



August 2022

Nationwide In Plan Sponsor Survey Report



METHODOLOGY



Audiences

Company Plan Sponsors/Benefits Decision Makers

Business executives, business owners, human resources professionals, and financial management professionals who are full-time workers at U.S. businesses with at least 10 full-time employees. They must also be decision-makers for company retirement plans including 401(k), 403(b), or 457(b) plans)

Government Plan Sponsors/Benefits Decision Makers

Full-time employees of a public sector entity (federal, state, local govt) that offers a defined contribution retirement plan to its employees. Must have some level of decision making regarding these plans. Can include HR, financial management professionals or government executives/senior managers with decision making authority.

Plan Participants (45+)

45+ years of age, full-time worker, who has access to 401(k), 403(b), 457(b) or a government defined contribution plan at their work; Sample includes minimum 100 government plan participants

Plan Participants (35-44)

35-44 years of age, full-time worker, who has access to 401(k), 403(b), 457(b) or a government defined contribution plan at their work



Sample Size

N=500

N=100

N=1,000

N=100



Methodology

**20-Minute
Online Survey**



Timing

**Survey Fielded
July 14th – August 5th, 2022**

**(Wave 1 Survey Fielded
July 19th – August 4th, 2021)**

KEY FINDINGS – RETIREMENT PLAN LANDSCAPE

1

Employees are losing confidence in their retirement plans and financial investments

Less than 6 in 10 employees have a positive outlook on their retirement plan and financial investments (58% vs. 72% 2021) or feel they are on the right track when it comes to retirement (58% vs. 74% 2021) – and as a result are feeling more worried and frustrated about their finances since 2021. There is also a disconnect between employees and sponsors when it comes to their general outlook on finances, as the vast majority of plan sponsors believe employees have a positive outlook on their retirement plan and financial investments (90% company, 96% government) and are on the right track when it comes to retirement (81% of company, 96% government).

2

Inflation and market volatility are top retirement planning challenges among employees – with concerns around inflation increasing significantly since 2021. As a result, 4 in 10 employees are delaying retirement

Roughly 2 in 3 (66%) employees cite inflation/rising living costs as their top retirement concern (vs 53% 2021); as a result, 40% indicate that inflation/rising living costs have pushed their retirement age later than they had planned. Plan sponsors are seeing these concerns impacting participant behavior, with most agreeing that employees have inquired about steps they can take to better prepare for retirement (82%) or have become more focused on retirement planning (76%) since inflation/living costs began to rise.

3

When it comes to their goals for retirement planning and investing, employees are focused mainly on covering their living expenses and having a predictable income in retirement

Younger employees (35-44), however, are more likely than older generations to cite being financially able to travel and saving for a loved one's college fund as top goals. And to prepare for these goals, many employees 35-44 have started contributing to a 401(k)/IRA (32%) or bought a life insurance policy (22%) in the past year.

4

Satisfaction with retirement plan offerings among employees has also declined since 2021, and plan sponsors overestimate how employees feel about their employer's retirement plans

The majority of plan sponsors feel the average employee is satisfied with the investment options offered within their employer's retirement plan (81% company, 94% government), but that sentiment is only reflected by just over half of employees – and in lower numbers than 2021 (56% vs. 65% 2021). Employees are running into challenges when it comes to their retirement planning, with over half citing that they struggle with estimating savings longevity (52%), understanding tax implications (50%), and turning savings into income in retirement (47%).

KEY FINDINGS – IN-PLAN GUARANTEES

5

Interest in guaranteed lifetime income investment options among employees has increased since 2021

Over half of employees are interested in contributing to a guaranteed lifetime income investment option included as part of a target date fund, an 11-point increase since 2021 (53% vs. 42% 2021), and 48% report they are interested in contributing to a guaranteed lifetime income investment option included as part of a managed account. These guaranteed income options are also garnering more interest than traditional options such as target date funds (37%) or deferred income annuities (30%). Roughly 2 in 5 employees (41%) would likely roll over retirement savings into a guaranteed lifetime income investment option if they were able to – a 6-point increase since 2021.

6

However, a lack of familiarity is holding employees back from contributing to guaranteed lifetime income investment options.

Only about a fifth (21%) of employees are familiar with guaranteed lifetime income investment options, either as part of a target date fund or as part of a managed account. When asked about barriers to not contributing to a guaranteed lifetime income investment option, both employees (42%) and plan sponsors (38% company, 32% government) cite a lack of knowledge as the top barrier. This gap is further evidenced by the fact that while roughly half of plan sponsors report that their employer offers guaranteed lifetime income investment options, less than 2 in 10 employees report the same – suggesting a lack of awareness around employers' retirement offerings.

7

Most plan sponsors feel positively about the addition of guaranteed lifetime income investment options within employer-sponsored retirement plans

Over 6 in 10 plan sponsors report high levels of favorability (75% company, 86% government), interest (69% company, 70% government), and comfort (64% company, 73% government) with the addition of guaranteed lifetime income investment options. Plan sponsors who offer these options are doing so because their company/organization believes they are great for employees (43%) and wants to set them up for success in retirement (38%). Those who do not offer these options cite the overall costs for the employer (27%) as a top barrier.

8

Advice from a financial professional as well as webinars/training sessions are cited as the most helpful resources for learning more about guaranteed lifetime income options

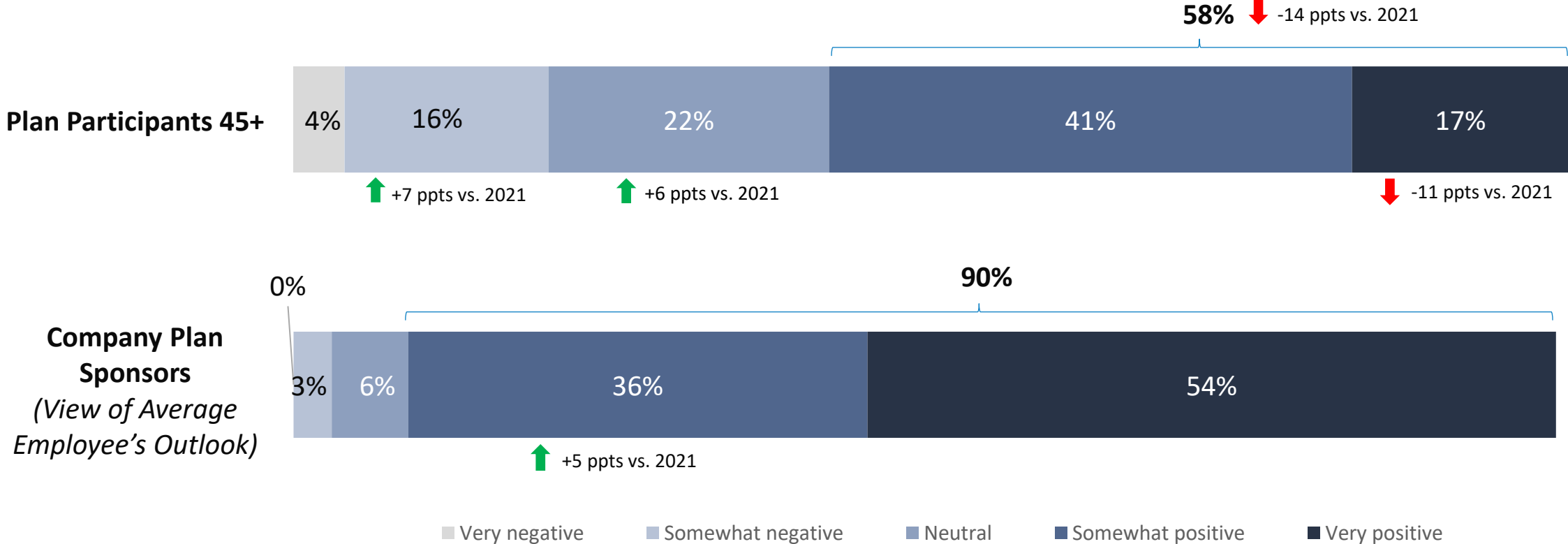
Employees and sponsors alike agree advice from a financial professional (60% employees, 44% company plan sponsors) and webinars or training sessions (47% employees, 48% company plan sponsors) would be most beneficial in learning more about in-plan guarantees. Compared to 2021, more employees are looking for educational resources from their employer or the financial institution that manages their retirement plan.

Overall Attitudes and Perceptions Towards Retirement

Employers believe employees' retirement outlook is more positive than it actually is, and employees have become more negative about their retirement plans/investments since 2021

Outlook on Retirement Plan and Financial Investments
(Shown: % Select)

Government employees (76%) are more likely to feel positive about their retirement plan and financial investments than private employees (56%)



Q1. Which of the following best describes your overall outlook on your retirement plan and financial investments? (Plan Participants)

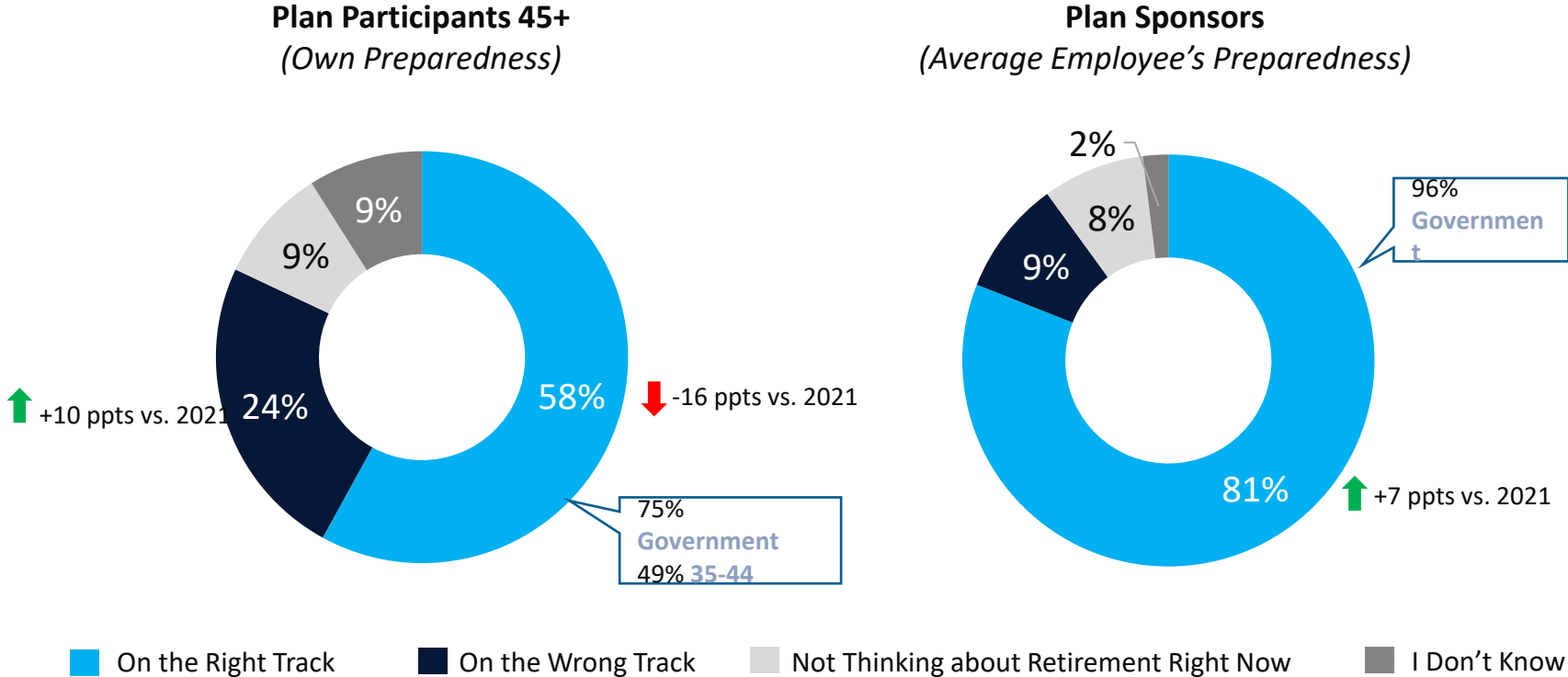
Q35. Thinking about the average employee who works for your employer, which of the following best describes their overall outlook on their retirement plan and financial investments? (Plan Sponsors)

Base: Company Plan Sponsors (n=500), Plan Participants 45+ (n=1,000)

Just over half of employees age 45+ believe they're on the right track for retirement, but employers overestimate their employees' preparedness

Perceptions of retirement preparedness among employees have worsened since 2021. Additionally, government employees and plan sponsors are more likely to feel they (or the average employee) are on the right track in their retirement planning, while employees 35-44 are more likely to feel they are on the wrong track or not thinking about retirement at all.

Participants' Financial Preparedness for Retirement
(Shown: % Select)



Q2. When it comes to being financially prepared for retirement, I feel like I am... (Plan Participants)

Q36. Still thinking about the average employee who works for your employer, when it comes to being financially prepared for retirement, they feel like they are... (Plan Sponsors)

Base: Company Plan Sponsors (n=500), Plan Participants 45+ (n=1,000)

Worries and frustrations about retirement plans and financial investments have increased since 2021

Government employees are more likely than private employees to report positive emotions (secure, confident, happy, etc.), while employees age 35-44 across sectors are more likely to report feeling confused.

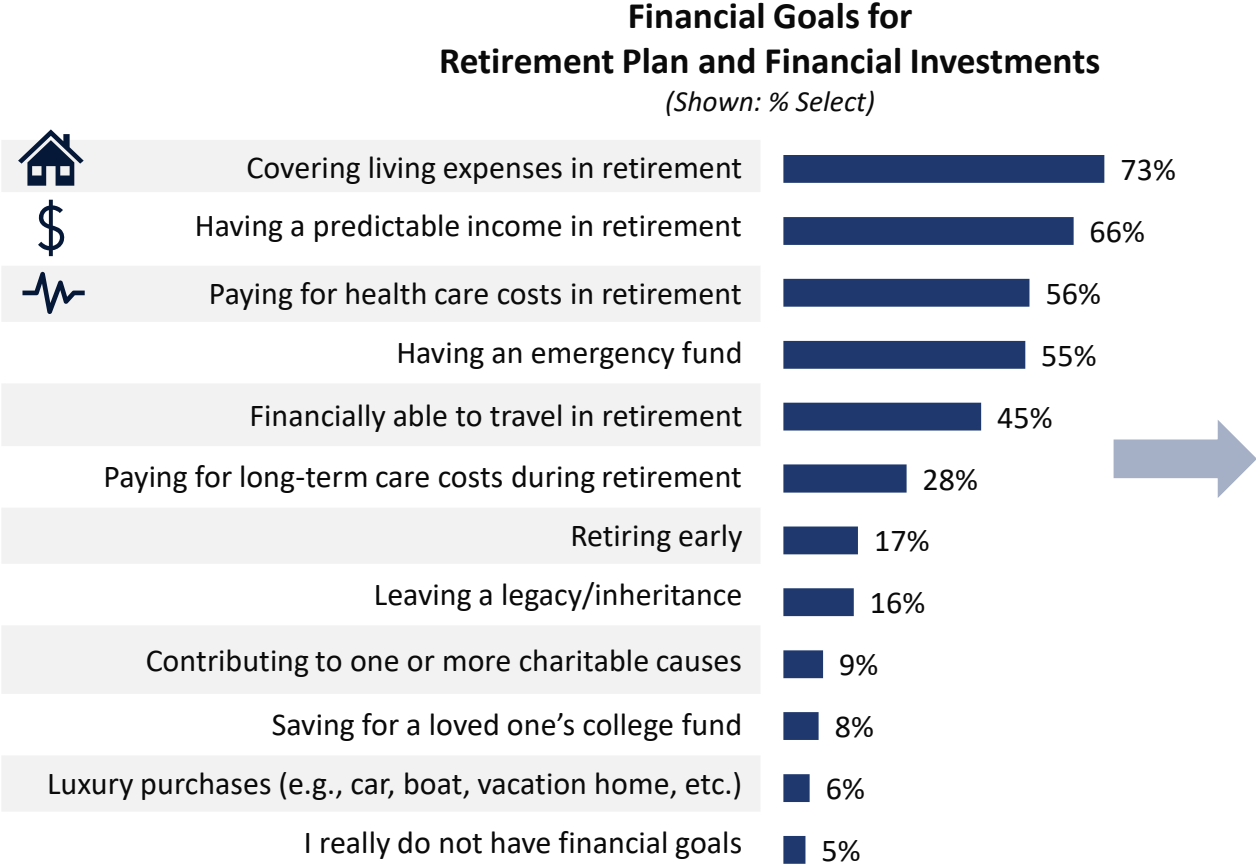
Current Emotions Associated with Retirement Plan and Financial Investments <i>(Shown: % Select)</i>	All Plan Participants 45+	Private Plan Participants 45+	Government Plan Participants 45+	Plan Participants 35-44
Worried	47% ↑ +18 pts	49%	32%	50%
Frustrated	24% ↑ +11 pts	25%	11%	22%
Confident	23% ↓ -19 pts	22%	32%	21%
At ease	21% ↓ -14 pts	20%	28%	26%
Secure	20% ↓ -12 pts	18%	35%	20%
Happy	12% ↓ -12 pts	10%	25%	9%
Confused	12%	12%	11%	21%
Panicked	11%	11%	10%	16%
Sad	10%	11%	4%	8%
Relieved	7% ↓ -5 pts	6%	15%	8%

↑ ↓ = 2021 comparisons

Q3. Thinking about where you are at with your current retirement plan and financial investments, which emotions best describe how you feel? Please select all that apply.
Base: Plan Participants 45+ (n=1,000); Private Plan Participants 45+ (n=900); Public Plan Participants 45+ (n=100); Plan Participants 35-44 (n=100)

Covering retirement living expenses and having predictable retirement income top the list of employees' financial goals

Paying for healthcare costs and having an emergency fund also emerged as top financial goals for retirement planning and investing.



Younger employees (35-44) are more likely than those 45+ to cite being financially able to travel (57% vs. 45%) and saving for a loved one's college fund (27% vs. 8%) as goals.

Additionally, government employees are more likely than those working in the private sector to report being financially able to travel (57% vs. 44%), paying long-term care costs (37% vs. 27%), and leaving a legacy/inheritance (26% vs. 15%) as financial goals for retirement planning and investing.

Q4. Which of the following financial goals do you currently have for your retirement plan and financial investments? Please select all that apply.
Base: Plan Participants 45+ (n=1,000)

Inflation, health care, and market volatility are top retirement planning concerns for employees

Concerns around inflation and market volatility have increased since 2021. However, employees 35-44 are less likely than those 45+ to feel market volatility is a top concern.

Retirement Planning Concerns <i>(Shown: % Concerned Top 2 Box on a 4-pt Scale)</i>	All Plan Participants 45+	Private Plan Participants 45+	Government Plan Participants 45+	Plan Participants 35-44
Impact of inflation/rising living costs on my retirement income	66% ↑ +13 pts	67%	60%	65%
Cost of health care (insurance premiums, deductibles, copays, costs insurance will not cover)	64%	64%	59%	65%
Impact of market volatility on my retirement income	62% ↑ +11 pts	62%	59%	50%
Not receiving enough through government benefits such as Social Security and/or Medicare	58% ↑ +9 pts	58%	51%	65%
Not having the money to cover unplanned medical expenses in retirement	55% ↑ +5 pts	55%	50%	61%
Not being on the right track to retire when I want	52% ↑ +12 pts	53%	48%	57%
Having access to affordable supplemental health insurance (e.g., Medigap)	52%	52%	45%	49%
Outliving my retirement income	51%	52%	41%	46%
Being able to manage expenses and lifestyle choices during retirement	50%	50%	51%	58%
Planning for the potential need for long-term care	47%	47%	47%	43%
My ability in selecting the right investment options to fit my needs	42%	41%	45%	43%
Sacrificing my lifestyle due to health issues	41%	41%	44%	39%
Becoming a burden to my children	34%	34%	37%	35%
Financial impact of being a caregiver to spouse or family members	33% ↑ +5 pts	33%	34%	35%
Not being able to leave an inheritance	25%	24%	32%	32%

↑↓ = 2021

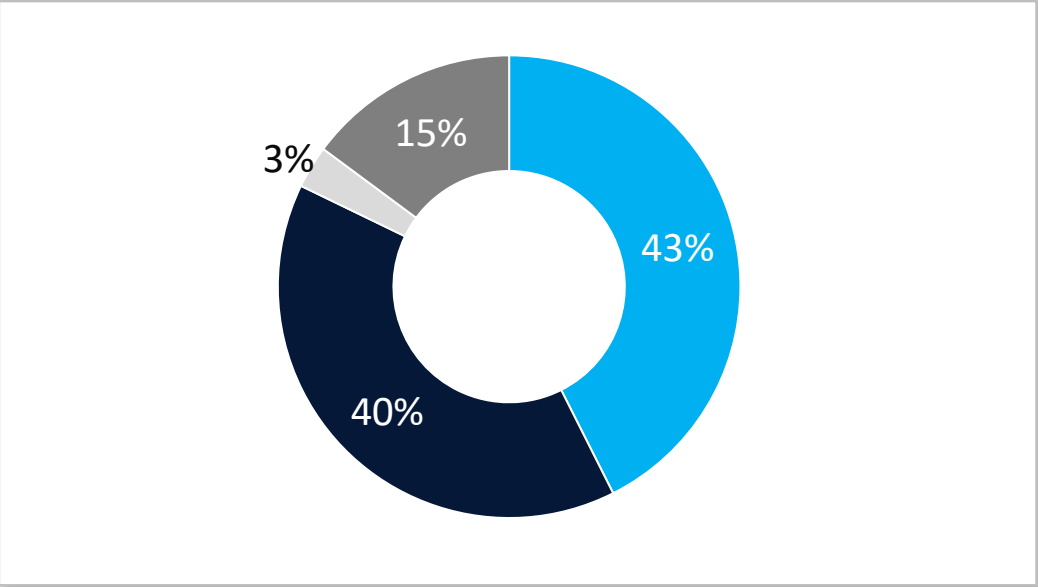
comparisons

4 in 10 employees indicate that rising living costs have pushed their retirement age later than they had planned

On average, the individuals who expect to retire later now anticipate working for 4 more years than they had originally planned. Additionally, inflation/rising living costs have caused twice as many employees to push their expected retirement compared to those who delayed their retirement as a result of COVID-19 (assessed in 2021). Government employees, on average, expect to retire earlier than those working in the private sector.

How Inflation/Rising Living Costs Have Changed Plans to Retire

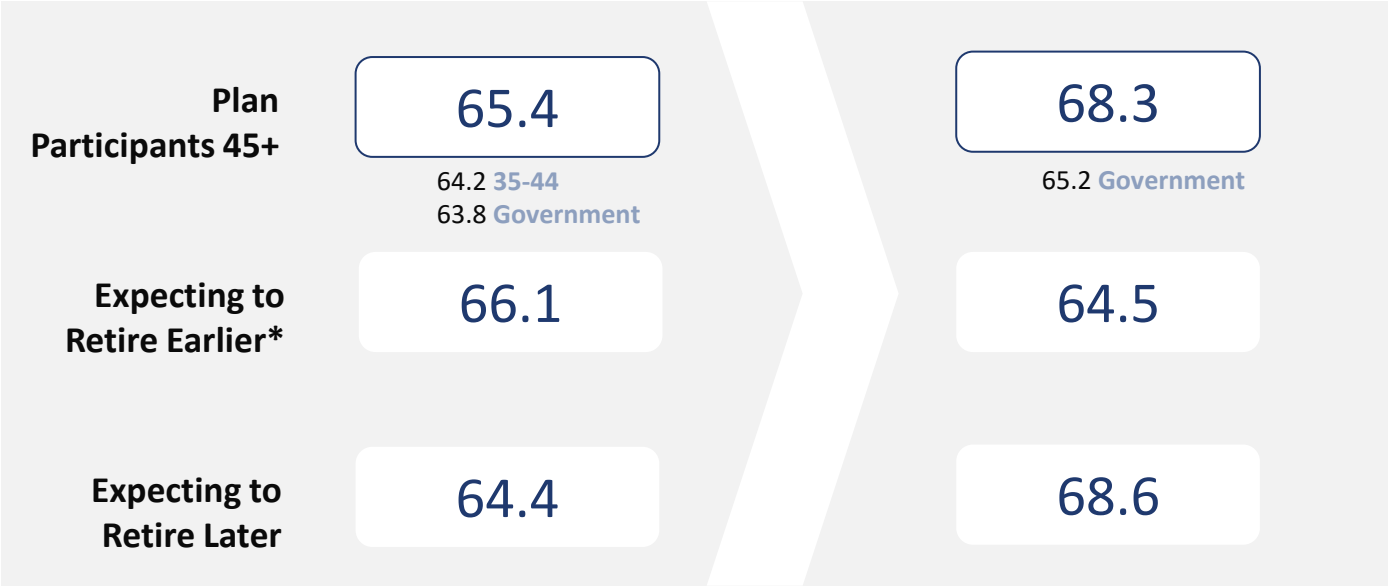
(Shown: % Select – Plan Participants 45+)



- It has not changed when I expect to retire
- I'm now expecting to retire later than I had originally planned
- I'm now expecting to retire earlier than I had originally planned
- I don't think I'll ever be able to retire

Average Age Expected to Retire (Before Inflation/ Living Costs Began to Rise)

Average Age Expected to Retire (As a result of Inflation/Rising Living Costs)



Q10. For this question we would like you to think back prior to January 2021, before inflation and living costs began to rise. At that point in time, at what age were you expecting to retire from work? Please type your answer into the box.

Q11. Which of the following best describes how inflation/rising living costs have changed your plans to retire?

Q12. As a result of inflation/rising living costs, at what age do you expect to retire from work? Please type your answer into the box below.

Base: Plan Participants 45+ (n=1,000), Plan Participants 45+ expecting to retire earlier than planned (n=28*), Plan Participants 45+ expecting to retire later than planned (n=396)

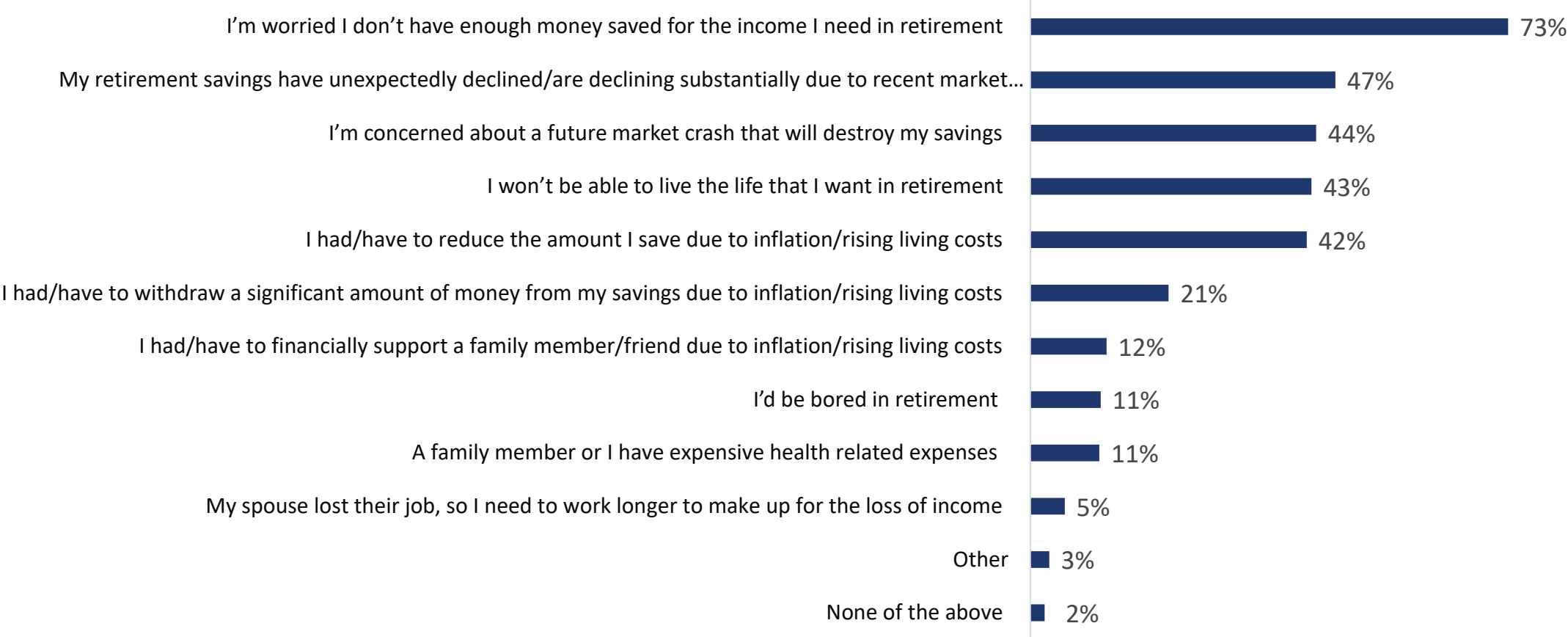
*Small sample size, directional findings only

Employees who expect to retire later than originally planned overwhelmingly say they're worried about not having enough income for retirement

Nearly half also report that their retirement savings have taken a hit as a result of market volatility, and that they are concerned about a future market crash.

Reasons for Expecting to Retire Later Than Planned

(Shown: % Select)



Q13. Listed below are potential reasons for now expecting to retire later than what you had originally planned. Please select all of the reasons that apply to your personal situation.
 Base: Plan Participants 45+ expecting to retire later than planned/not retire at all (n=547)

Retirement plan sponsors say inflation and rising living costs have impacted their workforce and clients

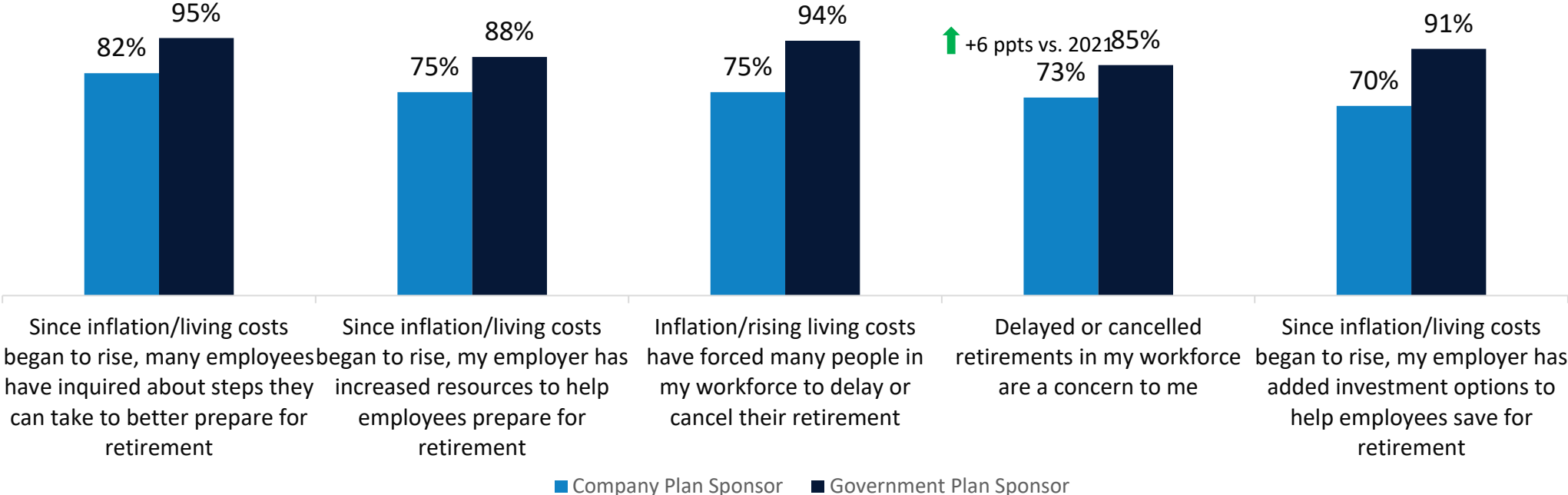
Government plan sponsors report higher levels of agreement on each of the below statements regarding the impact of inflation than company plan sponsors.

76%

of private plan sponsors (and 94% of government) report that since inflation/living costs began to rise, employees have become more focused on retirement planning

Impact of Inflation/Rising Living Costs

(Shown: % Agree Top 2 Box on a 4-pt Scale)



↑ +6 pts vs. 2021

Q40. How much do you agree or disagree with the following statements? (Plan Sponsors)
 Base: Company Plan Sponsors (n=500), Public Plan Sponsors (n=100)

Retirement delays impact companies' ability to hire new talent and promote younger talent while raising the costs of salaries and benefits

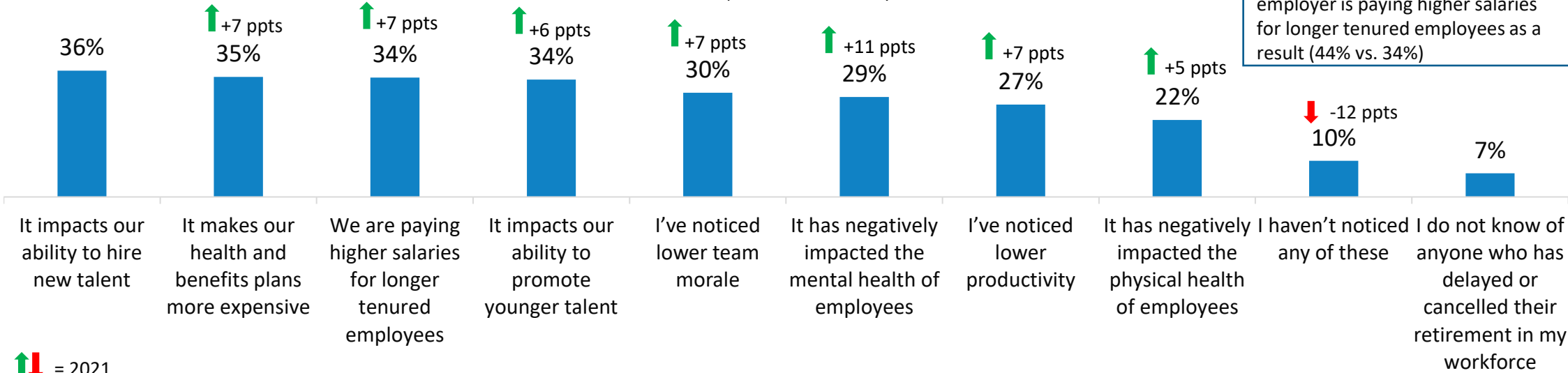
Concerns about delayed or cancelled retirements have increased since 2021. Government plan sponsors are also more likely than company plan sponsors to agree that delayed or cancelled retirements are a concern to their employer.

67%

of company plan sponsors (and 84% of government) report that delayed or cancelled retirements are a concern to their employer

↑ +6 ppts vs. 2021

Impact of Delayed Retirement Plans on Company (Company Plan Sponsors)
(Shown: % Selected)



Government plan sponsors are more likely to agree than private plan sponsors that delayed or cancelled retirements have impacted their ability to promote younger talent (43% vs. 34%), and that their employer is paying higher salaries for longer tenured employees as a result (44% vs. 34%)

↑↓ = 2021 comparisons

Q40. How much do you agree or disagree with the following statements? (Plan Sponsors)

Q42. Which of the following have you seen at your company/organization as a result of delayed or cancelled retirements in your workforce? Please select all that apply (Plan Sponsors)

Base: Company Plan Sponsors (n=500), Public Plan Sponsors (n=100)

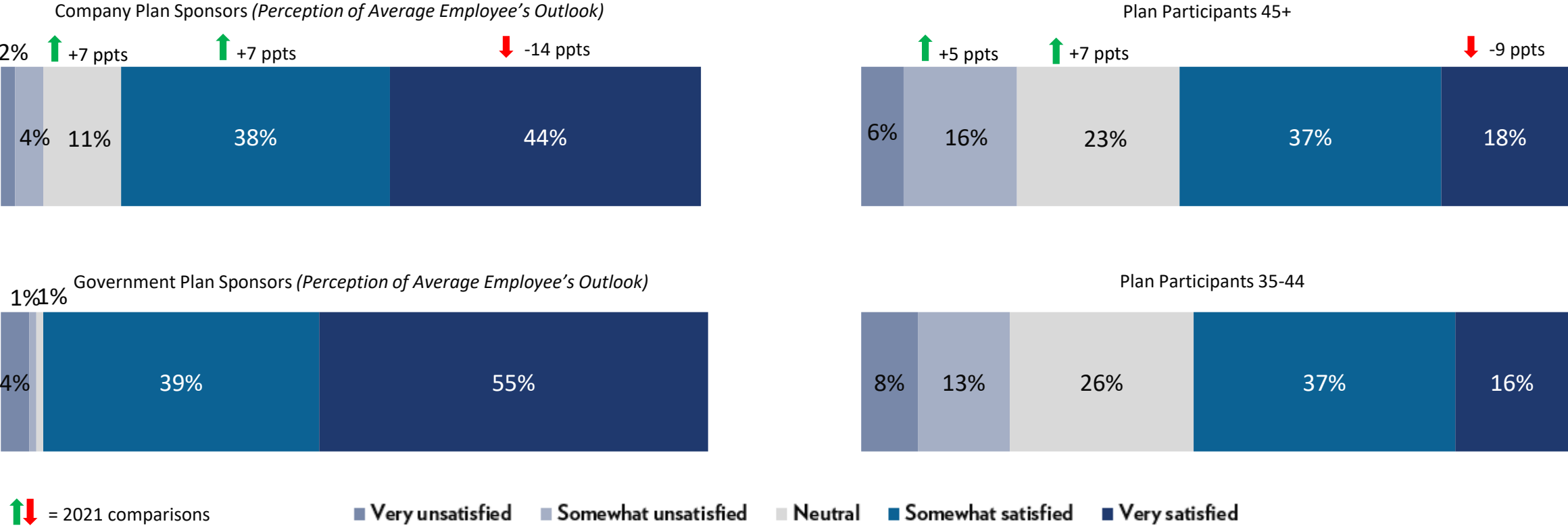


Guaranteed Lifetime Income Investment Options

Retirement plan sponsors overestimate how satisfied employees are with their employer's retirement offerings

Government sponsors are more likely than company plan sponsors to feel their employers' retirement options are satisfactory.

Reported Satisfaction with Retirement Investment Options Offered Through Employer (Shown: % Select)



Q19. How satisfied or unsatisfied are you with the retirement plan investment options provided by your employer? (Plan Participants)
 Q45. How satisfied do you think the average employee who works for your employer is with the retirement investment options provided by your employer? (Plan Sponsors)
 Base: Company Plan Sponsors (n=500), Public Plan Sponsors (n=100), Plan Participants 45+ (n=1,000), Plan Participant 35-44 (n=100)

Employees' top retirement planning challenges include estimating savings longevity, understanding tax implications, and turning savings into income

These are consistent with the top challenges cited in 2021. Government employees face the most difficulty in selecting investment options available to them outside of their employer – in higher numbers than private employees.

Retirement Planning Challenges Faced by Plan Participants

(Shown: % Top 2 Box on a 4-pt. Scale)

	All Plan Participants 45+	Private Plan Participants 45+	Gov. Plan Participants 45+	Plan Participants 35-44
Determining how long I will need my retirement savings to last	52% ↑ +5 pts	52%	52%	51%
Understanding how taxes will impact my retirement	50%	50%	52%	51%
Turning my retirement savings into income in retirement	47%	47%	49%	46%
Picking investment options available to me outside of my employer	45% ↑ +5 pts	43%	56%	53%
Understanding how I should be adjusting my allocations to reach my goals	44%	44%	43%	42%
Understanding how much I should be saving to reach my goals	43% ↑ +5 pts	43%	46%	48%
Identifying what my retirement planning goals should be at my age	42%	42%	41%	42%
Navigating fees and terms	39%	38%	43%	36%
Picking investment options available to me through my employer	36%	35%	43%	28%
Managing or updating the plans I contribute to	35% ↑ +6 pts	34%	43%	31%
Accessing my funds	28% ↑ +5 pts	27%	29%	18%

↑↓ = 2021
comparisons

Familiarity with guaranteed income options remains low among employees

Only about a fifth (21%) of employees are familiar with guaranteed lifetime income investment options, either as part of a target date fund or as part of a managed account. Government employees and government plan sponsors are more likely than those working for private companies to be familiar with each of the following types of retirement investment options.

Familiarity with Investment Options <i>(Shown % Familiarity Top 2 Box on a 4-pt Scale)</i>	Plan Sponsors		Plan Participants		
	Company	Government	45+	35-44	Government
Group fixed indexed annuities	73% ↓ -5 pts	88%	15%	13%	32%
Guaranteed lifetime income investment options included as part of a target date fund	72% ↓ -9 pts	88%	17%	15%	27%
Guaranteed lifetime income investment options included as part of a managed account	72%	82%	17%	14%	28%
Target date funds	71% ↓ -12 pts	82%	26% ↓ -6 pts	15%	38%
Deferred income annuity	69% ↓ -9 pts	82%	20%	16%	37%

↑↓ = 2021 comparisons

Q25. Please indicate your familiarity with the following types of investment options within an employer-sponsored retirement plan (Plan Participant)

Q51. How familiar are you with each of the following types of investment options within an employer-sponsored retirement plan? (Plan Sponsor)

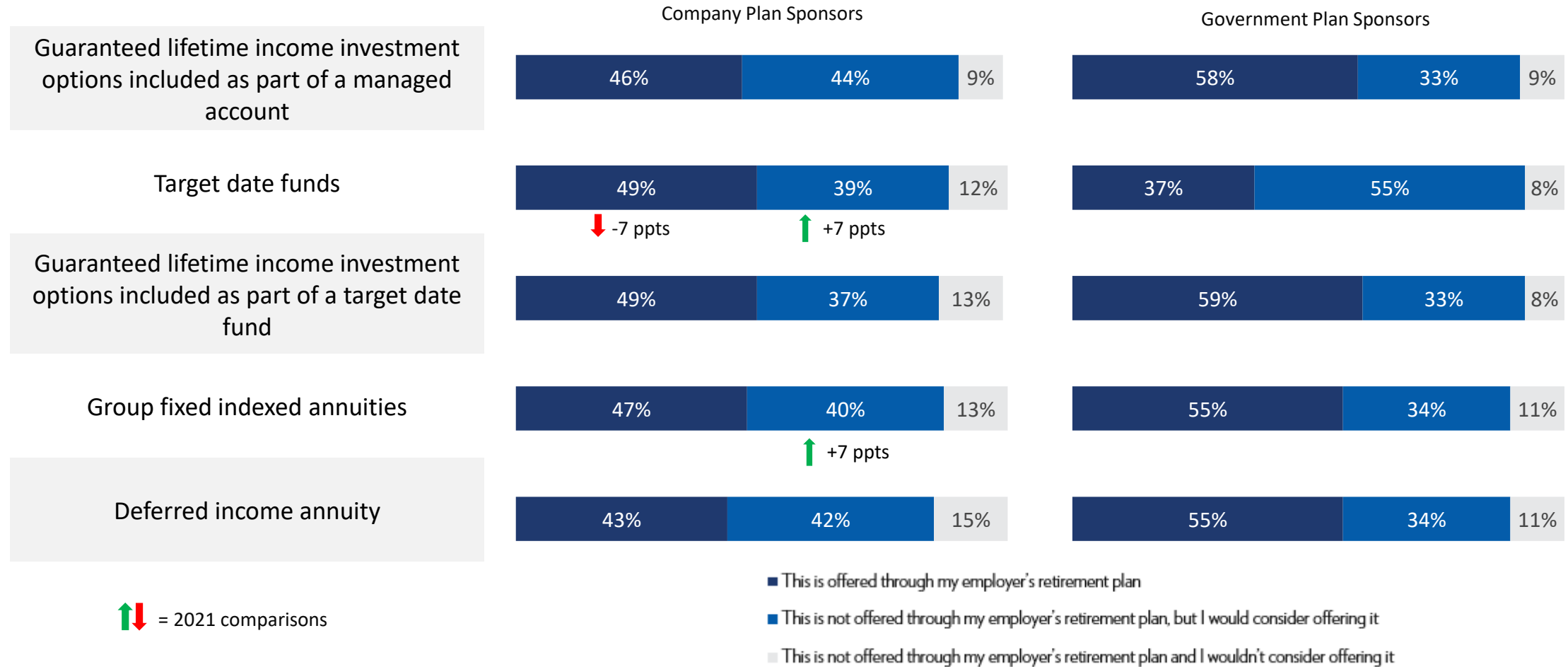
Base: Company Plan Sponsors (n=500), Public Plan Sponsors (n=100), Plan Participants 45+ (n=1,000), Plan Participant 35-44 (n=100), Public Plan Participant (n=100)

Roughly half of companies offer guaranteed lifetime income investment options

Among those that do not, most plan sponsors would consider offering these options to their employees. With the exception of target date funds, government plan sponsors report in higher numbers that their employer offers the following investment options.

Retirement Options Offerings According to Plan Sponsors

(Shown: % Select, Ranked % Offered + Would Consider Among Company Plan Sponsors)

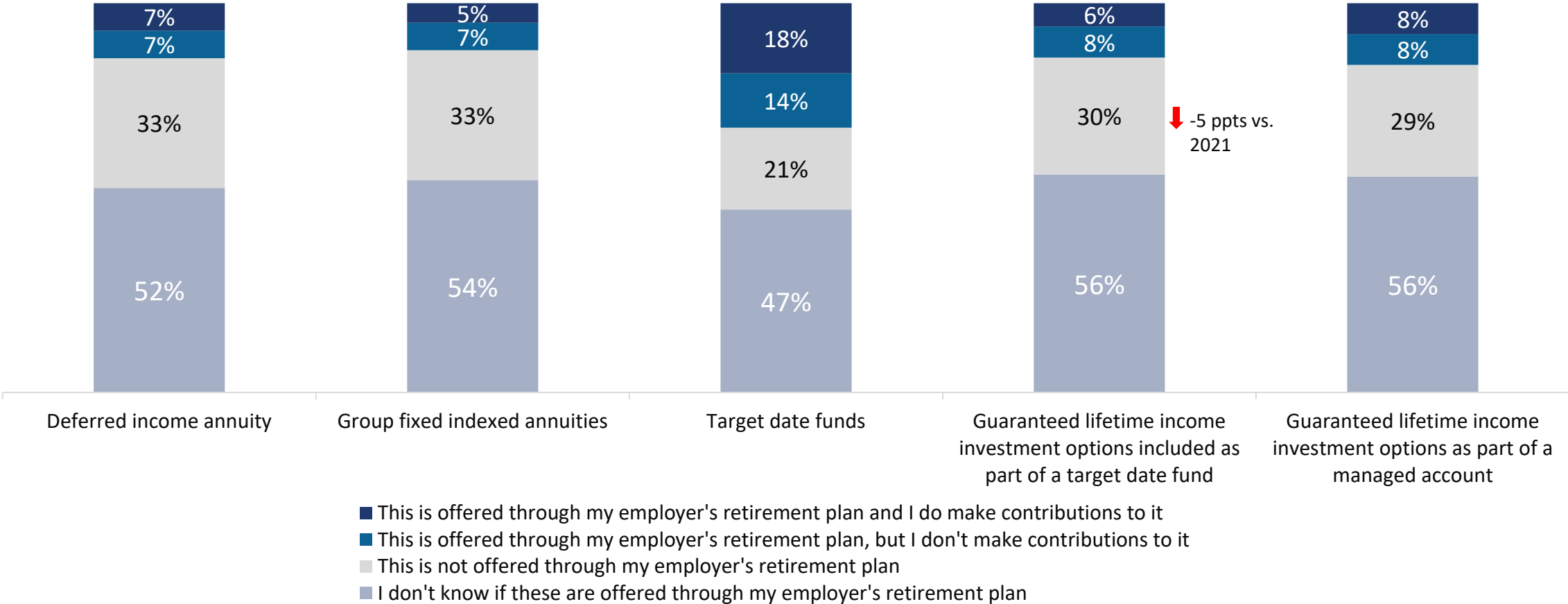


While half of plan sponsors report their employer offers guaranteed lifetime income investment options, less than 2 in 10 employees say the same – suggesting a lack of awareness around employers’ retirement offerings.

Target date funds remain the most popular investment option among employees, but half or more are still unsure of what options are available within their plan.

Plan Participant Interest in Retirement Options

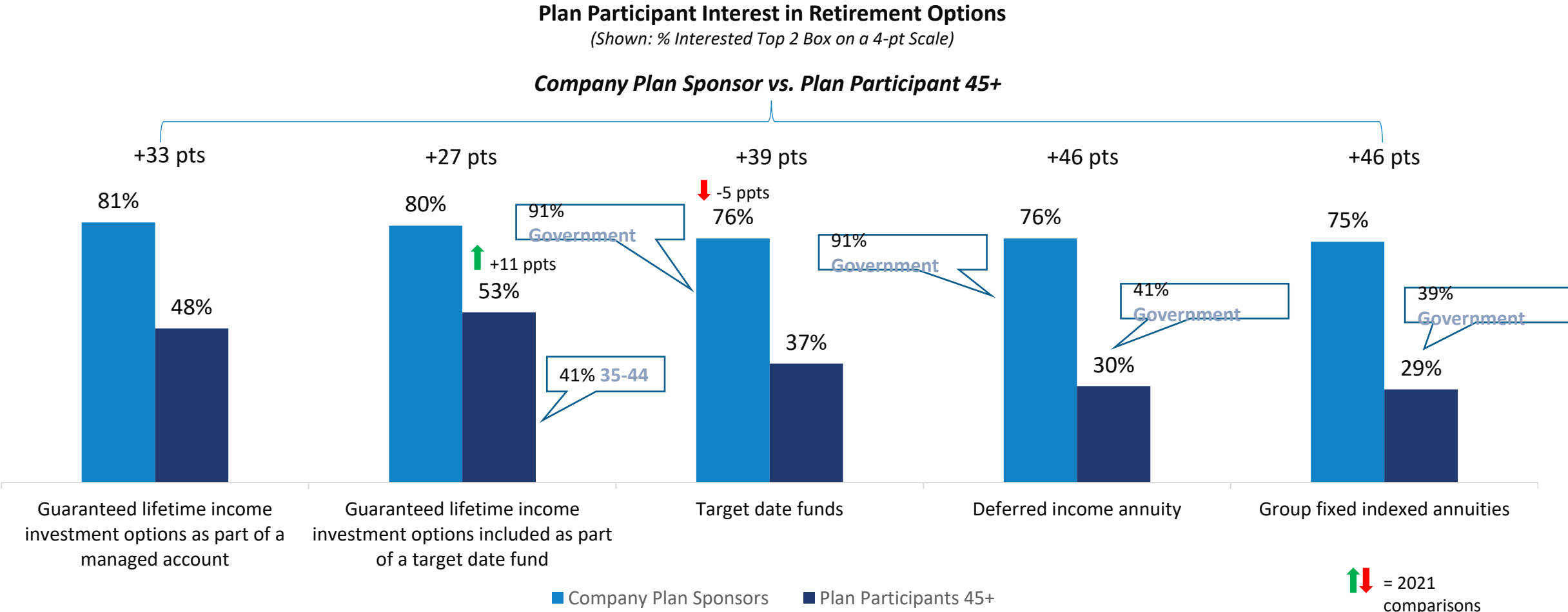
(Shown: % Select)



Q27. Which of the statements below best describes your contributions to each of the following investment options within your employer-sponsored retirement plan?
 Base: Plan Participants 45+ (n=1,000)

Interest in guaranteed lifetime income as part of a target date fund has increased by 11 points among employees since 2021

Consistent with 2021, plan sponsors overestimate employees' interest in each retirement option. Participant interest is highest for both guaranteed lifetime income options tested, outpacing traditional target date funds and annuities by significant margins.



Q26. Please indicate your interest in contributing to the following types of investment options within an employer-sponsored retirement plan (Plan Participants)

Q52. How interested are employees who work for your employer in contributing to the following types of investment options within an employer-sponsored retirement plan? (Plan Sponsors)

Base: Base: Company Plan Sponsors (n=500), Public Plan Sponsors (n=100), Plan Participants 45+ (n=1,000), Plan Participant 35-44 (n=100), Public Plan Participant (n=100)

Most employees are interested in contributing to guaranteed retirement income, but many cite lack of knowledge as a barrier

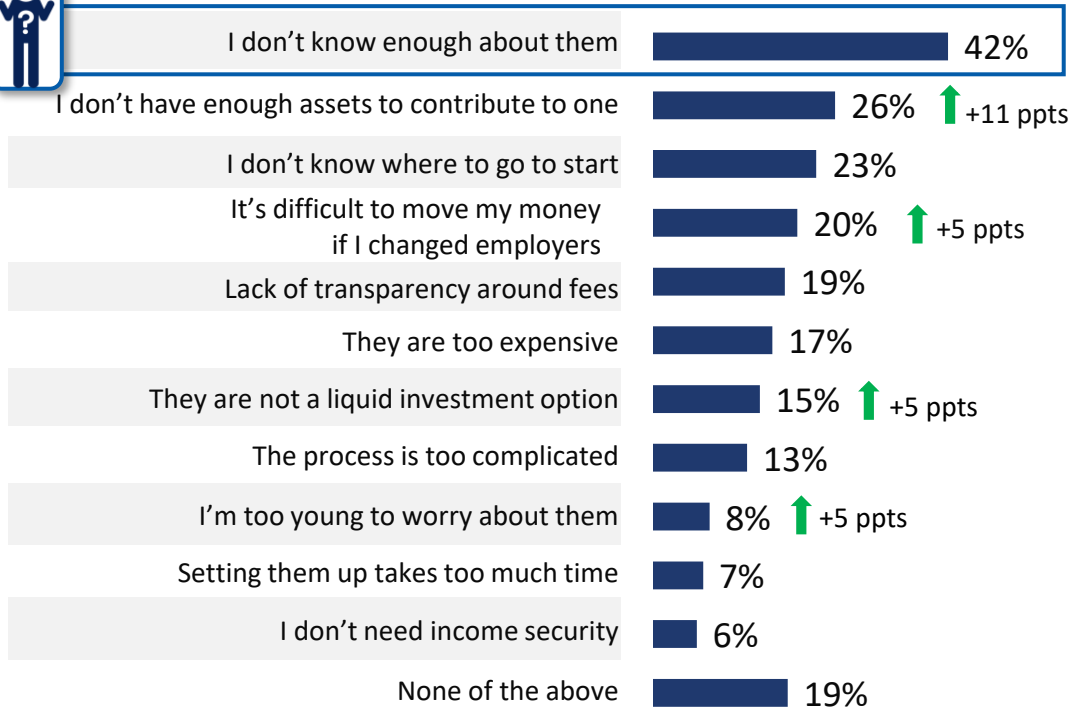
57%

↑ +7 pts

of employees 45+ are interested in receiving guaranteed retirement income payments for the remainder of their lives

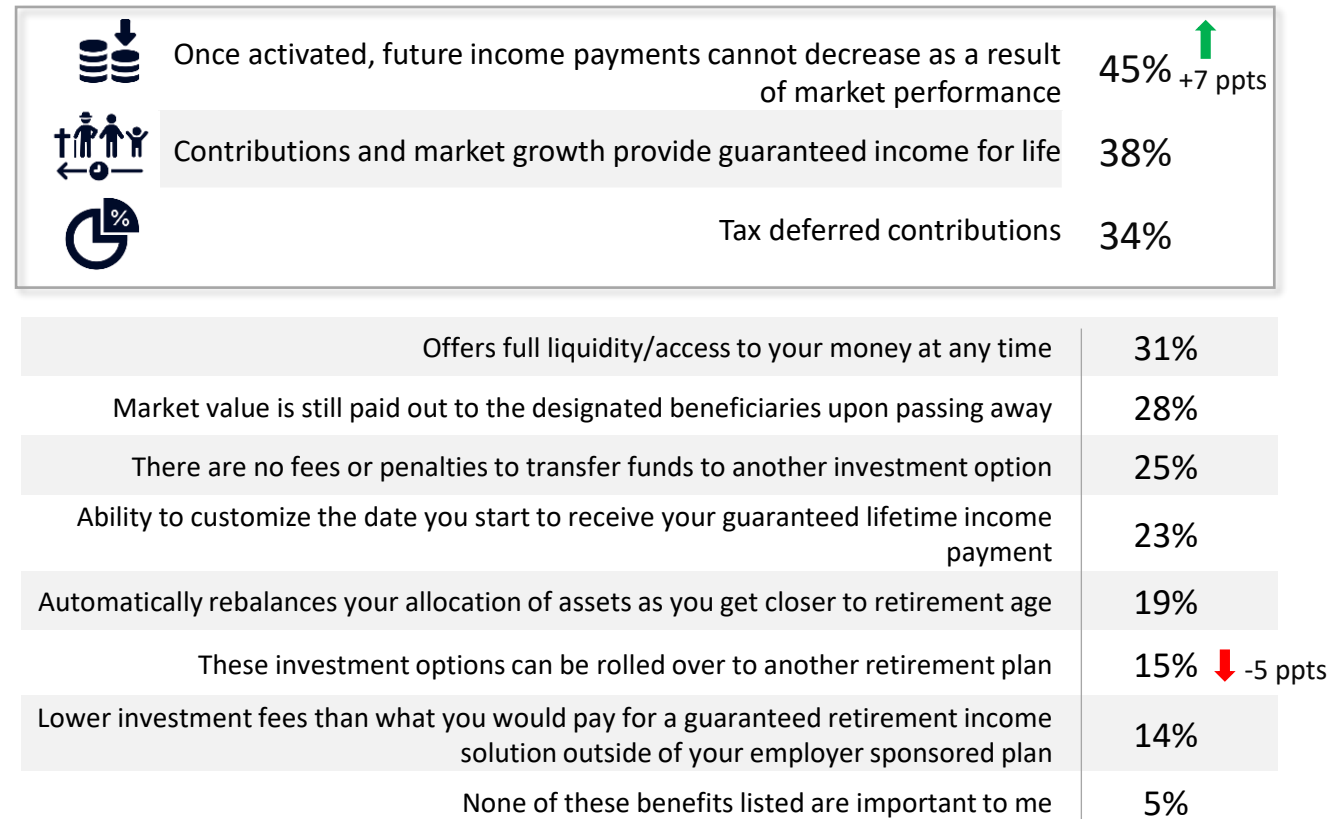
Common Barriers to Guaranteed Lifetime Income Plans

(Shown: % Select)



Potential Benefits to Guaranteed Lifetime Income Plans

(Shown: % Select among Plan Participants 45+)



Q24. How interested would you be in contributing to an investment option that you can make scheduled payments towards during your working years and once you retire you will receive guaranteed retirement income payments for the remainder of your life? Base: Plan Participants 45+ (n=1,000)

Q29. Listed below are some of the potential benefits that a guaranteed lifetime income investment option within an employer-sponsored retirement plan may offer. From this list, please select the three benefits that are most important to you. Base: Plan Participants 45+ (n=1,000)

Q30. Which of the following, if any, are barriers to you not contributing to a guaranteed lifetime income investment option? Base: Plan Participants 45+ who have access to plan, but don't contribute (n=113*)

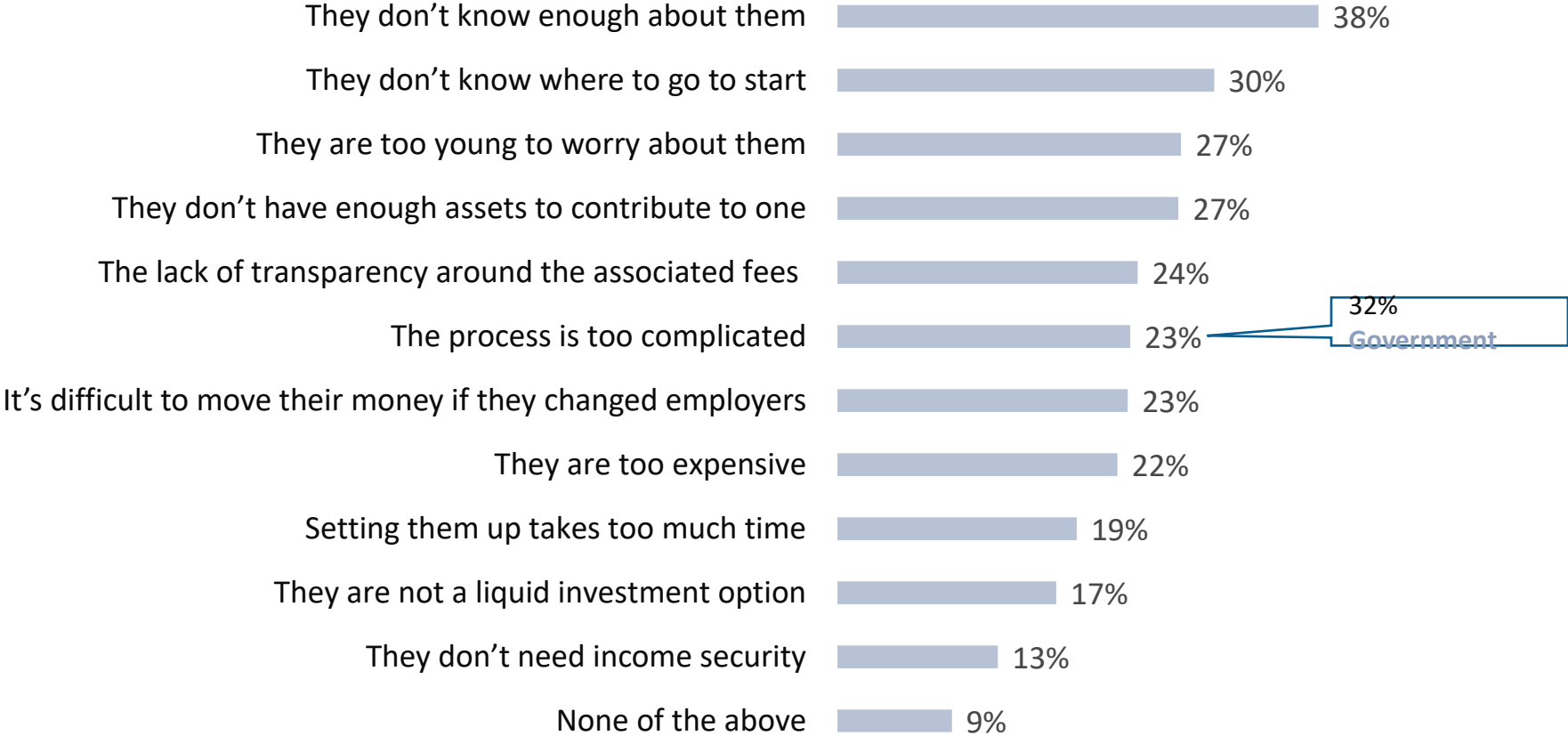
*Small sample size, directional findings only

↑ ↓ = 2021 comparisons

Plan sponsors agree lack of knowledge is the top factor preventing employees from contributing to a guaranteed lifetime income investment option

Over a quarter also believe the average participant is too young to worry about these options or don't have enough assets to contribute to one.

Barriers Discouraging the Average Plan Participant from Contributing to a Guaranteed Lifetime Income Investment Option (According to Company Plan Sponsors)
(Shown: % Select)



32%
Government

Q56: Which of the following, if any, are discouraging the average plan participant from contributing to a guaranteed lifetime income investment option?
Base: Company Plan Sponsors (n=500)

Nearly half of plan sponsors believe guaranteed lifetime income plans are a great option for employees, while those who don't offer them are discouraged by added costs and responsibilities

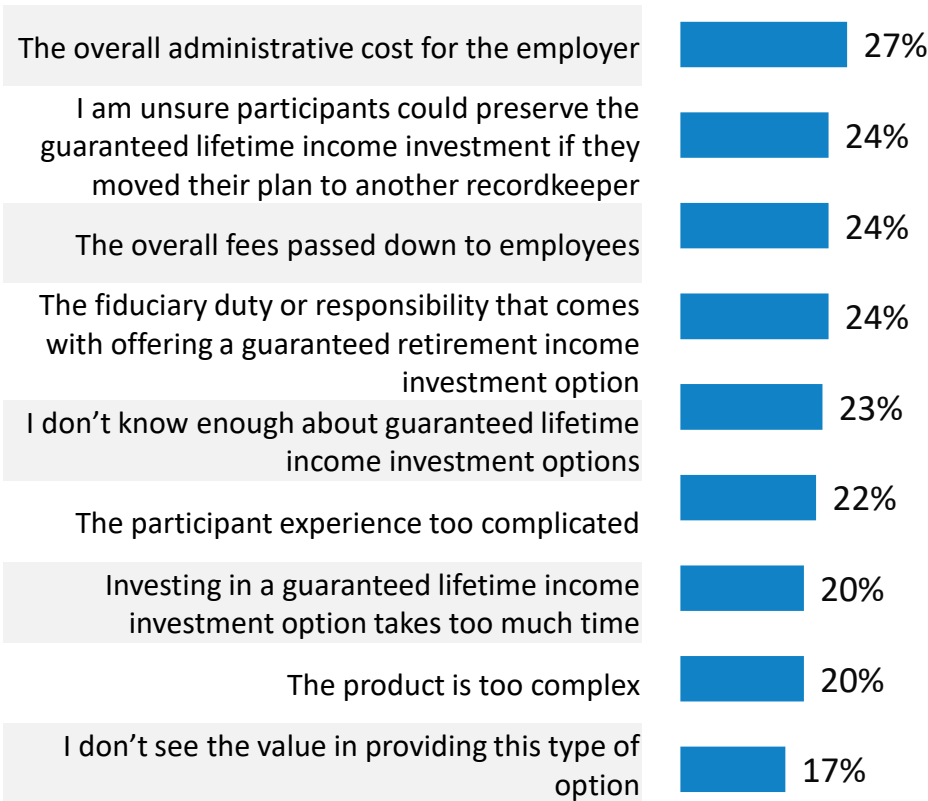
Reasons Employers Offer Guaranteed Lifetime Income Plans

(Shown: % Select)



Reason Company Does Not Offer a Guaranteed Lifetime Income Plan

(Shown: % Selected, 'I Don't Know' Omitted)



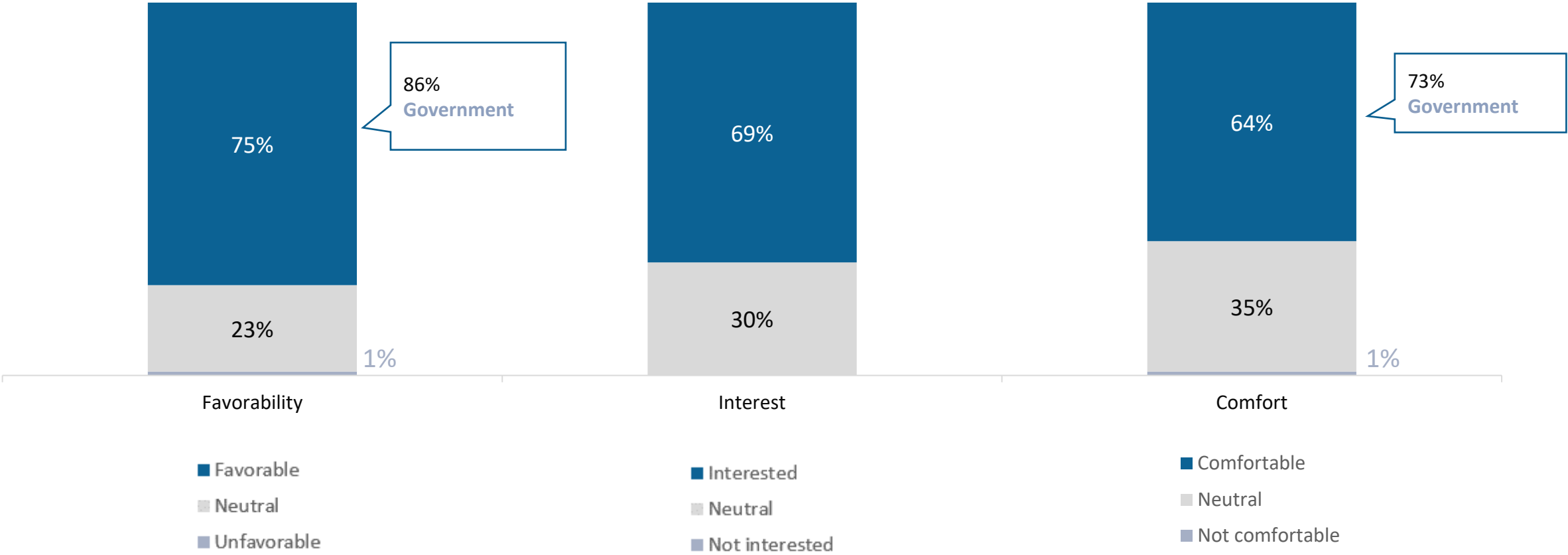
Q57. Why did your employer decide to offer a guaranteed lifetime income investment option? Please select all that apply. Base: Company Plan Sponsors working for companies that offer a guaranteed lifetime income investment option (n=323)

Q58. Which of the following, if any, are reasons why your employer does not offer a guaranteed lifetime income investment option? Base: Company Plan Sponsors working for companies that do not offer a guaranteed lifetime income investment option (n=344)

Most plan sponsors feel positively about the addition of guaranteed lifetime income investment options within employer-sponsored retirement plans

Government plan sponsors report higher levels of favorability and comfort with guaranteed lifetime income investment options than company plan sponsors.

Perceptions of The Addition of Guaranteed Lifetime Income Investment Options within Employer-sponsored Retirement Plans
(Shown: % Select)



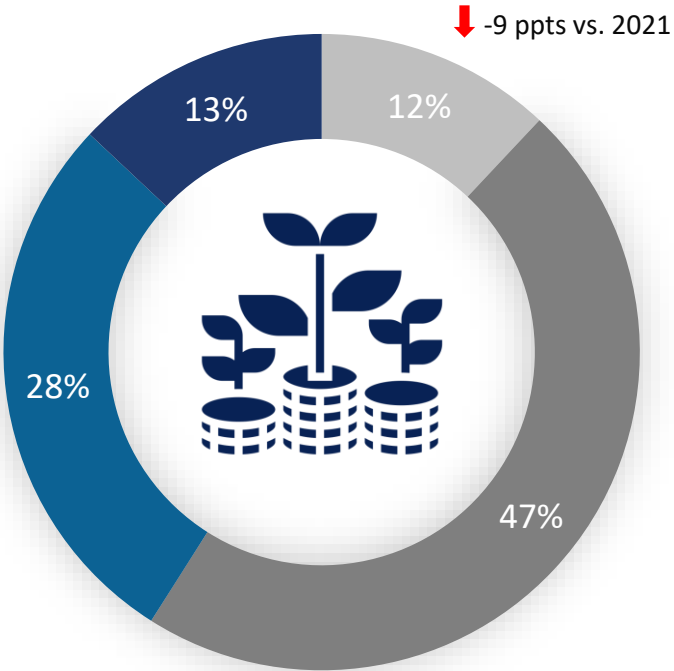
Q54. How do you feel about the addition of guaranteed lifetime income investment options within employer-sponsored retirement plans?
 Base: Company Plan Sponsors (n=500), Public Plan Sponsors (n=100)

Roughly 2 in 5 employees would likely rollover retirement savings into a guaranteed lifetime income investment option – an increase since 2021

Most employees would exchange 20-59% of their current retirement plan savings into a guaranteed lifetime income investment option.

Likelihood of Roll Over of Current Retirement Savings into a Guaranteed Lifetime Investment Option

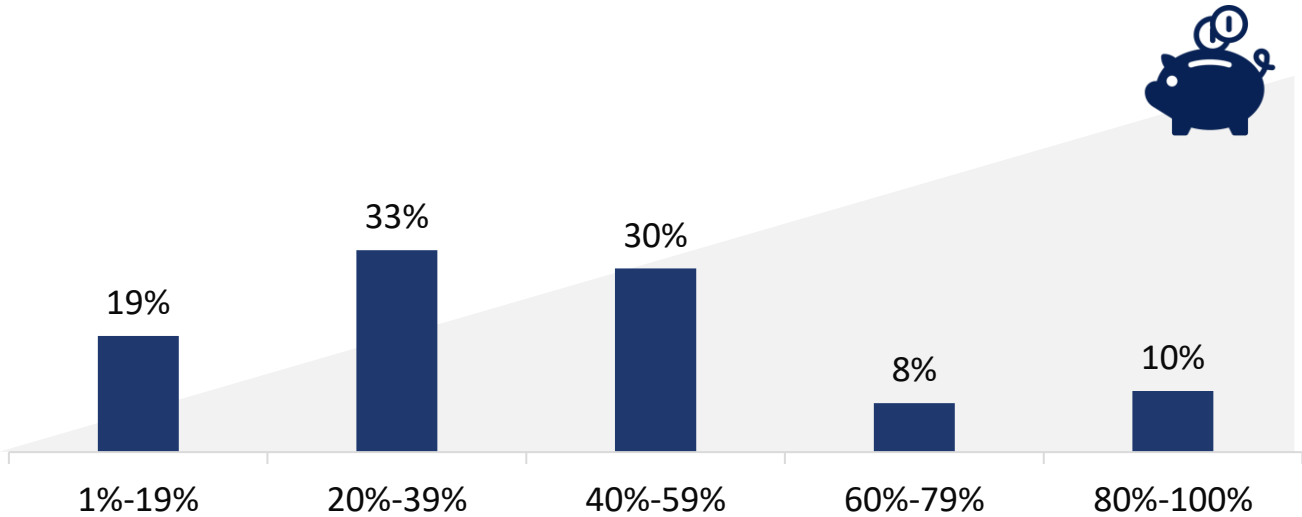
(Shown % Select)



- Not at all likely
- Somewhat likely
- Moderately likely
- Extremely likely

% of Retirement Plan Savings Participants would Exchange into a Guaranteed Lifetime Investment Option

(Shown % Select)



Q31. If you had the ability to rollover a portion or all of your current retirement plan savings into a guaranteed lifetime income investment option, how likely would you be to perform the rollover? Base: Plan Participants 45+ (n=1,000)

Q32. How much of your current retirement plan savings would you exchange into a guaranteed lifetime income investment option? Base: Plan Participants 45+ who would perform the



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Appendix

Demographics

Demographics – Company Plan Sponsors/Benefits Decision Makers (n=500)

Gender	
Male	47%
Female	53%

Age	
18-34	39%
35-54	55%
55+	7%

Region	
Northeast	22%
Midwest	16%
South	47%
West	15%

# of Employees	
1-49	12%
50-99	14%
100-499	24%
500-999	24%
1,000-4,999	21%
5,000+	6%

Your Company's Retirement Plan Offerings	
401(k) plan	86%
Pension	41%
401(a) plan	36%
403(b) plan	31%
457 plan	19%
Some other type of deferred compensation plan	4%

Participant in Retirement Plan	
401(k) plan	81%
Pension	33%
401(a) plan	27%
403(b) plan	22%
457 plan	13%
Some other type of deferred compensation plan	1%

Demographics – Government Plan Sponsors/Benefits Decision Makers (n=100)

Gender	
Male	73%
Female	27%

Age	
18-34	19%
35-54	65%
55+	16%

Region	
Northeast	7%
Midwest	23%
South	33%
West	37%

# of Employees	
1-49	5%
50-99	20%
100-499	31%
500-999	33%
1,000-4,999	9%
5,000+	2%

Your Company's Retirement Plan Offerings	
401(k) plan	90%
401(a) plan	84%
403(b) plan	83%
Pension	81%
457 plan	71%
Some other type of deferred compensation plan	17%

Participant in Retirement Plan	
401(a) plan	78%
401(k) plan	74%
403(b) plan	67%
Pension	58%
457 plan	51%
Some other type of deferred compensation plan	1%

Demographics – Plan Participants (45+) (n=1,000)

Gender	
Male	50%
Female	50%

Age	
18-34	0%
35-54	50%
55+	50%

Region	
Northeast	21%
Midwest	28%
South	38%
West	14%

# of Employees	
1-49	9%
50-99	7%
100-499	17%
500-999	12%
1,000-4,999	17%
5,000+	34%

Your Company's Retirement Plan Offerings	
401(k) plan	75%
403(b) plan	21%
Pension	21%
401(a) plan	11%
457 plan	7%
Some other type of deferred compensation plan	3%

Participant in Retirement Plan	
401(k) plan	71%
Pension	19%
403(b) plan	17%
401(a) plan	9%
457 plan	4%
Some other type of deferred compensation plan	2%

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