



The Canadian Payroll Association

CPA NPW 2017 Employee Research Survey, National Press Release Results

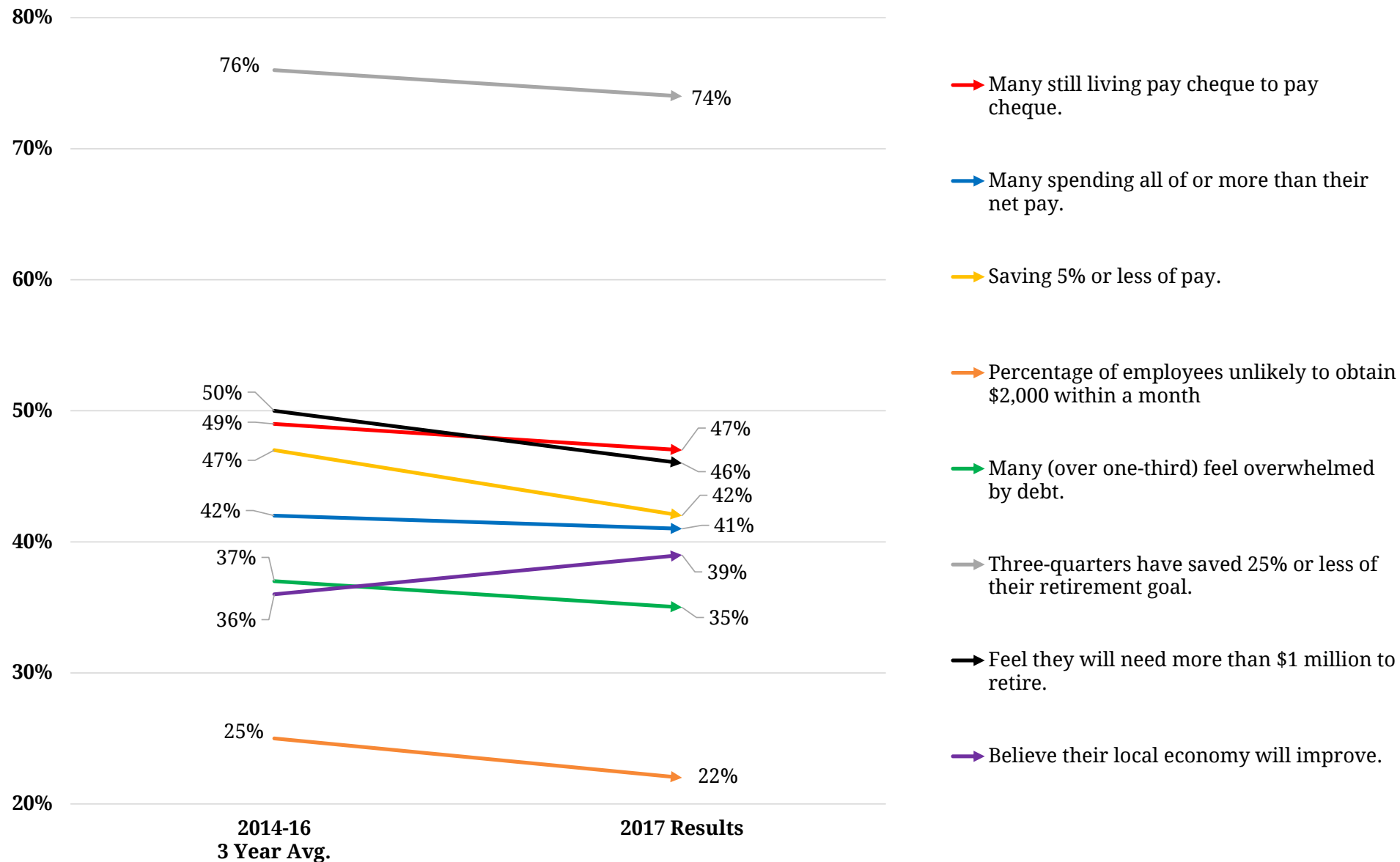


Framework™

Prepared by Framework Partners Inc., August 2017

Field Dates: June 22, 2017 to August 1, 2017

Summary of Findings

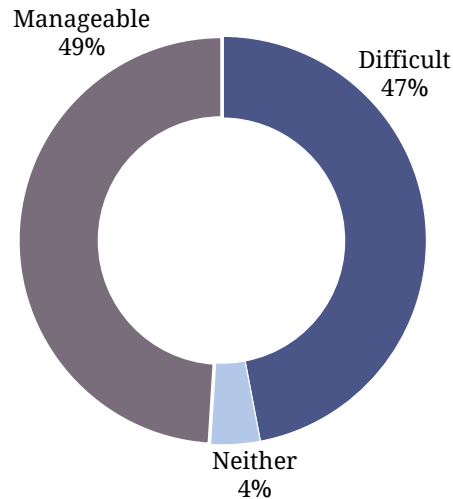




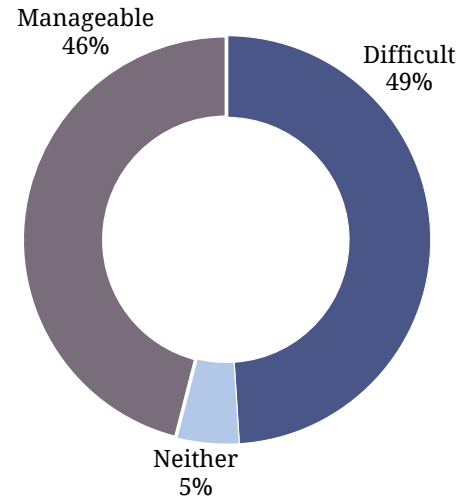
If your pay cheque (i.e., payment of salary or wages) was delayed for a week, how difficult would it be to meet your current financial obligations? (Please check only one.)

2017 SUMMARY					2016	2015	2014	2014-2016	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Very difficult	737	16%	4	-1%	17%	17%	18%	17%	-1%
2 Difficult	605	14%	5	1%	13%	13%	15%	14%	0%
3 Somewhat difficult	778	17%	2	-1%	18%	18%	18%	18%	-1%
4 Neither difficult nor manageable	190	4%	7	-	4%	4%	8%	5%	-1%
5 Somewhat manageable	581	13%	6	1%	12%	13%	11%	12%	1%
6 Manageable	817	19%	1	-1%	20%	19%	16%	19%	0%
7 Very manageable	772	17%	3	1%	16%	16%	14%	15%	2%
8 I don't know / not applicable	26								
- No Response	261								
Total	4,766	100%			100%	100%	100%		

2017 Results



2014 - 2016
3 Year Avg.



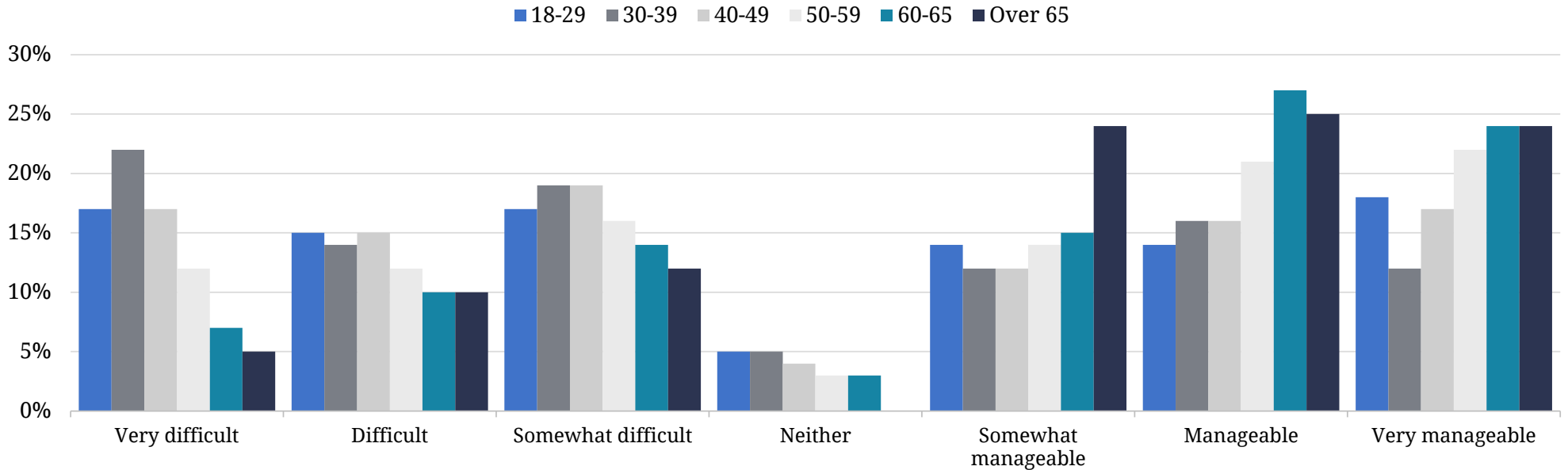


If your pay cheque (i.e., payment of salary or wages) was delayed for a week, how difficult would it be to meet your current financial obligations? (Please check only one.)

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

2017 Segmentation Results	Less than 18		18-29		30-39		40-49		50-59		60-65		Over 65		Prefer No Resp.	
Response	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%
1 Very difficult	-	-	104	17%	235	22%	190	17%	124	12%	17	7%	2	5%	6	7%
2 Difficult	-	-	88	15%	147	14%	171	15%	118	12%	26	10%	3	10%	11	14%
3 Somewhat difficult	-	-	100	17%	204	19%	207	19%	162	16%	36	14%	4	12%	10	12%
4 Neither	-	-	28	5%	54	5%	48	4%	35	3%	8	3%	-	-	4	4%
5 Somewhat manageable	-	-	81	14%	131	12%	136	12%	141	14%	40	15%	9	24%	13	16%
6 Manageable	-	-	84	14%	176	16%	177	16%	210	21%	76	27%	9	25%	21	28%
7 Very manageable	-	-	103	18%	132	12%	186	17%	222	22%	62	24%	9	24%	15	19%
8 I don't know / not applicable	-	-	2		4		3		6		1		1		-	
Total	-	-	590	100%	1,083	100%	1,119	100%	1,017	100%	266	100%	36	100%	80	100%
Top Two	NA		32%		36%		32%		24%		17%		15%		21%	
Top Three	NA		49%		55%		51%		40%		31%		27%		33%	

2017 Relative %

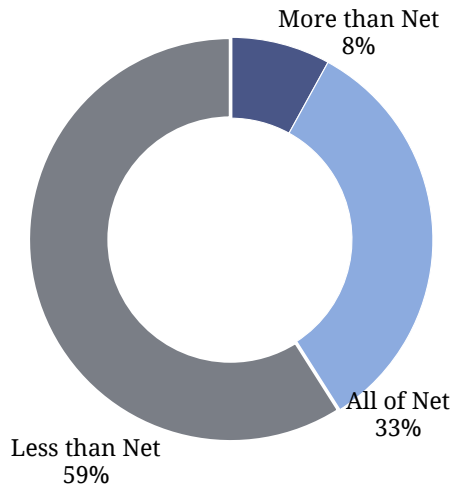




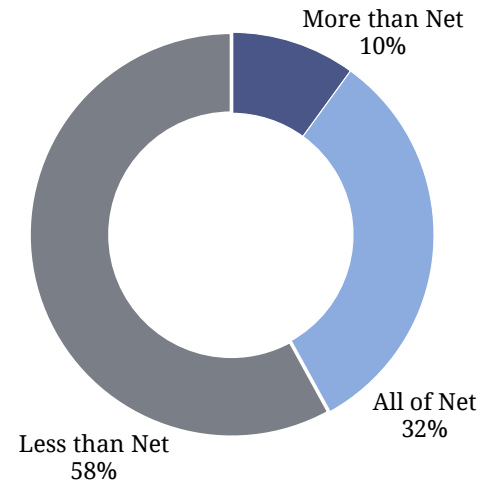
In a typical or average pay period, which of the following tends to be true for you? (Please check only one.)

2017 SUMMARY					2016	2015	2014	2014-2016	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 I spend more than my net pay	346	8%	3	-1%	9%	9%	11%	10%	-2%
2 I spend all of my net pay	1,417	33%	2	2%	31%	31%	33%	32%	1%
3 I spend less than my net pay	2,523	59%	1	-1%	60%	60%	56%	58%	1%
4 I don't know / not applicable	131								
5 Other (please specify):	57								
- No Response	293								
Total	4,766	100%			100%	100%	100%		

2017 Results



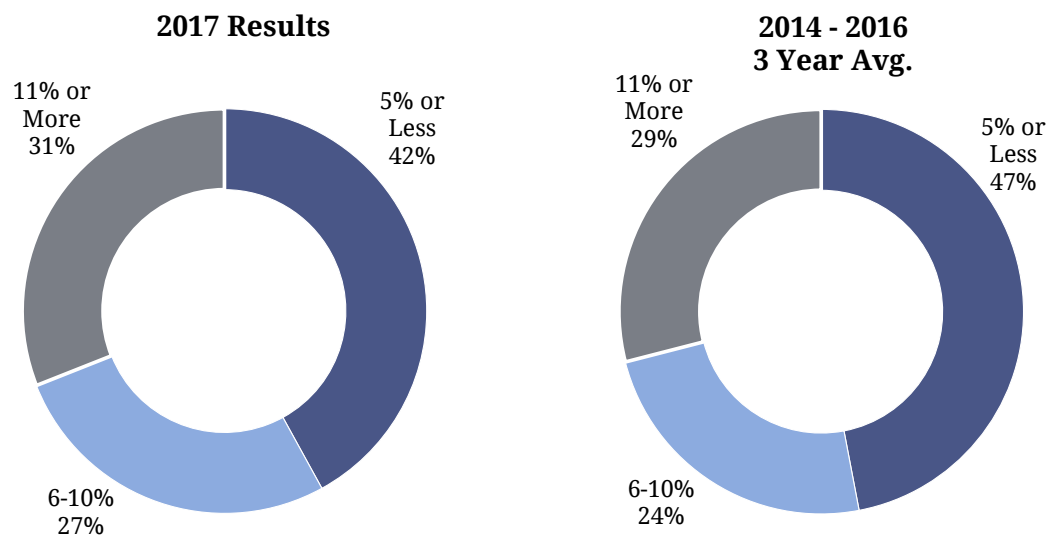
**2014 - 2016
3 Year Avg.**





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

2017 SUMMARY					2016	2015	2014	2014-2016	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 0%	421	11%	4	-3%	14%	14%	16%	15%	-4%
2 1-5%	1,292	31%	1	-2%	33%	33%	34%	32%	-1%
3 6-10%	1,063	27%	2	3%	24%	23%	24%	24%	3%
4 11-15%	502	13%	3	1%	12%	13%	11%	12%	1%
5 16-20%	360	9%	6	1%	8%	8%	7%	8%	1%
6 21% or higher	363	9%	5	-	9%	9%	8%	9%	0%
7 I prefer not to respond	288								
8 I don't know / not applicable	131								
- No Response	346								
Total	4,766	100%			100%	100%	100%		

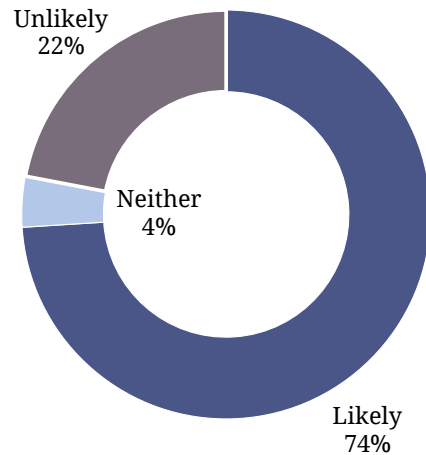




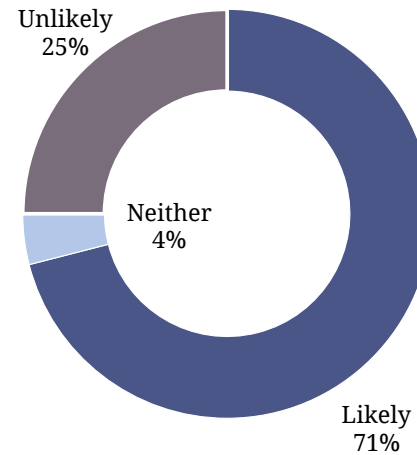
How likely are you to come up with \$2,000 if an emergency arose within the next month? (Please check only one.)

2017 SUMMARY					2016	2015	2014	2014-2016 3 Year Avg.	Δ from 3 Year Avg.
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%		
1 Very likely	1,709	39%	1	2%	37%	36%	35%	35%	4%
2 Likely	807	18%	2	-	18%	18%	18%	18%	0%
3 Somewhat likely	759	17%	3	-1%	18%	18%	17%	18%	-1%
4 Neither likely nor unlikely	173	4%	7	1%	3%	4%	4%	4%	0%
5 Somewhat unlikely	284	6%	5	-1%	7%	8%	7%	7%	-1%
6 Unlikely	249	6%	6	-1%	7%	6%	7%	7%	-1%
7 Very unlikely	463	10%	4	-	10%	10%	12%	11%	-1%
8 I don't know / not applicable	55								
- No Response	268								
Total	4,766	100%			100%	100%	100%		

2017 Results



2014 - 2016
3 Year Avg.

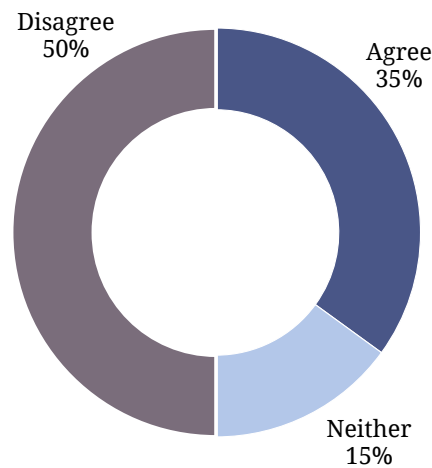




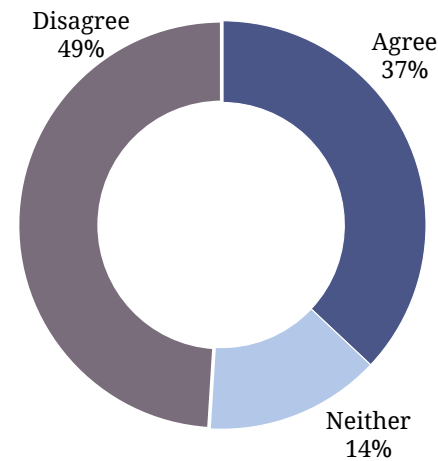
Please indicate how strongly you agree or disagree with each of the following statements: “I feel overwhelmed by my debt.”

Response	2017 SUMMARY				2016	2015	2014	2014-2016 3 Year Avg.	Δ from 3 Year Avg.
	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%		
1 Strongly agree	373	9%	6	-	9%	7%	9%	8%	1%
2 Agree	392	10%	5	-	10%	9%	9%	9%	1%
3 Somewhat agree	670	16%	3	-4%	20%	20%	21%	20%	-4%
4 Neither agree nor disagree	608	15%	4	-1%	16%	13%	12%	14%	1%
5 Somewhat disagree	317	8%	7	-	8%	8%	8%	8%	0%
6 Disagree	795	19%	2	1%	18%	19%	21%	19%	0%
7 Strongly disagree	937	23%	1	4%	19%	24%	20%	22%	1%
8 I don't know / not applicable	211								
- No Response	464								
Total	4,766	100%			100%	100%	100%		

2017 Results



2014 - 2016
3 Year Avg.

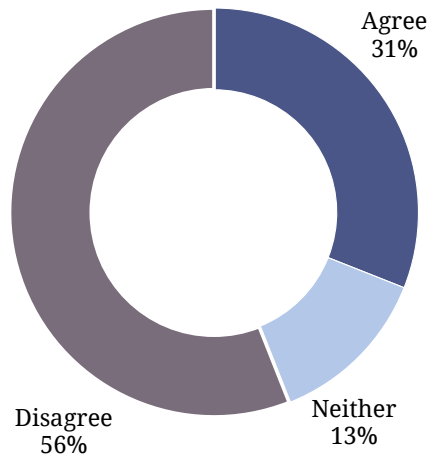




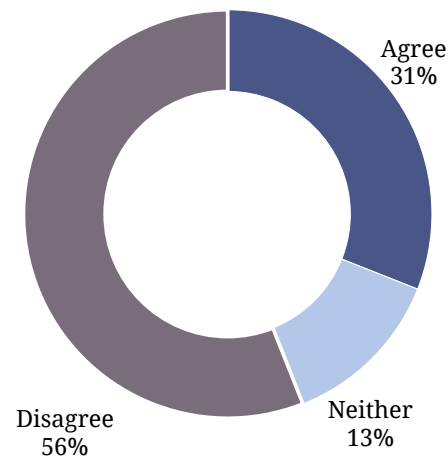
Please indicate how strongly you agree or disagree with each of the following statements: “My debt has increased from last year.”

Response	2017 SUMMARY				2016	2015	2014	2014-2016	Δ from
	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Strongly agree	295	7%	6	-1%	8%	7%	7%	7%	0%
2 Agree	598	14%	3	2%	12%	13%	13%	13%	1%
3 Somewhat agree	418	10%	5	-1%	11%	10%	12%	11%	-1%
4 Neither agree nor disagree	521	13%	4	-1%	14%	13%	12%	13%	0%
5 Somewhat disagree	285	7%	7	-1%	8%	9%	8%	8%	-1%
6 Disagree	983	24%	2	1%	23%	22%	23%	23%	1%
7 Strongly disagree	1,028	25%	1	1%	24%	26%	25%	25%	0%
8 I don't know / not applicable	174								
- No Response	464								
Total	4,766	100%			100%	100%	100%		

2017 Results



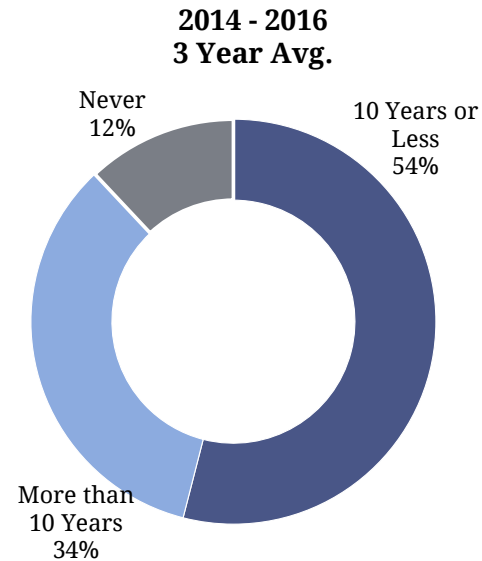
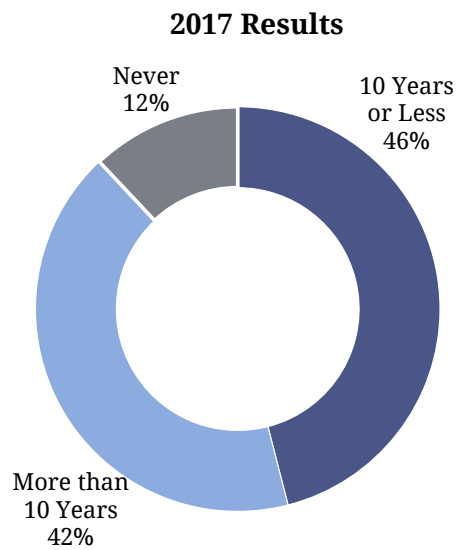
2014 - 2016
3 Year Avg.





How soon do you think that you will be completely debt free? (Please check only one.)

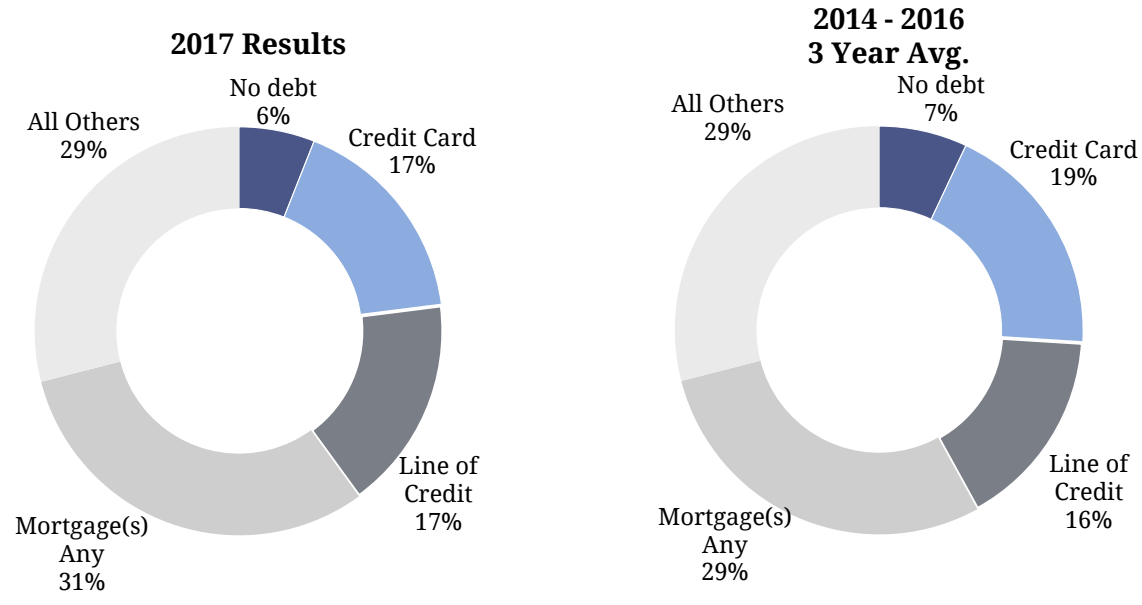
2017 SUMMARY					2016	2015	2014	2014-2016	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Within the next year	199	6%	6	-1%	7%	7%	8%	7%	-1%
2 Within the next 2 to 5 years	571	17%	3	-8%	25%	24%	26%	26%	-9%
3 Within the next 6 to 10 years	781	23%	2	2%	21%	22%	21%	21%	2%
4 Within the next 11 to 20 years	896	26%	1	4%	22%	22%	20%	21%	5%
5 More than 20 years from now	532	16%	4	2%	14%	13%	13%	13%	3%
6 I am not sure that I will ever be able to be completely debt free	414	12%	5	1%	11%	12%	12%	12%	0%
7 I prefer not to respond	69								
- No Response	132								
Total	3,593	100%			100%	100%	100%		





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

Response	2017 SUMMARY				2016	2015	2014	2014-2016 3 Year Avg.	Δ from 3 Year Avg.
	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%		
1 I do not have debt	562	6%	5	-1%	7%	7%	6%	7%	-1%
2 Mortgage(s) on my principal residence	2,376	28%	1	2%	26%	25%	25%	25%	3%
3 Mortgage(s) on a rental or business property	256	3%	8	-1%	4%	4%	4%	4%	-1%
4 Line of credit	1,478	17%	4	1%	16%	16%	17%	16%	1%
5 Student loan	443	5%	6	-	5%	5%	5%	5%	0%
6 Car loan	1,555	18%	2	1%	17%	17%	17%	17%	1%
7 Consumer loans or debt	288	3%	7	-1%	4%	4%	3%	4%	-1%
8 Credit card debt	1,498	17%	3	-1%	18%	19%	20%	19%	-2%
9 Family debt	254	3%	9	-	3%	3%	3%	3%	0%
10 I prefer not to respond	169								
11 Other (please specify):	44								
- No Response	277								
Total	4,766	100%			100%	100%	100%		



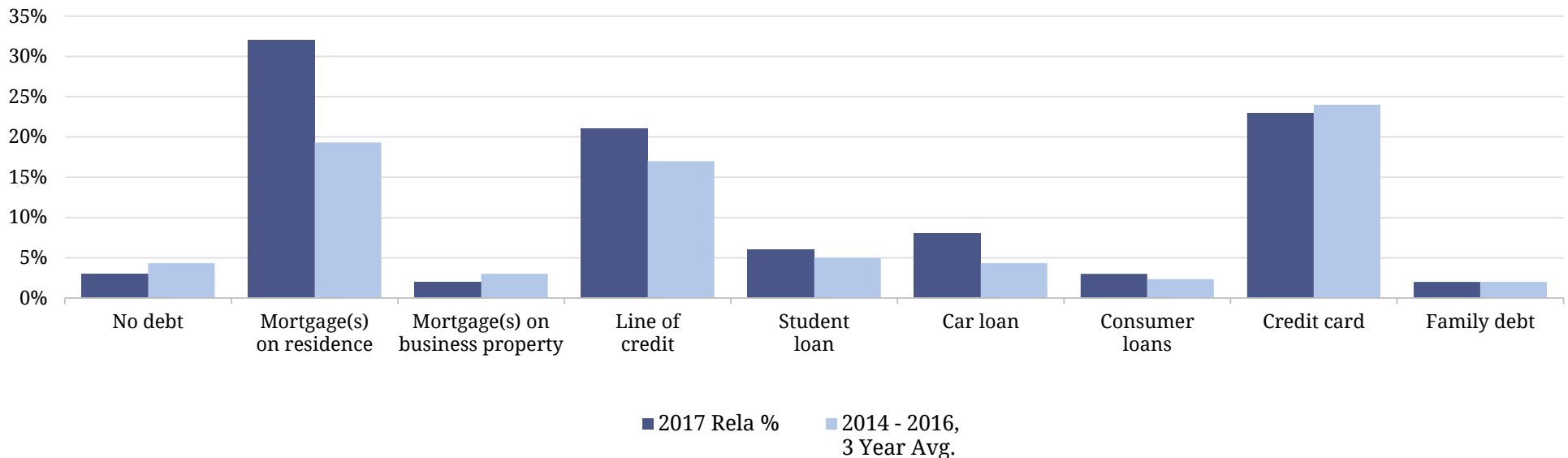


Which type of debt do you find to be the most difficult to pay down? (Please check all that apply.)

2017 SUMMARY*					2016	2015	2014	2014-2016	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 I do not have debt	120	3%	6	2%	1%	1%	11%	4%	-1%
2 Mortgage(s) on my principal residence	1,153	32%	1	15%	17%	21%	20%	19%	13%
3 Mortgage(s) on a rental or business property	94	2%	9	-2%	4%	3%	2%	3%	-1%
4 Line of credit	774	21%	3	5%	16%	18%	17%	17%	4%
5 Student loan	227	6%	5	1%	5%	5%	5%	5%	1%
6 Car loan	302	8%	4	4%	4%	5%	4%	4%	4%
7 Consumer loans or debt	112	3%	7	1%	2%	3%	2%	2%	1%
8 Credit card debt	883	23%	2	1%	22%	26%	24%	24%	-1%
9 Family debt	94	2%	8	-	2%	2%	2%	2%	0%
10 Other debt	29								
11 Other (please specify):	150								
12 I prefer not to respond	331								
- No Response	286								
Total	4,035	100%			-	-	-		

*Response options "I do not find it difficult to pay down debt" and "I find all debt equally difficult to pay down" were removed in 2017. Hence, interperiod comparisons should be interpreted with caution.

Interperiod Comparison



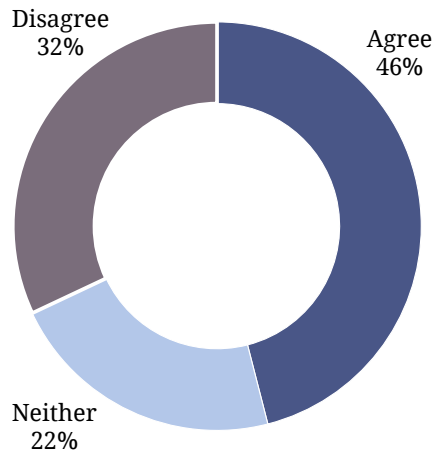


How strongly do you agree or disagree with each of the following statements?: 'The age at which I expect to retire changed in the past five years. I will have to work longer.'

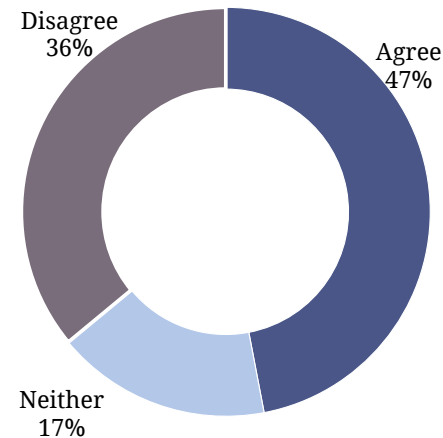
2017 SUMMARY					2016*	2015	2014	2014-2016 3 Year Avg.	Δ from 3 Year Avg.
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%		
1 Strongly agree	505	15%	4	-	15%	16%	18%	16%	-1%
2 Agree	690	20%	2	2%	18%	19%	19%	18%	2%
3 Somewhat agree	396	11%	6	-1%	12%	12%	14%	13%	-2%
4 Neither agree nor disagree	742	22%	1	5%	17%	16%	17%	17%	5%
5 Somewhat disagree	148	4%	7	-2%	6%	4%	5%	5%	-1%
6 Disagree	526	15%	3	-2%	17%	15%	13%	15%	0%
7 Strongly disagree	460	13%	5	-2%	15%	18%	14%	16%	-3%
8 I don't know / not applicable	864								
- No Response	436								
Total	4,766	100%			100%	100%	100%		

*Note: for 2016, this question was only asked if respondent selected "Yes" to the question "Do you have a retirement age".

2017 Results



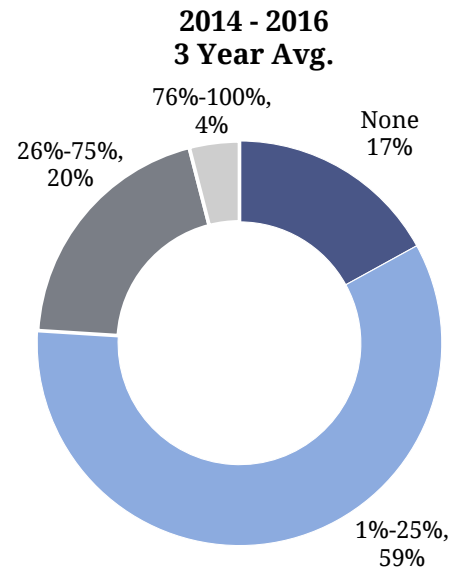
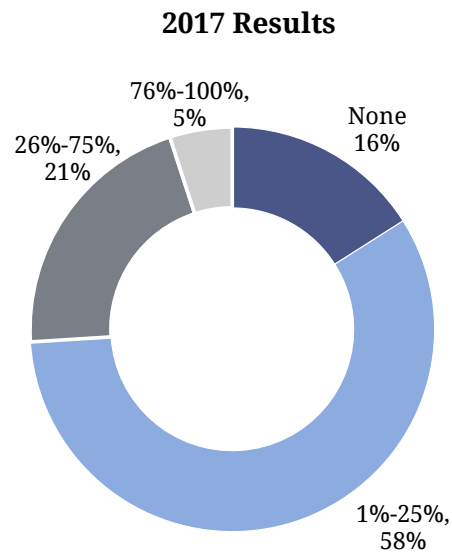
2014 - 2016
3 Year Avg.





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

2017 SUMMARY					2016	2015	2014	2014-2016	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 I haven't started saving yet	710	16%	2	-	16%	18%	17%	17%	-1%
2 I've saved between 1% and 25% of my retirement target	2,521	58%	1	-2%	60%	58%	58%	59%	-1%
3 I've saved between 26% and 50% of my retirement target	586	13%	3	-	13%	13%	14%	13%	0%
4 I've saved between 51% and 75% of my retirement target	363	8%	4	1%	7%	7%	7%	7%	1%
5 I've saved between 76% and 100% of my retirement target	169	4%	5	1%	3%	3%	3%	3%	1%
6 I've attained my target and I am able to retire	52	1%	6	-	1%	1%	1%	1%	0%
- No Response	366								
Total	4,766	100%			100%	100%	100%		



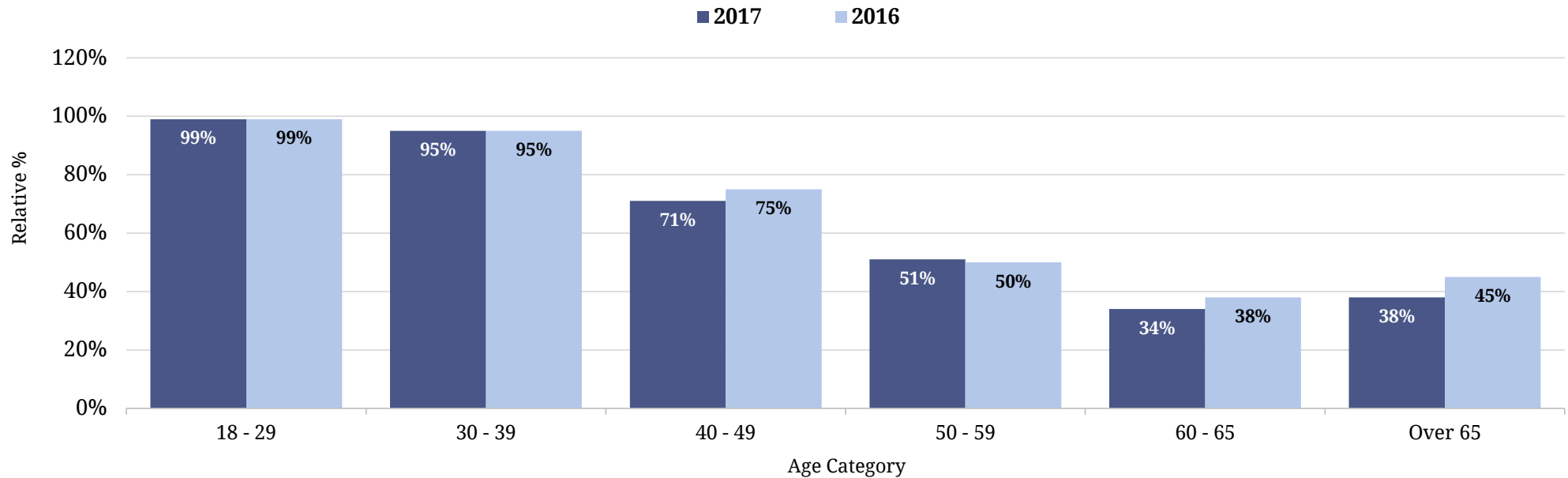


Which of the following statements best describes how close you are to your target retirement savings? (Please check only one.)

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

AGE	Less than 18		18-29		30-39		40-49		50-59		60-65		Over 65		Prefer No Resp.	
% of Paycheque	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%	Count	Rela%
1 I haven't started saving yet	-	-	196	33%	211	19%	153	14%	77	8%	14	5%	1	4%	11	13%
2 Between 1% and 25% of my target	-	-	387	66%	819	76%	655	57%	437	43%	74	29%	13	34%	40	50%
3 Between 26% and 50% of my target	-	-	6	1%	46	4%	219	20%	216	21%	40	15%	4	10%	15	19%
4 Between 51% and 75% of my target	-	-	1	-	7	1%	78	7%	175	17%	70	26%	10	27%	10	12%
5 Between 76% and 100% of my target	-	-	-	-	1	-	8	1%	90	9%	54	20%	6	17%	2	3%
6 I've attained my target and able to retire	-	-	-	-	-	-	6	1%	22	2%	14	5%	3	8%	3	3%
- No Response	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	590	100%	1,083	100%	1,119	100%	1,017	100%	266	100%	36	100%	80	100%

Percentage with Less than 25% of Retirement Savings Goal by Age Category

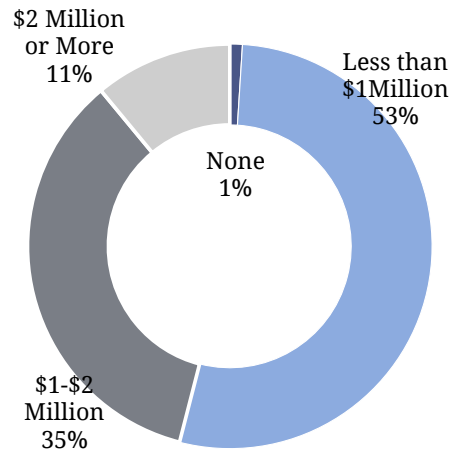




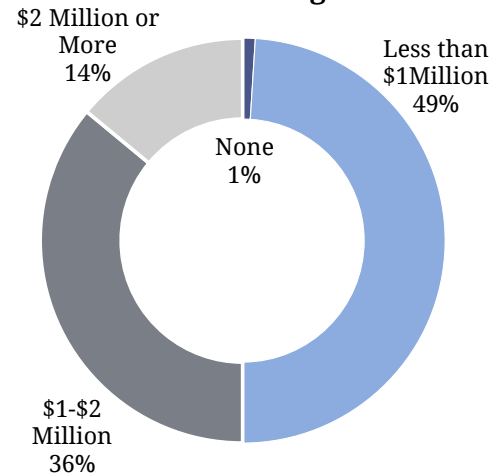
How much money do you think you will need to save to retire comfortably? (Your target retirement savings.)

2017 SUMMARY					2016	2015	2014	2014-2016	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 None	18	1%	7	-	1%	1%	1%	1%	0%
2 \$1 to \$500,000	546	16%	3	-2%	18%	19%	17%	18%	-2%
3 \$500,001 to \$1,000,000	1,266	37%	1	6%	31%	30%	32%	31%	6%
4 \$1,000,001 to \$1,500,000	983	28%	2	6%	22%	22%	22%	22%	6%
5 \$1,500,001 to \$2,000,000	256	7%	4	-8%	15%	14%	14%	14%	-7%
6 \$2,000,001 to \$3,000,000	212	6%	5	-1%	7%	8%	8%	8%	-2%
7 More than \$3,000,000	173	5%	6	-1%	6%	6%	6%	6%	-1%
8 I don't know / not applicable	957								
- No Response	355								
Total	4,766	100%			100%	100%	100%		

2017 Results



**2014 - 2016
3 Year Avg.**

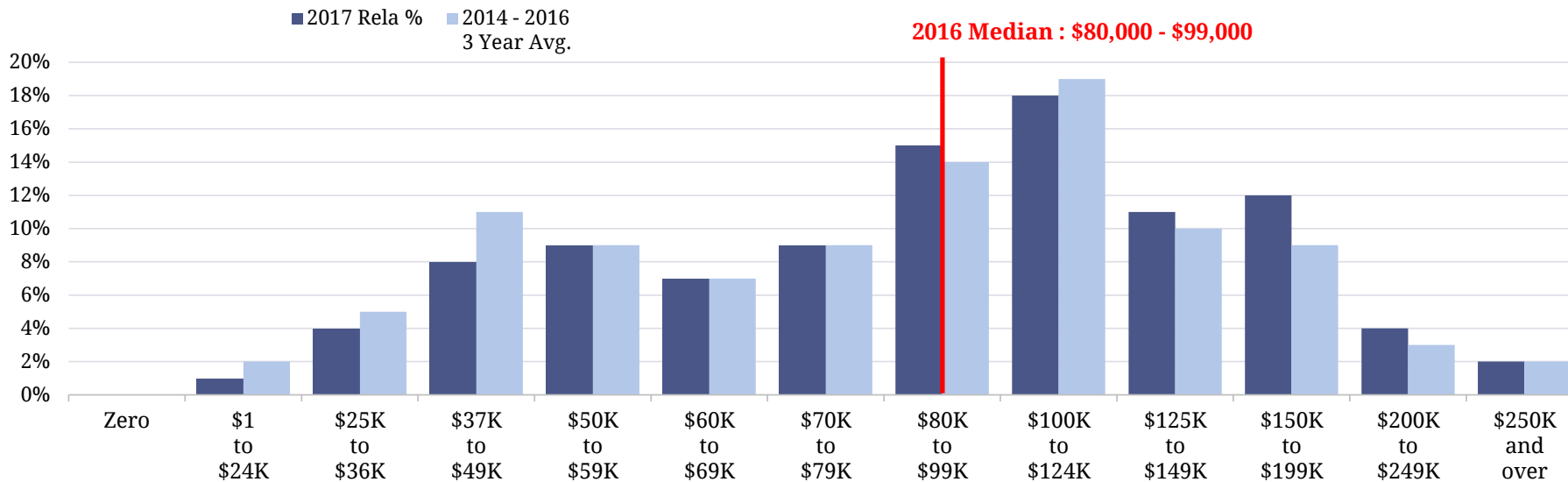




Please indicate your total household income: (Please check only one.)

2017 SUMMARY					2016	2015	2014	2014-2016	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Zero	5	-	13	-	-	-	-	0%	0%
2 \$1 to \$24,999	53	1%	12	-1%	2%	3%	2%	2%	-1%
3 \$25,000 to \$36,999	147	4%	9	-1%	5%	5%	6%	5%	-1%
4 \$37,000 to \$49,999	305	8%	7	-2%	10%	11%	12%	11%	-3%
5 \$50,000 to \$59,999	325	9%	5	-	9%	10%	8%	9%	0%
6 \$60,000 to \$69,999	267	7%	8	-	7%	7%	7%	7%	0%
7 \$70,000 to \$79,999	312	9%	6	-1%	10%	9%	9%	9%	0%
8 \$80,000 to \$99,999	549	15%	2	-	15%	13%	15%	14%	1%
9 \$100,000 to \$124,999	631	18%	1	-	18%	18%	18%	19%	-1%
10 \$125,000 to \$149,999	405	11%	4	2%	9%	11%	10%	10%	1%
11 \$150,000 to \$199,999	426	12%	3	2%	10%	9%	8%	9%	3%
12 \$200,000 to \$249,999	145	4%	10	1%	3%	3%	3%	3%	1%
13 \$250,000 and over	77	2%	11	-	2%	1%	2%	2%	0%
14 I prefer not to answer	532								
- No Response	586								
Total	4,766	100%			100%	100%	100%		

2017 Median = \$100,000 to \$124,999

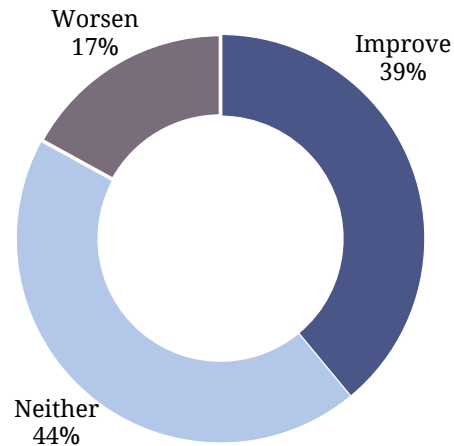




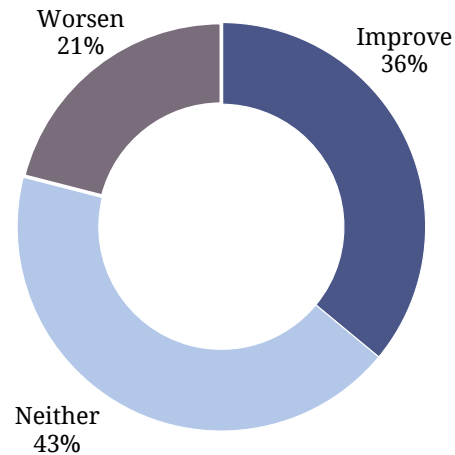
Over the next year, do you think the economy in your town or city will: (Please check only one.)

2017 SUMMARY					2016	2015	2014	2014-2016	Δ from
Response	Count	Rela%	Rank	Δ Rela%	Rela%	Rela%	Rela%	3 Year Avg.	3 Year Avg.
1 Strongly improve	83	2%	6	-	2%	2%	3%	2%	0%
2 Improve	629	16%	3	4%	12%	13%	18%	14%	2%
3 Somewhat improve	819	21%	2	-1%	22%	18%	20%	20%	1%
4 Stay the same	1,739	44%	1	-	44%	40%	43%	43%	1%
5 Somewhat worsen	425	11%	4	-2%	13%	18%	11%	14%	-3%
6 Worsen	188	5%	5	-	5%	7%	4%	5%	0%
7 Strongly worsen	39	1%	7	-1%	2%	2%	1%	2%	-1%
8 I don't know / not applicable	314								
- No Response	530								
Total	4,766	100%			100%	100%	100%		

2017 Results



2014 - 2016
3 Year Avg.



Nine Year Interperiod Comparison
(% Economy Will Improve)





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