

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

	Total	REGION						HOUSEHOLD INCOME			HOUSEHOLD	
		BC	AB	SK/MB	Ontario	Quebec	Atlantic	<\$30K	\$30K - <\$60K	\$60K+	Kids	No Kids
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	254	44	29	25	98	42	16	3	39	212	35	219
Weighted	254	34*	26**	17**	97*	62*	19**	3**	36*	215	39*	215
0	53 21%	7 22%	5 20%	4 25%	23 24%	11 18%	2 10%	0 -	10 27%	44 20%	7 17%	47 22%
1-10%	26 10%	3 9%	3 12%	1 8%	6 6%	9 15%	3 18%	2 65%	6 17%	19 9%	3 7%	24 11%
11-20%	2 1%	1 2%	1 5%	1 3%	0 -	0 -	0 -	0 -	0 -	2 1%	0 -	2 1%
21-30%	9 4%	0 -	1 5%	0 -	4 4%	4 6%	0 -	0 -	2 5%	7 3%	3 8%	6 3%
31-40%	6 2%	0 -	1 3%	1 3%	0 -	5 8% D	0 -	0 -	3 8% I	3 2%	3 7%	4 2%
41-50%	41 16%	8 25% E	5 19%	3 17%	19 20% E	3 5%	3 15%	1 35%	4 11%	36 17%	9 23%	32 15%
51-60%	1 1%	0 -	0 -	0 -	1 1%	0 -	0 -	0 -	0 -	1 1%	0 -	1 1%
61-70%	6 2%	1 2%	0 -	1 8%	1 1%	1 2%	2 9%	0 -	1 1%	6 3%	2 4%	5 2%
71-80%	16 6%	1 2%	2 6%	0 -	5 5%	7 12%	2 10%	0 -	2 7%	14 7%	6 15% K	11 5%
81-90%	1 0%	1 3%	0 -	0 -	0 -	0 -	0 -	0 -	0 -	1 0%	0 -	1 0%
91-100%	90 35%	12 36%	8 29%	6 35%	36 37%	21 33%	7 39%	0 -	9 24%	81 38%	7 19%	82 38% J
Summary												
Mean	53.1	54.3	47.1	50.7	54.5	50.9	60.6	19.1	39.8	55.7 H	49.3	53.8
Std Dev	41.5	41.8	40.7	43.2	41.7	42.6	40.4	28.9	40.8	41.3	35.6	42.6
Median	50	50	50	50	50	50	66	3	33	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/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I - J/K Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

		REGION						HOUSEHOLD INCOME			HOUSEHOLD	
	Total	BC	AB	SK/MB	Ontario	Quebec	Atlantic	<\$30K	\$30K - <\$60K	\$60K+	Kids	No Kids
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	254	44	29	25	98	42	16	3	39	212	35	219
Weighted	254	34*	26**	17**	97*	62*	19**	3**	36*	215	39*	215
0	67 27%	13 38% E	11 43%	6 37%	25 25%	10 17%	3 13%	0 -	8 23%	59 28%	11 29%	56 26%
1-10%	28 11%	4 11%	2 6%	1 3%	10 10%	10 17%	3 15%	1 31%	10 28% I	17 8%	5 14%	23 11%
11-20%	6 3%	1 2%	1 5%	1 3%	3 3%	0 -	1 5%	0 -	0 -	6 3%	2 6%	4 2%
21-30%	8 3%	0 -	1 3%	0 -	3 3%	2 3%	3 13%	0 -	0 -	8 4%	0 -	8 4%
31-40%	12 5%	1 3%	0 -	1 3%	4 4%	7 11%	0 -	0 -	3 8%	9 4%	4 10%	8 4%
41-50%	30 12%	7 21%	3 11%	1 8%	9 9%	8 13%	1 5%	1 35%	4 10%	25 12%	5 14%	24 11%
51-60%	2 1%	0 -	0 -	1 3%	1 1%	0 -	0 -	0 -	0 -	2 1%	0 -	2 1%
61-70%	5 2%	0 -	1 3%	1 5%	1 1%	0 -	2 9%	0 -	0 -	5 2%	2 4%	3 1%
71-80%	8 3%	1 3%	1 3%	1 5%	2 2%	2 4%	1 5%	0 -	2 5%	7 3%	1 3%	7 3%
81-90%	1 0%	0 -	0 -	0 -	0 -	1 2%	0 -	0 -	0 -	1 1%	0 -	1 1%
91-100%	85 34%	7 22%	7 26%	5 32%	39 40%	21 33%	7 35%	1 34%	9 26%	75 35%	8 21%	77 36%
Summary												
Mean	47.6	37.2	37.7	47.4	51.3	49.9	52.6	52.5	38.5	49	38.4	49.2
Std Dev	42.7	40.2	43.2	44.8	43.9	41.6	42	50.3	42.2	42.7	39	43.2
Median	50	20	20	50	50	50	50	50	10	50	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 - J/K Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

	Total	REGION						HOUSEHOLD INCOME			HOUSEHOLD	
		BC	AB	SK/MB	Ontario	Quebec	Atlantic	<\$30K	\$30K - <\$60K	\$60K+	Kids	No Kids
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	254	44	29	25	98	42	16	3	39	212	35	219
Weighted	254	34*	26**	17**	97*	62*	19**	3**	36*	215	39*	215
Very likely	34 14%	4 13%	2 9%	1 5%	13 13%	12 20%	2 10%	0 -	4 12%	30 14%	7 17%	28 13%
Somewhat likely	46 18%	6 18%	8 32%	4 22%	17 18%	6 10%	5 27%	0 -	6 16%	40 19%	5 13%	41 19%
Not very likely	63 25%	11 33%	9 35%	4 23%	19 19%	15 23%	6 31%	1 35%	8 22%	54 25%	11 28%	52 24%
Not at all likely	111 44%	12 36%	6 24%	8 49%	49 50%	29 47%	6 33%	2 65%	18 50%	91 42%	16 42%	94 44%
Summary												
Top2Box (Likely)	80 32%	10 31%	11 41%	5 28%	30 31%	18 29%	7 37%	0 -	10 28%	70 33%	12 30%	69 32%
Low2Box (Not likely)	174 68%	23 69%	15 59%	12 72%	68 69%	44 71%	12 63%	3 100%	26 72%	145 67%	27 70%	146 68%

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

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Base: All respondents	254	44	29	25	98	42	16	3	39	212	35	219
Weighted	254	34*	26**	17**	97*	62*	19**	3**	36*	215	39*	215
Very likely	54 21%	6 18%	5 20%	1 5%	19 20%	18 30%	3 18%	0 -	10 26%	44 20%	11 28%	43 20%
Somewhat likely	98 39%	17 50% E	10 40%	6 38%	40 41% E	13 21%	12 63%	2 66%	16 44%	81 38%	12 31%	86 40%
Not very likely	55 22%	6 19%	5 20%	5 28%	23 24%	15 24%	1 5%	0 -	3 8%	52 24% H	7 19%	47 22%
Not at all likely	47 19%	4 12%	5 19%	5 29%	15 16%	16 25%	3 13%	1 34%	8 22%	38 18%	9 22%	39 18%
Summary												
Top2Box (Likely)	152 60%	23 68%	16 60%	7 43%	59 61%	32 51%	15 82%	2 66%	25 70%	125 58%	23 59%	129 60%
Low2Box (Not likely)	102 40%	11 32%	10 40%	9 57%	38 39%	30 49%	3 18%	1 34%	11 30%	90 42%	16 41%	86 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/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I - J/K Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

REPORTING MEANS: Columns marked (S)=risk level; (V)=V/D/E/F; (S)=S/N; (K)=Overlap formula used: Small base, Very small base (under 50), Ineligible for sig testing												
	REGION							HOUSEHOLD INCOME			HOUSEHOLD	
	Total	BC	AB	SK/MB	Ontario	Quebec	Atlantic	<\$30K	\$30K - <\$60K	\$60K+	Kids	No Kids
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Base: All respondents	254	44	29	25	98	42	16	3	39	212	35	219
Weighted	254	34*	26**	17**	97*	62*	19**	3**	36*	215	39*	215
Very likely	84 33%	11 34% E	16 60%	6 34%	36 37% E	9 15%	6 32%	0 -	10 27%	74 34%	17 43%	67 31%
Somewhat likely	91 36%	15 45%	7 26%	7 40%	34 35%	21 34%	8 43%	3 100%	13 36%	75 35%	11 28%	80 37%
Not very likely	46 18%	4 12%	2 8%	4 23%	12 12%	21 34% AD	3 17%	0 -	8 22%	38 18%	7 18%	39 18%
Not at all likely	33 13%	3 10%	1 5%	1 3%	15 16%	10 17%	2 9%	0 -	5 14%	28 13%	4 11%	28 13%
Summary												
Top2Box (Likely)	175 69%	26 79% E	22 86%	12 74%	70 72% E	30 49%	14 74%	3 100%	23 64%	149 69%	28 71%	147 68%
Low2Box (Not likely)	79 31%	7 21%	4 14%	4 26%	28 28%	32 51% AD	5 26%	0 -	13 36%	66 31%	11 29%	68 32%