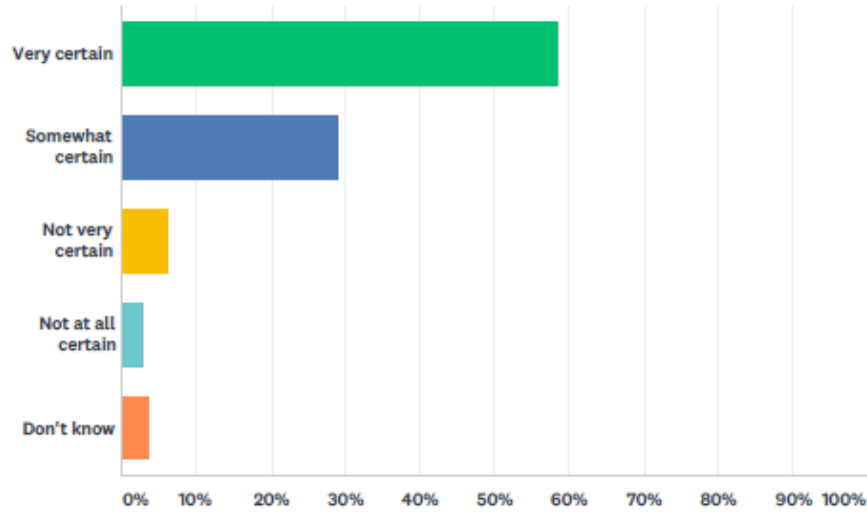


“Getting Paid In America” Survey Results

Q2 How certain are you that your payroll withholding and the net amount of your paycheck are correct each payday?

Answered: 32,350 Skipped: 1,928

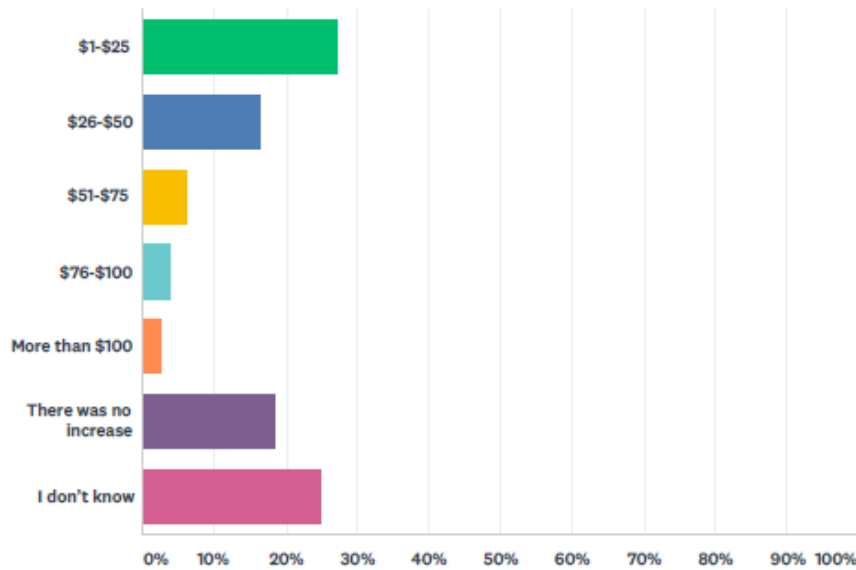


ANSWER CHOICES	RESPONSES	
Very certain	58.54%	18,937
Somewhat certain	28.98%	9,376
Not very certain	6.12%	1,981
Not at all certain	2.85%	922
Don't know	3.51%	1,135
TOTAL		32,350

“Getting Paid In America” Survey Results

Q3 How much of an increase did you see in your take-home pay for each paycheck after the Tax Cuts and Jobs Act was put into effect in late 2017?

Answered: 31,317 Skipped: 2,961

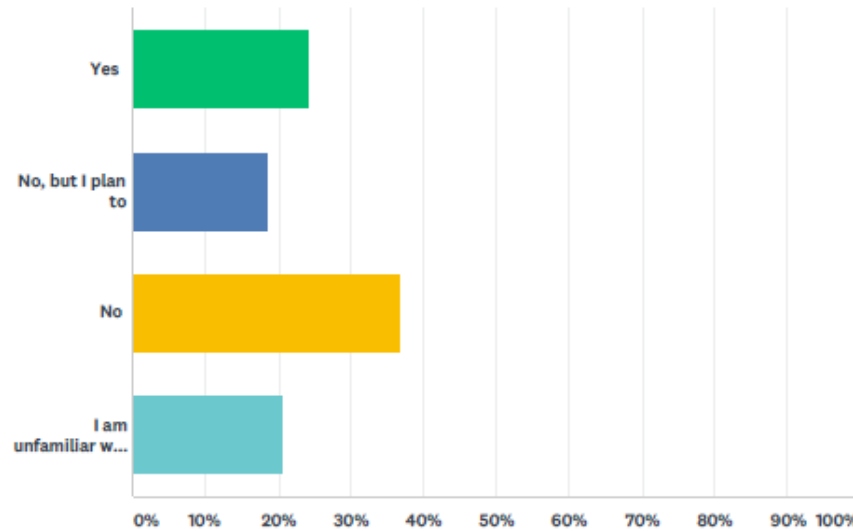


ANSWER CHOICES	RESPONSES	
\$1-\$25	27.26%	8,536
\$26-\$50	16.40%	5,137
\$51-\$75	6.02%	1,886
\$76-\$100	3.99%	1,250
More than \$100	2.77%	868
There was no increase	18.71%	5,858
I don't know	24.85%	7,783
TOTAL		31,317

“Getting Paid In America” Survey Results

Q4 Have you used the IRS Withholding Calculator to ensure enough federal income tax is being withheld from your paycheck under the Tax Cuts and Jobs Act?

Answered: 30,914 Skipped: 3,364

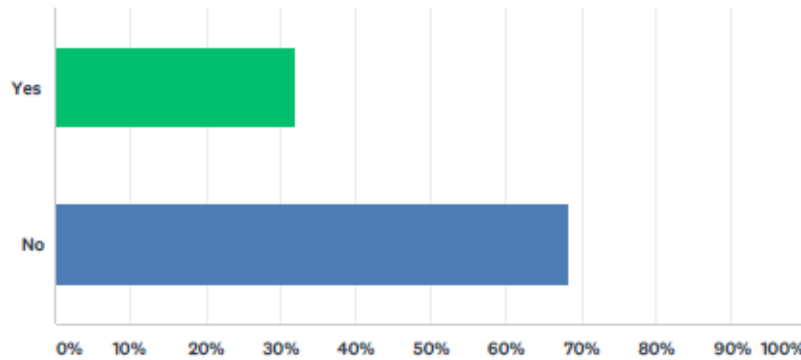


ANSWER CHOICES	RESPONSES	
Yes	24.15%	7,467
No, but I plan to	18.45%	5,704
No	36.84%	11,388
I am unfamiliar with the IRS Withholding Calculator	20.56%	6,355
TOTAL		30,914

“Getting Paid In America” Survey Results

Q5 Do you feel like you have a clear understanding of the impact the Tax Cuts and Jobs Act will have on your finances when you file your 2018 tax return next year?

Answered: 30,627 Skipped: 3,651

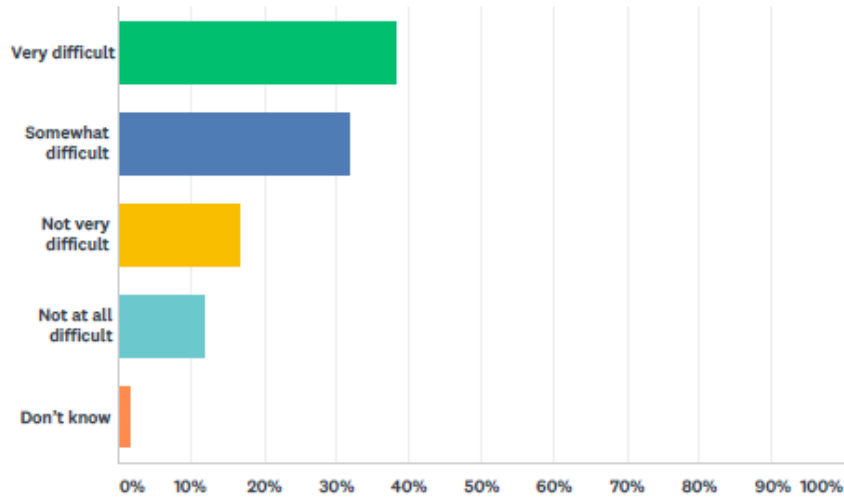


ANSWER CHOICES	RESPONSES	
Yes	31.78%	9,734
No	68.22%	20,893
TOTAL		30,627

“Getting Paid In America” Survey Results

Q6 How difficult would it be to meet your current financial obligations if your next paycheck were delayed for a week?

Answered: 30,462 Skipped: 3,816

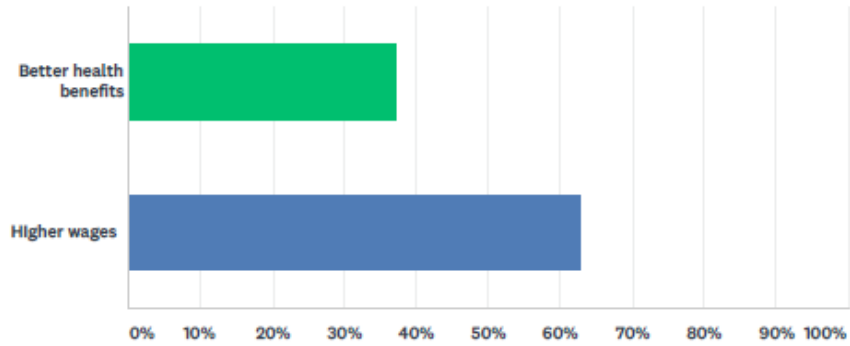


ANSWER CHOICES	RESPONSES	
Very difficult	38.20%	11,637
Somewhat difficult	31.84%	9,698
Not very difficult	16.76%	5,106
Not at all difficult	11.77%	3,585
Don't know	1.43%	436
TOTAL		30,462

“Getting Paid In America” Survey Results

Q7 What's more important to you, better health benefits or higher wages?

Answered: 30,375 Skipped: 3,903

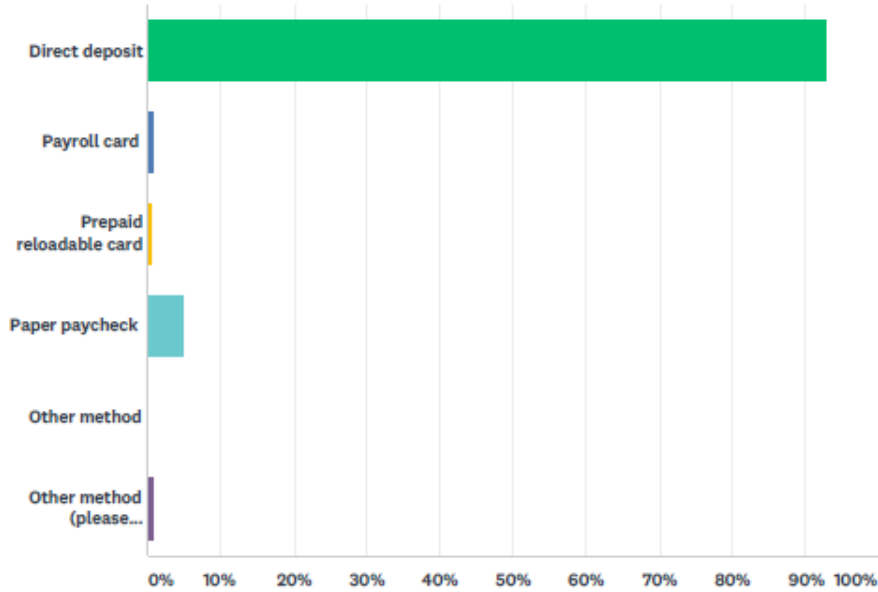


ANSWER CHOICES	RESPONSES	
Better health benefits	37.27%	11,321
Higher wages	62.73%	19,054
TOTAL		30,375

“Getting Paid In America” Survey Results

Q8 How do you receive your pay?

Answered: 30,303 Skipped: 3,975

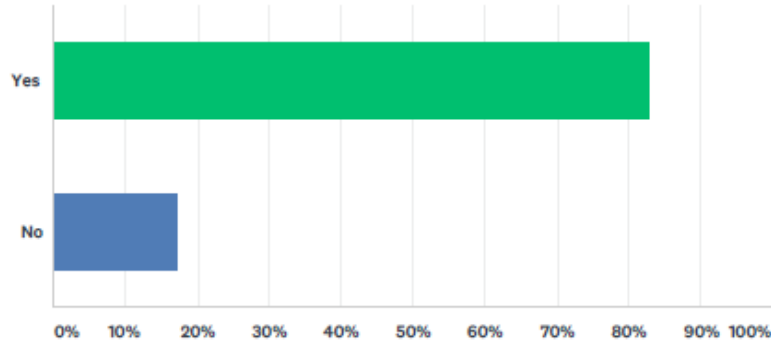


ANSWER CHOICES	RESPONSES	
Direct deposit	92.84%	28,132
Payroll card	0.91%	275
Prepaid reloadable card	0.54%	164
Paper paycheck	4.96%	1,502
Other method	0.00%	0
Other method (please specify)	0.76%	230
TOTAL		30,303

“Getting Paid In America” Survey Results

Q9 Does your employer provide an employee self-service portal, where you can access your pay and benefits information online?

Answered: 30,210 Skipped: 4,068

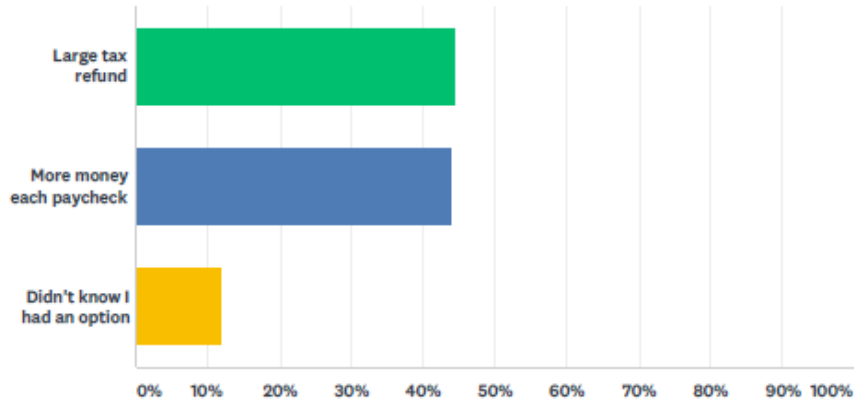


ANSWER CHOICES	RESPONSES	
Yes	82.89%	25,041
No	17.11%	5,169
TOTAL		30,210

“Getting Paid In America” Survey Results

Q10 According to the IRS, the average tax refund in 2017 was \$2,782. Do you prefer receiving a large tax refund after filing your tax return or would you rather have the refund as an extra \$107* in each paycheck throughout the year? *Calculation based on biweekly payments.

Answered: 30,082 Skipped: 4,196

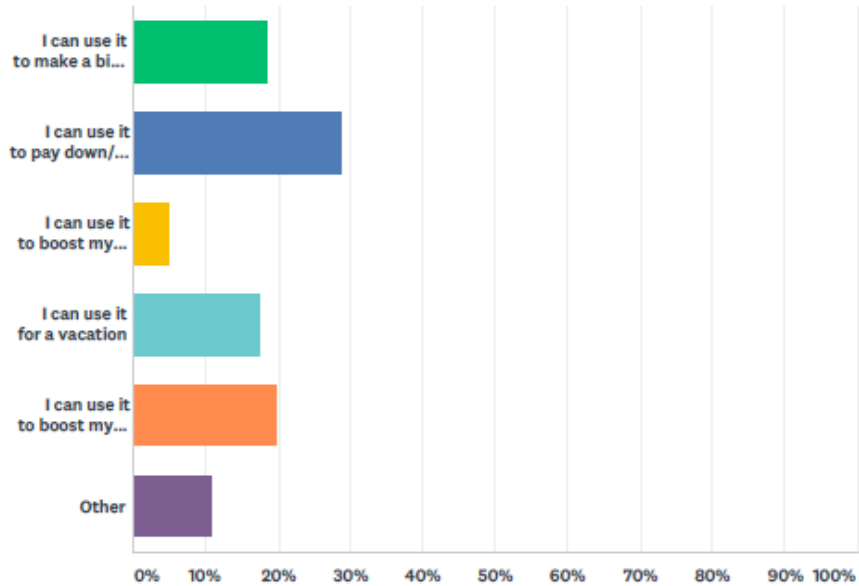


ANSWER CHOICES	RESPONSES	
Large tax refund	44.31%	13,329
More money each paycheck	43.89%	13,202
Didn't know I had an option	11.80%	3,551
TOTAL		30,082

“Getting Paid In America” Survey Results

Q11 Why do you prefer a large tax refund over getting paid more money in each paycheck?

Answered: 13,316 Skipped: 20,962

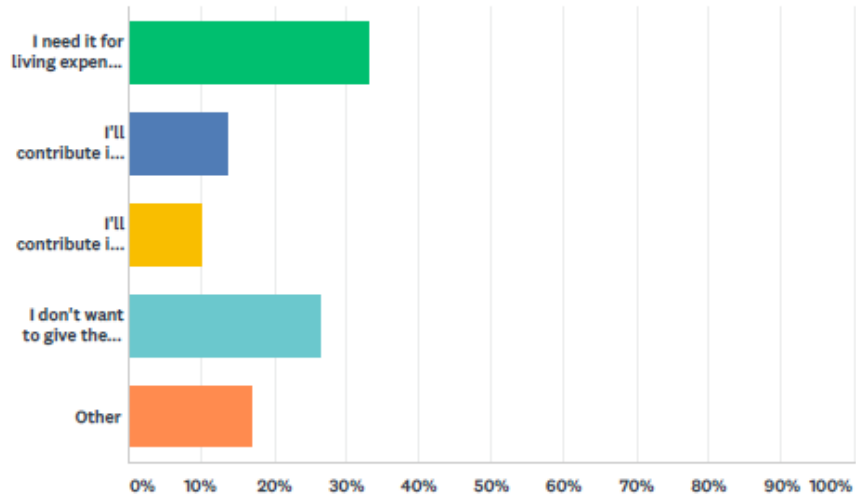


ANSWER CHOICES	RESPONSES	
I can use it to make a big purchase (more than \$200)	18.33%	2,441
I can use it to pay down/off credit card or other debt	28.76%	3,830
I can use it to boost my retirement savings	4.95%	659
I can use it for a vacation	17.32%	2,306
I can use it to boost my emergency savings	19.71%	2,624
Other	10.93%	1,456
TOTAL		13,316

“Getting Paid In America” Survey Results

Q12 Why do you prefer more money in each paycheck over a large refund?

Answered: 26,345 Skipped: 7,933

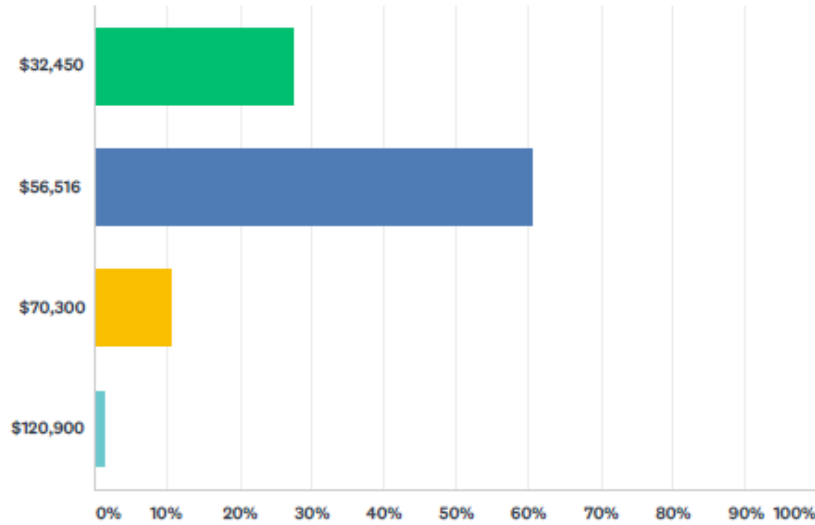


ANSWER CHOICES	RESPONSES	
I need it for living expenses like rent, food, gas, etc.	32.99%	8,690
I'll contribute it to my personal savings each pay period	13.64%	3,593
I'll contribute it to retirement savings each pay period	9.99%	2,631
I don't want to give the government an interest-free loan	26.40%	6,954
Other	16.99%	4,477
TOTAL		26,345

“Getting Paid In America” Survey Results

Q13 Reality star Kylie Jenner earned \$386 million from her cosmetics line in 2017. By contrast, what is the annual median household income in the United States, according to recent surveys conducted by the U.S. Census Bureau?

Answered: 29,733 Skipped: 4,545



ANSWER CHOICES	RESPONSES	
\$32,450	27.45%	8,161
\$56,516	60.73%	18,056
\$70,300	10.51%	3,126
\$120,900	1.31%	390
TOTAL		29,733