



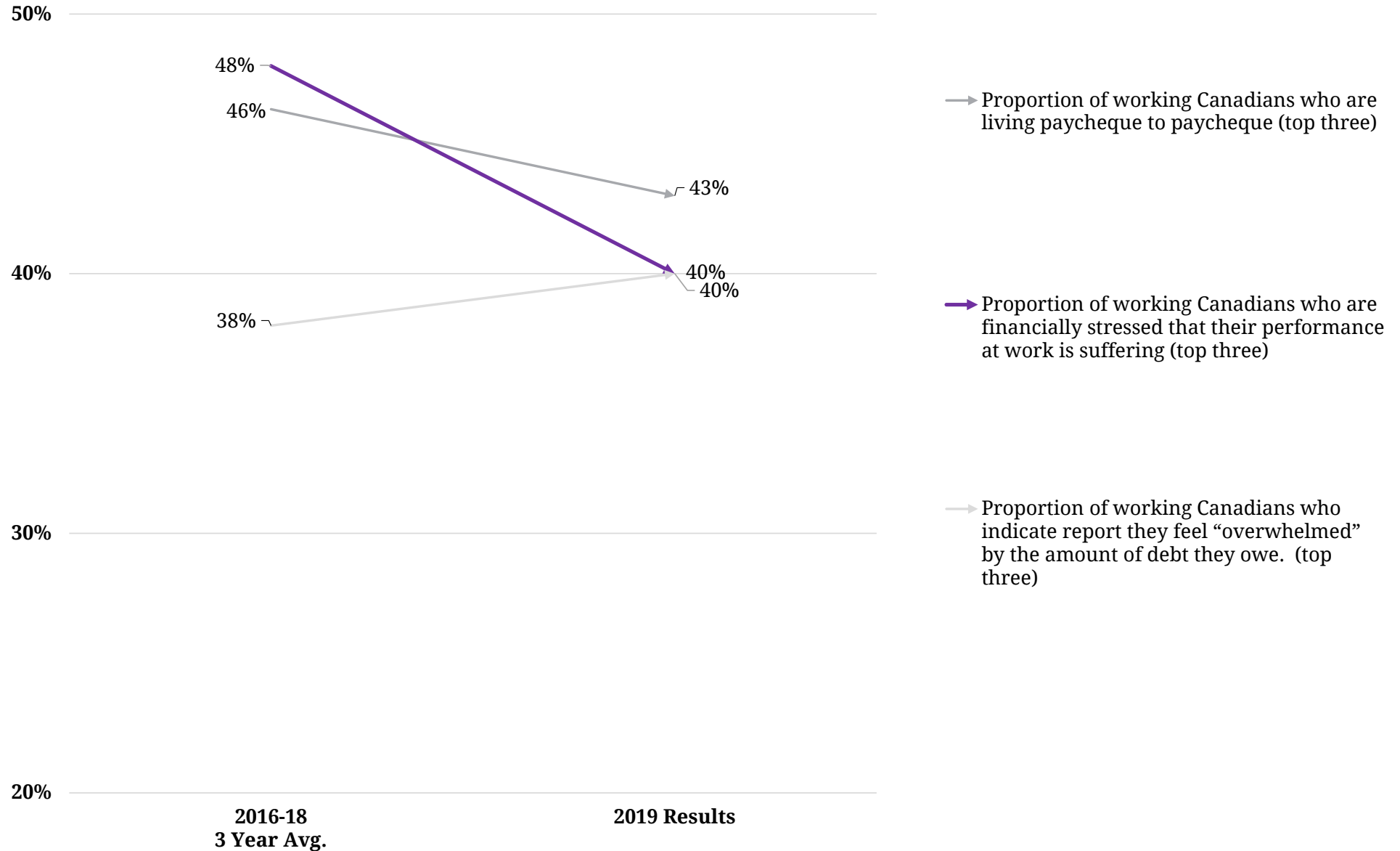
The Canadian Payroll Association
NPW 2019 Employee Research Survey, National Press Release Results

Media Deck

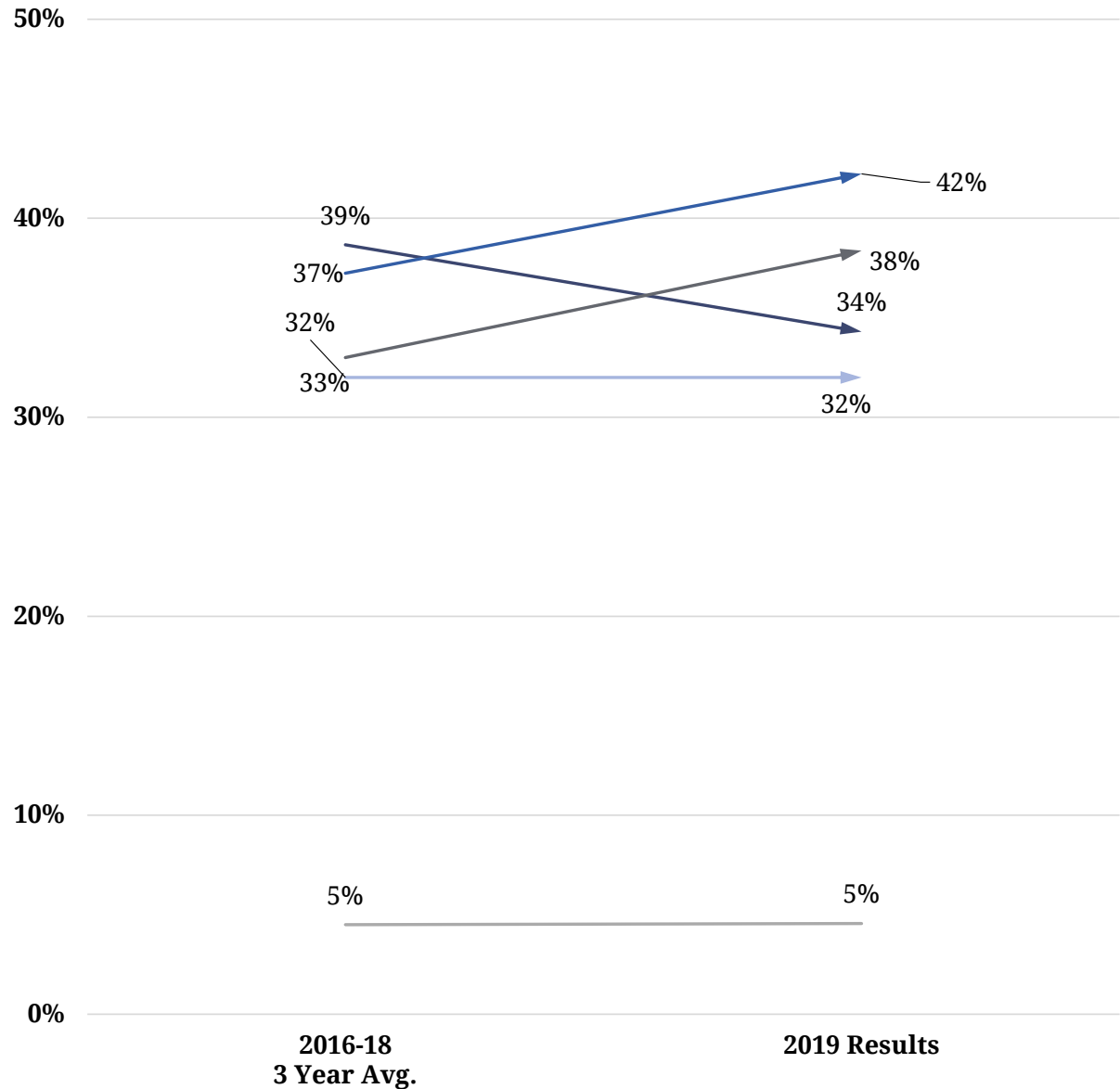
Framework

Prepared by Framework Partners Inc. June 2019
Field Dates: May 2, 2019 to June 20, 2019

Summary of Findings, Page 1

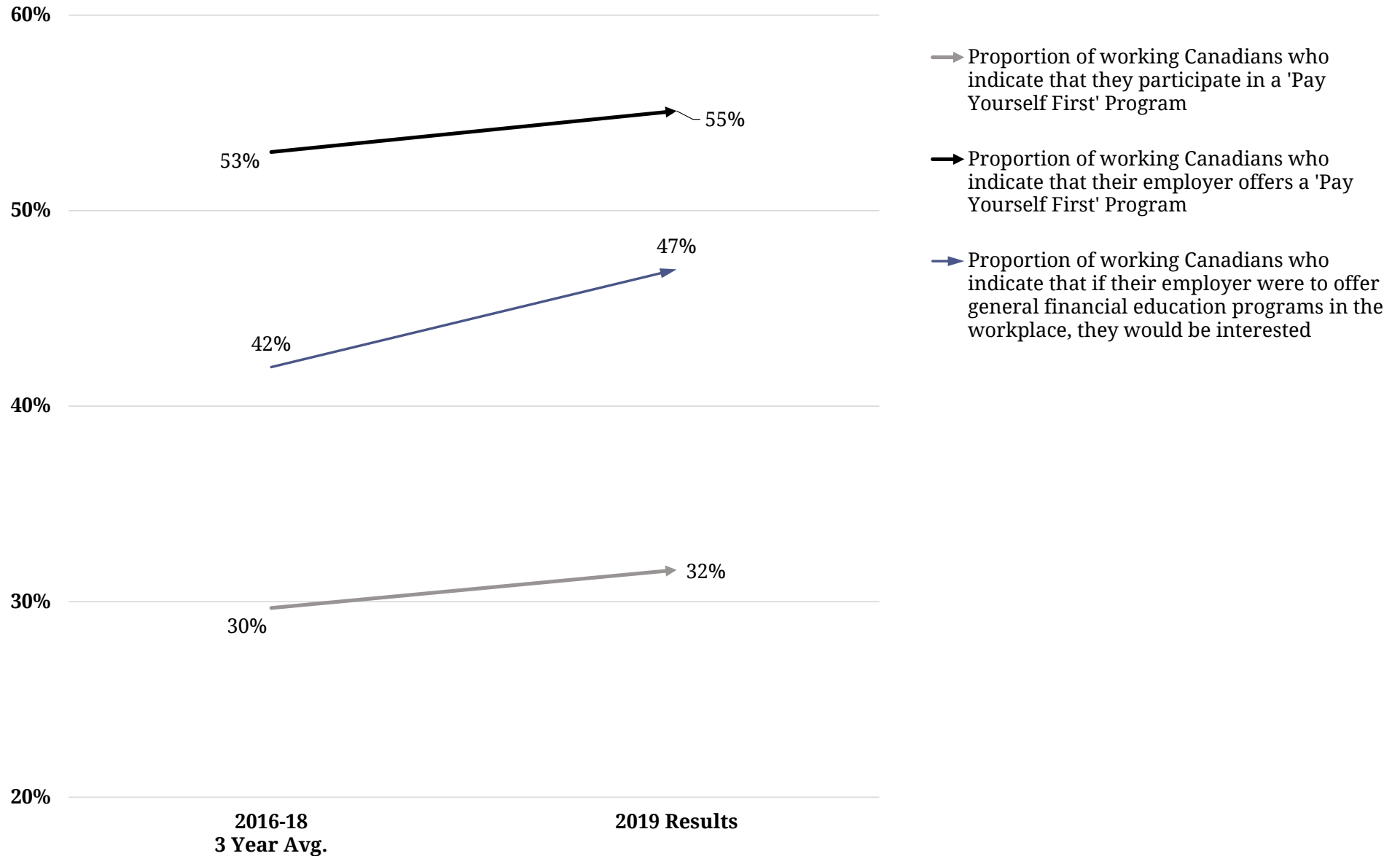


Summary of Findings, Page 2

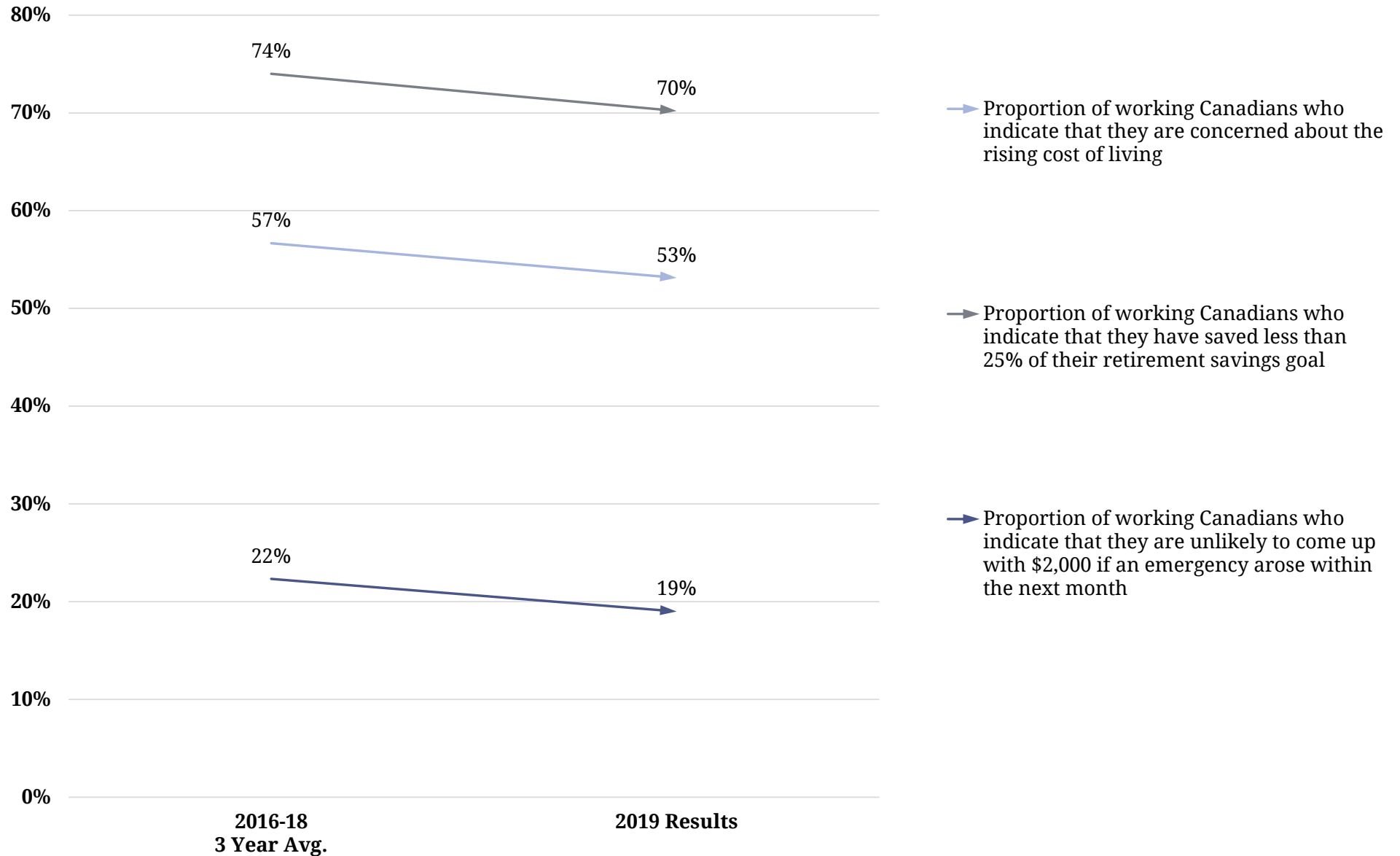


- Proportion of working Canadians who indicate that their debt has increased since last year (top three)
- Proportion of working Canadians who indicate that they spend all or more than their net pay
- Proportion of working Canadians who indicate have credit card DEBT
- Proportion of those who have credit card debt and that it will take more than a year to pay off.
- Proportion of those who have credit card debt and that it will take more than a decade to pay off.

Summary of Findings, Page 3



Summary of Findings, Page 4



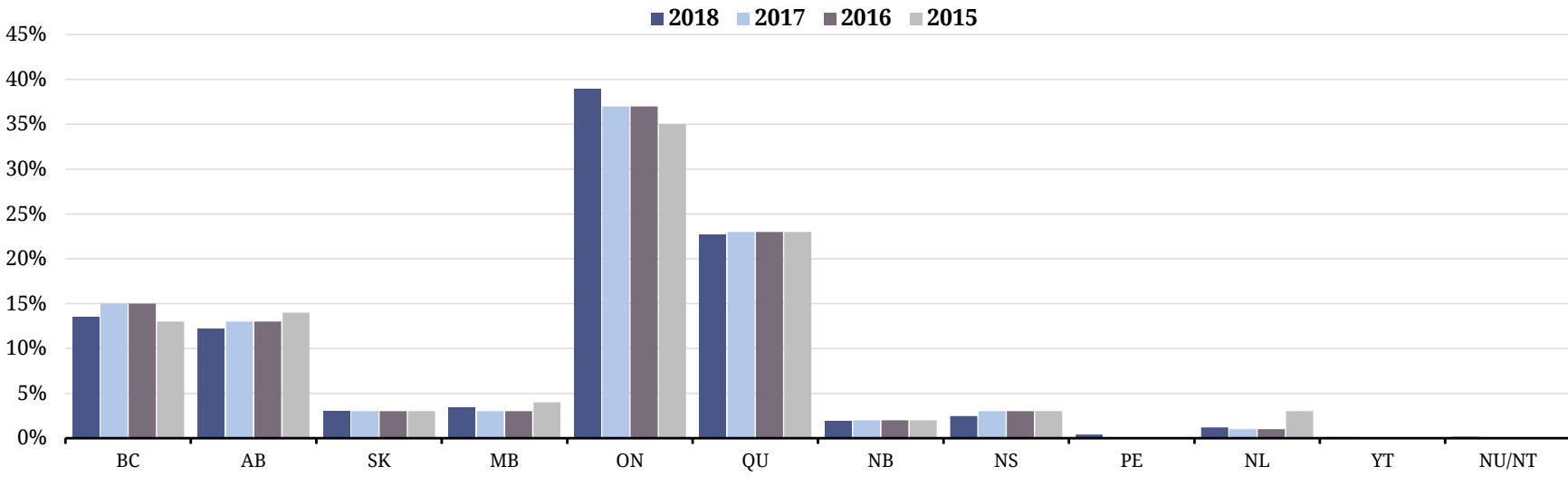


Province of Residence (Calculated)

2019 SUMMARY										2018	2017	2016
Response	Count	Rela%	Rank	Δ Rela%	Emp. Cdns (000s)	Rela%	Delta	MOE*		Rela%	Rela%	Rela%
1 British Columbia	553	13%	3	-2%	2,578	14%	-	4%		15%	15%	13%
2 Alberta	501	12%	4	-1%	2,348	12%	-	4%		13%	13%	14%
3 Saskatchewan	125	3%	6	0%	579	3%	-	8%		3%	3%	3%
4 Manitoba	140	3%	5	0%	655	3%	-	7%		3%	3%	4%
5 Ontario	1,599	39%	1	2%	7,438	39%	-	2%		37%	37%	35%
6 Quebec	932	23%	2	-0%	4,328	23%	-	3%		23%	23%	23%
7 New Brunswick	77	2%	8	-0%	359	2%	-	10%		2%	2%	2%
8 Nova Scotia	101	2%	7	-1%	469	2%	-	9%		3%	3%	3%
9 Prince Edward Island	17	0%	10	0%	77	0%	-	21%		-	-	-
10 Newfoundland and Labrador	49	1%	9	0%	226	1%	-	12%		1%	1%	3%
11 Yukon	5	0%	12	0%	-	-	-	-		-	-	-
12 Northwest Territories & Nunavut	6	0%	11	0%	-	-	-	-		-	-	-
- No Response	180											
Total	4,285	100%			19,057			1.3%		100%	100%	100%

* Caution: This is not a sample survey. Margin of Error calculation are only displayed for context.

Interperiod Relative %





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.)

Response	2019 Summary					2018	2017	2016	% Very Diff. or Diff.	
	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 Very difficult	542	13%	5	-1%	100%	14%	16%	17%	29%	25%
2 Difficult	498	12%	6	-	100%	12%	14%	13%		
3 Somewhat difficult	734	18%	3	-	-	18%	17%	18%		
4 Neither difficult nor manageable	169	4%	7	-	-	4%	4%	4%		
5 Somewhat manageable	627	15%	4	2%	-	13%	13%	12%		
6 Manageable	773	19%	2	-1%	-	20%	19%	20%		
7 Very manageable	820	19%	1	-	-	19%	17%	16%		
8 I don't know / not applicable	36									
- No Response	86									
Total	4,285	100%								

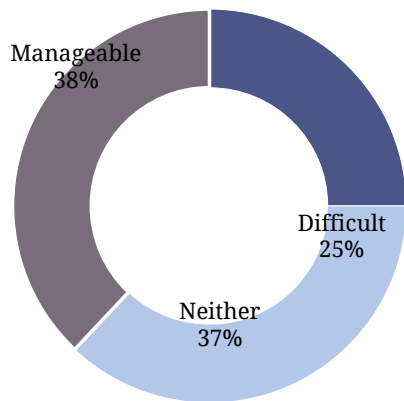
*Note: No changes to question for 2019

2019 Selected Statistics

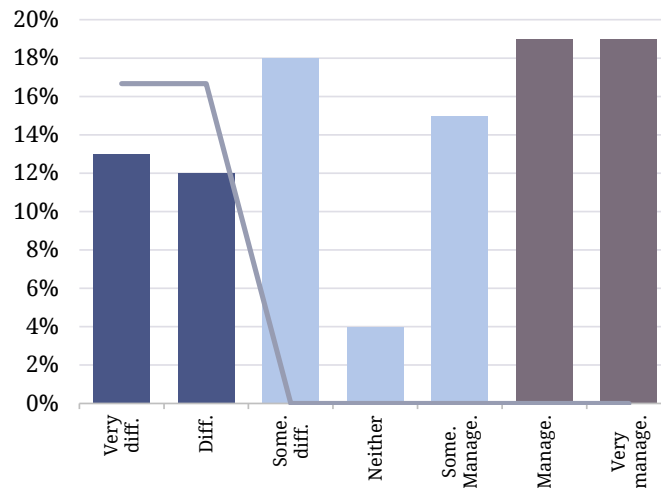


2016-18 Top 3 Avg. = 46%

2019 Results



2019 Relative %



**Interperiod Comparison
(% Very Diff. or Diff.)**





Q11: How strongly do you agree or disagree with the following statement: "stress related to personal finances has had an impact on my workplace performance"?

Response	2019 Summary					2018	2017	2016	% Str. Agree or Agree.	
	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 Strongly agree	357	9%	6	-2%	51%	11%	14%		19%	24%
2 Agree	612	15%	3	-1%	35%	16%	17%			
3 Somewhat agree	785	19%	2	-	31%	19%	19%			
4 Neither agree nor disagree	582	14%	5	-2%	23%	16%	17%			
5 Somewhat disagree	283	7%	7	1%	22%	6%	6%			
6 Disagree	804	21%	1	2%	16%	19%	17%			
7 Strongly disagree	603	15%	4	2%	8%	13%	10%			
8 I don't know / not applicable	85									
- No Response	174									
Total	4,285	100%								

*No changes to question for 2019 / Question was new for 2017

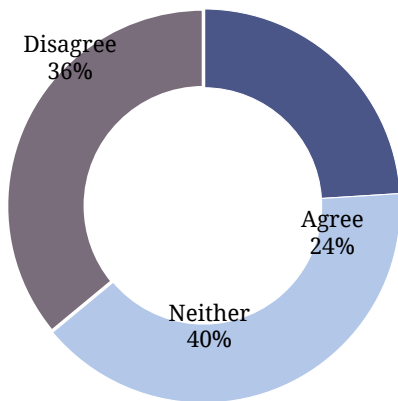
2019 Selected Statistics

Top Two 24%

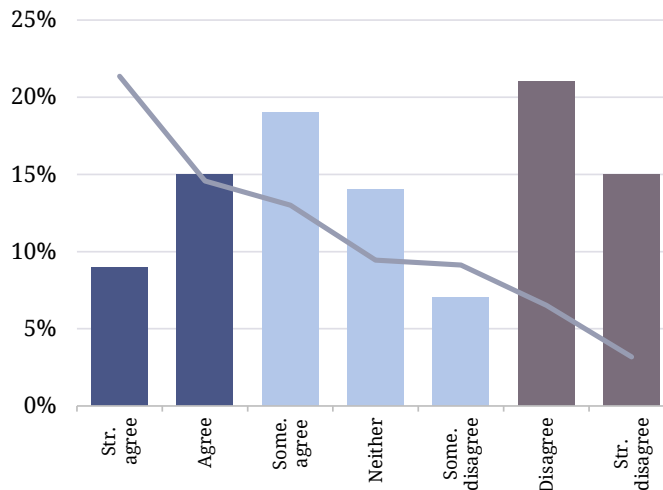
Top Three 43%

2016-18 Top 3 Avg. = 48%

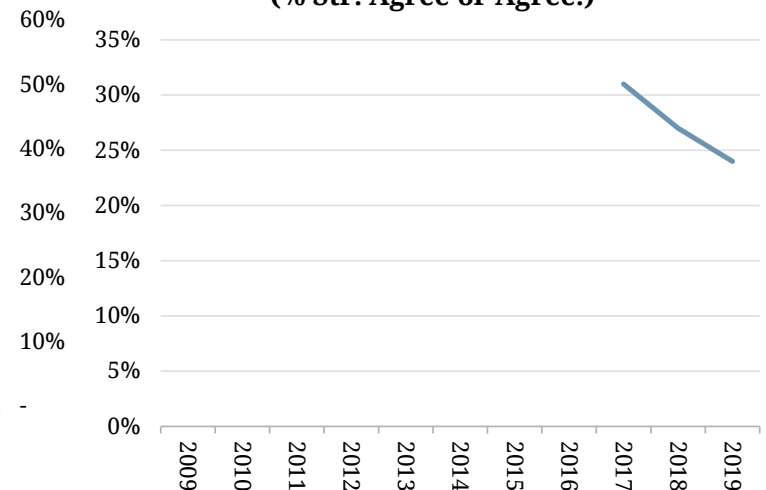
2019 Results



2019 Relative %



**Interperiod Comparison
(% Str. Agree or Agree.)**





Q42-1: Please indicate how strongly you agree or disagree with each of the following statements: "I feel overwhelmed by my debt."

Response	2019 Summary					2018	2017	2016	% Str. Agree or Agree.	
	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 Strongly agree	267	9%	7	1%	68%	8%	9%	9%	19%	19%
2 Agree	322	10%	5	-1%	52%	11%	10%	10%		
3 Somewhat agree	658	21%	1	-	38%	21%	16%	20%		
4 Neither agree nor disagree	483	15%	3	-1%	24%	16%	15%	16%		
5 Somewhat disagree	307	10%	6	1%	16%	9%	8%	8%		
6 Disagree	620	20%	2	-	10%	20%	19%	18%		
7 Strongly disagree	469	15%	4	-	8%	15%	23%	19%		
8 I don't know / not applicable	25									
- No Response	551									
Total	3,702	100%								

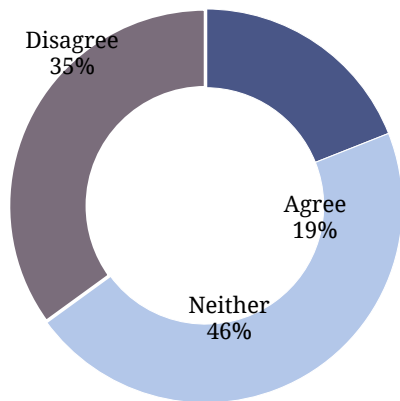
*Note: No changes for 2019

2019 Selected Statistics

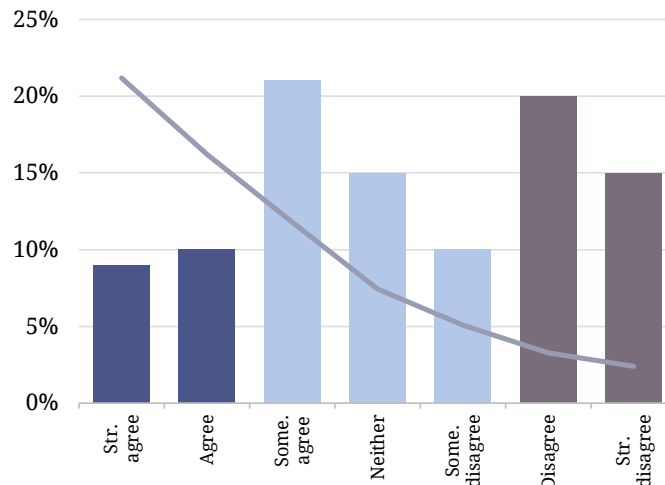


2016-18 Top 3 Avg. = 38%

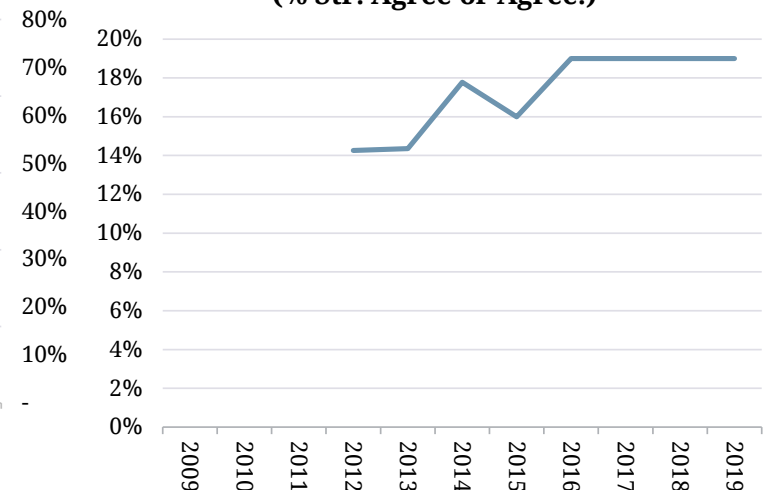
2019 Results



2019 Relative %



**Interperiod Comparison
(% Str. Agree or Agree.)**





Q42-1: 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."

Response	2019 Summary					2018	2017	2016	% Str. Agree or Agree.	
	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 Strongly agree	464	15%	3	1%	14%	14%	15%	14%	44%	43%
2 Agree	872	28%	1	-2%	22%	30%	31%	27%		
3 Somewhat agree	723	23%	2	1%	29%	22%	19%	23%		
4 Neither agree nor disagree	463	15%	4	-1%	27%	16%	15%	16%		
5 Somewhat disagree	220	7%	6	-	37%	7%	6%	7%		
6 Disagree	258	8%	5	1%	39%	7%	9%	8%		
7 Strongly disagree	132	4%	7	-	64%	4%	5%	5%		
8 I don't know / not applicable	19									
- No Response	551									
Total	3,702	100%								

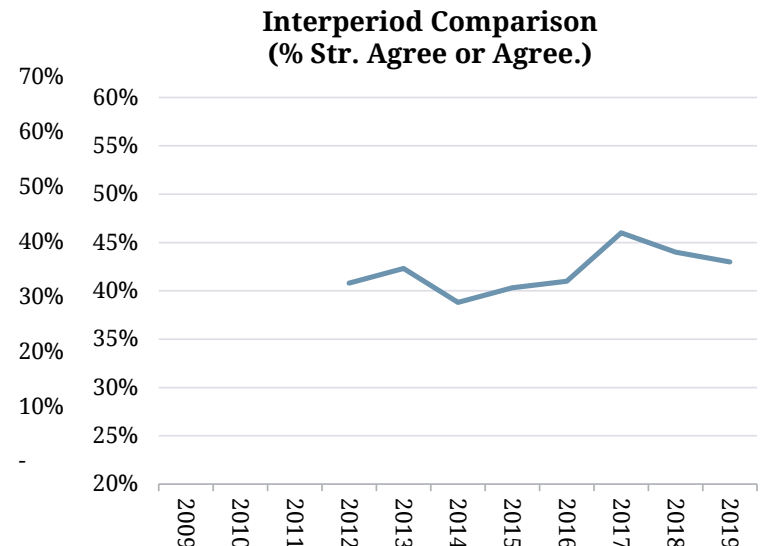
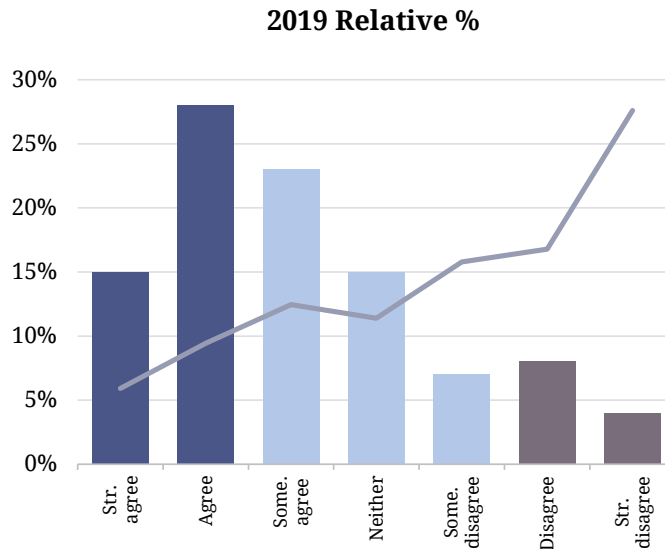
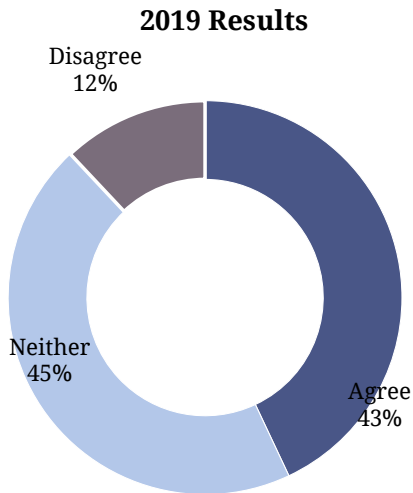
*Note: No changes for 2019

2019 Selected Statistics

Top Two 43%

Top Three 66%

2016-18 Top 3 Avg. = 65%





Q42-1: Please indicate how strongly you agree or disagree with each of the following statements: "My debt has increased from last year."

Response	2019 Summary					2018	2017	2016	% Str. Agree or Agree.	
	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 Strongly agree	200	6%	7	-2%	56%	8%	7%	8%	21%	20%
2 Agree	423	14%	4	-	42%	14%	14%	12%		
3 Somewhat agree	359	12%	5	-	37%	12%	10%	11%		
4 Neither agree nor disagree	450	14%	3	-	35%	14%	13%	14%		
5 Somewhat disagree	264	8%	6	-2%	28%	10%	7%	8%		
6 Disagree	794	26%	1	1%	18%	25%	24%	23%		
7 Strongly disagree	629	20%	2	3%	10%	17%	25%	24%		
8 I don't know / not applicable	32									
- No Response	551									
Total	3,702	100%								

*Note: No changes for 2019

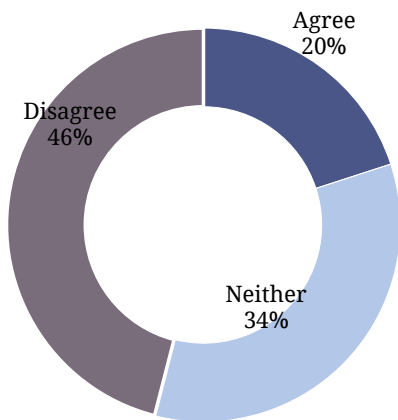
2019 Selected Statistics

Top Two 20%

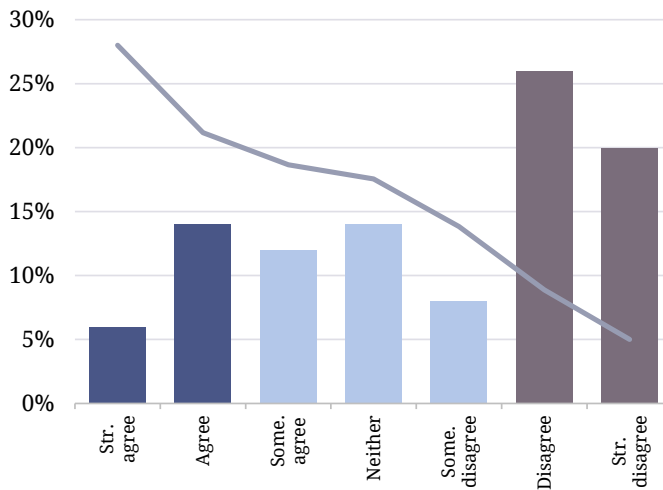
Top Three 32%

2016-18 Top 3 Avg. = 32%

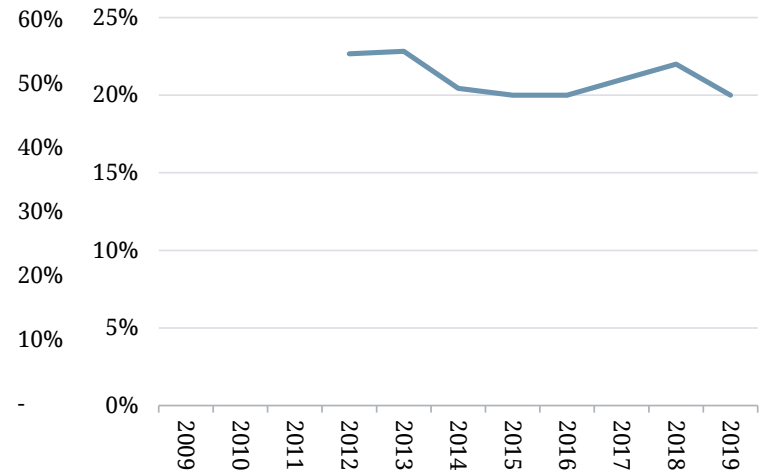
2019 Results



2019 Relative %



**Interperiod Comparison
(% Str. Agree or Agree.)**



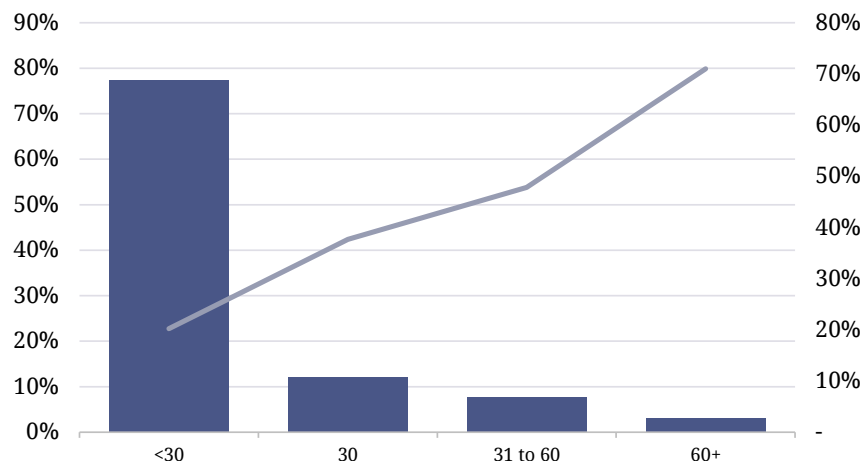
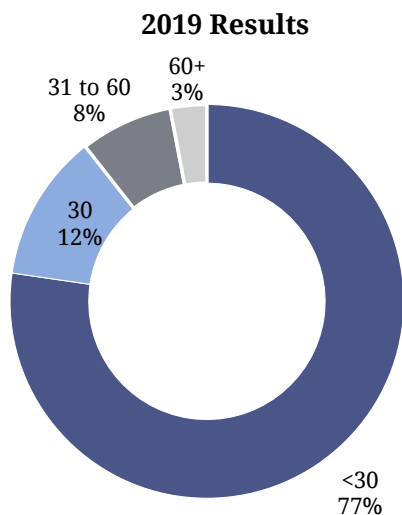


Q12: In a typical or average workday, how much time do you estimate you take to deal with or think about personal financial matters at work? (Please check only one.)

2019 SUMMARY						2018	2017	2016	% 30 Min or less	
Response	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 Less than 30 minutes	2,610	77.3%	1		20%				NA	89%
2 Approximately 30 minutes	409	12.1%	3		38%					
3 Between 30 to 60 minutes	255	7.6%	4		48%					
4 60 minutes or more	100	3.0%	5		71%					
5 I don't know / not applicable	705				19%					
6										
7										
8										
- No Response	206									
Total	4,285	100.0%								

* New question for 2019

2019 Relative %



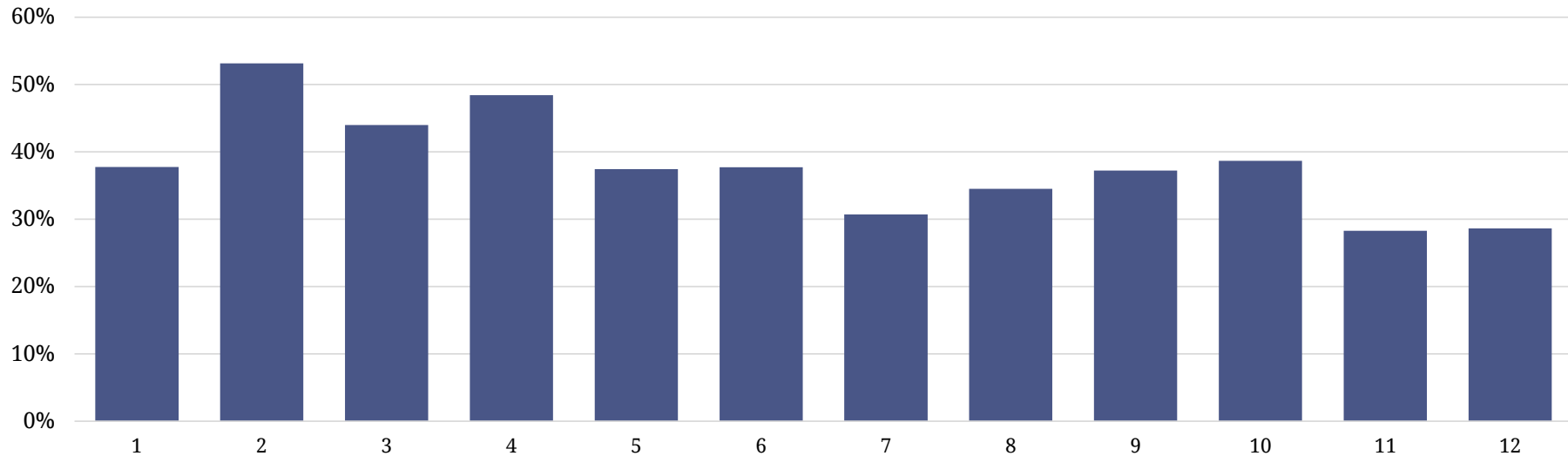


Q49: When it comes to the economy and your personal finances, please indicate how concerned you are about each of the following issues:

Response	2019 Summary									2018	2017
	Mean	Median	StdDev	Score	Bottom 3	Bottom 2	Middle 3	Top 2	Δ Top 2	Top 2	Top 2
1 Recession	2.95	3.00	1.77	67%	11%	5%	57%	38%	5%	33%	40%
2 Inflation/cost of living	2.48	2.00	1.44	75%	5%	3%	44%	53%	-1%	54%	58%
3 Higher cost of housing/rent	2.97	3.00	1.90	67%	14%	9%	47%	44%	-1%	45%	-
4 Higher interest/mortgage rates	2.78	3.00	1.90	70%	11%	8%	44%	48%	0%	48%	45%
5 A decline in the value of my house	3.18	3.00	2.20	64%	18%	11%	51%	37%	3%	34%	35%
6 Loss of my job/job security	3.25	3.00	1.91	63%	22%	14%	48%	38%	1%	37%	42%
7 My debt load	3.46	3.00	1.98	59%	23%	15%	54%	31%	-1%	32%	36%
8 Retirement	3.20	3.00	1.80	63%	17%	10%	56%	35%	0%	35%	33%
9 Value of investments	3.03	3.00	1.92	66%	11%	7%	56%	37%	3%	34%	38%
10 Value of the Canadian dollar	2.95	3.00	1.67	68%	10%	5%	56%	39%	18%	21%	26%
11 International trade relations/tariffs	3.35	4.00	1.99	61%	15%	8%	63%	28%			-
12 Other, please specify below	3.39	8.00	2.43	60%	10%	8%	63%	29%			-
									3%		

*Note: options revised in 2019

■ Top 2

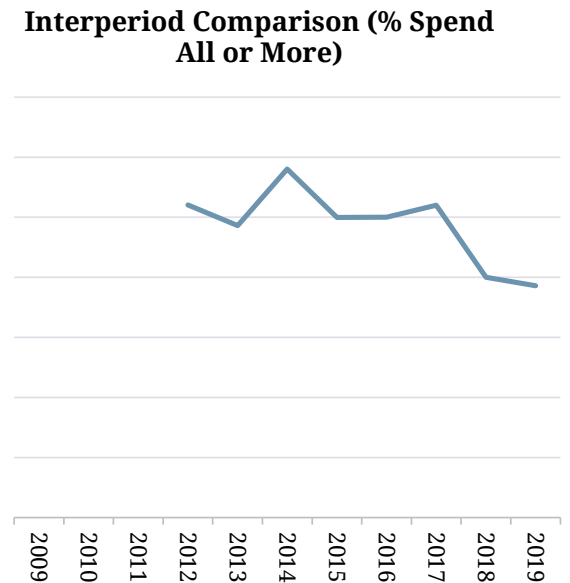
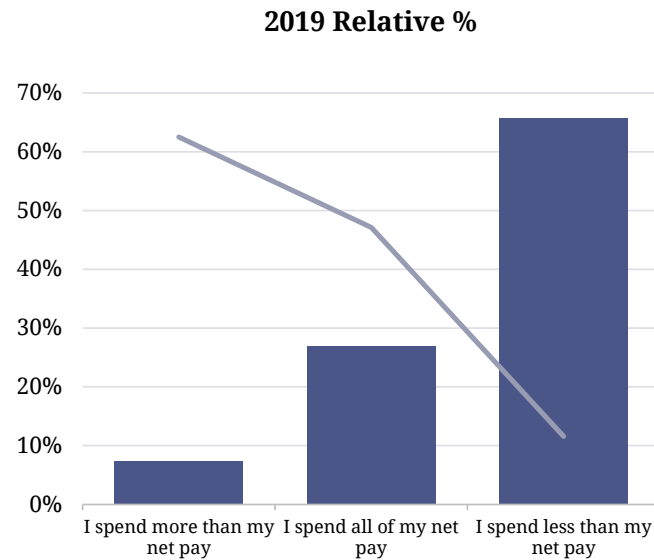
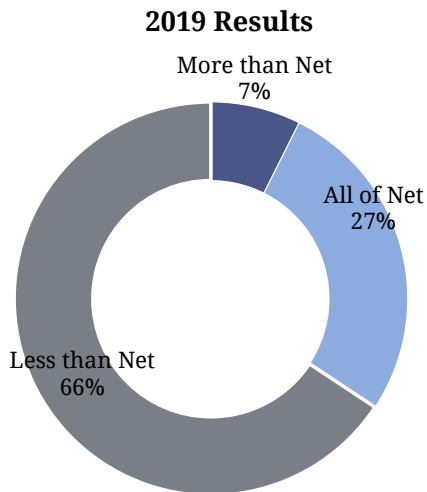




Q10: In a typical or average pay period, which of the following tends to be true for you? (Please check only one.)

Response	2019 SUMMARY					2018	2017	2016	% Spend All or More	
	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 I spend more than my net pay	288	7.4%	3	0.4%	63%	7%	8%	9%	39%	34%
2 I spend all of my net pay	1,050	26.9%	2	-1.1%	47%	28%	33%	31%		
3 I spend less than my net pay	2,572	65.7%	1	0.7%	12%	65%	59%	60%		
4 I don't know / not applicable	167				19%					
5 Other (please specify):	40				23%					
6										
7										
8										
- No Response	168									
Total	4,285	100.0%								

*Note: No changes to question for 2019



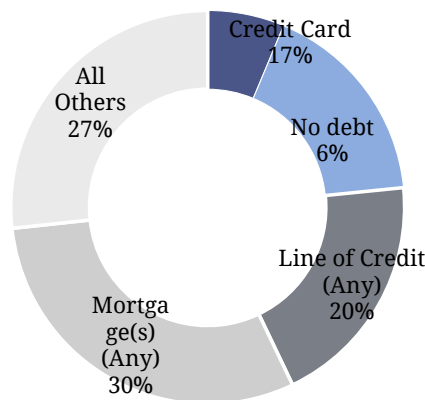


Q38: What type(s) of debt do you currently have? (Please check all that apply.)

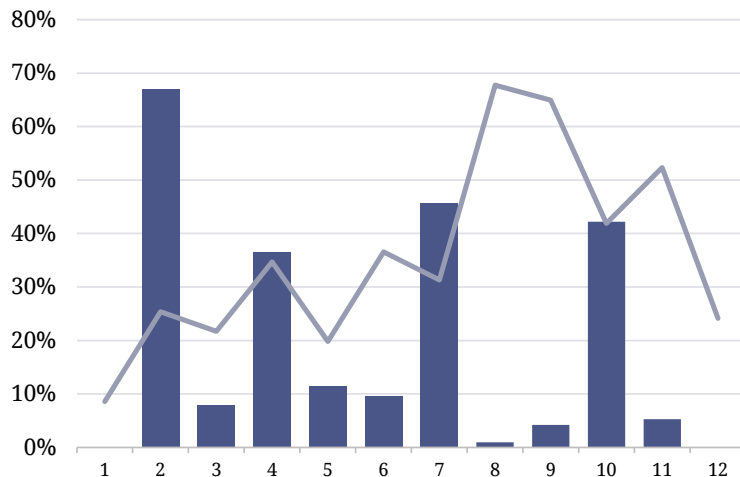
Response	2019 SUMMARY					2018	2017	2016	% Credit Card	
	Count	Incl. %	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 I do not have debt	500				9%				18%	17%
2 Mortgage(s) on my principal residence	2,177	67%	1	2.2%	25%	55%	56%	49%		
3 Mortgage(s) on a rental or business property	258	8%	8	0.2%	22%	7%	6%	8%		
4 Line of credit	1,187	37%	4	1.8%	35%	29%	35%	32%		
5 Home equity line of credit (HELOC)	373	11%	6	-0.3%	20%	11%	-	-		
6 Student loan	309	10%	7	-1.1%	37%	10%	10%	11%		
7 Car loan	1,480	46%	2	0.5%	31%	41%	36%	34%		
8 Payday loans	31	1%	12	0.4%	68%					
9 Consolidation loans	137	4%	11	-2.3%	65%	8%	7%	8%		
10 Credit card debt	1,370	42%	3	-0.9%	42%	41%	35%	36%		
11 Family debt	172	5%	10	-0.8%	52%	6%	6%	5%		
12 I prefer not to respond	236				24%					
13 Other (please specify):	12									
- No Response	305									
Total	4,285	100.0%								

*Note: Options changed in 2018 & 2019, please use caution when looking at interperiod comparisons

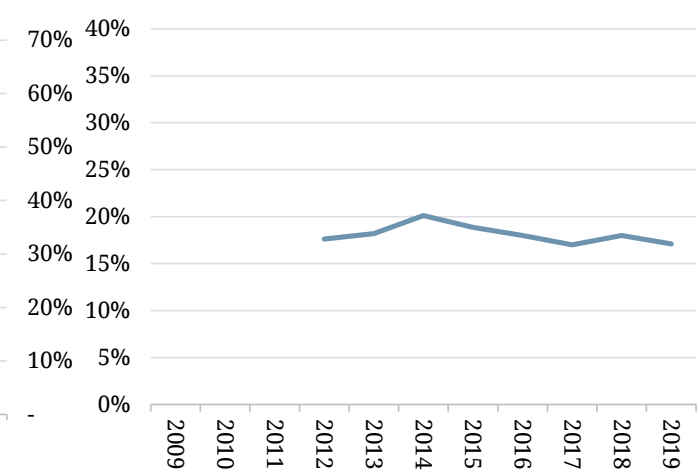
2019 Results



2019 Relative %



Interperiod Comparison (% Credit Card)

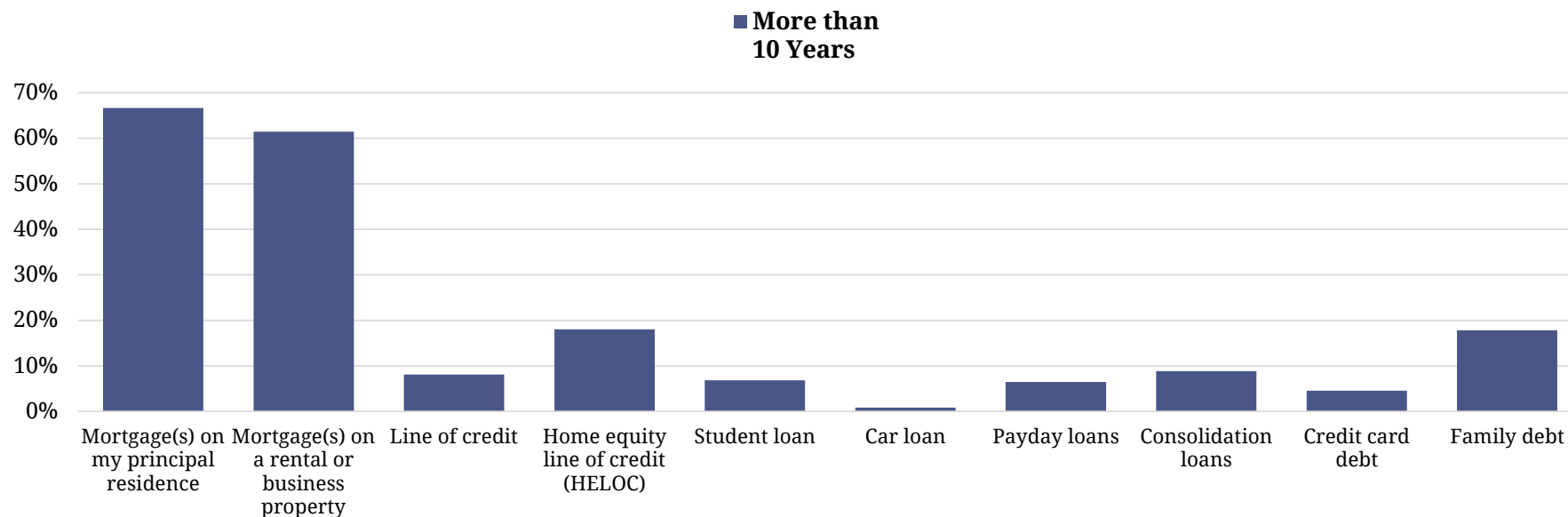




Q39: You have indicated that you have debt. Please indicate how long you think it will take to pay off that debt:

Response	2019 Summary								2018	2017
	Mean	Median	StdDev		Within 1 Year	Within 10 Years	More than 10 Years	Δ More than 10 Years	10+ yrs	10+ yrs
1 Mortgage(s) on my principal residence	3.76	4.00	0.78		3%	31%	67%	-2%	69%	67%
2 Mortgage(s) on a rental or business property	3.77	4.00	0.92		3%	36%	61%	-1%	62%	60%
3 Line of credit	2.76	3.00	1.20		42%	50%	8%	-1%	9%	10%
4 Home equity line of credit (HELOC)	2.99	3.00	1.00		24%	58%	18%	-2%	20%	-
5 Student loan	2.74	3.00	0.71		29%	64%	7%	-3%	10%	10%
6 Car loan	2.79	3.00	0.80		26%	74%	1%	0%	1%	2%
7 Payday loans	2.10	2.00	0.97		71%	23%	6%	6%		
8 Consolidation loans	2.94	3.00	0.60		17%	74%	9%	3%	6%	6%
9 Credit card debt	2.30	2.00	1.27		62%	34%	5%	1%	4%	5%
10 Family debt	2.91	3.00	1.32		36%	46%	18%	2%	16%	15%

*Note: One new option for 2019 & One new option for 2018



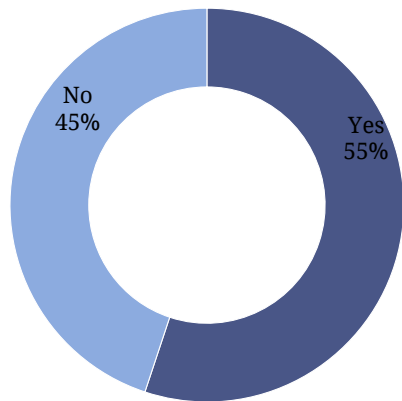


Q24: Some Canadian employers offer automatic payroll deduction into a separate savings account as a way to 'pay yourself first'. Does your employer offer this option? (Please check only one.)

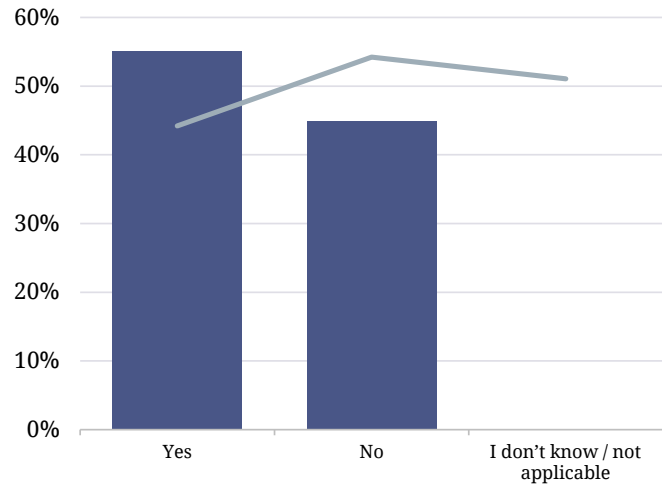
2019 SUMMARY						2018	2017	2016	% Yes	
Response	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 Yes	1,805	55.1%	1	2.1%	22%	53%			53%	55%
2 No	1,468	44.9%	2	-2.1%	27%	47%				
3 I don't know / not applicable	760				26%					
- No Response	252									
Total	4,285	100.0%								

*Note: No changes for 2019 / New question in 2018

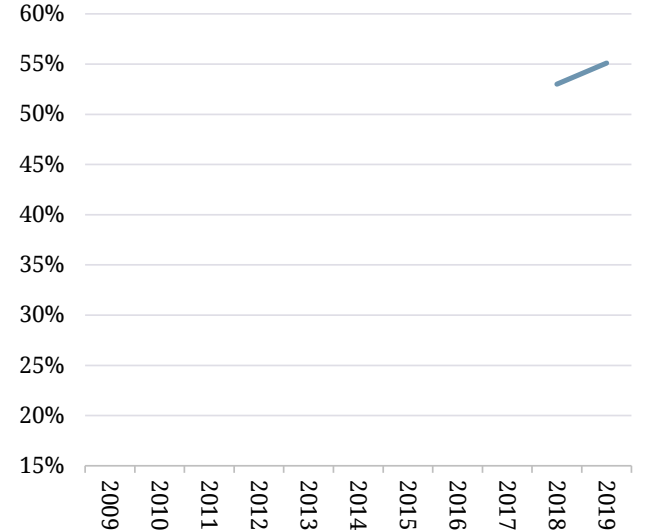
2019 Results



2019 Relative %



Interperiod Comparison (% Yes)



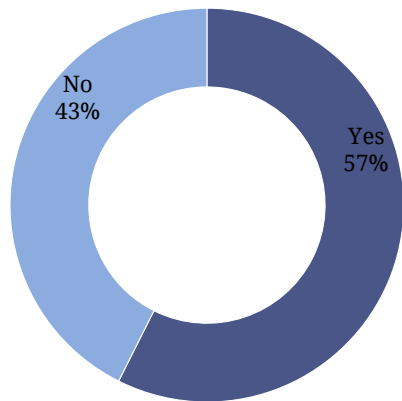


Q25: You have indicated that your employer offers automatic payroll deduction into a separate savings account as a way to 'pay yourself first'. Do you take advantage of this option? (Please check only one.)

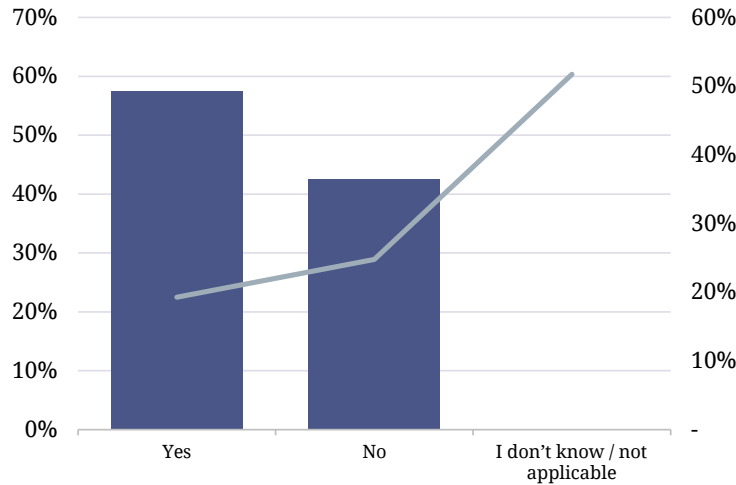
2019 SUMMARY						2018	2017	2016	% Yes	
Response	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 Yes	1,022	57.4%	1	1.4%	19%	56%			56%	57%
2 No	759	42.6%	2	-1.4%	25%	44%				
3 I don't know / not applicable	29				52%					
- No Response	247									
Total	2,057	100.0%								

*Note: No changes for 2019 / New question in 2018

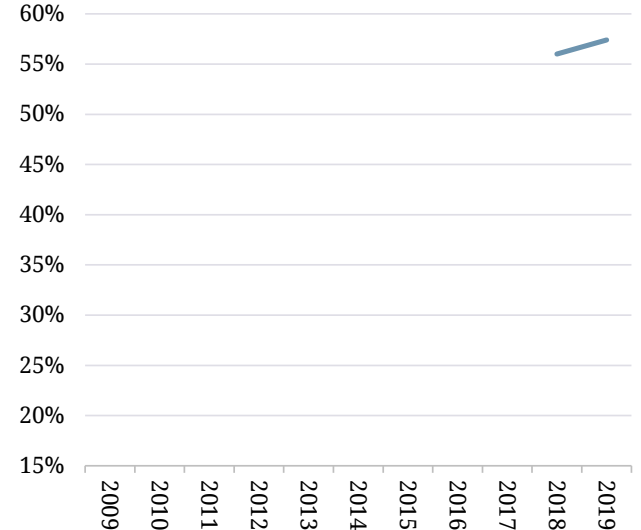
2019 Results



2019 Relative %



Interperiod Comparison (% Yes)





Q14: If your employer were to offer general financial education programs in the workplace, what would your level of interest be?

Response	2019 Summary					2018	2017	2016	% Less than Interested	
	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 Very interested	1,043	27%	1	-4%	31%	31%	28%		42%	47%
2 Interested	1,031	26%	2	-2%	25%	28%	29%			
3 Somewhat interested	1,002	25%	3	-	22%	25%	25%			
4 Neither interested nor uninterested	359	9%	4	2%	21%	7%	8%			
5 Somewhat uninterested	165	4%	6	-	19%	4%	4%			
6 Uninterested	254	6%	5	3%	17%	3%	4%			
7 Very uninterested	137	3%	7	1%	15%	2%	2%			
8 I prefer not to respond	22				45%					
9 I don't know / not applicable	22									
- No Response	250									
Total	4,285	100%								

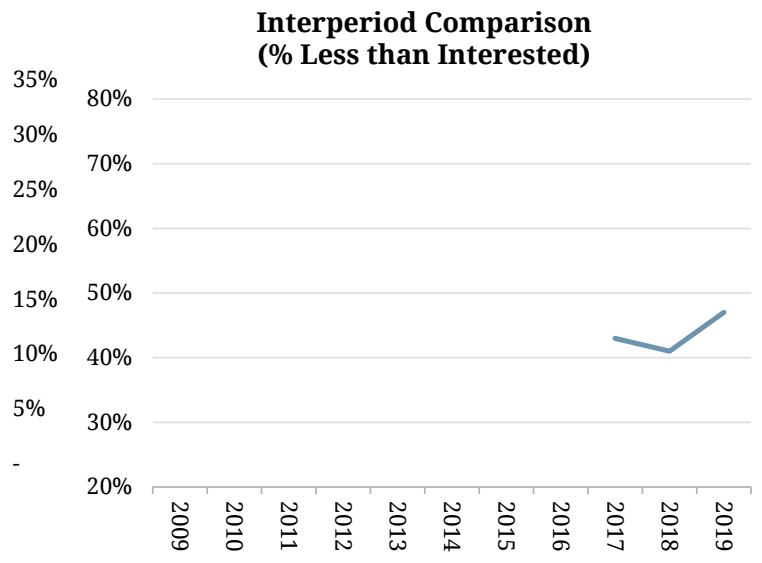
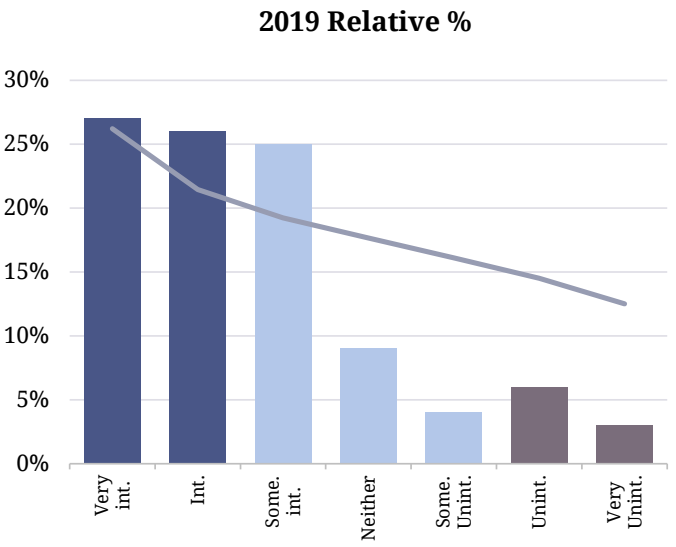
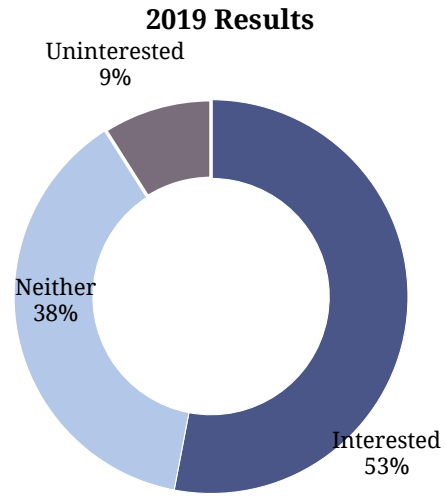
*Note: No changes to question for 2019 / new question in 2017

2019 Selected Statistics

Top Two 53%

Top Three 78%

2016-18 Top 3 Avg. = 55%



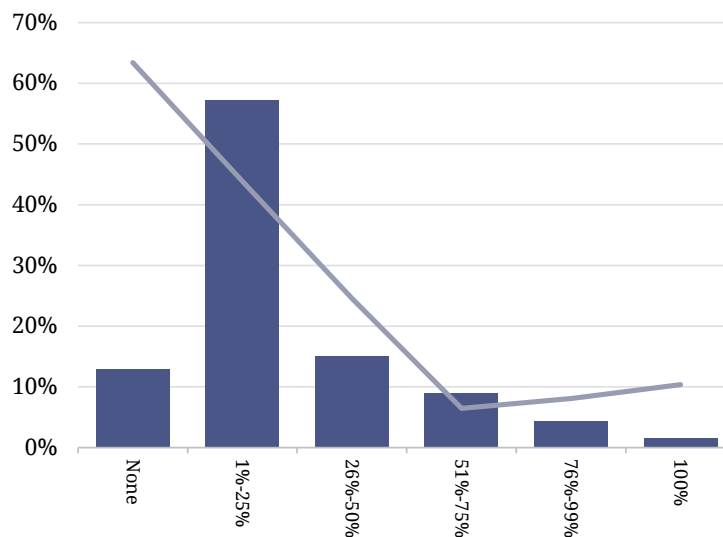
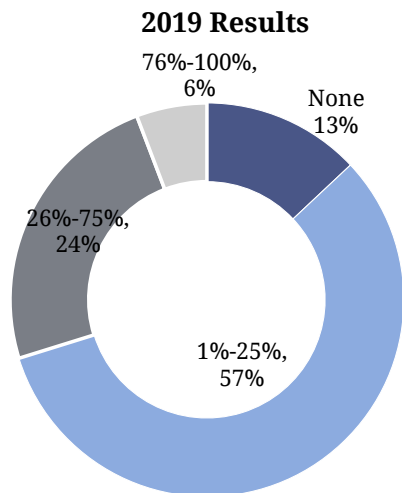


Q30: Which of the following statements best describes how close you are to your target retirement savings? (Please check only one.)

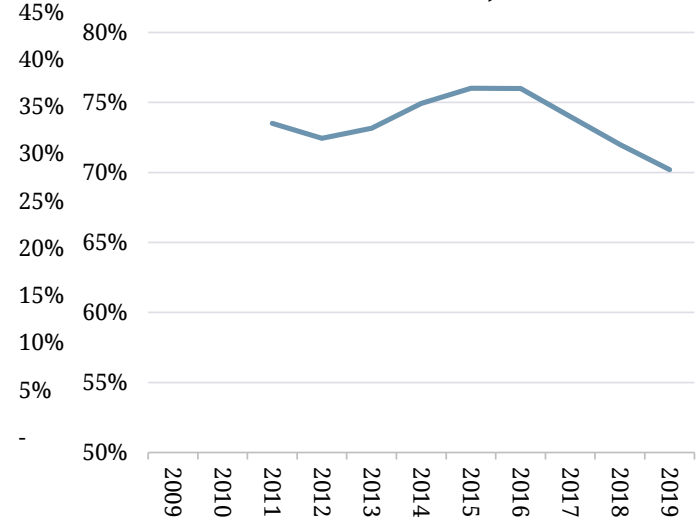
2019 SUMMARY						2018	2017	2016	% Saved Less Than 25%	
Response	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019
1 I haven't started saving yet	525	13.0%	3	-1.0%	41%	14%	16%	16%	74%	70%
2 I have saved between 0% and 25% of my retirement	2,312	57.2%	1	-0.8%	28%	58%	58%	60%		
3 I have saved between 26% and 50% of my retirement	608	15.1%	2	1.1%	16%	14%	13%	13%		
4 I have saved between 51% and 75% of my retirement	361	8.9%	4	0.9%	4%	8%	8%	7%		
5 I have saved between 76% and 100% of my retirement	173	4.3%	5	0.3%	5%	4%	4%	3%		
6 I have attained my target and I am able to retire	60	1.5%	6	-0.5%	7%	2%	1%	1%		
7										
8										
9										
- No Response	246									
Total	4,285	100.0%								

*Note: No changes for 2019

2019 Relative %



Interperiod Comparison (% Saved Less Than 25%)





Q5A: How likely are you to come up with \$2,000 if an emergency arose within the next month? (Please check only one.)

Response	2019 Summary						2018	2017	2016	Somewhat to Very Unlikely	
	Count	Rela%	Rank	Δ Rela%	PC to PC	Rela%	Rela%	Rela%	2016-18 Avg.	2019	
1 Very likely	1,615	39%	1	-1%	5%	40%	39%	37%	22%	19%	
2 Likely	918	22%	2	4%	16%	18%	18%	18%			
3 Somewhat likely	676	16%	3	-2%	37%	18%	17%	18%			
4 Neither likely nor unlikely	157	4%	7	1%	34%	3%	4%	3%			
5 Somewhat unlikely	230	6%	6	-1%	53%	7%	6%	7%			
6 Unlikely	241	6%	5	-	65%	6%	6%	7%			
7 Very unlikely	297	7%	4	-1%	75%	8%	10%	10%			
8 I don't know / not applicable	59										
- No Response	92										
Total	4,285	100%									

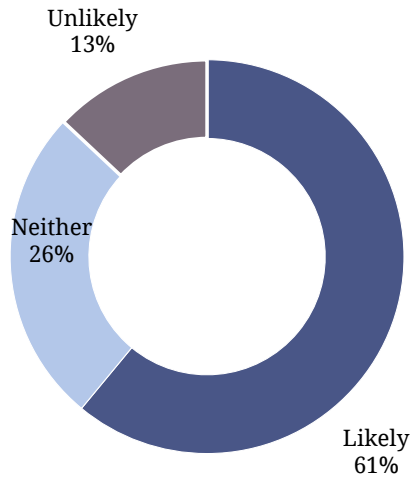
*Note: No changes to question for 2019

2019 Selected Statistics

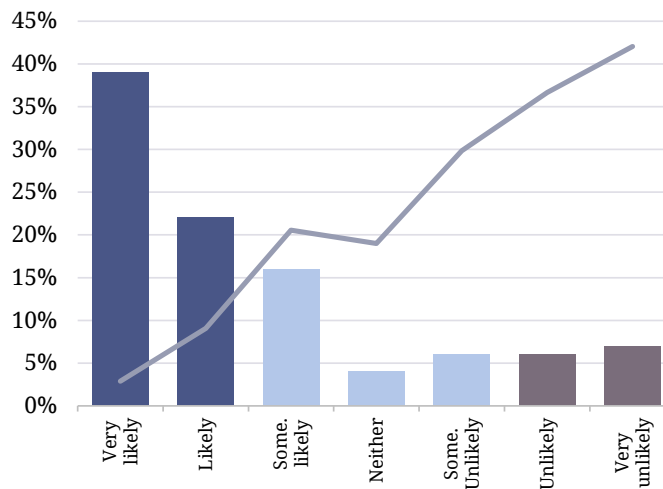


2016-18 Top 3 Avg. = 46%

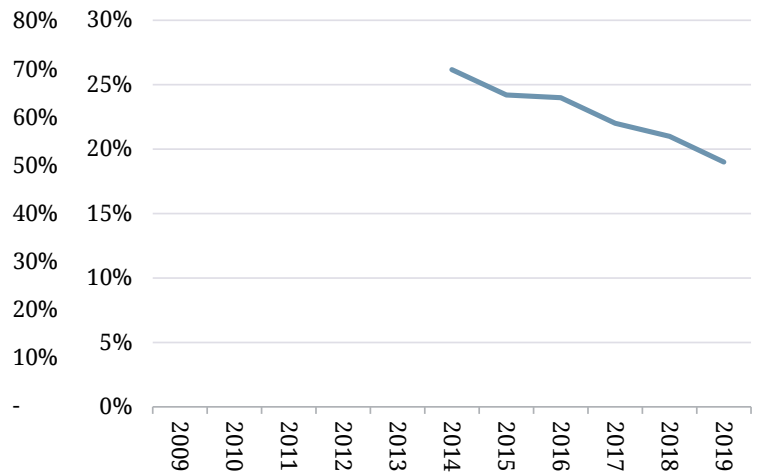
2019 Results




2019 Relative %



**Interperiod Comparison
(% Somewhat to Very Unlikely)**





phone (403) 261-7077
fax (403) 640-0042
info@framework-partners.com

Suite 405, 906 12th Ave SW
Calgary Alberta, Canada T2R 1K7

www.frameworkpartners.com

Framework