

Consumer Survey on Retirement Plans

About the Survey:

This survey was conducted using Porter Novelli's annual consumer survey, ConsumerStyles. This mail survey was sent to 20,000 consumers in May 2008, and includes over-samples of low-income, minority, and households with children. A total of 10,108 surveys were completed and returned, and the sample is stratified (or balanced) on region, household income, population density, age, and household size in order to ensure a nationally representative sample. Of the total 10,108 respondents, 6,010 report to be employed.

Margin of error: The results achieved from all sample surveys are subject to sampling error. Sampling error is defined as the difference between the results obtained from the sample and those that would have been obtained had the entire relevant population been surveyed. The sampling error for the total sample of this survey (n = 10,108) is plus or minus 1 percentage point. The sampling error for the subgroup of those who are employed (n=6,010) is plus or minus 1.3 percentage points. Please note that when comparing smaller subgroups, such as respondents divided by gender categories, the margin of error increases.

Retirement Plan Survey Results

Completed Interviews: 10,108 adults nationwide, including 6,010 employed adults

Dates: May - June 2008

The margin of error for 6,010 interviews among employed adults is $\pm 1.3\%$ and is larger for subgroups.

Base: All adults (n=10,108)

1. Are you currently employed?

	<u>All Adults</u>	<u>Men</u>	<u>Women</u>
Yes, by someone else	60%	62%	58%
Yes, self-employed	8%	9%	6%
No	32%	29%	36%

Base: Employed adults¹ (n=6,010)

2. Do you participate in a 401k retirement plan offered by your employer?

	<u>All Adults</u>	<u>Men</u>	<u>Women</u>
Yes	54%	58%	49%
No/Not sure	25%	22%	27%
401k not offered/Not eligible.....	22%	19%	24%

Base: Company offers a 401k program ('Yes' or 'No/Not sure' in Q2; n=4,648)

3. Some companies have an Automatic 401k plan, which means eligible employees are automatically enrolled unless they specifically opt out of the plan. Does your employer offer an Automatic 401k?

	<u>Company Offers 401k Plan</u>	<u>Men</u>	<u>Women</u>	<u>Participate in 401k plan</u>	<u>Do Not Participate/ Not Sure</u>
Yes	29%	31%	27%	38%	7%
No	55%	55%	55%	48%	70%
Not sure	16%	15%	18%	14%	23%
	↓				

¹ Employed adults does not include those who report to be self-employed

Note: Percentages may not add up exactly to 100 percent due to rounding.

If YES, were you automatically enrolled?

	<u>All Adults</u>	<u>Men</u>	<u>Women</u>
Yes	74%	74%	75%
No	26%	26%	25%

Base: Company offers a 401k program ('Yes' or 'No/Not sure' in Q2; n=4,648)

4. Some companies offer automatic escalation of 401k contributions, where, for example, a company would automatically increase the percentage of pay that employees contribute to their 401k account by 1% each year. Does your employer offer automatic escalation of your contribution to your 401k?

	<u>Company Offers 401k Plan</u>	<u>Men</u>	<u>Women</u>	<u>Participate in 401k plan</u>	<u>Do Not Participate/ Not Sure</u>
Yes	10%	11%	8%	13%	3%
No	67%	68%	66%	68%	66%
Not sure	23%	20%	25%	19%	31%
	↓				

If YES, are you enrolled in automatic escalation?

	<u>All Adults</u>	<u>Men</u>	<u>Women</u>
Yes	67%	74%	56%
No	33%	26%	44%

Base: Employed adults² (n=6,010)

5. Generally speaking, how do you feel about a 401k plan that automatically enrolls employees unless an employee chooses to opt out?

	<u>Employed Adults</u>	<u>Men</u>	<u>Women</u>	<u>Were Automatically Enrolled</u>
Very positive	33%	35%	31%	54%
Somewhat positive	44%	41%	48%	38%
Somewhat negative	18%	19%	17%	7%
Very negative	5%	6%	4%	1%

² Employed adults does not include those who report to be self-employed

Note: Percentages may not add up exactly to 100 percent due to rounding.

Base: *Employed adults*³ (n=6,010)

6. Generally speaking, how do you feel about automatic escalation of 401k contributions, where, for example, a company would automatically increase an employee’s contribution to their 401k account by 1% each year?

	<u>Employed Adults</u>	<u>Men</u>	<u>Women</u>	<u>Enrolled in Automatic Escalation</u>
Very positive	23%	25%	22%	60%
Somewhat positive	42%	40%	44%	31%
Somewhat negative	26%	26%	25%	7%
Very negative.....	9%	9%	9%	1%

7. In this section, there are a number of statements with which you may or may not agree. For each statement listed, please indicate whether you personally agree or disagree with it. After each statement, there are five numbers from 1-5. Please circle “1” if you strongly disagree, “2” if you moderately disagree, “3” if you neither disagree nor agree, “4” if you moderately agree, or “5” if you strongly agree.

	<u>Agree</u>	<u>Neither Agree Nor Disagree</u>	<u>Disagree</u>
I am confident that I am saving/have saved enough for retirement			
All adults	27%	23%	50%
Employed adults	23%	24%	53%
Employed men	26%	24%	49%
Employed women	19%	24%	57%
Were automatically enrolled	28%	27%	45%
Enrolled in automatic escalation	31%	21%	48%
I feel confident in my ability to select the right investments for retirement by myself			
All adults	29%	33%	38%
Employed adults	28%	32%	40%
Employed men	33%	34%	33%
Employed women	23%	31%	46%
Were automatically enrolled	32%	34%	34%
Enrolled in automatic escalation	31%	44%	25%

³ Employed adults does not include those who report to be self-employed

Note: Percentages may not add up exactly to 100 percent due to rounding.

	<u>Agree</u>	Neither Agree Nor <u>Disagree</u>	<u>Disagree</u>
Making the retirement savings process easier would make me more confident that I am saving enough for retirement			
All adults	50%	35%	15%
Employed adults	54%	33%	13%
Employed men	55%	32%	13%
Employed women	54%	34%	12%
Were automatically enrolled	58%	30%	12%
Enrolled in automatic escalation	61%	26%	13%
I feel more loyal to my company when they help me to save for my retirement			
All adults	49%	33%	18%
Employed adults	53%	32%	15%
Employed men	56%	30%	14%
Employed women	50%	34%	16%
Were automatically enrolled	62%	27%	12%
Enrolled in automatic escalation	68%	20%	12%