

# CMA Employer Benefits Survey (12-004423-01)

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<u>5</u>	Q5. Which of the following best describes your current employment status?
<u>6</u>	Q6. Does your job include human resources responsibilities?
<u>7</u>	Q7. To the best of your knowledge, how many employees does your company or organization currently employ?
<u>8</u>	Q8. Does your company/organization offer workplace programs to promote health (e.g. fitness and/or mental health)?
<u>9</u>	Q9. Does your company/organization provide supplementary health benefits for its employees?
<u>10</u>	Q10. Do the supplementary health benefits provided by your company/organization cover any of the following?
<u>11</u>	Q11. Are the supplementary benefits provided separately for each service or are they provided in the form of a 'health spending account' that
111	employees can allocate according to their needs?
<u>12</u>	Q12. Do employees make a contribution to the costs of their benefits plan, for example as a payroll deduction?
<u>13</u>	Q13. Is it possible to 'opt out' of spending on supplementary health benefits?
<u>14</u>	Q14. In general, approximately what percentage of employees choose to 'opt out'?
<u>15</u>	Q15. Does your company/organization provide post-retirement supplementary health benefits for those who retire?
<u>16</u>	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)?
<u>17</u>	Q17. Please describe the changes that have been made to your employee supplementary health benefits program.
<u>18</u>	Q18. How likely is your company/organization to make changes to its supplementary health benefits plan in the next few years?
<u>19</u>	Q19. [Summary - Mean] Please indicate how much you agree or disagree with the following statements.
<u>20</u>	Q19. [Summary - TOPBOX (STRONGLY AGREE)] Please indicate how much you agree or disagree with the following statements.
<u>21</u>	Q19. [Summary - TOP2BOX (STRONGLY/ SOMEWHAT AGREE)] Please indicate how much you agree or disagree with the following statements.
<u>22</u>	Q19. [Summary - LOW2BOX (SOMEWHAT/ STRONGLY DISAGREE)] Please indicate how much you agree or disagree with the following
	statements.
<u>23</u>	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.
0.4	Q19_02. [I am concerned about the cost of providing supplementary health benefits for my employees at present] Please indicate how much you
<u>24</u>	agree or disagree with the following statements.
05	Q19_03. [I am concerned about the cost of providing supplementary health benefits for my employees in the next five years] Please indicate how
<u>25</u>	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
<u>26</u>	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
<u>27</u>	disagree with the following statements.

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20	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
<u>28</u>	indicate how much you agree or disagree with the following statements.
<u>29</u>	Q20. What is the highest level of formal education that you have completed?
<u>30</u>	Q21. Please indicate which of the following categories best describes the annual household income of all members in your household combined.
<u>31</u>	Banner1. BANNER - 1
32	Banner2. BANNER - 2

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### SQAGE. What is your age?

					Reg	gion			Gei	nder		Business Size	•		Education	
A															Some Post	Univ. or
See Affection		Total														
Nomprise   Sign   Sig	Danie All grand and danta	500														
1	·															
15	Worgined															
S	18															
20		0.170	_					1.070	_	0.270	_	0.070			0.576	
2		3	0	0	0	3	0	0	1	1	1	0	1	0	3	0
22	20	0.5%	-	-	-	1.4%	-	-	0.6%	0.5%	0.6%	-	0.8%	-	1.4%	-
22																
2 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0																
23	22	0.3%	1.3%	-	-	0.4%	-	-	-	0.6%	-	0.8%	0.5%	-	0.4%	0.3%
23		2	0	1	0	0	0	0	^	2	1	0	0	1	0	0
1	23															
24   0.2%   0.7%   - 0.4%   0.5%   0.4%   0.5%   0.4%   0.5%   0.4%   0.5%   0.4%   0.5%   0.4%		0.070	_	1.070	_	_	0.470	_	_	0.070	0.070	5.570	_	1.070	-	U.2/U
S		1	0	0	0	0	1	0	1	0	0	0	1	0	0	1
1.1%   -   3.7%   3.1%   1.2%   -   -   0.4%   1.7%   0.9%   2.3%   0.5%   3.1%   0.4%   1.0%	24	0.2%	-	-	-	-	0.7%	-	0.4%	-	-	-	0.5%	-	-	0.4%
1.1%   -   3.7%   3.1%   1.2%   -   -   0.4%   1.7%   0.9%   2.3%   0.5%   3.1%   0.4%   1.0%																
Formula   Form																
25	25	1.1%	-			1.2%	-	-	0.4%	1.7%	0.9%	2.3%	0.5%	3.1%	0.4%	1.0%
26		2	4			4	0	0	0	2	4	4	4	4	0	
27  28  29  20  1 0 0 2 0 1 1 3 1 3 1 3 0 1 1 1 0 3 3 1 3 0 0 1 1 1 0 3 3 1 1 3 0 0 1 1 1 0 0 3 3 1 1 3 0 0 1 1 1 0 0 3 3 1 1 0 0 1 1 1 1	26															
27		0.570	1.570	1.570		0.470			_	1.070	0.570	0.070	0.570	1.070	_	0.070
28		4	0	1	0	2	0	1	3	1	3	0	1	1	0	3
10%   -   19%   -   0.7%   1.2%   2.7%   0.6%   1.4%   2.2%   -   -   -   1.3%   1.0%	27	0.9%	-	1.9%	-	1.1%	-	2.7%	1.3%	0.4%	1.4%	-	0.6%	1.7%	-	1.3%
10%   -   19%   -   0.7%   1.2%   2.7%   0.6%   1.4%   2.2%   -   -   -   1.3%   1.0%																
29																
29	28	1.0%	-	1.9%	-	0.7%	1.2%	2.7%	0.6%	1.4%	2.2%	-	-	-	1.3%	1.0%
29		2	1	0	0	1	0	0	0	2	0	2	0	0	0	2
12 3 1 0 5 3 0 5 7 6 4 1 0 6 6 6 6 2.3% 4.9% 1.9% - 2.5% 2.3% - 1.9% 2.8% 2.8% 4.4% 0.6% - 2.9% 2.5% 2.5% X X X X X X X X X X X X X X X X X X X	29															
30	-	0.070	,0			0.170				0.070		1.070				0.070
3 0 1 0 1 1 0 2 1 0 0.7% - 0.6% 0.7% - 0.8% 0.5% - 1.2% 1.3% - 1.1% 0.5% 1.4% 1.0% 2.3% 1.3% - 0.5% 1.2% 2.1% 1.3% 1 2 0 3 2 4 3 3 4 4 3 4 4 5 4 5 6 5 6 5 7% 1.1% 1.2% 4.0% 4.8% 1.8% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.1% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.1% 1.1% 1.2% 1.3% 1.1% 1.2% 4.0% 4.8% 1.2% 1.3% 1.3% 1.1% 1.1% 1.2% 1.3% 1.3% 1.3% 1.3% 1.3% 1.3% 1.3% 1.3		12	3	1	0	5	3	0	5	7	6	4	1	0	6	6
3 0 1 0 0 1 1 0 0 1 1 0 0 2 1 0 0 1 2 0 2 1 0 0 2 1 1 0 0 1 2 0 0 2 1 1 0 0 0 0	30	2.3%	4.9%	1.9%	-	2.5%	2.3%	-	1.9%	2.8%	2.8%	4.4%	0.6%	-	2.9%	2.5%
31 0.7% - 2.4% - 0.6% 0.7% - 0.8% 0.5% - 1.2% 1.3% - 1.1% 0.5%    6 0 0 0 4 1 1 3 3 3 0 2 3 0 2 4    1.1% - 1 2 2.0% 0.7% 2.5% 1.2% 1.0% - 2.2% 2.0% - 0.9% 1.6%    8 3 2 0 1 1 1 2 3 5 5 1 3 1 2 6    1.7% 4.4% 3.7% - 0.5% 0.7% 4.4% 1.2% 2.2% 2.1% 1.2% 1.5% 1.4% 1.0% 2.3%    7 0 3 1 0 2 1 3 3 2 2 0 1 3 3 3 2 2 0 2 3 1 2 1 3 3 3 2 3 1 2 1 4 4    34 1.3% - 4.6% 1.7% - 1.9% 3.3% 1.3% 1.3% 1.1% 2.8% 0.7% 2.7% 0.3% 1.8%    D D D D D D D D D D D D D D D D D D																
1	04															
32	31	0.7%	-	2.4%	-	0.6%	0.7%	-	0.8%	0.5%	-	1.2%	1.3%	-	1.1%	0.5%
32		6	n	0	n	4	1	1	3	3	n	2	3	0	2	4
33	32															
33																
D		8		2	0						5					
34     7     0     3     1     0     2     1     3     3     2     3     1     2     1     4       1.3%     -     4.6%     1.7%     -     1.9%     3.3%     1.3%     1.3%     1.1%     2.8%     0.7%     2.7%     0.3%     1.8%       D	33	1.7%		3.7%	-	0.5%	0.7%	4.4%	1.2%	2.2%	2.1%	1.2%	1.5%	1.4%	1.0%	2.3%
34						_	_		_	_	_	_				
D D D D D D D D D D D D D D D D D D D	24															
20 1 1 1 1 11 6 0 8 12 13 6 2 1 8 12 35 4.0% 2.3% 1.7% 2.8% 5.8% 5.0% - 3.2% 4.9% 5.6% 5.7% 1.1% 1.2% 4.0% 4.8%	34	1.3%	-		1.7%	-	1.9%		1.3%	1.3%	1.1%	2.8%	0.7%	2.7%	0.3%	1.8%
35 4.0% 2.3% 1.7% 2.8% 5.8% 5.0% - 3.2% 4.9% 5.6% 5.7% 1.1% 1.2% 4.0% 4.8%		20	1		1	11	6		8	12	13	6	2	1	8	12
	35															
		/3														

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## SQAGE. What is your age?

				Reg	jion			Gei	nder		Business Size			Education	
					<b>5</b> 111						100 100			Some Post Sec (codes 3	Univ. or
	Total 10	BC 0	<b>AB</b> 2	Man/SK 0	ON 4	Quebec 4	Atlantic 0	Male 5	Female 6	0-99 4	100-499 0	<b>500+</b> 6	HS or less	and 4) 3	higher 6
36	2.1%	-	3.7%	-	2.4%	3.2%	-	1.9%	2.3%	1.7%	0.5%	3.5%	1.7%	1.7%	2.5%
37	11 2.3%	1 2.0%	0 -	0 -	6 2.9%	3 2.8%	1 2.8%	7 2.9%	4 1.6%	3 1.2%	2 2.5%	6 3.5%	3 4.5%	1 0.5%	8 3.1%
38	8 1.6%	1 2.0%	0 -	1 2.8%	2 1.2%	3 2.3%	1 2.7%	2 0.9%	6 2.4%	6 2.7%	1 1.3%	1 0.5%	M 2 4.0%	0 -	6 2.3%
	11	5	0	0	4	1	1	6	5	1	3	6	M 2	2	8
39	2.2%	7.2% E	-	-	2.3%	0.8%	2.8%	2.5%	2.0%	0.6%	3.4%	3.6% I	2.9%	0.9%	3.1%
40	7 1.4%	1.8%	1.9%	2.0%	2 0.9%	2 1.5%	1.8%	2 0.9%	5 1.9%	0.8%	1.9%	1.8%	1 1.9%	2.3%	1 0.5%
41	12 2.4%	0 -	2 3.1%	1 3.5%	4 2.4%	3 2.9%	1 2.8%	4 1.8%	7 2.9%	2 1.0%	1 1.0%	8 4.9%	1 0.8%	4 2.0%	8 3.0%
-	13	0	3.176	1	4	3	3	7	6	4	5	4.576   	0.076	5	9
42	2.6%	-	4.8%	1.7%	2.2%	2.5%	7.1% A	2.8%	2.5%	1.9%	5.3%	2.1%	-	2.4%	3.5%
43	18 3.7%	4 6.4%	7.1%	2 5.1%	3 1.6%	5 3.8%	1 3.3%	8 3.0%	11 4.4%	6 2.8%	5 4.8%	7 4.1%	5 8.6%	5 2.6%	8 3.3%
44	15 2.9%	2 3.6%	D 1 1.2%	1 4.9%	4 2.2%	6 4.9%	0 -	10 3.8%	5 2.0%	6 2.9%	6 5.6%	2	1 1.9%	7 3.7%	6 2.6%
	17	0	2	2	9	4	1	9	9	7	K 3	7	1	3	13
45	3.5%	-	3.7%	5.1%	4.8%	3.1%	2.5%	3.4%	3.6%	2.9%	3.4%	4.3%	2.2%	1.8%	5.1%
46	18 3.7%	5 8.3% D	3 5.6%	-	3 1.4%	6 5.0%	3.3%	11 4.5%	7 2.9%	9 4.1%	3.0%	6 3.5%	1 1.4%	6 3.4%	11 4.5%
47	19 3.9%	2 2.4%	4 7.5%	0 -	5 2.5%	7 6.0%	2 4.3%	10 3.8%	10 3.9%	3 1.4%	3 2.9%	13 7.6%	3 4.1%	9 4.7%	8 3.2%
48	23	3 4.0%	2	1	7 3.7%	8 6.6%	3 7.1%	7 2.7%	16	13 5.6%	4 3.5%	7 3.9%	3 5.4%	10	9
	4.6%	3	3.1%	3.1%	13	6	2	13	6.5%	11	3.5%	13	3.4%	5.4%	11
49	5.3%	5.4%	1.7%	3.1%	6.9%	5.1%	5.2%	5.0%	5.6%	4.7%	3.5%	7.2%	6.5%	6.1%	4.4%
50	30 6.1%	2 3.2%	3 4.8%	3 10.7% F	15 7.7%	8 6.6%	0 -	17 7.0%	13 5.2%	14 6.1%	5 4.6%	12 6.9%	3 4.5%	13 6.9%	14 5.9%
51	36 7.3%	3 4.4%	2 3.5%	2 8.0%	18 9.5%	10 8.5%	1 2.5%	24 9.8%	12 4.8%	19 8.4%	7 7.1%	10 5.9%	5 7.8%	11 5.8%	21 8.3%
F2	34	5	3	4	16	1	5	H 20	14	16	8	10	3	21	10
52	6.7%	7.0% E	4.9%	14.4% E	8.6% E	0.7%	12.1% E	7.9%	5.6%	7.1%	7.7%	5.8%	4.4%	10.9% N	4.1%

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### SQAGE. What is your age?

				Reg	jion			Gei	nder		Business Size	:		Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
	24	4	1	4	8	5	3	11	13	12	4	9	2	13	10
53	4.9%	6.1%	1.0%	13.0%	4.1%	4.6%	7.1%	4.5%	5.3%	5.3%	3.9%	5.0%	2.9%	6.7%	4.0%
				BD											
	40	7	7	1	14	8	3	21	19	22	1	17	5	15	20
54	8.0%	10.6%	13.4%	3.1%	7.3%	6.3%	8.7%	8.6%	7.5%	10.0%	1.1%	9.5%	8.8%	7.7%	8.1%
										J		J			
	42	7	2	4	16	11	3	24	18	25	9	8	8	20	15
55	8.4%	10.4%	3.7%	11.9%	8.5%	9.0%	6.8%	9.7%	7.2%	11.2%	9.0%	4.5%	12.3%	10.4%	5.9%
										K					
Summary															
	62	8	13	1	21	10	7	24	38	27	18	16	8	19	35
18-34	12.3%	13.0%	23.7%	4.9%	11.3%	8.7%	17.2%	9.6%	15.1%	12.0%	18.3%	9.4%	12.2%	10.1%	14.1%
			CDE								K				
	231	29	25	10	82	67	18	108	123	90	48	93	29	79	123
35-49	46.2%	45.3%	44.9%	33.9%	42.9%	55.6%	45.7%	43.0%	49.3%	39.9%	48.3%	53.0%	47.1%	41.4%	49.6%
						CD						I			
	207	27	17	18	87	43	15	118	89	108	33	66	25	92	90
50+	41.5%	41.7%	31.4%	61.2%	45.8%	35.7%	37.1%	47.4%	35.6%	48.1%	33.4%	37.6%	40.7%	48.6%	36.2%
				BE				Н		J				N	
Mean	45.3	45.7	43.1	48	45.4	45.4	44.9	46.3	44.3	46	43.4	45.5	45.3	46.6	44.3
iviean				В				Н		J		J		N	
Std Dev	8.4	8.4	9.3	7	8.7	7.5	8.8	7.8	8.8	8.6	8.8	7.7	8.8	8.2	8.3
Std Err	0.4	1.1	1.2	1.1	0.7	0.6	1.4	0.5	0.5	0.6	0.8	0.6	1.1	0.6	0.5

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

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### SQGENDER. What is your gender?

				Reg	gion			Gei	nder		Business Size			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	Е	F	G	Н	ı	J	K	L	М	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	250	28	30	14	90	62	26	250	0	90	58	102	31	83	135
Male	50.0%	42.7%	54.5%	46.6%	47.4%	51.7%	65.6%	100.0%	-	39.9%	58.3%	58.2%	50.6%	43.8%	54.6%
							A	Н			1	1			М
	250	37	25	16	100	58	14	0	250	135	42	73	31	107	112
Female	50.0%	57.3%	45.5%	53.4%	52.6%	48.3%	34.4%	-	100.0%	60.1%	41.7%	41.8%	49.4%	56.2%	45.4%
		F							G	JK				N	

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

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### SQEn01CTY. In what country do you live?

				Reg	gion			Gei	nder		Business Size			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	Е	F	G	Н	I	J	К	L	М	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
Canada	500 100.0%	65 100.0%	55 100.0%	30 100.0%	190 100.0%	120 100.0%	40 100.0%	250 100.0%	250 100.0%	225 100.0%	100 100.0%	175 100.0%	62 100.0%	190 100.0%	248 100.0%

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

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

				Reg	gion		T	Ge	nder		Business Size	·		Education	
	Total	вс	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500÷	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
	Total	A	В	C	D	E	F	G	H	0-33	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	4	0	0	0	0	0	4	3	1	2	1	1	0	1	3
Newfoundland and Labrador	0.8%	-	-	-	-	-	10.2%	1.1%	0.5%	0.8%	1.2%	0.6%	-	0.3%	1.4%
							ABDE								
	6	0	0	0	0	0	6	3	3	2	1	3	0	2	4
Prince Edward Island	1.1%	-	-	-	-	-	13.8%	1.1%	1.1%	0.8%	1.2%	1.4%	-	1.0%	1.5%
							ABCDE								
	21	0	0	0	0	0	21	13	8	9	6	6	3	4	14
Nova Scotia	4.2%	-	-	-	-	-	52.5%	5.1%	3.3%	4.0%	6.2%	3.3%	4.6%	2.2%	5.6%
							ABCDE								
	9	0	0	0	0	0	9	8	2	5	3	2	0	2	7
New Brunswick	1.9%	-	-	-	-	-	23.5%	3.1%	0.7%	2.0%	2.6%	1.3%	-	1.2%	2.8%
							ABCDE								
	120	0	0	0	0	120	0	62	58	69	14	37	23	46	51
Quebec	24.0%	-	-	-	-	100.0%	-	24.8%	23.2%	30.6%	14.1%	21.2%	37.1%	24.0%	20.7%
						ABCDF				JK			N		
	190	0	0	0	190	0	0	90	100	80	42	68	14	78	98
Ontario	38.0%	-	-	-	100.0%	-	-	36.0%	40.0%	35.6%	41.6%	39.1%	22.5%	41.1%	39.5%
					ABCEF									L	L
	17	0	0	17	0	0	0	9	8	5	3	9	3	6	8
Manitoba	3.4%	-	-	56.3%	-	-	-	3.7%	3.0%	2.1%	2.7%	5.4%	5.2%	3.1%	3.1%
				ABDEF			_	_				_		_	
On all at the same in	13	0	0	13	0	0	0	5	8	8	3	2	2	7	4
Saskatchewan	2.6%	-	-	43.7%	-	-	-	1.9%	3.4%	3.4%	3.4%	1.2%	3.3%	3.8%	1.5%
	F.F.	0		ABDEF	0	0	0	20	25	24	7	24	10	10	27
Alborta	55 11.0%	0	55 100.0%	0	0	0	0	30 12.0%	25 10.0%	24 10.8%	7.2%	24 13.5%	10 16.1%	18 9.3%	27 11.0%
Alberta	11.0%	-	ACDEF	-	-	-	-	12.0%	10.0%	10.5%	1.2%	13.5%	10.1%	9.3%	11.0%
	65	65	0	0	0	0	0	28	37	22	20	23	7	26	32
British Columbia	13.0%	100.0%	-	-	-	-	-	11.1%	14.9%	10.0%	19.8%	13.0%	11.3%	13.9%	12.8%
S.M.S. Columbia	13.076	BCDEF		_	-	-	-	11.170	14.570	10.070	19.070	10.070	11.570	13.370	12.070
Summary		DODE													
	40	0	0	0	0	0	40	26	14	17	11	12	3	9	28
Atlantic	8.0%	-	-	-	-	-	100.0%	10.5%	5.5%	7.6%	11.2%	6.7%	4.6%	4.7%	11.4%
	3.370		1		<del> </del>		ABCDE	. 0.0,0	0.070		/ 0	0 /0		/0	M

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

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

				Reg	jion			Ge	nder		<b>Business Size</b>			Education	
	Total	BC	АВ	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	Е	F	G	Н	I	J	K	L	М	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
Employed full-time (30 or more hours per week) - including if on leave, such as parental, educational or	393	60	43	26	142	92	30	211	181	125	98	170	44	141	208
disability	78.6%	92.0%	78.5%	87.0%	74.9%	76.5%	74.3%	84.6%	72.5%	55.5%	97.7%	97.3%	70.6%	73.9%	84.1%
		BDEF						Н			1	1			LM
Employed part-time (less than 30 hours per week) - including if on leave, such as parental, educational or	25	1	6	1	9	8	1	6	20	18	2	5	4	14	7
disability	5.1%	2.0%	10.4%	2.0%	4.6%	6.7%	2.7%	2.3%	7.9%	8.2%	2.3%	2.7%	6.9%	7.5%	2.8%
,	3.170	2.070	10.470	2.070		3.770	2.770	2.070	G	K	2.070	2.770	0.070	N	2.070
	82	4	6	3	39	20	9	33	49	82	0	0	14	35	32
Self-employed	16.3%	6.0%	11.1%	11.1%	20.6%	16.8%	22.9%	13.1%	19.6%	36.3%	-	-	22.4%	18.6%	13.1%
					Α		Α			JK					

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

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### Q6. Does your job include human resources responsibilities?

				Reg	gion			Ger	nder		Business Size			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		А	В	С	D	Е	F	G	Н	I	J	К	L	М	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	500	65	55	30	190	120	40	250	250	225	100	175	62	190	248
Yes	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/Means: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H - I/J/K - L/M/N Overlap formulae used. \* small base

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

Total	BC A		Reç	gion			Ger	nder		<b>Business Size</b>			Education	
													Education	
													Some Post Sec (codes 3	Univ. or
	A	AB B	Man/SK C	ON D	Quebec E	Atlantic F	Male G	Female H	0-99	100-499 J	500+ K	HS or less	and 4) M	higher N
Base: All respondents 500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted 500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
39	1	4	2	21	7	4	15	24	39	0	0	6	17	16
1 7.8%	2.0%	6.7%	8.0%	11.0%	5.5%	9.9%	5.9%	9.6%	17.3%	-	-	9.1%	9.1%	6.4%
			0.070	A	0.070	0.070	5.5,0	0.070	JK				0.1,0	
15	0	1	0	1	9	3	6	9	15	0	0	1	3	11
2 2.9%	-	1.9%	-	0.7%	7.9%	7.1%	2.4%	3.5%	6.5%	-	-	1.4%	1.7%	4.2%
					AD	AD			JK					
20	3	2	0	8	6	0	11	8	20	0	0	5	9	5
3.9%	5.2%	3.7%	-	4.1%	5.2%	-	4.5%	3.3%	8.7%	-	-	8.5%	4.9%	2.0%
14	0	2	0	8	4	0	4	10	JK 14	0	0	N 2	7	5
4 2.7%	-	3.7%	-	4.0%	3.4%	-	1.4%	4.0%	14 6.1%	-	-	3.6%	3.6%	1.9%
2.176	+ -	J.1 70	-	4.070	3.470	-	1.470	4.070	JK	-	-	3.076	3.076	1.370
17	1	2	0	7	6	0	7	10	17	0	0	5	5	6
5 3.3%	2.0%	3.7%	-	3.7%	5.2%	-	2.8%	3.8%	7.4%	-	-	8.6%	2.6%	2.6%
									JK			N		
5	0	0	1	3	2	0	0	5	5	0	0	0	3	2
6 1.1%	-	-	3.1%	1.4%	1.5%	-	-	2.2%	2.4%	-	-	-	1.6%	0.9%
								G						
7	0	2	2	3	1	0	0	7	7	0	0	2	5	1
7 1.5%	-	3.7%	6.2%	1.4%	0.7%	-	-	3.0%	3.3%	-	-	2.9%	2.5%	0.4%
4	0	0	AE 0	3	1	0	0	G 4	K 4	0	0	0	2	1
8 0.7%	-	-	-	1.4%	0.7%	-	-	1.4%	1.6%	-	-	-	1.2%	0.5%
0.170	+			1.470	0.770			1.470	1.070				1.270	0.070
3	0	0	0	1	2	0	0	3	3	0	0	0	1	2
9 0.6%	-	-	-	0.7%	1.5%	-	-	1.2%	1.4%	-	-	-	0.5%	0.9%
8	1	1	1	4	1	0	4	5	8	0	0	0	6	2
10 1.6%	2.0%	1.9%	3.1%	1.9%	1.2%	-	1.4%	1.8%	3.6%	-	-	-	3.1%	0.9%
		_	_	_	_	_	_		K	_			_	
12 6 1.3%	-	-	-	-	6 5.4%	-	6 2.2%	1 0.4%	6 2.9%	0 -	-	4 6.7%	2 1.2%	-
1.376	<del>-</del>	-	-	-	D D	-	2.270	0.4%	Z.976 K	-		0.7% MN	1.270	
4	0	0	0	0	4	0	3	1	4	0	0	1	1	1
13 0.7%	-	-	-	-	3.1%	-	1.1%	0.4%	1.6%	-	-	2.2%	0.7%	0.4%
					D									
2	1	1	0	0	0	0	0	2	2	0	0	0	2	0
14 0.5%	2.0%	1.9%	-	-	-	-	-	0.9%	1.0%	-	-	-	1.2%	-
9	1	1	0	2	5	0	5	4	9	0	0	1	5	3
15 1.8%	2.0%	1.9%	-	1.1%	3.8%	-	2.0%	1.6%	4.0%	-	-	1.6%	2.7%	1.1%
2	0	0	0	2	0	0	2	0	JK 2	0	0	0	2	0
16 0.4%	-	-	-	1.1%	-	-	0.9%	-	1.0%	-	-	-	1.1%	-
0.476	+		-	1.170	-	-	0.370	-	1.0 /0	-	-	-	1.170	
4	1	0	0	0	2	1	0	4	4	0	0	0	2	2
20 0.8%	2.0%	-	-	-	1.5%	2.7%	-	1.7%	1.8%	-	-	-	1.3%	0.7%
						D								

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

				Reç	jion			Gei	nder		Business Size			Education	
														Some Post Sec (codes 3	Univ. or
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500÷	HS or less	and 4)	higher
22	1 0.00/	0 -	0	0	0	1	0	1	0	1	0	0	0	1 0.70/	0
22	0.3%	-	-	-	-	1.2%	-	0.6%	-	0.6%	-	-	-	0.7%	
	1	0	0	0	0	0	1	0	1	1	0	0	0	0	1
24	0.2%	-	-	-	-	-	2.7%	-	0.4%	0.5%	-		-	-	0.4%
							D								
	8	0	1	0	4	0	3	6	2	8	0	0	4	2	2
25	1.6%	-	1.9%	-	1.9%	-	8.7%	2.3%	1.0%	3.6%	-	-	6.6%	0.9%	0.9%
				-	_	_	ADE			K	-		MN		
27	1	1	0 -	-	0	0	0	0	1	1	0	0	0	1 0.70/	0
21	0.3%	2.0%	-	-	-	-	-	-	0.5%	0.6%	-	-	-	0.7%	-
	4	1	2	0	0	1	0	2	2	4	0	0	1	2	1
30	0.8%	2.0%	2.9%	-	-	0.7%	-	0.6%	0.9%	1.7%	-	-	1.4%	0.9%	0.5%
			D												
	3	0	0	0	3	0	0	0	3	3	0	0	0	0	3
31	0.5%	-	-	-	1.4%	-	-	-	1.1%	1.2%	-		-	-	1.1%
	1	0	1	0	0	0	0	0	1	1	0	0	0	1	0
32	0.2%	-	1.9%	-	-	-	-	-	0.4%	0.5%	-	-	-	0.5%	-
	6	1	1	0	0	4	0	3	3	6	0	0	1	0	5
35	1.2%	2.0%	1.9%	-	0	3.1%	-	1.1%	1.3%	2.7%	0	0	1.4%	-	2.1%
	1.276	2.076	1.976	-	_	D D	-	1.170	1.576	K	-	-	1.470	-	2.170
	6	0	0	0	3	1	3	2	5	6	0	0	0	1	5
40	1.3%	-	-	-	1.4%	0.7%	7.1%	0.7%	1.9%	2.9%	-	-	-	0.7%	2.1%
							AE			K					
	4	1	0	1	1	0	0	1	3	4	0	0	0	4	0
45	0.8%	2.0%	-	4.9%	0.7%	-	-	0.6%	1.1%	1.8%	-	-	-	2.2%	-
	<b>.</b>		_	E								•	<b>_</b>	N	
48	1 0.00/	- 0	0	0 -	1 0.70/	-	0 -	-	1 0.5%	1	0 -	0	-	0 -	1 0.5%
40	0.3%	-	-	-	0.7%	-	-	-	0.5%	0.6%	-	•	<del>-</del>	-	0.5%
	10	2	0	4	1	2	0	6	3	10	0	0	0	10	0
50	1.9%	3.2%	-	12.9%	0.7%	1.9%	-	2.6%	1.3%	4.2%	-	-	-	5.0%	-
				BDEF						JK				N	
	1	1	0	0	0	0	0	0	1	1	0	0	0	0	1
54	0.3%	2.0%	-	-	-	-	-	-	0.5%	0.6%	-		-	-	0.5%
	2	0	0	0	2	0	0	2	0	2	0	0	0	0	2
55	0.4%	-	-	-	1.1%	-	-	0.9%	-	1.0%	-	-	-	-	0.9%
	1	0	0	0	1	0	0	0	1	1	0	0	0	1	0
58	0.3%	-	-	-	0.7%	-	-	-	0.5%	0.6%	-	-	-	0.7%	-
	1	0	0	0	0	1	0	0	1	1	0	0	1	0	0
60	0.2%	-		-	-	0.7%	-	-	0.4%	0.4%	-	-	1.4%	-	-
	1	0	0	0	0	1	0	0	1	1	0	0	0	1	0
65	0.2%	-	-	-	-	0.7%	-	-	0.4%	0.4%	-	-	-	0.5%	-
	<u> </u>	<u> </u>					1		<u> </u>		1				

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

				Reg	jion			Ger	nder		Business Size			Education	
														Some Post Sec (codes 3	Univ. or
	Total 1	BC	AB	Man/SK 1	ON	Quebec 0	Atlantic	Male	Female 1	0-99 1	100-499	<del>500+</del> 0	HS or less	and 4)	higher 1
75	0.2%	-	0 -	3.1%	0 -	-	0 -	0	0.4%	0.4%	0 -	-	-	0 -	0.4%
70	0.270	_		DE		_	_	_	0.476	0.470					0.470
	4	1	1	0	0	1	0	1	2	4	0	0	0	1	3
80	0.7%	2.0%	1.9%	-	-	1.2%	-	0.6%	0.9%	1.7%	-	-	-	0.5%	1.1%
	6	0	2	0	1	1	2	3	2	6	0	0	0	1	4
85	1.1%	-	2.9%	-	0.7%	0.7%	4.4%	1.3%	0.9%	2.5%	-	-	-	0.7%	1.7%
00	2	1	1	0	0	0	0	0	2	2	0	0	0	1	1
99	0.5%	2.0%	1.9%	-	-	-	-	-	0.9%	1.0%	-	-	-	0.7%	0.4%
	15	1	0	1	10	1	2	8	8	0	15	0	3	4	8
100	3.1%	1.8%	-	1.7%	5.4%	1.1%	5.6%	3.1%	3.1%	-	15.4%	-	5.5%	2.0%	3.3%
											IK				
	2	1	0	0	0	1	1	0	2	0	2	0	0	0	2
105	0.5%	1.1%	-	-	-	0.8%	1.6%	-	0.9%	-	2.3%	-	-	0.3%	0.7%
	0	0	0	0	0	0	0	0	0	0	IK 0	0	0	0	0
109	0.1%	-	-	-	-	0.4%	-	-	0.2%	-	0.5%	-	0.8%	-	-
	2	1	1	0	0	0	0	1	1	0	2	0	0	2	0
110	0.4%	1.8%	1.0%	-	-	0.4%	-	0.5%	0.4%	-	2.2%	-	-	1.2%	-
	1	0	0	0	1	0	0	1	0	0	IK 1	0	0	0	1
112	0.2%	-	-	-	0.6%	-	-	0.5%	-	-	1.2%	-	-	-	0.5%
2	0.270				0.070			0.570			1.270				0.570
	3	0	1	1	1	1	0	3	1	0	3	0	1	1	1
120	0.7%	-	1.7%	1.7%	0.6%	0.7%	-	1.2%	0.2%	-	3.4%	-	1.3%	0.6%	0.6%
		_	_	_		_	_	_			IK		_		
124	1 0.00/	- 0	0 -	- 0	1 0.4%	0 -	- 0	0	1 0.3%	0 -	0.8%	-	0 -	-	1 0.3%
124	0.2%	-	-	-	0.4%	-	-	-	0.3%	-	0.8%	-	-	-	0.3%
	2	0	0	0	1	0	1	1	1	0	2	0	0	2	0
125	0.4%	-	-	-	0.6%	-	1.6%	0.5%	0.2%	-	1.8%	-	-	1.0%	-
											I				
125	1 0.40/	0	0	0	0	0	1	0	1	0	1	0	0	0	1
135	0.1%	-	-	-	-	-	1.6%	-	0.2%	-	0.6%	-	-	-	0.3%
	1	0	0	0	1	0	0	0	1	0	1	0	0	1	0
145	0.2%	-	-	-	0.4%	-	-	-	0.3%	-	0.8%	-	-	0.4%	-
					-										
450	13	4	2	0	4	3	0	10	2	0	13	0	2	4	8
150	2.6%	5.4%	3.8%	-	2.3%	2.4%	-	4.2% H	1.0%	-	12.8% IK	-	2.5%	1.9%	3.1%
	1	1	0	1	0	0	0	0	1	0	1	0	0	1	1
160	0.3%	1.1%	-	1.7%	-	-	-	-	0.5%	-	1.3%	-	-	0.3%	0.3%
	1	0	0	0	0	0	1	1	0	0	1	0	0	1	0
165	0.2%	-	-	-	-	-	2.5%	0.4%	-	-	1.0%	-	-	0.5%	-
													1		

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

				Reg	gion			Gei	nder		Business Size			Education	
														Some Post Sec (codes 3	Univ. or
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	and 4)	higher
400	1	0	0	1 70/	0	0	0	0	1	0	1 2.50/	0	0	0	1
180	0.1%	-	-	1.7%	-	-	-	-	0.2%	-	0.5%	-	-	-	0.2%
	1	0	1	0	0	0	0	1	0	0	1	0	0	0	1
187	0.2%	-	1.7%	-	-	-	-	0.4%	-	-	0.9%	-	-	-	0.4%
	9	1	0	1	6	2	0	6	3	0	9	0	0	4	6
200	1.8%	1.1%	-	2.8%	3.1%	1.3%	-	2.4%	1.2%	-	9.1%	-	-	1.9%	2.2%
	1	0	0	0	0	0	1	0	1	0	IK 1	0	0	0	1
210	0.1%	-	-	-	-	-	1.6%	-	0.2%	-	0.6%	-	-	-	0.3%
	0.170				_		1.070	_	0.270		0.070				0.570
	2	1	0	0	0	0	0	0	2	0	2	0	0	0	2
220	0.4%	2.3%	-	-	-	0.4%	-	-	0.8%	-	2.0%	-	-	-	0.8%
											1				
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
221	0.1%	-	-	-	-	0.4%	-	-	0.2%	-	0.5%	-	-	0.3%	-
	1	0	1	0	0	0	0	1	0	0	1	0	1	0	0
222	0.2%	-	1.7%	-	-	-	-	0.4%	-	-	0.9%	-	1.5%	-	-
	0.270		/0					0.170			0.070		1.070		
	1	0	0	0	0	0	1	1	0	0	1	0	0	1	0
240	0.2%	-	-	-	-	-	2.5%	0.4%	-	-	1.0%	-	-	0.5%	-
252	4	0	0	2	2	0	1	2	3	0	4	0	1	0	4
250	0.9%	-	-	6.2%	0.8%	-	2.5%	0.7%	1.0%	-	4.4% IK	-	0.8%	-	1.6%
	1	1	0	ADE 0	0	0	0	1	0	0	1	0	0	0	1
280	0.2%	1.8%	-	-	-	-	-	0.5%	-	-	1.2%	-	-	-	0.5%
	0.270	1.070						0.070			1.270				0.070
	1	0	0	0	0	0	1	1	0	0	1	0	0	0	1
285	0.2%	-	-	-	-	-	2.5%	0.4%	-	-	1.0%	-	-	-	0.4%
		_	_		_		_					_	_	_	
300	12	3	1 70/	1 70/	7	0	0	4	7	0	12	0	2	5	4 50/
300	2.3%	4.7%	1.7%	1.7%	3.5%	0.4%	-	1.8%	2.9%	-	11.6% IK	-	3.9%	2.9%	1.5%
	1	0	0	0	0	0	1	0	1	0	1	0	0	0	1
325	0.1%	-	-	-	-	-	1.6%	-	0.2%	-	0.6%	-	-	-	0.3%
	1	1	0	0	0	0	0	1	0	0	1	0	0	0	1
328	0.2%	1.8%	-	-	-	-	-	0.5%	-	-	1.2%	-	-	-	0.5%
	7	2	0	0	3	2	1	4	3	0	7	0	1	2	5
350	1.5%	2.9%	-	-	1.4%	1.5%	2.5%	1.7%	1.3%	-	7.4%	-	1.3%	1.1%	1.9%
											IK				
	1	1	0	0	0	0	0	0	1	0	1	0	0	1	0
356	0.1%	1.1%	-	-	-	-	-	-	0.3%	-	0.7%	-	-	0.4%	-
	5	1	0	0	2	1	0	3	1	0	5	0	1	1	3
400	0.9%	2.3%	-	-	1.3%	0.7%	-	1.3%	0.6%	-	4.7%	-	1.2%	0.4%	1.3%
		<u> </u>				1	1		1		IK		1		

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

				Reg	jion			Gei	nder		Business Size			Education	
		P0	4.5			Ovelve	Atlanda		<b>5</b>	0.00	400 400	500	110 1	Some Post Sec (codes 3	Univ. or
	Total 6	BC 1	AB 1	Man/SK 1	<b>ON</b> 1	Quebec 2	Atlantic 1	Male 6	Female 1	<b>0-99</b> 0	100-499 6	500+ 0	HS or less	and 4) 3	higher 3
450	1.2%	1.1%	1.7%	2.8%	0.6%	1.3%	2.5%	2.2%	0.3%	-	6.2%	-	1.5%	1.5%	1.0%
			,		0.0,0				0.0,0		IK		,.		
	1	0	0	0	1	0	0	1	0	0	1	0	0	0	1
499	0.2%	-	-	-	0.6%	-	-	0.5%	-	-	1.2%	-	-	-	0.5%
	10	1	1	0	4	2	2	2	8	0	0	10	1	4	5
500	1.9%	1.3%	1.9%	-	2.3%	1.4%	4.5%	0.9%	3.0%	-	-	5.6%	1.7%	2.0%	2.0%
												IJ			
	2	1	1	0	0	0	0	1	1	0	0	2	0	0	2
550	0.4%	1.3%	1.9%	-	-	-	-	0.4%	0.3%	-	-	1.1%	-	-	0.8%
	3	0	0	0	0	3	0	2	1	0	0	3	0	0	3
600	0.6%	-	-	-	-	2.4%	-	0.7%	0.4%	-	-	1.7%	-	-	1.2%
	0.070					D		0 /0	0.170			,0			
	1	0	0	1	0	0	0	1	0	0	0	1	0	0	1
625	0.2%	-	-	3.1%	-	-	1	0.4%	-	-	-	0.5%	-	-	0.4%
				DE											
	1	1	0	0	0	0	0	1	0	0	0	1	0	0	1
650	0.3%	2.0%	-	-	-	-	-	0.5%	-	-	-	0.8%	-	-	0.5%
	1	0	0	0	1	0	0	0	1	0	0	1	0	1	0
700	0.2%	-	-	-	0.5%	-	-	-	0.3%	-	-	0.5%	-	0.5%	-
7.00	0.276	-	-	-	0.576		-	-	0.576	-	-	0.576	-	0.576	
	2	0	1	0	0	1	0	1	1	0	0	2	0	1	1
750	0.3%	-	1.2%	-	-	0.7%	-	0.4%	0.3%	-	-	0.9%	-	0.5%	0.3%
	1	0	0	0	1	1	0	0	1	0	0	1	0	0	1
800	0.3%	-	-	-	0.5%	0.5%	-	-	0.6%	-	-	0.8%	-	-	0.6%
			0		0	0		^	4	0	0	1	0	1	0
900	1 0.1%	- 0	- 0	2.0%	-	-	0	<u> </u>	1 0.2%	-	-	0.3%	-	0.3%	-
300	0.176	-	-	2.0%	-	-	•	-	0.2%	-	-	0.3%	-	0.3%	
	2	0	0	0	1	0	1	1	1	0	0	2	0	1	1
950	0.4%	-	-	-	0.5%	-	2.8%	0.4%	0.3%	-	-	1.1%	-	0.6%	0.4%
	1	0	0	0	0	1	0	0	1	0	0	1	0	1	0
990	0.1%	-	-	-	-	0.5%	-	-	0.2%	-	-	0.3%	-	0.3%	-
	0	0	4	0	4	2	0		2	0	0	0	4	4	7
1000	9 1.8%	0 -	1.9%	0	4 2.4%	3 2.9%	0	6 2.2%	3 1.4%	0 -	-	9 5.1%	1 1.4%	0.7%	2.7%
	1.0/0		1.370	-	∠. <del>+</del> /0	2.3/0	•	£.£/0	1.4/0	-	-	J. 176	1.47/0	0.7 /0	L.1 /0
	2	0	1	0	0	1	0	1	1	0	0	2	0	1	1
1100	0.3%	-	1.9%	-	-	0.5%	-	0.4%	0.2%	-	-	0.9%	-	0.5%	0.2%
	6	2	1	2	0	1	1	2	3	0	0	6	0	2	4
1200	1.1%	2.6%	1.2%	5.1%	-	0.5%	2.8%	0.8%	1.4%	-	-	3.2%	-	0.9%	1.6%
		D		DE			D			_	_	<u> </u>	_		
1300	1 0.29/	0	0	0	0	1 20/	0	1	1 0.29/	0	0	1 0.99/	0	1	0
1300	0.3%	-	-	-	-	1.2%	-	0.4%	0.2%	-	-	0.8%	-	0.8%	-
		ļ	1		1	1	1		1				l		

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

				Reg	jion			Ge	nder		Business Size			Education	
														Some Post Sec (codes 3	Univ. or
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	and 4)	higher
1400	0.4%	-	1 1.2%	1 2.0%	0 -	1 0.5%	0 -	-	0.7%	0 -	-	1.0%	0 -	0.6%	1 0.3%
1400	0.4%	-	1.270	2.0%	-	0.5%	-	-	0.7%	-	-	1.0%	<u> </u>	0.6%	0.5%
	4	0	2	0	1	0	1	3	1	0	0	4	0	1	3
1500	0.8%	-	3.8%	-	0.7%	-	1.8%	1.4%	0.3%	-	-	2.4%	-	0.5%	1.3%
			E												
	1	0	0	0	0	0	1	1	0	0	0	1	0	0	1
1600	0.2%	-	-	-	-	-	2.8%	0.4%	-	-	-	0.6%	-	-	0.4%
			_	_	_		D	_		_	_				
1700	1 0.20/	1 20/	-	-	0 -	1	0 -	-	1 0.00/	-	-	1	-	1 0.49/	1
1700	0.3%	1.3%	-	-	-	0.5%	-	-	0.6%	-	-	0.8%	<del>-</del>	0.4%	0.2%
	7	0	1	0	6	0	0	4	2	0	0	7	0	3	4
1800	1.3%	-	1.2%	-	3.1%	-	-	1.7%	1.0%	-	-	3.7%	-	1.5%	1.5%
												IJ			
	3	1	0	0	2	1	0	0	3	0	0	3	0	2	1
2000	0.6%	1.3%	-	-	0.9%	0.5%	-	-	1.3%	-	-	1.8%	-	0.9%	0.6%
0.400	1	0	0	0	1	0	0	0	1	0	0	1	0	1	0
2400	0.2%	-	-	-	0.5%	-	-	-	0.3%	-	-	0.5%	-	0.5%	-
	5	0	2	0	2	1	0	4	1	0	0	5	2	2	1
2500	1.0%	-	3.8%	-	1.2%	0.7%	-	1.7%	0.3%	-	-	3.0%	3.3%	1.2%	0.4%
	1.070	_	3.070		1.270	0.770		1.7 70	0.570	_		J.070	N	1.270	0.476
	11	0	2	0	5	2	2	7	3	0	0	11	2	1	8
3000	2.1%	-	3.8%	-	2.6%	1.4%	4.5%	2.9%	1.3%	-	-	6.0%	3.1%	0.5%	3.1%
												IJ			
	5	0	0	1	3	2	0	5	0	0	0	5	0	2	3
3500	1.1%	-	-	3.1%	1.5%	1.5%	-	2.2%	-	-	-	3.1%	-	1.2%	1.3%
					3	4	0	H 2	2	•	0	4	0	2	2
4000	0.8%	- 0	0 -	0 -	1.6%	1 0.7%	-	0.9%	0.7%	-	-	2.3%	-	0.9%	0.9%
4000	0.6%	-	-	-	1.0%	0.7%	-	0.9%	0.7%	-	-	2.3%	<del>                                     </del>	0.9%	0.9%
	1	0	0	1	0	0	0	0	1	0	0	1	0	0	1
4136	0.1%	-	-	2.0%	-	-	-	-	0.2%	-	-	0.3%	-	-	0.2%
	1	0	0	1	0	0	0	0	1	0	0	1	0	0	1
4500	0.1%	-	-	2.0%	-	-	-	-	0.2%	-	-	0.3%	-	-	0.2%
			_	_	_		_	_	_	_	_		<u> </u>	_	
5000	11	2	2	1	2	4	0	6	5	0	0	11	2	2	7
3000	2.2%	2.6%	3.8%	2.0%	1.2%	3.6%	-	2.4%	1.9%	-	-	6.2% IJ	2.6%	1.1%	2.9%
	1	0	0	0	0	0	1	1	0	0	0	1	0	0	1
5500	0.2%	-	-	-	-	-	2.8%	0.4%	-	-	-	0.6%	-	-	0.4%
							D								
	1	0	0	0	1	0	0	0	1	0	0	1	0	0	1
5700	0.2%	-	-	-	0.5%	-	-	-	0.3%	-	-	0.5%	-	-	0.4%
														1	
0000	1	0	0	1	0	0	0	1	0	0	0	1	0	1	0
6000	0.2%	-	-	3.1%	-	-	-	0.4%	-	-	-	0.5%	-	0.5%	-
	<u> </u>	L		DE			1	L	1		1		<u> </u>		

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

									adau		Duningan Cina			Education	
				Reg	gion	T		Ger	nder		Business Size			Education	
	Total	ВС	АВ	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
	2	0	1	0	1	0	0	2	0	0	0	2	0	0	2
6500	0.5%	-	1.9%	-	0.7%	-	-	1.0%	-	-	-	1.4%	-	-	1.0%
	4	0	1	0	3	0	0	1	3	0	0	4	1	2	1
7000	0.7%	-	1.9%	-	1.4%	-	-	0.4%	1.0%	-	-	2.1% I	1.4%	0.9%	0.4%
	1	0	0	0	0	1	0	1	0	0	0	1	0	1	0
8000	0.2%	-	-	-	-	0.7%	-	0.4%	-	-	-	0.5%	-	0.5%	-
	1	0	0	0	1	0	0	1	0	0	0	1	0	1	0
9000	0.3%	-	-	-	0.7%	-	-	0.6%	-	-	-	0.8%	-	0.7%	-
9200	1 0.2%	0 -	0 -	0 -	1 0.5%	0 -	0 -	0 -	1 0.3%	0 -	0 -	1 0.5%	0 -	1 0.5%	0 -
	65	15	6	4	25	12	3	41	24	0	0	65	7	19	40
10000+	13.0%	22.7% E	11.8%	14.1%	12.9%	10.2%	7.3%	16.5% H	9.6%	-	-	37.3% IJ	10.8%	9.8%	16.1%
Summary	<u> </u>														
	225	22	24	12	80	69	17	90	135	225	0	0	35	102	88
0-99	45.0%	34.5%	44.1%	41.1%	42.1%	57.4% AD	42.6%	35.9%	54.1% G	100.0% JK	-	-	55.5% N	53.8% N	35.6%
	100	20	7	6	42	14	11	58	42	0	100	0	13	32	55
100-499	20.0%	30.5%	13.1%	20.4%	21.9%	11.7%	28.1%	23.3%	16.7%	-	100.0%	-	20.2%	17.0%	22.2%
		BE			Е		E				IK				
	175	23	24	12	68	37	12	102	73	0	0	175	15	55	104
500+	35.0%	35.0%	42.8%	38.4%	36.0%	30.9%	29.3%	40.8% H	29.2%	-	-	100.0% IJ	24.3%	29.2%	42.2% LM
Moon	8744.5	8701	9741.2	4398.3	9485.2	10164.7	2923.7	10888.2	6602.1	18.1	225.7	24832.1	11983.2	6889.5	9354.8
Mean											I	IJ			
Std Dev	37593.3	21442.3	35321.6	12332.2	36822.1	53538.4	10448.2	40194.3	34749.2	22.8	113	60435.7	56577.2	32679.9	35211
Std Err	1705.3	2791.6	4720	2027.4	2938.7	4541.1	1694.9	2842.2	2054.8	1.7	10.4	4373	7185.3	2429.1	2258.8

Proportions/Means: 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)?

				Reç	jion			Ge	nder		Business Size	•		Education	
	Total	ВС	АВ	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500 <b>+</b>	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	E	F	G	Н	I I	J	K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	268	42	30	16	104	54	23	148	120	65	62	141	25	91	151
Yes	53.6%	63.9%	55.3%	51.7%	54.6%	44.6%	58.3%	59.1%	48.1%	28.9%	62.1%	80.4%	40.5%	48.1%	61.1%
		E						Н			I	IJ			LM
	232	23	25	14	86	67	17	102	130	160	38	34	37	99	96
No	46.4%	36.1%	44.7%	48.3%	45.4%	55.4%	41.7%	40.9%	51.9%	71.1%	37.9%	19.6%	59.5%	51.9%	38.9%
						Α			G	JK	K		N	N	

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

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

				Rec	gion			Ge	nder		Business Size			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3	Univ. or higher
		Α	В	С	D	Е	F	G	Н	ı	J	K	L	М	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	349	53	43	20	134	68	30	188	161	96	87	166	38	119	191
Yes	69.8%	81.8%	78.7%	68.1%	70.5%	57.1%	74.3%	75.1%	64.5%	42.5%	87.1%	95.1%	61.5%	62.8%	77.3%
		Е	Е		E			Н			1	IJ			LM
	151	12	12	10	56	52	10	62	89	129	13	9	24	71	56
No	30.2%	18.2%	21.3%	31.9%	29.5%	42.9%	25.7%	24.9%	35.5%	57.5%	12.9%	4.9%	38.5%	37.2%	22.7%
						ABD			G	JK	К		N	N	

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

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

				Rec	nion			Ger	nder		Business Size			Education	
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. o
		А	В	С	D	Е	F	G	Н	I	J	K	L	М	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
Prescription drugs	336 96.4%	52 97.5%	43 100.0%	20 100.0%	128 95.8%	63 92.7%	29 97.9%	180 95.8%	157 97.0%	89 93.5%	82 94.3%	165 99.1% IJ	37 96.4%	114 95.8%	185 96.8%
Dental insurance	318 91.1%	53 100.0% E	42 96.3% E	20 100.0%	126 94.0% E	50 73.4%	27 89.7%	168 89.6%	150 92.9%	75 78.4%	82 94.3%	161 96.8%	33 87.3%	104 87.4%	180 94.2% M
Vision care	286 81.9%	51 96.0% BE	36 82.3% E	16 76.5%	114 85.1% E	41 59.1%	29 97.9%	156 83.3%	130 80.4%	64 67.2%	69 79.5%	153 91.7% IJ	32 82.6%	91 76.5%	163 85.29
Other health services such as physiotherapy, massage therapy, etc.	306 87.6%	47 88.2%	38 86.7%	19 91.7%	115 86.2%	59 86.5%	28 94.2%	161 85.8%	145 89.8%	78 81.9%	79 91.1%	148 89.1%	32 82.8%	98 81.8%	177 92.29 M
None of the above	2 0.5%	0 -	0 -	0 -	0 -	2 2.4%	0 -	2 0.9%	0 -	0 -	1 0.9%	1 0.5%	0 -	2 1.4%	0
Don't know	1 0.4%	0 -	0	0 -	1 0.6%	0 -	1 2.1%	0 -	1 0.9%	0 -	1 1.6%	0 -	0 -	1 1.2%	0 -

Proportions/Means: 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

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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?

				Reg	gion			Ge	nder		Business Size	•		Education	
	Total	вс	АВ	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		А	В	С	D	Е	F	G	Н	ı	J	K	L	М	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
	245	39	32	17	103	33	21	131	115	60	68	117	22	77	146
Separately for each service	70.3%	74.0%	73.4%	82.8%	76.9%	48.0%	71.7%	69.6%	71.0%	62.8%	78.4%	70.3%	58.2%	64.6%	76.2%
		E	E		E						1				LM
In the form of a 'health spending account'	81	12	10	2	26	28	2	46	35	26	13	42	11	31	39
in the form of a health spending account	23.2%	21.9%	24.2%	11.7%	19.4%	41.1%	7.5%	24.6%	21.6%	26.9%	15.3%	25.1%	29.4%	25.8%	20.3%
						AD									
	23	2	1	1	5	7	6	11	12	10	5	8	5	12	7
Don't know	6.6%	4.1%	2.4%	5.4%	3.7%	10.9%	20.8%	5.8%	7.4%	10.2%	6.3%	4.6%	12.4%	9.6%	3.5%
						D							N	N	

Proportions/Means: 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

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

				Reg	jion			Ger	nder		Business Size	•		Education	
	Total	вс	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		A	В	С	D	Е	F	G	Н	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
Yes	271 77.6%	36 67.9%	33 76.8%	17 84.0%	97 72.3%	60 87.8% AD	27 91.8%	147 78.4%	124 76.6%	73 76.1%	65 74.2%	133 80.2%	30 77.2%	90 75.4%	151 79.0%
No	74 21.3%	16 30.5% E	9 20.8%	3 16.0%	35 26.1% E	8 12.2%	2 8.2%	39 21.0%	35 21.6%	21 22.5%	22 24.9%	31 18.7%	7 19.3%	29 23.9%	38 20.0%
Don't know	4 1.1%	1 1.6%	1 2.4%	0 -	2 1.6%	0 -	0 -	1 0.6%	3 1.8%	1 1.4%	1 0.9%	2 1.1%	1 3.6%	0.7%	2 0.9%

Proportions/Means: 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

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

											5 . 6.				
	Total	вс	АВ	Man/SK	gion ON	Quebec	Atlantic	Male	nder Female	0-99	Business Size	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
Base: Employees who make a contribution to the		A	В	С	D	E	F	G	Н	I	J	K	L	M	N
costs of their benefits plan	292	34	34	27	90	76	31	131	161	55	79	147	35	98	159
Weighted	271	36*	33*	17**	97*	60*	27**	147	124	73*	65*	133	30**	90*	151
	166	25	22	11	60	30	19	91	75	48	44	74	17	56	93
Yes	61.3%	68.8%	65.3%	64.4%	61.6%	49.9%	68.1%	61.5%	60.9%	66.4%	67.3%	55.5%	57.2%	62.3%	61.4%
	74	8	8	5	26	22	6	40	34	16	15	43	7	23	44
No	27.4%	21.8%	24.1%	28.7%	27.1%	36.0%	20.4%	27.4%	27.5%	21.8%	23.9%	32.2%	23.9%	25.6%	29.2%
	31	3	4	1	11	8	3	16	14	9	6	16	6	11	14
Don't know	11.3%	9.4%	10.6%	6.9%	11.2%	14.1%	11.5%	11.0%	11.6%	11.8%	8.7%	12.2%	19.0%	12.0%	9.4%

Proportions/Means: 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

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

				Reg	gion			Gei	nder		Business Size	:		Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	Е	F	G	Н	ı	J	K	L	М	N
Base: Employees who choose to 'opt out' of spending on supplementary health benefits	176	23	21	17	55	38	22	80	96	36	53	80	20	60	96
Weighted	166	25**	22**	11**	60*	30*	19**	91*	75*	48*	44*	74*	17**	56*	93*
	64	10	10	3	19	14	8	41	23	29	17	18	8	22	34
Less than 5%	38.4%	39.4%	47.5%	28.0%	31.1%	46.0%	43.8%	44.8%	30.6%	60.3%	38.5%	24.1%	48.2%	38.8%	36.3%
										K					
	15	2	3	1	5	2	3	10	5	6	4	5	1	7	8
5% to less than 10%	9.2%	8.3%	13.7%	8.5%	8.2%	5.6%	14.5%	11.1%	6.9%	12.2%	9.3%	7.1%	4.5%	12.0%	8.3%
	13	1	3	1	4	2	2	6	6	0	6	6	2	2	8
10% to less than 20%	7.5%	4.7%	12.2%	5.3%	7.5%	6.3%	9.3%	7.1%	8.0%	-	14.0%	8.6%	12.2%	4.3%	8.6%
	40						0	0	0		I		4	-	0
20% to less than 30%	13	4 4 5 00/	9.4%	1 70/	6	1 60/	0	6 6.3%	8	6	2	6	1	4	9
20% to less than 50%	8.1%	15.0%	9.4%	4.7%	9.7%	4.6%	-	0.3%	10.2%	11.5%	4.0%	8.3%	6.0%	6.4%	9.5%
	3	1	0	0	1	1	0	1	2	1	0	2	0	2	1
30% to less than 40%	2.0%	5.3%	-	-	2.3%	1.9%	-	1.5%	2.5%	2.7%	-	2.6%	-	3.5%	1.4%
00 / 0 10 10 00 11 10 / 0	2.070	0.070			2.070	1.576		1.070	2.070	2.770		2.070		0.070	1.470
	1	0	0	0	1	0	0	1	0	0	1	0	0	0	1
40% to less than 50%	0.7%	-	-	-	2.0%	-	-	1.3%	-	-	2.8%	-	-	-	1.3%
	3	0	0	1	2	0	0	1	2	1	3	0	1	2	1
50% to less than 60%	2.1%	-	-	13.1%	3.3%	-	-	1.3%	2.9%	1.9%	5.8%	-	3.1%	3.0%	1.3%
											K				
	1	0	0	0	1	1	0	0	1	0	0	1	0	1	1
60% to less than 70%	0.9%	-	-	-	1.5%	1.9%	-	-	1.9%	-	-	1.9%	-	1.6%	0.6%
	1	0	0	0	1	0	0	0	1	1	0	0	0	0	1
70% to less than 80%	0.8%	-	-	-	2.3%	-	-	-	1.8%	2.8%	-	-	-	-	1.5%
	4	0	0	0	0	4	0	0	4	0	0	4	0		4
80% to less than 90%	0.3%	- 0	0	0	0	1.9%	0	-	0.7%	0	0	0.8%	0	0	0.6%
00 /0 to 1035 triair 30 /0	0.3%	-	-	-	-	1.9%	<del>-</del>	-	0.7%	-	-	0.8%	-	-	0.0%
	1	0	0	0	0	1	0	0	1	1	0	0	0	0	1
90% to 100%	0.5%	-	-	-	-	2.9%	-	-	1.2%	1.8%	-	-	-	-	0.9%
	0.070					2.070			1.270	1.070					0.070
	49	7	4	4	19	9	6	24	25	3	11	35	4	17	27
Don't know	29.5%	27.3%	17.2%	40.4%	32.2%	29.0%	32.3%	26.4%	33.2%	6.7%	25.6%	46.6%	25.9%	30.4%	29.6%
				1		1			1		1	IJ	1		

Proportions/Means: 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

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

				Reg	gion			Gei	nder		Business Size	•		Education	
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500÷	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	E	F	G	Н	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
	131	23	14	10	53	19	13	71	60	15	23	93	15	41	76
Yes	37.6%	43.6%	32.1%	48.4%	39.5%	27.0%	43.7%	38.1%	37.1%	16.2%	26.8%	55.7%	37.9%	34.1%	39.8%
												IJ			
	160	17	25	8	65	35	9	90	70	70	50	40	17	63	80
No	45.8%	32.8%	57.8%	40.4%	48.5%	50.9%	31.6%	48.2%	43.1%	72.9%	57.4%	24.2%	43.2%	53.2%	41.8%
			Α							JK	K				
	58	13	4	2	16	15	7	26	32	10	14	33	7	15	35
Don't know	16.5%	23.6%	10.1%	11.2%	12.0%	22.1%	24.8%	13.7%	19.8%	11.0%	15.8%	20.1%	18.9%	12.7%	18.4%

Proportions/Means: 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

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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)?

				Reg	gion			Ge	nder		Business Size	•		Education	
	Total	вс	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	E	F	G	Н	I	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
Yes	207 59.4%	30 56.3%	25 58.2%	16 78.5%	81 60.6%	35 51.1%	20 67.4%	108 57.4%	100 61.8%	52 54.0%	50 57.9%	105 63.3%	21 53.9%	65 54.1%	122 63.8%
	112	18	13	4	45	30	3	69	43	38	29	45	13	50	49
No	32.2%	33.5%	31.0%	18.6%	33.3%	43.2%	10.8%	36.9%	26.8%	39.6%	33.7%	27.2%	33.9%	42.3%	25.6%
								Н						N	
	29	5	5	1	8	4	6	11	19	6	7	16	5	4	20
Don't know	8.3%	10.1%	10.8%	2.9%	6.1%	5.7%	21.8%	5.7%	11.5%	6.4%	8.4%	9.5%	12.2%	3.6%	10.5%
															M

Proportions/Means: 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

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

				Red	gion			Gei	nder		Business Size			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
	Total	A	В	С	D	E	F	G	Н	0-33	J	K	L	M	N
Base: Changes been implemented to supplementary health benefits coverage	221	29	25	24	76	44	23	96	125	41	60	113	25	69	127
Weighted	207	30**	25**	16**	81*	35*	20**	108*	100	52*	50*	105	21**	65*	122
Increased costs/ premiums/ deductibles/ more	65	12	6	7	24	8	8	30	36	17	16	33	5	23	38
expensive	31.5%	41.4%	23.1%	43.3%	29.1%	23.6%	41.8%	27.6%	35.8%	32.0%	32.4%	30.9%	24.7%	35.1%	30.8%
	40	7	6	3	13	7	4	26	14	8	6	25	2	16	22
Less coverage/ lower benefits	19.1%	22.4%	22.8%	21.1%	15.5%	21.0%	19.5%	24.3%	13.6%	15.6%	12.7%	23.9%	7.9%	25.5%	17.7%
	25	2	3	3	10	5	2	15	11	8	4	14	1	13	11
Changes in dental coverage	12.2%	7.1%	13.4%	17.9%	12.6%	14.4%	8.0%	13.5%	10.8%	15.0%	7.4%	13.1%	6.8%	19.8%	9.1%
														N	
	19	5	1	1	10	2	1	5	14	3	7	9	1	6	11
Changes in vision care	9.0%	15.2%	2.6%	6.5%	11.8%	5.0%	5.6%	4.6%	13.8%	5.9%	12.9%	8.7%	6.7%	9.6%	9.1%
									G						
	18	4	0	2	10	0	2	9	9	1	6	11	1	8	9
Changes in prescription coverage	8.8%	13.5%	-	14.2%	11.9%	-	11.5%	8.8%	8.9%	2.5%	12.7%	10.1%	6.7%	12.5%	7.2%
					E										
Changes in coverage/ benefits (non-specified)	17	1	6	2	7	1	1	11	7	4	5	9	1	4	13
	8.4%	2.5%	22.3%	10.6%	8.6%	3.8%	5.5%	10.0%	6.8%	7.2%	9.8%	8.4%	2.9%	5.5%	10.9%
											_				
Observation (see its ) see it is	16	2	2	1	9	1	1	8	8	6	6	3	1	4	11
Change in (service) provider	7.8%	7.8%	7.2%	3.7%	11.6%	3.9%	3.1%	7.6%	8.1%	12.3%	12.9%	3.2%	5.7%	5.6%	9.3%
	40				_			_		K	K			_	
Increase in anyone of honofite	16	2	0	1 0.40/	5	4 10.0%	4	7	9	3	8	5	3	5	8
Increase in coverage/ benefits	7.7%	6.7%	-	8.4%	6.8%	10.0%	17.6%	6.8%	8.6%	6.5%	15.8%	4.4%	13.7%	7.3%	6.8%
											K			+	
	13	2	1	1	5	3	1	7	6	0	5	9	1	3	10
Changes in physiotherapy/ chiropractor services	6.3%	6.7%	2.6%	8.8%	6.5%	8.0%	4.9%	6.9%	5.7%	-	9.0%	8.1%	2.9%	3.9%	8.2%
	0.570	0.7 70	2.070	0.070	0.570	0.070	4.570	0.570	3.7 /0		3.070	0.170	2.570	3.370	0.270
	11	2	1	1	5	1	2	7	3	0	2	8	0	2	9
Increased co-payments	5.2%	7.2%	2.6%	3.3%	6.2%	1.6%	9.8%	6.9%	3.4%	-	4.9%	7.9%	-	2.9%	7.4%
	0.270	7.270	2.070	0.070	0.270	1.070	0.070	0.070	0.170			7.070		2.070	,0
Observed in section of the section of	11	0	5	1	2	2	1	2	9	6	2	2	1	4	6
Changes in cost/ premiums (non-specified)	5.2%	-	19.9%	6.9%	2.7%	5.0%	3.1%	1.8%	8.8%	12.0%	4.1%	2.4%	4.3%	5.4%	5.2%
									G	К					
	9	1	2	1	4	1	1	7	2	1	2	7	1	2	6
Reduced/ lower premiums/ deductibles	4.5%	4.4%	8.2%	3.3%	4.5%	2.5%	4.9%	6.6%	2.3%	1.7%	3.0%	6.7%	5.0%	3.7%	4.9%
	7	2	1	1	3	1	0	2	5	3	0	4	0	2	5
Added/ moved to Health Spending Account	3.4%	7.2%	2.6%	5.8%	3.4%	1.6%	-	2.1%	4.8%	5.3%	-	4.1%	-	3.0%	4.2%
	7	1	1	1	2	1	1	4	2	0	0	7	0	3	4
Changes in retirement benefits	3.2%	4.4%	2.6%	5.8%	2.1%	2.5%	5.6%	4.0%	2.4%	-	-	6.3%	-	4.7%	2.9%
	_														

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

				Reg	vion			Con	nder		Business Size			Education	
				Reç	jion			Ger	laei		Business Size			Education	
	Total	вс	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
	5	1	0	0	3	1	0	0	5	1	1	3	0	0	5
Added/ increased wellness accounts/ options	2.3%	2.5%	-	-	3.2%	4.1%	-	-	4.8%	1.7%	1.5%	3.0%	-	-	3.9%
		,			0.2,0	,			G	,.	,.	0.070			
Use of a drug card/ no need for reimbursement/ direct	4	0	1	1	1	1	0	1	3	1	1	2	1	1	2
billing	1.9%	-	4.1%	3.3%	1.1%	4.1%	-	1.0%	2.8%	1.7%	1.0%	2.3%	4.3%	0.9%	2.0%
	4	0	0	1	3	0	0	4	0	0	0	4	0	4	0
Changes in life insurance benefits	1.8%	-	-	5.8%	3.4%	-	-	3.4%	-	-	-	3.5%	-	5.7%	-
	1.070			0.070	0.170			0.170				0.070		N	
	4	0	0	0	0	3	1	3	1	1	2	0	2	1	1
Added dental coverage	1.7%	-	-	-	-	8.5%	3.1%	2.8%	0.6%	2.7%	4.3%	-	10.5%	1.2%	0.5%
						D					K				<b></b>
	3	1	0	1	1	0	0	1	2	1	1	1	0	0	3
Added vision care	1.5%	4.4%	-	3.7%	1.5%	-	-	1.1%	1.9%	2.5%	2.4%	0.6%	-	-	2.5%
	3	0	1	1	2	0	0	0	3	0	0	3	0	1	2
Changes made to Health Spending Account	1.4%	-	2.6%	3.7%	2.1%	-	-	-	3.0%	-	-	2.8%	-	1.3%	1.7%
	2	0	1	0	2	0	0	0	2	0	0	2	0	0	2
More options	1.2%	-	2.6%	-	2.1%	-	-	-	2.4%	-	-	2.3%	-	-	2.0%
	23	1	3	1	14	5	1	13	11	6	4	13	2	7	15
Other	11.3%	2.5%	10.7%	3.3%	16.7%	13.7%	5.6%	12.0%	10.6%	11.7%	8.8%	12.3%	9.2%	10.3%	12.2%
	3	0	0	1	2	0	0	2	1	2	0	1	1	0	2
Nothing	1.3%	-	-	3.7%	2.7%	-	-	2.0%	0.6%	4.2%	-	0.6%	2.9%	-	1.8%
	8	0	1	0	1	4	2	8	1	0	2	6	4	2	3
(DK/NS)	4.1%	-	4.1%	-	1.5%	11.5%	11.1%	7.4%	0.6%	-	4.0%	6.2%	17.4%	3.1%	2.4%
						D		Н							

Proportions/Means: 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?

				Re	gion			Ger	nder		Business Size			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
	Total	A	В	С	D	E	F	G	Н	1	J	K	L	M	N
Base: Company/organization provide supplementary health benefits for its employees Weighted	367 349	50 53*	44 43*	31 20**	123 134	85 68*	34 30**	165 188	202	73 96*	103 87*	180 166	43 38*	126 119	198 191
Weighted	73	7	11	6	36	9	3	49	23	13	15	45	6	24	42
Very likely	20.8%	13.1%	25.2%	31.5%	26.8% E	13.0%	11.7%	26.2% H	14.5%	13.2%	17.7%	26.8%	15.4%	20.3%	22.1%
	122	21	16	9	52	16	9	58	64	36	26	61	12	40	71
Somewhat likely	35.0%	38.7%	37.7%	42.7%	38.7% E	22.7%	31.4%	31.0%	39.7%	37.8%	29.4%	36.4%	30.4%	33.3%	37.0%
	72	13	8	3	17	24	6	38	33	22	23	27	11	26	34
Not very likely	20.5%	24.7%	18.9%	16.6%	12.9%	34.5% D	20.1%	20.4%	20.7%	22.9%	26.1%	16.2%	28.4%	22.1%	17.9%
	16	1	1	0	5	7	2	11	5	6	7	3	2	8	7
Not at all likely	4.7%	2.8%	2.4%	-	4.0%	9.8%	5.9%	6.0%	3.1%	6.2%	8.1% K	2.0%	4.6%	6.6%	3.5%
	66	11	7	2	24	14	9	31	36	19	16	31	8	21	37
Don't know	19.0%	20.7%	15.8%	9.1%	17.7%	20.0%	31.0%	16.3%	22.1%	19.9%	18.7%	18.6%	21.2%	17.6%	19.4%
Summary															
- Cummary -	195	28	27	15	88	24	13	107	87	49	41	105	18	64	113
Top2Box (Very/ Somewhat likely)	55.8%	51.8%	62.9% E	74.3%	65.5% E	35.7%	43.1%	57.2%	54.2%	51.0%	47.1%	63.1% J	45.8%	53.7%	59.2%
	88	15	9	3	23	30	8	50	38	28	30	30	13	34	41
Low2Box (Not very/ Not at all likely)	25.2%	27.5%	21.3%	16.6%	16.8%	44.3% BD	26.0%	26.4%	23.7%	29.1%	34.2% K	18.2%	33.0%	28.7%	21.4%

Proportions/Means: 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

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

				Reg	jion			Ger	nder		Business Size			Education	
	Total	вс	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	Е	F	G	Н	I	J	K	L	М	N
The provision of supplementary health benefits gives my company/organization an advantage	3.3	3.4	3.1	3.3	3.3	3.1	3.3	3.3	3.3	3.1	3.3	3.3	3.1	3.3	3.3
		BE										I			<b> </b>
I am concerned about the cost of providing supplementary health benefits for my employees at present	2.6	2.5	2.5	2.7	2.7 E	2.4	2.6	2.6	2.5	2.6	2.7	2.5	2.7	2.5	2.6
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years	2.7	2.7	2.8	2.9	2.8	2.5	2.8	2.8	2.6	2.7	2.9	2.6	2.7	2.6	2.7
											K				H
Even if the government implemented a program I would recommend that our company/organization	3.3	3.2	3.1	3.3	3.3	3.2	3.3	3.2	3.3	3	3.3	3.3	3.2	3.3	3.2
											I	I			
I would support a public program for supplementary health benefits introduced by the federal	2.4	2.7	2.6	2.4	2.6	2.1	2.4	2.5	2.4	2.5	2.6	2.3	2.3	2.6	2.4
		Е	Е		Е										
I am concerned that the government will reduce coverage of insured health services (e.g. vision care)															 
over the next few years	3.1	3.2	3.1	2.7	3.3	3	3.2	3.1	3.2	3.2	3.1	3	3.2	3.2	3
		С			CE		С							N	

Proportions/Means: 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

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

									adau		Dunings Oles			Education	
				Reg	gion			Ger	nder		Business Size			Education	
	Total	ВС	АВ	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	Е	F	G	Н	l l	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 32.8%	20 30.0%	13 23.6%	5 18.1%	87 45.6%	29 24.2%	10 25.4%	78 31.3%	85 34.2%	79 35.0%	34 34.4%	51 29.0%	22 35.7%	72 37.9%	70 28.1%
					ABCEF									N	
The provision of supplementary health benefits gives my company/organization an advantage	143 40.8%	22 42.3%	15 35.4%	8 37.8%	63 47.1% E	21 31.1%	13 42.6%	82 43.5%	61 37.8%	32 33.1%	35 40.5%	76 45.5%	10 26.6%	48 40.6%	84 43.8%
Even if the government implemented a program I would recommend that our company/organization	130 37.3%	15 28.1%	14 32.4%	8 37.2%	60 45.0%	26 38.1%	7 24.5%	65 34.4%	66 40.7%	28 29.8%	33 37.5%	69 41.5%	12 31.5%	47 39.4%	71 37.2%
I would support a public program for supplementary health benefits introduced by the federal	91 18.1%	16 25.1% E	11 19.8% E	3 11.4%	43 22.7% E	10 8.5%	7 16.9%	48 19.2%	43 17.1%	43 19.1%	21 20.9%	27 15.3%	9 14.5%	41 21.7%	40 16.2%
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years	60 17.2%	5 9.0%	8 19.5%	3 17.0%	26 19.4%	13 19.4%	4 13.3%	37 19.7%	23	13 13.7%	19 21.4%	28 16.9%	7 19.0%	17 14.3%	36 18.6%
I am concerned about the cost of providing supplementary health benefits for my employees at present	48 13.9%	3 5.2%	3 7.1%	2 11.2%	28 21.2%	9	3 9.6%	31 16.3%	18 11.0%	12 13.1%	16 17.9%	20 12.2%	6 16.4%	14 12.0%	28 14.5%

Proportions/Means: 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

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

				Reg	jion	<u> </u>		Gei	nder		Business Size			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	E	F	G	Н	ı	J	K	L	M	N
I am concerned that the government will reduce coverage of insured health services (e.g. vision care)	374	50	37	17	152	81	37	186	187	173	78	123	45	156	173
over the next few years	74.7%	77.5%	67.9%	55.4%	80.0%	67.3%	91.4%	74.5%	74.9%	76.7%	77.8%	70.5%	72.3%	81.9%	69.9%
	14.170	C	07.570	33.470	CE	07.570	BCE	74.570	14.570	70.770	77.070	70.570	12.570	N N	03.370
Even if the government implemented a program I would recommend that our company/organization	297 85.1%	46 86.7%	36 82.0%	19 91.7%	114 84.9%	55 80.7%	28 93.9%	162 86.4%	135 83.7%	72 75.6%	80 91.8%	145 87.1%	34 88.4%	102 85.6%	161 84.2%
											I	I			
The provision of supplementary health benefits gives my company/organization an advantage	294 84.3%	47 89.0%	32 74.8%	19 94.6%	115 85.7%	54 79.4%	26 86.9%	154 82.0%	140 86.9%	70 73.6%	78 89.7%	146 87.5%	32 84.4%	99 82.6%	163 85.3%
											I	I			
I would support a public program for supplementary health benefits introduced by the federal	234 46.7%	35 53.1%	27 49.6%	15 49.7%	93 49.1%	44 36.5%	20 49.4%	125 50.1%	108 43.3%	109 48.3%	53 53.2%	72 41.0%	29 47.0%	106 55.6%	99
-	46.7%	53.1% E	49.6%	49.7%	49.1% E	36.5%	49.4%	50.1%	43.3%	48.3%	53.2% K	41.0%	47.0%	55.6% N	39.8%
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years	178 51.0%	26 48.1%	25 57.5%	14 70.2%	72 53.7%	25 36.8%	16 54.3%	100 53.5%	78 48.2%	49 51.1%	51 58.6%	78 47.0%	22 57.3%	59 49.4%	97 50.8%
uie lievriine heal?	51.0%	48.1%	57.5% E	70.2%	53.7% E	36.8%	54.3%	53.5%	48.2%	51.1%	58.6%	47.0%	57.3%	49.4%	50.8%
am concerned about the cost of providing supplementary health benefits for my employees at	160	22	19	12	70	22	15	88	71	42	44	74	21	51	87
present	45.7%	41.2%	43.0%	58.5%	52.4%	32.4%	49.4%	47.0%	44.2%	43.8%	50.1%	44.5%	56.1%	42.4%	45.7%

Proportions/Means: 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

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

				Reç	gion			Ge	nder		<b>Business Size</b>			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		А	В	С	D	Е	F	G	Н	ı	J	K	L	М	N
I would support a public program for supplementary	221	24	21	12	77	69	20	102	119	97	40	85	32	68	121
health benefits introduced by the federal	44.2%	36.4%	37.5%	39.1%	40.5%	57.2%	48.9%	40.7%	47.8%	43.0%	39.6%	48.3%	50.8%	36.0%	48.9%
						ABD									М
I am concerned about the cost of providing supplementary health benefits for my employees at	135	19	17	6	46	37	9	71	64	39	31	65	15	50	70
present	38.7%	36.2%	40.4%	29.5%	34.2%	54.1%	31.3%	37.7%	39.7%	40.8%	35.1%	39.3%	38.5%	41.7%	36.8%
						D									
I am concerned about the cost of providing supplementary health benefits for my employees in	123	16	13	5	44	36	8	63	59	34	21	67	14	47	61
the next five years	35.1%	30.3%	30.7%	22.4%	33.2%	53.2%	26.0%	33.8%	36.7%	35.9%	24.3%	40.4%	37.3%	39.2%	32.1%
						ABD						J			
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years	89 17.9%	8 12.1%	7 12.4%	12 38.4%	29 15.1%	31 25.8%	3 8.6%	49 19.4%	41 16.3%	37 16.3%	16 16.3%	36 20.8%	10 16.8%	24 12.8%	55 22.0%
				ABDF		ABDF									М
The provision of supplementary health benefits gives my company/organization an advantage	42	1	10	1	15	11	3	29	13	19	7	16	5	14	23
	11.9%	2.2%	22.8%	5.4%	11.4%	16.2%	10.8%	15.3%	8.0%	19.4%	7.6%	9.9%	13.7%	11.6%	11.8%
			Α			Α		Н		J			<b>_</b>		
Even if the government implemented a program I would recommend that our company/organization	35	3	6	2	15	8	0	19	16	17	5	12	3	11	21
	9.9%	5.9%	13.3%	8.3%	11.5%	12.4%	-	9.9%	9.8%	18.2%	5.5%	7.4%	6.6%	9.5%	10.8%

Proportions/Means: 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

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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.

				Reg	gion			Ger	nder		Business Size			Education	
	Total	вс	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	E	F	G	Н	I	J	К	L	М	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
The provision of supplementary health benefits gives my company/organization an advantage															
	143	22	15	8	63	21	13	82	61	32	35	76	10	48	84
Strongly agree	40.8%	42.3%	35.4%	37.8%	47.1%	31.1%	42.6%	43.5%	37.8%	33.1%	40.5%	45.5%	26.6%	40.6%	43.8%
	450	0.5		10	E		40		70		10				
Samourbat agree	152 43.4%	25 46.8%	17 39.4%	12 56.7%	52 38.7%	33 48.4%	13 44.3%	72 38.5%	79 49.2%	39 40.5%	43 49.2%	70 42.1%	22 57.8%	50 42.0%	79 41.4%
Somewhat agree	43.4%	46.8%	39.4%	56.7%	38.7%	48.4%	44.3%	38.5%	49.2%	40.5%	49.2%	42.1%	57.8%	42.0%	41.4%
	35	1	8	1	12	9	3	25	10	16	5	13	5	11	19
Somewhat disagree	9.9%	2.2%	18.0%	2.9%	9.3%	13.7%	10.8%	13.1%	6.3%	17.1%	6.1%	7.8%	13.7%	9.1%	9.7%
g	0.070	2.270	A	2.070	0.070	Α	10.070	Н	0.070	JK	0.170	7.070	10.770	0.170	
	7	0	2	1	3	2	0	4	3	2	1	3	0	3	4
Strongly disagree	2.0%	-	4.8%	2.6%	2.0%	2.4%	-	2.3%	1.7%	2.3%	1.5%	2.1%	-	2.5%	2.1%
	13	5	1	0	4	3	1	5	8	7	2	4	1	7	6
Not applicable/don't know	3.8%	8.8%	2.4%	-	2.9%	4.4%	2.4%	2.7%	5.1%	7.0%	2.6%	2.6%	1.9%	5.8%	2.9%
Summary															
Summary	294	47	32	19	115	54	26	154	140	70	78	146	32	99	163
Top2Box (Strongly/ Somewhat agree)	84.3%	89.0%	74.8%	94.6%	85.7%	79.4%	86.9%	82.0%	86.9%	73.6%	89.7%	87.5%	84.4%	82.6%	85.3%
3, 1 (2.1. 3), 2.1. 1 (2.1. 2.9)	2070	22.070		2 1.070	22.1.70	. 21170	22.070	52,070	22.070	. 2.070	1	I	2,0	52.570	23.070
	42	1	10	1	15	11	3	29	13	19	7	16	5	14	23
Low2Box (Somewhat/ Strongly disagree)	11.9%	2.2%	22.8%	5.4%	11.4%	16.2%	10.8%	15.3%	8.0%	19.4%	7.6%	9.9%	13.7%	11.6%	11.8%
			Α			Α		Н		J					
Summary															
Mean -	3.3	3.4	3.1	3.3	3.3	3.1	3.3	3.3	3.3	3.1	3.3	3.3	3.1	3.3	3.3
		BE								1	'	i I		1	

Proportions/Means: 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

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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.

				Reç	gion			Ger	nder		<b>Business Size</b>			Education	
	Total	BC	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. o
		А	В	С	D	E	F	G	Н	I	J	K	L	М	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
I am concerned about the cost of providing supplementary health benefits for my employees at present															
	48	3	3	2	28	9	3	31	18	12	16	20	6	14	28
Strongly agree	13.9%	5.2%	7.1%	11.2%	21.2%	13.2%	9.6%	16.3%	11.0%	13.1%	17.9%	12.2%	16.4%	12.0%	14.59
					AB										
	111	19	16	10	42	13	12	57	54	29	28	54	15	36	60
Somewhat agree	31.8%	36.0%	35.9%	47.3%	31.2%	19.1%	39.8%	30.6%	33.2%	30.7%	32.2%	32.3%	39.7%	30.5%	31.19
		E													
_	98	15	14	4	31	29	6	54	44	34	21	44	13	38	47
Somewhat disagree	28.1%	27.3%	31.3%	19.0%	23.3%	41.6%	21.5%	29.0%	27.1%	35.1%	24.2%	26.2%	33.8%	32.1%	24.5
						D									
	37	5	4	2	15	9	3	16	20	5	10	22	2	11	24
Strongly disagree	10.5%	8.9%	9.1%	10.5%	10.9%	12.5%	9.8%	8.8%	12.6%	5.7%	11.0%	13.1%	4.6%	9.6%	12.39
	55	12	7	2	18	9	6	29	26	15	13	27	2	19	34
Not applicable/don't know	15.6%	22.6%	16.6%	11.9%	13.4%	13.5%	19.3%	15.3%	16.0%	15.4%	14.8%	16.2%	5.4%	15.8%	17.69
Summary															
	160	22	19	12	70	22	15	88	71	42	44	74	21	51	87
Top2Box (Strongly/ Somewhat agree)	45.7%	41.2%	43.0%	58.5%	52.4%	32.4%	49.4%	47.0%	44.2%	43.8%	50.1%	44.5%	56.1%	42.4%	45.79
· · · · · · · · · · · · · · · · · · ·					E										
	135	19	17	6	46	37	9	71	64	39	31	65	15	50	70
Low2Box (Somewhat/ Strongly disagree)	38.7%	36.2%	40.4%	29.5%	34.2%	54.1%	31.3%	37.7%	39.7%	40.8%	35.1%	39.3%	38.5%	41.7%	36.89
						D									
Summary															
Mean	2.6	2.5	2.5	2.7	2.7	2.4	2.6	2.6	2.5	2.6	2.7	2.5	2.7	2.5	2.6
Modif					E										

Proportions/Means: 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

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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.

					dan			۵	. dou		Dunings Sim			Education	
			T .	Reç	gion	T .		Ger	nder		Business Size			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. o
		Α	В	С	D	E	F	G	Н	I	J	K	L	М	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
I am concerned about the cost of providing supplementary health benefits for my employees in the next five years															
	60	5	8	3	26	13	4	37	23	13	19	28	7	17	36
Strongly agree	17.2%	9.0%	19.5%	17.0%	19.4%	19.4%	13.3%	19.7%	14.2%	13.7%	21.4%	16.9%	19.0%	14.3%	18.6%
	118	21	16	11	46	12	12	63	55	36	32	50	15	42	62
Somewhat agree	33.9%	39.1%	38.0%	53.2%	34.3%	17.4%	41.0%	33.8%	34.0%	37.4%	37.2%	30.1%	38.2%	35.1%	32.29
		E	E		E										
	97	13	11	4	35	29	6	51	46	31	17	50	12	39	47
Somewhat disagree	27.9%	24.3%	24.4%	19.5%	26.1%	42.4%	19.9%	27.4%	28.5%	32.3%	19.0%	30.0%	30.6%	32.3%	24.69
						AD									
	25	3	3	1	9	7	2	12	13	3	5	17	3	8	14
Strongly disagree	7.2%	6.1%	6.3%	2.9%	7.1%	10.8%	6.1%	6.4%	8.2%	3.5%	5.4%	10.3%	6.7%	6.9%	7.5%
	48	11	5	2	18	7	6	24	24	12	15	21	2	14	33
Not applicable/don't know	13.8%	21.5%	11.8%	7.4%	13.1%	9.9%	19.7%	12.7%	15.1%	13.0%	17.1%	12.6%	5.4%	11.4%	17.19
Summary															
	178	26	25	14	72	25	16	100	78	49	51	78	22	59	97
Top2Box (Strongly/ Somewhat agree)	51.0%	48.1%	57.5%	70.2%	53.7%	36.8%	54.3%	53.5%	48.2%	51.1%	58.6%	47.0%	57.3%	49.4%	50.89
			E		E										
	123	16	13	5	44	36	8	63	59	34	21	67	14	47	61
Low2Box (Somewhat/ Strongly disagree)	35.1%	30.3%	30.7%	22.4%	33.2%	53.2%	26.0%	33.8%	36.7%	35.9%	24.3%	40.4%	37.3%	39.2%	32.1
						ABD						J			
Summary															
Mean	2.7	2.7	2.8	2.9	2.8	2.5	2.8	2.8	2.6	2.7	2.9	2.6	2.7	2.6	2.7
Woun											K				

Proportions/Means: 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

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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.

				Reg	gion			Ger	nder		Business Size			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		А	В	С	D	Е	F	G	Н		J	K	L	М	N
Base: Company/organization provide supplementary health benefits for its employees	367	50	44	31	123	85	34	165	202	73	103	180	43	126	198
Weighted	349	53*	43*	20**	134	68*	30**	188	161	96*	87*	166	38*	119	191
Even if the government implemented a program I would recommend that our company/organization															
	130	15	14	8	60	26	7	65	66	28	33	69	12	47	71
Strongly agree	37.3%	28.1%	32.4%	37.2%	45.0%	38.1%	24.5%	34.4%	40.7%	29.8%	37.5%	41.5%	31.5%	39.4%	37.2%
	167	31	21	11	53	29	21	98	69	44	47	76	22	55	90
Somewhat agree	47.8%	58.6%	49.6%	54.4%	39.9%	42.6%	69.4%	52.0%	42.9%	45.8%	54.3%	45.6%	56.9%	46.2%	47.0%
		D													<del>                                     </del>
	22	2	3	1	11	5	0	11	11	10	3	9	1	7	14
Somewhat disagree	6.4%	4.5%	6.1%	5.8%	7.9%	7.9%	-	6.1%	6.7%	10.6%	3.1%	5.6%	3.1%	5.7%	7.5%
	12	1	3	1	5	3	0	7	5	7	2	3	1	5	6
Strongly disagree	3.5%	1.4%	7.1%	2.6%	3.6%	4.5%	-	3.9%	3.1%	7.6%	2.3%	1.8%	3.6%	3.8%	3.3%
ottorigiy disagree	3.376	1.476	7.176	2.076	3.0 /6	4.576	<u>-</u>	3.976	3.176	7.0% K	2.376	1.076	3.0 %	3.076	3.376
	17	4	2	0	5	5	2	7	11	6	2	9	2	6	10
Not applicable/don't know	5.0%	7.4%	4.7%	-	3.5%	7.0%	6.1%	3.6%	6.5%	6.1%	2.7%	5.5%	5.0%	4.9%	5.0%
	0.0.0	,	,		0.070	,	0.170	0.070	0.070	011,0		2.272	0.0,0		
Summary															
	297	46	36	19	114	55	28	162	135	72	80	145	34	102	161
Top2Box (Strongly/ Somewhat agree)	85.1%	86.7%	82.0%	91.7%	84.9%	80.7%	93.9%	86.4%	83.7%	75.6%	91.8%	87.1%	88.4%	85.6%	84.2%
											I	1			
	35	3	6	2	15	8	0	19	16	17	5	12	3	11	21
Low2Box (Somewhat/ Strongly disagree)	9.9%	5.9%	13.3%	8.3%	11.5%	12.4%	-	9.9%	9.8%	18.2%	5.5%	7.4%	6.6%	9.5%	10.8%
										JK			<u> </u>		
Summary															
Mean	3.3	3.2	3.1	3.3	3.3	3.2	3.3	3.2	3.3	3	3.3	3.3	3.2	3.3	3.2

Proportions/Means: 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

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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.

BC A 59 65*	<b>AB</b> B 56	Reg Man/SK C	gion			Ger	nder		Business Size			Education	
A 59	В		ON.								Education		
59			ON	Quebec	Atlantic	Male	Female	0-99	100-499	500 <b>+</b>	HS or less	Some Post Sec (codes 3 and 4)	Univ. or
	56	U	D	Е	F	G	Н	I	J	K	L	М	N
65*		40	161	143	41	205	295	176	119	191	66	186	248
	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
16	11	3	43	10	7	48	43	43	21	27	9	41	40
25.1%	19.8%	11.4%	22.7%	8.5%	16.9%	19.2%	17.1%	19.1%	20.9%	15.3%	14.5%	21.7%	16.2%
E	Е		E										
18	16	12	50	34	13	77	66	66	32	45	20	64	58
28.0%	29.8%	38.4%	26.5%	28.0%	32.5%	30.9%	26.3%	29.2%	32.3%	25.7%	32.5%	33.9%	23.6%
												N	
13	12	4	34	29	8	40	60	44	20	36	13	24	62
19.4%	21.0%	12.7%	18.1%	24.1%	20.3%	15.8%	23.9%	19.5%	19.7%	20.4%	21.5%	12.5%	25.1%
							G						М
11	9	8	43	40	11	62	60	53	20	49	18	45	59
17.0%	16.5%	26.3%	22.4%	33.0%	28.5%	24.8%	23.8%	23.5%	19.9%	27.9%	29.4%	23.4%	23.7%
				AB									
7	7	3	20	8	1	23	22	19	7	19	1	16	28
10.5%	12.9%	11.2%	10.4%	6.3%	1.8%	9.2%	8.9%	8.6%	7.2%	10.7%	2.1%	8.4%	11.3%
													L
											1		
35	27	15	93	44	20	125	108	109	53	72	29	106	99
53.1%	49.6%	49.7%	49.1%	36.5%	49.4%	50.1%	43.3%	48.3%	53.2%	41.0%	47.0%	55.6%	39.8%
E			E						K			N	
24	21	12	77	69	20	102	119	97	40	85	32	68	121
36.4%	37.5%	39.1%	40.5%		48.9%	40.7%	47.8%	43.0%	39.6%	48.3%	50.8%	36.0%	48.9%
				ABD							<u> </u>		М
	0.0	0.4	0.0	0.4	0.4	0.5	0.4	0.5	0.0	0.0	0.0	0.0	0.1
0.7		2.4		2.1	2.4	2.5	2.4	2.5	2.6	2.3	2.3	2.6	2.4
	36.4% 2.7 E	2.7 2.6	2.7 2.6 2.4	2.7 2.6 2.4 2.6	2.7 2.6 2.4 2.6 2.1	2.7 2.6 2.4 2.6 2.1 2.4	2.7 2.6 2.4 2.6 2.1 2.4 2.5	2.7 2.6 2.4 2.6 2.1 2.4 2.5 2.4	2.7 2.6 2.4 2.6 2.1 2.4 2.5 2.4 2.5	2.7 2.6 2.4 2.6 2.1 2.4 2.5 2.4 2.5 2.6	2.7 2.6 2.4 2.6 2.1 2.4 2.5 2.4 2.5 2.6 2.3	2.7 2.6 2.4 2.6 2.1 2.4 2.5 2.4 2.5 2.6 2.3 2.3	2.7 2.6 2.4 2.6 2.1 2.4 2.5 2.4 2.5 2.6 2.3 2.3 2.6

Proportions/Means: 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.

				Red	gion			Ge	nder		<b>Business Size</b>			Education	
	Total	ВС	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or
	Total	A	В	C	D	E	F	G	H	0-99	J	500∓ K	L	M	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
I am concerned that the government will reduce coverage of insured health services (e.g. vision care) over the next few years															
•	164	20	13	5	87	29	10	78	85	79	34	51	22	72	70
Strongly agree	32.8%	30.0%	23.6%	18.1%	45.6%	24.2%	25.4%	31.3%	34.2%	35.0%	34.4%	29.0%	35.7%	37.9%	28.1%
• •					ABCEF									N	
	210	31	24	11	65	52	26	108	102	94	43	73	23	84	104
Somewhat agree	42.0%	47.5%	44.3%	37.3%	34.4%	43.1%	65.9%	43.2%	40.8%	41.7%	43.4%	41.5%	36.6%	44.0%	41.8%
							CDE								
	72	7	4	10	21	27	3	38	34	33	9	29	8	22	42
Somewhat disagree	14.4%	10.3%	7.9%	32.5%	11.2%	22.8%	7.1%	15.1%	13.8%	14.8%	9.4%	16.8%	13.3%	11.3%	17.1%
				ABDF		ABDF									
	17	1	3	2	7	4	1	11	6	3	7	7	2	3	12
Strongly disagree	3.4%	1.8%	4.6%	5.9%	3.9%	3.1%	1.6%	4.4%	2.5%	1.4%	6.9%	4.0%	3.4%	1.5%	5.0%
											I				
	37	7	11	2	9	8	0	15	22	16	6	15	7	10	20
Not applicable/don't know	7.4%	10.4%	19.6%	6.2%	4.9%	6.8%	-	6.0%	8.7%	7.0%	6.0%	8.6%	10.9%	5.3%	8.1%
			DEF										ļ		
Summary															
T 0D (0) 1 (0 )	374	50	37	17	152	81	37	186	187	173	78	123	45	156	173
Top2Box (Strongly/ Somewhat agree)	74.7%	77.5%	67.9%	55.4%	80.0%	67.3%	91.4%	74.5%	74.9%	76.7%	77.8%	70.5%	72.3%	81.9%	69.9%
	00	C	-	40	CE	0.4	BCE	40	44	07	40	00	40	N 04	
Lou/2Pox (Samoubat/ Strangly diaggres)	89	8	7	12	29	31	3	49	41	37	16	36	10	24	55
Low2Box (Somewhat/ Strongly disagree)	17.9%	12.1%	12.4%	38.4% ABDF	15.1%	25.8% ABDF	8.6%	19.4%	16.3%	16.3%	16.3%	20.8%	16.8%	12.8%	22.0% M
Summery				ARDF		ARDF							<u> </u>		IVI
Summary	3.1	3.2	3.1	2.7	3.3	3	3.2	3.1	3.2	3.2	3.1	3	3.2	3.2	3
Mean	3.1	3.2 C	3.1	2.1	CE	3	3.2	3.1	3.2	3.2	3.1	3	3.2	3.2 N	3

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

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

				Reg	gion	l e		Gei	nder		Business Size	:		Education	
	Total	вс	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		А	В	С	D	Е	F	G	Н	ı	J	К	L	М	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	10	0	1	0	4	5	0	6	4	8	0	2	10	0	0
Grade school or some high school	2.0%	-	1.9%	-	2.3%	3.8%	-	2.3%	1.7%	3.6%	-	1.0%	16.0%	-	-
·													MN		
	52	7	9	5	10	19	3	26	27	26	13	13	52	0	0
Complete high school	10.5%	10.8%	16.4%	17.6%	5.1%	15.4%	7.1%	10.3%	10.7%	11.7%	12.6%	7.6%	84.0%	-	-
			D	D		D							MN		
Technical, vocational post-secondary, College	135	20	13	5	63	31	4	60	75	79	25	31	0	135	0
recimical, vocational post-secondary, conege	27.1%	31.0%	22.8%	17.6%	33.2%	25.6%	9.3%	24.0%	30.2%	35.0%	25.2%	18.0%	-	71.2%	-
		F			F	F				K				LN	
Some university	55	6	5	8	15	15	5	23	31	24	7	24	0	55	0
	10.9%	9.6%	9.3%	26.5%	8.0%	12.5%	13.2%	9.3%	12.6%	10.4%	7.2%	13.7%	-	28.8%	-
				ABDE										LN	
	173	28	21	7	67	37	14	87	86	67	39	68	0	0	173
Complete university degree	34.6%	42.3%	37.9%	23.5%	35.3%	30.6%	35.1%	34.8%	34.4%	29.7%	38.8%	38.7%	-	-	69.9%
															LM
	74	4	6	4	31	14	14	48	26	21	16	37	0	0	74
Post graduate degree	14.9%	6.3%	11.7%	14.9%	16.2%	12.0%	35.4%	19.2%	10.5%	9.5%	16.3%	21.0%	-	-	30.1%
							ABDE	Н				I			LM
Summary	00		40	_	4.4	00	0	0.4	0.4	0.5	40	45	00	0	0
HS or less	62 12.5%	7 10.8%	10 18.3%	5 17.6%	14 7.4%	23 19.2%	3 7.1%	31 12.6%	31 12.3%	35 15.4%	13 12.6%	15 8.6%	62 100.0%	0	0
110 01 1633	12.5%	10.6%	18.3% D	17.0%	1.4%	19.2% D	7.1%	12.0%	12.3%	15.4%	12.0%	0.0%	100.0% MN	-	-
	190	26	18	13	78	46	9	83	107	102	32	55	0	190	0
Some Post Sec	38.0%	40.6%	32.2%	44.1%	41.1%	38.1%	22.4%	33.3%	42.7%	45.5%	32.4%	31.7%	-	100.0%	-
30110 1 001 300	30.076	40.076	JZ.Z /0	44.170	41.1% F	30.170	22.4/0	JJ.J/0	42.7% G	45.5% JK	J2.4/0	31.1 /0	<del>                                     </del>	LN	-
	248	32	27	12	98	51	28	135	112	88	55	104	0	0	248
Univ. or higher	49.5%	48.6%	49.6%	38.4%	51.5%	42.7%	70.4%	54.1%	45.0%	39.2%	55.1%	59.7%	-	-	100.0%
5 5g5.	43.370	-10.070	40.070	00.470	01.070	72.770	ACDE	U-1. 1 /U	-10.070	00.Z /0	JJ. 1 /6	00.170		_	LM

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

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

				Red	nion			Ge	nder		Business Size		Education		
				Kei	Jon			Gei	luei		Business 3ize			Luucation	
	Total	ВС	АВ	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or
		Α	В	С	D	Е	F	G	Н	ı	J	К	L	М	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	1	0	0	0	0	1	1	1	1	0	1	0	0	1	0
Under \$10,000	0.3%	-	-	-	-	0.7%	1.6%	0.3%	0.2%	-	1.4%	-	-	0.7%	-
5.145. \$15,000	0.070					0.7 70	1.070	0.070	0.270		1.470			0.170	
	3	0	1	0	0	2	0	0	3	3	0	0	2	0	1
\$10,000 to just under \$20,000	0.6%	-	1.9%	-	-	1.5%	-	-	1.1%	1.2%	-	-	3.0%	-	0.4%
***,**** ** <b>,</b> *** *****	0.070		1.070			1.070			1.170	1.270			M		0.470
	11	3	1	1	3	4	0	1	10	9	0	2	2	7	2
\$20,000 to just under \$30,000	2.2%	4.0%	1.9%	2.0%	1.4%	3.4%	-	0.5%	3.9%	3.8%	-	1.4%	3.0%	3.5%	1.0%
, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	2.270	11070	11070	2.070	11170	0.170		0.070	G	0.070		11170	0.070	0.070	11070
	18	1	3	2	6	5	1	10	8	11	4	2	3	12	4
\$30,000 to just under \$40,000	3.6%	1.8%	5.6%	6.6%	3.1%	4.2%	2.7%	3.9%	3.3%	5.1%	4.5%	1.3%	4.5%	6.1%	1.5%
00,000 to just under \$40,000			0.070	5.575	511,75			0.0,0	0.0,0	41.70		110,0		N	
	42	3	4	1	18	10	7	24	18	28	5	9	6	14	22
\$40,000 to just under \$50,000	8.5%	4.2%	7.5%	2.0%	9.6%	8.2%	16.7%	9.8%	7.1%	12.5%	5.4%	5.0%	9.7%	7.3%	9.0%
•							Α			K					
	58	12	9	3	17	12	5	23	35	36	13	9	11	26	20
\$50,000 to just under \$60,000	11.5%	18.0%	15.8%	9.3%	9.1%	10.0%	12.9%	9.2%	13.8%	16.0%	12.8%	5.1%	18.0%	13.9%	8.1%
										K	К		N		-
	71	8	7	3	28	22	3	37	34	45	11	14	12	32	27
\$60,000 to just under \$70,000	14.1%	12.2%	12.0%	11.5%	14.6%	18.5%	7.0%	14.6%	13.6%	19.9%	11.4%	8.3%	19.6%	16.7%	10.8%
										K					
	36	5	3	4	12	9	3	14	22	11	15	10	7	12	17
\$70,000 to just under \$80,000	7.2%	8.0%	5.4%	13.5%	6.2%	7.7%	6.4%	5.4%	8.9%	4.8%	15.1%	5.7%	11.5%	6.2%	6.8%
											IK				
	82	12	9	4	31	19	7	42	40	41	9	32	11	33	38
\$80,000 to just under \$100,000	16.4%	18.6%	16.4%	14.9%	16.1%	15.7%	17.9%	16.7%	16.1%	18.2%	9.1%	18.4%	17.6%	17.5%	15.3%
										J		J			-
	178	22	19	12	76	36	14	98	80	42	40	96	8	53	117
\$100,000 and over	35.6%	33.2%	33.7%	40.3%	39.9%	30.2%	34.9%	39.4%	31.8%	18.5%	40.3%	54.9%	13.0%	28.0%	47.1%
			İ			1						IJ		1	LM

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

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Banner1. BANNER - 1

				Red	gion			Ge	nder		Business Size	9		Education	
	Total	вс	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or higher
		Α	В	С	D	E	F	G	Н	I	J	K	L	М	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	65	65	0	0	0	0	0	28	37	22	20	23	7	26	32
Region-BC	13.0%	100.0%	-	-	-	-	-	11.1%	14.9%	10.0%	19.8%	13.0%	11.3%	13.9%	12.8%
		BCDEF									I				
	55	0	55	0	0	0	0	30	25	24	7	24	10	18	27
Region-AB	11.0%	-	100.0%	-	-	-	-	12.0%	10.0%	10.8%	7.2%	13.5%	16.1%	9.3%	11.0%
			ACDEF												
	30	0	0	30	0	0	0	14	16	12	6	12	5	13	12
Region-Man/SK	6.0%	-	-	100.0%	-	-	-	5.6%	6.4%	5.5%	6.1%	6.6%	8.5%	7.0%	4.6%
				ABDEF											
	190	0	0	0	190	0	0	90	100	80	42	68	14	78	98
Region-ON	38.0%	-	-	-	100.0%	-	-	36.0%	40.0%	35.6%	41.6%	39.1%	22.5%	41.1%	39.5%
					ABCEF									L	L
	120	0	0	0	0	120	0	62	58	69	14	37	23	46	51
Region-Quebec	24.0%	-	-	-	-	100.0%	-	24.8%	23.2%	30.6%	14.1%	21.2%	37.1%	24.0%	20.7%
•						ABCDF				JK			N		-
	40	0	0	0	0	0	40	26	14	17	11	12	3	9	28
Region-Atlantic	8.0%	-	-	-	-	-	100.0%	10.5%	5.5%	7.6%	11.2%	6.7%	4.6%	4.7%	11.4%
•							ABCDE								М
	250	28	30	14	90	62	26	250	0	90	58	102	31	83	135
Gender-Male	50.0%	42.7%	54.5%	46.6%	47.4%	51.7%	65.6%	100.0%	-	39.9%	58.3%	58.2%	50.6%	43.8%	54.6%
							Α	Н			I	I			М
	250	37	25	16	100	58	14	0	250	135	42	73	31	107	112
Gender-Female	50.0%	57.3%	45.5%	53.4%	52.6%	48.3%	34.4%	-	100.0%	60.1%	41.7%	41.8%	49.4%	56.2%	45.4%
		F							G	JK				N	-
	225	22	24	12	80	69	17	90	135	225	0	0	35	102	88
Business Size-0-99	45.0%	34.5%	44.1%	41.1%	42.1%	57.4%	42.6%	35.9%	54.1%	100.0%	-	-	55.5%	53.8%	35.6%
						AD			G	JK			N	N	-
	100	20	7	6	42	14	11	58	42	0	100	0	13	32	55
Business Size-100-499	20.0%	30.5%	13.1%	20.4%	21.9%	11.7%	28.1%	23.3%	16.7%	-	100.0%	-	20.2%	17.0%	22.2%
		BE			Е		Е				IK				-
	175	23	24	12	68	37	12	102	73	0	0	175	15	55	104
Business Size-500+	35.0%	35.0%	42.8%	38.4%	36.0%	30.9%	29.3%	40.8%	29.2%	-	-	100.0%	24.3%	29.2%	42.2%
								Н				IJ			LM
	62	7	10	5	14	23	3	31	31	35	13	15	62	0	0
Education-HS or less	12.5%	10.8%	18.3%	17.6%	7.4%	19.2%	7.1%	12.6%	12.3%	15.4%	12.6%	8.6%	100.0%	-	
			D			D							MN		
	190	26	18	13	78	46	9	83	107	102	32	55	0	190	0
Education-Some Post Sec (codes 3 and 4)	38.0%	40.6%	32.2%	44.1%	41.1%	38.1%	22.4%	33.3%	42.7%	45.5%	32.4%	31.7%	-	100.0%	-
,					F				G	JK				LN	
	248	32	27	12	98	51	28	135	112	88	55	104	0	0	248
Education-Univ. or higher	49.5%	48.6%	49.6%	38.4%	51.5%	42.7%	70.4%	54.1%	45.0%	39.2%	55.1%	59.7%	-	-	100.0%
	10.070	.5.070	/ 0	33.770	3070	/0	ACDE	J 1 /0	.5.070	55.£/0	J3.170	33.770			LM

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### Banner2. BANNER - 2

				Red	gion			Ge	nder		Business Size	e		Education	
	Total	вс	AB	Man/SK	ON	Quebec	Atlantic	Male	Female	0-99	100-499	500+	HS or less	Some Post Sec (codes 3 and 4)	Univ. or
		Α	В	С	D	Е	F	G	Н	I	J	К	L	М	N
Base: All respondents	500	59	56	40	161	143	41	205	295	176	119	191	66	186	248
Weighted	500	65*	55*	30*	190	120	40*	250	250	225	100	175	62*	190	248
	268	42	30	16	104	54	23	148	120	65	62	141	25	91	151
Q8 Health Pgms-Yes	53.6%	63.9%	55.3%	51.7%	54.6%	44.6%	58.3%	59.1%	48.1%	28.9%	62.1%	80.4%	40.5%	48.1%	61.1%
		Е						Н			1	IJ			LM
	232	23	25	14	86	67	17	102	130	160	38	34	37	99	96
Q8 Health Pgms-No	46.4%	36.1%	44.7%	48.3%	45.4%	55.4%	41.7%	40.9%	51.9%	71.1%	37.9%	19.6%	59.5%	51.9%	38.9%
						Α			G	JK	K		N	N	
	349	53	43	20	134	68	30	188	161	96	87	166	38	119	191
Q9 Health Benefits-Yes	69.8%	81.8%	78.7%	68.1%	70.5%	57.1%	74.3%	75.1%	64.5%	42.5%	87.1%	95.1%	61.5%	62.8%	77.3%
	454	E 40	E 40	40	E	50	40	H		400	10	IJ	- 04	74	LM
Q9 Health Benefits-No	151	12	12	10	56	52	10	62	89	129	13	9	24	71	56
Q3 FIGARIT DEFIGIRS-ING	30.2%	18.2%	21.3%	31.9%	29.5%	42.9% ABD	25.7%	24.9%	35.5% G	57.5% JK	12.9% K	4.9%	38.5% N	37.2% N	22.7%
	271	36	33	17	97	60	27	147	124	73	65	133	30	90	151
Q12 Employee Contribution-Yes	54.2%	55.6%	60.5%	57.2%	51.0%	50.1%	68.2%	58.9%	49.4%	32.3%	64.6%	76.3%	47.5%	47.3%	61.1%
Q12 Employee Contribution 100	J4.270	33.070	00.576	37.270	31.070	30.170	00.270	H	45.470	32.370	J	70.570 IJ	47.570	47.570	M
	74	16	9	3	35	8	2	39	35	21	22	31	7	29	38
Q12 Employee Contribution-No	14.9%	24.9%	16.4%	10.9%	18.4%	7.0%	6.1%	15.8%	13.9%	9.6%	21.7%	17.8%	11.8%	15.0%	15.5%
1 3		EF		101070	E		51170	10.070	101070	0.070	1	1	111010		
	131	23	14	10	53	19	13	71	60	15	23	93	15	41	76
Q15 Post Retirement Benefits-Yes	26.3%	35.7%	25.3%	33.0%	27.9%	15.4%	32.4%	28.6%	24.0%	6.9%	23.3%	52.9%	23.3%	21.4%	30.8%
		Е		E	Е		Е				I	IJ			М
	160	17	25	8	65	35	9	90	70	70	50	40	17	63	80
Q15 Post Retirement Benefits-No	32.0%	26.9%	45.5%	27.5%	34.2%	29.0%	23.5%	36.2%	27.8%	31.0%	50.0%	23.0%	26.6%	33.4%	32.3%
			AEF								IK				
	207	30	25	16	81	35	20	108	100	52	50	105	21	65	122
Q16 Recent Changes-Yes	41.5%	46.1%	45.8%	53.5%	42.7%	29.2%	50.1%	43.1%	39.9%	22.9%	50.4%	60.2%	33.2%	34.0%	49.3%
		Е	Е	E	Е		E				I	1			LM
O46 Passet Changes No	112	18	13	4	45 23.5%	30	3	69	43	38	29	45	13	50	49
Q16 Recent Changes-No	22.5%	27.4% F	24.4%	12.7%	23.5% F	24.6% F	8.0%	27.7%	17.3%	16.8%	29.4%	25.9% I	20.9%	26.5%	19.8%
	405	28	27	45	88	24	40	H 107	87	40	41	-	40	64	440
Q18 Likelihood of Changes-Top2	195 39.0%	42.4%	49.5%	15 50.6%	46.2%	20.4%	13 32.0%	43.0%	35.0%	49 21.7%	41.1%	105 60.0%	18 28.2%	33.7%	113 45.7%
2.5 Emonitod of Orlanges-TopE	39.076	42.4% E	49.5% E	50.6% E	40.2% E	20.470	J2.U /0	±0.0 /0	33.0 /6	£1.1 /0	41.176	IJ	20.2 /0	55.1 /0	45.7% LM
	88	15	9	3	23	30	8	50	38	28	30	30	13	34	41
Q18 Likelihood of Changes-Bottom 2	17.6%	22.5%	16.8%	11.3%	11.9%	25.3%	19.3%	19.8%	15.3%	12.3%	29.8%	17.3%	20.3%	18.0%	16.6%
<del> </del>		,		11.070		D	12.070		15.070	,0	IK				. 3.070
	234	35	27	15	93	44	20	125	108	109	53	72	29	106	99
Q19_5 Support for Public Program-Top2	46.7%	53.1%	49.6%	49.7%	49.1%	36.5%	49.4%	50.1%	43.3%	48.3%	53.2%	41.0%	47.0%	55.6%	39.8%
•		Е			Е						K			N	
													1		
Q19 5 Support for Public Program-Bottom2	221	24	21	12	77	69	20	102	119	97	40	85	32	68	121
Q 10_0 Support for Fubilic Flogram-bottom2	44.2%	36.4%	37.5%	39.1%	40.5%	57.2%	48.9%	40.7%	47.8%	43.0%	39.6%	48.3%	50.8%	36.0%	48.9%
						ABD			1						М

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

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