1b. And to the best of your knowledge, what percentage of these employees has a plan as to when they would like to retire from their current job?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: All respondents	254	87	167	0	126	128	3	30	117	104
Weighted	254	123*	131	-**	130	124	2**	32**	118	102*
0	53	23	30	0	24	30	1	5	30	18
	21%	19%	23%	-	18%	24%	38%	15%	25%	18%
1-10%	26	9	17	0	18	9	0	5	11	11
	10%	8%	13%	-	14%	7%	-	15%	9%	11%
11-20%	2	1	1	0	0	2	0	0	2	1
	1%	1%	1%	-	-	2%	-	-	2%	1%
21-30%	9	5	4	0	7	3	0	2	4	4
	4%	4%	3%	-	5%	2%	-	6%	3%	4%
31-40%	6	4	2	0	5	2	0	2	1	3
	2%	3%	2%	-	4%	1%	-	8%	1%	3%
41-50%	41	22	20	0	25	17	1	6	18	16
	16%	18%	15%	-	19%	13%	62%	20%	15%	16%
51-60%	1	1	0	0	0	1	0	0	0	1
	1%	1%	-	-	-	1%	-	-	-	1%
61-70%	6	4	2	0	3	3	0	0	4	2
	2%	3%	2%	-	3%	2%	-	-	3%	2%
71-80%	16	7	10	0	9	7	0	1	11	4
	6%	5%	7%	-	7%	6%	-	4%	10%	4%
81-90%	1	1	0	0	1	0	0	0	1	0
	0%	1%	-	-	1%	-	-	-	1%	-
91-100%	90	45	44	0	39	51	0	10	37	42
	35%	37%	34%	-	30%	41%	-	32%	31%	42%
Summary										
Mean	53.1	56.1	50.2	0	50.1	56.2	31	49.7	50.9	57.1
Std Dev	41.5	40.4	42.6	0	40.3	42.7	33.5	40.7	41.9	41.6

1b. And to the best of your knowledge, what percentage of these employees has a plan as to when they would like to retire from their current job?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Median	50	50	50	0	50	60	50	50	50	50

1c. And what percentage of those employees have actually shared that information with you or someone else in management in your company?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: All respondents	254	87	167	0	126	128	3	30	117	104
Weighted	254	123*	131	-**	130	124	2**	32**	118	102*
0	67	35	32	0	36	31	0	6	34	28
	27%	29%	24%	-	28%	25%	-	18%	29%	27%
1-10%	28	10	18	0	15	13	1	5	16	7
	11%	8%	14%	-	12%	11%	38%	14%	13%	7%
11-20%	6	3	4	0	4	2	0	0	4	2
	3%	2%	3%	-	3%	2%	-	-	4%	2%
21-30%	8	4	5	0	4	4	0	3	3	2
	3%	3%	4%	-	3%	3%	-	9%	3%	2%
31-40%	12	8	4	0	8	5	0	4	5	4
	5%	7%	3%	-	6%	4%	-	11%	4%	4%
41-50%	30	15	15	0	15	14	1	7	10	12
	12%	12%	12%	-	12%	12%	38%	22%	8%	12%
51-60%	2	1	1	0	0	2	0	0	1	1
	1%	1%	0%	-	-	2%	-	-	1%	0%
61-70%	5	4	1	0	2	2	0	0	3	2
	2%	3%	1%	-	2%	2%	-	-	3%	2%
71-80%	8	2	6	0	4	4	0	1	4	3
	3%	2%	5%	-	3%	4%	-	2%	4%	3%
81-90%	1	0	1	0	1	0	0	0	0	1
	0%	-	1%	-	1%	-	-	-	-	1%
91-100%	85	41	44	0	39	46	1	8	37	40
	34%	33%	34%	-	30%	37%	24%	24%	31%	39%
Summary										
Mean	47.6	47.4	47.7	0	44.7	50.5	44.2	42.8	44.7	52.4
Std Dev	42.7	42.3	43.2	0	42.3	43	51.8	38.2	43.1	43.5

1c. And what percentage of those employees have actually shared that information with you or someone else in management in your company?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Median	50	50	50	0	40	50	50	35	33	50

2_1. (Be 'bought out' or 'pensioned' earlier in a negotiated settlement rather than the hard stop that usually comes at the traditional 65 years of age.)
Now, beyond a 'hard stop' retirement date at the traditional retirement age of 65, some employees and employers can come to different arrangements
on how and when the employee will leave their employ. Taking into account the current policies your company has in place and what the needs may be,
is it very likely, somewhat likely, not very likely or not at all likely that an employee in the two years leading up to their retirement could:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: All respondents	254	87	167	0	126	128	3	30	117	104
Weighted	254	123*	131	-**	130	124	2**	32**	118	102*
Very likely	34	18	17	0	12	23	0	3	15	17
	14%	15%	13%	-	9%	18% D	-	8%	13%	16%
Somewhat likely	46	34	12	0	23	23	0	9	26	11
	18%	28% B	9%	-	17%	19%	-	28%	22%	11% I
Not very likely	63	32	31	0	39	24	0	13	25	25
	25%	26%	24%	-	30%	19%	-	41%	21%	24%
Not at all likely	111	39	71	0	56	55	2	7	52	49
	44%	32%	54% A	-	43%	44%	100%	23%	44%	48%
Summary										
Top2Box (Likely)	80	52	29	0	34	46	0	11	41	28
	32%	42% B	22%	-	26%	37%	-	36%	35%	27%
Low2Box (Not likely)	174	71	102	0	95	78	2	20	77	74
	68%	58%	78% A	-	74%	63%	100%	64%	65%	73%

2_2. (Ease into retirement where they could start working flexible hours or part time leading up to a specific time where they can exit the company.)
Now, beyond a 'hard stop' retirement date at the traditional retirement age of 65, some employees and employers can come to different arrangements
on how and when the employee will leave their employ. Taking into account the current policies your company has in place and what the needs may be,
is it very likely, somewhat likely, not very likely or not at all likely that an employee in the two years leading up to their retirement could:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: All respondents	254	87	167	0	126	128	3	30	117	104
Weighted	254	123*	131	-**	130	124	2**	32**	118	102*
Very likely	54	23	30	0	29	25	0	7	22	24
	21%	19%	23%	-	22%	20%	-	23%	18%	24%
Somewhat likely	98	50	48	0	44	54	2	16	44	36
	39%	41%	37%	-	34%	44%	76%	49%	38%	36%
Not very likely	55	30	25	0	26	29	0	7	26	22
	22%	25%	19%	-	20%	23%	-	21%	22%	22%
Not at all likely	47	20	28	0	31	16	1	2	26	19
	19%	16%	21%	-	24% E	13%	24%	7%	22%	19%
Summary										
Top2Box (Likely)	152	73	79	0	73	79	2	23	66	61
	60%	59%	60%	-	56%	63%	76%	73%	56%	60%
Low2Box (Not likely)	102	50	52	0	57	45	1	9	52	41
	40%	41%	40%	-	44%	37%	24%	27%	44%	40%

2_3. (Stay on with your company after what would normally be considered a stop date so they could continue to work for a full or part-time duration.)
Now, beyond a 'hard stop' retirement date at the traditional retirement age of 65, some employees and employers can come to different arrangements
on how and when the employee will leave their employ. Taking into account the current policies your company has in place and what the needs may be,
is it very likely, somewhat likely, not very likely or not at all likely that an employee in the two years leading up to their retirement could:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: All respondents	254	87	167	0	126	128	3	30	117	104
Weighted	254	123*	131	-**	130	124	2**	32**	118	102*
Very likely	84	30	54	0	43	41	1	7	35	41
	33%	25%	41%	-	33%	33%	62%	21%	30%	40%
			A							
Somewhat likely	91	42	49	0	46	45	1	9	44	37
	36%	34%	38%	-	36%	36%	38%	27%	37%	37%
Not very likely	46	30	16	0	28	18	0	9	18	19
	18%	24%	13%	-	22%	15%	-	29%	15%	19%
		B								
Not at all likely	33	21	12	0	12	20	0	7	21	5
	13%	17%	9%	-	10%	16%	-	22%	18%	5%
										I
Summary										
Top2Box (Likely)	175	72	103	0	89	86	2	16	79	78
	69%	59%	78%	-	69%	69%	100%	49%	67%	76%
			A							
Low2Box (Not likely)	79	51	28	0	41	38	0	16	39	24
	31%	41%	22%	-	31%	31%	-	51%	33%	24%
		B								