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StrategyOne Labor Day Public Opinion Survey on the American Worker:

Nearly Two-Thirds of Working Americans Seriously Doubt They'll Be Able to Ever Retire

Americans are mostly satisfied with their work, but many fear taking time off from their jobs and feel disconnected from their companies

September 3, 2010 (New York, NY) — Most American workers are satisfied with their jobs, but nearly two in three have strong doubts about being able to eventually stop working and retire, according to a recent StrategyOne public opinion survey of 1,043 Americans, including 613 who work either full-or part-time.

The vast majority of 613 employed Americans who were surveyed describe themselves as satisfied with their jobs (82%) and report they get satisfaction from their work (80%). About three out of four (72%) also said they enjoy where they work and look forward to coming to work every day.

Equally high percentages of workers said they feel respected by their bosses (83%) and feel their boss respects their work (82%). Co-workers also got high marks, with three out of four Americans (74%) saying their colleagues are among the best things about where they work.

But this rosy picture of the workplace belies underlying concerns, many related to the unsettled economy.

Nearly 2 in 3 (64%) believe that realistically they won't ever be able to stop working and retire, and the uncertainty of the long-term picture may help explain the divide among American workers over whether they believe they labor at a job (52%) or in a long-term career (48%).

The current economic downturn has produced a situation where almost half (46%) of workers have had their wages or salaries reduced over the past couple of years, and a similar segment are concerned about losing their jobs (44%) or having their hours cut back (48%).

About four in 10 workers (37%) describe themselves as underemployed and say they are not working as many hours as they would like because there is not enough work available at their current jobs. Meanwhile, a similar percentage of workers (40%) say



that their bosses expect them to work extra hours without raises or additional compensation.

"While employed Americans on the whole enjoy their work and get satisfaction from it, there is a real sense that the retirement 'light at the end of the tunnel' may not be there for them," said Bradley Honan, senior vice president of StrategyOne.

The StrategyOne survey also found that a surprising number of workers are disconnected from the mission of their company. One-third of American workers (35%) report not caring much about their company and say they are mainly there to get a paycheck, and 38% report not knowing what the main mission of their organization is, other than making money. More than half (56%) say they would be interested in leaving their job if they could get the same compensation elsewhere.

"With extensive market competition in every industry, it's absolutely imperative that companies engage their entire workforce in their mission to achieve their business goals and objectives," said Honan. "Employees must see their jobs as more than just collecting a paycheck, and it's up to their employers to make sure that's the case."

The StrategyOne Labor Day American Worker survey also provides several other insights into Americans and their work:

Work Vs: Life

- The vast majority of the workforce (78%) describes themselves as working to live — compared to 22% who say work is their top priority in life – the so called 'workaholics' in our society.

Taking a day off:

- One-quarter of workers (26%) say they fear being fired if they take a day off, although nearly half strongly disagree with that suggestion.

Web surfing at work:

- While they may not be taking days off, many American workers admit to surfing the Web while at work: 40% for at least one hour a day and 28% for at least two hours a day. Social media is a big draw, with 29% saying they spend at least one hour of their day using such sites and checking on what other people are doing.

Communications with their boss:

- Almost 82% of workers say they communicate well with their bosses, but companies have some work to do. Almost half (44%) say their companies put corporate "values" on the wall that are mostly meaningless to them.

Company meetings:



- Close to half (49%) agree with the following statement: “Most meetings that I go to at the company where I work are a waste of time.”

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Survey Methodology:

StrategyOne conducted 1,043 online interviews among a representative sampling of Americans between August 20 and 23, 2010. 613 of those interviews were conducted among full-or part-time employees. The margin of sampling error at the 95% level of confidence for the worker population is = +/- 3.96% overall and larger for subgroups. Statistical weights were designed from the United States Census Bureau statistics.

About StrategyOne:

StrategyOne, a Daniel J. Edelman company, employs custom public opinion research and secondary research methodologies to deliver strategic counsel to corporate, organizational and governmental clients globally. With offices in Atlanta, Chicago, London, New York, Paris, San Mateo, Washington, D.C. and Abu Dhabi we provide global clients with evidence based stakeholder insights, analysis and measurement. Visit www.strategyone.net for more information

Full Question Texts & Survey Data:

Question: How satisfied are you with your current job?

Answer	August 2010
Total Satisfied	82%
<i>Very satisfied</i>	36%
<i>Somewhat satisfied</i>	46%
Total Not Satisfied	19%
<i>Not very satisfied</i>	14%
<i>Not at all satisfied</i>	5%

*** Asked of those who are employed (either full time or part time)**

Question: Realistically I don't believe that I will ever be able to stop working and retire.

Answer	August 2010
Total Agree	64%
<i>Strongly agree</i>	28%
<i>Somewhat agree</i>	36%
Total Disagree	36%
<i>Somewhat disagree</i>	23%
<i>Strongly disagree</i>	13%



*** Asked of those who are employed (either full time or part time)**

Question: *I get satisfaction from my work.*

Answer	August 2010
Total Agree	80%
Strongly agree	35%
Somewhat agree	45%
Total Disagree	20%
Somewhat disagree	15%
Strongly disagree	5%

*** Asked of those who are employed (either full time or part time)**

Question: *I enjoy where I work and look forward to coming in everyday.*

Answer	August 2010
Total Agree	72%
Strongly agree	26%
Somewhat agree	46%
Total Disagree	27%
Somewhat disagree	20%
Strongly disagree	7%

*** Asked of those who are employed (either full time or part time)**

Question: *My boss respects me and I respect him or her.*

Answer	August 2010
Total Agree	83%
Strongly agree	42%
Somewhat agree	41%
Total Disagree	17%
Somewhat disagree	12%
Strongly disagree	5%

*** Asked of those who are employed (either full time or part time)**

Question: *My boss respects the work I do.*

Answer	August 2010
Total Agree	82%
Strongly agree	39%
Somewhat agree	43%



Total Disagree	19%
<i>Somewhat disagree</i>	14%
<i>Strongly disagree</i>	5%

*** Asked of those who are employed (either full time or part time)**

Question: *My co-workers are one of the best things about where I work.*

Answer	August 2010
Total Agree	74%
<i>Strongly agree</i>	25%
<i>Somewhat agree</i>	49%
Total Disagree	27%
<i>Somewhat disagree</i>	19%
<i>Strongly disagree</i>	8%

*** Asked of those who are employed (either full time or part time)**

Question: *Do you view your current employment as just a job or do you view it as a long term career?*

Answer	August 2010
<i>Job</i>	52%
<i>Long Term Career</i>	48%

*** Asked of those who are employed (either full time or part time)**

Question: *Over the past couple years, I have had my wages or salary reduced.*

Answer	August 2010
Total Agree	46%
<i>Strongly agree</i>	23%
<i>Somewhat agree</i>	23%
Total Disagree	55%
<i>Somewhat disagree</i>	19%
<i>Strongly disagree</i>	36%

*** Asked of those who are employed (either full time or part time)**

Question: *How concerned are you about being laid off or losing a job?*

Answer	August 2010
Total Concerned	44%
<i>Very concerned</i>	12%
<i>Somewhat concerned</i>	32%



Total Not Concerned	56%
Not very concerned	32%
Not concerned at all	24%

*** Asked of those who are employed (either full time or part time)**

Question: How concerned are you about having your hours or salary cut back? Are you...

Answer	August 2010
Total Concerned	48%
Very concerned	18%
Somewhat concerned	30%
Total Not Concerned	53%
Not very concerned	28%
Not concerned at all	25%

*** Asked of those who are employed (either full time or part time)**

Question: Underemployment is when you are employed but you have high skill levels in low-wage jobs that do not require such abilities OR you aren't working as many hours as you would like to.

Would you say that you are underemployed?

Answer	August 2010
Yes	37%
No	63%

*** Asked of those who are employed (either full time or part time)**

Question: My boss expects me to work extra hours without a raise or additional compensation.

Answer	August 2010
Total Agree	40%
Strongly agree	16%
Somewhat agree	24%
Total Disagree	61%
Somewhat disagree	25%
Strongly disagree	36%

*** Asked of those who are employed (either full time or part time)**

Question: Honestly, I don't care too much about the company where I work. I am mainly there to get my paycheck.

Answer	August 2010
Total Agree	35%



<i>Strongly agree</i>	13%
<i>Somewhat agree</i>	22%
Total Disagree	65%
<i>Somewhat disagree</i>	27%
<i>Strongly disagree</i>	38%

*** Asked of those who are employed (either full time or part time)**

Question: *I am really not sure what the mission of my company is other than to make money.*

Answer	August 2010
Total Agree	38%
<i>Strongly agree</i>	12%
<i>Somewhat agree</i>	26%
Total Disagree	60%
<i>Somewhat disagree</i>	27%
<i>Strongly disagree</i>	33%

*** Asked of those who are employed (either full time or part time)**

Question: How interested would you be in leaving your job if you could get the same compensation elsewhere?

Answer	August 2010
Total Agree	56%
<i>Strongly agree</i>	21%
<i>Somewhat agree</i>	35%
Total Disagree	44%
<i>Somewhat disagree</i>	27%
<i>Strongly disagree</i>	17%

*** Asked of those who are employed (either full time or part time)**

Question: Which of the following best describes you?

Answer	August 2010
<i>I live in order to work, work is my biggest priority in life</i>	22%
<i>I work to live, my non-work life is my biggest priority in life</i>	78%

*** Asked of those who are employed (either full time or part time)**



Question: *I am fearful that by taking off a day from work, my boss might fire me.*

Answer	August 2010
Total Agree	26%
Strongly agree	8%
Somewhat agree	18%
Total Disagree	74%
Somewhat disagree	25%
Strongly disagree	49%

*** Asked of those who are employed (either full time or part time)**

Question: *I spend at least one hour of my work day surfing the Internet.*

Answer	August 2010
Total Agree	40%
Strongly agree	17%
Somewhat agree	23%
Total Disagree	60%
Somewhat disagree	18%
Strongly disagree	42%

*** Asked of those who are employed (either full time or part time)**

Question: *I spend more than two hours of my work day surfing the Internet.*

Answer	August 2010
Total Agree	28%
Strongly agree	11%
Somewhat agree	17%
Total Disagree	72%
Somewhat disagree	22%
Strongly disagree	50%

*** Asked of those who are employed (either full time or part time)**

Question: *I spend at least one hour of my work day using social media and seeing what people are up to.*

Answer	August 2010
Total Agree	29%
Strongly agree	11%
Somewhat agree	18%
Total Disagree	71%



Somewhat disagree	21%
Strongly disagree	50%

*** Asked of those who are employed (either full time or part time)**

Question: *My boss and I communicate well with one another.*

Answer	August 2010
Total Agree	82%
Strongly agree	34%
Somewhat agree	48%
Total Disagree	17%
Somewhat disagree	12%
Strongly disagree	5%

*** Asked of those who are employed (either full time or part time)**

Question: *My company where I work puts the corporate 'values' on the wall, but it really doesn't mean anything.*

Answer	August 2010
Total Agree	44%
Strongly agree	14%
Somewhat agree	30%
Total Disagree	55%
Somewhat disagree	33%
Strongly disagree	22%

*** Asked of those who are employed (either full time or part time)**

Question: *Most meetings that I go to at the company where I work are a waste of time.*

Answer	August 2010
Total Agree	49%
Strongly agree	16%
Somewhat agree	33%
Total Disagree	51%
Somewhat disagree	31%
Strongly disagree	20%

*** Asked of those who are employed (either full time or part time)**