

Q800. Thinking about your entire career, approximately how many years have you been working?

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Less than 20 years	8 2%	3 1%	5 2%	8 3% E	-	-	6 2%	2 3%	-	2 1%	2 4%	1 3%	1 3%	2 1%	6 2%	2 1%	8 2%	-	5 1%	3 2%
20-24 years	10 2%	2 1%	8 4% B	7 2%	3 2%	1 2%	5 2%	3 3%	2 3%	6 2%	-	-	-	4 3%	6 3%	2 1%	5 1%	5 3%	10 3% T	-
25-29 years	17 3%	9 3%	8 4%	14 5%	3 2%	-	12 4%	3 4%	2 3%	9 3%	-	2 4%	4 9% K	3 3%	11 5%	3 2%	12 3%	5 3%	10 3%	7 4%
30-34 years	77 15%	40 15%	38 16%	66 23% EF	10 6%	3	57 16%	12 16%	8 12%	50 20% LN	4 9%	2 5%	8 19% L	13 11%	27 12%	28 17%	56 16%	21 14%	47 15%	30 16%
35-39 years	122 24%	74 27%	48 21%	90 32% EF	27 15%	5 13%	95 27%	13 17%	15 21%	74 29% MN	12 26%	9 21%	5 12%	22 19%	53 23%	36 22%	88 25%	34 22%	80 26%	43 23%
40-44 years	172 34%	90 33%	82 36%	95 33% F	74 41% F	3 9%	120 34%	22 29%	30 43%	73 29%	19 40%	15 36%	15 38%	50 42% J	77 33%	68 41%	114 33%	58 38%	104 33%	69 37%
45-49 years	59 12%	31 11%	28 12%	4 1%	47 26% D	8 22% D	37 11%	12 16%	9 13%	25 10%	6 13%	9 22% J	3 7%	16 13%	32 14%	16 10%	36 10%	22 15%	33 11%	25 14%
50+ years	34 7%	22 8%	12 5%	-	16 9% D	18 51% DE	20 6%	10 13% G	4 6%	12 5%	4 8%	4 9%	5 12%	10 8%	19 8%	10 6%	27 8%	8 5%	24 8%	10 5%
MEAN	38.2	38.9 C	37.5	35.1	41.5 D	46.4 DE	38.0	38.7	39.1	37.5	39.1	40.4 J	37.7	39.0	38.2	38.5	38.0	38.7	38.0	38.7
STD. ERR.	0.3	0.4	0.5	0.4	0.4	1.3	0.4	1.0	0.8	0.4	1.2	1.3	1.5	0.7	0.6	0.5	0.4	0.5	0.4	0.5
STD. DEV.	7.5	7.0	8.1	6.7	6.0	7.6	7.3	9.4	6.4	6.8	8.4	8.0	9.5	7.6	8.5	6.7	7.9	6.7	7.8	7.0
MEDIAN	40	40	40	36	42	50	40	40	40	38	40	40	40	40	40	40	40	40	40	40
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q801. And, how many different employers have you worked for over the course of your career?

19 Nov 2018
 Table 2

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
1	32 6%	20 7%	13 5%	18 7%	9 5%	4 12%	20 6%	5 7%	7 10%	20 8%	2 4%	2 5%	2 5%	6 5%	9 4%	10 6%	26 8%	6 4%	18 6%	14 7%
2	47 9%	29 11%	18 8%	26 9%	18 10%	3 9%	32 9%	6 8%	8 12%	30 12%	2 4%	3 6%	3 8%	9 7%	11 5%	23 14% O	35 10%	12 8%	29 9%	18 10%
3	64 13%	31 12%	33 14%	39 14%	22 12%	3 8%	51 14%	6 8%	7 10%	39 15% L	3 7%	2 4%	3 7%	18 15%	28 12%	24 14%	43 12%	21 13%	47 15% T	16 9%
4	75 15%	37 14%	38 17%	41 15%	29 16%	5 13%	51 14%	14 19%	9 13%	35 14%	4 8%	9 22%	9 22%	18 15%	25 11%	36 22% O	51 15%	24 15%	44 14%	30 16%
5	66 13%	33 12%	33 14%	33 12%	30 17%	2 7%	46 13%	9 12%	11 15%	35 14%	8 16%	5 13%	3 8%	14 12%	37 16%	15 9%	50 14%	16 10%	38 12%	28 15%
6-8	77 15%	46 17%	32 14%	44 16%	25 14%	8 22%	60 17%	11 14%	6 9%	37 15%	11 23%	4 9%	6 16%	19 16%	36 16%	26 16%	56 16%	21 14%	49 16%	28 15%
9-10	63 13%	30 11%	33 15%	37 13%	22 12%	4 11%	44 13%	12 16%	6 9%	25 10%	4 8%	8 19%	6 15%	21 17% J	40 17% P	10 6%	35 10%	28 18% Q	38 12%	25 13%
More than 10	76 15%	47 17%	30 13%	44 16%	26 15%	6 16%	49 14%	12 16%	15 22%	30 12%	15 31% JN	9 21%	8 19%	15 13%	43 19%	22 13%	50 14%	26 17%	48 15%	28 15%
MEAN	6.9	7.1	6.6	7.1	6.6	6.5	6.7	6.9	8.0	6.1	9.0 JN	7.7	8.6 J	6.8	7.8 P	6.0	6.7	7.4	6.9	6.9
STD. ERR.	0.3	0.4	0.4	0.4	0.4	0.8	0.3	0.6	1.0	0.4	0.9	0.8	1.5	0.5	0.4	0.4	0.4	0.5	0.4	0.5
STD. DEV.	6.4	6.8	5.8	7.0	5.5	4.8	6.1	5.8	8.1	6.2	6.1	5.4	9.4	5.7	6.5	5.7	6.5	5.9	6.5	6.1
MEDIAN	5	5	5	5	5	6	5	5	5	5	7	5	6	5	6	4	5	5	5	5
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q805. And, approximately how long have you worked in your current job? If less than a year, please enter 0

19 Nov 2018
 Table 3

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Less than 5 years	106 21%	51 19%	55 24%	61 22%	40 22%	5 13%	61 17%	30 39% GI	15 21%	35 14%	14 29% J	8 19%	10 25%	39 33% J	63 27% P	29 17%	63 18%	43 28% Q	76 24% T	30 16%
5-9 years	97 19%	54 20%	43 19%	66 23% E	26 14%	6 16%	77 22% I	14 18%	6 9%	51 20%	6 13%	6 15%	9 23%	24 20%	51 22%	30 18%	76 22% R	21 14%	60 19%	38 20%
10-14 years	68 14%	36 13%	31 14%	42 15%	18 10%	7 20%	54 15%	7 10%	6 9%	29 11%	9 20%	7 17%	6 15%	17 14%	36 16%	18 11%	46 13%	22 15%	39 12%	29 16%
15-19 years	61 12%	37 14%	24 10%	32 11%	24 13%	4 12%	39 11%	11 14%	11 15%	33 13%	6 12%	7 18% N	6 15%	8 7%	19 8%	19 12%	42 12%	19 12%	41 13%	19 10%
20-24 years	41 8%	19 7%	22 10%	24 8%	15 8%	2 6%	28 8%	6 7%	7 10%	23 9%	4 8%	4 11%	4 11%	6 5%	17 8%	18 11%	25 7%	16 11%	24 8%	17 9%
25-29 years	35 7%	20 7%	15 7%	17 6%	18 10%	1 3%	31 9% H	-	4 6% H	22 9%	3 7%	3 7%	1 2%	7 5%	15 7%	13 8%	23 7%	12 8%	21 7%	14 8%
30 years or more	92 18%	53 20%	38 17%	41 14%	40 22% D	11 30% D	62 18%	9 12%	21 30% GH	58 23%	5 11%	6 14%	4 10%	19 16%	28 12%	37 23% O	72 21% R	20 13%	52 17%	40 21%
MEAN	15.3	15.8	14.7	13.7	17.2 D	18.2 D	15.7 H	10.4	18.6 H	17.7 KMN	12.9	14.7	12.7	12.3	12.6	17.2 O	15.9	14.0	14.6	16.6
STD. ERR.	0.5	0.7	0.8	0.6	1.0	2.2	0.6	1.1	1.5	0.8	1.4	1.7	1.7	1.1	0.7	1.0	0.7	0.9	0.7	0.9
STD. DEV.	11.8	11.8	11.9	10.7	12.9	13.1	11.7	10.3	12.9	12.2	9.8	10.8	10.8	11.5	10.9	12.4	12.1	11.2	11.8	11.7
MEDIAN	12	13	11	10	15	15	13	5	19	15	11	14	10	9	10	15	13	12	11	14
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q810. How many times has the following happened to you over the course of your career? If it has never happened, then please enter 0.

19 Nov 2018
 Table 4

SUMMARY OF MEANS

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employ- ed FT	Employ- ed PT	Self Employ- ed	At spe- cific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Dis- agree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Quit a job	3.8	3.9	3.6	3.8	3.8	3.5	3.7	3.5	4.4	3.5	5.5 JN	4.2	3.7	3.5	3.8	3.6	3.7	3.9	3.8	3.7
Laid off from a job	2.7	3.0	2.4	2.9	2.4	3.0	2.8	2.4	2.5	2.4	2.6	3.1	2.8	3.2	3.2 P	2.3	2.6	3.0	2.7	2.8
Fired from a job	1.5	1.7	1.4	1.7	1.4	1.2	1.6	1.2	1.5	1.4	2.4	1.3	1.4	1.5	1.6	1.4	1.5	1.6	1.5	1.6

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q810. How many times has the following happened to you over the course of your career? If it has never happened, then please enter 0

19 Nov 2018
 Table 5

1. Fired from a job

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
0	400 80%	209 77%	190 83%	229 81% F	148 81% F	23 65%	288 81%	59 77%	53 76%	209 84% KL	34 71%	28 68%	28 71%	100 83% L	175 76%	136 82%	282 81%	117 76%	249 80%	151 81%
1	64 13%	38 14%	26 11%	27 10% F	27 15% F	10 27% D	41 12%	14 18%	9 13%	27 11%	5 11%	9 21%	7 17%	16 13%	33 14%	22 14%	42 12%	22 14%	42 14%	21 11%
2	26 5%	15 5%	11 5%	20 7% E	3 2% E	3 8% E	15 4%	4 6%	6 9%	12 5% N	3 7% N	5 11% N	5 12% N	1 1%	15 6%	4 2%	16 5%	10 7%	15 5%	10 6%
3	7 1%	5 2%	2 1%	5 2%	2 1%	-	5 1%	-	2 2%	2 1%	2 4%	-	-	3 2%	5 2%	2 1%	4 1%	2 2%	3 1%	4 2%
4	2 0%	2 1%	-	1 0%	1 1%	-	2 1%	-	-	-	1 2% J	-	-	1 1%	1 0%	-	1 0%	1 1%	2 1%	-
5+	2 0%	2 1%	-	1 0%	1 1%	-	2 1%	-	-	-	2 5% JN	-	-	-	1 0%	1 0%	1 0%	1 1%	1 0%	1 0%
MEAN	1.5	1.7	1.4	1.7	1.4	1.2	1.6	1.2	1.5	1.4	2.4	1.3	1.4	1.5	1.6	1.4	1.5	1.6	1.5	1.6
STD. ERR.	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.2	0.1	0.4	0.1	0.1	0.2	0.1	0.2	0.1	0.2	0.1	0.2
STD. DEV.	0.9	1.0	0.6	0.9	1.0	0.4	1.0	0.4	0.7	0.6	1.5	0.5	0.5	0.9	0.9	1.0	0.9	1.0	0.9	0.9
MEDIAN	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q810. How many times has the following happened to you over the course of your career? If it has never happened, then please enter 0

19 Nov 2018
 Table 6

2. Laid off from a job

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
0	259 52%	140 52%	118 52%	147 52%	95 53%	17 46%	181 51%	35 46%	42 61%	137 55% K	16 34%	20 49%	24 60% K	61 51% K	103 45%	94 57% O	185 53%	74 48%	162 52%	97 52%
1	108 22%	53 19%	56 24%	57 20%	46 25%	5 14%	79 22%	14 19%	15 22%	52 21%	12 26%	8 20%	10 25%	25 21%	47 20%	36 22%	73 21%	35 23%	66 21%	43 23%
2	51 10%	31 11%	21 9%	29 10%	16 9%	6 18%	34 10%	13 17% I	4 6%	25 10%	9 19%	3 7%	2 5%	13 11%	27 12%	19 11%	35 10%	16 11%	35 11%	16 9%
3	23 5%	10 4%	12 5%	13 5%	6 3%	3 9%	17 5%	4 5%	2 3%	10 4%	6 11% JN	3 8%	1 3%	3 2%	16 7%	5 3%	12 4%	11 7%	9 3%	14 7% S
4	26 5%	15 6%	11 5%	14 5%	10 6%	2 5%	16 5%	6 8%	3 5%	11 4%	2 4%	4 11%	2 4%	7 6%	15 7%	6 4%	20 6%	6 4%	18 6%	8 4%
5+	33 7%	22 8%	11 5%	23 8%	7 4%	3 8%	26 7%	4 5%	3 4%	16 6%	3 6%	2 5%	1 3%	11 9%	22 10% P	6 4%	21 6%	12 8%	23 7%	10 5%
MEAN	2.7	3.0	2.4	2.9	2.4	3.0	2.8	2.4	2.5	2.4	2.6	3.1	2.8	3.2	3.2 P	2.3	2.6	3.0	2.7	2.8
STD. ERR.	0.2	0.3	0.2	0.2	0.3	0.6	0.2	0.2	0.5	0.2	0.4	0.7	1.2	0.5	0.3	0.3	0.2	0.4	0.2	0.3
STD. DEV.	2.9	3.2	2.3	2.9	2.9	2.5	3.1	1.6	2.6	1.9	2.4	3.1	4.8	3.7	3.4	2.3	2.3	3.7	2.6	3.2
MEDIAN	2	2	1	2	1	2	2	2	1	2	2	2	1	2	2	1	2	2	2	2
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q810. How many times has the following happened to you over the course of your career? If it has never happened, then please enter 0

19 Nov 2018
 Table 7

3. Quit a job

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male (B)	Female (C)	Late Boomers (54-59) (D)	Middle Boomers (60-67) (E)	Early Boomers (68-72) (F)	Employ- ed FT (G)	Employ- ed PT (H)	Self Employ- ed (I)	At spe- cific age (J)	Will never be able to (K)	Don't plan to (L)	Haven't thought about it (M)	Don't know (N)	Less than \$75K (O)	\$75K+ (P)	Engaged at work (Q)	Not engaged (R)	Agree (S)	Dis- agree (T)
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
0	113 23%	66 24%	47 21%	64 23%	40 22%	9 24%	81 23%	16 21%	15 22%	63 25%	7 15%	11 26%	10 24%	22 19%	43 19%	40 24%	79 23%	34 22%	65 21%	48 26%
1	110 22%	64 23%	47 20%	64 23%	38 21%	8 22%	81 23%	15 19%	15 21%	65 26%	6 13%	7 17%	7 18%	25 20%	54 23%	34 21%	79 23%	31 20%	67 22%	43 23%
2	85 17%	37 14%	48 21% B	46 16%	29 16%	9 26%	60 17%	15 20%	10 14%	37 15%	11 22%	4 10%	8 20%	25 21%	39 17%	33 20%	58 17%	27 18%	62 20% T	23 12%
3	49 10%	22 8%	27 12%	25 9%	22 12%	2 6%	36 10%	10 12%	4 6%	22 9%	2 5%	6 16%	1 3%	17 14%	25 11%	17 10%	38 11%	11 7%	29 9%	20 11%
4	29 6%	14 5%	15 7%	13 5%	15 8%	1 4%	19 5%	5 6%	6 8%	16 6%	4 9%	2 4%	2 5%	6 5%	16 7%	6 4%	20 6%	10 6%	15 5%	14 8%
5+	113 23%	69 25%	44 19%	69 24%	37 20%	6 18%	77 22%	16 21%	20 28%	46 19%	17 36% J	11 28%	12 31%	25 21%	53 23%	34 21%	72 21%	40 26%	74 24%	39 21%
MEAN	3.8	3.9	3.6	3.8	3.8	3.5	3.7	3.5	4.4	3.5	5.5 JN	4.2	3.7	3.5	3.8	3.6	3.7	3.9	3.8	3.7
STD. ERR.	0.2	0.3	0.2	0.2	0.3	0.8	0.2	0.3	0.6	0.2	0.8	0.7	0.5	0.3	0.2	0.3	0.2	0.3	0.2	0.3
STD. DEV.	3.5	3.6	3.3	3.4	3.6	4.2	3.4	2.9	4.5	3.3	5.2	3.7	2.7	3.0	3.4	3.4	3.5	3.6	3.6	3.3
MEDIAN	2	3	2	2	3	2	2	3	3	2	4	3	3	2	3	2	2	3	2	3
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q815. Which of the following, if any, applies to you in your current job? Please select all that apply.

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
ANY LISTED (NET)	347 69%	193 71%	154 67%	197 70%	122 68%	28 77%	270 76% HI	43 55%	34 49%	190 76% K	22 45%	28 68% K	26 64%	81 68% K	139 60%	119 72% O	347 100% R	-	222 71%	125 67%
I stay on top of the changes to work processes at my organization, and how they affect my role	221 44%	124 46%	97 42%	131 46%	73 40%	17 46%	170 48% HI	28 36%	23 33%	120 48%	16 33%	23 56% K	14 36%	47 39%	86 37%	71 43%	221 64% R	-	138 44%	83 44%
I have a "backup" when I am out or on vacation	177 35%	95 35%	82 36%	96 34%	65 36%	16 44%	145 41% HI	17 23%	14 21%	98 39% K	7 14%	11 26%	19 47% K	42 35% K	61 27%	76 46% O	177 51% R	-	129 41% T	48 26%
I cross-train my coworkers on what I do	154 31%	80 29%	74 32%	87 31%	55 30%	12 32%	130 37% HI	13 17%	10 15%	93 37% KM	7 14%	11 27%	8 19%	35 29%	66 29%	54 33%	154 44% R	-	94 30%	59 32%
I am a mentor to someone	121 24%	77 28% C	44 19%	68 24%	45 25%	9 24%	98 28% H	8 11%	15 22%	71 29% K	5 11%	10 24%	7 18%	27 23%	41 18%	37 22%	121 35% R	-	67 22%	54 29%
I participate in activity groups/committees (e.g., employee resource groups, affinity groups, diversity groups)	102 20%	45 17%	56 25% B	60 21%	35 19%	6 17%	81 23% I	12 16%	8 12%	59 24% K	3 6%	11 25% K	10 24% K	19 16%	35 15%	35 21%	102 29% R	-	61 20%	41 22%
I have or have had a mentor	84 17%	52 19%	32 14%	48 17%	31 17%	5 15%	64 18%	8 11%	11 16%	50 20%	6 12%	9 22%	3 7%	16 13%	36 16%	26 16%	84 24% R	-	54 17%	30 16%
I lead workshops/seminars	47 9%	36 13% C	11 5%	28 10%	18 10%	1 3%	37 10% H	3 4%	7 10%	30 12% K	-	3 6%	6 15% K	9 7%	10 4%	14 8%	47 14% R	-	25 8%	22 12%
None of these	153 31%	78 29%	75 33%	86 30%	59 32%	8 23%	84 24%	34 45% G	36 51% G	61 24%	26 55% JLN	13 32%	14 36%	39 32%	91 40% P	47 28%	-	153 100% Q	91 29%	63 33%
Sigma	1059 212%	589 217%	470 206%	604 214%	382 211%	73 204%	810 229%	124 161%	125 180%	583 233%	70 146%	91 219%	81 203%	234 195%	424 185%	360 218%	906 261%	153 100%	660 211%	400 213%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q816. Which of the following groups of people are your employers likely to hire? Please select all that apply.

19 Nov 2018
 Table 9

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
ANY LISTED (NET)	300 60%	170 63%	130 57%	169 60%	107 59%	24 65%	222 63% I	52 67% I	26 37%	168 67% N	28 59%	22 54%	24 59%	58 48%	129 56%	101 61%	233 67% R	67 44%	196 63%	104 55%
Immigrants	230 46%	124 46%	107 47%	133 47%	79 43%	18 51%	178 50% I	38 49% I	15 21%	129 52% LN	24 51% L	12 28%	19 47%	46 39%	105 46%	79 48%	179 52% R	51 33%	146 47%	84 45%
Retirees	148 30%	86 32%	62 27%	78 28%	56 31%	15 41%	98 28%	35 46% GI	15 22%	75 30%	14 30%	16 39%	10 25%	33 28%	75 33%	49 30%	115 33% R	33 22%	104 33% T	44 24%
Veterans	138 28%	86 32% C	53 23%	75 26%	53 29%	11 30%	100 28%	22 29%	16 23%	78 31% N	13 27%	13 32%	11 28%	23 19%	56 24%	50 30%	109 31% R	29 19%	95 31%	43 23%
Expats (i.e., a person temporarily residing in a country other than their native country)	80 16%	37 14%	42 18%	51 18%	22 12%	7 18%	55 16%	14 19%	10 14%	36 14%	12 26% M	8 19%	3 8%	20 17%	41 18%	22 13%	63 18%	17 11%	44 14%	36 19%
Ex-cons	25 5%	18 7%	7 3%	15 5%	7 4%	4 10%	16 5%	5 7%	4 5%	14 5%	5 10%	1 2%	2 5%	4 3%	12 5%	9 5%	20 6%	5 3%	12 4%	13 7%
None of these	200 40%	101 37%	99 43%	113 40%	74 41%	12 35%	131 37%	25 33%	44 63% GH	83 33%	20 41%	19 46%	16 41%	62 52% J	101 44%	64 39%	114 33%	86 56% Q	117 37%	84 45%
Sigma	822 164%	452 167%	370 162%	465 164%	291 160%	66 185%	579 164%	140 182%	103 148%	414 165%	89 185%	69 166%	62 153%	188 157%	390 170%	273 165%	600 173%	222 145%	519 166%	303 162%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q820. Which of the following, if any, are current challenges for you in the workplace? Please select all that apply.

19 Nov 2018
 Table 10

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
ANY (NET)	428 86%	234 86%	194 85%	243 86%	157 86%	29 80%	306 87%	62 80%	61 87%	229 91% LN	43 90% N	31 76%	34 85%	90 75%	184 80%	146 88% O	313 90% R	116 75%	267 85%	161 86%
Planning for retirement	243 49%	132 49%	111 49%	142 50%	86 48%	15 42%	181 51%	31 40%	32 46%	140 56% LMN	30 63% LMN	12 28%	8 20%	53 44% M	96 42%	89 54% O	180 52% R	63 41%	148 47%	96 51%
Keeping myself motivated	179 36%	104 38%	75 33%	109 38%	62 34%	8 23%	136 38%	23 30%	20 29%	99 40% N	18 38%	13 33%	14 36%	34 28%	78 34%	56 34%	127 37%	52 34%	103 33%	76 40%
Keeping up with new technology	179 36%	95 35%	84 37%	89 32%	73 40%	16 44%	133 38%	23 30%	22 32%	95 38%	19 40%	17 42%	12 31%	35 29%	77 33%	57 34%	144 42% R	34 22%	105 34%	74 39%
Maintaining work/life balance (e.g., balancing caregiving responsibilities for adults, children)	174 35%	93 34%	81 35%	108 38%	56 31%	9 26%	134 38% H	19 25%	21 30%	93 37%	21 43%	14 33%	10 25%	36 30%	68 30%	67 41% O	143 41% R	31 20%	95 30%	79 42% S
Figuring out how to work with younger employees	97 19%	63 23% C	34 15%	50 18%	41 22%	6 17%	73 21%	13 17%	11 16%	54 21%	8 16%	7 16%	10 24%	19 16%	42 18%	28 17%	78 22% R	19 12%	54 17%	43 23%
Figuring out ways to share my knowledge with others at my company	92 18%	59 22% C	33 14%	49 17%	34 19%	10 27%	72 20%	12 16%	8 11%	56 22% N	9 18%	6 13%	9 22%	13 11%	38 16%	31 19%	78 22% R	14 9%	59 19%	33 18%
Other (please specify)	21 4%	8 3%	13 6%	11 4%	8 4%	2 6%	12 3%	2 3%	6 9% G	8 3%	3 5%	3 7%	1 2%	7 6%	13 6%	5 3%	10 3%	11 7% Q	13 4%	8 4%
Not sure	72 14%	37 14%	35 15%	40 14%	25 14%	7 20%	47 13%	15 20%	9 13%	22 9%	5 10%	10 24% J	6 15%	29 25% JK	46 20% P	19 12%	34 10%	38 25% Q	46 15%	26 14%
Sigma	1056 211%	590 218%	466 204%	598 211%	385 212%	74 205%	788 223%	139 181%	130 186%	566 226%	113 234%	81 196%	70 174%	226 189%	457 199%	351 213%	794 229%	262 171%	622 199%	434 232%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q825. Which of the following best describes your plan for retirement? Please select one response.

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Dis-agree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
I plan to retire at a specific age (please specify the age)	250 50%	152 56% C	98 43%	154 54%	82 45%	14 40%	203 57% HI	29 38%	18 26%	250 100% KLMN	-	-	-	-	90 39%	89 54% O	190 55% R	61 40%	162 52%	89 47%
I will never be able to retire	48 10%	24 9%	24 10%	27 10%	18 10%	3 8%	25 7%	9 12%	14 20% G	-	48 100% JLMN	-	-	-	29 13%	15 9%	22 6%	26 17% Q	24 8%	24 13% S
I don't plan to ever retire	41 8%	21 8%	20 9%	17 6%	17 10%	7 19% D	20 6%	4 5%	17 25% GH	-	-	41 100% JKMN	-	-	19 8%	14 8%	28 8%	13 9%	23 7%	19 10%
I haven't thought about it	40 8%	23 8%	18 8%	22 8%	13 7%	5 13%	26 7%	7 9%	7 10%	-	-	-	40 100% JKLN	-	21 9%	14 9%	26 7%	14 9%	27 9%	13 7%
I honestly don't know	120 24%	51 19%	69 30% B	62 22%	51 28%	7 20%	80 23%	27 35% GI	13 19%	-	-	-	-	120 100% JKLM	71 31% P	34 20%	81 23%	39 25%	77 25%	43 23%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q825. Which of the following best describes your plan for retirement? Please select one response.

19 Nov 2018
 Table 12

Base: Specified an age

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	249	150	99	157	79	13	193	37	19	249	-	-	-	-	93	88	187	62	162	87
Weighted Base	250	152	98*	154	82*	14**	203	29*	18**	250	-**	-**	-**	-**	90*	89*	190	61*	162	89*
54-59	20 8%	10 6%	10 10%	20 13% E	-	-	17 9%	2 7%	-	20 8%	-	-	-	-	3 3%	10 12% O	13 7%	7 11%	10 6%	10 11%
60-64	83 33%	58 38%	25 26%	66 43% E	17 21%	-	70 34%	9 31%	4 22%	83 33%	-	-	-	-	24 27%	26 30%	61 32%	22 37%	56 34%	27 31%
65-69	116 46%	61 40%	55 56% B	62 40%	55 66% D	-	95 47%	13 44%	8 46%	116 46%	-	-	-	-	48 53%	44 49%	90 48%	26 43%	76 47%	40 45%
70-74	25 10%	18 12%	7 7%	6 4%	8 10%	11 76%	18 9%	4 15%	2 13%	25 10%	-	-	-	-	13 14% P	4 5%	19 10%	5 9%	16 10%	9 10%
75+	6 3%	6 4%	1 1%	1 1%	2 3%	3 24%	2 1%	1 2%	3 19%	6 3%	-	-	-	-	2 2%	4 5%	6 3%	-	4 3%	2 2%
MEAN	64.3	64.6	63.8	62.6	65.9 D	73.8	63.9	65.0	68.0	64.3	-	-	-	-	65.1	64.3	64.7 R	63.2	64.4	64.2
STD. ERR.	0.3	0.4	0.4	0.3	0.3	1.9	0.3	1.1	1.5	0.3	-	-	-	-	0.4	0.6	0.4	0.5	0.3	0.6
STD. DEV.	4.6	5.1	3.9	3.7	3.0	6.9	3.8	7.0	6.7	4.6	-	-	-	-	4.1	5.5	4.8	3.9	4.2	5.3
MEDIAN	65	65	65	63	65	72	65	65	66	65	-	-	-	-	65	65	65	65	65	65
Sigma	250 100%	152 100%	98 100%	154 100%	82 100%	14 100%	203 100%	29 100%	18 100%	250 100%	-	-	-	-	90 100%	89 100%	190 100%	61 100%	162 100%	89 100%

Proportions/Means: Columns tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q830. Is the age at which you plan to retire sooner or later than you originally anticipated?

19 Nov 2018
 Table 13

Base: Provided an Age At Which They Plan To Retire

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	249	150	99	157	79	13	193	37	19	249	-	-	-	-	93	88	187	62	162	87
Weighted Base	250	152	98*	154	82*	14**	203	29*	18**	250	**	**	**	**	90*	89*	190	61*	162	89*
Sooner than I anticipated	27 11%	12 8%	15 15%	22 14%	5 6%	-	20 10%	6 22% G	1 4%	27 11%	-	-	-	-	6 7%	12 13%	17 9%	10 17%	17 11%	9 11%
The exact age that I anticipated	125 50%	74 49%	51 52%	81 53%	42 51%	2 14%	105 52%	12 41%	8 46%	125 50%	-	-	-	-	46 51%	46 51%	91 48%	34 55%	82 51%	43 49%
Later than I anticipated	99 39%	66 44%	32 33%	51 33%	35 43%	12 86%	79 39%	11 37%	9 50%	99 39%	-	-	-	-	38 42%	32 36%	82 43% R	17 28%	63 39%	36 41%
Sigma	250 100%	152 100%	98 100%	154 100%	82 100%	14 100%	203 100%	29 100%	18 100%	250 100%	-	-	-	-	90 100%	89 100%	190 100%	61 100%	162 100%	89 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q817. For which of the following reasons are you planning to retire later than you originally anticipated? Please select all that apply.

Base: Retirement Later Than Anticipated

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	95	63	32	51	33	11	74	12	9	95	-	-	-	-	37	30	78	17	61	34
Weighted Base	99*	66*	32*	51*	35*	12**	79*	11**	9**	99*	-**	-**	-**	-**	38*	32**	82*	17**	63*	36*
I haven't saved enough to cover the lifestyle I want to have	49 50%	33 50%	16 49%	28 55%	15 44%	6 47%	38 48%	4 32%	7 82%	49 50%	-	-	-	-	17 46%	17 53%	41 50%	8 49%	25 40%	24 66%
I'd like to continue working for a few more years	43 44%	30 45%	14 42%	19 37%	18 51%	6 52%	32 40%	7 60%	5 58%	43 44%	-	-	-	-	18 48%	14 44%	37 46%	6 35%	30 48%	13 37%
Unexpected expenses for myself (e.g., surgery, divorce)	23 24%	15 23%	8 25%	15 29%	6 16%	3 24%	20 25%	2 23%	1 14%	23 24%	-	-	-	-	7 20%	11 36%	16 20%	7 42%	17 28%	6 17%
Rising healthcare costs	21 21%	15 23%	5 16%	14 27%	6 17%	1 6%	18 22%	2 16%	1 14%	21 21%	-	-	-	-	7 18%	6 18%	15 19%	5 31%	10 16%	11 30%
Unexpected expenses from caring for another person (e.g. parents, children, spouse, etc.) Please specify which person:	14 15%	11 17%	3 10%	6 12%	6 16%	3 21%	14 17%	1 9%	-	14 15%	-	-	-	-	5 12%	7 23%	12 15%	3 16%	8 12%	7 19%
I want to help mentor my successors	6 6%	4 6%	2 7%	3 6%	3 9%	-	5 7%	-	1 11%	6 6%	-	-	-	-	2 6%	1 3%	6 8%	-	4 6%	2 6%
Other (please specify)	11 11%	4 6%	7 20%	7 14%	2 6%	1 12%	9 11%	1 8%	1 11%	11 11%	-	-	-	-	6 15%	2 6%	8 10%	2 13%	9 15%	1 3%
Sigma	168 170%	113 171%	55 169%	91 180%	56 158%	20 162%	134 171%	16 147%	17 189%	168 170%	-	-	-	-	62 164%	58 184%	136 167%	31 186%	103 164%	65 180%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q818. Why are you planning to retire sooner than you originally anticipated? Please select all that apply.

Base: Retirement Sooner Than Anticipated

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	28	12	16	23	5	-	19	8	1	28	-	-	-	-	7	13	17	11	19	9
Weighted Base	27*	12**	15**	22**	5**	-**	20**	6**	1**	27**	-**	-**	-**	-**	6**	12**	17**	10**	17**	9**
I saved enough money and I'm ready	16 58%	6 52%	9 63%	12 53%	4 81%	-	13 66%	2 30%	1 100%	16 58%	-	-	-	-	1 17%	9 74%	11 67%	4 44%	9 51%	7 71%
I'm ready to do something different	8 31%	4 35%	4 27%	6 25%	3 54%	-	5 28%	2 32%	1 100%	8 31%	-	-	-	-	2 25%	5 40%	5 29%	3 33%	7 41%	1 12%
My own physical condition	7 27%	4 33%	3 22%	6 29%	1 19%	-	6 30%	1 22%	-	7 27%	-	-	-	-	2 28%	3 28%	4 24%	3 32%	4 25%	3 32%
Unexpectedly need to care for another person (e.g. parents, children, spouse etc.) Please specify which person:	3 10%	-	3 18%	3 12%	-	-	2 9%	1 12%	-	3 10%	-	-	-	-	1 13%	1 7%	1 6%	2 16%	1 5%	2 20%
My skills are no longer relevant	2 7%	-	2 13%	1 5%	1 19%	-	2 10%	-	-	2 7%	-	-	-	-	1 15%	-	2 12%	-	1 5%	1 11%
I was offered an early retirement package	1 4%	1 9%	-	1 5%	-	-	1 6%	-	-	1 4%	-	-	-	-	1 18%	-	1 7%	-	1 6%	-
I am confident that my successor is ready to take my place	1 3%	1 7%	-	1 4%	-	-	-	1 14%	-	1 3%	-	-	-	-	1 14%	-	-	1 9%	-	1 9%
Other (please specify)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	38 141%	16 137%	21 144%	29 133%	8 174%	-	29 148%	7 110%	1 200%	38 141%	-	-	-	-	8 130%	18 149%	24 145%	14 134%	23 133%	14 154%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q827. Do you believe the government should change the official retirement age?

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
YES (NET)	239 48%	134 49%	104 46%	146 52%	79 44%	13 37%	177 50%	40 53%	21 30%	122 49%	22 46%	16 39%	21 52%	58 48%	115 50%	72 44%	170 49%	69 45%	151 48%	88 47%
Yes, the retirement age should be younger	117 23%	65 24%	52 23%	86 31% EF	27 15%	3 9%	90 25%	19 25%	9 12%	69 28% L	8 16%	2 6%	10 25% L	28 23% L	59 26%	36 22%	78 23%	39 25%	80 26%	37 20%
Yes, the retirement age should be older	33 7%	23 9%	10 4%	18 7%	13 7%	2 5%	27 8%	4 5%	3 4%	17 7%	4 8%	6 14% N	4 9%	3 2%	13 6%	8 5%	27 8%	6 4%	21 7%	13 7%
Yes, there should be no limit on age for retirement	88 18%	46 17%	42 18%	42 15%	39 21%	8 23%	61 17%	17 23%	10 14%	35 14%	10 21%	8 19%	7 18%	28 23% J	43 19%	28 17%	64 18%	24 16%	50 16%	38 20%
No, the retirement age should stay the same	222 44%	120 44%	102 45%	115 41%	87 48%	20 54%	158 45%	30 39%	34 49%	118 47%	17 36%	20 49%	17 43%	49 41%	93 41%	79 48%	155 45%	67 44%	138 44%	83 45%
Not sure	40 8%	17 6%	22 10%	22 8%	15 8%	3 9%	18 5%	7 9%	15 21% GH	11 4%	9 19% J	5 12% J	2 5%	13 11% J	21 9%	14 8%	22 6%	18 11%	24 8%	16 8%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q828. You mentioned that the official retirement age should be younger. What do you think the official age should be?

19 Nov 2018
 Table 17

Base: Retirement Age Should Be Younger

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	120	65	55	88	29	3	86	24	10	70	9	2	11	28	63	36	78	42	82	38
Weighted Base	117	65*	52*	86*	27**	3**	90*	19**	9**	69*	8**	2**	10**	28**	59*	36*	78*	39*	80*	37*
Younger than 50	1%	1%	-	-	-	1%	-	4%	-	1%	-	-	-	-	1%	2%	1%	-	-	1%
50-54	5%	3%	2%	2%	3%	-	2%	1%	2%	1%	1%	1%	-	2%	4%	1%	4%	1%	2%	3%
55-59	13%	7%	6%	10%	3%	-	12%	1%	-	5%	-	1%	1%	6%	9%	1%	6%	7%	9%	4%
60-64 (NET)	99%	54%	44%	75%	21%	3%	75%	17%	7%	63%	7%	-	9%	19%	46%	33%	67%	31%	69%	30%
60	80%	44%	35%	59%	19%	3%	58%	15%	7%	49%	6%	-	7%	17%	36%	29%	53%	26%	56%	23%
61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
62	10%	4%	6%	8%	2%	-	9%	1%	-	8%	-	-	1%	1%	5%	2%	7%	3%	7%	3%
63	8%	5%	3%	8%	1%	-	8%	1%	-	6%	1%	-	1%	1%	5%	2%	7%	2%	5%	4%
64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEAN	59.2	59.0	59.5	59.7	58.5	53.2	59.5	58.6	57.8	59.7	59.0	52.3	60.0	58.3	59.1	59.2	59.3	59.2	59.5	58.6
STD. ERR.	0.3	0.5	0.4	0.3	0.7	8.7	0.3	1.3	1.4	0.4	1.3	2.3	0.6	0.6	0.4	0.8	0.5	0.4	0.3	0.9
STD. DEV.	3.6	4.2	2.7	2.5	3.5	15.1	2.7	6.3	4.4	3.7	3.9	3.3	1.8	3.3	4.7	4.0	2.6	2.5	5.3	
MEDIAN	60	60	60	60	60	60	60	60	60	60	60	50	60	60	60	60	60	60	60	60
Sigma	117	65	52	86	27	3	90	19	9	69	8	2	10	28	59	36	78	39	80	37
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q829. You mentioned that the official retirement age should be older. What do you think the official age should be?

19 Nov 2018
 Table 18

Base: Retirement Age Should be Older

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	33	23	10	19	12	2	25	5	3	16	4	6	4	3	14	8	27	6	21	12
Weighted Base	33*	23**	10**	18**	13**	2**	27**	4**	3**	17**	4**	6**	4**	3**	13**	8**	27**	6**	21**	13**
66-69	16 49%	12 50%	4 45%	9 48%	7 56%	-	14 53%	2 56%	-	12 74%	1 23%	2 32%	1 22%	-	3 21%	6 75%	15 56%	1 13%	13 63%	3 26%
70-74	15 44%	10 45%	4 42%	8 46%	4 34%	2 100%	10 39%	2 44%	3 100%	4 26%	2 46%	4 68%	3 78%	2 58%	8 61%	2 25%	11 39%	4 67%	7 32%	8 64%
75-79	2 7%	1 5%	1 13%	1 6%	1 10%	-	2 9%	-	-	-	1 31%	-	-	1 42%	2 18%	-	1 5%	1 20%	1 6%	1 10%
80+	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEAN	68.9	68.8	69.2	68.7	69.1	70.0	68.9	68.7	70.0	67.7	71.1	69.4	69.1	72.1	70.3	67.9	68.6	70.7	68.3	69.9
STD. ERR.	0.4	0.4	0.9	0.5	0.7	-	0.5	0.6	0.0	0.4	1.6	0.4	1.0	1.8	0.7	0.5	0.4	1.0	0.5	0.6
STD. DEV.	2.3	2.1	2.8	2.4	2.3	-	2.5	1.4	0.0	1.5	3.2	1.0	2.0	3.1	2.7	1.4	2.1	2.5	2.3	2.1
MEDIAN	70	68	70	70	68	70	68	68	70	67	70	70	70	70	68	68	68	70	67	70
Sigma	33 100%	23 100%	10 100%	18 100%	13 100%	2 100%	27 100%	4 100%	3 100%	17 100%	4 100%	6 100%	4 100%	3 100%	13 100%	8 100%	27 100%	6 100%	21 100%	13 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q840. Which of the following words or phrases would you use to describe how you currently feel at your job? Please select all that apply.

19 Nov 2018
 Table 19

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
POSITIVE (NET)	400 80%	221 81%	179 78%	220 78%	148 81%	33 91%	276 78%	65 85%	58 84%	205 82% K	33 68%	37 91% K	31 77%	93 78%	178 78%	135 82%	297 86% R	103 67%	253 81%	147 78%
Knowledgeable	271 54%	152 56%	119 52%	147 52%	100 55%	24 67%	192 54%	39 50%	41 58%	150 60% K	17 36%	27 65% K	18 44%	60 50%	113 49%	95 58%	213 61% R	59 38%	167 53%	104 56%
Confident	267 53%	150 55%	117 51%	145 51%	98 54%	25 70% D	179 51%	49 64% G	39 56%	140 56% K	15 32%	29 71% KN	22 55% K	61 51% K	120 52%	88 53%	210 61% R	57 37%	177 57%	90 48%
Valued	236 47%	137 50%	99 43%	126 45%	88 48%	22 62%	159 45%	46 60% GI	31 44%	129 51%	19 40%	20 49%	15 37%	53 44%	107 47%	75 45%	183 53% R	53 35%	151 48%	86 46%
Helpful	196 39%	97 36%	99 43%	106 38%	74 41%	16 44%	136 38%	37 48%	23 33%	94 38%	18 38%	20 47%	14 36%	49 41%	94 41%	69 42%	154 44% R	42 27%	128 41%	68 36%
In charge	143 29%	80 29%	63 28%	78 28%	54 30%	11 30%	95 27%	13 17%	35 50% GH	78 31% N	9 18%	21 51% JKN	12 30%	23 19%	52 23%	48 29%	114 33% R	29 19%	83 27%	59 32%
Hopeful	99 20%	52 19%	47 20%	61 21%	31 17%	7 20%	69 20%	16 21%	13 19%	45 18%	8 16%	16 38% JKN	8 20%	22 18%	51 22%	30 18%	80 23% R	19 12%	63 20%	36 19%
NEGATIVE (NET)	205 41%	107 39%	98 43%	113 40%	75 41%	17 48%	154 44% H	24 31%	27 39%	98 39% L	29 61% JL	9 21%	16 41%	53 44% L	104 45% P	58 35%	142 41%	63 41%	118 38%	87 46%
Frustrated	114 23%	62 23%	52 23%	60 21%	44 24%	10 27%	87 25%	13 17%	14 20%	54 21%	15 30% L	5 11%	10 26%	31 26%	56 24%	33 20%	73 21%	41 27%	66 21%	48 26%
Overwhelmed	67 13%	29 11%	38 17%	41 14%	24 13%	2 5%	50 14%	8 11%	8 11%	32 13%	10 21%	4 10%	3 7%	17 14%	29 13%	28 17%	49 14%	17 11%	34 11%	33 17% S
Old	62 12%	36 13%	27 12%	30 11%	26 14%	6 18%	42 12%	10 13%	11 15%	27 11%	9 20%	3 8%	5 13%	17 15%	39 17% P	11 7%	39 11%	23 15%	40 13%	23 12%
Disrespected	55 11%	29 11%	26 12%	30 10%	22 12%	4 10%	47 13% I	6 8%	2 3%	31 12%	5 10%	3 8%	4 10%	12 10%	27 12%	18 11%	39 11%	16 11%	31 10%	24 13%
Behind the times	19 4%	10 4%	8 4%	13 5%	5 3%	-	15 4%	1 1%	3 4%	6 2%	5 11% J	1 3%	2 5%	4 4%	8 4%	5 3%	13 4%	6 4%	9 3%	10 5%
Hopeless	17 3%	8 3%	9 4%	12 4%	4 2%	1 3%	12 3%	2 3%	3 5%	8 3%	3 6%	1 3%	-	5 4%	9 4%	7 4%	7 2%	10 7% Q	9 3%	8 4%
Inadequate	12 2%	2 1%	10 4% B	7 3%	5 3%	-	10 3%	1 1%	1 2%	2 1%	2 4%	-	2 5% J	6 5% J	8 3%	3 2%	7 2%	5 4%	7 2%	5 2%
None of these	25 5%	14 5%	11 5%	18 6%	6 4%	1 3%	19 5%	3 4%	3 5%	11 4%	3 6%	3 7%	3 8%	5 4%	14 6%	6 4%	10 3%	16 10% Q	17 5%	8 4%
Sigma	1584 317%	858 316%	727 318%	875 309%	580 320%	129 360%	1113 315%	244 318%	227 325%	808 323%	139 289%	154 371%	119 296%	365 304%	727 317%	515 312%	1191 344%	394 256%	983 314%	601 321%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q845. How much do you agree or disagree with the following statements?
 SUMMARY OF TOP 2 BOX

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
My colleagues treat me with the same fairness as other team members.	441 88%	241 89%	201 88%	251 89%	158 87%	32 90%	311 88%	69 90%	61 87%	226 90%	41 85%	38 93%	34 85%	101 84%	198 86%	150 91%	310 90%	131 85%	280 90%	161 86%
My colleagues have been helpful to me.	432 86%	234 86%	198 87%	245 87%	153 84%	34 95%	303 86%	70 91%	59 85%	218 87%	41 86%	38 91%	33 81%	102 85%	195 85%	144 87%	303 87%	129 84%	277 89%	155 83%
My boss is more impatient with me than our younger colleagues.	81 16%	52 19%	29 13%	52 19%	27 15%	2 6%	59 17%	10 13%	12 17%	36 14%	12 25%	6 15%	4 11%	23 19%	43 19%	23 14%	52 15%	29 19%	47 15%	34 18%
My colleagues are more impatient with me than our younger colleagues.	69 14%	40 15%	28 12%	48 17% F	21 11% F	-	49 14%	6 8%	13 19% H	30 12%	11 22%	4 10%	8 20%	16 13%	34 15%	22 13%	46 13%	23 15%	38 12%	31 17%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q845. How much do you agree or disagree with the following statements?
 SUMMARY OF BOTTOM 2 BOX

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
My colleagues are more impatient with me than our younger colleagues.	431 86%	231 85%	200 88%	235 83%	160 89%	36 100% DE	304 86%	71 92% I	56 81%	221 88%	37 78%	37 90%	32 80%	104 87%	195 85%	143 87%	301 87%	131 85%	275 88%	156 83%
My boss is more impatient with me than our younger colleagues.	419 84%	219 81%	200 87%	230 81%	154 85%	34 94%	294 83%	67 87%	58 83%	215 86%	36 75%	35 85%	36 89%	97 81%	186 81%	142 86%	294 85%	124 81%	266 85%	153 82%
My colleagues have been helpful to me.	68 14%	38 14%	30 13%	38 13%	28 16%	2 5%	50 14%	7 9%	11 15%	32 13%	7 14%	4 9%	8 19%	17 15%	35 15%	21 13%	43 13%	25 16%	36 11%	32 17%
My colleagues treat me with the same fairness as other team members.	59 12%	31 11%	28 12%	32 11%	23 13%	4 10%	42 12%	8 10%	9 13%	24 10%	7 15%	3 7%	6 15%	19 16%	32 14%	16 9%	36 10%	23 15%	33 10%	26 14%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q845. How much do you agree or disagree with the following statements?
1. My colleagues are more impatient with me than our younger colleagues

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	69 14%	40 15%	28 12%	48 17% F	21 11% F	-	49 14%	6 8%	13 19% H	30 12%	11 22%	4 10%	8 20%	16 13%	34 15%	22 13%	46 13%	23 15%	38 12%	31 17%
Strongly agree	17 3%	12 5%	5 2%	14 5%	3 2%	-	12 3%	2 2%	3 5%	8 3%	1 2%	2 5%	3 7%	4 3%	9 4%	5 3%	14 4%	3 2%	9 3%	8 4%
Somewhat agree	52 10%	28 10%	24 10%	34 12% F	18 10%	-	37 10%	5 6%	10 15%	22 9%	10 21% JL	2 5%	5 14%	12 10%	26 11%	17 10%	32 9%	20 13%	29 9%	23 12%
BOTTOM 2 BOX (NET)	431 86%	231 85%	200 88%	235 83%	160 89%	36 100% DE	304 86%	71 92% I	56 81%	221 88%	37 78%	37 90%	32 80%	104 87%	195 85%	143 87%	301 87%	131 85%	275 88%	156 83%
Somewhat disagree	159 32%	101 37% C	58 26%	84 30%	66 36%	9 26%	118 33%	26 34%	15 21%	87 35%	15 32%	9 21%	11 26%	37 31%	83 36% P	44 27%	105 30%	55 36%	101 32%	58 31%
Strongly disagree	272 54%	130 48%	142 62% B	151 53%	95 52%	27 74% DE	186 53%	45 58%	41 59%	134 53%	22 45%	29 69% K	21 53%	67 56%	112 49%	99 60% O	196 57%	76 50%	174 56%	98 53%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q845. How much do you agree or disagree with the following statements?
 2. My boss is more impatient with me than our younger colleagues

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	81 16%	52 19%	29 13%	52 19%	27 15%	2 6%	59 17%	10 13%	12 17%	36 14%	12 25%	6 15%	4 11%	23 19%	43 19%	23 14%	52 15%	29 19%	47 15%	34 18%
Strongly agree	17 3%	13 5%	4 2%	11 4%	7 4%	-	14 4%	3 4%	1 1%	8 3%	2 4%	1 3%	-	6 5%	9 4%	4 2%	14 4%	3 2%	12 4%	6 3%
Somewhat agree	64 13%	39 14%	25 11%	42 15%	20 11%	2 6%	46 13%	7 9%	11 16%	27 11%	10 21%	5 13%	4 11%	17 14%	34 15%	19 11%	38 11%	26 17%	35 11%	29 15%
BOTTOM 2 BOX (NET)	419 84%	219 81%	200 87%	230 81%	154 85%	34 94%	294 83%	67 87%	58 83%	215 86%	36 75%	35 85%	36 89%	97 81%	186 81%	142 86%	294 85%	124 81%	266 85%	153 82%
Somewhat disagree	141 28%	83 31%	58 25%	69 24%	62 34% D	10 27%	106 30%	20 27%	14 21%	77 31% L	15 30% L	5 12%	12 30%	33 27%	69 30%	47 29%	93 27%	48 31%	83 27%	58 31%
Strongly disagree	278 56%	136 50%	142 62% B	161 57%	92 51%	24 67%	188 53%	47 61%	43 62%	138 55%	22 45%	30 73% JKN	24 59%	64 54%	117 51%	95 58%	202 58%	76 49%	183 58%	95 51%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q845. How much do you agree or disagree with the following statements?
 3. My colleagues have been helpful to me

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	432 86%	234 86%	198 87%	245 87%	153 84%	34 95%	303 86%	70 91%	59 85%	218 87%	41 86%	38 91%	33 81%	102 85%	195 85%	144 87%	303 87%	129 84%	277 89%	155 83%
Strongly agree	164 33%	86 32%	78 34%	96 34%	54 30%	14 40%	112 32%	28 36%	23 34%	84 33%	11 24%	20 48% KM	8 21%	41 34%	73 32%	54 33%	125 36% R	39 25%	107 34%	56 30%
Somewhat agree	268 54%	148 54%	121 53%	150 53%	99 55%	20 55%	191 54%	42 55%	35 51%	135 54%	30 62%	18 43%	24 60%	62 52%	122 53%	90 55%	178 51%	90 59%	170 54%	99 53%
BOTTOM 2 BOX (NET)	68 14%	38 14%	30 13%	38 13%	28 16%	2 5%	50 14%	7 9%	11 15%	32 13%	7 14%	4 9%	8 19%	17 15%	35 15%	21 13%	43 13%	25 16%	36 11%	32 17%
Somewhat disagree	50 10%	30 11%	20 9%	27 9%	23 13% F	-	40 11%	4 6%	5 8%	25 10%	4 9%	1 2%	7 17% L	12 10%	25 11%	17 10%	31 9%	18 12%	26 8%	23 12%
Strongly disagree	18 4%	8 3%	11 5%	11 4%	5 3%	2 5%	10 3%	3 3%	5 8%	7 3%	2 5%	3 7%	1 2%	5 4%	10 5%	4 3%	12 3%	6 4%	9 3%	9 5%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q845. How much do you agree or disagree with the following statements?
 4. My colleagues treat me with the same fairness as other team members

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	441 88%	241 89%	201 88%	251 89%	158 87%	32 90%	311 88%	69 90%	61 87%	226 90%	41 85%	38 93%	34 85%	101 84%	198 86%	150 91%	310 90%	131 85%	280 90%	161 86%
Strongly agree	219 44%	119 44%	100 44%	131 46%	71 39%	17 48%	153 43%	39 51%	27 38%	117 47%	15 32%	22 54% K	15 36%	50 41%	96 42%	75 45%	169 49% R	50 33%	145 46%	74 40%
Somewhat agree	222 44%	122 45%	100 44%	120 42%	87 48%	15 42%	158 45%	30 39%	34 49%	109 44%	26 53%	16 38%	19 49%	52 43%	102 44%	75 45%	141 41%	81 53% Q	136 43%	86 46%
BOTTOM 2 BOX (NET)	59 12%	31 11%	28 12%	32 11%	23 13%	4 10%	42 12%	8 10%	9 13%	24 10%	7 15%	3 7%	6 15%	19 16%	32 14%	16 9%	36 10%	23 15%	33 10%	26 14%
Somewhat disagree	35 7%	18 7%	17 7%	18 6%	14 8%	3 7%	24 7%	6 8%	5 8%	11 4%	3 7%	1 3%	6 15% J	14 11% J	22 10%	9 5%	19 6%	16 10%	19 6%	16 8%
Strongly disagree	24 5%	12 5%	11 5%	14 5%	9 5%	1 3%	19 5%	2 2%	3 5%	13 5%	4 8%	2 5%	-	5 4%	10 4%	7 4%	17 5%	7 4%	13 4%	11 6%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q900. For each of the following aspects, how prepared do you think you will be to retire?
SUMMARY OF TOP 2 BOX

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Physically (e.g., daily wear and tear/drain on body and mind)	397 79%	219 81%	178 78%	229 81%	142 78%	26 72%	284 80%	60 78%	53 75%	221 88% KMN	29 60%	33 80% K	29 73%	85 71%	167 73%	137 83% O	281 81%	116 76%	257 82% T	139 74%
Emotionally (e.g., losing the social aspects, sense of "doing something useful")	358 72%	205 76% C	153 67%	203 72%	132 73%	23 64%	251 71%	54 70%	53 76%	199 79% KLM	25 52%	26 63%	22 56%	85 71% K	150 65%	124 75% O	253 73%	105 68%	225 72%	133 71%
Financially (i.e., having enough money saved)	300 60%	178 66% C	123 54%	165 59%	115 63%	20 56%	218 62%	46 60%	36 51%	194 78% KLMN	5 11%	22 52% K	19 46% K	61 51% K	106 46%	108 65% O	228 66% R	73 47%	195 62%	105 56%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q900. For each of the following aspects, how prepared do you think you will be to retire?
SUMMARY OF BOTTOM 2 BOX

19 Nov 2018
 Table 27

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Financially (i.e., having enough money saved)	200 40%	93 34%	106 46% B	117 41%	67 37%	16 44%	135 38%	31 40%	34 49%	56 22%	43 89% JLMN	20 48% J	22 54% J	59 49% J	123 54% P	57 35%	119 34%	81 53% Q	117 38%	82 44%
Emotionally (e.g., losing the social aspects, sense of "doing something useful")	142 28%	66 24%	76 33% B	80 28%	49 27%	13 36%	102 29%	23 30%	17 24%	52 21%	23 48% JN	15 37% J	18 44% J	35 29%	79 35% P	41 25%	93 27%	49 32%	87 28%	55 29%
Physically (e.g., daily wear and tear/drain on body and mind)	103 21%	52 19%	51 22%	53 19%	40 22%	10 28%	69 20%	17 22%	17 25%	30 12%	19 40% JL	8 20%	11 27% J	35 29% J	62 27% P	28 17%	66 19%	37 24%	55 18%	48 26% S

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q900. For each of the following aspects, how prepared do you think you will be to retire?
1. Financially (i.e., having enough money saved)

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	300 60%	178 66% C	123 54%	165 59%	115 63%	20 56%	218 62%	46 60%	36 51%	194 78% KLMN	5 11%	22 52% K	19 46% K	61 51% K	106 46%	108 65% O	228 66% R	73 47%	195 62%	105 56%
Very prepared	92 18%	62 23% C	30 13%	46 16%	40 22%	5 15%	64 18%	10 13%	18 26% H	70 28% KMN	2 4%	10 24% KN	3 8%	7 6%	18 8%	30 18% O	71 21%	21 13%	65 21%	27 14%
Somewhat prepared	208 42%	116 43%	92 40%	119 42%	74 41%	15 41%	154 44% I	37 48% I	18 26%	124 50% KL	3 7%	11 28% K	15 38% K	54 45% K	89 39%	78 47%	156 45% R	52 34%	130 42%	78 42%
BOTTOM 2 BOX (NET)	200 40%	93 34%	106 46% B	117 41%	67 37%	16 44%	135 38%	31 40%	34 49%	56 22%	43 89% JLMN	20 48% J	22 54% J	59 49% J	123 54% P	57 35%	119 34%	81 53% Q	117 38%	82 44%
Not very prepared	124 25%	66 24%	58 25%	71 25%	41 22%	12 34%	87 24%	20 26%	17 24%	46 18%	13 27%	11 27%	15 37% J	38 32% J	73 32%	39 24%	79 23%	45 29%	75 24%	49 26%
Not at all prepared	76 15%	27 10%	49 21% B	46 16%	26 14%	4 10%	49 14%	10 13%	17 24% G	10 4% JLMN	30 63% JLMN	9 21% J	7 17% J	20 17% J	51 22% P	18 11%	40 11%	36 24% Q	42 14%	34 18%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

**Q900. For each of the following aspects, how prepared do you think you will be to retire?
 2. Physically (e.g., daily wear and tear/drain on body and mind)**

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	397 79%	219 81%	178 78%	229 81%	142 78%	26 72%	284 80%	60 78%	53 75%	221 88% KMN	29 60%	33 80% K	29 73%	85 71%	167 73%	137 83% O	281 81%	116 76%	257 82% T	139 74%
Very prepared	142 28%	75 28%	68 30%	83 29% F	57 32% F	2 5%	98 28%	23 30%	22 31%	75 30% M	15 30%	12 30%	6 14%	35 29%	59 26%	52 32%	100 29%	43 28%	95 30%	47 25%
Somewhat prepared	254 51%	144 53%	110 48%	146 52%	84 46%	24 67% E	187 53%	37 48%	31 44%	146 58% KN	14 29%	21 50% K	24 59% K	50 42%	108 47%	85 51%	181 52%	74 48%	162 52%	92 49%
BOTTOM 2 BOX (NET)	103 21%	52 19%	51 22%	53 19%	40 22%	10 28%	69 20%	17 22%	17 25%	30 12%	19 40% JL	8 20%	11 27% J	35 29% J	62 27% P	28 17%	66 19%	37 24%	55 18%	48 26% S
Not very prepared	70 14%	39 14%	31 13%	37 13%	29 16%	4 12%	48 14%	11 15%	11 15%	22 9%	9 19% J	3 7%	7 17%	29 24% JL	42 18%	20 12%	48 14%	22 14%	39 13%	31 16%
Not at all prepared	33 7%	13 5%	20 9%	16 6%	11 6%	6 16% D	21 6%	6 7%	6 9%	7 3%	10 21% JN	5 12% J	4 11% J	6 5%	20 9%	8 5%	18 5%	15 10%	16 5%	17 9%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q900. For each of the following aspects, how prepared do you think you will be to retire?
3. Emotionally (e.g., losing the social aspects, sense of "doing something useful")

19 Nov 2018
 Table 30

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	358 72%	205 76% C	153 67%	203 72%	132 73%	23 64%	251 71%	54 70%	53 76%	199 79% KLM	25 52%	26 63%	22 56%	85 71% K	150 65%	124 75% O	253 73%	105 68%	225 72%	133 71%
Very prepared	133 27%	74 27%	59 26%	83 29%	44 24%	6 16%	87 25%	21 27%	25 36%	70 28% M	13 27% M	11 26%	4 9%	35 30% M	62 27%	42 26%	87 25%	46 30%	88 28%	45 24%
Somewhat prepared	225 45%	131 48%	94 41%	120 42%	88 49%	17 48%	164 46%	33 43%	28 40%	129 52% K	12 25%	15 37%	19 46% K	50 42% K	88 38%	82 50% O	166 48% R	59 38%	137 44%	87 47%
BOTTOM 2 BOX (NET)	142 28%	66 24%	76 33% B	80 28%	49 27%	13 36%	102 29%	23 30%	17 24%	52 21%	23 48% JN	15 37% J	18 44% J	35 29%	79 35% P	41 25%	93 27%	49 32%	87 28%	55 29%
Not very prepared	107 21%	54 20%	53 23%	58 20%	40 22%	9 26%	78 22%	16 20%	13 19%	44 18%	12 25%	10 24%	12 29%	30 25%	60 26%	31 19%	73 21%	34 22%	68 22%	38 21%
Not at all prepared	35 7%	13 5%	22 10% B	22 8%	9 5%	4 10%	24 7%	8 10%	4 5%	7 3%	11 23% JN	5 12% J	6 15% JN	5 4%	19 8%	10 6%	20 6%	15 10%	19 6%	16 9%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q906. Which of the following would be included in your ideal retirement? Please select all that apply.

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
ANY (NET)	471 94%	259 96%	212 93%	266 94%	171 94%	35 97%	334 95%	71 92%	66 95%	244 98% LN	46 95%	35 85%	39 98%	107 89%	210 92%	156 94%	332 96% R	139 91%	296 95%	175 94%
Travelling	379 76%	212 78%	167 73%	217 77%	133 73%	29 81%	273 77%	52 68%	54 78%	207 83% KLN	29 61%	25 60%	31 77%	87 72%	149 65%	134 81% O	278 80% R	101 66%	237 76%	142 76%
Spending time with family and friends	335 67%	173 64%	163 71%	185 66%	125 69%	25 71%	234 66%	56 72%	46 66%	175 70%	30 62%	27 64%	25 62%	79 66%	142 62%	115 70%	242 70%	94 61%	216 69%	119 64%
Volunteering/community service	223 45%	99 37%	123 54% B	123 44%	82 45%	18 50%	156 44%	34 45%	32 47%	118 47%	20 41%	17 42%	16 40%	52 43%	98 43%	68 41%	160 46%	63 41%	134 43%	88 47%
WORKING (NET)	128 26%	76 28%	52 23%	75 26% F	50 28% F	3 9%	89 25%	18 24%	20 29%	58 23%	20 42% JN	11 28%	11 27%	28 23%	69 30% P	32 19%	96 28%	32 21%	75 24%	53 28%
Getting another job	94 19%	54 20%	40 17%	55 20%	36 20%	2 6%	66 19%	14 18%	14 20%	44 18%	16 34% JMN	10 25%	6 14%	17 14%	52 23% P	20 12%	67 19%	27 17%	53 17%	41 22%
Starting a business	50 10%	31 12%	18 8%	33 12%	16 9%	1 3%	34 10%	6 8%	10 14%	19 8%	7 14%	3 8%	6 16%	15 12%	24 11%	15 9%	39 11%	11 7%	30 10%	19 10%
Providing care for my grandchildren	114 23%	50 19%	64 28% B	66 23%	36 20%	12 32%	80 23%	19 25%	15 21%	57 23%	10 21%	12 28%	9 22%	26 22%	53 23%	32 19%	80 23%	34 22%	71 23%	43 23%
Furthering my education/going back to school	53 11%	30 11%	22 10%	32 11%	16 9%	5 13%	33 9%	7 10%	12 17%	24 9%	7 15%	8 18% N	6 14%	9 7%	27 12%	10 6%	39 11%	14 9%	35 11%	18 9%
Public service (e.g., run for office)	11 2%	9 3%	2 1%	4 1%	7 4%	-	9 3%	-	2 2%	5 2%	1 1%	1 3%	3 8% JN	1 1%	6 2%	3 2%	9 3%	2 1%	5 2%	5 3%
Something else (please specify)	35 7%	19 7%	16 7%	19 7%	17 9%	-	25 7%	4 5%	6 9%	21 8%	4 7%	2 5%	1 3%	8 7%	11 5%	14 8%	25 7%	10 7%	20 6%	15 8%
Not sure	29 6%	12 4%	17 7%	17 6%	11 6%	1 3%	19 5%	6 8%	3 5%	6 2%	3 5%	6 15% J	1 2%	13 11% J	19 8%	9 6%	14 4%	14 9% Q	17 5%	12 6%
Sigma	1323 265%	691 255%	632 276%	752 266%	478 264%	93 258%	929 263%	199 259%	195 279%	676 270%	126 261%	111 269%	103 257%	306 255%	582 254%	422 255%	952 275%	371 242%	819 262%	503 269%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q905. And now, which of the following do you expect to actually do in retirement? Please select all that apply.

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
ANY (NET)	458 92%	252 93%	206 90%	260 92%	163 90%	35 97%	324 92%	69 90%	64 93%	243 97%	39 80%	36 88%	38 94%	102 85%	202 88%	152 92%	325 94%	133 87%	285 91%	173 92%
Spend time with family and friends	322 64%	169 62%	154 67%	183 65%	115 63%	25 69%	231 65%	48 62%	43 62%	178 71%	19 40%	25 60%	27 67%	74 61%	135 59%	111 67%	239 69%	84 54%	207 66%	116 62%
Travel	317 63%	188 69%	129 56%	178 63%	115 64%	23 65%	224 63%	43 56%	49 71%	189 75%	12 24%	21 51%	29 72%	67 56%	114 50%	114 69%	237 69%	79 52%	199 64%	118 63%
Volunteer/community service	193 39%	83 31%	110 48%	107 38%	73 40%	13 35%	136 38%	31 40%	26 38%	104 41%	13 28%	15 37%	15 39%	45 37%	86 38%	58 35%	142 41%	51 33%	117 37%	75 40%
WORKING (NET)	123 25%	67 25%	56 25%	76 27%	45 25%	2 6%	85 24%	17 22%	22 31%	53 21%	23 47%	11 27%	10 24%	27 22%	67 29%	34 20%	85 24%	38 25%	67 21%	56 30%
Get another job	101 20%	54 20%	47 21%	61 22%	39 22%	1 3%	73 21%	14 18%	15 21%	42 17%	23 47%	9 22%	7 18%	20 17%	55 24%	29 18%	68 20%	34 22%	52 17%	49 26%
Start a business	34 7%	20 7%	14 6%	20 7%	12 7%	1 3%	21 6%	3 4%	10 14%	13 5%	3 6%	3 7%	5 12%	10 8%	18 8%	9 5%	26 7%	8 5%	20 7%	13 7%
Providing care for my grandchildren	111 22%	54 20%	57 25%	60 21%	38 21%	14 38%	80 23%	17 22%	14 20%	58 23%	8 16%	12 28%	8 20%	25 21%	50 22%	34 20%	86 25%	25 17%	67 22%	44 23%
Further my education/ go back to school	35 7%	19 7%	15 7%	19 7%	10 5%	7 18%	20 6%	6 8%	8 12%	15 6%	5 10%	6 15%	1 2%	8 6%	16 7%	6 4%	25 7%	10 7%	21 7%	14 8%
Public service (e.g., run for office)	5 1%	4 2%	1 *	1 *	4 2%	-	4 1%	-	1 2%	3 1%	-	-	2 5%	-	2 1%	2 1%	4 1%	1 1%	3 1%	2 1%
Something else (please specify)	44 9%	23 8%	22 10%	21 8%	20 11%	3 9%	33 9%	5 6%	7 10%	26 10%	5 11%	2 4%	3 8%	8 7%	17 8%	16 9%	30 9%	14 9%	24 8%	21 11%
Not sure	42 8%	19 7%	23 10%	23 8%	19 10%	1 3%	30 8%	8 10%	5 7%	7 3%	9 20%	5 12%	2 6%	18 15%	28 12%	14 8%	22 6%	20 13%	28 9%	14 8%
Sigma	1205 241%	633 233%	572 250%	674 238%	444 245%	87 243%	852 241%	175 228%	179 256%	636 254%	97 201%	98 237%	99 248%	275 229%	523 228%	391 237%	879 254%	326 213%	738 236%	467 249%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

**Q1000. How well does your current employer understand the following?
 SUMMARY OF TOP 2 BOX**

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	**	232	34*	24**	33*	107	200	143	313	118	272	159
The role I perform at my company	355 82%	193 85%	161 80%	207 82%	125 83%	22 84%	287 81%	68 88%	-	191 82%	29 84%	20 82%	29 89%	86 81%	166 83%	116 82%	261 84%	94 79%	248 91% T	107 67%
The amount of knowledge/experience I possess in my role	330 77%	179 79%	151 74%	196 77%	112 74%	22 85%	264 75%	65 85% G	-	182 78%	25 74%	19 77%	26 78%	78 74%	158 79%	109 77%	242 77%	88 75%	235 86% T	95 60%
What will be needed to perform my role when I retire	302 70%	158 69%	144 71%	178 70%	105 70%	18 70%	241 68%	61 79% G	-	161 69%	20 59%	20 82%	24 72%	76 72%	141 71%	102 71%	217 69%	85 72%	227 84% T	75 47%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1000. How well does your current employer understand the following?
SUMMARY OF BOTTOM 2 BOX

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	**	232	34*	24**	33*	107	200	143	313	118	272	159
What will be needed to perform my role when I retire	129 30%	70 31%	59 29%	76 30%	45 30%	8 30%	113 32% H	16 21%	-	71 31%	14 41%	4 18%	9 28%	30 28%	59 29%	41 29%	95 31%	33 28%	45 16%	84 53% S
The amount of knowledge/experience I possess in my role	100 23%	49 21%	52 26%	58 23%	38 26%	4 15%	89 25% H	12 15%	-	51 22%	9 26%	6 23%	7 22%	28 26%	42 21%	33 23%	71 23%	30 25%	37 14%	63 40% S
The role I perform at my company	76 18%	35 15%	41 20%	47 18%	25 17%	4 16%	67 19%	9 12%	-	42 18%	5 16%	4 18%	4 11%	20 19%	34 17%	26 18%	51 16%	24 21%	24 9%	52 33% S

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1000. How well does your current employer understand the following?
1. The role I perform at my company

Base: Employed Full/Part Times

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	**	232	34*	24**	33*	107	200	143	313	118	272	159
TOP 2 BOX (NET)	355 82%	193 85%	161 80%	207 82%	125 83%	22 84%	287 81%	68 88%	-	191 82%	29 84%	20 82%	29 89%	86 81%	166 83%	116 82%	261 84%	94 79%	248 91%	107 67%
Very well	165 38%	84 37%	80 40%	96 38%	56 37%	12 46%	125 35%	40 52% G	-	92 40%	16 46%	10 42%	13 39%	34 32%	81 41%	52 37%	126 40%	39 33%	120 44% T	44 28%
Somewhat well	190 44%	109 48%	81 40%	111 44%	69 46%	10 38%	162 46%	28 37%	-	98 42%	13 38%	10 40%	17 50%	52 49%	85 42%	64 45%	135 43%	55 46%	128 47%	62 39%
BOTTOM 2 BOX (NET)	76 18%	35 15%	41 20%	47 18%	25 17%	4 16%	67 19%	9 12%	-	42 18%	5 16%	4 18%	4 11%	20 19%	34 17%	26 18%	51 16%	24 21%	24 9%	52 33% S
Not very well	59 14%	30 13%	29 14%	37 15%	20 13%	2 8%	52 15%	7 9%	-	35 15% M	5 16%	3 13%	1 2%	14 14%	25 13%	18 13%	41 13%	18 15%	20 7%	39 25% S
Not well at all	17 4%	5 2%	12 6%	10 4%	5 3%	2 8%	15 4%	2 2%	-	7 3%	-	1 4%	3 8%	6 6%	9 4%	8 6%	10 3%	6 5%	4 1%	13 8% S
Sigma	430 100%	228 100%	202 100%	254 100%	150 100%	26 100%	353 100%	77 100%	-	232 100%	34 100%	24 100%	33 100%	107 100%	200 100%	143 100%	313 100%	118 100%	272 100%	159 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1000. How well does your current employer understand the following?
2. The amount of knowledge/experience I possess in my role

Base: Employed Full/Part Times

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	-**	232	34*	24**	33*	107	200	143	313	118	272	159
TOP 2 BOX (NET)	330 77%	179 79%	151 74%	196 77%	112 74%	22 85%	264 75%	65 85% G	-	182 78%	25 74%	19 77%	26 78%	78 74%	158 79%	109 77%	242 77%	88 75%	235 86% T	95 60%
Very well	160 37%	79 35%	81 40%	93 36%	53 35%	15 55%	124 35%	36 47% G	-	94 40% N	14 40%	9 35%	13 41%	31 29%	75 38%	53 37%	121 39%	39 33%	114 42% T	46 29%
Somewhat well	170 39%	101 44% C	69 34%	103 41%	59 39%	8 30%	140 40%	29 38%	-	88 38%	12 34%	10 42%	12 37%	48 45%	83 42%	56 39%	121 39%	49 42%	121 44% T	49 31%
BOTTOM 2 BOX (NET)	100 23%	49 21%	52 26%	58 23%	38 26%	4 15%	89 25% H	12 15%	-	51 22%	9 26%	6 23%	7 22%	28 26%	42 21%	33 23%	71 23%	30 25%	37 14%	63 40% S
Not very well	74 17%	41 18%	33 16%	41 16%	31 20%	2 8%	65 19%	9 11%	-	39 17%	8 23%	3 14%	5 16%	19 18%	31 16%	22 16%	54 17%	20 17%	34 12%	40 25% S
Not well at all	26 6%	7 3%	19 9% B	17 7%	8 5%	2 7%	24 7%	3 4%	-	12 5%	1 3%	2 9%	2 6%	9 9%	11 5%	11 8%	17 5%	9 8%	3 1%	23 15% S
Sigma	430 100%	228 100%	202 100%	254 100%	150 100%	26 100%	353 100%	77 100%	-	232 100%	34 100%	24 100%	33 100%	107 100%	200 100%	143 100%	313 100%	118 100%	272 100%	159 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1000. How well does your current employer understand the following?
3. What will be needed to perform my role when I retire

Base: Employed Full/Part Times

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	-**	232	34*	24**	33*	107	200	143	313	118	272	159
TOP 2 BOX (NET)	302 70%	158 69%	144 71%	178 70%	105 70%	18 70%	241 68%	61 79% G	-	161 69%	20 59%	20 82%	24 72%	76 72%	141 71%	102 71%	217 69%	85 72%	227 84% T	75 47%
Very well	111 26%	62 27%	49 24%	58 23%	43 29%	10 38%	85 24%	26 34%	-	60 26%	11 33%	6 24%	10 30%	24 23%	46 23%	33 23%	84 27%	27 23%	90 33% T	21 13%
Somewhat well	191 44%	96 42%	95 47%	120 47%	62 41%	8 32%	156 44%	35 45%	-	101 44%	9 27%	14 59%	14 43%	52 49% K	95 47%	68 48%	133 43%	58 49%	137 51% T	53 34%
BOTTOM 2 BOX (NET)	129 30%	70 31%	59 29%	76 30%	45 30%	8 30%	113 32% H	16 21%	-	71 31%	14 41%	4 18%	9 28%	30 28%	59 29%	41 29%	95 31%	33 28%	45 16%	84 53% S
Not very well	97 23%	54 24%	44 22%	57 22%	35 23%	6 22%	85 24%	13 17%	-	54 23%	12 34%	3 13%	7 22%	21 19%	43 22%	31 22%	77 25%	20 17%	36 13%	61 39% S
Not well at all	31 7%	16 7%	15 7%	19 7%	10 7%	2 8%	28 8%	3 4%	-	17 7%	2 6%	1 4%	2 6%	10 9%	15 8%	10 7%	18 6%	13 11%	8 3%	23 14% S
Sigma	430 100%	228 100%	202 100%	254 100%	150 100%	26 100%	353 100%	77 100%	-	232 100%	34 100%	24 100%	33 100%	107 100%	200 100%	143 100%	313 100%	118 100%	272 100%	159 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1005. How valuable do you believe your employer thinks each of the following are to the company?

SUMMARY OF TOP 2 BOX

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	**	232	34*	24**	33*	107	200	143	313	118	272	159
My knowledge and experience	366 85%	193 85%	173 86%	217 85%	126 84%	23 89%	300 85%	66 86%	-	202 87%	28 83%	18 73%	28 85%	91 85%	166 83%	123 86%	274 88% R	93 79%	242 89% T	124 78%
Training younger generations how to do my role properly	329 76%	173 76%	156 77%	194 76%	114 76%	21 79%	269 76%	60 78%	-	183 79% K	21 62%	15 60%	26 80%	84 78%	151 76%	108 76%	246 79%	83 71%	223 82% T	106 67%
Documentation of the processes needed to do my job	325 75%	165 72%	160 79%	193 76%	110 74%	21 80%	268 76%	57 74%	-	175 75%	23 68%	17 68%	25 76%	85 80%	147 74%	108 76%	246 79% R	79 67%	218 80% T	106 67%
Getting advice from employees who have 'lived' through changes in the organization (e.g., process change, turnover)	291 68%	153 67%	138 68%	173 68%	97 65%	21 78%	237 67%	54 70%	-	157 67%	22 66%	16 65%	24 71%	72 68%	130 65%	101 71%	220 70%	71 60%	206 76% T	85 53%
Former employees who are now retired	240 56%	116 51%	123 61% B	143 56%	81 54%	16 59%	189 54%	51 66% G	-	129 56%	17 51%	14 57%	17 52%	62 58%	111 56%	77 54%	185 59% R	54 46%	164 60% T	76 48%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1005. How valuable do you believe your employer thinks each of the following are to the company?
 SUMMARY OF BOTTOM 2 BOX

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	**	232	34*	24**	33*	107	200	143	313	118	272	159
Former employees who are now retired	191 44%	112 49% C	79 39%	111 44%	69 46%	11 41%	164 46% H	26 34%	-	103 44%	17 49%	10 43%	16 48%	45 42%	89 44%	65 46%	127 41%	64 54% Q	108 40%	83 52% S
Getting advice from employees who have "lived" through changes in the organization (e.g., process change, turnover)	139 32%	75 33%	64 32%	81 32%	53 35%	6 22%	116 33%	23 30%	-	76 33%	12 34%	8 35%	9 29%	34 32%	70 35%	42 29%	93 30%	47 40%	65 24%	74 47% S
Documentation of the processes needed to do my job	106 25%	63 28%	42 21%	61 24%	40 26%	5 20%	86 24%	20 26%	-	57 25%	11 32%	8 32%	8 24%	21 20%	52 26%	35 24%	67 21%	39 33% Q	53 20%	52 33% S
Training younger generations how to do my role properly	101 24%	55 24%	47 23%	60 24%	36 24%	6 21%	85 24%	17 22%	-	49 21%	13 38% J	10 40%	7 20%	23 22%	48 24%	34 24%	67 21%	35 29%	49 18%	52 33% S
My knowledge and experience	64 15%	35 15%	29 14%	37 15%	24 16%	3 11%	54 15%	11 14%	-	31 13%	6 17%	7 27%	5 15%	16 15%	34 17%	20 14%	39 12%	25 21% Q	30 11%	34 22% S

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1005. How valuable do you believe your employer thinks each of the following are to the company?
 1. My knowledge and experience

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	**	232	34*	24**	33*	107	200	143	313	118	272	159
TOP 2 BOX (NET)	366 85%	193 85%	173 86%	217 85%	126 84%	23 89%	300 85%	66 86%	-	202 87%	28 83%	18 73%	28 85%	91 85%	166 83%	123 86%	274 88% R	93 79%	242 89% T	124 78%
Very valuable	162 38%	74 33%	87 43% B	96 38%	57 38%	9 33%	130 37%	31 41%	-	92 39%	11 33%	11 43%	11 34%	37 35%	72 36%	59 42%	125 40%	36 31%	107 39%	55 35%
Somewhat valuable	205 48%	119 52%	86 42%	120 47%	69 46%	15 56%	170 48%	35 46%	-	110 47%	17 50%	7 29%	17 51%	54 50%	94 47%	63 44%	148 47%	56 48%	135 50%	70 44%
BOTTOM 2 BOX (NET)	64 15%	35 15%	29 14%	37 15%	24 16%	3 11%	54 15%	11 14%	-	31 13%	6 17%	7 27%	5 15%	16 15%	34 17%	20 14%	39 12%	25 21% Q	30 11%	34 22% S
Not very valuable	47 11%	29 13%	18 9%	24 9%	21 14%	2 9%	39 11%	9 12%	-	24 10%	6 17%	2 9%	3 10%	13 12%	26 13%	12 9%	29 9%	18 15%	24 9%	23 15%
Not valuable at all	17 4%	6 3%	11 5%	13 5%	3 2%	1 3%	15 4%	2 2%	-	7 3%	-	4 18%	2 6%	3 3%	7 4%	7 5%	10 3%	7 6%	5 2%	11 7% S
Sigma	430 100%	228 100%	202 100%	254 100%	150 100%	26 100%	353 100%	77 100%	-	232 100%	34 100%	24 100%	33 100%	107 100%	200 100%	143 100%	313 100%	118 100%	272 100%	159 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1005. How valuable do you believe your employer thinks each of the following are to the company?
 2. Training younger generations to do my role properly

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	**	232	34*	24**	33*	107	200	143	313	118	272	159
TOP 2 BOX (NET)	329 76%	173 76%	156 77%	194 76%	114 76%	21 79%	269 76%	60 78%	-	183 79% K	21 62%	15 60%	26 80%	84 78%	151 76%	108 76%	246 79%	83 71%	223 82% T	106 67%
Very valuable	118 27%	50 22%	68 34% B	58 23%	49 33% D	11 41%	91 26%	27 35%	-	67 29%	7 20%	7 28%	9 27%	29 27%	52 26%	40 28%	97 31% R	21 18%	83 31%	35 22%
Somewhat valuable	211 49%	123 54% C	88 43%	136 54%	65 43%	10 38%	177 50%	34 44%	-	116 50%	14 43%	8 32%	18 53%	55 52%	99 50%	68 48%	149 48%	62 53%	140 51%	71 45%
BOTTOM 2 BOX (NET)	101 24%	55 24%	47 23%	60 24%	36 24%	6 21%	85 24%	17 22%	-	49 21%	13 38% J	10 40%	7 20%	23 22%	48 24%	34 24%	67 21%	35 29%	49 18%	52 33% S
Not very valuable	83 19%	48 21%	35 17%	48 19%	30 20%	5 18%	71 20%	12 16%	-	43 19%	11 33% MN	7 31%	4 11%	18 16%	39 19%	27 19%	57 18%	27 23%	45 16%	39 24%
Not valuable at all	18 4%	7 3%	11 6%	12 5%	5 3%	1 3%	14 4%	4 6%	-	6 3%	2 4%	2 9%	3 8%	5 5%	10 5%	7 5%	10 3%	8 7%	4 2%	14 9% S
Sigma	430 100%	228 100%	202 100%	254 100%	150 100%	26 100%	353 100%	77 100%	-	232 100%	34 100%	24 100%	33 100%	107 100%	200 100%	143 100%	313 100%	118 100%	272 100%	159 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1005. How valuable do you believe your employer thinks each of the following are to the company?

3. Getting advice from employees who have 'lived' through changes in the organization (e.g., process change, turnover)

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	-**	232	34*	24**	33*	107	200	143	313	118	272	159
TOP 2 BOX (NET)	291 68%	153 67%	138 68%	173 68%	97 65%	21 78%	237 67%	54 70%	-	157 67%	22 66%	16 65%	24 71%	72 68%	130 65%	101 71%	220 70%	71 60%	206 76%	85 53%
Very valuable	82 19%	36 16%	47 23%	47 19%	29 19%	7 25%	65 18%	18 23%	-	40 17%	9 26%	5 21%	8 23%	21 19%	42 21%	25 17%	67 21%	16 13%	62 23%	20 13%
Somewhat valuable	209 48%	117 51%	92 45%	126 50%	69 46%	14 53%	173 49%	36 47%	-	117 50%	14 40%	11 44%	16 48%	52 48%	87 44%	76 54%	153 49%	56 47%	144 53%	65 41%
BOTTOM 2 BOX (NET)	139 32%	75 33%	64 32%	81 32%	53 35%	6 22%	116 33%	23 30%	-	76 33%	12 34%	8 35%	9 29%	34 32%	70 35%	42 29%	93 30%	47 40%	65 24%	74 47%
Not very valuable	105 24%	56 24%	49 24%	61 24%	39 26%	5 19%	84 24%	21 27%	-	59 26%	11 32%	3 12%	4 11%	28 27%	55 28%	26 18%	71 23%	34 29%	51 19%	54 34%
Not valuable at all	34 8%	20 9%	15 7%	20 8%	14 9%	1 3%	32 9%	3 3%	-	16 7%	1 2%	6 23%	6 18%	5 5%	15 7%	15 11%	22 7%	12 10%	15 5%	20 12%
Sigma	430 100%	228 100%	202 100%	254 100%	150 100%	26 100%	353 100%	77 100%	-	232 100%	34 100%	24 100%	33 100%	107 100%	200 100%	143 100%	313 100%	118 100%	272 100%	159 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1005. How valuable do you believe your employer thinks each of the following are to the company?
 4. Documentation of the processes needed to do my job

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	-**	232	34*	24**	33*	107	200	143	313	118	272	159
TOP 2 BOX (NET)	325 75%	165 72%	160 79%	193 76%	110 74%	21 80%	268 76%	57 74%	-	175 75%	23 68%	17 68%	25 76%	85 80%	147 74%	108 76%	246 79% R	79 67%	218 80% T	106 67%
Very valuable	114 27%	49 22%	65 32% B	64 25%	44 29%	6 24%	96 27%	18 24%	-	64 28%	8 23%	7 29%	7 22%	28 26%	47 23%	43 30%	94 30% R	20 17%	84 31% T	30 19%
Somewhat valuable	210 49%	115 51%	95 47%	129 51%	67 44%	15 56%	172 49%	38 50%	-	111 48%	15 45%	10 39%	18 54%	57 54%	101 50%	65 46%	151 48%	59 50%	134 49%	76 48%
BOTTOM 2 BOX (NET)	106 25%	63 28%	42 21%	61 24%	40 26%	5 20%	86 24%	20 26%	-	57 25%	11 32%	8 32%	8 24%	21 20%	52 26%	35 24%	67 21%	39 33% Q	53 20%	52 33% S
Not very valuable	80 19%	49 22%	31 15%	44 18%	31 21%	4 17%	64 18%	16 20%	-	46 20%	8 24%	6 23%	4 13%	16 15%	40 20%	23 16%	48 15%	32 27% Q	47 17%	33 21%
Not valuable at all	26 6%	14 6%	12 6%	16 6%	9 6%	1 3%	21 6%	4 6%	-	12 5%	3 8%	2 9%	4 12%	5 5%	12 6%	12 8%	19 6%	7 6%	6 2%	20 12% S
Sigma	430 100%	228 100%	202 100%	254 100%	150 100%	26 100%	353 100%	77 100%	-	232 100%	34 100%	24 100%	33 100%	107 100%	200 100%	143 100%	313 100%	118 100%	272 100%	159 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1005. How valuable do you believe your employer thinks each of the following are to the company?
 5. Former employees who are now retired

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	**	232	34*	24**	33*	107	200	143	313	118	272	159
TOP 2 BOX (NET)	240 56%	116 51%	123 61% B	143 56%	81 54%	16 59%	189 54%	51 66% G	-	129 56%	17 51%	14 57%	17 52%	62 58%	111 56%	77 54%	185 59% R	54 46%	164 60% T	76 48%
Very valuable	59 14%	22 10%	36 18% B	30 12%	25 17%	4 14%	45 13%	14 18%	-	28 12%	4 12%	2 9%	4 13%	20 19%	33 17%	15 11%	43 14%	16 13%	44 16% T	14 9%
Somewhat valuable	181 42%	94 41%	87 43%	113 45%	56 37%	12 45%	145 41%	37 48%	-	101 44%	13 39%	12 48%	13 40%	42 39%	78 39%	62 43%	143 46% R	39 33%	119 44%	62 39%
BOTTOM 2 BOX (NET)	191 44%	112 49% C	79 39%	111 44%	69 46%	11 41%	164 46% H	26 34%	-	103 44%	17 49%	10 43%	16 48%	45 42%	89 44%	65 46%	127 41%	64 54% Q	108 40%	83 52% S
Not very valuable	132 31%	82 36% C	50 25%	75 30%	48 32%	8 32%	113 32%	19 25%	-	79 34%	8 24%	3 12%	10 29%	33 31%	61 30%	44 31%	88 28%	44 37%	81 30%	51 32%
Not valuable at all	59 14%	30 13%	29 14%	35 14%	21 14%	2 9%	51 15%	7 9%	-	24 11%	9 26% JN	7 31%	6 18%	12 11%	28 14%	21 15%	39 13%	19 16%	27 10%	31 20% S
Sigma	430 100%	228 100%	202 100%	254 100%	150 100%	26 100%	353 100%	77 100%	-	232 100%	34 100%	24 100%	33 100%	107 100%	200 100%	143 100%	313 100%	118 100%	272 100%	159 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1020. What information would you need to teach/share with younger workers in order to prepare them for your role? Please select all that apply.

19 Nov 2018
 Table 45

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
ANY (NET)	441 88%	244 90%	197 86%	252 89%	154 85%	36 100% DE	326 92% HI	65 85%	50 72%	234 93% KLN	39 82%	33 81%	34 84%	101 85%	197 86%	147 89%	333 96% R	109 71%	272 87%	169 90%
What potential problems might arise	314 63%	171 63%	143 62%	175 62%	112 62%	27 75%	234 66% I	44 57%	35 50%	164 65%	32 66%	25 59%	26 64%	68 56%	137 60%	105 63%	251 72% R	63 41%	184 59%	130 69% S
How to troubleshoot/look for issues	299 60%	163 60%	136 60%	165 58%	106 59%	28 78% DE	220 62% I	47 61%	33 47%	156 62%	29 60%	25 61%	22 55%	67 56%	134 58%	103 62%	234 67% R	65 43%	179 57%	120 64%
What steps are involved in my processes	283 57%	147 54%	136 60%	161 57%	97 54%	25 68%	216 61% I	41 54%	26 37%	145 58%	29 60%	23 55%	24 60%	62 52%	129 56%	90 54%	221 64% R	62 41%	164 53%	119 63% S
Where to find information/inputs	253 51%	128 47%	125 55%	135 48%	92 51%	27 74% DE	197 56% I	36 47% I	21 30%	143 57% KL	19 39%	15 37%	19 48%	57 47%	107 47%	88 53%	203 59% R	51 33%	155 50%	98 53%
Who else is involved in the process/who to contact	233 47%	111 41%	123 54% B	127 45%	87 48%	20 55%	177 50% I	35 46% I	21 30%	129 52%	20 41%	18 43%	14 36%	52 43%	98 43%	83 50%	190 55% R	44 28%	141 45%	92 49%
How what I do affects the rest of the larger process	225 45%	117 43%	108 47%	122 43%	84 46%	19 54%	173 49% I	31 40%	22 31%	112 45%	22 46%	25 59% M	14 35%	52 44%	103 45%	74 45%	183 53% R	42 28%	130 42%	95 51% S
How long each part of the job should take	196 39%	104 38%	93 40%	113 40%	63 35%	20 56% E	147 41% I	36 47% I	13 19%	100 40%	18 37%	16 38%	16 39%	48 40%	93 41%	71 43%	149 43% R	48 31%	121 39%	75 40%
How to check outputs/handoffs	119 24%	73 27%	46 20%	68 24%	38 21%	13 36%	96 27% H	12 16%	11 16%	64 26%	9 19%	8 20%	11 28%	26 22%	46 20%	45 28%	101 29% R	18 12%	70 22%	48 26%
Other (please specify)	9 2%	5 2%	5 2%	6 2%	4 2%	-	4 1%	-	6 8% GH	2 1%	3 6% J	1 3%	-	3 2%	4 2%	5 3%	4 1%	5 3%	5 2%	4 2%
Nothing	59 12%	27 10%	32 14%	31 11% F	27 15% F	-	27 8%	12 15% G	20 28% G	17 7%	9 18% J	8 19% J	6 16%	19 15% J	33 14%	18 11%	14 4%	45 29% Q	41 13%	18 10%
Sigma	1991 398%	1045 385%	946 414%	1102 390%	710 392%	178 497%	1490 421%	295 383%	206 296%	1033 412%	189 392%	163 394%	153 382%	453 378%	884 385%	682 412%	1549 447%	442 288%	1191 381%	800 427%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1010. Approximately, what percent of knowledge needed to perform your job responsibilities have you shared with those who will need to have this information after you retire?

19 Nov 2018
 Table 46

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	199 40%	115 43%	84 37%	98 35%	82 45% D	20 55% D	134 38%	38 49% G	27 39%	103 41% K	12 24%	17 40%	20 49% K	49 41% K	89 39%	65 40%	150 43% R	49 32%	140 45% T	59 32%
All of it	72 14%	43 16%	28 12%	33 12%	32 18%	7 20%	38 11%	19 25% G	15 21% G	32 13%	4 7%	10 25% JK	6 15%	20 16%	34 15%	24 15%	50 14%	22 14%	55 18% T	17 9%
More than half	128 26%	72 27%	56 24%	65 23%	50 28%	12 35%	96 27%	19 24%	13 18%	70 28%	8 17%	6 15%	14 34%	29 24%	55 24%	41 25%	101 29% R	27 18%	85 27%	43 23%
About half	109 22%	65 24%	44 19%	66 23%	37 20%	6 16%	88 25% H	9 11%	11 16%	63 25% L	9 18%	4 10%	7 18%	25 21%	47 20%	40 24%	80 23%	28 18%	66 21%	43 23%
BOTTOM 2 BOX (NET)	192 38%	91 34%	101 44% B	119 42%	62 34%	11 30%	131 37%	30 39%	31 44%	84 34%	28 58% JMN	21 50% J	13 33%	46 38%	94 41%	60 36%	116 33%	76 50% Q	107 34%	85 45% S
Less than half	94 19%	49 18%	45 20%	57 20%	31 17%	7 18%	75 21% I	12 16%	7 10%	44 17%	14 30%	7 17%	5 13%	24 20%	39 17%	32 19%	74 21% R	20 13%	53 17%	41 22%
None	98 20%	42 15%	56 24% B	62 22%	31 17%	4 11%	56 16%	18 23%	24 34% G	41 16%	14 29% J	14 33% J	8 20%	22 18%	54 24%	28 17%	41 12%	56 37% Q	54 17%	44 23%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?
 SUMMARY OF TOP 2 BOX

19 Nov 2018
 Table 47

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
I am willing to be a mentor to the next generation of workers.	408 82%	228 84%	180 79%	228 80%	149 82%	31 87%	289 82%	63 81%	56 80%	200 80%	39 81%	35 85%	35 87%	99 82%	179 78%	144 87% O	296 85% R	112 73%	264 85% T	143 77%
I wish my company offered more help for transitioning to retirement.	328 66%	188 69%	139 61%	188 66%	114 63%	26 72%	242 69% I	48 63%	37 53%	167 67% L	34 71% L	18 43%	28 70% L	80 67% L	160 70%	104 63%	231 67%	96 63%	201 64%	126 67%
Before they retired, the generation before me did a good job transferring their knowledge to the workers of my generation.	325 65%	182 67%	144 63%	180 64%	122 67%	23 65%	220 62%	59 77% G	47 67%	167 67%	25 52%	25 61%	26 65%	81 68%	147 64%	109 66%	229 66%	96 62%	230 74% T	95 51%
My company is well prepared to handle my retirement.	313 63%	173 64%	139 61%	182 64%	108 59%	23 65%	217 62%	54 70%	41 59%	162 65% K	24 49%	23 55%	27 68%	77 64%	144 63%	109 66%	222 64%	91 59%	313 100% T	- -
My company has an adequate successor in place for my role when I retire.	243 49%	139 51%	104 45%	139 49%	80 44%	23 65% E	164 46%	48 62% GI	31 45%	127 51%	17 36%	17 40%	22 56%	59 50%	109 47%	83 51%	168 48%	75 49%	212 68% T	31 17%
The generations after me will work just as hard as I have worked.	237 47%	128 47%	108 47%	126 45%	91 50%	20 55%	161 45%	44 58% G	32 45%	108 43%	18 37%	25 59% K	26 65% JK	61 50%	111 48%	77 46%	167 48%	70 45%	182 58% T	55 29%
There are certain benefits my company offers its active employees that prevent me from retiring.	211 42%	117 43%	94 41%	131 46%	67 37%	13 36%	150 43%	36 47%	25 36%	104 41%	17 34%	19 46%	23 59% JK	48 40%	90 39%	75 46%	155 45%	56 37%	147 47% T	64 34%
The processes at my job change so often that my knowledge and experience in my role will be irrelevant by the time I retire.	158 32%	86 32%	72 32%	92 32%	58 32%	9 24%	115 32%	24 31%	20 28%	84 34%	11 23%	10 25%	15 38%	38 31%	78 34%	54 33%	113 33%	46 30%	116 37% T	43 23%
My company may lose key client relationships if I retire.	155 31%	98 36% C	56 25%	89 32%	54 30%	11 31%	108 31%	17 22%	29 42% H	73 29%	18 37%	13 33%	14 35%	36 30%	81 35% P	40 24%	116 34%	39 25%	85 27%	70 37% S
I am hesitant to mentor younger employees because I may lose my job after sharing what I know with them.	78 16%	43 16%	35 15%	55 20% F	23 13% F	-	55 16%	15 19%	9 12%	38 15%	9 19%	6 13%	7 16%	19 16%	42 18%	24 14%	53 15%	25 16%	54 17%	24 13%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?
 SUMMARY OF BOTTOM 2 BOX

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
I am hesitant to mentor younger employees because I may lose my job after sharing what I know with them.	422 84%	228 84%	194 85%	227 80%	159 87%	36 100% DE	299 84%	62 81%	61 88%	212 85%	39 81%	36 87%	34 84%	101 84%	187 82%	142 86%	293 85%	128 84%	259 83%	163 87%
My company may lose key client relationships if I retire.	345 69%	173 64%	172 75% B	194 68%	127 70%	25 69%	245 69%	60 78% I	40 58%	177 71%	30 63%	28 67%	26 65%	84 70%	149 65%	126 76% O	230 66%	115 75%	228 73% T	118 63%
The processes at my job change so often that my knowledge and experience in my role will be irrelevant by the time I retire.	342 68%	185 68%	156 68%	191 68%	124 68%	27 76%	239 68%	53 69%	50 72%	166 66%	37 77%	31 75%	25 62%	82 69%	152 66%	111 67%	234 67%	108 70%	197 63%	144 77% S
There are certain benefits my company offers its active employees that prevent me from retiring.	289 58%	154 57%	135 59%	152 54%	114 63%	23 64%	203 57%	41 53%	45 64%	147 59% M	32 66% M	22 54%	17 41%	71 60%	139 61%	90 54%	191 55%	97 63%	165 53%	123 66% S
The generations after me will work just as hard as I have worked.	263 53%	143 53%	120 53%	157 55%	90 50%	16 45%	193 55% H	32 42%	38 55%	143 57% M	30 63% LM	17 41%	14 35%	59 50%	119 52%	88 54%	179 52%	84 55%	131 42%	133 71% S
My company has an adequate successor in place for my role when I retire.	257 51%	132 49%	125 55%	144 51%	101 56% F	13 35%	190 54% H	29 38%	38 55% H	123 49%	31 64%	25 60%	18 44%	60 50%	121 53%	82 49%	178 52%	79 51%	101 32%	156 83% S
My company is well prepared to handle my retirement.	187 37%	98 36%	89 39%	101 36%	73 41%	13 35%	136 38%	23 30%	28 41%	89 35%	24 51% J	19 45%	13 32%	43 36%	85 37%	57 34%	125 36%	63 41%	- -	187 100% S
Before they retired, the generation before me did a good job transferring their knowledge to the workers of my generation.	175 35%	90 33%	85 37%	103 36%	60 33%	12 35%	134 38% H	18 23%	23 33%	83 33%	23 48%	16 39%	14 35%	39 32%	82 36%	57 34%	117 34%	58 38%	82 26%	92 49% S
I wish my company offered more help for transitioning to retirement.	172 34%	83 31%	89 39%	95 34%	67 37%	10 28%	111 31%	28 37%	33 47% G	84 33%	14 29%	24 57% JKMN	12 30%	39 33%	70 30%	62 37%	115 33%	57 37%	112 36%	61 33%
I am willing to be a mentor to the next generation of workers.	92 18%	44 16%	49 21%	55 20%	32 18%	5 13%	64 18%	14 19%	14 20%	51 20%	9 19%	6 15%	5 13%	21 18%	51 22% P	21 13%	51 15%	41 27% Q	48 15%	44 23% S

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?
 1. My company is well-prepared to handle my retirement

19 Nov 2018
 Table 49

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	313 63%	173 64%	139 61%	182 64%	108 59%	23 65%	217 62%	54 70%	41 59%	162 65% K	24 49%	23 55%	27 68%	77 64%	144 63%	109 66%	222 64%	91 59%	313 100% T	-
Strongly agree	101 20%	53 20%	48 21%	58 20%	36 20%	7 19%	67 19%	19 25%	14 21%	49 20%	10 21%	11 25%	4 10%	27 23%	43 19%	38 23%	65 19%	36 23%	101 32% T	-
Somewhat agree	212 42%	120 44%	92 40%	124 44%	72 40%	16 46%	150 43%	35 45%	27 39%	113 45% K	14 29%	12 30%	23 58% KL	50 42%	101 44%	71 43%	157 45%	55 36%	212 68% T	-
BOTTOM 2 BOX (NET)	187 37%	98 36%	89 39%	101 36%	73 41%	13 35%	136 38%	23 30%	28 41%	89 35% J	24 51%	19 45%	13 32%	43 36%	85 37%	57 34%	125 36%	63 41%	-	187 100% S
Somewhat disagree	136 27%	73 27%	63 27%	66 23%	61 34% D	8 23%	101 29%	17 22%	17 25%	69 27%	15 31%	13 33%	7 17%	32 27%	55 24%	45 27%	93 27%	43 28%	-	136 72% S
Strongly disagree	52 10%	25 9%	27 12%	35 12%	12 7%	4 12%	35 10%	6 7%	11 16%	20 8% JN	10 20%	5 13%	6 15%	11 9%	30 13%	12 7%	32 9%	20 13%	-	52 28% S
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?
 2. My company has an adequate successor in place for my role when I retire

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	243 49%	139 51%	104 45%	139 49%	80 44%	23 65% E	164 46%	48 62% GI	31 45%	127 51%	17 36%	17 40%	22 56%	59 50%	109 47%	83 51%	168 48%	75 49%	212 68% T	31 17%
Strongly agree	57 11%	33 12%	23 10%	36 13%	19 10%	2 6%	39 11%	12 16%	5 7%	23 9%	6 12%	4 11%	4 11%	19 16%	23 10%	24 15%	41 12%	16 10%	52 17% T	5 3%
Somewhat agree	186 37%	106 39%	80 35%	103 37%	61 34%	21 59% DE	124 35%	36 46%	26 38%	104 42% K	12 24%	12 29%	18 45% K	40 34%	86 37%	59 36%	127 37%	59 38%	160 51% T	26 14%
BOTTOM 2 BOX (NET)	257 51%	132 49%	125 55%	144 51%	101 56% F	13 35%	190 54% H	29 38%	38 55% H	123 49%	31 64%	25 60%	18 44%	60 50%	121 53%	82 49%	178 52%	79 51%	101 32%	156 83% S
Somewhat disagree	132 26%	80 30%	52 23%	71 25%	53 29%	7 21%	95 27%	20 27%	17 24%	66 26%	15 30%	12 28%	9 22%	31 26%	59 26%	44 26%	95 27%	38 24%	64 21%	68 36% S
Strongly disagree	125 25%	52 19%	73 32% B	72 25%	48 26%	5 15%	95 27% H	9 11%	21 31% H	57 23%	16 34%	13 32%	9 22%	29 25%	61 27%	38 23%	84 24%	41 27%	37 12%	88 47% S
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?

3. There are certain benefits my company offers its active employees that prevent me from retiring

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	211 42%	117 43%	94 41%	131 46%	67 37%	13 36%	150 43%	36 47%	25 36%	104 41%	17 34%	19 46%	23 59% JK	48 40%	90 39%	75 46%	155 45%	56 37%	147 47% T	64 34%
Strongly agree	35 7%	20 7%	15 6%	20 7%	12 7%	2 6%	27 8%	3 4%	4 6%	14 6%	5 11%	3 7%	3 7%	9 8%	14 6%	13 8%	30 9% R	5 3%	25 8%	10 5%
Somewhat agree	177 35%	98 36%	79 35%	111 39% E	55 30%	11 30%	123 35%	33 43%	21 30%	90 36%	11 23%	16 40%	20 51% KN	39 33%	76 33%	62 38%	125 36%	52 34%	123 39% T	54 29%
BOTTOM 2 BOX (NET)	289 58%	154 57%	135 59%	152 54%	114 63%	23 64%	203 57%	41 53%	45 64%	147 59% M	32 66% M	22 54%	17 41%	71 60%	139 61%	90 54%	191 55%	97 63%	165 53%	123 66% S
Somewhat disagree	148 30%	86 32%	62 27%	71 25%	64 36% D	13 36%	116 33% H	13 17%	19 28%	85 34% M	16 32% M	10 24%	5 14%	33 27%	69 30%	49 30%	106 30%	42 28%	88 28%	60 32%
Strongly disagree	140 28%	68 25%	73 32%	81 29%	50 27%	10 28%	87 25%	28 36% G	25 36%	62 25%	16 33%	12 29%	11 28%	39 32%	71 31%	41 25%	86 25%	55 36% Q	77 25%	63 34% S
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?
 4. I wish my company offered more help for transitioning to retirement

19 Nov 2018
 Table 52

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	328 66%	188 69%	139 61%	188 66%	114 63%	26 72%	242 69%	48 63%	37 53%	167 67%	34 71%	18 43%	28 70%	80 67%	160 70%	104 63%	231 67%	96 63%	201 64%	126 67%
Strongly agree	80 16%	48 18%	31 14%	52 19%	24 13%	3 8%	62 17%	10 13%	8 11%	42 17%	8 17%	7 16%	4 9%	20 16%	42 18%	23 14%	60 17%	20 13%	51 16%	28 15%
Somewhat agree	248 50%	140 52%	108 47%	135 48%	90 50%	23 63%	181 51%	38 50%	29 42%	125 50%	26 55%	11 27%	24 61%	61 51%	117 51%	81 49%	172 49%	76 50%	150 48%	98 52%
BOTTOM 2 BOX (NET)	172 34%	83 31%	89 39%	95 34%	67 37%	10 28%	111 31%	28 37%	33 47%	84 33%	14 29%	24 57%	12 30%	39 33%	70 30%	62 37%	115 33%	57 37%	112 36%	61 33%
Somewhat disagree	118 24%	59 22%	59 26%	64 23%	48 27%	5 15%	84 24%	16 20%	18 26%	60 24%	9 18%	15 37%	8 20%	26 22%	47 21%	49 30%	80 23%	38 25%	71 23%	46 25%
Strongly disagree	55 11%	25 9%	30 13%	31 11%	19 10%	5 13%	27 8%	13 17%	14 21%	24 10%	5 10%	8 20%	4 10%	14 11%	23 10%	13 8%	35 10%	20 13%	40 13%	14 8%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?

5. I am hesitant to mentor younger employees because I may lose my job after sharing what I know with them

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employ- ed FT	Employ- ed PT	Self Employ- ed	At spe- cific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Dis- agree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	78 16%	43 16%	35 15%	55 20% F	23 13% F	-	55 16%	15 19%	9 12%	38 15%	9 19%	6 13%	7 16%	19 16%	42 18%	24 14%	53 15%	25 16%	54 17%	24 13%
Strongly agree	15 3%	6 2%	9 4%	9 3%	6 3%	-	10 3%	2 3%	3 5%	5 2%	4 8% J	2 5%	1 3%	3 3%	8 3%	6 4%	10 3%	6 4%	10 3%	6 3%
Somewhat agree	63 13%	37 14%	25 11%	46 16% EF	17 9%	-	45 13%	13 17%	5 7%	33 13%	5 11%	3 8%	5 13%	15 13%	35 15%	18 11%	43 12%	19 13%	44 14%	19 10%
BOTTOM 2 BOX (NET)	422 84%	228 84%	194 85%	227 80%	159 87%	36 100% DE	299 84%	62 81%	61 88%	212 85%	39 81%	36 87%	34 84%	101 84%	187 82%	142 86%	293 85%	128 84%	259 83%	163 87%
Somewhat disagree	167 33%	91 33%	77 33%	88 31%	66 36%	13 37%	125 35%	23 30%	19 27%	84 33%	19 40%	13 32%	10 26%	41 34%	90 39%	51 31%	108 31%	59 38%	93 30%	74 40% S
Strongly disagree	255 51%	137 51%	117 51%	139 49%	93 51%	23 63%	173 49%	39 51%	42 61%	129 51%	20 41%	23 55%	23 58%	60 50%	98 43%	90 55% O	185 53%	70 45%	166 53%	89 47%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?
 6. The generations after me will work just as hard as I've worked

19 Nov 2018
 Table 54

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	237 47%	128 47%	108 47%	126 45%	91 50%	20 55%	161 45%	44 58% G	32 45%	108 43%	18 37%	25 59% K	26 65% JK	61 50%	111 48%	77 46%	167 48%	70 45%	182 58% T	55 29%
Strongly agree	61 12%	38 14%	23 10%	34 12%	22 12%	5 13%	45 13%	11 14%	5 8%	30 12%	4 9%	7 17%	3 7%	17 14%	28 12%	19 12%	44 13%	17 11%	48 15% T	13 7%
Somewhat agree	176 35%	90 33%	86 37%	92 32%	69 38%	15 42%	116 33%	33 44%	26 38%	78 31%	13 28%	18 43%	23 58% JKN	43 36%	82 36%	58 35%	123 36%	53 34%	134 43% T	42 22%
BOTTOM 2 BOX (NET)	263 53%	143 53%	120 53%	157 55%	90 50%	16 45%	193 55% H	32 42%	38 55%	143 57% M	30 63% LM	17 41%	14 35%	59 50%	119 52%	88 54%	179 52%	84 55%	131 42%	133 71% S
Somewhat disagree	184 37%	101 37%	83 36%	112 40%	61 34%	11 30%	142 40%	23 30%	19 28%	107 43% MN	19 39%	12 29%	8 20%	38 32%	79 34%	65 40%	128 37%	57 37%	99 32%	85 45% S
Strongly disagree	79 16%	42 15%	37 16%	45 16%	29 16%	5 15%	51 14%	9 12%	19 27% GH	35 14%	12 24%	5 11%	6 15%	21 18%	40 17%	23 14%	52 15%	27 18%	31 10%	48 26% S
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?

7. Before they retired, the generation before me did a good job transferring their knowledge to the workers of my generation

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	325 65%	182 67%	144 63%	180 64%	122 67%	23 65%	220 62%	59 77% G	47 67%	167 67%	25 52%	25 61%	26 65%	81 68%	147 64%	109 66%	229 66%	96 62%	230 74% T	95 51%
Strongly agree	71 14%	40 15%	30 13%	41 14%	26 14%	5 13%	45 13%	15 20%	10 14%	36 14%	7 15%	7 16%	2 5%	19 16%	35 15%	21 13%	53 15%	18 12%	52 17% T	18 10%
Somewhat agree	254 51%	141 52%	113 50%	140 49%	96 53%	19 53%	174 49%	43 56%	37 53%	132 53%	18 37%	19 45%	24 60% K	62 52%	112 49%	88 53%	176 51%	78 51%	178 57% T	76 41%
BOTTOM 2 BOX (NET)	175 35%	90 33%	85 37%	103 36%	60 33%	12 35%	134 38% H	18 23%	23 33%	83 33%	23 48%	16 39%	14 35%	39 32%	82 36%	57 34%	117 34%	58 38%	82 26%	92 49% S
Somewhat disagree	120 24%	63 23%	57 25%	70 25%	42 23%	8 23%	97 28% H	11 15%	11 16%	58 23%	14 29%	13 32%	9 21%	26 22%	56 24%	38 23%	87 25%	33 21%	60 19%	60 32% S
Strongly disagree	55 11%	26 10%	28 12%	33 12%	17 10%	4 12%	36 10%	7 9%	12 17%	25 10%	9 19%	3 7%	5 13%	12 10%	26 11%	18 11%	30 9%	25 16% Q	23 7%	32 17% S
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?
 8. I am willing to be a mentor to the next generation of workers

19 Nov 2018
 Table 56

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	408 82%	228 84%	180 79%	228 80%	149 82%	31 87%	289 82%	63 81%	56 80%	200 80%	39 81%	35 85%	35 87%	99 82%	179 78%	144 87% O	296 85% R	112 73%	264 85% T	143 77%
Strongly agree	153 31%	83 31%	70 31%	82 29%	55 30%	16 45%	109 31%	22 29%	22 32%	79 31% K	8 17%	15 37% K	15 38% K	36 30%	68 30%	46 28%	118 34% R	36 23%	93 30%	60 32%
Somewhat agree	254 51%	145 53%	110 48%	145 51%	94 52%	15 42%	180 51%	40 52%	34 48%	121 48%	31 64%	20 48%	20 49%	63 53%	110 48%	98 60% O	178 51%	76 50%	171 55% T	83 44%
BOTTOM 2 BOX (NET)	92 18%	44 16%	49 21%	55 20%	32 18%	5 13%	64 18%	14 19%	14 20%	51 20%	9 19%	6 15%	5 13%	21 18%	51 22% P	21 13%	51 15%	41 27% Q	48 15%	44 23% S
Somewhat disagree	63 13%	34 12%	29 13%	33 12%	27 15%	2 7%	46 13%	10 13%	7 10%	34 14%	7 14%	3 8%	4 10%	15 12%	36 16%	15 9%	34 10%	28 18% Q	29 9%	34 18% S
Strongly disagree	30 6%	10 4%	20 9% B	22 8% E	5 3%	2 6%	18 5%	5 6%	7 9%	16 7%	3 5%	3 7%	1 3%	7 6%	15 7%	6 4%	17 5%	13 8%	20 6%	10 5%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?

9. The processes at my job change so often that my knowledge and experience in my role will be irrelevant by the time I retire

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	158 32%	86 32%	72 32%	92 32%	58 32%	9 24%	115 32%	24 31%	20 28%	84 34%	11 23%	10 25%	15 38%	38 31%	78 34%	54 33%	113 33%	46 30%	116 37%	43 23%
Strongly agree	18 4%	10 4%	8 3%	10 3%	8 4%	1 2%	14 4%	1 2%	3 4%	9 4%	2 3%	2 5%	1 4%	4 3%	12 5%	5 3%	14 4%	4 3%	13 4%	6 3%
Somewhat agree	140 28%	76 28%	65 28%	82 29%	50 28%	8 22%	101 29%	23 29%	17 24%	75 30%	9 19%	8 20%	14 35%	34 28%	66 29%	49 30%	99 29%	41 27%	103 33%	37 20%
BOTTOM 2 BOX (NET)	342 68%	185 68%	156 68%	191 68%	124 68%	27 76%	239 68%	53 69%	50 72%	166 66%	37 77%	31 75%	25 62%	82 69%	152 66%	111 67%	234 67%	108 70%	197 63%	144 77%
Somewhat disagree	196 39%	106 39%	91 40%	111 39%	72 40%	13 36%	139 39%	26 34%	31 44%	95 38%	22 46%	17 41%	12 31%	50 41%	92 40%	65 39%	139 40%	58 38%	115 37%	82 44%
Strongly disagree	145 29%	79 29%	66 29%	80 28%	51 28%	14 39%	99 28%	26 34%	19 26%	71 28%	15 31%	14 34%	12 31%	33 27%	60 26%	46 28%	95 27%	50 33%	82 26%	63 34%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1025. How much do you agree or disagree with each of the following statements?
 10. My company may lose key client relationships if I retire

19 Nov 2018
 Table 58

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	155 31%	98 36% C	56 25%	89 32%	54 30%	11 31%	108 31%	17 22%	29 42% H	73 29%	18 37%	13 33%	14 35%	36 30%	81 35% P	40 24%	116 34%	39 25%	85 27%	70 37% S
Strongly agree	39 8%	26 10%	13 6%	20 7%	16 9%	3 9%	30 8% H	2 2%	8 11% H	17 7%	5 11%	4 10%	5 11%	8 7%	17 8%	11 7%	30 9%	9 6%	21 7%	18 10%
Somewhat agree	116 23%	72 27% C	43 19%	69 24%	39 21%	8 22%	79 22%	15 20%	21 31%	57 23%	13 26%	9 23%	9 23%	28 23%	63 28% P	28 17%	86 25%	30 19%	64 20%	51 28%
BOTTOM 2 BOX (NET)	345 69%	173 64%	172 75% B	194 68%	127 70%	25 69%	245 69%	60 78% I	40 58%	177 71%	30 63%	28 67%	26 65%	84 70%	149 65%	126 76% O	230 66%	115 75%	228 73% T	118 63%
Somewhat disagree	179 36%	100 37%	79 35%	95 33%	73 40%	12 33%	140 40% I	22 29%	17 24%	101 40% KN	12 24%	15 36%	17 42%	35 29%	79 35%	59 35%	130 37%	50 32%	109 35%	71 38%
Strongly disagree	166 33%	73 27%	93 41% B	99 35%	54 30%	13 36%	105 30%	38 49% G	23 34%	76 30%	19 39%	13 31%	9 24%	49 41%	69 30%	67 41% O	101 29%	65 43% Q	119 38% T	47 25%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1030. What would you like your employer to do to help you transition to retirement? Please select all that apply.

19 Nov 2018
 Table 59

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	428	226	202	258	144	26	335	93	-	230	35	24	34	105	206	139	305	123	272	156
Weighted Base	430	228	202	254	150	26**	353	77*	-**	232	34*	24**	33*	107	200	143	313	118	272	159
ANY (NET)	291 68%	157 69%	134 66%	172 68%	100 67%	18 69%	246 70% H	45 58%	-	165 71% N	26 77% N	17 70%	21 65%	61 57%	128 64%	97 68%	224 72% R	66 56%	175 64%	116 73%
Help me transition to part-time	138 32%	76 33%	61 30%	83 33%	46 31%	8 29%	123 35% H	15 19%	-	74 32%	17 49% JN	12 48%	10 31%	25 24%	59 29%	47 33%	106 34%	31 27%	75 28%	62 39% S
Help me figure out what steps I need to take in order to retire (e.g., how much I need to make, the hours and number of years)	136 32%	67 30%	68 34%	85 34%	42 28%	8 30%	115 33%	20 27%	-	71 30%	18 54% JN	4 18%	14 44%	28 26%	56 28%	52 36%	103 33%	32 27%	81 30%	55 34%
Help me determine what Medicare will cover and what it won't	120 28%	61 27%	58 29%	73 29%	37 25%	9 36%	100 28%	20 26%	-	78 33% N	12 36% N	5 21%	7 21%	17 16%	55 28%	43 30%	93 30%	26 22%	77 28%	43 27%
Help me learn the impact of a major health problem on my finances	73 17%	45 20%	28 14%	39 15%	29 19%	5 18%	58 16%	15 19%	-	40 17%	11 33% JMN	2 9%	2 6%	18 16%	28 14%	29 21%	57 18%	16 14%	41 15%	32 20%
Help me transition into a different role in the company to do that	59 14%	31 13%	29 14%	34 14%	22 14%	3 12%	50 14%	9 12%	-	32 14%	8 25%	2 8%	5 15%	12 11%	30 15%	17 12%	54 17% R	6 5%	39 14%	21 13%
Help me find employment in post-retirement	53 12%	28 12%	25 12%	23 9%	26 17% D	4 15%	45 13%	8 11%	-	21 9%	13 38% JMN	7 29%	3 9%	9 8%	29 15%	13 9%	39 12%	14 12%	26 10%	26 17% S
Something else (please specify)	15 4%	7 3%	9 4%	5 2%	10 6% D	1 4%	12 3%	4 5%	-	10 4%	-	-	2 5%	4 3%	5 2%	4 3%	12 4%	3 3%	8 3%	8 5%
Not sure	140 32%	71 31%	69 34%	82 32%	50 33%	8 31%	107 30%	32 42% G	-	67 29%	8 23%	7 30%	12 35%	46 43% JK	72 36%	46 32%	88 28%	52 44% Q	97 36%	43 27%
Sigma	732 170%	386 169%	347 171%	425 168%	261 174%	46 174%	609 172%	124 161%	-	393 169%	87 257%	39 161%	55 165%	159 149%	335 168%	251 176%	553 177%	180 152%	444 163%	289 182%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q1035. Does your organization offer 'semi-retirement' (e.g., reduced hours, flexible work schedule) in order to postpone the time to retirement for its employees?

19 Nov 2018
 Table 60

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Yes	152 30%	91 34%	61 27%	78 28%	55 30%	19 52% DE	98 28%	34 44% GI	20 28%	84 34%	15 30%	12 30%	9 21%	32 27%	61 27%	60 36%	125 36% R	27 17%	109 35% T	43 23%
NO (NET)	237 47%	133 49%	104 45%	129 46%	94 52%	14 40%	170 48% H	24 31%	43 62% GH	116 46%	23 48%	19 47%	23 57%	56 47%	114 50%	71 43%	148 43%	89 58% Q	135 43%	102 55% S
No, not currently but they have in the past	26 5%	15 6%	11 5%	12 4%	12 6%	3 8%	24 7%	2 2%	1 1%	14 5%	2 5%	2 5%	3 6%	6 5%	14 6%	7 4%	21 6%	5 4%	14 5%	12 6%
No, not currently but they are planning to in the future	49 10%	27 10%	22 10%	24 8%	20 11%	5 15%	31 9%	8 11%	10 15%	21 9%	7 14%	3 7%	9 22% JN	9 7%	24 11%	15 9%	34 10%	15 10%	34 11%	15 8%
No, never	162 32%	91 34%	71 31%	93 33%	62 34%	6 17%	116 33% H	14 19%	32 46% GH	81 32%	14 29%	14 34%	11 28%	41 34%	75 33%	49 30%	93 27%	69 45% Q	87 28%	75 40% S
Not sure	111 22%	47 17%	64 28% B	75 27% EF	33 18%	3 8%	85 24% I	19 24% I	7 10%	50 20%	11 22%	10 23%	9 22%	32 27%	55 24%	34 21%	73 21%	37 24%	69 22%	42 23%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1040. Regardless of whether your company offers 'semi-retirement' or not, if you had an opportunity to 'semi-retire' by doing each of the following, how likely would you be to do it?

19 Nov 2018
 Table 61

SUMMARY OF TOP 2 BOX

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Having a flexible work schedule	382 76%	208 77%	174 76%	210 74%	142 79%	29 81%	266 75%	60 78%	56 80%	187 75%	39 81%	31 76%	33 82%	92 77%	179 78%	120 73%	282 81% R	100 65%	239 76%	143 76%
Working reduced hours with reduced benefits	301 60%	165 61%	136 60%	160 57%	117 65%	24 66%	205 58%	51 66%	45 65%	146 58%	34 70%	24 58%	27 67%	70 59%	130 57%	104 63%	223 64% R	78 51%	186 60%	115 61%
Transitioning to more of a consulting role	279 56%	153 56%	126 55%	157 56%	102 56%	21 58%	196 56%	39 51%	44 63%	139 56%	26 54%	25 60%	28 69%	62 52%	127 55%	85 51%	218 63% R	62 40%	169 54%	111 59%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1040. Regardless of whether your company offers 'semi-retirement' or not, if you had an opportunity to 'semi-retire' by doing each of the following, how likely would you be to do it?

19 Nov 2018
 Table 62

SUMMARY OF BOTTOM 2 BOX

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Transitioning to more of a consulting role	221 44%	118 44%	102 45%	126 44%	80 44%	15 42%	157 44%	37 49%	26 37%	111 44%	22 46%	16 40%	13 31%	58 48%	102 45%	80 49%	129 37%	92 60% Q	144 46%	76 41%
Working reduced hours with reduced benefits	199 40%	106 39%	92 40%	122 43%	64 35%	12 34%	149 42%	26 34%	24 35%	104 42%	15 30%	17 42%	13 33%	49 41%	100 43%	62 37%	124 36%	75 49% Q	127 40%	72 39%
Having a flexible work schedule	118 24%	63 23%	55 24%	73 26%	39 21%	7 19%	87 25%	17 22%	14 20%	64 25%	9 19%	10 24%	7 18%	28 23%	50 22%	45 27%	65 19%	53 35% Q	74 24%	44 24%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1040. Regardless of whether your company offers 'semi-retirement' or not, if you had an opportunity to 'semi-retire' by doing each of the following, how likely would you be to do it?

19 Nov 2018
 Table 63

1. Working reduced hours with reduced benefits

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male (B)	Female (C)	Late Boomers (54-59) (D)	Middle Boomers (60-67) (E)	Early Boomers (68-72) (F)	Employed FT (G)	Employed PT (H)	Self Employed (I)	At specific age (J)	Will never be able to (K)	Don't plan to (L)	Haven't thought about it (M)	Don't know (N)	Less than \$75K (O)	\$75K+ (P)	Engaged at work (Q)	Not engaged (R)	Agree (S)	Disagree (T)
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	301 60%	165 61%	136 60%	160 57%	117 65%	24 66%	205 58%	51 66%	45 65%	146 58%	34 70%	24 58%	27 67%	70 59%	130 57%	104 63%	223 64% R	78 51%	186 60%	115 61%
Very likely	90 18%	47 17%	43 19%	48 17%	36 20%	6 16%	49 14%	19 24% G	22 32% G	39 15%	16 33% JN	9 23%	6 15%	20 16%	45 20%	24 14%	67 19%	23 15%	55 18%	35 19%
Somewhat likely	211 42%	118 44%	93 41%	112 40%	81 45%	18 50%	156 44%	32 42%	23 34%	108 43%	18 36%	15 35%	21 52%	51 42%	84 37%	80 49% O	156 45%	55 36%	131 42%	80 43%
BOTTOM 2 BOX (NET)	199 40%	106 39%	92 40%	122 43%	64 35%	12 34%	149 42%	26 34%	24 35%	104 42%	15 30%	17 42%	13 33%	49 41%	100 43%	62 37%	124 36%	75 49% Q	127 40%	72 39%
Not very likely	119 24%	67 25%	51 22%	72 25%	41 22%	6 17%	91 26%	14 18%	13 19%	61 24%	10 20%	12 30%	9 21%	27 22%	60 26%	33 20%	75 22%	44 29%	79 25%	39 21%
Not at likely	80 16%	39 14%	41 18%	50 18%	24 13%	6 17%	57 16%	12 15%	11 16%	43 17%	5 10%	5 13%	5 12%	23 19%	40 17%	29 18%	49 14%	31 20%	47 15%	33 18%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1040. Regardless of whether your company offers 'semi-retirement' or not, if you had an opportunity to 'semi-retire' by doing each of the following, how likely would you be to do it?

19 Nov 2018
 Table 64

2. Having a flexible work schedule

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	382 76%	208 77%	174 76%	210 74%	142 79%	29 81%	266 75%	60 78%	56 80%	187 75%	39 81%	31 76%	33 82%	92 77%	179 78%	120 73%	282 81% R	100 65%	239 76%	143 76%
Very likely	161 32%	84 31%	78 34%	90 32%	60 33%	11 31%	106 30%	29 37%	27 38%	75 30%	22 45% J	16 39%	10 26%	38 32%	85 37% P	41 25%	120 35%	41 27%	93 30%	68 36%
Somewhat likely	220 44%	124 46%	96 42%	120 42%	82 45%	18 50%	160 45%	32 41%	29 42%	112 45%	17 36%	15 36%	22 56%	54 45%	94 41%	79 48%	162 47%	59 38%	146 47%	75 40%
BOTTOM 2 BOX (NET)	118 24%	63 23%	55 24%	73 26%	39 21%	7 19%	87 25%	17 22%	14 20%	64 25%	9 19%	10 24%	7 18%	28 23%	50 22%	45 27%	65 19%	53 35% Q	74 24%	44 24%
Not very likely	70 14%	40 15%	30 13%	41 14%	25 14%	5 14%	53 15%	9 12%	8 11%	38 15%	6 13%	7 17%	5 12%	15 12%	29 13%	25 15%	40 12%	30 19% Q	49 16%	22 12%
Not at likely	48 10%	23 8%	25 11%	32 11%	14 8%	2 5%	34 10%	7 10%	6 9%	26 10%	3 6%	3 8%	3 7%	13 11%	21 9%	20 12%	24 7%	24 15% Q	25 8%	23 12%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1040. Regardless of whether your company offers 'semi-retirement' or not, if you had an opportunity to 'semi-retire' by doing each of the following, how likely would you be to do it?

19 Nov 2018
 Table 65

3. Transitioning to more of a consulting role

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male (B)	Female (C)	Late Boomers (54-59) (D)	Middle Boomers (60-67) (E)	Early Boomers (68-72) (F)	Employed FT (G)	Employed PT (H)	Self Employed (I)	At specific age (J)	Will never be able to (K)	Don't plan to (L)	Haven't thought about it (M)	Don't know (N)	Less than \$75K (O)	\$75K+ (P)	Engaged at work (Q)	Not engaged (R)	Agree (S)	Disagree (T)
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	279 56%	153 56%	126 55%	157 56%	102 56%	21 58%	196 56%	39 51%	44 63%	139 56%	26 54%	25 60%	28 69%	62 52%	127 55%	85 51%	218 63% R	62 40%	169 54%	111 59%
Very likely	102 20%	53 20%	48 21%	61 22%	35 19%	6 16%	71 20%	10 13%	21 30% H	50 20%	12 24%	13 31% M	5 11%	23 19%	43 19%	26 16%	82 24% R	20 13%	58 19%	43 23%
Somewhat likely	178 36%	100 37%	78 34%	96 34%	67 37%	15 42%	125 35%	30 39%	23 33%	89 36%	14 30%	12 29%	23 57% JKLN	39 33%	84 36%	59 35%	136 39% R	42 27%	111 35%	67 36%
BOTTOM 2 BOX (NET)	221 44%	118 44%	102 45%	126 44%	80 44%	15 42%	157 44%	37 49%	26 37%	111 44%	22 46%	16 40%	13 31%	58 48%	102 45%	80 49%	129 37%	92 60% Q	144 46%	76 41%
Not very likely	134 27%	78 29%	56 25%	76 27%	50 28%	8 21%	94 27%	23 30%	17 24%	66 26%	14 30%	12 30%	9 22%	33 27%	64 28%	44 27%	80 23%	54 35% Q	90 29%	44 24%
Not at likely	87 17%	40 15%	46 20%	50 18%	29 16%	7 21%	63 18%	14 18%	9 13%	46 18%	8 16%	4 10%	4 9%	25 21%	39 17%	36 22%	48 14%	38 25% Q	54 17%	32 17%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1045. Has your employer ever brought back any former employees who are now retired to your company for any of the following reasons? Please select all that apply.

19 Nov 2018
 Table 66

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
YES (NET)	179 36%	96 35%	83 36%	98 35%	67 37%	13 37%	137 39%	22 29%	20 28%	111 44% KMN	8 17%	13 31%	10 25%	37 31%	71 31%	59 35%	154 44% R	25 16%	119 38%	60 32%
Yes, to be a knowledge expert	100 20%	56 21%	44 19%	54 19%	38 21%	8 23%	79 22%	11 14%	10 14%	65 26% KN	3 7%	7 18%	6 16%	17 15%	39 17%	35 21%	84 24% R	15 10%	72 23% T	28 15%
Yes, to act as a mentor to current employees	52 10%	33 12%	20 9%	29 10%	20 11%	4 11%	34 10%	10 13%	9 13%	32 13%	2 3%	6 15%	2 5%	10 9%	27 12%	13 8%	48 14% R	5 3%	30 10%	22 12%
Yes, other reason (please specify)	40 8%	15 6%	25 11% B	22 8%	14 8%	4 10%	34 10%	3 4%	3 5%	25 10% M	3 7%	2 5%	-	9 8%	13 5%	13 8%	35 10% R	5 3%	26 8%	14 7%
Yes, to handle key client relationships	34 7%	22 8%	13 5%	15 5%	15 8%	5 14% D	26 7%	4 5%	4 6%	22 9% L	1 2%	-	4 10% L	7 6%	15 7%	11 7%	25 7%	10 6%	23 7%	11 6%
No	321 64%	176 65%	145 64%	185 65%	114 63%	23 63%	216 61%	55 71%	50 72%	139 56%	40 83% J	29 69%	30 75% J	83 69% J	159 69%	107 65%	193 56%	128 84% Q	194 62%	127 68%
Sigma	547 109%	301 111%	246 108%	304 108%	200 110%	43 121%	389 110%	82 107%	76 109%	284 114%	49 102%	45 108%	42 105%	127 106%	253 110%	179 108%	385 111%	163 106%	345 110%	202 108%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1115. How confident are you that the following workers will be prepared to take your place at the organization in the future when you retire?

19 Nov 2018
 Table 67

SUMMARY OF TOP 2 BOX

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Generation X (ages 39-53)	420 84%	229 85%	191 83%	241 85%	148 81%	31 87%	299 85%	66 86%	54 78%	212 85%	35 73%	34 83%	39 97% JKLN	99 83%	193 84%	137 83%	299 86% R	121 79%	283 90% T	138 74%
Millennials (ages 24-38)	302 60%	150 55%	152 66% B	179 63%	100 55%	23 64%	211 60%	53 69%	38 55%	146 58%	24 50%	25 60%	31 76% JK	77 64%	141 61%	105 64%	208 60%	94 61%	227 73% T	75 40%
Generation Z (ages 18-23)	182 36%	91 33%	91 40%	108 38%	59 33%	14 40%	122 35%	33 43%	26 37%	87 35%	14 28%	14 33%	16 41%	51 43%	84 36%	67 41%	118 34%	64 41%	142 45% T	40 21%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1115. How confident are you that the following workers will be prepared to take your place at the organization in the future when you retire?
 SUMMARY OF BOTTOM 2 BOX

19 Nov 2018
 Table 68

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Generation X (ages 39-53)	80 16%	42 15%	38 17%	41 15%	34 19%	5 13%	54 15%	10 14%	15 22%	38 15% M	13 27% M	7 17% M	1 3%	21 17% M	37 16%	28 17%	47 14%	33 21% Q	30 10%	50 26% S
Millennials (ages 24-38)	198 40%	121 45% C	77 34%	104 37%	81 45%	13 36%	143 40%	24 31%	31 45%	104 42% M	24 50% M	17 40%	10 24%	43 36%	89 39%	60 36%	138 40%	59 39%	85 27%	112 60% S
Generation Z (ages 18-23)	318 64%	181 67%	138 60%	174 62%	122 67%	22 60%	231 65%	43 57%	44 63%	164 65%	35 72%	28 67%	24 59%	69 57%	146 64%	98 59%	229 66%	90 59%	171 55%	148 79% S

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1115. How confident are you that the following workers will be prepared to take your place at the organization in the future when you retire?

1. Generation X (ages 39-53)

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	420 84%	229 85%	191 83%	241 85%	148 81%	31 87%	299 85%	66 86%	54 78%	212 85%	35 73%	34 83%	39 97% JKLN	99 83%	193 84%	137 83%	299 86% R	121 79%	283 90% T	138 74%
Very confident	147 29%	73 27%	73 32%	86 30%	48 26%	13 36%	102 29%	28 36%	17 25%	74 29%	8 16%	13 30%	12 30%	41 34% K	68 30%	46 28%	110 32%	37 24%	121 39% T	26 14%
Somewhat confident	273 55%	156 57%	118 51%	156 55%	100 55%	18 51%	198 56%	39 50%	37 53%	139 55%	27 57%	22 53%	27 67% N	59 49%	125 54%	92 55%	190 55%	84 55%	162 52%	112 60%
BOTTOM 2 BOX (NET)	80 16%	42 15%	38 17%	41 15%	34 19%	5 13%	54 15%	10 14%	15 22%	38 15% M	13 27% M	7 17% M	1 3%	21 17% M	37 16%	28 17%	47 14%	33 21% Q	30 10%	50 26% S
Not very confident	55 11%	24 9%	31 14%	26 9%	25 14%	4 11%	39 11%	7 9%	9 13%	28 11%	7 16% M	4 10%	1 3%	14 12%	29 13%	15 9%	34 10%	21 14%	22 7%	33 18% S
Not at all confident	25 5%	18 7% C	6 3%	15 5%	8 5%	1 3%	15 4%	4 5%	6 9%	10 4%	5 11% JM	3 7%	-	6 5%	8 3%	13 8%	13 4%	12 8%	9 3%	16 8% S
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1115. How confident are you that the following workers will be prepared to take your place at the organization in the future when you retire?

2. Millennials (ages 24-38)

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male (B)	Female (C)	Late Boomers (54-59) (D)	Middle Boomers (60-67) (E)	Early Boomers (68-72) (F)	Employed FT (G)	Employed PT (H)	Self Employed (I)	At specific age (J)	Will never be able to (K)	Don't plan to (L)	Haven't thought about it (M)	Don't know (N)	Less than \$75K (O)	\$75K+ (P)	Engaged at work (Q)	Not engaged (R)	Agree (S)	Disagree (T)
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	302 60%	150 55%	152 66% B	179 63%	100 55%	23 64%	211 60%	53 69%	38 55%	146 58%	24 50%	25 60%	31 76% JK	77 64%	141 61%	105 64%	208 60%	94 61%	227 73% T	75 40%
Very confident	77 15%	33 12%	45 20% B	48 17%	22 12%	7 21%	53 15%	15 19%	10 14%	40 16%	5 11%	7 18%	6 15%	20 16%	35 15%	26 16%	56 16%	21 14%	63 20% T	14 7%
Somewhat confident	225 45%	118 43%	107 47%	131 46%	78 43%	16 44%	158 45%	39 50%	28 41%	107 43%	19 39%	17 42%	25 61% JK	57 48%	106 46%	79 48%	152 44%	73 47%	164 52% T	61 32%
BOTTOM 2 BOX (NET)	198 40%	121 45% C	77 34%	104 37%	81 45%	13 36%	143 40%	24 31%	31 45%	104 42% M	24 50% M	17 40%	10 24%	43 36%	89 39%	60 36%	138 40%	59 39%	85 27%	112 60% S
Not very confident	128 26%	80 29% C	48 21%	66 23%	52 29%	10 28%	93 26%	17 22%	19 27%	72 29%	13 27%	11 27%	6 14%	27 22%	61 26%	32 20%	91 26%	37 24%	62 20%	66 35% S
Not at all confident	70 14%	41 15%	28 12%	39 14%	28 16%	3 8%	50 14%	7 9%	13 18%	33 13%	11 23%	5 13%	4 9%	17 14%	28 12%	28 17%	48 14%	22 14%	24 8%	46 25% S
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

Q1115. How confident are you that the following workers will be prepared to take your place at the organization in the future when you retire?

3. Generation Z (ages 18-23)

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
TOP 2 BOX (NET)	182 36%	91 33%	91 40%	108 38%	59 33%	14 40%	122 35%	33 43%	26 37%	87 35%	14 28%	14 33%	16 41%	51 43%	84 36%	67 41%	118 34%	64 41%	142 45%	40 21%
Very confident	47 9%	22 8%	25 11%	30 11%	14 8%	3 8%	28 8%	9 12%	10 14%	23 9%	4 9%	6 15%	3 7%	10 9%	21 9%	16 10%	32 9%	15 10%	41 13%	7 4%
Somewhat confident	134 27%	69 25%	66 29%	78 28%	45 25%	11 32%	94 27%	24 32%	16 23%	63 25%	9 19%	7 18%	13 34%	41 34%	63 27%	51 31%	86 25%	49 32%	101 32%	33 18%
BOTTOM 2 BOX (NET)	318 64%	181 67%	138 60%	174 62%	122 67%	22 60%	231 65%	43 57%	44 63%	164 65%	35 72%	28 67%	24 59%	69 57%	146 64%	98 59%	229 66%	90 59%	171 55%	148 79%
Not very confident	172 34%	95 35%	77 34%	89 32%	70 39%	13 36%	128 36%	24 31%	20 29%	86 34%	12 25%	18 42%	16 39%	41 34%	79 34%	53 32%	124 36%	49 32%	107 34%	66 35%
Not at all confident	146 29%	86 32%	60 26%	85 30%	52 29%	9 24%	103 29%	20 26%	24 34%	78 31%	23 47%	10 25%	8 20%	27 23%	67 29%	45 27%	105 30%	41 27%	64 21%	82 44%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

GENDER: Are you...?

19 Nov 2018
 Table 72

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Dis-agree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Male	271 54%	271 100% C	-	148 52%	100 55%	24 66%	197 56% H	30 40%	43 62% H	152 61% N	24 51%	21 52%	23 56%	51 42%	105 46%	95 57% O	193 56%	78 51%	173 55%	98 52%
Female	229 46%	-	229 100% B	135 48%	81 45%	12 34%	156 44%	46 60% GI	26 38%	98 39%	24 49%	20 48%	18 44%	69 58% J	125 54% P	70 43%	154 44%	75 49%	139 45%	89 48%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

AGE: What is your age?

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
18-24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25-34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35-44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45-54	52 10%	24 9%	28 12%	52 18% EF	-	-	42 12%	6 8%	4 5%	32 13% N	5 11%	4 9%	5 13%	6 5%	26 11%	19 11%	34 10%	18 12%	36 12%	15 8%
55-64	378 76%	203 75%	175 76%	231 82% F	147 81% F	-	275 78%	53 68%	50 72%	190 76%	36 76%	27 66%	27 67%	97 81%	169 74%	126 76%	260 75%	118 77%	228 73%	149 80%
65+	71 14%	44 16%	27 12%	-	35 19% D	36 100% DE	36 10%	18 24% G	16 23% G	28 11%	7 14%	10 25% J	8 20%	17 14%	35 15%	20 12%	53 15%	18 12%	48 15%	22 12%
MEAN	59.6	60.0 C	59.1	56.4	62.6 D	69.4 DE	58.9	61.1 G	61.2 G	59.0	59.5	61.3 J	60.1	60.0 J	59.8	59.3	59.6	59.4	59.5	59.6
STD. DEV.	4.40	4.48	4.26	1.69	2.01	1.28	4.00	5.00	4.84	4.20	4.10	5.18	5.21	4.16	4.52	4.29	4.52	4.11	4.62	4.00
STD. ERR.	0.20	0.27	0.28	0.10	0.15	0.22	0.22	0.52	0.57	0.27	0.58	0.81	0.81	0.38	0.29	0.34	0.25	0.33	0.26	0.29
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

EMPLOYMENT: Which of the following best describes your employment status?

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Dis-agree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
EMPLOYED (NET)	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%
Employed full time	353 71%	197 73%	156 68%	218 77% EF	122 67% F	14 38%	353 100% HI	-	-	203 81% KLMN	25 51%	20 49%	26 65%	80 66% L	147 64%	122 74% O	270 78% R	84 54%	217 70%	136 73%
Employed part time	77 15%	30 11%	46 20% B	36 13%	28 16%	13 36% DE	-	77 100% GI	-	29 12%	9 19%	4 10%	7 18%	27 23% J	53 23% P	20 12%	43 12%	34 22% Q	54 17%	23 12%
Self-employed full time	45 9%	26 10%	19 8%	23 8%	15 8%	7 21% DE	-	-	45 65% GH	8 3%	9 19% JN	12 28% JN	6 16% J	9 8%	16 10%	22 6%	23 15% Q	26 8%	19 10%	
Self-employed part time	25 5%	17 6%	8 3%	6 2%	17 9% D	2 5%	-	-	25 35% GH	10 4%	5 10%	5 13% JN	1 2%	4 3%	13 6%	7 4%	12 3%	13 8% Q	15 5%	9 5%
NOT EMPLOYED (NET)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not employed, but looking for work	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not employed and not looking for work	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not employed, unable to work due to a disability or illness	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retired	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Student	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay-at-home spouse or partner	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

NETREGIONCA. Region (Canada Net)

19 Nov 2018
 Table 76

Base: All Canada Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Atlantic (NL, PEI, NS, NB)	33 7%	13 5%	20 9%	24 8%	8 4%	1 3%	26 7%	3 4%	3 4%	10 4%	2 4%	3 7%	4 11%	13 11% J	22 10% P	6 4%	23 7%	9 6%	22 7%	11 6%
Quebec	113 23%	66 24%	48 21%	66 23%	40 22%	8 22%	83 23%	17 22%	14 20%	60 24%	13 27%	7 18%	9 23%	24 20%	62 27%	33 20%	73 21%	41 26%	71 23%	43 23%
Ontario	197 39%	109 40%	87 38%	111 39%	70 39%	16 43%	137 39%	25 33%	35 50% H	99 40%	20 41%	20 48%	20 49% N	38 32%	82 36%	65 40%	136 39%	61 40%	113 36%	84 45%
Manitoba/Saskatchewan	33 7%	19 7%	14 6%	18 6%	14 8%	1 3%	24 7%	7 9%	2 3%	18 7%	2 4%	1 3%	-	12 10% M	17 7%	6 4%	22 6%	11 7%	22 7%	11 6%
Alberta	55 11%	34 12%	22 10%	33 12%	19 11%	4 10%	33 9%	14 18% G	8 12%	32 13%	5 11%	3 8%	1 2%	15 12%	15 7%	29 18% O	39 11%	16 11%	35 11%	20 11%
British Columbia	69 14%	31 11%	38 17%	32 11%	30 17%	7 19%	51 14%	10 13%	8 11%	32 13%	7 14%	7 16%	6 15%	18 15%	31 14%	24 15%	54 16%	15 10%	51 16% T	18 10%
Northwest (Nunavut, NWT, YT)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

DMHHINCCA. Household Income (Canada)

19 Nov 2018
 Table 78

Base: All Canada Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Less than \$15,000	11 2%	4 2%	7 3%	4 1%	4 2%	2 6%	2 1%	4 5% G	5 7% G	2 1%	10 5% JN	1 3%	1 2%	2 1%	11 5% P	-	4 1%	7 4% Q	8 3%	3 2%
\$15,000 to \$24,999	15 3%	6 2%	10 4%	8 3%	8 4%	-	8 2%	5 7% G	3 4%	6 2%	2 3%	1 2%	2 6%	5 4%	15 7% P	-	6 2%	9 6% Q	7 2%	9 5%
\$25,000 to \$34,999	31 6%	14 5%	17 8%	19 7%	9 5%	3 9%	20 6%	6 7%	5 8%	8 3%	2 5%	3 8%	4 10%	14 11% J	31 14% P	-	22 6%	10 6%	25 8%	7 4%
\$35,000 to \$49,999	55 11%	29 11%	26 11%	31 11%	20 11%	11 11%	36 10%	14 18% G	6 9%	19 8%	7 15%	2 5%	6 15%	21 17% J	55 24% P	-	27 8%	28 18% Q	32 10%	23 12%
\$50,000 to \$74,999	116 23%	52 19%	65 28% B	64 23%	41 22%	11 32%	81 23%	25 32% I	10 15%	55 22%	13 27%	11 27%	7 18%	31 26%	116 51% P	-	80 23%	37 24%	73 23%	44 23%
\$75,000 to \$99,999	112 22%	59 22%	53 23%	65 23%	41 22%	6 18%	82 23%	13 17%	17 25%	57 23%	10 22%	11 26%	12 30%	22 18%	-	112 68% O	79 23%	33 22%	72 23%	40 21%
\$100,000 to \$124,999	53 11%	36 13%	18 8%	29 10%	23 13%	1 3%	41 11%	8 10%	5 7%	32 13%	4 9%	3 7%	2 6%	12 10%	-	53 32% O	40 11%	14 9%	37 12%	17 9%
\$125,000 to \$149,999	41 8%	28 10%	14 6%	27 10%	11 6%	3 9%	36 10% H	3 3%	2 3%	28 11% N	2 5%	3 8%	2 5%	5 5%	-	-	36 10% R	5 4%	27 9%	15 8%
\$150,000 to \$199,999	33 7%	22 8%	11 5%	17 6%	16 9%	1 3%	27 8% H	-	6 9% H	25 10% M	1 2%	2 5%	-	5 4%	-	-	30 9% R	3 2%	17 5%	17 9%
\$200,000 to \$249,999	18 4%	12 5%	6 3%	11 4%	6 3%	1 3%	13 4%	1 1%	5 7%	12 5%	-	4 10% KN	1 2%	2 2%	-	-	14 4%	4 3%	8 3%	11 6%
\$250,000 or more	12 2%	10 4%	2 1%	7 3%	2 1%	2 7% E	9 2%	-	3 5% H	6 3%	1 2%	-	2 6%	2 2%	-	-	9 3%	3 2%	9 3%	3 2%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

NETRACECA. Race (Canada Net)

Base: All Canada Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Dis-agree
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
First Nation	2	-	2	2	-	-	2	-	-	-	2	-	-	-	-	2	2	-	1	1
	1%	0%	1%	1%	0%	0%	1%	0%	0%	0%	4%	0%	0%	0%	1%	1%	1%	0%	1%	1%
Black	6	2	4	5	2	-	5	1	-	5	-	-	-	1	1	3	5	1	5	2
	1%	1%	2%	2%	1%	0%	2%	1%	0%	2%	0%	0%	0%	1%	1%	2%	2%	1%	1%	1%
South/Southeast Asian	29	16	12	21	4	4	22	1	6	15	1	2	5	7	11	9	26	3	25	4
	6%	6%	5%	7%	2%	11%	6%	1%	8%	6%	1%	5%	12%	6%	5%	5%	7%	2%	8%	2%
Other	8	6	2	3	4	1	6	-	2	3	2	1	-	2	3	2	4	4	3	5
	2%	2%	1%	1%	2%	3%	2%	0%	3%	1%	5%	3%	0%	2%	1%	1%	1%	3%	1%	3%
White	455	247	208	252	172	31	318	75	62	228	43	38	35	110	215	149	309	146	280	175
	91%	91%	91%	89%	95%	87%	90%	98%	89%	91%	90%	92%	88%	92%	94%	90%	89%	95%	89%	94%
Sigma	500	271	229	283	181	36	353	77	70	250	48	41	40	120	229	165	347	153	313	187
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

DMFLUENCYCA. Fluency (Canada)

Base: All Canada Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
English	362 72%	192 71%	169 74%	203 72%	134 74%	25 71%	258 73%	56 72%	48 69%	182 73%	31 64%	31 74%	25 63%	93 77%	160 70%	122 74%	257 74%	104 68%	230 73%	132 71%
French	37 7%	22 8%	16 7%	20 7%	17 9%	1 2%	27 8%	5 7%	5 7%	17 7%	4 9%	3 8%	3 6%	11 9%	27 12% P	8 5%	19 5%	19 12% Q	22 7%	16 8%
Both English and French	101 20%	58 21%	43 19%	60 21%	31 17%	10 27%	68 19%	16 21%	17 24%	52 21%	13 27% N	8 18%	12 31% N	16 14%	43 19%	35 21%	71 20%	30 20%	62 20%	39 21%
Neither English nor French	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

MARITAL STATUS: What is your marital status?

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Never married	86 17%	43 16%	42 18%	55 19%	30 16%	1 4%	58 16%	14 18%	14 20%	35 14%	12 24%	11 28%	7 18%	20 17%	63 27%	16 10%	52 15%	34 22%	51 16%	34 18%
MARRIED / LIVING WITH PARTNER (NET)	312 62%	184 68%	127 56%	176 62%	112 62%	24 67%	226 64%	46 59%	40 58%	165 66%	26 53%	22 53%	24 60%	75 63%	103 45%	120 73%	214 62%	98 64%	190 61%	121 65%
Married or civil union	295 59%	175 64%	120 53%	161 57%	110 61%	24 67%	214 61%	43 55%	38 55%	156 62%	23 48%	22 53%	24 60%	70 59%	98 43%	114 69%	202 58%	93 61%	180 57%	115 62%
Living with partner	17 3%	9 3%	7 3%	15 5%	2 1%	-	12 3%	3 4%	2 3%	9 4%	2 5%	-	-	5 4%	5 2%	6 4%	13 4%	4 3%	11 3%	6 3%
DIVORCED / SEPARATED / WIDOWED (NET)	103 21%	43 16%	59 26%	52 19%	40 22%	10 29%	70 20%	17 23%	15 22%	50 20%	11 23%	8 20%	9 22%	24 20%	64 28%	28 17%	81 23%	22 14%	71 23%	31 17%
Divorced	65 13%	32 12%	33 15%	29 10%	32 18%	5 13%	44 13%	12 15%	9 13%	31 13%	8 17%	3 8%	5 12%	18 15%	45 19%	18 11%	51 15%	15 10%	47 15%	19 10%
Separated	16 3%	3 1%	12 5%	13 5%	3 2%	-	10 3%	4 5%	2 3%	9 4%	1 2%	-	1 3%	5 4%	8 4%	4 3%	11 3%	5 3%	11 4%	5 3%
Widow / Widower	21 4%	8 3%	13 6%	11 4%	5 3%	6 15%	16 4%	2 2%	4 6%	9 4%	2 4%	5 12%	3 8%	2 2%	11 5%	6 4%	19 5%	3 2%	14 4%	8 4%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

ADULTS IN HH: Including yourself, how many people age 18 or older live in your household?

19 Nov 2018
 Table 83

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Dis-agree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
1	142 28%	74 27%	68 30%	79 28%	53 29%	10 27%	97 27%	21 27%	24 34%	66 26%	18 38%	15 37%	12 30%	30 25%	97 42% P	31 19%	100 29%	42 27%	91 29%	51 27%
ANY OTHER THAN RESPONDENT (NET)	358 72%	197 73%	161 70%	204 72%	128 71%	26 73%	256 73%	56 73%	46 66%	184 74%	30 62%	26 63%	28 70%	90 75%	132 58%	134 81% O	247 71%	111 73%	222 71%	136 73%
2	245 49%	126 46%	119 52%	131 46%	95 52%	19 52%	171 48%	45 58% J	29 41%	125 50%	18 37%	18 43%	16 40%	68 57% K	102 45%	87 53%	164 47%	81 53%	153 49%	92 49%
3	73 15%	42 15%	31 14%	46 16%	22 12%	6 16%	52 15%	7 10%	14 20%	35 14%	8 18%	4 10%	10 25%	16 13%	23 10%	30 18% O	54 16%	20 13%	46 15%	28 15%
4+	40 8%	30 11% C	10 4%	27 9%	11 6%	2 5%	33 9%	4 5%	3 5%	25 10%	3 7%	4 10%	2 4%	6 5%	7 3%	17 10% O	29 8%	11 7%	24 8%	16 9%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

CHILDREN IN HH: How many people under the age of 18 live in your household?

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
0	437 87%	234 86%	203 89%	237 84%	164 91% D	36 100% D	304 86%	69 90%	63 91%	211 84%	42 87%	40 97% J	36 89%	108 90%	209 91%	140 85%	297 86%	140 91%	276 88%	161 86%
ANY (NET)	63 13%	38 14%	26 11%	46 16% EF	17 9%	-	49 14%	8 10%	6 9%	40 16% L	6 13%	1 3%	4 11%	12 10%	21 9%	26 15%	50 14%	13 9%	37 12%	26 14%
1	46 9%	25 9%	21 9%	36 13% EF	11 6%	-	35 10%	5 6%	6 9%	28 11%	6 13%	1 3%	3 7%	8 7%	18 8%	20 12%	35 10%	12 8%	27 9%	19 10%
2	13 3%	11 4% C	2 1%	9 3%	4 2%	-	12 3%	1 2%	-	10 4%	-	-	1 2%	2 2%	2 1%	4 2%	12 4%	1 1%	8 3%	5 3%
3	4 1%	1 *	3 1%	1 1%	2 1%	-	2 1%	2 2%	-	1 *	-	-	1 2%	2 2%	1 *	2 1%	3 1%	1 1%	2 *	2 1%
4+	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

COUNTRY: In which country or region do you currently reside?

19 Nov 2018
 Table 85

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement			
	Total	Male	Female	Late Boomers (54-59)	Middle Boomers (60-67)	Early Boomers (68-72)	Employed FT	Employed PT	Self Employed	At specific age	Will never be able to	Don't plan to	Haven't thought about it	Don't know	Less than \$75K	\$75K+	Engaged at work	Not engaged	Agree	Disagree
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Unweighted Base	500	271	229	288	178	34	335	93	72	249	50	41	41	119	239	161	340	160	315	185
Weighted Base	500	271	229	283	181	36*	353	77*	70*	250	48*	41*	40*	120	229	165	347	153	313	187
Canada	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%
Sigma	500 100%	271 100%	229 100%	283 100%	181 100%	36 100%	353 100%	77 100%	70 100%	250 100%	48 100%	41 100%	40 100%	120 100%	229 100%	165 100%	347 100%	153 100%	313 100%	187 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I - J/K/L/M/N - O/P - Q/R - S/T
 Overlap formulae used. * small base

1	1	Q800. Thinking about your entire career, approximately how many years have you been working?
2	2	Q801. And, how many different employers have you worked for over the course of your career?
3	3	Q805. And, approximately how long have you worked in your current job? If less than a year, please enter 0
4	4	Q810. How many times has the following happened to you over the course of your career? If it has never happened, then please enter 0. SUMMARY OF MEANS
5	5	Q810. How many times has the following happened to you over the course of your career? If it has never happened, then please enter 0 1. Fired from a job
6	6	Q810. How many times has the following happened to you over the course of your career? If it has never happened, then please enter 0 2. Laid off from a job
7	7	Q810. How many times has the following happened to you over the course of your career? If it has never happened, then please enter 0 3. Quit a job
8	8	Q815. Which of the following, if any, applies to you in your current job? Please select all that apply.
9	9	Q816. Which of the following groups of people are your employers likely to hire? Please select all that apply.
10	10	Q820. Which of the following, if any, are current challenges for you in the workplace? Please select all that apply.
11	11	Q825. Which of the following best describes your plan for retirement? Please select one response.
12	12	Q825. Which of the following best describes your plan for retirement? Please select one response.
13	13	Q830. Is the age at which you plan to retire sooner or later than you originally anticipated?
14	14	Q817. For which of the following reasons are you planning to retire later than you originally anticipated? Please select all that apply.
15	15	Q818. Why are you planning to retire sooner than you originally anticipated? Please select all that apply.
16	16	Q827. Do you believe the government should change the official retirement age?
17	17	Q828. You mentioned that the official retirement age should be younger. What do you think the official age should be?
18	18	Q829. You mentioned that the official retirement age should be older. What do you think the official age should be?
19	19	Q840. Which of the following words or phrases would you use to describe how you currently feel at your job? Please select all that apply.
20	20	Q845. How much do you agree or disagree with the following statements? SUMMARY OF TOP 2 BOX
21	21	Q845. How much do you agree or disagree with the following statements? SUMMARY OF BOTTOM 2 BOX
22	22	Q845. How much do you agree or disagree with the following statements? 1. My colleagues are more impatient with me than our younger colleagues
23	23	Q845. How much do you agree or disagree with the following statements? 2. My boss is more impatient with me than our younger colleagues
24	24	Q845. How much do you agree or disagree with the following statements? 3. My colleagues have been helpful to me
25	25	Q845. How much do you agree or disagree with the following statements? 4. My colleagues treat me with the same fairness as other team members
26	26	Q900. For each of the following aspects, how prepared do you think you will be to retire? SUMMARY OF TOP 2 BOX
27	27	Q900. For each of the following aspects, how prepared do you think you will be to retire? SUMMARY OF BOTTOM 2 BOX
28	28	Q900. For each of the following aspects, how prepared do you think you will be to retire? 1. Financially (i.e., having enough money saved)
29	29	Q900. For each of the following aspects, how prepared do you think you will be to retire? 2. Physically (e.g., daily wear and tear/drain on body and mind)
30	30	Q900. For each of the following aspects, how prepared do you think you will be to retire? 3. Emotionally (e.g., losing the social aspects, sense of "doing something useful")
31	31	Q906. Which of the following would be included in your ideal retirement? Please select all that apply.
32	32	Q905. And now, which of the following do you expect to actually do in retirement? Please select all that apply.
33	33	Q1000. How well does your current employer understand the following? SUMMARY OF TOP 2 BOX
34	34	Q1000. How well does your current employer understand the following? SUMMARY OF BOTTOM 2 BOX
35	35	Q1000. How well does your current employer understand the following? 1. The role I perform at my company
36	36	Q1000. How well does your current employer understand the following? 2. The amount of knowledge/experience I possess in my role
37	37	Q1000. How well does your current employer understand the following? 3. What will be needed to perform my role when I retire

38	38	Q1005. How valuable do you believe your employer thinks each of the following are to the company? SUMMARY OF TOP 2 BOX
39	39	Q1005. How valuable do you believe your employer thinks each of the following are to the company? SUMMARY OF BOTTOM 2 BOX
40	40	Q1005. How valuable do you believe your employer thinks each of the following are to the company? 1. My knowledge and experience
41	41	Q1005. How valuable do you believe your employer thinks each of the following are to the company? 2. Training younger generations to do my role properly
42	42	Q1005. How valuable do you believe your employer thinks each of the following are to the company? 3. Getting advice from employees who have 'lived' through changes in the organization (e.g., process change, turnover)
43	43	Q1005. How valuable do you believe your employer thinks each of the following are to the company? 4. Documentation of the processes needed to do my job
44	44	Q1005. How valuable do you believe your employer thinks each of the following are to the company? 5. Former employees who are now retired
45	45	Q1020. What information would you need to teach/share with younger workers in order to prepare them for your role? Please select all that apply.
46	46	Q1010. Approximately, what percent of knowledge needed to perform your job responsibilities have you shared with those who will need to have this information after you retire?
47	47	Q1025. How much do you agree or disagree with each of the following statements? SUMMARY OF TOP 2 BOX
48	48	Q1025. How much do you agree or disagree with each of the following statements? SUMMARY OF BOTTOM 2 BOX
49	49	Q1025. How much do you agree or disagree with each of the following statements? 1. My company is well-prepared to handle my retirement
50	50	Q1025. How much do you agree or disagree with each of the following statements? 2. My company has an adequate successor in place for my role when I retire
51	51	Q1025. How much do you agree or disagree with each of the following statements? 3. There are certain benefits my company offers its active employees that prevent me from retiring
52	52	Q1025. How much do you agree or disagree with each of the following statements? 4. I wish my company offered more help for transitioning to retirement
53	53	Q1025. How much do you agree or disagree with each of the following statements? 5. I am hesitant to mentor younger employees because I may lose my job after sharing what I know with them
54	54	Q1025. How much do you agree or disagree with each of the following statements? 6. The generations after me will work just as hard as I've worked
55	55	Q1025. How much do you agree or disagree with each of the following statements? 7. Before they retired, the generation before me did a good job transferring their knowledge to the workers of my generation
56	56	Q1025. How much do you agree or disagree with each of the following statements? 8. I am willing to be a mentor to the next generation of workers
57	57	Q1025. How much do you agree or disagree with each of the following statements? 9. The processes at my job change so often that my knowledge and experience in my role will be irrelevant by the time I retire
58	58	Q1025. How much do you agree or disagree with each of the following statements? 10. My company may lose key client relationships if I retire
59	59	Q1030. What would you like your employer to do to help you transition to retirement? Please select all that apply.
60	60	Q1035. Does your organization offer 'semi-retirement' (e.g., reduced hours, flexible work schedule) in order to postpone the time to retirement for its employees?
61	61	Q1040. Regardless of whether your company offers 'semi-retirement' or not, if you had an opportunity to 'semi-retire' by doing each of the following, how likely would you be to do it? SUMMARY OF TOP 2 BOX
62	62	Q1040. Regardless of whether your company offers 'semi-retirement' or not, if you had an opportunity to 'semi-retire' by doing each of the following, how likely would you be to do it? SUMMARY OF BOTTOM 2 BOX
63	63	Q1040. Regardless of whether your company offers 'semi-retirement' or not, if you had an opportunity to 'semi-retire' by doing each of the following, how likely would you be to do it? 1. Working reduced hours with reduced benefits
64	64	Q1040. Regardless of whether your company offers 'semi-retirement' or not, if you had an opportunity to 'semi-retire' by doing each of the following, how likely would you be to do it? 2. Having a flexible work schedule
65	65	Q1040. Regardless of whether your company offers 'semi-retirement' or not, if you had an opportunity to 'semi-retire' by doing each of the following, how likely would you be to do it? 3. Transitioning to more of a consulting role
66	66	Q1045. Has your employer ever brought back any former employees who are now retired to your company for any of the following reasons? Please select all that apply.
67	67	Q1115. How confident are you that the following workers will be prepared to take your place at the organization in the future when you retire? SUMMARY OF TOP 2 BOX
68	68	Q1115. How confident are you that the following workers will be prepared to take your place at the organization in the future when you retire? SUMMARY OF BOTTOM 2 BOX

69	69	Q1115. How confident are you that the following workers will be prepared to take your place at the organization in the future when you retire? 1. Generation X (ages 39-53)
70	70	Q1115. How confident are you that the following workers will be prepared to take your place at the organization in the future when you retire? 2. Millennials (ages 24-38)
71	71	Q1115. How confident are you that the following workers will be prepared to take your place at the organization in the future when you retire? 3. Generation Z (ages 18-23)
72	72	GENDER: Are you...?
73	73	AGE: What is your age?
74	74	EMPLOYMENT: Which of the following best describes your employment status?
75	76	NETREGIONCA. Region (Canada Net)
76	78	DMHHINCCA. Household Income (Canada)
77	80	NETRACECA. Race (Canada Net)
78	81	DMFLUENCYCA. Fluency (Canada)
79	82	MARITAL STATUS: What is your marital status?
80	83	ADULTS IN HH: Including yourself, how many people age 18 or older live in your household?
81	84	CHILDREN IN HH: How many people under the age of 18 live in your household?
82	85	COUNTRY: In which country or region do you currently reside?