

PUBLIC POLL FINDINGS AND METHODOLOGY

Full Annotated Questionnaire

NOTE: All results show percentages among all respondents, unless otherwise labeled. Reduced bases are unweighted values.

*NOTE: * = less than 0.5%, - = no respondents, NA = not applicable*

1. Please insert the percentage of your company's employees that are men and women. Your best estimate will do.

Mean summary

	Total (N=500)
Men	55%
Women	43%
Another gender	2%
Don't know	*

2. Please insert the percentage of your company that are men and women in **senior leadership roles**. Please think of senior leadership roles as those who are executives or primary decision makers. Your best estimate will do.

Mean summary

	Total
Men	61%
Women	37%
Another gender	2%
Don't know	1%

3. On average, what is your turnover rate each year? Your best estimate will do.

Mean summary

	Total
Mean	20%
Don't know	4%

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4. Which of the following has a higher turnover? Select one.

	Total
Men	46%
Women	36%
Another gender	*
There is no difference between genders	16%
Don't know	1%

5. How many days per year is the average person of each gender below absent from work? Your best estimate will do.

Mean summary

	Total
Men	15
Women	14
Another gender	3

6. For each benefit program/accommodation below, select the statement that best describes whether or not your company offers it. Select one for each.

	Total				
	Currently have	Have offered in the past but no longer offer	Don't offer but have considered offering	Never considered offering	Don't know
Maternity leave	65%	21%	9%	4%	*
Family leave	64%	19%	13%	4%	-
Education programs/trainings for managers	63%	22%	12%	4%	-
HSA (Health Savings Account)/FSA (Flexible Savings Account)	62%	22%	13%	3%	1%
Flexible work schedule	60%	22%	12%	5%	*
EAP (employee assistance programs)	57%	25%	15%	3%	*

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Virtual/remote work options	54%	28%	12%	5%	1%
Specific medical services, therapies as part of company sponsored health insurance	54%	25%	15%	5%	1%
Reimbursement for home office supplies/equipment	51%	25%	14%	9%	1%
Referral services for elder care, childcare, menopause, etc.	46%	22%	20%	11%	1%
Mom's room (a room specific for pumping)	43%	23%	19%	15%	1%
Access to menopause health professionals	40%	24%	19%	16%	1%
Menopause policy (time off / flexible work arrangements, etc.)	38%	22%	20%	19%	1%
Hormone replacement therapy covered by health insurance plan(s)	38%	22%	19%	19%	1%
LSA (Lifestyle Savings Account) with menopause related services approved use	34%	27%	18%	20%	2%
Menopause awareness sessions	33%	22%	21%	23%	1%
Cooling rooms	32%	23%	20%	23%	2%

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7. [ASK IF DO NOT OFFER MENOPAUSE POLICY, COOLING ROOMS, HORMONE REPLACEMENT THERAPY COVERED BY HEALTH INSURANCE PLAN(S), MENOPAUSE AWARENESS SESSIONS, OR LSA (LIFESTYLE SAVINGS ACCOUNT) WITH MENOPAUSE RELATED SERVICES APPROVED USE] Why does your company **not** provide the following accommodations/support for women going through menopause? Select all that apply for each.

	Menopause policy (time off / flexible work arrangements, etc.) (N = 306)	Cooling rooms (N = 331)	Hormone replacement therapy covered by health insurance plan(s) (N = 302)	Menopause awareness sessions (N = 331)	Access to menopause health professionals (N = 293)	LSA (Lifestyle Savings Account) with menopause related services approved use (N = 323)
Privacy issues	27%	22%	27%	23%	28%	25%
Ageism concern	19%	19%	19%	18%	23%	20%
Lack of support from senior management	27%	22%	27%	23%	23%	25%
Lack of budget or resources	24%	30%	28%	28%	25%	26%
Employees have not requested	43%	38%	40%	44%	41%	42%
Not sure/never discussed	9%	13%	11%	12%	10%	9%

8. What sort of impact does menopause have on your employees at work?

Total Negative Impact Summary

	Total
Male employees	47%
Female employees	72%

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8. What sort of impact does menopause have on your employees at work? *(Continued)*

a. Male employees

	Total
Extremely negative impact	7%
Somewhat negative impact	19%
Slight negative impact	21%
No impact	49%
Don't know	4%
<i>Negative impact (Net)</i>	47%

b. Female employees

	Total
Extremely negative impact	10%
Somewhat negative impact	30%
Slight negative impact	32%
No impact	24%
Don't know	4%
<i>Negative impact (Net)</i>	72%

9. Do you view menopause as more of a life stage or medical issue? Select one.

	Total
Life stage	49%
Medical issue	15%
Both	36%

10. [ASK IF BOTH AT Q8] If you had to choose between a life stage or medical issue, what do you think menopause is more aligned with? Select one.

	Total (N = 182)
Life stage	51%
Medical issue	49%

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11. How often in the last year, if ever, did menopause come up in benefit conversations with the following people? Select one for each.

	Total	
	Employees	Benefits Decision Makers
Never	24%	24%
Sometimes	47%	44%
Regularly	29%	32%

12. Which of the following people, if any, do you believe employees are comfortable discussing menopause with at work? Select all that apply.

	Total
Direct managers	40%
Human Resources	76%
Co-workers	50%
None of the above	5%

13. Which of the following **best describes** the culture in your organization/company when it comes to talking about menopause?

	Total
Comfortable	29%
Supported	24%
Respected	18%
Misunderstood	10%
Taboo	6%
Stigmatized	5%
Dismissive	4%
I don't know	4%

14. Are managers at your company trained on how to engage in conversations regarding menopause with their employees? Select one.

	Total
Yes	56%
No	41%
Don't know	3%

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15. [ASK IF Q14 = YES] How frequently, if ever, are managers required to use the following types of training tools to prepare for possible conversations regarding menopause with their employees? Select one for each item.

	Total (N = 280)					
	Education classes/training	Employee communication	Sensitivity training	Conversation coaching	Articles/Information on benefit website	Employee networks
Never, not available	1%	1%	2%	2%	1%	1%
Never (available, but not required)	6%	6%	4%	6%	6%	6%
Once	18%	14%	16%	18%	17%	12%
Annually	34%	33%	40%	37%	35%	35%
Quarterly	42%	46%	38%	37%	42%	45%
Don't know	-	-	-	-	*	1%

16. [ASK IF Q14 = YES] Are there any **other types of training** for managers to prepare for possible conversations regarding menopause with their employees? Select one.

	Total (N=280)
Yes	4%
No	93%
Don't know	3%

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17. [IF Q15 = ONCE, ANNUALLY OR QUARTERLY FOR ANY] For each of the following training tool(s) that managers are required to use at your company, please indicate if it is exclusive to 'menopause' or includes other topics as well. Select one for each item.

	Total					
	Education classes/training (N = 262)	Employee communication (N=260)	Sensitivity training (N=263)	Conversation coaching (N=258)	Articles/Information on benefit website (n=261)	Employee networks (N = 257)
Exclusive to menopause	45%	47%	47%	49%	41%	50%
Part of a larger/broader training/communication	55%	53%	53%	51%	59%	50%

* Each statement asked if selected once, annually or quarterly at Q15

18. How responsible do you feel your company and the employee should be in addressing the impact of menopause in the workplace? Please insert a whole number.

Mean Summary

	Total
Company's responsibility	51%
Employee's responsibility	49%

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19. What impact, if any, do you believe addressing menopause symptoms with your employees would have on the following? Select one for each.

Positive Impact Summary

	Total
Loyalty	63%
Productivity	61%
Engagement	58%
Retention	57%
Client relationships/customer service	57%
Referrals	54%
Company financials	51%
Absenteeism	50%

a. Loyalty

	Total
Significant positive impact	27%
Some positive impact	35%
No impact	23%
Some negative impact	9%
Significant negative impact	4%
Don't know	2%
<i>Positive Impact (Net)</i>	63%
<i>Negative Impact (Net)</i>	13%

b. Engagement

	Total
Significant positive impact	22%
Some positive impact	36%
No impact	25%
Some negative impact	10%
Significant negative impact	5%
Don't know	2%
<i>Positive Impact (Net)</i>	58%
<i>Negative Impact (Net)</i>	15%

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19. What impact, if any, do you believe addressing menopause symptoms with your employees would have on the following? Select one for each. *(Continued)*

c. Absenteeism

	Total
Significant positive impact	20%
Some positive impact	29%
No impact	29%
Some negative impact	14%
Significant negative impact	6%
Don't know	1%
<i>Positive Impact (Net)</i>	50%
<i>Negative Impact (Net)</i>	20%

d. Productivity

	Total
Significant positive impact	23%
Some positive impact	38%
No impact	20%
Some negative impact	13%
Significant negative impact	6%
Don't know	1%
<i>Positive Impact (Net)</i>	61%
<i>Negative Impact (Net)</i>	18%

e. Referrals

	Total
Significant positive impact	24%
Some positive impact	31%
No impact	27%
Some negative impact	11%
Significant negative impact	6%
Don't know	2%
<i>Positive Impact (Net)</i>	54%
<i>Negative Impact (Net)</i>	17%

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19. What impact, if any, do you believe addressing menopause symptoms with your employees would have on the following? Select one for each. (Continued)

f. Retention

	Total
Significant positive impact	23%
Some positive impact	35%
No impact	26%
Some negative impact	11%
Significant negative impact	4%
Don't know	1%
<i>Positive Impact (Net)</i>	57%
<i>Negative Impact (Net)</i>	15%

g. Company financials

	Total
Significant positive impact	20%
Some positive impact	31%
No impact	30%
Some negative impact	13%
Significant negative impact	4%
Don't know	2%
<i>Positive Impact (Net)</i>	51%
<i>Negative Impact (Net)</i>	17%

h. Client relationships/customer service

	Total
Significant positive impact	23%
Some positive impact	34%
No impact	25%
Some negative impact	12%
Significant negative impact	4%
Don't know	2%
<i>Positive Impact (Net)</i>	57%
<i>Negative Impact (Net)</i>	16%

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20. Which of the following do you believe are symptoms of menopause? Select all that apply.

	Total
Mood changes	47%
Hot flashes	42%
Night sweats	37%
Weight gain	36%
Irregular periods	34%
Vaginal dryness	34%
Anxiety	33%
Irritability	31%
Fatigue	31%
Sleep disturbance	31%
Depression	31%
Headaches	30%
Digestive (Net)	27%
Thinning hair	24%
Bloating	23%
Decreased libido	23%
Difficulty concentrating	22%
Joint pain	20%
Memory lapses	20%
Muscle tension and aches	20%
Breast soreness/tenderness	19%
Dizzy spells	19%
Stress incontinence	17%
Irregular heartbeat	13%
Body odor	13%
Osteoporosis	12%
Changes in taste	11%
Panic disorder	11%
Other digestive changes	9%
Itchiness	9%
Brittle nails	8%
Tingling extremities	7%
Electric shock sensations	7%
Burning mouth	6%



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About the Study

These are some of the findings from a Bank of America poll in partnership with the National Menopause Foundation, conducted between February 24th to March 3rd, 2023, with data collection by Ipsos. For the survey, a sample of 500 adults between the ages of 18 – 65 from the continental U.S., Alaska and Hawaii was interviewed online in English. In order to qualify for the survey, respondents had to be human resource benefit decision makers in companies that have at least 1,000 employees. Their employer could not be the government or an organization that is funded by tax dollars (e.g. public school teacher, healthcare workers at a publicly funded hospital, police, etc.).

Quotas were set to ensure an even split between male and female respondents. No post-hoc weights were applied to the data and findings reflect the opinion of these respondents.

Statistical margins of error are not applicable to online non-probability polls. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error and measurement error. Where figures do not sum to 100, this is due to the effects of rounding. The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll has a credibility interval of plus or minus 5.4 percentage points for all respondents. Ipsos calculates a design effect (DEFF) for each study based on the variation of the weights, following the formula of Kish (1965). This study had a credibility interval adjusted for design effect of the following (n=500, DEFF=1.5, adjusted Confidence Interval= +/- 6.9 percentage points for all respondents).

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