

Americans support the \$15 federal minimum wage

Research published March 16, 2021
by Amazon in partnership with Ipsos.



Table of Contents

| | |
|-------------------------|--|
| Page 3 | Introduction |
| Page 9 | America's overall knowledge and opinion about the federal minimum wage |
| Page 17 | Who makes less than \$15 an hour |
| Page 17 | What is it like to live on less than \$15 an hour |
| Page 24 | What is the economic impact of increasing wages to \$15 |
| Page 28 | Attitudes toward increasing the federal minimum wage to \$15 an hour |
| Page 33 | Methodology |
| Page 35 | History of minimum wage |
| Page 37 | Annotated questionnaire |

Introduction

The state of federal minimum wage

Most Americans support increasing the federal minimum wage to \$15 an hour. Last year, the pandemic and shutdowns disproportionately impacted those most vulnerable at the lower end of the pay scale. America has hope that 2021 will be a year of recovery. Increasing the federal minimum wage to \$15 an hour will help supercharge that recovery and help those who need it most. Boosting the income of those at the bottom end of the pay scale means that, instead of just trying to survive, they have the opportunity to participate in the economic recovery.

With a new administration in office, there is an opportunity to push this essential change forward. The current federal minimum wage of \$7.25 an hour went into effect on July 24, 2009¹. This July will mark the 12th year without a raise to the federal minimum wage, the longest period without any progress since its establishment in 1938. Before now, the longest period without an increase was a 10-year gap between 1997 and 2007.

While the federal minimum wage stagnated for the past 12 years, the purchasing power of those wages fell due to inflation. When the current federal minimum wage went into effect in 2009 at \$7.25, the value was closer to \$9 by the 2020-dollar.

Twenty-nine states and Washington, D.C. currently have minimum wages above the federal minimum wage of \$7.25 an hour². Washington, D.C. has the highest minimum wage at \$15. California, Connecticut, Illinois, Maryland, Massachusetts, New Jersey, and New York all have a graduated minimum wage on a glide path to reach a minimum wage of \$15 in the next two years.

¹ [History of Federal Minimum Wage Rates Under the Fair Labor Standards Act, 1938 – 2009](#)

² [NCLS Current State Minimum Wages](#)

Research partnership with Ipsos

To establish current and accurate data about what Americans think about the current federal minimum wage, Amazon partnered with Ipsos, one of the largest independent research companies in the U.S., to produce this report. The report focuses on several important topics from what people know and think about the current federal minimum wage, to what it's like to live on the current minimum wage, to how much of an impact increasing the federal minimum wage might have on the lives of Americans.

Ipsos interviewed over 6,000 adults aged 18+ on the Ipsos KnowledgePanel, the largest address-based online panel that is representative of the adult U.S. population. The study was conducted between January 28, 2021 and February 8, 2021.

In addition, Ipsos conducted a series of fifteen (15) in-depth, ethnographic, interviews among Americans who earn between \$8-\$17 an hour. People within that hourly pay range qualified to participate in the study if they received a wage increase within the past two years. This criterion was used to understand the impact wage increases have on people's lives.

Amazon commissioned this research to highlight the obstacles that those earning less than \$15 an hour must overcome on a daily basis. Amazon agrees with the majority of Americans that the federal minimum wage in the U.S. is too low and should be raised. As one of the nation's largest employers, Amazon will continue using its position to encourage other large companies to raise their wages and to lobby members of Congress and state legislatures to raise the minimum wage.

Amazon's stance on minimum wage

Amazon pays a starting wage of at least \$15 an hour to all full-time, part-time, temporary, and seasonal employees across the U.S. Amazon's minimum wage comes on top of comprehensive benefits for employees. Amazon ensures that employees can make meaningful career changes into more technical roles, whether at Amazon or elsewhere, through training and career support. Amazon announced it would invest over \$700 million to provide 100,000 employees with access to training, programs that support employees across its corporate offices, tech hubs, fulfillment centers, retail stores, and transportation networks. Small and large, the programs meet Amazon employees where they are – providing opportunities for Amazonians to get trained, at their place of work in high-demand areas like medicine, cloud computing, and machine learning.



About Amazon

Amazon is guided by four principles: customer obsession rather than competitor focus, passion for invention, commitment to operational excellence, and long-term thinking. Customer reviews, 1-Click shopping, personalized recommendations, Prime, Fulfillment by Amazon, AWS, Kindle Direct Publishing, Kindle, Fire tablets, Fire TV, Amazon Echo, and Alexa are some of the products and services pioneered by Amazon.

For more information, visit amazon.com/about and follow @AmazonNews.



About Ipsos

Ipsos is the world's third largest insights and analytics company, present in 90 markets and employing more than 18,000 people.

Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. We serve more than 5000 clients across the world with 75 business solutions.

ISIN code FR0000073298, Reuters ISOS.PA, Bloomberg IPS:FP www.ipsos.com.

Key findings from this research



Majority support

A clear majority of Americans say that the federal minimum wage is too low and two in three who have an opinion support increasing it to \$15 an hour.



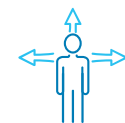
Large companies to lead

Americans look to large companies to help push forward the goal of raising the federal minimum wage and expect these companies to raise their own minimum wage.



Americans unaware

Eight in ten Americans do not know the actual amount of the current federal minimum wage.



Positive impact

Americans say increasing the federal minimum wage to \$15 an hour would have a positive impact on workers generally, their community, the country, and the economy.



Who earns less than \$15 an hour

People currently making less than \$15 an hour are more likely to be women, people of color, have less formal education, and in rural areas.



Struggles of earning less than \$15 an hour

Those who make less than \$15 an hour are significantly less likely to say they can afford basic human needs such as shopping for groceries, paying for prescription drugs, or seeing a doctor. Further, they are less likely to be able to pay their bills on time and are more likely to feel like they are falling behind.



Benefits of earnings increasing to \$15 an hour

People who earn \$15 an hour or more are significantly more confident they could come up with \$500 if an emergency situation arose, are more likely to say they are spending less than they earn, and are less likely to say they pay their bills late compared to those earning less than \$15 an hour.

Film

[The Real Cost and Benefits of a \\$15 Minimum Wage](#)



The people in this film share the real life impact of living on minimum wage... and how \$15 minimum wage can change everything.

These are the stories behind Amazon's support for raising the national minimum wage.



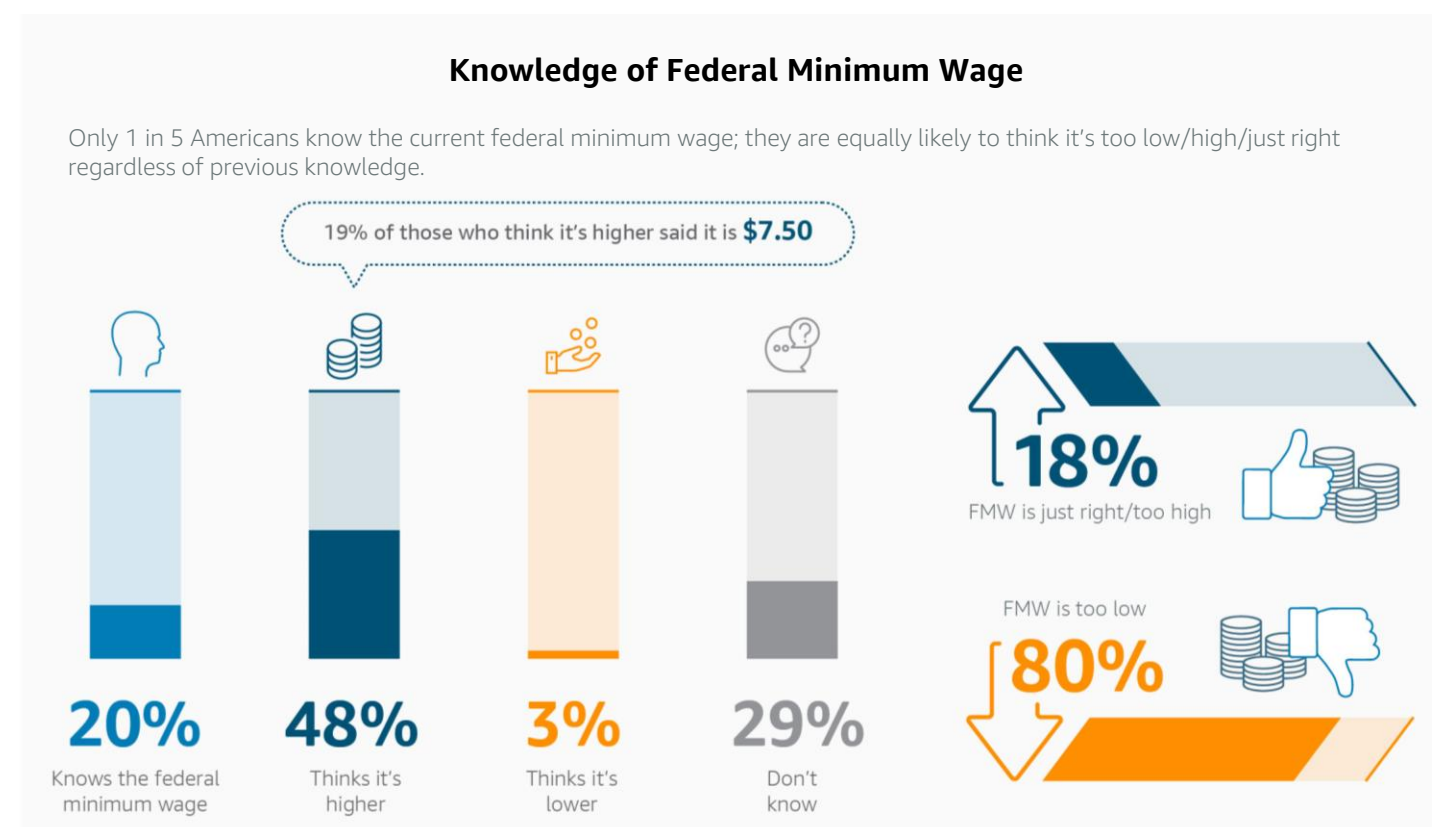
America's overall knowledge and opinion about the federal minimum wage

Lack of knowledge

There is a lack of knowledge among many Americans when it comes to the federal minimum wage and what it's like to live on \$7.25 an hour.

When asked what the current federal minimum wage amount is, most Americans (80%) are unable to accurately give the amount; only one in five accurately say it is \$7.25. Twenty-nine percent say they don't know without guessing an amount and three percent give an amount lower than \$7.25. Nearly half of Americans entered an amount over \$7.25 (48%).

Once informed that the current federal minimum wage is \$7.25 an hour, eight in ten Americans feel it is too low (80%).



"I've struggled. I've had to go to food banks prior to my current job. It's very difficult, and I think that people who've never had to deal with it have no understanding of it. We're not even talking about wants here; we're talking about needs."

– Antoinette, 55, \$14.01 - \$15.00 an hour

Current minimum wage is too low

Americans across all generations*, education level, and region of the country overwhelmingly agree that the current federal minimum wage is too low.

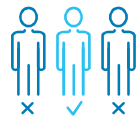
While there is a high level of agreement among both men and women, women (83%) are more likely than men (75%) to agree that the federal minimum wage is too low.



Roughly eight in ten Americans **across all generations** (77% of Gen Z, 82% of Millennials, 80% of Gen X and Baby Boomer+) agree that the federal minimum wage is too low.



About eight in ten of those who **completed high school or less** (80%), **some college** (79%), and **Bachelor's degree or higher** (82%) agree that the federal minimum wage is too low.



The vast majority of **Black Americans** (95%) agree that the federal minimum wage is too low, compared to 85% of Latinx and 76% of White Americans.



As income increases, the likelihood to agree that the federal minimum wage is too low decreases slightly. Eighty-two percent of households with an **income of less than \$35K** agree that the federal minimum wage is too low, compared to 82% of households with an **income between \$35K-\$99K** and 77% of households with an **income of \$100K or more**.



Among the regions of the country, those in **New England** (91%) are the most likely to agree that the federal minimum wage is too low, followed by those in the **Pacific** (84%), the **Middle Atlantic** (83%), the **South Atlantic** (81%), the **East North Central** (80%), the **West North Central** (77%), the **East South Central** (76%), the **West South Central** (76%), and the **Mountain** (71%) region.

About one in ten Americans say they don't know if they support increasing the federal minimum wage to \$15 an hour (12%). Those who don't have an opinion on raising the federal minimum wage are more likely to be women (14%), people with a high school education or less (15%), lower income people (15% of those making less than \$35k), and hourly workers (14%). Republicans (14%), Independents (14%), and those who don't affiliate with a political party (22%) are more likely to say they don't know what should be done about the federal minimum wage compared to Democrats (7%).

*Gen Z ages 18-24, Millennial ages 25-38, Gen X ages 39-54, Baby Boomer+ ages 55 or higher

Support increase to \$15 an hour

A strong majority of Americans support increasing the federal minimum wage to \$15 an hour.

Among those who do have an opinion about the future of the federal minimum wage, two in three support the increase while one in three oppose it. Even among those who oppose increasing the federal minimum wage to \$15, about half say the current minimum is too low (52%).

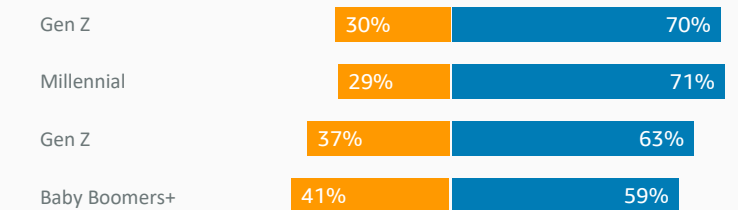
There is higher support for increasing the federal minimum wage to \$15 among the younger generations (70% of Gen Z and 71% of Millennials), compared to the older generations (59% of Gen X and 56% of Boomers).

A clear majority of Black and Latinx Americans support increasing the federal minimum wage to \$15 an hour (93% and 84%, respectively). Although the majority support increasing the federal minimum wage to \$15 an hour, White Americans are less likely to support the change (52%).

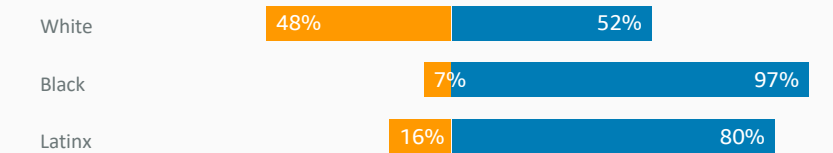
The vast majority of Democrats support increasing the federal minimum wage to \$15 an hour (92%). Conversely, the majority of Republicans oppose the increase (76%). However, most Republicans say the current federal minimum wage is too low (60%) and about one-quarter of Republicans support increasing the federal minimum wage to \$15 an hour. Most Independents support increasing the federal minimum wage to \$15 an hour (64%).

Support for Increasing Federal Minimum Wage

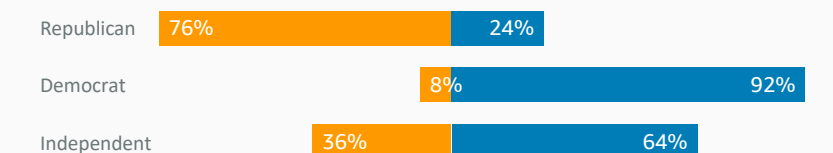
By Generation:



By Race:



By Political Party:

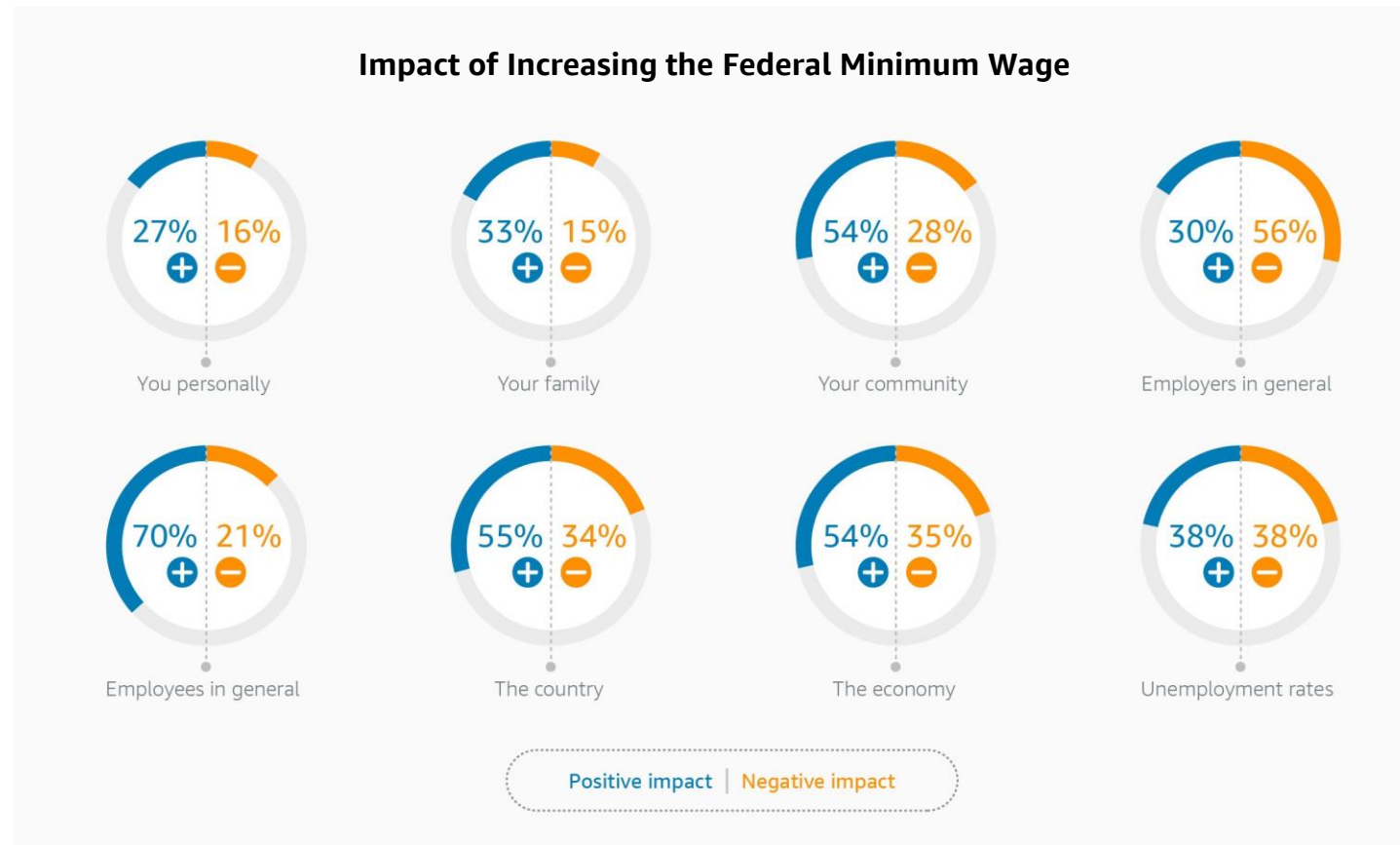


KEY: ■ = Oppose ■ = Support

Positive impacts

Most Americans say that increasing the federal minimum wage would have a positive impact on employees in general (70%), the country (55%), their community (54%), and the economy (54%).

Americans do have some concerns about the effect of increasing the federal minimum wage. Specifically, a little more than half worry that the increase could generally hurt employers (56%).

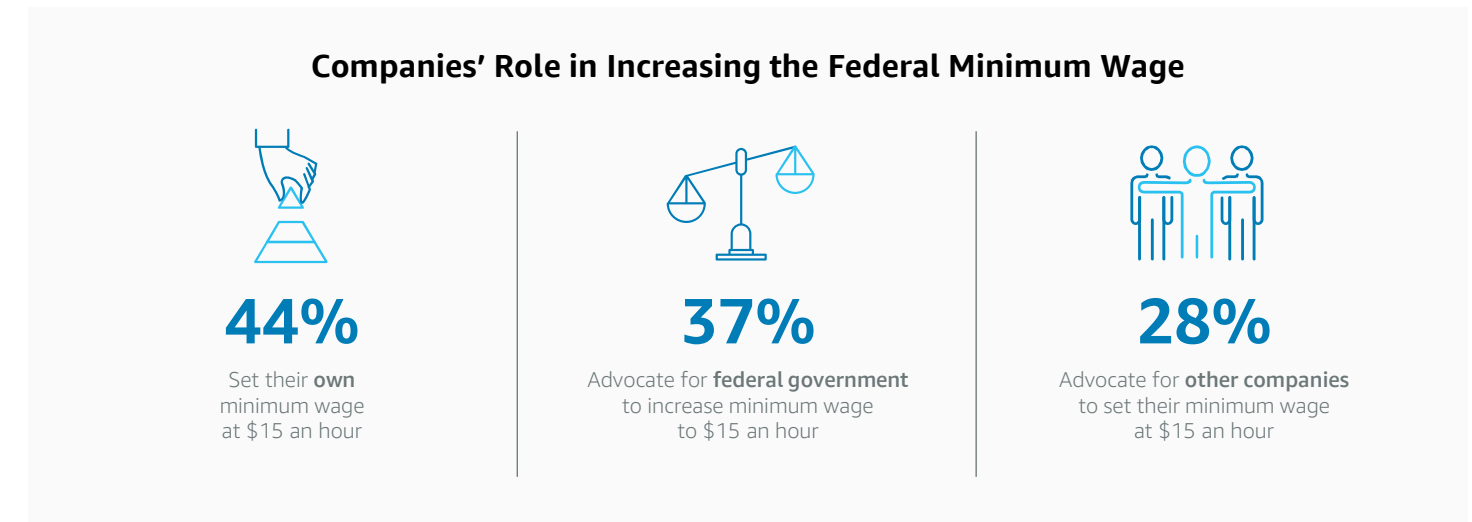


Companies' role

A strong majority of Americans believe that employers have the responsibility to push for an increase of the minimum wage to \$15. Eight in ten Americans say large employers should play a role in raising the federal minimum wage (80%)*.

They are most likely to say the American people (59%), large employers (51%), and politicians and policymakers (48%) should have a large role. The public also, to a lesser extent, say that medium-sized employers (42%), small employers (40%), advocacy groups (37%), and the media (28%) should play a large role in raising the federal minimum wage.

Two in three Americans say companies should be taking action on the federal minimum wage. That may be setting their own hourly minimum wage at \$15 an hour (44%), advocating for the federal government to increase the minimum wage to \$15 an hour (37%), or even advocating for other companies to increase their minimum wage to \$15 an hour (28%).



*Includes both large and small role in increasing the federal minimum wage to \$15 an hour

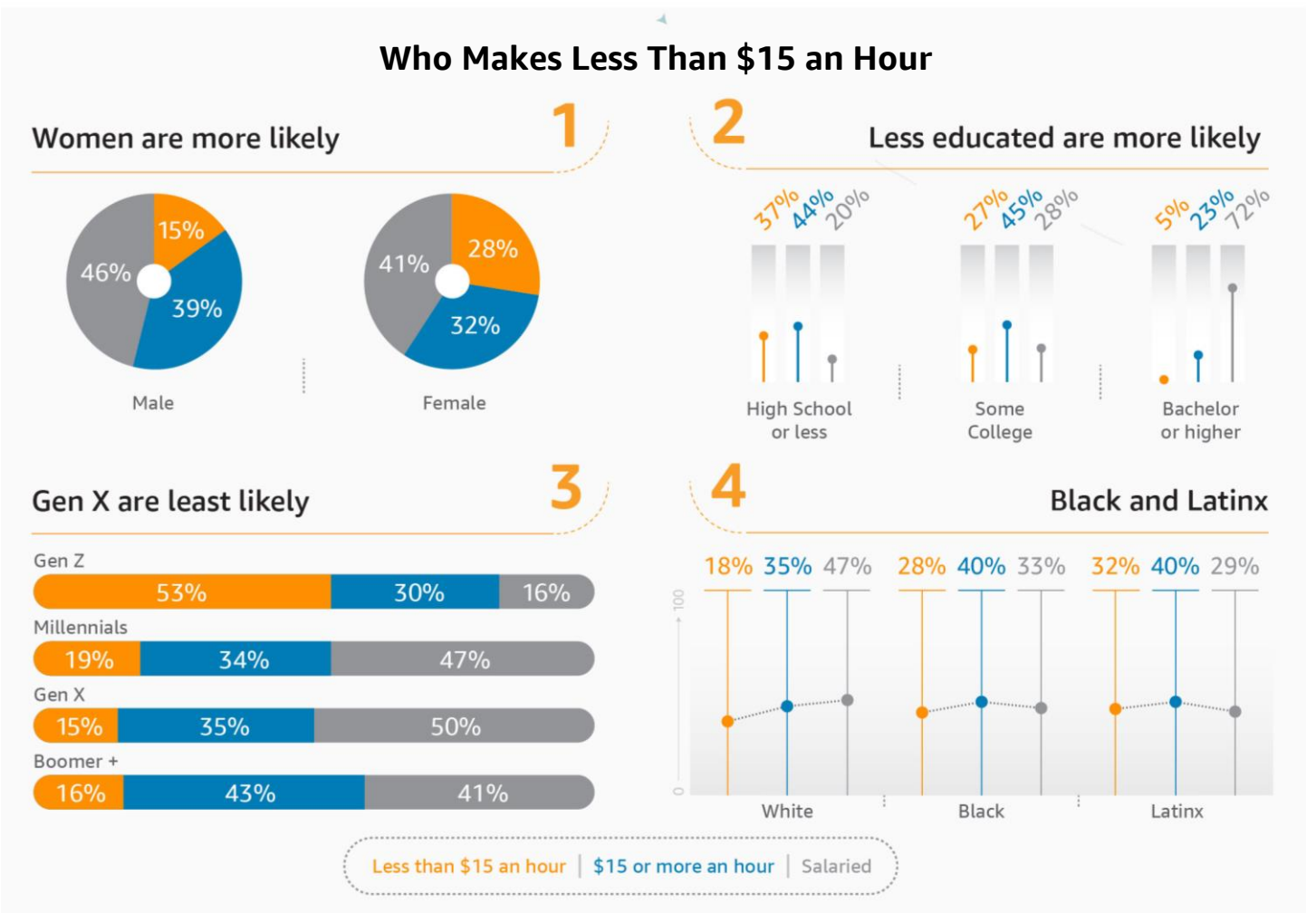
Who makes less than \$15 an hour

One in five working Americans earns less than \$15 an hour

There is no doubt that 2020 was a tumultuous year. In April, the unemployment rate in the U.S. spiked to almost 15% as the Raising the minimum wage during these uncertain times can have a positive impact on those who are struggling on a lower wage as well as help with the economic recovery. Two out of ten working Americans earn less than \$15 an hour, limiting their spending power. But, 70% of US GDP is generated by consumer consumption, meaning the more consumers who can fully participate in the economy, the better.

Fifty-four percent of employed Americans say they are hourly workers (54%), 41 percent are salaried, and five percent are temporary, seasonal, or other employees. About two in five hourly, temporary, or seasonal employees say they make less than \$15 an hour (37%).

Those who are earning less than \$15 an hour are more likely to be female, younger, have less formal education, Black or Latinx, and living in rural areas.







What is it like to live on less than \$15 an hour

Daily challenges

Across many questions about finances and spending, those who make less than \$15 an hour express the challenges they face daily because of their low wage earnings.

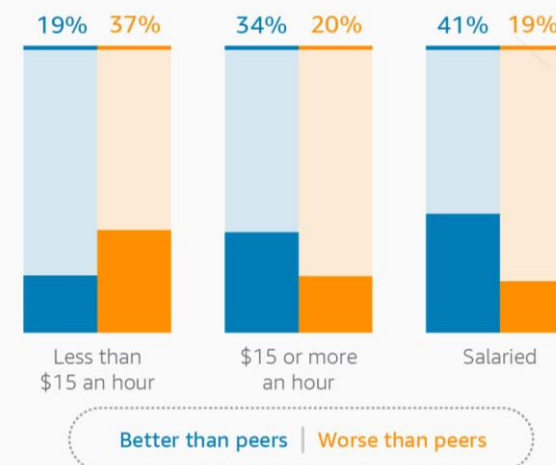
Those who make less than \$15 an hour are significantly less likely to be satisfied with all aspects of their life than those who earn \$15 or more or are salaried workers. They are significantly less likely to be satisfied with:

-  – their **financial situation** (24% compared to 37% of those earning \$15 or more and 54% of salaried),
-  – their **job** (36% compared to 46% of those earning \$15 or more and 54% of salaried),
-  – their **current income** (20% compared to 39% of those earning \$15 or more and 51% of salaried), and
-  – their **ability to pay their bills on time each month** (45% compared to 62% of those earning \$15 or more and 81% of salaried).

When it comes to their income, those making less than \$15 an hour feel like they are falling behind their peers who have a similar education and work experience. Two in five say their personal income is worse than their peers (37%) compared to one in five of those making \$15 or more (20%) or are salaried (19%).

Compared to Their Peers...

How they feel their personal income compares to peers with similar education and work experience:



"If I'm being honest, I didn't think about financial goals in the past. I was living paycheck to paycheck; I didn't see enough money coming in to be able to plan and save. Since my small raise, I'm trying to put a certain amount away from each check - I still can't live beyond my means, but I want to have financial goals and a strategy now."

– Jaxon, 31, \$10.01 – \$12.00 an hour

Psychological and financial impact of lower wages

People making under \$15 an hour have less hope for the future than those making \$15 an hour or more or salaried workers. Two in ten people making less than \$15 an hour are not at all satisfied with their prospects for career advancement (18%), and two in ten making less than \$15 an hour are not at all satisfied with their prospects for future earnings (16%).

Those making less than \$15 an hour are significantly less likely to feel engaged in their life (65%) compared to those making \$15 or more (71%) or salaried (74%). They are also less likely to feel satisfied with aspects of their personal life, such as their house or apartment (50% compared to 54% of those making \$15 or more and 64% of salaried).

Those who make less than \$15 an hour are significantly less likely to say they can afford basic human needs such as shopping for groceries, paying for prescription drugs, or seeing a doctor. One in ten people making less than \$15 an hour say they cannot afford to go grocery shopping once a week (13%), one in ten say they cannot afford to pay for their prescription drugs (14%), and two in ten say they cannot afford to go to the doctor when needed (22%). Comparatively, these figures are much lower for those making \$15 or more, who said they cannot afford groceries (6%), prescription drugs (7%), or the one in ten who said they cannot afford to go to the doctor (11%). Very few salaried workers said the same (2%, 4%, and 6% respectively).

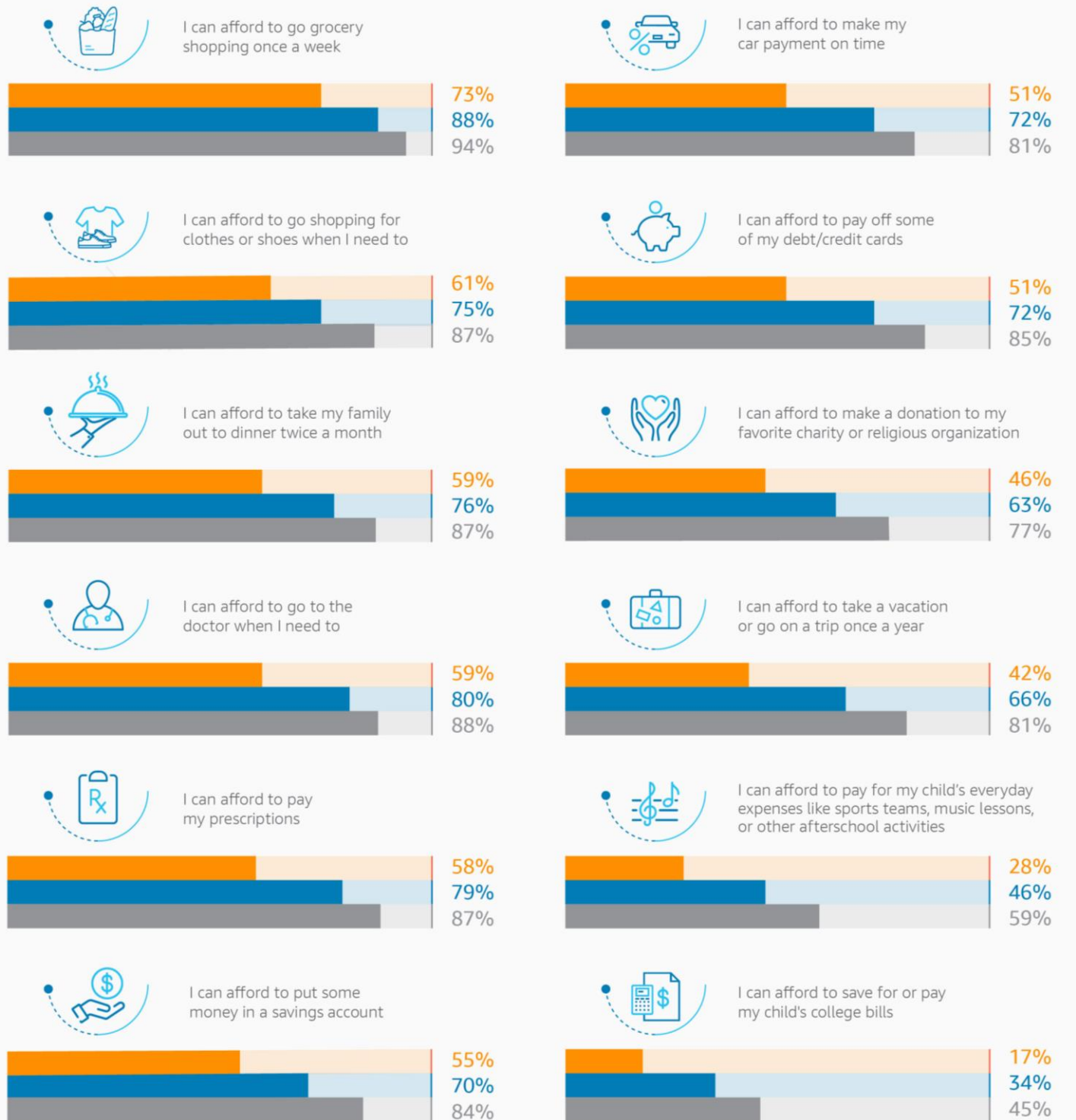


"Sometimes it's hard to even buy food and toiletries like toilet paper or toothpaste, or if my son has to go to the doctor, I can't pay the copay at the time and the bill throws off my entire budget and everything falls behind... And it puts wear and tear on the body because my coworkers and I are working overtime just to get the paychecks we need."

– Pauljanae, 25, \$12.01 – \$14.00 an hour

What They Can Afford






Those making less than \$15 are less likely to feel they can afford necessities of life such as groceries, going to the doctor, and prescriptions. Percent that agree with statement:



Less than \$15 an hour | \$15 or more an hour | Salaried

Financial strain

People making less than \$15 an hour experience a lot of financial strain. They are significantly more likely to say:

-  – they are **spending more than they make** (26% compared to 17% of those making \$15 or more or 10% of salaried),
-  – that their **rent or mortgage is more than a single paycheck** (37% compared to 25% of those making \$15 or more or 11% of salaried),
-  – they are **paying the minimum or less on their credit cards** each month (18%) or they don't have any credit cards (26%) (compared to 13% and 9% respectively for those making \$15 or more or 7% and 5% respectively of salaried),
-  – they are more likely to say they **pay most of their household bills late** (17% compared to 5% of those making \$15 or more or 2% of salaried), and
-  – they are more likely to say they have **more debt than they can manage** (32% compared to 24% of those making \$15 or more or 17% of salaried).

Financial Health

1 Spending compared to income

Spending less than income | Spending more than income



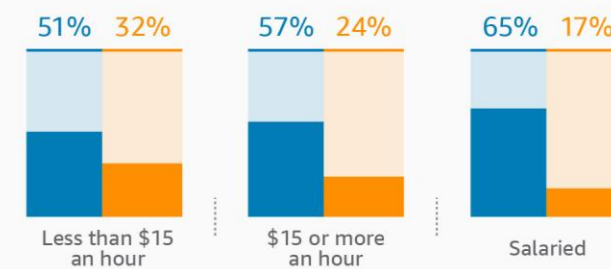
3 Mortgage or rent is more than a single paycheck

Less than paycheck | Equal to paycheck | More than paycheck



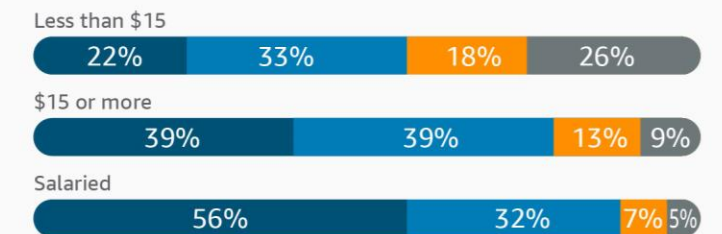
5 How manageable is their debt

Manageable amount of debt | More debt than manageable



2 How they pay credit card balance over the past 12 months

Pay full balance | Pay more than minimum
Pay minimum or less | No credit cards



4 Over the past 12 months, whether or not household bills were paid on time

Less than \$15/hr are **3x** more likely to not have paid bills on time than \$15/hr or more



Less than \$15/hr are **9x** more likely to not have paid bills on time than salaried

Financial instability for low wage

An unexpected event can financially derail those making less than \$15 an hour.

People making under \$15 an hour are twice as likely to say they are not confident they could come up with \$500 if an unexpected need came up in the next month (35%) compared to those making \$15 or more (16%).



What is the economic impact of increasing wages to \$15



"My utility bill changes a lot with the seasons and it can be hard to keep up with the changes in those bills. Especially when it's colder, or in the winter, we use more heat so my son stays warm. ...I've never had to pull from my son's savings money, but sometimes I put less in, but I'd really, really want to avoid pulling from it."

– Pauljanae, 25, \$12.01 – \$14.00 an hour



"People are being paid a low wage, working 40-60 hours a week, trying to pull doubles just so they can pay for a trip for their child or pay for some shoes for their birthday."

– Jaxon, 31, \$10.01 – \$12.00 an hour

More earnings, more money into the economy

In 1914, the Ford Motor Company set their minimum wage at \$5 a day, double the industry average of \$2.34 and ten times the minimum wage of the time, to ensure their employees could afford the cars they made. Ford recognized that when more people have access to a piece of the pie, you make the whole pie more robust. Rather than just getting by, the wage increase to \$15 an hour means they can contribute to the prosperous economy all Americans desire.

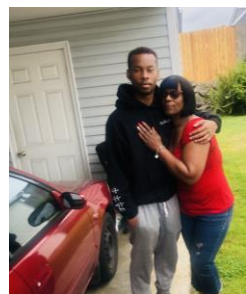
Increasing the federal minimum wage to \$15 has a significant impact on those currently making under that amount. About one in four people earning \$15 an hour or more now say they have earned less than \$15 an hour in the past five years (24%). When they compare what they could afford before their income increased, those people are significantly more likely to say they can afford necessities, such as groceries, going to the doctor, and prescription drugs.

Now that they earn \$15 an hour or more, they are also more likely to be able to put money back into the economy by buying clothes and shoes, going out to dinner, or taking a vacation.



"My wage increase has allowed me to be more relaxed and less stressed about bills and deciding which to pay first. It has helped me make ends meet and keep money in savings for emergencies. I can more easily buy things I want or go to a restaurant with my daughter. I've even been able to travel more"

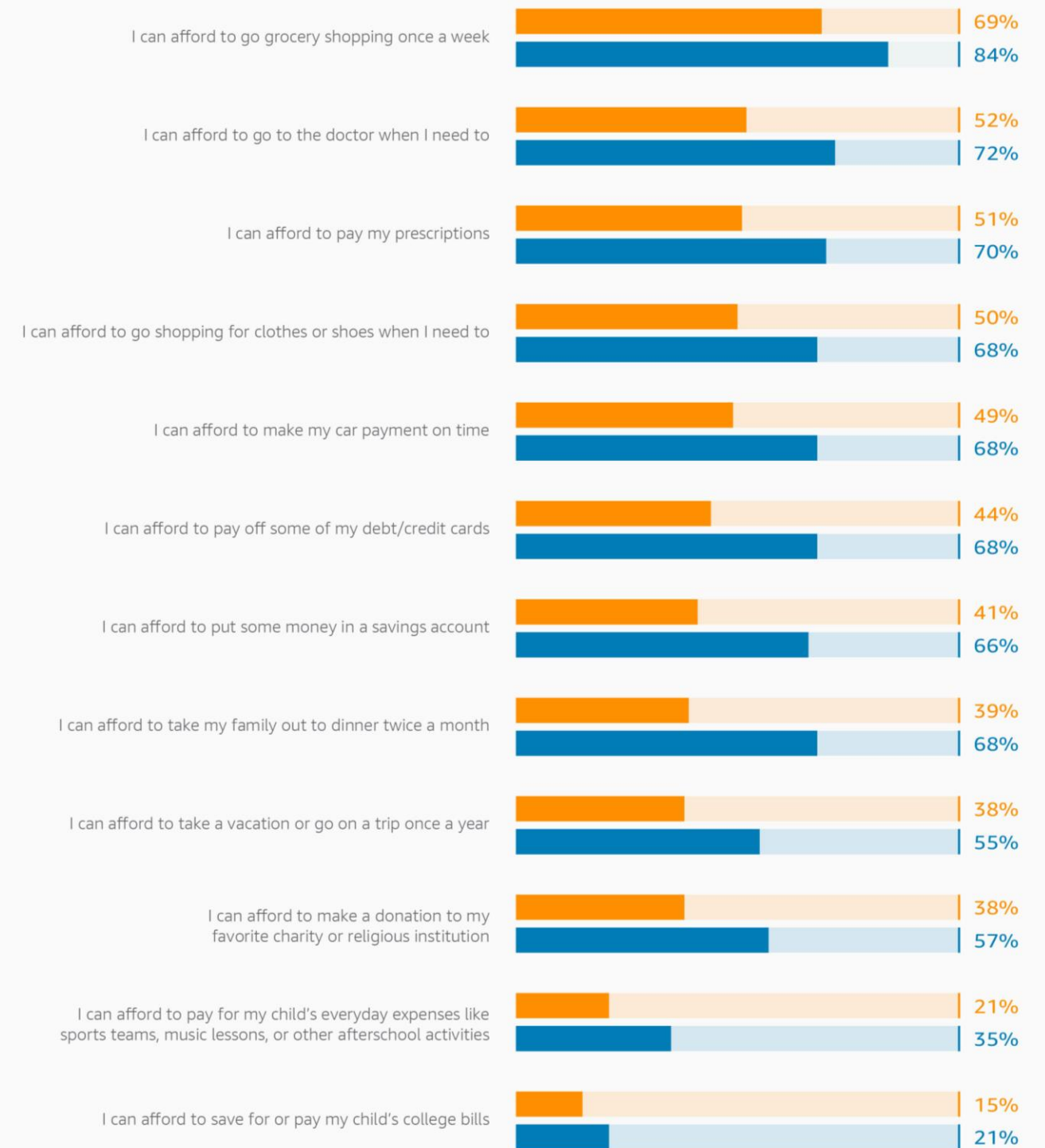
– Renee C, 55, \$15.01 - \$17.00 an hour



CASE STUDY: Antoinette's recent wage increase allows her to shift focus from just making ends meet and catching up with late bills, to improving her quality of life and a sense of empowerment in being able to take care of necessities and still have enough for some 'wants', like recently purchasing an Xbox for her son and grandson. She's also been able to buy a better car, and while payments can still be difficult, the raise helped her to achieve this long-standing goal.

Less Than \$15 an Hour vs. More Than \$15 an Hour

Compared to when they made less, those who make more than \$15 an hour are more likely to feel they can afford necessities:



Could afford when making \$15 | Can afford now that they make more

Enough money for essentials

The majority of those who currently make less than \$15 an hour say that if their wage increased to \$15 an hour, they would have enough money to pay their rent or mortgage on time (79%), to buy necessities like food and medicine (65%), to start a savings account (58%) and pay off debt (59%), to afford better or more childcare (57%), and that they would just feel less stressed about money overall (57%).

Among those making under \$15 an hour, about half said if their wage increased to \$15 an hour, they could spend more time with their family (52%), afford to take a vacation (48%), and pay to continue their education and/or learn new skills to help in their career (49%).

They are less likely to say the increase in wages to \$15 an hour would allow them to cut back on their number of jobs (39%) or cut back on the number of hours they need to work (25%).

CASE STUDY: Since earning a wage increase, Jaxon has been able to work fewer jobs just to cover monthly expenses, and has more time to focus on what he loves: travel, dancing, and community outreach. He also upgraded to a larger apartment with his girlfriend and feels the higher wage puts him in a better position for creating a family one day.



"I can breathe a little easier in terms of my finances since my wage increase. I used to look at my bank account every couple of hours, now I check every couple of days because I know I have money in there and I know I will feel safe if an emergency comes up, something unexpected."

– Michelle, 24, \$14.01 - \$15.00 an hour

Attitudes toward increasing the federal minimum wage to \$15 an hour

Positive personal impacts

Those making less than \$15 an hour predict a positive personal impact if the minimum wage increased to \$15 an hour.

Two in three people making under \$15 say raising the federal minimum wage to \$15 would have a positive impact on them (63%) and their family (65%). They are significantly more likely to expect a direct impact than those making \$15 or more (23% personal and 29% family) and salaried workers (15% personal and 21% family).

A majority of those making \$15 or more an hour (61%) and salaried workers (59%) worry that increasing the federal minimum wage would have a negative impact on employers in general, compared to 45% of those making less than \$15 an hour.



"Thinking about the current minimum wage – the reality is that it's just not enough. Living beyond survival - like bills, roof over your head – those alone are super challenging sometimes. When you throw in the possibility for more income, it cracks light at the end of what is sometimes a very dark tunnel, or at least offers a little hope."

– Adrian, 47, \$12.01 – \$14.00 an hour

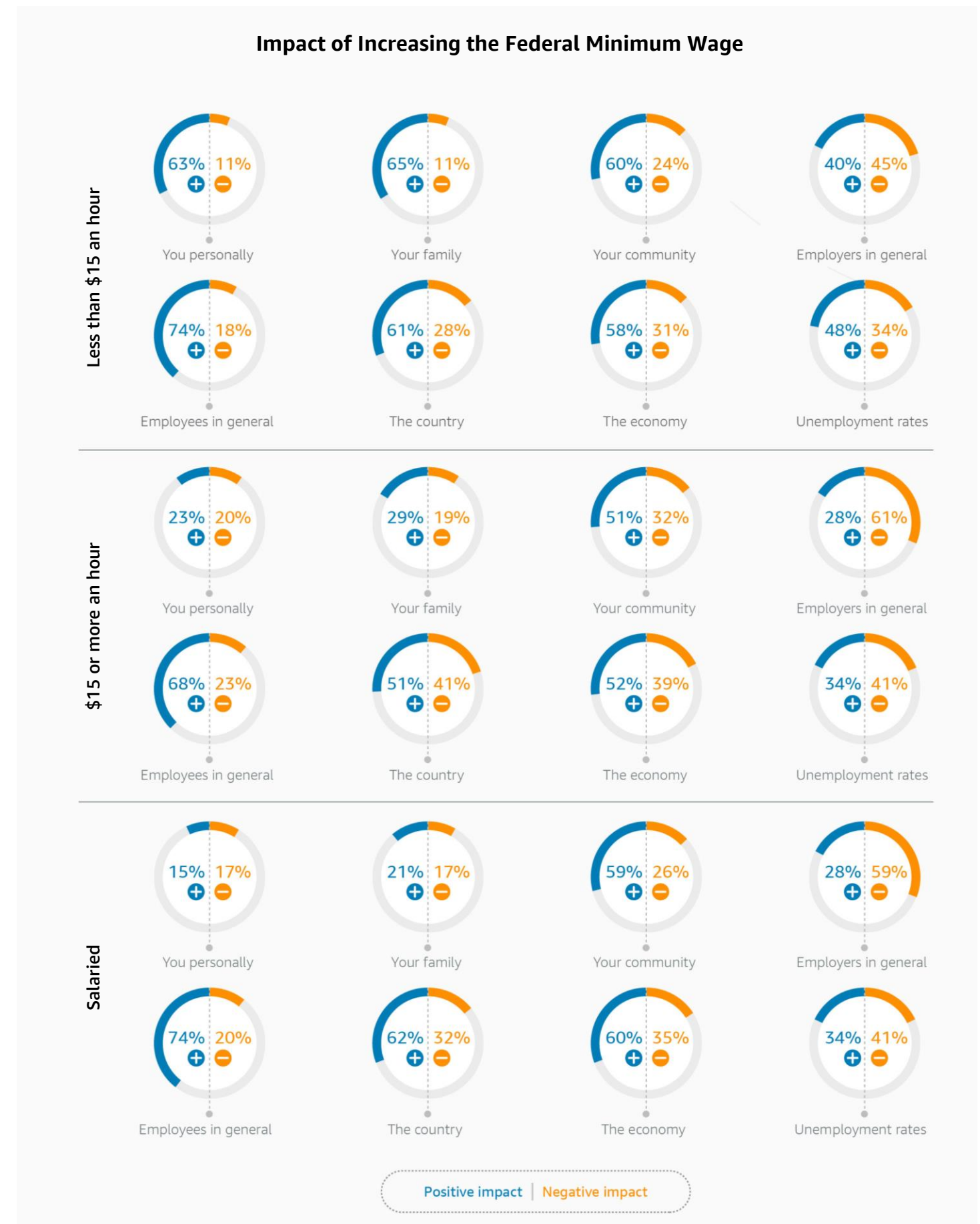
Salaried workers also expect to see a lot of positive impact for increasing the federal minimum wage.

Salaried workers believe increasing the federal minimum wage will have a positive impact on employees in general (74%), on the country as a whole (62%), on the economy (60%), and on their community (59%).

Americans are two times more likely to think companies would have more satisfied workers and that workers would have more money to spend in the economy.



CASE STUDY: Michelle is a server in a restaurant and believes that since her most recent pay increase, her number of customers have increased. She credits this with a more positive atmosphere where staff in the restaurant enjoy working, which translates to the sales and customer retention. "If the waiter feels good about their job, they're more willing and likely to do a better job and that really shows to the customer."



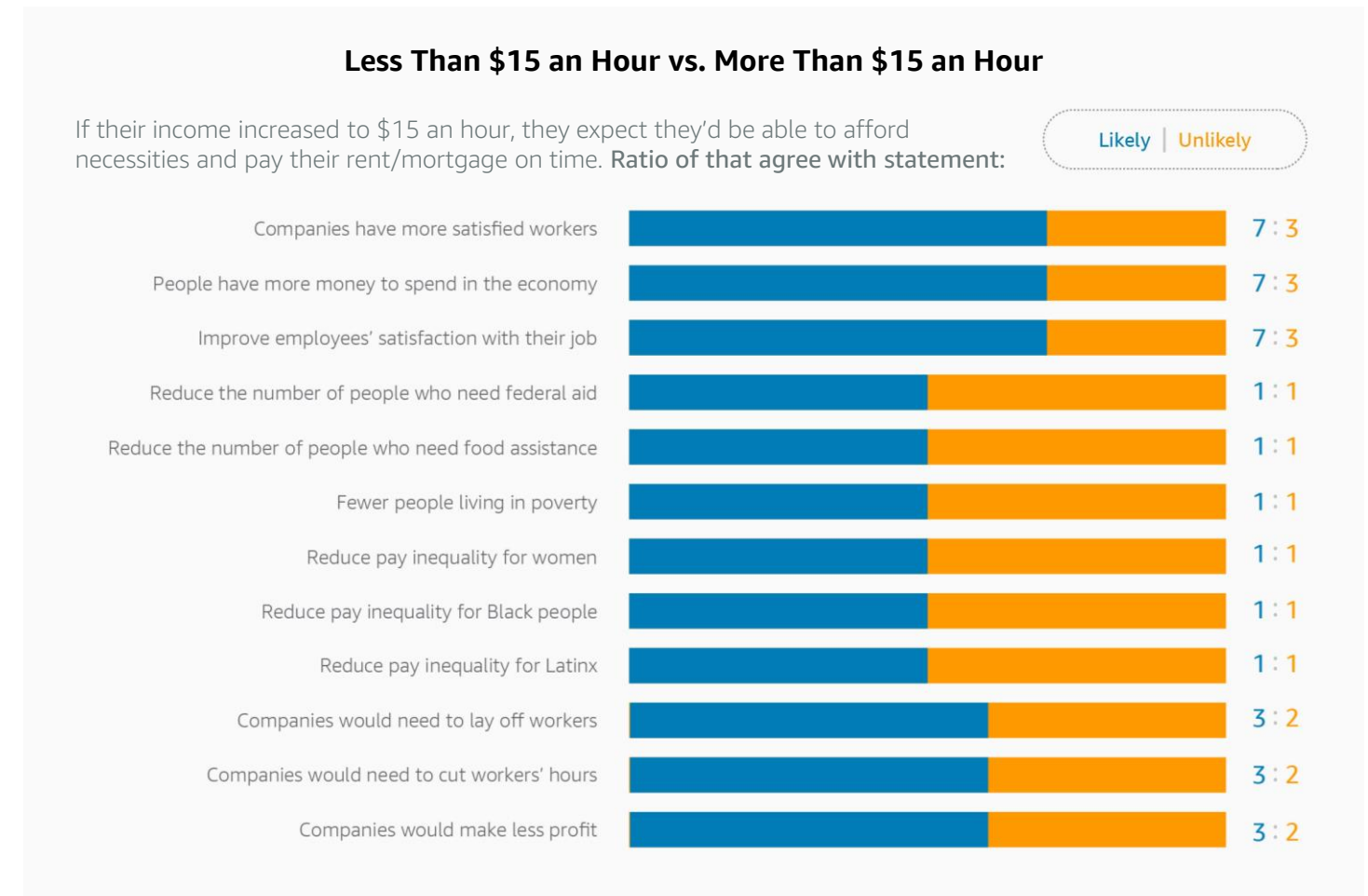
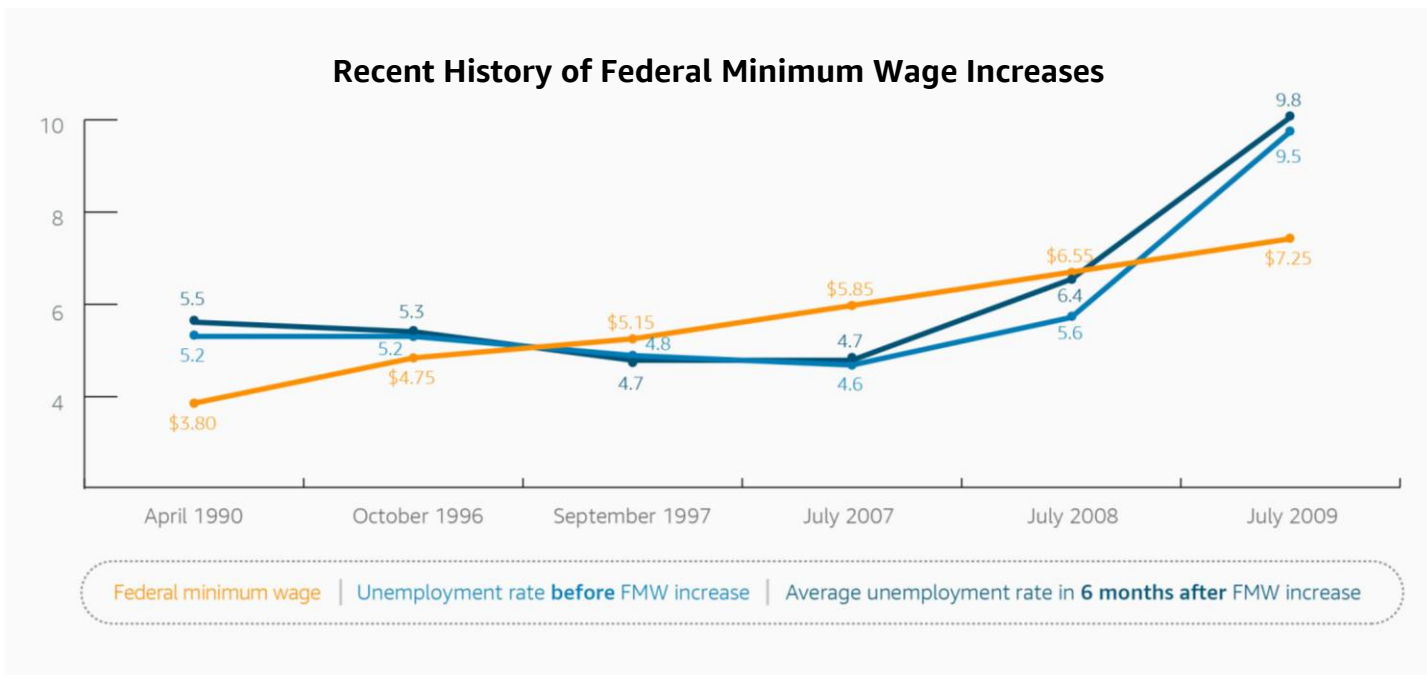
American opinion

Americans are skeptical or uncertain that increasing the federal minimum wage to \$15 an hour would reduce poverty or pay inequality.

Equal numbers of Americans believe that it is likely and, conversely, unlikely that increasing the federal minimum wage to \$15 would result in fewer people living in poverty, reduce the number of people who need federal aid or food assistance, or reduce pay inequality for women, Black people, or Latinx people.

There are some concerns about increasing the federal minimum wage. People are worried that companies would need to cut employees' hours or lay them off and that companies would make less profit during this uncertain time.

Americans express some concerns that raising the federal minimum wage to \$15 will negatively impact employers and unemployment rates. They are worried that an increase in the federal minimum wage might cause an increase in unemployment. However, historically that does not appear to be the case. Looking back at the unemployment rate before each federal minimum wage increase and for the six months after each increase, there has not been a substantial change in the unemployment rate. Even in during critical events in history, such as hyperinflation in the 1970s and the great recession of 2007-09, there was not a spike in unemployment rates after the federal minimum wage was increased.



"So many people like me are working essential jobs. \$15 would allow us to pay our rent and our bills, for our kids not to get bullied at school for wearing old clothes, families wouldn't have to rely so heavily on welfare service. \$15 would give you some room to breathe. To know you can pay rent and provide for your family, simply."

– Jaxon, 31, \$10.01-\$12.00 an hour

³ Bureau of Labor Statistics

Research methodology

Poll conducted using KnowledgePanel

This Amazon/Ipsos poll was conducted January 28 to February 8, 2021 by Ipsos using the probability-based KnowledgePanel. This poll is based on a nationally representative probability sample of 6,354 with a boost for hourly workers and state boosts in Florida, Minnesota, Washington, Arizona, Georgia. The survey was conducted in English and Spanish.

The margin of sampling error is plus or minus 1.23 percentage points at the 95% confidence level, for results based on the entire sample of adults. The margin of sampling error is higher and varies for results based on sub-samples. In our reporting of the findings, percentage points are rounded off to the nearest whole number. As a result, percentages in a given table column may total slightly higher or lower than 100%. In questions that permit multiple responses, columns may total substantially more than 100%, depending on the number of different responses offered by each respondent.

KnowledgePanel is the largest and most well-established online probability-based panel that is representative of the adult US population. Our recruitment process employs a scientifically developed addressed-based sampling methodology using the latest Delivery Sequence File of the USPS – a database with full coverage of all delivery points in the US. Households invited to join the panel are randomly selected from all available households in the U.S. Persons in the sampled households are invited to join and participate in the panel. Those selected who do not already have internet access are provided a tablet and internet connection at no cost to the panel member. Those who join the panel and who are selected to participate in a survey are sent a unique password-protected log-in used to complete surveys online. As a result of our recruitment and sampling methodologies, samples from KnowledgePanel cover all households regardless of their phone or internet status and findings can be reported with a margin of sampling error and projected to the general population.

The data were weighted to adjust for gender by age, race/ethnicity, education, Census region, metropolitan status, household income, and party identification. The demographic benchmarks came from 2019 American Community Survey (ACS) from the US Census Bureau.

- Gender (Male, Female) by Age (18–29, 30–44, 45–59, and 60+)
- Race/Ethnicity (White Non-Hispanic, Black Non-Hispanic, Other or 2+ Races Non-Hispanic, Hispanic)
- Education (High School graduate or less, Some College, Bachelor and beyond)
- Census Region (Northeast, Midwest, South, West)
- Metropolitan status (Metro, non-Metro)
- Household Income (Under \$25,000, \$25,000-\$49,999, \$50,000-\$74,999, \$75,000-\$99,999, \$100,000-\$149,999, \$150,000+)
- Party ID (Democrat, Republican, Independent, Something else)

History of minimum wage

Unemployment rate unrelated to federal minimum wage rate

| Date of increase | Federal minimum wage increases | Unemployment rate before increase | Average Unemp. rate in the 6 months after |
|------------------|--------------------------------|-----------------------------------|---|
| 10/24/1938 | \$ 0.25 | - | - |
| 10/24/1939 | \$ 0.30 | - | - |
| 10/24/1945 | \$ 0.40 | - | - |
| 1/25/1950 | \$ 0.75 | 6.6 | 6.0 |
| 3/1/1956 | \$ 1.00 | 3.9 | 4.2 |
| 9/3/1961 | \$ 1.15 | 6.6 | 6.1 |
| 9/3/1963 | \$ 1.25 | 5.4 | 5.4 |
| 2/1/1967 | \$ 1.40 | 3.9 | 3.8 |
| 2/1/1968 | \$ 1.60 | 3.7 | 3.7 |
| 5/1/1974 | \$ 2.00 | 5.1 | 5.6 |
| 1/1/1975 | \$ 2.10 | 7.2 | 8.6 |
| 1/1/1976 | \$ 2.30 | 8.2 | 7.6 |
| 1/1/1978 | \$ 2.65 | 7.8 | 7.3 |
| 1/1/1979 | \$ 2.90 | 6.0 | 5.8 |
| 1/1/1980 | \$ 3.10 | 6.0 | 6.8 |
| 1/1/1981 | \$ 3.35 | 7.2 | 7.4 |
| 4/1/1990 | \$ 3.80 | 5.2 | 5.5 |
| 10/1/1996 | \$ 4.75 | 5.2 | 5.3 |
| 9/1/1997 | \$ 5.15 | 4.8 | 4.7 |
| 7/24/2007 | \$ 5.85 | 4.6 | 4.7 |
| 7/24/2008 | \$ 6.55 | 5.6 | 6.4 |
| 7/24/2009 | \$ 7.25 | 9.5 | 9.8 |

Annotated questionnaire

Q17: Which of the following best describes your current employment status? Please select ALL that apply.

| | Total (N=6,354) | Less than \$15 (N=611) | \$15 or more (N=1,344) | Salaried (N=1,275) |
|---|--------------------|---------------------------|---------------------------|-----------------------|
| Employed full time | 42% | 50% | 79% | 96% |
| Employed part time | 10% | 50% | 17% | 4% |
| Self-employed/Own my own business | 5% | 1% | 2% | 1% |
| Working as a freelancer or independent contractor for pay | 2% | 1% | 5% | 1% |
| Not currently working | 42% | - | - | - |

Q20. [Asked if employed full-time, part-time or freelancer; Q17 = 1-2, or 4]
Are you a salaried, hourly worker or something else?

| | Total (N=3,370) | Less than \$15 (N=611) | \$15 or more (N=1,344) | Salaried (N=1,275) |
|-----------|--------------------|---------------------------|---------------------------|-----------------------|
| Salaried | 41% | - | - | 100% |
| Hourly | 54% | 97% | 98% | - |
| Temporary | 1% | 2% | 1% | - |
| Seasonal | 1% | 1% | 1% | - |
| Other | 3% | - | - | - |

Q1. How satisfied are you with your life as a whole these days?

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Completely satisfied | 10% | 12% | 6% | 9% |
| Very satisfied | 37% | 29% | 40% | 46% |
| Somewhat satisfied | 37% | 34% | 44% | 36% |
| A little satisfied | 11% | 18% | 9% | 7% |
| Not at all satisfied | 5% | 7% | 2% | 1% |
| <i>Completely/Very satisfied (Net)</i> | <i>47%</i> | <i>41%</i> | <i>45%</i> | <i>55%</i> |

Q2. On a scale of 1-10, where 1 represents the worst possible life for you and 10 represents the best possible life for you, how would you rate your life at the present time?

| | Total | Less than \$15 | \$15 or more | Salaried |
|-------------------------|------------|----------------|--------------|------------|
| 10 - Best possible life | 7% | 7% | 5% | 4% |
| 9 | 16% | 10% | 15% | 18% |
| 8 | 26% | 21% | 27% | 33% |
| 7 | 21% | 21% | 26% | 24% |
| 6 | 10% | 14% | 12% | 9% |
| 5 | 11% | 12% | 9% | 7% |
| 4 | 4% | 4% | 3% | 2% |
| 3 | 3% | 7% | 1% | 1% |
| 2 | 1% | 1% | - | * |
| 1 - Worst possible life | 1% | 2% | * | * |
| <i>Rank 9/10 (Net)</i> | <i>23%</i> | <i>17%</i> | <i>20%</i> | <i>22%</i> |
| <i>Rank 1/2 (Net)</i> | <i>2%</i> | <i>3%</i> | <i>*</i> | <i>*</i> |

Q3. How would you rate your satisfaction level with your ...?

Total Satisfied Summary

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Family life | 63% | 61% | 62% | 66% |
| Ability to pay your bills on time each month | 62% | 44% | 63% | 79% |
| House or apartment | 58% | 47% | 54% | 63% |
| Marriage or romantic relationships | 55% | 43% | 57% | 62% |
| Faith | 54% | 52% | 52% | 52% |
| Friendships | 51% | 51% | 51% | 54% |
| Physical health | 41% | 42% | 42% | 45% |
| Financial situation | 41% | 23% | 37% | 53% |
| Current income | 37% | 19% | 38% | 51% |
| Prospect for future earnings | 35% | 28% | 39% | 53% |
| Job | 30% | 35% | 45% | 53% |
| Prospect for career advancement | 24% | 22% | 32% | 43% |

a) Physical health

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Completely satisfied | 9% | 12% | 7% | 9% |
| Very satisfied | 32% | 29% | 36% | 36% |
| Somewhat satisfied | 38% | 37% | 40% | 38% |
| A little satisfied | 13% | 14% | 12% | 12% |
| Not at all satisfied | 7% | 7% | 5% | 4% |
| Does not apply to me | 1% | * | * | * |
| <i>Completely/Very satisfied (Net)</i> | 41% | 42% | 42% | 45% |
| <i>A little/Not at all satisfied (Net)</i> | 20% | 21% | 17% | 16% |

b) Financial situation

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Completely satisfied | 13% | 6% | 10% | 15% |
| Very satisfied | 28% | 17% | 27% | 39% |
| Somewhat satisfied | 31% | 37% | 38% | 33% |
| A little satisfied | 13% | 19% | 14% | 10% |
| Not at all satisfied | 13% | 19% | 10% | 4% |
| Does not apply to me | 2% | 1% | * | * |
| <i>Completely/Very satisfied (Net)</i> | 41% | 23% | 37% | 53% |
| <i>A little/Not at all satisfied (Net)</i> | 25% | 38% | 24% | 13% |

c) Job

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Completely satisfied | 8% | 10% | 11% | 12% |
| Very satisfied | 22% | 25% | 35% | 41% |
| Somewhat satisfied | 20% | 33% | 35% | 33% |
| A little satisfied | 7% | 17% | 11% | 9% |
| Not at all satisfied | 9% | 13% | 8% | 3% |
| Does not apply to me | 33% | 1% | 1% | 1% |
| <i>Completely/Very satisfied (Net)</i> | 30% | 35% | 45% | 53% |
| <i>A little/Not at all satisfied (Net)</i> | 16% | 30% | 19% | 13% |

d) Current income

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Completely satisfied | 11% | 5% | 9% | 13% |
| Very satisfied | 26% | 14% | 29% | 38% |
| Somewhat satisfied | 30% | 34% | 34% | 36% |
| A little satisfied | 12% | 23% | 16% | 9% |
| Not at all satisfied | 14% | 22% | 10% | 3% |
| Does not apply to me | 6% | 1% | 1% | * |
| <i>Completely/Very satisfied (Net)</i> | 37% | 19% | 38% | 51% |
| <i>A little/Not at all satisfied (Net)</i> | 27% | 46% | 26% | 12% |

e) Prospect for career advancement

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Completely satisfied | 8% | 10% | 8% | 14% |
| Very satisfied | 16% | 12% | 23% | 29% |
| Somewhat satisfied | 22% | 32% | 34% | 31% |
| A little satisfied | 10% | 19% | 14% | 11% |
| Not at all satisfied | 12% | 18% | 12% | 8% |
| Does not apply to me | 32% | 8% | 8% | 6% |
| <i>Completely/Very satisfied (Net)</i> | 24% | 22% | 32% | 43% |
| <i>A little/Not at all satisfied (Net)</i> | 22% | 36% | 26% | 19% |

f) Prospect for future earnings

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Completely satisfied | 11% | 9% | 11% | 16% |
| Very satisfied | 24% | 19% | 28% | 37% |
| Somewhat satisfied | 26% | 34% | 35% | 31% |
| A little satisfied | 12% | 19% | 17% | 10% |
| Not at all satisfied | 11% | 16% | 8% | 5% |
| Does not apply to me | 14% | 3% | 2% | 1% |
| <i>Completely/Very satisfied (Net)</i> | 35% | 28% | 39% | 53% |
| <i>A little/Not at all satisfied (Net)</i> | 24% | 35% | 24% | 14% |

g) House or apartment

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Completely satisfied | 23% | 20% | 18% | 19% |
| Very satisfied | 35% | 27% | 35% | 44% |
| Somewhat satisfied | 25% | 28% | 30% | 24% |
| A little satisfied | 9% | 12% | 11% | 8% |
| Not at all satisfied | 5% | 8% | 3% | 3% |
| Does not apply to me | 2% | 4% | 1% | 1% |
| <i>Completely/Very satisfied (Net)</i> | 58% | 47% | 54% | 63% |
| <i>A little/Not at all satisfied (Net)</i> | 14% | 20% | 15% | 11% |

h) Marriage or romantic relationships

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Completely satisfied | 28% | 22% | 28% | 30% |
| Very satisfied | 26% | 20% | 29% | 32% |
| Somewhat satisfied | 15% | 16% | 18% | 16% |
| A little satisfied | 7% | 13% | 7% | 7% |
| Not at all satisfied | 10% | 12% | 11% | 9% |
| Does not apply to me | 12% | 17% | 6% | 4% |
| <i>Completely/Very satisfied (Net)</i> | <i>55%</i> | <i>43%</i> | <i>57%</i> | <i>62%</i> |
| <i>A little/Not at all satisfied (Net)</i> | <i>17%</i> | <i>24%</i> | <i>19%</i> | <i>17%</i> |

i) Family life

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Completely satisfied | 25% | 24% | 24% | 24% |
| Very satisfied | 38% | 37% | 37% | 42% |
| Somewhat satisfied | 23% | 22% | 26% | 25% |
| A little satisfied | 7% | 8% | 8% | 5% |
| Not at all satisfied | 4% | 7% | 3% | 2% |
| Does not apply to me | 2% | 2% | 1% | 1% |
| <i>Completely/Very satisfied (Net)</i> | <i>63%</i> | <i>61%</i> | <i>62%</i> | <i>66%</i> |
| <i>A little/Not at all satisfied (Net)</i> | <i>11%</i> | <i>15%</i> | <i>11%</i> | <i>7%</i> |

j) Friendships

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Completely satisfied | 17% | 17% | 16% | 16% |
| Very satisfied | 35% | 34% | 35% | 39% |
| Somewhat satisfied | 28% | 26% | 29% | 28% |
| A little satisfied | 12% | 12% | 13% | 12% |
| Not at all satisfied | 6% | 8% | 6% | 4% |
| Does not apply to me | 2% | 2% | 1% | 1% |
| <i>Completely/Very satisfied (Net)</i> | <i>51%</i> | <i>51%</i> | <i>51%</i> | <i>54%</i> |
| <i>A little/Not at all satisfied (Net)</i> | <i>17%</i> | <i>21%</i> | <i>19%</i> | <i>15%</i> |

k) Faith

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Completely satisfied | 29% | 27% | 26% | 26% |
| Very satisfied | 26% | 25% | 26% | 27% |
| Somewhat satisfied | 19% | 19% | 24% | 17% |
| A little satisfied | 7% | 9% | 7% | 6% |
| Not at all satisfied | 3% | 6% | 2% | 2% |
| Does not apply to me | 17% | 14% | 15% | 22% |
| <i>Completely/Very satisfied (Net)</i> | <i>54%</i> | <i>52%</i> | <i>52%</i> | <i>52%</i> |
| <i>A little/Not at all satisfied (Net)</i> | <i>10%</i> | <i>15%</i> | <i>9%</i> | <i>8%</i> |

l) Ability to pay your bills on time each month

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Completely satisfied | 37% | 18% | 31% | 51% |
| Very satisfied | 25% | 27% | 31% | 28% |
| Somewhat satisfied | 19% | 23% | 24% | 15% |
| A little satisfied | 9% | 18% | 9% | 3% |
| Not at all satisfied | 6% | 12% | 5% | 1% |
| Does not apply to me | 3% | 2% | * | * |
| <i>Completely/Very satisfied (Net)</i> | <i>62%</i> | <i>44%</i> | <i>63%</i> | <i>79%</i> |
| <i>A little/Not at all satisfied (Net)</i> | <i>15%</i> | <i>30%</i> | <i>14%</i> | <i>5%</i> |

Q4. Below is a list of things that may or may not be important to you. How important are each of the following to your personal happiness?

Total Important Summary

| | Total | Less than \$15 | \$15 or more | Salaried |
|---|-------|----------------|--------------|----------|
| Being able to pay my bills each month | 93% | 88% | 91% | 96% |
| Being in good health | 90% | 85% | 89% | 91% |
| Having a good family life | 88% | 86% | 87% | 91% |
| Being financially secure or not having to worry about money | 87% | 82% | 87% | 92% |
| Living in a house or apartment that I like | 78% | 74% | 77% | 76% |
| Having a happy marriage or romantic relationship | 77% | 72% | 81% | 84% |
| Living in a city or place that I like | 73% | 70% | 74% | 73% |
| Having good friends | 70% | 65% | 69% | 72% |
| Having hobbies or things that I like to do outside of work | 65% | 61% | 68% | 69% |
| Having an interesting job | 52% | 56% | 59% | 67% |
| Having a strong religious faith | 49% | 46% | 47% | 42% |
| Being able to travel | 45% | 39% | 48% | 51% |

a) Living in a house or apartment that I like

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Extremely important | 29% | 25% | 26% | 23% |
| Very important | 49% | 48% | 52% | 53% |
| Somewhat important | 18% | 21% | 18% | 22% |
| A little important | 3% | 4% | 3% | 2% |
| Not at all important | 1% | 2% | 1% | - |
| <i>Extremely/Very important (Net)</i> | <i>78%</i> | <i>74%</i> | <i>77%</i> | <i>76%</i> |
| <i>A little/Not at all important (Net)</i> | <i>3%</i> | <i>6%</i> | <i>4%</i> | <i>2%</i> |

b) Living in a city or place that I like

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Extremely important | 24% | 20% | 22% | 22% |
| Very important | 49% | 50% | 52% | 51% |
| Somewhat important | 21% | 23% | 20% | 24% |
| A little important | 4% | 5% | 3% | 3% |
| Not at all important | 2% | 1% | 2% | * |
| <i>Extremely/Very important (Net)</i> | <i>73%</i> | <i>70%</i> | <i>74%</i> | <i>73%</i> |
| <i>A little/Not at all important (Net)</i> | <i>5%</i> | <i>6%</i> | <i>5%</i> | <i>3%</i> |

c) Having an interesting job

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Extremely important | 15% | 14% | 14% | 18% |
| Very important | 37% | 42% | 45% | 49% |
| Somewhat important | 26% | 33% | 32% | 27% |
| A little important | 6% | 7% | 7% | 4% |
| Not at all important | 15% | 3% | 2% | 1% |
| <i>Extremely/Very important (Net)</i> | <i>52%</i> | <i>56%</i> | <i>59%</i> | <i>67%</i> |
| <i>A little/Not at all important (Net)</i> | <i>21%</i> | <i>11%</i> | <i>8%</i> | <i>5%</i> |

d) Being financially secure or not having to worry about money

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Extremely important | 42% | 37% | 39% | 43% |
| Very important | 45% | 45% | 47% | 49% |
| Somewhat important | 11% | 13% | 12% | 7% |
| A little important | 1% | 3% | 1% | * |
| Not at all important | 1% | 2% | * | - |
| <i>Extremely/Very important (Net)</i> | <i>87%</i> | <i>82%</i> | <i>87%</i> | <i>92%</i> |
| <i>A little/Not at all important (Net)</i> | <i>2%</i> | <i>5%</i> | <i>1%</i> | <i>*</i> |

e) Having hobbies or things that I like to do outside of work

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Extremely important | 23% | 20% | 22% | 22% |
| Very important | 42% | 41% | 46% | 47% |
| Somewhat important | 27% | 29% | 24% | 26% |
| A little important | 6% | 8% | 6% | 4% |
| Not at all important | 2% | 1% | 2% | 1% |
| <i>Extremely/Very important (Net)</i> | <i>65%</i> | <i>61%</i> | <i>68%</i> | <i>69%</i> |
| <i>A little/Not at all important (Net)</i> | <i>8%</i> | <i>10%</i> | <i>8%</i> | <i>4%</i> |

f) Having a happy marriage or romantic relationship

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Extremely important | 42% | 37% | 40% | 45% |
| Very important | 35% | 35% | 41% | 39% |
| Somewhat important | 13% | 19% | 14% | 9% |
| A little important | 3% | 5% | 3% | 3% |
| Not at all important | 5% | 4% | 2% | 2% |
| <i>Extremely/Very important (Net)</i> | <i>77%</i> | <i>72%</i> | <i>81%</i> | <i>84%</i> |
| <i>A little/Not at all important (Net)</i> | <i>9%</i> | <i>9%</i> | <i>5%</i> | <i>6%</i> |

g) Having a good family life

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Extremely important | 47% | 40% | 44% | 46% |
| Very important | 42% | 46% | 43% | 44% |
| Somewhat important | 9% | 10% | 10% | 8% |
| A little important | 2% | 2% | 2% | 1% |
| Not at all important | 1% | 2% | 1% | * |
| <i>Extremely/Very important (Net)</i> | <i>88%</i> | <i>86%</i> | <i>87%</i> | <i>91%</i> |
| <i>A little/Not at all important (Net)</i> | <i>2%</i> | <i>4%</i> | <i>2%</i> | <i>1%</i> |

h) Having good friends

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Extremely important | 27% | 25% | 23% | 27% |
| Very important | 44% | 40% | 46% | 45% |
| Somewhat important | 22% | 25% | 24% | 23% |
| A little important | 5% | 7% | 5% | 3% |
| Not at all important | 2% | 2% | 1% | 1% |
| <i>Extremely/Very important (Net)</i> | <i>70%</i> | <i>65%</i> | <i>69%</i> | <i>72%</i> |
| <i>A little/Not at all important (Net)</i> | <i>7%</i> | <i>10%</i> | <i>7%</i> | <i>4%</i> |

i) Being in good health

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Extremely important | 45% | 37% | 41% | 42% |
| Very important | 45% | 48% | 48% | 49% |
| Somewhat important | 8% | 11% | 9% | 8% |
| A little important | 1% | 3% | 1% | * |
| Not at all important | * | 1% | * | - |
| <i>Extremely/Very important (Net)</i> | <i>90%</i> | <i>85%</i> | <i>89%</i> | <i>91%</i> |
| <i>A little/Not at all important (Net)</i> | <i>1%</i> | <i>3%</i> | <i>1%</i> | <i>*</i> |

j) Having a strong religious faith

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Extremely important | 27% | 25% | 26% | 21% |
| Very important | 22% | 20% | 21% | 20% |
| Somewhat important | 18% | 23% | 21% | 17% |
| A little important | 10% | 12% | 12% | 10% |
| Not at all important | 22% | 19% | 20% | 31% |
| <i>Extremely/Very important (Net)</i> | <i>49%</i> | <i>46%</i> | <i>47%</i> | <i>42%</i> |
| <i>A little/Not at all important (Net)</i> | <i>32%</i> | <i>31%</i> | <i>31%</i> | <i>41%</i> |

k) Being able to pay my bills each month

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Extremely important | 54% | 49% | 51% | 55% |
| Very important | 39% | 39% | 40% | 41% |
| Somewhat important | 5% | 8% | 8% | 3% |
| A little important | 1% | 3% | 1% | * |
| Not at all important | * | 1% | * | * |
| <i>Extremely/Very important (Net)</i> | 93% | 88% | 91% | 96% |
| <i>A little/Not at all important (Net)</i> | 2% | 4% | 1% | * |

l) Being able to travel

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Extremely important | 17% | 13% | 18% | 19% |
| Very important | 28% | 25% | 31% | 32% |
| Somewhat important | 31% | 28% | 33% | 32% |
| A little important | 15% | 23% | 11% | 13% |
| Not at all important | 9% | 10% | 7% | 4% |
| <i>Extremely/Very important (Net)</i> | 45% | 39% | 48% | 51% |
| <i>A little/Not at all important (Net)</i> | 24% | 33% | 18% | 16% |

Q5. To what extent do you agree or disagree with the following statements?

Total Agree Summary

| | Total | Less than \$15 | \$15 or more | Salaried |
|---|-------|----------------|--------------|----------|
| I actively contribute to the happiness and wellbeing of others | 75% | 69% | 76% | 81% |
| People respect me | 75% | 70% | 77% | 82% |
| So far, I have gotten the important things I want in life | 70% | 62% | 72% | 77% |
| I am optimistic about my future | 70% | 66% | 75% | 81% |
| I am engaged and interested in my daily activities | 68% | 65% | 71% | 74% |
| If I could live my life over again, I would change almost nothing | 42% | 39% | 41% | 44% |

a) So far, I have gotten the important things I want in life

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 24% | 13% | 19% | 29% |
| Somewhat agree | 46% | 49% | 52% | 48% |
| Neither agree nor disagree | 18% | 22% | 21% | 15% |
| Somewhat disagree | 7% | 8% | 5% | 6% |
| Strongly disagree | 4% | 8% | 2% | 1% |
| <i>Agree (Net)</i> | 70% | 62% | 72% | 77% |
| <i>Disagree (Net)</i> | 11% | 16% | 7% | 7% |

b) If I could live my life over again, I would change almost nothing

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 13% | 11% | 9% | 12% |
| Somewhat agree | 29% | 27% | 31% | 31% |
| Neither agree nor disagree | 21% | 20% | 24% | 21% |
| Somewhat disagree | 25% | 30% | 25% | 26% |
| Strongly disagree | 12% | 12% | 10% | 9% |
| <i>Agree (Net)</i> | 42% | 39% | 41% | 44% |
| <i>Disagree (Net)</i> | 37% | 41% | 35% | 35% |

c) I am engaged and interested in my daily activities

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 22% | 18% | 20% | 23% |
| Somewhat agree | 46% | 47% | 50% | 51% |
| Neither agree nor disagree | 21% | 18% | 21% | 17% |
| Somewhat disagree | 8% | 12% | 8% | 8% |
| Strongly disagree | 3% | 5% | 1% | 2% |
| <i>Agree (Net)</i> | 68% | 65% | 71% | 74% |
| <i>Disagree (Net)</i> | 11% | 17% | 8% | 9% |

d) I actively contribute to the happiness and wellbeing of others

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 27% | 28% | 27% | 28% |
| Somewhat agree | 48% | 42% | 49% | 53% |
| Neither agree nor disagree | 20% | 24% | 21% | 16% |
| Somewhat disagree | 3% | 4% | 2% | 2% |
| Strongly disagree | 1% | 2% | 1% | 1% |
| <i>Agree (Net)</i> | 75% | 69% | 76% | 81% |
| <i>Disagree (Net)</i> | 5% | 6% | 3% | 3% |

e) I am optimistic about my future

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 28% | 30% | 25% | 33% |
| Somewhat agree | 42% | 37% | 49% | 49% |
| Neither agree nor disagree | 20% | 22% | 17% | 14% |
| Somewhat disagree | 7% | 6% | 6% | 3% |
| Strongly disagree | 3% | 5% | 2% | 1% |
| <i>Agree (Net)</i> | 70% | 66% | 75% | 81% |
| <i>Disagree (Net)</i> | 9% | 11% | 8% | 4% |

f) People respect me

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 29% | 26% | 28% | 33% |
| Somewhat agree | 46% | 44% | 49% | 50% |
| Neither agree nor disagree | 20% | 22% | 19% | 15% |
| Somewhat disagree | 4% | 6% | 3% | 2% |
| Strongly disagree | 1% | 3% | 1% | 1% |
| <i>Agree (Net)</i> | 75% | 70% | 77% | 82% |
| <i>Disagree (Net)</i> | 5% | 8% | 4% | 3% |

Q6. How confident are you that you could come up with an additional \$500 if an unexpected need arose within the next month?

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Very confident | 58% | 35% | 58% | 78% |
| Moderately confident | 11% | 17% | 14% | 9% |
| Somewhat confident | 11% | 17% | 12% | 6% |
| Slightly confident | 8% | 14% | 8% | 5% |
| Not at all confident | 12% | 16% | 8% | 2% |
| <i>Very/Moderately confident (Net)</i> | 69% | 53% | 72% | 87% |
| <i>Slightly/Not at all confident (Net)</i> | 20% | 30% | 16% | 7% |

Q7. Do you currently rent or own your home?

| | Total | Less than \$15 | \$15 or more | Salaried |
|-------|-------|----------------|--------------|----------|
| Own | 61% | 33% | 63% | 71% |
| Rent | 29% | 49% | 31% | 24% |
| Other | 10% | 18% | 6% | 5% |

Q8. Approximately how much is your monthly rent or mortgage payment?

| | Total | Less than \$15 | \$15 or more | Salaried |
|--------------------|--------|----------------|--------------|----------|
| Mean (Including 0) | 1310.7 | 852.1 | 1290.4 | 1691.4 |
| Mean (Excluding 0) | 1322.7 | 863.3 | 1299.9 | 1697.8 |
| Skipped/No Answer | 35% | 31% | 23% | 20% |

Q9. Below is a list of activities and purchases that most people make choices about on a regular basis. How much do you agree or disagree with the following statements?

Total Agree Summary

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| I can afford to go grocery shopping once a week | 83% | 73% | 88% | 94% |
| I can afford to go to the doctor when I need to | 76% | 59% | 80% | 88% |
| I can afford to pay my prescriptions | 74% | 58% | 78% | 87% |
| I can afford to go shopping for clothes or shoes when I need to | 72% | 61% | 75% | 87% |
| I can afford to take my family out to dinner twice a month | 69% | 59% | 76% | 87% |
| I can afford to put some money in a savings account | 67% | 55% | 70% | 84% |
| I can afford to pay off some of my debt/credit cards | 67% | 51% | 72% | 85% |
| I can afford to make my car payment on time | 64% | 51% | 72% | 81% |
| I can afford to take a vacation or go on a trip once a year | 61% | 42% | 66% | 81% |
| I can afford to make a donation to my favorite charity or church | 61% | 46% | 63% | 77% |
| I can afford to save for or pay my child's college bills | 40% | 28% | 46% | 59% |
| I can afford to save for or pay my child's college bills | 30% | 17% | 34% | 45% |

a) I can afford to take my family out to dinner twice a month

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 45% | 24% | 49% | 66% |
| Somewhat agree | 24% | 35% | 27% | 21% |
| Neither agree nor disagree | 14% | 17% | 14% | 7% |
| Somewhat disagree | 7% | 9% | 5% | 3% |
| Strongly disagree | 9% | 12% | 5% | 2% |
| <i>Agree (Net)</i> | 69% | 59% | 76% | 87% |
| <i>Disagree (Net)</i> | 16% | 22% | 10% | 6% |

b) I can afford to go shopping for clothes or shoes when I need to

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 45% | 26% | 44% | 65% |
| Somewhat agree | 26% | 35% | 31% | 23% |
| Neither agree nor disagree | 11% | 17% | 11% | 6% |
| Somewhat disagree | 8% | 11% | 10% | 5% |
| Strongly disagree | 8% | 10% | 5% | 1% |
| <i>Agree (Net)</i> | 72% | 61% | 75% | 87% |
| <i>Disagree (Net)</i> | 16% | 21% | 14% | 6% |

c) I can afford to go grocery shopping once a week

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 61% | 43% | 62% | 80% |
| Somewhat agree | 23% | 30% | 26% | 14% |
| Neither agree nor disagree | 8% | 13% | 6% | 4% |
| Somewhat disagree | 5% | 8% | 4% | 1% |
| Strongly disagree | 4% | 5% | 2% | 1% |
| <i>Agree (Net)</i> | 83% | 73% | 88% | 94% |
| <i>Disagree (Net)</i> | 8% | 13% | 6% | 2% |

d) I can afford to make my car payment on time

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 50% | 28% | 54% | 70% |
| Somewhat agree | 15% | 23% | 18% | 12% |
| Neither agree nor disagree | 26% | 35% | 22% | 15% |
| Somewhat disagree | 3% | 3% | 3% | * |
| Strongly disagree | 6% | 8% | 2% | 1% |
| <i>Agree (Net)</i> | 64% | 51% | 72% | 81% |
| <i>Disagree (Net)</i> | 8% | 12% | 5% | 2% |

e) I can afford to take a vacation or go on a trip once a year

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 38% | 18% | 38% | 54% |
| Somewhat agree | 23% | 24% | 28% | 27% |
| Neither agree nor disagree | 14% | 20% | 15% | 8% |
| Somewhat disagree | 9% | 12% | 10% | 7% |
| Strongly disagree | 15% | 24% | 9% | 4% |
| <i>Agree (Net)</i> | 61% | 42% | 66% | 81% |
| <i>Disagree (Net)</i> | 24% | 36% | 18% | 11% |

f) I can afford to pay my prescriptions

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 54% | 30% | 56% | 71% |
| Somewhat agree | 21% | 28% | 22% | 16% |
| Neither agree nor disagree | 15% | 27% | 14% | 8% |
| Somewhat disagree | 5% | 8% | 4% | 3% |
| Strongly disagree | 4% | 7% | 3% | 1% |
| <i>Agree (Net)</i> | 74% | 58% | 78% | 87% |
| <i>Disagree (Net)</i> | 10% | 14% | 7% | 4% |

g) I can afford to go to the doctor when I need to

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 54% | 35% | 53% | 69% |
| Somewhat agree | 22% | 25% | 27% | 19% |
| Neither agree nor disagree | 11% | 18% | 9% | 5% |
| Somewhat disagree | 6% | 11% | 7% | 3% |
| Strongly disagree | 6% | 11% | 4% | 2% |
| <i>Agree (Net)</i> | 76% | 59% | 80% | 88% |
| <i>Disagree (Net)</i> | 13% | 22% | 11% | 6% |

h) I can afford to put some money in a savings account

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 42% | 27% | 42% | 61% |
| Somewhat agree | 25% | 28% | 29% | 23% |
| Neither agree nor disagree | 12% | 16% | 11% | 7% |
| Somewhat disagree | 10% | 13% | 11% | 6% |
| Strongly disagree | 11% | 15% | 8% | 2% |
| <i>Agree (Net)</i> | 67% | 55% | 70% | 84% |
| <i>Disagree (Net)</i> | 21% | 28% | 19% | 9% |

l) I can afford to save for or pay my child's college bills

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 19% | 8% | 17% | 30% |
| Somewhat agree | 11% | 9% | 17% | 15% |
| Neither agree nor disagree | 42% | 44% | 42% | 36% |
| Somewhat disagree | 8% | 12% | 8% | 9% |
| Strongly disagree | 17% | 24% | 14% | 8% |
| <i>Agree (Net)</i> | 30% | 17% | 34% | 45% |
| <i>Disagree (Net)</i> | 25% | 37% | 22% | 17% |

j) I can afford to pay for my child's everyday expenses like sports teams, music lessons, or other afterschool activities

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 27% | 13% | 28% | 43% |
| Somewhat agree | 13% | 15% | 18% | 15% |
| Neither agree nor disagree | 42% | 47% | 42% | 33% |
| Somewhat disagree | 5% | 8% | 4% | 3% |
| Strongly disagree | 10% | 15% | 5% | 3% |
| <i>Agree (Net)</i> | 40% | 28% | 46% | 59% |
| <i>Disagree (Net)</i> | 15% | 23% | 10% | 6% |

k) I can afford to pay off some of my debt/credit cards

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 46% | 26% | 43% | 64% |
| Somewhat agree | 21% | 25% | 29% | 21% |
| Neither agree nor disagree | 16% | 24% | 16% | 6% |
| Somewhat disagree | 7% | 10% | 7% | 6% |
| Strongly disagree | 9% | 13% | 4% | 3% |
| <i>Agree (Net)</i> | 67% | 51% | 72% | 85% |
| <i>Disagree (Net)</i> | 16% | 23% | 11% | 8% |

l) I can afford to make a donation to my favorite charity or church

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 40% | 20% | 37% | 57% |
| Somewhat agree | 21% | 26% | 26% | 20% |
| Neither agree nor disagree | 20% | 23% | 21% | 15% |
| Somewhat disagree | 7% | 10% | 7% | 4% |
| Strongly disagree | 11% | 18% | 8% | 3% |
| <i>Agree (Net)</i> | 61% | 46% | 63% | 77% |
| <i>Disagree (Net)</i> | 18% | 29% | 15% | 7% |

Q10. How confident are you that you will be able to reach this savings goal in the next few years?

Total Confident Summary

| | Total | Less than \$15 | \$15 or more | Salaried |
|------------------------|-------|----------------|--------------|----------|
| Emergency fund | 53% | 39% | 57% | 70% |
| Vacation | 50% | 33% | 58% | 68% |
| Electronics/Appliances | 47% | 32% | 50% | 59% |
| Home improvement | 42% | 23% | 46% | 54% |
| Retirement | 40% | 26% | 44% | 52% |
| Buying a car | 34% | 26% | 37% | 42% |
| Wedding/Anniversary | 28% | 17% | 30% | 35% |
| Buying a home | 23% | 17% | 29% | 34% |
| Children's education | 22% | 19% | 26% | 33% |
| My education | 19% | 24% | 23% | 25% |
| Other | 9% | 7% | 11% | 10% |

a) Vacation

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Very confident | 36% | 17% | 41% | 52% |
| Moderately confident | 14% | 16% | 17% | 16% |
| Somewhat confident | 14% | 21% | 16% | 14% |
| Slightly confident | 9% | 13% | 8% | 6% |
| Not at all confident | 11% | 17% | 7% | 3% |
| It's a not goal for me | 14% | 14% | 9% | 7% |
| <i>Very/Moderately confident (Net)</i> | <i>50%</i> | <i>33%</i> | <i>58%</i> | <i>68%</i> |
| <i>Slightly/Not at all confident (Net)</i> | <i>21%</i> | <i>30%</i> | <i>16%</i> | <i>9%</i> |

b) Buying a home

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Very confident | 15% | 11% | 16% | 24% |
| Moderately confident | 7% | 5% | 13% | 10% |
| Somewhat confident | 9% | 15% | 10% | 11% |
| Slightly confident | 6% | 7% | 8% | 5% |
| Not at all confident | 15% | 23% | 10% | 7% |
| It's a not goal for me | 47% | 36% | 42% | 42% |
| <i>Very/Moderately confident (Net)</i> | <i>23%</i> | <i>17%</i> | <i>29%</i> | <i>34%</i> |
| <i>Slightly/Not at all confident (Net)</i> | <i>20%</i> | <i>31%</i> | <i>18%</i> | <i>12%</i> |

c) Buying a car

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Very confident | 23% | 14% | 23% | 31% |
| Moderately confident | 11% | 13% | 15% | 11% |
| Somewhat confident | 11% | 15% | 12% | 11% |
| Slightly confident | 8% | 14% | 10% | 6% |
| Not at all confident | 13% | 17% | 8% | 6% |
| It's a not goal for me | 33% | 26% | 32% | 35% |
| <i>Very/Moderately confident (Net)</i> | <i>34%</i> | <i>26%</i> | <i>37%</i> | <i>42%</i> |
| <i>Slightly/Not at all confident (Net)</i> | <i>21%</i> | <i>32%</i> | <i>18%</i> | <i>11%</i> |

d) Home improvement

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Very confident | 26% | 12% | 27% | 33% |
| Moderately confident | 16% | 11% | 20% | 21% |
| Somewhat confident | 15% | 19% | 17% | 16% |
| Slightly confident | 9% | 15% | 10% | 6% |
| Not at all confident | 11% | 14% | 8% | 4% |
| It's a not goal for me | 22% | 29% | 18% | 18% |
| <i>Very/Moderately confident (Net)</i> | <i>42%</i> | <i>23%</i> | <i>46%</i> | <i>54%</i> |
| <i>Slightly/Not at all confident (Net)</i> | <i>20%</i> | <i>28%</i> | <i>18%</i> | <i>10%</i> |

e) Retirement

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Very confident | 25% | 10% | 25% | 30% |
| Moderately confident | 15% | 16% | 19% | 22% |
| Somewhat confident | 14% | 16% | 19% | 17% |
| Slightly confident | 10% | 13% | 11% | 10% |
| Not at all confident | 18% | 29% | 15% | 11% |
| It's a not goal for me | 17% | 15% | 10% | 9% |
| <i>Very/Moderately confident (Net)</i> | <i>40%</i> | <i>26%</i> | <i>44%</i> | <i>52%</i> |
| <i>Slightly/Not at all confident (Net)</i> | <i>28%</i> | <i>42%</i> | <i>26%</i> | <i>21%</i> |

f) Children's education

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Very confident | 14% | 11% | 15% | 22% |
| Moderately confident | 9% | 8% | 12% | 11% |
| Somewhat confident | 9% | 14% | 10% | 10% |
| Slightly confident | 6% | 9% | 6% | 5% |
| Not at all confident | 10% | 12% | 7% | 6% |
| It's a not goal for me | 52% | 43% | 50% | 44% |
| <i>Very/Moderately confident (Net)</i> | <i>22%</i> | <i>19%</i> | <i>26%</i> | <i>33%</i> |
| <i>Slightly/Not at all confident (Net)</i> | <i>15%</i> | <i>22%</i> | <i>13%</i> | <i>11%</i> |

g) My education

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Very confident | 12% | 11% | 12% | 16% |
| Moderately confident | 8% | 13% | 10% | 9% |
| Somewhat confident | 8% | 13% | 9% | 6% |
| Slightly confident | 6% | 13% | 5% | 4% |
| Not at all confident | 10% | 15% | 8% | 5% |
| It's a not goal for me | 56% | 34% | 55% | 59% |
| <i>Very/Moderately confident (Net)</i> | <i>19%</i> | <i>24%</i> | <i>23%</i> | <i>25%</i> |
| <i>Slightly/Not at all confident (Net)</i> | <i>15%</i> | <i>28%</i> | <i>13%</i> | <i>9%</i> |

h) Electronics/Appliances

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Very confident | 32% | 18% | 32% | 43% |
| Moderately confident | 15% | 14% | 19% | 16% |
| Somewhat confident | 14% | 20% | 16% | 13% |
| Slightly confident | 9% | 16% | 8% | 5% |
| Not at all confident | 8% | 12% | 5% | 2% |
| It's a not goal for me | 20% | 19% | 19% | 21% |
| <i>Very/Moderately confident (Net)</i> | 47% | 32% | 50% | 59% |
| <i>Slightly/Not at all confident (Net)</i> | 18% | 28% | 13% | 7% |

i) Wedding/Anniversary

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Very confident | 20% | 11% | 19% | 27% |
| Moderately confident | 8% | 7% | 11% | 8% |
| Somewhat confident | 7% | 13% | 8% | 6% |
| Slightly confident | 5% | 9% | 4% | 4% |
| Not at all confident | 10% | 15% | 7% | 4% |
| It's a not goal for me | 48% | 44% | 49% | 50% |
| <i>Very/Moderately confident (Net)</i> | 28% | 17% | 30% | 35% |
| <i>Slightly/Not at all confident (Net)</i> | 15% | 24% | 12% | 8% |

j) Emergency fund

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Very confident | 36% | 18% | 34% | 50% |
| Moderately confident | 18% | 21% | 23% | 20% |
| Somewhat confident | 16% | 24% | 18% | 12% |
| Slightly confident | 10% | 11% | 9% | 8% |
| Not at all confident | 13% | 21% | 10% | 4% |
| It's a not goal for me | 7% | 4% | 5% | 5% |
| <i>Very/Moderately confident (Net)</i> | 53% | 39% | 57% | 70% |
| <i>Slightly/Not at all confident (Net)</i> | 23% | 31% | 19% | 12% |

k) Other

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Very confident | 6% | 5% | 7% | 7% |
| Moderately confident | 3% | 2% | 5% | 3% |
| Somewhat confident | 4% | 8% | 5% | 3% |
| Slightly confident | 2% | 3% | 2% | 2% |
| Not at all confident | 6% | 11% | 4% | 2% |
| It's a not goal for me | 41% | 37% | 43% | 44% |
| <i>Very/Moderately confident (Net)</i> | 9% | 7% | 11% | 10% |
| <i>Slightly/Not at all confident (Net)</i> | 8% | 14% | 6% | 3% |

Q11. Do you currently have any of the following types of loans or debt?

| | Total | Less than \$15 | \$15 or more | Salaried |
|-------------------------------|------------------|----------------|----------------|----------------|
| Credit Card Debt | 39% | 41% | 49% | 41% |
| Auto Loan/Lease | 34% | 28% | 45% | 45% |
| Mortgage [Asked if owns home] | (N=1,058) 34% | (N=153) 17% | (N=649) 41% | (N=768) 54% |
| Student Loan | 15% | 21% | 18% | 23% |
| Personal Loan | 11% | 14% | 12% | 12% |
| Medical Bills | 13% | 21% | 14% | 8% |
| Business Loan | 1% | 1% | 1% | 2% |
| Other | 2% | 3% | 1% | 1% |
| None | 28% | 29% | 18% | 16% |

Q12. Which of the following statements best describes how your household's total income compared to total spending over the last 12 months?

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Spending was much less than income | 24% | 12% | 21% | 34% |
| Spending was a little less than income | 33% | 33% | 34% | 39% |
| Spending was about equal to income | 25% | 29% | 27% | 16% |
| Spending was a little more than income | 11% | 18% | 12% | 7% |
| Spending was much more than income | 7% | 8% | 5% | 3% |
| <i>Less than income (Net)</i> | 56% | 44% | 55% | 73% |
| <i>More than income (Net)</i> | 18% | 25% | 17% | 10% |

Q13. Which of the following statements best describes how your rent or mortgage compare to your paycheck?

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| My rent/mortgage is more than a single paycheck | 17% | 34% | 24% | 11% |
| My rent/mortgage is equal to a single paycheck | 10% | 12% | 14% | 8% |
| Less than single paycheck (Net) | 63% | 46% | 57% | 77% |
| My rent/mortgage is slightly less than a single paycheck | 22% | 24% | 24% | 27% |
| My rent/mortgage is much less than a single paycheck | 41% | 22% | 34% | 50% |

Q14. Which of the following statements best describes how your household has paid its bills over the last 12 months?

| | Total | Less than \$15 | \$15 or more | Salaried |
|------------------------------------|-------|----------------|--------------|----------|
| Paid all our bills on time | 71% | 52% | 70% | 83% |
| Paid nearly all our bills on time | 12% | 15% | 13% | 11% |
| Paid most of our bills on time | 9% | 15% | 12% | 4% |
| Paid some of our bills on time | 4% | 11% | 2% | 1% |
| Paid very few of our bills on time | 3% | 6% | 3% | * |
| <i>All/Nearly all (Net)</i> | 83% | 67% | 83% | 94% |
| <i>Some/Very few (Net)</i> | 7% | 17% | 5% | 2% |

Q15. Which of the following statements best describes how your household has paid its credit card balance over the last 12 months?

| | Total | Less than \$15 | \$15 or more | Salaried |
|---|------------|----------------|--------------|-----------|
| Paid the full statement balance each month | 43% | 22% | 39% | 56% |
| Paid most of the statement balance each month | 10% | 9% | 11% | 10% |
| Paid more than the minimum balance each month | 20% | 24% | 27% | 22% |
| Paid the minimum balance each month | 9% | 15% | 10% | 6% |
| Paid less than the minimum balance each month | 3% | 4% | 3% | 1% |
| Do not have any credit cards | 14% | 26% | 9% | 5% |
| <i>Minimum/Less than minimum (Net)</i> | <i>12%</i> | <i>18%</i> | <i>13%</i> | <i>7%</i> |

Q16. Thinking about all of your household's current debts, including mortgages, bank loans, student loans, money owed to people, medical debt, past-due bills, and credit card balances that are carried over from prior months...

As of today, which of the following statements describes how manageable your household debt is?

| | Total | Less than \$15 | \$15 or more | Salaried |
|---|------------|----------------|--------------|------------|
| Do not have any debt | 25% | 17% | 19% | 19% |
| Have a manageable amount of debt | 53% | 51% | 56% | 64% |
| Have a bit more debt than is manageable | 15% | 22% | 18% | 12% |
| Have far more debt than is manageable | 7% | 10% | 5% | 4% |
| <i>More debt (Net)</i> | <i>21%</i> | <i>32%</i> | <i>23%</i> | <i>16%</i> |

Q18. [Asked if employed full time, part-time, self-employed, or freelancer; Q17 = 1-4] Do you currently work more than one job?

| | Total (N=3,656) | Less than \$15 (N=611) | \$15 or more (N=1,344) | Salaried (N=1,275) |
|---------------------------------------|-----------------|------------------------|------------------------|--------------------|
| I have one job | 85% | 85% | 84% | 91% |
| I work multiple jobs by choice | 10% | 10% | 10% | 8% |
| I work multiple jobs out of necessity | 4% | 5% | 6% | 2% |

Q19. Asked if has multiple jobs out of necessity; Q18 = 3] Please enter the number of jobs YOU work:

| | Total (N=134) | Less than \$15 (N=40) | \$15 or more (N=58) | Salaried (N=17) |
|---------------------------|---------------|-----------------------|---------------------|-----------------|
| 2 | 73% | 87% | 65% | 86% |
| 3 | 20% | - | 31% | 14% |
| 4 | 3% | 6% | - | - |
| 5 | 3% | 7% | 3% | - |
| <i>Mean (Excluding 0)</i> | <i>2.4</i> | <i>2.3</i> | <i>2.4</i> | <i>2.1</i> |

Q21. [Asked if salaried or self-employed; Q20 = 1 or Q17 = 3] What is your current PERSONAL annual income?

| | Total (N=1,605) | Less than \$15 (N=10) | \$15 or more (N=22) | Salaried (N=1,275) |
|-----------------------|-----------------|-----------------------|---------------------|--------------------|
| \$15,000 or less | 3% | 69% | 25% | 1% |
| \$15,001 - \$30,000 | 5% | - | 12% | 3% |
| \$30,001 - \$40,000 | 7% | - | 12% | 6% |
| \$40,001 - \$50,000 | 8% | 31% | 19% | 8% |
| \$50,001 - \$70,000 | 19% | - | 18% | 21% |
| \$70,001 - \$90,000 | 14% | - | 7% | 15% |
| \$90,001 - \$110,000 | 12% | - | - | 14% |
| \$110,001 - \$150,000 | 14% | - | 7% | 15% |
| \$150,001 - \$200,000 | 8% | - | - | 8% |
| \$200,001 - \$250,000 | 3% | - | - | 3% |
| More than \$250,000 | 4% | - | - | 4% |
| <i>Mean</i> | <i>94.4</i> | <i>19.3</i> | <i>42.8</i> | <i>98</i> |

Q22. [Asked if hourly, temporary, or seasonal; Q20 = 2-4] What is your current hourly wage?

| | Total (N=1,887) | Less than \$15 (N=571) | \$15 or more (N=1,286) | Salaried |
|-----------------------|-----------------|------------------------|------------------------|----------|
| \$7.25 or less | 1% | 3% | - | - |
| \$7.25 - \$10.00 | 6% | 16% | - | - |
| \$10.01 - \$12.00 | 10% | 27% | - | - |
| \$12.01 - \$14.00 | 12% | 33% | - | - |
| \$14.01 - \$15.00 | 8% | 22% | - | - |
| \$15.01 - \$17.00 | 10% | - | 16% | - |
| \$17.01 - \$20.00 | 13% | - | 21% | - |
| \$20.01 or more | 39% | - | 63% | - |
| <i>\$15 (Net)</i> | <i>18%</i> | <i>22%</i> | <i>16%</i> | <i>-</i> |
| <i><\$15 (Net)</i> | <i>29%</i> | <i>78%</i> | <i>-</i> | <i>-</i> |
| <i>>\$15 (Net)</i> | <i>52%</i> | <i>-</i> | <i>84%</i> | <i>-</i> |

Q23. [Asked if unemployed, salaried, self-employed or currently earns more than \$15; (Q17 = 3 and Q21 = 3-11) OR (Q20 = 1 and Q21 = 3-11) OR (Q20 = 2-4 and Q22 = 1-6)] In the past five years, have you had a job where you earned less than \$15 an hour?

| | Total (N=2,879) | Less than \$15 (N=145) | \$15 or more (N=1,344) | Salaried (N=1,185) |
|------------|-----------------|------------------------|------------------------|--------------------|
| Yes | 24% | 79% | 27% | 14% |
| No | 74% | 19% | 70% | 84% |
| Don't know | 2% | 2% | 3% | 1% |

Q24. [Asked if hourly, temporary or seasonal; Q20 = 2-4] In a normal week, how many hours do you work per week?

| | Total (N=1,998) | Less than \$15 (N=611) | \$15 or more (N=1,344) | Salaried |
|-----------------------------|-----------------|------------------------|------------------------|----------|
| Less than 20 hours per week | 16% | 27% | 9% | - |
| 21 to 29 hours per week | 10% | 17% | 7% | - |
| 30 to 37.5 hours per week | 12% | 15% | 11% | - |
| 38 hours to 40 hours | 38% | 32% | 42% | - |
| 41 or more hours per week | 23% | 9% | 32% | - |

Q25. [Asked if employed full-time, part-time, self-employed or freelancer; Q17 = 1-4]
Thinking about your personal income compared to your peers or people with similar education and work experience to you, how do you think you are doing?

| | Total (N=3,656) | Less than \$15 (N=611) | \$15 or more (N=1,344) | Salaried (N=1,275) |
|--------------------------------|--------------------|---------------------------|---------------------------|-----------------------|
| Much better than peers | 9% | 3% | 9% | 11% |
| Somewhat better than peers | 24% | 16% | 25% | 30% |
| About the same as my peers | 42% | 44% | 46% | 39% |
| Somewhat worse than my peers | 17% | 23% | 16% | 16% |
| Much worse than my peers | 6% | 13% | 4% | 3% |
| <i>Better than peers (Net)</i> | <i>33%</i> | <i>19%</i> | <i>34%</i> | <i>41%</i> |
| <i>Worse than peers (Net)</i> | <i>23%</i> | <i>37%</i> | <i>20%</i> | <i>19%</i> |

Q26. Does anyone else you live with contribute to your household's income?

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Yes. Please enter the number of others in your household contributing: | 66% | 64% | 64% | 65% |
| No, I am the only contributor to my household's income | 32% | 34% | 35% | 34% |

Q27. [Asked if more than one earner in household; Q26_1>0]
What is the total income of any OTHERS in your household?

| | Total (N=4,059) | Less than \$15 (N=381) | \$15 or more (N=837) | Salaried (N=814) |
|-----------------------|--------------------|---------------------------|-------------------------|---------------------|
| \$15,000 or less | 11% | 18% | 9% | 6% |
| \$15,001 - \$30,000 | 14% | 19% | 13% | 10% |
| \$30,001 - \$40,000 | 11% | 11% | 13% | 9% |
| \$40,001 - \$50,000 | 9% | 7% | 10% | 8% |
| \$50,001 - \$70,000 | 15% | 7% | 17% | 19% |
| \$70,001 - \$90,000 | 11% | 12% | 13% | 18% |
| \$90,001 - \$110,000 | 8% | 10% | 12% | 10% |
| \$110,001 - \$150,000 | 7% | 7% | 5% | 10% |
| \$150,001 - \$200,000 | 5% | 2% | 5% | 5% |
| \$200,001 - \$250,000 | 2% | 3% | 2% | 3% |
| More than \$250,000 | 2% | 3% | 1% | 2% |
| <i>Mean</i> | <i>69.1</i> | <i>65.2</i> | <i>67.4</i> | <i>79.7</i> |

Q28. [Asked if earned less than \$15 but currently earns more; Q23 = 1]
Thinking back to a time when you made less than \$15 an hour, to what extent, if at all, were the following statements true at that time?

Total Agree Summary

| | Total (N=644) | Less than \$15 (N=110) | \$15 or more (N=352) | Salaried (N=148) |
|--|------------------|---------------------------|-------------------------|---------------------|
| I could afford to go grocery shopping once a week | 69% | 78% | 66% | 68% |
| I could afford to go to the doctor when I need to | 52% | 59% | 50% | 52% |
| I could afford to pay my prescriptions | 51% | 55% | 48% | 54% |
| I could afford to go shopping for clothes or shoes when I need to | 50% | 57% | 51% | 46% |
| I could afford to make my car payment on time | 49% | 54% | 45% | 50% |
| I could afford to pay off some of my debt/credit cards | 44% | 54% | 43% | 41% |
| I could afford to put some money in a savings account | 41% | 47% | 35% | 47% |
| I could afford to take my family out to dinner twice a month | 39% | 53% | 30% | 44% |
| I could afford to take a vacation or go on a trip once a year | 38% | 45% | 35% | 39% |
| I could afford to make a donation to my favorite charity or church | 38% | 39% | 37% | 39% |
| I could afford to pay for my child's everyday expenses like sports teams, music lessons or other after school activities | 21% | 28% | 14% | 27% |
| I could afford to save for or pay my child's college bills | 15% | 16% | 12% | 16% |

a) I could afford to take my family out to dinner twice a month

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|------------|----------------|--------------|------------|
| Strongly agree | 16% | 18% | 13% | 21% |
| Somewhat agree | 23% | 36% | 17% | 23% |
| Neither agree nor disagree | 12% | 19% | 12% | 6% |
| Somewhat disagree | 17% | 8% | 21% | 18% |
| Strongly disagree | 18% | 12% | 18% | 19% |
| Does not apply to me | 12% | 8% | 17% | 10% |
| <i>Agree (Net)</i> | <i>39%</i> | <i>53%</i> | <i>30%</i> | <i>44%</i> |
| <i>Disagree (Net)</i> | <i>35%</i> | <i>20%</i> | <i>40%</i> | <i>37%</i> |

b) I could afford to go shopping for clothes or shoes when I need to

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|------------|----------------|--------------|------------|
| Strongly agree | 18% | 26% | 15% | 18% |
| Somewhat agree | 32% | 30% | 35% | 27% |
| Neither agree nor disagree | 13% | 12% | 9% | 16% |
| Somewhat disagree | 19% | 19% | 19% | 21% |
| Strongly disagree | 15% | 9% | 18% | 14% |
| Does not apply to me | 2% | 3% | 1% | 2% |
| <i>Agree (Net)</i> | <i>50%</i> | <i>57%</i> | <i>51%</i> | <i>46%</i> |
| <i>Disagree (Net)</i> | <i>34%</i> | <i>28%</i> | <i>37%</i> | <i>35%</i> |

c) I could afford to go grocery shopping once a week

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 34% | 41% | 32% | 35% |
| Somewhat agree | 35% | 37% | 34% | 33% |
| Neither agree nor disagree | 7% | 10% | 7% | 5% |
| Somewhat disagree | 11% | 6% | 14% | 7% |
| Strongly disagree | 8% | 3% | 8% | 12% |
| Does not apply to me | 4% | 3% | 2% | 8% |
| <i>Agree (Net)</i> | 69% | 78% | 66% | 68% |
| <i>Disagree (Net)</i> | 19% | 9% | 22% | 19% |

d) I could afford to make my car payment on time

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 27% | 35% | 25% | 28% |
| Somewhat agree | 22% | 19% | 20% | 22% |
| Neither agree nor disagree | 12% | 11% | 15% | 9% |
| Somewhat disagree | 7% | 8% | 7% | 7% |
| Strongly disagree | 6% | 2% | 9% | 2% |
| Does not apply to me | 26% | 26% | 22% | 32% |
| <i>Agree (Net)</i> | 49% | 54% | 45% | 50% |
| <i>Disagree (Net)</i> | 13% | 10% | 16% | 9% |

e) I could afford to take a vacation or go on a trip once a year

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 17% | 25% | 13% | 16% |
| Somewhat agree | 21% | 20% | 23% | 22% |
| Neither agree nor disagree | 11% | 15% | 9% | 9% |
| Somewhat disagree | 19% | 17% | 19% | 20% |
| Strongly disagree | 26% | 18% | 31% | 25% |
| Does not apply to me | 5% | 5% | 4% | 7% |
| <i>Agree (Net)</i> | 38% | 45% | 35% | 39% |
| <i>Disagree (Net)</i> | 45% | 35% | 50% | 45% |

f) I could afford to pay my prescriptions

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 27% | 30% | 25% | 31% |
| Somewhat agree | 24% | 26% | 23% | 24% |
| Neither agree nor disagree | 11% | 14% | 9% | 10% |
| Somewhat disagree | 11% | 2% | 10% | 15% |
| Strongly disagree | 10% | 11% | 12% | 7% |
| Does not apply to me | 16% | 17% | 18% | 13% |
| <i>Agree (Net)</i> | 51% | 55% | 48% | 54% |
| <i>Disagree (Net)</i> | 21% | 13% | 22% | 22% |

g) I could afford to go to the doctor when I need to

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 26% | 20% | 28% | 26% |
| Somewhat agree | 26% | 39% | 22% | 26% |
| Neither agree nor disagree | 16% | 22% | 12% | 14% |
| Somewhat disagree | 11% | 4% | 12% | 17% |
| Strongly disagree | 17% | 8% | 22% | 16% |
| Does not apply to me | 3% | 7% | 3% | 1% |
| <i>Agree (Net)</i> | 52% | 59% | 50% | 52% |
| <i>Disagree (Net)</i> | 29% | 13% | 33% | 33% |

h) I could afford to put some money in a savings account

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 18% | 21% | 16% | 19% |
| Somewhat agree | 23% | 26% | 19% | 28% |
| Neither agree nor disagree | 14% | 20% | 14% | 11% |
| Somewhat disagree | 17% | 14% | 20% | 13% |
| Strongly disagree | 25% | 12% | 27% | 28% |
| Does not apply to me | 2% | 7% | 1% | 1% |
| <i>Agree (Net)</i> | 41% | 47% | 35% | 47% |
| <i>Disagree (Net)</i> | 42% | 26% | 47% | 41% |

i) I could afford to save for or pay my child's college bills

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 9% | 7% | 9% | 10% |
| Somewhat agree | 6% | 9% | 3% | 6% |
| Neither agree nor disagree | 12% | 13% | 15% | 9% |
| Somewhat disagree | 7% | 9% | 3% | 5% |
| Strongly disagree | 19% | 21% | 20% | 19% |
| Does not apply to me | 46% | 41% | 47% | 52% |
| <i>Agree (Net)</i> | 15% | 16% | 12% | 16% |
| <i>Disagree (Net)</i> | 26% | 30% | 23% | 23% |

j) I could afford to pay for my child's everyday expenses like sports teams, music lessons or other after school activities

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 10% | 11% | 7% | 13% |
| Somewhat agree | 11% | 17% | 6% | 14% |
| Neither agree nor disagree | 12% | 17% | 11% | 9% |
| Somewhat disagree | 8% | 2% | 11% | 6% |
| Strongly disagree | 10% | 11% | 11% | 10% |
| Does not apply to me | 48% | 42% | 52% | 48% |
| <i>Agree (Net)</i> | 21% | 28% | 14% | 27% |
| <i>Disagree (Net)</i> | 18% | 13% | 21% | 16% |

k) I could afford to pay off some of my debt/credit cards

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 20% | 15% | 20% | 22% |
| Somewhat agree | 24% | 40% | 23% | 19% |
| Neither agree nor disagree | 11% | 8% | 12% | 5% |
| Somewhat disagree | 13% | 8% | 15% | 12% |
| Strongly disagree | 19% | 5% | 18% | 28% |
| Does not apply to me | 13% | 24% | 9% | 14% |
| <i>Agree (Net)</i> | 44% | 54% | 43% | 41% |
| <i>Disagree (Net)</i> | 32% | 14% | 34% | 40% |

l) I could afford to make a donation to my favorite charity or church

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------------|-------|----------------|--------------|----------|
| Strongly agree | 17% | 16% | 14% | 21% |
| Somewhat agree | 21% | 23% | 22% | 18% |
| Neither agree nor disagree | 15% | 15% | 15% | 15% |
| Somewhat disagree | 13% | 12% | 14% | 10% |
| Strongly disagree | 17% | 15% | 17% | 20% |
| Does not apply to me | 16% | 19% | 15% | 16% |
| <i>Agree (Net)</i> | 38% | 39% | 37% | 39% |
| <i>Disagree (Net)</i> | 30% | 27% | 31% | 29% |

Q29. [Asked if currently earns less than \$15; Q22 = 1-4]
If your wage increased to \$15 an hour, how likely do you think you would experience the following changes to your life?

Total Definitely/Probably Summary

| | Total (N=466) | Less than \$15 (N=466) | \$15 or more | Salaried |
|--|---------------|------------------------|--------------|----------|
| I would have more money to buy necessities like food and medicine | 54% | 54% | - | - |
| I could afford to pay my rent or mortgage on time | 50% | 50% | - | - |
| I would feel less stress about money | 50% | 50% | - | - |
| I would be able to spend more on the things I enjoy (i.e. dining out, traveling, etc.) | 47% | 47% | - | - |
| I would be able to pay off debt | 46% | 46% | - | - |
| I would be able to start a savings account | 44% | 44% | - | - |
| I would be able to spend more time with my family | 40% | 40% | - | - |
| I would be able to take a vacation | 39% | 39% | - | - |
| I could afford to continue my education and/or learn skills to help in my career | 33% | 33% | - | - |
| I would be able to afford more/better childcare | 23% | 23% | - | - |
| I would be able to cut back the number of hours I need to work | 20% | 20% | - | - |
| I would be able to cut back the number of jobs I work (i.e. from needing to work 2 jobs to only 1 job) | 19% | 19% | - | - |

a) I would be able to cut back the number of jobs I work (i.e. from needing to work 2 jobs to only 1 job)

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 11% | 11% | - | - |
| Probably | 8% | 8% | - | - |
| Possibly | 11% | 11% | - | - |
| Probably not | 10% | 10% | - | - |
| Definitely not | 9% | 9% | - | - |
| Does not apply to me | 51% | 51% | - | - |
| <i>Definitely/Probably (Net)</i> | 19% | 19% | - | - |
| <i>Probably not/Definitely not (Net)</i> | 19% | 19% | - | - |

b) I would be able to cut back the number of hours I need to work

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 9% | 9% | - | - |
| Probably | 11% | 11% | - | - |
| Possibly | 15% | 15% | - | - |
| Probably not | 23% | 23% | - | - |
| Definitely not | 21% | 21% | - | - |
| Does not apply to me | 20% | 20% | - | - |
| <i>Definitely/Probably (Net)</i> | 20% | 20% | - | - |
| <i>Probably not/Definitely not (Net)</i> | 44% | 44% | - | - |

c) I would be able to spend more time with my family

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 22% | 22% | - | - |
| Probably | 18% | 18% | - | - |
| Possibly | 18% | 18% | - | - |
| Probably not | 13% | 13% | - | - |
| Definitely not | 6% | 6% | - | - |
| Does not apply to me | 21% | 21% | - | - |
| <i>Definitely/Probably (Net)</i> | 40% | 40% | - | - |
| <i>Probably not/Definitely not (Net)</i> | 19% | 19% | - | - |

d) I would be able to start a savings account

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 25% | 25% | - | - |
| Probably | 19% | 19% | - | - |
| Possibly | 16% | 16% | - | - |
| Probably not | 12% | 12% | - | - |
| Definitely not | 4% | 4% | - | - |
| Does not apply to me | 24% | 24% | - | - |
| <i>Definitely/Probably (Net)</i> | 44% | 44% | - | - |
| <i>Probably not/Definitely not (Net)</i> | 16% | 16% | - | - |

e) I would be able to pay off debt

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|----------|
| Definitely | 20% | 20% | - | - |
| Probably | 26% | 26% | - | - |
| Possibly | 19% | 19% | - | - |
| Probably not | 8% | 8% | - | - |
| Definitely not | 5% | 5% | - | - |
| Does not apply to me | 21% | 21% | - | - |
| <i>Definitely/Probably (Net)</i> | <i>46%</i> | <i>46%</i> | <i>-</i> | <i>-</i> |
| <i>Probably not/Definitely not (Net)</i> | <i>14%</i> | <i>14%</i> | <i>-</i> | <i>-</i> |

f) I would be able to spend more on the things I enjoy (i.e. dining out, traveling, etc.)

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|----------|
| Definitely | 20% | 20% | - | - |
| Probably | 26% | 26% | - | - |
| Possibly | 25% | 25% | - | - |
| Probably not | 13% | 13% | - | - |
| Definitely not | 6% | 6% | - | - |
| Does not apply to me | 9% | 9% | - | - |
| <i>Definitely/Probably (Net)</i> | <i>47%</i> | <i>47%</i> | <i>-</i> | <i>-</i> |
| <i>Probably not/Definitely not (Net)</i> | <i>19%</i> | <i>19%</i> | <i>-</i> | <i>-</i> |

g) I would have more money to buy necessities like food and medicine

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|----------|
| Definitely | 30% | 30% | - | - |
| Probably | 24% | 24% | - | - |
| Possibly | 16% | 16% | - | - |
| Probably not | 6% | 6% | - | - |
| Definitely not | 6% | 6% | - | - |
| Does not apply to me | 18% | 18% | - | - |
| <i>Definitely/Probably (Net)</i> | <i>54%</i> | <i>54%</i> | <i>-</i> | <i>-</i> |
| <i>Probably not/Definitely not (Net)</i> | <i>12%</i> | <i>12%</i> | <i>-</i> | <i>-</i> |

h) I could afford to pay my rent or mortgage on time

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|----------|
| Definitely | 27% | 27% | - | - |
| Probably | 23% | 23% | - | - |
| Possibly | 6% | 6% | - | - |
| Probably not | 5% | 5% | - | - |
| Definitely not | 3% | 3% | - | - |
| Does not apply to me | 37% | 37% | - | - |
| <i>Definitely/Probably (Net)</i> | <i>50%</i> | <i>50%</i> | <i>-</i> | <i>-</i> |
| <i>Probably not/Definitely not (Net)</i> | <i>7%</i> | <i>7%</i> | <i>-</i> | <i>-</i> |

i) I could afford to continue my education and/or learn skills to help in my career

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|----------|
| Definitely | 18% | 18% | - | - |
| Probably | 15% | 15% | - | - |
| Possibly | 16% | 16% | - | - |
| Probably not | 13% | 13% | - | - |
| Definitely not | 5% | 5% | - | - |
| Does not apply to me | 32% | 32% | - | - |
| <i>Definitely/Probably (Net)</i> | <i>33%</i> | <i>33%</i> | <i>-</i> | <i>-</i> |
| <i>Probably not/Definitely not (Net)</i> | <i>19%</i> | <i>19%</i> | <i>-</i> | <i>-</i> |

j) I would feel less stress about money

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|----------|
| Definitely | 25% | 25% | - | - |
| Probably | 26% | 26% | - | - |
| Possibly | 19% | 19% | - | - |
| Probably not | 12% | 12% | - | - |
| Definitely not | 7% | 7% | - | - |
| Does not apply to me | 11% | 11% | - | - |
| <i>Definitely/Probably (Net)</i> | <i>50%</i> | <i>50%</i> | <i>-</i> | <i>-</i> |
| <i>Probably not/Definitely not (Net)</i> | <i>19%</i> | <i>19%</i> | <i>-</i> | <i>-</i> |

k) I would be able to afford more/better childcare

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|----------|
| Definitely | 10% | 10% | - | - |
| Probably | 13% | 13% | - | - |
| Possibly | 5% | 5% | - | - |
| Probably not | 6% | 6% | - | - |
| Definitely not | 6% | 6% | - | - |
| Does not apply to me | 59% | 59% | - | - |
| <i>Definitely/Probably (Net)</i> | <i>23%</i> | <i>23%</i> | <i>-</i> | <i>-</i> |
| <i>Probably not/Definitely not (Net)</i> | <i>13%</i> | <i>13%</i> | <i>-</i> | <i>-</i> |

l) I would be able to take a vacation

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|----------|
| Definitely | 18% | 18% | - | - |
| Probably | 21% | 21% | - | - |
| Possibly | 24% | 24% | - | - |
| Probably not | 12% | 12% | - | - |
| Definitely not | 6% | 6% | - | - |
| Does not apply to me | 17% | 17% | - | - |
| <i>Definitely/Probably (Net)</i> | <i>39%</i> | <i>39%</i> | <i>-</i> | <i>-</i> |
| <i>Probably not/Definitely not (Net)</i> | <i>18%</i> | <i>18%</i> | <i>-</i> | <i>-</i> |

Q30. When I earn a pay increase, it gives me a sense of... Please select all that apply.

| | Total | Less than \$15 | \$15 or more | Salaried |
|--------------------------|-------|----------------|--------------|----------|
| Accomplishment | 42% | 49% | 50% | 60% |
| Personal security | 37% | 36% | 45% | 51% |
| Self-confidence | 33% | 42% | 35% | 43% |
| Relief | 29% | 42% | 33% | 29% |
| Value to the company | 27% | 37% | 35% | 42% |
| Self-esteem | 27% | 36% | 29% | 35% |
| Gratitude to the company | 25% | 37% | 31% | 36% |
| Professional security | 21% | 19% | 24% | 37% |
| Indifference | 3% | 2% | 4% | 5% |
| Dissatisfaction | 1% | 1% | 1% | 1% |
| None of these | 21% | 9% | 10% | 5% |

Q31. To the best of your knowledge, what is the current federal minimum wage? Please enter a number in dollars and cents.

| | Total | Less than \$15 | \$15 or more | Salaried |
|------------|-------|----------------|--------------|----------|
| Mean | 9.3 | 8.7 | 9.6 | 9 |
| Don't know | 29% | 26% | 24% | 19% |

Q32. The current federal minimum wage is \$7.25 an hour. In your opinion, is the current federal minimum wage too high, too low, or just right?

| | Total | Less than \$15 | \$15 or more | Salaried |
|------------|-------|----------------|--------------|----------|
| Too high | 2% | 1% | 1% | 3% |
| Too low | 80% | 83% | 80% | 81% |
| Just right | 16% | 14% | 18% | 15% |

Q33. There is currently a push to increase the federal minimum wage to \$15 an hour. Do you support or oppose this change?

| | Total | Less than \$15 | \$15 or more | Salaried |
|------------|-------|----------------|--------------|----------|
| Support | 56% | 66% | 49% | 57% |
| Oppose | 31% | 24% | 35% | 32% |
| Don't know | 12% | 10% | 15% | 11% |

Q34. In your opinion, how, if at all, would increasing the federal minimum wage to \$15 an hour impact...

Total Positive Impact Summary

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------------|-------|----------------|--------------|----------|
| Employees in general | 70% | 73% | 67% | 73% |
| The country | 55% | 61% | 49% | 61% |
| Your community | 54% | 60% | 50% | 58% |
| The economy | 54% | 57% | 51% | 59% |
| Unemployment rates | 38% | 46% | 33% | 33% |
| Your family | 33% | 65% | 28% | 21% |
| Employers in general | 30% | 39% | 28% | 27% |
| You personally | 27% | 63% | 22% | 15% |

a) You personally

| | Total | Less than \$15 | \$15 or more | Salaried |
|--------------------------|-------|----------------|--------------|----------|
| Very positive impact | 17% | 38% | 12% | 7% |
| Somewhat positive impact | 11% | 25% | 10% | 8% |
| No impact | 55% | 26% | 57% | 67% |
| Somewhat negative impact | 10% | 7% | 12% | 12% |
| Very negative impact | 5% | 5% | 7% | 5% |
| Positive (Net) | 27% | 63% | 22% | 15% |
| Negative (Net) | 16% | 11% | 19% | 17% |

b) Your family

| | Total | Less than \$15 | \$15 or more | Salaried |
|--------------------------|-------|----------------|--------------|----------|
| Very positive impact | 17% | 34% | 15% | 9% |
| Somewhat positive impact | 15% | 30% | 13% | 12% |
| No impact | 50% | 23% | 51% | 63% |
| Somewhat negative impact | 10% | 7% | 12% | 11% |
| Very negative impact | 6% | 5% | 7% | 5% |
| Positive (Net) | 33% | 65% | 28% | 21% |
| Negative (Net) | 15% | 11% | 19% | 16% |

c) Your community

| | Total | Less than \$15 | \$15 or more | Salaried |
|--------------------------|-------|----------------|--------------|----------|
| Very positive impact | 23% | 28% | 19% | 21% |
| Somewhat positive impact | 31% | 32% | 31% | 37% |
| No impact | 16% | 16% | 17% | 15% |
| Somewhat negative impact | 17% | 15% | 21% | 16% |
| Very negative impact | 11% | 9% | 11% | 10% |
| Positive (Net) | 54% | 60% | 50% | 58% |
| Negative (Net) | 28% | 24% | 32% | 26% |

d) Employers in general

| | Total | Less than \$15 | \$15 or more | Salaried |
|--------------------------|-------|----------------|--------------|----------|
| Very positive impact | 13% | 17% | 11% | 10% |
| Somewhat positive impact | 17% | 22% | 17% | 17% |
| No impact | 11% | 15% | 11% | 13% |
| Somewhat negative impact | 37% | 31% | 38% | 38% |
| Very negative impact | 20% | 14% | 21% | 20% |
| Positive (Net) | 30% | 39% | 28% | 27% |
| Negative (Net) | 56% | 45% | 59% | 58% |

e) Employees in general

| | Total | Less than \$15 | \$15 or more | Salaried |
|--------------------------|-------|----------------|--------------|----------|
| Very positive impact | 36% | 42% | 30% | 36% |
| Somewhat positive impact | 34% | 31% | 37% | 37% |
| No impact | 7% | 9% | 9% | 6% |
| Somewhat negative impact | 12% | 11% | 13% | 11% |
| Very negative impact | 9% | 6% | 9% | 9% |
| Positive (Net) | 70% | 73% | 67% | 73% |
| Negative (Net) | 21% | 18% | 22% | 20% |

f) The country

| | Total | Less than \$15 | \$15 or more | Salaried |
|--------------------------|------------|----------------|--------------|------------|
| Very positive impact | 26% | 29% | 20% | 27% |
| Somewhat positive impact | 29% | 32% | 29% | 34% |
| No impact | 8% | 11% | 8% | 5% |
| Somewhat negative impact | 19% | 16% | 22% | 17% |
| Very negative impact | 16% | 12% | 18% | 15% |
| <i>Positive (Net)</i> | <i>55%</i> | <i>61%</i> | <i>49%</i> | <i>61%</i> |
| <i>Negative (Net)</i> | <i>34%</i> | <i>28%</i> | <i>40%</i> | <i>32%</i> |

g) The economy

| | Total | Less than \$15 | \$15 or more | Salaried |
|--------------------------|------------|----------------|--------------|------------|
| Very positive impact | 24% | 27% | 20% | 22% |
| Somewhat positive impact | 30% | 30% | 31% | 36% |
| No impact | 8% | 11% | 9% | 6% |
| Somewhat negative impact | 19% | 18% | 20% | 18% |
| Very negative impact | 16% | 13% | 18% | 16% |
| <i>Positive (Net)</i> | <i>54%</i> | <i>57%</i> | <i>51%</i> | <i>59%</i> |
| <i>Negative (Net)</i> | <i>35%</i> | <i>31%</i> | <i>38%</i> | <i>34%</i> |

h) Unemployment rates

| | Total | Less than \$15 | \$15 or more | Salaried |
|--------------------------|------------|----------------|--------------|------------|
| Very positive impact | 16% | 22% | 12% | 12% |
| Somewhat positive impact | 22% | 25% | 22% | 22% |
| No impact | 22% | 18% | 24% | 25% |
| Somewhat negative impact | 22% | 21% | 23% | 26% |
| Very negative impact | 15% | 12% | 17% | 15% |
| <i>Positive (Net)</i> | <i>38%</i> | <i>46%</i> | <i>33%</i> | <i>33%</i> |
| <i>Negative (Net)</i> | <i>38%</i> | <i>33%</i> | <i>40%</i> | <i>41%</i> |

Q35. If the federal minimum wage is increased to \$15 an hour, how likely do you think the following would happen as a result of that change?

Total Definitely/Probably Summary

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Companies have more satisfied workers | 50% | 54% | 47% | 51% |
| People have more money to spend in the economy | 49% | 50% | 41% | 54% |
| Improve employee's satisfaction with their job | 45% | 49% | 42% | 46% |
| Companies would make less profit | 40% | 42% | 45% | 40% |
| Companies would need to cut worker's hours | 38% | 40% | 41% | 36% |
| Companies would need to lay off workers | 37% | 38% | 43% | 35% |
| Reduce the number of people who need food assistance | 37% | 41% | 31% | 40% |
| Fewer people living in poverty | 36% | 39% | 32% | 39% |
| Reduce the number of people who need federal aid | 34% | 35% | 31% | 37% |
| Reduce pay inequality for Black people | 32% | 34% | 27% | 36% |
| Reduce pay inequality for Hispanic people | 32% | 35% | 26% | 36% |
| Reduce pay inequality for women | 30% | 33% | 24% | 30% |
| Reduce pay inequality for Asian people | 25% | 26% | 20% | 24% |
| Reduce pay inequality for White people | 20% | 25% | 16% | 18% |

a) Companies would need to lay off workers

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Definitely | 17% | 15% | 19% | 16% |
| Probably | 20% | 24% | 24% | 20% |
| Possibly | 35% | 32% | 30% | 37% |
| Probably not | 20% | 20% | 18% | 20% |
| Definitely not | 7% | 7% | 7% | 6% |
| <i>Definitely/Probably (Net)</i> | <i>37%</i> | <i>38%</i> | <i>43%</i> | <i>35%</i> |
| <i>Probably not/Definitely not (Net)</i> | <i>27%</i> | <i>28%</i> | <i>25%</i> | <i>26%</i> |

b) Companies would need to cut workers' hours

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|------------|----------------|--------------|------------|
| Definitely | 17% | 16% | 19% | 17% |
| Probably | 20% | 24% | 22% | 19% |
| Possibly | 36% | 34% | 34% | 36% |
| Probably not | 18% | 16% | 15% | 20% |
| Definitely not | 7% | 8% | 8% | 6% |
| <i>Definitely/Probably (Net)</i> | <i>38%</i> | <i>40%</i> | <i>41%</i> | <i>36%</i> |
| <i>Probably not/Definitely not (Net)</i> | <i>25%</i> | <i>25%</i> | <i>23%</i> | <i>26%</i> |

c) Companies would make less profit

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 17% | 17% | 19% | 18% |
| Probably | 23% | 24% | 26% | 22% |
| Possibly | 32% | 27% | 30% | 34% |
| Probably not | 20% | 25% | 16% | 20% |
| Definitely not | 7% | 5% | 6% | 5% |
| <i>Definitely/Probably (Net)</i> | 40% | 42% | 45% | 40% |
| <i>Probably not/Definitely not (Net)</i> | 26% | 30% | 22% | 25% |

d) Reduce the number of people who need federal aid

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 13% | 16% | 11% | 13% |
| Probably | 21% | 19% | 20% | 24% |
| Possibly | 28% | 31% | 28% | 29% |
| Probably not | 22% | 23% | 24% | 22% |
| Definitely not | 12% | 11% | 14% | 11% |
| <i>Definitely/Probably (Net)</i> | 34% | 35% | 31% | 37% |
| <i>Probably not/Definitely not (Net)</i> | 35% | 34% | 39% | 33% |

e) Reduce the number of people who need food assistance

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 14% | 19% | 11% | 14% |
| Probably | 23% | 23% | 19% | 26% |
| Possibly | 28% | 27% | 30% | 28% |
| Probably not | 22% | 23% | 24% | 22% |
| Definitely not | 11% | 8% | 13% | 9% |
| <i>Definitely/Probably (Net)</i> | 37% | 41% | 31% | 40% |
| <i>Probably not/Definitely not (Net)</i> | 33% | 30% | 37% | 31% |

f) Companies have more satisfied workers

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 24% | 32% | 21% | 20% |
| Probably | 25% | 22% | 26% | 31% |
| Possibly | 27% | 25% | 28% | 29% |
| Probably not | 15% | 14% | 16% | 13% |
| Definitely not | 6% | 6% | 7% | 6% |
| <i>Definitely/Probably (Net)</i> | 50% | 54% | 47% | 51% |
| <i>Probably not/Definitely not (Net)</i> | 21% | 20% | 23% | 19% |

g) People have more money to spend in the economy

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 26% | 30% | 21% | 27% |
| Probably | 23% | 20% | 20% | 28% |
| Possibly | 26% | 27% | 30% | 23% |
| Probably not | 15% | 15% | 18% | 14% |
| Definitely not | 8% | 7% | 9% | 7% |
| <i>Definitely/Probably (Net)</i> | 49% | 50% | 41% | 54% |
| <i>Probably not/Definitely not (Net)</i> | 23% | 22% | 27% | 21% |

h) Fewer people living in poverty

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 16% | 20% | 15% | 17% |
| Probably | 20% | 19% | 17% | 22% |
| Possibly | 28% | 28% | 30% | 28% |
| Probably not | 22% | 18% | 21% | 22% |
| Definitely not | 12% | 12% | 14% | 10% |
| <i>Definitely/Probably (Net)</i> | 36% | 39% | 32% | 39% |
| <i>Probably not/Definitely not (Net)</i> | 34% | 30% | 35% | 33% |

i) Reduce pay inequality for women

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 12% | 12% | 9% | 13% |
| Probably | 18% | 21% | 15% | 18% |
| Possibly | 30% | 26% | 33% | 34% |
| Probably not | 23% | 22% | 23% | 22% |
| Definitely not | 14% | 16% | 17% | 12% |
| <i>Definitely/Probably (Net)</i> | 30% | 33% | 24% | 30% |
| <i>Probably not/Definitely not (Net)</i> | 37% | 38% | 40% | 34% |

j) Reduce pay inequality for Black people

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 14% | 14% | 11% | 15% |
| Probably | 19% | 20% | 16% | 21% |
| Possibly | 30% | 29% | 33% | 30% |
| Probably not | 22% | 18% | 23% | 20% |
| Definitely not | 14% | 17% | 15% | 12% |
| <i>Definitely/Probably (Net)</i> | 32% | 34% | 27% | 36% |
| <i>Probably not/Definitely not (Net)</i> | 35% | 35% | 38% | 32% |

k) Reduce pay inequality for Hispanic people

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 13% | 15% | 10% | 14% |
| Probably | 19% | 20% | 16% | 22% |
| Possibly | 31% | 28% | 34% | 32% |
| Probably not | 21% | 20% | 21% | 19% |
| Definitely not | 13% | 14% | 16% | 12% |
| <i>Definitely/Probably (Net)</i> | 32% | 35% | 26% | 36% |
| <i>Probably not/Definitely not (Net)</i> | 33% | 35% | 37% | 30% |

l) Reduce pay inequality for Asian people

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 9% | 11% | 8% | 8% |
| Probably | 15% | 15% | 12% | 16% |
| Possibly | 34% | 31% | 37% | 37% |
| Probably not | 24% | 24% | 24% | 25% |
| Definitely not | 14% | 17% | 16% | 13% |
| <i>Definitely/Probably (Net)</i> | 25% | 26% | 20% | 24% |
| <i>Probably not/Definitely not (Net)</i> | 38% | 41% | 41% | 38% |

m) Reduce pay inequality for White people

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 8% | 11% | 5% | 5% |
| Probably | 12% | 14% | 11% | 12% |
| Possibly | 31% | 28% | 32% | 34% |
| Probably not | 29% | 21% | 29% | 30% |
| Definitely not | 17% | 23% | 19% | 16% |
| <i>Definitely/Probably (Net)</i> | 20% | 25% | 16% | 18% |
| <i>Probably not/Definitely not (Net)</i> | 46% | 45% | 48% | 46% |

n) Improve employees' satisfaction with their job

| | Total | Less than \$15 | \$15 or more | Salaried |
|--|-------|----------------|--------------|----------|
| Definitely | 19% | 23% | 16% | 19% |
| Probably | 25% | 26% | 25% | 27% |
| Possibly | 30% | 31% | 31% | 30% |
| Probably not | 15% | 12% | 17% | 17% |
| Definitely not | 7% | 7% | 8% | 6% |
| <i>Definitely/Probably (Net)</i> | 45% | 49% | 42% | 46% |
| <i>Probably not/Definitely not (Net)</i> | 23% | 19% | 25% | 23% |

Q36. In your opinion, how much of a role should each of the following groups play in increasing the federal minimum wage to \$15?

a) The American people

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------|-------|----------------|--------------|----------|
| Large role | 59% | 64% | 58% | 62% |
| Small role | 25% | 24% | 27% | 25% |
| No role at all | 13% | 10% | 13% | 12% |

b) Politicians and policymakers

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------|-------|----------------|--------------|----------|
| Large role | 48% | 48% | 43% | 54% |
| Small role | 25% | 29% | 28% | 24% |
| No role at all | 24% | 23% | 27% | 21% |

c) Advocacy groups

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------|-------|----------------|--------------|----------|
| Large role | 37% | 40% | 34% | 39% |
| Small role | 32% | 36% | 33% | 31% |
| No role at all | 28% | 22% | 30% | 27% |

d) The media

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------|-------|----------------|--------------|----------|
| Large role | 28% | 31% | 24% | 27% |
| Small role | 23% | 25% | 24% | 25% |
| No role at all | 46% | 42% | 49% | 46% |

e) Large sized employers (500 employees or more)

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------|-------|----------------|--------------|----------|
| Large role | 51% | 50% | 49% | 52% |
| Small role | 29% | 29% | 30% | 30% |
| No role at all | 17% | 19% | 18% | 16% |

f) Medium sized employers 101-499 employees)

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------|-------|----------------|--------------|----------|
| Large role | 42% | 44% | 42% | 45% |
| Small role | 40% | 41% | 38% | 39% |
| No role at all | 14% | 13% | 17% | 14% |

g) Small sized employers (100 employees or less)

| | Total | Less than \$15 | \$15 or more | Salaried |
|----------------|-------|----------------|--------------|----------|
| Large role | 40% | 41% | 42% | 41% |
| Small role | 39% | 43% | 35% | 41% |
| No role at all | 18% | 15% | 19% | 16% |

Q37. What actions do you think businesses should be taking with regard to the federal minimum wage? Please select all that apply.

| | Total | Less than \$15 | \$15 or more | Salaried |
|---|-------|----------------|--------------|----------|
| Set their own minimum wage at \$15 an hour | 44% | 44% | 41% | 53% |
| Advocate for the federal government to raise the minimum wage to \$15 an hour | 37% | 39% | 32% | 40% |
| Advocate for other companies to increase their minimum wage to \$15 an hour | 28% | 33% | 30% | 32% |
| None of these | 33% | 25% | 37% | 31% |

Thank you.