Saving enough for a comfortable retirement is the top source of financial stress and has trended up from prior years.

Q: Which of the following would you say is a significant source of stress in your life today, if any? (Base: Total = 1,000)

- **1. Saving enough money for a comfortable retirement**: 44%
- **2. Stock market volatility**: 33%
- **3. Job security**: 25%

*Stock Market volatility is new in 2020.*

<table>
<thead>
<tr>
<th>Year</th>
<th>Comfortable retirement</th>
<th>Job security</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>41%</td>
<td>25%</td>
</tr>
<tr>
<td>2018</td>
<td>40%</td>
<td>21%</td>
</tr>
<tr>
<td>2019</td>
<td>38%</td>
<td>19%</td>
</tr>
<tr>
<td>2020</td>
<td>44%</td>
<td>25%</td>
</tr>
</tbody>
</table>
On average, survey participants think they need $1.9M saved for retirement and just over a third feel that they are very likely to reach their retirement goals. For some, retirement timelines need to change.

**Average amount think needed saved for retirement**

$1.9M

**Likelihood to achieve retirement savings goals**

- Very Likely: 37%
- Somewhat Likely: 49%
- Not Likely: 14%

**Will retire later than originally planned**

21%
Participant action is a combination of rebalancing, increasing contribution rates and changing equity exposure.

Q: What actions have you taken with your 401(k) account as a result of the Coronavirus and related market volatility/economic developments?
(Base: Total = 1,000)

41% Have taken action with 401(k) account

Rebalanced my account: 14%
Increased my contribution rate: 12%
Increased my exposure to stock funds/equity: 8%
Decreased my exposure to stock funds/equity: 7%
Decreased my contribution rate: 6%
Stopped contributing to my plan: 5%

59% Have not taken action with 401(k) account

None, I'm invested in a target date fund: 10%
None, I use an advice/managed account service: 8%
None: 41%
Participant action is more likely if people speak to a financial professional first, and their actions are also more pronounced.

- 25% Have spoken to financial professional since COVID-19
- 67% Have taken action with 401(k) account
- 33% Have not taken action with 401(k) account

- Rebalanced my account: 26%
- Increased my contribution rate: 22%
- Increased my exposure to stock funds/equity: 17%
- Decreased my exposure to stock funds/equity: 13%
- Decreased my contribution rate: 11%
- Stopped contributing to my plan: 5%

Q: Did you speak to a financial professional about your 401(k) since the outbreak of the coronavirus pandemic? (Base: Total = 1,000)
Q: What actions have you taken with your 401(k) account as a result of the Coronavirus and related market volatility/economic developments? (Base: Have spoken to an advisor = 254)
Almost half of survey participants use a health savings account (HSA) offered by their employer and of these, more than one in ten used it to pay for COVID-19 expenses.

Q: Which of the benefits listed below are offered by your employer and, if offered, have you used? (Base: Total = 1,000)
Q: Have you used your Health Savings Account (HSA) to pay for coronavirus related medical expenses? (Base: Those who have an HSA = 451)
Methodology

- The 401(k) Participant study is an online study conducted for Schwab Retirement Plan Services, Inc. by Logica Research.
- Logica Research is neither affiliated with, nor employed by, Schwab Retirement Plan Services, Inc.
- The sampling error is +/- 3 percentage points at the 95% confidence level.

- The study was conducted from May 28 through June 11, 2020.

- 1,000 401(k) plan participants completed the survey.
  - Ages 25-70
  - Work for companies with 25+ employees that have 401(k) plans
- Survey respondents were not asked to indicate whether they had 401(k) accounts with Schwab Retirement Plan Services, Inc.
- The typical (median) survey length was 13 minutes.
Disclosures

Schwab Retirement Plan Services, Inc. provides recordkeeping and related services with respect to retirement plans.

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