

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

19 Nov 2018  
 Table 1

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Less than 20 years	33 2%	5 1%	29 4% B	20 3%	13 2%	1 *	17 2%	10 5% G	6 2%	3 *	2 1%	4 3% J	11 7% JK	14 4% J	16 3%	17 2%	18 2%	15 3%	22 2%	11 2%	12 4%	5 2%	12 2%	4 1%
20-24 years	42 3%	8 1%	34 5% B	34 4% E	7 1%	1 *	22 2%	15 7% GI	5 2%	9 1%	8 6% JL	- 3%	5 3% JL	20 6% P	27 5% P	15 2%	29 3%	13 3%	28 3%	14 3%	12 4%	6 2%	17 3%	7 2%
25-29 years	57 4%	23 3%	34 5% E	41 5% E	12 2%	3 2%	37 3%	10 5%	10 4%	27 4%	5 4%	4 3%	9 6%	11 3%	26 4%	31 3%	33 3%	24 5%	38 4%	19 3%	15 5%	16 5%	16 3%	11 3%
30-34 years	154 10%	76 10%	78 11%	119 16% EF	29 5%	6 4%	123 12%	15 7%	16 7%	80 11%	8 6%	7 6%	27 17% KLN	32 9%	55 10%	99 11%	112 11%	42 9%	103 11%	51 9%	29 10%	28 8%	58 11%	39 12%
35-39 years	304 20%	159 20%	145 20%	228 30% EF	70 12% F	5 3%	241 23% H	24 11%	39 17%	173 24% N	29 21%	20 15%	30 19%	53 16%	87 15%	217 23% O	229 22% R	75 16%	193 20%	111 20%	64 22%	56 17%	123 23%	61 18%
40-44 years	540 36%	302 39%	237 33%	310 41% F	216 37% F	14 9%	389 37%	69 33%	81 35%	273 37% LM	63 45% LM	36 28%	48 30%	119 35%	218 38%	321 35%	379 37%	160 34%	327 35%	212 38%	89 31%	130 39%	199 36%	122 36%
45-49 years	232 15%	130 17%	102 14%	11 1%	181 31% D	40 25% D	154 15%	38 18%	39 17%	121 17% K	12 9%	25 19% K	18 11%	55 16%	90 16%	142 15%	143 14%	89 19%	143 15%	89 16%	46 16%	48 14%	83 15%	55 16%
50+ years	138 9%	81 10%	57 8%	- -	49 9% D	89 56% DE	71 7%	31 14% G	37 16% G	47 6%	12 9%	33 25% JKMN	11 7%	35 10%	57 10%	81 9%	82 8%	56 12%	92 10%	46 8%	21 7%	44 13% W	37 7%	37 11%
MEAN	39.1	40.4 C	37.8	35.8	41.3 D	47.8 DE	39.0	38.8	40.3 G	39.6 M	38.7	42.0 JKMN	36.5	38.6	38.8	39.4	39.0	39.5	39.0	39.3	37.9	40.2 U	38.8	39.8 U
STD. ERR.	0.2	0.3	0.3	0.3	0.3	0.6	0.2	0.7	0.6	0.2	0.7	0.8	0.8	0.5	0.3	0.3	0.2	0.4	0.3	0.3	0.5	0.5	0.3	0.4
STD. DEV.	8.1	6.8	9.2	6.9	7.4	7.1	7.3	10.8	8.8	6.5	8.2	9.2	9.9	9.4	9.0	7.5	7.7	8.9	8.3	7.7	9.0	8.5	7.7	7.5
MEDIAN	40	40	40	38	43	50	40	40	40	40	40	42	39	40	40	40	40	40	40	40	40	40	40	40
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region			
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
1	62 4%	32 4%	30 4%	38 5%	20 3%	4 3%	43 4%	3 2%	16 7% H	34 5%	3 2%	2 2%	14 9% KLN	10 3%	19 3%	43 5%	44 4%	17 4%	39 4%	22 4%	18 6%	9 3%	21 4%	13 4%
2	141 9%	86 11%	55 8%	76 10%	37 6%	28 18% DE	101 10%	11 5%	28 12% H	68 9%	12 9%	15 12%	16 10%	29 8%	41 7%	100 11% O	102 10%	39 8%	99 10%	42 8%	30 10% X	36 11% X	59 11% X	16 5%
3	199 13%	101 13%	98 14%	107 14%	80 14%	12 8%	142 13%	31 15%	26 11%	102 14%	13 9%	11 9%	26 16%	48 14%	61 11%	138 15% O	137 13%	62 13%	134 14%	65 12%	49 17% W	48 14%	58 11%	45 14%
4	168 11%	92 12%	76 11%	89 12%	61 11%	18 11%	134 13%	18 8%	17 7%	87 12%	11 8%	9 7%	20 12%	42 12%	59 10%	109 12%	125 12%	44 9%	108 11%	60 11%	34 12%	39 12%	63 12%	32 10%
5	202 13%	113 14%	89 12%	103 13%	82 14%	18 11%	147 14%	24 11%	31 13%	91 12%	13 9%	27 21% JK	17 11%	53 16%	82 14%	120 13%	142 14%	60 13%	129 14%	72 13%	32 11%	46 14%	78 14%	45 14%
6-8	340 23%	154 20%	186 26% B	155 20%	147 25%	38 24%	234 22%	58 27%	48 21%	176 24%	35 25%	25 19%	33 21%	72 21%	130 22%	211 23%	230 22%	110 23%	187 20%	154 28% S	58 20%	84 25%	124 23%	75 22%
9-10	196 13%	105 13%	91 13%	99 13%	75 13%	22 14%	128 12%	36 17%	32 14%	96 13%	23 17%	18 14%	16 10%	43 13%	88 15%	108 12%	129 13%	67 14%	123 13%	73 13%	36 13%	33 10%	76 14%	52 15%
More than 10	192 13%	101 13%	91 13%	98 13%	76 13%	18 11%	127 12%	31 14%	35 15%	80 11%	29 21% JN	22 17%	18 11%	42 13%	98 17% P	94 10%	117 11%	75 16%	127 13%	65 12%	31 11%	38 11%	67 12%	56 17%
MEAN	7.0	6.9	7.1	6.9	7.0	7.0	6.9	7.5	6.9	6.6	8.4 JMN	8.7 JN	6.5	6.8	7.8 P	6.5	6.6	7.8 Q	6.9	7.0	6.6	6.4	7.0	7.7 V
STD. ERR.	0.2	0.2	0.2	0.2	0.2	0.5	0.2	0.4	0.3	0.2	0.6	0.8	0.5	0.3	0.3	0.2	0.2	0.3	0.2	0.2	0.4	0.3	0.3	0.3
STD. DEV.	6.2	6.1	6.2	6.5	5.6	6.4	6.5	5.4	5.4	5.4	6.9	9.5	6.6	5.3	6.8	5.7	5.4	7.5	6.4	5.7	6.7	5.4	6.4	5.9
MEDIAN	5	5	6	5	6	5	5	6	5	5	7	5	5	5	6	5	5	6	5	6	5	5	5	6
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Less than 5 years	325 22%	147 19%	178 25% B	179 23%	110 19%	36 23%	205 19%	80 38% G	40 17%	144 20%	39 28%	27 21%	41 26%	73 22%	162 28% P	162 18%	207 20%	118 25%	211 22%	114 21%	56 20%	67 20%	122 22%	80 24%
5-9 years	267 18%	147 19%	119 17%	127 17%	119 21%	21 13%	164 16%	48 22%	54 23% G	106 14%	32 23% J	25 19%	27 17%	76 23% J	121 21% P	145 16%	190 19%	77 16%	167 18%	99 18%	51 18%	49 15%	96 18%	71 21%
10-14 years	282 19%	139 18%	143 20%	139 18%	121 21%	22 14%	205 19%	41 20%	36 15%	153 21%	23 17%	16 13%	33 21%	56 17%	107 19%	176 19%	197 19%	86 18%	188 20%	95 17%	48 17%	61 18%	113 21%	60 18%
15-19 years	158 11%	67 9%	91 13% B	83 11%	59 10%	16 10%	117 11%	18 9%	23 10%	82 11%	9 6%	14 11%	13 8%	39 12%	77 13% P	81 9%	97 9%	60 13%	88 9%	70 13%	30 10%	35 11%	63 12%	29 9%
20-24 years	149 10%	90 11%	59 8%	84 11%	52 9%	13 8%	114 11%	12 6%	23 10%	81 11%	13 9%	9 7%	17 10%	29 9%	41 7%	109 12% O	106 10%	44 9%	92 10%	57 10%	37 13%	31 9%	58 11%	24 7%
25-29 years	120 8%	73 9%	47 7%	75 10%	37 6%	8 5%	97 9% H	5 2%	17 7%	68 9%	8 6%	14 11%	7 5%	22 7%	28 5%	91 10% O	86 8%	34 7%	74 8%	45 8%	24 8%	36 11%	33 6%	27 8%
30 years or more	200 13%	121 15% C	78 11%	78 10%	81 14%	41 26% DE	151 14% H	8 4%	40 17% H	98 13%	15 11%	23 18%	21 13%	42 12%	40 7%	159 17% O	144 14%	56 12%	126 13%	73 13%	41 14%	54 16%	61 11%	44 13%
MEAN	14.6	15.7 C	13.5	13.9	14.6	18.2 DE	15.6 H	9.1	15.4 H	15.4 K	12.8	16.0	13.4	13.8	11.5	16.6 O	14.9	14.0	14.6	14.8	15.5	16.1 WX	13.8	13.7
STD. ERR.	0.3	0.4	0.4	0.4	0.5	1.2	0.4	0.6	0.8	0.4	0.9	1.1	0.9	0.6	0.4	0.4	0.4	0.5	0.4	0.5	0.7	0.7	0.5	0.6
STD. DEV.	11.4	12.0	10.6	10.5	11.1	15.5	11.5	8.6	12.1	11.1	11.1	12.7	11.3	11.6	9.7	12.0	11.3	11.8	11.6	11.1	11.8	12.4	10.8	10.9
MEDIAN	12	13	12	12	12	14	13	7	12	13	9	13	10	10	10	14	12	12	12	12	13	14	12	10
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Quit a job	3.1	3.0	3.3	3.3	3.1	2.7	3.1	3.6	3.0	3.2	3.9 MN	3.3	2.5	2.9	3.2	3.1	3.1	3.3	2.9	3.5 S	2.2	2.8 U	3.2 U	4.2 UVW
Laid off from a job	0.9	1.1 C	0.8	0.9	0.9	1.1	1.0	0.9	0.8	0.8	1.1	0.8	0.8	1.2 J	1.1	0.8	0.9	1.0	0.9	1.0	0.8	1.1	0.9	0.9
Fired from a job	0.4	0.4	0.3	0.4	0.4	0.4	0.4	0.5	0.4	0.3	0.6 J	0.5	0.4	0.4	0.5 P	0.3	0.3	0.5 Q	0.4	0.4	0.4	0.3	0.4	0.5

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
0	1123 75%	581 74%	542 76%	571 75%	432 75%	121 76%	805 76%	144 68%	174 75%	572 78%	91 65%	92 71%	117 73%	251 74%	405 70%	718 78%	792 77%	332 70%	716 76%	407 74%	214 75%	257 77%	414 76%	238 71%
1	254 17%	126 16%	128 18%	133 17%	99 17%	23 14%	171 16%	49 23%	35 15%	106 14%	32 23%	25 20%	33 20%	59 17%	107 19%	147 16%	168 16%	87 18%	155 16%	99 18%	52 18%	56 17%	87 16%	59 17%
2	85 6%	53 7%	32 4%	42 5%	34 6%	9 6%	53 5%	12 5%	21 9%	37 5%	8 6%	10 7%	6 4%	24 7%	45 8%	41 4%	47 5%	38 8%	53 6%	32 6%	14 5%	13 4%	31 6%	27 8%
3	27 2%	14 2%	13 2%	12 2%	11 2%	5 3%	19 2%	6 3%	3 1%	16 2%	5 4%	* *	3 2%	3 1%	12 2%	15 2%	13 1%	14 3%	14 2%	13 2%	6 2%	2 1%	10 2%	9 3%
4	2 *	2 *	-	2 *	-	-	2 *	-	-	1 *	2 1%	-	-	-	2 *	-	1 *	2 *	2 *	-	-	-	1 *	2 1%
5+	7 *	6 1%	2 *	4 1%	2 *	1 1%	4 *	2 1%	1 1%	1 *	1 1%	2 2%	1 *	2 1%	5 1%	2 *	5 *	3 1%	6 1%	2 *	1 *	3 1%	3 *	1 *
MEAN	0.4	0.4	0.3	0.4	0.4	0.4	0.4	0.5	0.4	0.3	0.6 J	0.5	0.4	0.4	0.5 P	0.3	0.3	0.5 Q	0.4	0.4	0.4	0.3	0.4	0.5
STD. ERR.	*	*	*	*	*	0.1	*	0.1	0.1	*	0.1	0.1	0.1	*	*	*	*	*	*	*	*	0.1	*	*
STD. DEV.	0.8	0.9	0.7	0.8	0.9	0.9	0.8	0.8	0.9	0.7	1.0	1.1	0.7	0.9	1.0	0.7	0.8	0.9	0.8	0.8	0.8	0.9	0.8	0.9
MEDIAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
0	819 55%	413 53%	406 57%	431 56%	313 54%	75 47%	573 54%	110 52%	136 58%	425 58% N	69 50%	74 57%	92 57%	160 47%	270 47%	549 59% O	595 58% R	224 47%	518 55%	301 54%	162 56%	159 48%	326 60% VX	172 51%
1	392 26%	196 25%	195 27%	199 26%	146 25%	47 30%	280 27%	62 29%	50 21%	178 24%	36 26%	33 25%	41 26%	104 31%	168 29%	224 24%	237 23% Q	155 33% Q	240 25%	152 27%	79 27%	103 31% W	121 22%	90 27%
2	157 10%	90 11%	67 9%	68 9%	68 12%	21 13%	105 10%	24 11%	28 12%	83 11%	16 11%	8 6%	15 10%	34 10%	70 12%	87 9%	103 10%	54 11%	107 11%	50 9%	30 10%	35 10%	51 9%	41 12%
3	63 4%	40 5%	22 3%	30 4%	27 5%	6 3%	49 5%	7 3%	7 3%	23 3%	8 6%	7 6%	6 4%	18 5%	35 6% P	27 3%	42 4%	20 4%	43 5%	20 4%	8 3%	14 4%	25 5%	16 5%
4	17 1%	5 1%	11 2%	11 1%	5 1%	1 1%	12 1%	4 2%	1 *	4 1%	4 3% J	3 2%	3 2%	3 1%	11 2%	6 1%	13 1%	4 1%	10 1%	7 1%	1 *	7 2%	7 1%	1 *
5+	53 4%	38 5% C	15 2%	25 3%	19 3%	9 6%	36 3%	6 3%	11 5%	20 3%	6 4%	4 3%	2 1%	20 6% J	22 4%	31 3%	34 3%	19 4%	30 3%	23 4%	8 3%	15 4%	16 3%	15 4%
MEAN	0.9	1.1 C	0.8	0.9	0.9	1.1	1.0	0.9	0.8	0.8	1.1	0.8	0.8	1.2 J	1.1	0.8	0.9	1.0	0.9	1.0	0.8	1.1	0.9	0.9
STD. ERR.	*	0.1	*	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	*	0.1	0.1	0.1	0.1	0.1
STD. DEV.	1.9	2.3	1.3	2.1	1.6	1.8	2.0	1.5	1.4	1.8	1.7	1.3	1.4	2.4	1.6	2.0	1.9	1.8	1.5	2.4	1.8	2.4	1.8	1.3
MEDIAN	-	-	-	-	-	1	-	-	-	-	1	-	-	1	1	-	-	1	-	-	-	1	-	-
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
0	323 22%	171 22%	152 21%	163 21%	122 21%	37 23%	209 20%	45 21%	69 29% G	137 19%	30 22%	27 21%	45 28% J	84 25%	131 23%	192 21%	214 21%	109 23%	217 23%	106 19%	78 27% VX	61 18%	137 25% X	47 14%
1	272 18%	155 20%	117 16%	132 17%	91 16%	48 30% DE	204 19%	35 16%	33 14%	127 17%	18 13%	22 17%	37 23%	68 20%	103 18%	169 18%	190 19%	82 17%	186 20%	86 15%	60 21%	72 22%	82 15%	58 17%
2	254 17%	135 17%	119 17%	128 17%	107 19%	19 12%	182 17%	37 17%	35 15%	134 18%	19 14%	20 16%	22 14%	59 17%	96 17%	158 17%	180 18%	74 16%	173 18%	81 15%	61 21%	61 18%	83 15%	49 15%
3	186 12%	90 11%	97 13%	100 13%	71 12%	16 10%	134 13%	22 10%	30 13%	105 14% N	17 12%	15 12%	18 11%	30 9%	63 11%	124 13%	130 13%	56 12%	114 12%	72 13%	35 12%	43 13%	64 12%	45 13%
4	117 8%	63 8%	54 8%	53 7%	54 9%	9 6%	86 8%	21 10%	10 4%	53 7%	4 3%	17 13% K	11 7%	31 9% K	40 7%	77 8%	80 8%	37 8%	65 7%	52 9%	15 5%	36 11% U	44 8%	22 7%
5+	348 23%	169 22%	179 25%	187 24%	132 23%	29 18%	240 23%	52 25%	56 24%	177 24%	51 36% JLMN	28 22%	26 17%	66 19%	143 25%	205 22%	232 23%	116 24%	192 20%	156 28% S	38 13%	60 18%	136 25% U	114 34% UVW
MEAN	3.1	3.0	3.3	3.3	3.1	2.7	3.1	3.6	3.0	3.2	3.9 MN	3.3	2.5	2.9	3.2	3.1	3.1	3.3	2.9	3.5 S	2.2	2.8 U	3.2 U	4.2 UVW
STD. ERR.	0.1	0.1	0.1	0.1	0.1	0.3	0.1	0.3	0.2	0.1	0.4	0.3	0.3	0.2	0.1	0.1	0.2	0.2	0.1	0.2	0.1	0.2	0.2	0.2
STD. DEV.	3.6	3.4	3.9	3.8	3.4	3.6	3.5	4.3	3.7	3.5	4.4	3.8	3.3	3.6	3.9	3.5	3.5	3.9	3.6	3.7	2.5	2.8	3.8	4.4
MEDIAN	2	2	2	2	2	1	2	2	2	2	3	2	1	2	2	2	2	2	2	3	2	2	2	3
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
ANY LISTED (NET)	1025 68%	547 70%	478 67%	540 71%	380 66%	105 67%	793 75% HI	112 53%	120 52%	564 77% KMN	89 64%	97 75% MN	88 55%	187 55%	329 57%	696 75% O	1025 100% R	-	671 71% T	354 64%	189 66%	231 69%	376 69%	230 69%
I stay on top of the changes to work processes at my organization, and how they affect my role	658 44%	359 46%	298 42%	353 46%	243 42%	61 39%	531 50% HI	65 31%	61 26%	388 53% KLMN	46 33%	52 40%	49 30%	123 36%	185 32%	473 51% O	658 64% R	-	426 45%	232 42%	117 41%	153 46%	236 43%	152 45%
I have a "backup" when I am out or on vacation	503 34%	263 34%	240 33%	267 35%	190 33%	46 29%	416 39% HI	54 25% I	33 14%	309 42% KMN	39 28%	49 38% MN	35 22%	71 21%	142 25%	361 39% O	503 49% R	-	356 38% T	147 27%	85 30%	107 32%	197 36%	114 34%
I cross-train my coworkers on what I do	430 29%	232 30%	198 28%	240 31% F	158 27%	32 20%	358 34% HI	40 19%	32 14%	250 34% KMN	32 23%	38 30%	36 23%	73 22%	125 22%	305 33% O	430 42% R	-	281 30%	149 27%	61 21%	101 30% U	178 33% U	91 27%
I am a mentor to someone	333 22%	210 27% C	123 17%	184 24%	108 19%	41 26%	268 25% H	21 10%	44 19% H	200 27% MN	26 18%	38 30% MN	18 11%	51 15%	79 14%	254 27% O	333 33% R	-	204 22%	129 23%	59 21%	82 25%	106 19%	86 26%
I have or have had a mentor	270 18%	156 20%	114 16%	151 20%	93 16%	26 16%	215 20% H	21 10%	34 14%	155 21% N	21 15%	30 23% N	23 14%	40 12%	67 12%	202 22% O	270 26% R	-	195 21% T	75 14%	41 14%	55 16%	97 18%	76 23% U
I participate in activity groups/committees (e.g., employee resource groups, affinity groups, diversity groups)	256 17%	130 17%	126 18%	148 19%	90 16%	19 12%	220 21% HI	13 6%	23 10%	155 21% KN	17 12%	17 13%	23 14%	44 13%	59 10%	198 21% O	256 25% R	-	183 19% T	74 13%	50 17%	51 15%	97 18%	59 18%
I lead workshops/seminars	166 11%	109 14% C	57 8%	92 12%	55 9%	19 12%	137 13% H	8 4%	20 9%	104 14% MN	16 12%	11 9%	10 7%	25 7%	33 6%	133 14% O	166 16% R	-	103 11%	63 11%	27 9%	31 9%	65 12%	43 13%
None of these	475 32%	236 30%	238 33%	224 29%	198 34%	53 33%	262 25% G	100 47% G	113 48% G	169 23% H	50 36% J	32 25%	71 45% JL	152 45% JL	247 43% P	228 25% Q	-	475 100% Q	275 29% S	199 36% S	98 34%	101 31%	170 31%	105 31%
Sigma	3091 206%	1697 217%	1394 195%	1659 217%	1135 197%	297 187%	2408 228% G	322 151% G	361 155% G	1730 236% H	247 178% J	268 207% JL	266 166% JL	579 171% JL	938 163% P	2153 233% Q	2616 255% R	475 100% Q	2022 214% S	1069 193% S	538 187% U	681 205% U	1146 210% W	726 217% X

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
ANY LISTED (NET)	975 65%	528 67%	447 62%	499 65%	377 65%	99 63%	726 69%	137 65%	112 48%	507 69%	93 67%	86 67%	100 63%	188 55%	364 63%	611 66%	719 70%	256 54%	643 68%	332 60%	172 60%	224 67%	364 67%	215 64%
Veterans	834 56%	463 59%	371 52%	428 56%	321 56%	84 53%	634 60%	113 53%	86 37%	442 60%	76 55%	78 59%	160 47%	299 52%	535 58%	625 61%	209 44%	563 59%	270 49%	133 46%	200 60%	314 58%	187 56%	187 56%
Retirees	510 34%	243 31%	267 37%	262 34%	191 33%	58 36%	342 32%	96 45%	72 31%	248 34%	48 35%	52 40%	59 37%	102 30%	219 38%	291 31%	362 35%	148 31%	336 36%	174 31%	83 29%	120 36%	187 34%	120 36%
Immigrants	414 28%	226 29%	188 26%	224 29%	148 26%	42 26%	313 30%	48 23%	52 22%	214 29%	39 28%	45 35%	39 25%	76 23%	140 24%	274 30%	305 30%	109 23%	261 28%	153 28%	79 28%	100 30%	124 23%	110 33%
Expats (i.e., a person temporarily residing in a country other than their native country)	214 14%	118 15%	96 13%	130 17%	62 11%	22 14%	157 15%	27 13%	30 13%	117 16%	18 13%	24 18%	23 14%	33 10%	75 13%	139 15%	165 16%	49 10%	130 14%	84 15%	42 15%	37 11%	77 14%	57 17%
Ex-cons	122 8%	67 9%	55 8%	86 11%	31 5%	5 3%	89 8%	13 6%	20 9%	64 9%	9 6%	12 9%	24 15%	15 4%	47 8%	75 8%	90 9%	32 7%	82 9%	40 7%	23 8%	32 10%	39 7%	27 8%
None of these	525 35%	256 33%	269 38%	265 35%	201 35%	59 37%	329 31%	75 35%	121 52%	226 31%	45 33%	43 33%	60 37%	151 45%	212 37%	313 34%	307 30%	219 46%	304 32%	221 40%	115 40%	109 33%	181 33%	120 36%
Sigma	2619 175%	1373 175%	1245 174%	1395 183%	954 165%	269 170%	1865 177%	372 175%	382 164%	1311 179%	235 169%	253 195%	283 177%	537 159%	992 172%	1626 176%	1854 181%	765 161%	1676 177%	943 170%	476 166%	598 180%	922 169%	622 186%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
ANY (NET)	1274 85%	686 88% C	588 82%	649 85%	497 86%	129 81%	922 87% HI	165 78%	187 80%	661 90% MN	123 89% MN	113 87% N	122 77%	254 75%	475 83%	799 86%	918 90% R	356 75%	809 85%	465 84%	239 83%	284 85%	459 84%	292 87%
Planning for retirement	612 41%	313 40%	299 42%	329 43% F	237 41% F	46 29%	499 47% HI	50 23%	64 27%	352 48% LMN	69 50% LMN	42 32%	34 21%	114 34% M	224 39%	388 42%	473 46% R	139 29%	384 41%	228 41%	115 40%	131 39%	218 40%	147 44%
Keeping up with new technology	539 36%	317 40% C	222 31%	243 32%	224 39% D	72 46% D	387 37% H	53 25%	99 42% H	303 41% KMN	41 29%	60 46% KMN	46 29%	89 26%	163 28%	376 41% O	413 40% R	126 26%	356 38%	183 33%	97 34%	121 36%	188 35%	132 40%
Keeping myself motivated	495 33%	246 31%	248 35%	277 36% E	170 29%	48 30%	335 32%	70 33%	90 39%	244 33%	62 45% JLM	37 28%	38 24%	114 34%	194 34%	301 33%	320 31%	175 37%	294 31%	201 36%	91 32%	122 37%	175 32%	106 32%
Maintaining work/life balance (e.g., balancing caregiving responsibilities for adults, children)	482 32%	256 33%	226 32%	262 34%	180 31%	40 26%	356 34%	56 26%	70 30%	251 34% N	54 39% N	37 28%	57 35% N	83 25%	168 29%	314 34%	371 36% R	111 23%	286 30%	196 36%	90 31%	99 30%	169 31%	124 37%
Figuring out how to work with younger employees	265 18%	153 20%	112 16%	152 20%	92 16%	21 13%	203 19%	29 14%	33 14%	145 20% N	28 20%	21 16%	28 17%	44 13%	89 15%	176 19%	218 21% R	47 10%	177 19%	88 16%	48 17%	59 18%	103 19%	54 16%
Figuring out ways to share my knowledge with others at my company	260 17%	170 22% C	90 13%	138 18%	94 16%	28 18%	212 20% HI	20 10%	28 12%	162 22% N	21 15%	17 13%	24 15%	36 11%	65 11%	195 21% O	234 23% R	27 6%	173 18%	87 16%	43 15%	61 18%	99 18%	57 17%
Other (please specify)	65 4%	27 3%	38 5%	31 4%	21 4%	13 8%	40 4%	11 5%	13 6%	29 4%	5 4%	4 3%	11 7%	16 5%	31 5%	34 4%	39 4%	26 5%	43 5%	22 4%	15 5%	10 3%	25 5%	15 5%
Not sure	226 15%	98 12%	128 18% B	115 15%	81 14%	29 19%	133 13%	47 22% G	46 20% G	72 10%	16 11%	16 13%	37 23% JK	84 25% JKL	101 17%	125 14%	107 10%	119 25% Q	138 15%	88 16%	48 17%	49 15%	86 16%	43 13%
Sigma	2945 196%	1582 202%	1363 190%	1548 203%	1098 190%	298 189%	2165 205%	337 159%	443 190%	1558 213%	296 213%	235 181%	276 173%	580 171%	1034 180%	1910 207%	2175 212%	770 162%	1851 195%	1094 198%	547 190%	653 196%	1065 195%	679 203%

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 - U/V/W/X  
 Overlap formulae used. \* small base

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

19 Nov 2018  
 Table 11

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
I plan to retire at a specific age (please specify the age)	733 49%	442 56% C	292 41%	386 51% F	296 51% F	51 32%	585 56% HI	82 38%	66 28%	733 100% KLMN	-	-	-	-	196 34%	537 58% O	564 55% R	169 36%	497 53% T	236 43%	139 48%	173 52%	242 44%	179 54% W
I will never be able to retire	139 9%	58 7%	81 11% B	90 12% E	38 7%	10 6%	92 9%	21 10%	26 11%	-	139 100% JLMN	-	-	-	85 15% P	54 6%	89 9%	50 11%	72 8%	67 12% S	25 9%	15 4%	70 13% V	30 9%
I don't plan to ever retire	130 9%	68 9%	61 9%	44 6%	54 9% D	31 20% DE	72 7%	13 6%	45 19% GH	-	-	130 100% JKMN	-	-	50 9%	80 9%	97 9%	32 7%	75 8%	54 10%	18 6%	25 8%	49 9%	37 11%
I haven't thought about it	160 11%	72 9%	88 12%	82 11%	60 10%	17 11%	90 9%	27 13%	43 18% G	-	-	-	-	67 12%	92 10%	88 9%	71 15% Q	91 10%	69 12%	34 12%	25 8%	66 12%	34 10%	
I honestly don't know	339 23%	144 18%	195 27% B	161 21%	129 22%	49 31% D	215 20%	70 33% G	54 23%	-	-	-	-	339 100% JKLM	178 31% P	161 17%	187 18%	152 32% Q	211 22%	127 23%	71 25% X	94 28% X	119 22%	54 16%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	707	396	311	352	307	48	557	80	70	707	-	-	-	-	254	453	530	177	481	226	137	151	253	166
Weighted Base	733	442	292	386	296	51**	585	82*	66*	733	-**	-**	-**	-**	196	537	564	169	497	236	139*	173	242	179
54-59	17 2%	12 3%	6 2%	17 5% E	-	-	15 3%	2 2%	1 2%	17 2%	-	-	-	-	4 2%	14 3%	13 2%	4 2%	12 2%	5 2%	3 2%	4 2%	6 2%	5 3%
60-64	221 30%	134 30%	87 30%	163 42% E	59 20%	-	181 31%	23 28%	17 25%	221 30%	-	-	-	-	45 23%	176 33% O	171 30%	50 29%	156 31%	65 28%	50 36%	41 24%	75 31%	55 31%
65-69	350 48%	200 45%	151 52%	168 44%	182 61% D	1 2%	281 48%	39 48%	30 45%	350 48%	-	-	-	-	105 54%	245 46%	266 47%	85 50%	222 45%	129 55% S	59 42%	90 52%	111 46%	91 50%
70-74	122 17%	83 19%	40 14%	33 9%	51 17% D	38 74%	89 15%	17 21%	16 24%	122 17%	-	-	-	-	37 19%	85 16%	95 17%	27 16%	90 18%	32 14%	25 18%	28 16%	42 17%	28 15%
75+	22 3%	13 3%	9 3%	4 1%	5 2%	13 25%	19 3%	1 1%	3 4%	22 3%	-	-	-	-	5 3%	17 3%	19 3%	4 2%	18 4%	4 2%	3 2%	10 6% X	8 3%	1 1%
MEAN	65.5	65.6	65.5	64.1	66.3 D	71.9	65.5	65.6	65.9	65.5	-	-	-	-	65.9	65.4	65.6	65.5	65.6	65.5	65.6	66.1	65.4	65.2
STD. ERR.	0.1	0.2	0.2	0.2	0.2	0.3	0.2	0.4	0.5	0.1	-	-	-	-	0.2	0.2	0.2	0.3	0.2	0.2	0.3	0.3	0.2	0.3
STD. DEV.	3.8	3.9	3.6	3.6	2.8	2.3	3.8	3.6	4.2	3.8	-	-	-	-	3.6	3.9	3.9	3.5	4.0	3.4	3.7	4.0	3.9	3.6
MEDIAN	65	65	65	65	66	71	65	65	66	65	-	-	-	-	66	65	65	65	65	65	65	66	65	65
Sigma	733 100%	442 100%	292 100%	386 100%	296 100%	51 100%	585 100%	82 100%	66 100%	733 100%	-	-	-	-	196 100%	537 100%	564 100%	169 100%	497 100%	236 100%	139 100%	173 100%	242 100%	179 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)
Unweighted Base	707	396	311	352	307	48	557	80	70	707	-	-	-	254	453	530	177	481	226	137	151	253	166
Weighted Base	733	442	292	386	296	51**	585	82*	66*	733	**	**	**	196	537	564	169	497	236	139*	173	242	179
Sooner than I anticipated	69 9%	31 7%	38 13% B	42 11%	24 8%	4 7%	57 10%	8 10%	4 6%	69 9%	-	-	-	11 6%	58 11%	56 10%	13 8%	52 11%	17 7%	17 12%	12 7%	20 8%	20 11%
The exact age that I anticipated	419 57%	264 60%	155 53%	226 58%	168 57%	25 49%	321 55%	55 67%	43 65%	419 57%	-	-	-	106 54%	312 58%	310 55%	108 64%	284 57%	135 57%	85 61%	96 55%	139 58%	99 55%
Later than I anticipated	245 33%	147 33%	98 34%	118 31%	104 35%	23 44%	207 35%	19 23%	19 29%	245 33%	-	-	-	78 40% P	167 31%	197 35%	48 28%	162 32%	84 35%	37 27%	65 38%	82 34%	61 34%
Sigma	733 100%	442 100%	292 100%	386 100%	296 100%	51 100%	585 100%	82 100%	66 100%	733 100%	-	-	-	196 100%	537 100%	564 100%	169 100%	497 100%	236 100%	139 100%	173 100%	242 100%	179 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)
Unweighted Base	233	131	102	108	103	22	197	19	17	233	-	-	-	93	140	179	54	158	75	31	56	88	58
Weighted Base	245	147*	98*	118*	104*	23**	207	19**	19**	245	-**	-**	-**	78*	167	197	48*	162	84*	37**	65*	82*	61*
I haven't saved enough to cover the lifestyle I want to have	118 48%	66 45%	52 53%	61 52%	41 40%	15 68%	94 45%	11 61%	13 68%	118 48%	-	-	-	47 61% P	71 42%	88 45%	30 63%	81 50%	37 44%	13 35%	31 48%	50 61% X	24 40%
I'd like to continue working for a few more years	117 48%	74 50%	43 44%	48 41%	57 54%	12 54%	98 47%	8 40%	12 60%	117 48%	-	-	-	32 41%	85 51%	93 47%	24 49%	78 48%	39 47%	24 64%	29 44%	36 43%	29 48%
Rising healthcare costs	88 36%	47 32%	40 41%	46 39%	35 34%	7 30%	77 37%	8 45%	2 10%	88 36%	-	-	-	27 34%	61 36%	74 37%	14 30%	60 37%	28 33%	9 25%	17 26%	36 44%	25 41%
Unexpected expenses for myself (e.g., surgery, divorce)	33 13%	11 7%	22 23% B	16 13%	16 15%	2 8%	27 13%	5 24%	1 5%	33 13%	-	-	-	17 22% P	16 10%	26 13%	7 15%	19 12%	14 16%	7 19%	10 16%	10 12%	6 10%
Unexpected expenses from caring for another person (e.g. parents, children, spouse, etc.) Please specify which person:	31 13%	24 16%	7 7%	15 12%	12 12%	4 20%	23 11%	4 22%	4 22%	31 13%	-	-	-	13 16%	19 11%	25 12%	7 15%	21 13%	10 12%	1 2%	12 19%	12 14%	7 11%
I want to help mentor my successors	8 3%	8 5%	-	-	5 5%	3 14%	6 3%	2 9%	1 4%	8 3%	-	-	-	-	8 5%	7 4%	1 2%	8 5%	* *	2 5%	2 3%	3 3%	1 2%
Other (please specify)	30 12%	20 14%	10 10%	15 13%	13 12%	2 9%	26 12%	2 10%	2 9%	30 12%	-	-	-	6 7%	24 14%	26 13%	4 8%	21 13%	8 10%	4 11%	5 8%	5 6%	15 25% VV
Sigma	425 173%	250 170%	175 178%	200 169%	179 171%	46 203%	351 169%	39 211%	35 179%	425 173%	-	-	-	142 181%	283 170%	338 171%	87 182%	288 179%	136 163%	59 159%	107 164%	150 184%	108 178%

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 - U/V/W/X  
 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.

19 Nov 2018  
 Table 15

Base: Retirement Sooner Than Anticipated

	Gender			Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	66	26	40	41	23	2	50	9	7	66	-	-	-	20	46	49	17	47	19	13	15	22	16	
Weighted Base	69*	31**	38**	42**	24**	4**	57*	8**	4**	69*	-**	-**	-**	11**	58*	56*	13**	52*	17**	17**	12**	20**	20**	
I saved enough money and I'm ready	47 68%	26 83%	21 56%	28 66%	19 79%	1 22%	39 68%	5 65%	3 74%	47 68%	-	-	-	6 51%	42 71%	38 67%	9 72%	37 71%	10 59%	16 90%	4 32%	13 62%	15 76%	
I'm ready to do something different	29 42%	13 43%	16 41%	22 53%	7 29%	-	27 47%	1 15%	1 25%	29 42%	-	-	-	6 49%	24 41%	26 47%	3 20%	21 41%	8 45%	3 18%	1 10%	12 59%	13 64%	
My own physical condition	12 17%	2 7%	10 25%	7 17%	2 6%	3 78%	9 16%	3 34%	-	12 17%	-	-	-	2 19%	10 16%	11 19%	1 6%	10 18%	2 12%	1 4%	7 56%	3 14%	1 7%	
Unexpectedly need to care for another person (e.g. parents, children, spouse, etc.) Please specify which person:	9 13%	2 7%	7 17%	5 11%	4 18%	-	5 8%	4 43%	*	9 13%	-	-	-	2 19%	7 12%	8 15%	*	5 10%	4 21%	3 16%	2 16%	2 8%	3 13%	
I am confident that my successor is ready to take my place	3 5%	3 8%	1 2%	-	3 14%	-	3 4%	1 10%	-	3 5%	-	-	-	-	3 6%	3 6%	-	3 6%	-	2 10%	-	-	-	2 8%
I was offered an early retirement package	1 2%	1 2%	1 2%	1 2%	1 3%	-	1 2%	-	-	1 2%	-	-	-	-	1 2%	1 2%	-	1 1%	1 4%	-	-	1 7%	-	
My skills are no longer relevant	* 1%	-	* 1%	* 1%	-	-	-	* 5%	-	* 1%	-	-	-	* 4%	-	* 1%	-	* 1%	-	-	-	-	* 2%	-
Other (please specify)	5 7%	2 7%	3 8%	2 4%	3 13%	-	5 9%	-	-	5 7%	-	-	-	-	5 9%	4 8%	1 6%	5 10%	-	1 7%	-	2 9%	2 9%	
Sigma	107 154%	49 158%	58 151%	65 155%	38 162%	4 100%	89 154%	14 172%	4 109%	107 154%	-	-	-	16 142%	91 156%	93 165%	14 107%	83 158%	24 141%	25 146%	14 114%	33 161%	36 178%	

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 - U/V/W/X  
 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?

19 Nov 2018  
 Table 16

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
YES (NET)	746 50%	395 50%	351 49%	408 53% E	270 47%	68 43%	521 49%	107 51%	117 50%	387 53%	79 57% MN	59 46%	68 43%	152 45%	313 54% P	433 47%	527 51%	219 46%	489 52%	257 46%	147 51%	154 46%	295 54% X	150 45%
Yes, the retirement age should be younger	429 29%	199 25%	230 32% B	265 35% EF	142 25% F	22 14%	313 30% I	71 34% I	45 19%	227 31% L	45 32% L	15 11%	37 23% L	105 31% L	210 36% P	219 24%	291 28%	138 29%	283 30%	145 26%	78 27%	98 30%	178 33% X	75 22%
Yes, the retirement age should be older	134 9%	99 13% C	35 5%	53 7%	54 9%	26 17% DE	94 9%	12 6%	28 12%	76 10% N	10 7%	22 17% KMN	10 6%	15 4%	26 4%	108 12% O	99 10%	35 7%	88 9%	46 8%	31 11%	20 6%	51 9%	31 9%
Yes, there should be no limit on age for retirement	183 12%	97 12%	86 12%	90 12%	74 13%	19 12%	115 11%	24 11%	45 19% G	83 11%	25 18% N	22 17%	21 13%	32 9%	77 13%	106 11%	137 13%	46 10%	118 12%	65 12%	38 13%	35 11%	66 12%	44 13%
No, the retirement age should stay the same	535 36%	297 38%	238 33%	234 31%	232 40% D	69 43% D	389 37%	72 34%	74 32%	260 35%	39 28%	51 39%	65 40%	121 36%	184 32%	351 38% O	359 35%	176 37%	326 34%	209 38%	103 36%	130 39%	171 31%	130 39%
Not sure	219 15%	92 12%	127 18% B	122 16%	76 13%	21 14%	144 14%	33 16%	42 18%	86 12%	21 15%	20 15%	27 17%	65 19% J	79 14%	140 15%	139 14%	80 17%	132 14%	87 16%	37 13%	48 15%	80 15%	55 16%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	438	182	256	276	149	13	325	65	48	235	45	15	43	100	252	186	301	137	289	149	83	87	192	76
Weighted Base	429	199	230	265	142*	22**	313	71*	45*	227	45**	15**	37*	105*	210	219	291	138*	283	145*	78*	98*	178	75*
Younger than 50	1	1	-	1	-	-	-	1	-	-	1	-	-	-	1	-	1	-	1	-	-	-	1	-
50-54	12 3%	9 4%	3 1%	7 2%	* *	5 22%	9 3%	3 4%	* 1%	7 3%	1 2%	-	1 4%	3 3%	3 2%	9 4%	7 2%	5 4%	6 2%	6 4%	1 1%	1 1%	4 2%	7 9% W
55-59	44 10%	21 11%	23 10%	37 14% E	7 5%	-	31 10%	7 10%	6 13%	16 7%	5 10%	4 24%	5 14%	15 14%	24 11%	20 9%	29 10%	15 11%	28 10%	16 11%	6 8%	11 11%	21 12%	6 8%
60-65 (NET)	372 87%	169 85%	204 89%	220 83%	134 95% D	17 78%	273 87%	61 85%	38 86%	204 90%	38 86%	11 76%	31 83%	88 84%	182 87%	190 87%	254 87%	118 86%	248 88%	124 85%	71 91%	86 88%	152 86%	63 83%
60	141 33%	60 30%	82 36%	101 38% E	37 26%	3 16%	102 33%	26 36%	13 30%	72 32%	21 46%	4 24%	12 33%	33 31%	69 33%	72 33%	103 35%	39 28%	95 33%	47 32%	23 30%	26 27%	69 39%	22 30%
61	2 *	-	2 1%	-	2 1%	-	-	-	2 4% G	-	-	-	-	2 2%	2 1%	-	-	2 1%	2 1%	-	-	2 2%	-	-
62	144 34%	73 37%	71 31%	80 30%	52 37%	12 55%	106 34%	23 33%	14 32%	85 38%	10 22%	7 46%	11 30%	30 29%	78 37%	66 30%	87 30%	57 41%	102 36%	41 28%	24 31%	42 43%	52 29%	27 36%
63	25 6%	9 4%	17 7%	14 5%	11 8%	-	18 6%	4 6%	3 8%	12 5%	2 5%	-	5 13%	6 6%	11 5%	15 7%	18 6%	7 5%	12 4%	13 9%	5 6%	5 5%	12 7%	4 6%
64	12 3%	4 2%	8 3%	3 1%	8 5% D	1 5%	7 2%	4 5%	1 2%	8 3%	2 4%	-	-	2 2%	2 1%	10 5%	9 3%	3 2%	10 4%	1 1%	5 6%	2 2%	3 2%	2 3%
65	48 11%	23 12%	25 11%	23 9%	25 17% D	1 2%	40 13%	4 5%	5 11%	26 11%	4 8%	1 7%	2 7%	15 14%	21 10%	27 12%	38 13%	11 8%	27 10%	21 15%	15 19%	10 10%	17 9%	7 9%
MEAN	60.8	60.7	61.0	60.4	61.8 D	60.1	61.0	60.2	61.0	61.1	60.0	60.3	60.4	60.7	60.7	60.9	60.8	60.8	60.8	60.9	61.6 W	61.1	60.5	60.5
STD. ERR.	0.1	0.3	0.2	0.2	0.2	1.0	0.2	0.5	0.4	0.2	0.7	0.8	0.5	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.3	0.3	0.2	0.4
STD. DEV.	3.1	3.5	2.8	3.4	2.3	3.5	2.9	4.3	2.7	2.6	4.8	3.0	3.2	3.2	3.3	3.0	3.3	2.7	3.2	2.9	2.6	2.6	3.5	3.3
MEDIAN	62	62	62	60	62	62	62	60	62	62	60	62	60	62	62	62	62	62	62	62	62	62	60	62
Sigma	429 100%	199 100%	230 100%	265 100%	142 100%	22 100%	313 100%	71 100%	45 100%	227 100%	45 100%	15 100%	37 100%	105 100%	210 100%	219 100%	291 100%	138 100%	283 100%	145 100%	78 100%	98 100%	178 100%	75 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	140	100	40	52	58	30	93	14	33	74	12	21	14	19	36	104	100	40	91	49	34	22	53	31
Weighted Base	134	99*	35**	53*	54*	26**	94*	12**	28**	76*	10**	22**	10**	15**	26**	108*	99*	35**	88*	46*	31**	20**	51*	31**
67-69	62 46%	40 40%	22 62%	24 44%	27 50%	11 42%	42 44%	10 81%	10 36%	38 49%	3 33%	11 52%	3 26%	6 43%	14 55%	48 44%	42 42%	20 57%	40 45%	22 47%	18 58%	11 54%	19 37%	13 42%
70-74	66 49%	54 54%	13 36%	24 46%	27 49%	15 57%	49 52%	2 15%	16 57%	35 45%	6 55%	11 48%	7 67%	9 57%	11 43%	55 51%	53 54%	13 37%	46 52%	20 44%	11 36%	9 46%	31 61%	15 46%
75-79	4 3%	3 3%	1 2%	3 6%	* 1%	* 1%	3 3%	* 4%	1 4%	3 4%	* 3%	- -	1 7%	- -	1 3%	3 3%	3 3%	1 3%	1 1%	3 7%	1 2%	- -	1 1%	3 8%
80+	2 2%	2 2%	- -	2 4%	- -	- -	1 1%	- -	1 3%	1 1%	1 9%	- -	- -	- -	- -	2 2%	1 1%	1 3%	1 1%	1 2%	1 3%	- -	- -	1 3%
MEAN	69.3	69.5	68.6	69.6	69.0	69.2	69.3	68.2	69.9	69.2	70.3	68.9	69.8	69.1	68.9	69.4	69.4	69.2	69.2	69.6	69.3	68.8	69.2	69.8
STD. ERR.	0.2	0.2	0.2	0.4	0.2	0.2	0.2	0.5	0.4	0.2	1.0	0.2	0.5	0.3	0.3	0.2	0.2	0.4	0.2	0.3	0.4	0.3	0.2	0.5
STD. DEV.	2.1	2.2	1.6	2.9	1.3	1.2	1.9	1.9	2.4	2.1	3.6	1.1	2.0	1.5	1.7	2.1	1.9	2.5	1.8	2.4	2.5	1.2	1.4	2.9
MEDIAN	70	70	68	70	70	70	70	68	70	70	70	69	70	70	68	70	70	68	70	70	68	69	70	70
Sigma	134	99	35	53	54	26	94	12	28	76	10	22	10	15	26	108	99	35	88	46	31	20	51	31
	100%	100%	100%	100%	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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
POSITIVE (NET)	1227 82%	643 82%	584 82%	609 80%	486 84%	132 83%	854 81%	174 82%	199 86%	607 83% K	101 73%	121 93% JKMN	133 83%	265 78%	447 78%	780 84% O	890 87% R	337 71%	799 84% T	429 77%	218 76%	279 84% U	451 83%	278 83%
Knowledgeable	910 61%	468 60%	442 62%	442 58%	372 64% D	96 61%	663 63% H	113 53%	134 58%	478 65% KN	74 53%	90 69% KN	95 59%	175 52%	312 54%	598 65% O	699 68% R	212 45%	598 63% T	312 56%	166 58%	207 62%	332 61%	205 61%
Confident	802 53%	427 54%	375 52%	385 50%	318 55%	99 62% D	570 54%	109 51%	122 52%	413 56% K	52 37%	83 64% KN	87 54% K	167 49% K	279 48%	523 57% O	594 58% R	207 44%	542 57% T	260 47%	148 52%	181 54%	289 53%	183 55%
Valued	747 50%	380 48%	368 51%	365 48%	300 52%	82 52%	531 50%	115 54%	101 43%	394 54% KN	55 40%	71 55% KN	83 52%	144 42%	258 45%	489 53% O	579 56% R	168 35%	508 54% T	240 43%	141 49%	174 52%	257 47%	175 52%
Helpful	607 40%	275 35%	332 46% B	292 38%	246 42%	69 44%	419 40%	101 47%	87 38%	295 40%	52 37%	60 46%	63 39%	137 40%	252 44%	355 38%	464 45% R	143 30%	410 43% T	197 36%	101 35%	153 46% U	219 40%	133 40%
In charge	423 28%	235 30%	187 26%	218 28%	162 28%	43 27%	256 24%	40 19%	127 54% GH	199 27%	33 24%	55 43% JKN	58 36% N	78 23%	136 24%	287 31% O	306 30%	116 25%	263 28%	160 29%	73 25%	90 27%	146 27%	115 34% UW
Hopeful	303 20%	153 20%	150 21%	175 23%	103 18%	26 16%	209 20%	34 16%	60 26% H	149 20%	27 19%	44 34% JKMN	24 15%	60 18%	124 21%	180 19%	241 24% R	62 13%	222 23% T	82 15%	34 12%	67 20% U	119 22% U	83 25% U
NEGATIVE (NET)	521 35%	276 35%	246 34%	275 36%	197 34%	48 31%	408 39% HI	63 29%	51 22%	259 35% M	74 54% JLMN	33 26%	40 25%	115 34%	205 36%	316 34%	340 33%	181 38%	297 31%	224 41% S	108 38%	111 33%	182 33%	120 36%
Frustrated	255 17%	130 17%	125 17%	135 18%	92 16%	28 18%	215 20% HI	19 9%	20 9%	123 17% L	40 29% JLM	11 8%	17 11%	65 19% L	101 18%	154 17%	159 16%	96 20%	135 14%	120 22% S	51 18%	61 18%	88 16%	55 16%
Old	191 13%	113 14%	78 11%	87 11%	80 14%	25 16%	144 14%	26 12%	21 9%	104 14% M	28 20% MN	16 12%	11 7%	32 9%	78 13%	113 12%	116 11%	74 16%	128 13%	63 11%	37 13%	43 14%	76 14%	35 10%
Overwhelmed	184 12%	76 10%	109 15% B	103 13%	72 12%	10 6%	150 14% H	15 7%	19 8%	86 12% JLMN	38 27% JLMN	12 9%	19 12%	30 9%	76 13%	109 12%	135 13%	50 10%	90 9%	95 17% S	45 16% V	31 9%	66 12%	43 13%
Disrespected	152 10%	72 9%	81 11%	80 10%	53 9%	20 13%	129 12% I	17 8%	6 3%	72 10%	25 18% JLM	7 6%	10 6%	38 11%	73 13% P	79 9%	103 10%	49 10%	76 8%	76 14% S	30 10%	34 10%	45 8%	43 13%
Behind the times	71 5%	41 5%	30 4%	38 5%	29 5%	4 3%	56 5%	5 2%	11 5%	36 5%	8 6%	9 7%	3 2%	15 4%	23 4%	48 5%	48 5%	23 5%	43 5%	28 5%	16 6%	15 5%	24 4%	16 5%
Hopeless	71 5%	35 4%	36 5%	46 6%	21 4%	5 3%	61 6% I	6 3%	4 2%	35 5% N	17 12% JN	6 4%	9 5% N	5 1%	38 7% P	33 4%	42 4%	29 6%	38 4%	33 6%	12 4%	11 3%	28 5%	20 6%
Inadequate	45 3%	18 2%	27 4%	23 3%	16 3%	6 4%	31 3%	8 4%	6 2%	18 2%	12 9% JMN	5 4%	3 2%	8 2%	26 4% P	19 2%	30 3%	15 3%	29 3%	17 3%	11 4%	8 2%	19 3%	7 2%
None of these	65 4%	33 4%	32 4%	36 5%	22 4%	7 4%	40 4%	10 5%	15 7%	23 3%	5 3%	2 1%	8 5%	28 8% JL	38 7% P	27 3%	22 2%	43 9% Q	37 4%	29 5%	12 4%	17 5%	24 4%	13 4%
Sigma	4828 322%	2455 313%	2372 331%	2424 317%	1884 326%	519 328%	3473 329%	621 292%	734 315%	2425 331%	465 335%	470 363%	488 305%	980 289%	1814 315%	3014 326%	3540 345%	1288 271%	3118 329%	1710 309%	879 306%	1091 328%	1730 317%	1126 337%

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 - U/V/W/X  
 Overlap formulae used. \* small base

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

19 Nov 2018  
 Table 20

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
My colleagues have been helpful to me.	1298 87%	679 87%	619 86%	652 85%	512 89%	134 85%	919 87%	188 89%	191 82%	658 90% MN	118 85%	114 88%	127 79%	281 83%	479 83%	819 89% O	933 91% R	365 77%	859 91% T	439 79%	240 83%	285 86%	484 89%	289 86%
My colleagues treat me with the same fairness as other team members.	1293 86%	683 87%	609 85%	647 85%	506 88%	140 89%	911 86%	189 89%	192 83%	640 87%	113 81%	114 88%	129 80%	297 88%	480 83%	813 88% O	906 88% R	386 81%	840 89% T	453 82%	248 86%	299 90%	463 85%	282 84%
My boss is more impatient with me than our younger colleagues.	229 15%	115 15%	115 16%	115 15%	89 15%	25 16%	167 16%	26 12%	36 16%	100 14%	25 18%	15 12%	33 21%	56 16%	106 18% P	124 13%	161 16%	68 14%	139 15%	90 16%	42 15%	40 12%	93 17%	54 16%
My colleagues are more impatient with me than our younger colleagues.	224 15%	124 16%	99 14%	122 16%	83 14%	19 12%	157 15%	30 14%	37 16%	94 13%	27 19%	20 16%	31 20%	51 15%	106 18% P	118 13%	150 15%	73 15%	139 15%	85 15%	45 16%	40 12%	99 18% X	40 12%

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 - U/V/W/X  
 Overlap formulae used. \* small base

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

19 Nov 2018  
 Table 21

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
My colleagues are more impatient with me than our younger colleagues.	1276 85%	659 84%	617 86%	642 84%	495 86%	139 88%	898 85%	183 86%	196 84%	639 87%	112 81%	109 84%	128 80%	287 85%	470 82%	806 87% O	875 85%	401 85%	808 85%	468 85%	242 84%	292 88%	446 82%	295 88% W
My boss is more impatient with me than our younger colleagues.	1271 85%	669 85%	602 84%	649 85%	489 85%	133 84%	888 84%	186 88%	196 84%	633 86%	114 82%	114 88%	127 79%	283 84%	470 82%	800 87% O	864 84%	407 86%	808 85%	463 84%	245 85%	292 88%	453 83%	280 84%
My colleagues treat me with the same fairness as other team members.	207 14%	100 13%	107 15%	117 15%	72 12%	18 11%	143 14%	23 11%	41 17%	93 13%	26 19%	16 12%	31 20%	41 12%	96 17% P	111 12%	119 12%	88 19% Q	107 11%	100 18% S	39 14%	34 10%	83 15%	52 16%
My colleagues have been helpful to me.	202 13%	105 13%	98 14%	112 15%	66 11%	24 15%	136 13%	24 11%	42 18%	75 10%	21 15%	16 12%	33 21% J	57 17% J	98 17% P	105 11%	92 9%	110 23% Q	88 9%	115 21% S	47 17%	47 14%	62 11%	46 14%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	224 15%	124 16%	99 14%	122 16%	83 14%	19 12%	157 15%	30 14%	37 16%	94 13%	27 19%	20 16%	31 20%	51 15%	106 18% P	118 13%	150 15%	73 15%	139 15%	85 15%	45 16%	40 12%	99 18% X	40 12%
Strongly agree	49 3%	25 3%	24 3%	34 4% E	9 2%	6 4%	34 3%	8 4%	7 3%	21 3%	7 5%	5 4%	5 3%	11 3%	27 5%	23 2%	34 3%	15 3%	32 3%	17 3%	18 6% X	11 3%	17 3%	4 1%
Somewhat agree	174 12%	99 13%	75 10%	88 12%	73 13%	13 8%	123 12%	21 10%	30 13%	73 10%	20 14%	15 12%	26 16%	40 12%	79 14%	95 10%	116 11%	59 12%	107 11%	68 12%	27 9%	30 9%	82 15% V	36 11%
BOTTOM 2 BOX (NET)	1276 85%	659 84%	617 86%	642 84%	495 86%	139 88%	898 85%	183 86%	196 84%	639 87%	112 81%	109 84%	128 80%	287 85%	470 82%	806 87% O	875 85%	401 85%	808 85%	468 85%	242 84%	292 88%	446 82%	295 88% W
Somewhat disagree	448 30%	255 33% C	193 27%	229 30%	175 30%	43 27%	321 30%	65 30%	62 27%	243 33% L	45 32% L	20 15%	47 29% L	94 28% L	163 28%	285 31%	283 28%	164 35% Q	281 30%	166 30%	85 30%	106 32%	149 27%	108 32%
Strongly disagree	828 55%	404 52%	425 59% B	412 54%	320 55%	96 61%	577 55%	118 56%	134 57%	396 54%	67 48%	90 69% JKM	82 51%	194 57%	307 53%	521 56%	591 58% R	237 50%	526 56%	302 55%	157 55%	186 56%	297 54%	188 56%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	229 15%	115 15%	115 16%	115 15%	89 15%	25 16%	167 16%	26 12%	36 16%	100 14%	25 18%	15 12%	33 21%	56 16%	106 18% P	124 13%	161 16%	68 14%	139 15%	90 16%	42 15%	40 12%	93 17%	54 16%
Strongly agree	65 4%	31 4%	34 5%	37 5%	23 4%	4 3%	51 5%	6 3%	8 4%	30 4%	6 4%	6 4%	10 6%	13 4%	34 6%	31 3%	46 4%	19 4%	39 4%	26 5%	16 6%	9 3%	25 5%	14 4%
Somewhat agree	164 11%	83 11%	81 11%	78 10%	66 11%	21 13%	116 11%	20 9%	28 12%	70 10%	19 14%	10 8%	23 14%	42 12%	72 12%	92 10%	116 11%	49 10%	99 10%	65 12%	26 9%	31 9%	68 12%	40 12%
BOTTOM 2 BOX (NET)	1271 85%	669 85%	602 84%	649 85%	489 85%	133 84%	888 84%	186 88%	196 84%	633 86%	114 82%	114 88%	127 79%	283 84%	470 82%	800 87% O	864 84%	407 86%	808 85%	463 84%	245 85%	292 88%	453 83%	280 84%
Somewhat disagree	379 25%	214 27%	165 23%	198 26%	146 25%	36 23%	264 25%	71 33% G	44 19%	197 27% L	44 32% L	12 9%	36 23% L	89 26% L	157 27%	222 24%	241 24%	138 29%	223 24%	156 28%	82 29%	87 26%	127 23%	83 25%
Strongly disagree	892 59%	455 58%	437 61%	451 59%	343 59%	98 62%	624 59%	115 54%	153 66%	436 60%	69 50%	102 79% JKMN	90 57%	194 57%	314 55%	578 63% O	623 61%	269 57%	586 62% T	306 55%	163 57%	206 62%	325 60%	198 59%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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

19 Nov 2018  
 Table 24

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	1298 87%	679 87%	619 86%	652 85%	512 89%	134 85%	919 87%	188 89%	191 82%	658 90% MN	118 85%	114 88%	127 79%	281 83%	479 83%	819 89% O	933 91% R	365 77%	859 91% T	439 79%	240 83%	285 86%	484 89%	289 86%
Strongly agree	598 40%	281 36%	316 44% B	294 38%	234 40%	70 44%	420 40%	87 41%	90 39%	294 40%	48 35%	60 46%	66 41%	129 38%	224 39%	374 40%	454 44% R	144 30%	438 46% T	159 29%	110 38%	130 39%	238 44% X	119 36%
Somewhat agree	700 47%	398 51% C	302 42%	358 47%	278 48%	64 40%	499 47%	101 48%	100 43%	364 50% M	69 50%	54 42%	61 38%	152 45%	255 44%	445 48%	479 47%	221 47%	421 44%	279 50%	129 45%	155 47%	245 45%	170 51%
BOTTOM 2 BOX (NET)	202 13%	105 13%	98 14%	112 15%	66 11%	24 15%	136 13%	24 11%	42 18%	75 10%	21 15%	16 12%	33 21% J	57 17% P	98 13% P	105 11%	92 9%	110 23% Q	88 9%	115 21% S	47 17%	47 14%	62 11%	46 14%
Somewhat disagree	138 9%	73 9%	65 9%	80 11%	41 7%	17 11%	100 9%	18 8%	20 9%	50 7%	17 13% J	7 5%	25 15% JL	39 11% J	73 13% P	65 7%	61 6%	77 16% Q	56 6%	82 15% S	30 10%	37 11%	40 7%	30 9%
Strongly disagree	64 4%	32 4%	32 5%	32 4%	25 4%	8 5%	36 3%	6 3%	22 10% GH	25 3%	4 3%	9 7%	8 5%	19 5%	25 4%	40 4%	32 3%	33 7% Q	31 3%	33 6% S	17 6%	10 3%	22 4%	15 5%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	1293 86%	683 87%	609 85%	647 85%	506 88%	140 89%	911 86%	189 89%	192 83%	640 87%	113 81%	114 88%	129 80%	297 88%	480 83%	813 88% O	906 88% R	386 81%	840 89% T	453 82%	248 86%	299 90%	463 85%	282 84%
Strongly agree	745 50%	374 48%	372 52%	372 49%	290 50%	83 53%	529 50%	101 48%	115 50%	372 51%	58 42%	73 57% K	80 50%	163 48%	260 45%	485 52% O	549 54% R	196 41%	512 54% T	233 42%	136 47%	176 53%	266 49%	167 50%
Somewhat agree	547 36%	310 40% C	238 33%	274 36%	216 37%	57 36%	383 36%	88 41%	77 33%	268 37%	55 39%	41 31%	49 31%	134 40%	219 38%	328 35%	357 35%	190 40%	327 35%	220 40%	112 39%	123 37%	197 36%	115 34%
BOTTOM 2 BOX (NET)	207 14%	100 13%	107 15%	117 15%	72 12%	18 11%	143 14%	23 11%	41 17%	93 13%	26 19%	16 12%	31 20%	41 12%	96 17% P	111 12%	119 12%	88 19% Q	107 11%	100 18% S	39 14%	34 10%	83 15%	52 16%
Somewhat disagree	140 9%	69 9%	71 10%	83 11%	48 8%	10 6%	106 10%	18 9%	16 7%	68 9% L	21 15% LN	2 1%	24 15% LN	25 7% L	66 11%	74 8%	85 8%	55 12%	75 8%	65 12% S	22 8%	25 7%	54 10%	39 12%
Strongly disagree	67 4%	31 4%	37 5%	35 5%	25 4%	8 5%	38 4%	5 2%	24 10% GH	26 3%	5 3%	14 11% JK	7 4%	16 5%	30 5%	37 4%	34 3%	34 7% Q	32 3%	35 6% S	16 6%	9 3%	29 5%	13 4%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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

19 Nov 2018  
 Table 26

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Physically (e.g., daily wear and tear/drain on body and mind)	1266 84%	675 86%	591 82%	638 84%	489 85%	138 87%	904 86%	172 81%	190 81%	667 91% KMN	95 68%	109 84% K	120 75%	275 81% K	436 76%	829 90% O	885 86% R	381 80%	819 86% T	447 81%	241 84%	287 86%	448 82%	289 86%
Emotionally (e.g., losing the social aspects, sense of "doing something useful")	1182 79%	646 82% C	536 75%	599 78%	453 78%	130 82%	855 81% I	157 74%	169 73%	643 88% KLMN	89 64%	89 69%	115 72%	246 73%	433 75%	749 81% O	832 81% R	350 74%	778 82% T	404 73%	212 74%	284 85% UW	415 76%	271 81%
Financially (i.e., having enough money saved)	1039 69%	599 77% C	439 61%	504 66%	415 72%	120 76%	764 72% H	122 57%	153 66%	616 84% KLMN	27 20%	87 67% K	98 61% K	210 62% K	299 52%	740 80% O	762 74% R	277 58%	679 72% T	359 65%	204 71%	242 73%	354 65%	239 71%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Financially (i.e., having enough money saved)	461 31%	184 23%	277 39% B	260 34%	163 28%	38 24%	291 28%	90 43% G	80 34%	117 16%	112 80% JLMN	43 33% J	62 39% J	129 38% J	277 48% P	184 20%	263 26%	198 42% Q	268 28%	194 35% S	83 29%	90 27%	192 35%	96 29%
Emotionally (e.g., losing the social aspects, sense of "doing something useful")	318 21%	138 18%	181 25% B	165 22%	125 22%	28 18%	199 19%	55 26% G	64 27% G	90 12%	50 36% J	40 31% J	45 28% J	92 27% J	143 25% P	175 19%	193 19%	125 26% Q	169 18%	149 27% S	75 26% V	48 15%	131 24% V	64 19%
Physically (e.g., daily wear and tear/drain on body and mind)	234 16%	109 14%	126 18%	126 16%	89 15%	20 13%	151 14%	40 19%	43 19%	66 9%	44 32% JLN	21 16%	40 25% J	63 19% J	140 24% P	95 10%	141 14%	94 20% Q	128 14%	106 19% S	46 16%	46 14%	97 18%	45 14%

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 - U/V/W/X  
 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)**

19 Nov 2018  
 Table 28

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	1039 69%	599 77% C	439 61%	504 66%	415 72%	120 76%	764 72% H	122 57%	153 66%	616 84% KLMN	27 20%	87 67% K	98 61% K	210 62% K	299 52%	740 80% O	762 74% R	277 58%	679 72% T	359 65%	204 71%	242 73%	354 65%	239 71%
Very prepared	404 27%	258 33% C	146 20%	184 24%	170 29%	50 32%	290 28% H	39 19%	74 32% H	266 36% KMN	6 5%	41 31% KMN	26 16% K	64 19% K	75 13%	329 36% O	315 31% R	89 19%	277 29% T	127 23%	86 30%	83 25%	149 27%	86 26%
Somewhat prepared	635 42%	341 44%	294 41%	320 42%	246 42%	70 44%	474 45% I	82 39%	79 34%	350 48% KL	21 15%	46 36% K	72 45% K	146 43% K	223 39%	411 45%	447 44%	188 40%	403 43%	232 42%	119 41%	159 48% W	205 38%	153 46%
BOTTOM 2 BOX (NET)	461 31%	184 23% B	277 39% B	260 34%	163 28%	38 24%	291 28% G	90 43% G	80 34%	117 16% JLMN	112 80% J	43 33% J	62 39% J	129 38% J	277 48% P	184 20%	263 26% Q	198 42% Q	268 28% S	194 35% S	83 29%	90 27%	192 35%	96 29%
Not very prepared	269 18%	120 15% B	150 21% B	145 19%	99 17%	25 16%	176 17% G	48 23%	45 19%	100 14% JLMN	22 16% J	31 24% J	40 25% J	77 23% J	143 25% P	127 14%	152 15% Q	117 25% Q	160 17% Q	110 20% Q	48 17%	61 18%	102 19%	59 18%
Not at all prepared	192 13%	64 8% B	128 18% B	115 15%	64 11%	13 8%	115 11% G	42 20% G	35 15%	17 2% JLMN	90 65% J	12 9% J	22 14% J	52 15% J	135 23% P	57 6%	111 11% Q	81 17% Q	108 11% Q	84 15% Q	35 12%	29 9% V	90 16% V	37 11%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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)**

19 Nov 2018  
 Table 29

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	1266 84%	675 86%	591 82%	638 84%	489 85%	138 87%	904 86%	172 81%	190 81%	667 91% KMN	95 68%	109 84% K	120 75%	275 81% K	436 76%	829 90% O	885 86% R	381 80%	819 86% T	447 81%	241 84%	287 86%	448 82%	289 86%
Very prepared	589 39%	315 40%	274 38%	292 38%	226 39%	71 45%	412 39%	79 37%	98 42%	342 47% KMN	41 29%	47 37%	48 30%	111 33%	181 31%	408 44% O	428 42% R	161 34%	404 43% T	185 33%	111 39%	134 40%	210 38%	135 40%
Somewhat prepared	677 45%	360 46%	317 44%	346 45%	263 46%	67 42%	491 47%	93 44%	92 39%	325 44%	54 39%	62 48%	72 45%	164 49%	256 44%	421 46%	457 45%	220 46%	414 44%	262 47%	130 45%	153 46%	239 44%	155 46%
BOTTOM 2 BOX (NET)	234 16%	109 14%	126 18%	126 16%	89 15%	20 13%	151 14%	40 19%	43 19%	66 9%	44 32% JLN	21 16%	40 25% J	63 19% J	140 24% P	95 10%	141 14%	94 20% Q	128 14%	106 19% S	46 16%	46 14%	97 18%	45 14%
Not very prepared	175 12%	89 11%	86 12%	81 11%	76 13%	18 12%	114 11%	27 13%	34 15%	57 8%	23 16% J	14 10%	29 18% J	52 16% J	101 17% P	75 8%	102 10%	73 15% Q	99 10%	77 14%	32 11%	36 11%	71 13%	36 11%
Not at all prepared	59 4%	20 3%	39 5% B	45 6% E	13 2%	2 1%	37 4%	13 6%	9 4%	9 1%	21 15% JLMN	7 5% J	11 7% J	11 3%	39 7% P	20 2%	38 4%	21 4%	30 3%	30 5%	14 5%	10 3%	26 5%	10 3%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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")

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	1182 79%	646 82% C	536 75%	599 78%	453 78%	130 82%	855 81%	157 74%	169 73%	643 88% KLMN	89 64%	89 69%	115 72%	246 73%	433 75%	749 81%	832 81% O	350 74%	778 82% T	404 73%	212 74%	284 85% UW	415 76%	271 81%
Very prepared	567 38%	323 41% C	244 34%	290 38%	215 37%	62 40%	401 38%	85 40%	82 35%	338 46% KMN	43 31%	47 36%	44 28%	96 28%	186 32%	382 41% O	417 41% R	150 32%	395 42% T	173 31%	95 33%	136 41%	199 37%	136 41%
Somewhat prepared	614 41%	322 41%	292 41%	309 40%	238 41%	67 43%	455 43%	73 34%	87 37%	305 42%	46 33%	43 33%	71 44%	150 44%	247 43%	367 40%	414 40%	200 42%	383 40%	231 42%	117 41%	148 44%	216 40%	134 40%
BOTTOM 2 BOX (NET)	318 21%	138 18%	181 25% B	165 22%	125 22%	28 18%	199 19%	55 26%	64 27% G	90 12%	50 36% J	40 31% J	45 28% J	92 27% J	143 25% P	175 19%	193 19%	125 26% Q	169 18%	149 27% S	75 26% V	48 15%	131 24% V	64 19%
Not very prepared	235 16%	114 15%	120 17%	116 15%	99 17%	20 13%	151 14%	39 18%	45 19%	77 10%	28 20% J	27 21% J	31 20% J	71 21% J	97 17%	138 15%	144 14%	90 19% Q	128 14%	106 19% S	53 19% V	35 11%	100 18% V	46 14%
Not at all prepared	84 6%	23 3%	60 8% B	50 6%	26 5%	8 5%	48 5%	16 8%	19 8%	13 2%	22 16% JN	13 10% J	13 8% J	22 6% J	46 8% P	37 4%	49 5%	34 7%	41 4%	43 8% S	21 7%	13 4%	31 6%	18 6%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 Overlap formulae used. \* small base

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

19 Nov 2018  
 Table 31

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
ANY (NET)	1425 95%	742 95%	682 95%	720 94%	551 95%	153 97%	1001 95%	199 94%	224 96%	720 98% KMN	130 94%	125 97% N	150 94%	299 88%	535 93%	890 96% O	995 97% R	429 90%	898 95%	526 95%	263 92%	316 95%	529 97% U	317 95%
Travelling	1167 78%	619 79%	548 76%	585 77%	457 79%	124 79%	834 79% H	144 68%	189 81% H	628 86% KLMN	93 67%	99 76%	116 72%	232 68%	390 68%	777 84% O	840 82% R	327 69%	732 77%	435 79%	204 71%	260 78%	432 79% U	271 81% U
Spending time with family and friends	1080 72%	551 70%	529 74%	546 71%	425 74%	109 69%	777 74% I	153 72%	151 65%	582 79% KLMN	96 69% L	68 52%	107 67% L	227 67% L	402 70%	678 73%	785 77% R	295 62%	689 73%	392 71%	189 66%	244 73%	413 76% U	234 70%
Volunteering/community service	629 42%	275 35%	354 49% B	326 43%	250 43%	53 34%	456 43%	85 40%	89 38%	353 48% KLMN	47 34%	45 35%	60 38%	123 36%	211 37%	418 45% O	477 47% R	152 32%	415 44%	215 39%	113 39%	150 45%	220 40%	146 44%
Providing care for my grandchildren	355 24%	155 20%	200 28% B	181 24%	132 23%	42 27%	237 22%	60 28%	58 25%	176 24%	33 23%	26 20%	45 28%	76 23%	154 27%	201 22%	258 25%	97 20%	238 25%	117 21%	72 25%	90 27%	125 23%	68 20%
WORKING (NET)	338 23%	166 21%	172 24%	196 26% E	112 19%	30 19%	248 23%	46 22%	44 19%	130 18%	40 29% J	51 39% JN	42 27% J	75 22%	147 25%	192 21%	251 25% R	87 18%	201 21%	138 25%	60 21%	73 22%	136 25%	69 21%
Getting another job	235 16%	116 15%	119 17%	134 18%	82 14%	19 12%	181 17% I	31 14%	24 10%	94 13%	33 24% JN	39 30% JMN	24 15%	45 13%	105 18%	130 14%	176 17%	59 12%	133 14%	102 18%	39 14%	53 16%	95 17%	48 14%
Starting a business	136 9%	70 9%	67 9%	82 11% E	40 7%	14 9%	92 9%	18 8%	27 12%	49 7%	9 6%	26 20% JKN	21 13% J	31 9%	50 9%	86 9%	100 10%	36 8%	85 9%	51 9%	25 9%	29 9%	54 10%	28 8%
Furthering my education/going back to school	140 9%	65 8%	75 10%	74 10%	48 8%	19 12%	97 9%	17 8%	27 12%	54 7%	13 9%	19 15% J	13 8%	42 12% J	55 10%	86 9%	107 10%	34 7%	85 9%	56 10%	20 7%	22 7%	65 12% V	33 10%
Public service (e.g., run for office)	47 3%	28 4%	19 3%	27 4%	14 2%	6 4%	36 3% H	*	11 5% H	20 3%	8 6%	3 3%	9 5%	7 2%	12 2%	35 4%	40 4%	7 2%	26 3%	21 4%	9 3%	14 4%	13 2%	11 3%
Something else (please specify)	104 7%	63 8%	41 6%	40 5%	51 9% D	14 9%	82 8%	12 5%	11 5%	67 9%	7 5%	5 4%	6 4%	19 6%	33 6%	72 8%	80 8%	24 5%	82 9% T	23 4%	21 7%	22 7%	35 6%	28 8%
Not sure	75 5%	41 5%	34 5%	44 6%	26 5%	5 3%	54 5%	13 6%	9 4%	13 2%	9 6% J	5 3%	10 6% J	39 12% JL	41 7% P	34 4%	30 3%	45 10% Q	49 5%	27 5%	24 8% W	16 5%	17 3%	18 5%
Sigma	3970 265%	1984 253%	1986 277%	2040 267%	1525 264%	405 256%	2845 270%	532 251%	593 255%	2036 278%	347 250%	336 259%	409 256%	842 249%	1453 252%	2517 272%	2894 282%	1076 227%	2533 267%	1437 260%	717 250%	899 271%	1468 269%	885 265%

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 - U/V/W/X  
 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.

19 Nov 2018  
 Table 32

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
ANY (NET)	1374 92%	730 93%	644 90%	691 90%	539 93%	144 91%	979 93%	185 87%	210 90%	711 97%	111 80%	126 97%	148 93%	278 82%	497 86%	877 95%	968 94%	406 86%	873 92%	501 91%	259 90%	308 93%	503 92%	304 91%
Spend time with family and friends	999 67%	515 66%	484 68%	502 66%	400 69%	97 61%	722 68%	135 64%	142 61%	564 77%	60 43%	72 55%	102 64%	201 59%	358 62%	641 69%	733 72%	266 56%	650 69%	349 63%	172 60%	237 71%	373 68%	218 65%
Travel	973 65%	544 69%	429 60%	487 64%	383 66%	103 65%	711 67%	109 51%	153 66%	566 77%	47 34%	83 64%	90 56%	186 55%	290 50%	683 74%	706 69%	267 56%	640 68%	333 60%	160 56%	218 66%	369 68%	225 67%
Volunteer/community service	561 37%	242 31%	319 44%	291 38%	220 38%	50 32%	412 39%	75 35%	74 32%	309 42%	30 21%	44 34%	67 42%	111 33%	190 33%	371 40%	427 42%	134 28%	376 40%	185 33%	103 36%	135 41%	199 36%	124 37%
WORKING (NET)	328 22%	153 20%	175 24%	189 25%	116 20%	24 15%	239 23%	47 22%	42 18%	127 17%	47 34%	44 34%	36 23%	74 22%	147 25%	181 20%	241 23%	87 18%	197 21%	131 24%	62 21%	73 22%	125 23%	68 20%
Get another job	246 16%	118 15%	128 18%	142 19%	87 15%	17 11%	186 18%	34 16%	27 12%	96 13%	41 29%	34 27%	22 14%	53 16%	110 19%	136 15%	183 18%	63 13%	144 15%	102 18%	49 17%	50 15%	89 16%	57 17%
Start a business	95 6%	45 6%	50 7%	54 7%	32 6%	9 6%	62 6%	14 7%	19 8%	33 5%	8 6%	19 15%	15 9%	21 6%	42 7%	53 6%	67 7%	29 6%	61 6%	34 6%	15 5%	24 7%	41 8%	14 4%
Providing care for my grandchildren	315 21%	151 19%	164 23%	162 21%	126 22%	28 17%	214 20%	50 24%	51 22%	179 24%	18 13%	23 18%	38 24%	56 17%	121 21%	194 21%	231 23%	84 18%	209 22%	106 19%	62 22%	82 25%	106 19%	65 20%
Further my education/ go back to school	102 7%	38 5%	64 9%	55 7%	37 6%	10 7%	79 7%	8 4%	16 7%	43 6%	5 3%	12 10%	14 9%	28 8%	35 6%	68 7%	81 8%	22 5%	58 6%	45 8%	13 5%	11 3%	49 9%	28 8%
Public service (e.g., run for office)	35 2%	23 3%	12 2%	16 2%	12 2%	7 5%	23 2%	-	12 5%	16 2%	* *	5 4%	7 4%	7 2%	4 1%	31 3%	30 3%	5 1%	19 2%	16 3%	8 3%	15 4%	8 1%	5 1%
Something else (please specify)	123 8%	69 9%	55 8%	36 5%	57 10%	30 19%	90 9%	15 7%	18 8%	69 9%	6 5%	14 11%	10 6%	25 7%	38 7%	86 9%	88 9%	35 7%	88 9%	36 6%	25 9%	28 8%	31 6%	39 12%
Not sure	126 8%	53 7%	73 10%	73 10%	39 7%	14 9%	76 7%	27 13%	23 10%	22 3%	28 20%	4 3%	11 7%	60 18%	79 14%	47 5%	57 6%	69 14%	74 8%	52 9%	28 10%	24 7%	42 8%	31 9%
Sigma	3576 238%	1799 230%	1777 248%	1818 238%	1393 241%	365 231%	2574 244%	467 220%	535 230%	1899 259%	244 175%	310 239%	375 235%	749 221%	1266 220%	2310 250%	2603 254%	973 205%	2319 245%	1257 227%	636 221%	825 248%	1308 240%	808 241%

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 - U/V/W/X  
 Overlap formulae used. \* small base



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

19 Nov 2018  
 Table 33

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
The role I perform at my company	1074 85%	575 88% C	499 81%	557 84%	405 84%	112 91%	888 84%	186 88%	-	584 87% KN	86 76%	76 89%	100 86%	228 80%	381 81%	693 87% O	774 86%	300 83%	753 91% T	321 74%	207 82%	241 86%	383 85%	242 85%
The amount of knowledge/experience I possess in my role	1032 81%	557 86% C	475 77%	525 79%	395 82%	113 91% D	857 81%	175 83%	-	557 83% KN	82 72%	76 89% KN	100 86% K	218 76%	363 77%	670 84% O	748 83%	284 79%	724 87% T	309 71%	203 80%	237 84%	366 82%	226 79%
What will be needed to perform my role when I retire	941 74%	496 76%	445 72%	485 73%	357 74%	99 80%	791 75%	150 71%	-	514 77% K	74 65%	66 78%	87 74%	200 70%	344 73%	597 75%	697 77% R	244 67%	705 85% T	236 54%	181 72%	212 75%	338 75%	210 74%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
What will be needed to perform my role when I retire	326 26%	155 24%	171 28%	177 27%	124 26%	25 20%	264 25%	62 29%	-	153 23%	39 35% J	19 22%	30 26%	85 30%	128 27%	198 25%	208 23%	118 33% Q	126 15%	200 46% S	72 28%	70 25%	111 25%	74 26%
The amount of knowledge/experience I possess in my role	235 19%	94 14%	141 23% B	138 21% F	86 18%	11 9%	198 19%	37 17%	-	110 17%	32 28% JLM	9 11%	17 14%	67 24% JL	110 23% P	125 16%	157 17%	78 21%	107 13%	128 29% S	50 20%	44 16%	83 18%	58 21%
The role I perform at my company	193 15%	76 12%	117 19% B	105 16%	76 16%	11 9%	167 16%	26 12%	-	83 13%	27 24% J	9 11%	17 14%	56 20% J	91 19% P	101 13%	131 14%	62 17%	78 9%	115 26% S	45 18%	41 14%	65 15%	42 15%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
TOP 2 BOX (NET)	1074 85%	575 88% C	499 81%	557 84%	405 84%	112 91%	888 84%	186 88%	-	584 87% KN	86 76%	76 89%	100 86%	228 80%	381 81%	693 87% O	774 86%	300 83%	753 91% T	321 74%	207 82%	241 86%	383 85%	242 85%
Very well	585 46%	308 47%	277 45%	299 45%	226 47%	60 48%	474 45%	111 52%	-	307 46% K	37 33%	56 65% JKN	73 63% JKN	112 39%	205 43%	380 48%	439 48% R	146 40%	435 52% T	150 34%	104 41%	124 44%	212 47%	145 51%
Somewhat well	489 39%	267 41%	222 36%	258 39%	179 37%	53 43%	415 39%	75 35%	-	277 42% LM	49 43% LM	20 24%	27 23%	116 41% LM	176 37%	313 39%	335 37%	154 43%	319 38%	171 39%	103 41%	117 42%	171 38%	97 34%
BOTTOM 2 BOX (NET)	193 15%	76 12%	117 19% B	105 16%	76 16%	11 9%	167 16%	26 12%	-	83 13%	27 24% J	9 11%	17 14%	56 20% J	91 19% P	101 13%	131 14%	62 17%	78 9%	115 26% S	45 18%	41 14%	65 15%	42 15%
Not very well	124 10%	42 6%	82 13% B	66 10%	51 11%	7 5%	104 10%	20 9%	-	51 8%	21 18% J	8 10%	12 10%	31 11%	57 12%	66 8%	85 9%	38 10%	48 6%	76 17% S	28 11%	24 9%	44 10%	27 9%
Not well at all	69 5%	34 5%	36 6%	39 6%	25 5%	5 4%	63 6%	6 3%	-	33 5%	6 5%	1 1%	4 4%	25 9%	34 7%	35 4%	45 5%	24 7%	30 4%	40 9% S	17 7%	16 6%	21 5%	15 5%
Sigma	1267 100%	651 100%	616 100%	663 100%	481 100%	124 100%	1055 100%	212 100%	-	667 100%	113 100%	85 100%	117 100%	285 100%	472 100%	795 100%	905 100%	362 100%	831 100%	436 100%	252 100%	282 100%	449 100%	284 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
TOP 2 BOX (NET)	1032 81%	557 86% C	475 77%	525 79%	395 82%	113 91% D	857 81%	175 83%	-	557 83% KN	82 72%	76 89% KN	100 86% K	218 76%	363 77%	670 84% O	748 83%	284 79%	724 87% T	309 71%	203 80%	237 84%	366 82%	226 79%
Very well	549 43%	283 43%	266 43%	269 41%	214 44%	66 54% D	453 43%	96 45%	-	295 44%	39 35%	52 61% JKN	58 50% KN	104 37%	200 42%	349 44%	420 46% R	129 36%	404 49% T	146 33%	100 40%	124 44%	197 44%	127 45%
Somewhat well	483 38%	274 42% C	209 34%	256 39%	181 38%	47 38%	404 38%	79 37%	-	262 39%	42 37%	24 28%	42 36%	113 40%	163 34%	320 40%	328 36%	155 43%	320 39%	163 37%	102 41%	113 40%	169 38%	99 35%
BOTTOM 2 BOX (NET)	235 19%	94 14%	141 23% B	138 21% F	86 18%	11 9%	198 19%	37 17%	-	110 17%	32 28% JLM	9 11%	17 14%	67 24% JL	110 23% P	125 16%	157 17%	78 21%	107 13%	128 29% S	50 20%	44 16%	83 18%	58 21%
Not very well	150 12%	62 10%	88 14% B	86 13%	55 11%	9 7%	124 12%	26 12%	-	76 11%	19 17%	8 10%	12 10%	35 12%	65 14%	85 11%	99 11%	51 14%	71 9%	79 18% S	32 13%	27 10%	50 11%	41 15%
Not well at all	85 7%	32 5%	53 9% B	52 8%	32 7%	2 2%	74 7%	11 5%	-	34 5%	13 11% JL	1 1%	5 4%	32 11% JL	45 10% P	40 5%	59 6%	26 7%	36 4%	49 11% S	18 7%	17 6%	33 7%	17 6%
Sigma	1267 100%	651 100%	616 100%	663 100%	481 100%	124 100%	1055 100%	212 100%	-	667 100%	113 100%	85 100%	117 100%	285 100%	472 100%	795 100%	905 100%	362 100%	831 100%	436 100%	252 100%	282 100%	449 100%	284 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
TOP 2 BOX (NET)	941 74%	496 76%	445 72%	485 73%	357 74%	99 80%	791 75%	150 71%	-	514 77% K	74 65%	66 78%	87 74%	200 70%	344 73%	597 75%	697 77% R	244 67%	705 85% T	236 54%	181 72%	212 75%	338 75%	210 74%
Very well	409 32%	211 32%	198 32%	204 31%	162 34%	43 35%	334 32%	75 35%	-	223 33% N	36 32%	38 45% N	43 37% N	69 24%	153 32%	256 32%	319 35% R	91 25%	325 39% T	85 19%	78 31%	96 34%	147 33%	88 31%
Somewhat well	532 42%	285 44%	247 40%	281 42%	195 41%	56 45%	457 43%	75 35%	-	291 44%	38 33%	28 33%	44 37%	131 46% K	191 40%	341 43%	378 42%	153 42%	380 46% T	151 35%	103 41%	116 41%	190 42%	122 43%
BOTTOM 2 BOX (NET)	326 26%	155 24%	171 28%	177 27%	124 26%	25 20%	264 25%	62 29%	-	153 23%	39 35% J	19 22%	30 26%	85 30%	128 27%	198 25%	208 23%	118 33% Q	126 15%	200 46% S	72 28%	70 25%	111 25%	74 26%
Not very well	211 17%	102 16%	110 18%	113 17%	83 17%	15 12%	168 16%	44 21%	-	101 15%	25 22%	15 18%	20 17%	50 18%	131 16%	135 15%	76 21% Q	79 10%	132 30% S	46 18%	38 14%	76 17%	51 18%	
Not well at all	115 9%	53 8%	62 10%	64 10%	41 9%	10 8%	96 9%	19 9%	-	52 8%	15 13%	4 4%	10 9%	34 12%	48 10%	67 8%	73 8%	42 11%	47 6%	68 16% S	25 10%	31 11%	35 8%	23 8%
Sigma	1267 100%	651 100%	616 100%	663 100%	481 100%	124 100%	1055 100%	212 100%	-	667 100%	113 100%	85 100%	117 100%	285 100%	472 100%	795 100%	905 100%	362 100%	831 100%	436 100%	252 100%	282 100%	449 100%	284 100%

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 - U/V/W/X  
 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?

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 Table 38

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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
My knowledge and experience	1071 85%	551 85%	519 84%	563 85%	399 83%	109 88%	887 84%	184 87%	-	566 85%	88 78%	82 96% JKMN	98 84%	238 83%	387 82%	684 86%	785 87% R	286 79%	737 89% T	334 77%	209 83%	239 85%	387 86%	235 83%
Training younger generations how to do my role properly	981 77%	506 78%	476 77%	525 79%	367 76%	89 72%	816 77%	165 78%	-	529 79%	82 73%	66 78%	95 82%	209 73%	364 77%	617 78%	732 81% R	250 69%	698 84% T	284 65%	198 78%	222 79%	352 78%	209 73%
Documentation of the processes needed to do my job	959 76%	495 76%	464 75%	521 79%	352 73%	85 69%	794 75%	164 77%	-	522 78% N	78 69%	64 76%	95 81%	200 70%	356 75%	603 76%	710 78% R	249 69%	666 80% T	293 67%	180 72%	205 73%	358 80% U	215 76%
Getting advice from employees who have 'lived' through changes in the organization (e.g., process change, turnover)	887 70%	444 68%	444 72%	476 72%	322 67%	89 72%	741 70%	146 69%	-	459 69%	73 65%	63 74%	90 77%	202 71%	322 68%	566 71%	657 73% R	230 64%	632 76% T	256 59%	176 70%	195 69%	328 73%	187 66%
Former employees who are now retired	680 54%	341 52%	340 55%	371 56%	243 50%	66 54%	569 54%	111 52%	-	365 55% K	45 40%	60 71% JKN	68 59% K	142 50%	250 53%	430 54%	506 56% R	175 48%	507 61% T	173 40%	134 53%	146 52%	246 55%	154 54%

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 - U/V/W/X  
 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?

19 Nov 2018  
 Table 39

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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
Former employees who are now retired	587 46%	310 48%	277 45%	291 44%	238 50%	57 46%	486 46%	101 48%	-	303 45% L	68 60% JLM	25 29%	48 41%	143 50% L	222 47%	365 46%	399 44%	187 52% Q	323 39%	263 60% S	118 47%	135 48%	203 45%	130 46%
Getting advice from employees who have 'lived' through changes in the organization (e.g., process change, turnover)	380 30%	207 32%	173 28%	187 28%	159 33%	34 28%	314 30%	66 31%	-	208 31%	40 35%	22 26%	27 23%	82 29%	151 32%	229 29%	248 27%	132 36% Q	199 24%	181 41% S	76 30%	86 31%	121 27%	97 34%
Documentation of the processes needed to do my job	308 24%	156 24%	152 25%	141 21%	128 27%	39 31%	260 25%	48 23%	-	146 22%	35 31%	21 24%	22 19%	85 30% J	117 25%	192 24%	195 22%	113 31% Q	165 20%	144 33% S	72 28% W	77 27%	91 20%	69 24%
Training younger generations how to do my role properly	286 23%	145 22%	141 23%	138 21%	113 24%	34 28%	239 23%	47 22%	-	139 21%	31 27%	19 22%	22 18%	76 27%	108 23%	178 22%	174 19%	112 31% Q	133 16%	153 35% S	55 22%	59 21%	96 22%	75 27%
My knowledge and experience	196 15%	99 15%	97 16%	100 15%	81 17%	15 12%	168 16%	28 13%	-	101 15% L	25 22% L	3 4%	19 16% L	47 17% L	85 18%	111 14%	120 13%	76 21% Q	94 11%	103 23% S	43 17%	42 15%	61 14%	49 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 - U/V/W/X  
 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

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 Table 40

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	472	795	905	362	831	436	252	282	449	284	
TOP 2 BOX (NET)	1071 85%	551 85%	519 84%	563 85%	399 83%	109 88%	887 84%	184 87%	-	566 85%	88 78%	82 96%	98 84%	238 83%	387 82%	684 86%	785 87%	286 79%	737 89%	334 77%	209 83%	239 85%	387 86%	235 83%
Very valuable	567 45%	274 42%	293 48%	299 45%	205 43%	63 51%	476 45%	91 43%	-	308 46%	44 39%	54 64%	57 49%	103 36%	207 44%	360 45%	450 50%	116 32%	392 47%	174 40%	98 39%	130 46%	218 49%	121 43%
Somewhat valuable	504 40%	278 43%	226 37%	264 40%	194 40%	46 37%	411 39%	93 44%	-	258 39%	44 38%	27 32%	40 34%	135 47%	180 38%	324 41%	334 37%	170 47%	345 41%	160 37%	111 44%	109 39%	170 38%	114 40%
BOTTOM 2 BOX (NET)	196 15%	99 15%	97 16%	100 15%	81 17%	15 12%	168 16%	28 13%	-	101 15%	25 22%	3 4%	19 16%	47 17%	85 18%	111 14%	120 13%	76 21%	94 11%	103 23%	43 17%	42 15%	61 14%	49 17%
Not very valuable	123 10%	67 10%	55 9%	63 9%	51 11%	9 7%	102 10%	21 10%	-	64 10%	14 12%	2 2%	15 13%	28 10%	51 11%	71 9%	69 8%	54 15%	63 8%	59 14%	29 11%	24 8%	40 9%	30 11%
Not valuable at all	74 6%	32 5%	42 7%	37 6%	31 6%	6 5%	66 6%	8 4%	-	38 6%	11 10%	2 2%	4 4%	19 7%	34 7%	40 5%	52 6%	22 6%	30 4%	43 10%	15 6%	18 7%	22 5%	19 7%
Sigma	1267 100%	651 100%	616 100%	663 100%	481 100%	124 100%	1055 100%	212 100%	-	667 100%	113 100%	85 100%	117 100%	285 100%	472 100%	795 100%	905 100%	362 100%	831 100%	436 100%	252 100%	282 100%	449 100%	284 100%

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 - U/V/W/X  
 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

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 Table 41

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
TOP 2 BOX (NET)	981 77%	506 78%	476 77%	525 79%	367 76%	89 72%	816 77%	165 78%	-	529 79%	82 73%	66 78%	95 82%	209 73%	364 77%	617 78%	732 81% R	250 69%	698 84% T	284 65%	198 78%	222 79%	352 78%	209 73%
Very valuable	377 30%	186 29%	191 31%	191 29%	152 32%	34 27%	321 30%	56 26%	-	210 31% N	27 24%	35 41% KN	43 37% N	62 22%	132 28%	245 31%	308 34% R	69 19%	283 34% T	94 22%	76 30%	69 25%	140 31%	91 32%
Somewhat valuable	604 48%	320 49%	284 46%	333 50%	215 45%	56 45%	495 47%	109 51%	-	319 48%	55 48%	31 37%	52 45%	147 52%	232 49%	373 47%	423 47%	181 50%	415 50%	190 43%	121 48%	153 54% X	212 47%	118 41%
BOTTOM 2 BOX (NET)	286 23%	145 22%	141 23%	138 21%	113 24%	34 28%	239 23%	47 22%	-	139 21%	31 27%	19 22%	22 18%	76 27%	108 23%	178 22%	174 19%	112 31% Q	133 16%	153 35% S	55 22%	59 21%	96 22%	75 27%
Not very valuable	208 16%	113 17%	95 15%	94 14%	87 18%	26 21%	172 16%	36 17%	-	102 15%	22 19%	14 16%	18 15%	52 18%	78 16%	130 16%	125 14%	83 23% Q	101 12%	107 25% S	40 16%	45 16%	72 16%	51 18%
Not valuable at all	78 6%	33 5%	45 7%	44 7%	26 5%	8 7%	67 6%	11 5%	-	37 6%	9 8%	5 6%	4 3%	24 8%	31 6%	47 6%	48 5%	30 8%	33 4%	45 10% S	15 6%	14 5%	24 5%	25 9%
Sigma	1267 100%	651 100%	616 100%	663 100%	481 100%	124 100%	1055 100%	212 100%	-	667 100%	113 100%	85 100%	117 100%	285 100%	472 100%	795 100%	905 100%	362 100%	831 100%	436 100%	252 100%	282 100%	449 100%	284 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
TOP 2 BOX (NET)	887 70%	444 68%	444 72%	476 72%	322 67%	89 72%	741 70%	146 69%	-	459 69%	73 65%	63 74%	90 77%	202 71%	322 68%	566 71%	657 73% R	230 64%	632 76% T	256 59%	176 70%	195 69%	328 73%	187 66%
Very valuable	298 24%	131 20%	167 27% B	164 25%	109 23%	26 21%	243 23%	55 26%	-	158 24%	23 20%	28 33% N	35 30% N	54 19%	106 22%	192 24%	240 27% R	58 16%	214 26% T	84 19%	56 22%	62 22%	112 25%	69 24%
Somewhat valuable	589 46%	313 48%	276 45%	312 47%	213 44%	64 52%	498 47%	91 43%	-	300 45%	51 45%	35 41%	55 47%	149 52%	216 46%	373 47%	417 46%	172 48%	418 50% T	171 39%	121 48%	134 47%	216 48%	118 42%
BOTTOM 2 BOX (NET)	380 30%	207 32%	173 28%	187 28%	159 33%	34 28%	314 30%	66 31%	-	208 31%	40 35%	22 26%	27 23%	82 29%	151 32%	229 29%	248 27%	132 36% Q	199 24%	181 41% S	76 30%	86 31%	121 27%	97 34%
Not very valuable	248 20%	147 23% C	101 16%	119 18%	108 23%	20 16%	199 19%	49 23%	-	143 21%	24 22%	15 17%	19 17%	46 16%	98 21%	149 19%	163 18%	84 23%	134 16%	113 26% S	49 19%	55 19%	78 17%	66 23%
Not valuable at all	132 10%	60 9%	72 12%	68 10%	51 11%	14 11%	115 11%	17 8%	-	65 10%	16 14%	7 9%	8 7%	36 13%	52 11%	80 10%	85 9%	47 13%	65 8%	67 15% S	27 11%	31 11%	43 10%	31 11%
Sigma	1267 100%	651 100%	616 100%	663 100%	481 100%	124 100%	1055 100%	212 100%	-	667 100%	113 100%	85 100%	117 100%	285 100%	472 100%	795 100%	905 100%	362 100%	831 100%	436 100%	252 100%	282 100%	449 100%	284 100%

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 - U/V/W/X  
 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

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 Table 43

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
TOP 2 BOX (NET)	959 76%	495 76%	464 75%	521 79%	352 73%	85 69%	794 75%	164 77%	-	522 78% N	78 69%	64 76%	95 81%	200 70%	356 75%	603 76%	710 78% R	249 69%	666 80% T	293 67%	180 72%	205 73%	358 80% U	215 76%
Very valuable	393 31%	193 30%	200 32%	215 32%	142 30%	36 29%	329 31%	64 30%	-	221 33% N	28 24%	32 38% N	48 41% KN	65 23%	135 29%	258 32%	316 35% R	76 21%	274 33%	119 27%	75 30%	73 26%	146 32%	100 35%
Somewhat valuable	566 45%	301 46%	265 43%	307 46%	210 44%	49 40%	465 44%	100 47%	-	301 45%	51 45%	32 38%	47 40%	135 48%	220 47%	346 43%	393 43%	173 48%	392 47% T	174 40%	106 42%	132 47%	212 47%	116 41%
BOTTOM 2 BOX (NET)	308 24%	156 24%	152 25%	141 21%	128 27%	39 31%	260 25%	48 23%	-	146 22%	35 31%	21 24%	22 19%	85 30% J	117 25%	192 24%	195 22%	113 31% Q	165 20%	144 33% S	72 28% W	77 27%	91 20%	69 24%
Not very valuable	214 17%	117 18%	97 16%	94 14%	92 19%	28 23%	177 17%	37 17%	-	102 15%	25 22%	15 17%	17 14%	56 20%	71 15%	142 18%	139 15%	75 21%	120 14%	94 22% S	49 19%	53 19%	67 15%	45 16%
Not valuable at all	94 7%	39 6%	55 9%	47 7%	37 8%	11 9%	84 8%	11 5%	-	44 7%	10 9%	6 7%	5 5%	29 10%	45 10%	49 6%	57 6%	38 10% Q	45 5%	49 11% S	23 9%	24 9%	24 5%	23 8%
Sigma	1267 100%	651 100%	616 100%	663 100%	481 100%	124 100%	1055 100%	212 100%	-	667 100%	113 100%	85 100%	117 100%	285 100%	472 100%	795 100%	905 100%	362 100%	831 100%	436 100%	252 100%	282 100%	449 100%	284 100%

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 - U/V/W/X  
 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

19 Nov 2018  
 Table 44

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
TOP 2 BOX (NET)	680 54%	341 52%	340 55%	371 56%	243 50%	66 54%	569 54%	111 52%	-	365 55% K	45 40%	60 71% JKN	68 59% K	142 50%	250 53%	430 54%	506 56% R	175 48%	507 61% T	173 40%	134 53%	146 52%	246 55%	154 54%
Very valuable	191 15%	97 15%	94 15%	100 15%	74 15%	17 13%	161 15%	31 14%	-	94 14%	13 11%	27 31% JKN	22 19%	36 13%	73 15%	118 15%	157 17% R	35 10%	146 18% T	45 10%	39 16%	36 13%	62 14%	54 19%
Somewhat valuable	489 39%	243 37%	246 40%	271 41%	168 35%	50 40%	409 39%	80 38%	-	271 41% K	32 28%	33 39%	46 39%	106 37%	177 38%	312 39%	349 39%	140 39%	361 44% T	128 29%	95 38%	111 39%	184 41%	100 35%
BOTTOM 2 BOX (NET)	587 46%	310 48%	277 45%	291 44%	238 50%	57 46%	486 46%	101 48%	-	303 45% L	68 60% JLM	25 29%	48 41%	143 50% L	222 47%	365 46%	399 44%	187 52% Q	323 39% S	263 60% S	118 47%	135 48%	203 45%	130 46%
Not very valuable	354 28%	193 30%	161 26%	174 26%	153 32%	27 22%	294 28%	60 28%	-	193 29% L	43 38% L	11 12%	32 27% L	75 26% L	147 31%	207 26%	240 26%	114 32%	209 25% S	145 33% S	70 28%	75 27%	134 30%	75 26%
Not valuable at all	233 18%	117 18%	116 19%	118 18%	85 18%	30 24%	192 18%	41 19%	-	109 16%	25 22%	14 17%	17 14%	67 24% J	75 16%	158 20%	160 18%	73 20%	114 14%	119 27% S	49 19%	60 21%	69 15%	55 19%
Sigma	1267 100%	651 100%	616 100%	663 100%	481 100%	124 100%	1055 100%	212 100%	-	667 100%	113 100%	85 100%	117 100%	285 100%	472 100%	795 100%	905 100%	362 100%	831 100%	436 100%	252 100%	282 100%	449 100%	284 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
ANY (NET)	1286 86%	678 87%	608 85%	671 88%	483 84%	133 84%	956 91% HI	178 84% I	152 65%	658 90% LN	120 86%	105 81%	134 84%	271 80%	470 82%	817 88% O	934 91% R	353 74%	823 87%	463 84%	241 84%	286 86%	468 86%	291 87%
What potential problems might arise	866 58%	462 59%	403 56%	443 58%	324 56%	99 63%	677 64% HI	113 53% I	75 32%	454 62%	72 52%	70 54%	85 53%	184 54%	294 51%	571 62% O	653 64% R	213 45%	551 58%	315 57%	154 54%	205 62%	301 55%	205 61%
What steps are involved in my processes	836 56%	418 53%	417 58%	437 57%	308 53%	91 58%	650 62% HI	107 50% I	78 34%	442 60% M	73 53%	66 51%	75 47%	179 53%	291 51%	545 59% O	624 61% R	212 45%	537 57%	298 54%	146 51%	189 57%	319 58%	182 54%
How to troubleshoot/look for issues	801 53%	423 54%	377 53%	432 56%	290 50%	79 50%	630 60% HI	95 45% I	76 33%	416 57%	71 51%	64 49%	80 50%	169 50%	263 46%	537 58% O	610 60% R	190 40%	508 54%	292 53%	150 52%	176 53%	287 53%	187 56%
Where to find information/inputs	715 48%	366 47%	349 49%	370 48%	263 46%	82 52%	575 55% HI	74 35%	65 28%	398 54% LMN	67 48%	53 41%	62 39%	135 40%	245 43%	470 51% O	559 54% R	156 33%	469 50%	245 44%	124 43%	163 49%	267 49%	161 48%
Who else is involved in the process/who to contact	651 43%	322 41%	328 46%	339 44%	240 41%	72 45%	519 49% HI	85 40% I	47 20%	337 46% L	61 44%	43 33%	69 43%	141 42%	216 38%	434 47% O	507 49% R	144 30%	426 45%	224 41%	117 41%	147 44%	225 41%	162 48%
How what I do affects the rest of the larger process	639 43%	326 42%	313 44%	330 43%	241 42%	67 43%	489 46% I	84 40% I	66 28%	341 46% N	63 45%	49 38%	59 37%	126 37%	211 37%	427 46% O	501 49% R	137 29%	408 43%	230 42%	113 39%	160 48%	236 43%	130 39%
How long each part of the job should take	450 30%	222 28%	228 32%	241 32%	162 28%	47 30%	361 34% HI	53 25% I	37 16%	220 30%	47 34%	30 23%	53 33%	100 29%	184 32%	266 29%	343 33% R	107 23%	298 32%	152 27%	84 29%	101 31%	175 32%	90 27%
How to check outputs/handoffs	294 20%	158 20%	136 19%	153 20%	101 17%	41 26%	240 23% HI	28 13%	26 11%	146 20%	22 16%	34 26%	34 21%	59 17%	93 16%	201 22% O	232 23% R	62 13%	188 20%	107 19%	50 17%	69 21%	103 19%	72 22%
Other (please specify)	39 3%	23 3%	16 2%	22 3%	11 2%	6 4%	27 3%	3 2%	9 4%	13 2%	3 2%	6 5%	5 3%	12 3%	12 2%	26 3%	28 3%	11 2%	18 2%	21 4%	5 2%	4 1%	22 4%	7 2%
Nothing	214 14%	105 13%	109 15%	93 12%	95 16%	25 16%	99 9%	34 16% G	81 35% GH	76 10%	19 14%	25 19% J	26 16%	68 20% J	107 18% P	107 12%	92 9%	122 26% Q	123 13%	90 16%	46 16%	46 14%	77 14%	44 13%
Sigma	5503 367%	2825 361%	2678 374%	2859 374%	2035 352%	610 385%	4267 405%	677 319%	559 240%	2843 388%	499 359%	440 339%	549 344%	1172 346%	1917 333%	3586 388%	4149 405%	1354 285%	3528 373%	1975 357%	991 345%	1260 379%	2012 369%	1239 370%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	576	924	1025	475	947	553	287	332	546	335	
TOP 2 BOX (NET)	638 43%	354 45%	285 40%	307 40%	260 45%	71 45%	462 44%	78 37%	98 42%	333 45% N	61 44%	62 47%	60 37%	123 36%	231 40%	407 44%	488 48% R	150 32%	459 48% T	179 32%	119 41%	137 41%	243 44%	139 42%
All of it	270 18%	140 18%	130 18%	126 17%	117 20%	27 17%	186 18%	33 15%	52 22%	122 17%	33 24%	27 21%	33 21%	54 16%	99 17%	172 19%	193 19%	78 16%	209 22% T	61 11%	55 19%	56 17%	103 19%	56 17%
More than half	368 25%	213 27% C	154 22%	181 24%	143 25%	44 28%	276 26%	46 21%	46 20%	211 29% MN	28 20%	34 26%	26 17%	68 20%	132 23%	236 26%	295 29% R	73 15%	250 26%	118 21%	64 22%	81 24%	140 26%	83 25%
About half	311 21%	168 21%	143 20%	180 24% F	108 19%	22 14%	220 21%	54 25% I	37 16%	160 22%	22 16%	28 21%	38 24%	63 18%	117 20%	194 21%	224 22%	87 18%	196 21%	115 21%	62 22%	72 22%	119 22%	57 17%
BOTTOM 2 BOX (NET)	551 37%	262 33% B	289 40% B	276 36%	210 36%	65 41%	373 35%	80 38%	98 42%	240 33%	56 40%	40 31%	62 39%	153 45% JL	229 40%	323 35%	314 31%	237 50% Q	292 31%	259 47% S	106 37%	123 37%	184 34%	139 41%
Less than half	235 16%	112 14%	123 17%	121 16%	92 16%	22 14%	186 18% HI	22 11%	26 11%	126 17%	21 15%	13 10%	24 15%	51 15%	80 14%	155 17%	176 17%	59 12%	124 13%	111 20% S	42 15%	43 13%	86 16%	63 19%
None	317 21%	150 19%	167 23%	156 20%	118 20%	42 27%	187 18%	58 27% G	72 31% G	114 16%	35 25% J	27 21%	38 24% J	102 30% J	149 26% P	168 18%	138 13%	179 38% Q	168 18%	148 27% S	64 22%	80 24%	97 18%	76 23%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
I am willing to be a mentor to the next generation of workers.	1218 81%	639 82%	578 81%	618 81%	476 82%	123 78%	872 83%	180 85%	166 71%	600 82%	118 85%	112 87%	128 80%	259 77%	463 80%	755 82%	891 87%	327 69%	811 86%	407 74%	227 79%	266 80%	454 83%	272 81%
Before they retired, the generation before me did a good job transferring their knowledge to the workers of my generation.	993 66%	496 63%	497 69%	524 69%	380 66%	89 56%	718 68%	142 67%	133 57%	495 68%	93 67%	80 61%	106 67%	219 65%	394 68%	599 65%	692 67%	301 63%	708 75%	285 52%	181 63%	221 66%	383 70%	208 62%
My company is well prepared to handle my retirement.	947 63%	511 65%	436 61%	475 62%	377 65%	94 60%	694 66%	137 65%	116 50%	497 68%	72 52%	75 58%	91 57%	211 62%	379 66%	568 61%	671 65%	275 58%	947 100%	-	175 61%	203 61%	374 69%	194 58%
I wish my company offered more help for transitioning to retirement.	816 54%	421 54%	396 55%	443 58%	316 55%	58 36%	631 60%	93 44%	92 40%	413 56%	79 57%	49 38%	80 50%	195 58%	321 56%	495 54%	585 57%	231 49%	523 55%	294 53%	144 50%	163 49%	327 60%	182 54%
The generations after me will work just as hard as I've worked.	781 52%	418 53%	364 51%	412 54%	292 51%	77 49%	560 53%	107 51%	114 49%	383 52%	61 44%	71 55%	96 60%	170 50%	302 52%	479 52%	555 54%	226 48%	584 62%	197 36%	152 53%	166 50%	285 52%	177 53%
My company has an adequate successor in place for my role when I retire.	656 44%	379 48%	277 39%	361 47%	238 41%	57 36%	469 45%	95 45%	91 39%	326 44%	56 40%	57 44%	74 46%	143 42%	261 45%	394 43%	468 46%	188 40%	571 60%	85 15%	119 41%	131 39%	264 48%	141 42%
There are certain benefits my company offers its active employees that prevent me from retiring.	617 41%	313 40%	305 43%	343 45%	223 39%	52 33%	494 47%	67 32%	56 24%	316 43%	55 39%	44 34%	65 41%	137 41%	226 39%	391 42%	464 45%	153 32%	406 43%	211 38%	114 40%	118 36%	225 41%	161 48%
The processes at my job change so often that my knowledge and experience in my role will be irrelevant by the time I retire.	500 33%	260 33%	239 33%	277 36%	189 33%	34 21%	358 34%	58 27%	84 36%	217 30%	52 38%	34 26%	59 37%	137 41%	211 37%	289 31%	321 31%	179 38%	361 38%	139 25%	100 35%	100 30%	200 37%	100 30%
My company may lose key client relationships if I retire.	452 30%	266 34%	186 26%	232 30%	174 30%	45 28%	309 29%	51 24%	92 39%	203 28%	36 26%	47 36%	59 37%	107 32%	147 26%	305 33%	322 31%	129 27%	246 26%	206 37%	89 31%	93 28%	164 30%	106 32%
I am hesitant to mentor younger employees because I may lose my job after sharing what I know with them.	305 20%	165 21%	140 19%	176 23%	104 18%	24 15%	216 20%	37 17%	52 22%	115 16%	42 30%	21 16%	44 27%	83 25%	135 23%	169 18%	200 19%	105 22%	197 21%	108 19%	60 21%	52 16%	124 23%	68 20%

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 - U/V/W/X  
 Overlap formulae used. \* small base

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

19 Nov 2018  
 Table 48

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
I am hesitant to mentor younger employees because I may lose my job after sharing what I know with them.	1195 80%	618 79%	577 81%	588 77%	474 82%	134 85%	839 80%	176 83%	181 78%	618 84% KMN	97 70%	109 84% K	116 73%	255 75%	441 77%	755 82% O	825 81%	370 78%	750 79%	445 81%	228 79%	280 84% W	422 77%	266 80%
My company may lose key client relationships if I retire.	1048 70%	518 66%	531 74% B	532 70%	403 70%	113 72%	746 71% I	161 76% I	141 61%	530 72%	103 74%	83 64%	101 63%	231 68%	429 74% P	619 67%	703 69%	345 73%	701 74% T	347 63%	198 69%	239 72%	382 70%	228 68%
The processes at my job change so often that my knowledge and experience in my role will be irrelevant by the time I retire.	1000 67%	523 67%	477 67%	487 64%	389 67%	124 79% DE	696 66%	155 73%	149 64%	516 70% N	86 62%	96 74% N	101 63%	201 59%	365 63%	635 69%	705 69% R	296 62%	586 62%	414 75% S	187 65%	232 70%	345 63%	235 70%
There are certain benefits my company offers its active employees that prevent me from retiring.	883 59%	471 60%	412 57%	421 55%	355 61%	107 67% D	561 53%	145 68% G	177 76% G	417 57%	84 61%	85 66%	94 59%	201 59%	350 61%	533 58%	561 55%	322 68% Q	541 57%	342 62%	173 60%	214 64% X	321 59%	174 52%
My company has an adequate successor in place for my role when I retire.	844 56%	405 52%	439 61% B	403 53%	340 59%	101 64% D	585 55%	117 55%	142 61%	407 56%	83 60%	73 56%	86 54%	196 58%	315 55%	530 57%	558 54%	287 60%	376 40%	469 85% S	168 59%	201 61% W	282 52%	193 58%
The generations after me will work just as hard as I've worked.	719 48%	366 47%	353 49%	352 46%	286 49%	81 51%	495 47%	105 49%	119 51%	350 48%	78 56% M	58 45%	64 40%	169 50%	274 48%	445 48%	470 46%	249 52%	363 38%	356 64% S	135 47%	166 50%	260 48%	158 47%
I wish my company offered more help for transitioning to retirement.	684 46%	363 46%	321 45%	321 42%	262 45%	101 64% DE	424 40%	119 56% G	140 60% G	320 44%	60 43% JKN	81 62% J	79 50%	144 42%	255 44%	429 46%	440 43%	243 51% Q	424 45%	259 47%	144 50% W	169 51% W	219 40%	152 46%
My company is well prepared to handle my retirement.	553 37%	273 35%	281 39%	289 38%	201 35%	64 40%	361 34%	75 35%	117 50% GH	236 32%	67 48% J	54 42%	69 43% J	127 38%	197 34%	356 39%	354 35%	199 42% Q	-	553 100% S	113 39%	129 39%	171 31%	140 42% W
Before they retired, the generation before me did a good job transferring their knowledge to the workers of my generation.	507 34%	288 37% C	219 31%	240 31%	198 34%	69 44% D	337 32%	70 33%	100 43% G	238 32%	46 33%	50 39%	53 33%	120 35%	182 32%	325 35%	333 33%	174 37%	239 25%	268 48% S	106 37%	112 34%	162 30%	127 38% W
I am willing to be a mentor to the next generation of workers.	282 19%	144 18%	138 19%	146 19%	102 18%	35 22%	183 17%	32 15%	67 29% GH	133 18%	21 15%	17 13%	32 20%	79 23%	113 20%	169 18%	134 13%	148 31% Q	136 14%	146 26% S	61 21%	67 20%	92 17%	63 19%

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 - U/V/W/X  
 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

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 Table 49

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	947 63%	511 65%	436 61%	475 62%	377 65%	94 60%	694 66%	137 65%	116 50%	497 68% KM	72 52%	75 58%	91 57%	211 62%	379 66%	568 61%	671 65% R	275 58%	947 100% T	-	175 61%	203 61%	374 69% X	194 58%
Strongly agree	385 26%	200 26%	185 26%	178 23%	166 29%	42 26%	275 26%	46 22%	65 28%	187 25%	36 26%	31 24%	45 28%	86 25%	155 27%	230 25%	254 25%	131 28%	385 41% T	-	71 25%	77 23%	156 29%	82 25%
Somewhat agree	562 37%	311 40%	251 35%	297 39%	212 37%	53 33%	419 40%	91 43%	51 22%	311 42% KM	35 26%	45 34%	46 29%	125 37% K	224 39%	338 37%	417 41% R	144 30%	562 59% T	-	104 36%	127 38%	219 40%	112 34%
BOTTOM 2 BOX (NET)	553 37%	273 35%	281 39%	289 38%	201 35%	64 40%	361 34%	75 35%	117 50% GH	236 32%	67 48% J	54 42%	69 43% J	127 38%	197 34%	356 39%	354 35%	199 42% Q	-	553 100% S	113 39%	129 39%	171 31%	140 42% W
Somewhat disagree	361 24%	182 23%	179 25%	183 24%	138 24%	40 25%	256 24%	44 21%	61 26%	158 22%	37 27%	33 26%	52 32% J	81 24%	121 21%	240 26%	241 23%	120 25%	-	361 65% S	69 24%	96 29% W	104 19%	91 27% W
Strongly disagree	192 13%	91 12%	102 14%	106 14%	63 11%	24 15%	105 10%	32 15%	56 24% G	78 11%	30 22% JM	21 16%	17 11%	46 14%	76 13%	117 13%	113 11%	79 17% Q	-	192 35% S	43 15%	33 10%	67 12%	49 15%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	656 44%	379 48% C	277 39%	361 47% F	238 41%	57 36%	469 45%	95 45%	91 39%	326 44%	56 40%	57 44%	74 46%	143 42%	261 45%	394 43%	468 46%	188 40%	571 60% T	85 15%	119 41%	131 39%	264 48% V	141 42%
Strongly agree	208 14%	124 16%	85 12%	122 16% F	75 13%	12 7%	151 14%	27 13%	31 13%	103 14%	22 16%	27 21% N	21 13%	35 10%	81 14%	128 14%	158 15% R	50 11%	187 20% T	21 4%	27 9%	51 15%	83 15% U	48 14%
Somewhat agree	447 30%	255 33%	193 27%	239 31%	163 28%	45 29%	319 30%	69 32%	60 26%	223 30%	34 24%	30 23%	52 33%	108 32%	181 31%	267 29%	310 30%	138 29%	384 41% T	63 11%	93 32%	80 24%	181 33% V	93 28%
BOTTOM 2 BOX (NET)	844 56%	405 52%	439 61% B	403 53%	340 59%	101 64% D	585 55%	117 55%	142 61%	407 56%	83 60%	73 56%	86 54%	196 58%	315 55%	530 57%	558 54%	287 60%	376 40%	469 85% S	168 59%	201 61% W	282 52%	193 58%
Somewhat disagree	424 28%	206 26%	218 30%	212 28%	161 28%	50 32%	310 29%	66 31%	47 20%	206 28%	40 29%	28 21%	49 31%	100 30%	162 28%	261 28%	298 29%	125 26%	221 23%	202 37% S	85 30%	101 30%	139 26%	98 29%
Strongly disagree	421 28%	199 25%	221 31%	191 25%	179 31% D	51 32%	275 26%	51 24%	95 41% GH	201 27%	43 31%	45 35%	37 23%	95 28%	152 26%	268 29%	259 25%	161 34% Q	155 16%	266 48% S	83 29%	100 30%	143 26%	95 28%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	617 41%	313 40%	305 43%	343 45% F	223 39%	52 33%	494 47% H	67 32%	56 24%	316 43%	55 39%	44 34%	65 41%	137 41%	226 39%	391 42%	464 45% R	153 32%	406 43%	211 38%	114 40%	118 36%	225 41%	161 48% V
Strongly agree	168 11%	73 9%	96 13% B	88 12%	70 12%	10 6%	133 13%	18 8%	18 8%	77 11%	16 12%	15 12%	19 12%	41 12%	65 11%	104 11%	137 13% R	32 7%	116 12%	53 10%	30 10%	34 10%	55 10%	49 15%
Somewhat agree	449 30%	240 31%	209 29%	255 33% E	153 26%	42 26%	362 34% H	49 23%	38 17%	239 33%	38 28%	29 22%	46 29%	97 29%	162 28%	287 31%	328 32% R	122 26%	291 31%	159 29%	84 29%	84 25%	169 31%	111 33%
BOTTOM 2 BOX (NET)	883 59%	471 60%	412 57%	421 55%	355 61%	107 67% D	561 53%	145 68% G	177 76% G	417 57%	84 61%	85 66%	94 59%	201 59%	350 61%	533 58%	561 55%	322 68% Q	541 57%	342 62%	173 60%	214 64% X	321 59%	174 52%
Somewhat disagree	401 27%	227 29%	174 24%	206 27%	154 27%	40 25%	285 27%	56 26%	61 26%	189 26%	37 27%	32 24%	49 31%	95 28%	142 25%	259 28%	267 26%	134 28%	238 25%	163 29%	80 28%	96 29%	142 26%	83 25%
Strongly disagree	482 32%	244 31%	237 33%	215 28%	200 35% D	66 42% D	276 26%	90 42% G	116 50% G	228 31%	47 34%	54 41%	46 29%	107 32%	208 36% P	274 30%	294 29%	188 40% Q	303 32%	179 32%	93 32%	118 36%	179 33%	91 27%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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

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 Table 52

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	816 54%	421 54%	396 55%	443 58% F	316 55% F	58 36%	631 60% HI	93 44%	92 40%	413 56% L	79 57% L	49 38%	80 50%	195 58% L	321 56%	495 54%	585 57% R	231 49%	523 55%	294 53%	144 50%	163 49%	327 60% UV	182 54%
Strongly agree	234 16%	106 14%	128 18%	125 16%	94 16%	14 9%	182 17% I	28 13%	24 10%	108 15%	32 23% J	17 13%	22 14%	56 16%	103 18%	130 14%	178 17% R	55 12%	141 15%	93 17%	34 12%	55 17%	104 19% UX	41 12%
Somewhat agree	582 39%	315 40%	268 37%	317 42% F	222 38% F	43 27%	449 43% HI	65 31%	69 30%	306 42% L	47 34%	32 25%	59 37%	139 41% L	218 38%	364 39%	407 40%	176 37%	382 40%	201 36%	109 38%	108 33%	223 41%	141 42% V
BOTTOM 2 BOX (NET)	684 46%	363 46%	321 45%	321 42%	262 45%	101 64% DE	424 40%	119 56% G	140 60% G	320 44%	60 43%	81 62% JKN	79 50%	144 42%	255 44%	429 46%	440 43%	243 51% Q	424 45%	259 47%	144 50% W	169 51% W	219 40%	152 46%
Somewhat disagree	404 27%	230 29%	174 24%	195 26%	168 29%	41 26%	284 27%	62 29%	58 25%	204 28%	41 30%	41 32%	37 23%	80 24%	141 25%	262 28%	270 26%	133 28%	250 26%	153 28%	81 28%	102 31% W	125 23%	96 29%
Strongly disagree	280 19%	133 17%	147 21%	126 16%	94 16%	60 38% DE	140 13%	58 27% G	83 35% G	116 16%	18 13%	40 31% JKN	42 26% JK	64 19%	113 20%	167 18%	170 17%	110 23% Q	174 18%	106 19%	62 22%	67 20%	94 17%	57 17%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	305 20%	165 21%	140 19%	176 23%	104 18%	24 15%	216 20%	37 17%	52 22%	115 16%	42 30%	21 16%	44 27%	83 25%	135 23%	169 18%	200 19%	105 22%	197 21%	108 19%	60 21%	52 16%	124 23%	68 20%
Strongly agree	85 6%	50 6%	35 5%	44 6%	32 6%	10 6%	61 6%	13 6%	12 5%	30 4%	11 8%	6 4%	12 7%	26 8%	45 8%	40 4%	47 5%	38 8%	55 6%	31 6%	17 6%	16 5%	29 5%	23 7%
Somewhat agree	219 15%	115 15%	104 15%	132 17%	72 12%	15 9%	156 15%	24 11%	40 17%	84 12%	31 22%	15 12%	32 20%	57 17%	90 16%	129 14%	152 15%	67 14%	142 15%	77 14%	43 15%	37 11%	95 17%	45 13%
BOTTOM 2 BOX (NET)	1195 80%	618 79%	577 81%	588 77%	474 82%	134 85%	839 80%	176 83%	181 78%	618 84%	97 70%	109 84%	116 73%	255 75%	441 77%	755 82%	825 81%	370 78%	750 79%	445 81%	228 79%	280 84%	422 77%	266 80%
Somewhat disagree	392 26%	203 26%	188 26%	212 28%	150 26%	29 19%	282 27%	64 30%	46 20%	200 27%	37 27%	25 19%	43 27%	87 26%	150 26%	242 26%	260 25%	131 28%	225 24%	166 30%	85 30%	87 26%	139 26%	80 24%
Strongly disagree	804 54%	415 53%	388 54%	375 49%	324 56%	104 66%	557 53%	112 53%	134 58%	419 57%	59 43%	84 65%	73 46%	168 50%	291 51%	513 55%	565 55%	239 50%	525 55%	279 50%	142 50%	193 58%	282 52%	186 56%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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

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 Table 54

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	781 52%	418 53%	364 51%	412 54%	292 51%	77 49%	560 53%	107 51%	114 49%	383 52%	61 44%	71 55%	96 60% K	170 50%	302 52%	479 52%	555 54%	226 48%	584 62% T	197 36%	152 53%	166 50%	285 52%	177 53%
Strongly agree	254 17%	133 17%	121 17%	131 17%	98 17%	25 16%	178 17%	33 16%	42 18%	116 16%	21 15%	33 25% JN	37 23% N	47 14%	95 17%	159 17%	191 19% R	63 13%	203 21% T	51 9%	44 15%	59 18%	93 17%	58 17%
Somewhat agree	527 35%	285 36%	243 34%	281 37%	194 33%	53 33%	382 36%	74 35%	72 31%	267 36%	41 29%	38 30%	59 37%	122 36%	207 36%	320 35%	365 36%	163 34%	381 40% T	146 26%	108 38%	107 32%	193 35%	119 36%
BOTTOM 2 BOX (NET)	719 48%	366 47%	353 49%	352 46%	286 49%	81 51%	495 47%	105 49%	119 51%	350 48%	78 56% M	58 45%	64 40%	169 50%	274 48%	445 48%	470 46%	249 52%	363 38%	356 64% S	135 47%	166 50%	260 48%	158 47%
Somewhat disagree	464 31%	235 30%	229 32%	228 30%	193 33%	43 27%	330 31%	66 31%	68 29%	241 33%	54 39% LN	30 23%	44 27%	94 28%	173 30%	291 31%	320 31%	144 30%	255 27%	209 38% S	91 32%	105 32%	161 29%	108 32%
Strongly disagree	255 17%	131 17%	124 17%	124 16%	93 16%	38 24%	165 16%	39 18%	50 22%	109 15%	23 17%	28 22%	20 13%	74 22% JM	101 18%	154 17%	150 15%	105 22% Q	108 11%	147 27% S	45 16%	61 18%	100 18%	50 15%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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)	North-east (U)	Midwest (V)	South (W)	West (X)
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	993 66%	496 63%	497 69% B	524 69% F	380 66%	89 56%	718 68% I	142 67%	133 57%	495 68%	93 67%	80 61%	106 67%	219 65%	394 68%	599 65%	692 67%	301 63%	708 75% T	285 52%	181 63%	221 66%	383 70% X	208 62%
Strongly agree	265 18%	119 15%	146 20% B	137 18%	105 18%	23 15%	178 17%	43 20%	44 19%	126 17%	31 22%	20 16%	32 20%	56 16%	106 18%	159 17%	193 19%	72 15%	199 21% T	66 12%	46 16%	65 19%	95 17%	59 18%
Somewhat agree	728 49%	377 48%	351 49%	387 51%	275 48%	66 42%	540 51% I	99 46%	89 38%	370 50%	62 45%	59 46%	74 46%	163 48%	288 50%	440 48%	499 49%	229 48%	509 54% T	219 40%	135 47%	156 47%	289 53% X	148 44%
BOTTOM 2 BOX (NET)	507 34%	288 37% C	219 31%	240 31%	198 34%	69 44% D	337 32%	70 33%	100 43% G	238 32%	46 33%	50 39%	53 33%	120 35%	182 32%	325 35%	333 33%	174 37%	239 25%	268 48% S	106 37%	112 34%	162 30%	127 38% W
Somewhat disagree	349 23%	217 28% C	133 19%	171 22%	136 24%	42 27%	246 23%	50 24%	54 23%	177 24%	33 24%	30 23%	36 23%	73 22%	121 21%	228 25%	238 23%	112 24%	181 19%	168 30% S	70 24%	81 24%	113 21%	86 26%
Strongly disagree	157 10%	71 9%	86 12%	69 9%	61 11%	27 17% D	91 9%	20 10%	46 20% GH	61 8%	13 9%	20 15% J	17 11%	47 14% J	61 11%	97 10%	96 9%	62 13%	58 6%	99 18% S	36 12%	31 9%	50 9%	41 12%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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

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 Table 56

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	1218 81%	639 82%	578 81%	618 81%	476 82%	123 78%	872 83%	180 85%	166 71%	600 82%	118 85%	112 87%	128 80%	259 77%	463 80%	755 82%	891 87%	327 69%	811 86%	407 74%	227 79%	266 80%	454 83%	272 81%
Strongly agree	531 35%	277 35%	254 35%	278 36%	191 33%	61 39%	396 37%	66 31%	69 30%	275 38%	40 28%	57 44% KN	52 33%	107 32%	190 33%	341 37%	423 41% R	108 23%	365 38% T	167 30%	97 34%	120 36%	196 36%	118 35%
Somewhat agree	687 46%	362 46%	324 45%	340 45%	285 49%	62 39%	476 45%	113 53% I	97 42%	325 44%	78 56% J	55 42%	76 48%	152 45%	272 47%	414 45%	469 46%	218 46%	446 47%	240 43%	130 45%	145 44%	258 47%	153 46%
BOTTOM 2 BOX (NET)	282 19%	144 18%	138 19%	146 19%	102 18%	35 22%	183 17%	32 15%	67 29% GH	133 18%	21 15%	17 13%	32 20%	79 23%	113 20%	169 18%	134 13%	148 31% Q	136 14%	146 26% S	61 21%	67 20%	92 17%	63 19%
Somewhat disagree	156 10%	87 11%	69 10%	84 11%	54 9%	17 11%	113 11%	15 7%	28 12%	72 10% L	13 9%	4 3%	19 12% L	47 14% L	62 11%	93 10%	78 8%	78 16% Q	83 9%	73 13% S	40 14%	27 8%	53 10%	36 11%
Strongly disagree	127 8%	57 7%	69 10%	61 8%	48 8%	18 11%	71 7%	17 8%	39 17% GH	61 8%	8 6%	13 10%	13 8%	32 9%	51 9%	75 8%	57 6%	70 15% Q	53 6%	73 13% S	20 7%	40 12%	39 7%	27 8%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	500 33%	260 33%	239 33%	277 36% F	189 33% F	34 21%	358 34%	58 27%	84 36%	217 30%	52 38%	34 26%	59 37%	137 41% JL	211 37%	289 31%	321 31%	179 38% Q	361 38% T	139 25%	100 35%	100 30%	200 37%	100 30%
Strongly agree	104 7%	45 6%	59 8%	60 8% F	41 7% F	3 2%	69 7%	14 7%	21 9%	44 6%	17 12% J	6 5%	10 6%	26 8%	48 8%	55 6%	66 6%	38 8%	79 8% T	25 4%	22 8%	15 4%	47 9%	20 6%
Somewhat agree	396 26%	215 27%	181 25%	217 28%	148 26%	31 20%	290 27%	44 21%	63 27%	173 24%	36 26%	28 21%	49 31%	111 33% JL	163 28%	233 25%	255 25%	141 30%	282 30% T	114 21%	78 27%	85 26%	153 28%	80 24%
BOTTOM 2 BOX (NET)	1000 67%	523 67%	477 67%	487 64%	389 67%	124 79% DE	696 66%	155 73%	149 64%	516 70% N	86 62%	96 74% N	101 63%	201 59%	365 63%	635 69%	705 69% R	296 62%	586 62%	414 75% S	187 65%	232 70%	345 63%	235 70%
Somewhat disagree	533 36%	268 34%	265 37%	271 36%	199 34%	63 40%	384 36% I	93 44%	55 24%	286 39%	49 35%	37 29%	50 31%	111 33%	198 34%	335 36%	372 36%	161 34%	310 33%	224 40% S	90 31%	135 41%	196 36%	112 33%
Strongly disagree	467 31%	255 33%	212 30%	216 28%	190 33%	61 39% D	312 30%	61 29%	94 40% GH	231 31%	37 27%	58 45% JKN	51 32%	90 27%	166 29%	301 33%	332 32%	135 28%	276 29%	191 34%	97 34%	97 29%	149 27%	123 37% W
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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

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 Table 58

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	452 30%	266 34% C	186 26%	232 30%	174 30%	45 28%	309 29%	51 24%	92 39% GH	203 28%	36 26%	47 36%	59 37%	107 32%	147 26%	305 33% O	322 31%	129 27%	246 26%	206 37% S	89 31%	93 28%	164 30%	106 32%
Strongly agree	142 9%	77 10%	65 9%	66 9%	57 10%	19 12%	92 9%	18 9%	32 14%	62 8%	8 6%	15 12%	19 12%	38 11%	47 8%	95 10%	98 10%	44 9%	71 7%	71 13% S	30 10%	38 11%	45 8%	30 9%
Somewhat agree	310 21%	189 24% C	121 17%	166 22%	117 20%	26 17%	217 21%	33 15%	60 26% H	141 19%	28 20%	32 25%	39 25%	69 20%	100 17%	209 23% O	224 22%	86 18%	175 18%	135 24% S	59 21%	55 17%	119 22%	76 23%
BOTTOM 2 BOX (NET)	1048 70%	518 66% B	531 74% B	532 70%	403 70%	113 72%	746 71% I	161 76% I	141 61%	530 72%	103 74%	83 64%	101 63%	231 68%	429 74% P	619 67%	703 69%	345 73%	701 74% T	347 63%	198 69%	239 72%	382 70%	228 68%
Somewhat disagree	428 29%	243 31%	184 26%	223 29%	167 29%	37 23%	323 31% I	59 28%	45 19%	214 29%	38 28%	34 26%	43 27%	98 29%	165 29%	262 28%	291 28%	137 29%	250 26%	178 32%	80 28%	99 30%	146 27%	102 30%
Strongly disagree	621 41%	274 35% B	346 48% B	308 40%	236 41%	76 48%	423 40%	102 48%	96 41%	316 43%	65 46%	48 37%	58 36%	134 40%	264 46% P	357 39%	412 40%	209 44%	451 48% T	169 31%	118 41%	140 42%	236 43%	127 38%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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.

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 Table 59

Base: Employed Full/Part Time

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1258	591	667	635	506	117	1034	224	-	637	125	79	120	297	593	665	891	367	824	434	257	254	468	278
Weighted Base	1267	651	616	663	481	124*	1055	212	-**	667	113*	85*	117*	285	472	795	905	362	831	436	252	282	449	284
ANY (NET)	812 64%	434 67%	379 61%	433 65% F	314 65%	65 53%	700 66% H	112 53%	-	467 70% LN	70 62%	46 54%	74 63%	156 55%	291 62%	522 66%	619 68% R	193 53%	518 62%	294 67%	143 57%	188 67%	282 63%	199 70% U
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)	385 30%	187 29%	198 32%	209 32% F	154 32% F	22 17%	330 31%	54 26%	-	237 36% LMN	42 37% LN	14 17%	27 23%	64 22%	147 31%	238 30%	305 34% R	80 22%	250 30%	135 31%	62 24%	89 31%	132 29%	102 36% U
Help me determine what Medicare will cover and what it won't	372 29%	181 28%	191 31%	208 31% F	147 31% F	17 14%	323 31%	49 23%	-	223 33% LN	35 31%	15 17%	37 32%	62 22%	141 30%	231 29%	285 31% R	88 24%	250 30%	123 28%	70 28%	76 27%	136 30%	90 32%
Help me transition to part-time	302 24%	158 24%	144 23%	148 22%	119 25%	35 28%	274 26% H	28 13%	-	164 25%	31 28%	22 26%	19 16%	66 23%	101 21%	201 25%	242 27% R	59 16%	177 21%	125 29% S	61 24%	72 26%	98 22%	71 25%
Help me learn the impact of a major health problem on my finances	174 14%	103 16%	71 11%	104 16%	61 13%	9 7%	156 15% H	18 8%	-	104 16% N	17 15%	10 11%	16 14%	27 10%	58 12%	116 15%	148 16% R	26 7%	121 15%	53 12%	39 16%	34 12%	72 16%	29 10%
Help me transition into a different role in the company to do that	115 9%	41 6%	74 12% B	62 9% B	48 10%	6 5%	102 10%	13 6%	-	48 7%	16 14% J	12 14%	14 12%	25 9%	43 9%	72 9%	90 10%	25 7%	77 9%	39 9%	21 8%	14 5%	54 12% V	26 9%
Help me find employment in post-retirement	109 9%	44 7%	65 10%	71 11% F	34 7%	4 3%	89 8%	20 9%	-	46 7%	19 17% JN	8 10%	14 12%	21 7%	45 9%	64 8%	90 10% R	19 5%	70 8%	39 9%	16 6%	25 9%	46 10%	23 8%
Something else (please specify)	68 5%	42 7%	25 4%	33 5%	24 5%	11 9%	61 6%	6 3%	-	40 6%	2 1%	5 6%	8 7%	13 5%	21 4%	47 6%	49 5%	19 5%	37 4%	31 7%	10 4%	14 5%	19 4%	24 9% W
Not sure	455 36%	217 33%	237 39%	229 35%	167 35%	59 47% D	355 34%	100 47% G	-	200 30%	44 38%	39 46% J	43 37%	129 45% J	181 38%	273 34%	286 32%	169 47% Q	313 38%	142 33%	109 43% X	93 33%	167 37%	85 30%
Sigma	1979 156%	975 150%	1005 163%	1066 161%	753 157%	161 130%	1690 160%	289 136%	-	1062 159%	206 182%	125 147%	178 153%	408 143%	736 156%	1244 156%	1495 165%	484 134%	1294 156%	686 157%	388 154%	416 148%	723 161%	451 159%

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 - U/V/W/X  
 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?

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 Table 60

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Yes	301 20%	153 20%	148 21%	118 15%	142 25% D	41 26% D	171 16%	82 39% G	47 20%	150 21%	23 16%	36 28% M	26 16%	66 19%	130 23%	170 18%	228 22% R	72 15%	211 22% T	90 16%	65 23%	75 22%	92 17%	69 21%
NO (NET)	791 53%	446 57% C	345 48%	426 56% E	280 48%	85 54%	577 55% H	68 32%	147 63% H	407 56% N	77 56% N	71 55%	90 56% N	145 43%	277 48%	514 56% O	529 52%	262 55%	481 51%	310 56%	136 47%	175 53%	308 56% U	172 51%
No, not currently but they have in the past	77 5%	48 6%	29 4%	50 6%	23 4%	5 3%	62 6%	6 3%	9 4%	45 6% N	8 6%	5 4%	11 7% N	7 2%	30 5%	47 5%	55 5%	22 5%	46 5%	31 6%	12 4%	11 3%	41 8% V	13 4%
No, not currently but they are planning to in the future	97 6%	54 7%	43 6%	58 8%	34 6%	6 4%	77 7%	8 4%	12 5%	49 7%	7 5%	17 13% N	9 6%	15 4%	23 4%	74 8% O	83 8% R	14 3%	61 6%	36 7%	15 5%	24 7%	43 8%	15 5%
No, never	617 41%	344 44%	273 38%	319 42%	224 39%	74 47%	438 41% H	54 25%	125 54% GH	313 43%	62 44%	50 38%	70 44%	123 36%	224 39%	393 43%	391 38%	226 48% Q	374 39%	243 44%	109 38%	140 42%	224 41%	144 43%
Not sure	408 27%	184 24%	223 31% B	220 29%	156 27%	32 20%	307 29% I	62 29% I	39 17%	176 24%	39 28%	22 17%	44 28%	128 38% JL	168 29%	240 26%	268 26%	140 30%	255 27%	153 28%	86 30%	83 25%	145 27%	94 28%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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?

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 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Having a flexible work schedule	1074 72%	529 68%	545 76% B	545 71%	416 72%	112 71%	741 70%	168 79% G	165 71%	508 69%	103 74%	97 75%	108 68%	257 76%	441 77% P	632 68%	759 74% R	315 66%	681 72%	392 71%	205 72%	229 69%	394 72%	245 73%
Working reduced hours with reduced benefits	871 58%	440 56%	431 60%	438 57%	341 59%	92 58%	600 57%	144 68% GI	127 55%	415 57%	77 55%	81 62%	80 50%	219 65% JM	339 59%	532 58%	629 61% R	241 51%	555 59%	316 57%	168 58%	193 58%	310 57%	199 60%
Transitioning to more of a consulting role	833 56%	456 58%	377 53%	442 58%	311 54%	80 51%	593 56%	105 50%	135 58%	403 55%	80 58%	73 56%	94 59%	183 54%	300 52%	534 58%	619 60% R	214 45%	536 57%	297 54%	145 50%	168 51%	331 61% UV	190 57%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Transitioning to more of a consulting role	667 44%	327 42%	340 47%	322 42%	267 46%	78 49%	462 44%	107 50%	98 42%	331 45%	59 42%	56 44%	66 41%	156 46%	276 48%	390 42%	406 40%	261 55% Q	410 43%	256 46%	143 50% W	164 49% W	215 39%	145 43%
Working reduced hours with reduced benefits	629 42%	343 44%	286 40%	326 43%	237 41%	67 42%	455 43% H	68 32%	106 45% H	319 43% N	62 45%	49 38%	80 50% N	120 35%	237 41%	392 42%	396 39%	233 49% Q	392 41%	237 43%	119 42%	139 42%	235 43%	135 40%
Having a flexible work schedule	426 28%	254 32% C	172 24%	219 29%	162 28%	46 29%	314 30% H	44 21%	68 29%	225 31%	36 26%	32 25%	51 32%	82 24%	135 23%	292 32% O	266 26%	160 34% Q	265 28%	161 29%	82 28%	103 31%	152 28%	90 27%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	871 58%	440 56%	431 60%	438 57%	341 59%	92 58%	600 57%	144 68% GI	127 55%	415 57%	77 55%	81 62%	80 50%	219 65% JM	339 59%	532 58%	629 61% R	241 51%	555 59%	316 57%	168 58%	193 58%	310 57%	199 60%
Very likely	322 21%	140 18%	183 25% B	162 21%	124 22%	36 23%	205 19%	79 37% GI	38 16%	148 20%	26 18%	41 31% JKM	25 16%	82 24%	129 22%	193 21%	243 24% R	79 17%	223 24% T	100 18%	64 22%	74 22%	112 21%	72 22%
Somewhat likely	549 37%	300 38%	248 35%	276 36%	217 38%	56 35%	395 37%	64 30%	89 38%	266 36%	51 37%	40 31%	54 34%	136 40%	210 36%	338 37%	386 38%	163 34%	332 35%	216 39%	103 36%	120 36%	198 36%	127 38%
BOTTOM 2 BOX (NET)	629 42%	343 44%	286 40%	326 43%	237 41%	67 42%	455 43% H	68 32%	106 45% H	319 43% N	62 45%	49 38%	80 50% N	120 35%	237 41%	392 42%	396 39%	233 49% Q	392 41%	237 43%	119 42%	139 42%	235 43%	135 40%
Not very likely	304 20%	169 22%	135 19%	157 21%	112 19%	35 22%	231 22% I	40 19%	34 15%	148 20%	27 19%	19 15%	43 27% L	67 20%	123 21%	181 20%	193 19%	111 23%	193 20%	112 20%	56 20%	62 19%	126 23%	59 18%
Not at likely	325 22%	174 22%	150 21%	169 22%	125 20%	31 20%	224 21% H	29 14%	72 31% GH	170 23% N	35 25% N	30 23%	37 23%	53 16%	113 20%	211 23%	202 20% Q	122 26% Q	199 21%	126 23%	63 22%	77 23%	109 20%	76 23%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	1074 72%	529 68%	545 76% B	545 71%	416 72%	112 71%	741 70%	168 79% G	165 71%	508 69%	103 74%	97 75%	108 68%	257 76%	441 77% P	632 68%	759 74% R	315 66%	681 72%	392 71%	205 72%	229 69%	394 72%	245 73%
Very likely	521 35%	230 29%	292 41% B	271 35%	197 34%	54 34%	340 32%	111 52% GI	71 30%	234 32%	48 34%	66 51% JKM	40 25%	134 40% JM	223 39% P	298 32%	378 37% R	143 30%	331 35%	191 34%	106 37%	121 37%	185 34%	109 33%
Somewhat likely	552 37%	299 38%	253 35%	275 36%	219 38%	58 37%	401 38% H	58 27%	94 40% H	274 37% L	56 40% L	31 24%	68 43% L	123 36% L	218 38%	334 36%	381 37%	171 36%	351 37%	201 36%	99 35%	108 32%	209 38%	136 41%
BOTTOM 2 BOX (NET)	426 28%	254 32% C	172 24%	219 29%	162 28%	46 29%	314 30% H	44 21%	68 29%	225 31%	36 26%	32 25%	51 32%	82 24%	135 23%	292 32% O	266 26%	160 34% Q	265 28%	161 29%	82 28%	103 31%	152 28%	90 27%
Not very likely	190 13%	114 15%	76 11%	113 15%	63 11%	14 9%	139 13%	21 10%	30 13%	97 13%	14 10%	14 11%	29 18%	36 11%	60 10%	129 14%	117 11%	72 15%	109 12%	80 15%	35 12%	37 11%	77 14%	40 12%
Not at likely	237 16%	141 18%	96 13%	106 14%	99 17%	32 20%	175 17%	23 11%	39 17%	128 18%	22 16%	18 14%	23 14%	46 14%	74 13%	162 18% O	149 15%	88 18%	156 16%	81 15%	47 16%	66 20%	74 14%	50 15%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	833 56%	456 58%	377 53%	442 58%	311 54%	80 51%	593 56%	105 50%	135 58%	403 55%	80 58%	73 56%	94 59%	183 54%	300 52%	534 58%	619 60% R	214 45%	536 57%	297 54%	145 50%	168 51%	331 61% UV	190 57%
Very likely	322 21%	167 21%	156 22%	171 22%	116 20%	36 23%	224 21%	44 21%	54 23%	153 21%	24 17%	43 33% JKMN	29 18%	73 22%	108 19%	215 23%	251 24% R	72 15%	211 22%	112 20%	53 19%	69 21%	126 23%	75 22%
Somewhat likely	511 34%	290 37% C	221 31%	271 35%	195 34%	45 28%	369 35%	61 29%	81 35%	250 34% L	56 41% L	30 23%	65 40% L	110 33%	192 33%	319 35%	368 36%	143 30%	326 34%	185 33%	91 32%	99 30%	205 38%	116 35%
BOTTOM 2 BOX (NET)	667 44%	327 42%	340 47%	322 42%	267 46%	78 49%	462 44%	107 50%	98 42%	331 45%	59 42%	56 44%	66 41%	156 46%	276 48%	390 42%	406 40%	261 55% Q	410 43%	256 46%	143 50% W	164 49% W	215 39%	145 43%
Not very likely	305 20%	164 21%	141 20%	145 19%	119 21%	41 26%	219 21%	43 20%	42 18%	142 19%	18 13%	30 23%	34 21%	82 24% K	125 22%	180 19%	187 18%	118 25% Q	181 19%	124 22%	59 21%	79 24%	102 19%	65 19%
Not at likely	362 24%	163 21%	199 28% B	177 23%	148 26%	37 23%	243 23%	64 30%	56 24%	189 26%	41 29%	27 21%	32 20%	74 22%	152 26%	210 23%	219 21%	143 30% Q	229 24%	133 24%	84 29% W	86 26%	113 21%	80 24%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
YES (NET)	556 37%	304 39%	253 35%	293 38%	196 34%	68 43%	444 42% HI	61 29%	52 22%	287 39%	44 31%	51 39%	53 33%	122 36%	171 30%	386 42% O	439 43% R	117 25%	376 40% T	181 33%	111 39%	134 40%	195 36%	117 35%
Yes, to be a knowledge expert	366 24%	218 28% C	147 21%	191 25%	127 22%	48 30%	300 28% HI	36 17%	29 13%	209 29% KM	25 18%	30 23%	27 17%	75 22%	90 16%	276 30% O	294 29% R	71 15%	250 26% T	115 21%	80 28%	91 27%	114 21%	81 24%
Yes, to act as a mentor to current employees	161 11%	90 11%	71 10%	78 10%	59 10%	24 15%	121 11%	15 7%	25 11%	65 9%	18 13%	21 17% J	23 15%	33 10%	63 11%	99 11%	131 13% R	31 6%	113 12%	48 9%	23 8%	41 12%	63 12%	33 10%
Yes, to handle key client relationships	128 9%	78 10%	50 7%	70 9%	41 7%	17 11%	104 10%	11 5%	12 5%	65 9%	8 6%	14 11%	14 9%	26 8%	38 7%	90 10%	101 10% R	27 6%	84 9%	44 8%	20 7%	26 8%	46 8%	36 11%
Yes, other reason (please specify)	98 7%	45 6%	53 7%	36 5%	39 7%	23 15% DE	76 7%	14 6%	8 4%	48 7%	11 8% M	7 6%	3 2%	29 9% M	31 5%	67 7%	67 6%	32 7%	52 6%	46 8%	17 6%	21 6%	31 6%	29 9%
No	944 63%	480 61%	464 65%	471 62%	382 66%	90 57%	611 58%	151 71% G	181 78% G	446 61%	95 69%	79 61%	107 67%	216 64%	405 70% P	538 58%	586 57%	357 75% Q	571 60%	372 67% S	176 61%	199 60%	351 64%	218 65%
Sigma	1696 113%	911 116%	785 110%	847 111%	648 112%	202 127%	1212 115%	228 107%	257 110%	834 114%	156 113%	152 117%	174 109%	380 112%	627 109%	1070 116%	1179 115%	517 109%	1071 113%	626 113%	317 110%	378 114%	605 111%	397 119%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Generation X (ages 39-53)	1192 79%	606 77%	586 82%	599 78%	471 82%	122 77%	859 81%	174 82%	158 68%	617 84%	103 74%	97 75%	117 74%	259 76%	459 80%	733 79%	855 83%	337 71%	819 87%	373 67%	219 76%	260 78%	439 80%	273 82%
Millennials (ages 24-38)	812 54%	404 52%	409 57%	424 56%	311 54%	77 49%	566 54%	126 59%	121 52%	416 57%	72 52%	65 50%	75 47%	184 54%	327 57%	485 52%	584 57%	228 48%	601 64%	211 38%	143 50%	186 56%	297 54%	186 56%
Generation Z (ages 18-23)	512 34%	257 33%	255 36%	270 35%	190 33%	52 33%	362 34%	78 37%	72 31%	255 35%	44 32%	39 30%	50 32%	124 37%	210 37%	302 33%	362 35%	151 32%	395 42%	118 21%	92 32%	126 38%	184 34%	111 33%

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 - U/V/W/X  
 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 68

SUMMARY OF BOTTOM 2 BOX

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Generation X (ages 39-53)	308 21%	177 23%	131 18%	165 22%	107 18%	36 23%	195 19%	38 18%	75 32% GH	117 16%	36 26% J	33 25% J	42 26% J	80 24% J	117 20%	191 21%	170 17%	138 29% Q	127 13%	181 33% S	68 24%	72 22%	107 20%	61 18%
Millennials (ages 24-38)	688 46%	380 48%	308 43%	340 44%	267 46%	81 51%	489 46%	86 41%	112 48%	317 43%	67 48%	64 50%	85 53%	155 46%	249 43%	439 48%	441 43%	247 52% Q	345 36%	342 62% S	144 50%	146 44%	249 46%	149 44%
Generation Z (ages 18-23)	988 66%	526 67%	461 64%	494 65%	388 67%	106 67%	693 66%	134 63%	161 69%	479 65%	95 68%	90 70%	109 68%	215 63%	366 63%	622 67%	663 65%	324 68%	552 58%	435 79% S	195 68%	207 62%	362 66%	224 67%

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 - U/V/W/X  
 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 69

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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	1192 79%	606 77%	586 82%	599 78%	471 82%	122 77%	859 81%	174 82%	158 68%	617 84%	103 74%	97 75%	117 74%	259 76%	459 80%	733 79%	855 83%	337 71%	819 87%	373 67%	219 76%	260 78%	439 80%	273 82%
Very confident	451 30%	207 26%	244 34%	227 30%	176 30%	48 31%	323 31%	67 32%	60 26%	227 31%	35 25%	42 32%	49 31%	99 29%	183 32%	268 29%	326 32%	125 26%	362 38%	89 16%	64 22%	111 33%	169 31%	108 32%
Somewhat confident	741 49%	399 51%	342 48%	372 49%	295 51%	74 47%	536 51%	107 50%	98 42%	390 53%	68 49%	55 42%	69 43%	160 47%	276 48%	465 50%	529 52%	212 45%	457 48%	284 51%	155 54%	150 45%	270 50%	166 50%
BOTTOM 2 BOX (NET)	308 21%	177 23%	131 18%	165 22%	107 18%	36 23%	195 19%	38 18%	75 32%	117 16%	36 26%	33 25%	42 26%	80 24%	117 20%	191 21%	170 17%	138 29%	127 13%	181 33%	68 24%	72 22%	107 20%	61 18%
Not very confident	194 13%	105 13%	89 12%	107 14%	66 11%	21 13%	145 14%	22 10%	27 12%	76 10%	21 15%	22 17%	28 17%	48 14%	64 11%	130 14%	118 11%	76 16%	89 9%	105 19%	45 16%	43 13%	71 13%	34 10%
Not at all confident	114 8%	73 9%	42 6%	58 8%	41 7%	16 10%	51 5%	16 7%	48 21%	41 6%	15 11%	11 9%	15 9%	32 10%	52 9%	62 7%	52 5%	62 13%	39 4%	75 14%	23 8%	29 9%	36 7%	27 8%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	812 54%	404 52%	409 57%	424 56%	311 54%	77 49%	566 54%	126 59%	121 52%	416 57%	72 52%	65 50%	75 47%	184 54%	327 57%	485 52%	584 57% R	228 48%	601 64% T	211 38%	143 50%	186 56%	297 54%	186 56%
Very confident	263 18%	118 15%	146 20% B	125 16%	105 18%	33 21%	181 17%	40 19%	43 18%	123 17%	25 18%	28 22%	32 20%	56 16%	111 19%	153 17%	184 18%	79 17%	220 23% T	43 8%	44 15%	61 18%	96 18%	62 19%
Somewhat confident	549 37%	286 37%	263 37%	299 39% B	206 36%	44 28%	385 36%	86 41%	78 34%	293 40% LM	48 34%	37 29%	43 27%	128 38%	217 38%	332 36%	400 39% R	149 31%	381 40% T	168 30%	100 35%	125 38%	200 37%	124 37%
BOTTOM 2 BOX (NET)	688 46%	380 48%	308 43%	340 44%	267 46%	81 51%	489 46%	86 41%	112 48%	317 43%	67 48%	64 50%	85 53%	155 46%	249 43%	439 48%	441 43%	247 52% Q	345 36%	342 62% S	144 50%	146 44%	249 46%	149 44%
Not very confident	420 28%	217 28%	203 28%	209 27%	169 29%	42 26%	319 30% I	55 26%	46 20%	203 28%	40 29%	38 29%	48 30%	92 27%	159 28%	261 28%	277 27%	143 30%	230 24%	190 34% S	98 34% V	76 23%	153 28%	92 28%
Not at all confident	268 18%	162 21% C	105 15%	130 17%	98 17%	39 25%	170 16%	31 15%	66 29% GH	114 16%	27 19%	27 21%	37 23%	63 19%	89 15%	179 19%	164 16%	104 22% Q	115 12%	152 28% S	46 16%	69 21%	96 18%	57 17%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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)	North-east (U)	Midwest (V)	South (W)	West (X)
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
TOP 2 BOX (NET)	512 34%	257 33%	255 36%	270 35%	190 33%	52 33%	362 34%	78 37%	72 31%	255 35%	44 32%	39 30%	50 32%	124 37%	210 37%	302 33%	362 35%	151 32%	395 42% T	118 21%	92 32%	126 38%	184 34%	111 33%
Very confident	180 12%	88 11%	92 13%	90 12%	69 12%	21 13%	123 12%	25 12%	32 14%	88 12%	20 14%	14 11%	18 11%	40 12%	71 12%	110 12%	128 13%	52 11%	150 16% T	30 5%	34 12%	52 16%	55 10%	39 12%
Somewhat confident	332 22%	169 22%	163 23%	180 24%	121 21%	32 20%	239 23%	53 25%	40 17%	167 23%	24 18%	25 19%	33 20%	84 25%	140 24%	192 21%	234 23%	99 21%	244 26% T	88 16%	58 20%	74 22%	129 24%	72 22%
BOTTOM 2 BOX (NET)	988 66%	526 67%	461 64%	494 65%	388 67%	106 67%	693 66%	134 63%	161 69%	479 65%	95 68%	90 70%	109 68%	215 63%	366 63%	622 67%	663 65%	324 68%	552 58%	435 79% S	195 68%	207 62%	362 66%	224 67%
Not very confident	477 32%	233 30%	244 34%	241 31%	196 34%	41 26%	339 32%	68 32%	71 30%	233 32%	50 36%	44 34%	51 32%	99 29%	187 32%	290 31%	331 32%	146 31%	295 31%	182 33%	96 33%	103 31%	172 31%	107 32%
Not at all confident	510 34%	293 37% C	217 30%	253 33%	192 33%	65 41%	354 34%	66 31%	90 39%	245 33%	45 32%	46 36%	59 37%	115 34%	179 31%	332 36%	332 32%	178 38%	257 27%	253 46% S	100 35%	104 31%	190 35%	117 35%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 Overlap formulae used. \* small base

GENDER: Are you...?

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 Table 72

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Male	783 52%	783 100% C	-	395 52%	299 52%	90 57%	581 55% H	70 33%	133 57% H	442 60% KMN	58 42%	68 53%	72 45%	144 42%	220 38%	563 61% O	547 53%	236 50%	511 54%	273 49%	134 47%	183 55%	286 53%	180 54%
Female	717 48%	-	717 100% B	369 48%	279 48%	68 43%	473 45%	143 67% GI	100 43%	292 40%	81 58% J	61 47%	88 55% J	195 58% J	356 62% P	361 39%	478 47%	238 50%	436 46%	281 51%	153 53%	149 45%	259 47%	154 46%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
18-24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25-34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35-44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45-54	116 8%	59 8%	57 8%	116 15% EF	-	-	92 9%	8 4%	16 7%	58 8%	14 10%	11 8%	18 11% N	16 5%	47 8%	69 8%	71 7%	45 10%	72 8%	44 8%	19 6%	20 6%	49 9%	27 8%
55-64	1094 73%	565 72%	529 74%	648 85% EF	446 77% F	-	796 75% I	147 69%	151 65%	562 77% L	104 75% L	64 49%	115 72% L	250 74% L	424 74%	671 73%	763 74%	331 70%	685 72%	409 74%	219 76%	239 72%	393 72%	243 73%
65+	290 19%	159 20%	131 18%	-	131 23% D	158 100% DE	167 16%	57 27% G	66 28% G	113 15%	21 15%	55 43% JKMN	27 17%	73 22% J	106 18%	184 20%	191 19%	98 21%	190 20%	100 18%	49 17%	73 22%	104 19%	64 19%
MEAN	60.3	60.4	60.2	56.6	62.7 D	69.5 DE	59.8	61.6 G	61.3 G	60.0 K	58.9	62.5 JKMN	60.1	60.7 K	60.1	60.4	60.2	60.5	60.3	60.2	60.3	60.6	59.9	60.6
STD. DEV.	4.66	4.66	4.66	1.67	2.18	1.37	4.38	5.07	5.12	4.18	4.68	5.71	4.73	4.88	4.67	4.66	4.59	4.82	4.64	4.71	4.45	4.72	4.68	4.74
STD. ERR.	0.12	0.17	0.17	0.06	0.09	0.11	0.14	0.34	0.33	0.16	0.38	0.50	0.37	0.26	0.17	0.17	0.14	0.22	0.15	0.20	0.26	0.27	0.20	0.26
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 Overlap formulae used. \* small base

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

19 Nov 2018  
 Table 74

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
EMPLOYED (NET)	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%
Employed full time	1055 70%	581 74% C	473 66%	579 76% EF	390 67% F	86 54%	1055 100% HI	-	-	585 80% KLMN	92 66%	72 56%	90 56%	215 63%	334 58%	721 78% O	793 77% R	262 55%	694 73% T	361 65%	201 70%	231 70%	379 69%	244 73%
Employed part time	212 14%	70 9%	143 20% B	84 11% B	91 16% D	38 24% D	-	212 100% GI	-	82 11%	21 15%	13 10%	27 17%	70 21% JL	138 24% P	74 8%	112 11%	100 21% Q	137 14%	75 14%	52 18%	51 15%	70 13%	40 12%
Self-employed full time	151 10%	96 12% C	55 8%	72 9%	59 10%	19 12%	-	-	151 65% GH	39 5%	21 15% J	33 25% JN	28 17% JN	30 9%	45 8%	106 11%	82 8%	69 15% Q	69 7%	82 15% S	27 9%	31 9%	58 11%	35 11%
Self-employed part time	82 5%	37 5%	45 6%	29 4%	38 7%	16 10% D	-	-	82 35% GH	27 4%	4 3%	12 9% J	15 10% J	24 7% J	59 10% P	23 3%	38 4%	44 9% Q	47 5%	35 6%	8 3%	20 6%	39 7% U	15 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	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 Overlap formulae used. \* small base

US REGION: Census Region (US Net)

19 Nov 2018  
 Table 75

Base: All US Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1499	722	777	740	600	159	1034	223	242	707	152	128	161	351	723	776	1019	480	952	547	298	301	568	332
Weighted Base	1500	783	716	764	577	158*	1055	212	233	733	139	130*	160	338	576	924	1025	474	947	553	287	332	546	335
Northeast	287 19%	134 17%	153 21%	136 18%	127 22%	24 15%	201 19%	52 24%	35 15%	139 19%	25 18%	18 14%	34 21%	71 21%	91 16%	196 21%	189 18%	98 21%	175 18%	113 20%	287 100%	-	-	-
Midwest	332 22%	183 23%	149 21%	165 22%	122 21%	46 29%	231 22%	51 24%	51 22%	173 24%	15 11%	25 19%	25 16%	94 28%	134 23%	198 21%	231 23%	101 21%	203 21%	129 23%	-	332 100%	-	-
South	546 36%	286 37%	259 36%	297 39%	202 35%	47 30%	379 36%	70 33%	97 42%	242 33%	70 50%	49 38%	66 41%	119 35%	254 44%	291 32%	376 37%	170 36%	374 40%	171 31%	-	-	546 100%	-
West	335 22%	180 23%	154 22%	166 22%	128 22%	41 26%	244 23%	40 19%	50 22%	179 24%	30 21%	37 28%	34 21%	54 16%	97 17%	238 26%	230 22%	105 22%	194 21%	140 25%	-	-	-	335 100%
Sigma	1500 100%	783 100%	716 100%	764 100%	577 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	338 100%	576 100%	924 100%	1025 100%	474 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 Overlap formulae used. \* small base

INCOME: How much total combined income did all members of your household earn before taxes last year?

19 Nov 2018  
 Table 77

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Less than \$15,000	30 2%	5 1%	25 4% B	15 2%	13 2%	2 1%	8 1%	13 6% G	9 4% G	4 1%	1 1%	5 3% J	19 5% JK	30 5% P	-	12 1%	18 4% Q	21 2%	9 2%	7 2%	9 3%	10 2%	5 1%	
\$15,000 to \$24,999	51 3%	16 2%	35 5% B	28 4%	21 4%	2 1%	20 2%	15 7% G	16 7% G	15 2%	15 11% JMN	5 4%	5 3%	12 3%	51 9% P	-	22 2%	29 6% Q	31 3%	20 4%	6 2%	11 3%	20 4%	14 4%
\$25,000 to \$34,999	81 5%	30 4%	52 7% B	45 6%	31 5%	5 3%	46 4%	22 10% G	14 6%	24 3%	13 9% J	9 7%	11 7%	25 7% J	81 14% P	-	42 4%	39 8% Q	50 5%	31 6%	12 4%	22 7%	34 6%	13 4%
\$35,000 to \$49,999	148 10%	51 6%	97 14% B	77 10%	55 10%	16 10%	90 9%	38 18% G	19 8%	39 5%	26 19% J	16 12% J	16 10%	52 15% J	148 26% P	-	95 9%	52 11%	95 10%	52 9%	22 8%	43 13% X	63 12% X	18 5%
\$50,000 to \$74,999	266 18%	118 15%	147 21% B	133 17%	103 18%	30 19%	170 16%	50 24% G	46 20%	114 16%	31 22%	19 15%	30 19%	71 21%	266 46% P	-	157 15%	109 23% Q	181 19%	84 15%	43 15%	49 15%	127 23% UVX	47 14%
\$75,000 to \$99,999	232 15%	116 15%	116 16%	106 14%	104 18%	23 14%	169 16%	24 11%	39 17%	117 16%	22 16%	19 14%	34 21% N	40 12%	-	232 25% O	164 16%	68 14%	130 14%	102 18% S	45 16%	58 18%	65 12%	63 19% W
\$100,000 OR MORE (NET)	692 46%	447 57% C	245 34%	361 47%	251 43%	80 51%	552 52% HI	50 23% GI	90 38% H	421 57% KMN	31 23%	61 47% K	58 36% K	120 36% K	-	692 75% O	532 52% R	160 34%	438 46%	254 46%	151 53% VW	140 42%	226 41%	175 52% VW
\$100,000 to \$124,999	215 14%	123 16%	92 13%	119 16%	74 13%	22 14%	181 17% HI	17 8%	17 7%	130 18% N	15 11%	18 14%	21 13%	31 9%	-	215 23% O	155 15%	60 13%	132 14%	83 15%	43 15%	45 14%	72 13%	55 16%
\$125,000 to \$149,999	190 13%	127 16% C	63 9%	93 12%	70 12%	27 17%	149 14%	20 9%	21 9%	120 16% KLM	11 8%	7 5%	13 8%	40 12%	-	190 21% O	139 14%	51 11%	128 14%	62 11%	40 14%	45 13%	58 11%	48 14%
\$150,000 to \$199,999	146 10%	94 12% C	52 7%	87 11%	45 8%	13 8%	116 11% H	10 5%	20 9%	85 12% KM	4 3%	22 17% KMN	6 4%	29 9%	-	146 16% O	121 12% R	25 5%	91 10%	55 10%	35 12%	24 7%	51 9%	35 11%
\$200,000 to \$249,999	75 5%	54 7% C	21 3%	29 4%	38 7%	7 5%	59 6% H	1 4%	14 6% H	56 8% KN	1 1%	6 5% N	9 6% KN	3 1%	-	75 8% O	66 6% R	8 2%	48 5%	26 5%	22 8% VW	11 3%	21 4%	20 6%
\$250,000 or more	66 4%	50 6% C	16 2%	31 4%	24 4%	11 7%	47 4% H	1 1%	18 8% H	30 4%	1 1%	9 7% K	9 6% K	17 5%	-	66 7% O	50 5%	16 3%	38 4%	28 5%	11 4%	15 5%	24 4%	16 5%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 Overlap formulae used. \* small base

RACE: What is your race?

19 Nov 2018  
 Table 79

Base: All US Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
White	1095 73%	571 73%	524 73%	536 70%	430 74%	129 81% D	761 72%	159 75%	174 75%	547 75% M	112 81% M	93 72%	102 64%	241 71%	392 68%	703 76% O	746 73%	349 73%	669 71%	426 77% S	246 86% VWX	256 77% W	357 66%	234 70%
Black or African American	142 9%	63 8%	78 11%	76 10%	51 9%	14 9%	104 10%	18 9%	19 8%	61 8% K	3 2%	14 11% K	13 8%	51 15% JK	69 12% P	72 8%	94 9%	47 10%	114 12% T	28 5%	9 3%	48 14% UX	68 12% UX	17 5%
Native American or Alaskan Native	7 *	4 *	3 *	4 *	3 1%	-	3 *	-	3 1%	4 1%	-	1 *	2 1%	-	2 *	4 *	6 1%	1 *	4 *	2 *	1 *	-	5 1%	1 *
ASIAN OR PACIFIC ISLANDER (NET)	80 5%	51 7%	29 4%	55 7% E	20 4%	5 3%	63 6%	11 5%	6 2%	35 5%	9 6%	5 4%	10 6%	21 6%	32 5%	48 5%	56 5%	24 5%	46 5%	34 6%	9 3%	5 1%	21 4%	44 13% UVW
South Asian	9 1%	8 1%	1 *	6 1%	2 *	1 *	8 1%	-	1 1%	1 *	-	2 2% J	-	6 2% J	5 1%	4 *	5 *	4 1%	9 1%	1 *	2 1%	3 1%	3 1%	-
Chinese	29 2%	18 2%	12 2%	20 3%	8 1%	1 1%	20 2%	9 4% I	1 *	8 1%	6 2% J	2 2%	5 3%	6 2%	16 3%	14 1%	23 2%	7 1%	16 2%	13 2%	6 2% V	-	11 2% V	12 4% V
Korean	6 *	6 1%	-	6 1%	-	-	6 1%	-	-	6 1%	-	-	-	-	2 *	4 *	6 1%	-	4 *	2 *	-	-	-	6 2% W
Japanese	23 2%	11 1%	12 2%	13 2%	8 1%	2 1%	18 2%	3 1%	3 1%	10 1%	-	* *	5 3%	8 2%	5 1%	18 2%	13 1%	10 2%	10 1%	13 2%	* *	-	6 1%	17 5% UVW
Filipino	4 *	3 *	2 *	4 *	-	1 *	4 *	-	-	3 *	1 1%	-	-	-	1 *	4 *	4 *	1 *	1 *	3 1%	1 *	-	-	4 1% W
Pacific Islander	3 *	1 *	2 *	2 *	1 *	-	3 *	-	-	3 *	-	-	-	-	-	3 *	1 *	2 *	2 *	1 *	-	-	-	3 1%
Other Asian	5 *	5 1%	-	4 1%	1 *	-	4 *	-	1 1%	4 *	-	-	-	2 *	2 *	3 *	5 *	1 *	5 *	1 *	-	1 *	1 *	3 1%
Arab/West Asian	2 *	2 *	-	2 *	-	-	2 *	-	-	2 *	-	-	-	-	-	2 *	2 *	-	2 *	-	-	-	2 *	-
Mixed Race	6 *	6 1%	1 *	1 *	6 1% D	-	6 1%	1 *	-	6 1%	-	-	-	1 *	1 *	5 1%	6 1%	-	6 1%	-	-	5 1%	2 *	-
Hispanic	157 10%	79 10%	77 11%	87 11%	61 11%	8 5%	111 11%	19 9%	27 12%	74 10%	12 8%	14 11%	32 20% JKN	25 7%	74 13% P	83 9%	107 10%	50 10%	102 11%	54 10%	19 7%	17 5%	86 16% UV	35 10% V
Some other race	12 1%	7 1%	5 1%	4 *	6 1%	2 1%	5 *	4 2%	3 1%	4 1%	3 2% N	3 2% N	2 1%	-	6 1%	6 1%	7 1%	5 1%	3 *	8 2% S	2 1%	1 *	5 1%	3 1%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 Overlap formulae used. \* small base

MARITAL STATUS: What is your marital status?

19 Nov 2018  
 Table 82

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
Never married	129 9%	71 9%	59 8%	81 11%	41 7%	7 5%	85 8%	25 12%	20 8%	50 7%	21 15%	12 10%	17 11%	29 9%	90 16% P	40 4%	83 8%	46 10%	79 8%	50 9%	30 10%	23 7%	50 9%	26 8%
MARRIED / LIVING WITH PARTNER (NET)	1035 69%	617 79% C	418 58%	523 68%	389 67%	123 78%	739 70%	132 62%	164 70%	548 75% KLN	84 61%	77 59%	104 65%	221 65%	277 48%	758 82% O	712 69%	322 68%	653 69%	381 69%	195 68%	240 72%	370 68%	229 68%
Married or civil union	982 65%	590 75% C	392 55%	492 64%	371 64%	119 75% DE	706 67% H	122 58%	153 66%	522 71% KLN	77 56%	70 54%	102 64%	211 62%	254 44%	728 79% O	674 66%	308 65%	622 66%	360 65%	185 64%	230 69%	346 63%	221 66%
Living with partner	53 4%	27 3%	26 4%	31 4%	18 3%	4 3%	33 3%	10 5%	10 4%	26 4%	7 5%	7 5%	2 1%	11 3%	23 4%	30 3%	39 4%	14 3%	31 3%	22 4%	10 4%	9 3%	24 4%	8 3%
DIVORCED / SEPARATED / WIDOWED (NET)	336 22%	96 12%	240 34% B	160 21%	147 26%	28 18%	231 22%	55 26%	50 21%	136 18%	33 24%	40 31% J	38 24%	88 26% J	209 36% P	126 14%	229 22%	106 22%	214 23%	122 22%	62 22%	69 21%	125 23%	79 24%
Divorced	246 16%	69 9%	178 25% B	116 15%	110 19%	19 12%	177 17%	35 16%	34 15%	106 14%	25 18%	23 18%	29 18%	62 18%	152 26% P	94 10%	168 16%	78 16%	157 17%	89 16%	43 15%	53 16%	86 16%	65 19%
Separated	33 2%	8 1%	25 3% B	21 3%	9 2%	3 2%	19 2%	10 5%	4 2%	8 1%	5 4% J	5 4%	4 3%	10 3%	22 4% P	11 1%	19 2%	14 3%	20 2%	13 2%	6 2%	3 1%	18 3%	6 2%
Widow / Widower	57 4%	19 2%	38 5% B	23 3%	28 5%	6 4%	34 3%	11 5%	12 5%	22 3%	3 2%	12 10% JK	5 3%	15 4%	35 6% P	21 2%	42 4%	14 3%	38 4%	19 3%	12 4%	14 4%	22 4%	8 2%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
1	274 18%	115 15%	159 22% B	134 18%	112 19%	28 18%	194 18%	37 17%	43 18%	129 18%	25 18%	32 25%	24 15%	64 19%	169 29% P	105 11%	190 19%	84 18%	173 18%	101 18%	61 21%	58 17%	91 17%	64 19%
ANY OTHER THAN RESPONDENT (NET)	1226 82%	669 85% C	558 78%	630 82%	466 81%	130 82%	860 82%	176 83%	190 82%	604 82%	114 82%	98 75%	136 85%	275 81%	407 71%	819 89% O	835 81%	391 82%	774 82%	452 82%	226 79%	275 83%	455 83%	271 81%
2	842 56%	464 59% C	378 53%	414 54%	332 57%	96 61%	589 56%	111 52%	142 61%	449 61% LMN	81 59%	64 49%	79 50%	169 50%	266 46%	576 62% O	600 59% R	242 51%	521 55%	321 58%	155 54%	191 57%	304 56%	191 57%
3	258 17%	140 18%	119 17%	134 17%	95 16%	30 19%	178 17%	45 21%	35 15%	108 15%	20 14%	25 19%	36 22%	71 21%	94 16%	164 18%	154 15%	105 22% Q	174 18%	85 15%	48 17%	56 17%	94 17%	60 18%
4+	126 8%	65 8%	61 8%	82 11% EF	39 7%	4 3%	94 9%	19 9%	12 5%	47 6%	13 9%	9 7%	21 13% J	36 10%	47 8%	79 9%	81 8%	44 9%	79 8%	46 8%	23 8%	27 8%	56 10%	20 6%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 Overlap formulae used. \* small base

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

19 Nov 2018  
 Table 84

Base: All Qualified Respondents

	Gender		Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
0	1260 84%	666 85%	594 83%	596 78%	515 89% D	150 95% D	869 82%	183 86%	208 90% G	630 86% K	99 71%	112 86% K	128 80%	292 86% K	464 81%	795 86% O	862 84%	398 84%	782 83%	478 86%	249 87% W	284 85%	434 79%	294 88% W
ANY (NET)	240 16%	117 15%	123 17%	168 22% EF	63 11%	8 5%	186 18% I	29 14%	24 10%	103 14%	40 29% JLN	18 14%	32 20%	47 14%	112 19% P	129 14%	164 16%	76 16%	165 17%	76 14%	39 13%	49 15%	112 21% UX	41 12%
1	131 9%	62 8%	69 10%	93 12% EF	32 6%	5 3%	109 10% I	11 5%	11 5%	62 8%	19 14% N	11 8%	17 11%	22 6%	57 10%	74 8%	95 9%	36 8%	84 9%	47 8%	27 10%	31 9%	46 8%	26 8%
2	74 5%	42 5%	33 5%	53 7% EF	20 3%	2 1%	53 5%	12 6%	10 4%	25 3%	17 12% JLN	5 4%	12 7%	16 5%	36 6%	39 4%	45 4%	29 6%	52 5%	22 4%	4 1%	13 4%	45 8% UVX	13 4%
3	22 1%	12 2%	10 1%	16 2%	5 1%	1 1%	15 1%	6 3%	1 1%	14 2%	4 3%	1 1%	2 1%	2 1%	7 1%	16 2%	18 2%	4 1%	19 2%	3 1%	4 1%	4 1%	14 3%	2 1%
4+	12 1%	2 1%	11 2% B	7 1%	6 1%	-	9 1%	1 1%	3 1%	3 1%	-	1 1%	1 1%	8 2% J	12 2% P	-	6 1%	7 1%	9 1%	3 1%	4 1%	1 1%	7 1%	-
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 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		Region					
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Unweighted Base	1500	722	778	740	601	159	1034	224	242	707	152	128	161	352	724	776	1019	481	953	547	298	301	568	332
Weighted Base	1500	783	717	764	578	158*	1055	212	233	733	139	130*	160	339	576	924	1025	475	947	553	287	332	546	335
United States of America	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%
Sigma	1500 100%	783 100%	717 100%	764 100%	578 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	339 100%	576 100%	924 100%	1025 100%	475 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - U/V/W/X  
 Overlap formulae used. \* small base

STATE/TERRITORY: In what state or territory do you currently reside?

Base: All US Respondents

	Gender		Age			Employment Status			Plan for Retirement					Income		Engagement Level		Company prepped for their retirement		Region					
	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	North-east	Midwest	South	West	
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)		
Unweighted Base	1499	722	777	740	600	159	1034	223	242	707	152	128	161	351	723	776	1019	480	952	547	298	301	568	332	
Weighted Base	1500	783	716	764	577	158*	1055	212	233	733	139	130*	160	338	576	924	1025	474	947	553	287	332	546	335	
Alabama	16 1%	8 1%	8 1%	4 *	10 2%	2 1%	11 1%	2 1%	3 1%	5 1%	2 1%	1 1%	3 2%	5 2%	8 1%	7 1%	10 1%	6 1%	12 1%	4 1%	-	-	16 3%	-	
Alaska	2 *	* *	1 *	1 *	* *	- -	2 *	- -	- -	1 *	- -	- -	- -	1 *	* *	1 *	1 *	* *	- -	2 *	- -	- -	- -	- -	2 1%
Arizona	41 3%	22 3%	19 3%	19 3%	16 3%	6 4%	25 2%	6 3%	10 4%	20 3%	1 1%	8 6%	5 3%	7 2%	15 3%	26 3%	31 3%	10 2%	26 3%	15 3%	-	-	-	41 12%	
Arkansas	9 1%	4 1%	5 1%	6 1%	1 1%	1 1%	6 1%	2 1%	1 1%	5 1%	- -	1 1%	1 1%	3 1%	5 1%	4 1%	6 1%	4 1%	5 1%	4 1%	-	-	9 2%	-	
California	176 12%	87 11%	89 12%	81 11%	67 12%	27 17%	133 13%	20 10%	22 10%	94 13%	16 12%	16 12%	22 14%	27 8%	40 7%	135 15%	123 12%	53 11%	97 10%	79 14%	-	-	-	176 53%	
Colorado	24 2%	12 2%	11 2%	14 2%	7 1%	3 2%	17 2%	3 2%	3 1%	14 2%	3 2%	2 2%	1 1%	3 1%	9 2%	15 2%	9 1%	14 3%	16 2%	8 1%	-	-	-	24 7%	
Connecticut	13 1%	7 1%	6 1%	7 1%	4 1%	2 1%	8 1%	4 2%	1 1%	6 1%	2 1%	- -	3 2%	3 1%	7 1%	6 1%	6 1%	7 2%	7 1%	6 1%	13 4%	-	-	-	
Delaware	5 *	5 1%	1 *	4 1%	1 *	- -	4 *	1 1%	- -	3 *	* *	- -	- -	2 *	2 *	3 *	5 1%	- -	2 *	4 1%	-	-	5 1%	-	
District of Columbia	4 *	2 *	2 *	3 *	1 *	- -	4 *	- -	- -	3 *	- -	- -	- -	1 *	- -	4 *	4 *	- -	4 *	- -	- -	- -	4 1%	-	
Florida	150 10%	94 12% C	56 8%	78 10%	55 9%	17 11%	95 9%	24 11%	31 13%	72 10%	18 13%	12 9%	19 12%	29 8%	75 13% P	75 8%	106 10%	44 9%	102 11%	48 9%	-	-	150 28% UVX	-	
Georgia	37 2%	18 2%	20 3%	21 3%	10 2%	6 4%	21 2%	8 4%	8 3%	9 1%	6 4%	6 5% J	6 4%	10 3%	17 3%	20 2%	17 2%	20 4% Q	17 2%	20 4%	-	-	37 7% UVX	-	
Hawaii	17 1%	16 2% C	1 *	12 2%	5 1%	* *	13 1%	1 *	3 1%	10 1%	1 1%	1 1%	1 *	5 2%	4 1%	13 1%	13 1%	5 1%	7 1%	11 2%	-	-	-	17 5% UVW	
Idaho	5 *	1 *	3 *	2 *	3 1%	- -	4 *	- -	1 *	3 *	1 1%	- -	1 *	* *	4 1%	1 *	2 *	2 *	3 *	1 *	-	-	-	5 1% W	
Illinois	75 5%	46 6%	29 4%	27 3%	37 6% D	11 7%	44 4%	15 7%	17 7%	35 5% K	* *	10 7% K	8 5% K	22 7% K	32 6%	43 5%	48 5%	27 6%	41 4%	35 6%	-	75 23% UWX	-	-	
Indiana	35 2%	19 2%	16 2%	10 1%	12 2%	14 9% DE	29 3%	4 2%	2 1%	16 2%	1 1%	4 3%	1 1%	14 4%	12 2%	23 3%	21 2%	14 3%	28 3%	8 1%	-	35 11% UWX	-	-	
Iowa	9 1%	5 1%	4 1%	3 *	5 1%	2 1%	7 1%	2 1%	1 *	5 1%	1 1%	1 *	1 *	2 1%	2 *	7 1%	8 1%	1 *	2 *	7 1%	-	9 3% UWX	-	-	
Kansas	11 1%	8 1%	3 *	8 1%	1 *	1 1%	8 1%	1 *	2 1%	10 1%	- -	- -	1 *	1 *	4 1%	7 1%	11 1%	- -	11 1% T	- -	- -	11 3% UWX	-	-	

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 - U/V/W/X  
 Overlap formulae used. \* small base

STATE/TERRITORY: In what state or territory do you currently reside?

Base: All US Respondents

	Gender			Age			Employment Status			Plan for Retirement				Income		Engagement Level		Company prepped for their retirement		Region				
	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	North-east	Midwest	South	West
	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)	
Weighted Base	1500	783	716	764	577	158*	1055	212	233	733	139	130*	160	338	576	924	1025	474	947	553	287	332	546	335
Kentucky	18 1%	7 1%	11 2%	14 2%	5 1%	-	15 1%	1 1%	2 1%	4 1%	3 2%	1 1%	4 2%	6 2%	9 2%	10 1%	15 1%	3 1%	14 1%	4 1%	-	-	18 3%	-
Louisiana	23 2%	10 1%	13 2%	8 1%	15 3%	-	10 1%	7 3%	6 3%	9 1%	3 2%	3 2%	8 5%	-	7 1%	16 2%	18 2%	5 1%	15 2%	7 1%	-	-	23 4%	-
Maine	3 *	2 *	3 *	2 *	1 *	-	2 *	-	3 *	2 *	-	-	-	3 *	3 *	2 *	3 *	-	1 *	2 *	3 1%	-	-	-
Maryland	27 2%	14 2%	13 2%	17 2%	8 1%	2 1%	25 2%	1 1%	1 *	12 2%	3 2%	2 2%	3 *	10 3%	9 2%	18 2%	20 2%	7 2%	21 2%	6 1%	-	-	27 5%	-
Massachusetts	37 2%	21 3%	16 2%	15 2%	16 3%	6 4%	24 2%	5 2%	8 4%	15 2%	6 4%	4 3%	6 4%	6 2%	14 2%	23 2%	26 3%	11 2%	13 1%	24 4%	37 13%	-	-	-
Michigan	57 4%	33 4%	23 3%	31 4%	22 4%	4 2%	43 4%	9 4%	5 2%	33 4%	2 2%	4 3%	4 3%	13 4%	20 4%	36 4%	45 4%	12 3%	35 4%	22 4%	-	57 17%	-	-
Minnesota	22 1%	14 2%	8 1%	10 1%	8 1%	4 3%	14 1%	4 2%	4 2%	14 2%	2 1%	-	4 2%	2 1%	6 1%	15 2%	13 1%	8 2%	12 1%	10 2%	-	22 7%	-	-
Mississippi	9 1%	3 *	6 1%	4 1%	5 1%	-	9 1%	-	-	6 1%	2 1%	-	-	1 *	6 1%	3 *	6 1%	3 1%	7 1%	2 *	-	-	9 2%	-
Missouri	12 1%	5 1%	8 1%	9 1%	4 1%	-	12 1%	-	1 *	5 1%	4 3%	-	1 *	3 1%	5 1%	7 1%	10 1%	3 1%	10 1%	2 *	-	12 4%	-	-
Montana	1 *	-	1 *	1 *	-	-	1 *	1 *	-	1 *	-	-	-	1 *	1 *	-	1 *	1 *	-	1 *	-	-	-	1 *
Nebraska	6 *	4 *	2 *	3 *	3 1%	-	4 *	1 *	1 1%	1 *	-	1 1%	-	4 1%	2 *	4 *	4 *	2 *	4 *	1 *	-	6 2%	-	-
Nevada	19 1%	13 2%	6 1%	10 1%	9 2%	-	15 1%	1 *	3 1%	7 1%	3 3%	6 5%	1 1%	1 *	7 1%	12 1%	12 1%	8 2%	17 2%	2 *	-	-	19 6%	-
New Hampshire	3 *	2 *	1 *	2 *	1 *	-	3 *	1 *	-	2 *	-	-	-	1 *	1 *	3 *	2 *	1 *	2 *	1 *	3 1%	-	-	-
New Jersey	62 4%	22 3%	40 6%	37 5%	21 4%	3 2%	40 4%	20 10%	2 1%	21 3%	5 4%	8 6%	7 5%	20 6%	15 3%	47 5%	41 4%	21 4%	37 4%	25 4%	62 21%	-	-	-
New Mexico	6 *	3 *	2 *	3 *	3 1%	-	5 *	-	1 *	4 *	-	-	-	2 1%	1 *	5 *	6 1%	-	4 *	1 *	-	-	-	6 2%
New York	89 6%	43 5%	46 6%	39 5%	43 7%	7 5%	74 7%	6 3%	9 4%	55 8%	6 4%	3 2%	10 6%	14 4%	15 3%	74 8%	66 6%	22 5%	63 7%	26 5%	89 31%	-	-	-
North Carolina	35 2%	17 2%	18 3%	21 3%	9 2%	5 3%	27 3%	3 1%	5 2%	20 3%	3 2%	2 1%	1 1%	10 3%	17 3%	18 2%	23 2%	13 3%	26 3%	9 2%	-	-	35 6%	-
North Dakota	4 *	2 *	2 *	1 *	3 1%	-	2 *	1 *	1 *	3 *	-	-	-	1 *	1 *	3 *	1 *	3 1%	4 *	-	-	4 1%	-	-

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 - U/V/W/X  
 Overlap formulae used. \* small base

STATE/TERRITORY: In what state or territory do you currently reside?

Base: All US Respondents

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	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	North-east	Midwest	South	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)	(X)
Weighted Base	1500	783	716	764	577	158*	1055	212	233	733	139	130*	160	338	576	924	1025	474	947	553	287	332	546	335
Ohio	56 4%	32 4%	24 3%	40 5% E	10 2%	5 3%	38 4%	8 4%	10 4%	24 3%	3 2%	4 3%	3 2%	23 7% J	31 5% P	25 3%	39 4%	17 4%	33 3%	23 4%	-	56 17% UWX	-	-
Oklahoma	22 1%	5 1%	17 2% B	17 2%	4 1%	* *	10 1%	9 4% G	2 1%	5 1%	7 5% J	1 1%	3 2%	6 2%	19 3% P	3 *	14 1%	8 2%	11 1%	11 2%	-	-	22 4% UVX	-
Oregon	16 1%	7 1%	10 1%	10 1%	6 1%	-	13 1%	2 1%	1 *	12 2%	1 1%	-	2 1%	1 *	6 1%	10 1%	13 1%	3 1%	11 1%	6 1%	-	-	-	16 5% UVW
Pennsylvania	80 5%	38 5%	43 6%	34 4%	41 7%	5 3%	51 5%	16 8%	13 6%	38 5%	6 4%	3 2%	8 5%	26 8%	39 7%	42 5%	45 4%	36 7% Q	52 5%	28 5%	80 28% VWX	-	-	-
Rhode Island	1	-	1	*	*	-	-	*	*	*	*	-	-	-	1	-	*	*	*	*	*	1	-	-
South Carolina	15 1%	5 1%	10 1%	9 1%	5 1%	1 1%	14 1%	-	1	7 1%	1 1%	2 2%	2 1%	2 1%	9 2%	6 1%	10 1%	5 1%	8 1%	7 1%	-	-	15 3% UVX	-
South Dakota	1	-	1	1	*	*	1	-	1	-	-	1	-	1	1	*	1	-	1	1	-	1	-	-
Tennessee	21 1%	9 1%	12 2%	14 2%	6 1%	1 1%	17 2%	3 2%	1	13 2%	3 2%	-	2 1%	3 1%	13 2%	8 1%	15 1%	6 1%	17 2%	4 1%	-	-	21 4% UVX	-
Texas	112 7%	61 8%	51 7%	51 7%	52 9%	10 6%	79 7% H	6 3%	28 12% H	51 7%	17 13% N	16 12%	9 6%	19 6%	40 7%	72 8%	80 8%	33 7%	83 9% T	29 5%	-	-	112 21% UVX	-
Utah	5	2	3	4	-	1 1%	4	1	-	3	2 1%	-	-	-	3	2	4	1	3	2	-	-	-	5 1% W
Vermont	1	*	*	1	-	-	*	-	*	-	-	-	*	*	*	*	1	-	-	1	1	-	-	-
Virginia	37 2%	24 3%	12 2%	25 3%	11 2%	-	27 3%	2 1%	7 3%	18 2%	2 1%	2 2%	5 3%	10 3%	14 2%	23 2%	26 2%	11 2%	26 3%	11 2%	-	-	37 7% UVX	-
Washington	22 1%	17 2%	6 1%	8 1%	10 2%	3 2%	12 1%	5 3%	5 2%	12 2%	1	3 2%	1 1%	6 2%	6 1%	17 2%	15 1%	8 2%	10 1%	12 2%	-	-	-	22 7% UVW
West Virginia	6	1	5 1%	2	4 1%	-	6 1%	-	*	*	-	-	3 2% J	3 1%	5 1%	1	3	3 1%	4	2	-	-	6 1%	-
Wisconsin	43 3%	15 2%	29 4% B	24 3%	16 3%	4 3%	30 3%	8 4%	6 3%	28 4%	2 1%	1 1%	4 2%	8 2%	16 3%	27 3%	30 3%	14 3%	22 2%	21 4%	-	43 13% UWX	-	-
Wyoming	*	-	*	-	-	*	-	-	*	-	-	*	-	-	*	-	-	*	-	*	-	-	-	*
Sigma	1500 100%	783 100%	716 100%	764 100%	577 100%	158 100%	1055 100%	212 100%	233 100%	733 100%	139 100%	130 100%	160 100%	338 100%	576 100%	924 100%	1025 100%	474 100%	947 100%	553 100%	287 100%	332 100%	546 100%	335 100%

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 - UV/W/X  
 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

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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	75	US REGION: Census Region (US Net)
76	77	INCOME: How much total combined income did all members of your household earn before taxes last year?
77	79	RACE: What is your race?
78	82	MARITAL STATUS: What is your marital status?
79	83	ADULTS IN HH: Including yourself, how many people age 18 or older live in your household?
80	84	CHILDREN IN HH: How many people under the age of 18 live in your household?
81	85	COUNTRY: In which country or region do you currently reside?
82	86	STATE/TERRITORY: In what state or territory do you currently reside?