



MassMutual Retirement Savings & Household Income Study

Background and Methodology

Study Objectives

- To raise awareness of the threats and obstacles to middle class workers' long-term financial security, specifically their retirement savings habits and retirement security needs.

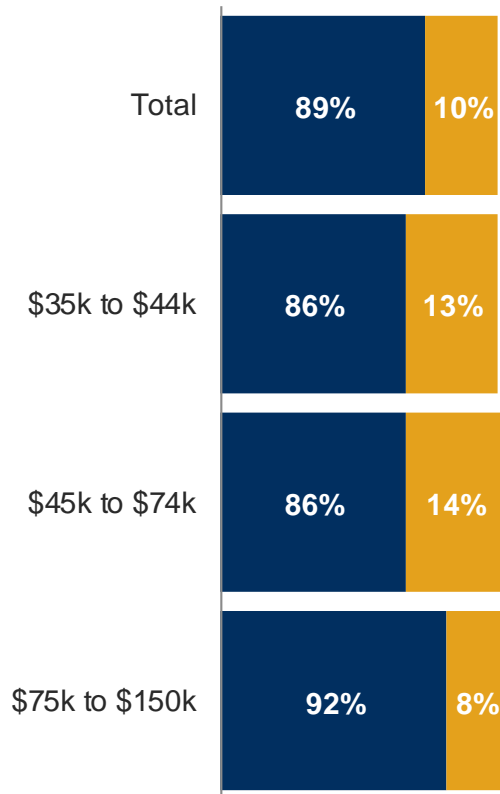
Survey of Middle Income Americans

- An online survey of Middle Income Americans through Research Now's panel was conducted by Greenwald & Associates on behalf of MassMutual. The survey was conducted from February 28 to March 14, 2017.
- To qualify, respondents needed to be between the ages of 25 and 65, work full-time, have a household income between \$35k and \$150k, and have considerable influence when it comes to making financial and employee benefit decisions.
- Of the 1,010 workers who participated in the survey, 150 currently make between \$35k and \$44k, 503 make between \$45k and \$74k, and 357 make between \$75k and \$150k. The margin of sampling error at the 95% confidence level is plus or minus 3.1%.
- The data is weighted by race, age, and gender to reflect the composition of the United States' middle class.
- Percentages in the tables and charts may not total to 100 due to rounding and/or missing categories.

A quarter of plan participants save at least 10%; one in ten are saving 15% or more

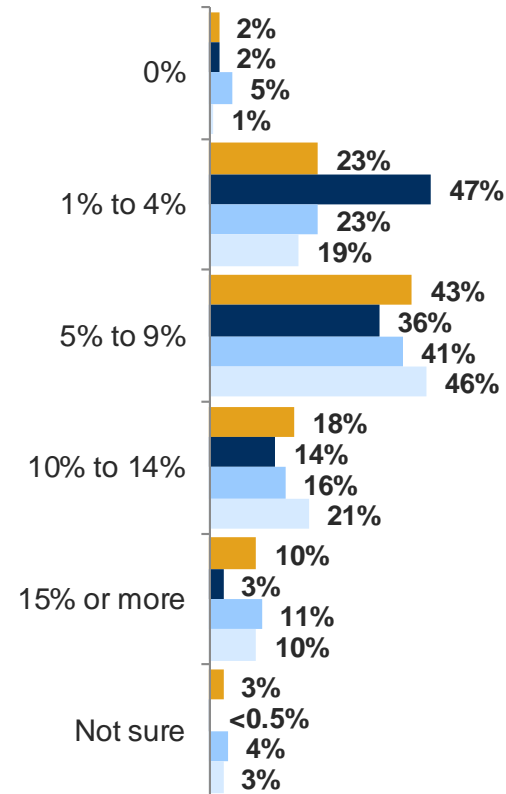
401(k) Retirement Savings Plan or Similar Defined Contribution Retirement Plan

■ Have/Participate ■ Do not have/participate



Percentage of Income Saved

■ Total ■ \$35k to \$44k ■ \$45k to \$74k ■ \$75k to \$150k

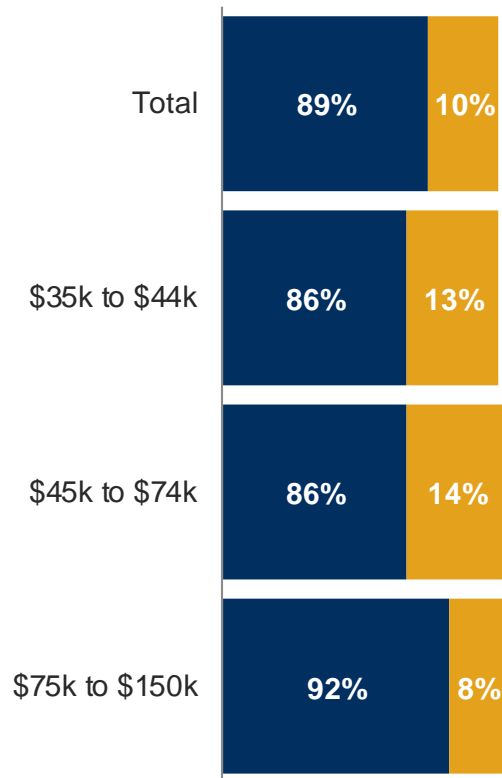


And which of these retirement benefits do you currently have or participate in through your employer? (Total n=829; \$35k to \$44k n=120; \$45k to \$74k n=407; \$75k to \$150k n=302) What percentage of your income do you personally save in your workplace retirement savings plan? Filter: If participating in plan (Total n=740; \$35k to \$44k n=101; \$45k to \$74k n=355; \$75k to \$150k n=284)

Of those not participating, a quarter can't afford it and a similar share don't find the employer contribution compelling

401(k) Retirement Savings Plan or Similar Defined Contribution Retirement Plan

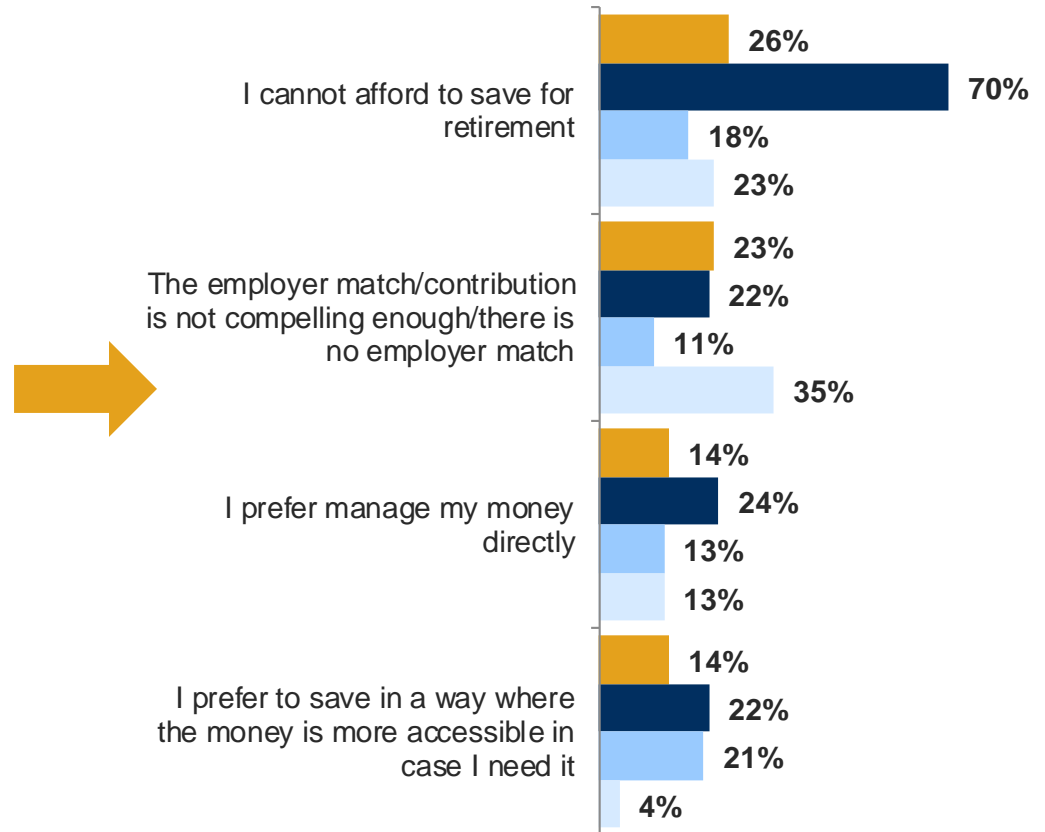
■ Have/Participate ■ Do not have/participate



Top Reasons Not to Contribute

(note: small sample size on subgroups)

■ Total ■ \$35k to \$44k ■ \$45k to \$74k ■ \$75k to \$150k

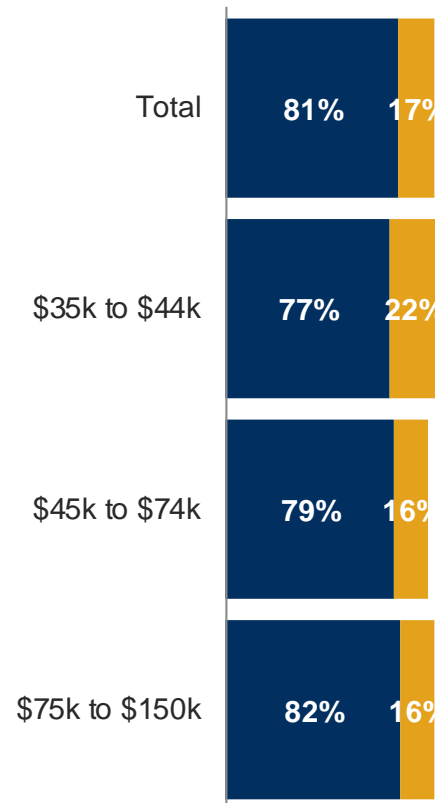


And which of these retirement benefits do you currently have or participate in through your employer? (Total n=829; \$35k to \$44k n=120; \$45k to \$74k n=407; \$75k to \$150k n=302) Why are you not contributing money to your employer's retirement savings plan? Please select all that apply. Filter: If not participating in plan (Total n=87; \$35k to \$44k n=18; \$45k to \$74k n=52; \$75k to \$150k n=17)

For all income levels, about six in ten say their employer offers a matching contribution

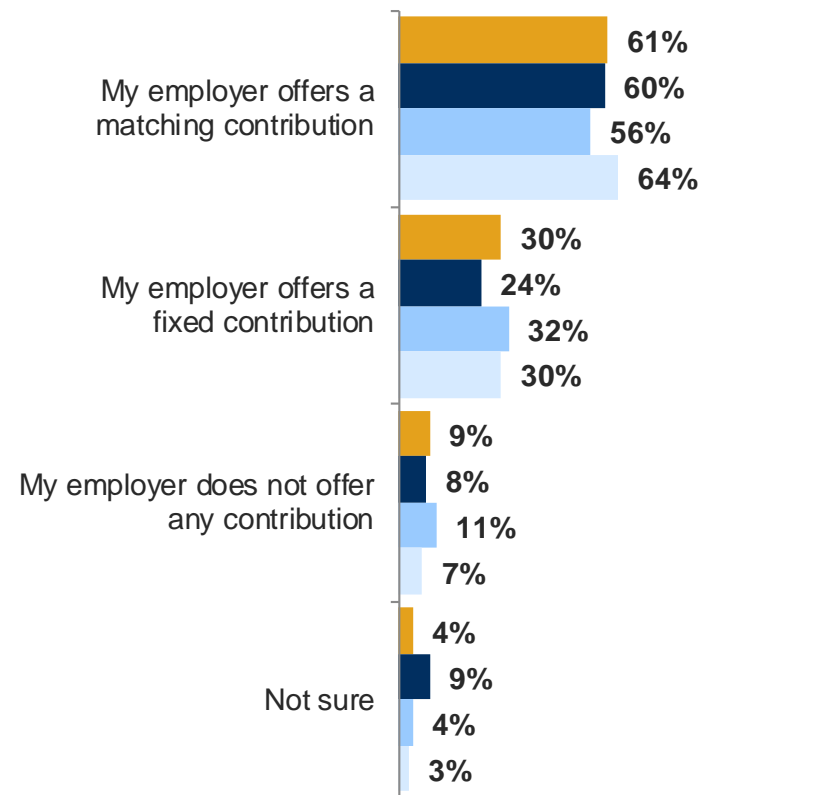
401(k) Retirement Savings Plan or Similar Defined Contribution Retirement Plan

■ Offered to employees ■ Not offered to employees



Employer Contribution

■ Total ■ \$35k to \$44k ■ \$45k to \$74k ■ \$75k to \$150k

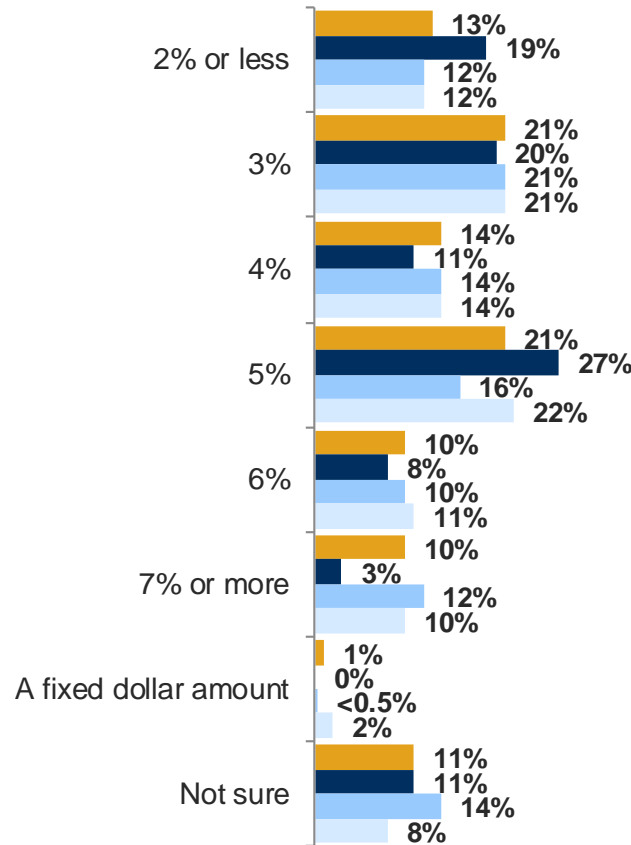


Which of the following retirement benefits does your employer currently offer to you, regardless of whether or not you participate? (Total n=1,010; \$35k to \$44k n=150; \$45k to \$74k n=503; \$75k to \$150k n=357) Does your employer contribute money to your workplace retirement savings plan? (Please select all that apply) Filter: If plan is offered (Total n=829; \$35k to \$44k n=120; \$45k to \$74k n=407; \$75k to \$150k n=302)

About four in ten say their employer contributes at least 5% of their income to their workplace plan

Income Percentage Employer Contributes to Workplace Retirement Plan

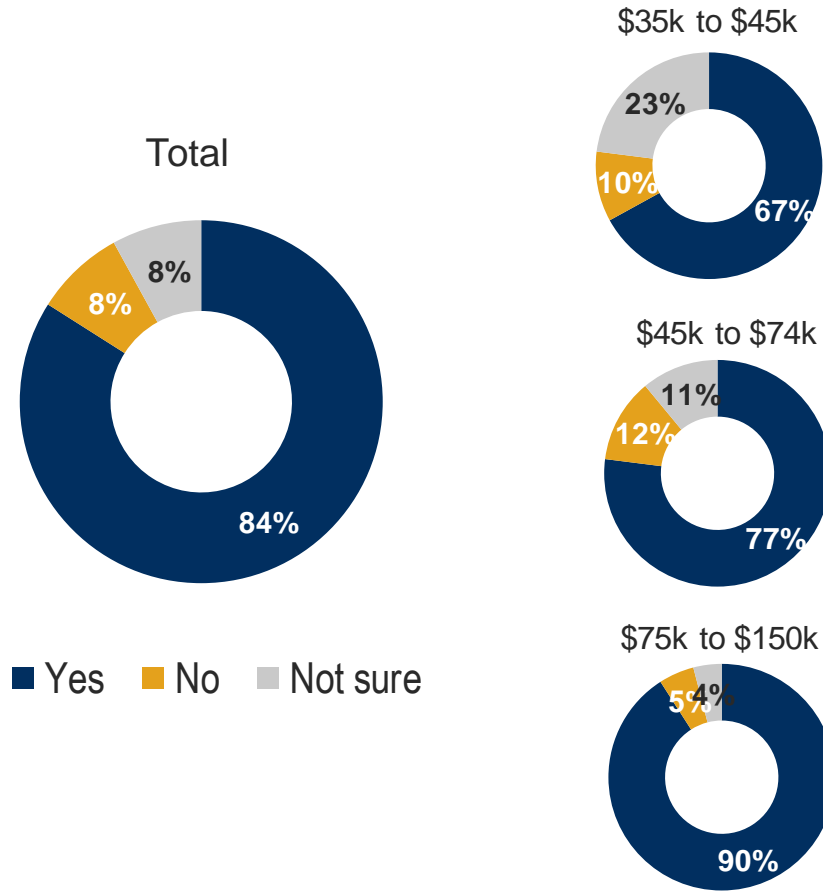
■ Total ■ \$35k to \$44k ■ \$45k to \$74k ■ \$75k to \$150k




About what percentage of your income does your employer contribute to your workplace retirement savings plan? Filter: If employers offers contribution (Total n=707; \$35k to \$44k n=98; \$45k to \$74k n=346; \$75k to \$150k n=263)

Nine in ten of the upper-middle class meet or exceed the match. Only two-thirds of lower income workers say the same, although many are unsure.

Saving Enough to Obtain Full Matching Contributions



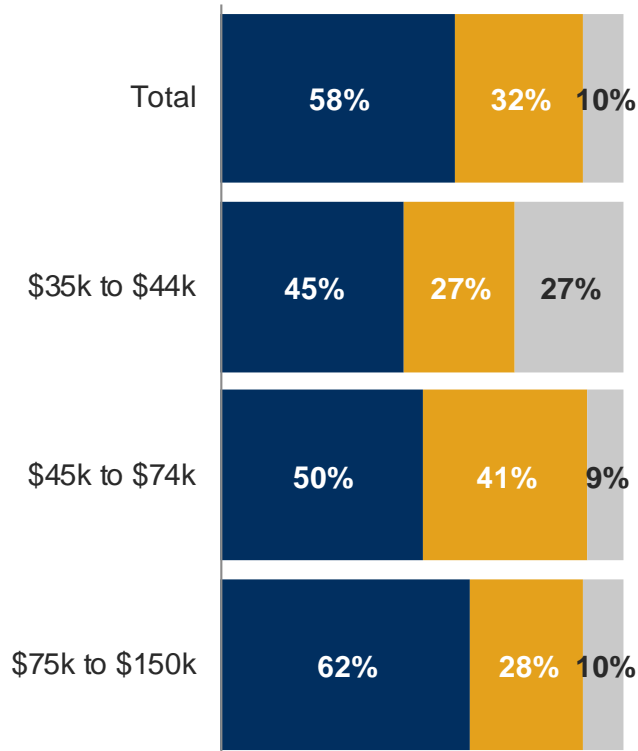

Men are more likely to meet or exceed the match (89% vs. 77%).

Do you save enough money in your workplace retirement savings plan to receive the full matching contribution offered by your employer? Filter: If employers offers a matching contribution (Total n=485; \$35k to \$44k n=63; \$45k to \$74k n=231; \$75k to \$150k n=191)

Six in ten of those with a working spouse have access to a retirement plan through the spouse's employer

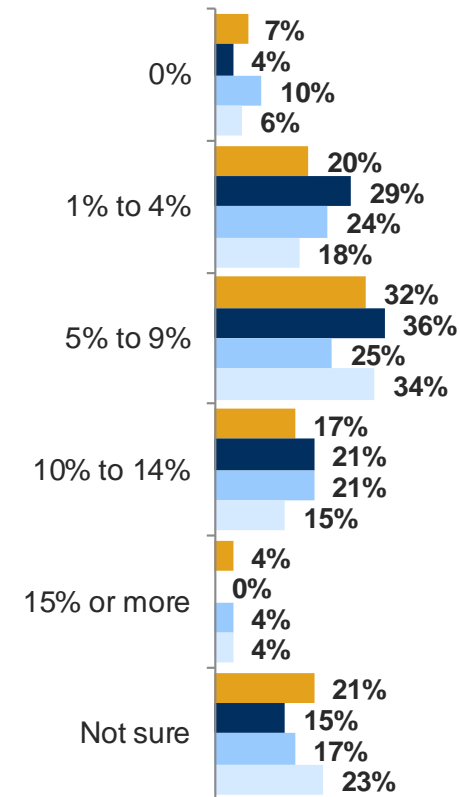
Spouse/Partner 401(k) Retirement Savings Plan or Similar Defined Contribution Retirement Plan

■ Yes ■ No ■ Not sure



Percentage of Income Saved

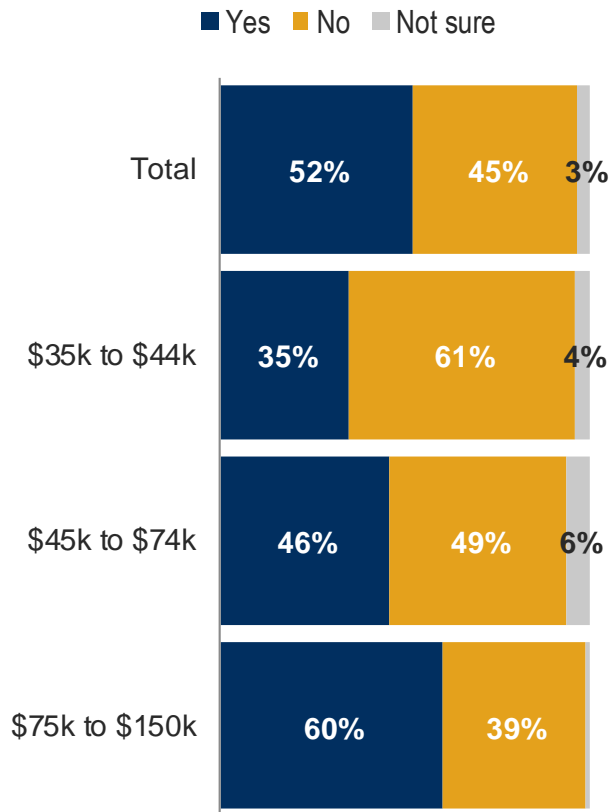
■ Total ■ \$35k to \$44k ■ \$45k to \$74k ■ \$75k to \$150k



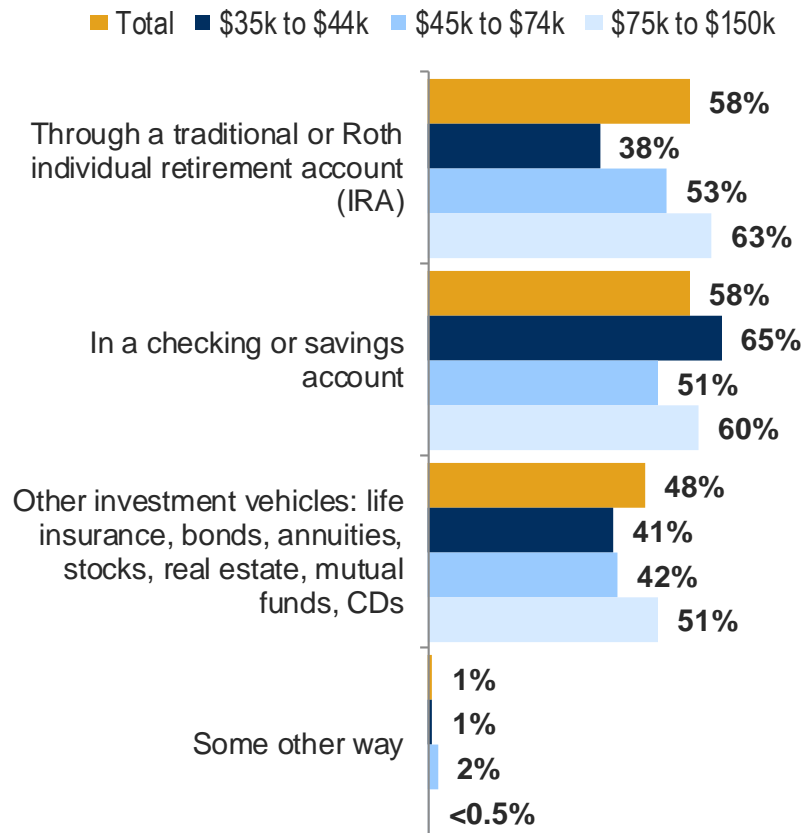
Does your spouse's/partner's current employer offer a 401(k) or similar retirement savings plan, such as a tax-deferred annuity or 403(b), 457, or thrift savings plan, regardless of whether or not they contribute to that plan? Filter: Spouse/Partner works full or part time (Total n=517; \$35k to \$44k n=45; \$45k to \$74k n=218; \$75k to \$150k n=254) What percentage of your income does your spouse/partner save in their workplace retirement savings plan? Filter: If spouse/partner participates in plan (Total n=291; \$35k to \$44k n=18; \$45k to \$74k n=109; \$75k to \$150k n=164)

Half of middle class workers have retirement savings outside an employer plan. Six in ten of those who do use an IRA.

Money Saved Outside Employer-Sponsored Retirement Plan



Ways to Save



Do you (and your spouse/partner) save any money for retirement outside of an employer-sponsored retirement savings plan?

(Total n=1,010; \$35k to \$44k n=150; \$45k to \$74k n=503; \$75k to \$150k n=357)

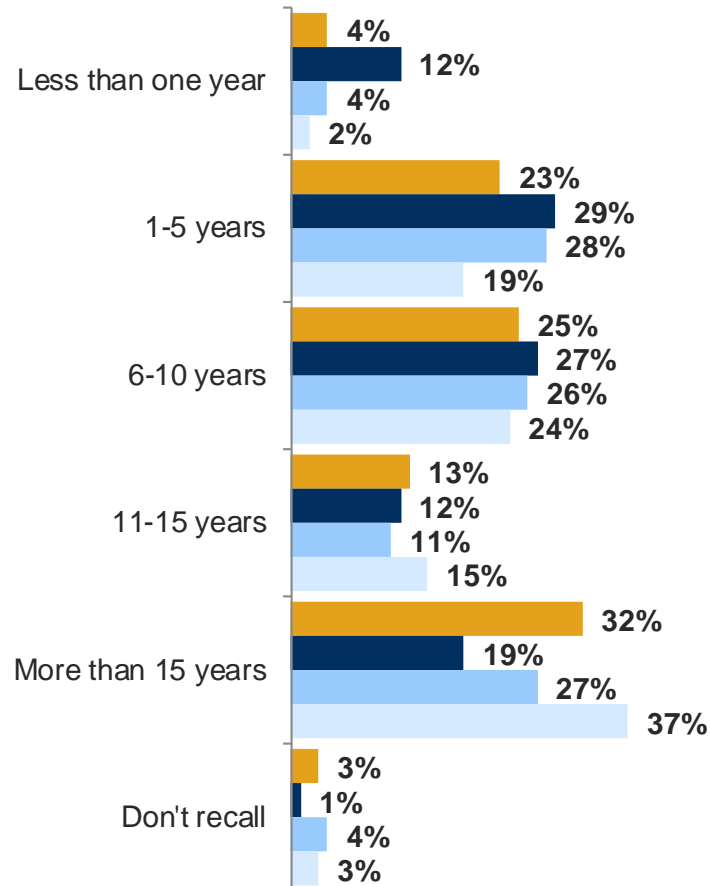
How are you (and your spouse/partner) saving money for retirement outside of an employer-sponsored retirement savings plan? (Please select all that apply) Filter: If saving money outside employer-sponsored retirement plan (Total n=518; \$35k to \$44k n=55; \$45k to \$74k n=238; \$75k to

\$150k n=225)

Only a third of workers have been saving for retirement for more than 15 years

Length of Time Saving Money

■ Total ■ \$35k to \$44k ■ \$45k to \$74k ■ \$75k to \$150k



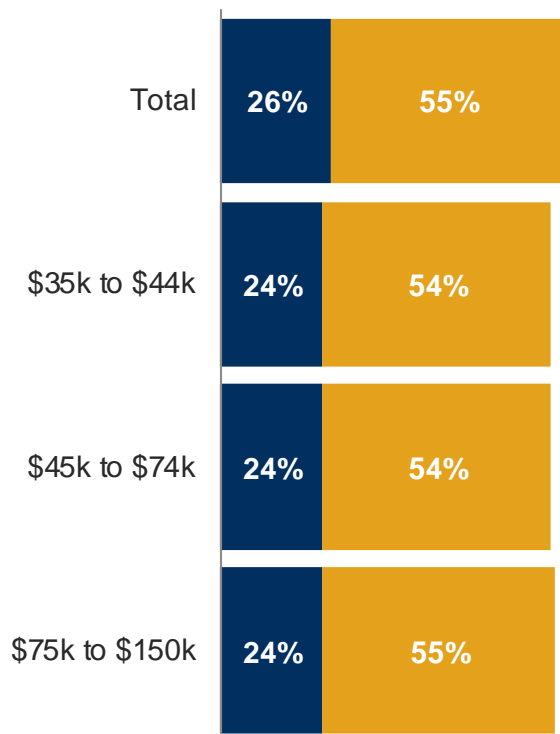
Not surprisingly, those making \$75k to \$150k, older generations, those with assets higher than \$100k, and those who feel financially secure are the ones who have been saving money for more than 15 years.

For how long have you been saving money for retirement? Filter: If currently saving (Total n=855; \$35k to \$44k n=114; \$45k to \$74k n=419; \$75k to \$150k n=322)

Only a quarter are offered financial education or planning at work. Retirement planning is the most common of these services provided

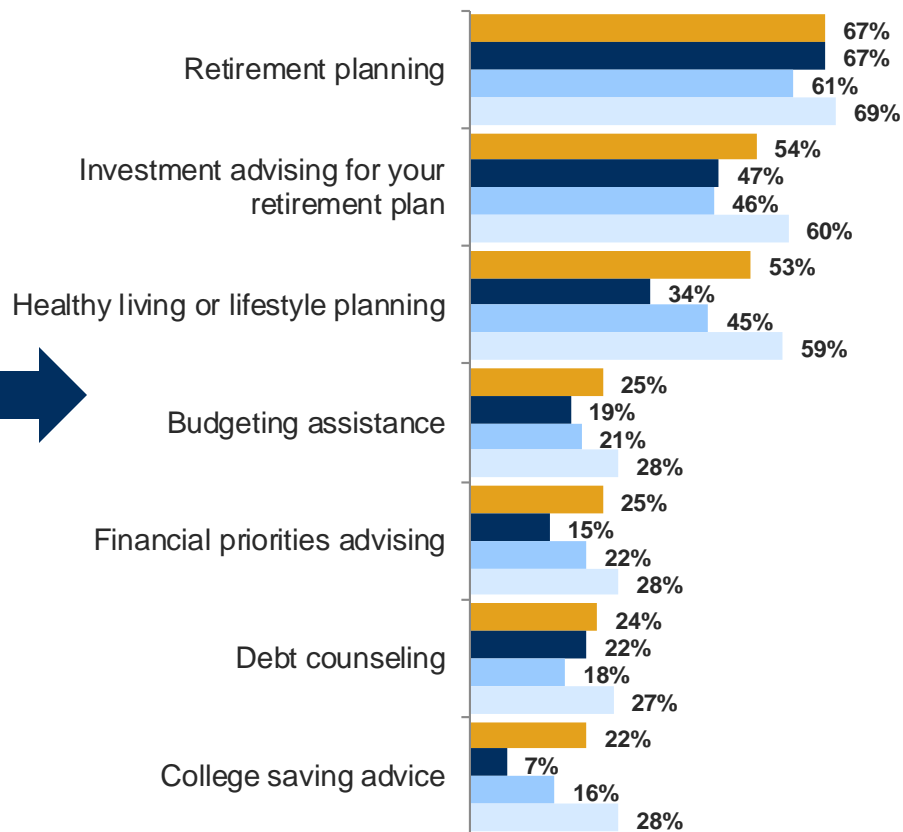
Financial Education or Planning

■ Offered to employees ■ Not offered to employees



Top Benefits Offered

■ Total ■ \$35k to \$44k ■ \$45k to \$74k ■ \$75k to \$150k

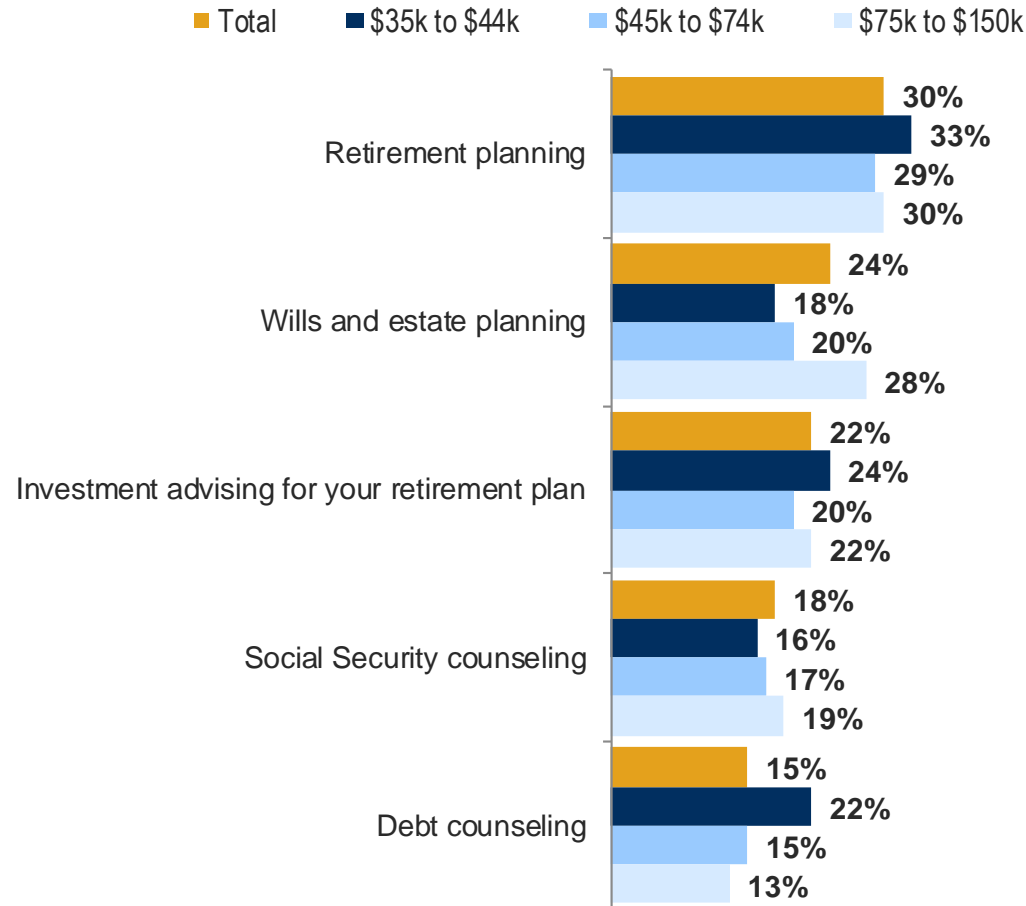


Which of the following employee benefits does your employer currently offer to you, regardless of whether or not you participate?
 (Total n=1,010; \$35k to \$44k n=150; \$45k to \$74k n=503; \$75k to \$150k n=357)

What sort of financial education or planning benefits does your employer offer? (Please select all that apply) Filter: If financial education/planning is offered
 (Total n=258; \$35k to \$44k n=41; \$45k to \$74k n=118; \$75k to \$150k n=99)

Three in ten wish their employer offered retirement planning, regardless of income level

Top Desired Financial Education or Planning Benefits



Which of the following financial education or planning benefits do you wish your employer would offer you as part of your benefits package? (Please select all that apply) (Total n=1,010; \$35k to \$44k n=150; \$45k to \$74k n=503; \$75k to \$150k n=357)

Study Demographics

	Total (n=1,010)	\$35k to \$44k (n=150)	\$45k to \$74k (n=503)	\$75k to \$150k (n=357)
Gender				
Male	56%	54%	56%	56%
Female	44	46	44	44
Do you consider yourself to be...				
Heterosexual or straight	91%	84%	90%	93%
Gay	4	6	5	3
Bisexual	3	7	2	2
Lesbian	1	*	1	1
Prefer not to say	2	2	2	1
Do you consider yourself to be transgender or transsexual?				
Yes	2%	2%	4%	*
No	98	98	96	99%
Prefer not to say	*	1	*	*
Age				
25 to 34	27%	30%	29%	25%
35 to 44	25	24	25	26
45 to 54	26	25	25	27
55 to 65	22	20	21	22

*=<0.5%

Study Demographics

	Total (n=1,010)	\$35k to \$44k (n=150)	\$45k to \$74k (n=503)	\$75k to \$150k (n=357)
Are you of Hispanic, Spanish, Latino origin or descent?				
Yes	17%	20%	18%	15%
No	83	80	81	84
Prefer not to answer	*	--	1	*
Racial Background				
Non-Hispanic Caucasian	68%	56%	66%	71%
Hispanic	17	20	18	15
Non-Hispanic African-American	9	19	9	7
Non-Hispanic Asian	5	4	4	5
Non-Hispanic Other	1	--	1	*
Prefer not to answer	1	1	1	1
[If Hispanic] Were you...				
I was born outside of the U.S.	(n=76) 20%	(n=13) 38%	(n=40) 14%	(n=23) 21%
I was born in the U.S., and at least one of my parents was born outside of the U.S.	32	40	46	21
I was born in the U.S., and both of my parents were born in the U.S.	44	22	40	52
Not sure	--	--	--	--
Prefer not to say	4	--	--	7

*=<0.5%

Study Demographics

	Total (n=1,010)	\$35k to \$44k (n=150)	\$45k to \$74k (n=503)	\$75k to \$150k (n=357)
Gender				
Male	56%	54%	56%	56%
Female	44	46	44	44
Do you consider yourself to be...				
Heterosexual or straight	91%	84%	90%	93%
Gay	4	6	5	3
Bisexual	3	7	2	2
Lesbian	1	*	1	1
Prefer not to say	2	2	2	1
Do you consider yourself to be transgender or transsexual?				
Yes	2%	2%	4%	*
No	98	98	96	99%
Prefer not to say	*	1	*	*
Age				
25 to 34	27%	30%	29%	25%
35 to 44	25	24	25	26
45 to 54	26	25	25	27
55 to 65	22	20	21	22

*=<0.5%

Study Demographics

	Total (n=1,010)	\$35k to \$44k (n=150)	\$45k to \$74k (n=503)	\$75k to \$150k (n=357)
Current Employment Status				
Employed full time	100%	100%	100%	100%
Employed part time	--	--	--	--
A homemaker	--	--	--	--
Retired	--	--	--	--
Self-employed	--	--	--	--
Disabled and unable to work	--	--	--	--
Unemployed or temporarily laid off	--	--	--	--
A full-time student	--	--	--	--
[If married/partner] Spouse's/Partner's Employment Status				
	(n=618)	(n=59)	(n=273)	(n=286)
Employed full time	81%	72%	70%	86%
Employed part time	6	3	11	4
A homemaker	5	5	6	5
Retired	3	--	5	3
Disabled and unable to work	2	11	3	1
Self-employed	2	1	4	1
Unemployed or temporarily laid off	1	7	1	--
A full-time student	*	--	*	*

*=<0.5%

Study Demographics

	Total (n=1,010)	\$35k to \$44k (n=150)	\$45k to \$74k (n=503)	\$75k to \$150k (n=357)
Household Income				
\$35,000 to \$44,999	10%	100%	--	--
\$45,000 to \$54,999	12	--	37%	--
\$55,000 to \$64,999	12	--	38	--
\$65,000 to \$74,999	8	--	25	--
\$75,000 to \$99,999	27	--	--	47%
\$100,000 to \$149,999	30	--	--	53
Marital Status				
Married	61%	29%	48%	74%
Single, never married	19	33	27	12
Divorced or separated	10	23	14	6
Not married, but living with a partner/significant other	7	12	8	6
Widowed	2	2	3	2
Level of Education				
High school graduate or less	16%	21%	21%	12%
Some college/trade or technical school	43	57	44	39
College graduate (4-year degree)	27	16	24	31
Graduate or professional degree	14	6	11	18

Study Demographics

	Total (n=1,010)	\$35k to \$44k (n=150)	\$45k to \$74k (n=503)	\$75k to \$150k (n=357)
Region				
South	33%	26%	39%	31%
Midwest	26	30	24	28
Northeast	21	19	19	22
West	20	25	19	19
Total Savings				
Less than \$1,000	7%	19%	10%	3%
\$1,000 to \$4,999	8	16	9	6
\$5,000 to \$9,999	7	11	10	4
\$10,000 to \$49,999	20	35	24	16
\$50,000 to \$99,999	18	5	20	19
\$100,000 to \$249,999	14	4	12	18
\$250,000 to \$499,999	10	3	4	15
\$500,000 to \$999,999	5	--	1	7
\$1 million or more	2	--	*	4
Not sure	2	3	3	1
Prefer not to say	7	5	7	7

*=<0.5%

Study Demographics

	Total (n=1,010)	LGBT (n=504)	Hispanic (n=513)	African American (n=492)
Household Income				
\$35,000 to \$44,999	10%	16%	15%	14%
\$45,000 to \$54,999	12	24	16	14
\$55,000 to \$64,999	12	15	13	14
\$65,000 to \$74,999	8	12	11	11
\$75,000 to \$99,999	27	17	24	26
\$100,000 to \$149,999	30	17	22	21
Marital Status				
Married	61%	23%	54%	44%
Single, never married	19	44	20	29
Divorced or separated	10	9	10	14
Not married, but living with a partner/significant other	7	23	13	11
Widowed	2	1	2	2
Level of Education				
High school graduate or less	16%	10%	19%	16%
Some college/trade or technical school	43	42	61	50
College graduate (4-year degree)	27	27	14	22
Graduate or professional degree	14	21	5	12

