



Aging and Retirement

2019 Risks and Process of Retirement Survey



2019 Risks and Process of Retirement Survey

Report of Findings

AUTHOR Greenwald & Associates



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CONTENTS

Introduction and Methodology.....	7
Executive Summary	9
KEY FINDINGS	9
EXPANDED FINDINGS	10
RESEARCH FINDINGS—TOTAL SURVEY POPULATION	12
DIFFERENCES BY POPULATION SUBGROUP	16
DETAILED SURVEY FINDINGS.....	22
CHAPTER 1: RETIREMENT RISKS AND PLANNING.....	22
CONCERNS IN RETIREMENT	22
RISK CONCERNS AMONG THOSE WITH PAST EXPERIENCES	27
RESULTS COMPARED TO PRIOR SURVEYS	28
RETIREMENT PLANNING.....	30
OVERALL CONCLUSIONS ON PLANNING	38
CHAPTER 2: RETIREMENT INCOME AND SPENDING	39
SOURCES OF RETIREMENT INCOME	39
PLANS FOR MAINTAINING RETIREMENT INCOME	44
CHALLENGES TO RETIREMENT FINANCES.....	52
OVERALL CONCLUSIONS ON RETIREMENT INCOME AND SPENDING.....	55
CHAPTER 3: THE PROCESS OF RETIRING	56
RETIREMENT AGE	56
WORKING AFTER RETIREMENT	58
OVERALL CONCLUSIONS ON THE PROCESS OF RETIREMENT	63
CHAPTER 4: EMPLOYMENT CONCERNS	64
MISSING WORK.....	64
IMPACT OF MISSED WORK ON RETIREMENT SECURITY	66
MITIGATING THE IMPACTS OF MISSED WORK.....	72
OVERALL CONCLUSIONS ON EMPLOYMENT CONCERNS.....	74
CHAPTER 5: REALITY OF RETIREMENT	75
EMOTIONAL CHALLENGES OF RETIREMENT.....	75
ACTIVITY IN RETIREMENT	79
OVERALL CONCLUSIONS ON THE REALITY OF RETIREMENT	88
CHAPTER 6: FAMILY SUPPORT/AGING ALONE.....	89
THOUGHT AND PLANNING GIVEN TO THE LATER YEARS OF RETIREMENT.....	89
DESIGNATED PERSON TO PROVIDE CARE	94
ACTIONS PLANNED FOR OR TAKEN.....	100
CARETAKING CONCERNS	103
OVERALL CONCLUSIONS ON FAMILY SUPPORT/AGING ALONE.....	106
Appendix A: TRENDED RESULTS DATA TABLES	107
Appendix B: POSTED QUESTIONNAIRE.....	119
About The Society of Actuaries	143

TABLE OF FIGURES

Figure 1: CONCERNS IN RETIREMENT: PRE-RETIREEES AND RETIREES	24
Figure 2: CONCERNS IN RETIREMENT BY INCOME	25
Figure 3: CONCERNS IN RETIREMENT BY GENDER	26
Figure 4: CONCERNS IN RETIREMENT BY MAJOR HEALTH CONDITION; PERIOD OF UNEMPLOYMENT	27
Figure 5: CONCERNS IN RETIREMENT: 2017 AND 2019 TREND	29
Figure 6: PLANNING DONE TO ENSURE FINANCIAL SECURITY THROUGHOUT RETIREMENT	31
Figure 7: WORK WITH A FINANCIAL PLANNER/ADVISOR	31
Figure 8: PLAN FOR SPENDING IN RETIREMENT	32
Figure 9: PRE-RETIREE PLANNING FOR SPENDING AND FINANCIAL SECURITY IN RETIREMENT BY INCOME AND MARITAL STATUS	33
Figure 10: RETIREE PLANNING FOR SPENDING AND FINANCIAL SECURITY IN RETIREMENT BY INCOME AND MARITAL STATUS	34
Figure 11: PLANNING FOR ISSUES WHEN SPOUSE DIES	35
Figure 12: PLANNING FOR ISSUES WHEN SPOUSE DIES BY INCOME AND RETIRED WIDOWS	36
Figure 13: OWNERSHIP OF LONG-TERM CARE INSURANCE PLAN	37
Figure 14: PRE-RETIREE OWNERSHIP OF LONG-TERM CARE INSURANCE PLAN BY INCOME AND PLANNING	37
Figure 15: RETIREE OWNERSHIP OF LONG-TERM CARE INSURANCE PLAN BY INCOME AND PLANNING	38
Figure 16: SOURCES OF INCOME IN RETIREMENT	40
Figure 17: RETIREE SOURCES OF INCOME IN RETIREMENT BY INCOME	41
Figure 18: SOURCES OF INCOME IN RETIREMENT BY QUOTA GROUP—PRE-RETIREEES AND RETIREES	42
Figure 19: PRE-RETIREEES SOURCES OF INCOME IN RETIREMENT BY INCOME	43
Figure 20: SOURCES OF INCOME IN RETIREMENT—PRE-RETIREEES BY MARITAL STATUS AND RETIREES BY MARITAL STATUS AND GENDER	44
Figure 21: SPENDING PLAN FOR RETIREMENT—PRE-RETIREE VS. RETIREE	45
Figure 22: PRE-RETIREE SPENDING PLAN FOR RETIREMENT—BY INCOME AND MARITAL STATUS	45
Figure 23: RETIREE SPENDING PLAN FOR RETIREMENT—BY INCOME, MARITAL STATUS AND MAJOR HEALTH PROBLEMS	46
Figure 24: EXPECTATIONS FOR BUYING POWER IN RETIREMENT	46
Figure 25: EXPECTATIONS FOR BUYING POWER IN RETIREMENT BY INCOME AND MARITAL STATUS	47
Figure 26: EXPECTATIONS FOR EXPENSES LEADING UP TO AND DURING FIRST FIVE YEARS OF RETIREMENT	48
Figure 27: EXPECTATIONS FOR EXPENSES UP TO AND DURING FIRST FIVE YEARS OF RETIREMENT—BY INCOME AND GENDER	48
Figure 28: HOW RETIREES ARE DOING IN RETIREMENT COMPARED TO EXPECTATIONS	49
Figure 29: HOW RETIREES ARE DOING IN RETIREMENT COMPARED TO EXPECTATIONS—BY INCOME	49
Figure 30: HOW RETIREES ARE DOING IN RETIREMENT COMPARED TO EXPECTATIONS—BY RETIRED WIDOWS, MAJOR HEALTH PROBLEMS, TIME OUT OF WORK	50
Figure 31: PLAN FOR MANAGING FINANCIAL ASSETS IN RETIREMENT	50
Figure 32: PLAN FOR MANAGING FINANCIAL ASSETS IN RETIREMENT—BY INCOME	51
Figure 33: PLAN FOR MANAGING FINANCIAL ASSETS IN RETIREMENT—BY QUOTA GROUPS	51
Figure 34: PROVIDING FINANCIAL SUPPORT TO OTHERS	52
Figure 35: PROVIDING FINANCIAL SUPPORT TO OTHERS—WHOM THEY SUPPORT	53
Figure 36: PROVIDING FINANCIAL SUPPORT TO OTHERS—WHERE THEY LIVE	53
Figure 37: PROVIDING FINANCIAL SUPPORT TO OTHERS—IMPACT ON FINANCES	54
Figure 38: IMPACT OF MORTGAGE CRISIS AND STOCK MARKET DECLINE ON RETIREMENT	54
Figure 39: ACTIONS TAKEN TO DECREASE SPENDING DUE TO MORTGAGE/STOCK CRISIS	55
Figure 40: RETIREMENT AGE EXPECTATIONS VS. REALITY	57
Figure 41: MEDIAN EXPECTED/ACTUAL RETIREMENT AGE—TRENDED 2001–2019	58

Figure 42: RETIREMENT PROCESS—EXPECTATIONS VS. REALITY	59
Figure 43: RETIREMENT PROCESS—BY INCOME	59
Figure 44: WORKED POST-RETIREMENT.....	60
Figure 45: LIKELIHOOD OF WORKING AGAIN SOMEDAY.....	60
Figure 46: PRE-RETIREE LIKELIHOOD OF WORKING AGAIN SOMEDAY—BY MARITAL STATUS, INCOME, TIME OUT OF WORK AND MAJOR HEALTH PROBLEMS	61
Figure 47: RETIREE LIKELIHOOD OF WORKING AGAIN SOMEDAY—BY MARITAL STATUS, RETIRED WIDOWS,INCOME, TIME OUT OF WORK AND MAJOR HEALTH PROBLEMS	61
Figure 48: RETIREES WORKING FOR PAY POST-RETIREMENT—BY MARITAL STATUS, AGING ALONE, HEALTH PROBLEMS, INCOME	62
Figure 49: TYPES OF JOBS WORKED POST-RETIREMENT.....	62
Figure 50: WORK SCHEDULE FOR JOBS WORKED POST-RETIREMENT	63
Figure 51: TIME OUT OF WORK OR UNDEREMPLOYED AFTER AGE 45.....	65
Figure 52: CONCERN ABOUT MAINTAINING EMPLOYMENT TO ACHIEVE A FINANCIALLY SECURE RETIREMENT....	65
Figure 53: PRE-RETIREE CONCERN ABOUT MAINTAINING EMPLOYMENT TO ACHIEVE FINANCIALLY SECURE RETIREMENT—BY QUOTA GROUP	66
Figure 54: REASONS FOR UNDER/UNEMPLOYMENT AFTER AGE 45	67
Figure 55: IMPACT OF MISSED WORK ON RETIREMENT SAVING	68
Figure 56: IMPACT OF MISSED WORK ON RETIREMENT SAVING—PRE-RETIREES BY MARITAL STATUS AND INCOME	68
Figure 57: IMPACT OF MISSED WORK ON RETIREMENT SAVING—RETIREES BY PLANNING, INCOME AND HEALTH PROBLEMS	69
Figure 58: BIGGEST FINANCIAL IMPACT OF MISSED WORK EVENTS.....	70
Figure 59: IMPACT OF MISSED WORK ON FINANCIAL SECURITY IN RETIREMENT	71
Figure 60: IMPACT OF MISSED WORK ON FINANCIAL SECURITY IN RETIREMENT—PRE-RETIREES BY MARITAL STATUS AND INCOME	71
Figure 61: IMPACT OF MISSED WORK ON FINANCIAL SECURITY IN RETIREMENT—RETIREES BY PLANNING FOR RETIREMENT, INCOME AND GENDER	72
Figure 62: WITHDREW MONEY FROM THEIR RETIREMENT SAVINGS DURING PERIOD OF UNDER/UNEMPLOYMENT	72
Figure 63: ADJUSTMENTS MADE TO MAINTAIN OR MAKE UP RETIREMENT SAVINGS LEVEL.....	73
Figure 64: DEGREE OF RETIREE CHALLENGE TRANSITIONING TO RETIREMENT	76
Figure 65: DEGREE OF RETIREE CHALLENGE TRANSITIONING TO RETIREMENT—BY ASSETS	76
Figure 66: AMOUNT OF TIME IT TOOK RETIREES TO ADJUST TO RETIREMENT.....	77
Figure 67: HAPPINESS NOW VERSUS WHEN FIRST RETIRED	77
Figure 68: HAPPINESS NOW VERSUS WHEN FIRST RETIRED—BY MARITAL STATUS AND ASSETS.....	78
Figure 69: HOW OFTEN RETIREES FEEL LONELY.....	78
Figure 70: HOW OFTEN RETIREES FEEL LONELY—BY INCOME, ASSETS, MARITAL STATUS, MAJOR HEALTH CONDITION	79
Figure 71: FREQUENCY OF RETIREE SOCIAL ENGAGEMENT	79
Figure 72: FREQUENCY OF RETIREE SOCIAL ENGAGEMENT—BY INCOME, ASSETS AND HEALTH.....	80
Figure 73: FACTORS LIMITING RETIREE SOCIAL ENGAGEMENT	80
Figure 74: FACTORS LIMITING RETIREE SOCIAL ENGAGEMENT—BY PLANNING AND PERIOD OF UNEMPLOYMENT	81
Figure 75: FACTORS LIMITING SOCIAL ENGAGEMENT—BY INCOME, MAJOR HEALTH PROBLEM	82
Figure 76: ACTIVITIES PLAN TO BE/ARE INVOLVED IN DURING RETIREMENT	83
Figure 77: CONCERN ABOUT SENSE OF PURPOSE AFTER RETIRING.....	84
Figure 78: CONCERN ABOUT SENSE OF PURPOSE AFTER RETIRING—BY INCOME	84
Figure 79: ACTIVITIES PLAN TO BE/ARE INVOLVED IN DURING RETIREMENT—RETIREES BY INCOME AND ASSETS	85

Figure 80: ACTIVITIES PLAN TO BE/ARE INVOLVED IN DURING RETIREMENT—RETIREEES BY MARITAL STATUS, GENDER, AGING ALONE, RETIRED WIDOWS.....	86
Figure 81: ACTIVITIES PLAN TO BE/ARE INVOLVED IN DURING RETIREMENT—PRE-RETIREEES BY ASSETS.....	87
Figure 82: WOULD LIKE MORE TIME WITH SPOUSE/PARTNER.....	88
Figure 83: PLANNING FOR HOW LIFE WILL CHANGE IN RETIREMENT	89
Figure 84: PLANNING FOR HOW LIFE WILL CHANGE IN RETIREMENT—PRE-RETIREEES BY GENDER, RETIREEES BY INCOME	90
Figure 85: PLANNING FOR RETIREMENT TRIGGERED BY EVENT	91
Figure 86: PLANNING FOR RETIREMENT TRIGGERED BY EVENT—PRE-RETIREEES AND RETIREEES BY INCOME	91
Figure 87: PLANNING FOR RETIREMENT TRIGGERED BY EVENT—EVENT TYPES.....	92
Figure 88: PLANNING FOR RETIREMENT TRIGGERED BY EVENT: EVENT TYPES—PRE-RETIREEES BY INCOME, MAJOR HEALTH PROBLEMS	93
Figure 89: PLANNING FOR RETIREMENT TRIGGERED BY EVENT: EVENT TYPES—RETIREEES BY MAJOR HEALTH PROBLEMS, RETIRED WIDOWS	94
Figure 90: HAVE SOMEONE TO CARE FOR THEM IN RETIREMENT	95
Figure 91: HAVE SOMEONE TO CARE FOR THEM IN RETIREMENT—PRE-RETIREEES BY GENDER, INCOME, TIME OUT OF WORK, MAJOR HEALTH PROBLEMS	95
Figure 92: HAVE SOMEONE TO CARE FOR THEM IN RETIREMENT—RETIREEES BY GENDER	96
Figure 93: RELATIONSHIP OF PERSON WHO WOULD CARE FOR THEM	96
Figure 94: DISTANCE EXPECTED CAREGIVER LIVES FROM THEM	97
Figure 95: CONFIDENCE FRIEND OR RELATIVE WILL CARE FOR THEM AS THEY AGE	98
Figure 96: HAVE TALKED TO EXPECTED CAREGIVER	98
Figure 97: HAVE PLANNED FOR ALTERNATIVE SUPPORT SYSTEM.....	99
Figure 98: HAVE PLANNED FOR ALTERNATIVE SUPPORT SYSTEM—PRE-RETIREEES BY ASSET, RETIREEES BY INCOME	99
Figure 99: ACTIONS TAKEN TO PREPARE FOR THE FUTURE	101
Figure 100: HAVE DISCUSSED WITH SPOUSE/PARTNER HOW REMAINING PERSON WILL BE CARED FOR WHEN OTHER DIES.....	101
Figure 101: ACTIONS TAKEN TO PREPARE FOR THE FUTURE—RETIREEES BY INCOME AND ASSETS.....	102
Figure 102: ACTIONS TAKEN TO PREPARE FOR THE FUTURE—PRE-RETIREEES BY INCOME	103
Figure 103: CONCERN ABOUT NOT HAVING SOMEONE TO CARE FOR THEM LATER IN RETIREMENT	104
Figure 104: CONCERN ABOUT NOT HAVING SOMEONE TO CARE FOR THEM LATER IN RETIREMENT—PRE-RETIREEES AND RETIREEES BY DEMOGRAPHICS.....	105
Figure 105: CONCERN ABOUT NOT HAVING SOMEONE TO CARE FOR THEM LATER IN RETIREMENT—PRE-RETIREEES AND RETIREEES BY QUOTA GROUPS.....	106
Figure 106: MEDIAN AGE OF (EXPECTED) RETIREMENT—TRENDED	107
Figure 107: PRE-RETIREE RETIREMENT EXPECTATIONS—TRENDED	107
Figure 108: RETIREE RETIREMENT PROCESS—TRENDED.....	108
Figure 109: PRE-RETIREE SOURCES OF INCOME IN RETIREMENT EXPECTATIONS—TRENDED	109
Figure 110: RETIREE SOURCES OF INCOME—TRENDED	110
Figure 111: SPENDING PLAN IN PLACE FOR RETIREMENT, PRE-RETIREE VS. RETIREE—TRENDED.....	111
Figure 112: PROVIDING SUPPORT TO SOMEONE OTHER THAN SELF/SPOUSE/PARTNER—TRENDED.....	111
Figure 113: TO WHOM SUPPORT IS PROVIDED—TRENDED.....	112
Figure 114: PRE-RETIREE EXPECTATIONS OF EXPENSES FIVE YEARS BEFORE VS. AFTER RETIREMENT—TRENDED	112
Figure 115: PRE-RETIREE RETIREMENT RISK CONCERNS—TRENDED	113
Figure 116: RETIREE RETIREMENT RISK CONCERNS—TRENDED.....	115
Figure 117: PRE-RETIREE ASPECTS OF PLANNING FOR SPOUSAL DEATH—TRENDED	117
Figure 118: RETIREE ASPECTS OF PLANNING FOR SPOUSAL DEATH—TRENDED	118

Introduction and Methodology

This report presents the results of an online survey of Americans ages 45 to 80 conducted in June 2019 by Greenwald & Associates on behalf of the Society of Actuaries (SOA). The purpose of the study was to evaluate Americans' retirement concerns and preparedness, their income and spending in retirement, the impact of unemployment or underemployment on retirement readiness, the emotional reality of retirement and the role of family support in retirement.

This is the tenth study sponsored by the SOA that focuses on these issues. The first was conducted in August 2001, before both the events of September 11th and the subsequent significant declines in investment markets. The second study was conducted in August 2003, the third in June/July 2005, the fourth in June 2007, the fifth in July 2009, the sixth in July 2011, the seventh in August 2013, the eighth in July 2015 and the ninth in June 2017. From year to year, the recurring themes do not change much, even though the environment has changed. During the time since the survey series started, there has been a shift to defined contribution plans, the average age of the population surveyed has continued to increase and there have been two periods of economic turmoil (the post-9/11 recession and the Great Recession in 2007–2008, including a major decline and slow recovery in housing prices. Most recently, there has been a period of sustained economic growth which could affect how pre-retirees view risk and how they plan for their future.

To identify changes over time, the 2019 study includes some questions posed in the 2017 study and repeats some questions that were asked in earlier iterations of the survey. The core question about perceptions of post-retirement risks has been asked in every one of the surveys. A comparison of the 2017 results to the results from previous iterations of the study (where available) and a demographic profile of the survey respondents can be found in Appendix A. In this survey, emphasis was placed on questions that expanded understanding of pre-retirees' and retirees' perspectives on retirement, including the impact of workforce disruption and the emotional and financial realities of retirement. Areas of emphasis vary by year, so this report should be considered together with reports from prior years. This report includes some of the repeated questions in the section on trended findings.

The questionnaire for the study was designed by Greenwald & Associates, in cooperation with the SOA Committee on Post-Retirement Needs and Risks and its Project Oversight Group appointed by that committee. A total of 2,316 interviews (1,061 pre-retirees and 1,255 retirees, including oversamples) lasting an average of 20 minutes were conducted using Research Now's online consumer panel, from June 10 through June 30, 2019. Respondents born between 1938 and 1973 qualified for participation in the study. Special oversample quotas were added to the design, including 658 who had a disruption of employment for at least three months, 223 retired widows, 486 with a major health problem and 192 retirees who are unmarried and have no children. Instances where these subsamples differ meaningfully from the full or retired sample will be reported.

As in previous iterations, respondents were classified as retirees if they described their employment status as retiree, had retired from a previous career or were not currently employed, and were either age 65 or older or had a retired spouse. All other respondents were classified as pre-retirees. The questions to determine retiree or pre-retiree status were asked early in the questionnaire.

The sample data are weighted by age, sex, education and household income to match targets obtained from the March 2018 Current Population Survey (CPS). This study includes pre-retirees and retirees at all income levels. Additional details about the weighting procedure are available upon request. The same weighting scheme established in 2015 was repeated in 2019.

No theoretical basis exists for judging the accuracy of estimates obtained from nonprobability samples, such as the online sample used for this survey. Most online samples are considered nonprobability samples because selection is not random and the probability that an individual from the target population will be included is unknown. However,

there are possible sources of error in all surveys (both probability and nonprobability) that may affect the reliability of survey results. These include imperfect sampling frames, refusals to be interviewed and other forms of nonresponse, the effects of question wording and question order, interviewer bias and screening. Although attempts are made to minimize these factors, it is impossible to quantify the errors that may result from them.

In addition, caution should be exercised when comparing specific numerical results of the 2019 study with the results from questions from the 2011 or earlier iterations of the survey. Starting in 2013, this study was conducted online, whereas all previous studies in the series were conducted by telephone. Further, in 2015 efforts were made to bring the survey sample more closely in line with the income distributions among Americans within the 45–80 age range, resulting in a new weighting schema that was applied to results from 2013 and earlier years.

Following this introduction is an executive summary. Page numbers are included for each of the highlighted findings so that the corresponding survey results can be easily located in the body of the report. The subsequent section presents the survey findings for each question asked on the survey. Findings for key questions are broken out for both pre-retirees and retirees by household income, gender, marital status or quota groups when they are significant or notable. Breakouts are not shown when there are no statistically significant differences between groups. In some cases, the effect of asset level was more impactful than income, and in those cases the data are shown by asset level. This is followed by a comparison of the 2019 results to the results from previous iterations of the study and a demographic profile of the survey respondents. A posted questionnaire, which lists all survey questions and tabulated responses, is included as Appendix B. Data presented in this report may not total to 100 percent due to rounding or missing categories.

Executive Summary

KEY FINDINGS

The key findings from the 2019 survey are as follows.

Post-Retirement Risks and Planning

- The level of concern about post-retirement risks has decreased markedly since the 2017 survey for both pre-retirees and retirees. The survey does not tell us whether this reflects an improvement in the situation of respondents or simply optimism. (The survey was conducted more than 10 years since the last recession.) (page 29)
- As in prior years, pre-retirees are generally more concerned about risks than retirees. This is true for most of the risks studied but not for the risk of fraud where retirees are more concerned. (page 24)
- The top three risk concerns are the same as in prior years—they are concerns about savings not keeping up with inflation or being able to afford health and long-term care expenses. The order changes from year to year. (pages 24, 29)
- Respondents with lower economic status are much more concerned about risks than those with a better economic status. (page 25)
- There continue to be substantial gaps in retirement planning. Planning offers an opportunity for improvement in retirement security. Those with higher economic status tend to plan more. (pages 31, 33, 34)
- Only one in ten pre-retirees and one in five retirees report having long-term care insurance. (page 37)

The Impact of Disruptions on Retirement Security

Although past research has focused on factors behind achieving a secure retirement, this study also focused on factors before, during and toward the end of retirement that could derail retirement security. The survey series had previously looked at shocks and their effect on retirees, and the current study represents a continuation of this research. The study showed the following:

- About four in ten pre-retirees and retirees had a period when they were out of work or underemployed after age 45. Job loss was the most important reason for this. (pages 65, 67)
- Of the group who experienced employment disruption, be that unemployment, missed work or underemployment of themselves or their spouse for at least three months, 65% of pre-retirees and 49% of retirees said the disruption impacted their ability to save for retirement. (page 68)
- Pre-retirees and retirees who had experienced a major health problem were also more likely to have experienced employment disruption. (page 64)
- Unlike most retired respondents, those who had experienced a major health problem were likely to be worse off than expected in retirement. This group also experienced greater difficulties in transitioning to retirement. (pages 50, 76)
- Retired widows are more likely to be worse off financially in retirement than expected, having to rely more on Social Security and less likely to have a plan to manage their assets in retirement. (pages 42, 50, 51)

Some retirees (six in ten) have family who can help when they need help and others do not. The 2019 survey focused on two groups: those that expect to receive help from family and those that are aging alone without help from family. Most of those with family believe that they will have access to help when needed later in retirement, whereas most of those without family do not know where they will get help when needed. Those without family will potentially be in a very difficult situation if they need help, because very few have made arrangements for an alternate support system. Close to half of retirees and more than half of pre-retirees in this situation are concerned.

These findings suggest that preparing for retirement should also factor in events that can greatly change one's circumstances.

Retirement Expectations versus Reality

There are several areas where pre-retiree expectations do not line up with the reality for retirees:

- The majority of the retirees surveyed are financially as well off or better than they expected before retirement. (page 49)
- The retirees retired much earlier than the pre-retirees expected to retire. This is a consistent finding with prior years. Earlier findings in the survey series indicate that many people were pushed into retirement. (page 57)
- Substantially more people expect to work in retirement than actually do. This is consistent with prior surveys as well. People who work in retirement are often doing something different than they did earlier. (pages 60, 62, 63)
- Pre-retirees are more likely to expect their savings or an employer retirement plan to be a major source of income than retirees report that they are. Social Security turns out to be a more important source of income for retirees than pre-retirees expect it to be. (page 40)
- Pre-retirees expect to be more active in retirement than retirees are. (page 83)

There is one important area where there is little difference between the two groups—most pre-retirees and retirees plan to maintain or grow their assets rather than spend them down. (page 50)

The Impact of Wealth on the Retirement Experience

Numerous studies have shown that retirees' economic status is an important factor in their economic well-being in retirement, and this study is no exception. However, this study expands this research by examining the psychological impact of wealth in terms of both concern levels and well-being in retirement.

- Those with higher income expect to be or report being better off financially in retirement than those with lower income. (pages 47, 49)
- As found in previous research, lower income retirees are more reliant on Social Security and less reliant on other resources. (pages 41, 43)
- Those with lower incomes are less likely to plan for retirement and the eventuality of a spouse dying. (pages 33, 34, 36)
- Those with lower incomes are more concerned about a variety of risks that could derail their retirements. (page 25)
- Retirees with lower incomes are more likely to report being lonely in retirement and engage less in social activity. Close to one-third report that lacking money limits social engagement. (pages 79, 80, 82)
- Those with lower incomes and no family or friends to care for them are likely to be concerned about the lack of family or friends to care for them. (pages 105, 106)

Wealth affects more than financial security. It also affects the nature of the lives that retirees lead and their sense of financial well-being.

EXPANDED FINDINGS

This survey, like its predecessors, indicates the great financial/emotional challenge of the retirement period. The potential length of retirement for many, the uncertainties that abound and the certainty, eventually, of a decline in health all promote a certain level of concern, even for the many who enter retirement with a feeling of financial security.

In 2019 the level of concern about several issues is trending lower than in 2017. Similar to past years of this research, pre-retirees continue to express higher levels of concern than their retired counterparts are experiencing, and pre-retirees plan to work more than current retirees have or will in retirement, though the cause is unknown

here—whether it is a sign of the times requiring later retirement or employment in some fashion during retirement or if it is just the view of those looking forward versus experiencing it now is unclear. What is clear is the pattern, and the particular concern shown by some groups who are at more risk for financial security in retirement.

In this 2019 survey, we explored new topics, and revisited some old ones, looking in depth at the impact of employment concerns on preparations for and experiences of retirement, the adjustment to retirement, the role of family support and those who do not have an obvious source of familial support as they age. These topics add a new lens through which to look at retirement in 2019 and the risks.

RESEARCH FINDINGS—TOTAL SURVEY POPULATION

The survey questionnaire is in six sections by topic. The questions for each section are shown in a separate chapter. The results are summarized here within each topic.

Retirement Risk and Planning

- **Across a wide variety of areas, pre-retirees show a higher-level of concern about events that might occur in retirement than retirees actually experience in retirement.** The majority of pre-retirees are at least somewhat concerned that their savings and investments won't keep up with inflation (65%), that they won't be able to afford a nursing home (65%), that they won't be able to afford adequate health care (63%), that they won't be able to maintain a reasonable standard of living in retirement (58%) or that they will deplete their savings (58%). (page 24)
- **Fewer retirees than pre-retirees actually worry about inflation (48%), ability to afford a nursing home (53%), paying for health care (44%), maintaining a reasonable standard of living (40%) or depleting their savings.** (page 24)
- **Although less prevalent, pre-retirees also show a higher level of concern about being able to manage their finances someday in the future (48%), having their standard of living reduced by a spouse's death (46%), staying in their homes (39%), having enough home equity to support their retirement plans (36%) or leaving money to heirs (31%)** than retirees worry about managing finances (40%), a spouse's death (35%) staying in homes (31%), having enough home equity (19%) and leaving money to heirs (23%). (page 24)
- **The one area where retirees show a somewhat higher level of concern is being a victim of fraud or scam** (31% of pre-retirees fear this compared to 36% of retirees). (page 24)
- On most of these dimensions, **the level of concerns among pre-retirees and retirees is lower than it has been in previous surveys**, perhaps reflective of current economic conditions, due to retirees being better off today or adjusting better to their situations. Although there are several possible explanations for the observed decline in concerns, the cause is unclear. (pages 29, 113, 115)
- A majority of pre-retirees planning to retire (58%) and retirees considering themselves retired (69%) **have done at least a fair amount of planning to be sure that they will be financially secure throughout retirement**, although smaller numbers of pre-retirees (24%) and retirees (39%) have actually met with a professional financial planner. (page 31)
- **Among married or partnered respondents, few do a great deal of planning regarding issues that arise when one of the couple dies, but up to half or more do at least a moderate amount.** As expected, retirees are a little more apt to plan than pre-retirees. The issues that are most likely to receive at least a moderate amount of planning include having adequate assets and income (60% retirees and 52% pre-retirees), ability to manage day-to-day finances (57% retirees and 46% pre-retirees), adequate, manageable and affordable housing (52% retirees and 42% pre-retirees), availability of family and friends (49% retirees and 39% pre-retirees), having long-term care coverage (48% retirees and 37% pre-retirees) and investment management and estate planning issues (45% retirees and 37% pre-retirees). (page 35)
- **Pre-retirees and retirees are not planning extensively for how the surviving spouse will continue on following the death of a spouse.** Only about one-half (52%) of pre-retirees and six in ten (60%) retirees have done at least a moderate amount of planning on ensuring they or their spouse will have adequate assets and income should one of them die before the other. Planning was lower across various other issues: in particular, when it comes to access to physical and emotional help, only 29% of pre-retirees and 37% of retirees have planned at least moderately for that. **Only one in ten pre-retirees (11%) and one in five retirees (20%) report having a long-term care policy.** (pages 35, 37)

Retirement Income, Standard of Living and Asset Management

- **Retirees are split among those that do better in retirement than they thought they would when they were working (35%) or those that do about the same (41%).** About one-quarter (24%) did worse in retirement than they thought they would. (page 49)
- **Most workers expect their expenses in retirement to be about the same (42%) or lower (41%) in retirement.** This distribution has not changed much since last asked in 2015. (page 48)
- **Social Security is a more important income source in retirement than pre-retirees expect it to be.** Although 64% of retirees say that Social Security benefits are a major source of income in retirement, only 50% of pre-retirees expect it to be. Additionally, fewer pre-retirees (27%) expect to have a defined benefit pension plan as a major source of income in retirement, compared to 35% of retirees who say it is, possibly reflecting the declining prevalence of these plans, as well as underestimations by pre-retirees for what those plans can provide. (page 40)
- **In contrast, pre-retirees are far more apt to expect an employer retirement savings plan to be a major source of income in retirement** (37% versus 13% for retirees), perhaps reflecting the increased support by employers for retirement savings plans. (page 40)
- **Only roughly one in ten pre-retirees (11%) or retirees (12%) expect a taxable savings account (not including a checking or savings account) to be a major source of retirement income.** Fewer than half of this number rely on a payout annuity or rental property to play this role, and only 1% of each will rely on a reverse annuity mortgage in this way. (page 40)
- **Pre-retirees are far more likely to count on employment income to pay at least some role in retirement** (53%) compared to only 18% of retirees. (page 40)
- Spending plans seem to begin for many at retirement. **More than six in ten retirees (61%) have a plan for how much money to spend in retirement and where that money will come from** compared to only 35% of pre-retirees. These numbers have not changed much in the four times this question was asked since 2005. (pages 45, 111)
- **More than half of pre-retirees (56%) believe that their income in retirement will allow them to buy less than they can afford now.** (page 46)
- **More than half of pre-retirees (55%) and retirees (57%) plan to maintain or grow their assets in retirement.** (page 50)
- **Pre-retirees (26%) are far more likely than retirees (9%) to support someone other than themselves or spouses,** with children rather than parents being the far more likely to receive this support. Of this limited sample, pre-retirees (77%) are far more apt to have these relatives residing with them than retirees (48%). (pages 52, 53)
- Among those providing such support, **40% of pre-retirees and retirees claim that it has at least some impact on their finances,** but few (14%) claim that it has a great deal of impact. (page 54)
- **Most retirees (67%) claim that the financial crisis had no impact on when they retired, on what they spend in retirement or in making their retirement less secure.** A majority of those that did cut back spending in retirement traveled less (66%), ate out less often (61%) or simply purchased less (79%). (page 54)

The Process of Retiring

- **More than half of pre-retirees (53%) expect to retire at age 65, or older whereas more than half of retirees (54%) retired at age 61 or younger.** Neither of these has changed over the years. The median expected retirement age for pre-retirees, 65, has not changed over the history of the survey, and the median actual retirement age for retirees has stayed at 60 since 2013. (page 57)

- **More than eight in ten (82%) retirees stopped working for pay all at once.** There has been an upward trend for this statistic among retirees, and this year represents the highest level seen over the six times the question was asked. In 2003, 2005 and 2007 this number hovered around 70%. In comparison, only 45% of pre-retirees plan to stop working for pay all at once. (pages 59, 107, 108)
 - o **More than half of pre-retirees (55%) plan to reduce the number of hours they work before they retire compared to 18% of retirees who did.** (page 59)
 - o **Close to two-thirds of retirees (64%) have not worked again for pay since retiring.** (page 60)
 - o Other SOA research indicates that many retirees retired earlier than they chose to because of job problems, health issues or family needs.
- **A little less than a quarter (23%) of retirees claim that it is at least somewhat likely they will work again for pay someday,** whereas close to six in ten pre-retirees (60%) say they will do so after they retire. (page 60)
 - o **Among those that did work after retirement, only a little less than a quarter (23%) maintained a job requiring the same skills and the same or more responsibility.** Four in ten (40%) took a job with different skills and requiring less responsibility, and more than four in ten (43%) took a job with a mix of these characteristics. (page 62)
 - o **Close to six in ten (59%) of the jobs retirees took had a flexible schedule.** (page 63)

Employment Concerns

- **About one in five of respondents has missed one or more years of working full time after age 45.** Another one in five (23% of pre-retirees and 20% of retirees) missed a year or less over this time. Eight percent of pre-retirees and 15% of retirees report missing five years or more. (page 65)
- **About half of respondents missed work or were underemployed for three months or more for a variety of reasons,** including job loss, illness or disability, not being able to find a job, doing part-time work, being underpaid, caring for parents or being forced to retire because of age. The most commonly experienced events were job loss (27% of each sample), a period of not being able to find work (23% of pre-retirees and 20% of retirees) and being underemployed at jobs that did not pay well (16% of retirees and 20% of pre-retirees). (page 67)
- **Pre-retirees are more apt to say that missing work had at least a fair amount of impact on their ability to save for retirement (65%) than retirees (49%).** (page 68)
- **About three in ten pre-retirees (28%) and retirees (31%) experiencing this loss of work actually withdrew money from retirement savings during these times.** A majority of pre-retirees (66%) and retirees (62%) in these circumstances claim that it had at least some impact on their feelings of retirement security. (page 72)
- **Respondents most often made up for the impact of employment loss or diminishment by spending less (49% pre-retirees and 69% of retirees did so).** Pre-retirees are far more apt to say that they will work longer than retirees actually did to make up for the impact of job loss (35% versus 13%). Pre-retirees also say that they are more likely to retire at a later age than retirees actually did (31% versus 12%) due to this time out of work or underemployed. (page 73)
- **About half of pre-retirees (49%) are at least somewhat concerned about maintaining the level of employment they need to achieve a secure retirement.** (page 65)

Realities of Retirement

- **One in ten retirees (11%) report that it was very emotionally challenging to adjust to retirement.** Close to seven in ten (69%) say that this adjustment was “not too” or “not at all” challenging. (page 76)

- Among those who have been retired for more than two years and found it to be a challenging transition, **almost half (48%) claimed that it took one to two (30%) or two to three (18%) years.** Almost one-quarter feel that they were able to adjust immediately or in less than a year (9%). (page 77)
- **Close to half of retirees (49%) report that they are at least somewhat happier than they were when they first retired.** Only one in seven (14%) say that they are less happy, and only 5% claim to be much less happy. (page 77)
- When asked the extent to which they feel lonely in retirement, **half (50%) report that they never feel this way,** and another four in ten (38%) report that they only occasionally feel lonely. Only a little more than one in ten (12%) report that they are lonely fairly or very often. (page 78)
- The amount of social contact that retirees have varies. **Close to four in ten (39%) report that they meet with people socially at least several times per week,** and another two in ten meet socially at least weekly. However, only one in ten are involved in social activities on a daily basis. More than one-quarter (26%) have social engagements monthly or less often. (page 79)
- **The most common factor in limiting social engagement is the lack of desire to do it.** One-third (32%) cite liking to spend time at home a major or critical factor in not engaging, and more than an additional one-third (36%) say that it is a minor factor. In contrast far fewer claim that disability or illness (14%), lacking energy (14%), moving away from friends (11%), friends moving away (10%) or lack of transportation (5%) are critical or major factors in limiting social life. Close to one in five (18%) cite lack of money as a social disrupter. (page 80)
- **Although most retirees do not report frequent social engagement, most report a variety of activities that keep them busy** at least fairly often. Two in three (65%) visit grandchildren at least somewhat often, and close to six in ten (58%) travel at least fairly often. More than half (54%) participate in hobbies, and about two-thirds (68%) exercise at least fairly often. About one-third report assisting parents (25%) or neighbors (37%) at least fairly often. Retirees are less likely to volunteer fairly often (only 27% do so). (page 83)
- **Most married or partnered retirees do not see a great need to spend more time with their spouses.** More than half (54%) do not wish they had more time with their spouse, and an additional third (31%) only wish for a little more time. (page 88)
- **Pre-retirees expect to participate in more activities than retirees do actually participate during retirement.** (page 83)
 - Close to nine in ten pre-retirees (88%) plan to exercise at least fairly often, but fewer than seven in ten retirees (68%) actually do so. (page 83)
 - Compared with close to eight in ten pre-retirees (79%) who plan to visit grandchildren at least somewhat often, two-thirds of retirees (65%) do so. (page 83)
 - Three-quarters of pre-retirees (74%) plan to travel at least fairly often, but fewer than six in ten (58%) do so. (page 83)
 - Seven in ten pre-retirees (69%) plan to be involved in social activities at least fairly often, but fewer than half (49%) of retirees do so. (page 83)
 - More than half of pre-retirees (54%) plan to volunteer at least somewhat often, but only slightly more than one-quarter of retirees (27%) actually do so. (page 83)
 - More than one-third of pre-retirees (36%) plan to work or run a business, but only slightly more than one in ten (14%) of retirees do so. (page 83)
- **Four in ten pre-retirees (40%) are at least somewhat concerned about having a sense of purpose after they retire, a concern that may be unfounded when we look at retiree views of their retirement.** Retirees are active and participate in a variety of activities, limited mostly in their frequency by a desire to be at home. Retirees may have less of a need for activity and stimulation in retirement than pre-retirees think they will. (pages 80, 83, 84)

Family Support and Aging Alone

- **Most pre-retirees and retirees (57% pre-retirees, 59% retirees) report that they have given at least a fair amount of thought to how their lives will change in the later years of retirement.** (page 89)
- **Only a minority of pre-retirees (19%) and retirees (26%) say that there was a particular event that led them to start thinking about this.** Pre-retirees most often cited experiences of parents or friends (35%) followed by a change in their health (28%), whereas retirees were most apt to cite a change in their health (34%) as the event. Some retirees (15%) also cited losing a spouse. (page 91)
- **Close to half of pre-retirees (46%) and more than six in ten retirees feel that they can count on a relative or friend to take care of them as they age.** These data suggest that this issue increasingly comes into focus as people retire. In the large majority of cases, pre-retirees (72%) and retirees (71%) report that this relative is their child. One in ten of each report that the relative is a brother or sister, which earlier research suggests is problematic since the respondent may outlive him or her. (pages 95, 96)
- **In six out of ten cases for both pre-retirees (61%) and retirees (60%), the potential caretaker lives either with the respondent or within 15 miles of him or her.** However, in close to one in five instances (18% for pre-retirees and 19% for retirees), the potential caretaker lives more than 100 miles away. (page 97)
- **Nearly half of pre-retirees (48%) and more than half of retirees (57%) are very confident that they will receive the support they need from this person, and 96% of pre-retirees and 95% of retirees are at least somewhat confident in this support.** (page 98)
- However, for those without a relative or friend they can count on to take care of them, the situation appears to be far more dire. **Only a little more than one in ten pre-retirees (12%) and fewer than one in five (19%) retirees without a relative or friend to care for them have planned for a support system they can count on in the later years of their retirement.** (page 99)
- Furthermore, **a majority of pre-retirees (59%) and half of retirees (48%) without such a relative or friend are at least somewhat concerned about managing the later years of their retirements without someone to look out for them.** (page 104)
- Although most retirees report that they have organized legal documents (68%), designated a relative or friend as power of attorney (63%) and designated a health proxy (61%), **less than half (46%) have talked to the person they think would care for them (46%) or made arrangements with that person (32%).** A significant portion do not plan to talk to that person (23%) or make arrangements with them (33%). Most retirees who have not designated a power of attorney or health proxy have thought about or plan to think about doing so (68%). (page 101)
- **Only one-third of pre-retirees (31%) and slightly more than half (54%) of retirees have discussed how the remaining spouse will be cared for when the first dies.** (page 101)

DIFFERENCES BY POPULATION SUBGROUP

This section summarizes meaningful differences by key population subgroups. Detailed tabulations by subgroup are shown in subsequent sections.

Differences by Household Income Level

This analysis for this report examined how findings differed by asset level (<\$50K, \$50K–\$249K and \$250K+ for both groups) and income level (<\$35K, \$35K–\$74K and \$75K+ for retirees and <\$50K, \$50–99K and \$100K+ for pre-retirees). The focus of this analysis will be primarily on income. One of the important findings of this survey and prior iterations of the survey are that there are major differences in retirement concerns and activities by economic status. Generally, the higher income groups seem to be able to engage in a variety of activities, plan more and are much less concerned about risks. The lowest income group is more concerned, is much more likely to not engage in

activities because of their costs and seems to have a much more challenging path in retirement. Other research has shown that income disparity in the United States has been growing, and many in the lower income group may have had difficult challenges in managing financially in the years before retirement. Other SOA research shows that a significant number of families in all generations are managing paycheck to paycheck and that many families do not have reasonable emergency funds. Although the survey does not show how many individuals are entering retirement under financial stress, it seems very likely that this number is much larger for the lower income groups.

Also, one of the important breakouts we have is the amount of planning done to ensure financial security in retirement. This variable is strongly tied to asset level, and it is not clear whether having assets drives planning or planning results in the accumulation of assets, though it is a fair assumption that having assets to manage requires planning and investment decisions that those without assets do not need to make. For that reason, we will not discuss this variable across questions.

In general, the impact of income level is pervasive in this study, occurring across most variables, and we will select a representative sample of findings to show its impact.

- Pre-retirees earning \$100K or more in household income (53%) are less likely to expect to work for pay someday after retirement than those earning less (66%). (page 61)
- Both retirees and pre-retirees with higher household income are much more likely than those lower income to see assets and pensions as a major source of income and far less apt to describe Social Security as a major source of income in retirement. (pages 41, 43)
 - For example, 51% of pre-retirees with incomes of \$100K or more believe that their retirement plan will be a major source of income, compared with 14% earning household incomes of less than \$50K. (page 43)
 - Sixty-four percent of retirees with incomes of \$75K or more cite pensions as a major or minor source of income compared with 34% with income less than \$35K. Thirty-one percent of pre-retirees with incomes of \$100K or more believe that pensions will be a major source of income compared with 12% of those making less than \$50K. (pages 41, 43)
 - More than four in ten (41%) of retirees with income of \$75K or more cite Social Security as a major source of income compared to 87% of those with incomes less than \$35K. Thirty-six percent of pre-retirees with incomes of \$100K or more believe that Social Security will be a major source of income compared with 70% of those with incomes less than \$50K. (pages 41, 43)
- Retirees with incomes of \$75K or more (72%) are more likely to have a spending plan than those with incomes less than \$35K (50%), and pre-retirees with incomes of \$100K or more are more likely to have such a plan (44%) than those with incomes less than \$50K (21%). It should be noted that retirees with higher income have many more spending choices to make, so a spending plan is particularly important for them. (pages 45, 46)
- Pre-retirees with income of \$100K or more are far less likely to expect that they will be able to buy less than they can now (47%) than those with income less than \$100K (63%). (page 47)
- Retirees with incomes of \$75K or more are far more likely to expect to maintain or grow their assets in retirement (72%) than are those with incomes of less than \$50K (39%). Pre-retirees with of \$100K or more in income (65%) are far more likely to plan to grow or retain their assets in retirement than those with lower than a \$50K income (39%). (page 51)
- Retirees with of \$75K or more in income are far less likely to be at least somewhat concerned about a variety of financial issues in retirement than those with lower income. Pre-retirees show a similar pattern but not as pervasively or strongly. (page 25)

- For example, only 22% of retirees with of \$75K or more in income worry at least somewhat about depleting their assets compared with 47% of those less than \$75K in income. (page 25)
- A quarter or retirees with of \$75K or more in income (24%) worry at least somewhat about maintaining their standard of living versus half (49%) with income less than \$75K worry. (page 25)
- Half of pre-retirees with incomes of \$100K or more worry about depleting their savings versus 65% of those with lower incomes. (page 25)
- Income has a strong connection to planning among both retirees and pre-retirees. For example, 88% of retirees with \$75K or more of income plan at least a fair amount to be sure that they are financially secure in retirement, compared with 50% of those with less than \$35K in income, and 67% of pre-retirees with \$100K+ in household income do such planning compared to 42% of those with less than \$50K in income. (pages 33, 34)
- Higher-income retirees and pre-retirees are far more apt to plan for a wide variety of financial circumstances surrounding the death of a spouse including assets and income adequacy (e.g., 71% of retirees with income of \$75K or more plan at least moderately compared with 57% for those with incomes between \$35K and \$75K, and 44% of those with less than \$35K), affordability of housing and availability of friends. (page 36)
- Pre-retirees with incomes of \$50K or more are less concerned about having a purpose in retirement (36%) than those with incomes less than \$50K. (page 84)
- Retirees in general with higher incomes are more likely to engage in frequent social activity, and close to half (46%) with less than \$50K in assets say that lacking the money is a critical or major factor in this behavior compared to only 7% of those with of \$50K or more who say this. (page 80)
- Retirees with incomes of \$75K or more are more likely to travel at least somewhat often (74%) than those with \$35K to less than \$75K in income (59%) or less than \$35K in income (40%). Additionally, those with incomes more than \$35K are more likely to engage in social activities at least somewhat often than those with income less than \$35K (54% versus 39%). (page 85)
- Retirees with of \$75K or more in income who do not have someone to care for them are far more likely to have an alternative support system (31%) than those with \$35K to less than \$75K in income (17%) and those with less than \$35K in income (9%). (page 99)
- Among pre-retirees without such a relative to care for them, those with \$100K or more in income are less likely to be at least somewhat concerned about managing in the later years of retirement (49%) than those with less than \$100K in income (66%). (page 105)

Differences by Gender

There are significant differences in demographic and economic status by gender that affect how long individuals are likely to be in retirement, how long they are likely to need help and whether they are likely to be alone. The SOA report “Women and Post-Retirement Risks,” <https://www.soa.org/globalassets/assets/files/resources/research-report/2018/women-post-retirement-risks.pdf>, provides an overview of the background differences and prior research on gender issues. This report shows some differences in perceptions and expectations by gender. Past studies have also shown differences, but generally the differences are less than what might be expected based on the degree of differences in life circumstances.

It should be noted that households differ by both marital status and gender. Because a significant portion of the sample are married or living with an opposite gender partner, personal finance effects between males and females are intertwined with differences based on household composition and may be somewhat muted at the household level. However, the research did find gender differences in some areas:

- Women are more likely to see Social Security as a major source of income (for example, 54% of pre-retiree women versus 46% of pre-retiree men). It should be noted that women overall have lower incomes than

men, and the results in this survey show Social Security income is more important at the lower income levels. (page 44)

- Retired men are more likely to experience job loss than women (32% versus 23% for women). (page 66)
- Retired women who have experienced disruption in their employment are far more apt to report that it has had an impact on feeling less secure about their retirement (68% for women versus 56% for men). (page 72)
- Retired men and women engage in somewhat different activities in retirement. For example, retired women are more likely to engage in social activities such as helping neighbors or others in retirement (42% for women and 33% for men), volunteering (32% for women and 20% for men) or belonging to groups (27% for women versus 19% for men) but are less likely to do home repair (34% for women versus 44% for men). The pre-retirees show a similar pattern in what they intend to do in retirement, but the differences are not that strong. (page 86)
- Pre-retiree women (62%) compared to pre-retiree men (53%) are more apt to give at least a fair amount of thought as to how life will change in the later years of retirement, but the same differences don't exist with retirees. (page 90)
- Women (68% of retirees and 53% of pre-retirees) are more likely than men (55% of retirees and 38% of pre-retirees) to claim to have a relative who will care for them in retirement. (pages 95, 96)
- Retired and pre-retiree women are far more likely to be concerned about not having someone to care for them later in retirement (58% of retired and 66% of pre-retiree women versus 40% of retired and 53% of pre-retiree men are at least somewhat concerned about this). (page 106)

Differences by Out of Work for Three Months or More

One of the segments of focus in this research is those who have had a period of three months or more being unemployed or underemployed. The goal of this segmentation is to understand how important such disruptions in employment are for retirement security and to gain insight into how they affect such security. The survey findings demonstrate a pattern of impacts related to financial security, outlook on retirement and sources of income that suggest more risks for this group as they move into their retirement and beyond:

- One-third of retirees who have had an interruption in their work (33%) are more likely to plan to work again—this is higher than the total retiree population (23%). They are also more likely to count on employment as a source of income (27%) compared to the total retiree population (19%). (pages 42, 61)
- In addition, retirees who experienced a work interruption report a lower median age of retirement than their peers, at 57 years old versus 60 years for all retirees. (page 57)
- Pre-retirees who missed work are more likely to be at least somewhat concerned about having the employment they need to have a secure retirement (64%) than pre-retirees in general (49%). (page 66)
- Pre-retirees who have had their work disrupted are far less likely to rely on a defined benefit (DB) pension as a major source of income (18%) than those found in the total pre-retiree population (27%), not a surprising finding. A similar effect is found for retirees (25% vs 35% for all retirees). (page 42)
- These same pre-retirees are also more likely to rely on Social Security as a major source of income (65%) than are all pre-retirees (50%) and less likely to rely on a retirement savings plan (26% consider it a major source of income versus 37% of the entire pre-retiree sample). (page 42)
- Retirees who did not have a period of missed work (67%) are more likely to say that the financial crisis had no impact on their retirement than those who did miss work (58%). (page 54)
- Retirees who experienced work disruption are more likely to say that their financial situation in retirement is at least somewhat worse than they thought (31%) when compared to retirees in general (24%). (page 50)

- Both pre-retirees and retirees who have missed work during their career are more likely to have a variety of concerns about their financial situation. For example, half (50%) of this pre-retiree population is at least somewhat concerned about being able to stay in their homes, compared with only 39% of the total pre-retiree population. Both populations missing work are more concerned about having a reasonable standard of living the rest of their lives; for example, almost seven in ten (69%) pre-retirees who have missed work fear this compared to less than six in ten (58%) of pre-retirees in general. Among retirees, these numbers are similar, with 48% of those who have missed work holding this concern, compared to 40% of all retirees. (page 27)
- Retirees who missed work are less apt to plan at least a fair amount (62%) than retirees in general (69%). (page 32)
- Retirees who have missed work and do not have a relative they can count on to care for them are more apt to be at least somewhat concerned about managing in their later years (60%) than retirees without a relative to care for them in general (48%). (page 106)

Differences by Having Major Health Problems

Survey results were also analyzed based on the presence or absence of major health problems within the sample populations. Major health problems can be very disruptive, and this is an important issue in understanding how disruptions impact retirement experiences and expectations. Those who have major health problems differ from their peers in various ways, particularly related to working—their plans to work in retirement and likelihood to have experienced a period out of work in their later working years. Their experience transitioning into retirement has been more challenging than those without major health problems and seems to hold more uncertainty.

- Not surprisingly, pre-retirees and retirees with major health problems far more often report no likelihood of returning to work relative to others (22% versus 11% for all pre-retirees and 64% versus 52% for all retirees). (pages 61, 62)
- Further, pre-retirees (72%) and retirees (61%) who have major health problems are more likely than their peers without health problems (pre-retirees: 43%, retirees: 42%) to have experienced time out of work. Retirees with a major health problem (62%) are also more apt to say than others (49%) that missing work had an impact on their ability to save for retirement. (pages 64, 69)
- Those with major health problems are also less likely to rely on income from assets, particularly retirement plans. Only 27% of pre-retirees with a major health problem expect retirement plans to be a major source of income compared to 37% of total pre-retirees. (page 42)
- Retirees with a major health problem are less apt to have a retirement spending plan (52%) than total retirees (61%) and less likely grow or maintain assets (42% versus 57% for total sample). (pages 46, 51)
- Retirees with a major health problem are far more likely to be at least somewhat worse off in retirement than they thought they would when working (42%) compared to the total retired sample (24%). (page 50)
- Although pre-retirees with a major health problem show somewhat higher levels of concern about financial eventualities, retirees show dramatically higher concerns. For example, 61% of retirees with major health problems are at least somewhat concerned about maintaining a reasonable standard of living compared to 40% of the total retiree population. (page 27)
- Retirees with major health problems (42%) are far more likely to find the transition to retirement to be at least somewhat emotionally challenging than others (31%), to be less happy in retirement (22% versus 14% others), and to be lonely at least fairly often (19% versus 12% for others). (pages 75, 76, 79)

Differences by Those Aging Alone and Retired Widows

Other SOA research has shown that the family is an important, often unplanned for, source of help when people need assistance. That research identified the need to understand better the situations of people who are aging alone and do not have family support to fall back on. In this survey, there was a focus on two groups: people aging alone and widows. Widows in this survey include both males and females who have lost their spouses. (This differs from the definition of widows in some earlier SOA surveys.)

The “Aging Alone” sample in this population is defined as retirees over age 65 without a spouse or children. Although sweeping differences are not observed for these populations, some interesting differences do emerge for these groups when compared to other retirees.

- Those aging alone are more apt to return to work because they had to (18%) than retirees in general (8%). (page 62)
- Retired widows (69%) are more likely to say that they are not at all likely to work again than retirees in general (52%). (page 61)
- Retired widows are more likely to cite Social Security as a major source of income (84%) than retirees in general (64%) and more apt to have no plan for managing assets in retirement (44%) than retirees in general (25%). (page 42)
- Retired widows are also more likely to say that they are doing at least somewhat financially worse in retirement than they thought they would (36%) than retirees in general (24%). (page 50)
- Retired widows have participated in a number of activities at the same level as others but are less likely to travel at least somewhat often (44%) than retirees in general (58%). (page 86)



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DETAILED SURVEY FINDINGS

CHAPTER 1: RETIREMENT RISKS AND PLANNING

Pre-retirees and retirees face many retirement risks and planning challenges. Both topics are of ongoing interest to the Society of Actuaries (SOA). The measurement of concerns about risks in retirement has been a primary focus of the entire series of 10 biennial post-retirement risk surveys conducted by the SOA. The results of the series have repeatedly shown the following:

- Pre-retirees are generally more concerned about the risks than retirees.
- Concerns about future inflation, paying for health care and paying for long-term care are among the top risks for both retirees and pre-retirees.
- Results are very different between groups in different economic situations, with those in the lower economic groups showing much higher levels of concern.

In the 2019 study, emphasis is placed on understanding the situation of respondents by economic status and understanding the impact of adverse events on the respondents.

The overall level of concern about risk is considerably lower this year than in 2017 among both pre-retirees and retirees. And even though the level of concern has fluctuated over the 20-year period since the surveys began, it is interesting to note that the 2019 levels are among the lowest during the entire period. The survey does not offer any specific explanation for the lower concern level. However, the research team points out that when the questionnaire was sent out in June 2019, it had been more than 10 years since an economic downturn.

Most pre-retirees are at least somewhat concerned about financial eventualities and risks confronting them in retirement. As in previous years, retirees are less concerned. With the exception of concerns about long-term care, less than half of retirees share concerns about a variety of risks. Possible explanations for the lower concern among retirees include that they have reached a point in their lives where they have begun to plan for these occurrences or have adapted to their financial situation.

CONCERNS IN RETIREMENT

Pre-retirees report higher levels of concern than retirees across most all categories. The exception to this is that retirees are more concerned than pre-retirees over being a victim of fraud or a scam, a finding that is repeated from previous iterations of this research.

Pre-retirees are most likely to be at least somewhat concerned about their savings and investments keeping up with inflation (65%), being able to afford long-term care (65%) and health care (63%), that they may deplete their savings in retirement (58%) and maintaining a reasonable standard of living throughout life (58%).

Somewhat fewer show this level of concern about not being able to manage their finances someday (48%) and that they (46%) or their spouse (41%) won't be able to maintain their standard of living if the other dies. Fewer (39%) show this level of concern about staying in their house, not having enough equity in their house (36%), leaving money to children (31%) and being a victim of fraud (31%).

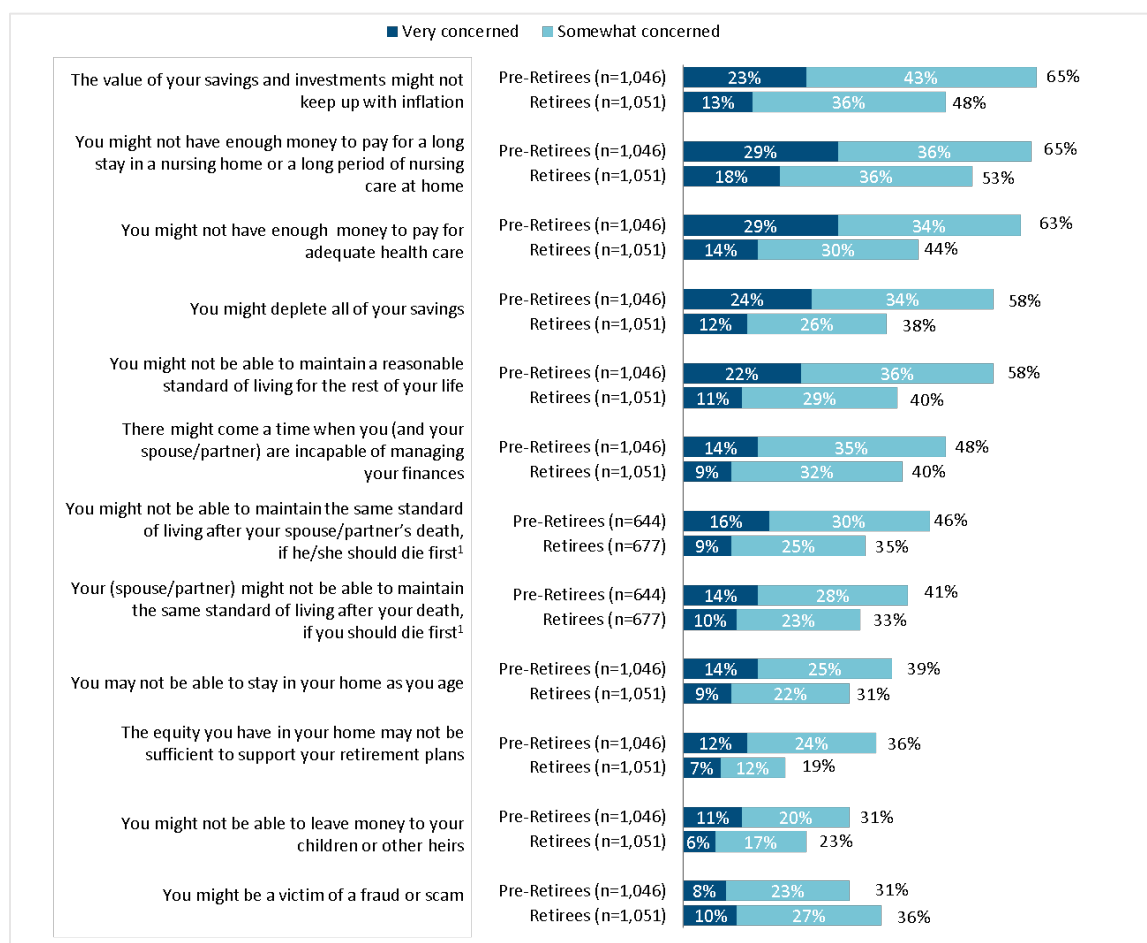
Although lower all around, retirees have similar priorities on certain concerns but not others. They are most likely to be at least somewhat concerned about needing long-term care (53%), their investments keeping up with inflation (48%), having enough money to pay for health care (44%), that they might not be able to manage their finances someday (40%) and depleting their savings (38%). They are somewhat less concerned about they (35%) or their spouse (33%) keeping the same standard of living if the other dies. Overall, there is a large variation in how concerned retirees are about different risks, and it seems to the research team that they should be more concerned

about some risks such as depleting their savings. There is also considerable variation between groups in different situations and between individual households.

Retirees are more likely than pre-retirees to be concerned about being a victim of fraud or scam (36% versus 31% of pre-retirees). They are less concerned about leaving money for children (23%), who will likely be older, and the equity on their homes paying for retirement (19%).

Figure 1: CONCERNS IN RETIREMENT: PRE-RETIREEES AND RETIREEES

How concerned are you about each of the following (during retirement)?



1. Asked among those with a spouse or partner

The 2019 study focused on looking at the results by income and among those who experienced certain adverse events. The results show that concerns about many of the potential risks vary among population subgroups. As may be expected, those with lower incomes, both retirees and pre-retirees, report higher levels of concern in many areas, as do those who have or have had a major health condition. Similar differences relative to income have been observed in past iterations of this research.

When looking through the lens of income, there are significant differences in level of concern for pre-retirees. Different risks have different levels and patterns of disparity by level of income. For retirees, the greatest level of concern for some risks is the middle income group, and for others it is the lowest income group. This makes sense since risks have different significance at different economic levels; for example, risks related to investments apply only to those people who have investments. Generally, the highest income group level is the least concerned. For example, 49% of pre-retirees who have an income of \$100K or above are concerned about maintaining a reasonable standard of living in retirement. This jumps to 69% for pre-retirees with incomes of below \$50K. Further, 30% of pre-retirees who make \$100K or more are concerned about being able to stay in their home, compared to 55% of those with an income below \$50K. Pre-retirees who have experienced a period out of work are also more concerned than their peers about several risks, including having enough money to pay for adequate health care (71%), that they may not be able to maintain a reasonable standard of living throughout their life (69%), maintaining the same

standard of living after their spouse/partner's death (58%) becoming incapable of managing their finances (56%) and their ability to stay in their home through retirement (50%)

Among retirees, disparities exist by income as well. For example, less than one-third (30%) of retirees with an income of \$75K or more express concern about health care costs, jumping to 55% for those who have an income below \$35K. Similarly, only 24% of those with incomes of \$100K or above are concerned about maintaining a reasonable standard of living—but 51% of those with incomes less than \$35K are concerned.

Figure 2: CONCERNS IN RETIREMENT BY INCOME

How concerned are you about each of the following (during retirement)?

	Pre-Retirees			Retirees		
	<\$50K (n=326)	\$50K– \$99K (n=369)	\$100K+ (n=351)	<\$35K (n=229)	\$35K– \$74K (n=463)	\$75K+ (n=359)
	(a)	(b)	(c)	(d)	(e)	(f)
%Very/Somewhat Concerned						
The value of your savings and investments might not keep up with inflation	68%	69% ^c	61%	48%	59% ^{dF}	39%
You might not have enough money to pay for a long stay in a nursing home or a long period of nursing care at home	71 ^c	67	61	56 ^f	62 ^F	44
You might not have enough money to pay for adequate health care	70 ^C	66 ^c	57	55 ^F	50 ^F	30
You might deplete all your savings	64 ^C	65 ^C	50	47 ^F	47 ^F	22
You might not be able to maintain a reasonable standard of living for the rest of your life	69 ^{bC}	61 ^C	49	51 ^F	46 ^F	24
There might come a time when you (and your spouse/partner) are incapable of managing your finances	58 ^{bC}	49	42	45 ^f	43 ^f	34
You might not be able to maintain the same standard of living after your spouse/partner's death, if he/she should die first ¹	64 ^{bC}	51 ^c	40	45 ^F	46 ^F	23
Your (spouse/partner) might not be able to maintain the same standard of living after your death ¹	57 ^{bC}	45	37	58 ^{iF}	39 ^F	21
You may not be able to stay in your home as you age	55 ^{BC}	38 ^c	30	39 ^F	36 ^F	21
The equity you have in your home may not be sufficient to support your retirement plans	43 ^C	36	32	21 ^F	26 ^F	11
You might not be able to leave money to your children or other heirs	38 ^c	31	28	30 ^F	23	17
You might be a victim of a fraud or scam	36 ^C	34	27	37	42 ^f	31

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

1. Pre-retirees: Total (n=644), Income of <\$50K (n=106), \$50K–\$99K (n=229), \$100K (n=309). Retirees: Total (n=677), <\$35K (n=76), \$35K–\$74K (n=306), \$75K+ (n=295).

Results were also reviewed by gender. Women live longer, are more likely to be alone in old age and are more likely to need long-term care. This is reflected to some extent in differences in risk concerns. Among both retirees and pre-retirees, women show a higher level of concern about maintaining their standard of living if their spouse dies (54% for females versus 39% for males among pre-retirees and 43% versus 28% for retirees). Among retirees, there are no other significant differences in concerns by gender. For remaining issues among pre-retirees, gender differences are more prevalent but not that strong and pervasive, with women showing higher concerns on most issues. For example, 61% of women worry about depleting their savings compared to 54% of men.

Figure 3: CONCERNS IN RETIREMENT BY GENDER

How concerned are you about each of the following (during retirement)?

%Very/Somewhat Concerned	Pre-Retirees		Retirees	
	Males (n=482)	Females (n=564)	Males (n=547)	Females (n=504)
	(a)	(b)	(c)	(d)
The value of your savings and investments might not keep up with inflation	63%	68%	48%	48%
You might not have enough money to pay for a long stay in a nursing home or a long period of nursing care at home	62	69 ^a	52	55
You might not have enough money to pay for adequate health care	60	66	41	47
You might deplete all of your savings	54	61 ^a	36	40
You might not be able to maintain a reasonable standard of living for the rest of your life	52	62 ^A	36	43
There might come a time when you (and your spouse/partner) are incapable of managing your finances	47	50	39	41
You may not be able to stay in your home as you age	37	40	29	33
The equity you have in your home may not be sufficient to support your retirement plans	35	37	18	20
You might be a victim of a fraud or scam	30	33	40	33
You might not be able to leave money to your children or other heirs	32	31	21	26
You might not be able to maintain the same standard of living after your spouse/partner's death, if he/she should die first ¹	39	54 ^A	28	43 ^C
Your (spouse/partner) might not be able to maintain the same standard of living after your death ¹	44	39	36	30

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

1. Pre-retirees: Males (n=325), Females (n=319). Retirees: Male (n=415), Female (n=262).

RISK CONCERNS AMONG THOSE WITH PAST EXPERIENCES

The study also focused on the impacts of a period of unemployment and of a major health problem on risk concerns. Respondents experiencing these circumstances report a somewhat increased level of concern on most issues, and the level of elevated concern varies by issue. For the pre-retirees, the period of unemployment had a greater impact for many of the risk concerns. For the retirees, major health problems had a greater impact on risk concerns generally. Two areas of very large impact for the retirees were having enough money to pay for adequate health care and concerns about being able to maintain a reasonable standard of living for the rest of their life. The percentage of retirees who were somewhat or very concerned about having enough money to pay for adequate health care was 61% among those with a major health problem compared to 44% of all retirees. The percentage concerned about maintaining a reasonable standard of living was 61% among those with a major health problem compared to 40% for all retirees.

Figure 4: CONCERNS IN RETIREMENT BY MAJOR HEALTH CONDITION; PERIOD OF UNEMPLOYMENT

How concerned are you about each of the following (during retirement)?

% Very/Somewhat Concerned	Pre-Retirees		Retirees	
	Out of Work for 3+ Months (n=281)	Has Major Health Problems (n=188)	Out of Work for 3+ Months (n=377)	Has Major Health Problems (n=298)
	(a)	(b)	(c)	(d)
The value of your savings and investments might not keep up with inflation	70%	62%	55%	61%
You might not have enough money to pay for a long stay in a nursing home or a long period of nursing care at home	68	68	57	63
You might not have enough money to pay for adequate health care	71	71	47	61
You might deplete all your savings	64	59	46	49
You might not be able to maintain a reasonable standard of living for the rest of your life	69	64	48	61
There might come a time when you (and your spouse/partner) are incapable of managing your finances	56	55	44	47
You might not be able to maintain the same standard of living after your spouse/partner's death, if he/she should die first ¹	58	54	39	44
Your (spouse/partner) might not be able to maintain the same standard of living after your death ¹	43	49	38	48
You may not be able to stay in your home as you age	50	53	39	42

The equity you have in your home may not be sufficient to support your retirement plans	42	43	26	25
You might not be able to leave money to your children or other heirs	36	33	27	32
You might be a victim of a fraud or scam	31	41	43	43

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

1. Pre-retirees: Total ($n=644$), Out of work ($n=146$), Major health condition ($n=108$); Retirees: Total ($n=677$), Out of work ($n=205$), Major health condition ($n=163$).

RESULTS COMPARED TO PRIOR SURVEYS

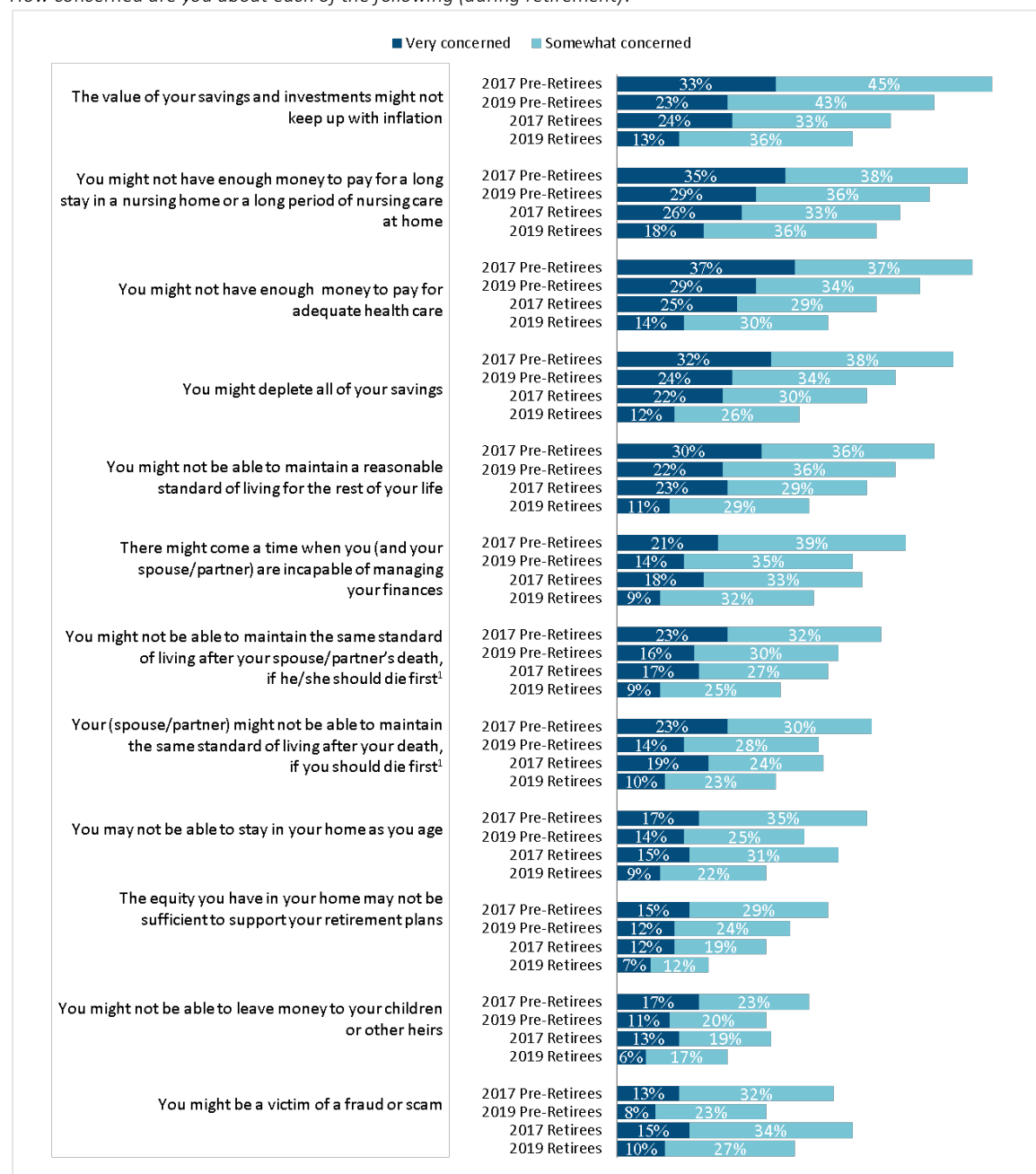
Generally, the level of concern about these various issues has varied over the years for pre-retirees. They were low in 2001, peaked in 2003 and then remained low from 2005 to 2009. However, in the years 2011 to 2017 these trends were at relatively higher levels historically. One of the key takeaways of the current study is that the level of concern on several issues has declined since 2017, returning to levels found in the last decade. It should be noted that this trend does vary by issue.

For retirees, the highest levels of concerns occurred in 2011 and then declined from 2013 to 2017 with this year showing continued decline. Retirees are consistently lower than pre-retirees. One theory for the decline in both samples this year is that the prolonged market boom has finally affected widespread concerns about risk (see Appendix A for additional information on trends).

When comparing 2019 findings to the last iteration of this research, top concerns remain the same though the level of concern has declined since 2017 (when concerns peaked) in all areas. Especially large drops are noted for pre-retirees in the areas of concern over being a victim of a fraud or scam (14% decline in concern since 2017) and depleting all their savings (12% decline). Retirees show their largest declines for concerns in the same two areas: depleting all their savings (14% decline) and being a victim of a fraud or scam (13% decline).

Figure 5: CONCERNS IN RETIREMENT: 2017 AND 2019 TREND

How concerned are you about each of the following (during retirement)?



1. Asked among those with a spouse or partner

COMMENTARY ON TRENDED RISK CONCERNS

The SOA project team discussed whether the drop in levels of risk concern is good news or bad news. There was concern about whether the change in levels of concern reflect people being better off or simply less aware about future risks. Declining pessimism about the future seems out of context with the realities we know exist:

- Middle and lower income groups have been losing ground over the last decade.
- The prevalence of defined benefit (DB) plans has decreased, and the percentage of Americans without a high-quality employer-sponsored retirement support program is increasing.
- When people are left on their own to save for retirement, many do not do well.
- When asked about planning for retirement and the long term, many people are not planning for risks for the long term.
- A substantial percentage of Americans are living paycheck to paycheck without an emergency fund or substantial savings and liquidating retirement accounts to meet short-term challenges

These situations and other issues point to concerns that many future retirees may not be as well prepared for retirement as retirees today.

RETIREMENT PLANNING

Although 58% of pre-retirees and 69% of retirees say they have done at least a fair amount of planning, three out of ten retirees (31%) and four out of ten pre-retirees (42%) say they have done little or no planning to make sure that they will be financially secure throughout retirement. There is an important opportunity to increase the amount of planning people are doing to prepare for their retirement. Planning may mean different things to different people, with some choosing to have help from a financial planner or advisor. Only a minority have chosen such help, with just 39% of retirees and 24% of pre-retirees reporting working with a planner or advisor.

Figure 6: PLANNING DONE TO ENSURE FINANCIAL SECURITY THROUGHOUT RETIREMENT

How much planning have/had you (and your spouse/partner) done to make sure that you will be financially secure throughout your retirement?

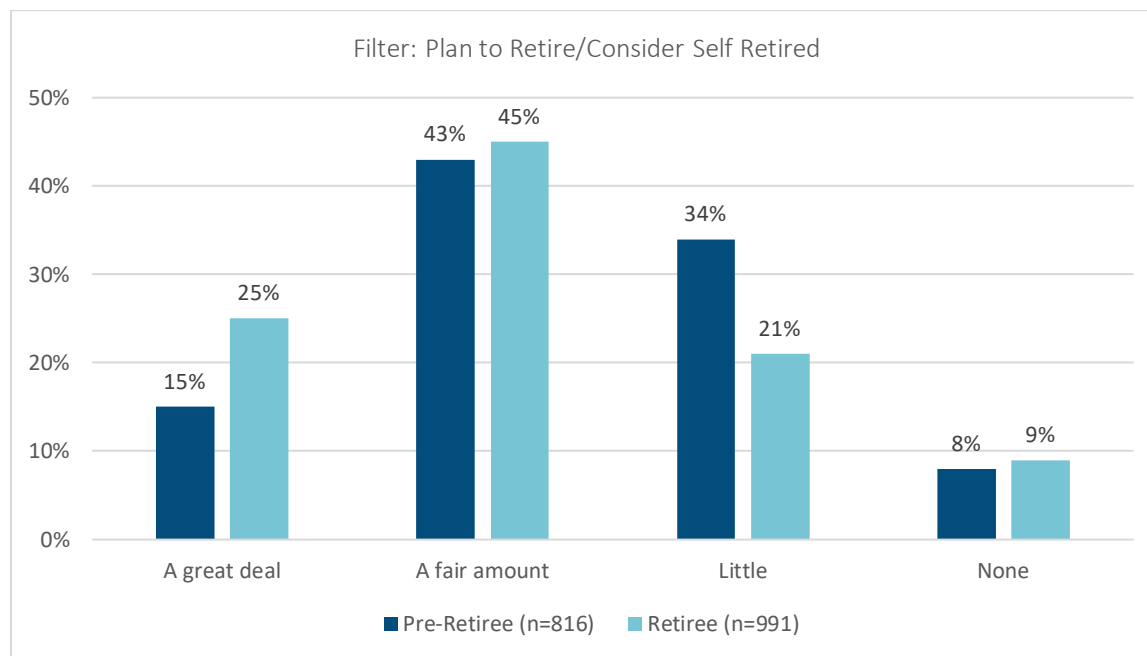
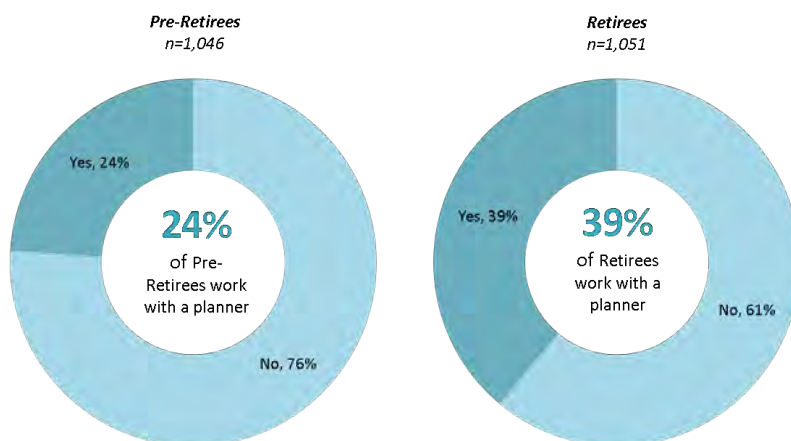


Figure 7: WORK WITH A FINANCIAL PLANNER/ADVISOR

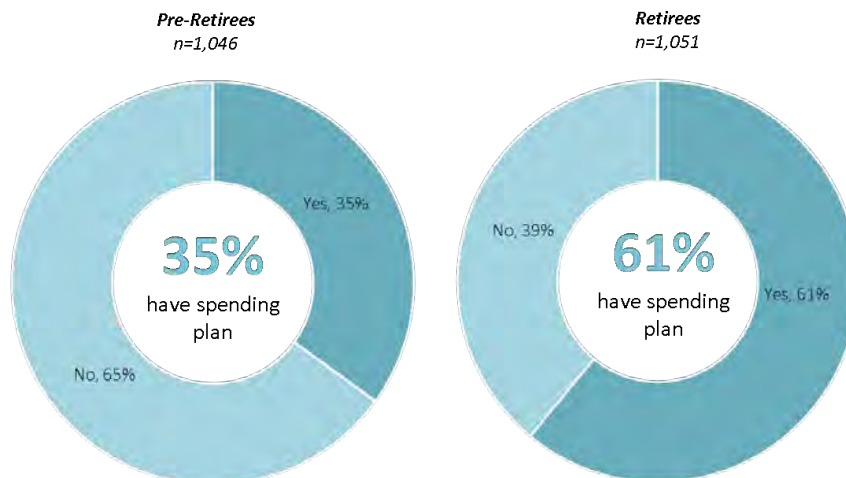
Do you (and your spouse/partner) consult with a financial planner or advisor who helps you make decisions about your (retirement/financial) planning and is paid through commissions?



Although many are focused on their financial security in retirement, when it comes to details, pre-retirees are at a different stage of planning than retirees, with only 35% having a plan for their spending in retirement, compared to 61% of retirees. This is not surprising, however, given the differing circumstances—retirees are already in their retirement and spending their funds, whereas pre-retirees could be up to two decades away from that reality.

Figure 8: PLAN FOR SPENDING IN RETIREMENT

Do you currently have a plan for how much money you will spend each year in retirement and where that money will come from?



Some groups are more likely to plan than others, including those who are married, who have higher incomes and who have not experienced a period of missed work. These groups also tend to have better outcomes in retirement, though it is difficult to pinpoint the contribution to better outcomes of planning, the planning itself or their circumstances, such as having higher income and/or assets and/or the impact of having a second earner. It should also be remembered that some of the lower income group have very little discretionary spending or assets, so that there are fewer choices to be made in a conventional plan.

Figure 9: PRE-RETIREE PLANNING FOR SPENDING AND FINANCIAL SECURITY IN RETIREMENT BY INCOME AND MARITAL STATUS

How much planning have/had you (and your spouse/partner) done to make sure that you will be financially secure throughout your retirement?

Do you currently have a plan for how much money you will spend each year in retirement and where that money will come from?

Have/Had you planned for Retirement	Pre-Retirees				
	Married (n=644)	Not Married (n=402)	Income of <\$50K (n=326)	Income of \$50K-\$99K (n=369)	Income of \$100K+ (n=351)
	(a ₁)	(b ₁)	(c ₁)	(d ₁)	(e ₁)
Yes, we currently have/had a plan for how much money to spend each year in retirement and where that money will come/came from	39% ^B ₁	27%	21%	33% ^C ₁	44% ^C ₁ ^D ₁
What level of planning have/had you done?	Married (n=522)	Not Married (n=294)	Income of <\$50K (n=207)	Income of \$50K-\$99K (n=303)	Income of \$100K+ (n=306)
	(a ₂)	(b ₂)	(c ₂)	(d ₂)	(e ₂)
A great deal	16%	13%	9%	11%	20% ^C ₂ ^D ₂
A fair amount	45% ^b ₂	37	33	42	47% ^C ₂
Little	32	41% ^a ₂	42% ^E ₂	38% ^e ₂	29
None	7	10	16% ^d ₂ ^E ₂	9% ^e ₂	4

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 10: RETIREE PLANNING FOR SPENDING AND FINANCIAL SECURITY IN RETIREMENT BY INCOME AND MARITAL STATUS

How much planning have/had you (and your spouse/partner) done to make sure that you will be financially secure throughout your retirement?

Do you currently have a plan for how much money you will spend each year in retirement and where that money will come from?

Have/Had you planned for Retirement	Retirees				
	Married (n=677)	Not Married (n=374)	Income of <\$35K (n=229)	Income of \$35K-\$74K (n=463)	Income of \$75K+ (n=359)
	(a ₁)	(b ₁)	(c ₁)	(d ₁)	(e ₁)
Yes, we currently have/had a plan for how much money to spend each year in retirement and where that money will come/came from	64% ^{b₁}	56%	50%	60% ^{c₁}	72% ^{c₁ d₁}
What level of planning have/had you done?	Married (n=633)	Not Married (n=358)	Income of <\$35K (n=218)	Income of \$35K-\$74K (n=435)	Income of \$75K+ (n=338)
	(a ₂)	(b ₂)	(c ₂)	(d ₂)	(e ₂)
	(a ₂)	(b ₂)	(c ₂)	(d ₂)	(e ₂)
A great deal	31% ^{B₂}	16%	14%	20%	39% ^{C₂ D₂}
A fair amount	47	41	37	48 ^{c₂}	49 ^{c₂}
Little	17	28 ^{A₂}	33 ^{d₂ E₂}	23 ^{E₂}	9
None	5	15 ^{A₂}	16 ^{d₂ E₂}	8 ^{E₂}	3

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

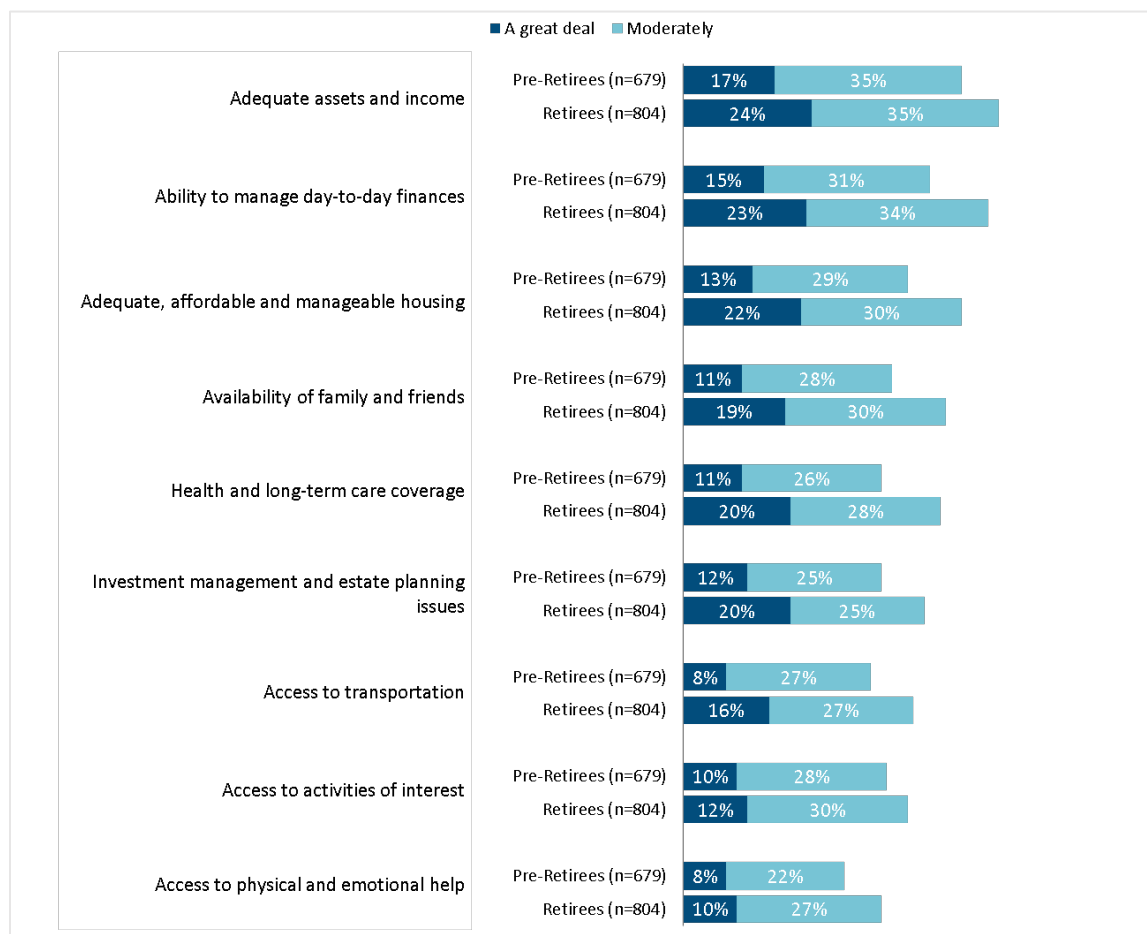
Respondents were asked about planning for the death of a spouse, a repeat of a 2013 question. In general, and not surprisingly, retirees are more likely to be planning for these risks than pre-retirees. Most of the planning for the contingency of a spouse's death is focused on finances—assets and income, management of day-to-day finances and housing are the top areas for planning among married pre-retirees and retirees. The highest level of planning is given to ensuring the surviving spouse has adequate assets and income in retirement, with half of pre-retirees (52%) and 60% of retirees reporting they have done at least a moderate amount of planning on this topic. Emotional and physical support for the surviving spouse is the area they are least focused on, with just more than one-third of retirees (37%) and less than one-third of pre-retirees (29%) planning for this scenario. This is consistent with findings noted elsewhere in this report that suggest a need for more planning for caregiving and support later in retirement.

The levels of planning on these various issues are lower than the overall patterns observed when this series of questions was previously asked in 2013.

Figure 11: PLANNING FOR ISSUES WHEN SPOUSE DIES

Married/Partnered: To what extent have you and your spouse/partner planned for the following issues that often arise (in retirement) after the first person in a couple dies?

Widowed: To what extent did you and your spouse plan for the following issues that often arise (in retirement) after the first person in a couple dies?



As observed in the results for other topics of planning, those with higher incomes are more likely to engage in planning for these eventualities than their lower income peers. As income increases, so does the likelihood they have planned for these events. For example, 71% of retirees with an income of \$75K or more plan at least moderately for adequacy of income and assets for the remaining spouse, compared to 57% of those with incomes between \$35K and \$74K, and 44% of those with less than \$35K in income. Those with higher incomes also plan more for adequate and affordable housing and availability of family and friends following the death of a spouse or partner. Retired widows, on the other hand, are more likely than other retired groups to report that they had not planned “at all” for several events that can happen after a spouse’s death.

Figure 12: PLANNING FOR ISSUES WHEN SPOUSE DIES BY INCOME AND RETIRED WIDOWS

Married/Partnered: To what extent have you and your spouse/partner planned for the following issues that often arise (in retirement) after the first person in a couple dies?

Widowed: To what extent did you and your spouse plan for the following issues that often arise (in retirement) after the first person in a couple dies?

% Planned Great Deal/Moderately	Pre-Retirees			Retirees			
	Income of <\$50K (n=123)	Income of \$50K– \$99K (n=242)	Income of \$100K+ (n=314)	Retired Widows (n=223)	Income of <\$35K (n=129)	Income of \$35K– \$74K (n=354)	Income of \$75K+ (n=321)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)
Adequate assets and income	29%	50% ^A	59% ^{Ab}	54%	44%	57% ^e	71% ^{EF}
Ability to manage day-to-day finances	31	46 ^a	50 ^A	54	46	54	66 ^{EF}
Adequate, affordable and manageable housing	32	38	46 ^a	46	45	48	59 ^{ef}
Availability of family and friends	31	38	40	43	39	48	56 ^E
Access to activities of interest	27	35	41 ^a	34	29	36	53 ^{EF}
Investment management and estate planning issues	17	36 ^A	43 ^A	33	24	38 ^e	63 ^{EF}
Health and long-term care coverage	23	38 ^A	40 ^A	40	34	47 ^e	59 ^{EF}
Access to transportation	26	34	39 ^a	43	34	39	51 ^{EF}
Access to physical and emotional help	27	29	30	32	38	36	45 ^{Ef}

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

One way in which pre-retirees and retirees could plan for their future is by purchasing a long-term care insurance plan to cover a nursing home stay or nursing care assistance in their home. Very few pre-retirees and retirees report having this type of insurance, with one in ten (11%) pre-retirees and two in ten (20%) retirees owning this type of insurance policy. Ownership is higher among wealthy retirees and pre-retirees (though not as much for pre-retirees) and those who plan for their retirement.

Figure 13: OWNERSHIP OF LONG-TERM CARE INSURANCE PLAN

Do you currently have long-term care insurance that covers nursing home care or assistance at home by a nursing aide?

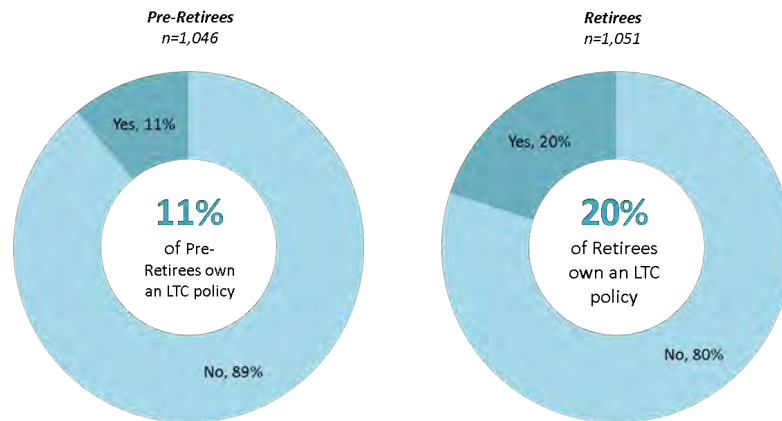


Figure 14: PRE-RETIREE OWNERSHIP OF LONG-TERM CARE INSURANCE PLAN BY INCOME AND PLANNING

Do you currently have long-term care insurance that covers nursing home care or assistance at home by a nursing aide?

	Pre-Retirees				
	Great/Fair amount of Financial Planning (n=472)	Little/None amount of Financial Planning (n=344)	Income of <\$50K (n=326)	Income of \$50K-\$99K (n=369)	Income of \$100K+ (n=351)
	(a)	(b)	(c)	(d)	(e)
Yes, currently have long-term care insurance	16% ^b	8%	8%	11%	14% ^c
No, do not have long-term care insurance	84	92 ^A	92 ^e	89	86

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 15: RETIREE OWNERSHIP OF LONG-TERM CARE INSURANCE PLAN BY INCOME AND PLANNING

Do you currently have long-term care insurance that covers nursing home care or assistance at home by a nursing aide?

	Retirees				
	Great/Fair amount of Financial Planning (n=726)	Little/None amount of Financial Planning (n=265)	Income of <\$35K (n=229)	Income of \$35K- \$74K (n=465)	Income of \$75K+ (n=359)
	(a)	(b)	(c)	(d)	(e)
Yes, currently have long-term care insurance	24% ^B	9%	13%	17%	28% ^{CD}
No, do not have long-term care insurance	76	91 ^A	87 ^E	83 ^E	72

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

OVERALL CONCLUSIONS ON PLANNING

The overall pattern of findings on retirement planning demonstrate less planning occurring among those with lower incomes. Prior SOA focus group work also shows gaps in planning and not very much focus on the long term. Although most of those surveyed in 2019 have done at least a fair amount of planning to ensure they will be secure throughout their retirement or to understand what their spending will be once they are retired, gaps still remain. This is true among both retirees and pre-retirees. The 2019 survey focused on planning for widows. The results showed that couples said they had done more planning for widowhood than widows indicated was done. Gaps in deliberate and thorough planning can reduce retirement security. We have evidence that those who plan for their retirement tend to have better outcomes, and those most at risk in retirement—pre-retirees and retirees with lower income and assets—may do less or have fewer options to mitigate the financial risks they may face during a 20-year or longer period of retirement. It is important to point out that some of this lack of planning is among those at lower income and asset levels who may be living paycheck to paycheck and may not have the resources to implement any plans they might make.

CHAPTER 2: RETIREMENT INCOME AND SPENDING

The SOA is very interested in retirees having sufficient retirement income for a successful retirement. Related issues have been examined in prior risk surveys and other research from the SOA. Some key issues and observations are the following:

- The major source of regular income for many retirees is Social Security, less so for higher income levels, and for quite a large number, it is the only source of regular income.
- The transitions taking place in the U.S. retirement system affect sources of income. Retirees today are more likely to have income from a defined benefit (DB) plan, and pre-retirees are more likely to have assets in a defined contribution (DC) plan. Pre-retirees are likely to overestimate the amount of their income that will come from such plans.
- Prior SOA research tells us that most people with money in IRAs and DC plans withdraw money during retirement based on the Required Minimum Distribution (RMD) specified by the IRS. Many have no income withdrawal plan going beyond these withdrawals.
- More retirees than pre-retirees have a plan for spending. Prior research also tells us that many retirees focus largely on regular expenses and cash flows in that they do shorter term planning. At the same time, they try to hold onto their assets and use them only when really needed.
- There is a great need for more long-term income planning.

This is the first time that the series explored whether retirees are doing as well as expected. The study indicated that a majority of retirees report that they are doing the same or better than expected. But some groups are not as well off. A sample of widows and those who have experienced a major health issue show that more of these groups are faring worse than expected.

This study also focused on how a variety of events have affected retirees. The results show that one-third of retirees indicated that the 2008 financial crisis had an impact on their retirement. The study also offers insights into how the downturn affected people. This becomes important for planning because many people forget that economic cycles and future downturns are inevitable, and they can have a big long-term effect.

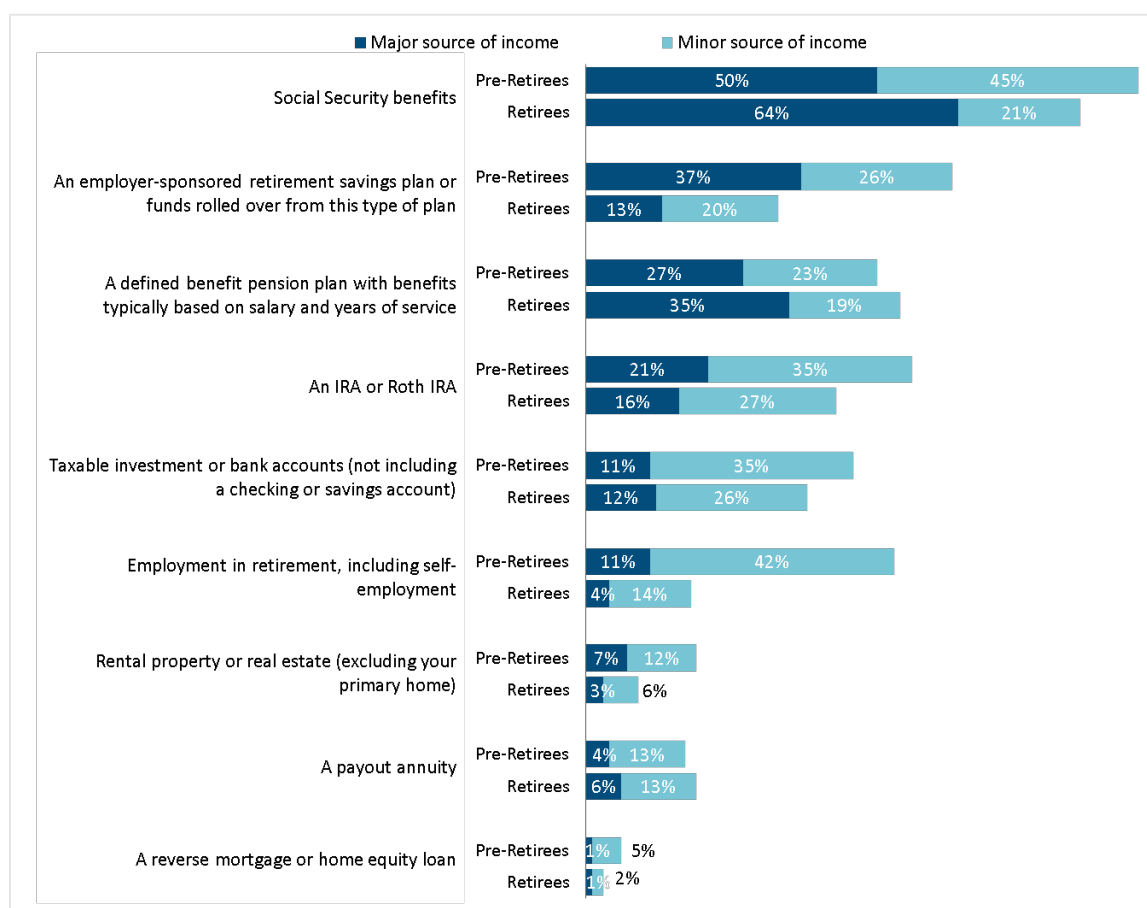
This chapter shows differences between retirees' income sources and pre-retirees' expected income sources. Differences between expectations and what happens later are not uncommon and are found in other parts of the survey. Such differences can reflect changes that have occurred in the retirement system, a period of transition or simply unrealistic expectations, or all three.

SOURCES OF RETIREMENT INCOME

The degree to which pre-retirees count on different sources of income varies quite a bit from what retirees actually use in retirement. Although half of pre-retirees expect that Social Security will be a major source of income, significant proportions also count on their retirement savings plan (37%), a pension (27%) and an IRA (21%) to play this role. In contrast, retirees are more apt to actually rely on Social Security (64%) and pensions (35%) to play this role, are far less likely to rely on an employer savings plan (13%) and slightly less likely to rely on an IRA (16%) to play this role.

Figure 16: SOURCES OF INCOME IN RETIREMENT

Which of the following do you expect will be/are a major source of income, a minor source of income, or not a source of income for you and your spouse's/partner's retirement?
(Pre-retirees n=1,046; Retirees n=1,051)



The extent to which both retirees and pre-retirees depend on income sources varies by assets and income. For example, among retirees, 41% of those with incomes of \$75K and above rely on Social Security as a major income source compared with 68% of those with \$35K to \$74K and 87% of those with less than \$35K. Differences by asset level show similar patterns. In contrast, retirees with \$75K or more in income are more likely to say that a retirement plan (22%) or an IRA (21%) is a major source of income than those with less than \$75K in income (8% for retirement plan and 12% for an IRA), and similar effects can be found for assets. Pension income is also higher among the wealthier sample.

Figure 17: RETIREE SOURCES OF INCOME IN RETIREMENT BY INCOME

Which of the following do you expect will be/are a major source of income, a minor source of income, or not a source of income for you and your spouse's/partner's retirement?

% / Major source of income in retirement	Retirees		
	Income of <\$35K (n=229)	Income of \$35K- \$74K (n=463)	Income of \$75K+ (n=359)
	(a)	(b)	(c)
Social Security benefits	87% ^{BC}	68% ^C	41%
A defined benefit pension plan, with benefits typically based on salary and years of service. (This is sometimes called a traditional pension plan.)	17	40 ^A	48 ^A
An IRA or Roth IRA	10	15	21 ^A
Taxable investment or bank accounts (not including a checking or savings account)	5	11	18 ^{Ab}
An employer-sponsored retirement savings plan or funds rolled over from this type of plan	4	13 ^A	22 ^{AB}
Employment in retirement, including self-employment	4	5	4
A payout annuity	6	6	5
Rental property or real estate (excluding your primary home)	1	2	4
A reverse mortgage or home equity loan	2 ^C	1	<0.5

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Those in some of the quota groups established for this study are more apt to consider Social Security to be a major source of income, including pre-retirees out of work for more than three months (65%), those with major health problems (retirees 77%; pre-retirees 62%), and retired widows (84%). Retirees (18%) and pre-retirees (25%) underemployed or unemployed for more than three months are less likely to consider a pension to be a major source of retirement income, which is not surprising since work was disrupted. Pre-retirees who have had work disruption (26%) or a major health problem (27%) are less likely to consider a retirement savings plan to be a major income source, as is the case with retirees who are widowed (8%) or who have a major health problem (6%).

Figure 18: SOURCES OF INCOME IN RETIREMENT BY QUOTA GROUP—PRE-RETIREEES AND RETIREEES

Which of the following do you expect will be/are a major source of income, a minor source of income, or not a source of income for you and your spouse's/partner's retirement?

% Major source of income in retirement	Pre-Retirees		Retirees			
	Out of Work 3+ Months (n=281)	Major Health Problems (n=188)	Retired Widows (n=223)	Aging Alone (n=192)	Out of Work 3+ Months (n=377)	Major Health Problems (n=298)
	(a)	(b)	(c)	(d)	(e)	(f)
Social Security benefits	65%	62%	84%	76%	65%	77%
A defined benefit pension plan, with benefits typically based on salary and years of service. (This is sometimes called a traditional pension plan.)	18	20	32	43	25	28
An IRA or Roth IRA	18	21	20	11	14	7
Taxable investment or bank accounts (not including a checking or savings account)	10	12	13	10	10	7
An employer-sponsored retirement savings plan or funds rolled over from this type of plan	26	27	8	11	11	6
A payout annuity	4	7	8	2	5	4
Employment in retirement, including self-employment	16	14	1	2	9	4
Rental property or real estate (excluding your primary home)	6	4	1	4	4	2
A reverse mortgage or home equity loan	2	1	4	--	--	2

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Similar wealth effects can be found with pre-retirees, although they are more dramatic for employer-sponsored retirement savings plans, which are more common among this workforce than prior ones. Four in ten or more (36% for \$50—\$99K, 51% for \$100K+) of those with income \$50K or more report that such a plan will be a major source of income compared to only 14% of those with income less than \$50K.

Figure 19: PRE-RETIRES SOURCES OF INCOME IN RETIREMENT BY INCOME

Which of the following do you expect will be/are a major source of income, a minor source of income or not a source of income for you and your spouse's/partner's retirement?

	Pre-Retirees		
	Income of <\$50K (n=326)	Income of \$50K- \$99K (n=369)	Income of \$100K+ (n=351)
	(a)	(b)	(c)
% Major source of income in retirement			
Social Security benefits	70% ^{BC}	54% ^C	36%
A defined benefit pension plan, with benefits typically based on salary and years of service. (This is sometimes called a traditional pension plan.)	12	28 ^A	33 ^A
An IRA or Roth IRA	15	21	25 ^A
Taxable investment or bank accounts (not including a checking or savings account)	7	11	13 ^a
An employer-sponsored retirement savings plan or funds rolled over from this type of plan	14	36 ^A	51 ^{AB}
Employment in retirement, including self-employment	16 ^{ab}	10	9
A payout annuity	3	4	4
Rental property or real estate (excluding your primary home)	4	7	8 ^a
A reverse mortgage or home equity loan	1	1	1

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Married retirees (74%) are more apt than unmarried (58%) to say that Social Security is a major source of income, and pre-retirees show a similar pattern (58% married versus 47% not married). Married pre-retirees are more apt to say that a retirement savings plan (42%) is a major source of income than those who are unmarried (27%).

Figure 20: SOURCES OF INCOME IN RETIREMENT—PRE-RETIREEES BY MARITAL STATUS AND RETIREEES BY MARITAL STATUS AND GENDER

Which of the following do you expect will be/are a major source of income, a minor source of income or not a source of income for you and your spouse's/partner's retirement?

	Pre-Retirees		Retirees			
	Married (n=644)	Not Married (n=402)	Married (n=677)	Not Married (n=374)	Males (n=547)	Females (n=504)
	(a)	(b)	(c)	(d)	(e)	(f)
% Major source of income in retirement						
Social Security benefits	47%	58% ^A	58%	74% ^C	60%	68% ^e
A defined benefit pension plan, with benefits typically based on salary and years of service. (This is sometimes called a traditional pension plan.)	28	23	37	31	36	35
An IRA or Roth IRA	22	19	17	14	17	15
Taxable investment or bank accounts (not including a checking or savings account)	11	12	12	11	14	10
An employer-sponsored retirement savings plan or funds rolled over from this type of plan	42 ^B	27	16 ^D	8	13	13
Employment in retirement, including self-employment	8	17 ^A	4	4	5	4
A payout annuity	4	3	6	5	6	6
Rental property or real estate (excluding your primary home)	7	5	3	2	3	3
A reverse mortgage or home equity loan	1	2	1	1	*	2 ^e

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

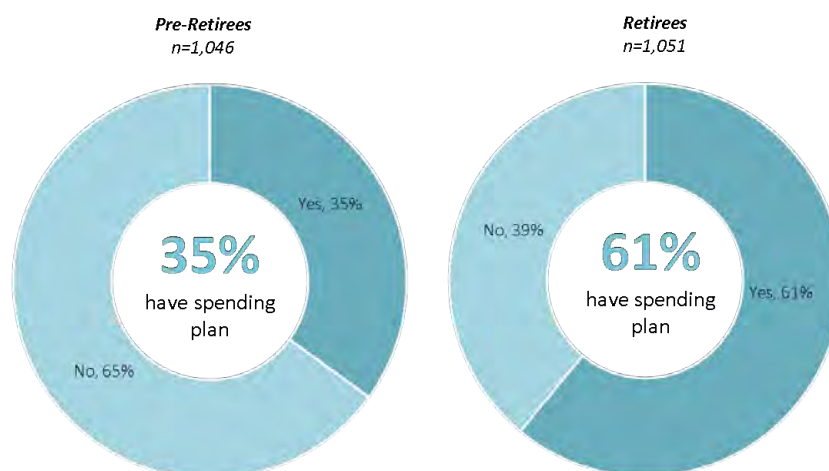
*≤0.5%

PLANS FOR MAINTAINING RETIREMENT INCOME

Sixty-one percent of retirees have a plan for how much money they will spend each year in retirement and where that money will come from. In contrast, few pre-retirees (35%) have such a plan. This is not surprising considering that retirees are more in need of such a plan at that stage of life. The percent of retirees with a plan has mostly hovered near the 60% mark over the years. The percent of pre-retirees with a plan has hovered between 31% and 38% over the years, so current data fall right in line.

Figure 21: SPENDING PLAN FOR RETIREMENT—PRE-RETIREE VS. RETIREE

Do you currently have a plan for how much money you will spend each year in retirement and where that money will come from?



Retirees with incomes of \$75K or more are more likely to have such a plan (72%) than are those with incomes less than \$75K (55%), and pre-retirees with incomes \$100K or above are more apt to have one (44%) than those with incomes less than \$100K (27%). Married pre-retirees (39%) are more apt to have one than those who are not married (27%). Retirees with major health problems are less likely to have a spending plan (52%).

Figure 22: PRE-RETIREE SPENDING PLAN FOR RETIREMENT—BY INCOME AND MARITAL STATUS

Do you currently have a plan for how much money you will spend each year in retirement and where that money will come from?

	Pre-Retirees				
	Income of <\$50K (n=326)	Income of \$50K– \$99K (n=369)	Income of \$100K+ (n=351)	Married (n=644)	Not Married (n=402)
	(a)	(b)	(c)	(d)	(e)
Yes	21%	33% ^A	44% ^{AB}	39% ^E	27%
No	79% ^{BC}	67% ^C	56	61	73% ^D

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 23: RETIREE SPENDING PLAN FOR RETIREMENT—BY INCOME, MARITAL STATUS AND MAJOR HEALTH PROBLEMS

Do you currently have a plan for how much money you will spend each year in retirement and where that money will come from?

	Retirees					
	Income of <\$35K (n=229)	Income of \$35K–\$74K (n=463)	Income of \$75K+ (n=359)	Married (n=677)	Not Married (n=374)	Major Health Problems (n=298)
	(a)	(b)	(c)	(d)	(e)	(f)
Yes	50%	60% ^a	72% ^{AB}	64% ^e	56%	52%
No	50 ^{bC}	40 ^C	28	36	44 ^d	48

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

More than half of pre-retirees (56%) believe that their income from all sources will allow them to buy at least somewhat less than they can buy now, with almost none (5%) believing that they will be able to buy more. Those with incomes less than \$100K (63%) are more apt that those with higher incomes (47%) to expect their income to buy less than it can while working, as are the married (62%) compared to not married (53%) sample.

Figure 24: EXPECTATIONS FOR BUYING POWER IN RETIREMENT

As best you can guess, do you think that your income in retirement, from all sources including Social Security benefits, will permit you to buy...?

(Filter: Pre-retirees, n=1,046)

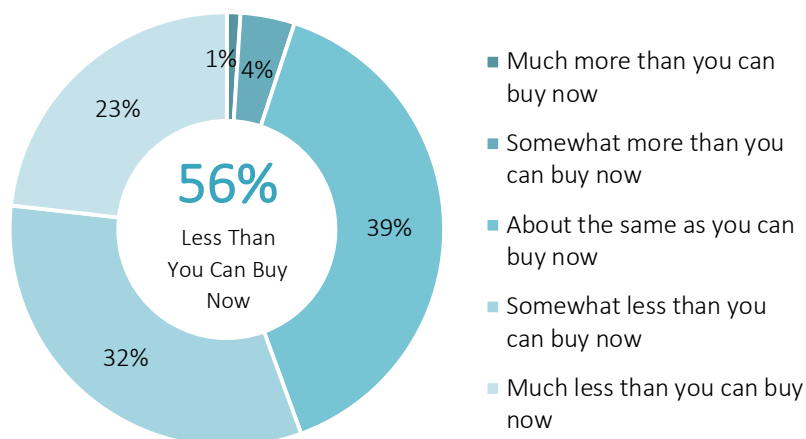


Figure 25: EXPECTATIONS FOR BUYING POWER IN RETIREMENT BY INCOME AND MARITAL STATUS

As best you can guess, do you think that your income in retirement, from all sources including Social Security benefits, will permit you to buy...?

(Filter: Pre-retirees n=1,046)

	Pre-Retirees				
	Income <\$50K (n=326)	Income \$50K–\$99K (n=369)	Income \$100K+ (n=351)	Married (n=644)	Not Married (n=402)
	(a)	(b)	(c)	(d)	(e)
Much more than you can buy now	1%	1%	1%	1%	1%
Somewhat more than you can buy now	3	3	5	4	3
About the same as you can buy now	34	33	47 ^{AB}	42 ^e	34
Somewhat less than you can buy now	28	37 ^a	32	32	32
Much less than you can buy now	33 ^c	27 ^C	15	20	29 ^D

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

When it comes to expenses, pre-retirees (41%) expect their expenses in the first five years of retirement to be at least somewhat lower, and few (12%) expect them to be much lower. Thus, more pre-retirees are expecting their income to buy less in retirement than it does now than are expecting their expenses to be lower—demonstrating perhaps an expectation of lower purchasing power and higher costs. This question was asked twice before, and there are no notable trend changes. Those with incomes of \$50K or more (45%) are more apt to feel that their expenses will be lower in retirement than those with lower incomes (28%). Perhaps these higher income respondents have more discretionary expenses that they can cut. Male pre-retirees are also slightly more apt to expect lower expenses in retirement (45%) than females (37%).

Figure 26: EXPECTATIONS FOR EXPENSES LEADING UP TO AND DURING FIRST FIVE YEARS OF RETIREMENT

Compared with your expenses in the five years before you retire, do you expect your expenses in the first five years of your retirement will be...?

(Filter: Pre-retirees n=1,046)

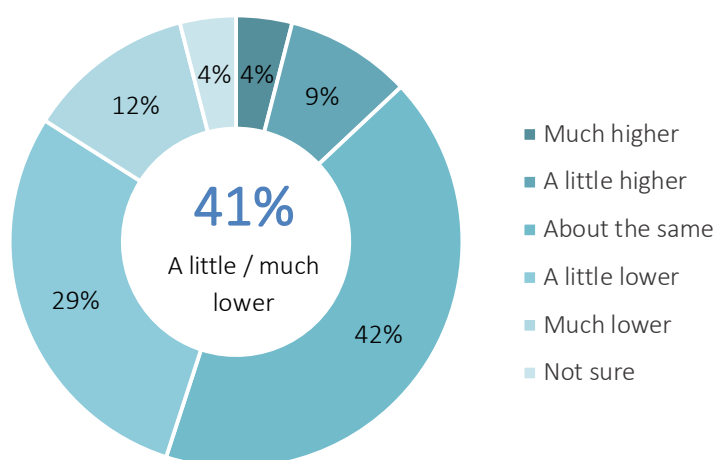


Figure 27: EXPECTATIONS FOR EXPENSES UP TO AND DURING FIRST FIVE YEARS OF RETIREMENT—BY INCOME AND GENDER

Compared with your expenses in the five years before you retire, do you expect your expenses in the first five years of your retirement will be...?

(Filter: Pre-retirees n=1,046)

	Pre-Retirees				
	Income of <\$50K (n=326)	Income of \$50K–\$99K (n=369)	Income of \$100K+ (n=351)	Male (n=482)	Female (n=564)
	(a)	(b)	(c)	(d)	(e)
Much higher	8% ^C	5% ^C	2%	6%	3%
A little higher	13 ^C	10	7	9	10
About the same	47	40	40	37	47 ^D
A little lower	18	28 ^A	35 ^A	32	26
Much lower	10	12	14	14	11
Not sure	5	4	2	3	4

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

In contrast to what pre-retirees expect, retirees are more apt to say that their finances in retirement are at least somewhat better than they thought they would be (35%), compared to only one in four (24%) who thought they would be worse. Income is a major factor in these beliefs. Not surprisingly, 54% of retirees earning \$75K or more report that they are doing better than they thought they would in retirement, compared with 33% of those earning

between \$35K and \$74K, and only 17% of those earning less than \$35K. Retired widows and retirees with major health problems are less apt to say that they are doing better than they thought they would (21% each), whereas those who experienced work disruption are more likely to report they are doing at least somewhat worse (31% versus 24% for all retirees).

Figure 28: HOW RETIREES ARE DOING IN RETIREMENT COMPARED TO EXPECTATIONS

Based on where you thought you would be financially in retirement when you were working, would you say you are doing...?
(Filter: Retirees n=1,051)

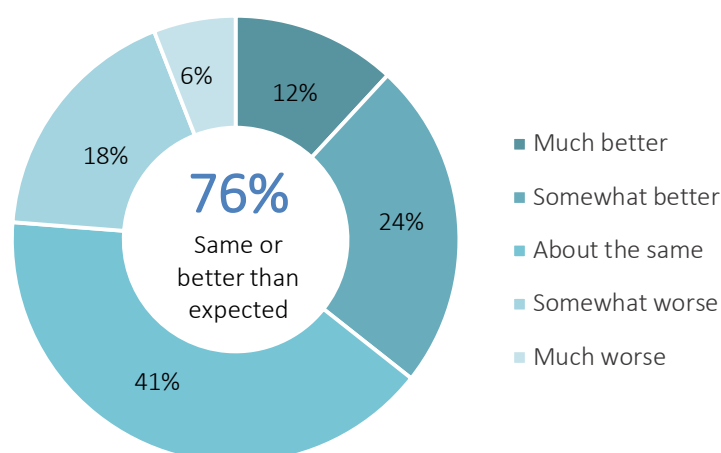


Figure 29: HOW RETIREES ARE DOING IN RETIREMENT COMPARED TO EXPECTATIONS—BY INCOME

Based on where you thought you would be financially in retirement when you were working, would you say you are doing...?
(Filter: Retirees)

	Retirees		
	Income of <\$35K (n=229)	Income of \$35K– \$74K (n=463)	Income of \$75K+ (n=359)
	(a)	(b)	(c)
Much better than you thought you would	4%	10% ^a	20% ^{AB}
Somewhat better than you thought you would	13	23 ^A	34 ^{AB}
About the same as you thought you would	46 ^C	41	36
Somewhat worse than you thought you would	29 ^{BC}	17 ^C	8
Much worse than you thought you would	9 ^C	9 ^C	2

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 30: HOW RETIREES ARE DOING IN RETIREMENT COMPARED TO EXPECTATIONS—BY RETIRED WIDOWS, MAJOR HEALTH PROBLEMS, TIME OUT OF WORK

Based on where you thought you would be financially in retirement when you were working, would you say you are doing...?
(Filter: Retirees)

	Retirees		
	Retired Widows (n=223)	Major Health Problems (n=298)	Out of Work 3+ Months (n=377)
	(a)	(b)	(c)
Much better than you thought you would	5%	8%	8%
Somewhat better than you thought you would	16	14	22
About the same as you thought you would	43	37	39
Somewhat worse than you thought you would	28	29	19
Much worse than you thought you would	7	13	12

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Factored into the expectations of both pre-retirees and retirees is that most pre-retirees (55%) and retirees (57%) plan to maintain or grow their assets with only one in five of each group planning to spend them down. Higher income respondents are far more apt to plan to grow or maintain assets. For example, 72% of retirees with \$75K or more in income expect to maintain or grow their assets, compared with 58% of those with incomes of \$35K to \$74K and only 39% of those with income less than \$35K. Retired widows (36%) and retirees with a major health problem (42%) are less likely to plan to maintain or grow assets in retirement, whereas retirees with major health problems are more likely to not have a plan and less likely to grow or maintain their assets in retirement.

Figure 31: PLAN FOR MANAGING FINANCIAL ASSETS IN RETIREMENT

Which one of the following best describes how you (plan to) manage your financial assets (in retirement)?

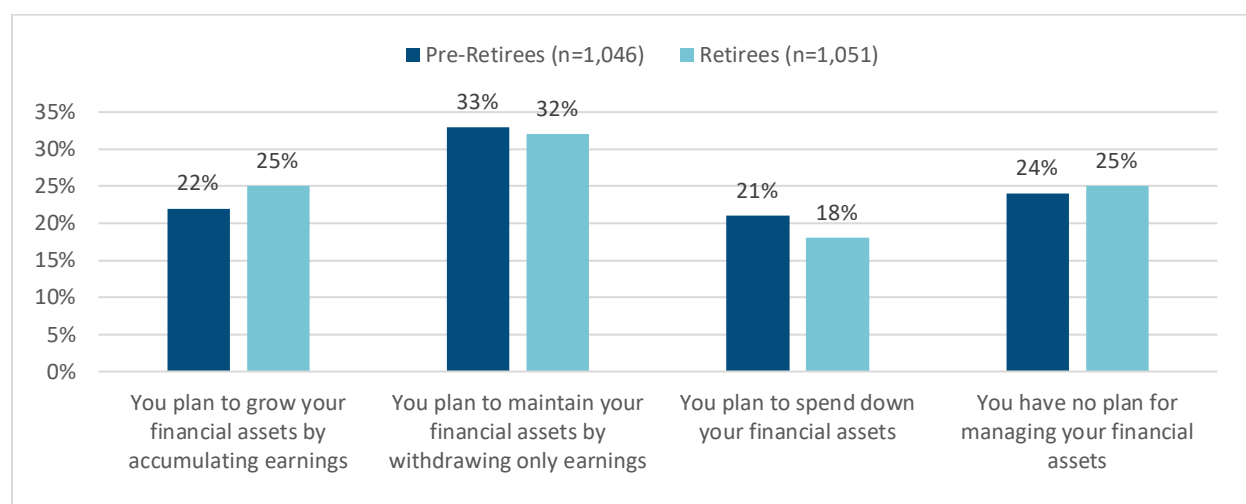


Figure 32: PLAN FOR MANAGING FINANCIAL ASSETS IN RETIREMENT—BY INCOME

Which one of the following best describes how you (plan to) manage your financial assets (in retirement)?

	Pre-Retirees			Retirees		
	Income of <\$50K (n=326)	Income of \$50K– \$99K (n=369)	Income of \$100K+ (n=351)	Income of <\$35K (n=229)	Income of \$35K– \$74K (n=463)	Income of \$75K+ (n=359)
	(a)	(b)	(c)	(d)	(e)	(f)
You plan to grow your financial assets by accumulating earnings	19%	23%	23%	18%	26% ^d	29% ^d
You plan to maintain your financial assets by withdrawing only earnings	20	30 ^A	41 ^{AB}	21	32 ^d	43 ^{DE}
You plan to spend down your financial assets	18	22	22	16	20	17
You have no plan	43 ^{BC}	24 ^C	13	45 ^{EF}	22 ^F	10

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 33: PLAN FOR MANAGING FINANCIAL ASSETS IN RETIREMENT—BY QUOTA GROUPS

Which one of the following best describes how you (plan to) manage your financial assets (in retirement)?

	Pre-Retirees		Retirees		
	Out of Work for 3+ Months (n=281)	Major Health Problems (n=188)	Retired Widows (n=223)	Out of Work for 3+ Months (n=377)	Major Health Problems (n=298)
	(a)	(b)	(c)	(d)	(e)
You plan to grow your financial assets by accumulating earnings	18%	16%	16%	30%	21%
You plan to maintain your financial assets by withdrawing only earnings	29	32	20	26	20
You plan to spend down your financial assets	15	18	21	19	20
You have no plan	38	33	44	25	39

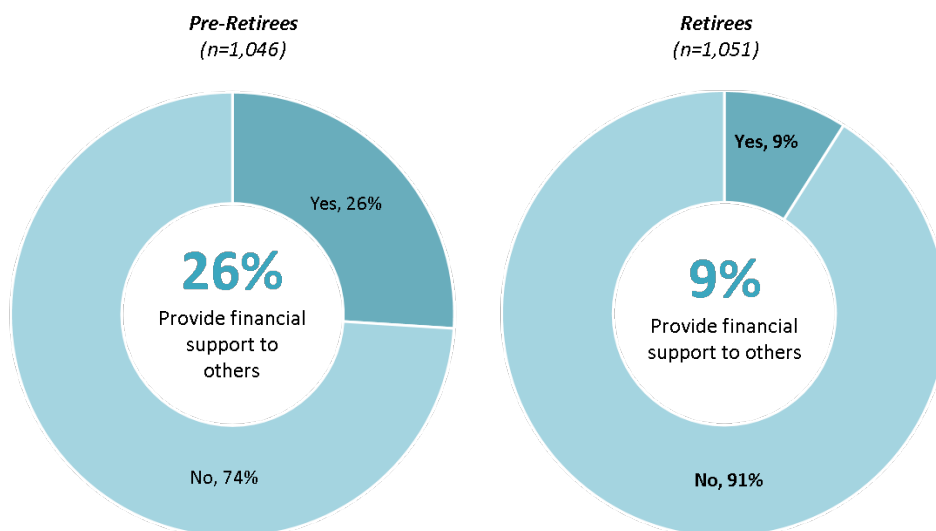
Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

CHALLENGES TO RETIREMENT FINANCES

This chapter also examines two factors that could derail retirement –providing financial support to others and the market crash of 2008. Overall, although more than one in four pre-retirees (26%) support others besides themselves and their spouse, only 9% of retirees do so.

Figure 34: PROVIDING FINANCIAL SUPPORT TO OTHERS

Are you currently providing financial support for anyone other than yourself (and your spouse/partner)?

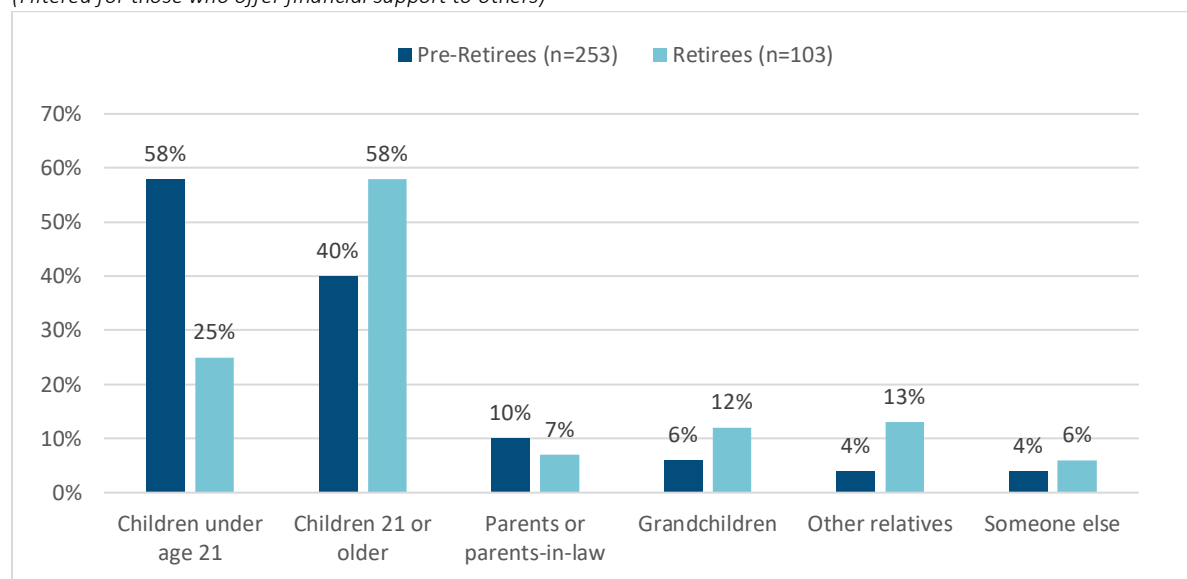


This contrast is caused by children of pre-retirees coming of age by the time respondents retire. More than half of pre-retirees caring for someone (58%) do so for children under 21, whereas more than half of the smaller number of retirees who provide support for someone other than themselves and their spouse support a child over 21 (58%). Those with higher incomes (for example, 31% of pre-retirees with of \$100K or more in income) are more apt to provide this support. Interestingly, the data do not show a pattern of differences by asset level.

Figure 35: PROVIDING FINANCIAL SUPPORT TO OTHERS—WHOM THEY SUPPORT

To whom do you provide this support?

(Filtered for those who offer financial support to others)



About one in ten care for relatives other than children, including parents. Retirees report that about half (48%) of those receiving support reside with them, whereas three-quarters of those receiving support reside with pre-retirees, most often children. However, about 14% of both retirees and pre-retirees (14%) report that this support has a great deal of impact on their finances.

Figure 36: PROVIDING FINANCIAL SUPPORT TO OTHERS—WHERE THEY LIVE

Do any of these relatives currently reside with you?

(Filtered for those who offer financial support to others)

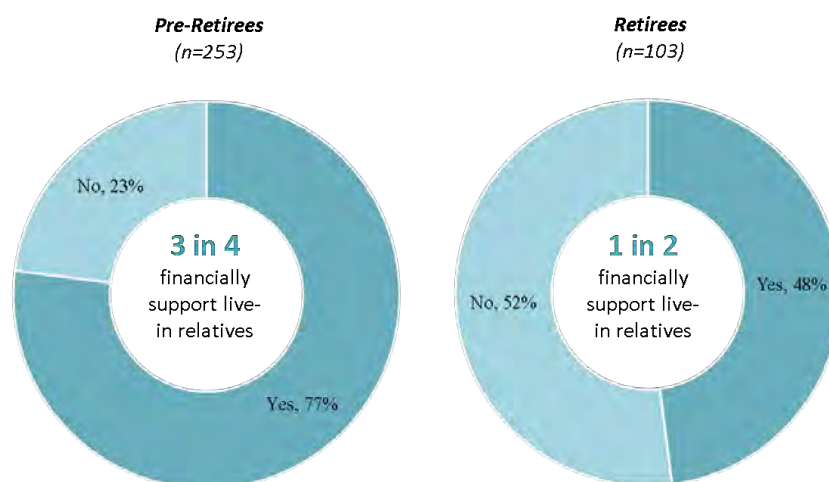
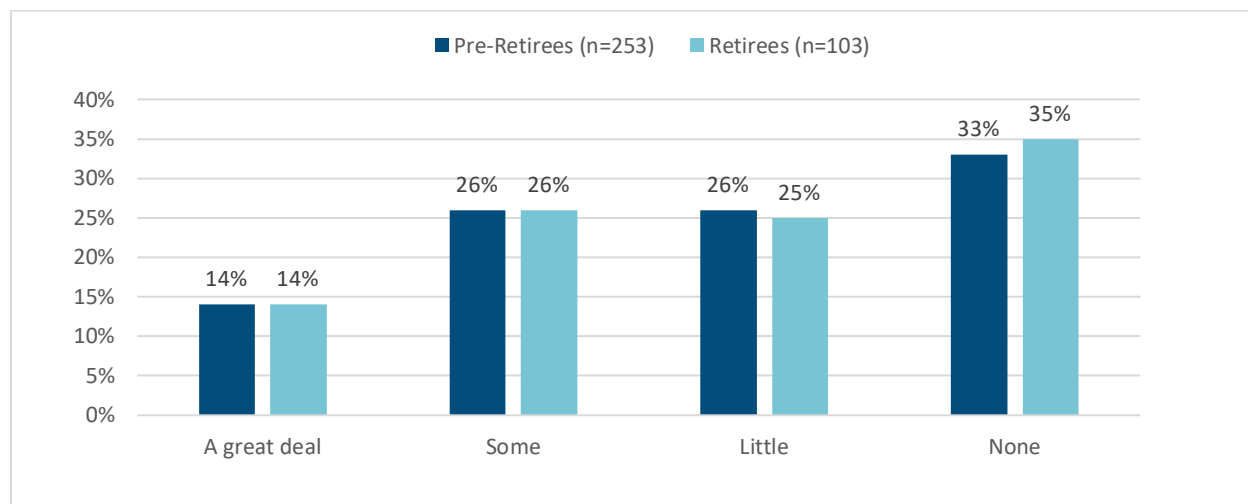


Figure 37: PROVIDING FINANCIAL SUPPORT TO OTHERS—IMPACT ON FINANCES

How much impact does providing this type of support have on your finances?

(Filtered for those who offer financial support to others)



One-third of retirees reported the mortgage crisis and market decline of 2008 had an impact on their retirement. Although most (67%) report that it did not have any of the impacts, of those who did, 4% delaying their retirement, 11% reducing what they spend in retirement, and 22% feeling less secure about retirement as a result of the crisis and decline. The retirees who spent less as a result of the crisis most often report they spent less on purchases (79%), travel (66%) and eating out (61%). Retirees who experienced time out of work (58%) are less likely than the general retiree population (67%) to report the crisis had no impact on them.

Figure 38: IMPACT OF MORTGAGE CRISIS AND STOCK MARKET DECLINE ON RETIREMENT

What impact did the mortgage crisis and stock market decline in 2008 have on your retirement?

(Filter: Retirees n=1,051)

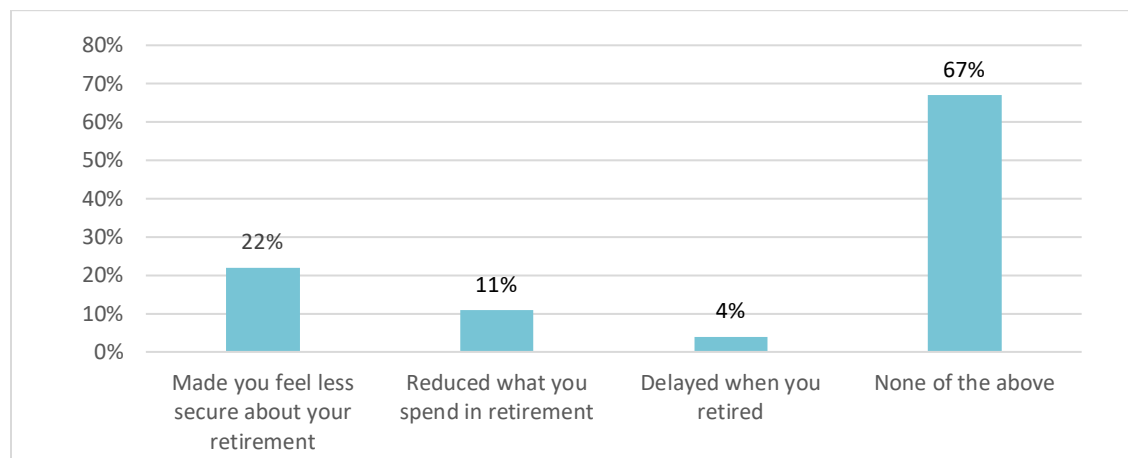
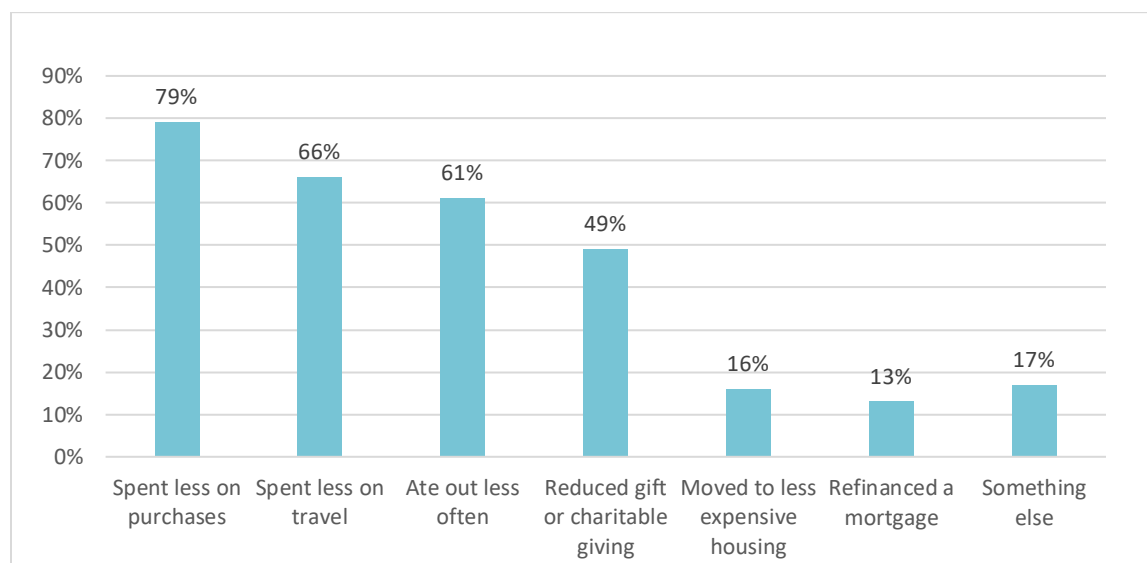


Figure 39: ACTIONS TAKEN TO DECREASE SPENDING DUE TO MORTGAGE/STOCK CRISIS

What actions did you take to decrease your spending?

(Filter: Retirees who made effort to reduce spending n=132)



OVERALL CONCLUSIONS ON RETIREMENT INCOME AND SPENDING

Retirees are more dependent on guaranteed income and less so on personal sources such as assets and work than pre-retirees. This may be a reason why two-thirds do not believe the financial crisis in 2008 had an impact on their retirement. In fact, most retirees report doing the same or better in retirement than they thought they would when working. This contrasts with the pre-retirees, a majority of whom expect their expenses to be the same or higher, with more than half expecting their income to have less buying power than it does now.

Retirees are much more likely than pre-retirees to have a plan for spending in retirement, though the approach to managing assets in retirement is similar across both groups: about one-quarter have no plan, and the majority of those who do plan to maintain or grow their assets in retirement.

As would be expected, wealth has a large impact on income and spending in retirement. Those with more wealth do more planning for their retirement and are less likely to expect to work for income once retired, and they are also more likely to be doing better financially than they expected.

CHAPTER 3: THE PROCESS OF RETIRING

The age of retirement has been a focus of all of the SOA post-retirement risk surveys. Although the specific focus on the process of retirement is new in 2019, prior surveys have investigated related topics including the reasons for retirement, phased retirement and the planning with regard to retirement age. Key themes emerging from the prior work include:

- There is a persistent difference between expectations about retirement age and the reality. People are retiring much earlier than they plan to. This is an ongoing finding.
- A great deal of earlier retirement is reported as the worker being pushed out or involuntary. Plans about how people expect to retire may be overridden by the circumstances or events of the day.
- A transition from full-time work to full-time exit from the labor force can come in steps, and for some, work has been accepted as part of retirement.

As seen in prior studies and in the EBRI/Greenwald Retirement Confidence Trend Studies, current retirees retire at a younger age than pre-retirees expect they will. When retirees do retire, a majority do so all at once, and a minority say it is likely they will work again. It is unclear to what extent this is influenced by the fact that many retirees reported that they were pushed into retirement. The 2019 study did not explore the reasons for retirement.

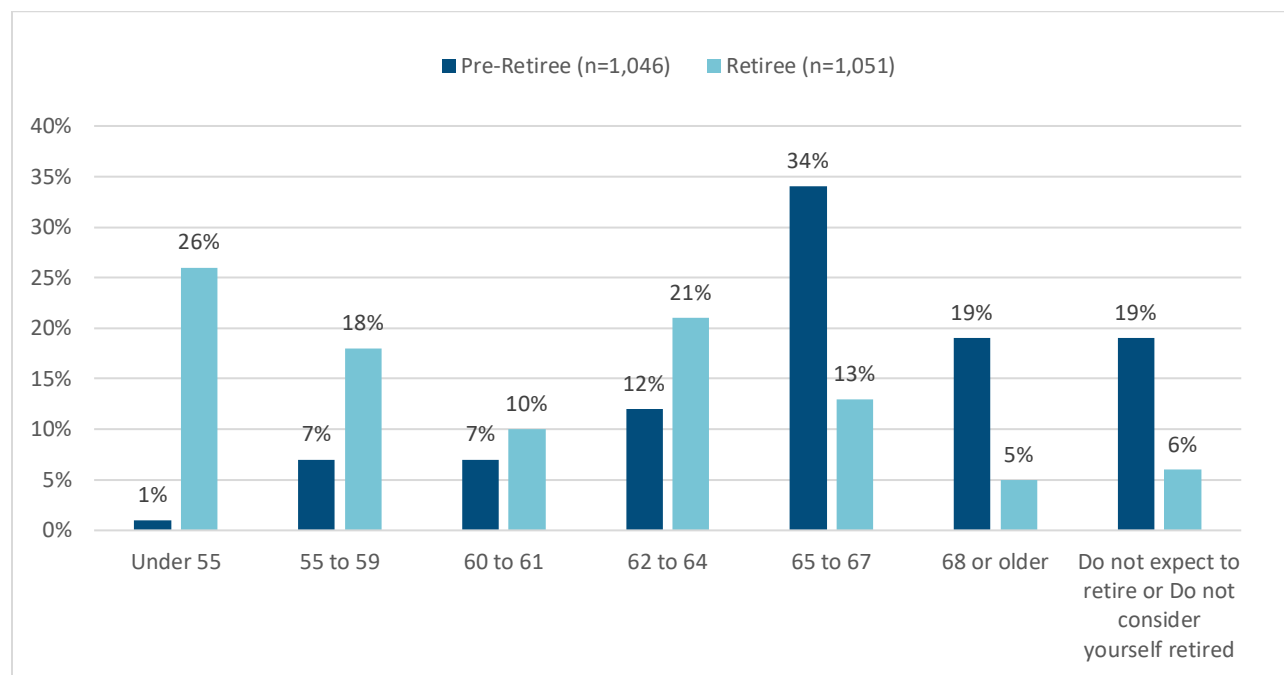
The plans of pre-retirees about later work may be influenced by the drop in income at time of retirement, by expectations and by their interests and passions. The decisions of retirees may also be influenced by the fact that they were pushed into retirement and by opportunities that they find. Pre-retirees who had their work disrupted for more than three months were more apt to plan to work again someday.

Indeed, lower income pre-retirees are more likely to retire later, plan to reduce hours rather than retiring at once and plan to work again. Lower income retirees work more and plan to work more than others but do not phase out of jobs more than higher income retirees. This may be because the opportunity to do so may not materialize in some jobs.

RETIREMENT AGE

Retirees report that they retired at a median of age 60 and a mean of age 58. In contrast, pre-retirees plan to retire at a median and mean age of 65. The age of retirement does not vary much by income, gender or marital status for retirees. However, non-married workers plan to retire at a slightly older average age (66) than married workers (64.5); and those earning \$100K plus or with \$250K or more in assets plan to retire at slightly younger ages (64.4 and 64.2, respectively) than others. Retirees who experienced a work interruption in their working years report an earlier retirement (median age of 57) than those who did not (median age of 60).

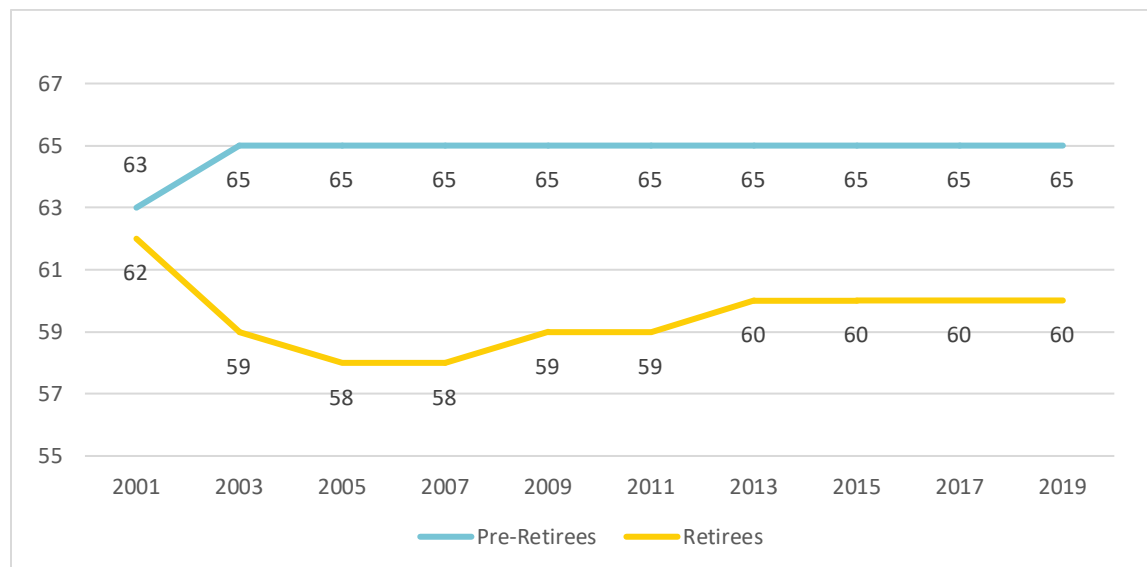
Figure 40: RETIREMENT AGE EXPECTATIONS VS. REALITY
Expected/actual retirement age (from primary occupation)



Among retirees, median retirement age has held steady at 60 since 2013. In the prior decade, it had dropped to as low as 58.

Figure 41: MEDIAN EXPECTED/ACTUAL RETIREMENT AGE—TRENDED 2001–2019

Expected/actual retirement age (from primary occupation)



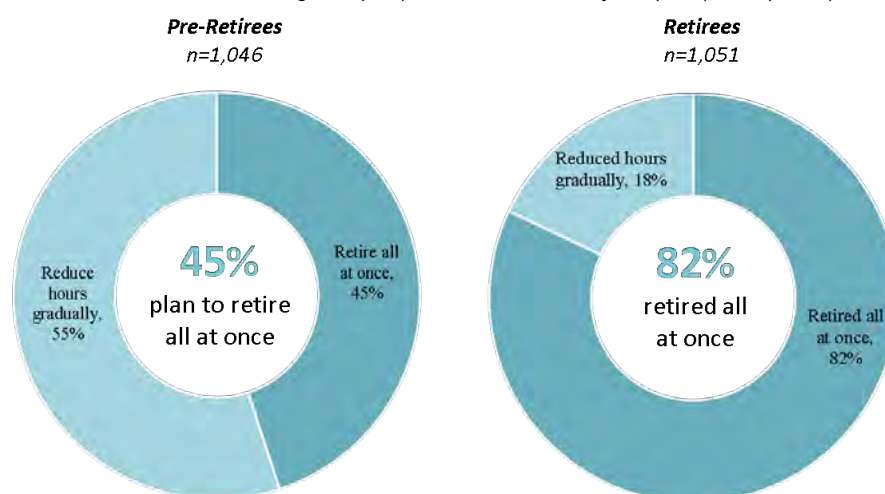
WORKING AFTER RETIREMENT

Although 82% of retirees report that they stopped working for pay all at once rather than reducing hours, only 45% of pre-retirees plan to do this. It is uncertain from this study to what extent pre-retiree plans are thwarted by being pushed from the workplace, health and family challenges, their own follow-through and the challenges in finding the work that they have planned and hoped for.

This number has had an upward trend among retirees. It rose dramatically from 69% to 77% from 2007 to 2011 and then has gradually risen to 82% today. Planned retirement age has also gone up for pre-retirees—statistically significantly but not dramatically. In the first year of research, 2001, the median expected age of retirement for pre-retirees was 63. It rose to 65 in 2003 and has remained there since. There are no significant trends in pre-retirees planning to stop work all at once versus gradually over the years.

Figure 42: RETIREMENT PROCESS—EXPECTATIONS VS. REALITY

Which statement comes closest to describing how you plan to retire/retired from your primary occupation?



Pre-retirees with better financial situations are more apt to plan to retire all at once. Those with of \$50K or more in assets are more likely to plan to retire all at once (50%) than those with less than \$50K (34%). Those with incomes of \$50K or more (48%) are more apt to plan to retire all at once than those with incomes less than \$50K (36%). However, interestingly, there were no wealth or income differences among retirees who stopped working all at once. A large majority in every subgroup did so.

Figure 43: RETIREMENT PROCESS—BY INCOME

Which statement comes closest to describing how you (plan to retire/retired) from your primary occupation?

	Pre-Retirees			Retirees		
	<\$50K (n=326)	\$50K– \$99K (n=369)	\$100K+ (n=351)	<\$35K (n=229)	\$35K– \$74K (n=463)	\$75K+ (n=359)
	(a)	(b)	(c)	(a)	(b)	(c)
You (plan to stop/stopped) working for pay all at once	36%	48% ^A	49% ^A	85%	80%	82%
You (plan to reduce the number of hours you work/reduced the number of hours you worked) for pay before stopping completely	64 ^{BC}	52	51	15	20	18

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Similarly, although six in ten pre-retirees (60%) claim that they are at least somewhat likely to work after they retire, only a little more than one-third of retirees work again (36%), and less than one-quarter (23%) say that they are at least somewhat likely to do so.

Figure 44: WORKED POST-RETIREMENT

Have you worked for pay in any capacity since retiring?

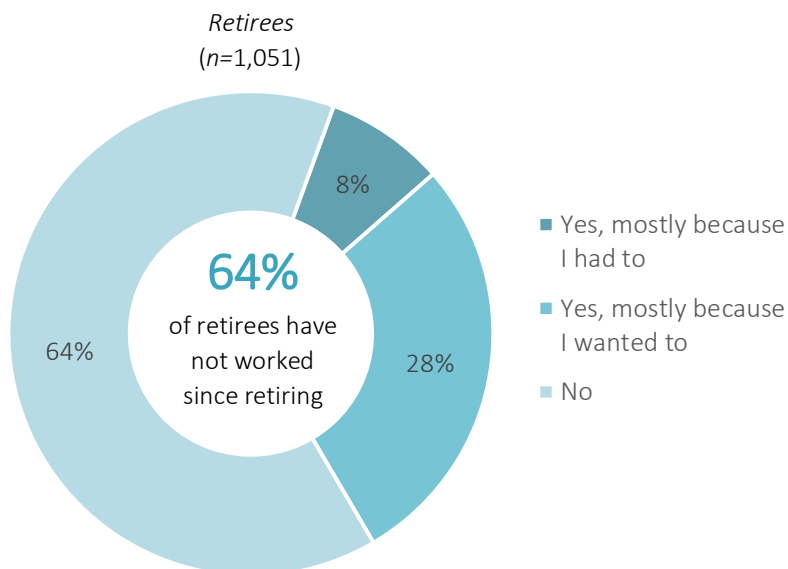
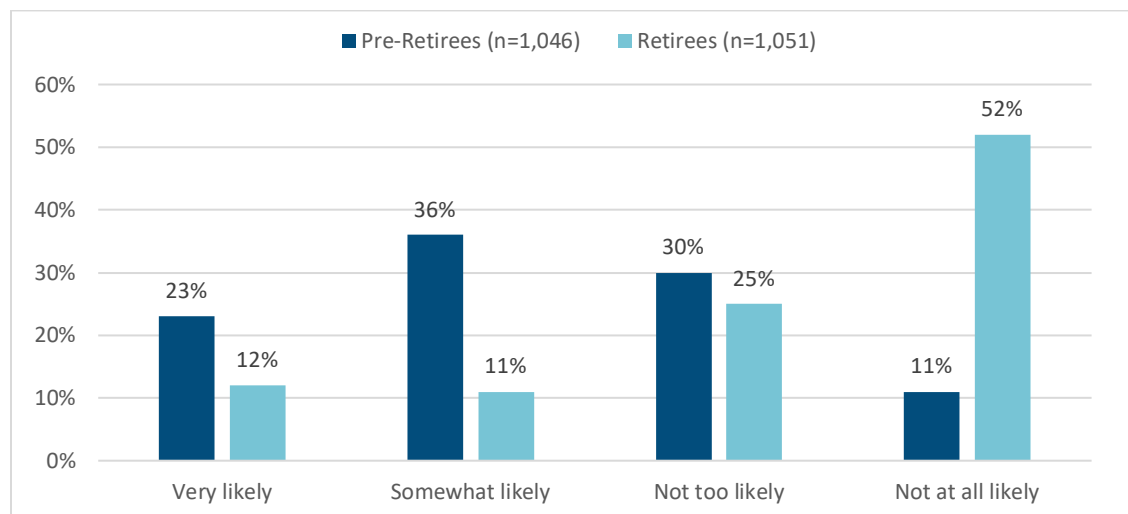


Figure 45: LIKELIHOOD OF WORKING AGAIN SOMEDAY

How likely is it that (after you retire) you will work again someday?



Retiree asset or income level has little relationship to whether or not retirees plan to work again. Those with incomes more than \$35K are more apt to do so, but we discount this effect because they are more likely to already be working. However, retired widows are far less likely to have worked again (21%) or plan to do so (10%). Those who missed work for at least three months are more apt to plan to work again (33%), and those with major health problems are less likely to expect to work again—including 64% who report they are not at all likely (compared to 52% of all retirees)

However, asset and income level does play a role for pre-retirees. Although half of those with assets more than \$250K (51%) say that it is at least somewhat likely they will work again, two-thirds (65%) with assets less than \$250K plan to do so. Similarly, although 53% of those with incomes of \$100K or more say that it is at least somewhat likely they will work again, 65% of those with incomes less than \$100K feel this way. Also, married pre-retirees (57%) are less apt to feel this way than those who are not married (66%).

Figure 46: PRE-RETIREE LIKELIHOOD OF WORKING AGAIN SOMEDAY—BY MARITAL STATUS, INCOME, TIME OUT OF WORK AND MAJOR HEALTH PROBLEMS

How likely is it that (after you retire,) you will work again someday?

	Pre-Retirees						
	Married (n=644)	Not Married (n=402)	Income <\$50K (n=326)	Income \$50K– \$99K (n=369)	Income \$100K+ (n=351)	Out of Work 3+ Months (n=281)	Major Health Problems (n=188)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)
Very/Somewhat likely	57%	66% ^A	65% ^E	66% ^E	53%	64%	53%
Not too/At all likely	43 ^B	34	35	34	47 ^{CD}	36	47

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 47: RETIREE LIKELIHOOD OF WORKING AGAIN SOMEDAY—BY MARITAL STATUS, RETIRED WIDOWS, INCOME, TIME OUT OF WORK AND MAJOR HEALTH PROBLEMS

How likely is it that (after you retire,) you will work again someday?

	Retirees							
	Married (n=677)	Not Married (n=374)	Retired Widows (n=223)	Income <\$35K (n=229)	Income \$35K– \$74K (n=463)	Income \$75K+ (n=359)	Out of Work 3+ Months (n=377)	Major Health Problems (n=298)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Very/Somewhat likely	22%	24%	10%	16%	25% ^d	27% ^d	33%	20%
Not too/At all likely	78	76	90 ^a	84 ^{ef}	75	75	67%	80

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Among retirees, about two-thirds (64%) have not worked since retirement. Some groups, like those who are unmarried, aging alone, lower income or with major health problems, are more likely than other retirees to have worked again post-retirement because they had to.

Figure 48: RETIREES WORKING FOR PAY POST-RETIREMENT—BY MARITAL STATUS, AGING ALONE, HEALTH PROBLEMS, INCOME
Have you worked for pay in any capacity since retiring?

	Retirees						
	Married (n=677)	Not Married (n=374)	Aging Alone (n=192)	Major Health Problems (n=298)	Income <\$35K (n=229)	Income \$35K– \$74K (n=463)	Income \$75K+ (n=359)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)
Yes, mostly because I had to	6%	12% ^A	18% ^a	16% ^A	10% ^B	11% ^G	4%
Yes, mostly because I wanted to	33 ^B	19	26	19	15	28 ^E	39 ^{EF}
No	61	69 ^a	56	65	75 ^{FG}	61	57

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

When retirees did go back to work, fewer than one-quarter (23%) returned to a job with the same skills and responsibilities, versus four in ten (40%) who took a job with lesser skills and responsibilities, and another four in ten (43%) who took a job that required either different skills or less responsibility. Only a little more than one-third (37%) took a job with set hours.

Figure 49: TYPES OF JOBS WORKED POST-RETIREMENT
After retirement, did you work at jobs that involve...?

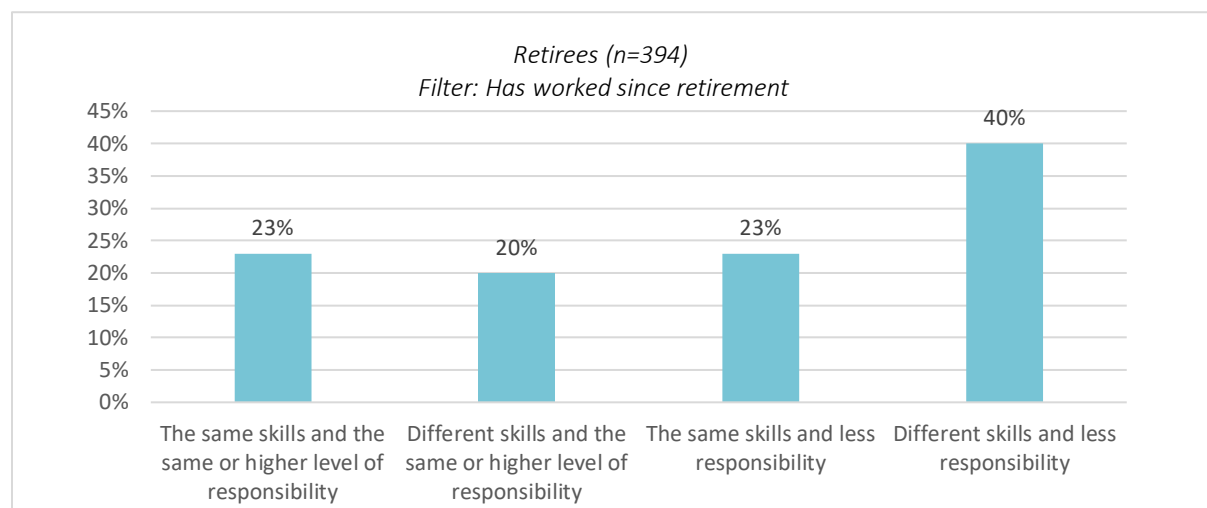
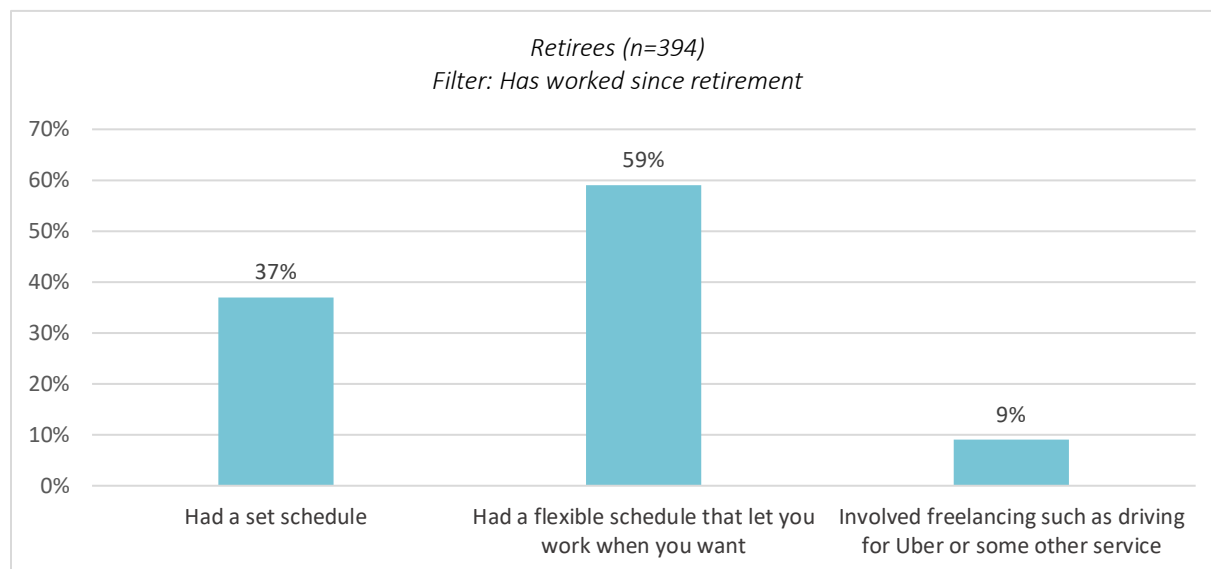


Figure 50: WORK SCHEDULE FOR JOBS WORKED POST-RETIREMENT

Have you worked at jobs since retirement that...?



OVERALL CONCLUSIONS ON THE PROCESS OF RETIREMENT

As has been observed throughout the history of this research, pre-retirees anticipate working longer than retirees actually did work. Most retirees report they stopped working altogether at the time of retirement, although more pre-retirees expect to phase out their retirement by gradually decreasing hours worked. It is unclear how many retirees retired due to circumstances rather than by choice. The reasons for retirement were a major focus of the 2013 research in this series and documented that even voluntary retirees were very often pushed into retirement.

Once retired, a little more than one-third work again, and when they do, it tends to be in more flexible roles with less responsibility than those they retired from.

Most of those who returned to work after retirement did so because the retirees chose to do so, rather than because they had to. This study did not tell us how many more retirees would have liked to work but were unable to for reasons of health, family or inability to find work. Those who are more disadvantaged financially—lower income, lower assets or major health conditions—and those who are unmarried or aging alone are more likely to plan to or have to work again in retirement.

CHAPTER 4: EMPLOYMENT CONCERNS

Employment is clearly a major part of lifetime economic security. This chapter explores the impact of mid-to-late career job loss and work interruptions. Many retirement planning models assume relatively stable employment and gradually growing wages over a very long time. But the reality can be quite different for some people. In 2019, for the first time, this study focused on what impact periods out of the workforce before retirement had on retirement security. This part of the study was in part motivated by recognition that late career job loss is a significant factor in some retirement decisions and in retirement security.

This part of the survey focuses on how many respondents missed significant periods of full-time work, how it impacted their ability to save for retirement and how they tried to make up for the loss. It also focused on how concerned pre-retirees are about their jobs and the ability to maintain employment as desired. This concern can be considered together with the finding that many retirees retired earlier than planned and not because they wanted to. Some key findings are the following:

- The survey results indicate that about one-quarter of respondents had missed one or more years of working full time after the age of 45.
- They showed that missing significant periods of work can have an important impact on retirement savings and sense of security.
- Many of those who have had a work disruption attempt to mitigate it by cutting spending rather than dipping into retirement savings.
- More pre-retirees worry about job loss than retirees or pre-retirees actually experience such losses.

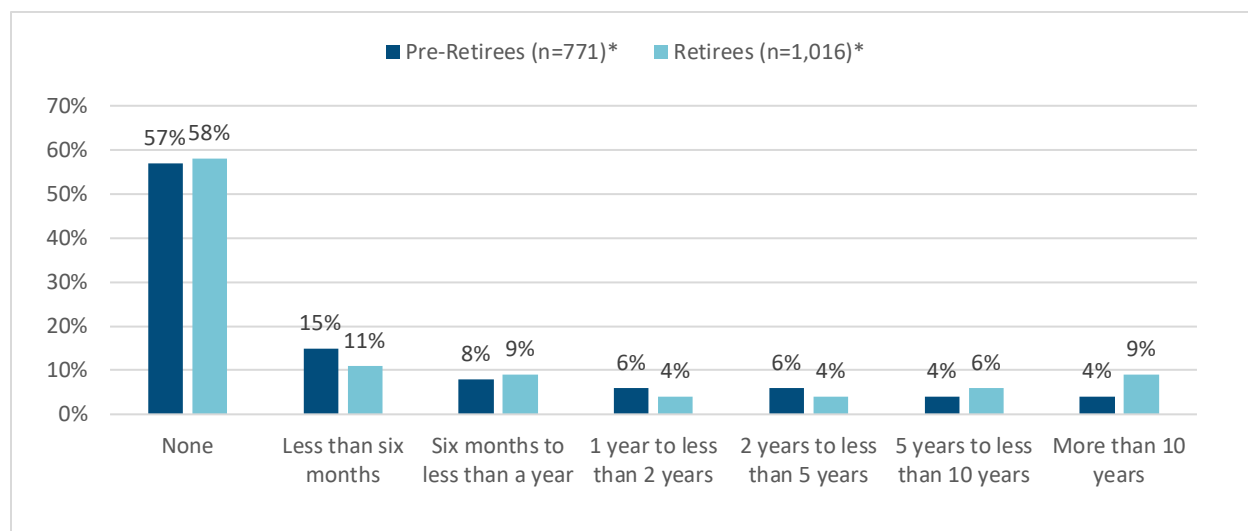
As in other areas, the impact of job loss before retirement has a greater impact on some groups than others. Respondents who are not married, those who are less wealthy and those that don't plan for retirement are more apt to be affected by job loss. Couples in which both partners are working may be less impacted by the loss of one job since they have another income. Those who are less wealthy seem to be most impacted by a variety of adverse events.

MISSING WORK

To understand the impact of unemployment on retirement, it is important to first understand the prevalence of missed work for pre-retirees and retirees. In this survey we asked whether respondents and/or their spouses have experienced three months or more out of work or underemployed. Four in ten pre-retirees and retirees have experienced time out of work or unemployed after the age of 45, and about half were out of work for less than a year and the other half for one year or more. Pre-retirees (72%) and retirees (61%) who have major health problems are more likely than their peers without health problems (pre-retirees: 43%, retirees: 42%) to have experienced time out of work after age 45.

Figure 51: TIME OUT OF WORK OR UNDEREMPLOYED AFTER AGE 45

Thinking about the course of your career after age 45, how much time were you (and your spouse/partner) unable to work or unable to work full time?



* Asked among those age 50 or older

Half of pre-retirees (49%) are at least somewhat concerned about their and their spouse's ability to maintain the level of employment needed to achieve a secure retirement. This concern is heightened among those who have already experienced a period of unemployment (64%) or who have a major health problem (59%).

Figure 52: CONCERN ABOUT MAINTAINING EMPLOYMENT TO ACHIEVE A FINANCIALLY SECURE RETIREMENT

How concerned are you that you and your spouse/partner will not be able to maintain the level of employment you need prior to retirement to achieve a financially secure retirement?
(Pre-retirees n=1,046)

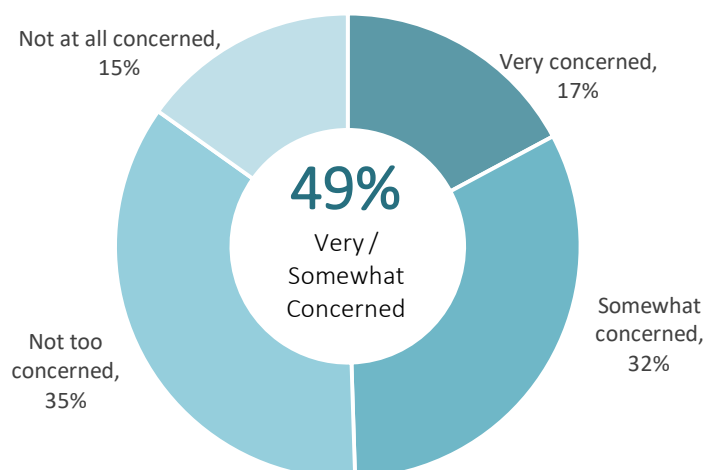


Figure 53: PRE-RETIREE CONCERN ABOUT MAINTAINING EMPLOYMENT TO ACHIEVE FINANCIALLY SECURE RETIREMENT—BY QUOTA GROUP

How concerned are you that you (and your spouse/partner) will not be able to maintain the level of employment you need prior to retirement to achieve a financially secure retirement?

	Pre-Retirees	
	Out of Work 3+ Months (n=281)	Major Health Problems (n=188)
	(a)	(b)
Very concerned	29%	30%
Somewhat concerned	36	30
Not too concerned	25	22
Not at all concerned	11	19

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

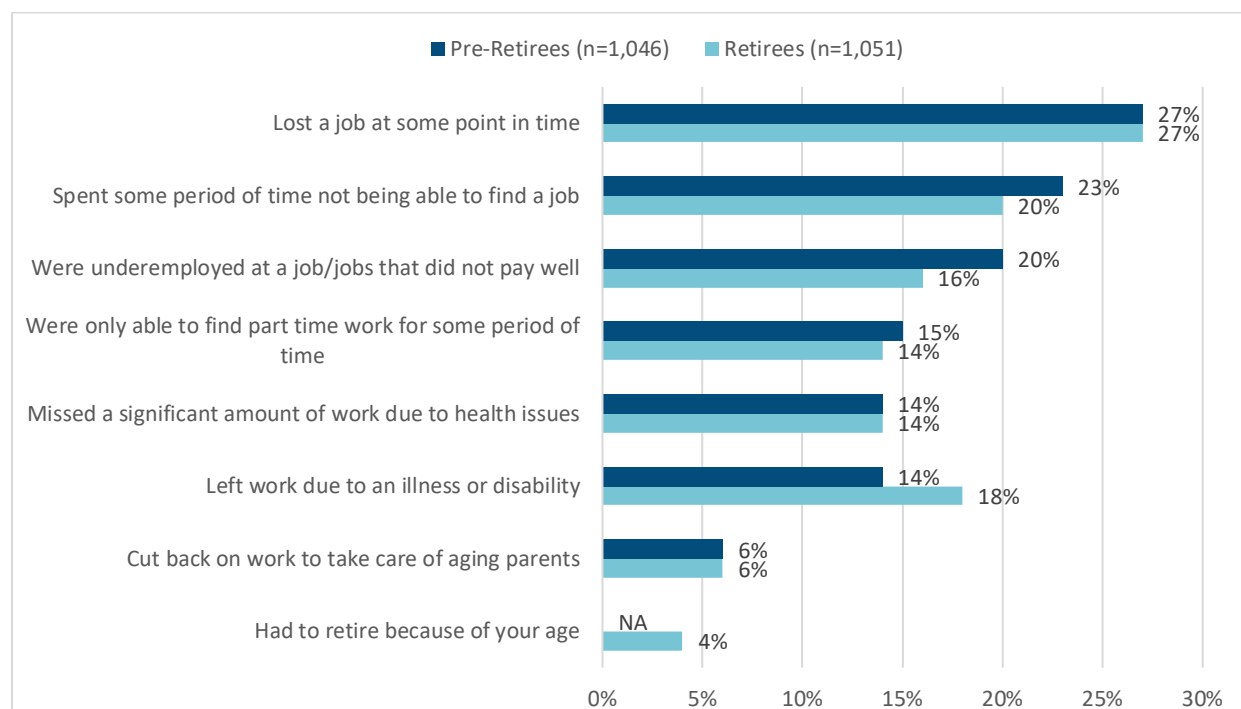
IMPACT OF MISSED WORK ON RETIREMENT SECURITY

Those who experienced a period of unemployment are most likely to say they or their spouse had lost their job, or that they were unable to find a job for three months or more.

There are instances of underemployment reported as well, with 20% of pre-retirees and 16% of retirees reporting a period at low-paying jobs and 14–15% reporting they were only able to find part time work for some time. Health issues also led to time out of work for some pre-retirees and retirees—14% of pre-retirees report either they left work due to illness or disability or that they missed a significant amount of work due to health issues, with a similar number of retirees reporting instances of these two events. They are very unlikely to report they had to cut back on work to take care of aging parents (only 6% of pre-retirees and retirees reported this) or that they had to retire because of their age (4% of retirees). Male retirees (32%) are more likely to have lost a job at some point than female (23%) retirees.

Figure 54: REASONS FOR UNDER/UNEMPLOYMENT AFTER AGE 45

Have any of the following things happened to you (or your spouse/partner) that caused you to miss work or be underemployed for more than three months?



A large proportion of pre-retirees (65%) and, to a lesser extent, retirees (49%) report this time of missed work had at least a fair amount of impact on their ability to save for retirement. Lower income (80%) and unmarried (76%) pre-retirees are more likely than their counterparts to report an impact on their ability to save for retirement. Retirees who did little or no retirement planning (60%), who have major health problems (62%) or who have an income below \$35,000 (55%) are more likely than those with incomes of \$75K or above to report an impact on their ability to save as well.

Figure 55: IMPACT OF MISSED WORK ON RETIREMENT SAVING

What impact did missing work have on your (and your spouse/partner's) ability to save for retirement?
(Filtered for those who missed time out of work)

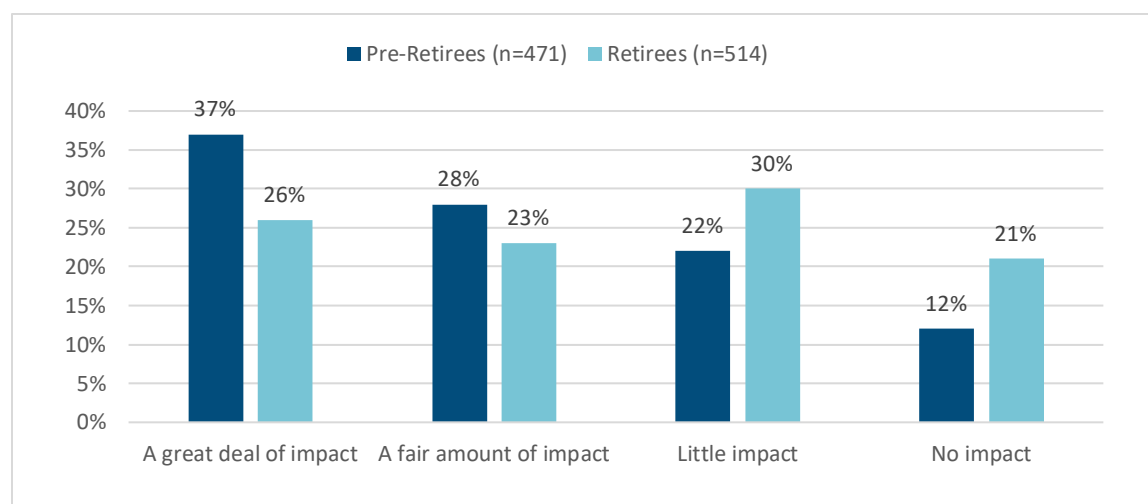


Figure 56: IMPACT OF MISSED WORK ON RETIREMENT SAVING—PRE-RETIRES BY MARITAL STATUS AND INCOME

What impact did missing work have on your (and your spouse/partner's) ability to save for retirement?
(Filtered for those who missed time out of work)

	Pre-Retirees				
	Married (n=289)	Not Married (n=182)	<\$50K (n=180)	\$50K–\$99K (n=168)	\$100K+ (n=123)
	(a)	(b)	(c)	(d)	(e)
A great deal/A fair amount	60%	76% ^A	80% ^{DE}	61%	55%
Little/None	40% ^B	24	20	39% ^C	45% ^C

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 57: IMPACT OF MISSED WORK ON RETIREMENT SAVING—RETIREEES BY PLANNING, INCOME AND HEALTH PROBLEMS

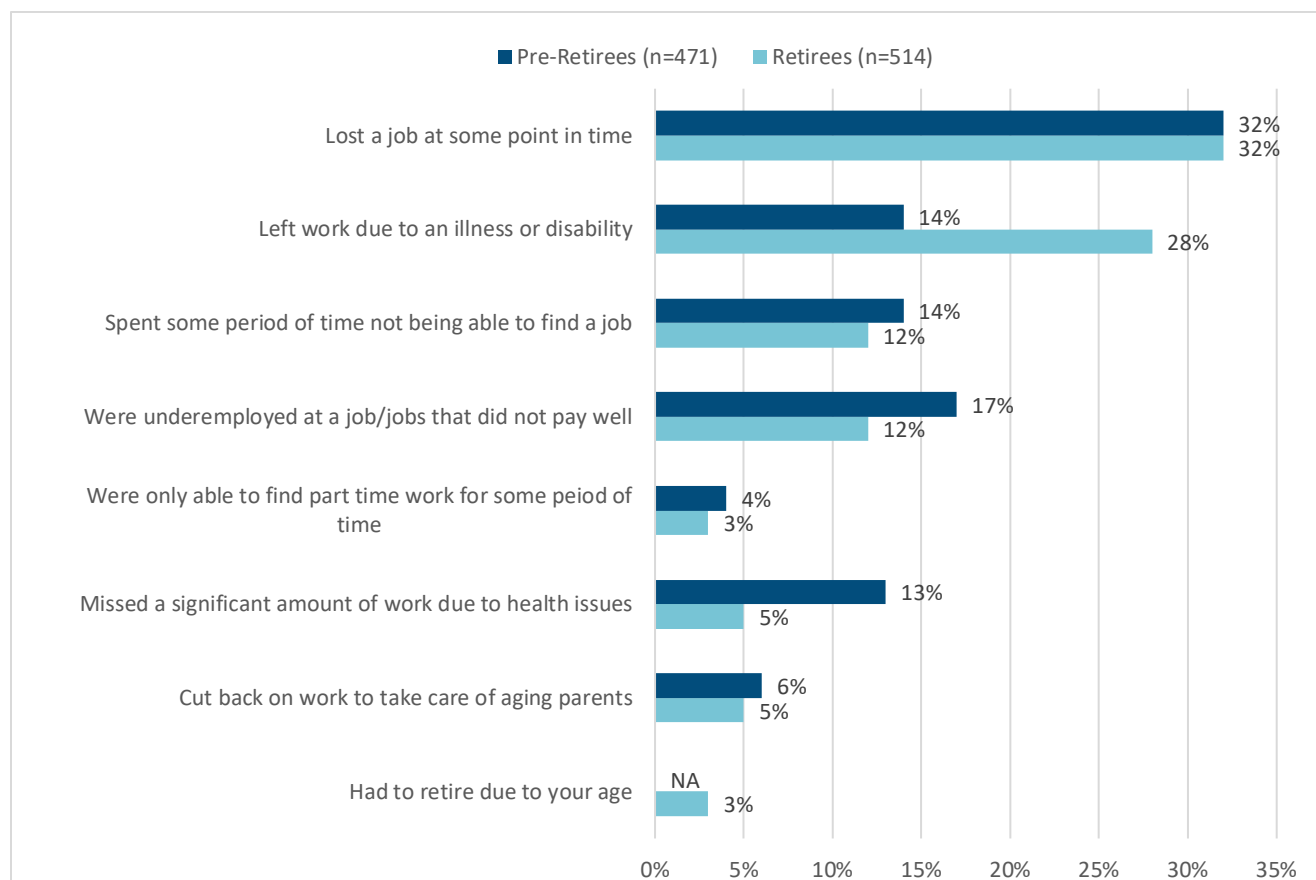
What impact did missing work have on your (and your spouse/partner's) ability to save for retirement?

(Filtered for those who missed time out of work)

	Retirees					
	Great/Fair Amount of Financial Planning for Retirement (n=318)	Little/No Financial Planning for Retirement (n=160)	<\$35K (n=141)	\$35K–\$74K (n=235)	\$75K+ (n=138)	Major Health Problems (n=210)
	(a)	(b)	(c)	(d)	(e)	(f)
A great deal/A fair amount	42%	60% ^A	55% ^e	51%	40%	62%
Little/None	58 ^B	40	45	49	60 ^c	38

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Among those who experienced multiple instances of missed work, job loss for them or their spouse has the biggest financial impact, with one-third each of pre-retirees and retirees saying it has the biggest impact. For retirees, they or their spouse leaving work due to illness or disability also has a big impact, with 28% saying it was the most impactful event.

Figure 58: BIGGEST FINANCIAL IMPACT OF MISSED WORK EVENTS*Which of these had the biggest impact on you financially?**(Filtered for those who experienced multiple types of time out of work)*

Unemployment and underemployment also directly impact the feelings of financial security surrounding retirement for those who have experienced them. Sixty-six percent of pre-retirees and 62% of retirees report this time out of work has had at least some impact on their feelings of financial security. These impacts are even greater for retirees who have major health problems (76%), who did little or no planning for their retirement (77%) or who are female (68% versus 56% of retired men). Among pre-retirees, the impact on financial security in retirement is greater for low income (<\$50K, 79%) and unmarried populations (77%).

Figure 59: IMPACT OF MISSED WORK ON FINANCIAL SECURITY IN RETIREMENT

*As a result of you and your spouse/partner not being as fully employed as you could have after age 45, how much impact has it had on your feeling less secure about your retirement?
(Filtered for those who missed time out of work)*

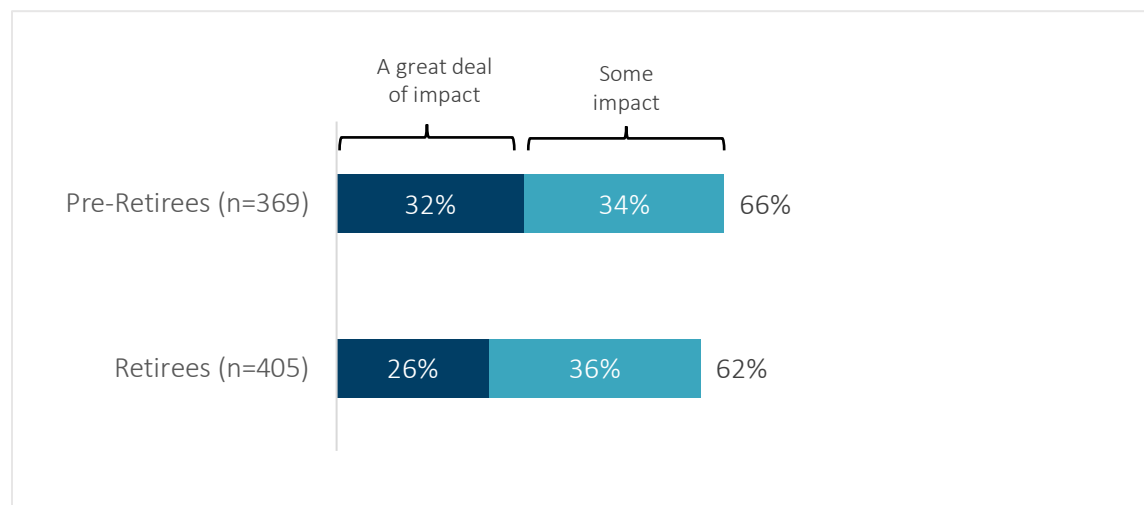


Figure 60: IMPACT OF MISSED WORK ON FINANCIAL SECURITY IN RETIREMENT—PRE-RETIRES BY MARITAL STATUS AND INCOME

*As a result of you (and your spouse/partner) not being as fully employed as you could have after age 45, how much impact has it had on you feeling less secure about your retirement?
(Filtered for those who experienced period of job loss/ time out of work)*

	Pre-Retirees				
	Married (n=219)	Not Married (n=150)	<\$50K (n=152)	\$50K–\$99K (n=130)	\$100K+ (n=87)
	(a)	(b)	(c)	(d)	(e)
A great deal/Some	60%	77% ^A	79% ^{DE}	61%	56%
Little/None	40 ^B	23	21	39 ^C	44 ^C

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 61: IMPACT OF MISSED WORK ON FINANCIAL SECURITY IN RETIREMENT—RETIREEES BY PLANNING FOR RETIREMENT, INCOME AND GENDER

As a result of you (and your spouse/partner) not being as fully employed as you could have after age 45, how much impact has it had on your feeling less secure about your retirement?

(Filtered for those who experienced period of job loss/ time out of work)

	Retirees						
	Great/Fair Amount of Financial Planning for Retirement (n=250)	Little/No Financial Planning for Retirement (n=127)	<\$35K (n=116)	\$35K–\$74K (n=191)	\$75K+ (n=98)	Male (n=208)	Female (n=197)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)
A great deal/Some	52%	77% ^A	69%	59%	54%	56%	68% ^f
Little/None	48 ^B	23	31	41	46	44 ^g	32

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

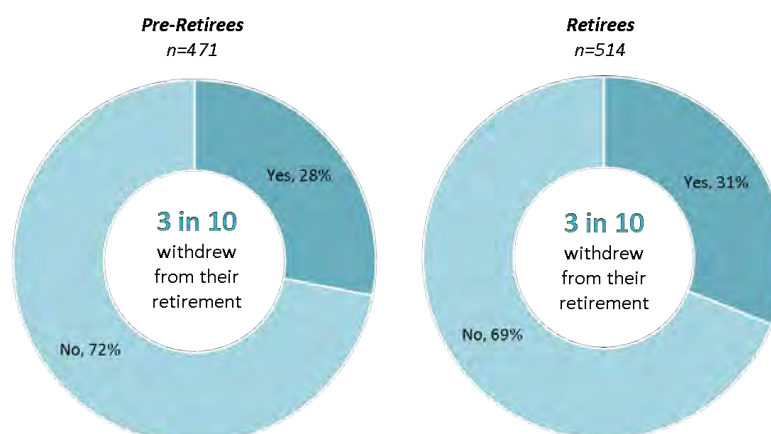
MITIGATING THE IMPACTS OF MISSED WORK

A time of decreased income due to job loss, underemployment or any of the other occurrences previously addressed often results in a need to make up for the lost income. In this survey, we explored what pre-retirees are doing and retirees have done to mitigate the impact of lost wages. Positively, most have not withdrawn funds from their retirement savings, though more than one-quarter of pre-retirees (28%) and retirees (31%) have done so.

Figure 62: WITHDREW MONEY FROM THEIR RETIREMENT SAVINGS DURING PERIOD OF UNDER/UNEMPLOYMENT

Did you (or your spouse/partner) withdraw any money from your retirement savings during this time?

(Filtered for those who experienced period of job loss/ time out of work)



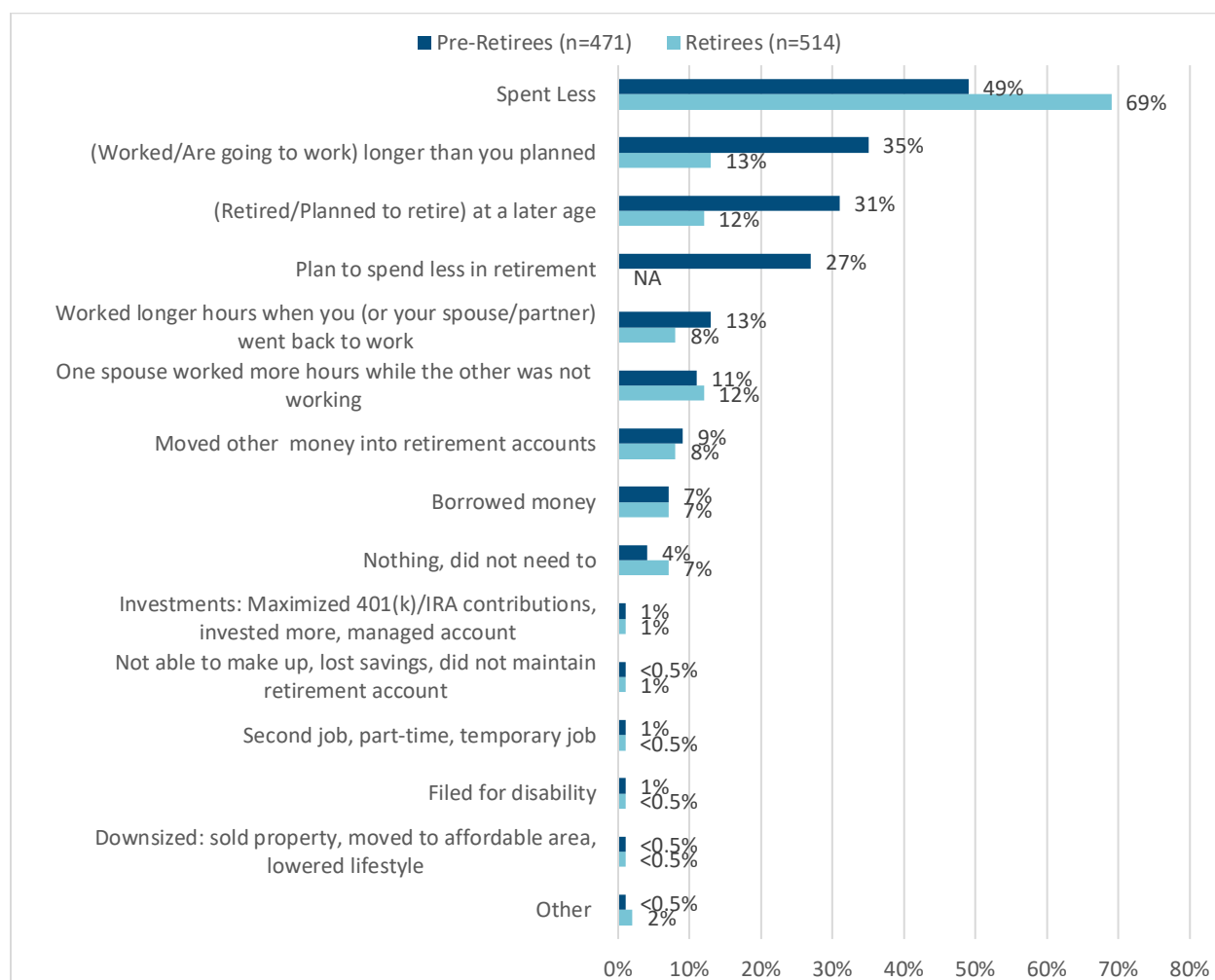
In an effort to make up their retirement savings levels following a period of lost or decreased wages due to an unemployment or underemployment event, pre-retirees (49%) and retirees (69%) are most likely to have spent less. Pre-retirees are also likely to have worked or planned to work until a later age (35%), retire later (31%) or plan to spend less money in retirement (27%). Retirees are far less likely to report having made these adjustments, with only 13% working later than planned or 12% retiring later.

Some pre-retirees (11%) and retirees (12%) had the working spouse work more hours while the other was out of work. Few report moving money into other retirement accounts (9% pre-retirees, 8% retirees), borrowing money (7% for both groups) and making no adjustments because they did not need to (4% pre-retirees, 7% retirees).

Very few pre-retirees or retirees report they invested more (1% for each group), took a second job (1% or less), filed for disability (1% or less), were unable to make up savings or lost savings (1% or less) or downsized (less than 1%).

Figure 63: ADJUSTMENTS MADE TO MAINTAIN OR MAKE UP RETIREMENT SAVINGS LEVEL

Which of the following have you done to try to maintain or make up your and your spouse/partner's retirement savings levels? (Filtered for those who experienced period of job loss/ time out of work)



OVERALL CONCLUSIONS ON EMPLOYMENT CONCERNS

For those who experience a period of lost wages due to job loss or underemployment, it is an impactful experience, and it remains a big concern for those who are not yet retired. Most are able to leave their retirement savings untouched, and few report not being able to make up any lost savings—they are likely to reduce spending to try to save more, and pre-retirees are also likely to plan to work longer and/or retire later to counteract any impact on their ability to save for a secure retirement.

CHAPTER 5: REALITY OF RETIREMENT

The Risk Survey series is devoted to understanding how well people manage in retirement, with a major focus on finances and risk management. Prior SOA focus group research indicates that many retirees are resilient and that they adjust apparently successfully to a variety of shocks and to lower levels of spending than planning models suggest. This part of the 2019 study seeks to add more information to understanding what works well for retirees and what does not.

This year the survey has been expanded to include nonfinancial issues because they contribute to successful retirement. This is the first time these questions have been included in the Risk Survey series. They include questions related to adjustment in retirement, loneliness, social engagement and activities in retirement. Some key findings include the following:

- About one-third of retirees find it emotionally challenging to adjust to retirement.
- About one in ten report feeling lonely frequently.
- Those with lower economic status, who are unmarried or who have had a major health problem are more likely to be lonely.
- There is significant variation in the level of social engagement.
- The largest factor cited as a driver of the level of social engagement was a choice to stay at home. Transportation and location of friends are not cited as an important factor. Money and health status are also not cited as the most important factors.
- Pre-retirees expect to do many things in retirement, but retirees do fewer of them.
- Few retirees are wishing for a lot more time with their spouse or partner.

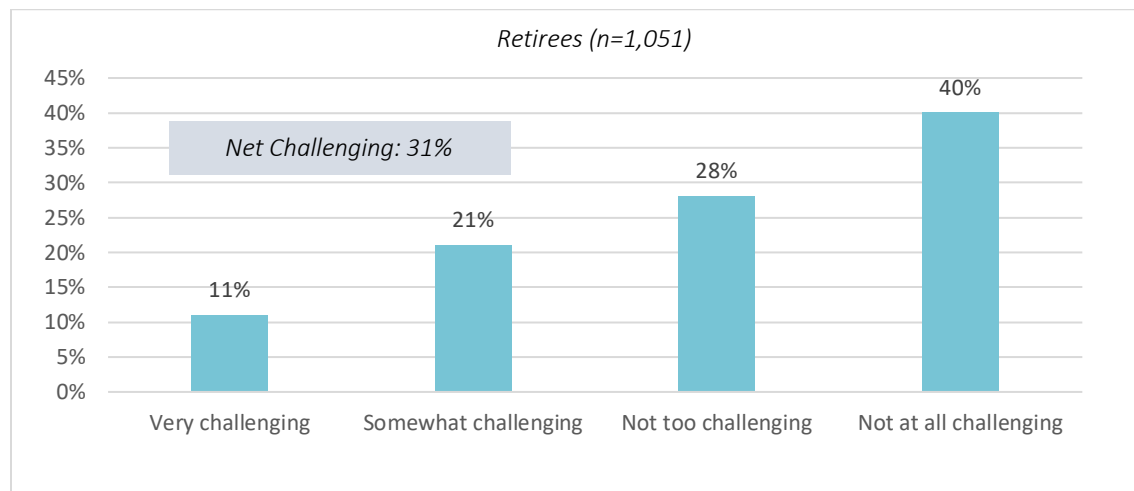
Adjustment seems particularly important since many people end up retiring earlier than they had planned to, and they are often pushed into retirement. It appears that more people are pushed into retirement than report that it was challenging to adjust to retirement.

EMOTIONAL CHALLENGES OF RETIREMENT

Close to one-third of retirees found it to be somewhat (21%) or very (11%) emotionally challenging to make the transition to retirement when they first retired. There are no differences by income when it comes to challenges faced; however, those with less than \$50K in household assets (40%) are more apt to find retirement emotionally challenging than those with \$250K or more (25%). There may be some discrepancy between assets and income in that some of those with assets that don't convert them to regular income may not capture all of their wealth through income. Retirees with a major health problem are more likely than others to report it was at least somewhat challenging to transition to retirement (42%).

Figure 64: DEGREE OF RETIREE CHALLENGE TRANSITIONING TO RETIREMENT

When you first retired, how emotionally challenging did you find it to make that transition?

**Figure 65: DEGREE OF RETIREE CHALLENGE TRANSITIONING TO RETIREMENT—BY ASSETS**

When you first retired, how emotionally challenging did you find it to make that transition?

	Retirees		
	Assets of <\$50K (n=253)	Assets of \$50K–\$249K (n=242)	Assets of \$250K+ (n=445)
	(a)	(b)	(c)
Very/Somewhat challenging	40% ^C	32%	25%
Not too/Not at all challenging	60	68	75 ^A

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Among those who do find retirement emotionally challenging, more than half (53%) made the adjustment within two years. Close to half (49%) claim to be somewhat or much happier than when they first retired, whereas only one in seven (14%) report being at least somewhat less happy. Happiness levels do not vary by income, but those with of \$50K or more in assets (52%) are more apt to be at least somewhat happy compared to those with less than \$50K in assets (39%). Married retirees (54%) are more likely to report being at least somewhat happy compared to those who are not married (41%). Those with a major health problem are also less happy in retirement, with 22% reporting they are less happy, compared to 14% overall.

Figure 66: AMOUNT OF TIME IT TOOK RETIREES TO ADJUST TO RETIREMENT

How long did it take you to adjust to retirement?

(Filtered for those who found it very/somewhat challenging and have been retired for more than two years)

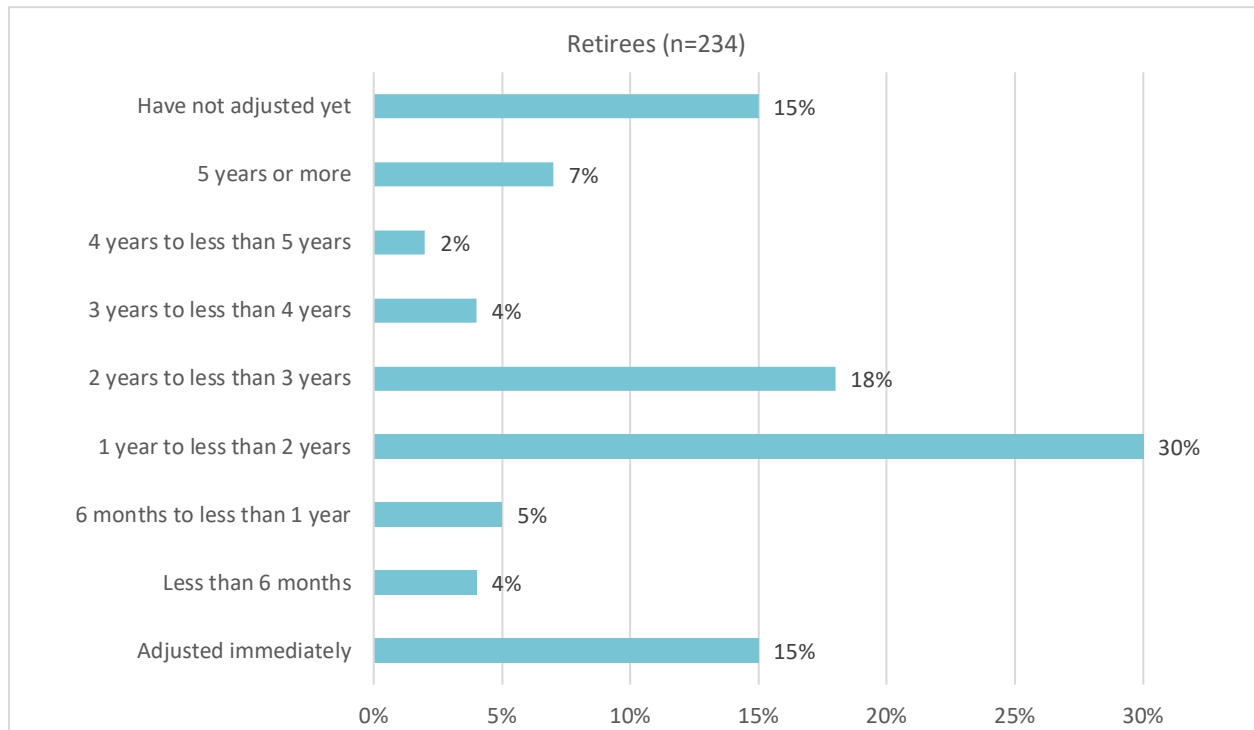


Figure 67: HAPPINESS NOW VERSUS WHEN FIRST RETIRED

Compared to when you first retired, would you say that today you are...?

(Filtered for those retired more than two years [n=787])

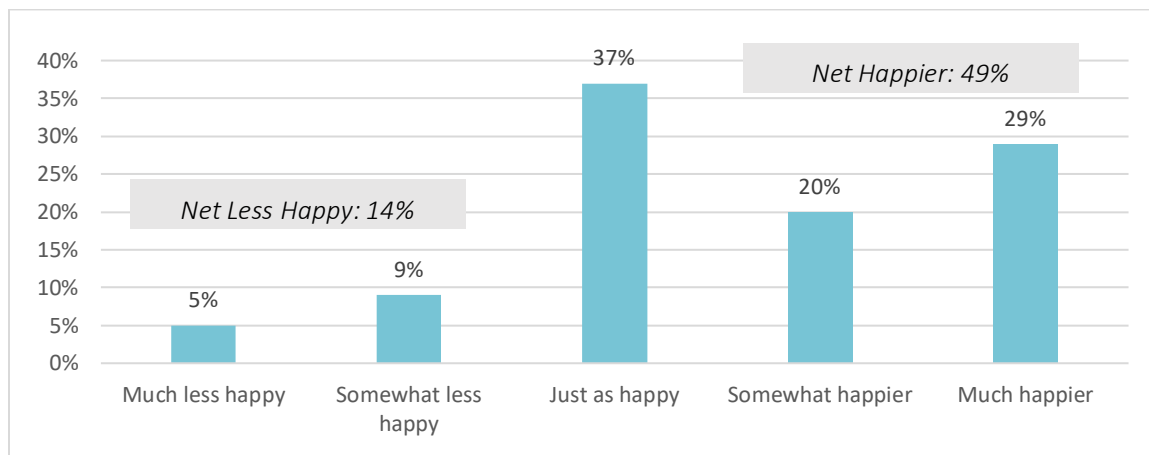


Figure 68: HAPPINESS NOW VERSUS WHEN FIRST RETIRED—BY MARITAL STATUS AND ASSETS

Compared to when you first retired, would you say that today you are...?

(Filtered for those retired more than two years)

	Retirees				
	Married (n=499)	Not Married (n=288)	Assets of <\$50K (n=194)	Assets of \$50K–\$249K (n=186)	Assets of \$250K+ (n=323)
	(a)	(b)	(c)	(d)	(e)
Somewhat/Much happier	54% ^B	41%	39%	51%	53% ^C
Just as happy	39	36	33	39	39
Somewhat/Much less happy	7	24 ^A	28 ^{DE}	10	8

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Among those who are retired, a little more than one in ten (12%) report being lonely more than occasionally. Interestingly, those with incomes \$35K or higher (9%) are much less likely to be lonely than those with incomes less than \$35K (19%). Those with assets \$50K or higher (9%) are much less likely to be lonely than those with assets less than \$50K (21%). Lack of wealth clearly has a connection to loneliness. Not surprisingly, those who are not married (21%) are far more likely to be lonely than those who are married (6%). Retirees with major health problems are more apt to say that they are lonely at least sometimes (19%) in retirement.

Figure 69: HOW OFTEN RETIREES FEEL LONELY

Since you retired, how often do you feel lonely?

(Retirees n=1,051)

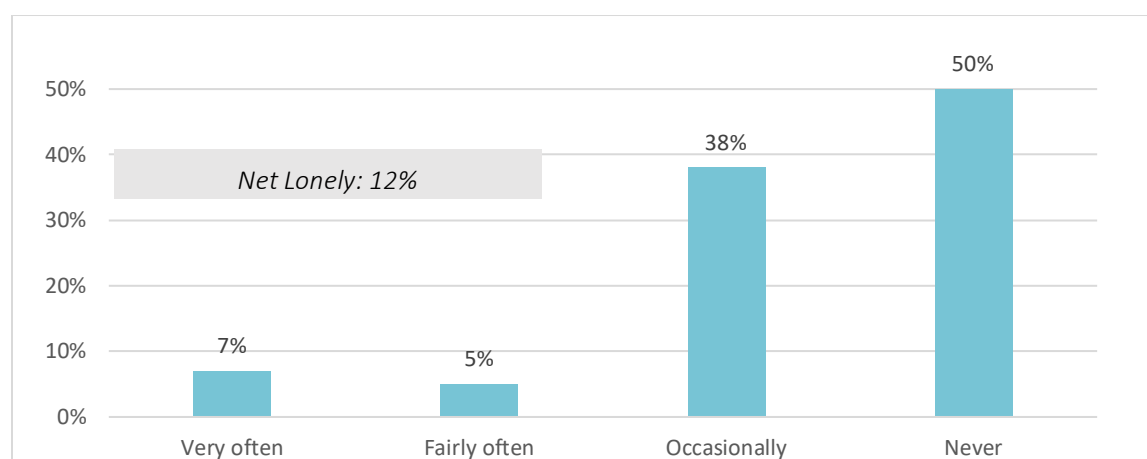


Figure 70: HOW OFTEN RETIREES FEEL LONELY—BY INCOME, ASSETS, MARITAL STATUS, MAJOR HEALTH CONDITION

Since you retired, how often do you feel lonely?

	Retirees								
	Income of <\$35K (n=229)	Income of \$35K–\$74K (n=463)	Income of \$75K+ (n=359)	Assets of <\$50K (n=253)	Assets of \$50K–\$249K (n=242)	Assets of \$250K+ (n=445)	Married (n=677)	Not Married (n=374)	Major Health Problems (n=298)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Very/Fairly often	19% ^{bc}	11%	7%	21% ^{ef}	12%	7%	6%	21% ^G	19%
Occasionally/Never	81	89 ^a	93 ^A	79	88 ^d	93 ^D	94 ^H	79	81%

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

ACTIVITY IN RETIREMENT

The amount of social engagement that retirees have varies a great deal. Only one in ten (10%) have daily social activity, another three in ten (29%) have social activity several times per week and two in ten participate in weekly activities (19%). More than four in ten (42%), on the other hand, participate in social activity less than weekly. Those with higher income and assets are more apt to engage socially at least weekly. For example, 70% of those with assets of \$250K or more are more apt to do so compared to those with assets less than \$50K (45%). Those in excellent or very good health are more apt to do so (64%) than those in good (55%) or fair/poor health (46%).

Figure 71: FREQUENCY OF RETIREE SOCIAL ENGAGEMENT

How often do you meet with other people socially, individually or in group settings, in retirement?

(Retirees n=1,051)

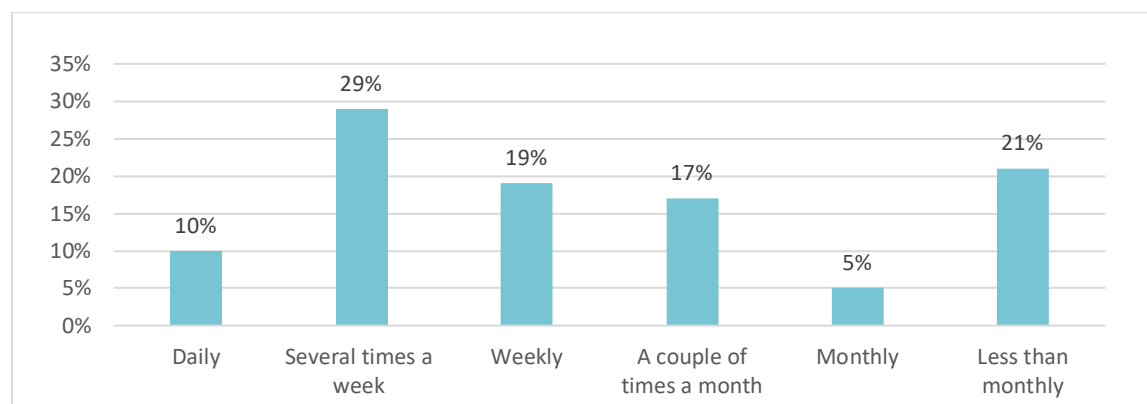


Figure 72: FREQUENCY OF RETIREE SOCIAL ENGAGEMENT—BY INCOME, ASSETS AND HEALTH

How often do you meet with other people socially, individually or in group settings, in retirement?

	Retirees								
	Income of <\$35K (n=229)	Income of \$35K-\$74K (n=463)	Income of \$75K+ (n=359)	Assets of <\$50K (n=253)	Assets of \$50K– \$249K (n=242)	Assets of \$250K+ (n=445)	Excellent/ Very Good Health (n=528)	Good Health (n=347)	Fair/Poor Health (n=176)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Weekly or more often	50%	61% ^a	62% ^a	45%	58% ^d	70% ^{De}	64% ^{hi}	55%	46%
A couple of times a month or less	50 ^{bc}	39	38	55 ^{eF}	42 ^f	30	36	45 ^g	54 ^G

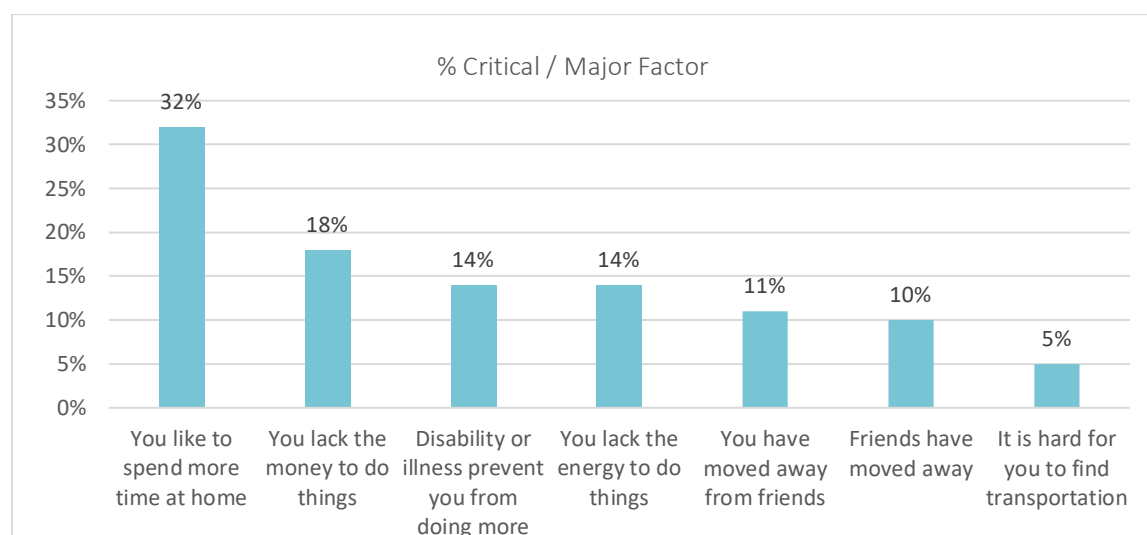
Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

When asked about the reasons that they do not participate more in social activities, one-third (32%) say that they like to spend more time at home, far more than any other response. Close to two in ten (18%) claim that lacking the money to do things is a factor, and fewer cite lack of energy (14%), moving away from friends (11%) or friends moving away (10%) as factors. As expected, lack of money is an inhibitor of activity among those who lack it, with 46% of those with assets less than \$50K citing it as a critical or major factor, compared to only 7% of those having assets of \$50K or more. There is little difference between those having \$250K or more and those having \$50K to \$249K, suggesting that activity in retirement is dependent on having some assets but not a large amount.

Figure 73: FACTORS LIMITING RETIREE SOCIAL ENGAGEMENT

How big of a factor is each of the following in limiting the level of social engagement you have today?

(Retirees n=1,051)



Activities are also driven by planning. Those who have a plan are far more likely to not be prevented by money, physical condition or losing a friend from engaging in social activity. Retirees who experienced a three-month or longer disruption in work (27%) are more apt to lack the money to do things as a reason for less social engagement.

Figure 74: FACTORS LIMITING RETIREE SOCIAL ENGAGEMENT—BY PLANNING AND PERIOD OF UNEMPLOYMENT

How big of a factor is each of the following in limiting the level of social engagement you have today?

% Critical or Major Factor	Retirees		
	Great/Fair Amount of Planning for Retirement (n=726)	Little/None Planning for Retirement (n=265)	Out of Work 3+ Months (n=377)
	(a)	(b)	(c)
You like to spend more time at home	32%	32%	39%
You lack the money to do things	9	35 ^A	27
Disability or illness prevent you from doing more	8	27 ^A	20
You lack the energy to do things	8	24 ^A	21
You have moved away from friends	9	15	16
Friends have moved away	9	13	14
It is hard for you to find transportation	2	11 ^A	8

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Findings also suggest a health and wealth connection to activity level. Those with less than \$50K in assets (30%) and less than \$35K in income (20%) are more likely to say that disability or illness prevented them from doing things compared to the total (14%). These lower asset (28%) and income (19%) subsamples are also more likely to lack the energy to do things compared to total sample (14%). Those who have a major health problem are more apt to say that a critical or major problem in limiting activity is lacking the money to do things (35%). They are also more apt to lack the energy (31%). It is the observation of the researchers that a health issue may affect the retiree both economically and their capability to engage in various activities, so that those who have health issues may be worse off in different ways.

Figure 75: FACTORS LIMITING SOCIAL ENGAGEMENT—BY INCOME, MAJOR HEALTH PROBLEM

How big of a factor is each of the following in limiting the level of social engagement you have today?

% Critical or Major Factor	Retirees			
	Income <\$35K (n=229)	Income \$35K– \$74K (n=463)	Income \$75K+ (n=359)	Major Health Problem (n=298)
	(a)	(b)	(c)	(d)
You like to spend more time at home	33%	32%	32%	35%
You lack the money to do things	30 ^{bc}	21 ^c	4	35
Disability or illness prevent you from doing more	20 ^c	17 ^c	7	37
You lack the energy to do things	19 ^c	13	9	31
You have moved away from friends	14	11	8	15
Friends have moved away	13	12 ^c	7	14
It is hard for you to find transportation	9 ^{bc}	4	2	9

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

When given a list of activities that pre-retirees could be involved in and retirees actively engage in, it appears that a significant portion of retirees do a range of activities, but that on several key ones, pre-retirees plan to do more than retirees actually do.

A significant percentage of retirees claim that at least somewhat often they engage in exercise (68%), visiting children or grandchildren (65%), traveling (58%), doing hobbies (54%), social activities (49%), doing home repair (39%), caring for grandchildren (37%) and helping neighbors (37%), among others. Not surprisingly, those with \$50K or more in assets (67%) were more apt to travel at least somewhat often than those with less than \$50K in assets (35%). They are also more likely to exercise (76%) than those with less than \$50K in income (51%).

However, when pre-retirees think about their future retirement, a much higher percent plan to do certain activities such as exercising (88%), visiting children and grandchildren (79%), hobbies (76%), traveling (74%) and social activities (69%). Significant numbers plan to volunteer (54%) and continue to run a business (36%), activities done far less often by retirees (27% and 14%, respectively). As found with activity level, those with \$50K or more in assets (57%) are more likely to engage in social activities than those with less than this amount. This perception of pre-retirees doing more in retirement than retirees actually report doing could be a result of the concern of four in ten

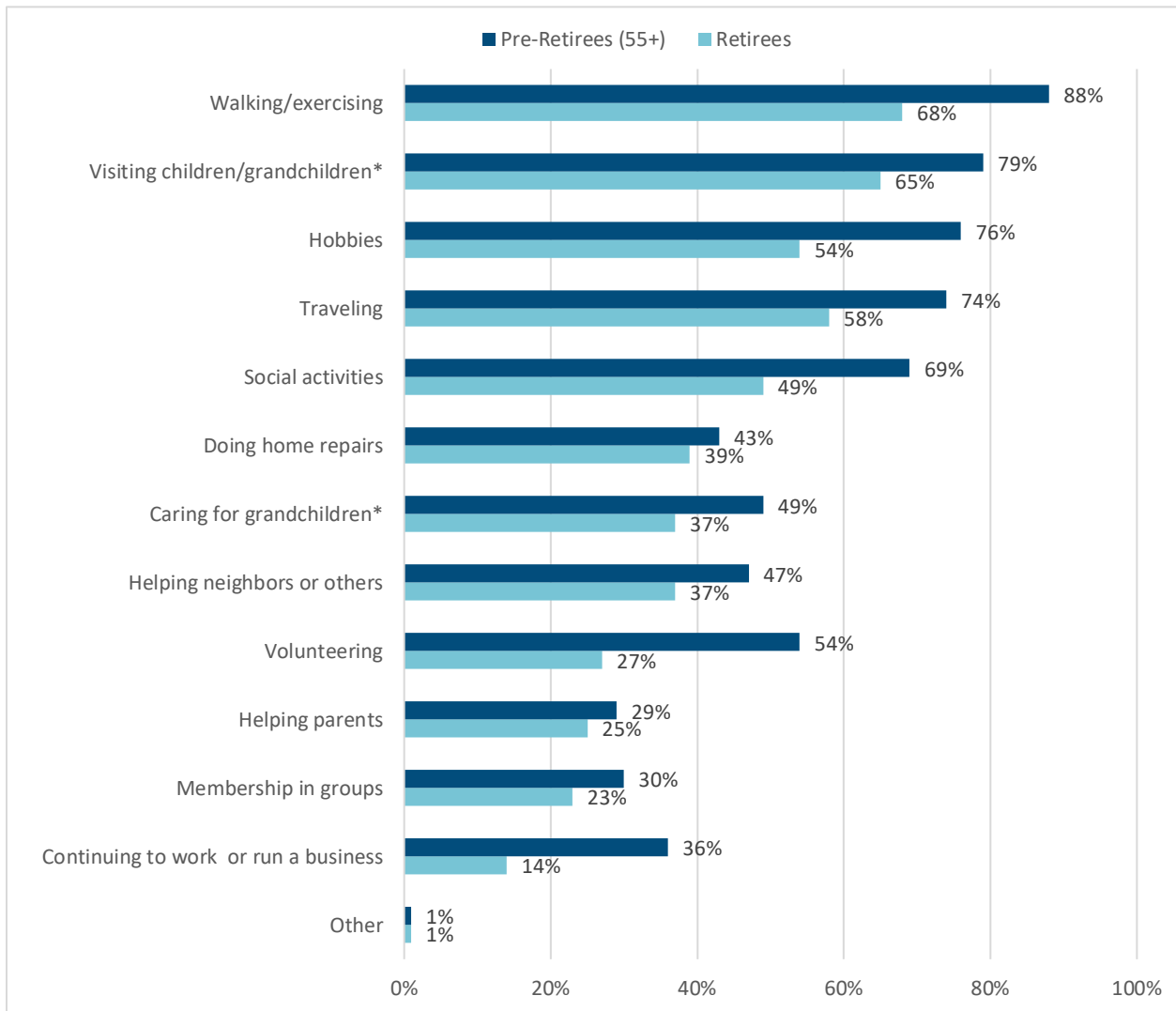
pre-retirees about having a sense of purpose in retirement, a concern that is highest among pre-retirees with incomes less than \$50K (49%).

Figure 76: ACTIVITIES PLAN TO BE/ARE INVOLVED IN DURING RETIREMENT

When you retire, how often do you plan to be involved/When you retired, how often did you become involved in each of the following activities?

(Pre-retirees (55+) n=500; Retirees n=1,051)

% Very/Somewhat Often

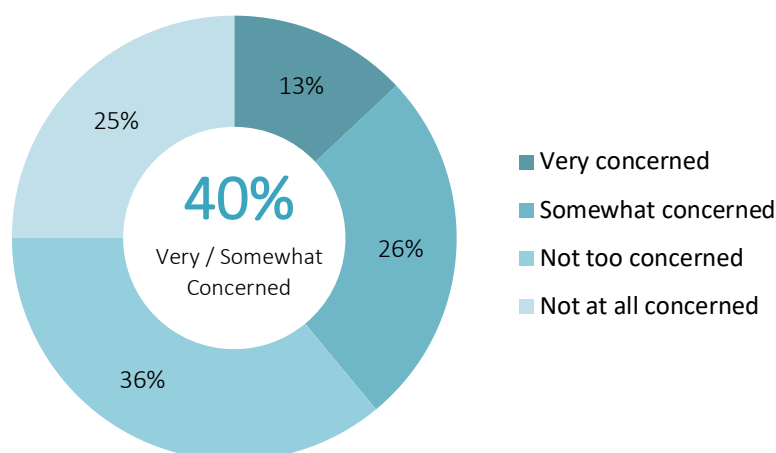


*Asked among those who have children (Pre-retirees n=367; Retirees n=771)

Figure 77: CONCERN ABOUT SENSE OF PURPOSE AFTER RETIRING

How concerned are you about having a sense of purpose after you retire?

(Pre-retirees n=1,046)

**Figure 78: CONCERN ABOUT SENSE OF PURPOSE AFTER RETIRING—BY INCOME**

How concerned are you about having a sense of purpose after you retire?

	Pre-Retirees		
	Income <\$50K (n=326)	Income \$50K–\$99K (n=369)	Income \$100K+ (n=351)
	(a)	(b)	(c)
Very/Somewhat concerned	49% ^{BC}	38%	35%
Not too/Not at all concerned	51%	62% ^A	65% ^A

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Married individuals are more apt to travel (64% versus 48% for unmarried) and engage in social activities (53% for married versus 43% for unmarried). Female retirees compared to male retirees are at least somewhat more apt to visit children and grandchildren (70% versus 59%), do hobbies (58% versus 49%), engage in social activities (53% versus 44%), help neighbors and friends (42% versus 33%), volunteer (32% versus 20%) and belong to groups (27% versus 19%). Male retirees are more apt to engage in home repairs (44% versus 34% for females). Retirees aging alone (47%) are far more apt to volunteer than retirees in general (27%), and retired widows (44%) are less likely to travel than retirees in general (58%).

Most married retirees do not have a great deal of regret about the time they have to spend with their spouses, with only 15% wishing they could spend a lot more time.

Figure 79: ACTIVITIES PLAN TO BE/ARE INVOLVED IN DURING RETIREMENT—RETIREEES BY INCOME AND ASSETS

When you retire, how often do you plan to be involved/When you retired, how often did you become involved in each of the following activities?

% Very/Somewhat often	Retirees					
	Income of <\$35K (n=229)	Income of \$35K–\$74K (n=463)	Income of \$75K+ (n=359)	Assets of <\$50K (n=253)	Assets of \$50K–\$249K (n=242)	Assets of \$250K+ (n=445)
	(a)	(b)	(c)	(d)	(e)	(f)
Walking or exercising	64%	67%	73% ^a	51%	76% ^D	77% ^D
Visiting children and grandchildren	58	70 ^a	69	58	65	69 ^d
Traveling	40	59 ^A	74 ^{AB}	35	63 ^D	70 ^D
Doing hobbies	48	54	60 ^a	47	50	61 ^{De}
Social activities	39	50 ^a	57 ^A	32	54 ^D	58 ^D
Doing home repairs	29	38 ^a	47 ^{Ab}	25	43 ^D	45 ^D
Helping neighbors or others	37	39	36	31	48 ^D	38
Caring for grandchildren	37	36	37	39	35	35
Volunteering	27	28	26	24	23	31
Helping parents	24	25	25	24	24	23
Membership in groups	20	24	25	14	23 ^d	29 ^D
Continuing to work or run a business	6	15 ^A	21 ^A	12	13	18
Other	1	2	1	<0.5	2	1

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 80: ACTIVITIES PLAN TO BE/ARE INVOLVED IN DURING RETIREMENT—RETIREEES BY MARITAL STATUS, GENDER, AGING ALONE, RETIRED WIDOWS

When you retire, how often do you plan to be involved/When you retired, how often did you become involved in each of the following activities?

% Very/Somewhat often	Retirees					
	Male (n=547)	Female (n=504)	Married (n=677)	Not Married (n=374)	Aging Alone (n=192)	Retired Widows (n=223)
	(a)	(b)	(c)	(d)	(e)	(f)
Walking or exercising	68%	68%	69%	67%	77%	66%
Visiting children and grandchildren	59	70 ^a	70 ^d	57	--	61
Traveling	62 ^b	54	64 ^D	48	49	44
Doing hobbies	49	58 ^a	56	51	40	50
Social activities	44	53 ^a	53 ^d	43	37	43
Doing home repairs	44 ^B	34	49 ^D	21	16	18
Helping neighbors or others	33	42 ^a	39	34	37	37
Caring for grandchildren	34	38	39	31	--	25
Volunteering	20	32 ^A	25	30	47	32
Helping parents	24	26	27	21	15	10
Membership in groups	19	27 ^a	24	21	38	25
Continuing to work or run a business	15	14	16	12	12	4
Other	1	1	1	2	--	2

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 81: ACTIVITIES PLAN TO BE/ARE INVOLVED IN DURING RETIREMENT—PRE-RETIREEES BY ASSETS

When you retire, how often do you plan to be involved/When you retired, how often did you become involved in each of the following activities?

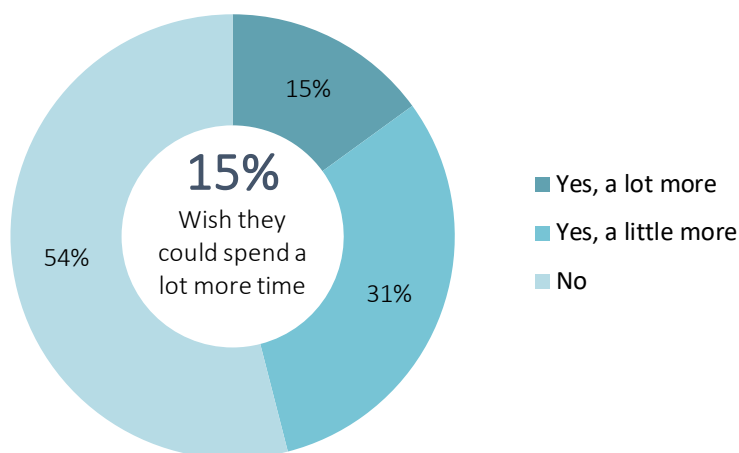
(Filtered for pre-retirees 55 and older)

% Very/Somewhat often	Pre-Retirees		
	Assets of <\$50K (n=129)	Assets of \$50K–\$249K (n=124)	Assets of \$250K+ (n=202)
	(a)	(b)	(c)
Walking or exercising	79%	88%	94% ^A
Visiting children and grandchildren	68	79	83 ^a
Doing hobbies	65	75	85 ^A
Traveling	53	78 ^A	84 ^A
Social activities	51	73 ^A	79 ^A
Volunteering	45	52	63 ^A
Caring for grandchildren	44	47	56
Helping neighbors or others	41	49	48
Doing home repairs	33	48 ^a	47 ^a
Continuing to work or run a business	49 ^C	36	30
Membership in groups	24	34	33
Helping parents	29	36	25
Other	--	3	1

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 82: WOULD LIKE MORE TIME WITH SPOUSE/PARTNER

*Do you wish you had more time together with your spouse/partner?
(Filtered for married retirees [n=677])*



OVERALL CONCLUSIONS ON THE REALITY OF RETIREMENT

About one-third of retirees report it was an emotionally challenging experience to transition to retirement, with the remainder adjusting well. Among those who did find it challenging, more than half adjusted within two years. However, after two years in retirement, the majority report being at least as happy as they were before retirement: almost half of retirees report they are happier now. Just over one in ten report feeling lonely at least fairly often.

Retirees engage in a wide variety of activities at varying frequencies, though at lower levels than pre-retirees expect to participate in activities. This is not due to barriers to their participation so much as it is due to their preference for spending time at home, the top reason given as limiting their social engagement. Despite these realities of retirees faring quite well overall socially and emotionally, a significant proportion of pre-retirees are concerned about having a sense of purpose in retirement. Health and wealth are important factors in the adjustment to retirement, with wealthier and healthier individuals adjusting better and being more active in retirement.

CHAPTER 6: FAMILY SUPPORT/AGING ALONE

This chapter offers a view of how the respondents are thinking about their later years, whether they expect to have family support and what those with family support are doing to prepare for their late retirement years. It also provides insights into certain specific planning activities.

Recent SOA research with individuals age 85 and over as well as the 2017 risk survey made it very clear that many people rely heavily on family members when they need help in old age and that they and their family members usually do not plan for such support. This research and other research identified challenges for people who do not have access to family support. More work is needed to understand the aging alone group. This survey fills in some of these gaps. It should be considered together with Chapter 2, which points to the need for more longer-term income planning.

THOUGHT AND PLANNING GIVEN TO THE LATER YEARS OF RETIREMENT

Unlike with planning in general, retirees are not much more apt to plan for the later years in retirement than are pre-retirees. Nearly six in ten of each have given at least a fair amount of thought to their later years, but pre-retirees (19%) are a little more likely to give a great deal of thought than retirees (13%). Retirees with incomes more than \$35K (62%) are somewhat more likely to give this thought than those making less than this (53%). Among pre-retirees, wealth makes little difference to the amount of thought given to the later years, but females (62%) are more apt to give at least a fair amount of thought to this than males (53%).

Figure 83: PLANNING FOR HOW LIFE WILL CHANGE IN RETIREMENT

How much thought have you given as to how your life will change in the later years of retirement?

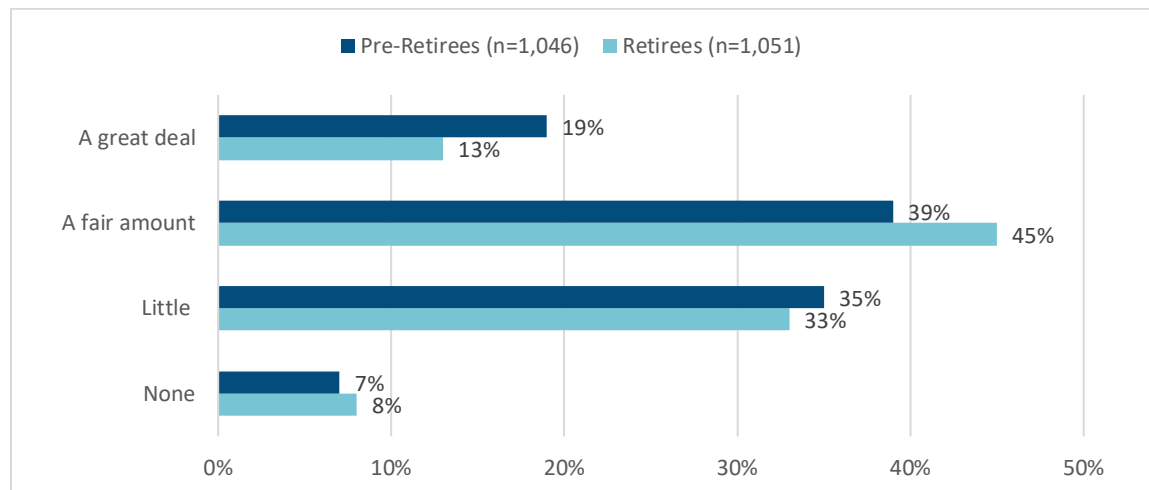


Figure 84: PLANNING FOR HOW LIFE WILL CHANGE IN RETIREMENT—PRE-RETIREEES BY GENDER, RETIREEES BY INCOME
How much thought have you given as to how your life will change in the later years of retirement?

	Pre-Retirees		
	Total (n=1,046)	Male (n=482)	Female (n=564)
	(a)	(b)	(c)
A great deal/A fair amount	57%	53%	62% ^b
Little/None	43	47 ^c	38
	Retirees		
	<\$35K (n=229)	\$35K–\$74K (n=463)	\$75K+ (n=359)
	(a)	(b)	(c)
A great deal/A fair amount	53%	59%	63% ^a
Little/None	47 ^c	41	37

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Only one in five pre-retirees (19%) and one in four retirees (26%) say that a specific event triggered their thinking about their later years. Retirees with incomes less than \$75K (31%) and pre-retirees with incomes less than \$100K (24%) are more apt to say this than those with higher incomes (retirees 18%, pre-retirees 14%). For retirees, the triggering event is often a change in health (34%), which may explain the lower incomes to some extent. For pre-retirees, this event is most often experiences faced by parents, friends or relatives (35%) or a change in health (28%). For pre-retirees with less than \$50K of income, a change in health is far more likely to be the event (45%)—not surprising, since it may have disrupted employment income. Similarly, retirees (39%) and pre-retirees (33%) with a major health problem are more apt to identify an event. Retired widows (42%) are also far more apt to say this, with the event most likely being the loss of a spouse.

Figure 85: PLANNING FOR RETIREMENT TRIGGERED BY EVENT

Was there a particular event that caused you to start thinking about your later retirement years?

(Filter for those that have given some thought to how their life will change in the later years of retirement)

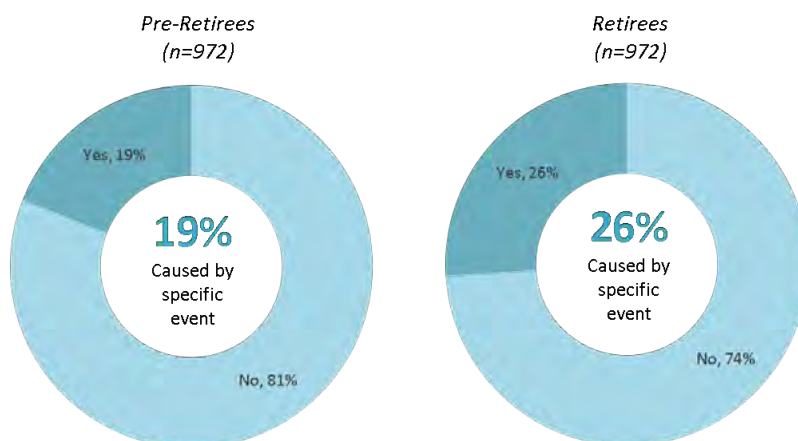


Figure 86: PLANNING FOR RETIREMENT TRIGGERED BY EVENT—PRE-RETIREEES AND RETIREES BY INCOME

Was there a particular event that caused you to start thinking about your later retirement years?

(Filter for those that have given some thought to how their life will change in the later years of retirement)

	Pre-Retirees		
	<\$50K (n=293)	\$50K–\$99K (n=349)	\$100K+ (n=330)
	(a)	(b)	(c)
Yes	26% ^C	22% ^C	14%
No	74	78	86 ^{Ab}
	Retirees		
	<\$35K (n=196)	\$35K–\$74K (n=436)	\$75K+ (n=340)
	(a)	(b)	(c)
Yes	30% ^C	32% ^C	18%
No	70	68	82 ^{aB}

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

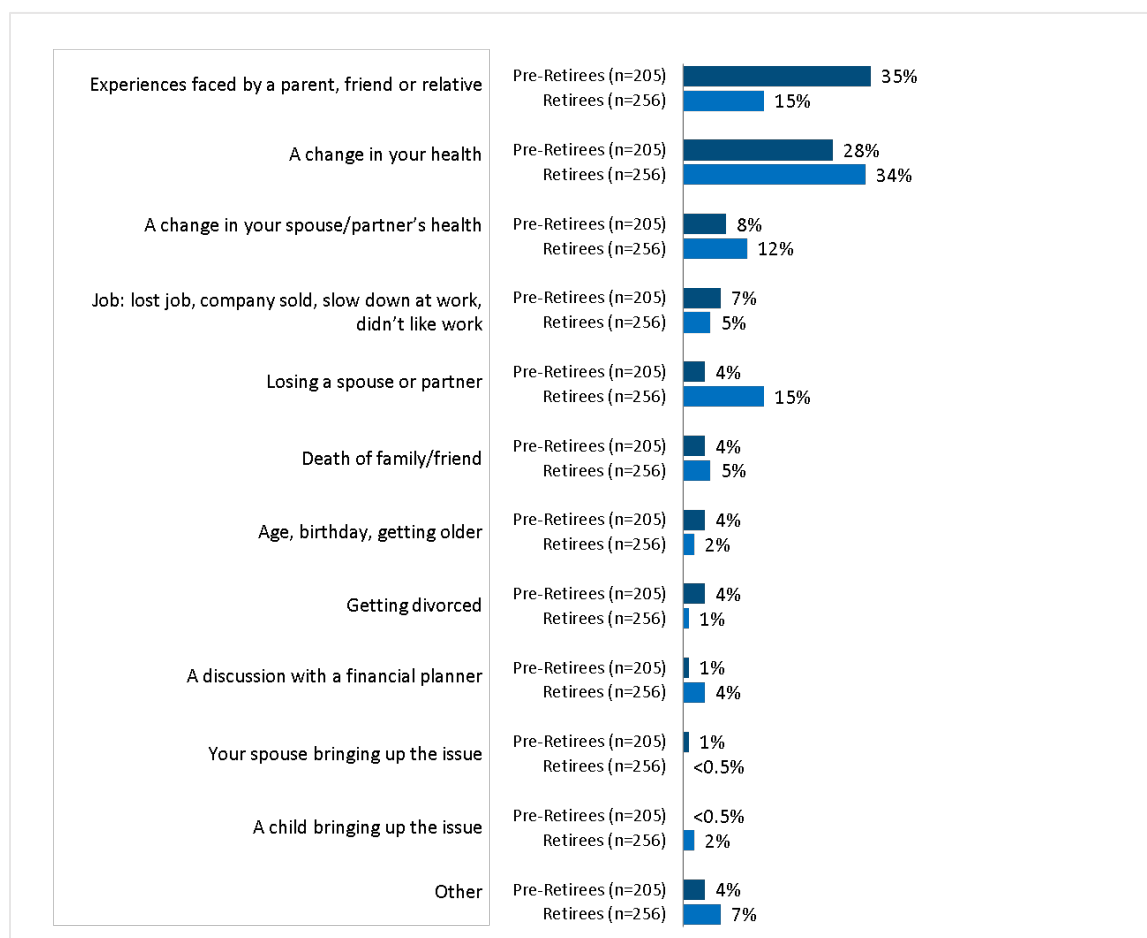
Figure 87: PLANNING FOR RETIREMENT TRIGGERED BY EVENT—EVENT TYPES*What was this event?**(Filtered for those who say it was triggered by an event)*

Figure 88: PLANNING FOR RETIREMENT TRIGGERED BY EVENT: EVENT TYPES—PRE-RETIREEES BY INCOME, MAJOR HEALTH PROBLEMS

What was this event?

(Filtered for those who say it was triggered by an event)

	Pre-Retirees			
	<\$50K (n=72)	\$50K–\$99K (n=83)	\$100K+ (n=50)	Major Health Problems (n=61)
	(a)	(b)	(c)	(d)
Experiences faced by a parent, friend or relative	20%	43% ^A	42 ^a	8%
A change in your health	45 ^{bc}	26	13	76
A change in your spouse/partner's health	3	5	14	4
Job: lost job, company sold, slow down at work, didn't like work environment	6	6	9	1
Losing a spouse or partner	5	4	4	0
Death of family/friend	7	4	2	4
Age, birthday, getting older	4	4	3	2
Getting divorced	2	4	5	1
A discussion with a financial planner	1	1	1	0
Your spouse bringing up the issue	0	0	2	0
A child bringing up the issue	1	0	0	1
Other	4	3	5	3

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 89: PLANNING FOR RETIREMENT TRIGGERED BY EVENT: EVENT TYPES—RETIREEES BY MAJOR HEALTH PROBLEMS, RETIRED WIDOWS

What was this event?

(Filtered for those who say it was triggered by an event)

	Retirees	
	Major Health Problems (n=124)	Retired Widows (n=84)
	(a)	(b)
Experiences faced by a parent, friend or relative	11%	6%
A change in your health	55	18
A change in your spouse/partner's health	8	0
Job: lost job, company sold, slow down at work, didn't like work environment	3	0
Losing a spouse or partner	10	61
Death of family/friend	1	8
Age, birthday, getting older	<0.5	<0.5
Getting divorced	1	0
A discussion with a financial planner	2	<0.5
Your spouse bringing up the issue	0	0
A child bringing up the issue	2	2
Other	7	5

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

DESIGNATED PERSON TO PROVIDE CARE

More than half of pre-retirees (54%) and close to four in ten retirees (38%) do not know of a relative or friend they can count on to take care of them as they age. Pre-retirees with incomes of less than \$50K (66%) are more apt not to have such a person than those with incomes of \$50K or more (50%). It is more common for male retirees (45%) and pre-retirees (62%) to report this than female retirees (32%) and female pre-retirees (47%). Pre-retirees with work disruptions of more than three months (64%) and major health problems (64%) are less likely than other pre-retirees to have someone they can count on. For more than seven in ten who do have such a person, the person

who would take care of them is a child of theirs. Close to one-fifth of the time (19% for retirees and 18% for pre-retirees), this person lives more than 100 miles away.

Figure 90: HAVE SOMEONE TO CARE FOR THEM IN RETIREMENT

Aside from your spouse/partner, do you have a relative or friend that you can count on to take care of you as you age, excluding someone you might hire?

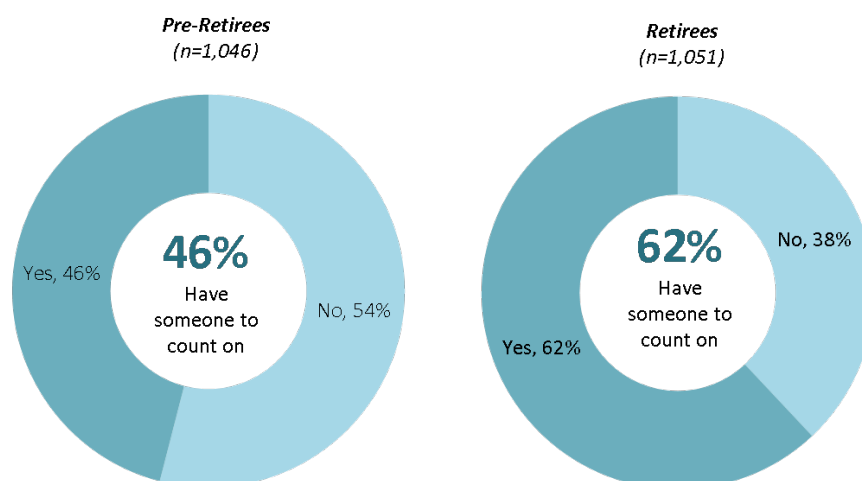


Figure 91: HAVE SOMEONE TO CARE FOR THEM IN RETIREMENT—PRE-RETIRES BY GENDER, INCOME, TIME OUT OF WORK, MAJOR HEALTH PROBLEMS

Aside from your spouse/partner, do you have a relative or friend that you can count on to take care of you as you age, excluding someone you might hire?

	Pre-Retirees						
	Male (n=482)	Female (n=564)	<\$50K (n=326)	\$50K–\$99K (n=369)	\$100K+ (n=351)	Out of Work 3+ Months (n=281)	Major Health Problems (n=188)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)
Yes	38%	53% ^A	34%	49% ^C	50% ^C	36%	36%
No	62% ^B	47	66% ^{DE}	51	50	64	64

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 92: HAVE SOMEONE TO CARE FOR THEM IN RETIREMENT—RETIREEES BY GENDER

Aside from your spouse/partner, do you have a relative or friend that you can count on to take care of you as you age, excluding someone you might hire?

	Retirees	
	Male (n=547)	Female (n=504)
	(a)	(b)
Yes	55%	68% ^A
No	45 ^B	32

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 93: RELATIONSHIP OF PERSON WHO WOULD CARE FOR THEM

What is your relationship to the person you would count on the most to do so?

(Filter for those that have a relative or friend they can count on to take care of them as they age)

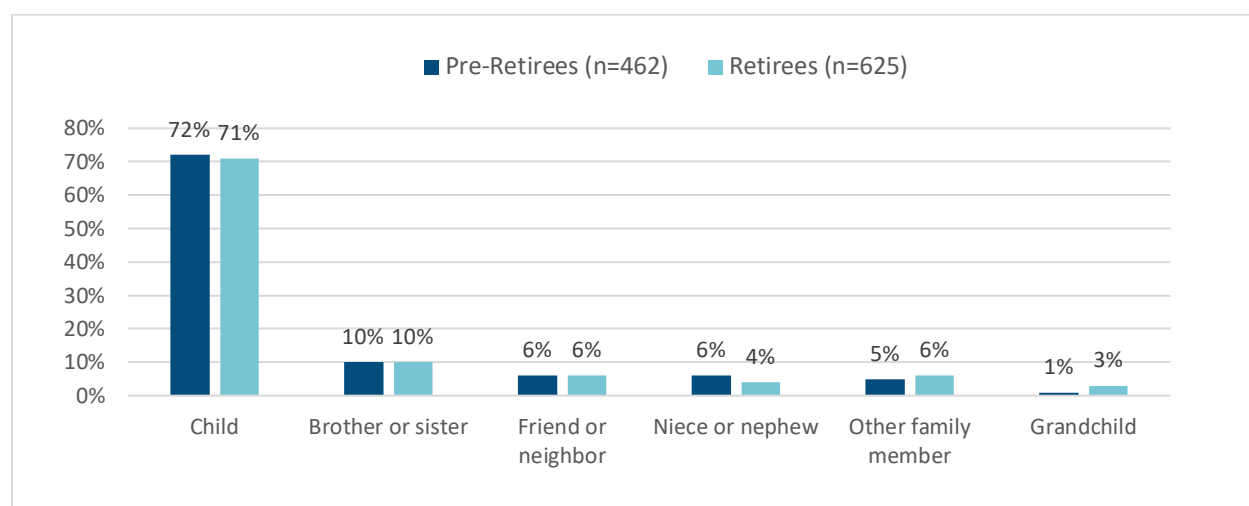
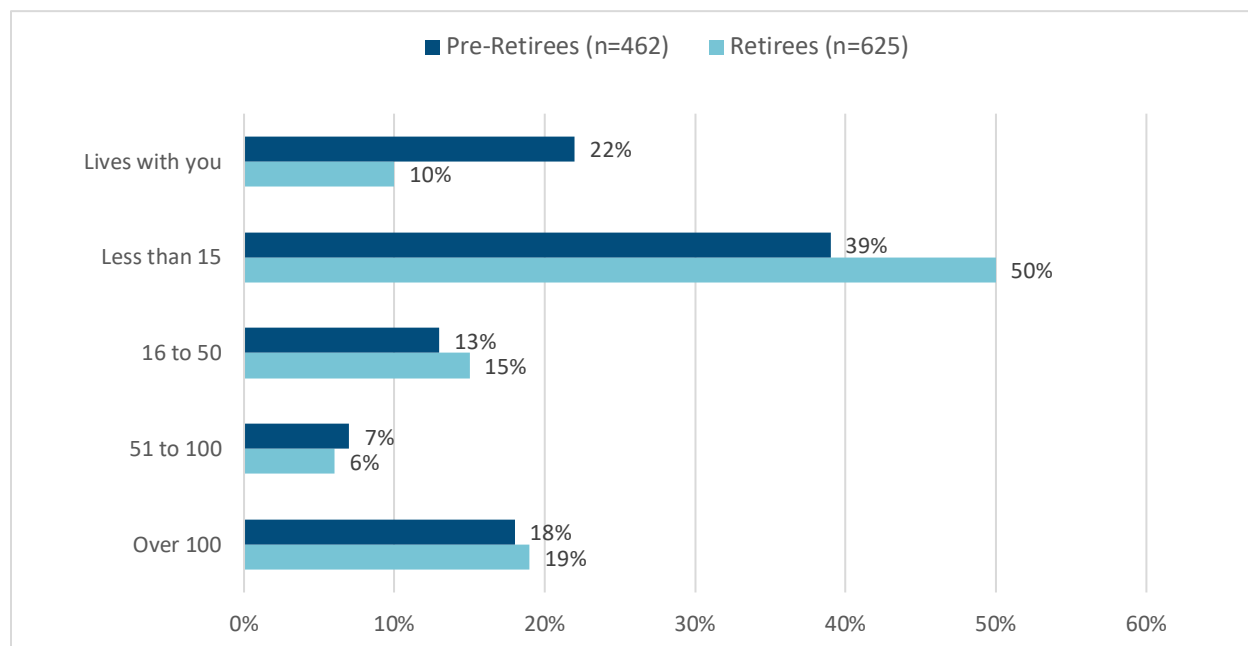


Figure 94: DISTANCE EXPECTED CAREGIVER LIVES FROM THEM

How many miles does the [relationship of person who will care for them] most likely to take care of you live?
 (Filter for those that have a relative or friend they can count on to take care of them as they age)



Almost all retirees and pre-retirees (95% retirees and 96% pre-retirees) have at least some confidence that they will get the support they need from this person, with more than half of retirees (57%) and close to half of pre-retirees (48%) being very confident of this support.

Figure 95: CONFIDENCE FRIEND OR RELATIVE WILL CARE FOR THEM AS THEY AGE

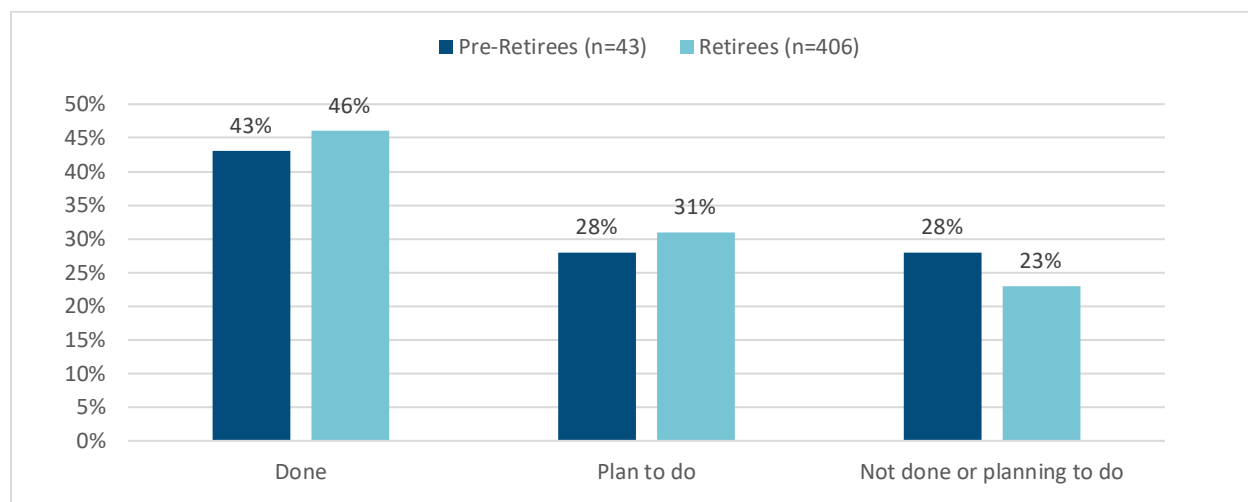
When you think about the later years of your retirement, how confident are you that you will receive the support you need from your [friend/family member] if you lose the ability to take care of yourself?
(Filter for those that have a relative or friend they can count on to take care of them as they age)



Both groups are equally likely to have talked to the person they think will care for them in the future about their role (46% retirees and 43% pre-retirees), but far fewer of each group (32% of retirees and 26% of pre-retirees) have made arrangements with that person.

Figure 96: HAVE TALKED TO EXPECTED CAREGIVER

Have you done each of the following, and if not is it something you are planning to do in the near future—talked to the person or people you think will care for you about what future role they will play?
(Filter for those over age 65 who have someone in mind to take care of them)



One finding with potentially profound implications is that few retirees (19%) or pre-retirees (12%) who do not have someone they can count on have planned for a support system to take care of them. Income is a large factor in the tendency to plan. Retirees earning \$75K or more per year are far more apt to have done this planning (31%) than those earning \$35K to \$74K (17%) and those earning less than \$35K (9%). For pre-retirees, assets are a bigger factor, with 23% of those who have assets \$250K or more having planned for a support system.

Figure 97: HAVE PLANNED FOR ALTERNATIVE SUPPORT SYSTEM

Since you do not have a relative or friend you can count on to take care of you, have you planned for a support system you can rely on to take care of you in the later years of your retirement ?

(Filter for those who do not have someone to care for them when they age)

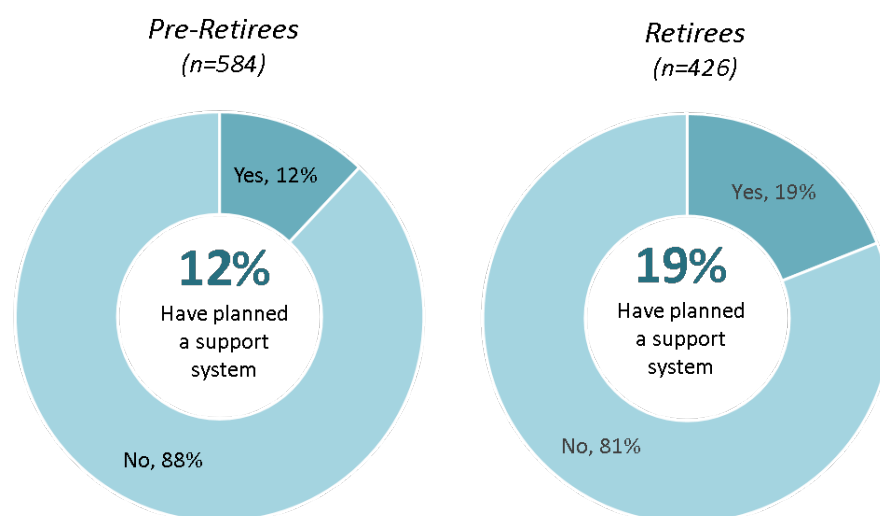


Figure 98: HAVE PLANNED FOR ALTERNATIVE SUPPORT SYSTEM—PRE-RETIRES BY ASSET, RETIREES BY INCOME

Since you do not have a relative or friend you can count on to take care of you, have you planned for a support system you can rely on to take care of you in the later years of your retirement ?

(Filter for those who do not have someone to care for them when they age)

	Pre-Retirees—by Asset			Retirees—by Income		
	<\$50K (n=197)	\$50K–\$249K (n=157)	\$250K+ (n=170)	<\$35K (n=96)	\$35K–\$74K (n=186)	\$75K+ (n=144)
	(a)	(b)	(c)	(d)	(e)	(f)
Yes	7%	9%	23% ^{AB}	9%	17%	31% ^{De}
No	93 ^C	91 ^C	77	91 ^F	83 ^f	69

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

ACTIONS PLANNED FOR OR TAKEN

When asked a series of questions about planning actions they have taken, retirees are somewhat more apt to have taken some, but not all, these actions. A majority of both retirees (68%) and pre-retirees (58%) have organized legal documents. More retirees have also designated a health proxy (61% of retirees and 53% of pre-retirees) and designated a friend or relative as power of attorney (63%) than pre-retirees (47%). Another quarter of retirees expect to get health proxies (24%) and power of attorney (25%) designated. The largest difference between the two groups occurs in the issue of discussing the implications of one dying with a spouse. More than half of retirees (54%) but less than one-third of pre-retirees (31%) report that they have done this.

Figure 99: ACTIONS TAKEN TO PREPARE FOR THE FUTURE

Have you done each of the following, and if not is it something you are planning to do in the near future?

(Filter for those over the age of 65)

% Have done/ Plan to do

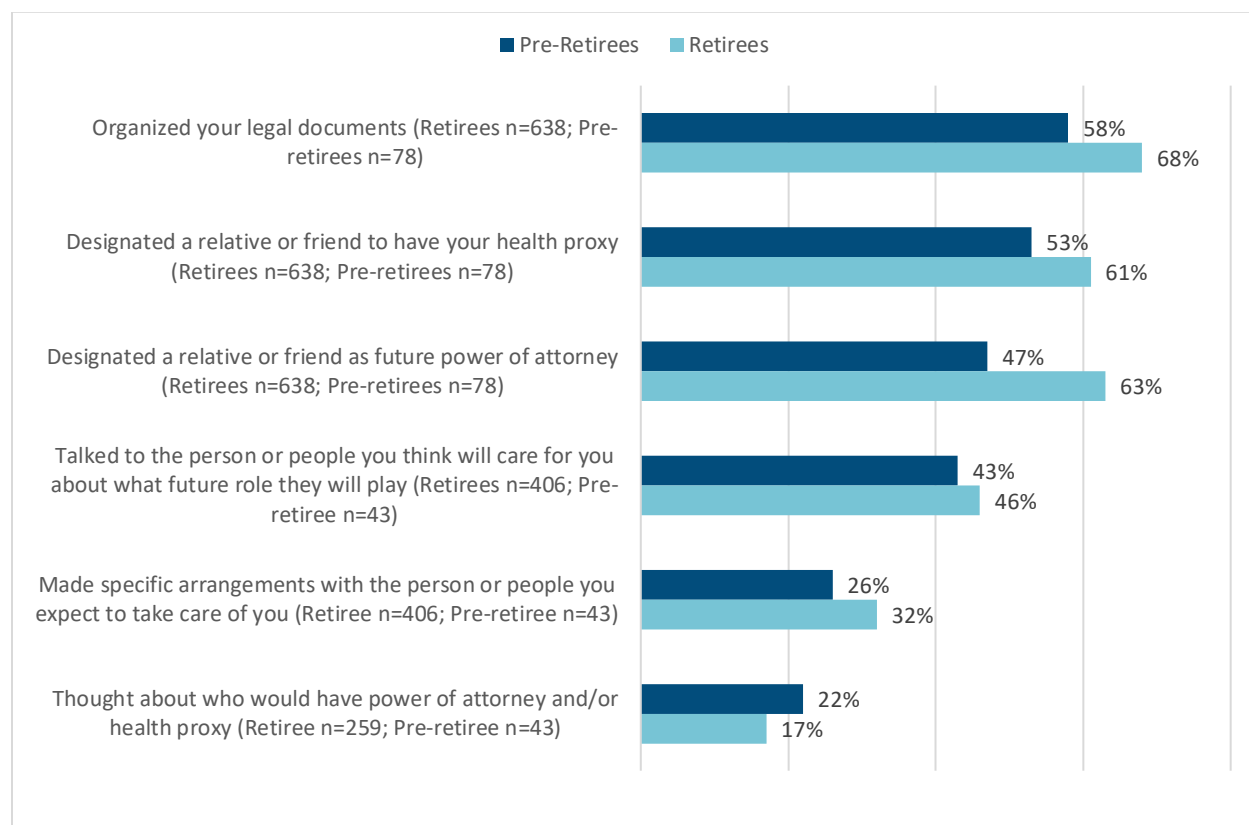
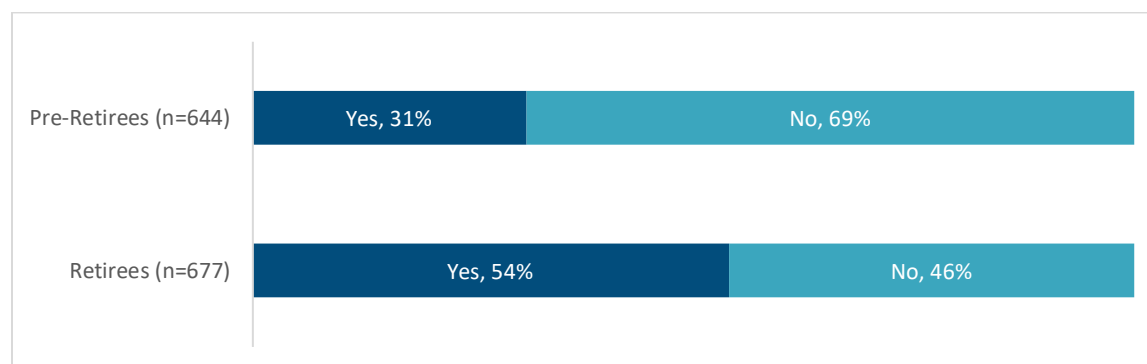


Figure 100: HAVE DISCUSSED WITH SPOUSE/PARTNER HOW REMAINING PERSON WILL BE CARED FOR WHEN OTHER DIES

Have you discussed with your spouse/partner how the remaining person will be cared for later in life when the other dies?

(Filter for those married/partnered)



Retirees earning \$75K or more per year are more apt to plan to or take some of these actions, which is not surprising since there may be more assets that require management. These include organizing legal documents (98%), designating a power of attorney (96%) and having a health proxy (92%). Unmarried retirees are also more

likely to have taken these measures regarding organizing legal documents (95%), designating a power of attorney (95%) and designating a health proxy (91%). Although income is not a significant factor in discussing how retirees will be cared for if a spouse dies, assets are—only 42% of those with less than \$50K in assets have discussed this issue. Pre-retirees with income less than \$50K (21%) are less likely to have these discussions.

Figure 101: ACTIONS TAKEN TO PREPARE FOR THE FUTURE—RETIREEES BY INCOME AND ASSETS

*Have you done each of the following, and if not is it something you are planning to do in the near future?
(Filter for those over the age of 65)*

	Retirees—by Income			Retirees—by Assets		
	<\$35K (n=113)	\$35K– \$74K (n=297)	\$75K+ (n=228)	<\$50K (n=119)	\$50K– \$249K (n=166)	\$250K+ (n=288)
% Done/Plan to Do	(a)	(b)	(c)	(d)	(e)	(f)
Organized your legal documents	84%	92%	98% ^{AB}	84%	90%	97% ^{De}
Designated a relative or friend as future power of attorney	81	86	96 ^{AB}	82	88	92
Designated a relative or friend to have your health proxy	79	85	92 ^{Ab}	80	84	91 ^d
Talked to the person or people you think will care for you about what future role they will play	72	79	81	77	71	78
Thought about who would have power of attorney and/or health proxy	64	63	82 ^B	75	57	75
Made specific arrangements with the person or people you expect to take care of you	66	65	72	72	59	67

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 102: ACTIONS TAKEN TO PREPARE FOR THE FUTURE—PRE-RETIREEES BY INCOME

Have you done each of the following, and if not is it something you are planning to do in the near future?
(Filter for those over the age of 65)

% Done/Plan to Do	Pre-Retirees		
	Income of <\$50K (n=27)	Income of \$50K–\$99K (n=20)	Income of \$100K+ (n=31)
	(a)	(b)	(c)
Organized your legal documents	77%	89%	97%
Designated a relative or friend as future power of attorney	76	76	92
Designated a relative or friend to have your health proxy	84	76	97
Talked to the person or people you think will care for you about what future role they will play	94 ^C	57	52
Thought about who would have power of attorney and/or health proxy	66	70	92
Made specific arrangements with the person or people you expect to take care of you	81	57	54

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

CARETAKING CONCERNS

Interestingly more pre-retirees (59%) are at least somewhat concerned about having to manage the later years of their lives without a relative or friend to care for them than retirees (48%). Pre-retirees with less than \$100K in income (66%) are more concerned than those with \$100K or more in income about this issue. Among both retirees and pre-retirees, the female (58% retirees, 66% pre-retirees) and unmarried (57% retirees and 71% pre-retirees) sample are more concerned. Retired widows (62%) and those aging alone (70%) are more likely to be at least somewhat concerned than retirees in general, and pre-retirees (69%) and retirees (64%) with major health problems show more concern, as do retirees who experienced work disruption (60%).

Figure 103: CONCERN ABOUT NOT HAVING SOMEONE TO CARE FOR THEM LATER IN RETIREMENT

How concerned are you about having to manage in the later years of your retirement without a relative or close friend to look out for you?

(Filter for those who do not have someone to care for them when they age [n=426 retirees; n=584 pre-retirees])

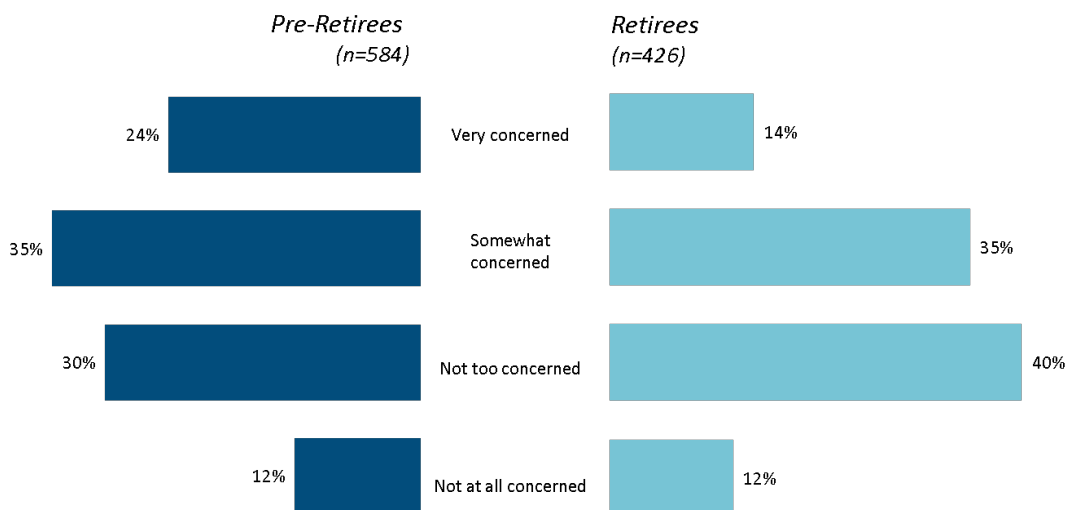


Figure 104: CONCERN ABOUT NOT HAVING SOMEONE TO CARE FOR THEM LATER IN RETIREMENT—PRE-RETIREEES AND RETIREEES BY DEMOGRAPHICS

How concerned are you about having to manage in the later years of your retirement without a relative or close friend to look out for you?

(Filter for those who do not have someone to care for them when they age)

	Pre-Retirees							
	Total (n=584)	Gender		Marital Status		Income		
		Male (n=309)	Female (n=275)	Married (n=348)	Not Married (n=236)	<\$50K (n=215)	\$50K–\$99K (n=190)	\$100K+ (n=179)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Very/ Somewhat concerned	59%	53%	66% ^B	52%	71% ^D	68% ^H	63% ^H	49%
Not too/Not at all concerned	41	47 ^C	34	48 ^E	29	32	37	51 ^{FG}

	Retirees							
	Total (n=426)	Gender		Marital Status		Income		
		Male (n=259)	Female (n=167)	Married (n=264)	Not Married (n=162)	<\$35K (n=96)	\$35K–\$74K (n=186)	\$75K+ (n=144)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Very/ Somewhat concerned	48%	40%	58% ^B	42%	57% ^d	49%	56% ^h	41%
Not too/Not at all concerned	52	60 ^C	42	58 ^e	43	51	44	59 ^g

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 105: CONCERN ABOUT NOT HAVING SOMEONE TO CARE FOR THEM LATER IN RETIREMENT—PRE-RETIREEES AND RETIREEES BY QUOTA GROUPS

How concerned are you about having to manage in the later years of your retirement without a relative or close friend to look out for you?

(Filter for those who do not have someone to care for them when they age)

	Pre-Retirees		Retirees		
	Major Health Problems (n=125)	Out of Work 3+ Months (n=186)	Retired Widows (n=71)	Major Health Problems (n=127)	Out of Work 3+ Months (n=170)
	(a)	(b)	(a)	(b)	(c)
Very/Somewhat concerned	69%	65%	62%	64%	60%
Not too/Not at all concerned	31	35	38	36	40

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

OVERALL CONCLUSIONS ON FAMILY SUPPORT/AGING ALONE

Although most people have given at least a fair amount of thought to their later years of retirement, about four in ten retirees and more than half of pre-retirees do not have someone in mind to care for them as they age (aside from a spouse/partner). Among those, very few have planned for a support system to care for them later in life. Wealth plays an important factor in having a support system in place, and the lack of having someone to care for them as they age is a cause for concern among the majority of those without someone in mind. Among those who do have someone to care for them, few have made arrangements with that person (most often a child) so far.

Among those who are married, a significant proportion have not discussed with their spouse how the surviving spouse will be cared for upon the death of one of them—an important gap in planning for the future for both retirees and pre-retirees.



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Appendix A: TRENDED RESULTS DATA TABLES

Figure 106: MEDIAN AGE OF (EXPECTED) RETIREMENT—TRENDED

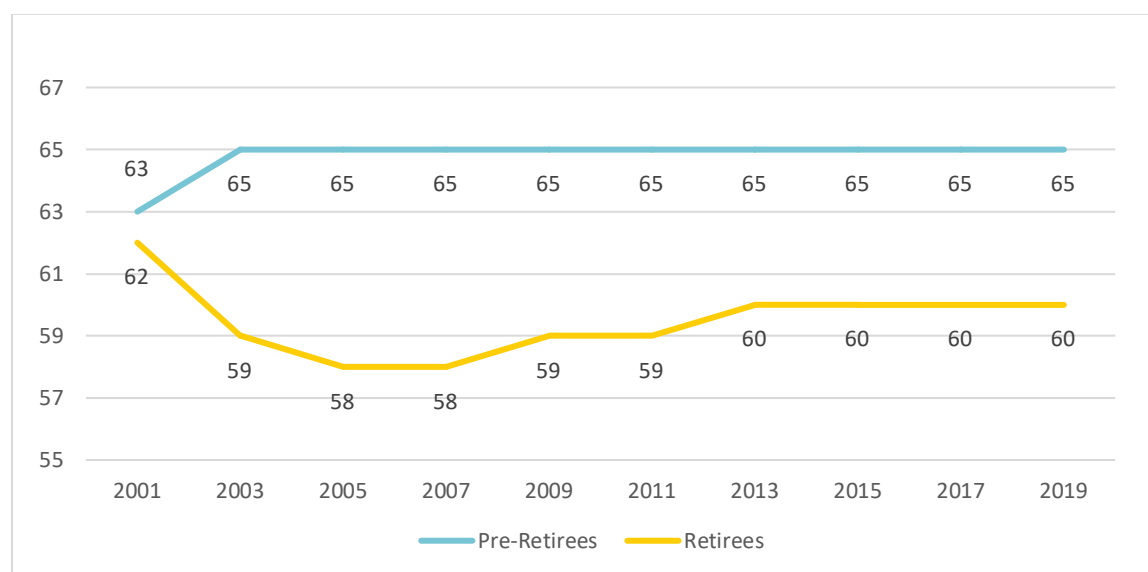


Figure 107: PRE-RETIREE RETIREMENT EXPECTATIONS—TRENDED

Which statement comes closest to describing how you plan to retire/retired from your primary occupation?	Pre-Retirees					
	2003 (n=301)	2005 (n=300)	2007 (n=401)	2011 (n=800)	2013 (n=761)	2019 (n=1,046)
	(a)	(b)	(c)	(d)	(e)	(f)
You plan to stop/stopped working for pay all at once	42%	40%	41%	46%	41%	45%
You plan to reduce the number of hours you work/reduced the number of hours you worked for pay before stopping completely	16	22	20	19	18	55 ^{ABCDE}
You (plan to continue/continued) to work for pay part time or periodically (2003–2013)	32	30	38	32	36	--
You (plan to continue/continued) to work for pay full time (2003–2013)	9 ^{CD}	8 ^{CD}	1	4 ^C	6 ^C	--

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

-- Indicates item was not asked in given year

Figure 108: RETIREE RETIREMENT PROCESS—TRENDED

Which statement comes closest to describing how you plan to retire/retired from your primary occupation?	Retirees					
	2003 (n=303)	2005 (n=302)	2007 (n=400)	2011 (n=800)	2013 (n=823)	2019 (n=1,051)
	(a)	(b)	(c)	(d)	(e)	(f)
You plan to stop/stopped working for pay all at once	72%	70%	69%	77% ^C	80% ^{aBC}	82% ^{ABCd}
You plan to reduce the number of hours you work/reduced the number of hours you worked for pay before stopping completely	7	11 ^e	10	9	6	18 ^{AbCDE}
You (plan to continue/continued) to work for pay part time or periodically (2003–2013)	17 ^{DE}	13	12	9	9	--
You (plan to continue/continued) to work for pay full time (2003–2013)	5	5	9 ^{de}	5	5	--

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

-- Indicates item was not asked in given year

Figure 109: PRE-RETIREE SOURCES OF INCOME IN RETIREMENT EXPECTATIONS—TRENDED

Which of the following do you expect will be a major source of income for you/and your spouse's/partner's retirement?	2013 Pre-Retirees (n=1,000)	2015 Pre-Retirees (n=1,035)	2019 Pre-Retirees (n=1,046)
	(a)	(b)	(c)
Social Security benefits	91%	92%	96% ^{AB}
An employer-sponsored retirement savings plan or from funds rolled over from this type of plan	74% ^{BC}	64%	63%
Employment in retirement, including self-employment	56%	54%	53%
An IRA or Roth IRA	52%	53%	56%
A defined benefit pension plan, with benefits typically based on salary and years of service. (This is sometimes called a traditional pension plan.)	55% ^{Bc}	46%	49%
Taxable investment or bank accounts (not including a checking or savings account)	35%	31%	46% ^{AB}
Rental property or real estate (excluding your primary home)	18%	16%	18%
A payout annuity	18% ^b	14%	17%
A reverse mortgage or home equity loan	7%	5%	6%

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 110: RETIREE SOURCES OF INCOME—TRENDED

<i>Which of the following are a major source of income for your/and your spouse's/partner's retirement?</i>	2013 Retirees (n=1,000)	2015 Retirees (n=1,005)	2019 Retirees (n=1,051)
	(a)	(b)	(c)
Social Security benefits	90% ^c	92% ^c	85%
A defined benefit pension plan, with benefits typically based on salary and years of service. (This is sometimes called a traditional pension plan.)	64% ^{BC}	53%	54%
An IRA or Roth IRA	49% ^c	50% ^c	43%
An employer-sponsored retirement savings plan or from funds rolled over from this type of plan	44% ^{BC}	37%	33%
Taxable investment or bank accounts (not including a checking or savings account)	36%	36%	37%
Employment in retirement, including self-employment	22%	21%	19%
A payout annuity	22%	21%	18%
Rental property or real estate (excluding your primary home)	13%	13% ^c	9%
A reverse mortgage or home equity loan	6% ^{bc}	3%	3%

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 111: SPENDING PLAN IN PLACE FOR RETIREMENT, PRE-RETIREE VS. RETIREE—TRENDED

<i>Do you currently have a plan for how much money you will spend each year in retirement and where that money will come from?</i>	% Yes of Pre-Retirees	% Yes of Retirees
2005 (a)	31% (n=300)	45% (n=302)
2011 (b)	36% (n=800)	57% ^A (n=800)
2013 (c)	33% (n=1,000)	60% ^A (n=1,000)
2015 (d)	38% ^{ac} (n=1,035)	60% ^A (n=1,005)
2019 (e)	35% (n=1,046)	61% ^A (n=1,051)

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 112: PROVIDING SUPPORT TO SOMEONE OTHER THAN SELF/SPOUSE/PARTNER—TRENDED

<i>Are you currently providing financial support for anyone other than yourself (and your spouse/partner)?</i>	Pre-Retirees		Retirees	
	2015 (n=1,035)	2019 (n=1,046)	2015 (n=1,005)	2019 (n=1,051)
	(a)	(b)	(c)	(d)
Yes	30% ^b	26%	13% ^d	9%
No	70	74 ^a	87	91 ^c

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 113: TO WHOM SUPPORT IS PROVIDED—TRENDED

To whom do you provide this support? Select all that apply. (Base: Provides support to someone other than self/spouse/partner)	Pre-Retirees		Retirees	
	2015 (n=320)	2019 (n=253)	2015 (n=134)	2019 (n=103)
	(a)	(b)	(c)	(d)
Parents or parents-in-law	13%	10%	14%	7%
Children under age 21	57	58	14	25 ^c
Children 21 or older	40	40	57	58
Grandchildren	5	6	24	12
Other relatives	3	4	5	13
Someone else	3	4	4	6

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 114: PRE-RETIREE EXPECTATIONS OF EXPENSES FIVE YEARS BEFORE VS. AFTER RETIREMENT—TRENDED

Compared with your expenses in the five years before you retired, do you expect your expenses in the first five years of your retirement will be...?	2015 Pre-Retirees (n=1,035)	2019 Pre-Retirees (n=1,046)
	(a)	(b)
%Much/A Little Higher		
Much higher	4%	4%
A little higher	13 ^b	9
About the same	36	42 ^a
A little lower	28	29
Much lower	15	12

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 115: PRE-RETIREE RETIREMENT RISK CONCERNS—TRENDED

How concerned are you about each of the following (in retirement)?	Pre-Retirees									
	2001 (n=318)	2003 (n=301)	2005 (n=300)	2007 (n=401)	2009 (n=403)	2011 (n=800)	2013 (n=1,000)	2015 (n=1,035)	2017 (n=1,030)	2019 (n=1,046)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
You might not be able to maintain a reasonable standard of living for the rest of your life	55%	71% ^{ACDEHJ}	59%	55%	56%	65% ^{ADeJ}	67% ^{AcDEJ}	63% ^{ADeJ}	66% ^{AcDEJ}	58%
You might not have enough money to pay for adequate health care	58%	79% ^{AdEgHJ}	75% ^{AehJ}	70% ^{Aj}	67% ^a	74% ^{AeHJ}	73% ^{AhJ}	67% ^A	75% ^{AEHJ}	63%
You might not have enough money to pay for a long stay in a nursing home or a long period of nursing care at home	--	66% ^e	61%	64% ^e	56%	66% ^E	68% ^{cE}	69% ^{cE}	73% ^{bCDEFG hj}	65% ^E
The value of your savings and investments might not keep up with inflation	64%	79% ^{ACDeHJ}	65%	64%	72% ^{adj}	77% ^{ACDe HJ}	76% ^{ACDHJ}	69%	77% ^{ACDeHJ}	65%
You might not be able to maintain the same standard of living after your spouse's/partner's death, if he/she should die first	--	--	--	--	--	--	51%	47%	55% ^{hj}	46%
Your (spouse/partner) might not be able to maintain the same standard of living	40%	47% ^d	40%	35%	43%	46% ^D	53% ^{ACDEfHJ}	43% ^d	52% ^{ACDEHJ}	41%

How concerned are you about each of the following (in retirement)?	Pre-Retirees									
	2001 (n=318)	2003 (n=301)	2005 (n=300)	2007 (n=401)	2009 (n=403)	2011 (n=800)	2013 (n=1,000)	2015 (n=1,035)	2017 (n=1,030)	2019 (n=1,046)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
after your death, if you should die first										
You might deplete all of your savings	--	65% ^{cdj}	56%	56%	59%	64% ^{cdj}	65% ^{CDeJ}	62% ^{dj}	70% ^{CDEfHJ}	58%
The equity you have in your home may not be sufficient to support your retirement plans	--	--	--	--	--	49% ^{HJ}	47% ^{HJ}	36%	44% ^{HJ}	36%
You might not be able to leave money to your children or other heirs	--	39% ^{dj}	37%	30%	35%	41% ^{DHJ}	36% ^d	34%	40% ^{DHJ}	31%
You might be a victim of a fraud or scam	--	--	--	--	--	--	29%	28%	45% ^{GHJ}	31%
There might come a time when you (and your spouse/partner) are incapable of managing your finances	--	--	--	--	--	--	52%	51%	59% ^{gHJ}	48%
You may not be able to stay in your home	--	--	--	--	--	--	--	--	52% ^J	39%

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

-- Indicates item was not asked in given year

Figure 116: RETIREE RETIREMENT RISK CONCERNS—TRENDED

How concerned are you about each of the following (in retirement)?	Retirees									
	2001 (n=282)	2003 (n=303)	2005 (n=302)	2007 (n=400)	2009 (n=401)	2011 (n=800)	2013 (n=1,000)	2015 (n=1,005)	2017 (n=1,025)	2019 (n=1,051)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
You might not be able to maintain a reasonable standard of living for the rest of your life	47% ⁱ	46%	44%	48% ^j	46%	60% ^{ABCDE GHJ}	44%	45% ⁱ	52% ^{cGhJ}	40%
You might not have enough money to pay for adequate health care	43%	47%	46%	52% ^{aj}	49%	61% ^{ABCDE GHJ}	49%	47%	53% ^{AchJ}	44%
You might not have enough money to pay for a long stay in a nursing home or a long period of nursing care at home	--	48%	52%	53%	46%	61% ^{BcdEG J}	53% ^e	58% ^{BE}	59% ^{BEgj}	53% ^e
The value of your savings and investments might not keep up with inflation	55% ⁱ	58% ⁱ	51%	57% ^J	58% ^{hJ}	70% ^{ABCDE GHJ}	57% ^J	52%	57% ^J	48%
You might not be able to maintain the same standard of living after your spouse's/partner's death, if he/she should die first	--	--	--	--	--	--	41% ^{hj}	34%	44% ^{HJ}	35%
Your (spouse/partner) might not be able to maintain the same standard of living after	43% ⁱ	35%	38%	39%	36%	46% ^{beHJ}	42% ^J	37%	43% ^J	33%

How concerned are you about each of the following (in retirement)?	Retirees									
	2001 (n=282)	2003 (n=303)	2005 (n=302)	2007 (n=400)	2009 (n=401)	2011 (n=800)	2013 (n=1,000)	2015 (n=1,005)	2017 (n=1,025)	2019 (n=1,051)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
Your death, if you should die first										
You might deplete all of your savings	--	41%	38%	46% ^{cj}	48% ^{cj}	55% ^{BCDeG HJ}	42%	43%	52% ^{BCGHJ}	38%
The equity you have in your home may not be sufficient to support your retirement plans	--	--	--	--	--	45% ^{GHJ}	28% ^j	28% ^j	31% ^j	19%
You might not be able to leave money to your children or other heirs	--	27%	27%	29%	28%	38% ^{BCDeG Hij}	26%	26%	31% ^{ghj}	23%
You might be a victim of a fraud or scam	--	--	--	--	--	--	33%	33%	49% ^{GHJ}	36%
There might come a time when you (and your spouse/partner) are incapable of managing your finances	--	--	--	--	--	--	46%	48% ^j	51% ^j	40%
You may not be able to stay in your home	--	--	--	--	--	--	--	--	47% ^j	31%

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

-- Indicates item was not asked in given year

Figure 117: PRE-RETIREE ASPECTS OF PLANNING FOR SPOUSAL DEATH—TRENDED

<i>To what extent have you /did you (and your spouse/partner) planned/plan for the following issues that often arise (in retirement) after the first person in a couple dies?</i>	2013 Pre-Retirees (n=731)	2019 Pre-Retirees (n=679)
	(a)	(b)
<i>% A Great Deal/Moderately</i>		
Adequate assets and income	60% ^B	52%
Ability to manage day-to-day finances	52% ^b	46%
Adequate, affordable and manageable housing	50% ^B	42%
Availability of family and friends	45% ^b	39%
Investment management and estate planning issues	44% ^b	37%
Health and long-term care coverage	42%	37%
Access to activities of interest	38%	37%
Access to transportation	31%	35%
Access to physical and emotional help	30%	29%

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Figure 118: RETIREE ASPECTS OF PLANNING FOR SPOUSAL DEATH—TRENDED

To what extent have you /did you (and your spouse/partner) planned/plan for the following issues that often arise (in retirement) after the first person in a couple dies?	2013 Retirees (n=837)	2019 Retirees (n=804)
	(a)	(b)
% A Great Deal/Moderately		
Adequate assets and income	74% ^B	60%
Ability to manage day-to-day finances	70% ^B	57%
Adequate, affordable and manageable housing	65% ^B	52%
Availability of family and friends	61% ^B	49%
Health and long-term care coverage	56% ^b	48%
Investment management and estate planning issues	57% ^B	45%
Access to transportation	47%	43%
Access to activities of interest	45%	42%
Access to physical and emotional help	44% ^b	37%

Uppercase letters indicate significance at the 99% level. Lowercase letters indicate significance at the 95% level.

Appendix B: POSTED QUESTIONNAIRE

SOCIETY OF ACTUARIES 2019 RISKS AND PROCESS OF RETIREMENT SURVEY *Posted Questionnaire*

1. To start, in what year were you born?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
45 to 54.....	55%	10%
55 to 64.....	38	31
65 to 74.....	6	34
75 to 80.....	*	24
<i>Median</i>	53	67

2. Are you...?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Male.....	48%	46%
Female.....	52	54

3. Are you currently...?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Married.....	61%	58%
Separated or divorced.....	15	14
Single, never married.....	14	9
Unmarried and living with a partner in a permanent relationship.....	7	3
Widowed	3	15

4. What is the highest level of education you completed?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
High school graduate or less	36%	48%
Some college/technical school.....	26	23

Bachelor's degree	20	14
Post graduate work	3	4
Graduate or professional degree	15	11

5. What was your total household income in 2018, before taxes?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Less than \$25,000	10%	21%
\$25,000 to \$34,999	6	12
\$35,000 to \$49,999	9	14
\$50,000 to \$74,999	15	17
\$75,000 to \$99,999	15	12
\$100,000 to \$124,999	17	12
\$125,000 to \$149,999	9	6
\$150,000 or more	19	7
Prefer not to say	--	--

6. Are you currently...?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Working for pay	86%	13%
A homemaker	4	3
Disabled and unable to work	3	6
Laid off or unemployed and seeking work	3	1
Unemployed and not seeking work	1	--
Retired	--	76
Something else	2	1

7. [IF Q6=1] Are you currently working ...?

	Pre-Retirees (n=908)	Retirees (n=134)
Full time	88%	44%
Part time	12	56

8. [IF 47 OR OLDER:] Have you ever had a 3-month or longer period since you were 45 years old during which you missed work or were underemployed?

	Pre-Retirees (n=951)	Retirees (n=1,043)
Yes	28%	35%
No	72	65

9. **[IF WORKING/LAID OFF/DISABLED, Q6=1 OR 4 OR 6]** Do you consider yourself retired from a previous career or primary occupation?

	Pre-Retirees (n=969)	Retirees (n=197)
Yes	--	100%
No	100%	--

10. **[IF MARRIED/PARTNER, Q3=1 OR 2]** Is your spouse/partner currently...?

	Pre-Retirees (n=644)	Retirees (n=677)
Working	70%	26%
Retired	12	66
A homemaker	9	4
Disabled and unable to work	4	2
Laid off or unemployed and seeking work	2	1
Unemployed and not seeking work	1	*
Something else	1	*

11. Do you currently have a major health problem?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Yes	18%	30%
No	82	70

12. How many children or stepchildren do you have?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
None	29%	24%
One	15	16
Two	31	29
Three	14	16
Four or more	11	14

13. **[IF SEPARATED, DIVORCED, WIDOWED OR SINGLE: Q3=3,4 OR 5 AND NO CHILDREN OR STEP-CHILDREN: Q12=0]** How many people live in your household?

	Pre-Retirees (n=204)	Retirees (n=144)
No one other than you.....	77%	92%
One other person.....	12	5
Two other people	6	2
Three or more other people.....	5	1

14. **[IF SPOUSE WORKING/LAID OFF/DISABLED]** Does your spouse/partner consider himself or herself retired from a previous career or primary occupation?

	Pre-Retirees (n=475)	Retirees (n=164)
Yes	6%	28%
No.....	94	72

15. Version

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Worker version	100%	--
Retiree version	--	100%

The Process of Retiring

16. **[trend] [IF WORKER AND EMPLOYED (Q6=1):]** At what age do you expect to retire or begin to retire from your primary occupation?

[IF WORKER AND NOT EMPLOYED (Q6=4:] At what age do you think you will begin to think of yourself as retired?

[IF RETIREE AND PERSONALLY RETIRED (Q6=2 OR Q9=1):] How old were you when you retired or began to retire from your primary occupation?

[IF RETIREE AND HOMEMAKER/DISABLED/SOMETHING ELSE ((Q6=3 OR 6=7) & Q9≠1):] At what age did you begin to think of yourself as retired?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Under age 55.....	1%	26%
55 to 59.....	7	18
60 to 61.....	7	10
62 to 64.....	12	21
65 to 67.....	34	13

68 or older	19	5
[IF WORKER] Do not expect to retire	19	--
[IF RETIREE] Do not consider yourself retired	*	6
<i>Median</i>	65	60

[IF DO NOT CONSIDER THEMSELVES RETIRED OR WILL NEVER RETIRE (Q16=98-99), SHOW:]
 Many of the questions in this survey will ask about your retirement. Since you've said that **(IF DOES NOT CONSIDER THEMSELVES RETIRED (Q16=99):** you do not consider yourself retired/**IF WILL NEVER RETIRE (Q16=98):** you will never retire) please think about the period from age 65 on whenever retirement is mentioned.

17. Which statement comes closest to describing how you plan to retire/retired from your primary occupation?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
You plan to stop/stopped working for pay all at once	45%	82%
You plan to reduce the number of hours you work/reduced the number of hours you worked) for pay before stopping completely.....	55	18

18. (new) **[IF RETIREE]:** Have you worked for pay in any capacity since retiring?

	Pre-Retirees (n=0)	Retirees (n=1,051)
Yes, mostly because I had to.....	--	8%
Yes, mostly because I wanted to	--	28
No.....	--	64

19. (new) **[IF RETIREE AND Q18 = 1 OR 2]:** After retirement, did you work at jobs that involved...?

	Pre-Retirees (n=0)	Retirees (n=394)
The same skills and the same or higher level of responsibility.....	--	23%
Different skills and the same or higher level of responsibility	--	20%
The same skills and less responsibility.....	--	23%
Different skills and less responsibility	--	40%

20. (new) [IF RETIREE AND Q18 = 1 OR 2] Have you worked at jobs since retirement that...?

	Pre-Retirees (n=0)	Retirees (n=394)
Had a set schedule	--	37%
Had a flexible schedule that let you work when you want.....	--	59%
Involved freelancing such as driving for Uber or providing some other service.....	--	9%

21. (new) How likely is it that [IF WORKER:, after you retire,] you will work again someday?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Very likely.....	23%	12%
Somewhat likely.....	36	11
Not too likely.....	30	25
Not at all likely	11	52

Retirement Income and Spending

22. Retirees rely on many different sources to provide them with the money they need to cover their expenses. Which of the following do you expect will be/are a major source of income, a minor source of income, or not a source of income for your [IF MARRIED/PARTNER Q3=1 OR 2: and your spouse's/partner's] retirement?

		Major Source of Income	Minor source of income	Not a source of income
	Pre-Retirees (n=1,046); Retirees (n=1,051)			
a.	Social Security benefits			
	Pre-Retirees	50%	45	4
	Retirees	64%	21	15
b.	A defined benefit pension plan, with benefits typically based on salary and years of service (This is sometimes called a traditional pension plan)			
	Pre-Retirees	27%	23	51
	Retirees	35%	19	46
c.	An employer-sponsored retirement savings plan or funds rolled over from this type of plan			
	Pre-Retirees	37%	26	37
	Retirees	13%	20	67
d.	An IRA or Roth IRA			
	Pre-Retirees	21%	35	44
	Retirees	16%	27	57
e.	Taxable investment or bank accounts (not including a checking or savings account)			
	Pre-Retirees	11%	35	54

Pre-Retirees (n=1,046); Retirees (n=1,051)		Major Source of Income	Minor source of income	Not a source of income
	Retirees	12%	26	63
f.	A payout annuity			
	Pre-Retirees	4%	13	83
	Retirees	6%	13	82
g.	Rental property or real estate (excluding your primary home)			
	Pre-Retirees	7%	12	82
	Retirees	3%	6	91
h.	A reverse mortgage or home equity loan			
	Pre-Retirees	1%	5	94
	Retirees	1%	2	97
i.	Employment in retirement, including self-employment			
	Pre-Retirees	11%	42	47
	Retirees	4%	14	81

23. Do you currently have a plan for how much money you will spend each year in retirement and where that money will come from?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Yes	35%	61%
No	65	39

24. **[IF WORKER]** As best you can guess, do you think that your income in retirement, from all sources, including Social Security benefits will permit you to buy...?

	Pre-Retirees (n=1,046)	Retirees (n=0)
Much less than you can buy now	23%	--
Somewhat less than you can buy now	32	--
About the same as you can buy now	39	--
Somewhat more than you can buy now	4	--
Much more than you can buy now	1	--

25. Which one of the following best describes how you [**WORKER** plan to] manage your financial assets (**WORKER**: in retirement)?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
You plan to grow your financial assets by accumulating earnings or saving more money	22%	25%
You plan to maintain your financial assets by withdrawing only earnings and leaving the principal intact	33	32
You plan to spend down your financial assets	21	18
You have no plan for managing your financial assets	24	25

26. Are you currently providing financial support for anyone other than yourself **[IF MARRIED/PARTNER Q3=1 OR 2: and your spouse/partner]**?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Yes	26%	9%
No	74	91

27. **[IF PROVIDE SUPPORT: Q26=1]** To whom do you provide this support? *Select all that apply.*

	Pre-Retirees (n=253)	Retirees (n=103)
Children under age 21.....	58%	25%
Children 21 or older	40%	58%
Parents or parents-in-law	10%	7%
Grandchildren.....	6%	12%
Other relatives	4%	13%
Someone else (please specify).....	4%	6%

28. **[IF PROVIDE SUPPORT: Q26=1]** Do any of these relatives currently reside with you?

	Pre-Retirees (n=253)	Retirees (n=103)
Yes	77%	48%
No	23	52

29. (new) **[IF PROVIDE SUPPORT]** People sometimes provide financial support to relatives or friends who are not part of their immediate household including adult children, grandchildren, and elderly parents either living or not living with them. How much impact does providing this type of support have on your finances?

	Pre-Retirees (n=253)	Retirees (n=103)
A great deal.....	14%	14%
Some	26	26
Little.....	26	25
None	33	35

30. (new) **[IF RETIREE]** What impact did the mortgage crisis and stock market decline in 2008 have on your retirement?

	Pre-Retirees (n=0)	Retirees (n=1,051)
Made you feel less secure about your retirement.....	--	22%
Reduced what you spend in retirement.....	--	11
Delayed when you retired.....	--	4
None of the above	--	67

31. **[IF RETIREE AND IF MADE EFFORT TO REDUCE SPENDING (Q30=2):]** What actions did you take to decrease your spending? *Select all that apply.*

	Pre-Retirees (n=0)	Retirees (n=132)
Spent less on purchases.....	--	79%
Spent less on travel	--	66%
Ate out less often.....	--	61%
Reduced gift or charitable giving.....	--	49%
Moved to less expensive housing	--	16%
Refinanced a mortgage.....	--	13%
Something else.....	--	17%

32. (new) **[IF RETIREE:]** Based on where you thought you would be financially in retirement when you were working, would you say that you are doing...?

	Pre-Retirees (n=0)	Retirees (n=1,051)
Much better than you thought you would.....	--	12%
Somewhat better than you thought you would	--	24
About the same as you thought you would.....	--	41
Somewhat worse than you thought you would.....	--	18
Much worse than you thought you would	--	6

33. **[IF WORKER:]** Compared with your expenses in the five years before you retire, do you expect your expenses in the first five years of your retirement will be:

	Pre-Retirees (n=1,046)	Retirees (n=0)
Much higher.....	4%	--
A little higher.....	9	--
About the same	42	--
A little lower.....	29	--
Much lower.....	12	--
Not sure	4	--

Retirement Income and Planning

34. [trend] How concerned are you about each of the following [IF WORKER: in retirement]?

Pre-Retirees (n=1,046); Retirees (n=1,051)		Very Concerned	Somewhat Concerned	Not too Concerned	Not at all Concerned
a.	You might not be able to maintain a reasonable standard of living for the rest of your life				
	Pre-Retirees	22%	36	32	11
	Retirees	11%	29	39	21
b.	You might not have enough money to pay for adequate health care				
	Pre-Retirees	29%	34	27	10
	Retirees	14%	30	34	22
c.	You might not have enough money to pay for a long stay in a nursing home or a long period of nursing care at home				
	Pre-Retirees	29%	36	24	11
	Retirees	18%	36	28	19
d.	The value of your savings and investments might not keep up with inflation				
	Pre-Retirees	23%	43	26	9
	Retirees	13%	36	34	17
e.	[IF MARRIED/PARTNER: Q3=1 OR 2] You might not be able to maintain the same standard of living after your spouse's/partner's death, if he/she should die first				
	Pre-Retirees (n=644)	16%	30	37	17
	Retirees (n=677)	9%	25	39	26
f.	[IF MARRIED/PARTNER: Q3=1 OR 2] Your spouse/partner might not be able to maintain the same standard of living after your death, if you should die first				
	Pre-Retirees (n=644)	14%	28	36	23
	Retirees (n=677)	10%	23	39	27
g.	You might deplete all of your savings				
	Pre-Retirees	24%	34	30	13
	Retirees	12%	26	39	23
h.	The equity you have in your home may not be sufficient to support your retirement plans				
	Pre-Retirees	12%	24	37	28
	Retirees	7%	12	36	46
i.	You might not be able to leave money to your children or other heirs				
	Pre-Retirees	11%	20	31	38
	Retirees	6%	17	33	43

Pre-Retirees (n=1,046); Retirees (n=1,051)		Very Concerned	Somewhat Concerned	Not too Concerned	Not at all Concerned
j.	You might be a victim of a fraud or scam				
	Pre-Retirees	8%	23	40	29
	Retirees	10%	27	38	25
	There might come a time when you (and your				
k.	spouse/partner) are incapable of managing your				
	finances				
	Pre-Retirees	14%	35	39	13
	Retirees	9%	32	42	18
l.	You may not be able to stay in your home				
	Pre-Retirees	14%	25	39	22
	Retirees	9%	22	33	36

35. (new) [IF PLAN TO RETIRE IN Q16: Q16 NOT EQUAL TO 98 OR 99] How much planning have/had you [IF MARRIED/PARTNER Q3=1 OR 2 and your spouse/partner] done to make sure that you will be financially secure throughout your retirement?

	Pre-Retirees (n=816)	Retirees (n=991)
A great deal.....	15%	25%
A fair amount.....	43	45
Little.....	34	21
None.....	8	9

36. Do you [IF MARRIED/PARTNER Q3= 1 OR 2 and your spouse/partner] consult with a financial planner or advisor who helps you make decisions about your **(WORKER: retirement/RETIREE: financial)** planning and is paid through fees or commissions?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Yes.....	24%	39%
No.....	76	61

37. **[IF MARRIED/PARTNER, Q3=1,2]** To what extent have you **[IF MARRIED/PARTNER;** and your spouse/partner planned for the following issues that often arise (**WORKERS ADD:** in retirement) after the first person in a couple dies?

[IF WIDOWED (Q3=4), ASK:] To what extent did you and your spouse plan for the following issues that often arise (**WORKERS ADD:** in retirement) after the first person in a couple dies?

Pre-Retirees (n=679); Retirees (n=804)		A Great Deal	Moderately	A Little	Not at All
a.	Adequate assets and income				
	Pre-Retirees	17%	35	26	22
	Retirees	24%	35	22	19
b.	Ability to manage day-to-day finances				
	Pre-Retirees	15%	31	29	25
	Retirees	23%	34	24	19
c.	Adequate, affordable and manageable housing				
	Pre-Retirees	13%	29	27	31
	Retirees	22%	30	23	25
d.	Health and long-term care coverage				
	Pre-Retirees	11%	26	34	29
	Retirees	20%	28	26	26
e.	Access to physical and emotional help				
	Pre-Retirees	8%	22	27	44
	Retirees	10%	27	27	36
f.	Availability of family and friends				
	Pre-Retirees	11%	28	30	32
	Retirees	19%	30	25	26
g.	Access to transportation				
	Pre-Retirees	8%	27	23	41
	Retirees	16%	27	25	31
h.	Investment management and estate planning issues				
	Pre-Retirees	12%	25	29	34
	Retirees	20%	25	23	32
i.	Access to activities of interest				
	Pre-Retirees	10%	28	32	31
	Retirees	12%	30	28	30

38. (new) Do you currently have long-term care insurance that covers nursing home care or assistance at home by a nursing aide?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Yes	11%	20%
No	89	80

Employment Concerns

39. Have any of the following things happened to you [**IF MARRIED/PARTNERED Q3=1 OR 2** or your spouse/partner] [**IF 47 OR OLDER**] since you were 45 years old] that caused you to miss work or be underemployed for more than 3 months?

Pre-Retirees (n=1,046); Retirees (n=1,051)		Yes	No
a. You or your spouse/partner lost a job at some point in time			
	Pre-Retirees	27%	73
	Retirees	27%	73
b. You or your spouse/partner left work due to an illness or disability			
	Pre-Retirees	14%	86
	Retirees	18%	82
c. You or your spouse/partner cut back on work to take care of aging parents			
	Pre-Retirees	6%	94
	Retirees	6%	94
d. You or your spouse/partner were underemployed at a job or jobs that did not pay well			
	Pre-Retirees	20%	80
	Retirees	16%	84
e. You or your spouse/partner were only able to find part time work for some period of time			
	Pre-Retirees	15%	85
	Retirees	14%	86
f. You or your spouse/partner spent some period of time not being able to find a job			
	Pre-Retirees	23%	77
	Retirees	20%	80
g. You or your spouse/partner had to retire because of your age			
	Pre-Retirees (n=0)	--	--
	Retirees (n=1,051)	4%	96
h. You or your spouse/partner missed a significant amount of work due to health issues			
	Pre-Retirees	14%	86
	Retirees	14%	86

40. **[IF MULTIPLE SELECTED]** Which of these had the biggest impact on you financially?

	Pre-Retirees (n=471)	Retirees (n=514)
You or your spouse/partner lost a job at some point in time	32%	32%
You or your spouse/partner were underemployed at a job or jobs that did not pay well	17	12
You or your spouse/partner left work due to an illness or disability ...	14	28
You or your spouse/partner spent some period of time not being able to find a job	14	12
You or your spouse/partner missed a significant amount of work due to health issues	13	5
You or your spouse/partner cut back on work to take care of aging parents	6	5
You or your spouse/partner were only able to find part time work for some period of time.....	4	3
You or your spouse/partner had to retire because of your age	--	3

41. (new) **[IF 50 or over]** Thinking about the course of your career after age 45, how much time were you and your spouse/partner] unable to work, or unable to work full time?

	Pre-Retirees (n=771)	Retirees (n=1,016)
None	57%	58%
Less than six months	15	11
Six months to less than a year.....	8	9
1 year to less than 2 years	6	4
2 years to less than 5 years.....	6	4
5 years to less than 10 years.....	4	6
More than 10 years	4	9

42. (new) **[IF ANY IN 39a-h=1]** What impact did missing work have on your and your spouse/partner's ability to save for retirement?

	Pre-Retirees (n=471)	Retirees (n=514)
A great deal of impact	37%	26%
A fair amount of impact	28	23
Little impact	22	30
No impact.....	12	21

43. (new) **[IF ANY IN 39a-h=1]** Did you or your spouse/partner withdraw any money from your retirement savings during this time?

	Pre-Retirees (n=471)	Retirees (n=514)
Yes	28%	31%
No	72	69

44. (new) **[IF ANY IN 39a-h=1]** Which of the following have you done to try to maintain or make up your and your spouse/partner's retirement savings levels?

	Pre-Retirees (n=471)	Retirees (n=514)
Spent less	49%	69%
Worked/ Are going to work longer than you planned	35%	13%
Retired at a later age/ Planned to retire at a later age	31%	12%
Plan to spend less in retirement	27%	--
Worked longer hours when you or your spouse/partner went back to work	13%	8%
One spouse worked more hours while the other was not working	11%	12%
Moved other money into retirement accounts	9%	8%
Borrowed money	7%	7%
Nothing, did not need to	4%	7%
Investments: maximized 401(K)/IRA, invested more	1%	1%
Second job, part-time, temporary job	1%	*
Filed for disability	1%	*
Not able to make up, lost savings, did not maintain retirement account	*	1%
Downsized: sold property, moved to affordable area, lowered lifestyle	*	*
Other	*	2%

45. (new) **[IF WORKER]** How concerned are you that you and your spouse/partner will be not able to maintain the level of employment you need prior to retirement to achieve a **financially secure retirement?**

	Pre-Retirees (n=1,046)	Retirees (n=0)
Very concerned	17%	--
Somewhat concerned	32	--
Not too concerned	35	--
Not at all concerned	15	--

46. (new) [IN ANY Q40a-h = 1-8 AND Q42 NE 1 AND 47 OR OLDER] As a result of you and your spouse/partner not being as fully employed as you could have after age 45, how much impact has it had on you feeling less secure about your retirement?

	Pre-Retirees (n=369)	Retirees (n=405)
A great deal.....	32%	26%
Some	34	36
Little.....	24	26
None	9	12

Reality of Retirement

47. (new) [IF RETIRED] When you first retired, how emotionally challenging did you find it to make that transition?

	Pre-Retirees (n=0)	Retirees (n=1,051)
Very challenging	--	11%
Somewhat challenging	--	21
Not too challenging	--	28
Not at all challenging.....	--	40

48. (new) [IF Q47 = 3 OR 4 AND IF RETIRED MORE THAN TWO YEARS/CALCULATE FROM DATA] How long did it take you to adjust to retirement?

	Pre-Retirees (n=0)	Retirees (n=234)
Less than 6 months.....	--	4%
6 months to less than 1 year.....	--	5
1 year to less than 2 years	--	30
2 years to less than 3 years.....	--	18
3 years to less than 4 years.....	--	4
4 years to less than 5 years.....	--	2
5 years or more	--	7
Adjusted immediately	--	15
Have not adjusted yet	--	15

49. (new) **[IF RETIRED MORE THAN TWO YEARS/CALCULATE FROM DATA]** Compared to when you first retired, would you say that today you are...?

	Pre-Retirees (n=0)	Retirees (n=787)
Much happier	--	29%
Somewhat happier	--	20
Just as happy	--	37
Somewhat less happy	--	9
Much less happy	--	5

50. (new) **[IF WORKER]** How concerned are you about having a sense of purpose after you retire?

	Pre-Retirees (n=1,046)	Retirees (n=0)
Very concerned	13%	--
Somewhat concerned	26	--
Not too concerned	36	--
Not at all concerned	25	--

51. (new) **[IF RETIREE]** Since you retired, how often do you feel lonely?

	Pre-Retirees (n=0)	Retirees (n=977)
Very often	--	7%
Fairly often	--	5
Occasionally	--	38
Never	--	50

52. (new) **[IF RETIREE]** How often do you meet with other people socially, individually or in group settings, in retirement?

	Pre-Retirees (n=0)	Retirees (n=1,051)
Daily	--	10%
Several times a week	--	29
Weekly	--	19
A couple of times a month	--	17
Monthly	--	5
Less than monthly	--	21

53. (new) **[IF RETIREE]**: How big of a factor is each of the following in limiting the level of social engagement you have today?

Pre-Retirees (n=0); Retirees (n=1,051)		Critical Factor	Major Factor	Minor Factor	Not a Factor
a. Friends have moved away	Pre-Retirees	--	--	--	--
	Retirees	2%	8	25	65
b. You have moved away from friends	Pre-Retirees	--	--	--	--
	Retirees	4%	7	20	70
c. It is hard for you to find transportation	Pre-Retirees	--	--	--	--
	Retirees	2%	3	6	89
d. You lack the money to do things	Pre-Retirees	--	--	--	--
	Retirees	9%	9	25	57
e. You lack the energy to do things	Pre-Retirees	--	--	--	--
	Retirees	5%	8	33	54
f. You like to spend more time at home	Pre-Retirees	--	--	--	--
	Retirees	8%	25	36	32
g. Disability or illness prevent you from doing more	Pre-Retirees	--	--	--	--
	Retirees	6%	8	19	67

54. (new) **[IF WORKER 55 OR OLDER]**: When you retire, how often do you plan to be involved **[IF RETIREE: when you retired, how often did you become involved in each of the following activities?**

Pre-Retirees (n=500); Retirees (n=1,051)		Very Often	Somewhat Often	Not too Often	Never
a. [IF HAS CHILDREN] Visiting children and grandchildren	Pre-Retirees (n=367)	37%	42	15	7
	Retirees (n=771)	25%	41	24	11
b. [IF HAS CHILDREN] Caring for grandchildren	Pre-Retirees (n=367)	19%	31	34	17
	Retirees (n=771)	13%	24	25	39
c. Helping parents	Pre-Retirees	9%	21	17	53
	Retirees	9%	16	15	60
d. Helping neighbors or others					

Pre-Retirees (n=500); Retirees (n=1,051)		Very Often	Somewhat Often	Not too Often	Never
e. Volunteering	Pre-Retirees	9%	38	41	13
	Retirees	9%	28	43	20
f. Doing hobbies	Pre-Retirees	13%	41	33	13
	Retirees	10%	17	30	43
g. Walking or exercising	Pre-Retirees	29%	47	15	9
	Retirees	17%	37	31	15
h. Doing home repairs	Pre-Retirees	49%	39	9	3
	Retirees	31%	38	24	8
i. Traveling	Pre-Retirees	8%	35	40	17
	Retirees	9%	30	37	24
j. Social activities	Pre-Retirees	28%	46	20	6
	Retirees	19%	39	29	13
k. Membership in groups	Pre-Retirees	21%	49	24	7
	Retirees	12%	37	38	13
l. Continuing to work or run a business	Pre-Retirees	5%	25	47	23
	Retirees	7%	16	29	48
m. Other	Pre-Retirees	12%	25	34	29
	Retirees	8%	7	13	72
	Pre-Retirees	1%	1	*	99
	Retirees	*	1%	1	89

55. (new) [IF RETIREE AND MARRIED/PARTNER: Q3=1 OR 2] Do you wish you had more time together with your spouse/partner?

	Pre-Retirees (n=0)	Retirees (n=677)
Yes, a lot more	--	15%
Yes, a little more	--	31
No	--	54

Family Support/Tabbing Aging Alone

56. (new) How much thought have you given as to how your life will change in the later years of your retirement?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
A great deal.....	19%	13%
A fair amount.....	39	45
Little.....	35	33
None.....	7	8

57. (new) [IF Q56 = 2, 3, 4]? Was there a particular event that caused you to start thinking about your later retirement years?

	Pre-Retirees (n=972)	Retirees (n=972)
Yes.....	19%	26%
No.....	81	74

58. (new) [IF YES Q57=1] What was this event?

	Pre-Retirees (n=205)	Retirees (n=256)
Experiences faced by a parent, friend or relative.....	35%	15%
A change in your health.....	28	34
A change in your spouse/partner's health.....	8	12
Lost job, company sold, slow down at work, Didn't like work environment.....	7	5
Losing a spouse or partner.....	4	15
Death of family/friend.....	4	5
Age, birthday, getting older.....	4	2
Getting divorced.....	4	1
A discussion with a financial planner.....	1	4
Your spouse bringing up the issue.....	1	*
A child bringing up the issue.....	*	2
Other.....	4	7

59. (new) [IF MARRIED/PARTNERED Q3=1 OR 2: Aside from your spouse/partner] Do you have a relative or friend that you can count on to take care of you as you age, excluding someone you might hire?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Yes	46%	62%
No	54	38

60. (new) What is your relationship to the person you would count on the most to do so?

	Pre-Retirees (n=462)	Retirees (n=625)
Child	72%	71%
Brother or sister	10	10
Friend or neighbor	6	6
Niece or nephew.....	6	4
Other family member.....	5	6
Grandchild.....	1	3

61. (new) How many miles away does the [PIPE IN Q60 RESPONSE] most likely to take care of you live?

	Pre-Retirees (n=462)	Retirees (n=625)
Lives with you.....	22%	10%
Less than 15.....	39	50
16 to 50	13	15
51-100.....	7	6
Over 100	18	19

62. (new) When you think about the later years of your retirement, how confident are you that you will receive the support you need from your [PIPE IN Q60 RESPONSE] if you lose the ability to take care of yourself? Support could include such activities as providing transportation, maintaining your house, coordinating medical care and assistance with daily activities.

	Pre-Retirees (n=462)	Retirees (n=625)
Very confident.....	48%	57%
Somewhat confident	47	38
Not too confident.....	4	5
Not at all confident	*	*

63. (new) **[IF NO TO Q59]:** Since you do not have a relative or friend you can count on to take care of you, have you planned for a support system you can rely on to take care of you in the later years of your retirement?

	Pre-Retirees (n=584)	Retirees (n=426)
Yes	12%	19%
No	88	81

64. (new) **[IF OVER 65]** Have you done each of the following, and if not is it something you are planning to do in the near future?

		Done	Plan to do	Not done or planning to do
a. [IF Q59=1] Talked to the person or people you think will care for you about what future role they will play				
	Pre-Retirees (n=43^)	43%	28	28
	Retirees (n=406)	46%	31	23
b. [IF Q59=1] Made specific arrangements with the person or people you expect to take care of you				
	Pre-Retirees (n=43^)	26%	40	33
	Retirees (n=406)	32%	36	33
c. Organized your legal documents				
	Pre-Retirees (n=78)	58%	29	13
	Retirees (n=638)	68%	23	9
d. Designated a relative or friend as future power of attorney				
	Pre-Retirees (n=78)	47%	36	17
	Retirees (n=638)	63%	25	12
e. Designated a relative or friend to have your health proxy				
	Pre-Retirees (n=78)	53%	35	12
	Retirees (n=638)	61%	24	15
f. [IF NO TO D OR E] Thought about who would have [power of attorney/ health proxy]				
	Pre-Retirees (n=43^)	22%	52	26
	Retirees (n=259)	17%	51	32

^ Caution: small base (<50)

65. (new) **[IF Q59=2]** How concerned are you about having to manage in the later years of your retirement without a relative or close friend to look out for you?

	Pre-Retirees (n=584)	Retirees (n=426)
Very concerned	24%	14%
Somewhat concerned	35	35
Not too concerned	30	40
Not at all concerned	12	12

66. (new) [IF MARRIED/PARTNERED Q3=1 OR 2] Have you discussed with your spouse/partner how the remaining person will be cared for later in life when the other dies?

	Pre-Retirees (n=644)	Retirees (n=677)
Yes	31%	54%
No	69	46

Demographics

Now, a few questions for statistical purposes:

67. In general, would you say your health is...?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Excellent	18%	11%
Very good.....	42	37
Good.....	28	34
Fair	9	14
Poor	3	4

68. Until what age do you think that you can expect to live?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Less than 75.....	5%	3%
75 to 79	5	4
80 to 84.....	11	8
85 to 89.....	14	13
90 or older.....	22	23
Not sure/No way of knowing.....	43	49
<i>Median</i>	85	88

69. **[IF WORKER AND EMPLOYED: Is your current employer]/[IF RETIREE: Was your employer immediately before you retired from your primary occupation]...?**

	Pre-Retirees (n=908)	Retirees (n=1,051)
A for-profit business	70%	58%
A not-for-profit organization	17	12
Another government organization	10	14
Military or public safety (police, fire, etc.)	2	3
Not employed immediately before retirement	--	13

70. When you manage your bank account, do you mostly use...?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Online banking to pay your bills automatically	79%	75%
Manual approaches such as writing and mailing checks	21	25

71. In total, about how much money would you say you currently have in savings and investments, including any money that you have in retirement plans from work in which you can decide how the money is invested? *Please do not include the value of your primary home.*

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
Less than \$10,000	17%	18%
\$10,000 to \$24,999	6	4
\$25,000 to \$49,999	7	6
\$50,000 to \$99,999	10	7
\$100,000 to \$249,999	17	16
\$250,000 to \$499,999	14	11
\$500,000 to \$999,999	10	13
\$1 million or more	8	13
Prefer not to say	10	12

72. In what state do you live?

	Pre-Retirees (n=1,046)	Retirees (n=1,051)
South	30%	37%
Northeast	26	23
Midwest	23	22
West	21	19

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