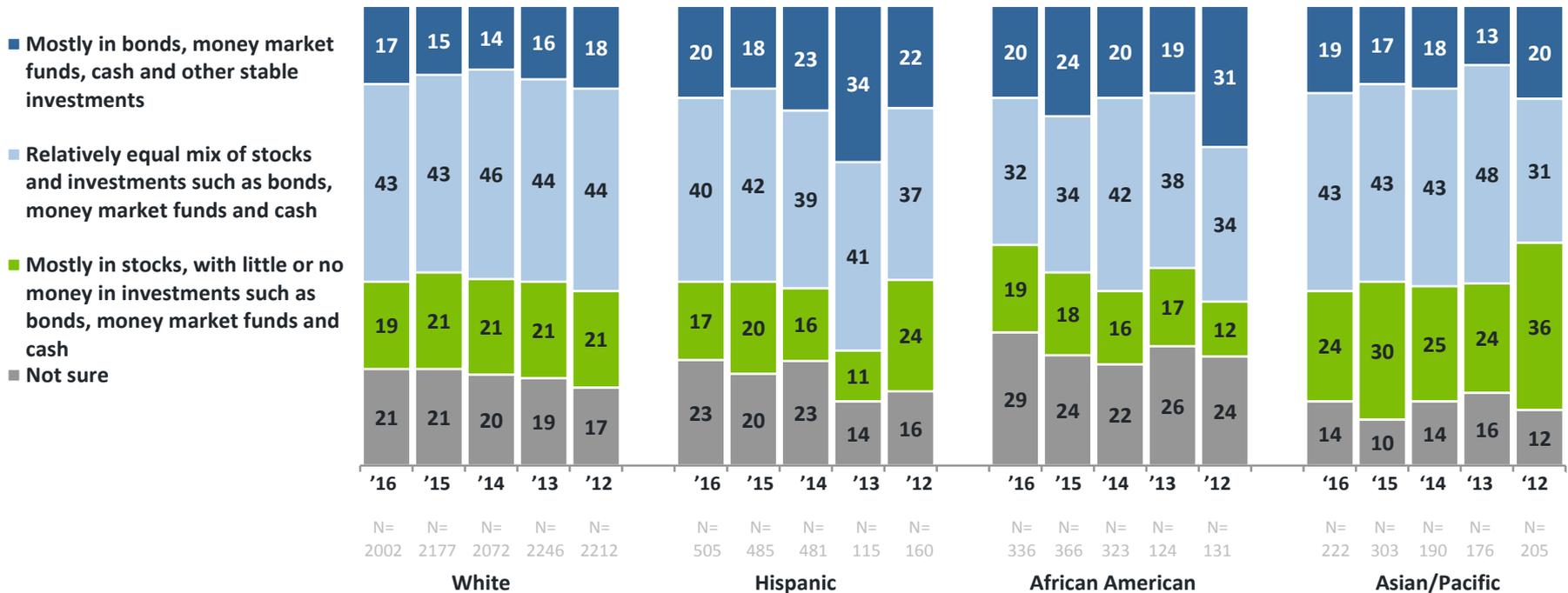
BASE: PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT

Q900. How did you arrive at that number?

Asset Allocation of Retirement Investments

Workers across ethnicities most frequently indicate that their retirement savings are invested in a relatively equal mix of stocks and investments such as bonds, money market funds and cash; however, the response rate is lower among African American workers (32 percent) compared to White (43 percent), Hispanic (40 percent), and Asian workers (43 percent). More than one in five White, Hispanic, and African American workers are unsure how their savings are invested. Asset allocation-related trends have been relatively consistent in recent years, with slight increases in workers are “not sure” found among Hispanic, African American, and Asian workers this year.

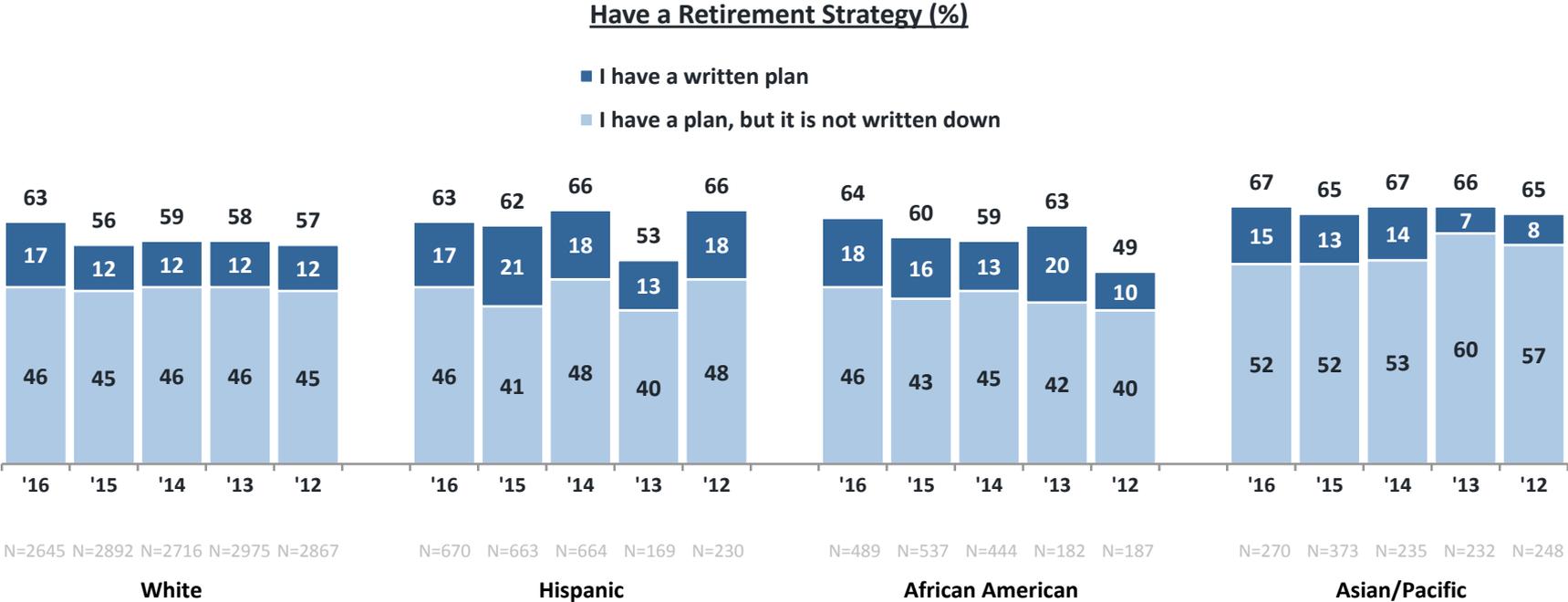
How Retirement Savings Are Invested (%)



*Note: Small base size; interpret with caution

Retirement Strategy: Written, Unwritten, or None

The majority of workers across ethnicities have some form of retirement strategy (either written or unwritten), including 63 percent of Whites and Hispanics, 64 percent of African Americans, and 67 percent of Asians. However, few workers across ethnicities have a written strategy, including Whites and Hispanics (both 17 percent), African Americans (18 percent), and Asians (15 percent).

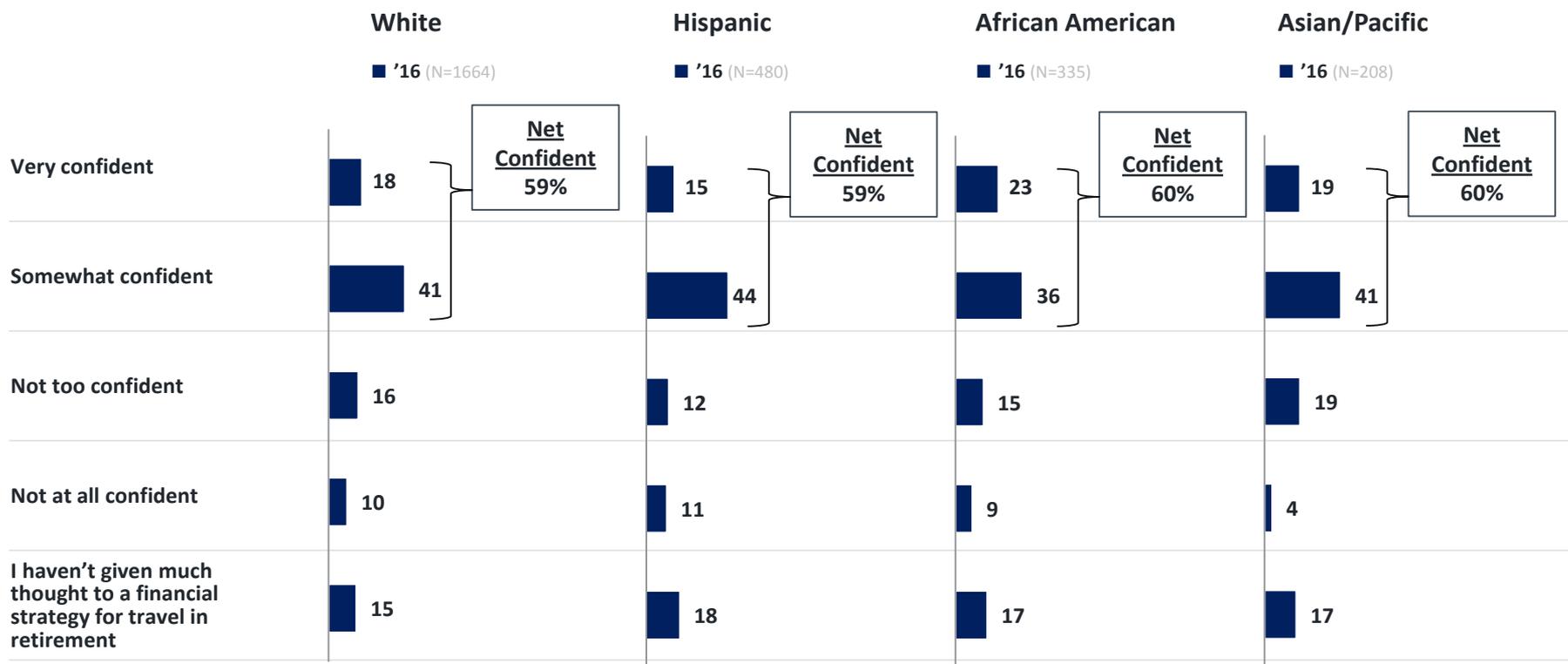


BASE: ALL QUALIFIED RESPONDENTS
 Q1155. Which of the following best describes your retirement strategy?

Confidence that Financial Strategy Will Enable Travel Goals

Among workers who dream of traveling in retirement, the majority are confident their current financial strategy will allow them to meet their travel goals: 59 percent of Whites, 59 percent of Hispanics, and 60 percent of both African Americans and Asians. However, relatively few across ethnic groups are “very” confident and some haven’t given it much thought.

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



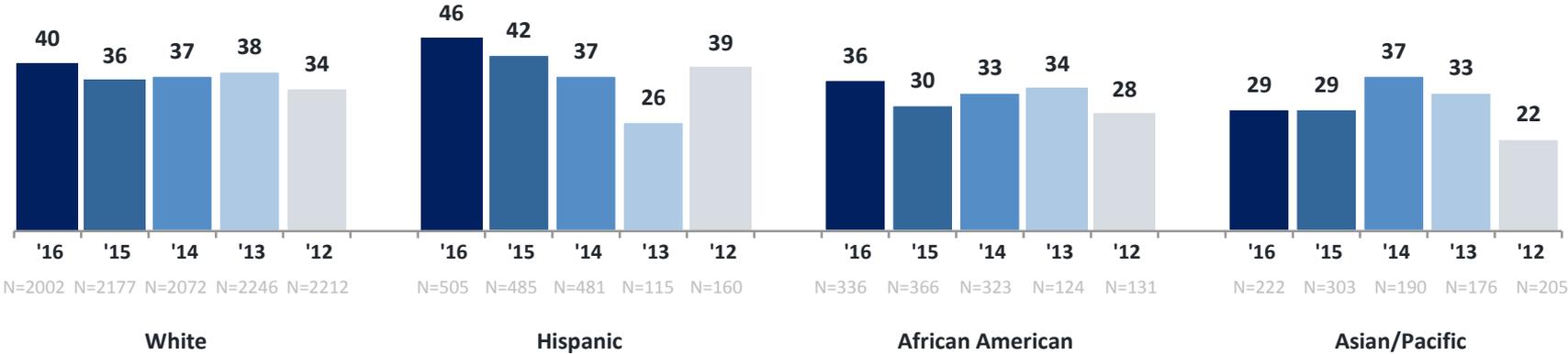
BASE: THOSE WHO DREAM OF TRAVELING IN RETIREMENT

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

Professional Financial Advisor Usage

Hispanic workers (46 percent) are most likely to use a professional financial advisor to help manage their retirement savings or investments while Asian workers (29 percent) are least likely. Forty-percent of White and 36 percent of African American workers use a financial adviser. White, Hispanic and African American workers saw slightly increased levels of professional financial advisor use from last year.

Use a Professional Financial Advisor,
% Indicate "Yes"

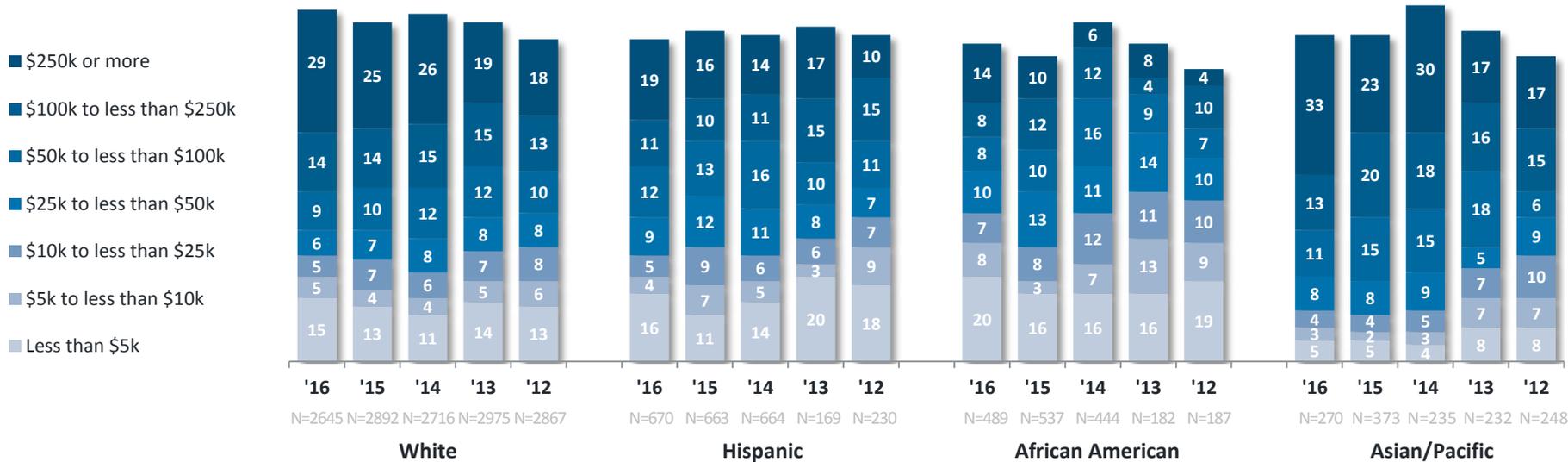


BASE: INVESTING FOR RETIREMENT
Q860. Do you use a professional financial advisor to help manage your retirement savings or investments?

Total Household Retirement Savings

White and Asian workers have the highest reported household retirement savings (estimated medians of \$89k and \$134k, respectively). They are also most likely to say that they have saved \$25k or more (29 percent of Whites and 33 percent of Asians). In contrast, Hispanic workers have saved \$48k and African American workers have saved \$22k. Household retirement savings have increased directionally over the years.

Total Household Retirement Savings (%)

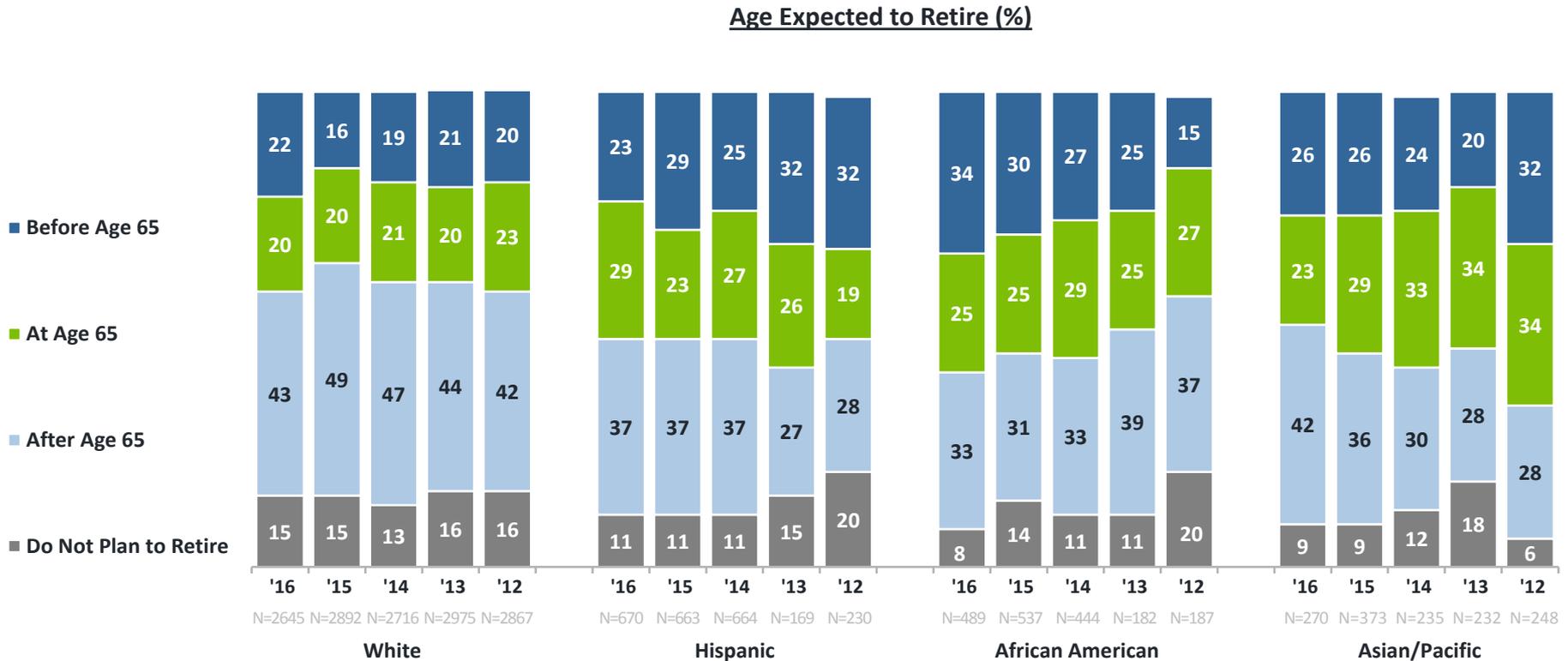


Not sure	8	10	9	10	11		14	14	10	14	13		14	15	11	12	18		12	10	6	12	15
Decline to answer	9	10	9	11	13		10	8	13	8	10		11	13	8	11	15		11	13	9	11	13
Estimated Median	\$89k	\$76k	\$75k	\$57k	\$48k		\$48k	\$39k	\$43k	\$48k	\$31k		\$22k	\$30k	\$27k	\$15k	\$14k		\$134k	\$100k	\$106k	\$63k	\$48k

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

Expected Retirement Age

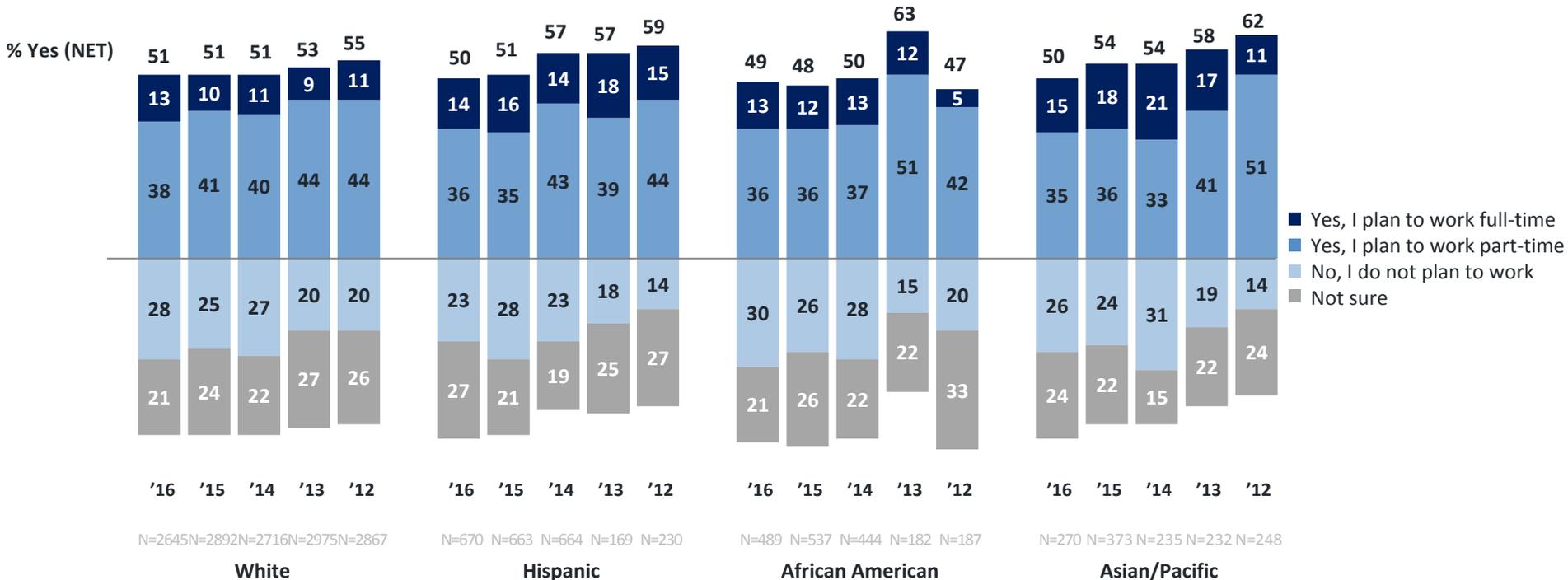
The majority of White (58 percent) and Asian workers (51 percent) expect to work past age 65 or do not plan to retire. In contrast, the majority of African American (59 percent) and Hispanic workers (52 percent) expect to retire at age 65 or sooner.



Expectations of Working in Retirement

Across ethnicities, approximately half of workers plan to work full- or part-time in retirement, including 51 percent of Whites, 50 percent of Hispanics, 49 percent of African Americans, and 50 percent of Asian workers. Expectations of working in retirement have for the most part decreased over the past five years.

Working After Retirement (%)

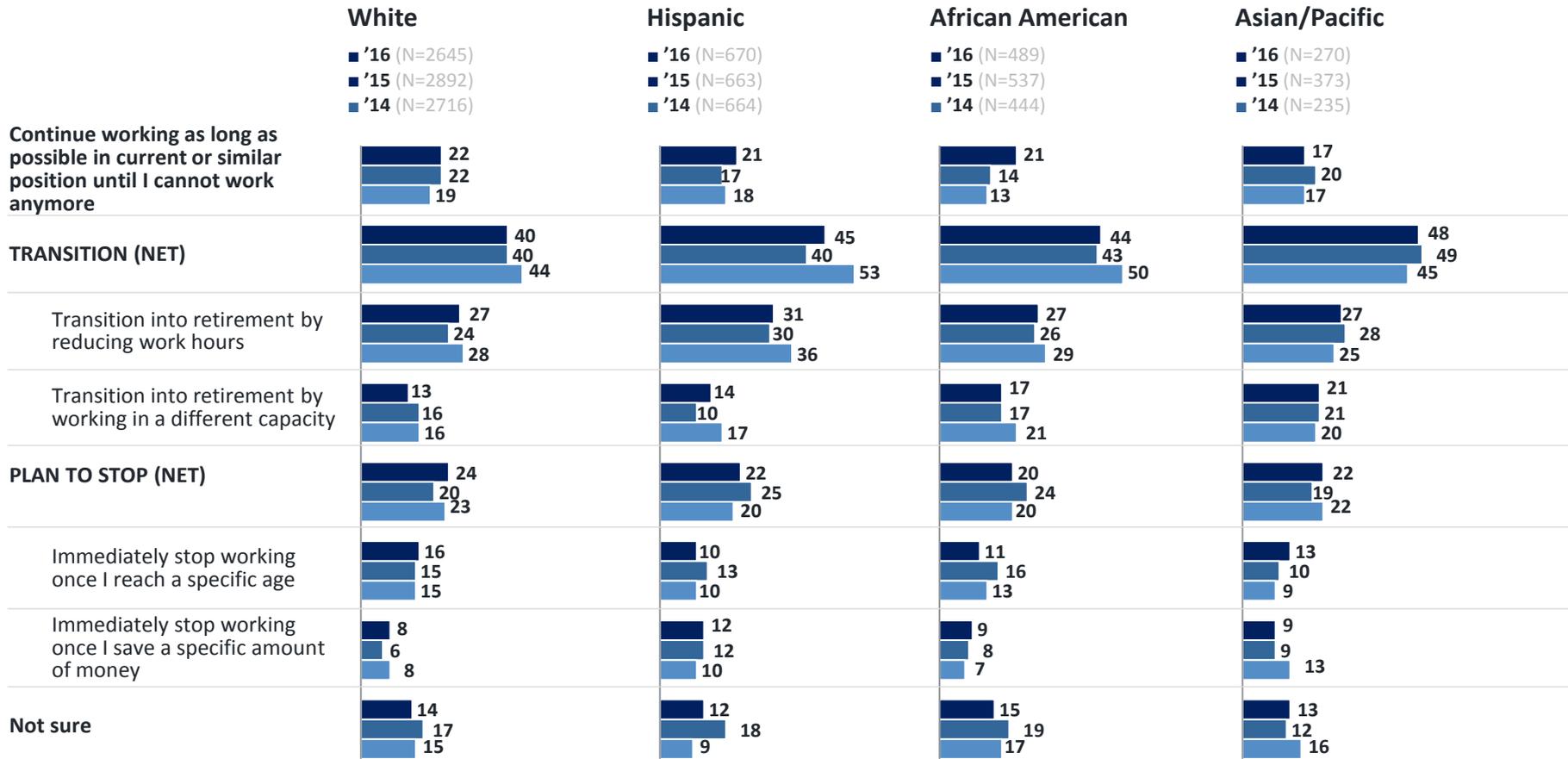


BASE: ALL QUALIFIED RESPONDENTS
Q1525. Do you plan to work after you retire?

Retirement Transitions: Phased Versus Immediate

Many workers across ethnicities envision a phased transition into retirement by changing work patterns (e.g., shifting from full-time to part-time or working in a different capacity), including 40 percent of Whites, 45 percent of Hispanics, 44 percent of African Americans, and 48 percent of Asians. Approximately one in five workers across ethnicities plan to immediately stop working when they reach a specific age or savings goal.

How do you envision transitioning into retirement? (%)



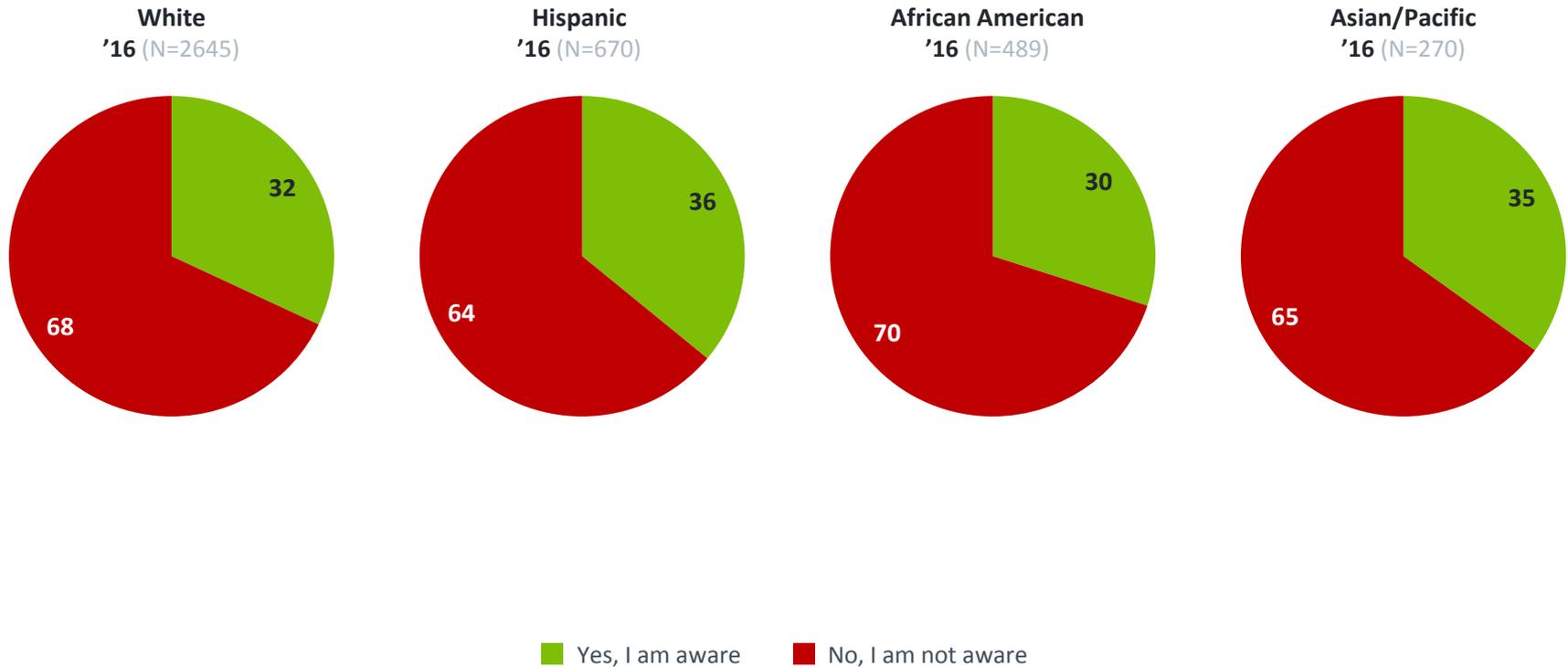
New in 2014.

BASE: ALL QUALIFIED RESPONDENTS

Q1545. How do you envision transitioning into retirement?

Awareness of the Saver's Credit

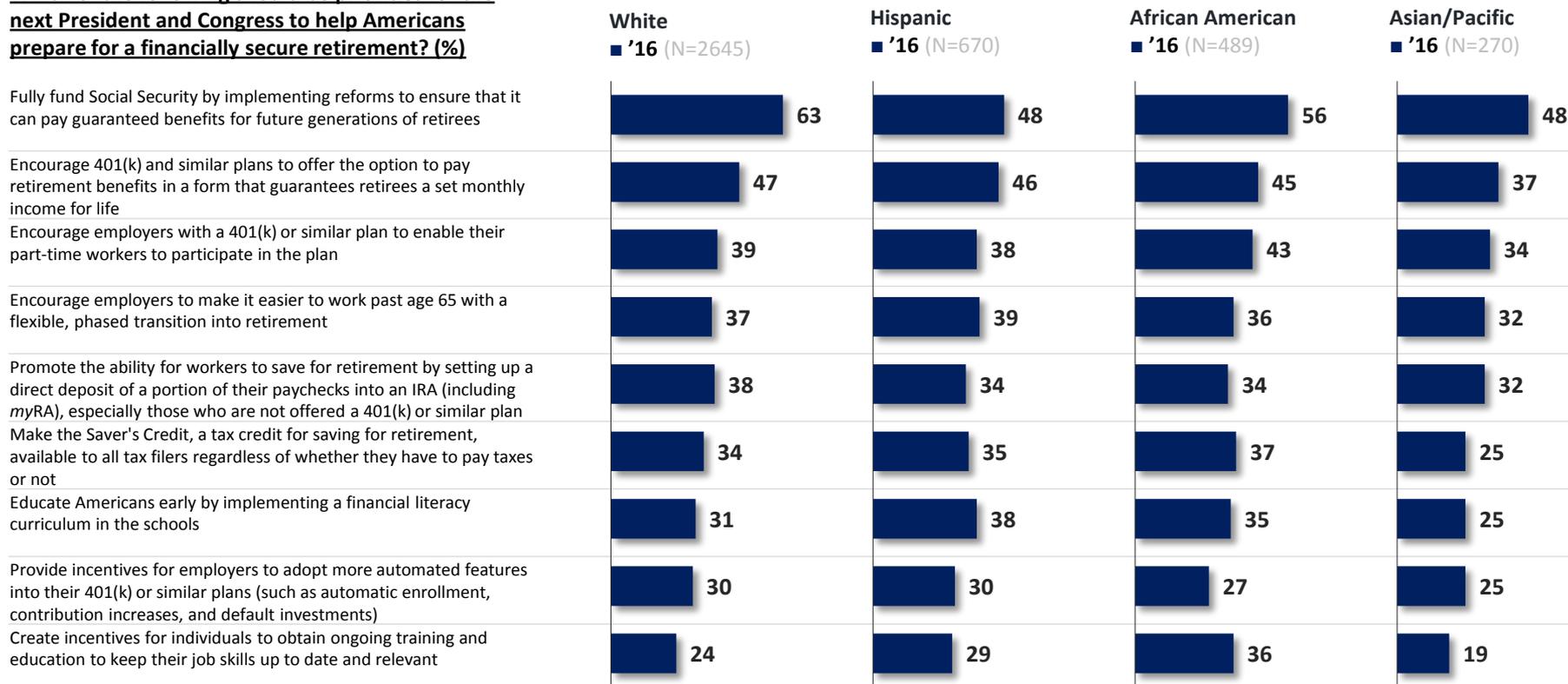
The IRS offers a tax credit to eligible taxpayers who are saving for retirement in a qualified retirement plan or IRA, called the Saver's Credit – yet only about one-third of workers across ethnicities are aware of it. Hispanic (36 percent) and Asian workers (35 percent) are more likely to be aware of the Saver's Credit, compared to White (32 percent) and African American workers (30 percent).



Retirement Security Priorities for the New President and Congress

Workers across ethnicities most frequently cite fully funding Social Security as a priority for the new President and Congress to help Americans prepare for a financially secure retirement. However, there are noteworthy differences by ethnicity. White workers (63 percent) are more likely to cite fully funding Social Security compared to other ethnicities. Hispanic workers (38 percent) are slightly more likely to cite “educating Americans early by implementing a financial literacy curriculum in school.” African American workers (36 percent) are more likely to cite “creating incentives for individuals to obtain ongoing training and education to keep their job skills up to date and relevant.”

Which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? (%)



Note: Responses not shown for less than five percent who said “other.”

BASE: ALL QUALIFIED RESPONDENTS

Q1427. With the November 2016 election in mind, which of the following should be priorities for the next President and Congress to help Americans prepare for a financially secure retirement? Select all.

Appendix

Respondent Profiles

*Comparison of Full- and Part-Time
Workers*

Profile of Respondents – Total Respondents

	Full- & Part-time N=4161	Full-time N=3153	Part-time N=1008
Gender			
Male	53%	57%	39%
Female	47%	43%	61%
Age			
18 - 19	1%	*	6%
20 – 24	6%	4%	12%
25 – 29	13%	13%	13%
30 – 34	10%	11%	8%
35 – 39	12%	13%	6%
40 – 44	10%	11%	5%
45 – 49	13%	13%	10%
50 – 54	9%	10%	6%
55 – 59	13%	14%	11%
60 – 64	7%	7%	8%
65 and over	6%	4%	15%
MEAN	43.6	43.6	43.9
MEDIAN	44	44	45
Ethnicity			
White, non-Hispanic	64%	63%	61%
Hispanic	17%	17%	18%
African American	11%	11%	12%
Asian/Pacific	6%	7%	5%
Other/Mixed	1%	1%	3%
Decline to answer	1%	1%	1%

	Full- & Part-time N=4161	Full-time N=3153	Part-time N=1008
Level of Education			
Less than high school graduate	2%	2%	4%
High school graduate	26%	23%	35%
Some college or trade school	34%	34%	38%
College graduate	25%	27%	15%
Some grad. school/grad. Degree	13%	14%	8%
Marital Status			
Married	57%	59%	47%
Single, never married	26%	24%	37%
Divorced/widowed/separated	11%	11%	11%
Civil union/domestic partnership	6%	6%	5%
Sexual Orientation			
Heterosexual	92%	92%	92%
Gay	3%	3%	3%
Bisexual	2%	2%	2%
Lesbian	1%	1%	*
Other	*	*	1%
Not Sure	*	*	*
Decline to answer	2%	2%	2%

Profile of Respondents – Total Respondents, continued

	Full- & Part-time N=4161	Full-time N=3153	Part-time N=1008		Full- & Part-time N=4161	Full-time N=3153	Part-time N=1008
HH Income				Amount in Current Employer's Retirement Plan <i>(Those with qualified plans currently offered to them)</i>	(N=2820)	(N=2405)	(N=415)
Less than \$25,000	8%	6%	18%	Less than \$5,000	17%	17%	30%
\$25,000 to less than \$50,000	19%	18%	22%	\$5,000 to less than \$10,000	7%	7%	6%
\$50,000 to less than \$75,000	19%	19%	18%	\$10,000 to less than \$25,000	9%	9%	8%
\$75,000 to less than \$100,000	15%	15%	14%	\$25,000 to less than \$50,000	10%	10%	6%
\$100,000 to less than \$150,000	23%	27%	14%	\$50,000 to less than \$100,000	11%	12%	7%
\$150,000 or more	11%	11%	8%	\$100,000 to less than \$250,000	14%	15%	4%
Not sure	0%	0%	0%	\$250,000 or more	16%	16%	13%
Decline to answer	5%	4%	6%	Not sure	7%	6%	14%
MEAN	\$81.1	\$85.1	\$64.5	Decline to answer	9%	8%	12%
MEDIAN	\$64.5	\$69.8	\$45.3	MEAN	\$152.4	\$154.0	\$139.3
HH Amount Saved for Retirement				MEDIAN	\$35.2	\$39.0	\$9.3
Less than \$5,000	15%	13%	20%	Company's Primary Business			
\$5,000 to less than \$10,000	5%	5%	4%	Professional services	21%	22%	14%
\$10,000 to less than \$25,000	5%	5%	6%	Manufacturing	16%	18%	6%
\$25,000 to less than \$50,000	7%	7%	7%	Service industries	15%	11%	29%
\$50,000 to less than \$100,000	9%	10%	5%	Transportation/Comm./Utilities	7%	7%	5%
\$100,000 to less than \$250,000	12%	13%	8%	Agriculture/Mining/Construction	5%	5%	3%
\$250,000 or more	25%	28%	18%	Some other type of business	36%	37%	43%
Not sure	12%	10%	20%	Number of Employees			
Decline to answer	10%	9%	12%	10-499 (NET)	46%	47%	44%
MEAN	\$252.0	\$263.6	\$196.2	10 to 24	11%	10%	16%
MEDIAN	\$68.7	\$76.9	\$27.5	25 to 99	19%	20%	17%
Occupation				100 to 499	16%	17%	10%
Professional/Medical/Technical	22%	24%	11%	500+ (NET)	54%	53%	56%
Clerical/ Service/Administration	20%	19%	23%	500 to 999	7%	7%	7%
Managerial or business owner	16%	19%	5%	1,000 or more	47%	46%	49%
Blue-Collar/Production	14%	15%	10%	MEAN	809.6	804.2	831.6
Sales	11%	9%	22%	MEDIAN	516	475	685
Teacher/Education	*	*	1%				
Some Other Occupation	17%	14%	28%				

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