SMALL BUSINESS OWNERS IN IDAHO WANT MORE RESIDENTS TO SAVE FOR RETIREMENT

Data from this survey show that most (63%) Idaho small business owners (and decision makers of small businesses with 0-100 additional employees) responding to this survey think more should be done to encourage Idaho residents to save for retirement. In fact, two in five say a lot more should be done. Moreover, almost half (46%) express concern about their employees not having enough money to cover health care or living expenses when they retire, with one in five (19%) saying they are very concerned. About two-thirds (68%) of small business owners in this survey also express concern as taxpayers that some Idaho residents have not saved enough money for retirement and could end up being reliant on taxpayer funded programs (Very concerned: 30%; Somewhat concerned: 38%).

IDAHO SMALL BUSINESS OWNERS SUPPORT STATE RETIREMENT SAVINGS OPTION

Seven in ten Idaho small business owners support legislation that would create a ready-to-go, public-private retirement savings option that would help small businesses offer employees a way to save for retirement. Additionally, a large majority of small business owners agree that state lawmakers should support a state retirement savings program.

*Percentages for each question may not add up to 100% due to rounding.*
IDAHO SMALL BUSINESS OWNERS ARE LIKELY TO OFFER STATE RETIREMENT SAVINGS OPTION

About two-thirds of small business owners in Idaho responding to this survey say they do not offer a retirement savings plan, and many would face challenges providing a workplace savings plan for their employees. Half (51%) of these business owners say they do not offer retirement savings plans because they are too costly and nearly three in ten (28%) say they are concerned about how complicated they are to operate. About one in five (21%) small business owners say the retirement savings plans would be too time consuming to operate. But when asked how likely they would be to offer their employees access to the retirement savings program being proposed in Idaho, most say they would be likely to offer it (very: 22%; Somewhat: 37%).

STAYING COMPETITIVE IS AMONG TOP REASONS TO OFFER A RETIREMENT SAVINGS PLAN

Among the thirty-two percent of small business owners in Idaho who say they do offer a retirement savings plan to their employees, over a quarter (27%) indicate that a main reason for them to offer an employee savings plan is because it is the right thing to do. One in seven (14%) offer a retirement savings plan because it has a positive impact on employee attitude and/or performance. Indeed, the majority of all small business owners in Idaho agree that being able to offer a voluntary, portable, retirement savings option helps local small businesses attract and retain quality employees and stay competitive.

*Percentages for each question may not add up to 100% due to rounding.

CURRENTLY OFFER A RETIREMENT SAVINGS PLAN

<table>
<thead>
<tr>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>32%</td>
<td>67%</td>
</tr>
</tbody>
</table>

LIKELIHOOD OF OFFERING A STATE RETIREMENT SAVINGS OPTION IF AVAILABLE

<table>
<thead>
<tr>
<th>LIKELY</th>
<th>Not too likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>59%</td>
<td>12%</td>
</tr>
</tbody>
</table>

AGREE/DISAGREE RETIREMENT SAVINGS OPTIONS HELP SMALL BUSINESS ATTRACT EMPLOYEES/STAY COMPETITIVE

<table>
<thead>
<tr>
<th>Strongly/Somewhat agree</th>
<th>44%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Neither agree/disagree</td>
<td>3%</td>
</tr>
<tr>
<td>Somewhat disagree</td>
<td>6%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>10%</td>
</tr>
<tr>
<td>Not sure</td>
<td>5%</td>
</tr>
</tbody>
</table>

METHODOLOGY: The 2019 Idaho Small Business Owner Survey was a telephone study among 500 small business owners or company decision makers about employee benefits at companies with 0-100 additional employees. Interviews were conducted July 8-30, 2019. The margin of error for this sample is ± 4.6 percent. Respondents were offered a $5 check for their participation. Sample, including owner names and companies, came from a Dun & Bradstreet business list. Therefore, the data reported here is weighted to the Dun & Bradstreet sample universe since there is no suitable statewide universe to weight back to. For more information about this issue in Idaho, Francoise Cleveland, AARP Idaho FCleveland@aarp.org / (208) 855-4005. For more information on methodology and survey, contact Lona Choi-Allum at lallum@aarp.org/202-434-6333. View this summary at www.aarp.org/IDSavetoRetire and other AARP research at https://aarp.org/research.
IDAHO AARP Small Business Owner Work and Save Survey*

*Percentages for each question may not sum to 100% due to rounding

SCREENER
SAMPLE: 500 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, a national consumer research firm. We are conducting a brief survey of Idaho 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:

(n=500)

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ada</td>
<td>20%</td>
</tr>
<tr>
<td>Adams</td>
<td>4%</td>
</tr>
<tr>
<td>Bear Lake</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>Benewah</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>Bingham</td>
<td>3%</td>
</tr>
<tr>
<td>Blaine</td>
<td>1%</td>
</tr>
<tr>
<td>Boise</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>Bonner</td>
<td>3%</td>
</tr>
<tr>
<td>Bonneville</td>
<td>9%</td>
</tr>
<tr>
<td>Boundary</td>
<td>1%</td>
</tr>
<tr>
<td>Butte</td>
<td>1%</td>
</tr>
<tr>
<td>Camas</td>
<td>12%</td>
</tr>
<tr>
<td>Caribou</td>
<td>2%</td>
</tr>
<tr>
<td>Cassia</td>
<td>2%</td>
</tr>
<tr>
<td>Clark</td>
<td>1%</td>
</tr>
<tr>
<td>Clearwater</td>
<td>1%</td>
</tr>
<tr>
<td>Custer</td>
<td>1%</td>
</tr>
<tr>
<td>Elmore</td>
<td>1%</td>
</tr>
<tr>
<td>Franklin</td>
<td>1%</td>
</tr>
<tr>
<td>Fremont</td>
<td>1%</td>
</tr>
<tr>
<td>Gem</td>
<td>1%</td>
</tr>
<tr>
<td>Idaho</td>
<td>1%</td>
</tr>
<tr>
<td>Jerome</td>
<td>4%</td>
</tr>
<tr>
<td>Kootenai</td>
<td>9%</td>
</tr>
<tr>
<td>Latah</td>
<td>2%</td>
</tr>
<tr>
<td>Lemhi</td>
<td>3%</td>
</tr>
<tr>
<td>Lewis</td>
<td>1%</td>
</tr>
<tr>
<td>Lincoln</td>
<td>1%</td>
</tr>
<tr>
<td>Madison</td>
<td>3%</td>
</tr>
<tr>
<td>Minidoka</td>
<td>1%</td>
</tr>
<tr>
<td>Nez Perce</td>
<td>2%</td>
</tr>
<tr>
<td>Oneida</td>
<td>1%</td>
</tr>
<tr>
<td>Owyhee</td>
<td>1%</td>
</tr>
<tr>
<td>Payette</td>
<td>2%</td>
</tr>
<tr>
<td>Power</td>
<td>1%</td>
</tr>
<tr>
<td>Shoshone</td>
<td>1%</td>
</tr>
</tbody>
</table>

*Note: Data are weighted to the Dunn & Bradstreet sample universe since there is currently no reliable sampling universe of all small businesses in Idaho.
ASK ALL
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=500)

85% 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)
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. **

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

_____ [ENTER NUMBER]

99999 Don’t know/No answer

(n=500)

31% 0 additional employees
35% 1 additional employees
10% 2 additional employees
24% 3-100 additional employees

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

ASK ALL
S5. In what state is your business located?

(n=500)

100% Idaho
-- 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.**

ASK ALL

S6. In what county was your company incorporated?

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ada</td>
<td>18%</td>
</tr>
<tr>
<td>Adams</td>
<td>1%</td>
</tr>
<tr>
<td>Franklin</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>&lt;0.5%</td>
<td>Teton</td>
</tr>
<tr>
<td>--</td>
<td>1%</td>
</tr>
<tr>
<td>--</td>
<td>5%</td>
</tr>
<tr>
<td>--</td>
<td>1%</td>
</tr>
<tr>
<td>--</td>
<td>Valley</td>
</tr>
<tr>
<td>Bear Lake</td>
<td>1%</td>
</tr>
<tr>
<td>Gooding</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>&lt;0.5%</td>
<td>Washington</td>
</tr>
<tr>
<td>Benewah</td>
<td>2%</td>
</tr>
<tr>
<td>Idaho</td>
<td>9%</td>
</tr>
<tr>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>Bingham</td>
<td>2%</td>
</tr>
<tr>
<td>Jefferson</td>
<td>--</td>
</tr>
<tr>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Blaine</td>
<td>3%</td>
</tr>
<tr>
<td>Jerome</td>
<td>1%</td>
</tr>
<tr>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Boise</td>
<td>7%</td>
</tr>
<tr>
<td>Kootenai</td>
<td>--</td>
</tr>
<tr>
<td>4%</td>
<td></td>
</tr>
<tr>
<td>Bonner</td>
<td>2%</td>
</tr>
<tr>
<td>Latah</td>
<td>--</td>
</tr>
<tr>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>Bonneville</td>
<td>2%</td>
</tr>
<tr>
<td>Lemhi</td>
<td>--</td>
</tr>
<tr>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Boundary</td>
<td>--</td>
</tr>
<tr>
<td>Lewis</td>
<td>--</td>
</tr>
<tr>
<td>&lt;0.5%</td>
<td></td>
</tr>
<tr>
<td>Butte</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>Lincoln</td>
<td>--</td>
</tr>
<tr>
<td>--</td>
<td></td>
</tr>
<tr>
<td>Camas</td>
<td>2%</td>
</tr>
<tr>
<td>Madison</td>
<td>--</td>
</tr>
<tr>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>Canyon</td>
<td>1%</td>
</tr>
<tr>
<td>Minidoka</td>
<td>--</td>
</tr>
<tr>
<td>&lt;0.5%</td>
<td></td>
</tr>
<tr>
<td>Caribou</td>
<td>2%</td>
</tr>
<tr>
<td>Nez Perce</td>
<td>--</td>
</tr>
<tr>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Cassia</td>
<td>1%</td>
</tr>
<tr>
<td>Oneida</td>
<td>--</td>
</tr>
<tr>
<td>--</td>
<td></td>
</tr>
<tr>
<td>Clark</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>Owyhee</td>
<td>--</td>
</tr>
<tr>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Clearwater</td>
<td>2%</td>
</tr>
<tr>
<td>Payette</td>
<td>--</td>
</tr>
<tr>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Custer</td>
<td>1%</td>
</tr>
<tr>
<td>Power</td>
<td>--</td>
</tr>
<tr>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Elmore</td>
<td>1%</td>
</tr>
<tr>
<td>Shoshone</td>
<td>--</td>
</tr>
</tbody>
</table>

**Programmer note: Randomize order of “local business” and “franchise”.**

ASK ALL

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

<table>
<thead>
<tr>
<th>Choice</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local business</td>
<td>100%</td>
</tr>
<tr>
<td>Franchise (TERMINATE)</td>
<td>--</td>
</tr>
<tr>
<td>Don’t know/Not sure (TERMINATE)</td>
<td>--</td>
</tr>
<tr>
<td>Refused (TERMINATE)</td>
<td>--</td>
</tr>
</tbody>
</table>

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.**
**Programmer note: IF QS4=0, SKIP TO QUESTION QS9.**

ASK IF 1 OR MORE ADDITIONAL EMPLOYEES (S4>0)

S8. In general, what **percentage** of your workforce includes seasonal employees – that is, employees who only work for you during certain times of the year?

_____%  [ENTER PERCENTAGE 0-100]

999   Don’t know/No answer

(n=500)

74%   0%
7%    1-25%
6%    26-50%
1%    51-75%
10%   76-100%

ASK ALL

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

(n=500)

10%   Agriculture, Forestry, Fishing
4%    Arts, Entertainment, Recreation
2%    Communications, Telecommunications
10%   Construction
<0.5% Educational services that do NOT include PUBLIC schools
4%    Finance, Insurance
--   Government/Government agency (TERMINATE)
7%    Healthcare, Pharmaceutical
2%    Hotel, Lodging, Restaurant
1%    Leasing & Rental
4%    Manufacturing
3%    Non-profit
5%    Real Estate
10%   Retail
25%   Services, for example, business, legal, engineering, accounting
6%    Transportation, Warehousing
2%    Utilities; for example, electric power, gas, water
1%    Wholesale Trade
<0.5% Private government contractor
--   Public schools (TERMINATE)
4%    Other (specify) _____________
   --   Don’t know/No answer (TERMINATE)
   --   Refused (TERMINATE)

**Programmer note: If S9=07, 20, 98, or 99 TERMINATE.**
MAIN QUESTIONNAIRE

ASK ALL
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 [S4=0, “YOUR”; IF S4=1, “HIS OR HER”; IF S4=2+, “THEIR”] health care and/or living expenses when [S4=0, “YOU RETIRE”; IF S4=1, “HE OR SHE RETIRES”; IF S4=2+, “THEY RETIRE”]? Are you very concerned, somewhat concerned, not very concerned or not concerned at all? (SELECT ONE ANSWER)

(n=500)

19%  Very concerned
27%  Somewhat concerned
16%  Not very concerned
34%  Not concerned at all
3%   Don’t know/Not sure
<0.5% Refused

ASK ALL
In your opinion, should a lot more, some more, a little more or nothing more be done to help encourage Idaho residents to save for retirement? (SELECT ONE ANSWER)

(n=500)

41%  A lot more
22%  Some more
12%  A little more
10%  Nothing more
12%  Don’t know/Not sure
2%   Refused

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

(n=500)

78%  Yes
21%  No
2%   Don’t know/Not sure
--   Refused

ASK ALL
Do you [S4=0, “participate in”; S4=1 “offer your employee”, S4=2+, “offer your employees”] a retirement savings plan? (SELECT ONE ANSWER)

(n=500)

32%  Yes
67%  No
1%   Don’t know/not sure (DO NOT READ)
--   Refused (DO NOT READ)
**Programmer note: Ask all Q5. Present the Q5 introduction wording appropriate to number of employees and participation in retirement plan.
5 Intro.1: S4=0 and Q4 = 1
5 Intro.2: S4>0 and Q4 = 1
5 Intro.3: S4=0 and Q4 = 2,8,9
5 Intro. 4: S4>0 and Q4 = 2,8,9
Then show Q5A-C (1 or 2) wording appropriate to participation in retirement plan**

ASK IF SOLE PROPRIETOR (S4=0) AND OFFERS A RETIRMENT PLAN (Q4=1)
5 INTRO.1: There are many reasons business owners do not participate in a retirement savings plan. Please tell me if the following reasons applied to the decisions you made about you and your business.

ASK IF 1 OR MORE ADDITIONAL EMPLOYEES (S4>0) AND OFFERS A RETIRMENT PLAN (Q4=1)
5 INTRO.2: There are many reasons businesses do not offer a retirement savings plan. Please tell me if the following reasons applied to you as an employer or decision maker about employee benefits

ASK IF SOLE PROPRIETOR (S4=0) AND DOES NOT PARTICIPATE IN RETIREMENT PLAN (Q4=2,8,9)
5 INTRO.3: There are many reasons business owners do not participate in a retirement savings plan. Please tell me if the following reasons apply to the decisions you make about you and your business.

ASK IF 1 OR MORE ADDITIONAL EMPLOYEES (S4>0) AND DOES NOT PARTICIPATE IN RETIREMENT PLAN (Q4=2,8,9)
5 INTRO.4: There are many reasons businesses do not offer a retirement savings plan. Please tell me if the following reasons apply to you as an employer or decision maker about employee benefits.

**Programmer note: Rotate A-C. Show wording appropriate to participation or no participation in retirement plan.*

ASK IF OFFERS A RETIRMENT PLAN (Q4=1)
5a.1 Were you concerned about how complicated it would be to operate a retirement plan? (DO NOT READ CHOICES – SELECT ONE ANSWER)

ASK IF DOES NOT PARTICIPATE IN RETIREMENT PLAN (Q4=2,8,9)
5a.2 Are you concerned about how complicated it would be to operate a retirement plan? (DO NOT READ CHOICES – SELECT ONE ANSWER)

(n=500)

28% Yes
68% No
3% Don’t know/not sure (DO NOT READ)
1% Refused (DO NOT READ)
ASK IF OFFERS A RETIREMENT PLAN (Q4=1)

5b.1 Were you concerned about how time consuming it would be to operate a retirement plan? (DO NOT READ CHOICES – SELECT ONE ANSWER)

ASK IF DOES NOT PARTICIPATE IN RETIREMENT PLAN (Q4=2,8,9)

5b.2 Are you concerned about how time consuming it would be to operate a retirement plan? (DO NOT READ CHOICES – SELECT ONE ANSWER)

(n=500)

21% Yes
76% No
3% Don’t know/not sure (DO NOT READ)
<0.5% Refused (DO NOT READ)

ASK IF OFFERS A RETIREMENT PLAN (Q4=1)

5c.1 Were you concerned about how costly it would be to operate a retirement plan? (DO NOT READ CHOICES – SELECT ONE ANSWER)

ASK IF DOES NOT PARTICIPATE IN RETIREMENT PLAN (Q4=2,8,9)

5c.2 Are you concerned about how costly it would be to operate a retirement plan? (DO NOT READ CHOICES – SELECT ONE ANSWER)

(n=500)

51% Yes
45% No
3% Don’t know/not sure (DO NOT READ)
1% Refused (DO NOT READ)

**Programmer note: If Q4=1 SKIP to Q7.**

ASK IF DOES NOT PARTICIPATE IN RETIREMENT PLAN

6. IF S4>0: Does your company ever plan to offer a retirement savings plan to your employees? If S4=0: Do you ever plan to participate in a retirement savings plan?[DO NOT READ CHOICES – SELECT ONE ANSWER]

(n=326)

18% Yes
71% No
11% Don’t know/not sure (DO NOT READ)
-- Refused (DO NOT READ)
**Programmer note: If Q4=2,8,9, skip to Q8a.**

ASK IF OFFERS A RETIREMENT PLAN

7. IF S4>0: What type of retirement savings plan does your company offer employees? IF S4=0 (NO EMPLOYEES), READ: What type of retirement savings plan do you participate in? (DO NOT READ LIST – SELECT ALL THAT APPLY – PROBE: WHAT ELSE?)

(n=168)

38% 401k or 403b
33% IRA or Roth IRA
7% Simplified employee pension plan or SEP
3% Stocks or mutual funds
1% Profit sharing
1% State retirement system for public employees
1% Saving account/personal savings account
2% Union
6% Other (SPECIFY)______________________________
8% Don’t know/Not sure
9% Refused
7a. How did you learn about the types of retirement savings plans available to small business owners in Idaho? (PROBE FOR DETAIL/CLARITY: “What else?”) (INTERVIEWER: RECORD RESPONSE VERBATIM)

(n=168)

32% Professional broker, agent, advisor, or group (NET)
  16% Finance or investment person, broker, or group (Sub-net)
  11% Financial person or institution (Sub-sub-net)
       6% Financial advisor

3% Financial person or institution
2% Financial planner
  6% Investment person or people/commodity trading advisor
  8% Accountant/bookkeeper
  3% Unspecified brokerage firm, broker, or agent
  2% Insurance agent/insurance broker/company
  2% Local agent/company
  2% Sales person/a company that approached us
  1% Third party or outside company

12% Research (NET)
  10% Independent research
  4% Internet search (Sub-net)
       2% Google search
       2% Internet or online search

12% Professional background (NET)
  5% Professional knowledge/work in the finance industry
  5% Through previous professional experience
  3% Through previous employer

10% It was set up a long time ago and I don’t remember (NET)
  8% It was set up a long time ago/someone else set it up
  2% I don’t remember

6% Personal connection or referral (Net)
  3% Word of mouth/referral
  2% Through a friend
  2% Through a family member or relative

5% Schooling in finance or taxes
  3% Myself/ourselves
11% Other
  1% None
14% Don’t know/not sure
  2% Refused
7b. Where did you go for technical assistance to implement your retirement savings plan(s)? (PROBE FOR DETAIL/CLARITY: “What else?”) (INTERVIEWER: RECORD RESPONSE VERBATIM)

(n=168)

37% Professional broker, agent, advisor, or group (NET)
   25% Finance or investment person, broker, or group (Sub-net)
       9% Financial or investment group/mutual fund
       6% Bank/credit union
       5% Edward Jones
       4% Financial advisor
       1% Financial planner
       1% Charles Schwab
   4% Accountant/bookkeeper
   3% The company or person who set up the plan/offers assistance
   3% Sales person/a company that approached us
   2% Unspecified broker or agent
   2% Local agent/company
   1% Third party or outside company

9% Personal connection or referral (NET)
   5% A friend
   5% A family member or relative

9% Research (NET)
   6% Myself/independent research
   2% Internet or website
   3% A previous employer
   3% My employer/board of directors/the main office

2% It was set up a long time ago and I don’t remember (NET)
   1% I don’t remember
   1% It was set up a long time ago/someone else set it up

2% Help phone line or call center
17% Other
12% None/nowhere/not applicable
6% Don’t know/not sure
2% Refused
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=101)

   11% Attract and/or retain quality employees
   14% Have a positive impact on employee attitude and/or performance
   27% Because it is the right thing to do
   6% Tax advantages
   1% I can’t afford to offer health insurance so I offer a retirement plan
   1% So they can save for their retirement/have supplement for Social Security
   3% So they can retire/help them retire/safety net for them/so they can retire comfortably
   2% Benefit/part of benefit package/compensation/enhance benefits
   4% Care about employees/want to be fair/help with future
   5% Important/important benefit to have
   4% Allows me to do the same/participate in my own retirement plan
   1% For their future/needed for later in life
   4% Required/mandated by state law unions
   7% Other (SPECIFY)_______________________
   6% Don’t know/Not sure
   7% Refused

ASK ALL

8a. How concerned are you as a taxpayer that some IDAHO residents have not saved enough money for retirement and could end up being reliant on taxpayer funded programs? Are you...[READ EACH ANSWER CATEGORY]?

   (n=500)

   30% Very concerned
   38% Somewhat concerned
   16% Not very concerned
   14% Not concerned at all
   2% Not sure/ Don’t know [DO NOT READ]
   1% Refused [DO NOT READ]
**Programmer note: Show 9 Intro for S4=0 only. Otherwise skip to Q9**

ASK IF 0 ADDITIONAL EMPLOYEES (S4=0)

9 Intro. Although you indicate having no employees, we are interested in your response to the following question:

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

ASK ALL

9. There are two proposals that Idaho lawmakers could consider to help small businesses and those who are self-employed access retirement savings options for themselves and their employees.

One proposal...
Creates a basic, ready to go, plug-and-play retirement savings program that small business owners and those who are self-employed can use without having to operate or pay setup or maintenance costs. Small business owners would simply set up a payroll deduction for themselves or for employees who choose to participate.

While the other...

Creates a website bringing together existing retirement savings programs approved by the state that small business owners and those who are self-employed can use. Small business owners or self-employed individuals would pick a program, pay for setup and maintenance costs, and operate the savings program.

Which proposal would you be more likely to support?

(n=500)

50% Basic plug-and-play program with no setup or maintenance costs
26% Website with existing programs where business owners/self-employed pay for setup and maintenance
19% Don’t know/Not sure
5% Refused
10. Some Idaho lawmakers are CONSIDERING WAYS to address the issue of retirement insecurity whereby the state would create a basic, ready to go, plug-and-play retirement savings program for small businesses and those who are self-employed 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. This savings program would be privately managed. Do you support or oppose this proposal? (INTERVIEWER PROBE IF NEEDED: Is that strongly or somewhat?)

(n=500)

34%  Strongly support
37%  Somewhat support
5%   Neither support nor oppose (DO NOT READ)
6%   Somewhat oppose
11%  Strongly oppose
2%   Don’t know (DO NOT READ, DO NOT COLLAPSE)
4%   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

ASK IF NO PLAN OFFERED TO EMPLOYEES (Q4=2)

11. [IF S4>0: How likely would you say you are to offer your employees access to the retirement savings program that is being considered]
[IF S4=0 (NO EMPLOYEES), READ: How likely would you say you would be to participate in the retirement savings program that is being considered?]
- very likely, somewhat likely, not too likely, or not at all likely? (SELECT ONE ANSWER)

(n=326)

22%  Very likely
37%  Somewhat likely
12%  Not too likely
25%  Not likely at all
2%   Don’t know/Not sure (DO NOT READ)
--   Refused (DO NOT READ)
ASK ALL
Do you agree or disagree with the following statement: “Being able to offer a voluntary, portable, retirement savings program would help local small businesses attract and retain quality employees and stay competitive.” Is that strongly or somewhat? (SELECT ONE ANSWER)

(n=500)

44%  Strongly agree
32%  Somewhat agree
3%  Neither agree nor disagree (DO NOT READ)
6%  Somewhat disagree
10%  Strongly disagree
5%  Don’t know/Not sure (DO NOT READ)
--  Refused (DO NOT READ)

ASK ALL
Do you agree or disagree that Idaho lawmakers should support a bill to make it easier for small business owners and those who are self-employed to offer a way to save for retirement for themselves and their employees? Is that strongly or somewhat?

(n=500)

48%  Strongly agree
29%  Somewhat agree
3%  Neither agree nor disagree (DO NOT READ)
5%  Somewhat disagree
11%  Strongly disagree
3%  Don’t know/Not sure (DO NOT READ)
<0.5%  Refused (DO NOT READ)

DEMOS

**Programmer note: If S9=12 SKIP TO D6

ASK IF NOT A NON-PROFIT IN S9
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=500)

95%  For-profit business
5%  Non- profit business
--  Other (SPECIFY)________________________ (DO NOT READ)
<0.5%  Don’t know/Not sure (DO NOT READ)
--  Refused (DO NOT READ)
**Programmer note: show one item per screen. Do not scramble.**

ASK ALL

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

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

(n=500)

39% 0-10
29% 11-25
31% 26+
1% Don’t know/Not sure (Do not read)
<0.5% 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 2018. Was it...

(READ CHOICES BELOW – SELECT ONE ANSWER)

(n=500)

4% Less than $0, it was negative
11% Less than $10,000
19% $10,000 to less than $50,000
18% $50,000 to less than $100,000
16% $100,000 to less than $200,000
13% $200,000 to less than $500,000
5% $500,000 to less than $1 million
6% $1 million or more
4% Don’t know/Not sure (DO NOT READ)
6% Refused (DO NOT READ)

ASK ALL

S2. ASK GENDER. “To ensure it is recorded accurately, could you please state your gender?

(n=500)

59% Male
40% Female
-- Other specified: ______________
1% Refused
ASK ALL
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=500)

4% 18-29
13% 30-39
16% 40-49
27% 50-59
14% 60-64
23% 65+
4% Refused

Flag anyone under [AGE GROUP DEFINED BY STATE OFFICE/CLIENT]**

ASK ALL
Are you registered to vote in IDAHO (DO NOT READ CHOICES – SELECT ONE ANSWER)

(n=500)

89% Yes
10% No
1% Don’t know/Not sure
<0.5% Refused

ASK ALL
**Programmer note: Randomize Democrat, Republican, Independent wording (show “something else” last).**
Do you consider yourself to be a(n) Democrat, Republican, Independent, or something else? (SELECT ONE ANSWER)

(n=500)

5% Democrat
45% Republican
28% Independent
15% Something else
1% Don’t know/Not sure (DO NOT READ)
6% Refused (DO NOT READ)
ASK ALL

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)

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>26%</td>
<td>Very conservative</td>
</tr>
<tr>
<td>33%</td>
<td>Somewhat conservative</td>
</tr>
<tr>
<td>17%</td>
<td>Moderate</td>
</tr>
<tr>
<td>6%</td>
<td>Somewhat liberal</td>
</tr>
<tr>
<td>2%</td>
<td>Very liberal</td>
</tr>
<tr>
<td>11%</td>
<td>None of the above</td>
</tr>
<tr>
<td>1%</td>
<td>Don’t know/Not sure (DO NOT READ)</td>
</tr>
<tr>
<td>4%</td>
<td>Refused (DO NOT READ)</td>
</tr>
</tbody>
</table>

(n=500)
AARP is the nation’s largest nonprofit, nonpartisan organization dedicated to empowering Americans 50 and older to choose how they live as they age. With nearly 38 million members and offices in every state, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands, AARP works to strengthen communities and advocate for what matters most to families with a focus on health security, financial stability and personal fulfillment. AARP also works for individuals in the marketplace by sparking new solutions and allowing carefully chosen, high-quality products and services to carry the AARP name. As a trusted source for news and information, AARP produces the nation’s largest circulation publications, AARP The Magazine and AARP Bulletin. To learn more, visit www.aarp.org or follow @AARP and @AARPadvocates on social media.

For more information on this issue in Idaho, contact Francoise Cleveland, AARP Idaho at 208-855-4005 or FCleveland@aarp.org. For more information on the methodology or the survey, contact Lona Choi-Allum at lallum@aarp.org. View this summary www.aarp.org/IDSavetoRetire and other AARP research at http://aarp.org/research.