# Survey of Employers Registered With the OregonSaves Retirement Savings Program: Topline Results 

## Overview

This document contains the topline findings for the Survey of Employers Registered With the OregonSaves Retirement Savings Program, conducted for The Pew Charitable Trusts by Qualtrics. The survey was fielded online, in English, over three waves. The first wave, conducted July 29 to Aug. 16, 2019, included all businesses that had registered with the program on or before April 1, 2019. The second wave, conducted Sept. 21 to Oct. 11, 2019, included all businesses that registered on or before May 31, 2019. The third and final wave, conducted March 23 to April 10, 2020, included businesses that registered on or before Dec. 1, 2019.

Qualtrics distributed the survey to business representatives familiar with their organization's experience with OregonSaves. Pew obtained a list of businesses maintained by the OregonSaves program administrator, Ascensus. Qualtrics contacted survey participants using the email addresses on file with the program administrator.

Topline findings are unweighted and include missing responses as well as the responses of those who did not know the answer to a specific question. Not all respondents were presented with all survey questions.

## General organization questions

Let's start by asking a few general questions about your business, <name specified>.
org1: What is your role in this business?

| Value | Count | Percentage | Cumulative count | Cumulative percentage |
| :---: | :---: | :---: | :---: | :---: |
| 01-SOLE OR FINAL DECISION-MAKER REGARDING EMPLOYEE BENEFITS | 951 | 37.21\% | 951 | 37.21\% |
| 02-HAVE SIGNIFICANT INPUT INTO EMPLOYEE BENEFIT DECISIONS | 905 | 35.41\% | 1,856 | 72.61\% |
| O3-OBTAIN INFORMATION ABOUT BENEFITS, BUT DO NOT MAKE DECISIONS | 470 | 18.39\% | 2,326 | 91.00\% |
| 04-NOT INVOLVED IN MAKING BENEFITS DECISIONS | 140 | 5.48\% | 2,466 | 96.48\% |
| 05-OTHER (SPECIFY): | 90 | 3.52\% | 2,556 | 100.00\% |
| TOTAL | 2,556 |  |  |  |
| MISSING | 8 |  |  |  |

Type: Categorical
Sample type: All
Note: "Other" categories included open-ended responses.
org2: How long has your business been in operation?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-0 TO 5 YEARS | 398 | $15.54 \%$ | 398 | $15.54 \%$ |
| 02-6 TO 9 YEARS | 328 | $12.81 \%$ | 726 | $28.35 \%$ |
| 03-10 TO 19 YEARS | 686 | $26.79 \%$ | 1,412 | $55.13 \%$ |
| 04-20 TO 29 YEARS | 438 | $17.10 \%$ | 1,850 | $72.24 \%$ |
| 05-30 TO 39 YEARS | 286 | $11.17 \%$ | 2,136 | $83.40 \%$ |
| 06-40 TO 49 YEARS | 169 | $6.60 \%$ | 2,305 | $90.00 \%$ |
| 07-50 YEARS OR <br> MORE | 221 | $8.63 \%$ | 2,526 |  |
| 98-DON'T KNOW | 35 | $1.37 \%$ | 2,561 | $100.00 \%$ |
| Total | 2,561 |  |  |  |
| Missing | 3 |  |  |  |

Type: Categorical
Sample type: All
We would like to know more about your workers - how many are full-time, part-time, contractors, and seasonal workers that you have in Oregon.
org3: Thinking of the last 12 months, about how many full-time, full yearemployees are typically employed by your business across all locations in Oregon?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-0 TO 4 | 1,101 | $43.11 \%$ | 1,101 | $43.11 \%$ |
| 02-5 TO 9 | 709 | $27.76 \%$ | 1,810 | $70.87 \%$ |
| 03-10 TO 19 | 452 | $17.70 \%$ | 2,262 | $88.57 \%$ |
| 04-20 TO 49 | 222 | $8.69 \%$ | 2,484 | $97.26 \%$ |
| 05-50 TO 99 | 39 | $1.53 \%$ | 2,523 | $98.79 \%$ |
| 06-100 TO 499 | 22 | $0.86 \%$ | 2,545 | $99.65 \%$ |
| 07-500 OR MORE | 2 | $0.08 \%$ | 2,547 | $99.73 \%$ |
| 98-DON'T KNOW | 7 | $0.27 \%$ | 2,554 | $100.00 \%$ |
| TOTAL | 2,554 |  |  |  |
| MISSING | 10 |  |  |  |

Type: Categorical
Sample type: All
org4: Thinking of the last 12 months, about how many regular part-time employees are typically employed by your business across all locations in Oregon?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-0 TO 4 | 1,405 | $56.16 \%$ | 1,405 | $56.16 \%$ |
| 02-5 TO 9 | 513 | $20.50 \%$ | 1,918 | $76.66 \%$ |
| 03-10 TO 19 | 339 | $13.55 \%$ | 2,257 | $90.21 \%$ |
| 04-20 TO 49 | 168 | $6.71 \%$ | 2,425 | $96.92 \%$ |
| 05-50 TO 99 | 43 | $1.72 \%$ | 2,468 | $98.64 \%$ |
| 06-100 TO 499 | 28 | $1.12 \%$ | 2,496 | $99.76 \%$ |
| 07-500 OR MORE | 1 | $0.04 \%$ | 2,497 | $99.80 \%$ |
| 98-DON'T KNOW | 5 | $0.20 \%$ | 2,502 | $100.00 \%$ |
| TOTAL | 2,502 |  |  |  |
| MISSING | 62 |  |  |  |

Type: Categorical
Sample type: All
org5: Thinking of the last 12 months, about how many contractors (also called 1099 workers, contingent workers, independent workers) are typically used by your business across all locations in Oregon?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-0 TO 4 | 2,110 | $84.33 \%$ | 2,110 | $84.33 \%$ |
| 02-5 TO 9 | 181 | $7.23 \%$ | 2,291 | $91.57 \%$ |
| 03-10 TO 19 | 102 | $4.08 \%$ | 2,393 | $95.64 \%$ |
| 04-20 TO 49 | 50 | $2.00 \%$ | 2,443 | $97.64 \%$ |
| 05-50 TO 99 | 10 | $0.40 \%$ | 2,453 | $98.04 \%$ |
| 06-100 TO 499 | 10 | $0.40 \%$ | 2,463 | $98.44 \%$ |
| 07-500 OR MORE | 0 | $0.00 \%$ | 2,463 | $98.44 \%$ |
| 98-DON'T KNOW | 39 | $1.56 \%$ | 2,502 | $100.00 \%$ |
| TOTAL | 2,502 |  |  |  |
| MISSING | 62 |  |  |  |

Type: Categorical
Sample type: All
org6: A seasonal worker is someone who is hired on a temporary basis to address short-term business needs, such as sales during the holidays. In the past 12 months, about how many seasonal workers are typically used by your business across all locations in Oregon?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-0 TO 4 | 2,211 | $89.33 \%$ | 2,211 | $89.33 \%$ |
| 02-5 TO 9 | 101 | $4.08 \%$ | 2,312 | $93.41 \%$ |
| 03-10 TO 19 | 62 | $2.51 \%$ | 2,374 | $95.92 \%$ |
| 04-20 TO 49 | 39 | $1.58 \%$ | 2,413 | $97.49 \%$ |
| 05-50 TO 99 | 15 | $0.61 \%$ | 2,428 | $98.10 \%$ |
| 06-100 TO 499 | 14 | $0.57 \%$ | 2,442 | $98.67 \%$ |
| 07-500 OR MORE | 3 | $0.12 \%$ | 2,445 | $98.79 \%$ |
| 98-DON'T KNOW | 30 | $1.21 \%$ | 2,475 | $100.00 \%$ |
| TOTAL | 2,475 |  |  |  |
| MISSING | 89 |  |  |  |

Type: Categorical
Sample type: All
org7: About how many employees (full-time, part-time, and seasonal) does your business hire annually across all locations in Oregon? We don't need an exact number - an approximation is fine.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-ENTER | 2,387 | $93.53 \%$ | 2,387 |  |
| NUMBER: | 165 | $6.47 \%$ | 2,552 | $93.53 \%$ |
| 98-DON'T KNOW | 2,552 |  |  | $100.00 \%$ |
| TOTAL | 12 |  |  |  |
| MISSING |  |  |  |  |

Type: Categorical
Sample type: All
org7_text: Enter Number: $\qquad$

Mean: 18.09941
Valid N: 2,384
Missing: 180
Type: Continuous
Sample type: All
Asked if org7=01 (ENTER NUMBER:)
org8 About how many employees (full-time, part-time, and seasonal) leave your business annually across all locations in Oregon? We don't need an exact number - an approximation is fine.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| O1-ENTER <br> NUMBER: | 2,367 | $93.23 \%$ | 2,387 |  |
| 98-DON'T KNOW | 172 | $6.77 \%$ | 2,552 | $93.23 \%$ |
| TOTAL | 2,539 |  |  | $100.00 \%$ |
| MISSING | 25 |  |  |  |

Type: Categorical
Sample type: All
org8_text: Enter Number: $\qquad$

Mean: 10.97761
Valid N: 2,367
Missing: 197
Type: Continuous
Sample type: All
Asked if org8=01 (ENTER NUMBER:)
org9: Overall, in the last year, did your business's earnings...

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-INCREASE A LOT | 128 | $5.02 \%$ | 128 | $5.02 \%$ |
| 02-INCREASE SOME | 846 | $33.15 \%$ | 974 | $38.17 \%$ |
| 03-STAY ABOUT THE <br> SAME | 910 | $35.66 \%$ | 1,884 | $73.82 \%$ |
| 04-DECREASE SOME | 420 | $16.46 \%$ | 2,304 | $90.28 \%$ |
| 05-DECREASE A LOT | 154 | $6.03 \%$ | 2,458 | $96.32 \%$ |
| 98-DON'T KNOW | 94 | $3.68 \%$ | 2,552 | $100.00 \%$ |
| TOTAL | 2,552 |  |  |  |
| MISSING | 12 |  |  |  |

Type: Categorical
Sample type: All

## Payroll and revenue questions

pay1: Does your business process payroll (i.e. calculating taxes and deductions, tax reporting, and paying employees) internally or outsource it to a payroll provider?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-HANDLE <br> INTERNALLY | 1,123 | $43.88 \%$ |  |  |
| 02-OUTSOURCE | 1,422 | $55.57 \%$ | 2,123 | $43.88 \%$ |
| 98-DON'T KNOW | 14 | $0.55 \%$ | 2,545 | $99.45 \%$ |
| TOTAL | 2,559 |  |  | $100.00 \%$ |
| MISSING | 5 |  |  |  |

Type: Categorical
Sample type: All
pay2: What payroll company does your business use?

| Value | Count | Percentage | Cumulative count | Cumulative percentage |
| :---: | :---: | :---: | :---: | :---: |
| 01-ADP | 225 | 15.89\% | 225 | 15.89\% |
| 02-CERIDIAN | 1 | 0.07\% | 226 | 15.96\% |
| 03-INTUIT | 89 | 6.29\% | 315 | 22.25\% |
| 04-KRONOS | 1 | 0.07\% | 316 | 22.32\% |
| 05-PAYCHEX | 153 | 10.81\% | 469 | 33.12\% |
| 06-QUICKBOOKS | 138 | 9.75\% | 607 | 42.87\% |
| 07-ULTIPRO | 1 | 0.07\% | 608 | 42.94\% |
| 08-WORKDAY | 0 | 0.00\% | 608 | 42.94\% |
| 09-OTHER (SPECIFY): | 744 | 52.54\% | 1,352 | 95.48\% |
| 98-DON'T KNOW | 64 | 4.52\% | 1,416 | 100.00\% |
| TOTAL | 1,416 |  |  |  |
| MISSING | 1,148 |  |  |  |

Type: Categorical
Sample type: All
Asked if pay1 = 02 (OUTSOURCE)
Note: "Other" categories included open-ended responses.
pay3: Does your business use a payroll software product or figure it out on your own?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-PAYROLL SOFTWARE <br> PRODUCT | 1,032 | $92.23 \%$ | 1,032 | $92.23 \%$ |
| O2-FIGURE IT OUT ON MY <br> OWN | 87 | $7.77 \%$ | 1,119 | $100.00 \%$ |
| 98-DON'T KNOW | 0 | $0.00 \%$ | 1,119 | $100.00 \%$ |
| TOTAL | 1,119 |  |  |  |
| MISSING | 1,445 |  |  |  |

Type: Categorical
Sample type: All
Asked if pay1 = 01 (HANDLE INTERNALLY)
pay4: What software does your business use for payroll?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-ADP WORKFORCE NOW | 10 | $0.99 \%$ | 10 | $0.99 \%$ |
| 02-APS | 0 | $0.00 \%$ | 10 | $0.99 \%$ |
| 03-ASCENTIS | 1 | $0.10 \%$ | 11 | $1.09 \%$ |
| 04-BENEFITMALL | 1 | $0.10 \%$ | 12 | $1.19 \%$ |
| 05-BIZRUN | 0 | $0.00 \%$ | 12 | $1.19 \%$ |
| 06-CONNECTPAY | 0 | $0.00 \%$ | 12 | $1.19 \%$ |
| 07-DAYFORCE HCM | 0 | $0.00 \%$ | 12 | $1.19 \%$ |
| 08-EMPLLOY | 0 | $0.00 \%$ | 12 | $1.19 \%$ |
| 09-EPAY | 0 | $0.00 \%$ | 12 | $1.19 \%$ |
| 10-GUSTO | 5 | $0.50 \%$ | 17 | $1.68 \%$ |
| 11-HEARTLAND | 0 | $0.00 \%$ | 17 | $1.68 \%$ |
| 12-INFINISOURCE | 1 | $0.10 \%$ | 18 | $1.78 \%$ |
| 13-INTUIT QUICKBOOKS | 753 | $74.63 \%$ | 771 | $76.41 \%$ |
| 14-JUSTWORKS | 0 | $0.00 \%$ | 771 | $76.41 \%$ |
| 15-KEKA HR | 0 | $0.00 \%$ | 771 | $76.41 \%$ |
| 16-KRONOS | 2 | $0.20 \%$ | 773 | $76.61 \%$ |
| 17-NAMELY | 1 | $0.10 \%$ | 774 | $76.71 \%$ |
| 18-NETCHEX | 0 | $0.00 \%$ | 774 | $76.71 \%$ |
| 19-ONEMINT | 0 | $0.00 \%$ | 774 | $76.71 \%$ |
| 20-ONPAY | 1 | $0.10 \%$ | 775 | $76.81 \%$ |
| 21-ON-TIME WEB | 0 | $0.00 \%$ | 775 | $76.81 \%$ |
| 22-PAYCOR | 0 | $0.00 \%$ | 775 | $76.81 \%$ |
| 23-PAYLOCITY | 3 | $0.30 \%$ | 778 | $77.11 \%$ |
| 24-PATRIOT PAYROLL | 1 | $0.10 \%$ | 779 | $77.21 \%$ |


| 25-PAYCHEX | 5 | 0.50\% | 784 | 77.70\% |
| :---: | :---: | :---: | :---: | :---: |
| 26-PAYROLL4FREE | 1 | 0.10\% | 785 | 77.80\% |
| 27-PAYVILLE USA | 0 | 0.00\% | 785 | 77.80\% |
| 28-PLANDAY | 0 | 0.00\% | 785 | 77.80\% |
| 29-RUN | 8 | 0.79\% | 793 | 78.59\% |
| 30-SENTRICWORKFORCE | 0 | 0.00\% | 793 | 78.59\% |
| 31-SOLVED | 1 | 0.10\% | 794 | 78.69\% |
| 32-SUREPAYROLL (SMALL BUSINESS PAYROLL) | 3 | 0.30\% | 797 | 78.99\% |
| 33-SYNCHR | 0 | 0.00\% | 797 | 78.99\% |
| 34-ULTIPRO | 1 | 0.10\% | 798 | 79.09\% |
| 35-VIVENTIUM | 0 | 0.00\% | 798 | 79.09\% |
| 36-VIBE | 0 | 0.00\% | 798 | 79.09\% |
| 37-VISTA PDS | 0 | 0.00\% | 798 | 79.09\% |
| 38-WAVE | 0 | 0.00\% | 798 | 79.09\% |
| 39-XERO | 0 | 0.00\% | 798 | 79.09\% |
| 40-ZENEFITS | 1 | 0.10\% | 799 | 79.19\% |
| 41-ZOHO BOOKS | 0 | 0.00\% | 799 | 79.19\% |
| 42-OTHER (SPECIFY): | 210 | 20.81\% | 1,009 | 100.00\% |
| 98-DON'T KNOW | 0 | 0.00\% | 1,009 | 100.00\% |
| TOTAL | 1,009 |  |  |  |
| MISSING | 1,555 |  |  |  |

Type: Categorical
Sample type: All
Asked if pay3 = 01 (PAYROLL SOFTWARE PRODUCT)
Note: "Other" categories included open-ended responses.
pay5: About how much was your business's annual gross payroll in 2018 (total money paid to employees, including benefits)?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-\$100,000 OR LESS | 452 | $20.01 \%$ | 452 | $20.01 \%$ |
| 02-\$100,001 TO \$500,000 | 1,242 | $54.98 \%$ | 1,694 | $74.99 \%$ |
| 03-\$500,001 TO \$1,000,000 | 367 | $16.25 \%$ | 2,061 | $91.24 \%$ |
| 04-\$1,000,001 TO \$5,000,000 | 179 | $7.92 \%$ | 2,240 | $99.16 \%$ |
| 05-\$5,000,001 TO <br> \$10,000,000 | 12 | $0.53 \%$ | 2,252 | $99.69 \%$ |
| 06-\$10,000,001 OR MORE | 7 | $0.31 \%$ | 2,259 | $100.00 \%$ |
| 98-DON'T KNOW | 0 | $0.00 \%$ | 2,259 | $100.00 \%$ |
| TOTAL | 2,259 |  |  |  |
| MISSING | 305 |  |  |  |

Type: Categorical
Sample type: All
pay6: About how much did your business receive in total annual revenue in 2018?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-\$100,000 OR LESS | 175 | $8.33 \%$ | 175 | $8.33 \%$ |
| 02-\$100,001 TO \$250,000 | 262 | $12.47 \%$ | 437 | $20.80 \%$ |
| $03-\$ 250,001$ TO $\$ 500,000$ | 467 | $22.23 \%$ | 904 | $43.03 \%$ |
| $04-\$ 500,001$ TO $\$ 1,000,000$ | 514 | $24.46 \%$ | 1,418 | $67.49 \%$ |
| 05-\$1,000,001 TO \$5,000,000 | 594 | $28.27 \%$ | 2,012 | $95.76 \%$ |
| 06-\$5,000,001 TO \$10,000,000 | 69 | $3.28 \%$ | 2,081 | $99.05 \%$ |
| 07-\$10,000,001 OR MORE | 20 | $0.95 \%$ | 2,101 | $100.00 \%$ |
| 98-DON'T KNOW | 0 | $0.00 \%$ | 2,101 | $100.00 \%$ |
| TOTAL | 2,101 |  |  |  |
| MISSING | 463 |  |  |  |

Type: Categorical
Sample type: All

## Other retirement plan questions

ret1: Does your business currently offer a retirement plan for any employees, other than the OregonSaves program?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-YES | 99 | $3.87 \%$ | 99 | $3.87 \%$ |
| O2-NO | 2,437 | $95.27 \%$ | 2,536 | $99.14 \%$ |
| 98-DON'T KNOW | 22 | $0.86 \%$ | 2,558 | $100.00 \%$ |
| TOTAL | 2,558 |  |  |  |
| MISSING | 6 |  |  |  |

Type: Categorical
Sample type: All
ret2: What percentage of your employees are eligible for this (nonOregonSaves) plan?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-ENTER <br> Percentage: | 88 | $88.89 \%$ | 88 | $88.89 \%$ |
| 98-DON'T KNOW | 11 | $11.11 \%$ | 99 | $100.00 \%$ |
| TOTAL | 99 |  |  |  |


| MISSING | 2,465 |  |  |  |
| :--- | :--- | :--- | :--- | :--- |

Type: Categorical
Sample type: All
Asked if ret1 = 01 (YES)
ret2_text: Enter Number: $\qquad$

Mean: 62.87931
Valid N: 87
Missing: 2,477
Type: Continuous
Sample type: All
Asked if ret2=01 (ENTER NUMBER:)
ret3: Please indicate which of the following are reasons your business does not offer a retirement plan other than OregonSaves (check all that apply):

| Value | Count | Percentage |
| :--- | ---: | ---: |
| 01-COSTS TOO MUCH TO SET UP A PLAN | 737 | $30.45 \%$ |
| 02-BUSINESS DOES NOT HAVE THE RESOURCES OR <br> CAPACITY TO ADMINISTER SUCH A PLAN | 1,125 | $46.49 \%$ |
| 03-EMPLOYEES ARE NOT INTERESTED | 815 | $33.68 \%$ |
| 04-BUSINESS IS TOO NEW | 108 | $4.46 \%$ |
| 05-BUSINESS IS CONCERNED ABOUT HOW TO <br> CHOOSE A PLAN PROVIDER | 86 | $3.55 \%$ |
| 06-BUSINESS IS CONCERNED ABOUT TAKING ON <br> LEGAL RESPONSIBILITY | 153 | $6.32 \%$ |
| 07-WE HAVEN'T THOUGHT ABOUT IT | 108 | $4.46 \%$ |
| 08-OTHER REASONS (SPECIFY): | 303 | $12.52 \%$ |
| 98-DON'T KNOW | 198 | $8.18 \%$ |

Valid N: 2,420
Missing: 144
Type: Categorical
Sample type: All
Asked if ret1 = 02 (NO)
Note: "Other" categories included open-ended responses. Count and Percentage reflect the number of respondents that selected that item from the list. Respondents could select all that applied.

## Registration questions

reg1: When your business initially registered with the program, how did you let your employees know about OregonSaves (check all that apply)?

| Value | Count | Percentage |
| :--- | :--- | :--- |


| 01-EMAIL/LINK TO WEBSITE | 1,061 | $41.49 \%$ |
| :--- | ---: | ---: |
| 02-PHONE | 104 | $4.07 \%$ |
| 03-HANDOUT (EMPLOYEE FACT SHEET OR AUTO <br> ENROLL NOTIFICATION) | 1,204 | $47.09 \%$ |
| 04-WORKPLACE MEETING | 886 | $34.65 \%$ |
| 05-ONE-ON-ONE | 869 | $33.99 \%$ |
| 06-OREGONSAVES FIELD REPRESENTATIVE VISIT | 75 | $2.93 \%$ |
| 07-HAVE NOT NOTIFIED | 74 | $2.89 \%$ |
| 08-OTHER (SPECIFY): | 91 | $3.56 \%$ |
| 98-DON'T KNOW | 54 | $2.11 \%$ |

Valid N: 2,557
Missing: 7
Type: Categorical
Sample type: All
Note: "Other" categories included open-ended responses. Count and Percentage reflect the number of respondents that selected that item from the list. Respondents could select all that applied.

We would now like you to think back to when your business first registered with OregonSaves. We will present you with various aspects of the registration process and ask you to rate your experience.
[reg2 through reg8 presented in randomized order]
reg2: Please rate the time and effort it took to register your business with OregonSaves.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 547 | $22.24 \%$ | 547 | $22.24 \%$ |
| 02-SOMEWHAT SATISFIED | 619 | $25.17 \%$ | 1,166 | $47.42 \%$ |
| 03-NEITHER SATISFIED NOR <br> DISSATISFIED | 699 | $28.43 \%$ | 1,865 | $75.84 \%$ |
| O4-SOMEWHAT <br> DISSATISFIED | 328 | $13.34 \%$ | 2193 | $89.18 \%$ |
| 05-VERY DISSATISFIED | 266 | $10.82 \%$ | 2,459 | $100.00 \%$ |
| 06-N/A | 0 | $0.00 \%$ | 2,459 | $100.00 \%$ |
| TOTAL | 2459 |  |  |  |
| MISSING | 105 |  |  |  |

Type: Categorical
Sample type: All
reg3: Thinking of the registration process, please rate the time and effort it took to set up a payroll list and add employees.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 457 | $17.91 \%$ | 457 | $17.91 \%$ |
| O2-SOMEWHAT SATISFIED | 621 | $24.33 \%$ | 1,078 | $42.24 \%$ |
| O3-NEITHER SATISFIED NOR <br> DISSATISFIED | 602 | $23.59 \%$ | 1,680 | $65.83 \%$ |
| 04-SOMEWHAT DISSATISFIED | 426 | $16.69 \%$ | 2,106 | $82.52 \%$ |
| 05-VERY DISSATISFIED | 301 | $11.79 \%$ | 2,407 | $94.32 \%$ |
| 06-N/A | 145 | $5.68 \%$ | 2,552 | $100.00 \%$ |
| TOTAL | 2,552 |  |  |  |
| MISSING | 12 |  |  |  |

Type: Categorical
Sample type: All
reg4: Thinking of the registration process, please rate the usability of the employee Excel template (if applicable).

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 278 | $10.90 \%$ | 278 | $10.90 \%$ |
| O2-SOMEWHAT SATISFIED | 395 | $15.49 \%$ | 673 | $26.39 \%$ |
| O3-NEITHER SATISFIED NOR <br> DISSATISFIED | 458 | $17.96 \%$ | 1,131 | $44.35 \%$ |
| 04-SOMEWHAT DISSATISFIED | 225 | $8.82 \%$ | 1,356 | $53.18 \%$ |
| 05-VERY DISSATISFIED | 196 | $7.69 \%$ | 1,552 | $60.86 \%$ |
| 06-N/A | 998 | $39.14 \%$ | 2,550 | $100.00 \%$ |
| TOTAL | 2,550 |  |  |  |
| MISSING | 14 |  |  |  |

Type: Categorical
Sample type: All
reg5: Thinking of the registration process, please rate the information provided on the public OregonSaves website.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 490 | $20.61 \%$ | 490 | $20.61 \%$ |
| 02-SOMEWHAT SATISFIED | 716 | $30.11 \%$ | 1,206 | $50.71 \%$ |


| O3-NEITHER SATISFIED NOR <br> DISSATISFIED | 659 | $27.71 \%$ | 1,865 | $78.43 \%$ |
| :--- | ---: | ---: | ---: | ---: |
| 04-SOMEWHAT DISSATISFIED | 299 | $12.57 \%$ | 2,164 | $91.00 \%$ |
| 05-VERY DISSATISFIED | 214 | $9.00 \%$ | 2,378 | $100.00 \%$ |
| 06-N/A | 0 | $0.00 \%$ | 2,378 | $100.00 \%$ |
| TOTAL | 2,378 |  |  |  |
| MISSING | 186 |  |  |  |

Type: Categorical
Sample type: All
reg6: Thinking of the registration process, please rate the information provided to your business during online registration.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 487 | $20.55 \%$ | 487 | $20.55 \%$ |
| 02-SOMEWHAT SATISFIED | 663 | $27.97 \%$ | 1,150 | $48.52 \%$ |
| 03-NEITHER SATISFIED NOR <br> DISSATISFIED | 693 | $29.24 \%$ | 1,843 | $77.76 \%$ |
| 04-SOMEWHAT DISSATISFIED | 312 | $13.16 \%$ | 2,155 | $90.93 \%$ |
| 05-VERY DISSATISFIED | 215 | $9.07 \%$ | 2,370 | $100.00 \%$ |
| 06-N/A | 0 | $0.00 \%$ | 2,370 | $100.00 \%$ |
| TOTAL | 2,370 |  |  |  |
| MISSING | 194 |  |  |  |

Type: Categorical
Sample type: All
reg7: Thinking of the registration process, please rate the information provided to your business in the OregonSaves Employer Handbook.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 392 | $15.38 \%$ | 392 | $15.38 \%$ |
| O2-SOMEWHAT SATISFIED | 572 | $22.45 \%$ | 964 | $37.83 \%$ |
| O3-NEITHER SATISFIED NOR <br> DISSATISFIED | 690 | $27.08 \%$ | 1,654 | $64.91 \%$ |
| 04-SOMEWHAT DISSATISFIED | 226 | $8.87 \%$ | 1,880 | $73.78 \%$ |
| 05-VERY DISSATISFIED | 185 | $7.26 \%$ | 2,065 | $81.04 \%$ |
| 06-N/A | 483 | $18.96 \%$ | 2,548 | $100.00 \%$ |
| TOTAL | 2,548 |  |  |  |
| MISSING | 16 |  |  |  |

Type: Categorical
Sample type: All
reg8: Thinking of the registration process, please rate the help your business received to resolve any issues or answer any questions.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 648 | $25.39 \%$ | 648 | $25.39 \%$ |
| 02-SOMEWHAT SATISFIED | 453 | $17.75 \%$ | 1,101 | $43.14 \%$ |
| O3-NEITHER SATISFIED NOR <br> DISSATISFIED | 480 | $18.81 \%$ | 1,581 | $61.95 \%$ |
| 04-SOMEWHAT DISSATISFIED | 160 | $6.27 \%$ | 1,741 | $68.22 \%$ |
| 05-VERY DISSATISFIED | 188 | $7.37 \%$ | 1,929 | $75.59 \%$ |
| 06-N/A | 623 | $24.41 \%$ | 2,552 | $100.00 \%$ |
| TOTAL | 2,552 |  |  |  |
| MISSING | 12 |  |  |  |

Type: Categorical
Sample type: All

## Ongoing experience questions

exp1: Has your business started to process contributions to OregonSaves?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-YES | 1498 | $61.12 \%$ | 1,498 | $61.12 \%$ |
| O2-NO | 953 | $38.88 \%$ | 2,451 | $100.00 \%$ |
| 98-DON'T KNOW | 0 | $0.00 \%$ | 2451 | $100.00 \%$ |
| TOTAL | 2451 |  |  |  |
| MISSING | 113 |  |  |  |

Type: Categorical
Sample type: All
exp2: What is the main reason your business has not yet processed contributions to OregonSaves?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-WE ARE TOO BUSY OR HAVE TOO MUCH TO DO | 17 | $1.78 \%$ | 17 | $1.78 \%$ |
| O2-WE DON'T UNDERSTAND HOW TO SEND |  |  |  |  |
| CONTRIBUTIONS TO OREGONSAVES | 17 | $1.78 \%$ | 34 | $3.57 \%$ |


| O3-WE ARE WAITING FOR OREGONSAVES TO TELL |  |  |  |  |
| :--- | ---: | ---: | ---: | ---: |
| US WHAT TO DO OR WHEN TO DO IT | 47 | $4.93 \%$ | 81 | $8.50 \%$ |
| 04-WE CURRENTLY HAVE NO PARTICIPATING |  |  |  |  |
| EMPLOYEES | 750 | $78.70 \%$ | 831 | $87.20 \%$ |
| 05-IT'S NOT A PRIORITY RIGHT NOW | 17 | $1.78 \%$ | 848 | $88.98 \%$ |
| 06-OTHER (SPECIFY): | 99 | $10.39 \%$ | 947 | $99.37 \%$ |
| 98-DON'T KNOW | 6 | $0.63 \%$ | 953 | $100.00 \%$ |
| TOTAL | 953 |  |  |  |
| MISSING | 1,611 |  |  |  |

Type: Categorical
Sample type: All
Asked if exp1 = $02(\mathrm{NO})$
exp3: There are no employer fees for facilitating OregonSaves. Has your business paid for any out-of-pocket costs related to registration, setup, or the ongoing facilitation of the program?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-YES | 513 | $21.51 \%$ | 513 | $21.51 \%$ |
| O2-NO | 1,872 | $78.49 \%$ | 2,385 | $100.00 \%$ |
| 98-DON'T KNOW | 0 | $0.00 \%$ | 2,385 | $100.00 \%$ |
| TOTAL | 2,385 |  |  |  |
| MISSING | 179 |  |  |  |

Type: Categorical
Sample type: All
exp4: Please describe the nature of the out-of-pocket costs that your business has paid.

Valid N: 504
Missing: 2,060
Type: Open Text Response
Sample type: All
Asked if exp3 $=01$ (YES)

We would now like you to think about your business's ongoing experience after registering with OregonSaves. We will ask you to rate various aspects of your user experience.
[exp5 through exp8 presented in randomized order]
exp5: Thinking of your business's ongoing experience, please rate the information provided on the OregonSaves' employer portal website.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 445 | $17.44 \%$ | 445 | $17.44 \%$ |
| 02-SOMEWHAT SATISFIED | 613 | $24.02 \%$ | 1,058 | $41.46 \%$ |
| O3-NEITHER SATISFIED NOR <br> DISSATISFIED | 650 | $25.47 \%$ | 1,708 | $66.93 \%$ |
| 04-SOMEWHAT DISSATISFIED | 241 | $9.44 \%$ | 1,949 | $76.37 \%$ |
| 05-VERY DISSATISFIED | 174 | $6.82 \%$ | 2,123 | $83.19 \%$ |
| 06-N/A | 429 | $16.81 \%$ | 2,552 | $100.00 \%$ |
| TOTAL | 2,552 |  |  |  |
| MISSING | 12 |  |  |  |

Type: Categorical
Sample type: All
exp6: Thinking of your business's ongoing experience, please rate the help you received from OregonSaves to resolve any issues or answer any questions.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 566 | $22.14 \%$ | 566 | $22.14 \%$ |
| 02-SOMEWHAT SATISFIED | 365 | $14.27 \%$ | 931 | $36.41 \%$ |
| 03-NEITHER SATISFIED NOR <br> DISSATISFIED | 470 | $18.38 \%$ | 1,401 | $54.79 \%$ |
| 04-SOMEWHAT DISSATISFIED | 141 | $5.51 \%$ | 1,542 | $60.31 \%$ |
| 05-VERY DISSATISFIED | 160 | $6.26 \%$ | 1,702 | $66.56 \%$ |
| 06-N/A | 855 | $33.44 \%$ | 2,557 | $100.00 \%$ |
| TOTAL | 2,557 |  |  |  |
| MISSING | 7 |  |  |  |

Type: Categorical
Sample type: All
exp7: Thinking of your business's ongoing experience, please rate the time and effort it takes to administer the payroll contributions.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 461 | $18.06 \%$ | 461 | $18.06 \%$ |
| O2-SOMEWHAT SATISFIED | 432 | $16.93 \%$ | 893 | $34.99 \%$ |
| O3-NEITHER SATISFIED NOR <br> DISSATISFIED | 432 | $16.93 \%$ | 1,325 | $51.92 \%$ |
| 04-SOMEWHAT DISSATISFIED | 283 | $11.09 \%$ | 1,608 | $63.01 \%$ |
| 05-VERY DISSATISFIED | 280 | $10.97 \%$ | 1,888 | $73.98 \%$ |
| 06-N/A | 664 | $26.02 \%$ | 2,552 | $100.00 \%$ |
| TOTAL | 2,552 |  |  |  |
| MISSING | 12 |  |  |  |

Type: Categorical
Sample type: All
exp8: Thinking of your business's ongoing experience, how many questions or concerns do you hear from your employees about OregonSaves?

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-NONE AT ALL | 1035 | $47.96 \%$ | 1,035 | $47.96 \%$ |
| 02-A LITTLE | 687 | $31.84 \%$ | 1,722 | $79.80 \%$ |
| 03-A MODERATE AMOUNT | 266 | $12.33 \%$ | 1,988 | $92.12 \%$ |
| 04-A LOT | 82 | $3.80 \%$ | 2,070 | $95.92 \%$ |
| 05-A GREAT DEAL | 88 | $4.08 \%$ | 2,158 | $100.00 \%$ |
| 06-N/A | 0 | $0.00 \%$ | 2,158 | $100.00 \%$ |
| TOTAL | 2,158 |  |  |  |
| MISSING | 406 |  |  |  |

Type: Categorical
Sample type: All

## Overall experience questions

overall1: Now thinking about your business's overall experience, please rate the email communications that you receive from OregonSaves.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | :--- |
| 01-VERY SATISFIED | 470 | $18.42 \%$ | 470 | $18.42 \%$ |


| O2-SOMEWHAT SATISFIED | 428 | $16.77 \%$ | 898 | $35.19 \%$ |
| :--- | ---: | ---: | ---: | ---: |
| O3-NEITHER SATISFIED NOR <br> DISSATISFIED | 852 | $33.39 \%$ | 1,750 | $68.57 \%$ |
| 04-SOMEWHAT DISSATISFIED | 179 | $7.01 \%$ | 1,929 | $75.59 \%$ |
| 05-VERY DISSATISFIED | 151 | $5.92 \%$ | 2,080 | $81.50 \%$ |
| 06-N/A | 472 | $18.50 \%$ | 2,552 | $100.00 \%$ |
| TOTAL | 2,552 |  |  |  |
| MISSING | 12 |  |  |  |

Type: Categorical
Sample type: All
overall2: Please indicate the reasons why your business is dissatisfied with the email communications (check all that apply):

| Value | Count | Percentage |
| :--- | ---: | ---: |
| 01-TOO FEW EMAILS RECEIVED | 76 | $24.36 \%$ |
| 02-TOO MANY EMAILS RECEIVED | 26 | $8.33 \%$ |
| 03-THE TIMELINESS OF EMAIL COMMUNICATIONS | 53 | $16.99 \%$ |
| 04-THE INFORMATION PROVIDED IN EMAIL | 140 | $44.87 \%$ |
| COMMUNICATIONS | 80 | $25.64 \%$ |
| 05-OTHER (SPECIFY): | 0 | $0.00 \%$ |
| 98-DON'T KNOW |  |  |

Valid N: 312
Missing: 2,252
Type: Categorical
Sample type: All
Asked if overall1 = 04 (SOMEWHAT DISSATISFIED) or 05 (VERY DISSATISFIED)
Note: "Other" categories included open-ended responses. Count and Percentage reflect the number of respondents that selected that item from the list. Respondents could select all that applied.
overall3: Please rate your business's overall experience with OregonSaves.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-VERY SATISFIED | 526 | $20.58 \%$ | 526 | $20.58 \%$ |
| 02-SOMEWHAT SATISFIED | 540 | $21.13 \%$ | 1,066 | $41.71 \%$ |
| O3-NEITHER SATISFIED NOR <br> DISSATISFIED | 688 | $26.92 \%$ | 1,754 | $68.62 \%$ |
| 04-SOMEWHAT DISSATISFIED | 299 | $11.70 \%$ | 2,053 | $80.32 \%$ |
| 05-VERY DISSATISFIED | 340 | $13.30 \%$ | 2,393 | $93.62 \%$ |
| 06-N/A | 163 | $6.38 \%$ | 2,556 | $100.00 \%$ |
| TOTAL | 2,556 |  |  |  |
| MISSING | 8 |  |  |  |

Type: Categorical
Sample type: All
overall4: Thinking about your business's overall experience with
OregonSaves, which aspect(s) of the program, if any, caused a particular problem and what made them a problem?

Valid N: 1,685
Missing: 879
Type: Open Text Response
Sample type: All
overall5: Thinking about your business's overall experience with
OregonSaves, which aspect(s) of the program, if any, worked particularly well and what made them stand out?

Valid N: 1,273
Missing: 1,291
Type: Open Text Response
Sample type: All
overall6: Rather than thinking about your business's experience with the program, we would now like you to think about the overall intent, objectives, and design of OregonSaves.

| Value | Count | Percentage | Cumulative <br> count | Cumulative <br> percentage |
| :--- | ---: | ---: | ---: | ---: |
| 01-STRONGLY SUPPORT | 628 | $25.81 \%$ | 628 | $25.81 \%$ |
| 02-SOMEWHAT SUPPORT | 530 | $21.78 \%$ | 1,158 | $47.60 \%$ |
| 03-NEITHER SUPPORT NOR OPPOSE | 555 | $22.81 \%$ | 1,713 | $70.41 \%$ |
| 04-SOMEWHAT OPPOSE | 269 | $11.06 \%$ | 1,982 | $81.46 \%$ |
| 05-STRONGLY OPPOSE | 451 | $18.54 \%$ | 2,433 | $100.00 \%$ |
| 98-DON'T KNOW | 0 | $0.00 \%$ | 2,433 | $100.00 \%$ |
| TOTAL | 2433 |  |  |  |
| MISSING | 131 |  |  |  |

Type: Categorical
Sample type: All

