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Stressed and Strained: Four Generations Strive for Retirement Security

26th Annual Transamerica Retirement Survey

Transamerica Center For Retirement Studies®

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Transamerica Center For Retirement Studies®

About the Authors

Catherine Collinson is the founding CEO and president of nonprofit Transamerica Institute and its division Transamerica Center for Retirement Studies. She is an expert on longevity, retirement, and market trends. She champions Americans who are at risk of not achieving a financially secure retirement. She oversees the organization's research and outreach initiatives, including the Annual Transamerica Retirement Survey.

With three decades of experience, Catherine is regularly cited by top media outlets on aging and retirement-related topics, speaks at industry conferences, and authors articles. She has testified before Congress on matters related to employer-sponsored retirement plans among small businesses, which have featured the need to expand access to workplace retirement savings and raise awareness of the Saver's Credit.

In 2024, Catherine received a Lifetime Achievement Award from the Plan Sponsor Council of America for her contributions to the retirement plan industry and dedication to improving retirement outcomes for employees. In 2018, she was recognized as an Influencer in Aging by PBS Next Avenue for her work in continuing to push beyond traditional boundaries and change our society's understanding of what it means to grow older. In 2016, she was honored with a Hero Award from the Women's Institute for a Secure Retirement (WISER) for her tireless efforts in helping improve retirement security among women.

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About Transamerica Center for Retirement Studies

- **Transamerica Center for Retirement Studies** (TCRS) is a division of **Transamerica Institute**, a nonprofit, private operating foundation. TCRS conducts one of the largest and longest-running annual retirement surveys of its kind.
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About the Report

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Methodology: 26th Annual Retirement Survey

- The analysis contained in this report was prepared internally by the research team at Transamerica Institute (TI) and Transamerica Center for Retirement Studies (TCRS).
- A 26-minute online survey was conducted within the U.S. by The Harris Poll on behalf of TI and TCRS between September 16 and October 17, 2025 among a nationally representative sample of 10,015 adults and an oversample of 2,214 workers in a for-profit company employing one or more employees. The data in this report is shown for a subsample of 6,153 workers in a for-profit company. Respondents in this subsample met the following criteria, based on self-reported employment status:
  - U.S. residents, age 18 and older
  - Full-time or part-time workers in a for-profit company employing one or more employees
- Data are weighted where necessary by age by gender, race and ethnicity, region, education, marital status, household size, household income, and smoking status to bring them in line with their actual proportions in the population.
- Respondents for this survey were selected from among those who have agreed to participate in our surveys. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this report, the sample data is accurate to within ± 1.8 percentage points using a 95% confidence level. This credible interval will be wider among subsets of the surveyed population of interest.
- All sample surveys and polls, whether or not they use probability sampling, are subject to other multiple sources of error which are most often not possible to quantify or estimate, including, but not limited to coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments.
- Percentages are rounded to the nearest whole percent.

Terminology and Sample Sizes

The report uses the following terminology:

	Sample Size
All Workers	n=6,153
• All workers in a for-profit company and age 18 and older, including those born prior to 1946	
Generation	
• Generation Z: Born 1997 to 2012*	n=792
• Millennial: Born 1981 to 1996	n=2,836
• Generation X: Born 1965 to 1980	n=1,854
• Baby Boomer: Born 1946 to 1964	n=653
• Silent Generation: Born 1928 to 1945	n=18

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Haley Maquindang
Oliver Meyer
Kyle Moschen
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Michelle Paschke
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Introduction

Stressed and Strained: Four Generations Strive for Retirement Security examines the multigenerational workforce and how workers are preparing for retirement amid the pressures of inflation, competing priorities, uncertainty about the future, and the evolving retirement landscape.

Based on findings from the 26th Annual Transamerica Retirement Survey, one of the largest and longest running surveys of its kind, this report explores the life priorities, health and well-being, personal finances, employment, caregiving experience, and retirement preparations of U.S. workers aged 18 and older who are employed by for-profit companies.

This report offers detailed comparisons of survey findings by Generation Z, Millennials, Generation X, and Baby Boomers, and it provides recommendations for workers, employers, and policymakers.

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The Multigenerational Workforce

Today's multigenerational workforce comprises four generations who are living, working, and preparing for retirement. Each generation brings its own unique circumstances, experiences, and expectations. As the retirement landscape evolves, each generation also faces new realities and planning assumptions.

According to the survey's findings, the workforce is composed of:

- 19% Generation Z
- 40% Millennials
- 30% Generation X
- 11% Baby Boomers

Generation Z

Generation Z (born 1997 to 2012) was entering the workforce at the onset of the COVID-19 pandemic. After a surge in historically high unemployment rates during the pandemic, Generation Z has been navigating a volatile employment market amid the proliferation of AI, robotics, and workforce transformation. Amid persistent inflation, Generation Z workers are spread financially thin. They are taking on multiple jobs and side hustles. At the same time, they are being called upon to serve as caregivers. These pressures are weighing on their outlook on life.

Despite this tumultuous start to their careers, Generation Z has begun saving for retirement, and they have decades to grow their retirement savings.

Among Generation Z workers who are aged 18 and older, key survey findings include:

- Six in 10 (60%) often feel exhausted and burned out. Half (50%) are struggling to make ends meet. Twenty-eight percent have more than one job, and 52% have a side hustle.
- Almost half (49%) are worried that AI and robotics will make their job skills no longer needed.
- Current financial priorities include paying off debt (56%), building emergency savings (47%), saving for a major purchase or life event (47%), saving for retirement (40%), and just getting by to cover basic living expenses (40%). Twenty-five percent cite supporting their parents as a priority.
- One in three (34%) are either currently serving or have served as caregivers for a relative or friend during their working careers. Among them, nine in 10 (90%) have made an adjustment(s) to their work situation.
- Three in four (77%) are saving for retirement through a 401(k) or similar plan and/or outside the workplace, and the median age they started saving is 21. Among those participating in a 401(k) or similar plan, they are contributing 10% of their annual income (median).
- One in five (22%) have taken a hardship withdrawal and/or early withdrawal from a 401(k) or similar plan or IRA.
- Generation Z workers have saved $37,000 in total household retirement accounts (estimated median).

Millennials

Millennials (born 1981 to 1996) entered the workforce during an economy shaped by the Great Recession, which began in late 2007, and later the COVID-19 pandemic and its aftermath. They started their careers with higher levels of student debt than previous generations, and they have tended to delay homeownership, marriage, and starting families. This year, the youngest Millennials turn 30, and the oldest are in their mid-40s. They are now in their sandwich years of juggling careers, raising children, and caring for aging parents.

Most Millennial workers are saving for retirement, but many are at risk of falling behind amid financial pressures and competing priorities. It is crucial for them to balance short-term demands with long-term saving, investing, and planning.

Among Millennial workers, key survey findings include:

- Millennial workers' top priorities in life include enjoying life (58%), being healthy and fit (56%), focusing on family (51%), planning for their financial future (49%), and their career (43%).
- Current financial priorities include paying off debt (61%), saving for retirement (54%), building emergency savings (47%), supporting children (45%), and saving for a major purchase or life event (40%). Sixteen percent cite supporting parents as a financial priority.
- Almost six in 10 (58%) indicate debt is interfering with their ability to save for retirement, and 44% indicate they would prefer not to think about or concern themselves with retirement investing until they get closer to their retirement date.
- Thirty-seven percent are currently serving and/or have served as caregivers. Among them, nine in 10 (90%) made an adjustment(s) to their employment.
- Eight in 10 (82%) are saving for retirement in a 401(k) or similar plan and/or outside the workplace, and the median age they started saving is 26. Among those participating in a 401(k) or similar plan, they are contributing 10% of their annual income (median).
- One in five (20%) have taken a hardship withdrawal and/or early withdrawal from a 401(k) or similar plan or IRA.
- Millennial workers have saved $73,000 in total household retirement accounts (estimated median).

Generation X

Generation X (born 1965 to 1980) began entering the workforce in the 1980s and 1990s as employers began transitioning from employer-funded traditional defined benefit pension plans to employee-funded defined contribution plans, such as 401(k) plans. They have experienced an evolving retirement landscape in which workers are increasingly expected to fund a greater portion of their retirement income and uncertainty about Social Security is intensifying. Now, the oldest members of Generation X are in their early 60s and nearing retirement, and the youngest are in their mid-40s. Most are saving for retirement, but many are at risk of falling short of the savings needed for a secure retirement. Generation X workers seek to extend their working lives to bridge savings gaps, but their success depends on how well they can maintain their health and employability.

Among Generation X workers, key survey findings include:

- Fewer than one in five Generation X workers (18%) are very confident they will be able to fully retire with a comfortable lifestyle, and 25% strongly agree they are building a large enough retirement nest egg.
- More than one in three (36%) expect to retire at age 70 or older or do not plan to retire, and 53% plan to continue working in retirement.
- Almost half (49%) expect their primary source of retirement income to come from self-funded savings, including 401(k)s, 403(b)s, and IRAs (38%) or other savings and investments (11%). Twenty-seven percent expect to primarily rely on Social Security, while 11% expect to rely on income from continued work, and 5% from a company-funded pension plan.
- Seventy-seven percent agree that they are concerned that Social Security will not be there for them when they are ready to retire.
- More than eight in 10 (83%) are saving for retirement in a 401(k) or similar plan and/or outside the workplace, and the median age they started saving is 30. Among those participating in a 401(k) or similar plan, they are contributing 10% of their annual income (median).
- Seventeen percent have taken a hardship withdrawal and/or early withdrawal from a 401(k) or similar plan or IRA.
- Generation X workers have saved $113,000 in total household retirement accounts (estimated median).

Baby Boomers

Baby Boomers (born 1946 to 1964) are now in their early 60s, and the oldest turn 80 this year. Many Baby Boomers were already well into their careers when the retirement landscape began shifting from defined benefit pension plans toward 401(k) or similar plans. As a result, they started saving for retirement at an older age compared with younger generations, leaving them with less time to grow their savings. Among those still in the workforce, Baby Boomers are stretching the boundaries of working later in life. However, they are vulnerable to health and employment issues, so they need contingency plans in place if forced into retirement sooner than expected.

Among Baby Boomer workers, key survey findings include:

- Many Baby Boomer workers (55%) expect to retire at age 70 or older or do not plan to retire. Three in 10 (31%) consider themselves to be semi-retired.
- Less than three in 10 (28%) have a written financial strategy for retirement, while 15% frequently discuss saving, investing, and planning for retirement with family and close friends.
- Greatest retirement fears are declining health that requires long-term care (47%), outliving their savings and investments (43%), and that Social Security will be reduced or cease to exist in the future (42%).
- Four in 10 (42%) expect Social Security to be their primary source of retirement income, while 27% expect to rely on income from 401(k)s, 403(b)s, and IRAs, and 15% from other savings and investments. Seven percent expect to rely on income from continued work, and 5% from a company-funded pension plan.
- Eight in 10 (82%) are saving for retirement in a 401(k) or similar plan and/or outside the workplace, and the median age they started saving is 35. Among those participating in a 401(k) or similar plan, they are contributing 10% of their annual income (median).
- Eleven percent have taken a hardship withdrawal and/or early withdrawal from a 401(k) or similar plan or IRA.
- Baby Boomer workers have saved $263,000 in total household retirement accounts (estimated median).

Common Themes Across Generations

While each generation has unique circumstances influencing their retirement planning and preparations, the survey identifies common themes across today's multigenerational workforce.

Life, Happiness, and Healthy Aging

Workers are planning to live long lives and most have a positive outlook, but many are showing signs of distress.

Key survey findings include:

- Eight in 10 workers across generations have close relationships with family and friends (86%), are generally happy (85%), and are enjoying their lives (83%).
- Around half of workers indicate their day-to-day lives have been negatively impacted by the economy (56%), health care costs (48%), and housing prices (48%). Generation Z is more likely than older generations to be negatively impacted by housing prices.
- Few workers (16%) are very optimistic about their future amid today's rapid pace of change.

Personal Finances

Workers are feeling financial pressures as they contend with inflation and prioritize their spending and saving, but many are not yet fully engaged in managing their finances.

Key survey findings include:

- Three in four workers (75%) have taken one or more actions due to financial strain from inflation in recent years. Younger generations are more likely to have done so than Baby Boomers.
- Paying off debt is a current financial priority among workers across generations (59%), with Baby Boomers being less likely to cite it as a priority.
- Half of workers across generations engage in budgeting (51%) on a regular basis, while around four in 10 engage in managing their savings and investments (41%) and financial planning (39%).

Common Themes Across Generations

Employment

Workers are facing uncertainties amid the proliferation of AI, robotics, and workforce transformation. But they could be doing more to safeguard their employability.

Key survey findings include:

- More than four in 10 workers (44%) are worried about artificial intelligence (AI) and robotics making their job skills no longer needed. Baby Boomers are less likely to be worried than younger generations.
- More than half of workers (54%) expect AI or robotics to have one or more implications for their job, including that their job will transform (34%), they will have new job opportunities (20%), and/or their job will be eliminated (12%). Generation Z and Millennials are more likely to expect implications for their jobs than Generation X and Baby Boomers.
- When asked about steps they are taking to help ensure they can work as long as they want and need, around half of workers indicate they are focused on performing well at their current job (53%) and keeping their job skills up to date (49%).

Caregiving Experience

As the population ages and the cost of long-term care skyrockets, many workers are being called upon to serve as caregivers for aging parents and loved ones — which can impact their own employment, income, and ability to save for retirement.

Key survey findings include:

- More than one in three workers (36%) are currently serving and/or have served as a caregiver for a relative or friend during their career (excluding parenting responsibilities).
- Among caregiving workers, almost nine in 10 workers (88%) made one or more work-related adjustments because of becoming a caregiver, ranging from missing days of work to quitting a job altogether.
- Thirty-five percent of caregiving workers indicate their financial situation has worsened due to becoming a caregiver.

Common Themes Across Generations

Retirement Attitudes & Beliefs

Workers dream of an active retirement. Yet, many have health and financial fears about retirement, and they are concerned about the future of Social Security. Some workers envision extending their working lives and retiring at an older age.

Key survey findings include:

- When asked a series of word associations with "retirement," workers are more than twice as likely to cite positive word associations (89%) versus negative associations (35%).
- Workers' retirement dreams include travel (66%), spending more time with family and friends (59%), and pursuing hobbies (53%). Some dream of working (32%), and some dream of doing volunteer work (23%).
- Workers' greatest retirement fears include outliving their savings and investments (41%), declining health that requires long-term care (40%), and Social Security being reduced or ceasing to exist in the future (39%).
- More than seven in 10 workers (73%) agree with the statement, "I am concerned that when I am ready to retire, Social Security will not be there for me," including 34% who "strongly agree" and 39% who "somewhat agree."
- Nearly eight in 10 workers (78%) agree that today's high cost of living is making it harder for them to save for retirement.
- More than four in 10 workers (44%) expect to work past age 65 or do not plan to retire – and one in three (32%) expect to retire at age 70+ or do not plan to retire. Baby Boomers and Generation X are more likely to expect to do so than Millennials and Generation Z.
- About half of workers (51%) plan to work in retirement.
- Among workers expecting to retire after age 65 and/or planning to work in retirement, 79% of workers cite financial reasons and 78% cite healthy-aging reasons.

Common Themes Across Generations

Retirement Plans & Preparations

Most workers are saving for retirement through an employer-sponsored plan and/or outside the workplace, but the question is whether they are saving enough to fund their retirement.

Key survey findings include:

- Nearly two in three workers (65%) agree with the statement, "I feel that I could work until retirement and still not save enough to meet my needs." Younger generations are more likely to agree with this sentiment than Baby Boomers.
- Workers expect diverse sources of retirement income, including self-funded savings from 401k(s), 403(b)s, and IRAs (68%) and other savings and investments (46%), Social Security (64%), and income from continued work (34%). Fewer than one in five workers (19%) are expecting income from a company-funded pension plan. Older generations are more likely to expect Social Security as a source of retirement income than younger ones.
- Workers' *primary* source of retirement income varies by generation, with Baby Boomers being most likely to expect to rely on Social Security (42%) and younger generations being more likely to expect to rely on self-funded savings from 401(k)s, 403(b)s, IRAs and outside savings and investments (approximately 50%).
- Almost one in five workers (19%) have taken an early withdrawal and/or hardship withdrawal from a 401(k) or similar plan or IRA.
- As of late 2025, workers have saved $78,000 in total household retirement accounts (estimated median). Eight percent have saved $1 million or more, and 25% have saved less than $25,000. Workers' retirement savings increase with age.

Common Themes Across Generations

Opportunities to Enhance Retirement Security

As difficult as it may be for workers to save for retirement in the current economic environment, many are not yet engaging in planning-related opportunities that may help improve their long-term outcomes.

Key survey findings include:

- Only 27% of workers have a financial strategy for retirement in the form of a written plan.
- Workers estimate they will need $650,000 by the time they retire to feel financially secure (median). When asked how they arrived at their estimate, 44% indicated they "guessed," while only 15% used a retirement calculator, and 13% had the amount given to them by a financial advisor.
- Nearly six in 10 workers (59%) would prefer to rely on outside experts to monitor and manage their retirement savings plan, but only 35% use a professional financial advisor.
- Additional opportunities for workers to increase their knowledge of retirement investing, become familiar with tax credits, and learn more about Social Security and Medicare benefits.

Workers across generations will someday retire. Over the course of their career and savings journey, they will encounter changing economic conditions, new personal situations, and an evolving retirement landscape. While each generation navigates the future, they share common issues and opportunities for enhancing their retirement security.

The following pages outline Recommendations for Workers, Employers, and Policymakers to enhance retirement security. The Detailed Findings section of this report provides in-depth survey findings and detailed analysis.

Recommendations for Workers

Workers are stressed and strained juggling financial priorities amid today's high cost of living. However, they have an opportunity to take greater control of their personal finances in ways that can enhance their retirement security. Action steps include:

1. **Learn more about personal finance,** including managing money, interest rates, investments, debt, and taxes and tax incentives.
2. **Seek expert assistance, if needed,** such as from your employer's retirement plan provider, a financial services institution, and/or a professional financial advisor.
3. **Engage in financial planning to gain a full understanding of your situation.** Create a budget, prioritize expenses, set short- and long-term goals, build emergency savings, contribute to health savings accounts (HSAs), learn about investing, develop plans, and keep good records. Ensure insurance coverage is adequate. If facing challenges in paying off debt, contact your lender to negotiate alternative payment arrangements.
4. **Calculate retirement savings needs, develop a retirement strategy, and document it.** Factor in living expenses, health care, government benefits, inflation, investment returns, years in retirement, potential long-term care needs, as well as funds for pursuing retirement dreams.
5. **Save for retirement in an employer-sponsored retirement plan, if available, or contribute to a tax-advantaged account.** If offered a 401(k) or similar plan in the workplace, take advantage of matching employer contributions and defer as much as you can. If you do not have access to a workplace plan, explore options to contribute to a Traditional or Roth IRA. If self-employed, learn about additional tax-advantaged options for saving.
6. **Review your retirement savings to ensure investments are consistent with your risk profile and years to retirement.** Learn about professionally managed accounts, model portfolios, target date funds, and strategic allocation funds. Seek assistance from your retirement plan provider or a professional financial advisor, if needed.
7. **Avoid taking early withdrawals from retirement accounts**, which can severely inhibit the long-term growth of savings. Before doing so, explore the possibility of taking a plan loan and other alternatives.

Recommendations for the Workers

8. **Build resilience, expect the unexpected, and anticipate backup plans for issues that may arise,** such as health issues, job loss, caregiving responsibilities, or other unforeseen circumstances.
9. **Take proactive steps to help ensure that you can work as long as you want and need.** Engage in the evolving workforce by keeping job skills up to date, learning new skills and transferable skills, following employment trends, and networking.
10. **Get savvy about Social Security and Medicare.** Learn about Social Security claiming strategies that can help maximize long-term benefits. Get informed about Medicare eligibility, premiums, coverage options, and the trade-offs associated with different plans.
11. **Engage in conversations with family and close friends** about any expectations of needing to provide or receive caregiving and/or financial support in retirement.
12. **Beware of scams.** Bad actors and scammers are becoming more sophisticated. Stay on top of the latest scams, safeguard your personally identifiable information (PII), and be hypervigilant about suspicious text messages, email, or calls.

Recommendations for Employers

Employers play a vital role in the U.S. retirement system by providing supportive business practices and invaluable benefits that can help employees grow professionally, save for the future, and protect their health and financial well-being. By doing so, employers can stand out in today's highly competitive environment. Specific opportunities include:

1. **Offer robust health and welfare benefits that promote physical and mental health and financial well-being,** such as health, disability, and life insurance; workplace wellness and financial wellness programs; and employee assistance programs.
2. **Sponsor a retirement plan or join a pooled plan arrangement** such as a pooled employer plan (PEP) or multiple employer plan (MEP). If a plan is not already in place, take advantage of the federal tax credits available to eligible employers for starting a retirement plan or joining a PEP or MEP.
3. **Extend benefits eligibility to part-time employees**, including health insurance and retirement plan offerings. For part-time employees who are not offered health insurance, provide information about the options available in the ACA Marketplace. For employees who are not offered retirement benefits, provide information about the importance of saving and IRAs and other tax-advantaged ways to save.
4. **Cultivate an age-friendly work environment** by offering opportunities, work arrangements, and training and tools needed for employees of all ages to be successful. Encourage mentorships, cross-training, professional development, and succession planning across all ages.
5. **Encourage professional development and lifelong learning opportunities for employees** to keep their skills up to date and to learn additional skills needed amid workforce transformation.
6. **Offer flexible work arrangements that support work-life balance** and recognize employees' personal responsibilities such as parenting, caregiving, and continuing education.
7. **Support caregiving employees** by offering programs to help them balance their caregiving and job responsibilities. Programs include paid leave of absence, referrals and discounts for backup care, counseling services, and training for managers and employees on how to handle caregiving situations.

Recommendations for Employers

8. **Adopt and promote policies to accommodate employees with disabilities** (e.g., assistive technologies, remote work opportunities) to support workforce participation, including facilitating contributions to an ABLE account for eligible employees.

9. **Help employees preserve their retirement savings.** Many workers are tapping into their retirement accounts – but they will need that savings when they retire. Plan sponsors should promote plan loans to curtail participants' taking hardship and early withdrawals. When employees separate from service, plan sponsors should ensure employees understand their options, which may include leaving their savings in the plan, rolling over their savings to an IRA, or rolling over their savings to a successor employer – and not cashing out.

10. **Adopt flexible employment/retirement policies that align with how pre-retirees envision transitioning into retirement.** Such policies could include supporting flexible work schedules, hiring experienced workers in part-time or temporary roles, and offering phased retirement and other transitions from full time to part time, changes in job responsibilities or work assignments, and/or changes in location of work.

11. **Offer pre-retirees greater levels of assistance in planning their transition into retirement**, including education about retirement income strategies, retirement plan distribution options, and the need for a backup plan if forced into retirement sooner than expected (e.g., due to health issues, job loss, family obligations). Provide information about assorted options for claiming Social Security and enrolling in Medicare.

12. **Promote the benefits your company offers**, including supportive policies and business practices along with health, wellness, and retirement benefits. Increasing awareness of these offerings could help employees enhance their physical, mental, and financial well-being.

Recommendations for Policymakers

Policymakers have an opportunity to strengthen and future-proof the U.S. retirement system so that current and future generations of workers can live, work, and retire with dignity. Recommendations include:

1. **Address Social Security and Medicare funding issues**. The sooner reforms are implemented, the more time people will have to adjust their financial plans for retirement.
2. **Ensure accessible and affordable quality health care options and prescription drugs** are available to people of all ages, including retirees and those who are not yet retired.
3. **Increase access to affordable housing** to enhance financial security for people of all ages.
4. **Engage leaders from across sectors and disciplines to collaborate, innovate, and implement new financing and delivery models for long-term care** that are more accessible and affordable to those individuals needing care and to family caregivers providing care.
5. **Support family caregivers** by providing Social Security credits to those who forego employment to provide care. Create a tax credit for caregivers to offset caregiving expenses. Establish training programs for non-professional caregivers. Encourage employers to support their caregiving employees. Improve access to home- and community-based services to support family caregivers and care recipients.
6. **Ensure that all workers can save for retirement in the workplace** in an employer-sponsored retirement plan, IRA, or other program. Promote awareness of retirement savings options, including the federal retirement savings marketplace and Saver's Match, particularly among workers who are not offered a workplace plan.
7. **Expand the Saver's Match**, the federal government matching contribution for low- to moderate-income retirement savers, which was created by SECURE 2.0 and will go live in 2027. Consider raising the income eligibility limits and recognizing Roth contributions.
8. **Support lifelong learning** ranging from financial literacy education in schools and the workplace to ongoing professional development, including retraining and learning new job skills.
9. **Promote the employment of older workers.** Create incentives and remove disincentives for employers to hire and retain older workers, offer phased retirement arrangements, and expand opportunities for encore careers.
10. **Bridge the digital divide.** Continue providing and subsidizing broadband access, particularly in rural and underserved urban areas. Internet access is essential for accessing employment opportunities, service providers, government agencies, education, and social connections.

Stressed and Strained:
Four Generations Strive for Retirement Security

Detailed Findings

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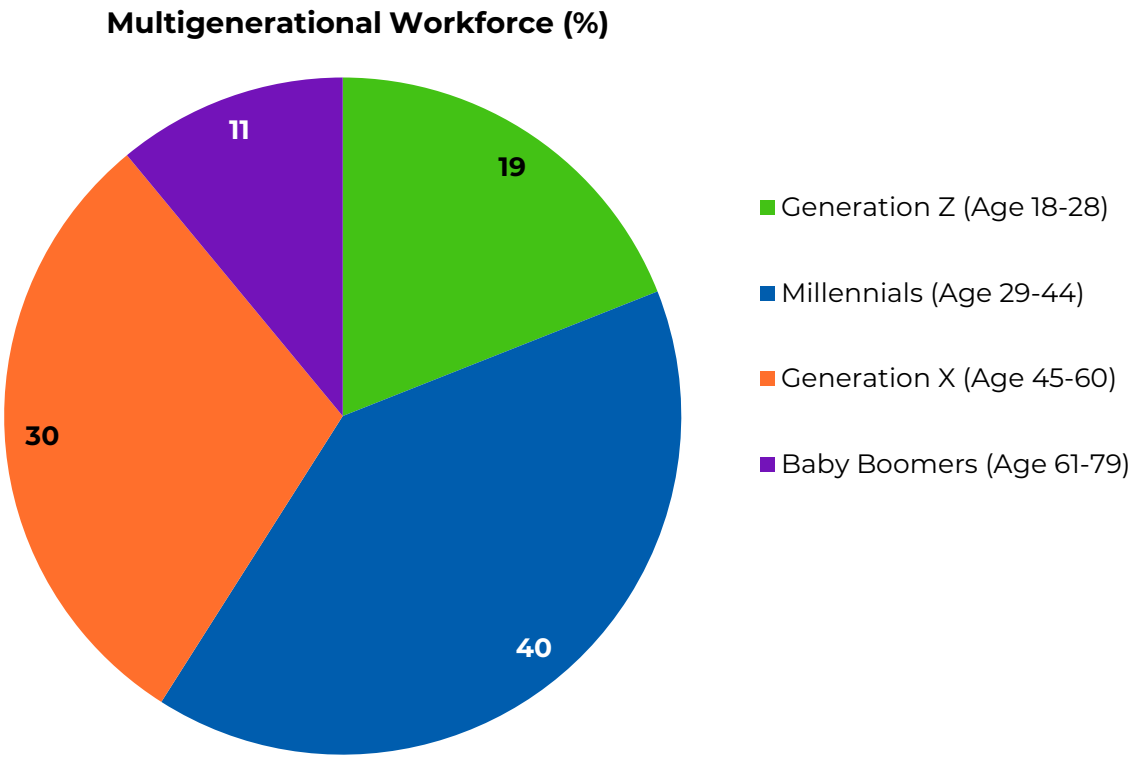
The Multigenerational Workforce

Generations in the Multigenerational Workforce

Today's multigenerational workforce encompasses four generations. One in five (19%) workers are Generation Z, born 1997 to 2012. The plurality of workers (40%) is Millennials, born 1981 to 1996. About one-third of workers (30%) are Generation X, born 1965 to 1980. Baby Boomers, born 1946 to 1964, make up only 11% of today's workforce.

Note: The survey qualifies respondents age 18 and older.



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Age. What is your age?

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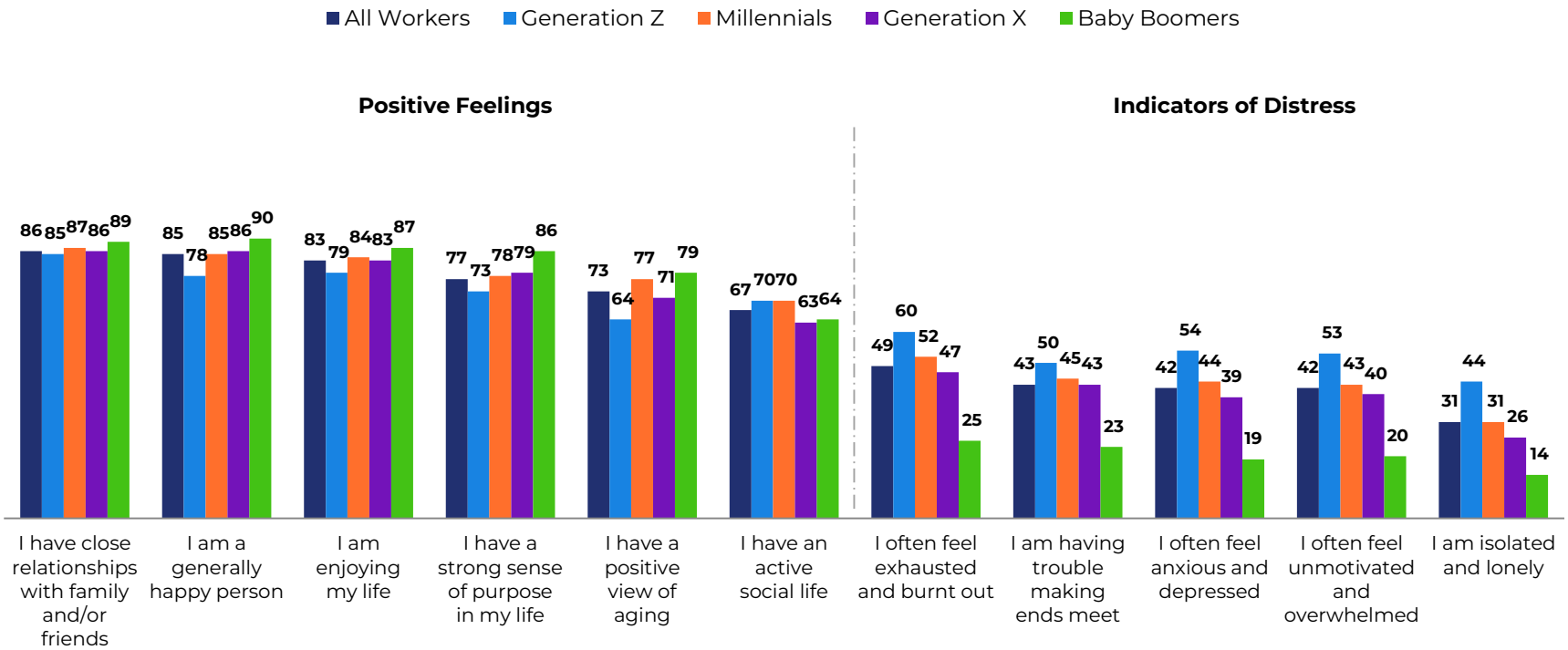
Life, Happiness, and Healthy Aging

Outlook on Life

Workers predominantly report positive feelings about life, such as having close relationships with family and/or friends, being a generally happy person, and enjoying life (86%, 85%, 83%, respectively). However, the multigenerational workforce is living in starkly different realities. Baby Boomers have a strong sense of purpose in life (86%) and a positive view of aging (79%). While younger generations report having an active social life, a significant percentage of Generation Z, Millennials, and Generation X workers report often feeling exhausted and burnt out (60%, 52%, 47%), having trouble making ends meet (50%, 45%, 43%), feeling anxious and depressed (54%, 44%, 39%), often feeling unmotivated and overwhelmed (53%, 43%, 40%), and feeling isolated and lonely (44%, 31%, 26%).

How much do you agree or disagree with the following statements? (NET – Strongly/Somewhat Agree)
Multigenerational Workforce (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q5025. How much do you agree or disagree with the following statements?

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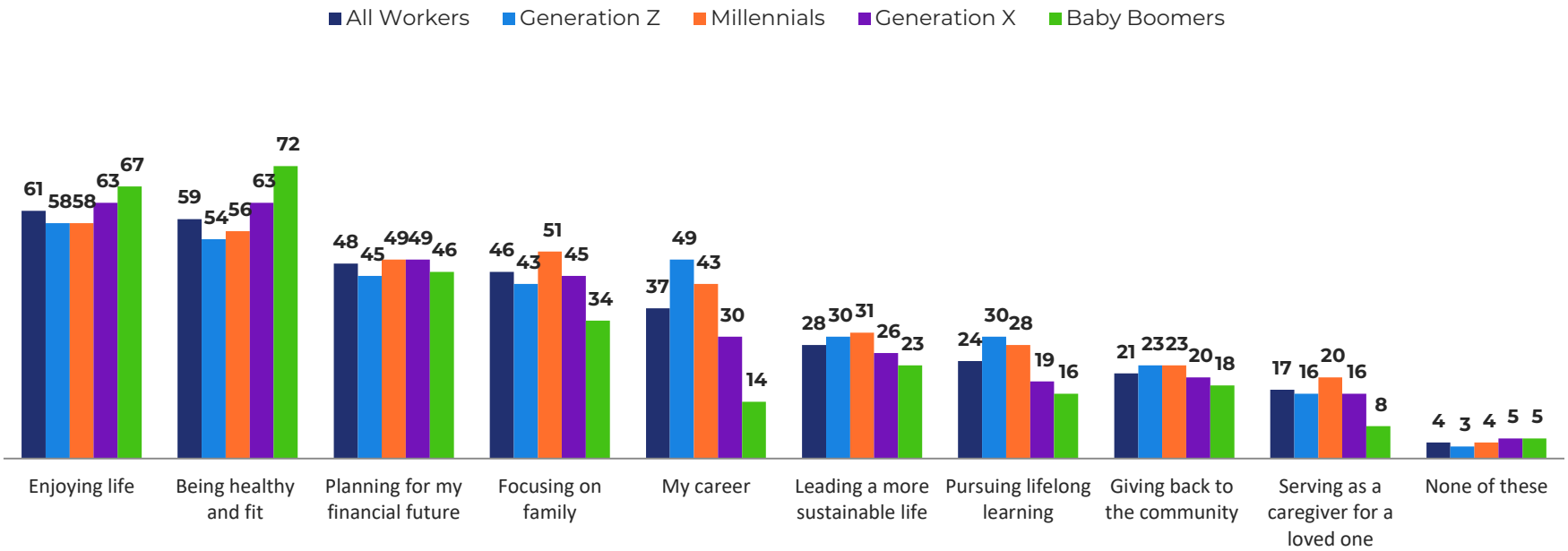
Top Life Priorities

Workers across generations share top priorities in life, albeit with differences based on their age and life phase. The most frequently cited top life priorities are enjoying life, being healthy and fit, and planning for their financial future across Generation Z (58%, 54%, 45%, respectively), Millennials (58%, 56%, 49%), Generation X (63%, 63%, 49%), and Baby Boomers (67%, 72%, 46%). Focusing on family and their career are higher life priorities across Generation Z (43%, 49%), Millennials (51%, 43%), and Generation X workers (45%, 30%). Furthermore, Millennials are more likely to be prioritizing serving as a caregiver for a loved one (20%). Many workers are prioritizing leading a more sustainable life (28%), pursuing lifelong learning (24%), and even giving back to the community (21%).

Which of the following are currently your top priorities in life? Select All.

Multigenerational Workforce (%)



Responses not shown for "Other" (All Workers: 1%, Gen Z: 1%, Millennials: 1%, Gen X: 1%, Baby Boomers: 2%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2022A. Which of the following are currently your top priorities in life? Select all.

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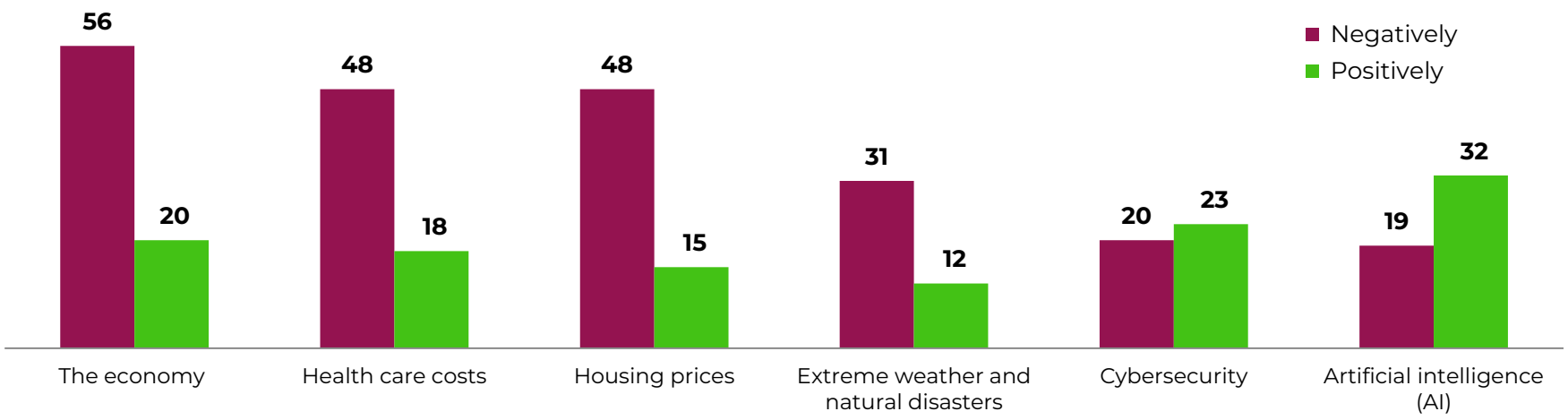
Impact of Megatrends on Day-to-Day Life

Workers indicate that their day-to-day life is more often negatively impacted than positively impacted by the economy (56%, 20%, respectively), health care costs (48%, 18%), housing prices (48%, 15%), and extreme weather and natural disasters (31%, 12%). Workers similarly indicate negative and positive impacts from cybersecurity (20%, 23%). Nearly one in three workers (32%) indicate artificial intelligence (AI) has positively impacted their day-to-day life compared with 19% who are negatively impacted.

How are the following currently impacting your day-to-day life? (%)
All Workers



Note: Examples given in survey question for "the economy" include financial markets, interest rates, inflation rate, employment market.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2025C. How are the following currently impacting your day-to-day life (e.g., quality of life, job opportunities)?

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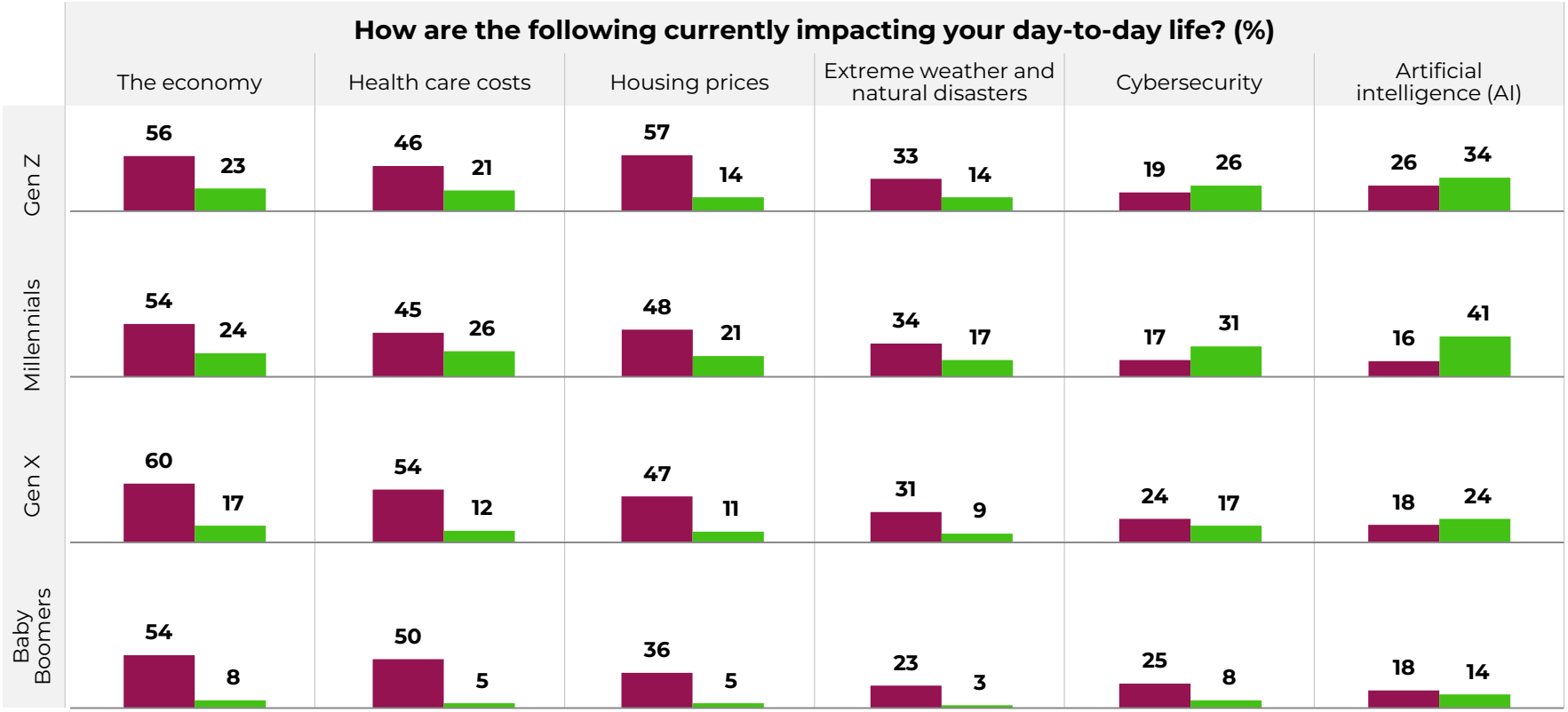
Impact of Megatrends on Day-to-Day Life by Generation

Workers across generations indicate shared pain points on their day-to-day lives from the economy and health care costs. However, Generation Z, Millennials, and Generation X are more likely than Baby Boomers to indicate negative impacts from housing prices (57%, 48%, 47%, 36%, respectively) and extreme weather (33%, 34%, 31%, 23%). In contrast, the impact of cybersecurity differs across generations. Baby Boomers and Generation X are more likely to indicate negative impacts (25%, 24%), whereas Millennials and Generation Z are more likely to indicate positive impacts on their day-to-day lives (31%, 26%). Millennials and Generation Z workers are also more likely to indicate positive impacts on their day-to-day lives from artificial intelligence (41%, 34%).



Note: Examples given in survey question for "the economy" include financial markets, interest rates, inflation rate, employment market.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS

Q2025C. How are the following currently impacting your day-to-day life (e.g., quality of life, job opportunities)? Positively, Negatively, No Impact, Not Sure

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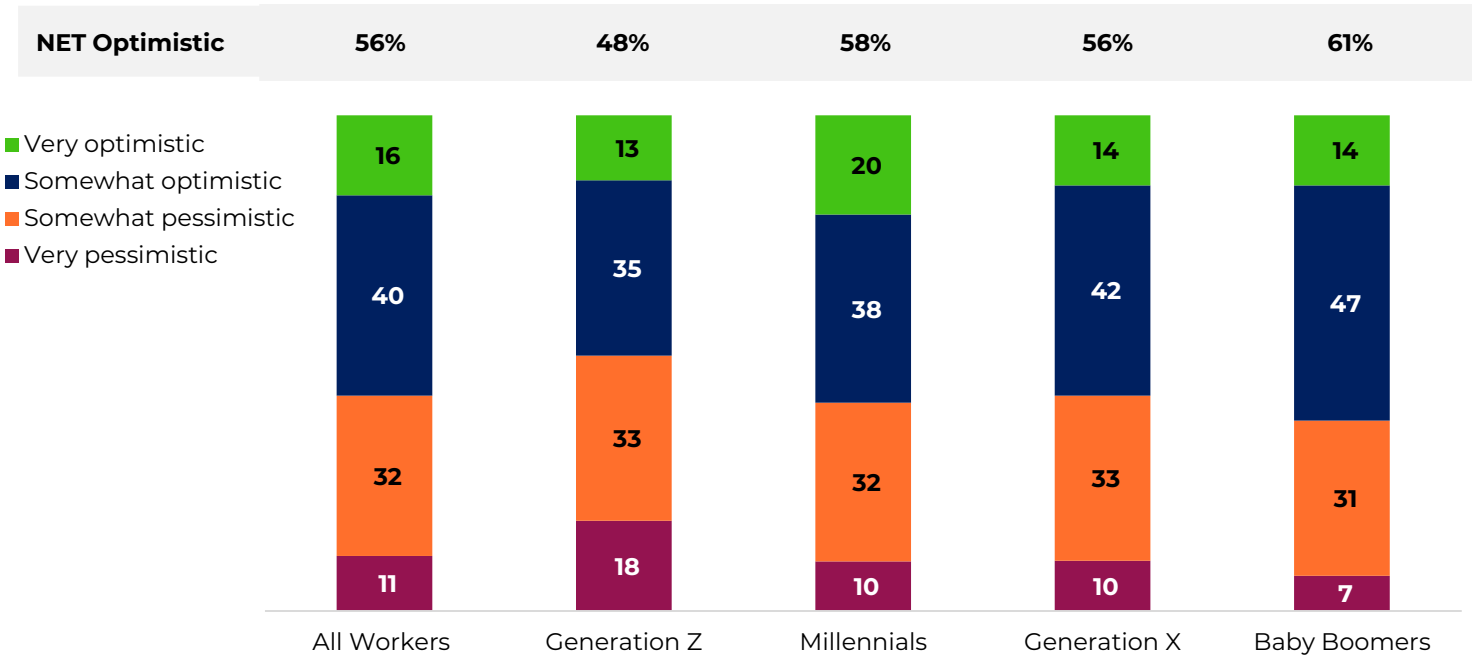
Optimism About the Future

More than half of the multigenerational workforce (56%) is optimistic about their future amid today's rapid pace of change, including 16% who are "very optimistic" and 40% who are "somewhat optimistic." Baby Boomers, Generation X, and Millennials are more likely than Generation Z to feel optimistic (61%, 56%, 58%, 48%, respectively). Eighteen percent of Generation Z workers feel "very pessimistic" about their future.

Amid today's rapid pace of change (e.g., economy, workforce, politics, extreme weather and natural disasters), how do you feel about your future?

Multigenerational Workforce (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS

Q2025D Amid today's rapid pace of change (e.g., economy, workforce, politics, extreme weather and natural disasters), how do you feel about your future?

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Age Planning to Live

One in seven workers (15%) are planning to live to age 100 or older. Age 88 is the median age workers are planning to live to, among those who provided an age. Three in 10 workers (31%) are "not sure," a reasonable answer given the nature of the question and life's uncertainties.

Living to be centenarians is a shared aspiration across 19% of Generation Z, 16% of Millennials, 11% of Generation X, and 11% of Baby Boomers.

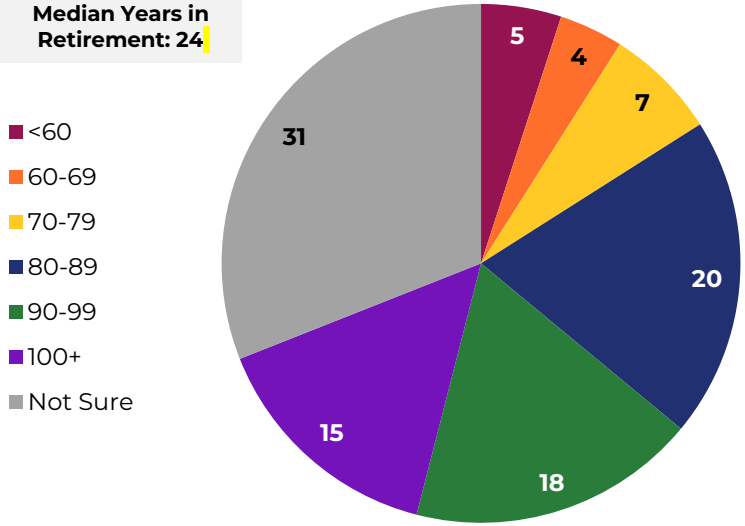
The survey also compared workers' planned life expectancy with their expected retirement age and calculated 24 years in retirement (median). Generation Z and Millennials are expecting longer retirements than Generation X and Baby Boomers (26, 25, 20, 20 years, respectively).

What age are you planning to live to?

All Workers (%)

Median Age: 88

Median Years in Retirement: 24



Multigenerational Workforce (%)

	Live to 100+	Live to Age in Years (Median)	Years in Retirement (Median)
Generation Z	19%	89	26
Millennials	16%	88	25
Generation X	11%	85	20
Baby Boomers	11%	90	20

*Median years in retirement calculation excludes those who said, "don't plan to retire."

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2850. What age are you planning to live to?
Q910. At what age do you expect to retire?

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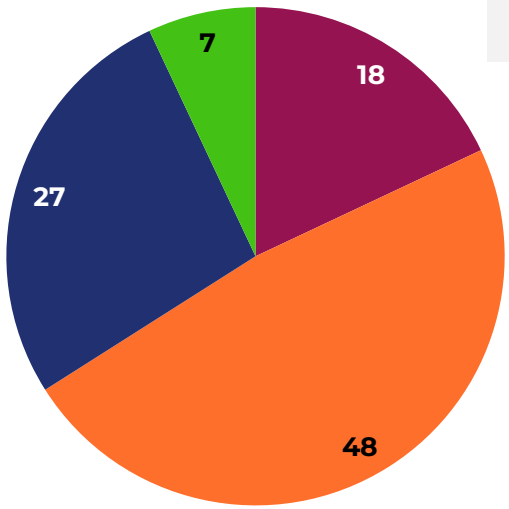
Concerns About Health in Older Age

Two in three workers (66%) are concerned about their health in older age, including 18% who are "very concerned" and 48% who are "somewhat concerned." Workers across generations similarly share concerns about health in older age including Generation Z, Millennials, Generation X, and Baby Boomers (62%, 63%, 70%, 67%, respectively). More than one in six workers (18%) are "very concerned" across Generation Z, Millennials, Generation X, and Baby Boomers (16%, 18%, 20%, 14%).

How concerned are you about your health in older age?

All Workers (%)



NET Concerned 66%

- Very concerned
- Somewhat concerned
- Not too concerned
- Not at all concerned

Multigenerational Workforce (%)

	NET Concerned	Very Concerned	Somewhat Concerned	Not Too Concerned	Not At All Concerned
Gen Z	62	16	46	29	8
Millennials	63	18	45	29	9
Gen X	70	20	50	24	6
Baby Boomers	67	14	53	29	4

Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1445x1. How concerned are you about your health in older age?

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Engagement in Healthy Activities

When asked about health-related activities they are doing on a consistent basis, more than half of workers are eating healthy (54%), exercising regularly (54%), and getting enough sleep (51%). Across the multigenerational workforce, Baby Boomers are more likely than younger generations to engage in many healthy activities, particularly getting routine physicals and recommended health screenings. Generation X, Millennials, and Generation Z are more likely to focus on mental health such as practicing mindfulness and meditation and seeking mental health support when needed. Relatively few workers across generations are considering long-term health when making lifestyle decisions.

Engaging in Health-Related Activities on a Consistent Basis Select all. (%)	All Workers	Gen Z	Millennials	Gen X	Baby Boomers
Eating healthy	54	50	54	57	60
Exercising regularly	54	49	53	56	64
Getting enough sleep	51	45	49	52	62
Socializing with family and friends	48	44	47	49	54
Managing stress	43	43	43	43	43
Seeking medical attention when needed	42	32	38	48	63
Maintaining a positive outlook	41	35	38	44	52
Getting plenty of rest and relaxation	40	35	35	43	54
Avoiding harmful substances (e.g., cigarettes, alcohol, illicit drugs)	39	38	33	42	49
Getting routine physicals and recommended health screenings	38	26	33	45	61
Spending time in nature	36	34	37	35	40
Getting recommended vaccinations (e.g., flu,. Shingles, MMR, COVID-19)	28	23	23	30	47
Practicing mindfulness and meditation	23	24	25	23	17
Seeking mental health support when needed	23	25	26	22	10
Considering long-term health when making lifestyle decisions	22	27	22	20	19
Nothing	3	3	4	3	3

Note: Responses not shown for "Other" (All Workers: 1%, Gen Z: 1%, Millennials: 1%, Gen X: 2%, Baby Boomers: 1%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS

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

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Sources of Information for Health Matters

For health-related matters, workers predominantly rely on medical professionals (58%), in addition to health-related websites (34%), medical research websites (34%), and family and friends (33%). Generation Z, Millennials, and Generation X generally seek health guidance from a broader range of sources, particularly newer media sources such as social media (34%, 32%, 20%), health/wellness apps (28%, 28%, 20%), and AI apps or chatbots (23%, 19%, 10%). In contrast, Baby Boomers rely on a more concentrated group of sources such as medical professionals (76%), health-related websites (32%), medical research websites (31%), and family and friends (33%).

What sources of information do you rely on for health-related matters? Select all. (%)	All Workers	Gen Z	Millennials	Gen X	Baby Boomers
Medical professionals	58	51	54	63	76
Health-related website (e.g., Everyday Health, WebMD, Healthgrades)	34	33	35	35	32
Medical research websites (e.g., Mayo Clinic, Cleveland Clinic)	34	38	35	31	31
Family and friends	33	33	33	32	33
Social media platforms (e.g., TikTok, Facebook, X, LinkedIn, Reddit, YouTube)	26	34	32	20	7
Health/Wellness apps (e.g., Apple Health, Headspace, Calm)	24	28	28	20	11
Government websites (e.g., Center for Disease Control (CDC), National Institutes of Health (NIH))	20	24	21	17	15
Physical trainers/nutritionists	17	20	19	14	10
Artificial Intelligence (AI) app or chat bot (e.g., ChatGPT, Copilot, Claude, Gemini)	15	23	19	10	6
Health/wellness influencers (e.g., Dr. Sandra Lee, Panela Reif, Cody Rigsby)	15	17	18	13	4
Newspapers, magazines, journals, or books	13	11	14	13	16
Podcasts (e.g., The Proof, Wellness Her Way, The Exam Room)	13	13	16	11	5
Television or radio programs	12	11	12	13	13
Streaming platforms (e.g., Twitch, Netflix)	11	16	14	8	5
None	5	4	5	5	5

Note: Responses not shown for "Other" (All Workers: 1%, Gen Z: <1%, Millennials: <1%, Gen X: 1%, Baby Boomers: 1%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2024D. What sources of information do you rely on for health-related matters? Select all.

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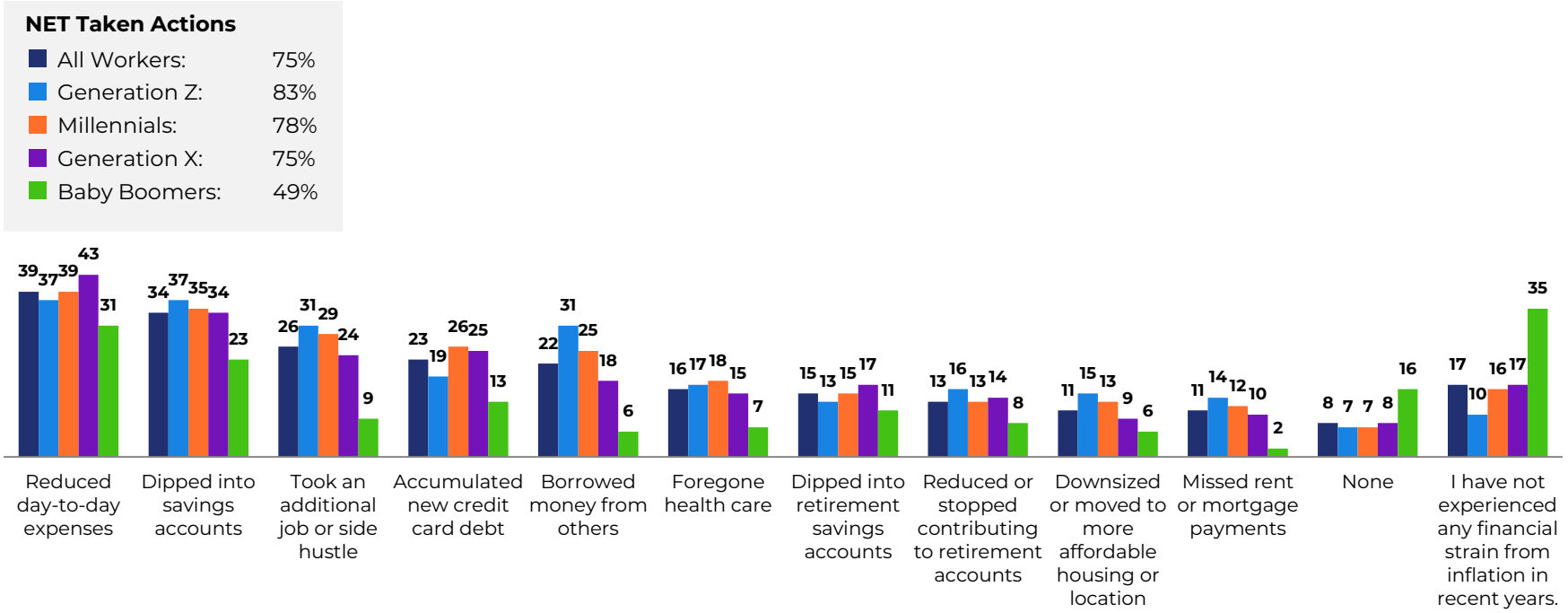
Personal Finances

Financial Strain From Inflation

Three in four workers (75%) have taken one or more actions due to financial strain from inflation in recent years. Generation Z, Millennials, and Generation X workers are significantly more likely than Baby Boomers to have done so (83%, 78%, 75%, 49%, respectively). Among the actions taken, they are more likely to have dipped into savings accounts (37%, 35%, 34%, 23%) and have taken on an additional job or side hustle (31%, 29%, 24%, 9%). Additionally, they are more likely to have accumulated new credit card debt (19%, 26%, 25%, 13%), borrowed money from others (31%, 25%, 18%, 6%), and forgone health care (17%, 18%, 15%, 7%). Generation X workers are also more likely than Baby Boomers to have dipped into retirement savings accounts (17%, 11%). By contrast, 35% of Baby Boomers report not having experienced any financial strain from inflation in recent years.

Taken Actions Due to Financial Strain From Inflation in Recent Years

Multigenerational Workforce (%)



Note: Responses not shown for "Other" (All Workers: 1%, Gen Z: <1%, Millennials: <1%, Gen X: 1%, Baby Boomers: 1%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS

Q9016. Which of the following, if any, have you done due to financial strain from inflation in recent years?

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Current Financial Priorities

Workers have a variety of financial priorities, but three core financial priorities emerge across the multigenerational workforce: paying off debt, saving for retirement, and building emergency savings.

Generation Z and Millennials cite a broader range of financial priorities, including paying off debt (56%, 61%, respectively), building emergency savings (both 47%), and saving for retirement (40%, 54%) – in addition to saving for a major purchase or life event (47%, 40%), just getting by (40%, 34%), and supporting children (22%, 45%). Generation X's and Baby Boomers' priorities are more concentrated on saving for retirement (67%, 72%), paying off debt (62%, 48%), and building emergency savings (42%, 32%).

Financial Priorities Right Now. Select all. (%)	All Workers	Generation Z	Millennials	Generation X	Baby Boomers
NET – Paying off debt	59	56	61	62	48
Paying off credit card debt	38	35	40	42	29
Paying off mortgage	28	19	28	34	28
Paying off student loans	13	23	15	9	4
Paying off other consumer debt	11	10	12	12	9
Saving for retirement	57	40	54	67	72
Building emergency savings	44	47	47	42	32
Saving for a major purchase or life event	35	47	40	25	21
Supporting children	32	22	45	30	11
Just getting by to cover basic living expenses	32	40	34	28	20
Paying health care expenses	21	18	23	22	16
Contributing to an education fund	18	16	24	16	6
Creating an inheritance or financial legacy	18	16	22	14	17
Supporting parents	14	25	16	9	3
Paying long-term care expenses	9	12	10	6	4
Supporting grandchildren	5	3	5	6	7

Note: Responses not shown for "Other" (All Workers: 2%, Gen Z: 2%, Millennials: 2%, Gen X: 2%, Baby Boomers 2%).

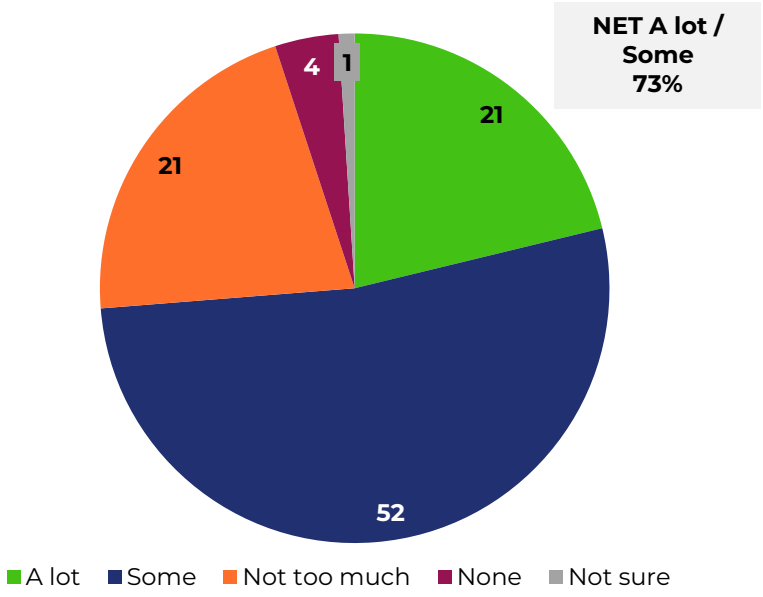
EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2639. Which of the following are your financial priorities right now? Select all.

Working Knowledge of Personal Finance

Most workers (73%) indicate that they have at least some working knowledge about personal finance, including 21% who have "a lot" and 52% who have "some." One in five workers (21%) have "not too much," 4% have "none," and 1% are "not sure." Across the multigenerational workforce, Baby Boomer workers are more likely than Generation X, Millennials, and Generation Z to have "a lot" of working knowledge about personal finance (30%, 18%, 22%, 16%, respectively).

How much of a working knowledge do you have about personal finance?

All Workers (%)



Multigenerational Workforce (%)

	NET A lot / Some	A lot	Some	Not too much	None	Not sure
Generation Z	73	16	57	21	4	1
Millennials	73	22	51	21	4	1
Generation X	70	18	52	23	5	1
Baby Boomers	80	30	50	15	4	1

Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2023D. How much of a working knowledge do you have about personal finance (e.g., managing money, investments, debt, risk, taxes)?

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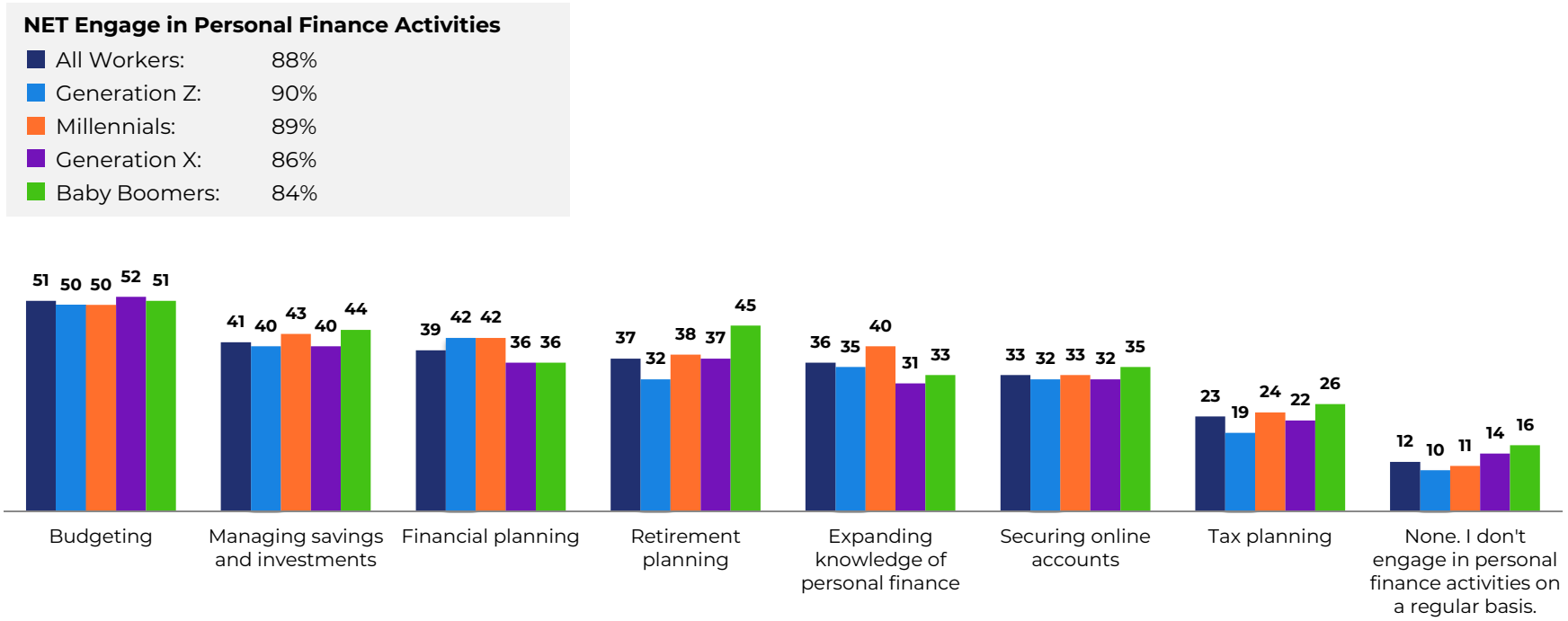
Personal Finance Activities

Most workers (88%) are engaging in one or more personal finance activities on a regular basis, such as budgeting (51%), managing savings and investments (41%), and financial planning (39%). Baby Boomers are more likely to engage in retirement planning (45%), while Millennials are somewhat more likely to be expanding their knowledge of personal finance (40%). Other personal finance activities include securing online accounts (33%) and tax planning (23%). One in ten (12%) workers does not engage in any personal finance activities on a regular basis, a finding that is higher among Generation X and Baby Boomers (14%, 16%, respectively).

Engage in Personal Finance Activities on a Regular Basis
Multigenerational Workforce (%)



Note: Responses not shown for "Other" (All Workers: 1%, Gen Z: 1%, Millennials: 1%, Gen X: 1%, Baby Boomers: 1%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2025E. Which of the following activities, if any, regarding your personal finances do you engage in on a regular basis? Select all.

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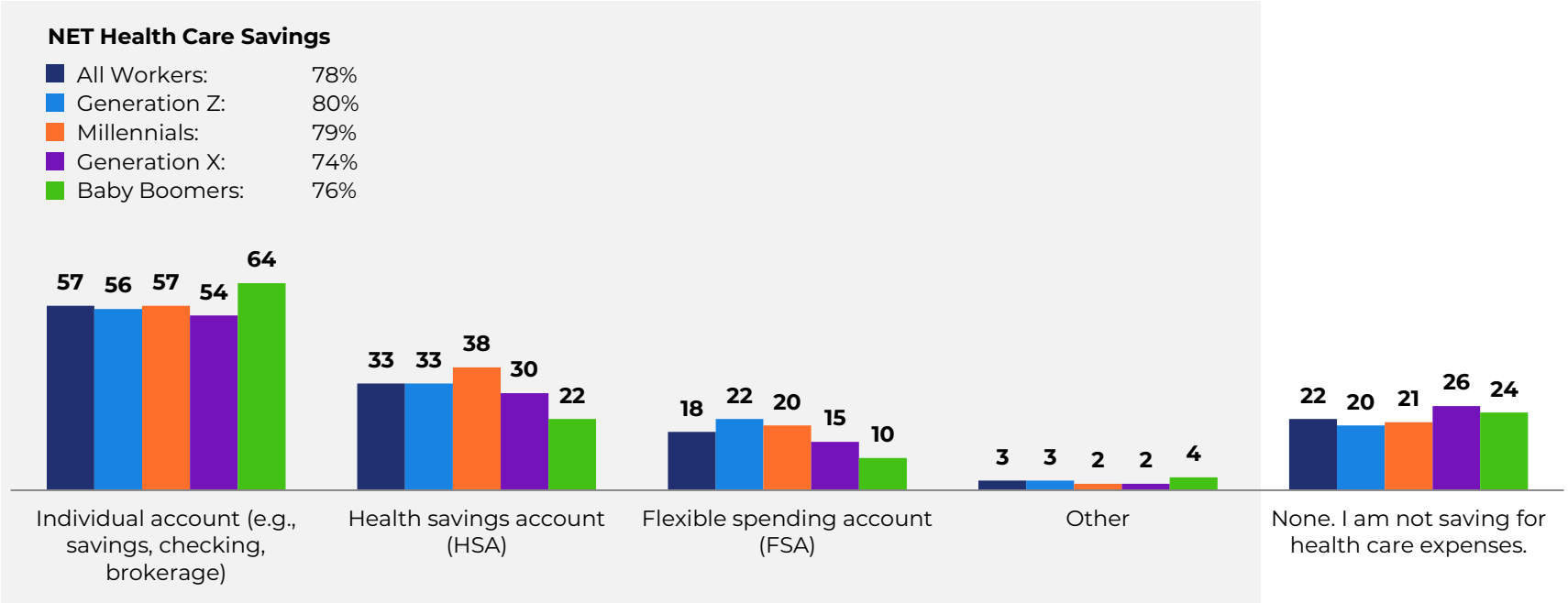
Health Care Savings

Nearly eight in 10 workers (78%) are saving for health care expenses, including 57% who are doing so through an individual account (e.g., savings, checking, brokerage), 33% in a health savings account (HSA), 18% in a flexible spending account, and 3% in other ways. Younger generations are more likely to be saving in an HSA (Generation Z: 33%, Millennials: 38%, Generation X: 30%, Baby Boomers: 22%), while Baby Boomers are more likely to save in an individual savings account (Baby Boomers: 64%, Generation X: 54%, Millennials: 57%, Generation Z: 56%). Of concern, 22% of workers are not saving for health care expenses, illuminating a vulnerable group.

Saving for Health Care Expenses
Multigenerational Workforce (%)



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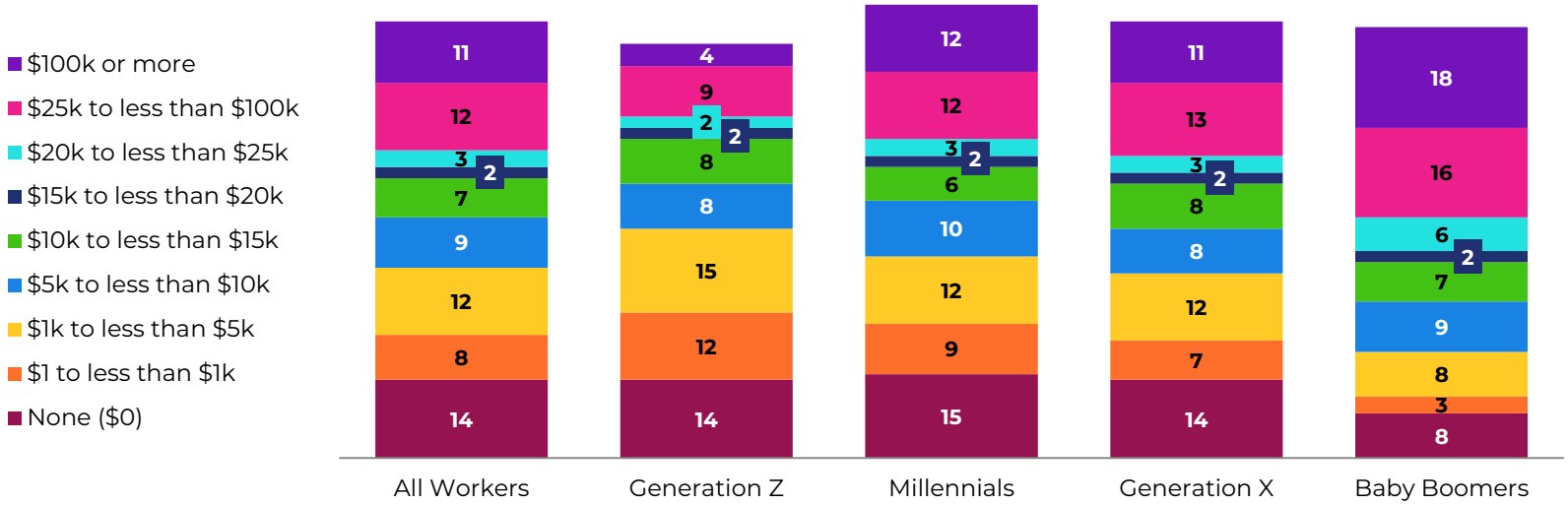
EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q755H. In which of the following, if any, are you currently saving or have funds saved to pay for health care expenses? Select all.

Emergency Savings

Emergency savings can help cover the cost of unexpected major financial setbacks, such as unemployment, medical bills, home repairs, auto repairs, and other expenses. As of late 2025, workers indicate they have saved $5,000 (median) in emergency savings. The amount of emergency savings increases with age: $3,000 among Generation Z, $5,000 among Millennials, $6,000 among Generation X, and $20,000 among Baby Boomer workers (medians). Yet, one in seven workers (14%) have no emergency savings, including 14% of Generation Z, 15% of Millennials, 14% of Generation X, and 8% of Baby Boomers.

2025 Total Emergency Savings

Multigenerational Workforce (%)



	All Workers	Generation Z	Millennials	Generation X	Baby Boomers
Not sure	21	25	18	21	23
Median (including $0)	*$5,000*	*$3,000*	*$5,000*	*$6,000*	*$20,000*

Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - 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)?

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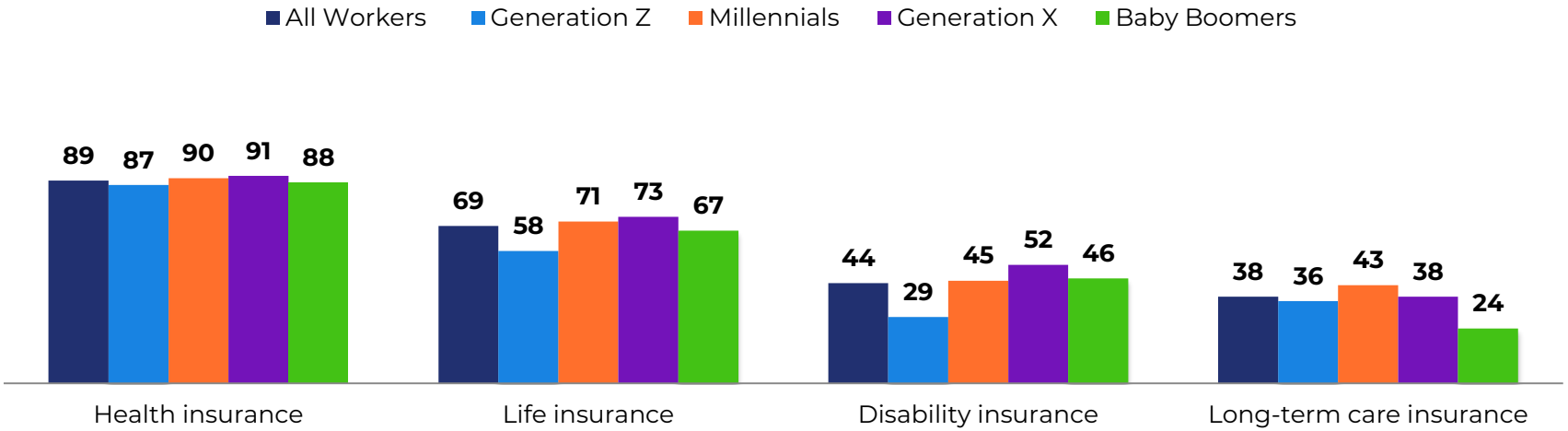
Insurance Coverage

Nearly nine in 10 workers (89%) have health insurance coverage, a relatively consistent coverage rate across generations. While many workers (69%) have life insurance, Baby Boomers, Generation X, and Millennials are more likely than Generation Z to have coverage (67%, 73%, 71%, 58%, respectively). Generation X workers are more likely to have disability insurance (52%), while Millennials are more likely to have long-term care insurance (43%).

Types of Insurance Coverage Currently Have
Multigenerational Workforce (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2025H. Are you covered by any of the following types of insurance?

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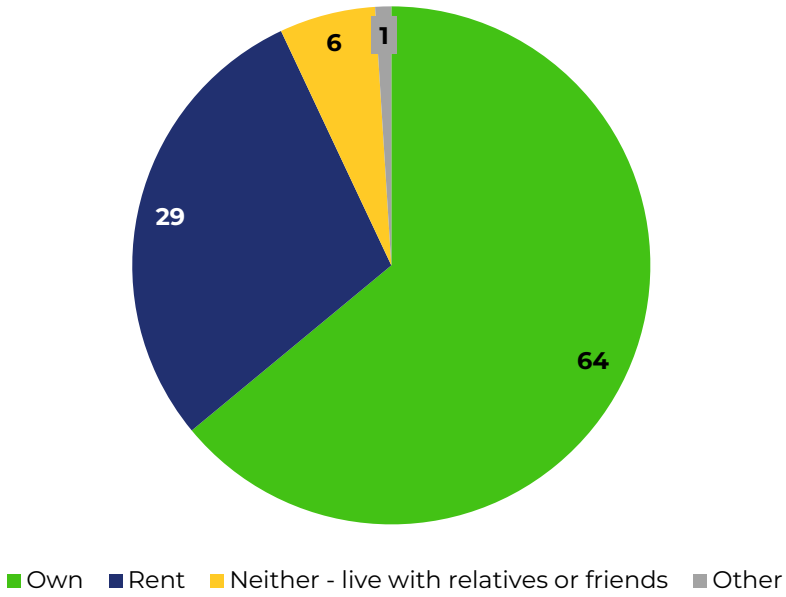
Home Ownership Status

More than six in 10 workers (64%) own their homes, while 29% rent and 6% live with relatives or friends. Housing status differs across the multigenerational workforce. Homeownership is generally higher among Baby Boomers, Generation X, and Millennials than Generation Z (79%, 71%, 65%, 43%, respectively). Conversely, Generation Z is more likely than Millennials, Generation X, and Baby Boomers to have renter status (41%, 29%, 26%, 19%) or shared living arrangements (16%, 5%, 2%, 1%).

Do you own or rent your home?

All Workers (%)



Multigenerational Workforce (%)

	Own	Rent	Neither – live with relatives or friends	Other
Generation Z	43	41	16	<1
Millennials	65	29	5	1
Generation X	71	26	2	1
Baby Boomers	79	19	1	0

Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2712R. Do you own or rent your home?

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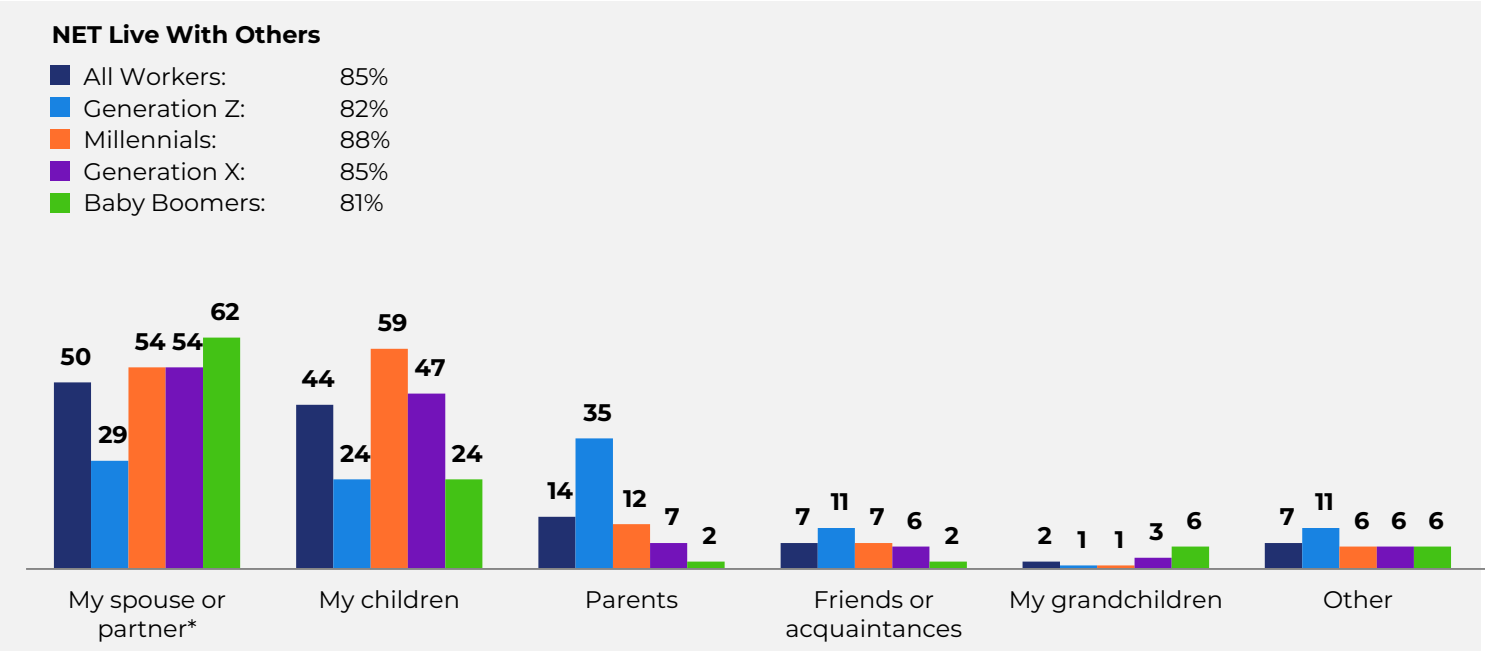
Living Arrangements

Most workers (85%) are living with others ranging from their spouse/partner among those married/partnered (50%), children (44%), parents (14%), friends/acquaintances (7%), grandchildren (2%), and other living arrangements (7%).

Millennials, Generation X, and Baby Boomers are predominantly living with their spouse/partner and/or children. In contrast, Generation Z is more often living with their parents and/or friends/acquaintances. A small but notable percentage of Generation X and Baby Boomers are living with their grandchildren (3%, 6%, respectively). Only 15% of workers are living alone.

Who do you currently live with in your household? Select all.
Multigenerational Workforce (%)



Note: Only respondents who are married or living with partner were shown "My spouse or partner."

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2715R. Who do you currently live with in your household? Select all.

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The Employee Benefits Gap

The survey finds major gaps exist between the high percentage of workers who feel health and welfare benefits are important and the percentage who are offered them by their employers. For example, 95% of workers indicate health insurance is an important benefit, but only 75% indicate their employer offers it. The widest gaps are critical illness insurance, long-term care insurance, and a financial wellness program. Other notable gaps appear in disability insurance, workplace wellness programs, employee assistance programs, and paid family leave.

Type of Employee Benefit (%)	All Workers		
	NET Important – Very/Somewhat Important	Offered by Employer	The Gap: Importance vs. Offered
Health Insurance	95	75	-20
Dental Insurance	88	61	-27
Life Insurance	86	50	-36
Vision Insurance	86	55	-31
Long-Term Care Insurance	82	23	-59
Critical Illness Insurance	81	19	-62
Paid Family Leave	81	41	-40
Disability Insurance	79	34	-45
Financial Wellness Program	77	21	-56
Employee Assistance Program	73	30	-43
Workplace Wellness Program	71	27	-44
Family-Forming Benefits (e.g., fertility, adoption, surrogacy)	50	12	-38
Student Loan Repayment Assistance	47	10	-37

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1170. For each of the following, please tell us how important that benefit is to you, personally.
Q1175. Which of the following does your company offer to you, personally? Select all.

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The Employee Benefits Gap by Generation

The employee benefits gap persists across generations albeit to differing degrees. There are generally narrower gaps for traditional benefits – such as health, dental, life, and vision insurance – but wider gaps for supplemental benefits – such as long-term care insurance, critical illness insurance, family-forming benefits, and student loan repayment assistance.

Type of Employee Benefit	Generation Z (%)			Millennials (%)			Generation X (%)			Baby Boomers (%)		
	NET Important	Offered by Employer	The Gap	NET Important	Offered by Employer	The Gap	NET Important	Offered by Employer	The Gap	NET Important	Offered by Employer	The Gap
Health Insurance	93	69	-24	95	76	-19	96	80	-16	90	70	-20
Dental Insurance	88	53	-35	89	58	-31	89	69	-20	83	62	-21
Life Insurance	90	43	-47	88	51	-37	85	55	-30	70	49	-21
Vision Insurance	84	43	-41	86	52	-34	88	65	-23	77	56	-21
Long-Term Care Insurance	83	19	-64	84	25	-59	83	25	-58	67	17	-50
Critical Illness Insurance	85	15	-70	84	22	-62	79	20	-59	67	13	-54
Paid Family Leave	85	40	-45	86	45	-41	80	41	-39	57	31	-26
Disability Insurance	73	19	-54	80	33	-47	82	44	-38	71	38	-33
Financial Wellness Program	77	20	-57	83	25	-58	76	20	-56	57	12	-45
Employee Assistance Program	80	25	-55	79	34	-45	69	29	-40	43	27	-16
Workplace Wellness Program	74	25	-49	78	31	-47	69	27	-42	49	19	-30
Family-Forming Benefits	62	11	-51	63	14	-49	38	13	-25	16	6	-10
Student Loan Repayment Assistance	65	14	-51	55	10	-45	36	9	-27	15	4	-11

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1170. For each of the following, please tell us how important that benefit is to you, personally.
Q1175. Which of the following does your company offer to you, personally? Select all.

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Sources of Information for Personal Financial Matters

For personal finance matters, workers rely on a variety of sources. They most often rely on family and friends (35%), financial services institutions (32%), a professional financial advisor (27%), and financial websites (26%). Generation Z and Millennials are drawn to newer media sources such as social media platforms (34%, 28%), finance apps (27%, 27%), and an AI app or chatbot (21%, 19%) – some are relying on a professional advisor (21%, 25%). Generation X and Baby Boomers gravitate toward traditional sources of guidance such as a professional financial advisor (28%, 40%). Reliance on an employer's retirement plan provider is also relatively common among Millennials, Generation X, and Baby boomers (26%, 27%, 23%).

What sources of information do you rely on for personal finance matters? Select all. (%)	All Workers	Generation Z	Millennials	Generation X	Baby Boomers
Family and friends	35	38	37	34	28
Financial services institutions (e.g., bank, brokerage firm, credit union, insurance company, investment company)	32	31	33	32	32
Professional financial advisor	27	21	25	28	40
Financial websites (e.g., Yahoo! Finance, CNBC, Bloomberg, Morningstar)	26	25	27	27	26
Employer's retirement plan provider	24	15	26	27	23
Social media platforms (e.g., TikTok, Facebook, X, LinkedIn, Reddit, YouTube)	24	34	28	18	5
Finance/Financial apps (e.g., NerdWallet, Acorns, Robinhood)	22	27	27	17	10
Employer	20	23	21	20	10
Artificial Intelligence (AI) app or chatbot (e.g., ChatGPT, Copilot, Claude, Gemini)	15	21	19	10	4
Personal finance influencers (e.g., Humphrey Yang, Dave Ramsey, Suze Orman, Tiffany Aliche)	14	15	18	11	8
Newspapers, magazines, journals, or books	13	11	13	12	17
Podcasts (e.g., The Journal, Planet Money, Closing Bell, Money Life)	13	14	16	10	4
Streaming platforms (e.g., Twitch, Netflix)	11	14	13	9	2
Television or radio programs	10	9	10	11	15
None	10	7	9	12	13

Note: Responses not shown for "Other" (All Workers: 1%, Gen Z: 0%, Millennials: <1%, Gen X: 1%, Baby Boomers: 2%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2024E. What sources of information do you rely on for personal finance matters? Select all.

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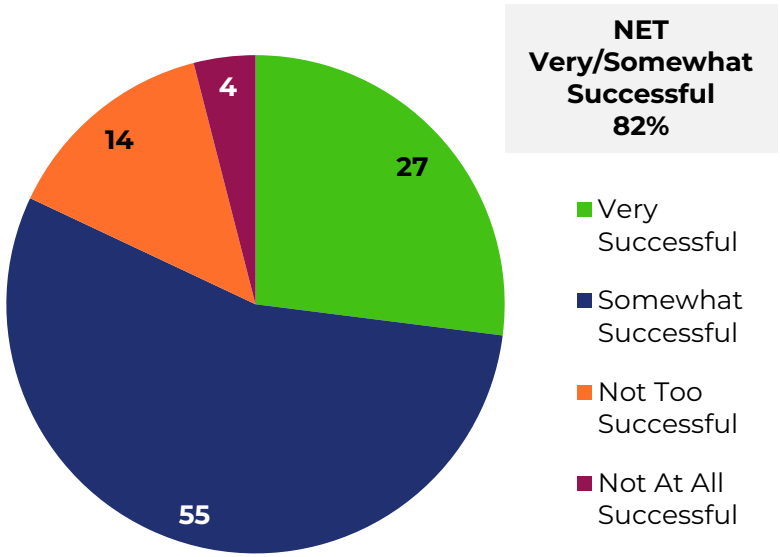
Work

Work-Life Balance

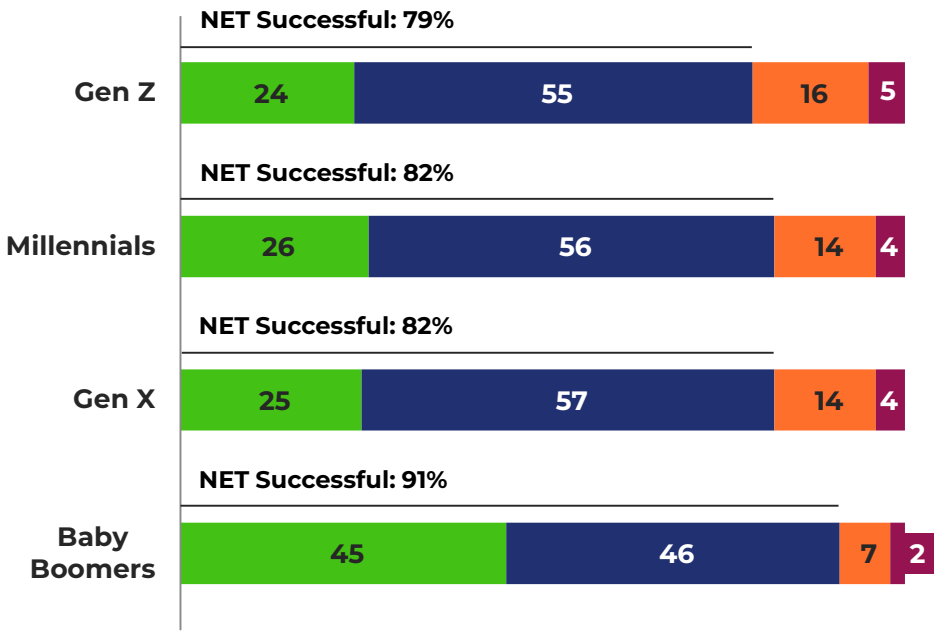
Eight in 10 workers (82%) feel they are successful at managing their work-life balance, including 27% who feel "very successful" and 55% who feel "somewhat successful." Levels of success managing work-life balance directionally increase with age across Generation Z, Millennials, Generation X, and Baby Boomers (79%, 82%, 82%, 91%, respectively). An exceptional 45% of Baby Boomers feel "very successful" at managing their work-life balance compared with just one in four Generation X, Millennials, and Generation Z workers (25%, 26%, 24%).

How successful do you feel that you are currently managing your work-life balance?

All Workers (%)



Workers by Generation (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q5015. How successful do you feel that you are currently managing your work-life balance?

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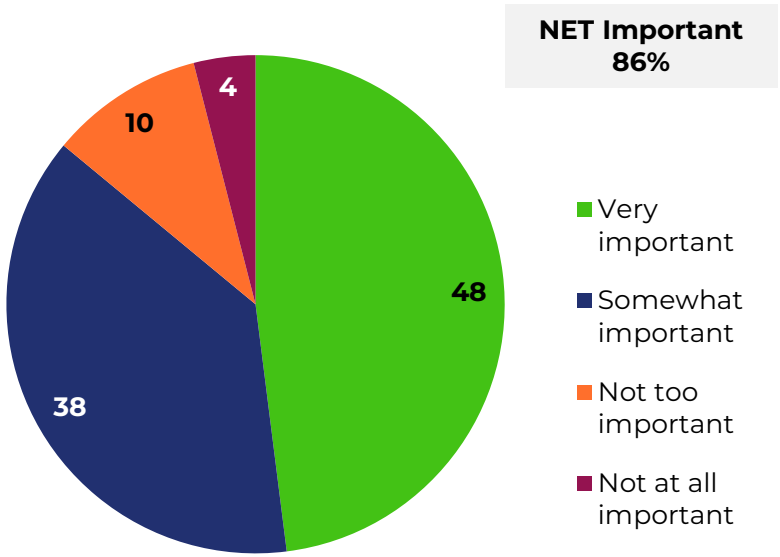
Importance of Flexible Work Arrangements

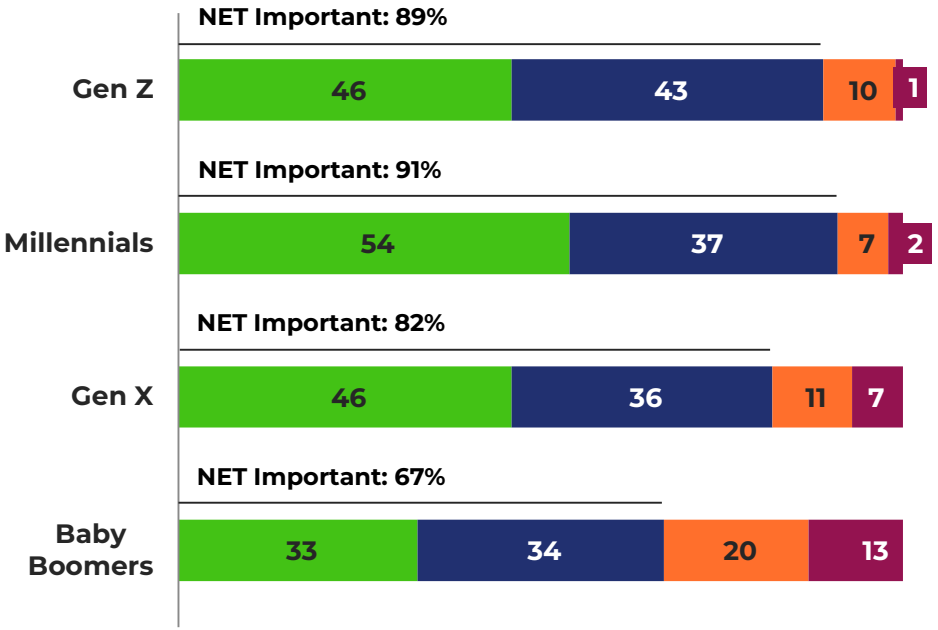
Most workers (86%) consider it important for their employer to offer flexible work arrangements, including 48% who feel it is "very important" and 38% who feel it is "somewhat important." The importance remains strong particularly across Generation Z, Millennials, and Generation X workers (89%, 91%, 82%). More than half of Millennials (54%) and nearly half of Generation Z and Generation X workers (both 46%) consider flexible work arrangements to be "very important."

How important is it that your employer offers flexible work arrangements (e.g., job-sharing, flexible hours, remote working)?

All Workers (%)



Workers by Generation (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2022E. How important is it that your employer offers flexible work arrangements (e.g., job-sharing, flexible hours, remote working)?

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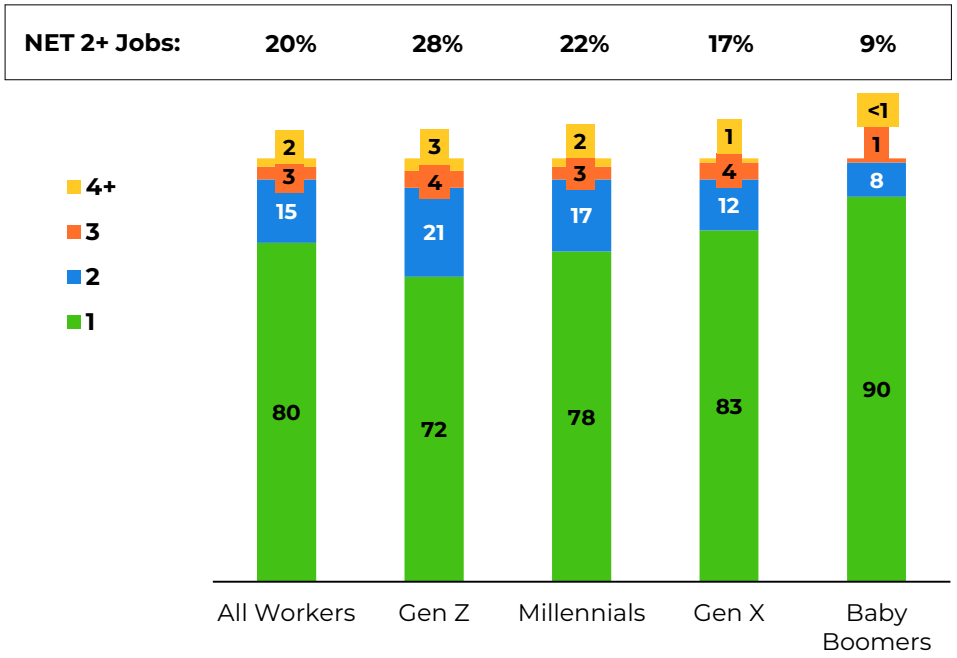
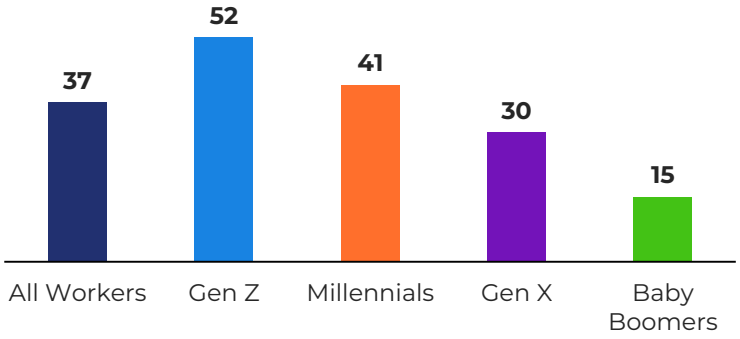
Number of Jobs and Side Hustles

While most workers (80%) are working at one job or employer, a noteworthy one in five (20%) work two or more jobs. Additionally, 37% of workers indicate having a "side hustle" as a means of making money in addition to their main form of employment or income. Across the multigenerational workforce, this trend is more prevalent among Generation Z and Millennials, who are more likely to be working two or more jobs (28%, 22%, respectively) and have a side hustle (52%, 41%).

How many jobs or employers are you currently working for?
Multigenerational Workforce (%)



Do you currently have a "side hustle" (a means of making money in addition to your main form of employment or income)?
Multigenerational Workforce - Yes (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - EMPLOYED WORKERS
Q2775. How many jobs or employers are you currently working for?
Q2022F. Do you currently have a "side hustle" (a means of making money in addition to your main form of employment or income)?

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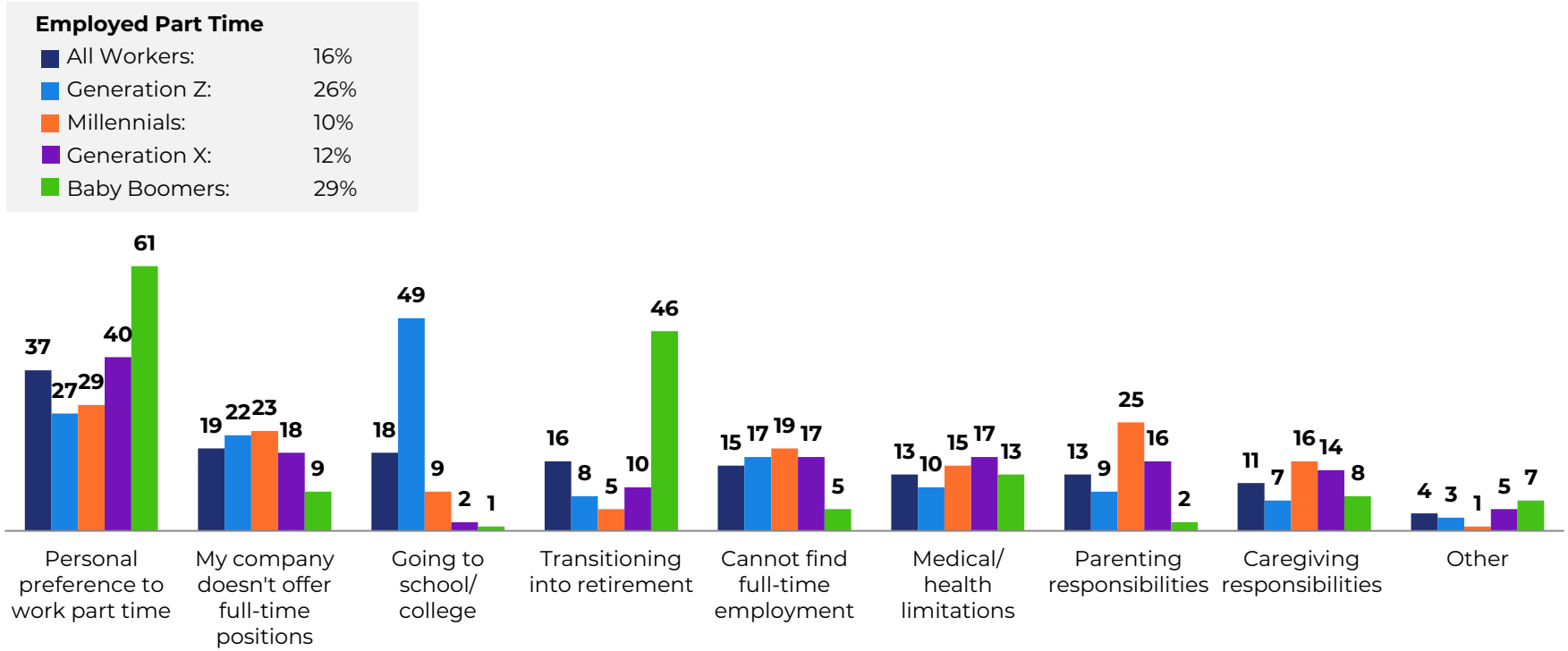
Part-Time Employment and Reasons for Working Part Time

One in six workers (16%) are employed part time with significant differences by generation. Baby Boomers and Generation Z are more likely to be employed part time (29%, 26%, respectively).

Reasons for working part time are unique to each generation and their life phases. Baby Boomers most often cite personal preference (61%) and transitioning into retirement (46%), while Generation Z most often cite going to school/college (49%). In contrast, Millennials and Generation X are more likely to be doing so for parenting responsibilities (25%, 16%) and caregiving responsibilities (16%, 14%). Employment challenges are also reasons often cited among Generation X, Millennials, and Generation Z such as their company doesn't offer full-time positions (18%, 23%, 22%) and they cannot find full-time employment (17%, 19%, 17%).

Reasons for Being Employed Part Time Versus Full Time (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFED RESPONDENTS
Q1600A. Which one of the following describes your employment status?
WORKER BASE: 26TH ANNUAL SURVEY - PART-TIME WORKERS
Q1603. What are your reason(s) for being employed part-time versus full-time? Select all.

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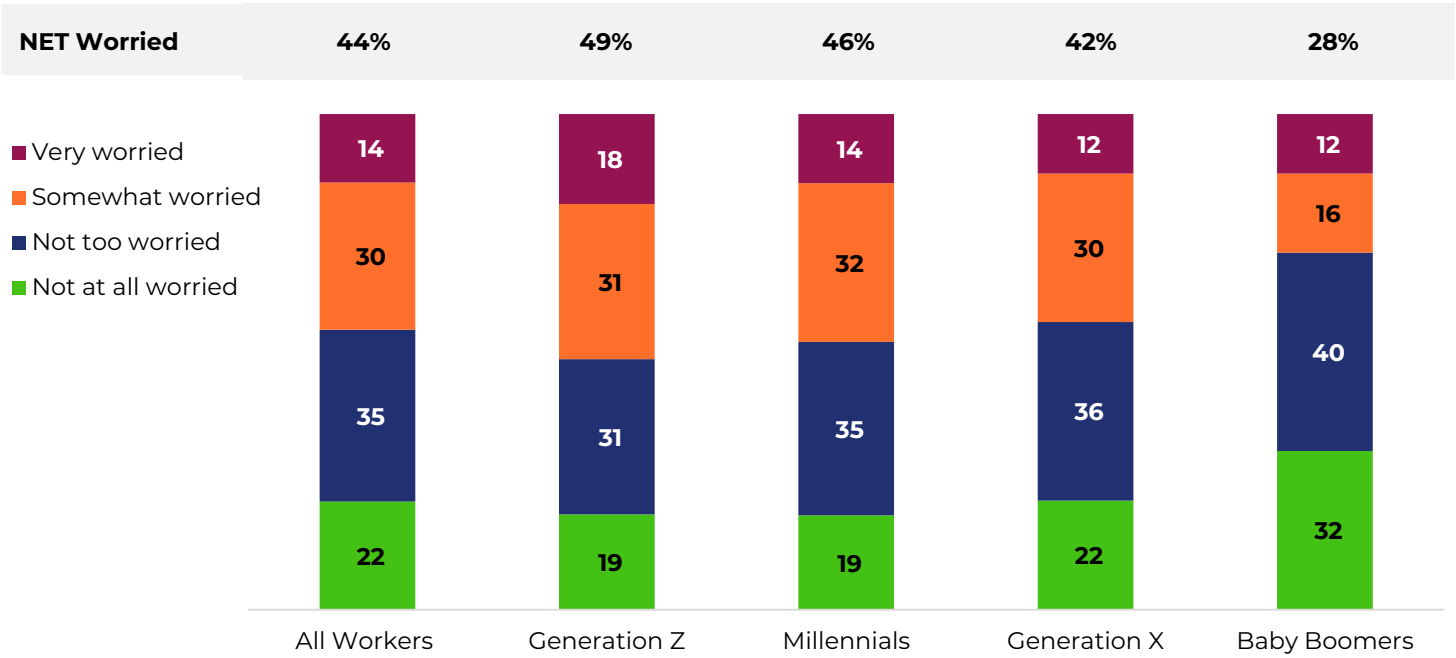
Worries About AI, Robotics, and Job Obsolescence

More than four in 10 workers (44%) are worried that artificial intelligence (AI) and robotics are making their job skills no longer needed, including 14% who are "very worried" and 30% who are "somewhat worried." Generation Z, Millennials, and Generation X are significantly more worried than Baby Boomers (49%, 46%, 42%, 28%, respectively).

How worried are you about artificial intelligence (AI) and robotics making your job skills no longer needed?
Multigenerational Workforce (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT RETIRED
Q2024C. How worried are you about artificial intelligence (AI) and robotics making your job skills no longer needed?

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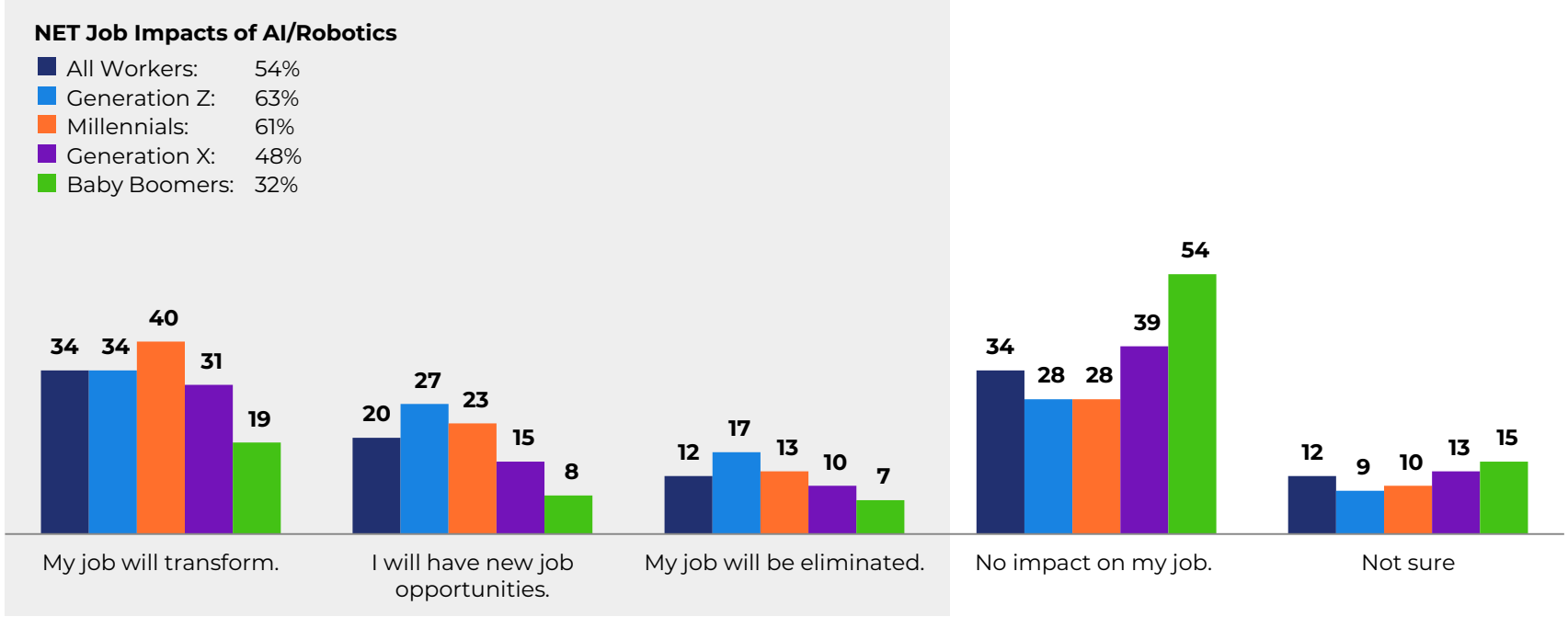
Impacts of AI or Robotics on Job

Most workers (54%) cite job impacts of AI or robotics, including job transformation (34%), new job opportunities (20%), and job elimination (12%). However, a generational divide emerges, with Generation Z and Millennial workers significantly more likely than Generation X and Baby Boomers to cite job impacts of AI or robotics (63%, 61%, 48%, 32%, respectively). More than half of Baby Boomers (54%) cite no job impacts compared with 39% of Generation X, 28% of Millennials, and 28% of Generation Z. As technological advancements continue to transform and disrupt the workforce, one in 10 workers (12%) say they are "not sure" how AI or robotics will affect their jobs, including 9% of Generation Z, 10% of Millennials, 13% of Generation X, and 15% of Baby Boomers.

What are the implications or expected implications of the use of artificial intelligence (AI) or robotics for your job? Select all.
Multigenerational Workforce (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2025A. What are the implications or expected implications of the use of artificial intelligence (AI) or robotics for your job? Select all.

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Steps Taken to Help Ensure Continued Work

Nine in 10 workers (91%) have taken at least one proactive step to help ensure they can continue working as long as they want and need. Workers across the multigenerational workforce cite staying healthy as the top proactive step, an area of focus that is highest among older workers (Baby Boomers: 70%, Generation X: 65%, Millennials: 56%, Generation Z: 58%). Job performance and skills update are also commonly shared proactive steps. Generation Z, Millennial, and Generation X workers tend to be more proactively engaged in education and professional development – such as networking, taking classes to learn new skills, scoping out the employment market, and obtaining a new degree/certification/professional designation – than Baby Boomers, given differences in career stages.

Have you taken any steps to ensure that you'll be able to continue working as long as you want and need? Select all. (%)	All Workers	Generation Z	Millennials	Generation X	Baby Boomers
NET Taken One or More Steps to Continue Working	**91**	**94**	**91**	**89**	**87**
Staying healthy so I can continue working	60	58	56	65	70
Performing well at my job	53	47	52	56	56
Keeping my job skills up to date	49	50	51	48	44
Networking and meeting new people	29	31	34	25	16
Taking classes to learn new skills	26	36	30	19	10
Scoping out the employment market and opportunities available	21	27	22	18	10
Obtaining a new degree, certification, or professional designation	17	25	21	12	5
Attending virtual conferences and webinars	16	16	19	14	13
Other	2	5	1	2	2
I have not taken any steps to ensure I'll be able to work as long as I want and need	9	6	9	11	13

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT RETIRED
Q1531. Which of the following steps, if any, have you taken to help ensure that you'll be able to work as long as you want and need? Select all.

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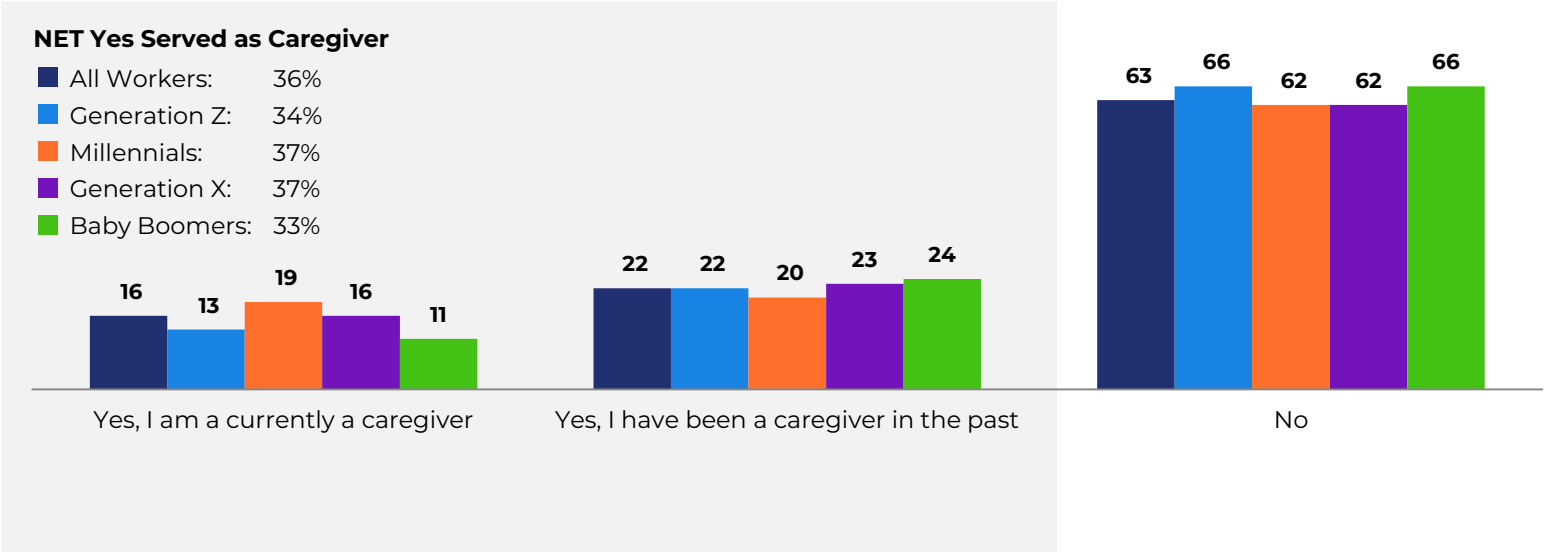
Caregiving

Caregiving Experience

Many workers are being called upon to serve as caregivers. More than one in three workers (36%) are currently serving and/or have served as a caregiver for a relative or friend during their career (excluding parenting responsibilities). Caregiving is a shared experience across Generation Z, Millennials, Generation X, and Baby Boomers (34%, 37%, 37%, 33%, respectively). Nearly one in five Millennial workers (19%) are currently caregivers, a slightly higher percentage than other generational cohorts.

Are you currently serving or have you served as a caregiver for a relative or friend during the course of your working career (excluding parenting responsibilities)? Select all.
Multigenerational Workforce (%)



Notes: Responses not shown for "Not Sure" (All Workers: 1%, Gen Z: <1%, Millennials: 1%, Gen X: 1%, Baby Boomers: 1%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT RETIRED
Q2500x1. Are you currently serving or have you served as a caregiver for a relative or friend during the course of your working career (excluding parenting responsibilities)? Select all.

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Caregiver Relationship to the Care Recipient

Among workers who are serving and/or have served as caregivers, parents (45%) are the most frequently cited recipients of care, followed by grandparents (20%), children (17%), and spouse/partner (16%). However, care recipients vary by workers' age. Caregiving for a parent is more likely reported by Baby Boomers and Generation X than Millennial and Generation Z workers (62%, 54%, 40%, 32%, respectively). Conversely, caregiving for a grandparent is more likely reported by Generation Z and Millennials than Generation X and Baby Boomers (42%, 20%, 12%, 3%). Notably, 21% of Millennials are caring or have cared for a child (excluding parenting responsibilities) and 16% of Generation Z are caring or have cared for a friend or neighbor.

What is your relationship to the person(s) you are or have served as a caregiver for? Select all. (%)	All Caregiving Workers	Generation Z	Millennials	Generation X	Baby Boomers
Parent	45	32	40	54	62
Grandparent	20	42	20	12	3
Child (excluding parenting responsibilities)	17	13	21	16	11
Spouse/Partner	16	11	17	17	16
Other family member	10	10	10	9	11
Sibling	8	11	10	5	6
Friend or neighbor	12	16	14	9	3
Other	3	2	4	3	3

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CAREGIVER
Q700. What is your relationship to the person(s) you are or have served as a caregiver for? Select all.

Work Adjustments as a Result of Becoming a Caregiver

Among those who are serving and/or have served as caregivers, most workers (88%) made one or more work-related adjustments as a result of becoming a caregiver (e.g., missed days of work, reduced hours, began working an alternative schedule, began to work remotely, took unpaid or paid leave of absence). Generation Z, Millennials, and Generation X are more likely to have made work adjustments than Baby Boomers (90%, 90%, 87%, 72%, respectively).

Work-Related Adjustments as a Result of Becoming a Caregiver (%)	All Caregiving Workers	Generation Z	Millennials	Generation X	Baby Boomers
NET Made one or more adjustments	**88**	**90**	**90**	**87**	**72**
Missed days of work	38	38	38	41	31
Reduced my hours	27	27	31	25	19
Began working an alternative schedule	25	30	25	25	18
Began to work remotely	24	27	27	23	13
Taken an unpaid leave of absence from my employer	21	19	25	20	9
Taken a paid leave of absence from my employer	20	23	24	16	8
Took on additional hours to pay for cost of caregiving	18	22	23	13	8
Reduced job responsibilities or switched to a less demanding job	15	15	17	15	7
Quit a job	11	16	10	10	8
Started working as a contractor, freelancer, or in the gig economy	11	10	14	10	4
Transferred to a different location within my company	8	11	11	5	1
Forgone a promotion	8	9	9	6	3
Retired early*	1	0	0	2	5
None	9	5	6	10	24
I was not working when I started caregiving	4	4	4	3	4

**Among semi-retired respondents*
Note: Responses not shown for "Other" (All Workers: 1%, Generation Z: <1%, Millennials: <1%, Generation X: 1%, Baby Boomers: 6%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - SERVED AS A CAREGIVER
Q2505x1. Which of the following have you done as a result of becoming a caregiver? Select all.

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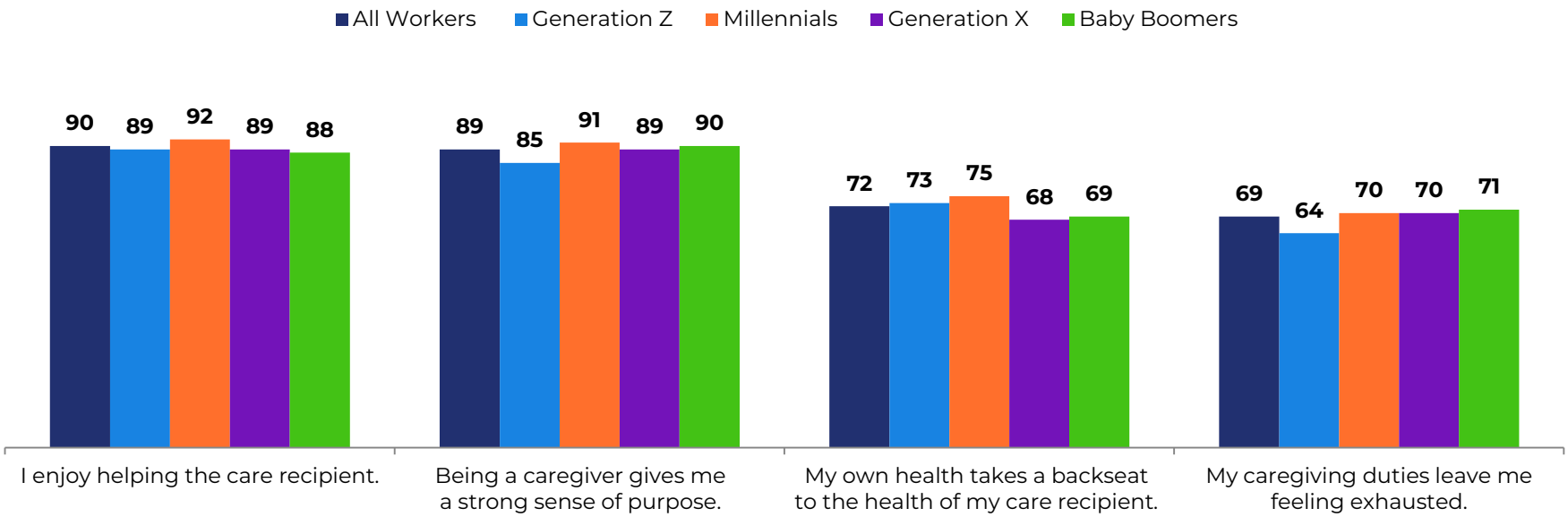
Impacts of Caregiving on Personal Well-Being

Most working caregivers are balancing the dual realities of personal fulfillment and strain. On the fulfillment side, nine in 10 working caregivers enjoy helping the care recipient (90%) and find a strong sense of purpose (89%). At the same time, on the strain side, seven in 10 working caregivers state that their own health takes a backseat to the health of the care recipient (72%) and that their caregiving duties leave them feeling exhausted (69%). Across the multigenerational workforce, these dual realities remain consistent among Generation Z, Millennials, Generation X, and Baby Boomers.

How much do you agree or disagree with the following statements?
NET Strongly/Somewhat Agree
Multigenerational Workforce (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CAREGIVERS
Q855. How much do you agree or disagree with the following statements about performing your duties as a caregiver?

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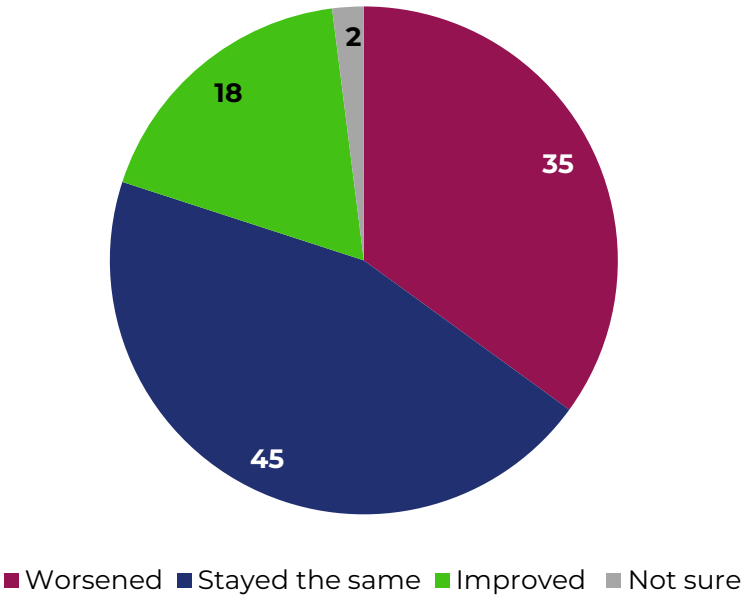
Impacts of Caregiving on Personal Finances

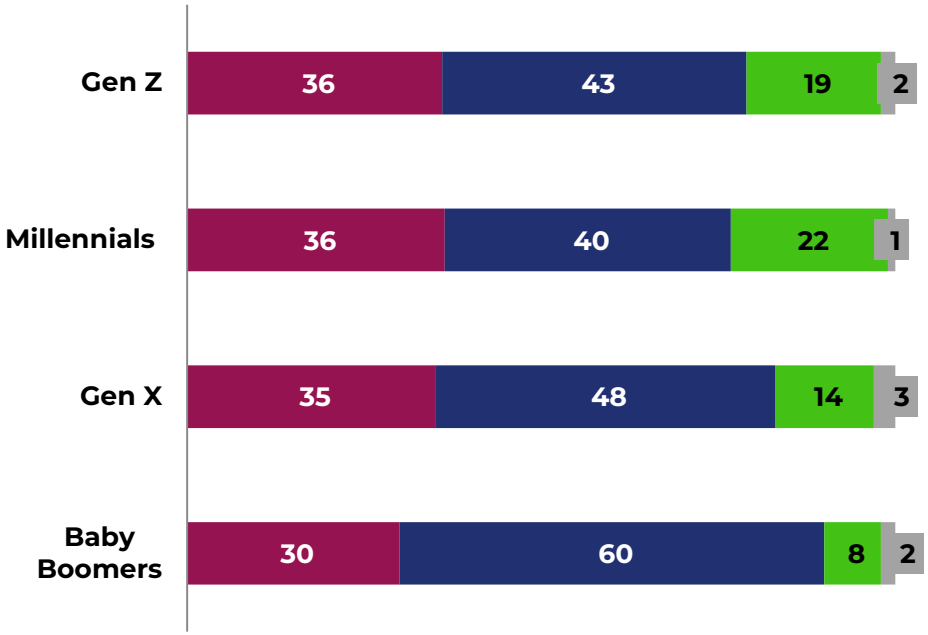
Many caregiving workers (45%) indicate their financial situation stayed the same since becoming a caregiver, a finding which is higher among Baby Boomers than Generation X, Millennials, and Generation Z (60%, 48%, 40%, 43%, respectively). However, financial situations worsened for 35% of caregiving workers, including 36% of Generation Z, 36% of Millennials, 35% of Generation X, and 30% of Baby Boomers. Only 18% of caregiving workers indicate their financial situation improved.

How has your financial situation changed as a result of becoming a caregiver?

All Caregiving Workers (%)



Caregiving Workers by Generation (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CAREGIVERS
Q1115. How has your financial situation changed/did your financial situation change as a result of becoming a caregiver?

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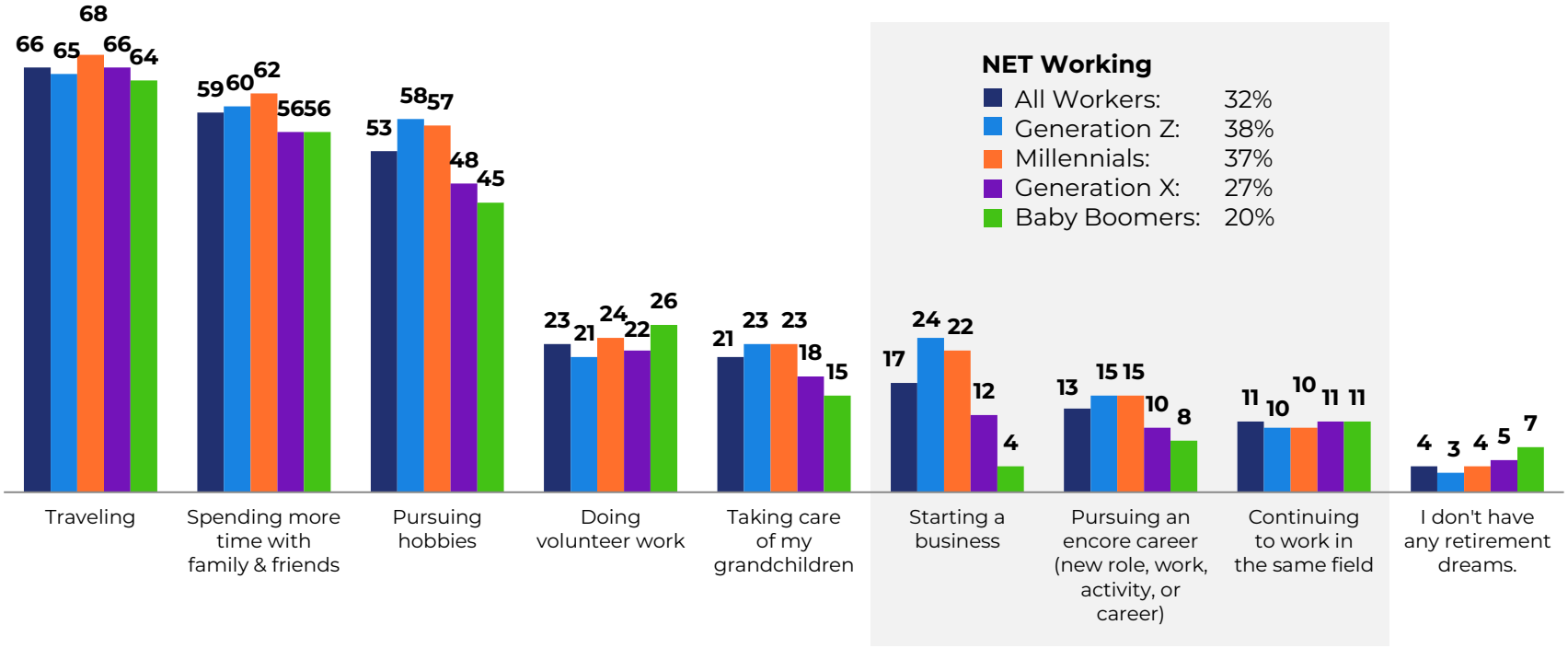
Retirement Attitudes and Beliefs

Retirement Dreams

Workers across generations share common retirement dreams such as traveling (66%) and spending more time with family and friends (59%). Beyond these retirement dreams, pursuing hobbies (53%) and doing paid work in retirement (32%) are more often cited by younger generations. Generation Z and Millennials are more likely than Generation X and Baby Boomers to cite pursuing hobbies (58%, 57%, 48%, 45%, respectively) and working (38%, 37%, 27%, 20%). More than one in five workers (23%) dream of doing volunteer work, including 21% of Generation Z, 24% of Millennials, 22% of Generation X, and 26% of Baby Boomers.

How do you dream of spending your retirement? Select all.
Multigenerational Workforce (%)



Note: Responses not shown for "Other" (All Workers: 1%, Gen Z: 1%, Millennials: 1%, Gen X: 1%, Baby Boomers: 2%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1418. How do you dream of spending your retirement? Select all.

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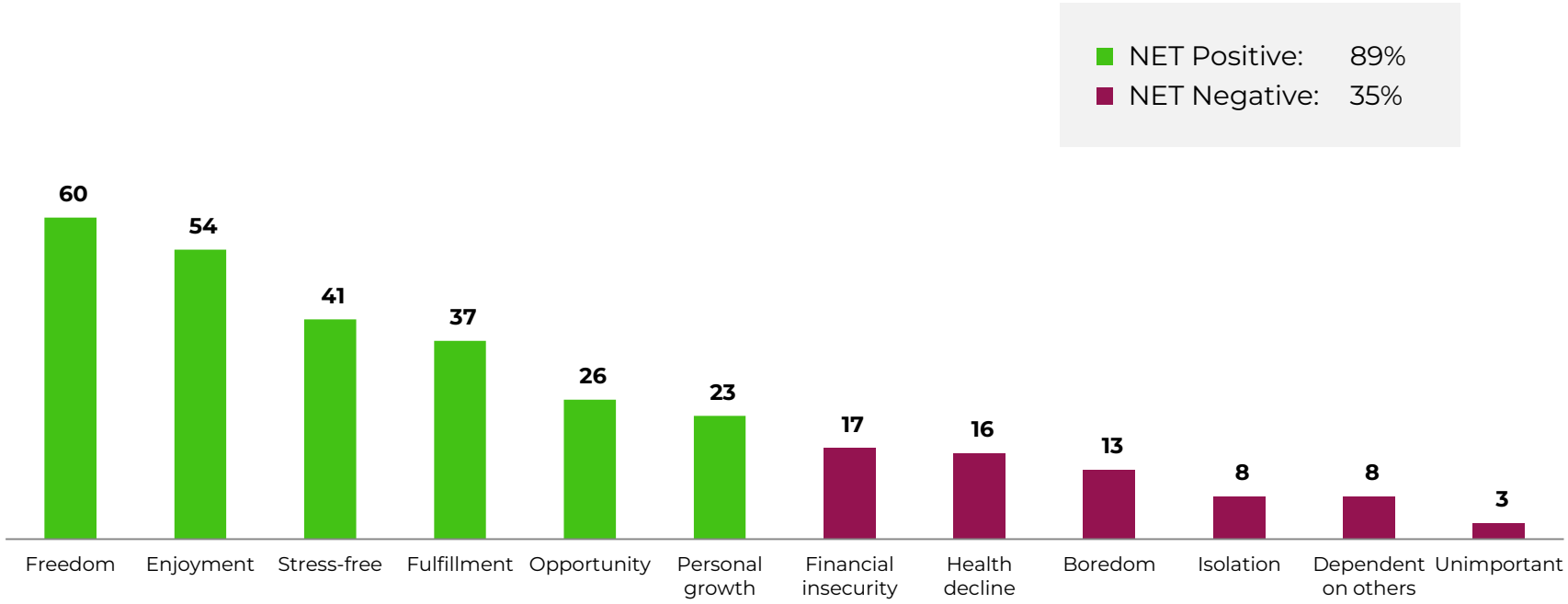
Word Associations With "Retirement"

Nearly nine in 10 workers cite positive word associations with "retirement" (89%) compared with only 35% who cite negative words. Workers' three most often cited positive word associations are "freedom" (60%), "enjoyment" (54%), and "stress-free" (41%), while the three most often cited negative word associations are "financial insecurity" (17%), "health decline" (16%), and "boredom" (13%).

Which of the following do you personally associate with the word "retirement"? Select all. (%)
All Workers



Note: Responses not shown for "Other" (All Workers: 1%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS6
Q5000. Which of the following do you personally associate with the word "retirement"? Select all.

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Word Associations With "Retirement" by Generation

Workers across generations most often positively associate retirement with "freedom" and "enjoyment." Word associations with "stress free" are more likely cited by Generation Z and Millennials than Generation X and Baby Boomer workers (48%, 41%, 39%, 35%, respectively). While negative word associations are low across generations, approximately one in seven workers across generations cite "financial insecurity," "health decline," and "boredom."

	NET Positive (%)	NET Negative (%)	Freedom	Enjoyment	Stress-free	Fulfillment	Opportunity	Personal growth	Financial insecurity	Health decline	Boredom	Dependent on others	Isolation	Unimportant
Gen Z	89	39	56	51	48	37	25	28	14	19	14	11	10	6
Millennials	91	34	61	55	41	38	25	25	17	13	12	8	8	3
Gen X	89	36	61	55	39	35	27	21	19	17	13	8	8	3
Baby Boomers	86	34	63	59	35	35	31	17	16	16	15	7	5	4

Note: Responses not shown for "Other" (Generation Z: 1%, Millennials: 1%, Generation X: 1%, Baby Boomers: <1%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q5000. Which of the following do you personally associate with the word "retirement"? Select all.

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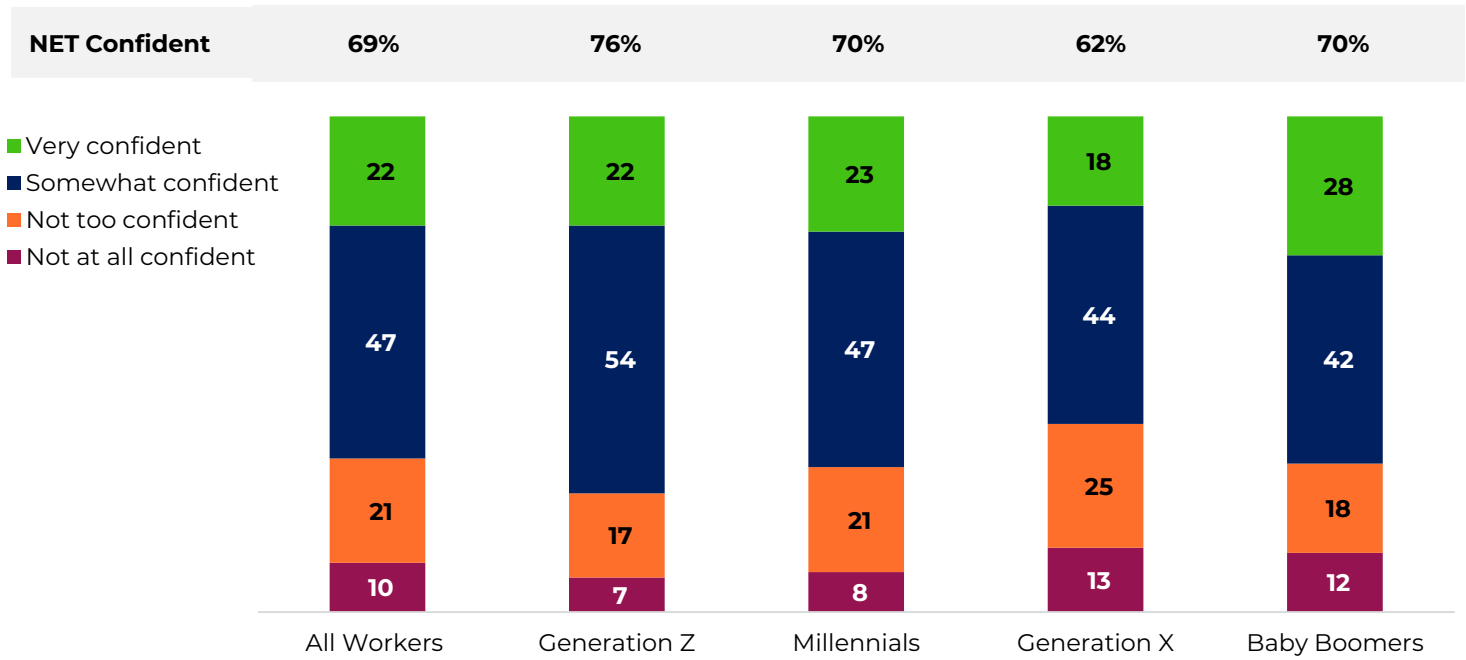
Retirement Confidence

Fewer than seven in 10 workers (69%) are confident that they will be able to fully retire with a comfortable lifestyle, including 22% who are "very confident" and 47% who are "somewhat confident." Generation Z reports higher retirement confidence than Millennials, Generation X, and Baby Boomers (76%, 70%, 62%, 70%, respectively). Yet, retirement confidence remains modest across the multigenerational workforce.

Confidence in Ability to Retire With a Comfortable Lifestyle
Multigenerational Workforce (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q880. How confident are you that you will be able to fully retire with a lifestyle you consider comfortable?

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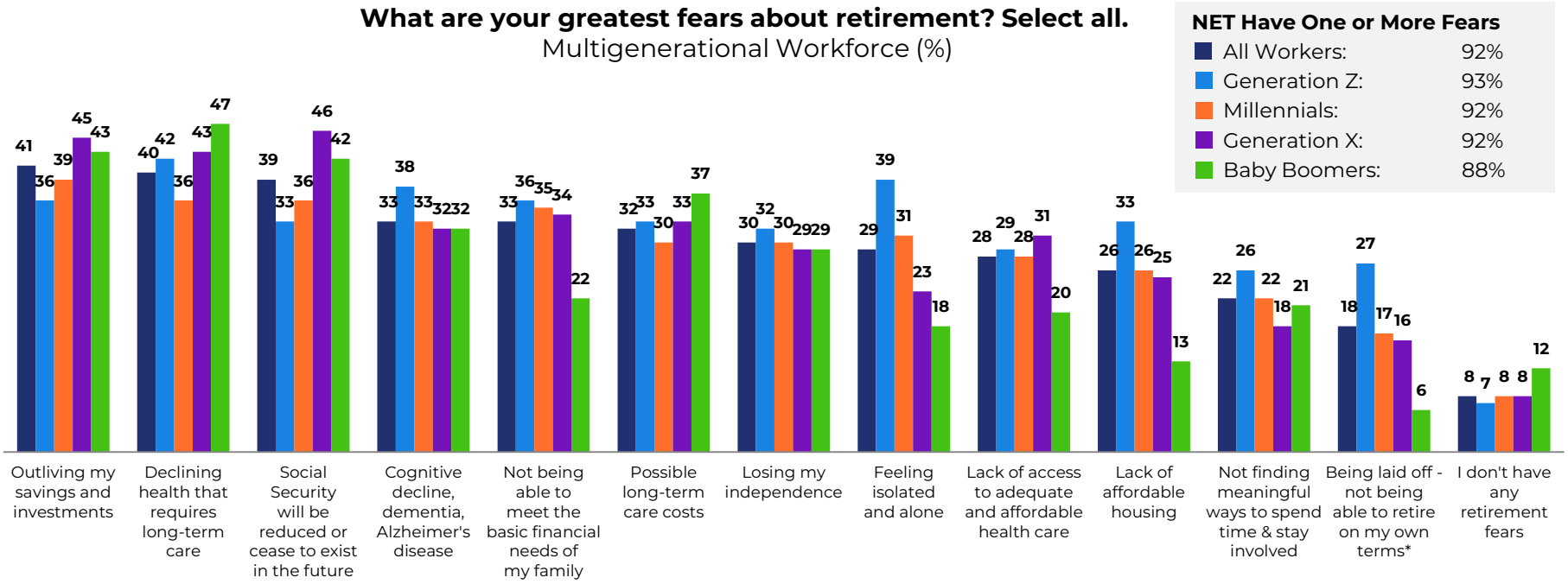
Greatest Retirement Fears

Nine in 10 workers (92%) have one or more greatest retirement fears, including outliving their savings and investments (41%), declining health that requires long-term care (40%), and Social Security being reduced or ceasing to exist in the future (39%). Other greatest fears include cognitive decline, dementia, Alzheimer's disease (33%), inability to meet the basic financial needs of their family (33%), possible long-term care costs (32%), and loss of independence (30%).

Generation X and Baby Boomers cite more concentrated fears of outliving their savings and investments (45%, 43%), declining health that requires long-term care (43%, 47%), and Social Security being reduced or ceasing to exist (46%, 42%). Generation Z stands out for fearing isolation and loneliness (39%), lack of access to affordable housing (33%), and being laid off – not being able to retire on their own terms (27%).

What are your greatest fears about retirement? Select all.
Multigenerational Workforce (%)



** Being laid off – not being able to retire on my own terms was only asked of people who are not retired.*
Note: Responses not shown for "Other" (All Workers: <1%, Gen Z: 0%, Millennials: <1%, Gen X: <1%, Baby Boomers: <1%.).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1422. What are your greatest fears about retirement? Select all.

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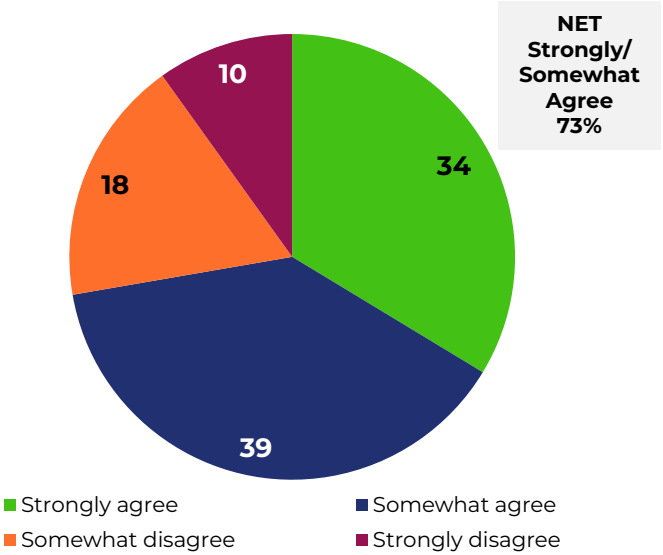
Concerns About the Future of Social Security

More than seven in 10 workers (73%) agree with the statement, "I am concerned that when I am ready to retire, Social Security will not be there for me," including 34% who "strongly agree" and 39% who "somewhat agree." Generation Z, Millennials, and Generation X are significantly more likely than Baby Boomers to agree with Social Security concerns (73%, 74%, 77%, 55%, respectively) – and what is more, they are also more likely to "strongly agree" (33%, 35%, 39%, 20%).

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

All Workers (%)



Multigenerational Workforce (%)

	NET Strongly / Somewhat agree	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree
Gen Z	73	33	40	20	8
Millennials	74	35	39	17	9
Gen X	77	39	38	14	9
Baby Boomers	55	20	35	25	20

Note: Results may not total 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q930. How much do you agree or disagree with each of the following statements regarding retirement?
"I am concerned that when I am ready to retire, Social Security will not be there for me."

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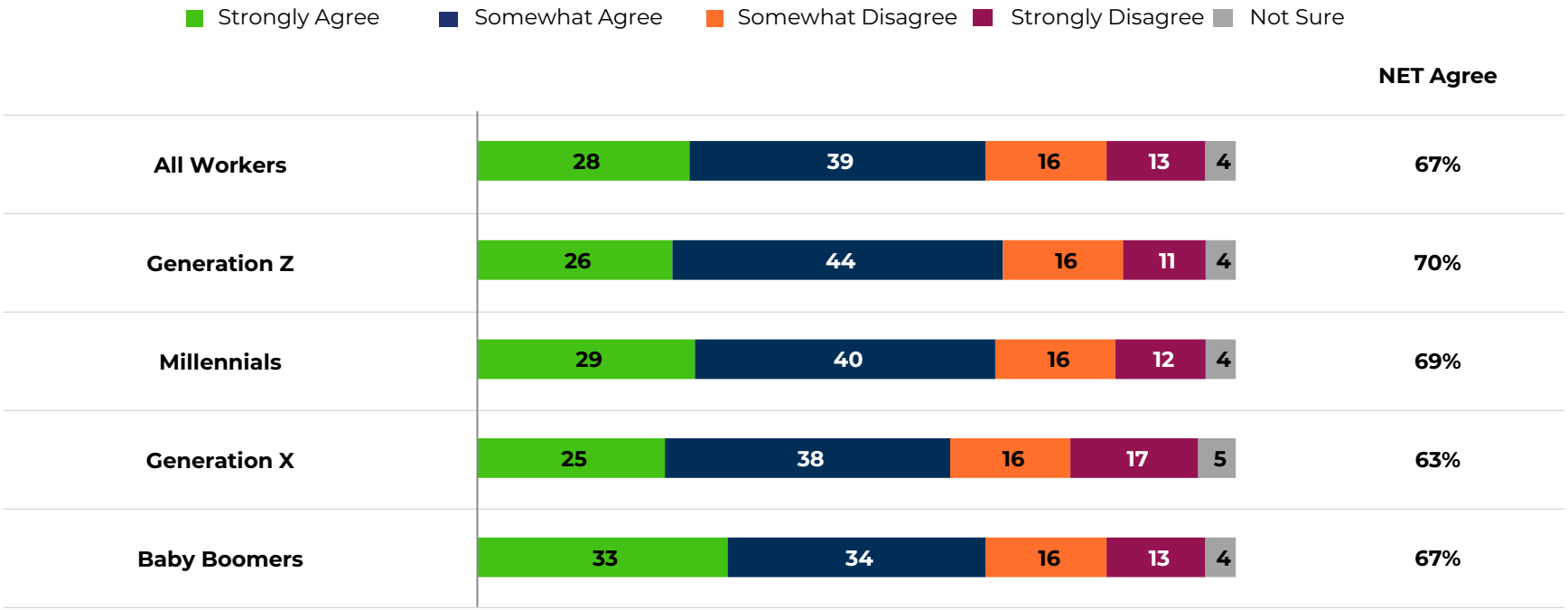
Retirement Nest Egg

Two in three workers (67%) agree they are currently building a large enough retirement nest egg, including 28% who "strongly agree" and 39% who "somewhat agree." However, few workers across the multigenerational workforce "strongly agree," including 26% of Generation Z, 29% of Millennials, 25% of Generation X, and 33% of Baby Boomers.

Currently Building or Have Built a Large Enough Retirement Nest Egg (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q800. How much do you agree or disagree that you are currently building a large enough retirement nest egg (i.e., total retirement savings)?

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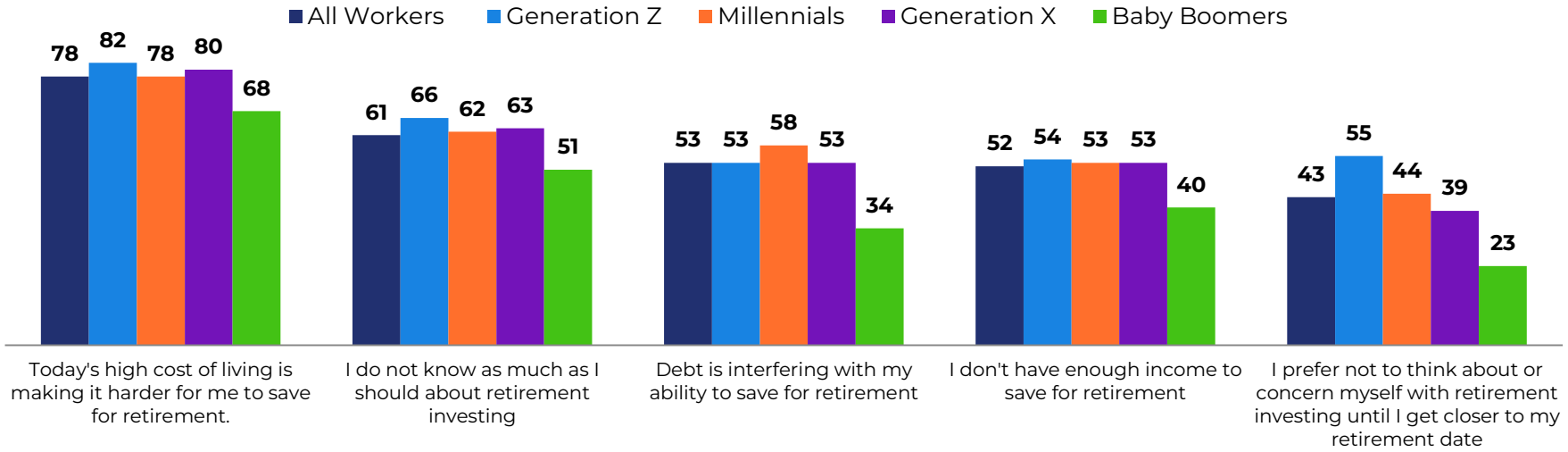
Headwinds in Retirement Preparations

Nearly eight in 10 workers (78%) indicate today's high cost of living is making it harder for them to save for retirement, a finding that is higher among Generation Z, Millennials, Generation X than Baby Boomers (82%, 78%, 80%, 68%, respectively). Other headwinds facing workers include a lack of knowledge about retirement investing (61%), debt interfering with their ability to save for retirement (53%), not enough income to save for retirement (52%), and preference to not think about retirement investing until later (43%).

Generation Z, Millennials, and Generation X are more likely to be contending with financial stressors than Baby Boomers when it comes to debt interfering with their ability to save for retirement (53%, 58%, 53%, 34%) and insufficient income to save for retirement (54%, 53%, 53%, 40%). Twenty-three percent of Baby Boomers say they prefer not to think about retirement investing until later.

How much do you agree or disagree with the following statements?
NET – Strongly/Somewhat Agree
Multigenerational Workforce (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT RETIRED
Q930. How much do you agree or disagree with each of the following statements regarding retirement?

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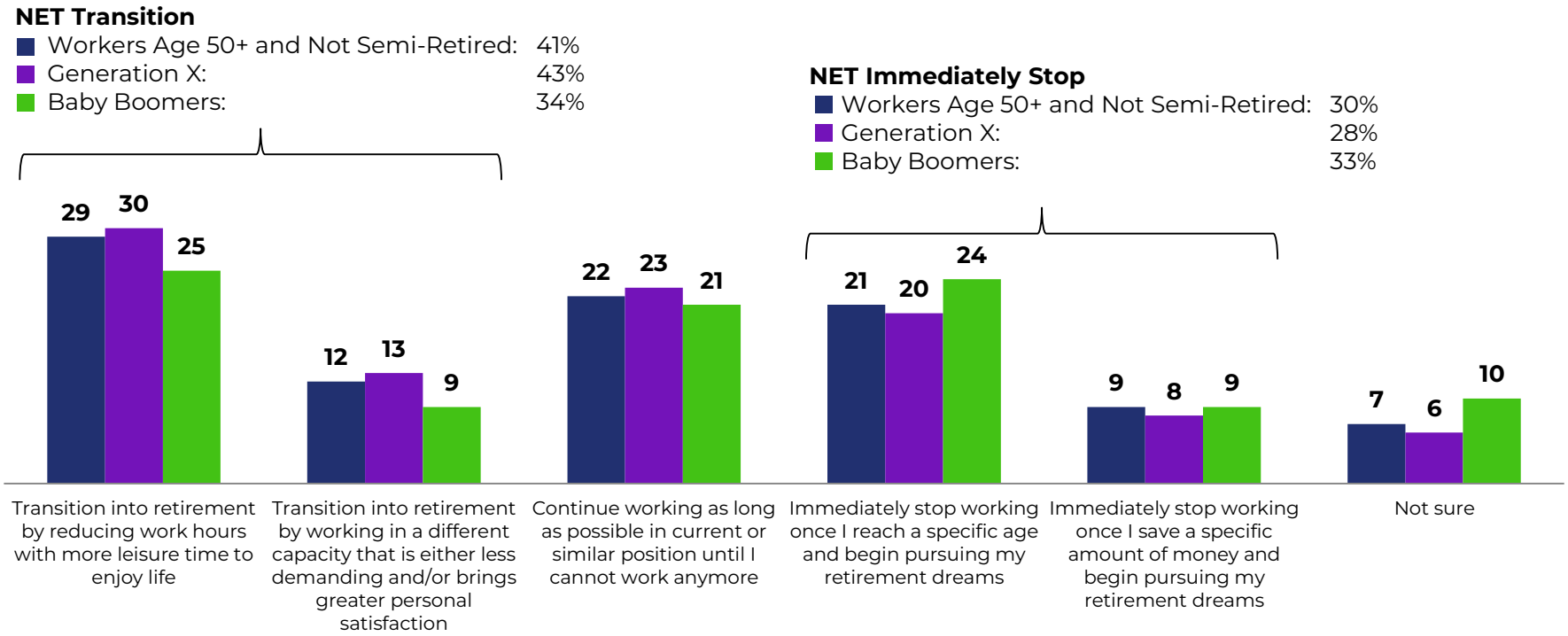
Phased Transition Into Retirement

Four in 10 age 50+ workers who are not semi-retired (40%) envision a phased transition into retirement. Generation X workers are more likely than Baby Boomers to envision a phased retirement (43%, 34%, respectively) by reducing their hours with more leisure time to enjoy life (30%, 25%) or working in a different capacity that is either less demanding and/or brings greater personal satisfaction (13%, 9%). At the same time, Generation X and Baby Boomers share similar visions of immediately stopping work (28%, 33%) when they have reached a specific age (20%, 24%) or when they have saved a specific amount of money (8%, 9%). One in five age 50+ workers who are not semi-retired (22%) envision continuing to work as long as possible in a current or similar position until they cannot work anymore.

How do you envision transitioning into retirement? (%)
Workers Age 50+ and Not Semi-Retired



Note: Results may not total 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY – AGE 50+ AND NOT SEMI-RETIRED
Q1545. How do you envision transitioning into retirement?

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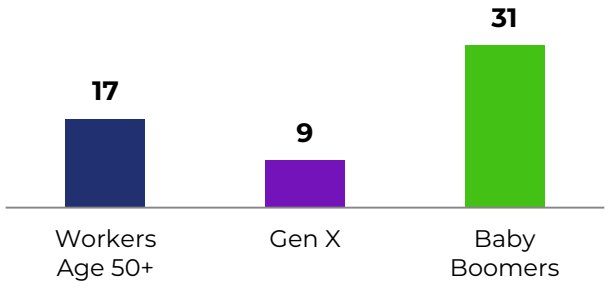
Semi-Retired and Unretired Status

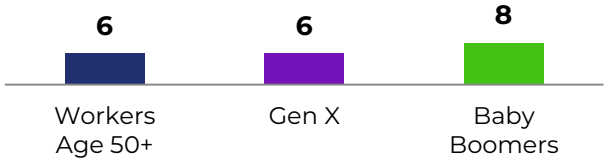
One in six workers age 50+ say they are semi-retired. Baby Boomers (31%) are significantly more likely than Generation X workers (9%) to report that they are semi-retired.

When asked if they have ever "unretired" – that is retired and, at a later date, come out of retirement and re-entered the workforce as an employee or self-employed – only 6% of workers age 50+ reported doing so, including 6% of Generation X and 8% of Baby Boomer workers.

Are you semi-retired?
Workers Age 50+ - Yes (%)



Have you ever retired and, at a later date, come out of retirement and re-entered the workforce as an employee or self-employed?
Workers Age 50+ - Yes (%)

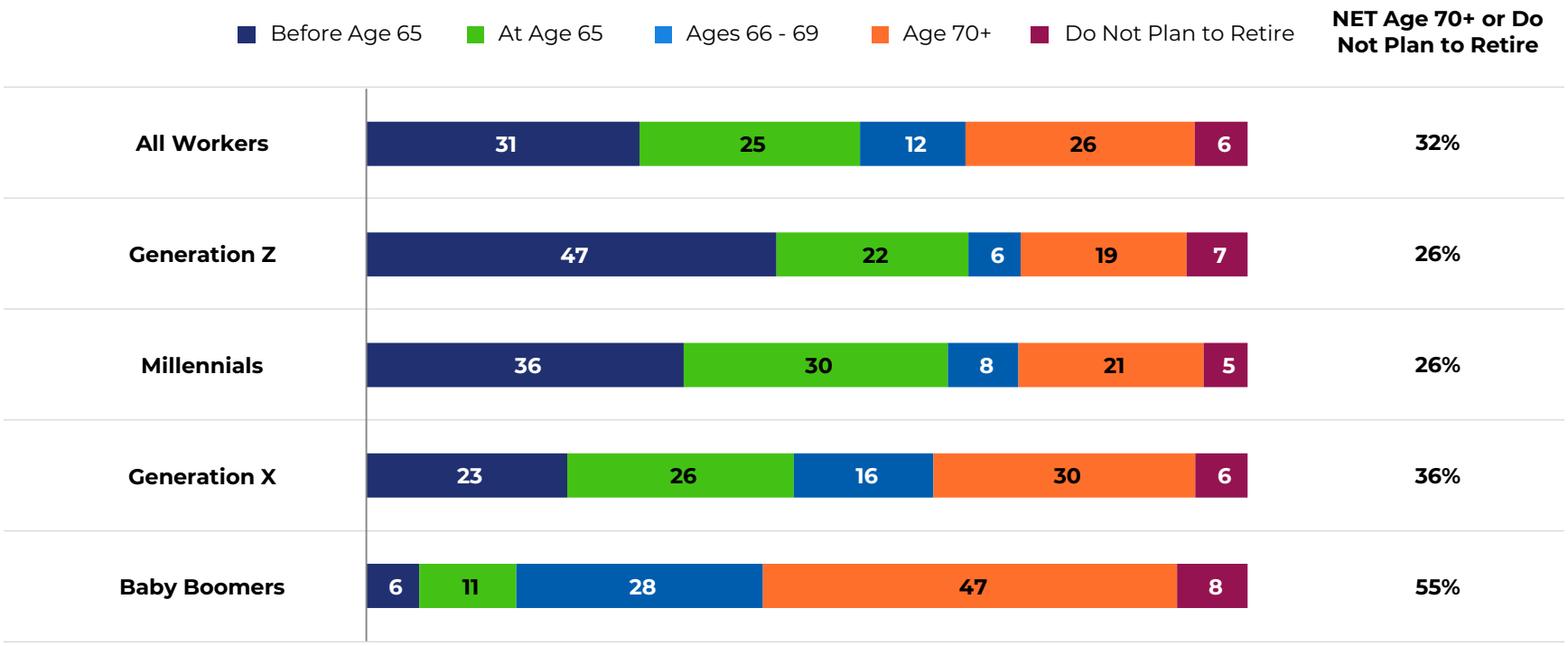


EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY – AGE 50+
Q1610. Are you semi-retired?
Q5010. Have you ever retired and, at a later date, come out of retirement and reentered the workforce as an employee or self-employed?

Expected Retirement Age

More than four in 10 workers (44%) expect to work past age 65 or do not plan to retire – and one in three (32%) expect to retire at age 70+ or do not plan to retire. Generation Z, Millennials, and Generation X are more likely to expect to retire at or before age 65 than Baby Boomers (69%, 66%, 49%, 17%, respectively). In comparison, Baby Boomers who are facing their retirement realities are more likely to expect to retire after age 65 or do not plan to retire than Generation X, Millennials, and Generation Z (83%, 52%, 34%, 32%). Eleven percent of Baby Boomers expect to retire at age 65 compared with Generation X, Millennials, and Generation Z (26%, 30%, 22%).

At what age do you expect to retire?
Multigenerational Workforce (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT RETIRED
Q910. At what age do you expect to retire?

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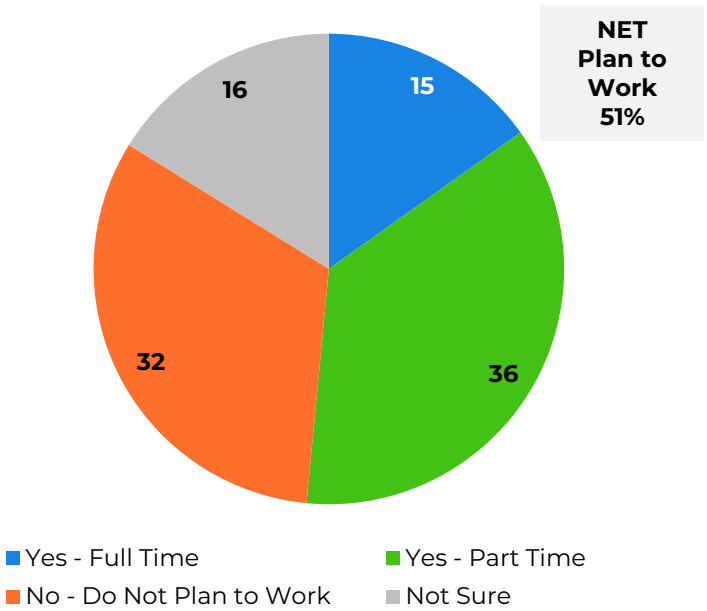
Plans to Work in Retirement

Half of workers (51%) plan to work after they retire, including 15% who plan to work full time and 36% who plan to work part time. Across the multigenerational workforce, plans for part-time work in retirement are more common (Generation Z: 29%, Millennials: 36%, Generation X: 39%, Baby Boomers: 44%) than plans for full-time work (Generation Z: 16%, Millennials: 18%, Generation X: 14%, Baby Boomers: 8%). About one in three workers (32%) do not plan to work at all and 16% are not sure.

Do you plan to work after you retire?

All Workers (%)



Multigenerational Workforce (%)

	NET Plan to work	Yes, I plan to work full time	Yes, I plan to work part time	No, I do not plan to work	Not sure
Gen Z	45	16	29	39	16
Millennials	54	18	36	30	16
Gen X	53	14	39	31	16
Baby Boomers	52	8	44	31	18

Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT RETIRED
Q1525. Do you plan to work after you retire?

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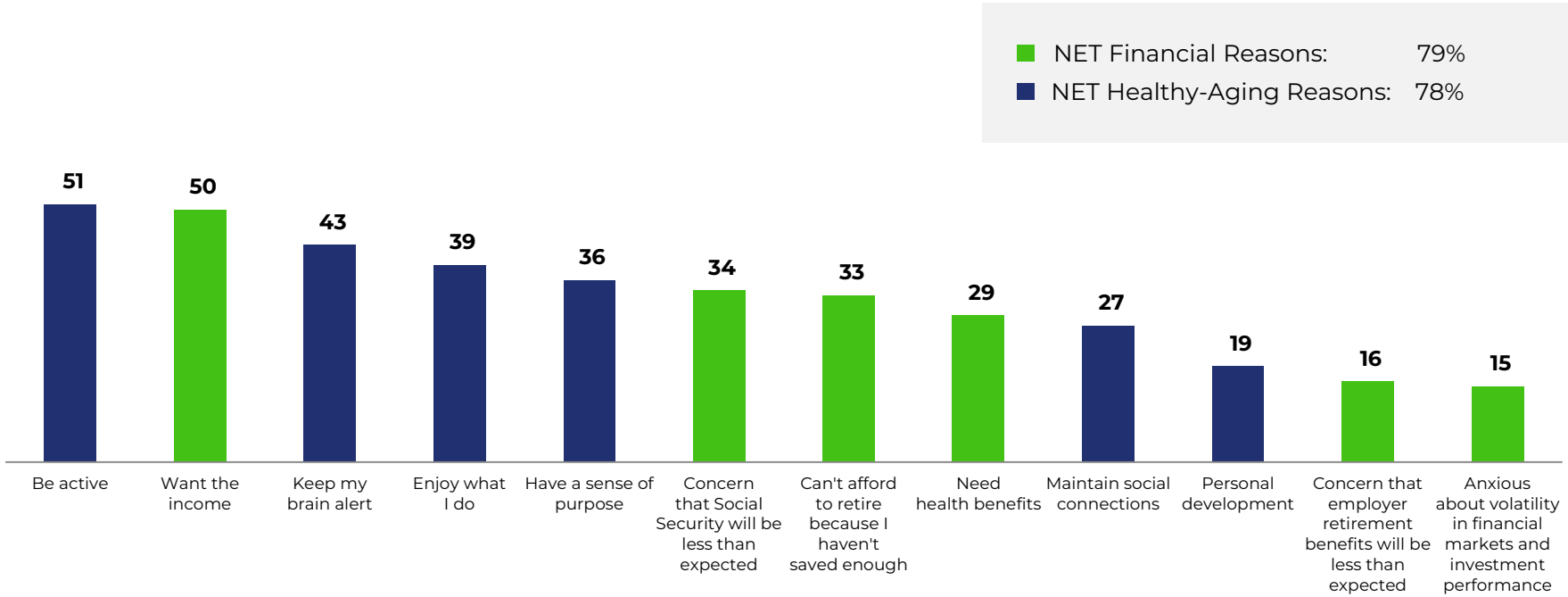
Reasons for Working in Retirement

Workers planning to work past age 65 and/or in retirement cite financial and healthy-aging reasons (79%, 78%, respectively). The top financial reason is wanting the income (50%), while the top healthy-aging reason is to be active (51%). Other frequently cited financial reasons include "concern that Social Security will be less than expected" (34%), "can't afford to retire" (33%), and "need health benefits" (29%). Other frequently cited healthy-aging reasons include "keep my brain alert" (43%), "enjoy what I do" (39%), "have a sense of purpose" (36%), and "maintain social connections" (27%).

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

Workers Planning to Retire After Age 65 and/or Work After Retirement



Note: Responses not shown for "None of the above" (All Workers: 2%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - PLAN ON RETIRING AFTER 65 AND/OR WORKING AFTER RETIREMENT

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

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Reasons for Working in Retirement by Generation

Financial and healthy-aging reasons for working past age 65 and/or in retirement differ across generations. Generation X is significantly more likely than Baby Boomers, Millennials, and Generation Z to cite financial reasons (85%, 75%, 76%, 77%, respectively) – frequently citing reasons such as wanting the income (55%), being concerned that Social Security will be less than expected (43%), feeling they can't afford to retire because they haven't saved enough (39%), and needing health benefits (36%). Conversely, Baby Boomers are most likely to cite healthy-aging reasons (84%), including being active (60%), keeping their brain alert (54%), and enjoying what they do (56%). Across generations, having a sense of purpose and maintaining social connections are shared reasons for working in retirement.

	NET Financial Reasons (%)	NET Healthy-aging Reasons (%)	Be active	Want the income	Keep my brain alert	Enjoy what I do	Have a sense of purpose	Concern that Social Security will be less than expected	Can't afford to retire because I haven't saved enough	Need health benefits	Maintain social connections	Personal development	Concern employer retirement benefits will be less than expected	Anxious re: volatility in financial markets and investment performance
Gen Z	77	82	46	46	37	41	38	25	27	27	24	24	17	16
Millennials	76	78	48	44	40	35	35	32	31	28	27	22	17	15
Gen X	85	74	52	55	43	35	35	43	39	36	25	17	19	16
Baby Boomers	75	84	60	59	54	56	40	30	31	20	32	12	7	10

Note: Responses not shown for "None of the above" (Generation Z: 2%, Millennials: 3%, Generation X: 1%, Baby Boomers: 3%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - PLAN ON RETIRING AFTER 65 AND/OR WORKING AFTER RETIREMENT

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

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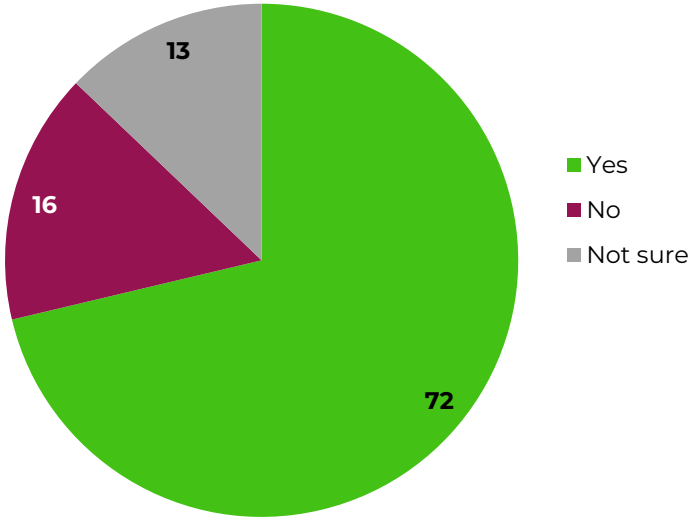
Age-Friendly Employers

Workers' endeavors to extend their working lives and retire at an older age are dependent on support from employers. Seven in 10 workers (72%) consider their employer to be "age friendly" by 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. This perception is generally shared across Generation Z, Millennials, Generation X, and Baby Boomers (70%, 74%, 71%, 68%, respectively). On the contrary, more than one in 10 workers (16%) say their employer is not age friendly and 13% are not sure, indicating continuous opportunities for fostering age-friendly workplaces.

Do you consider your employer to be "age friendly"?

All Workers (%)



Multigenerational Workforce (%)

	Yes	No	Not sure
Generation Z	70	18	13
Millennials	74	15	11
Generation X	71	15	14
Baby Boomers	68	16	16

Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q2745. Do you consider your employer to be "age friendly" (e.g., 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)?

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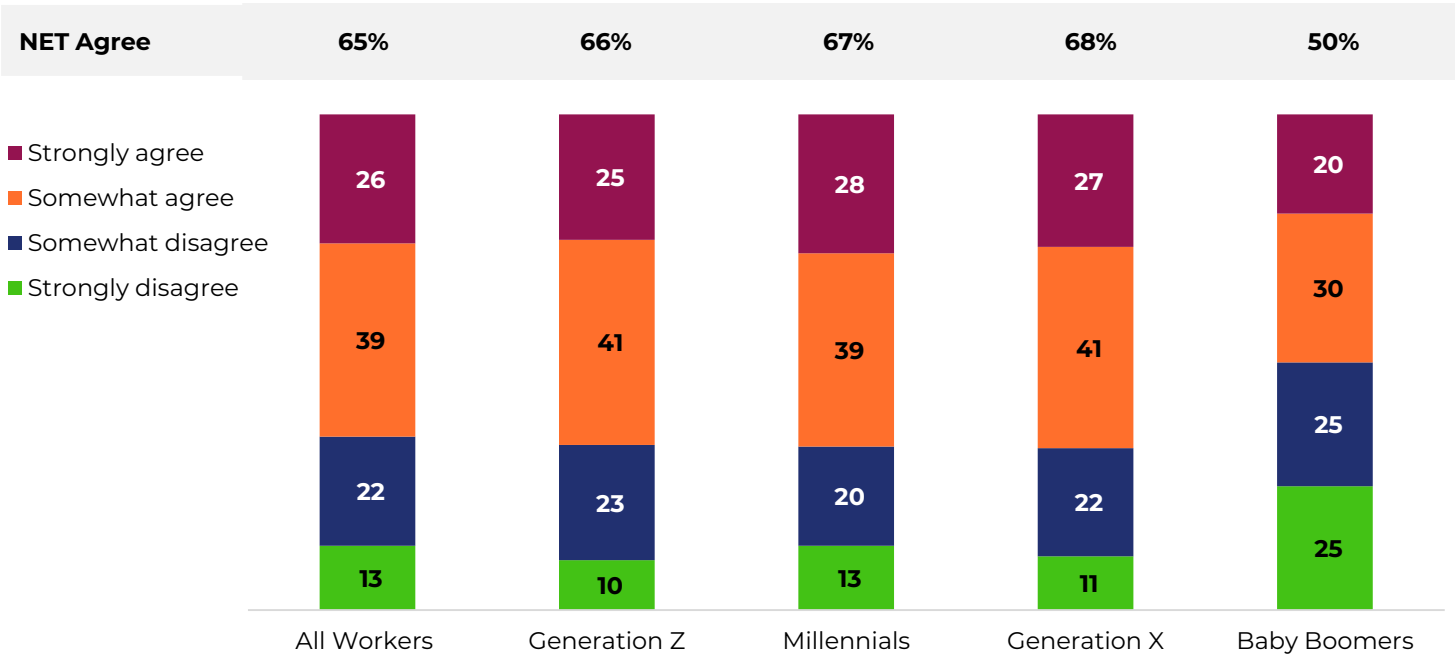
Retirement Planning and Preparations

The Challenge of Saving Enough for Retirement

Nearly two in three workers (65%) agree with the statement, "I feel that I could work until retirement and still not save enough to meet my needs," including 26% who "strongly agree" and 39% who "somewhat agree." Across generations, this sentiment is generally shared. Generation Z, Millennials, and Generation X are more likely to agree with this sentiment than Baby Boomers (66%, 67%, 68%, 50%, respectively).

"I feel that I could work until retirement and still not save enough to meet my needs."
Multigenerational Workforce (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY -ALL QUALIFIED RESPONDENTS
Q2024B. How much do you agree or disagree with the following statement? I feel that I could work until retirement and still not save enough to meet my needs.

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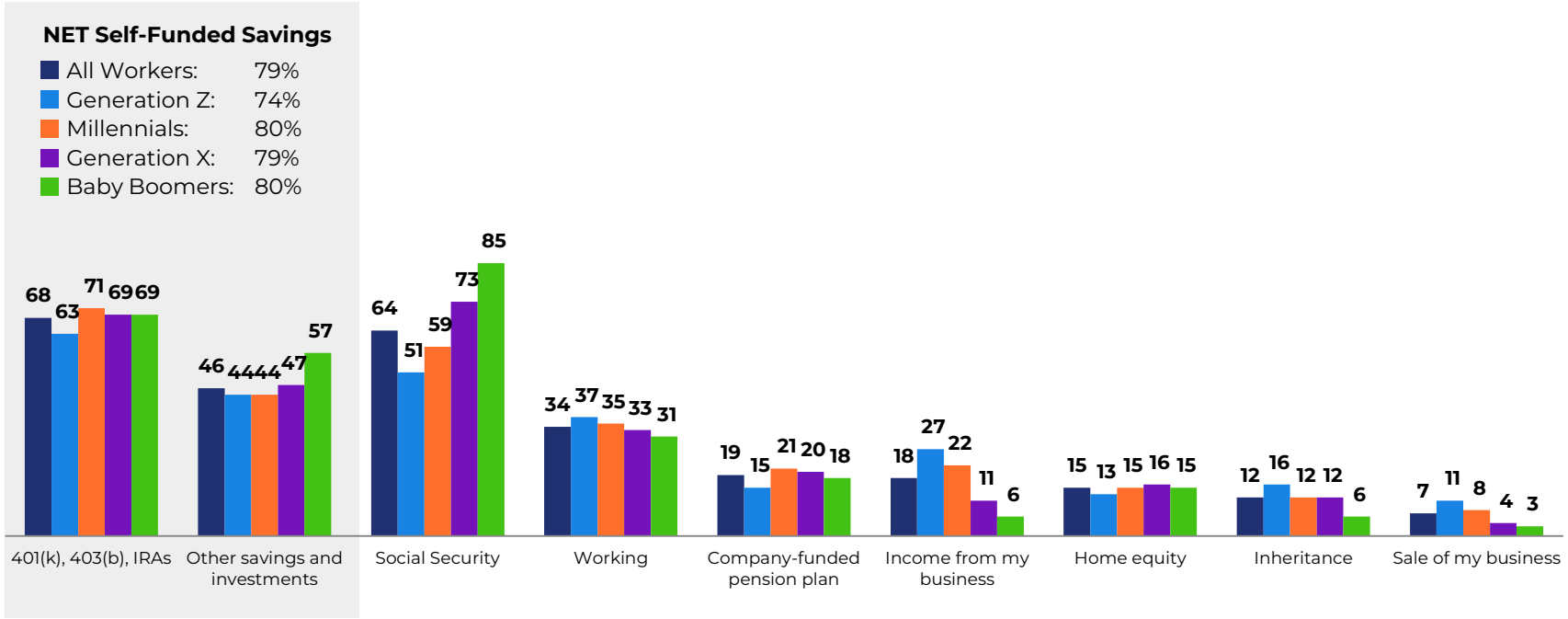
Expected Sources of Retirement Income

The multigenerational workforce expects diverse sources of income to cover living expenses in retirement. Nearly eight in 10 workers cite self-funded savings (79%), which includes 401(k)s, 403(b)s, and IRAs (68%) and other savings and investments (46%), as a source of retirement income. This expectation is relatively similar across Generation Z, Millennial, Generation X, and Baby Boomer workers (74%, 80%, 79%, 80%, respectively). While Baby Boomers and Generation X are significantly more likely to expect income from Social Security, Millennials and Generation Z workers are more likely to cite income from their business and sale of their business. One in three workers across generations expect income from continued work as a source of retirement income.

Which of the following do you expect to be sources of income to cover your living expenses after you retire? Select all.
Multigenerational Workforce (%)



Note: Responses not shown for "Other" (All Workers: 1%, Gen Z: 1%, Millennials: <1%, Gen X: 1%, Baby Boomers: 1%)

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1145. Which of the following do you expect to be sources of income to cover your living expenses after you retire? Select all.

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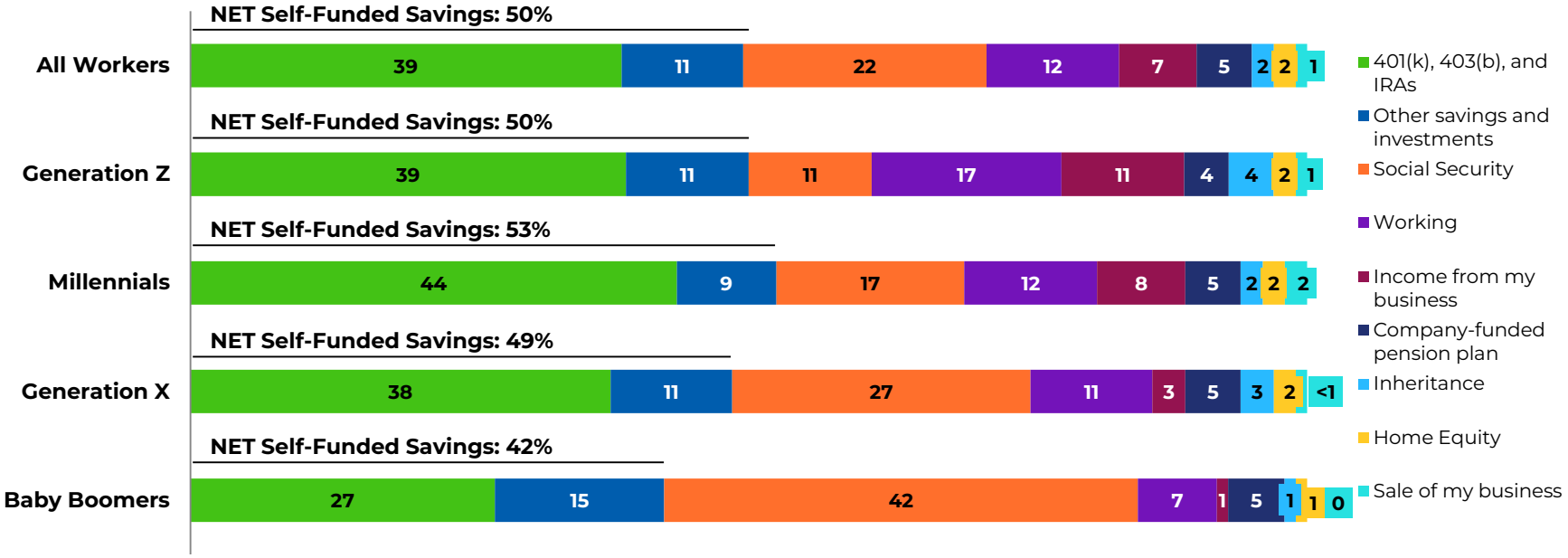
Expected Primary Source of Retirement Income

When asked about their expected primary source of retirement income, half of workers cite self-funded savings (50%), which includes 401(k)s, 403(b)s, and IRAs (39%) and other savings and investments (11%). This expectation spans Generation Z, Millennials, Generation X, and Baby Boomers (50%, 53%, 49%, 42%, respectively). However, generational differences also emerge. Four in 10 Baby Boomers (42%) expect to primarily rely on income from Social Security, a percentage significantly higher than Generation X, Millennials, and Generation Z (27%, 17%, 11%). Notably, Generation Z is more likely to expect to rely on income from continued work (17%), while Generation Z and Millennials are more likely to expect to rely on income from their business (11%, 8%).

Which one of the following do you expect to be your primary source of income to cover your living expenses after you retire?
Multigenerational Workforce (%)



Note: Responses not shown for "Other" (All Workers: <1%, Gen Z: <1%, Millennials: <1%, Gen X: <1%, Baby Boomers: <1%).
Note: Results may not total 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - 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?

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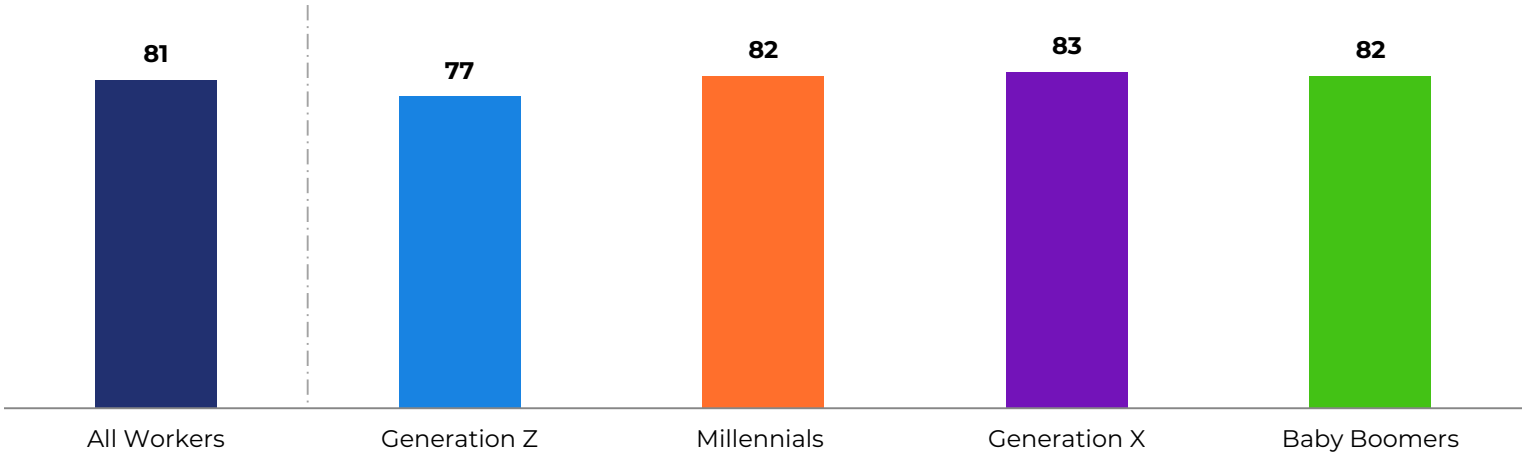
Saving for Retirement and Age Started Saving

Eight in 10 workers (81%) are saving for retirement through employer-sponsored plans, such as a 401(k) or similar plan, and/or outside the workplace. Generation Z is less likely to be saving for retirement than Millennials, Generation X, and Baby Boomer workers (77%, 82%, 83%, 82%, respectively). Among those saving for retirement, Generation Z started earlier at age 21 compared with Millennials at age 26, Generation X at age 30, and Baby Boomers at age 35 (medians).

Workers Who Are Saving For Retirement Through an Employer-Sponsored Retirement Plan and/or Outside of Work

Multigenerational Workforce (%)



Age Started Saving (Median)	27 years	21 years	26 years	30 years	35 years

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CURRENTLY OFFERED QUALIFIED PLAN
Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?
EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?
EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - INVESTING FOR RETIREMENT
Q790. At what age did you first start saving for retirement?

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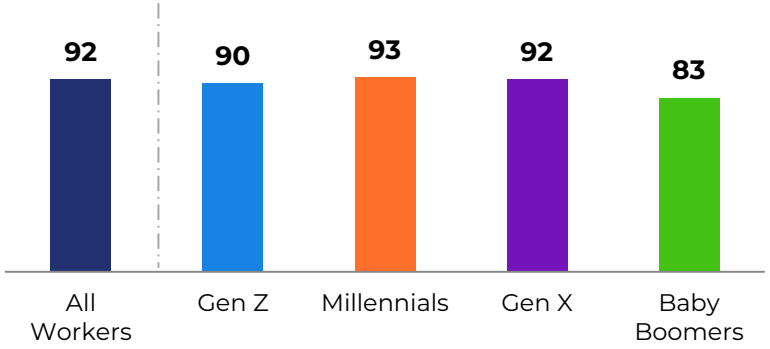
The Importance and Value of Retirement Benefits to Workers

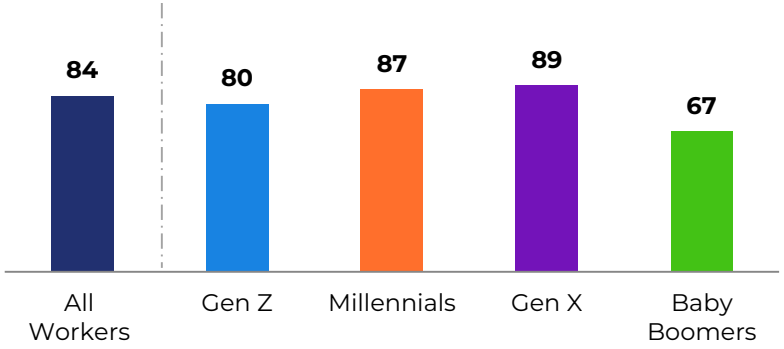
The multigenerational workforce values retirement benefits. Nine in 10 workers (92%) consider a 401(k) or similar retirement plan as an important benefit, a high percentage across Generation Z, Millennials, Generation X, and Baby Boomers (90%, 93%, 92%, 83%, respectively).

More than eight in 10 workers (84%) agree that retirement benefits offered by a prospective employer will be a major factor in their final decision the next time they look for a job. Generation Z is somewhat more likely, while Millennials and Generation X are more likely than Baby Boomers to agree that retirement benefits will be a major factor in their final decision (80%, 87%, 89%, 67%).

Importance of 401(k) or similar plan as a benefit
NET Very/Somewhat Important (%)



Retirement benefits offered by a prospective employer will be a major factor in final decision to accept
NET Strongly/Somewhat Agree (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1170. Please tell us how important that benefit is to you, personally. "A 401(k)/403(b)/457(b) or other employee self-funded plan."
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 benefits offered by the prospective employer will be a major factor in my final decision."

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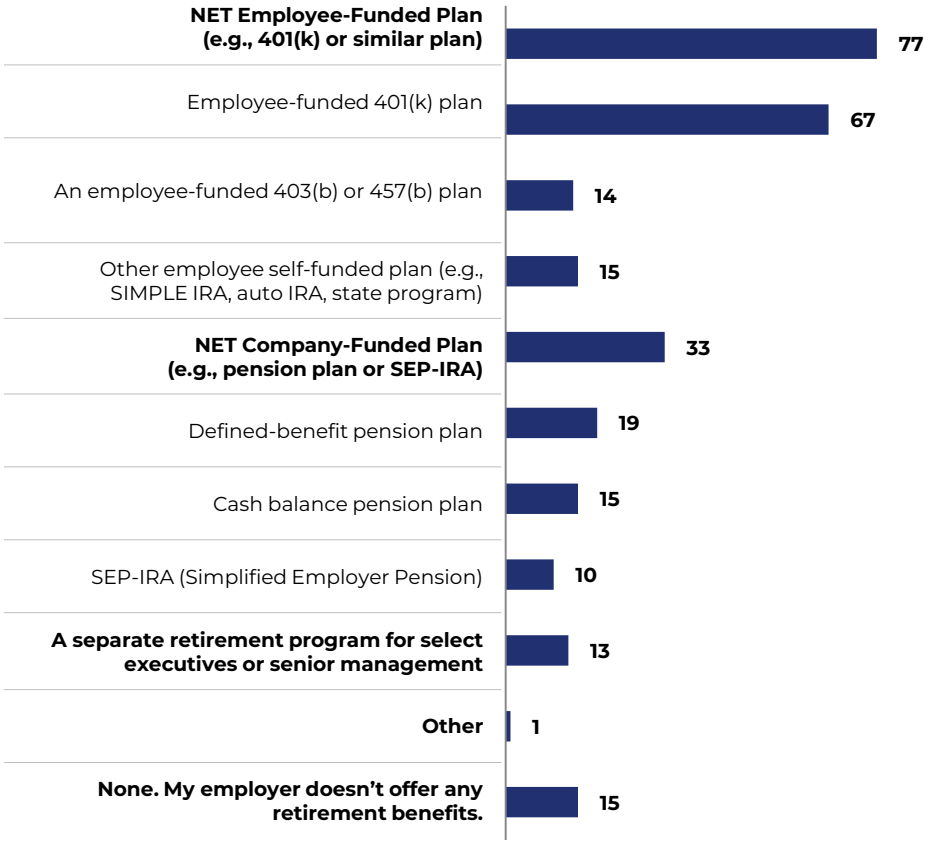
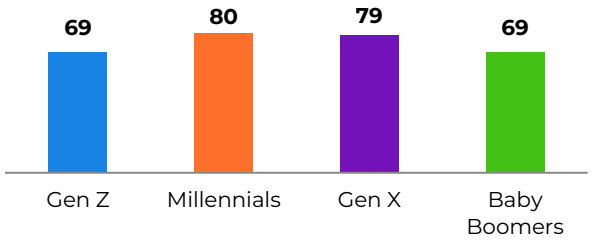
Workplace Retirement Plans

More than three in four workers (77%) are offered a 401(k) or similar employee-funded retirement plan by their employer. Millennials and Generation X workers are more likely to be offered an employee-funded plan compared with Generation Z and Baby Boomers (80%, 79%, 69%, 69%, respectively). Yet, 15% of workers are not offered any retirement benefits.

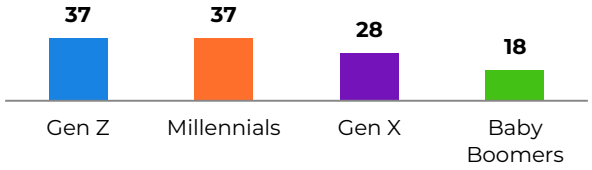
Retirement Benefits Offered by Employer. Select All.
All Workers (%)



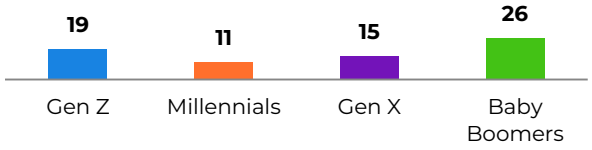
NET Employee-Funded Plan (e.g., 401(k) or similar plan) (%)



NET Company-Funded Plan (e.g., pension plan or SEP-IRA) (%)



None. My employer doesn't offer any retirement benefits. (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - EMPLOYED WORKERS
Q1180. Which of the following retirement benefits does your company currently offer to you, personally? Select all.

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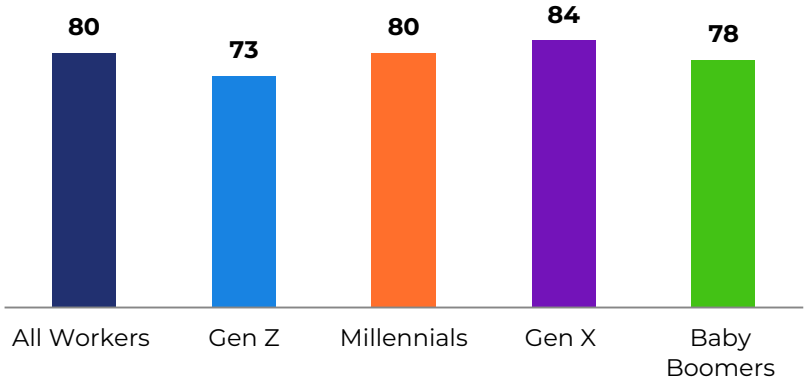
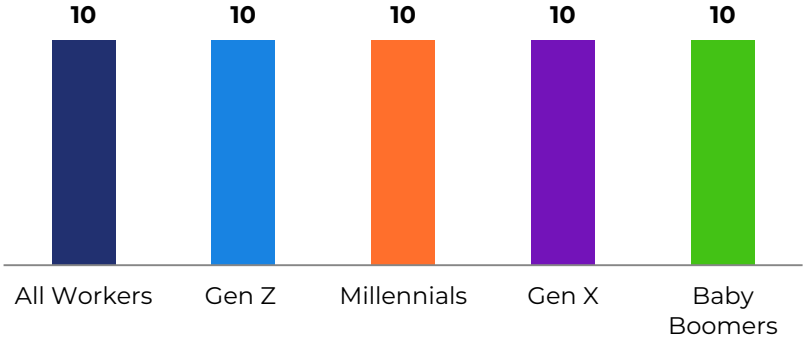
Plan Participation and Salary Deferral

Among those who are offered a 401(k) or similar plan, eight in 10 workers (80%) participate in that plan. Participation rates are slightly lower among Generation Z and Baby Boomer workers than Millennials and Generation X (73%, 78%, 80%, 84%, respectively). Median contribution rates are consistent across generations at 10%.

Participates in 401(k) or Similar Plan
Yes (%)



Percentage of Annual Salary Saved in Plan
Median (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CURRENTLY OFFERED A PLAN
Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?
EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CURRENTLY PARTICIPATES IN A PLAN
Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

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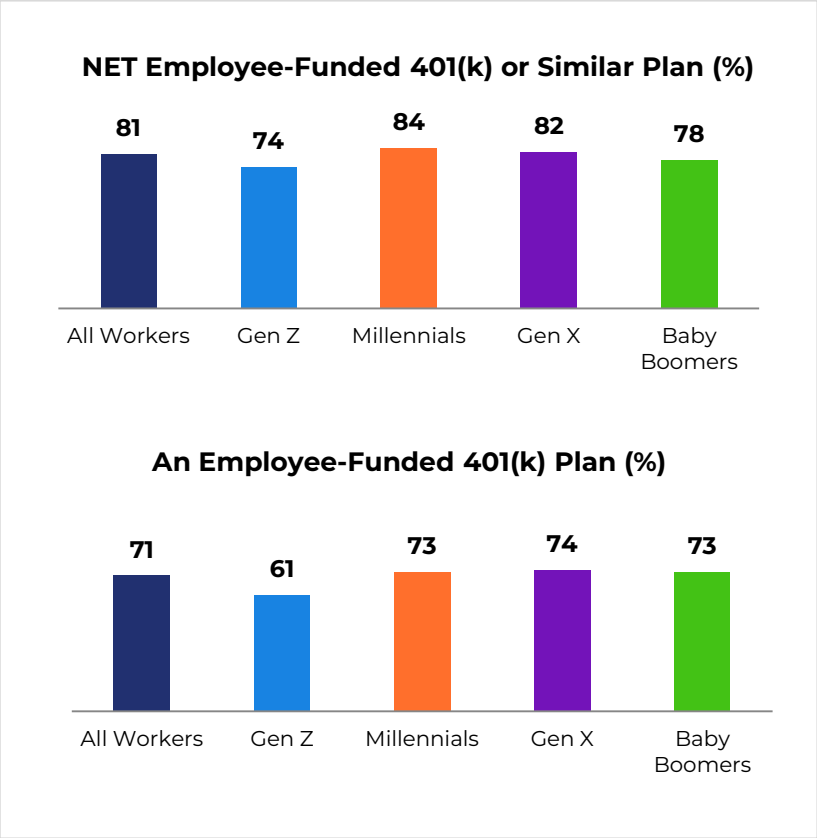
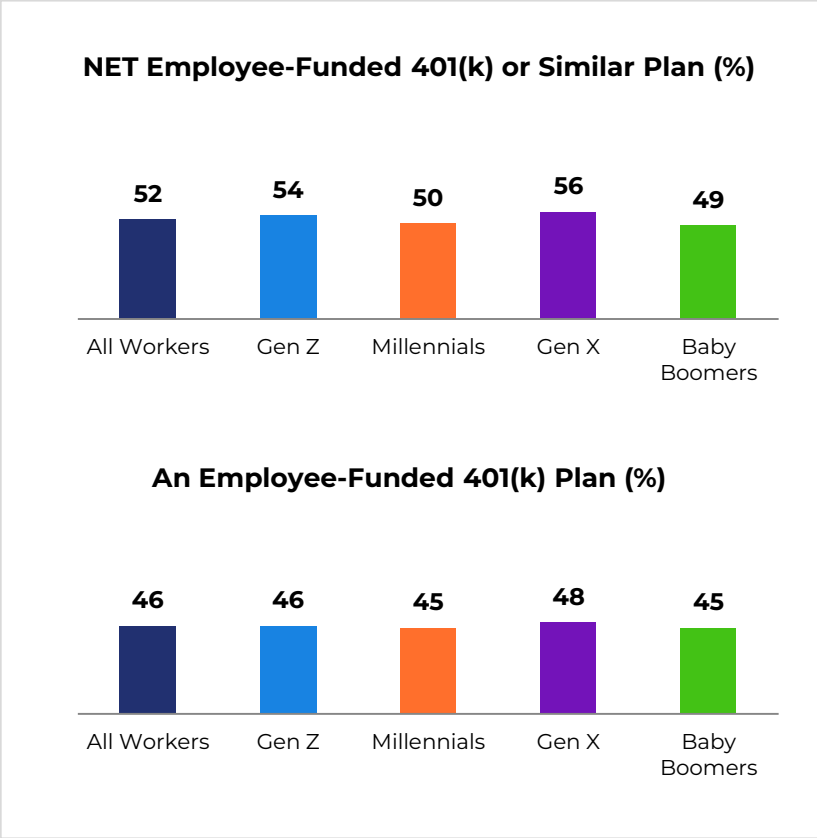
401(k) or Similar Plan: Full-Time vs. Part-Time Workers

Full-time workers are significantly more likely than part-time workers to be offered a 401(k) or similar employee-funded plan (81%, 52%, respectively). Among full-time workers, Millennials and Generation X workers are somewhat more likely than Baby Boomers and Generation Z to be offered a 401(k) or similar plan (84%, 82%, 78%, 74%). Among part-time workers, generations are relatively similarly likely to be offered a 401(k) or similar plan, including 54% of Generation Z, 50% of Millennials, 56% of Generation X, and 49% of Baby Boomers.

Full-Time Workers



Part-Time Workers

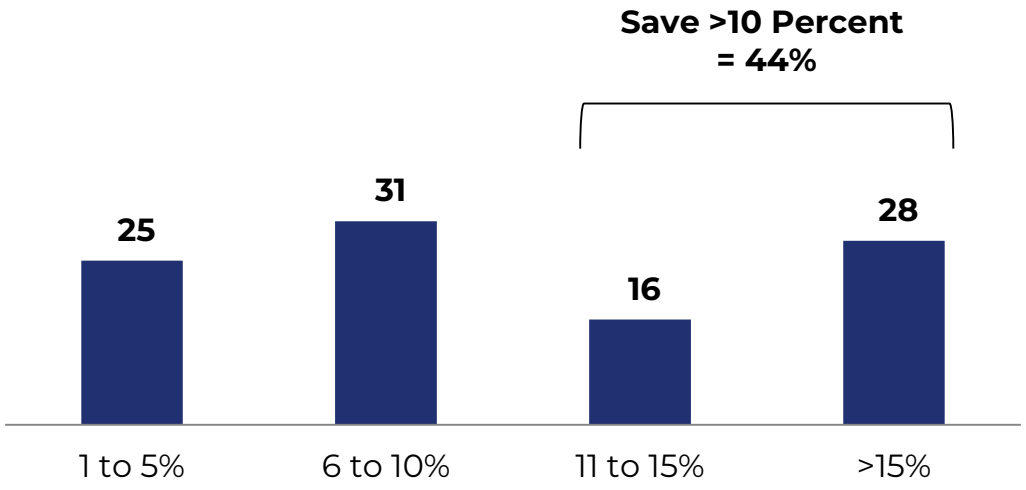


EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY – FULL TIME OR PART-TIME WORKERS
Q1180. Which of the following retirement benefits does your company currently offer to you, personally? Select all.

“Super Savers” Contributing More than 10 Percent of Pay

Transamerica Center for Retirement Studies defines “super savers” as workers who participate in a 401(k) or similar retirement plan and contribute more than 10% of their salaries into the plan. More than four in 10 workers (44%) participating in a 401(k) or similar retirement plan are super savers, with 16% contributing 11 to 15% and 28% contributing more than 15% of their annual salary into the plan. Fifty-six percent of workers participating in a plan save 10% or less.

What percentage of your salary are you contributing to your company-sponsored plan this year? (%)
Workers Currently Participating in a 401(k) or Similar Plan



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CURRENTLY PARTICIPATES IN A PLAN
Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

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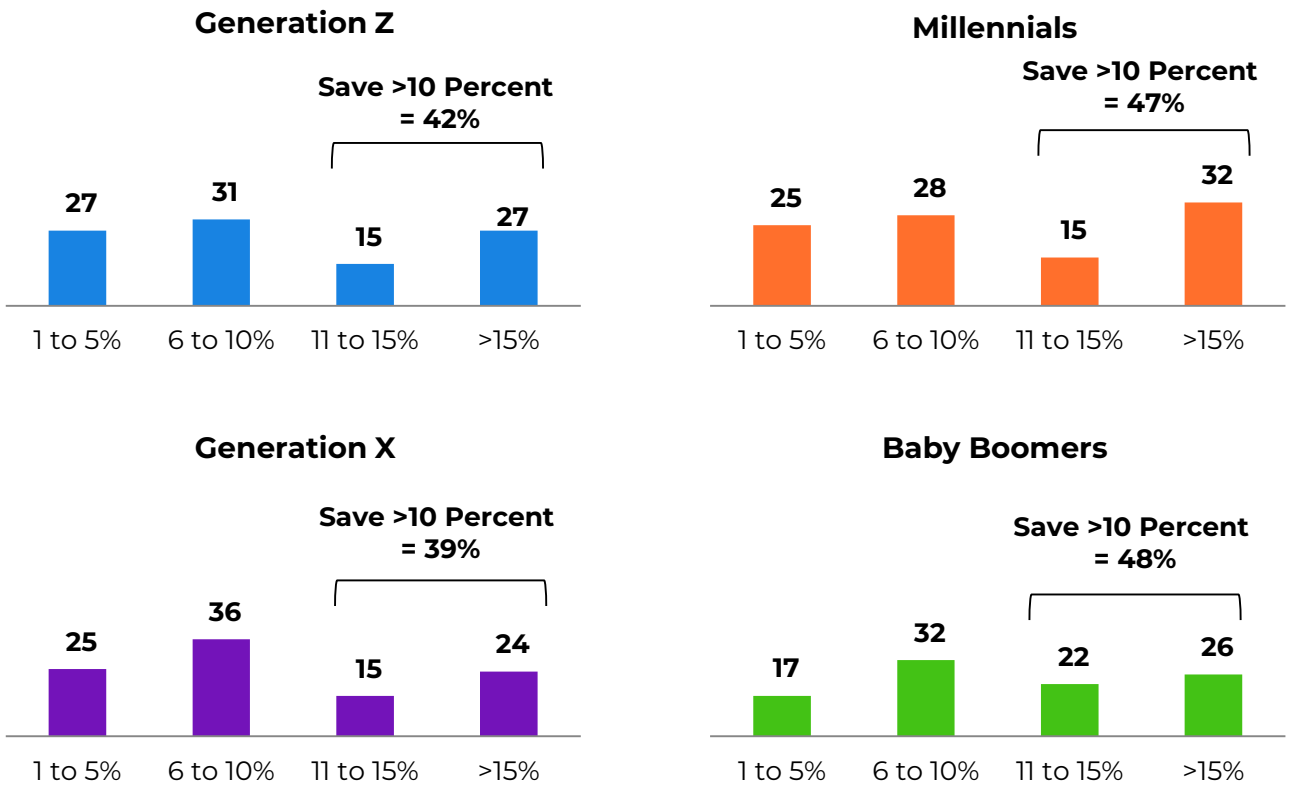
“Super Savers” by Generation

“Super savers” are workers who participate in a 401(k) or similar retirement plan and contribute more than 10% of their salaries into the plan. Super savers are commonly found across generations including 42% of Generation Z, 47% of Millennials, 39% of Generation X, and 48% of Baby Boomers.

What percentage of your salary are you contributing to your company-sponsored plan this year?
Multigenerational Workforce (%)



Note: Results may not total 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CURRENTLY PARTICIPATES IN A PLAN
Q601. What percentage of your salary are you saving for retirement through your company-sponsored plan this year?

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Reasons for Not Participating in Company's Plan

Among workers who are offered a 401(k) or similar plan but are not participating in the plan, workers across generations share common reasons for not doing so, such as paying off debt (24%), cannot afford to save (23%), and having more urgent financial priorities (23%). More than one in four workers (28%) indicate they are saving for retirement in other ways, with the highest percentages among Generation Z and Baby Boomers (both 37%), followed by Millennials and Generation X (24%, 21%, respectively). A small yet notable proportion of Generation Z, Millennials, and Generation X intend to sign up – just haven't taken the time to do so yet (25%, 14%, 10%) and aren't familiar enough with the plan as a reason (17%, 20%, 16%). Twenty percent of Generation Z indicate that they don't plan to stay at their current employer much longer.

Reasons for Not Participating in Company's Retirement Plan. Select all. (%)	All Workers	Generation Z	Millennials	Generation X	Baby Boomers
Saving for retirement in other ways	28	37	24	21	37
Paying off debt	24	19	26	24	25
Cannot afford to save	23	14	26	23	30
Have more urgent financial priorities	23	24	23	22	21
Not familiar enough with plan	17	17	20	16	9
Have been intending to sign up – just haven't taken the time to do so yet	15	25	14	10	5
Just started with company	13	19	14	8	8
Do not plan to stay at current employer much longer	12	20	8	13	6
Not eligible to participate	9	7	9	14	6
Do not like the investments or the cost associated with them	8	6	7	13	6
Saving through spouse/partner's plan*	7	2	8	9	5
Some other reason	3	3	1	3	7

*Note: Asked of those married or civil union

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT CURRENTLY CONTRIBUTING TO PLAN
Q670. Which of the following is the main reason you are not currently participating in your company's retirement plan? Select all.

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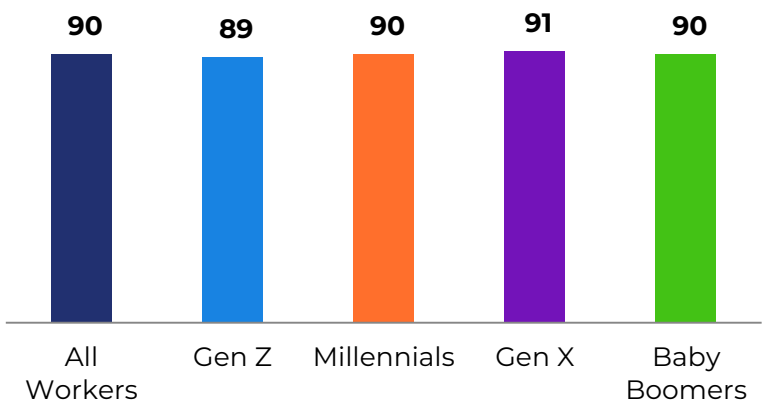
Access to a 401(k) Inspires Workers to Save for Retirement

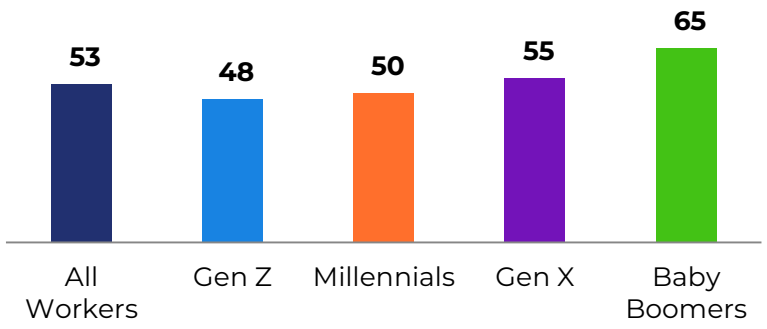
Workers who are *offered* a 401(k) or similar plan by their employer are more likely to save for retirement. Nine in 10 workers (90%) who have access to an employer-sponsored plan are saving for retirement in the plan and/or outside of work including 89% of Generation Z, 90% of Millennials, 91% of Generation X, and 90% of Baby Boomers. In contrast, among workers who are *not offered* a plan by their employers, far fewer workers (53%) are saving for retirement including 48% of Generation Z, 50% of Millennials, 55% of Generation X, and 65% of Baby Boomers.

Saving for Retirement
(in an Employer-Sponsored Plan and/or Outside of Work)

Among Those Offered a 401(k) or Similar Plan (%)



Among Those Not Offered a 401(k) or Similar Plan (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CURRENTLY OFFERED A PLAN / NOT CURRENTLY OFFERED A PLAN
Q1190. Do you currently participate in, or have money invested in your company's employee-funded retirement savings plan?
Q740. Are you currently saving for retirement outside of work, such as in an IRA, mutual funds, bank account, etc.?

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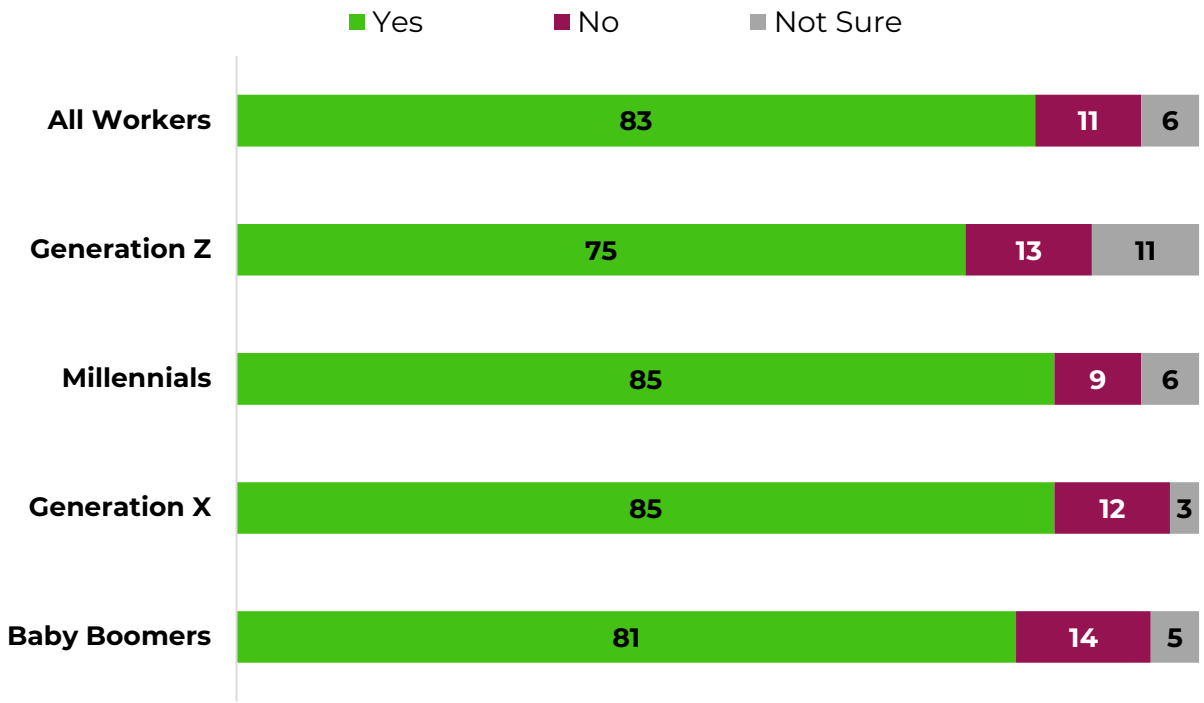
Matching Contribution Offered by Employer

Among those offered a 401(k) or similar plan, most workers (83%) are offered a matching contribution as part of the plan. The highest percentages of workers who say they are offered a matching contributions are among Generation X and Millennials (both 85%), followed by Baby Boomers and Generation Z (81%, 75%, respectively). Eleven percent of workers, while offered a plan, are not offered a matching contribution by their employer. Six percent of workers are "not sure" if they are offered a matching contribution.

Matching Contribution Offered by Employer (%)

Workers Currently Offered a 401(k) or Similar Plan



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CURRENTLY OFFERED A PLAN

Q630. Does your company offer you, personally, a matching contribution as part of its 401(k), 403(b), 457 (b), or other company-sponsored retirement plan?

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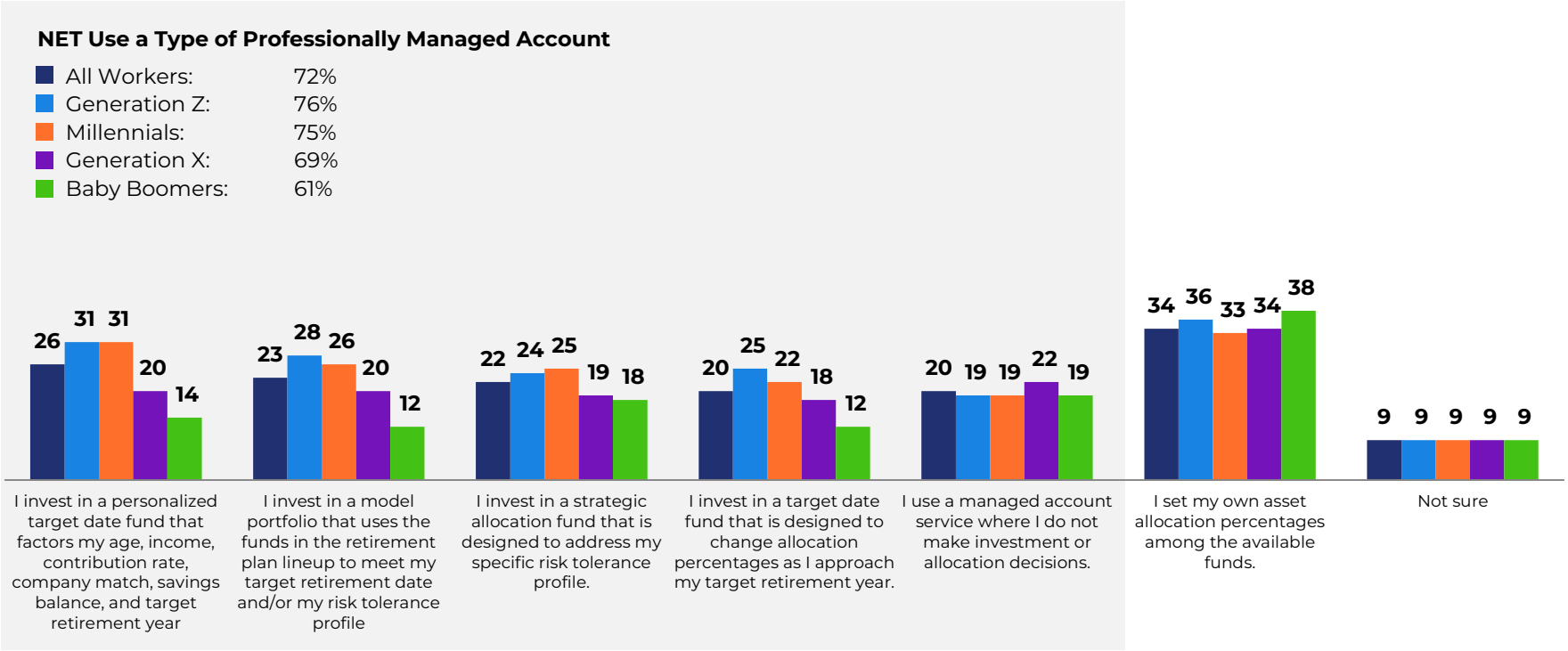
Professionally Managed Retirement Plan Accounts

"Professionally managed" accounts include target date funds, model portfolio services, managed account services, and/or strategic allocation funds. Most plan participants (72%) use a professionally managed offering in their 401(k) or similar plans, including 26% who use a personalized target date fund, 23% who use model portfolios, 22% who use a strategic allocation fund, 20% who use a general target date fund, and 20% who use managed account services. Generation Z and Millennials are more likely than Generation X and Baby Boomers to use a type of professionally managed account (76%, 75%, 69%, 61%, respectively). One in three plan participants (34%) set their own asset allocation percentage among the available funds.

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



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - THOSE PARTICIPATING IN A PLAN
Q1466. What is your current approach to investing in your employer-sponsored retirement plan? Select all.

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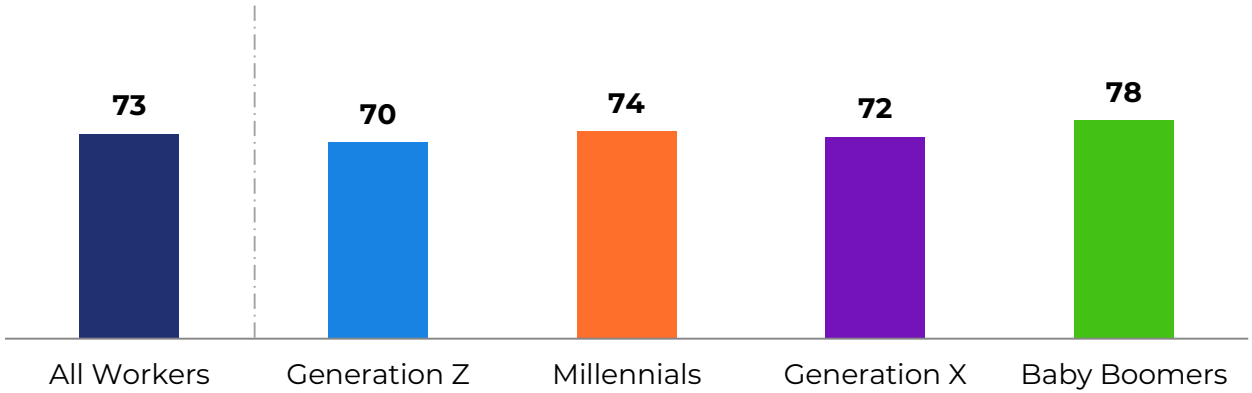
Awareness of the Roth Option

A Roth 401(k)/403(b) plan allows individuals to make post-tax contributions to their retirement plan and offers tax-free withdrawals depending on qualifying conditions.

More than seven in 10 workers (73%) who are offered a 401(k) or similar plan are aware of the Roth option. Awareness is highest among Baby Boomers (78%) followed by Millennials, Generation X, and Generation Z (74%, 72%, 70%, respectively).

Are you aware of the Roth 401(k)/403(b) option?
Yes (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - CURRENTLY OFFERED QUALIFIED PLAN
Q605. Are you aware of the Roth 401(k)/403(b) option?

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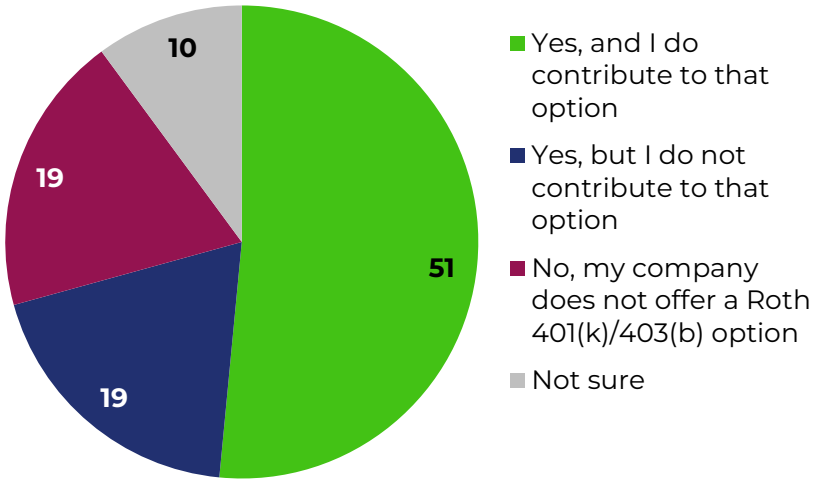
Roth Option Offered by Employer

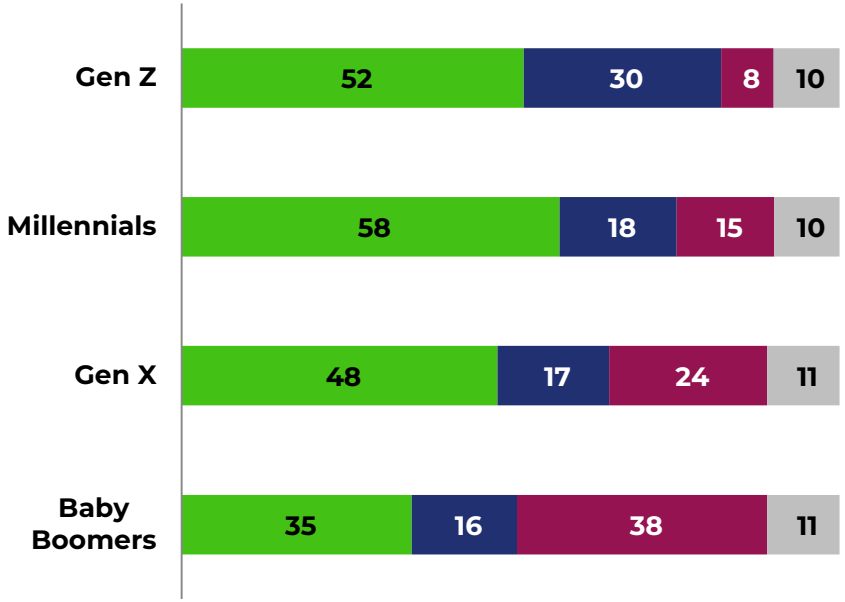
Among those who are offered a 401(k) or similar plan and aware of the Roth option, half of workers (51%) are both offered the Roth option and contribute to it. Almost one in five workers (19%) are offered but don't contribute to the Roth option, and another 19% are not offered it, and 10% are "not sure." Access to a Roth option varies by generation. Millennials and Generation Z are more likely to be offered and contribute to the Roth option (58%, 52%, respectively), followed by Generation X and Baby Boomers (48%, 35%). However, a sizeable percentage of workers are not offered the Roth option by their employer across Baby Boomers, Generation X, Millennials, and Generation Z (38%, 24%, 15%, 8%, respectively).

Does your employer offer a Roth 401(k)/403(b) option to you, personally?

Workers Aware of Roth Option (%)



Workers Aware of Roth Option by Generation (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - AWARE OF ROTH 401(K)
Q610. Does your employer offer a Roth 401(k)/403(b) option to you, personally?

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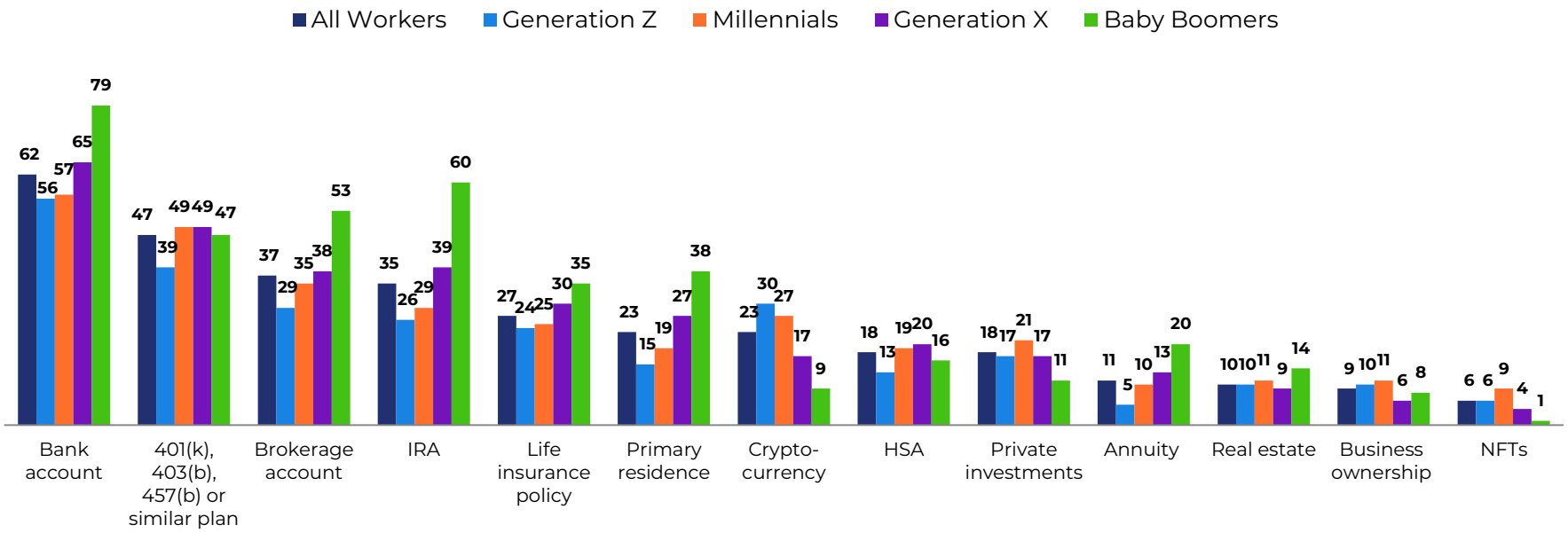
Retirement Savings & Investments Outside of Work

Among those saving for retirement outside the workplace, workers save and invest in a variety of ways. The most often cited types of retirement savings and investments include a bank account such as savings, checking, money market, CDs, etc. (62%), 401(k), 403(b), 457(b) or similar plan (47%), brokerage account (37%), and IRA (35%). However, there are wide variances by generation.

Baby Boomers are more likely to cite a bank account (79%), IRA (60%), brokerage account (53%), primary residence (38%), and annuities (20%). Generation X and Millennials are somewhat more likely to cite an HSA (20%, 19%). Generation Z and Millennials are more likely to cite cryptocurrency (30%, 27%) and NFTs (6%, 9%), and more likely than Generation X to cite business ownership (10%, 11%, 6%, respectively).

What types of savings and investments do you currently have that are specifically for retirement? Select all.
Workers Who are Saving Out of Work (%)



Note: Responses not shown for "Other investments" (All Workers: 1%, Generation Z: 1%, Millennials: <1%, Generation X: 2%, Baby Boomers: 2%), and for "I have no savings and investments" (All Workers: 1%, Generation Z: 1%, Millennials: <1%, Generation X: 1%, Baby Boomers: <1%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - THOSE WHO ARE SAVING OUTSIDE OF WORK
Q750. What types of savings and investments do you currently have that are specifically for retirement? Select all.

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Tapping Into Retirement Savings

Many workers are tapping into their retirement savings before retirement. More than one in three (36%) have taken a loan, early withdrawal, and/or hardship withdrawal from their 401(k) or similar plan or IRA, including 29% who have taken a loan and 19% who have taken an early and/or hardship withdrawal.

Generation Z, Millennials, and Generation X workers are more likely than Baby Boomers to have taken a loan, early withdrawal, and/or hardship withdrawal (35%, 40%, 35%, 25%, respectively).

Ever Taken a Loan, Early Withdrawal, and/or Hardship Withdrawal. Select all. Not retired (%)	All Workers	Generation Z	Millennials	Generation X	Baby Boomers
TOTAL NET Have Taken a Loan, Early Withdrawal, and/or Hardship Withdrawal From 401(k) or Similar Plan or IRA	**36**	**35**	**40**	**35**	**25**
NET Have Taken a Loan	**29**	**28**	**33**	**28**	**19**
NET Have Taken an Early and/or Hardship Withdrawal	**19**	**22**	**20**	**17**	**11**
Yes, I have taken a loan from a 401(k) or similar plan and paid it back in full.	20	18	23	20	14
Yes, I have taken a loan from a 401(k) or similar plan and am paying it back.	9	10	11	7	3
Yes, I have taken a loan from a 401(k) or similar plan but was unable to pay it back so it became an early withdrawal and incurred taxes and penalties.	7	9	8	7	3
Yes, I have taken a hardship withdrawal and incurred taxes and penalties.	8	9	9	6	2
Yes, I have taken an early withdrawal and cashed out a portion or all of a 401(k) or similar plan balance after my separation of employment from a prior employer and incurred taxes and penalties.	8	9	9	6	4
Yes, I have taken an early withdrawal and cashed out a portion or all of an IRA and incurred taxes and penalties.	4	7	3	4	4
No, I have never taken a loan or early withdrawal from a 401(k) or similar plan or IRA.	**60**	**58**	**56**	**62**	**72**
Not sure	**4**	**7**	**4**	**3**	**4**

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS

Q754X1. Have you ever taken any form of loan or early withdrawal from a qualified retirement account such as a 401(k) or similar plan or IRA? Select all.

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Reasons for Taking 401(k) Loans

Among those who have taken a loan from their 401(k) or similar plan, workers most frequently cite a financial emergency (29%), a reason more likely cited by Generation Z and Millennials than Generation X and Baby Boomers (34%, 34%, 22%, 20%, respectively). Other frequently cited reasons range from paying off debt (25%), medical bills (24%), and unplanned major expenses (22%) – to paying for everyday expenses (20%) and home improvements (20%). One in five Generation Z (20%) cite college tuition as a reason for taking a 401(k) loan.

Reasons for Taking Loan From Retirement Plan. Select all. (%)	All Workers	Generation Z	Millennials	Generation X	Baby Boomers
A financial emergency	29	34	34	22	20
NET Paying Off Debt	25	29	24	25	15
Pay off credit card debt	24	29	24	23	15
Pay off other debt	1	0	1	1	1
Medical bills	24	32	25	20	10
Unplanned major expenses (e.g., home or car repair, etc.)	22	29	21	23	14
Everyday expenses	20	22	22	20	11
Home improvements	20	20	23	16	19
Purchase of a vehicle	16	21	19	9	15
Purchase of primary residence	16	22	14	14	16
College tuition	12	20	11	9	7
Avoid eviction	11	13	12	10	2
Burial or funeral expense	8	13	8	5	4
Some other purpose	2	0	1	5	6

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - THOSE WHO HAVE TAKEN A LOAN (Total N=1,908, Gen Z N=244; Millennials N=1,018; Gen X N=522; Baby Boomers N=122)

Q659. For what purpose(s) did you take out a loan(s)? Select all.

Reasons for Hardship Withdrawals

Among those who have taken a hardship withdrawal from a 401(k) or similar plan, the top reasons include payments for expenses and losses incurred due to a disaster in a federally declared disaster zone (21%), certain expenses for repairs of damage to principal residence (20%), and payments to prevent eviction from principal residence (19%). Other reasons for taking a 401(k) hardship withdrawal include: certain medical expenses (13%), costs related to the purchase of a principal residence (10%), payment of tuition and related educational fees (7%), and burial or funeral expenses (6%).

Primary Reason for Hardship Withdrawal (%)	All Workers
Expenses and losses (including loss of income) incurred by employee on account of a Federal disaster declaration provided that the employee's principal residence or principal place of employment was located in the disaster zone and designated for individual assistance	21
Certain expenses for repairs of damage to the employees' principal residence that would qualify for the casualty deduction under the Internal Revenue Code Section 165(h)(5)	20
Payments necessary to prevent eviction from, or foreclosure on, a principal residence	19
Certain medical expenses	13
Costs related to the purchase of a principal residence	10
Tuition and related educational fees and expenses	7
Burial or funeral expenses	6
Other	5

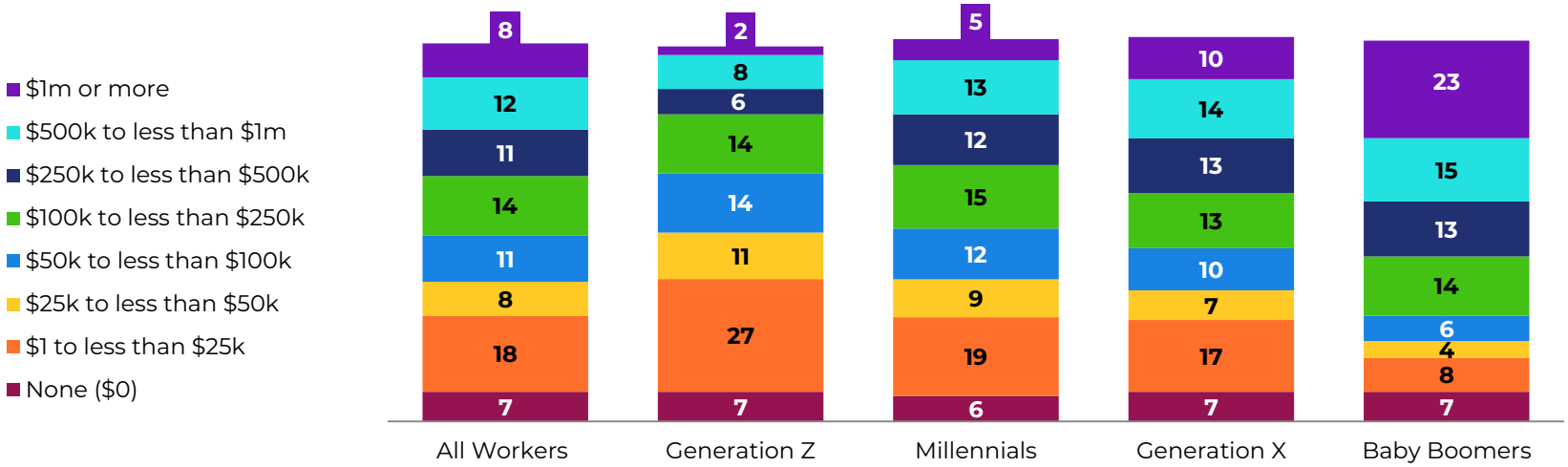
Note: Sample sizes by generation are too small to report for this survey question.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - THOSE WHO HAVE TAKEN A HARDSHIP WITHDRAWAL (Total N=544, Gen Z N=81; Millennials N=304; Gen X N=142; Baby Boomers N=17)
Q1465. What is the primary reason you have taken a hardship withdrawal from your employee-funded retirement savings plan?

Total Household Savings in Retirement Accounts

As of late 2025, workers have saved $78,000 (estimated median) in total household retirement accounts. The amount of retirement savings increases with age: $37,000 among Generation Z, $73,000 among Millennials, $113,000 among Generation X, and $263,000 among Baby Boomer workers (estimated medians). Baby Boomers and Generation X workers are more likely than Millennials and Generation Z workers to have saved $1 million or more (23%, 10%, 5%, 2%, respectively). Yet, 7% of workers have no retirement savings.

2025 Total Household Savings in Retirement Accounts
Multigenerational Workforce (%)



	All Workers	Generation Z	Millennials	Generation X	Baby Boomers
Not sure	7	11	7	5	5
Decline to answer	2	1	2	3	3
Estimated median (including $0)	$78,000	$37,000	$73,000	$113,000	$263,000

Notes: 1) The median is estimated based on the approximate midpoint of the range of each response category. Non-responses are excluded from the estimate. 2) Results may not total 100% due to rounding.

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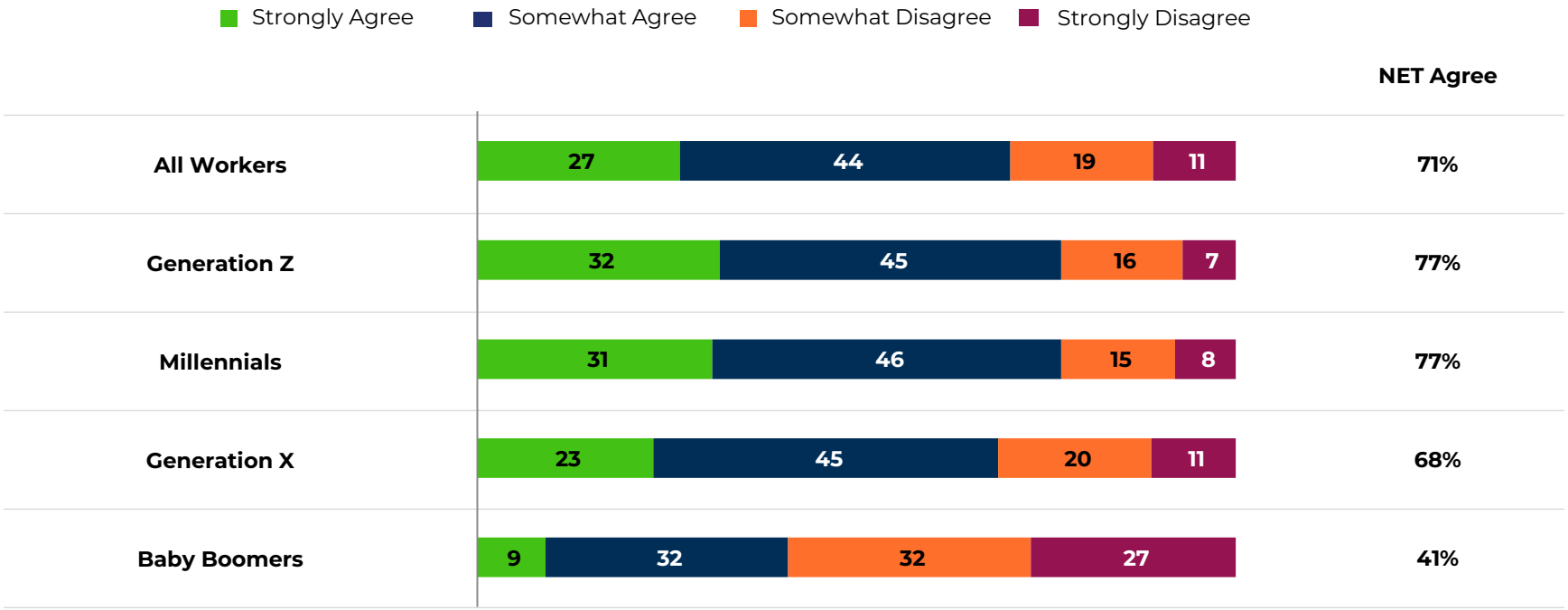
EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT RETIRED.
Q1300. Approximately how much money does your household have saved in all of your retirement accounts?

Desire for More Advice From Employers

Seven in 10 workers (71%) would like more information and advice from their employers on how to reach their retirement goals, including 27% who "strongly agree" and 44% who "somewhat agree." Generation Z, Millennials, and Generation X are more likely than Baby Boomers to want more information and advice about reaching retirement goals (77%, 77%, 68%, 41%, respectively).

"I would like to receive more information and advice from my employer on how to reach my retirement goals." (%)



Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q930. How much do you agree or disagree with each of the following statements regarding retirement?
"I would like to receive more information and advice from my employer on how to reach my retirement goals."

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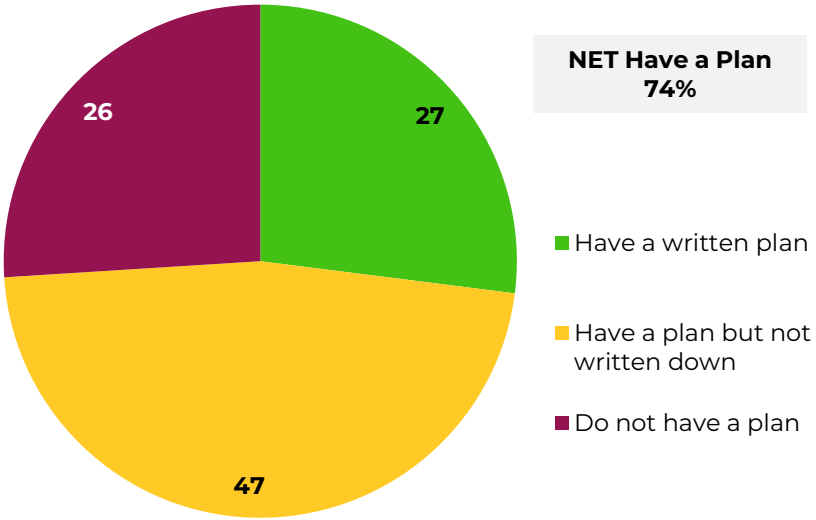
Opportunities to Enhance Retirement Preparedness

Financial Strategy for Retirement

Almost three in four workers (74%) have a financial strategy for retirement, including 27% with a written plan and 47% with an unwritten plan. While having a retirement strategy is relatively consistent across the multigenerational workforce, having a written plan remains low. Fewer than three in 10 Generation Z (24%), Millennials (29%), Generation X (27%), and Baby Boomers (28%) have a written plan. Twenty-six percent of workers do not have a plan.

Financial Strategy for Retirement

All Workers (%)



Multigenerational Workforce (%)

	NET Have a plan	Have a written plan	Have a plan but not written down	Do not have a plan
Gen Z	74	24	50	26
Millennials	75	29	46	25
Gen X	73	27	46	27
Baby Boomers	74	28	46	26

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1155. Which of the following best describes your financial strategy for retirement?

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Estimated Retirement Savings Needs

Workers estimate they will need $650,000 (median) by the time they retire in order to feel financially secure. Estimated retirement savings needs vary by generation, ranging from $500,000 for Generation Z, $501,000 for Millennials, and $750,000 for Generation X to $1 million for Baby Boomers. More than four in 10 workers (44%) estimate they will need $1 million or more in retirement savings, including 40% of Generation Z, 42% of Millennials, 46% of Generation X, and 51% of Baby Boomers.

Estimated Retirement Savings Needed To Feel Financially Secure. Not Retired (%)	All Workers	Generation Z	Millennials	Generation X	Baby Boomers
Less than $100k	16	19	19	13	9
$100k to less than $500k	22	23	21	24	20
$500k to less than $1m	18	19	18	16	20
$1m to less than $2m	18	16	15	20	24
$2m or more	26	24	27	26	27
Median (including $0)	**$650,000**	**$500,000**	**$501,000**	**$750,000**	**$1,000,000**

Note: Results may not total to 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT RETIRED
Q890. Thinking in terms 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?

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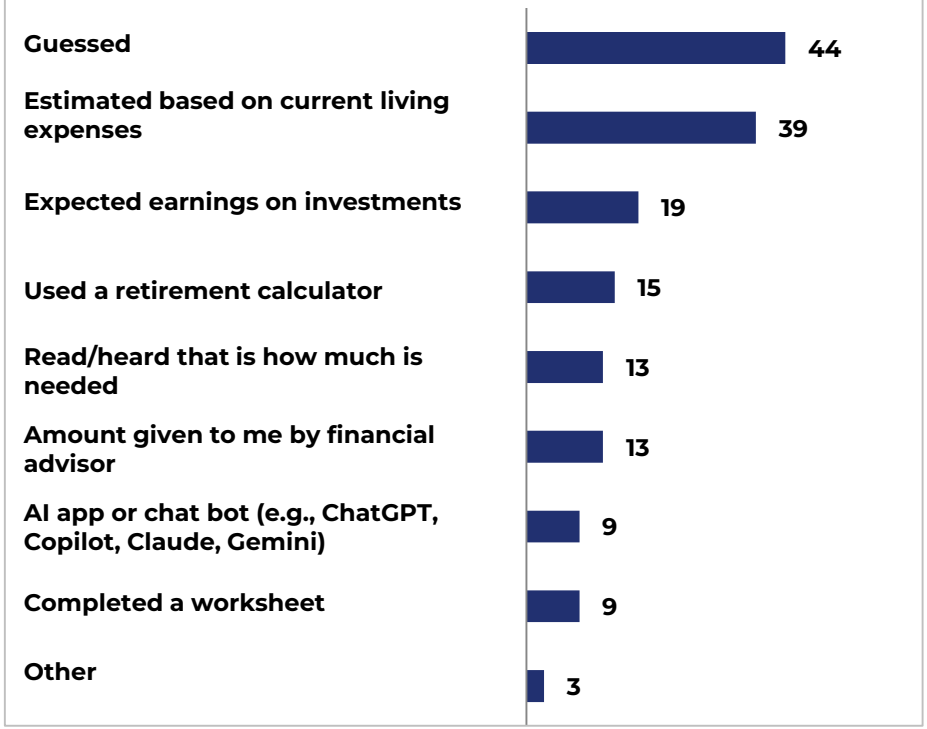
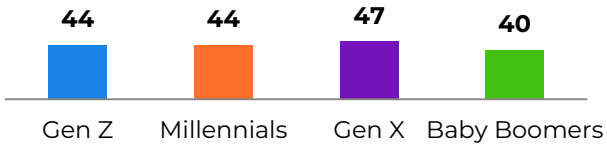
Basis of Estimated Retirement Savings Needs

Among those providing an estimate, workers' most common approaches to arriving at the amount needed were guessing (44%) and estimating it based on current living expenses (39%). Guesswork is shared across generations (Generation Z: 44%, Millennials: 44%, Generation X: 47%, Baby Boomers: 40%). Only 13% of workers had the amount given by a financial advisor, including 10% of Generation Z, 14% of Millennials, 13% of Generation X, and 14% of Baby Boomers. Generation Z and Millennials are more likely to ask an AI app or chat bot than Generation X and Baby Boomers (12%, 11%, 5%, 2%, respectively).

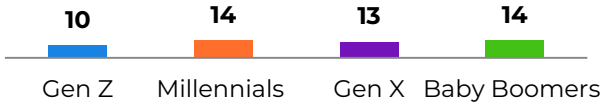
Basis of Estimating Retirement Savings Goal. Select All.
Provided Estimate of Money Needed (%)



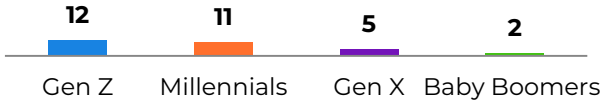
Guessed Retirement Savings Needs (%)



Amount Given By a Financial Advisor (%)



AI App or Chat Bot (%)



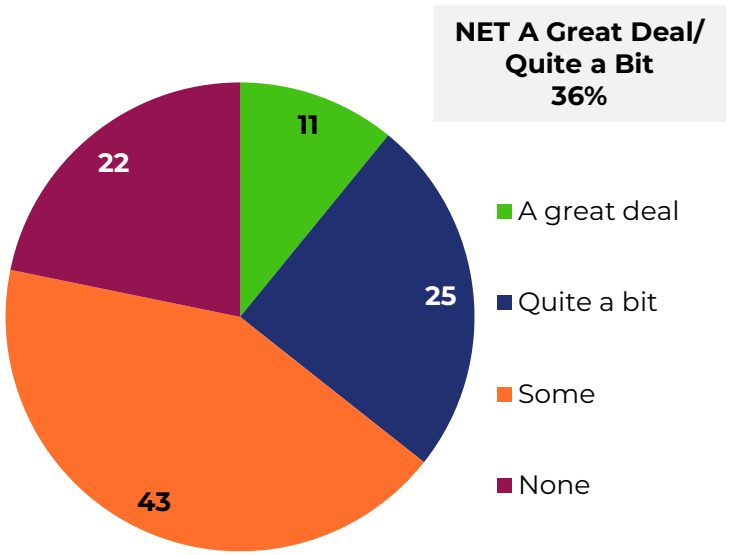
EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - PROVIDED ESTIMATE OF MONEY NEEDED FOR RETIREMENT
Q900. How did you arrive at that number? Select all.

Limited Understanding of Asset Allocation Principles

Few workers (36%) have “a great deal” or “quite a bit” of understanding of asset allocation principles as they relate to retirement investing, including 11% who know “a great deal” and 25% who know “quite a bit.” Understanding about asset allocation principles is relatively low across Generation Z, Millennials, Generation X, and Baby Boomers (38%, 41%, 29%, 31%, respectively). Further, one in five workers (22%) have no understanding of asset allocation principles.

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

All Workers (%)



Multigenerational Workforce (%)

	NET A Great Deal/ Quite a Bit	A Great Deal	Quite a Bit	Some	None
Gen Z	38	11	27	42	20
Millennials	41	13	28	40	19
Gen X	29	8	21	45	26
Baby Boomers	31	10	21	47	22

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q760. How much of an understanding do you have regarding asset allocation principles as they relate to retirement investing?

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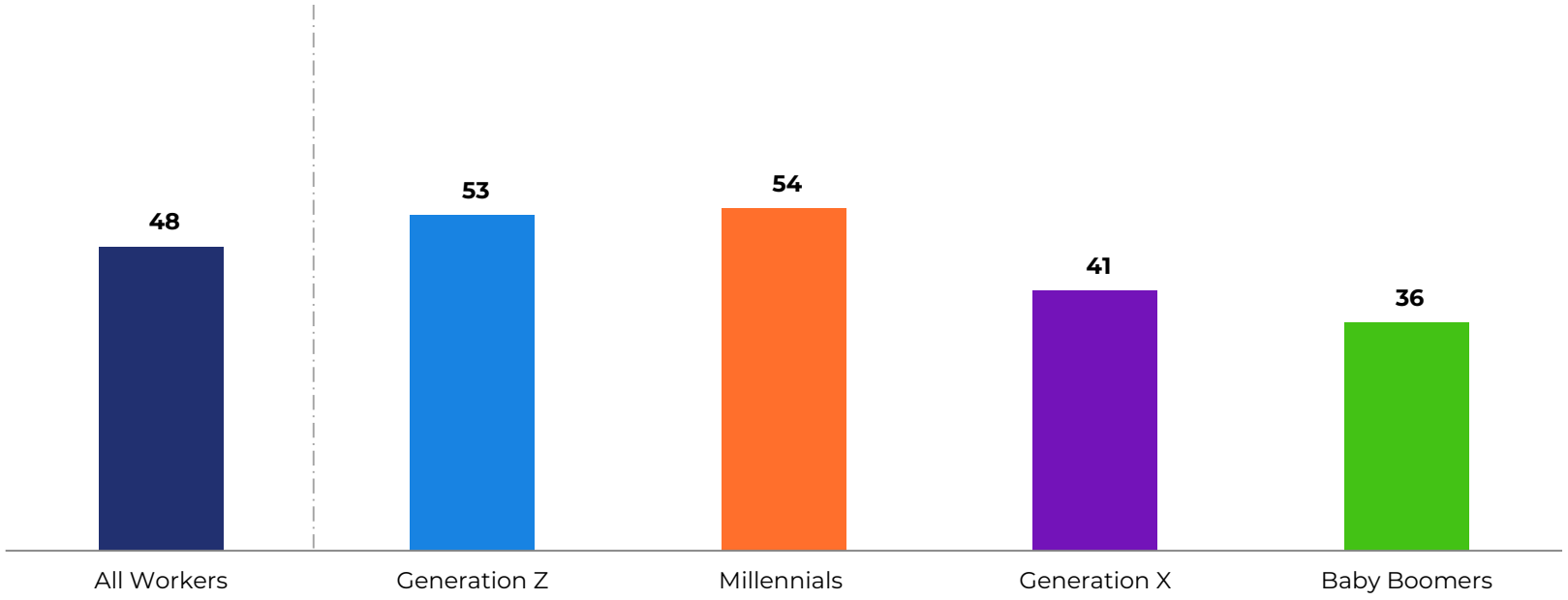
Saver's Credit Awareness

The Saver's Credit is a tax credit for eligible taxpayers who save for retirement in a qualified retirement plan, IRA, or ABLE account.

Less than half of workers are aware of the Saver's Credit. Awareness is highest among younger generations. Generation Z and Millennials are more likely to be aware of the Saver's Credit than Generation X and Baby Boomers (53%, 54%, 41%, 36%, respectively).

Awareness of the Saver's Credit
Multigenerational Workforce - Yes (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT RETIRED
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?

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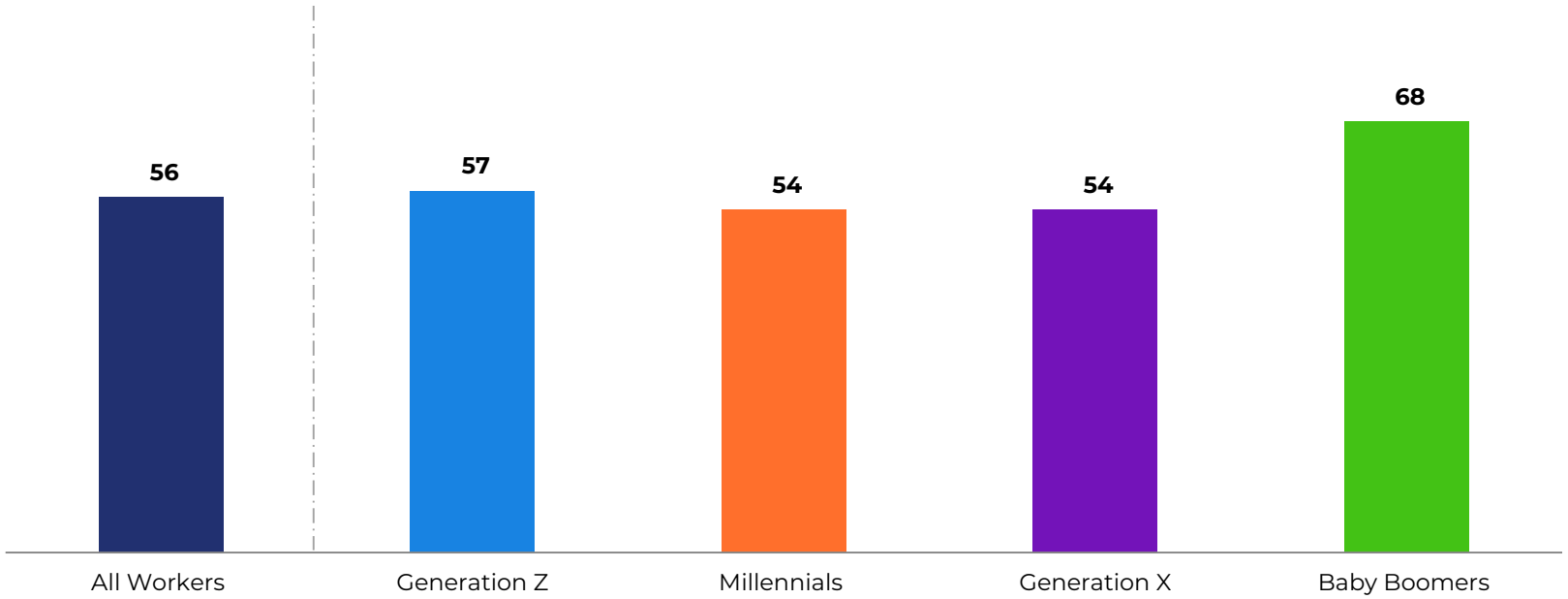
Catch-Up Contributions Awareness

People aged 50 and older may be allowed to make Catch-up Contributions to their 401(k)/403(b)/457(b) plan or IRA that are above and beyond the annual retirement plan or IRS limits.

More than half of workers (56%) are aware of Catch-up Contributions. Consistent with its age-eligibility requirements, awareness peaks among Baby Boomers (68%) who are aged 61 to 79. However, only 54% of Generation X workers aged 45-60 are aware of Catch-up Contributions, despite nearing or being at the eligible age range.

Awareness of Catch-Up Contributions
Multigenerational Workforce - Yes (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - NOT RETIRED
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 plan or IRA?

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Level of Understanding About Social Security Benefits

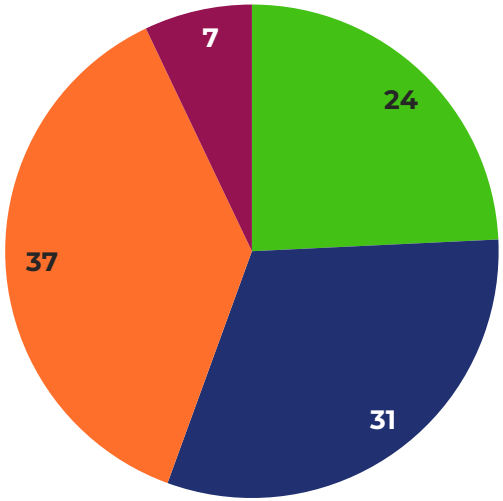
More than half of workers (55%) know “a great deal” or “quite a bit” about Social Security benefits. However, workers’ level of understanding about Social Security benefits is modest, despite that it is a frequently cited as the primary source of retirement income. Only half (50%) of age 50+ workers who expect to primarily rely on Social Security know “a great deal” (24%) or “quite a bit” (26%) about it.

Level of Understanding re: Social Security Benefits

A Great Deal | Quite a Bit | Some | None

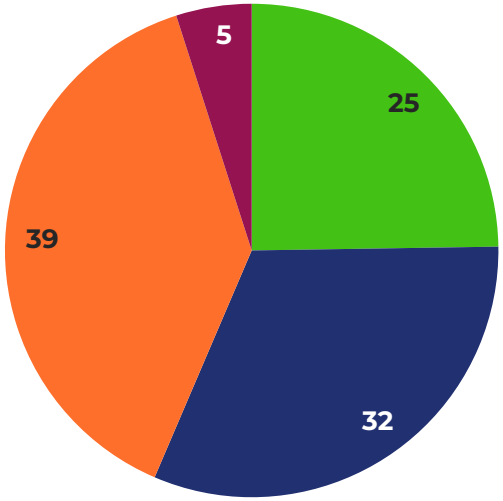
All Workers (%)

NET A Great Deal/Quite a Bit: 55%



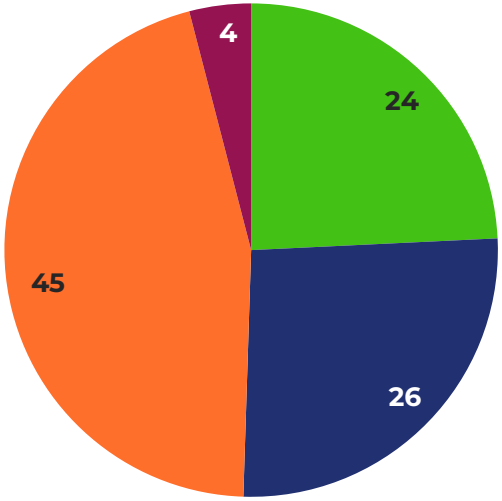
Age 50+ Workers (%)

NET A Great Deal/Quite a Bit: 57%



Age 50+ Workers Who Expect to Rely on Social Security (%)

NET A Great Deal/Quite a Bit: 50%



Note: Results may not total 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1540. How good of an understanding do you have of the following government benefits? Social Security.

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Level of Understanding About Medicare Benefits

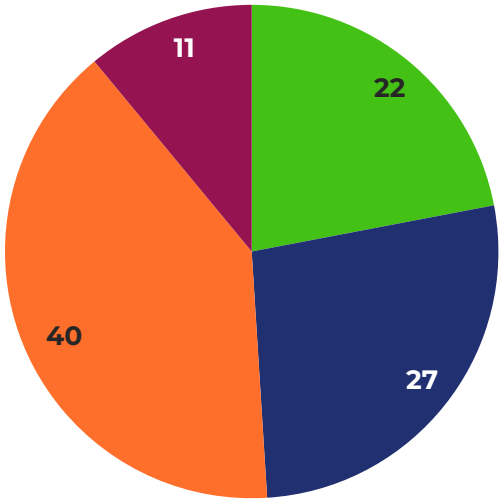
Less than half of workers (49%) know "a great deal" or "quite a bit" about Medicare benefits. The level of understanding about Medicare benefits substantially increases from 46% among age 50+ workers to 75% among age 65+ workers who are eligible for Medicare. Yet only 22% of workers know "a great deal" about Medicare benefits, including 20% of age 50+ workers and 37% of age 65+ workers.

Level of Understanding re: Medicare Benefits

A Great Deal | Quite a Bit | Some | None

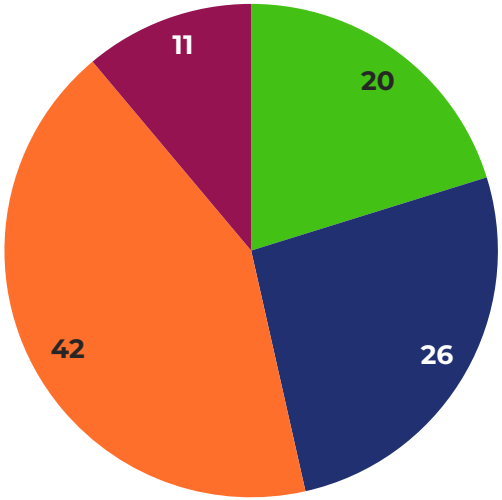
All Workers (%)

NET A Great Deal/Quite a Bit: 49%



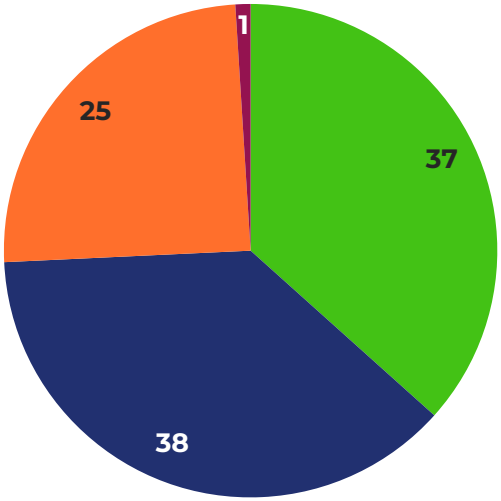
Age 50+ Workers (%)

NET A Great Deal/Quite a Bit: 46%



Age 65+ Workers (%)

NET A Great Deal/Quite a Bit: 75%



Note: Results may not total 100% due to rounding.

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1540. How good of an understanding do you have of the following government benefits? Medicare.

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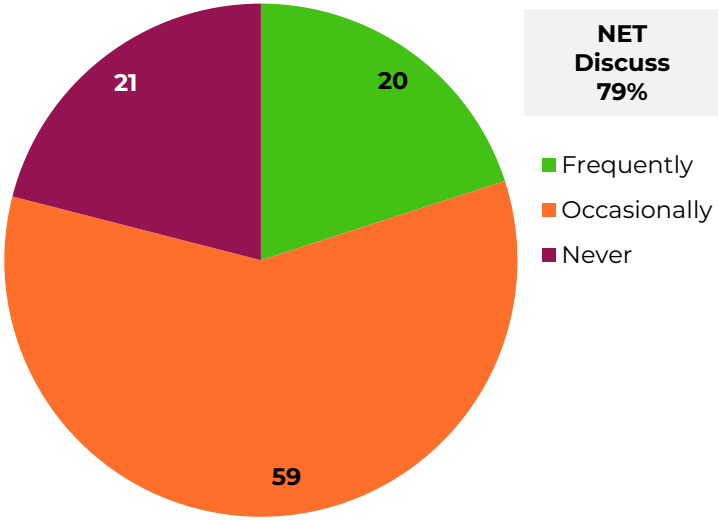
Frequency of Discussions About Retirement Savings

Nearly eight in 10 workers (79%) discuss saving, investing, and planning for retirement with family and close friends. However, a generational difference surfaces in retirement conversations. Generation Z and Millennials are more likely than Generation X and Baby Boomers to discuss their retirement savings and investments (82%, 82%, 75%, 70%, respectively). Furthermore, while Generation Z and Millennials are more likely to frequently discuss it (21%, 23%), Generation X and Baby Boomers are more likely to never discuss it (25%, 30%).

Frequency of Discussions About Retirement Savings

All Workers (%)



Multigenerational Workforce (%)

	NET Discuss	Frequently	Occasionally	Never
Gen Z	82	21	61	18
Millennials	82	23	59	18
Gen X	75	17	58	25
Baby Boomers	70	15	55	30

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q1515. How frequently do you discuss saving, investing, and planning for retirement with family and close friends?

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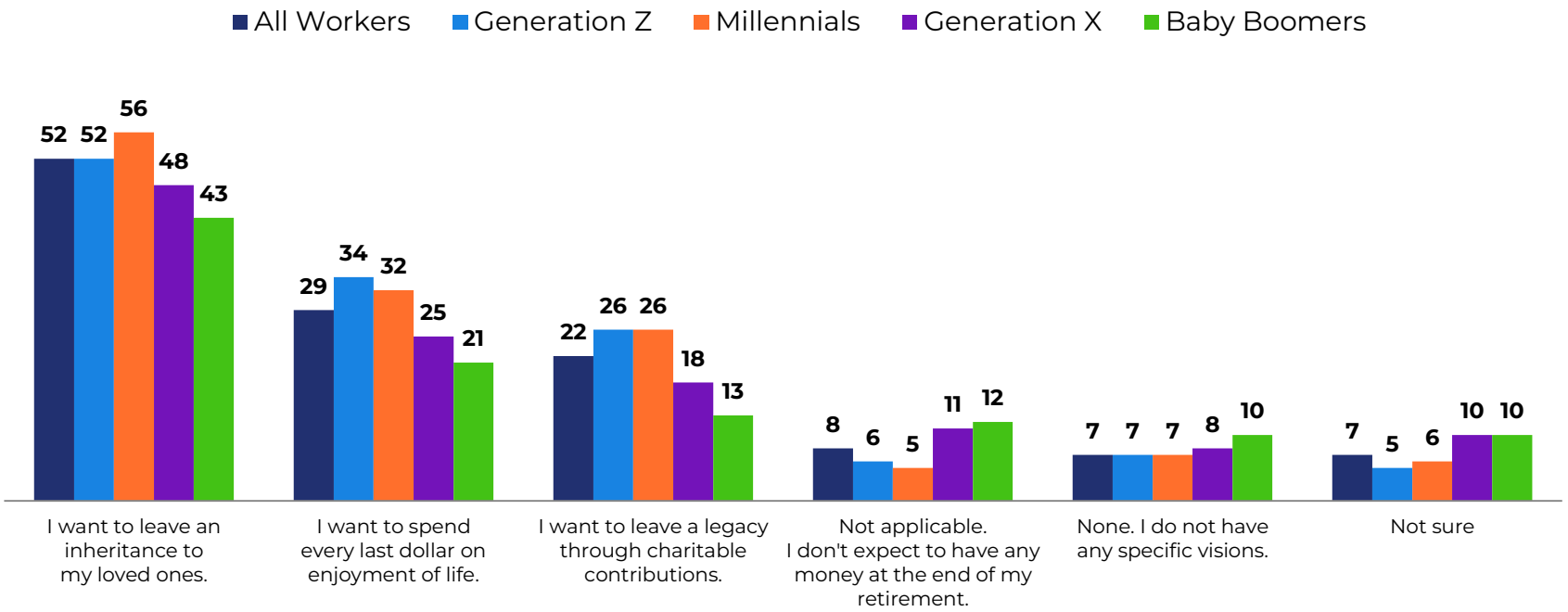
Vision of Financial Situation at End of Retirement

When asked what best describes their vision of their financial situation at the end of retirement, half of workers (52%) want to leave an inheritance to their loved ones, a symbol of building generational wealth. However, visions differ across generations. Generation Z and Millennials are more likely than Generation X and Baby Boomers to want to spend every last dollar on their enjoyment of life (34%, 32%, 25%, 21%, respectively) and to leave a legacy through charitable contributions (26%, 26%, 18%, 13%). In contrast, Baby Boomers and Generation X are more likely than Millennials and Generation Z to say they don't expect to have any money at the end of their retirement (12%, 11%, 5%, 6%).

Vision of Financial Situation at End of Retirement. Select All.

Multigenerational Workforce (%)



Note: Chart excludes "Other" response (All Workers: 2%, Gen Z: 3%, Millennials: 2%, Gen X: 3%, Baby Boomers: 2%).

EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS

Q2025B. Which of the following best describes your vision of your financial situation at the end of your retirement? Select all.

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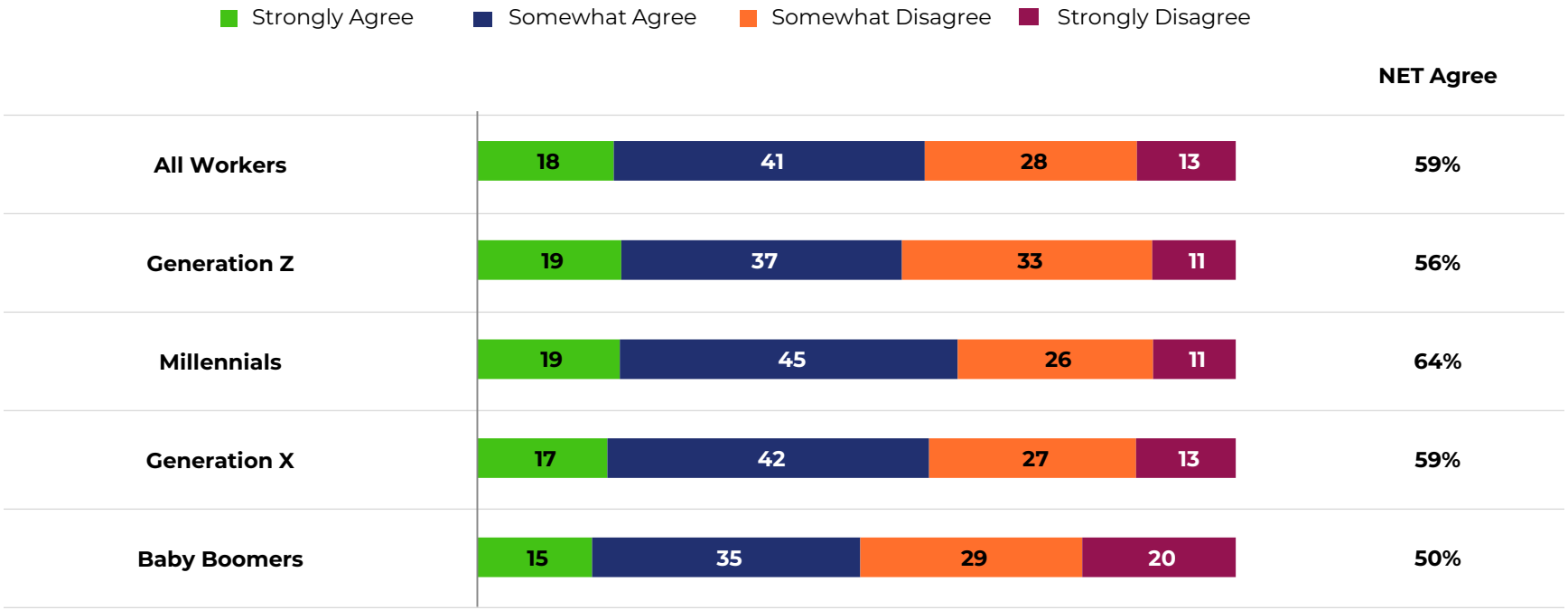
Preference to Rely on Outside Experts

Nearly six in 10 workers (59%) would prefer to rely on outside experts to monitor and manage their retirement savings plan, including 18% who "strongly agree" and 41% who "somewhat agree." Millennials and Generation X are somewhat more likely than Generation Z and Baby Boomers to prefer outside expert support (64%, 59%, 56%, 50%, respectively).

"I would prefer to rely on outside experts to monitor and manage my retirement savings plan." (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q930. How much do you agree or disagree with each of the following statements regarding retirement?
"I would prefer to rely on outside experts to monitor and manage my retirement savings plan."

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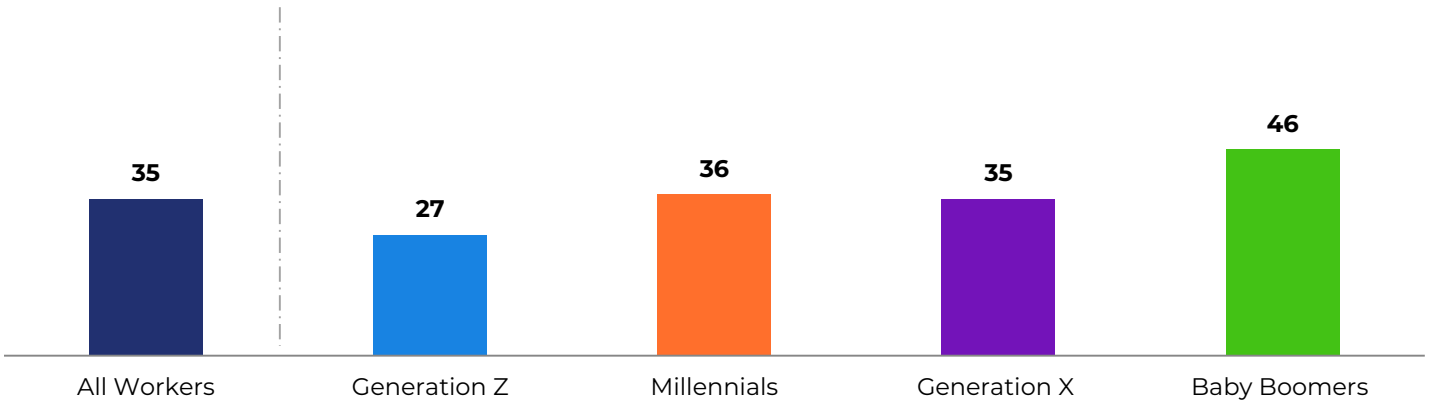
Professional Financial Advisor Usage

More than one in three workers (35%) use a professional financial advisor. Baby Boomers are more likely to use a professional financial advisor than Generation X, Millennials, and Generation Z (46%, 35%, 36%, 27%, respectively).

Do you currently use a professional financial advisor?
Multigenerational Workforce - Yes (%)



EMPLOYED WORKERS OF FOR-PROFIT COMPANIES BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Q860. Do you currently use a professional financial advisor?

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Appendix

A Portrait of the Multigenerational Workforce

Characteristics		All Workers (%) n=6,153	Gen Z (%) n=792	Millennials (%) n=2,836	Gen X (%) n=1,854	Baby Boomers (%) n=653
Age	Median	40 years	24 years	36 years	52 years	65 years
Employment Status	Full Time	84	74	90	88	71
	Part Time	16	26	10	12	29
Number of Jobs/Employers	1	80	72	78	83	90
	2	15	21	17	12	8
	3	3	4	3	4	1
	4+	2	3	2	1	<1
Educational Attainment	Less than college degree	62	75	56	63	58
	College degree or more	37	24	44	37	42
Race & Ethnicity	White	57	42	54	64	76
	Hispanic	21	32	24	15	8
	Black/African American	12	15	12	11	7
	Asian American	7	6	6	7	6
	Other	3	4	3	3	3
Gender	Man	54	56	53	54	56
	Woman	44	44	45	44	43
	Transgender	1	<1	1	1	1
	Non-binary/non-conforming	<1	<1	<1	<1	<1
	Gender fluid	<1	0	<1	<1	0
	Identify as other	<1	0	<1	<1	0
	Prefer not to answer	<1	<1	1	<1	<1
LGBTQ+ Status	LGBTQ+	10	17	10	8	5
	Did not identify as LGBTQ+	89	82	88	91	95
	Decline to answer	<1	<1	1	<1	<1
Marital Status	Married/Living with partner	51	30	56	55	63
	Divorced/Separated/Widowed	13	1	9	23	25
	Never married	36	68	36	23	12
Urbanicity	Urban	39	43	48	33	22
	Suburban	47	45	41	50	60
	Rural	14	12	11	17	18
Health Status	Excellent	20	24	24	15	15
	Good	57	52	54	61	68
	Fair	21	22	20	23	15
	Poor	2	2	2	1	1

Gen Z includes people age 18 to 28 at the time of the survey.
Note: Results may not total to 100% due to rounding.

WORKER BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Age. Q1600A Employment Status. Q2775 Number of Jobs/Employers, Education. Race. Gender. LGBTQ+ Status, Marital Status. Q2767 Urbanicity. Q2770 Health Status.

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A Portrait of the Multigenerational Workforce

Characteristics		All Workers (%) n=6,153	Gen Z (%) n=792	Millennials (%) n=2,836	Gen X (%) n=1,854	Baby Boomers (%) n=653
Household Income	Less than $25,000	3	5	3	3	2
	$25,000 to less than $50,000	11	14	11	10	11
	$50,000 to less than $100,000	29	33	28	29	25
	$100,000 to less than $200,000	36	33	39	38	37
	$200,000 or more	19	13	20	20	25
	Prefer not to answer	1	2	1	1	1
	Median	$99,000	$83,000	$104,000	$101,000	$110,000
Home Ownership Status	Own	64	43	65	71	79
	Rent	29	41	29	26	19
	Neither – Live with relatives or friends	6	16	5	2	1
	Other	1	<1	1	1	0
Size of Household (Members <age 18 and/or age 18+)	1 Household member	12	12	9	14	19
	2 Household members	31	24	23	36	54
	3 Household members	22	26	23	21	15
	4 Household members	20	21	25	16	8
	5+ Household members	15	17	20	12	4
Pet Ownership	Has pets	71	73	74	70	63
	Dog	55	56	59	53	44
	Cat	39	37	42	37	32
	Both dog and cat	23	21	28	22	15
	Other	4	5	3	5	4
	No pet	29	27	26	30	37
Physically Demanding Job	Yes	35	49	36	30	21
	No	65	51	64	70	79
Disability Status	Physical, mental, or emotional condition	11	18	12	7	3
	Condition that substantially limits one or more basic physical activities	9	10	7	10	11
	Blindness or serious vision loss	3	4	3	2	1
	Deafness or a serious hearing loss	2	2	2	2	3
	None of the above long-lasting conditions, disabilities, functional limitation or health problems	81	75	82	83	85

Gen Z includes people age 18 to 28 at the time of the survey.
Note: Results may not total to 100% due to rounding.

WORKER BASE: 26TH ANNUAL SURVEY - ALL QUALIFIED RESPONDENTS
Income. Q2712R Home Ownership Status. Size of Household. Q2812 Pet Ownership. Q5036 Physically Demanding Job. Q520A Disability Status.

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