The Canadian Payroll Association
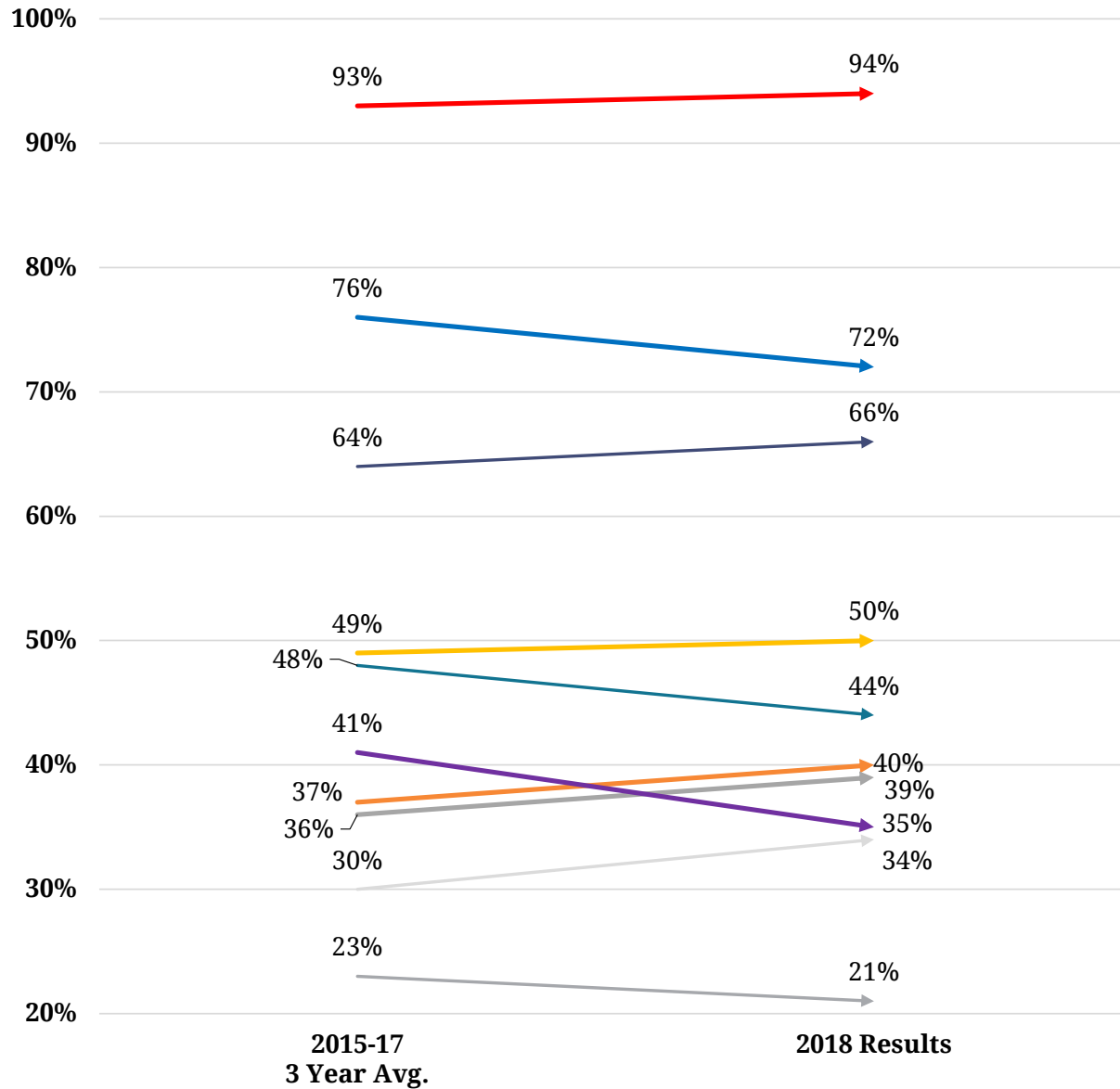
NPW 2018 Employee Research Survey, National Press Release Results

THE CANADIAN PAYROLL ASSOCIATION
CPA ACP
L'ASSOCIATION CANADIENNE DE LA PAIE

Framework™

Summary of Findings

- **Nearly all respondents carry debt.** (red, 93% → 94%)
- **Three-quarters have saved 25% or less of their retirement goal.** (blue, 76% → 72%)
- **Over half report being in a better financial position than a year ago.** (dark blue, 64% → 66%)
- **Feel they will need more than $1 million to retire.** (yellow, 49% → 50%)
- **Many still living pay cheque to pay cheque.** (teal, 48% → 44%)
- **Many (over one-third) feel overwhelmed by debt.** (orange, 37% → 40%)
- **Believe their local economy will improve.** (gray, 36% → 39%)
- **Many spending all of or more than their net pay.** (purple, 41% → 35%)
- **One-third report a debt load increased.** (light gray, 30% → 34%)
- **Percentage of employees unlikely to obtain $2,000 within a month** (gray, 23% → 21%)

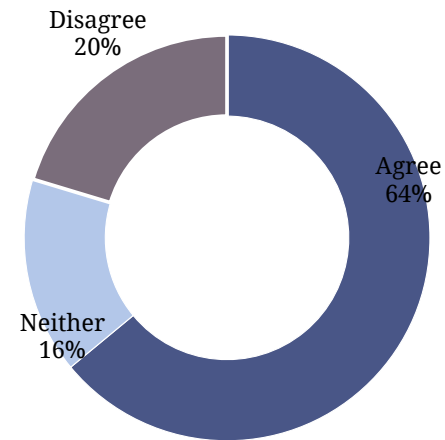Chart axis labels: 2015-17 3 Year Avg. | 2018 Results

Q41: Please indicate how strongly you agree or disagree with each of the following statements: "I am in a better financial position today than I was a year ago."

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Strongly agree	511	14%	4	-1%	15%	14%	14%	14%	0%
2 Agree	1,094	30%	1	-1%	31%	27%	25%	28%	2%
3 Somewhat agree	790	22%	2	3%	19%	23%	24%	22%	0%
4 Neither agree nor disagree	563	16%	3	1%	15%	16%	16%	16%	0%
5 Somewhat disagree	239	7%	6	1%	6%	7%	7%	7%	0%
6 Disagree	272	7%	5	-2%	9%	8%	8%	8%	-1%
7 Strongly disagree	159	4%	7	-1%	5%	5%	6%	5%	-1%
8 I don't know / not applicable	28								
- No Response	154								
Total	**3,809**	**100%**			**100%**	**100%**	**100%**		

2018 Results

Disagree
18%

Agree
66%

Neither
16%

**2015 - 2017
3 Year Avg.**
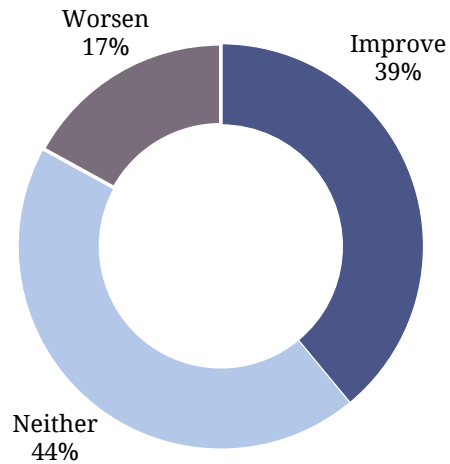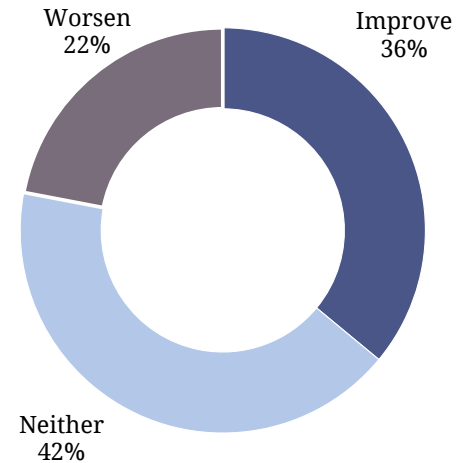
Disagree
20%

Agree
64%

Neither
16%

Framework™
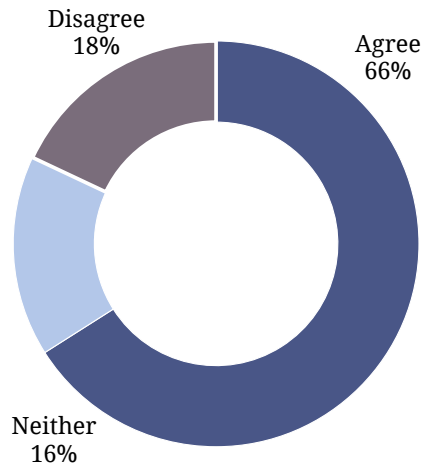
Q47: Over the next year, do you think the economy in your town or city will: (Please check only one.)

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Strongly improve	101	2%	6	-	2%	2%	2%	2%	0%
2 Improve	690	17%	3	1%	16%	12%	13%	14%	3%
3 Somewhat improve	843	20%	2	-1%	21%	22%	18%	20%	0%
4 Stay the same	1,796	44%	1	-	44%	44%	40%	42%	2%
5 Somewhat worsen	437	11%	4	-	11%	13%	18%	14%	-3%
6 Worsen	178	4%	5	-1%	5%	5%	7%	6%	-2%
7 Strongly worsen	75	2%	7	1%	1%	2%	2%	2%	0%
8 I don't know / not applicable	377								
- No Response	577								
Total	**5,074**	**100%**			**100%**	**100%**	**100%**		

2018 Results

Worsen 17%
Improve 39%
Neither 44%

**2015 - 2017
3 Year Avg.**

Worsen 22%
Improve 36%
Neither 42%

Framework™

Q55: Please indicate your total household income: (Please check only one.)

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Zero	2	-	13	-	-	-	-	0%	0%
2 $1 to $24,999	47	1%	12	-	1%	2%	3%	2%	-1%
3 $25,000 to $36,999	128	3%	10	-1%	4%	5%	5%	5%	-2%
4 $37,000 to $49,999	276	7%	8	-1%	8%	10%	11%	10%	-3%
5 $50,000 to $59,999	292	7%	7	-2%	9%	9%	10%	9%	-2%
6 $60,000 to $69,999	309	8%	5	1%	7%	7%	7%	7%	1%
7 $70,000 to $79,999	308	8%	6	-1%	9%	10%	9%	9%	-1%
8 $80,000 to $99,999	603	15%	2	-	15%	15%	13%	14%	1%
9 $100,000 to $124,999	712	20%	1	2%	18%	18%	18%	19%	1%
10 $125,000 to $149,999	504	13%	3	2%	11%	9%	11%	10%	3%
11 $150,000 to $199,999	484	12%	4	-	12%	10%	9%	10%	2%
12 $200,000 to $249,999	161	4%	9	-	4%	3%	3%	3%	1%
13 $250,000 and over	75	2%	11	-	2%	2%	1%	2%	0%
14 I prefer not to answer	525								
- No Response	648								
Total	**5,074**	**100%**			**100%**	**100%**	**100%**		

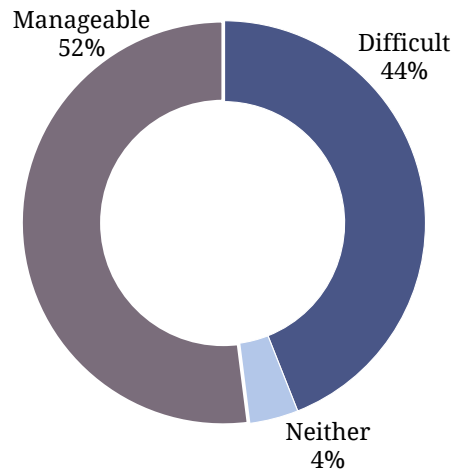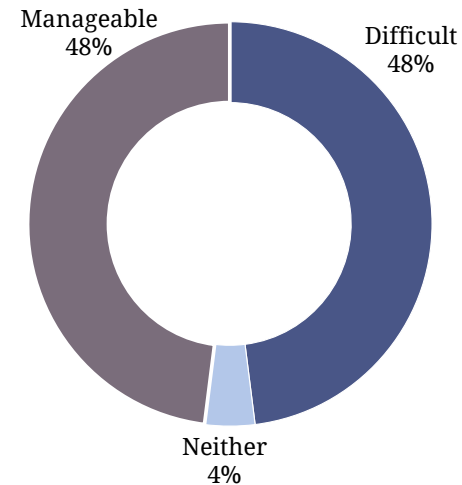**2018 Median = $100,000 to $124,999**
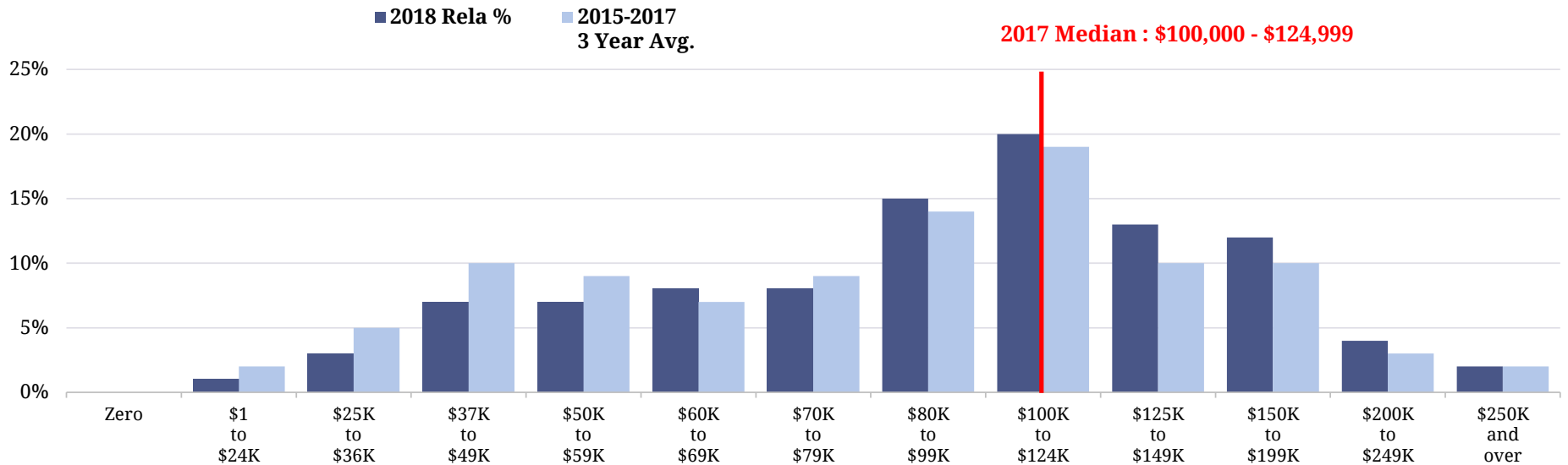
Q4: If your pay cheque (i.e., payment of salary or wages) was delayed for a week, how difficult would it be to meet your current financial obligations? (Please check only one.)

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Very difficult	661	14%	4	-2%	16%	17%	17%	**17%**	-3%
2 Difficult	564	12%	6	-2%	14%	13%	13%	**13%**	-1%
3 Somewhat difficult	845	18%	3	1%	17%	18%	18%	**18%**	0%
4 Neither difficult nor manageable	208	4%	7	-	4%	4%	4%	**4%**	0%
5 Somewhat manageable	627	13%	5	-	13%	12%	13%	**13%**	0%
6 Manageable	931	20%	1	1%	19%	20%	19%	**19%**	1%
7 Very manageable	906	19%	2	2%	17%	16%	16%	**16%**	3%
8 I don't know / not applicable	32								
- No Response	300								
Total	**5,074**	**100%**			**100%**	**100%**	**100%**		

2018 Results

Manageable 52%
Difficult 44%
Neither 4%

2015 - 2017 3 Year Avg.

Manageable 48%
Difficult 48%
Neither 4%

Framework™

Q4: If your pay cheque (i.e., payment of salary or wages) was delayed for a week, how difficult would it be to meet your current financial obligations? (Please check only one.)

Q51: Please indicate your age: (Please check only one.)

2018 Segmentation Results	Less than 18		18-29		30-39		40-49		50-59		60-65		Over 65		Prefer No Resp.	
Response	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%
1 Very difficult	-	-	78	14%	186	16%	183	15%	137	12%	14	5%	3	10%	3	3%
2 Difficult	-	-	71	13%	152	13%	154	13%	104	9%	27	10%	4	13%	16	17%
3 Somewhat difficult	-	-	106	19%	185	16%	233	19%	189	17%	45	17%	4	13%	12	13%
4 Neither	-	-	23	4%	58	5%	35	3%	54	5%	14	5%	2	5%	9	10%
5 Somewhat manageable	-	-	73	13%	142	13%	193	16%	137	12%	26	10%	3	10%	16	17%
6 Manageable	-	-	106	19%	202	18%	218	18%	241	21%	67	25%	7	22%	17	18%
7 Very manageable	-	-	102	18%	205	19%	201	16%	261	24%	71	28%	9	27%	19	22%
8 I don't know / not applicable	-		2		4		4		5		1		-		2	
Total	-	-	560	100%	1,133	100%	1,222	100%	1,129	100%	265	100%	33	100%	94	100%
Top Two	NA		27%		29%		28%		21%		15%		23%		20%	
Top Three	NA		46%		45%		47%		38%		32%		36%		33%	

2018 Relative %

Framework
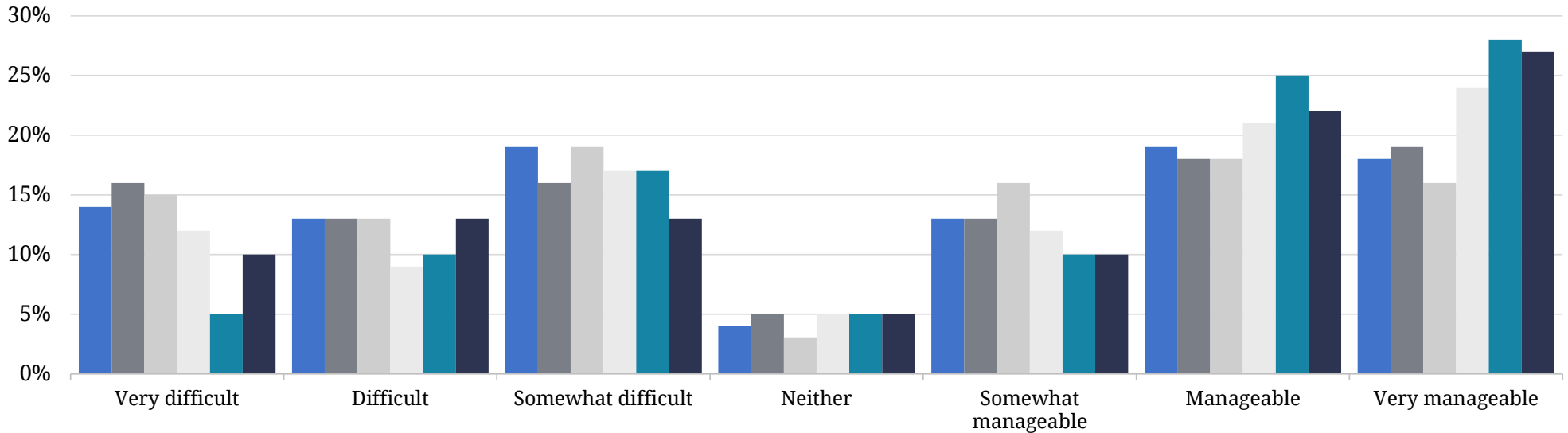
Q5: How likely are you to come up with $2,000 if an emergency arose within the next month? (Please check only one.)

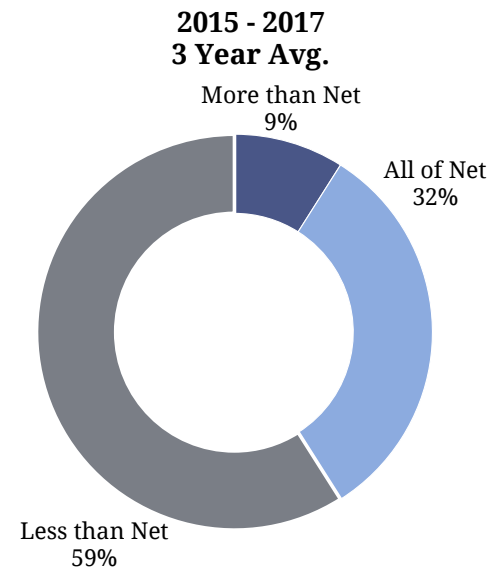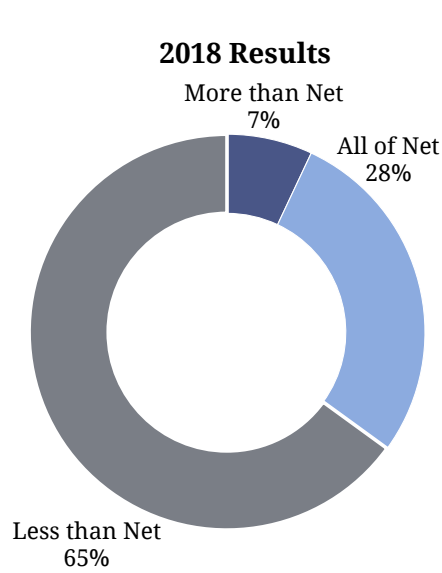| 2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Very likely	1,887	40%	1	1%	39%	37%	36%	37%	3%
2 Likely	868	18%	2	-	18%	18%	18%	18%	0%
3 Somewhat likely	844	18%	3	1%	17%	18%	18%	18%	0%
4 Neither likely nor unlikely	153	3%	7	-1%	4%	3%	4%	4%	-1%
5 Somewhat unlikely	318	7%	5	1%	6%	7%	8%	7%	0%
6 Unlikely	269	6%	6	-	6%	7%	6%	6%	0%
7 Very unlikely	366	8%	4	-2%	10%	10%	10%	10%	-2%
8 I don't know / not applicable	51								
- No Response	318								
Total	**5,074**	**100%**			**100%**	**100%**	**100%**		

2018 Results

Unlikely
21%

Neither
3%

Likely
76%

2015 - 2017
3 year Avg.

Unlikely
23%

Neither
4%

Likely
73%

Framework
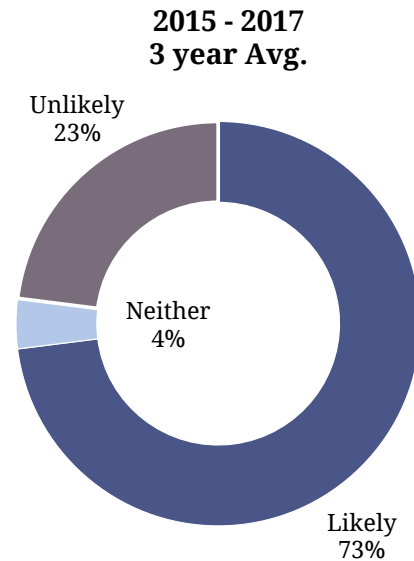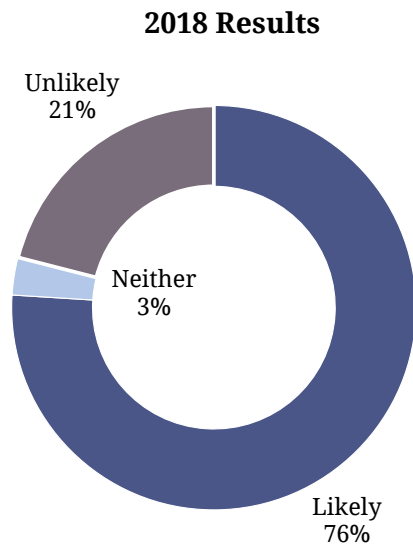
Q9: In a typical or average pay period, which of the following tends to be true for you? (Please check only one.)

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 I spend more than my net pay	298	7%	3	-1%	8%	9%	9%	9%	-2%
2 I spend all of my net pay	1,246	28%	2	-5%	33%	31%	31%	32%	-4%
3 I spend less than my net pay	2,942	65%	1	6%	59%	60%	60%	59%	6%
4 I don't know / not applicable	165								
5 Other (please specify):	64								
- No Response	359								
Total	**5,074**	**100%**			**100%**	**100%**	**100%**		

2018 Results

More than Net
7%

All of Net
28%

Less than Net
65%

**2015 - 2017
3 Year Avg.**

More than Net
9%

All of Net
32%

Less than Net
59%

Framework™

Q24: You have indicated that you are trying to save more today than a year ago. Have you actually been able to save more money than a year ago? (Please check only one.)

2018 SUMMARY					2017	2016	2015	% Unable to Save More	
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	2015-17 Avg.	2018
1 Yes	2,038	69%	1	2%	67%	62%	62%	36%	31%
2 No	901	31%	2	-2%	33%	38%	38%		
3 I don't know / not applicable	121								
17 Other (please specify):	48								
- No Response	-								
Total	**3,099**	**100%**			**100%**	**100%**	**100%**		

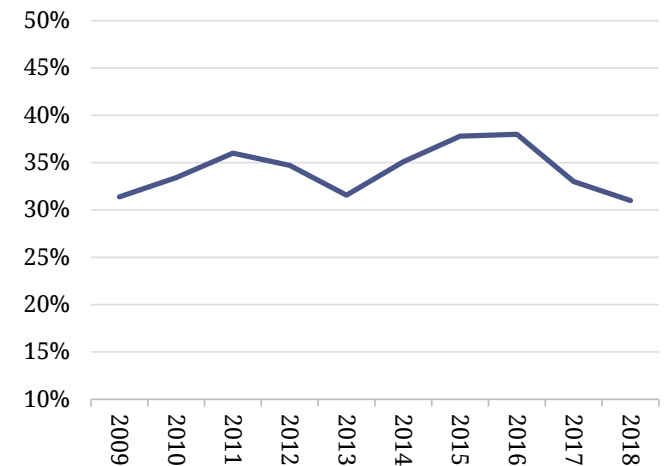### 2018 Results

No 31%

Yes 69%
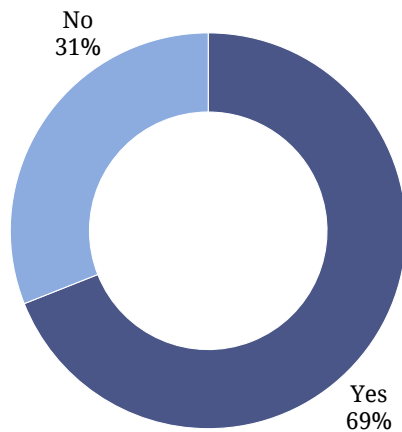
2018 Relative %
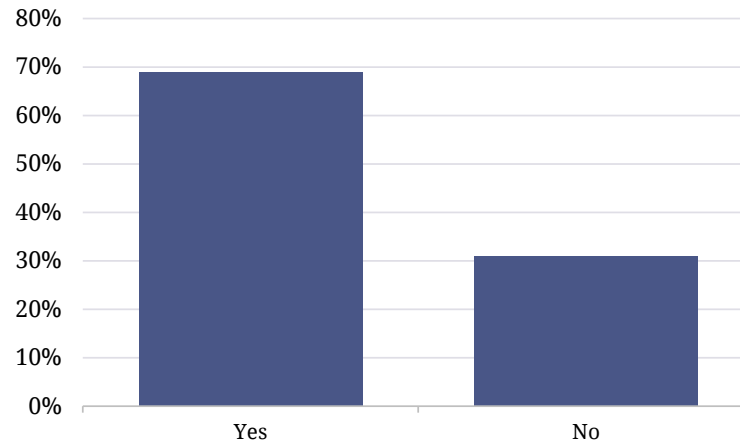
Ten Year Interperiod Comparison (% Unable to Save More)
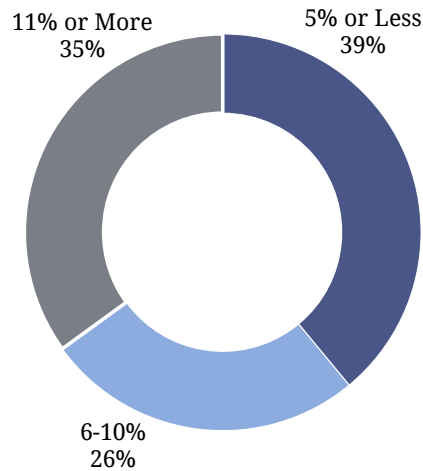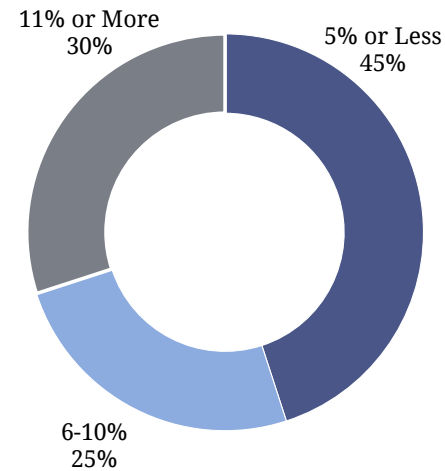
Framework™

Q20: On average, what percentage of your paycheque do you put toward savings? (Please check only one.)

2018 SUMMARY					2017	2016	2015	2015-2017 3 Year Avg.	Δ from 3 Year Avg.
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%		
1 0%	351	8%	6	-3%	11%	14%	14%	**13%**	-5%
2 1-5%	1,324	31%	1	-	31%	33%	33%	**32%**	-1%
3 6-10%	1,109	26%	2	-1%	27%	24%	23%	**25%**	1%
4 11-15%	617	14%	3	1%	13%	12%	13%	**13%**	1%
5 16-20%	410	10%	5	1%	9%	8%	8%	**8%**	2%
6 21% or higher	451	11%	4	2%	9%	9%	9%	**9%**	2%
7 I prefer not to respond	259								
8 I don't know / not applicable	142								
- No Response	409								
Total	**5,074**	**100%**			**100%**	**100%**	**100%**		

2018 Results

11% or More
35%

5% or Less
39%

6-10%
26%

**2015 - 2017
3 Year Avg.**
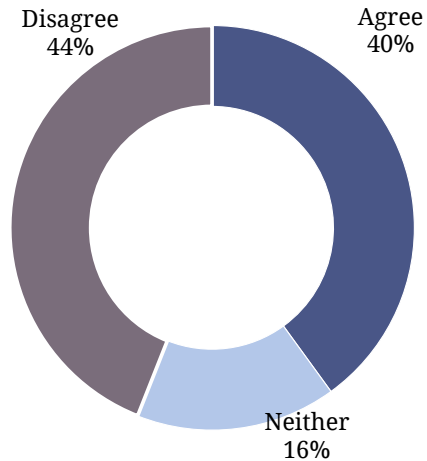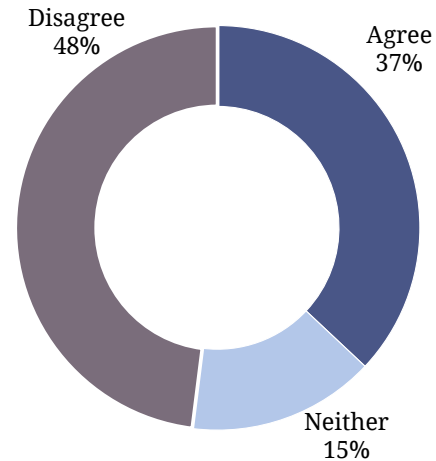
11% or More
30%

5% or Less
45%

6-10%
25%

Framework

Q41: Please indicate how strongly you agree or disagree with each of the following statements: "I feel overwhelmed by my debt."

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Strongly agree	288	8%	7	-1%	9%	9%	7%	8%	0%
2 Agree	408	11%	5	1%	10%	10%	9%	10%	1%
3 Somewhat agree	765	21%	1	5%	16%	20%	20%	19%	2%
4 Neither agree nor disagree	573	16%	3	1%	15%	16%	13%	15%	1%
5 Somewhat disagree	317	9%	6	1%	8%	8%	8%	8%	1%
6 Disagree	719	20%	2	1%	19%	18%	19%	19%	1%
7 Strongly disagree	551	15%	4	-8%	23%	19%	24%	21%	-6%
8 I don't know / not applicable	34								
- No Response	154								
Total	**3,809**	**100%**			**100%**	**100%**	**100%**		

2018 Results

Disagree 44%
Agree 40%
Neither 16%

**2015 - 2017
3 Year Avg.**

Disagree 48%
Agree 37%
Neither 15%

Framework
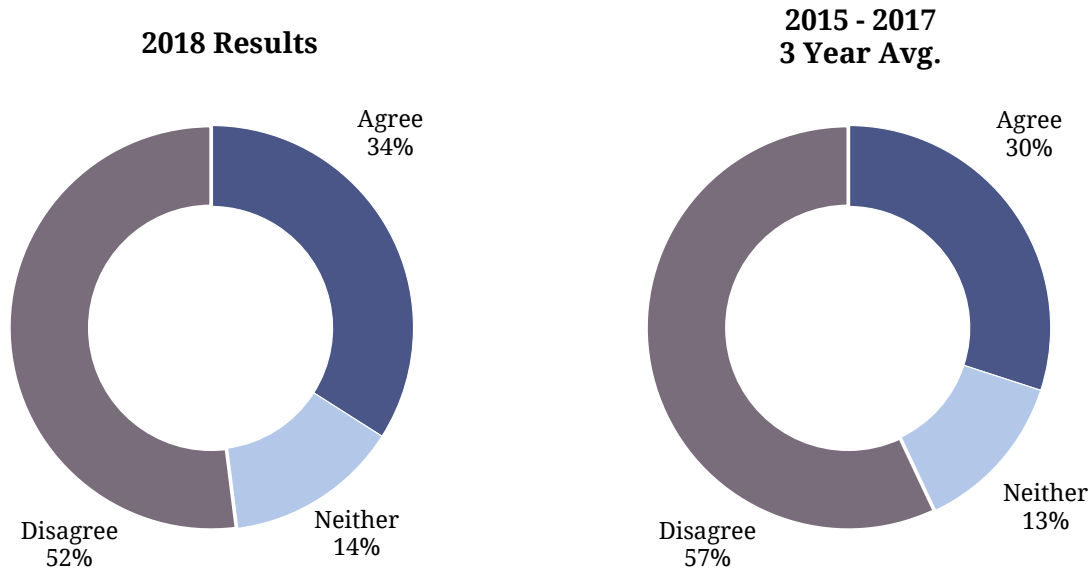
Q41: Please indicate how strongly you agree or disagree with each of the following statements: "My debt has increased from last year."

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Strongly agree	300	8%	7	1%	7%	8%	7%	7%	1%
2 Agree	495	14%	4	-	14%	12%	13%	**13%**	1%
3 Somewhat agree	438	12%	5	2%	10%	11%	10%	**10%**	2%
4 Neither agree nor disagree	522	14%	3	1%	13%	14%	13%	**13%**	1%
5 Somewhat disagree	354	10%	6	3%	7%	8%	9%	**8%**	2%
6 Disagree	880	25%	1	1%	24%	23%	22%	**23%**	2%
7 Strongly disagree	623	17%	2	-8%	25%	24%	26%	**26%**	-9%
8 I don't know / not applicable	42								
- No Response	154								
Total	**3,809**	**100%**			**100%**	**100%**	**100%**		

2018 Results

Agree 34%
Neither 14%
Disagree 52%

2015 - 2017 3 Year Avg.

Agree 30%
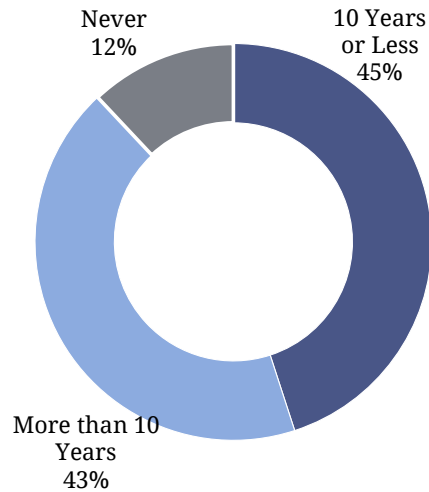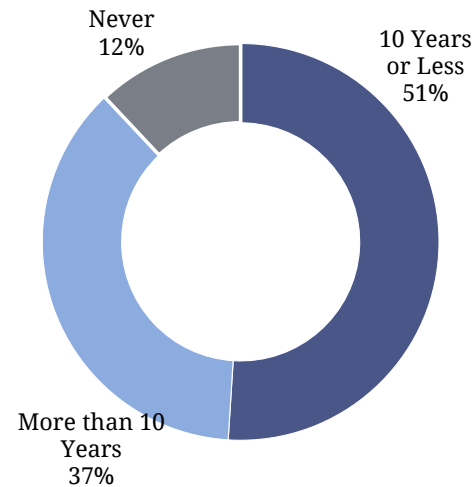Neither 13%
Disagree 57%

Framework™

Q40: How soon do you think that you will be completely debt free? (Please check only one.)

2018 SUMMARY					2017	2016	2015	2015-2017 3 Year Avg.	Δ from 3 Year Avg.
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%		
1 Within the next year	178	5%	6	-1%	6%	7%	7%	7%	-2%
2 Within the next 2 to 5 years	634	18%	3	1%	17%	25%	24%	22%	-4%
3 Within the next 6 to 10 years	782	22%	2	-1%	23%	21%	22%	22%	0%
4 Within the next 11 to 20 years	995	27%	1	1%	26%	22%	22%	23%	4%
5 More than 20 years from now	591	16%	4	-	16%	14%	13%	14%	2%
6 I am not sure that I will ever be able to be completely debt f	415	12%	5	-	12%	11%	12%	12%	0%
7 I prefer not to respond	69								
- No Response	145								
Total	**3,809**	**100%**			**100%**	**100%**	**100%**		

2018 Results

- Never 12%
- 10 Years or Less 45%
- More than 10 Years 43%

2015 - 2017 3 Year Avg.

- Never 12%
- 10 Years or Less 51%
- More than 10 Years 37%

Q37: What type(s) of debt do you currently have? (Please check all that apply.)

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 I do not have debt	590	6%	5	-	6%	7%	7%	7%	-1%
2 Mortgage(s) on my principal residence	2,412	25%	1	-3%	28%	26%	25%	26%	-1%
3 Mortgage(s) on a rental or business property	305	3%	9	-	3%	4%	4%	4%	-1%
4 Line of credit	1,269	13%	4	-4%	17%	16%	16%	16%	-3%
5 Home equity line of credit (HELOC)*	466	5%	6	5%	-	-	-	0%	5%
6 Student loan	440	5%	7	-	5%	5%	5%	5%	0%
7 Car loan	1,784	18%	2	-	18%	17%	17%	17%	1%
8 Consumer loans or debt	356	4%	8	1%	3%	4%	4%	4%	0%
9 Credit card debt	1,771	18%	3	1%	17%	18%	19%	18%	0%
10 Family debt	261	3%	10	-	3%	3%	3%	3%	0%
11 I prefer not to respond	183								
12 Other debt (please specify):	53								
- No Response	481								
Total	**5,074**	**100%**			**100%**	**100%**	**100%**		

Note: new response option in 2018

2018 Results

No debt 6%
Credit Card 18%
Line of Credit (Any) 18%
Mortgage(s) (Any) 28%
All Others 30%

2015 - 2017 3 Year Avg.

No debt 7%
Credit Card 18%
Line of Credit (Any) 16%
Mortgage(s) (Any) 30%
All Others 29%
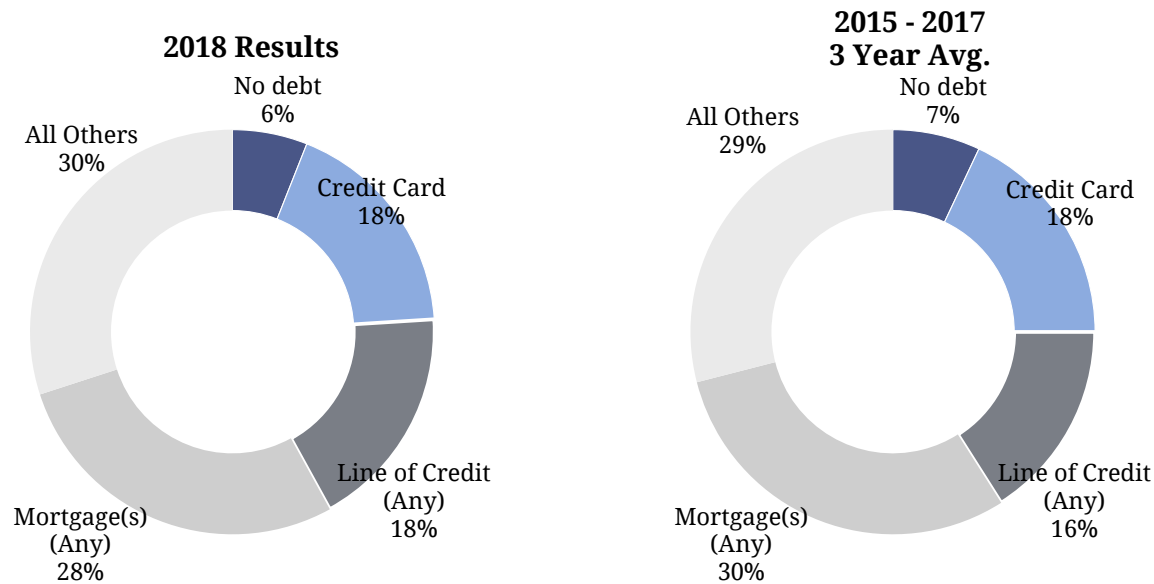
Q39: Which type of debt do you find to be the most difficult to pay down? (Please check all that apply.)

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 I do not have debt	124	3%	9	-	3%	1%	1%	2%	1%
2 Mortgage(s) on my principal residence	1,173	30%	1	-2%	32%	17%	21%	23%	7%
3 Mortgage(s) on a rental or business property	126	3%	8	1%	2%	4%	3%	3%	0%
4 Line of credit	653	16%	3	-5%	21%	16%	18%	18%	-2%
5 Home equity line of credit (HELOC)	235	6%	5	-	-	-	-	-	-
6 Student loan	222	6%	6	-	6%	5%	5%	5%	1%
7 Car loan	236	6%	4	-2%	8%	4%	5%	6%	0%
8 Consumer loans or debt	126	3%	7	-	3%	2%	3%	3%	0%
9 Credit card debt	995	25%	2	2%	23%	22%	26%	24%	1%
10 Family debt	82	2%	10	-	2%	2%	2%	2%	0%
11 I prefer not to respond	336								
12 Other debt specified previously	23								
13 Other (please specify):	174								
- No Response	24								
Total	3,820	100%			-	-	-		

Response options "I do not find it difficult to pay down debt" and "I find all debt equally difficult to pay down" were removed in 2017. Hence, interperiod comparisons should be interpreted with caution.
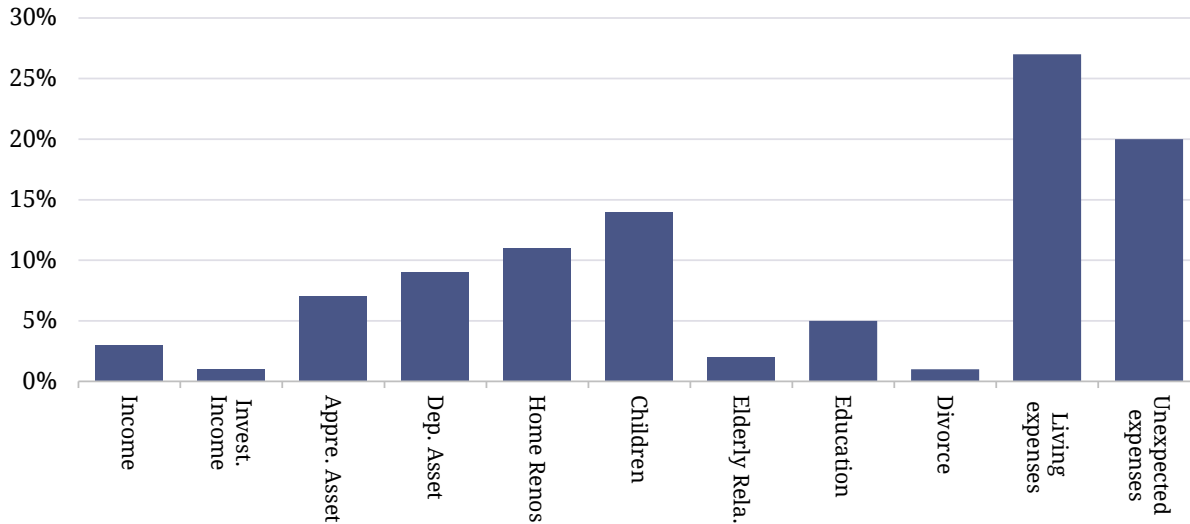
Interperiod Comparison

Legend: ■ 2018 Relative % ■ 2015 - 2017 3 Year Avg.
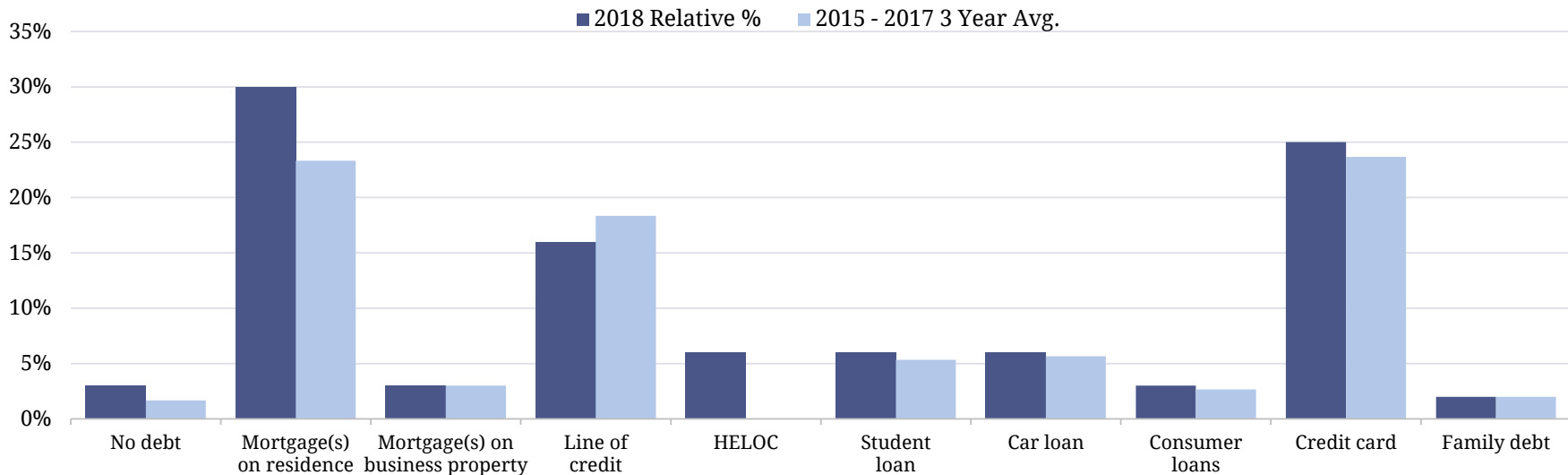
Q43: Why has your spending increased? (Please check all that apply.)

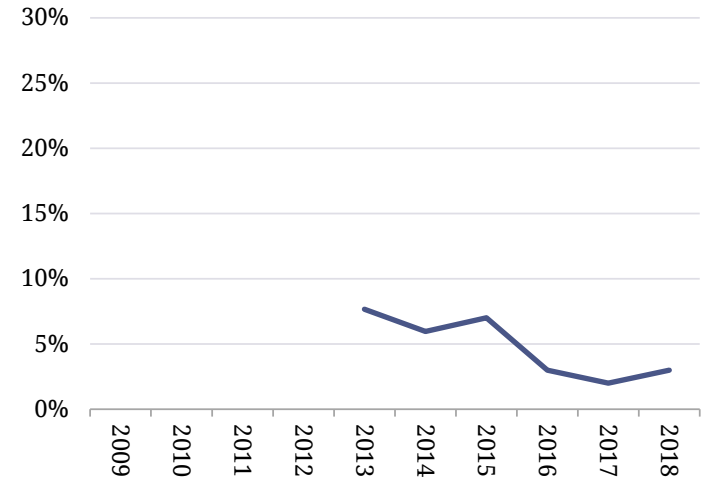| 2018 SUMMARY					2017	2016	2015	% Emp. Income Increased	
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	2015-17 Avg.	2018
1 My employment income has increased	19	3%	8	1%	2%	3%	7%	4%	3%
2 My investment income has increased	6	1%	11	1%	-	1%	1%		
3 I purchased a major asset that should appreciate, like a ho	44	7%	6	-2%	9%	6%	8%		
4 I purchased a major asset that will depreciate, like a car	55	9%	5	1%	8%	9%	17%		
5 Renovations to my home	68	11%	4	1%	10%	13%	22%		
6 Children	90	14%	3	5%	9%	12%	23%		
7 Elderly relatives**	15	2%	9	-	-	-	-		
8 Education	35	5%	7	3%	2%	5%	9%		
9 Divorce	9	1%	10	-2%	3%	3%	3%		
10 Living expenses increased	168	27%	1	-5%	32%	25%	-		
11 Unexpected expenses	129	20%	2	-5%	25%	23%	-		
12 Other (please specify):	21								
13 My taxes have increased*	-				-	-	10%		
- No Response	-								
Total	**246**	**100%**			**100%**	**100%**	**100%**		

*Response option "My taxes have increased" was removed in 2016 onward.

**New response options in 2018.

2018 Relative %
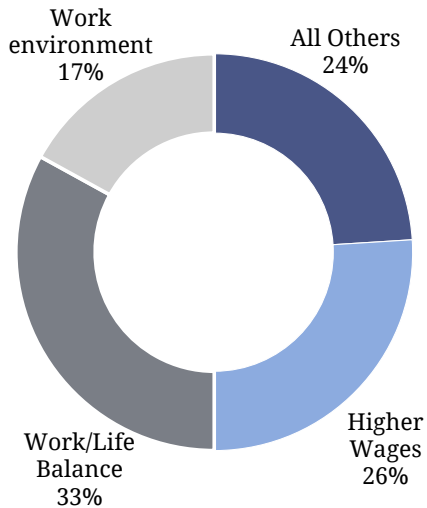

**Ten Year Interperiod Comparison
(% Emp. Income Increased)**

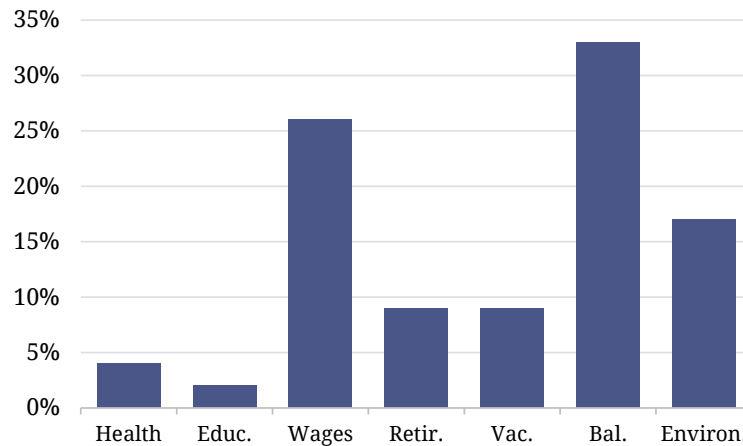## Q3: Which of the following is the most important to you? (Please check only one.)

2018 SUMMARY					2017	2016	2015	% Want Higher Wages	
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	2015-17 Avg.	2018
1 Receiving better health benefits from an employer	184	4%	6	-	4%	4%	5%	31%	26%
2 Receiving education funding from an employer	91	2%	7	-	2%	2%	3%		
3 Receiving higher wages from an employer	1,197	26%	2	-3%	29%	28%	37%		
4 Receiving better retirement funding from an employer	437	9%	4	-1%	10%	9%	13%		
5 Receiving more time-off/vacation time	417	9%	5	-	9%	9%	11%		
6 Having a better work/life balance	1,581	33%	1	4%	29%	29%	31%		
7 Having a healthy work environment*	786	17%	3	-	17%	19%	-		
8 Other (please specify):	92								
- No Response	288								
Total	**5,074**	**100%**			**100%**	**100%**	**100%**		

*Note: new response option in 2016. Interperiod comparisons should be interpreted with caution.

2018 Results

2018 Relative %


Ten Year Interperiod Comparison (% Want Higher Wages)

Framework

Q3: Which of the following is the most important to you? (Please check only one.) 'Response'

Q51: Please indicate your age: (Please check only one.)

| 2018 Segmentation Results	Less than 18		18-29		30-39		40-49		50-59		60-65		Over 65		Prefer No Resp.	
Response	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%
1 Receiving better health benefits from an employer	-	-	16	3%	29	3%	47	4%	57	5%	9	3%	4	14%	3	3%
2 Receiving education funding from an employer	-	-	26	5%	16	1%	19	2%	15	1%	1	-	-	-	3	3%
3 Receiving higher wages from an employer	-	-	167	30%	331	30%	267	22%	257	23%	56	22%	5	17%	20	22%
4 Receiving better retirement funding from an employer	-	-	16	3%	59	5%	107	9%	157	14%	54	21%	5	16%	12	13%
5 Receiving more time-off/vacation time	-	-	57	10%	104	9%	106	9%	91	8%	21	8%	-	-	8	9%
6 Having a better work/life balance	-	-	158	29%	425	38%	439	36%	343	32%	62	25%	9	31%	30	33%
7 Having a healthy work	-	-	113	20%	152	14%	210	18%	189	17%	53	21%	7	22%	16	17%
8 Other (please specify):	-		-		-		-		-		-		-		-	
- No Response	-		8		18		25		20		9		3		2	
Total	-		560	100%	1,133	100%	1,222	100%	1,129	100%	265	100%	33	100%	94	100%
Top Two	NA		8%		4%		6%		6%		3%		14%		6%	
Top Three	NA		38%		34%		28%		29%		25%		31%		28%	

2018 Relative %

Framework
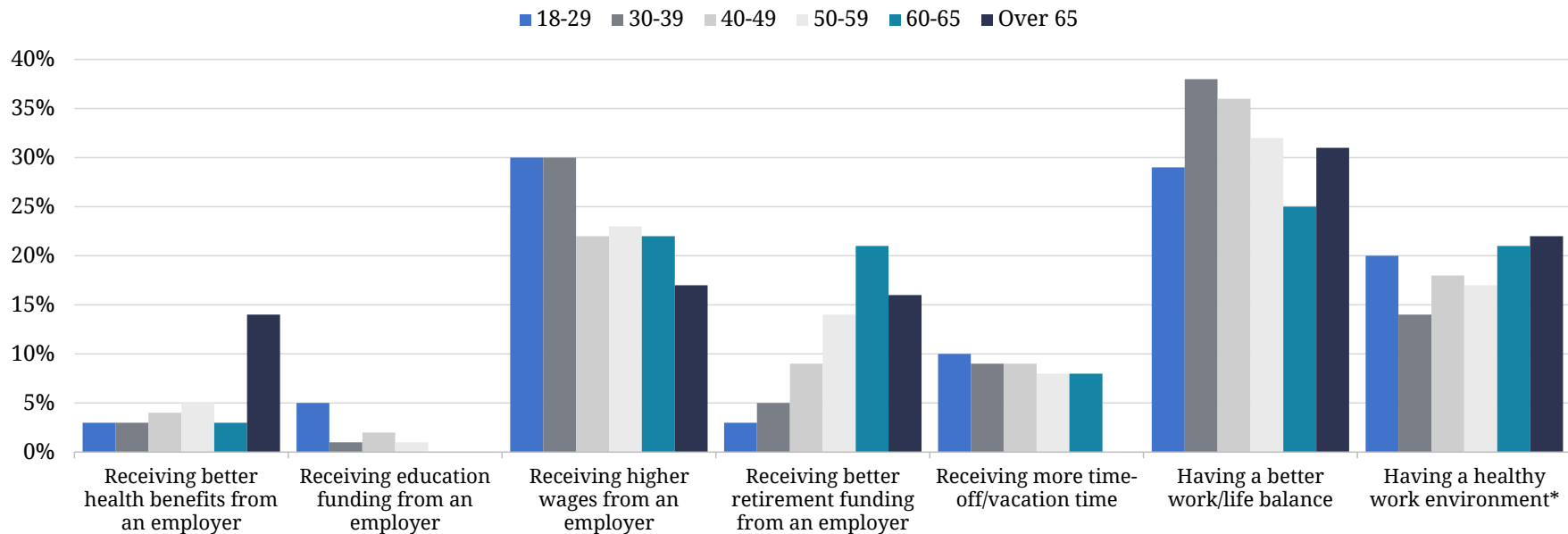
Q45: What would be the single most effective step you could take to improve your financial situation? (Please check only one.)

2018 SUMMARY					2017	2016	2015		% Spend Less	
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%		2015-17 Avg.	2018
1 Contribute more to your RRSP	356	9%	6	-2%	11%	10%	8%		21%	19%
2 Increase contributions to your Tax Free Savings Account (T	279	7%	7	-	7%	6%	6%			
3 Make better investments (e.g., stocks, bonds, etc.)	250	6%	8	-	6%	6%	6%			
4 Reduce your mortgage	451	12%	4	1%	11%	12%	9%			
5 Reduce your credit card debt	409	11%	5	-	11%	12%	10%			
6 *Reduce your line of credit	238	6%	9	-	-	-	-			
7 *Reduce your home equity line of credit (HELOC)	97	2%	10	-	-	-	-			
8 Reduce your other debt (not mortgage, credit card, line of c	93	2%	11	-6%	8%	7%	9%			
9 Spend less	729	19%	2	-	19%	20%	24%			
10 Earn more	913	25%	1	-1%	26%	26%	26%			
11 Put off your travel plans this year	50	1%	12	-	1%	1%	2%			
12 All of the above	565									
13 Other (please specify):	105									
- No Response	537									
Total	**5,074**	**100%**			**100%**	**100%**	**100%**			

Note: new response options for 2018
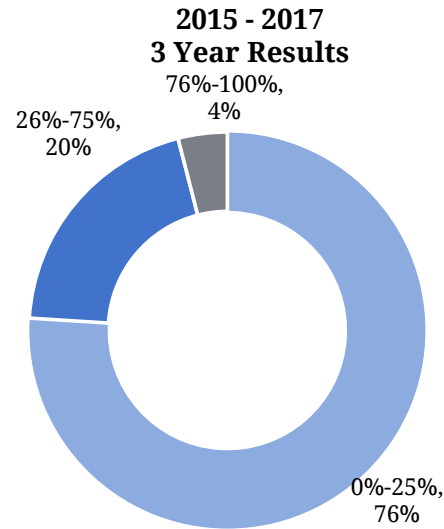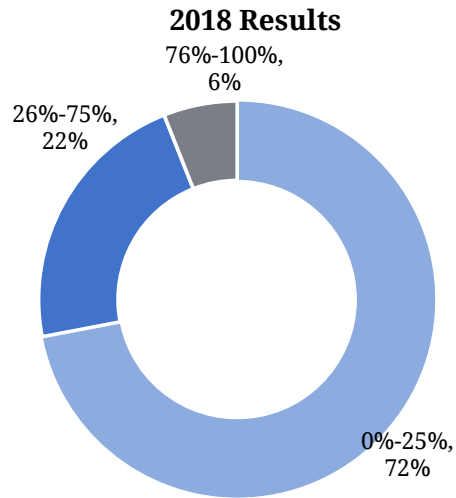

2018 Relative %
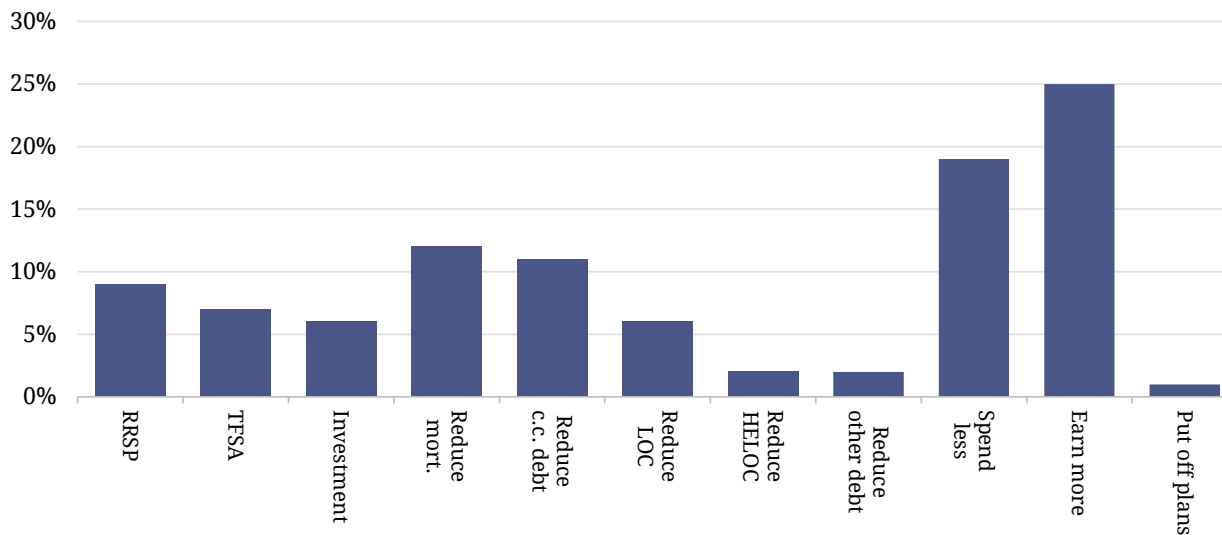
Ten Year Interperiod Comparison (% Spend Less)

Framework

Q27: Which of the following statements best describes how close you are to your target retirement savings? (Please check only one.)

2018 SUMMARY					2017	2016	2015	2015-2017 3 Year Avg.	Δ from 3 Year Avg.
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%		
1 I haven't started saving yet	654	14%	2	-2%	16%	16%	18%	17%	-3%
2 I've saved between 1% and 25% of my retirement target	2,710	58%	1	-	58%	60%	58%	59%	-1%
3 I've saved between 26% and 50% of my retirement target	654	14%	3	1%	13%	13%	13%	13%	1%
4 I've saved between 51% and 75% of my retirement target	391	8%	4	-	8%	7%	7%	7%	1%
5 I've saved between 76% and 100% of my retirement target	164	4%	5	-	4%	3%	3%	3%	1%
6 I've attained my target and I am able to retire	70	2%	6	1%	1%	1%	1%	1%	1%
- No Response	431								
Total	**5,074**	**100%**			**100%**	**100%**	**100%**		

2018 Results

76%-100%, 6%
26%-75%, 22%
0%-25%, 72%

2015 - 2017 3 Year Results

76%-100%, 4%
26%-75%, 20%
0%-25%, 76%

Framework™

Q27: Which of the following statements best describes how close you are to your target retirement savings? (Please check only one.)

Q51: Please indicate your age: (Please check only one.)

2018 Segmentation Results	Less than 18		18-29		30-39		40-49		50-59		60-65		Over 65		Prefer No Resp.	
Response	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%
1 I haven't started saving yet	-	-	186	33%	180	16%	137	11%	85	8%	4	2%	3	10%	10	11%
2 Between 1% and 25% of my target	-	-	369	66%	878	78%	747	62%	466	41%	85	31%	11	34%	42	45%
3 Between 26% and 50% of my target	-	-	5	1%	60	5%	235	19%	253	22%	51	19%	5	14%	20	21%
4 Between 51% and 75% of my target	-	-	-	-	11	1%	81	7%	207	18%	68	26%	3	9%	9	10%
5 Between 76% and 100% of my target	-	-	1	-	2	-	18	1%	88	8%	36	14%	4	13%	7	7%
6 I've attained my target and I am able…	-	-	1	-	3	-	3	-	29	3%	21	8%	7	20%	6	6%
Total	-	-	560	100%	1,133	100%	1,222	100%	1,129	100%	265	100%	33	100%	94	100%

Percentage with Less than 25% of Retirement Savings Goal by Age Category
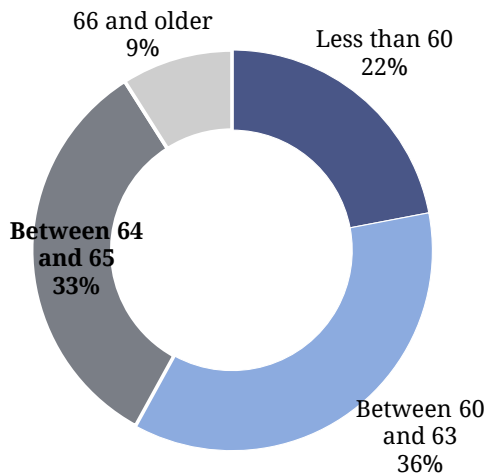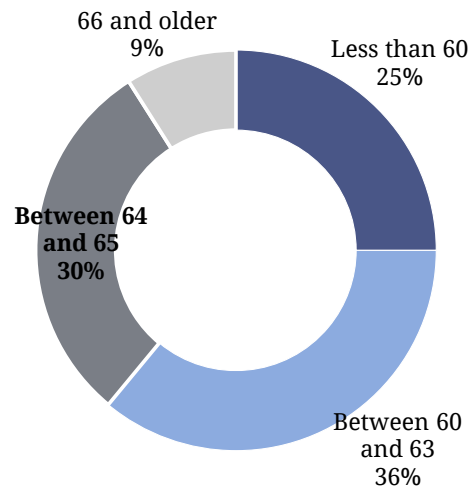
Framework
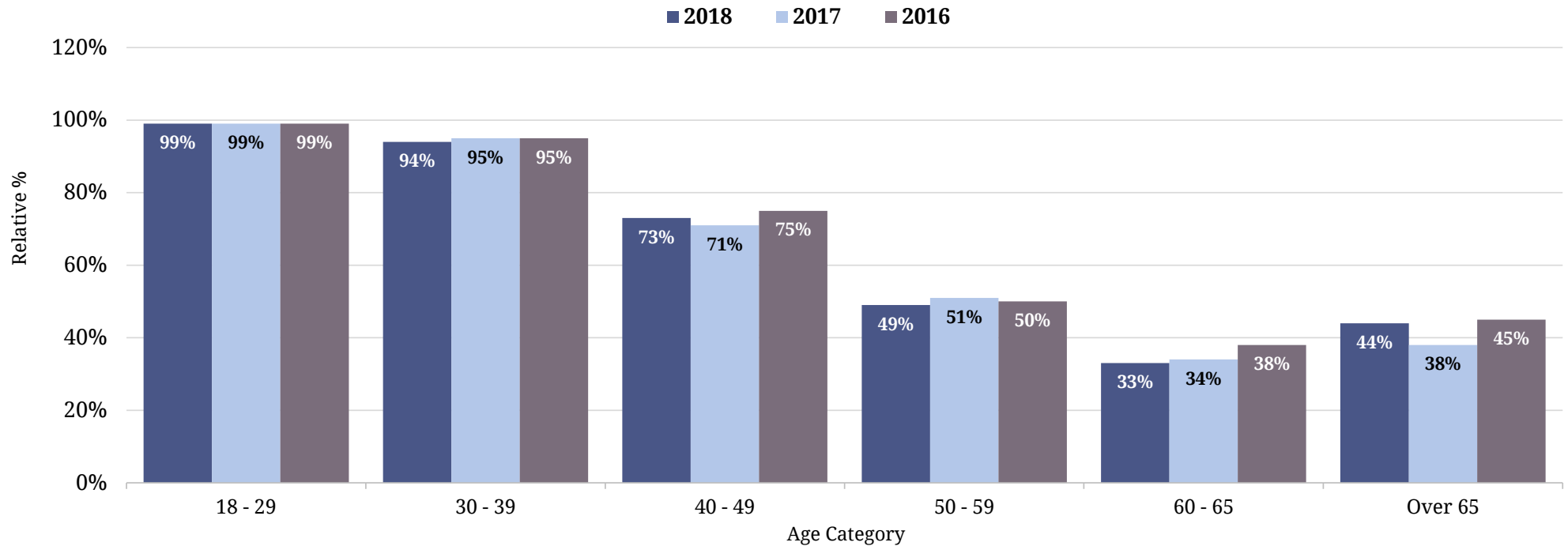
What is your target retirement age? (Please express your response in years. For example, if you plan to retire at age 65, the appropriate response would be "65".)

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Under 50	26	1%	9	1%	-	1%	1%	1%	0%
2 50 - 54	54	2%	8	-	2%	2%	2%	2%	0%
3 55 - 57	388	15%	3	-4%	19%	18%	18%	18%	-3%
4 58 - 59	96	4%	6	-1%	5%	4%	3%	4%	0%
5 60 - 61	729	29%	2	1%	28%	29%	31%	29%	0%
6 62 - 63	183	7%	4	-	7%	6%	7%	7%	0%
7 64 - 65	824	33%	1	2%	31%	31%	29%	30%	3%
8 66 - 67	95	4%	7	1%	3%	4%	5%	4%	0%
9 68 - 69	25	1%	10	-	1%	1%	1%	1%	0%
10 70 or over	98	4%	5	-	4%	4%	3%	4%	0%
11 I don't know/not applicable	86								
- No Response	-							**2018 Average**	
Total	**2,605**	**100%**			**100%**	**100%**	**100%**	**61**	

2018 Results

- 66 and older 9%
- Less than 60 22%
- Between 60 and 63 36%
- Between 64 and 65 33%

2015 - 2017 3 Year Avg.

- 66 and older 9%
- Less than 60 25%
- Between 60 and 63 36%
- Between 64 and 65 30%

Framework™

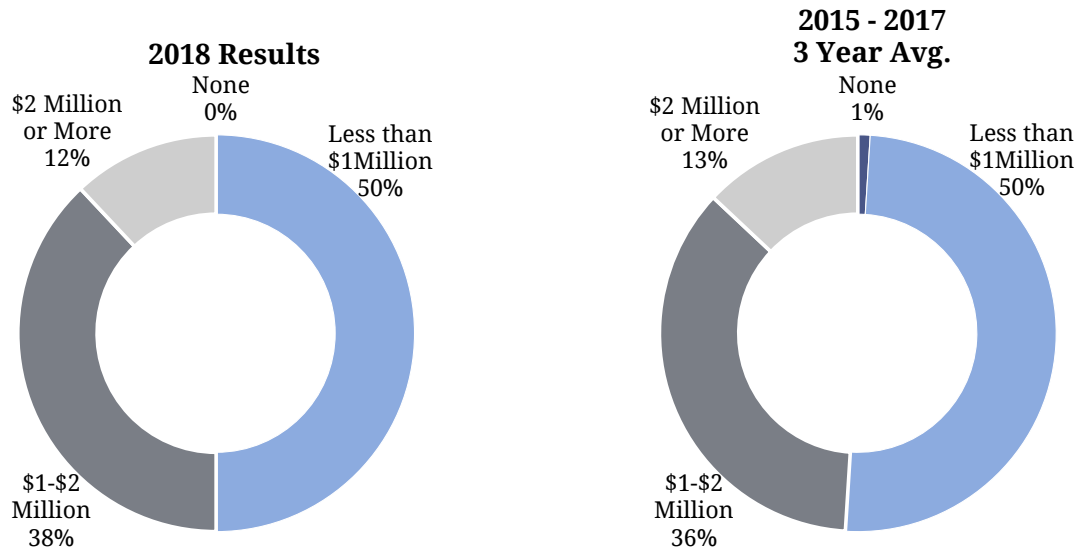## Q26: How much money do you think you will need to save to retire comfortably? (Your target retirement savings.)

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 None	15	-	10	-1%	1%	1%	1%	1%	-1%
2 $1 to $500,000	476	13%	5	-3%	16%	18%	19%	18%	-5%
3 $500,001 to $1,000,000	1,320	37%	2	-	37%	31%	30%	32%	5%
4 $1,000,001 to $1,500,000	1,016	29%	4	1%	28%	22%	22%	24%	5%
5 $1,500,001 to $2,000,000	334	9%	7	2%	7%	15%	14%	12%	-3%
6 $2,000,001 to $3,000,000	250	7%	8	1%	6%	7%	8%	7%	0%
7 More than $3,000,000	194	5%	9	-	5%	6%	6%	6%	-1%
8 I don't know / not applicable	1,047								
- No Response	421								
Total	5,074	100%			100%	100%	100%		

2018 Results

None 0%
$2 Million or More 12%
Less than $1Million 50%
$1-$2 Million 38%

2015 - 2017 3 Year Avg.

None 1%
$2 Million or More 13%
Less than $1Million 50%
$1-$2 Million 36%

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Q6: How comfortable or uncomfortable do you feel discussing each of the following with others in your organization (for example, colleagues or peers)? [SUMMARY]

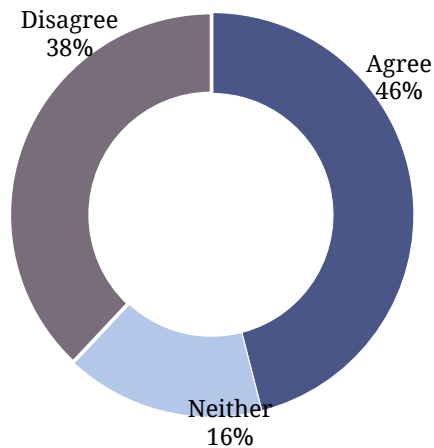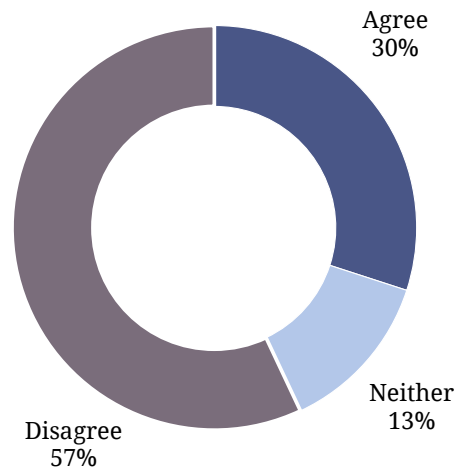| 2018 SUMMARY						
Response	Mean	Median	StdDev	Score	Bottom 3	Top 3
1 Compensation	3.74	3.00	1.94	54%	37%	50%
2 Debt	4.28	4.00	1.93	45%	47%	39%
3 Savings	3.81	4.00	1.86	53%	35%	49%
4 Spending	3.60	3.00	1.75	57%	29%	54%
5 Retirement Planning	2.99	3.00	1.63	67%	16%	69%
6 Budgeting	3.22	3.00	1.71	63%	20%	63%

Note: new question for 2018
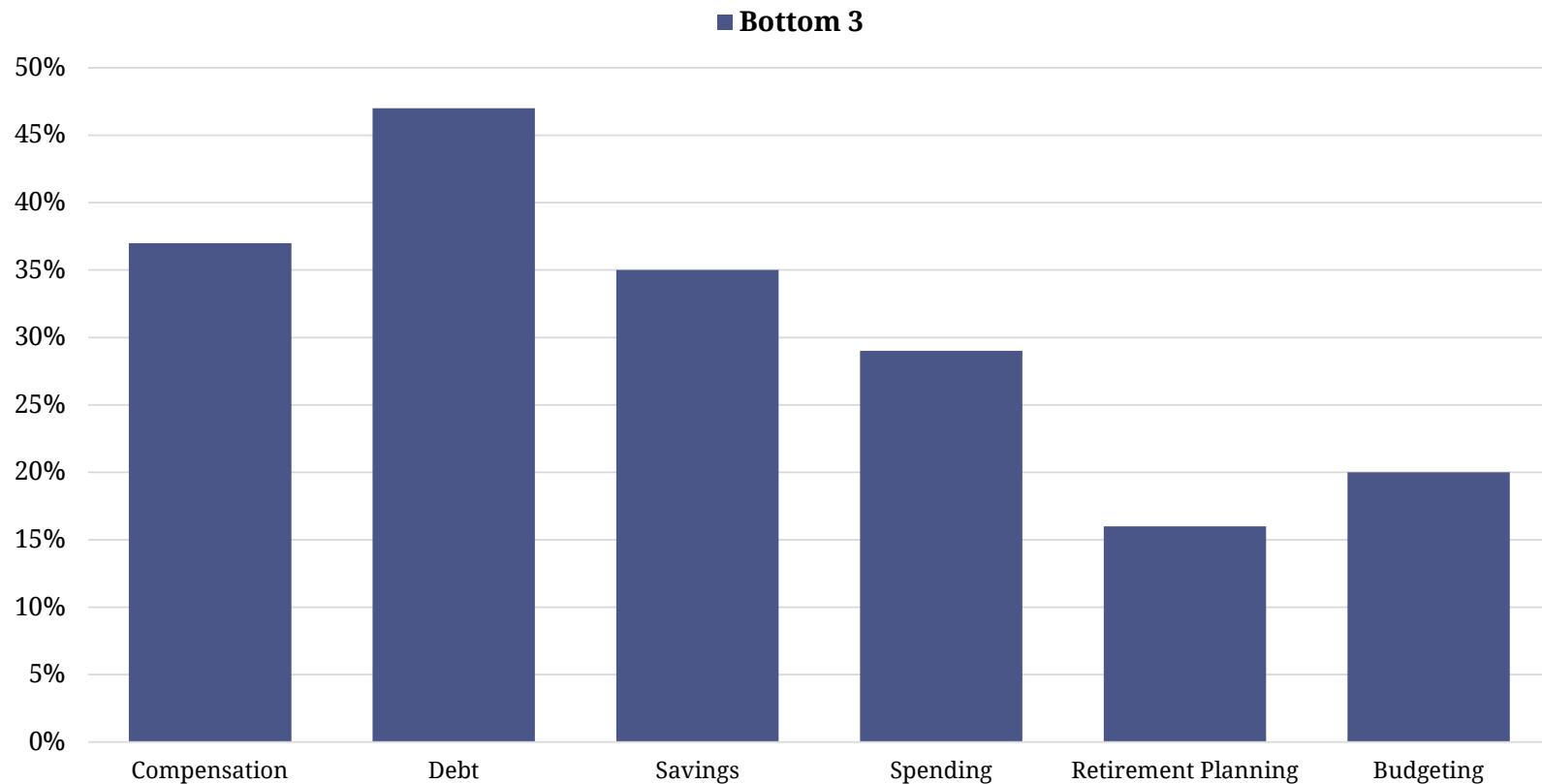
Q10: How strongly do you agree or disagree with the following statement: "stress related to personal finances has had an impact on my workplace performance"?

2018 SUMMARY					2017	2016	2015	2015-2017	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Strongly agree	514	11%	6	4%	7%	8%	7%	7%	4%
2 Agree	721	16%	4	2%	14%	12%	13%	**13%**	3%
3 Somewhat agree	897	19%	1	9%	10%	11%	10%	**10%**	9%
4 Neither agree nor disagree	727	16%	3	3%	13%	14%	13%	**13%**	3%
5 Somewhat disagree	290	6%	7	-1%	7%	8%	9%	**8%**	-2%
6 Disagree	858	19%	2	-5%	24%	23%	22%	**23%**	-4%
7 Strongly disagree	584	13%	5	-12%	25%	24%	26%	**26%**	-13%
8 I don't know / not applicable	113								
- No Response	-896								
Total	**3,809**	**100%**			**100%**	**100%**	**100%**		

2018 Results

Disagree 38%
Agree 46%
Neither 16%

2015 - 2017 3 Year Avg.

Agree 30%
Neither 13%
Disagree 57%

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