

Ontario Employers' Survey on Pensions

September 2017

KEY TAKEAWAYS

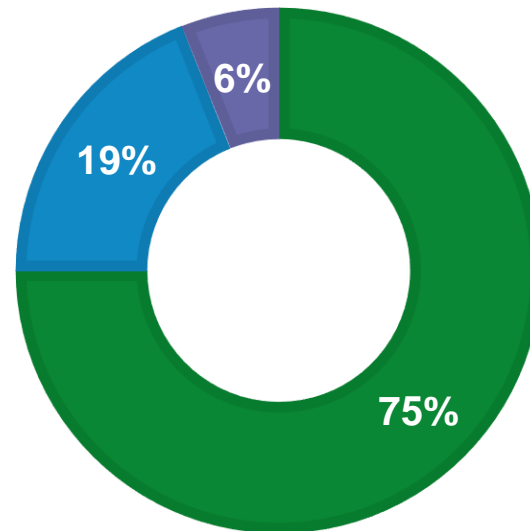
- Most employers (75%) agree there is an emerging retirement income crisis
- Employers believe pensions provide retirement income security for their staff, as well as offer a solution to the recruitment and retention challenges they face
- Employers share a sense of obligation (68%*) towards contributing to their employee's retirement security
- Employers are reluctant to offer pensions because of cost, administrative requirements, and accounting and insolvency risk

* Employers with 100 - 500 staff

EMPLOYERS ARE CONCERNED ABOUT EMPLOYEES' FUTURE

Employers and their staff believe there's an emerging retirement income crisis

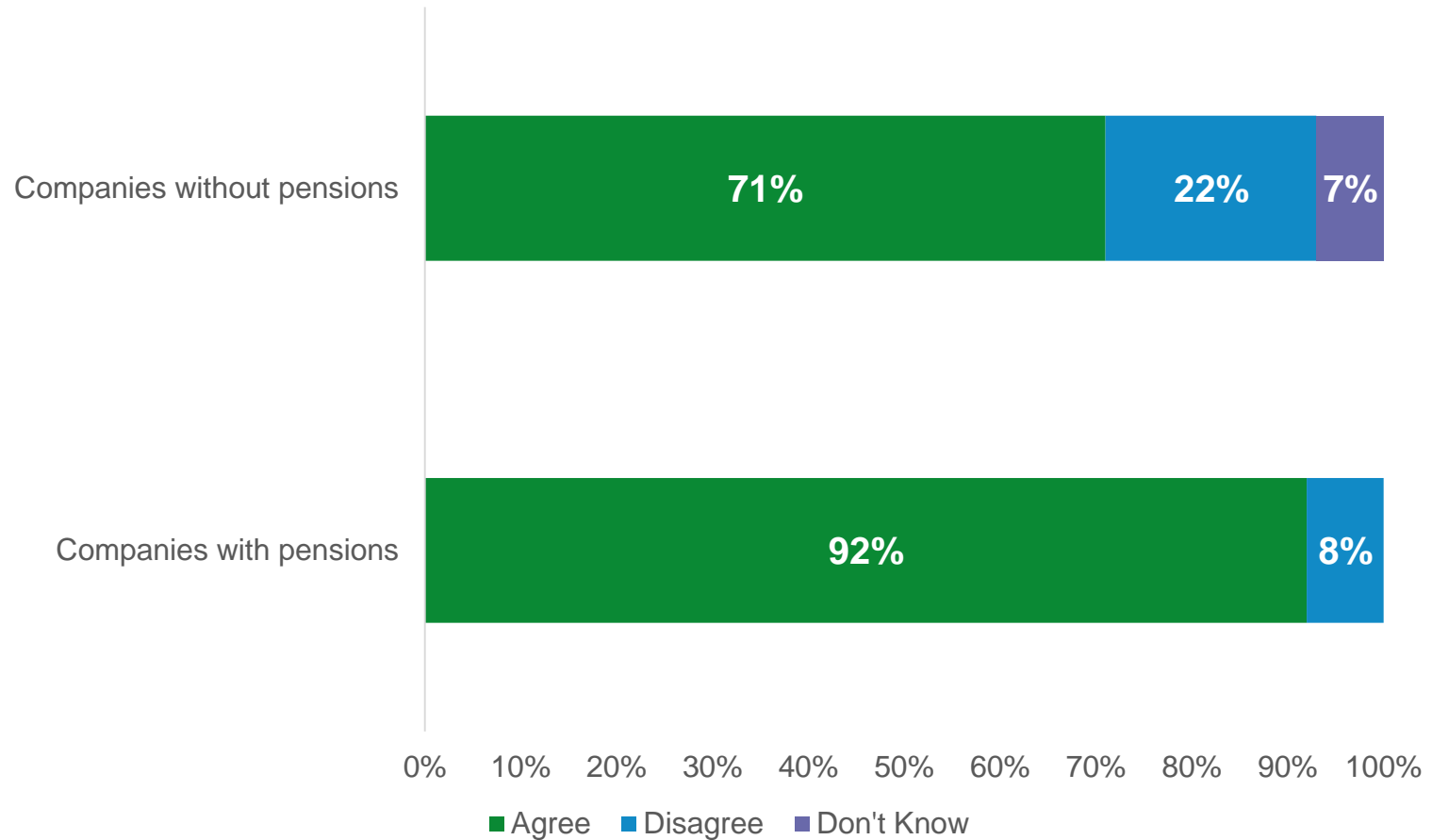
Ontario Employers



■ Agree ■ Disagree ■ Don't Know

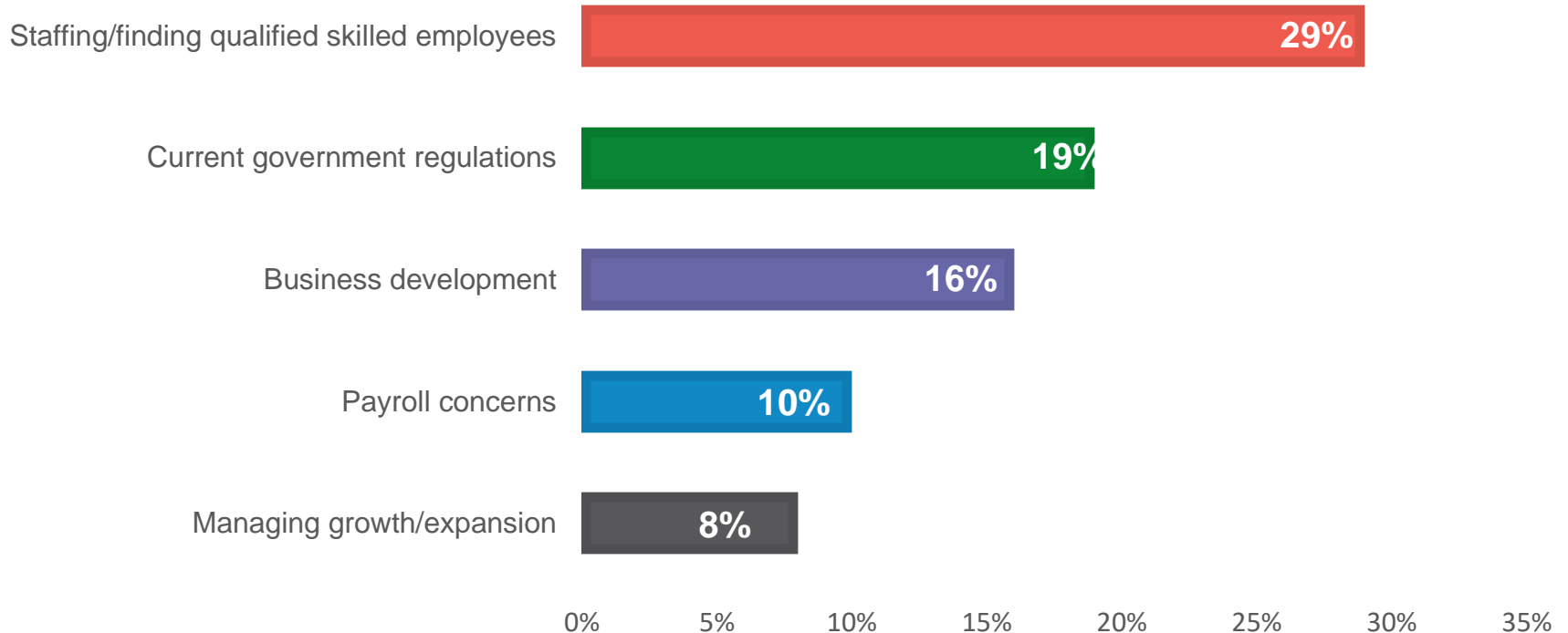
EMPLOYERS UNDERSTAND THE VALUE OF A PENSION

Workplace pension plans offer retirement income security to employees



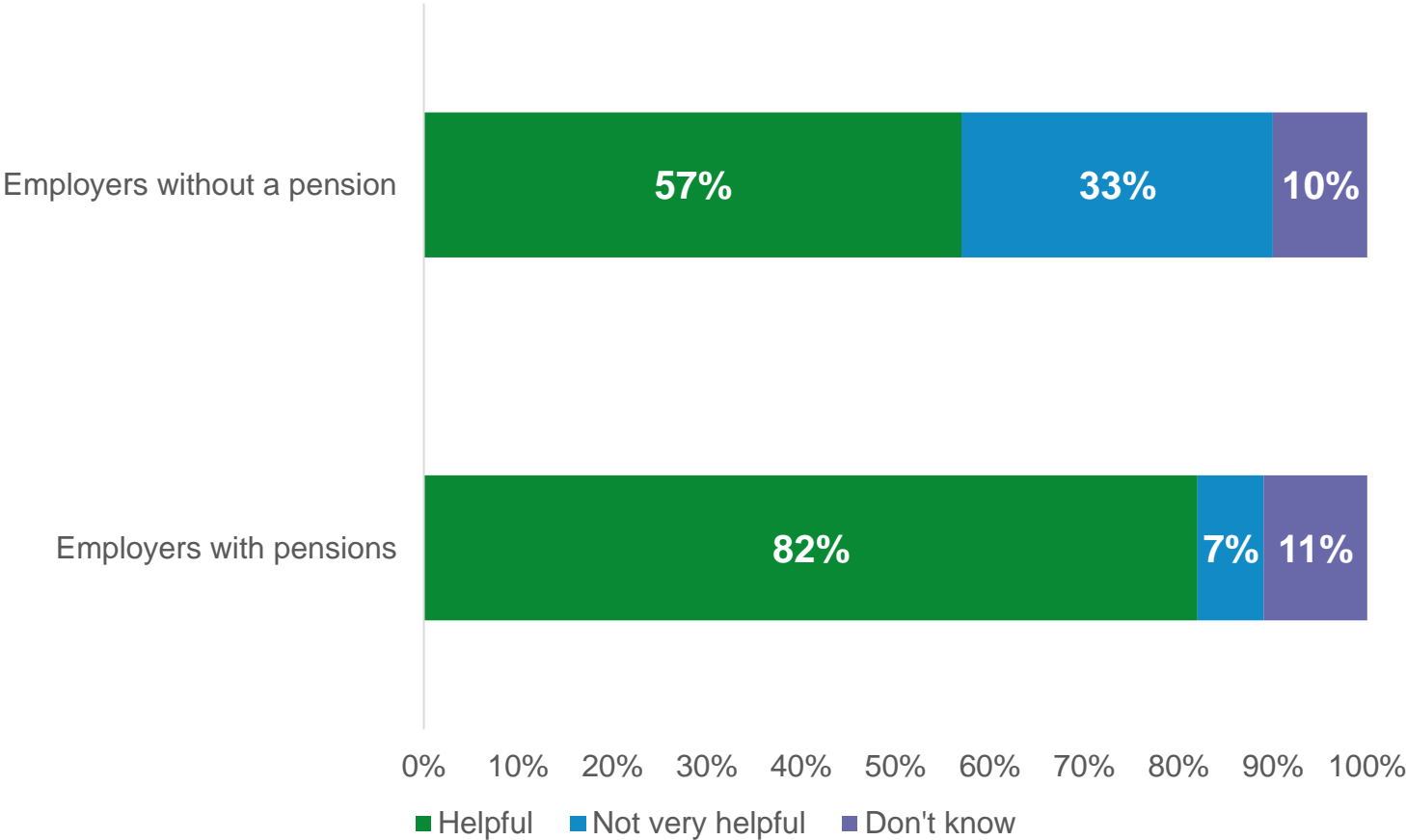
RECRUITMENT AND RETENTION IS A CHALLENGE FOR EMPLOYERS

Recruitment and retention are the biggest challenges for companies that do not offer a pension



PENSIONS HELP WITH RECRUITING AND RETAINING STAFF

Employers believe pensions help with recruitment and retention

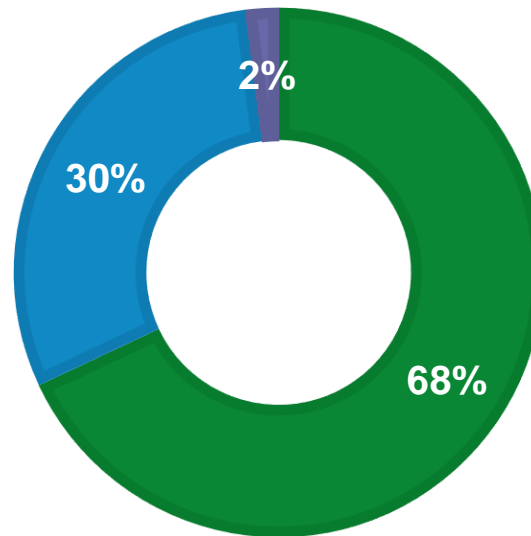


OBLIGATION TOWARDS RETIREMENT SECURITY

Employers share a sense of obligation towards their employees' retirement security

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Employers have an obligation to offer a pension to their employees



■ Agree ■ Disagree ■ Don't know
Employers with 100 – 500 staff

Survey Details

- HOOPP commissioned The Gandalf Group to survey 214 Ontario employers to assess their views about retirement security from August 28th-September 8th 2017, inclusive.
- +/- 6.7% margin of error 19/20 & +/-9% 19/20 on subsamples e.g. those w. pensions.
- Two-thirds of companies surveyed were for-profit
- Employer size ranged from less than 20 employees to more than 500
- Half the companies surveyed employ more than 100 staff

# of employees	% of interviews completed
Less than 20	25% (n=54)
20-99	21% (n=46)
100-500	32% (n=69)
500+	19% (n=40)
DK/NR	3% (n=4)

“Total” data has been weighted to reflect that most in Ont. employ <20.