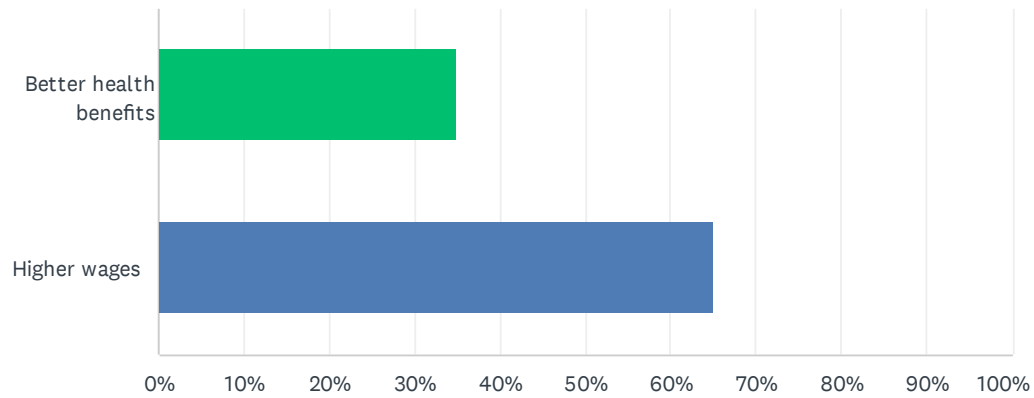


Q2 What's more important to you, better health benefits or higher wages?

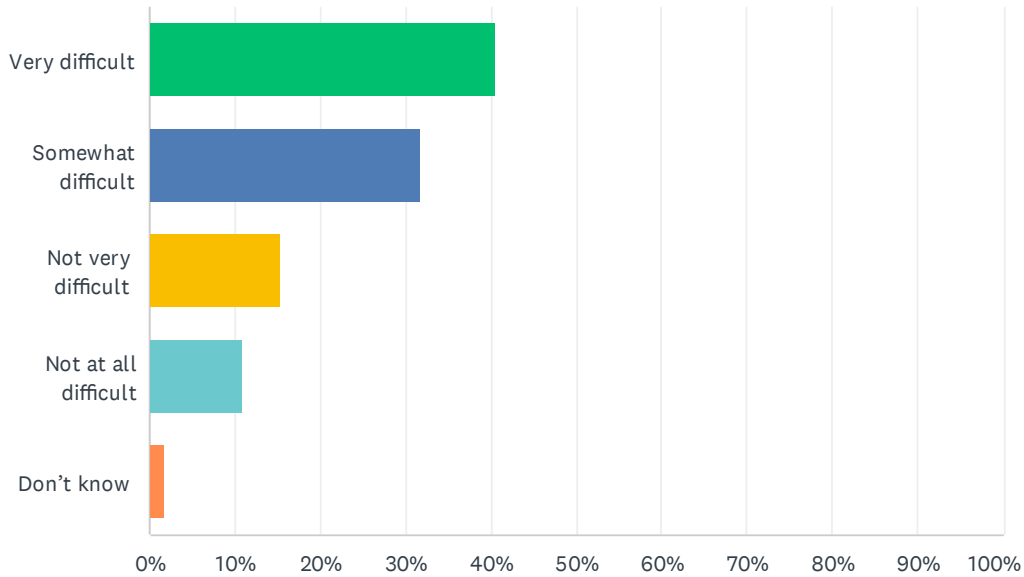
Answered: 28,130 Skipped: 996



ANSWER CHOICES	RESPONSES	
Better health benefits	34.90%	9,817
Higher wages	65.10%	18,313
TOTAL		28,130

Q3 How difficult would it be to meet your current financial obligations if your next paycheck were delayed for a week?

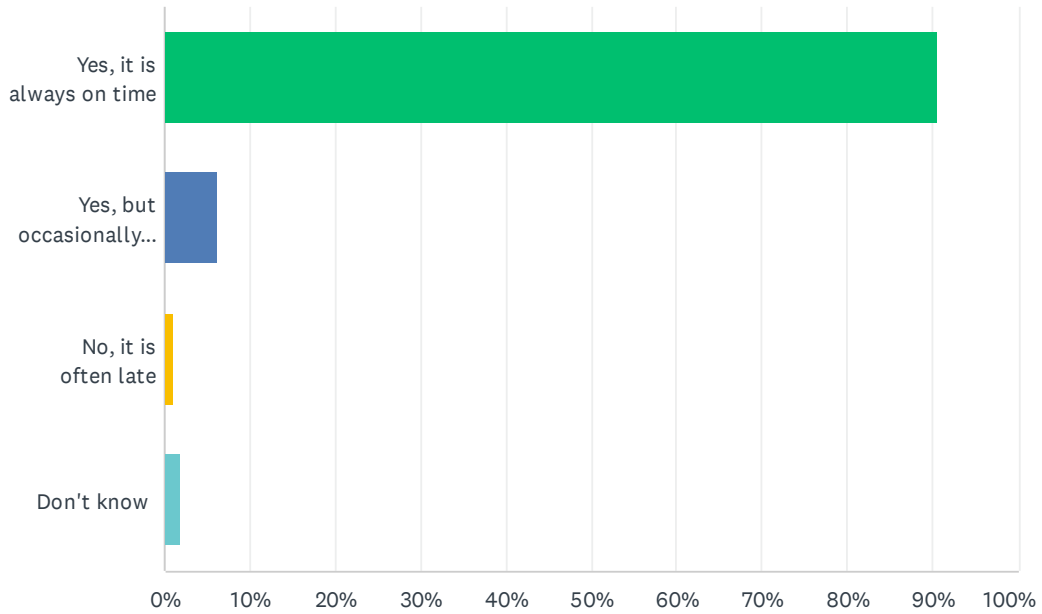
Answered: 27,833 Skipped: 1,293



ANSWER CHOICES	RESPONSES	
Very difficult	40.44%	11,256
Somewhat difficult	31.70%	8,823
Not very difficult	15.35%	4,271
Not at all difficult	10.84%	3,018
Don't know	1.67%	465
TOTAL		27,833

Q4 Is your paycheck delivered on time?

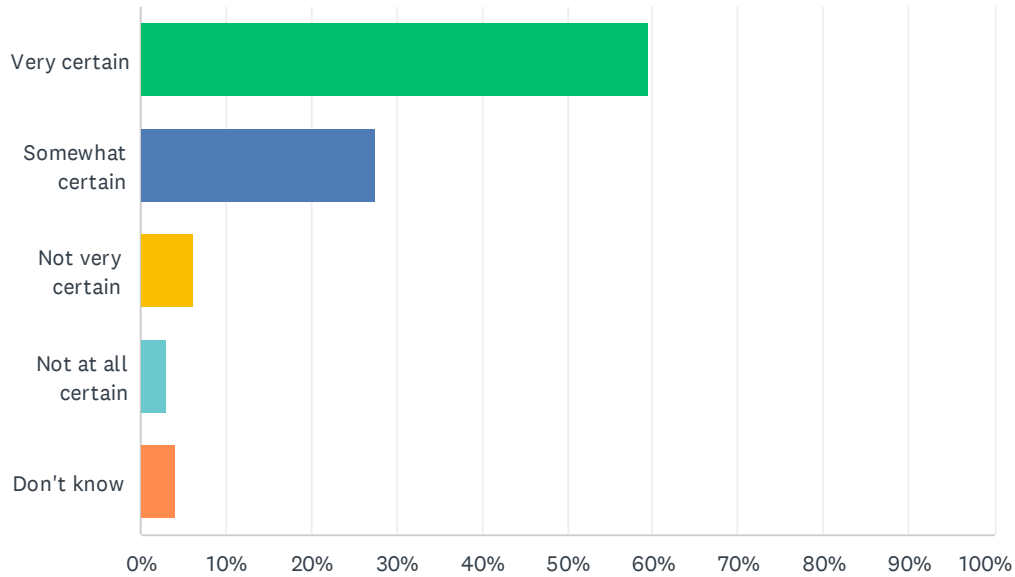
Answered: 27,642 Skipped: 1,484



ANSWER CHOICES	RESPONSES	
Yes, it is always on time	90.69%	25,068
Yes, but occasionally it is late	6.28%	1,737
No, it is often late	1.14%	315
Don't know	1.89%	522
TOTAL		27,642

Q5 How certain are you that your payroll withholding and the net amount of your paycheck are correct each payday?

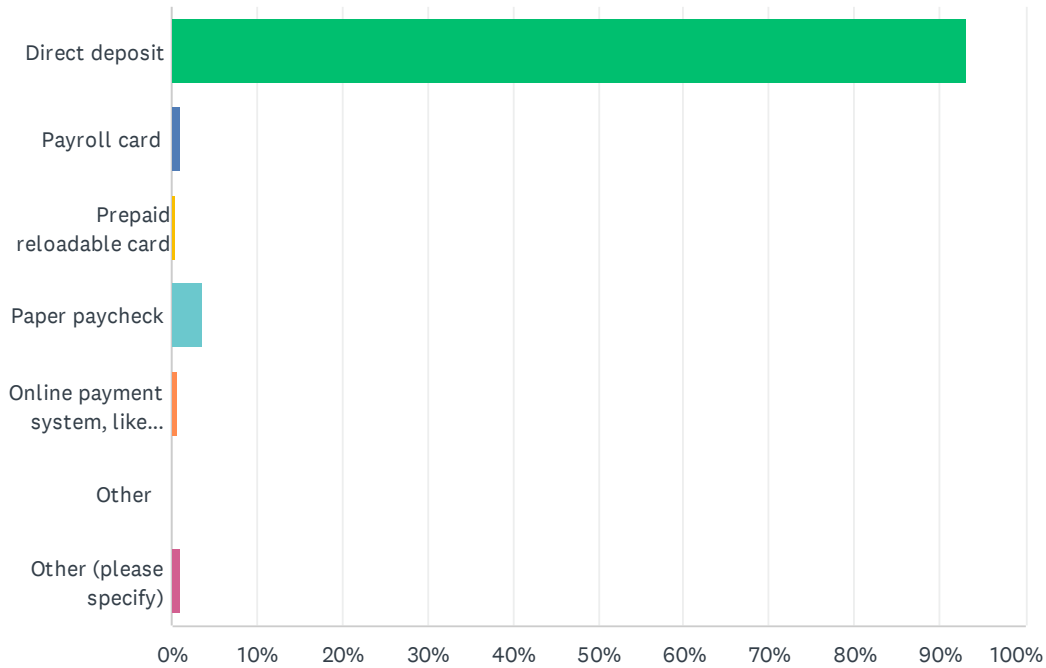
Answered: 27,331 Skipped: 1,795



ANSWER CHOICES	RESPONSES	
Very certain	59.43%	16,242
Somewhat certain	27.42%	7,494
Not very certain	6.25%	1,709
Not at all certain	2.94%	803
Don't know	3.96%	1,083
TOTAL		27,331

Q6 How do you currently receive your pay?

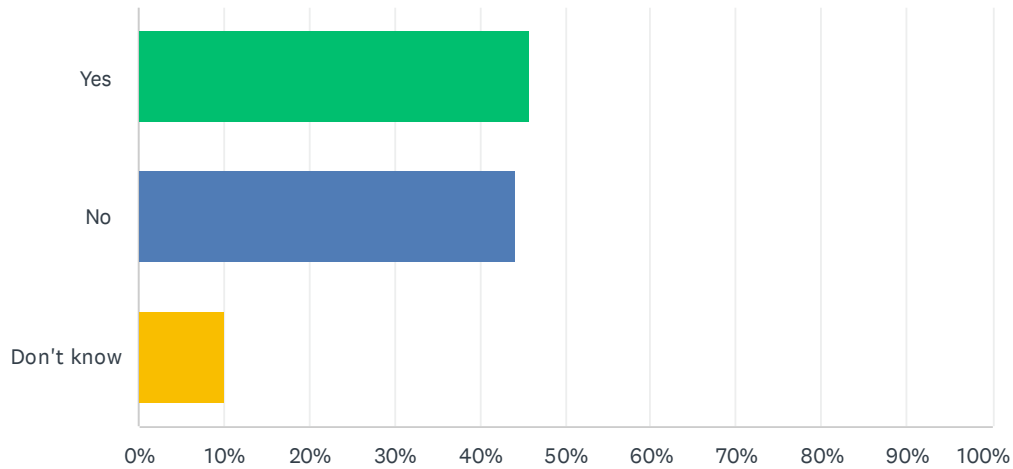
Answered: 27,139 Skipped: 1,987



ANSWER CHOICES	RESPONSES	
Direct deposit	93.26%	25,309
Payroll card	0.99%	270
Prepaid reloadable card	0.51%	138
Paper paycheck	3.62%	982
Online payment system, like PayPal or Venmo	0.65%	177
Other	0.00%	0
Other (please specify)	0.97%	263
TOTAL		27,139

Q7 Did you complete a new Form W-4, Employee's Withholding Certificate, at any point in 2021? This is the form used to calculate the federal income tax you owe each pay period.

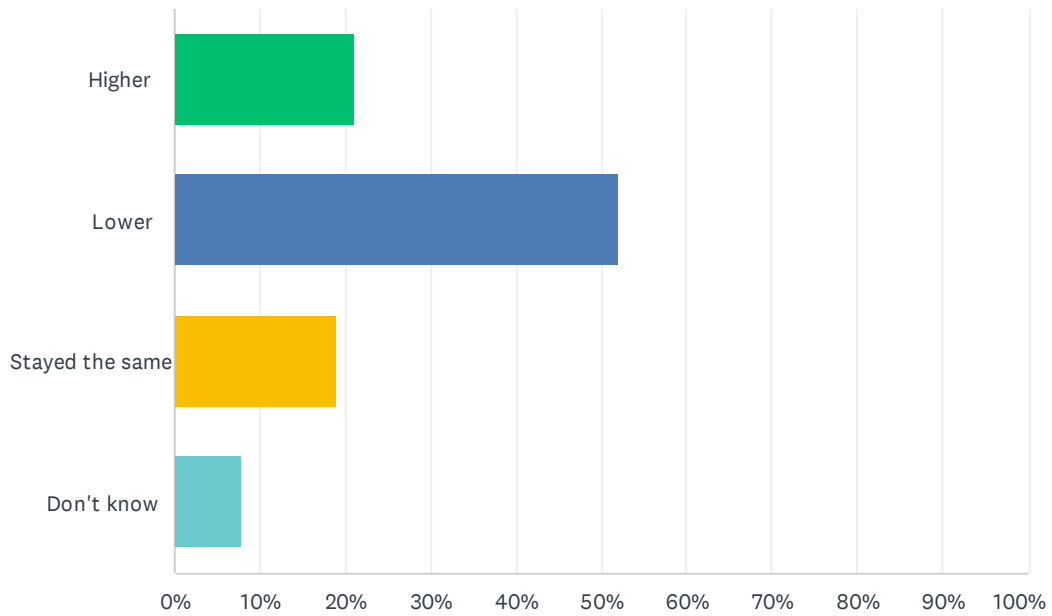
Answered: 26,846 Skipped: 2,280



ANSWER CHOICES	RESPONSES	
Yes	45.87%	12,314
No	44.10%	11,839
Don't know	10.03%	2,693
TOTAL		26,846

Q8 Was your tax refund higher or lower in 2021?

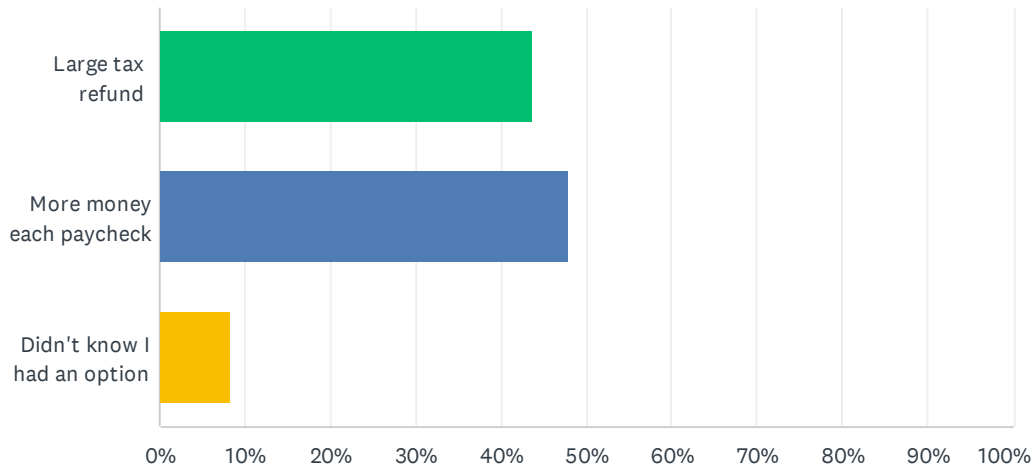
Answered: 12,285 Skipped: 16,841



ANSWER CHOICES	RESPONSES
Higher	21.07% 2,589
Lower	52.07% 6,397
Stayed the same	18.92% 2,324
Don't know	7.94% 975
TOTAL	12,285

Q9 Do you prefer receiving a large tax refund after filing your tax return or would you rather have the extra cash in each paycheck throughout the year?

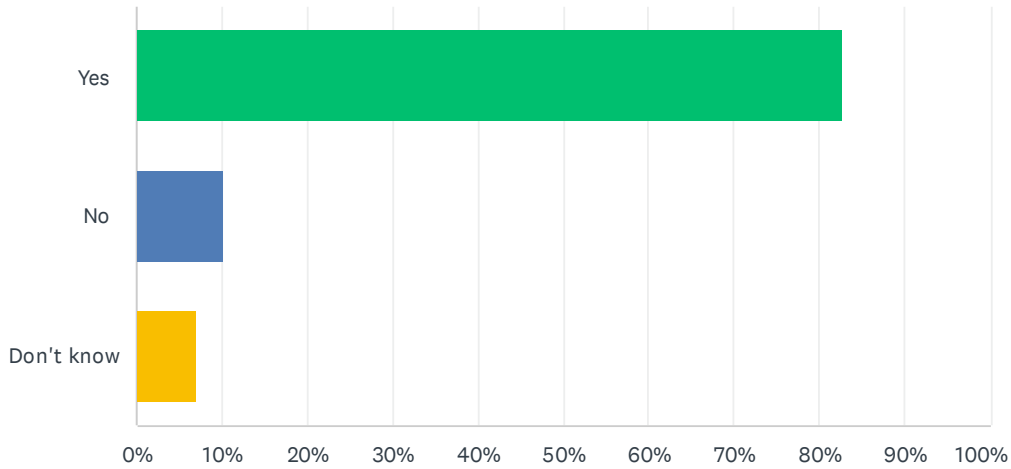
Answered: 26,661 Skipped: 2,465



ANSWER CHOICES	RESPONSES	
Large tax refund	43.62%	11,629
More money each paycheck	48.01%	12,799
Didn't know I had an option	8.38%	2,233
TOTAL		26,661

Q10 Does your employer provide an employee self-service portal, where you can access your pay and benefits information online?

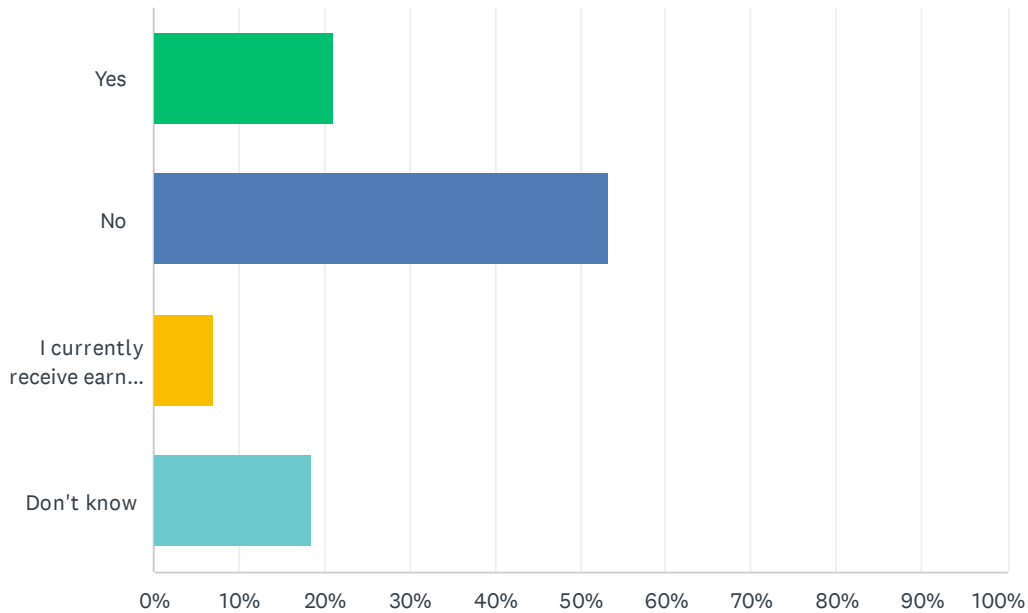
Answered: 26,525 Skipped: 2,601



ANSWER CHOICES	RESPONSES
Yes	82.73% 21,944
No	10.29% 2,730
Don't know	6.98% 1,851
TOTAL	26,525

Q11 Would you be interested in having access to your wages as you earn them (often referred to as earned wage access or on-demand pay) rather than receiving them all at once on a standard payday?

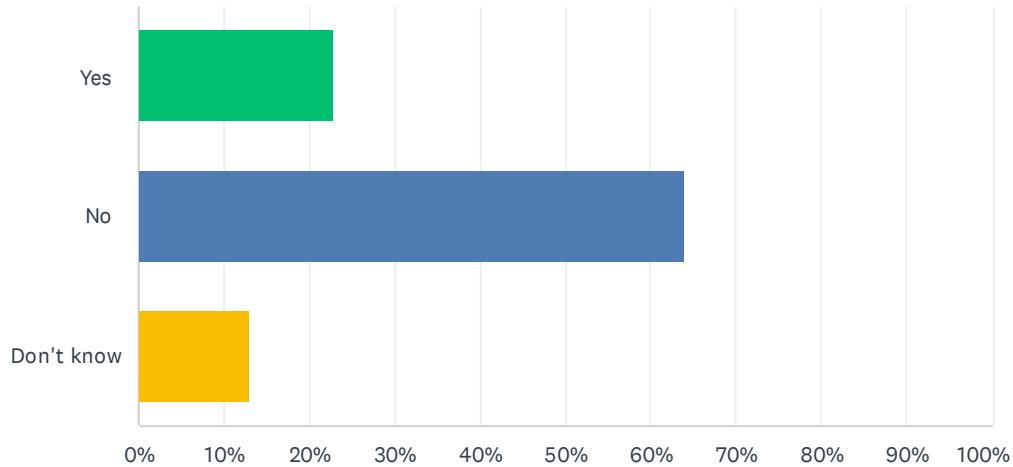
Answered: 26,309 Skipped: 2,817



ANSWER CHOICES	RESPONSES	
Yes	21.16%	5,566
No	53.24%	14,008
I currently receive earned access to my pay	7.04%	1,852
Don't know	18.56%	4,883
TOTAL		26,309

Q12 Would you be willing to pay a fee to have your wages available on-demand as you earn them?

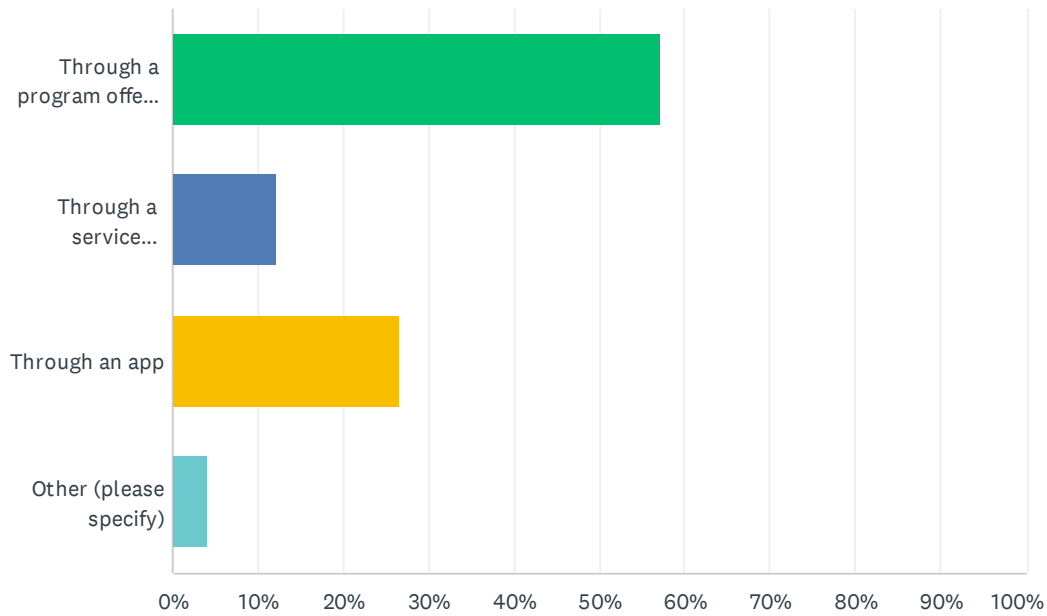
Answered: 5,561 Skipped: 23,565



ANSWER CHOICES	RESPONSES	
Yes	22.91%	1,274
No	63.98%	3,558
Don't know	13.11%	729
TOTAL		5,561

Q13 How do you currently receive earned wage access to your pay?

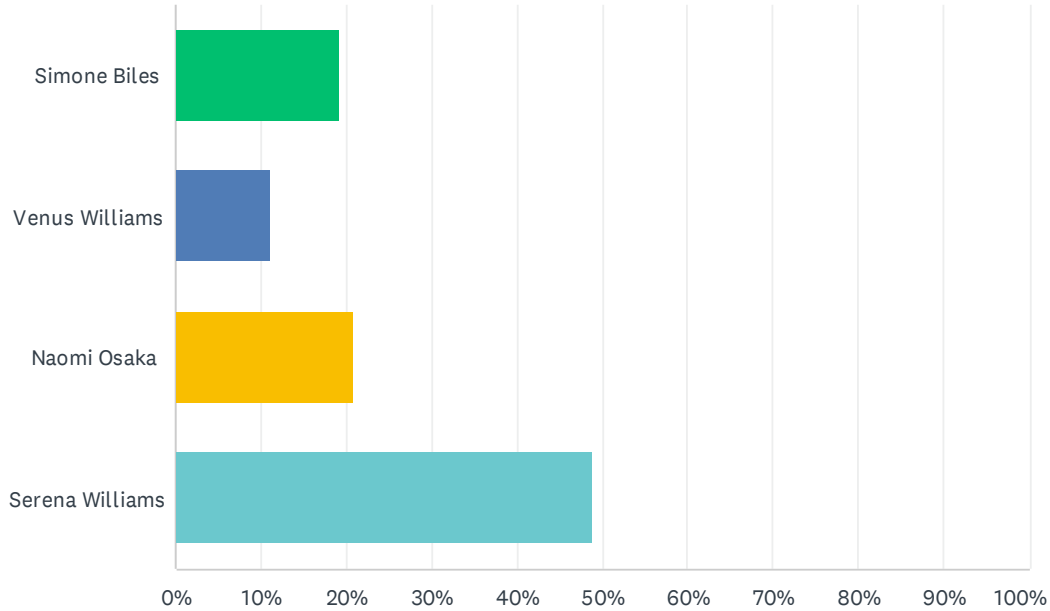
Answered: 1,832 Skipped: 27,294



ANSWER CHOICES	RESPONSES	
Through a program offered by my employer	57.21%	1,048
Through a service provider	12.12%	222
Through an app	26.64%	488
Other (please specify)	4.04%	74
TOTAL		1,832

Q14 Which of the following athletes earned the equivalent of an hourly wage of \$27,548.08 in 2021?

Answered: 25,868 Skipped: 3,258



ANSWER CHOICES	RESPONSES
Simone Biles	19.22% 4,972
Venus Williams	11.09% 2,870
Naomi Osaka	20.93% 5,413
Serena Williams	48.76% 12,613
TOTAL	25,868