

charles
SCHWAB

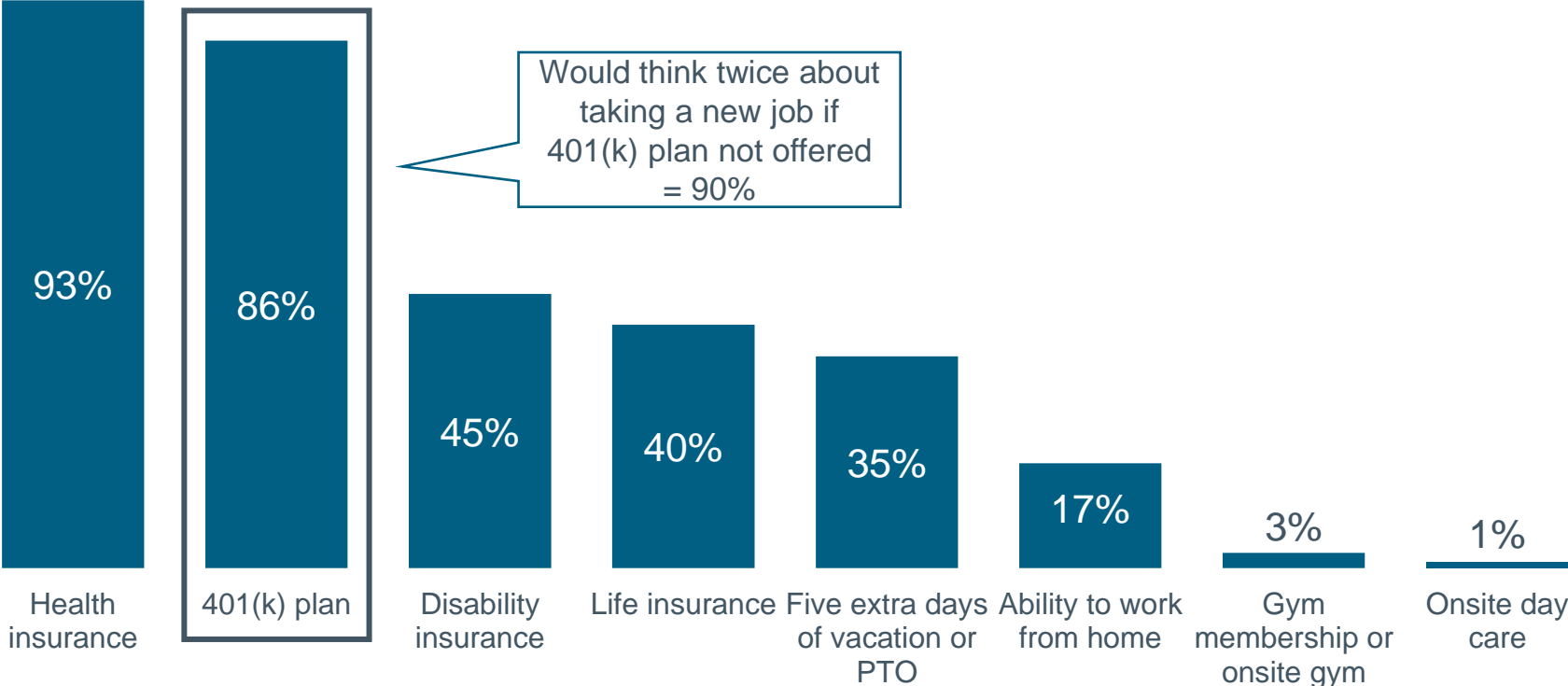
401(k) Participant Study: 2015

August 2015

Health insurance and 401(k) plans are the two must have benefits for people looking for a job

Benefit/work option *must-have* if looking for a new job

Total

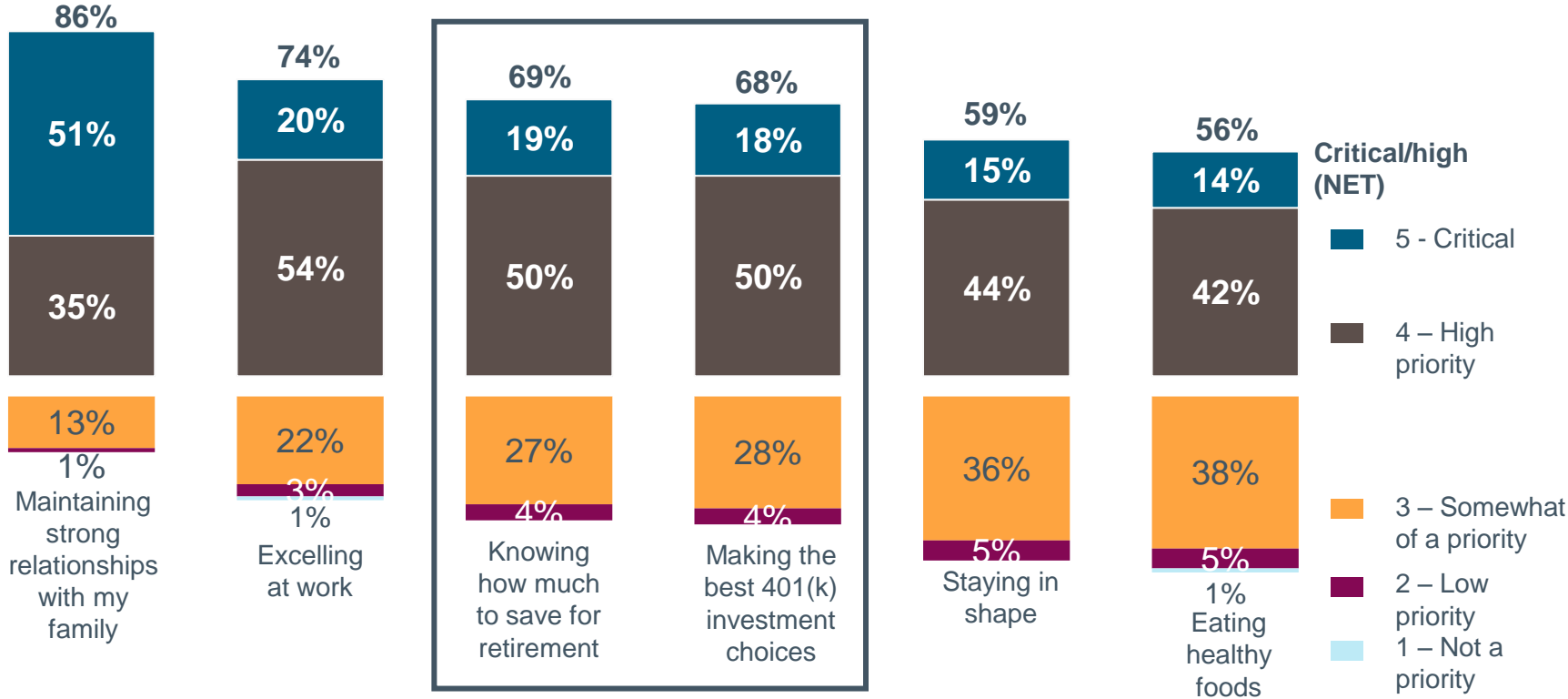


Q1 If you were looking for a new job, which benefits or work options would you see as “must haves,” “nice to haves” and which don’t you care about? (Base: Total = 1000)

Life's priorities: family, work, knowing how much to save for retirement and making best 401(k) choices

Key priorities in life

Total

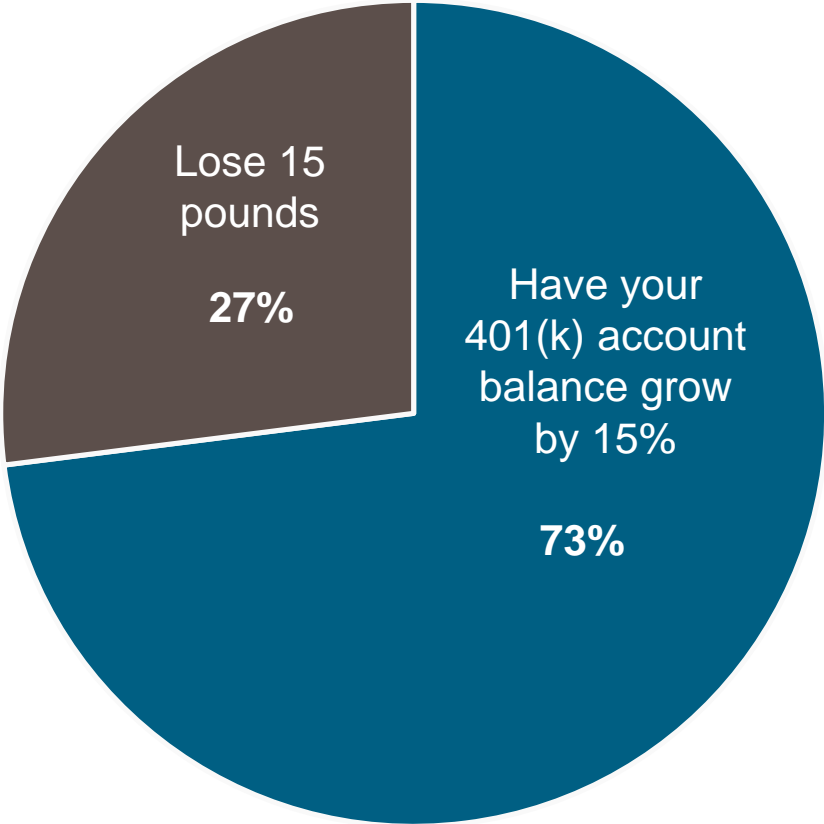


Q27 How much of a priority is each of the following for you on a scale of 1 through 5, where 1 means not a priority and 5 means a critical priority? (Base: Total = 1000)

Participants would rather see their 401(k) balance grow by 15% in 2015 than lose 15 pounds

Preferred for 2015

Total

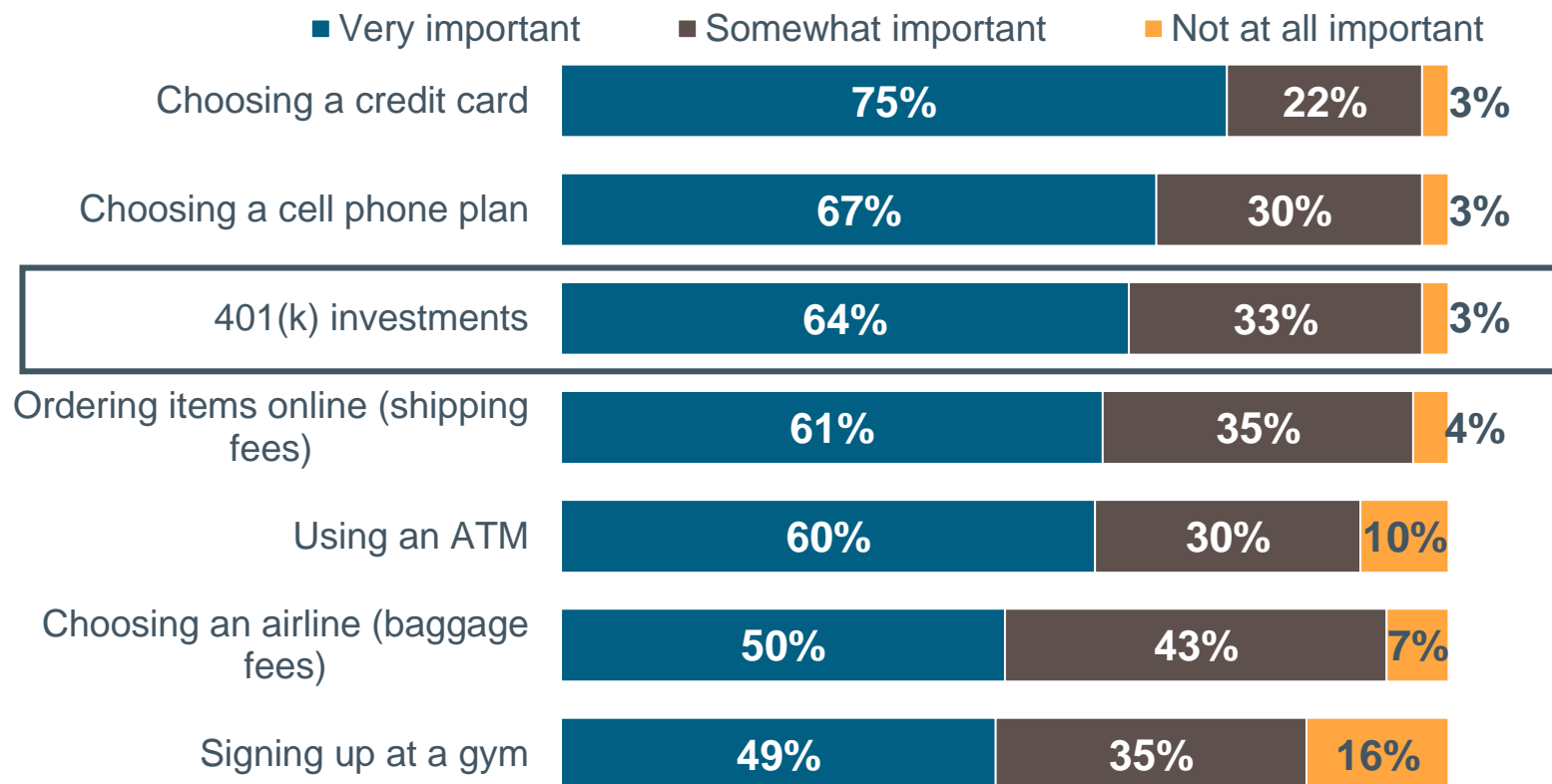


Q30 Which of these things would you rather have happen in 2015? (Base: Total = 1000)

Fees paid for 401(k)s are about as important in decisions as those paid for cell phones, ordering online or using ATMs

Credit card fees are considered most important

Total

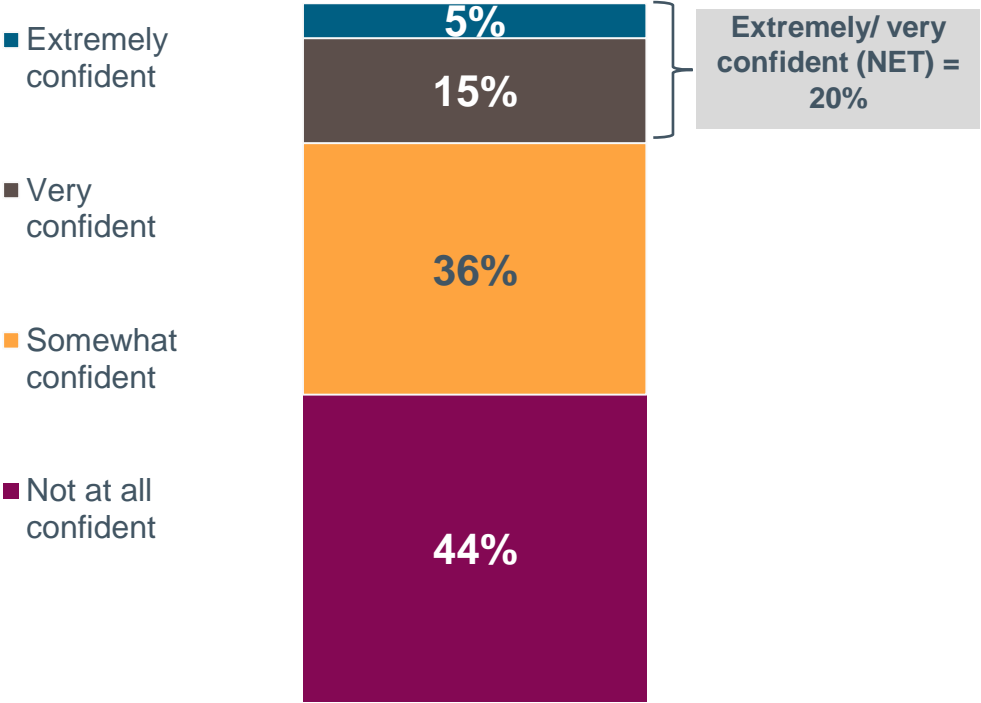


Q12. How important are fees when you make decisions about the following? (Base: Total = 1000)

Few participants would feel confident in their ability to save for retirement if they did not have a 401(k)

Confidence in ability to save for retirement without a 401(k) plan

Total

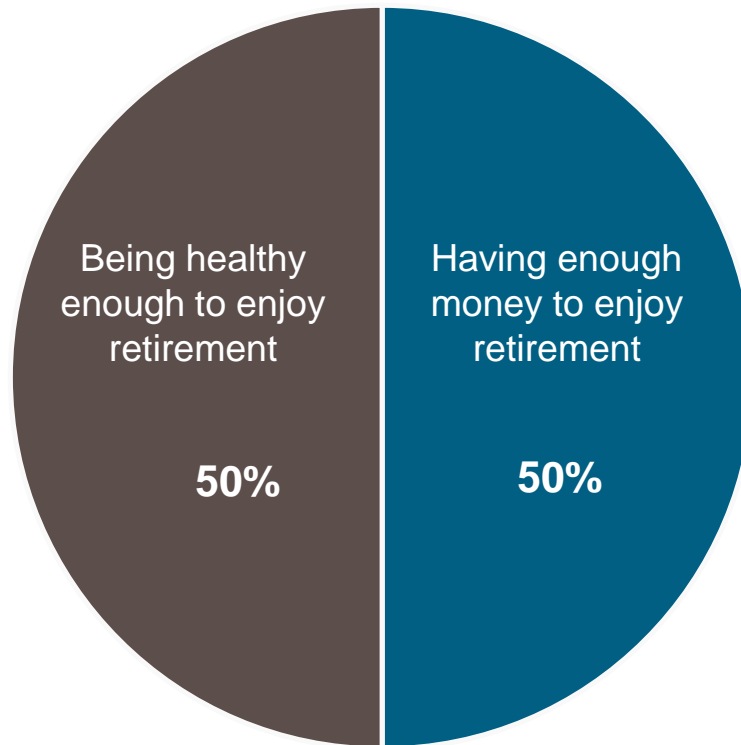


Q24. If you did not have a 401(k) plan, how confident would you feel about your ability to save for retirement? (Base: Total = 1000)

Participants are evenly split on biggest retirement concern: being healthy vs. having enough money

What concerns you more regarding retirement

Total



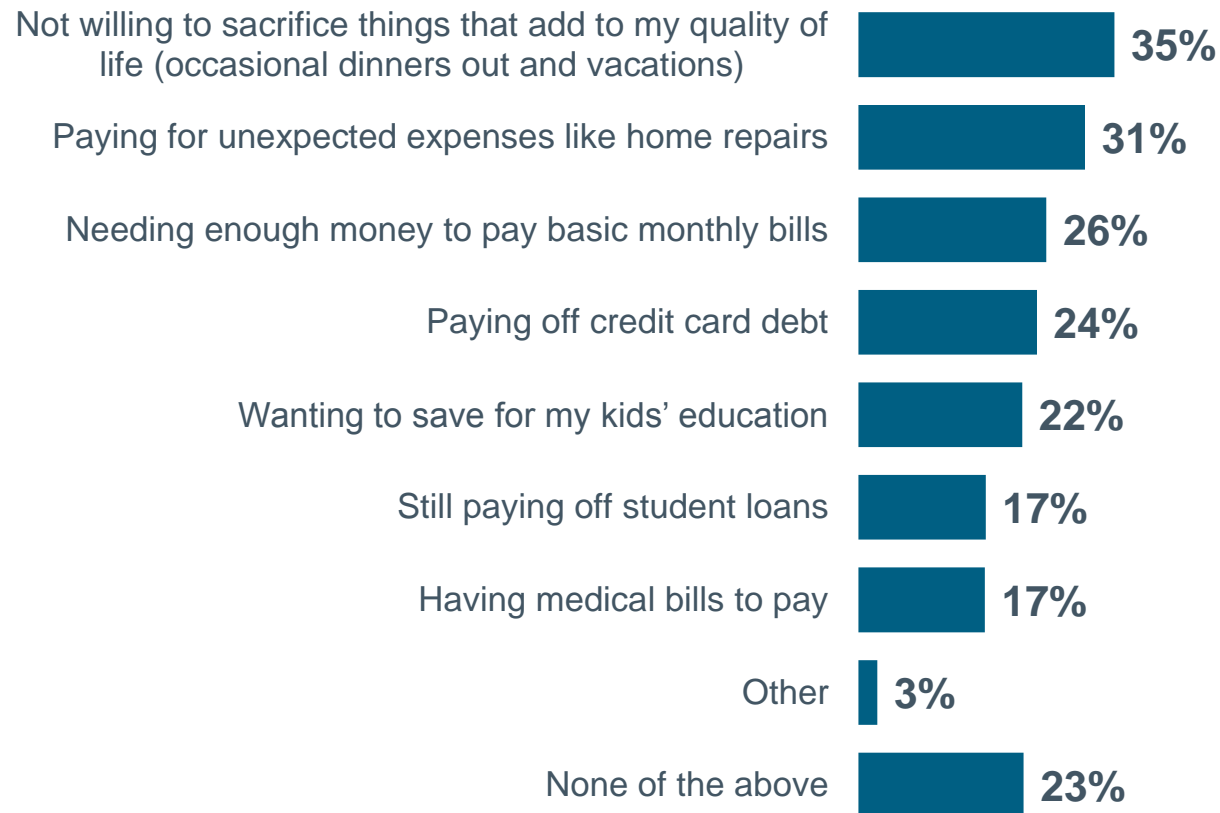
Q31 Which are you more concerned about? (Base: Total = 1000)

A third of participants are not willing to sacrifice their quality of life to save for retirement

One in three say unexpected expenses are obstacles to saving

Obstacles faced when trying to save for retirement

Total

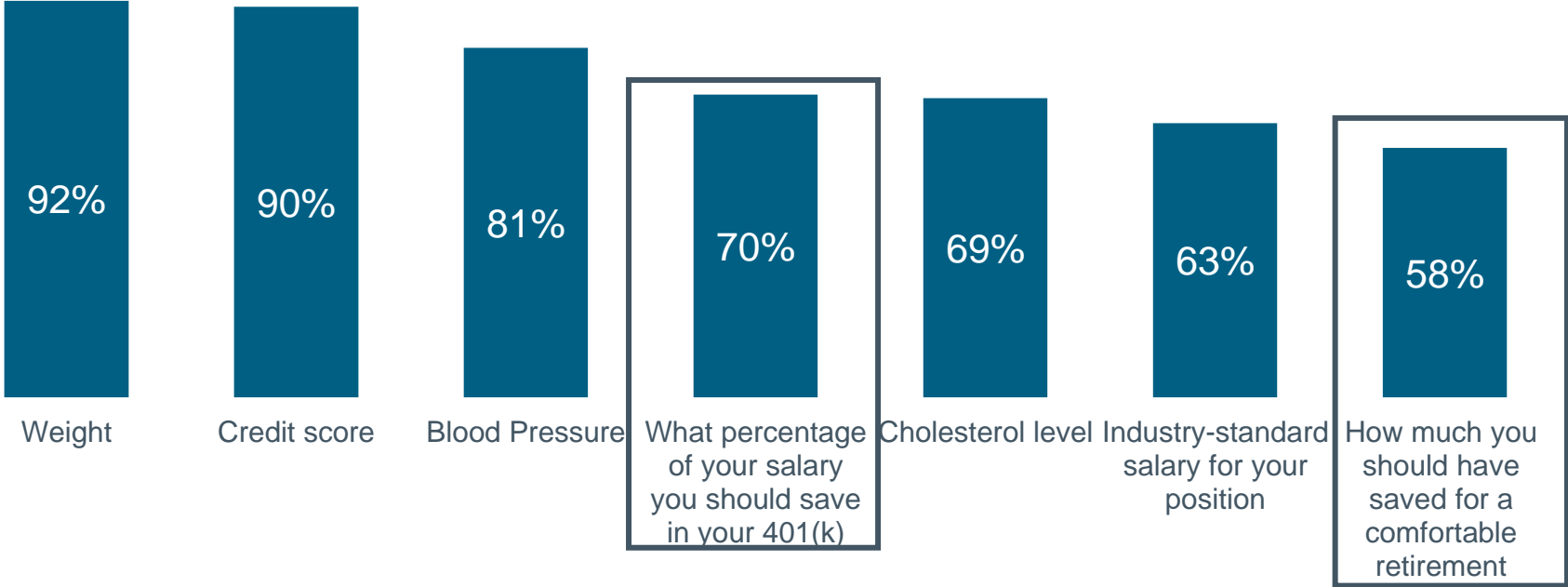


Q15 Thinking about your own efforts to save for a comfortable retirement, which of the following are obstacles you face, if any?
(Base: Total = 1000)

Participants know their ideal weight, credit score and blood pressure, but less likely to know key retirement numbers

Know “target” or ideal numbers

Total

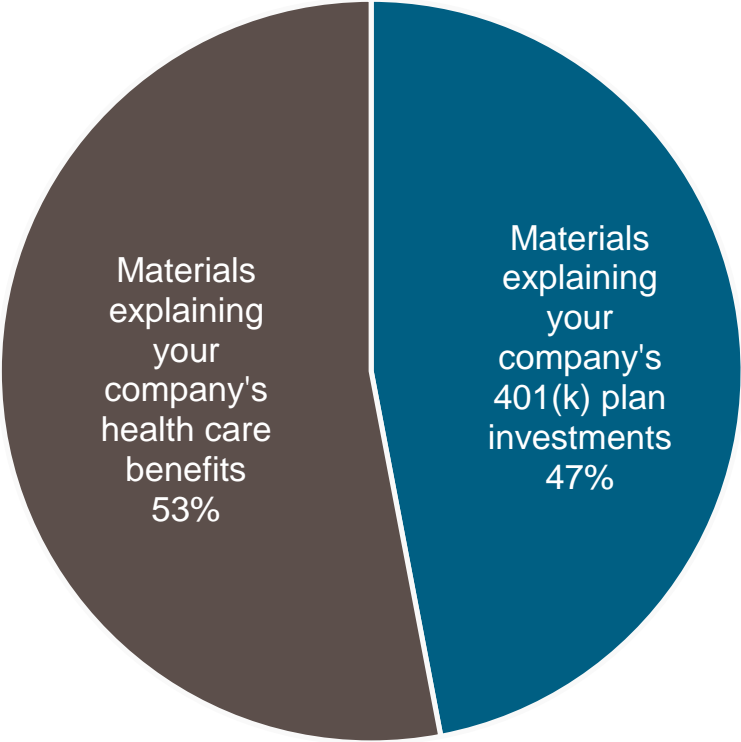


Q29 Do you know what your “target” or ideal number should be for each of the following items? (Base: Total = 1000)

Which is more confusing? Company health care benefits materials edge out 401(k) investment materials

Materials that are more confusing

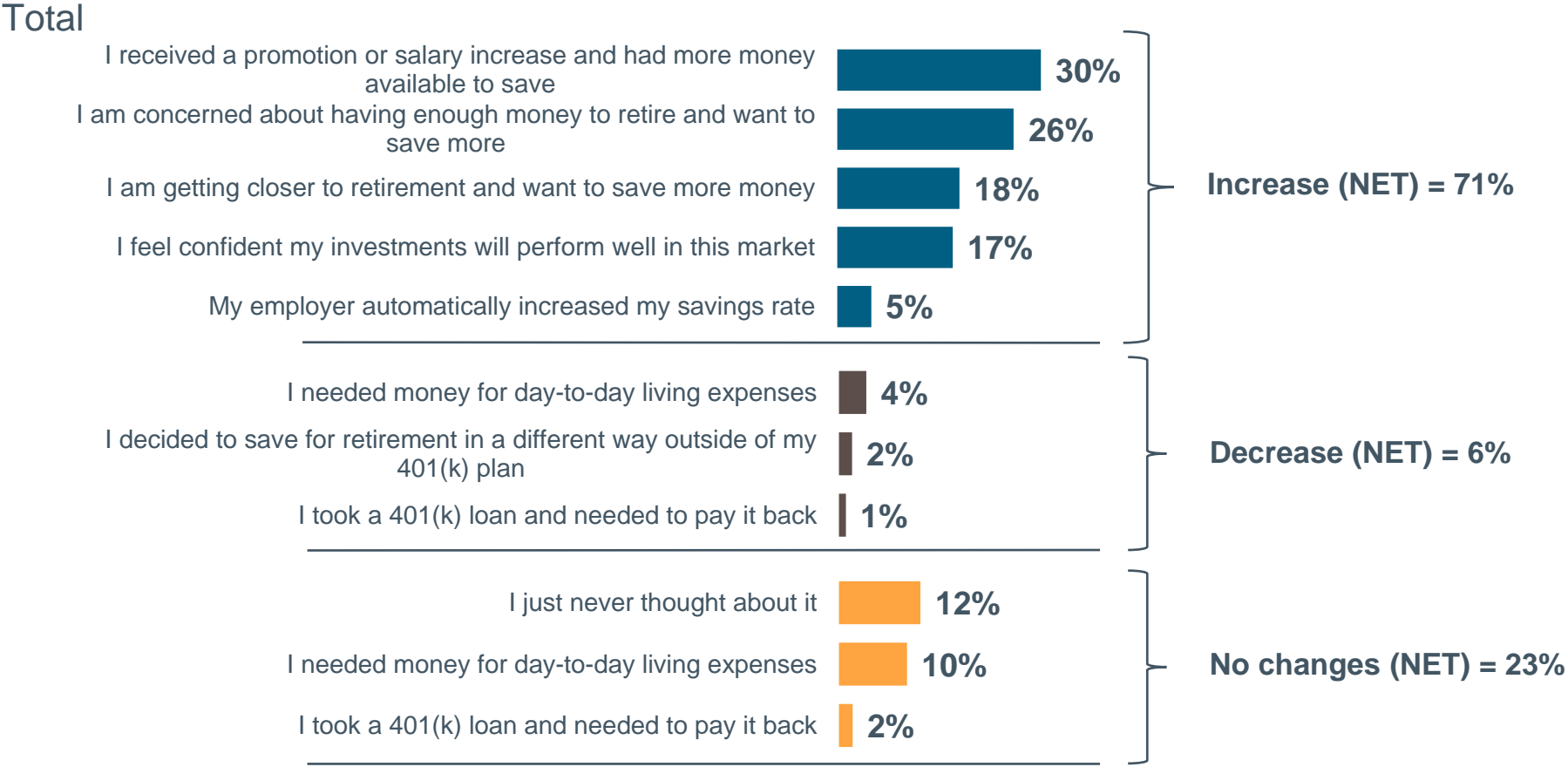
Total



Q25 Which one of the following things is more confusing? (Base: Total = 1000)

Most have increased contributions in past two years – due to promotion/raise or concern about money for retirement

Have done in past two years



Q9 Which of the following describes what you have done in your 401(k) plan in the past two years? (Base: Total = 1000)

Saving for retirement presents some challenges and participants are looking for help

Agreement with Statements

Total

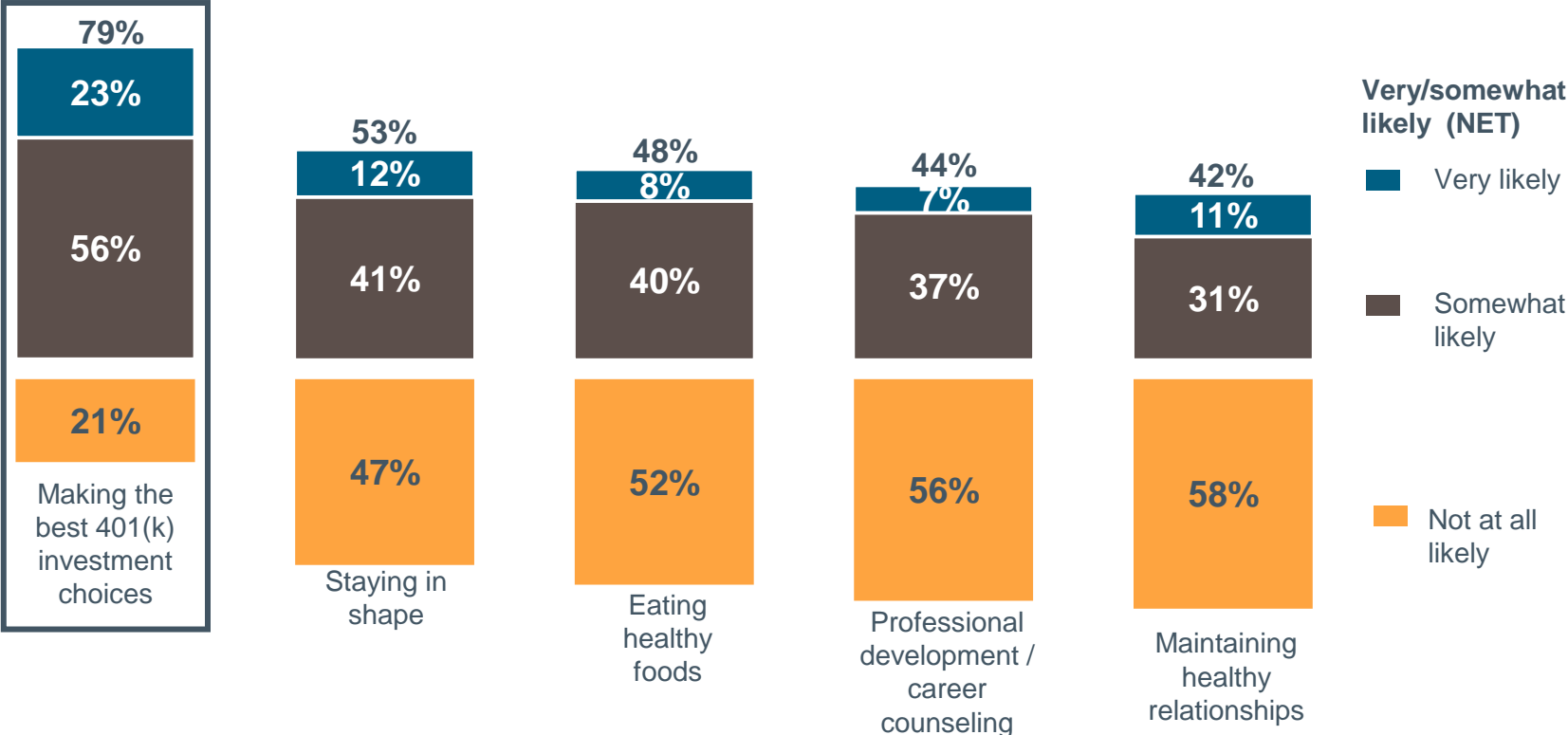
	Total Respondents
I would like personalized investment advice for my 401(k)	67%
I wish I had an easier way to know how to choose the investments for my 401(k)	55%
I don't feel I know what my best 401(k) investment options are	40%
I feel a lot of stress about choosing the right investments for my 401(k) in order to have enough for retirement	30%

Q4. For each of the statements, please indicate whether you agree or disagree. (Base: Total = 1000)

Participants are most likely to seek professional help for making the best investments choices for their 401(k)

Likelihood to seek out professional help

Total

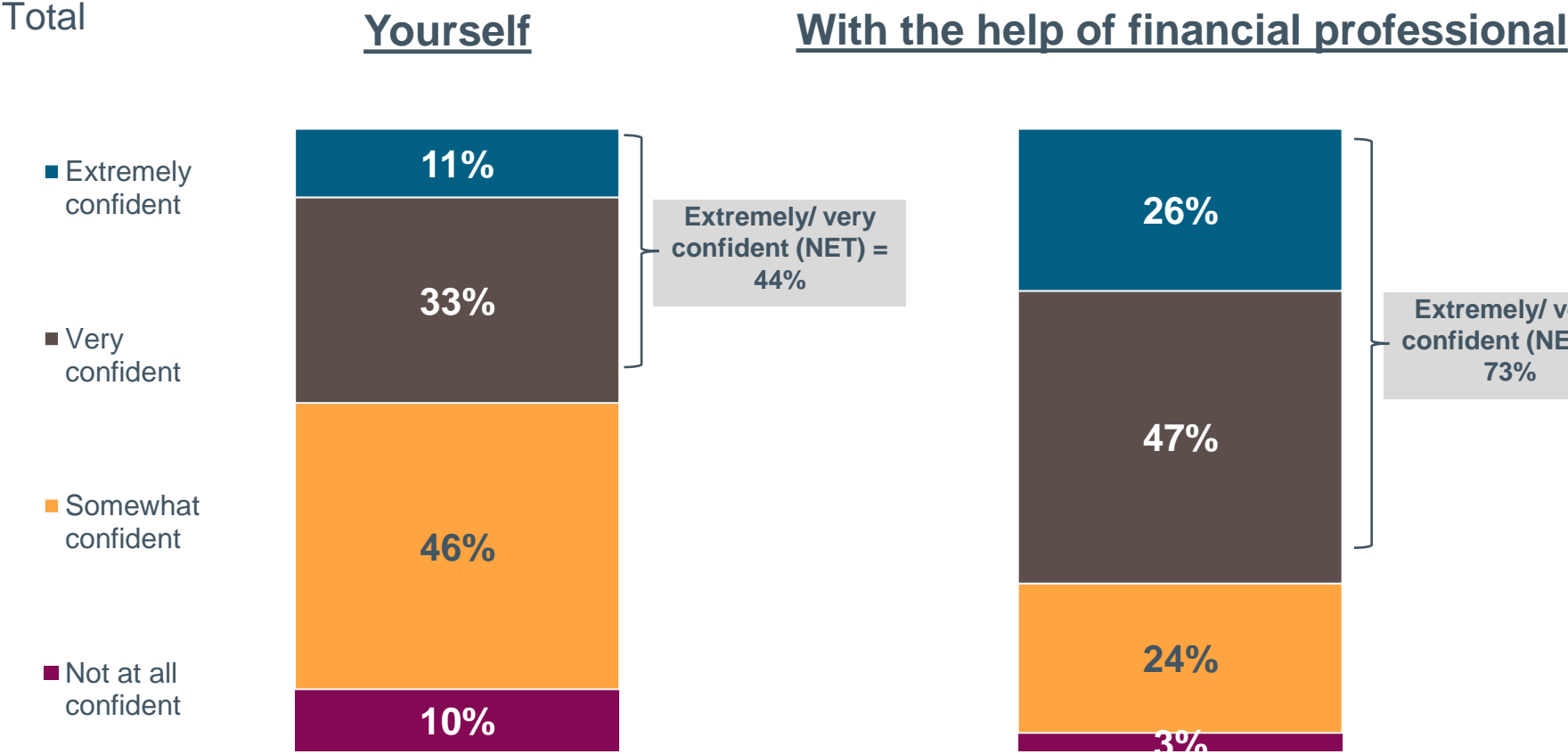


Q28 How likely are you to seek out professional guidance and/or support with each of the following? (Base: Total = 1000)

Fewer than half are confident in their ability to make the right 401(k) decisions

But 3 in 4 would be confident with professional help

Confidence in ability to make the right 401(k) investment decisions



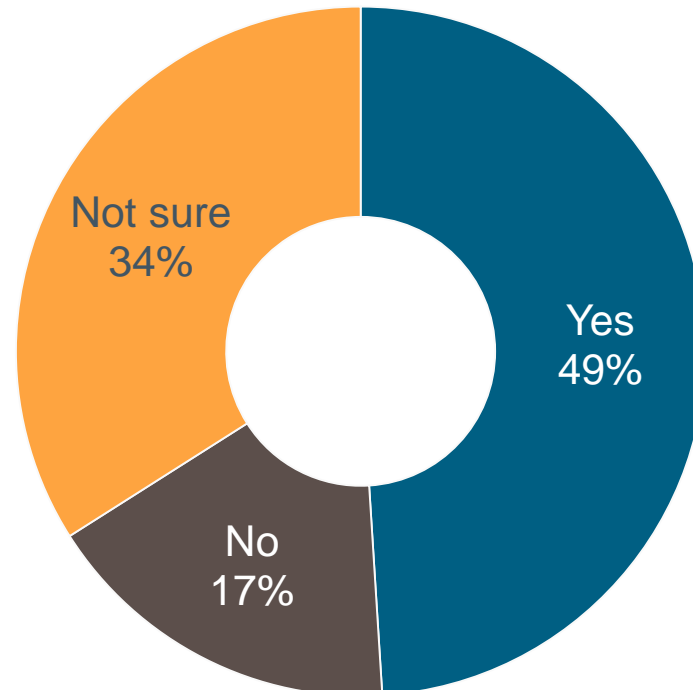
Q22. How confident are you in your ability to make the right 401(k) investment decisions for yourself?

Q23. How confident would you be in your ability to make the right investment decisions in your 401(k) if you had the help of a financial professional? (Base: Total = 1000)

Half of participants not getting advice would expect better 401(k) performance if they had professional advice

Better investment performance expected if had professional advice

Those who do not already get professional advice for their 401(k)



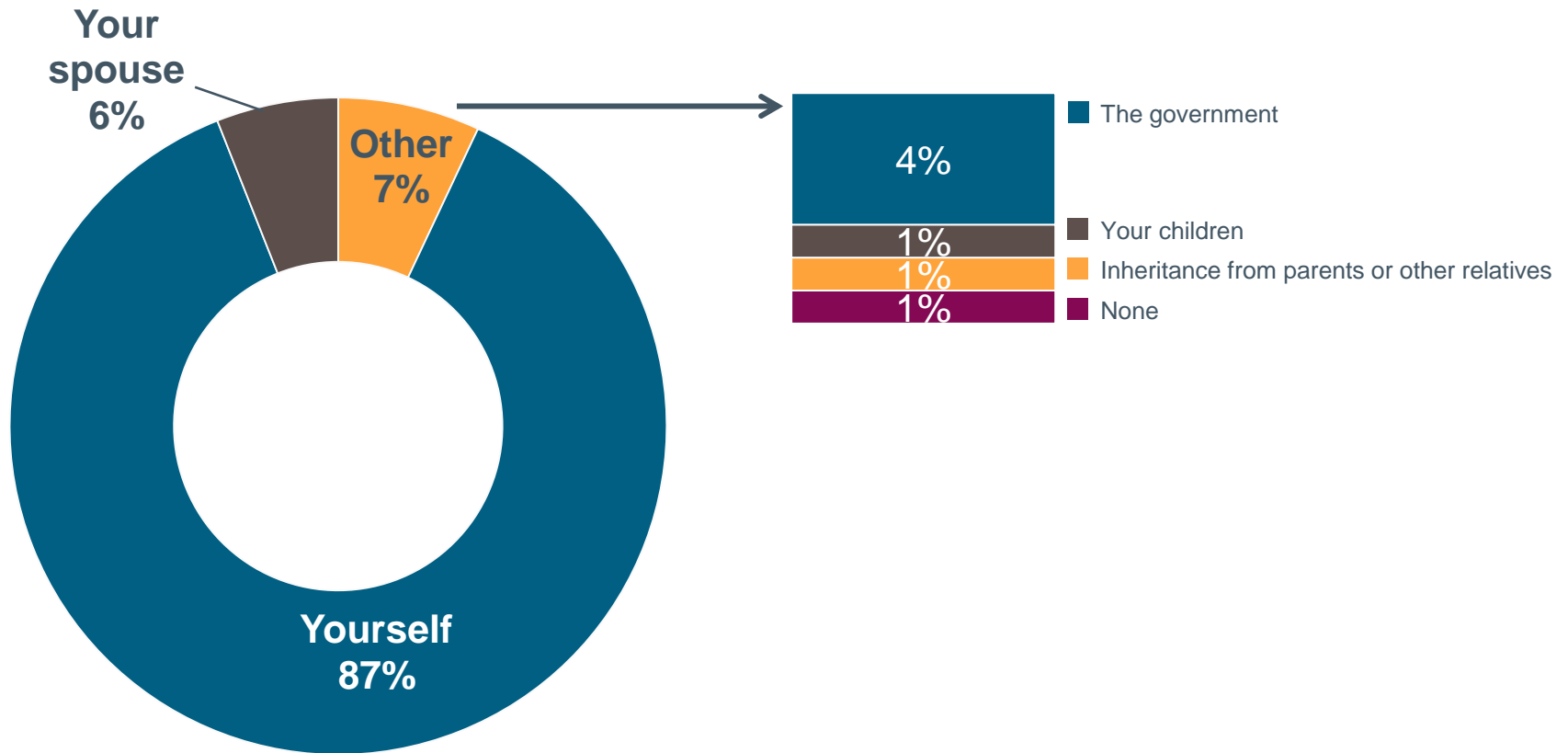
Already get professional advice for my 401(k) = 12% of total

Q26. Would you expect your investments to perform better if you had professional investment advice for selecting your 401(k) investments? (Base: Do not already get professional advice for 401(k) = 876)

Nine out of ten participants recognize they need to rely on themselves for money they will need for retirement

Whom participants will rely on most for money needed in retirement

Total

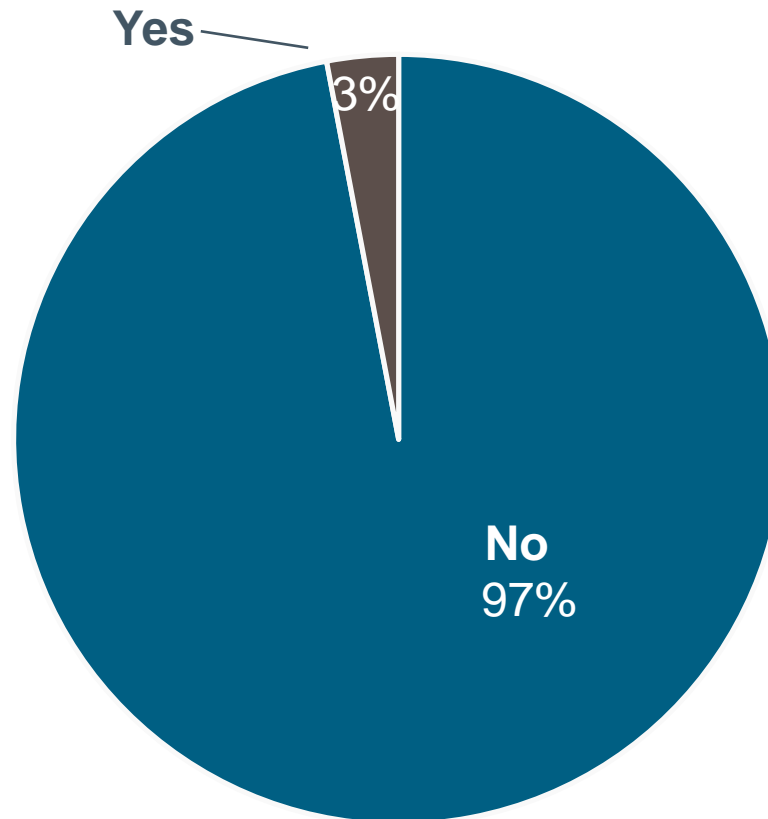


Q2 As you consider retirement, who will you rely on most for providing the money you will need for retirement or when you cut back on your working hours? (Base: Total = 1000)

Almost all participants believe that Americans are not saving enough to have a comfortable retirement

Whether Americans are saving enough for a comfortable retirement

Total

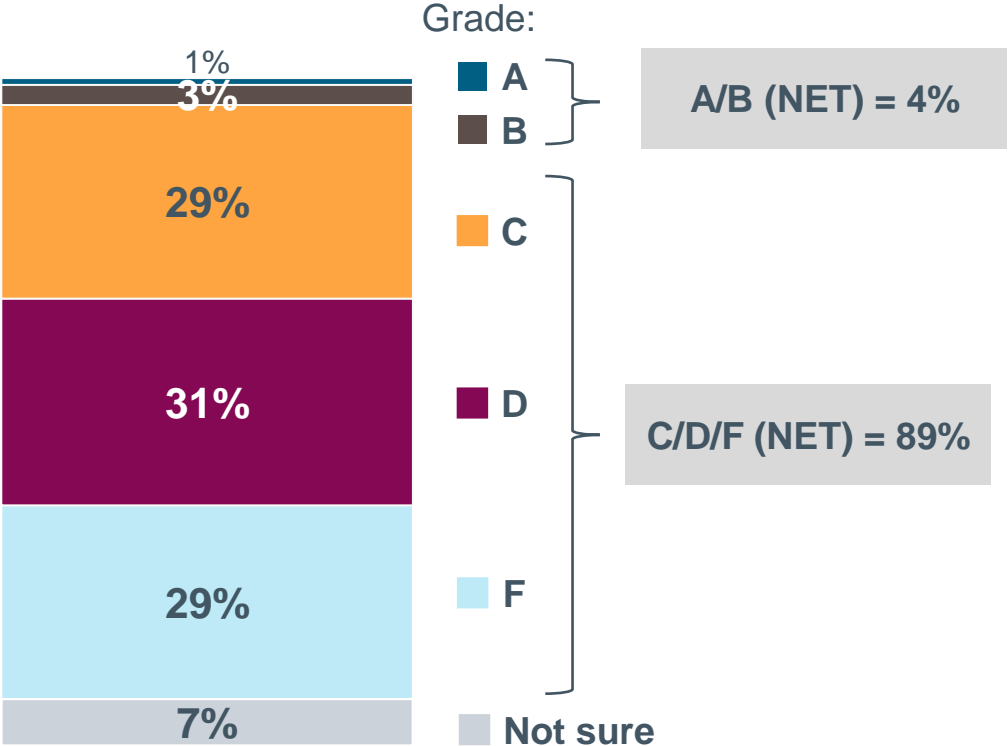


Q32 Do you think Americans today are saving enough to be comfortable in their retirements? (Base: Total = 1000)

State and Federal elected officials get a grade of C or lower on helping Americans save for a comfortable retirement

Grade given to State / Federal officials for helping Americans save for retirement

Total



Q35. Right now, what grade would you give State and Federal elected officials for their efforts to help Americans save for comfortable retirements? (Base: Total = 1000)

Seven in ten consider Americans' ability to save for retirement to be a major public policy issue

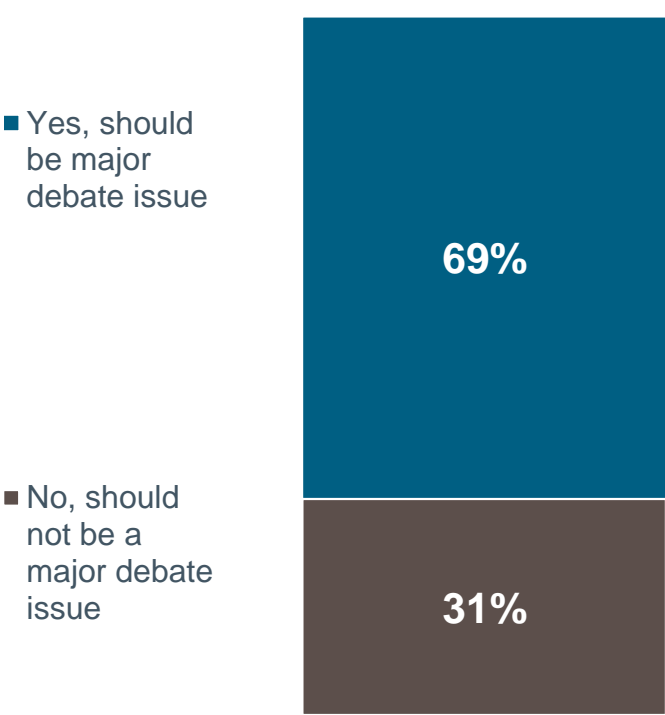
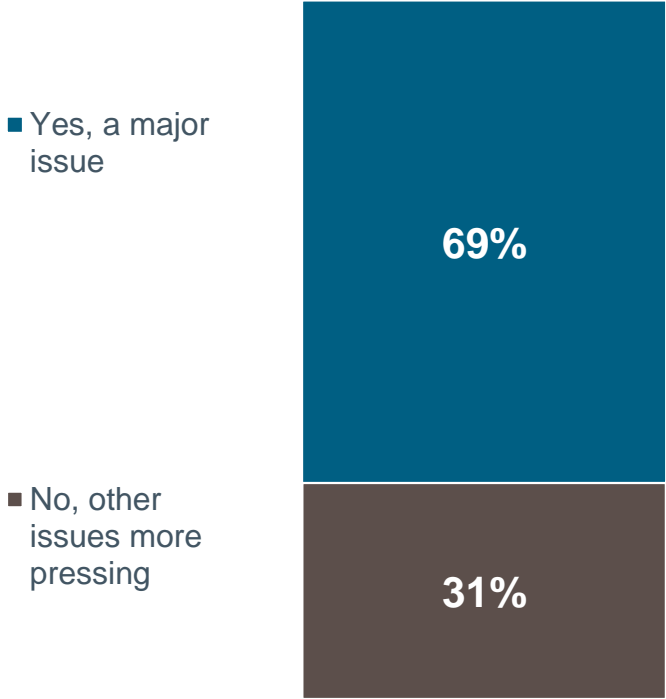
An equal number see this as a major issue for the debates

Attitudes toward Americans' ability to save enough for a comfortable retirement

Total

A major public policy issue?

A major presidential debate issue?



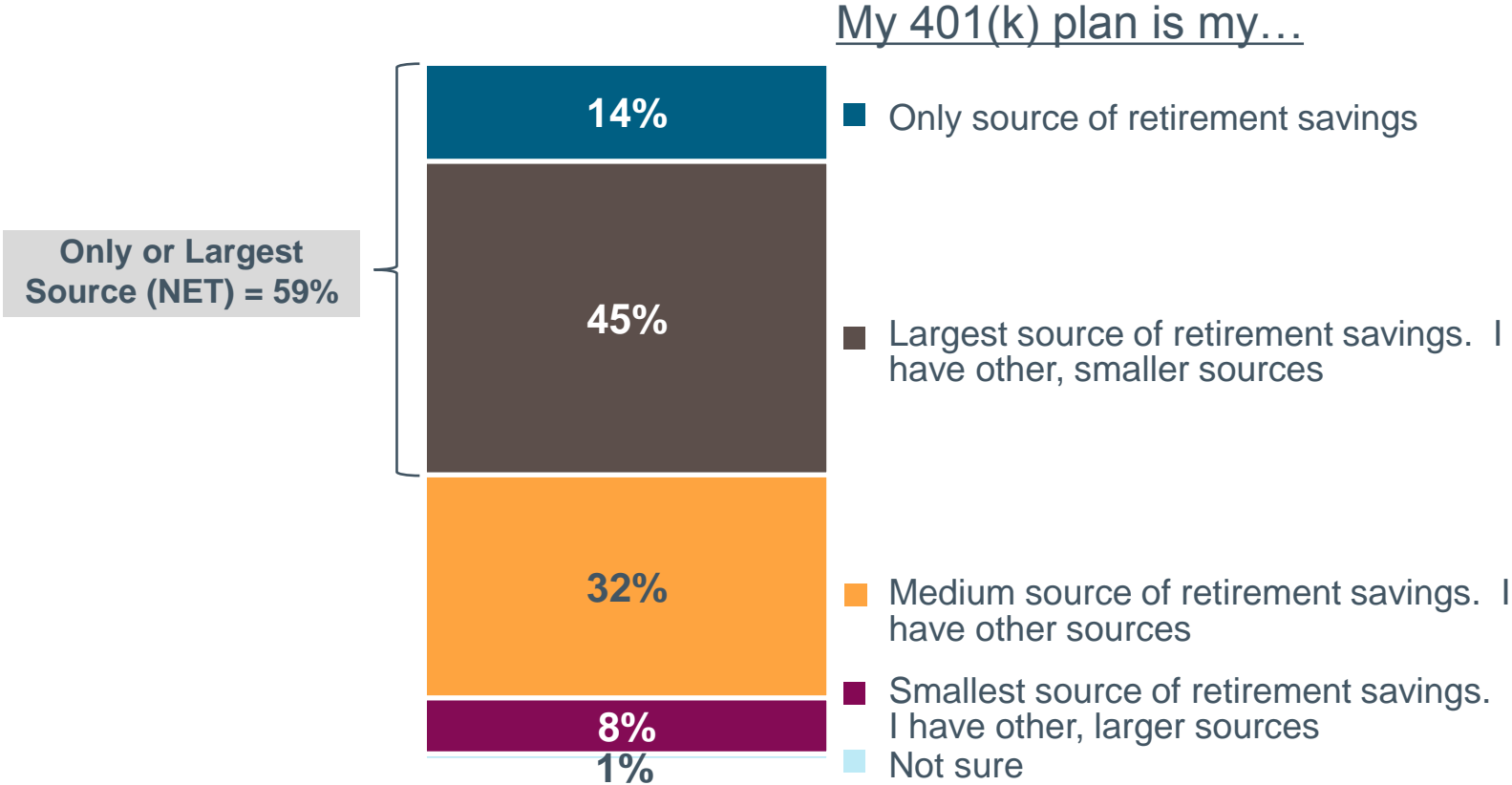
Q33. With all the issues our country faces, is Americans' ability to save enough money for a comfortable retirement a major public policy issue or not?

Q34. Should Americans' ability to save for comfortable retirements be a major issue discussed by candidates in the upcoming presidential campaigns? (Base: Total = 1000)

Almost six out of ten say their 401(k)s are their only or largest source of retirement savings

Statement best describing 401(k) as source of retirement savings

Total



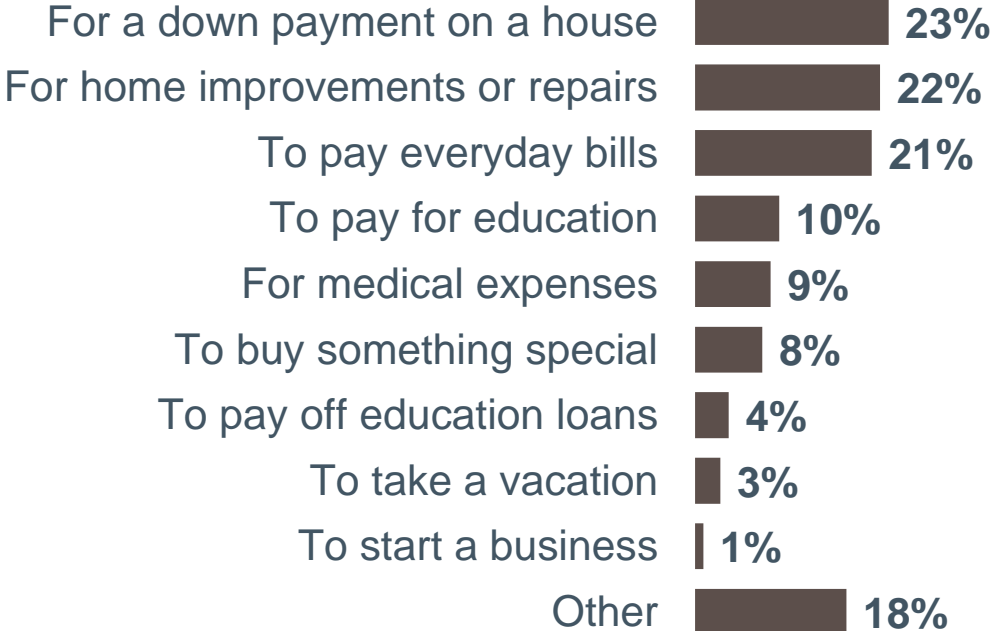
Q8 How would you complete this sentence? My 401(k) plan is my... (Base: Total = 1000)

One in four participants has taken a 401(k) loan - for house down payment or home repairs or to pay everyday bills

Reasons for taking a loan from 401(k) account

Have taken a loan from 401(k)

Have taken a loan from 401(k)  25%



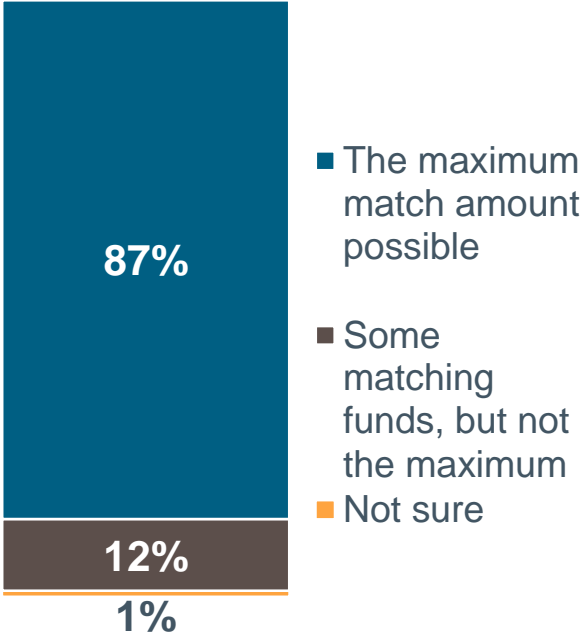
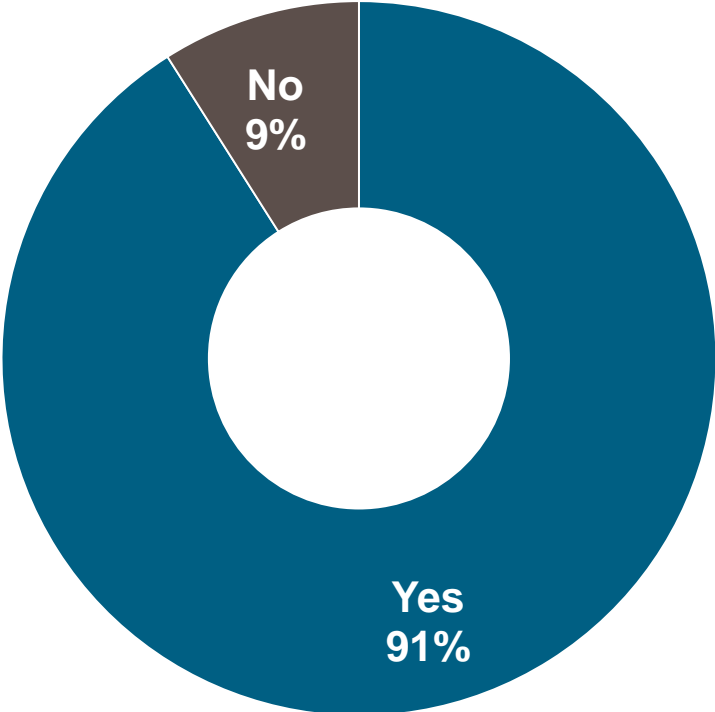
Q13 Have you ever taken a loan from your 401(k)? (Base: Total = 1000)

Q14 Why did you take a loan from your 401(k)? (Base: Have taken a loan from 401(k) = 252)

Nine out of ten say their companies offer 401(k) matching programs - and most take full advantage of them

Company offers 401(k) matching program
Total

Amount currently contributing
If company offers matching program



Q10. Does your company have a 401(k) matching program in which the company will match your 401(k) contributions up to a certain amount? (Base: Total = 1000)

Q11. For your 401(k) matching program, are you currently contributing enough to receive the maximum match, some of the match, not sure [select one]? (Base: Company has 401(k) matching program = 909)

Study Scope and Method

What	<ul style="list-style-type: none">• This study of 401(k) participants is an online study conducted for Schwab Retirement Plan Services by Koski Research• Koski Research is neither affiliated with, nor employed by, Schwab Retirement Plan Services• The sampling error is +/- 3 percentage points at the 95% confidence level
When	<ul style="list-style-type: none">• The study was conducted online from May 26th through June 3rd, 2015• The survey took participants 10-12 minutes to complete
Who	<ul style="list-style-type: none">• 1,000 401(k) participants who meet the following criteria:<ul style="list-style-type: none">• Ages 25-70• Work for companies with 25+ employees that have 401(k) plans• Currently contribute to their 401(k) plans

Disclosures

Schwab Retirement Plan Services, Inc. and Schwab Retirement Plan Services Company (collectively Schwab Retirement Plan Services) provide recordkeeping and related services with respect to retirement plans.

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