



## National Survey Results

**Q1** Many working Americans manage personal finances along with their professional responsibilities. Do you manage any of the financial matters associated with your life?

Yes ..... 97%  
 No ..... 3%  
 Not sure ..... 0%

**Q2** How much stress or anxiety does your personal financial situation cause you: a significant amount, a moderate amount, a small amount, or none at all?

Significant amount of stress ..... 26%  
 Moderate amount of stress ..... 30%  
 Small amount of stress ..... 32%  
 None at all ..... 12%

**Q3** How often do you use time during your work day to manage or deal with your personal finances – managing credit cards, bank accounts, meetings with financial advisors, researching information related to finances, etc: more than once per week, about once a week, more than once a month, about once a month, rarely, or never?

More than once a week ..... 19%  
 About once a week ..... 21%  
 More than once a month ..... 12%  
 About once a month ..... 16%  
 Rarely ..... 18%  
 Never ..... 15%

**Q4** What area of your financial well-being is most important to you: managing debt, tax issues, monthly bills and expenses, saving for retirement, saving for your children's future, or something else?

Managing debt ..... 18%  
 Tax issues ..... 12%  
 Monthly bills and expenses ..... 32%  
 Saving for retirement ..... 23%  
 Saving for children's future ..... 7%  
 Something else ..... 9%

**Q5** Do you believe stress or anxiety caused by a financial situation can impact a person's ability to do their job?

Yes ..... 76%  
 No ..... 14%  
 Not sure ..... 10%

**Q6** Have you worked with colleagues or co-workers whose financial stress has impacted their job performance?

Yes ..... 48%  
 No ..... 32%  
 Not sure ..... 19%

**Q7** At any time during your career, do you believe financial stress has impacted your ability to do your job?

Yes ..... 28%  
 No ..... 65%  
 Not sure ..... 7%





**Q8** Does your employer provide any support, assistance, or benefits to employees who are seeking financial information or answers to personal financial questions?

Yes ..... 37%  
 No ..... 50%  
 Not sure ..... 13%

**Q9** Is improving or maintaining your physical health something personally important to you?

Yes ..... 89%  
 No ..... 9%  
 Not sure ..... 2%

**Q10** Does your employer provide any support, assistance, or benefits other than health insurance to employees who are trying to improve their physical health and wellness, like wellness coaching, exercise facilities, nutrition counselling, informational resources, etc.?

Yes ..... 41%  
 No ..... 55%  
 Not sure ..... 4%

**Q11** Do you think your employer cares about the physical health and wellness of you and other employees?

Yes ..... 61%  
 No ..... 30%  
 Not sure ..... 9%

**Q12** How frequently do you exercise - walk, jog, stretch, workout, etc. - during your workday: often, sometimes, or never?

Often ..... 31%  
 Sometimes ..... 43%  
 Never ..... 26%

**Q13** How frequently do you take time to focus on your emotional or mental health during your workday by doing things like stress reduction activities, mindfulness techniques, relaxation or meditation breaks, etc.?

Often ..... 16%  
 Sometimes ..... 40%  
 Never ..... 44%

**Q14** What area of physical health and well-being is most important to you personally: nutrition and healthy eating, weight loss and physical fitness, emotional and mental wellbeing, disease management, or something else?

Nutrition and healthy eating ..... 34%  
 Weight loss and physical fitness ..... 33%  
 Emotional and mental well being ..... 20%  
 Disease management ..... 6%  
 Something else ..... 8%

**Q15** What area of physical health and well-being could benefit your colleagues and co-workers the most: nutrition and healthy eating, weight loss and physical fitness, emotional and mental wellbeing, time management, or something else?

Nutrition and healthy eating ..... 29%  
 Weight loss and physical fitness ..... 31%  
 Emotional and mental well being ..... 20%  
 Time management ..... 9%  
 Something else ..... 11%

**Q16** If you are a woman, press 1. If a man, press 2.

Woman ..... 53%  
 Man ..... 47%





**Q17** If you are Hispanic, press 1. If you are white, press 2. If African American, press 3. If other, press 4.

<i>Hispanic</i> .....	14%
<i>White</i> .....	67%
<i>African-American</i> .....	12%
<i>Other</i> .....	7%

**Q18** If you are 18 to 45 years old, press 1. If 46 to 65, press 2. If you are older than 65, press 3.

<i>18 to 45</i> .....	38%
<i>46 to 65</i> .....	48%
<i>Older than 65</i> .....	14%

**Q19** What kind of industry do you work in?- Service industry, Retail or wholesale trade, Finance, insurance, or real estate, Construction or minerals industry, Manufacturing business, Transportation, communication, or utilities, Education, Health care, Government employee, or other?

<i>Service industry</i> .....	19%
<i>Retail or wholesale trade</i> .....	9%
<i>Finance, insurance, or real estate</i> .....	9%
<i>Construction or minerals industry</i> .....	6%
<i>Manufacturing business</i> .....	8%
<i>Transportation, communication, or utilities</i> .....	5%
<i>Education</i> .....	14%
<i>Health care</i> .....	11%
<i>Government employee</i> .....	8%
<i>Other</i> .....	11%

**Q20** If you make less than \$25,000 a year, press 1. If you make between \$25,000 and \$50,000 a year, press 2. If you make between \$50,000 and \$75,000 a year, press 3. If you make between \$75,000 and \$100,000 a year, press 4. If you make more than \$100,000 a year, press 5.

<i>Less than \$25,000 a year</i> .....	23%
<i>Between \$25,000 and \$50,000</i> .....	29%
<i>Between \$50,000 and \$75,000</i> .....	20%
<i>Between \$75,000 and \$100,000</i> .....	11%
<i>More than \$100,000</i> .....	13%
<i>Don't Care to Say</i> .....	3%





	Base	Gender	
		Wom...	Man
<b>Manage Personal Finances Yes/No</b>			
Yes	97%	95%	99%
No	3%	5%	1%
Not sure	0%	-	0%

	Base	Gender	
		Wom...	Man
<b>Personal Financial Situation Stress Level</b>			
Significant amount of stress	26%	28%	25%
Moderate amount of stress	30%	30%	31%
Small amount of stress	32%	34%	29%
None at all	12%	9%	15%

	Base	Gender	
		Wom...	Man
<b>Time During Work Day Managing Personal Finances</b>			
More than once a week	19%	18%	20%
About once a week	21%	22%	20%
More than once a month	12%	10%	15%
About once a month	16%	15%	16%
Rarely	18%	16%	20%
Never	15%	19%	10%

	Base	Gender	
		Wom...	Man
<b>Most Important Area of Financial Well-Being</b>			
Managing debt	18%	18%	18%
Tax issues	12%	13%	10%
Monthly bills and expenses	32%	29%	34%
Saving for retirement	23%	22%	23%
Saving for children's future	7%	7%	6%
Something else	9%	10%	8%

	Base	Gender	
		Wom...	Man
<b>Financial Stress Impact Job Performance Yes/No</b>			
Yes	76%	71%	81%
No	14%	14%	14%
Not sure	10%	15%	5%

	Base	Gender	
		Wom...	Man
<b>Colleagues Financial Stress Impacted Job Performance Yes/No</b>			
Yes	48%	44%	54%
No	32%	36%	29%
Not sure	19%	21%	17%





	Base	Gender	
		Wom...	Man
<b>Financial Stress Impacted Job Performance Yes/No</b>			
Yes	28%	24%	34%
No	65%	69%	60%
Not sure	7%	7%	6%

	Base	Gender	
		Wom...	Man
<b>Employer Provide Financial Help Support Yes/No</b>			
Yes	37%	33%	42%
No	50%	52%	48%
Not sure	13%	16%	9%

	Base	Gender	
		Wom...	Man
<b>Physical Health Improvement Important Yes/No</b>			
Yes	89%	87%	90%
No	9%	9%	9%
Not sure	2%	4%	1%

	Base	Gender	
		Wom...	Man
<b>Employer Provide Physical Health Support Yes/No</b>			
Yes	41%	34%	49%
No	55%	61%	48%
Not sure	4%	5%	4%

	Base	Gender	
		Wom...	Man
<b>Employer Care about Physical Health of Employees Yes/No</b>			
Yes	61%	59%	63%
No	30%	31%	30%
Not sure	9%	10%	7%

	Base	Gender	
		Wom...	Man
<b>Exercise Frequency during Workday</b>			
Often	31%	30%	32%
Sometimes	43%	42%	45%
Never	26%	29%	23%





	Base	Gender	
		Wom...	Man
<b>Mental Health Focus Frequency during Workday</b>			
Often	16%	21%	10%
Sometimes	40%	40%	40%
Never	44%	39%	50%

	Base	Gender	
		Wom...	Man
<b>Most Important Area of Physical Health</b>			
Nutrition and healthy eating	34%	36%	31%
Weight loss and physical fitness	33%	28%	38%
Emotional and mental well being	20%	22%	17%
Disease management	6%	6%	6%
Something else	8%	8%	8%

	Base	Gender	
		Wom...	Man
<b>Area of Physical Health Most Benefit Colleagues</b>			
Nutrition and healthy eating	29%	27%	30%
Weight loss and physical fitness	31%	30%	33%
Emotional and mental well being	20%	22%	19%
Time management	9%	10%	8%
Something else	11%	11%	10%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Manage Personal Finances Yes/No</b>					
Yes	97%	96%	97%	96%	98%
No	3%	4%	2%	4%	2%
Not sure	0%	-	0%	-	-





	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Personal Financial Situation Stress Level</b>					
<b>Significant amount of stress</b>	26%	51%	18%	46%	23%
<b>Moderate amount of stress</b>	30%	25%	33%	22%	26%
<b>Small amount of stress</b>	32%	18%	36%	23%	30%
<b>None at all</b>	12%	6%	12%	9%	22%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Time During Work Day Managing Personal Finances</b>					
<b>More than once a week</b>	19%	28%	17%	25%	7%
<b>About once a week</b>	21%	24%	19%	25%	29%
<b>More than once a month</b>	12%	11%	12%	16%	13%
<b>About once a month</b>	16%	22%	14%	16%	15%
<b>Rarely</b>	18%	8%	20%	15%	22%
<b>Never</b>	15%	7%	18%	3%	14%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Most Important Area of Financial Well-Being</b>					
<b>Managing debt</b>	18%	34%	16%	25%	1%
<b>Tax issues</b>	12%	21%	9%	16%	13%
<b>Monthly bills and expenses</b>	32%	20%	36%	29%	19%
<b>Saving for retirement</b>	23%	12%	25%	13%	38%
<b>Saving for children's future</b>	7%	8%	5%	10%	14%
<b>Something else</b>	9%	5%	10%	7%	16%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Financial Stress Impact Job Performance Yes/No</b>					
<b>Yes</b>	76%	73%	78%	73%	65%
<b>No</b>	14%	23%	12%	11%	19%
<b>Not sure</b>	10%	5%	10%	16%	16%





	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Colleagues Financial Stress Impacted Job Performance Yes/No</b>					
Yes	48%	58%	49%	44%	38%
No	32%	28%	32%	36%	36%
Not sure	19%	14%	19%	21%	26%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Financial Stress Impacted Job Performance Yes/No</b>					
Yes	28%	26%	28%	34%	26%
No	65%	65%	64%	65%	67%
Not sure	7%	9%	7%	1%	7%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Employer Provide Financial Help Support Yes/No</b>					
Yes	37%	36%	34%	41%	61%
No	50%	53%	53%	43%	28%
Not sure	13%	10%	13%	15%	11%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Physical Health Improvement Important Yes/No</b>					
Yes	89%	80%	91%	81%	97%
No	9%	19%	7%	14%	3%
Not sure	2%	2%	2%	4%	-

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Employer Provide Physical Health Support Yes/No</b>					
Yes	41%	35%	40%	48%	51%
No	55%	65%	56%	43%	45%
Not sure	4%	-	5%	8%	4%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Employer Care about Physical Health of Employees Yes/No</b>					
Yes	61%	57%	61%	69%	54%
No	30%	32%	30%	28%	33%
Not sure	9%	11%	9%	2%	13%







	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Exercise Frequency during Workday</b>					
Often	31%	28%	31%	27%	38%
Sometimes	43%	41%	42%	52%	44%
Never	26%	31%	27%	21%	18%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Mental Health Focus Frequency during Workday</b>					
Often	16%	9%	16%	19%	24%
Sometimes	40%	46%	38%	47%	30%
Never	44%	45%	45%	33%	46%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Most Important Area of Physical Health</b>					
Nutrition and healthy eating	34%	33%	28%	48%	62%
Weight loss and physical fitness	33%	36%	37%	16%	18%
Emotional and mental well being	20%	15%	21%	24%	11%
Disease management	6%	9%	6%	4%	1%
Something else	8%	7%	8%	8%	7%

	Base	Race			
		Hispani- c	White	African- Americ...	Other
<b>Area of Physical Health Most Benefit Colleagues</b>					
Nutrition and healthy eating	29%	41%	23%	43%	33%
Weight loss and physical fitness	31%	28%	34%	20%	30%
Emotional and mental well being	20%	3%	23%	25%	18%
Time management	9%	10%	10%	2%	15%
Something else	11%	19%	10%	11%	4%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Manage Personal Finances Yes/No</b>				
Yes	97%	97%	97%	97%
No	3%	3%	2%	3%
Not sure	0%	-	0%	-

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Personal Financial Situation Stress Level</b>				
Significant amount of stress	26%	41%	18%	15%
Moderate amount of stress	30%	35%	27%	30%
Small amount of stress	32%	19%	40%	37%
None at all	12%	6%	15%	18%





	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Time During Work Day Managing Personal Finances</b>				
More than once a week	19%	24%	14%	20%
About once a week	21%	24%	19%	18%
More than once a month	12%	14%	11%	12%
About once a month	16%	15%	16%	16%
Rarely	18%	13%	21%	19%
Never	15%	9%	19%	14%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Most Important Area of Financial Well-Being</b>				
Managing debt	18%	22%	14%	21%
Tax issues	12%	14%	10%	11%
Monthly bills and expenses	32%	33%	33%	24%
Saving for retirement	23%	13%	31%	22%
Saving for children's future	7%	10%	4%	7%
Something else	9%	8%	8%	15%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Financial Stress Impact Job Performance Yes/No</b>				
Yes	76%	83%	71%	71%
No	14%	11%	16%	12%
Not sure	10%	6%	12%	17%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Colleagues Financial Stress Impacted Job Performance Yes/No</b>				
Yes	48%	62%	42%	32%
No	32%	23%	39%	38%
Not sure	19%	15%	19%	30%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Financial Stress Impacted Job Performance Yes/No</b>				
Yes	28%	36%	24%	21%
No	65%	55%	71%	70%
Not sure	7%	9%	4%	9%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Employer Provide Financial Help Support Yes/No</b>				
Yes	37%	39%	39%	24%
No	50%	48%	51%	54%
Not sure	13%	13%	10%	22%





	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Physical Health Improvement Important Yes/No</b>				
Yes	89%	87%	92%	83%
No	9%	13%	6%	8%
Not sure	2%	-	2%	9%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Employer Provide Physical Health Support Yes/No</b>				
Yes	41%	39%	46%	28%
No	55%	58%	49%	65%
Not sure	4%	3%	5%	7%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Employer Care about Physical Health of Employees Yes/No</b>				
Yes	61%	60%	62%	61%
No	30%	33%	29%	27%
Not sure	9%	7%	9%	12%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Exercise Frequency during Workday</b>				
Often	31%	26%	34%	31%
Sometimes	43%	43%	43%	43%
Never	26%	30%	23%	25%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Mental Health Focus Frequency during Workday</b>				
Often	16%	21%	14%	10%
Sometimes	40%	36%	41%	46%
Never	44%	42%	45%	44%

	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Most Important Area of Physical Health</b>				
Nutrition and healthy eating	34%	32%	33%	42%
Weight loss and physical fitness	33%	19%	43%	35%
Emotional and mental well being	20%	29%	15%	11%
Disease management	6%	8%	4%	6%
Something else	8%	12%	6%	5%



	Base	Age		
		18 to 45	46 to 65	Older than ...
<b>Area of Physical Health Most Benefit Colleagues</b>				
<b>Nutrition and healthy eating</b>	29%	27%	30%	29%
<b>Weight loss and physical fitness</b>	31%	20%	39%	34%
<b>Emotional and mental well being</b>	20%	29%	14%	16%
<b>Time management</b>	9%	10%	9%	9%
<b>Something else</b>	11%	13%	8%	11%

	Base	Industry Type												
		Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other			
Manage Personal Finances Yes/No														
Yes	97%	100%	96%	99%	100%	100%	100%	93%	92%	97%	97%			
No	3%	0%	4%	1%	-	-	-	7%	8%	3%	1%			
Not sure	0%	-	-	-	-	-	-	-	-	-	-			1%

	Base	Industry Type												
		Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other			
Personal Financial Situation Stress Level														
Significant amount of stress	26%	26%	44%	34%	34%	14%	12%	19%	34%	25%	20%			
Moderate amount of stress	30%	32%	25%	27%	29%	41%	25%	43%	22%	18%	33%			
Small amount of stress	32%	30%	23%	29%	27%	37%	47%	30%	30%	39%	33%			
None at all	12%	12%	9%	9%	11%	8%	10%	8%	14%	19%	15%			

	Base	Industry Type												
		Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other			
Time During Work Day Managing Personal Finances														
More than once a week	19%	25%	28%	35%	13%	19%	3%	12%	13%	6%	23%			
About once a week	21%	25%	9%	18%	20%	13%	30%	22%	22%	34%	15%			
More than once a month	42%	8%	27%	20%	14%	18%	10%	11%	8%	5%	9%			
About once a month	16%	23%	14%	4%	14%	28%	15%	11%	10%	16%	18%			
Rarely	18%	10%	11%	13%	25%	15%	24%	19%	20%	22%	25%			
Never	15%	9%	11%	10%	15%	8%	17%	28%	22%	17%	11%			

	Base	Industry Type												
		Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other			
Most Important Area of Financial Well Being														
Managing debt	18%	26%	27%	2%	17%	13%	15%	10%	20%	19%	23%			
Tax issues	12%	6%	19%	26%	17%	8%	8%	14%	4%	20%	4%			
Monthly bills and expenses	32%	40%	19%	23%	24%	50%	25%	24%	37%	25%	35%			
Saving for retirement	33%	16%	22%	19%	23%	29%	35%	28%	22%	21%	21%			
Saving for children's future	7%	4%	3%	15%	15%	-	9%	12%	0%	5%	4%			
Something else	9%	7%	11%	14%	3%	-	8%	10%	12%	10%	13%			

	Base	Industry Type												
		Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other			
Financial Stress Impacted Job Performance Yes/No														
Yes	78%	79%	64%	77%	82%	80%	67%	84%	65%	80%	77%			
No	14%	13%	25%	16%	5%	13%	21%	3%	19%	10%	14%			
Not sure	10%	8%	11%	7%	13%	8%	12%	13%	16%	10%	9%			

	Base	Industry Type												
		Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other			
Colleagues Financial Stress Impacted Job Performance Yes/No														
Yes	48%	50%	46%	66%	48%	55%	41%	48%	40%	41%	49%			
No	32%	41%	33%	22%	27%	25%	26%	29%	33%	36%	36%			
Not sure	19%	9%	21%	12%	25%	20%	32%	23%	27%	22%	13%			

	Base	Industry Type												
		Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other			
Financial Stress Impacted Job Performance Yes/No														
Yes	28%	29%	34%	20%	27%	42%	12%	21%	26%	32%	37%			
No	65%	65%	59%	74%	46%	56%	85%	72%	69%	63%	57%			
Not sure	7%	6%	7%	6%	23%	2%	3%	7%	5%	5%	6%			

	Industry Type										
	Base	Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other
Employer Provide Financial Help Support Yes/No											
Yes	37%	27%	33%	48%	19%	50%	42%	46%	42%	26%	40%
No	59%	60%	54%	35%	67%	41%	40%	40%	47%	67%	48%
Not sure	13%	14%	12%	18%	14%	9%	18%	14%	10%	7%	12%

	Industry Type										
	Base	Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other
Physical Health Improvement Important Yes/No											
Yes	89%	94%	78%	81%	90%	86%	87%	95%	93%	80%	91%
No	9%	3%	20%	16%	8%	12%	10%	5%	4%	18%	7%
Not sure	2%	3%	2%	2%	2%	2%	3%	1%	3%	2%	2%

	Industry Type										
	Base	Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other
Employer Provide Physical Health Support Yes/No											
Yes	41%	30%	24%	38%	43%	71%	71%	38%	41%	49%	37%
No	55%	66%	69%	62%	54%	27%	27%	58%	52%	44%	57%
Not sure	4%	4%	7%	-	3%	2%	2%	4%	8%	6%	7%

	Industry Type										
	Base	Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other
Employer Care about Physical Health of Employees Yes/No											
Yes	61%	57%	44%	60%	72%	60%	67%	69%	75%	48%	62%
No	30%	32%	46%	23%	24%	37%	27%	21%	23%	42%	29%
Not sure	9%	11%	10%	18%	4%	3%	6%	10%	1%	10%	9%

	Industry Type										
	Base	Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other
Exercise Frequency during Workday											
Often	31%	29%	45%	19%	39%	31%	46%	22%	31%	33%	30%
Sometimes	43%	42%	28%	36%	40%	49%	36%	51%	34%	50%	58%
Never	26%	28%	27%	45%	21%	20%	18%	28%	30%	16%	12%

	Industry Type										
	Base	Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other
Mental Health Focus Frequency during Workday											
Often	16%	22%	6%	7%	13%	11%	35%	17%	18%	12%	18%
Sometimes	49%	29%	53%	43%	23%	43%	15%	42%	42%	60%	42%
Never	44%	49%	41%	50%	64%	46%	49%	40%	40%	28%	40%

	Industry Type										
	Base	Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other
Most Important Area of Physical Health											
Nutrition and healthy eating	34%	44%	35%	28%	45%	20%	28%	36%	37%	26%	27%
Weight loss and physical fitness	33%	39%	31%	46%	14%	44%	29%	23%	35%	25%	34%
Emotional and mental well being	20%	15%	16%	19%	28%	16%	30%	15%	17%	38%	20%
Disease management	6%	0%	1%	-	5%	8%	3%	15%	6%	3%	13%
Something else	8%	2%	18%	8%	7%	12%	11%	11%	5%	8%	6%

	Industry Type										
	Base	Service indust...	Retail or whole-sale trade	Finance, insuranc-e, or real estate	Construction or minerals indust...	Manufacturin-g business	Transportation, communi-cation, or utilities	Educatio-n	Health care	Governme-nt employee	Other
Area of Physical Health Most Benefit Colleagues											
Nutrition and healthy eating	29%	45%	38%	11%	43%	11%	26%	21%	28%	24%	27%
Weight loss and physical fitness	31%	27%	30%	35%	7%	47%	38%	29%	34%	40%	28%
Emotional and mental well being	20%	16%	8%	22%	28%	25%	27%	26%	23%	16%	18%
Time management	9%	5%	6%	14%	10%	6%	3%	12%	3%	15%	14%
Something else	11%	5%	19%	17%	12%	10%	6%	12%	11%	5%	12%

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000...	Don't Care to Say
Manage Personal Finances Yes/No							
Yes	97%	92%	99%	100%	100%	94%	100%
No	3%	8%	1%	0%	-	6%	-
Not sure	0%	-	1%	-	-	-	-

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000...	Don't Care to Say
Personal Financial Situation Stress Level							
Significant amount of stress	26%	39%	22%	20%	29%	20%	22%
Moderate amount of stress	30%	32%	34%	35%	21%	21%	26%
Small amount of stress	32%	20%	34%	35%	39%	35%	34%
None at all	12%	9%	10%	10%	11%	24%	18%



	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	Don't Care to Say
<b>Time During Work Day Managing Personal Finances</b>							
More than once a week	19%	18%	20%	15%	19%	25%	10%
About once a week	21%	27%	22%	19%	18%	13%	16%
More than once a month	12%	10%	10%	13%	20%	9%	29%
About once a month	16%	18%	17%	18%	16%	7%	12%
Rarely	18%	15%	17%	18%	16%	27%	12%
Never	15%	12%	15%	16%	11%	18%	22%

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	Don't Care to Say
<b>Most Important Area of Financial Well-Being</b>							
Managing debt	18%	27%	20%	13%	7%	13%	26%
Tax issues	12%	12%	10%	18%	8%	10%	12%
Monthly bills and expenses	32%	35%	37%	31%	23%	25%	19%
Saving for retirement	23%	9%	17%	33%	34%	36%	26%
Saving for children's future	7%	7%	6%	3%	21%	1%	5%
Something else	9%	9%	11%	3%	7%	15%	11%

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	Don't Care to Say
<b>Financial Stress Impacted Job Performance Yes/No</b>							
Yes	76%	75%	71%	86%	70%	80%	77%
No	14%	10%	15%	10%	17%	19%	16%
Not sure	10%	14%	15%	5%	13%	1%	7%

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	Don't Care to Say
<b>Colleagues Financial Stress Impacted Job Performance Yes/No</b>							
Yes	48%	54%	49%	45%	38%	47%	60%
No	32%	27%	36%	25%	41%	39%	26%
Not sure	19%	19%	14%	30%	21%	14%	14%

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	Don't Care to Say
<b>Financial Stress Impacted Job Performance Yes/No</b>							
Yes	28%	34%	34%	17%	20%	27%	47%
No	65%	56%	59%	72%	78%	73%	53%
Not sure	7%	10%	6%	12%	2%	-	-

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	Don't Care to Say
<b>Employer Provide Financial Help Support Yes/No</b>							
Yes	37%	21%	35%	43%	41%	56%	47%
No	50%	57%	55%	51%	37%	37%	43%
Not sure	13%	21%	10%	6%	21%	7%	10%

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	Don't Care to Say
<b>Physical Health Improvement Important Yes/No</b>							
Yes	89%	83%	92%	94%	81%	90%	91%
No	9%	12%	6%	5%	19%	8%	9%
Not sure	2%	5%	2%	2%	-	2%	-

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	Don't Care to Say
<b>Employer Provide Physical Health Support Yes/No</b>							
Yes	41%	25%	34%	54%	44%	59%	51%
No	55%	67%	61%	45%	52%	40%	41%
Not sure	4%	8%	5%	2%	3%	1%	7%

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	Don't Care to Say
<b>Employer Care about Physical Health of Employees Yes/No</b>							
Yes	61%	50%	61%	71%	54%	73%	60%
No	30%	42%	34%	20%	27%	20%	26%
Not sure	9%	9%	4%	9%	18%	7%	13%

	Base	Income					
		Less than \$2-5,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	Don't Care to Say
<b>Exercise Frequency during Workday</b>							
Often	31%	36%	29%	34%	20%	30%	37%
Sometimes	43%	41%	43%	47%	37%	46%	46%
Never	26%	24%	28%	20%	43%	24%	17%





	Base	Income					Don't Care to Say
		Less than \$25,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	
<b>Mental Health Focus Frequency during Workday</b>							
Often	16%	23%	10%	13%	13%	25%	7%
Sometimes	40%	37%	42%	44%	37%	36%	42%
Never	44%	39%	48%	42%	50%	39%	51%

	Base	Income					Don't Care to Say
		Less than \$25,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	
<b>Most Important Area of Physical Health</b>							
Nutrition and healthy eating	34%	32%	31%	40%	30%	36%	40%
Weight loss and physical fitness	33%	31%	30%	31%	38%	40%	36%
Emotional and mental well being	20%	26%	26%	13%	17%	9%	5%
Disease management	6%	3%	6%	11%	-	8%	-
Something else	8%	8%	8%	5%	15%	7%	19%

	Base	Income					Don't Care to Say
		Less than \$25,000 a year	Between \$25,000 and \$50,000	Between \$50,000 and \$75,000	Between \$75,000 and \$100,000	More than \$100,000	
<b>Area of Physical Health Most Benefit Colleagues</b>							
Nutrition and healthy eating	29%	34%	28%	28%	19%	30%	30%
Weight loss and physical fitness	31%	22%	31%	30%	45%	38%	31%
Emotional and mental well being	20%	19%	27%	19%	16%	17%	3%
Time management	9%	13%	7%	11%	9%	4%	13%
Something else	11%	12%	7%	11%	11%	12%	23%

