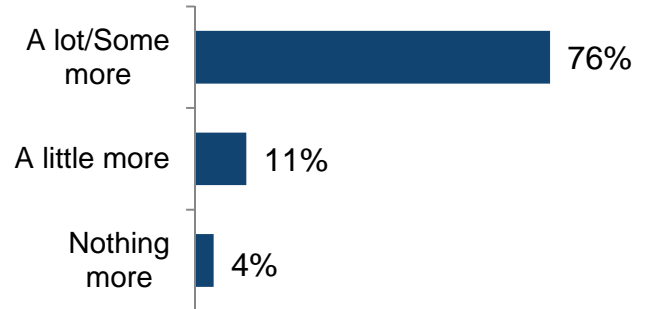


## Concern is High; More Needs To Be Done to Encourage Saving for Retirement

Survey findings show that Rhode Island small business owners (those with 0-100 additional employees) are concerned about their employees having enough money to retire – in fact, two-thirds (65%) are very or somewhat concerned. So it's not surprising that most small business owners think more needs to be done to help encourage RI residents to save for retirement.

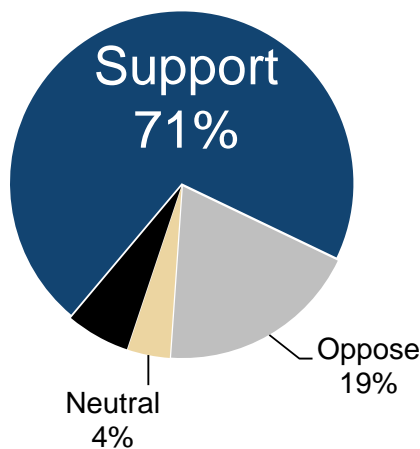
### How Much Encouragement Do Rhode Islanders Need to Save for Retirement?



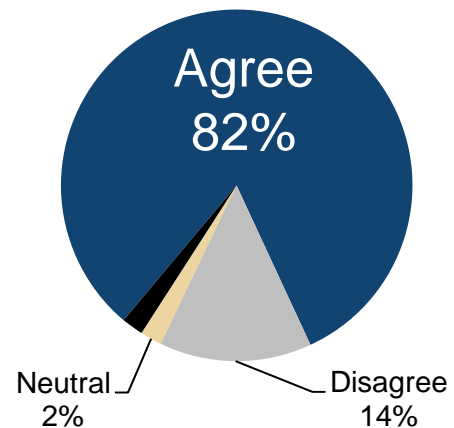
## Rhode Island Small Business Owners Support State Retirement Savings Plan

Most small business owners say they support state legislation to create a basic, ready-to-go, privately managed retirement plan for employees. At the same time, the majority of small business owners agree that Rhode Island lawmakers should support a plan to make it easier for small business owners to offer their employees a way to save for retirement.

### Support/Oppose a State Legislation Creating Basic Retirement Savings Plan for Small Businesses



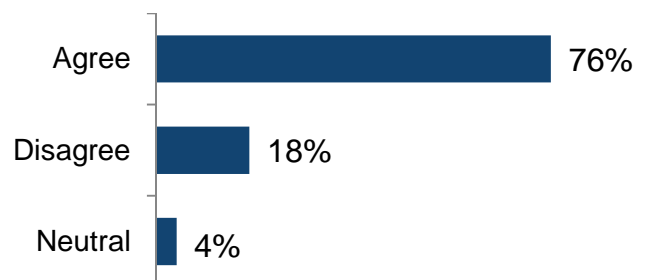
### Agree/Disagree State Lawmakers Should Support Plan Making It Easier for Small Business Owners to Offer Employees Way To Save



## Retirement Savings Plans Provide Small Businesses With Competitive Edge

Most Rhode Island small business owners agree that being able to offer a voluntary, portable retirement plan would help small businesses attract and retain quality employees and stay competitive.

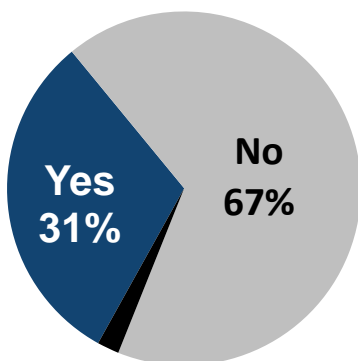
### Agree/Disagree Offering a Retirement Plan Provides a Competitive Edge



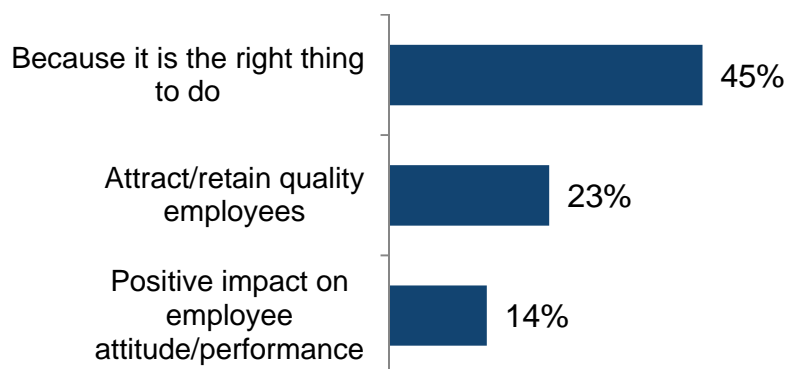
## For Many Rhode Island Small Businesses That Offer A Retirement Savings Plan, It's The Right Thing To Do!

Three-in-ten Rhode Island small business owners offer some type of retirement savings plan to their employees. Top reasons for offering a plan are that it is the right thing to do, it helps attract/retain quality employees, and it has a positive impact on employee morale.

**Offer Retirement Savings Plan**



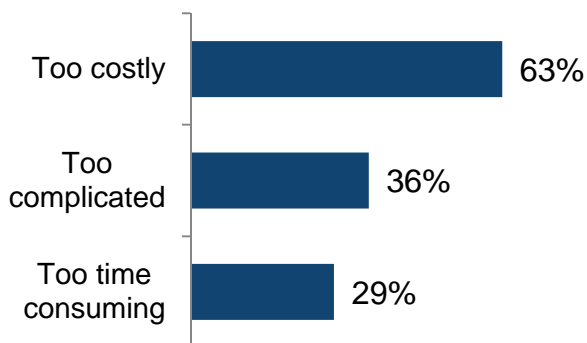
**Main Reason for Offering Retirement Savings Plan Among Small Businesses That Offer a Plan (Top Mentions)**



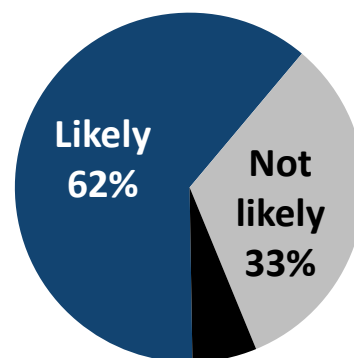
## Small Business Owners In Rhode Island Who Do Not Offer A Retirement Savings Plan Would Offer Employees Access To A State Retirement Savings Plan

Among Rhode Island small business owners who do not offer a retirement plan to their employees, many are concerned about the cost of offering a plan. Also, some are concerned about it being too complicated or too time consuming. However, well over half of those who do not currently offer a plan say that if the retirement plan legislation is passed, they would be likely to offer it to their employees.

**Reasons to not Offer Retirement Savings Plans Among Small Businesses That Do Not Offer a Plan (% Yes)**



**Likelihood of Offering Retirement Savings Plan Among Small Businesses That Do Not Offer a Plan (% Yes)**



### DEMOGRAPHICS n=459 small business owners with 0-100 additional employees in the state of Rhode Island

**Business Size (additional employees):** 0: 25%, 1-3: 29%, 4-9: 25%, 10-19: 14%, 20-100: 7%  
**Business Type:** For Profit: 93%, Non-Profit: 6% **2015 Business Revenue:** Less than \$100,000: 32%, \$100,000-\$500,000: 28%, \$500,000+: 22%  
**Age:** 18-49: 35%, 50-64: 43%, 65+: 17% **Business Tenure:** 0-10 years: 36%, 11-25 years: 28%, 26+ years: 33% **Gender:** Male: 69%, Female: 31%,  
**Ideology:** Conservative: 30%, Moderate: 31%, Liberal: 21% **Political Party:** Democrat: 15%, Republican: 17%, Independent/ Something else: 61%

### METHODOLOGY

The AARP 2016 Rhode Island Small Business Owner Work and Save Study was a telephone study among 459 small business owners or decision makers about employee benefits at companies with 0-100 additional employees within the state of Rhode Island. Interviews were conducted October 25-November 15, 2016. Respondents were offered a \$5 check in appreciation for their participation. Sample, including owner names and companies, came from a Dun & Bradstreet business list. The margin of error for the sample of 459 for Rhode Island is +/-4.6%.

For more information contact John DiTomasso AARP Rhode Island at [jditomasso@aarp.org](mailto:jditomasso@aarp.org) or Jennifer Sauer, AARP Research [jsauer@aarp.org](mailto:jsauer@aarp.org)

**2016 AARP Survey of Rhode Island Small Business Owners:  
State Retirement Savings Plan  
(n=459)**

**SCREENER**

**SAMPLE: 450 telephone interviews among non-franchise small business owners or decision makers with (0-100) additional employees**

**INTRO:** Hello, may I please speak with (INSERT NAME FROM SAMPLE).

IF NAME ON LIST NOT AVAILABLE: Is there another business owner or person in charge of employee benefits that I can speak with?

My name is \_\_\_\_\_ with the American Institute of Consumer Studies. We are conducting a brief survey of Rhode Island business leaders regarding retirement. This is a not a sales call. As a leader in the community your opinions are very important. In appreciation of your time, we will mail you a check for \$5 if you qualify and complete the survey. (IF ASKED: This survey will take about 10 minutes).

**(RE-INTRODUCE SURVEY AS NECESSARY)**  
**(If asked who the survey is sponsored by- “I can provide that information at the end of the survey”)**

**\*\*Programmer note: Code county based on FIPS code in sample file, do not ask S1.\*\***

S1. County:

(n=459)

6%	Bristol
17%	Kent
12%	Newport
51%	Providence
15%	Washington

S2. Record gender: (DO NOT READ – SELECT ONE ANSWER)

(n=459)

69% Male  
31% Female

S3. First of all, are you the owner of a small business, are you not the owner, but the person who makes decisions about employee benefits, or are you neither? (DO NOT READ CHOICES - SELECT ONE ANSWER)

(n=459)

- 84% Owner
- 16% Decision maker about employee benefits (NOT OWNER)
- Neither

**\*\*Programmer note: If S3=1-2, skip to S4.\*\***

S3a. May I please speak with the owner or decision maker about employee benefits?

- Yes (TRANSFER TO PERSON)
- No (SET UP CALLBACK)
- No (TERMINATE)

**\*\*Programmer note: If S3a=1, return to INTRO. If S3a=2, SEND TO CALLBACK. If S3a=3, TERMINATE.\*\***

**\*\*Programmer note: Allow up to 5-digit number. \*\***

S4. **Not including yourself**, approximately how many people does your company employ?

\_\_\_\_\_ [ENTER NUMBER]

99999 Don't know/No answer

(n=459)

- 25% 0 Additional Employee
- 29% 1-3 Additional Employees
- 25% 4-9 Additional Employees
- 14% 10-19 Additional Employees
- 7% 10-19 Additional Employees
- Don't know/No answer

**\*\*Programmer note: If S4>100, TERMINATE.\*\***

S5. In what state is your business located?

(n=459)

- 100% Rhode Island
- Other (TERMINATE)
- Don't know/Not sure (TERMINATE)
- Refused (TERMINATE)

**\*\*Programmer note: If S5=7, 8, or 9, TERMINATE.\*\***

**\*\*Programmer note: Insert list of counties from S1 with additional codes below.\*\***

S6. In what county was your company incorporated?

(n=459)

5%	Bristol
13%	Kent
11%	Newport
49%	Providence
13%	Washington
8%	Not a corporation
1%	Other
1%	Don't know/not sure
<.5	Refuse

**\*\*Programmer note: Randomize order of "local business" and "franchise".\*\***

S7. And is that a local business or a franchise? (DO NOT READ CHOICES- SELECT ONE ANSWER)

(n=459)

- 100% Local business
- Franchise **(TERMINATE)**
- Don't know/Not sure **(TERMINATE)**
- Refused **(TERMINATE)**

Interviewer: If necessary "A franchise is when a company grants an individual or group permission to carry out specific commercial activities on its behalf. For example, many McDonald's locations are independently owned franchises."

**\*\*Programmer note: If S7=2, 8 or 9, TERMINATE.\*\***

**\*\*Programmer note: Allow up to 3-digit number. \*\***

S8. In general, what percentage of your workforce includes seasonal employees?

\_\_\_\_\_ % [ENTER PERCENTAGE 0-100]  
999 Don't know/No answer

(n=459)

- 78% 0%
- 8% 1%-25%
- 4% 26%-50%
- 2% 51%-75%
- 7% 76%-100%
- 1% Don't know/no answer

S9. What type of business or industry characterizes your company? (DO NOT READ CHOICES – ONE ANSWER)

SELECT

(n=459)

- 4% Agriculture, Forestry, Fishing
- 7% Arts, Entertainment, Recreation
- 2% Communications, Telecommunications
- 17% Construction
- 4% Educational services including schools
- 4% Finance, Insurance
- Government (TERMINATE)
- 7% Healthcare, Pharmaceutical
- 6% Hotel, Lodging, Restaurant
- 1% Leasing & Rental
- 7% Manufacturing
- 3% Non-profit
- 3% Real Estate
- 13% Retail
- 16% Services, for example, business, legal, engineering, accounting
- 4% Transportation, Warehousing
- 2% Utilities; for example, electric power, gas, water
- 2% Wholesale Trade
- 2% Other (specify) \_\_\_\_\_
- Don't know/No answer (TERMINATE)
- Refused (TERMINATE)

**\*\*Programmer note: If S9=07, 98, or 99 TERMINATE.\*\***

1. How concerned are you that [IF S4=0 "YOU] IF S4=1, "YOUR EMPLOYEE"] [IF S4=2+, "YOUR EMPLOYEES"] will not have enough money to cover their [IF S4=0 "YOUR] living expenses when [IF S4=0 "YOU] they retire? Are you very concerned, somewhat concerned, not very concerned or not concerned at all? (SELECT ONE ANSWER)

(n=459)

28% Very concerned  
37% Somewhat concerned  
12% Not very concerned  
21% Not concerned at all  
2% Don't know/Not sure  
-- Refused

2. In your opinion, should a lot more, some more, a little more or nothing more be done to help encourage RHODE ISLAND residents to save for retirement? (SELECT ONE ANSWER)

(n=459)

55% A lot more  
21% Some more  
11% A little more  
4% Nothing more  
9% Don't know/Not sure  
1% Refused

3. Are you currently saving for retirement? (DO NOT READ CHOICES – SELECT ONE ANSWER)

(n=459)

80% Yes  
19% No  
1% Don't know/Not sure  
-- Refused

4. Do you offer your employees a retirement savings plan? (SELECT ONE ANSWER)

(n=459)

31% Yes  
67% No  
1% Don't know/not sure (DO NOT READ)  
1% Refused (DO NOT READ)

**\*\*Programmer note: If Q4=1, skip to Q7. If Q4=2,8,9, continue to Q5 intro screen.\*\***

5. [IF DO NOT OFFER PLAN] INTRO: There are many reasons businesses do not offer a retirement savings plan. Please tell me if the following reasons are concerns to you as an employer.

**\*\*Programmer note: Rotate A-C.\*\***

a. Are you concerned about how complicated it would be to operate a retirement plan? (DO NOT READ CHOICES – SELECT ONE ANSWER)

(n=308)

36% Yes  
61% No  
2% Don't know/not sure (DO NOT READ)  
1% Refused (DO NOT READ)

b. Are you concerned about how time consuming it would be to operate a retirement plan? (DO NOT READ CHOICES – SELECT ONE ANSWER)

(n=308)

29% Yes  
67% No  
3% Don't know/not sure (DO NOT READ)  
2% Refused (DO NOT READ)

c. Are you concerned about how costly it would be to operate a retirement plan? (DO NOT READ CHOICES – SELECT ONE ANSWER)

(n=308)

63% Yes  
33% No  
3% Don't know/not sure (DO NOT READ)  
1% Refused (DO NOT READ)

6. Does your company ever plan to offer a retirement savings plan to your employees? (DO NOT READ CHOICES – SELECT ONE ANSWER)

(n=308)

28% Yes  
68% No  
4% Don't know/not sure (DO NOT READ)  
1% Refused (DO NOT READ)

**\*\*Programmer note: If Q4=2,8,9, skip to Q9.\*\***



7. [IF OFFERS PLAN] What type of retirement savings plan does your company offer employees? (DO NOT READ LIST – SELECT ALL THAT APPLY – PROBE: WHAT ELSE?)

(n=141)

- 57% 401k or 403b
- 22% IRA or Roth IRA
- 12% Simplified employee pension plan or SEP
- 1% Stocks or mutual funds
- 2% Profit sharing
- 1% Annuity
- 1% Union
- 3% Other (**SPECIFY**)\_\_\_\_\_
- 4% Don't know/Not sure

8. [IF OFFERS PLAN] What is the **one** main reason your company offers a retirement savings plan to employees? (DO NOT READ CHOICES – SELECT ONE ANSWER)

IF MORE THAN ONE REASON GIVEN: “Of those reasons, which is the biggest reason?”

(n=141)

- 23% Attract and retain quality employees
- 14% Have a positive impact on employee attitude and performance
- 45% Because it is the right thing to do
- 2% Tax advantages
- I can't afford to offer health insurance so I offer a retirement plan
- 1% Expected/most companies do/should do it
- 4% So they can save for their retirement/have supplement for Social Security
- 1% Benefits/as part of benefit package/compensation/enhances benefits
- 1% Allows me to do the same/participate in my own retirement plan
- 1% Required/mandated by state law/unions
- 1% For their financial security/extra money for employees
- 1% Other (**SPECIFY**)\_\_\_\_\_
- 4% Don't know/Not sure
- 1% Refused

\*\*\*\*\*  
**AUTO IRA PROPOSAL ASK Q9,Q10, and Q11.**  
\*\*\*\*\*

**\*\*Programmer note: Rotate statements A and B.\*\***

9. There are two proposals that Rhode Island lawmakers are considering to help small businesses provide retirement savings plans to their employees.

One proposal..

- A) Creates a basic, ready to go or plug-and-play retirement plan that small business owners can use without having to operate or pay setup or maintenance costs. Small business owners would simply set up a payroll deduction for employees who choose to participate.

While the other...

- B) Creates a website bringing together existing retirement plans approved by the state that small business owners can use. Small business owners would pick a plan, pay for setup and maintenance costs, and operate the plan for employees who choose to participate.

Which proposal would you be more likely to support?

(n=459)

- 58% Basic plug-and-play plan with no setup or maintenance costs
- 21% Website with existing plans where owners pay for setup and maintenance
- 17% Don't know/Not sure
- 5% Refused

10. Some RHODE ISLAND lawmakers have proposed a bill to address the issue of retirement. Under this new legislation, the state would create a basic, ready to go or plug-and-play retirement plan for small businesses to use. Employers would simply setup a payroll deduction just like they do for taxes. Workers would be able to choose if, and how much, they want to contribute. If workers leave a job they can take the money and account with them to their next job. The plan would be privately managed. Do you support or oppose this legislation? Is that strongly or somewhat? (SELECT ONE ANSWER)

(n=459)

- 36% Strongly support
- 34% Somewhat support
- 4% Neither support nor oppose (DO NOT READ)
- 4% Somewhat oppose
- 15% Strongly oppose
- 4% Don't know (DO NOT READ, DO NOT COLLAPSE)
- 2% Not sure (DO NOT READ, DO NOT COLLAPSE)
- 1% Refused (DO NOT READ, DO NOT COLLAPSE)

**\*\*Programmer note: If Q4=2, continue to Q11, IF Q4=1,8,9 SKIP TO Q12**

**11.** [IF NO PLAN OFFERED TO EMPLOYEES] How likely would you say you are to offer your employees access to the plan that is being proposed- very likely, somewhat likely, not too likely, or not at all likely? (SELECT ONE ANSWER)

(n=308)

- 30% Very likely
- 32% Somewhat likely
- 9% Not too likely
- 24% Not likely at all
- 5% Don't know/Not sure (DO NOT READ)
- 1% Refused (DO NOT READ)

**12.** Do you agree or disagree with the following statement:

“Being able to offer a voluntary, portable, retirement plan would help local small businesses attract and retain quality employees and stay competitive.” Is that strongly or somewhat? (SELECT ONE ANSWER)

(n=459)

- 48% Strongly agree
- 28% Somewhat agree
- 4% Neither agree nor disagree (DO NOT READ)
- 5% Somewhat disagree
- 13% Strongly disagree
- 2% Don't know/Not sure (DO NOT READ)
- <.5% Refused (DO NOT READ)

**13.** Do you agree or disagree that Rhode Island’s lawmakers should support a plan to make it easier for small business owners to offer a way to save for retirement to their employees? Is that strongly or somewhat?

(n=459)

- 55% Strongly agree
- 26% Somewhat agree
- 2% Neither agree nor disagree (DO NOT READ)
- 3% Somewhat disagree
- 11% Strongly disagree
- 2% Don't know/Not sure (DO NOT READ)
- <.5% Refused (DO NOT READ)

14. How interested would you be in joining a RHODE ISLAND-wide coalition to support this new legislative initiative – very interested, somewhat interested, not very interested, or not interested at all? (SELECT ONE ANSWER)

(n=459)

- 7% Very interested
- 24% Somewhat interested
- 21% Not very interested
- 45% Not interested at all
- 2% Don't know/Not sure (DO NOT READ)
- 1% Refused (DO NOT READ)

## DEMOS

D1. I have just a couple more questions. How would you classify your company? Is it a for-profit business or a non-profit business? (SELECT ONE ANSWER)

(n=459)

- 93% For-profit business
- 6% Non- profit business
- <.5% Other (**SPECIFY**) \_\_\_\_\_ (DO NOT READ)
- Don't know/Not sure (DO NOT READ)
- 1% Refused (DO NOT READ)

D2. What is your age as of your last birthday? [IN YEARS] \_\_\_\_\_ 99 Refused

**\*\*Programmer note: code responses into following age categories (do not show):**

(n=459)

- 5% 18-29
- 13% 30-39
- 17% 40-49
- 28% 50-59
- 15% 60-64
- 17% 65+
- 5% Refused

**Flag anyone under 18.\*\***

D3. Are you registered to vote in RHODE ISLAND (DO NOT READ CHOICES – SELECT ONE ANSWER)

(n=459)

89%	Yes
9%	No
<.5%	Don't know/Not sure
1%	Refused

**\*\*Programmer note: Randomize Democrat, Republican, Independent wording (show “something else” last).\*\***

D4. Do you consider yourself to be a(n) Democrat, Republican, Independent, or something else? (SELECT ONE ANSWER)

(n=459)

15%	Democrat
17%	Republican
48%	Independent
13%	Something else
1%	Don't know/Not sure (DO NOT READ)
6%	Refused (DO NOT READ)

D5. How would you characterize your political views – very conservative, somewhat conservative, moderate, somewhat liberal, very liberal, or none of the above? (SELECT ONE ANSWER)

(n=459)

10%	Very conservative
20%	Somewhat conservative
31%	Moderate
12%	Somewhat liberal
9%	Very liberal
13%	None of the above
1%	Don't know/Not sure (DO NOT READ)
4%	Refused (DO NOT READ)

**\*\*Programmer note: show one item per screen. Do not scramble.\*\***

D6. And, how many years has your current company been in business in RHODE ISLAND?

**Interviewer Instruction: If less than one year, enter as 0**

(n=459)

36%	0-10
28%	11-25
33%	26+
<.5%	Don't know/Not sure (Do not read)
2%	Refused (Do not read)

D7. We realize income is a private matter and so rather than ask you anything specific about your income; I'd like to ask you to please stop me when I get to the category that includes your business revenue in 2015. Was it...? (READ CHOICES BELOW – SELECT ONE ANSWER)

(n=459)

- 3% Less than \$0, it was negative
- 4% Less than \$10,000
- 10% \$10,000 to less than \$50,000
- 16% \$50,000 to less than \$100,000
- 14% \$100,000 to less than \$200,000
- 14% \$200,000 to less than \$500,000
- 10% \$500,000 to less than \$1 million
- 13% \$1 million or more
- 2% Don't know/Not sure (DO NOT READ)
- 16% Refused (DO NOT READ)

**\*\*Programmer note: If Q14=4 or 3 ask R1. All others skip to Z1.\*\***

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**AARP** is a nonprofit, nonpartisan organization, with a membership of nearly 38 million that helps people turn their goals and dreams into 'Real Possibilities' by changing the way America defines aging. With staffed offices in all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands, AARP works to strengthen communities and promote the issues that matter most to families such as healthcare security, financial security and personal fulfillment. AARP also advocates for individuals in the marketplace by selecting products and services of high quality and value to carry the AARP name. As a trusted source for news and information, AARP produces the world's largest circulation magazine, AARP The Magazine and AARP Bulletin. AARP does not endorse candidates for public office or make contributions to political campaigns or candidates. To learn more, visit [www.aarp.org](http://www.aarp.org) or follow @aarp and our CEO @JoAnn\_Jenkins on Twitter.

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**For more information about this survey, please contact:  
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