

**Lawrence Berkeley National Laboratory  
(LBNL) Retirees**

**Activities/Achievements/Interests  
2011 Survey**

**The LBNL Retirees Association (EX-Ls)  
President: Joe Jaklevic  
December 2012**

## **Report on the 2011 LBNL Retiree Survey**

<b>Contents</b>	<b>Page</b>
Executive Summary	3
Survey Description and Methods	7
Tally of Responses	9
Respondents' Comments	20
Appendix	
Copy of the original SurveyMonkey survey	22

## Executive Summary

The EX-Ls, the association of retirees of the Lawrence Berkeley National Laboratory (LBNL), conducted a survey of the ~2300 lab retirees (or their surviving spouses/partners) in 2011. This first-of-its-kind survey had three main goals:

- To create as comprehensive a picture of the interests, activities and concerns of Lab retirees as possible;
- To help ensure that programs and activities of the EX-Ls and/or the UC Berkeley Retirement Center (UCBRC) are well aligned with retiree interests; and
- To communicate to LBNL management the continuing contributions Lab retirees make to the Lab, the University and their larger communities.

The survey, which was completed in Fall 2011, provided sufficient data to address these three goals. While the survey results may not be representative of the entire LBNL retiree population (due to the possibility of self-selection ‘bias’) we believe that the general picture that has emerged is a reasonable snapshot of LBNL retirees and that it provides a good basis for thinking about continuing or new programs and activities for retirees.

The total number of LBNL retirees for whom home addresses were available in June 2011 was ~2282 (but only 500 email addresses). We received 425 survey responses representing 19% of the survey population. The results are summarized and highlighted by category here.

### Survey Responder Demographics:

- Most (70%) are male, 30% female;
- 8% (34) of the responders are surviving spouses/partners of retirees; three-quarters of these respondents are female;
- Most (78%) are between 60-80 years old, with 5% < 60, and 17% >80;
- Slightly more than half (51%) worked between 21 and 40 years, 43% worked  $\leq 20$  years and ~6% worked  $\geq 40$  years;
- Slightly more than half (56%) have been retired  $\leq 10$  years, 32% between 11 and 20 years and 12% for more than 20 years;
- Nearly 80% live in the East Bay or Greater Bay Area; and
- Highest level of education: 42% had bachelors or Masters degrees, 26% had PhDs, and 29% had high school and/or some college education.

### Post-retirement Employment:

- Almost half (~47%) have worked in a paid position since retirement and 19% were still working in 2011;
- 25% are or were rehired at LBNL, ~two-thirds of those work or worked in that position for  $\leq 5$  years and ~one-seventh are/were rehired retirees for >10 years; and
- ~16% have been self employed, 1 in 5 of them for > 10 years.

### **Continuing Post-retirement Contacts with LBNL, UC and Co-workers:**

- ~34% report frequent or occasional contact with the Lab;
- Many (~63%) have maintained frequent or occasional contact with co-workers;
- ~10% have volunteered at the Lab or at UC within the last 3 years; and
- ~One-third of the respondents expressed some interest in volunteering with a Lab-organized group for a project like Habitat for Humanity.

### **Professional Activities Within the Last 3 Years:**

- A significant fraction (~44%) were active professionally with almost two-thirds of them associated with the Lab or UC;
- Of those active professionally, 44% published one or more scholarly papers (with one individual publishing 37 papers) and 37% gave invited talks and conference presentations; and
- Among those active professionally, ~ half provided other professional services, such as reviewing funding proposals and articles submitted for publication and service on a professional/technical committee; ~11% have taught (at one or more levels from K-12 through graduate school).

### **Community Involvement Within the Last 3 Years:**

- Slightly more than half (~51%) have volunteered in other organizations – across a wide spectrum of activities; almost half of those volunteering did so with community or neighborhood organizations, about one-quarter on organization boards and about one-quarter in religious organizations; and
- ~10% have been involved in public service with ~ one-third holding elected offices and two-thirds holding appointed offices.

### **Awards/Honors/Recognition in the Past 3 Years:**

- ~15% reported receiving awards or other recognition; about half were for professional or educational achievements and half were for community activities.

### **Educational Activities Within the Last 3 Years:**

- Almost 75% of respondents reported participating in a wide range of educational/self-enhancement activities;
- The most frequent activities were attending lectures and seminars (~two-thirds of those responding); 2 out of 5 respondents reported learning a new skill and more than half learned to use a new technology; and
- ~One-third of the respondents reported enrolling in college level courses, adult school classes or professional certification programs and 2 received academic degrees.

### **Hobby Activities Within the Last 3 Years:**

- ~95% of the respondents (400) reported on their hobbies and leisure activities;
- The five most frequent activities are reading (275), computer (271), dining out (190), gardening (162) and travel (146); and
- The top five occasional activities are museum visits (207), travel (169), attending theatre/performing arts events (169), dining out (164) and outdoor activities (142).

### **EX-Ls Members and Programs:**

- 42% of the respondents are EX-Ls members (two-thirds of the 2011 membership);
- ~Half of the responding members felt EX-Ls should organize more social events – the other half did not;
- ~88% of the responding members found the newsletter and email to be the best way to communicate with them; and
- Of the respondents who are not EX-Ls members, ~35% didn't know about the organization, ~29% said they live too far away to attend EX-Ls events, and 22% thought they wouldn't benefit from joining.

### **UC Berkeley Retirement Center (UCBRC) Program Participation:**

- 76% of respondents know about the UCBRC and are aware that *all* LBNL retirees can participate in its programs;
- 21% had participated in UCBRC events, the most popular of which are Learning in Retirement, the CenterPiece newsletter, Health and Wellness and Financial events, special events (museum tours, etc.), and Cal discounts; and
- 17% of the responders felt that there were areas where the Lab/UC/UCBRC could provide additional retiree resources, such as financial planning, health information, and support groups for health related issues.

### **Quality of Retirement Life:**

- 82% of responders rate their overall retirement experience as very good to excellent;
- 74% report being well- or very well-prepared for retirement;
- 78% report experiencing good to excellent health; and
- A significant number (~17%) were either providing care for another person or receiving care.

### **Key Survey Findings and Conclusions:**

The results suggest that most LBNL retirees are enjoying retirement; they were well prepared for retirement and enjoy reasonable health and financial security. They typically lead busy, productive and satisfying lives, continue to make important contributions to the Lab and UC, are actively involved in their local (or wider) community, take full advantage of educational and self-enhancement opportunities and enjoy a diverse range of hobbies.

Almost half of the survey respondents worked in a paid capacity post retirement and about half of these are or were rehired at the Lab or UC. Whether paid or not, 44% of the responders were active professionally in the past three years. Finally, many responders commented that it was good to be contacted or recognized by the Lab – they are proud to have been associated with the Lab. More recognition of retirees (like the recent listing of the year's retirees in TABL, perhaps a retiree reception) would seem beneficial, especially if coupled with additional opportunities to 'give back' to the Lab and UC. The strong ties to the institution are probably not surprising when one notes that 50% of the responding retirees had at least 20 years experience with the Lab.

There are a small number of retirees for whom the experience has not been as positive. Issues that negatively impacted some responders were poor health of retiree or spouse/partner, lack of preparation for retirement and trouble adjusting to life changes. In addition, some responders felt that the Lab/UC/UCBRC could provide additional retiree resources, including financial planning, health information and support groups for health related issues. (It should be pointed out here that all retirees may not be aware of the many new programs, e.g., the UCBRC's Pre-retirement program, which have been added in the last few years to address these issues.)

The awareness level about UCBRC is good and almost one-quarter of the respondents have been involved in UCBRC activities and/or programs. Several responders commented that the UCBRC is one of the best things about retirement and their comments were important when LBNL and UCBRC recently renewed the contract for another three years (through June 30, 2015).

### **What's Next?**

This report will be presented to the EX-Ls Board, to Laboratory management and to the UCB Retirement Center for their information and guidance in developing future programs and actions. It will also be posted on the EX-Ls website:

<http://www.lbl.gov/EX-Ls/>

It is expected that the survey results will serve as an important resource to the EX-Ls Board in implementing new programs and formulating future policies. Examples where current thinking might be influenced include the recruiting of members, planning new social events, keeping members informed of available resources and expanding participation of members in EX-Ls activities.

Similarly, the excellent resources already available to LBNL retirees through our partnering with UCBRC could be enhanced in response to the perceived needs and interests of LBNL retirees. One specific benefit of the survey can already be seen. UCBRC now sponsors a caregiver support group with monthly meetings facilitated by a clinical social worker from the Elder Care program at UCB. This was initiated due, in part, to the LBNL survey results in which 74 respondents (out of 425) reported that they were either giving care to a family member(s) or receiving such care.

One of the goals of the EX-Ls is to promote communication between retirees and the Lab. Information from the survey will be useful in pointing out to Lab management the importance of retirees to the organization. For example, several retirees expressed interest in contributing their expertise and time to Lab projects. This provides an opportunity for the Lab to reach out to retirees as volunteers and take advantage of their expertise. The survey also points out the visibility of many (51%) of Lab retirees in their communities, where they serve as a valuable resource to the Lab in community outreach.

The individual comments are especially valuable (see separate Comments section) and really show what a difference LBNL retirees make!

## Survey Description and Methods

Discussions about a survey of LBNL retirees began in 2010 and were based initially on the “Biobibliography” approach used successfully by the Council of UC Emeriti Associations (CUCEA) to document the continuing academic activities and achievements of emeriti from the various UC campuses ([cucea.ucsd.edu/biblio/articles.shtml](http://cucea.ucsd.edu/biblio/articles.shtml)). The UCLA Emeriti/Retirees Relations Center conducted a survey of all UCLA staff (non-emeriti) retirees in 2009-2010 ([www.errc.ucla.edu](http://www.errc.ucla.edu)) and the UC Davis Retiree Association conducted a similar survey of all UCD staff retirees in 2010 ([www.ucdra.ucdavis.edu](http://www.ucdra.ucdavis.edu)). Although these three surveys targeted either academically oriented members of the organization or support staff members, they were useful in preparing the LBNL survey which was tailored to capture the activities of a broad base of LBNL retirees – both professional and support staff.

The survey questions fall into several broad categories:

Responder demographics (age, gender, how long retired, job category, etc.)

Professional/technical activities in past three years

Volunteer activities in past three years

Educational/self enhancement activities in past three years

Quality of retirement life

Specific questions regarding EX-Ls and/or UCBRC services or activities

There was some debate about limiting some of the activities to a specific time period. In the end, we settled on ‘the past three years’ as the best way to capture current activities and interests among the retirees.

The survey was conducted using the web-based SurveyMonkey software ([www.surveymonkey.com](http://www.surveymonkey.com)). UCBRC has used this approach for other questionnaires and thus had experience with using the software. It has the considerable benefit of tabulating the data and providing output information directly. It also has the capability of providing more detailed data analysis, such as cross-tabulations. We utilized those more advanced capabilities to a very limited extent. One feature of SurveyMonkey that we did use was the ability to ask ‘branching questions’ that would lead the responder to different subsets of questions based on the initial answer. For example, question 12 asked whether the responder had been active professionally or technically within the past three years. If no, the responder would be directed to question 20, while questions 13 to 19 asked more detailed questions about the professional or technical activities.

The survey was launched in June 2011. Since EX-Ls has no direct access to the names and addresses of all LBNL retirees, we used the mail and email address list kept by UCBRC. (UCBRC has such lists for all four of its UC retiree groups – LBNL, UCB staff, UCB emeriti and UC Office of the President staff.) UCBRC included a special insert for all 2282 Lab retirees in the paper copy of its June 2011 newsletter, the *Centerpiece*, informing them of the survey and providing the URL for the web link to the survey in SurveyMonkey. An email message with the survey web link was also sent to the ~500 LBNL retirees for whom the UCBRC has email addresses. Reminders were then sent by email to the Center’s LBNL retiree

email list and also to EX-Ls members in mid-June and again in mid-July. Finally a postcard reminder was mailed to the ~1800 Lab retirees for whom the Center does not have email addresses in mid-July. The survey was closed in late summer 2011; we received **425 responses (19% response rate)**. Based on tracking responses over time, we can attribute ~100 of those responses to the postcard reminder. For comparison, the UCLA and UC Davis staff surveys had response rates of 26% and 29.5%, respectively.

A few comments and caveats on the survey: First, the survey results may not be representative of the entire LBNL retiree population. Without conducting a statistically representative survey using ‘correct’ survey methodologies (for which we had neither the expertise nor support), it is not possible to infer how applicable these results are for the broader retiree population. There is likely some ‘self-selection’ bias, perhaps toward retirees that are more active and engaged. In response to our follow-up reminders, two-thirds of the EX-Ls membership (180 out of 270) responded to the survey.

Nevertheless, we believe that the general picture that has emerged is a reasonable snapshot of LBNL retirees and that it provides a good basis for thinking about continuing or new programs and activities for retirees.

Although the Lab management was aware of and supported our efforts, the survey was not carried out on the Lab’s behalf. Nor did the Lab have input into the questions asked in the survey or in the subsequent analysis of the data. This report with the aggregate results will be shared with Lab management and will be posted on the EX-Ls website – [www.lbl.gov/EX-Ls/](http://www.lbl.gov/EX-Ls/).

The survey was prepared and analyzed by a committee comprised of Janis Dairiki (chair), Don Grether, Joe Jaklevic, Vicky Jared, and Rich Sextro. We had the assistance of Patrick Cullinane, the Executive Director, and Summer Scanlan, the Office Manager of the UCBRC, in both designing and implementing the survey. In addition, several student interns at UCBRC assisted with the implementation of the survey questions in the web-based SurveyMonkey and in processing the results contained within the software.

## Tally of Responses

<b>Total Number Contacted</b>	<b>~2082</b>
<b>Responses</b>	<b>425</b>
<b>Response Percentage</b>	<b>19%</b>
<b>Q2.</b> % of total responses – Female	30%
% of total responses – Male	70%
<b>Q5.</b> % of total responses – surviving spouse/partner	8%

In the questions below, # denotes a new category added after the survey was completed, from information in the comments

### General Questions

#### **Q1. Age of respondents**

Under 60	20
60 – 70	191
71 – 80	137
Over 80	73

*Total who answered question: 421*

#### **Q3. Highest level of education**

High School	16
Some college	108
Undergraduate degree	96
Masters	85
Doctoral	110
Other: including military training (3), trade school (6)	16

*Total who answered question: 418*

*Note: multiple answers allowed.*

#### **Q4. Residence**

East Bay	283
Greater Bay Area (outside of East Bay)	54
Elsewhere in California	36
Another state	43
Outside United States	2

*Total who answered question: 418*

#### **Q6. Division at retirement or when last worked at LBNL**

Accelerator and Fusion Research (AFRD)	31
Advanced Light Source (ALS)	14

Chemical Sciences	6
Computational Research	11
Directorate #	5
Earth Sciences	13
Engineering	91
Environment, Health and Safety (EH&S)	12
Environmental Energy Technologies	25
Facilities	31
Genomics	1
Information Technology	25
Life Sciences	25
Material Sciences	8
Nat. Energy Research Scientific Computing Center (NERSC)	4
Nuclear Science	17
Operations	53
Physical Biosciences	5
Physics	8
Other	3

*Total who answered this question: 371*

*Note: multiple answers allowed.*

**Q7. Job category**

Scientific	109
Engineering	81
Management	61
Administrative	75
Technical	72
Skilled Craft	11

*Total who answered this question: 379*

*Note: multiple answers allowed.*

**Q8a. Total years worked at LBNL**

0-5	19
6-10	43
11-15	54
16-20	45
21-30	90
31-40	102
> 40 years	22

*Total who answered this question: 375*

**Q8b. Total years of other UC service**

0-5	73
6-10	20
11-15	12

16-20	14
21-30	18
31-40	13
> 40 years	4

*Total who answered this question: 154*

**Q9. Years since retirement**

0-5	110
6-10	104
11-15	45
16-20	76
21-25	23
>25 years	21

*Total who answered this question: 379*

**Q10. Frequency of contact with Lab professionally since retirement**

Frequently	63
Occasionally	81
Seldom	112
Not at all	123

*Total who answered this question: 379*

**Q11. Frequency of contact with co-workers since retirement**

Frequently	106
Occasionally	160
Seldom	90
Not at all	25

*Total who answered this question: 381*

**Professional/Technical Activities Within Last 3 Years**

**Q12. Number active professionally or technically within last 3 years**      **188**  
**Percentage active professionally or technically**      **44%**

**Q13. If you were active professionally, were these activities**

Activities connected with the Lab	82
Activities connected with UC	37
Activities connected with industry or government #	26
Consulting activities #	14
Activities in same general field as before retirement	142
Other: including own business (8), other university or educational activities (11), professional societies (4)	24

*Total who answered this question: 185*

*Note: multiple answers allowed.*

<b>Q14. Number who carried out professional activities within last 3 years</b>	
Published works: e.g., books, journal articles, etc.	83
Invited talks, conference presentations	70
Literary works	10
Films/videos	7
Music/theater works	5
None or N/A	23

*Total who answered this question: 102*

<b>Q15. Number who taught within last 3 years</b>	
On UC campus	4
In another university #	15
In a community college	2
In an adult education program	6
As a community or public service #	13
Grades K-12 #	4
None or N/A #	8

*Total who answered this question: 46*

<b>Q16. Number who mentored students within last 3 years</b>	
Undergraduate	30
Graduate	30
Post-graduate	24
Grades K-12 #	9
None or N/A #	6
Other	2

*Total who answered this question: 47*

<b>Q17. Number who provided other professional services within last 3 years</b>	
Service on a professional/technical committee(s)	57
Officer in a professional society	11
Appointment as a journal/book/professional society editor	9
Reviewer of articles submitted for publication	54
Reviewer of funding proposals	35
Other: including community service (9), consulting (8)	27

*Total who answered this question: 98*

**Paid Positions Since Retirement**

<b>Q18. Total respondents who worked in a paid position – 199</b>	<b>47%</b>
<b>Q19. Total respondents still working in paid position in 2011 – 81</b>	<b>19%</b>
<b>Q20. Type and length of post-retirement employment</b>	
LBNL (rehired retiree), 13 for > 10 yrs	94

UC position (rehired retiree)	18
Self-employed (12 for >10 yrs)	58
Other	76

*Total who answered this question: 199*

**Volunteer Activities – at LBNL and/or UC – Within Last 3 Years**

**Q21. Total respondents who volunteered for LBNL or UC – 42                      10%**

**Q22. Number who volunteered for activities at LBNL and/or UC**

A Lab division	16
Service on LBNL committees/advisory boards	7
Lab-based volunteer programs, e.g., CSEE education programs	4
Lab community activities, e.g., Open House, Solano Stroll	8
LBNL Retirees’ Association (EX-Ls)	14
UC departments or programs	9
UC Berkeley Retirement Center	8
Lawrence Hall of Science (LHC)	2
Other	4

*Total who answered this question: 40*

**Community Volunteer Activities Within Last 3 Years**

**Q23. Total who volunteered for other organizations – 216                      51%**

**Q24. Number who volunteered for these organizations**

Community/neighborhood organization	101
Organization Board	55
Food Banks/Meals on Wheels	21
Disaster relief/assistance	13
Church, synagogue, or mosque	50
Library/literacy programs	22
School Aide/Crossing Guard	10
Tutoring/mentoring/coaching kids	33
Animal adoption/assistance	7
Hospital/Hospice	17
Elder Care Facility	14
Political Organization	23
Professional Organization	30
Museum docent	16
Other	53

*Total who answered this question: 212*

<b>Q25. Number involved in public service within the last 3 years</b>	
Local level	32
State level	1
National level	7

*Total who answered this question: 38*

<b>Q26. Interest in volunteering in organized Lab group</b>	
Yes (depending on project)	138
No	255
Comments	41

*Total who answered this question: 393*

**Self-enhancement/Other Activities Within Last 3 Years**

<b>Q27. Educational/self-enhancement activities within last 3 years</b>	
Audited or enrolled in college level courses for credit	35
Adult school courses	74
Professional certification programs	20
Academic degrees	2
UCB Retirement Center programs	35
OLLI (Osher Lifelong Learning Institute) courses	25
LBNL Science at the Theatre programs	37
Participated in book clubs	48
Attended lectures, seminars, or the like	221
Learned a new skill (fishing, knitting, another language, etc.)	132
Learned to use a new technology (smart phone, etc.)	173
Other: including none or N/A (5)	11

*Total who answered this question: 310*

<b>Q28. Engagement in hobbies/other activities within last 3 years</b>		
	<b>Frequently</b>	<b>Occasionally</b>
Attend theatre/performing arts	103	169
Visit museums or exhibits	86	207
Attend sporting events	25	100
Engage in outdoor activities	121	142
Gardening	162	103
Sports (tennis, golf, running, etc.)/exercise	111	56
Dancing	17	44
Providing “care” for grandchildren	57	97
Computer activities	271	61
Dining out	190	164
Arts/crafts	92	74
Reading	275	67
Travel	146	169
Creative writing	42	56
Music performance	34	50

Other: including care for elderly parent/spouse (5) 12  
*Total who answered this question: 400*

**Q29. Number receiving awards/honors within the last 3 years**

Professional 23  
 Educational 5  
 Political 1  
 Community service 21  
 Other: including museum, arts, garden, sports 17  
*Total who answered this question: 63*

**Q30. Some of the Awards**

APS Nuclear Physics Bonner Prize  
 4 elected as Fellows in professional organizations  
 Distinguished Scientific Achievement Award, Health Physics Society  
 NASA publication award  
 First place in a poetry contest – \$2000 award  
 Art awards, one-person shows and group shows  
 29 years service award with City Commissions/committees  
 Many garden/rose awards  
 Kiwanis Distinguished Service Award  
 Recognition for work with VITA to assist low-income people with tax preparation  
 Recognition for thousands of hours of volunteer work in hospitals  
 10 years service award from Golden Gate National Parks Conservancy  
 Classic Car Awards  
 Amateur Radio Hall of Fame  
 29<sup>th</sup> inductee into the Northern Ca Fly Fishing Hall of Fame 2009

**Questions Regarding EX-Ls**

**Q31. Total respondents who are EX-Ls members – 180 42%**  
 (EX-Ls total membership in 2011 was 271)

**Total respondents who are not members of EX-Ls – 220 52%**  
*Total who answered this question: 400*

**Q32. Should the EX-Ls organize more social events?**

Yes 72  
 No 75  
 Comments/suggestions 44  
 Including day trips (25), museum visits (16), and spectator sports,  
 National Parks, participation sports, symphony visits, and picnics  
 (8 – 11 each)

*Total who answered this question: 147*

<b>Q33. Which methods of communication are very or somewhat useful?</b>	
Newsletter (EX-Ls Express)	165
Website ( <a href="http://www.lbl.gov/EX-Ls/">www.lbl.gov/EX-Ls/</a> )	117
Email	158
Phone	40
Other	5

*Total who answered this question: 179*

**Q34. Members who had additional suggestions or comments about programs/services the EX-Ls could provide on behalf of retirees** 25

<u>Number of Responses</u>	<u>Comment Category</u>
3	EX-Ls is doing an excellent job
5	Provide more information about other retirees
4	Provide more information about the Lab
6	Suggested activity already ongoing at UCBRC
8	Other or non-responsive

<b>Q35. If you are not a member of the EX-Ls, why not?</b>	
Didn't know there was such an organization	35
Don't like to join groups	27
Don't know what the association does	41
Don't think I would benefit from membership	50
Live too far away to attend events	63
Mobility issues that prevent me from attending events	7
Other	51
Including might join (6), belong to another retirement group (7), too busy (26)	

*Total who answered this question: 173*

**Awareness of and Participation in UCB Retirement Center (UCBRC) Events**

**Q36. Number who are aware that all LBNL retirees can participate in UCBRC events and programs – 324 76%**

**Q37. Those who have participated in UCBRC events or services – 91 21%**

<b>Q38. Participation in UCBRC events</b>	
Pre-Retirement Planning	9
Learning in Retirement	36
Cal Connections Services and Discounts	21
The Centerpiece	35
Health and Wellness	32

Financial Planning	17
Special Events	29
Computer classes	9
Health Insurance Counseling (HICAP)	4
Book Club	2
Resource/referral services	8
Other	4

*Total who answered this question: 88*

**Quality of Life in Retirement**

**Q39. How well prepared were you for retirement?**

5-Very well prepared	213
4-Well prepared	100
3-Average preparation	49
2-Somewhat prepared	15
1-Not very well prepared	16

*Total who answered this question: 393*

**Q40. Overall health**

5-Excellent	163
4-Very good	168
3-Average	51
2-Rather poor	8
1-Poor	5

*Total who answered this question: 395*

**Q41. Caregiver for parent/spouse/partner/adult child/other**

Yes	60
No	338

*Total who answered this question: 398*

**Q42. Receiving care from a spouse/partner/adult child/other**

Yes	14
No	382

*Total who answered this question: 396*

**Q43. Rate your overall retirement experience**

5-Excellent	221
4-Very good	126
3-Average	37
2-Rather poor	8
1-Poor	4

*Total who answered this question: 396*

**Q44. Are there areas in which you feel the Lab/University/UCB Retirement Center could provide additional retirement resources?**

Yes	71
No	285

*Total who answered this question: 356*

Total comments	72
----------------	----

Number of Responses

Comment Category

26	Financial planning
12	Health information, services
9	Health support groups/spousal care
9	More information/programs from UCBRC
6	Retiree networking
12	Requests for things EX-Ls doesn't influence, such as providing for semi-retirement or for healthcare for people who retired after leaving the Lab
7	No comment
7	Other or non-responsive

**Q45. What surprised you most about retirement?**

Total number of responses/comments	284
------------------------------------	-----

60% of the people who answered this question indicated that they are extremely busy and enjoying retirement activities.

Number of Responses

Comment Category

98	How busy I am; how little time there is
41	How enjoyable it is; how rewarding it is
15	The freedom to do whatever one wants at any time
8	Variety of activities that beckon
15	Easy transition to retirement
4	Hard adjustment; hard to slow down
5	Miss working relationships; want to keep in touch with scientific community
19	No surprises
6	Less expensive than expected
8	More expensive than budgeted; drastic effects of the recession
3	Less stress, more exercise, healthier
6	Opportunity to work more effectively as a professional
5	Shrinking world, need for stimulation, easily bored
4	Need for structure in life, long-term view
11	Not really retired, still working

14	Medical issues; death of spouse
22	Other or non-responsive

**Q46. General comments**

Total number of responses/comments 81

<u>Number of Responses</u>	<u>Comment Category</u>
7	How enjoyable and enriching retirement is
15	Proud of/grateful for LBNL and retirement benefits
5	Enjoy contacts with Lab and co-workers, scientific outreach programs
13	Appreciate EX-Ls and the survey
2	Lab should take better advantage of retiree's skills
3	Should have worked longer; not really retired
6	Need to keep mind stimulated/challenged; stay active and productive
4	Giving back to the community is important
6	Comments regarding UCBRC <ul style="list-style-type: none"> <li>• Praise and appreciation for the Retirement Center emails and newsletter.</li> <li>• I'd like to take some classes that are hard to find locally, and which could be organized for retirees, possibly BY retirees. One thing I'd like to learn is welding and brazing.</li> <li>• Where do we move to when the house is too big and my desire to keep up the garden wanes? If UC/LBNL had a retirement community, I'd probably move there in a heartbeat. Any plans?</li> <li>• I would suggest that email-reminders be sent the day/evening before an event such as a Fidelity walk-in at the Retirement Center.</li> <li>• Would like more lectures/lecture series – especially in the non-sciences; financial planning at a more sophisticated, higher wealth level; and advanced computer use classes.</li> <li>• UC Retirement Center has been one of the two or three best things for me in retirement. I hope LBNL keeps its connection with the UC Retirement Center.</li> </ul>
20	Other or non-responsive

## Respondents' Comments

LBNL retirees are clearly making a difference – to their communities and to LBNL and UC. Some of the many interesting and salient comments that attest to this are quoted below.

### *General Comments:*

- ❖ UC Retirement Center has been one of the two or three best things for me in retirement. I hope LBNL keeps its connection with the UC Retirement Center.
- ❖ I am surprised at the lack of interest by the Lab in using my expertise to benefit Lab programs.
- ❖ Please value the contributions of older employees, rather than just push them out. Offer part time transitions to retirement.
- ❖ Provide tours of LBNL for retirees.
- ❖ Communicate opportunities to participate in Lab projects on a voluntary basis.
- ❖ Assistance in identifying volunteer programs related to my career experience.
- ❖ Doing research part time has been terrific. I have the pleasure of participating in research without the managerial responsibilities I had at LBNL.
- ❖ As a volunteer on research at LBNL there is a lot of overhead to get a badge (3 trips) and/or get a parking permit.
- ❖ Start an EX-Ls “Think Tank” – at the beginning this could be an “activity” but could eventually obtain funding to become something like the Hoover Institute at Stanford.
- ❖ Provide regular updates on staffing changes and perhaps visits to the UCOP Benefits staff.
- ❖ How about a retirees’ exercise program, e.g., strength training, Pilates?
- ❖ Long-term care advice and programs.
- ❖ Not easy to do, but I would like the University to provide (for a monthly fee to the retiree) access to Long Term Care on a group basis.
- ❖ Retirement does not mean you have to stop learning, participating in society; on the contrary, retirement gives you the control of your time for your life.
- ❖ Thank you so much for having this survey. I think it is an excellent idea.

### *Responses to “What surprised you most about retirement?”*

- ❖ 60% of the people who answered this question indicated that they are extremely busy and enjoying retirement.
- ❖ Even though I make more in double retirement than she does at work, it doesn’t seem to register with my wife. She thinks I’m a bum.
- ❖ Getting along with my wife 24 hrs full time.
- ❖ The continuous changes in what I perceive as a good life in “retirement.”
- ❖ Since I moved away from the Bay Area upon retirement, I miss the academic atmosphere more than I initially thought I would.
- ❖ Not surprised, but very grateful!
- ❖ Still no time to spare! (When does that happen?)
- ❖ This orphan got married and I now have 10 grandchildren. Also the generosity of the health and pension plans.

- ❖ Younger people don't consider you valuable.
- ❖ The UC pension system is really quite good – thus far, very seamless.
- ❖ Retired life is to start something new, different in addition to managing daily life routines. I am enjoying watercolors, learning from adult class and energy conservation techniques and applying them in my garden. There is no end of this exploration! I wish all my retired friends could try this.
- ❖ We all need to keep our minds stimulated throughout our entire lifetime; continue to learn something new any time we can; maintain a positive attitude and never lose hope, no matter what happens. Most of all, be happy and keep smiling!
- ❖ I believe it is very important to have a challenge that requires a certain amount of stress, delivers significant self-realization, and involves interaction with others.
- ❖ The best day that I could imagine about what retirement was like was far less than what a day of retirement is!

*Examples of Post-retirement Work:*

- ❖ Head of Engineering for a Plastic Injection Molding Company – 1993-2008
- ❖ Working as an engineer in PG&E's customer energy efficiency department
- ❖ Consulting for U.S. Environmental Protection Agency
- ❖ Directing underground lab in South Dakota, more recently neutrino physics with MIT
- ❖ Executive Director of LIGO Laboratory at Caltech
- ❖ FEMA Disaster Safety Officer
- ❖ Chair of Department of Technology at Jackson State University in Jackson, MS
- ❖ Teaching at the University of Porto, Portugal
- ❖ Taught at US Particle Accelerator School several times
- ❖ Scientific/technical positions with Children's Hospital Oakland Research Institute
- ❖ Technical illustrator rehired retiree, returned as a Photo Specialist
- ❖ Technical consulting
- ❖ Law School Dean and professor
- ❖ Contractor on Yucca Mountain Project 2005-2010
- ❖ Own and operate care home for elderly
- ❖ Webmaster for Fine Arts Museums of San Francisco docents
- ❖ Public lectures on neutrinos and dark matter, some YouTube postings of these
- ❖ Various National Lab review committees
- ❖ Berkeley City Council Member
- ❖ Seasonal employment with H&R Block
- ❖ Property ownership and management

## LBL Retiree Survey

### Introduction

The EX-Ls, the organization for LBNL retirees, is conducting a survey of all Lab retirees or surviving spouses/partners to learn about your activities, achievements and interests during retirement. To our knowledge, this is the first such survey of Lab retirees. We know that many of you continue to be active professionally (at the Lab and elsewhere) and that many of you are very active volunteers in your community. Your responses will help us create as broad and comprehensive a picture of Lab retirees as we are able. Our objective is to document the contributions, activities and interests of Lab retirees, in part, to ensure that LBNL management and the University are aware of the significant contributions retirees continue to make to the Lab, University and to their communities. Similar surveys with similar objectives have recently been conducted by other UC retiree organizations.

These survey results will be useful in other ways. Together with an LBNL Volunteer Survey of current employees conducted earlier this year, your responses to this survey will help the Lab develop a community relations plan to accomplish one of its major goals – to improve the Lab’s relationship with the community. Lab retirees can play a large role as LBNL ambassadors in their community.

The survey does not take much time to complete (~15 minutes) and all your answers will be strictly confidential. We will not share your name and address with anyone. This survey is NOT being done on the Lab’s behalf, although the Lab is aware of it. The aggregate results will be shared with the Lab and posted on the EX-Ls website – [www.lbl.gov/EX-Ls/](http://www.lbl.gov/EX-Ls/).

Thank you for your time and support.

### Tell Us About Yourself

#### 1. What is your age?

- Under 60
- 60-70
- 71-80
- Over 80

#### 2. What is your gender?

- Female
- Male

## LBNL Retiree Survey

### 3. What is your highest level of education?

- High School
- Some college
- Undergraduate degree
- Masters
- Doctoral
- Other

If other (please specify)

### 4. Where do you live?

- East Bay
- Greater Bay Area (outside of East Bay)
- Elsewhere in California
- Another state
- Outside United States

### 5. Are you the surviving spouse/partner of a retired Lab employee? (If yes, survey will go to #21.)

- Yes
- No

## LBL Retiree Survey

### 6. From which Division did you retire or in which Division did you last work?

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Accelerator and Fusion Research | <input type="checkbox"/> Environmental Energy Technologies                            | <input type="checkbox"/> Nuclear Science      |
| <input type="checkbox"/> Advanced Light Source           | <input type="checkbox"/> Facilities   | <input type="checkbox"/> Operations           |
| <input type="checkbox"/> Chemical Sciences               | <input type="checkbox"/> Genomics   | <input type="checkbox"/> Physical Biosciences |
| <input type="checkbox"/> Computational Research          | <input type="checkbox"/> Information Technology                                       | <input type="checkbox"/> Physics              |
| <input type="checkbox"/> Earth Sciences                  | <input type="checkbox"/> Life Sciences  | <input type="checkbox"/> Other                |
| <input type="checkbox"/> Engineering                     | <input type="checkbox"/> Materials Sciences   |   |
| <input type="checkbox"/> Environment, Health and Safety  | <input type="checkbox"/> National Energy Research Scientific Computing Center (NERSC) |   |

If other (please specify)

### 7. What was your job category?

- |   |  |
|---|--|
| <input type="checkbox"/> Scientific     | <input type="checkbox"/> Technical     |
| <input type="checkbox"/> Engineering    | <input type="checkbox"/> Skilled Craft |
| <input type="checkbox"/> Management     | <input type="checkbox"/> Other         |
| <input type="checkbox"/> Administrative |  |

If other (please specify)

### 8. How many years did you work at LBNL, including time as a graduate student, postdoc, sabbatical, etc.? Please also indicate total years of other UC service.

	0-5	6-10	11-15	16-20	21-30	31-40	More than 40 years
Total Years at LBNL	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Total Years of Other UC Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 9. How many years have you been retired?

- 0-5
- 6-10
- 11-15
- 16-20
- 20-25
- More than 25

## LBNL Retiree Survey

**10. How often have you been in contact with the Lab professionally since you retired?**

- Frequently
- Occasionally
- Seldom
- Not at all

**11. How often have you kept in contact with your co-workers since you retired?**

- Frequently
- Occasionally
- Seldom
- Not at all

### Professional/Technical Research Activities

**12. Have you been active professionally or technically within the last 3 years? (If no, survey will go to #18.)**

- Yes
- No

**13. If you answered yes to #12, please answer the following questions.**

	Yes	No
Were these activities connected with the Lab?	<input type="radio"/>	<input type="radio"/>
Were these activities connected with the University?	<input type="radio"/>	<input type="radio"/>
Were these activities in the same general area/field as before retirement?	<input type="radio"/>	<input type="radio"/>

If these activities weren't connected to the Lab or University, please describe.

| \_\_\_\_\_

## LBL Retiree Survey

**14. Please indicate the number of publications and professional works within the last 3 years.**

	1-2	3-5	6-10	More than 10
Published works: e.g., books, journal articles, reports, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Invited talks, conference presentations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Literary works	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Films/videos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Music/theater works	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

**15. Have you taught within the last 3 years? If so, please indicate where.**

- On a UC campus
- In a community college
- In an adult education program
- Other

If other (please specify)

**16. Have you mentored students within the last 3 years? If so, please indicate the number and type of student(s).**

	1-2	3-5	More than 5
Undergraduate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Post-graduate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

## LBL Retiree Survey

### 17. Have you provided other professional services within the last 3 years?

- Service on a professional/technical committee(s)
- Officer in a professional society
- Appointment as a journal/book/professional society newsletter editor
- Reviewer of articles submitted for publication
- Reviewer of funding proposals
- Other

If other (please specify)

## Post-Retirement Employment

### 18. Have you worked in a paid position since your retirement? (If no, survey will go to #21.)

- Yes
- No

### 19. Are you currently working in a paid position?

- Yes
- No

### 20. Please indicate the type and length of post-retirement employment.

	0-2 years	3-5	6-7	8-10	More than 10 years
LBL (rehired retiree)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UC position (rehired retiree)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-employed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other (please specify)

## Volunteer Activities

## LBL Retiree Survey

**21. Have you volunteered for any activity at LBNL or a UC campus within the last 3 years? (If no, survey will go to #23.)**

- Yes  
 No

**22. If you answered yes to #21, please indicate the approximate time devoted per year to each activity.**

	Once a week or more	Several times/year	About once/year
In any Lab division	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service on LBNL committees/advisory boards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A Lab-based volunteer program, e.g., CSEE education programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab community activities, e.g., Open House, Solano Stroll	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LBL Retirees' Association (EX-Ls)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In University departments or programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UC Berkeley Retirement Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lawrence Hall of Science (LHC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other (please specify)

**23. Have you volunteered with any other activity/organization within the last 3 years? (If no, survey will go to #25.)**

- Yes  
 No

## LBNL Retiree Survey

**24. If you answered yes to #23, please indicate the approximate time per year devoted to each activity.**

	Once a week or more	Several times/year	About once/year
Community/neighborhood organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Food Bank/Meals on Wheels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disaster relief/assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Church, synagogue, or mosque	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library/Literacy programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Aide/Crossing guard	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tutoring/mentoring/coaching kids	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Animal adoption/assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hospital/Hospice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elder Care Facility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Museum docent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other (please specify)

**25. If you have been involved in public service within the last 3 years, please indicate the level of your involvement.**

	Elected	Appointed
Local	<input type="checkbox"/>	<input type="checkbox"/>
State	<input type="checkbox"/>	<input type="checkbox"/>
National	<input type="checkbox"/>	<input type="checkbox"/>

Offices held (please specify)

**26. Would you be interested in volunteering with other retirees and employees as an organized Lab group (such as work with Habitat for Humanity)?**

Yes (depending on the project)

No

Comments

**Personal Interests/Education/Awards/Honors**

## LBL Retiree Survey

**27. Have you engaged in any of the following educational/self-enhancement activities within the last 3 years? Please check all that apply.**

- |   |  |
|---|--|
| <input type="checkbox"/> Audited or enrolled in college level courses for credit              | <input type="checkbox"/> LBNL Science at the Theatre programs              |
| <input type="checkbox"/> Adult school courses   | <input type="checkbox"/> Participated in book clubs                        |
| <input type="checkbox"/> Professional certification programs                                  | <input type="checkbox"/> Attended lectures, seminars, or the like          |
| <input type="checkbox"/> Academic degrees   | <input type="checkbox"/> Learned a new skill(s) (fishing, knitting, etc.)  |
| <input type="checkbox"/> UC Berkeley Retirement Center Programs, e.g., Learning in Retirement | <input type="checkbox"/> Learned to use a new technology (cell phone, etc) |
| <input type="checkbox"/> OLLI (Osher Lifelong Learning Institute) courses                     |  |

Other (please specify)

**28. How often did you engage in the following activities/hobbies within the last 3 years?**

	Frequently	Occasionally	Seldom
Attend theatre/performing arts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visit museums or exhibits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attend sporting events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engage in outdoor activities (e.g., hiking, camping, fishing)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gardening	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sports (tennis, running, golf, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dancing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide "care" for grandchildren, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dining out	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arts/crafts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reading	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creative Writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Music Performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

## LBNL Retiree Survey

**29. Have you received any awards, honors or special recognition within the last 3 years?**

- Professional  Community service  
 Educational  Other  
 Political

**30. If you answered #29, please briefly describe the honor or award.**

## LBNL Retirees Association (EX-Ls) Activities

**31. Are you currently a member of the LBNL Retirees Association, the EX-Ls? (If no, survey will go to #35.)**

- Yes  
 No

**32. Would you like to see the EX-Ls organize more social events in addition to the quarterly luncheons, e.g., museum visits, concerts, baseball games, picnics, golf outings, day trips, trips to national parks, etc.?**

- Yes  
 No

If yes, please specify.

**33. How useful do you find the following methods for the EX-Ls to use in communicating with you?**

	Very Useful	Somewhat Useful	Not Useful
Newsletter (EX-Ls Express)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Website (www.lbl.gov/EX-Ls)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)			

## LBNL Retiree Survey

**34. Do you have any additional suggestions or comments about programs or services the EX-Ls could provide on behalf of retirees? (with either answer the survey will go to #36.)**

- Yes
- No

If yes, (please specify)

**35. If you are not currently a member of the EX-Ls Retirees Association, why have you not joined? Please check all that apply.**

- I didn't know there was such an organization
- I don't like to join groups
- I don't know what the association does
- I know what the association does but I don't think I would benefit from joining
- I live too far away to attend luncheons/meetings/events
- I have mobility issues that prevent me from attending luncheons/events

Other (please specify)

**36. Are you aware that all LBNL retirees can participate in the UC Berkeley Retirement Center events, whether or not they are members of the EX-Ls?**

- Yes
- No

**37. Have you participated in any Retirement Center events or services within the last 3 years?**

- Yes
- No

## LBNL Retiree Survey

**38. If you answered yes to #37, please check all that apply.**

- |   |   |
|---|---|
| <input type="checkbox"/> Pre-Retirement Planning (PRP)          | <input type="checkbox"/> Special Events, e.g., Berkeley Art Museum tours, Faculty Club events |
| <input type="checkbox"/> Learning In Retirement (LIR)           | <input type="checkbox"/> Computer classes   |
| <input type="checkbox"/> Cal Connections Services and Discounts | <input type="checkbox"/> Health Insurance Counseling (HICAP)                                  |
| <input type="checkbox"/> the CenterPiece                        | <input type="checkbox"/> Book Club  |
| <input type="checkbox"/> Health and Wellness                    | <input type="checkbox"/> Resource/referral services   |
| <input type="checkbox"/> Financial Planning                     |   |

Other (please specify)

## Retiree Experiences

The following questions are intended to obtain a sense of the quality of life of LBNL retirees. Again, we want to reassure you that we won't share this information with anyone, except in aggregate.

**39. How well prepared were you overall (mentally, financially, etc.) for retirement on a scale of 1 (not very well prepared) to 5 (very well prepared)?**

- 1 (not very well prepared)     2     3     4     5 (very well prepared)

**40. How is your overall health on a scale of 1 (poor) to 5 (excellent)?**

- 1 (poor)     2     3     4     5 (excellent)

**41. Are you a caregiver for a parent/spouse/partner/relative/adult child/other?**

- Yes  
 No

**42. Are you receiving care from a spouse/partner/relative/adult child/other?**

- Yes  
 No

**43. Overall, how has your retirement experience been so far on a scale of 1 (poor) to 5 (excellent)?**

- 1 (poor)     2     3     4     5 (excellent)

## LBNL Retiree Survey

**44. Are there areas (e.g., financial planning, healthcare, etc.) where you feel the Lab/University/UC Berkeley Retirement Center could provide additional retirement resources?**

Yes

No

If yes, please specify.

**45. What has surprised you most about life in retirement?**

**We welcome any additional comments you would like to make below.**

**Thank you for participating in the survey!**

For more information on the EX-Ls visit [www.lbl.gov/EX-Ls/](http://www.lbl.gov/EX-Ls/)

For more information on the Retirement Center visit <http://thecenter.berkeley.edu/>

**Please provide your contact information (this is optional) - especially if you want to be notified when the survey results are posted.**

Name (first/last):

Address:

City, ST, Zip:

Email:

Phone: