

2019 Retirement Confidence Survey

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2019 RCS Overview

29th Annual Retirement Confidence Survey (RCS)

The RCS is the longest-running survey of its kind, measuring worker and retiree confidence about retirement, and is conducted by the Employee Benefit Research Institute (EBRI) and independent research firm Greenwald & Associates.

The 2019 survey of 2,000 Americans was conducted online January 8 through January 23, 2019. All respondents were ages 25 or older. The survey included 1,000 workers and 1,000 retirees. The survey also included an oversample of 307 Gen X workers.

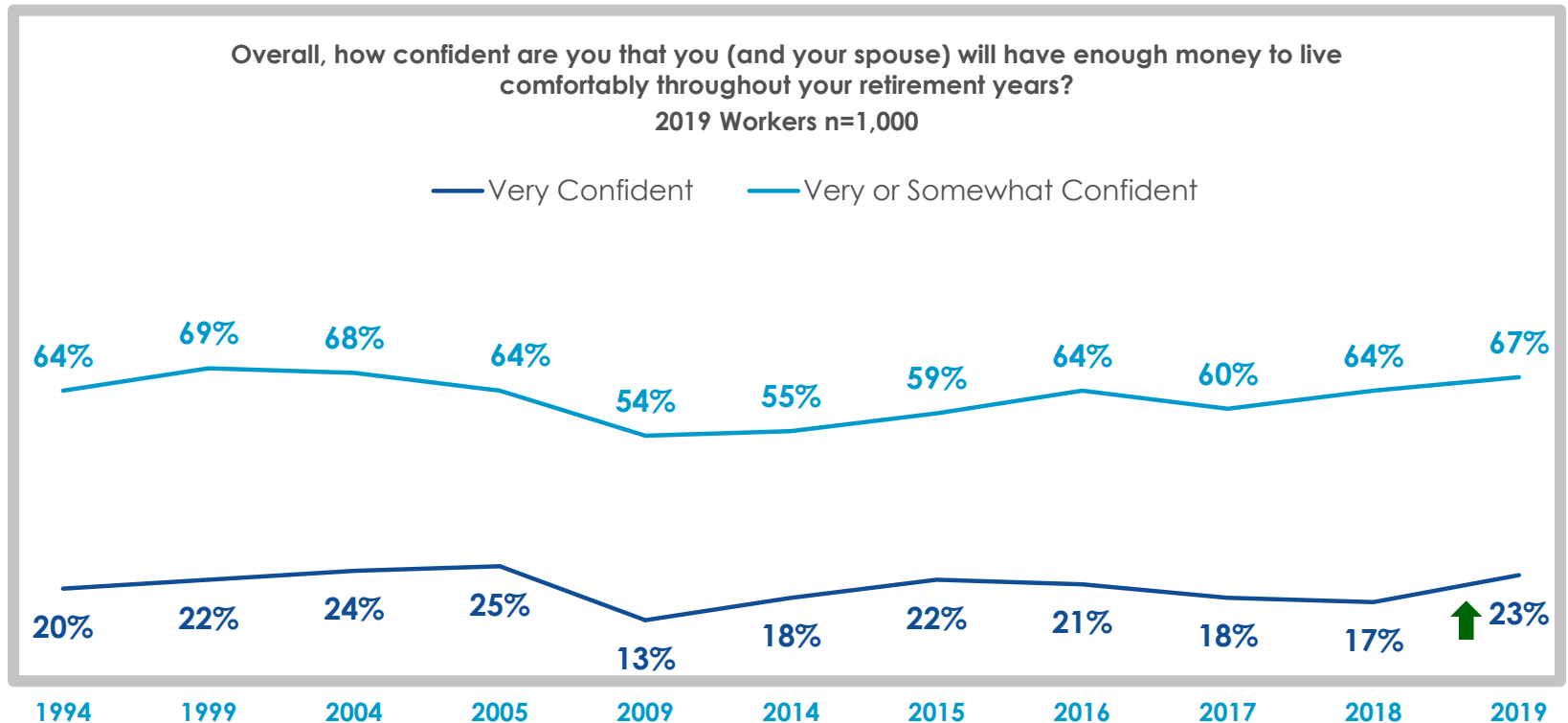
Data were weighted by age, gender, and education. Unweighted sample sizes are noted on charts to provide information for margin of error estimates. The margin of error is ± 3.16 percentage points for both workers and retirees in a similarly sized random sample.

The margin of error is ± 4.87 percentage points for the 421 Millennial workers surveyed, ± 4.02 percentage points for the 620 Gen X workers surveyed, and ± 6.23 percentage points for the 258 Baby Boom workers surveyed.

2019 RCS Underwriters

AARP
American Century
Investments
Columbia Threadneedle
J.P. Morgan
Lincoln Financial
Mercer
MetLife
Nationwide Financial
PIMCO
Principal Financial Group
T. Rowe Price
The Segal Group
Vanguard

Up slightly from last year, two in three workers are confident they will have enough money for retirement, although the share who feel very confident has risen.

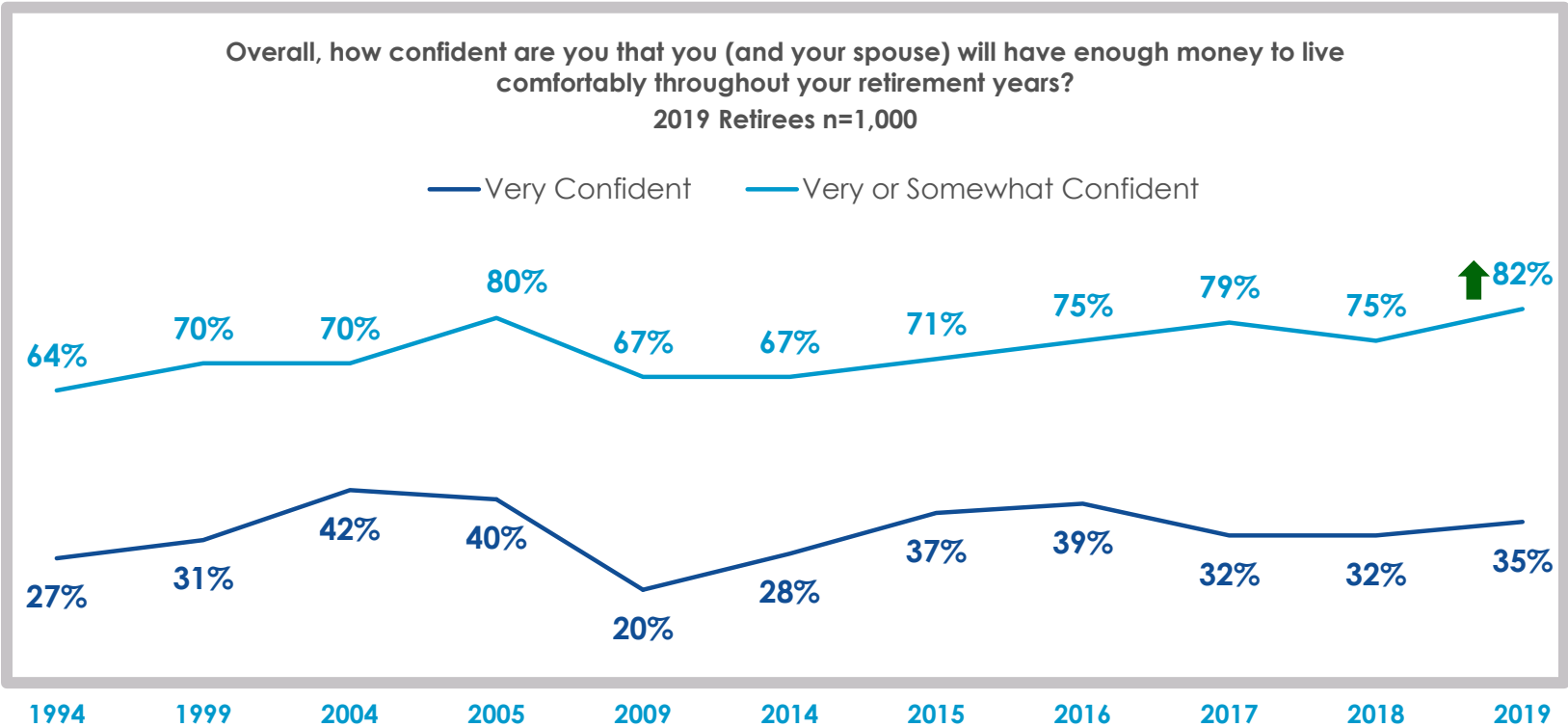


= Up significantly from previous year



= Down significantly from previous year

Up from last year, over 8 in 10 retirees are at least somewhat confident they will have enough money to live comfortably in retirement, though the share very confident remains unchanged.



↑ = Up significantly from previous year ↓ = Down significantly from previous year

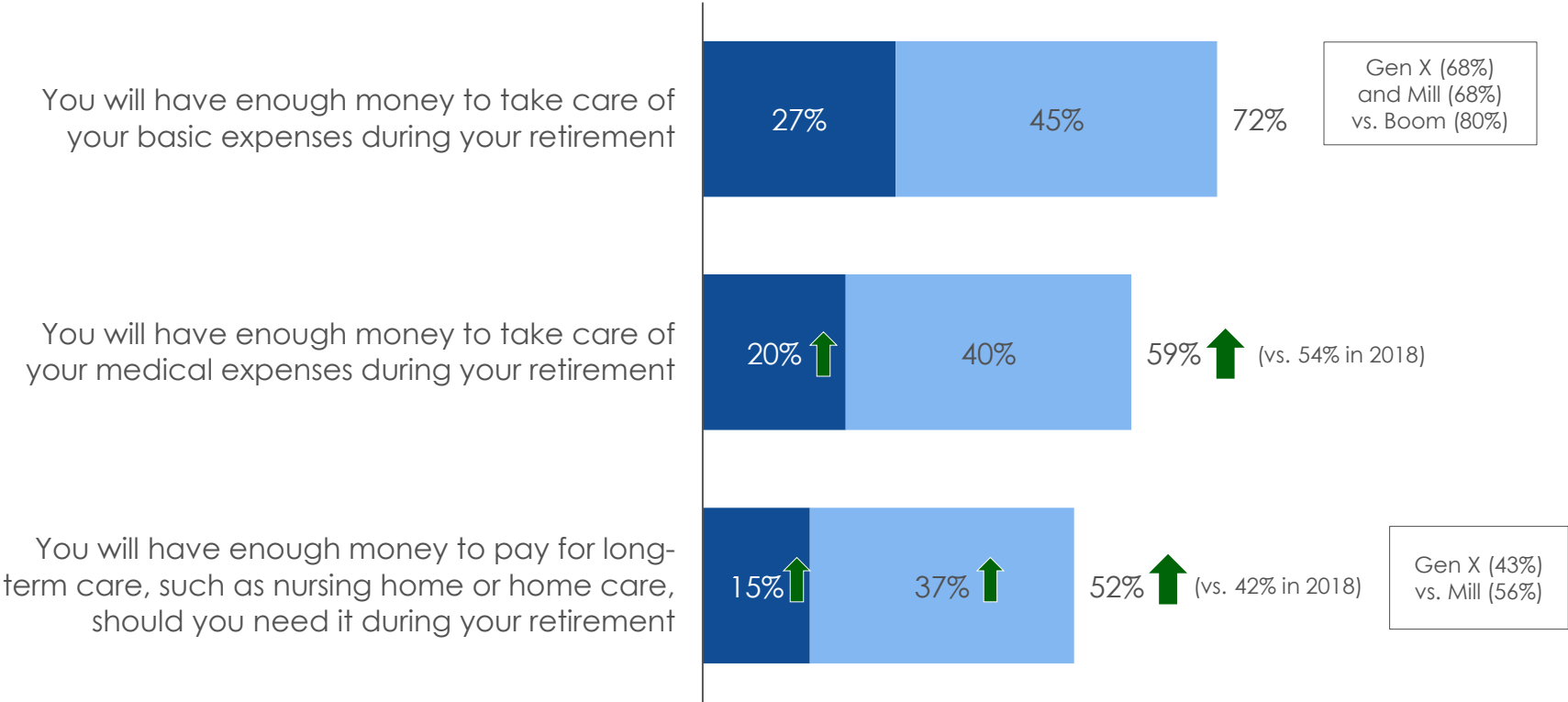
Source: 2019 RCS
EBRI/Greenwald ©.

Worker confidence in taking care of basic expenses in retirement remains consistent, while their confidence in having enough money to take care of medical or long-term care expenses has gone up.

How confident are you (and your spouse) about the following aspects related to retirement?

Workers n=1,000

■ Very Confident ■ Somewhat Confident



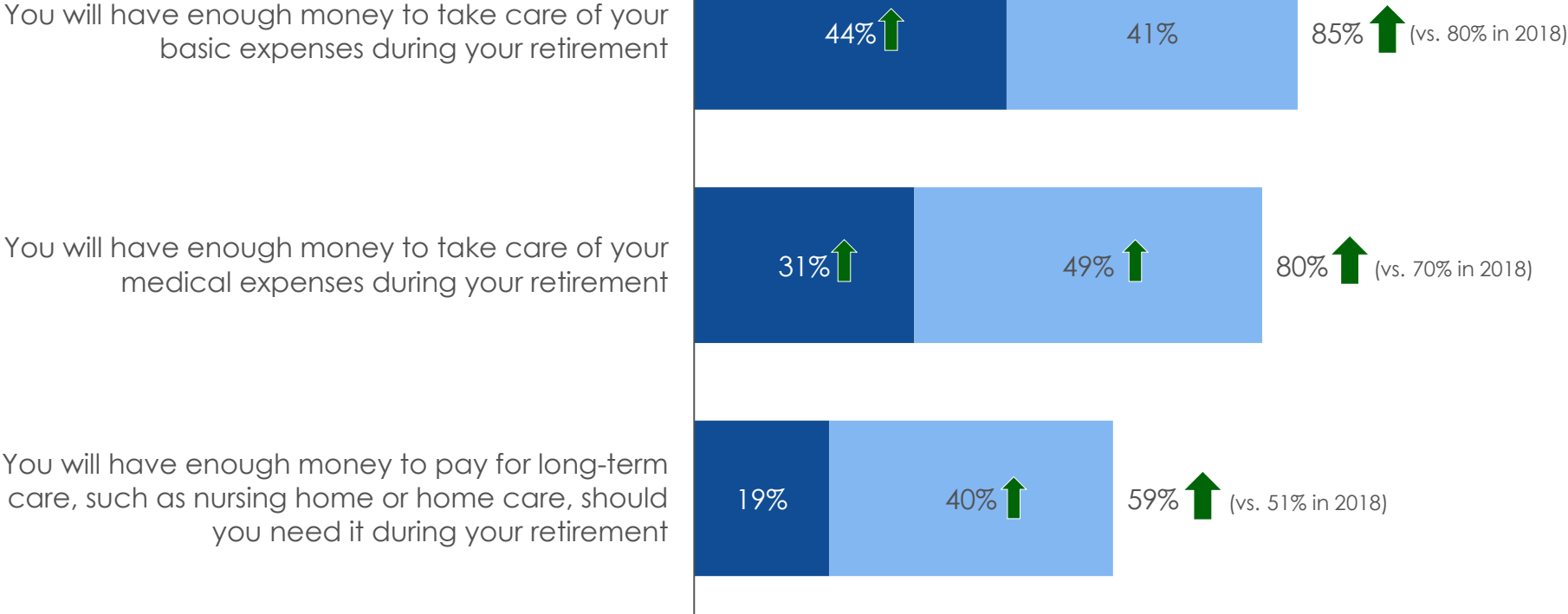
↑ = Up significantly from previous year ↓ = Down significantly from previous year

Source: 2019 RCS
EBRI/Greenwald ©.

When it comes to having enough for basic expenses, medical and long-term care expenses, retiree confidence is higher compared to 2018.

How confident are you (and your spouse) about the following aspects related to retirement?
Retirees n=1,000

■ Very Confident ■ Somewhat Confident

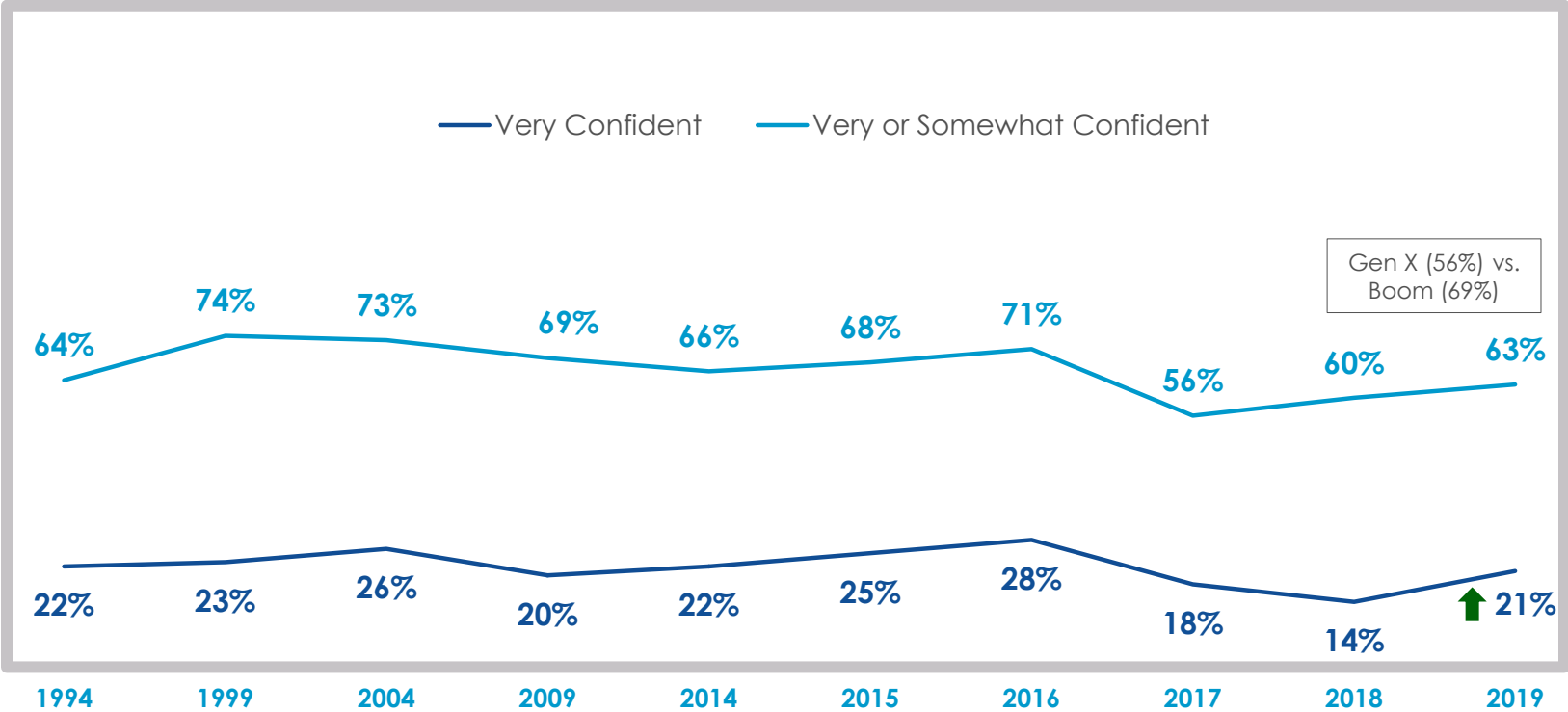


↑ = Up significantly from previous year ↓ = Down significantly from previous year

Source: 2019 RCS
EBRI/Greenwald ©.

Workers are significantly more likely than last year to feel very confident they are doing a good job in preparing financially for retirement.

How confident are you that you (and your spouse) are doing a good job of preparing financially for your retirement?
 2019 Workers n=1,000



↑ = Up significantly from previous year
 ↓ = Down significantly from previous year

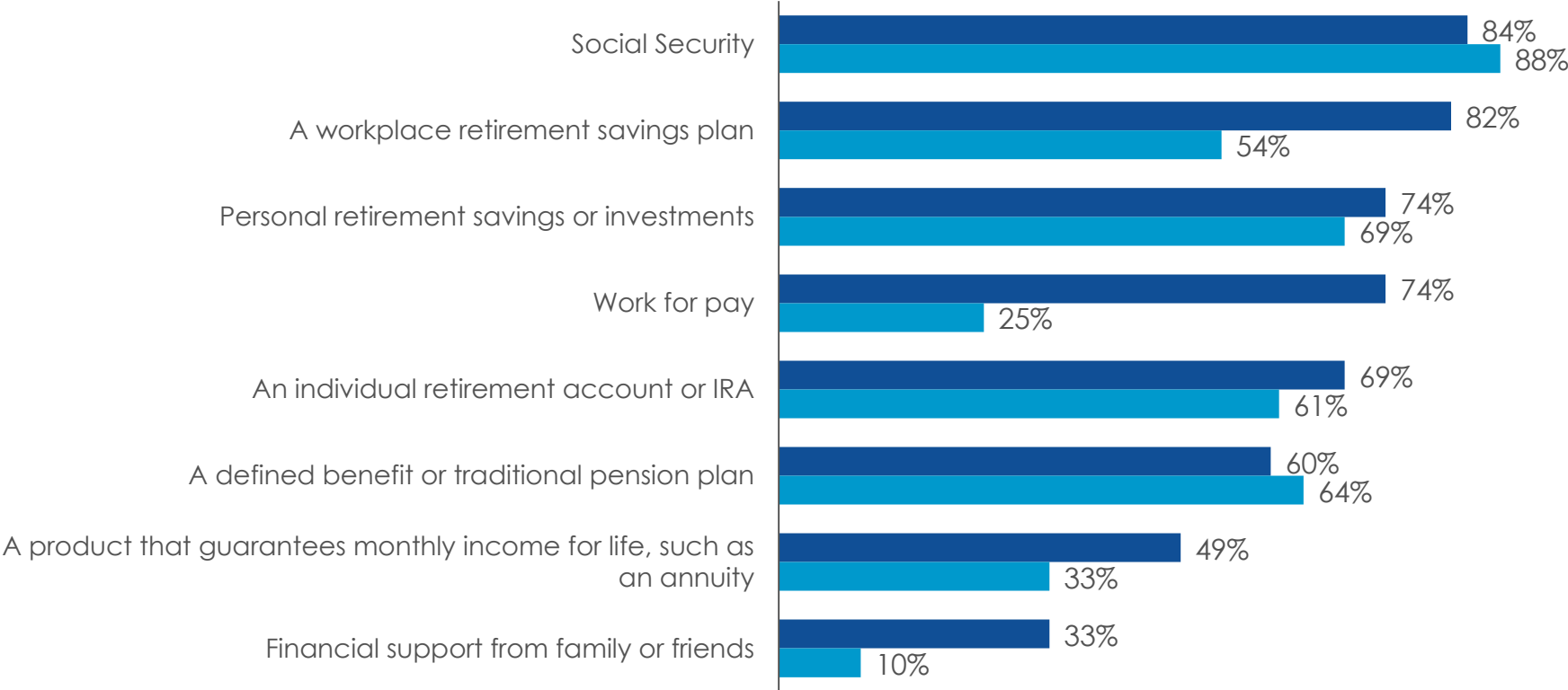
Source: 2019 RCS
 EBRI/Greenwald ©.

Workers are much more likely than retirees to expect income in retirement to come from a workplace retirement savings plan or working for pay in retirement.

To what extent (do you expect each of the following to be/is each of the following) a source of income in retirement?
 Workers planning to retire n=888, Retirees n=1,000

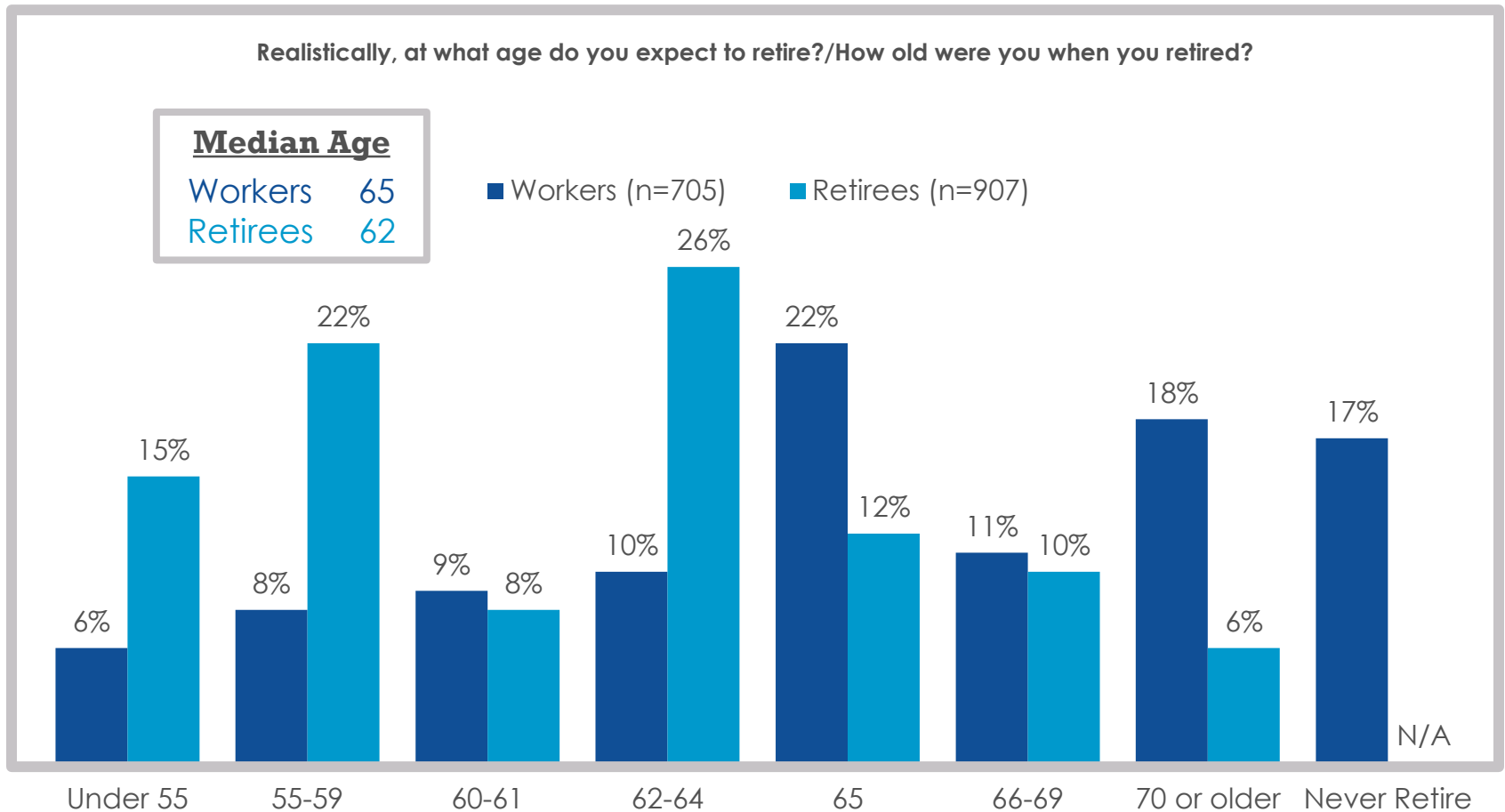
Net: Major/Minor Source of Income

■ Workers ■ Retirees



Source: 2019 RCS
 EBRI/Greenwald ©.

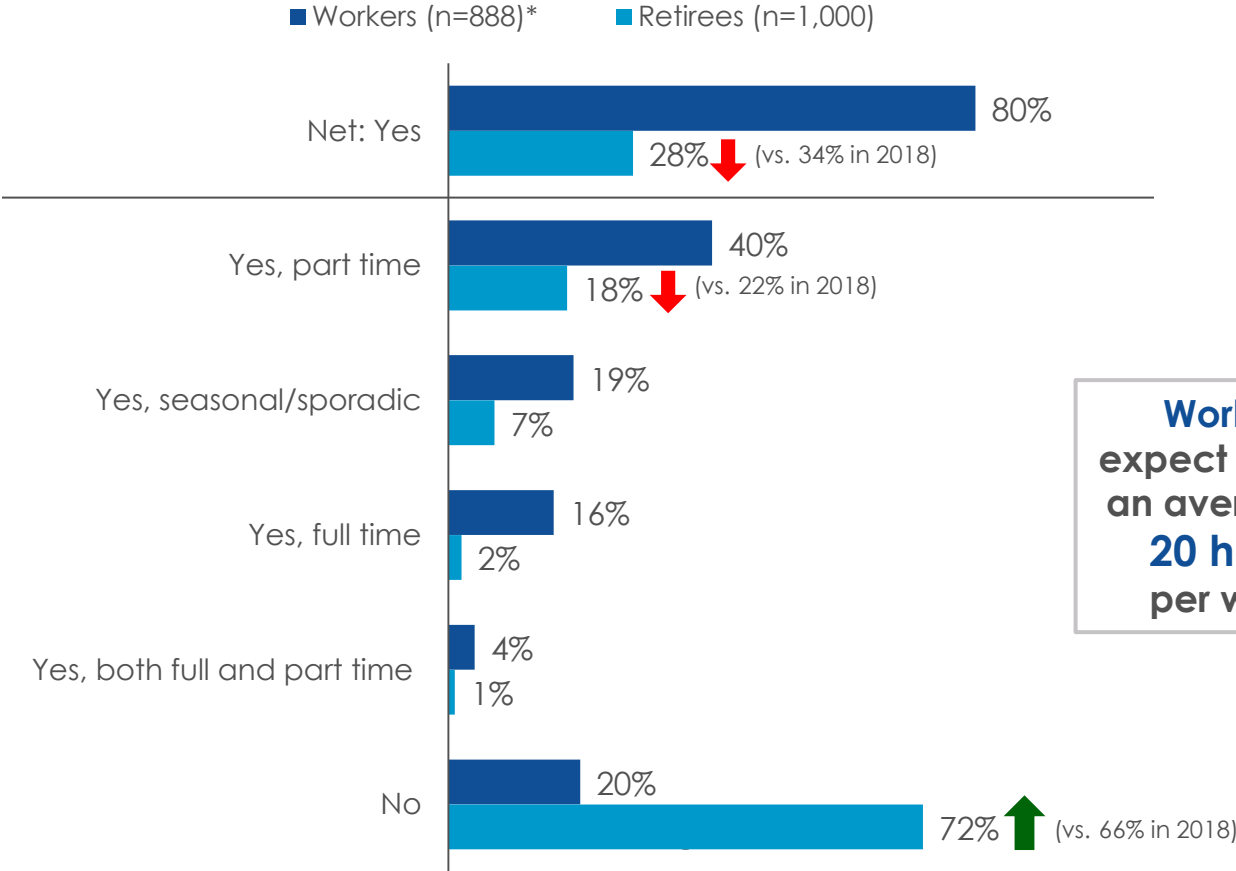
Workers expect to retire later than retirees actually do, with nearly 1 in 5 workers who do not expect to retire at all.



Figures and n-sizes presented exclude those who answered 'Don't know', said they never worked, or refused to answer

Retirees who actually have worked since they retired say the work was primarily part-time and most workers who expect to work in retirement say it will be part-time.

Do you think you will do any work for pay after you retire?* / Have you worked for pay since you retired?
 Workers planning to retire, Retirees total n=888



Workers expect to work an average of 20 hours per week

↑ = Up significantly from previous year ↓ = Down significantly from previous year

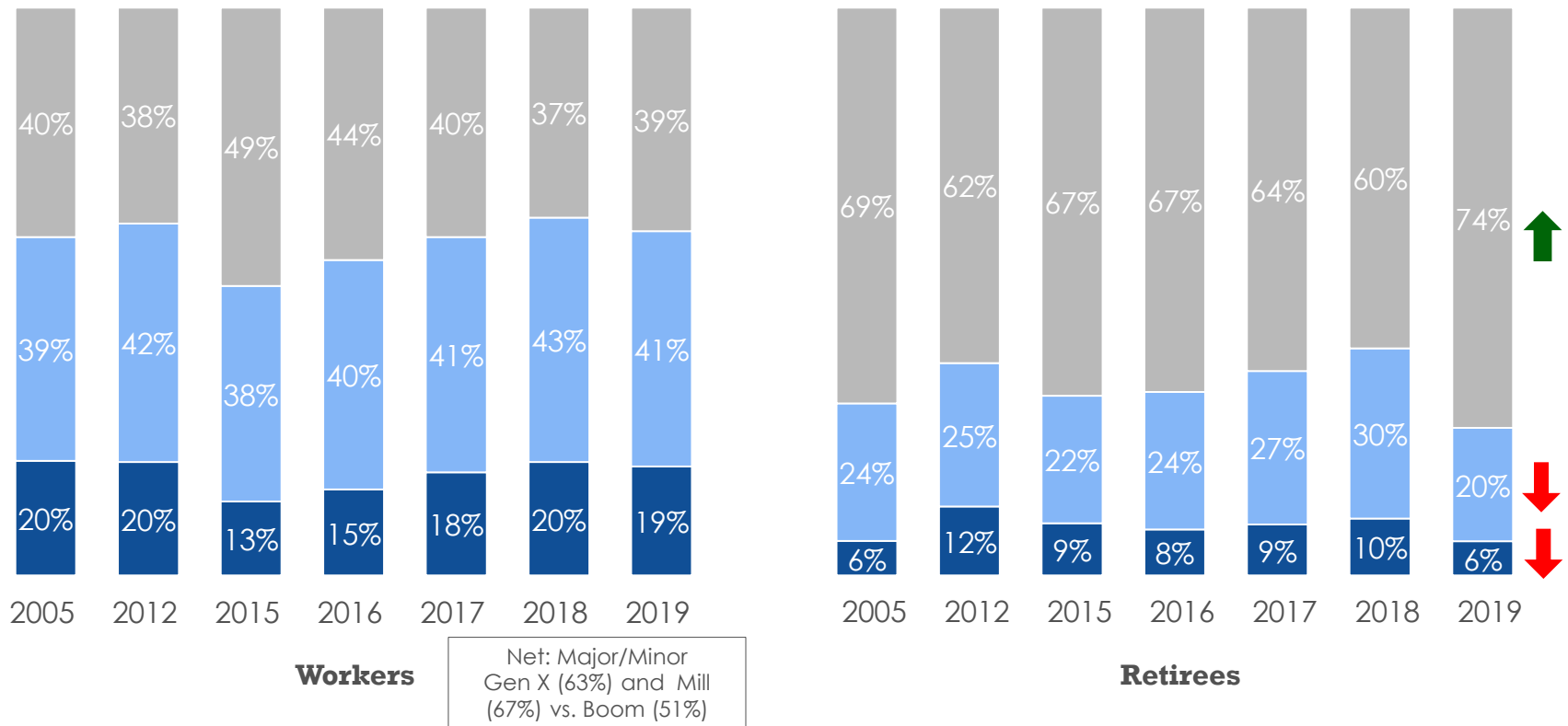
Source: 2019 RCS EBRI/Greenwald ©.

*Previously asked with a different scale.

6 in 10 workers consider their level of debt to be at least a minor problem. Just 1 in 4 retirees consider their debt to be a problem, compared to 4 in 10 in 2018.

Thinking about your current financial situation, how would you describe your level of debt?
 2019 Workers n=1,000, 2019 Retirees n=1,000

■ A Major Problem ■ A Minor Problem ■ Not a Problem



↑ = Up significantly from previous year ↓ = Down significantly from previous year

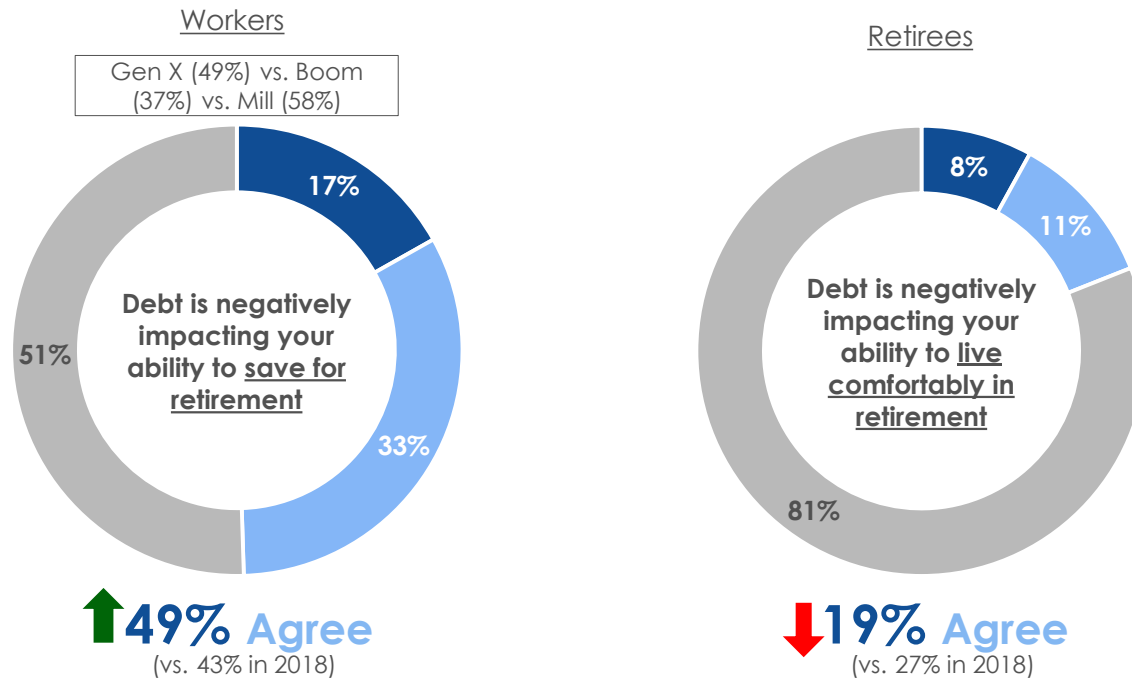
Source: 2019 RCS
 EBRI/Greenwald ©.

Half of workers feel that their debt negatively impacts their ability to save for retirement, compared to just 19% of retirees who say debt has impacted their ability to live comfortably.

To what extent do you agree or disagree with the following statements?

Workers n=1,000, Retirees n=1,000

■ Strongly Agree ■ Somewhat Agree ■ Disagree



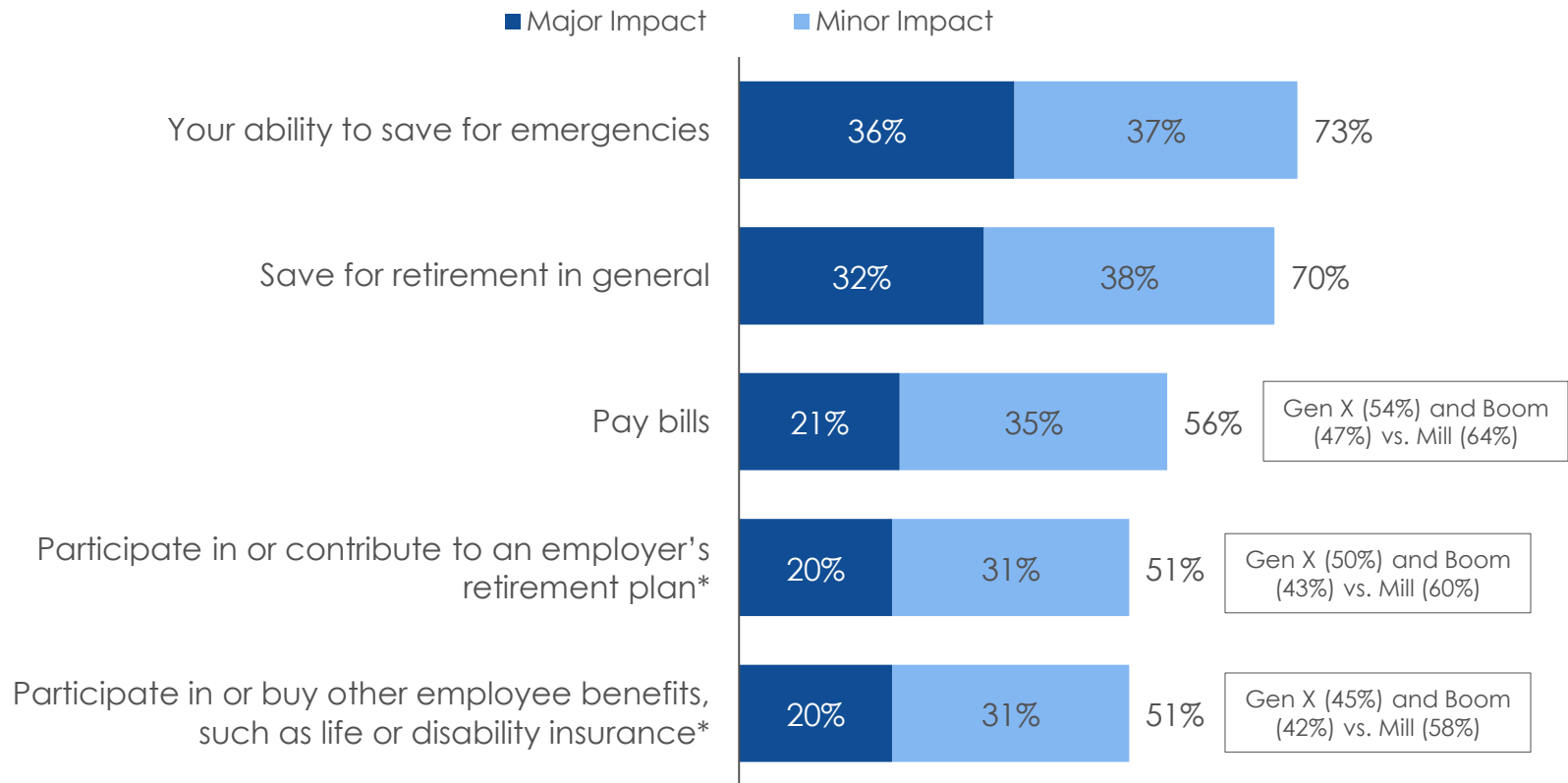
= Up significantly from previous year



= Down significantly from previous year

7 in 10 workers say their debt has negatively impacted their ability to save for emergencies or for retirement. At least half say their ability to pay bills or participate in employee benefits has been impacted.

To what extent is your non-mortgage debt having a negative impact on the following?
Workers who have non-mortgage debt n=725



While 6 in 10 workers believe they have enough emergency savings, many also indicate that there are financial goals that take priority or prevent them from saving for retirement.

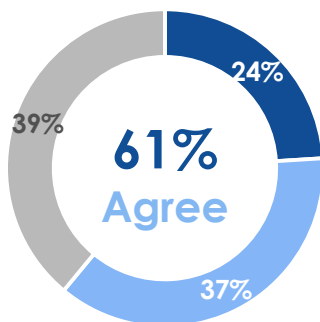
To what extent do you agree or disagree with the following statements?

Workers n=1,000, Retirees n=1,000

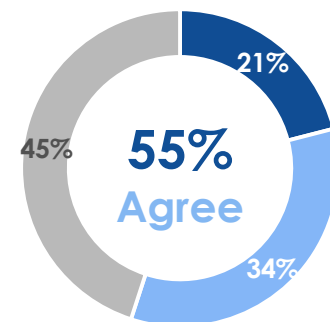
■ Strongly Agree ■ Somewhat Agree ■ Disagree

You feel you have enough savings to handle an emergency or sudden large expense

Workers:

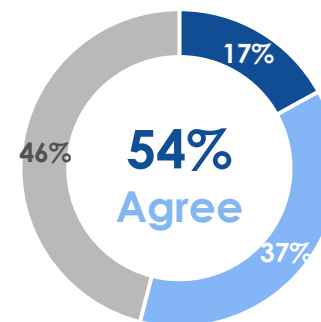


You are not able to save for retirement and save for other financial goals at the same time



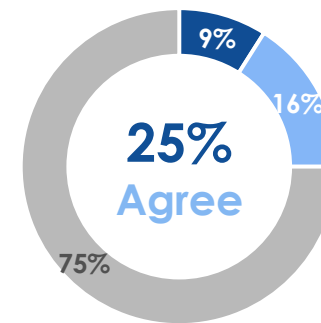
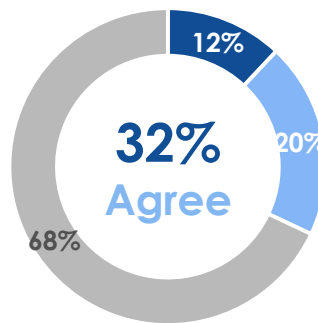
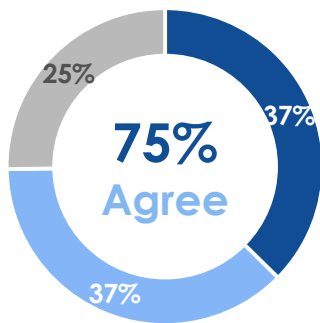
Gen X (57%) and Mill (61%) vs. Boom (47%)

Other financial goals are currently more important to you than saving for retirement



Gen X (52%) vs. Boom (40%) vs. Mill (65%)

Retirees:



2019 Retirement Confidence Survey Generation X

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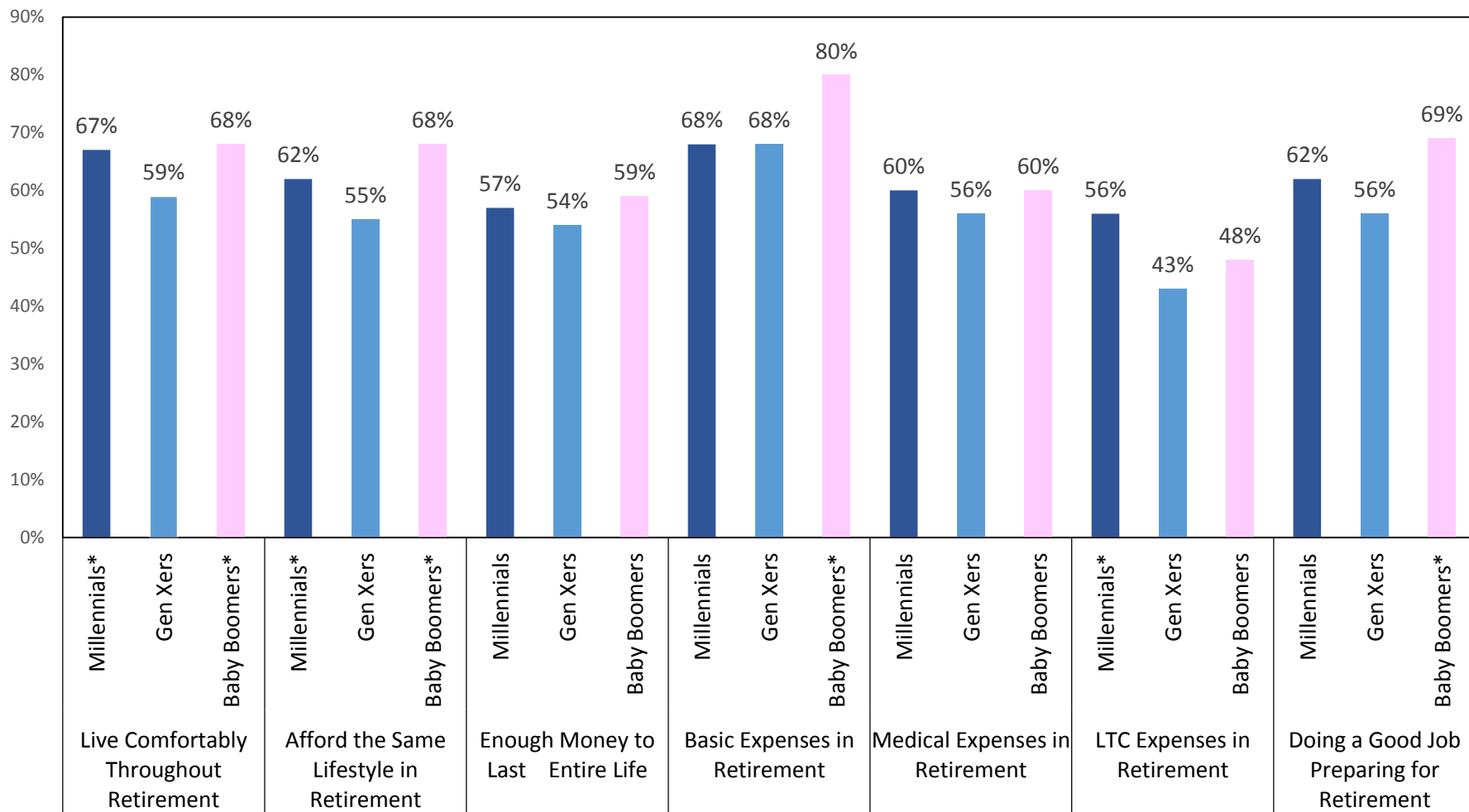
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Generation Comparisons

- **Gen X compared with Baby Boomers and Millennials**
 - Workers
 - Ages
 - Baby Boomers – born before 1965
 - Gen Xers – born 1965-1976
 - Millennials – born after 1976
- **Retirement confidence**
- **Retirement preparations**
- **Debt**
- **Expected retirement age**
- **Working for pay in retirement**
- **Income and information sources**

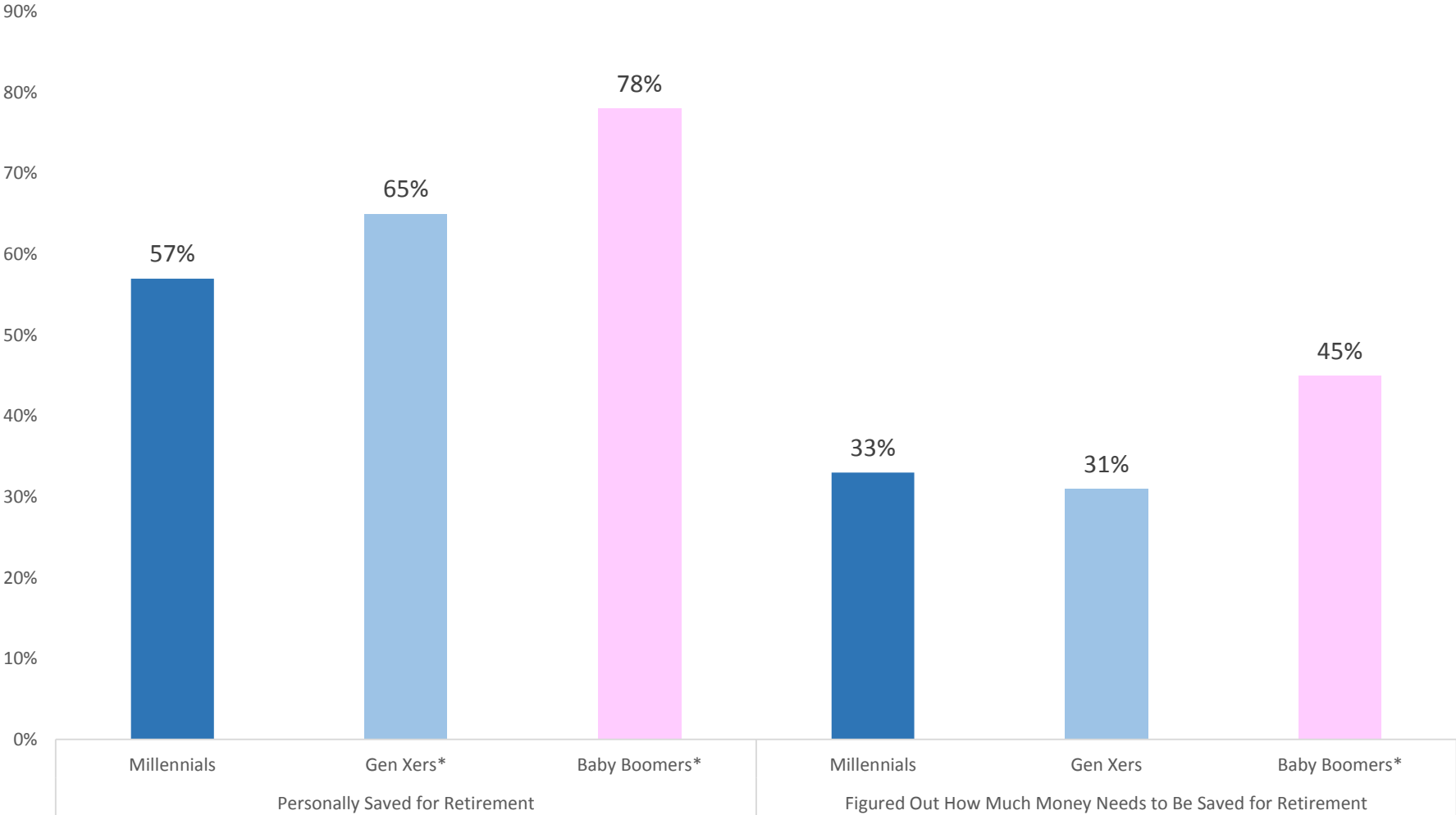
Percentage of Workers Who Are Confident in Various Aspects of Retirement, by Generation of Workers, 2019



*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

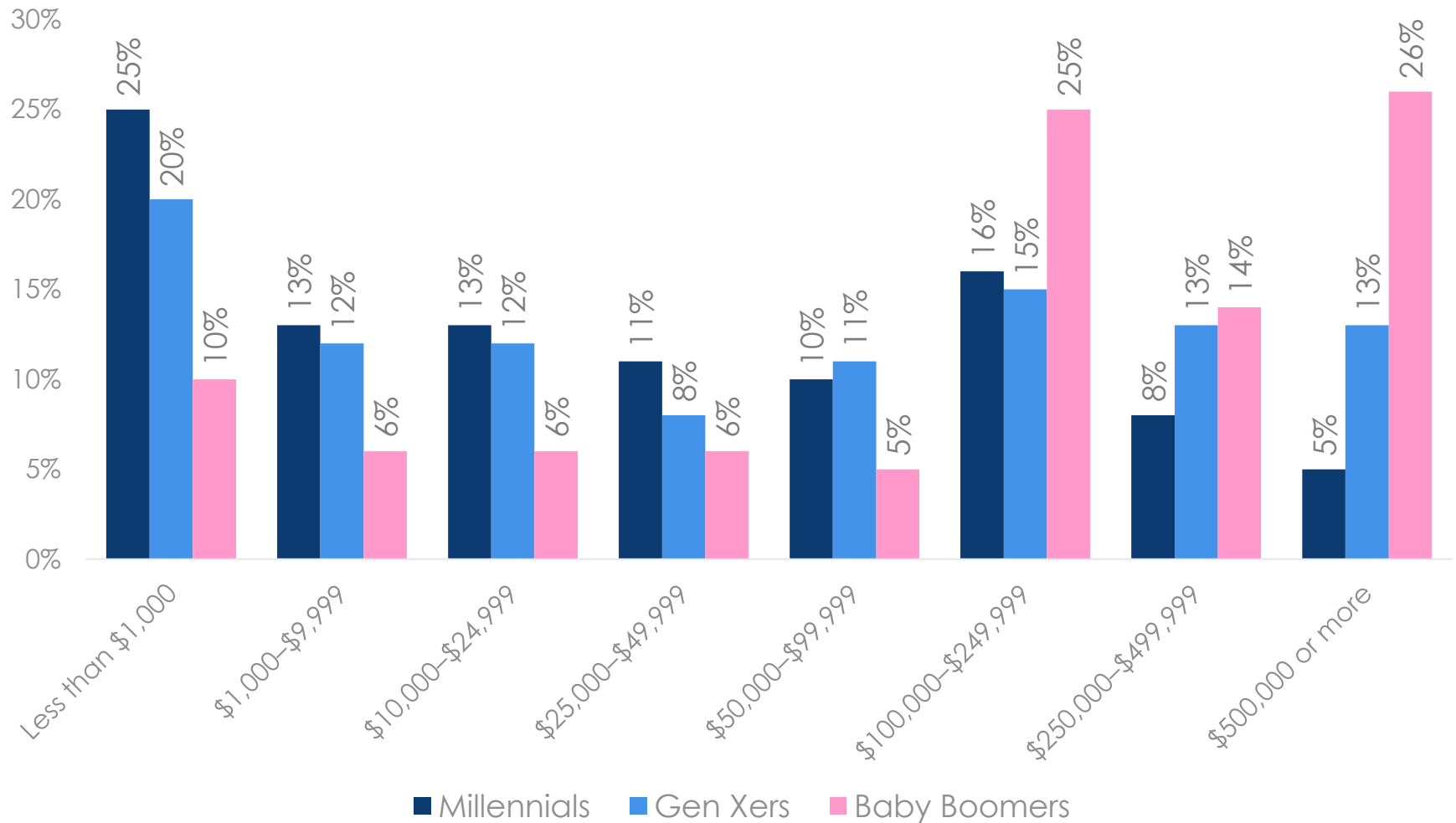
Percentage of Workers Who Have Personally Saved for Retirement and the Percentage Who Have Figured Out How Much Money Needs to Be Saved by Retirement, by Generation of Workers, 2019



*Statistically significant difference.
Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Distribution of Current Savings and Investments of Workers, by Generation of Workers, 2019

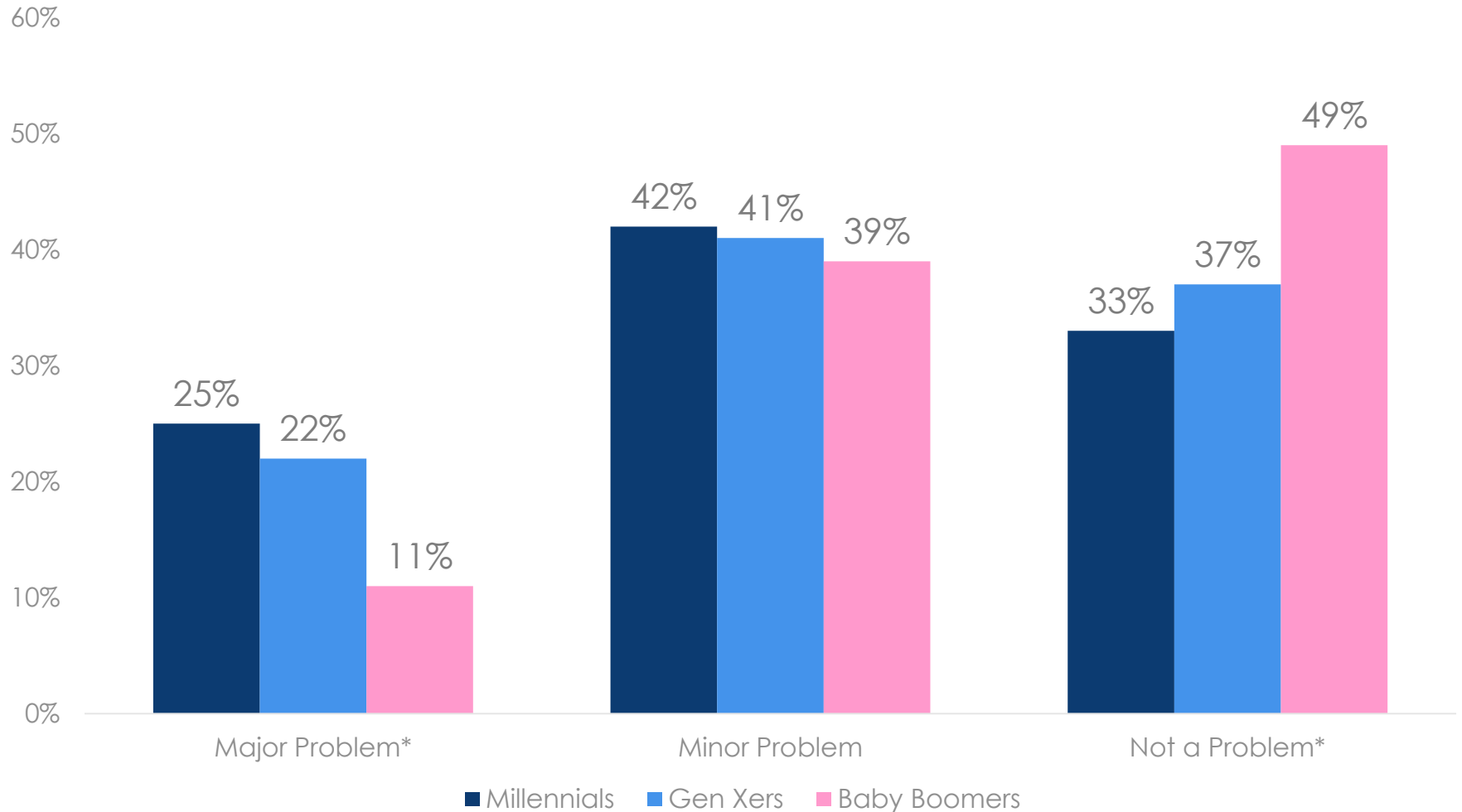
(excluding the value of primary residence)



*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

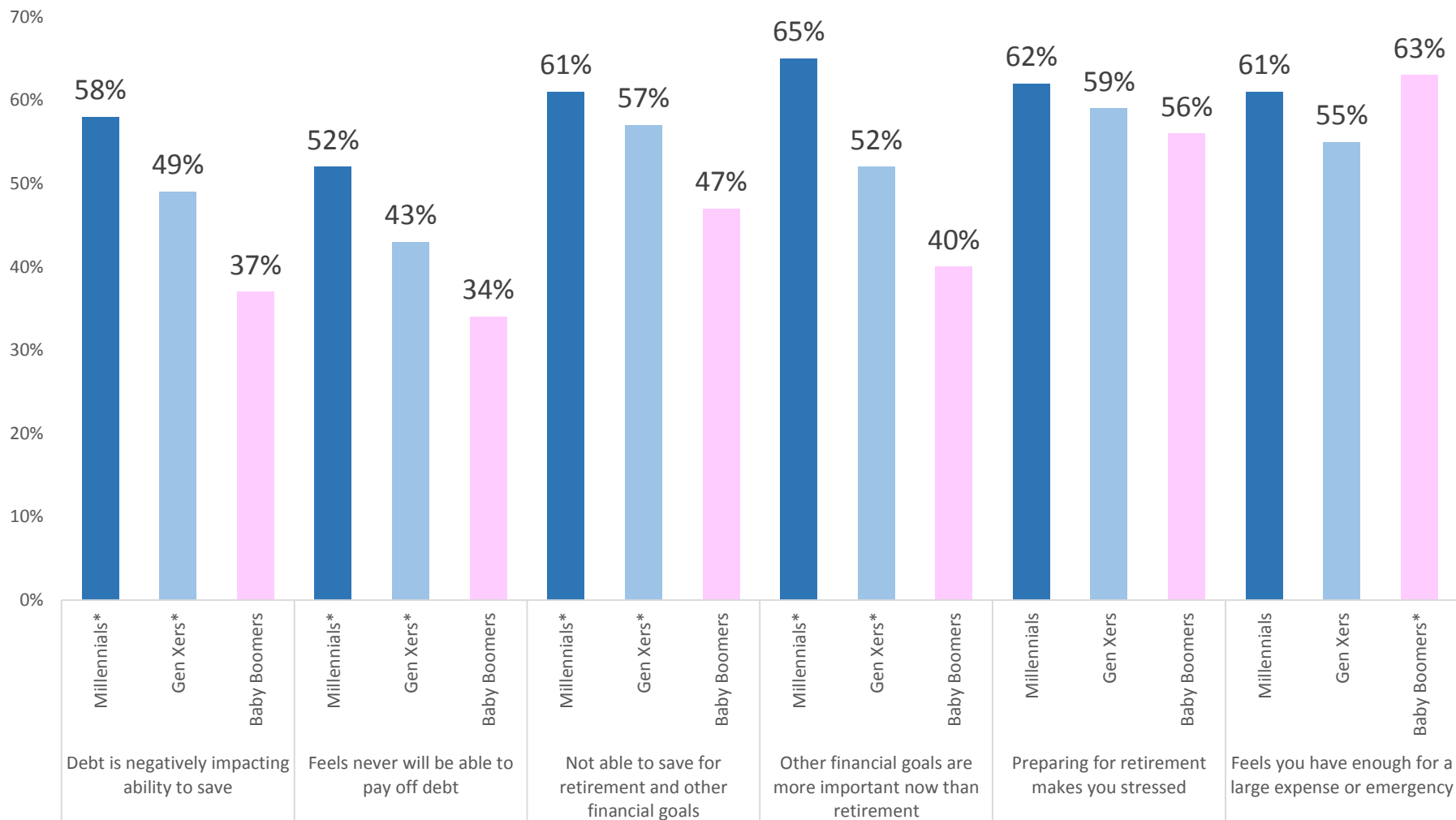
Percentage of Workers Who Consider Debt a Major, a Minor, or Not a Problem, by Generation of Workers, 2019



*Statistically significant difference.

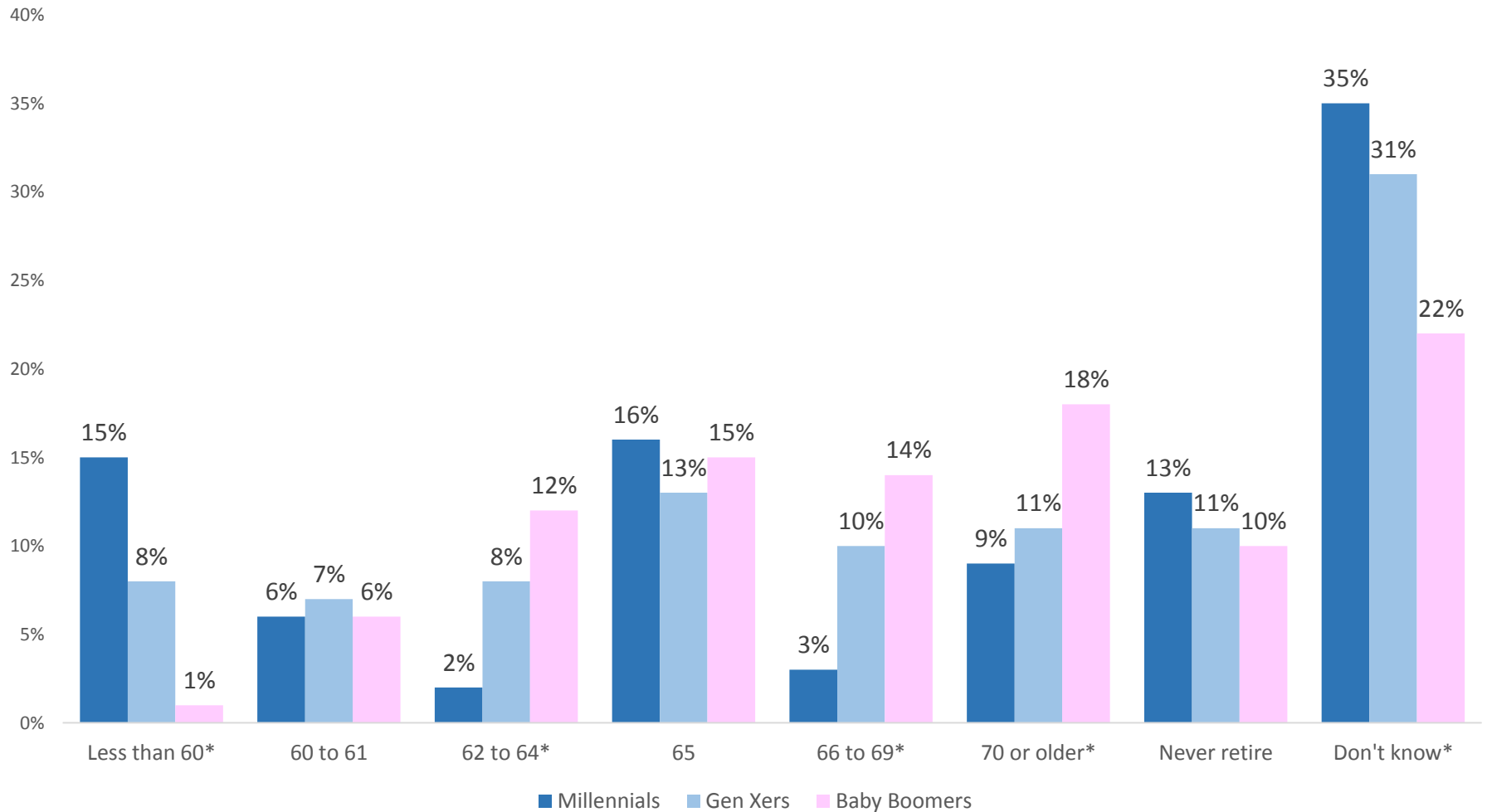
Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Percentage of Workers Who Agree With the Following Statements, by Generation of Workers, 2019



*Statistically significant difference.
 Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

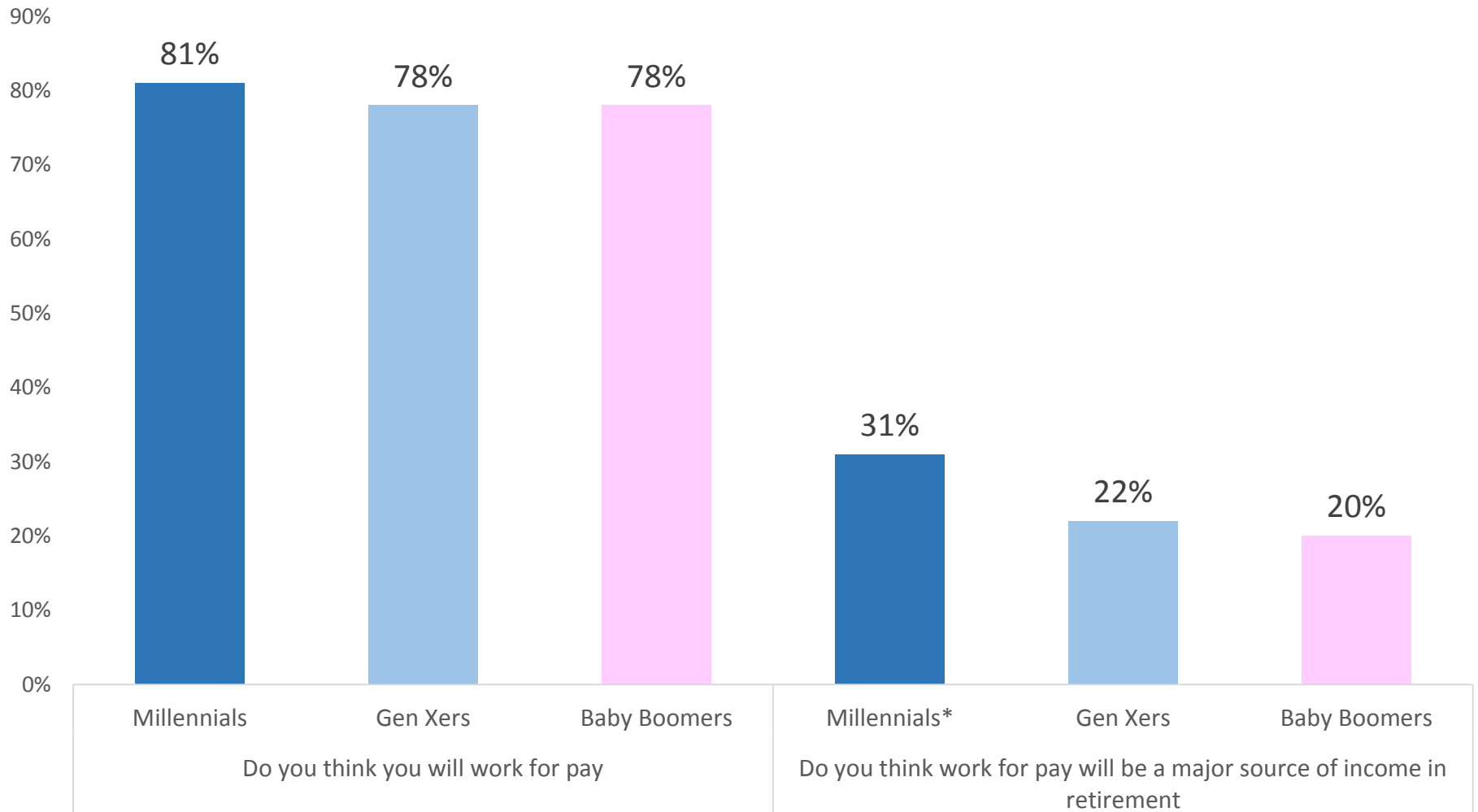
Distribution of the Expected Retirement Ages of Workers, by Generation of Workers, 2019



*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

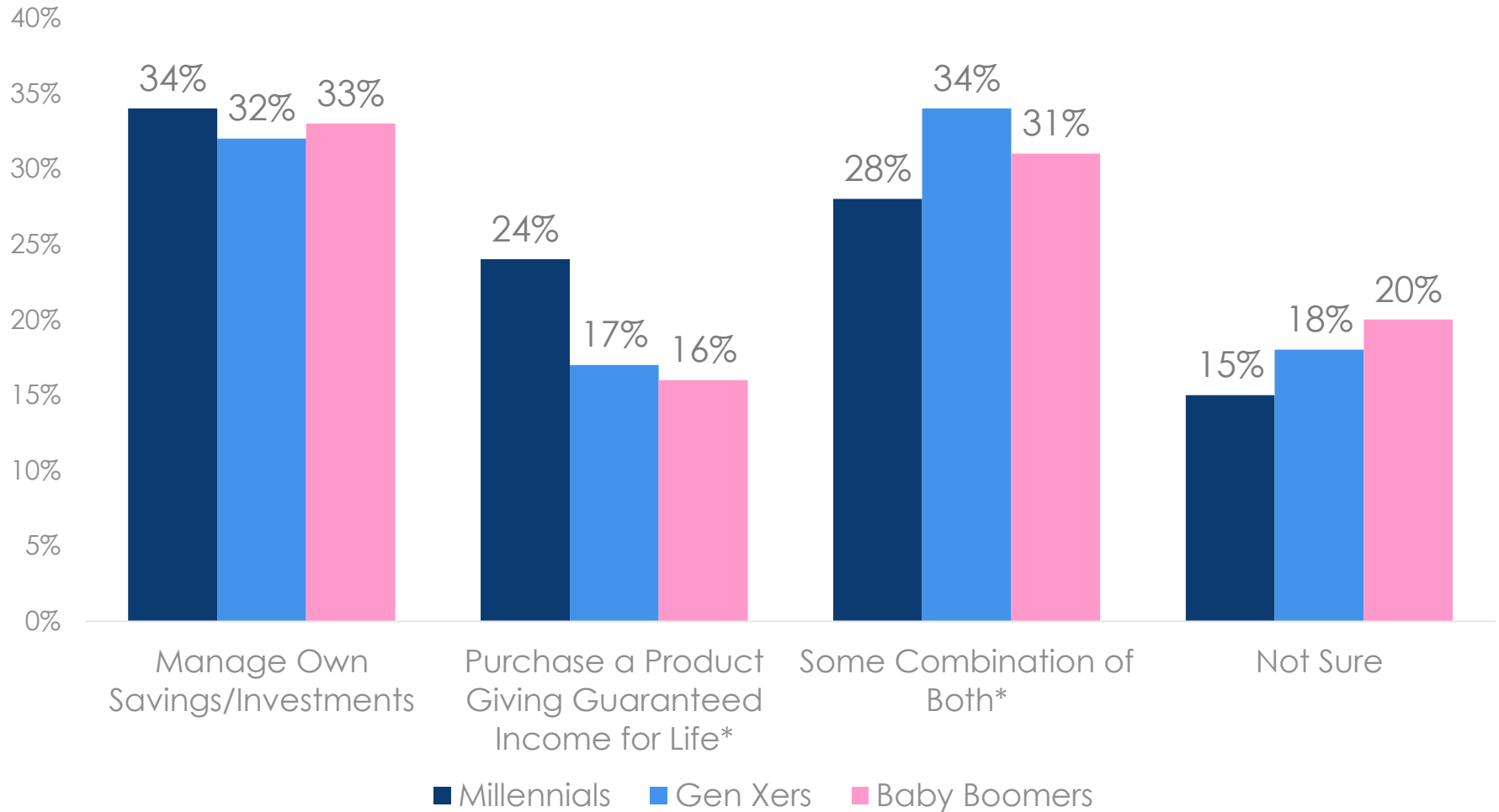
Percentage of Workers Who Expect to Work for Pay in Retirement and Percentage Who Think It Will Be a Major Source of Income in Retirement, by Generation of Workers, 2019



*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

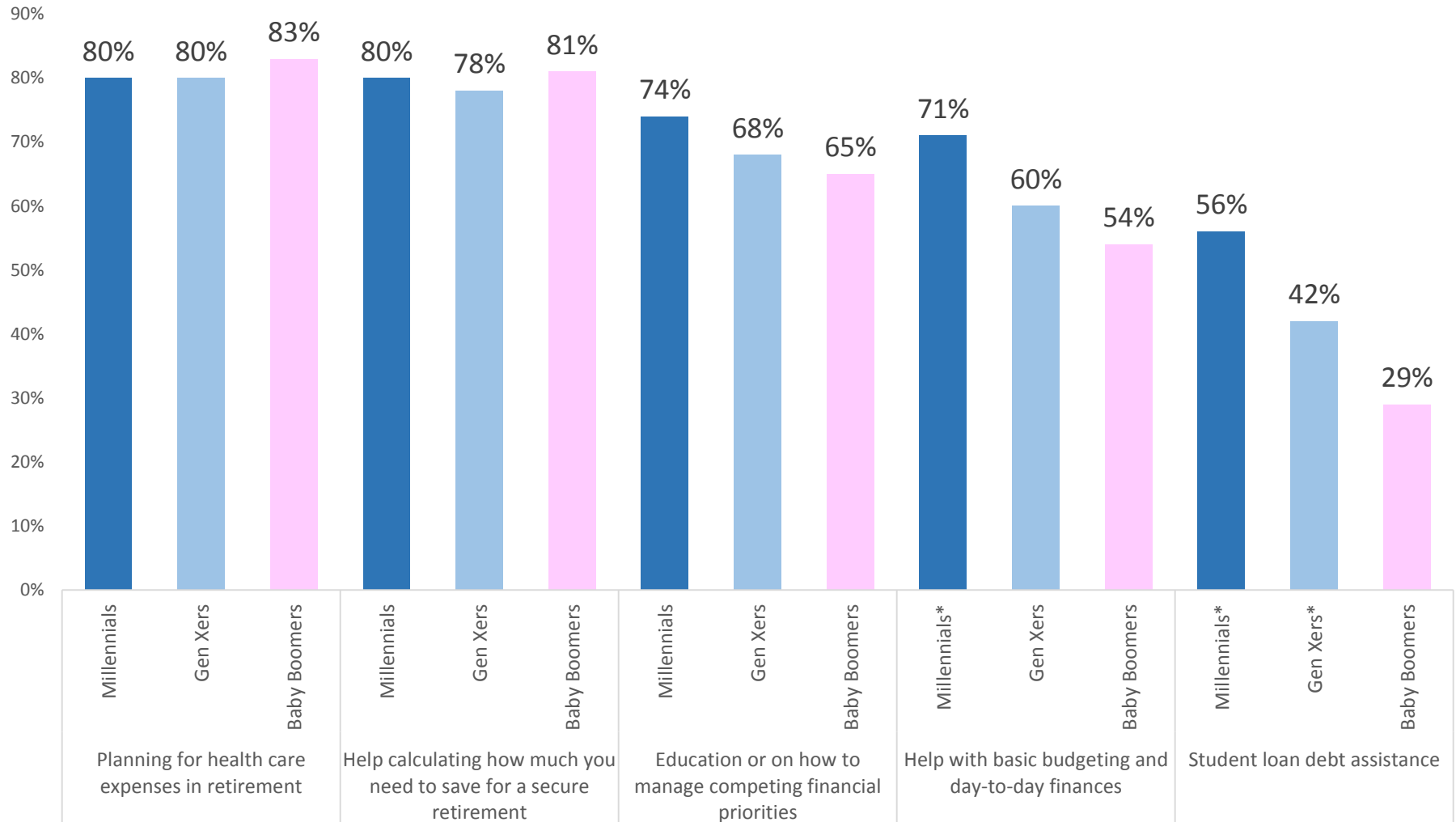
Percentage of Workers Saying Which Approach They Are Most Likely to Take: Manage Own Savings/Investments or Purchase a Product Giving Guaranteed Income for Life, by Generation of Workers, 2019



*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Percentage of Workers Thinking That These Workplace Educational or Financial Wellbeing Programs Would Be Helpful in Better Preparing Them for Retirement, by Generation of Workers, 2019

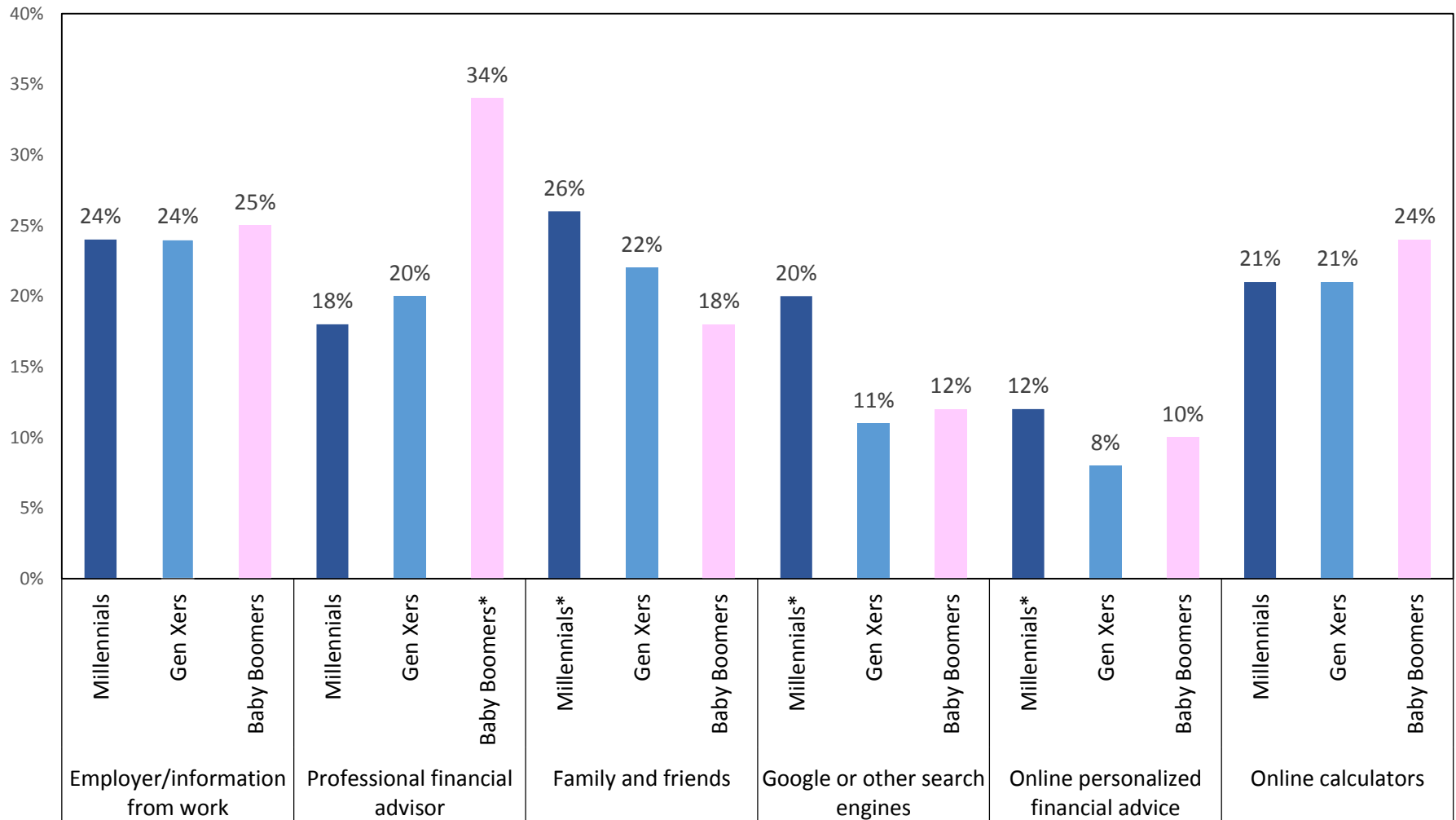


*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Sources of Information Workers Use for Retirement Planning, by Generation of Workers, 2019

(Can choose more than one)



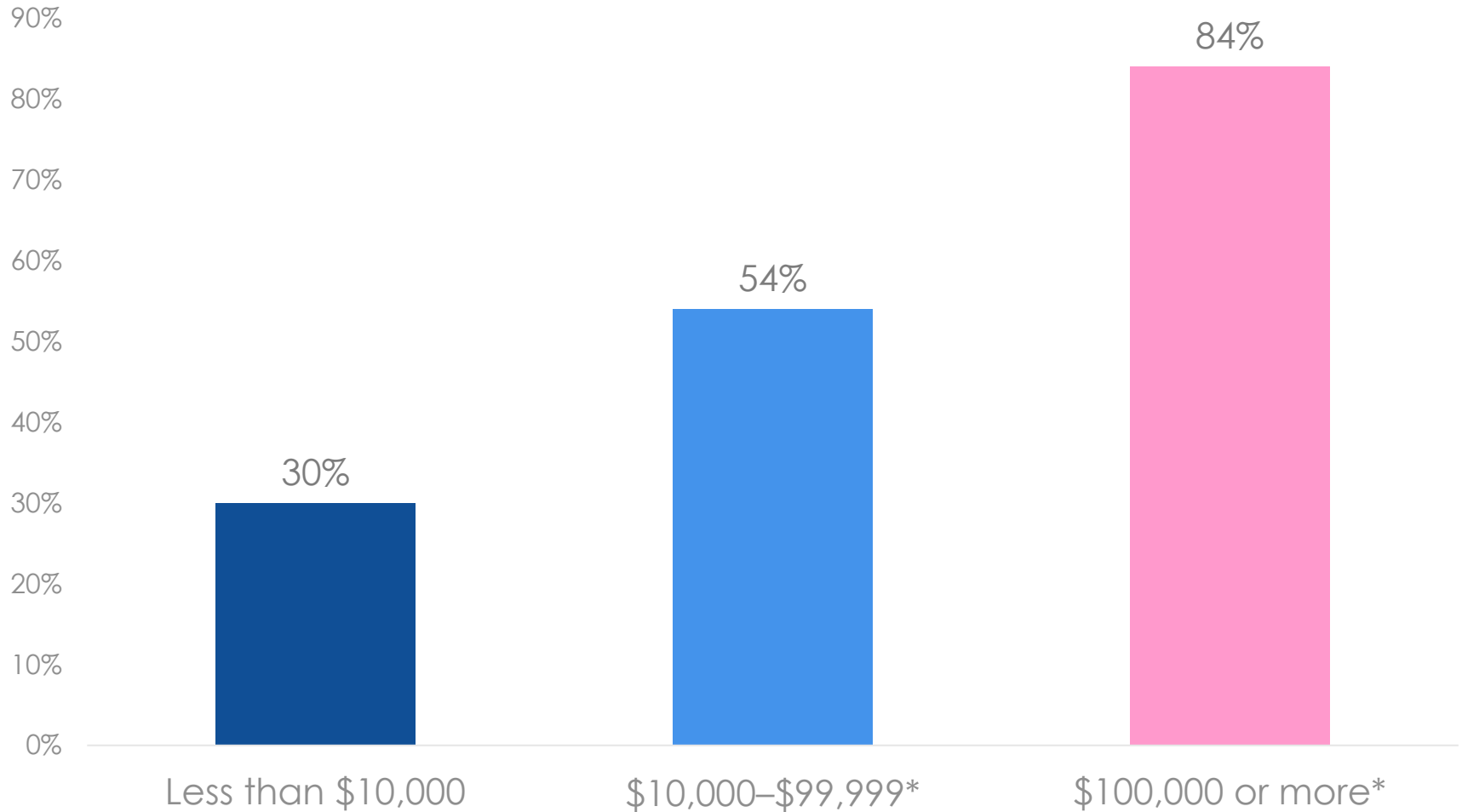
*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Gen X in More Detail

- **Key factors**
 - Investments/Savings
 - Income
 - Debt
- **Retirement confidence**
- **Retirement preparations**
- **Expected retirement age**
- **Debt**
- **Managing assets**
- **Financial wellbeing programs**

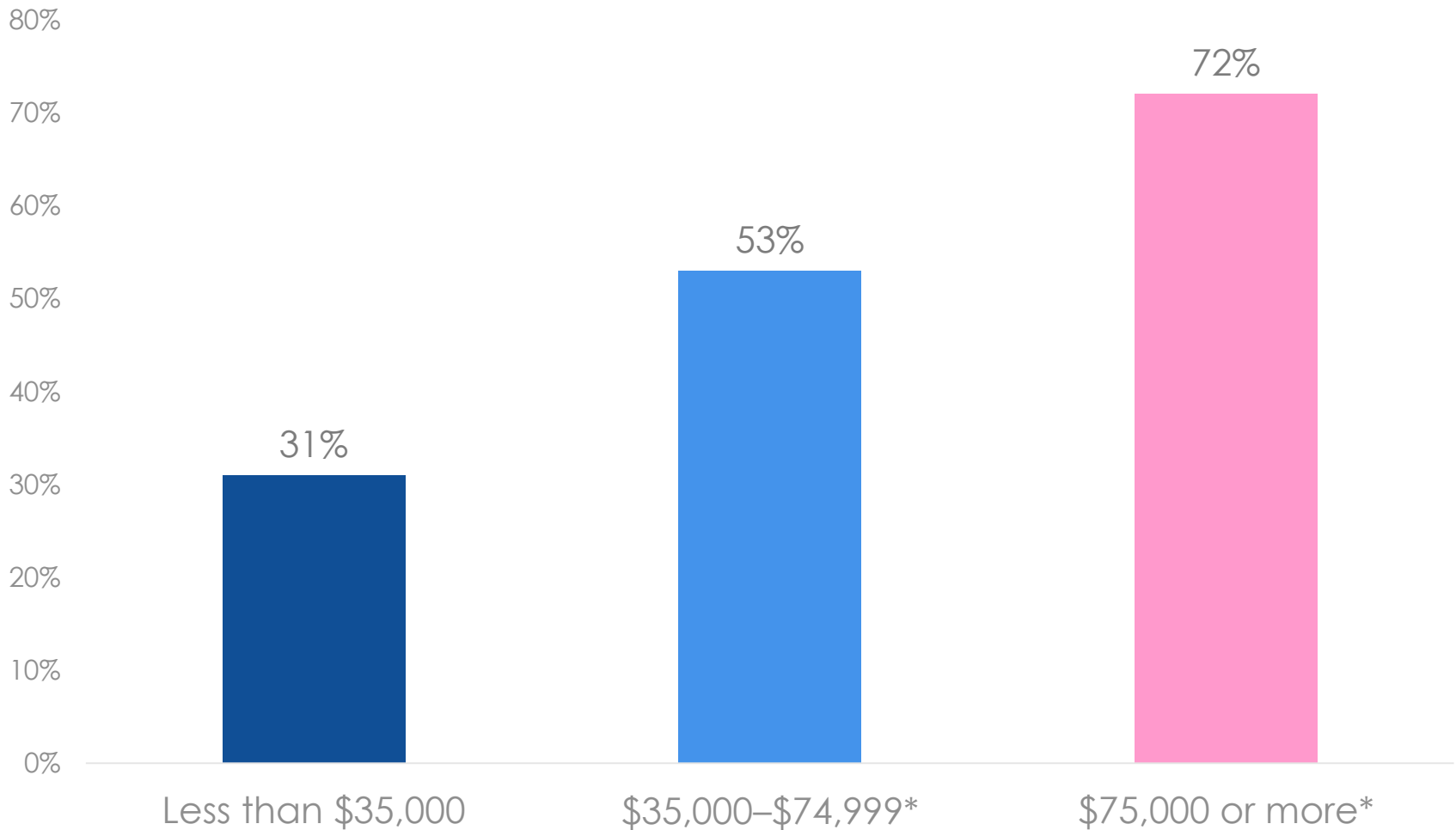
Percentage of Generation X Workers Who Are Confident That They Will Have Enough Money to Live Comfortably in Retirement, by Savings and Investment Levels, 2019



*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Percentage of Generation X Workers Who Are Confident That They Will Have Enough Money to Live Comfortably in Retirement, by Income, 2019

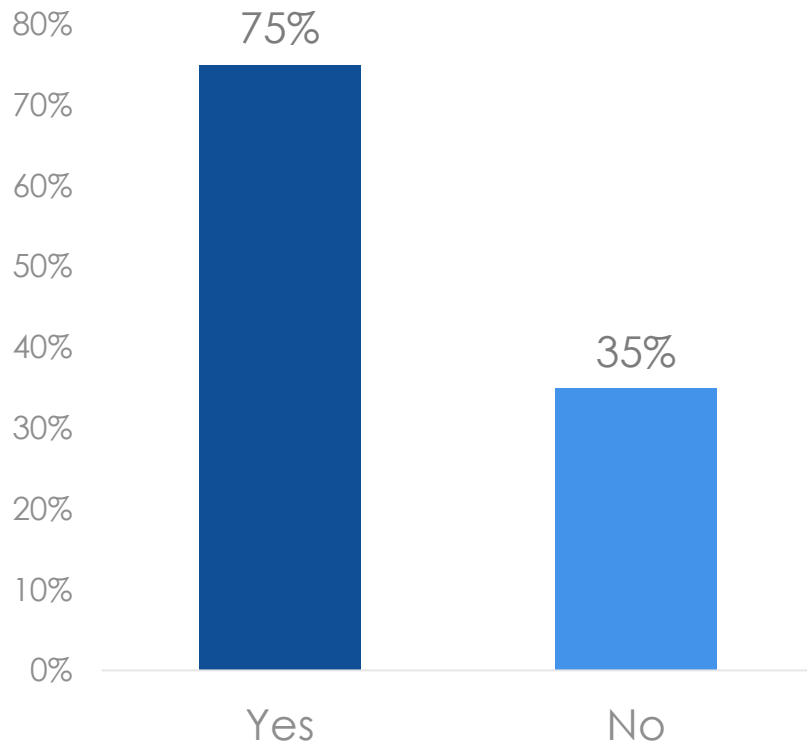


*Statistically significant difference.

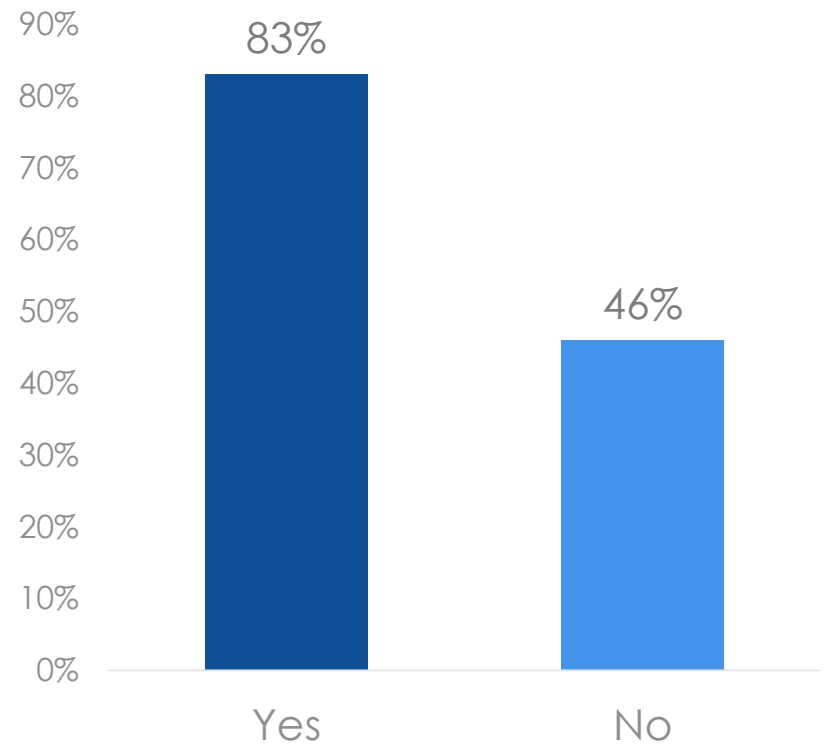
Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Percentage of Generation X Workers Who Are Confident That They Will Have Enough Money to Live Comfortably in Retirement, by Preparations, 2019

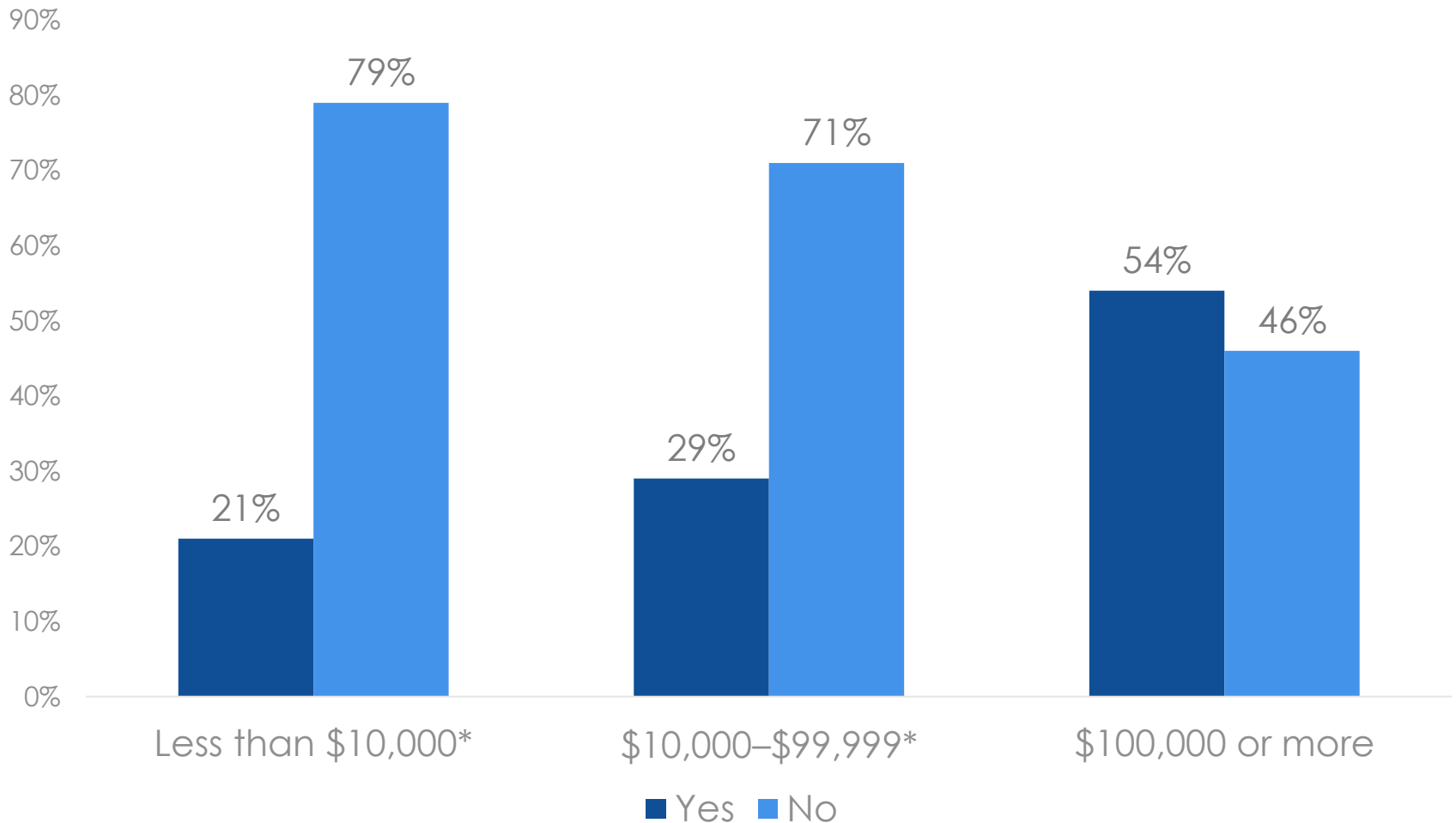
Currently saving for retirement



Calculated how much is needed to live comfortably in retirement



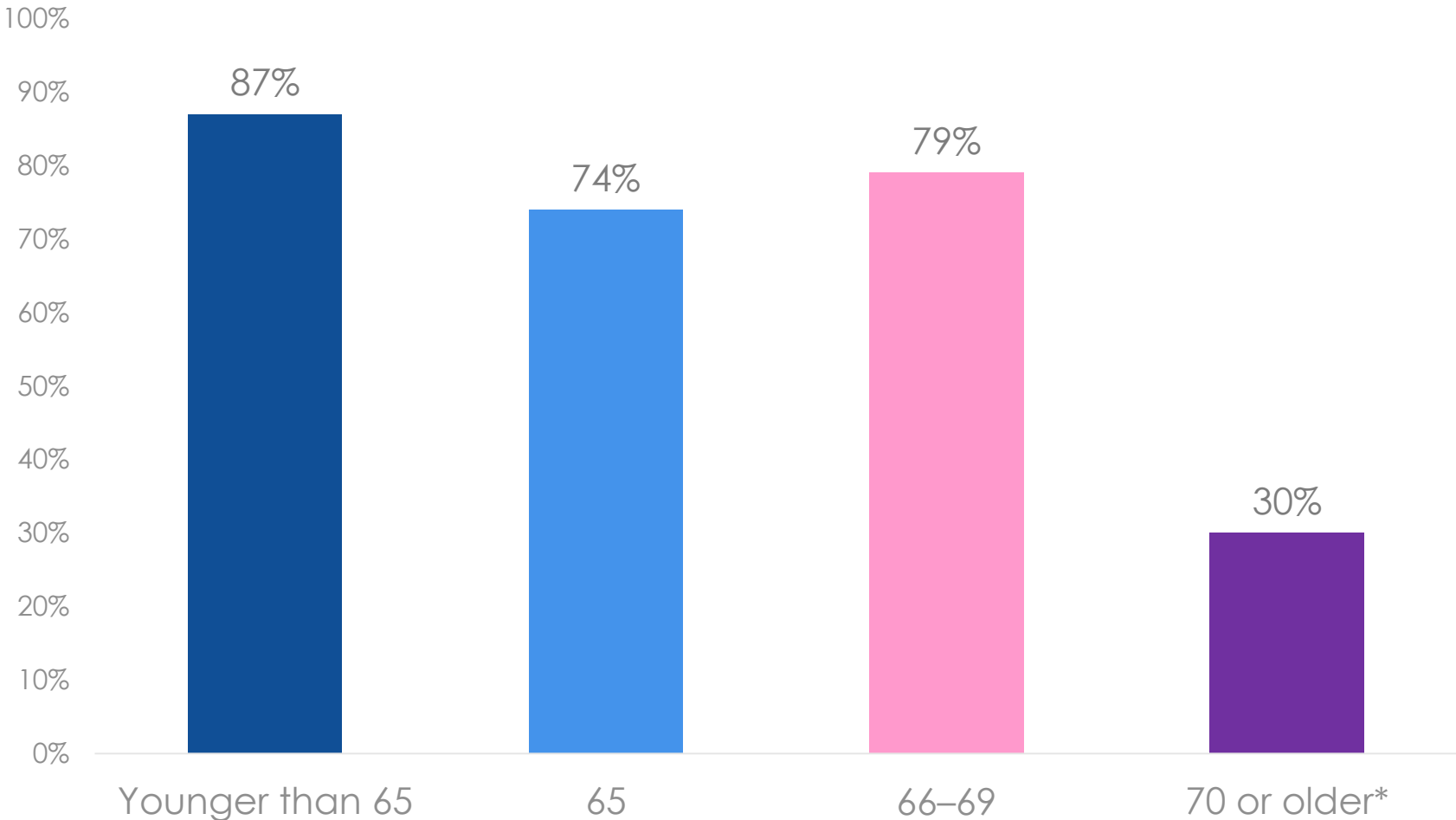
Percentage of Generation X Workers Who Calculated How Much They Need to Live Comfortably in Retirement, by Savings and Investments, 2019



*Statistically significant difference.

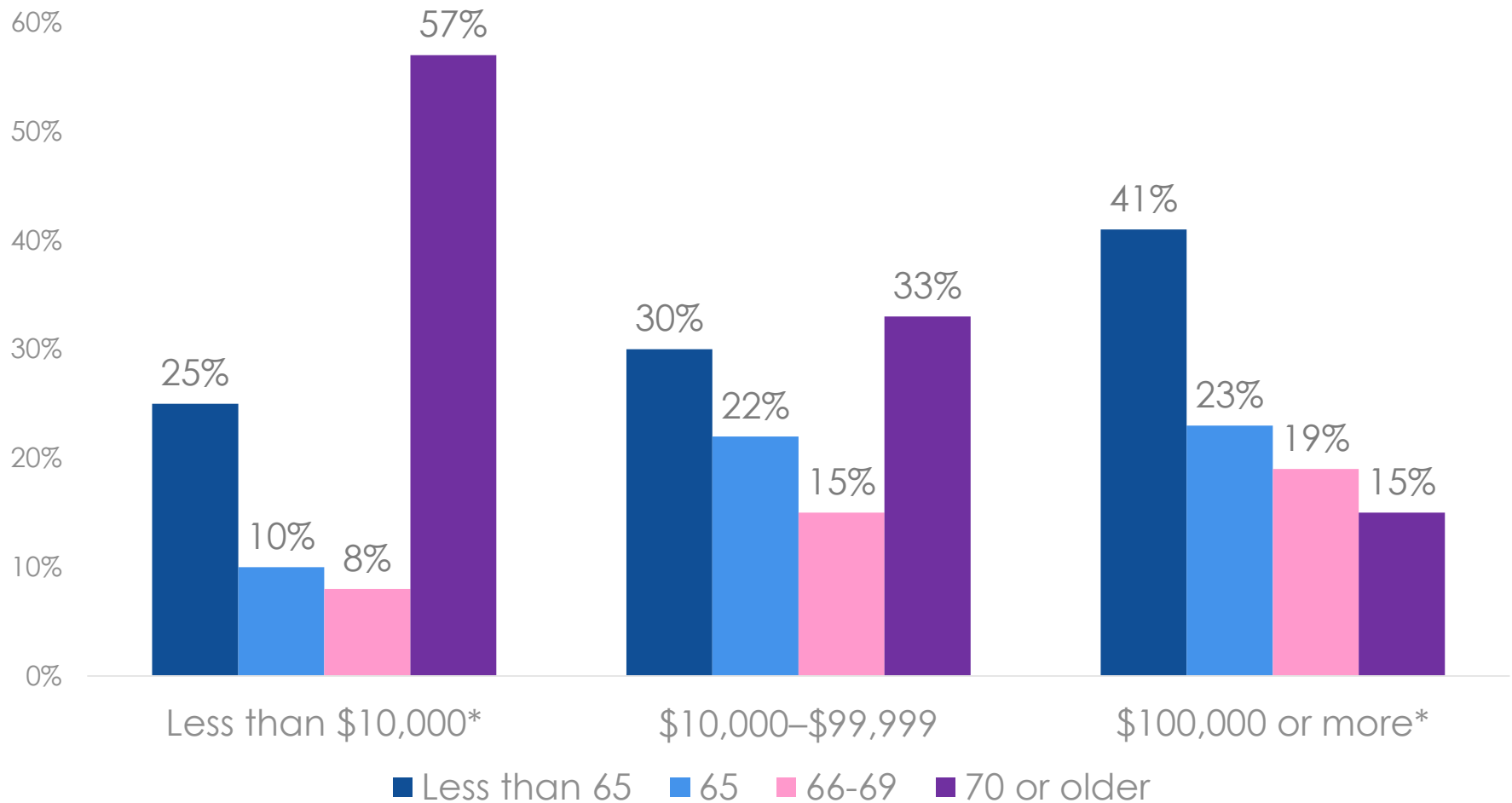
Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Percentage of Generation X Workers Who Are Confident That They Will Have Enough Money to Live Comfortably in Retirement, by Expected Retirement Age, 2019



*Statistically significant difference.
Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

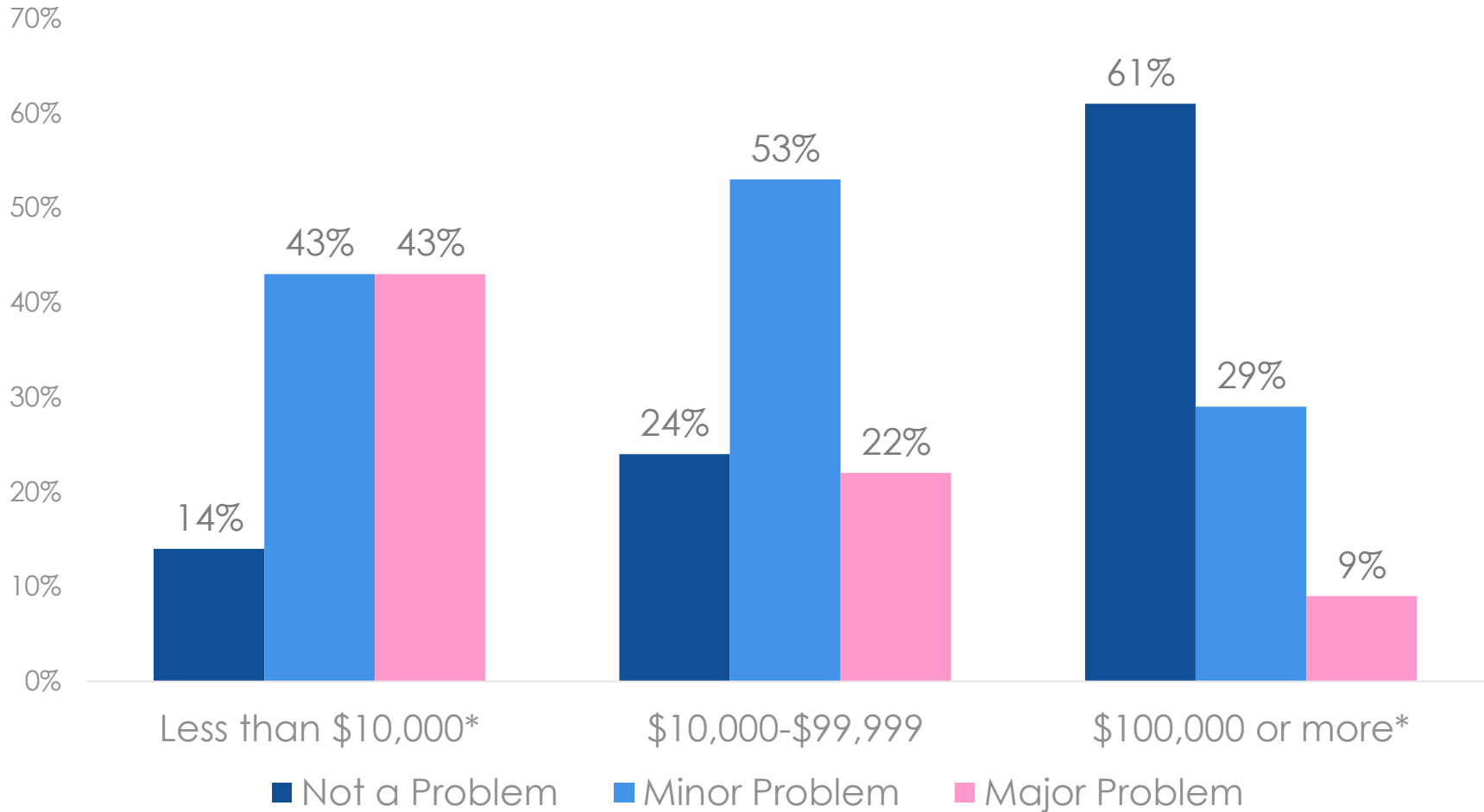
Expected Retirement Ages of Generation X Workers, by Savings and Investments, 2019



*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

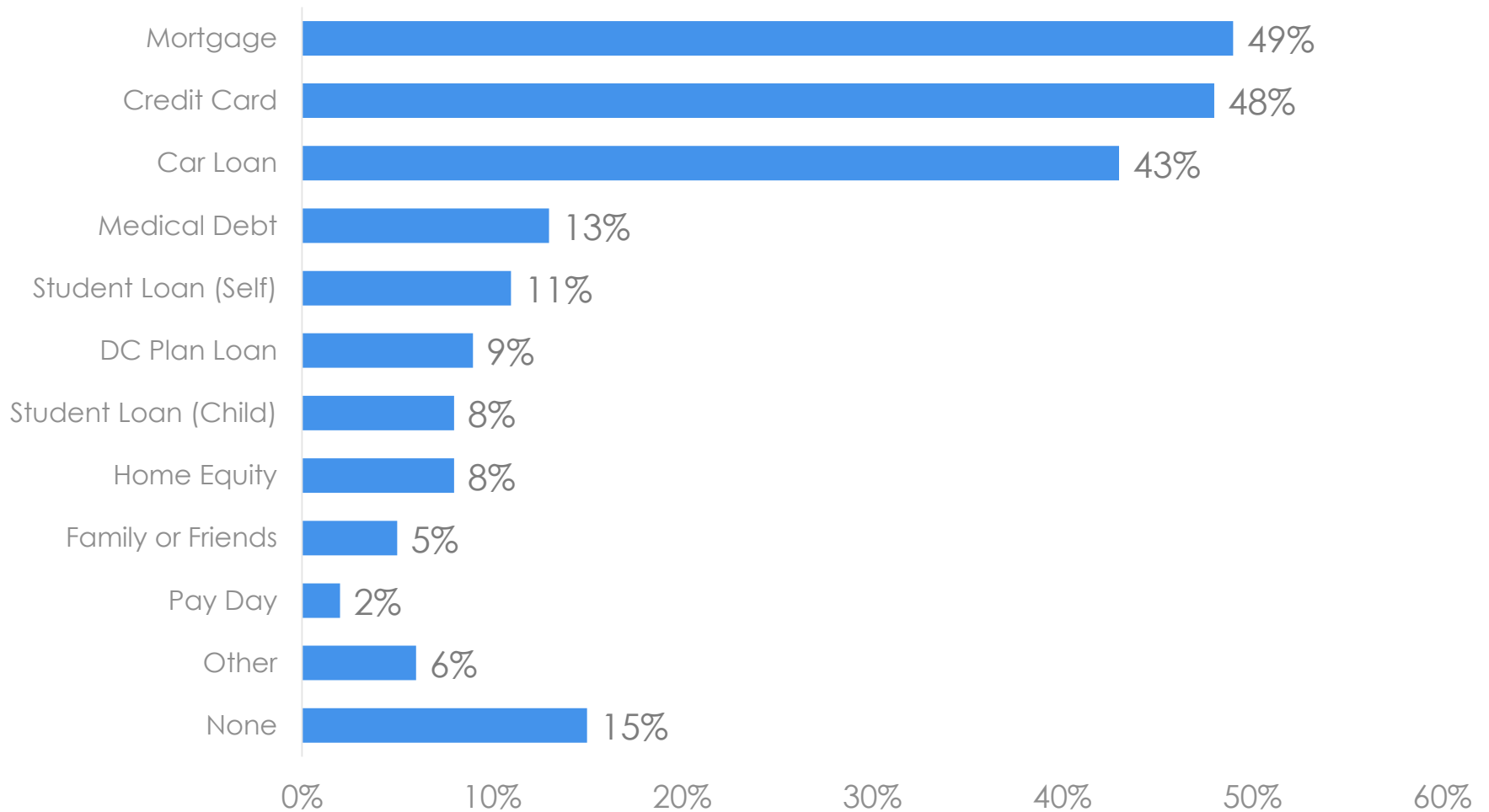
Percentage of Generation X Workers Who Have a Problem With Debt, by Savings and Investments, 2019



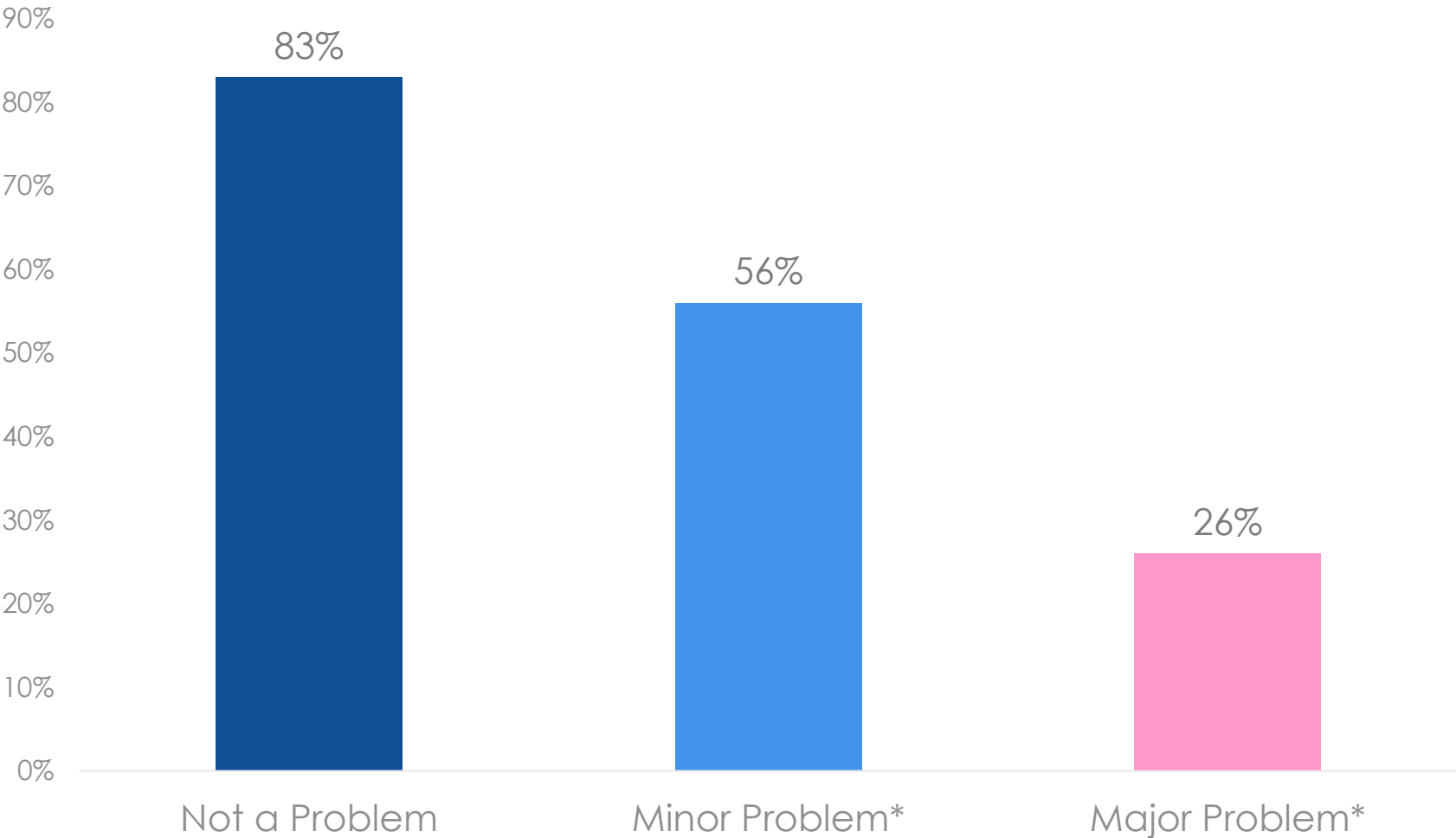
*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Percentage of Generation X Workers Who Have Various Types of Debt, 2019

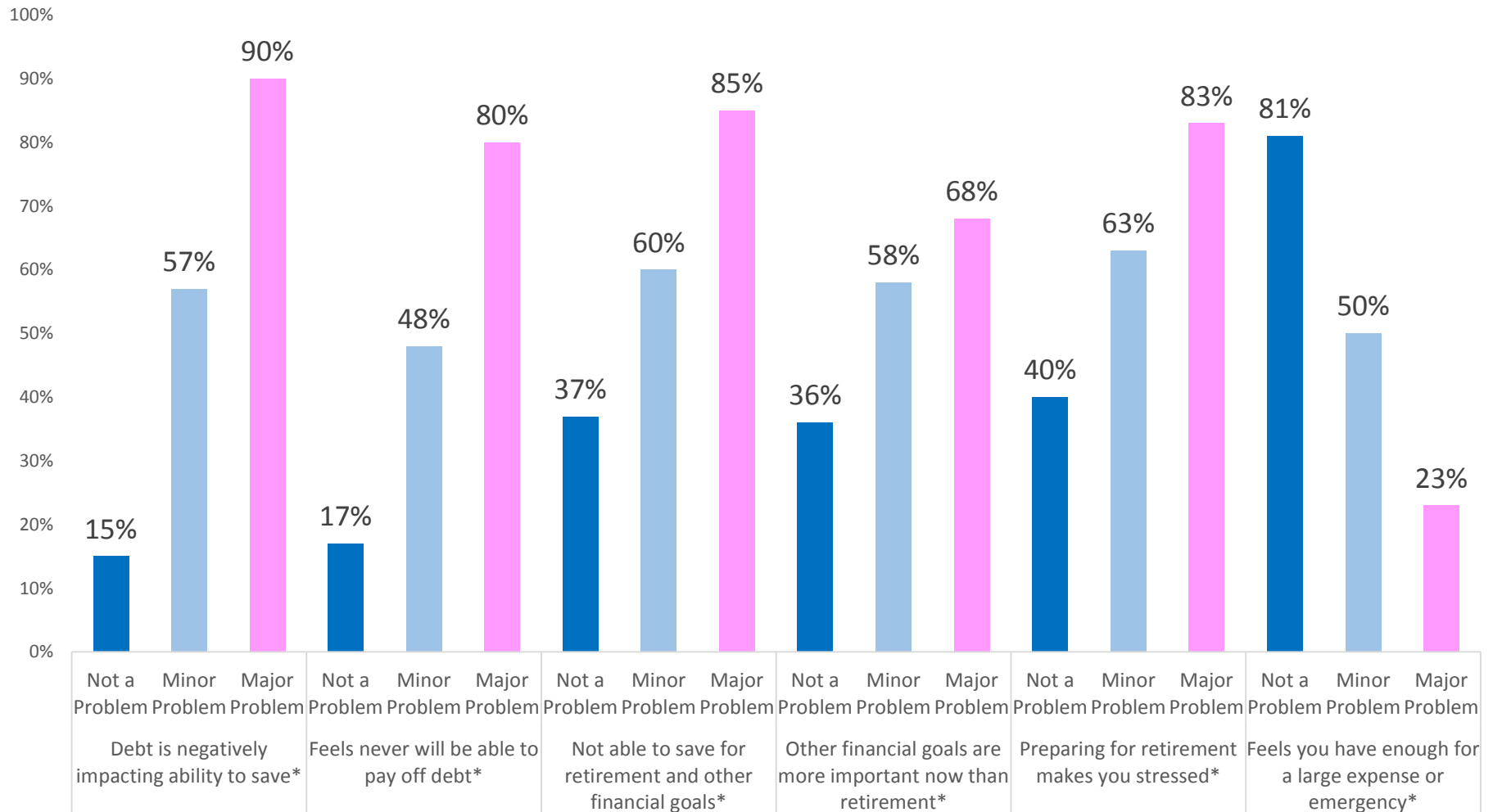


Percentage of Generation X Workers Who Are Confident That They Will Have Enough Money to Live Comfortably in Retirement, by Debt, 2019



*Statistically significant difference.
Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Percentage of Generation X Workers Who Agree With These Statements, by Debt, 2019



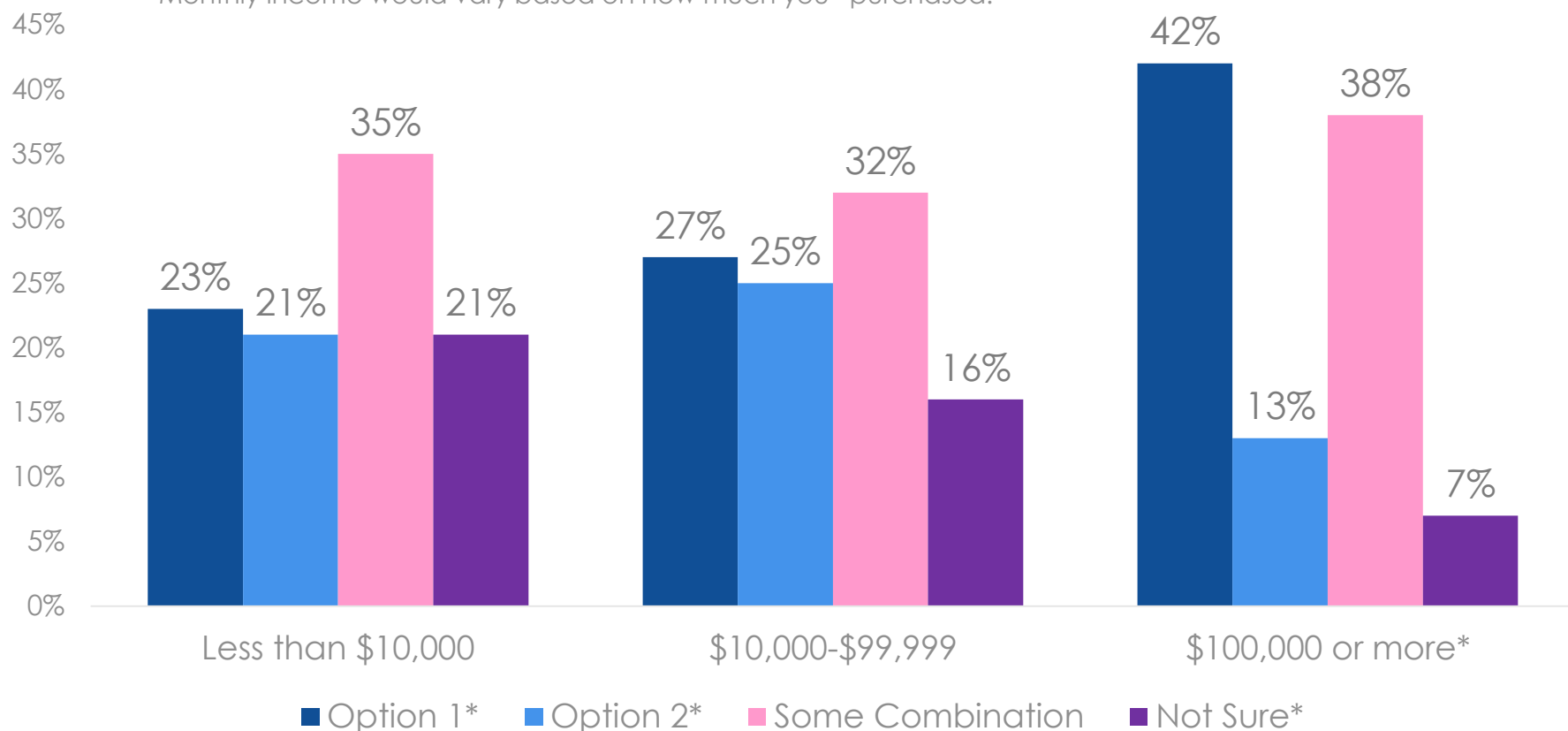
*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Percentage of Generation X Workers Who Would Take Specific Approaches to Their Retirement Assets, by Savings and Investments, 2019

Option 1: You manage your savings and investments on your own and determine your own strategy for generating income. This approach gives you control over your investments and withdrawals.

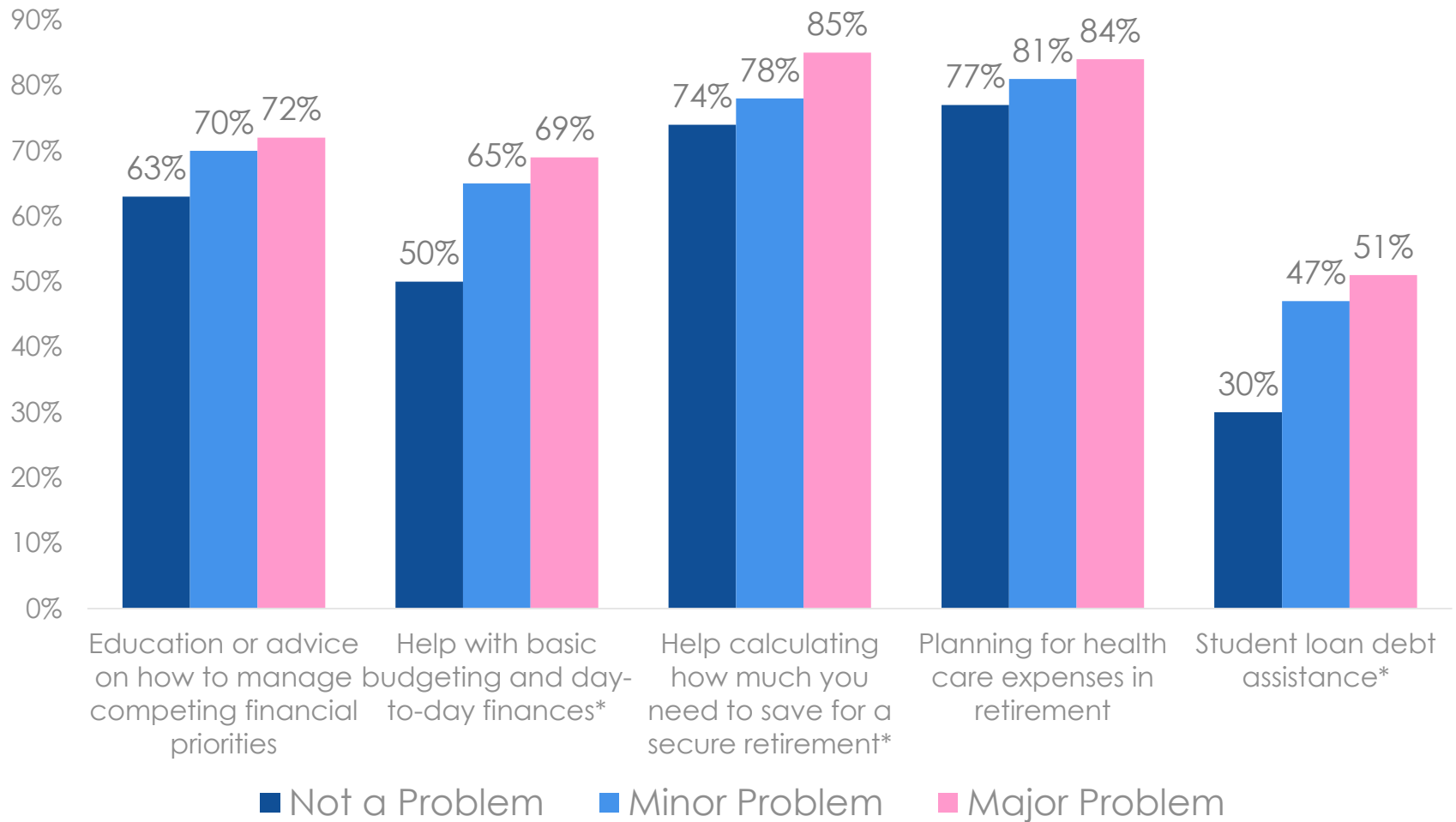
Option 2: You purchase a product that guarantees you a set amount of monthly income for life. Monthly income would vary based on how much you “purchased.”



*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.

Percentage of Generation X Workers Who Say That the Following Workplace Education or Wellbeing Programs Would Be Helpful, by Debt Problem, 2019



*Statistically significant difference.

Source: 2019 Retirement Confidence Survey-EBRI/Greenwald©.