

2020
Retirement Confidence Survey
Summary Report
April 23, 2020

EBRI

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2020 RCS Overview

30th 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 2020 survey of 2,042 Americans was conducted online January 6 through January 21, 2020. All respondents were ages 25 or older. The survey included 1,018 workers and 1,024 retirees.

Data were weighted by age, gender, education, household income, and race. Unweighted sample sizes are noted on charts to provide information for margin of error estimates. The margin of error would be ± 3.13 percentage points for both workers and retirees in a similarly sized random sample.

Please note percentages in the following tables and charts may not total to 100 due to rounding and/or missing categories. Any trend changes or differences in subgroups noted in text are statistically significant; if no trend changes are noted, there were no significant differences.

This slide is discussing the RCS overview and methodology of January's survey only.

2020 RCS Underwriters

Capital Group
Columbia Threadneedle
Invesco
J.P. Morgan
LGIMA
(Legal & General Investment
Management America)
Lincoln Financial
Mercer
MetLife
Nationwide Financial
PIMCO
Principal Financial Group
T. Rowe Price
Segal
Vanguard

Key Findings

Workers continue to be confident they will have a comfortable retirement, but there are still areas for improvement.

Workers' overall confidence in their ability to live comfortably in retirement remains steady, while the share who feel very confident continues to increase. 7 in 10 (69%) are confident they will have enough to live comfortably, including 27% who are very confident — up from 23% in 2019 and 17% in 2018 (Figure 1).

Two-thirds of workers are also confident they are doing a good job preparing for retirement, with a similar uptick in those feeling very confident (Figure 2). Still, a majority of workers — 6 in 10 — report that preparing for retirement makes them feel stressed.

There are areas where workers lack planning. For example, while most workers are confident they know how much monthly income will be needed (Figure 3), only 44% report having actually thought about this in order to prepare for retirement (Figure 4). Fewer than 4 in 10 have planned for emergency expenses, planned for how much to withdraw from savings, or calculated how much is need to cover health expenses.

7 in 10 workers

confident in having
enough for a comfortable
retirement

27% very confident



67%

confident they
are doing a
good job with
retirement
preparation

61%

say preparing
for retirement
makes them
feel stressed

Key Findings

Returning to 2018 levels, 77% of retirees are confident they have enough money for a comfortable retirement.

While retirees remain more confident than workers, reported confidence in having enough money to live comfortably throughout retirement retreated from a high measured last year (Figure 5).

All showing a downward correction from 2019, 81% of retirees feel confident they will have enough money to take care of basic expenses in retirement, have enough to take care of medical expenses (70%), and have enough money to last their entire life (68%) (Figure 6).

More than 9 in 10 retirees rely on Social Security as a source of income in retirement. Two-thirds (68%) of retirees (and 48% of workers) feel confident that Social Security will continue to provide benefits of equal value to those received today (Figures 7 and 8).

Likewise, 2 in 3 retirees (and 50% of workers) are confident that Medicare will continue to offer equal benefits, though this is down from 2019 (66% vs. 72% in 2019) (Figures 9 and 10).

3 in 4 retirees
confident in having
enough for a
comfortable retirement

only 30% very confident



9 in 10

retirees

rely on Social
Security as a source
of income in
retirement

Key Findings

An increasing number of workers have tried to calculate how much retirement savings they need, and the amount continues to rise.

Half of workers (48%) have tried to calculate how much money they will need to live comfortably in retirement, up from 42% in 2019 and 38% in 2018 (Figure 11). Still, more than 8 in 10 would find it helpful if their employer offered them help with calculating how much is needed for a secure retirement.

4 in 10 workers who tried to calculate how much they will need in retirement estimate they will need \$1 million or more, compared with 34% in 2019 and 27% in 2016 (Figure 12). Half of retirees also report they attempted such a calculation, but just 26% estimated they would need \$1 million or more (Figure 13).

Both workers and retirees are most likely to consider their lifestyle in retirement when calculating how much they would need (Figures 14 and 15). Retirees are more likely to say they took health care costs into consideration when figuring out how much they would need (60% vs. 51% of workers), while workers thought about their age at retirement more often (61% vs. 54% of retirees).



**Half of
workers**

have tried to calculate how much money they will need to live comfortably throughout retirement

**4 in 10
workers**



expect to need \$1 million+ to live comfortably in retirement

Key Findings

Workers who participate in a workplace DC retirement savings plan are satisfied with their plan and the investment options available.

Workers continue to rely on their workplace defined contribution (DC) retirement plans as a source of income — 8 in 10 believe this will be a major or minor source of income in retirement.

More than 8 in 10 plan participants report being satisfied with their retirement plan and the investment options available to them (Figure 16). 2 in 3 workers are confident in their ability to choose the right retirement investments for their situation, though the majority consider themselves “do-it-with-me” or “do-it-for-me” investors, preferring to get at least some guidance from a professional or online tool (Figure 17).

When selecting investments within their workplace retirement plan, workers are most likely to factor in performance, followed by investments that match their risk tolerance and fees. 2 in 10 consider the ease of an investment that adjusts automatically (Figure 18).

A third indicate that they were auto-enrolled into their plan, and 2 in 10 report having invested in a target-date fund (TDF) — a popular default investment. However, only half of workers offered a plan feel they understand TDFs in general, how TDFs adjust investments over time, or how to choose the right TDF (Figure 19).

2 in 3

workers

are confident in their ability to choose the right investments for their situation



TOP 5

Investment Selection Criteria:

1. Performance/growth
2. Matches risk tolerance
3. Fees
4. Easy/adjusts for you based on age or risk tolerance
5. Financial advisor recommendation

Key Findings

Workers continue to be negatively impacted by debt. Half of all workers say debt has impacted their ability to save for retirement.

7 in 10 workers report having some type of non-mortgage debt, although this is down slightly from 74% in 2019. The share who say their debt is a problem remains consistent with previous waves, with roughly 6 in 10 calling their level of debt a major or minor problem (Figure 20).

This debt continues to have negative consequences for many workers. 7 in 10 with non-mortgage debt say it has impacted their ability to save for retirement or for emergencies. Roughly half say their ability to participate in workplace retirement savings plans or other employee benefits has been impacted (Figure 21).

1 in 5 say they have taken a loan from their workplace retirement plan, although those with a debt problem are especially likely to have taken this type of loan.

Another 1 in 5 have student loan debt for themselves or for a child or grandchild, and about 9 in 10 of all workers think it would be a good idea if employers offered matching contributions to retirement plans in exchange for workers making student loan payments (Figure 22).



Debt negatively impacts many workers' ability to:

- Save for emergencies
- Save for retirement
- Participate in employer savings plans or other employee benefits

Key Findings

Financial wellness programs through employers are welcomed by workers, although few are actually offered these programs.

A quarter of workers say they rely on their employer for retirement planning information. However, many more express interest in workplace retirement and financial wellness resources.

Compared with last year, workers are much more likely to find a number of workplace financial wellness programs to be helpful. Up from last year, more than 4 in 5 would like help calculating how to save for retirement (Figure 23). In addition, many are interested in...

- Planning for health care expenses in retirement (86% vs. 81% in 2019)
- Managing competing financial priorities (80% vs. 70% in 2019)
- Access to an emergency savings account/program (77% in 2020)
- Student loan debt assistance (49% in 2020)

While large shares would find these programs helpful, far fewer say these programs are actually offered. For example, just 24% say they are offered help calculating how much to save for retirement, and only 14% say they receive help planning for health care expenses in retirement. 1 in 10 have access to an emergency savings account or program, and only 1 in 20 receive student loan debt assistance (Figure 24).

Workers

Top retirement planning resources:*

1. Family & friends
 2. Your employer/work info
 3. Google/online search
 4. Financial advisor
 5. Online calculators/tools
-

Retirees

Top retirement planning resources:*

1. Financial advisor
2. Family & friends
3. Your employer/work info
4. Online calculators/tools
5. Google/online search

*Ranked by the percentage mentioned

Key Findings

Income stability continues to be the higher financial priority in retirement, but retiree behavior doesn't totally align.

When it comes to financial priorities in retirement, 3 out of 4 retirees and workers say income stability is more important than preserving account balances or maintaining wealth. In fact, the share of retirees who say income stability is the priority is up from 2019 (Figure 25).

However, most retirees say they aim to maintain or increase their level of assets. Only 1 in 20 are strategically spending down their assets. Most retirees with individual retirement account (IRA) or DC plan assets report they generally do not withdraw from these accounts or only withdraw the required minimum distribution (Figure 26).

At the same time, nearly two-thirds of retirees report their overall expenses and spending in retirement are as expected or lower than expected. Health and dental expenses are higher than expected for 4 in 10. Housing, travel, and entertainment spending is higher for roughly a quarter (Figure 27).

More than half of retirees describe their overall lifestyle in retirement, including travel, family time, and volunteering, as “as expected,” and 3 in 10 say it is better than expected.

When asked why retirees aim to increase assets, 2 in 3 say they are saving for later expenses, distantly followed by about 3 in 10 who want to leave an inheritance or are saving for long-term care (Figure 28).

**3 in 4
workers &
retirees**

say income stability is
higher financial priority
in retirement

vs. 1 in 4 maintaining
wealth/preserving
principal



**3 in 10
retirees**

say overall lifestyle in
retirement is **better**
than expected

Key Findings

Retirement income is a common theme, opportunity, and challenge, for workers and retirees.

More than 6 in 10 workers and 7 in 10 retirees are at least somewhat confident that they know how much income they will need each month in retirement. Yet, only 4 in 10 workers and 6 in 10 retirees have tried to calculate their retirement income needs (Figures 4 and 29).

Workers, in particular, are seeking help on this. More than 8 in 10 would find workplace help on converting savings to income helpful, 4 in 10 plan participants want better explanations of how much income their savings can produce, and 1 in 4 feel their workplace retirement plan could be improved by the inclusion of more investment options designed for after retirement (Figures 30 and 31).

While retirees express generally lower interest, nearly 3 in 5 workers and more than 1 in 5 retirees indicate an interest in using a portion of their savings to purchase a product that would guarantee monthly income at some later age, like 80 or 85 (longevity insurance) (Figure 32). Additionally, three-quarters of DC plan participants express an interest in rolling some or all of their DC plan savings, at retirement, into a financial product that would guarantee income for life (Figure 33).

Despite relatively high interest, fewer expect an annuity or guaranteed lifetime income product to be a source of income in retirement; 36% of retirees and 54% of workers suggest this will be even a minor source of retirement income (Figure 34).



4 in 10 workers

6 in 10 retirees

have tried to calculate how much monthly income is needed in retirement

Key Findings

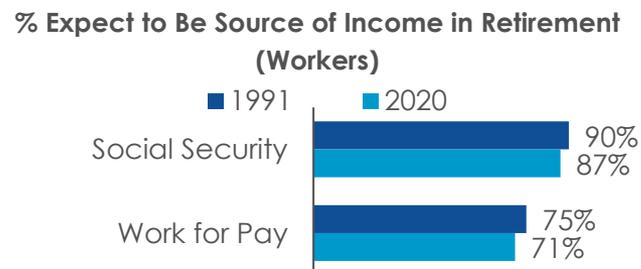
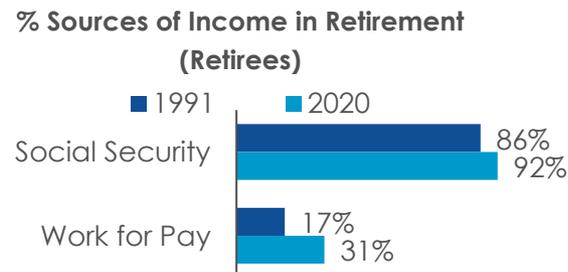
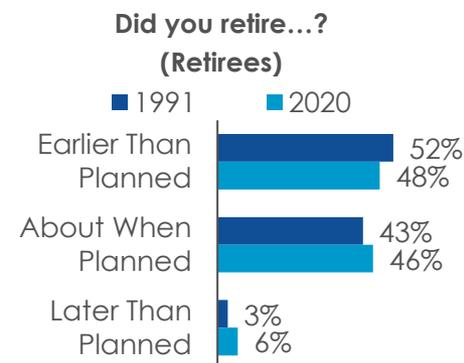
30 Years of RCS Findings: 1991 vs. 2020

Retirement & Retirement Income

Thirty years later, retirees are just as likely to say they retired earlier than planned (48% vs. 52% in 1991).

When it comes to sources of income in retirement, retirees are just as likely now as they were in 1991 to say Social Security is a major or minor source of income in retirement (92% vs. 86% in 1991). Workers are also just as likely to expect Social Security to be a source of income in retirement as they were in 1991 (87% vs. 90% in 1991).

On the other hand, retirees are twice as likely now as they were when the survey first started to say working for pay is a source of income in retirement (31% vs. 17% in 1991). Unlike retirees, workers are still just as likely as they were when the survey first started to expect work for pay to be a source of income in retirement (71% vs. 75% in 1991).



RCS Supplemental Research – March 2020

The RCS fields annually in January and, this year, fielded prior to the coronavirus crisis that has greatly impacted U.S. and global markets, businesses, and unemployment. Recognizing the impact these events may likely have had on RCS results and key metrics, the researchers refiled a supplemental survey of key questions from March 20–30, 2020. The supplemental survey included 505 workers and 499 retirees all ages 25 or older. Data were weighted the same as January data (by age, gender, education, household income, and race), and the survey was fielded using the same sample provider as January (Dynata).

Among both workers and retirees, overall confidence in being able to live comfortably throughout retirement did not significantly change between the January and March surveys. However, worker confidence is down when it comes to taking care of basic expenses (24% very confident vs. 33% in January), having enough for medical expenses (17% very confident vs. 22%), and having enough money to last their entire life (17% very confident vs. 22%). In March, workers' confidence was highly correlated with changes or expected changes in employment status (as seen on pages 15 & 16).

While retiree confidence did not see significant changes, more retirees report higher-than-expected expenses — 30% say long-term care expenses are higher than expected (compared with 18% in January), 21% say their spending to support a family member is higher than expected (compared with 14%), and 30% report travel, entertainment, and leisure expenses to be higher than expected, compared with 21% in January.

RCS Supplemental Research – March 2020

Greenwald and EBRI acknowledge that the stability in retirement confidence is surprising to see given the current health and economic crisis impacting Americans. While many studies (such as The Conference Board Consumer Confidence Index) are showing that consumer confidence has gone down significantly, RCS researchers believe that the RCS's main measure of confidence focuses on long-term situations, and workers' continued confidence is likely reflecting Americans' view that current conditions will pass before they jeopardize long-term financial security in retirement. According to a late-March Economist/YouGov poll that fielded during the same time as the RCS Supplemental Survey, only about 14% of Americans believed the current situation with coronavirus would last a year or longer.

RCS researchers have several hypotheses for what may have contributed to retirees' unchanged confidence. First, retirees' work status/employment remains unaffected by the crisis; more than 9 in 10 retirees report an unchanged employment status since February 1. Their major source of income, Social Security, remains intact. In addition, retired investors typically allocate their assets rather conservatively to fixed investments, which may have mitigated the impact the market downturn had on retirees.

Another important factor is the time frame in which the supplemental RCS fielded. This study started just after the markets began to go down, but some of the biggest impacts of the coronavirus in the United States — such as widespread stay-at-home orders and closures of non-essential businesses — had not occurred yet. During March fielding, unemployment was nowhere near the unprecedented levels it has since reached, the Families First Act was passed, and there was news of another stimulus package coming (the Coronavirus Aid, Relief, and Economic Security (CARES) Act).

RCS Supplemental Research – March 2020

March 2020: Critical Issues in America Today

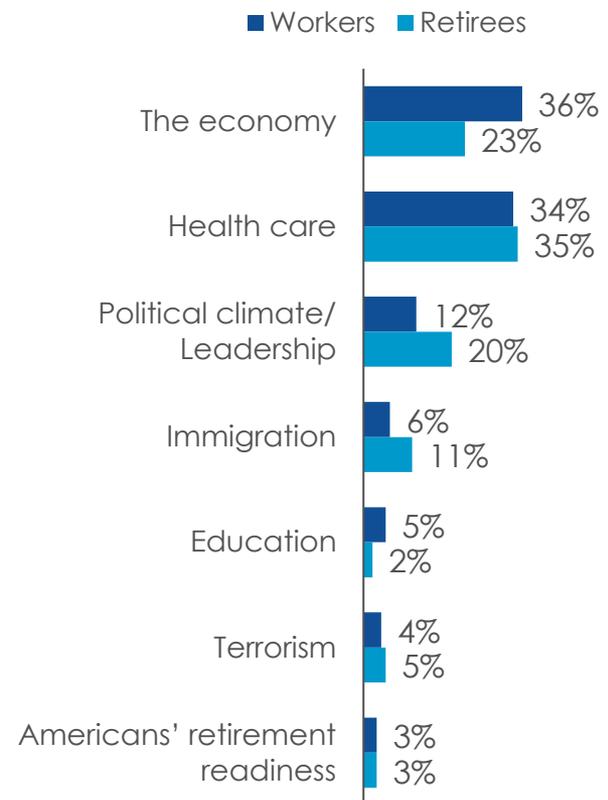
When the RCS went back into the field in late March, respondents were asked about which issue they felt was most pressing in America currently.

More than 1 in 3 workers and retirees feel health care is the most critical issue in the country, followed by the economy, although workers are much more concerned about the economy than retirees (36% vs. 23%). About 1 in 10 workers say the political climate is most pressing, while nearly twice as many retirees feel the same.

Retirement readiness is seen as the least pressing issue, with just 3% of both workers and retirees who say it is most critical, although retirees with a major debt problem are more likely to say it is the most critical issue (10% vs. 2% with a minor problem or no problem).

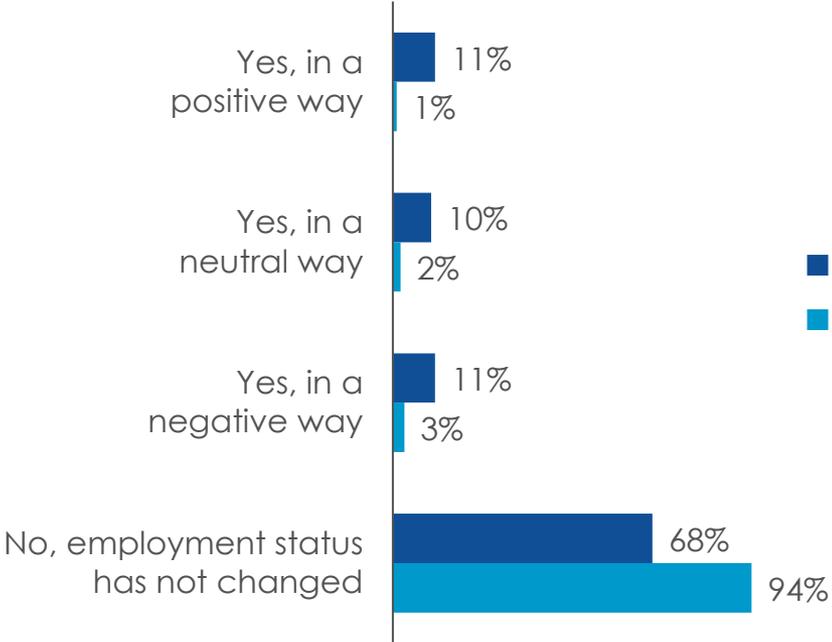
Which one of the following issues do you believe is the most critical in America today?

Workers n=505, Retirees n=499

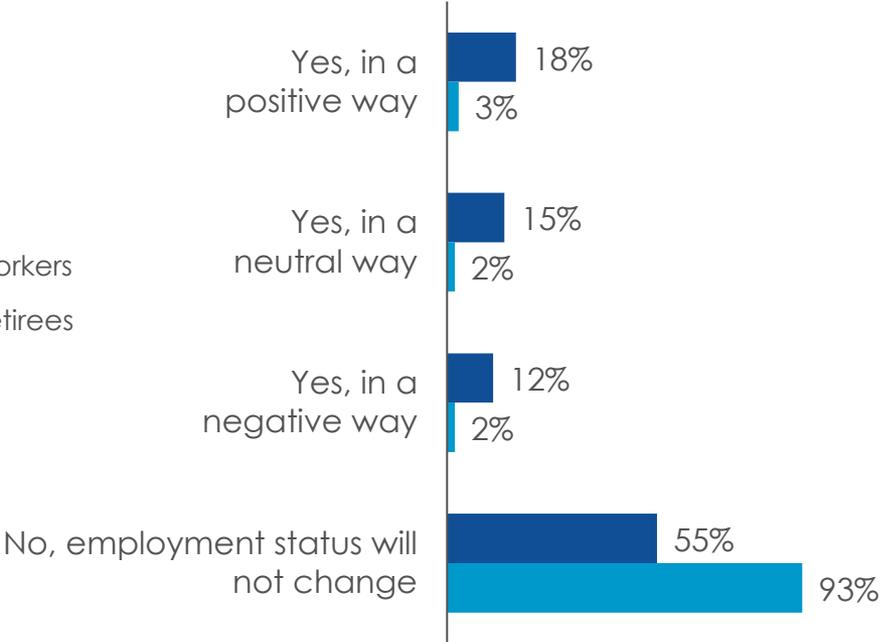


When RCS went back into the field in March, nearly half of workers anticipated their employment status changing in the next six months, including more than 1 in 10 who said it will change in a negative way.

Has your employment status changed since February 1st, 2020?
Workers n=505, Retirees n=499



In the next 6 months do you believe your employment status will change?
Workers n=505, Retirees n=499



Confidence is significantly lower among those who say their employment status has negatively changed or anticipate it to negatively change within the next six months.

Differences by Change in Employment Status
Workers n=505

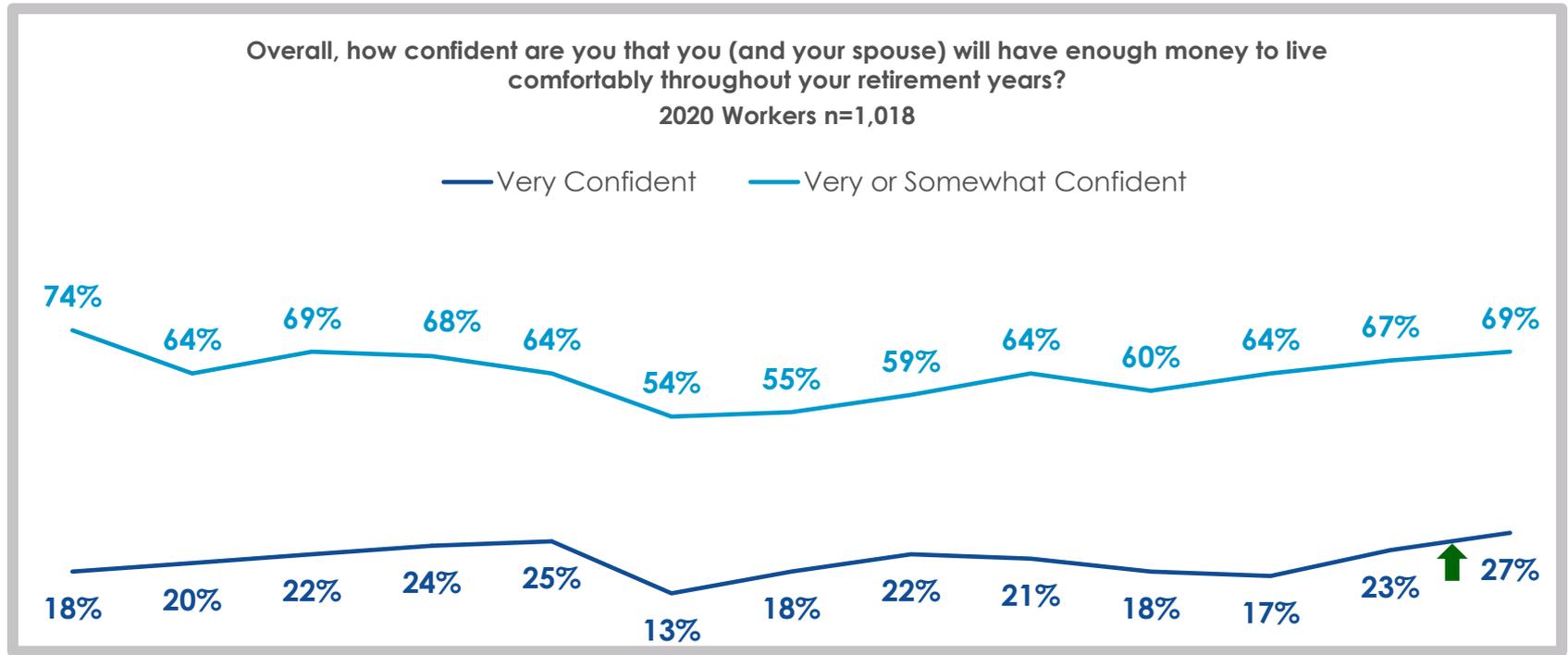
% Very/Somewhat Confident	No Negative employment status change*	Negative employment status change*
They will have enough money to live comfortably in retirement	67%	47%
They will have enough money to last their entire life	62%	39%
They will have enough to take care of medical expenses	63%	46%
They will have enough to take care of basic expenses	72%	55%
They will have enough for long-term care expenses	56%	28%
They are doing a good job preparing for retirement	67%	49%
The Medicare system will continue to provide benefits of at least equal value to the benefits received by retirees today	58%	39%
The Social Security system will continue to provide benefits of at least equal value to the benefits received by retirees today	55%	35%

All bolded percentages are statistically significant

*Negative employment status change or anticipated negative change in employment status in next 6 months

Figure 1

7 in 10 (69%) workers are confident in having enough money to live comfortably in retirement. The share who feel very confident is still on the rise from 2018.



1993
↑
First year asked

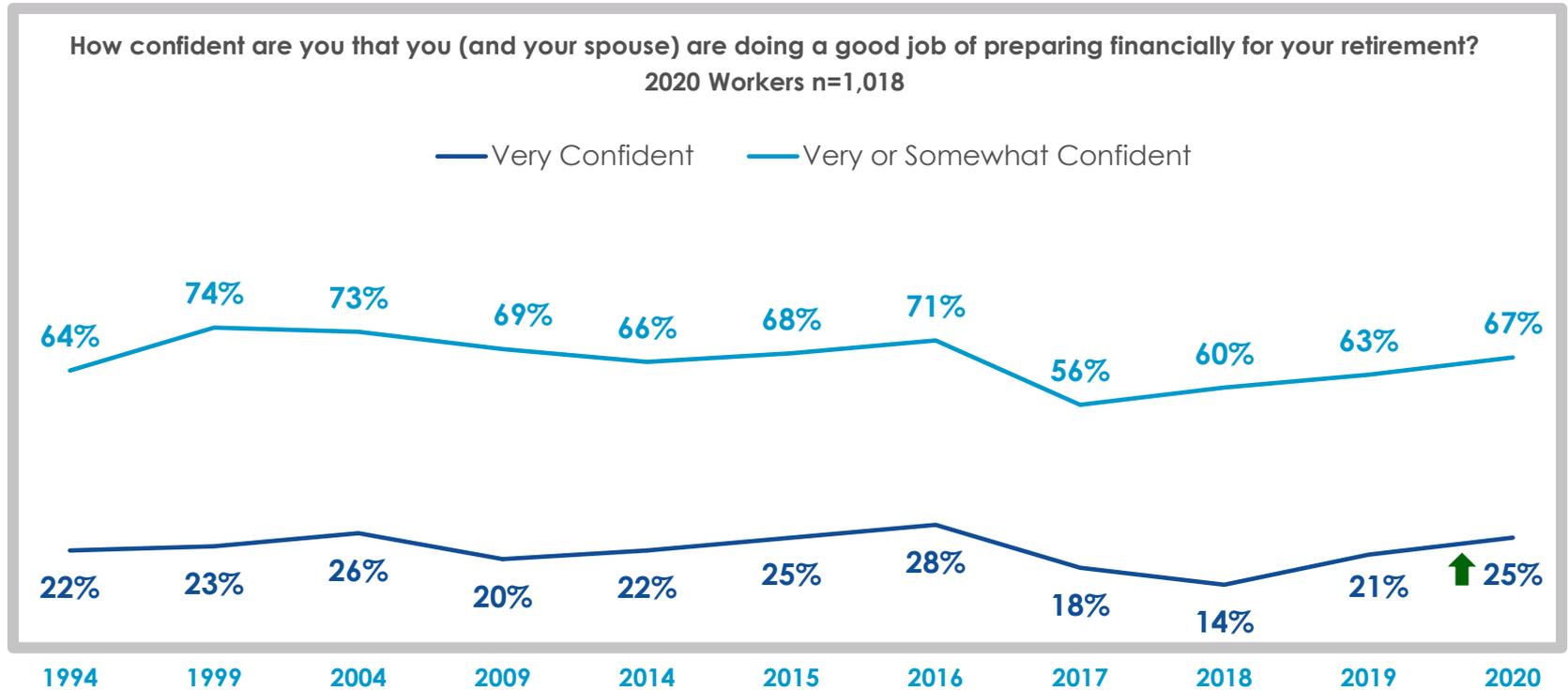
March 2020:

Very Confident: 24%
Net V/S Confident: 63%

↑ = Up significantly from previous year ↓ = Down significantly from previous year
↑ = Up significantly from January 2020 ↓ = Down significantly from January 2020

Figure 2

Two-thirds of workers are confident that they are doing a good job preparing financially for retirement, and the share who feel very confident has increased since last year.



March 2020:

Very Confident: 21%
Net V/S Confident: 64%

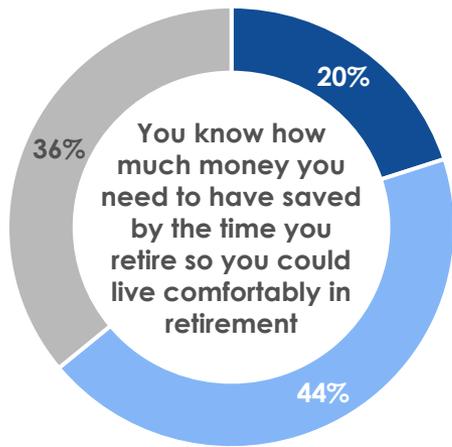
↑ = Up significantly from previous year ↓ = Down significantly from previous year
↑ = Up significantly from January 2020 ↓ = Down significantly from January 2020

Figure 3

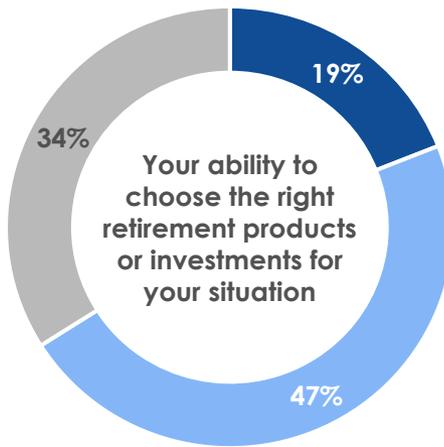
About 2 in 3 are confident they know how much they need to save to live comfortably, the right investments to choose, and how much income will be needed each month in retirement.

How confident are you (and your spouse)...?
Workers n=1,018

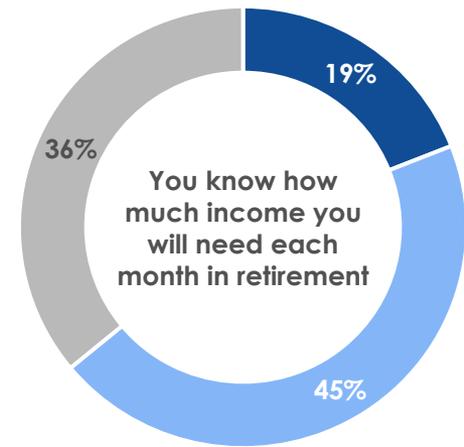
Very Confident Somewhat Confident Not Confident



64% Confident



66% Confident

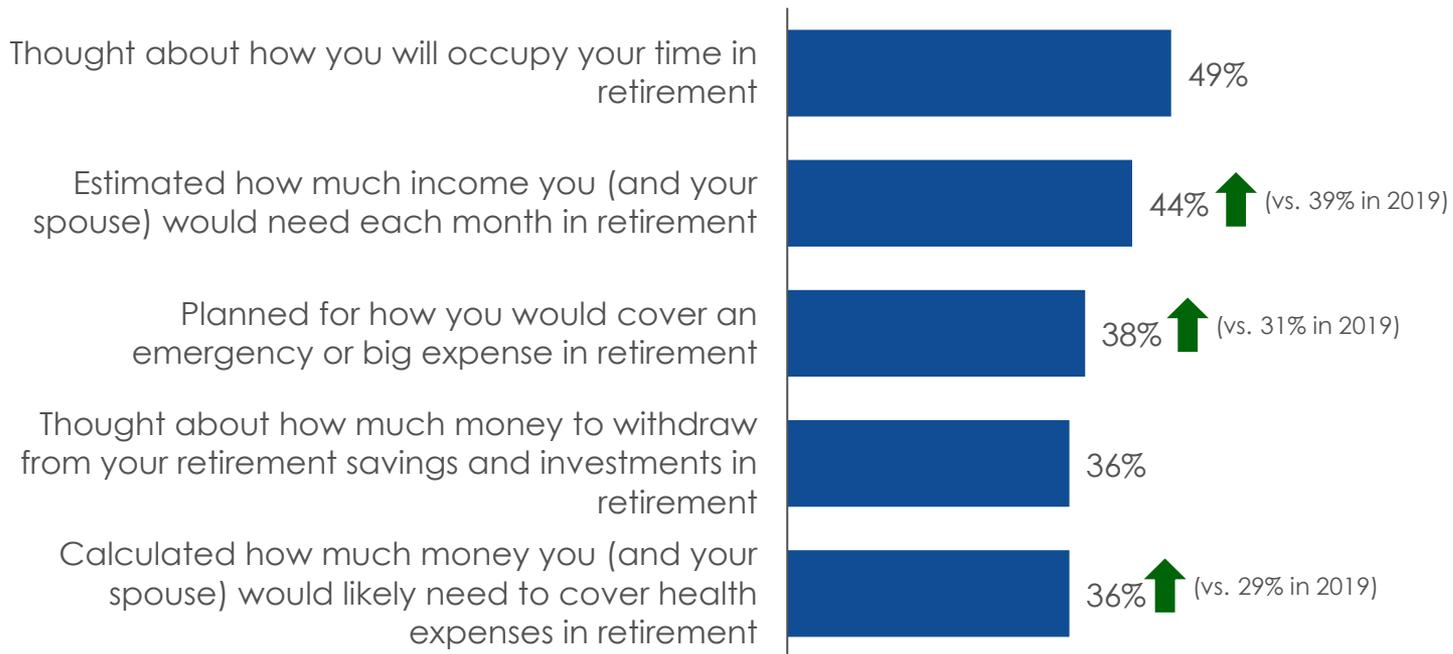


64% Confident

Figure 4

While most workers are confident they know how much monthly income will be needed, only 44 percent report having actually thought about this in order to prepare for retirement.

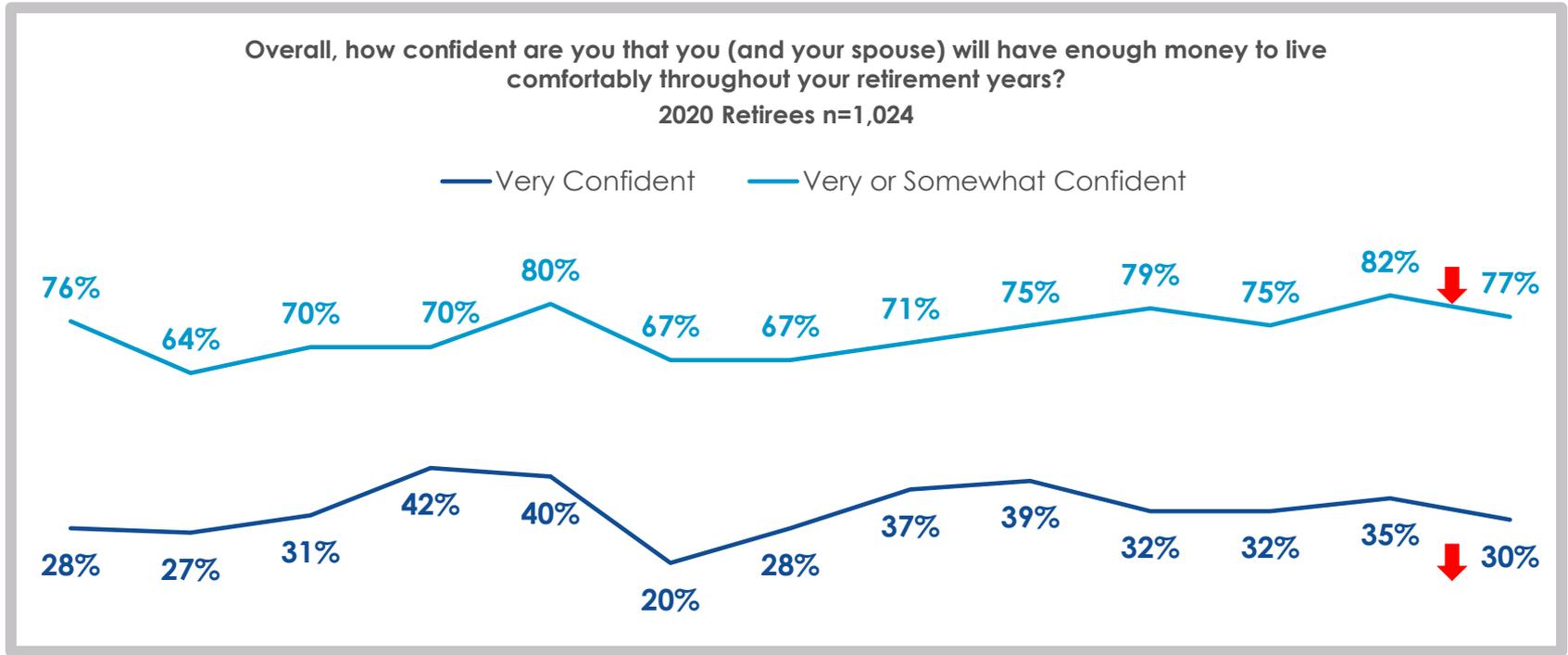
To prepare for retirement, have you (and your spouse)...?
Workers n=1,018



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

Figure 5

About 3 in 4 retirees are confident they will have enough to live comfortably in retirement, down significantly from 2019.



1993
↑
First year asked

March 2020:
Very Confident: 26%
Net V/S Confident: 76%

↑ = Up significantly from previous year ↓ = Down significantly from previous year
 ↑ = Up significantly from January 2020 ↓ = Down significantly from January 2020

Figure 6

Retiree confidence is down from 2019, especially when it comes to covering medical expenses or having their money last their entire life.

How confident are you (and your spouse) about the following aspects related to retirement?
Retirees n=1,024

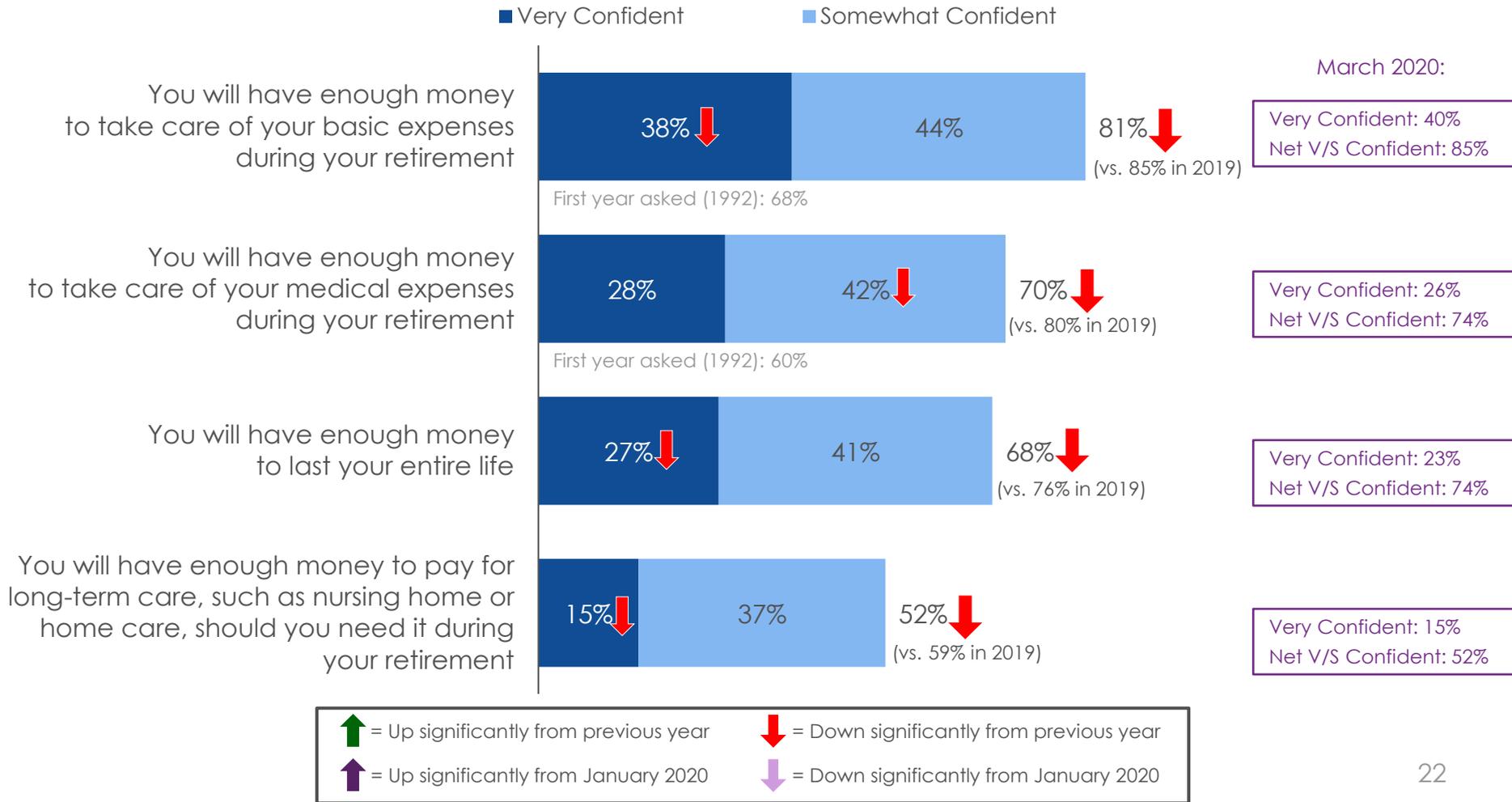
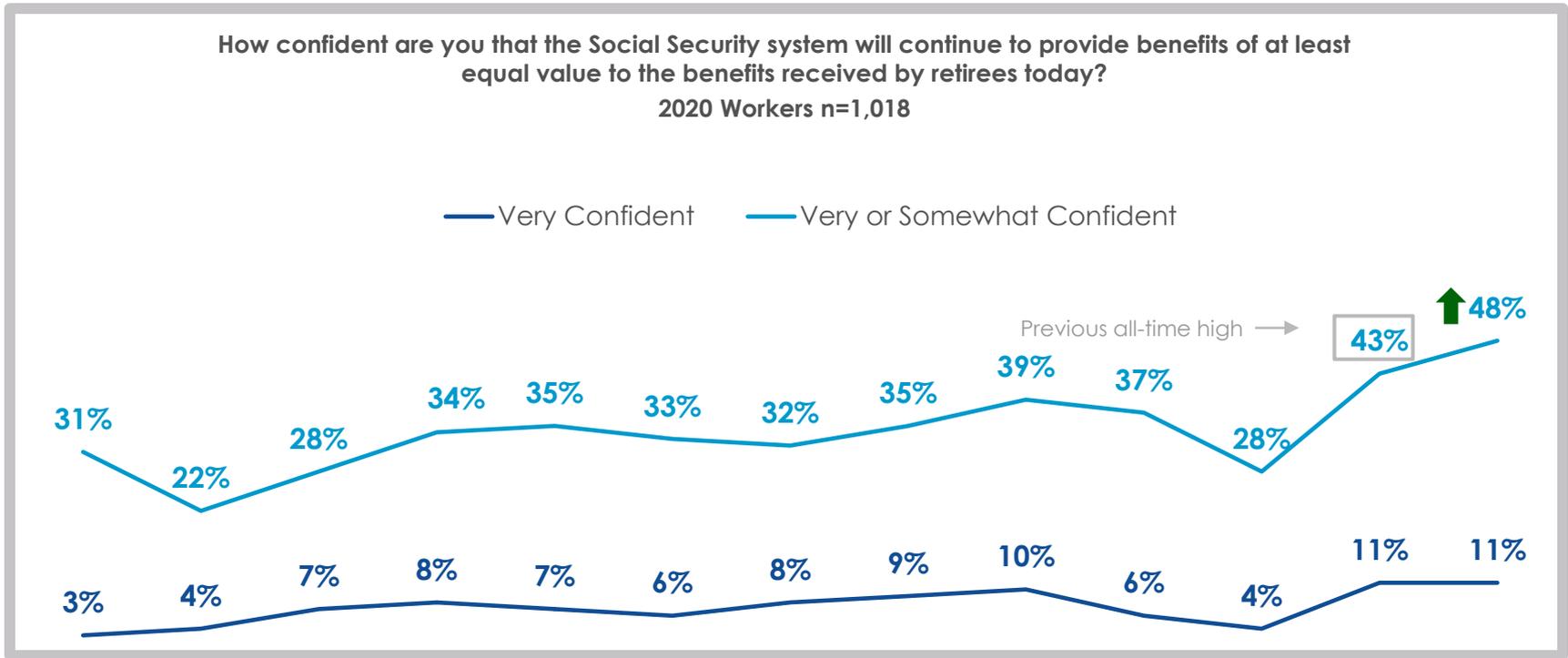


Figure 7

Worker confidence that the Social Security benefits will at least maintain their value in the future has reached another all-time high.



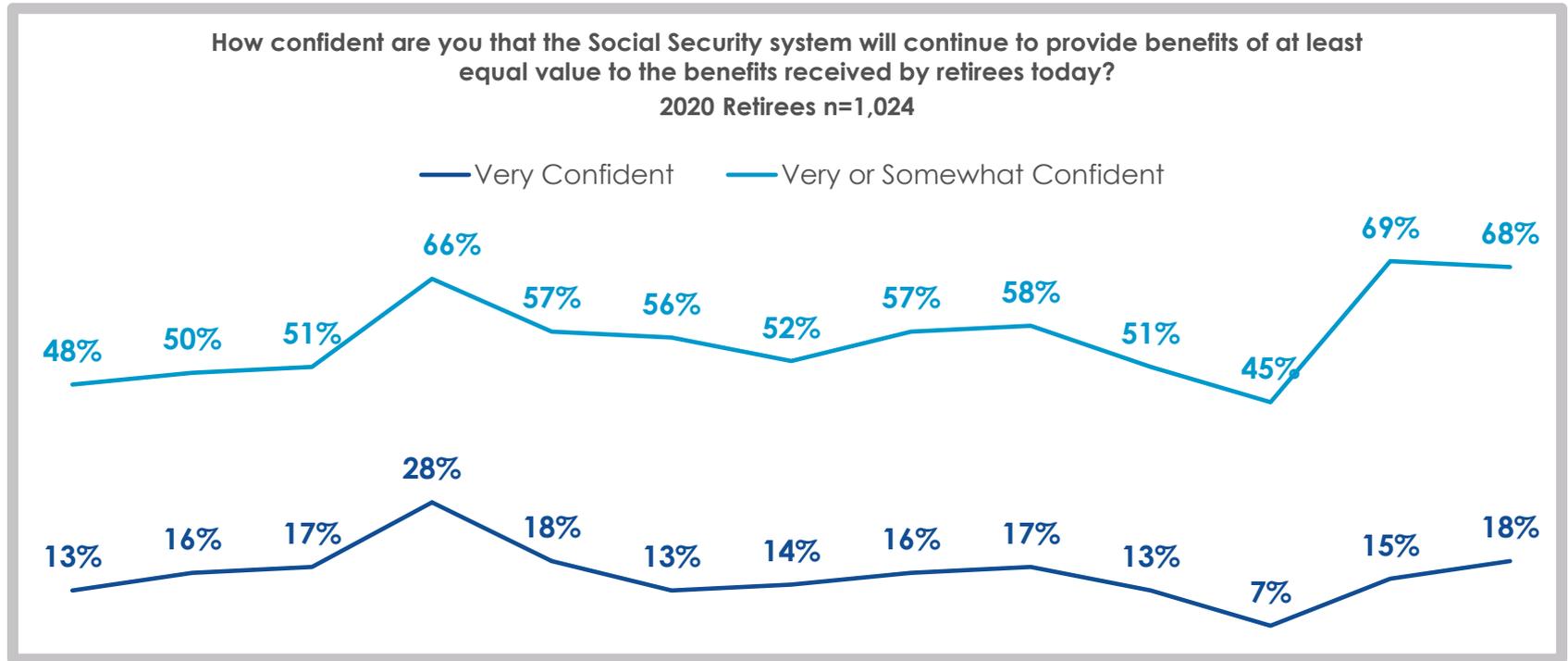
1992
↑
First year asked

March 2020:
Very Confident: 14%
Net V/S Confident: 51%

↑ = Up significantly from previous year ↓ = Down significantly from previous year
 ↑ = Up significantly from January 2020 ↓ = Down significantly from January 2020

Figure 8

Retiree confidence in Social Security remains steady with 7 in 10 who are at least somewhat confident in the system.



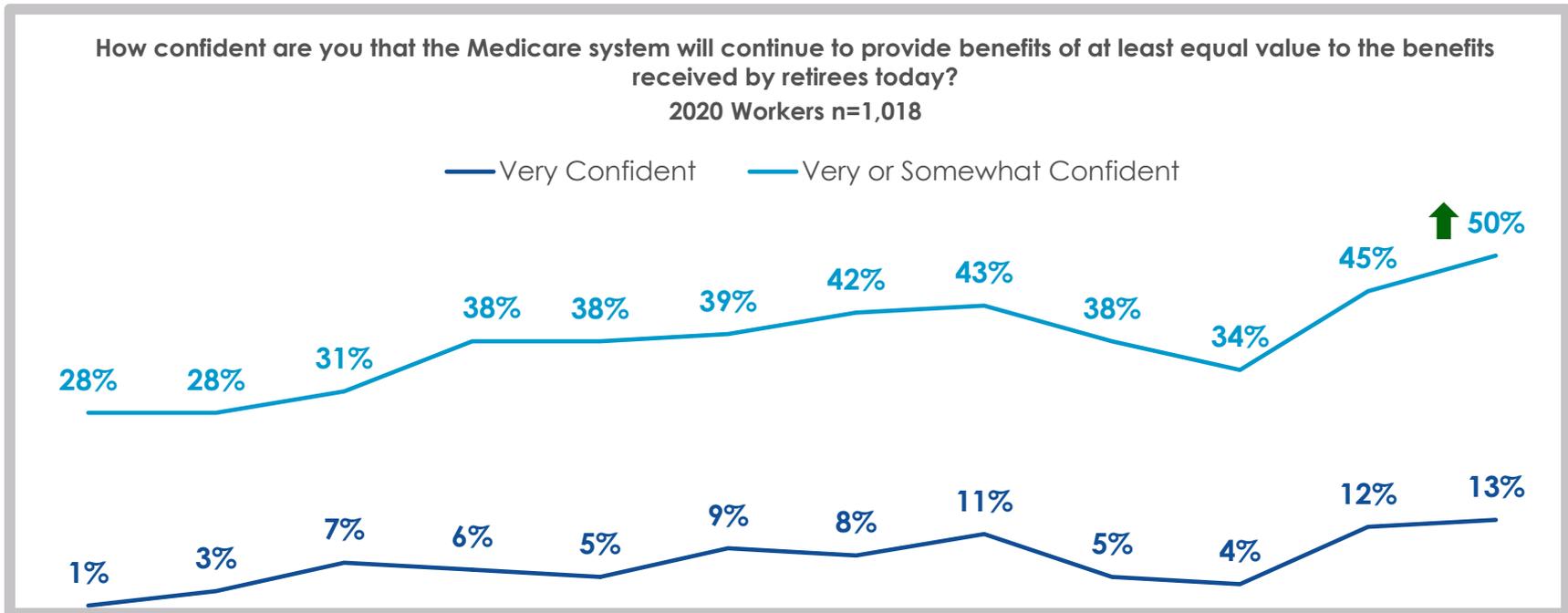
1992
↑
First year asked

March 2020:
Very Confident: 18%
Net V/S Confident: 69%

↑ = Up significantly from previous year ↓ = Down significantly from previous year
 ↑ = Up significantly from January 2020 ↓ = Down significantly from January 2020

Figure 9

Worker confidence in the value of Medicare benefits continues to increase, with half who feel at least somewhat confident it will continue to provide benefits of equal value to today.



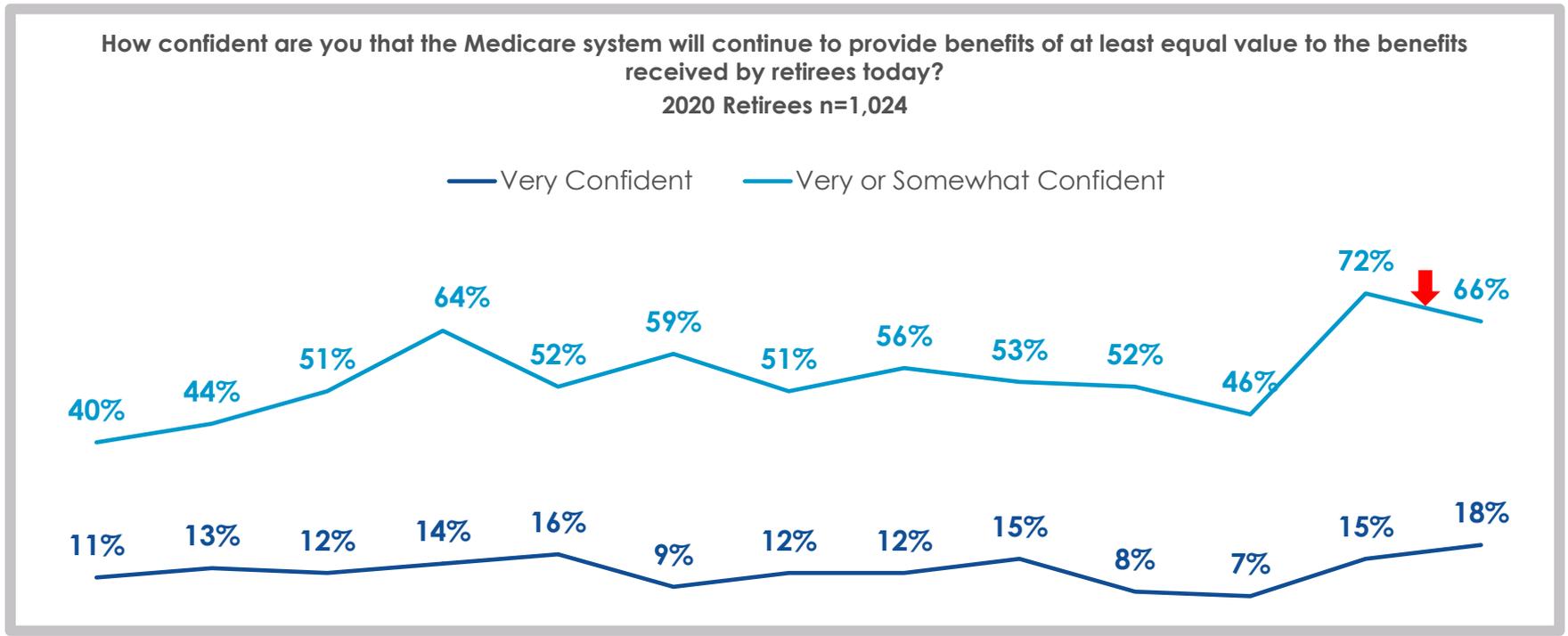
1992
↑
First year asked

March 2020:
Very Confident: 13%
Net V/S Confident: 54%

↑ = Up significantly from previous year ↓ = Down significantly from previous year
↑ = Up significantly from January 2020 ↓ = Down significantly from January 2020

Figure 10

While worker confidence in Medicare benefits has increased, retirees are less confident that those benefits will be of at least equal value in the future.



1992
↑
First year asked

March 2020:
Very Confident: 19%
Net V/S Confident: 71%

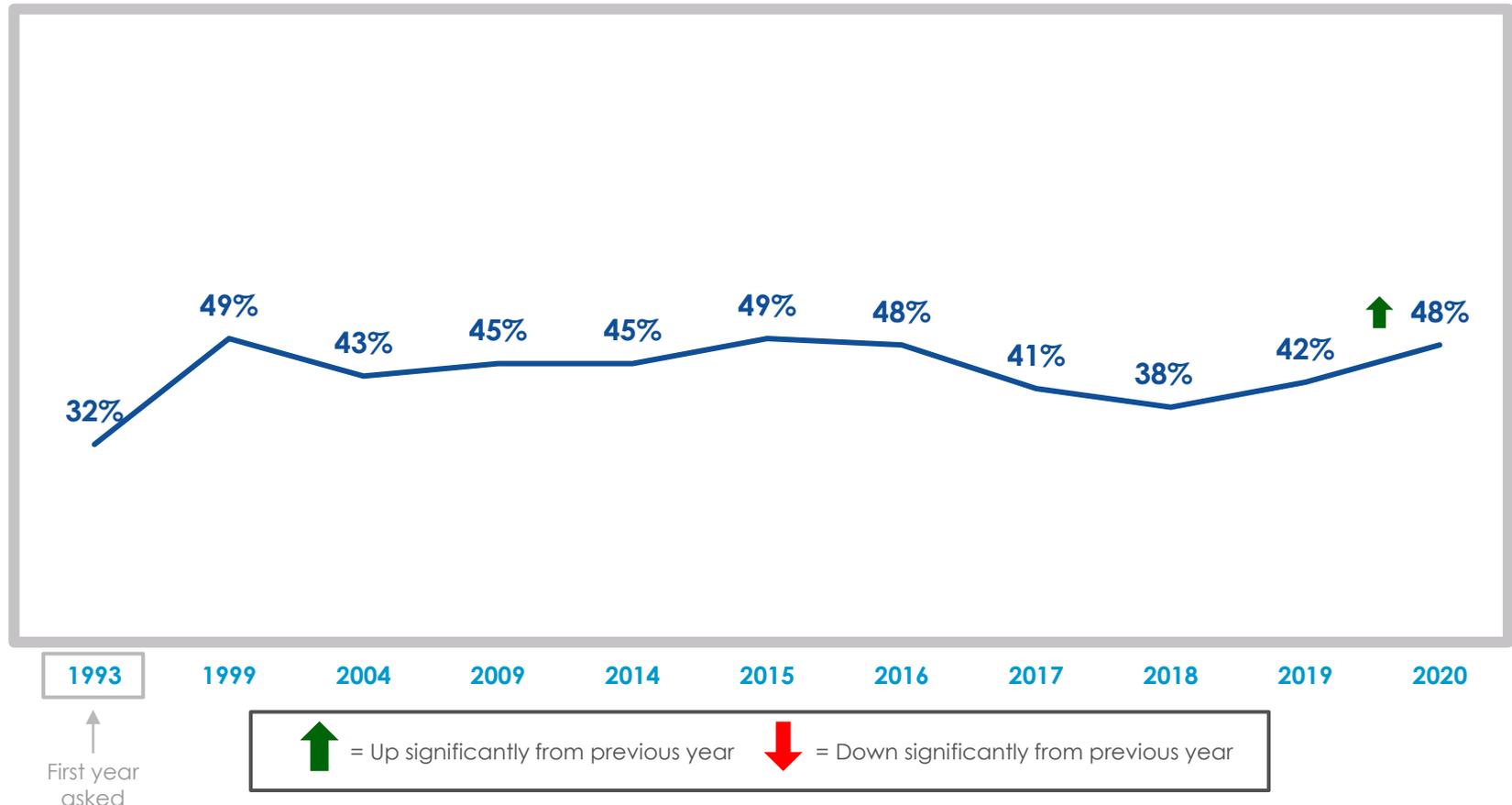
↑ = Up significantly from previous year ↓ = Down significantly from previous year
↑ = Up significantly from January 2020 ↓ = Down significantly from January 2020

Figure 11

Up from 2019, about half of workers have actually tried to calculate how much money they will need in retirement.

Have you (or your spouse) tried to figure out how much money you will need to have saved by the time you retire so that you can live comfortably in retirement?

2020 Workers n=896, Percent Yes



Figures and n-sizes from all years presented exclude those who answered 'Don't know' or refused to answer

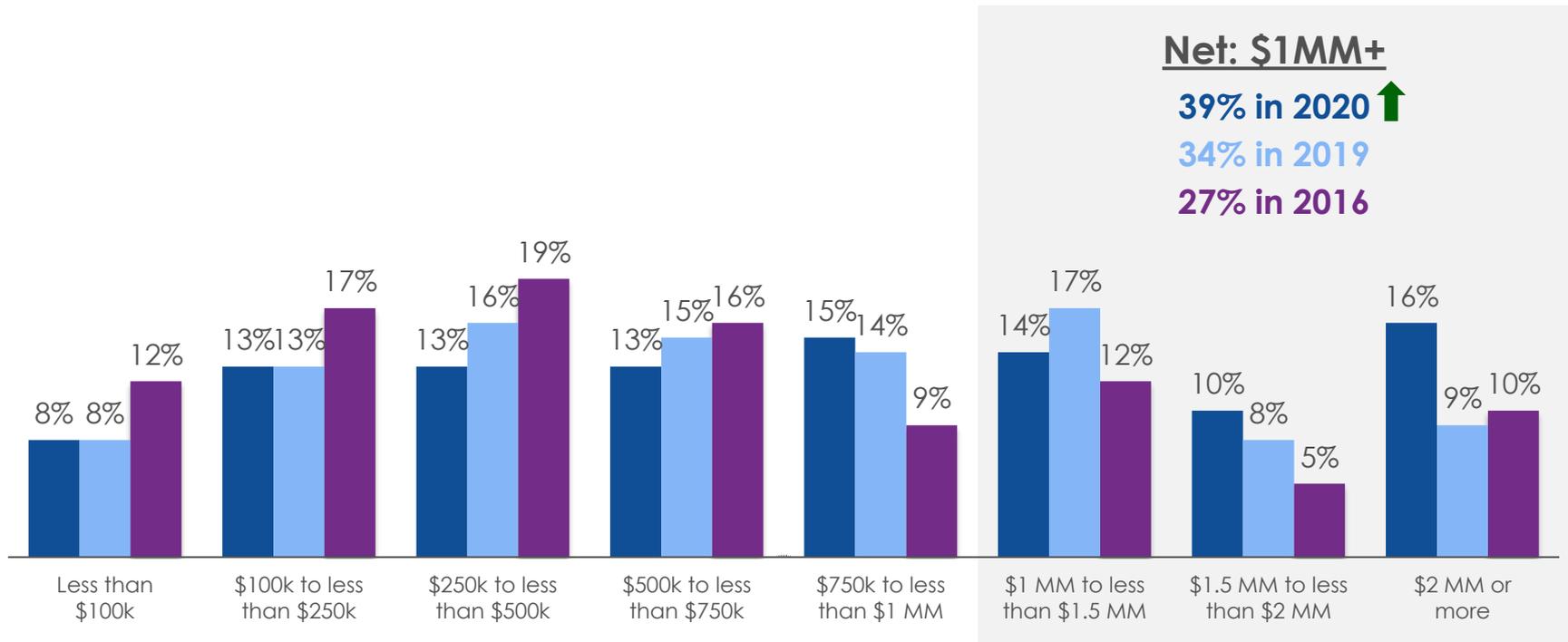
Figure 12

4 in 10 workers who tried to calculate how much they will need in retirement expect to need \$1 million or more, compared with 1 in 3 in 2019 and 1 in 4 in 2016.

How much did you (or your spouse) calculate you would need to accumulate in total so that you can live comfortably in retirement?

Workers who tried to do the calculation n=773*

■ 2020 ■ 2019 ■ 2016



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

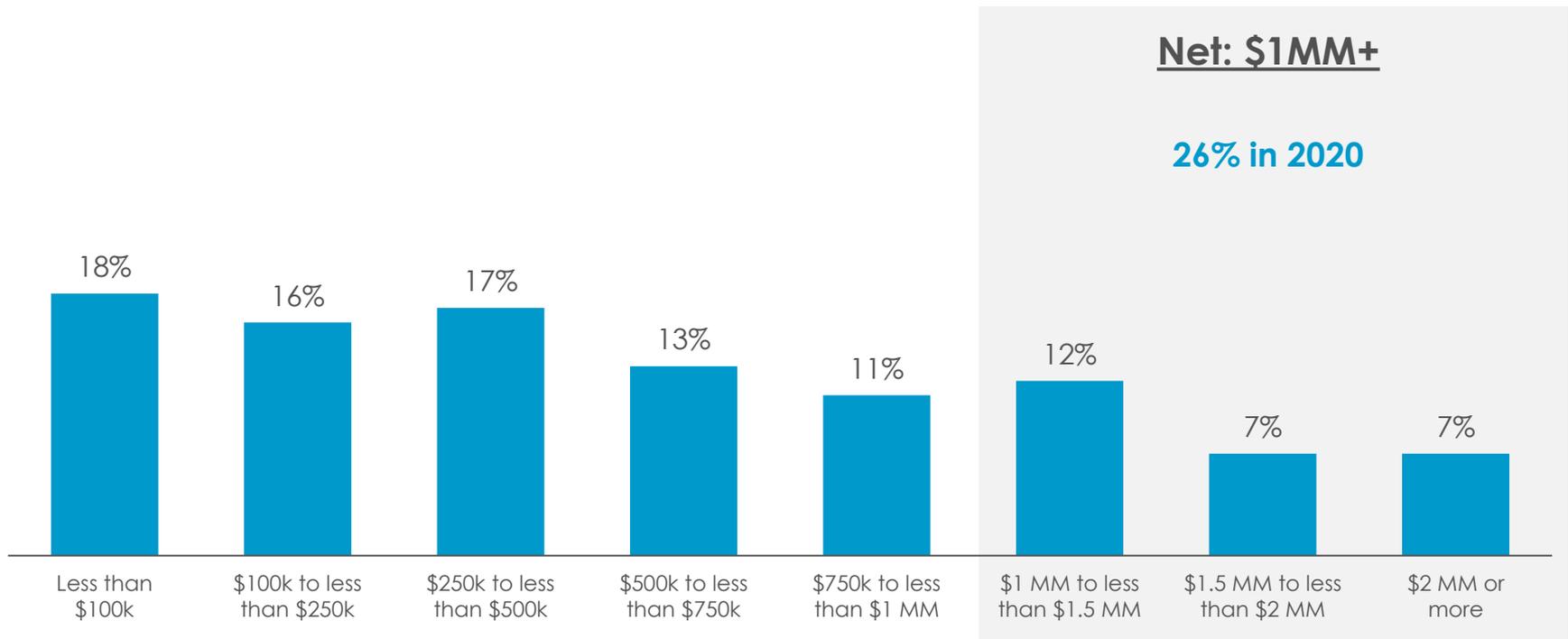
*Total calculated without 'Don't know', 'Don't remember' and 'Could not do calculation responses'

Figure 13

Retirees who tried to calculate how much they needed in retirement are more likely than workers to expect they needed less than \$1 million.

How much did you (or your spouse) calculate you would need to accumulate in total so that you can live comfortably in retirement?

Retirees who tried to do the calculation n=675*



*Total calculated without 'Don't know', 'Don't remember' and 'Could not do calculation responses'

Figure 14

When attempting to calculate how much is needed for retirement, workers are most likely to have taken lifestyle and retirement age into consideration.

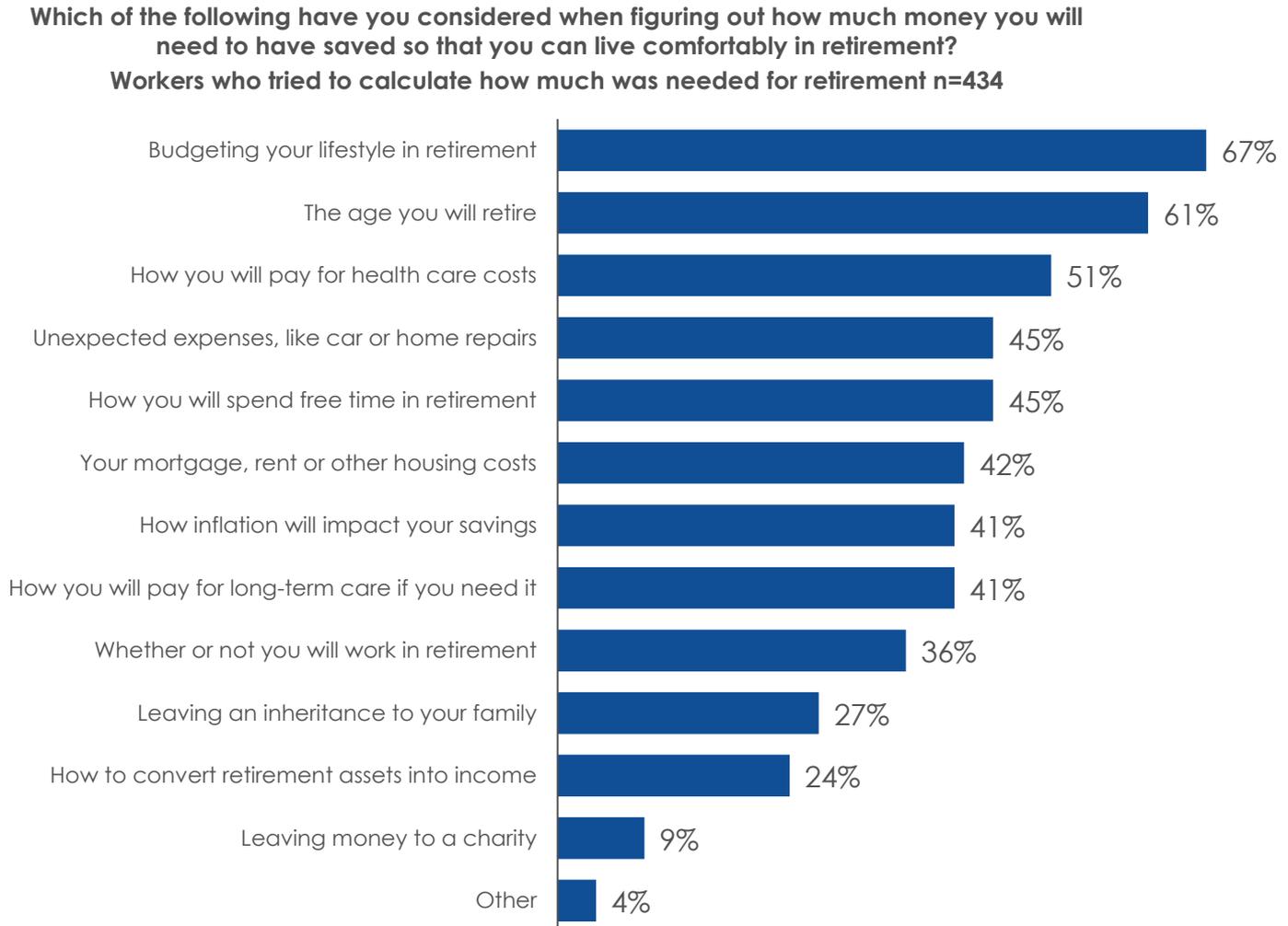


Figure 15

7 in 10 retirees who calculated how much was needed for retirement say they considered budgeting their lifestyle when doing the calculation. 6 in 10 say they took health care costs into consideration.

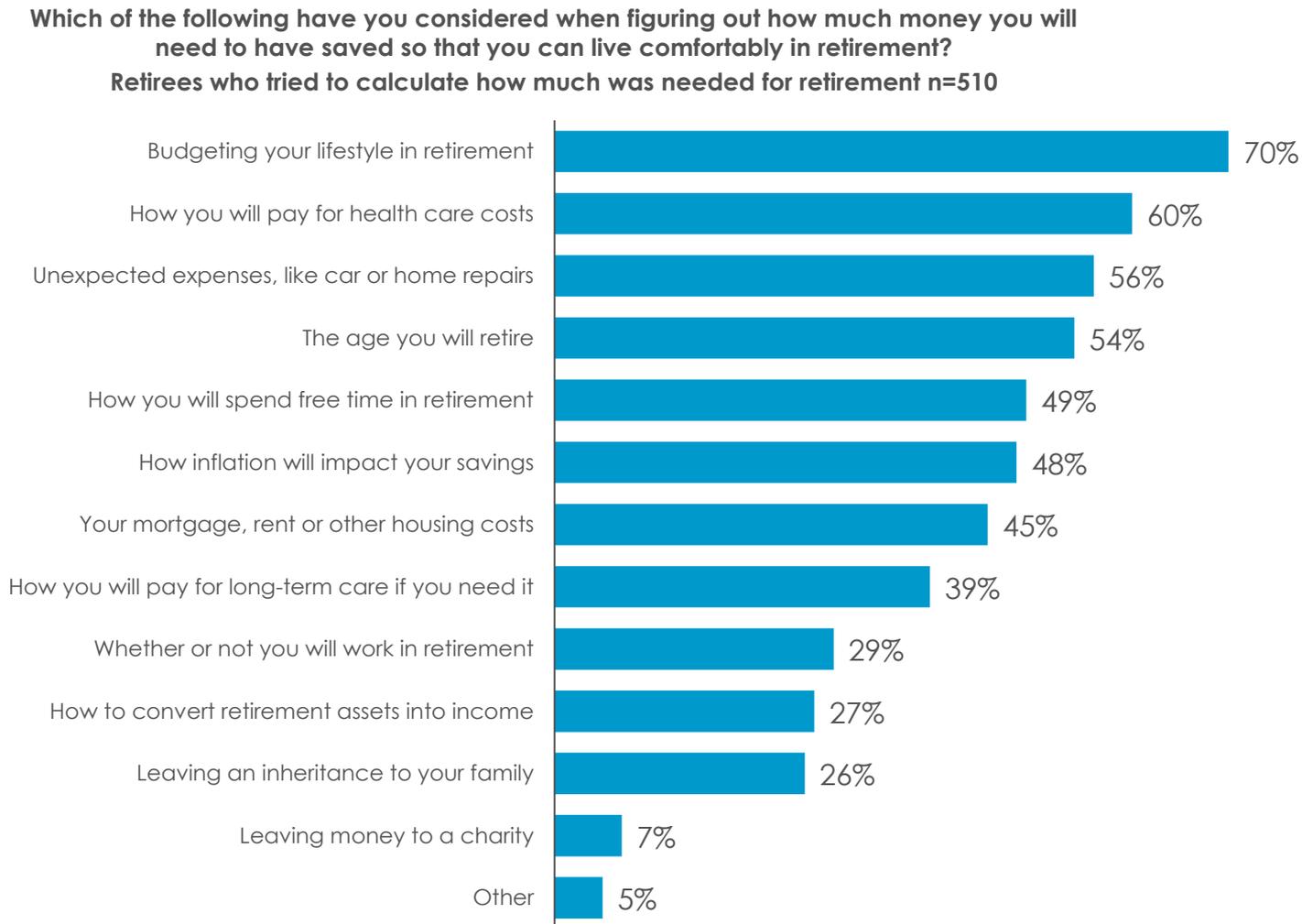
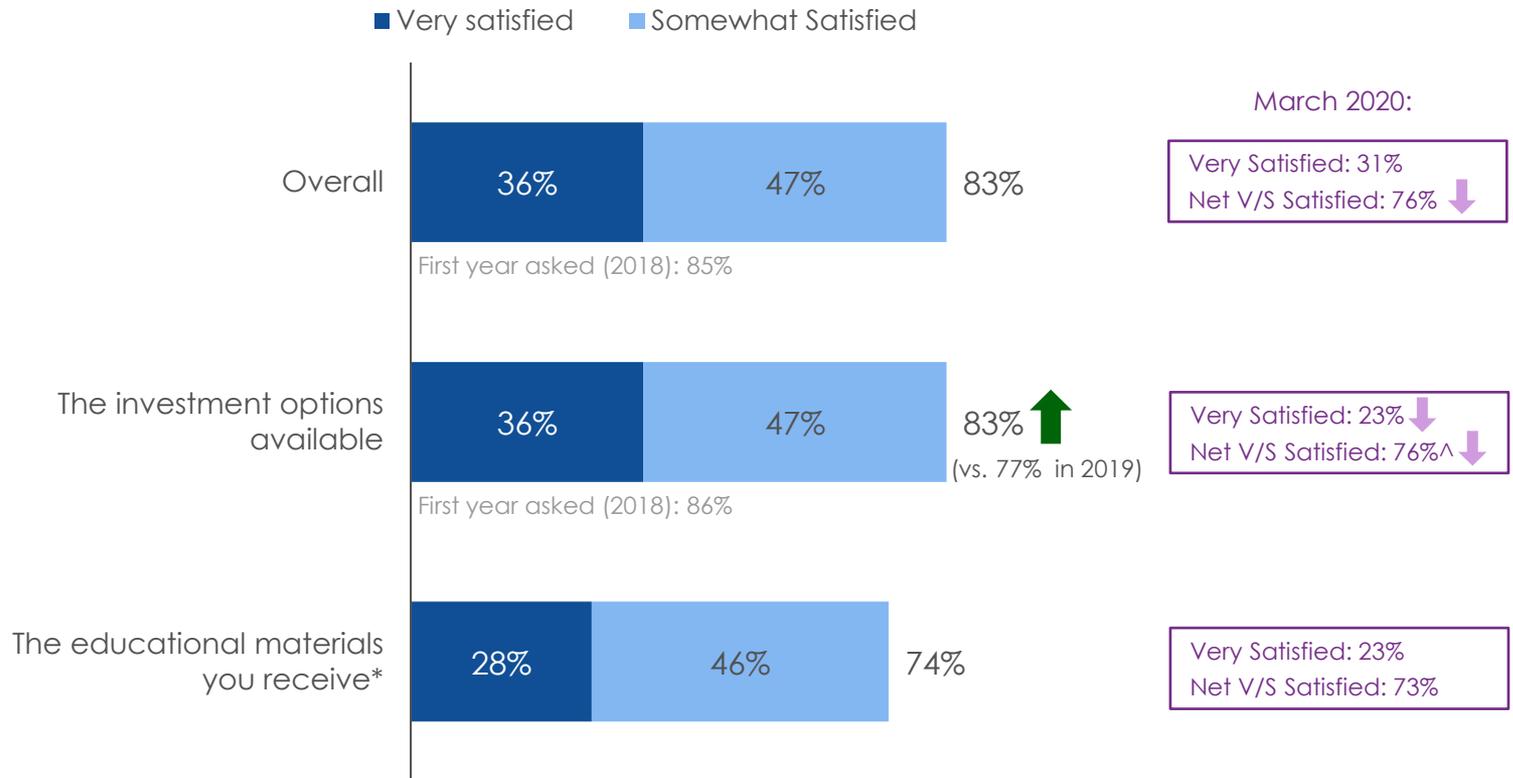


Figure 16

More than 8 in 10 are satisfied with their retirement plan overall and the investment options available. 3 in 4 are satisfied with the educational materials they receive about their plan.

**How satisfied are you with the following aspects of your workplace retirement savings plan?
Workers offered an employer-sponsored retirement savings plan n=531**



*Not previously asked
^Significant at 94% level

↑ = Up significantly from previous year ↓ = Down significantly from previous year
↑ = Up significantly from January 2020 ↓ = Down significantly from January 2020

Figure 17

Most plan participants consider themselves “do-it-with-me” or “do-it-for-me” investors, preferring to get at least some guidance from a professional or online tool when selecting plan investments.

Which of the following best describes how you approach investment decisions in your workplace retirement savings plan?

Workers currently contributing to an employer-sponsored retirement savings plan n=481

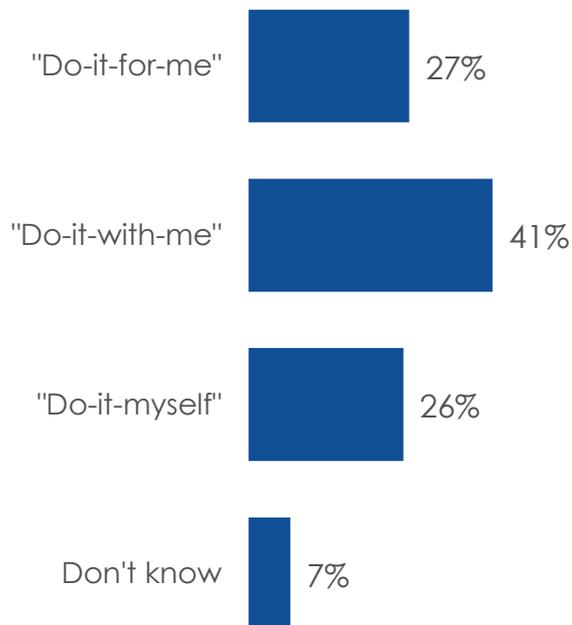
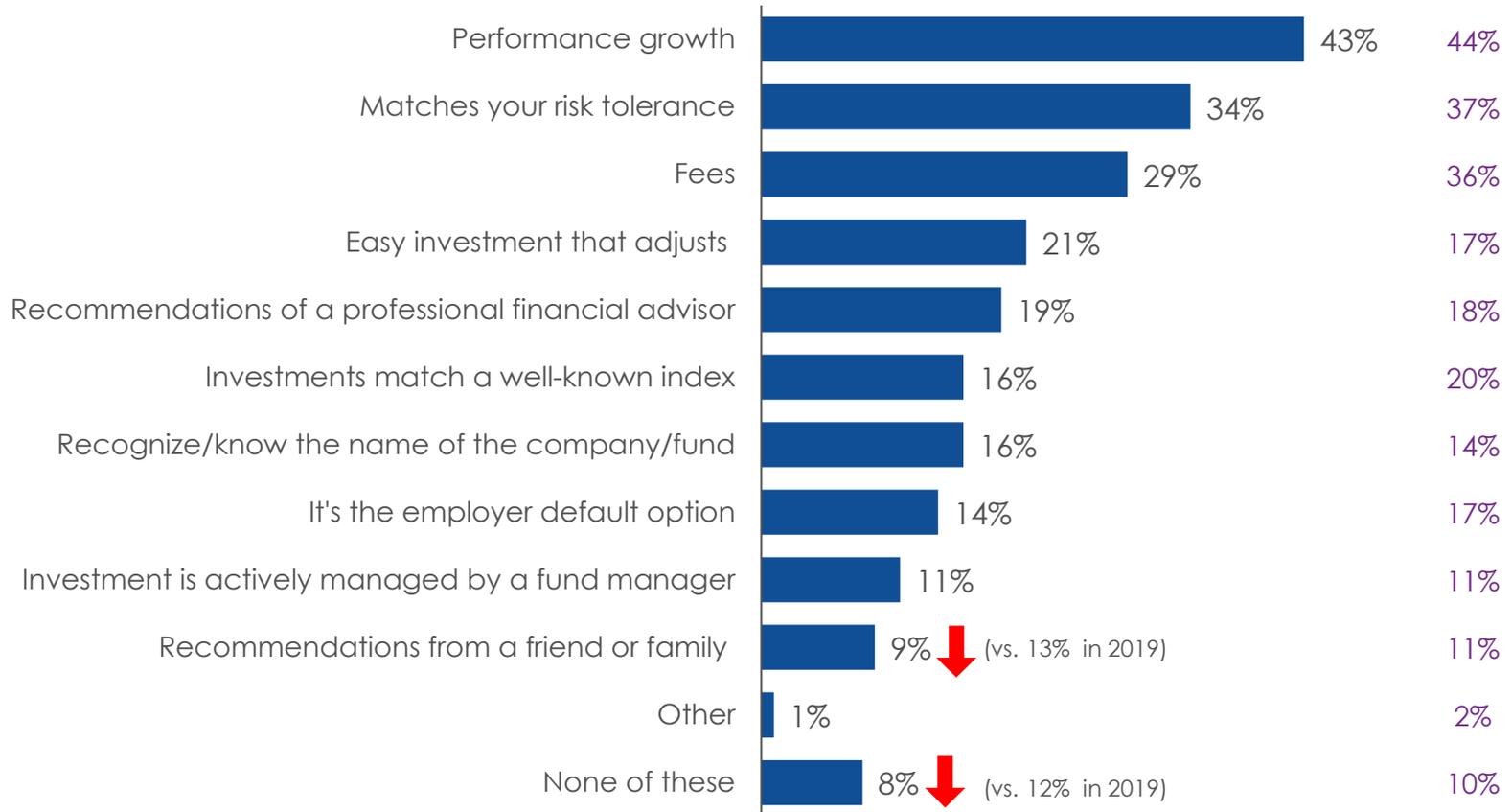


Figure 18

Workers most often consider performance and risk tolerance when choosing retirement investments in their workplace plan. 3 in 10 take fees into consideration.

What factors do you consider when selecting investment options within your workplace retirement plan?
 Workers currently contributing to an employer-sponsored retirement savings plan n=481

March 2020:



↑ = Up significantly from previous year ↓ = Down significantly from previous year
↑ = Up significantly from January 2020 ↓ = Down significantly from January 2020

Figure 19

Only about half of workers say they understand TDFs, how they work, and how to choose the right fund.

How well do you understand the following?
Workers offered an employer-sponsored retirement savings plan n=531

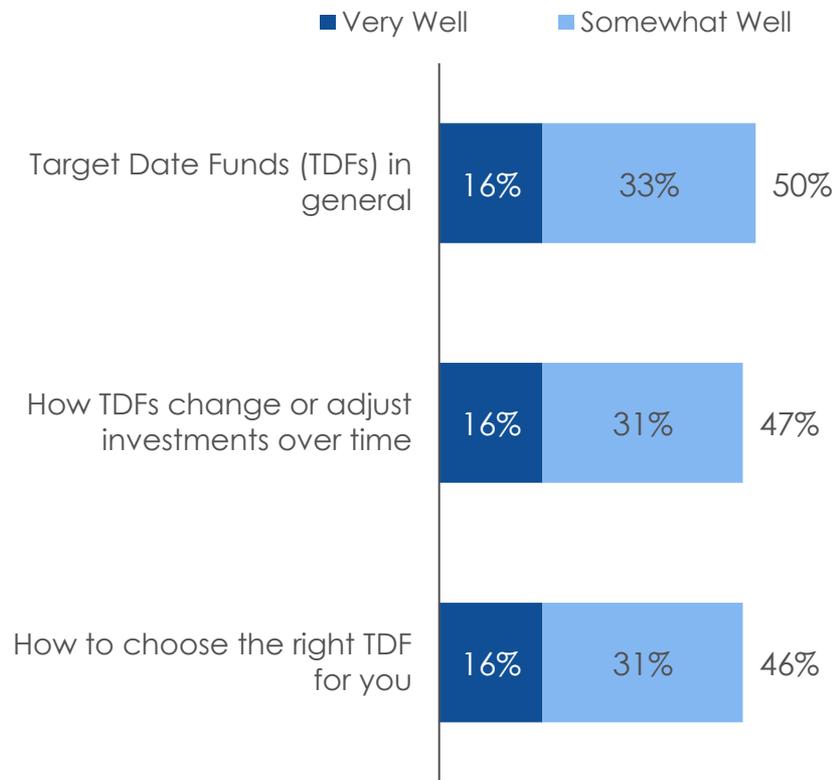
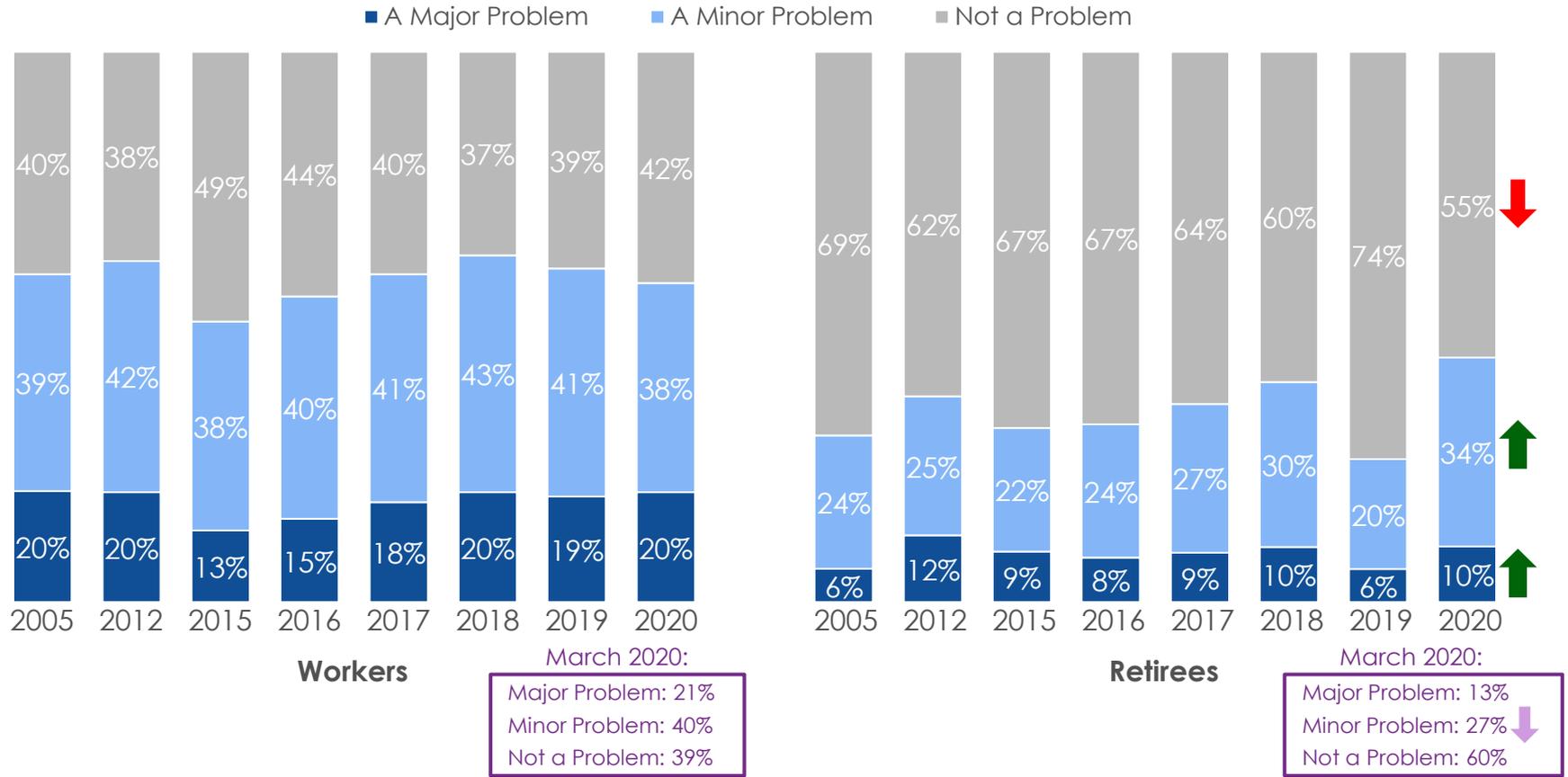


Figure 20

About 6 in 10 workers consider their level of debt to be at least a minor problem. More than 4 in 10 retirees consider their debt to be a problem, compared with 1 in 4 in 2019.

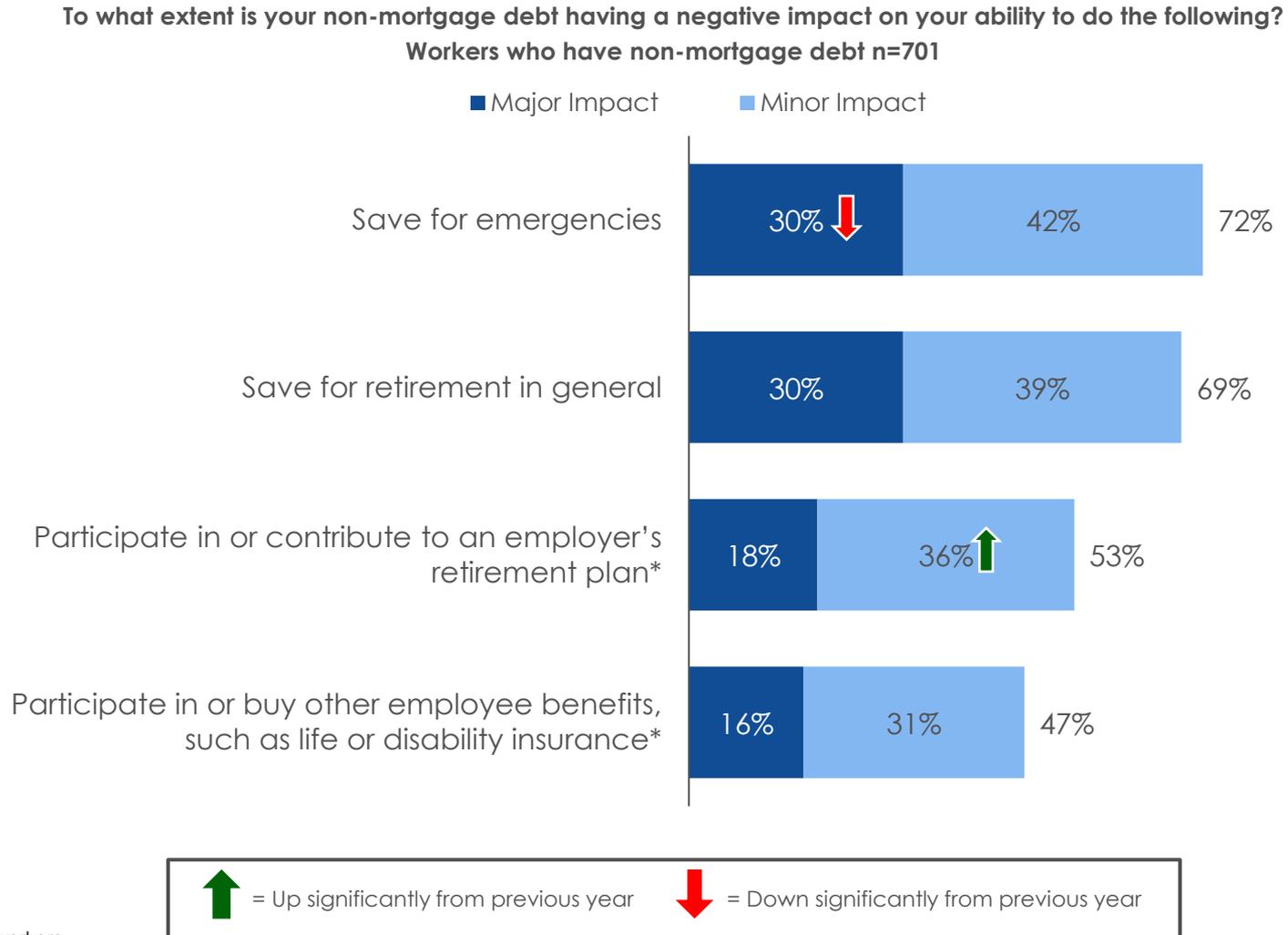
Thinking about your current financial situation, how would you describe your level of debt?
 2020 Workers n=1,018, 2020 Retirees n=1,024



↑ = Up significantly from previous year ↓ = Down significantly from previous year
↑ = Up significantly from January 2020 ↓ = Down significantly from January 2020

Figure 21

About 7 in 10 workers with debt say it has negatively impacted their ability to save for retirement in general, and half say their ability to contribute to their employer's retirement plan has been impacted.



*Only asked of workers

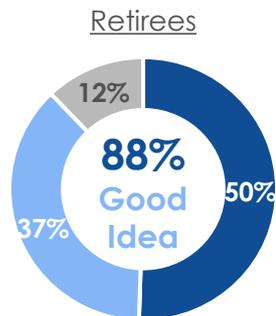
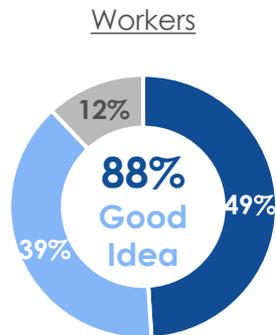
Figure 22

Nearly 9 in 10 workers feel it is a good idea for employers to offer matching contributions to retirement plans when workers can demonstrate they have made a student loan payment.

Do you feel it is a good idea or a bad idea for employers to offer a matching contribution to retirement plans when an employee can demonstrate that they made a student loan debt payment (in lieu of contributing to a retirement plan themselves)?

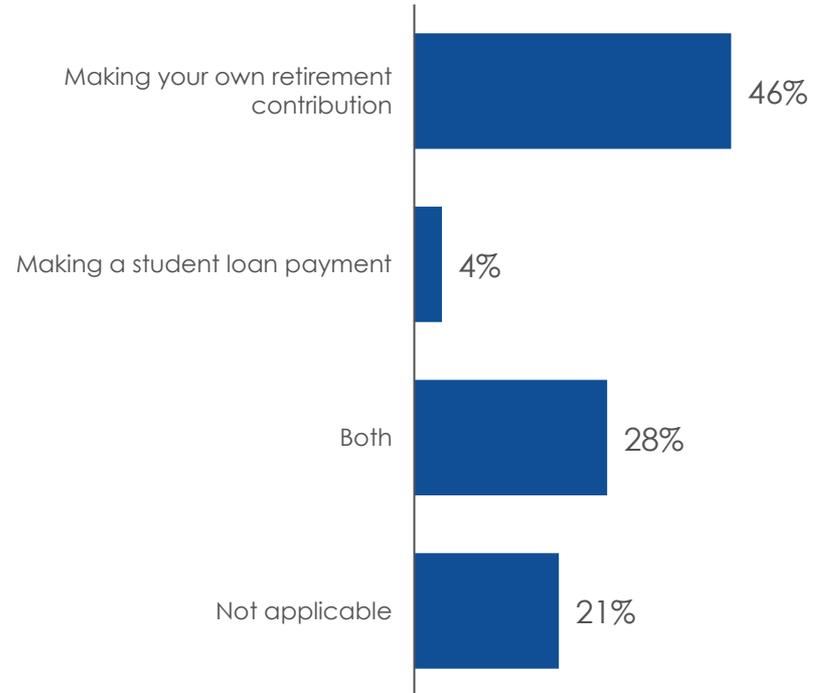
Workers n=1,018, Retirees n=1,024

Very Good Idea Somewhat Good Idea Bad Idea



If your employer offered you the option, would you take advantage of the employer's match by...?*

Workers n=1,018



Questions not previously asked

*Asked only of workers

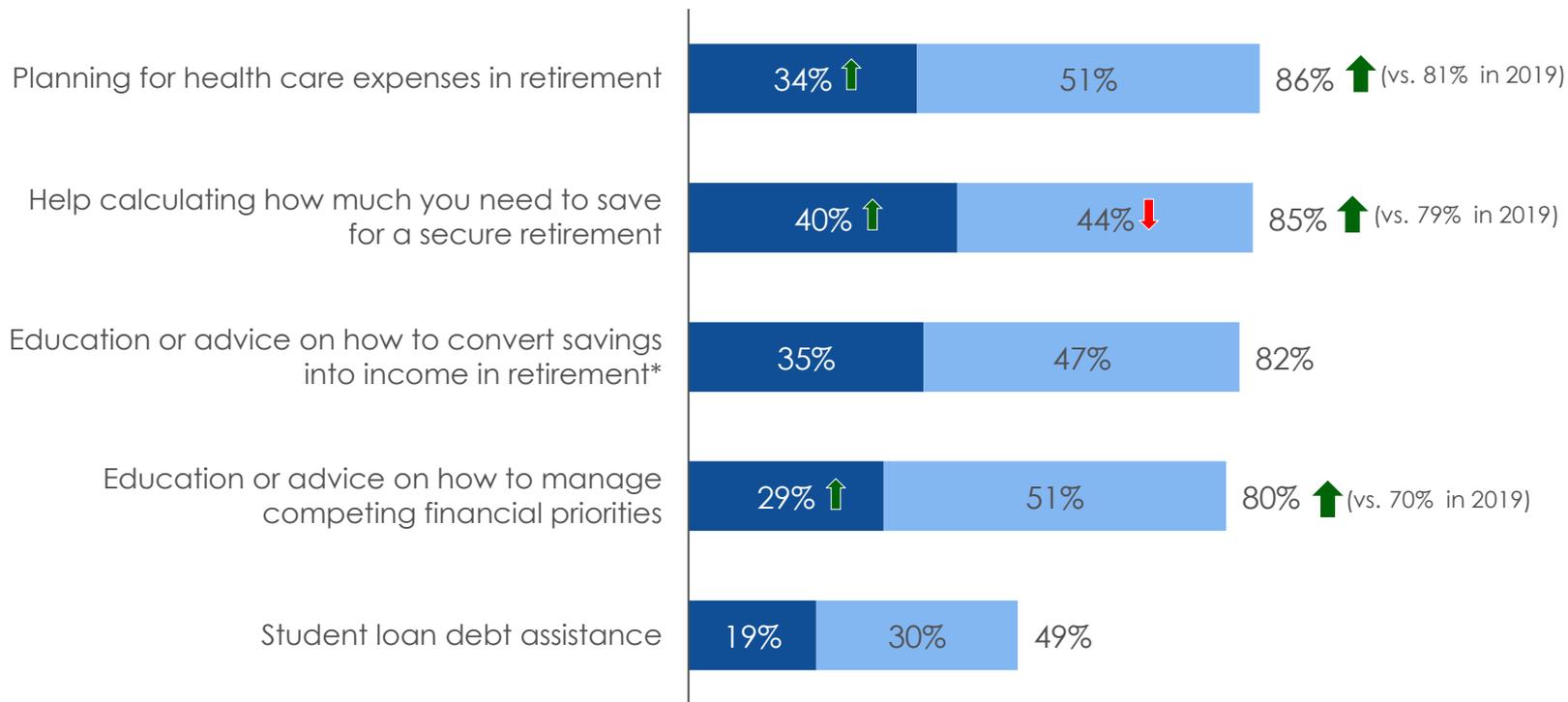
Figure 23

8 in 10 workers would like education on how to manage competing financial priorities. An even greater share want help with retirement savings targets and planning for health care in retirement.

How helpful, if at all, do you think the following workplace educational or financial well-being programs would be in helping you better prepare or save for retirement?

Workers employed full- or part-time n=736

Very Helpful Somewhat Helpful



*Not previously asked

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

Figure 24

Currently, only 16% of workers report being offered help with competing financial priorities. A quarter receive help calculating how much to save for retirement, while just 1 in 10 have access to an emergency savings vehicle.

Are you offered any of the following financial well-being programs through your employer?

Workers employed full- or part-time n=736

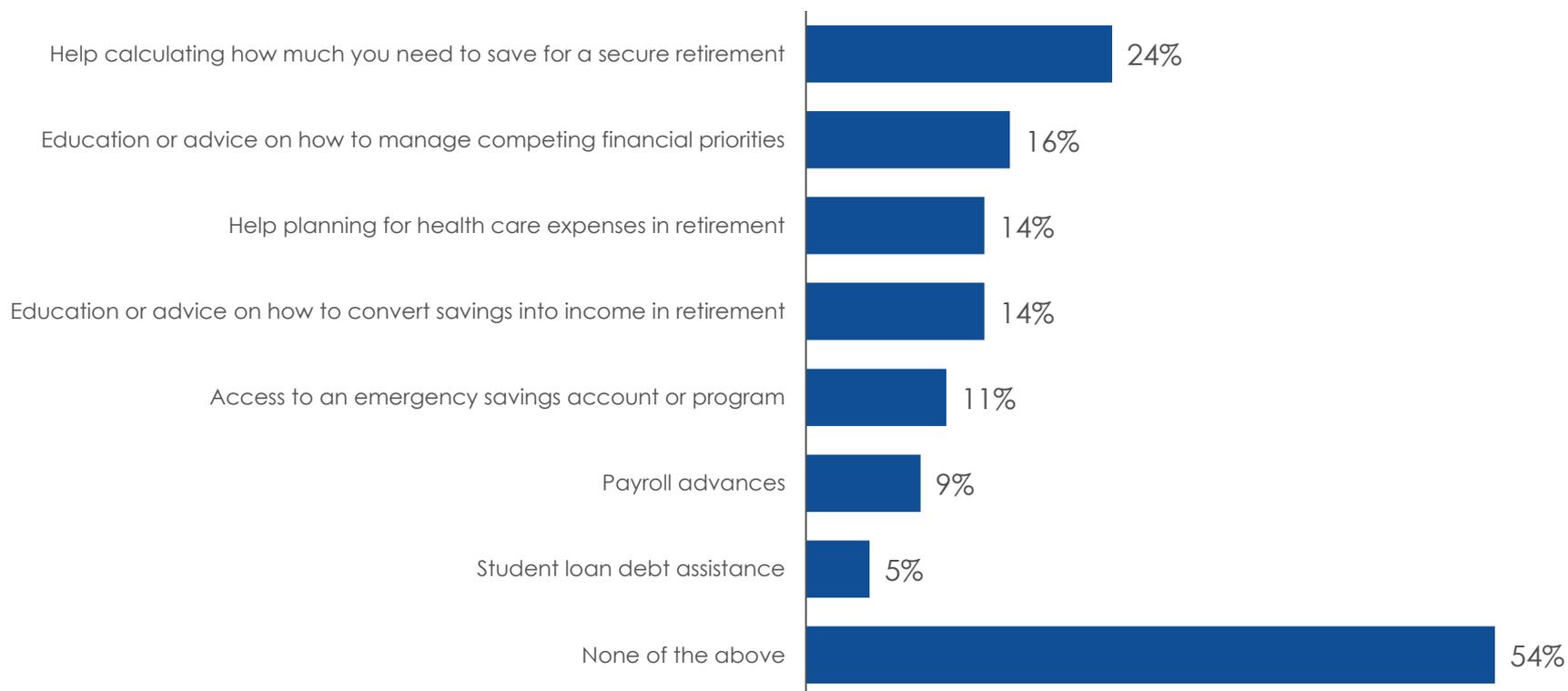
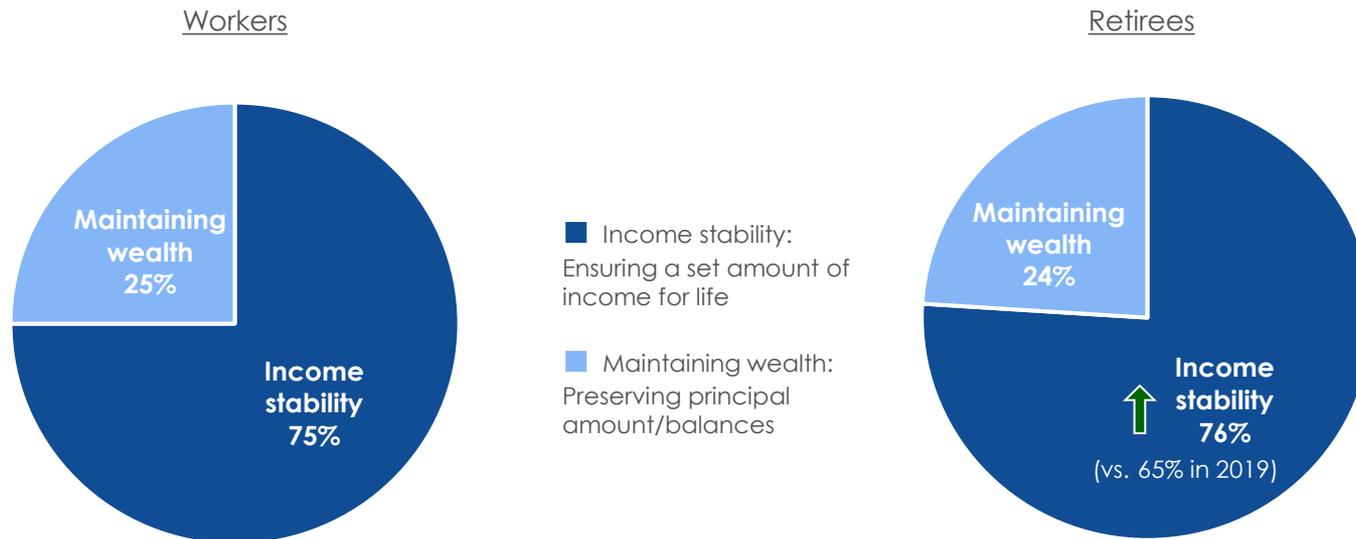


Figure 25

3 in 4 of both workers and retirees say income stability is more important than preserving principal. The share of retirees prioritizing income stability is higher than in 2019.

Thinking about your financial priorities in retirement, which of these is more important to you?
Workers n=1,018, Retirees n=1,024



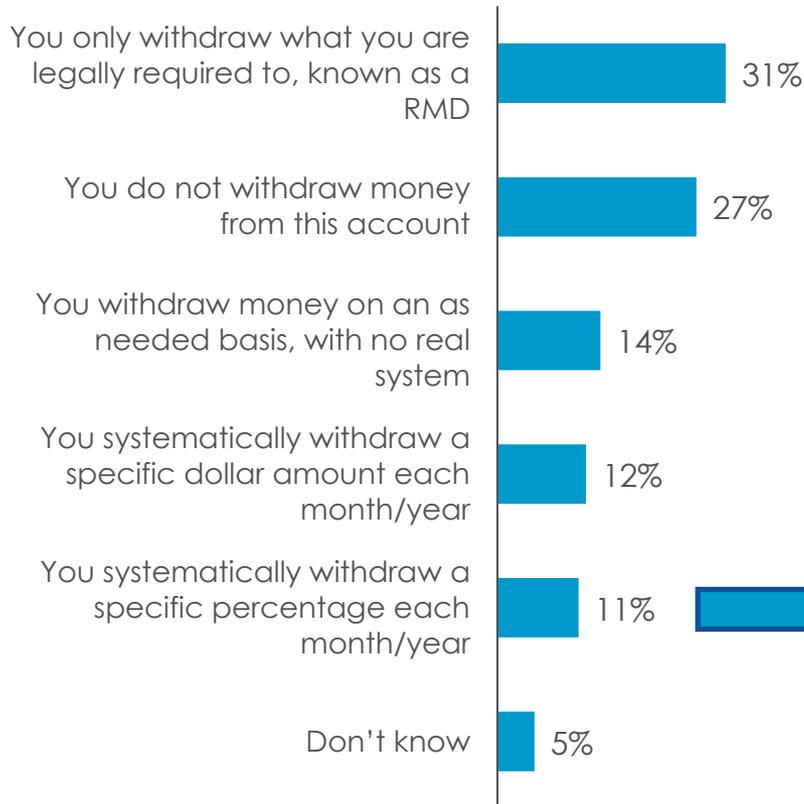
↑ = Up significantly from previous year ↓ = Down significantly from previous year

Figure 26

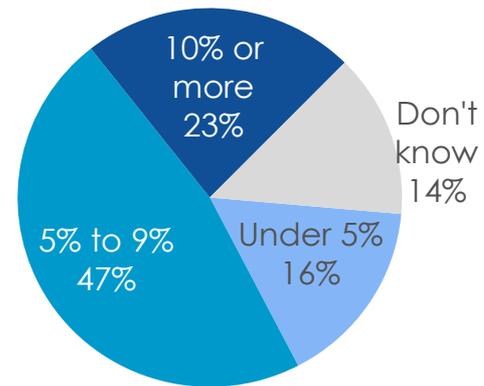
Retirees who kept money in their workplace plan or rolled to an IRA are not withdrawing from these accounts or are only withdrawing the required minimum distribution (RMD).

Which of the following best describes how you use the remaining money in your workplace retirement savings plan and/or IRA?

Retirees with money in DC plan or IRA n=482



What percentage do you aim to withdraw each year?
Retirees who withdraw a percentage each month/year
n=51[^]



[^]Caution: Small base size

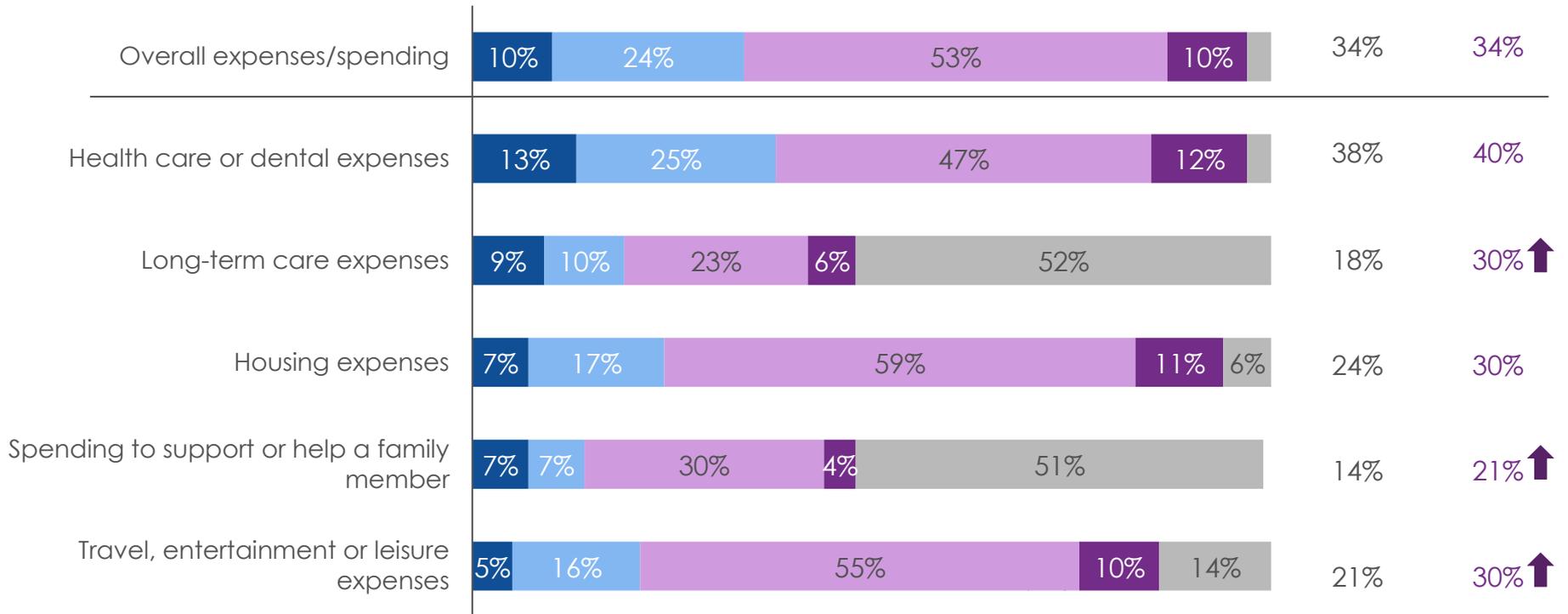
Figure 27

Half of retirees report that their overall spending is about what they expected, while a third say spending is higher. Health, dental, and long-term care expenses (when they occur) tend to be higher.

Compared with what you expected when you first retired, would you say the following are higher or lower for you now than you expected?

Retirees n=1,024

■ Much Higher Than Expected
 ■ Somewhat Higher Than Expected
 ■ About the Same
 ■ Lower Than Expected
 ■ Not Applicable/Refused
 NET: Higher Than Expected
 March 2020: Higher Than Expected



↑ = Up significantly from previous year
 ↓ = Down significantly from previous year
↑ = Up significantly from January 2020
 ↓ = Down significantly from January 2020

Figure 28

Among those who aim to increase their assets, 2 in 3 say they are saving for later expenses. About 3 in 10 say they want to leave an inheritance or want to increase asset levels for long-term care needs.

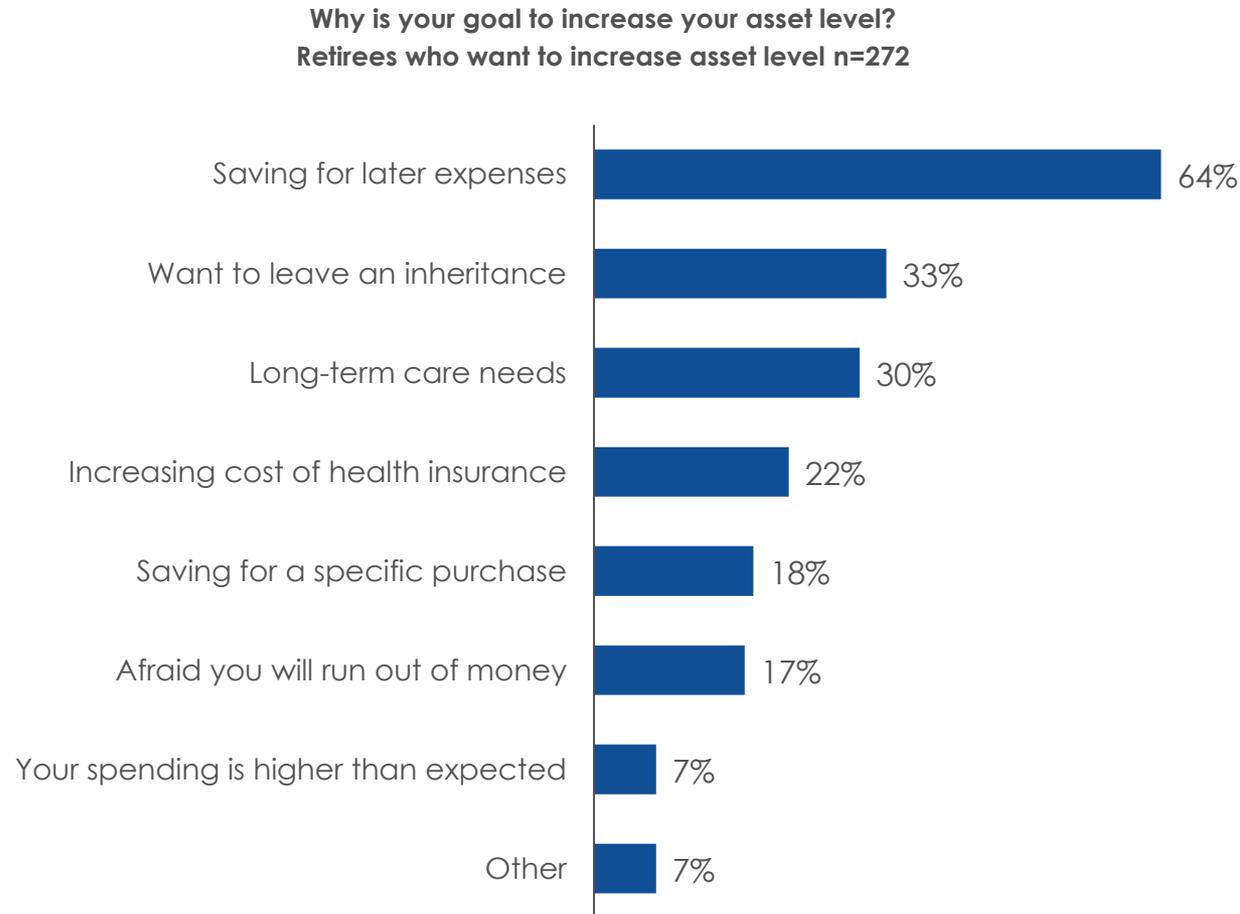


Figure 29

Retirees are much more likely than workers to say they estimated how much income they would need each month when preparing for retirement.

To prepare for retirement, did you (and your spouse)...?

Retirees n=1,024

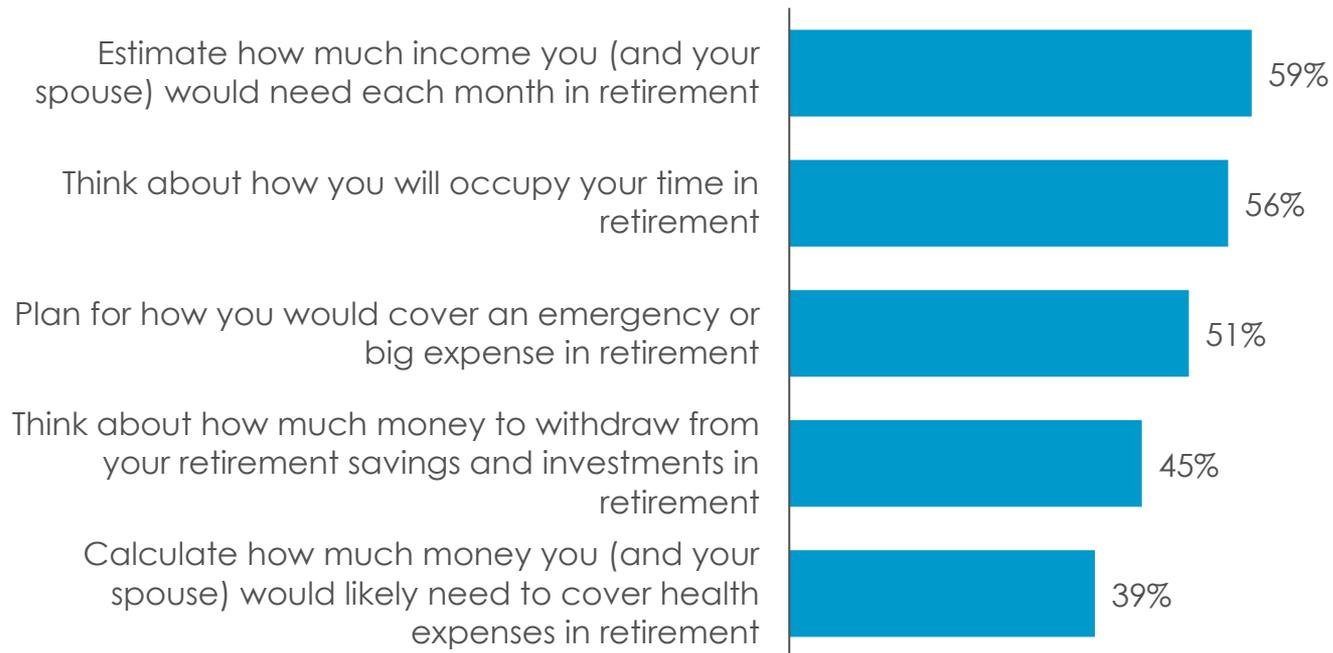


Figure 30

8 in 10 workers and 7 in 10 retirees say it would be helpful if their employer offered education or advice on converting savings into income in retirement.

How helpful, if at all, do you think the following workplace educational or financial well-being programs would be in helping you better prepare or save for retirement?

Workers employed full- or part-time n=736, Retirees employed full- or part-time n=72

Education or advice on how to convert savings into income in retirement

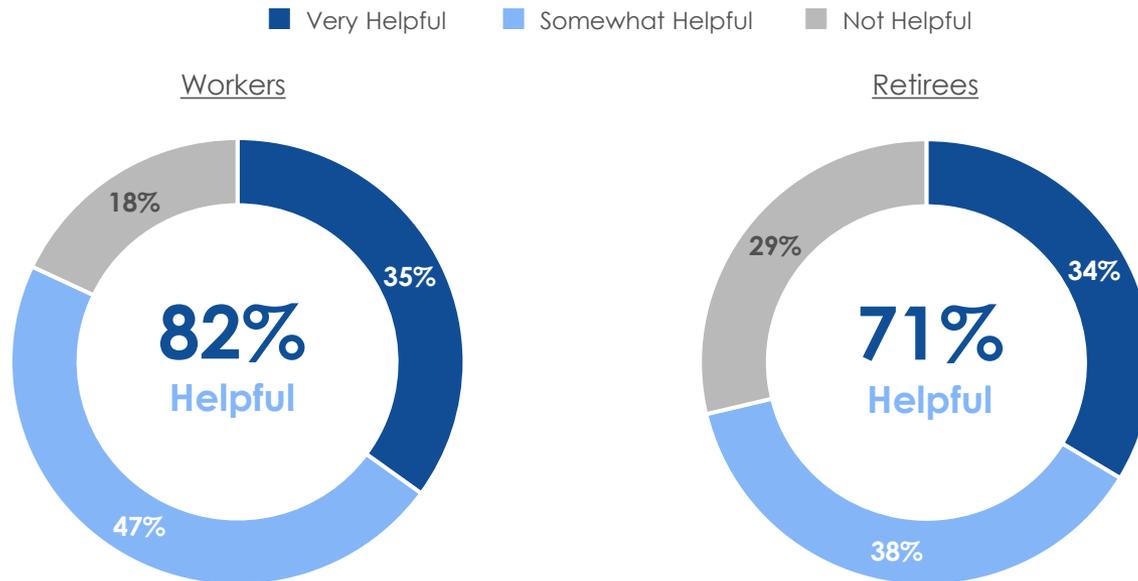


Figure 31

Workers would like more information about how much income their savings will produce in retirement. 3 in 10 would like to know whether they are on track with their savings.

**Which of the following would be the most valuable improvements to your retirement savings plan?
Workers offered an employer-sponsored retirement savings plan n=531**

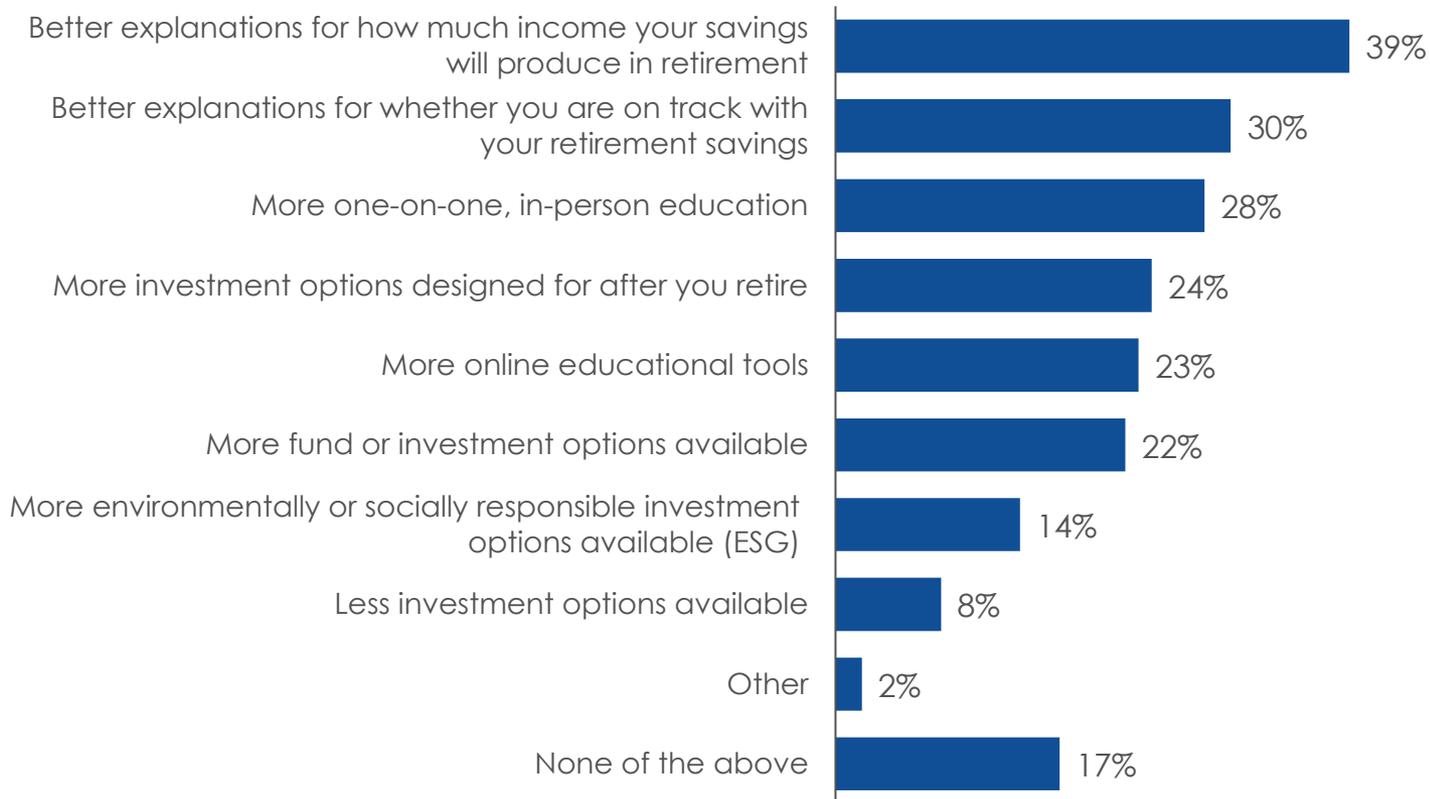
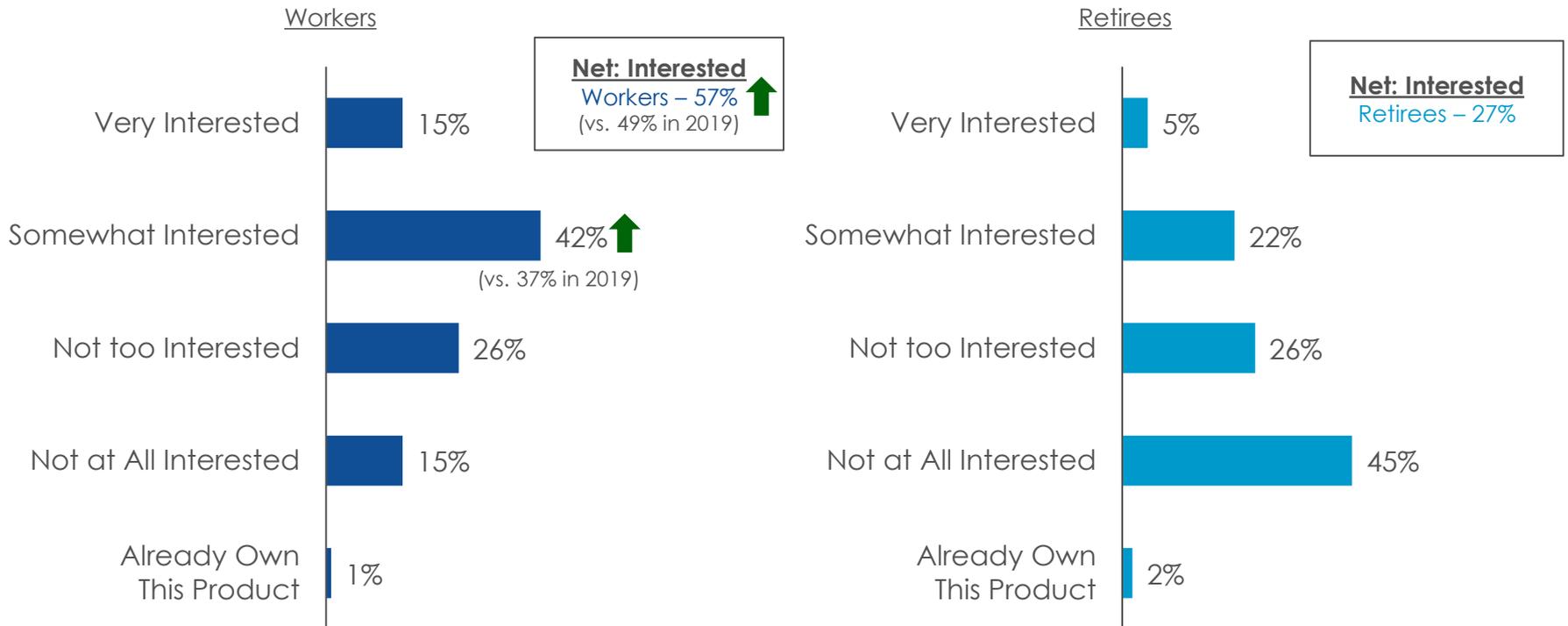


Figure 32

Up significantly from 2019, nearly 6 in 10 workers are at least somewhat interested in longevity insurance. Retiree interest is notably lower.

When you retire, how interested do you think you will be in purchasing an insurance product with a portion of your savings that begins providing guaranteed monthly income at some point in the future, such as age 80 or 85?

Workers age 84 or younger n=1,018, Retirees Age 84 or younger n=1,011



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

Figure 33

Workers also express interest in rolling some or all money from their retirement plan into a guaranteed lifetime income product purchased at the time of retirement.

When you retire, how interested would you be in rolling some or all of your workplace retirement plan savings out of the plan and into a financial product that would guarantee you monthly income for life?

Workers participating in DC plan n=481

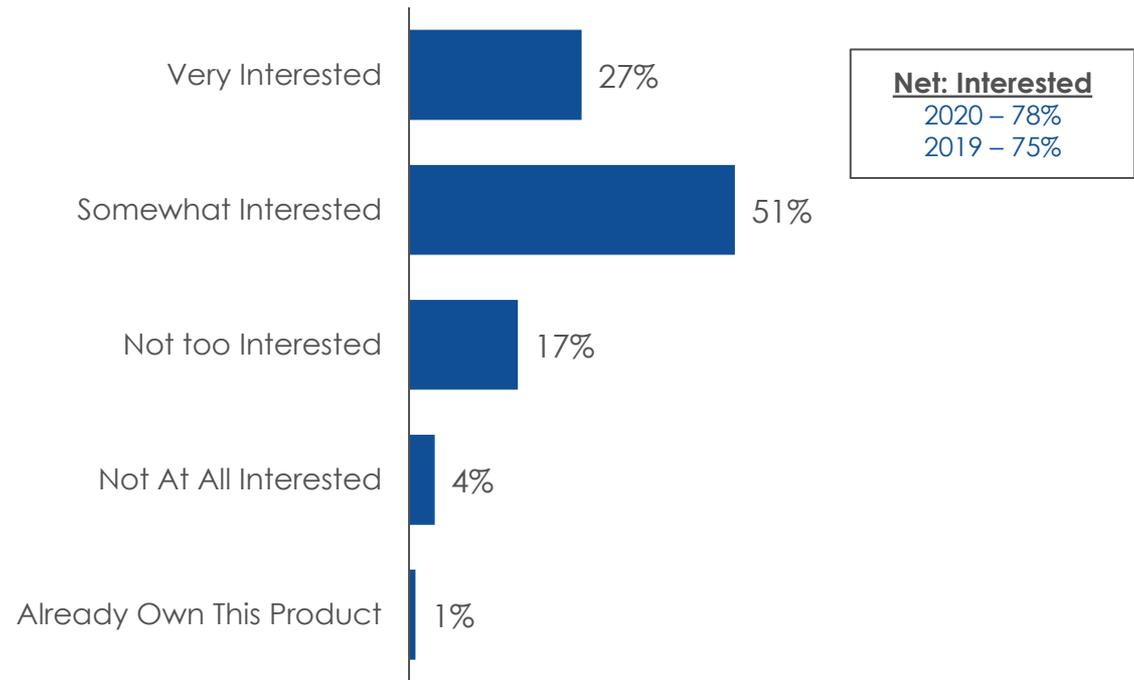


Figure 34

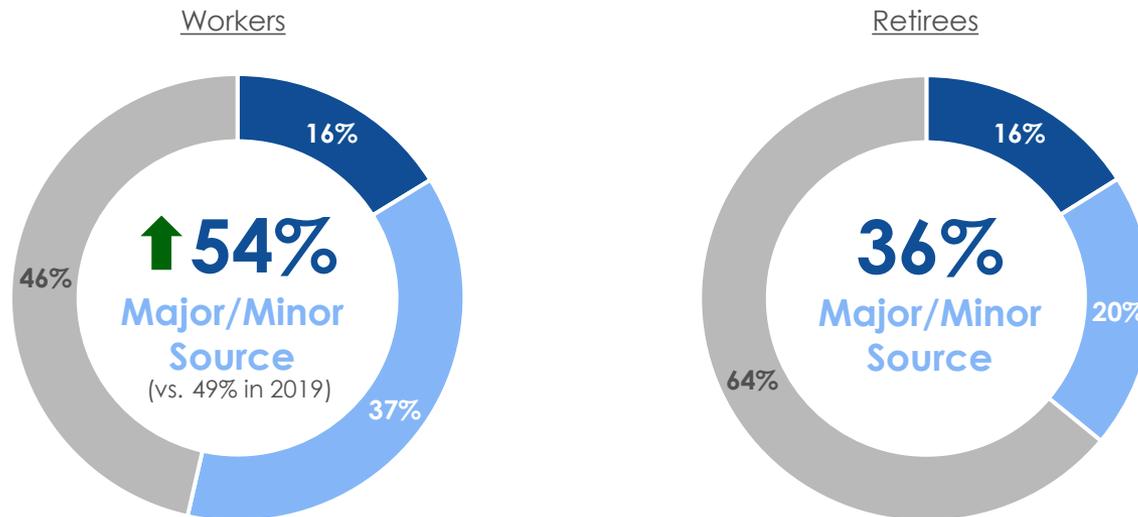
Over half of workers expect a product that guarantees monthly income to be a source of income in retirement – up from 49% in 2019.

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=904, Retirees n=1,024

A Product That Guarantees Monthly Income For Life, Such As An Annuity

■ Major Source ■ Minor Source ■ Not a Source



= Up significantly from previous year



= Down significantly from previous year