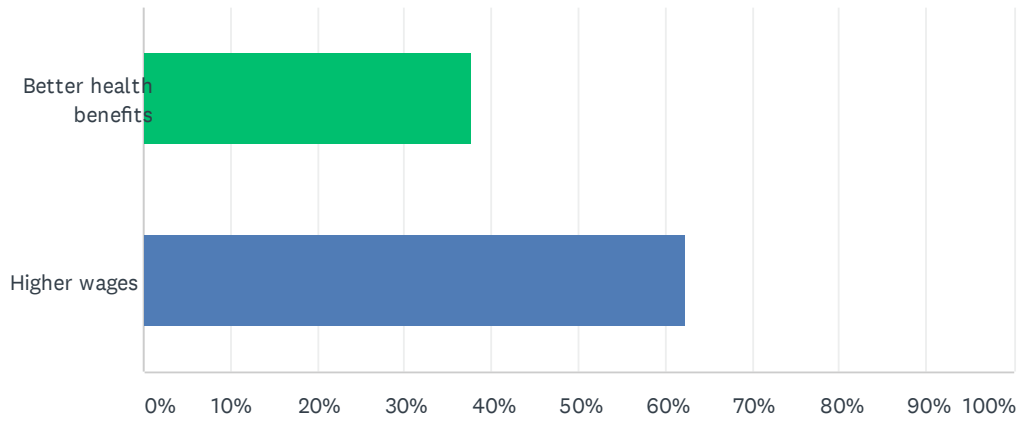


## Q2 What's more important to you, better health benefits or higher wages?

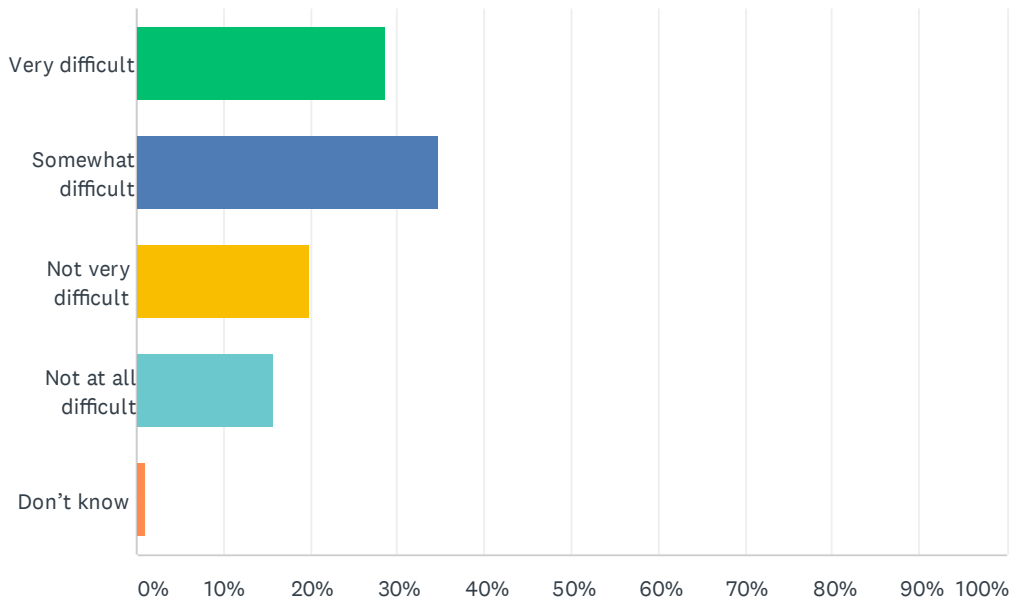
Answered: 22,068 Skipped: 530



ANSWER CHOICES	RESPONSES	
Better health benefits	37.70%	8,320
Higher wages	62.30%	13,748
TOTAL		22,068

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

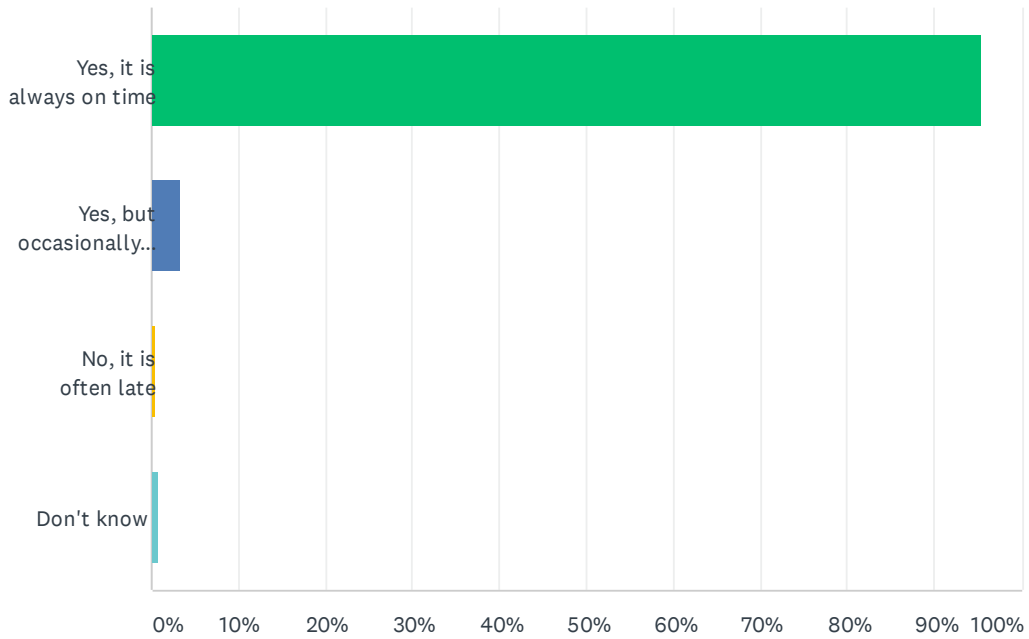
Answered: 21,904 Skipped: 694



ANSWER CHOICES	RESPONSES	
Very difficult	28.63%	6,272
Somewhat difficult	34.75%	7,612
Not very difficult	19.78%	4,332
Not at all difficult	15.76%	3,451
Don't know	1.08%	237
<b>TOTAL</b>		<b>21,904</b>

## Q4 Is your paycheck delivered on time?

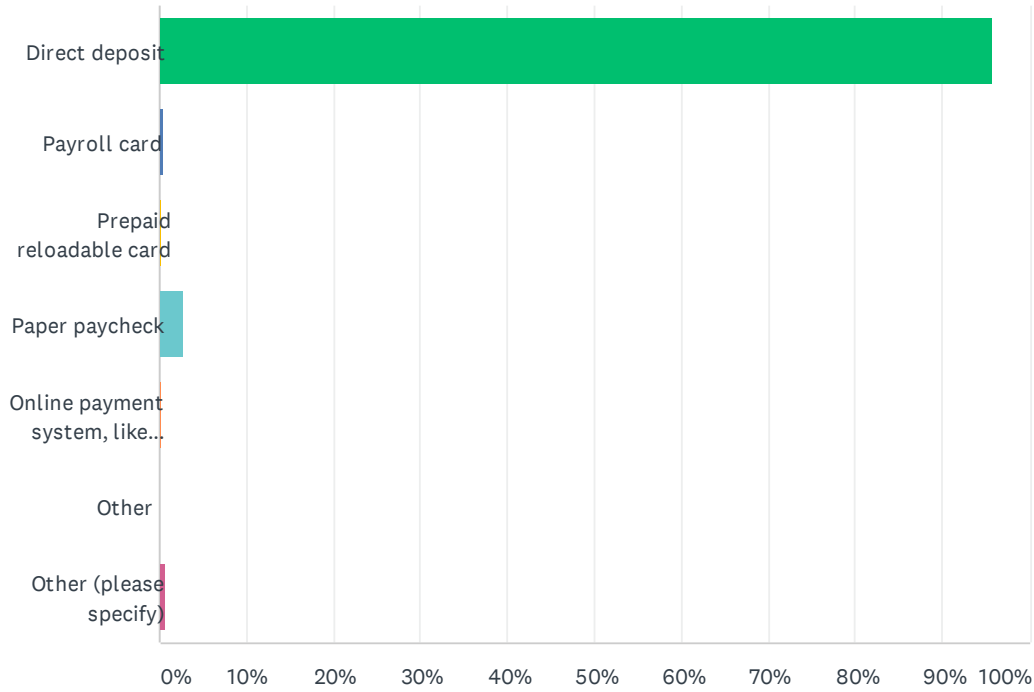
Answered: 21,783 Skipped: 815



ANSWER CHOICES	RESPONSES	
Yes, it is always on time	95.31%	20,761
Yes, but occasionally it is late	3.32%	723
No, it is often late	0.45%	97
Don't know	0.93%	202
<b>TOTAL</b>		<b>21,783</b>

## Q5 How do you currently receive your pay?

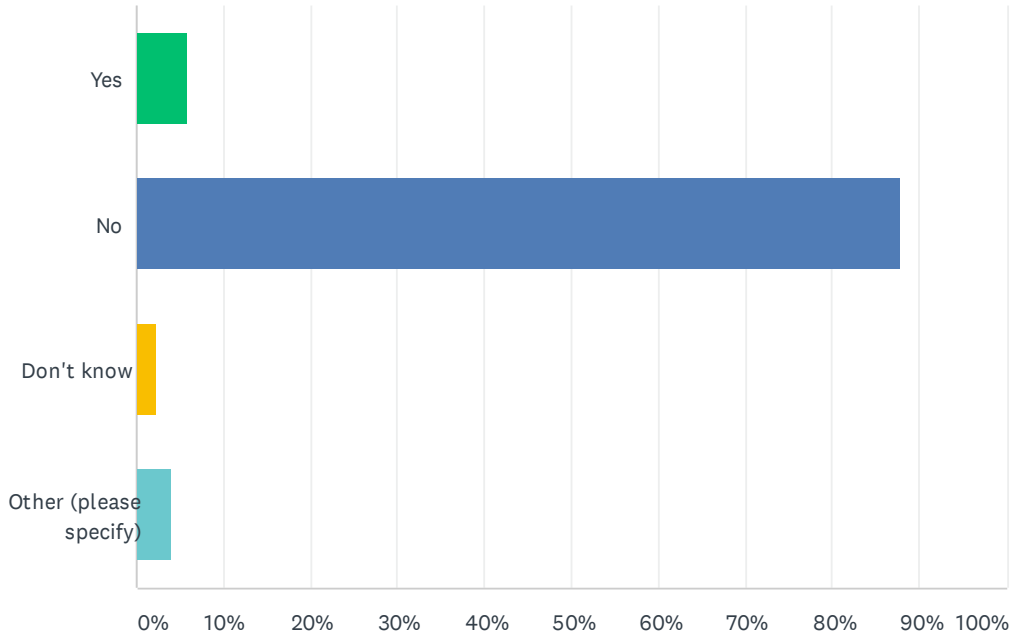
Answered: 21,675 Skipped: 923



ANSWER CHOICES	RESPONSES	
Direct deposit	95.88%	20,782
Payroll card	0.46%	100
Prepaid reloadable card	0.27%	58
Paper paycheck	2.64%	573
Online payment system, like PayPal or Venmo	0.20%	43
Other	0.00%	0
Other (please specify)	0.55%	119
<b>TOTAL</b>		<b>21,675</b>

## Q6 Did you switch to an electronic wage payment method in 2020 or 2021 in order to receive your wages more efficiently during the COVID-19 pandemic?

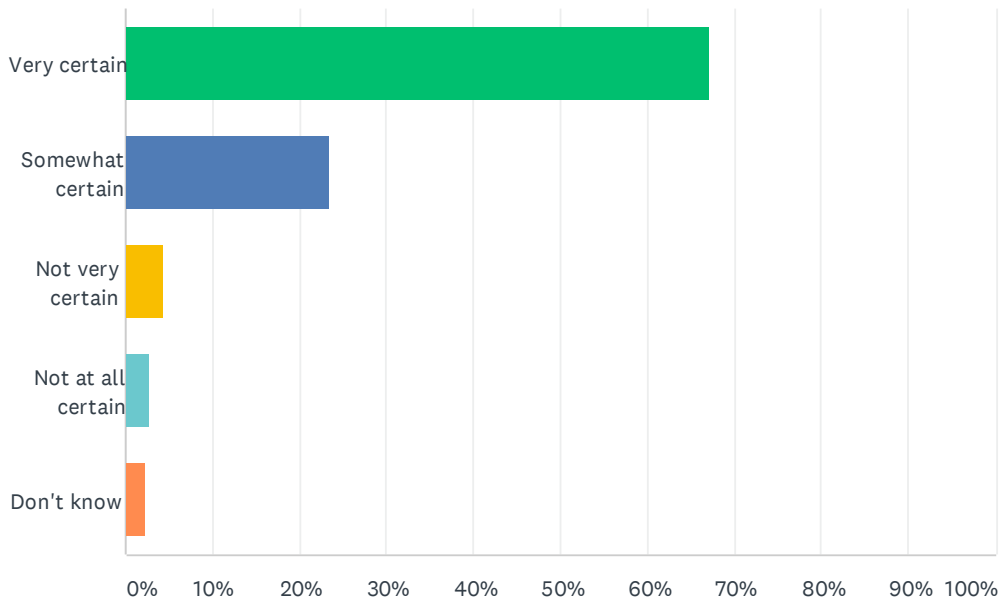
Answered: 20,881 Skipped: 1,717



ANSWER CHOICES	RESPONSES
Yes	5.89% 1,230
No	87.78% 18,330
Don't know	2.34% 488
Other (please specify)	3.99% 833
TOTAL	20,881

## Q7 How certain are you that your payroll withholding and the net amount of your paycheck are correct each payday?

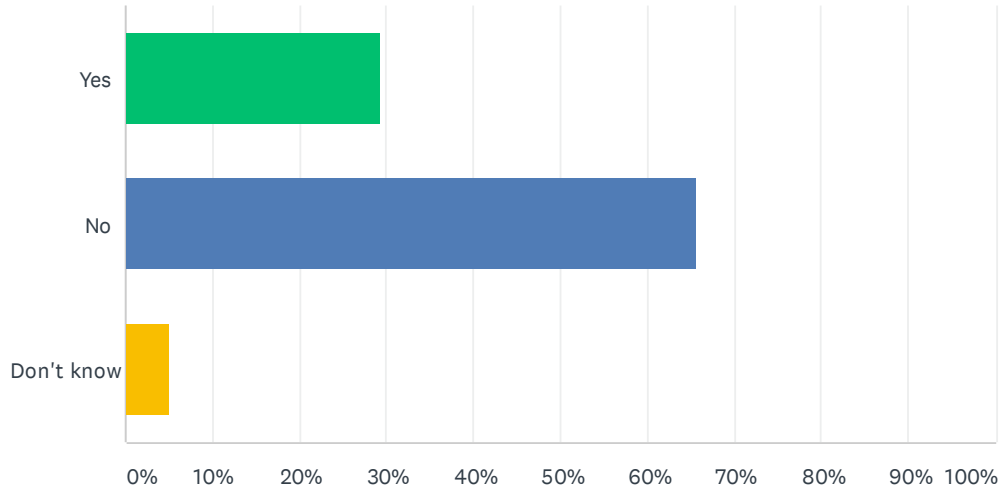
Answered: 21,483 Skipped: 1,115



ANSWER CHOICES	RESPONSES	
Very certain	67.07%	14,409
Somewhat certain	23.49%	5,046
Not very certain	4.39%	944
Not at all certain	2.72%	585
Don't know	2.32%	499
<b>TOTAL</b>		<b>21,483</b>

**Q8 Did you complete a new Form W-4, Employee's Withholding Certificate, at any point in 2021? This is the form used to calculate the federal income tax you owe each pay period.**

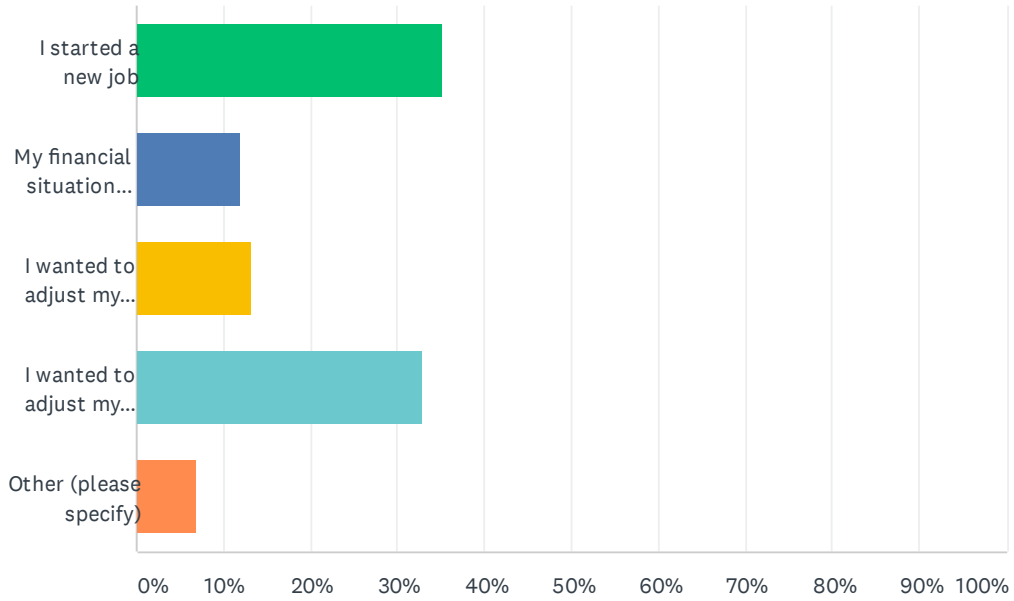
Answered: 21,365 Skipped: 1,233



ANSWER CHOICES	RESPONSES	
Yes	29.36%	6,273
No	65.68%	14,032
Don't know	4.96%	1,060
<b>TOTAL</b>		<b>21,365</b>

## Q9 Why did you complete a new Form W-4?

Answered: 6,257 Skipped: 16,341

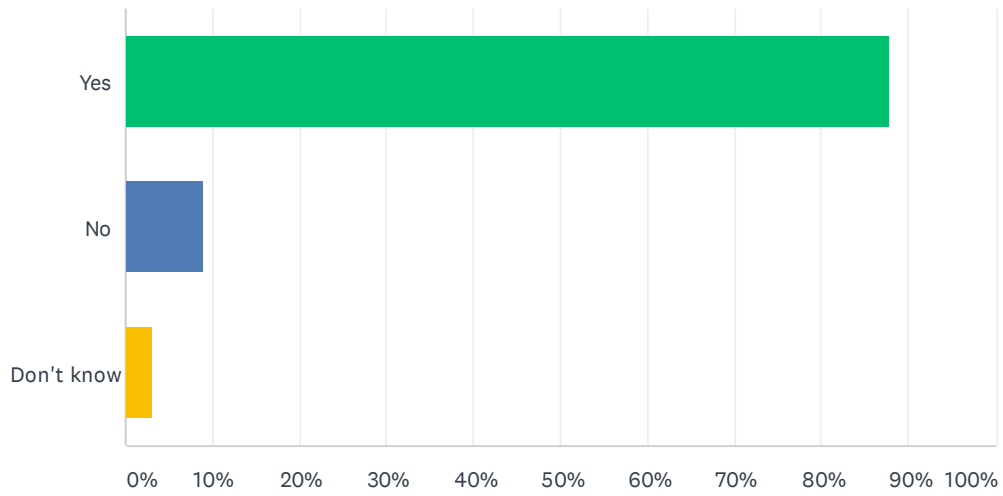


ANSWER CHOICES	RESPONSES	
I started a new job	35.10%	2,196
My financial situation changed	11.91%	745
I wanted to adjust my withholding to have less federal income tax taken out	13.20%	826
I wanted to adjust my withholding to have more federal income tax taken out	32.91%	2,059
Other (please specify)	6.89%	431
<b>TOTAL</b>		<b>6,257</b>



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

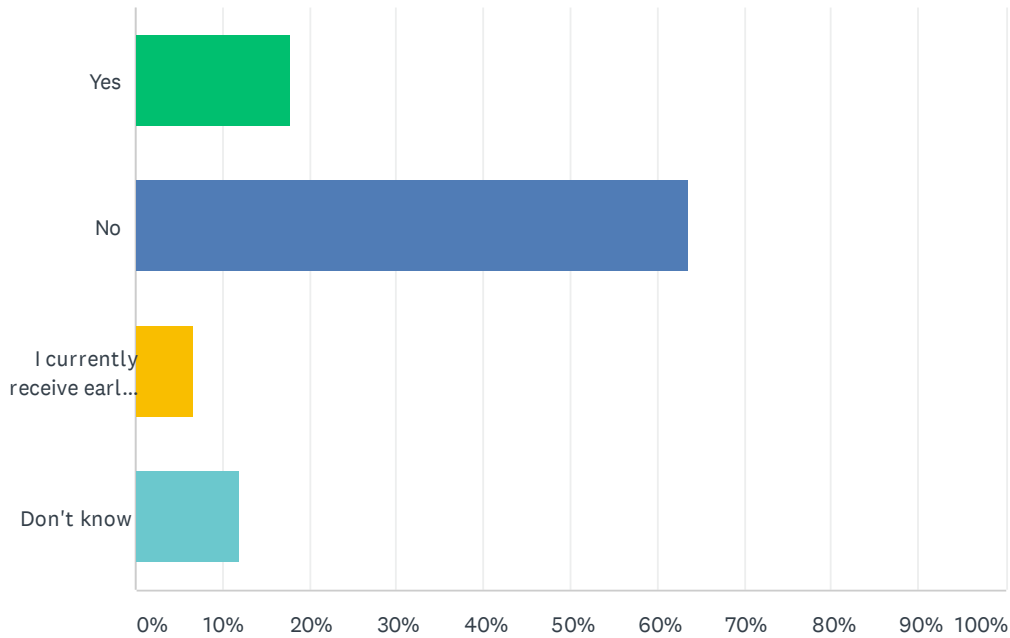
Answered: 21,224 Skipped: 1,374



ANSWER CHOICES	RESPONSES	
Yes	87.89%	18,654
No	8.99%	1,908
Don't know	3.12%	662
<b>TOTAL</b>		<b>21,224</b>

## Q11 Would you be interested in having access to your wages on-demand as you earn them rather than receiving them all at once on a standard payday?

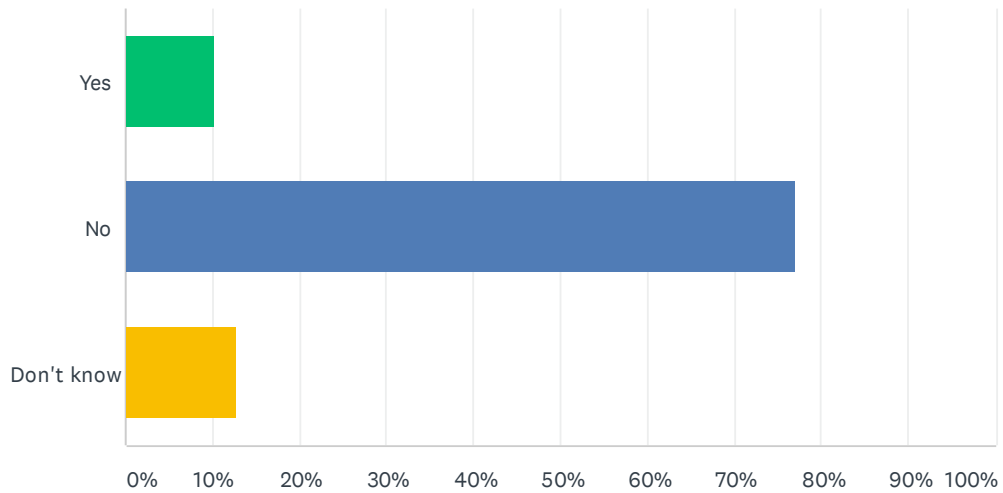
Answered: 21,128 Skipped: 1,470



ANSWER CHOICES	RESPONSES	
Yes	17.76%	3,753
No	63.49%	13,415
I currently receive early access to my pay	6.80%	1,436
Don't know	11.95%	2,524
TOTAL		21,128

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

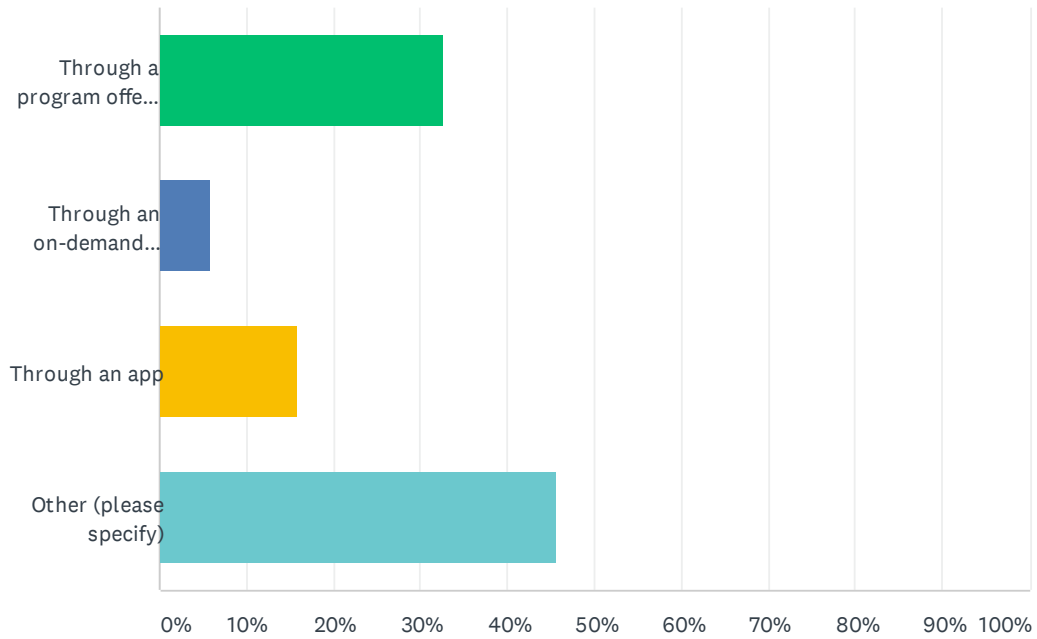
Answered: 6,470 Skipped: 16,128



ANSWER CHOICES	RESPONSES	
Yes	10.31%	667
No	76.99%	4,981
Don't know	12.70%	822
<b>TOTAL</b>		<b>6,470</b>

### Q13 How do you currently receive early access to your wages?

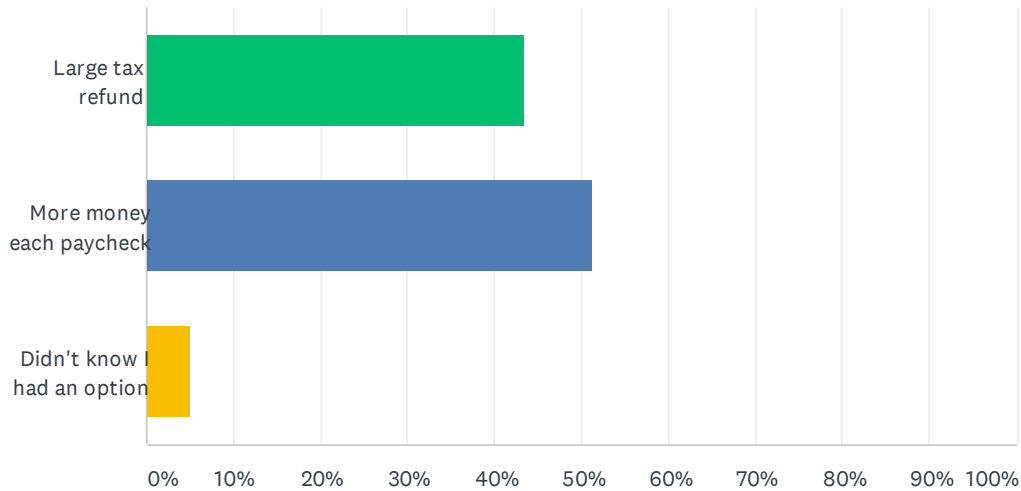
Answered: 7,626 Skipped: 14,972



ANSWER CHOICES	RESPONSES	
Through a program offered by my employer	32.57%	2,484
Through an on-demand service provider	5.78%	441
Through an app	15.97%	1,218
Other (please specify)	45.67%	3,483
<b>TOTAL</b>		<b>7,626</b>

# Q14 Do you prefer receiving a large tax refund after filing your tax return or would you rather have the extra cash in each paycheck throughout the year?

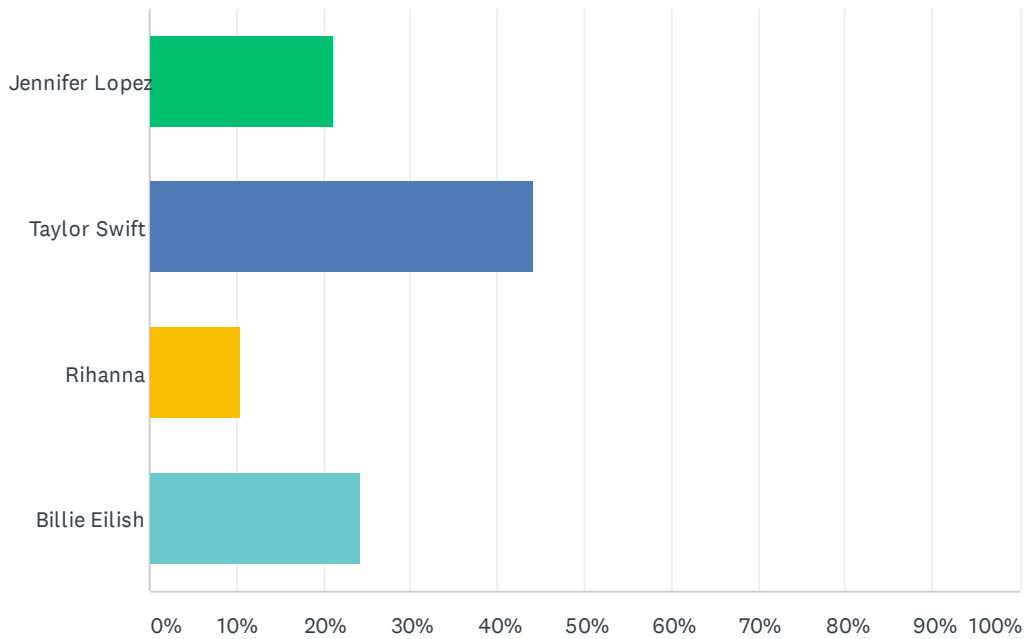
Answered: 20,998 Skipped: 1,600



ANSWER CHOICES	RESPONSES	
Large tax refund	43.59%	9,152
More money each paycheck	51.34%	10,781
Didn't know I had an option	5.07%	1,065
<b>TOTAL</b>		<b>20,998</b>

### Q15 Which of the following artists had an hourly wage of \$30,528.85 in 2020?

Answered: 20,748 Skipped: 1,850



ANSWER CHOICES	RESPONSES	
Jennifer Lopez	21.16%	4,390
Taylor Swift	44.14%	9,158
Rihanna	10.51%	2,181
Billie Eilish	24.19%	5,019
<b>TOTAL</b>		<b>20,748</b>