



Small-Business Views on Retirement Savings Plans: Topline Results of Employer Survey

Overview

This document contains the topline findings for the Survey of Decision-Makers at Private Sector Small and Midsize Businesses, conducted between April 26, 2016, and June 29, 2016, for The Pew Charitable Trusts. ICF International fielded the telephone survey, using a probability sample drawn from the Dun and Bradstreet list of businesses to reach a nationally representative sample of private sector small and midsize businesses (five to 250 employees). A trained team that specializes in interviewing businesses used computer-assisted telephone interviewing (CATI) to collect the data.

Topline findings are unweighted and include missing responses as well as the responses of those who refused to answer or did not know the answer to a specific question. For analysis, ICF International weighted the data, and Pew reclassified responses coded as “refused” or “don’t know” as missing. Missing responses were excluded from the final analysis. Where applicable, “other” responses were recoded to align with appropriate predefined survey responses. Not all respondents were presented with all survey questions.

Sampling Frame

geostr: Geographic Census Stratum

Value	Count	Percentage	Cumulative count	Cumulative percentage
Northeast	325	19.80%	325	19.80%
Midwest	503	30.70%	828	50.50%
South	372	22.70%	1,200	73.20%
West	439	26.80%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

size: Sampling Frame Stratum—Business Size

Value	Count	Percentage	Cumulative count	Cumulative percentage
5-50 employees	1,540	94.00%	1,540	94.00%
51-250 employees	99	6.00%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

bus_type: Sampling Frame Stratum—Business Type
(based on SIC code)

Value	Count	Percentage	Cumulative count	Cumulative percentage
Goods producing	340	20.70%	340	20.70%
Services producing	1,299	79.30%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

s3a: How many total employees work for your organization across all locations? ENTER NUMBER _____

Mean: 28.74741

Valid N: 1,639

Type: Continuous

Sample type: All

s4: Before we begin, of the following, which best describes your role in regard to employee benefits?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-SOLE OR FINAL DECISION-MAKER REGARDING EMPLOYEE BENEFITS	561	34.20%	561	34.20%
02-HAVE SIGNIFICANT INPUT INTO EMPLOYEE BENEFIT DECISIONS	1,078	65.80%	1,639	100.00%
03-OBTAIN INFORMATION ABOUT BENEFITS BUT DO NOT MAKE DECISIONS	0	0.00%	1,639	100.00%
04-NOT INVOLVED IN MAKING BENEFITS DECISIONS	0	0.00%	1,639	100.00%
05-OTHER (SPECIFY)	0	0.00%	1,639	100.00%
98-DON'T KNOW	0	0.00%	1,639	100.00%
99-REFUSED	0	0.00%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

Note: "Other" categories included open-ended responses. These responses were recoded to another category when applicable.

Background

c1: Which of the following best describes the industry in which you work?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-AGRICULTURE	29	1.80%	29	1.80%
02-MINING	1	0.10%	30	1.80%
03-CONSTRUCTION	131	8.00%	161	9.80%
04-MANUFACTURING	118	7.20%	279	17.00%
05-TRANSPORTATION/ COMMUNICATIONS/ UTILITIES	139	8.50%	418	25.50%
06-WHOLESALE TRADE	37	2.30%	455	27.80%
07-RETAIL TRADE	247	15.10%	702	42.80%
08-FINANCIAL SERVICES/ INSURANCE/REAL ESTATE SERVICES	232	14.20%	934	57.00%
09-OTHER _____	648	39.50%	1,582	96.50%
98-DON'T KNOW	49	3.00%	1,631	99.50%
99-REFUSED	8	0.50%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

Note: "Other" categories included open-ended responses. These responses were recoded to another category when applicable.

c2: Please list the states where your organization has locations.

Value	Frequency	Value	Frequency
01-ALABAMA	24	27-MONTANA	21
02-ALASKA	16	28-NEBRASKA	28
03-ARIZONA	40	29-NEVADA	23
04-ARKANSAS	20	30-NEW HAMPSHIRE	15
05-CALIFORNIA	175	31-NEW JERSEY	57
06-COLORADO	66	32-NEW MEXICO	29
07-CONNECTICUT	37	33-NEW YORK	108
08-DELAWARE	12	34-NORTH CAROLINA	48
09-DC	13	35-NORTH DAKOTA	16
10-FLORIDA	92	36-OHIO	84
11-GEORGIA	44	37-OKLAHOMA	22
12-HAWAII	11	38-OREGON	45
13-IDAHO	29	39-PENNSYLVANIA	103
14-ILLINOIS	116	40-RHODE ISLAND	13
15-INDIANA	58	41-SOUTH CAROLINA	24
16-IOWA	34	42-SOUTH DAKOTA	19
17-KANSAS	44	43-TENNESSEE	34
18-KENTUCKY	17	44-TEXAS	111
19-LOUISIANA	16	45-UTAH	35
20-MAINE	24	46-VERMONT	13
21-MARYLAND	32	47-VIRGINIA	38
22-MASSACHUSETTS	60	48-WASHINGTON	79
23-MICHIGAN	71	49-WEST VIRGINIA	11
24-MINNESOTA	64	50-WISCONSIN	52
25-MISSISSIPPI	14	51-WYOMING	15
26-MISSOURI	52		

Type: Categorical

Sample type: All

Note: State frequencies are based on businesses' reporting of states where they have locations.

c3a: How many years has your organization been operating?
_____ YEARS

Mean: 28.16616

Valid N: 1,631

Missing: 8

Type: Continuous

Sample type: All

c4a: A full-time employee is someone who typically works 35 or more hours per week. How many full-time employees does your organization currently employ? ENTER RESPONSE _____

Mean: 19.83609

Valid N: 1,635

Missing: 4

Type: Continuous

Sample type: All

c5a: A part-time employee is someone who typically works less than 35 hours per week. How many part-time employees does your business currently employ? ENTER RESPONSE _____

Mean: 6.709914

Valid N: 1,634

Missing: 5

Type: Continuous

Sample type: All

c6: A seasonal worker is someone who is hired on a temporary basis to address short-term business needs, such as sales during the holidays. In the past 12 months, has your organization employed any seasonal workers?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	348	21.20%	348	21.20%
02-NO	1,287	78.50%	1,635	99.80%
98-DON'T KNOW	4	0.20%	1,639	100.00%
99-REFUSED	0	0.00%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

c7a: Thinking of the last 12 months, how many seasonal workers did your organization employ in total? ENTER RESPONSE _____

Mean: 7.270349

Valid N: 344

Missing: 1,295

Type: Continuous

Sample type: All

Asked if c6=01 (YES)

c8: How many independent contractors or 1099 workers does your organization currently employ?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-GAVE RESPONSE	1,600	97.60%	1,600	97.60%
98-DON'T KNOW	36	2.20%	1,636	99.80%
99-REFUSED	3	0.20%	1,639	100.00%
Total	1,639			

Type: Categorical
Sample type: All

c8a: How many independent contractors or 1099 workers does your organization currently employ? ENTER RESPONSE _____

Mean: 2.741875
Valid N: 1,600
Missing: 39
Type: Continuous
Sample type: All
 Asked if c8=01 (GAVE RESPONSE)

c9a: How many of your organization's current employees are represented by a union? ENTER NUMBER _____

Mean: 0.609816
Valid N: 1,630
Missing: 9
Type: Continuous
Sample type: All

c10: Is your organization incorporated?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	1,297	79.10%	1,297	79.10%
02-NO	306	18.70%	1,603	97.80%
98-DON'T KNOW	35	2.10%	1,638	99.90%
99-REFUSED	1	0.10%	1,639	100.00%
Total	1,639			

Type: Categorical
 Sample type: All

c11: Does your organization currently manage payroll internally or do you outsource this task?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-INTERNALLY	826	50.40%	826	50.40%
02-OUTSOURCE	801	48.90%	1,627	99.30%
98-DON'T KNOW	12	0.70%	1,639	100.00%
99-REFUSED	0	0.00%	1,639	100.00%
Total	1,639			

Type: Categorical
 Sample type: All

Volatility

v1: In the last year, did your organization's employee numbers ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-INCREASE A LOT	75	4.60%	75	4.60%
02-INCREASE SOME	317	19.30%	392	23.90%
03-STAY ABOUT THE SAME	1,065	65.00%	1,457	88.90%
04-DECREASE SOME	147	9.00%	1,604	97.90%
05-DECREASE A LOT	29	1.80%	1,633	99.60%
98-DON'T KNOW	5	0.30%	1,638	99.90%
99-REFUSED	1	0.10%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

v2: In the last year, did your organization's earnings ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-INCREASE A LOT	89	5.40%	89	5.40%
02-INCREASE SOME	578	35.30%	667	40.70%
03-STAY ABOUT THE SAME	653	39.80%	1,320	80.50%
04-DECREASE SOME	221	13.50%	1,541	94.00%
05-DECREASE A LOT	54	3.30%	1,595	97.30%
98-DON'T KNOW	35	2.10%	1,630	99.50%
99-REFUSED	9	0.50%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

Benefits

b1: Now I would like to ask about your organization's employee benefits. Please indicate whether your organization offers each of the following benefits to its employees.

Questions b1a-b1e were rotated.

b1a: Retirement plans, such as a 401(k), profit-sharing, pension, Keogh, etc.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	912	55.60%	912	55.60%
02-NO	725	44.20%	1,637	99.90%
98-DON'T KNOW	2	0.10%	1,639	100.00%
99-REFUSED	0	0.00%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

b1b: Health insurance.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	1,018	62.10%	1,018	62.10%
02-NO	618	37.70%	1,636	99.80%
98-DON'T KNOW	3	0.20%	1,639	100.00%
99-REFUSED	0	0.00%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

b1c: Paid holidays, vacation, and/or sick leave.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	1,430	87.20%	1,430	87.20%
02-NO	209	12.80%	1,639	100.00%
98-DON'T KNOW	0	0.00%	1,639	100.00%
99-REFUSED	0	0.00%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

b1d: Tuition assistance and/or reimbursement.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	385	23.50%	385	23.50%
02-NO	1,248	76.10%	1,633	99.60%
98-DON'T KNOW	5	0.30%	1,638	99.90%
99-REFUSED	1	0.10%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

b1e: Dental or vision insurance.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	752	45.90%	752	45.90%
02-NO	884	53.90%	1,636	99.80%
98-DON'T KNOW	3	0.20%	1,639	100.00%
99-REFUSED	0	0.00%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

b2: Does your company offer any other benefits?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	559	34.10%	559	34.10%
02-NO	1,073	65.50%	1,632	99.60%
98-DON'T KNOW	7	0.40%	1,639	100.00%
99-REFUSED	0	0.00%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

Note: Those who answered "Yes" provided open-ended responses describing any other benefits offered. These responses were recoded to another category when applicable.

b3: In your opinion, would the average employee in your organization prefer to have a higher salary or better retirement benefits?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-A HIGHER SALARY	1,424	86.90%	1,424	86.90%
02-BETTER RETIREMENT BENEFITS	129	7.90%	1,553	94.80%
98-DON'T KNOW	82	5.00%	1,635	99.80%
99-REFUSED	4	0.20%	1,639	100.00%
Total	1,639			

Type: Categorical

Sample type: All

Current Plan Offerings

p1: The next few questions ask about the retirement plan your organization provides.

p1a: Does your organization offer a retirement plan based on earnings and years on the job, such as a traditional pension plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	208	22.80%	208	22.80%
02-NO	684	75.00%	892	97.80%
98-DON'T KNOW	18	2.00%	910	99.80%
99-REFUSED	2	0.20%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p1b: Does your organization offer a retirement plan based on employee and employer contributions to an individual account plan, such as a 401(k) plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	811	88.90%	811	88.90%
02-NO	98	10.70%	909	99.70%
98-DON'T KNOW	3	0.30%	912	100.00%
99-REFUSED	0	0.00%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p1c: Does your organization offer a hybrid plan that combines earnings per year and employee/employer contribution characteristics?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	213	23.40%	213	23.40%
02-NO	656	71.90%	869	95.30%
98-DON'T KNOW	42	4.60%	911	99.90%
99-REFUSED	1	0.10%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p1d: Does your organization offer another type of retirement plan that I have not yet mentioned?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	112	12.30%	112	12.30%
02-NO	795	87.30%	907	99.60%
98-DON'T KNOW	4	0.40%	911	100.00%
99-REFUSED	0	0.00%	911	100.00%
Total	911			
Missing	728			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

Note: Those who answered "Yes" provided open-ended responses describing any other type of retirement plan offered by their organization. These responses were recoded to another category when applicable.

p2: Next, I'm going to list a few reasons that organizations might offer a retirement plan. Please tell me whether or not this is a reason your organization offers a retirement plan.

p2a: Helps attract and retain quality employees.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	789	86.50%	789	86.50%
02-NO	114	12.50%	903	99.00%
98-DON'T KNOW	9	1.00%	912	100.00%
99-REFUSED	0	0.00%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p2b: Has a positive impact on employees.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	833	91.30%	833	91.30%
02-NO	70	7.70%	903	99.00%
98-DON'T KNOW	8	0.90%	911	99.90%
99-REFUSED	1	0.10%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p2c: Helps employees save for retirement.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	867	95.10%	867	95.10%
02-NO	40	4.40%	907	99.50%
98-DON'T KNOW	5	0.50%	912	100.00%
99-REFUSED	0	0.00%	912	100.00%
Total	912			
Missing	727			

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p2d: Provides tax advantages for management.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	521	57.10%	521	57.10%
02-NO	354	38.80%	875	95.90%
98-DON'T KNOW	35	3.80%	910	99.80%
99-REFUSED	2	0.20%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p2e: Provides tax advantages for employees.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	692	75.90%	692	75.90%
02-NO	197	21.60%	889	97.50%
98-DON'T KNOW	22	2.40%	911	99.90%
99-REFUSED	1	0.10%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p3: Are there are any other reasons your organization offers a retirement plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	88	9.60%	88	9.60%
02-NO	818	89.70%	906	99.30%
98-DON'T KNOW	6	0.70%	912	100.00%
99-REFUSED	0	0.00%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

Note: Those who answered "Yes" provided open-ended responses describing other reasons their organization offered a retirement plan. These responses were recoded to another category when applicable.

p4: Of the following, which is the main reason your organization offers a retirement plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-HELPS ATTRACT AND RETAIN EMPLOYEES	284	31.90%	284	31.90%
02-POSITIVE IMPACT ON EMPLOYEE PERFORMANCE	62	7.00%	346	38.80%
03-HELPS EMPLOYEES SAVE FOR RETIREMENT	399	44.80%	745	83.60%
04-PROVIDES TAX ADVANTAGES FOR MANAGEMENT	57	6.40%	802	90.00%
05-PROVIDES TAX ADVANTAGES FOR EMPLOYEES	33	3.70%	835	93.70%
06-OTHER REASON	41	4.60%	876	98.30%
98-DON'T KNOW	13	1.50%	889	99.80%
99-REFUSED	2	0.20%	891	100.00%
Total	891			
Missing	748			

Type: Categorical

Sample type: All

Asked if two or more of p2a-p3=01 (YES)

p5a: How many of the ANSWER FROM (c4a_NEW) full-time employees actually participate in the retirement plan?
ENTER NUMBER _____

Mean: 17.48409

Valid N: 880

Missing: 759

Type: Continuous

Sample type: All

Asked if c4a>0 (had at least one full-time employee) and b1a=01 (businesses that offer retirement plans)

p6a: How many of the ANSWER FROM (c5a_NEW) part-time employees actually participate in the retirement plan?
 ENTER NUMBER _____

Mean: 1.436909

Valid N: 634

Missing: 1,005

Type: Continuous

Sample type: All

Asked if c5a>0 (had at least one part-time employee) and b1a=01 (businesses that offer retirement plans)

Pro-Savings Characteristics

p7: Does your organization's retirement plan include automatic enrollment, where all employees participate and money is withheld from their pay to contribute to the plan unless they choose to opt out?__

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	258	31.80%	258	31.80%
02-NO	547	67.40%	805	99.30%
98-DON'T KNOW	6	0.70%	811	100.00%
99-REFUSED	0	0.00%	811	100.00%
Total	811			
Missing	828			

Type: Categorical

Sample type: All

Asked if p1b=01 (YES)

p8: Of the following reasons, which is the most important reason your organization does not offer automatic enrollment?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-COSTS TOO MUCH	17	3.10%	17	3.10%
02-LEGAL CONCERNS	17	3.10%	34	6.10%
03-EMPLOYEES WOULDN'T LIKE AUTOMATIC ENROLLMENT	222	40.10%	256	46.30%
04-SATISFIED WITH CURRENT SETUP	242	43.80%	498	90.10%
05-OTHER REASON (SPECIFY)	39	7.10%	537	97.10%
98-DON'T KNOW	14	2.50%	551	99.60%
99-REFUSED	2	0.40%	553	100.00%
Total	553			
Missing	1,086			

Type: Categorical

Sample type: All

Asked if p7=02/98/99 (NO/DON'T KNOW/REFUSED)

Note: "Other" categories included open-ended responses. These responses were recoded to another category when applicable.

p9: Does your organization's retirement plan use automatic escalation, where an employee's contribution automatically increases by a certain amount unless they opt out or a certain level is reached?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	95	11.70%	95	11.70%
02-NO	693	85.50%	788	97.20%
98-DON'T KNOW	23	2.80%	811	100.00%
99-REFUSED	0	0.00%	811	100.00%
Total	811			
Missing	828			

Type: Categorical

Sample type: All

Asked if p1b=01 (YES)

p10: Of the following, which is the most important reason your organization does not offer automatic escalation?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-COSTS TOO MUCH	30	4.20%	30	4.20%
02-LEGAL CONCERNS	20	2.80%	50	7.00%
03-EMPLOYEES WOULDN'T LIKE AUTOMATIC ESCALATION	257	35.90%	307	42.90%
04-SATISFIED WITH CURRENT SETUP	345	48.20%	652	91.10%
05-OTHER REASON (SPECIFY)	34	4.70%	686	95.80%
98-DON'T KNOW	28	3.90%	714	99.70%
99-REFUSED	2	0.30%	716	100.00%
Total	716			
Missing	923			

Type: Categorical

Sample type: All

Asked if p9=02/98/99 (NO/DON'T KNOW/REFUSED)

Note: "Other" categories included open-ended responses. These responses were recoded to another category when applicable.

p11: Does your retirement plan currently include employer contributions?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	718	88.50%	718	88.50%
02-NO	90	11.10%	808	99.60%
98-DON'T KNOW	3	0.40%	811	100.00%
99-REFUSED	0	0.00%	811	100.00%
Total	811			
Missing	828			

Type: Categorical

Sample type: All

Asked if p1b=01 (YES)

p12: Are these matching contributions?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	566	78.80%	566	78.80%
02-NO	142	19.80%	708	98.60%
98-DON'T KNOW	10	1.40%	718	100.00%
99-REFUSED	0	0.00%	718	100.00%
Total	718			
Missing	921			

Type: Categorical

Sample type: All

Asked if p11=01 (YES)

p13: Of the following, which is the most important reason for not making a contribution to your employee's retirement plans?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-COSTS TOO MUCH	41	45.60%	41	45.60%
02-ADMINISTRATIVE CHALLENGES	7	7.80%	48	53.30%
03-LEGAL CONCERNS	0	0.00%	48	53.30%
04-SATISFIED WITH CURRENT SETUP	13	14.40%	61	67.80%
05-OTHER REASON	27	30.00%	88	97.80%
98-DON'T KNOW	1	1.10%	89	98.90%
99-REFUSED	1	1.10%	90	100.00%
Total	90			
Missing	1,549			

Type: Categorical

Sample type: All

Asked if p11=02 (NO)

Rotate order of responses for 01-04

Note: "Other" categories included open-ended responses. These responses were recoded to another category when applicable.

Plan Fees

p14: How familiar are you with your plan's investment fees—fees that are associated with the investments in a retirement plan and are different from operating or record-keeping fees?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY FAMILIAR	158	19.50%	158	19.50%
02-SOMEWHAT FAMILIAR	373	46.00%	531	65.50%
03-NOT AT ALL FAMILIAR	267	32.90%	798	98.40%
98-DON'T KNOW	12	1.50%	810	99.90%
99-REFUSED	1	0.10%	811	100.00%
Total	811			
Missing	828			

Type: Categorical

Sample type: All

Asked if p1b=01 (YES)

p15: To the best of your recollection, have you read any investment fee disclosure documents from your organization's retirement plan in the past year?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	460	56.70%	460	56.70%
02-NO	343	42.30%	803	99.00%
98-DON'T KNOW	6	0.70%	809	99.80%
99-REFUSED	2	0.20%	811	100.00%
Total	811			
Missing	828			

Type: Categorical

Sample type: All

Asked if p1b=01 (YES)

p16: Was the information in the fee disclosure understandable?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	389	84.60%	389	84.60%
02-NO	62	13.50%	451	98.00%
98-DON'T KNOW	8	1.70%	459	99.80%
99-REFUSED	1	0.20%	460	100.00%
Total	460			
Missing	1,179			

Type: Categorical

Sample type: All

Asked if p15=01 (YES)

p17: How useful would it be for you to have additional information about investment fees?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY USEFUL	128	15.80%	128	15.80%
02-SOMEWHAT USEFUL	279	34.40%	407	50.20%
03-NOT TOO USEFUL	198	24.40%	605	74.60%
04-NOT AT ALL USEFUL	197	24.30%	802	98.90%
98-DON'T KNOW	6	0.70%	808	99.60%
99-REFUSED	3	0.40%	811	100.00%
Total	811			
Missing	828			

Type: Categorical

Sample type: All

Asked if p1b=01 (YES)

Plan Sponsors' Perspectives on State Proposals for Retirement Savings

p18: Now I am going to ask a few questions about a new retirement plan intended to make it easier for employees at businesses without retirement plans to save for retirement. Since your business offers a retirement plan, this proposal would not necessarily apply to your organization. However, given your experience with retirement plans, we would like your input.

P18intro: Here are a few details about the plan:

- The plan would only cover employees who don't have access to a retirement savings plan at their work and would not apply to employees already in a plan.
- Workers would contribute to the retirement savings account unless they took action to opt out of the program. Employers could not make their own contributions.
- The plan would be sponsored by an outside organization and not by businesses like yours.
- A business's only responsibility would be to withhold money from participating employees' paychecks and send it to the retirement account on their behalf.

p18a: Thinking about these plan features, would you strongly support, somewhat support, somewhat oppose, or strongly oppose this program?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	102	11.20%	102	11.20%
02-SOMEWHAT SUPPORT	416	45.60%	518	56.80%
03-SOMEWHAT OPPOSE	203	22.30%	721	79.10%
04-STRONGLY OPPOSE	147	16.10%	868	95.20%
98-DON'T KNOW	38	4.20%	906	99.30%
99-REFUSED	6	0.70%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p19: If your state sponsored and helped administer a plan like this but the plan was professionally managed by a third-party investment company, do you think you would stop offering your current retirement plan and instead enroll your employees in this new plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	100	11.00%	100	11.00%
02-NO	723	79.30%	823	90.20%
98-DON'T KNOW	82	9.00%	905	99.20%
99-REFUSED	7	0.80%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p20: What is the main reason you think you would enroll your workers in this new program?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-REDUCED LEGAL RESPONSIBILITY	14	14.00%	14	14.00%
02-SEEMS BETTER THAN OUR CURRENT PLAN	18	18.00%	32	32.00%
03-REDUCED COST	53	53.00%	85	85.00%
04-OTHER (SPECIFY) _____	15	15.00%	100	100.00%
98-DON'T KNOW	0	0.00%	100	100.00%
99-REFUSED	0	0.00%	100	100.00%
Total	100			
Missing	1,539			

Type: Categorical

Sample type: All

Asked if p19=01 (YES)

Note: "Other" categories included open-ended responses. These responses were recoded to another category when applicable.

p21: What is the main reason you think you would not enroll your workers in this new program?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-DON'T SEE THE NEED TO CHANGE CURRENT PLAN	287	39.70%	287	39.70%
02-SEEMS WORSE THAN OUR CURRENT PLAN	71	9.80%	358	49.50%
03-I DON'T TRUST THE STATE TO MANAGE THE PROGRAM	287	39.70%	645	89.20%
04-OTHER (SPECIFY) _____	76	10.50%	721	99.70%
98-DON'T KNOW	2	0.30%	723	100.00%
99-REFUSED	0	0.00%	723	100.00%
Total	723			
Missing	916			

Type: Categorical

Sample type: All

Asked if p19=02 (NO)

Note: "Other" categories included open-ended responses. These responses were recoded to another category when applicable.

p22: If the state government were to take any of the following steps, how useful would each be at encouraging retirement savings?

p22a: Sharing information about existing retirement savings options with employers and employees. Would this step be very useful, somewhat useful, not too useful, or not at all useful at encouraging retirement savings?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY USEFUL	148	16.20%	148	16.20%
02-SOMEWHAT USEFUL	454	49.80%	602	66.00%
03-NOT TOO USEFUL	130	14.30%	732	80.30%
04-NOT AT ALL USEFUL	162	17.80%	894	98.00%
98-DON'T KNOW	14	1.50%	908	99.60%
99-REFUSED	4	0.40%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p22b: Sponsoring a retirement savings plan for employees without a plan at their work.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY USEFUL	237	26.00%	237	26.00%
02-SOMEWHAT USEFUL	404	44.30%	641	70.30%
03-NOT TOO USEFUL	99	10.90%	740	81.10%
04-NOT AT ALL USEFUL	155	17.00%	895	98.10%
98-DON'T KNOW	12	1.30%	907	99.50%
99-REFUSED	5	0.50%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p22c: Offering a tax credit for businesses that start a retirement plan.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY USEFUL	463	50.80%	463	50.80%
02-SOMEWHAT USEFUL	332	36.40%	795	87.20%
03-NOT TOO USEFUL	32	3.50%	827	90.70%
04-NOT AT ALL USEFUL	69	7.60%	896	98.20%
98-DON'T KNOW	13	1.40%	909	99.70%
99-REFUSED	3	0.30%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p22d: Providing administrative services for a low-cost group retirement plan that different employers could adopt.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY USEFUL	257	28.20%	257	28.20%
02-SOMEWHAT USEFUL	440	48.20%	697	76.40%
03-NOT TOO USEFUL	85	9.30%	782	85.70%
04-NOT AT ALL USEFUL	116	12.70%	898	98.50%
98-DON'T KNOW	11	1.20%	909	99.70%
99-REFUSED	3	0.30%	912	100.00%
Total	912			
Missing	727			

Type: Categorical

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

p22e: Is there anything else that the state government could do that would be useful in encouraging retirement savings?

Type: String

Valid N: 912

Sample type: All

Asked if b1a=01 (businesses that offer retirement plans)

Note: 262 respondents provided open-ended responses describing what else government could do that would be useful in encouraging retirement savings. These responses were recoded to another category when applicable.

Current Obstacles

np1: Please indicate whether any of the following are reasons your organization does not offer a retirement plan.

np1a: Too expensive to set up.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	475	65.50%	475	65.50%
02-NO	219	30.20%	694	95.70%
98-DON'T KNOW	31	4.30%	725	100.00%
99-REFUSED	0	0.00%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np1b: Organization does not have the resources to administer such a plan.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	450	62.10%	450	62.10%
02-NO	262	36.10%	712	98.20%
98-DON'T KNOW	12	1.70%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np1c: Employees are not interested.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	298	41.10%	298	41.10%
02-NO	365	50.30%	663	91.40%
98-DON'T KNOW	60	8.30%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np1d: Organization is too new.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	97	13.40%	97	13.40%
02-NO	619	85.40%	716	98.80%
98-DON'T KNOW	7	1.00%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np1e: Organization is concerned about how to choose a plan provider.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	103	14.20%	103	14.20%
02-NO	612	84.40%	715	98.60%
98-DON'T KNOW	8	1.10%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np1f: We haven't thought about it.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	156	21.50%	156	21.50%
02-NO	554	76.40%	710	97.90%
98-DON'T KNOW	11	1.50%	721	99.40%
99-REFUSED	4	0.60%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np2: Are there are any other reasons your organization does not offer a retirement plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	194	26.80%	194	26.80%
02-NO	526	72.60%	720	99.30%
98-DON'T KNOW	4	0.60%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if np1=01 (YES)

Note: Those who answered "Yes" provided open-ended responses describing other reasons their organization offered a retirement plan. These responses were recoded to another category when applicable.

np3: Of the following, which is the most important reason you do not offer a plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-TOO EXPENSIVE TO SET UP	155	27.60%	155	27.60%
02-MY ORGANIZATION DOES NOT HAVE THE RESOURCES TO ADMINISTER SUCH A PLAN	122	21.70%	277	49.30%
03-EMPLOYEES ARE NOT INTERESTED	88	15.70%	365	64.90%
04-ORGANIZATION IS TOO NEW	31	5.50%	396	70.50%
05-OUR ORGANIZATION IS CONCERNED ABOUT HOW TO CHOOSE A PLAN PROVIDER	8	1.40%	404	71.90%
06-WE HAVEN'T THOUGHT ABOUT IT	34	6.00%	438	77.90%
07-OTHER REASONS	113	20.10%	551	98.00%
98-DON'T KNOW	11	2.00%	562	100.00%
99-REFUSED	0	0.00%	562	100.00%
Total	562			
Missing	1,077			

Type: Categorical

Sample type: All

Asked for only those where np1a-np2=01 (YES)

npbrk: Please indicate your level of familiarity with the following different retirement plan options.

Questions np4a-np4d were rotated.

np4a: Simplified Employee Pension (or SEP) plans. Are you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY FAMILIAR	84	11.60%	84	11.60%
02-SOMEWHAT FAMILIAR	185	25.50%	269	37.10%
03-NOT AT ALL FAMILIAR	456	62.90%	725	100.00%
98-DON'T KNOW	0	0.00%	725	100.00%
99-REFUSED	0	0.00%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np4b: SIMPLE plans. Are you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY FAMILIAR	82	11.30%	82	11.30%
02-SOMEWHAT FAMILIAR	194	26.80%	276	38.10%
03-NOT AT ALL FAMILIAR	442	61.00%	718	99.00%
98-DON'T KNOW	6	0.80%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np4c: myRA programs. Are you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY FAMILIAR	51	7.00%	51	7.00%
02-SOMEWHAT FAMILIAR	135	18.60%	186	25.70%
03-NOT AT ALL FAMILIAR	532	73.40%	718	99.00%
98-DON'T KNOW	7	1.00%	725	100.00%
99-REFUSED	0	0.00%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np4d: 401(k) plans. Are you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY FAMILIAR	269	37.10%	269	37.10%
02-SOMEWHAT FAMILIAR	376	51.90%	645	89.00%
03-NOT AT ALL FAMILIAR	80	11.00%	725	100.00%
98-DON'T KNOW	0	0.00%	725	100.00%
99-REFUSED	0	0.00%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

Future Plans

np5: What is the likelihood that your organization will start a retirement plan in the next two years?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-MUCH MORE LIKELY	41	5.70%	41	5.70%
02-SOMEWHAT MORE LIKELY	151	20.80%	192	26.50%
03-NO MORE LIKELY	529	73.00%	721	99.40%
98-DON'T KNOW	3	0.40%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np6: Please indicate whether any of the following would impact the likelihood of your organization offering a retirement plan in the future.

Questions np6a-np6e were rotated.

np6a: An increase in the business's profits.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-MUCH MORE LIKELY	227	31.30%	227	31.30%
02-SOMEWHAT MORE LIKELY	248	34.20%	475	65.50%
03-NO MORE LIKELY	246	33.90%	721	99.40%
98-DON'T KNOW	2	0.30%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np6b: Increased business tax credits for starting a plan.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-MUCH MORE LIKELY	153	21.10%	153	21.10%
02-SOMEWHAT MORE LIKELY	287	39.60%	440	60.70%
03-NO MORE LIKELY	276	38.10%	716	98.80%
98-DON'T KNOW	7	1.00%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np6c: Availability of easy-to-understand information.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-MUCH MORE LIKELY	97	13.40%	97	13.40%
02-SOMEWHAT MORE LIKELY	212	29.20%	309	42.60%
03-NO MORE LIKELY	414	57.10%	723	99.70%
98-DON'T KNOW	2	0.30%	725	100.00%
99-REFUSED	0	0.00%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np6d: A plan with reduced administrative requirements.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-MUCH MORE LIKELY	88	12.10%	88	12.10%
02-SOMEWHAT MORE LIKELY	263	36.30%	351	48.40%
03-NO MORE LIKELY	368	50.80%	719	99.20%
98-DON'T KNOW	6	0.80%	725	100.00%
99-REFUSED	0	0.00%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np6e: Greater tax advantages for key executives.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-MUCH MORE LIKELY	94	13.00%	94	13.00%
02-SOMEWHAT MORE LIKELY	241	33.20%	335	46.20%
03-NO MORE LIKELY	381	52.60%	716	98.80%
98-DON'T KNOW	7	1.00%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np6f: Increased demand from employees.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-MUCH MORE LIKELY	145	20.00%	145	20.00%
02-SOMEWHAT MORE LIKELY	295	40.70%	440	60.70%
03-NO MORE LIKELY	282	38.90%	722	99.60%
98-DON'T KNOW	3	0.40%	725	100.00%
99-REFUSED	0	0.00%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np7: If your organization wanted additional information on starting a retirement plan for its employees, which of the following potential sources would you be most likely to use?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-FAMILY OR FRIEND	44	6.10%	44	6.10%
02-OTHER BUSINESS OWNERS	111	15.30%	155	21.40%
03-FINANCIAL ADVISER	297	41.00%	452	62.30%
04-INSURANCE AGENT	156	21.50%	608	83.90%
05-OTHER SOURCES	102	14.10%	710	97.90%
98-DON'T KNOW	12	1.70%	722	99.60%
99-REFUSED	3	0.40%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

Perspectives of Businesses Without Plans on State Proposals for Retirement Savings

np8: Now I am going to ask a few questions about a new retirement plan intended to make it easier for employees at businesses without retirement plans to save for retirement. The plan would be sponsored by an outside organization and not by businesses like yours. Please indicate your level of support for each separate feature.

First I will describe how the program might apply to employers.

Questions np8a-np8c were rotated.

np8a: Businesses' only responsibility would be to withhold money from participating employees' paychecks and send it to the retirement account on their behalf.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	269	37.10%	269	37.10%
02-SOMEWHAT SUPPORT	314	43.30%	583	80.40%
03-SOMEWHAT OPPOSE	65	9.00%	648	89.40%
04-STRONGLY OPPOSE	66	9.10%	714	98.50%
98-DON'T KNOW	8	1.10%	722	99.60%
99-REFUSED	3	0.40%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np8b: Businesses would not be required to contribute to the plan.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	298	41.10%	298	41.10%
02-SOMEWHAT SUPPORT	299	41.20%	597	82.30%
03-SOMEWHAT OPPOSE	65	9.00%	662	91.30%
04-STRONGLY OPPOSE	48	6.60%	710	97.90%
98-DON'T KNOW	11	1.50%	721	99.40%
99-REFUSED	4	0.60%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np8c: Businesses would not have any legal responsibility for their employees' retirement accounts.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	360	49.70%	360	49.70%
02-SOMEWHAT SUPPORT	257	35.40%	617	85.10%
03-SOMEWHAT OPPOSE	51	7.00%	668	92.10%
04-STRONGLY OPPOSE	39	5.40%	707	97.50%
98-DON'T KNOW	14	1.90%	721	99.40%
99-REFUSED	4	0.60%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

npbrk2: Now I will discuss some ideas about how this program might apply to employees.

Questions np8d-np8h were rotated.

np8d: Employees who don't have access to a retirement savings plan at their work would be offered the chance to participate in one.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	409	56.40%	409	56.40%
02-SOMEWHAT SUPPORT	255	35.20%	664	91.60%
03-SOMEWHAT OPPOSE	25	3.40%	689	95.00%
04-STRONGLY OPPOSE	30	4.10%	719	99.20%
98-DON'T KNOW	5	0.70%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np8e: By default, workers would contribute to the retirement savings account unless they took action to opt out of the program.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	240	33.10%	240	33.10%
02-SOMEWHAT SUPPORT	289	39.90%	529	73.00%
03-SOMEWHAT OPPOSE	87	12.00%	616	85.00%
04-STRONGLY OPPOSE	100	13.80%	716	98.80%
98-DON'T KNOW	8	1.10%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np8f: Employees could stop or change their contributions at any time.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	461	63.60%	461	63.60%
02-SOMEWHAT SUPPORT	204	28.10%	665	91.70%
03-SOMEWHAT OPPOSE	24	3.30%	689	95.00%
04-STRONGLY OPPOSE	30	4.10%	719	99.20%
98-DON'T KNOW	5	0.70%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np8g (3 percent only): As a starting point, participating employees would contribute a set amount of 3 percent of their paychecks to the retirement account.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	107	31.70%	107	31.70%
02-SOMEWHAT SUPPORT	154	45.60%	261	71.30%
03-SOMEWHAT OPPOSE	35	10.40%	296	87.60%
04-STRONGLY OPPOSE	32	9.50%	328	97.00%
98-DON'T KNOW	10	3.00%	338	100.00%
99-REFUSED	0	0.00%	338	100.00%
Total	338			
Missing	1,301			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan) and respondent was randomly assigned to 3 percent contribution.

Note: Respondents whose businesses did not offer a retirement plan were asked about their support for an initial contribution rate for participating employees of either 3 percent or 6 percent of their paychecks. Respondents were randomly given either the 3 percent or 6 percent version of the question; of the 725 respondents who indicated in b1a that they did not offer a retirement plan at their business, 338 were asked about a 3 percent contribution and 387 were asked about a 6 percent contribution for participating employees. Responses are displayed for each group of respondents separately.

np8g (6 percent only): As a starting point, participating employees would contribute a set amount of 6 percent of their paychecks to the retirement account.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	94	24.30%	107	24.30%
02-SOMEWHAT SUPPORT	162	41.90%	256	66.20%
03-SOMEWHAT OPPOSE	63	16.30%	319	82.40%
04-STRONGLY OPPOSE	57	14.70%	376	97.20%
98-DON'T KNOW	10	2.60%	386	99.70%
99-REFUSED	1	0.30%	387	100.00%
Total	387			
Missing	1,252			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan) and respondent was randomly assigned to 6 percent contribution.

Note: Respondents whose businesses did not offer a retirement plan were asked about their support for an initial contribution rate for participating employees of either 3 percent or 6 percent of their paychecks. Respondents were randomly given either the 3 percent or 6 percent version of the question; of the 725 respondents who indicated in b1a that they did not offer a retirement plan at their business, 338 were asked about a 3 percent contribution and 387 were asked about a 6 percent contribution for participating employees. Responses are displayed for each group of respondents separately.

np8h: Employees could withdraw their own contributions to the account at any point without a penalty.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	401	55.30%	401	55.30%
02-SOMEWHAT SUPPORT	187	25.80%	588	81.10%
03-SOMEWHAT OPPOSE	67	9.20%	655	90.30%
04-STRONGLY OPPOSE	57	7.90%	712	98.20%
98-DON'T KNOW	12	1.70%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np9: Now I want you to think about all of these plan features together. Please tell me whether you would strongly support, somewhat support, somewhat oppose, or strongly oppose the plan.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	195	26.90%	195	26.90%
02-SOMEWHAT SUPPORT	434	59.90%	629	86.80%
03-SOMEWHAT OPPOSE	44	6.10%	673	92.80%
04-STRONGLY OPPOSE	42	5.80%	715	98.60%
98-DON'T KNOW	9	1.20%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np9a: What is the main reason you support this retirement plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-IT WOULD HELP MY EMPLOYEES	486	77.30%	486	77.30%
02-THE COSTS OF WITHHOLDING CONTRIBUTIONS WOULD BE MODEST	51	8.10%	537	85.40%
03-IT WOULD MAKE OUR BUSINESS MORE COMPETITIVE WITH OTHER FIRMS	60	9.50%	597	94.90%
04-OTHER _____	27	4.30%	624	99.20%
98-DON'T KNOW	2	0.30%	626	99.50%
99-REFUSED	3	0.50%	629	100.00%
Total	629			
Missing	1,010			

Type: Categorical

Sample type: All

Asked if np9=01/02 (STRONGLY SUPPORT/SOMEWHAT SUPPORT)

Rotate order of responses for 01-03

Note: "Other" categories included open-ended responses. These responses were recoded to another category when applicable.

np9b: What is the main reason you are opposed to this retirement plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-I AM WORRIED ABOUT THE COSTS OF ENROLLING WORKERS AND SENDING THEIR CONTRIBUTIONS TO THE PLAN	15	17.40%	15	17.40%
02-I DON'T THINK MY BUSINESS'S EMPLOYEES WANT/NEED A RETIREMENT PLAN	20	23.30%	35	40.70%
03-I DON'T THINK WORKERS SHOULD BE AUTOMATICALLY ENROLLED IN A RETIREMENT PLAN	32	37.20%	67	77.90%
04-OTHER _____	18	20.90%	85	98.80%
98-DON'T KNOW	1	1.20%	86	100.00%
99-REFUSED	0	0.00%	86	100.00%
Total	86			
Missing	1,553			

Type: Categorical

Sample type: All

Asked if np9=03/04 (SOMEWHAT OPPOSE/STRONGLY OPPOSE)

Note: "Other" categories included open-ended responses. These responses were recoded to another category when applicable.

np10: Different entities could potentially sponsor and help administer this retirement plan. I'm going to list a few potential sponsors. After I mention each one, please indicate your level of support for the plan.

np10a: The federal government. Would you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	84	11.60%	84	11.60%
02-SOMEWHAT SUPPORT	222	30.60%	306	42.20%
03-SOMEWHAT OPPOSE	120	16.60%	426	58.80%
04-STRONGLY OPPOSE	292	40.30%	718	99.00%
98-DON'T KNOW	7	1.00%	725	100.00%
99-REFUSED	0	0.00%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np10b: The state government. Would you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	82	11.30%	82	11.30%
02-SOMEWHAT SUPPORT	246	33.90%	328	45.20%
03-SOMEWHAT OPPOSE	144	19.90%	472	65.10%
04-STRONGLY OPPOSE	245	33.80%	717	98.90%
98-DON'T KNOW	7	1.00%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np10c: A mutual fund company. Would you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	137	18.90%	137	18.90%
02-SOMEWHAT SUPPORT	440	60.70%	577	79.60%
03-SOMEWHAT OPPOSE	85	11.70%	662	91.30%
04-STRONGLY OPPOSE	49	6.80%	711	98.10%
98-DON'T KNOW	13	1.80%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np10d: An insurance company. Would you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	90	12.40%	90	12.40%
02-SOMEWHAT SUPPORT	429	59.20%	519	71.60%
03-SOMEWHAT OPPOSE	110	15.20%	629	86.80%
04-STRONGLY OPPOSE	87	12.00%	716	98.80%
98-DON'T KNOW	8	1.10%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np11: If your business had to either use a new state-sponsored retirement savings plan with the features we discussed or begin offering your own plan, which approach would you be more likely to take?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-USE THIS NEW PLAN	330	45.50%	330	45.50%
02-START YOUR OWN PLAN	329	45.40%	659	90.90%
98-DON'T KNOW	59	8.10%	718	99.00%
99-REFUSED	7	1.00%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np12: Let's talk about a different situation:

np12a: Assume state policymakers take steps to encourage retirement savings by setting up a website where small businesses could find information about retirement plans and get quotes but would not be required to select any plan. How helpful do you think this idea would be for businesses like yours that don't have a retirement plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY HELPFUL	331	45.70%	331	45.70%
02-SOMEWHAT HELPFUL	290	40.00%	621	85.70%
03-NOT VERY HELPFUL	52	7.20%	673	92.80%
04-NOT AT ALL HELPFUL	50	6.90%	723	99.70%
98-DON'T KNOW	2	0.30%	725	100.00%
99-REFUSED	0	0.00%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np13: Do you think having access to this type of online marketplace would encourage your business to offer a retirement plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-YES	404	55.70%	404	55.70%
02-NO	304	41.90%	708	97.70%
98-DON'T KNOW	14	1.90%	722	99.60%
99-REFUSED	3	0.40%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np14: I would like to run a different retirement plan idea past you. I will provide you the details of this new plan in separate parts. Please indicate your level of support for each separate feature.

Questions np14a-np14e were rotated.

np14a: Several different businesses could adopt a group retirement savings plan run by their state treasurer's office. Would you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	104	14.30%	104	14.30%
02-SOMEWHAT SUPPORT	305	42.10%	409	56.40%
03-SOMEWHAT OPPOSE	126	17.40%	535	73.80%
04-STRONGLY OPPOSE	175	24.10%	710	97.90%
98-DON'T KNOW	11	1.50%	721	99.40%
99-REFUSED	4	0.60%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np14b: Both employers and employees could make contributions. Would you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	324	44.70%	324	44.70%
02-SOMEWHAT SUPPORT	308	42.50%	632	87.20%
03-SOMEWHAT OPPOSE	29	4.00%	661	91.20%
04-STRONGLY OPPOSE	56	7.70%	717	98.90%
98-DON'T KNOW	5	0.70%	722	99.60%
99-REFUSED	3	0.40%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np14c: Employers and employees have some choice in how to invest their contributions. Would you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	435	60.00%	435	60.00%
02-SOMEWHAT SUPPORT	227	31.30%	662	91.30%
03-SOMEWHAT OPPOSE	22	3.00%	684	94.30%
04-STRONGLY OPPOSE	34	4.70%	718	99.00%
98-DON'T KNOW	3	0.40%	721	99.40%
99-REFUSED	4	0.60%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np14d: The state would handle record keeping, financial reporting, and communication for the plan. Would you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	160	22.10%	160	22.10%
02-SOMEWHAT SUPPORT	254	35.00%	414	57.10%
03-SOMEWHAT OPPOSE	85	11.70%	499	68.80%
04-STRONGLY OPPOSE	216	29.80%	715	98.60%
98-DON'T KNOW	8	1.10%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np14e: Employers would have reduced legal liability compared with operating their own plan. Would you ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-STRONGLY SUPPORT	350	48.30%	350	48.30%
02-SOMEWHAT SUPPORT	268	37.00%	618	85.20%
03-SOMEWHAT OPPOSE	48	6.60%	666	91.90%
04-STRONGLY OPPOSE	44	6.10%	710	97.90%
98-DON'T KNOW	12	1.70%	722	99.60%
99-REFUSED	3	0.40%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np15: Assuming all of the ideas we just discussed were part of the new retirement program, how helpful do you think it would be for businesses like yours that don't have a retirement plan?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY HELPFUL	258	35.60%	258	35.60%
02-SOMEWHAT HELPFUL	348	48.00%	606	83.60%
03-NOT VERY HELPFUL	60	8.30%	666	91.90%
04-NOT AT ALL HELPFUL	52	7.20%	718	99.00%
98-DON'T KNOW	5	0.70%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np16: If this plan was available, do you think your business ...

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-WOULD DEFINITELY BE INTERESTED IN PARTICIPATING	53	7.30%	53	7.30%
02-MIGHT BE INTERESTED IN PARTICIPATING	395	54.50%	448	61.80%
03-WOULD PROBABLY NOT BE INTERESTED IN PARTICIPATING	160	22.10%	608	83.90%
04-WOULD DEFINITELY NOT BE INTERESTED IN PARTICIPATING	112	15.40%	720	99.30%
98-DON'T KNOW	4	0.60%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np17: If the state government were to take any of the following steps, how useful would each be at encouraging retirement savings?

np17a: Sharing information about existing retirement savings options with employers and employees. Would this step be very useful, somewhat useful, not too useful, or not at all useful at encouraging retirement savings?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY USEFUL	152	21.00%	152	21.00%
02-SOMEWHAT USEFUL	398	54.90%	550	75.90%
03-NOT TOO USEFUL	76	10.50%	626	86.30%
04-NOT AT ALL USEFUL	93	12.80%	719	99.20%
98-DON'T KNOW	4	0.60%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np17b: Sponsoring a retirement savings plan for employees without a plan at their work.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY USEFUL	165	22.80%	165	22.80%
02-SOMEWHAT USEFUL	397	54.80%	562	77.50%
03-NOT TOO USEFUL	69	9.50%	631	87.00%
04-NOT AT ALL USEFUL	86	11.90%	717	98.90%
98-DON'T KNOW	6	0.80%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np17c: Offering a tax credit for businesses that start a retirement plan.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY USEFUL	342	47.20%	342	47.20%
02-SOMEWHAT USEFUL	292	40.30%	634	87.40%
03-NOT TOO USEFUL	37	5.10%	671	92.60%
04-NOT AT ALL USEFUL	50	6.90%	721	99.40%
98-DON'T KNOW	3	0.40%	724	99.90%
99-REFUSED	1	0.10%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np17d: Providing administrative services for a low-cost group retirement plan that different employers could adopt.

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-VERY USEFUL	229	31.60%	229	31.60%
02-SOMEWHAT USEFUL	372	51.30%	601	82.90%
03-NOT TOO USEFUL	45	6.20%	646	89.10%
04-NOT AT ALL USEFUL	74	10.20%	720	99.30%
98-DON'T KNOW	3	0.40%	723	99.70%
99-REFUSED	2	0.30%	725	100.00%
Total	725			
Missing	914			

Type: Categorical

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

np17e: Is there anything else that the state government could do that would be useful in encouraging retirement savings?

Value	Count	Percentage	Cumulative count	Cumulative percentage
01-GAVE RESPONSE	187	25.80%	187	25.80%
02-NO	503	69.40%	690	95.20%
98-DON'T KNOW	35	4.80%	725	100.00%
99-REFUSED	0	0.00%	725	100.00%
Total	725			
Missing	914			

Type: String

Valid N: 725

Sample type: All

Asked if b1a=02 (business doesn't offer retirement plan)

Note: 187 respondents provided open-ended responses describing what else government could do that would be useful in encouraging retirement savings. These responses were recoded to another category when applicable.

For further information, please visit:

pewtrusts.org/retirement-savings

Contact: Ken Willis, communications officer

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Project website: pewtrusts.org/retirement-savings

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