

1. How familiar are you with the symptoms of perimenopause and menopause?

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Familiar (Net)	955
	95%
Very familiar	427
	43%
Somewhat familiar	374
	37%
Slightly familiar	155
	15%
Not at all familiar	46
	5%
Sigma	1001
	100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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2. Have you experienced symptoms that you associate with perimenopause or menopause?

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Yes	502
	50%
I think so	236
	24%
No	203
	20%
I don't know.	60
	6%
Sigma	1001
	100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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3. Which of the following symptoms have you experienced?

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
Fatigue	587
	74%
Brain fog	427
	53%
Mood swings	519
	65%
Hot flashes	543
	68%
Dryness	350
	44%
Itchiness	296
	37%
Joint pain	411
	51%
Weight gain	460
	58%
Headaches/ migraines	3
	*
Sweating/ night sweats	4
	1%
Trouble sleeping/ insomnia	4
	*
Irregular/ changes in menstruation	6
	1%
Anxiety	1
	*
None	16
	2%
Other	4
	*
Don't know	2
	*
Sigma	3632
	455%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C/D/E/F/G/H/I/J/K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C/D/E/F/G/H/I/J/K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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4. Have you discussed these symptoms with a healthcare professional?

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
Yes	378
	47%
No	420
	53%
Sigma	798
	100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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5. How long did it take before you received a diagnosis of perimenopause or menopause from a healthcare practitioner?

	Total
Base: All Answering (unwtd)	378
Base: All Answering (wtd)	378
I have not received a diagnosis	120
	32%
Less than 6 months	124
	33%
6 months to under 1 year	49
	13%
1 to under 2 years	42
	11%
2 to under 5 years	21
	5%
5 to under 10 years	18
	5%
10 years or more	4
	1%
Sigma	378
	100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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7. Which of the following did you speak to about perimenopause or menopause symptoms at that time?

	Total
Base: All Answering (unwtd)	684
Base: All Answering (wtd)	678
GP / primary care doctor	271
	40%
Menopause specialist clinic	17
	2%
Nurse practitioner	31
	5%
Pharmacist	21
	3%
Mental health provider	9
	1%
Alternative practitioner	14
	2%
Obstetrician-Gynecologist (OB/GYN)	14
	2%
Family/ friends	15
	2%
Oncologist	4
	1%
Naturopath	2
	*
None - I really didn't know where to go	267
	39%
Nothing	3
	*
Other	11
	2%
Sigma	678
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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8. How long after first noticing symptoms did you receive effective treatment?

	Total
Base: All Answering (unwtd)	684
Base: All Answering (wtd)	678
Less than 3 months	169
	25%
3-6 months	86
	13%
6-12 months	115
	17%
1-2 years	86
	13%
More than two years	223
	33%
Sigma	678
	100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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10. Did you experience any of the following barriers when seeking care for perimenopausal or menopausal symptoms?

	Total
Base: All Answering (unwtd)	684
Base: All Answering (wtd)	678
Didn't know they were symptoms of perimenopause/menopause	179
	26%
Didn't know where to seek help	126
	19%
Didn't know where to access resources and information	102
	15%
Symptoms were dismissed or minimized	143
	21%
Long wait times	108
	16%
Cost	78
	12%
Felt embarrassed or uncomfortable	92
	14%
Inflexible work or childcare schedule	46
	7%
Believed symptoms were normal and not treatable	199
	29%
No barriers	192
	28%
No family doctor	6
	1%
Did not seek help	6
	1%
Nothing	2
	*
Other	4
	1%
Don't know	4
	1%
Sigma	1287
	190%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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11. Which of the following did you personally spend time on while trying to get help?

	Total
Base: All Answering (unwtd)	684
Base: All Answering (wtd)	678
Researching symptoms online	373
	55%
Preparing to “prove” symptoms	117
	17%
Requesting referrals	60
	9%
Researching health care providers and treatment	105
	15%
Booking and re-booking appointments	124
	18%
Paying privately after public care delays	30
	4%
None of the above	198
	29%
Sigma	1005
	148%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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12. If you have been diagnosed with ADHD or ADD at any point in your life, have you noticed any changes in symptoms as you age?

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
I have not been diagnosed with ADHD or ADD	554
	69%
I have noticed a significant increase	50
	6%
I have noticed a moderate increase	39
	5%
I have noticed a slight increase	24
	3%
I have not noticed an increase	42
	5%
Don't know	89
	11%
Sigma	798
	100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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14. How often do you feel your symptoms associated with perimenopause or menopause affect your performance at work?

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
Always	64
	8%
Often	164
	21%
Sometimes	279
	35%
Rarely	166
	21%
Never	124
	16%
Sigma	798
	100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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15. How did the time you spent seeking perimenopause or menopause care affect your work?

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
I have not sought care	193
	24%
Time off	64
	8%
Short-term leave	47
	6%
Reduced productivity	127
	16%
Adjusted schedule	67
	8%
Considered leaving job	44
	6%
No impact	339
	42%
Prefer not to say	30
	4%
Sigma	911
	114%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C/D/E/F/G/H/I/J/K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C/D/E/F/G/H/I/J/K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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16. How many sick days have you taken from work for hormonal health reasons? If none, please enter 0

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
0	585 73%
1	30 4%
2	45 6%
3	24 3%
4	10 1%
5	45 6%
6	4 1%
7	10 1%
8	3 *
9	1 *
10	12 2%
11	1 *
12	3 *
14	2 *
15	3 *
16	1 *
20	4 *
21	1 *
25	2 *
30	3 *
40	2 *
50	9 1%
Sigma	798 100%
Summary	
Mean (Including 0)	2
Std. Dev.	6.45
Std. Err.	0.23
Median	-
Base (Excluding 0)	214
Mean (Excluding 0)	7.4
Std. Dev.	10.76
Std. Err.	0.74
Median	4

Statistics:
Overlap formula used
- Column Proportions:
Columns Tested (5%): A/B/C/D/E/F/G/H/I/J/K/L/M/N
Minimum Base: 30 (**), Small Base: 100 (*)
- Column Means:
Columns Tested (5%): A/B/C/D/E/F/G/H/I/J/K/L/M/N
Minimum Base: 30 (**), Small Base: 100 (*)

17. Does your employer provide any health benefits or services that support hormonal health (e.g., menopause or perimenopause

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
Yes — my employer provides many relevant benefits/services	103
	13%
Yes — my employer provides some, but not enough	59
	7%
No — they do not provide any	443
	55%
Don't know	193
	24%
Sigma	798
	100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_1. To what extent do you agree with the following statements: -
I feel that I am currently at the peak of my career and abilities.

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	336
	34%
Strongly agree	57
	6%
Agree	278
	28%
Neither agree or disagree	398
	40%
Bottom 2 Box (Net)	267
	27%
Disagree	188
	19%
Strongly Disagree	79
	8%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_2. To what extent do you agree with the following statements: -
I am satisfied with the workplace health support my employer

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	246
	25%
Strongly agree	48
	5%
Agree	197
	20%
Neither agree or disagree	509
	51%
Bottom 2 Box (Net)	246
	25%
Disagree	157
	16%
Strongly Disagree	89
	9%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_3. To what extent do you agree with the following statements: -
The supports my employer offers for perimenopause and

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	241
	24%
Strongly agree	63
	6%
Agree	179
	18%
Neither agree or disagree	584
	58%
Bottom 2 Box (Net)	176
	18%
Disagree	123
	12%
Strongly Disagree	53
	5%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_4. To what extent do you agree with the following statements: -
The supports my employer offers for perimenopause and

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	307
	31%
Strongly agree	89
	9%
Agree	218
	22%
Neither agree or disagree	534
	53%
Bottom 2 Box (Net)	159
	16%
Disagree	108
	11%
Strongly Disagree	51
	5%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_5. To what extent do you agree with the following statements: -
The perimenopause and menopause supports available at my

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	207
	21%
Strongly agree	51
	5%
Agree	157
	16%
Neither agree or disagree	576
	58%
Bottom 2 Box (Net)	217
	22%
Disagree	147
	15%
Strongly Disagree	70
	7%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_6. To what extent do you agree with the following statements: -
The perimenopause and menopause supports available at my

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	361
	36%
Strongly agree	119
	12%
Agree	242
	24%
Neither agree or disagree	508
	51%
Bottom 2 Box (Net)	133
	13%
Disagree	95
	9%
Strongly Disagree	38
	4%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_7. To what extent do you agree with the following statements: -
I would leave my current employer for one with better hormonal

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	253
	25%
Strongly agree	70
	7%
Agree	182
	18%
Neither agree or disagree	410
	41%
Bottom 2 Box (Net)	339
	34%
Disagree	218
	22%
Strongly Disagree	121
	12%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_8. To what extent do you agree with the following statements: -
I would leave my current employer for one with better women's

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	284
	28%
Strongly agree	80
	8%
Agree	204
	20%
Neither agree or disagree	402
	40%
Bottom 2 Box (Net)	315
	31%
Disagree	207
	21%
Strongly Disagree	108
	11%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_9. To what extent do you agree with the following statements: -
My workplace supports women as they age in the workforce.

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	305
	31%
Strongly agree	63
	6%
Agree	242
	24%
Neither agree or disagree	456
	46%
Bottom 2 Box (Net)	239
	24%
Disagree	169
	17%
Strongly Disagree	70
	7%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_10. To what extent do you agree with the following statements:

- I am comfortable discussing perimenopause/menopause in the

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	401
	40%
Strongly agree	107
	11%
Agree	294
	29%
Neither agree or disagree	330
	33%
Bottom 2 Box (Net)	270
	27%
Disagree	171
	17%
Strongly Disagree	99
	10%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_11. To what extent do you agree with the following statements:

- I fear I will be judged for my workplace performance if I discuss

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	327
	33%
Strongly agree	99
	10%
Agree	227
	23%
Neither agree or disagree	354
	35%
Bottom 2 Box (Net)	321
	32%
Disagree	211
	21%
Strongly Disagree	110
	11%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_12. To what extent do you agree with the following statements:

- I am afraid of being discriminated against and passed up for promotions based on my age if I disagree

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	339
	34%
Strongly agree	96
	10%
Agree	243
	24%
Neither agree or disagree	324
	32%
Bottom 2 Box (Net)	338
	34%
Disagree	203
	20%
Strongly Disagree	134
	13%
Sigma	1001
	100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18. To what extent do you agree with the following statements: -
T2B Summary

	Total
I feel that I am currently at the peak of my career and abilities.	336
	34%
I am satisfied with the workplace health support my employer offers for perimenopause and menopause.	246
	25%
The supports my employer offers for perimenopause and menopause are difficult or confusing to navigate	241
	24%
The supports my employer offers for perimenopause and menopause do not meet my unique personal needs.	307
	31%
The perimenopause and menopause supports available at my workplace are not culturally appropriate.	207
	21%
The perimenopause and menopause supports available at my workplace are not comprehensive.	361
	36%
I would leave my current employer for one with better hormonal health supports.	253
	25%
I would leave my current employer for one with better women's health supports.	284
	28%
My workplace supports women as they age in the workforce.	305
	31%
I am comfortable discussing perimenopause/menopause in the workplace.	401
	40%
I fear I will be judged for my workplace performance if I discuss perimenopause/menopause.	327
	33%
I am afraid of being discriminated against and passed up for promotions based on my age if I discuss perimenopause/menopause in the workplace	339
	34%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18. To what extent do you agree with the following statements: -
B2B Summary

	Total
	267
I feel that I am currently at the peak of my career and abilities.	27%
	246
I am satisfied with the workplace health support my employer offers for perimenopause and menopause.	25%
	176
The supports my employer offers for perimenopause and menopause are difficult or confusing to navigate	18%
	159
The supports my employer offers for perimenopause and menopause do not meet my unique personal needs.	16%
	217
The perimenopause and menopause supports available at my workplace are not culturally appropriate.	22%
	133
The perimenopause and menopause supports available at my workplace are not comprehensive.	13%
	339
I would leave my current employer for one with better hormonal health supports.	34%
	315
I would leave my current employer for one with better women's health supports.	31%
	239
My workplace supports women as they age in the workforce.	24%
	270
I am comfortable discussing perimenopause/menopause in the workplace.	27%
	321
I fear I will be judged for my workplace performance if I discuss perimenopause/menopause.	32%
	338
I am afraid of being discriminated against and passed up for promotions based on my age if I discuss perimenopause/menopause in the workplace	34%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C/D/E/F/G/H/I/J/K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C/D/E/F/G/H/I/J/K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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