1. Which of the following would most improve your financial well-being? (Choose up to three)
   - Being able to cover my usual expenses and pay my bills on time
   - Paying my credit card balance in full each month
   - Increasing my income
   - Having a more stable work schedule
   - Managing my debt
   - Having access to loans
   - Making my student loan payments
   - Building emergency savings
   - Improving my credit score
   - Covering my out-of-pocket medical expenses

2. If you have looked at your credit score in the last year, how satisfied are you with your most recent credit score? (Select only one)
   - Very
   - Somewhat
   - Not at all
   - Haven’t looked in the past year
   - Have never looked at my credit score

3. If you did not receive any income next month, how much would this impact your ability to cover your usual expenses?
   - Not at all
   - Very little
   - Somewhat
   - Very much
   - Greatly

4. Imagine you have an emergency expense that costs $400. Based on your current financial situation, how would you pay for the expense? Please select all options that apply:
   - Put it on my credit card and pay it off in full for the next statement
   - Put it on my credit card and pay it off over time
   - Pay with the money currently in my checking/savings account or with cash
   - Borrow money from a friend or family member
   - Use a payday loan
   - Sell something
   - I wouldn’t be able to pay for the expense right now
   - Other (please specify)

5. In the past six months, have you struggled to cover the cost of any of the following? Please select all options that apply:
   - Food
   - Housing
   - Healthcare
   - Transportation
   - Child care or care for another person in your household
   - Legal fees
   - Other (please specify)
   - None

6. Which of the following statements best describes how you feel about your immediate finances and your work as an employee:
   - I am not worried about my immediate finances, so it doesn’t affect my work
   - I worry about my immediate finances, but it doesn’t affect my work
   - I worry about immediate finances, which affects my work

7. Which of the following statements best describes how you feel about your long-term finances and your work as an employee:
   - I am not worried about my long-term finances, so it doesn’t affect my work
   - I worry about my long-term finances, but it doesn’t affect my work
   - I worry about long-term finances, which affects my work
8. How much do you agree with the following statements?
   • I feel that my employer generally cares about my financial well-being
     - [ ] Strongly Agree
     - [ ] Agree
     - [ ] Neither Agree nor Disagree
     - [ ] Disagree
     - [ ] Strongly Disagree
   • I feel that my employer’s benefits are competitive compared to those offered at other organizations
     - [ ] Strongly Agree
     - [ ] Agree
     - [ ] Neither Agree nor Disagree
     - [ ] Disagree
     - [ ] Strongly Disagree

9. What do you think your employer could do to best support your financial well-being? [Open-ended response]
   ______________________________________________________
   ______________________________________________________
   ______________________________________________________
   ______________________________________________________
   ______________________________________________________

10. Additional question that addresses differences in positions
    Create your own question here that asks employees what group they are in.
    Think about how sub-group data could help in understanding your employees’ financial well-being. Some employers have used wage ranges, job categories, or exempt/nonexempt status.

    *Examples:
    • Please identify your work group:
      - [ ] Restaurant Staff
      - [ ] Maintenance Crew
      - [ ] Housekeeping
    • Please choose one:
      - [ ] I am paid hourly
      - [ ] I am paid a salary
    • Please choose your pay range:
      - [ ] $13-$15 per hour
      - [ ] $16-$18 per hour
      - [ ] Salaried