2015

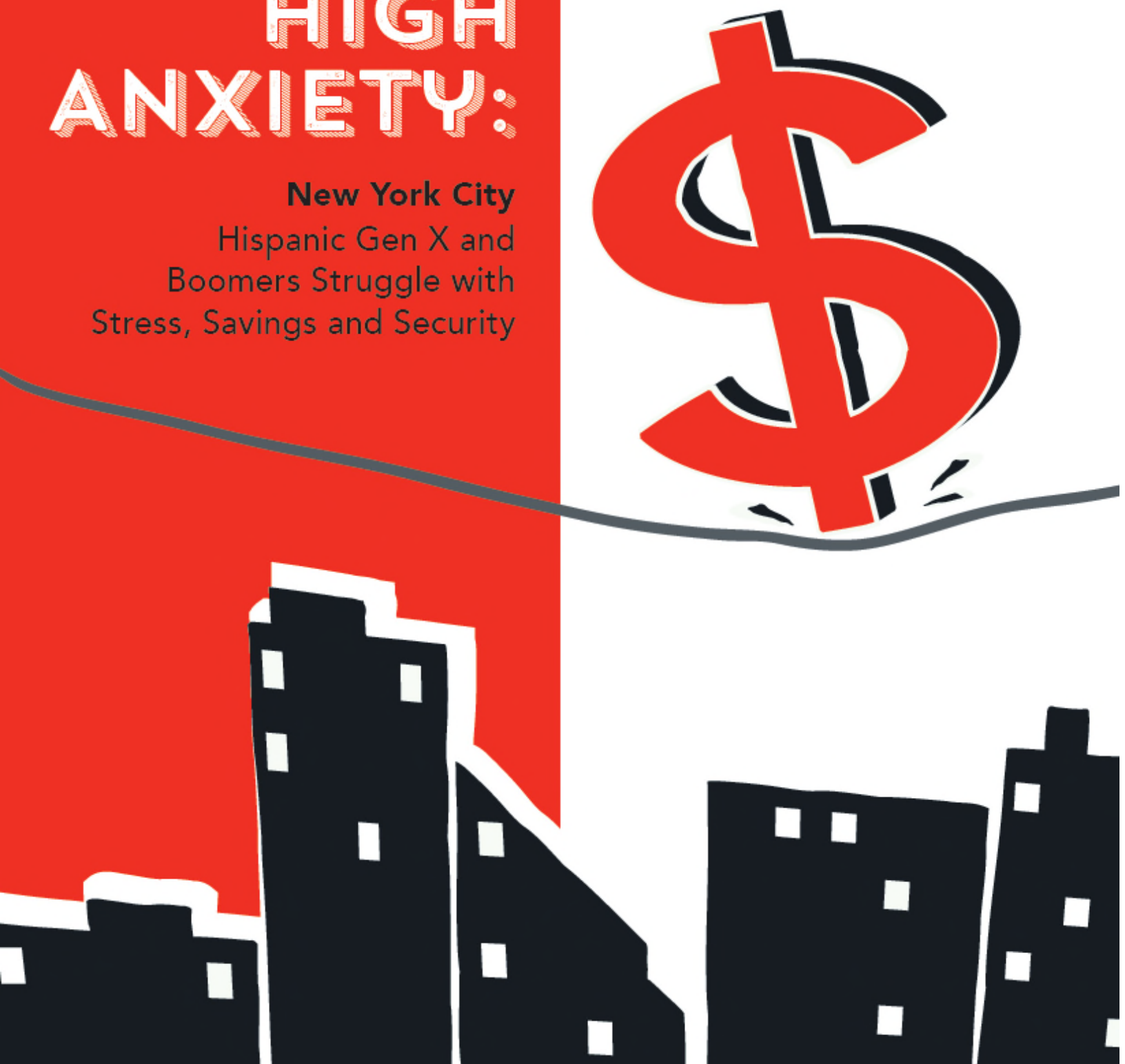
A SURVEY OF
New York City
Hispanic Voters
Age 35–69

AARP Real Possibilities in
New York City

HIGH ANXIETY:

New York City

Hispanic Gen X and Boomers Struggle with Stress, Savings and Security



INTRODUCTION

AARP Real Possibilities in New York City

This year Generation X turned 50! AARP New York is the state's leading advocate for the 50-plus with over 2.5 million members, including 750,000 in New York City. We believe now is the time for us to take stock of the financial plans of Gen X and how prepared they are for their financial future. In a series of research reports, AARP New York details the findings of a groundbreaking survey of New York voters aged 35 to 69, Generation X and Baby Boomers together, on their financial state of mind. This report takes a deep dive into New York City's large, growing and influential Hispanic community with "High Anxiety: New York's Hispanic Gen X and Boomers Struggle with Stress, Savings and Security."

As Gen Xers emerge from the long shadow cast by the Baby Boomers, they find themselves sandwiched between raising their children and caring for their aging parents while working longer hours to pay bills and student debt. Gen Xers lack the time, knowledge, and for many even the reasonable opportunity to manage and plan for their future. We found that not building a secure retirement is adding more worry to this important and stressed population. It is vital that these worries are addressed by our elected leaders because an uncertain financial future for New Yorkers is an uncertain financial future for the city and state.

Survey results reveal that a staggering 71% of the city's Hispanic Gen Xers and 59% of Hispanic Boomers are considering fleeing New York. In fact, one-fifth of Hispanic Gen X voters interviewed say they are "extremely likely to leave New York" in the future. Our city's cost of living, including the highest utility bills in the country, coupled with an inability to save, all point to a "Gen-Xodus" from New York.

But it doesn't have to be that way. At AARP New York we believe the level of stress among voters of both generations reflected in this "High Anxiety" report is proof that a new kind of retirement blueprint is required to foster better financial and retirement security and independence. One solution Illinois and Washington recently enacted is a state-facilitated retirement plan that would provide a path to saving for those with no workplace pension or 401k. It would particularly benefit Gen X and future generations of Hispanics in New York: fully 67% of Hispanic private sector workers aged 18 to 64 in our state lack access to any kind of retirement savings plan through their employer. New York's elected officials and state policymakers are in a position to lend these and other working New Yorkers a helping hand by ensuring that all who want to save for their retirement have a simple option for doing so.

AARP is committed to ensuring New Yorkers are able to live their best lives as they age, and we believe financial and retirement security are key to that goal. In the long run, helping our citizens plan for their future and help themselves helps us all.

Sincerely,

Beth Finkel

Beth Finkel
State Director, AARP New York

KEY SURVEY FINDINGS

- **When it comes to financial concerns, Hispanic Gen X (79%) and Boomer (68%) voters worry most about not saving enough. For Hispanic Gen Xers, not planning enough for retirement is a close second (70%). Hispanic Boomers worry equally about unexpected emergencies (68%) followed by retirement (63%), and paying bills (64%).**
- **Almost 70% of Hispanic Gen Xers and just over six in ten Hispanic Boomers feel anxious about having enough money to live comfortably in their retirement years.**
- **One in three Hispanic Gen X and Boomer voters do not expect to ever retire.**
- **46% of New York City's Hispanic Gen Xers and 58% of Hispanic Boomers have no retirement savings accounts at all - neither personal nor workplace savings accounts.**
- **Gen X has significantly lower expectations of Social Security than Boomers: one-third of Hispanic Gen X do not expect any Social Security income at all.**
- **There is widespread support among Hispanic Gen X and Boomer voters to improve access to workplace retirement plans with a state-facilitated savings option. More than three-fourths overall (77%) are in support of such a proposal.**
- **About seven in ten Hispanic members of both generations are concerned that they will not be able to afford their monthly cost of housing into the future.**
- **Relatively few Hispanic Gen Xers see a long-term future for themselves in New York: 71% say they are likely to leave. Nearly half (48%) of Hispanic Boomers say they may retire outside of New York.**
- **76% of Hispanic Gen X is either a current or expected future borrower of student debt. Paying for education and student loan debt are barriers to retirement saving for many. Of student loan borrowers, 77% say these loans make it even harder to save for retirement.**
- **Compared to total Gen X and Boomer voters in New York City, Hispanic voters from these generations are generally more worried about their financial stability. Hispanics are more likely to experience obstacles to saving, particularly due to health needs (60% Hispanic vs. 46% total), family caregiving (50% vs. 36%) and paying debt (56% vs. 44%). They also report lower rates of retirement savings accounts (48% vs. 62%); and larger shares among them are extremely to very concerned about affordable housing (52% vs. 36%).**

EXECUTIVE SUMMARY

Current expenses are inhibiting Hispanic voters in New York City from saving for retirement or preparing for unexpected emergencies, leaving them financially insecure and worried. With little money left after paying bills and deepening student loan debt, Hispanic Gen Xers and Boomers are similar to all members of their generations but they are feeling financial insecurities more widely than the average city Gen X or Boomer voter.

In New York City, one-third of the Hispanic Gen X and Boomer aged labor force is not confident they will ever be able to stop working for money. Even larger majorities of Hispanics– nearly seven in ten Gen X and two-thirds of Boomers – feel anxiety about whether they will be able to live comfortably in their retirement years. Compared to Boomers, more of Gen X is working without the confidence that Social Security will contribute, or contribute enough, to their retirement income. One-third of Hispanic Gen X expects to receive nothing from Social Security in retirement - 2.5 times the share of equally pessimistic Hispanic Boomers. Moreover, the majority of Hispanic Gen X who expect to receive any Social Security benefit thinks it will be only a minor share of their retirement income. Yet, in spite of their dim expectations about Social Security, many Hispanic Gen Xers are not saving for retirement and Hispanic Boomers are even less likely to be saving.

Just 55% of all Hispanic Gen X and 42% of Hispanic Boomers in New York City have a retirement savings account, either through their employer or a personal account. That compares to 66% and 58% for the respective total generations in New York City. Workplace retirement savings is lagging due to both lack of access and non-participation. Among Hispanic workers, 48% of Gen X and 54% of Boomers either do not have access to employer-sponsored retirement plans or do not participate in currently available employer plans. And for younger generations of Hispanics, access to retirement savings plans at work is even worse: among all private sector Hispanic workers age 18 to 64 in the state of New York, two-thirds (67%) are not covered by a workplace retirement plan – more than any other racial or ethnic group.

Cost of living and high debt may contribute to the lower likelihood of self-funding individual retirement accounts for New York City's Hispanic Gen X and Boomers. The most commonly experienced obstacle to saving for retirement among members of both generations is not having enough money after paying bills. Hispanic voters stress that student loans are also a barrier to saving for retirement. Nearly one-third (30%) of Hispanic Gen X voters currently have student loan debt and another 46% expect to acquire student loan debt in the future to pay for a college education for themselves or their children. With a majority of student loan borrowers saying these loans make it even harder to save for retirement; a significant number of Gen X is at risk of further jeopardizing their retirement security due to ongoing student loan repayment.

Financial insecurity combined with concern about unaffordable housing into the future may be driving Hispanic voters' intent to leave the state. About seven in ten Hispanic Gen X and Boomers are concerned about their ability to pay future rent/mortgage, utility bills, and property taxes. An equally high share of Hispanic Gen X (71%) say they are likely to leave New York State in the future with one-fifth of Gen X saying they are *extremely* likely to leave. At the same time, a strong majority overall (88% of Hispanic Gen X and Boomer voters) want elected officials to support rent stabilization.

Gen X is poised for a much different type of retirement than their parents' generation as traditional, defined-benefit pensions offered by employers have largely made way for defined-contribution, 401k type retirement savings plans in which the employee assumes all the risk. And that's only for those whose employers offer any retirement plan at all. With one-fourth of New York City's Hispanic Gen X and Boomer voters in the labor force lacking access to any kind of employer-sponsored retirement savings plan, retirement options for many may include resorting to working longer, relying on family and public assistance or significantly reducing their standard of living.[1] A legislative proposal for a state-facilitated retirement savings option that would be available to all workers in New York is one solution to address saving. The proposal garners strong support from a majority of Hispanic voters and they clearly want New York elected officials to support the creation of such a plan. In addition to operating much like existing retirement plans, portability (or the ability to have one account follow a worker from job to job) is considered by voters to be one of the most important features of a state-facilitated option. Such a feature would simplify plan participation for workers by eliminating the need to either roll over accounts or keep track of accounts in plans managed by previous employers.

[1] For related discussion, see *The Reality of the Retirement Crisis*, January 2015. Center for American Progress. https://www.americanprogress.org/issues/economy/report/2015/01/26/105394/the-reality-of-the-retirement-crisis/

ABOUT THE SURVEY & REPORT TERMS

Terms in This Report

Gen X: Age 35 to 50

Boomer: Age 51 to 69

In Labor Force: Currently employed or unemployed and looking for work

Workers: Currently employed

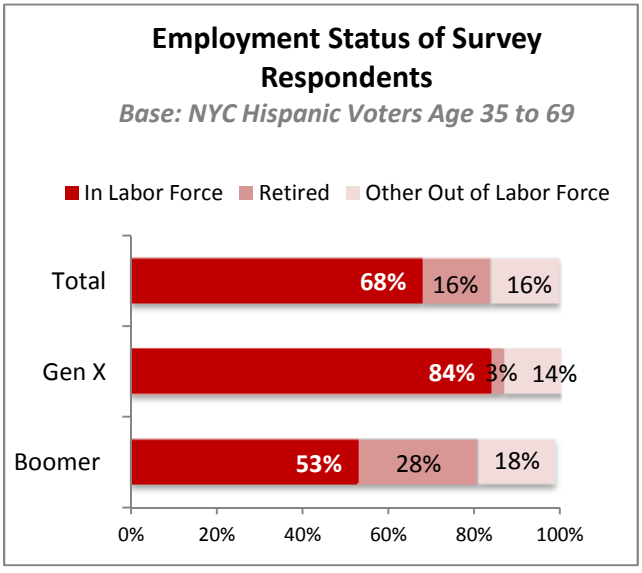
With Access to Retirement Plans: Currently employed and have access to an employer-sponsored retirement plan

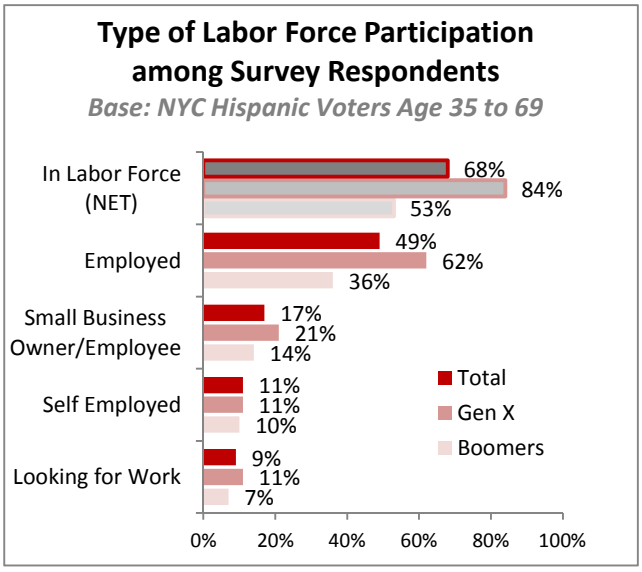
Without Access to Retirement Plans: Currently employed and do not have access to an employer-sponsored retirement plan.

This supplement is an outgrowth of the 2015 AARP report, *High Anxiety: New York City Gen X and Boomers Struggle with Stress, Savings, and Security*. This supplemental report was undertaken to probe more deeply into the retirement and financial security of New York City's Hispanic Gen X and Boomer voters.[2] This report emphasizes and reports on the supplemental survey data and while there are some comparisons to comparable citywide data from the full New York City report, it is not in every case.

Except where otherwise noted, data in this report are from a telephone survey of 800 Hispanic registered voters in the five boroughs of New York City aged 35 to 69. For analysis purposes, the survey sample was sub-divided into two generational cohorts: Gen X, age 35 to 50; and Boomers, age 51 to 69.[3]

The majority (68%) of survey respondents is currently in the labor force. Eighty-four percent (84%) of Gen X voters are currently in the labor force; and while significantly fewer Boomers are working or looking for work they remain a majority of them (53%). About one-sixth (17%) of all survey respondents, or a fourth of all in the labor force, is an owner or employee of a small business. "Small business" was not defined for survey participants.



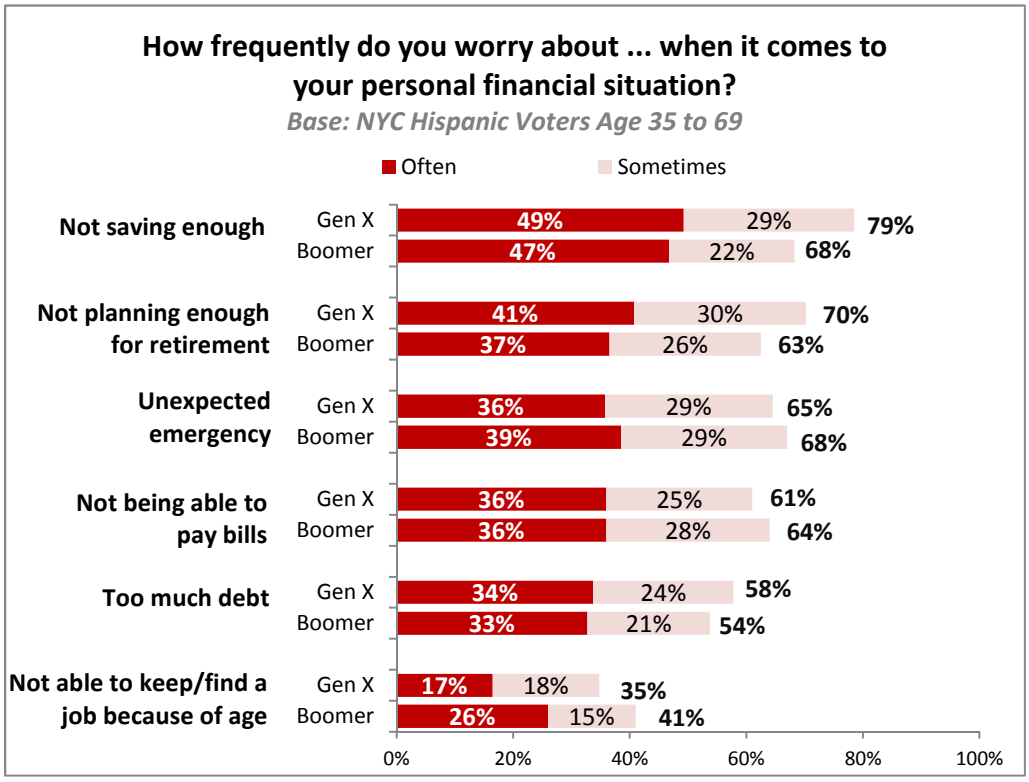


[2] Survey respondents self-identified as Hispanic. The terms "Hispanic" and "Latino" are used interchangeably in this report.
[3] The citywide report and additional details on the research methodology, a fully annotated questionnaire and additional reports can be found at www.aarp.org/nygenxandboomers.

DETAILED SURVEY FINDINGS

CURRENT FINANCIAL SITUATION

Nationally, as many as 35% of Gen X workers and 40% of Boomer workers believed the Great Recession had not ended by 2014 and only one-fourth of either group said the economy was recovering or had fully recovered at the time.[4] Survey results among New York City's Hispanic Gen X and Boomer voters this year reveal a similar sense of insecurity and financial vulnerability. Not saving enough is the leading area of financial concern for these generations with nearly half of both Hispanic Gen X and Boomers worrying about it often.



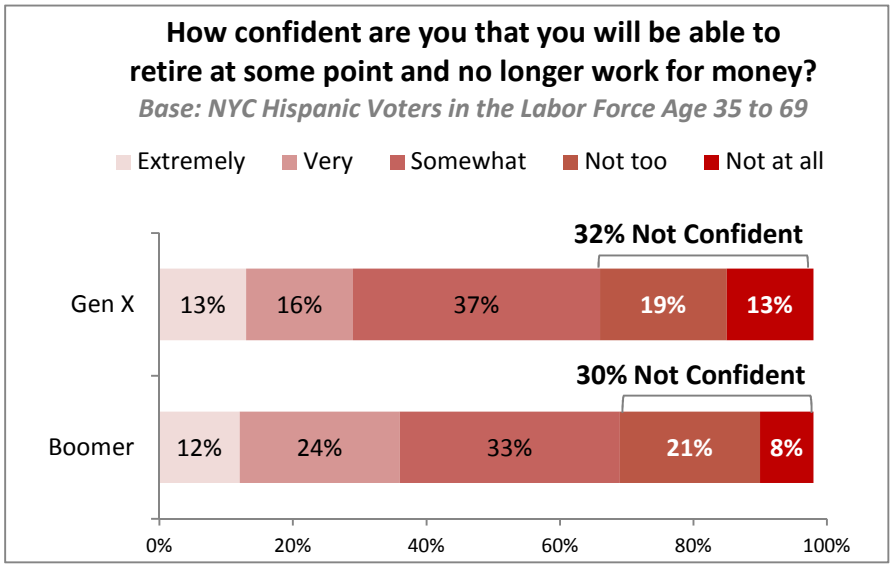
Despite Gen X's theoretically longer time to plan for retirement compared to Boomers, retirement planning holds a top of mind presence for a larger share of Gen X. Seventy percent (70%) of Hispanic Gen Xers in New York City and 63% of Hispanic Boomers worry about not planning enough for their retirement. In addition, about two-third of both generational cohorts worry about unexpected emergencies they cannot afford, not being able to pay bills and having too much debt. On the income side of the equation, four in ten Hispanic Boomer voters worry about not being able to find or keep a job because of age and one-fourth worry often about this.

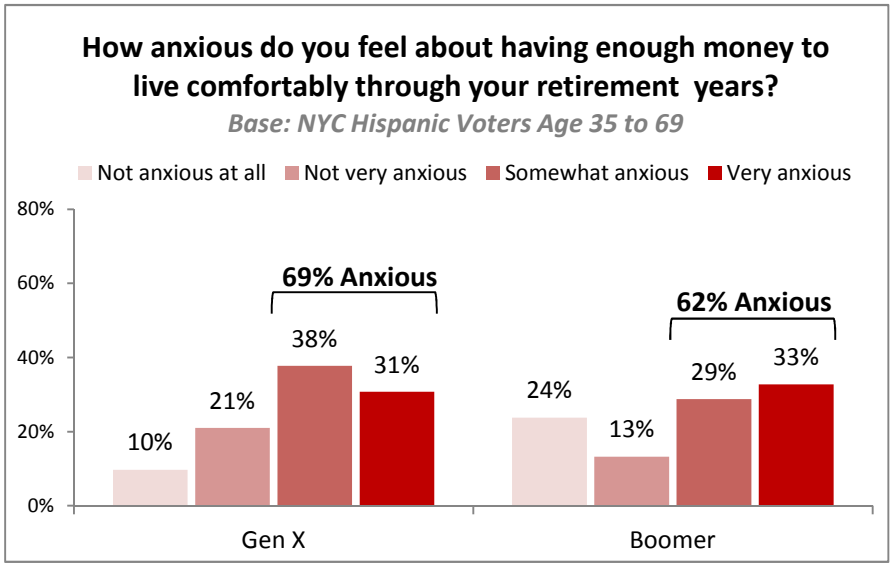
[4] *The Retirement Readiness of Three Unique Generations: Baby Boomers, Generation X, and Millennials. 15th Annual Transamerica Retirement Survey of Workers*, April 2014, Transamerica Center for Retirement Studies (TCRS) https://www.transamericacenter.org/docs/default-source/resources/center-research/tcrs2014_sr_three_unique_generations.pdf

Compared to total New York City Gen X and Boomer voters, a larger share of Hispanics in each generation worry about job security of older workers, unaffordable emergencies, paying bills and taking on too much debt. For example, among Hispanic New York voters, not being able to pay bills is a concern for 61% of Gen X and 64% of Boomers. When examining the same concern among New York voters, 55% of Gen X and 49% of Boomers are concerned.

CONFIDENCE IN RETIRING

As further evidence that a lack of saving and sufficient retirement planning is a significant source of insecurity, there is a substantial share of Hispanic voters in both the Gen X and Boomer cohorts who lack confidence that they will ever be able to stop working (32% and 30%, respectively). Even larger majorities of each generation express anxiety about having enough money to live comfortably through their retirement years.





Although Gen X has more time to accelerate savings and planning before a hoped-for retirement age, they are not any more optimistic than their Boomer counterparts. Sizeable portions of both Hispanic Gen X and Boomer generations face a future of either working indefinitely and/or having to reduce their standard of living to below what is currently considered comfortable.

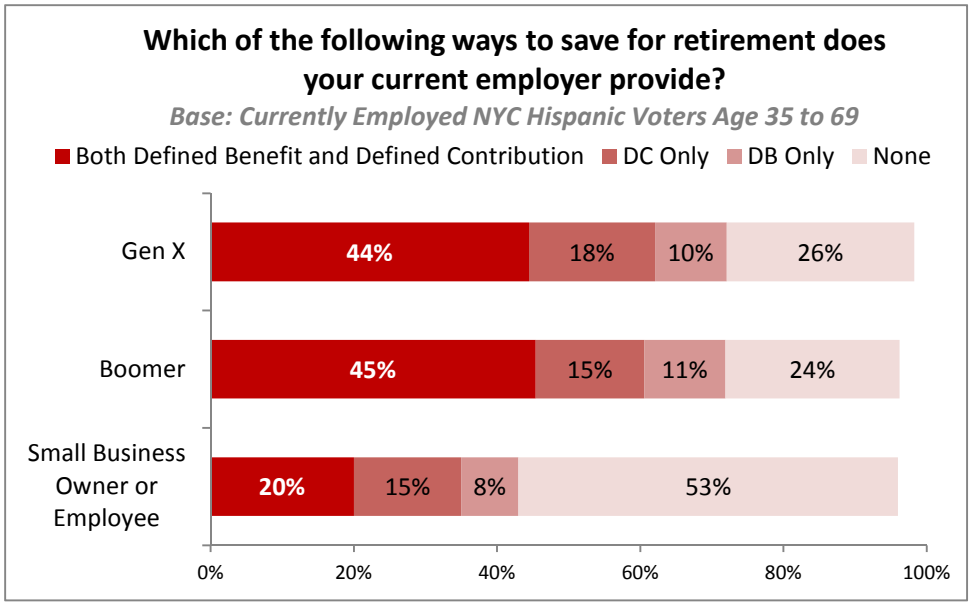
It is worth noting that New York City Hispanic Gen X voters have substantially lower confidence in their ability to ever stop working compared to Gen X voters overall in New York City. Thirty-two percent (32%) of Hispanic Gen X are not confident they will ever be able to retire compared to 23% of the total generational cohort.

Among the 68% of Hispanic voters age 35 to 69 currently in the New York City labor force who expect to retire, the average age of expected retirement is 64 for both Gen X and Boomers. However, six in ten (63%) Gen Xers expect to retire at age 65 or *before*, while a smaller percentage of working Boomers report the same (55%). Similar results reported nationally: Gen X workers are significantly more likely than Boomer workers to expect to retire at age 65 (36% vs. 18%).[5]

Although Gen X has more time to build up savings, their expectations may be unrealistic and suggest a perceptual gap considering nearly one-third of New York State's present day near retirees are at risk of retiring with incomes below poverty level.[6]

ACCESS TO RETIREMENT PLANS (AMONG EMPLOYED[7])

A quarter of workers in the Gen X and Boomer generations have no access to any type of workplace retirement savings plan and as many as 67% of private sector Hispanic workers in New York State age 18 to 64 lack such access, leaving them no option to save at work through the convenience of auto deductions and other plan benefits.[8] Among owners and employees of small businesses, half (53%) have no access at all to a workplace retirement savings plan.



NET PLAN ACCESS

Defined Contribution
(such as 401k, 403b)

Gen X = 62%
Boomer = 61%
Small Business = 35%

Defined Benefit
(traditional pension plan)

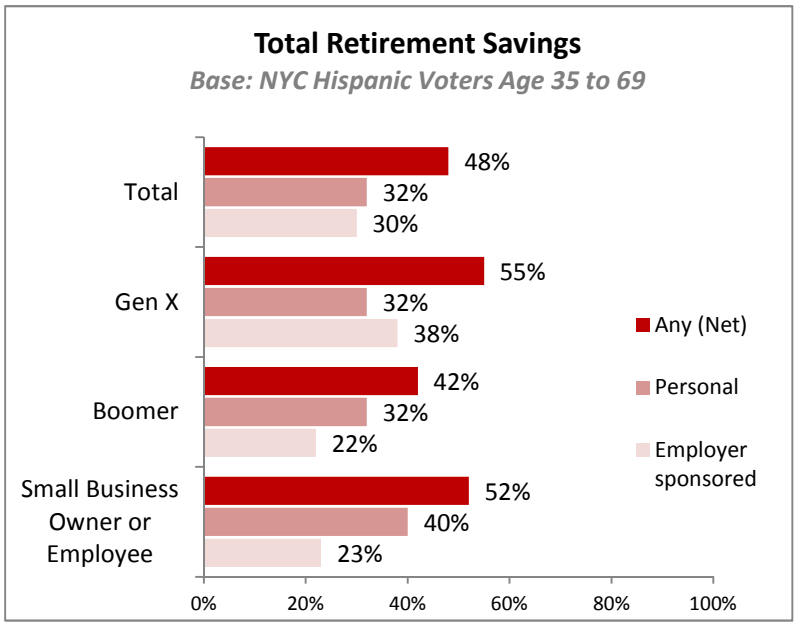
Gen X = 55%
Boomer = 56%
Small Business = 28%

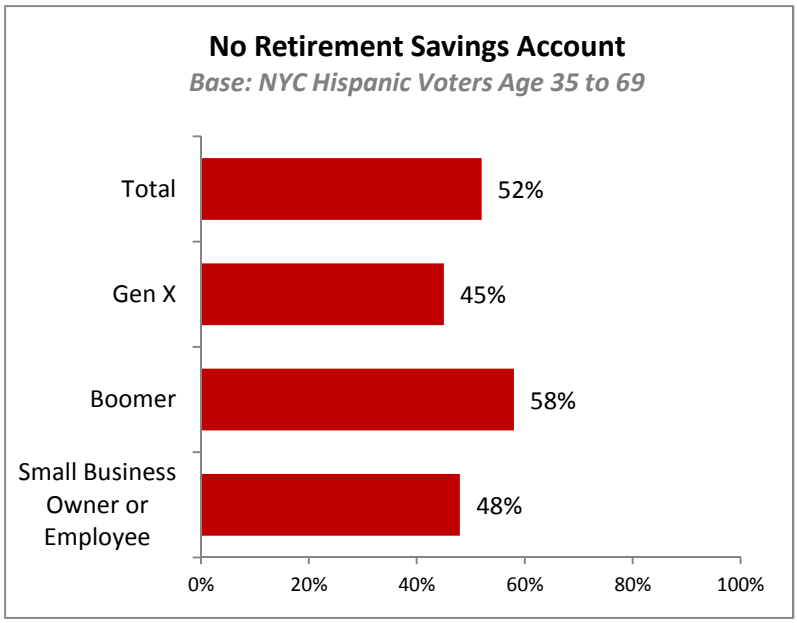
Workers currently without access to retirement plans at work see the value of such plans. More than three-fourths (78%) positively affirm they would participate in a way to save for retirement at work if their employer offered it. A similar majority of small business owners and employees (73%) also would take advantage of a plan to save for retirement if one were available to them through work.

[5] https://www.transamericacenter.org/docs/default-source/resources/center-research/tcrs2014_sr_three_unique_generations.pdf
[6] *Are U.S. Workers Ready for Retirement?* Schwartz Center for Economic Policy Analysis. 2014. http://www.economicpolicyresearch.org/images/docs/research/retirement_security/Are_US_Workers_Ready_for_Retirement.pdf
[7] Survey data includes both public and private sector workers.
[8] Sixty-seven percent of Hispanic private sector employees equals 802,099 Hispanic New York workers without access to retirement plans through their employer (average 2012-2014). http://www.aarp.org/content/dam/aarp/ppi/2015-07/AARP-NewYork-state-fact-sheet.pdf

RETIREMENT SAVINGS BEHAVIOR

Without workplace retirement plans, it is even more important to build up personal savings through an IRA or other retirement savings plan. However, just 32% of all surveyed New York City Hispanic voters age 35 to 69 have done so. That's not surprising; Americans generally are 15 times less likely to save for retirement without workplace savings plans.



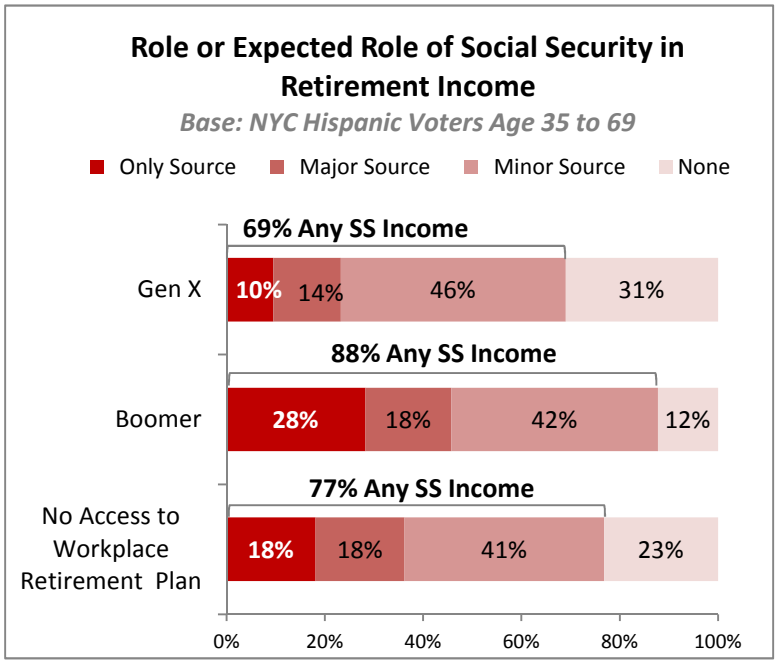


When taken together and on net, 45% of Hispanic Gen X voters in New York City and 58% of Hispanic Boomers are not actively saving for retirement - neither through a work sponsored nor a personal retirement savings plan. Though small business owners and employees are more likely to have personal retirement savings accounts outside of work, it is just two-fifths of them and almost half (48%) still have no retirement savings at all.

Compared to overall voters, Hispanic/Latino Gen X and Boomers have lower retirement savings rates than other groups in their age cohorts (45% of Gen X and 58% of Boomers are not saving compared to 34% and 42% of their total generational cohorts citywide).

RETIREMENT INCOME EXPECTATIONS

In spite of lagging participation in retirement plans or savings accounts, Hispanic Gen X and Boomers are most likely to expect their largest share of retirement income to come from a retirement savings plan. Over two in five (44%) expect a retirement savings plan, like a pension, 401k or IRA to provide the largest share of income in their retirement. However, when it comes to expectations of Social Security, they are lower and with significant differences between the generations.

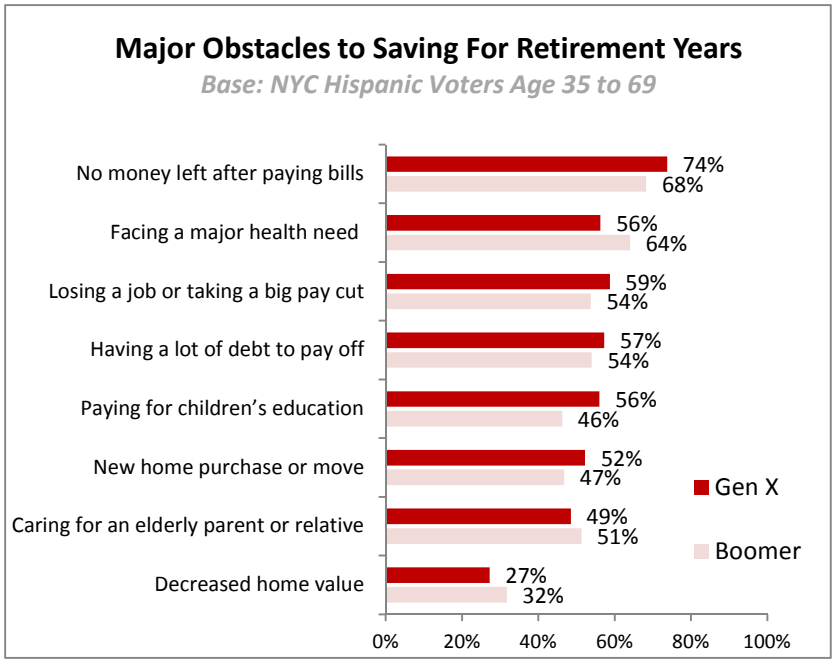


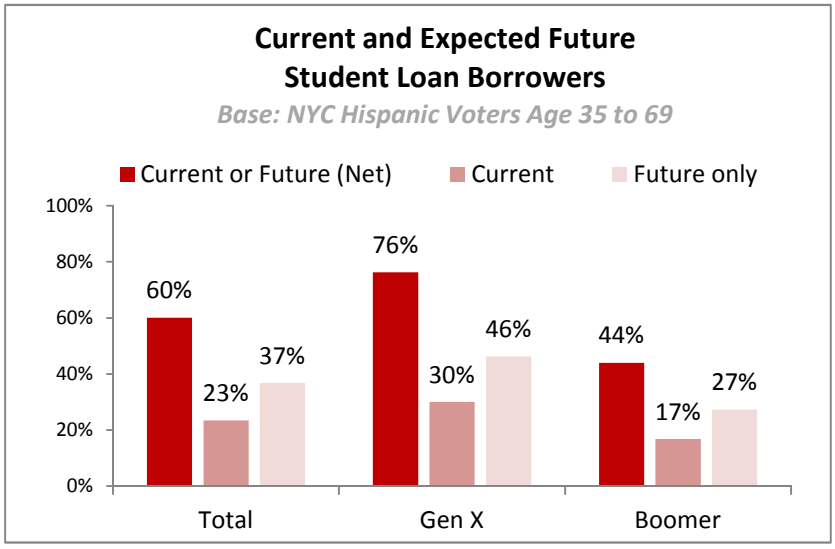
While as little as 10% of Hispanic Gen X expect Social Security to be their only source of retirement income, more than one-fourth (28%) of Hispanic Boomers expect it to be their sole source. Boomers' greater likelihood of expecting Social Security to be either their lone source or major source of retirement income is not surprising given their lower rates of retirement saving.

Hispanics are far more likely to rely on Social Security compared to the total Gen X and Boomer cohorts in New York City according to our survey. Ten percent (10%) of Hispanic Gen X and 28% of Hispanic Boomers expect Social Security to be the only source of their retirement income compared to 5% and 17% of the total respective generational cohorts citywide.

DEBT AND OTHER BARRIERS TO SAVING

Many New York City Hispanic/Latino voters age 35 to 69 consider current expenses a financial barrier to saving for retirement. In fact, in both generational cohorts, not having enough money left after paying bills is the most reported obstacle to saving for retirement, with 71% overall reporting this as a barrier to saving.



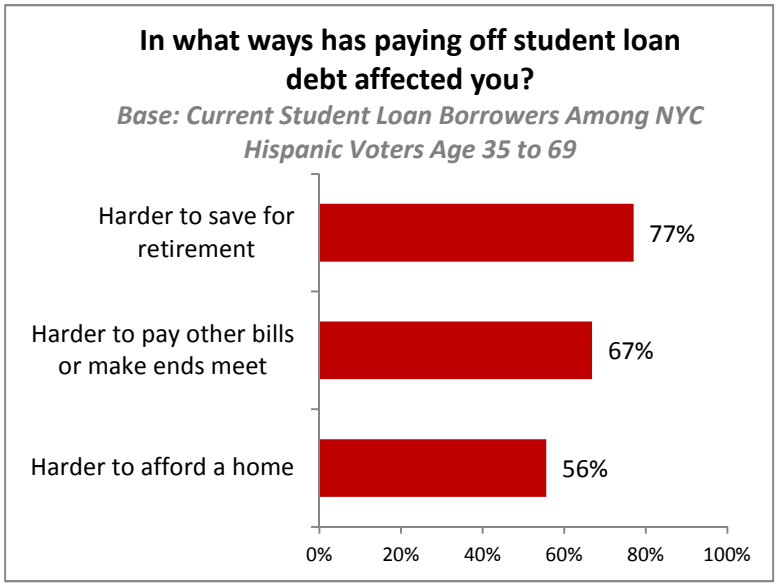


Gen X is more likely than Boomers to cite paying for their children's education as a major obstacle to saving for retirement (56% vs. 46%). For their part, Boomers are more likely than Gen X to have faced a major health issue as an obstacle to saving (64% vs. 56%).

Compared to total voters in these cohorts, the daily and monthly expenses that are the most common obstacles to saving for the future are rather similar. However, Hispanic Gen X and Boomer voters are more likely to experience all of the listed obstacles to retirement, with an especially high skew on facing a major health need (56% of Gen X and 64% of Boomers compared to 41% and 50% of citywide totals, respectively.)

In its ongoing Retirement Confidence Survey, the Employee Benefit Research Institute (EBRI) has consistently found the level of debt among workers negatively impacts retirement confidence.[9] In New York City, the majority of Hispanic Gen X and Boomer aged voters (70%) have some form of debt. Moreover, 57% of Gen X and 54% of Boomers report that having a lot of debt to pay off is a major obstacle to saving for retirement years.

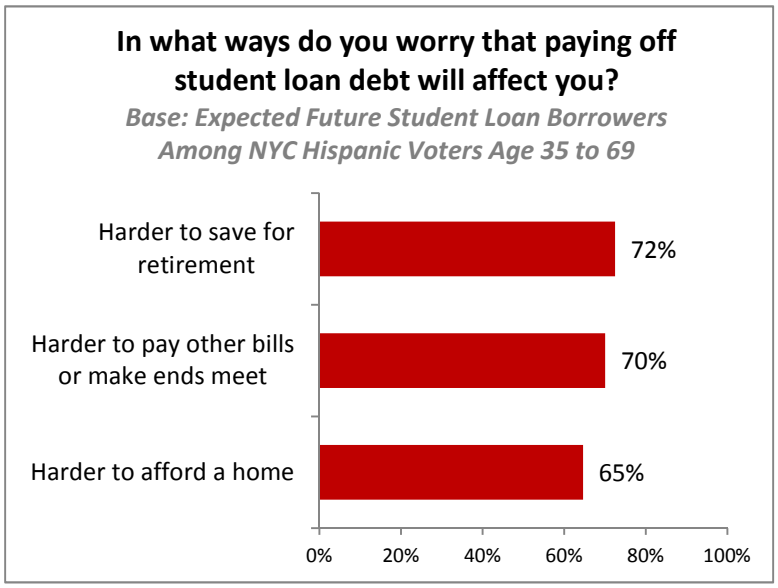
[9] 2015 Retirement Confidence Survey, Employee Benefit Research Institute. http://www.ebri.org/surveys/rcs/2015/



Gen X is more likely to have nearly all types of debt included in the survey compared to Boomers – most notably student loans (30% vs. 17%).

Moreover, student debt is likely to increase among both Hispanic generations as larger shares expect to become student loan borrowers in the future (vs. current levels). In addition to the one-third of Gen X voters that currently have student loans, another 46% expect to become student loan borrowers in the future. Among Boomers, levels are relatively lower but still four in ten overall are either current or future expected student loan borrowers.

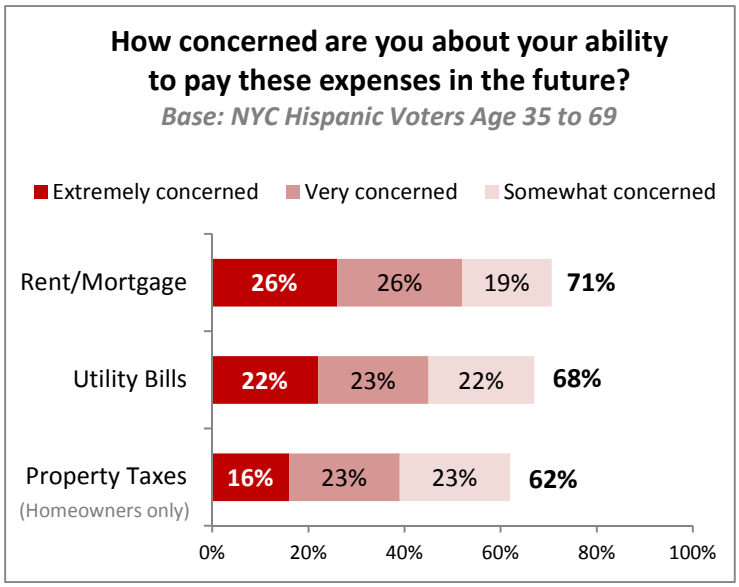
More than seven in ten current and future student loan borrowers say paying off such debt has made or will make it harder to save for retirement. Significant proportions of future student loan borrowers worry their loans will have a negative impact on paying bills (70%) or affording a home (65%).



Although difficulty saving for retirement, paying bills, and affording a home are items identified by all Gen X and Boomer student loan borrowers in New York City, Hispanic student loan borrowers are more likely to affirm that their student loans have had such a negative impact. A noteworthy difference is among the proportion that worry student loans will make it harder to afford a home. Close to two-thirds (65%) of Hispanic voters are concerned, while half (53%) of voters citywide worry about this.

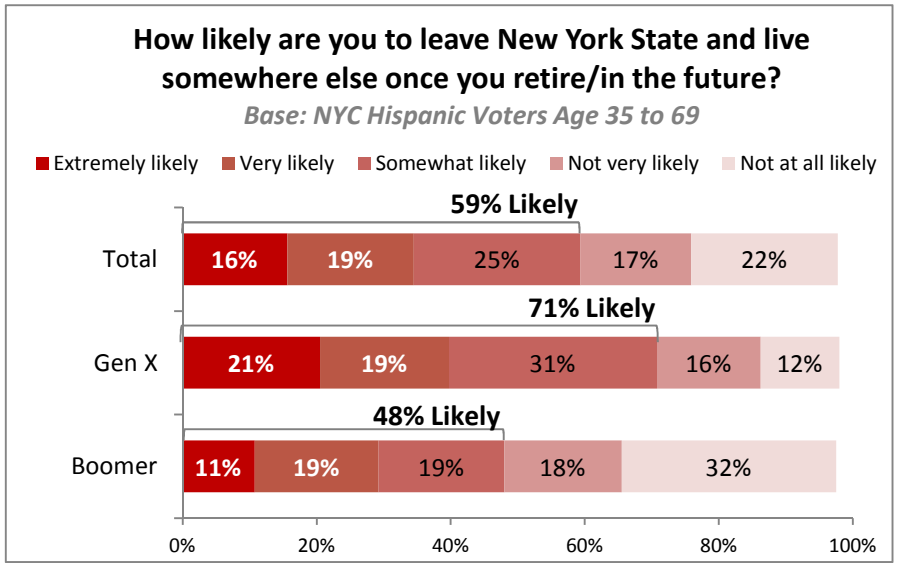
NEW YORK AFFORDABILITY

As discussed above, having enough money left after paying bills is the most commonly cited obstacle to saving for retirement among Hispanic Gen X and Boomers in New York City. Housing expenses in particular are a concern for a majority: about seven in ten are at least somewhat concerned about their ability to pay rent or mortgage or utility bills in the coming years; six out of ten homeowners are equally concerned about property taxes. With such large proportions sharing concern about housing affordability, it is not surprising that a large majority want elected officials to support rent stabilization in New York City. More than eight in ten (88%) Hispanic Gen X and Boomer voters agree that rent stabilization should be supported by elected officials at the city and state levels.



Compared with total Gen X and Boomer voters in New York City, Hispanic voters are more likely to be concerned about housing affordability. About seven in ten Hispanic New Yorkers express housing affordability concerns compared to 55% to 61% of citywide totals.

Strong concern about housing affordability in the future is reflected in a common expectation to leave New York. A considerably large share (71%) of Hispanic Gen X feels at least somewhat likely to leave New York when they retire; and four in ten say they are extremely or very likely to leave. Although Hispanic Boomers are less likely to leave compared to their Gen X counterparts, about half (48%) consider themselves at least somewhat likely to leave.



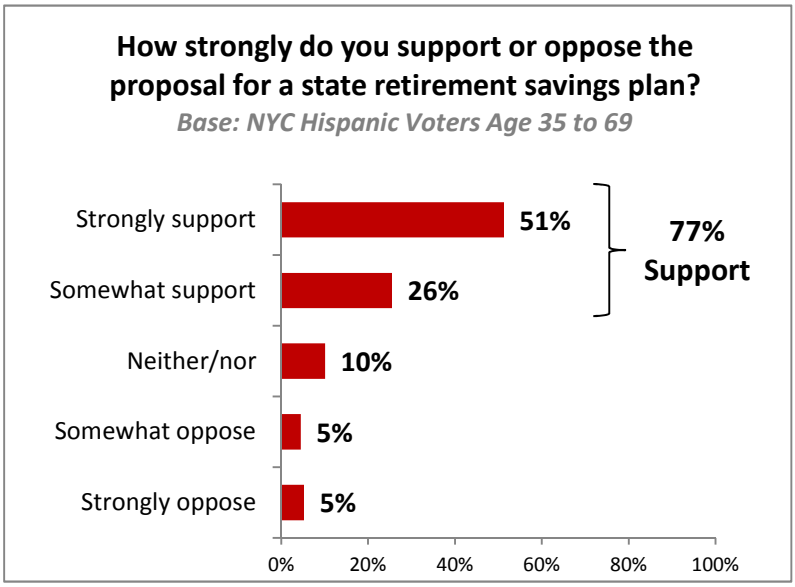
Compared to citywide voters, stated intent to leave New York State is higher for Hispanic Gen X (71% vs. 66%), and lower for Hispanic Boomers (48% vs. 56%). As a result, the gap between Hispanic Gen X and Boomer generations is much wider regarding their stated intent to leave New York.

SUPPORT FOR A STATE-FACILITATED RETIREMENT SAVINGS OPTION

PROPOSED STATE-FACILITATED RETIREMENT SAVINGS OPTION FOR WORKERS

One way to help more New Yorkers save would be for the state to set up a retirement savings plan, similar to its 529 college savings plan, where workers can contribute to a private retirement account that is professionally managed. Workers can choose whether or not to participate, and the account would be portable from job to job. The plan would have low fees and not cost taxpayer dollars.

In order to help close the gap in access to retirement savings plans, 77% of Hispanic New York City voters age 35 to 69 support a state-facilitated retirement savings option for New York State, with half strongly in support.



A state-facilitated retirement savings option would most directly benefit those without access to a plan in their workplace, including small business owners and employees who tend to have lower levels of access currently. Hispanic small business owners and employees in New York City also present very strong levels of support for such a solution: 82% of Hispanic small business owners and employees surveyed support a proposal for a state-facilitated plan. When asked about potential features in a state-facilitated savings option for retirement, the top-ranked important feature is portability; such that the retirement plan automatically follows workers from job to job. This innovative savings plan feature eliminates the need to rollover funds and allows for easier accumulation of savings in a single account.

Most (88%) Hispanic Gen X and Boomer voters agree that New York elected officials should support creating a state managed retirement savings plan so more workers have an opportunity to save for retirement. Sixty-four percent (67%) feel strongly that this should be a concern of elected officials.

DEMOGRAPHIC PROFILE OF RESPONDENTS

	Gen X	Boomer
Gender		
Male	43%	42%
Female	57%	58%
Civil Status		
Married or living with a partner	52%	45%
Widowed	<1%	8%
Divorced or separated	14%	20%
Never married	32%	23%
Membership		
AARP	7%	35%
AARP Non-Member	91%	63%
Education		
High school graduate or less	26%	38%
Post high school or 2 year degree	34%	26%
4 year degree	21%	17%
Post graduate or graduate degree	18%	16%
Party Affiliation		
Democrat	60%	70%
Republican	10%	9%
Independent	14%	9%
Something else	10%	6%
Political Views		
Conservative	16%	19%
Moderate	30%	29%
Liberal	25%	24%
None of these	24%	20%
Income		
<$30K	18%	30%
$30K-<$50K	24%	22%
$50K-<$75K	17%	15%
$75K-<$100K	13%	11%
$100,000-<$150,000	10%	6%
$150,000+	8%	5%
Don't know/Refused	11%	11%
Borough		
Bronx	26%	25%
Brooklyn	24%	28%
Manhattan	21%	23%
Queens	22%	19%
Staten Island	8%	5%

METHODOLOGY

This report is based on data collected through a telephone survey of registered voters in the state of New York age 35 to 69, with oversamples in seven targeted geographies and among multicultural voters in New York City. Survey results discussed in this report are limited to the sample of Hispanic voters in New York City.

Interviews were conducted in English and Spanish by Precision Opinion from February 26th to May 17th, 2015. Respondents were sampled from a registered voter list provided by L2 then screened to confirm their age, registered voter status and state of residence. Out of 800 interviews completed among qualified respondents living in New York City, 184 self-identified as Hispanic. An additional 616 interviews were completed to bring the total Hispanic NYC voter sample up to n=800. The oversample was split into two strata by age (Gen X and Boomer) and targets were set in order to achieve 400 interviews in each of these age cohorts. The sample was weighted by gender within age group in order to maintain the proper representation of males and females. The total Hispanic sample was also weighted by age. County proportions (distribution of residence across the 5 counties/boroughs of NYC) were evaluated and a decision was made not to weight on this variable.

The margin of sampling error for the Hispanic New York City sample of 800 is +/-3.5%. The margin of sampling error for the Gen X and Boomer samples of 400 each is +/-5.0%.

Additional details on the survey execution, sample design and data weighting are in the full methodology statement which can be found together with a fully annotated questionnaire and more information about this survey at www.aarp.org/nygenxandboomers.

For more information contact:

Angela Houghton, Senior Research Advisor
AARP Research
Tel. (202) 434-2261
ahoughton@aarp.org

AARP New York
780 Third Ave 33rd Floor
New York, NY 10017
Phone: (866) 227-7442
Email: NYAARP@AARP.ORG
Website: HTTP://WWW.AARP.ORG/NY

AARP Research
601 E Street NW
Washington, DC 20049
www.aarp.org/research

Copyright © 2015 AARP

AARP®
Real Possibilities