

Small Employers Those with Plans Versus Those Without

Small employers, those with fewer than 100 employees, employ 35 million Americans, 36 percent of the country's workforce. Only 29 percent of those working for a small employer—10 million people—are covered by a retirement plan, leaving 25 million Americans who work for a small employer without direct access to a workplace plan. Only 21 percent of those working for a small employer actually participate in a plan at work. There are striking differences between small employers that offer plans and those who do not.

Employer Perceptions of Their Employees' Preparedness for Retirement

	Plan	No Plan
Very well prepared	6%	3%
Somewhat well prepared	52	21
Not too well prepared	29	39
Not at all prepared	8	29

What Impact Does A Plan Have (employers with plans)

	Major Impact	Minor Impact	No Impact
Ability to hire and retain good employees	35%	44%	19%
Employee attitude and performance	30	51	18
Employees ability to prepare financially for retirement	54	36	7

Has Not Offering a Plan Had an Impact? (employers without plans)

	Major Impact	Minor Impact	No Impact
Ability to hire and retain good employees	12%	30%	56%
Employee attitude and performance	10	28	60
Employees ability to prepare financially for retirement	15	33	47

Company Demographics

	Plan	No Plan
Age of the Business		
Under 5 years	6%	18%
5-14 years	22	33
15-29 years	31	27
30 years or more	38	19
"Family-Owned" Business	47	64
Age of most full-time employees		
Under age 30	16	30
30-49	78	65
Age 50 and older	4	3
Length of Time Most Full-Time Workers Remain with the Company		
Less than 3 years	10	26
Between 3 and 10 years	57	50
More than 10 years	31	16

	Plan	No Plan
Annual Salary of Most Full-Time Employees		
Under \$20,000	16%	34%
\$20,000-\$50,000	73	60
Over \$50,000	5	2
Education Level of Most Full-Time Employees		
HS degree or less	43	62
Some college	29	25
College degree	27	10
Approximate Gross Revenue in 1997		
Under \$500,000	9	22
\$500,000-\$999,999	10	19
\$1 million-\$5 million	34	31
\$5 million or more	19	5
Not reported	29	23