METHODOLOGY

Data included in *The State of America's Workforce* study and corresponding white paper is based on a large-scale, quantitative survey of working Americans conducted in March 2018. The survey was commissioned by the Indexed Annuity Leadership Council (IALC) and administered by Research Now, a global market research company with more than 11 million panelists. The study's retirement readiness scores are calculated based on the percent of the money needed for retirement that respondents reported already saved.

The survey included a total of 2,103 U.S. respondents aged 40-70 years-old who were employed on a full-time basis, split into two separate sample frames: **national** (n=1,003) and **industry-targeted** (n=1,100).

- The **national** sample frame (n=1,003) was further segmented to allow for analysis of occupational subgroups in alignment with classifications used by the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS).
  - The NCS classifies workers into one of 480 occupations based on duties and responsibilities. These occupations are aggregated into three broad occupational categories: white-collar, blue-collar, and service. Survey respondents employed in occupations classified as blue-collar and service were combined to a "blue- and gray-collar" aggregate category.
  - Quotas for the national study (n=1,003) were set to reach a minimum of 500 white-collar workers and 500 blue- and gray-collar workers in order to allow for statistically sound and projectable data analysis of each. Consistent with NCS classifications, blue-collar occupations include precision production, craft, and repair occupations; machine operators and inspectors; transportation and moving occupations; handlers, equipment cleaners, helpers, and laborers; and service occupations. Service, or gray-collar, workers are skilled technicians or paraprofessionals such as administrative workers and clerks.
- The **industry-targeted** sample frame (n=1,100) addressed the 11 largest blue- and gray-collar industries as classified and ranked by the BLS. These are outlined below (n=100 each) in order to enable industry-specific analysis:

Healthcare Practitioners and Technical

Transportation and Material Moving

Production

Installation, Maintenance and Repair; Building and Grounds Cleaning and Maintenance

Office and Administrative Support

Construction and Extraction

Education, Training and Library

Food Preparation and Service

Personal Care

Engineering

Protective Services