

## Snapshot Survey: Retirement Plan Options in the U.S.

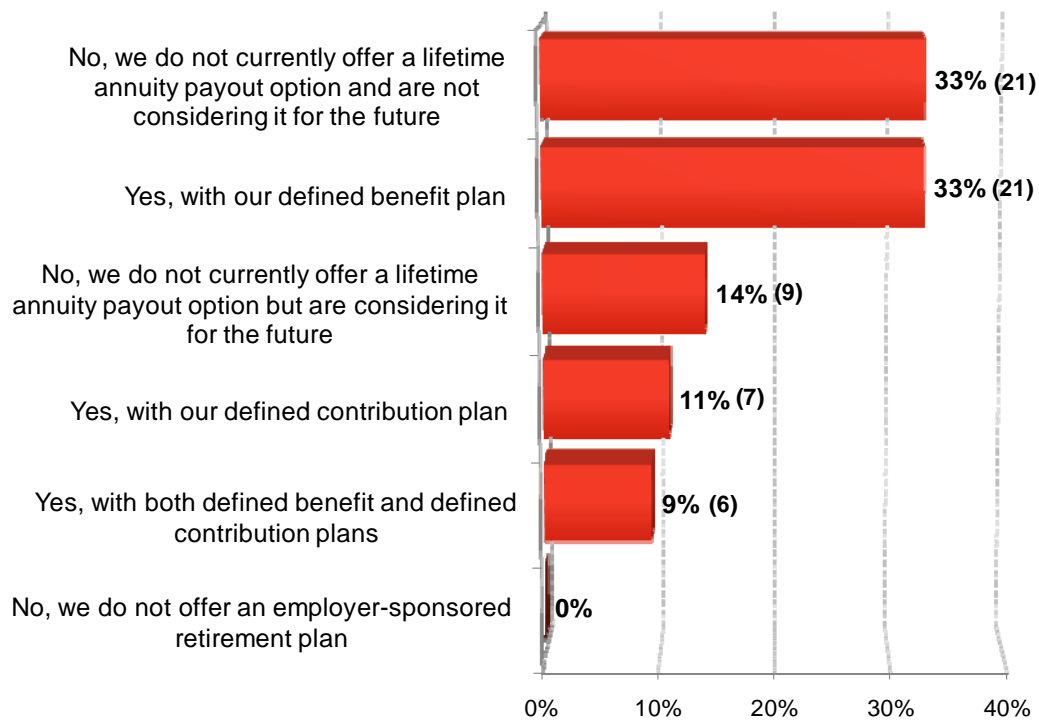
March 2010

Due to interest from members relating to the Department of Labor's exploration of ways to enhance the retirement security of workers by promoting the use of annuity options in employer-sponsored plan, WorldatWork conducted a snapshot survey to quickly gauge current practices and opinions.

WorldatWork invited all Premier members to participate through messaging in various e-newsletters and WorldatWork blogs as well as the WorldatWork homepage. The survey was open for participation from March 5 to March 31, 2010<sup>1</sup>. A total of 64 members participated.

### Survey Results

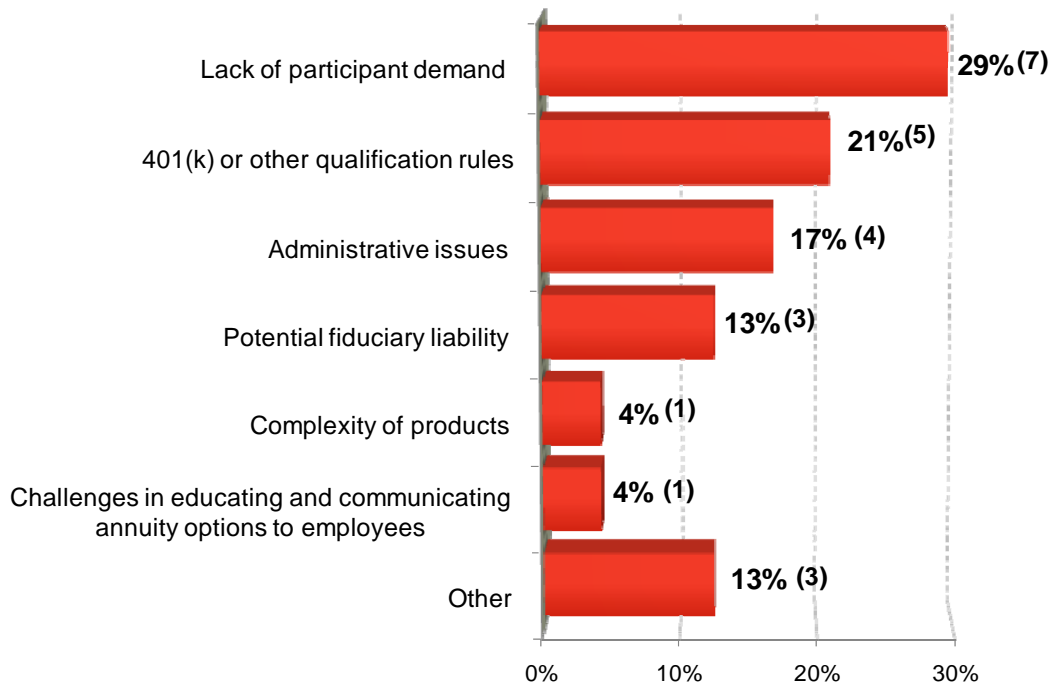
**Figure 1: Does your company offer a lifetime annuity payout option with its retirement plan offering? (n=64)**



<sup>1</sup> Because the survey sample was self-selecting and not scientific, we are unable to provide a margin of error related to these data.

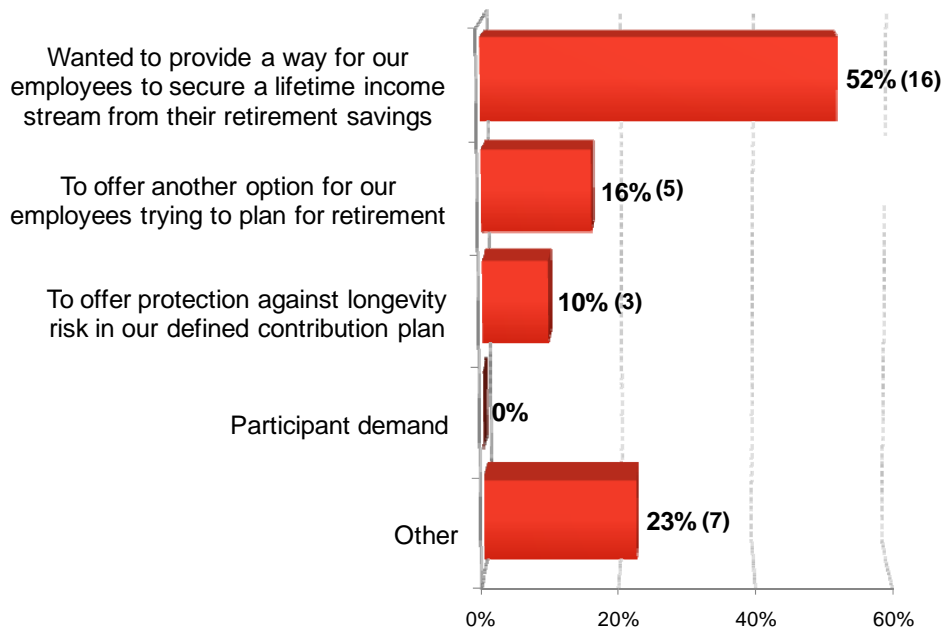
**Figure 2: Which of the following are factors in the decision not to offer a lifetime annuity payout option? (n=24)**

Note: Only participants who answered “No” to question 1 received this question.



**Figure 3: What was the primary reason your organization adopted the lifetime annuity payout option offered to employees? (n=31)**

Note: Only participants who answered “Yes” to question 1 received this question.



All respondents were asked to share one potential solution to help an employer in providing a lifetime stream of income for its employees. The 24 responses were varied, but included solutions such as annuity options, looser pre-funding restrictions, convenience-related solutions that involve a trusted third-party administrator, automatic enrollment in defined contribution plans and more early education for employees about their options.

**Figure 4: Please choose one category that best describes the industry in which your organization operates: (n=50)**

Industry	%	Count
All Other Manufacturing	28%	14
Finance & Insurance	16%	8
Other	14%	7
Healthcare & Social Assistance	8%	4
Computer and Electronic Manufacturing	6%	3
Public Administration	4%	2
Utilities, Oil & Gas	4%	2
Consulting, Professional, Scientific & Technical Services	4%	2
Real Estate & Rental & Leasing	2%	1
Other Services (except Public Administration)	2%	1
Mining	2%	1
Wholesale Trade	2%	1
Transportation	2%	1
Information (includes Publishing, IT Technologies, etc.)	2%	1
Educational Services	2%	1

**Figure 6: Organization Size (worldwide) (n=50)**

