

The Principal Financial Well Being Index Trending – Summary 4th Quarter 2009

This Principal Financial Well-Being IndexSM survey was conducted online within the United States by Harris Interactive on behalf of the Principal Financial Group® between October 20th and October 30th, 2009 among 1,120 employees and 602 retirees. This is one in a series of quarterly studies to identify and track changes in the workplace of small and mid-sized (growing) businesses. The first Principal Financial Well-Being IndexSM survey was conducted in the United States in 2000.

Employees consisted of adults 18+ who work at small and mid-sized (SMB) U.S. businesses (firm size 10-1,000 employees). Retirees consisted of adults age 60+ who reported they are retired or those who are employed part-time or self-employed and have retired from a previous career. Results were weighted as needed for age by gender, education, race/ethnicity, region and household income. Propensity score weighting was also used to adjust for respondents' propensity to be online.

All sample surveys and polls, whether or not they use probability sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments. Therefore, Harris Interactive avoids the words "margin of error" as they are misleading. All that can be calculated are different possible sampling errors with different probabilities for pure, unweighted, random samples with 100% response rates. These are only theoretical because no published polls come close to this ideal.

Respondents for this survey were selected from among those who have agreed to participate in Harris Interactive surveys. The data have been weighted to reflect the composition of the entire population of adult employees working for small to mid-sized U.S. businesses and retirees. Because the sample is based on those who agreed to be invited to participate in the Harris Interactive online research panel, no estimates of theoretical sampling error can be calculated.

Featured Key Findings

- Holiday Spending - Employees and retirees were asked about their intentions for spending in the upcoming holiday season.
 - Due to current economic conditions, nearly half of employees (46%) indicated they would be scaling back on the number of people for which they buy gifts and nearly the same percentage (45%) indicated they would be spending less per gift this holiday season.
 - A quarter of employees said they would be traveling less this holiday season.
 - At least a quarter of retirees responded they would either be spending less per gift (36%), scaling back on the number of people for whom they buy gifts (30%), or donating less to charities (27%) this holiday season.
 - Just under half of both employees and retirees (46% for both groups) plan to spend less money than they did last year for the holidays.
 - The majority of both retirees (69%) and employees (59%) plan to spend less than \$500 this holiday season.
- New Year's Resolutions - Employees and retirees were given a list of potential financial resolutions and asked which they intended to make for 2010.
 - Similar to last year, the top two resolutions selected by employees were paying off credit card debt (33%) and putting a set amount of money into savings each month (32%).
 - Retirees were most likely to select pay off credit card debt (19%) or put a set amount of money into savings each month (19%, up significantly from 12% in 2008).
 - The majority of both employees (74%) and retirees (79%) said they would pay closer attention to making their New Year's financial resolutions this year as a result of the past year's economic and stock market turmoil.
- Economic Perceptions - Employees and retirees were asked if they feel better off financially than they were at the beginning of the year as we approach the end of 2009, as well as how they would describe their sentiment about the economy and an improvement in the economic downturn as they look to the New Year.
 - Over a third (37%) of employees and significantly fewer (24%) retirees said they feel better off financially now than they did at the beginning of 2009.
 - Just about half of retirees (48%) and slightly fewer employees (44%) described their sentiment as "cautious", while three out of ten employees (31%) and two out of ten retirees chose "optimistic" to describe their sentiment towards the economy and an improvement in the economic downturn in the New Year.

- Only 17% of employees and just about a quarter (24%) of retirees had a pessimistic view of the economy in the New Year.
- Economy's Impact on Spending – Employees and retirees were asked a number of questions regarding how the economy has affected their spending behavior.
 - When asked how the current economy has impacted their overall spending in the past two months, two-thirds of employees and 58% of retirees have reduced their overall spending to some degree. In addition, the majority of both employees (74%) and retirees (77%) said they will continue to spend less after the economic downturn comes to an end.
 - Over half of employees (56%) and 43% of retirees are preparing more meals at home instead of eating out. Lowering the thermostat at home was also commonly selected by over a third of retirees and employees. A third of employees indicated they have started bringing their lunch to work, while over a quarter of both retirees (26%) and employees (27%) have started to shop in their own closet instead of making new purchases. The overwhelming majority of both employees (98%) and retirees (97%) said they would continue to make some (50% of employees; 38% of retirees) or even all of these changes (48% of employees; 59% of retirees) after the economic downturn is over.
- Financial Tracking - The top method employees use to track their finances is online bank statements (59%), followed by check registers (43%), debit card receipts (30%), and paper bank statements (30%). Retirees' top methods are online bank statements (56%) or check register (56%), followed by paper bank statements (42%) and debit card receipts. Over half of employees (59%) and retirees (53%) are tracking their finances more closely as a result of the recent economic downturn.
- Financial Well Being - For both employees and retirees, the top factor affecting their financial well-being in the last decade was the surge in the price of gasoline in the summer of 2008. Other commonly chosen factors for both groups were the real estate market decline over the last three years and the Dow Jones Industrial Average dropping below 7,000 points in March of 2009. Employees' and retirees' top financial lesson to be learned from the past decade was having an emergency fund in the event of unforeseen illness, disaster, or job loss. The second most popular financial lesson for both groups was paying off debts.

Employees Only

- Retirement Savings - Employees were asked what percentage of their pay they are currently saving for their retirement. Employees were then asked what percentage of their pay they think they *need to be saving* in order to have enough income during their retirement. Nearly half of employees (46%) are currently saving 1%-8% of their pay; however, only 19% of employees think they *need to save* 1%-8% of their pay to have enough income in retirement. Furthermore, 31% of employees are currently saving 9% or more for their retirement while over half (54%) think they need to be saving at least 9% in order to have enough income in retirement. A quarter of employees said they are not sure how much of their pay they need to be saving in retirement to ensure they have enough retirement income.
- Job Security - Job security continues to top the importance chart when compared to long-term financial future and challenging work. Three out of ten employees expressed some level of concern over their personal job security. Also, 47% of employees are concerned their company will reduce the number of employees in the next year.
- Employee Benefits- Employees continue to rate health insurance as the most important benefit, followed by defined contribution retirement plans and dental insurance. Health insurance is the benefit most employees would like to see improved, while defined benefit plans is the benefit most employees would like to see their employer offer.

Section I-Employee and Retiree Comparison Questions

Financial Well Being

In measuring employees' and retirees' attitudes and perceptions about their financial well-being, a series of different questions were asked. Employees and retirees were asked to identify how much they agreed with some statements relating to how concerned they are about their long-term financial future and how happy they are about their current financial well-being.

As seen in Table 1, nearly three quarters (71%) of employees are very concerned about their long-term financial future, significantly more than in 3rd quarter of 2009 (66%). Similar to 3rd quarter of 2009, just over half of retirees (56%) are very concerned about their long-term financial future.

Approximately four out of ten retirees (41%) are extremely happy about their current financial well-being compared to significantly fewer employees (32%) – these are both significant increases from the percentage of retirees (34%) and employees (26%) who were extremely happy with their current financial well-being in 3rd quarter of this year.

Three out of ten employees have not yet planned for retirement savings and security.

Table 1

“Please indicate the extent to which you agree or disagree with the following statements...”

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

(% of respondents agreeing completely or somewhat)	4 Qtr 2009		3 Qtr 2009		2 Qtr 2009		1 Qtr 2009		4Qtr 2008	
	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE
I am very concerned about my long-term financial future.	56%sig	71%SIG	60%	66%	48%	67%	63%	74%	62%	73%
I am extremely happy about my current financial well-being.	41%sig*	32%SIG	34%	26%	39%	24%	33%	30%	28%	28%
I have not yet planned for retirement savings/security.	N/A	30%	N/A	28%	N/A	22%	N/A	20%	N/A	28%

SIG – varies significantly (95% level) from previous employee comparison

sig – varies significantly (95% level) from retiree and employee comparison

* - varies significantly (95% level) from previous retiree comparison

Employees and retirees were asked to identify, from a possible list of factors, the one factor that has impacted their overall financial well-being *in the last decade*. For both employees and retirees, the top factor affecting their financial well-being in the last decade was the surge in the price of gasoline in the summer of 2008. Other commonly chosen factors for both employees and retirees were the real estate market decline over the last three years and the Dow Jones Industrial Average dropping below 7,000 points in March of 2009 for the first time since 1997. Please see Table 2 for complete details.

Employees and retirees were also asked what the number one financial lesson to be learned was from the past decade. The most common response for both employees (28%) and retirees (22%) was having an emergency fund in the event of unforeseen illness, disaster, or job loss. The second most popular financial lesson for both employees (25%) and retirees (21%) was paying off debts. Retirees (12%) were more likely than employees (8%) to select diversifying investments as a financial lesson to be learned from the past decade. Please refer to Table 3 for full details.

Table 2

“What is the number one factor that has impacted your overall financial well-being in the last decade?”

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 Qtr 2009	
	Retiree	EE
Surge in the price of gasoline in summer of 2008 when the cost of a barrel of oil rose to \$147.00/barrel	22%	26%
Real estate market decline over last 3 years	12%	14%
Dow Jones Industrial Average dropped below 7,000 points in March 2009 for the first time since 1997	20% sig	13%
Post 9/11/01 recession	5%	7%
Collapse of Lehman Brothers in September 2008, sending the stock market plummeting	5%	7%
2005/2009 housing bubble when real estate prices peaked	2%	4%
The Dot-com bubble burst in March 2000 impacting my stock portfolio	3%	3%
Other	13% sig	7%
Not sure	18%	19%

sig – varies significantly (95% level) from retiree and employee comparison

Table 3

“What was the number one financial lesson to learn from the past decade?”

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 Qtr 2009	
	Retiree	EE
Having an emergency fund in the event of unforeseen illness, disaster, or job loss	22%	28%
Paying off debts	21%	25%
Saving for the long term (i.e., investing in retirement)	9%	10%
Not relying on credit cards	8%	10%
Diversifying investments	12% sig	8%
Avoid dependence on home equity credits	2%	3%
The need for more financial guidance	2%	3%
Other	7% sig	3%
Not sure	17% sig	10%

sig – varies significantly (95% level) from retiree and employee comparison

Holiday Spending

Employees and retirees were asked about their intentions for spending in the upcoming holiday season. Respondents were asked what changes they are making to their holiday plans due to current economic conditions. Nearly half of employees (46%) indicated they would be scaling back on the number of people for which they buy gifts and nearly the same percentage (45%) indicated they would be spending less per gift this holiday season. A quarter of employees said they would be traveling less this holiday season. In general, significantly fewer employees this year than last year at this time said they would be making many of the changes to their holiday plans due to current economic conditions.

At least a quarter of retirees responded they would either be spending less per gift (36%), scaling back on the number of people for whom they buy gifts (30%), or donating less to charities (27%) this holiday season.

Please see Table 4 for further detail.

Table 4

"Given the current economy, are you making any changes to your holiday plans? Please check all that apply."

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 th Qtr 2009		4 th Qtr 2008	
	Retiree	EE	Retiree	EE
Scaling back on the number of people I buy gifts	30%sig	46%	31%	49%
Spending less per gift	36%sig	45%SIG	41%	52%
Traveling less	23%*	25%SIG	32%	35%
Donating less to charities	27%sig	19%SIG	27%	25%
Not hosting a holiday party	21%	16%	21%	18%
Giving handcrafted gifts instead of purchased gifts	11%*	9%SIG	7%	12%
Other	9%	8%	N/A	N/A
No holiday plans	34%sig*	22%SIG	17%	8%
No change to holiday plans	N/A	N/A	24%	18%

SIG – varies significantly (95% level) from previous employee comparison

sig – varies significantly (95% level) from retiree and employee comparison

* - varies significantly (95% level) from previous retiree comparison

As seen in Table 5, respondents were also asked how much they plan to spend in the upcoming holiday season. Almost half of both retirees (45%) and employees (51%) plan to spend between \$101 and \$500 this holiday season. The majority of both retirees (69%) and employees (59%) plan to spend less than \$500 this holiday season. These results are similar to those obtained at the same time last year.

Table 5

"How much do you plan to spend in the upcoming holiday season?"

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 th Qtr 2009		4 th Qtr 2008		4 th Qtr 2007	
	Retiree	EE	Retiree	EE	Retiree	EE
\$100 or less	24%sig*	8%	16%	6%	11%	3%
Between \$101 and \$500	45%sig	51%	46%	49%	46%	49%
Between \$501 and \$750	8%sig	13%	11%	15%	9%	14%
Between \$751 and \$1000	9%	11%	9%	12%	13%	13%
Above \$1000	8%sig	12%	7%	12%	11%	18%
Decline to Answer	6%*	6%	10%	5%	10%	4%
	N=602	N=1,120	N=625	N=1,179	N=514	N=1,154

sig – varies significantly (95% level) from retiree and employee comparison

* - varies significantly (95% level) from previous retiree comparison

Just about half of employees (49%) plan to spend the same amount of money as they did last year for the holidays, up significantly from 4th quarter 2008 when 42% of employees said they would be spending the same amount of money as they did in the last holiday season. Just under half of both employees and retirees (46% for both groups) plan to spend less money than they did last year for the holidays. Six out of ten employees and around half of retirees (48%) plan to spend between \$101 and \$500 less than they did in last year's holiday season. Please refer to Tables 6 and 8 for complete detail.

Table 6

"During the upcoming holiday season, do you intend to...?"

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 Qtr 2009		4 Qtr 2008		4 Qtr 2007		4 Qtr 2006	
	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE
Spend less money than last year	46%	46%SIG	49%	53%	29%	29%	36%	37%
Spend the same amount of money as last year	50%	49%SIG	47%	42%	64%	59%	60%	54%
Spend more money than last year	4%	5%	4%	5%	7%	12%	5%	9%
	N=602	N=1,120	N=625	N=1,179	N=514	N=1,154	N=630	N=1,197

SIG – varies significantly (95% level) from previous employee comparison

Table 7

"How much more money are you planning on spending in the upcoming holiday season than last year?"

Base: Employees and retirees who plan to spend more this holiday season

	4 th Qtr 2009		4 th Qtr 2008		4 th Qtr 2007	
	Retiree	EE	Retiree	EE	Retiree	EE
\$100 or less	34%	11%	17%	11%	22%	13%
Between \$101 and \$500	46%	53%	63%	70%	35%	61%
Between \$501 and \$1000	14%	18%	11%	16%	27%	20%
Above \$1000	5%	12%	8%	4%	6%	4%
Decline to Answer	--	7%	2%	<1%	8%	<1%
	N=26	N=59	N=27	N=55	N=36	N=111

Caution: due to small sample sizes data should be used directionally only

Table 8

"How much less money are you planning on spending in the upcoming holiday season than last year?"

Base: Employees and retirees who plan to spend less this holiday season

	4 th Qtr 2009		4 th Qtr 2008		4 th Qtr 2007	
	Retiree	EE	Retiree	EE	Retiree	EE
\$100 or less	35%sig*	20%	21%	16%	36%	14%
Between \$101 and \$500	48%sig*	60%	57%	60%	52%	66%
Between \$501 and \$1000	6%sig	12%	8%	15%	6%	11%
Above \$1000	2%	2%SIG	4%	5%	0%	6%
Decline to Answer	10%	6%	10%	5%	5%	3%
	N=257	N=502	N=286	N=590	N=136	N=368

SIG – varies significantly (95% level) from previous employee comparison

sig – varies significantly (95% level) from retiree and employee comparison

* - varies significantly (95% level) from previous retiree comparison

New Year's Resolutions

Employees and retirees were given a list of potential financial resolutions and asked which, if any, they intended to make as New Year's resolutions in 2010. Half of the retirees (53%) responded they don't intend to make a resolution compared to 31% of the employees. Similar to 2008, the top two resolutions selected by employees were paying off credit card debt (33%) and putting a set amount of money into savings each month (32%). Significantly fewer employees this year than last year (18% versus 23% in 2008) said they intended to stop using their credit cards while significantly more employees this year (12% versus 9% in 2008) said they plan to defer more in their defined contribution/401(k) plan next year.

Retirees were most likely to select pay off credit card debt (19%) or put a set amount of money into savings each month (19%, up significantly from 12% in 2008).

The majority of both employees (74%) and retirees (79%) said they would pay closer attention to making their New Year's financial resolutions this year as a result of the past year's economic and stock market turmoil.

Table 9

"Which of the following, if any, do you intend to make as New Year's resolutions in 2010? Please select all that apply."

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 Qtr 2009		4 Qtr 2008		4 Qtr 2007		4 Qtr 2006	
	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE
Pay off credit card debt.	19%sig	33%	17%	35%	17%	40%	13%	37%
Put a set amount of money into savings each month.	19%sig*	32%	12%	31%	13%	39%	12%	33%
Reduce my spending by a specific amount each month.	17%sig	23%	17%	26%	11%	23%	15%	20%
Stop using my credit cards.	7%sig*	18%SIG	12%	23%	10%	22%	10%	18%
Defer more in my defined contribution/401(k) plan.	0%	12%SIG	0%	9%	0%	16%	1%	14%
Work with a financial planner or other financial advisor.	6%*	7%	3%	8%	7%	8%	5%	7%
Other	2%sig	5%	3%	6%	2%	6%	4%	6%
None of these	9%*	10%	13%	8%	18%	8%	16%	9%
I don't intend to make a resolution.	53%sig	31%	50%	28%	49%	23%	51%	29%
	N=602	N=1,120	N=625	N=1,179	N=514	N=1,154	N=630	N=1,197

SIG – varies significantly (95% level) from previous employee comparison

sig – varies significantly (95% level) from retiree and employee comparison

* - varies significantly (95% level) from previous retiree comparison

Table 10

"Will you pay closer attention to making your New Year's financial resolutions this year as a result of the past year's economic and stock market turmoil?"

Base: 646 employed U.S. adults in firms of 10-1,000 employees and 233 retirees who are making New Year's financial resolutions

	4 Qtr 2009	
	Retiree	Employee
Yes	79%	74%
No	12% sig	21%
Not applicable	9%	5%

sig – varies significantly (95% level) from retiree and employee comparison

Economic Perceptions

Employees and retirees were asked if they feel better off financially than they were at the beginning of the year as we approach the end of 2009. Over a third (37%) of employees and significantly fewer (24%) retirees said they feel better off financially now than they did at the beginning of 2009.

Furthermore, respondents were asked to describe their sentiment about the economy and an improvement in the economic downturn as they look to the New Year. Just about half of retirees (48%) and slightly fewer employees (44%) described their sentiment as "cautious", while three out of ten employees (31%) and two out of ten retirees chose "optimistic" to describe their sentiment towards the economy and an improvement in the economic downturn in the New Year. Only 17% of employees and just about a quarter (24%) of retirees had a pessimistic view of the economy in the New Year. Please see Table 11 for full detail.

Male employees (36%) are more likely to be optimistic about the economy than female employees (25%), while female employees (52%) are more likely to be cautious than male employees (37%).

Table 11

"As we approach the end of 2009, do you feel better off financially than you were at the beginning of the year?"

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 Qtr 2009	
	Retiree	Employee
Yes	24% sig	37%
No	61% sig	51%
Not sure	15%	13%

sig – varies significantly (95% level) from retiree and employee comparison

Table 12

"As you look to the New Year, how would you describe your sentiment about the economy and an improvement in the economic downturn?"

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 Qtr 2009	
	Retiree	Employee
Optimistic	20% sig	31%
Pessimistic	24% sig	17%
Cautious	48%	44%
Neutral	4%	6%
Not sure	5% sig	2%

sig – varies significantly (95% level) from retiree and employee comparison

Investment Changes

Changing market conditions can spur some individuals to make changes to their investments. To measure what changes are being made, employees and retirees were asked to identify if and how they are moving their retirement savings. Based upon their responses, 71% of employees who have retirement savings are not making changes to their investments while 29% are – 21% to stable and 8% to volatile.

Similarly, nearly seven out of ten (69%) retirees have not made any investment changes. Over a quarter of retirees (28%) have moved to more stable investments.

Table 13

“Given the current stock market and economic conditions, have you made changes in how you have your retirement savings invested?”

Base: Those with retirement savings

	4 Qtr 2009		3 Qtr 2009		2 Qtr 2009		1 Qtr 2009		4 Qtr 2008	
	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE
Yes, I moved from more volatile to more stable investments.	28%sig	21%	26%	23%	25%	22%	24%	23%	20%	14%
Yes, I moved from more stable to more volatile investments.	3%sig	8%SIG	3%	5%	3%	6%	3%	4%	2%	4%
No, I have not made any changes.	69%	71%	72%	72%	71%	71%	74%	73%	77%	82%
	N=470	N=941	N=448	N=990	N=419	N=1,038	N=393	N=932	N=507	N=999

SIG= varies significantly (95% level) from previous employee comparison

sig – varies significantly (95% level) from retiree and employee comparison

Economy’s Impact on Spending

When asked how the current economy has impacted their overall spending in the past two months, two-thirds (66%) of employees and nearly six out of ten (58%) retirees indicated they have reduced their spending to some degree. In fact, significantly more employees (66%) this quarter than last quarter (59%) said they have reduced their spending to some extent in the past two months due to the economy. Moreover, over a third of employees (38%) and a third of retirees said their spending has remained about the same in the past two months due to the economy. Please see Table 14 for details.

In addition, the majority of both employees (74%) and retirees (77%) said they will continue to spend less after the economic downturn comes to an end. Only 11% of employees and significantly fewer retirees (4%) said they would definitely not continue to spend less once the economic downturn comes to an end. The remaining 15% of employees and 19% of retirees were not sure if they would maintain their spending decreases.

Table 14

"Which of the following best describes how the current economy has impacted your overall spending in the past two months?"

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 Qtr 2009		3 Qtr 2009		2 Qtr 2009		1 Qtr 2009		4 Qtr 2008	
	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE
I have greatly increased my overall spending	1%	<1%	1%	1%	<1%	<1%	0%	1%	<1%	<1%
I have increased my overall spending a little	3%	2% SIG	4%	6%	3%	3%	2%	2%	2%	2%
My overall spending is about the same	38%	32%	39%	35%	32%	28%	32%	24%	39%	31%
I have reduced my overall spending a little	33%	38%	36%	39%	36%	45%	38%	47%	38%	45%
I have greatly reduced my overall spending	25%*	28% SIG	20%	20%	29%	23%	28%	26%	21%	21%
	N=602	N=1120	N=558	N=1147	N=509	N=1189	N=540	N=1155	N=625	N=1179

SIG – varies significantly (95% level) from previous employee comparison

sig – varies significantly (95% level) from retiree and employee comparison

* - varies significantly (95% level) from previous retiree comparison

Table 15

"Will you continue to spend less after the economic downturn comes to an end?"

Base: 724 employed U.S. adults in firms of 10-1,000 employees and 346 retirees who have reduced their spending

	4 Qtr 2009	
	Retiree	Employee
Yes	77%	74%
No	4% sig	11%
Not sure	19%	15%

sig – varies significantly (95% level) from retiree and employee comparison

Employees and retirees were asked if they have made certain changes due to current economic conditions. Over half of employees (56%) and 43% of retirees are preparing more meals at home instead of eating out. Lowering the thermostat at home was also commonly selected by over a third of retirees and employees. A third of employees indicated they have started bringing their lunch to work, while over a quarter of both retirees (26%) and employees (27%) have started to shop in their own closet instead of making new purchases. Employees and retirees are making other changes due to current economic conditions; please see Table 16 for further detail.

The overwhelming majority of both employees (98%) and retirees (97%) said they would continue to make some (50% of employees; 38% of retirees) or even all of these changes (48% of employees; 59% of retirees) after the economic downturn is over.

Table 16

"Have you made any of the following changes due to the current economic conditions? Please select all that apply."

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 Qtr 2009		2 Qtr 2009	
	Retiree	EE	Retiree	EE
Prepare more meals at home instead of eating out	43%sig*	56%SIG	50%	61%
Lower the thermostat at home	38%	39%	37%	38%
Started bringing my lunch to work	N/A	34%	N/A	31%
Started to "shop in my own closet" instead of making new purchases	26%	27%	27%	30%
Buy in bulk	21%	26%	20%	24%
Cut back on take out coffee	10%sig	15%SIG	10%	20%
Shop at thrift/consignment stores	28%sig	22%SIG	23%	16%
Use my local library to check out books and videos	19%sig	11%	16%	13%
Started carpooling and/or taking public transportation to work	2%sig	5%	3%	5%
Other	11%sig*	6%	7%	8%
None	32%sig	22%	30%	21%
	N=602	N=1120	N=509	N=1189

SIG – varies significantly (95% level) from previous employee comparison

sig – varies significantly (95% level) from retiree and employee comparison

* - varies significantly (95% level) from previous retiree comparison

Table 17

"Will you continue to make these changes after the economic downturn comes to an end?"

Base: 891 employed U.S. adults in firms of 10-1,000 employees and 415 retirees who have made at least one change

	4 Qtr 2009	
	Retiree	Employee
Yes, I will continue to make all changes	59%sig	48%
Yes, I will continue to make some changes	38%sig	50%
No	3%	3%

sig – varies significantly (95% level) from retiree and employee comparison

Emergency Fund

Approximately two-thirds of retirees (68%) and six out of ten employees (61%) have an emergency fund of money they can immediately access if necessary.

Around half of retirees (51%) said they could cover over six months of living expenses with their emergency fund, compared to only 32% of employees (though the percentage of retirees that could cover over six months of living expenses is significantly lower than it was in 2nd quarter of 2009). Over a quarter of employees said they could cover three to four months of living expenses (26%) with their emergency fund, and another quarter (24%) said they could cover 1-2 months of expenses.

Those with an emergency fund were asked if they recently have had to tap into their emergency fund to cover monthly expenses. Nearly a fifth of employees (17%) and 14% of retirees said they have had to tap into their emergency fund

recently to cover monthly expenses. The number of employees (17%) who said they have had to tap into their emergency fund recently to cover their monthly expenses is up significantly from 2nd quarter 2009 (11%).

Table 18

“Do you have an emergency fund of money that you can immediately access in the event of a job loss or other unanticipated major expense?”

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 Qtr 2009		2 Qtr 2009		4 Qtr 2008		3 Qtr 2008		2 Qtr 2008	
	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE
Yes	68%^{sig}	61%	67%	59%	69%	56%	67%	50%	69%	58%
No	32%^{sig}	39%	33%	41%	31%	44%	33%	50%	31%	42%

sig = varies significantly (95% level) from retiree and employee comparison

Table 19

“How many months of living expenses could you cover with your emergency fund?”

Base: 672 employed U.S. adults in firms of 10-1,000 employees and 444 retirees with an emergency fund

	4 Qtr 2009		2 Qtr 2009		4 Qtr 2008		3 Qtr 2008		2 Qtr 2008	
	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE	Retiree	EE
Less than 1 month	3%	3%	<1%	2%	1%	6%	<1%	6%	2%	4%
1-2 months	13%^{sig*}	24%^{SIG}	6%	16%	15%	24%	10%	29%	12%	25%
3-4 months	22%*	26%	14%	27%	20%	26%	20%	30%	20%	32%
5-6 months	12%	14%^{SIG}	13%	20%	10%	14%	18%	12%	12%	10%
Over 6 months	51%^{sig*}	32%	66%	36%	54%	30%	52%	23%	54%	29%

SIG – varies significantly (95% level) from previous employee comparison

sig – varies significantly (95% level) from retiree and employee comparison

* - varies significantly (95% level) from previous retiree comparison

Table 20

“Have you had to tap into your emergency fund recently just to cover your monthly expenses?”

Base: 672 employed U.S. adults in firms of 10-1,000 employees and 444 retirees with an emergency fund

	4 Qtr 2009		2 Qtr 2009		4 Qtr 2008	
	Retiree	EE	Retiree	EE	Retiree	EE
Yes	14%	17%^{SIG}	11%	11%	13%	17%
No	86%	83%^{SIG}	89%	89%	87%	83%

SIG – varies significantly (95% level) from previous employee comparison

sig – varies significantly (95% level) from retiree and employee comparison

* - varies significantly (95% level) from previous retiree comparison

Financial Tracking

When asked how they track their finances, the top method for employees was online bank statements (59%), followed by check register (43%), debit card receipts (30%), and paper bank statements (30%). Retirees' top methods were online bank statements (56%) or check register (56%), followed by paper bank statements (42%) and debit card receipts. Please see Table 21 for further detail.

Over half of employees (59%) and retirees (53%) are tracking their finances more closely as a result of the recent economic downturn.

Table 21*"How do you track your finances? Please select all that apply."*

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees and 602 retirees

	4 Qtr 2009	
	Retiree	Employee
Online bank statements	56%	59%
Check register	56% sig	43%
Save debit card receipts	24%	30%
Paper bank statements	42% sig	30%
Online program such as Quicken	16%	15%
Paper budget	11%	14%
Envelope budgeting	2%	3%
Other	10% sig	6%
I do not track my finances	6%	5%

sig – varies significantly (95% level) from retiree and employee comparison

Table 22*"Are you tracking your finances more closely as a result of the recent economic downturn?"*

Base: 1,066 employed U.S. adults in firms of 10-1,000 employees and 573 retirees who are tracking their finances

	4 Qtr 2009	
	Retiree	Employee
Yes	53%	59%
No	47%	41%

sig – varies significantly (95% level) from retiree and employee comparison

Section II-Employee Only Questions

Benefit Programs Offered at Businesses with 10 to 1,000 Employees

The top benefits offered at firms with 10 to 1,000 employees are health insurance (90%), dental insurance (74%), life insurance (67%), defined contribution retirement plans (65%), free parking (60%) and disability insurance (45%).

In Table 23 below, comparisons can be made with the previous year's benefit offerings. There are some significant differences between responses from the current quarter and 4th quarter 2008 – indicated with "SIG" below. There was a significant decline in the percentage of firms offering health insurance, defined benefit contribution retirement plans, and tuition reimbursement, while significantly more firms are offering personal banking services.

Table 23

"What types of benefit programs (excluding vacation and holidays) does your company currently offer you? Please select all that apply."

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees

Benefits	4 th Qtr 2009	4 th Qtr 2008	4 th Qtr 2007	4 th Qtr 2006	4 th Qtr 2005
Health Insurance	90%SIG	94%	91%	93%	88%
Dental Insurance	74%	73%	74%	N/A	N/A
Life Insurance	67%	68%	70%	71%	65%
Defined Contribution Retirement Plan	65%SIG	73%	75%	73%	64%
Free Parking	60%	60%	58%	62%	57%
Disability Insurance	45%	47%	47%	49%	48%
Tuition Reimbursement	24%SIG	28%	30%	32%	30%
Flex-time	22%	25%	22%	28%	26%
Pension - Defined Benefit	21%	18%	20%	19%	22%
Profit-Sharing/Bonus	21%	22%	20%	23%	26%
Financial Planning	9%	7%	8%	7%	10%
Stock Options	9%	7%	8%	7%	11%
Legal Services	8%	8%	6%	7%	7%
Personal Banking Services	7%SIG	5%	8%	7%	8%
Executive Benefits	4%	4%	2%	1%	4%
Child Care Subsidies	3%	3%	5%	4%	4%
On-site Daycare	2%	1%	2%	2%	3%
Other	2%SIG	7%	7%	5%	5%
	N=1,120	N=1,179	N=1,154	N=1,197	N= 1,213

SIG – varies significantly (95% level) from previous employee comparison

Benefit Satisfaction

Upon identifying what benefits they are offered through their employers, employees were asked to rate their satisfaction with some of the major benefits. Employees are most satisfied (rating of 8-10 on a 10 point scale) with their defined benefit plan (63%), life insurance (60%), disability insurance (57%) and their defined contribution retirement plan (55%). In comparing this quarter's results with the previous year, satisfaction levels for life insurance and disability insurance have increased significantly.

Table 24

*"Please indicate how satisfied you are with each benefit program."
(rating of 8, 9 or 10 on a 10 point scale)*

Base: Respondents with each particular benefit

Benefits	Satisfaction Top 3 Box 4 th Qtr 2009	Satisfaction Top 3 Box 4 th Qtr 2008	Satisfaction Top 3 Box 4 th Qtr 2007	Satisfaction Top 3 Box 4 th Qtr 2006	Satisfaction Top 3 Box 4 th Qtr 2005
Pension - Defined Benefit (N=229)	63%	68%	63%	64%	62%
Life Insurance (N=748)	60%SIG	55%	50%	52%	45%
Disability Insurance (N=508)	57%SIG	49%	53%	51%	48%
Defined Contribution Retirement Plan (N=720)	55%	54%	58%	54%	54%
Profit-Sharing/Bonus (N=212)	54%	58%	50%	50%	41%
Health Insurance (N=1,017)	52%	54%	49%	47%	44%
Dental Insurance (N=842)	50%	48%	39%	N/A	N/A
Stock Options (N=71)	46%	55%	49%	44%	46%

SIG – varies significantly (95% level) from previous employee comparison

Benefit Importance

All employee respondents were asked to rate a group of benefits in terms of how important it was to them on a 10-point scale with 10 being "Very Important." As seen in Table 25, health insurance, defined contribution retirement plan, and dental insurance are the top 3 benefits in terms of importance to employees. However, perceived benefit importance among employees dropped significantly from 2008 to 2009 for health insurance and dental insurance.

Table 25

*"Please indicate how important each benefit program listed below is to you."
(rating of 8, 9 or 10 on a 10 point scale)*

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees

Benefits	Importance Top 3 Box 4 th Qtr 2009	Importance Top 3 Box 4 th Qtr 2008	Importance Top 3 Box 4 th Qtr 2007	Importance Top 3 Box 4 th Qtr 2006	Importance Top 3 Box 4 th Qtr 2005
Health Insurance	86%SIG	89%	89%	91%	90%
Defined Contribution Retirement Plan	70%	71%	75%	75%	71%
Dental Insurance	65%SIG	70%	68%	N/A	N/A
Disability Insurance	54%	51%	54%	51%	55%
Pension - Defined Benefit	53%	51%	57%	53%	55%
Life Insurance	51%	47%	53%	50%	51%
Profit-Sharing/Bonus	37%	34%	44%	43%	44%
Stock Options	19%	16%	20%	17%	18%
	N=1,120	N=1,179	N=1,154	N=1,197	N=1,213

SIG – varies significantly (95% level) from previous employee comparison

Each employee respondent was asked to identify what benefits they would most like their employers to offer, aside from those already offered. Defined benefit plans top the list with 22%, followed by flex-time (14%) and profit sharing/bonus (13%). These results are similar to those obtained in 4th quarter of 2008.

Table 26

"Which one employee benefit do you most wish that your company would offer you (excluding vacation and holidays)?"

Base: Employees without certain benefits

Benefits	4 Qtr 2009	4 Qtr 2008	4 Qtr 2007	4 Qtr 2006	4 Qtr 2005
Pension - Defined Benefit Plan	22%	21%	21%	25%	18%
Flex-time	14%	16%	13%	14%	11%
Profit-sharing/bonus	13%	13%	15%	14%	12%
Tuition Reimbursement	7%	6%	7%	8%	6%
Defined Contribution Retirement Plan	6%	7%	7%	6%	9%
	N=1,118	N=1,178	N=1,153	N=1,197	N=1,212

Aside from those benefits employees would like to see added to their employer's benefit programs, they were also asked to identify what benefits they would like to have improved upon. As in 4th quarter of 2008, the top two benefits mentioned were health insurance (40%) and defined contribution retirement plan (16%).

Table 27

"Which one employee benefit (excluding vacation and holidays) do you most wish that your company would improve upon?"
 Base: 1,120 employed U.S. adults in firms of 10-1,000 employees

Benefits	4 Qtr 2009	4 Qtr 2008	4 Qtr 2007	4 Qtr 2006	4 Qtr 2005
Health Insurance	40%	43%	39%	43%	45%
Defined Contribution Retirement Plan	16%	16%	18%	17%	14%
Pension	5%	4%	4%	4%	3%
	N=1,112	N=1,179	N=1,154	N=1,197	N=1,209

SIG – varies significantly (95% level) from previous employee comparison

Benefits for Recruit & Retention

Firms with 10 to 1,000 employees offer employee benefits to aid in the recruiting and retaining of quality employees. To measure how employees react to the presence of good employee benefits, a series of agree statements were asked. Just over two-thirds (69%) of employees agree that having a good employee benefits plan encourages them to work harder and perform better. Slightly fewer (64%) employees agree that having a good employee benefits plan keeps them working for their current company – this is a significant drop from 4th quarter 2008 when 68% of employees agreed that a good employee benefits plan keeps them working for their current company.

Just about three in ten (29%) employees agree that their company is concerned about their long-term financial future.

Table 28

"Please indicate the extent to which you agree or disagree with each of the following statements."
 Base: 1,120 employed U.S. adults in firms of 10-1,000 employees

Trending Comparison (% of respondents agreeing completely or somewhat)	4 th Qtr 2009 EE	4 th Qtr 2008 EE	4 th Qtr 2007 EE	4 th Qtr 2006 EE	4 th Qtr 2005 EE
Having a good employee benefits plan encourages me to work harder and perform better.	69%	69%	69%	67%	65%
Having a good employee benefits plan keeps me working for my current company.	64%SIG	68%	65%	62%	62%
My company is concerned about my long-term financial future.	29%	30%	29%	25%	25%
	N=1,120	N=1,179	N=1,154	N=1,197	N=1,213

SIG – varies significantly (95% level) from previous employee comparison

Anticipated Medical Insurance Changes

Employees who are offered health insurance through their employer were asked what they anticipate will happen with their insurance in 2010. Nearly two thirds (65%) expect their premiums will increase, just under half (47%) expect their deductibles will increase, a third or so (34%) expect a change in medical plan options, and over a quarter (29%) expect a reduction in coverage. When compared to the last time this question was asked in 4th quarter of 2008, significantly more employees expect to see a change in medical plan options and more employees expect their employer will drop medical insurance coverage.

Table 29

“Which of the following, if any, do you anticipate will happen to your employer-sponsored medical insurance in 2010? Please select all that apply.”

Base: Qualified employees whose employer offers health insurance

	4 Qtr 2009 EE	4 Qtr 2008 EE	4 Qtr 2007 EE	4 Qtr 2003 EE
Premiums will increase	65%	66%	60%	70%
Deductibles will increase	47%	43%	38%	45%
Change in medical plan options	34%SIG	23%	21%	42%
Reduction in coverage	29%	27%	21%	34%
Change in medical providers	15%	13%	14%	23%
Employer will drop medical insurance coverage	5%SIG	2%	1%	2%
Other	2%	1%	1%	1%
None of the above	19%	19%	25%	17%
	N=1,017	N=1,105	N=1,048	N=1,344

SIG – varies significantly (95% level) from previous employee comparison

Retirement Savings

Employees were asked about their effort to save for their own retirement over the past 6 months. Over half (53%) of employees have not changed the amount they are saving for retirement in the past 6 months. Eighteen percent of employees have increased the amount they are saving in the past 6 months.

Only 8% of employees reported that they have reduced the amount they are saving for retirement. One in five employees (20%) is not currently saving for retirement. These results are similar to those obtained in 3rd quarter of 2009.

Table 30

“Which of the following describes your effort to save for your own retirement over the past 6 months?”

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees

	4 Qtr 2009	3 Qtr 2009	2 Qtr 2009	1 Qtr 2009	4 Qtr 2008
I have reduced the amount I am saving towards retirement	8%	10%	8%	7%	4%
I have increased the amount I am saving towards retirement	18%	16%	14%	14%	11%
I have not changed the amount I am saving towards retirement	53%	55%	62%	59%	67%
I am not currently saving for retirement	20%	19%	16%	20%	17%

Employees who are saving for retirement were asked how long they thought it would take for their retirement account to recover to the balance they had at the beginning of January 2008. One out of five employees (21%) say their balance is the same or higher than it was on Jan. 1, 2008. Nearly the same percentage of employees (19%) think it will take less than two years to recover their balance, while another quarter or so of employees (28%) think it will take between 2 and 5 years to recover their balance. Only 2% of employees think they will *never* recover their account balance.

Table 31

“How long do you think it will take for your retirement account to recover to the balance you had on January 1, 2008?”

Base: 899 employed U.S. adults in firms of 10-1,000 employees who are saving for retirement

	4 Qtr 2009	3 Qtr 2009	2 Qtr 2009
My balance is the same or higher than it was on January 1, 2008	21%	18%	9%
Less than 2 years	19%	16%	11%
2 to 5 years	28%	28%	41%
6 to 10 years	9%	8%	15%
Over 10 years	3%SIG	6%	6%
Never	2%	2%	3%
Not sure	17%	20%	12%
I didn't have a balance on January 1, 2008	2%	3%	3%

SIG – varies significantly (95% level) from previous employee comparison

Employees were asked what percentage of their pay they are currently saving for their retirement, including any employer match. As a follow up, employees were then asked what percentage of their pay (including any employer match) they think they *need to be saving* in order to have enough income during their retirement, assuming they begin saving early in their career. As can be seen in Table 32 below, responses to the two questions differed. Nearly half of employees (46%) are currently saving 1%-8% of their pay; however, only 19% of employees think they *need to save* 1%-8% of their pay to have enough income in retirement. Furthermore, 31% of employees are currently saving 9% or more for their retirement while over half (54%) think they need to be saving at least 9% in order to have enough income in retirement. A quarter of employees said they are not sure how much of their pay they need to be saving in retirement to ensure they have enough retirement income.

Table 32

“What percentage of your pay, including any employer match, are you currently saving for your retirement?” and “What percentage of your pay, including any employer match, do you think you need to save in order to have enough income during your retirement, assuming you begin saving for your retirement early in your career?”

Base: 977 employed U.S. adults in firms of 10-1,000 employees who are saving for retirement

	% of Pay <u>Currently Saving</u> For Retirement	% of Pay <u>Need to be Saving</u> For Retirement
None	10%	2%
1-2%	11%	2%
3-5%	21%	8%
6-8%	14%	9%
9-11%	11%	17%
12-15%	10%	13%
16-19%	3%	5%
20% or more	7%	19%
Not sure	12%	25%

Retirement Date

Employees were asked if they have adjusted when they plan to retire given current economic conditions. Only 14% of employees said they are delaying their planned retirement. A third of employees (34%) said they have not changed their planned retirement date. Just over half (52%) of employees are not sure when they are going to retire.

Of those who are planning to delay their retirement based on current economic conditions, 21% plan to delay by 1-2 years. Forty-seven percent plan to delay by 3-5 years. Nineteen percent plan a delay of 6-10 years.

Table 33

“Due to current economic conditions, have you adjusted when you plan to retire?”

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees

	4 Qtr 2009	3 Qtr 2009	2 Qtr 2009	1 Qtr 2009	4 Qtr 2008
Yes, I have delayed my planned retirement date	14%	12%	13%	10%	9%
No, I have not made any changes to my planned retirement date	34% SIG	38%	35%	42%	39%
I am not sure when I am going to retire	52%	50%	52%	48%	52%

SIG – varies significantly (95% level) from previous employee comparison

Table 34

“By how many years do you plan to delay your retirement?”

Base: 180 employed U.S. adults in firms of 10-1,000 employees who have delayed retirement

	4 Qtr 2009	3 Qtr 2009
1 to 2 years	21%	17%
3 to 5 years	47%	38%
6 to 10 years	19% SIG	31%
More than 10 years	10%	9%
Not sure	4%	6%

SIG – varies significantly (95% level) from previous employee comparison

401(k) Changes

Eighty-one percent of employees who are eligible to participate in a defined contribution plan say they are currently participating.

Employees participating in their employer’s defined contribution plan were asked what changes they have made, if any, to their 401(k) account in the past 6 months due to current economic conditions. Three-fourths of employees (74%) have not made any changes to their 401(k) in the past 6 months. Only 6% of employees have decreased their contribution amounts. Thirteen percent of the participating employees actually have increased the amount they are putting in their 401(k) accounts.

Employees who have made changes (with the exception of those who increased their contributions) to their 401(k) account have made these changes most commonly to pay daily expenses (37%) or pay down debt (37%). Please see Table 37 for details.

Table 35

“Are you currently participating in your defined contribution plan (such as a 401(k) plan, etc.)?”

Base: 720 employed U.S. adults in firms of 10-1,000 employees who are eligible to participate

	4 Qtr 2009	3 Qtr 2009	3 Qtr 2008	3 Qtr 2007
Yes	81%	81%	81%	84%
No	19%	19%	19%	16%
	N=720	N=737	N=964	N=911

Table 36

“Due to current economic conditions, have you done any of the following in the past 6 months with your 401(k)? Please select all that apply.”

Base: 575 employed U.S. adults in firms of 10-1,000 employees who participate in their employer’s 401(k)

	4 Qtr 2009	3 Qtr 2009	3 Qtr 2008
Increased the amount I am contributing to my 401(k) account	13%	11%	N/A
Decreased the amount I am contributing to my 401(k) account	6%	8%	5%
Taken out a loan from my 401(k) account	5%	3%	4%
Taken out a hardship withdrawal from my 401(k) account	2%	2%	3%
Stopped contributing to my 401(k) account	1%	3%	3%
None of the above	74%	76%	87%

Table 37

“Why have you made such change(s) to your 401(k) account? Please select all that apply.”

Base: 81 employed U.S. adults who have made a change to their 401(k)

	4 Qtr 2009	3 Qtr 2009	3 Qtr 2008
To pay daily expenses (gas, groceries, etc.)	37%	33%	38%
To pay down debt	37%	40%	40%
To pay for education expenses	15%	5%	7%
To build up my savings account	14%	19%	15%
To pay medical expenses	6%	10%	20%
To purchase a home	6%	8%	8%
To pay funeral and/or burial expenses	5%	0%	3%
To pay for home improvements	5%	13%	11%
Other	21%	10%	20%

Job Security

Employees were asked to rank three items (job security, long-term financial future, and challenging work) in terms of importance to them. Job security was ranked number one in terms of importance by more employees (58%), over long-term financial future (33%) and challenging work (9%).

Significantly more female employees (62%) ranked job security as number one in terms of importance than male employees (54%).

Table 38

“Please rank the following items in terms of how important it is to you.”

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees

Respondent Ranked Item #1	4 Qtr 2009	2 Qtr 2009	2 Qtr 2008	2 Qtr 2007	4 Qtr 2006
Job Security	58%	54%	47%	39%	45%
Long-Term Financial Future	33%	36%	41%	49%	41%
Challenging Work	9%	10%	12%	12%	14%
	N=1,120	N=1,189	N=1,117	N=1,137	N=1,197

Employees were asked about their level of concern with their own job security. Similar to 2nd quarter of 2009, 30% of employees have some level of concern with their own job security.

Table 39

“What is your level of concern with your own, personal job security?”

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees

	4 Qtr 2009 EE	2 Qtr 2009 EE	2 Qtr 2008 EE	2 Qtr 2007 EE
Extremely Concerned	5%	5%	5%	3%
Very Concerned	7%	8%	5%	5%
Concerned	18%SIG	14%	14%	14%
Somewhat Unconcerned	40%	42%	35%	31%
Not at all concerned	31%	31%	41%	47%

SIG – varies significantly (95% level) from previous employee comparison

Concerns about Current Company

Employees were given a list of potential events that could happen to a company and asked to select any that are of concern for them regarding their company in the next year. Approximately a third of employees (37%) indicated they have no concerns about the future of their company. Nearly half of employees (47%) are concerned their company will reduce the number of employees. These results are similar to those obtained in 2nd quarter of 2009.

Table 40

“Which of the following concerns do you have about your company in the next year? Please select all that apply.”

Base: 1,120 employed U.S. adults in firms of 10-1,000 employees

	4 Qtr 2009 EE	2 Qtr 2009 EE	2 Qtr 2008 EE	2 Qtr 2007 EE
My company will reduce the number of employees.	47%	47%	36%	22%
My company will go out of business.	14%	13%	9%	8%
My company will be acquired by or merge with a larger company.	10%	8%	6%	7%
Other	7%	7%	8%	11%
I have no concerns about the future of my company.	37%	37%	50%	61%
	N=1,120	N=1,189	N=1,117	N=1,137