

Employee Surveys

- **Survey #1: What do you think about your 401(K) plan?** Use this survey to gauge participants' feelings about your existing 401(k) plan. Survey results can provide great insight for employee education meetings.
- **Survey #2: What do you think about retirement plans?** This survey will help provide clarity for employers considering a 401(k) or 403(b) plan (or considering a shift from a profit sharing to matching contribution).
- **Survey #3: What do you think about our retirement plan administrator?** This survey is a great for companies with an existing retirement plan looking to change providers. It will help assess employee interest in such a change.

Note: Every company's situation is different. Please review the surveys (including both the questions and demographic information) and make any appropriate changes before providing to employees. If you need this file in a different format, please email trustsales@bpas.com

What do you think about your 401(K) plan?

Please indicate with a check or "X" your responses to the following questions

				Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Our company's current retirement program meets my needs.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	I understand the tax advantages offered by 401(k) plans.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	I understand our retirement plan rules and provisions.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	I am comfortable using our retirement plan website.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	I understand the difference between the funds offered in our retirement plan.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	I am satisfied with the variety of funds offered in our retirement plan.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	Our retirement plan has been effectively communicated to participants.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	I will be counting on our company retirement plans as a primary source of income to fund my retirement.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	I have a sense of how much I need to save to secure a comfortable retirement.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	The ability to access my 401(k) account in the event of emergency is important to me.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11	I am comfortable selecting the investments within our retirement plan.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	I would describe myself as an aggressive investor.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13	Having a 401(k) plan makes our company look more attractive to prospective employees.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14	I am satisfied with the number of fund options offered in our retirement plan			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15	Our plan's matching contribution feature is an effective incentive for me to save.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16	Your Age: <input type="radio"/> 18 to 29 <input type="radio"/> 30 to 39 <input type="radio"/> 40 to 49 <input type="radio"/> 50 to 64 <input type="radio"/> 65 or older	Number of years with company:	Your annual compensation: <input type="radio"/> less than \$20,000 <input type="radio"/> \$20,000 - \$40,000 <input type="radio"/> \$40,000 - \$70,000 <input type="radio"/> above \$70,000	Your current rate of deferral (<i>percent you contribute</i>): %	Your approximate balance in plan: \$			
17	Comments (<i>Please use back of survey if you need additional space</i>):							

What do you think about retirement plans?

Please indicate with a check or "X" your responses to the following questions

				Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	To retire one day, I will need to contribute to a 401(k) or similar plan during my working career.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	I understand the tax advantages offered by 401(k) plans.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	I would appreciate being able to contribute to a 401(k) plan.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	I would take advantage of a 401(k) plan if it was offered.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	Having a 401(k) would make our company more attractive to prospective employees / new hires.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	Having a matching formula within our plan would entice employees to contribute their own money to the plan.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	Employees recognize that they are responsible for saving for their own retirement.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	I believe that Social Security will provide most of what I need in retirement.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	I would be comfortable selecting investments within a 401(k) plan			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	I would find a 401(k) plan more attractive if a loan provision were included.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11	I can afford to save some of my pay through a 401(k) plan.			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	Your Age: <input type="radio"/> 18 to 29 <input type="radio"/> 30 to 39 <input type="radio"/> 40 to 49 <input type="radio"/> 50 to 64 <input type="radio"/> 65 or older	Number of years with company:	Your annual compensation: <input type="radio"/> less than \$25,000 <input type="radio"/> \$25,000 - \$50,000 <input type="radio"/> \$50,000 - \$75,000 <input type="radio"/> above \$75,000	If we offer a 401(k) plan, the percent of my income I plan to contribute:		%	Amount you plan to rollover into the new plan: \$	
13	Comments (Please use back of survey if you need additional space):							

What do you think about our retirement plan administrator?

Please indicate with a check or "X" your responses to the following questions

		<i>Strongly Agree</i>	<i>Agree</i>	<i>Neutral</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
1	Our company retirement plan is well understood by employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Our current administrator has done a good job educating employees about the plan and our investment options.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	I am comfortable making investment decisions among the range of mutual funds offered within our plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	When it comes to a retirement plan, different employees have different investment needs (younger versus older employees, conservative versus aggressive investment style, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	Our plan has an adequate array of investment options.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	I am comfortable using our plan's participant website to access my account.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	I understand our plan's design and provisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	Our current administrator is accessible and has done a good job answering my questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	We receive a quality array of communication materials concerning our plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	I consider myself knowledgeable on economic issues and personal investing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11	I would like more assistance or guidance in the way I invest my account.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	I understand what fees are charged within our retirement plan.					
13	<div style="display: flex; justify-content: space-between;"> <div style="width: 20%;"> Your Age: <input type="radio"/> 18 to 29 <input type="radio"/> 30 to 39 <input type="radio"/> 40 to 49 <input type="radio"/> 50 to 64 <input type="radio"/> 65 or older </div> <div style="width: 20%;"> Number of years with company: <div style="border: 1px solid black; height: 40px; width: 100%;"></div> </div> <div style="width: 20%;"> Your annual compensation: <input type="radio"/> less than \$25,000 <input type="radio"/> \$25,000 - \$50,000 <input type="radio"/> \$50,000 - \$75,000 <input type="radio"/> above \$75,000 </div> <div style="width: 20%;"> Your current rate of deferral (<i>percent you contribute</i>): <div style="border: 1px solid black; height: 40px; width: 100%;"></div> <div style="text-align: right; margin-top: 5px;">%</div> </div> <div style="width: 20%;"> Your approximate balance in plan: <div style="border: 1px solid black; height: 40px; width: 100%;"></div> <div style="text-align: right; margin-top: 5px;">\$</div> </div> </div>					
14	Comments (<i>Please use back of survey if you need additional space</i>): <div style="border: 1px solid black; height: 150px; width: 100%;"></div>					