

Q8. How many different employers have you worked for since you started working?

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

		Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
	Total	Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
Base: All Respondents Weighted		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
1	238 12%	163 10%	75 18% A	80 14% E	81 11%	76 10%	103 10%	135 13% F	94 9%	144 14% H	100 16% K	139 10%	65 12%	130 12%	43 11%	102 11%	85 11%	15 12%	11 12%
2	264 13%	213 13%	51 12%	96 17% E	98 14% E	67 9%	128 12%	136 13%	114 11%	150 14%	93 15%	170 12%	73 13%	145 13%	46 12%	111 12%	103 13%	20 15%	14 16%
3	362 18%	299 18%	62 15%	123 22% E	129 18% E	105 14%	180 17%	182 18%	166 17%	196 19%	116 18%	246 17%	99 18%	197 18%	66 17%	145 16%	149 19%	24 19%	13 14%
4	280 14%	226 14%	54 13%	78 14%	85 12%	112 15%	135 13%	145 14%	138 14%	142 13%	98 15%	182 13%	70 13%	152 14%	58 15%	117 13%	111 14%	22 17%	16 17%
5	282 14%	236 14%	46 11%	68 12%	107 15%	103 14%	134 13%	148 15%	144 14%	138 13%	76 12%	206 15%	55 10%	178 16% L	49 12%	128 14%	108 14%	18 14%	14 15%
6	190 9%	153 9%	37 9%	27 5%	72 10% C	88 12% C	98 9%	92 9%	99 10%	91 9%	55 9%	135 10%	56 10%	97 9%	37 10%	97 11%	62 8%	13 10%	9 10%
7	89 4%	72 4%	16 4%	24 4%	28 4%	37 5%	51 5%	37 4%	55 6% I	33 3%	23 4%	66 5%	31 6%	44 4%	14 4%	40 4%	32 4%	5 4%	5 5%
8	89 4%	73 4%	15 4%	17 3%	31 4%	36 5%	49 5%	40 4%	38 4%	50 5%	19 3%	69 5%	21 4%	47 4%	21 5%	34 4%	39 5%	2 2%	3 3%
9	26 1%	18 1%	7 2%	2 0	14 2%	9 1%	17 2%	9 1%	18 2% I	7 1%	6 1%	20 1%	13 2% M	7 1%	5 1%	14 2%	7 1%	1 1%	1 1%
10	91 4%	79 5%	12 3%	14 2%	34 5%	42 6% C	48 5%	42 4%	54 5% I	37 3%	21 3%	70 5%	29 5%	41 4%	20 5%	39 4%	45 6%	2 2%	3 4%
11	9 0	9 1%	0 -	2 0	2 0	5 1%	6 1%	3 0	3 0	5 1%	4 1%	5 0	5 1%	3 0	1 0	3 0	3 0	0 -	1 1%
12	32 2%	23 1%	9 2%	4 1%	7 1%	20 3% CD	23 2% G	9 1%	21 2%	11 1%	5 1%	27 2%	9 2%	17 2%	6 1%	17 2%	9 1%	2 2%	0 -
13	1 0	1 0	0 -	0 -	0 -	1 0	1 0	0 -	1 0	0 -	0 -	1 0	0 -	0 -	1 0	0 -	1 0	0 -	0 -
14	2 0	2 0	0 -	0 -	1 0	1 0	2 0	0 -	2 0	1 0	1 0	2 0	1 0	1 0	0 -	1 0	1 0	0 -	0 -
15	35 2%	23 1%	12 3%	6 1%	9 1%	20 3% D	18 2%	17 2%	19 2%	16 1%	9 1%	26 2%	7 1%	13 1%	15 4% LM	20 2%	12 1%	1 1%	1 1%
16	3 0	3 0	0 -	0 -	0 -	3 0	3 0	0 -	1 0	1 0	1 0	2 0	1 0	1 0	0 -	1 0	2 0	0 -	0 -
17	2 0	2 0	0 -	0 -	1 0	1 0	1 0	1 0	1 0	1 0	1 0	1 0	0 -	1 0	1 0	1 0	0 -	1 1% P	0 -
18	1 0	1 0	0 -	0 -	0 -	1 0	1 0	0 -	1 0	0 -	0 -	1 0	0 -	0 -	1 0	0 -	1 0	0 -	0 -
20	29 1%	22 1%	6 1%	8 1%	9 1%	12 2%	17 2%	12 1%	15 2%	13 1%	6 1%	22 2%	6 1%	16 1%	7 2%	13 1%	13 2%	1 1%	0 -

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	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
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		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
21	30	30	0	20	10	0	10	20	20	10	10	20	10	0	20	20	10	0	0
25	50	40	10	0	0	51% D	30	20	30	20	10	40	10	40	0	30	20	0	0
30	80	70	10	20	30	30	71% G	10	30	50	20	60	41% L	40	10	30	40	0	0
40	10	10	0	0	0	10	10	10	0	10	10	10	0	10	0	10	10	0	0
42	10	10	0	0	0	0	10	0	0	10	10	0	0	10	0	10	0	0	0
44	10	0	10	0	10	0	10	0	0	10	0	10	10	0	0	10	0	0	0
45	20	10	10	0	10	10	0	20	0	20	10	10	20	0	0	10	0	0	0
50	60	60	0	0	20	41% E	51% G	10	20	40	10	50	30	30	10	20	20	11% Q	0
60	10	0	10	0	10	0	0	10	0	10	10	0	10	0	0	10	0	0	0
64	10	0	10	0	0	10	10	0	10	0	0	10	0	10	0	10	0	0	0
65	10	10	0	0	0	10	10	0	10	0	0	10	0	0	10	0	0	0	11% OP
88	10	0	10	0	0	10	10	0	10	0	0	10	10	0	0	10	0	0	0
Summary																			
Mean (Num. of Employees)(Incl '0)	5.3	5.3	5.4	4.2	5.2 C	6.2 CD	5.8 G	4.8	5.6	5.1	4.7	5.6 J	5.7 M	5.0	5.5	5.6	5.2	4.6	4.7
Mean (Num. of Employees)(Excl '0)	5.3	5.3	5.4	4.2	5.2 C	6.2 CD	5.8 G	4.8	5.6	5.1	4.7	5.6 J	5.7 M	5.0	5.5	5.6	5.2	4.6	4.7
Std Dev	5.7	5.2	7.5	3.7	5.6	6.8	6.6	4.7	5.6	5.8	5.3	5.9	7.3	5.0	5.1	6.4	4.8	5.2	5.8
Std Err	0.1	0.1	0.4	0.2	0.2	0.2	0.2	0.1	0.2	0.2	0.2	0.2	0.3	0.1	0.2	0.2	0.2	0.4	0.5
Median	4.0	4.0	4.0	3.0	4.0	5.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0

Q9. How many years have you been with your current employer?

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
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		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Less than one year	293 14%	190 12%	103 25% A	141 25% DE	81 11%	68 9%	148 14%	145 14%	137 14%	156 15%	68 11%	225 16% J	151 27% MN	113 10%	29 7%	193 21% PQR	64 8% R	12 9% R	2 3%
2 years	191 9%	152 9%	39 10%	85 15% DE	50 7%	55 7%	83 8%	108 11%	104 10%	86 8%	36 6%	155 11% J	58 11% N	107 10%	26 6%	92 10%	68 9%	8 6%	6 7%
3 years	189 9%	153 9%	36 9%	73 13% E	65 9%	50 7%	96 9%	93 9%	101 10%	88 8%	38 6%	151 11% J	51 9%	115 10% N	23 6%	83 9%	77 10%	13 10%	8 8%
15 to 19 years	185 9%	161 10% B	24 6%	0 -	98 14% C	83 11% C	95 9%	90 9%	74 7%	112 11% H	81 13% K	104 7%	36 6%	109 10% L	41 10% L	54 6%	97 12% O	15 12% O	7 8%
1 year	181 9%	129 8%	52 13% A	71 13% E	73 10% E	36 5%	84 8%	97 10%	88 9%	93 9%	39 6%	142 10% J	89 16% MN	77 7% N	16 4%	107 12% PQR	57 7%	4 3%	4 4%
4 years	129 6%	109 7%	21 5%	48 9% E	44 6%	35 5%	60 6%	70 7%	74 7%	55 5%	45 7%	84 6%	34 6%	73 7%	22 6%	66 7% Q	49 6% Q	1 1%	4 5%
5 years	113 5%	74 4%	39 9% A	32 6%	37 5%	43 6%	50 5%	62 6%	57 6%	56 5%	33 5%	80 6%	20 4%	72 7% L	21 5%	58 6%	34 4%	7 5%	5 5%
11 to 14 years	112 5%	95 6%	17 4%	0 -	63 9% C	47 6% C	59 6%	53 5%	52 5%	60 6%	41 6%	70 5%	8 1%	73 7% L	31 8% L	38 4%	47 6%	7 5%	7 7%
20 to 24 years	108 5%	97 6% B	10 3%	0 -	28 4% C	77 10% CD	53 5%	55 5%	43 4%	65 6%	50 8% K	58 4%	16 3%	51 5%	41 11% LM	26 3%	52 7% O	12 9% O	10 11% O
7 years	95 5%	80 5%	15 4%	25 4%	44 6% E	25 3%	52 5%	43 4%	53 5%	42 4%	29 4%	67 5%	16 3%	51 5%	29 7% LM	39 4%	39 5%	5 4%	5 5%
6 years	85 4%	76 5%	9 2%	25 5%	38 5% E	21 3%	43 4%	42 4%	41 4%	45 4%	25 4%	60 4%	15 3%	49 4%	22 5% L	33 4%	39 5%	7 5%	2 3%
25 to 29 years	80 4%	76 5% B	4 1%	2 0	8 1%	69 9% CD	57 6% G	23 2%	35 3%	46 4%	45 7% K	35 2%	16 3%	43 4%	21 5%	12 1%	46 6% O	9 7% O	10 10% O
10 years	76 4%	67 4%	10 2%	17 3%	31 4%	28 4%	39 4%	38 4%	34 3%	42 4%	28 4%	48 3%	10 2%	42 4% L	24 6% L	30 3%	31 4%	6 5%	6 6%
8 years	74 4%	66 4%	8 2%	15 3%	29 4%	30 4%	33 3%	42 4%	34 3%	40 4%	17 3%	57 4%	13 2%	47 4%	14 4%	31 3%	32 4%	7 6%	3 3%
9 years	58 3%	47 3%	11 3%	18 3%	27 4% E	14 2%	33 3%	26 3%	33 3%	25 2%	17 3%	41 3%	6 1%	39 4% L	14 3% L	21 2%	22 3%	5 4%	5 5%
30 to 34 years	58 3%	52 3%	6 1%	0 -	0 -	56 7% CD	31 3%	27 3%	20 2%	38 4%	38 6% K	20 1%	12 2%	33 3%	13 3%	11 1%	28 4% O	9 7% O	6 6% O
35 to 39 years	16 1%	11 1%	5 1%	0 -	0 -	14 2% CD	11 1%	4 0	7 1%	8 1%	8 1%	8 1%	2 0	9 1%	4 1%	2 0	6 1%	3 2%	2 2% O
40 or more years	5 0	4 0	1 0	0 -	0 -	3 0	5 0	0 -	4 0	1 0	1 0	3 0	0 -	1 0	4 1% LM	1 0	1 0	0 -	2 2% OP
Other	3 0	3 0	0 -	0 -	2 0	1 0	2 0	2 0	3 0	0 -	2 0	1 0	2 0	1 0	1 0	2 0	2 0	0 -	0 -

Q9. How many years have you been with your current employer?

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
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		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Summary																			
5 years or less	1096 53%	806 49%	290 71% A	451 81% DE	350 49% E	287 38%	521 50%	575 56% F	562 56% I	534 51%	258 40%	838 59% J	404 73% MN	557 50% N	135 34%	599 67% PQR	349 44% QR	44 34%	29 31%
6 to 19 years	686 33%	592 36% B	94 23%	101 18%	330 46% CE	247 33% C	353 34%	333 33%	321 32%	365 35%	239 37% K	448 32%	103 18% L	409 37% LM	174 44% LM	246 27% O	308 39% O	52 41% O	34 37% O
20 years and over	266 13%	240 15% B	26 6%	2 0	36 5% C	219 29% CD	157 15% G	109 11%	109 11%	157 15% H	142 22% K	124 9%	46 8% L	137 12% L	84 21% LM	52 6% O	134 17% O	32 25% OP	30 32% OP
Mean (Years)	8.4	9.0 B	5.7	3.1	7.5 C	12.8 CD	9.0 G	7.7	7.7	9.0 H	11.4 K	7.0	5.6	8.7 L	11.3 LM	5.8	10.0 O	12.2 OP	13.8 OP

Q10. How many years do you expect you will stay with your current employer or company?

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
10 years	229 11%	193 12%	35 9%	46 8%	79 11%	103 14% C	113 11%	116 11%	125 13%	103 10%	56 9%	173 12% J	50 9%	131 12%	48 12%	91 10%	102 13%	15 12%	10 11%
5 years	218 11%	169 10%	48 12%	45 8%	74 10%	98 13% C	96 9%	122 12%	118 12%	100 9%	51 8%	167 12% J	64 12%	105 9%	49 12%	106 12%	83 10%	9 7%	8 9%
2 years	209 10%	164 10%	45 11%	70 13% D	56 8%	75 10%	103 10%	106 10%	111 11%	98 9%	42 7%	167 12% J	44 8%	127 12%	37 10%	87 10%	79 10%	10 8%	12 13%
Less than one year	205 10%	146 9%	59 14% A	89 16% DE	52 7%	61 8%	94 9%	111 11%	112 11%	93 9%	42 7%	162 12% J	77 14% MN	95 9%	32 8%	126 14% PQR	49 6%	4 3%	4 5%
20 to 24 years	167 8%	148 9% B	19 5%	27 5%	101 14% CE	38 5%	81 8%	86 8%	55 6%	112 11% H	74 12% K	93 7%	35 6%	105 9%	27 7%	58 6%	90 11% O	7 5%	6 7%
1 year	162 8%	100 6%	61 15% A	73 13% DE	44 6%	43 6%	77 7%	84 8%	83 8%	79 8%	42 7%	120 9%	59 11% N	87 8% N	15 4%	103 12% PR	37 5%	12 10% P	5 5%
15 to 19 years	134 7%	114 7%	20 5%	16 3%	60 8% C	58 8% C	65 6%	68 7%	55 6%	78 7%	52 8%	82 6%	30 5%	72 6%	32 8%	49 5%	60 8%	12 9%	7 8%
25 to 29 years	125 6%	106 6%	19 5%	25 4%	72 10% CE	27 4%	74 7%	51 5%	51 5%	74 7%	58 9% K	66 5%	37 7%	67 6%	21 5%	46 5%	59 7%	9 7%	5 6%
30 to 34 years	113 5%	103 6% B	10 2%	39 7% E	50 7% E	23 3%	62 6%	51 5%	44 4%	69 7%	57 9% K	56 4%	35 6%	63 6%	15 4%	25 3%	62 8% O	11 8% O	5 6%
3 years	112 5%	76 5%	37 9% A	38 7% D	22 3%	49 6% D	59 6%	54 5%	60 6%	52 5%	19 3%	93 7% J	32 6%	54 5%	26 7%	64 7% P	26 3%	11 8% P	5 5%
35 to 39 years	62 3%	61 4% B	2 0	17 3%	21 3%	25 3%	37 4%	25 2%	29 3%	33 3%	45 7% K	18 1%	15 3%	40 4%	8 2%	11 1%	33 4% O	9 7% O	4 4% O
4 years	61 3%	45 3%	17 4%	18 3%	15 2%	27 4%	32 3%	30 3%	27 3%	34 3%	17 3%	44 3%	14 3%	27 2%	20 5% M	21 2%	22 3%	5 4%	4 4%
11 to 14 years	38 2%	36 2% B	2 0	2 0	9 1%	27 4% CD	25 2%	13 1%	18 2%	20 2%	16 3%	22 2%	10 2%	19 2%	9 2%	13 1%	14 2%	7 5% OP	2 2%
8 years	34 2%	33 2% B	1 0	4 1%	10 1%	21 3% C	21 2%	13 1%	17 2%	18 2%	7 1%	27 2%	5 1%	19 2%	10 3%	10 1%	15 2%	2 2%	5 6% OP
6 years	32 2%	26 2%	6 2%	6 1%	5 1%	20 3% D	13 1%	19 2%	13 1%	19 2%	12 2%	20 1%	9 2%	17 2%	6 2%	15 2%	14 2%	1 1%	1 1%
40 or more years	29 1%	27 2%	2 1%	8 1%	8 1%	13 2%	21 2% G	8 1%	16 2%	14 1%	10 2%	20 1%	10 2%	10 1%	9 2% M	9 1%	12 2%	3 2%	4 4% OP
7 years	27 1%	24 1%	3 1%	8 1%	3 0	16 2% D	14 1%	13 1%	15 1%	13 1%	7 1%	20 1%	7 1%	13 1%	7 2%	10 1%	9 1%	3 3%	1 1%
9 years	12 1%	11 1%	1 0	0 -	2 0	10 1% CD	8 1%	4 0	8 1%	5 0	6 1%	6 0	1 0	6 1%	4 1%	5 1%	5 1%	0 -	2 2%
Other	27 1%	21 1%	6 1%	10 2%	10 1%	7 1%	10 1%	17 2%	12 1%	15 1%	7 1%	20 1%	3 1%	14 1%	9 2% L	16 2%	8 1%	0 -	1 1%

Q10. How many years do you expect you will stay with your current employer or company?

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(DK/NS)	56 3%	A 38 2%	B 17 4%	C 16 3%	D 27 4%	E 11 2%	F 29 3%	G 26 3%	H 27 3%	I 28 3%	J 20 3%	K 36 3%	L 15 3%	M 33 3%	N 8 2%	O 32 4%	P 13 2%	Q 1 1%	R 1 1%
Summary																			
5 years or less	967 47%	700 43%	267 65%	332 60%	262 37%	353 47%	461 45%	506 50%	511 51%	456 43%	214 33%	753 53%	291 53%	496 45%	180 46%	506 56%	296 37%	50 39%	38 41%
6 to 19 years	506 25%	438 27%	68 17%	81 15%	168 23%	255 34%	259 25%	247 24%	251 25%	255 24%	156 24%	350 25%	112 20%	276 25%	117 30%	194 22%	219 28%	39 31%	28 30%
20 years and over	496 24%	444 27%	52 13%	115 21%	251 35%	127 17%	275 27%	222 22%	194 20%	302 29%	244 38%	252 18%	133 24%	284 26%	79 20%	150 17%	255 32%	38 30%	25 27%
Mean (Years)	11.3	12.3 B	7.2	9.4	14.1 CE	10.3	12.1 G	10.5	10.2	12.4 H	15.4 K	9.5	10.8	11.7	11.0	8.8	13.7 O	13.9 O	13.1 O

Q11.

Thinking about the opportunity to change jobs, which of the following statements reflects your point of view most closely?

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	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full-time	Employ ed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
If I were to change jobs, I would like to move to another company	744	604	140	261	241	241	391	353	387	357	199	545	214	401	129	377	237	42	36
	36%	37%	34%	47% DE	34%	32%	38%	35%	39% I	34%	31%	39% J	39%	36%	33%	42% P	30%	33%	39% P
If I were to change jobs, I would prefer to move within my company rather than moving to another employer	737	607	130	176	268	282	378	359	325	412	261	476	202	415	120	244	351	53	38
	36%	37%	32%	32%	37%	37%	37%	35%	33%	39% H	41% K	34%	36%	38% N	30%	27%	44% O	41% O	41% O
I would rather stay with one employer in the same job for most of my career than have many different jobs or employers	571	431	141	116	209	230	264	307	283	288	181	390	138	288	145	277	203	33	18
	28%	26%	34% A	21%	29% C	31% C	26%	30% F	28%	27%	28%	28%	25%	26%	37% LM	31% PR	26%	26%	20%

Q12d. [TOP THREE SECTORS SUMMARY]

Which sectors or kinds of businesses would be the ... appealing if the opportunity presented itself?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

* small base

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: Change the job completely	699	584	115	134	216	348	373	326	370	329	189	510	182	374	143	322	236	46	45
Weighted	744	604	140*	261	241	241	391	353	387	357	199	545	214	401	129	377	237	42*	36*
Government	255 34%	215 36%	40 29%	93 36%	93 39% E	68 28%	124 32%	131 37%	144 37%	111 31%	64 32%	191 35%	85 39%	128 32%	42 32%	132 35%	87 36%	9 20%	11 30%
Entertainment	199 27%	158 26%	42 30%	91 35% E	65 27% E	44 18%	100 26%	99 28%	110 28%	89 25%	58 29%	141 26%	53 25%	109 27%	38 29%	110 29% Q	61 26%	5 12%	8 22%
Consultant	170 23%	136 23%	34 25%	41 16%	51 21%	79 33% CD	98 25%	72 20%	101 26%	69 19%	31 16%	139 26% J	43 20%	85 21%	43 33% LM	63 17%	57 24%	18 42% OP	20 54% OP
Hotel or restaurant industry	149 20%	105 17%	44 32% A	54 21%	44 18%	50 21%	54 14%	95 27% F	61 16%	89 25% H	40 20%	110 20%	42 20%	90 22% N	17 13%	94 25% PQR	36 15%	3 8%	3 9%
Professor/ teacher	130 17%	112 18%	18 13%	48 18%	42 17%	40 17%	70 18%	60 17%	59 15%	71 20%	41 21%	89 16%	40 18%	69 17%	22 17%	62 17%	45 19%	12 29%	4 12%
IT	111 15%	95 16%	16 12%	43 16%	43 18% E	25 11%	85 22% G	26 7%	59 15%	52 15%	34 17%	77 14%	36 17% N	66 16% N	10 8%	59 16%	34 14%	6 15%	4 10%
Service industry for consumer	107 14%	85 14%	22 15%	21 8%	36 15% C	49 21% C	53 14%	54 15%	51 13%	55 15%	37 19%	69 13%	34 16%	57 14%	15 12%	64 17%	28 12%	7 17%	3 8%
Retail industry	101 14%	70 12%	30 22% A	26 10%	35 15%	40 16%	47 12%	54 15%	45 12%	56 16%	33 17%	68 12%	28 13%	57 14%	16 12%	66 17% PQ	22 9%	1 3%	3 9%
Natural resources/ agriculture	101 14%	84 14%	17 12%	35 13%	28 11%	38 16%	59 15%	42 12%	48 12%	52 15%	27 14%	73 13%	32 15%	46 12%	23 17%	44 12%	33 14%	7 17%	7 18%
Medical profession	100 13%	70 12%	30 21% A	48 18% E	26 11%	25 10%	25 6%	76 21% F	37 9%	64 18% H	34 17%	66 12%	31 14%	54 14%	15 12%	65 17% PR	16 7%	9 20% PR	1 4%
Construction	100 13%	88 15%	12 8%	45 17%	30 12%	26 11%	79 20% G	20 6%	65 17% I	35 10%	25 13%	75 14%	20 9%	64 16%	16 12%	49 13%	30 13%	10 24%	4 11%
Service industry for business	90 12%	81 13%	10 7%	15 6%	33 14% C	42 18% C	55 14%	35 10%	61 16% I	29 8%	15 8%	75 14% J	20 9%	49 12%	21 16%	35 9%	38 16% O	7 16%	9 25% O
Manufacturing	89 12%	78 13%	11 8%	15 6%	36 15% C	37 16% C	63 16% G	25 7%	55 14%	33 9%	17 9%	71 13%	20 9%	52 13%	17 13%	40 11%	29 12%	7 16%	5 15%
Industrial or trades	85 11%	75 12%	10 7%	32 12%	34 14% E	19 8%	72 18% G	13 4%	47 12%	38 11%	29 15%	56 10%	30 14%	46 11%	9 7%	28 7%	42 18% OR	7 18% OR	0 -
Financial services	83 11%	74 12%	9 7%	40 15% D	20 8%	24 10%	42 11%	42 12%	56 14% I	28 8%	20 10%	63 12%	26 12%	49 12%	9 7%	34 9%	36 15% O	4 10%	7 18%
Accounting	70 9%	55 9%	16 11%	25 10%	20 8%	25 10%	25 6%	46 13% F	32 8%	38 11%	17 8%	54 10%	26 12% M	26 6%	18 14% M	38 10%	20 8%	1 3%	3 9%
Law	61 8%	49 8%	11 8%	31 12% E	16 7%	14 6%	25 6%	36 10%	24 6%	37 10%	19 10%	42 8%	22 10%	27 7%	12 9%	27 7%	24 10%	3 7%	3 7%
Banking	57 8%	42 7%	14 10%	23 9%	14 6%	18 7%	15 4%	42 12% F	22 6%	35 10%	7 4%	49 9% J	17 8%	33 8%	7 5%	37 10% P	10 4%	4 9%	3 7%
Insurance	29 4%	24 4%	5 4%	13 5%	8 3%	8 3%	12 3%	17 5%	17 4%	12 3%	10 5%	19 4%	4 2%	16 4%	8 7%	11 3%	10 4%	1 3%	4 11% O

Q12d. [TOP THREE SECTORS SUMMARY]

Which sectors or kinds of businesses would be the ... appealing if the opportunity presented itself?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

* small base

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Transportation	13 2%	13 2%	0 -	4 1%	5 2%	4 2%	12 3%	1 0	10 2%	3 1%	6 3%	7 1%	6 3%	6 1%	2 1%	8 2%	3 1%	0 -	1 2%
Self employed/ business owner	10 1%	8 1%	2 2%	2 1%	6 2%	3 1%	5 1%	5 1%	5 1%	5 2%	2 1%	9 2%	3 2%	5 1%	2 2%	6 2%	3 1%	1 3%	1 2%
Sports/ fitness	9 1%	5 1%	4 3%	2 1%	3 1%	3 1%	6 2%	3 1%	3 1%	6 2%	2 1%	6 1%	0 -	6 1%	3 2%	3 1%	3 1%	1 2%	1 2%
Clerical/ office administration	7 1%	3 0	5 3%	4 2%	0 -	3 1%	0 -	7 2%	0 -	7 2%	2 1%	6 1%	4 2%	3 1%	1 1%	7 2%	0 -	0 -	0 -
Human Resources	5 1%	5 1%	0 -	4 1%	0 -	1 1%	1 0	4 1%	5 1%	0 -	0 -	5 1%	0 -	4 1%	1 1%	2 0	3 1%	0 -	0 -
Aviation/ aerospace	5 1%	5 1%	0 -	2 1%	1 0	2 1%	5 1%	0 -	4 1%	1 0	1 0	4 1%	4 2%	1 0	0 -	2 0	3 1%	1 2%	0 -
Social Services	5 1%	5 1%	0 -	2 1%	2 1%	1 0	0 -	5 1%	0 -	5 1%	4 2%	1 0	0 -	5 1%	0 -	3 1%	2 1%	0 -	0 -
Science/ research	4 1%	2 0	2 2%	2 1%	2 1%	0 -	4 1%	0 -	1 0	3 1%	0 -	4 1%	0 -	4 1%	0 -	4 1%	0 -	0 -	0 -
Communications/ telecom	4 1%	4 1%	0 -	2 1%	1 0	1 1%	2 0	3 1%	3 1%	1 0	1 1%	3 1%	1 1%	3 1%	0 -	1 0	3 1%	0 -	1 2%
Travel/ tourism	4 1%	4 1%	0 -	2 1%	1 0	1 1%	1 0	4 1%	0 -	4 1%	1 1%	3 1%	1 0	2 0	2 1%	2 0	3 1%	0 -	0 -
Non-profit sector	4 1%	3 1%	1 1%	2 1%	0 -	2 1%	0 -	4 1%	1 0	3 1%	1 1%	3 0	0 -	4 1%	0 -	3 1%	1 0	1 2%	0 -
Real Estate	3 0	3 1%	0 -	0 -	2 1%	1 1%	1 0	3 1%	3 1%	0 -	0 -	3 1%	0 -	3 1%	1 1%	0 -	2 1%	0 -	1 4%
Writing/ editing/ translating	3 0	2 0	1 1%	0 -	1 0	2 1%	1 0	3 1%	1 0	2 1%	2 1%	1 0	1 1%	1 0	1 1%	3 1%	1 0	0 -	0 -
Automotive industry	3 0	3 1%	0 -	0 -	1 0	2 1%	2 1%	1 0	2 1%	1 0	0 -	3 1%	0 -	2 1%	1 1%	0 -	3 1%	0 -	0 -
Arts	3 0	2 0	1 1%	0 -	1 0	1 1%	1 0	2 1%	0 -	3 1%	2 1%	1 0	0 -	3 1%	0 -	2 1%	0 -	0 -	1 2%
Childcare	2 0	1 0	1 1%	0 -	2 1%	0 -	0 -	2 1%	0 -	2 1%	1 1%	1 0	0 -	0 -	2 2%	2 1%	0 -	0 -	0 -
Environmental	2 0	2 0	0 -	0 -	1 0	1 1%	1 0	2 0	1 0	1 0	0 -	2 0	0 -	1 0	2 1%	2 0	1 0	0 -	0 -
Management	2 0	2 0	0 -	0 -	1 0	1 0	1 0	1 0	1 0	1 0	0 -	2 0	1 1%	1 0	0 -	1 0	0 -	1 3%	0 -
Counselling/ psychology	1 0	1 0	0 -	0 -	0 -	1 1%	0 -	1 0	0 -	1 0	1 0	1 0	0 -	1 0	1 1%	1 0	1 0	0 -	0 -

Q12d. [TOP THREE SECTORS SUMMARY]

Which sectors or kinds of businesses would be the ... appealing if the opportunity presented itself?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

* small base

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full- time	Employ ed part- time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid- level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Utility	1 0	1 0	0 -	0 -	0 -	1 1%	1 0	0 -	1 0	1 0	0 -	1 0	0 -	1 0	1 1%	0 -	0 -	1 2% O	0 -
High Tech	1 0	1 0	0 -	0 -	1 0	0 -	1 0	0 -	1 0	0 -	0 -	1 0	0 -	0 -	1 1%	0 -	0 -	0 -	1 3% OP
Media	1 0	1 0	0 -	0 -	0 -	1 0	1 0	0 -	1 0	0 -	0 -	1 0	0 -	0 -	1 1%	0 -	1 0	0 -	0 -
Nothing	2 0	1 0	1 1%	0 -	0 -	2 1%	1 0	1 0	0 -	2 1%	1 0	1 0	0 -	1 0	1 1%	0 -	2 1%	0 -	0 -
Other	35 5%	25 4%	9 7%	14 5%	10 4%	11 4%	15 4%	19 5%	20 5%	15 4%	10 5%	25 5%	10 5%	17 4%	8 6%	21 5%	12 5%	0 -	1 2%
Don't know	7 1%	5 1%	1 1%	0 -	5 2%	2 1%	2 0	5 1%	1 0	5 1%	2 1%	4 1%	2 1%	4 1%	1 1%	1 0	4 2%	0 -	0 -

Q19_7. [My resume is always up-to-date because you never know when you might have to look for a new job]

To what extent do you agree or disagree with each of the following statements:

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
My resume is always up-to-date because you never know when you might have to look for a new job																			
5 - Strongly agree	307 15%	241 15%	66 16%	99 18%	105 15%	103 14%	163 16%	144 14%	155 16%	152 14%	80 12%	227 16% J	89 16%	161 15%	56 14%	162 18% PQ	91 12%	14 11%	15 16%
4	325 16%	259 16%	65 16%	107 19% E	115 16%	101 13%	172 17%	152 15%	139 14%	186 18% H	111 17%	214 15%	107 19% N	175 16% N	44 11%	154 17%	109 14%	25 20%	10 11%
3	426 21%	350 21%	77 19%	127 23%	159 22%	139 18%	214 21%	212 21%	209 21%	217 21%	144 23%	282 20%	117 21%	238 22%	71 18%	189 21%	175 22%	21 16%	19 20%
2	487 24%	394 24%	94 23%	124 22%	163 23%	197 26%	259 25%	228 22%	248 25%	239 23%	139 22%	348 25%	138 25%	270 24%	80 20%	183 20%	210 27% O	39 31% O	21 22%
1 - Strongly disagree	507 25%	398 24%	108 26%	97 17%	176 25% C	214 28% C	225 22%	281 28% F	244 25%	263 25%	167 26%	340 24%	103 19%	261 24% L	143 36% LM	210 23%	206 26%	29 23%	29 31%
Summary																			
Top 2 Box	632 31%	500 30%	132 32%	206 37% E	220 31%	204 27%	335 32%	297 29%	294 30%	337 32%	191 30%	441 31%	196 35% N	336 30%	100 25%	316 35% P	200 25%	39 31%	24 26%
Low 2 Box	994 48%	792 48%	202 49%	221 40%	339 47% C	411 55% CD	485 47%	509 50%	492 49%	502 48%	306 48%	688 49%	241 43%	530 48%	223 57% LM	393 44%	416 53% O	68 53%	49 53%
Mean	2.7	2.7	2.7	3.0 DE	2.7 E	2.6	2.8 G	2.7	2.7	2.7	2.7	2.7	2.9 MN	2.7 N	2.5	2.9 P	2.6	2.7	2.6

Q19_8. [I have formally applied for a new job in the last year]

To what extent do you agree or disagree with each of the following statements:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full-time	Employ ed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
I have formally applied for a new job in the last year																			
5 - Strongly agree	452 22%	355 22%	97 24%	164 30% DE	158 22% E	127 17%	250 24% G	202 20%	221 22%	231 22%	125 19%	327 23%	158 28% MN	238 22% N	57 14%	228 25% PR	154 19%	32 25% R	13 14%
4	168 8%	132 8%	37 9%	47 9%	77 11% E	43 6%	77 7%	91 9%	66 7%	102 10% H	52 8%	116 8%	66 12% MN	85 8% N	17 4%	82 9% R	61 8%	8 6%	3 3%
3	190 9%	141 9%	49 12%	69 12% E	79 11% E	42 6%	109 11%	81 8%	106 11%	84 8%	63 10%	127 9%	62 11% N	104 9% N	24 6%	92 10% R	71 9%	11 8%	3 4%
2	181 9%	152 9%	29 7%	50 9%	63 9%	65 9%	90 9%	91 9%	79 8%	103 10%	57 9%	124 9%	39 7%	108 10%	34 9%	78 9%	78 10%	10 8%	7 8%
1 - Strongly disagree	1060 52%	862 53%	198 48%	223 40% C	341 48% C	475 63% CD	507 49%	553 54% F	524 53%	536 51%	344 54%	716 51%	229 41%	569 52% L	262 67% LM	418 47%	428 54% O	68 53%	66 72% OPQ
Summary																			
Top 2 Box	620 30%	486 30%	134 33%	212 38% E	235 33% E	171 23%	327 32%	293 29%	287 29%	334 32%	177 28%	443 31%	224 40% MN	323 29% N	74 19%	310 34% PR	215 27% R	40 31% R	15 17%
Low 2 Box	1242 61%	1015 62% B	227 55%	274 49%	404 56% CD	540 72% CD	598 58%	644 63% F	603 61%	639 60%	401 63%	840 60%	268 48%	677 61% L	297 75% LM	496 55%	506 64% O	77 60%	73 79% OPQ
Mean	2.4	2.4	2.5	2.8 DE	2.5 E	2.0	2.5 G	2.3	2.4	2.4	2.3	2.4	2.8 MN	2.4 N	1.9	2.6 PR	2.3 R	2.4 R	1.8

Q19_11. [I have a strong sense of loyalty to my employer]

To what extent do you agree or disagree with each of the following statements:

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
I have a strong sense of loyalty to my employer																			
5 - Strongly agree 4 3 2 1 - Strongly disagree	451 22%	357 22%	94 23%	88 16%	145 20%	206 27% CD	189 18%	262 26% F	237 24%	213 20%	85 13%	366 26% J	80 14%	221 20% L	150 38% LM	188 21%	180 23%	24 18%	21 22%
	611 30%	476 29%	135 33%	155 28%	217 30%	231 31%	323 31%	289 28%	290 29%	322 30%	167 26%	444 31% J	145 26%	352 32% L	114 29%	260 29%	232 29%	44 34%	35 38%
	592 29%	469 29%	124 30%	189 34% E	205 29%	193 26%	297 29%	295 29%	271 27%	321 30%	219 34% K	373 26%	185 33% N	325 29% N	82 21%	266 30%	228 29%	35 27%	20 22%
	248 12%	218 13% B	29 7%	75 13%	95 13% E	76 10%	138 13%	110 11%	122 12%	126 12%	98 15% K	150 11%	91 16% MN	130 12% N	27 7%	99 11%	107 14%	20 15%	10 11%
	150 7%	122 7%	28 7%	47 9%	56 8%	47 6%	88 8%	63 6%	76 8%	75 7%	72 11% K	79 6%	54 10% N	76 7%	20 5%	86 10% P	45 6%	6 4%	7 8%
Summary																			
Top 2 Box	1062 52%	833 51%	229 56%	243 44%	362 50%	438 58% CD	511 49%	551 54%	527 53%	535 51%	252 39%	810 57% J	225 41%	573 52% L	264 67% LM	448 50%	411 52%	68 53%	55 60%
Low 2 Box	398 19%	340 21% B	58 14%	122 22% E	151 21% E	123 16%	225 22% G	173 17%	197 20%	201 19%	170 26% K	228 16%	145 26% MN	206 19% N	48 12%	185 21%	152 19%	25 20%	17 18%
Mean	3.5	3.4	3.6	3.3	3.4	3.6 CD	3.4	3.6 F	3.5	3.4	3.1	3.6 J	3.2	3.5 L	3.9 LM	3.4	3.5	3.5	3.6

Q19_21. [I would stay where I am even if I were offered a comparable job with more pay somewhere else]

To what extent do you agree or disagree with each of the following statements:

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
I would stay where I am even if I were offered a comparable job with more pay somewhere else																			
5 - Strongly agree	246 12%	186 11%	61 15%	37 7%	87 12%	114 15%	125 12%	121 12%	132 13%	114 11%	66 10%	180 13%	45 8%	117 11%	84 21% LM	104 12%	87 11%	18 14%	18 20% OP
4	338 16%	271 17%	67 16%	71 13%	121 17%	141 19% C	164 16%	174 17%	163 16%	175 17%	100 16%	238 17%	71 13%	180 16%	87 22% LM	117 13%	144 18% O	28 22% O	24 26% O
3	575 28%	472 29%	103 25%	173 31%	214 30%	185 25%	302 29%	274 27%	261 26%	314 30%	180 28%	396 28%	166 30%	304 28%	105 27%	242 27%	240 30%	33 26%	23 25%
2	409 20%	325 20%	84 20%	109 20%	135 19%	161 21%	215 21%	194 19%	205 21%	204 19%	128 20%	281 20%	112 20% N	248 23% N	48 12%	172 19%	166 21%	27 21%	14 15%
1 - Strongly disagree	483 24%	387 24%	96 23%	164 30% DE	162 23%	153 20%	228 22%	255 25%	234 24%	249 24%	167 26%	316 22%	159 29% MN	254 23% N	70 18%	263 29% PQR	154 20%	22 17%	13 14%
Summary																			
Top 2 Box	585 28%	457 28%	128 31%	108 19%	208 29% C	255 34% CD	290 28%	295 29%	295 30%	289 27%	166 26%	419 30%	116 21%	298 27% L	171 43% LM	221 25%	231 29%	46 36% O	42 45% OP
Low 2 Box	892 43%	713 43%	179 44%	273 49% DE	297 41%	314 42%	443 43%	449 44%	439 44%	453 43%	295 46%	597 42%	271 49% N	503 46% N	118 30%	435 48% PQR	321 41% R	49 38%	27 29%
Mean	2.7	2.7	2.8	2.5	2.8 C	2.9 C	2.8	2.7	2.8	2.7	2.6	2.8 J	2.5	2.7 L	3.2 LM	2.6	2.8 O	2.9 O	3.2 OP

Q19_23. [I have what it takes to succeed in the workplace in the next decade]

To what extent do you agree or disagree with each of the following statements:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full-time	Employ ed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
I have what it takes to succeed in the workplace in the next decade																			
5 - Strongly agree	587 29%	486 30%	101 25%	193 35% E	212 29% E	175 23%	304 29%	283 28%	301 30%	285 27%	164 26%	423 30%	141 25%	293 27%	153 39% LM	246 27%	243 31%	33 26%	35 37% O
4	777 38%	632 39%	145 35%	205 37%	286 40%	280 37%	399 39%	378 37%	374 38%	404 38%	253 39%	524 37%	202 36%	438 40%	137 35%	318 35%	308 39%	62 48% OP	34 37%
3	561 27%	428 26%	133 32% A	134 24%	190 27%	227 30% C	268 26%	292 29%	254 26%	306 29%	184 29%	377 27%	174 31% N	307 28% N	80 20%	270 30% PQR	197 25%	27 21%	19 20%
2	87 4%	70 4%	17 4%	10 2%	24 3%	50 7% CD	47 5%	40 4%	48 5%	39 4%	29 5%	58 4%	26 5%	46 4%	15 4%	40 4%	36 5%	5 4%	4 5%
1 - Strongly disagree	41 2%	26 2%	15 4% A	11 2%	6 1%	21 3% D	15 1%	26 3%	18 2%	23 2%	12 2%	29 2%	11 2%	20 2%	10 2%	25 3% P	9 1%	1 1%	1 1%
Summary																			
Top 2 Box	1364 66%	1118 68% B	246 60%	399 72% E	497 69% E	455 60%	703 68%	661 65%	675 68%	689 65%	417 65%	947 67%	343 62%	731 66%	290 74% LM	564 63%	551 70% O	95 74% O	69 74% O
Low 2 Box	128 6%	96 6%	32 8%	21 4%	31 4%	71 9% CD	62 6%	65 6%	66 7%	62 6%	41 6%	86 6%	37 7%	66 6%	24 6%	65 7%	44 6%	7 5%	5 5%
Mean	3.9	3.9 B	3.7	4.0 E	3.9 E	3.7	3.9	3.8	3.9	3.8	3.8	3.9	3.8	3.8	4.0 LM	3.8	3.9 O	3.9	4.1 O

Q20d. [TOP 3 SUMMARY]

The following is a list of benefits an employer might offer in a workplace.

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All respondents	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
Weighted	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Higher pay	1418 69%	1122 68%	296 72%	392 71%	504 70%	511 68%	722 70%	696 68%	683 69%	735 70%	440 69%	978 69%	399 72% N	772 70% N	247 63%	648 72% PQ	531 67%	76 59%	62 67%
Better health and benefits coverage	723 35%	548 33%	174 43% A	204 37%	230 32%	281 37% D	351 34%	372 36%	330 33%	393 37%	236 37%	487 35%	232 42% MN	366 33%	124 31%	364 40% PR	233 29%	41 32%	23 25%
Cash bonus or profit sharing incentives	688 34%	557 34%	131 32%	164 30%	254 35%	260 35%	381 37% G	306 30%	378 38% I	309 29%	163 25%	525 37% J	156 28%	385 35% L	146 37% L	289 32%	283 36%	39 30%	37 40%
Longer vacation time	534 26%	466 28% B	69 17%	131 24%	210 29% E	187 25%	268 26%	267 26%	279 28%	255 24%	171 27%	363 26%	125 23%	304 28%	105 27%	199 22%	237 30% O	36 28%	23 24%
Opportunity for advancement	467 23%	390 24%	78 19%	141 26% E	184 26% E	138 18%	280 27% G	187 18%	211 21%	256 24%	150 23%	317 22%	136 24% N	259 23%	73 19%	195 22%	199 25%	25 19%	22 24%
Company matched RRSPs / RESPs	451 22%	371 23%	80 19%	117 21%	143 20%	182 24% D	226 22%	224 22%	241 24% I	210 20%	119 19%	331 23% J	116 21%	223 20%	112 28% LM	182 20%	184 23%	34 26%	22 24%
Opportunity for increased work life balance	410 20%	328 20%	82 20%	121 22% E	162 23% E	124 16%	190 18%	220 22%	208 21%	201 19%	128 20%	282 20%	109 20%	227 21%	74 19%	152 17%	165 21%	35 28% O	28 31% OP
A phased-in retirement program	284 14%	239 15%	45 11%	21 4%	57 8% C	199 26% CD	124 12%	161 16% F	128 13%	156 15%	91 14%	193 14%	42 8%	151 14% L	92 23% LM	109 12%	110 14%	26 21% O	17 19%
Opportunity for travel	218 11%	174 11%	45 11%	91 16% DE	64 9%	60 8%	122 12%	96 9%	84 8%	134 13% H	86 13% K	132 9%	65 12%	118 11%	34 9%	101 11% R	86 11% R	15 11%	4 4%
More variety on the job	177 9%	147 9%	30 7%	38 7%	69 10%	67 9%	96 9%	81 8%	92 9%	86 8%	50 8%	127 9%	51 9%	97 9%	29 7%	78 9%	68 9%	13 10%	7 7%
Sabbaticals or educational paid leaves	153 7%	111 7%	42 10% A	52 9% E	54 8%	42 6%	69 7%	83 8%	72 7%	80 8%	54 8%	99 7%	53 9% M	65 6%	35 9% M	73 8%	51 6%	9 7%	8 9%
A different kind of job from the one that you've been doing	152 7%	118 7%	34 8%	36 6%	60 8%	57 8%	73 7%	79 8%	75 7%	78 7%	52 8%	100 7%	50 9%	74 7%	29 7%	79 9%	54 7%	5 4%	5 6%
Wellness initiatives	125 6%	94 6%	32 8%	38 7%	30 4%	55 7% D	52 5%	73 7%	44 4%	82 8% H	57 9% K	68 5%	36 7%	66 6%	23 6%	60 7%	43 5%	7 6%	3 4%
On-site child care	103 5%	76 5%	27 7%	52 9% E	45 6% E	7 1%	24 2%	79 8% F	54 5%	50 5%	31 5%	73 5%	27 5%	62 6%	14 4%	54 6%	33 4%	7 6%	2 2%
Commitment to social responsibility	71 3%	47 3%	24 6% A	16 3%	18 3%	35 5% D	40 4%	31 3%	33 3%	39 4%	25 4%	47 3%	18 3%	37 3%	16 4%	32 4%	27 3%	4 3%	5 5%
Health club membership	65 3%	55 3%	11 3%	18 3%	21 3%	25 3%	33 3%	33 3%	24 2%	42 4%	30 5% K	35 3%	18 3%	37 3%	10 3%	25 3%	31 4%	5 4%	1 1%
A mentoring program	48 2%	36 2%	11 3%	12 2%	22 3%	13 2%	28 3%	19 2%	22 2%	25 2%	21 3%	26 2%	18 3%	23 2%	8 2%	17 2%	22 3%	2 1%	1 1%
Emergency or back up childcare	27 1%	20 1%	8 2%	6 1%	17 2% E	4 1%	5 0	23 2% F	12 1%	16 1%	9 1%	18 1%	6 1%	17 2%	4 1%	16 2%	8 1%	1 1%	3 3% P
Concierge service	24 1%	18 1%	5 1%	10 2%	7 1%	5 1%	8 1%	16 2%	9 1%	14 1%	3 0	21 1%	4 1%	16 1%	3 1%	12 1%	7 1%	2 2%	3 3%

Q20d. [TOP 3 SUMMARY]

The following is a list of benefits an employer might offer in a workplace.

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R																			
	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
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		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Emergency or back up eldercare	17 1%	10 1%	6 2%	2 0	4 1%	9 1%	8 1%	9 1%	8 1%	9 1%	8 1%	9 1%	1 0	13 1%	3 1%	10 1%	3 0	2 2%	0 -