Too Old to Work?
American Workers Don’t Think So
16th Annual Transamerica Retirement Survey of Workers

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Agenda

- Introduction
  - About Transamerica Center for Retirement Studies
  - About the 16th Annual Transamerica Retirement Survey

- Too Old to Work? American Workers Don’t Think So
  - A Portrait of Workers by Age Range
  - Visions and Expectations of Retirement
  - Recommendations

- Where to Learn More

- Q&A
16th Annual Retirement Survey of Workers

◆ A 22-minute, online survey was conducted between February 18 – March 17, 2015 among a nationally representative sample of 4,550 workers by Harris Poll for Transamerica Center for Retirement Studies. Respondents met the following criteria:
  ● U.S. residents, age 18 or older.
  ● Full-time or part-time workers in a for-profit company employing 10 or more people.

◆ Data were weighted as follows:
  ● To account for differences between the population available via the Internet versus by telephone.
  ● To ensure that each quota group had a representative sample based on the number of employees at companies in each employee size range.

◆ Percentages are rounded to the nearest whole percent. Differences in the sums of combined categories/answers are due to rounding.

◆ This report focuses on full-time and part-time workers combined.

◆ The base includes:
  ● 579 workers in their Twenties
  ● 853 workers in their Thirties
  ● 895 workers in their Forties
  ● 1,243 workers in their Fifties
  ● 948 workers age Sixty and older
  ● 32 workers ages 18 and 19

Too Old to Work?
American Workers Don’t Think So

16th Annual Transamerica Retirement Survey of Workers
The retirement landscape is shifting rapidly. Across age ranges, workers face unique opportunities, challenges, and retirement realities.

Workers of All Ages Share Similar Dreams of Retirement

**Greatest Retirement Dream (%)**

<table>
<thead>
<tr>
<th>All Ages</th>
<th>Traveling</th>
<th>Spending more time with family and friends</th>
<th>Pursuing hobbies</th>
<th>Continuing to work in my current field</th>
<th>Doing volunteer work</th>
<th>Starting a business</th>
<th>Pursuing an encore career</th>
<th>None of the above</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Ages</td>
<td>42</td>
<td>21</td>
<td>15</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Twenties</td>
<td>49</td>
<td>18</td>
<td>15</td>
<td>3</td>
<td>6</td>
<td>4</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Thirties</td>
<td>43</td>
<td>22</td>
<td>14</td>
<td>2</td>
<td>3</td>
<td>6</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Forties</td>
<td>44</td>
<td>23</td>
<td>15</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Fifties</td>
<td>37</td>
<td>21</td>
<td>17</td>
<td>5</td>
<td>5</td>
<td>1</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td>Sixties+</td>
<td>36</td>
<td>20</td>
<td>15</td>
<td>11</td>
<td>7</td>
<td>2</td>
<td>3</td>
<td>6</td>
</tr>
</tbody>
</table>

**BASE:** All Qualified Respondents

©1439: Which one of the followings best describes how you dream of spending your retirement?
Workers Also Share Similar Retirement Fears

- Outliving my savings and investments (%)
  - All: 34
  - Twenties: 42
  - Thirties: 36
  - Forties: 48
  - Fifties: 44
  - Sixties+: 44

- Declining health that requires long-term care (%)
  - All: 35
  - Twenties: 34
  - Thirties: 36
  - Forties: 38
  - Fifties: 37
  - Sixties+: 38

- Social Security will be reduced or cease to exist (%)
  - All: 32
  - Twenties: 26
  - Thirties: 35
  - Forties: 38
  - Fifties: 38
  - Sixties+: 38

- Not being able to meet the financial needs of my family (%)
  - All: 29
  - Twenties: 23
  - Thirties: 31
  - Forties: 31
  - Fifties: 29
  - Sixties+: 26

- Cognitive decline, dementia, Alzheimer’s Disease (%)
  - All: 26
  - Twenties: 24
  - Thirties: 25
  - Forties: 25
  - Fifties: 24
  - Sixties+: 22

- Lack of access to adequate and affordable healthcare (%)
  - All: 11
  - Twenties: 13
  - Thirties: 15
  - Forties: 19
  - Fifties: 16
  - Sixties+: 22

- Being laid off — not being able to retire on my own terms (%)
  - All: 13
  - Twenties: 19
  - Thirties: 16
  - Forties: 13
  - Fifties: 13
  - Sixties+: 9

- Feeling isolated and alone (%)
  - All: 12
  - Twenties: 13
  - Thirties: 15
  - Forties: 9
  - Fifties: 8
  - Sixties+: 13

- Finding meaningful ways to spend my time and stay involved (%)
  - All: 5
  - Twenties: 7
  - Thirties: 16
  - Forties: 25
  - Fifties: 24
  - Sixties+: 15

Note: responses not shown for the 8 percent who said “none of the above.”
BASE: ALL QUALIFIED RESPONDENTS
Q1422. What are your greatest fears about retirement? Select all.

Majority of Workers Plan to Work Past 65 ...

At what age do you expect to retire? (%)

Responses by Age Range

- All Ages
  - NET – After Age 65 or Do Not Plan to Retire = 58%
  - Before Age 65: 14%
  - At Age 65: 21%
  - After Age 65: 44%
  - Do Not Plan to Retire: 21%

- Twenties
  - NET – After Age 65 or Do Not Plan to Retire = 41%
  - Before Age 65: 32%
  - At Age 65: 25%
  - After Age 65: 33%
  - Do Not Plan to Retire: 10%

- Thirties
  - NET – After Age 65 or Do Not Plan to Retire = 41%
  - Before Age 65: 25%
  - At Age 65: 26%
  - After Age 65: 37%
  - Do Not Plan to Retire: 12%

- Forties
  - NET – After Age 65 or Do Not Plan to Retire = 51%
  - Before Age 65: 16%
  - At Age 65: 23%
  - After Age 65: 46%
  - Do Not Plan to Retire: 15%

- Fifties
  - NET – After Age 65 or Do Not Plan to Retire = 51%
  - Before Age 65: 22%
  - At Age 65: 19%
  - After Age 65: 44%
  - Do Not Plan to Retire: 15%

- Sixties+
  - NET – After Age 65 or Do Not Plan to Retire = 82%
  - Before Age 65: 7%
  - At Age 65: 11%
  - After Age 65: 64%
  - Do Not Plan to Retire: 18%

BASE: ALL QUALIFIED RESPONDENTS
Q910. At what age do you expect to retire?
Many Workers Plan to Work in Retirement

Do you plan to work after you retire? (%)

Responses by Age Range

<table>
<thead>
<tr>
<th>Age Range</th>
<th>NET – Plan to Work</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12</td>
</tr>
<tr>
<td>Twenties</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>24</td>
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<td></td>
<td>27</td>
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<tr>
<td>Thirties</td>
<td>14</td>
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<td>25</td>
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<td>Forties</td>
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<td>Sixties+</td>
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<td>31</td>
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<td>17</td>
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</tbody>
</table>

BASE: ALL QUALIFIED RESPONDENTS

Q1525. Do you plan to work after you retire?

Reasons for Working Range from Need to Enjoyment

Main Reasons for Working Past Age 65 and/or After Retirement (%)

<table>
<thead>
<tr>
<th>Age Range</th>
<th>NET – Income &amp; Benefits</th>
<th>NET – Enjoyment</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Ages</td>
<td>30</td>
<td>23</td>
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<td>Thirties</td>
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<tr>
<td></td>
<td>26</td>
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</tbody>
</table>

BASE: PLAN ON RETIRING AFTER AGE 65 AND/OR WORKING AFTER RETIREMENT

Q1530. What is your main reason for working after retirement or the normal retirement age of 65?
Many Envision a Phased Versus Immediate Retirement

*How do you envision transitioning into retirement? (%)*

<table>
<thead>
<tr>
<th>All Ages</th>
<th>NET – Transition = 41%</th>
<th>NET – Planned Stop = 21%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Twenties</td>
<td>NET – Transition = 45%</td>
<td>NET – Planned Stop = 30%</td>
</tr>
<tr>
<td>Thirties</td>
<td>NET – Transition = 44%</td>
<td>NET – Planned Stop = 16%</td>
</tr>
<tr>
<td>Forties</td>
<td>NET – Transition = 38%</td>
<td>NET – Planned Stop = 22%</td>
</tr>
<tr>
<td>Fifties</td>
<td>NET – Transition = 40%</td>
<td>NET – Planned Stop = 24%</td>
</tr>
<tr>
<td>Sixties+</td>
<td>NET – Transition = 42%</td>
<td>NET – Planned Stop = 24%</td>
</tr>
</tbody>
</table>

**BASE: ALL QUALIFIED RESPONDENTS**

Q1545. How do you envision transitioning into retirement?

How Transition Will Be Accomplished

*When you think about working past 65 or working while you transition into retirement, which of the following is the most likely to happen? (%)*

<table>
<thead>
<tr>
<th>Forties</th>
<th>Fifties</th>
<th>Sixties+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stay with current employer</td>
<td>Change employers</td>
<td>Start your own business</td>
</tr>
<tr>
<td>32%</td>
<td>54%</td>
<td>73%</td>
</tr>
<tr>
<td>11%</td>
<td>16%</td>
<td>13%</td>
</tr>
<tr>
<td>17%</td>
<td>22%</td>
<td>12%</td>
</tr>
<tr>
<td>40%</td>
<td>8%</td>
<td>2%</td>
</tr>
</tbody>
</table>

**BASE: ALL QUALIFIED RESPONDENTS**

Q2701. When you think about working past 65 or working while you transition into retirement, which of the following is the most likely to happen?
Employers’ Practices to Facilitate Transitioning Into Retirement

Which of the following ways, if any, does your current employer help its employees who are transitioning into retirement? (%)

- Accommodates flexible work schedules and arrangements: 19%
- Enables employees to reduce work hours and shift from full-time to part-time: 19%
- Enables employees to take positions which are less stressful or demanding: 12%
- Offers financial counseling about retirement: 12%
- Encourages employees to participate in succession planning, training, and mentoring: 11%
- Provides seminars and education about transitioning into retirement: 9%
- Offers lifestyle and transition planning resources: 8%
- Provides information about encore career opportunities: 7%
- Other: 1%
- None of these: 23%
- Not sure: 33%

“Aging Friendly” Employers?

Do you consider your employer to be “aging friendly” (for example offering opportunities, work arrangements, and training and tools needed for employees of all ages to be successful)? (%)

- Yes: 45%
- No: 23%
- Not sure: 32%
Recommendations

Workers
- Calculate retirement savings needs, develop a retirement strategy, and write it down. Factor in living expenses, healthcare needs, government benefits and long-term care. Envision future retirement and have a backup plan in case retirement comes early due to an unforeseen circumstance such as health issues or job loss. Seek assistance from a professional financial advisor, if needed.
- Keep job skills up to date and in step with employers’ needs. Working longer and retiring at an older age requires staying competitive today’s job market.

Employers
- Pledge to be an “aging friendly” employer by offering opportunities, work arrangements, and training and tools needed for employees of all ages to be successful.
- Offer pre-retirees greater levels of assistance in planning their transition into retirement – including education about distribution options, retirement income strategies, and the need for a backup plan if forced into retirement sooner than expected (e.g. health issues, job loss, family obligations).
- Create opportunities for workers to phase into retirement by allowing for a transition from full-time to part-time and/or working in different capacities.

Policymakers
- Identify and address any outdated public policy barriers to workers’ ability to work longer, retire at an older age, and transition into retirement.
- Encourage employers to offer retirement benefits to all employees and especially part-time employees who are less likely to have access to benefits.

Where to Learn More

Transamerica Center for Retirement Studies (TCRS)
This presentation was based on Retirement Throughout the Ages: Expectations and Preparations of American Workers, published as part of TCRS’ 16th Annual Retirement Survey. The full survey report, white paper, and infographics can be found at www.transamericacenter.org.

Aegon Center for Longevity and Retirement (ACLR)
In celebration of its 4th Annual Retirement Survey in May 2015, Aegon launched a research center for longevity and retirement at its corporate headquarters in The Netherlands. ACLR conducts research, educates the public, and leads a global dialogue on trends, issues, and opportunities surrounding longevity, population aging, and retirement security. Please visit ACLR at www.aegon.com/thecenter.
QUESTIONS?