



**Five Ways Employers Can Improve Their 401(k)s**  
*Selected Excerpts: 15th Annual Transamerica Retirement Survey*

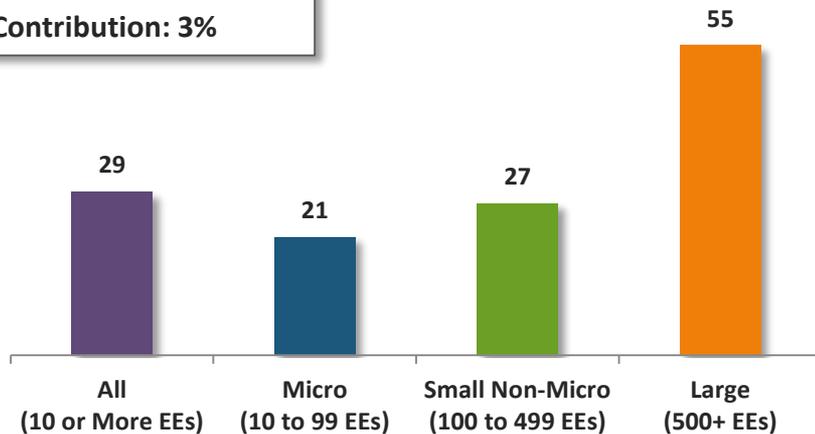
**TRANSAMERICA CENTER**  
FOR RETIREMENT STUDIES®

ICI's Retirement Summit  
April 8, 2015

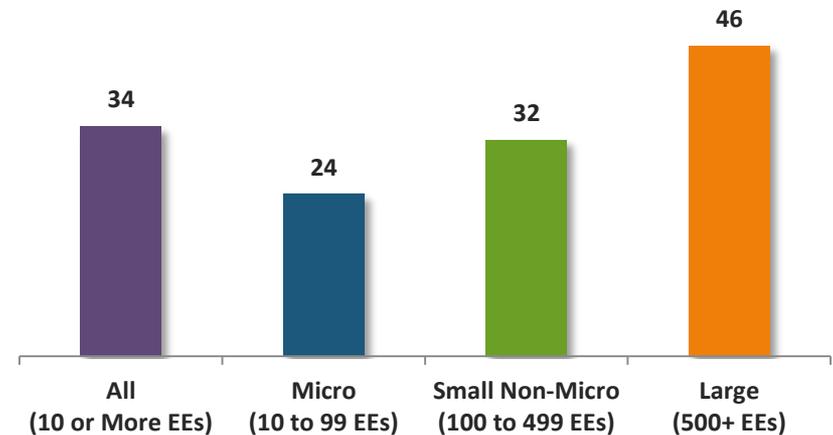
# 1. Expand Automatic Features

Automatically enrolls newly eligible employees into the 401(k) plan (%)

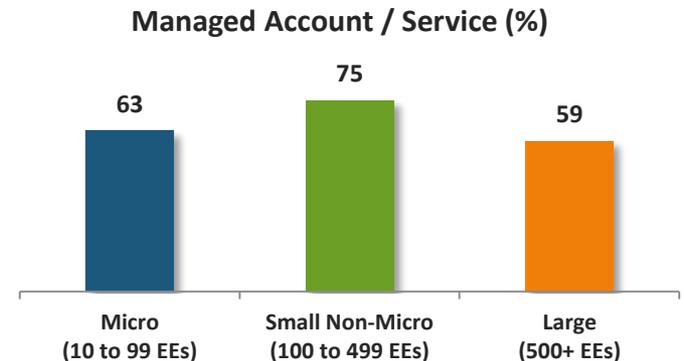
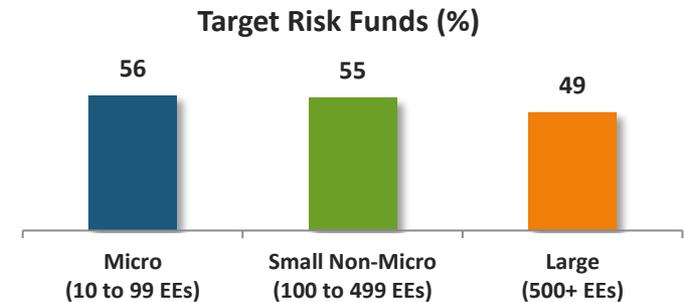
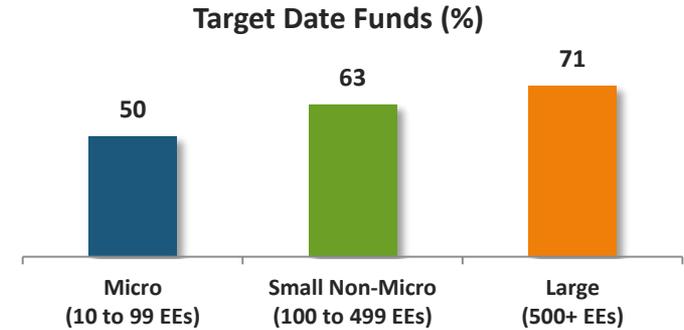
Median Default Contribution: 3%



Among employers auto-enrolling, automatically increases participant contribution rates annually (%)

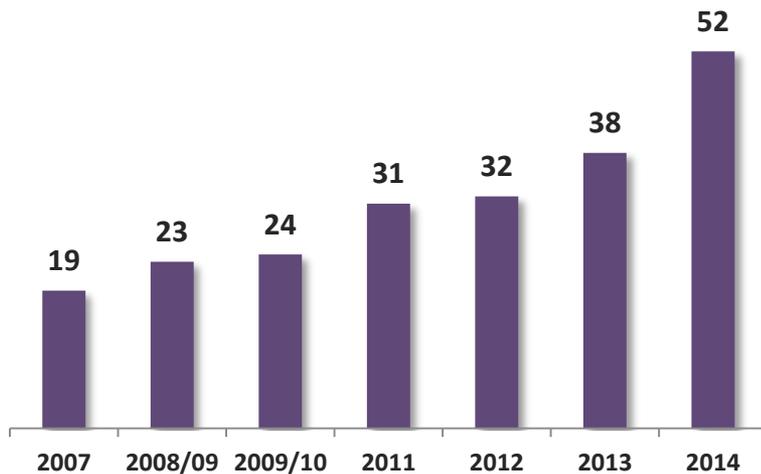


## 2. Improve Asset Allocation

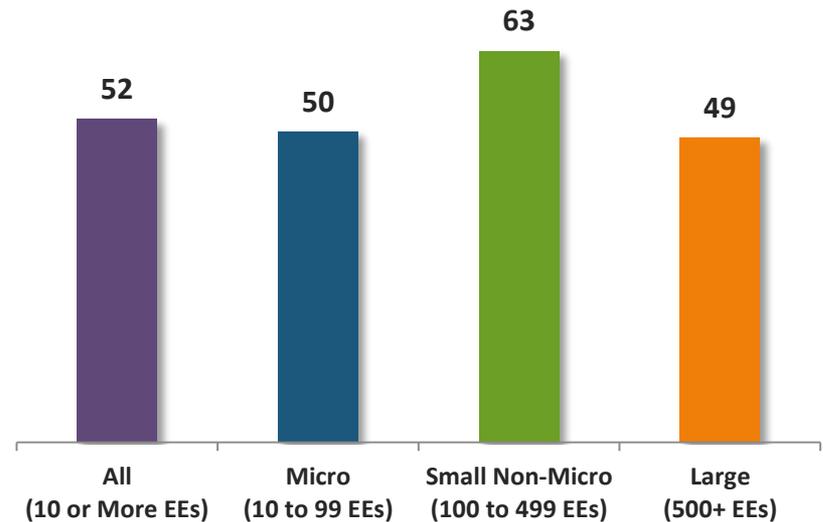


# 3. Adopt the Roth 401(k) Option

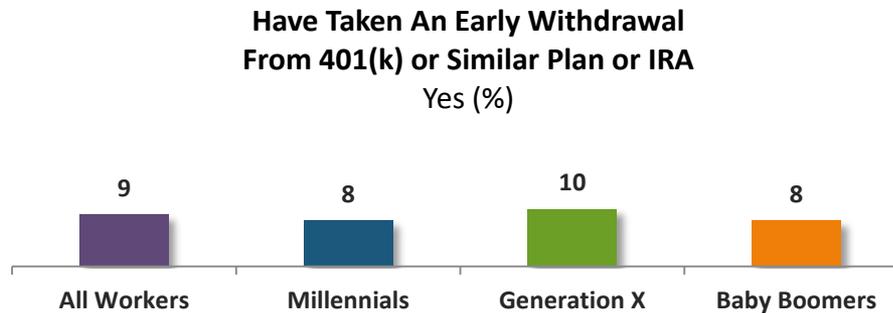
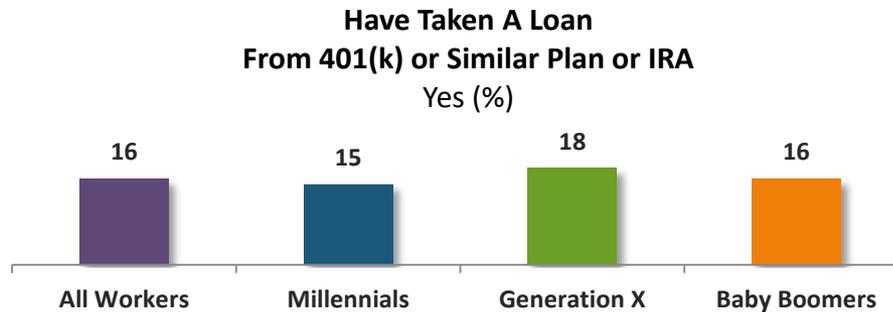
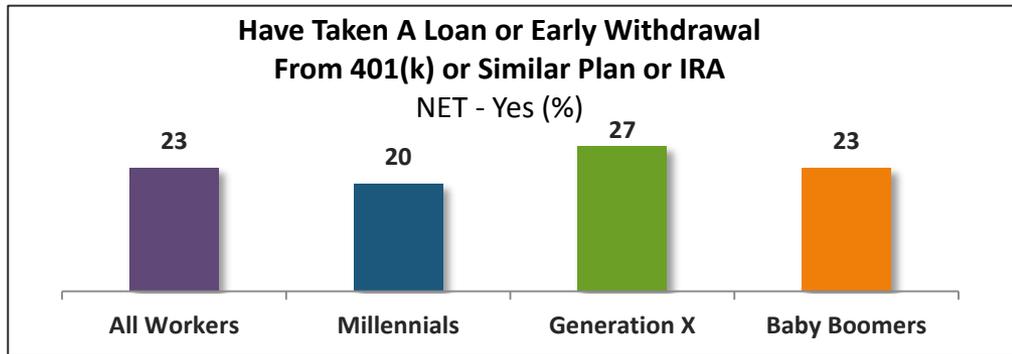
Offers Roth 401(k) Option  
All Employers (10 or More Employees)  
Yes (%)



2014 - Offers Roth 401(k) Option  
By Company Size  
Yes (%)



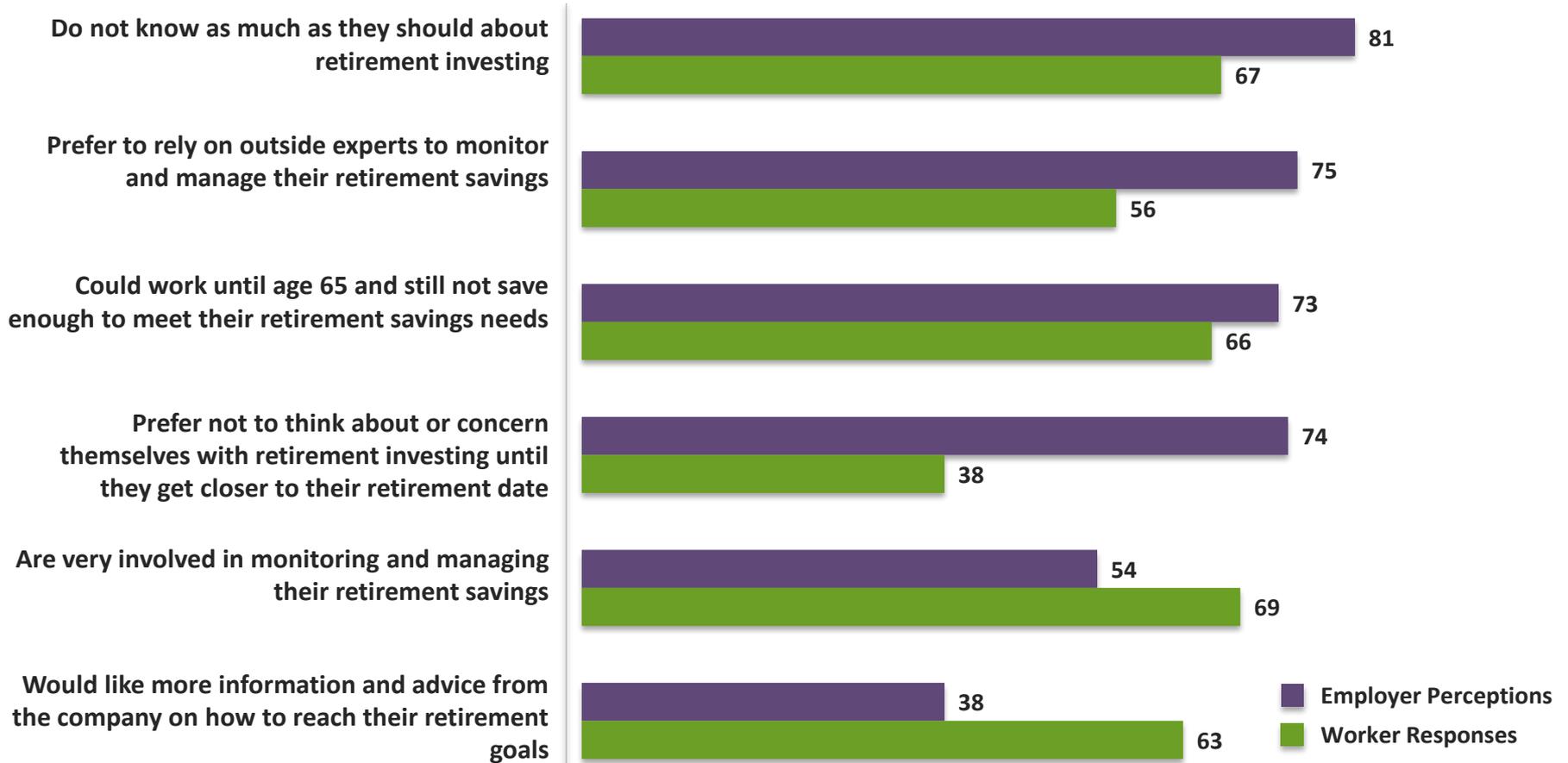
# 4. Prevent Retirement Plan Leakage



3% of plan participants say they cashed out after separating from prior employer

# 5. Close Disconnects Between Employers and Workers

Employer Perceptions Versus Worker Survey Responses on Retirement Preparations  
“Most employees at my company ...” compared to “I ...” Agree (%)



# Appendix

## About the Author

**Catherine Collinson** serves as President of the Transamerica Institute® and Transamerica Center for Retirement Studies®, and is a retirement and market trends expert and champion for Americans who are at risk of not achieving a financially secure retirement. Catherine oversees all research and outreach initiatives, including the Annual Transamerica Retirement Survey.

With over 15 years of retirement services experience, Catherine has become a nationally recognized voice on retirement trends for the industry. She has testified before Congress on matters related to employer-sponsored retirement plans among small business, which featured the need to raise awareness of the Saver's Credit among those who would benefit most from the important tax credit. Catherine is regularly cited by top media outlets on retirement-related topics. Her expert commentary has appeared in major publications, including: The Wall Street Journal, U.S. News & World Report, USA Today, Money, The New York Times, The Huffington Post, Kiplinger's, CBS MoneyWatch, Los Angeles Times, Chicago Tribune, Employee Benefits News and HR Magazine. She has also appeared on PBS' "Nightly Business Report," NPR's "Marketplace" and CBS affiliates throughout the country. Catherine speaks at major industry conferences each year and also authors articles published in leading industry journals.

She is currently employed by Transamerica Retirement Solutions Corporation as Senior Vice President of Strategic Initiatives and Research. Since joining the organization in 1995, she has been instrumental in identifying and evaluating short- and long-term strategic growth initiatives, developing business plans and building infrastructure to support the company's high-growth strategy.

# About the Transamerica Center for Retirement Studies®

- The Transamerica Center for Retirement Studies® (TCRS) is a division of Transamerica Institute® (The Institute), a nonprofit, private foundation. TCRS is dedicated to educating the public on emerging trends surrounding retirement security in the United States. Its research emphasizes employer-sponsored retirement plans, including companies and their employees, unemployed and underemployed workers, and the implications of legislative and regulatory changes. For more information about TCRS, please refer to [www.transamericacenter.org](http://www.transamericacenter.org).
- The Institute is funded by contributions from Transamerica Life Insurance Company and its affiliates and may receive funds from unaffiliated third parties.
- TCRS and its representatives cannot give ERISA, tax, investment or legal advice. This material is provided for informational purposes only and should not be construed as ERISA, tax, investment or legal advice. Interested parties must consult and rely solely upon their own independent advisors regarding their particular situation and the concepts presented here.
- Although care has been taken in preparing this material and presenting it accurately, TCRS disclaims any express or implied warranty as to the accuracy of any material contained herein and any liability with respect to it.

# About the Survey

- Since 1998, the Transamerica Center for Retirement Studies® has conducted a national survey of U.S. business employers and workers regarding their attitudes toward retirement. The overall goals for the study are to illuminate emerging trends, promote awareness, and help educate the public. It has grown to be one of the longest running and largest national surveys of its kind.
- Harris Poll conducted the 15<sup>th</sup> Annual Retirement Survey on behalf of Transamerica Center for Retirement Studies. Transamerica Center for Retirement Studies is not affiliated with Harris Poll.
- Over the last five decades, Harris Polls have become media staples. With comprehensive experience and precise technique in public opinion polling, along with a proven track record of uncovering consumers' motivations and behaviors, The Harris Poll has gained strong brand recognition around the world. The Harris Poll offers a diverse portfolio of proprietary client solutions to transform relevant insights into actionable foresight for a wide range of industries including health care, technology, public affairs, energy, telecommunications, financial services, insurance, media, retail, restaurant, and consumer packaged goods. For more information, visit [www.nielsen.com](http://www.nielsen.com).

## Methodology: Employer Survey

- A 21-minute telephone survey was conducted between July 31 and September 17, 2014 among a nationally representative sample of 751 employers by Harris Poll for Transamerica Center for Retirement Studies. Respondents were targeted based on job title at for-profit companies and met the following criteria:
  - Business executives who make decisions about employee benefits at his or her company.
  - Employ 10 employees or more across all locations.
- Quotas were set for small and large companies. The results were weighted as needed on employee size using weighting targets from the Dun & Bradstreet database to ensure each quota group had a representative sample based on the number of companies in each employee size range.
- Percentages were rounded to the nearest whole percent. Differences in the sums of combined categories/answers are due to rounding.
- The base size was 450 for small companies (10-499 employees) and 301 for large companies (500+ employees). Other reduced bases have been noted throughout the report.

# Methodology: Worker Survey

- A 22-minute, online survey was conducted between February 21 and March 17, 2014 among a nationally representative sample of 4,143 workers by Harris Poll for Transamerica Center for Retirement Studies. Respondents met the following criteria:
  - U.S. residents, age 18 or older.
  - Full-time or part-time workers in a for-profit company employing 10 or more people.
- Data were weighted as follows:
  - To account for differences between the population available via the Internet versus by telephone.
  - To ensure that each quota group had a representative sample based on the number of employees at companies in each employee size range.
- Percentages are rounded to the nearest whole percent. Differences in the sums of combined categories/answers are due to rounding.
- This report focuses on full-time and part-time workers combined.
- The base of 4,143 included:
  - 1,021 Millennials, 1,120 Generation X, 1,805 Baby Boomers, and 197 who were born prior to 1946.
  - 1,104 micro company workers, 821 small non-micro company workers, and 2,218 large company workers.

# Terminology

*This report uses the following terminology:*

## Employer/Company Size

<i>All Employers:</i>	10 or more employees
<i>Micro:</i>	10 to 99 employees
<i>Small Non-Micro:</i>	100 to 499 employees
<i>Large:</i>	500 or more employees

## Generation

<i>Millennial:</i>	Born 1979 – 1996
<i>Generation X:</i>	Born 1965 – 1978
<i>Baby Boomer:</i>	Born 1946 – 1964

## All Workers

Refers to all workers aged 18 and older

**TRANSAMERICA CENTER**  
**FOR RETIREMENT STUDIES®**