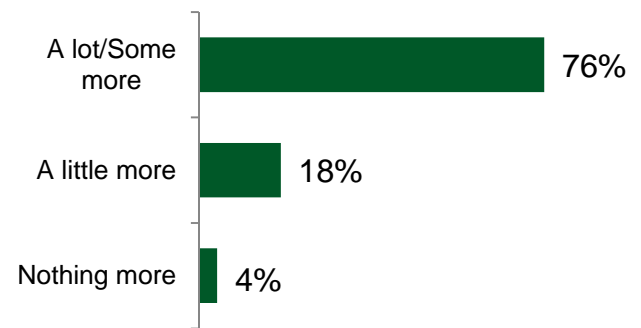


## Hispanic Businesses Concerned About Retirement and Think State Should Do More

Survey findings show that business owners and decision makers at Hispanic-owned small businesses in New Mexico (those with 1-100 additional employees) are concerned about their employees having enough money to retire. Nearly two-in-three (64%) are very or somewhat concerned (vs. 56% among all small businesses in NM). In addition, about three-quarters (76%) would like to see the state do more to encourage NM residents to save for retirement.

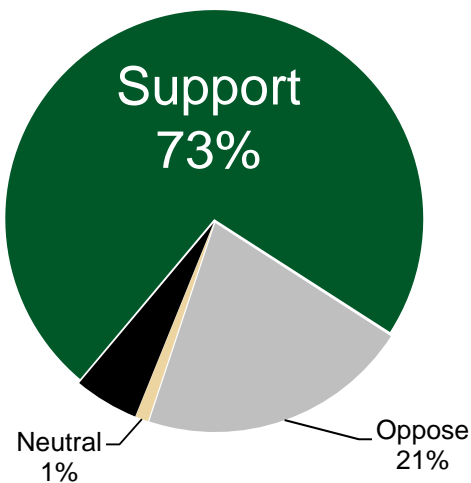
State Should Do More to Encourage Residents to Save for Retirement



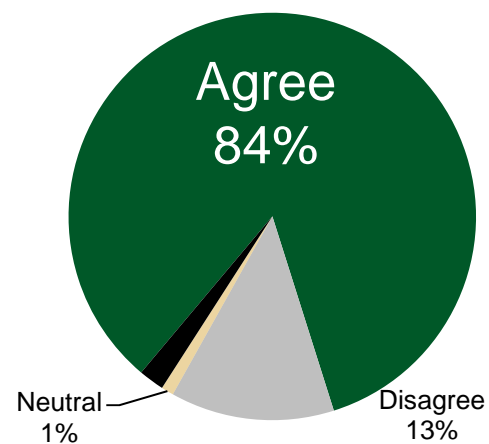
## Strong Support among Hispanic Businesses for State Retirement Savings Plan

Most Hispanic businesses in NM (73%) support legislation creating a basic, privately managed retirement plan that small businesses could use to address the issue of retirement. Furthermore, more than eight-in-ten (84%) agree that New Mexico lawmakers should support a plan to make it easier for small business owners to offer their employees a way to save for retirement. Support among the Hispanic small business community is stronger than the general NM small business community where 65% support the plan and 78% agree lawmakers should support the plan.

Support or Oppose a New Mexico Retirement Savings Plan



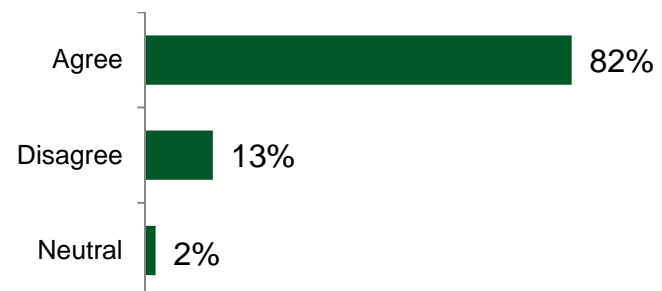
Agree or Disagree Lawmakers Should Support a New Mexico Retirement Savings Plan



## Hispanic Businesses: Retirement Savings Plans Help Small Businesses Compete

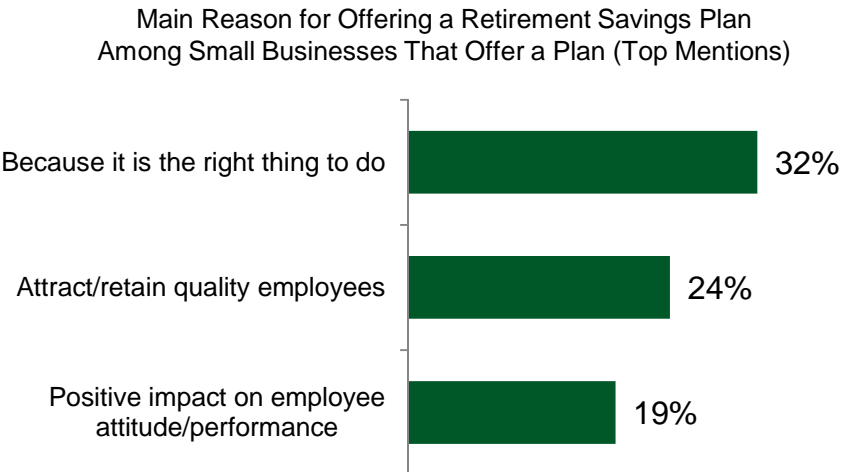
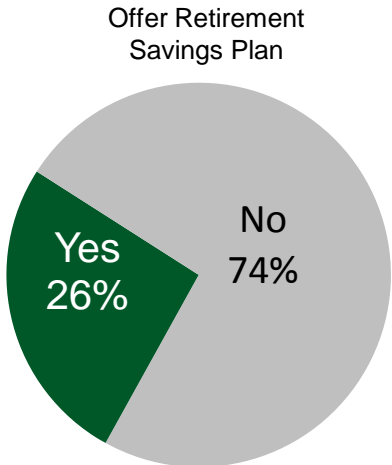
A strong majority of Hispanic small business owners/decision makers in NM (82%) agree that being able to offer a voluntary, portable retirement plan would help small businesses attract/retain quality employees and stay competitive (vs. 76% among the general NM small business community).

Agree or Disagree Offering a Retirement Plan Provides a Competitive Edge



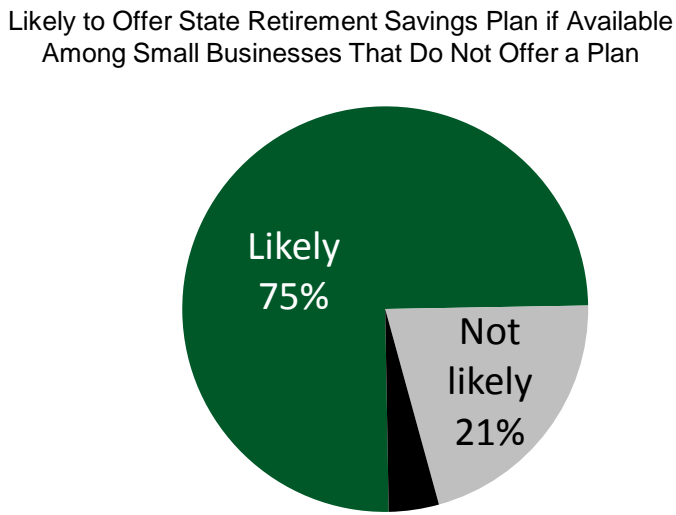
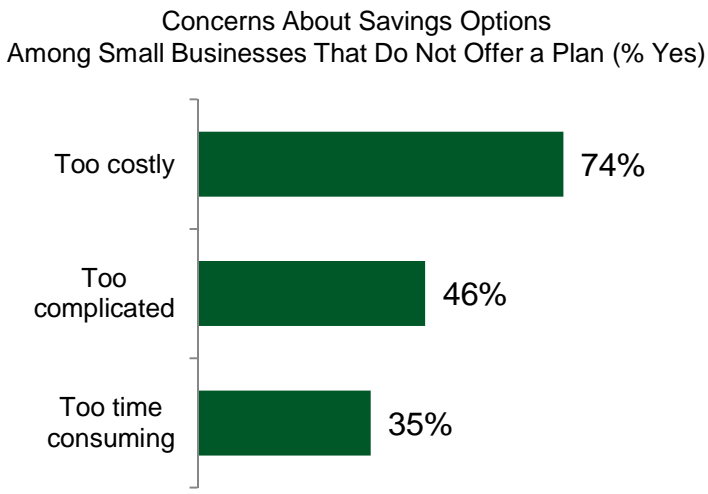
# Hispanic Businesses Offer Retirement Plans Because It's the Right Thing to Do

Roughly one-in-four Hispanic small business owners/decision makers (26%) 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.



## Most Small Business Owners Who Don't Currently Offer Employees Retirement Savings Plans Would If a State Savings Plan Was Available

Among New Mexico Hispanic small business owners/decision makers who do not offer retirement plans to their employees, cost is a top concern of offering a plan. If the proposed legislation (which would operate at no cost to the business owner) were enacted, three-quarters (75%) say they likely would offer it to their employees (vs. 63% of all NM small businesses).



**DEMOGRAPHICS** n=142 Hispanic small business owners with 1-100 additional employees in the state of New Mexico  
**Business Size (additional employees):** 1: 11%, 2-3: 31%, 4-7: 31%, 8-100: 27%  
**Business Type:** For Profit: 87%, Non-Profit: 8% **2016 Business Revenue:** Less than \$100,000: 20%, \$100,000-\$500,000: 39%, \$500,000+: 23%  
**Age:** 18-49: 40%, 50-64: 41%, 65+: 9% **Business Tenure:** 0-10 years: 39%, 11-25 years: 30%, 26+ years: 25% **Gender:** Male: 75%, Female: 25%,  
**Ideology:** Conservative: 37%, Moderate: 31%, Liberal: 13% **Political Party:** Democrat: 30%, Republican: 29%, Independent/ Something else: 32%

**METHODOLOGY** - The AARP 2017 New Mexico Small Business Owner Work and Save Study Hispanic Supplement was a telephone study among 142 small business owners or decision makers about employee benefits at companies owned, operated, and controlled by a person of Hispanic, Spanish, or Latino heritage with 1-100 additional employees within the state of New Mexico. Interviews were conducted September 12-October 5, 2017. 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 142 for New Mexico is +/-8.2%. For full annotation visit [www.aarp.org/NMbusinessowners](http://www.aarp.org/NMbusinessowners)

For more information contact DeAnza Valencia, AARP New Mexico 505.946.3603 [dvalencia@AARP.org](mailto:dvalencia@AARP.org) or Jennifer Sauer, AARP Research [jsauer@aarp.org](mailto:jsauer@aarp.org) (202) 434-6207.

**SCREENER**

**SAMPLE: 501 bi-lingual telephone interviews among non-franchise small business owners or decision makers with (1-100) additional employees and oversample to achieve n=142 Hispanic businesses.**

Gen Pop n=	Hispanic n=
501	142

**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 New Mexico business leaders regarding retirement. This is 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:

Gen Pop (%): (A)  
n=501

32%	<b>Bernalillo</b>
--	<b>Catron</b>
5%	<b>Chaves</b>
1%	<b>Cibola</b>
1%	<b>Colfax</b>
5%	<b>Curry</b>
<0.5%	<b>De Baca</b>
9%	<b>Doña Ana</b>
3%	<b>Eddy</b>
1%	<b>Grant</b>
--	<b>Guadalupe</b>

--	<b>Harding</b>
<0.5%	<b>Hidalgo</b>
2%	<b>Lea</b>
1%	<b>Lincoln</b>
1%	<b>Los Alamos</b>
1%	<b>Luna</b>
1%	<b>Mckinley</b>
<0.5%	<b>Mora</b>
2%	<b>Otero</b>
1%	<b>Quay</b>
2%	<b>Rio Arriba</b>

1%	<b>Roosevelt</b>
6%	<b>Sandoval</b>
6%	<b>San Juan</b>
1%	<b>San Miguel</b>
11%	<b>Santa Fe</b>
<0.5%	<b>Sierra</b>
<0.5%	<b>Socorro</b>
3%	<b>Taos</b>
1%	<b>Torrance</b>
1%	<b>Union</b>
2%	<b>Valencia</b>

\*Percentages for each question may not sum to 100% due to rounding.  
Note: (x<sup>A</sup>) = significant over corresponding column (A) at a 95% confidence level

Hispanic (%): (B)  
n=142

34%	<b>Bernalillo</b>
--	<b>Catron</b>
5%	<b>Chaves</b>
1%	<b>Cibola</b>
--	<b>Colfax</b>
4%	<b>Curry</b>
--	<b>De Baca</b>
15% <sup>A</sup>	<b>Doña Ana</b>
1%	<b>Eddy</b>
1%	<b>Grant</b>
--	<b>Guadalupe</b>

--	<b>Harding</b>
--	<b>Hidalgo</b>
3%	<b>Lea</b>
1%	<b>Lincoln</b>
1%	<b>Los Alamos</b>
--	<b>Luna</b>
--	<b>Mckinley</b>
--	<b>Mora</b>
--	<b>Otero</b>
1%	<b>Quay</b>
2%	<b>Rio Arriba</b>

1%	<b>Roosevelt</b>
5%	<b>Sandoval</b>
3%	<b>San Juan</b>
2% <sup>A</sup>	<b>San Miguel</b>
13%	<b>Santa Fe</b>
--	<b>Sierra</b>
1%	<b>Socorro</b>
5%	<b>Taos</b>
--	<b>Torrance</b>
--	<b>Union</b>
3%	<b>Valencia</b>

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

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Male</b>	67%	75% <sup>A</sup>
<b>Female</b>	33% <sup>B</sup>	25%

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)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Owner</b>	87%	91%
<b>Decision maker about employee benefits (NOT OWNER)</b>	13%	9%
<b>Neither</b>	--	--

**\*\*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)
- Not available (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

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>1 Additional Employee</b>	14%	11%
<b>2-3 Additional Employees</b>	32%	31%
<b>4-7 Additional Employees</b>	28%	31%
<b>8-100 Additional Employees</b>	26%	27%
<b>Don't know/No answer</b>	--	--

**\*\*Programmer note: If S4=0 or >100, TERMINATE.\*\***

S5. In what state is your business located?

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>New Mexico</b>	100%	100%
<b>Other (TERMINATE)</b>	--	--
<b>Don't know/Not sure (TERMINATE)</b>	--	--
<b>Refused (TERMINATE)</b>	--	--

**\*\*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?

Gen Pop (%): (A)

n=501

30%	<b>Bernalillo</b>
<0.5%	<b>Catron</b>
4%	<b>Chaves</b>
1%	<b>Cibola</b>
1%	<b>Colfax</b>
4%	<b>Curry</b>
--	<b>De Baca</b>
8%	<b>Doña Ana</b>
4%	<b>Eddy</b>
1%	<b>Grant</b>
<0.5%	<b>Guadalupe</b>
--	<b>Harding</b>
<0.5%	<b>Hidalgo</b>

2%	<b>Lea</b>
1%	<b>Lincoln</b>
1%	<b>Los Alamos</b>
1%	<b>Luna</b>
1%	<b>Mckinley</b>
<0.5%	<b>Mora</b>
1%	<b>Otero</b>
1%	<b>Quay</b>
2%	<b>Rio Arriba</b>
1%	<b>Roosevelt</b>
5%	<b>Sandoval</b>
6% <sup>B</sup>	<b>San Juan</b>
<0.5%	<b>San Miguel</b>

11%	<b>Santa Fe</b>
<0.5%	<b>Sierra</b>
<0.5%	<b>Socorro</b>
3%	<b>Taos</b>
<0.5%	<b>Torrance</b>
1%	<b>Union</b>
2%	<b>Valencia</b>
4%	<b>Not a corporation</b>
1%	<b>Other</b>
1%	<b>Don't know/not sure</b>
1%	<b>Refused</b>

Hispanic (%): (B)

n=142

33%	<b>Bernalillo</b>
--	<b>Catron</b>
6%	<b>Chaves</b>
1%	<b>Cibola</b>
--	<b>Colfax</b>
4%	<b>Curry</b>
--	<b>De Baca</b>
13% <sup>A</sup>	<b>Doña Ana</b>
1%	<b>Eddy</b>
1%	<b>Grant</b>
--	<b>Guadalupe</b>
--	<b>Harding</b>
--	<b>Hidalgo</b>

2%	<b>Lea</b>
1%	<b>Lincoln</b>
1%	<b>Los Alamos</b>
--	<b>Luna</b>
--	<b>Mckinley</b>
--	<b>Mora</b>
--	<b>Otero</b>
2%	<b>Quay</b>
2%	<b>Rio Arriba</b>
--	<b>Roosevelt</b>
5%	<b>Sandoval</b>
2%	<b>San Juan</b>
1%	<b>San Miguel</b>

12%	<b>Santa Fe</b>
--	<b>Sierra</b>
--	<b>Socorro</b>
5%	<b>Taos</b>
--	<b>Torrance</b>
--	<b>Union</b>
3%	<b>Valencia</b>
2%	<b>Not a corporation</b>
--	<b>Other</b>
2%	<b>Don't know/not sure</b>
--	<b>Refused</b>

**\*\*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)

	Gen Pop % (A)	Hispanic % (B)
n=	501	142
Local business	100%	100%
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. We want to ensure that we interview a variety of businesses in your community. Can you please tell me if your business is owned, operated, and controlled by a person of Hispanic, Spanish or Latino heritage?

	Gen Pop % (A)	Hispanic % (B)
n=	501	142
Yes	25%	100% <sup>A</sup>
No	73% <sup>B</sup>	--
Don't know/Not sure (DO NOT READ)	<0.5%	--
Refused (DO NOT READ)	1%	--

**\*\*Programmer note: If S8=1, company qualifies as “Hispanic”. If Hispanic oversample, TERMINATE if S8=2-9.\*\***

S9. In general, what **percentage** of your workforce includes seasonal employees?

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

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>0%</b>	77%	75%
<b>1%-25%</b>	10%	11%
<b>26-50%</b>	7%	7%
<b>51-75%</b>	1%	1%
<b>76-100%</b>	5%	6%
<b>Don't know/No answer</b>	--	--

S10. What type of business or industry characterizes your company? (DO NOT READ CHOICES – SELECT ONE ANSWER)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Agriculture, Forestry, Fishing</b>	6%	6%
<b>Arts, Entertainment, Recreation</b>	5%	2%
<b>Communications, Telecommunications</b>	1%	1%
<b>Construction</b>	13%	17%
<b>Educational services including schools</b>	2%	4%
<b>Finance, Insurance</b>	3%	4%
<b>Government (TERMINATE)</b>	--	--
<b>Healthcare, Pharmaceutical</b>	6%	6%
<b>Hotel, Lodging, Restaurant</b>	5%	5%
<b>Leasing &amp; Rental</b>	1%	1%
<b>Manufacturing</b>	3%	2%
<b>Non-profit</b>	2%	1%
<b>Real Estate</b>	4% <sup>B</sup>	1%
<b>Retail</b>	10%	11%
<b>Services, for example, business, legal, engineering, accounting</b>	30%	30%
<b>Transportation, Warehousing</b>	4%	5%
<b>Utilities; for example, electric power, gas, water</b>	3%	4%
<b>Wholesale Trade</b>	1%	1%
<b>Other (specify)</b>	--	--
<b>Don't know/No answer (TERMINATE)</b>	--	--
<b>Refused (TERMINATE)</b>	--	--

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



S11. How are you currently managing payroll? (READ CHOICES IF NECESSARY -SELECT ONE ANSWER)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Calculate payroll manually by hand or on a computer</b>	32%	35%
<b>Calculate payroll in house with a dedicated payroll software program</b>	35%	35%
<b>Pay an accountant or contractor to manage payroll</b>	24%	22%
<b>Not currently processing payroll</b>	4% <sup>B</sup>	1%
<b>In-house/do it myself (unspecified)</b>	1%	1%
<b>Pay cash/check/commissions (unspecified)</b>	1%	1%
<b>Through my bank (unspecified)</b>	1%	1%
<b>Other</b>	<0.5%	--
<b>Don't know/Not sure</b>	1%	2%
<b>Refused</b>	<0.5%	1%

## Main Questionnaire

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)

	Gen Pop % (A)	Hispanic % (B)
n=	501	142
Very concerned	22%	26%
Somewhat concerned	34%	38%
Not very concerned	16%	16%
Not concerned at all	25%	20%
Don't know/Not sure	3%	--
Refused	--	--

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

	Gen Pop % (A)	Hispanic % (B)
n=	501	142
A lot more	55%	61%
Some more	20%	15%
A little more	10%	18% <sup>A</sup>
Nothing more	8%	4%
Don't know/Not sure	6% <sup>B</sup>	1%
Refused	1%	--

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

	Gen Pop % (A)	Hispanic % (B)
n=	501	142
Yes	82%	81%
No	17%	18%
Don't know/Not sure	1%	1%
Refused	--	--

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

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Yes</b>	24%	26%
<b>No</b>	75%	74%
<b>Don't know/Not sure</b>	<0.5%	--
<b>Refused</b>	<0.5%	--

**\*\*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)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>376</b>	<b>105</b>
<b>Yes</b>	38%	46%
<b>No</b>	59% <sup>B</sup>	51%
<b>Don't know/Not sure</b>	2%	4%
<b>Refused</b>	<0.5%	--

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

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>376</b>	<b>105</b>
<b>Yes</b>	29%	35%
<b>No</b>	68%	63%
<b>Don't know/Not sure</b>	2%	2%
<b>Refused</b>	<0.5%	--

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

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>376</b>	<b>105</b>
<b>Yes</b>	65%	74% <sup>A</sup>
<b>No</b>	33% <sup>B</sup>	25%
<b>Don't know/Not sure</b>	2%	1%
<b>Refused</b>	--	--

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

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>376</b>	<b>105</b>
<b>Yes</b>	28%	39% <sup>A</sup>
<b>No</b>	63% <sup>B</sup>	54%
<b>Don't know/Not sure</b>	9%	6%
<b>Refused</b>	1%	1%

**\*\*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?)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>122</b>	<b>37</b>
<b>401k or 403b</b>	53%	49%
<b>IRA or Roth IRA</b>	21%	24%
<b>Simplified employee pension plan or SEP</b>	9%	8%
<b>Stocks or mutual funds</b>	1%	--
<b>Profit Sharing</b>	2%	--
<b>Employer match</b>	3%	--
<b>Defined Benefit Plan</b>	1%	--
<b>Pension</b>	2%	--
<b>Saving account/personal savings account</b>	3%	8%
<b>Other (SPECIFY)</b>	7%	5%
<b>Don't know/No answer</b>	5%	8%
<b>Refused</b>	3%	3%

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?”

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
n=	<b>122</b>	<b>37</b>
<b>Attract and retain quality employees</b>	25%	24%
<b>Have a positive impact on employee attitude and performance</b>	21%	19%
<b>Because it is the right thing to do</b>	33%	32%
<b>Tax advantages</b>	2%	3%
<b>Expected/most companies do/should do it</b>	1%	3%
<b>So they can retire/help them retire/safety net for them/so they can retire comfortably</b>	2%	--
<b>Continue family business</b>	1%	--
<b>Benefits/as part of benefit package/compensation/enhances benefits</b>	4%	--
<b>Important/Important benefit to have</b>	1%	3%
<b>Allows me to do the same/participate in my own retirement plan</b>	1%	--
<b>For their future/needed later in life</b>	3%	5%
<b>Required/mandated by state law/unions</b>	2%	--
<b>Other (SPECIFY)</b>	3%	5%
<b>Don't know/Not sure</b>	3%	5%
<b>Refused</b>	--	--

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

9. There are two proposals that New Mexico 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?

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Basic plug-and-play plan with no setup or maintenance costs</b>	53%	61%
<b>Website with existing plans where owners pay for setup and maintenance</b>	19%	18%
<b>Don't know/Not sure</b>	21% <sup>B</sup>	14%
<b>Refused</b>	8%	7%

**10.** Some New Mexico 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? (INTERVIEWER PROBE IF NEEDED: Is that strongly or somewhat?)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Strongly support</b>	26%	35% <sup>A</sup>
<b>Somewhat support</b>	39%	38%
<b>Neither support nor oppose (DO NOT READ)</b>	4% <sup>B</sup>	1%
<b>Somewhat oppose</b>	8%	9%
<b>Strongly oppose</b>	16%	13%
<b>Don't know (DO NOT READ, DO NOT COLLAPSE)</b>	5%	4%
<b>Not sure (DO NOT READ, DO NOT COLLAPSE)</b>	1%	1%
<b>Refused (DO NOT READ, DO NOT COLLAPSE)</b>	<0.5%	1%

**\*\*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)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>376</b>	<b>105</b>
<b>Very likely</b>	28%	35%
<b>Somewhat likely</b>	35%	40%
<b>Not too likely</b>	10%	11%
<b>Not likely at all</b>	22% <sup>B</sup>	10%
<b>Don't know/Not sure (DO NOT READ)</b>	5%	4%
<b>Refused (DO NOT READ)</b>	1%	--

**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.” (INTERVIEWER PROBE IF NEEDED: Is that strongly or somewhat?)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Strongly agree</b>	41%	54% <sup>A</sup>
<b>Somewhat agree</b>	35%	28%
<b>Neither agree nor disagree (DO NOT READ)</b>	3%	2%
<b>Somewhat disagree</b>	7%	6%
<b>Strongly disagree</b>	10%	6%
<b>Don't know/Not sure (DO NOT READ)</b>	4%	1%
<b>Refused (DO NOT READ)</b>	<0.5%	1% <sup>A</sup>

**13.** Do you agree or disagree that New Mexico lawmakers should support a plan to make it easier for small business owners to offer a way to save for retirement to their employees? (INTERVIEWER PROBE IF NEEDED: Is that strongly or somewhat?)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Strongly agree</b>	44%	56% <sup>A</sup>
<b>Somewhat agree</b>	34%	28%
<b>Neither agree nor disagree (DO NOT READ)</b>	2%	1%
<b>Somewhat disagree</b>	4%	2%
<b>Strongly disagree</b>	15%	11%
<b>Don't know/Not sure (DO NOT READ)</b>	2%	1%
<b>Refused (DO NOT READ)</b>	<0.5%	1%

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

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Very interested</b>	6%	15% <sup>A</sup>
<b>Somewhat interested</b>	28%	37% <sup>A</sup>
<b>Not very interested</b>	19%	16%
<b>Not interested at all</b>	46% <sup>B</sup>	31%
<b>Don't know/Not sure (DO NOT READ)</b>	1%	--
<b>Refused (DO NOT READ)</b>	1%	1%



**DEMOGRAPHICS**

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)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>For-profit business</b>	90%	87%
<b>Non- profit business</b>	7%	8%
<b>Other (SPECIFY)</b>	<0.5%	--
<b>Don't know/Not sure (DO NOT READ)</b>	<0.5%	--
<b>Refused (DO NOT READ)</b>	2%	5% <sup>A</sup>

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):**

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>18-29</b>	5%	8%
<b>30-39</b>	13%	13%
<b>40-49</b>	17%	20%
<b>50-59</b>	27%	28%
<b>60-64</b>	13%	13%
<b>65+</b>	18% <sup>B</sup>	9%
<b>Refused</b>	8%	10%

Flag anyone under 18.\*\*

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

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Yes</b>	91%	89%
<b>No</b>	7%	5%
<b>Don't know/Not sure</b>	--	--
<b>Refused</b>	2%	6% <sup>A</sup>

**\*\*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)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
n=	<b>501</b>	<b>142</b>
Democrat	20%	30% <sup>A</sup>
Republican	36%	29%
Independent	24%	23%
Something else	12%	10%
Don't know/Not sure (DO NOT READ)	2%	1%
Refused (DO NOT READ)	7%	8%

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)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
n=	<b>501</b>	<b>142</b>
Very conservative	20% <sup>B</sup>	14%
Somewhat conservative	24%	23%
Moderate	21%	31% <sup>A</sup>
Somewhat liberal	8%	7%
Very liberal	8%	6%
None of the above	12%	11%
Don't know/Not sure (DO NOT READ)	1%	--
Refused (DO NOT READ)	5%	7%

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

D6. And, how many years has your current company been in business in New Mexico?

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

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
n=	<b>501</b>	<b>142</b>
0-10	36%	39%
11-25	31%	30%
26+	32%	25%
Don't know/Not sure (Do not read)	--	--
Refused (Do not read)	1%	5% <sup>A</sup>

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 2016. Was it...? (READ CHOICES BELOW – SELECT ONE ANSWER)

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Less than \$0, it was negative</b>	3%	1%
<b>Less than \$10,000</b>	3%	1%
<b>\$10,000 to less than \$50,000</b>	9%	9%
<b>\$50,000 to less than \$100,000</b>	11%	9%
<b>\$100,000 to less than \$200,000</b>	14%	19%
<b>\$200,000 to less than \$500,000</b>	18%	20%
<b>\$500,000 to less than \$1 million</b>	13%	13%
<b>\$1 million or more</b>	9%	10%
<b>Don't know/Not sure (DO NOT READ)</b>	5% <sup>B</sup>	2%
<b>Refused (DO NOT READ)</b>	14%	15%

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

R1. The New Mexico Coalition for Retirement Options is very interested in people who can share their story to raise awareness for this important topic. Would you be willing to speak with someone from the New Mexico Coalition for Retirement Options about some of the things related to retirement savings addressed in this survey? This would not be a sales call.

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>501</b>	<b>142</b>
<b>Yes</b>	18%	28% <sup>A</sup>
<b>No</b>	15%	21% <sup>A</sup>
<b>Don't know/Not sure (DO NOT READ)</b>	1%	--
<b>Refused (DO NOT READ)</b>	1%	3% <sup>A</sup>

**\*\*Programmer note: If R1>1, skip to Z1.\*\***

R2. Because you would be willing to speak with someone from the New Mexico Coalition for Retirement Options, we also will be providing them some limited information about you. This information will be limited to the following: (1) your first and last name, (2) your telephone number, (3) your gender, (4) your age group, and your responses about employer retirement savings plans you gave to this survey. Are you still willing to speak with the coalition?

	<b>Gen Pop % (A)</b>	<b>Hispanic % (B)</b>
<b>n=</b>	<b>88</b>	<b>40</b>
<b>Yes</b>	96%	95%
<b>No</b>	3%	3%
<b>Don't know/Not sure (DO NOT READ)</b>	--	--
<b>Refused (DO NOT READ)</b>	1%	3%

**\*\*Programmer note: If R2>1, skip to Z1.\*\***

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R3. Thank you for indicating your willingness to speak with someone from the New Mexico Coalition for Retirement Options. The coalition may contact you first to verify that you are still interested in sharing your story. We cannot guarantee that the coalition will contact you, but we will be sure to make a note of your interest in being interviewed.

Z1. In order to send you a check for \$5 as our way of saying thank you for participating in this study, we will need your full name and mailing address. This information will only be used to mail you your \$5 check. Would you like to provide this information?

- Yes
- No
- Don't know/not sure (DO NOT READ)
- Refused (DO NOT READ)

**\*\*Programmer note: If Z1=1, ask Z2 then skip to ENDING. If Z1=2, 8, or 9, skip to Z3.\*\***

Z2. Full Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City \_\_\_\_\_  
 State: \_\_\_\_\_  
 ZIP: \_\_\_\_\_

**\*\*Programmer note: After answering Z2, skip to ENDING.\*\***

Z3. Would you like us to donate your \$5 to the American Red Cross instead?

- Yes
- No
- Don't know/Not sure
- Refused

**ENDING:** Those are all the questions I have for you. Thank you very much for helping us with this important study. Have a great day/evening.

INTERVIEWER, IF ASKED ABOUT SPONSOR: "The survey sponsor is the New Mexico Coalition for Retirement Options



**AARP Research | For more information about this survey,  
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202-607-3795 or e-mail [jsauer@aarp.org](mailto:jsauer@aarp.org)**