2019 | SURVEY OF RETIREMENT PLAN SPONSORS AND PARTICIPANTS

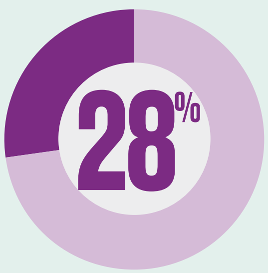
On the Same Page? Where Plan Sponsors and Participants Agree—And Disagree—on Aspects of Retirement Plans

In national surveys of both plan sponsors and plan participants, American Century Investments® uncovered several key points of agreement and disagreement between these two constituencies.

What percentage of participants want their employers to "leave them alone" when it comes to help with retirement savings?

Participants 25-54

Participants 55-65



Plan sponsors think it's higher.

In reality, **more than 80%** of participants want **at least a "slight nudge"** from their employers.

What is the primary barrier to saving? **Debt is an obvious reason.**

Participants 25-54	Participants 55-65	What Plan Sponsors Say
Debt	Don't earn enough	**Debt**
Don't earn enough	**Debt**	enjoying today rather than saving
enjoying today rather than saving	Unexpected expenses	Don't earn enough

Plan sponsors say "market risk" is the most important factor in target-date investments, but participants are much more worried about "longevity risk."

Most Important	Plan Sponsors	Participants Aged 25-54	Participants Aged 55-65
Longevity Risk	20%	**41%**	**45%**
Market Risk	**40%**	29%	32%
Inflation and Interest-Rate Risk	20%	19%	20%
Growth Risk	20%	11%	4%

90% of sponsors offering or considering offering ESG* investments believe their employees are interested.

ONLY 37% of participants actually express some interest.

Interested participants are aligned with plan sponsors in that most would be interested if the ESG's performance was comparable to the average product.

For more information on retirement research or defined contribution solutions, contact your American Century Investments representative at **800-345-6488.**

*A strategy or emphasis on environmental, social and governance factors ("ESG") may limit the investment opportunities available to a portfolio. Therefore, the portfolio may underperform or perform differently than other portfolios that do not have an ESG investment focus. A portfolio's ESG investment focus may also result in the portfolio investing in securities or industry sectors that perform differently or maintain a different risk profile than the market generally or compared to underlying holdings that are not screened for ESG standards.

Survey Methodology:
Plan participant survey was conducted in first quarter 2019 and included 1,500 respondents between the ages of 25 and 65, currently working full-time outside the government. The data were weighted to reflect the makeup of key demographics (gender, income, and education) among all American private sector participants between the ages of 25 and 65. Plan sponsor survey was conducted in first quarter 2019 and included 500 defined contribution plan decision-makers. Plans ranged from $10 million to more than $250 million in plan assets. Percentages may not total 100 due to rounding and/or missing categories. Data collection and analysis were completed by Mathew Greenwald and Associates of Washington, D.C.

This material has been prepared for educational purposes only. It is not intended to provide, and should not be relied upon for, investment, accounting, legal or tax advice.