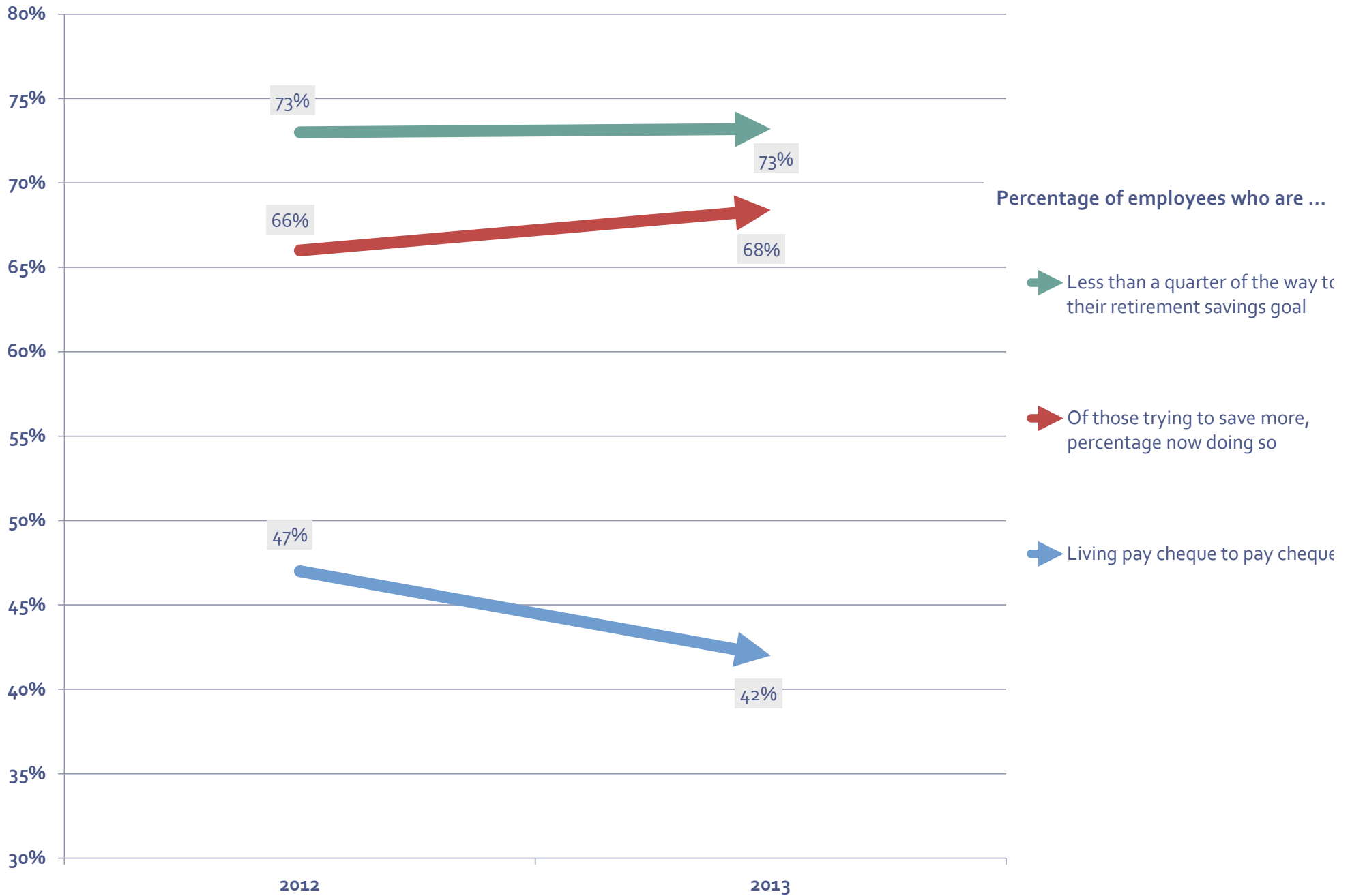


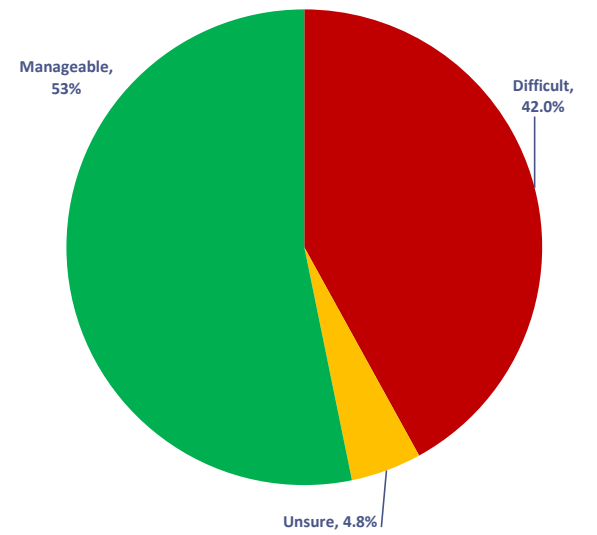
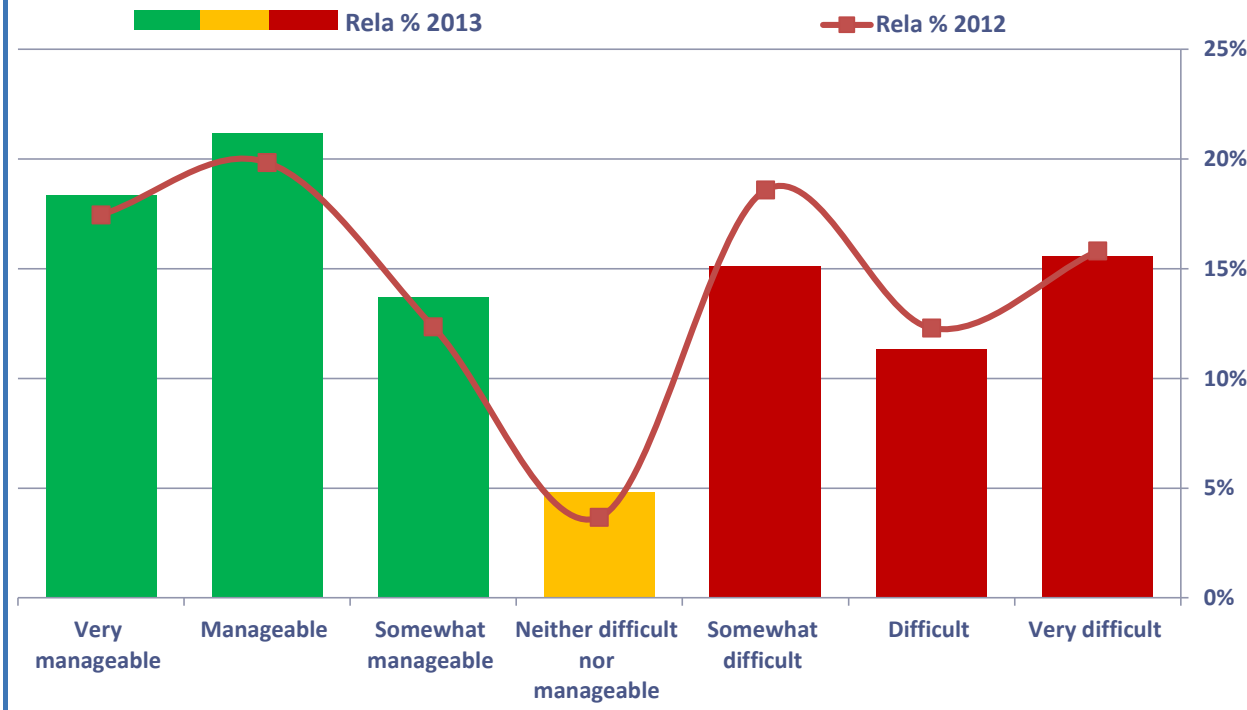
Survey of Canadian Employees Canadian Payroll Association



If your pay cheque (i.e., payment of salary or wages) was delayed for a week, how difficult would it be to meet your current financial obligations?
(Please check only one.)

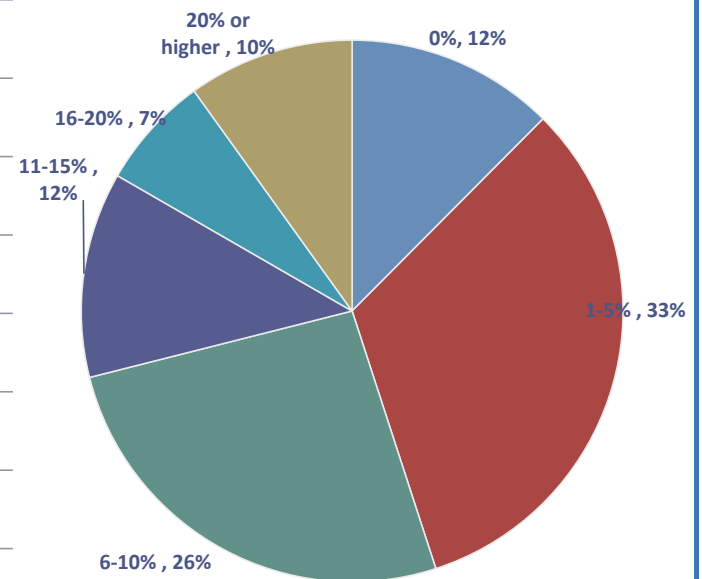
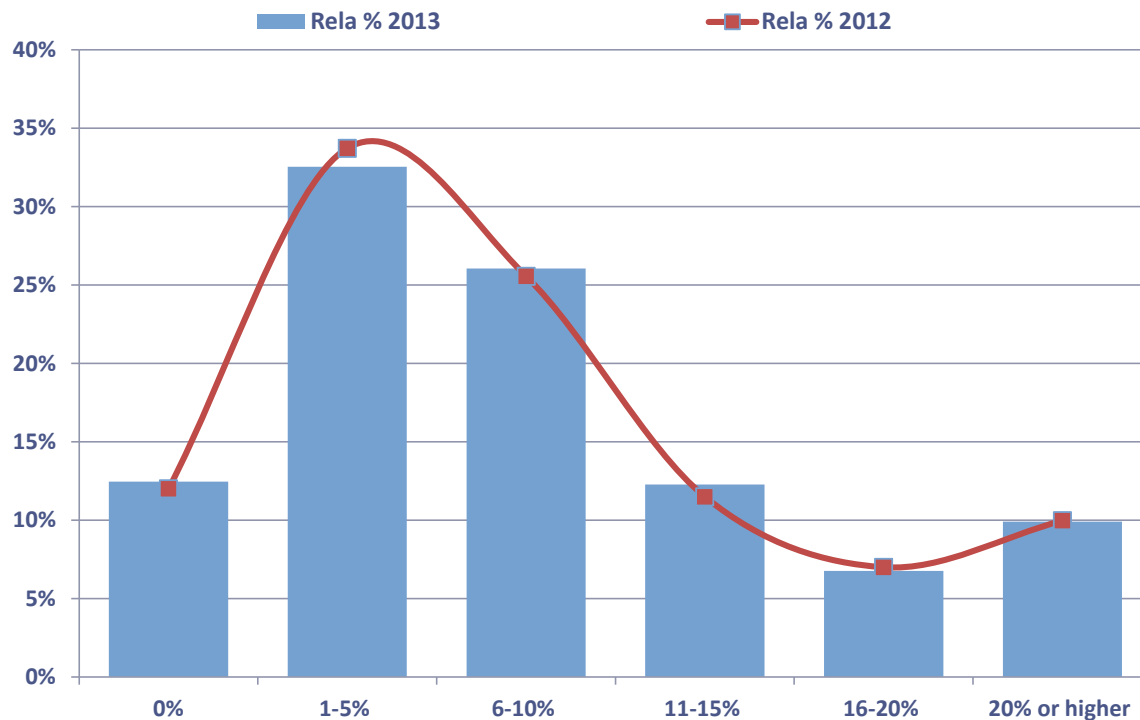
2013 Survey Results				
Response	Count	Abs %	Rela %	Rank
1 Very difficult	385	13%	16%	3
2 Difficult	280	10%	11%	6
3 Somewhat difficult	374	13%	15%	4
4 Neither difficult nor manageable	119	4%	5%	7
5 Somewhat manageable	339	12%	14%	5
6 Manageable	524	18%	21%	1
7 Very manageable	454	16%	18%	2
8 I don't know / not applicable	14	0%		8
No Response	374	13%		
Totals	2863	100%	100%	

Inter-period Comparisons	
1 year Δ (from 2012)	Rela % 2012
0%	16%
-1%	12%
-4%	19%
1%	4%
2%	12%
1%	20%
1%	17%
	100%



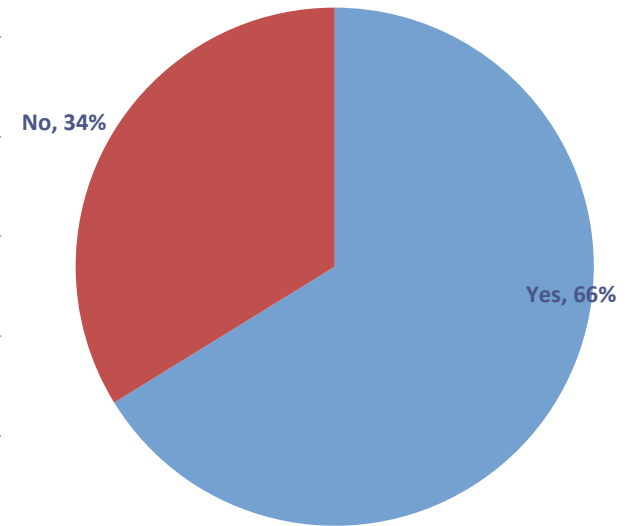
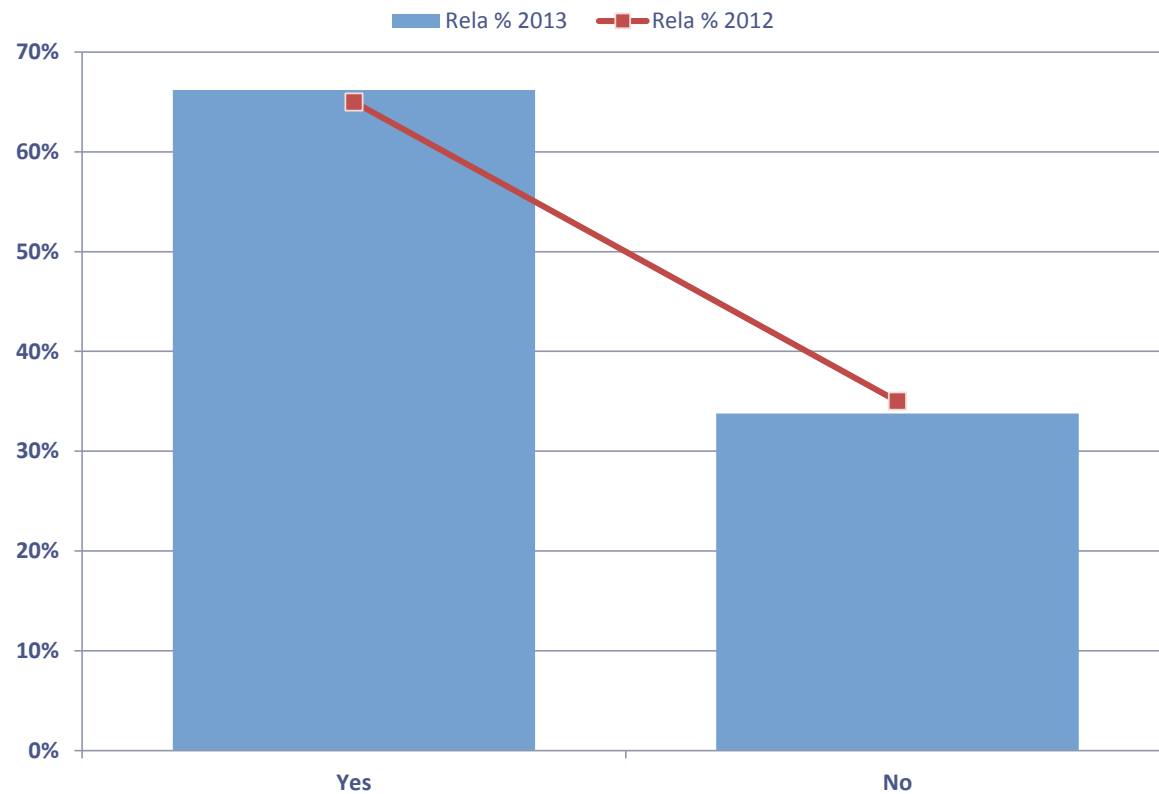
On average, what percentage of your pay cheque do you put toward savings? (Please check only one.)

2013 Survey Results					Inter-period Comparisons	
Response	Count	Abs %	Rela %	Rank	1 year Δ (from 2012)	Rela % 2012
1 0%	280	10%	12%	3	0%	12%
2 1-5%	732	26%	33%	1	-1%	34%
3 6-10%	586	20%	26%	2	0%	26%
4 11-15%	276	10%	12%	4	1%	11%
5 16-20%	152	5%	7%	6	0%	7%
6 20% or higher	223	8%	10%	5	0%	10%
7 I prefer not to respond	180	6%				
8 I don't know / not applicable	65	2%				
No Response	369	13%				
Totals	2863	100%	100%			100%



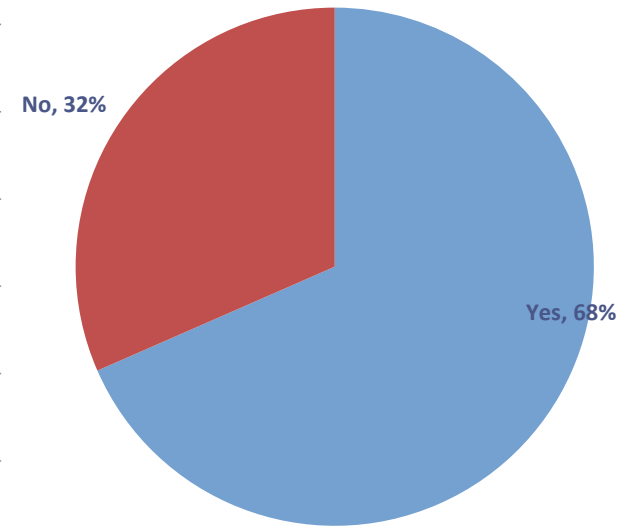
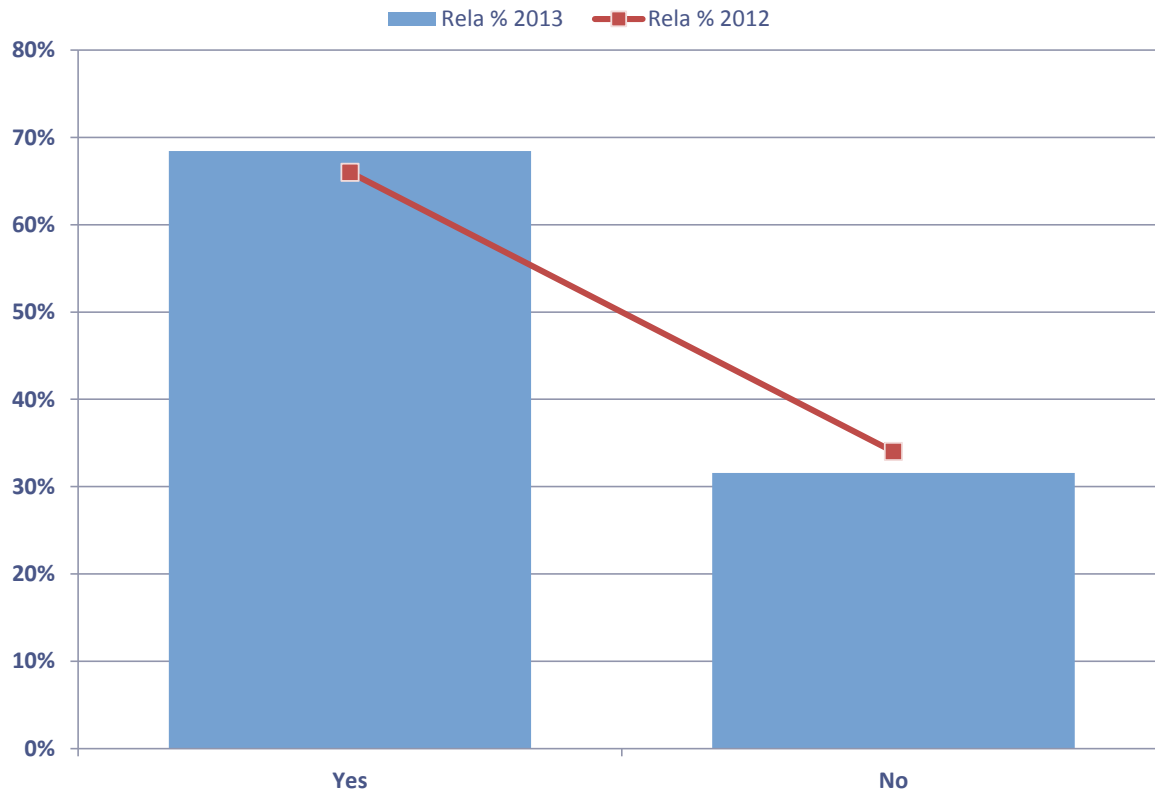
Are you trying to save more now than a year ago?

2013 Survey Results					Inter-period Comparisons	
Response	Count	Abs %	Rela %	Rank	1 year Δ (from 2012)	Rela % 2012
1 Yes	1548	54%	66%	1	1%	65%
2 No	790	28%	34%	2	-1%	35%
3 I don't know / not applicable	102	4%				
4 Other (please specify)	50	2%				
No Response	373	13%				
Totals	2863	100%	100%			100%



You have indicated that you are trying to save more now than a year ago. Have you been able to save more money than a year ago? (Please

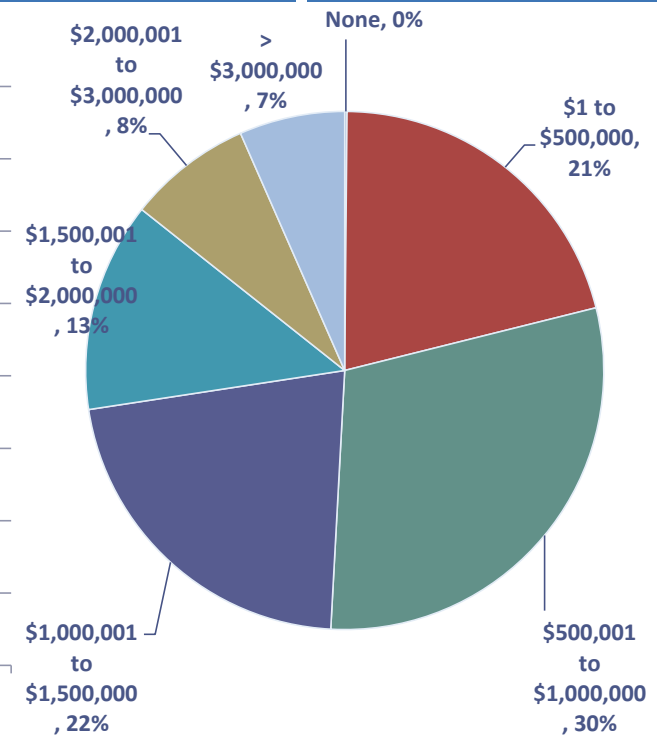
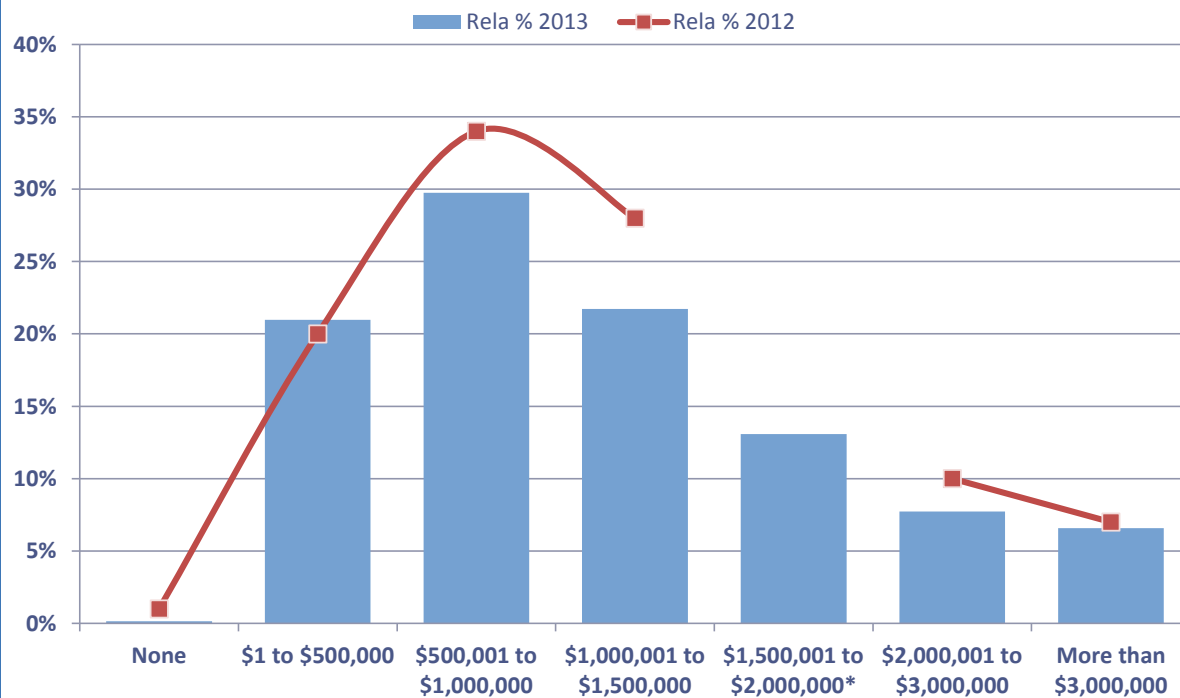
2013 Survey Results					Inter-period Comparisons	
Response	Count	Abs %	Rela %	Rank	1 year Δ (from 2012)	Rela % 2012
1 Yes	995	64%	68%	1	2%	66%
2 No	459	30%	32%	2	-2%	34%
3 I don't know / not applicable	64	4%				
4 Other (please specify)	32	2%				
No Response	0	0%				
Totals	1548	100%	100%			100%



How much money do you think you'll need to retire comfortably? (Please check only one.)

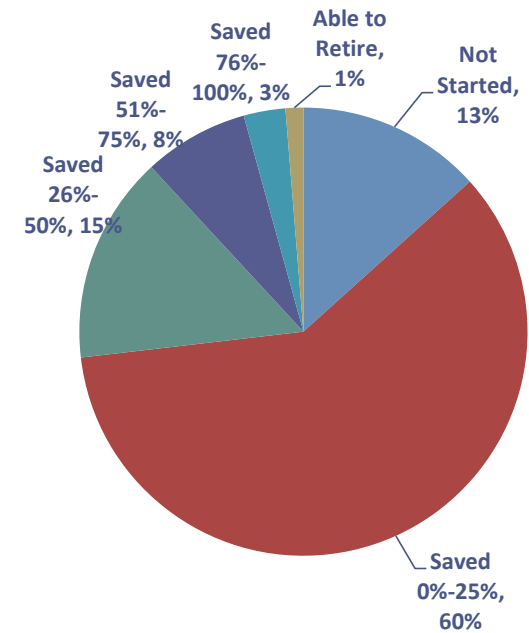
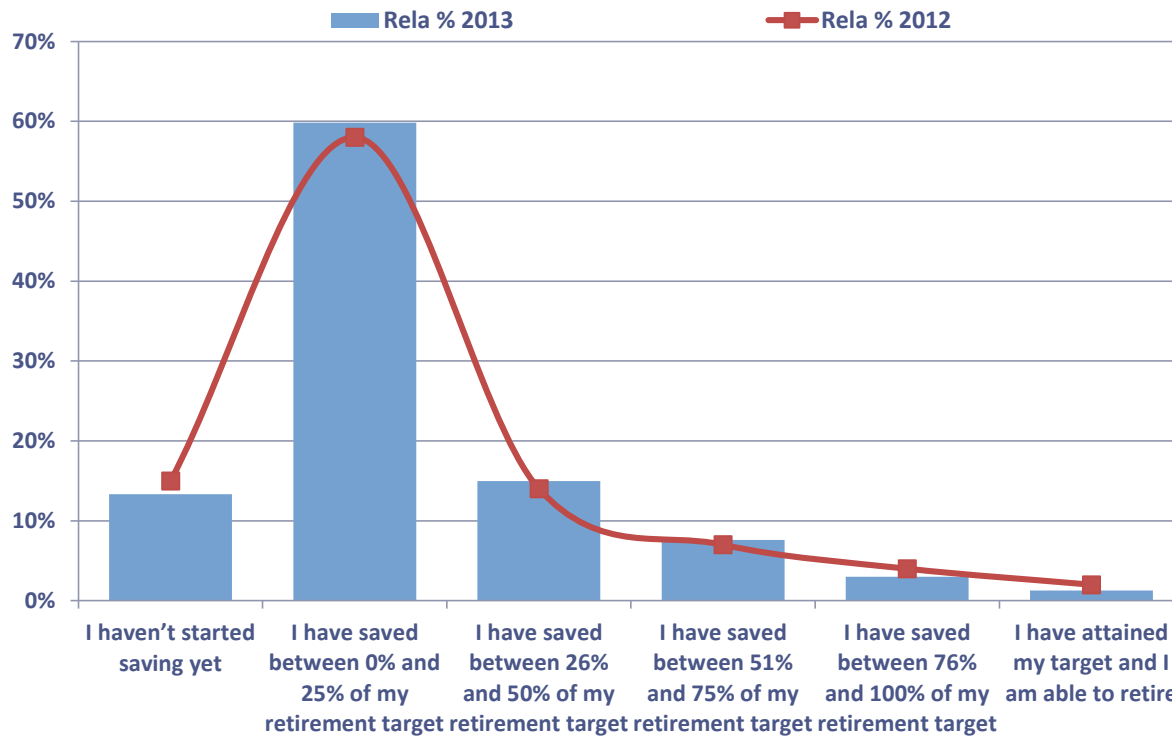
2013 Survey Results					Inter-period Comparisons	
Response	Count	Abs %	Rela %	Rank	1 year Δ (from 2012)	Rela % 2012
1 None	3	0%	0%	7	-1%	1%
2 \$1 to \$500,000	439	15%	21%	3	1%	20%
3 \$500,001 to \$1,000,000	623	22%	30%	1	-4%	34%
4 \$1,000,001 to \$1,500,000	455	16%	22%	2	7%	28%
5 \$1,500,001 to \$2,000,000*	274	10%	13%	4	-2%	10%
6 \$2,000,001 to \$3,000,000	162	6%	8%	5	0%	7%
7 More than \$3,000,000	138	5%	7%	6		
8 I don't know / not applicable	399	14%				
No Response	370	13%				
Totals	2863	100%	100%			100%

* Options added for 2013 CPA National Payroll Week Survey, not asked in previous years



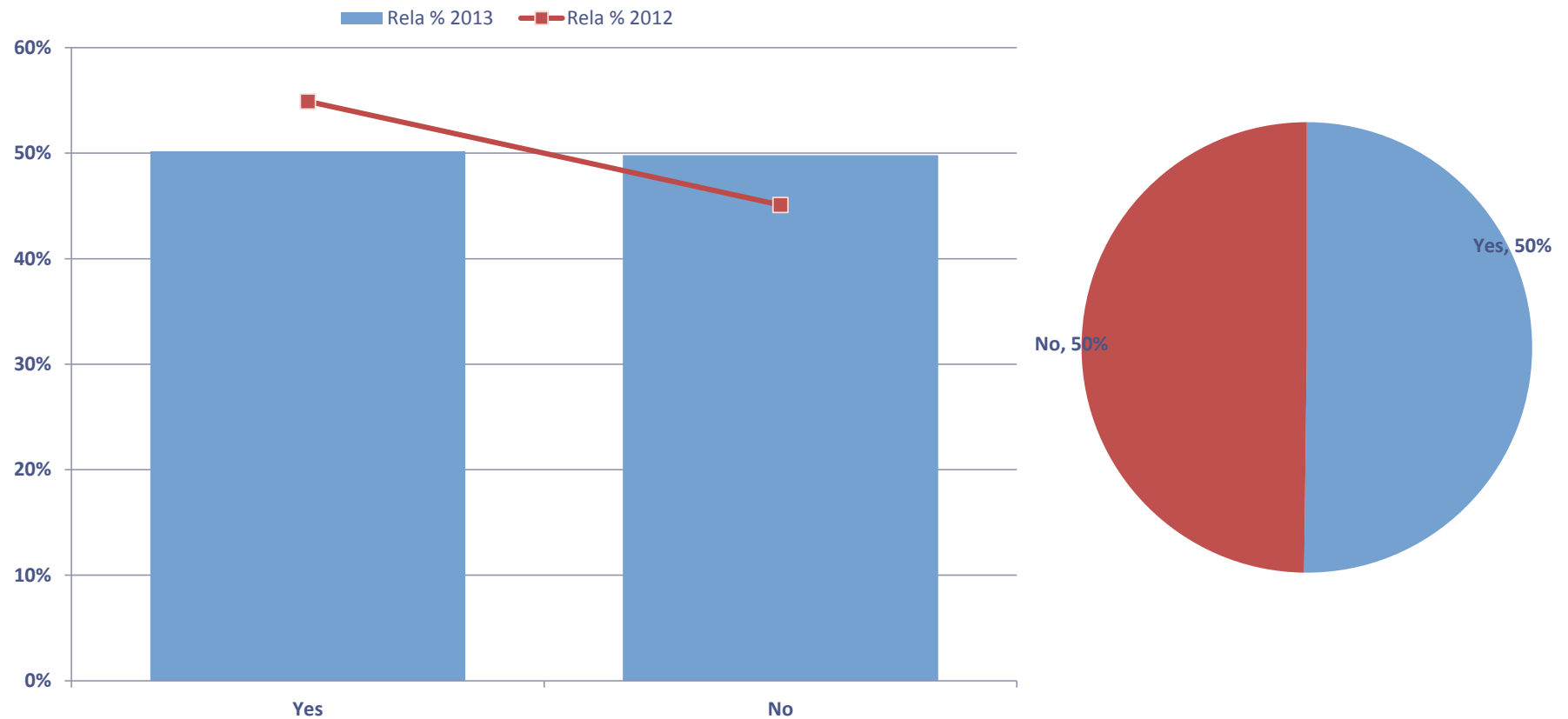
Which of the following statements best describes how close you are to your target retirement savings? (Please check only one.)

2013 Survey Results					Inter-period Comparisons	
Response	Count	Abs %	Rela %	Rank	1 year Δ (from 2012)	Rela % 2012
1 I haven't started saving yet	332	12%	13%	3	-2%	15%
2 I have saved between 0% and 25% of my retirement target	1491	52%	60%	1	2%	58%
3 I have saved between 26% and 50% of my retirement target	373	13%	15%	2	1%	14%
4 I have saved between 51% and 75% of my retirement target	189	7%	8%	4	1%	7%
5 I have saved between 76% and 100% of my retirement target	75	3%	3%	5	-1%	4%
6 I have attained my target and I am able to retire	32	1%	1%	6	-1%	2%
No Response	371	13%				
Totals	2863	100%	100%			100%



Do you have a target retirement age?

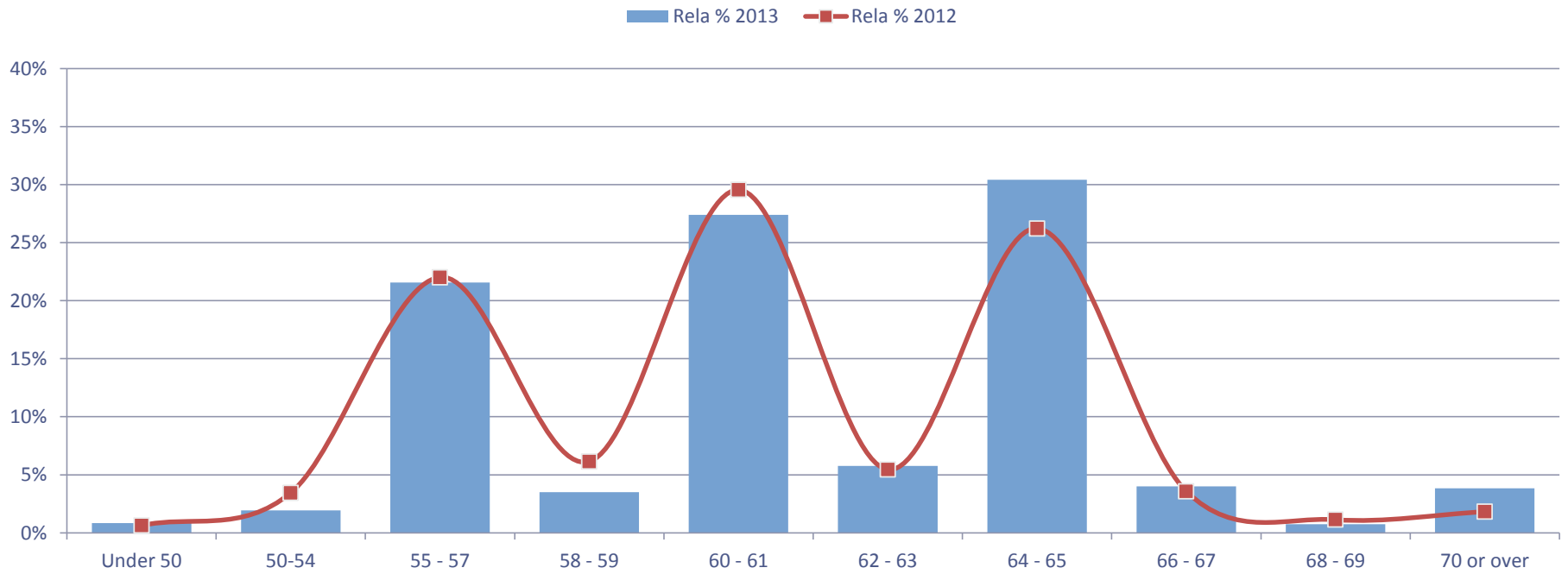
2013 Survey Results					Inter-period Comparisons	
Response	Count	Abs %	Rela %	Rank	1 year Δ (from 2012)	Rela % 2012
1 Yes	1180	41%	50%	1	-5%	55%
2 No	1171	41%	50%	2	5%	45%
3 I don't know / not applicable	141	5%				
No Response	371	13%				
Totals	2863	100%	100%			100%



What is your target retirement age? Please express your response in years.

2013 Survey Results			
Responses	Count	Rela %	Rank
Under 50	10	1%	9
50-54	23	2%	8
55 - 57	258	22%	3
58 - 59	42	4%	7
60 - 61	328	27%	2
62 - 63	69	6%	4
64 - 65	364	30%	1
66 - 67	48	4%	5
68 - 69	9	1%	10
70 or over	46	4%	6
Sub total	1197	100%	

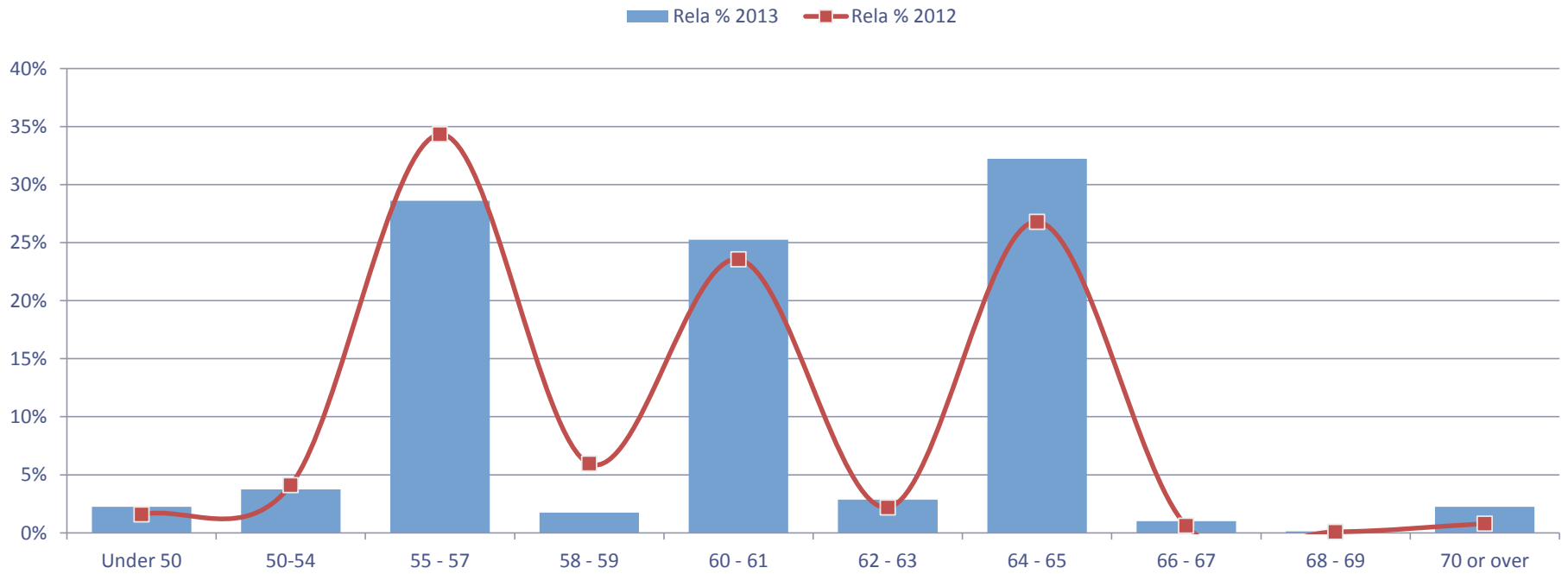
2012 Comparison	
1 year Δ	Rela %
0%	1%
-2%	3%
0%	22%
-3%	6%
-2%	30%
0%	5%
4%	26%
0%	4%
0%	1%
2%	2%
	100%



What was your target retirement age five years ago? Please express your response in years.

2013 Survey Results			
Responses	Count	Rela %	Rank
Under 50	18	2%	6
50-54	30	4%	4
55 - 57	230	29%	2
58 - 59	14	2%	8
60 - 61	203	25%	3
62 - 63	23	3%	5
64 - 65	259	32%	1
66 - 67	8	1%	9
68 - 69	1	0%	10
70 or over	18	2%	6
Sub total	804	100%	

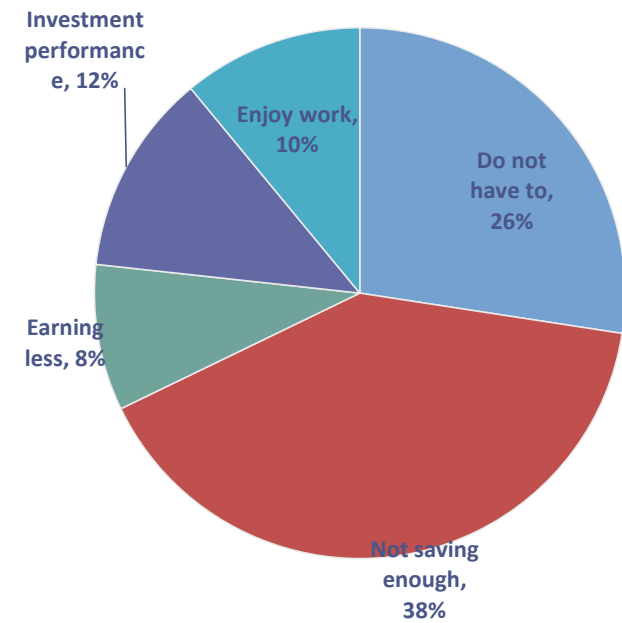
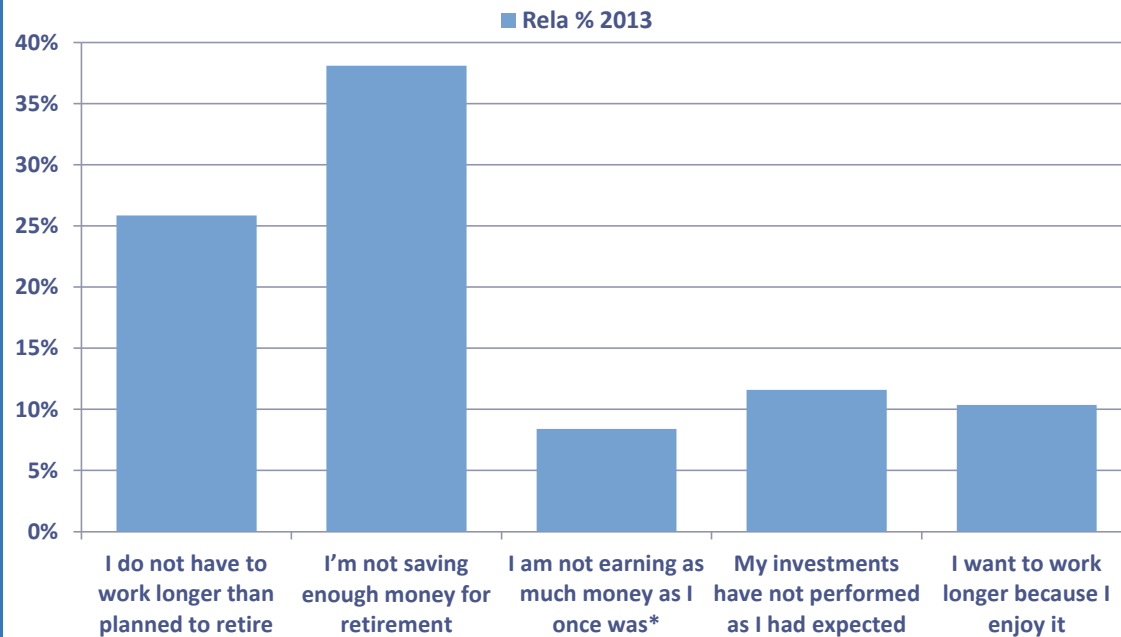
2012 Comparison	
1 year Δ	Rela %
1%	2%
0%	4%
-6%	34%
-4%	6%
2%	24%
1%	2%
5%	27%
0%	1%
0%	0%
1%	1%
	100%



If you are now going to have to work longer before retirement than you planned a few years ago, what is the primary reason? (Please check all that apply.)

2013 Survey Results					Inter-period Comparisons	
Response	Count	Abs %	Rela %	Rank	1 year Δ (from 2012)	Rela % 2012
1 I do not have to work longer than planned to retire	295	25%	26%	2	-14%	40%
2 I'm not saving enough money for retirement	363	31%	38%	1	14%	24%
3 I am not earning as much money as I once was*	73	6%	8%	5		
4 My investments have not performed as I had expected	229	19%	12%	3	-10%	22%
5 I want to work longer because I enjoy it	181	15%	10%	4	-4%	14%
6 Other (please specify):	107	9%				
7 I don't know / not applicable	280	24%				
Totals	1180	100%	100%			

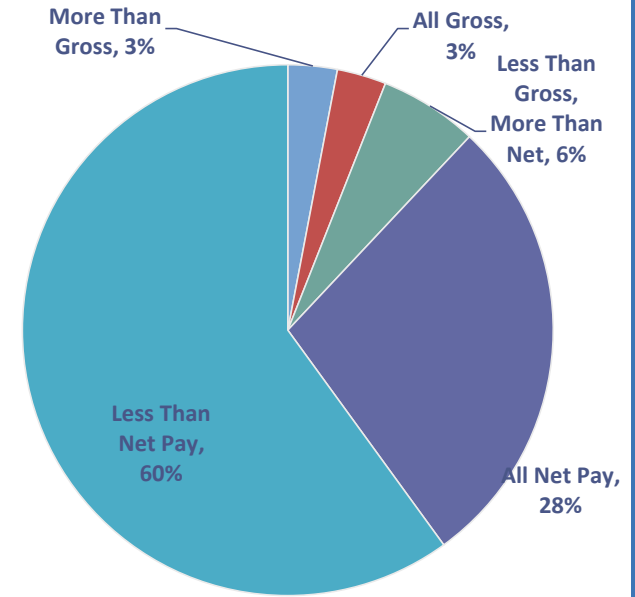
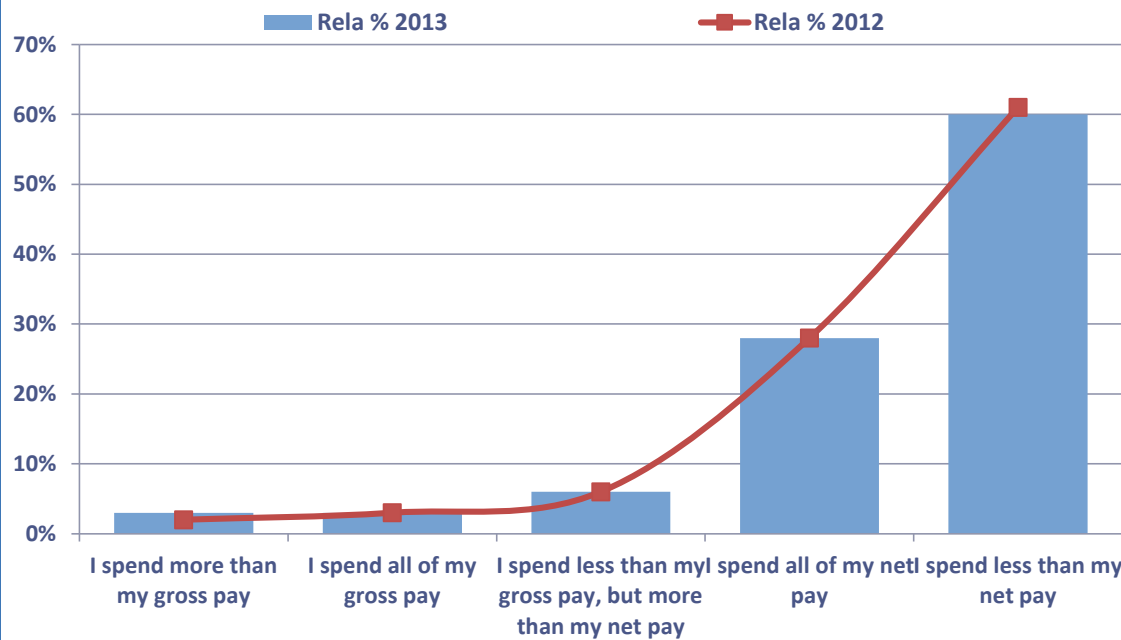
*Not asked in previous surveys



In a typical or average pay period, which of the following tends to be true for you?

2013 Survey Results				
Response	Count	Abs %	Rela %	Rank
1 I spend more than my gross pay	61	2%	3%	5
2 I spend all of my gross pay	66	2%	3%	4
3 I spend less than my gross pay, but more than my net pay	153	5%	6%	3
4 I spend all of my net pay	655	23%	28%	2
5 I spend less than my net pay	1443	50%	60%	1
6 Other (please specify):	45	2%		
7 I don't know / not applicable	173	6%		
Totals	2863	100%	100%	

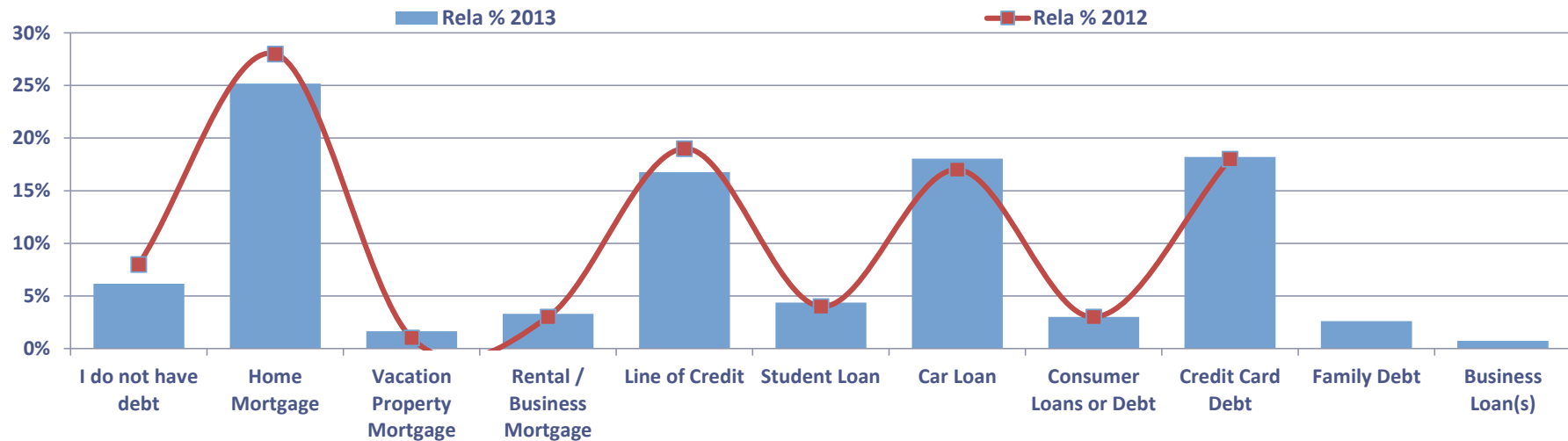
Inter-period Comparisons	
1 year Δ (from 2012)	Rela % 2012
1%	2%
0%	3%
0%	6%
0%	28%
-1%	61%



What type of debt do you currently have? (Please check all that apply.)

2013 Survey Results					Inter-period Comparisons	
Response	Count	Abs %	Rela %	Rank	1 year Δ (from 2012)	Rela % 2012
1 I do not have debt	298	10%	6%	5	-2%	8%
2 Mortgage(s) on your principal residence	1217	43%	25%	1	-3%	28%
3 Mortgage(s) on a vacation property	79	3%	2%	10	1%	1%
4 Mortgage(s) on a rental or business property	159	6%	3%	7	0%	3%
5 Line of Credit	811	28%	17%	4	-2%	19%
6 Student Loan	211	7%	4%	6	0%	4%
7 Car Loan	873	30%	18%	3	1%	17%
8 Consumer Loans or Debt	145	5%	3%	8	0%	3%
9 Credit Card Debt	880	31%	18%	2	0%	18%
10 Family Debt*	126	4%	3%	9		
11 Business Loan(s)*	36	1%	1%	11		
12 I prefer not to respond	166	6%				
13 Other Debt (Please identify)	48	2%				
No Response	329	11%				
Totals	2863	100%	100%			

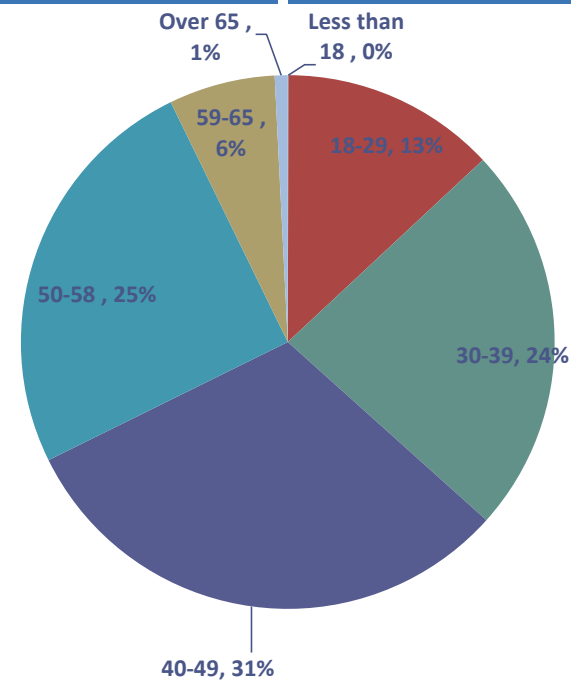
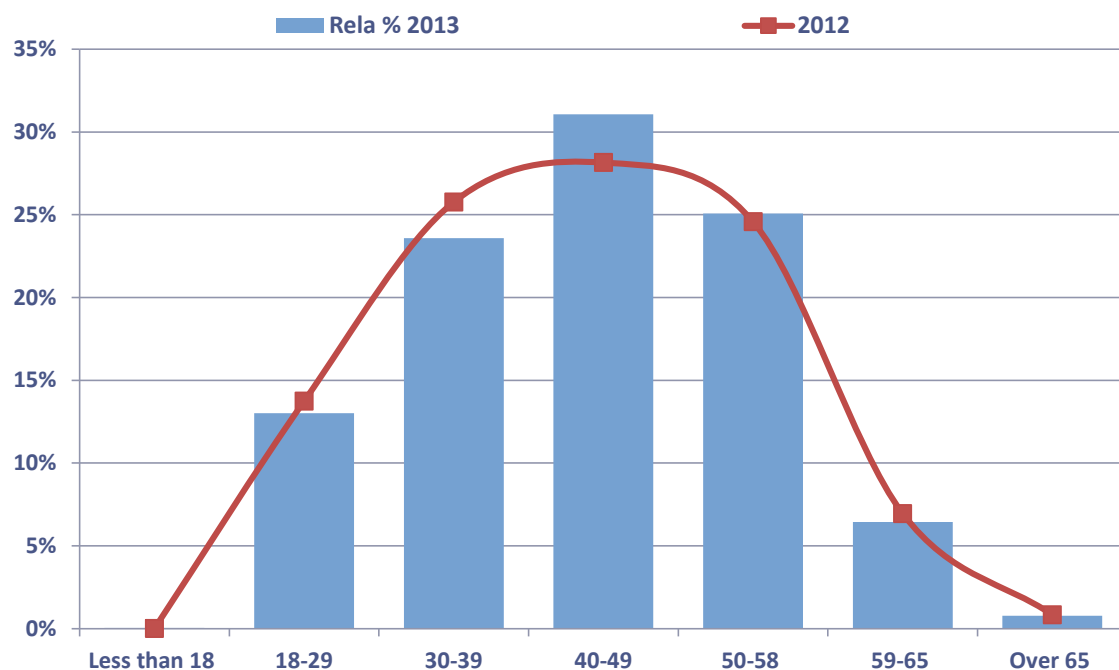
*Not asked in previous surveys.



Please indicate your age: (Please check only one.)

2013 Survey Results				
Response	Count	Abs %	Rela %	Rank
1 Less than 18	1	0%	0%	7
2 18-29	315	11%	13%	4
3 30-39	571	20%	24%	3
4 40-49	752	26%	31%	1
5 50-58	607	21%	25%	2
6 59-65	156	5%	6%	5
7 Over 65	19	1%	1%	6
8 I prefer not to answer	66	2%		
No Response	376	13%		
Totals	2863	100%	100%	

Inter-period Comparisons	
1 year Δ (from 2012)	Rela % 2012
0%	0%
-1%	14%
-2%	26%
3%	28%
0%	25%
-1%	7%
0%	1%
	100%



Provincial / Regional Findings

Questions	Canada (2863)	B.C. (321)	Alberta (308)	Sask. (78)	Manitoba (88)	Ontario (955)	Quebec (556)	Atlantic (142)
Living pay cheque to pay cheque: Percentage of employees in financial difficulty if their pay was delayed by even a week	42%	43%	46%	51%	42%	48%	24%	54%
Saving More: Of those trying to save more, percentage now doing so	68%	68%	70%	57%	77%	65%	75%	54%
Rate of Savings: Percentage of employees saving only 5% or less of their pay	45%	50%	44%	24%	37%	46%	42%	52%
Reaching retirement goals: Percentage of employees who have saved less than a quarter of their retirement goal	73%	76%	71%	71%	74%	73%	75%	69%
Debt: Percentage of employees spending at, or in excess of, their net pay	40%	34%	39%	42%	47%	40%	28%	53%