



CMA Employer Benefits Survey (12-004423-01)

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7	Q7. To the best of your knowledge, how many employees does your company or organization currently employ?
8	Q8. Does your company/organization offer workplace programs to promote health (e.g. fitness and/or mental health)?
9	Q9. Does your company/organization provide supplementary health benefits for its employees?
10	Q10. Do the supplementary health benefits provided by your company/organization cover any of the following?
11	Q11. Are the supplementary benefits provided separately for each service or are they provided in the form of a 'health spending account' that employees can allocate according to their needs?
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13	Q13. Is it possible to 'opt out' of spending on supplementary health benefits?
14	Q14. In general, approximately what percentage of employees choose to 'opt out'?
15	Q15. Does your company/organization provide post-retirement supplementary health benefits for those who retire?
16	Q16. In the past few years have any changes been implemented to your supplementary health benefits coverage (e.g. changes to the scope of coverage, reimbursement levels, or premiums)?
17	Q17. Please describe the changes that have been made to your employee supplementary health benefits program.
18	Q18. How likely is your company/organization to make changes to its supplementary health benefits plan in the next few years?
19	Q19. [Summary - Mean] Please indicate how much you agree or disagree with the following statements.
20	Q19. [Summary - TOPBOX (STRONGLY AGREE)] Please indicate how much you agree or disagree with the following statements.
21	Q19. [Summary - TOP2BOX (STRONGLY/ SOMEWHAT AGREE)] Please indicate how much you agree or disagree with the following statements.
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23	Q19_01. [The provision of supplementary health benefits gives my company/organization an advantage ...] Please indicate how much you agree or disagree with the following statements.
24	Q19_02. [I am concerned about the cost of providing supplementary health benefits for my employees at present] Please indicate how much you agree or disagree with the following statements.
25	Q19_03. [I am concerned about the cost of providing supplementary health benefits for my employees in the next five years] Please indicate how much you agree or disagree with the following statements.
26	Q19_04. [Even if the government implemented a program I would recommend that our company/organization ...] Please indicate how much you agree or disagree with the following statements.
27	Q19_05. [I would support a public program for supplementary health benefits introduced by the federal ...] Please indicate how much you agree or disagree with the following statements.

28	Q19_06. [I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years] Please indicate how much you agree or disagree with the following statements.
29	Q20. What is the highest level of formal education that you have completed?
30	Q21. Please indicate which of the following categories best describes the annual household income of all members in your household combined.
31	Banner1. BANNER - 1
32	Banner2. BANNER - 2

SQAGE. What is your age?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
18	1	1	0	1	0	0	1	0	1	0	0	0	0	1	0
	0.1%	0.2%	-	0.2%	-	-	0.8%	-	0.4%	-	-	-	-	0.3%	-
20	3	1	1	1	1	1	0	0	1	1	0	1	0	1	1
	0.5%	0.5%	0.6%	0.4%	0.9%	0.5%	-	-	0.9%	0.7%	-	0.7%	-	0.6%	0.6%
22	2	1	1	2	0	2	0	1	1	1	1	2	0	1	0
	0.3%	0.3%	0.3%	0.5%	-	0.6%	-	0.6%	0.5%	0.4%	0.7%	0.8%	-	0.4%	-
23	2	0	2	0	1	0	0	0	0	0	0	0	0	0	2
	0.3%	-	0.7%	0.1%	0.7%	0.2%	-	-	0.3%	-	0.4%	-	-	-	0.7%
24	1	1	0	1	0	1	0	0	1	0	1	0	1	1	0
	0.2%	0.3%	-	0.3%	-	0.3%	-	-	0.6%	-	0.8%	-	1.0%	0.4%	-
25	5	2	3	5	0	3	1	2	3	1	2	2	2	3	2
	1.1%	0.9%	1.2%	1.5%	-	1.3%	1.4%	1.5%	1.6%	0.4%	1.5%	0.9%	2.8%	1.5%	0.8%
26	3	2	1	3	0	2	1	0	0	2	0	1	1	1	2
	0.5%	0.6%	0.4%	0.8%	-	0.7%	1.0%	-	-	0.8%	-	0.5%	0.9%	0.4%	0.7%
27	4	3	1	4	0	4	0	1	2	2	2	3	0	1	3
	0.9%	1.2%	0.5%	1.2%	-	1.6%	-	0.8%	1.3%	1.0%	1.9%	1.6%	-	0.4%	1.5%
28	5	1	4	1	4	1	0	0	0	1	0	1	0	2	2
	1.0%	0.4%	1.6%	0.3%	2.5%	0.4%	-	-	-	0.5%	-	0.6%	-	1.0%	1.1%
29	2	1	1	1	1	1	0	0	0	1	0	1	0	2	0
	0.3%	0.3%	0.3%	0.2%	0.5%	0.3%	-	-	-	0.4%	-	0.4%	-	0.6%	-
30	12	3	9	6	5	5	1	1	5	1	5	2	5	9	1
	2.3%	1.1%	3.8%	1.8%	3.5%	1.9%	1.6%	0.8%	3.1%	0.4%	4.5%	0.9%	5.3%	3.9%	0.6%
31	3	2	2	3	0	1	3	2	0	1	2	1	0	2	2
	0.7%	0.6%	0.8%	1.0%	-	0.2%	3.7%	1.4%	-	0.6%	1.9%	0.7%	-	0.8%	0.7%
32	6	4	2	6	0	5	1	3	1	4	2	3	1	3	3
	1.1%	1.4%	0.8%	1.6%	-	1.8%	1.2%	2.3%	0.6%	1.9%	1.5%	1.6%	1.0%	1.3%	1.2%
33	8	5	4	7	1	5	3	2	2	3	2	4	1	1	5
	1.7%	1.8%	1.6%	2.1%	0.6%	1.7%	3.8%	1.3%	1.3%	1.5%	1.6%	2.1%	0.9%	0.4%	2.1%
34	7	5	1	6	1	6	0	1	4	2	4	2	3	3	4
	1.3%	1.9%	0.6%	1.6%	0.6%	2.1%	-	0.5%	2.3%	1.0%	3.2%	1.2%	3.9%	1.3%	1.6%
35	20	12	8	10	10	5	5	0	7	7	2	4	1	5	12
	4.0%	4.4%	3.6%	2.8%	6.8%	1.8%	6.8%	-	4.4%	3.6%	1.5%	2.0%	1.0%	2.3%	5.6%
							E		G						
	10	8	3	9	1	6	3	2	5	5	2	6	0	2	8

SQAGE. What is your age?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
36	2.1%	2.9%	1.2%	2.7%	0.7%	2.3%	4.4%	1.8%	3.0%	2.5%	1.7%	2.9%	-	1.1%	3.6%
37	11	7	4	9	3	7	2	6	2	7	2	8	1	3	7
	2.3%	2.8%	1.7%	2.5%	1.7%	2.4%	2.9%	4.4%	1.3%	3.3%	1.7%	4.0%	1.0%	1.2%	3.3%
38	8	2	7	5	3	5	0	2	4	4	0	4	1	4	4
	1.6%	0.6%	2.8%	1.5%	1.9%	2.0%	-	1.3%	2.2%	2.1%	-	1.8%	1.0%	1.7%	1.9%
39	11	6	5	10	1	6	4	4	3	7	2	4	4	4	5
	2.2%	2.3%	2.1%	2.8%	0.9%	2.2%	5.0%	2.7%	1.9%	3.2%	2.2%	2.0%	4.7%	1.7%	2.1%
40	7	3	4	5	2	5	1	4	1	1	3	2	2	6	1
	1.4%	1.3%	1.5%	1.5%	1.2%	1.7%	0.8%	2.8%	0.5%	0.6%	2.4%	1.2%	1.8%	2.5%	0.5%
41	12	10	2	10	1	6	4	2	5	7	4	6	3	2	9
	2.4%	3.5%	1.0%	3.0%	1.0%	2.4%	5.2%	1.7%	2.9%	3.2%	3.3%	2.9%	4.0%	1.0%	4.3%
															M
42	13	8	5	10	3	10	0	4	5	6	3	7	3	10	3
	2.6%	3.1%	2.1%	2.9%	1.9%	3.8%	-	3.2%	3.3%	2.7%	3.0%	3.7%	2.9%	4.2%	1.5%
43	18	7	11	12	7	10	2	4	4	7	4	6	5	9	7
	3.7%	2.7%	4.8%	3.4%	4.4%	3.6%	2.8%	2.9%	2.5%	3.5%	3.5%	2.9%	5.4%	3.7%	3.4%
44	15	7	8	8	6	6	2	0	5	4	4	3	3	2	12
	2.9%	2.5%	3.3%	2.3%	4.2%	2.2%	2.8%	-	3.4%	1.9%	3.8%	1.4%	3.8%	0.8%	5.3%
									G						M
45	17	11	7	12	5	11	0	6	6	8	4	9	1	11	5
	3.5%	4.0%	2.9%	3.5%	3.4%	4.0%	-	4.6%	3.5%	4.0%	3.5%	4.8%	1.6%	4.7%	2.1%
46	18	11	7	15	3	13	2	4	6	6	6	6	6	12	4
	3.7%	4.2%	3.0%	4.4%	2.1%	4.7%	2.1%	3.3%	4.0%	2.8%	5.2%	3.2%	6.6%	5.3%	2.0%
47	19	15	4	16	3	12	4	13	2	11	3	11	4	9	7
	3.9%	5.7%	1.8%	4.7%	2.1%	4.4%	6.0%	10.2%	1.5%	5.3%	3.0%	5.4%	4.9%	3.9%	3.0%
		B						H							
48	23	10	13	17	6	15	2	5	10	11	5	9	4	10	11
	4.6%	3.7%	5.7%	4.8%	4.2%	5.4%	2.8%	3.5%	6.4%	5.2%	4.9%	4.7%	4.9%	4.1%	5.0%
49	27	15	11	20	7	17	1	8	6	15	4	10	4	14	12
	5.3%	5.8%	4.8%	5.6%	4.7%	6.4%	1.8%	6.1%	4.0%	7.3%	3.2%	5.0%	5.0%	5.9%	5.4%
50	30	16	14	19	12	15	4	7	10	15	4	15	3	16	13
	6.1%	6.1%	6.1%	5.4%	7.7%	5.7%	4.9%	5.0%	6.1%	7.0%	3.9%	7.9%	3.1%	7.0%	6.0%
51	36	20	16	22	15	18	4	8	11	6	10	7	4	12	16
	7.3%	7.5%	7.1%	6.2%	9.8%	6.5%	5.4%	6.2%	6.8%	2.8%	9.0%	3.8%	4.9%	5.3%	7.4%
											I				
52	34	19	15	22	11	14	8	10	12	15	6	10	7	23	11
	6.7%	7.0%	6.4%	6.4%	7.5%	5.3%	10.6%	7.8%	7.6%	7.3%	5.2%	5.2%	7.9%	9.7%	4.9%
53	24	10	15	14	10	10	4	3	10	6	9	7	5	10	12
	4.9%	3.7%	6.3%	4.1%	6.8%	3.8%	5.3%	2.0%	6.0%	2.7%	7.8%	3.8%	5.3%	4.5%	5.3%

SQAGE. What is your age?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
											I				
54	40	22	19	27	13	19	8	16	10	23	4	15	8	19	18
	8.0%	8.1%	8.0%	7.8%	8.5%	7.0%	11.3%	12.4%	6.5%	11.2%	3.8%	7.9%	8.7%	8.2%	8.2%
										J					
55	42	18	24	28	14	24	4	11	15	18	10	22	5	18	17
	8.4%	6.7%	10.4%	8.0%	9.3%	8.8%	5.5%	8.7%	9.3%	8.5%	9.2%	11.4%	5.6%	7.9%	7.6%
Summary															
18-34	62	31	31	48	14	37	10	12	20	20	20	23	14	31	26
	12.3%	11.6%	13.2%	13.7%	9.2%	13.7%	13.5%	9.2%	12.8%	9.6%	18.1%	12.0%	15.8%	13.3%	11.7%
											I				
35-49	231	132	99	169	62	133	32	64	72	106	48	94	43	103	108
	46.2%	49.4%	42.5%	48.4%	41.1%	49.2%	43.4%	48.6%	44.9%	51.1%	43.0%	48.0%	48.7%	44.1%	48.9%
50+	207	105	103	133	75	100	32	55	68	82	44	78	31	99	87
	41.5%	39.0%	44.3%	38.0%	49.6%	37.1%	43.1%	42.1%	42.3%	39.4%	38.9%	40.0%	35.4%	42.6%	39.4%
					C										
Mean	45.3	45.1	45.5	44.9	46.2	45	44.6	46.4	45.1	45.7	44.6	45.3	44.9	45.5	44.8
Std Dev	8.4	8.2	8.7	8.4	8.2	8.4	8.8	7.6	8.7	8	8.7	8.4	8.3	8.5	8.4
Std Err	0.4	0.5	0.6	0.4	0.7	0.5	1	0.6	0.7	0.5	0.8	0.6	0.9	0.6	0.5

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

SQGENDER. What is your gender?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Male	250	148	102	188	62	147	39	71	90	108	69	107	50	125	102
	50.0%	55.1%	44.1%	53.8%	41.3%	54.4%	53.1%	54.4%	56.5%	51.9%	61.6%	55.1%	56.4%	53.6%	46.0%
		B		D											
Female	250	120	130	161	89	124	35	60	70	100	43	87	38	108	119
	50.0%	44.9%	55.9%	46.2%	58.7%	45.6%	46.9%	45.6%	43.5%	48.1%	38.4%	44.9%	43.6%	46.4%	54.0%
			A		C										

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

SQEn01CTY. In what country do you live?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Canada	500	268	232	349	151	271	74	131	160	207	112	195	88	234	221
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

SQCAPROV1. Which of the following provinces do you live in?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Newfoundland and Labrador	4	2	2	2	2	2	0	1	1	2	0	2	0	1	3
	0.8%	0.6%	1.0%	0.7%	1.2%	0.9%	-	0.8%	0.8%	0.8%	-	1.2%	-	0.3%	1.6%
Prince Edward Island	6	3	3	4	2	4	0	4	0	3	0	2	1	4	2
	1.1%	1.0%	1.2%	1.1%	1.2%	1.4%	-	2.9%	-	1.5%	-	1.3%	1.5%	1.6%	0.8%
								H							
Nova Scotia	21	13	8	18	3	16	2	6	5	10	3	6	5	9	11
	4.2%	5.0%	3.3%	5.1%	2.2%	5.9%	2.4%	4.6%	3.4%	4.8%	2.8%	3.0%	6.0%	4.0%	5.0%
New Brunswick	9	6	4	6	3	5	1	2	3	5	0	2	1	6	3
	1.9%	2.1%	1.6%	1.7%	2.3%	2.0%	0.8%	1.6%	1.7%	2.6%	-	1.1%	1.3%	2.7%	1.4%
Quebec	120	54	67	68	52	60	8	19	35	35	30	24	30	44	69
	24.0%	20.0%	28.7%	19.6%	34.2%	22.2%	11.3%	14.1%	21.8%	16.9%	26.3%	12.5%	34.5%	18.8%	31.0%
			A		C	F							K		M
Ontario	190	104	86	134	56	97	35	53	65	81	45	88	23	93	77
	38.0%	38.7%	37.2%	38.4%	37.1%	35.8%	47.1%	40.3%	40.6%	39.1%	39.7%	45.0%	25.7%	39.9%	34.8%
												L			
Manitoba	17	9	8	13	4	12	1	6	5	12	1	10	2	9	7
	3.4%	3.3%	3.5%	3.7%	2.6%	4.6%	0.8%	4.8%	3.2%	5.5%	0.8%	5.3%	2.0%	4.1%	3.1%
Saskatchewan	13	7	6	7	6	5	3	4	3	5	3	5	2	5	5
	2.6%	2.5%	2.8%	2.1%	3.8%	1.7%	3.6%	2.7%	2.0%	2.2%	2.5%	2.5%	1.9%	2.3%	2.2%
Alberta	55	30	25	43	12	33	9	14	25	25	13	27	9	27	21
	11.0%	11.3%	10.6%	12.4%	7.7%	12.3%	12.1%	10.6%	15.6%	12.1%	12.0%	14.0%	10.5%	11.7%	9.3%
British Columbia	65	42	23	53	12	36	16	23	17	30	18	28	15	35	24
	13.0%	15.5%	10.1%	15.2%	7.8%	13.3%	21.8%	17.6%	10.9%	14.4%	15.9%	14.1%	16.7%	14.8%	10.7%
				D											
Summary															
Atlantic	40	23	17	30	10	27	2	13	9	20	3	13	8	20	20
	8.0%	8.7%	7.2%	8.5%	6.8%	10.1%	3.3%	9.9%	5.9%	9.7%	2.8%	6.6%	8.8%	8.5%	8.8%
										J					

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Q5. Which of the following best describes your current employment status?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Employed full-time (30 or more hours per week) - including if on leave, such as parental, educational or disability	393	239	154	325	68	253	69	124	144	195	102	179	83	178	180
	78.6%	89.1%	66.4%	93.0%	45.3%	93.4%	92.8%	94.5%	90.3%	93.9%	90.3%	92.0%	94.4%	76.1%	81.2%
Employed part-time (less than 30 hours per week) - including if on leave, such as parental, educational or disability		B		D											
	25	10	15	11	14	8	3	5	5	8	3	8	2	10	14
	5.1%	3.8%	6.6%	3.2%	9.6%	3.0%	3.9%	3.8%	3.3%	3.9%	2.6%	3.9%	2.1%	4.4%	6.2%
					C										
Self-employed	82	19	63	14	68	10	2	2	10	4	8	8	3	46	28
	16.3%	7.2%	27.0%	3.9%	45.2%	3.6%	3.2%	1.6%	6.5%	2.2%	7.1%	4.2%	3.5%	19.5%	12.6%
			A		C						I				

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Q6. Does your job include human resources responsibilities?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Yes	500	268	232	349	151	271	74	131	160	207	112	195	88	234	221
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
1	39	13	26	9	30	5	2	2	6	4	5	6	1	23	15
	7.8%	4.7%	11.3%	2.5%	20.0%	1.9%	2.9%	1.6%	4.0%	1.8%	4.3%	3.0%	1.5%	10.0%	6.6%
			A		C										
2	15	4	11	1	13	0	1	0	1	1	0	1	0	7	7
	2.9%	1.4%	4.6%	0.4%	8.8%	-	1.9%	-	0.9%	0.7%	-	0.7%	-	3.2%	3.2%
					C		E								
3	20	1	19	3	17	3	0	0	3	1	1	3	0	10	6
	3.9%	0.4%	8.0%	0.8%	11.1%	1.0%	-	-	1.7%	0.7%	1.2%	1.4%	-	4.4%	2.8%
			A		C										
4	14	2	12	5	9	4	1	0	5	0	5	4	0	6	5
	2.7%	0.8%	5.0%	1.4%	5.8%	1.3%	1.8%	-	3.1%	-	4.3%	1.8%	-	2.7%	2.3%
			A		C						I				
5	17	1	16	2	14	2	0	0	2	1	0	1	1	6	9
	3.3%	0.3%	6.8%	0.7%	9.5%	0.9%	-	-	1.5%	0.7%	-	0.5%	1.6%	2.4%	4.0%
			A		C										
6	5	0	5	0	5	0	0	0	0	0	0	0	0	4	1
	1.1%	-	2.3%	-	3.6%	-	-	-	-	-	-	-	-	1.5%	0.4%
			A		C										
7	7	3	4	5	2	3	2	1	4	2	3	3	1	4	3
	1.5%	1.3%	1.8%	1.5%	1.5%	1.0%	3.2%	0.7%	2.7%	0.9%	3.0%	1.7%	1.0%	1.6%	1.2%
8	4	1	2	3	1	3	0	0	3	3	0	1	0	1	2
	0.7%	0.5%	1.0%	0.8%	0.6%	1.0%	-	-	1.7%	1.3%	-	0.7%	-	0.6%	1.0%
9	3	2	1	3	0	2	1	0	3	3	0	2	0	1	2
	0.6%	0.8%	0.4%	0.9%	-	0.6%	1.8%	-	1.9%	1.5%	-	1.1%	-	0.4%	1.0%
10	8	0	8	4	4	4	0	0	4	4	0	2	1	4	1
	1.6%	-	3.5%	1.1%	3.0%	1.4%	-	-	2.3%	1.8%	-	1.2%	1.5%	1.9%	0.6%
			A												
12	6	4	2	3	4	3	0	1	1	0	3	1	1	4	2
	1.3%	1.6%	1.0%	0.8%	2.4%	1.0%	-	1.1%	0.9%	-	2.5%	0.7%	1.6%	1.8%	1.0%
											I				
13	4	0	4	4	0	4	0	0	2	2	1	0	4	1	2
	0.7%	-	1.6%	1.0%	-	1.4%	-	-	1.4%	1.1%	1.2%	-	4.2%	0.6%	1.0%
													K		
14	2	0	2	0	2	0	0	0	0	0	0	0	0	2	0
	0.5%	-	1.0%	-	1.5%	-	-	-	-	-	-	-	-	1.0%	-
					C										
15	9	0	9	5	4	4	1	0	4	1	3	4	1	5	2
	1.8%	-	3.9%	1.5%	2.6%	1.4%	1.8%	-	2.6%	0.7%	2.4%	1.9%	1.6%	2.3%	1.0%
			A												
16	2	0	2	0	2	0	0	0	0	0	0	0	0	0	2
	0.4%	-	0.9%	-	1.4%	-	-	-	-	-	-	-	-	-	1.0%
					C										
20	4	1	3	2	2	1	1	0	2	0	2	0	2	3	1
	0.8%	0.4%	1.3%	0.7%	1.2%	0.4%	1.8%	-	1.5%	-	2.1%	-	2.7%	1.2%	0.6%
											I		K		
	1	0	1	0	1	0	0	0	0	0	0	0	0	1	0

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
22	0.3%	-	0.6%	-	0.9%	-	-	-	-	-	-	-	-	0.6%	-
24	1	0	1	1	0	1	0	0	0	1	0	0	0	0	1
	0.2%	-	0.5%	0.3%	-	0.4%	-	-	-	0.5%	-	-	-	-	0.5%
25	8	2	6	5	3	4	1	3	2	4	0	2	2	7	1
	1.6%	0.8%	2.5%	1.4%	2.1%	1.4%	1.4%	2.4%	1.1%	1.9%	-	1.1%	2.0%	3.0%	0.5%
27	1	0	1	0	1	0	0	0	0	0	0	0	0	0	1
	0.3%	-	0.6%	-	0.9%	-	-	-	-	-	-	-	-	-	0.6%
30	4	2	2	3	1	1	2	3	0	3	0	1	0	1	2
	0.8%	0.8%	0.7%	0.8%	0.6%	0.5%	2.2%	2.2%	-	1.4%	-	0.7%	-	0.6%	1.1%
31	3	0	3	3	0	3	0	0	1	3	0	1	0	0	3
	0.5%	-	1.2%	0.8%	-	1.0%	-	-	0.9%	1.3%	-	0.7%	-	-	1.2%
32	1	1	0	1	0	1	0	0	1	1	0	0	1	0	1
	0.2%	0.4%	-	0.3%	-	0.4%	-	-	0.6%	0.5%	-	-	1.2%	-	0.5%
35	6	5	1	5	1	2	2	1	2	2	1	1	1	0	5
	1.2%	1.9%	0.4%	1.3%	0.9%	0.9%	2.9%	1.0%	1.2%	0.9%	1.2%	0.5%	1.6%	-	2.1%
															M
40	6	3	3	5	2	2	2	0	4	5	0	3	0	0	6
	1.3%	1.2%	1.3%	1.3%	1.2%	0.9%	3.0%	-	2.3%	2.3%	-	1.7%	-	-	2.9%
															M
45	4	3	1	1	3	1	0	0	1	1	0	1	0	1	3
	0.8%	1.0%	0.6%	0.4%	1.8%	0.5%	-	-	0.9%	0.7%	-	0.7%	-	0.6%	1.2%
48	1	0	1	1	0	1	0	0	1	0	1	0	1	0	1
	0.3%	-	0.6%	0.4%	-	0.5%	-	-	0.9%	-	1.2%	-	1.5%	-	0.6%
50	10	4	5	7	3	6	1	0	7	1	5	4	2	4	4
	1.9%	1.6%	2.2%	1.9%	1.9%	2.1%	1.2%	-	4.1%	0.7%	4.7%	2.2%	2.6%	1.9%	1.9%
									G		I				
54	1	1	0	1	0	1	0	1	0	1	0	1	0	1	0
	0.3%	0.5%	-	0.4%	-	0.5%	-	1.0%	-	0.6%	-	0.7%	-	0.6%	-
55	2	2	0	2	0	2	0	0	2	0	2	2	0	0	2
	0.4%	0.8%	-	0.6%	-	0.8%	-	-	1.3%	-	1.9%	1.1%	-	-	1.0%
58	1	0	1	1	0	1	0	1	0	1	0	0	1	1	0
	0.3%	-	0.6%	0.4%	-	0.5%	-	1.0%	-	0.7%	-	-	1.5%	0.6%	-
60	1	1	0	1	0	1	0	0	1	0	1	0	0	0	1
	0.2%	0.3%	-	0.3%	-	0.3%	-	-	0.5%	-	0.8%	-	-	-	0.4%
65	1	0	1	1	0	1	0	0	1	1	0	0	1	1	0
	0.2%	-	0.4%	0.3%	-	0.3%	-	-	0.5%	0.4%	-	-	1.0%	0.4%	-
75	1	1	0	1	0	1	0	1	0	1	0	0	0	0	0
	0.2%	0.3%	-	0.3%	-	0.3%	-	0.7%	-	0.4%	-	-	-	-	-

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
80	4	2	1	1	3	1	0	0	1	1	0	0	1	2	1
	0.7%	0.9%	0.6%	0.3%	1.8%	0.4%	-	-	0.6%	0.5%	-	-	1.2%	1.0%	0.6%
85	6	2	3	6	0	3	2	0	2	1	3	0	3	3	2
	1.1%	0.9%	1.3%	1.6%	-	1.2%	3.0%	-	1.6%	0.4%	2.6%	-	3.4%	1.3%	0.8%
99	2	1	1	1	1	1	0	0	1	1	0	1	0	1	0
	0.5%	0.5%	0.4%	0.4%	0.7%	0.5%	-	-	0.8%	0.6%	-	0.7%	-	0.4%	-
100	15	10	6	14	2	8	5	4	9	6	6	4	7	11	5
	3.1%	3.6%	2.6%	4.0%	1.0%	2.9%	7.2%	2.9%	5.5%	3.1%	5.5%	1.9%	8.4%	4.7%	2.0%
105	2	0	2	2	0	2	0	0	2	1	1	2	0	1	1
	0.5%	-	1.0%	0.7%	-	0.9%	-	-	1.2%	0.5%	0.7%	1.0%	0.6%	0.5%	0.5%
109	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.1%	-	0.2%	-	0.3%	-	-	-	-	-	-	-	-	0.2%	-
110	2	2	0	2	0	1	1	0	1	0	2	1	1	2	1
	0.4%	0.7%	0.2%	0.5%	0.3%	0.4%	0.8%	-	0.4%	-	1.6%	0.3%	1.3%	0.7%	0.3%
112	1	0	1	1	0	1	0	0	1	1	0	1	0	1	0
	0.2%	-	0.5%	0.3%	-	0.4%	-	-	0.8%	0.6%	-	0.6%	-	0.5%	-
120	3	1	2	2	1	2	0	1	1	2	0	2	1	0	2
	0.7%	0.5%	0.9%	0.6%	0.8%	0.8%	-	0.4%	0.6%	1.1%	-	0.9%	0.6%	-	1.0%
124	1	1	0	1	0	0	1	0	1	1	0	1	0	1	0
	0.2%	0.3%	-	0.2%	-	-	1.0%	-	0.5%	0.4%	-	0.4%	-	0.3%	-
125	2	1	1	1	1	1	0	0	1	0	0	1	0	1	1
	0.4%	0.2%	0.5%	0.2%	0.8%	0.2%	-	-	0.4%	-	-	0.3%	-	0.3%	0.6%
135	1	1	0	1	0	1	0	0	1	1	0	1	0	0	1
	0.1%	0.2%	-	0.2%	-	0.2%	-	-	0.4%	0.3%	-	0.3%	-	-	0.3%
145	1	0	1	1	0	1	0	1	0	1	0	1	0	1	0
	0.2%	-	0.3%	0.2%	-	0.3%	-	0.6%	-	0.4%	-	0.4%	-	0.3%	-
150	13	6	7	8	5	5	3	2	7	5	2	3	4	6	5
	2.6%	2.2%	2.9%	2.3%	3.1%	1.9%	4.2%	1.2%	4.1%	2.5%	2.1%	1.7%	4.9%	2.6%	2.3%
160	1	1	1	1	0	1	0	0	1	1	1	0	1	1	0
	0.3%	0.3%	0.2%	0.4%	-	0.5%	-	-	0.8%	0.4%	0.5%	-	1.4%	0.5%	-
165	1	1	0	1	0	1	0	0	1	1	0	0	0	1	0
	0.2%	0.4%	-	0.3%	-	0.4%	-	-	0.6%	0.5%	-	-	-	0.4%	-
180	1	1	0	1	0	1	0	1	0	1	0	1	0	1	0
	0.1%	0.2%	-	0.1%	-	0.2%	-	0.4%	-	0.3%	-	0.3%	-	0.2%	-

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
187	1	1	0	1	0	1	0	0	1	1	0	0	1	1	0
	0.2%	0.3%	-	0.3%	-	0.3%	-	-	0.6%	0.4%	-	-	1.0%	0.4%	-
200	9	4	5	9	0	5	4	2	6	4	4	4	3	4	2
	1.8%	1.5%	2.2%	2.6%	-	2.0%	4.9%	1.5%	3.5%	2.0%	3.8%	1.8%	3.2%	1.7%	1.0%
210	1	1	0	1	0	1	0	1	0	1	0	1	0	1	0
	0.1%	0.2%	-	0.2%	-	0.2%	-	0.5%	-	0.3%	-	0.3%	-	0.3%	-
220	2	2	0	1	0	1	1	1	0	1	0	1	0	0	2
	0.4%	0.7%	-	0.4%	0.3%	0.3%	1.0%	0.6%	-	0.7%	-	0.4%	-	-	0.9%
221	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.1%	0.2%	-	0.1%	-	0.2%	-	-	0.3%	0.2%	-	0.3%	-	-	0.2%
222	1	1	0	1	0	1	0	0	1	0	1	1	0	1	0
	0.2%	0.3%	-	0.3%	-	0.3%	-	-	0.6%	-	0.8%	0.5%	-	0.4%	-
240	1	1	0	1	0	1	0	1	0	1	0	0	0	0	1
	0.2%	0.4%	-	0.3%	-	0.4%	-	0.7%	-	0.5%	-	-	-	-	0.4%
250	4	3	1	4	1	3	1	1	2	4	0	2	2	1	3
	0.9%	1.3%	0.4%	1.0%	0.5%	1.1%	1.0%	0.8%	1.1%	1.7%	-	1.0%	1.8%	0.6%	1.4%
280	1	1	0	1	0	0	1	0	0	1	0	1	0	0	1
	0.2%	0.4%	-	0.3%	-	-	1.6%	-	-	0.6%	-	0.6%	-	-	0.5%
285	1	1	0	1	0	1	0	0	0	0	0	0	0	0	1
	0.2%	0.4%	-	0.3%	-	0.4%	-	-	-	-	-	-	-	-	0.4%
300	12	8	4	12	0	9	3	4	5	7	4	7	4	6	5
	2.3%	2.9%	1.6%	3.3%	-	3.3%	3.6%	3.4%	3.3%	3.2%	3.9%	3.4%	4.2%	2.7%	2.1%
				D											
325	1	1	0	1	0	1	0	0	0	1	0	0	1	0	1
	0.1%	0.2%	-	0.2%	-	0.2%	-	-	-	0.3%	-	-	0.7%	-	0.3%
328	1	1	0	1	0	1	0	1	0	1	0	0	1	1	0
	0.2%	0.4%	-	0.3%	-	0.4%	-	0.9%	-	0.6%	-	-	1.3%	0.5%	-
350	7	5	3	6	1	6	0	3	3	4	2	4	1	4	4
	1.5%	1.7%	1.2%	1.8%	0.8%	2.3%	-	2.3%	2.0%	1.8%	2.2%	2.1%	0.8%	1.6%	1.7%
356	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0
	0.1%	0.3%	-	-	0.5%	-	-	-	-	-	-	-	-	0.3%	-
400	5	4	1	5	0	3	2	0	3	2	1	1	1	2	2
	0.9%	1.5%	0.3%	1.3%	-	1.0%	2.7%	-	2.0%	0.9%	0.7%	0.4%	0.9%	0.8%	0.9%
450	6	4	3	6	0	5	1	1	4	1	5	3	2	4	2
	1.2%	1.3%	1.2%	1.8%	-	2.0%	1.1%	0.7%	2.8%	0.6%	4.5%	1.6%	2.6%	1.7%	1.1%
											I				
	1	1	0	1	0	1	0	1	0	1	0	1	0	1	0

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
499	0.2%	0.5%	-	0.3%	-	0.4%	-	0.9%	-	0.6%	-	0.6%	-	0.5%	-
500	10	7	3	8	1	7	2	5	2	6	1	6	1	5	2
	1.9%	2.6%	1.2%	2.4%	0.9%	2.5%	2.1%	4.0%	1.1%	3.0%	1.3%	2.9%	1.3%	2.3%	1.0%
550	2	1	1	2	0	1	1	0	1	1	1	1	1	1	1
	0.4%	0.4%	0.4%	0.5%	-	0.4%	1.1%	-	0.6%	0.4%	0.9%	0.4%	1.2%	0.4%	0.4%
600	3	2	1	2	1	1	1	1	0	0	1	1	0	1	2
	0.6%	0.8%	0.4%	0.6%	0.6%	0.4%	1.2%	0.9%	-	-	0.5%	0.3%	-	0.2%	1.1%
625	1	0	1	1	0	1	0	0	1	1	0	1	0	1	0
	0.2%	-	0.4%	0.3%	-	0.3%	-	-	0.6%	0.5%	-	0.5%	-	0.4%	-
650	1	1	0	1	0	1	0	0	0	1	0	1	0	0	0
	0.3%	0.5%	-	0.4%	-	0.5%	-	-	-	0.6%	-	0.7%	-	-	-
700	1	1	0	1	0	0	1	1	0	1	0	0	1	1	0
	0.2%	0.3%	-	0.2%	-	-	1.2%	0.7%	-	0.4%	-	-	1.0%	0.4%	-
750	2	0	2	2	0	1	1	1	0	2	0	1	1	1	0
	0.3%	-	0.7%	0.4%	-	0.3%	0.9%	0.7%	-	0.7%	-	0.3%	1.0%	0.3%	-
800	1	1	1	1	1	0	1	0	0	0	1	0	1	0	1
	0.3%	0.2%	0.4%	0.2%	0.4%	-	1.2%	-	-	-	0.8%	-	1.0%	-	0.6%
900	1	0	1	1	0	1	0	1	0	0	1	0	1	0	1
	0.1%	-	0.3%	0.2%	-	0.2%	-	0.4%	-	-	0.5%	-	0.7%	-	0.3%
950	2	0	2	2	0	2	0	1	0	2	0	1	0	0	2
	0.4%	-	0.9%	0.6%	-	0.7%	-	0.8%	-	1.0%	-	0.6%	-	-	0.9%
990	1	1	0	1	0	1	0	0	1	0	1	0	1	0	1
	0.1%	0.2%	-	0.2%	-	0.2%	-	-	0.4%	-	0.5%	-	0.6%	-	0.3%
1000	9	8	1	9	0	8	1	3	4	5	2	5	2	2	7
	1.8%	3.1%	0.2%	2.6%	-	2.8%	1.9%	2.6%	2.6%	2.6%	2.0%	2.4%	2.6%	1.0%	3.0%
		B													
1100	2	1	1	2	0	2	0	1	1	1	1	2	0	0	2
	0.3%	0.4%	0.2%	0.5%	-	0.6%	-	0.8%	0.4%	0.3%	0.9%	0.8%	-	-	0.7%
1200	6	5	1	6	0	3	2	3	2	1	1	3	2	4	2
	1.1%	1.8%	0.3%	1.6%	-	1.2%	3.2%	1.9%	1.0%	0.7%	1.3%	1.7%	1.9%	1.7%	0.7%
1300	1	1	0	1	0	1	0	0	1	0	1	1	1	1	1
	0.3%	0.5%	-	0.4%	-	0.5%	-	-	0.6%	-	1.3%	0.3%	1.0%	0.4%	0.3%
1400	2	1	1	2	0	2	0	0	1	1	1	1	0	0	2
	0.4%	0.5%	0.2%	0.5%	-	0.7%	-	-	0.4%	0.6%	0.5%	0.6%	-	-	0.8%
1500	4	3	1	4	0	3	1	3	1	3	1	2	2	1	3
	0.8%	1.2%	0.4%	1.2%	-	1.0%	1.9%	2.4%	0.6%	1.5%	0.9%	1.2%	2.0%	0.4%	1.4%

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
1600	1	1	0	1	0	1	0	1	0	1	0	1	0	0	1
	0.2%	0.4%	-	0.3%	-	0.4%	-	0.8%	-	0.5%	-	0.6%	-	-	0.5%
1700	1	1	1	1	1	1	0	1	0	1	0	1	0	1	0
	0.3%	0.3%	0.2%	0.2%	0.4%	0.3%	-	0.6%	-	0.4%	-	0.4%	-	0.6%	-
1800	7	7	0	7	0	4	2	4	3	4	1	4	0	0	6
	1.3%	2.4%	-	1.9%	-	1.6%	3.0%	2.9%	1.7%	2.1%	1.2%	2.3%	-	-	2.6%
2000	B	B													M
	3	3	1	3	0	3	0	1	0	1	2	1	1	2	1
2400	0.6%	1.0%	0.2%	0.9%	-	1.2%	-	1.1%	-	0.4%	2.0%	0.4%	1.6%	0.7%	0.6%
	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0
2500	0.2%	0.3%	-	-	0.6%	-	-	-	-	-	-	-	-	0.4%	-
	5	4	1	4	1	3	1	1	1	3	0	3	0	2	2
3000	1.0%	1.6%	0.4%	1.2%	0.6%	1.2%	1.4%	0.8%	0.9%	1.7%	-	1.8%	-	0.8%	0.9%
	11	8	3	10	1	10	0	4	4	5	3	8	1	8	2
3500	2.1%	2.8%	1.3%	2.9%	0.4%	3.7%	-	2.8%	2.4%	2.4%	2.6%	4.2%	1.4%	3.6%	1.0%
	5	4	1	5	0	5	0	1	2	3	2	2	1	2	2
4000	1.1%	1.5%	0.6%	1.6%	-	2.0%	-	0.7%	1.4%	1.5%	2.0%	1.2%	1.0%	1.0%	0.8%
	4	4	0	4	0	3	1	3	1	3	1	2	1	2	2
4136	0.8%	1.5%	-	1.1%	-	1.2%	1.2%	2.4%	0.6%	1.5%	0.8%	0.9%	1.0%	1.0%	0.8%
	1	1	0	1	0	1	0	0	0	1	0	1	0	0	1
4500	0.1%	0.2%	-	0.2%	-	0.2%	-	-	-	0.3%	-	0.3%	-	-	0.3%
	1	0	1	1	0	1	0	1	0	1	0	1	0	1	0
5000	0.1%	-	0.3%	0.2%	-	0.2%	-	0.4%	-	0.3%	-	0.3%	-	0.3%	-
	11	11	0	11	0	9	2	7	2	7	3	6	1	1	6
5500	2.2%	4.1%	-	3.1%	-	3.4%	2.3%	4.9%	1.5%	3.3%	2.9%	3.1%	0.9%	0.6%	2.8%
	B	B		D											
5700	1	1	0	1	0	1	0	0	1	1	0	0	1	1	0
	0.2%	0.4%	-	0.3%	-	0.4%	-	-	0.7%	0.5%	-	-	1.3%	0.5%	-
6000	1	1	0	1	0	1	0	1	0	1	0	0	0	1	0
	0.2%	0.3%	-	0.3%	-	0.3%	-	0.7%	-	0.5%	-	-	-	0.4%	-
6500	2	1	1	1	1	0	1	0	1	1	0	1	0	1	1
	0.5%	0.4%	0.6%	0.3%	0.9%	-	1.4%	-	0.6%	0.5%	-	0.5%	-	0.6%	0.5%
7000	4	2	2	4	0	2	1	4	0	2	1	2	1	1	1
	0.7%	0.6%	0.8%	1.0%	-	0.6%	1.2%	2.8%	-	0.8%	0.8%	0.9%	1.0%	0.4%	0.4%
								H							

Q7. To the best of your knowledge, how many employees does your company or organization currently employ?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
8000	1	1	0	1	0	1	0	1	0	0	1	1	0	1	0
	0.2%	0.3%	-	0.3%	-	0.3%	-	0.7%	-	-	0.8%	0.5%	-	0.4%	-
9000	1	1	0	1	0	0	1	1	0	1	0	1	0	1	0
	0.3%	0.5%	-	0.4%	-	-	1.9%	1.0%	-	0.7%	-	0.7%	-	0.6%	-
							E								
9200	1	1	0	1	0	1	0	1	0	1	0	1	0	1	0
	0.2%	0.3%	-	0.2%	-	0.3%	-	0.7%	-	0.4%	-	0.4%	-	0.4%	-
10000+	65	55	10	64	1	52	11	41	12	42	18	43	11	26	34
	13.0%	20.5%	4.4%	18.3%	0.9%	19.1%	15.0%	31.3%	7.2%	20.4%	15.7%	22.2%	12.0%	11.1%	15.3%
		B		D				H							
Summary															
0-99	225	65	160	96	129	73	21	15	70	52	38	49	28	109	97
	45.0%	24.3%	68.9%	27.4%	85.8%	26.8%	28.9%	11.7%	43.5%	24.9%	33.6%	25.0%	31.6%	46.5%	43.8%
			A		C				G						
100-499	100	62	38	87	13	65	22	23	50	50	29	41	30	53	40
	20.0%	23.2%	16.3%	25.0%	8.5%	23.9%	29.2%	17.8%	31.3%	24.3%	26.1%	21.1%	33.9%	22.8%	17.9%
				D					G				K		
500+	175	141	34	166	9	133	31	93	40	105	45	105	30	72	85
	35.0%	52.5%	14.8%	47.7%	5.7%	49.3%	41.9%	70.5%	25.2%	50.8%	40.3%	53.9%	34.5%	30.7%	38.3%
		B		D				H				L			
Mean	8744.5	14845.7	1695.1	12341.5	425.3	11809.3	13274	20212.3	5107.4	15341.8	8043.5	14084.4	10976.5	8097.2	9795.3
		B		D				H							
Std Dev	37593.3	50046.9	8028.9	44488.5	2986.6	44672	43146.8	58721.1	23502.2	54513.6	22045.1	47154	41189.8	38021.6	39527.7
Std Err	1705.3	3023.4	551.4	2357.9	261.9	2664.9	5120.6	4980.7	1906.3	3726.5	2111.5	3376.8	4294.3	2575.1	2635.2

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Q8. Does your company/organization offer workplace programs to promote health (e.g. fitness and/or mental health)?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Yes	268	268	0	241	27	185	53	103	97	148	76	142	54	121	120
	53.6%	100.0%	-	69.1%	17.8%	68.4%	71.2%	78.6%	60.5%	71.4%	67.4%	73.1%	61.6%	51.9%	54.2%
		B		D				H							
No	232	0	232	108	124	86	21	28	63	59	37	52	34	112	101
	46.4%	-	100.0%	30.9%	82.2%	31.6%	28.8%	21.4%	39.5%	28.6%	32.6%	26.9%	38.4%	48.1%	45.8%
			A		C				G						

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Q9. Does your company/organization provide supplementary health benefits for its employees?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Yes	349	241	108	349	0	271	74	131	160	207	112	195	88	157	156
	69.8%	89.9%	46.6%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	67.2%	70.6%
		B		D											
No	151	27	124	0	151	0	0	0	0	0	0	0	0	77	65
	30.2%	10.1%	53.4%	-	100.0%	-	-	-	-	-	-	-	-	32.8%	29.4%
			A		C										

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Q10. Do the supplementary health benefits provided by your company/organization cover any of the following?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	256	111	367	0	292	71	143	156	221	111	196	95	156	174
Weighted	349	241	108*	349	-**	271	74*	131	160	207	112*	195	88*	157	156
Prescription drugs	336	229	107	336	0	262	71	130	151	203	107	187	86	152	149
	96.4%	95.1%	99.3%	96.4%	-	96.7%	96.2%	99.0%	94.3%	97.9%	95.0%	96.0%	98.2%	96.7%	95.8%
Dental insurance								H							
	318	226	92	318	0	246	68	128	134	192	98	179	76	143	143
	91.1%	93.8%	85.2%	91.1%	-	90.7%	92.0%	97.1%	83.9%	92.5%	86.8%	91.9%	87.0%	90.9%	91.6%
Vision care		B						H							
	286	211	75	286	0	221	62	123	116	170	92	163	67	132	124
	81.9%	87.6%	69.3%	81.9%	-	81.7%	82.8%	93.3%	72.6%	81.9%	81.4%	83.7%	76.0%	84.3%	79.6%
Other health services such as physiotherapy, massage therapy, etc.		B						H							
	306	210	96	306	0	238	65	123	131	193	88	168	76	136	138
	87.6%	87.1%	88.7%	87.6%	-	88.0%	87.8%	93.9%	81.9%	93.0%	77.9%	86.2%	86.3%	86.4%	88.4%
None of the above								H		J					
	2	2	0	2	0	1	1	0	1	1	1	0	1	0	2
	0.5%	0.7%	-	0.5%	-	0.3%	1.1%	-	0.5%	0.4%	0.7%	-	0.9%	-	1.1%
Don't know															
	1	1	1	1	0	1	1	0	1	0	1	1	0	1	0
	0.4%	0.3%	0.7%	0.4%	-	0.3%	0.8%	-	0.9%	-	0.7%	0.4%	-	0.4%	-

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

Q11. Are the supplementary benefits provided separately for each service or are they provided in the form of a 'health spending account' that employees can allocate according to their needs?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	256	111	367	0	292	71	143	156	221	111	196	95	156	174
Weighted	349	241	108*	349	-**	271	74*	131	160	207	112*	195	88*	157	156
Separately for each service	245	167	78	245	0	181	61	96	110	148	76	138	59	108	111
	70.3%	69.3%	72.5%	70.3%	-	66.7%	81.5%	72.7%	69.0%	71.2%	67.9%	70.9%	66.6%	68.5%	70.9%
In the form of a 'health spending account'							E								
	81	62	19	81	0	69	12	32	36	48	28	48	21	36	39
	23.2%	25.7%	17.5%	23.2%	-	25.5%	16.0%	24.4%	22.2%	23.4%	24.8%	24.6%	23.4%	23.1%	25.2%
Don't know	23	12	11	23	0	21	2	4	14	11	8	9	9	13	6
	6.6%	5.0%	10.0%	6.6%	-	7.8%	2.5%	2.9%	8.7%	5.5%	7.3%	4.6%	9.9%	8.4%	3.9%
									G						

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

Q12. Do employees make a contribution to the costs of their benefits plan, for example as a payroll deduction?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	256	111	367	0	292	71	143	156	221	111	196	95	156	174
Weighted	349	241	108*	349	-**	271	74*	131	160	207	112*	195	88*	157	156
Yes	271	185	86	271	0	271	0	105	121	171	80	158	67	126	118
	77.6%	76.8%	79.2%	77.6%	-	100.0%	-	79.7%	75.9%	82.3%	71.5%	81.0%	75.9%	80.2%	75.4%
No						F				J					
	74	53	21	74	0	0	74	26	37	37	31	36	20	29	38
	21.3%	21.9%	19.8%	21.3%	-	-	100.0%	19.5%	23.3%	17.7%	27.3%	18.6%	23.2%	18.4%	24.1%
Don't know						E									
	4	3	1	4	0	0	0	1	1	0	1	1	1	2	1
	1.1%	1.2%	1.0%	1.1%	-	-	-	0.8%	0.9%	-	1.2%	0.4%	0.9%	1.4%	0.5%

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

Q13. Is it possible to 'opt out' of spending on supplementary health benefits?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Employees who make a contribution to the costs of their benefits plan	292	201	91	292	0	292	0	118	121	186	82	160	75	126	138
Weighted	271	185	86*	271	-**	271	-**	105	121	171	80*	158	67*	126	118
Yes	166	116	50	166	0	166	0	58	87	104	47	102	38	86	65
	61.3%	62.7%	58.1%	61.3%	-	61.3%	-	55.2%	71.8%	61.2%	58.6%	64.3%	57.2%	68.4%	54.9%
									G					N	
No	74	48	26	74	0	74	0	39	27	50	22	44	22	29	38
	27.4%	26.0%	30.6%	27.4%	-	27.4%	-	37.6%	22.0%	29.1%	27.9%	27.9%	33.0%	22.9%	32.1%
								H							
Don't know	31	21	10	31	0	31	0	7	7	17	11	12	7	11	15
	11.3%	11.3%	11.3%	11.3%	-	11.3%	-	7.1%	6.1%	9.8%	13.5%	7.8%	9.7%	8.8%	13.0%

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

Q14. In general, approximately what percentage of employees choose to 'opt out'?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Employees who choose to 'opt out' of spending on supplementary health benefits	176	123	53	176	0	176	0	64	86	114	44	102	41	85	76
Weighted	166	116	50*	166	-**	166	-**	58*	87*	104	47*	102*	38*	86*	65*
Less than 5%	64	41	22	64	0	64	0	21	36	36	27	37	23	36	21
	38.4%	35.7%	44.6%	38.4%	-	38.4%	-	35.6%	41.8%	34.3%	56.3%	36.0%	59.8%	41.7%	32.4%
5% to less than 10%	15	10	5	15	0	15	0	0	14	12	3	12	2	7	8
	9.2%	8.8%	10.1%	9.2%	-	9.2%	-	-	16.2%	11.8%	6.3%	11.6%	6.4%	8.2%	12.6%
10% to less than 20%	13	9	4	13	0	13	0	6	6	9	3	7	4	8	4
	7.5%	7.6%	7.5%	7.5%	-	7.5%	-	10.8%	6.6%	8.2%	6.1%	7.4%	11.6%	8.7%	6.5%
20% to less than 30%	13	8	5	13	0	13	0	6	7	5	6	12	0	8	5
	8.1%	6.9%	11.0%	8.1%	-	8.1%	-	10.1%	7.6%	5.2%	12.7%	11.9%	-	9.3%	8.4%
30% to less than 40%	3	3	0	3	0	3	0	1	2	3	1	3	1	1	2
	2.0%	2.8%	-	2.0%	-	2.0%	-	2.3%	2.2%	2.6%	1.2%	2.6%	1.5%	1.5%	3.0%
40% to less than 50%	1	0	1	1	0	1	0	0	1	1	0	1	0	1	0
	0.7%	-	2.5%	0.7%	-	0.7%	-	-	1.4%	1.2%	-	1.2%	-	1.4%	-
50% to less than 60%	3	3	1	3	0	3	0	1	2	3	0	3	0	3	1
	2.1%	2.2%	1.9%	2.1%	-	2.1%	-	2.1%	1.9%	3.3%	-	3.4%	-	2.9%	1.4%
60% to less than 70%	1	1	0	1	0	1	0	1	0	1	1	1	0	1	1
	0.9%	1.2%	-	0.9%	-	0.9%	-	1.5%	-	0.5%	1.8%	0.9%	-	1.0%	0.9%
70% to less than 80%	1	0	1	1	0	1	0	0	1	0	1	0	1	0	1
	0.8%	-	2.7%	0.8%	-	0.8%	-	-	1.6%	-	2.9%	-	3.6%	-	2.1%
80% to less than 90%	1	1	0	1	0	1	0	0	1	1	0	1	0	0	1
	0.3%	0.5%	-	0.3%	-	0.3%	-	-	0.6%	0.5%	-	0.6%	-	-	0.9%
90% to 100%	1	1	0	1	0	1	0	0	1	1	0	1	0	1	0
	0.5%	0.8%	-	0.5%	-	0.5%	-	-	1.0%	0.8%	-	0.9%	-	1.0%	-
Don't know	49	39	10	49	0	49	0	22	17	33	6	24	7	21	20
	29.5%	33.7%	19.7%	29.5%	-	29.5%	-	37.6%	19.0%	31.6%	12.7%	23.6%	17.2%	24.1%	31.7%
								H		J					

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

Q15. Does your company/organization provide post-retirement supplementary health benefits for those who retire?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	256	111	367	0	292	71	143	156	221	111	196	95	156	174
Weighted	349	241	108*	349	-**	271	74*	131	160	207	112*	195	88*	157	156
Yes	131	103	28	131	0	105	26	131	0	86	34	84	23	63	54
	37.6%	42.8%	26.1%	37.6%	-	38.7%	34.5%	100.0%	-	41.3%	30.4%	43.1%	25.7%	40.2%	34.7%
No		B						H				L			
	160	97	63	160	0	121	37	0	160	89	65	89	52	76	68
	45.8%	40.2%	58.5%	45.8%	-	44.8%	50.2%	-	100.0%	42.8%	58.1%	45.6%	59.2%	48.6%	43.4%
			A						G		I		K		
Don't know	58	41	17	58	0	45	11	0	0	33	13	22	13	18	34
	16.5%	17.0%	15.5%	16.5%	-	16.5%	15.4%	-	-	15.9%	11.5%	11.3%	15.2%	11.2%	21.9%
															M

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

Q16. In the past few years have any changes been implemented to your supplementary health benefits coverage (e.g. changes to the scope of coverage, reimbursement levels, or premiums)?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	256	111	367	0	292	71	143	156	221	111	196	95	156	174
Weighted	349	241	108*	349	-**	271	74*	131	160	207	112*	195	88*	157	156
Yes	207	148	59	207	0	171	37	86	89	207	0	138	35	84	105
	59.4%	61.4%	55.0%	59.4%	-	63.0%	49.4%	65.2%	55.4%	100.0%	-	71.0%	39.8%	53.5%	67.2%
No						F				J		L		M	
	112	76	37	112	0	80	31	34	65	0	112	47	50	61	40
	32.2%	31.5%	33.9%	32.2%	-	29.7%	41.4%	26.1%	40.8%	-	100.0%	23.9%	56.5%	38.6%	25.5%
									G		I		K	N	
Don't know	29	17	12	29	0	20	7	11	6	0	0	10	3	12	11
	8.3%	7.1%	11.1%	8.3%	-	7.3%	9.2%	8.7%	3.7%	-	-	5.1%	3.8%	7.8%	7.3%

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

Q17. Please describe the changes that have been made to your employee supplementary health benefits program.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Changes been implemented to supplementary health benefits coverage	221	161	60	221	0	186	35	95	87	221	0	142	40	84	117
Weighted	207	148	59*	207	-**	171	37*	86*	89*	207	-**	138	35*	84*	105
Increased costs/ premiums/ deductibles/ more expensive	65	46	19	65	0	57	8	29	27	65	0	43	13	26	34
	31.5%	31.4%	31.9%	31.5%	-	33.6%	22.0%	33.9%	30.9%	31.5%	-	30.8%	37.0%	30.8%	32.1%
Less coverage/ lower benefits	40	19	21	40	0	35	5	19	16	40	0	28	5	14	21
	19.1%	12.8%	34.9%	19.1%	-	20.4%	13.2%	22.0%	17.7%	19.1%	-	20.4%	13.7%	16.1%	19.9%
			A												
Changes in dental coverage	25	17	8	25	0	23	2	11	13	25	0	19	3	14	9
	12.2%	11.5%	14.0%	12.2%	-	13.5%	6.2%	13.1%	15.2%	12.2%	-	13.8%	8.7%	16.1%	8.6%
Changes in vision care	19	15	4	19	0	10	9	9	9	19	0	16	0	7	10
	9.0%	10.0%	6.5%	9.0%	-	5.7%	24.3%	10.9%	10.5%	9.0%	-	11.4%	-	8.5%	9.8%
							E					L			
Changes in prescription coverage	18	16	3	18	0	12	6	10	7	18	0	15	2	11	5
	8.8%	10.6%	4.4%	8.8%	-	7.3%	16.0%	11.6%	8.1%	8.8%	-	11.1%	6.0%	12.6%	4.8%
Changes in coverage/ benefits (non-specified)	17	15	3	17	0	14	4	9	6	17	0	13	4	8	8
	8.4%	10.1%	4.4%	8.4%	-	8.2%	9.6%	10.9%	7.1%	8.4%	-	9.2%	11.3%	9.8%	8.1%
Change in (service) provider	16	8	8	16	0	13	3	4	10	16	0	8	5	7	8
	7.8%	5.5%	13.5%	7.8%	-	7.4%	9.5%	4.6%	11.6%	7.8%	-	5.9%	15.6%	8.6%	7.2%
Increase in coverage/ benefits	16	11	5	16	0	13	3	5	6	16	0	10	2	4	10
	7.7%	7.6%	7.9%	7.7%	-	7.6%	8.0%	5.3%	7.0%	7.7%	-	7.5%	4.6%	4.9%	9.2%
Changes in physiotherapy/ chiropractor services	13	11	2	13	0	9	4	5	4	13	0	9	1	5	7
	6.3%	7.3%	3.8%	6.3%	-	5.6%	9.9%	5.9%	4.2%	6.3%	-	6.2%	3.9%	6.1%	6.9%
Increased co-payments	11	7	4	11	0	9	1	8	1	11	0	7	1	7	4
	5.2%	4.8%	6.2%	5.2%	-	5.6%	3.8%	9.4%	1.6%	5.2%	-	4.7%	3.9%	8.7%	3.4%
Changes in cost/ premiums (non-specified)								H							
	11	6	5	11	0	11	0	4	6	11	0	6	4	3	5
	5.2%	3.8%	8.7%	5.2%	-	6.3%	-	4.3%	7.0%	5.2%	-	4.6%	12.3%	4.1%	5.0%
Reduced/ lower premiums/ deductibles	9	7	2	9	0	7	2	3	5	9	0	6	2	5	3
	4.5%	5.1%	3.2%	4.5%	-	4.2%	6.1%	3.2%	6.0%	4.5%	-	4.1%	5.4%	5.5%	2.4%
Added/ moved to Health Spending Account	7	7	0	7	0	5	2	2	4	7	0	4	1	0	7
	3.4%	4.7%	-	3.4%	-	2.8%	6.3%	2.4%	4.1%	3.4%	-	2.6%	2.4%	-	6.7%
														M	
Changes in retirement benefits	7	5	2	7	0	4	3	5	1	7	0	5	2	2	4
	3.2%	3.2%	3.3%	3.2%	-	2.2%	7.7%	6.0%	1.0%	3.2%	-	3.4%	5.7%	2.9%	4.0%
Added/ increased wellness accounts/ options	5	5	0	5	0	3	2	1	1	5	0	2	0	0	4

Q17. Please describe the changes that have been made to your employee supplementary health benefits program.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
Added/ increased wellness accounts/ options	2.3%	3.2%	-	2.3%	-	1.9%	4.4%	1.0%	1.0%	2.3%	-	1.3%	-	-	3.7%
Use of a drug card/ no need for reimbursement/ direct billing	4 1.9%	4 2.6%	0 -	4 1.9%	0 -	2 1.1%	2 5.2%	2 2.8%	1 1.0%	4 1.9%	0 -	2 1.8%	1 1.5%	1 1.2%	1 1.3%
Changes in life insurance benefits	4 1.8%	4 2.5%	0 -	4 1.8%	0 -	4 2.2%	0 -	1 1.1%	3 3.1%	4 1.8%	0 -	3 2.0%	0 -	1 1.1%	1 1.3%
Added dental coverage	4 1.7%	1 0.9%	2 3.7%	4 1.7%	0 -	4 2.1%	0 -	1 1.6%	0 -	4 1.7%	0 -	1 0.4%	2 6.2%	1 0.7%	2 2.1%
													K		
Added vision care	3 1.5%	3 1.7%	1 1.0%	3 1.5%	0 -	2 1.1%	1 3.3%	2 2.2%	1 1.4%	3 1.5%	0 -	2 1.4%	1 3.5%	2 2.3%	0 -
Changes made to Health Spending Account	3 1.4%	3 2.0%	0 -	3 1.4%	0 -	3 1.7%	0 -	1 1.0%	0 -	3 1.4%	0 -	2 1.5%	0 -	0 -	3 2.8%
More options	2 1.2%	2 1.0%	1 1.5%	2 1.2%	0 -	2 1.4%	0 -	2 2.8%	0 -	2 1.2%	0 -	2 1.7%	0 -	1 1.0%	2 1.5%
Other	23 11.3%	18 11.9%	6 9.9%	23 11.3%	0 -	20 11.6%	4 9.9%	10 12.2%	11 12.8%	23 11.3%	0 -	18 12.7%	4 10.9%	9 10.9%	14 13.6%
Nothing	3 1.3%	2 1.5%	1 1.0%	3 1.3%	0 -	3 1.6%	0 -	3 3.2%	0 -	3 1.3%	0 -	3 2.0%	0 -	2 2.6%	0 -
(DK/NS)	8 4.1%	8 5.7%	0 -	8 4.1%	0 -	8 5.0%	0 -	4 4.8%	1 1.3%	8 4.1%	0 -	6 4.3%	2 4.8%	4 5.2%	4 3.4%

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

Q18. How likely is your company/organization to make changes to its supplementary health benefits plan in the next few years?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	256	111	367	0	292	71	143	156	221	111	196	95	156	174
Weighted	349	241	108*	349	-**	271	74*	131	160	207	112*	195	88*	157	156
Very likely	73	58	15	73	0	59	14	38	30	61	11	73	0	32	34
	20.8%	24.0%	13.7%	20.8%	-	21.7%	18.4%	28.7%	18.5%	29.4%	9.5%	37.2%	-	20.1%	22.0%
Somewhat likely		B								J		L			
	122	85	38	122	0	99	23	46	59	77	36	122	0	60	50
	35.0%	35.1%	34.8%	35.0%	-	36.5%	30.4%	35.2%	37.1%	37.4%	31.8%	62.8%	-	38.4%	31.9%
Not very likely												L			
	72	45	26	72	0	54	17	21	39	30	38	0	72	38	30
	20.5%	18.8%	24.4%	20.5%	-	19.9%	22.8%	16.1%	24.2%	14.6%	33.8%	-	81.5%	24.4%	19.0%
Not at all likely										I		K			
	16	9	7	16	0	13	3	1	13	5	12	0	16	10	3
	4.7%	3.7%	6.9%	4.7%	-	4.7%	4.7%	1.0%	8.3%	2.3%	10.3%	-	18.5%	6.2%	2.1%
Don't know										G		I		K	
	66	45	22	66	0	46	18	25	19	34	16	0	0	17	39
	19.0%	18.5%	20.2%	19.0%	-	17.1%	23.8%	18.9%	11.9%	16.4%	14.6%	-	-	10.8%	25.0%
Summary															M
Top2Box (Very/ Somewhat likely)	195	142	52	195	0	158	36	84	89	138	47	195	0	92	84
	55.8%	59.1%	48.5%	55.8%	-	58.3%	48.8%	63.9%	55.6%	66.7%	41.4%	100.0%	-	58.5%	53.8%
										J		L			
Low2Box (Not very/ Not at all likely)	88	54	34	88	0	67	20	23	52	35	50	0	88	48	33
	25.2%	22.4%	31.3%	25.2%	-	24.6%	27.4%	17.2%	32.5%	16.9%	44.1%	-	100.0%	30.7%	21.1%
									G		I		K		

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

Q19. [Summary - Mean] Please indicate how much you agree or disagree with the following statements.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
The provision of supplementary health benefits gives my company/organization an advantage ...	3.3	3.4	3.1	3.3	0	3.2	3.4	3.5	3.2	3.3	3.2	3.3	3.2	3.3	3.2
		B						H							
I am concerned about the cost of providing supplementary health benefits for my employees at present	2.6	2.6	2.5	2.6	0	2.6	2.6	2.6	2.6	2.6	2.5	2.8	2.3	2.7	2.4
												L		N	
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years	2.7	2.8	2.6	2.7	0	2.7	2.6	2.8	2.8	2.7	2.7	2.9	2.6	2.9	2.5
												L		N	
Even if the government implemented a program I would recommend that our company/organization ...	3.3	3.3	3.1	3.3	0	3.2	3.3	3.4	3.1	3.3	3.1	3.3	3.1	3.2	3.3
		B						H		J					
I would support a public program for supplementary health benefits introduced by the federal ...	2.4	2.4	2.5	2.4	2.5	2.4	2.3	2.4	2.5	2.3	2.5	2.5	2.5	3.4	1.4
														N	
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.2	3
														N	

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

Q19. [Summary - TOPBOX (STRONGLY AGREE)] Please indicate how much you agree or disagree with the following statements.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years															
	164	84	80	111	52	83	28	41	58	68	36	72	26	88	63
	32.8%	31.2%	34.6%	31.9%	34.7%	30.8%	37.7%	31.5%	36.5%	33.0%	31.7%	37.0%	30.1%	37.8%	28.4%
The provision of supplementary health benefits gives my company/organization an advantage ...														N	
	143	107	36	143	0	107	35	69	55	92	41	87	31	68	64
	40.8%	44.4%	32.9%	40.8%	-	39.4%	47.2%	52.4%	34.3%	44.3%	36.5%	44.4%	35.5%	43.5%	40.9%
Even if the government implemented a program I would recommend that our company/organization ...								H							
	130	98	32	130	0	100	30	54	55	87	32	80	27	54	65
	37.3%	40.8%	29.5%	37.3%	-	36.9%	39.8%	41.1%	34.2%	42.0%	28.3%	41.0%	30.2%	34.3%	42.0%
I would support a public program for supplementary health benefits introduced by the federal ...										J					
	91	46	45	54	36	39	15	21	30	32	18	35	16	91	0
	18.1%	17.2%	19.2%	15.6%	24.0%	14.5%	20.3%	16.1%	18.5%	15.3%	16.0%	17.8%	18.2%	38.8%	-
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years					C									N	
	60	45	15	60	0	47	13	26	29	34	22	45	11	40	15
	17.2%	18.7%	13.8%	17.2%	-	17.5%	17.1%	19.6%	18.3%	16.5%	19.9%	23.0%	13.1%	25.5%	9.7%
I am concerned about the cost of providing supplementary health benefits for my employees at present														N	
	48	36	13	48	0	39	10	18	27	26	19	40	6	31	13
	13.9%	14.8%	11.7%	13.9%	-	14.3%	13.0%	14.0%	16.6%	12.8%	16.4%	20.4%	6.7%	19.7%	8.3%
												L		N	

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

Q19. [Summary - TOP2BOX (STRONGLY/ SOMEWHAT AGREE)] Please indicate how much you agree or disagree with the following statements.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years	374	207	167	259	115	200	55	93	123	151	85	150	69	194	152
	74.7%	77.1%	72.0%	74.1%	76.3%	74.0%	74.4%	70.5%	77.1%	73.0%	75.9%	76.9%	78.8%	83.0%	68.6%
														N	
Even if the government implemented a program I would recommend that our company/organization ...	297	214	84	297	0	228	66	113	134	180	94	170	72	137	138
	85.1%	88.6%	77.5%	85.1%	-	84.3%	88.8%	85.8%	83.8%	86.8%	83.7%	87.2%	82.1%	87.4%	88.2%
		B													
The provision of supplementary health benefits gives my company/organization an advantage ...	294	211	84	294	0	228	63	120	129	178	93	168	72	139	132
	84.3%	87.4%	77.3%	84.3%	-	84.3%	84.6%	91.2%	80.4%	85.8%	82.6%	86.0%	81.8%	88.5%	84.8%
		B						H							
I would support a public program for supplementary health benefits introduced by the federal ...	234	121	112	157	77	126	29	63	76	84	61	92	48	234	0
	46.7%	45.2%	48.4%	45.0%	50.7%	46.5%	39.0%	48.1%	47.7%	40.5%	53.9%	47.1%	54.8%	100.0%	-
											I			N	
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years	178	133	46	178	0	144	32	74	86	113	56	121	39	105	61
	51.0%	55.0%	42.2%	51.0%	-	53.1%	42.4%	56.2%	53.9%	54.4%	49.9%	62.0%	44.9%	66.6%	38.9%
		B										L		N	
I am concerned about the cost of providing supplementary health benefits for my employees at present	160	119	41	160	0	124	33	64	80	100	48	114	30	93	55
	45.7%	49.3%	37.7%	45.7%	-	45.6%	44.5%	49.0%	49.8%	48.1%	42.9%	58.7%	34.2%	59.0%	35.1%
												L		N	

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

Q19. [Summary - LOW2BOX (SOMEWHAT/ STRONGLY DISAGREE)] Please indicate how much you agree or disagree with the following statements.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
I would support a public program for supplementary health benefits introduced by the federal ...	221	120	101	156	65	118	38	54	68	105	40	84	33	0	221
	44.2%	44.7%	43.6%	44.7%	43.1%	43.4%	50.6%	41.2%	42.3%	50.5%	35.3%	43.1%	37.5%	-	100.0%
										J					M
I am concerned about the cost of providing supplementary health benefits for my employees at present	135	89	46	135	0	107	28	46	62	73	52	59	45	54	73
	38.7%	37.1%	42.2%	38.7%	-	39.5%	37.7%	35.0%	39.0%	35.4%	46.6%	30.4%	50.8%	34.4%	46.7%
													K		M
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years	123	78	44	123	0	90	32	40	58	66	45	57	37	45	68
	35.1%	32.5%	40.9%	35.1%	-	33.2%	42.7%	30.2%	36.0%	31.9%	40.1%	29.2%	42.1%	28.4%	43.5%
													K		M
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years	89	44	45	63	27	48	15	26	29	42	18	34	14	34	53
	17.9%	16.5%	19.5%	18.0%	17.6%	17.6%	20.5%	20.1%	18.3%	20.4%	16.0%	17.3%	15.6%	14.5%	24.1%
															M
The provision of supplementary health benefits gives my company/organization an advantage ...	42	19	22	42	0	35	6	8	25	24	15	22	15	17	22
	11.9%	8.0%	20.7%	11.9%	-	12.8%	7.9%	6.0%	15.8%	11.3%	13.4%	11.1%	16.7%	10.8%	14.3%
			A						G						
Even if the government implemented a program I would recommend that our company/organization ...	35	18	17	35	0	30	5	9	22	18	16	19	13	17	14
	9.9%	7.4%	15.4%	9.9%	-	11.1%	6.1%	6.5%	14.0%	8.9%	14.4%	9.6%	14.3%	10.6%	9.2%
			A						G						

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

Q19_01. [The provision of supplementary health benefits gives my company/organization an advantage ...] Please indicate how much you agree or disagree with the following statements.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	256	111	367	0	292	71	143	156	221	111	196	95	156	174
Weighted	349	241	108*	349	-**	271	74*	131	160	207	112*	195	88*	157	156
The provision of supplementary health benefits gives my company/organization an advantage ...															
Strongly agree	143	107	36	143	0	107	35	69	55	92	41	87	31	68	64
	40.8%	44.4%	32.9%	40.8%	-	39.4%	47.2%	52.4%	34.3%	44.3%	36.5%	44.4%	35.5%	43.5%	40.9%
Somewhat agree	152	104	48	152	0	122	28	51	74	86	52	81	41	71	68
	43.4%	43.0%	44.4%	43.4%	-	44.9%	37.4%	38.8%	46.0%	41.5%	46.0%	41.6%	46.3%	45.0%	43.9%
Somewhat disagree	35	17	17	35	0	28	6	7	20	18	14	18	12	14	19
	9.9%	7.2%	16.0%	9.9%	-	10.3%	7.9%	5.6%	12.6%	8.5%	12.5%	9.1%	14.0%	8.6%	12.0%
Strongly disagree	7	2	5	7	0	7	0	1	5	6	1	4	2	3	4
	2.0%	0.8%	4.7%	2.0%	-	2.6%	-	0.4%	3.2%	2.9%	0.9%	1.9%	2.7%	2.2%	2.3%
Not applicable/don't know	13	11	2	13	0	8	6	4	6	6	5	6	1	1	1
	3.8%	4.7%	1.9%	3.8%	-	2.9%	7.5%	2.7%	3.8%	2.9%	4.0%	2.9%	1.5%	0.6%	0.9%
Summary															
Top2Box (Strongly/ Somewhat agree)	294	211	84	294	0	228	63	120	129	178	93	168	72	139	132
	84.3%	87.4%	77.3%	84.3%	-	84.3%	84.6%	91.2%	80.4%	85.8%	82.6%	86.0%	81.8%	88.5%	84.8%
Low2Box (Somewhat/ Strongly disagree)	42	19	22	42	0	35	6	8	25	24	15	22	15	17	22
	11.9%	8.0%	20.7%	11.9%	-	12.8%	7.9%	6.0%	15.8%	11.3%	13.4%	11.1%	16.7%	10.8%	14.3%
Summary															
Mean	3.3	3.4	3.1	3.3	0	3.2	3.4	3.5	3.2	3.3	3.2	3.3	3.2	3.3	3.2
		B						H							

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

Q19_02. [I am concerned about the cost of providing supplementary health benefits for my employees at present] Please indicate how much you agree or disagree with the following statements.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	256	111	367	0	292	71	143	156	221	111	196	95	156	174
Weighted	349	241	108*	349	-**	271	74*	131	160	207	112*	195	88*	157	156
I am concerned about the cost of providing supplementary health benefits for my employees at present															
Strongly agree	48	36	13	48	0	39	10	18	27	26	19	40	6	31	13
	13.9%	14.8%	11.7%	13.9%	-	14.3%	13.0%	14.0%	16.6%	12.8%	16.4%	20.4%	6.7%	19.7%	8.3%
Somewhat agree	111	83	28	111	0	85	23	46	53	73	30	75	24	62	42
	31.8%	34.4%	26.0%	31.8%	-	31.3%	31.5%	35.0%	33.2%	35.3%	26.4%	38.4%	27.5%	39.3%	26.9%
Somewhat disagree	98	61	37	98	0	78	20	30	48	57	35	47	33	40	51
	28.1%	25.3%	34.3%	28.1%	-	28.9%	26.6%	22.7%	30.0%	27.5%	30.7%	24.0%	37.0%	25.6%	33.0%
Strongly disagree	37	28	8	37	0	29	8	16	14	16	18	12	12	14	21
	10.5%	11.8%	7.8%	10.5%	-	10.6%	11.1%	12.3%	9.0%	7.8%	15.8%	6.4%	13.7%	8.8%	13.7%
Not applicable/don't know	55	33	22	55	0	40	13	21	18	34	12	21	13	10	28
	15.6%	13.6%	20.1%	15.6%	-	14.9%	17.8%	16.0%	11.2%	16.5%	10.5%	10.8%	15.0%	6.6%	18.2%
Summary															M
Top2Box (Strongly/ Somewhat agree)	160	119	41	160	0	124	33	64	80	100	48	114	30	93	55
	45.7%	49.3%	37.7%	45.7%	-	45.6%	44.5%	49.0%	49.8%	48.1%	42.9%	58.7%	34.2%	59.0%	35.1%
Low2Box (Somewhat/ Strongly disagree)	135	89	46	135	0	107	28	46	62	73	52	59	45	54	73
	38.7%	37.1%	42.2%	38.7%	-	39.5%	37.7%	35.0%	39.0%	35.4%	46.6%	30.4%	50.8%	34.4%	46.7%
Summary													K		M
Mean	2.6	2.6	2.5	2.6	0	2.6	2.6	2.6	2.6	2.6	2.5	2.8	2.3	2.7	2.4
												L		N	

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

Q19_03. [I am concerned about the cost of providing supplementary health benefits for my employees in the next five years] Please indicate how much you agree or disagree with the following statements.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	256	111	367	0	292	71	143	156	221	111	196	95	156	174
Weighted	349	241	108*	349	-**	271	74*	131	160	207	112*	195	88*	157	156
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years															
Strongly agree	60	45	15	60	0	47	13	26	29	34	22	45	11	40	15
	17.2%	18.7%	13.8%	17.2%	-	17.5%	17.1%	19.6%	18.3%	16.5%	19.9%	23.0%	13.1%	25.5%	9.7%
Somewhat agree	118	88	31	118	0	96	19	48	57	79	34	76	28	65	46
	33.9%	36.3%	28.4%	33.9%	-	35.6%	25.4%	36.6%	35.6%	37.9%	30.0%	39.0%	31.8%	41.1%	29.2%
Somewhat disagree	97	61	36	97	0	70	27	28	52	53	36	47	30	34	58
	27.9%	25.3%	33.7%	27.9%	-	26.0%	36.4%	21.3%	32.2%	25.5%	32.3%	23.9%	34.3%	21.5%	37.0%
Strongly disagree	25	17	8	25	0	19	5	12	6	13	9	10	7	11	10
	7.2%	7.2%	7.2%	7.2%	-	7.2%	6.4%	8.9%	3.8%	6.4%	7.8%	5.3%	7.8%	6.8%	6.5%
Not applicable/don't know	48	30	18	48	0	37	11	18	16	29	11	17	11	8	27
	13.8%	12.5%	16.9%	13.8%	-	13.8%	14.8%	13.5%	10.0%	13.8%	10.0%	8.8%	13.0%	5.0%	17.6%
Summary															M
Top2Box (Strongly/ Somewhat agree)	178	133	46	178	0	144	32	74	86	113	56	121	39	105	61
	51.0%	55.0%	42.2%	51.0%	-	53.1%	42.4%	56.2%	53.9%	54.4%	49.9%	62.0%	44.9%	66.6%	38.9%
Low2Box (Somewhat/ Strongly disagree)	123	78	44	123	0	90	32	40	58	66	45	57	37	45	68
	35.1%	32.5%	40.9%	35.1%	-	33.2%	42.7%	30.2%	36.0%	31.9%	40.1%	29.2%	42.1%	28.4%	43.5%
Summary													K		M
Mean	2.7	2.8	2.6	2.7	0	2.7	2.6	2.8	2.8	2.7	2.7	2.9	2.6	2.9	2.5
												L		N	

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

Q19_04. [Even if the government implemented a program I would recommend that our company/organization ...] Please indicate how much you agree or disagree with the following statements.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	256	111	367	0	292	71	143	156	221	111	196	95	156	174
Weighted	349	241	108*	349	-**	271	74*	131	160	207	112*	195	88*	157	156
Even if the government implemented a program I would recommend that our company/organization ...															
Strongly agree	130	98	32	130	0	100	30	54	55	87	32	80	27	54	65
	37.3%	40.8%	29.5%	37.3%	-	36.9%	39.8%	41.1%	34.2%	42.0%	28.3%	41.0%	30.2%	34.3%	42.0%
Somewhat agree	167	115	52	167	0	128	36	59	79	93	62	90	46	83	72
	47.8%	47.8%	48.0%	47.8%	-	47.4%	49.0%	44.6%	49.7%	44.8%	55.3%	46.2%	51.9%	53.0%	46.2%
Somewhat disagree	22	10	12	22	0	20	2	6	13	14	8	11	9	10	10
	6.4%	4.3%	10.9%	6.4%	-	7.4%	2.9%	4.5%	8.4%	6.9%	6.9%	5.6%	10.3%	6.6%	6.6%
Strongly disagree	12	7	5	12	0	10	2	3	9	4	8	8	4	6	4
	3.5%	3.1%	4.5%	3.5%	-	3.7%	3.2%	2.0%	5.6%	1.9%	7.4%	3.9%	4.1%	3.9%	2.5%
Not applicable/don't know	17	10	8	17	0	12	4	10	3	9	2	6	3	3	4
	5.0%	4.0%	7.1%	5.0%	-	4.6%	5.1%	7.8%	2.2%	4.4%	2.0%	3.2%	3.5%	2.1%	2.6%
Summary															
Top2Box (Strongly/ Somewhat agree)	297	214	84	297	0	228	66	113	134	180	94	170	72	137	138
	85.1%	88.6%	77.5%	85.1%	-	84.3%	88.8%	85.8%	83.8%	86.8%	83.7%	87.2%	82.1%	87.4%	88.2%
Low2Box (Somewhat/ Strongly disagree)	35	18	17	35	0	30	5	9	22	18	16	19	13	17	14
	9.9%	7.4%	15.4%	9.9%	-	11.1%	6.1%	6.5%	14.0%	8.9%	14.4%	9.6%	14.3%	10.6%	9.2%
Summary															
Mean	3.3	3.3	3.1	3.3	0	3.2	3.3	3.4	3.1	3.3	3.1	3.3	3.1	3.2	3.3
		B						H		J					

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

Q19_05. [I would support a public program for supplementary health benefits introduced by the federal ...] Please indicate how much you agree or disagree with the following statements.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
I would support a public program for supplementary health benefits introduced by the federal ...															
Strongly agree	91	46	45	54	36	39	15	21	30	32	18	35	16	91	0
	18.1%	17.2%	19.2%	15.6%	24.0%	14.5%	20.3%	16.1%	18.5%	15.3%	16.0%	17.8%	18.2%	38.8%	-
					C									N	
Somewhat agree	143	75	68	103	40	87	14	42	47	52	43	57	32	143	0
	28.6%	28.0%	29.2%	29.4%	26.8%	32.0%	18.7%	32.0%	29.2%	25.2%	38.0%	29.4%	36.6%	61.2%	-
						F					I			N	
Somewhat disagree	99	50	50	71	29	56	15	22	29	50	14	37	12	0	99
	19.9%	18.5%	21.4%	20.3%	18.9%	20.5%	20.6%	16.9%	18.3%	24.2%	12.6%	19.0%	13.4%	-	45.0%
										J				M	
Strongly disagree	122	70	52	85	37	62	22	32	38	55	26	47	21	0	122
	24.3%	26.2%	22.2%	24.4%	24.2%	22.9%	29.9%	24.3%	24.0%	26.3%	22.8%	24.1%	24.1%	-	55.0%
														M	
Not applicable/don't know	45	27	18	36	9	27	8	14	16	19	12	19	7	0	0
	9.1%	10.1%	7.9%	10.3%	6.1%	10.1%	10.5%	10.7%	10.0%	8.9%	10.7%	9.8%	7.7%	-	-
Summary															
Top2Box (Strongly/ Somewhat agree)	234	121	112	157	77	126	29	63	76	84	61	92	48	234	0
	46.7%	45.2%	48.4%	45.0%	50.7%	46.5%	39.0%	48.1%	47.7%	40.5%	53.9%	47.1%	54.8%	100.0%	-
											I			N	
Low2Box (Somewhat/ Strongly disagree)	221	120	101	156	65	118	38	54	68	105	40	84	33	0	221
	44.2%	44.7%	43.6%	44.7%	43.1%	43.4%	50.6%	41.2%	42.3%	50.5%	35.3%	43.1%	37.5%	-	100.0%
										J				M	
Summary															
Mean	2.4	2.4	2.5	2.4	2.5	2.4	2.3	2.4	2.5	2.3	2.5	2.5	2.5	3.4	1.4
														N	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Q19_06. [I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years] Please indicate how much you agree or disagree with the following statements.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years															
Strongly agree	164	84	80	111	52	83	28	41	58	68	36	72	26	88	63
	32.8%	31.2%	34.6%	31.9%	34.7%	30.8%	37.7%	31.5%	36.5%	33.0%	31.7%	37.0%	30.1%	37.8%	28.4%
														N	
Somewhat agree	210	123	87	147	63	117	27	51	65	83	50	78	43	106	89
	42.0%	46.0%	37.4%	42.1%	41.6%	43.2%	36.7%	39.0%	40.7%	40.0%	44.3%	39.9%	48.7%	45.2%	40.2%
Somewhat disagree	72	35	37	51	21	42	9	24	20	36	12	29	9	25	44
	14.4%	13.0%	16.0%	14.5%	14.2%	15.5%	11.7%	18.2%	12.8%	17.4%	10.8%	15.0%	10.1%	10.9%	20.1%
															M
Strongly disagree	17	9	8	12	5	6	6	3	9	6	6	5	5	8	9
	3.4%	3.4%	3.5%	3.5%	3.4%	2.1%	8.7%	1.9%	5.5%	3.1%	5.2%	2.4%	5.5%	3.6%	4.0%
							E								
Not applicable/don't know	37	17	20	28	9	23	4	12	7	14	9	11	5	6	16
	7.4%	6.4%	8.5%	7.9%	6.1%	8.4%	5.2%	9.4%	4.6%	6.6%	8.1%	5.8%	5.6%	2.5%	7.3%
															M
Summary															
Top2Box (Strongly/ Somewhat agree)	374	207	167	259	115	200	55	93	123	151	85	150	69	194	152
	74.7%	77.1%	72.0%	74.1%	76.3%	74.0%	74.4%	70.5%	77.1%	73.0%	75.9%	76.9%	78.8%	83.0%	68.6%
														N	
Low2Box (Somewhat/ Strongly disagree)	89	44	45	63	27	48	15	26	29	42	18	34	14	34	53
	17.9%	16.5%	19.5%	18.0%	17.6%	17.6%	20.5%	20.1%	18.3%	20.4%	16.0%	17.3%	15.6%	14.5%	24.1%
															M
Summary															
Mean	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.2	3
														N	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Q20. What is the highest level of formal education that you have completed?

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Grade school or some high school	10	2	8	7	3	4	3	2	4	3	3	4	2	4	6
	2.0%	0.9%	3.3%	2.0%	2.0%	1.4%	4.4%	1.4%	2.3%	1.5%	2.4%	1.9%	2.6%	1.7%	2.7%
Complete high school	52	23	29	31	21	26	4	13	13	17	10	14	10	25	26
	10.5%	8.6%	12.7%	9.0%	13.9%	9.6%	5.6%	9.6%	8.1%	8.4%	9.1%	7.1%	11.8%	10.8%	11.6%
Technical, vocational post-secondary, College	135	62	74	82	53	57	25	25	46	43	37	44	24	78	46
	27.1%	23.0%	31.8%	23.6%	35.2%	21.0%	33.0%	19.2%	28.6%	20.5%	32.6%	22.4%	27.8%	33.4%	20.7%
			A		C		E				I			N	
Some university	55	30	25	37	18	33	4	16	18	22	14	20	10	28	23
	10.9%	11.1%	10.8%	10.6%	11.7%	12.2%	5.4%	11.8%	11.1%	10.6%	12.2%	10.5%	11.2%	11.8%	10.3%
Complete university degree	173	102	71	133	40	100	31	47	60	83	35	76	29	61	91
	34.6%	38.0%	30.8%	38.1%	26.5%	36.9%	42.4%	36.0%	37.5%	40.2%	31.5%	38.8%	32.9%	26.1%	41.3%
				D										M	
Post graduate degree	74	50	25	58	16	51	7	29	20	39	14	38	12	38	30
	14.9%	18.5%	10.7%	16.7%	10.7%	19.0%	9.2%	21.9%	12.5%	18.7%	12.2%	19.3%	13.8%	16.1%	13.4%
		B						H							
Summary															
HS or less	62	25	37	38	24	30	7	15	17	21	13	18	13	29	32
	12.5%	9.4%	16.0%	11.0%	15.9%	10.9%	9.9%	11.0%	10.3%	10.0%	11.5%	9.0%	14.4%	12.5%	14.3%
			A												
Some Post Sec	190	91	99	119	71	90	29	41	63	65	50	64	34	106	68
	38.0%	34.1%	42.6%	34.2%	46.9%	33.2%	38.5%	31.0%	39.7%	31.1%	44.8%	32.9%	38.9%	45.3%	31.0%
				C							I			N	
Univ. or higher	248	151	96	191	56	151	38	76	80	122	49	113	41	99	121
	49.5%	56.5%	41.5%	54.8%	37.2%	55.9%	51.6%	58.0%	50.0%	58.9%	43.6%	58.1%	46.7%	42.2%	54.7%
		B		D						J					M

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Q21. Please indicate which of the following categories best describes the annual household income of all members in your household combined.

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Under \$10,000	1	1	1	1	0	1	1	0	1	1	0	0	0	1	0
	0.3%	0.2%	0.3%	0.4%	-	0.3%	0.8%	-	0.4%	0.4%	-	-	-	0.3%	-
\$10,000 to just under \$20,000	3	1	2	0	3	0	0	0	0	0	0	0	0	1	2
	0.6%	0.3%	0.8%	-	1.8%	-	-	-	-	-	-	-	-	0.4%	0.9%
\$20,000 to just under \$30,000	11	2	9	5	6	3	1	2	2	2	3	3	2	4	5
	2.2%	0.9%	3.8%	1.4%	4.1%	1.3%	1.8%	1.9%	1.5%	0.9%	2.6%	1.5%	2.1%	1.5%	2.3%
\$30,000 to just under \$40,000	18	9	9	12	7	9	3	2	8	6	5	10	1	10	8
	3.6%	3.5%	3.8%	3.3%	4.3%	3.4%	3.4%	1.6%	5.0%	3.1%	4.6%	5.3%	0.9%	4.1%	3.4%
\$40,000 to just under \$50,000	42	15	28	19	24	18	1	4	9	11	7	12	5	22	17
	8.5%	5.4%	11.9%	5.4%	15.7%	6.6%	1.0%	2.9%	5.8%	5.4%	5.8%	6.1%	5.8%	9.5%	7.5%
\$50,000 to just under \$60,000	58	26	32	34	24	26	7	10	19	16	11	10	18	32	18
	11.5%	9.7%	13.6%	9.7%	15.8%	9.8%	8.9%	7.8%	11.6%	7.5%	9.8%	5.2%	20.9%	13.6%	8.3%
\$60,000 to just under \$70,000	71	28	43	33	37	23	10	4	18	14	14	18	5	38	30
	14.1%	10.3%	18.6%	9.5%	24.8%	8.4%	13.0%	3.0%	11.4%	6.8%	12.5%	9.1%	6.0%	16.1%	13.7%
\$70,000 to just under \$80,000	36	19	17	29	7	23	4	9	17	13	13	12	11	18	16
	7.2%	7.0%	7.3%	8.2%	4.8%	8.5%	5.6%	6.7%	10.7%	6.0%	11.8%	6.4%	12.9%	7.9%	7.1%
\$80,000 to just under \$100,000	82	42	40	60	22	45	15	26	22	41	15	37	14	38	33
	16.4%	15.7%	17.3%	17.1%	14.9%	16.5%	20.3%	20.2%	13.6%	19.6%	13.8%	19.1%	15.6%	16.4%	15.0%
\$100,000 and over	178	126	52	157	21	123	33	73	64	104	44	92	31	70	93
	35.6%	46.9%	22.5%	45.0%	13.8%	45.3%	45.0%	55.9%	40.1%	50.3%	39.0%	47.3%	35.8%	30.2%	41.9%
		B		D				H							M

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Banner1. BANNER - 1

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Region-BC	65	42	23	53	12	36	16	23	17	30	18	28	15	35	24
	13.0%	15.5%	10.1%	15.2%	7.8%	13.3%	21.8%	17.6%	10.9%	14.4%	15.9%	14.1%	16.7%	14.8%	10.7%
				D											
Region-AB	55	30	25	43	12	33	9	14	25	25	13	27	9	27	21
	11.0%	11.3%	10.6%	12.4%	7.7%	12.3%	12.1%	10.6%	15.6%	12.1%	12.0%	14.0%	10.5%	11.7%	9.3%
Region-Man/SK	30	16	14	20	10	17	3	10	8	16	4	15	3	15	12
	6.0%	5.8%	6.2%	5.9%	6.3%	6.3%	4.4%	7.5%	5.2%	7.7%	3.4%	7.8%	3.9%	6.4%	5.3%
Region-ON	190	104	86	134	56	97	35	53	65	81	45	88	23	93	77
	38.0%	38.7%	37.2%	38.4%	37.1%	35.8%	47.1%	40.3%	40.6%	39.1%	39.7%	45.0%	25.7%	39.9%	34.8%
												L			
Region-Quebec	120	54	67	68	52	60	8	19	35	35	30	24	30	44	69
	24.0%	20.0%	28.7%	19.6%	34.2%	22.2%	11.3%	14.1%	21.8%	16.9%	26.3%	12.5%	34.5%	18.8%	31.0%
			A		C	F							K		M
Region-Atlantic	40	23	17	30	10	27	2	13	9	20	3	13	8	20	20
	8.0%	8.7%	7.2%	8.5%	6.8%	10.1%	3.3%	9.9%	5.9%	9.7%	2.8%	6.6%	8.8%	8.5%	8.8%
										J					
Gender-Male	250	148	102	188	62	147	39	71	90	108	69	107	50	125	102
	50.0%	55.1%	44.1%	53.8%	41.3%	54.4%	53.1%	54.4%	56.5%	51.9%	61.6%	55.1%	56.4%	53.6%	46.0%
		B		D											
Gender-Female	250	120	130	161	89	124	35	60	70	100	43	87	38	108	119
	50.0%	44.9%	55.9%	46.2%	58.7%	45.6%	46.9%	45.6%	43.5%	48.1%	38.4%	44.9%	43.6%	46.4%	54.0%
			A		C										
Business Size-0-99	225	65	160	96	129	73	21	15	70	52	38	49	28	109	97
	45.0%	24.3%	68.9%	27.4%	85.8%	26.8%	28.9%	11.7%	43.5%	24.9%	33.6%	25.0%	31.6%	46.5%	43.8%
			A		C				G						
Business Size-100-499	100	62	38	87	13	65	22	23	50	50	29	41	30	53	40
	20.0%	23.2%	16.3%	25.0%	8.5%	23.9%	29.2%	17.8%	31.3%	24.3%	26.1%	21.1%	33.9%	22.8%	17.9%
				D					G				K		
Business Size-500+	175	141	34	166	9	133	31	93	40	105	45	105	30	72	85
	35.0%	52.5%	14.8%	47.7%	5.7%	49.3%	41.9%	70.5%	25.2%	50.8%	40.3%	53.9%	34.5%	30.7%	38.3%
		B		D				H				L			
Education-HS or less	62	25	37	38	24	30	7	15	17	21	13	18	13	29	32
	12.5%	9.4%	16.0%	11.0%	15.9%	10.9%	9.9%	11.0%	10.3%	10.0%	11.5%	9.0%	14.4%	12.5%	14.3%
			A												
Education-Some Post Sec (codes 3 and 4)	190	91	99	119	71	90	29	41	63	65	50	64	34	106	68
	38.0%	34.1%	42.6%	34.2%	46.9%	33.2%	38.5%	31.0%	39.7%	31.1%	44.8%	32.9%	38.9%	45.3%	31.0%
				C							I			N	
Education-Univ. or higher	248	151	96	191	56	151	38	76	80	122	49	113	41	99	121
	49.5%	56.5%	41.5%	54.8%	37.2%	55.9%	51.6%	58.0%	50.0%	58.9%	43.6%	58.1%	46.7%	42.2%	54.7%
		B		D						J					M

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base

Banner2. BANNER - 2

		Q8 Health Pgms		Q9 Health Benefits		Q12 Employee Contribution		Q15 Post Retirement Benefits		Q16 Recent Changes		Q18 Likelihood of Changes		Q19_5 Support for Public Program	
	Total	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Top2	Bottom 2	Top2	Bottom2
		A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base: All respondents	500	282	218	367	133	292	71	143	156	221	111	196	95	221	233
Weighted	500	268	232	349	151	271	74*	131	160	207	112*	195	88*	234	221
Q8 Health Pgms-Yes	268	268	0	241	27	185	53	103	97	148	76	142	54	121	120
	53.6%	100.0%	-	69.1%	17.8%	68.4%	71.2%	78.6%	60.5%	71.4%	67.4%	73.1%	61.6%	51.9%	54.2%
		B		D				H							
Q8 Health Pgms-No	232	0	232	108	124	86	21	28	63	59	37	52	34	112	101
	46.4%	-	100.0%	30.9%	82.2%	31.6%	28.8%	21.4%	39.5%	28.6%	32.6%	26.9%	38.4%	48.1%	45.8%
			A		C				G						
Q9 Health Benefits-Yes	349	241	108	349	0	271	74	131	160	207	112	195	88	157	156
	69.8%	89.9%	46.6%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	67.2%	70.6%
		B		D											
Q9 Health Benefits-No	151	27	124	0	151	0	0	0	0	0	0	0	0	77	65
	30.2%	10.1%	53.4%	-	100.0%	-	-	-	-	-	-	-	-	32.8%	29.4%
			A		C										
Q12 Employee Contribution-Yes	271	185	86	271	0	271	0	105	121	171	80	158	67	126	118
	54.2%	69.1%	36.9%	77.6%	-	100.0%	-	79.7%	75.9%	82.3%	71.5%	81.0%	75.9%	53.9%	53.2%
		B		D		F				J					
Q12 Employee Contribution-No	74	53	21	74	0	0	74	26	37	37	31	36	20	29	38
	14.9%	19.7%	9.2%	21.3%	-	-	100.0%	19.5%	23.3%	17.7%	27.3%	18.6%	23.2%	12.4%	17.0%
		B		D		E									
Q15 Post Retirement Benefits-Yes	131	103	28	131	0	105	26	131	0	86	34	84	23	63	54
	26.3%	38.5%	12.1%	37.6%	-	38.7%	34.5%	100.0%	-	41.3%	30.4%	43.1%	25.7%	27.1%	24.5%
		B		D				H				L			
Q15 Post Retirement Benefits-No	160	97	63	160	0	121	37	0	160	89	65	89	52	76	68
	32.0%	36.1%	27.2%	45.8%	-	44.8%	50.2%	-	100.0%	42.8%	58.1%	45.6%	59.2%	32.7%	30.6%
		B		D					G		I		K		
Q16 Recent Changes-Yes	207	148	59	207	0	171	37	86	89	207	0	138	35	84	105
	41.5%	55.2%	25.6%	59.4%	-	63.0%	49.4%	65.2%	55.4%	100.0%	-	71.0%	39.8%	36.0%	47.4%
		B		D		F				J		L			M
Q16 Recent Changes-No	112	76	37	112	0	80	31	34	65	0	112	47	50	61	40
	22.5%	28.3%	15.8%	32.2%	-	29.7%	41.4%	26.1%	40.8%	-	100.0%	23.9%	56.5%	26.0%	18.0%
		B		D					G		I		K		
Q18 Likelihood of Changes-Top2	195	142	52	195	0	158	36	84	89	138	47	195	0	92	84
	39.0%	53.2%	22.6%	55.8%	-	58.3%	48.8%	63.9%	55.6%	66.7%	41.4%	100.0%	-	39.3%	38.0%
		B		D						J		L			
Q18 Likelihood of Changes-Bottom 2	88	54	34	88	0	67	20	23	52	35	50	0	88	48	33
	17.6%	20.2%	14.6%	25.2%	-	24.6%	27.4%	17.2%	32.5%	16.9%	44.1%	-	100.0%	20.6%	14.9%
				D					G		I		K		
Q19_5 Support for Public Program-Top2	234	121	112	157	77	126	29	63	76	84	61	92	48	234	0
	46.7%	45.2%	48.4%	45.0%	50.7%	46.5%	39.0%	48.1%	47.7%	40.5%	53.9%	47.1%	54.8%	100.0%	-
											I			N	
Q19_5 Support for Public Program-Bottom2	221	120	101	156	65	118	38	54	68	105	40	84	33	0	221
	44.2%	44.7%	43.6%	44.7%	43.1%	43.4%	50.6%	41.2%	42.3%	50.5%	35.3%	43.1%	37.5%	-	100.0%
										J					M

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D - E/F - G/H - I/J - K/L - M/N Overlap formulae used. * small base