



Retirement Behavior Index™

Case study: Could a participant survey reveal hidden opportunities?

The client

The benefits team of a grocery store chain wanted to identify overlooked opportunities for boosting employees' financial wellness.

The question

Are our employees more or less financially "healthy" than others, and where can we help?

The solution

Survey client participants and benchmark their financial wellness against a national sample of plan participants using the T. Rowe Price Retirement Behavior Index™ (RBI).

The RBI captures information that is not available through recordkeeping data (e.g., gender and race) and provides benchmarking against national averages, giving us a more complete view of retirement and financial wellness opportunities.

The findings

The client's RBI score outpaced national and industry benchmarks. Retirement confidence is driving the high RBI score, which we attribute to strong plan design.



Gender and race indicators

- The RBI revealed no significant gaps between participants of different races

But opportunities remain:

Women are lagging their male counterparts across all measures

Average RBI score:

Men: 61 **Women: 51**

Financial wellness

- Financial wellness scores are above national and industry benchmarks

But opportunities remain:

Participants with outstanding loan balances of \$5k to \$10k have lower RBI scores and deferral rates compared with the average of all respondents, as shown below:

Plan average:

55 RBI score

8.9% deferral rate

Loan population average:

45 RBI score

7.6% deferral rate

[To learn more, contact your T. Rowe Price representative.](#)

The Retirement Behavior Index (RBI) is a score between 0 and 100 which measures the level of financial wellness of an individual. Respondents are asked three sets of questions related to their current financial behavior, progress towards their financial goals and expectations about retirement. All three sets of questions are equally weighted to construct the index.

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