

2018 401(k) Participant Survey

August 2018

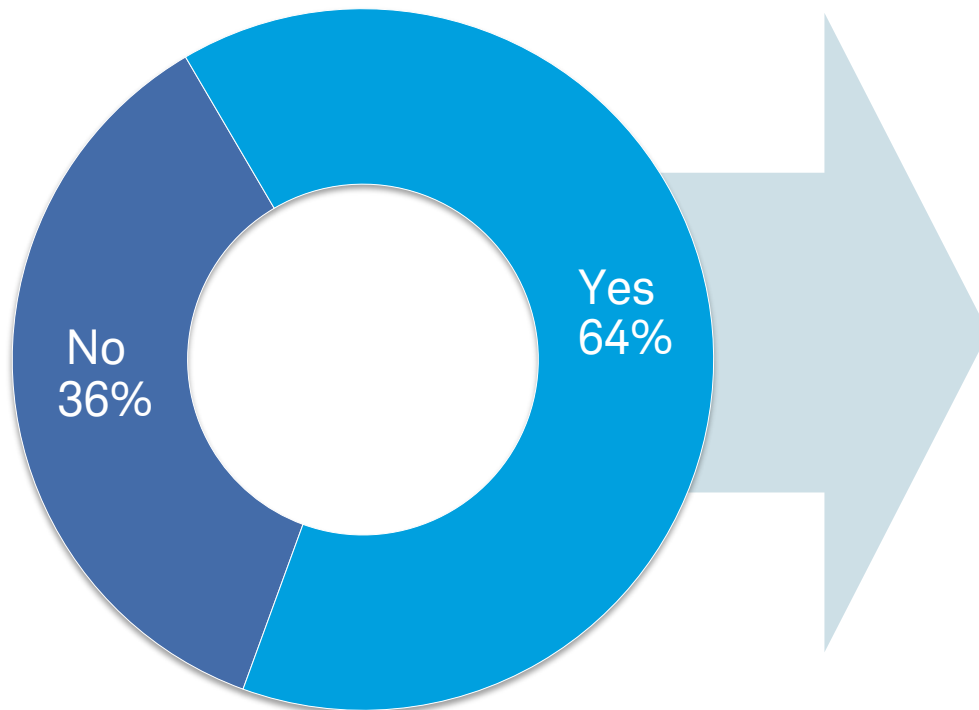
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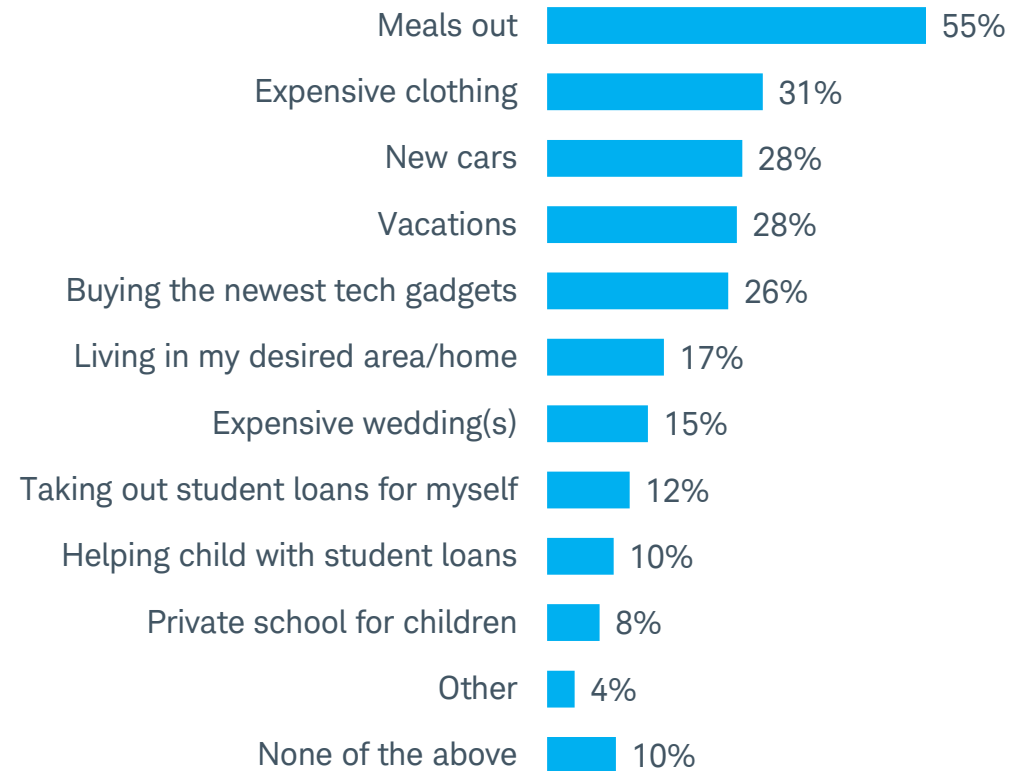
Two in three participants would sacrifice past spending to save more for retirement

They wish they had spent less on dining out, expensive clothing, new cars and vacations

Would sacrifice items in past to save more
Total



Items would have spent less on
Would have spent less in past



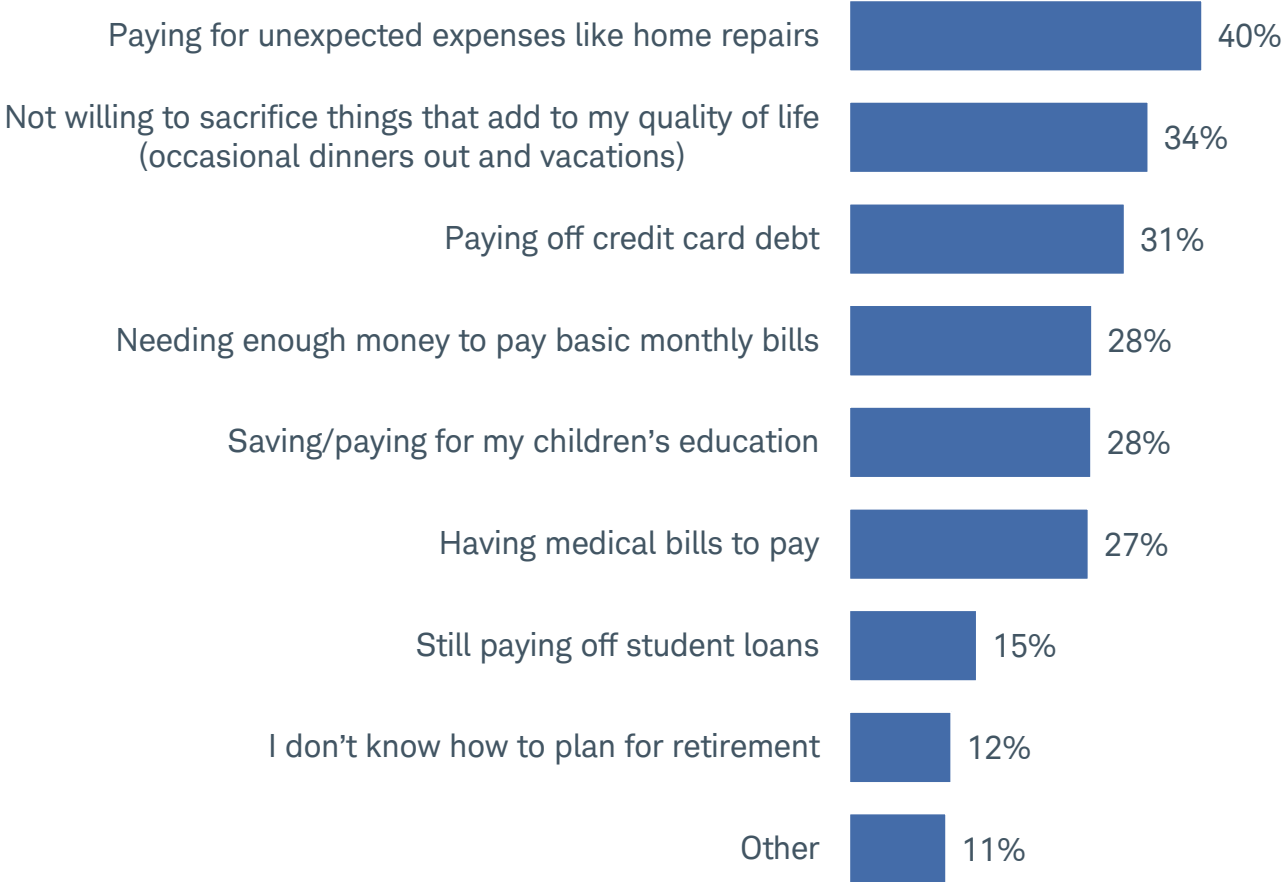
Q: If you could go back in time, would you have saved more money in your 401(k) at the sacrifice of other financial aspects in your life? (Base: Total 401(k) Participants=1,000)

Q: If you could go back in time, what would you spend less on in order to save more money in your 401(k)? (Base: Would spend less in past=642)

Unexpected expenses and quality of life spending are the top obstacles to saving for retirement

Obstacles faced when trying to save for retirement

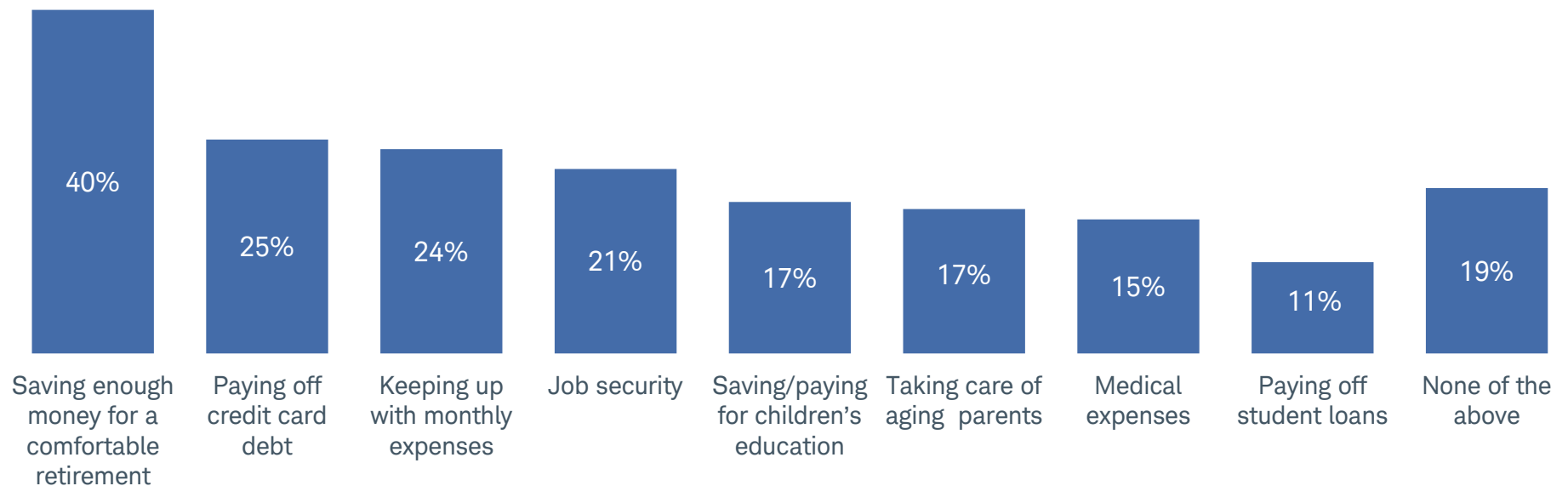
Total



Q: Thinking about your own efforts to save for a comfortable retirement, which of the following are obstacles you face, if any? (Base: Total 401(k) Participants=1,000)

Saving enough for a comfortable retirement is the top source of financial stress for participants

Significant sources of financial stress Total

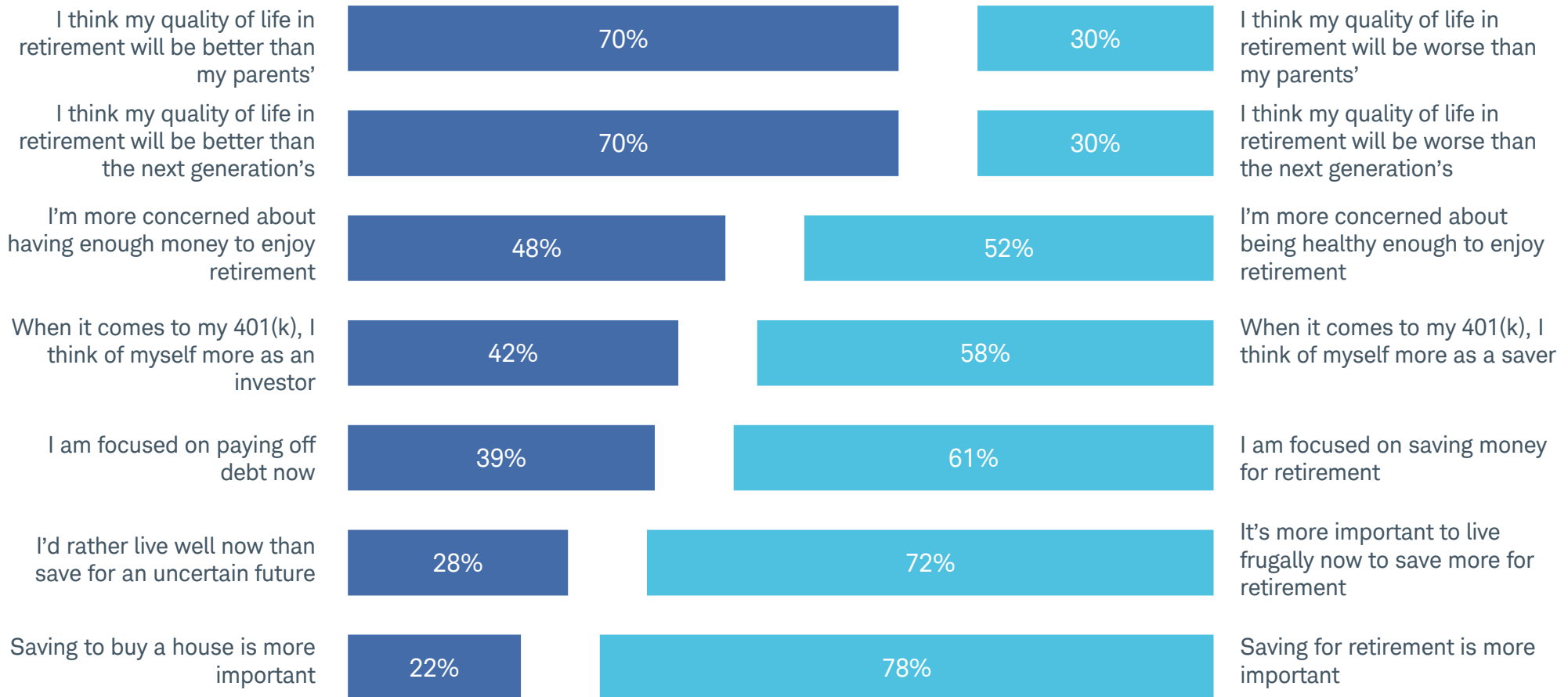


Q: Which of these would you say are a significant source of stress in your life today, if any? (Base: Total 401(k) Participants=1,000)

Participants believe their quality of life in retirement will be better than that of both the previous and the next generation

Retirement attitudes

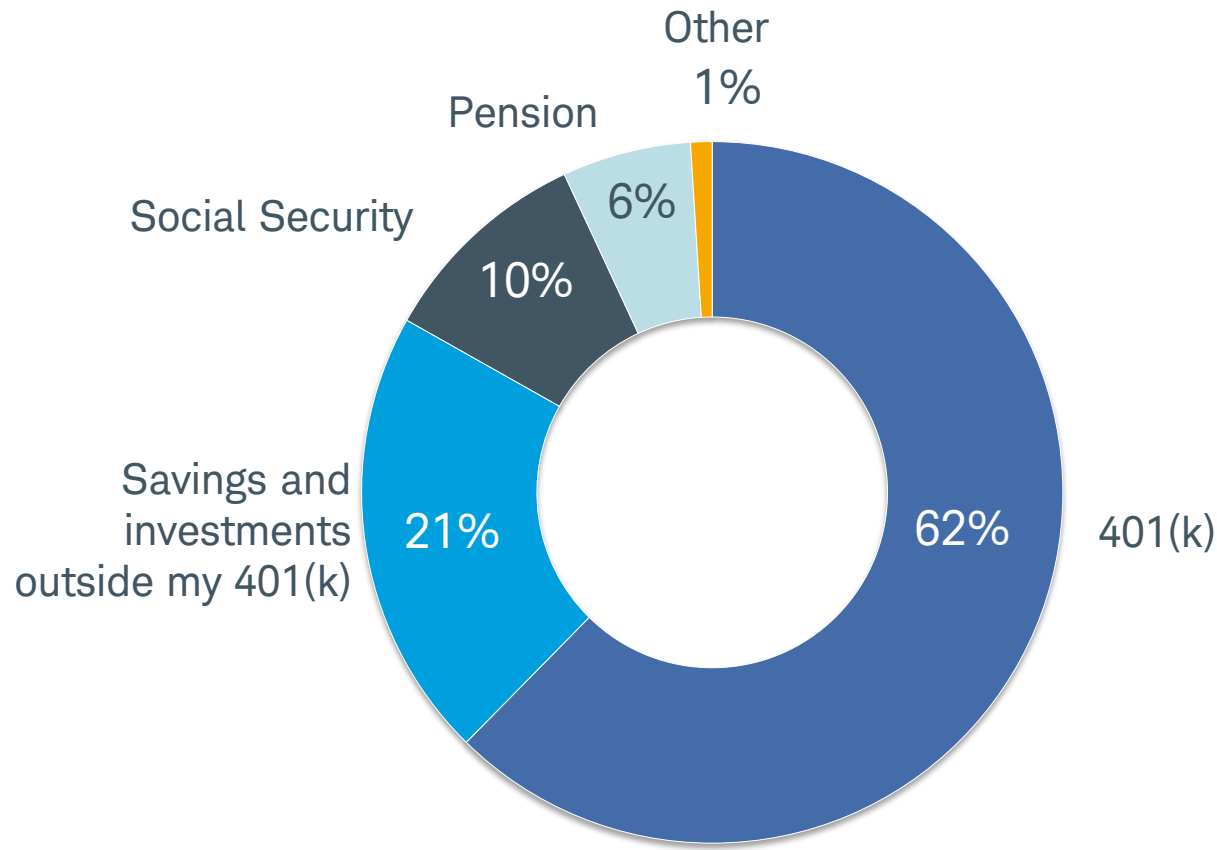
Total



Q: Please select which statement describes you best. (Base: Total 401(k) Participants=1,000)

Six in ten participants say their 401(k) will be their largest source of income in retirement

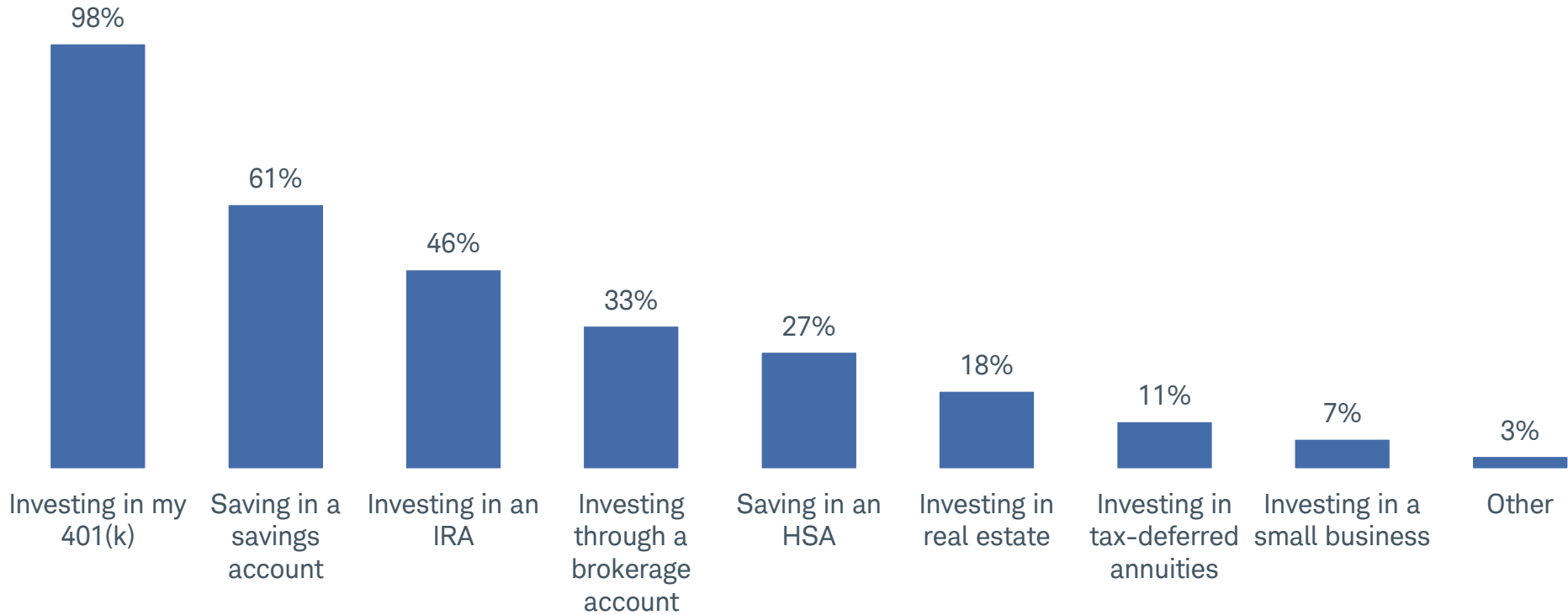
Largest source of income in retirement
Total



Q: Which of the following do you expect will be the largest source of income for you during retirement? (Base: Total 401(k) Participants = 1,000)

Outside of their 401(k), participants are more likely to save for retirement in a savings account than to invest

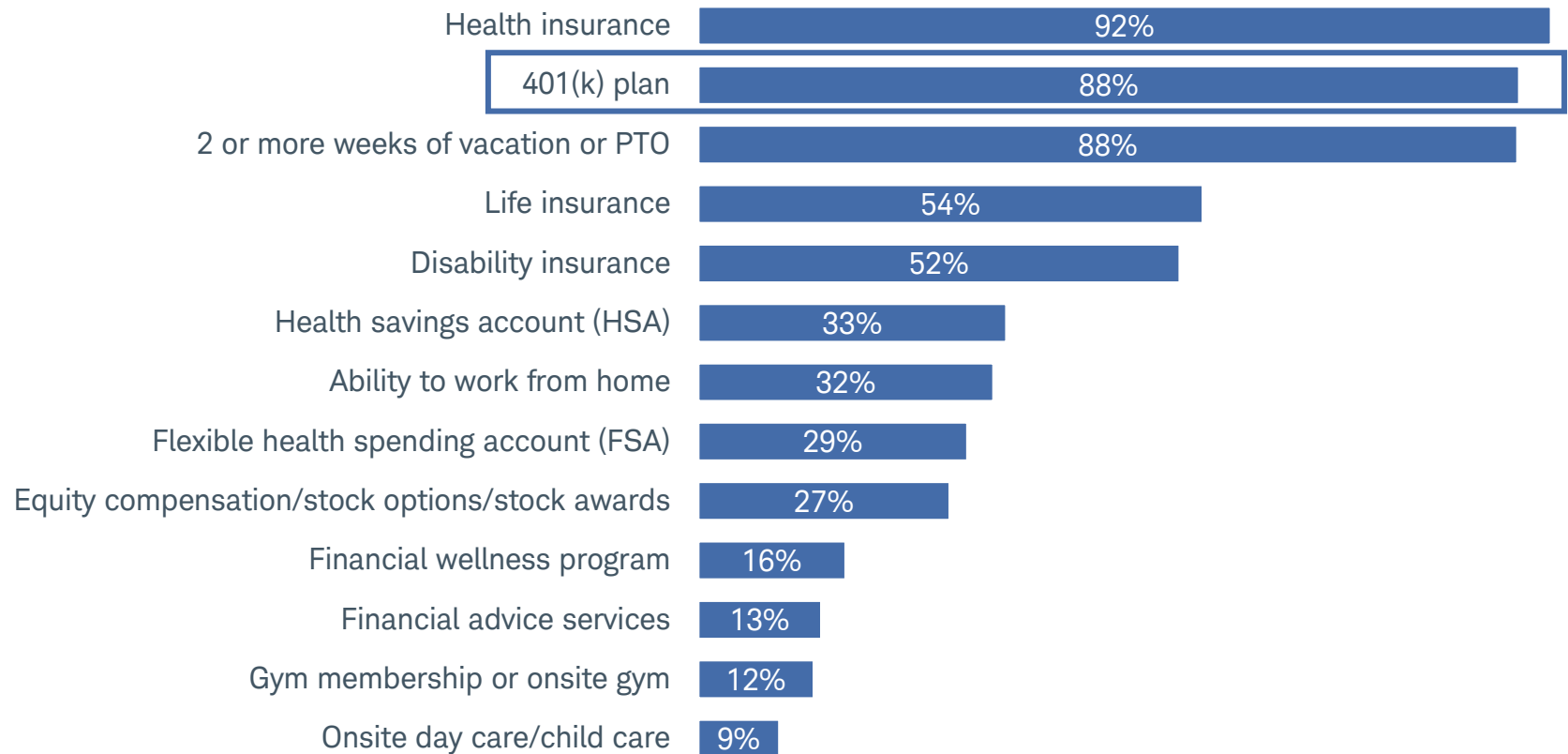
Methods used for saving/investing for retirement
Total



Q: Which of the following methods are you using to save or invest for retirement? (Base: Total 401(k) Participants = 1,000)

401(k) plans are a “must-have” benefit for job-seekers

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

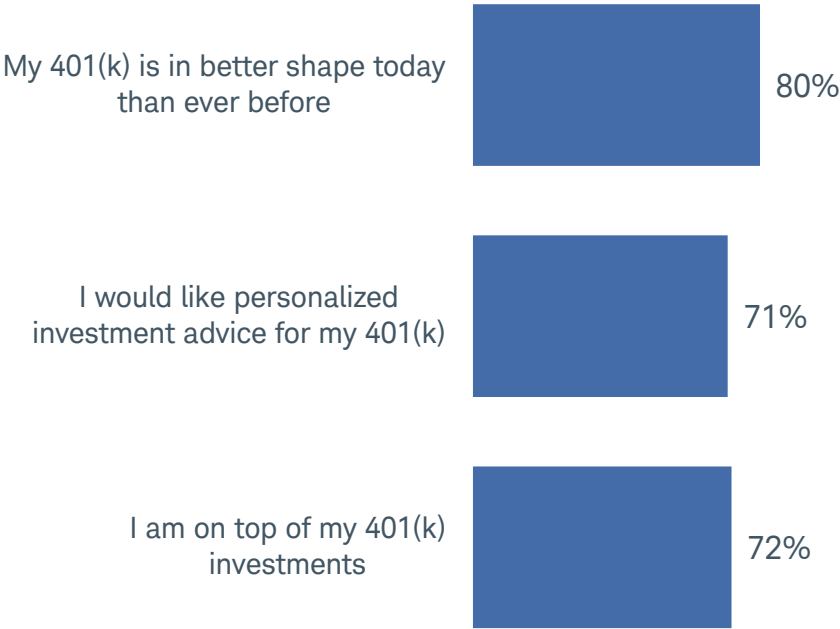


Q: If you were looking for a new job, which benefits or work options would you see as “must-haves,” “nice to have” and which don’t you care about?

(Base: Total 401(k) Participants = 1,000)

The majority of participants say their 401(k) is in better shape than ever before, and most want advice

Agree with statements
Total

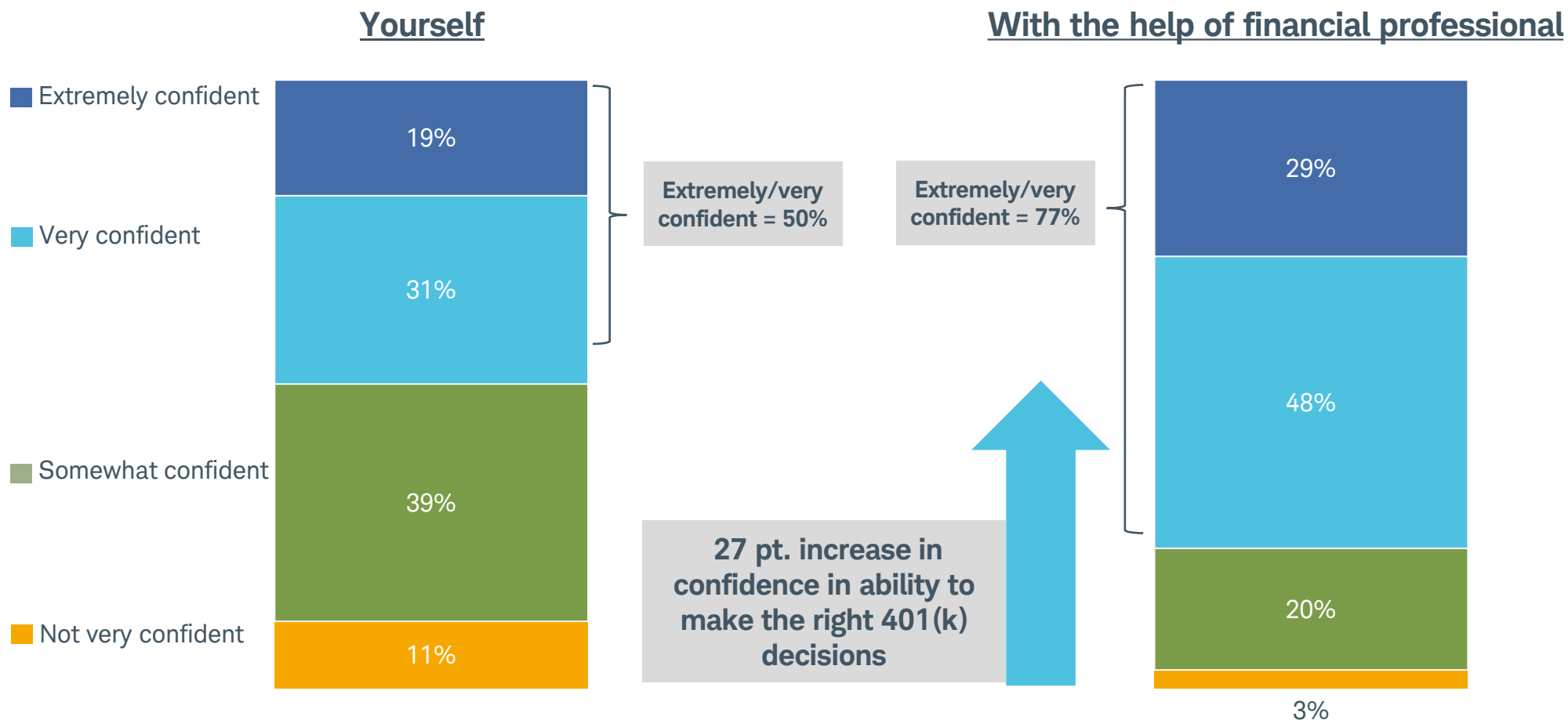


Q: For each of the statements below, please indicate whether you agree or disagree. (Base: Total 401(k) Participants = 1,000)

Participants are much more confident in their ability to make the right 401(k) investment decisions with help from a professional

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

Total

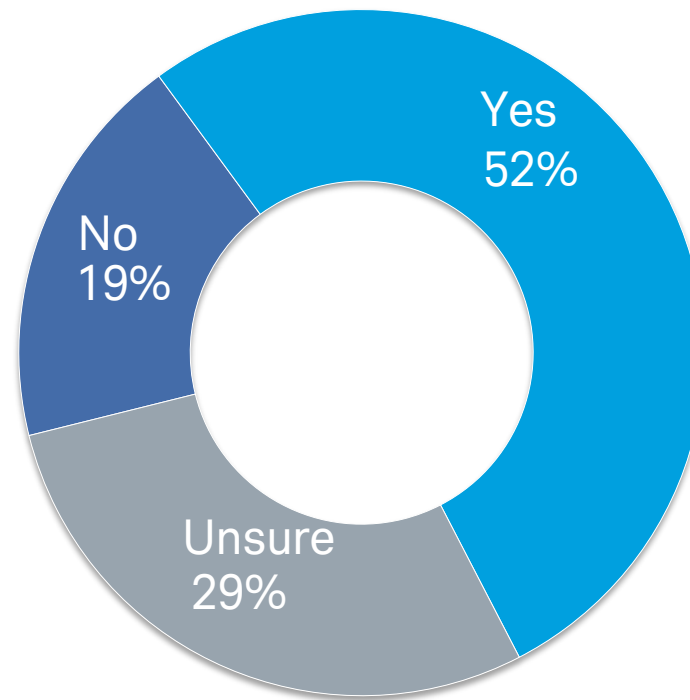


Q: How confident are you in your ability to make the right 401(k) investment decisions for yourself? (Base: Total 401(k) Participants = 1,000)

Q: 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 401(k) Participants = 1,000)

Half of participants would expect better performance with professional advice

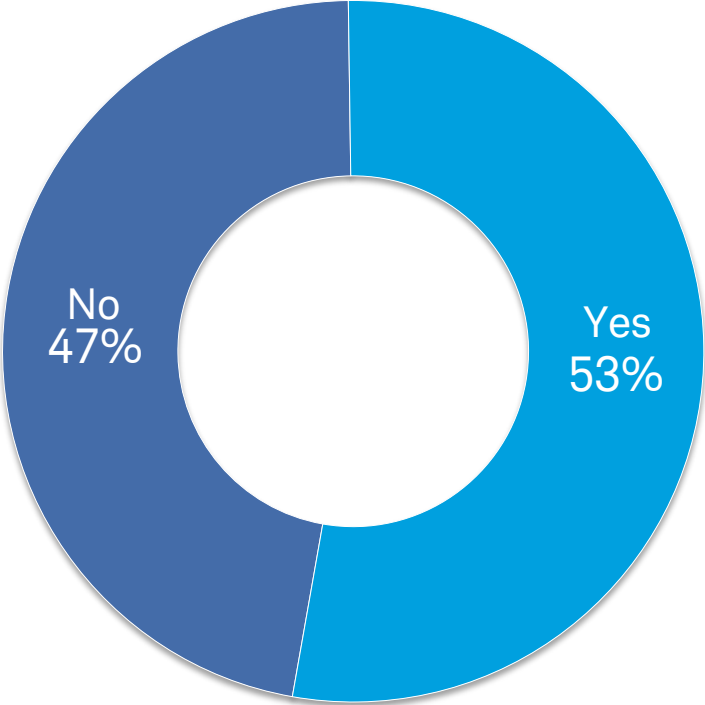
Expect better investment performance with advice
Those who do not already get professional advice
for their 401(k)



Q: Would you expect your 401(k) investments to perform better if you had professional investment advice when selecting them?
(Base: Do not already get professional advice for 401(k) = 915)

Half of participants believe their financial situation warrants advice

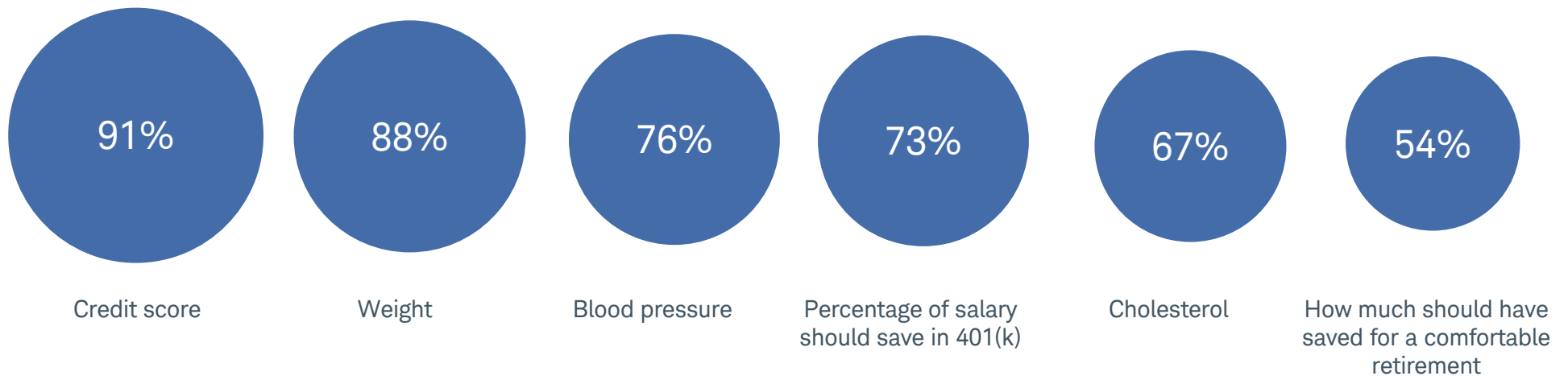
Current financial situation warrants advice
Total



Q: Do you think your current financial situation warrants financial advice from a professional? (Base: Total 401(k) Participants=1,000)

Just over half of participants are likely to know how much they should have saved for retirement, while almost everyone knows their ideal credit score

Likely to know ideal number
Total



Q: Do you know what your "target" or ideal number should be for each of the following items? (Base: Total 401(k) Participants = 1,000)

Seven in ten participants have some money left over at the end of the month; they are most likely to save it or put it towards a vacation

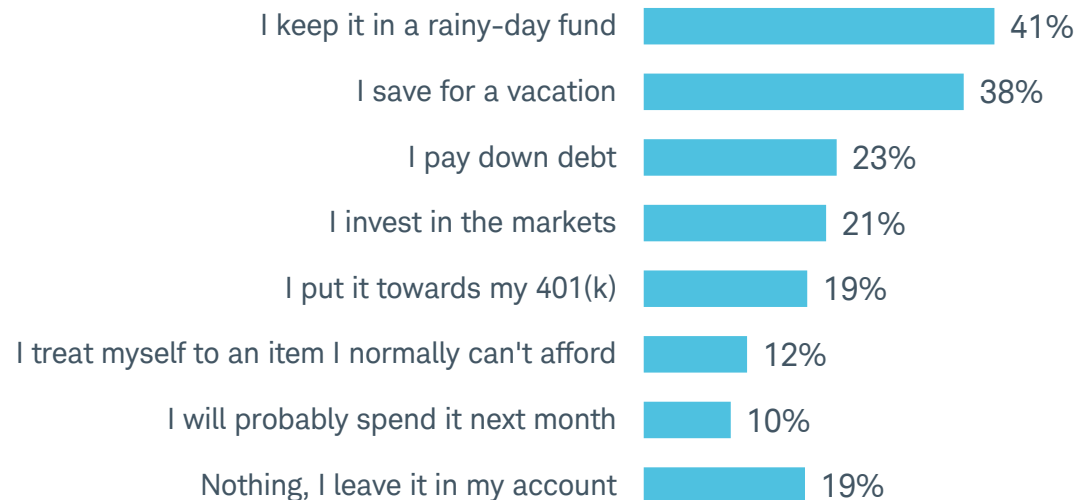
End-of-month description of personal finances

Total



How money left over is used

If money left over

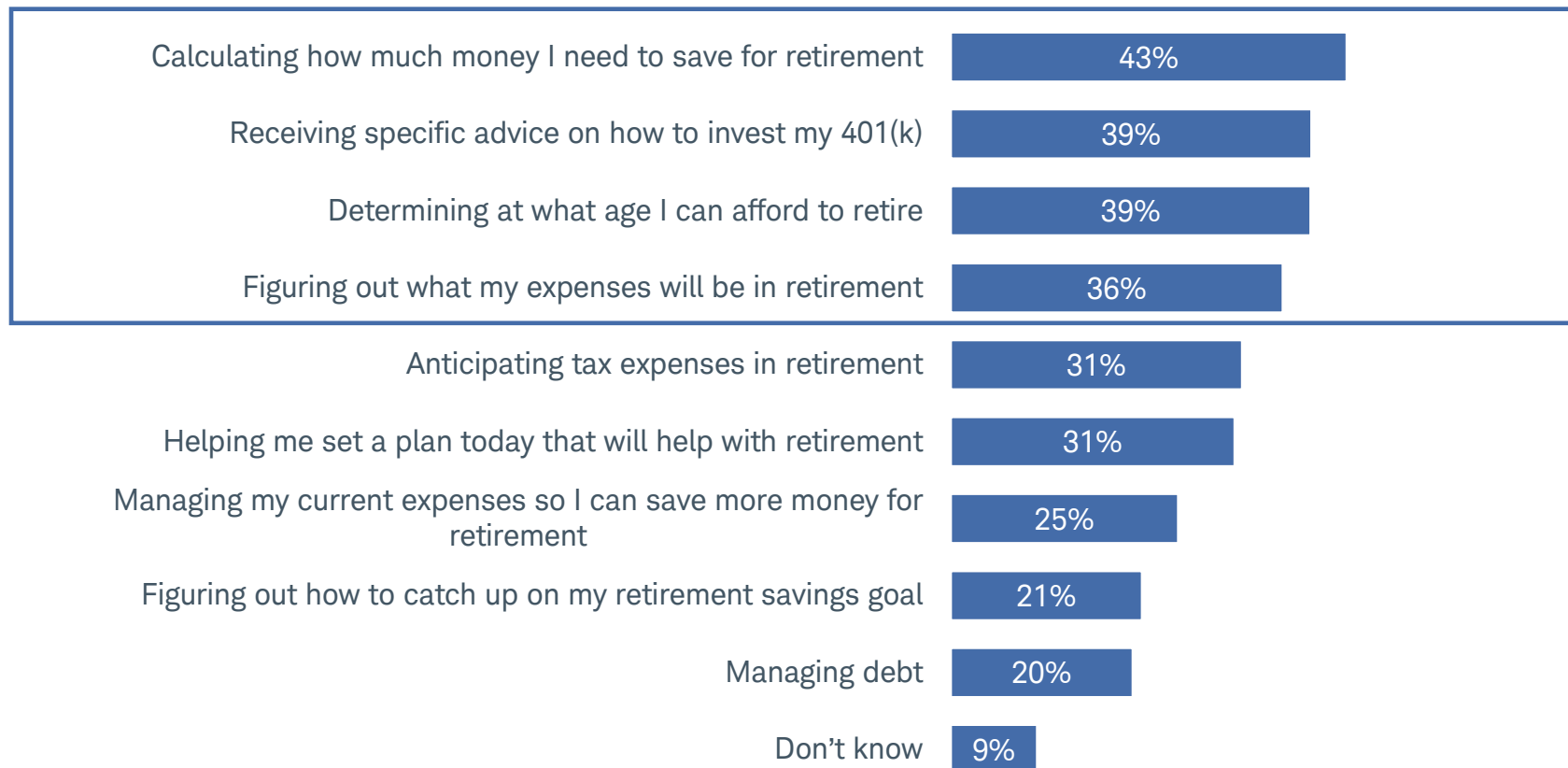


Q: Which statement best describes how you feel about your personal finances at the end of each month? (Base: Total 401(k) Participants=1,000)

Q: What do you do with the money you have left over or don't need for expenses? (Base: Have money left over=724)

Participants are most likely to want help setting specific retirement targets

Desired help with retirement planning Total



Q: If you could get help with retirement planning, what would you like help with? (Base: Total 401(k) Participants = 1,000)

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, Inc. by Logica Research (formerly Koski 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
When	<ul style="list-style-type: none">• The study was conducted online from May 3rd through May 16th 2018• The median survey completion time was 13 minutes
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. provides recordkeeping and related services with respect to retirement plans.

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