TEXAS SMALL BUSINESS OWNERS WANT MORE RESIDENTS TO SAVE FOR RETIREMENT

The COVID-19 pandemic has negatively affected more than half of small business owners in Texas. Data from this survey show that over two-thirds (68%) of Texas 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 Texas residents to save for retirement. In fact, over half say *a lot more* should be done.

Results show that the percentage who express concern about themselves and their employees not having enough money to cover health care or living expenses when they retire increased significantly from Wave 1 to Wave 2 (47% to 56%), including an increase among those who are *very concerned* (23% to 30%).

MORE SHOULD BE DONE TO ENCOURAGE TEXAS RESIDENTS TO SAVE FOR RETIREMENT

(n=500 TX Small Business Owners)

TEXAS SMALL BUSINESS OWNERS ARE CONCERNED ABOUT THE IMPACT OF INADEQUATE SAVINGS

Nearly three in four (74%) small business owners in this survey express concern as taxpayers that some Texas residents have not saved enough money for retirement and could end up being reliant on public assistance programs (Very concerned: 37%; Somewhat concerned: 37%). The data also reveal a significant increase of small business owners who agree that Texas lawmakers should support a bill to make it easier for small business employees and those who are self-employed to access a way to save for retirement (W1: 80% to W2: 85%).

CONCERN ABOUT NOT SAVING ENOUGH AND ENDING UP RELIANT ON PUBLIC ASSISTANCE PROGRAMS

(n=500 TX Small Business Owners)

AGREE OR DISAGREE: TEXAS LAWMAKERS SHOULD SUPPORT A BILL TO MAKE IT EASIER FOR SMALL BUSINESS OWNERS/EMPLOYEES TO SAVE FOR RETIREMENT

(n=500 TX Small Business Owners)

*This report summarizes findings from Wave 2 (W2) of the 2020 AARP Survey of Small Business Owners in Texas conducted from August 10, 2020 to September 4, 2020, and includes a comparative look at results from Wave 1 (W1) (fielded January 30, 2020 to February 24, 2020, before the COVID-19 pandemic). Also, unless otherwise noted, the content of the report reflects data from W2 only. Data from both waves may be found in the annotated questionnaire following the report.

TEXAS SMALL BUSINESS OWNERS FACE CHALLENGES IN PROVIDING A WORKPLACE SAVINGS PLAN

Wave 2 shows a significant increase in small business owners who do not participate in or offer a retirement savings plan for their employees (66% to 73%). Many say they would face challenges providing a workplace savings plan for their employees or participating in one themselves. About three in five (58%) of these business owners say retirement savings plans are **too costly**, and over a third (39%) say they are concerned about how **complicated they are to operate**. About one in three (32%) of these small business owners say the retirement savings plans would be **too time-consuming** to operate. Despite these challenges, nearly seven in ten (69%) say that they are likely to offer a basic, plug-and-play retirement savings option if created.

**CURRENTLY OFFER/PARTICIPATES IN
A RETIREMENT SAVINGS PLAN**
(n=500 TX Small Business Owners)

CONCERNS ABOUT OPERATING RETIREMENT PLAN
(n=500 TX Small Business Owners)

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

Thinking about the impact of the COVID-19 pandemic on small business owners and workers, most agree (76%) it is vital to have access to a retirement savings program. In fact, most (84%) small business owners in Texas agree that being able to offer a voluntary, portable retirement savings program helps local small businesses attract and retain quality employees and stay competitive. Among the twenty-six percent of small business owners in Texas who *do* offer a retirement savings plan to their employees, significantly more now say that the main reason they offer a retirement savings plan is *that it is the right thing to do* (W1: 23% to W2: 40%). Also, about one in six (18%) offer a workplace savings plan *to attract and/or retain quality employees*.

**RETIREMENT SAVINGS OPTION CAN HELP SMALL
BUSINESSES ATTRACT EMPLOYEES/STAY COMPETITIVE**
(n=500 TX Small Business Owners)

DEMOGRAPHICS: n=500 small business owners or company decision makers with 0-100 additional employees within the state of Texas.

Business Size: 0 additional employees: 26%; 1 additional employee: 22%; 2-9 additional employees: 45%; 10-100 additional employees: 6%.

2018 Business Revenue: Less than \$100,000 = 63%; \$100,000 – less than \$500,000 = 28%; \$500,000 or more = 11%.

Employer/Respondent age: 18-39: 21%; 40-49: 23%; 50 and older: 53%

Political ideology: Conservative: 48%; Liberal: 13%; Moderate: 25%; None: 10%

METHODOLOGY: The 2020 Texas Small Business Owner Survey was a telephone study among 500 small business owners or decision makers about employee benefits at companies with 0-100 additional employees. Interviews were conducted August 10 – September 4, 2020. The margin of error for this sample is ± 4.4 percent. Respondents were offered a \$5 check for their participation. The sample, including owner names and companies, came from a Dun & Bradstreet business list and is weighted to reflect the Dun & Bradstreet universe of businesses in Texas with 0-100 additional employees. For more information about this issue in Texas, please contact Tim Morstad at TMorstad@aarp.org or at (512) 480-2436. For more information about the methodology or the survey, contact Lona Choi-Allum at lallum@aarp.org or at (202) 434-6333. View this summary at www.aarp.org/txretirementsecurity and other AARP research at www.aarp.org/research.

AARP TEXAS Small Business Owner Work and Save Survey STATEWIDE RESULTS – Wave 1 and Wave 2 ANNOTATED QUESTIONNAIRE

Note: Percentages may not add up to 100% due to rounding

SCREENER

SAMPLE: Telephone interviews among non-franchise small business owners or decision makers with (0-100) additional employees (Wave 1: n=501; Wave 2: n=500)

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 Texas 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.****

The annotated questionnaire is based on Wave 2 (W2) survey questions, fielded August 10 – September 4, 2020. For questions that were asked in Wave 1 (W1), results are displayed for comparison (fielded January 30 – February 24, 2020). An asterisk (*) is used to denote significant differences between W1 and W2.

S1. County:

<u>W1</u>	<u>W2</u>	<u>County</u>						
(n=501)	(n=500)		--	<0.5%	Coryell	13%	12%	Harris
--	--	Anderson	--	--	Cottle	--	<0.5%	Harrison
--	<0.5%	Andrews	--	--	Crane	--	--	Hartley
<0.5%	--	Angelina	--	--	Crockett	--	--	Haskell
--	--	Aransas	--	--	Crosby	1%	1%	Hays
--	--	Archer	--	--	Culberson	<0.5%	--	Hemphill
--	--	Armstrong	10%	10%	Dallam	<0.5%	1%	Henderson
--	--	Atascosa	--	<0.5%	Dallas	3%	1%	Hidalgo
--	--	Austin	--	<0.5%	Dawson	--	<0.5%	Hill
<0.5%	--	Bailey	--	--	Deaf Smith	<0.5%	--	Hockley
<0.5%	--	Bandera	5%	4%	Delta	--	1%	Hood
--	<0.5%	Bastrop	--	<0.5%	Denton	--	<0.5%	Hopkins
--	<0.5%	Baylor	--	--	Dewitt	<0.5%	--	Houston
--	<0.5%	Bee	--	--	Dickens	--	1%	Howard
1%	1%	Bell	--	--	Dimmit	--	--	Hudspeth
4%	7%	Bexar	--	<0.5%	Donley	<0.5%	--	Hunt
--	--	Blanco	--	<0.5%	Duval	<0.5%	--	Hutchinson
<0.5%	--	Borden	1%	1%	Eastland	<0.5%	--	Irion
--	--	Bosque	--	--	Ector	--	--	Jack
--	<0.5%	Bowie	1%	<0.5%	Edwards	<0.5%	--	Jackson
1%	2%	Brazoria	1%	2%	Ellis	--	--	Jasper
1%	<0.5%	Brazos	--	--	El Paso	--	--	Jeff Davis
--	--	Brewster	--	--	Erath	1%	1%	Jefferson
--	--	Briscoe	1%	--	Falls	--	--	Jim Hogg
--	1%	Brooks	<0.5%	1%	Fannin	<0.5%	--	Jim Wells
<0.5%	--	Brown	--	--	Fayette	1%	<0.5%	Johnson
--	--	Burleson	--	--	Fisher	--	--	Jones
1%	1%	Burnet	--	--	Floyd	--	--	Karnes
<0.5%	<0.5%	Caldwell	3%	3%	Foard	<0.5%	<0.5%	Kaufman
--	--	Calhoun	--	--	Fort Bend	--	--	Kendall
--	<0.5%	Callahan	--	--	Franklin	--	--	Kenedy
--	1%	Cameron	--	--	Freestone	--	--	Kent
--	--	Camp	--	<0.5%	Frio	1%	--	Kerr
--	--	Carson	3%	1%	Gaines	--	--	Kimble
1%	<0.5%	Cass	--	--	Galveston	--	--	King
--	<0.5%	Castro	<0.5%	--	Garza	--	--	Kinney
--	--	Chambers	--	--	Gillespie	--	<0.5%	Kleberg
--	<0.5%	Cherokee	--	--	Glasscock	--	--	Knox
--	--	Childress	1%	--	Goliad	--	--	Lamar
--	--	Clay	--	--	Gonzales	--	--	Lamb
--	--	Cochran	1%	--	Gray	--	--	Lampasas
--	--	Coke	1%	1%	Grayson	<0.5%	--	La Salle
--	--	Coleman	<0.5%	--	Gregg	--	<0.5%	Lavaca
3%	4%	Collin	<0.5%	<0.5%	Grimes	--	--	Lee
--	--	Collingsworth	--	--	Guadalupe	--	--	Leon
--	<0.5%	Colorado	--	--	Hale	<0.5%	--	Liberty
<0.5%	1%	Comal	--	--	Hall	--	<0.5%	Limestone
--	--	Comanche	--	--	Hamilton	--	--	Lipscomb
--	--	Concho	--	--	Hansford	--	--	Live Oak
<0.5%	--	Cooke	<0.5%	<0.5%	Hardeman	--	--	Llano
					Hardin	--	--	Loving

2%	3%	Lubbock	<0.5%	--	Polk	--	--	Terrell
--	--	Lynn	1%	<0.5%	Potter	--	--	Terry
--	--	McCulloch	--	<0.5%	Presidio	--	--	Throckmorton
1%	<0.5%	McLennan	<0.5%	--	Rains	--	--	Titus
--	--	McMullen	1%	1%	Randall	1%	1%	Tom Green
<0.5%	--	Madison	--	--	Reagan	6%	7%	Travis
--	--	Marion	<0.5%	--	Real	<0.5%	--	Trinity
--	--	Martin	--	--	Red River	<0.5%	--	Tyler
--	--	Mason	--	--	Reeves	--	--	Upshur
<0.5%	<0.5%	Matagorda	--	--	Refugio	--	--	Upton
<0.5%	--	Maverick	--	--	Roberts	<0.5%	--	Uvalde
1%	--	Medina	--	--	Robertson	<0.5%	1%	Val Verde
--	--	Menard	<0.5%	--	Rockwall	--	1%	Van Zandt
1%	1%	Midland	--	--	Runnels	--	--	Victoria
1%	<0.5%	Milam	--	<0.5%	Rusk	--	--	Walker
--	--	Mills	--	--	Sabine	--	--	Waller
--	--	Mitchell	--	--	San Augustine	--	<0.5%	Ward
--	--	Montague	<0.5%	<0.5%	San Jacinto	1%	--	Washington
3%	2%	Montgomery	--	<0.5%	San Patricio	--	1%	Webb
<0.5%	1%	Moore	--	--	San Saba	<0.5%	--	Wharton
--	--	Morris	--	--	Schleicher	--	--	Wheeler
--	--	Motley	<0.5%	<0.5%	Scurry	1%	1%	Wichita
--	1%	Nacogdoches	--	--	Shackelford	--	<0.5%	Wilbarger
--	--	Navarro	--	--	Shelby	--	<0.5%	Willacy
--	--	Newton	--	--	Sherman	2%	3%	Williamson
--	--	Nolan	1%	1%	Smith	--	--	Wilson
1%	1%	Nueces	--	<0.5%	Somervell	--	--	Winkler
--	--	Ochiltree	--	--	Starr	<0.5%	--	Wise
--	--	Oldham	--	--	Stephens	<0.5%	<0.5%	Wood
<0.5%	--	Orange	--	--	Sterling	--	--	Yoakum
--	<0.5%	Palo Pinto	--	--	Stonewall	<0.5%	--	Young
--	--	Panola	--	--	Sutton	--	--	Zapata
--	1%	Parker	--	--	Swisher	--	--	Zavala
--	--	Parmer	9%	7%	Tarrant			
--	--	Pecos	<0.5%	--	Taylor			

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)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
79%	92%*	Owner
22%*	8%	Decision maker about employee benefits (NOT OWNER)
--	--	Neither

****Programmer note: If S3=1-2, skip to S3b.****

S3a. May I please speak with the owner or decision maker about employee benefits? (DO NOT READ CHOICES - SELECT ONE ANSWER)

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: Scramble responses in S3b, but keep “another race” (7) last.****

S3b. And which of the following best describes your business? Is it owned, operated, and controlled by a person who is:
(READ LIST – SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
65%	63%	Caucasian or White
8%	10%	Black or African American heritage
15%	18%	Hispanic, Spanish or Latino heritage
2%	2%	Asian heritage
2%	1%	Native American heritage
7%	6%	Or another race or ethnicity [KEEP LAST]

****Programmer note: If respondent is in Gen Pop or Hispanic sample files AND S3b=3 (Hispanic), respondent qualifies for Hispanic oversample. All others will not count in Hispanic oversample.****

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

S4. Not including yourself, approximately how many people does your company employ? (PLEASE TYPE-IN NUMBER BELOW)

_____ [ENTER NUMBER]
99999 Don't know/No answer

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
26%	26%	0 additional employees
59%	59%	1-4 additional employees
9%	8%	5-9 additional employees
6%	6%	10-100 additional employees

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

****Programmer note: Ask S4a if S4=1. Scramble responses in S4a in same order as S3b.****

S4a. Is your one employee ...? (READ LIST – SELECT ONE ANSWER))

****Programmer note: Ask S4b if S4>1. Scramble responses in S4b in same order as S3b. Total in S4b(a-d) must equal S4 response. Show a-d on one screen so interviewer can make changes to ensure total across all equals S4 response.****

S4b. Of your _____ [INSERT S4 RESPONSE] employees, how many are...? (TYPE-IN NUMBER FOR EACH APPROPRIATE CATEGORY, ENTER "0" IF NO ONE OF THAT RACE OR ETHNICITY IS EMPLOYED AT THE COMPANY)

_____Caucasian or White [ENTER NUMBER]

<u>W1</u>	<u>W2</u>	
(n=371)	(n=371)	
30%	28%	0% Caucasian or White
1%	1%	1-10% Caucasian or White
4%	6%	11-25% Caucasian or White
12%	13%	26-50% Caucasian or White
11%	10%	51-75% Caucasian or White
44%	43%	76-100% Caucasian or White

_____African American or Black [ENTER NUMBER]

<u>W1</u>	<u>W2</u>	
81%	79%	0% African American or Black
2%	1%	1-10% African American or Black
5%	5%	11-25% African American or Black
5%	6%	26-50% African American or Black
2%	2%	51-75% African American or Black
4%	7%	76-100% African American or Black

_____Hispanic or Latino [ENTER NUMBER]

<u>W1</u>	<u>W2</u>	
56%	56%	0% Hispanic or Latino
1%	2%	1-10% Hispanic or Latino
7%	7%	11-25% Hispanic or Latino
14%	16%	26-50% Hispanic or Latino
4%	5%	51-75% Hispanic or Latino
17%	15%	76-100% Hispanic or Latino

_____Some other race or ethnicity [ENTER NUMBER] [KEEP LAST]

<u>W1</u>	<u>W2</u>	
87%	89%	0% Some other race or ethnicity
<0.5%	1%	1-10% Some other race or ethnicity
4%	3%	11-25% Some other race or ethnicity
3%	3%	26-50% Some other race or ethnicity
1%	1%	51-75% Some other race or ethnicity
5%	4%	76-100% Some other race or ethnicity

Total:_____ [running total of a+b+c+d for interviewer reference]

S5. In what state is your business located? (DO NOT READ CHOICES - SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
100%	100%	TEXAS
--	--	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? (SELECT A COUNTY. IF COUNTY NOT ON LIST USE ALTERNATE CHOICES. DO NOT SELECT BOTH)

<u>W1</u> (n=501)	<u>W2</u> (n=500)	<u>County</u>	8%	9%		<0.5%	--	
--	<0.5%	Anderson	--	--	Dallas	<0.5%	--	Hudspeth
--	--	Andrews	--	<0.5%	Dawson	--	--	Hunt
--	--	Angelina	--	<0.5%	Deaf Smith	--	--	Hutchinson
<0.5%	<0.5%	Aransas	4%	4%	Delta	--	--	Irion
--	--	Archer	--	--	Denton	--	<0.5%	Jack
--	<0.5%	Armstrong	--	--	Dewitt	<0.5%	--	Jackson
--	--	Atascosa	--	--	Dickens	--	--	Jasper
1%	1%	Austin	--	--	Dimmit	--	--	Jeff Davis
<0.5%	--	Bailey	--	--	Donley	1%	1%	Jefferson
<0.5%	--	Bandera	1%	1%	Duval	--	--	Jim Hogg
--	<0.5%	Bastrop	--	--	Eastland	<0.5%	--	Jim Wells
<0.5%	<0.5%	Baylor	<0.5%	<0.5%	Ector	1%	<0.5%	Johnson
--	<0.5%	Bee	1%	2%	Edwards	--	--	Jones
1%	1%	Bell	--	<0.5%	Ellis	<0.5%	--	Karnes
3%	6%	Bexar	--	--	El Paso	<0.5%	--	Kaufman
--	--	Blanco	1%	--	Erath	--	--	Kendall
--	--	Borden	<0.5%	1%	Falls	--	--	Kenedy
--	--	Bosque	--	--	Fannin	--	--	Kent
--	<0.5%	Bowie	--	--	Fayette	1%	--	Kerr
1%	2%	Brazoria	--	--	Fisher	--	--	Kimble
<0.5%	1%	Brazos	2%	2%	Floyd	--	--	King
--	--	Brewster	--	--	Foard	--	--	Kinney
--	--	Briscoe	--	--	Fort Bend	--	--	Kleberg
--	1%	Brooks	<0.5%	--	Franklin	<0.5%	--	Knox
<0.5%	--	Brown	--	<0.5%	Freestone	<0.5%	<0.5%	Lamar
<0.5%	--	Burleson	2%	1%	Frio	--	--	Lamb
1%	1%	Burnet	--	--	Gaines	--	--	Lampasas
--	<0.5%	Caldwell	--	--	Garza	<0.5%	--	La Salle
--	--	Calhoun	--	<0.5%	Gillespie	--	--	Lavaca
1%	<0.5%	Callahan	--	--	Glasscock	--	--	Lee
<0.5%	1%	Cameron	1%	--	Goliad	<0.5%	--	Leon
--	--	Camp	--	<0.5%	Gonzales	--	<0.5%	Liberty
--	--	Carson	1%	--	Gray	--	--	Limestone
1%	<0.5%	Cass	1%	1%	Grayson	--	--	Lipscomb
--	<0.5%	Castro	<0.5%	--	Gregg	--	--	Live Oak
--	<0.5%	Chambers	--	<0.5%	Grimes	--	--	Llano
--	<0.5%	Cherokee	<0.5%	--	Guadalupe	2%	2%	Loving
--	--	Childress	--	--	Hale	--	--	Lubbock
--	--	Clay	--	--	Hall	--	--	Lynn
--	<0.5%	Cochran	--	--	Hamilton	1%	<0.5%	McCulloch
--	--	Coke	--	--	Hansford	--	--	McLennan
--	<0.5%	Coleman	--	<0.5%	Hardeman	<0.5%	--	McMullen
2%	3%	Collin	13%	9%	Hardin	--	--	Madison
--	--	Collingsworth	--	1%	Harris	--	--	Marion
--	--	Colorado	--	--	Harrison	--	--	Martin
<0.5%	1%	Comal	--	--	Hartley	<0.5%	<0.5%	Mason
--	--	Comanche	1%	1%	Haskell	--	--	Matagorda
--	--	Concho	--	--	Hays	<0.5%	--	Maverick
<0.5%	--	Cooke	<0.5%	--	Hemphill	--	--	Medina
1%	<0.5%	Coryell	3%	1%	Henderson	1%	1%	Menard
--	--	Cottle	--	<0.5%	Hidalgo	--	<0.5%	Midland
--	--	Crane	<0.5%	--	Hill	--	--	Milam
--	--	Crockett	--	1%	Hockley	--	--	Mills
--	--	Crosby	--	<0.5%	Hood	--	--	Mitchell
--	--	Culberson	<0.5%	--	Hopkins	3%	2%	Montague
--	--	Dallam	--	<0.5%	Houston	<0.5%	<0.5%	Montgomery
--	--		--	--	Howard	--	--	Moore
--	--		--	--		--	--	Morris

--	--	Motley	--	--	Walker
--	<0.5%	Nacogdoches	--	--	Waller
--	<0.5%	Navarro	--	--	Ward
--	--	Newton	1%	--	Washington
--	--	Nolan	--	1%	Webb
1%	1%	Nueces	1%	<0.5%	Wharton
--	--	Ochiltree	--	--	Wheeler
--	--	Oldham	1%	1%	Wichita
<0.5%	--	Orange	--	<0.5%	Wilbarger
<0.5%	--	Palo Pinto	--	--	Willacy
<0.5%	--	Panola	1%	2%	Williamson
--	1%	Parker	--	--	Wilson
--	--	Parmer	--	--	Winkler
--	--	Pecos	<0.5%	--	Wise
--	--	Polk	<0.5%	<0.5%	Wood
1%	1%	Potter	--	--	Yoakum
--	<0.5%	Presidio	<0.5%	--	Young
--	--	Rains	--	--	Zapata
1%	<0.5%	Randall	--	--	Zavala
<0.5%	--	Reagan			Not a
<0.5%	--	Real	9%	6%	corporation
--	--	Red River	1%	2%	Other
--	--	Reeves			Don't
--	--	Refugio			know/not
--	--	Roberts	2%	1%	sure
--	--	Robertson	--	<0.5%	Refused
<0.5%	--	Rockwall			
--	--	Runnels			
--	--	Rusk			
--	--	Sabine			
--	--	San Augustine			
<0.5%	<0.5%	San Jacinto			
--	<0.5%	San Patricio			
--	--	San Saba			
--	--	Schleicher			
<0.5%	<0.5%	Scurry			
--	--	Shackelford			
--	--	Shelby			
--	--	Sherman			
1%	1%	Smith			
--	--	Somervell			
--	--	Starr			
--	--	Stephens			
--	--	Sterling			
--	--	Stonewall			
--	--	Sutton			
--	--	Swisher			
7%	5%	Tarrant			
--	<0.5%	Taylor			
<0.5%	1%	Terrell			
<0.5%	<0.5%	Terry			
--	--	Throckmorton			
--	--	Titus			
1%	<0.5%	Tom Green			
5%	7%	Travis			
<0.5%	--	Trinity			
--	--	Tyler			
--	--	Upshur			
--	--	Upton			
<0.5%	--	Uvalde			
<0.5%	<0.5%	Val Verde			
--	1%	Van Zandt			
--	--	Victoria			

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

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

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
100%	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: If QS4=0, SKIP TO QUESTION QS9.****

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? (PLEASE TYPE-IN NUMBER BELOW)

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

<u>W1</u>	<u>W2</u>	
(n=371)	(n=371)	
82%	76%	0%
8%	8%	1-25%
3%	7%	26-50%
2%	2%	51-75%
3%	5%	76-100%
2%	3%	Don't know/No answer

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

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
3%	6%	Agriculture, Forestry, Fishing
4%	4%	Arts, Entertainment, Recreation
4%*	1%	Automotive/vehicle repair/sales
1%	1%	Communications, Telecommunications
10%	10%	Construction
<0.5%	2%	Educational services that do NOT include PUBLIC schools
4%	2%	Finance, Insurance
--	--	Government/Government agency (TERMINATE)
5%	4%	Healthcare, Pharmaceutical
2%	3%	Hotel, Lodging, Restaurant
--	1%	Leasing & Rental
3%	3%	Manufacturing
3%	1%	Non-profit
6%	9%	Real Estate
6%	6%	Retail
32%	33%	Services, for example, business, legal, engineering, accounting
2%	4%	Transportation, Warehousing
5%	3%	Utilities; for example, electric power, gas, water
<0.5%	1%	Wholesale Trade
--	<0.5%	Private government contractor
--	--	Public schools (TERMINATE)
10%*	5%	Other (specify) _____
	--	-- Don't know/No answer (TERMINATE)
	--	-- Refused (TERMINATE)

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

MAIN QUESTIONNAIRE

****Programmer note: Randomize order of positive/negative in question wording and answer categories (1-5; 5-1).****

1x. Overall, how has your business been affected by the COVID-19 pandemic? Would you say the pandemic has had a **[negative]** effect, a **[positive]** effect, or little or no effect?

(INTERVIEWER PROBE: Is that a large or moderate [positive/negative] effect on your business?)

W2

(n=500)

35%	Large negative effect
25%	Moderate negative effect
29%	Little or no effect
4%	Moderate positive effect
5%	Large positive effect
2%	Not sure (DO NOT READ)
--	Refused (DO NOT READ)

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 [IF S4=0, "YOUR"; IF S4=1, "HIS OR HER"; IF S4=2+, "THEIR"] health care and/or living expenses when [IF 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)

W1

(n=501)

W2

(n=500)

23%	30%*	Very concerned
24%	26%	Somewhat concerned
20%	18%	Not very concerned
30%	24%	Not concerned at all
3%	2%	Don't know/Not sure
1%	--	Refused

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

W1

(n=501)

W2

(n=500)

55%	54%	A lot more
18%	14%	Some more
9%	16%*	A little more
6%	8%	Nothing more
9%	7%	Don't know/Not sure (DO NOT READ)
3%	1%	Refused (DO NOT READ)

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

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
80%	76%	Yes
19%	23%	No
1%	1%	Don't know/Not sure
--	--	Refused

4. Do you [S4=0, "participate in"; S4=1+, "offer your employees"] a retirement savings plan? (SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
32%	26%	Yes
66%	73%*	No
2%	1%	Don't know/not sure (DO NOT READ)
<0.5%	<0.5%	Refused (DO NOT READ)

****Programmer note: Ask all.****

5. INTRO: [SHOW IF Q4=2: There are many reasons businesses do not offer a retirement savings plan.]

Please tell me if the following concerns apply to you as an employer or decision maker about employee benefits.

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

a. Are you concerned about how complicated it [if Q4=1: "is"] [if Q4=2, 8, 9: "would be"] to operate a retirement plan? (SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
34%	39%	Yes
63%	57%	No
3%	4%	Don't know/not sure (DO NOT READ)
1%	--	Refused (DO NOT READ)

b. Are you concerned about how time consuming it [if Q4=1: "is"] [if Q4=2, 8, 9: "would be"] to operate a retirement plan? (SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
28%	32%	Yes
71%	65%	No
1%	2%	Don't know/not sure (DO NOT READ)
<0.5%	<0.5%	Refused (DO NOT READ)

c. Are you concerned about how costly it [if Q4=1: "is"] [if Q4=2, 8, 9: "would be"] to operate a retirement plan? (SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
55%	58%	Yes
42%	38%	No
2%	4%	Don't know/not sure (DO NOT READ)
1%	--	Refused (DO NOT READ)

****Programmer note: If Q4=1/YES, skip to Q7. ****

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

<u>W1</u>	<u>W2</u>	
(n=318)	(n=359)	
27%	36%*	Yes
62%	56%	No
11%	8%	Don't know/not sure (DO NOT READ)
<0.5%	<0.5%	Refused (DO NOT READ)

****Programmer note: Ask Q7 if Q4=1. If Q4=2,8,9, skip to Q8a.****

7. IF S4>0: What type of retirement savings plan does your company offer employees?
IF S4=0: What type of retirement savings plan do you participate in? (DO NOT READ LIST – SELECT ALL THAT APPLY – PROBE: WHAT ELSE?)

<u>W1</u>	<u>W2</u>	
(n=175)	(n=136)	
36%	49%*	401k or 403b
26%	38%*	IRA or Roth IRA
15%	9%	Simplified employee pension plan or SEP
3%	8%	Stocks or mutual funds
2%	2%	Saving account/personal savings accounts
2%	2%	State retirement system for public employees
1%	--	Annuity
1%	--	Defined Benefit Plan
2%	--	Pension
--	1%	Profit sharing
13%	7%	Other (SPECIFY)_____
9%	4%	Don't know/Not sure
4%	3%	Refused

****Programmer note: If S4=0, go to Q8a.****

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

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

<u>W1</u>	<u>W2</u>	
(n=102)	(n=69)	
16%	18%	Attract and/or retain quality employees
7%	7%	Have a positive impact on employee attitude and/or performance
23%	40%*	Because it is the right thing to do
4%	5%	Tax advantages
3%	4%	So they can save for their retirement/have supplement for Social Security
4%	--	So they can retire/help them retire/safety net for them/so they can retire comfortably
6%	--	Benefits/part of benefit package/compensation/enhances benefits
6%	9%	For their future/needed for later in life
2%	2%	Important/important benefit to have
4%	3%	Care about employee/want to be fair/help with future
--	3%	I can't afford to offer health insurance, so I offer a retirement plan
3%	--	Allows me to do the same/participate in my own retirement plan
2%	--	Required/mandated by state law/unions
14%	2%	Other (SPECIFY) _____
8%	2%	Don't know/Not sure
--	2%	Refused

ASK ALL

- 8a.** How concerned are you as a taxpayer that some TEXAS residents have not saved enough money for retirement and could end up being reliant on public assistance programs? Are you...? (READ EACH ANSWER CATEGORY)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
39%	37%	Very concerned
35%	37%	Somewhat concerned
12%	13%	Not very concerned
12%	11%	Not concerned at all
2%	1%	Not sure/ Don't know [DO NOT READ]
<0.5%	<0.5%	Refused [DO NOT READ]

[Q9 OMITTED]

10. One way TEXAS lawmakers could work to address the issue of retirement insecurity would be to develop a public-private partnership to create a basic, plug-and-play retirement savings option for small businesses and those who are self-employed to use. Employers would simply set up 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. Would you support or oppose this proposal? (INTERVIEWER PROBE: Is that strongly or somewhat?)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
38%	43%	Strongly support
35%	34%	Somewhat support
6%*	3%	Neither support nor oppose (DO NOT READ)
4%	5%	Somewhat oppose
13%*	7%	Strongly oppose
1%	3%	Don't know (DO NOT READ, DO NOT COLLAPSE)
3%	4%	Not sure (DO NOT READ, DO NOT COLLAPSE)
1%	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 S4>0: How likely would you say you are to offer your employees access to the retirement savings program that is being proposed - very likely, somewhat likely, not too likely, or not at all likely?
IF S4=0: How likely would you say you would be to participate in the retirement savings program that is being proposed - very likely, somewhat likely, not too likely, or not at all likely? (SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=359)	
29%	29%	Very likely
35%	40%	Somewhat likely
9%	8%	Not too likely
22%	20%	Not likely at all
4%	3%	Don't know/Not sure (DO NOT READ)
1%	1%	Refused (DO NOT READ)

12. 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." (INTERVIEWER PROBE: Is that strongly or somewhat?) (SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
46%	51%	Strongly agree
34%	33%	Somewhat agree
2%	4%	Neither agree nor disagree (DO NOT READ)
7%	4%	Somewhat disagree
8%	6%	Strongly disagree
3%	3%	Don't know/Not sure (DO NOT READ)
1%	--	Refused (DO NOT READ)

13. Do you agree or disagree that TEXAS lawmakers should support a bill to make it easier for small business owners and those who are self-employed to access a way to save for retirement for themselves and their employees? (INTERVIEWER PROBE: Is that strongly or somewhat?) (SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
54%	60%	Strongly agree
26%	25%	Somewhat agree
2%	3%	Neither agree nor disagree (DO NOT READ)
6%*	3%	Somewhat disagree
10%*	6%	Strongly disagree
2%	2%	Don't know/Not sure (DO NOT READ)
1%	1%	Refused (DO NOT READ)

14. Thinking about the many concerns and issues that workers and employers are facing today related to the impact of the COVID-19 pandemic, do you agree or disagree that access to a state retirement savings program is important for sole business owners and employees of small businesses in Texas? (INTERVIEWER PROBE: Is that strongly or somewhat?) (SELECT ONE ANSWER)

<u>W2</u>	
(n=500)	
44%	Strongly agree
32%	Somewhat agree
3%	Neither agree nor disagree (DO NOT READ)
9%	Somewhat disagree
8%	Strongly disagree
4%	Don't know/Not sure (DO NOT READ)
<0.5%	Refused (DO NOT READ)

DEMOS

****Programmer note: If S9=12 (Non-profit industry) SKIP TO D6**

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)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
90%	94%*	For-profit business
9%*	5%	Non- profit business
1%	1%	Other (SPECIFY)_____ (DO NOT READ)
<0.5%	<0.5%	Don't know/Not sure (DO NOT READ)
--	--	Refused (DO NOT READ)

D2. And, how many years has your current company been in business in TEXAS? (PLEASE TYPE-IN NUMBER BELOW)

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

		Years
<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
47%	57%*	0-10
28%	30%	11-25
24%*	13%	26+
1%	--	Don't know/Not sure
1%	--	Refused (Do not read)

D3. 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 2019. Was it...? (READ LIST - SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
4%	3%	Less than \$0, it was negative
9%	8%	Less than \$10,000
15%	20%	\$10,000 to less than \$50,000
17%	22%	\$50,000 to less than \$100,000
14%	17%	\$100,000 to less than \$200,000
15%	11%	\$200,000 to less than \$500,000
8%	4%	\$500,000 to less than \$1 million
8%	7%	\$1 million or more
4%	2%	Don't know/Not sure (DO NOT READ)
8%	6%	Refused (DO NOT READ)

D4.. **ASK GENDER.** To ensure it is recorded accurately, could you please state your gender?

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
62%	62%	Male
38%	38%	Female
--	--	Other specified: _____
--	<0.5%	Refused

D5. What is your age as of your last birthday? (PLEASE TYPE-IN NUMBER BELOW)

_____ Age

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
6%	3%	18-29
15%	18%	30-39
20%	23%	40-49
21%	26%	50-59
13%	12%	60-64
23%*	15%	65+
3%	4%	Refused

D6. Are you registered to vote in TEXAS (DO NOT READ CHOICES – SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
92%	92%	Yes
8%	8%	No
--	1%	Don't know/Not sure
<0.5%	--	Refused

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

D7. Do you consider yourself to be a Democrat, Republican, Independent, or something else? (SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
13%	14%	Democrat
44%	41%	Republican
23%	23%	Independent
15%	12%	Something else
2%	3%	Don't know/Not sure (DO NOT READ)
5%	6%	Refused (DO NOT READ)

D8. How would you characterize your political views – very conservative, somewhat conservative, moderate, somewhat liberal, very liberal, or none of the above? (SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
22%	22%	Very conservative
24%	26%	Somewhat conservative
26%	25%	Moderate
9%	9%	Somewhat liberal
4%	4%	Very liberal
11%	10%	None of the above
1%	2%	Don't know/Not sure (DO NOT READ)
3%	2%	Refused (DO NOT READ)

D9. We would like to learn more about small businesses' retirement savings issues among the LGBTQ community. Do you identify as a member of the LGBTQ community? (SELECT ONE ANSWER)

<u>W1</u>	<u>W2</u>	
(n=501)	(n=500)	
4%	4%	Yes
92%	94%	No
4%	3%	Prefer not to say [volunteered]

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For more information on this issue in Texas, contact Tim Morstad, AARP Texas at 512-480-2436 or TMorstad@aarp.org. For more information on the methodology or the survey, contact Lona Choi-Allum at lallum@aarp.org or 202-434-6333. View this summary at www.aarp.org/txretirementsecurity and other AARP research at www.aarp.org/research.