



## What makes retirement satisfying?

Finances, standard of living, and personal control are primary drivers of retiree satisfaction.

**14%** say retirement is worse than expected

### Unsatisfied retirees have:

- Income
- + Debt
- Retirement assets

**31%**

hadn't reached asset, age, or savings goals when they retired

**48%**

expect to have to reduce their standard of living

**85%** say retirement is as good or better than expected

### Satisfied retirees have:

- + Income
- Debt
- + Retirement assets

**76%**

live as well or better in retirement

**62%**

retired when they were ready

## UNSATISFIED RETIREES

### Access remains limited

**36%** of workers don't have access to the defined contribution (DC) system

### But 401(k)s work

**72%** retire ready when they've had access to the DC system for 20+ years<sup>1</sup>

401(k)s



### Encourage workers to use them



#### PLAN DESIGN

Auto-enroll at 6% default deferral  
Auto-escalation to a 15% savings rate



#### COMMUNICATIONS

Health care costs  
When/how someone retires  
Post-retirement employment  
Causes of unsuccessful retirements