

Please refer to the questionnaire (McKinsey & Company - Benefits Package Decision Makers Study) for the full description of each question and how it was presented to respondents. The descriptions provided in these data tables as titles are abbreviated and may not reflect what the respondents saw during the survey.

S1. What is your age?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
18-24	176 13.3%	78 15.3%	61 14.3%	37 9.5%	90 13.2%	86 13.4%	66 8.1%	87 23.0%	24 17.1%	4 6.5%	18 11.9%	4 8.0%
25-34	244 18.4%	80 15.8%	87 20.5%	77 19.4%	159 23.2%	86 13.3%	165 20.3%	49 12.9%	31 22.1%	15 24.3%	35 23.1%	14 24.8%
35-44	260 19.6%	87 17.2%	84 19.7%	89 22.5%	135 19.7%	125 19.4%	144 17.7%	76 20.2%	40 28.8%	16 25.9%	21 13.4%	12 21.6%
45-54	331 24.9%	110 21.7%	96 22.4%	125 31.7%	170 24.9%	161 24.9%	218 26.9%	88 23.3%	25 17.9%	15 24.0%	36 23.4%	15 27.2%
55 +	317 23.9%	152 29.9%	98 23.1%	67 17.0%	129 18.9%	188 29.1%	220 27.0%	78 20.7%	19 14.1%	12 19.3%	43 28.3%	10 18.4%
Summary												
Mean	43.2	44.0	42.7	42.8	41.6	45.0	45.2	40.4	39.3	42.6	43.2	42.2

S2. Are you male or female?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

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		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Male	657 49.4%	260 51.2%	175 41.0%	222 56.1%	357 52.2%	300 46.4%	376 46.2%	186 49.1%	95 68.9%	37 59.2%	72 47.1%	25 45.2%
Female	672 50.6%	248 48.8%	251 59.0%	173 43.9%	326 47.8%	346 53.6%	437 53.8%	193 50.9%	43 31.1%	25 40.8%	81 52.9%	31 54.8%

S3. In what state do you currently reside?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
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	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
California	188 14.1%	61 12.1%	65 15.4%	61 15.4%	110 16.1%	78 12.0%	79 9.8%	68 18.1% F	40 28.9%	7 10.9%	17 11.2%	7 12.8%
Texas	99 7.5%	27 5.4%	41 9.6%	31 8.0%	64 9.3%	36 5.5%	73 9.0%	16 4.2%	10 7.5%	6 9.0% J	8 5.5%	4 6.4%
New York	91 6.8%	30 5.9%	27 6.2%	34 8.6%	47 6.8%	44 6.8%	52 6.5%	16 4.2%	22 15.9%	7 11.2% J	10 6.4%	5 8.4%
Florida	62 4.6%	35 6.8% C	23 5.3% C	4 1.1%	24 3.5%	37 5.8%	38 4.7%	18 4.7%	6 4.2%	4 6.2%	9 5.8%	3 4.8%
Pennsylvania	55 4.1%	24 4.7%	14 3.3%	17 4.4%	32 4.7%	22 3.5%	34 4.2%	12 3.1%	9 6.5%	2 3.1%	7 4.3%	4 6.4% I
Illinois	55 4.1%	20 3.9%	17 4.1%	17 4.4%	30 4.4%	25 3.8%	29 3.6%	12 3.3%	13 9.4%	5 7.8%	10 6.4%	3 5.2%
Ohio	53 4.0%	19 3.7%	15 3.5%	19 4.9%	31 4.5%	23 3.5%	32 4.0%	20 5.2%	1 0.9%	4 6.2%	9 6.1%	3 4.8%
Georgia	45 3.4%	14 2.8%	12 2.9%	18 4.6%	25 3.7%	20 3.0%	26 3.2%	16 4.1%	3 2.1%	1 1.6%	4 2.7%	1 1.6%
New Jersey	41 3.1%	12 2.3%	13 3.1%	16 4.0%	23 3.4%	18 2.7%	26 3.2%	10 2.5%	5 3.7%	2 3.1%	8 5.5%	5 8.4% I
Maryland	40 3.0%	5 0.9%	7 1.5%	29 7.2% AB	32 4.7% E	8 1.2%	28 3.4%	11 3.0%	1 0.5%	0 -	2 1.2% I	1 2.0% I
Missouri	36 2.7%	23 4.6%	8 2.0%	5 1.2%	8 1.2%	28 4.3% D	22 2.7%	11 2.8%	4 2.6%	1 1.9%	3 2.1%	1 1.6%
Michigan	35 2.6%	12 2.3%	11 2.6%	12 2.9%	12 1.7%	23 3.6%	26 3.2%	8 2.1%	1 0.6%	2 2.5%	3 2.1%	1 2.0%
Colorado	35 2.6%	27 5.3% B	1 0.2%	7 1.8%	8 1.1%	27 4.2% D	31 3.8%	3 0.8%	1 0.6%	1 1.6%	1 0.6%	1 1.2%
North Carolina	34 2.6%	21 4.2%	9 2.2%	4 0.9%	23 3.3%	11 1.8%	18 2.3%	14 3.6%	2 1.8%	2 3.1%	5 3.3%	2 3.2%

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		A	B	C	D	E	F	G	H	I	J	K
Virginia	33 2.5%	23 4.6%	3 0.8%	6 1.6%	17 2.4%	16 2.5%	20 2.5%	12 3.1%	1 0.6%	1 0.9%	2 1.2%	2 3.6%
Alabama	30 2.2%	7 1.4%	22 5.2%	0 0.1%	28 4.1%	2 0.3%	10 1.2%	20 5.2%	0 0.2%	1 1.2%	1 0.6%	0 0.8%
Massachusetts	29 2.2%	9 1.9%	9 2.0%	11 2.8%	14 2.1%	15 2.3%	16 2.0%	10 2.7%	2 1.8%	1 0.9%	2 1.5%	2 4.4%
Arizona	29 2.2%	14 2.7%	3 0.7%	12 3.1%	9 1.3%	20 3.1%	23 2.9%	6 1.5%	0 -	0 0.6%	2 1.5%	0 0.8%
Minnesota	29 2.2%	10 2.0%	13 3.1%	6 1.5%	16 2.4%	13 2.0%	14 1.8%	14 3.8%	0 0.1%	2 3.4%	4 2.7%	1 2.4%
Wisconsin	28 2.1%	13 2.7%	8 1.9%	6 1.5%	11 1.7%	16 2.5%	22 2.7%	4 1.1%	1 0.8%	3 5.3%	5 3.0%	1 2.0%
Washington	27 2.1%	11 2.1%	15 3.5%	2 0.5%	11 1.6%	17 2.6%	26 3.2%	1 0.3%	0 0.3%	1 1.6%	5 3.0%	0 0.4%
Tennessee	27 2.0%	6 1.1%	12 2.7%	10 2.4%	5 0.7%	22 3.4%	15 1.9%	11 2.9%	1 0.4%	1 1.2%	3 2.1%	1 1.6%
Connecticut	24 1.8%	10 2.0%	7 1.7%	7 1.8%	11 1.6%	14 2.1%	12 1.5%	12 3.2%	0 -	0 0.6%	4 2.4%	1 2.0%
Indiana	21 1.6%	7 1.4%	9 2.1%	5 1.3%	2 0.3%	19 3.0%	15 1.9%	5 1.4%	1 0.7%	1 1.6%	2 1.2%	1 2.4%
Oregon	19 1.4%	3 0.6%	10 2.5%	5 1.4%	10 1.4%	9 1.4%	9 1.1%	10 2.6%	0 -	1 1.6%	3 2.1%	0 0.4%
Arkansas	16 1.2%	6 1.1%	2 0.4%	9 2.2%	7 1.0%	9 1.4%	14 1.7%	1 0.3%	0 0.3%	1 1.2%	3 1.8%	0 -
Kansas	14 1.0%	7 1.4%	2 0.4%	5 1.2%	7 1.0%	6 1.0%	12 1.5%	1 0.3%	0 0.2%	0 0.6%	1 0.9%	1 1.6%
Oklahoma	13 1.0%	7 1.3%	0 0.1%	6 1.6%	0 0.1%	13 2.0%	10 1.3%	0 0.1%	3 1.9%	0 0.6%	0 0.3%	0 0.8%
Louisiana	13 1.0%	7 1.5%	4 1.0%	1 0.3%	8 1.2%	5 0.7%	8 1.0%	5 1.3%	0 -	1 0.9%	1 0.9%	0 0.4%

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Kentucky	11 0.8%	2 0.4%	8 2.0%	1 0.2%	4 0.6%	7 1.1%	2 0.3%	9 2.3%	0 0.1%	1 1.6%	3 1.8%	0 -
Montana	10 0.8%	3 0.6%	5 1.1%	2 0.6%	3 0.4%	7 1.1%	7 0.9%	3 0.8%	0 -	0 -	1 0.6%	0 -
West Virginia	9 0.7%	0 0	8 1.9%	1 0.3%	6 0.9%	3 0.5%	4 0.4%	0 0.1%	6 4.1%	0 0.6%	1 0.6%	0 0.4%
Utah	9 0.7%	3 0.7%	5 1.3%	0 0.1%	8 1.2%	1 0.1%	4 0.4%	6 1.5%	0 0.1%	1 1.2%	0 -	1 1.2%
South Carolina	9 0.7%	6 1.2%	1 0.3%	2 0.5%	2 0.3%	7 1.1%	8 1.0%	1 0.2%	1 0.6%	1 1.9%	2 1.2%	0 0.8%
Idaho	8 0.6%	0 0.1%	5 1.3%	2 0.6%	8 1.2%	0 0	5 0.7%	3 0.7%	0 0.3%	0 0.3%	0 0.3%	0 -
Iowa	8 0.6%	5 0.9%	1 0.2%	2 0.6%	5 0.8%	3 0.4%	3 0.4%	5 1.3%	0 0.1%	1 1.6%	2 1.5%	0 0.8%
New Mexico	8 0.6%	4 0.9%	1 0.2%	3 0.7%	5 0.7%	3 0.5%	7 0.9%	0 0.1%	0 -	0 -	1 0.6%	0 0.4%
South Dakota	7 0.6%	0 -	2 0.5%	5 1.4%	5 0.7%	2 0.4%	5 0.6%	3 0.7%	0 -	0 -	0 0.3%	0 -
Rhode Island	7 0.5%	7 1.3%	0 0	0 -	1 0.1%	6 1.0%	7 0.8%	0 -	0 -	0 0.3%	1 0.6%	0 -
Maine	5 0.4%	3 0.6%	1 0.2%	1 0.3%	0 0.1%	4 0.7%	4 0.5%	0 -	1 0.5%	0 0.3%	2 1.2%	0 -
Mississippi	4 0.3%	0 -	1 0.2%	3 0.7%	3 0.5%	0 0.1%	2 0.3%	1 0.3%	0 0.2%	0 -	0 -	0 0.4%
New Hampshire	3 0.2%	0 -	3 0.6%	0 0.1%	0 0.1%	3 0.4%	3 0.3%	0 0.1%	0 0.2%	0 0.3%	0 -	0 0.4%
Delaware	3 0.2%	0 0.1%	0 -	2 0.6%	3 0.4%	0 0	3 0.3%	0 0.1%	0 -	0 0.3%	0 0.3%	0 -

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		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Nevada	3 0.2%	1 0.2%	0 0.1%	1 0.4%	2 0.2%	1 0.2%	2 0.2%	0 0.1%	1 0.7%	0 -	2 1.5%	0 0.8%
District of Columbia (Washington DC)	2 0.2%	2 0.3%	0 0	0 0.1%	2 0.3%	0 0	2 0.2%	0 0.1%	0 0.3%	0 0.6%	0 -	0 0.4%
Nebraska	2 0.2%	0 0	1 0.2%	1 0.2%	0 0	2 0.3%	1 0.2%	1 0.2%	0 -	0 -	1 0.6%	1 1.6%
North Dakota	0 0	0 -	0 0.1%	0 -	0 -	0 0.1%	0 0	0 0.1%	0 -	0 0.3%	0 -	0 -
Vermont	0 0	0 0	0 -	0 -	0 0	0 -	0 -	0 0.1%	0 -	0 -	0 -	0 0.4%

Decision Maker

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

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Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Primary Decision Maker	683	253	208	223	683	0	388	182	113	36	78	27
	51.4%	49.8%	48.7%	56.4%	100.0%	-	47.8%	48.2%	81.5%	57.0%	50.5%	47.6%
Influencer	646	255	218	172	0	646	424	196	26	27	76	29
	48.6%	50.2%	51.3%	43.6%	-	100.0%	52.2%	51.8%	18.5%	43.0%	49.5%	52.4%

Q1_01. [Medical benefits] This question refers to employee benefits and who has authority within your company to select what employee benefits to provide and which companies will provide them. In your job, do you play a role in choosing which benefits your company provides to employees? For each benefit, what role do you play? ...

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		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Medical benefits												
Primary decision maker	683 51.4%	253 49.8%	208 48.7%	223 56.4%	683 100.0%	0 -	388 47.8%	182 48.2%	113 81.5%	36 57.0%	78 50.5%	27 47.6%
Have some influence in the decision-making process	479 36.1%	202 39.8%	169 39.6%	109 27.5%	0 -	479 74.3%	304 37.5%	154 40.7%	21 15.4%	19 30.5%	57 37.1%	22 38.8%
Do not play a role in this decision	163 12.3%	52 10.3%	48 11.3%	63 16.0%	0 -	163 25.3%	118 14.6%	41 10.8%	4 2.9%	8 12.1%	17 11.2%	7 12.8%
Not sure	3 0.2%	1 0.1%	2 0.4%	0 0.1%	0 -	3 0.4%	1 0.2%	1 0.3%	0 0.2%	0 0.3%	2 1.2%	0 0.8%
Summary												
Primary decision maker/ Have some influence in the decision-making process	1163 87.5%	455 89.6%	376 88.3%	332 83.9%	683 100.0%	479 74.3%	693 85.3%	336 88.9%	134 96.9%	55 87.5%	134 87.5%	49 86.4%

Q1_02. [Other health and welfare benefits] This question refers to employee benefits and who has authority within your company to select what employee benefits to provide and which companies will provide them. In your job, do you play a role in choosing which benefits your company provides to employees? For each benefit, what role do you play? ...

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	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Other health and welfare benefits												
Primary decision maker	665 50.0%	250 49.3%	189 44.5%	225 56.9%	625 91.4%	40 6.2%	377 46.4%	168 44.4%	120 86.8%	36 57.0%	79 51.7%	27 47.2%
Have some influence in the decision-making process	507 38.1%	210 41.3%	183 43.0%	114 28.8%	44 6.5%	462 71.6%	316 38.9%	173 45.8%	17 12.3%	20 32.4%	57 36.8%	21 37.6%
Do not play a role in this decision	145 10.9%	38 7.5%	52 12.3%	55 13.8%	10 1.4%	135 21.0%	112 13.8%	32 8.5%	1 0.8%	6 10.3%	15 10.0%	8 14.0%
Not sure	13 1.0%	10 1.9%	1 0.3%	2 0.5%	5 0.7%	8 1.3%	8 0.9%	5 1.4%	0 0.2%	0 0.3%	2 1.5%	1 1.2%
Summary												
Primary decision maker/ Have some influence in the decision-making process	1171 88.1%	460 90.6%	372 87.4%	339 85.7%	669 97.9%	502 77.8%	693 85.3%	341 90.2%	137 99.0%	56 89.4%	136 88.4%	48 84.8%

Q1_03. [Wellness programs] This question refers to employee benefits and who has authority within your company to select what employee benefits to provide and which companies will provide them. In your job, do you play a role in choosing which benefits your company provides to employees? For each benefit, what role do you play? ...

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Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Wellness programs												
Primary decision maker	615 46.3%	223 44.0%	183 43.1%	208 52.7%	582 85.1% E	34 5.2%	349 42.9%	152 40.2%	115 82.9%	34 54.5% K	75 48.9%	25 44.0%
Have some influence in the decision-making process	490 36.9%	186 36.6%	181 42.4% C	124 31.3%	48 7.1%	442 68.5% D	307 37.8%	168 44.5%	15 10.7%	20 32.7%	58 38.0%	22 39.6% I
Do not play a role in this decision	195 14.6%	82 16.1%	57 13.4%	56 14.2%	43 6.3%	151 23.4% D	135 16.7%	50 13.3%	9 6.4%	7 11.5%	16 10.3%	8 14.4%
Not sure	29 2.2%	17 3.3%	5 1.1%	7 1.9%	10 1.5%	19 2.9%	21 2.6%	8 2.0%	0 -	1 1.2%	4 2.7%	1 2.0%
Summary												
Primary decision maker/ Have some influence in the decision-making process	1105 83.2%	409 80.6%	364 85.5%	332 84.0%	630 92.2% E	476 73.7%	656 80.7%	320 84.7%	129 93.6%	54 87.2%	134 86.9%	47 83.6%

Q1_04. [Non-health benefit] This question refers to employee benefits and who has authority within your company to select what employee benefits to provide and which companies will provide them. In your job, do you play a role in choosing which benefits your company provides to employees? For each benefit, what role do you play? ...

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	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Non-health benefit												
Primary decision maker	650 48.9%	233 46.0%	196 46.0%	221 56.0%	598 87.4% E	53 8.2%	369 45.4%	169 44.6%	113 81.4%	34 54.2% JK	73 47.7%	26 46.4%
Have some influence in the decision-making process	491 36.9%	178 35.0%	186 43.7% C	127 32.2%	69 10.1%	422 65.4% D	304 37.4%	165 43.7%	21 15.6%	21 33.0%	56 36.2%	23 41.2% I
Do not play a role in this decision	166 12.5%	85 16.6%	40 9.3%	41 10.5%	12 1.7%	154 23.9% D	125 15.4%	36 9.5%	4 3.0%	7 11.8%	21 13.7%	7 11.6%
Not sure	22 1.7%	12 2.4%	5 1.1%	6 1.4%	6 0.8%	17 2.6%	14 1.8%	8 2.1%	0 -	1 0.9%	4 2.4%	0 0.8%
Summary												
Primary decision maker/ Have some influence in the decision-making process	1141 85.9%	411 81.0%	382 89.6% A	348 88.1%	666 97.5% E	475 73.5%	673 82.8%	334 88.4%	134 97.0%	54 87.2%	129 83.9%	49 87.6%

Q2. What is your role?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Primary decision maker/ Have some influence in the decision-making process Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Owner	263 19.8%	194 38.3%	48 11.2%	21 5.3%	174 25.4%	90 13.9%	167 20.6%	61 16.2%	35 25.0%	8 13.4%	32 21.0%	5 9.2%
Management / Director / Dept.Head	204 15.4%	87 17.1%	62 14.5%	56 14.2%	66 9.7%	138 21.4%	136 16.8%	60 15.9%	8 5.7%	7 10.6%	20 12.8%	8 14.8%
Head of HR	135 10.2%	47 9.3%	69 16.2%	19 4.7%	69 10.1%	66 10.2%	47 5.7%	73 19.3%	16 11.4%	8 12.5%	16 10.6%	4 7.6%
Head of Procurement	84 6.3%	11 2.1%	29 6.7%	44 11.2%	44 6.4%	40 6.2%	34 4.2%	29 7.6%	21 15.5%	4 6.9%	7 4.9%	3 6.0%
CEO or President	69 5.2%	22 4.4%	34 7.9%	14 3.5%	51 7.5%	18 2.9%	26 3.2%	15 3.9%	29 21.1%	11 17.8%	7 4.3%	4 7.6%
Comptroller/ Acctg/ Admin/ HR/ Legal	69 5.2%	13 2.6%	28 6.5%	28 7.2%	23 3.4%	46 7.1%	46 5.7%	22 5.9%	0 0.3%	3 5.0%	5 3.0%	5 9.6%
VP of Compensation or Benefits Director/Manager	64 4.8%	16 3.2%	15 3.6%	32 8.1%	37 5.4%	27 4.1%	22 2.7%	32 8.5%	9 6.8%	5 8.4%	9 5.8%	5 9.2%
CFO	57 4.3%	31 6.0%	19 4.5%	7 1.8%	30 4.3%	27 4.2%	25 3.1%	19 5.0%	13 9.1%	2 3.1%	5 3.0%	4 7.2%
Advisor / Analyst / Sales Exec	41 3.1%	12 2.3%	10 2.4%	19 4.9%	22 3.1%	19 3.0%	33 4.1%	4 1.1%	3 2.4%	1 2.2%	6 4.0%	2 3.2%
Other	343 25.8%	75 14.7%	113 26.5%	155 39.2%	169 24.7%	174 26.9%	276 33.9%	63 16.7%	4 2.7%	13 20.2%	47 30.7%	14 25.6%

Q24_01. [Medical benefits] For the benefits over which you do not have sole decision making authority, what other individuals have input into these decisions and how much authority do they have? What other individuals have input when it comes to ...?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Medical benefits - Have some influence in the decision-making process OR Do not play a role in this decision Weighted	649	163	248	238	0	649	414	192	43	137	159	129
	643	254*	216*	172*	-**	643	423	195*	25**	27	74	29
Medical benefits												
Sole/Primary decision maker: Owner	193 30.0%	107 42.3% C	69 32.0% C	16 9.4%	0 -	193 30.0%	113 26.6%	72 37.1%	8 32.4%	8 28.5%	23 31.4% K	6 20.2%
Sole/Primary decision maker: CEO or President	191 29.8%	79 31.0%	73 33.6%	40 23.1%	0 -	191 29.8%	112 26.5%	64 32.8%	16 61.7%	8 28.5%	18 24.5%	12 40.3% IJ
Secondary decision maker: Head of HR	106 16.5%	23 9.0%	51 23.5% A	32 18.8%	0 -	106 16.5%	66 15.6%	31 16.0%	9 35.7%	6 21.2% J	9 12.6%	4 14.7%
Secondary decision maker: Other	91 14.2%	27 10.5%	34 15.5% A	31 18.0%	0 -	91 14.2%	69 16.2%	22 11.2%	1 3.5%	3 12.4%	11 15.1%	4 14.7%
Secondary decision maker: HR : VP of Compensation or Benefits Director/Manager	90 14.0%	11 4.2%	48 22.3% A	31 18.0% A	0 -	90 14.0%	51 12.2%	36 18.7%	2 7.6%	4 13.9%	11 14.5%	4 14.7%
Secondary decision maker: CEO or President	78 12.2%	35 13.6%	26 11.8% A	18 10.5% A	0 -	78 12.2%	40 9.5%	34 17.5%	4 15.9%	4 14.6%	10 13.2%	2 8.5%
Sole/Primary decision maker: HR : VP of Compensation or Benefits Director/Manager	72 11.2%	9 3.6%	30 14.0% A	33 19.0% A	0 -	72 11.2%	37 8.8%	31 16.2%	3 12.7%	5 19.7% J	9 12.6%	5 16.3%
Sole/Primary decision maker: Head of HR	69 10.7%	7 2.6%	39 17.8% A	24 13.8% A	0 -	69 10.7%	31 7.3%	35 18.0% F	3 13.3%	5 20.4%	11 15.1%	7 23.3% J
Secondary decision maker: Owner	62 9.6%	23 9.2%	29 13.6% A	9 5.3% A	0 -	62 9.6%	27 6.5%	34 17.4% F	1 2.8%	4 13.1% K	8 11.3% K	1 4.7%
Secondary decision maker: CFO	58 9.0%	7 2.8%	31 14.4% A	19 11.3% A	0 -	58 9.0%	27 6.4%	29 15.0% F	1 5.9%	4 13.1%	7 9.4%	2 7.8%
Sole/Primary decision maker: CFO	53 8.2%	11 4.5%	30 13.8% A	11 6.6% A	0 -	53 8.2%	18 4.3%	30 15.3% F	5 19.1%	5 19.0% JK	9 11.9%	3 10.1%
Sole/Primary decision maker: Other (Please describe)	33 5.2%	11 4.5%	9 4.2%	13 7.5%	0 -	33 5.2%	24 5.6%	9 4.4%	1 3.7%	1 3.6%	5 6.9%	1 4.7%
Secondary decision maker: Head of Procurement	33 5.1%	9 3.4%	13 6.0%	11 6.3%	0 -	33 5.1%	16 3.8%	16 8.3%	0 0.8%	1 5.1%	2 2.5%	1 4.7%

Q24_01. [Medical benefits] For the benefits over which you do not have sole decision making authority, what other individuals have input into these decisions and how much authority do they have? What other individuals have input when it comes to ...?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Sole/Primary decision maker: Head of Procurement	14	3	6	4	0	14	4	9	0	1	4	1
	2.1%	1.2%	2.9%	2.5%	-	2.1%	0.9%	4.8%	1.8%	4.4%	5.7%	2.3%

Q24_02. [Other health and welfare benefits] For the benefits over which you do not have sole decision making authority, what other individuals have input into these decisions and how much authority do they have? What other individuals have input when it comes to ...?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Other health and welfare benefits - Have some influence in the decision-making process OR Do not play a role in this decision	642	160	252	230	41	601	405	194	43	137	154	129
Weighted	652	248*	235*	168*	54**	597	428	205*	18**	27	72	29
Other health and welfare benefits												
Sole/Primary decision maker: CEO or President	194 29.8%	75 30.4%	81 34.4%	38 22.3%	16 28.7%	178 29.8%	128 29.8%	55 26.9%	11 61.0%	10 38.0% J	17 23.4%	11 36.4% J
Sole/Primary decision maker: Owner	177 27.2%	94 37.8% C	62 26.4% C	22 13.0%	11 19.7%	167 27.9%	111 25.8%	65 31.8%	1 8.0%	8 31.4% K	21 28.6% K	6 19.4%
Secondary decision maker: CEO or President	112 17.2%	57 22.9%	31 13.0%	25 14.7%	4 8.1%	108 18.0%	55 12.9%	53 25.8% F	4 21.8%	4 13.1%	9 13.0%	3 10.1%
Secondary decision maker: Head of HR	103 15.8%	21 8.4%	52 22.2% A	30 17.8%	6 10.6%	97 16.3%	60 13.9%	39 19.0%	4 24.1%	6 21.9% J	8 11.0%	4 15.5%
Secondary decision maker: Other	92 14.2%	18 7.2%	32 13.7%	42 25.0% A	1 2.2%	91 15.3%	70 16.4%	21 10.4%	1 4.9%	3 10.9%	13 18.2% I	4 13.2%
Secondary decision maker: HR : VP of Compensation or Benefits Director/Manager	82 12.6%	18 7.3%	42 18.0% A	22 12.9%	3 4.9%	80 13.3%	50 11.6%	28 13.7%	4 24.2%	3 10.9%	10 14.3%	4 14.0%
Sole/Primary decision maker: Head of HR	73 11.3%	10 3.8%	36 15.2% A	28 16.7% A	1 2.7%	72 12.0%	34 7.9%	36 17.6% F	3 18.4%	7 27.0% J	8 11.0%	8 26.4% J
Sole/Primary decision maker: CFO	71 10.8%	8 3.4%	39 16.8% A	23 13.5% A	9 16.6%	62 10.3%	29 6.7%	41 20.0% F	1 4.6%	4 15.3%	9 13.0%	4 13.2%
Secondary decision maker: Owner	69 10.6%	20 8.2%	39 16.8% C	10 5.7%	4 7.2%	65 10.9%	30 7.0%	38 18.4% F	1 8.0%	3 10.9% K	8 11.0% K	1 3.9%
Sole/Primary decision maker: HR : VP of Compensation or Benefits Director/Manager	59 9.0%	6 2.5%	31 13.0% A	22 12.9% A	7 12.4%	52 8.7%	26 6.0%	31 15.2% F	2 9.2%	4 16.8%	8 11.7%	5 18.6% J
Secondary decision maker: CFO	46 7.0%	7 3.0%	25 10.8% A	13 7.8%	3 5.4%	43 7.2%	25 5.7%	20 10.0%	1 5.1%	3 11.7% J	4 5.8%	2 7.0%
Secondary decision maker: Head of Procurement	33 5.0%	3 1.3%	26 11.0% AC	3 2.0%	3 4.9%	30 5.0%	11 2.5%	22 10.5% F	0 1.1%	1 4.4% J	1 1.3%	2 5.4% J
Sole/Primary decision maker: Other (Please describe)	32 4.9%	13 5.3%	6 2.7%	12 7.4%	0 0.5%	32 5.3%	23 5.4%	9 4.2%	0 2.6%	1 2.9%	5 6.5%	1 3.9%

Q24_02. [Other health and welfare benefits] For the benefits over which you do not have sole decision making authority, what other individuals have input into these decisions and how much authority do they have? What other individuals have input when it comes to ...?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Sole/Primary decision maker: Head of Procurement	26	5	13	7	4	22	12	13	0	1	4	1
	4.0%	2.2%	5.5%	4.4%	7.7%	3.6%	2.8%	6.5%	2.6%	4.4%	5.8%	2.3%

Q24_03. [Wellness programs] For the benefits over which you do not have sole decision making authority, what other individuals have input into these decisions and how much authority do they have? What other individuals have input when it comes to ...?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Wellness programs - Have some influence in the decision-making process OR Do not play a role in this decision Weighted	667	170	254	243	74	593	421	203	43	142	159	135
	685	267*	238*	180*	92**	593	442	219*	24**	28	74	30
Wellness programs												
Sole/Primary decision maker: CEO or President	200 29.3%	78 29.2%	86 36.2% C	37 20.3%	31 33.7%	170 28.6%	125 28.2%	66 30.2%	10 41.2%	7 26.8% J	14 18.2%	11 37.0% IJ
Sole/Primary decision maker: Owner	175 25.5%	110 41.0% BC	48 20.4% C	17 9.2%	16 17.2%	159 26.8%	106 23.9%	68 31.2%	1 2.8%	7 25.4%	21 28.3%	6 20.7%
Secondary decision maker: Other	128 18.7%	33 12.4%	49 20.4%	46 25.6% A	18 19.8%	110 18.5%	97 21.9%	29 13.3%	2 8.5%	4 14.8%	14 19.5%	4 13.3%
Sole/Primary decision maker: Head of HR	88 12.8%	9 3.5%	44 18.5% A	34 19.1% A	13 14.0%	75 12.6%	45 10.1%	41 18.7%	2 9.3%	7 24.6% J	11 14.5%	8 25.2% J
Secondary decision maker: HR : VP of Compensation or Benefits Director/Manager	88 12.8%	13 4.9%	40 17.0% A	34 19.0% A	8 8.4%	80 13.5%	40 9.1%	42 19.4% F	5 21.1%	4 12.7%	12 16.4%	5 17.8%
Sole/Primary decision maker: HR : VP of Compensation or Benefits Director/Manager	86 12.5%	6 2.3%	44 18.3% A	36 20.2% A	11 11.7%	75 12.7%	35 8.0%	49 22.3% F	2 7.6%	5 17.6%	12 15.7%	5 17.8%
Secondary decision maker: Head of HR	81 11.8%	16 6.0%	39 16.5% A	25 14.2%	10 11.3%	70 11.9%	50 11.3%	23 10.7%	7 30.4%	6 20.4% J	9 12.6%	4 14.8%
Secondary decision maker: CEO or President	71 10.4%	40 15.1% C	21 9.0%	9 5.2%	6 6.8%	65 10.9%	40 9.0%	27 12.4%	4 17.5%	4 12.7%	8 10.7%	2 8.1%
Secondary decision maker: Owner	68 9.9%	20 7.4%	36 15.0%	13 7.0%	0 0.2%	68 11.4%	30 6.9%	36 16.5% F	1 5.9%	3 10.6% K	8 10.7% K	1 3.7%
Sole/Primary decision maker: CFO	58 8.5%	11 4.2%	27 11.5%	20 10.9%	4 4.2%	54 9.2%	20 4.5%	37 17.0% F	1 5.5%	4 14.1%	8 11.3%	4 11.9%
Secondary decision maker: CFO	46 6.6%	4 1.5%	21 8.9% A	20 11.3% A	4 4.1%	42 7.0%	17 3.9%	28 12.7% F	1 2.7%	3 11.3% J	4 5.0%	2 7.4%
Secondary decision maker: Head of Procurement	33 4.8%	9 3.2%	16 6.8%	8 4.5%	3 3.7%	29 5.0%	12 2.7%	21 9.4% F	0 1.8%	1 3.5%	1 1.9%	2 5.9% J
Sole/Primary decision maker: Other (Please describe)	32 4.6%	10 3.7%	12 4.9%	10 5.7%	1 0.7%	31 5.2%	20 4.5%	11 5.2%	0 2.0%	1 3.5%	6 7.5%	1 3.0%

Q24_03. [Wellness programs] For the benefits over which you do not have sole decision making authority, what other individuals have input into these decisions and how much authority do they have? What other individuals have input when it comes to ...?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Sole/Primary decision maker: Head of Procurement	24	2	14	8	1	23	3	21	0	1	3	1
	3.5%	0.8%	6.0%	4.3%	0.7%	4.0%	0.6%	9.8% F	0.8%	4.9%	3.8%	3.0%

Q24_04. [Non-health benefit] For the benefits over which you do not have sole decision making authority, what other individuals have input into these decisions and how much authority do they have? What other individuals have input when it comes to ...?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Non-health benefit - Have some influence in the decision-making process OR Do not play a role in this decision Weighted	670	174	254	242	88	582	413	205	52	144	164	132
	656	262*	226*	169*	80**	576	429	201*	26**	28	77	30
Non-health benefit												
Sole/Primary decision maker: Owner	185 28.2%	100 38.1% C	66 29.3% C	19 11.3%	7 8.8%	178 30.9%	114 26.6%	65 32.5%	5 20.2%	7 26.4%	24 31.1% K	6 19.7%
Sole/Primary decision maker: CEO or President	179 27.2%	71 27.0%	69 30.4%	39 23.4%	19 23.3%	160 27.8%	105 24.4%	58 28.9%	16 62.3%	9 32.6%	20 26.2%	12 40.2% J
Secondary decision maker: Head of HR	97 14.8%	10 3.8%	57 25.1% A	30 18.1% A	7 8.5%	90 15.7%	54 12.5%	40 19.8%	3 12.7%	6 21.5% J	9 12.2%	5 15.9%
Secondary decision maker: HR : VP of Compensation or Benefits Director/Manager	97 14.7%	17 6.3%	41 18.2% A	39 23.2% A	3 3.8%	94 16.3%	53 12.2%	38 19.0%	6 23.6%	3 11.1%	11 14.6%	4 14.4%
Secondary decision maker: Other	96 14.6%	32 12.4%	33 14.7%	30 17.9%	13 16.6%	82 14.3%	73 17.1%	19 9.2%	4 15.9%	2 6.3%	13 16.5% I	5 17.4% I
Secondary decision maker: CEO or President	79 12.1%	35 13.5%	22 9.6%	22 13.1%	10 12.2%	69 12.1%	50 11.6%	26 12.7%	4 15.5%	4 14.6% K	11 14.6% K	2 7.6%
Sole/Primary decision maker: HR : VP of Compensation or Benefits Director/Manager	74 11.3%	15 5.6%	25 11.0%	35 20.8% A	20 25.3%	54 9.4%	34 7.9%	38 18.8% F	2 9.7%	5 18.8% J	8 11.0%	4 15.2%
Sole/Primary decision maker: Head of HR	62 9.4%	2 0.9%	37 16.5% A	22 13.2% A	3 3.3%	59 10.3%	22 5.2%	37 18.4% F	2 8.7%	6 22.9% J	9 11.6%	7 23.5% J
Sole/Primary decision maker: CFO	61 9.3%	9 3.3%	32 14.0% A	21 12.5% A	2 2.4%	59 10.3%	18 4.2%	41 20.5% F	2 7.6%	5 17.4% J	8 11.0%	4 13.6%
Secondary decision maker: Owner	60 9.1%	20 7.7%	29 13.0%	10 6.1%	9 11.2%	51 8.8%	28 6.5%	30 14.8% F	2 8.0%	3 11.1% K	9 12.2% K	1 3.8%
Secondary decision maker: CFO	48 7.4%	4 1.7%	32 14.1% A	12 7.3%	3 4.0%	45 7.8%	19 4.5%	27 13.3% F	2 9.7%	4 13.9% J	5 6.7%	2 8.3%
Sole/Primary decision maker: Other (Please describe)	41 6.2%	9 3.4%	19 8.4%	13 7.5%	1 1.4%	39 6.8%	33 7.7%	6 3.0%	1 5.5%	1 4.2%	6 7.3%	1 3.8%
Secondary decision maker: Head of Procurement	37 5.7%	8 3.2%	16 7.2%	12 7.4%	7 8.3%	31 5.3%	24 5.6%	13 6.3%	0 1.6%	1 4.2%	3 4.3%	1 4.5%

Q24_04. [Non-health benefit] For the benefits over which you do not have sole decision making authority, what other individuals have input into these decisions and how much authority do they have? What other individuals have input when it comes to ...?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Sole/Primary decision maker: Head of Procurement	19	5	6	7	1	18	4	14	1	1	3	1
	2.8%	1.9%	2.8%	4.3%	0.7%	3.1%	0.9%	6.9% F	3.1%	2.8%	4.3%	3.8%

Q3. What is your company's industry?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Professional, scientific, and technical services	171 12.9%	73 14.3%	62 14.6%	36 9.2%	78 11.4%	93 14.5%	98 12.1%	52 13.7%	21 15.0%	0 -	0 -	0 -
Construction	169 12.7%	94 18.6%	47 11.1%	27 6.9%	86 12.6%	82 12.8%	106 13.0%	51 13.5%	12 8.5%	0 -	0 -	0 -
Retail trade	154 11.6%	44 8.6%	52 12.3%	57 14.5%	78 11.3%	76 11.8%	95 11.7%	42 11.0%	17 12.2%	0 -	154 100.0%	0 -
Health care and social assistance	138 10.3%	32 6.3%	50 11.8%	56 14.0%	58 8.5%	79 12.3%	82 10.1%	42 11.2%	13 9.6%	0 -	0 -	0 -
Accommodation and food services	106 7.9%	59 11.7%	20 4.7%	26 6.7%	40 5.8%	66 10.2%	59 7.3%	40 10.5%	7 4.8%	0 -	0 -	0 -
Administrative and Support, Waste Management and Remediation Services	74 5.5%	18 3.6%	18 4.3%	37 9.3%	55 8.1%	18 2.9%	37 4.5%	18 4.9%	18 13.3%	0 -	0 -	0 -
Wholesale trade	73 5.5%	31 6.1%	31 7.3%	10 2.6%	47 6.9%	26 4.0%	52 6.4%	16 4.1%	5 3.8%	0 -	0 -	0 -
Real estate and rental and leasing	63 4.7%	46 9.0%	17 4.0%	0 -	34 5.0%	29 4.4%	46 5.6%	17 4.5%	0 -	0 -	0 -	0 -
Manufacturing	62 4.7%	12 2.5%	24 5.6%	26 6.6%	36 5.2%	27 4.2%	30 3.7%	18 4.8%	14 10.3%	62 100.0%	0 -	0 -
Finance and insurance	56 4.2%	9 1.7%	19 4.4%	29 7.3%	27 3.9%	29 4.6%	28 3.4%	19 5.0%	10 7.0%	0 -	0 -	56 100.0%
Transportation and warehousing	38 2.8%	9 1.7%	15 3.6%	13 3.4%	24 3.6%	13 2.1%	29 3.5%	4 1.2%	4 3.2%	0 -	0 -	0 -
Arts, entertainment, and recreation	26 1.9%	14 2.8%	8 1.9%	3 0.8%	18 2.6%	8 1.2%	19 2.4%	5 1.3%	2 1.2%	0 -	0 -	0 -
Educational services	17 1.3%	2 0.3%	7 1.7%	9 2.2%	6 0.9%	11 1.8%	13 1.5%	5 1.2%	0 0.2%	0 -	0 -	0 -
Information (e.g., publishing, broadcasting, libraries)	16 1.2%	8 1.6%	0 -	8 2.0%	12 1.8%	4 0.6%	8 1.0%	4 1.1%	4 2.9%	0 -	0 -	0 -

Q3. What is your company's industry?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Management of companies and enterprises	6	2	1	3	3	3	2	3	1	0	0	0
	0.5%	0.3%	0.2%	0.9%	0.5%	0.4%	0.2%	0.9%	0.6%	-	-	-
Agriculture, forestry, fishing and hunting	5	2	1	2	4	1	2	1	2	0	0	0
	0.4%	0.4%	0.3%	0.5%	0.5%	0.2%	0.2%	0.2%	1.8%	-	-	-
Mining	5	3	2	0	0	5	1	4	0	0	0	0
	0.3%	0.5%	0.4%	-	-	0.7%	0.1%	1.0%	-	-	-	-
Utilities	1	0	1	0	1	1	1	0	0	0	0	0
	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.2%	-	-	-
Other services	148	49	49	49	76	71	103	37	7	0	0	0
	11.1%	9.7%	11.6%	12.5%	11.2%	11.1%	12.7%	9.8%	5.3%	-	-	-
Other	3	1	1	1	1	2	2	1	0	0	0	0
	0.2%	0.1%	0.2%	0.4%	0.2%	0.3%	0.2%	0.2%	0.1%	-	-	-

Q4. How many U.S.-based employees does your company have?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
2-4	154 11.6%	154 30.4% BC	0 -	0 -	75 10.9%	79 12.3%	124 15.3% G	26 6.8%	4 3.2%	2 2.8%	14 9.1% IK	2 4.4%
5-9	78 5.9%	78 15.3% BC	0 -	0 -	50 7.3%	28 4.3%	57 7.0%	13 3.5%	8 5.5%	2 2.8%	8 5.2% K	1 2.0%
10-19	53 4.0%	53 10.4% BC	0 -	0 -	29 4.3%	23 3.6%	39 4.8%	10 2.6%	4 2.9%	3 4.0%	5 3.0%	1 2.4%
20-49	223 16.8%	223 43.9% BC	0 -	0 -	99 14.4%	124 19.3%	130 16.1%	67 17.6%	26 18.9%	6 10.3% K	17 11.2% K	4 6.4%
50-99	190 14.3%	0 -	190 44.6% AC	0 -	101 14.8%	89 13.8%	92 11.3%	91 24.1% F	7 5.3%	9 13.7%	25 16.1%	6 11.2%
100-499	236 17.7%	0 -	236 55.4% AC	0 -	107 15.6%	129 20.0%	123 15.1%	79 20.9%	34 24.4%	15 24.3% J	28 17.9%	12 22.0%
500-999	159 12.0%	0 -	0 -	159 40.2% AB	85 12.4%	74 11.5%	80 9.8%	44 11.7%	35 25.1%	11 18.4% J	13 8.2%	9 16.0% J
1000-4999	103 7.8%	0 -	0 -	103 26.1% AB	58 8.4%	46 7.1%	83 10.2% G	17 4.5%	3 2.4%	7 11.8% J	9 6.1%	5 9.6%
5000-10,000	45 3.4%	0 -	0 -	45 11.4% AB	27 4.0%	18 2.8%	32 3.9%	10 2.7%	3 2.2%	3 5.3%	6 3.6%	4 6.4%
10,000-25,000	33 2.5%	0 -	0 -	33 8.3% AB	17 2.4%	16 2.5%	18 2.2%	7 1.9%	7 5.4%	1 1.6%	7 4.3% I	2 4.4% I
25,000-50,000	19 1.4%	0 -	0 -	19 4.7% AB	12 1.7%	7 1.1%	5 0.6%	8 2.2%	5 4.0%	2 2.5%	3 2.1%	2 3.2%
50,000+	36 2.7%	0 -	0 -	36 9.2% AB	25 3.7%	11 1.8%	29 3.6%	6 1.6%	1 0.8%	2 2.5%	20 13.1% I	7 12.0% I
Summary												
1000 or more	236 17.8%	0 -	0 -	236 59.8% AB	138 20.2%	98 15.2%	167 20.6%	49 12.9%	20 14.8%	15 23.7%	45 29.2%	20 35.6% IJ

Q5. In which U.S. states are a significant percentage (more than 10%) of your employees located?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
California	211 15.9%	61 12.0%	73 17.2%	77 19.4%	117 17.1%	94 14.5%	98 12.0%	69 18.1%	44 32.1%	11 17.1%	19 12.5%	8 14.0%
Texas	124 9.3%	29 5.7%	43 10.2%	51 12.9%	76 11.1%	48 7.4%	76 9.4%	28 7.5%	19 14.0%	8 13.1%	9 6.1%	5 8.8%
New York	120 9.0%	32 6.3%	40 9.3%	48 12.2%	64 9.3%	56 8.7%	52 6.4%	44 11.7%	24 17.2%	10 15.6%	16 10.3%	9 16.4%
Florida	105 7.9%	35 6.9%	30 7.1%	40 10.1%	40 5.9%	65 10.1%	44 5.5%	44 11.6%	17 12.5%	7 10.6%	14 9.1%	4 8.0%
Illinois	88 6.6%	24 4.7%	25 5.8%	39 9.8%	46 6.7%	42 6.5%	41 5.0%	29 7.7%	18 12.7%	5 8.7%	11 7.3%	4 6.8%
Pennsylvania	78 5.9%	26 5.2%	23 5.4%	28 7.2%	43 6.2%	35 5.5%	44 5.4%	21 5.5%	13 9.3%	3 5.3%	8 5.2%	5 9.2%
Ohio	68 5.1%	20 3.9%	10 2.4%	38 9.7%	44 6.5%	24 3.7%	32 4.0%	28 7.3%	8 5.5%	6 9.3%	9 6.1%	2 4.0%
Georgia	58 4.3%	11 2.1%	23 5.3%	24 6.1%	32 4.7%	26 4.0%	31 3.8%	22 5.8%	4 3.2%	2 3.4%	7 4.3%	2 3.6%
Arizona	56 4.2%	22 4.3%	4 0.9%	31 7.8%	26 3.8%	30 4.7%	32 3.9%	10 2.7%	14 10.3%	2 2.5%	2 1.5%	2 2.8%
We are a national employer with employees in most states	55 4.1%	11 2.1%	7 1.6%	37 9.4%	33 4.9%	21 3.3%	39 4.8%	12 3.3%	3 2.5%	2 2.8%	23 15.2%	4 8.0%
Michigan	51 3.9%	17 3.3%	16 3.8%	18 4.7%	22 3.2%	29 4.5%	41 5.1%	8 2.2%	2 1.4%	4 5.6%	6 3.6%	2 2.8%

Q5. In which U.S. states are a significant percentage (more than 10%) of your employees located?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Colorado	51 3.8%	27 5.4%	3 0.8%	20 5.0%	15 2.2%	36 5.5%	34 4.2%	15 3.9%	2 1.6%	3 4.0%	3 2.1%	1 2.0%
Massachusetts	50 3.8%	11 2.1%	23 5.3%	17 4.3%	29 4.2%	21 3.3%	17 2.1%	22 5.9%	11 7.8%	2 3.7%	3 1.8%	3 5.2%
Missouri	48 3.6%	26 5.2%	16 3.8%	6 1.5%	13 2.0%	35 5.4%	27 3.3%	10 2.8%	11 8.0%	2 3.7%	3 2.1%	1 2.4%
North Carolina	46 3.5%	21 4.1%	17 4.0%	8 2.0%	31 4.5%	15 2.4%	21 2.6%	18 4.9%	6 4.4%	4 5.9%	5 3.3%	2 4.4%
Maryland	45 3.4%	10 1.9%	15 3.6%	20 5.1%	34 5.0%	11 1.7%	16 2.0%	23 6.0%	6 4.7%	2 2.5%	4 2.4%	2 3.2%
Virginia	42 3.2%	18 3.6%	9 2.1%	15 3.9%	25 3.6%	17 2.7%	17 2.1%	18 4.8%	7 5.0%	2 2.5%	4 2.7%	3 4.8%
Alabama	42 3.1%	7 1.4%	28 6.5%	7 1.7%	29 4.3%	13 2.0%	16 2.0%	25 6.7%	0 0.2%	2 3.1%	1 0.9%	0 0.8%
Tennessee	35 2.6%	6 1.1%	12 2.7%	18 4.5%	7 1.1%	28 4.3%	17 2.1%	16 4.3%	2 1.2%	2 3.4%	5 3.0%	1 2.4%
New Jersey	35 2.6%	10 2.0%	13 3.0%	12 3.1%	20 2.9%	15 2.3%	24 3.0%	5 1.4%	5 3.9%	4 6.9%	10 6.7%	4 6.4%
Washington	35 2.6%	11 2.1%	18 4.3%	6 1.4%	16 2.3%	19 3.0%	30 3.7%	2 0.7%	3 1.9%	3 5.0%	6 4.0%	1 2.0%
Connecticut	34 2.6%	4 0.7%	13 3.0%	18 4.5%	10 1.5%	24 3.7%	22 2.8%	6 1.6%	6 4.1%	1 1.9%	5 3.0%	2 2.8%
Indiana	32 2.4%	12 2.3%	8 1.9%	12 3.0%	4 0.6%	27 4.2%	22 2.7%	9 2.4%	1 0.5%	1 1.9%	4 2.7%	1 2.0%
Minnesota	31 2.4%	10 1.9%	14 3.2%	8 2.1%	18 2.7%	13 2.0%	15 1.8%	16 4.1%	1 0.8%	4 6.2%	4 2.7%	2 3.6%
Oklahoma	28 2.1%	7 1.3%	6 1.4%	16 3.9%	15 2.2%	13 2.1%	11 1.4%	6 1.6%	11 8.0%	1 1.6%	1 0.6%	1 1.6%
South Carolina	28 2.1%	11 2.2%	8 1.8%	9 2.4%	19 2.8%	9 1.5%	10 1.2%	11 3.0%	7 5.2%	2 3.7%	3 2.1%	1 2.0%

Q5. In which U.S. states are a significant percentage (more than 10%) of your employees located?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
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	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Wisconsin	28 2.1%	14 2.7%	9 2.0%	6 1.4%	12 1.7%	16 2.5%	24 2.9%	3 0.8%	1 1.0%	3 5.3%	5 3.3%	1 2.4%
Louisiana	25 1.9%	8 1.6%	7 1.6%	10 2.5%	17 2.4%	8 1.3%	14 1.8%	8 2.0%	3 2.1%	1 2.2%	2 1.5%	0 0.8%
Oregon	24 1.8%	3 0.6%	10 2.4%	11 2.7%	10 1.5%	13 2.1%	9 1.1%	14 3.7%	0 0.3%	2 3.1%	3 1.8%	1 1.2%
Kentucky	23 1.7%	2 0.4%	9 2.1%	12 3.1%	14 2.1%	9 1.3%	4 0.5%	18 4.8%	1 0.8%	2 3.7%	4 2.4%	0 0.8%
District of Columbia (Washington DC)	23 1.7%	2 0.3%	0 0	21 5.2% AB	22 3.3% E	0 0	21 2.5%	0 0.1%	2 1.1%	1 2.2% J	0 0.3%	1 1.2%
Kansas	19 1.4%	10 2.0%	7 1.5%	3 0.6%	13 1.9%	6 1.0%	9 1.2%	2 0.6%	7 5.3%	2 2.5%	2 1.5%	1 2.4%
Arkansas	19 1.4%	8 1.6%	2 0.4%	9 2.2%	6 0.9%	12 1.9%	11 1.4%	1 0.3%	6 4.5%	2 3.1% K	3 1.8%	0 0.8%
Maine	17 1.3%	4 0.7%	12 2.8%	2 0.5%	13 1.8%	5 0.7%	5 0.6%	6 1.5%	6 4.7%	1 1.9%	2 1.5%	0 0.4%
Delaware	16 1.2%	0 0.1%	6 1.4%	9 2.3%	14 2.1%	1 0.2%	4 0.5%	6 1.6%	5 3.9%	0 0.3%	1 0.9%	1 1.6%
South Dakota	16 1.2%	1 0.2%	3 0.7%	12 2.9% A	6 0.8%	10 1.5%	6 0.7%	9 2.4%	0 0.3%	0 0.6%	2 1.2%	0 0.4%
Utah	14 1.1%	3 0.7%	5 1.3%	5 1.4%	9 1.3%	5 0.8%	5 0.6%	10 2.5%	0 0.1%	1 1.6% J	0 0.3%	1 2.0% J
New Mexico	13 1.0%	7 1.5%	1 0.2%	5 1.2%	7 1.0%	6 1.0%	9 1.1%	1 0.2%	4 2.6%	1 2.2%	1 0.9%	0 0.8%
West Virginia	11 0.9%	1 0.2%	8 2.0%	2 0.6%	7 1.1%	4 0.6%	5 0.6%	0 0.1%	6 4.2%	1 1.9%	1 0.9%	1 1.6%
Montana	11 0.8%	4 0.7%	6 1.3%	1 0.3%	2 0.2%	9 1.4%	6 0.8%	4 1.1%	0 0.1%	1 0.9%	2 1.2%	0 0.4%
New Hampshire	9 0.7%	0 0	8 1.8%	1 0.3%	6 0.9%	3 0.5%	4 0.5%	0 0.1%	5 3.8%	1 0.9%	0 0.3%	0 0.8%

Q5. In which U.S. states are a significant percentage (more than 10%) of your employees located?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

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	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Rhode Island	9 0.7%	7 1.3%	0 0.1%	2 0.5%	2 0.3%	7 1.1%	9 1.1%	0 0.1%	0 -	1 1.2%	1 0.9%	1 2.0%
Nebraska	8 0.6%	4 0.8%	2 0.4%	2 0.5%	1 0.2%	6 1.0%	2 0.3%	1 0.3%	4 3.2%	0 0.6%	2 1.2%	1 2.0%
Nevada	7 0.5%	1 0.3%	0 -	6 1.5%	3 0.4%	4 0.7%	1 0.2%	5 1.2%	1 0.9%	1 0.9%	2 1.2%	1 1.2%
Iowa	7 0.5%	4 0.8%	1 0.2%	2 0.5%	5 0.7%	2 0.3%	2 0.3%	5 1.2%	0 0.1%	1 1.2%	1 0.6%	1 1.6%
Vermont	7 0.5%	0 0	5 1.2%	1 0.3%	6 0.9%	0 0.1%	1 0.1%	0 0.1%	5 3.9%	0 0.6%	0 0.3%	0 0.8%
Idaho	5 0.4%	0 0.1%	3 0.8%	1 0.3%	4 0.6%	1 0.1%	2 0.2%	3 0.7%	0 0.3%	0 0.6%	2 1.2%	0 0.4%
Mississippi	3 0.3%	1 0.2%	0 0	2 0.5%	1 0.2%	2 0.3%	1 0.2%	2 0.4%	1 0.4%	1 1.9%	0 0.3%	1 1.6%
Hawaii	2 0.2%	0 0	0 0	2 0.5%	1 0.2%	1 0.1%	2 0.2%	0 -	1 0.5%	0 0.6%	1 0.9%	0 0.4%
Alaska	2 0.2%	1 0.2%	0 0	1 0.3%	1 0.1%	1 0.2%	2 0.2%	0 0.1%	0 0.3%	1 1.2%	1 0.6%	0 0.4%
Wyoming	2 0.1%	1 0.1%	0 0.1%	0 0.1%	0 0.1%	1 0.2%	2 0.2%	0 -	0 -	0 -	1 0.6%	0 -
North Dakota	1 0.1%	0 -	0 0.1%	1 0.2%	1 0.1%	1 0.1%	1 0.1%	0 0.1%	0 -	0 0.6%	0 0.3%	0 0.4%

Q6. Approximately what percentage of your employees are part-time (i.e., work less than 30 hours per week)?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
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	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
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Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0%	250 18.8%	175 34.6%	62 14.7%	12 2.9%	125 18.3%	125 19.3%	166 20.4%	61 16.1%	23 16.4%	13 21.5%	14 8.8%	7 12.8%
1% to 25%	492 37.0%	143 28.1%	202 47.4%	148 37.3%	260 38.1%	232 35.9%	262 32.2%	168 44.4%	63 45.6%	28 44.5%	50 32.5%	28 49.2%
26% to 50%	202 15.2%	81 15.9%	65 15.3%	56 14.1%	107 15.7%	94 14.6%	94 11.6%	65 17.2%	42 30.6%	7 11.8%	27 17.6%	6 10.8%
51% to 75%	66 5.0%	20 4.0%	14 3.2%	32 8.2%	44 6.4%	22 3.4%	35 4.3%	24 6.2%	7 5.3%	2 2.5%	20 13.1%	1 2.0%
76% to 99%	42 3.1%	24 4.7%	5 1.1%	13 3.3%	18 2.6%	24 3.7%	30 3.8%	10 2.7%	1 0.9%	2 3.4%	9 5.8%	1 2.4%
100%	43 3.2%	39 7.8%	3 0.7%	0 0.1%	12 1.7%	31 4.8%	39 4.8%	3 0.8%	1 0.4%	0 0.6%	3 2.1%	0 0.8%
I Don't Know	235 17.7%	25 5.0%	75 17.6%	134 34.0%	117 17.2%	117 18.2%	186 22.9%	48 12.6%	1 0.7%	10 15.6%	31 20.1%	12 22.0%
Summary												
Mean (Incl. 0)	23.7	25.9 B	17.2	28.6 B	22.8	24.7	24.7	22.2	23.0	17.3	35.1 IK	18.0
Std. Dev.	28.2	34.0	19.9	24.1	26.5	29.9	31.2	24.3	22.0	22.4	28.4	21.9
Std. Err.	0.9	1.9	1.0	1.3	1.1	1.3	1.3	1.3	1.6	1.4	1.8	1.6
Mean (Excl. 0)	30.8	40.7 BC	20.9	29.9 B	29.3	32.3	33.6	27.3	27.6	23.2	39.4 IK	21.5
Std. Dev.	28.6	34.9	20.1	23.9	26.7	30.4	32.0	24.2	21.3	23.1	27.2	22.4
Std. Err.	1.0	2.4	1.1	1.3	1.3	1.5	1.6	1.5	1.7	1.6	1.8	1.8
Median	9.9	8.3	9.4	19.7	9.9	9.8	8.9	11.7	18.0	9.5	24.8	9.3

Q7_1. [Under \$15,000] Approximately what percentage of your full-time employees fall into each of the following annual salary/wage bands?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Under \$15,000												
0%	520 39.1%	256 50.5%	171 40.2%	93 23.5%	266 38.9%	254 39.4%	300 36.9%	161 42.7%	59 42.9%	28 45.5%	47 30.4%	24 42.0%
1% to 25%	339 25.5%	76 15.0%	130 30.6%	133 33.5%	192 28.1%	147 22.8%	155 19.1%	123 32.4%	61 44.2%	19 30.5%	36 23.7%	13 23.6%
26% to 50%	57 4.3%	35 6.9%	12 2.7%	10 2.5%	32 4.7%	25 3.8%	31 3.8%	18 4.6%	8 5.9%	3 4.4%	14 9.1%	2 3.6%
51% to 75%	23 1.7%	9 1.7%	8 2.0%	6 1.5%	15 2.2%	8 1.3%	13 1.6%	9 2.3%	1 0.5%	1 1.6%	7 4.6%	1 1.2%
76% to 99%	11 0.8%	6 1.1%	5 1.2%	0 0.1%	7 1.0%	4 0.7%	9 1.1%	2 0.5%	0 0.1%	1 0.9%	1 0.9%	0 0.8%
100%	33 2.5%	27 5.2%	0 0	6 1.5%	15 2.2%	18 2.8%	31 3.8%	1 0.4%	0 0.3%	1 1.2%	5 3.3%	0 0.8%
I Don't Know	346 26.1%	99 19.5%	99 23.3%	148 37.4%	158 23.1%	189 29.2%	273 33.6%	65 17.1%	8 6.0%	10 15.9%	43 28.0%	16 28.0%
Summary												
Mean (Incl. 0)	12.5	15.2	9.3	12.4	13.2	11.7	14.6	9.7	10.6	10.6	19.6	8.6
Std. Dev.	23.4	28.7	17.2	20.1	23.3	23.5	27.7	17.4	13.5	19.3	27.9	18.3
Std. Err.	0.7	1.7	0.9	1.1	1.0	1.1	1.3	1.0	1.0	1.2	1.8	1.4
Mean (Excl. 0)	26.6	40.7	19.6	19.8	26.7	26.5	32.8	20.1	19.6	23.2	33.9	20.6
Std. Dev.	28.1	34.2	20.6	22.4	27.1	29.3	33.7	20.5	12.7	22.9	29.4	23.8
Std. Err.	1.3	3.2	1.6	1.6	1.6	2.2	2.2	1.7	1.3	2.1	2.5	2.8
Median	0	0	0	3.8	0	0	0	0	7.0	0	4.4	0

Q7_2. [\$15,000-34,999] Approximately what percentage of your full-time employees fall into each of the following annual salary/wage bands?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
\$15,000-34,999												
0%	163 12.3%	88 17.4%	36 8.5%	38 9.6%	110 16.1%	53 8.1%	106 13.1%	41 11.0%	15 11.0%	5 8.1%	12 7.9%	6 11.2%
1% to 25%	317 23.9%	80 15.8%	127 29.9%	110 27.7%	161 23.5%	156 24.2%	150 18.4%	96 25.4%	71 51.4%	17 26.5%	28 17.9%	15 26.4%
26% to 50%	213 16.0%	88 17.3%	75 17.7%	50 12.6%	120 17.5%	93 14.4%	113 13.9%	68 17.9%	32 23.2%	15 24.6%	35 22.5%	12 21.6%
51% to 75%	130 9.8%	56 11.0%	43 10.0%	32 8.0%	43 6.3%	87 13.5%	66 8.2%	57 15.0%	7 5.1%	7 11.8%	15 9.7%	4 7.6%
76% to 99%	93 7.0%	36 7.2%	42 9.8%	15 3.8%	54 7.9%	39 6.0%	62 7.6%	29 7.7%	2 1.8%	5 8.4%	10 6.4%	2 3.2%
100%	67 5.0%	60 11.9%	3 0.7%	3 0.9%	38 5.6%	29 4.5%	42 5.2%	22 5.9%	2 1.6%	3 4.7%	12 7.6%	1 2.0%
I Don't Know	346 26.1%	99 19.5%	99 23.3%	148 37.4%	158 23.1%	189 29.2%	273 33.6%	65 17.1%	8 6.0%	10 15.9%	43 28.0%	16 28.0%
Summary												
Mean (Incl. 0)	37.7	44.5 BC	35.1	29.9	36.2	39.4	39.1	39.9	26.4	40.1 K	44.5 K	31.2
Std. Dev.	31.6	36.6	27.8	24.3	32.4	30.6	33.6	30.6	21.6	29.8	31.3	26.3
Std. Err.	1.0	2.2	1.5	1.3	1.4	1.4	1.5	1.7	1.6	1.8	2.0	2.0
Mean (Excl. 0)	45.2	56.8 BC	39.5	35.3	45.8	44.6	48.7	46.0	29.9	44.4 K	50.0 IK	37.0
Std. Dev.	29.3	31.8	26.4	22.5	29.8	28.8	30.6	28.3	20.6	28.2	28.7	24.6
Std. Err.	1.0	2.1	1.5	1.3	1.4	1.4	1.5	1.7	1.6	1.8	2.0	2.0
Median	29.2	41.6	25.0	24.2	24.6	30.8	28.0	34.6	23.2	29.7	39.8	24.1

Q7_3. [\$35,000-\$70,000] Approximately what percentage of your full-time employees fall into each of the following annual salary/wage bands?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
\$35,000-\$70,000												
0%	167 12.5%	137 27.0% BC	11 2.5%	19 4.8%	97 14.2%	70 10.8%	116 14.3%	39 10.2%	11 8.3%	5 8.1%	28 17.9% IK	3 6.0%
1% to 25%	319 24.0%	98 19.4%	120 28.1%	101 25.6%	180 26.3%	139 21.6%	173 21.3%	96 25.5%	50 36.3%	20 31.5% K	40 26.1% K	11 19.2%
26% to 50%	257 19.3%	81 16.0%	106 24.9% A	69 17.5%	120 17.5%	137 21.2%	129 15.9%	91 24.1% F	37 26.5%	17 26.5% J	27 17.6% J	17 30.4% J
51% to 75%	140 10.5%	35 6.8%	63 14.8% A	42 10.7%	68 9.9%	72 11.1%	69 8.5%	48 12.8%	22 16.1%	6 9.3% J	9 5.8% J	6 11.2% J
76% to 99%	79 5.9%	37 7.3%	27 6.2%	15 3.8%	46 6.8%	32 5.0%	38 4.7%	32 8.3%	9 6.7%	4 7.2% J	5 3.0% J	2 4.0% J
100%	21 1.6%	20 4.0% BC	1 0.1%	1 0.2%	15 2.2%	7 1.0%	14 1.7%	7 2.0%	0 0.1%	1 1.6% J	2 1.5% J	1 1.2% J
I Don't Know	346 26.1%	99 19.5%	99 23.3%	148 37.4% AB	158 23.1%	189 29.2%	273 33.6% G	65 17.1%	8 6.0%	10 15.9% I	43 28.0% I	16 28.0% I
Summary												
Mean (Incl. 0)	34.3	29.9	38.5 A	35.9	33.6	35.1	32.1	36.7	37.4	34.6 J	26.3	37.8 J
Std. Dev.	28.1	32.4	24.5	23.8	29.2	26.9	28.8	28.1	24.5	26.1	25.9	24.5
Std. Err.	0.9	1.9	1.3	1.3	1.3	1.3	1.3	1.6	1.9	1.6	1.7	1.8
Mean (Excl. 0)	41.3	45.0	39.8	38.8	41.1	41.4	40.9	41.9	41.0	38.3	35.0	41.2 J
Std. Dev.	25.8	30.0	23.8	22.3	27.0	24.4	26.4	26.2	22.5	24.8	24.3	22.6
Std. Err.	0.9	2.2	1.3	1.3	1.3	1.2	1.3	1.5	1.8	1.6	1.8	1.8
Median	27.3	19.0	38.6	26.1	24.6	29.1	24.4	29.3	27.8	27.7	17.8	38.1

Q7_4. [Over \$70,000] Approximately what percentage of your full-time employees fall into each of the following annual salary/wage bands?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Over \$70,000												
0%	335 25.2%	238 46.9%	67 15.8%	30 7.5%	190 27.7%	146 22.5%	231 28.5%	86 22.9%	17 12.5%	13 20.2%	53 34.3%	6 10.0%
1% to 25%	480 36.1%	128 25.2%	192 45.1%	160 40.6%	243 35.6%	237 36.7%	223 27.4%	182 48.2%	76 54.6%	32 50.5%	47 30.7%	23 40.4%
26% to 50%	102 7.7%	22 4.3%	51 12.0%	29 7.3%	40 5.9%	61 9.5%	47 5.8%	36 9.5%	19 13.5%	7 11.5%	8 5.2%	8 14.8%
51% to 75%	20 1.5%	1 0.3%	10 2.4%	8 2.1%	12 1.7%	8 1.3%	10 1.3%	2 0.6%	7 5.4%	1 1.2%	2 1.2%	2 4.4%
76% to 99%	39 2.9%	13 2.6%	6 1.4%	20 5.0%	35 5.1%	4 0.6%	27 3.3%	0 0.1%	11 8.0%	0 0.6%	0 0.3%	1 1.2%
100%	7 0.5%	6 1.3%	0 -	1 0.2%	6 0.9%	1 0.1%	1 0.1%	6 1.7%	0 -	0 -	0 0.3%	1 1.2%
I Don't Know	346 26.1%	99 19.5%	99 23.3%	148 37.4%	158 23.1%	189 29.2%	273 33.6%	65 17.1%	8 6.0%	10 15.9%	43 28.0%	16 28.0%
Summary												
Mean (Incl. 0)	15.5	10.4	17.1	21.9	17.0	13.8	14.2	13.6	25.5	14.6	9.6	22.4
Std. Dev.	21.2	21.6	18.1	22.3	24.0	17.2	21.1	18.7	24.3	15.7	15.2	22.2
Std. Err.	0.7	1.3	1.0	1.2	1.1	0.8	1.0	1.0	1.8	1.0	1.0	1.7
Mean (Excl. 0)	23.5	24.9	21.5	24.9	26.6	20.2	24.9	18.7	29.5	19.3	18.4	26.0
Std. Dev.	22.2	27.5	17.8	22.1	25.4	17.4	22.6	19.7	23.8	15.3	16.7	21.8
Std. Err.	0.8	2.5	1.1	1.3	1.3	0.9	1.3	1.3	2.0	1.1	1.5	1.8
Median	9.2	0	9.8	14.5	9.2	9.2	5.0	8.2	19.2	9.6	2.0	19.0

Q7. [SUMMARY MEAN (INCL. 0)] Approximately what percentage of your full-time employees fall into each of the following annual salary/wage bands?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
\$15,000-34,999	37.7	44.5 BC	35.1	29.9	36.2	39.4	39.1	39.9	26.4	40.1 K	44.5 K	31.2
\$35,000-\$70,000	34.3	29.9	38.5 A	35.9	33.6	35.1	32.1	36.7	37.4	34.6 J	26.3	37.8 J
Over \$70,000	15.5	10.4	17.1 A	21.9 A	17.0	13.8	14.2	13.6	25.5	14.6 J	9.6	22.4 IJ
Under \$15,000	12.5	15.2 B	9.3	12.4	13.2	11.7	14.6	9.7	10.6	10.6	19.6 IK	8.6

Q8. Approximately what percentage of your full-time employees are unionized?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0%	825 62.1%	382 75.2%	276 64.8%	167 42.3%	408 59.7%	417 64.6%	520 64.0%	217 57.4%	88 63.9%	33 52.6%	89 58.1%	38 67.2%
1% to 25%	51 3.8%	4 0.8%	22 5.2%	24 6.2%	27 3.9%	24 3.7%	19 2.4%	25 6.5%	7 4.8%	4 6.5%	8 5.5%	2 4.0%
26% to 50%	64 4.8%	28 5.6%	9 2.1%	27 6.8%	50 7.3%	14 2.2%	40 4.9%	21 5.7%	3 2.3%	5 8.7%	7 4.3%	2 2.8%
51% to 75%	49 3.7%	4 0.8%	25 5.8%	20 5.1%	23 3.3%	26 4.1%	31 3.8%	14 3.7%	4 3.1%	4 6.2%	4 2.4%	2 3.2%
76% to 99%	54 4.0%	9 1.7%	19 4.5%	26 6.6%	20 3.0%	34 5.2%	37 4.6%	12 3.2%	4 3.0%	6 9.3%	3 2.1%	2 3.2%
100%	78 5.8%	36 7.1%	21 5.0%	20 5.0%	53 7.8%	25 3.8%	33 4.1%	23 6.0%	22 15.7%	3 5.0%	10 6.7%	1 2.0%
I Don't Know	209 15.7%	44 8.7%	54 12.6%	111 28.0%	103 15.1%	105 16.3%	132 16.3%	66 17.4%	10 7.3%	7 11.5%	32 21.0%	10 17.6%
Summary												
Mean (Incl. 0)	17.1	13.1	16.1	24.7 A	19.2	14.8	15.4	18.0	23.8	24.4 JK	15.9 K	10.5
Std. Dev.	32.8	30.9	32.0	35.8	34.1	31.2	31.2	32.9	39.7	35.6	32.6	26.4
Std. Err.	1.0	1.8	1.6	1.8	1.4	1.3	1.3	1.8	3.0	2.1	2.0	1.8
Mean (Excl. 0)	64.7	74.6	62.2	59.9	64.5	65.1	65.2	59.0	76.6	60.3	60.0	57.1
Std. Dev.	31.7	28.8	32.8	31.5	31.6	32.0	29.8	33.7	31.7	30.9	36.9	34.1
Std. Err.	1.7	4.0	3.1	2.4	2.3	2.6	2.4	3.1	3.6	2.9	4.4	5.5

Q9_1. [Mandate that all individuals obtain health insurance with a minimum level of coverage or pay a penalty ...] How aware are you of the following provisions in the recently passed U.S. healthcare reform act?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Mandate that all individuals obtain health insurance with a minimum level of coverage or pay a penalty ...												
Am highly familiar and know the details of the provision	183 13.8%	61 12.0%	49 11.4%	73 18.5%	136 19.9%	47 7.3%	35 4.3%	37 9.7%	111 80.2%	13 21.2%	16 10.3%	9 16.8%
Am familiar with the provision	283 21.3%	95 18.7%	109 25.7%	79 19.9%	132 19.4%	151 23.4%	63 7.7%	202 53.5%	18 13.3%	15 24.6%	32 21.0%	13 23.6%
Am somewhat familiar and know the 'basics' of this provision	271 20.4%	92 18.2%	114 26.8%	64 16.2%	137 20.1%	133 20.7%	142 17.5%	120 31.6%	9 6.5%	13 20.9%	29 18.8%	12 21.2%
Have heard of this, but don't know much about it	248 18.7%	110 21.7%	78 18.4%	60 15.1%	95 13.9%	153 23.8%	235 29.0%	13 3.4%	0 -	11 16.8%	33 21.6%	9 15.2%
Am not at all familiar	344 25.9%	149 29.4%	76 17.7%	119 30.2%	183 26.8%	161 24.9%	337 41.5%	7 1.7%	0 -	10 16.5%	43 28.3%	13 23.2%
Summary												
Total at least somewhat familiar	737 55.4%	248 48.9%	272 63.9%	216 54.7%	405 59.3%	331 51.3%	240 29.5%	359 94.8%	138 100.0%	42 66.7%	77 50.2%	35 61.6%
Total have heard of	985 74.1%	359 70.6%	350 82.3%	276 69.8%	500 73.2%	485 75.1%	475 58.5%	372 98.3%	138 100.0%	52 83.5%	110 71.7%	43 76.8%

Q9.2. [Requirement that all employers with more than 50 U.S. employees offer employees a minimum level of health insurance coverage or pay a \$2000 penalty per employee ...] How aware are you of the following provisions in the recently passed U.S. healthcare reform act?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Requirement that all employers with more than 50 U.S. employees offer employees a minimum level of health insurance coverage or pay a \$2000 penalty per employee ...												
Am highly familiar and know the details of the provision	138	43	44	52	107	31	10	23	105	10	13	10
	10.4%	8.4%	10.3%	13.1%	15.7%	4.8%	1.3%	6.1%	76.0%	16.5%	8.5%	18.4%
Am familiar with the provision	270	91	129	50	126	144	52	193	26	16	28	13
	20.3%	17.9%	30.3%	12.6%	18.5%	22.2%	6.4%	50.9%	18.5%	26.2%	18.5%	22.4%
Am somewhat familiar and know the 'basics' of this provision	275	107	100	68	148	126	115	152	8	13	34	13
	20.7%	21.1%	23.5%	17.1%	21.7%	19.6%	14.2%	40.2%	5.5%	21.2%	22.2%	22.8%
Have heard of this, but don't know much about it	276	120	73	82	106	170	265	10	0	11	31	8
	20.8%	23.6%	17.2%	20.9%	15.5%	26.3%	32.7%	2.8%	-	17.8%	20.4%	13.6%
Am not at all familiar	370	147	80	144	196	174	370	0	0	11	47	13
	27.9%	28.9%	18.7%	36.3%	28.7%	27.0%	45.5%	0.1%	-	18.4%	30.4%	22.8%
Summary												
Total at least somewhat familiar	683	241	273	169	382	301	177	368	138	40	76	36
	51.4%	47.4%	64.0%	42.8%	55.8%	46.6%	21.8%	97.2%	100.0%	63.9%	49.2%	63.6%
Total have heard of	959	361	346	252	488	471	442	378	138	51	107	43
	72.1%	71.1%	81.3%	63.7%	71.3%	73.0%	54.5%	99.9%	100.0%	81.6%	69.6%	77.2%

Q9_3. [Penalty levied on employers whose health plan premiums cost above 9.5% of household income for at least one employee and if at least one such employee...] How aware are you of the following provisions in the recently passed U.S. healthcare reform act?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Penalty levied on employers whose health plan premiums cost above 9.5% of household income for at least one employee and if at least one such employee...												
Am highly familiar and know the details of the provision	93 7.0%	22 4.4%	27 6.3%	44 11.1%	72 10.6%	21 3.3%	0 0.1%	8 2.1%	85 61.6%	9 14.6%	9 6.1%	8 13.6%
Am familiar with the provision	216 16.3%	52 10.3%	106 25.0%	58 14.6%	136 19.9%	80 12.4%	9 1.1%	163 43.1%	44 31.9%	15 23.7%	26 16.7%	12 21.2%
Am somewhat familiar and know the 'basics' of this provision	240 18.0%	88 17.2%	91 21.3%	61 15.5%	97 14.2%	142 22.0%	71 8.7%	160 42.4%	8 6.0%	12 19.6%	28 17.9%	12 21.2%
Have heard of this, but don't know much about it	267 20.1%	99 19.5%	100 23.5%	68 17.1%	133 19.4%	134 20.7%	223 27.5%	43 11.3%	1 0.5%	11 16.8%	34 22.2%	7 12.4%
Am not at all familiar	513 38.6%	247 48.6%	102 23.9%	165 41.6%	245 35.8%	268 41.6%	509 62.6%	5 1.2%	0 -	16 25.2%	57 37.1%	18 31.6%
Summary												
Total at least somewhat familiar	549 41.3%	162 31.9%	224 52.6%	163 41.2%	306 44.7%	244 37.7%	81 9.9%	331 87.5%	138 99.5%	36 57.9%	63 40.7%	31 56.0%
Total have heard of	816 61.4%	261 51.4%	324 76.1%	231 58.4%	439 64.2%	377 58.4%	304 37.4%	374 98.8%	138 100.0%	47 74.8%	97 62.9%	38 68.4%

Q9_4. [Available government tax credits and subsidies that can go toward the purchase of health insurance products on the exchange for individuals...] How aware are you of the following provisions in the recently passed U.S. healthcare reform act?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Available government tax credits and subsidies that can go toward the purchase of health insurance products on the exchange for individuals...												
Am highly familiar and know the details of the provision	112 8.4%	43 8.4%	27 6.3%	42 10.7%	89 13.0%	23 3.6%	5 0.6%	7 1.7%	100 72.2%	9 14.0%	10 6.7%	7 11.6%
Am familiar with the provision	237 17.9%	79 15.6%	107 25.2%	51 12.9%	138 20.2%	99 15.4%	29 3.6%	171 45.1%	37 27.1%	13 21.2%	27 17.3%	11 19.6%
Am somewhat familiar and know the 'basics' of this provision	245 18.5%	61 12.0%	95 22.4%	89 22.6%	120 17.5%	126 19.5%	91 11.2%	154 40.6%	1 0.7%	14 21.8%	30 19.5%	13 23.2%
Have heard of this, but don't know much about it	246 18.5%	113 22.3%	75 17.7%	58 14.5%	104 15.2%	143 22.1%	212 26.1%	34 9.0%	0 -	12 19.0%	31 20.4%	11 20.0%
Am not at all familiar	488 36.7%	212 41.7%	121 28.5%	155 39.2%	233 34.1%	255 39.5%	475 58.4%	13 3.5%	0 -	15 24.0%	56 36.2%	14 25.6%
Summary												
Total at least somewhat familiar	594 44.7%	182 35.9%	229 53.8%	183 46.2%	346 50.7%	248 38.4%	125 15.4%	331 87.5%	138 100.0%	36 57.0%	67 43.5%	31 54.4%
Total have heard of	841 63.3%	296 58.3%	305 71.5%	240 60.8%	450 65.9%	391 60.5%	338 41.6%	365 96.5%	138 100.0%	47 76.0%	98 63.8%	42 74.4%

Q9_5. [Opportunity for employers to return up to 30% of premiums ... to employees based on their participation in wellness programs] How aware are you of the following provisions in the recently passed U.S. healthcare reform act?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Opportunity for employers to return up to 30% of premiums ... to employees based on their participation in wellness programs												
Am highly familiar and know the details of the provision	109	34	28	47	93	16	2	8	99	9	12	7
	8.2%	6.6%	6.6%	12.0%	13.5%	2.5%	0.3%	2.0%	71.7%	13.7%	7.6%	12.0%
Am familiar with the provision	174	40	85	49	101	73	16	127	31	14	23	12
	13.1%	7.8%	19.9%	12.5%	14.8%	11.3%	1.9%	33.7%	22.5%	23.1%	15.2%	21.2%
Am somewhat familiar and know the 'basics' of this provision	270	85	112	73	126	144	89	174	7	13	30	11
	20.3%	16.8%	26.3%	18.5%	18.5%	22.3%	11.0%	46.0%	5.3%	20.6%	19.5%	19.6%
Have heard of this, but don't know much about it	287	131	87	69	128	159	239	48	1	12	37	10
	21.6%	25.8%	20.5%	17.4%	18.8%	24.6%	29.4%	12.6%	0.5%	19.3%	24.0%	18.0%
Am not at all familiar	489	218	114	157	235	254	467	21	0	15	52	16
	36.8%	43.0%	26.7%	39.7%	34.4%	39.3%	57.5%	5.7%	-	23.4%	33.7%	29.2%
Summary												
Total at least somewhat familiar	553	158	225	170	320	233	107	309	138	36	65	30
	41.6%	31.2%	52.8%	42.9%	46.8%	36.1%	13.1%	81.7%	99.5%	57.3%	42.2%	52.8%
Total have heard of	840	289	312	238	448	392	345	357	138	48	102	40
	63.2%	57.0%	73.3%	60.3%	65.6%	60.7%	42.5%	94.3%	100.0%	76.6%	66.3%	70.8%

Q9_6. [Creation of state-level healthcare exchanges/marketplaces for individuals and small businesses ... to purchase health insurance products] How aware are you of the following provisions in the recently passed U.S. healthcare reform act?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Creation of state-level healthcare exchanges/marketplaces for individuals and small businesses ... to purchase health insurance products												
Am highly familiar and know the details of the provision	120	35	39	46	92	28	4	20	96	9	9	7
	9.0%	6.9%	9.1%	11.6%	13.5%	4.3%	0.5%	5.2%	69.2%	15.0%	6.1%	13.2%
Am familiar with the provision	236	80	107	48	130	106	29	166	40	16	25	11
	17.8%	15.8%	25.2%	12.3%	19.0%	16.4%	3.6%	43.9%	29.3%	26.2%	16.4%	20.0%
Am somewhat familiar and know the 'basics' of this provision	277	90	109	78	153	124	100	175	2	12	33	15
	20.8%	17.7%	25.6%	19.8%	22.3%	19.3%	12.3%	46.2%	1.5%	19.9%	21.3%	26.0%
Have heard of this, but don't know much about it	250	90	89	71	86	165	235	15	0	11	36	9
	18.8%	17.7%	20.9%	18.0%	12.6%	25.5%	28.9%	4.1%	-	17.8%	23.4%	16.8%
Am not at all familiar	446	212	82	152	223	223	444	2	0	13	50	13
	33.6%	41.8%	19.3%	38.3%	32.6%	34.5%	54.6%	0.6%	-	21.2%	32.8%	24.0%
Summary												
Total at least somewhat familiar	633	205	255	172	375	258	134	361	138	38	67	33
	47.6%	40.5%	59.8%	43.6%	54.8%	40.0%	16.5%	95.4%	100.0%	61.1%	43.8%	59.2%
Total have heard of	883	295	344	244	460	423	369	376	138	49	103	43
	66.4%	58.2%	80.7%	61.7%	67.4%	65.5%	45.4%	99.4%	100.0%	78.8%	67.2%	76.0%

Q9 7. [Requirement that all healthcare plans sold on individual exchanges are 'guaranteed issue' ... and must adhere to strict rating rules ...] How aware are you of the following provisions in the recently passed U.S. healthcare reform act?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Requirement that all healthcare plans sold on individual exchanges are 'guaranteed issue' ... and must adhere to strict rating rules ...												
Am highly familiar and know the details of the provision	150	51	46	53	111	39	10	32	108	11	16	9
	11.3%	10.0%	10.8%	13.4%	16.3%	6.0%	1.2%	8.6%	78.0%	17.4%	10.3%	16.0%
Am familiar with the provision	267	82	118	67	135	132	80	165	22	16	30	13
	20.1%	16.2%	27.6%	17.0%	19.8%	20.4%	9.8%	43.7%	16.1%	26.2%	19.8%	24.0%
Am somewhat familiar and know the 'basics' of this provision	342	140	118	84	177	165	163	171	8	12	36	15
	25.8%	27.7%	27.7%	21.3%	25.9%	25.6%	20.1%	45.2%	5.9%	18.7%	23.4%	26.4%
Have heard of this, but don't know much about it	206	79	74	53	76	131	197	10	0	11	28	7
	15.5%	15.6%	17.4%	13.4%	11.1%	20.2%	24.2%	2.5%	-	17.1%	18.5%	11.6%
Am not at all familiar	363	155	70	138	184	179	363	0	0	13	43	12
	27.3%	30.5%	16.5%	34.9%	27.0%	27.7%	44.7%	-	-	20.6%	28.0%	22.0%
Summary												
Total at least somewhat familiar	759	274	281	204	424	336	253	369	138	39	82	37
	57.1%	53.9%	66.1%	51.7%	62.0%	52.0%	31.1%	97.5%	100.0%	62.3%	53.5%	66.4%
Total have heard of	966	353	356	257	499	466	449	378	138	50	111	44
	72.7%	69.5%	83.5%	65.1%	73.0%	72.3%	55.3%	100.0%	100.0%	79.4%	72.0%	78.0%

Q9_8. [Starting in 2018, an excise or 'Cadillac' tax on employer health plans that cost more than a certain threshold ...] How aware are you of the following provisions in the recently passed U.S. healthcare reform act?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Starting in 2018, an excise or 'Cadillac' tax on employer health plans that cost more than a certain threshold ...												
Am highly familiar and know the details of the provision	128 9.6%	42 8.3%	41 9.7%	44 11.3%	102 14.9%	26 4.1%	6 0.7%	15 3.9%	108 77.8%	11 17.8%	9 6.1%	9 15.2%
Am familiar with the provision	209 15.7%	54 10.7%	111 26.0%	44 11.2%	123 18.0%	86 13.4%	22 2.7%	158 41.8%	29 20.9%	12 19.6%	25 16.1%	10 18.0%
Am somewhat familiar and know the 'basics' of this provision	249 18.8%	89 17.5%	82 19.2%	79 19.9%	102 14.9%	148 22.9%	88 10.8%	160 42.3%	2 1.3%	13 20.9%	28 18.5%	12 22.0%
Have heard of this, but don't know much about it	247 18.6%	102 20.0%	86 20.2%	60 15.1%	111 16.3%	136 21.1%	211 26.0%	36 9.5%	0 -	10 15.6%	31 20.1%	8 14.4%
Am not at all familiar	495 37.3%	221 43.5%	106 24.9%	168 42.6%	246 36.0%	249 38.6%	486 59.8%	9 2.5%	0 -	16 26.2%	60 39.2%	17 30.4%
Summary												
Total at least somewhat familiar	586 44.1%	185 36.4%	234 54.9%	167 42.3%	326 47.7%	260 40.3%	115 14.2%	333 88.0%	138 100.0%	36 58.3%	63 40.7%	31 55.2%
Total have heard of	834 62.7%	287 56.5%	320 75.1%	227 57.4%	437 64.0%	397 61.4%	327 40.2%	369 97.5%	138 100.0%	46 73.8%	93 60.8%	39 69.6%

Q9_9. [Temporary tax credits to offset the cost of providing health insurance for small employers Credits will offset up to 35% of...] How aware are you of the following provisions in the recently passed U.S. healthcare reform act?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Up to 49 - U.S. based Employee in office	336	336	0	0	171	165	219	85	32	64	94	38
Weighted	508	508	**	**	253*	255*	351*	115**	42**	12*	44*	9*
Temporary tax credits to offset the cost of providing health insurance for small employers Credits will offset up to 35% of...												
Am highly familiar and know the details of the provision	32 6.3%	32 6.3%	0 -	0 -	23 9.1%	9 3.5%	1 0.2%	0 0.4%	31 73.6%	1 4.7%	4 9.6%	1 13.2%
Am familiar with the provision	73 14.3%	73 14.3%	0 -	0 -	30 11.9%	43 16.8%	13 3.6%	49 42.6%	11 26.4%	2 15.6%	7 17.0%	1 15.8%
Am somewhat familiar and know the 'basics' of this provision	98 19.4%	98 19.4%	0 -	0 -	59 23.2%	40 15.6%	49 13.9%	50 43.4%	0 -	3 25.0%	7 16.0%	2 21.1%
Have heard of this, but don't know much about it	116 22.8%	116 22.8%	0 -	0 -	54 21.5%	62 24.2%	101 28.9%	14 12.6%	0 -	3 26.6%	12 27.7%	2 23.7%
Am not at all familiar	189 37.2%	189 37.2%	0 -	0 -	87 34.3%	102 40.0%	187 53.5%	1 1.0%	0 -	4 28.1%	13 29.8%	2 26.3%
Summary												
Top2Box (Familiar)	105 20.6%	105 20.6%	0 -	0 -	53 21.0%	52 20.2%	13 3.8%	50 43.0%	42 100.0%	3 20.3%	12 26.6%	2 28.9%
Low2Box (Not Familiar)	304 60.0%	304 60.0%	0 -	0 -	141 55.8%	163 64.1%	289 82.4%	16 13.6%	0 -	7 54.7%	25 57.4%	4 50.0%

Q10. Current benefits offering What medical plan(s) does your company currently offer employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
PPO Plan	609 45.8%	167 32.9%	204 47.9%	238 60.1%	310 45.4%	298 46.2%	365 44.9%	161 42.5%	83 60.3%	36 57.3%	58 37.7%	33 59.2%
HMO or POS plan	569 42.8%	169 33.3%	200 46.9%	200 50.7%	311 45.4%	259 40.1%	304 37.4%	189 49.9%	77 55.5%	31 50.2%	63 40.7%	30 54.0%
High-deductible plan with savings or reimbursement account	240 18.1%	59 11.7%	59 13.8%	122 30.9%	105 15.3%	136 21.0%	130 16.0%	70 18.4%	40 29.0%	18 29.6%	25 16.4%	16 28.8%
Traditional indemnity plan	119 9.0%	42 8.2%	36 8.3%	42 10.6%	87 12.8%	32 5.0%	54 6.7%	43 11.3%	22 16.1%	13 20.2%	12 7.6%	4 6.8%
Limited coverage plans	79 5.9%	31 6.0%	23 5.3%	26 6.5%	55 8.1%	24 3.7%	32 3.9%	25 6.6%	22 16.0%	9 13.7%	10 6.7%	4 6.4%
Other plans	70 5.3%	14 2.7%	33 7.7%	24 6.0%	31 4.5%	39 6.1%	25 3.1%	38 10.0%	7 5.2%	3 4.4%	9 5.8%	3 5.2%
None	135 10.1%	117 23.0%	14 3.2%	4 1.1%	68 9.9%	67 10.4%	119 14.7%	13 3.5%	2 1.6%	2 3.7%	17 11.2%	2 4.4%
I don't know	90 6.7%	21 4.1%	31 7.4%	37 9.5%	39 5.7%	50 7.8%	63 7.8%	26 6.9%	0 0.2%	3 4.0%	19 12.2%	4 6.4%

Q11. With what insurer(s) or carriers does your company contract for medical benefits today?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Blue Cross Blue Shield	591 53.5%	203 54.7%	193 50.6%	196 55.4%	315 54.5%	277 52.4%	356 56.5%	163 48.0%	72 53.4%	33 56.8% J	56 47.6%	27 54.7%
Aetna	180 16.3%	39 10.6%	55 14.5%	86 24.2% AB	114 19.7%	66 12.5%	110 17.4%	40 11.9%	30 21.8%	12 21.6%	23 19.4%	12 23.3%
United Health Group	156 14.1%	45 12.2%	28 7.3%	83 23.4% AB	105 18.1% E	51 9.7%	77 12.2%	46 13.7%	33 24.0%	12 20.6%	21 17.9%	10 19.3%
Kaiser Permanente	115 10.4%	15 4.1%	29 7.5%	71 20.2% AB	81 14.0% E	34 6.5%	45 7.2%	35 10.2%	35 26.0%	7 12.8% J	9 7.9%	5 9.4%
Humana	90 8.1%	26 6.9%	32 8.3%	33 9.2%	37 6.4%	53 10.0%	52 8.2%	20 5.8%	18 13.3%	10 17.6% JK	6 5.2%	3 6.3%
Cigna	90 8.1%	10 2.8%	31 8.2% A	48 13.6% A	57 9.8%	33 6.2%	36 5.7%	24 7.2%	29 21.4%	11 19.6% J	13 10.7%	9 17.5% J
Health Net	67 6.1%	23 6.1%	18 4.7%	27 7.6%	50 8.7% E	17 3.2%	24 3.7%	32 9.3% F	12 9.1%	7 12.8% JK	7 6.0%	4 7.6%
Assurant Health	17 1.5%	1 0.3%	7 1.7%	9 2.6%	13 2.3%	4 0.7%	2 0.3%	8 2.3%	7 5.2%	7 12.8% JK	2 1.6%	2 4.5% J
Other company	130 11.8%	50 13.4%	58 15.1% C	23 6.6%	52 9.0%	79 14.9%	76 12.0%	49 14.3%	6 4.6%	5 8.8%	7 6.3%	3 5.4%
I don't know	39 3.6%	12 3.2%	5 1.3%	23 6.4% B	12 2.1%	27 5.1%	26 4.2%	13 3.8%	0 -	1 2.0%	6 4.8% IK	1 1.8%

Q12. Is your employer medical coverage offering fully insured ... , ASO ... / self-insured ..., or a mixture?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
All fully insured	591 53.5%	217 58.8%	232 61.0%	141 40.0%	362 62.7%	229 43.5%	313 49.6%	199 58.7%	79 58.6%	32 55.7%	56 47.6%	30 60.1%
A mix of fully insured and ASO	255 23.0%	79 21.5%	85 22.2%	90 25.6%	114 19.8%	140 26.5%	134 21.3%	82 24.2%	38 28.2%	11 18.9%	27 22.6%	10 20.2%
All ASO	72 6.5%	17 4.5%	24 6.3%	31 8.8%	31 5.4%	41 7.8%	22 3.5%	32 9.5%	18 13.1%	7 12.5%	9 7.9%	2 4.9%
I don't know	187 16.9%	57 15.3%	40 10.5%	91 25.7%	70 12.1%	117 22.2%	161 25.6%	26 7.5%	0 0.1%	7 12.8%	26 21.8%	7 14.8%

Q12a. You've told us that your company has fewer than 50 employees and that you purchase fully insured medical coverage. Are you currently paying a 'max rated' premium for your coverage by your carrier?...

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Fewer Than 50 Employees And Purchased All Fully Insured Medical Coverage Weighted	160	160	0	0	82	78	89	48	23	38	27	28
	217*	217*	-**	-**	134*	84**	131*	55**	32**	7*	13**	6**
Yes	65 29.8%	65 29.8%	0 -	0 -	57 42.5%	8 9.6%	33 25.3%	23 42.1%	9 27.6%	4 47.4%	5 40.7%	2 28.6%
No	64 29.6%	64 29.6%	0 -	0 -	29 21.4%	36 42.7%	26 20.2%	21 38.0%	17 53.5%	1 15.8%	5 37.0%	1 10.7%
I don't know	88 40.6%	88 40.6%	0 -	0 -	48 36.1%	40 47.7%	71 54.5%	11 19.9%	6 18.9%	3 36.8%	3 22.2%	4 60.7%

Q13. What percentage of your employees are eligible for medical benefits?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0%	6 0.6%	4 1.1%	0 -	2 0.6%	2 0.4%	4 0.7%	6 1.0%	0 -	0 -	0 -	0 -	0 -
1% to 25%	25 2.3%	18 4.7%	7 1.7%	1 0.3%	1 0.2%	24 4.5%	23 3.7%	1 0.4%	0 0.1%	1 1.4%	4 3.2%	0 0.9%
26% to 50%	76 6.9%	36 9.8%	22 5.7%	18 5.0%	43 7.5%	32 6.1%	24 3.9%	37 10.9%	15 10.7%	5 9.5%	12 10.3%	2 3.6%
51% to 75%	112 10.2%	46 12.5%	33 8.7%	33 9.3%	68 11.8%	44 8.4%	60 9.6%	37 10.8%	15 11.4%	8 13.2%	20 17.1%	4 8.5%
76% to 99%	275 24.9%	74 20.0%	117 30.7%	84 23.8%	147 25.5%	128 24.2%	125 19.8%	86 25.3%	65 47.6%	15 26.4%	26 22.2%	17 33.2%
100%	376 34.0%	139 37.6%	140 36.8%	97 27.4%	213 36.9%	163 30.9%	219 34.8%	121 35.7%	36 26.3%	21 36.5%	29 25.0%	19 37.7%
I Don't Know	234 21.2%	53 14.3%	62 16.4%	119 33.7%	102 17.6%	133 25.2%	172 27.3%	57 16.8%	5 4.0%	8 13.2%	26 22.2%	8 16.1%
Summary												
Mean (Incl. 0)	84.7	81.8	87.1	85.3	86.0	83.1	84.9	84.6	84.0	84.0	78.9	89.1
Std. Dev.	21.8	25.5	19.1	19.4	19.2	24.6	23.8	20.2	17.8	21.2	23.2	16.1
Std. Err.	0.7	1.7	1.0	1.0	0.9	1.2	1.1	1.2	1.3	1.3	1.7	1.2
Mean (Excl. 0)	85.3	82.8	87.1	86.1	86.4	83.9	86.0	84.6	84.0	84.0	78.9	89.1
Std. Dev.	20.7	23.9	19.1	17.6	18.3	23.2	21.8	20.2	17.8	21.2	23.2	16.1
Std. Err.	0.7	1.6	1.0	0.9	0.8	1.1	1.0	1.2	1.3	1.3	1.7	1.2
Median	94.1	94.9	97.0	91.8	95.1	93.7	98.3	93.5	89.2	90.8	84.5	94.1

Q14. Approximately what percentage of eligible employees actually enroll for your company's medical benefits?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0%	4 0.4%	4 1.2%	0 -	0 -	0 0.1%	4 0.7%	4 0.7%	0 -	0 -	0 -	0 0.4%	0 -
1% to 25%	31 2.8%	20 5.5%	6 1.6%	4 1.3%	9 1.6%	22 4.1%	22 3.4%	6 1.9%	3 2.3%	1 1.7%	6 5.2% I	1 2.2%
26% to 50%	123 11.2%	48 12.9%	30 7.9%	46 12.9%	69 12.0%	54 10.2%	53 8.4%	60 17.7% F	11 7.8%	8 13.9% K	15 12.7% K	2 4.0%
51% to 75%	196 17.7%	56 15.3%	83 21.7%	57 16.1%	107 18.6%	88 16.8%	88 14.0%	70 20.8%	37 27.3%	13 22.0%	21 17.9%	12 23.8%
76% to 99%	309 27.9%	80 21.5%	142 37.4% AC	86 24.4%	172 29.8%	137 25.9%	163 25.8%	90 26.4%	56 41.5%	16 27.0% J	24 20.2%	16 32.3% J
100%	176 15.9%	106 28.6% BC	42 10.9%	28 8.0%	100 17.4%	76 14.3%	84 13.4%	65 19.2%	27 19.5%	9 15.5%	17 14.7%	5 10.8%
I Don't Know	266 24.0%	56 15.0%	78 20.4%	132 37.4% AB	118 20.5%	147 27.9%	216 34.3% G	47 14.0%	2 1.6%	11 19.9%	34 29.0% I	13 26.9% I
Summary												
Mean (Incl. 0)	76.2	76.0	77.6	74.5	78.1	73.8	75.9	74.7	80.2	74.9	71.2	78.5 IJ
Std. Dev.	23.4	27.5	19.9	21.2	21.1	25.7	24.7	22.7	19.9	22.7	25.3	19.0
Std. Err.	0.8	1.9	1.1	1.2	1.0	1.3	1.3	1.3	1.5	1.5	1.9	1.5
Mean (Excl. 0)	76.6	77.1	77.6	74.5	78.2	74.6	76.8	74.7	80.2	74.9	71.6	78.5 IJ
Std. Dev.	22.8	26.2	19.9	21.2	21.0	24.7	23.6	22.7	19.9	22.7	24.8	19.0
Std. Err.	0.8	1.8	1.1	1.2	1.0	1.2	1.2	1.3	1.5	1.5	1.9	1.5
Median	79.5	79.8	79.1	78.2	81.4	79.0	79.3	78.3	82.9	76.5	74.5	79.1

Q15. Approximately what did your company spend on medical and prescription drug benefits last year per each active, full-time employee ... ?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
\$0	3 0.2%	2 0.7%	0 -	0 0.1%	0 0	2 0.5%	3 0.4%	0 -	0 -	0 0.3%	0 -	0 -
\$1 to \$1,000	140 12.7%	55 14.7%	40 10.5%	45 12.8%	108 18.7% E	32 6.0%	37 5.9%	72 21.2% F	31 22.7%	11 18.9% K	17 14.7%	5 9.9%
\$1,001 to \$5,000	120 10.8%	33 9.0%	70 18.5% AC	16 4.5%	59 10.2%	61 11.6%	58 9.3%	40 11.8%	21 15.7%	8 13.2%	11 9.5%	7 13.0%
\$5,001 to \$10,000	88 8.0%	39 10.6% C	36 9.5%	13 3.7%	51 8.8%	37 7.0%	39 6.2%	27 7.9%	22 16.1%	6 9.8% J	7 6.0%	6 11.2% J
More than \$10,000	110 10.0%	37 10.0%	45 11.9%	28 7.8%	64 11.1%	46 8.8%	28 4.5%	43 12.6% F	39 28.7%	4 7.4%	9 7.5%	4 7.2%
I Don't Know	644 58.3%	203 55.0%	189 49.7%	252 71.2% AB	295 51.2%	349 66.1% D	464 73.6% G	158 46.5%	23 16.8%	29 50.3%	73 62.3% I	29 58.7% I
Summary												
Mean (Incl. 0)	18093.2	7616.0	11933.9	46813.1	18322.6	17731.9	16747.7	7972.3	36327.1	110337.5	36797.6	18592.0
Std. Dev.	215127.5	9574.3	68882.1	447702.0	249699.0	145546.7	150439.8	18278.9	394372.6	801216.4	259297.9	87585.7
Std. Err.	10041.3	889.0	5120.0	35174.8	14843.1	10971.0	12242.6	1393.8	33817.2	66083.2	26603.4	9131.4
Mean (Excl. 0)	18198.2	7730.2	11933.9	46902.7	18335.3	17979.6	17020.0	7972.3	36327.1	111093.2	36797.6	18592.0
Std. Dev.	215748.1	9600.1	68882.1	448129.5	249785.2	146550.1	151650.0	18278.9	394372.6	804001.3	259297.9	87585.7
Std. Err.	10092.3	895.2	5120.0	35317.5	14874.5	11078.1	12423.7	1393.8	33817.2	66539.6	26603.4	9131.4
Median	4425.7	4865.5	4202.7	2091.8	2926.3	4866.9	4123.0	3668.4	7233.2	2150.0	2250.0	4500.0

Q16. For medical benefits, approximately what percent of total costs/premiums does your company pay ...

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0%	8 0.7%	0 -	8 2.1%	0 -	8 1.4%	0 -	8 1.2%	0 0.1%	0 -	0 0.3%	0 -	0 -
1% to 25%	52 4.7%	24 6.6%	13 3.4%	15 4.1%	21 3.7%	31 5.8%	31 4.9%	16 4.6%	6 4.1%	4 6.8% J	4 3.6%	3 6.7% J
26% to 50%	221 20.0%	69 18.6%	84 22.0%	68 19.4%	143 24.8% E	78 14.8%	117 18.6%	65 19.3%	39 28.6%	10 16.6%	19 16.3%	6 12.6%
51% to 75%	169 15.3%	73 19.8%	44 11.4%	52 14.7%	77 13.4%	92 17.4%	79 12.5%	55 16.2%	35 25.8%	14 23.6% J	21 17.9%	11 21.1%
76% to 99%	170 15.4%	41 11.1%	85 22.3% AC	44 12.5%	88 15.3%	82 15.5%	78 12.4%	63 18.5%	30 21.8%	11 19.6% J	15 12.7%	9 17.5%
100%	103 9.3%	57 15.4% BC	29 7.5%	17 4.8%	52 9.1%	51 9.6%	52 8.3%	39 11.6%	11 8.1%	3 5.4%	7 6.0%	3 5.4%
I Don't Know	382 34.5%	106 28.5%	119 31.2%	157 44.5% AB	187 32.4%	195 36.9%	265 42.1% G	101 29.7%	16 11.6%	16 27.7%	51 43.7% I	18 36.8% I
Summary												
Mean (Incl. 0)	64.9	67.3	64.0	62.7	63.3	66.7	63.5	67.7	63.4	63.4	65.6	65.1
Std. Dev.	24.7	24.9	25.1	23.6	24.9	24.4	25.3	24.2	23.5	24.1	22.1	24.8
Std. Err.	0.9	1.9	1.5	1.5	1.3	1.3	1.4	1.5	1.9	1.6	1.9	2.1
Mean (Excl. 0)	65.6	67.3	66.0	62.7	64.6	66.7	64.9	67.7	63.4	63.7	65.6	65.1
Std. Dev.	23.9	24.9	22.8	23.6	23.4	24.4	23.8	24.1	23.5	23.7	22.1	24.8
Std. Err.	0.9	1.9	1.4	1.5	1.2	1.3	1.4	1.5	1.9	1.6	1.9	2.1
Median	68.8	65.3	69.8	66.0	64.4	73.1	63.2	73.6	66.6	68.5	67.1	67.8

Q17. Over the past 3 years, approximately how much have your total medical expenses increased each year?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Declined	22 2.0%	10 2.7%	6 1.6%	6 1.8%	16 2.8%	6 1.1%	14 2.3%	1 0.3%	7 5.0%	1 2.0%	3 2.4%	2 3.6%
No change	201 18.2%	61 16.5%	51 13.5%	89 25.2%	134 23.3%	67 12.6%	139 22.1%	38 11.2%	24 17.8%	7 12.2%	18 15.1%	6 12.6%
Under 3%	158 14.3%	53 14.3%	48 12.5%	57 16.1%	92 15.9%	66 12.5%	71 11.3%	67 19.8%	19 14.3%	7 11.5%	17 14.7%	7 13.9%
3% to less than 6%	243 22.0%	86 23.2%	79 20.7%	78 22.2%	115 20.0%	128 24.2%	143 22.7%	85 24.9%	16 11.7%	15 26.0%	24 20.2%	13 26.5%
6% to less than 9%	193 17.5%	57 15.5%	73 19.2%	62 17.7%	95 16.5%	98 18.5%	106 16.8%	70 20.7%	17 12.7%	13 22.3%	26 21.8%	9 17.5%
9% to less than 12%	143 13.0%	40 10.8%	69 18.2%	34 9.5%	63 10.9%	80 15.2%	80 12.7%	33 9.7%	30 22.0%	7 11.8%	15 12.7%	6 12.6%
12% or more	144 13.0%	62 16.9%	55 14.3%	27 7.6%	61 10.5%	83 15.8%	77 12.2%	45 13.3%	22 16.4%	8 14.2%	15 13.1%	7 13.5%

Q18. Does your company offer medical benefits for its retirees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Yes	379 34.3%	92 24.8%	120 31.4%	168 47.5%	263 45.5%	116 22.1%	186 29.6%	118 35.0%	74 54.7%	21 36.8%	28 24.2%	16 30.9%
No	556 50.4%	234 63.2%	197 51.6%	126 35.6%	235 40.7%	322 60.9%	306 48.6%	190 56.0%	60 44.3%	29 49.7%	68 57.9%	23 46.6%
I don't know	169	44	65	60	79	90	137	31	1	8	21	11
	15.3%	12.0%	17.0%	16.9%	13.8%	17.0%	21.8% G	9.0%	1.0%	13.5%	17.9%	22.4% I

Q18a. Which of the following best describes your company's retiree medical benefits costs?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Offers Medical Benefits For Retirees Weighted	378	55	107	216	230	148	165	121	92	109	61	69
	379*	92**	120**	168*	263*	116*	186*	118**	74**	21	28*	16*
Our retiree medical costs are low/minimal compared to how much we spend on for active employee benefits - not a big deal	133	48	57	28	97	36	42	46	45	7	8	6
	35.1%	52.5%	47.4%	16.8%	37.0%	30.8%	22.5%	39.2%	60.3%	33.0%	27.9%	36.2%
Our retiree medical costs comprise a moderate portion of our total benefits spend each year, but still relatively small compared to what we spend on active employee medical coverage	122	26	43	53	79	43	42	55	25	9	13	6
	32.2%	28.1%	36.2%	31.6%	30.1%	36.9%	22.5%	46.5%	33.8%	43.1%	44.3%	36.2%
Our retiree medical costs are significant portion of our total benefits spend each year	34	3	11	20	24	10	25	4	4	2	1	1
	8.8%	2.9%	8.8%	12.1%	9.0%	8.4%	13.6%	3.6%	5.2%	9.2%	3.3%	8.7%
I don't know enough about my company's retiree medical benefits costs to answer this question	90	15	9	66	63	28	77	13	1	3	7	3
	23.9%	16.4%	7.6%	39.5%	23.9%	23.9%	41.5%	10.7%	0.7%	14.7%	24.6%	18.8%

Q19_1. [Catastrophic or acute illness support/ recovery programs ...] Does your company currently offer the following types of health management programs for employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Catastrophic or acute illness support/ recovery programs ...												
Yes	506 38.1%	119 23.4%	199 46.8%	188 47.6%	305 44.6%	201 31.2%	227 27.9%	175 46.3%	104 75.5%	30 47.4%	52 33.7%	20 35.6%
No	639 48.1%	342 67.4%	176 41.4%	120 30.4%	294 43.0%	345 53.4%	437 53.8%	169 44.7%	32 23.4%	26 41.1%	73 47.7%	27 48.4%
I don't know	184 13.9%	46 9.2%	51 11.9%	87 22.0%	85 12.4%	99 15.4%	148 18.3%	34 9.0%	2 1.2%	7 11.5%	28 18.5%	9 16.0%

Q19_2. [Chronic disease management ...] Does your company currently offer the following types of health management programs for employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Chronic disease management ...												
Yes	486 36.5%	106 21.0%	193 45.3%	186 47.1%	294 43.0%	192 29.7%	230 28.3%	168 44.4%	88 63.4%	29 47.0%	51 33.1%	22 39.6%
No	654 49.2%	351 69.2%	184 43.3%	119 30.0%	310 45.4%	344 53.2%	437 53.8%	168 44.3%	49 35.6%	26 41.7%	74 48.3%	27 47.6%
I don't know	189 14.2%	50 9.9%	48 11.4%	91 22.9%	79 11.6%	110 17.0%	145 17.9%	42 11.2%	1 1.0%	7 11.2%	28 18.5%	7 12.8%

Q19_3. [Smoking cessation] Does your company currently offer the following types of health management programs for employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Smoking cessation												
Yes	478 36.0%	80 15.8%	181 42.5%	217 55.0%	292 42.7%	186 28.8%	249 30.7%	135 35.7%	94 67.8%	30 47.4%	54 35.3%	26 46.4%
No	699 52.6%	388 76.3%	203 47.7%	108 27.3%	312 45.7%	387 59.9%	461 56.8%	195 51.5%	43 31.0%	28 44.9%	78 50.5%	24 42.4%
I don't know	152 11.4%	40 7.9%	42 9.8%	70 17.7%	79 11.6%	73 11.3%	102 12.5%	48 12.8%	2 1.2%	5 7.8%	22 14.3%	6 11.2%

Q19_4. [Diet/ nutrition / health coaching] Does your company currently offer the following types of health management programs for employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Diet/ nutrition / health coaching												
Yes	500 37.7%	98 19.3%	188 44.0%	215 54.3%	306 44.8%	194 30.1%	263 32.4%	145 38.3%	92 66.9%	25 39.9%	50 32.8%	25 44.4%
No	691 52.0%	382 75.2%	193 45.3%	116 29.4%	318 46.5%	373 57.8%	448 55.1%	198 52.5%	45 32.4%	32 50.8%	79 51.4%	25 44.0%
I don't know	138 10.4%	28 5.5%	45 10.7%	65 16.3%	59 8.7%	78 12.2%	102 12.5%	35 9.3%	1 0.7%	6 9.3%	24 15.8%	7 11.6%

Q19_5. [Obesity / Weight-loss programs] Does your company currently offer the following types of health management programs for employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Obesity / Weight-loss programs												
Yes	450 33.9%	83 16.3%	182 42.8%	185 46.8%	284 41.6%	166 25.8%	230 28.4%	126 33.4%	93 67.7%	25 40.8%	49 32.2%	25 43.6%
No	734 55.2%	396 77.9%	199 46.8%	139 35.1%	327 47.8%	408 63.1%	480 59.0%	211 55.7%	44 31.8%	31 49.2%	79 51.4%	25 45.2%
I don't know	145 10.9%	29 5.7%	44 10.3%	72 18.1%	73 10.7%	72 11.1%	103 12.6%	41 10.9%	1 0.6%	6 10.0%	25 16.4%	6 11.2%

Q19_6. [Exercise promotion] Does your company currently offer the following types of health management programs for employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Exercise promotion												
Yes	608 45.8%	150 29.5%	223 52.4%	235 59.4%	361 52.8%	247 38.3%	328 40.4%	173 45.7%	107 77.3%	29 46.7%	55 35.6%	30 52.8%
No	607 45.7%	337 66.4%	169 39.7%	101 25.5%	276 40.4%	331 51.2%	406 49.9%	171 45.3%	30 21.8%	28 45.2%	78 50.5%	21 37.6%
I don't know	114 8.6%	21 4.1%	34 7.9%	60 15.1%	46 6.8%	68 10.5%	79 9.7%	34 9.0%	1 0.9%	5 8.1%	21 14.0%	5 9.6%

Q19_7. [Worksite clinics] Does your company currently offer the following types of health management programs for employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Worksite clinics												
Yes	394 29.7%	81 16.0%	119 27.8%	195 49.2%	235 34.4%	160 24.7%	211 26.0%	112 29.5%	72 51.8%	24 38.9%	34 21.9%	17 30.8%
No	817 61.5%	404 79.6%	272 63.9%	141 35.5%	388 56.8%	429 66.4%	517 63.6%	234 61.9%	66 47.5%	33 53.6%	95 62.0%	32 56.8%
I don't know	118 8.9%	22 4.4%	35 8.2%	60 15.3%	60 8.8%	57 8.9%	84 10.4%	32 8.5%	1 0.7%	5 7.5%	25 16.1%	7 12.4%

Q19_8. [Health risk assessments] Does your company currently offer the following types of health management programs for employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Health risk assessments												
Yes	599 45.0%	122 24.0%	215 50.5%	261 66.1%	353 51.7%	245 38.0%	308 37.8%	193 51.0%	98 71.2%	32 51.7%	59 38.6%	28 50.0%
No	591 44.5%	349 68.7%	175 41.0%	68 17.2%	261 38.2%	330 51.1%	396 48.7%	157 41.5%	38 27.8%	25 39.6%	69 45.0%	22 38.4%
I don't know	139 10.5%	37 7.3%	36 8.4%	66 16.7%	69 10.1%	70 10.8%	109 13.4%	28 7.5%	1 1.0%	5 8.7%	25 16.4%	7 11.6%

Q19_9. [Stress management] Does your company currently offer the following types of health management programs for employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Stress management												
Yes	477 35.9%	92 18.1%	189 44.5%	196 49.6%	296 43.2%	182 28.2%	241 29.7%	134 35.5%	102 74.1%	29 46.7%	54 35.3%	26 45.6%
No	697 52.5%	373 73.6%	203 47.6%	121 30.5%	311 45.5%	386 59.8%	452 55.6%	211 55.8%	34 24.6%	27 43.0%	75 48.6%	24 42.0%
I don't know	154 11.6%	42 8.4%	34 7.9%	78 19.8%	77 11.3%	77 12.0%	119 14.7%	33 8.7%	2 1.4%	6 10.3%	25 16.1%	7 12.4%

Q20_1. [Lowering my company's medical costs] Overall, how effective are the health management programs you listed at accomplishing the following?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Offering Health Management Programs Weighted	880	145	320	415	455	425	446	278	156	236	192	171
	860	221*	321*	319*	478*	382	473	264*	124**	46	90	38
Lowering my company's medical costs												
Highly effective	143 16.7%	27 12.4%	57 17.6%	59 18.7%	109 22.8% E	34 9.0%	67 14.2%	39 14.9%	37 30.0%	8 16.5%	16 17.7%	7 19.3%
Moderately effective	192 22.3%	52 23.6%	66 20.7%	73 23.0%	114 23.9%	78 20.3%	74 15.7%	67 25.5%	50 40.7%	15 31.8% K	23 26.0%	9 22.2%
Somewhat effective	275 32.0%	82 37.1%	103 32.0%	91 28.4%	139 29.0%	136 35.7%	171 36.2%	86 32.5%	19 15.0%	13 28.0%	27 29.7%	13 33.3%
Somewhat ineffective	82 9.6%	27 12.2%	26 8.2%	29 9.1%	37 7.7%	45 11.9%	39 8.3%	36 13.7%	7 5.5%	5 11.9%	8 8.9%	3 7.6%
Moderately ineffective	38 4.4%	6 2.7%	13 4.2%	19 5.8%	17 3.6%	21 5.5%	23 4.9%	10 3.8%	5 3.8%	1 3.0%	2 2.6%	0 1.2%
Highly ineffective	42 4.9%	12 5.4%	22 6.8%	8 2.6%	14 3.0%	28 7.3%	24 5.2%	12 4.7%	5 4.3%	2 3.4%	1 1.6%	2 5.8% J
I don't know	87 10.2%	14 6.6%	34 10.5%	39 12.3%	48 10.1%	39 10.3%	74 15.6% G	13 4.8%	1 0.8%	3 5.5%	12 13.5% I	4 10.5% I
Summary												
Top3Box (Highly/ Moderately/ Somewhat effective)	610 70.9%	161 73.1%	226 70.3%	223 70.1%	362 75.6% E	248 65.1%	312 66.0%	192 72.9%	106 85.6%	35 76.3%	66 73.4%	29 74.9%
Low3Box (Highly/ Moderately/ Somewhat ineffective)	163 18.9%	45 20.3%	62 19.2%	56 17.6%	68 14.3%	94 24.6% D	87 18.4%	59 22.3%	17 13.6%	8 18.2%	12 13.0%	6 14.6%

Q20_2. [Improving employee health and/or productivity] Overall, how effective are the health management programs you listed at accomplishing the following?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Offering Health Management Programs Weighted	880	145	320	415	455	425	446	278	156	236	192	171
	860	221*	321*	319*	478*	382	473	264*	124**	46	90	38
Improving employee health and/or productivity												
Highly effective	185 21.5%	47 21.5%	71 22.0%	67 21.0%	148 31.0% E	37 9.6%	82 17.4%	60 22.9%	42 34.3%	9 19.9%	16 18.2%	9 22.8%
Moderately effective	237 27.5%	64 28.8%	85 26.5%	88 27.7%	140 29.2%	97 25.5%	109 23.1%	69 26.2%	59 47.5%	17 37.3% JK	26 29.2%	10 25.1%
Somewhat effective	263 30.6%	65 29.3%	92 28.8%	106 33.3%	108 22.5%	155 40.7% D	159 33.5%	93 35.4%	11 8.9%	12 26.7%	31 34.9% I	13 32.7%
Somewhat ineffective	65 7.6%	15 6.6%	36 11.3%	14 4.5%	21 4.3%	45 11.7% D	41 8.7%	18 7.0%	6 4.9%	3 6.4%	4 4.2%	3 7.6%
Moderately ineffective	20 2.3%	7 3.2%	3 0.8%	10 3.2%	14 2.9%	6 1.7%	7 1.5%	8 3.2%	5 3.6%	2 4.2%	3 3.1%	1 1.8%
Highly ineffective	22 2.5%	6 2.6%	10 3.1%	6 2.0%	10 2.0%	12 3.2%	14 3.0%	7 2.7%	1 0.7%	0 0.4%	0 0.5%	1 2.3% IJ
I don't know	68 7.9%	18 8.0%	24 7.4%	27 8.3%	39 8.1%	29 7.6%	61 12.9% G	7 2.7%	0 -	2 5.1%	9 9.9% I	3 7.6%
Summary												
Top3Box (Highly/ Moderately/ Somewhat effective)	685 79.6%	176 79.6%	248 77.3%	261 81.9%	395 82.6%	289 75.8%	350 74.0%	223 84.4%	112 90.8%	39 83.9%	74 82.3%	31 80.7%
Low3Box (Highly/ Moderately/ Somewhat ineffective)	107 12.5%	27 12.4%	49 15.3%	31 9.7%	44 9.2%	63 16.6%	62 13.1%	34 12.8%	11 9.2%	5 11.0%	7 7.8%	4 11.7%

Q20_3. [Increasing employee satisfaction] Overall, how effective are the health management programs you listed at accomplishing the following?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Offering Health Management Programs Weighted	880	145	320	415	455	425	446	278	156	236	192	171
	860	221*	321*	319*	478*	382	473	264*	124**	46	90	38
Increasing employee satisfaction												
Highly effective	193 22.4%	54 24.5%	70 21.8%	68 21.5%	141 29.5% E	51 13.4%	82 17.4%	66 25.2%	44 35.5%	10 21.2%	22 24.5%	9 24.0%
Moderately effective	223 25.9%	68 31.0% B	58 18.1%	96 30.2% B	137 28.6%	86 22.5%	118 25.0%	53 20.1%	52 41.7%	16 34.7% J	24 27.1%	11 29.8%
Somewhat effective	265 30.8%	57 25.9%	123 38.2%	85 26.7%	123 25.7%	142 37.2% D	142 29.9%	100 37.8%	24 19.1%	11 24.6%	27 29.7%	12 30.4%
Somewhat ineffective	65 7.5%	9 4.0%	29 9.0%	27 8.5%	19 4.1%	46 11.9% D	43 9.1%	21 8.1%	1 0.5%	4 8.1%	5 5.7%	2 4.1%
Moderately ineffective	26 3.0%	15 6.8% B	2 0.6%	9 2.9%	9 2.0%	17 4.4%	15 3.3%	8 2.9%	3 2.4%	2 5.1% K	2 2.6%	1 1.8%
Highly ineffective	21 2.5%	6 2.6%	10 3.2%	5 1.6%	11 2.3%	11 2.8%	13 2.7%	8 2.9%	1 0.7%	1 1.3%	2 2.1%	1 2.3%
I don't know	68 7.9%	11 5.1%	29 9.0%	27 8.6%	38 7.9%	30 7.8%	60 12.7% G	8 2.9%	0 -	2 5.1%	7 8.3%	3 7.6%
Summary												
Top3Box (Highly/ Moderately/ Somewhat effective)	680 79.1%	180 81.5%	251 78.1%	250 78.4%	401 83.9% E	279 73.1%	342 72.3%	219 83.1%	119 96.3%	37 80.5%	73 81.2%	32 84.2%
Low3Box (Highly/ Moderately/ Somewhat ineffective)	112 13.1%	30 13.4%	41 12.9%	41 13.0%	40 8.3%	73 19.1% D	71 15.0%	37 14.0%	5 3.7%	7 14.4% K	9 10.4%	3 8.2%

Q21. As a percent of your total medical benefits premiums/costs, how much do you offer employees as incentives to encourage participation in the health management programs? For example, if your medical benefit premium costs per employee is \$5000/year and you spend \$200 on various incentives for wellness participation, then the percentage is 200/5000 or 4%...

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Offering Health Management Programs Weighted	880	145	320	415	455	425	446	278	156	236	192	171
0%	860	221*	321*	319*	478*	382	473	264*	124**	46	90	38
1% to 25%	100 11.7%	40 18.3%	47 14.7%	13 4.1%	29 6.1%	71 18.7%	62 13.1%	32 12.1%	7 5.5%	5 10.6%	9 9.9%	5 12.9%
26% to 50%	191 22.3%	56 25.5%	76 23.8%	59 18.5%	103 21.6%	88 23.1%	80 16.9%	84 31.9%	27 22.1%	14 29.7%	19 21.4%	12 31.6%
51% to 75%	71 8.2%	22 9.8%	13 4.0%	36 11.4%	62 12.9%	9 2.4%	13 2.7%	18 6.6%	41 32.8%	6 13.6%	6 6.8%	4 11.7%
76% to 99%	27 3.2%	10 4.6%	8 2.6%	9 2.7%	23 4.7%	4 1.2%	15 3.2%	5 1.7%	7 5.9%	5 10.2%	6 6.3%	1 2.9%
100%	39 4.5%	7 2.9%	28 8.7%	4 1.2%	32 6.8%	6 1.6%	3 0.6%	23 8.8%	12 9.9%	2 4.2%	4 4.2%	1 2.9%
I Don't Know	29 3.4%	2 0.8%	14 4.4%	13 4.1%	23 4.8%	6 1.6%	12 2.6%	4 1.6%	13 10.2%	1 2.1%	3 3.1%	1 1.8%
	403 46.8%	84 38.1%	134 41.8%	185 58.0%	206 43.1%	197 51.5%	288 60.9%	98 37.2%	17 13.5%	14 29.7%	43 48.4%	14 36.3%
Summary												
Mean (Incl. 0)	27.3	21.5	29.2	30.5	36.8	13.2	20.0	23.3	46.0	28.8	28.5	21.3
Std. Dev.	32.5	27.4	35.2	32.9	33.6	24.9	30.1	31.1	31.7	29.9	33.0	28.0
Std. Err.	1.4	2.8	2.5	2.2	2.0	1.7	2.2	2.3	2.8	2.3	3.3	2.7
Mean (Excl. 0)	34.9	30.5	39.1	33.8	41.2	21.5	30.0	28.9	49.2	33.9	35.2	26.7
Std. Dev.	33.0	28.1	35.7	33.0	32.9	28.8	32.6	32.2	30.3	29.7	33.3	29.0
Std. Err.	1.6	3.4	3.0	2.4	2.1	2.4	2.8	2.7	2.8	2.5	3.7	3.1
Median	9.1	5.8	9.5	9.6	27.1	2.1	4.5	5.5	48.0	13.3	7.2	4.9

Q22_1. [Catastrophic or acute illnesses or injuries ...] Thinking about your company's employee population overall, how concerning is each of the following health issues? That is, what 'keeps you up at night' regarding employee health?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Catastrophic or acute illnesses or injuries ...												
Major concern	365 27.5%	100 19.8%	133 31.3% A	131 33.3% A	222 32.5% E	143 22.2%	191 23.5%	120 31.6%	55 39.5%	22 34.6% JK	43 28.3%	13 23.6%
Somewhat of a concern	609 45.8%	206 40.5%	199 46.8%	204 51.7%	291 42.5%	319 49.4%	360 44.4%	176 46.6%	73 52.5%	28 44.9%	67 43.5%	29 50.8% J
Not a concern	355 26.7%	202 39.8% BC	93 21.9%	60 15.1%	171 25.0%	184 28.5%	261 32.2% G	82 21.8%	11 8.0%	13 20.6%	43 28.3% I	14 25.6%

Q22_2. [Chronic illnesses ...] Thinking about your company's employee population overall, how concerning is each of the following health issues? That is, what 'keeps you up at night' regarding employee health?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Chronic illnesses ...												
Major concern	392 29.5%	99 19.5%	139 32.7%	154 38.9%	255 37.4%	137 21.2%	200 24.6%	123 32.6%	69 50.1%	24 38.3%	47 30.4%	18 31.6%
Somewhat of a concern	577 43.4%	202 39.8%	197 46.2%	178 45.1%	271 39.7%	306 47.3%	351 43.1%	169 44.7%	57 41.4%	27 43.0%	64 41.9%	27 48.0%
Not a concern	360 27.1%	206 40.6%	90 21.1%	63 16.0%	157 22.9%	203 31.5%	262 32.3%	86 22.7%	12 8.5%	12 18.7%	42 27.7%	11 20.4%

Q22_3. [Smoking] Thinking about your company's employee population overall, how concerning is each of the following health issues? That is, what 'keeps you up at night' regarding employee health?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Smoking												
Major concern	321 24.2%	96 18.9%	105 24.6%	120 30.4%	207 30.3%	114 17.7%	172 21.2%	87 23.1%	62 44.6%	20 32.4%	41 26.7%	14 25.6%
Somewhat of a concern	537 40.4%	163 32.2%	193 45.2%	181 45.9%	245 35.9%	292 45.2%	284 35.0%	197 52.1%	56 40.6%	27 42.7%	61 39.8%	22 40.0%
Not a concern	470 35.4%	248 48.9%	128 30.1%	94 23.7%	231 33.8%	239 37.1%	356 43.9%	94 24.8%	20 14.7%	16 24.9%	51 33.4%	19 34.4%

Q22_4. [Obesity] Thinking about your company's employee population overall, how concerning is each of the following health issues? That is, what 'keeps you up at night' regarding employee health?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Obesity												
Major concern	307 23.1%	81 16.0%	99 23.2%	127 32.1%	216 31.6%	91 14.2%	150 18.5%	93 24.5%	64 46.6%	17 26.8%	34 21.9%	14 25.6%
Somewhat of a concern	525 39.5%	158 31.1%	185 43.5%	181 45.9%	235 34.4%	290 44.9%	293 36.0%	173 45.6%	60 43.1%	30 48.0%	64 41.6%	26 46.8%
Not a concern	497 37.4%	268 52.8%	142 33.2%	87 22.0%	233 34.0%	264 41.0%	370 45.5%	113 29.8%	14 10.4%	16 25.2%	56 36.5%	16 27.6%

Q22_5. [Mental health] Thinking about your company's employee population overall, how concerning is each of the following health issues? That is, what 'keeps you up at night' regarding employee health?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Mental health												
Major concern	260 19.6%	64 12.6%	83 19.5%	113 28.6%	178 26.1%	82 12.7%	132 16.3%	76 20.2%	52 37.4%	16 25.2%	28 18.5%	13 24.0%
Somewhat of a concern	552 41.6%	160 31.5%	212 49.8%	180 45.6%	249 36.5%	303 46.9%	305 37.6%	189 49.9%	58 42.1%	27 43.9%	68 44.1%	24 42.8%
Not a concern	517 38.9%	284 55.9%	131 30.7%	102 25.9%	256 37.5%	261 40.4%	375 46.1%	113 29.9%	28 20.5%	19 30.8%	57 37.4%	19 33.2%

Q22_6. [Permanent disability] Thinking about your company's employee population overall, how concerning is each of the following health issues? That is, what 'keeps you up at night' regarding employee health?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Permanent disability												
Major concern	321 24.1%	97 19.1%	117 27.4%	107 27.2%	216 31.7%	104 16.2%	180 22.1%	86 22.8%	55 39.5%	20 32.4%	36 23.7%	14 24.8%
Somewhat of a concern	553 41.6%	148 29.2%	195 45.7%	210 53.2%	256 37.5%	297 46.0%	314 38.6%	181 47.9%	58 42.0%	25 40.5%	66 42.9%	23 41.2%
Not a concern	455 34.2%	263 51.7%	115 26.9%	78 19.7%	211 30.9%	244 37.8%	319 39.2%	111 29.2%	25 18.4%	17 27.1%	51 33.4%	19 34.0%

Q22_7. [Generally improving employee health ...] Thinking about your company's employee population overall, how concerning is each of the following health issues? That is, what 'keeps you up at night' regarding employee health?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Generally improving employee health ...												
Major concern	363 27.3%	118 23.3%	125 29.4%	120 30.3%	228 33.4%	135 20.9%	208 25.5%	102 26.9%	54 39.2%	19 31.2%	43 28.3%	18 31.6%
Somewhat of a concern	622 46.8%	193 38.0%	209 49.2%	220 55.6%	306 44.7%	316 49.0%	360 44.2%	190 50.1%	73 52.6%	33 52.6%	69 45.0%	26 46.4%
Not a concern	344 25.9%	197 38.8%	91 21.4%	56 14.1%	150 21.9%	194 30.1%	246 30.2%	87 23.0%	11 8.2%	10 16.2%	41 26.7%	12 22.0%

Q23. 1. [To attract/ compete for talent] Below is a list of potential reasons a company would offer its employees medical benefits. Please allocate 100 points based on how important these reasons are to your company. If a reason is very important, give it more points. If a reason is not that important for your company, give it fewer points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0	257 19.3%	141 27.8%	84 19.6%	32 8.1%	114 16.6%	143 22.2%	164 20.1%	77 20.4%	16 11.7%	10 15.6%	28 17.9%	8 14.8%
1 to 25	580 43.7%	166 32.6%	223 52.4%	192 48.4%	317 46.3%	264 40.9%	307 37.8%	179 47.4%	94 68.2%	35 55.8%	73 47.7%	28 49.2%
26 to 50	123 9.3%	63 12.4%	37 8.7%	23 5.9%	51 7.4%	72 11.2%	66 8.1%	45 11.8%	12 8.9%	6 9.3%	9 6.1%	7 12.8%
51 to 75	20 1.5%	11 2.1%	6 1.4%	3 0.9%	8 1.1%	13 2.0%	11 1.3%	6 1.6%	3 2.4%	0 0.3%	2 1.2%	1 1.6%
76 to 99	4 0.3%	3 0.5%	0 0	1 0.2%	1 0.1%	3 0.4%	1 0.1%	3 0.7%	0 -	1 0.9%	0 0.3%	0 -
100	17 1.3%	4 0.8%	9 2.0%	5 1.2%	6 0.9%	11 1.7%	4 0.5%	7 1.9%	6 4.2%	0 0.6%	0 0.3%	1 1.6%
I Don't Know	327 24.6%	120 23.7%	67 15.8%	140 35.4%	188 27.5%	139 21.6%	260 32.0%	61 16.2%	6 4.6%	11 17.4%	41 26.4%	11 20.0%
Summary												
Mean (Incl. 0)	16.4	15.5	17.4	16.3	15.0	17.7	15.2	17.7	18.0	15.9	13.9	18.7
Std. Dev.	19.0	19.5	19.7	17.1	17.1	20.6	17.1	20.4	22.6	16.4	15.5	19.5
Std. Err.	0.6	1.2	1.0	0.9	0.8	0.9	0.7	1.1	1.7	1.0	1.0	1.4
Mean (Excl. 0)	22.0	24.4	22.7	18.7	19.5	24.7	21.6	23.4	20.6	19.7	18.4	23.0
Std. Dev.	19.0	19.6	19.6	17.1	17.1	20.5	16.6	20.4	23.0	16.1	15.3	19.2
Std. Err.	0.7	1.5	1.1	1.0	0.9	1.0	0.9	1.2	1.9	1.1	1.1	1.5
Median	9.8	9.4	9.9	9.8	9.7	9.9	9.7	9.8	9.7	9.9	9.6	10.5

Q23.2. [To ensure a stable talent pool/ retain talent] Below is a list of potential reasons a company would offer its employees medical benefits. Please allocate 100 points based on how important these reasons are to your company. If a reason is very important, give it more points. If a reason is not that important for your company, give it fewer points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0	233 17.5%	127 25.0%	72 17.0%	34 8.5%	112 16.4%	121 18.7%	147 18.1%	67 17.6%	19 13.8%	8 12.8%	27 17.3%	9 16.4%
1 to 25	658 49.5%	214 42.2%	254 59.6%	191 48.2%	346 50.6%	313 48.4%	346 42.6%	212 56.2%	100 72.4%	37 58.6%	76 49.2%	30 54.0%
26 to 50	95 7.2%	39 7.7%	29 6.9%	27 6.9%	31 4.6%	64 9.9%	56 6.9%	28 7.5%	11 8.0%	6 9.3%	9 6.1%	5 8.8%
51 to 75	7 0.5%	3 0.6%	0 0.1%	3 0.8%	1 0.2%	6 0.9%	3 0.4%	3 0.8%	1 0.6%	1 1.6%	0 0.3%	0 -
76 to 99	7 0.5%	4 0.9%	3 0.6%	0 -	4 0.6%	3 0.4%	0 -	7 1.7%	0 0.3%	0 -	0 0.3%	0 -
100	1 0.1%	0 -	0 0.1%	1 0.2%	1 0.1%	0 0	1 0.1%	0 -	0 0.3%	0 0.3%	0 0.3%	0 0.8%
I Don't Know	327 24.6%	120 23.7%	67 15.8%	140 35.4% AB	188 27.5%	139 21.6%	260 32.0% G	61 16.2%	6 4.6%	11 17.4%	41 26.4% IK	11 20.0%
Summary												
Mean (Incl. 0)	13.4	13.5	13.3	13.4	12.4	14.4	13.4	13.3	13.5	15.5 J	12.7	14.2
Std. Dev.	14.3	16.3	13.2	12.6	13.7	14.9	13.7	15.6	13.6	14.4	14.0	14.1
Std. Err.	0.4	1.0	0.7	0.6	0.6	0.7	0.6	0.9	1.0	0.9	0.9	1.0
Mean (Excl. 0)	17.5	20.1 C	16.6	15.4	16.0	18.9	18.3	16.9	15.8	18.3	16.6	17.9
Std. Dev.	14.0	16.2	12.7	12.4	13.6	14.4	13.0	15.8	13.4	13.9	13.9	13.6
Std. Err.	0.5	1.2	0.7	0.7	0.7	0.7	0.7	1.0	1.1	0.9	1.0	1.1
Median	9.6	9.5	9.6	9.6	9.5	9.3	9.6	9.4	9.6	9.8	9.0	9.9

Q23.3. [To promote employee productivity ...] Below is a list of potential reasons a company would offer its employees medical benefits. Please allocate 100 points based on how important these reasons are to your company. If a reason is very important, give it more points. If a reason is not that important for your company, give it fewer points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0	247 18.6%	149 29.3%	70 16.3%	28 7.2%	128 18.7%	119 18.4%	154 18.9%	71 18.7%	23 16.3%	7 10.9%	25 16.4%	7 12.0%
1 to 25	649 48.9%	211 41.5%	252 59.3%	186 47.0%	312 45.6%	337 52.3%	322 39.6%	225 59.5%	102 74.0%	38 61.4%	74 48.3%	32 57.6%
26 to 50	90 6.8%	25 4.9%	28 6.7%	37 9.3%	46 6.7%	44 6.8%	63 7.8%	20 5.3%	7 4.8%	5 8.7%	10 6.7%	5 8.4%
51 to 75	11 0.8%	2 0.4%	5 1.2%	4 0.9%	9 1.3%	2 0.3%	10 1.2%	1 0.3%	0 -	0 0.3%	3 1.8%	1 1.2%
76 to 99	0 0	0 0	0 0.1%	0 -	0 0	0 0	0 0	0 -	0 0.1%	0 0.3%	0 -	0 -
100	4 0.3%	1 0.1%	3 0.6%	1 0.2%	1 0.1%	3 0.5%	4 0.4%	0 0.1%	0 0.1%	1 0.9%	0 0.3%	0 0.8%
I Don't Know	327 24.6%	120 23.7%	67 15.8%	140 35.4%	188 27.5%	139 21.6%	260 32.0%	61 16.2%	6 4.6%	11 17.4%	41 26.4%	11 20.0%
Summary												
Mean (Incl. 0)	13.0	10.2	13.8 A	16.0 A	12.2	13.7	14.2	11.3	11.9	15.4	14.2	15.4
Std. Dev.	14.0	12.6	14.2	15.0	13.8	14.2	16.0	10.6	11.7	15.1	15.8	15.7
Std. Err.	0.4	0.8	0.7	0.8	0.6	0.6	0.7	0.6	0.9	0.9	1.0	1.1
Mean (Excl. 0)	17.2	16.5	17.1	18.0	16.5	17.9	19.6 G	14.5	14.4	17.8	18.3	18.2
Std. Dev.	13.7	12.4	13.9	14.7	13.7	13.7	15.7	9.9	11.4	14.8	15.7	15.5
Std. Err.	0.5	0.9	0.8	0.8	0.7	0.7	0.8	0.6	0.9	1.0	1.1	1.2
Median	9.5	4.8	9.1	9.7	9.4	9.4	9.3	7.9	9.5	9.7	8.3	9.8

Q23. 4. [To take care of our employees, without any specifically defined business benefit] Below is a list of potential reasons a company would offer its employees medical benefits. Please allocate 100 points based on how important these reasons are to your company. If a reason is very important, give it more points. If a reason is not that important for your company, give it fewer points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0	199 14.9%	88 17.2%	67 15.8%	44 11.1%	86 12.6%	112 17.4%	124 15.2%	51 13.6%	23 16.9%	11 18.4%	21 13.4%	9 15.6%
1 to 25	597 45.0%	182 35.8%	229 53.7%	187 47.2%	315 46.0%	283 43.8%	317 39.1%	198 52.3%	82 59.6%	33 53.3%	72 47.1%	31 54.4%
26 to 50	150 11.3%	81 15.9%	50 11.7%	19 4.9%	66 9.7%	83 12.9%	92 11.4%	37 9.8%	20 14.7%	5 8.7%	14 8.8%	4 8.0%
51 to 75	19 1.4%	9 1.8%	6 1.4%	4 1.0%	4 0.6%	15 2.4%	9 1.1%	10 2.6%	0 -	1 1.2%	2 1.2%	1 1.6%
76 to 99	13 1.0%	7 1.4%	6 1.3%	0 0	12 1.8%	1 0.2%	3 0.3%	5 1.4%	5 3.8%	0 -	1 0.6%	0 -
100	24 1.8%	21 4.1%	1 0.3%	2 0.5%	12 1.8%	12 1.8%	8 1.0%	15 4.1%	1 0.5%	1 0.9%	4 2.4%	0 0.4%
I Don't Know	327 24.6%	120 23.7%	67 15.8%	140 35.4%	188 27.5%	139 21.6%	260 32.0%	61 16.2%	6 4.6%	11 17.4%	41 26.4%	11 20.0%
Summary												
Mean (Incl. 0)	18.6	23.5 BC	17.3	13.1	18.2	19.0	17.6	20.9	17.2	13.9	17.3 I	15.0
Std. Dev.	21.4	26.6	17.5	15.0	21.4	21.4	19.4	25.3	18.9	16.8	21.7	15.6
Std. Err.	0.7	1.6	0.9	0.8	0.9	0.9	0.8	1.4	1.5	1.0	1.4	1.1
Mean (Excl. 0)	23.2	30.3 BC	21.3 C	15.8	22.0	24.4	22.7	24.9	20.9	17.9	21.2	18.7
Std. Dev.	21.5	26.5	17.1	15.2	21.7	21.4	19.2	25.7	19.0	17.1	22.2	15.3
Std. Err.	0.8	1.9	1.0	0.9	1.1	1.1	1.0	1.6	1.6	1.2	1.6	1.2
Median	9.8	13.3	9.8	9.4	9.8	9.9	9.8	9.8	9.8	9.5	8.2	9.7

Q23_5. [Because it's a tax-advantaged way to provide compensation to our employees] Below is a list of potential reasons a company would offer its employees medical benefits. Please allocate 100 points based on how important these reasons are to your company. If a reason is very important, give it more points. If a reason is not that important for your company, give it fewer points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0	344 25.9%	166 32.6%	109 25.5%	69 17.5%	140 20.5%	203 31.5%	220 27.1%	85 22.4%	39 28.4%	15 24.6%	35 22.5%	14 25.2%
1 to 25	624 46.9%	197 38.8%	246 57.7%	181 45.8%	326 47.7%	298 46.2%	317 39.0%	223 58.9%	84 60.9%	35 55.8%	72 46.8%	29 52.4%
26 to 50	22 1.6%	14 2.8%	3 0.7%	4 1.1%	19 2.8%	3 0.4%	15 1.8%	4 1.0%	3 2.4%	1 1.6%	4 2.7%	1 2.0%
51 to 75	6 0.4%	5 1.0%	0 0	0 0.1%	5 0.8%	0 0.1%	0 0	0 0.1%	5 3.8%	0 0.3%	0 -	0 0.4%
76 to 99	1 0.1%	0 0.1%	0 -	0 0.1%	0 0.1%	0 0	0 -	1 0.2%	0 -	0 -	0 0.3%	0 -
100	6 0.5%	5 1.0%	1 0.2%	0 0	5 0.7%	1 0.2%	1 0.1%	5 1.3%	0 0	0 0.3%	2 1.2%	0 -
I Don't Know	327 24.6%	120 23.7%	67 15.8%	140 35.4%	188 27.5%	139 21.6%	260 32.0%	61 16.2%	6 4.6%	11 17.4%	41 26.4%	11 20.0%
Summary												
Mean (Incl. 0)	8.6	8.7	8.5	8.6	9.8 E	7.4	7.5	10.1	9.6	8.5	10.4	8.4
Std. Dev.	11.7	15.2	9.2	8.4	13.6	9.4	9.6	14.1	13.2	10.5	15.5	9.2
Std. Err.	0.4	0.9	0.5	0.4	0.6	0.4	0.4	0.8	1.0	0.6	1.0	0.7
Mean (Excl. 0)	13.1	15.1	12.2	11.8	13.7	12.4	12.5	13.8	13.7	12.1	15.0 I	12.3
Std. Dev.	12.3	17.5	8.8	7.6	14.3	9.4	9.5	14.9	13.9	10.7	16.6	8.7
Std. Err.	0.5	1.4	0.5	0.5	0.8	0.5	0.5	1.0	1.2	0.8	1.3	0.7
Median	4.9	4.2	6.3	9.2	9.1	4.5	4.4	9.2	9.2	9.1	9.1	9.0

Q23.6. [Because if we do not offer insurance, some employees may not be able to afford health insurance] Below is a list of potential reasons a company would offer its employees medical benefits. Please allocate 100 points based on how important these reasons are to your company. If a reason is very important, give it more points. If a reason is not that important for your company, give it fewer points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0	364 27.4%	159 31.3%	129 30.3%	76 19.3%	170 24.8%	194 30.1%	216 26.6%	109 28.8%	39 28.4%	15 24.3%	32 21.0%	12 22.0%
1 to 25	584 43.9%	195 38.3%	215 50.5%	174 44.0%	302 44.2%	282 43.7%	297 36.5%	198 52.3%	90 64.8%	33 53.3%	71 46.5%	31 54.4%
26 to 50	41 3.1%	23 4.5%	13 3.0%	5 1.2%	19 2.7%	22 3.4%	28 3.4%	10 2.6%	3 2.0%	3 4.4%	8 5.2%	2 2.8%
51 to 75	6 0.5%	6 1.3%	0 0	0 -	0 0	6 1.0%	6 0.8%	0 -	0 -	0 -	0 -	0 -
76 to 99	1 0	0 -	1 0.2%	0 -	0 -	1 0.1%	1 0.1%	0 -	0 -	0 0.3%	0 0.3%	0 -
100	6 0.4%	5 0.9%	1 0.2%	0 0.1%	5 0.8%	1 0.1%	5 0.7%	0 0.1%	0 0.2%	0 0.3%	1 0.6%	0 0.8%
I Don't Know	327 24.6%	120 23.7%	67 15.8%	140 35.4% AB	188 27.5%	139 21.6%	260 32.0% G	61 16.2%	6 4.6%	11 17.4%	41 26.4% IK	11 20.0%
Summary												
Mean (Incl. 0)	9.5	10.8	8.7	8.7	9.4	9.6	10.4	7.9	9.4	10.1	10.8	10.5
Std. Dev.	13.2	17.0	11.0	8.3	13.5	12.9	15.5	9.4	9.8	12.2	14.1	13.6
Std. Err.	0.4	1.1	0.6	0.4	0.6	0.6	0.7	0.5	0.8	0.7	0.9	1.0
Mean (Excl. 0)	14.9	18.2	13.5	12.4	14.3	15.5	17.1	12.1	13.3	14.3	15.1	14.4
Std. Dev.	13.9	18.9	11.0	7.3	14.4	13.3	16.7	9.2	9.1	12.3	14.6	14.1
Std. Err.	0.5	1.4	0.7	0.5	0.8	0.7	0.9	0.6	0.8	0.9	1.1	1.2
Median	5.2	4.5	9.1	9.1	9.0	4.8	4.9	4.7	9.4	7.7	6.8	9.2

Q23.7. [Because if we do not offer insurance some employees may be denied health insurance coverage ...] Below is a list of potential reasons a company would offer its employees medical benefits. Please allocate 100 points based on how important these reasons are to your company. If a reason is very important, give it more points. If a reason is not that important for your company, give it fewer points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0	449 33.8%	202 39.9%	164 38.5%	82 20.8%	191 28.0%	258 39.9%	269 33.1%	132 34.9%	48 34.8%	19 29.9%	46 29.8%	17 29.6%
1 to 25	526 39.6%	175 34.5%	179 42.1%	172 43.4%	286 41.9%	240 37.2%	265 32.6%	178 47.0%	84 60.7%	32 51.1%	64 41.9%	27 48.0%
26 to 50	21 1.6%	7 1.4%	13 3.0%	1 0.3%	16 2.3%	6 0.9%	14 1.8%	7 1.9%	0 -	1 1.6%	3 1.8%	1 2.0%
51 to 75	2 0.2%	0 -	2 0.6%	0 -	0 -	2 0.4%	2 0.3%	0 -	0 -	0 -	0 -	0 -
76 to 99	0 0	0 -	0 -	0 0.1%	0 0	0 -	0 0	0 -	0 -	0 -	0 -	0 0.4%
100	2 0.2%	2 0.5%	0 -	0 -	2 0.4%	0 -	2 0.3%	0 -	0 -	0 -	0 -	0 -
I Don't Know	327 24.6%	120 23.7%	67 15.8%	140 35.4% AB	188 27.5%	139 21.6%	260 32.0% G	61 16.2%	6 4.6%	11 17.4%	41 26.4% IK	11 20.0%
Summary												
Mean (Incl. 0)	6.8	6.1	7.3	7.2	7.8 E	5.8	6.8	6.7	6.6	7.0	6.4	7.1
Std. Dev.	9.9	11.4	9.8	7.0	11.0	8.6	11.3	8.3	6.3	7.6	8.0	9.8
Std. Err.	0.3	0.7	0.5	0.4	0.5	0.4	0.5	0.5	0.5	0.5	0.5	0.7
Mean (Excl. 0)	12.3	12.7	13.4	10.6	12.7	11.7	13.3	11.6	10.4	11.0	10.8	11.3
Std. Dev.	10.5	13.8	9.8	6.0	11.6	8.9	12.8	7.8	4.8	6.9	7.7	10.3
Std. Err.	0.4	1.2	0.7	0.4	0.6	0.5	0.8	0.6	0.4	0.5	0.6	0.9
Median	4.2	0	4.3	9.0	4.6	0	3.6	4.4	4.6	4.5	4.3	4.5

Q23.8. [To meet collective bargaining obligations] Below is a list of potential reasons a company would offer its employees medical benefits. Please allocate 100 points based on how important these reasons are to your company. If a reason is very important, give it more points. If a reason is not that important for your company, give it fewer points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0	547 41.2%	240 47.3%	203 47.7%	103 26.2%	224 32.8%	323 50.1%	320 39.3%	170 44.9%	58 41.7%	25 39.9%	60 38.9%	26 46.4%
1 to 25	398 29.9%	131 25.9%	133 31.3%	133 33.6%	245 35.9%	152 23.6%	190 23.3%	136 36.1%	71 51.7%	24 38.6%	47 30.4%	18 32.4%
26 to 50	26 2.0%	8 1.5%	9 2.1%	10 2.5%	5 0.7%	22 3.4%	23 2.9%	3 0.7%	0 0.2%	2 3.1%	3 2.1%	0 0.8%
51 to 75	9 0.7%	0 -	3 0.6%	6 1.5%	8 1.2%	1 0.1%	6 0.7%	3 0.9%	0 -	0 0.3%	0 0.3%	0 -
76 to 99	1 0.1%	0 -	0 -	1 0.3%	0 0	1 0.2%	1 0.1%	1 0.1%	0 -	0 -	1 0.6%	0 0.4%
100	20 1.5%	8 1.6%	10 2.4%	2 0.5%	13 1.9%	7 1.1%	14 1.7%	4 1.1%	2 1.8%	0 0.6%	2 1.2%	0 -
I Don't Know	327 24.6%	120 23.7%	67 15.8%	140 35.4% AB	188 27.5%	139 21.6%	260 32.0% G	61 16.2%	6 4.6%	11 17.4%	41 26.4% IK	11 20.0%
Summary												
Mean (Incl. 0)	7.4	5.7	8.5	8.5	8.3	6.5	8.4	6.1	6.6	7.3 K	7.5 K	4.4
Std. Dev.	16.7	15.6	18.7	15.1	17.8	15.5	18.6	14.1	13.9	13.1	16.7	8.8
Std. Err.	0.5	1.0	1.0	0.8	0.8	0.7	0.8	0.8	1.1	0.8	1.1	0.6
Mean (Excl. 0)	16.4	15.0	19.6	14.4	15.2	18.1	19.8	13.2	11.8	14.2 K	15.9 K	10.5
Std. Dev.	21.7	22.4	24.4	17.3	21.8	21.4	24.3	18.3	16.8	15.4	21.5	11.0
Std. Err.	1.0	2.3	1.9	1.1	1.3	1.5	1.6	1.4	1.7	1.3	2.0	1.2
Median	0	0	0	4.4	3.1	0	0	0	2.5	3.5	0	0

Q23_9. [To promote our public image/relations] Below is a list of potential reasons a company would offer its employees medical benefits. Please allocate 100 points based on how important these reasons are to your company. If a reason is very important, give it more points. If a reason is not that important for your company, give it fewer points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
0	485 36.5%	208 40.9%	196 46.0%	81 20.6%	221 32.3%	264 40.9%	270 33.2%	168 44.5%	47 34.2%	22 35.2%	53 34.7%	20 36.4%
1 to 25	492 37.0%	170 33.6%	158 37.0%	164 41.5%	267 39.1%	225 34.8%	268 33.0%	140 37.0%	84 60.9%	29 45.8%	56 36.2%	24 42.0%
26 to 50	16 1.2%	3 0.5%	4 1.0%	9 2.2%	7 1.0%	8 1.3%	8 1.0%	7 1.9%	0 0.3%	1 1.2%	3 2.1%	1 1.2%
51 to 75	7 0.5%	7 1.3%	0 -	0 0.1%	0 -	7 1.1%	7 0.8%	0 0.1%	0 -	0 -	0 -	0 -
100	2 0.2%	0 -	1 0.2%	1 0.3%	1 0.1%	2 0.2%	1 0.1%	1 0.4%	0 -	0 0.3%	1 0.6%	0 0.4%
I Don't Know	327 24.6%	120 23.7%	67 15.8%	140 35.4% AB	188 27.5%	139 21.6%	260 32.0% G	61 16.2%	6 4.6%	11 17.4%	41 26.4% IK	11 20.0%
Summary												
Mean (Incl. 0)	6.4	6.2	5.3	8.2 B	6.8	5.9	6.5	5.9	7.1	6.3	6.7	6.2
Std. Dev.	10.1	10.4	8.8	10.9	8.9	11.0	10.4	10.6	7.1	9.3	11.8	9.9
Std. Err.	0.3	0.6	0.5	0.6	0.4	0.5	0.4	0.6	0.5	0.6	0.8	0.7
Mean (Excl. 0)	12.4	13.3	11.7	12.1	12.3	12.4	12.7	12.6	11.1	11.0	12.6	11.3
Std. Dev.	11.0	11.7	9.9	11.3	8.7	13.2	11.4	12.4	5.8	10.0	13.7	11.0
Std. Err.	0.5	1.1	0.7	0.7	0.5	0.8	0.7	1.0	0.6	0.8	1.2	1.1
Median	1.0	0	0	8.0	4.2	0	1.9	0	5.0	4.3	1.7	3.0

Q25. Benefits decision making and sourcing When you make decisions changing your employee benefits offering, which of the following best describes how you think about the impact of your decision on employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
I weigh the impact equally across all employees regardless of wage, role, or family status	541	232	175	134	263	277	375	135	31	22	61	23
	40.7%	45.6%	41.1%	33.8%	38.5%	43.0%	46.1%	35.7%	22.2%	34.9%	39.5%	41.6%
I am most concerned about the impact on employees with dependents and families	323	99	108	116	191	132	168	111	44	21	35	14
	24.3%	19.5%	25.3%	29.4%	28.0%	20.4%	20.7%	29.2%	32.1%	33.6%	22.8%	25.2%
I am most concerned with the impact on our lower-wage employees	256	100	99	57	147	109	138	75	43	13	32	9
	19.3%	19.8%	23.3%	14.3%	21.6%	16.9%	17.0%	19.7%	31.2%	21.5%	21.0%	15.2%
I am most concerned with the impact on the average/median wage employee	136	26	35	75	48	88	89	38	9	4	20	7
	10.2%	5.1%	8.3%	18.9%	7.1%	13.6%	11.0%	9.9%	6.8%	6.2%	13.1%	13.2%
I am most concerned with the impact on a specific group of employees that is crucial to my business's success...	73	51	9	14	33	40	42	20	11	2	6	3
	5.5%	10.0%	2.0%	3.5%	4.8%	6.2%	5.2%	5.4%	7.8%	3.7%	3.6%	4.8%

Q26. Considering medical benefits only, when you purchase benefits or choose a benefits carrier, how important ... is total cost versus other features ...

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	2 0.2%	0 -	0 0.1%	1 0.4%	0 0.1%	1 0.3%	1 0.1%	0 0.1%	0 0.3%	0 -	2 1.6%	0 -
1 to 25	13 1.2%	1 0.3%	3 0.8%	9 2.5%	5 0.9%	8 1.4%	7 1.1%	3 0.8%	3 2.4%	3 4.4%	3 2.8%	2 3.6%
26 to 50	226 20.5%	89 24.1%	73 19.1%	64 18.2%	107 18.6%	119 22.5%	93 14.7%	104 30.8%	29 21.5%	12 20.9%	21 17.5%	10 19.3%
51 to 75	203 18.4%	63 17.1%	84 22.1%	55 15.7%	106 18.3%	97 18.4%	93 14.7%	75 22.0%	36 26.2%	13 22.6%	27 23.0%	11 21.5%
76 to 99	246 22.2%	91 24.6%	107 28.0%	48 13.7%	147 25.4%	99 18.8%	126 20.1%	73 21.6%	46 34.0%	13 23.0%	19 16.3%	9 18.4%
100	104 9.4%	58 15.6%	27 7.1%	19 5.3%	60 10.5%	43 8.2%	60 9.6%	25 7.5%	18 13.3%	5 8.4%	10 8.3%	4 7.6%
I Don't Know	312 28.2%	68 18.3%	87 22.9%	157 44.3%	151 26.2%	161 30.4%	250 39.7%	58 17.2%	3 2.3%	12 20.6%	36 30.6%	15 29.6%
Summary												
Mean (Incl. 0)	70.0	72.5 C	71.1 C	64.5	71.4	68.4	72.5 G	66.3	70.7	66.9	67.1	67.4
Std. Dev.	20.8	21.8	17.8	22.5	20.2	21.5	21.4	19.5	21.0	23.3	23.1	21.3
Std. Err.	0.7	1.6	1.0	1.3	1.0	1.1	1.1	1.2	1.6	1.5	1.7	1.7
Mean (Excl. 0)	70.2	72.5 C	71.3 C	65.0	71.4	68.7	72.7 G	66.4	71.0	66.9	68.7	67.4
Std. Dev.	20.6	21.8	17.6	21.9	20.0	21.1	21.1	19.3	20.6	23.3	20.9	21.3
Std. Err.	0.7	1.6	1.0	1.3	1.0	1.0	1.1	1.2	1.6	1.5	1.6	1.7
Median	73.9	74.5	74.4	66.4	74.7	73.2	74.6	60.4	74.7	68.9	69.5	69.5

Q27a. Biggest concern Considering just your costs for your self-insured/ ASO... medical benefits, of the following areas, which is your biggest concern?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All ASO OR A Mix Of Fully Insured And ASO Weighted	315	54	115	146	156	159	143	117	55	93	77	56
	326*	96**	109*	121**	145**	181*	156*	114**	56**	18*	36*	13*
Administrative fee which is paid monthly on a per contract basis for administration of the plan, as well as transparency into these costs	22	12	5	5	10	11	9	9	4	2	3	1
	6.6%	12.2%	4.4%	4.2%	7.1%	6.2%	5.5%	8.2%	6.5%	11.8%	9.1%	10.7%
Expected medical cost, including discount for medical services within the network, discounts outside of the network, guarantees on the level of discount provided, utilization management / pre-authorization programs, network management tools ... that manage use	98	22	38	37	43	55	67	20	11	4	11	4
	30.0%	23.2%	35.0%	30.8%	29.3%	30.5%	42.7%	17.4%	20.2%	24.7%	31.2%	33.9%
Stop loss price and product, including the level of stop loss coverage ... and premium	25	7	15	3	13	12	9	14	2	2	2	1
	7.7%	7.8%	14.0%	2.1%	8.8%	6.9%	6.0%	12.1%	3.5%	10.8%	5.2%	10.7%
Cost of doing business to employer including basic cost of doing business ... and switching costs ...	60	31	10	19	20	40	29	25	6	3	9	2
	18.4%	32.3%	9.1%	15.7%	13.7%	22.2%	18.7%	22.1%	10.0%	18.3%	26.0%	16.1%
Cost trend, both of medical and administrative costs	101	18	35	48	53	48	36	32	33	5	8	3
	30.9%	18.6%	32.2%	39.5%	36.4%	26.5%	22.9%	28.2%	58.8%	28.0%	23.4%	23.2%
Consultant fees or agent/broker commissions	21	6	6	9	7	14	7	14	1	1	2	1
	6.4%	5.9%	5.4%	7.6%	4.6%	7.7%	4.2%	11.9%	1.1%	6.5%	5.2%	5.4%

Q27b. Second biggest concern Considering just your costs for your self-insured/ ASO... medical benefits, of the following areas, which is your second biggest concern?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All ASO OR A Mix Of Fully Insured And ASO Weighted	315	54	115	146	156	159	143	117	55	93	77	56
	326*	96**	109*	121**	145**	181*	156*	114**	56**	18*	36*	13*
Administrative fee which is paid monthly on a per contract basis for administration of the plan, as well as transparency into these costs	67	7	25	34	33	34	37	6	23	3	5	1
	20.4%	7.4%	23.0%	28.4%	22.6%	18.6%	23.8%	5.3%	41.9%	15.1%	13.0%	7.1%
Expected medical cost, including discount for medical services within the network, discounts outside of the network, guarantees on the level of discount provided, utilization management / pre-authorization programs, network management tools ... that manage use	65	30	21	14	31	35	22	35	8	4	10	3
	20.0%	30.9%	19.6%	11.9%	21.2%	19.1%	14.2%	30.7%	14.5%	20.4%	27.3%	25.0%
Stop loss price and product, including the level of stop loss coverage ... and premium	46	17	11	18	11	36	25	17	4	4	7	2
	14.2%	17.9%	10.3%	14.8%	7.3%	19.8%	16.2%	14.9%	7.0%	20.4%	18.2%	17.9%
Cost of doing business to employer including basic cost of doing business ... and switching costs ...	74	16	40	18	42	32	34	23	16	3	5	3
	22.6%	16.9%	36.4%	14.8%	28.6%	17.8%	22.0%	20.2%	29.1%	18.3%	14.3%	21.4%
Cost trend, both of medical and administrative costs	49	10	9	29	18	31	20	26	4	3	4	2
	15.0%	10.7%	8.5%	24.3%	12.7%	16.9%	12.7%	22.5%	6.2%	15.1%	11.7%	16.1%
Consultant fees or agent/broker commissions	25	16	2	7	11	14	17	7	1	2	6	2
	7.8%	16.3%	2.3%	5.9%	7.6%	7.9%	11.1%	6.4%	1.2%	10.8%	15.6%	12.5%

Q27a/b. Biggest/ Second biggest concern Considering just your costs for your self-insured/ ASO... medical benefits, of the following areas, which is your biggest/ second biggest concern?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All ASO OR A Mix Of Fully Insured And ASO Weighted	315	54	115	146	156	159	143	117	55	93	77	56
	326*	96**	109*	121**	145**	181*	156*	114**	56**	18*	36*	13*
Administrative fee which is paid monthly on a per contract basis for administration of the plan, as well as transparency into these costs	88	19	30	40	43	45	46	15	27	5	8	2
	27.0%	19.6%	27.4%	32.6%	29.8%	24.8%	29.2%	13.5%	48.3%	26.9%	22.1%	17.9%
Expected medical cost, including discount for medical services within the network, discounts outside of the network, guarantees on the level of discount provided, utilization management / pre-authorization programs, network management tools ... that manage use	163	52	59	52	73	90	89	55	19	8	21	7
	50.0%	54.1%	54.6%	42.7%	50.5%	49.6%	56.8%	48.2%	34.7%	45.2%	58.4%	58.9%
Stop loss price and product, including the level of stop loss coverage ... and premium	72	25	26	20	23	48	35	31	6	6	8	4
	21.9%	25.7%	24.3%	16.9%	16.1%	26.6%	22.3%	27.0%	10.5%	31.2%	23.4%	28.6%
Cost of doing business to employer including basic cost of doing business ... and switching costs ...	134	47	49	37	61	72	64	48	22	7	14	5
	41.0%	49.2%	45.4%	30.6%	42.3%	40.0%	40.7%	42.3%	39.1%	36.6%	40.3%	37.5%
Cost trend, both of medical and administrative costs	150	28	44	78	71	79	56	58	36	8	13	5
	45.9%	29.3%	40.7%	63.8%	49.1%	43.4%	35.6%	50.7%	65.0%	43.0%	35.1%	39.3%
Consultant fees or agent/broker commissions	46	21	8	16	18	28	24	21	1	3	7	2
	14.1%	22.2%	7.7%	13.5%	12.2%	15.6%	15.3%	18.3%	2.4%	17.2%	20.8%	17.9%

Q28. 1. [Ancillary products and integration with other programs] Now, let's consider the features of your medical benefits outside of costs. Please indicate the importance of the following non-cost factors by allocating 100 points across the following potential reasons for choosing a specific benefits provider/ plan. If a factor is extremely important to you and can really affect which provider you go with, give that factor more points. If a factor is not that important or has little impact on which provider you go with, give that factor very few points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	141 12.7%	59 16.0%	45 11.8%	37 10.4%	66 11.4%	75 14.1%	100 15.9% G	24 7.2%	16 11.6%	7 11.8%	19 15.9%	7 13.9%
1 to 25	751 68.0%	220 59.3%	274 71.9% A	258 72.8% A	389 67.4%	362 68.6%	373 59.2%	271 80.0% F	106 78.5%	42 73.6%	85 71.8%	34 68.2%
26 to 50	116 10.5%	56 15.2% C	43 11.4% C	16 4.5%	53 9.2%	63 11.9%	67 10.6%	37 10.8%	12 8.9%	5 8.8%	11 9.1%	7 13.5% I
51 to 75	30 2.7%	16 4.3% C	12 3.2%	1 0.4%	16 2.7%	14 2.6%	28 4.4% G	1 0.3%	1 0.7%	1 1.7%	2 2.0%	0 0.4%
76 to 99	3 0.3%	3 0.7%	1 0.2%	0 0.1%	3 0.5%	1 0.1%	3 0.5%	0 0.1%	0 -	1 1.7% JK	0 -	0 -
100	64 5.8%	16 4.4%	6 1.6%	42 11.8% AB	51 8.8% E	14 2.6%	59 9.3% G	6 1.6%	0 0.3%	1 2.4%	1 1.2%	2 4.0% J
Summary												
Mean (Incl. 0)	21.4	22.1	18.3	23.9	24.1 E	18.4	25.2 G	16.5	15.7	18.9 J	15.8	19.5 J
Std. Dev.	24.2	23.8	18.1	29.5	27.6	19.5	29.0	15.1	12.3	19.5	16.0	21.1
Std. Err.	0.7	1.5	0.9	1.4	1.1	0.8	1.2	0.8	0.9	1.1	1.0	1.4
Mean (Excl. 0)	24.5	26.3 B	20.7	26.7	27.2 E	21.4	30.0 G	17.8	17.7	21.4 J	18.8	22.6 J
Std. Dev.	24.4	23.8	17.9	29.9	27.8	19.5	29.2	15.0	11.6	19.5	15.7	21.1
Std. Err.	0.8	1.7	0.9	1.5	1.3	0.9	1.3	0.8	0.9	1.2	1.1	1.5
Median	14.1	12.3	11.5	12.6	14.4	10.0	13.7	10.2	12.9	12.7	9.8	12.5

Q28.2. [Product flexibility and benefit customization] Now, let's consider the features of your medical benefits outside of costs. Please indicate the importance of the following non-cost factors by allocating 100 points across the following potential reasons for choosing a specific benefits provider/ plan. If a factor is extremely important to you and can really affect which provider you go with, give that factor more points. If a factor is not that important or has little impact on which provider you go with, give that factor very few points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	199 18.0%	76 20.5%	50 13.2%	73 20.5%	128 22.2%	71 13.4%	148 23.4%	33 9.8%	18 13.4%	8 13.9%	15 13.1%	10 19.7%
1 to 25	805 72.9%	262 70.9%	296 77.7%	247 69.9%	410 71.1%	395 74.9%	411 65.2%	283 83.6%	111 82.1%	44 75.7%	90 76.6%	37 73.1%
26 to 50	87 7.9%	28 7.5%	31 8.0%	29 8.1%	37 6.3%	50 9.6%	59 9.4%	22 6.5%	6 4.2%	5 8.4%	10 8.3%	3 5.8%
51 to 75	8 0.7%	2 0.7%	1 0.2%	5 1.3%	0 0.1%	7 1.4%	8 1.2%	0 -	0 -	0 0.3%	1 0.8%	0 0.4%
76 to 99	1 0.1%	0 0.1%	1 0.2%	0 0.1%	1 0.1%	0 0.1%	0 0.1%	0 0.1%	0 0.3%	1 1.0%	0 0.4%	0 0.4%
100	4 0.4%	1 0.4%	3 0.7%	0 0.1%	1 0.2%	4 0.7%	4 0.7%	0 0.1%	0 -	0 0.7%	1 0.8%	0 0.4%
Summary												
Mean (Incl. 0)	13.1	12.8	14.4	12.1	10.7	15.8	13.9	12.2	11.9	15.1	14.7	12.9
Std. Dev.	12.9	12.7	13.0	12.7	10.7	14.4	14.8	9.2	10.4	14.5	14.6	13.2
Std. Err.	0.4	0.8	0.6	0.6	0.4	0.6	0.6	0.5	0.8	0.8	0.9	0.9
Mean (Excl. 0)	16.0	16.2	16.6	15.3	13.8	18.2	18.2	13.5	13.7	17.5	16.9	16.1
Std. Dev.	12.5	12.2	12.6	12.5	10.3	13.9	14.5	8.7	10.0	14.2	14.4	12.9
Std. Err.	0.4	0.9	0.7	0.6	0.5	0.6	0.7	0.5	0.8	0.9	1.0	1.0
Median	9.6	9.6	9.8	9.5	9.3	9.9	9.3	9.6	9.6	9.7	9.7	9.7

Q28.3. [Provider network] Now, let's consider the features of your medical benefits outside of costs. Please indicate the importance of the following non-cost factors by allocating 100 points across the following potential reasons for choosing a specific benefits provider/ plan. If a factor is extremely important to you and can really affect which provider you go with, give that factor more points. If a factor is not that important or has little impact on which provider you go with, give that factor very few points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	161 14.6%	36 9.7%	49 12.8%	76 21.5%	111 19.3%	50 9.4%	121 19.3%	26 7.8%	13 9.6%	6 10.5%	13 11.1%	6 11.7%
1 to 25	761 68.9%	256 69.2%	261 68.6%	244 68.9%	391 67.7%	370 70.1%	398 63.2%	253 74.6%	110 80.9%	42 73.3%	85 72.2%	34 66.8%
26 to 50	144 13.0%	53 14.2%	64 16.8%	27 7.8%	61 10.6%	83 15.7%	81 12.8%	51 15.0%	12 9.0%	7 12.8%	12 9.9%	8 16.6%
51 to 75	14 1.3%	8 2.2%	5 1.2%	2 0.4%	5 0.8%	10 1.9%	10 1.6%	4 1.2%	0 0.2%	0 0.7%	3 2.8%	1 2.2%
76 to 99	3 0.3%	1 0.2%	1 0.2%	1 0.4%	0 0	3 0.5%	3 0.4%	1 0.2%	0 -	0 0.3%	2 2.0%	0 0.4%
100	22 2.0%	17 4.5%	2 0.4%	4 1.0%	9 1.6%	13 2.4%	17 2.7%	4 1.2%	0 0.3%	1 2.4%	2 2.0%	1 2.2%
Summary												
Mean (Incl. 0)	17.4	20.8 C	17.1	14.1	15.2	19.7 D	18.4	16.6	14.6	18.2	19.2	20.0
Std. Dev.	18.0	22.4	14.8	15.1	16.6	19.1	20.2	15.4	11.6	18.3	20.4	19.6
Std. Err.	0.5	1.4	0.7	0.7	0.7	0.8	0.8	0.8	0.9	1.1	1.3	1.3
Mean (Excl. 0)	20.3	23.1 C	19.6	17.9	18.8	21.8	22.8 G	18.0	16.2	20.3	21.6	22.7
Std. Dev.	17.8	22.4	14.2	14.9	16.5	18.9	20.1	15.2	11.1	18.2	20.5	19.4
Std. Err.	0.6	1.5	0.7	0.7	0.7	0.8	0.9	0.9	0.9	1.1	1.4	1.4
Median	10.0	10.0	10.4	9.9	9.8	12.1	10.1	9.9	10.8	9.9	10.0	12.7

Q28. 4. [Health management programs] Now, let's consider the features of your medical benefits outside of costs. Please indicate the importance of the following non-cost factors by allocating 100 points across the following potential reasons for choosing a specific benefits provider/ plan. If a factor is extremely important to you and can really affect which provider you go with, give that factor more points. If a factor is not that important or has little impact on which provider you go with, give that factor very few points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	274 24.8%	109 29.5%	75 19.8%	90 25.4%	136 23.7%	138 26.1%	216 34.3%	42 12.4%	16 12.0%	12 21.6%	23 19.4%	11 21.1%
1 to 25	771 69.8%	246 66.4%	294 77.2%	231 65.3%	412 71.4%	359 68.0%	386 61.3%	274 81.0%	110 81.3%	43 74.7%	89 75.4%	39 77.1%
26 to 50	45 4.1%	11 3.0%	6 1.5%	29 8.2%	16 2.8%	29 5.5%	22 3.4%	15 4.5%	9 6.4%	2 2.7%	4 3.2%	0 0.9%
51 to 75	4 0.4%	0 -	1 0.2%	3 0.9%	3 0.5%	1 0.2%	1 0.2%	3 0.8%	0 -	0 0.7%	1 0.8%	0 -
76 to 99	4 0.4%	4 1.1%	0 0.1%	0 -	4 0.7%	0 0	0 0	4 1.2%	0 -	0 0.3%	0 -	0 -
100	6 0.5%	0 0	5 1.3%	1 0.3%	5 0.9%	1 0.2%	5 0.8%	1 0.2%	0 0.3%	0 -	1 1.2%	0 0.9%
Summary												
Mean (Incl. 0)	10.5	8.7	11.4	11.3	11.1	9.8	8.8	12.6 F	12.6	9.9	11.7	10.1
Std. Dev.	12.3	11.0	13.2	12.6	14.1	10.0	12.0	12.7	11.8	10.2	13.9	11.5
Std. Err.	0.4	0.7	0.6	0.6	0.6	0.4	0.5	0.7	0.9	0.6	0.9	0.8
Mean (Excl. 0)	13.9	12.3	14.2	15.2	14.5	13.2	13.5	14.4	14.3	12.7	14.5	12.8
Std. Dev.	12.4	11.3	13.3	12.4	14.5	9.5	12.6	12.6	11.6	9.9	14.1	11.5
Std. Err.	0.4	0.9	0.7	0.6	0.7	0.5	0.6	0.7	0.9	0.6	1.0	0.9
Median	9.3	4.9	9.5	9.4	9.4	9.2	9.0	9.6	9.7	9.3	9.4	9.3

Q28.5. [Employer servicing] Now, let's consider the features of your medical benefits outside of costs. Please indicate the importance of the following non-cost factors by allocating 100 points across the following potential reasons for choosing a specific benefits provider/ plan. If a factor is extremely important to you and can really affect which provider you go with, give that factor more points. If a factor is not that important or has little impact on which provider you go with, give that factor very few points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	326 29.5%	147 39.8%	78 20.3%	101 28.5%	169 29.3%	157 29.7%	247 39.1%	56 16.4%	24 17.4%	12 21.3%	29 24.6%	14 27.8%
1 to 25	771 69.8%	222 60.0%	297 78.0%	251 71.1%	401 69.5%	370 70.0%	378 59.9%	282 83.1%	111 82.1%	44 77.0%	86 73.4%	35 70.4%
26 to 50	4 0.3%	1 0.2%	2 0.5%	1 0.3%	2 0.4%	1 0.3%	2 0.3%	2 0.5%	0 0.2%	1 1.4%	2 1.6%	1 1.8%
100	5 0.4%	0 -	4 1.2%	0 0.1%	4 0.8%	0 0	4 0.7%	0 -	0 0.3%	0 0.3%	0 0.4%	0 -
Summary												
Mean (Incl. 0)	7.8	6.6	8.9	7.8	7.9	7.6	6.8	8.9	9.1	9.1	8.5	7.7
Std. Dev.	8.8	6.8	11.3	7.1	10.2	6.9	10.1	5.7	8.0	8.9	9.0	7.4
Std. Err.	0.3	0.4	0.6	0.3	0.4	0.3	0.4	0.3	0.6	0.5	0.6	0.5
Mean (Excl. 0)	11.0	10.9	11.2	10.9	11.2	10.8	11.2	10.7	11.1	11.5	11.2	10.7
Std. Dev.	8.5	5.5	11.6	6.0	10.4	5.8	10.8	4.5	7.5	8.6	8.8	6.7
Std. Err.	0.3	0.4	0.6	0.3	0.5	0.3	0.5	0.3	0.6	0.6	0.6	0.5
Median	9.1	4.1	9.2	9.1	9.1	9.1	4.6	9.3	9.4	9.3	9.2	8.3

Q28.6. [Account management / sales consultant] Now, let's consider the features of your medical benefits outside of costs. Please indicate the importance of the following non-cost factors by allocating 100 points across the following potential reasons for choosing a specific benefits provider/ plan. If a factor is extremely important to you and can really affect which provider you go with, give that factor more points. If a factor is not that important or has little impact on which provider you go with, give that factor very few points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	333 30.1%	138 37.3%	89 23.4%	106 29.8%	183 31.7%	150 28.4%	249 39.5%	62 18.3%	22 16.2%	15 26.4%	35 29.4%	16 31.8%
1 to 25	755 68.3%	220 59.4%	291 76.4%	244 69.0%	378 65.6%	377 71.3%	378 60.0%	275 81.3%	101 74.8%	42 73.3%	81 68.7%	34 67.3%
26 to 50	9 0.8%	7 1.8%	1 0.3%	1 0.4%	8 1.3%	1 0.3%	1 0.2%	1 0.3%	7 5.2%	0 0.3%	2 2.0%	0 -
100	8 0.7%	5 1.5%	0 -	3 0.8%	8 1.4%	0 -	3 0.4%	0 0.1%	5 3.8%	0 -	0 -	0 0.9%
Summary												
Mean (Incl. 0)	7.4	7.6	7.0	7.6	8.2	6.6	5.9	7.8 F	13.4	7.3	7.2	7.0
Std. Dev.	10.1	13.1	5.4	10.3	12.7	5.9	8.6	5.7	18.9	5.9	7.4	10.5
Std. Err.	0.3	0.8	0.3	0.5	0.5	0.3	0.3	0.3	1.4	0.3	0.5	0.7
Mean (Excl. 0)	10.6	12.1	9.2	10.8	11.9 E	9.2	9.8	9.5	16.0	9.9	10.2	10.3
Std. Dev.	10.5	14.9	4.2	10.7	13.8	5.0	9.2	4.9	19.6	4.6	6.8	11.3
Std. Err.	0.4	1.2	0.2	0.6	0.7	0.3	0.5	0.3	1.6	0.3	0.5	0.9
Median	4.8	3.8	9.0	4.7	5.0	4.5	4.3	9.1	9.4	9.1	4.7	4.5

Q28.7. [Reporting] Now, let's consider the features of your medical benefits outside of costs. Please indicate the importance of the following non-cost factors by allocating 100 points across the following potential reasons for choosing a specific benefits provider/ plan. If a factor is extremely important to you and can really affect which provider you go with, give that factor more points. If a factor is not that important or has little impact on which provider you go with, give that factor very few points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	392 35.5%	169 45.8% BC	114 30.0%	108 30.7%	191 33.1%	201 38.1%	293 46.5% G	66 19.4%	34 24.7%	17 29.1%	37 31.3%	17 34.1%
1 to 25	710 64.3%	201 54.2%	265 69.7% A	244 69.1% A	385 66.7%	326 61.7%	336 53.4%	272 80.3% F	102 75.2%	40 69.6%	80 67.9%	33 65.0%
26 to 50	2 0.2%	0 -	1 0.4%	1 0.2%	1 0.1%	1 0.3%	1 0.1%	1 0.3%	0 0.1%	1 1.4%	1 0.8%	0 0.9%
Summary												
Mean (Incl. 0)	5.9	5.0	6.4 A	6.3	6.5 E	5.3	4.8	7.9 F	6.2	6.7 K	6.2	5.7
Std. Dev.	5.7	5.8	5.6	5.7	5.9	5.5	5.6	5.7	4.7	6.0	5.9	5.4
Std. Err.	0.2	0.4	0.3	0.3	0.2	0.2	0.2	0.3	0.4	0.3	0.4	0.4
Mean (Excl. 0)	9.1	9.3	9.1	9.0	9.7 E	8.5	8.9	9.8	8.2	9.4	9.0	8.6
Std. Dev.	4.6	4.7	4.4	4.8	4.6	4.5	4.8	4.6	3.6	5.0	5.1	4.4
Std. Err.	0.2	0.4	0.3	0.3	0.2	0.2	0.2	0.3	0.3	0.3	0.4	0.4
Median	4.6	2.0	4.8	4.4	4.8	4.4	4.0	9.2	4.8	4.9	4.7	4.5

Q28.8. [Employee servicing, including communication of benefits] Now, let's consider the features of your medical benefits outside of costs. Please indicate the importance of the following non-cost factors by allocating 100 points across the following potential reasons for choosing a specific benefits provider/ plan. If a factor is extremely important to you and can really affect which provider you go with, give that factor more points. If a factor is not that important or has little impact on which provider you go with, give that factor very few points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	289 26.2%	106 28.6%	86 22.6%	97 27.4%	146 25.3%	143 27.1%	206 32.6%	59 17.4%	24 18.0%	14 25.0%	29 24.6%	12 23.8%
1 to 25	776 70.3%	248 66.9%	280 73.6%	248 70.2%	414 71.9%	362 68.5%	397 63.0%	269 79.4%	110 80.9%	42 72.6%	86 73.4%	36 72.6%
26 to 50	28 2.5%	12 3.3%	11 2.9%	5 1.3%	13 2.2%	15 2.9%	16 2.6%	10 3.1%	1 0.9%	1 1.7%	1 0.8%	1 2.2%
51 to 75	1 0.1%	0 0.1%	0 -	1 0.2%	0 0	1 0.1%	1 0.1%	0 0.1%	0 -	0 0.3%	0 0.4%	0 0.4%
76 to 99	6 0.6%	4 1.1%	2 0.6%	0 -	2 0.4%	4 0.7%	6 1.0%	0 -	0 -	0 -	0 -	0 -
100	4 0.4%	0 0.1%	1 0.2%	3 0.9%	1 0.2%	3 0.6%	4 0.6%	0 0	0 0.2%	0 0.3%	1 0.8%	0 0.9%
Summary												
Mean (Incl. 0)	8.9	8.8	9.2	8.8	8.6	9.3	8.7	9.1	9.6	8.2	8.5	9.7
Std. Dev.	11.1	11.3	10.4	11.7	9.5	12.7	13.3	7.3	7.8	9.3	11.2	12.3
Std. Err.	0.3	0.7	0.5	0.5	0.4	0.5	0.5	0.4	0.6	0.5	0.7	0.8
Mean (Excl. 0)	12.1	12.3	11.9	12.1	11.5	12.8	12.9	11.0	11.7	11.0	11.3	12.7
Std. Dev.	11.4	11.7	10.5	12.1	9.4	13.3	14.4	6.5	7.1	9.2	11.7	12.6
Std. Err.	0.4	0.9	0.6	0.6	0.4	0.7	0.7	0.4	0.6	0.6	0.8	1.0
Median	9.0	5.0	9.2	9.0	9.1	4.9	4.7	9.2	8.9	8.2	4.9	9.1

Q28_9. [Breadth of complementary products & services] Now, let's consider the features of your medical benefits outside of costs. Please indicate the importance of the following non-cost factors by allocating 100 points across the following potential reasons for choosing a specific benefits provider/ plan. If a factor is extremely important to you and can really affect which provider you go with, give that factor more points. If a factor is not that important or has little impact on which provider you go with, give that factor very few points.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	402 36.4%	164 44.2%	128 33.6%	111 31.3%	209 36.3%	193 36.5%	268 42.6%	92 27.2%	42 30.8%	20 34.8%	36 30.6%	18 36.8%
1 to 25	667 60.4%	193 52.0%	243 63.8%	232 65.6%	348 60.3%	319 60.5%	336 53.4%	237 70.0%	94 69.0%	37 64.2%	77 65.1%	30 60.5%
26 to 50	24 2.2%	8 2.2%	8 2.2%	8 2.2%	12 2.1%	12 2.3%	17 2.6%	7 2.2%	0 0.2%	0 0.3%	4 3.2%	0 0.9%
51 to 75	0 0	0 -	0 0.1%	0 -	0 -	0 0.1%	0 0.1%	0 -	0 -	0 0.3%	0 -	0 0.4%
100	11 1.0%	6 1.6%	2 0.4%	3 0.9%	7 1.2%	3 0.6%	8 1.3%	2 0.7%	0 -	0 0.3%	1 1.2%	1 1.3%
Summary												
Mean (Incl. 0)	7.7	7.5	7.4	8.1	7.7	7.6	7.4	8.4	7.0	6.7	8.2	7.3
Std. Dev.	12.0	14.0	9.8	12.0	12.9	11.1	13.7	10.2	6.4	8.7	13.1	13.0
Std. Err.	0.4	0.9	0.5	0.6	0.5	0.5	0.6	0.5	0.5	0.5	0.8	0.9
Mean (Excl. 0)	12.0	13.5	11.1	11.8	12.2	11.9	13.0	11.5	10.1	10.3	11.9	11.6
Std. Dev.	13.2	16.5	10.1	12.9	14.3	11.9	16.0	10.4	5.3	9.0	14.3	14.8
Std. Err.	0.5	1.4	0.6	0.7	0.7	0.6	0.8	0.7	0.5	0.6	1.1	1.2
Median	4.6	4.1	4.8	5.0	4.6	4.6	3.4	9.0	8.1	4.4	4.7	4.2

Q29. On a scale of 0 to 10, how strong of an overall understanding of the health of its employees does your company have, where: - a 10 is we actively review and track employee utilization of medical benefits, and know the percentage of employees facing a number of specific conditions, - a 5 is we have a good idea of the major health concerns and trends of our employees but don't know specific numbers, - and a 0 is we do not engage in employee health other than by offering medical benefits ...

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
10 - Actively review and track employee utilization of medical benefits	112	35	45	33	96	16	50	34	29	3	11	4
	8.4%	6.9%	10.5%	8.3%	14.0%	2.5%	6.1%	8.9%	20.7%	5.3%	7.0%	7.6%
9	112	32	34	46	82	30	52	17	44	6	8	5
	8.4%	6.3%	8.0%	11.7%	12.0%	4.6%	6.4%	4.4%	31.6%	9.7%	5.5%	9.6%
8	205	66	66	72	102	103	102	74	28	16	25	11
	15.4%	13.1%	15.5%	18.3%	14.9%	16.0%	12.6%	19.7%	20.2%	26.2%	16.1%	18.8%
7	182	81	58	43	107	74	102	63	17	12	21	11
	13.7%	15.9%	13.7%	10.8%	15.7%	11.5%	12.5%	16.6%	12.3%	18.7%	13.4%	19.2%
6	143	54	41	48	62	80	99	35	8	7	20	7
	10.7%	10.5%	9.6%	12.2%	9.1%	12.5%	12.2%	9.4%	5.8%	10.9%	13.1%	12.0%
5 - good idea of the major health concerns	266	86	80	99	141	125	164	92	9	10	35	9
	20.0%	17.0%	18.8%	25.1%	20.6%	19.4%	20.2%	24.4%	6.7%	15.9%	22.8%	15.6%
4	61	20	27	14	21	40	45	15	1	3	7	2
	4.6%	4.0%	6.4%	3.5%	3.1%	6.2%	5.6%	4.1%	0.4%	4.7%	4.3%	3.6%
3	58	36	13	9	13	45	33	24	1	2	4	1
	4.4%	7.0%	3.0%	2.4%	1.9%	6.9%	4.1%	6.3%	0.5%	3.1%	2.4%	2.4%
2	38	8	16	14	13	24	26	11	0	1	7	2
	2.8%	1.5%	3.8%	3.4%	2.0%	3.8%	3.3%	2.9%	0.2%	2.2%	4.9%	3.2%
1	36	22	12	2	9	27	32	4	0	1	5	1
	2.7%	4.3%	2.8%	0.5%	1.3%	4.2%	3.9%	1.0%	0.3%	1.6%	3.0%	2.4%
0 - we do not engage in employee health other than by offering medical benefits	117	69	34	15	37	81	107	8	2	1	12	3
	8.8%	13.5%	7.9%	3.7%	5.4%	12.5%	13.1%	2.2%	1.4%	1.9%	7.6%	5.6%
Summary												
Top3Box (8-10)	429	133	145	152	280	149	204	125	100	26	44	20
	32.3%	26.2%	34.0%	38.3%	40.9%	23.1%	25.1%	33.1%	72.4%	41.1%	28.6%	36.0%
Low3Box (0-2)	191	98	62	30	59	132	165	23	3	4	24	6
	14.3%	19.3%	14.6%	7.7%	8.6%	20.4%	20.3%	6.1%	1.9%	5.6%	15.5%	11.2%

Q30_1. [Current Broker/agent] How much does your company rely on guidance/advice from each of the following in determining what benefits to offer employees?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Current Broker/agent												
Extensively	244 18.3%	104 20.4%	105 24.6%	35 8.9%	160 23.4%	84 12.9%	135 16.7%	65 17.3%	43 31.0%	15 24.0%	26 17.0%	12 22.0%
Some	549 41.3%	160 31.5%	200 47.0%	189 47.8%	267 39.0%	282 43.7%	311 38.3%	178 47.0%	60 43.7%	29 47.0%	59 38.3%	22 38.8%
A little	265 19.9%	82 16.2%	83 19.6%	99 25.1%	119 17.3%	146 22.7%	139 17.2%	98 25.9%	28 19.9%	13 20.2%	30 19.5%	12 20.8%
None	271 20.4%	162 32.0%	38 8.8%	71 18.1%	138 20.2%	133 20.7%	227 27.9%	37 9.8%	7 5.4%	5 8.7%	39 25.2%	10 18.4%
Summary												
Top2Box (Extensively/ Some)	793 59.6%	263 51.9%	305 71.6%	224 56.8%	427 62.4%	366 56.7%	446 54.9%	243 64.3%	103 74.7%	44 71.0%	85 55.3%	34 60.8%
Low2Box (A little/ None)	536 40.4%	244 48.1%	121 28.4%	171 43.2%	257 37.6%	280 43.3%	366 45.1%	135 35.7%	35 25.3%	18 29.0%	69 44.7%	22 39.2%

Q30_2. [Current benefits consultant] How much does your company rely on guidance/advice from each of the following in determining what benefits to offer employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Current benefits consultant												
Extensively	234 17.6%	67 13.3%	113 26.6%	53 13.5%	156 22.9%	78 12.0%	123 15.2%	68 18.0%	42 30.7%	17 27.1%	29 18.8%	12 21.2%
Some	582 43.8%	142 28.0%	186 43.7%	253 64.0%	284 41.6%	298 46.1%	306 37.7%	193 50.9%	83 59.8%	28 45.5%	63 40.7%	25 45.2%
A little	209 15.7%	88 17.4%	70 16.3%	51 12.9%	86 12.5%	123 19.1%	142 17.5%	60 15.9%	6 4.5%	10 16.5%	26 17.0%	9 16.0%
None	305 22.9%	210 41.3%	57 13.4%	38 9.6%	157 23.0%	147 22.8%	240 29.6%	57 15.1%	7 5.1%	7 10.9%	36 23.4%	10 17.6%
Summary												
Top2Box (Extensively/ Some)	816 61.4%	210 41.3%	299 70.3%	307 77.5%	440 64.4%	375 58.1%	430 52.9%	261 68.9%	125 90.4%	45 72.6%	92 59.6%	37 66.4%
Low2Box (A little/ None)	513 38.6%	298 58.7%	127 29.7%	89 22.5%	243 35.6%	270 41.9%	383 47.1%	117 31.1%	13 9.6%	17 27.4%	62 40.4%	19 33.6%

Q30_3. [Current Insurers/Carriers] How much does your company rely on guidance/advice from each of the following in determining what benefits to offer employees?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Current Insurers/Carriers												
Extensively	239 18.0%	63 12.3%	110 25.8%	67 16.8%	150 21.9%	90 13.9%	116 14.3%	64 16.8%	59 42.8%	16 26.2%	32 20.7%	12 22.0%
Some	651 49.0%	185 36.4%	231 54.2%	236 59.6%	302 44.2%	349 54.1%	360 44.2%	232 61.3%	60 43.3%	35 56.4%	71 46.5%	26 46.8%
A little	222 16.7%	120 23.6%	58 13.7%	44 11.1%	111 16.3%	111 17.2%	144 17.7%	62 16.3%	17 12.1%	7 11.8%	23 14.9%	10 17.6%
None	216 16.3%	140 27.6%	27 6.3%	49 12.4%	120 17.6%	96 14.8%	193 23.7%	21 5.6%	2 1.8%	4 5.6%	28 17.9%	8 13.6%
Summary												
Top2Box (Extensively/ Some)	890 67.0%	247 48.7%	341 80.0%	302 76.5%	452 66.1%	439 67.9%	476 58.6%	295 78.1%	119 86.1%	52 82.6%	103 67.2%	39 68.8%
Low2Box (A little/ None)	439 33.0%	260 51.3%	85 20.0%	93 23.5%	232 33.9%	207 32.1%	337 41.4%	83 21.9%	19 13.9%	11 17.4%	50 32.8%	18 31.2%

Q30_4. [Industry or other association ...] How much does your company rely on guidance/advice from each of the following in determining what benefits to offer employees?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Industry or other association ...												
Extensively	156 11.8%	47 9.3%	73 17.0% AC	37 9.3%	83 12.2%	73 11.3%	69 8.5%	43 11.4%	44 31.8%	14 21.8% JK	16 10.6%	9 15.2% J
Some	519 39.0%	131 25.9%	178 41.7% A	209 53.0% A	281 41.1%	238 36.8%	290 35.7%	176 46.5% F	53 38.3%	25 40.2%	57 36.8%	22 38.4%
A little	264 19.8%	84 16.6%	98 22.9%	82 20.7%	134 19.6%	130 20.1%	154 18.9%	85 22.6%	25 17.8%	15 24.6%	33 21.6%	14 24.8%
None	390 29.4%	245 48.2% BC	78 18.3%	67 17.0%	185 27.1%	205 31.8%	300 36.9% G	74 19.6%	17 12.1%	8 13.4%	48 31.0% IK	12 21.6% I
Summary												
Top2Box (Extensively/ Some)	675 50.8%	179 35.2%	250 58.7% A	246 62.2% A	364 53.3%	311 48.1%	359 44.2%	219 57.8% F	97 70.1%	39 62.0% JK	73 47.4%	30 53.6%
Low2Box (A little/ None)	654 49.2%	329 64.8% BC	176 41.3%	149 37.8%	319 46.7%	335 51.9%	453 55.8% G	159 42.2%	41 29.9%	24 38.0%	81 52.6% I	26 46.4% I

Q30_5. [Expertise within our company] How much does your company rely on guidance/advice from each of the following in determining what benefits to offer employees?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Expertise within our company												
Extensively	273 20.5%	100 19.8%	90 21.1%	82 20.8%	167 24.5%	106 16.3%	139 17.1%	72 18.9%	62 45.1%	18 29.6%	29 18.8%	19 33.6%
Some	590 44.4%	168 33.1%	217 51.0%	205 51.8%	294 43.0%	296 45.8%	334 41.1%	203 53.7%	53 38.1%	29 47.0%	69 45.0%	22 38.4%
A little	230 17.3%	93 18.4%	77 18.1%	60 15.2%	96 14.1%	134 20.8%	141 17.3%	83 21.8%	7 4.9%	11 18.1%	24 15.8%	8 14.8%
None	236 17.8%	146 28.8%	42 9.8%	48 12.2%	126 18.5%	110 17.0%	199 24.5%	21 5.5%	16 11.9%	3 5.3%	31 20.4%	7 13.2%
Summary												
Top2Box (Extensively/ Some)	863 64.9%	269 52.9%	307 72.1%	287 72.6%	461 67.5%	402 62.2%	473 58.2%	275 72.7%	115 83.2%	48 76.6%	98 63.8%	40 72.0%
Low2Box (A little/ None)	466 35.1%	239 47.1%	119 27.9%	108 27.4%	222 32.5%	244 37.8%	340 41.8%	103 27.3%	23 16.8%	15 23.4%	56 36.2%	16 28.0%

Q31_1. [Current Broker/agent] How effective do you feel this guidance/ advice is?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Current Broker/agent - Extensively OR Some Weighted	815	190	309	316	406	409	420	254	141	228	182	152
	793	263*	305*	224*	427*	366	446	243*	103**	44	85	34
Current Broker/agent												
Highly effective	155 19.6%	58 22.1%	69 22.5%	28 12.5%	108 25.3%	47 12.9%	72 16.1%	51 20.9%	33 31.5%	10 22.8%	16 19.2%	9 25.0%
Effective	274 34.5%	105 39.9%	98 32.2%	70 31.3%	155 36.4%	118 32.3%	161 36.0%	79 32.3%	34 33.1%	17 38.2%	31 36.3%	13 39.5%
Somewhat effective	304 38.3%	83 31.5%	112 36.7%	109 48.6%	144 33.8%	159 43.5%	177 39.7%	91 37.5%	35 34.3%	14 30.7%	28 33.5%	9 25.0%
Somewhat ineffective	16 2.0%	2 0.7%	12 3.9%	2 0.8%	5 1.1%	11 3.0%	4 0.9%	11 4.5%	1 0.6%	2 3.9%	3 3.8%	2 5.3%
Ineffective	11 1.4%	9 3.6%	1 0.4%	0 0.2%	1 0.3%	10 2.7%	3 0.7%	7 3.1%	0 0.5%	1 1.8%	1 1.1%	0 0.7%
I don't know	34 4.3%	6 2.1%	13 4.4%	15 6.7%	14 3.2%	20 5.6%	30 6.7%	4 1.7%	0 -	1 2.6%	5 6.0%	2 4.6%
Summary												
Highly effective/ Effective/ Somewhat effective	732 92.4%	246 93.5%	279 91.4%	207 92.3%	408 95.5%	325 88.7%	410 91.8%	220 90.7%	102 98.9%	41 91.7%	76 89.0%	31 89.5%
Somewhat ineffective/ Ineffective	27 3.4%	11 4.3%	13 4.2%	2 1.0%	6 1.3%	21 5.7%	7 1.5%	19 7.6%	1 1.1%	3 5.7%	4 4.9%	2 5.9%

Q31_2. [Current benefits consultant] How effective do you feel this guidance/ advice is?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Current benefits consultant - Extensively OR Some Weighted	867	155	318	394	448	419	446	267	154	233	196	166
	816	210*	299*	307*	440*	375	430	261*	125**	45	92	37
Current benefits consultant												
Highly effective	129 15.8%	45 21.5%	42 14.0%	42 13.7%	91 20.7% E	38 10.1%	62 14.4%	34 12.9%	34 26.8%	11 23.6% K	16 17.9%	6 15.1%
Effective	294 36.0%	90 42.7%	114 38.1%	90 29.5%	158 36.0%	136 36.1%	162 37.7%	83 31.7%	49 39.6%	19 42.5%	35 37.8%	17 45.2%
Somewhat effective	320 39.2%	63 30.0%	114 38.2%	142 46.5% A	159 36.2%	160 42.8%	170 39.5%	110 42.4%	40 31.8%	11 24.9%	30 32.7% I	11 30.1%
Somewhat ineffective	42 5.1%	9 4.2%	16 5.5%	17 5.4%	19 4.3%	23 6.1%	10 2.4%	29 11.2% F	2 1.8%	2 4.3%	6 6.1%	2 4.2%
Ineffective	2 0.2%	0 0.1%	1 0.5%	0 0.1%	1 0.2%	1 0.2%	1 0.3%	1 0.3%	0 -	0 0.9%	0 0.5%	1 1.8%
I don't know	29 3.6%	3 1.4%	11 3.8%	15 4.8%	11 2.6%	18 4.7%	25 5.8%	4 1.6%	0 -	2 3.9%	5 5.1%	1 3.6%
Summary												
Highly effective/ Effective/ Somewhat effective	743 91.1%	198 94.2%	270 90.3%	275 89.7%	409 92.9%	334 89.0%	394 91.5%	227 86.9%	123 98.2%	41 91.0%	81 88.3%	34 90.4%
Somewhat ineffective/ Ineffective	44 5.3%	9 4.3%	18 5.9%	17 5.5%	20 4.5%	24 6.3%	11 2.7%	30 11.5% F	2 1.8%	2 5.2%	6 6.6%	2 6.0%

Q31_3. [Current Insurers/Carriers] How effective do you feel this guidance/ advice is?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Current Insurers/Carriers - Extensively OR Some Weighted	948	191	354	403	472	476	489	294	165	265	221	172
	890	247*	341*	302*	452*	439	476	295*	119**	52	103	39
Current Insurers/Carriers												
Highly effective	128 14.4%	31 12.3%	60 17.5%	38 12.7%	95 21.1% E	33 7.5%	54 11.3%	41 13.7%	34 28.8%	9 18.1%	17 16.3%	6 16.3%
Effective	298 33.5%	104 42.1%	115 33.6%	79 26.2%	144 31.8%	154 35.2%	175 36.8%	85 28.8%	38 31.9%	19 37.0%	38 37.1%	17 43.6%
Somewhat effective	372 41.8%	88 35.5%	138 40.4%	147 48.5%	187 41.4%	185 42.2%	185 38.8%	143 48.3%	45 37.5%	18 35.1%	35 34.4%	11 29.1%
Somewhat ineffective	54 6.1%	18 7.4%	15 4.5%	21 6.9%	10 2.2%	45 10.2% D	31 6.5%	22 7.5%	1 1.1%	3 6.0%	7 6.3%	3 7.0%
Ineffective	4 0.5%	3 1.2%	1 0.2%	1 0.3%	1 0.3%	3 0.7%	3 0.7%	0 0.1%	1 0.6%	1 1.9%	0 0.5%	0 1.2%
I don't know	33 3.7%	4 1.4%	13 3.9%	16 5.4%	15 3.3%	18 4.2%	29 6.0%	5 1.6%	0 -	1 1.9%	6 5.4%	1 2.9%
Summary												
Highly effective/ Effective/ Somewhat effective	798 89.7%	222 90.0%	312 91.5%	264 87.4%	426 94.3% E	373 85.0%	413 86.8%	268 90.8%	117 98.3%	47 90.2%	91 87.8%	34 89.0%
Somewhat ineffective/ Ineffective	59 6.6%	21 8.6%	16 4.6%	22 7.1%	11 2.4%	48 10.9% D	34 7.2%	22 7.6%	2 1.7%	4 7.9%	7 6.8%	3 8.1%

Q31_4. [Industry or other association] How effective do you feel this guidance/ advice is?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Industry or other association - Extensively OR Some Weighted	725	120	267	338	378	347	365	235	125	199	156	134
	675	179*	250*	246*	364*	311	359*	219*	97**	39	73	30
Industry or other association												
Highly effective	102 15.1%	30 16.9%	49 19.8%	22 9.1%	88 24.1% E	14 4.6%	28 7.8%	39 17.8% F	35 36.2%	8 20.6%	11 14.7%	6 18.7%
Effective	215 31.9%	58 32.3%	90 36.0%	67 27.4%	121 33.3%	94 30.3%	113 31.5%	71 32.6%	31 31.6%	15 39.7%	23 32.1%	11 38.1%
Somewhat effective	281 41.6%	78 43.4%	79 31.6%	124 50.5% B	134 36.7%	147 47.4%	171 47.5%	80 36.5%	31 31.5%	12 31.7%	28 39.1%	9 31.3%
Somewhat ineffective	37 5.5%	9 5.1%	14 5.7%	13 5.4%	10 2.8%	27 8.5%	18 4.9%	19 8.5%	1 0.7%	1 3.0%	5 6.4%	2 5.2%
Ineffective	5 0.8%	1 0.3%	1 0.3%	4 1.7%	1 0.2%	5 1.5%	3 0.7%	3 1.3%	0 -	0 0.5%	0 0.6%	1 2.2%
I don't know	34 5.1%	3 1.9%	17 6.7%	14 5.8%	11 2.9%	24 7.7%	27 7.5%	7 3.4%	0 -	2 4.5%	5 7.1%	1 4.5%
Summary												
Highly effective/ Effective/ Somewhat effective	598 88.6%	165 92.7%	219 87.4%	214 87.0%	342 94.0% E	256 82.3%	312 86.8%	190 86.8%	96 99.3%	36 92.0% J	63 85.9%	27 88.1%
Somewhat ineffective/ Ineffective	42 6.3%	10 5.4%	15 6.0%	18 7.2%	11 3.1%	31 10.0% D	20 5.6%	21 9.8%	1 0.7%	1 3.5%	5 7.1%	2 7.5%

Q31_5. [Expertise within our company] How effective do you feel this guidance/ advice is?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Expertise within our company - Extensively OR Some Weighted	916	181	338	397	473	443	456	292	168	246	210	180
	863	269*	307*	287*	461*	402	473	275*	115**	48	98	40
Expertise within our company												
Highly effective	159 18.4%	27 10.2%	79 25.7% A	53 18.3%	129 28.0% E	30 7.4%	58 12.3%	68 24.6% F	33 28.8%	12 24.8% J	18 18.1%	11 26.1% J
Effective	293 34.0%	109 40.7%	103 33.5%	81 28.2%	155 33.6%	138 34.4%	171 36.2%	82 29.7%	40 35.0%	19 39.8%	35 35.7%	15 37.2%
Somewhat effective	343 39.8%	114 42.5%	98 31.9%	131 45.5% B	159 34.5%	184 45.8%	198 41.8%	105 38.2%	40 35.0%	14 29.3%	36 37.1% IK	11 27.2%
Somewhat ineffective	41 4.8%	14 5.2%	15 4.8%	13 4.5%	6 1.3%	35 8.8% D	26 5.5%	14 5.1%	1 1.2%	2 3.3%	3 3.3%	2 4.4%
Ineffective	5 0.6%	1 0.3%	1 0.3%	3 1.1%	1 0.3%	3 0.9%	3 0.7%	2 0.6%	0 -	0 0.4%	1 1.0%	1 2.2% I
I don't know	22 2.5%	3 1.2%	11 3.7%	7 2.4%	11 2.3%	11 2.7%	16 3.5%	5 1.8%	0 -	1 2.4%	5 4.8%	1 2.8%
Summary												
Highly effective/ Effective/ Somewhat effective	795 92.1%	251 93.4%	280 91.2%	264 92.0%	443 96.0% E	352 87.7%	427 90.4%	254 92.4%	114 98.8%	45 93.9%	89 91.0%	37 90.6%
Somewhat ineffective/ Ineffective	46 5.4%	15 5.4%	16 5.1%	16 5.6%	8 1.6%	39 9.6% D	29 6.1%	16 5.7%	1 1.2%	2 3.7%	4 4.3%	3 6.7%

Q32. Which of the following best describes your company's overall view of U.S. healthcare reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Positive	259 19.5%	121 23.8%	75 17.5%	63 16.0%	153 22.3%	106 16.4%	112 13.8%	92 24.3%	54 39.2%	16 24.9%	28 17.9%	12 20.8%
Neutral	406 30.6%	113 22.2%	138 32.5%	155 39.1%	222 32.5%	184 28.5%	239 29.5%	134 35.5%	32 23.3%	18 29.0%	44 28.9%	16 29.2%
Negative	297 22.3%	124 24.4%	119 28.0%	53 13.5%	130 19.0%	167 25.8%	157 19.4%	96 25.4%	43 31.3%	15 24.3%	38 24.9%	13 24.0%
I'm not sure how our company views healthcare reform/ It's too early to tell	368 27.7%	150 29.5%	94 22.0%	124 31.4%	179 26.1%	189 29.3%	303 37.3%	56 14.7%	9 6.2%	14 21.8%	43 28.3%	15 26.0%

Q32a. In a few words, please tell us why you answered what you did.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Healthcare Reforms - Positive Weighted	278	66	85	127	181	97	113	83	82	80	59	52
	259*	121**	75**	63**	153*	106**	112*	92**	54**	16*	28*	12*
Positive (NET)	157 60.9%	70 58.0%	46 61.9%	41 65.2%	94 61.2%	64 60.4%	60 53.3%	55 59.4%	43 79.2%	10 61.3%	18 66.1%	8 71.2%
Health insurance is important	49 18.8%	18 15.3%	24 32.6%	6 9.4%	14 9.2%	35 32.7%	28 24.9%	17 18.3%	4 7.1%	1 8.8%	5 18.6%	2 15.4%
Want change/ eager for change	41 16.0%	29 24.0%	8 10.8%	4 7.0%	28 18.5%	13 12.5%	19 16.6%	10 10.9%	13 23.4%	1 5.0%	0 1.7%	1 9.6% J
Good plan/ I like the reform	34 13.1%	10 8.1%	8 10.7%	16 25.2%	29 19.0%	5 4.5%	7 6.0%	15 16.5%	12 22.0%	4 27.5%	7 23.7%	4 34.6%
Affordable	18 7.1%	1 0.6%	11 14.2%	7 11.1%	4 2.4%	15 13.9%	9 7.6%	7 7.7%	3 4.9%	0 2.5%	1 3.4%	0 3.8%
Concerned about my employees	15 5.6%	8 6.6%	3 3.7%	4 6.0%	7 4.8%	7 6.8%	4 4.0%	3 3.8%	7 12.1%	1 5.0%	2 6.8%	0 3.8%
Benefits everyone/ all employees	5 2.0%	2 2.0%	2 2.2%	1 1.6%	4 2.4%	1 1.4%	4 3.6%	1 0.6%	1 1.0%	0 2.5%	1 5.1%	1 5.8%
All other positive mentions	15 5.9%	3 2.7%	8 10.1%	5 7.3%	10 6.8%	5 4.7%	6 5.6%	3 3.2%	6 11.3%	2 12.5%	5 16.9%	1 11.5%
Negative (NET)	28 10.9%	19 15.7%	5 7.3%	4 6.1%	11 7.1%	17 16.4%	22 19.3%	6 6.1%	1 1.6%	1 6.3%	2 6.8%	0 1.9%
We already offer insurance	14 5.4%	7 5.5%	4 5.8%	3 4.9%	9 6.2%	5 4.4%	14 12.1%	0 -	0 0.8%	1 3.8% J	0 -	0 1.9%
Dislike government involvement in health care	6 2.2%	6 4.7%	0 -	0 -	0 -	6 5.4%	6 5.1%	0 -	0 -	0 -	0 -	0 -
Expensive/ will cost more money	5 2.1%	5 4.3%	0 -	0 0.3%	0 -	5 5.1%	0 0.2%	5 5.6%	0 -	0 1.3%	0 -	0 -
Small business/ not applicable to the size of our business	5 2.0%	5 4.3%	0 -	0 -	0 -	5 4.9%	0 -	5 5.6%	0 -	0 -	0 -	0 -
Bad for business	1 0.4%	1 0.8%	0 -	0 0.1%	0 -	1 0.9%	1 0.9%	0 -	0 -	0 -	0 -	0 -

Q32a. In a few words, please tell us why you answered what you did.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Need more information	1 0.4%	0 0.4%	0 0.6%	0 -	1 0.6%	0 -	0 0.4%	0 -	0 0.9%	0 -	1 3.4%	0 -
Congress/ the government (incl. Obama/ the president)	0 0.2%	0 -	0 0.6%	0 -	0 0.3%	0 -	0 -	0 0.5%	0 -	0 -	0 1.7%	0 -
Not interested	0 0.1%	0 -	0 -	0 0.3%	0 0.1%	0 -	0 -	0 -	0 0.4%	0 1.3%	0 -	0 -
Greatly impacts (all other) benefits/ need to reconsider the company benefit package	0 0.1%	0 -	0 0.3%	0 -	0 -	0 0.2%	0 0.2%	0 -	0 -	0 1.3%	0 -	0 -
All other negative mentions	0 0.2%	0 -	0 -	0 0.7%	0 -	0 0.4%	0 0.4%	0 -	0 -	0 -	0 1.7%	0 -
Other	22 8.5%	17 14.1%	3 4.2%	2 3.1%	2 1.5%	20 18.6%	8 7.6%	13 14.0%	1 1.2%	1 8.8%	2 6.8%	1 7.7%
Nothing	18 6.8%	2 1.9%	6 8.3%	9 14.5%	14 9.2%	4 3.3%	5 4.5%	10 10.8%	3 4.8%	2 15.0%	1 5.1%	1 5.8%
(DK/NS)	40 15.5%	19 15.6%	14 18.8%	7 11.5%	32 21.2%	8 7.3%	24 21.2%	9 9.7%	7 13.6%	2 11.3%	5 16.9%	2 15.4%

Q32a. In a few words, please tell us why you answered what you did.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Healthcare Reforms - Neutral Weighted	384 406*	93 113*	143 138**	148 155**	208 222*	176 184*	205 239*	142 134**	37 32**	93 18*	95 44*	73 16*
Negative (NET)	123 30.3%	37 33.2%	42 30.0%	44 28.4%	57 25.5%	66 36.0%	88 36.6%	27 20.0%	8 25.8%	6 34.4%	12 26.3%	5 32.9%
Need more information	32 8.0%	14 12.2%	16 11.3%	3 2.0%	19 8.5%	13 7.3%	21 8.8%	11 7.9%	1 2.4%	2 9.7%	4 8.4%	1 6.8%
Good for some employees (but not all)	20 4.8%	4 3.5%	6 4.6%	9 5.9%	7 3.1%	13 6.9%	15 6.3%	5 3.4%	0 -	0 2.2%	0 1.1%	1 6.8% J
Expensive/ will cost more money	12 3.0%	3 2.8%	2 1.3%	7 4.6%	7 3.2%	5 2.7%	9 3.9%	2 1.3%	1 2.6%	1 3.2%	1 3.2%	1 5.5%
Does not impact my company	10 2.4%	7 6.2%	1 0.7%	2 1.0%	4 1.9%	5 2.9%	3 1.4%	1 0.7%	5 16.0%	0 1.1%	1 3.2%	0 2.7%
More changes to come/ this is just a draft bill	10 2.3%	0 0.2%	2 1.2%	8 5.0%	3 1.2%	7 3.7%	8 3.2%	1 0.6%	1 2.8%	1 5.4%	1 3.2%	0 2.7%
Too complex	6 1.5%	0 -	0 -	6 4.0%	3 1.4%	3 1.7%	6 2.4%	0 0.3%	0 -	0 -	1 2.1%	0 -
Benefits no one/ doesn't benefit anyone (country/economy)	6 1.4%	0 0.2%	5 3.8%	0 -	3 1.2%	3 1.6%	0 -	6 4.1%	0 -	0 -	0 -	0 1.4%
Not optional/ dislike being forced (to buy insurance)	5 1.2%	4 3.5%	1 0.4%	0 0.1%	0 0.1%	5 2.4%	4 1.8%	0 0.3%	0 -	1 3.2% J	0 -	0 1.4%
We already offer insurance	4 1.0%	0 -	0 0.3%	4 2.4%	3 1.3%	1 0.7%	2 1.0%	1 0.8%	1 2.1%	0 2.2%	0 1.1%	0 1.4%
Not interested	4 0.9%	3 2.7%	0 0.2%	0 0.3%	3 1.4%	1 0.3%	3 1.4%	0 -	0 1.4%	0 -	0 1.1%	0 -
Dislike government involvement in health care	3 0.8%	0 0.4%	2 1.7%	0 0.3%	1 0.3%	3 1.5%	2 0.9%	1 0.8%	0 -	0 1.1%	1 2.1%	0 -
Plan insures dependants	3 0.8%	0 0.2%	0 0.1%	3 1.7%	3 1.2%	0 0.2%	3 1.2%	0 0.2%	0 -	0 1.1%	0 -	0 1.4%
Not legal/ violates the constitution	3 0.7%	0 -	0 -	3 1.7%	3 1.2%	0 -	3 1.1%	0 -	0 -	0 -	0 -	0 -

Q32a. In a few words, please tell us why you answered what you did.

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Bad for business	2 0.6%	0 0.2%	2 1.6%	0 -	2 1.0%	0 0.1%	2 1.0%	0 -	0 -	0 -	0 -	0 1.4%
Dislike the bill/ reform	2 0.4%	0 0.4%	1 0.8%	0 0.1%	1 0.5%	1 0.4%	1 0.4%	1 0.5%	0 0.6%	1 4.3%	0 1.1%	0 2.7%
Greatly impacts (all other) benefits/ need to reconsider the company benefit package	1 0.2%	0 0.4%	0 -	0 0.1%	0 0.2%	0 0.1%	1 0.3%	0 -	0 -	0 1.1%	0 1.1%	0 -
Health care will always be an issue	0 0.1%	0 -	0 0.2%	0 -	0 -	0 0.1%	0 0.1%	0 -	0 -	0 -	0 -	0 -
Creates problems/paperwork/hassle (rather than solutions)	0 0	0 -	0 0.1%	0 -	0 -	0 0.1%	0 0.1%	0 -	0 -	0 1.1%	0 -	0 -
Compromises/doesn't improve the quality of care	0 0	0 0.2%	0 -	0 -	0 0.1%	0 -	0 0.1%	0 -	0 -	0 1.1%	0 -	0 -
Small business/ not applicable to the size of our business	0 0	0 0	0 -	0 -	0 0	0 -	0 -	0 0	0 -	0 -	0 -	0 -
All other negative mentions	13 3.3%	1 1.0%	3 2.5%	9 5.6%	4 1.8%	9 5.1%	12 4.9%	1 0.7%	0 1.4%	0 2.2%	1 2.1%	1 4.1%
Positive (NET)	55 13.5%	10 9.2%	41 29.3%	4 2.6%	35 15.8%	20 10.9%	22 9.1%	32 23.7%	1 3.7%	2 8.6%	5 10.5%	2 11.0%
Good plan/ I like the reform	35 8.7%	3 2.8%	32 22.9%	0 0.2%	25 11.4%	10 5.4%	11 4.8%	23 17.2%	1 2.1%	1 3.2%	2 4.2%	1 5.5%
Concerned about my employees	6 1.5%	1 0.6%	5 3.7%	0 0	1 0.5%	5 2.6%	3 1.2%	3 1.9%	0 1.4%	0 1.1%	1 2.1%	0 -
Health insurance is important	6 1.4%	5 4.3%	1 0.5%	0 -	5 2.2%	1 0.4%	1 0.6%	4 3.1%	0 -	0 1.1%	1 2.1%	0 1.4%
Want change/ eager for change	4 1.0%	0 0.4%	3 2.3%	0 0.2%	0 0.2%	3 1.9%	3 1.3%	0 0.3%	0 1.4%	0 -	1 2.1%	0 -
Benefits everyone/ all employees	0 0	0 -	0 -	0 0.1%	0 -	0 0.1%	0 -	0 0.1%	0 -	0 1.1%	0 -	0 -
All other positive mentions	5 1.2%	1 1.1%	0 0.3%	3 2.1%	4 1.7%	1 0.6%	3 1.4%	2 1.1%	0 0.1%	0 2.2%	0 1.1%	1 4.1%

Q32a. In a few words, please tell us why you answered what you did.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Will wait and see/ am neutral on the matter	26 6.4%	13 11.6%	9 6.5%	4 2.6%	16 7.3%	10 5.3%	18 7.4%	7 5.5%	1 2.9%	1 3.2%	3 7.4%	1 4.1%
Neither good nor bad	1 0.3%	0 -	1 0.5%	1 0.4%	1 0.5%	0 0.1%	1 0.5%	0 0.2%	0 -	0 1.1%	0 1.1%	1 4.1%
Other	62 15.2%	30 26.4%	5 3.7%	27 17.4%	37 16.6%	25 13.5%	17 7.2%	25 18.5%	20 61.1%	1 5.4%	6 13.7%	3 19.2%
Nothing	47 11.7%	6 5.3%	19 13.7%	22 14.5%	22 10.0%	25 13.7%	23 9.7%	24 17.7%	0 1.2%	3 16.1%	2 5.3%	2 9.6%
(DK/NS)	101 24.8%	20 17.7%	26 18.6%	55 35.6%	60 27.1%	41 22.0%	79 32.9%	20 14.6%	2 7.4%	6 32.3%	17 38.9%	3 20.5%

Q32a. In a few words, please tell us why you answered what you did.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Healthcare Reforms - Negative Weighted	316	98	132	86	132	184	167	97	52	78	82	60
	297*	124*	119*	53**	130*	167*	157*	96**	43**	15*	38*	13*
Negative (NET)	260 87.4%	110 88.4%	109 91.1%	41 77.0%	116 89.0%	144 86.2%	130 82.7%	88 91.8%	41 94.9%	12 82.1%	31 80.5%	9 65.0%
Expensive/ will cost more money	126 42.5%	51 40.8%	57 48.0%	18 34.2%	51 39.2%	75 45.1%	53 33.4%	48 49.8%	26 59.6%	6 38.5%	12 31.7%	5 38.3%
Dislike government involvement in health care	62 20.9%	31 24.8%	27 22.7%	4 8.0%	33 25.5%	29 17.4%	20 12.8%	28 29.2%	14 32.2%	2 14.1%	9 23.2%	1 10.0%
Dislike the bill/ reform	37 12.3%	22 17.5%	11 8.9%	4 7.9%	20 15.5%	16 9.8%	32 20.6%	3 3.3%	1 2.3%	2 10.3%	3 8.5%	1 8.3%
Not optional/ dislike being forced (to buy insurance)	29 9.6%	14 11.6%	11 9.6%	3 5.3%	8 6.5%	20 12.1%	13 8.5%	8 8.2%	7 16.9%	1 5.1%	7 18.3%	1 8.3%
Compromises/doesn't improve the quality of care	16 5.3%	6 4.9%	6 5.1%	4 6.7%	14 10.7%	2 1.1%	10 6.4%	0 0.4%	5 12.0%	1 3.8%	1 3.7%	0 3.3%
Greatly impacts (all other) benefits/ need to reconsider the company benefit package	14 4.8%	12 9.9%	2 1.3%	0 0.8%	1 0.5%	14 8.2%	13 8.1%	1 0.9%	1 1.5%	0 2.6%	1 3.7%	0 1.7%
Bad for business	13 4.2%	11 8.7%	1 0.8%	1 1.4%	6 4.9%	6 3.7%	6 3.9%	2 2.2%	4 9.8%	0 -	4 11.0%	1 6.7%
We already offer insurance	11 3.9%	0 -	6 4.7%	6 10.9%	5 4.1%	6 3.6%	4 2.3%	8 8.2%	0 -	1 3.8%	0 1.2%	0 -
Need more information	9 2.9%	0 0.4%	5 4.6%	3 5.0%	3 2.4%	5 3.3%	3 2.2%	5 5.4%	0 -	0 -	0 1.2%	0 -
Too complex	8 2.6%	3 2.2%	1 0.7%	4 7.7%	6 4.9%	1 0.8%	3 2.0%	0 0.2%	4 10.0%	0 2.6%	1 2.4%	0 1.7%
Health care will always be an issue	7 2.4%	0 -	3 2.4%	4 7.9%	7 5.1%	0 0.3%	3 1.7%	0 0.5%	4 9.1%	0 1.3%	0 -	0 -
Benefits no one/ doesn't benefit anyone (country/economy)	6 1.9%	2 1.5%	3 2.4%	1 1.8%	2 1.8%	3 2.0%	2 1.5%	2 2.1%	1 2.8%	1 9.0%	2 4.9%	1 5.0%
Not legal/ violates the constitution	5 1.8%	1 0.8%	4 3.7%	0 0.1%	5 3.7%	1 0.3%	4 2.8%	0 -	1 2.2%	0 -	1 3.7%	0 -

Q32a. In a few words, please tell us why you answered what you did.

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Does not impact my company	5 1.7%	5 4.2%	0 -	0 -	0 -	5 3.1%	0 -	5 5.4%	0 -	0 -	0 -	0 -
Too many rules	5 1.7%	1 0.7%	0 0.2%	4 7.4%	4 3.0%	1 0.7%	0 -	0 -	5 11.6%	0 -	0 -	0 1.7%
More changes to come/ this is just a draft bill	4 1.2%	2 1.5%	2 1.4%	0 0.4%	3 2.0%	1 0.6%	2 1.5%	1 0.7%	1 1.5%	1 5.1%	0 1.2%	0 3.3%
Creates problems/paperwork/hassle (rather than solutions)	3 1.0%	1 0.8%	2 1.4%	0 0.8%	1 0.6%	2 1.4%	2 1.4%	1 0.7%	0 0.5%	1 3.8%	1 3.7%	0 3.3%
Plan insures dependants	3 0.9%	0 -	3 2.2%	0 -	2 1.7%	0 0.3%	0 0.3%	2 2.3%	0 -	0 -	0 1.2%	0 -
Congress/ the government (incl. Obama/ the president)	1 0.5%	1 0.7%	0 0.2%	0 0.7%	1 0.7%	1 0.3%	1 0.5%	1 0.6%	0 -	1 3.8%	0 1.2%	0 1.7%
Small business/ not applicable to the size of our business	1 0.5%	1 0.4%	1 0.6%	0 0.4%	1 0.4%	1 0.5%	1 0.6%	0 0.5%	0 -	0 2.6%	1 2.4%	0 -
Not interested	1 0.3%	0 -	0 0.4%	0 0.7%	0 0.1%	1 0.4%	1 0.4%	0 0.2%	0 -	0 2.6%	0 1.2%	0 -
All other negative mentions	31 10.4%	17 13.7%	12 10.1%	2 3.5%	20 15.2%	11 6.6%	17 11.1%	4 4.4%	9 21.2%	1 9.0%	2 6.1%	1 5.0%
Positive (NET)	6 2.1%	1 0.7%	0 0.2%	5 9.6%	5 3.9%	1 0.7%	5 3.3%	1 0.9%	0 0.5%	1 3.8%	1 3.7%	0 1.7%
Affordable	4 1.3%	0 -	0 -	4 7.4%	4 3.0%	0 -	4 2.5%	0 -	0 -	0 -	0 -	0 -
Health insurance is important	1 0.4%	1 0.4%	0 -	1 1.3%	1 0.5%	1 0.3%	1 0.3%	0 0.5%	0 0.5%	0 -	1 2.4%	0 1.7%
Want change/ eager for change	1 0.3%	0 0.2%	0 -	1 1.3%	1 0.5%	0 0.1%	1 0.4%	0 -	0 0.5%	0 1.3%	0 1.2%	0 1.7%
Concerned about my employees	1 0.2%	0 -	0 0.2%	0 0.9%	0 0.4%	0 0.1%	0 -	1 0.7%	0 -	0 1.3%	0 1.2%	0 -
All other positive mentions	0 0.1%	0 0.2%	0 -	0 0.1%	0 0	0 0.1%	0 0	0 0.2%	0 -	0 1.3%	0 -	0 -

Q32a. In a few words, please tell us why you answered what you did.

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Other	20 6.7%	5 4.3%	12 10.0%	3 5.0%	9 6.7%	11 6.7%	13 8.4%	4 4.6%	2 5.1%	2 11.5%	5 12.2%	2 15.0%
Nothing	5 1.8%	1 1.1%	0 0.4%	3 6.3%	0 0.4%	5 2.8%	4 2.8%	1 0.6%	0 0.5%	0 2.6%	1 3.7%	1 5.0%
(DK/NS)	11 3.6%	7 5.9%	2 1.7%	1 2.5%	3 2.1%	8 4.7%	5 3.3%	5 5.5%	0 0.5%	1 6.4%	1 3.7%	2 13.3% J

Q33. On a scale of 1-5, how much effort has your company invested so far in preparing for and responding to healthcare reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
5 - A lot	97 7.3%	41 8.1%	26 6.1%	30 7.7%	58 8.6%	39 6.0%	36 4.4%	16 4.2%	46 33.1%	5 7.8%	9 5.8%	7 12.4% IJ
4	186 14.0%	64 12.7%	59 13.9%	62 15.7%	132 19.3% E	54 8.4%	82 10.0%	68 18.1% F	36 25.8%	16 26.2% JK	21 14.0%	9 16.4%
3 - Some	464 34.9%	121 23.9%	187 43.8% A	156 39.5% A	239 35.0%	225 34.9%	254 31.2%	163 43.1% F	48 34.4%	25 39.6% JK	50 32.8%	16 29.2%
2	133 10.0%	56 11.0%	55 12.8% C	22 5.6%	63 9.2%	70 10.8%	64 7.9%	65 17.3% F	3 2.1%	6 9.0%	15 10.0%	6 11.2%
1 - None	201 15.1%	155 30.5% BC	36 8.4% C	10 2.6%	80 11.7%	121 18.7% D	163 20.0% G	32 8.5%	6 4.2%	4 6.9%	24 15.8% IK	5 9.2%
I don't know	248 18.7%	70 13.9%	64 15.0%	114 28.8% AB	112 16.3%	137 21.2%	214 26.4% G	33 8.8%	1 0.4%	7 10.6%	33 21.6% I	12 21.6% I
Summary												
Top2Box	283 21.3%	105 20.8%	85 20.0%	93 23.4%	190 27.8% E	93 14.4%	117 14.4%	84 22.3% F	81 58.9%	21 34.0% J	30 19.8%	16 28.8% J
Low2Box	333 25.1%	211 41.5% BC	90 21.2% C	33 8.2%	143 20.9%	191 29.6% D	227 28.0%	98 25.8%	9 6.2%	10 15.9%	40 25.8% I	11 20.4%
Mean	2.9	2.5	3.0 A	3.3 AB	3.0 E	2.6	2.6	2.9 F	3.8	3.2 J	2.8	3.1 J
Std. Dev.	1.2	1.3	1.0	0.9	1.1	1.2	1.2	1.0	1.1	1.0	1.2	1.2
Std. Err.	0	0.1	0.1	0	0	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Median	2.4	2.1	2.5	2.7	2.6	2.3	2.3	2.5	3.4	2.7	2.4	2.6

Q34_1. [Current Broker/agent] From what external parties have you sought and/or received advice about preparing for healthcare reform?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Current Broker/agent												
Extensively	225 16.9%	92 18.2%	99 23.2%	34 8.5%	151 22.1%	73 11.4%	100 12.3%	66 17.5%	59 42.5%	15 23.7%	22 14.6%	13 22.4%
Some	459 34.5%	167 32.8%	152 35.8%	140 35.5%	231 33.8%	228 35.4%	231 28.5%	165 43.7%	62 45.1%	28 44.5%	52 33.7%	19 33.6%
A little	173 13.0%	45 8.9%	70 16.5%	58 14.6%	70 10.2%	103 15.9%	87 10.7%	76 20.2%	9 6.6%	7 11.2%	20 13.1%	6 10.0%
None	473 35.6%	204 40.1%	105 24.6%	164 41.5%	232 33.9%	241 37.3%	394 48.5%	70 18.6%	8 5.8%	13 20.6%	59 38.6%	19 34.0%
Summary												
Top2Box (Extensively/ Some)	684 51.4%	259 51.0%	251 58.9%	174 44.0%	382 55.9%	302 46.8%	331 40.7%	232 61.2%	121 87.6%	43 68.2%	74 48.3%	31 56.0%
Low2Box (A little/ None)	645 48.6%	249 49.0%	175 41.1%	222 56.0%	301 44.1%	344 53.2%	482 59.3%	147 38.8%	17 12.4%	20 31.8%	79 51.7%	25 44.0%

Q34_2. [Other broker/agents] From what external parties have you sought and/or received advice about preparing for healthcare reform?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Other broker/agents												
Extensively	93 7.0%	19 3.7%	53 12.5% AC	21 5.2%	75 11.0% E	17 2.7%	17 2.0%	42 11.2% F	34 24.4%	8 12.1% J	12 7.9%	5 9.2%
Some	374 28.1%	148 29.2%	114 26.7%	112 28.3%	237 34.7% E	137 21.2%	199 24.5%	108 28.5%	67 48.5%	22 34.9% JK	40 26.1%	14 25.2%
A little	207 15.6%	47 9.3%	85 19.9% A	75 19.1% A	67 9.8%	140 21.7% D	95 11.7%	101 26.6% F	11 8.0%	12 19.3%	30 19.8%	11 19.2%
None	655 49.3%	294 57.9% B	174 40.9%	187 47.4%	304 44.5%	351 54.4% D	502 61.7% G	127 33.7%	26 19.1%	21 33.6%	71 46.2% I	26 46.4% I
Summary												
Top2Box (Extensively/ Some)	466 35.1%	167 32.9%	167 39.2%	133 33.5%	312 45.7% E	154 23.9%	216 26.5%	150 39.7% F	101 72.9%	29 47.0% JK	52 34.0%	19 34.4%
Low2Box (A little/ None)	863 64.9%	341 67.1%	259 60.8%	263 66.5%	371 54.3%	491 76.1% D	597 73.5% G	228 60.3%	37 27.1%	33 53.0% I	101 66.0% I	37 65.6% I

Q34_3. [Current benefits consultant] From what external parties have you sought and/or received advice about preparing for healthcare reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Current benefits consultant												
Extensively	159 11.9%	37 7.3%	84 19.7%	38 9.5%	110 16.0%	49 7.6%	56 6.9%	55 14.6%	47 34.2%	12 19.9%	22 14.6%	10 18.4%
Some	432 32.5%	142 28.0%	150 35.2%	140 35.5%	235 34.4%	197 30.5%	203 25.0%	163 43.1%	66 47.9%	26 41.1%	49 31.9%	20 34.8%
A little	226 17.0%	71 14.1%	71 16.6%	84 21.3%	91 13.4%	135 20.9%	152 18.7%	57 15.1%	17 12.3%	11 16.8%	23 14.9%	7 12.0%
None	512 38.5%	257 50.6%	122 28.5%	133 33.6%	247 36.2%	264 41.0%	401 49.4%	103 27.2%	8 5.5%	14 22.1%	59 38.6%	20 34.8%
Summary												
Top2Box (Extensively/ Some)	591 44.5%	179 35.3%	234 54.9%	178 45.0%	345 50.5%	246 38.1%	259 31.9%	218 57.8%	114 82.2%	38 61.1%	71 46.5%	30 53.2%
Low2Box (A little/ None)	738 55.5%	328 64.7%	192 45.1%	217 55.0%	339 49.5%	399 61.9%	554 68.1%	160 42.2%	25 17.8%	24 38.9%	82 53.5%	26 46.8%

Q34_4. [Other benefit consultants] From what external parties have you sought and/or received advice about preparing for healthcare reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Other benefit consultants												
Extensively	85 6.4%	13 2.7%	47 11.0%	24 6.2%	68 9.9%	17 2.7%	12 1.4%	37 9.7%	36 26.3%	6 10.0%	11 7.3%	5 8.4%
Some	354 26.6%	102 20.2%	139 32.6%	113 28.5%	203 29.7%	151 23.4%	178 21.9%	116 30.7%	60 43.3%	21 33.6%	42 27.7%	18 32.8%
A little	260 19.6%	95 18.7%	68 16.0%	97 24.5%	115 16.8%	145 22.5%	142 17.5%	104 27.6%	13 9.6%	13 21.2%	28 17.9%	9 15.2%
None	630 47.4%	297 58.5%	172 40.3%	162 40.9%	298 43.6%	332 51.5%	481 59.2%	121 31.9%	29 20.8%	22 35.2%	72 47.1%	25 43.6%
Summary												
Top2Box (Extensively/ Some)	439 33.0%	116 22.8%	186 43.7%	137 34.6%	271 39.6%	168 26.0%	190 23.3%	153 40.4%	96 69.6%	27 43.6%	54 35.0%	23 41.2%
Low2Box (A little/ None)	890 67.0%	392 77.2%	240 56.3%	258 65.4%	413 60.4%	478 74.0%	623 76.7%	225 59.6%	42 30.4%	35 56.4%	100 65.0%	33 58.8%

Q34_5. [My current Insurers/Carriers] From what external parties have you sought and/or received advice about preparing for healthcare reform?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
My current Insurers/Carriers												
Extensively	205 15.4%	59 11.6%	93 21.9%	53 13.5%	153 22.4%	52 8.1%	86 10.6%	57 15.0%	62 45.0%	14 21.8%	24 15.5%	14 24.4%
Some	442 33.3%	123 24.2%	180 42.2%	140 35.4%	213 31.2%	229 35.5%	223 27.4%	165 43.7%	54 39.2%	27 43.9%	49 31.9%	18 32.4%
A little	211 15.9%	77 15.1%	54 12.7%	80 20.3%	104 15.2%	107 16.6%	119 14.6%	79 20.9%	13 9.3%	11 17.1%	26 17.0%	9 16.8%
None	470 35.4%	249 49.1%	99 23.3%	122 30.9%	214 31.3%	257 39.7%	384 47.3%	77 20.4%	9 6.5%	11 17.1%	55 35.6%	15 26.4%
Summary												
Top2Box (Extensively/ Some)	648 48.7%	182 35.8%	273 64.0%	193 48.8%	366 53.6%	282 43.6%	309 38.1%	222 58.7%	116 84.2%	41 65.7%	73 47.4%	32 56.8%
Low2Box (A little/ None)	681 51.3%	326 64.2%	153 36.0%	202 51.2%	317 46.4%	364 56.4%	503 61.9%	156 41.3%	22 15.8%	21 34.3%	81 52.6%	24 43.2%

Q34_6. [Other insurers/carriers] From what external parties have you sought and/or received advice about preparing for healthcare reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Other insurers/carriers												
Extensively	105 7.9%	22 4.4%	59 13.8%	24 6.1%	80 11.7%	25 3.9%	26 3.2%	39 10.2%	40 29.1%	9 14.6%	13 8.5%	6 10.4%
Some	334 25.1%	99 19.5%	120 28.1%	115 29.0%	193 28.2%	141 21.8%	171 21.0%	111 29.3%	52 37.8%	20 32.1%	35 23.1%	14 24.8%
A little	221 16.6%	73 14.4%	65 15.2%	83 20.9%	101 14.8%	120 18.6%	111 13.7%	95 25.2%	14 10.4%	11 17.8%	34 22.2%	12 21.6%
None	669 50.4%	313 61.7%	183 42.9%	174 43.9%	310 45.3%	360 55.7%	504 62.1%	134 35.3%	31 22.7%	22 35.5%	71 46.2%	24 43.2%
Summary												
Top2Box (Extensively/ Some)	439 33.0%	121 23.9%	179 41.9%	139 35.1%	273 39.9%	166 25.7%	197 24.2%	149 39.5%	92 66.9%	29 46.7%	49 31.6%	20 35.2%
Low2Box (A little/ None)	890 67.0%	386 76.1%	247 58.1%	256 64.9%	411 60.1%	479 74.3%	616 75.8%	229 60.5%	46 33.1%	33 53.3%	105 68.4%	36 64.8%

Q34_7. [Industry association or other business group] From what external parties have you sought and/or received advice about preparing for healthcare reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Industry association or other business group												
Extensively	157 11.8%	51 10.0%	82 19.3% AC	24 6.2%	115 16.8% E	42 6.5%	56 6.9%	53 14.1% F	48 34.6%	9 14.0%	15 10.0%	7 12.8%
Some	304 22.9%	86 16.9%	95 22.3% A	124 31.2%	160 23.5%	144 22.3%	129 15.9%	116 30.6% F	59 42.9%	24 38.0% J	42 27.1%	20 35.6% J
A little	289 21.7%	106 20.9%	101 23.7%	82 20.6%	146 21.4%	143 22.1%	162 19.9%	110 29.0% F	17 12.5%	14 21.8%	34 21.9%	10 17.6%
None	579 43.6%	265 52.2% B	148 34.8%	166 42.0%	262 38.4%	317 49.1% D	465 57.3% G	100 26.4%	14 10.0%	16 26.2%	63 41.0% IK	19 34.0% I
Summary												
Top2Box (Extensively/ Some)	461 34.7%	136 26.9%	177 41.5% A	148 37.4% A	275 40.3% E	186 28.8%	185 22.8%	169 44.7% F	107 77.5%	32 52.0% J	57 37.1%	27 48.4% J
Low2Box (A little/ None)	868 65.3%	371 73.1% BC	249 58.5%	247 62.6%	408 59.7%	460 71.2% D	627 77.2% G	209 55.3%	31 22.5%	30 48.0%	97 62.9% IK	29 51.6%

Q34_8. [Independent websites/publications] From what external parties have you sought and/or received advice about preparing for healthcare reform?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Independent websites/publications												
Extensively	125 9.4%	31 6.2%	67 15.7%	27 6.9%	82 12.0%	43 6.7%	33 4.0%	43 11.4%	49 35.7%	10 15.6%	11 7.0%	7 12.0%
Some	361 27.2%	115 22.6%	134 31.5%	112 28.3%	211 30.9%	150 23.3%	166 20.4%	145 38.3%	51 36.6%	22 34.6%	46 29.8%	16 27.6%
A little	293 22.1%	97 19.1%	103 24.1%	94 23.7%	150 22.0%	143 22.2%	160 19.7%	106 27.9%	27 19.8%	14 22.4%	36 23.7%	12 21.6%
None	550 41.4%	265 52.1%	122 28.7%	163 41.2%	240 35.2%	309 47.9%	454 55.8%	85 22.5%	11 7.8%	17 27.4%	61 39.5%	22 38.8%
Summary												
Top2Box (Extensively/ Some)	486 36.6%	146 28.8%	201 47.2%	139 35.1%	293 42.9%	193 29.9%	199 24.4%	188 49.6%	100 72.3%	31 50.2%	57 36.8%	22 39.6%
Low2Box (A little/ None)	843 63.4%	361 71.2%	225 52.8%	256 64.9%	390 57.1%	452 70.1%	614 75.6%	191 50.4%	38 27.7%	31 49.8%	97 63.2%	34 60.4%

Q34_9. [Government websites and press releases] From what external parties have you sought and/or received advice about preparing for healthcare reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Government websites and press releases												
Extensively	126 9.5%	24 4.7%	68 16.1% AC	34 8.5%	89 13.1% E	37 5.7%	29 3.6%	48 12.7% F	49 35.2%	11 16.8% J	15 9.7%	7 12.8%
Some	380 28.6%	122 24.0%	134 31.4%	125 31.6%	207 30.4%	173 26.8%	157 19.3%	168 44.4% F	56 40.2%	22 35.5% J	44 28.9%	19 34.0%
A little	277 20.9%	94 18.5%	96 22.6%	87 22.1%	121 17.7%	157 24.3%	180 22.2%	86 22.7%	11 8.0%	14 22.7%	33 21.6%	11 20.4%
None	545 41.0%	268 52.9% BC	127 29.9%	149 37.8%	266 38.9%	280 43.3%	446 54.9% G	76 20.2%	23 16.5%	16 24.9%	61 39.8% IK	18 32.8% I
Summary												
Top2Box (Extensively/ Some)	506 38.1%	145 28.6%	202 47.5% A	159 40.1% A	297 43.4% E	209 32.4%	186 22.9%	216 57.1% F	104 75.5%	33 52.3% J	59 38.6%	26 46.8% J
Low2Box (A little/ None)	823 61.9%	362 71.4% BC	224 52.5%	237 59.9%	387 56.6%	436 67.6% D	627 77.1% G	162 42.9%	34 24.5%	30 47.7% J	94 61.4% IK	30 53.2%

Q34_10. [Google' or general search engines] From what external parties have you sought and/or received advice about preparing for healthcare reform?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Google' or general search engines												
Extensively	126 9.5%	28 5.5%	77 18.2% AC	21 5.2%	89 13.0% E	37 5.8%	31 3.9%	50 13.3% F	44 31.9%	7 11.5%	16 10.3%	4 7.6%
Some	302 22.7%	118 23.2%	97 22.8%	87 22.0%	168 24.6%	134 20.7%	133 16.4%	123 32.4% F	46 33.2%	22 35.2% JK	35 22.5%	15 26.4%
A little	315 23.7%	95 18.7%	103 24.1%	118 29.8% A	140 20.5%	175 27.1%	195 24.0%	95 25.1%	25 18.1%	11 17.4%	34 22.2%	13 23.6% I
None	586 44.1%	267 52.6% B	149 34.9%	170 43.1%	287 41.9%	299 46.4%	452 55.7% G	110 29.2%	23 16.8%	22 35.8%	69 45.0% I	24 42.4%
Summary												
Top2Box (Extensively/ Some)	428 32.2%	146 28.7%	175 41.0% AC	107 27.2%	257 37.6% E	171 26.5%	165 20.3%	173 45.8% F	90 65.1%	29 46.7% JK	50 32.8%	19 34.0%
Low2Box (A little/ None)	901 67.8%	362 71.3% B	251 59.0%	288 72.8% B	427 62.4%	474 73.5% D	648 79.7% G	205 54.2%	48 34.9%	33 53.3%	103 67.2% I	37 66.0% I

Q35_1. [Supply levers] As you think about ways to control your company's medical benefit costs both today and in the first few years post-healthcare reform, how important do you think 'supply' levers will be... versus 'demand' levers ...?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	13 1.1%	8 2.2%	1 0.2%	4 1.1%	4 0.7%	9 1.7%	12 1.9%	1 0.3%	0 -	0 0.7%	1 0.8%	1 1.3%
1 to 25	52 4.7%	24 6.6%	9 2.3%	19 5.3%	16 2.7%	36 6.9%	35 5.5%	11 3.3%	6 4.3%	1 2.0%	3 2.4%	2 3.6%
26 to 50	697 63.1%	192 52.0%	252 66.2%	252 71.4%	391 67.8%	306 57.9%	396 62.9%	216 63.7%	84 62.2%	34 59.1%	78 66.7%	31 61.9%
51 to 75	212 19.2%	84 22.6%	79 20.6%	50 14.2%	90 15.5%	123 23.2%	115 18.2%	73 21.5%	25 18.2%	16 27.0%	28 23.4%	13 25.1%
76 to 99	99 8.9%	53 14.4%	30 7.9%	15 4.3%	59 10.2%	40 7.5%	48 7.6%	30 8.9%	21 15.3%	5 8.8%	5 4.4%	3 5.8%
100	32 2.9%	8 2.3%	11 2.8%	13 3.8%	18 3.1%	14 2.7%	25 3.9%	8 2.3%	0 -	1 2.4%	3 2.4%	1 2.2%
Summary												
Mean (Incl. 0)	54.3	54.8	55.4	52.5	55.0	53.4	53.6	54.6	56.5	54.7	53.8	53.8
Std. Dev.	17.5	20.1	15.4	16.7	16.3	18.8	18.8	15.8	15.7	16.7	15.3	16.1
Std. Err.	0.5	1.3	0.8	0.8	0.7	0.8	0.8	0.8	1.2	1.0	1.0	1.1
Mean (Excl. 0)	54.9	56.0	55.5	53.1	55.4	54.4	54.6	54.8	56.5	55.1	54.3	54.5
Std. Dev.	16.6	18.6	15.2	15.8	15.7	17.6	17.4	15.5	15.7	16.1	14.6	14.9
Std. Err.	0.5	1.2	0.7	0.7	0.7	0.7	0.7	0.8	1.2	0.9	0.9	1.0
Median	49.3	48.7	48.7	49.1	48.5	49.3	48.1	48.3	49.4	49.4	48.2	48.7

Q35.2. [Demand levers] As you think about ways to control your company's medical benefit costs both today and in the first few years post-healthcare reform, how important do you think 'supply' levers will be... versus 'demand' levers ...?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
0	32 2.9%	8 2.3%	11 2.8%	13 3.8%	18 3.1%	14 2.7%	25 3.9%	8 2.3%	0 -	1 2.4%	3 2.4%	1 2.2%
1 to 25	152 13.8%	71 19.1%	58 15.3%	24 6.7%	72 12.4%	81 15.3%	81 12.9%	46 13.5%	25 18.6%	7 12.5%	14 11.5%	4 8.5%
26 to 50	749 67.8%	222 60.0%	267 70.0%	260 73.5%	413 71.5%	336 63.6%	421 66.8%	230 67.7%	98 72.5%	38 65.5%	83 70.2%	36 72.6%
51 to 75	118 10.7%	44 12.0%	37 9.6%	37 10.4%	62 10.7%	56 10.6%	63 10.0%	46 13.5%	9 6.8%	10 17.6%	16 13.9%	7 13.9%
76 to 99	41 3.7%	17 4.5%	8 2.1%	16 4.6%	9 1.6%	32 6.0%	29 4.6%	9 2.7%	3 2.2%	1 1.4%	1 1.2%	1 1.3%
100	13 1.1%	8 2.2%	1 0.2%	4 1.1%	4 0.7%	9 1.7%	12 1.9%	1 0.3%	0 -	0 0.7%	1 0.8%	1 1.3%
Summary												
Mean (Incl. 0)	45.7	45.2	44.6	47.5	45.0	46.6	46.4	45.4	43.5	45.3	46.2	46.2
Std. Dev.	17.5	20.1	15.4	16.7	16.3	18.8	18.8	15.8	15.7	16.7	15.3	16.1
Std. Err.	0.5	1.3	0.8	0.8	0.7	0.8	0.8	0.8	1.2	1.0	1.0	1.1
Mean (Excl. 0)	47.1	46.3	45.9	49.3	46.4	47.9	48.3	46.5	43.5	46.4	47.3	47.3
Std. Dev.	15.9	19.1	13.6	14.1	14.4	17.3	16.6	14.3	15.7	15.3	13.6	14.6
Std. Err.	0.5	1.2	0.7	0.7	0.6	0.7	0.7	0.8	1.2	0.9	0.9	1.0
Median	49.4	49.3	47.3	47.2	49.4	49.3	49.4	49.3	46.4	49.3	46.8	46.7

Q36a_1. [Increasing the costs borne by employees overall...] Please describe your company's level of interest in implementing the following medical expense reduction strategies.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Increasing the costs borne by employees overall...												
Definitely would	178 16.1%	49 13.3%	91 23.9% AC	38 10.7%	118 20.5% E	60 11.3%	75 11.9%	49 14.4%	54 39.7%	11 19.9% JK	14 11.9%	7 13.9%
Probably would	279 25.2%	92 24.9%	101 26.5%	86 24.3%	127 22.0%	152 28.7%	138 21.9%	108 32.0% F	32 23.8%	22 37.5%	40 33.7%	16 31.4%
May or may not	421 38.1%	124 33.4%	127 33.5% AB	170 48.0%	242 41.9%	179 34.0%	272 43.2%	120 35.3%	29 21.5%	19 32.8%	46 39.3%	21 41.7% I
Probably would not	170 15.4%	78 21.0%	47 12.3%	45 12.7%	53 9.2%	116 22.0% D	106 16.9%	54 16.0%	9 6.6%	4 7.1%	11 9.5%	5 9.9%
Definitely would not	57 5.2%	27 7.3%	15 3.9%	15 4.3%	36 6.3%	21 4.0%	38 6.0%	8 2.3%	11 8.4%	2 2.7%	7 5.6%	2 3.1%
Summary												
Top2Box (Definitely/ Probably Would)	457 41.4%	142 38.3%	192 50.3% AC	124 35.0%	246 42.6%	211 40.0%	213 33.9%	157 46.4% F	86 63.5%	33 57.4% JK	54 45.6%	23 45.3%
Low2Box (Definitely/ Probably Would Not)	227 20.5%	105 28.3% BC	62 16.2%	60 17.0%	90 15.5%	137 26.0% D	144 22.9%	62 18.3%	20 15.0%	6 9.8%	18 15.1% I	7 13.0%

Q36a. 2. [Increasing the costs borne by employees for care related to controllable chronic conditions...] Please describe your company's level of interest in implementing the following medical expense reduction strategies.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Increasing the costs borne by employees for care related to controllable chronic conditions...												
Definitely would	143 12.9%	51 13.8%	65 17.0%	27 7.5%	101 17.5%	42 7.9%	47 7.4%	54 16.1%	41 30.4%	10 17.2%	13 11.1%	8 15.2%
Probably would	264 23.9%	83 22.4%	110 28.9%	71 20.1%	141 24.5%	123 23.2%	143 22.8%	79 23.3%	42 30.7%	19 33.4%	30 25.8%	12 24.7%
May or may not	424 38.4%	96 26.1%	141 37.0%	187 52.8%	224 38.8%	200 38.0%	255 40.5%	134 39.6%	35 25.6%	19 32.8%	52 44.4%	20 39.0%
Probably would not	182 16.4%	85 23.0%	54 14.1%	43 12.1%	75 13.0%	107 20.2%	130 20.7%	40 11.9%	11 8.2%	6 11.1%	16 13.5%	9 17.0%
Definitely would not	92 8.4%	55 14.8%	12 3.1%	26 7.4%	36 6.2%	57 10.7%	54 8.6%	31 9.2%	7 5.1%	3 5.4%	6 5.2%	2 4.0%
Summary												
Top2Box (Definitely/ Probably Would)	406 36.8%	134 36.2%	175 45.9%	98 27.6%	242 42.0%	164 31.1%	190 30.2%	133 39.4%	83 61.1%	29 50.7%	43 36.9%	20 39.9%
Low2Box (Definitely/ Probably Would Not)	274 24.8%	140 37.8%	65 17.1%	69 19.5%	111 19.2%	163 30.9%	185 29.3%	71 21.1%	18 13.3%	10 16.6%	22 18.7%	11 21.1%

Q36a_3. [Increasing the costs borne by employees for elective care] Please describe your company's level of interest in implementing the following medical expense reduction strategies.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Increasing the costs borne by employees for elective care												
Definitely would	177 16.1%	57 15.5%	89 23.3%	31 8.9%	99 17.1%	79 14.9%	80 12.7%	61 18.0%	36 26.7%	11 19.9%	16 13.9%	9 17.0%
Probably would	331 29.9%	105 28.3%	125 32.8%	101 28.6%	174 30.2%	156 29.6%	187 29.7%	94 27.6%	50 36.9%	21 36.8%	35 29.8%	15 30.5%
May or may not	430 38.9%	134 36.2%	125 32.9%	171 48.2%	243 42.1%	187 35.4%	268 42.6%	131 38.7%	30 22.4%	19 33.8%	49 41.7%	20 40.8%
Probably would not	121 10.9%	49 13.3%	33 8.7%	38 10.8%	35 6.0%	86 16.2%	69 11.0%	46 13.7%	5 3.8%	4 7.8%	12 10.3%	5 9.4%
Definitely would not	46 4.2%	25 6.8%	9 2.3%	12 3.5%	26 4.5%	20 3.8%	26 4.1%	7 2.0%	14 10.2%	1 1.7%	5 4.4%	1 2.2%
Summary												
Top2Box (Definitely/ Probably Would)	508 46.0%	162 43.8%	214 56.1%	132 37.4%	273 47.3%	235 44.6%	267 42.4%	155 45.6%	86 63.6%	33 56.8%	51 43.7%	24 47.5%
Low2Box (Definitely/ Probably Would Not)	167 15.1%	74 20.0%	42 11.0%	51 14.3%	61 10.6%	106 20.0%	95 15.0%	53 15.6%	19 14.0%	5 9.5%	17 14.7%	6 11.7%

Q36a_4. [Increasing the costs for employees to insure spouses and/or dependents] Please describe your company's level of interest in implementing the following medical expense reduction strategies.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Increasing the costs for employees to insure spouses and/or dependents												
Definitely would	183 16.5%	63 16.9%	87 22.7%	34 9.5%	111 19.3%	72 13.6%	84 13.4%	54 15.9%	44 32.6%	11 18.6%	16 13.5%	7 13.9%
Probably would	278 25.2%	77 20.7%	113 29.7%	89 25.1%	149 25.9%	129 24.4%	160 25.5%	86 25.3%	32 23.6%	20 34.8%	34 29.0%	18 35.0%
May or may not	448 40.5%	130 35.2%	129 33.8%	189 53.4%	233 40.3%	215 40.8%	262 41.5%	145 42.8%	41 30.4%	21 35.8%	49 41.3%	19 38.1%
Probably would not	136 12.3%	67 18.0%	45 11.9%	24 6.7%	51 8.9%	84 16.0%	82 12.9%	42 12.4%	12 8.9%	5 8.1%	13 11.1%	4 9.0%
Definitely would not	60 5.5%	34 9.2%	8 2.0%	19 5.3%	33 5.7%	28 5.3%	42 6.7%	12 3.7%	6 4.5%	2 2.7%	6 5.2%	2 4.0%
Summary												
Top2Box (Definitely/ Probably Would)	461 41.7%	139 37.6%	199 52.4%	122 34.6%	260 45.1%	200 38.0%	245 38.9%	140 41.2%	76 56.2%	31 53.4%	50 42.5%	25 48.9%
Low2Box (Definitely/ Probably Would Not)	196 17.7%	101 27.2%	53 13.8%	42 12.0%	84 14.5%	112 21.3%	123 19.6%	54 16.0%	18 13.4%	6 10.8%	19 16.3%	7 13.0%

Q36a. 5. [Eliminating or discouraging coverage for spouses who have the option of enrolling in a plan provided by their employer] Please describe your company's level of interest in implementing the following medical expense reduction strategies.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Eliminating or discouraging coverage for spouses who have the option of enrolling in a plan provided by their employer												
Definitely would	160 14.5%	49 13.1%	77 20.1%	34 9.7%	95 16.4%	65 12.3%	75 11.9%	45 13.3%	39 29.1%	12 21.3%	16 13.9%	8 16.1%
Probably would	243 22.0%	108 29.1%	81 21.3%	55 15.5%	126 21.9%	117 22.2%	130 20.6%	81 23.9%	33 24.1%	18 30.7%	30 25.8%	12 24.2%
May or may not	454 41.1%	123 33.1%	160 41.9%	172 48.6%	246 42.7%	208 39.3%	270 42.8%	142 42.0%	42 30.9%	19 33.4%	48 40.9%	19 38.1%
Probably would not	169 15.3%	48 13.0%	52 13.6%	69 19.5%	69 12.0%	100 18.9%	101 16.1%	55 16.4%	12 8.9%	6 9.8%	17 14.7%	8 16.1%
Definitely would not	79 7.1%	43 11.7%	12 3.1%	23 6.6%	40 7.0%	38 7.3%	54 8.6%	15 4.4%	9 7.0%	3 4.7%	6 4.8%	3 5.4%
Summary												
Top2Box (Definitely/ Probably Would)	403 36.5%	156 42.2%	158 41.4%	89 25.3%	221 38.4%	182 34.5%	205 32.5%	126 37.2%	72 53.2%	30 52.0%	47 39.7%	20 40.4%
Low2Box (Definitely/ Probably Would Not)	248 22.4%	91 24.7%	64 16.7%	92 26.2%	109 18.9%	138 26.2%	156 24.7%	70 20.8%	22 15.9%	8 14.5%	23 19.4%	11 21.5%

Q36a_6. [Introducing or growing enrollment in 'high-deductible health plans'...] Please describe your company's level of interest in implementing the following medical expense reduction strategies.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Introducing or growing enrollment in 'high-deductible health plans'...												
Definitely would	164 14.9%	54 14.7%	72 18.9%	38 10.7%	103 17.9%	61 11.5%	78 12.4%	40 11.8%	46 34.1%	10 17.6%	16 13.9%	7 14.3%
Probably would	298 27.0%	110 29.7%	116 30.4%	72 20.4%	140 24.4%	158 29.9%	148 23.4%	120 35.3%	31 22.9%	20 34.8%	30 25.8%	16 31.8%
May or may not	434 39.3%	118 31.9%	136 35.7%	180 50.9%	246 42.7%	188 35.6%	260 41.3%	140 41.2%	35 25.5%	21 36.1%	53 44.8%	20 39.9%
Probably would not	153 13.8%	62 16.6%	42 11.2%	49 13.8%	52 9.0%	101 19.1%	111 17.6%	33 9.6%	9 6.7%	5 9.5%	13 10.7%	5 10.8%
Definitely would not	55 5.0%	26 7.0%	15 3.8%	15 4.2%	35 6.0%	20 3.9%	33 5.3%	7 2.1%	15 10.8%	1 2.0%	6 4.8%	2 3.1%
Summary												
Top2Box (Definitely/ Probably Would)	462 41.9%	165 44.5%	188 49.3%	110 31.1%	244 42.3%	219 41.4%	226 35.8%	160 47.1%	77 57.0%	30 52.4%	47 39.7%	23 46.2%
Low2Box (Definitely/ Probably Would Not)	208 18.8%	87 23.6%	57 15.0%	64 18.0%	86 15.0%	122 23.0%	145 22.9%	40 11.7%	24 17.5%	7 11.5%	18 15.5%	7 13.9%

Q36a_7. [Discontinuing some or all benefits for retirees] Please describe your company's level of interest in implementing the following medical expense reduction strategies.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) And Benefits For Retirees Weighted	378	55	107	216	230	148	165	121	92	109	61	69
	379*	92**	120**	168*	263*	116*	186*	118**	74**	21	28*	16*
Discontinuing some or all benefits for retirees												
Definitely would	71 18.8%	13 14.3%	34 28.1%	24 14.6%	62 23.5%	10 8.2%	17 8.9%	26 22.1%	28 38.3%	5 22.0%	7 26.2%	3 20.3%
Probably would	68 17.9%	26 28.9%	23 19.6%	18 10.6%	42 16.0%	26 22.1%	26 14.0%	22 18.6%	20 26.3%	7 33.9%	5 18.0%	2 13.0%
May or may not	137 36.2%	28 30.2%	37 30.8%	73 43.4%	83 31.7%	54 46.5%	88 47.5%	46 38.8%	3 4.0%	5 25.7%	9 32.8%	5 34.8%
Probably would not	56 14.9%	14 15.0%	10 8.0%	33 19.7%	46 17.4%	11 9.2%	34 18.2%	16 13.8%	6 8.2%	2 11.0%	4 13.1%	4 26.1%
Definitely would not	46 12.2%	11 11.6%	16 13.5%	20 11.7%	30 11.5%	16 14.0%	21 11.5%	8 6.6%	17 23.1%	2 7.3%	3 9.8%	1 5.8%
Summary												
Top2Box (Definitely/ Probably Would)	139 36.6%	40 43.2%	57 47.7%	42 25.1%	104 39.5%	35 30.2%	43 22.9%	48 40.7%	48 64.6%	12 56.0%	13 44.3%	5 33.3%
Low2Box (Definitely/ Probably Would Not)	103 27.1%	24 26.6%	26 21.5%	53 31.4%	76 28.9%	27 23.2%	55 29.6%	24 20.5%	23 31.4%	4 18.3%	7 23.0%	5 31.9%

Q36a_8. [Changing eligibility thresholds...] Please describe your company's level of interest in implementing the following medical expense reduction strategies.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Changing eligibility thresholds...												
Definitely would	126 11.4%	44 11.8%	55 14.5%	26 7.5%	77 13.4%	48 9.2%	37 5.8%	54 16.0%	35 25.4%	9 14.9%	16 13.9%	6 12.1%
Probably would	215 19.5%	79 21.4%	89 23.3%	47 13.3%	123 21.3%	92 17.4%	124 19.8%	63 18.5%	28 20.5%	16 27.7%	24 20.6%	12 23.3%
May or may not	416 37.6%	106 28.5%	112 29.4%	198 56.0%	212 36.8%	204 38.6%	274 43.5%	107 31.6%	34 25.3%	19 33.4%	51 43.3%	17 33.6%
Probably would not	231 21.0%	88 23.7%	92 24.2%	52 14.6%	104 18.0%	127 24.1%	122 19.4%	95 28.1%	14 10.0%	9 15.5%	16 13.9%	10 20.6%
Definitely would not	117 10.6%	54 14.6%	33 8.6%	30 8.6%	60 10.5%	57 10.7%	72 11.4%	20 5.8%	25 18.7%	5 8.4%	10 8.3%	5 10.3%
Summary												
Top2Box (Definitely/ Probably Would)	340 30.8%	123 33.3%	144 37.8%	73 20.7%	200 34.7%	140 26.6%	161 25.6%	117 34.5%	62 45.9%	25 42.6%	41 34.5%	18 35.4%
Low2Box (Definitely/ Probably Would Not)	349 31.6%	141 38.2%	125 32.8%	82 23.2%	165 28.5%	184 34.9%	195 30.9%	115 33.9%	39 28.7%	14 24.0%	26 22.2%	16 30.9%

Q36a_9. [Changing workforce to reduce number of eligible employees...] Please describe your company's level of interest in implementing the following medical expense reduction strategies.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Changing workforce to reduce number of eligible employees...												
Definitely would	128 11.6%	40 10.8%	65 16.9%	23 6.6%	97 16.8%	31 5.9%	43 6.8%	46 13.7%	39 28.7%	8 13.5%	13 11.1%	5 9.9%
Probably would	194 17.5%	56 15.2%	88 23.0%	50 14.1%	104 18.0%	90 17.0%	90 14.3%	68 20.1%	36 26.3%	16 27.7%	30 25.4%	10 20.2%
			C		E			F		K		
May or may not	401 36.3%	105 28.5%	112 29.4%	183 51.9%	221 38.4%	180 34.0%	276 43.9%	95 28.0%	29 21.7%	17 29.7%	45 38.1%	19 37.2%
Probably would not	222 20.1%	89 24.0%	68 17.8%	65 18.4%	83 14.3%	139 26.3%	118 18.8%	94 27.7%	10 7.0%	11 18.6%	20 16.7%	10 19.7%
			AB		D							
Definitely would not	160 14.5%	80 21.5%	49 12.8%	32 9.0%	72 12.4%	88 16.8%	103 16.3%	35 10.5%	22 16.2%	6 10.5%	10 8.7%	7 13.0%
		C										
Summary												
Top2Box (Definitely/ Probably Would)	322 29.1%	96 26.0%	152 40.0%	73 20.7%	201 34.9%	121 22.9%	133 21.0%	114 33.8%	75 55.1%	24 41.2%	43 36.5%	15 30.0%
Low2Box (Definitely/ Probably Would Not)	382 34.6%	168 45.5%	117 30.6%	97 27.4%	154 26.8%	228 43.1%	221 35.1%	129 38.2%	32 23.2%	17 29.1%	30 25.4%	16 32.7%
			AC		E			F		K		J
		BC			D							

Q36b. Please indicate any of these strategies that you have implemented within the past 3 years.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Increasing the costs borne by employees overall...	432	147	175	110	199	233	225	147	59	26	42	21
	39.1%	39.6%	46.0%	31.0%	34.5%	44.1%	35.7%	43.5%	43.5%	45.9% J	35.7%	42.2%
Increasing the costs for employees to insure spouses and/or dependents	366	111	151	104	176	190	174	135	57	20	33	16
	33.1%	30.0%	39.6%	29.4%	30.5%	36.0%	27.7%	39.8% F	41.7%	35.5% J	27.8%	31.8%
Increasing the costs borne by employees for elective care	202	65	61	76	96	106	74	73	55	18	21	13
	18.3%	17.6%	16.0%	21.6%	16.7%	20.1%	11.7%	21.5% F	40.8%	31.4% J	18.3%	26.9% J
Eliminating or discouraging coverage for spouses who have the option of enrolling in a plan provided by their employer	199	57	61	81	99	99	93	64	41	14	17	7
	18.0%	15.4%	16.1%	22.8%	17.2%	18.8%	14.8%	19.0%	30.4%	24.0% JK	14.7%	14.8%
Increasing the costs borne by employees for care related to chronic conditions	173	52	70	51	103	70	62	87	23	15	20	8
	15.6%	14.1%	18.5%	14.3%	17.8%	13.3%	9.9%	25.8% F	17.2%	26.4% JK	17.1%	16.1%
Introducing or growing enrollment in 'high-deductible health plans'...	166	58	58	49	84	82	104	47	14	14	21	11
	15.0%	15.8%	15.2%	13.9%	14.5%	15.5%	16.5%	14.0%	10.5%	23.6% J	17.9%	22.9%
Discontinuing some or all benefits for retirees	126	46	53	27	67	59	68	47	11	8	14	6
	11.4%	12.4%	14.0%	7.7%	11.7%	11.2%	10.8%	13.9%	8.3%	13.5%	11.9%	11.2%
Changing workforce to reduce number of eligible employees...	125	32	52	41	60	65	81	31	12	7	20	4
	11.3%	8.5%	13.8%	11.6%	10.4%	12.4%	12.9%	9.3%	9.0%	12.5%	17.1% K	8.5%
Changing eligibility thresholds...	110	39	41	30	64	46	54	41	15	7	14	5
	10.0%	10.5%	10.8%	8.5%	11.2%	8.7%	8.6%	12.1%	11.1%	12.5%	11.9%	9.9%
Other actions	8	1	5	2	1	7	3	5	0	0	3	0
	0.7%	0.3%	1.4%	0.5%	0.2%	1.3%	0.5%	1.4%	-	0.7%	2.8% IK	-
None	293	83	84	126	148	145	221	53	18	12	37	13
	26.5%	22.4%	22.1%	35.6% AB	25.6%	27.4%	35.1% G	15.7%	13.4%	20.3%	31.7% I	25.6%

Q37. Has your company considered (either in the recent past or at present) dropping employee health benefits altogether?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Yes	203 18.4%	87 23.5%	87 22.7%	29 8.3%	137 23.7%	66 12.6%	83 13.2%	88 26.1%	31 23.0%	15 26.0%	20 17.1%	7 13.5%
No	747 67.6%	242 65.4%	243 63.7%	262 74.0%	369 64.0%	377 71.5%	425 67.5%	218 64.3%	103 76.2%	36 62.8%	76 64.7%	36 71.7%
I don't know	155 14.0%	41 11.0%	51 13.5%	63 17.7%	71 12.3%	84 15.9%	121 19.3%	32 9.6%	1 0.8%	6 11.1%	21 18.3%	7 14.8%

Q38. We would like to understand if your company has adopted any of the following tactics to reduce your health benefit costs or improve your benefits offering. Which of the following arrangements does your company have?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Direct contract with a health provider... to receive preferential rates and discounts for employees	280	84	93	104	137	144	108	90	83	23	30	11
	21.1%	16.6%	21.7%	26.3%	20.0%	22.2%	13.2%	23.7%	60.1%	37.1%	19.8%	19.2%
Partnership with a provider... or retailer... to promote employee wellness and health management	279	95	68	116	161	119	132	88	59	18	29	15
	21.0%	18.7%	16.1%	29.3% A	23.5%	18.4%	16.2%	23.4%	42.5%	28.3% JK	18.8%	26.4% J
Partnership with a retailer... to provide employees with added discounts for prescription drugs	202	57	61	85	130	73	88	62	52	14	28	9
	15.2%	11.1%	14.2%	21.6% AB	19.0%	11.3%	10.9%	16.5%	37.4%	22.1% K	18.5%	15.6%
Center of excellence' partnership a health provider to treat employees with a specific health condition...	185	53	75	57	111	74	52	86	47	11	22	9
	14.0%	10.5%	17.6%	14.5%	16.2%	11.5%	6.4%	22.7% F	34.3%	17.1%	14.3%	16.0%
Use... of 'narrow provider networks,' which restrict employees' provider choice in exchange for lower costs and better quality of care	170	54	58	58	86	83	78	65	27	14	14	7
	12.8%	10.6%	13.6%	14.6%	12.6%	12.9%	9.5%	17.2% F	19.5%	22.1% JK	9.4%	11.6%
Employer health benefit group purchasing coalitions	135	51	42	42	56	78	80	41	14	9	16	5
	10.1%	10.1%	9.8%	10.6%	8.3%	12.1%	9.8%	10.9%	9.9%	13.7% K	10.6%	8.8%
Risk-sharing arrangements with either an insurer or provider based on how well they manage your employees' health outcomes	87	30	23	35	55	32	48	22	18	7	14	5
	6.6%	5.8%	5.4%	8.7%	8.1%	4.9%	5.9%	5.8%	12.8%	11.5%	8.8%	9.2%
None of the above	668	308	182	178	331	337	493	151	24	21	79	27
	50.3%	60.6% BC	42.8%	45.1%	48.4%	52.3%	60.7% G	39.9%	17.5%	34.3%	51.7% I	47.2% I

Q38a_1. [Center of excellence' partnership a health provider to treat employees with a specific health condition...] You indicated that you have the following types of arrangements and direct partnerships. How satisfied are you with each of these?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Center of excellence' partnership a health provider to treat employees with a specific health condition... - Has Arrangements	192	39	60	93	121	71	69	66	57	55	47	40
Weighted	185*	53**	75**	57**	111**	74**	52**	86**	47**	11*	22*	9*
Center of excellence' partnership a health provider to treat employees with a specific health condition...												
We are very satisfied with this partnership and would like to expand it	105 56.7%	35 66.0%	39 52.4%	31 53.8%	73 66.0%	32 42.9%	17 31.6%	47 54.9%	42 87.7%	7 67.3%	10 46.8%	5 57.5%
We are satisfied with this partnership	74 40.1%	18 34.0%	30 40.1%	26 45.8%	38 33.8%	37 49.5%	36 68.0%	33 39.0%	5 11.3%	4 32.7%	11 51.1%	4 40.0%
We are not satisfied with this partnership	6 3.2%	0 -	6 7.5%	0 0.4%	0 0.2%	6 7.6%	0 0.4%	5 6.0%	0 1.0%	0 -	0 2.1%	0 2.5%
Summary												
Top2Box (Very satisfied/ satisfied)	180 96.8%	53 100.0%	69 92.5%	57 99.6%	111 99.8%	69 92.4%	52 99.6%	81 94.0%	47 99.0%	11 100.0%	21 97.9%	9 97.5%

Q38a. 2. [Direct contract with a health provider... to receive preferential rates and discounts for employees] You indicated that you have the following types of arrangements and direct partnerships. How satisfied are you with each of these?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Direct contract with a health provider... to receive preferential rates and discounts for employees - Has Arrangements Weighted	321	48	107	166	183	138	117	110	94	119	65	48
	280*	84**	93*	104**	137**	144*	108*	90*	83**	23	30*	11*
Direct contract with a health provider... to receive preferential rates and discounts for employees												
We are very satisfied with this partnership and would like to expand it	87 31.0%	26 30.6%	25 27.3%	36 34.6%	54 39.2%	33 23.2%	30 28.2%	28 31.2%	29 34.4%	10 42.0%	8 26.2%	5 45.8%
We are satisfied with this partnership	185 66.1%	52 62.1%	66 71.3%	67 64.7%	82 60.0%	103 71.9%	72 67.3%	62 68.6%	51 61.9%	13 55.5%	21 69.2%	6 54.2%
We are not satisfied with this partnership	8 2.9%	6 7.3%	1 1.4%	1 0.7%	1 0.8%	7 4.9%	5 4.6%	0 0.2%	3 3.7%	1 2.5%	1 4.6%	0 -
Summary												
Top2Box (Very satisfied/ satisfied)	272 97.1%	78 92.7%	91 98.6%	103 99.3%	136 99.2%	137 95.1%	103 95.4%	90 99.8%	80 96.3%	23 97.5%	29 95.4%	11 100.0%

Q38a. 3. [Partnership with a provider... or retailer... to promote employee wellness and health management] You indicated that you have the following types of arrangements and direct partnerships. How satisfied are you with each of these?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Partnership with a provider... or retailer... to promote employee wellness and health management - Has Arrangements Weighted	299	50	93	156	173	126	119	110	70	91	62	66
	279*	95**	68**	116**	161*	119*	132*	88**	59**	18*	29*	15*
Partnership with a provider... or retailer... to promote employee wellness and health management												
We are very satisfied with this partnership and would like to expand it	108 38.6%	46 47.9%	24 34.8%	38 33.1%	66 41.1%	42 35.2%	54 40.7%	28 31.1%	27 45.1%	5 30.8%	8 27.4%	6 39.4%
We are satisfied with this partnership	167 60.0%	47 49.2%	44 64.2%	77 66.3%	94 58.8%	73 61.5%	78 58.8%	61 68.4%	29 49.9%	12 67.0%	20 69.4%	9 59.1%
We are not satisfied with this partnership	4 1.4%	3 2.8%	1 1.0%	1 0.6%	0 0.1%	4 3.2%	1 0.6%	0 0.4%	3 4.9%	0 2.2%	1 3.2%	0 1.5%
Summary												
Top2Box (Very satisfied/ satisfied)	275 98.6%	92 97.2%	68 99.0%	115 99.4%	160 99.9%	115 96.8%	131 99.4%	88 99.6%	56 95.1%	17 97.8%	28 96.8%	15 98.5%

Q38a_4. [Partnership with a retailer... to provide employees with added discounts for prescription drugs] You indicated that you have the following types of arrangements and direct partnerships. How satisfied are you with each of these?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Partnership with a retailer... to provide employees with added discounts for prescription drugs - Has Arrangements Weighted	224	37	67	120	135	89	97	70	57	71	61	39
	202*	57**	61**	85**	130**	73**	88**	62**	52**	14*	28*	9*
Partnership with a retailer... to provide employees with added discounts for prescription drugs												
We are very satisfied with this partnership and would like to expand it	74 36.8%	23 41.4%	27 44.5%	24 28.2%	54 41.8%	20 27.7%	37 41.6%	21 33.6%	17 32.3%	5 36.6%	9 32.8%	3 33.3%
We are satisfied with this partnership	122 60.4%	31 54.2%	33 54.9%	58 68.4%	72 55.8%	50 68.6%	51 57.9%	39 62.1%	32 62.6%	8 59.2%	19 67.2%	6 66.7%
We are not satisfied with this partnership	6 2.8%	2 4.4%	0 0.6%	3 3.4%	3 2.4%	3 3.7%	0 0.5%	3 4.3%	3 5.1%	1 4.2%	0 -	0 -
Summary												
Top2Box (Very satisfied/ satisfied)	197 97.2%	54 95.6%	60 99.4%	82 96.6%	127 97.6%	70 96.3%	88 99.5%	60 95.7%	49 94.9%	13 95.8%	28 100.0%	9 100.0%

Q38a_5. [Use... of 'narrow provider networks,'...] You indicated that you have the following types of arrangements and direct partnerships. How satisfied are you with each of these?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Use... of 'narrow provider networks,'... - Has Arrangements Weighted	178	32	58	88	102	76	66	65	47	71	31	29
	170*	54**	58**	58**	86**	83**	78**	65**	27**	14*	14*	7**
Use... of 'narrow provider networks,'...												
We are very satisfied with this partnership and would like to expand it	45 26.3%	20 37.3%	12 20.3%	13 22.0%	32 36.8%	13 15.4%	11 13.9%	18 27.0%	16 60.1%	5 38.0%	4 25.8%	2 27.6%
We are satisfied with this partnership	102 60.3%	28 51.7%	33 56.4%	42 72.2%	52 60.3%	50 60.3%	54 70.0%	38 58.7%	10 36.5%	8 56.3%	10 71.0%	5 72.4%
We are not satisfied with this partnership	23 13.4%	6 11.0%	14 23.3%	3 5.7%	2 2.9%	20 24.3%	12 16.1%	9 14.3%	1 3.5%	1 5.6%	0 3.2%	0 -
Summary												
Top2Box (Very satisfied/ satisfied)	147 86.6%	48 89.0%	45 76.7%	54 94.3%	84 97.1%	63 75.7%	65 83.9%	56 85.7%	26 96.5%	13 94.4%	14 96.8%	7 100.0%

Q38a_6. [Risk-sharing arrangements...] You indicated that you have the following types of arrangements and direct partnerships. How satisfied are you with each of these?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Risk-sharing arrangements... - Has Arrangements Weighted	113	21	39	53	71	42	41	43	29	37	29	23
	87*	30**	23**	35**	55**	32**	48**	22**	18**	7*	14**	5**
Risk-sharing arrangements...												
We are very satisfied with this partnership and would like to expand it	33 38.2%	19 65.7%	3 14.4%	11 30.6%	24 42.6%	10 30.6%	16 34.2%	8 35.0%	9 53.0%	3 35.1%	4 27.6%	2 30.4%
We are satisfied with this partnership	50 57.3%	10 33.9%	19 83.6%	21 59.9%	28 50.6%	22 69.0%	30 63.7%	14 65.0%	5 30.7%	4 62.2%	9 69.0%	3 60.9%
We are not satisfied with this partnership	4 4.4%	0 0.4%	0 2.0%	3 9.5%	4 6.8%	0 0.3%	1 2.1%	0 -	3 16.3%	0 2.7%	0 3.4%	0 8.7%
Summary												
Top2Box (Very satisfied/ satisfied)	83 95.6%	29 99.6%	23 98.0%	31 90.5%	52 93.2%	32 99.7%	47 97.9%	22 100.0%	15 83.7%	7 97.3%	13 96.6%	5 91.3%

Q38a_7. [Employer health benefit group purchasing coalitions] You indicated that you have the following types of arrangements and direct partnerships. How satisfied are you with each of these?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Employer health benefit group purchasing coalitions - Has Arrangements Weighted	143	26	59	58	67	76	71	50	22	44	35	22
	135*	51**	42**	42**	56**	78**	80**	41**	14**	9*	16*	5**
Employer health benefit group purchasing coalitions												
We are very satisfied with this partnership and would like to expand it	33 24.2%	10 18.6%	13 30.6%	10 24.9%	23 40.3%	10 12.6%	13 16.3%	9 22.0%	11 76.7%	3 31.8%	5 28.6%	0 9.1%
We are satisfied with this partnership	71 52.7%	24 46.5%	24 57.0%	23 55.9%	32 56.9%	39 49.7%	40 50.7%	28 67.5%	3 19.9%	5 61.4%	8 48.6%	4 90.9%
We are not satisfied with this partnership	31 23.1%	18 34.9%	5 12.4%	8 19.2%	2 2.8%	29 37.7%	26 33.0%	4 10.5%	0 3.4%	1 6.8%	4 22.9%	0 -
Summary												
Top2Box (Very satisfied/ satisfied)	104 76.9%	33 65.1%	36 87.6%	34 80.8%	55 97.2%	49 62.3%	53 67.0%	37 89.5%	13 96.6%	8 93.2%	13 77.1%	5 100.0%

Q38b_1. [Center of excellence' partnership a health provider to treat employees with a specific health condition...] Please describe your company's level of involvement and interest in the following types of direct partnerships with other organizations that could help your employees access healthcare.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Center of excellence' partnership a health provider to treat employees with a specific health condition... - Not Adopted Weighted	1137	297	398	442	551	586	689	318	130	266	282	210
	1144	454	351	338*	572	571	760	292*	91**	52	132	47
Center of excellence' partnership a health provider to treat employees with a specific health condition...												
Very interested	94 8.2%	31 6.9%	35 10.1%	27 7.9%	55 9.6%	39 6.8%	49 6.4%	27 9.1%	18 19.9%	10 19.2% JK	14 10.3%	6 12.9%
Somewhat interested	480 42.0%	133 29.3%	163 46.6% A	184 54.3% A	267 46.6%	214 37.5%	285 37.5%	143 48.8% F	53 58.1%	24 45.9%	53 40.4%	20 41.4%
Not interested	271 23.7%	171 37.6% BC	67 19.0% C	34 9.9%	126 22.1%	145 25.3%	195 25.6%	58 19.9%	18 20.3%	10 18.4%	23 17.4%	9 19.0%
I don't know	298 26.1%	119 26.2%	85 24.3%	94 27.9%	125 21.8%	174 30.4% D	232 30.5%	65 22.2%	2 1.8%	9 16.5%	42 31.9% I	13 26.7% I
Summary												
Top2Box (Very/ Somewhat interested)	574 50.2%	165 36.3%	199 56.7% A	210 62.2% A	321 56.1% E	253 44.2%	334 43.9%	169 57.9% F	71 77.9%	34 65.0% JK	67 50.7%	26 54.3%

Q38b 2. [Direct contract with a health provider... to receive preferential rates and discounts for employees] Please describe your company's level of involvement and interest in the following types of direct partnerships with other organizations that could help your employees access healthcare.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Direct contract with a health provider... to receive preferential rates and discounts for employees - Not Adopted Weighted	1008	288	351	369	489	519	641	274	93	202	264	202
	1049	424*	333*	291*	547	502	705	288*	55**	39	123	45
Direct contract with a health provider... to receive preferential rates and discounts for employees												
Very interested	183 17.4%	66 15.7%	84 25.3%	32 11.0%	125 22.8%	58 11.5%	104 14.8%	60 20.9%	18 33.3%	9 23.8%	16 13.3%	9 18.8%
Somewhat interested	399 38.0%	138 32.6%	120 36.0%	140 48.2%	207 37.8%	192 38.3%	264 37.5%	119 41.2%	16 28.9%	16 40.1%	48 39.0%	17 38.1%
Not interested	212 20.2%	113 26.7%	62 18.5%	37 12.7%	106 19.5%	105 21.0%	131 18.6%	60 20.8%	20 36.9%	7 17.3%	19 15.2%	8 18.3%
I don't know	255 24.3%	106 25.0%	67 20.2%	82 28.2%	109 19.9%	146 29.2%	205 29.1%	49 17.1%	0 0.9%	7 18.8%	40 32.6%	11 24.8%
Summary												
Top2Box (Very/ Somewhat interested)	581 55.5%	205 48.3%	204 61.3%	172 59.2%	331 60.6%	250 49.8%	368 52.2%	179 62.1%	34 62.2%	25 63.9%	64 52.3%	26 56.9%

Q38b. 3. [Partnership with a provider... or retailer... to promote employee wellness and health management] Please describe your company's level of involvement and interest in the following types of direct partnerships with other organizations that could help your employees access healthcare.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Partnership with a provider... or retailer... to promote employee wellness and health management - Not Adopted Weighted	1030	286	365	379	499	531	639	274	117	230	267	184
	1050	413*	357*	280*	523	527	681	290*	79**	45	125	41
Partnership with a provider... or retailer... to promote employee wellness and health management												
Very interested	183 17.5%	62 15.1%	92 25.8% AC	29 10.3%	120 22.9% E	63 12.0%	95 14.0%	55 19.0%	33 41.9%	10 23.0% JK	15 12.4%	5 13.0%
Somewhat interested	373 35.5%	116 28.0%	137 38.2%	120 43.0% A	180 34.5%	192 36.5%	236 34.6%	108 37.2%	29 36.8%	19 43.0% J	43 34.8%	17 41.8%
Not interested	233 22.2%	136 32.8% BC	57 16.0%	40 14.4%	114 21.8%	119 22.6%	142 20.8%	76 26.1%	16 19.5%	8 17.4%	27 21.3%	8 19.6%
I don't know	261 24.9%	99 24.1%	71 20.0%	90 32.3% B	109 20.8%	152 28.9%	208 30.6% G	51 17.7%	1 1.7%	7 16.5%	39 31.5%	11 25.5% I
Summary												
Top2Box (Very/ Somewhat interested)	556 53.0%	178 43.1%	229 64.0% A	149 53.3%	300 57.4%	256 48.5%	331 48.6%	163 56.2%	63 78.8%	30 66.1% JK	59 47.2%	23 54.9%

Q38b_4. [Partnership with a retailer... to provide employees with added discounts for prescription drugs] Please describe your company's level of involvement and interest in the following types of direct partnerships with other organizations that could help your employees access healthcare.

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Partnership with a retailer... to provide employees with added discounts for prescription drugs - Not Adopted Weighted	1105	299	391	415	537	568	661	314	130	250	268	211
	1127	451	365*	310*	554	573	724	316*	87*	49	125	47
Partnership with a retailer... to provide employees with added discounts for prescription drugs												
Very interested	183 16.2%	62 13.8%	78 21.2%	43 13.8%	101 18.3%	81 14.2%	105 14.5%	52 16.5%	25 29.3%	12 25.2%	21 16.4%	8 17.1%
	Somewhat interested	437 38.8%	154 34.1%	153 42.0%	130 41.9%	210 38.0%	227 39.6%	256 35.3%	141 44.6%	40 46.4%	20 41.6%	41 32.8%
Not interested		235 20.9%	138 30.6%	50 13.8%	47 15.0%	119 21.5%	116 20.2%	150 20.7%	65 20.6%	20 22.8%	9 18.8%	27 21.3%
	I don't know	272 24.1%	97 21.5%	84 22.9%	91 29.4%	123 22.2%	149 26.0%	213 29.4%	58 18.3%	1 1.6%	7 14.4%	37 29.5%
Summary												
Top2Box (Very/ Somewhat interested)	620 55.0%	216 47.9%	231 63.3%	173 55.6%	312 56.3%	308 53.7%	361 49.9%	193 61.1%	65 75.7%	32 66.8%	62 49.3%	25 53.6%

Q38b_5. [Use... of 'narrow provider networks,' which restrict employees' provider choice in exchange for lower costs and better quality of care] Please describe your company's level of involvement and interest in the following types of direct partnerships with other organizations that could help your employees access healthcare.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Use... of 'narrow provider networks,' which restrict employees' provider choice in exchange for lower costs and better quality of care - Not Adopted	1151	304	400	447	570	581	692	319	140	250	298	221
Weighted	1159	454	368*	338*	597	562	735	313*	111**	49	139	50
Use... of 'narrow provider networks,' which restrict employees' provider choice in exchange for lower costs and better quality of care												
Very interested	141 12.2%	50 11.0%	55 15.1%	35 10.5%	86 14.5%	54 9.7%	62 8.4%	53 17.0%	26 23.0%	10 19.6%	17 12.1%	6 11.3%
Somewhat interested	390 33.6%	113 24.9%	133 36.1%	144 42.7%	229 38.4%	161 28.6%	219 29.7%	117 37.2%	55 49.3%	19 39.6%	42 30.5%	18 35.3%
Not interested	343 29.6%	193 42.6%	88 23.9%	62 18.4%	160 26.9%	183 32.5%	227 30.9%	86 27.5%	30 26.7%	12 25.2%	37 26.8%	13 26.2%
I don't know	285 24.6%	98 21.5%	92 25.0%	96 28.4%	121 20.3%	164 29.2%	227 30.9%	57 18.2%	1 1.0%	8 15.6%	42 30.5%	13 27.1%
Summary												
Top2Box (Very/ Somewhat interested)	531 45.8%	163 35.9%	188 51.1%	180 53.3%	316 52.8%	215 38.3%	280 38.2%	170 54.3%	80 72.3%	29 59.2%	59 42.6%	23 46.6%

Q38b_6. [Risk-sharing arrangements with either an insurer or provider based on how well they manage your employees' health outcomes] Please describe your company's level of involvement and interest in the following types of direct partnerships with other organizations that could help your employees access healthcare.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Risk-sharing arrangements with either an insurer or provider based on how well they manage your employees' health outcomes - Not Adopted Weighted	1216	315	419	482	601	615	717	341	158	284	300	227
	1242	478	403	361*	628	614	765	356*	121**	55	140	51
Risk-sharing arrangements with either an insurer or provider based on how well they manage your employees' health outcomes												
Very interested	142 11.4%	34 7.1%	79 19.6%	29 8.1%	97 15.4%	46 7.4%	51 6.7%	54 15.1%	37 30.6%	11 19.0%	9 6.7%	7 13.7%
Somewhat interested	466 37.5%	145 30.3%	149 36.9%	172 47.8%	258 41.2%	208 33.8%	246 32.1%	162 45.4%	59 48.7%	24 43.3%	53 37.7%	18 34.4%
Not interested	304 24.4%	176 36.8%	76 18.9%	52 14.3%	133 21.2%	170 27.7%	203 26.6%	79 22.1%	21 17.8%	12 21.5%	34 24.3%	12 23.8%
I don't know	330 26.6%	123 25.8%	99 24.6%	108 29.8%	140 22.2%	191 31.0%	265 34.6%	62 17.3%	4 3.0%	9 16.2%	44 31.3%	14 28.2%
Summary												
Top2Box (Very/ Somewhat interested)	608 49.0%	179 37.4%	228 56.5%	202 55.9%	355 56.5%	253 41.2%	297 38.8%	216 60.5%	96 79.3%	34 62.3%	62 44.3%	25 48.0%

Q38b. 7. [Employer health benefit group purchasing coalitions] Please describe your company's level of involvement and interest in the following types of direct partnerships with other organizations that could help your employees access healthcare.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Employer health benefit group purchasing coalitions - Not Adopted Weighted	1186	310	399	477	605	581	687	334	165	277	294	228
	1194	456	384*	354*	627	567	733	337*	124**	54	137	51
Employer health benefit group purchasing coalitions												
Very interested	189 15.8%	53 11.6%	94 24.5%	42 11.9%	141 22.5%	48 8.4%	92 12.5%	66 19.6%	31 24.8%	13 23.5%	15 10.9%	8 16.2%
Somewhat interested	454 38.0%	170 37.1%	129 33.7%	155 43.8%	240 38.2%	214 37.7%	238 32.5%	155 46.0%	61 48.7%	23 41.9%	54 39.1%	17 33.8%
Not interested	236 19.8%	110 24.0%	80 20.9%	46 13.0%	114 18.2%	122 21.5%	146 19.9%	58 17.4%	32 25.5%	10 18.8%	26 18.7%	12 23.7%
I don't know	316 26.5%	124 27.3%	81 21.0%	111 31.4%	133 21.1%	183 32.3%	257 35.1%	58 17.1%	1 0.9%	9 15.9%	43 31.3%	13 26.3%
Summary												
Top2Box (Very/ Somewhat interested)	642 53.8%	222 48.7%	223 58.1%	197 55.6%	380 60.7%	262 46.2%	330 45.0%	221 65.5%	92 73.6%	35 65.3%	69 50.0%	26 50.0%

Q39. The healthcare reform act introduces a 'Cadillac' excise tax on health plans whose costs exceed a certain threshold. Here are a few facts about it: [see questionnaire for details]... Overall, how much is the Cadillac tax affecting your organization's medical benefits strategy today?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
No impact because the tax will not likely apply to us	554	250	161	143	262	292	385	148	21	18	64	21
	41.7%	49.3% BC	37.7%	36.3%	38.4%	45.2%	47.4%	39.2%	15.0%	28.7%	41.3% I	37.2% I
We have not made any changes because of the tax yet, but we may be at risk of incurring the tax in the future	519	187	176	156	286	233	299	153	66	26	59	22
	39.1%	36.9%	41.3%	39.5%	41.9%	36.0%	36.8%	40.5%	48.1%	42.4%	38.3%	39.6%
We are actively considering making changes because of the tax	196	59	69	68	92	103	104	61	31	13	24	9
	14.7%	11.6%	16.2%	17.1%	13.5%	16.0%	12.8%	16.0%	22.5%	20.6% J	15.5%	16.8%
We have already made changes specifically because of the tax...	60	11	21	28	42	18	24	16	20	5	7	4
	4.5%	2.2%	4.8%	7.2% A	6.2%	2.7%	3.0%	4.2%	14.4%	8.4% J	4.9%	6.4%

Q39a. Which of the following changes have you made or are you considering specifically in response to the Cadillac excise tax?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Actively Considering Or Have Already Made Changes Specifically Because Of The Tax Weighted	306	43	102	161	166	140	141	88	77	93	67	58
	256*	70**	90*	96*	135*	121*	128*	77**	51**	18*	31*	13*
Eliminating or reducing high cost options	99 38.8%	26 36.4%	43 48.5%	30 31.4%	57 41.9%	43 35.3%	44 34.6%	29 37.8%	26 50.8%	6 35.5%	12 37.3%	5 36.2%
Plan design and/or health management programs to lower cost trends	71 27.7%	21 29.9%	25 28.3%	25 25.6%	36 26.5%	35 29.1%	32 24.9%	22 28.6%	17 33.6%	5 26.9%	7 22.4%	4 29.3%
Reducing medical coverage for active employees	57 22.2%	15 20.7%	23 25.2%	20 20.7%	28 20.9%	29 23.7%	14 10.9%	24 31.3%	19 37.0%	7 37.6% JK	8 25.4%	3 22.4%
Eliminating ancillary benefits (dental, vision, etc.)	52 20.3%	24 34.1%	18 19.8%	10 10.7%	31 22.8%	21 17.6%	26 20.0%	4 5.1%	22 44.1%	5 30.1%	7 20.9%	3 25.9%
Reducing medical coverage for retirees	35 13.6%	12 17.4%	12 12.9%	11 11.5%	13 9.4%	22 18.3%	14 11.0%	9 11.5%	12 23.6%	6 32.3% JK	5 14.9%	2 19.0%
Discontinuing medical coverage for retirees	33 12.9%	23 32.2%	3 3.0%	8 8.1%	21 15.4%	12 10.2%	6 5.0%	10 12.6%	17 33.3%	3 16.1%	3 10.4%	1 10.3%
Discontinuing medical coverage for active employees	27 10.5%	18 25.5%	4 4.1%	5 5.4%	15 11.4%	11 9.4%	3 2.3%	8 10.2%	16 31.5%	5 26.9% JK	3 9.0%	2 12.1%
None	66 25.9%	9 13.2%	23 25.2%	34 35.9%	33 24.1%	34 27.9%	50 39.1%	13 16.4%	3 6.8%	4 22.6%	7 23.9%	3 25.9%

Q40. Small Business Health Options Programs... Starting in 2014, there will be state-run exchanges called SHOPS where small businesses may purchase health coverage for their employees. Here are some additional facts:[see questionnaire for details].... How likely is your company to 'begin offering health benefits and obtain'/'continue offering health benefits by obtaining' employee coverage through a SHOP?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: U.S. Based Employees - Fewer Than 99 Weighted	518	336	182	0	253	265	312	152	54	108	147	66
	698	508	190*	-**	354*	344*	442	206*	49**	21	69	15*
Definitely would	90 12.9%	63 12.3%	27 14.4%	0 -	62 17.6% E	28 8.0%	30 6.8%	37 17.9% F	23 46.0%	2 9.3%	10 15.0%	1 7.6%
Probably would	221 31.6%	165 32.5%	55 29.1%	0 -	109 30.8%	112 32.5%	135 30.5%	73 35.6%	13 25.4%	7 35.2% K	22 32.7%	3 22.7%
May or may not	309 44.3%	209 41.1%	100 52.7%	0 -	150 42.4%	159 46.2%	217 49.1%	86 41.6%	6 12.3%	10 49.1%	28 40.8%	8 56.1% J
Probably would not	46 6.6%	40 7.9%	6 3.2%	0 -	9 2.6%	37 10.8% D	37 8.3%	8 4.1%	1 1.9%	1 3.7%	5 7.5%	1 4.5%
Definitely would not	32 4.6%	31 6.1%	1 0.6%	0 -	23 6.6%	9 2.5%	23 5.2%	2 0.9%	7 14.4%	1 2.8%	3 4.1%	1 9.1% I
Summary												
Top2Box (Definitely/ Probably would)	311 44.5%	228 44.9%	83 43.5%	0 -	171 48.4%	139 40.5%	165 37.3%	110 53.5% F	35 71.4%	9 44.4% K	33 47.6% K	4 30.3%
Low2Box (Definitely/ Probably would not)	78 11.2%	71 14.0% B	7 3.8%	0 -	32 9.2%	46 13.3%	60 13.6%	10 4.9%	8 16.3%	1 6.5%	8 11.6%	2 13.6%

Q41a. Individual health insurance exchanges. Starting in 2014, there will be state-run exchanges for individuals to more readily purchase medical insurance on their own. Here are some additional facts:[see questionnaire for details]...

Given this information, how likely do you think your company would be to discontinue employee health coverage?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: U.S. Based Employees - Fewer Than 49 And With Medical Plan(s) Weighted	249	249	0	0	119	130	149	72	28	53	58	33
	370*	370*	-**	-**	189*	181*	227*	102**	41**	10*	27*	7*
Definitely would	34 9.2%	34 9.2%	0 -	0 -	21 10.8%	14 7.5%	10 4.5%	8 7.4%	16 40.1%	1 5.7%	2 8.6%	1 12.1%
Probably would	101 27.4%	101 27.4%	0 -	0 -	43 22.8%	58 32.1%	58 25.4%	32 31.5%	11 28.2%	3 30.2%	4 15.5%	2 21.2%
May or may not	165 44.5%	165 44.5%	0 -	0 -	90 47.4%	75 41.5%	120 53.0%	37 36.5%	7 17.3%	4 43.4%	14 53.4%	3 39.4%
Probably would not	37 10.0%	37 10.0%	0 -	0 -	17 9.1%	20 11.0%	17 7.4%	15 14.4%	6 13.8%	2 15.1%	5 17.2%	1 18.2%
Definitely would not	33 8.9%	33 8.9%	0 -	0 -	19 9.8%	14 7.9%	22 9.7%	11 10.3%	0 0.6%	1 5.7%	1 5.2%	1 9.1%
Summary												
Top2Box (Definitely/ Probably would)	135 36.6%	135 36.6%	0 -	0 -	64 33.6%	72 39.7%	68 29.9%	40 38.9%	28 68.3%	4 35.8%	7 24.1%	2 33.3%
Low2Box (Definitely/ Probably would not)	70 18.9%	70 18.9%	0 -	0 -	36 19.0%	34 18.8%	39 17.1%	25 24.6%	6 14.4%	2 20.8%	6 22.4%	2 27.3%

Q41b. Individual health insurance exchanges. Starting in 2014, there will be state-run exchanges for individuals to more readily purchase medical insurance on their own. Here are some additional facts:[see questionnaire for details]...

Given this information, how likely do you think your company would be to discontinue employee health coverage?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: U.S. Based Employees - More Than 50 And With Medical Plan(s)	888	0	416	472	456	432	458	279	151	243	194	190
Weighted	734	**	381	354*	387*	347	403	237*	95**	47	91	43
Definitely would	68 9.3%	0 -	50 13.1%	18 5.1%	62 15.9%	6 1.9%	9 2.3%	34 14.4%	25 26.0%	5 10.7%	9 10.3%	4 8.9%
Probably would	125 17.1%	0 -	68 17.8%	58 16.4%	85 22.0%	40 11.6%	74 18.5%	30 12.8%	21 21.9%	13 28.0%	15 16.5%	8 17.9%
May or may not	295 40.1%	0 -	131 34.4%	164 46.3%	142 36.6%	153 44.0%	166 41.3%	96 40.4%	33 34.5%	16 34.6%	37 41.2%	16 37.4%
Probably would not	163 22.3%	0 -	95 24.8%	69 19.5%	54 13.8%	110 31.7%	104 25.8%	54 22.6%	6 6.4%	7 15.2%	17 18.6%	8 19.5%
Definitely would not	83 11.3%	0 -	38 9.9%	45 12.7%	45 11.7%	38 10.8%	49 12.2%	23 9.7%	11 11.2%	5 11.5%	12 13.4%	7 16.3%
Summary												
Top2Box (Definitely/ Probably would)	193 26.3%	0 -	118 30.9%	76 21.5%	147 37.9%	47 13.5%	84 20.7%	64 27.2%	46 47.9%	18 38.7%	24 26.8%	11 26.8%
Low2Box (Definitely/ Probably would not)	246 33.5%	0 -	132 34.8%	114 32.2%	99 25.5%	148 42.5%	153 38.0%	77 32.3%	17 17.6%	13 26.7%	29 32.0%	15 35.8%

Q41ab.[tables 41a and 41b combined] Individual health insurance exchanges. Starting in 2014, there will be state-run exchanges for individuals to more readily purchase medical insurance on their own. Here are some additional facts: [see questionnaire for details] ... Given this information, how likely do you think your company would be to discontinue employee health coverage?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: U.S. Based Employees - With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Definitely would	102 9.2%	34 9.2%	50 13.1%	18 5.1%	82 14.2%	20 3.8%	19 3.1%	42 12.3%	41 30.2%	6 9.8%	12 9.9%	5 9.4%
Probably would	227 20.5%	101 27.4%	68 17.8%	58 16.4%	128 22.3%	98 18.6%	132 20.9%	63 18.5%	32 23.8%	16 28.4%	19 16.3%	9 18.4%
May or may not	459 41.6%	165 44.5%	131 34.4%	164 46.3%	232 40.2%	228 43.1%	287 45.5%	133 39.2%	40 29.4%	21 36.1%	52 44.0%	19 37.7%
Probably would not	201 18.2%	37 10.0%	95 24.8%	69 19.5%	71 12.3%	130 24.6%	121 19.2%	68 20.1%	12 8.6%	9 15.2%	21 18.3%	10 19.3%
Definitely would not	116 10.5%	33 8.9%	38 9.9%	45 12.7%	64 11.1%	52 9.8%	71 11.3%	34 9.9%	11 8.0%	6 10.5%	14 11.5%	8 15.2%
Summary												
Top2Box (Definitely/ Probably would)	329 29.8%	135 36.6%	118 30.9%	76 21.5%	210 36.5%	118 22.4%	151 24.0%	104 30.7%	73 54.0%	22 38.2%	31 26.2%	14 27.8%
Low2Box (Definitely/ Probably would not)	316 28.6%	70 18.9%	132 34.8%	114 32.2%	135 23.3%	182 34.4%	192 30.5%	102 30.0%	23 16.7%	15 25.7%	35 29.8%	17 34.5%

Q41c. Have you previously calculated how many of your employees would benefit economically if your company were to discontinue offering health insurance?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
Yes	242 21.9%	77 20.9%	89 23.3%	76 21.4%	170 29.5%	72 13.6%	55 8.7%	112 33.1%	75 55.1%	18 30.7%	25 21.0%	9 17.9%
No	592 53.6%	219 59.1%	218 57.3%	155 44.0%	292 50.7%	300 56.8%	362 57.5%	171 50.4%	59 43.8%	32 55.1%	63 53.2%	28 56.5%
I don't know	270 24.5%	74 20.1%	74 19.4%	122 34.6%	114 19.8%	156 29.5%	213 33.8%	56 16.5%	2 1.1%	8 14.2%	30 25.8%	13 25.6%

Q41d. If you discontinue health coverage for your employees, how likely is your company to make up for this by increasing other forms of compensation for your employees-particularly for employees who would wind up paying more for health insurance on the exchange than they currently pay for insurance through your company today?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Discontinue With Health Coverage Weighted	779 788	196 300*	273 249*	310 240*	430 442*	349 346	397 438	240 237*	142 113**	220 43	177 83	146 33
Definitely would	103 13.1%	31 10.3%	46 18.4%	26 11.0%	72 16.2%	31 9.1%	15 3.4%	56 23.6%	32 28.4%	6 14.5%	9 11.3%	5 15.8%
Probably would	249 31.6%	106 35.3%	72 29.1%	71 29.5%	165 37.4%	84 24.3%	143 32.8%	68 28.5%	38 33.8%	19 43.6%	26 31.1%	9 27.4%
May or may not	341 43.2%	114 38.1%	106 42.6%	120 50.3%	179 40.5%	161 46.6%	215 49.1%	85 35.9%	40 35.7%	15 34.5%	41 49.2%	15 45.9%
Probably would not	77 9.7%	41 13.7%	15 6.2%	20 8.3%	19 4.2%	58 16.8%	53 12.1%	22 9.3%	1 1.2%	2 4.5%	5 6.2%	2 7.5%
Definitely would not	19 2.4%	8 2.5%	9 3.7%	2 0.9%	7 1.7%	11 3.3%	11 2.6%	6 2.7%	1 1.0%	1 2.7%	2 2.3%	1 3.4%
Summary												
Top2Box (Definitely/ Probably would)	352 44.7%	137 45.6%	118 47.6%	97 40.5%	237 53.6%	115 33.3%	158 36.1%	124 52.1%	70 62.2%	25 58.2%	35 42.4%	14 43.2%
Low2Box (Definitely/ Probably would not)	95 12.1%	49 16.2%	25 9.9%	22 9.3%	26 5.9%	69 20.1%	65 14.7%	28 12.0%	2 2.1%	3 7.3%	7 8.5%	4 11.0%

Q41e_1. [Increased cash compensation] How would you expect your company to compensate employees in this situation?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Increasing Other Form Of Compensation Weighted	357	87	126	144	237	120	128	125	104	128	75	63
	352*	137*	118**	97**	237*	115*	158*	124**	70**	25	35*	14*
Increased cash compensation												
Definitely would	103 29.2%	28 20.6%	44 37.5%	30 31.3%	80 33.9%	22 19.5%	31 19.4%	45 36.8%	27 37.9%	7 27.3%	7 21.3%	5 33.3%
Probably would	148 42.0%	64 46.9%	36 30.7%	47 48.9%	107 45.1%	41 35.5%	74 46.9%	39 31.3%	35 49.7%	12 50.0%	15 42.7%	6 44.4%
May or may not	90 25.6%	43 31.6%	30 25.1%	17 17.8%	46 19.5%	44 38.3% D	51 31.9%	32 25.5%	8 11.5%	5 19.5%	9 25.3%	2 17.5%
Probably would not	9 2.6%	1 0.7%	7 6.0%	1 1.3%	2 1.0%	7 5.9%	2 1.4%	6 5.1%	1 0.9%	1 2.3%	3 8.0%	1 4.8%
Definitely would not	2 0.6%	0 0.3%	1 0.7%	1 0.7%	1 0.5%	1 0.8%	0 0.3%	2 1.2%	0 -	0 0.8%	1 2.7%	0 -
Summary												
Top2Box (Definitely/ Probably would)	251 71.2%	92 67.4%	81 68.2%	78 80.2%	187 79.1% E	63 55.0%	105 66.3%	84 68.1%	62 87.6%	19 77.3% J	22 64.0%	11 77.8% J
Low2Box (Definitely/ Probably would not)	11 3.2%	1 1.0%	8 6.7%	2 2.0%	4 1.5%	8 6.7%	3 1.7%	8 6.4%	1 0.9%	1 3.1%	4 10.7% I	1 4.8%

Q41e_2. [Increased retirement benefits] How would you expect your company to compensate employees in this situation?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Increasing Other Form Of Compensation Weighted	357	87	126	144	237	120	128	125	104	128	75	63
	352*	137*	118**	97**	237*	115*	158*	124**	70**	25	35*	14*
Increased retirement benefits												
Definitely would	72 20.5%	11 8.1%	26 22.4%	35 35.8%	60 25.2%	13 11.0%	18 11.2%	25 20.2%	30 42.0%	6 25.8%	7 18.7%	4 31.7% J
Probably would	130 37.0%	45 32.5%	43 36.3%	43 44.2%	102 43.1%	28 24.6%	63 39.9%	51 41.5%	16 22.6%	9 35.2%	11 32.0%	5 36.5%
May or may not	69 19.7%	29 21.0%	25 21.5%	15 15.7%	43 18.2%	26 22.8%	35 21.9%	23 19.0%	11 16.0%	7 26.6% K	13 36.0% K	2 15.9%
Probably would not	45 12.8%	23 16.8%	18 15.6%	4 3.9%	19 8.0%	26 22.7% D	25 15.6%	12 9.8%	8 11.7%	2 8.6%	2 6.7%	2 11.1%
Definitely would not	35 9.9%	29 21.5%	5 4.3%	0 0.5%	13 5.5%	22 19.0% D	18 11.4%	12 9.4%	5 7.6%	1 3.9%	2 6.7%	1 4.8%
Summary												
Top2Box (Definitely/ Probably would)	203 57.6%	56 40.7%	69 58.7%	78 80.0%	162 68.2% E	41 35.6%	81 51.1%	76 61.7%	45 64.6%	15 60.9%	18 50.7%	10 68.3% J
Low2Box (Definitely/ Probably would not)	80 22.7%	52 38.3%	23 19.8%	4 4.3%	32 13.6%	48 41.6% D	43 27.0%	24 19.3%	14 19.4%	3 12.5%	5 13.3%	2 15.9%

Q41e_3. [Defined contributions] How would you expect your company to compensate employees in this situation?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Increasing Other Form Of Compensation Weighted	357	87	126	144	237	120	128	125	104	128	75	63
	352*	137*	118**	97**	237*	115*	158*	124**	70**	25	35*	14*
Defined contributions												
Definitely would	93 26.3%	26 18.9%	38 31.9%	29 30.0%	68 28.6%	25 21.6%	20 12.5%	43 35.2%	30 42.0%	7 29.7%	8 22.7%	5 33.3%
Probably would	131 37.3%	48 34.8%	35 29.2%	49 50.7%	94 39.7%	37 32.3%	62 39.4%	40 32.4%	29 41.2%	11 42.2%	13 37.3%	6 39.7%
May or may not	93 26.4%	38 27.8%	37 31.4%	18 18.2%	55 23.4%	37 32.5%	50 31.8%	31 25.0%	12 16.5%	5 21.1%	9 25.3%	3 23.8%
Probably would not	29 8.4%	21 15.5%	7 6.2%	1 0.9%	15 6.4%	14 12.4%	24 15.4%	5 3.9%	0 0.3%	1 5.5%	3 9.3%	0 1.6%
Definitely would not	6 1.7%	4 3.0%	2 1.3%	0 0.2%	4 1.9%	1 1.2%	1 0.9%	4 3.6%	0 -	0 1.6%	2 5.3%	0 1.6%
Summary												
Top2Box (Definitely/ Probably would)	224 63.6%	74 53.7%	72 61.1%	78 80.8%	162 68.4%	62 53.9%	82 51.9%	83 67.5%	59 83.2%	18 71.9%	21 60.0%	10 73.0%
Low2Box (Definitely/ Probably would not)	35 10.0%	25 18.5%	9 7.5%	1 1.1%	20 8.3%	16 13.6%	26 16.3%	9 7.5%	0 0.3%	2 7.0%	5 14.7%	0 3.2%

Q41e_4. [Increased PTO] How would you expect your company to compensate employees in this situation?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Increasing Other Form Of Compensation Weighted	357	87	126	144	237	120	128	125	104	128	75	63
	352*	137*	118**	97**	237*	115*	158*	124**	70**	25	35*	14*
Increased PTO												
Definitely would	91 25.9%	16 11.5%	51 43.4%	24 25.0%	81 34.1% E	11 9.2%	12 7.5%	41 32.9%	39 55.2%	6 24.2%	6 17.3%	5 33.3% J
Probably would	107 30.5%	39 28.1%	21 17.9%	48 49.1%	80 33.7%	27 23.8%	73 46.2%	15 12.3%	19 26.9%	11 43.0%	14 38.7%	4 31.7%
May or may not	87 24.6%	36 26.3%	33 28.2%	17 17.7%	45 18.8%	42 36.4% D	29 18.2%	52 42.0%	6 8.5%	6 22.7%	8 22.7%	3 20.6%
Probably would not	49 14.0%	38 28.0%	7 6.1%	4 4.0%	19 7.9%	31 26.7% D	36 22.5%	11 9.3%	2 3.2%	2 7.0%	5 13.3%	2 12.7%
Definitely would not	18 5.0%	8 6.1%	5 4.3%	4 4.2%	13 5.5%	5 3.9%	9 5.6%	4 3.5%	4 6.2%	1 3.1%	3 8.0%	0 1.6%
Summary												
Top2Box (Definitely/ Probably would)	199 56.4%	54 39.6%	72 61.3%	72 74.1%	161 67.8% E	38 33.0%	85 53.7%	56 45.2%	58 82.1%	17 67.2%	20 56.0%	9 65.1%
Low2Box (Definitely/ Probably would not)	67 19.0%	47 34.1%	12 10.4%	8 8.2%	32 13.4%	35 30.6% D	45 28.1%	16 12.8%	7 9.4%	3 10.2%	7 21.3% I	2 14.3%

Q41e_5. [Support in selecting the right plan] How would you expect your company to compensate employees in this situation?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Increasing Other Form Of Compensation Weighted	357	87	126	144	237	120	128	125	104	128	75	63
	352*	137*	118**	97**	237*	115*	158*	124**	70**	25	35*	14*
Support in selecting the right plan												
Definitely would	129 36.6%	50 36.2%	49 41.1%	31 31.7%	100 42.0%	29 25.5%	35 21.8%	56 45.2%	39 54.8%	7 27.3%	11 32.0%	5 33.3%
Probably would	120 34.1%	41 29.9%	30 25.8%	49 50.1%	80 33.6%	40 35.1%	64 40.5%	36 29.4%	20 27.8%	13 51.6% JK	13 37.3%	5 36.5%
May or may not	71 20.1%	23 17.1%	30 25.6%	17 17.4%	41 17.3%	30 25.8%	37 23.6%	24 19.1%	10 13.8%	5 20.3%	8 22.7%	4 28.6%
Probably would not	26 7.3%	16 12.0%	8 7.1%	1 0.7%	10 4.4%	15 13.2%	16 10.2%	7 5.6%	2 3.5%	0 0.8%	1 2.7%	0 1.6%
Definitely would not	7 2.0%	7 4.8%	0 0.4%	0 -	7 2.8%	0 0.4%	6 3.9%	1 0.8%	0 -	0 -	2 5.3% I	0 -
Summary												
Top2Box (Definitely/ Probably would)	249 70.7%	91 66.1%	79 66.8%	79 81.9%	179 75.6%	70 60.6%	99 62.3%	92 74.6%	58 82.7%	20 78.9%	24 69.3%	10 69.8%
Low2Box (Definitely/ Probably would not)	33 9.3%	23 16.8%	9 7.5%	1 0.7%	17 7.2%	16 13.6%	22 14.1%	8 6.4%	2 3.5%	0 0.8%	3 8.0% I	0 1.6%

Q41f_1. [Provide comparative materials on multiple carriers] The following is a list of ways your company could provide support to help your employees select the right health insurance plan for themselves on the exchange. For each, how likely would your company be to offer it?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Support in selecting the right plan - Definitely would/ Probably would Weighted	260	54	89	117	182	78	81	86	93	101	52	44
	249*	91**	79**	79**	179**	70**	99**	92**	58**	20	24*	10*
Provide comparative materials on multiple carriers												
Definitely would	87 35.1%	22 24.7%	42 53.5%	23 28.6%	79 44.3%	8 11.4%	19 19.3%	36 38.7%	33 56.2%	7 36.6%	7 26.9%	4 45.5%
Probably would	92 36.9%	30 32.7%	32 40.8%	30 37.8%	50 28.1%	42 59.6%	30 30.6%	47 50.6%	15 26.1%	10 50.5%	12 48.1%	4 40.9%
May or may not	49 19.8%	21 23.1%	3 3.6%	26 32.2%	42 23.7%	7 9.9%	39 39.8%	8 8.5%	2 3.9%	2 10.9%	5 19.2%	1 6.8%
Probably would not	9 3.8%	7 8.1%	1 1.4%	1 1.1%	1 0.6%	8 11.7%	7 7.4%	2 2.2%	0 -	0 2.0%	1 3.8%	0 4.5%
Definitely would not	11 4.4%	10 11.4%	0 0.6%	0 0.3%	6 3.3%	5 7.3%	3 3.0%	0 -	8 13.8%	0 -	0 1.9%	0 2.3%
Summary												
Top2Box (Definitely/ Probably would)	179 72.0%	52 57.4%	75 94.4%	53 66.4%	130 72.4%	50 71.1%	49 49.8%	82 89.3%	48 82.3%	17 87.1%	18 75.0%	9 86.4%
Low2Box (Definitely/ Probably would not)	20 8.2%	18 19.5%	2 2.0%	1 1.4%	7 3.9%	13 19.0%	10 10.3%	2 2.2%	8 13.8%	0 2.0%	1 5.8%	1 6.8%

Q41f. 2. [Recommend specific sales personnel/agents] The following is a list of ways your company could provide support to help your employees select the right health insurance plan for themselves on the exchange. For each, how likely would your company be to offer it?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Support in selecting the right plan - Definitely would/ Probably would Weighted	260	54	89	117	182	78	81	86	93	101	52	44
	249*	91**	79**	79**	179**	70**	99**	92**	58**	20	24*	10*
Recommend specific sales personnel/agents												
Definitely would	75 30.0%	21 23.5%	27 34.6%	26 32.8%	63 35.4%	11 16.0%	16 16.6%	25 27.3%	33 56.9%	8 39.6%	7 30.8%	4 38.6%
Probably would	95 38.0%	38 42.4%	37 46.4%	20 24.7%	69 38.7%	25 36.3%	40 40.8%	40 43.3%	15 25.1%	8 39.6%	11 46.2%	4 38.6%
May or may not	68 27.4%	22 24.2%	14 18.1%	32 40.3%	38 21.0%	31 43.9%	38 38.1%	26 28.3%	5 7.9%	3 15.8%	5 19.2%	2 15.9%
Probably would not	6 2.4%	4 4.1%	1 0.8%	2 2.2%	3 1.9%	3 3.7%	4 4.5%	1 1.1%	1 1.2%	1 5.0%	1 3.8%	1 6.8%
Definitely would not	5 2.1%	5 5.7%	0 0.1%	0 -	5 2.9%	0 0.1%	0 0	0 -	5 8.9%	0 -	0 -	0 -
Summary												
Top2Box (Definitely/ Probably would)	169 68.0%	60 65.9%	64 81.0%	46 57.5%	133 74.2%	37 52.3%	57 57.4%	65 70.6%	48 82.0%	16 79.2%	19 76.9%	8 77.3%
Low2Box (Definitely/ Probably would not)	11 4.6%	9 9.8%	1 0.8%	2 2.2%	9 4.8%	3 3.8%	4 4.5%	1 1.1%	6 10.1%	1 5.0%	1 3.8%	1 6.8%

Q41f_3. [Provide seminars and training on the options available] The following is a list of ways your company could provide support to help your employees select the right health insurance plan for themselves on the exchange. For each, how likely would your company be to offer it?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Support in selecting the right plan - Definitely would/ Probably would Weighted	260	54	89	117	182	78	81	86	93	101	52	44
	249*	91**	79**	79**	179**	70**	99**	92**	58**	20	24*	10*
Provide seminars and training on the options available												
Definitely would	66 26.5%	8 8.5%	28 35.2%	31 38.6%	51 28.2%	16 22.3%	17 17.5%	21 22.3%	28 48.6%	7 37.6%	8 32.7%	4 45.5%
Probably would	114 45.6%	50 55.6%	41 51.8%	22 28.2%	91 50.9%	23 32.2%	44 44.5%	52 56.4%	18 30.4%	10 49.5%	10 40.4%	3 34.1%
May or may not	56 22.6%	21 23.6%	9 10.8%	26 33.2%	34 19.2%	22 31.1%	32 32.1%	15 16.4%	9 16.1%	2 11.9%	5 21.2%	2 18.2%
Probably would not	9 3.8%	8 8.4%	2 2.3%	0 0.1%	3 1.7%	7 9.3%	3 3.2%	3 3.8%	3 4.9%	0 1.0%	1 5.8%	0 2.3%
Definitely would not	4 1.4%	4 3.9%	0 -	0 -	0 -	4 5.1%	3 2.7%	1 1.0%	0 -	0 -	0 -	0 -
Summary												
Top2Box (Definitely/ Probably would)	180 72.2%	58 64.1%	69 86.9%	53 66.8%	142 79.1%	38 54.5%	61 62.0%	73 78.8%	46 79.0%	17 87.1%	18 73.1%	8 79.5%
Low2Box (Definitely/ Probably would not)	13 5.2%	11 12.4%	2 2.3%	0 0.1%	3 1.7%	10 14.4%	6 5.9%	4 4.8%	3 4.9%	0 1.0%	1 5.8%	0 2.3%

Q41f_4. [Provide employees time with an internal benefits consultant] The following is a list of ways your company could provide support to help your employees select the right health insurance plan for themselves on the exchange. For each, how likely would your company be to offer it?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Support in selecting the right plan - Definitely would/ Probably would Weighted	260	54	89	117	182	78	81	86	93	101	52	44
	249*	91**	79**	79**	179**	70**	99**	92**	58**	20	24*	10*
Provide employees time with an internal benefits consultant												
Definitely would	90 36.3%	18 19.8%	42 53.7%	30 38.0%	72 40.2%	18 26.4%	19 19.4%	38 41.0%	34 57.8%	8 39.6%	7 30.8%	4 45.5%
Probably would	99 39.6%	43 47.9%	32 41.1%	23 28.7%	69 38.3%	30 43.0%	34 34.6%	43 46.2%	22 37.8%	9 46.5%	12 48.1%	4 38.6%
May or may not	43 17.3%	14 15.8%	2 3.0%	26 33.3%	35 19.6%	8 11.5%	33 33.6%	8 8.2%	2 4.1%	2 9.9%	4 15.4%	1 13.6%
Probably would not	10 4.2%	9 10.3%	1 1.4%	0 0.1%	3 1.5%	8 11.0%	6 6.2%	4 4.4%	0 0.3%	1 3.0%	0 1.9%	0 2.3%
Definitely would not	6 2.5%	6 6.2%	1 0.8%	0 -	1 0.4%	6 8.1%	6 6.2%	0 0.2%	0 -	0 1.0%	1 3.8%	0 -
Summary												
Top2Box (Definitely/ Probably would)	189 76.0%	61 67.6%	75 94.8%	53 66.7%	141 78.5%	49 69.4%	53 53.9%	80 87.1%	56 95.6%	17 86.1%	19 78.8%	8 84.1%
Low2Box (Definitely/ Probably would not)	17 6.7%	15 16.5%	2 2.2%	0 0.1%	3 1.9%	13 19.1%	12 12.4%	4 4.7%	0 0.3%	1 4.0%	1 5.8%	0 2.3%

Q41f_5. [Provide employees time with an external benefits consultant affiliated with a specific health insurer] The following is a list of ways your company could provide support to help your employees select the right health insurance plan for themselves on the exchange. For each, how likely would your company be to offer it?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Support in selecting the right plan - Definitely would/ Probably would Weighted	260	54	89	117	182	78	81	86	93	101	52	44
	249*	91**	79**	79**	179**	70**	99**	92**	58**	20	24*	10*
Provide employees time with an external benefits consultant affiliated with a specific health insurer												
Definitely would	112 45.1%	31 34.3%	51 64.8%	30 38.0%	94 52.8%	18 25.6%	26 25.9%	49 53.1%	38 65.2%	7 34.7%	6 25.0%	4 45.5% J
Probably would	91 36.4%	43 48.0%	20 25.5%	27 33.9%	49 27.5%	41 59.0%	50 51.2%	31 33.6%	9 15.5%	9 45.5%	11 46.2%	4 40.9%
May or may not	36 14.5%	8 8.6%	6 7.8%	22 27.9%	27 15.0%	9 13.2%	22 22.3%	8 9.2%	6 9.7%	3 15.8%	6 25.0% K	1 6.8%
Probably would not	2 0.9%	1 0.7%	1 1.7%	0 0.2%	1 0.4%	2 2.1%	1 0.7%	1 1.2%	0 0.7%	1 4.0%	1 3.8%	0 4.5%
Definitely would not	8 3.2%	8 8.4%	0 0.3%	0 -	8 4.4%	0 -	0 -	3 2.9%	5 8.9%	0 -	0 -	0 2.3%
Summary												
Top2Box (Definitely/ Probably would)	203 81.5%	74 82.3%	71 90.3%	57 71.8%	144 80.3%	59 84.6%	76 77.1%	80 86.7%	47 80.7%	16 80.2%	17 71.2%	9 86.4% J
Low2Box (Definitely/ Probably would not)	10 4.0%	8 9.2%	2 1.9%	0 0.2%	9 4.8%	2 2.1%	1 0.7%	4 4.1%	6 9.6%	1 4.0%	1 3.8%	1 6.8%

Q41f. 6. [Provide link to website offering health insurance products from multiple health insurance companies] The following is a list of ways your company could provide support to help your employees select the right health insurance plan for themselves on the exchange. For each, how likely would your company be to offer it?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Support in selecting the right plan - Definitely would/ Probably would Weighted	260	54	89	117	182	78	81	86	93	101	52	44
	249*	91**	79**	79**	179**	70**	99**	92**	58**	20	24*	10*
Provide link to website offering health insurance products from multiple health insurance companies												
Definitely would	95 38.3%	17 18.5%	48 60.5%	31 38.6%	85 47.7%	10 14.1%	23 23.7%	39 42.1%	33 56.9%	7 34.7%	10 40.4%	5 47.7%
Probably would	110 44.0%	60 65.9%	23 28.7%	27 34.4%	58 32.3%	52 74.2%	44 44.3%	43 46.2%	23 40.3%	10 51.5%	11 44.2%	4 40.9%
May or may not	41 16.5%	11 12.6%	8 10.3%	21 27.0%	36 20.0%	5 7.5%	29 29.1%	11 11.5%	2 2.9%	2 11.9%	4 15.4%	1 9.1%
Probably would not	0 0.2%	0 0.1%	0 0.5%	0 -	0 0.1%	0 0.4%	0 0.4%	0 0.1%	0 -	0 1.0%	0 -	0 2.3%
Definitely would not	3 1.1%	3 2.9%	0 -	0 -	0 -	3 3.8%	2 2.5%	0 0.2%	0 -	0 1.0%	0 -	0 -
Summary												
Top2Box (Definitely/ Probably would)	205 82.3%	76 84.4%	70 89.2%	58 73.0%	143 79.9%	62 88.3%	67 68.0%	81 88.2%	56 97.1%	17 86.1%	21 84.6%	9 88.6%
Low2Box (Definitely/ Probably would not)	3 1.3%	3 3.0%	0 0.5%	0 -	0 0.1%	3 4.2%	3 2.9%	0 0.3%	0 -	0 2.0%	0 -	0 2.3%

Q41f. 7. [Provide employees time with a financial consultant] The following is a list of ways your company could provide support to help your employees select the right health insurance plan for themselves on the exchange. For each, how likely would your company be to offer it?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Support in selecting the right plan - Definitely would/ Probably would Weighted	260	54	89	117	182	78	81	86	93	101	52	44
	249*	91**	79**	79**	179**	70**	99**	92**	58**	20	24*	10*
Provide employees time with a financial consultant												
Definitely would	82 32.9%	13 14.7%	40 50.5%	29 36.1%	67 37.5%	15 20.9%	16 15.7%	45 48.9%	21 36.6%	5 27.7%	7 30.8%	4 36.4%
Probably would	77 31.1%	35 39.2%	17 21.1%	25 31.9%	50 28.2%	27 38.7%	32 32.6%	21 23.0%	24 41.4%	9 43.6%	8 34.6%	3 34.1%
May or may not	72 28.8%	28 31.1%	20 25.3%	24 29.7%	57 31.7%	15 21.5%	40 40.7%	22 24.2%	9 16.0%	4 22.8%	7 28.8%	2 20.5%
Probably would not	12 5.0%	9 9.4%	2 2.5%	2 2.3%	2 1.1%	10 14.8%	8 8.0%	1 1.0%	4 6.0%	1 5.0%	1 5.8%	1 6.8%
Definitely would not	6 2.2%	5 5.6%	0 0.5%	0 -	3 1.5%	3 4.1%	3 2.9%	3 2.9%	0 -	0 1.0%	0 -	0 2.3%
Summary												
Top2Box (Definitely/ Probably would)	159 64.0%	49 53.8%	57 71.6%	54 68.0%	118 65.7%	42 59.6%	48 48.4%	66 71.9%	45 78.0%	14 71.3%	16 65.4%	7 70.5%
Low2Box (Definitely/ Probably would not)	18 7.2%	14 15.1%	2 3.0%	2 2.3%	5 2.6%	13 18.9%	11 10.9%	4 3.9%	4 6.0%	1 5.9%	1 5.8%	1 9.1%

Q42. If your company ultimately chose not to drop health benefits, what would be the most important reasons why?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Respondents With Medical Plan(s) Weighted	1137	249	416	472	575	562	607	351	179	296	252	223
	1105	370*	381	354*	577	528	630	339*	136**	58	118	50
We would risk decreasing overall employee satisfaction/morale	384	141	144	99	166	218	228	107	49	23	38	22
	34.8%	38.2%	37.8%	27.9%	28.7%	41.4% D	36.2%	31.7%	36.0%	39.2% J	32.1%	43.9% J
We would risk losing talent or have more difficulty attracting talent	299	101	123	75	120	180	172	88	39	18	28	19
	27.1%	27.4%	32.3% C	21.2%	20.7%	34.0% D	27.3%	26.0%	28.5%	31.8% J	23.4%	38.1% J
We are morally obligated to provide health benefits to employees	268	87	96	86	131	138	157	66	46	17	37	14
	24.3%	23.5%	25.2%	24.2%	22.6%	26.1%	24.9%	19.5%	33.5%	30.1%	31.3%	28.7%
We would risk decreasing employee productivity	244	78	80	86	115	129	108	88	48	12	25	9
	22.1%	21.0%	21.1%	24.3%	20.0%	24.4%	17.1%	26.0% F	35.5%	21.3%	21.0%	18.8%
We need to see if exchanges are an effective way for employees to obtain health coverage for themselves and their families	179	100	48	31	99	81	99	65	16	13	14	6
	16.2%	27.1% BC	12.6%	8.8%	17.1%	15.3%	15.6%	19.2%	11.6%	23.3% JK	12.3%	11.2%
We believe it would hurt public relations or our company's reputation	168	47	46	75	78	90	72	76	20	11	21	10
	15.2%	12.8%	12.0%	21.2% B	13.5%	17.1%	11.5%	22.4% F	14.5%	18.2%	18.3%	20.2%
We believe others in our industry would likely keep offering as well/ don't want to be the first in our industry to stop offering coverage	164	49	53	63	85	79	77	62	25	11	16	11
	14.9%	13.2%	13.8%	17.7%	14.7%	15.0%	12.3%	18.2%	18.5%	19.6% J	13.9%	22.0% J
We don't feel our cost savings would be high enough ...	161	59	81	21	89	72	78	62	20	9	14	6
	14.6%	16.0% C	21.2% C	6.0%	15.4%	13.7%	12.4%	18.4%	15.0%	15.9%	11.9%	11.2%
Employee unions would not allow it	157	32	52	73	72	85	91	44	22	9	13	4
	14.2%	8.6%	13.6%	20.8% A	12.5%	16.1%	14.5%	12.9%	16.2%	15.9% JK	10.7%	7.2%
I don't know	201	58	56	87	111	90	153	40	7	6	25	8
	18.2%	15.8%	14.6%	24.6% B	19.2%	17.0%	24.4% G	11.8%	5.4%	11.1%	21.0% I	16.1% I

Q43a. Instead of continuing offering your current medical benefits or dropping medical benefits entirely, your company could also consider offering a 'defined contribution' health benefit. Here is how this could work: [see questionnaire for details] ...

How likely would you consider switching to a 'defined contribution' model for health benefits?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
We already have a defined contribution option in our benefits offering	77	13	48	16	63	14	33	26	18	2	6	2
	5.8%	2.5%	11.3%	4.0%	9.3%	2.1%	4.0%	7.0%	12.9%	3.7%	3.6%	3.6%
Definitely would	69	23	28	18	58	11	27	21	21	8	11	5
	5.2%	4.5%	6.6%	4.4%	8.5%	1.7%	3.3%	5.5%	15.1%	12.5%	7.3%	8.4%
Probably would	188	79	46	63	105	83	87	78	22	14	24	9
	14.1%	15.5%	10.8%	15.8%	15.3%	12.8%	10.7%	20.6%	16.2%	22.1%	15.5%	16.8%
May or may not	505	210	165	130	244	261	317	143	46	20	55	21
	38.0%	41.3%	38.8%	33.0%	35.7%	40.5%	39.0%	37.7%	33.1%	32.4%	35.6%	38.0%
Probably would not	166	84	52	30	58	107	96	54	15	9	14	5
	12.5%	16.5%	12.1%	7.6%	8.5%	16.6%	11.9%	14.3%	10.8%	13.7%	9.1%	8.4%
Definitely would not	81	53	22	5	42	38	44	22	15	2	7	3
	6.1%	10.5%	5.2%	1.4%	6.2%	5.9%	5.4%	5.8%	10.6%	2.5%	4.9%	5.6%
I don't know	244	46	65	134	113	131	208	34	2	8	37	11
	18.4%	9.0%	15.2%	33.8%	16.5%	20.3%	25.6%	9.1%	1.3%	13.1%	24.0%	19.2%
Summary				AB			G			I	I	I
Top2Box (Definitely/ Probably would)	256	102	74	80	163	94	114	99	43	22	35	14
	19.3%	20.1%	17.5%	20.3%	23.8%	14.5%	14.1%	26.1%	31.4%	34.6%	22.8%	25.2%
Low2Box (Definitely/ Probably would not)	246	137	74	36	100	146	141	76	30	10	21	8
	18.5%	27.0%	17.3%	9.0%	14.7%	22.6%	17.3%	20.1%	21.4%	16.2%	14.0%	14.0%

Q43b. Below are a set of factors you could consider in choosing a defined contribution health benefit solution. Please select the 2 most important factors to your company.

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Defined Contribution - Definitely would/ Probably would/ May or may not Weighted	800	208	302	290	435	365	387	266	147	215	192	158
	762	312*	240*	211*	407	355	431	242*	89**	42	90	36
Price of the plans/ choices available	527 69.2%	210 67.4%	177 73.9%	140 66.5%	245 60.3%	282 79.4% D	310 72.0%	162 67.0%	55 61.8%	25 60.0%	61 67.7%	25 69.0% I
Quality of the plans/choices available	412 54.0%	203 65.3%	128 53.6% C	80 37.9% C	221 54.4%	190 53.6%	216 50.2%	150 62.0%	45 50.9%	28 66.0% J	46 51.0%	25 70.3% J
Breadth of plans/choices available	129 16.9%	56 17.8%	41 17.1%	32 15.3%	68 16.8%	61 17.1%	69 15.9%	37 15.4%	23 25.6%	11 25.1% K	17 18.8%	6 17.1%
Solution's overall ease of use for employees	118 15.5%	44 14.2%	35 14.7%	38 18.2%	69 17.0%	49 13.7%	77 17.9%	33 13.5%	8 8.8%	3 7.4%	12 13.0% IK	2 6.3%
Quality and robustness of information/tools to help with decision making	61 8.0%	24 7.9%	14 5.8%	22 10.6%	36 9.0%	24 6.8%	45 10.5%	13 5.2%	3 3.3%	6 13.5%	10 11.5%	4 10.1%
Other factors	3 0.3%	0 -	3 1.1%	0 -	0 -	3 0.7%	0 -	3 1.1%	0 -	0 -	0 -	0 -

Q44_1. [Restructuring your company into two companies] With healthcare reform, some employers may be interested in offering health insurance to their higher-wage employees, but not to lower-wage employees... Here are some additional facts about this option: Healthcare reform prohibits employers from discriminating in favor of higher wage employees in their benefits offering. However, there are other workforce strategies your company could pursue to provide different benefits to your higher vs. lower wage employees. For the next set of questions, assume exchanges are an easy, affordable way for individuals to obtain health insurance. How likely would your company be to consider pursuing each of the following strategies?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Restructuring your company into two companies												
Definitely would	101 7.6%	25 4.8%	47 11.1%	29 7.4%	73 10.7%	28 4.3%	27 3.3%	43 11.3%	31 22.8%	7 11.5%	8 5.2%	4 7.2%
Probably would	103 7.8%	33 6.5%	35 8.1%	36 9.0%	75 11.0%	28 4.4%	58 7.1%	30 8.0%	15 10.9%	13 20.6%	14 9.4%	7 13.2%
May or may not	320 24.1%	84 16.5%	107 25.1%	130 32.8%	183 26.8%	137 21.3%	179 22.0%	105 27.7%	37 26.6%	15 23.4%	41 26.4%	14 24.4%
Probably would not	216 16.2%	75 14.7%	99 23.3%	42 10.6%	80 11.6%	136 21.1%	132 16.3%	66 17.6%	17 12.2%	11 17.4%	22 14.6%	10 17.2%
Definitely would not	363 27.3%	221 43.6%	88 20.7%	54 13.5%	157 23.0%	206 31.9%	232 28.5%	95 25.0%	36 26.3%	10 16.2%	31 20.1%	11 20.4%
I don't know	226 17.0%	71 13.9%	49 11.6%	106 26.7%	116 17.0%	110 17.0%	185 22.8%	39 10.3%	2 1.2%	7 10.9%	37 24.3%	10 17.6%
Summary												
Top2Box (Definitely/ Probably would)	204 15.4%	58 11.3%	82 19.3%	65 16.4%	148 21.7%	56 8.7%	85 10.4%	73 19.4%	47 33.7%	20 32.1%	22 14.6%	11 20.4%
Low2Box (Definitely/ Probably would not)	579 43.5%	296 58.3%	187 44.0%	95 24.1%	236 34.6%	342 53.0%	364 44.8%	161 42.6%	53 38.5%	21 33.6%	53 34.7%	21 37.6%

Q44_2. [Shifting your lower-wage workforce toward more part-time workers] With healthcare reform, some employers may be interested in offering health insurance to their higher-wage employees, but not to lower-wage employees... Here are some additional facts about this option: Healthcare reform prohibits employers from discriminating in favor of higher wage employees in their benefits offering. However, there are other workforce strategies your company could pursue to provide different benefits to your higher vs. lower wage employees. For the next set of questions, assume exchanges are an easy, affordable way for individuals to obtain health insurance. How likely would your company be to consider pursuing each of the following strategies?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Shifting your lower-wage workforce toward more part-time workers												
Definitely would	128 9.6%	42 8.3%	56 13.1%	30 7.5%	90 13.2% E	37 5.8%	39 4.8%	57 15.2% F	32 22.8%	9 14.0% JK	15 9.7%	4 7.6%
Probably would	226 17.0%	106 20.8%	68 16.0%	52 13.2%	141 20.6% E	85 13.2%	150 18.5%	47 12.5%	28 20.4%	12 19.9%	28 18.5%	10 17.6%
May or may not	364 27.4%	103 20.4%	117 27.5%	143 36.2% A	164 24.0%	200 31.0%	214 26.3%	113 29.8%	37 27.0%	16 24.9%	44 28.9%	15 26.0%
Probably would not	157 11.8%	51 10.1%	67 15.8%	39 9.7%	60 8.7%	98 15.2% D	77 9.5%	69 18.4% F	11 7.9%	10 15.3% J	16 10.6%	9 16.0% J
Definitely would not	228 17.2%	121 23.8% C	73 17.1% C	35 8.8%	115 16.8%	113 17.6%	143 17.7%	56 14.8%	29 20.9%	9 14.6%	18 11.9%	9 16.0%
I don't know	225 17.0%	84 16.6% C	44 10.4% C	97 24.5% B	114 16.6%	112 17.3%	189 23.2% G	35 9.3%	1 0.9%	7 11.2%	31 20.4% I	9 16.8% I
Summary												
Top2Box (Definitely/ Probably would)	354 26.6%	148 29.2%	124 29.1%	82 20.7%	231 33.8% E	123 19.0%	189 23.3%	105 27.7%	60 43.2%	21 34.0% K	43 28.3%	14 25.2%
Low2Box (Definitely/ Probably would not)	386 29.0%	172 33.9% C	140 32.9% C	73 18.6%	174 25.5%	211 32.7%	220 27.1%	125 33.2%	40 28.8%	19 29.9% J	35 22.5%	18 32.0% J

Q44_3. [Significantly shifting your lower-wage workforce toward outsourced and/or offshore workers.] With healthcare reform, some employers may be interested in offering health insurance to their higher-wage employees, but not to lower-wage employees... Here are some additional facts about this option: Healthcare reform prohibits employers from discriminating in favor of higher wage employees in their benefits offering. However, there are other workforce strategies your company could pursue to provide different benefits to your higher vs. lower wage employees. For the next set of questions, assume exchanges are an easy, affordable way for individuals to obtain health insurance. How likely would your company be to consider pursuing each of the following strategies?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Significantly shifting your lower-wage workforce toward outsourced and/or offshore workers.												
Definitely would	108 8.1%	37 7.2%	50 11.6%	21 5.4%	82 12.0% E	26 4.0%	32 4.0%	32 8.4%	44 31.7%	8 12.8% JK	11 7.0%	4 8.0%
Probably would	147 11.0%	61 12.0%	44 10.4%	41 10.5%	101 14.8% E	46 7.1%	85 10.4%	43 11.3%	19 13.8%	12 19.6% JK	19 12.5%	7 12.0%
May or may not	336 25.3%	94 18.4%	115 26.9%	128 32.4% A	180 26.4%	156 24.1%	195 23.9%	109 28.9%	32 23.4%	14 23.1%	41 26.4%	15 26.4%
Probably would not	145 10.9%	50 9.8%	53 12.4%	42 10.7%	46 6.7%	99 15.3% D	78 9.6%	62 16.5% F	5 3.4%	9 14.0% J	14 9.1%	8 13.6% J
Definitely would not	353 26.6%	179 35.2% C	116 27.3% C	58 14.7%	151 22.1%	203 31.4% D	236 29.0%	85 22.6%	32 23.4%	12 19.0%	36 23.4%	13 23.2%
I don't know	240 18.1%	88 17.3%	48 11.3%	104 26.4% B	123 18.0%	117 18.1%	187 23.1% G	47 12.3%	6 4.4%	7 11.5%	33 21.6% I	9 16.8% I
Summary												
Top2Box (Definitely/ Probably would)	254 19.1%	98 19.2%	94 22.1%	63 15.8%	183 26.8% E	71 11.1%	117 14.4%	75 19.7%	63 45.5%	20 32.4% JK	30 19.5%	11 20.0%
Low2Box (Definitely/ Probably would not)	498 37.5%	229 45.1% C	169 39.7% C	100 25.4%	197 28.8%	301 46.7% D	314 38.6%	148 39.0%	37 26.7%	21 33.0%	50 32.5%	21 36.8%

Q44_4. [Setting the health coverage premium paid by employees above 9.5% of household income of many/most of your low-wage employees.] With healthcare reform, some employers may be interested in offering health insurance to their higher-wage employees, but not to lower-wage employees... Here are some additional facts about this option: Healthcare reform prohibits employers from discriminating in favor of higher wage employees in their benefits offering. However, there are other workforce strategies your company could pursue to provide different benefits to your higher vs. lower wage employees. For the next set of questions, assume exchanges are an easy, affordable way for individuals to obtain health insurance. How likely would your company be to consider pursuing each of the following strategies?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Setting the health coverage premium paid by employees above 9.5% of household income of many/most of your low-wage employees.												
Definitely would	95 7.2%	25 4.9%	47 11.0%	24 5.9%	76 11.2%	19 2.9%	34 4.1%	34 8.9%	28 20.3%	7 11.2%	12 7.9%	4 7.2%
Probably would	165 12.4%	62 12.1%	58 13.6%	45 11.4%	102 14.9%	63 9.7%	65 8.0%	62 16.3%	38 27.8%	13 21.5%	18 11.6%	8 14.4%
May or may not	450 33.9%	157 31.0%	141 33.1%	152 38.4%	222 32.5%	228 35.4%	279 34.3%	134 35.5%	37 26.8%	21 33.3%	50 32.8%	20 35.2%
Probably would not	195 14.6%	72 14.1%	77 18.1%	46 11.6%	67 9.8%	127 19.7%	110 13.5%	74 19.6%	11 7.7%	8 13.4%	22 14.6%	9 15.6%
Definitely would not	169 12.7%	96 19.0%	51 11.9%	22 5.5%	101 14.8%	68 10.5%	109 13.4%	38 10.1%	22 15.7%	6 9.0%	12 7.9%	5 8.4%
I don't know	255 19.2%	96 18.9%	52 12.2%	107 27.2%	115 16.8%	140 21.7%	217 26.7%	36 9.6%	2 1.5%	7 11.5%	39 25.2%	11 19.2%
Summary												
Top2Box (Definitely/ Probably would)	260 19.6%	86 17.0%	105 24.6%	69 17.4%	178 26.1%	82 12.7%	98 12.1%	95 25.2%	67 48.2%	20 32.7%	30 19.5%	12 21.6%
Low2Box (Definitely/ Probably would not)	363 27.3%	168 33.1%	128 30.0%	67 17.0%	168 24.6%	195 30.2%	219 26.9%	112 29.7%	32 23.5%	14 22.4%	35 22.5%	13 24.0%

Q45. Another potential response to reform for employers is to become 'self-insured' or 'ASO'... Under this arrangement: [see questionnaire for details] ... How likely is your company to convert your current fully-insured insurance plans to self-insured plans?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Fully Insured Respondents Weighted	621	160	248	213	328	293	290	208	123	165	120	134
	591	217*	232*	141*	362*	229*	313*	199*	79**	32	56	30
Most likely	71 12.0%	22 9.9%	34 14.5%	16 11.0%	68 18.7%	3 1.3%	10 3.1%	32 16.1%	29 36.7%	3 7.9%	5 9.2%	3 10.4%
Likely	58 9.8%	21 9.8%	20 8.6%	17 12.0%	44 12.2%	14 6.2%	15 4.9%	31 15.6%	12 15.1%	8 24.8%	6 10.8%	3 10.4%
Somewhat likely	104 17.6%	48 22.1%	40 17.1%	16 11.4%	69 19.2%	35 15.0%	57 18.3%	36 17.9%	11 14.0%	6 20.0%	10 18.3%	6 20.1%
Somewhat unlikely	130 22.0%	26 12.2%	58 25.1%	45 32.1%	73 20.2%	57 24.8%	74 23.7%	51 25.4%	5 6.8%	5 14.5%	14 24.2%	4 14.9%
Not likely	144 24.4%	77 35.4%	50 21.5%	18 12.5%	64 17.6%	81 35.2%	92 29.5%	31 15.4%	22 27.4%	7 21.2%	14 24.2%	9 29.9%
I don't know	84 14.2%	23 10.7%	31 13.2%	30 21.1%	44 12.1%	40 17.4%	64 20.6%	19 9.8%	0 -	4 11.5%	7 13.3%	4 14.2%
Summary												
Top3Box (Most likely/ Likely/ Somewhat likely)	233 39.4%	91 41.8%	93 40.2%	49 34.4%	181 50.1%	52 22.5%	82 26.2%	98 49.5%	52 65.8%	17 52.7%	21 38.3%	12 41.0%
Low2Box (Somewhat unlikely/ Not likely)	275 46.4%	103 47.5%	108 46.6%	63 44.5%	137 37.8%	138 60.1%	166 53.2%	81 40.7%	27 34.2%	11 35.8%	27 48.3%	13 44.8%

Q46. If your company has not previously offered wellness programs for employees, due to healthcare reform you could be eligible for federal grants toward establishing wellness programs. Given this, how interested would your company be in establishing a wellness program?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: No Health Management Programs Weighted	449	191	138	120	217	232	312	106	31	85	137	79
	469	287*	105*	77*	205*	264*	340*	114*	15**	17*	64	18*
Very interested	19 4.0%	11 3.9%	5 5.2%	2 2.7%	10 4.6%	9 3.5%	13 4.0%	5 4.0%	1 4.8%	2 11.8% JK	4 5.8%	1 3.8%
Interested	100 21.4%	68 23.6%	17 15.9%	16 21.0%	44 21.4%	56 21.4%	75 22.0%	22 19.0%	4 27.8%	3 15.3%	13 19.7%	4 21.5%
Somewhat interested	166 35.4%	94 32.8%	43 41.1%	29 37.3%	62 30.1%	104 39.5%	112 32.9%	52 45.8%	2 12.1%	6 37.6%	25 38.7%	7 40.5%
Somewhat uninterested	53 11.3%	37 12.8%	11 10.6%	5 6.5%	22 11.0%	30 11.5%	34 10.0%	14 12.2%	5 35.5%	3 15.3%	6 9.5%	2 10.1%
Not interested	131 27.9%	77 26.9%	28 27.2%	25 32.5%	67 32.8%	63 24.0%	106 31.2%	22 19.1%	3 19.9%	3 20.0%	17 26.3%	4 24.1%
Summary												
Top3Box (Very/ Interested/ Somewhat interested)	285 60.8%	173 60.3%	65 62.3%	47 61.0%	115 56.2%	170 64.5%	200 58.9%	79 68.8%	6 44.6%	11 64.7%	41 64.2%	12 65.8%
Low2Box (Somewhat/ Not interested)	184 39.2%	114 39.7%	40 37.7%	30 39.0%	90 43.8%	94 35.5%	140 41.1%	36 31.2%	8 55.4%	6 35.3%	23 35.8%	6 34.2%

Q47_1. [Major illness support/ recovery programs] What type of employee wellness programs would you be most interested in launching or expanding?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Health Management Programs OR Interested To Establish A Wellness Program Weighted	1213	287	430	496	610	603	666	367	180	304	293	231
	1198	430	397	370*	616	582	707	356*	135**	59	137	52
Major illness support/ recovery programs												
Very interested	223 18.6%	44 10.3%	112 28.3% AC	67 18.1%	147 23.9% E	76 13.1%	121 17.1%	62 17.5%	40 29.7%	14 23.7%	28 20.5%	10 19.9%
Interested	349 29.1%	137 31.8%	112 28.3%	100 26.9%	178 28.9%	171 29.4%	209 29.5%	96 26.9%	45 32.9%	20 33.2%	48 34.8%	17 32.5%
Somewhat interested	423 35.3%	164 38.1%	112 28.2%	147 39.8% B	183 29.8%	240 41.2% D	240 34.0%	146 40.9%	38 27.8%	20 33.6%	43 31.4%	16 30.7%
Somewhat uninterested	92 7.7%	31 7.3%	39 9.7%	22 6.0%	40 6.5%	53 9.0%	52 7.3%	35 9.8%	6 4.4%	3 5.3%	8 6.1%	5 9.5% I
Not interested	110 9.2%	54 12.5% B	22 5.5%	34 9.1%	68 11.0%	42 7.2%	85 12.1% G	18 4.9%	7 5.1%	3 4.3%	10 7.2%	4 7.4%
Summary												
Top3Box (Very Interested/ Interested/ Somewhat Interested)	996 83.1%	345 80.2%	337 84.7%	314 84.8%	508 82.5%	488 83.8%	570 80.6%	304 85.3%	122 90.5%	54 90.5% K	119 86.7%	43 83.1%
Low2Box (Somewhat uninterested/ Not interested)	202 16.9%	85 19.8%	61 15.3%	56 15.2%	108 17.5%	95 16.2%	137 19.4%	52 14.7%	13 9.5%	6 9.5%	18 13.3%	9 16.9% I

Q47_2. [Chronic disease management] What type of employee wellness programs would you be most interested in launching or expanding?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Health Management Programs OR Interested To Establish A Wellness Program Weighted	1213	287	430	496	610	603	666	367	180	304	293	231
	1198	430	397	370*	616	582	707	356*	135**	59	137	52
Chronic disease management												
Very interested	234 19.5%	70 16.2%	102 25.6%	63 16.9%	162 26.3%	72 12.3%	113 16.0%	75 21.0%	46 34.0%	14 24.3%	29 21.5%	11 20.3%
Interested	378 31.5%	119 27.6%	136 34.2%	123 33.3%	164 26.6%	214 36.7%	233 32.9%	101 28.4%	44 32.4%	23 38.5%	46 33.8%	19 35.9%
Somewhat interested	376 31.4%	131 30.4%	105 26.5%	139 37.6%	166 27.0%	210 36.0%	202 28.6%	139 39.0%	35 25.6%	16 26.3%	41 30.0%	15 29.4%
Somewhat uninterested	96 8.0%	48 11.1%	37 9.3%	11 3.1%	45 7.4%	50 8.7%	68 9.6%	27 7.5%	1 1.0%	4 5.9%	9 6.8%	4 8.7%
Not interested	115 9.6%	64 14.8%	18 4.4%	34 9.1%	78 12.7%	37 6.3%	91 12.9%	14 4.1%	9 7.0%	3 4.9%	11 7.8%	3 5.6%
Summary												
Top3Box (Very Interested/ Interested/ Somewhat Interested)	988 82.4%	319 74.2%	343 86.3%	325 87.8%	492 79.9%	495 85.1%	548 77.5%	315 88.4%	125 92.1%	53 89.1%	117 85.3%	45 85.7%
Low2Box (Somewhat uninterested/ Not interested)	211 17.6%	111 25.8%	54 13.7%	45 12.2%	124 20.1%	87 14.9%	159 22.5%	41 11.6%	11 7.9%	6 10.9%	20 14.7%	7 14.3%

Q47_3. [Smoking cessation] What type of employee wellness programs would you be most interested in launching or expanding?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Health Management Programs OR Interested To Establish A Wellness Program Weighted	1213	287	430	496	610	603	666	367	180	304	293	231
	1198	430	397	370*	616	582	707	356*	135**	59	137	52
Smoking cessation												
Very interested	263 21.9%	65 15.2%	101 25.4%	97 26.1%	144 23.4%	118 20.3%	140 19.9%	73 20.5%	49 36.3%	16 27.6%	36 26.6%	13 24.7%
Interested	328 27.4%	123 28.5%	122 30.7%	83 22.5%	157 25.5%	171 29.4%	179 25.3%	115 32.3%	34 25.2%	21 35.9%	40 29.0%	15 29.0%
Somewhat interested	334 27.9%	101 23.4%	109 27.3%	125 33.7%	157 25.5%	177 30.4%	189 26.7%	116 32.4%	29 21.8%	14 24.0%	36 26.3%	14 26.4%
Somewhat uninterested	93 7.7%	42 9.8%	25 6.3%	25 6.9%	41 6.7%	52 8.9%	59 8.4%	24 6.8%	9 6.8%	4 6.3%	10 7.2%	3 6.1%
Not interested	181 15.1%	99 23.1%	41 10.4%	40 10.9%	117 19.0%	64 11.0%	139 19.7%	28 8.0%	13 9.9%	4 6.3%	15 10.9%	7 13.9%
Summary												
Top3Box (Very Interested/ Interested/ Somewhat Interested)	925 77.2%	289 67.1%	331 83.4%	305 82.2%	458 74.4%	466 80.1%	508 71.9%	304 85.2%	113 83.3%	52 87.5%	112 81.9%	42 80.1%
Low2Box (Somewhat uninterested/ Not interested)	274 22.8%	142 32.9%	66 16.6%	66 17.8%	158 25.6%	116 19.9%	198 28.1%	53 14.8%	23 16.7%	7 12.5%	25 18.1%	10 19.9%

Q47_4. [Diet/ nutrition coaching] What type of employee wellness programs would you be most interested in launching or expanding?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Health Management Programs OR Interested To Establish A Wellness Program Weighted	1213	287	430	496	610	603	666	367	180	304	293	231
	1198	430	397	370*	616	582	707	356*	135**	59	137	52
Diet/ nutrition coaching												
Very interested	266 22.2%	79 18.3%	113 28.4%	75 20.2%	163 26.5%	103 17.8%	150 21.3%	68 19.2%	48 35.3%	14 23.7%	28 20.8%	11 20.3%
Interested	345 28.8%	125 29.1%	117 29.3%	103 27.9%	164 26.6%	181 31.1%	209 29.6%	96 27.0%	40 29.5%	21 35.5%	54 39.2%	20 39.4%
Somewhat interested	356 29.7%	129 29.9%	98 24.8%	129 34.8%	162 26.3%	194 33.3%	184 26.0%	137 38.4%	35 26.2%	16 26.6%	34 24.6%	15 28.1%
Somewhat uninterested	113 9.4%	37 8.5%	48 12.0%	29 7.8%	58 9.4%	55 9.4%	73 10.3%	32 9.0%	8 6.1%	5 8.9%	9 6.5%	3 5.6%
Not interested	118 9.8%	61 14.2%	22 5.5%	35 9.4%	69 11.2%	49 8.4%	91 12.8%	23 6.5%	4 2.8%	3 5.3%	12 8.9%	3 6.5%
Summary												
Top3Box (Very Interested/ Interested/ Somewhat Interested)	967 80.7%	333 77.3%	328 82.5%	307 82.9%	489 79.4%	479 82.2%	543 76.8%	301 84.5%	123 91.1%	51 85.9%	116 84.6%	46 87.9%
Low2Box (Somewhat uninterested/ Not interested)	231 19.3%	98 22.7%	70 17.5%	64 17.1%	127 20.6%	104 17.8%	164 23.2%	55 15.5%	12 8.9%	8 14.1%	21 15.4%	6 12.1%

Q47_5. [Exercise promotion] What type of employee wellness programs would you be most interested in launching or expanding?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Health Management Programs OR Interested To Establish A Wellness Program Weighted	1213	287	430	496	610	603	666	367	180	304	293	231
	1198	430	397	370*	616	582	707	356*	135**	59	137	52
Exercise promotion												
Very interested	308 25.7%	97 22.6%	128 32.2%	83 22.5%	186 30.2%	122 20.9%	158 22.3%	90 25.2%	61 45.0%	18 30.6%	30 22.2%	13 25.1%
Interested	433 36.1%	168 39.1%	141 35.4%	124 33.4%	194 31.5%	239 41.0%	282 39.9%	121 34.0%	30 21.8%	21 35.5%	50 36.5%	20 38.1%
Somewhat interested	291 24.3%	79 18.5%	95 24.0%	116 31.3%	150 24.3%	141 24.2%	150 21.2%	106 29.8%	35 25.6%	15 25.3%	40 29.0%	13 25.1%
Somewhat uninterested	79 6.6%	41 9.6%	25 6.2%	14 3.7%	34 5.5%	46 7.8%	46 6.5%	27 7.5%	7 4.9%	4 6.3%	7 4.8%	3 6.1%
Not interested	87 7.3%	44 10.3%	9 2.2%	34 9.1%	52 8.5%	35 6.0%	71 10.0%	13 3.5%	4 2.7%	1 2.3%	10 7.5%	3 5.6%
Summary												
Top3Box (Very Interested/ Interested/ Somewhat Interested)	1032 86.1%	345 80.1%	364 91.6%	323 87.2%	530 86.0%	502 86.2%	590 83.4%	317 89.0%	125 92.4%	54 91.4%	120 87.7%	46 88.3%
Low2Box (Somewhat uninterested/ Not interested)	166 13.9%	85 19.9%	33 8.4%	47 12.8%	86 14.0%	80 13.8%	117 16.6%	39 11.0%	10 7.6%	5 8.6%	17 12.3%	6 11.7%

Q47_6. [Worksite clinics] What type of employee wellness programs would you be most interested in launching or expanding?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Health Management Programs OR Interested To Establish A Wellness Program Weighted	1213	287	430	496	610	603	666	367	180	304	293	231
	1198	430	397	370*	616	582	707	356*	135**	59	137	52
Worksite clinics												
Very interested	198 16.5%	68 15.9%	79 20.0%	50 13.6%	134 21.7%	64 11.0%	94 13.3%	60 16.7%	45 32.9%	11 19.1%	22 16.0%	10 19.5%
Interested	286 23.9%	70 16.2%	109 27.5%	107 29.0%	143 23.2%	144 24.7%	165 23.4%	82 23.0%	39 29.1%	19 32.9%	43 31.4%	13 24.2%
Somewhat interested	338 28.2%	91 21.0%	102 25.8%	145 39.1%	141 22.8%	197 33.9%	198 28.0%	112 31.3%	28 20.7%	18 30.3%	41 30.0%	15 29.0%
Somewhat uninterested	163 13.6%	90 20.9%	53 13.4%	21 5.5%	70 11.3%	94 16.1%	106 15.1%	51 14.2%	6 4.8%	5 8.6%	12 8.9%	7 13.4%
Not interested	213 17.7%	112 26.1%	53 13.3%	47 12.8%	129 20.9%	84 14.4%	143 20.3%	53 14.8%	17 12.5%	5 9.2%	19 13.7%	7 13.9%
Summary												
Top3Box (Very Interested/ Interested/ Somewhat Interested)	822 68.6%	228 53.1%	291 73.3%	302 81.6%	417 67.7%	405 69.5%	457 64.7%	253 71.0%	112 82.7%	49 82.2%	106 77.5%	38 72.7%
Low2Box (Somewhat uninterested/ Not interested)	376 31.4%	202 46.9%	106 26.7%	68 18.4%	199 32.3%	177 30.5%	250 35.3%	103 29.0%	23 17.3%	11 17.8%	31 22.5%	14 27.3%

Q47_7. [Health risk assessments] What type of employee wellness programs would you be most interested in launching or expanding?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: Health Management Programs OR Interested To Establish A Wellness Program Weighted	1213	287	430	496	610	603	666	367	180	304	293	231
	1198	430	397	370*	616	582	707	356*	135**	59	137	52
Health risk assessments												
Very interested	245 20.4%	90 20.9%	85 21.4%	70 18.9%	156 25.3%	89 15.3%	126 17.8%	62 17.3%	57 42.4%	14 24.0%	29 21.5%	12 22.5%
Interested	368 30.7%	113 26.2%	133 33.4%	122 32.9%	187 30.4%	180 31.0%	230 32.5%	111 31.2%	27 19.8%	22 37.8%	49 35.8%	19 35.9%
Somewhat interested	391 32.6%	136 31.5%	125 31.5%	130 35.2%	170 27.6%	221 37.9%	213 30.1%	136 38.2%	42 30.8%	17 28.6%	38 27.6%	15 28.6%
Somewhat uninterested	85 7.1%	42 9.7%	28 7.1%	15 4.0%	28 4.6%	57 9.7%	47 6.7%	32 8.9%	6 4.1%	3 5.6%	10 7.2%	3 6.1%
Not interested	110 9.2%	50 11.6%	26 6.6%	34 9.1%	75 12.1%	36 6.1%	91 12.9%	15 4.3%	4 2.8%	2 3.9%	11 7.8%	4 6.9%
Summary												
Top3Box (Very Interested/ Interested/ Somewhat Interested)	1004 83.7%	339 78.7%	343 86.2%	322 87.0%	513 83.3%	490 84.2%	568 80.4%	309 86.7%	126 93.0%	54 90.5%	116 85.0%	45 87.0%
Low2Box (Somewhat uninterested/ Not interested)	195 16.3%	92 21.3%	55 13.8%	48 13.0%	103 16.7%	92 15.8%	138 19.6%	47 13.3%	9 7.0%	6 9.5%	21 15.0%	7 13.0%

Q48_1. [One or a few large, bellwether employers drop health insurance for a majority or all of their employees] How would the following possible events impact the way your company would react to health care reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
One or a few large, bellwether employers drop health insurance for a majority or all of their employees												
Major impact	337 25.4%	112 22.0%	133 31.2%	93 23.5%	191 28.0%	146 22.6%	170 20.9%	103 27.3%	64 46.5%	21 33.6%	39 25.5%	13 23.2%
Minor impact	571 42.9%	188 37.1%	196 46.1%	186 47.0%	270 39.5%	301 46.6%	321 39.6%	194 51.4%	55 39.6%	26 41.7%	62 40.1%	26 46.4%
No impact	421 31.7%	208 41.0%	97 22.7%	117 29.5%	222 32.5%	199 30.8%	321 39.5%	81 21.3%	19 13.9%	15 24.6%	53 34.3%	17 30.4%

Q48.2. [One or a few of my major competitors... drop health insurance for a majority or all of their employees] How would the following possible events impact the way your company would react to health care reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
One or a few of my major competitors... drop health insurance for a majority or all of their employees												
Major impact	327 24.6%	91 18.0%	137 32.1% A	99 25.1%	182 26.6%	146 22.6%	163 20.0%	113 29.9% F	52 37.5%	20 31.5% J	36 23.7%	14 25.6%
Minor impact	561 42.2%	189 37.2%	188 44.2%	184 46.5%	269 39.4%	292 45.2%	331 40.7%	164 43.3%	66 47.9%	28 45.2%	66 42.9%	25 43.6%
No impact	441 33.2%	228 44.8% BC	101 23.8%	112 28.4%	233 34.1%	208 32.2%	319 39.3% G	101 26.8%	20 14.6%	15 23.4%	51 33.4% I	17 30.8% I

Q48_3. [One of your low-cost competitors drop health insurance for a majority or all of their employees] How would the following possible events impact the way your company would react to health care reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
One of your low-cost competitors drop health insurance for a majority or all of their employees												
Major impact	319 24.0%	106 20.9%	132 31.0% AC	81 20.4%	202 29.6% E	117 18.1%	158 19.5%	98 25.9%	63 45.6%	18 28.0% K	37 24.0%	12 22.0%
Minor impact	545 41.0%	166 32.8%	183 42.9%	196 49.5% A	260 38.0%	285 44.1%	311 38.2%	176 46.4%	59 42.5%	30 47.4% J	60 39.2%	25 44.8%
No impact	465 35.0%	235 46.3% BC	111 26.1%	119 30.1%	221 32.4%	243 37.7%	344 42.3% G	105 27.7%	16 11.9%	15 24.6%	57 36.8% I	19 33.2% I

Q48_4. [The vast majority of large employers continue to offer health insurance to their employees] How would the following possible events impact the way your company would react to health care reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
The vast majority of large employers continue to offer health insurance to their employees												
Major impact	371 27.9%	118 23.3%	149 34.9%	104 26.3%	212 31.0%	159 24.7%	187 23.0%	115 30.4%	69 50.1%	23 36.1%	42 27.7%	16 29.2%
Minor impact	530 39.9%	158 31.1%	190 44.5%	183 46.2%	268 39.1%	263 40.7%	295 36.3%	179 47.2%	57 41.1%	25 40.8%	61 39.5%	21 38.0%
No impact	428 32.2%	231 45.5%	88 20.6%	109 27.5%	204 29.9%	224 34.6%	331 40.7%	85 22.4%	12 8.8%	14 23.1%	50 32.8%	18 32.8%

Q48.5. [The penalty for not offering medical coverage to employees is increased to nearly the cost of providing employee coverage] How would the following possible events impact the way your company would react to health care reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
The penalty for not offering medical coverage to employees is increased to nearly the cost of providing employee coverage												
Major impact	489 36.8%	185 36.4%	198 46.5% C	106 26.9%	231 33.8%	259 40.0%	280 34.4%	149 39.5%	61 43.8%	29 46.7% JK	57 37.4%	20 36.0%
Minor impact	525 39.5%	181 35.7%	162 37.9%	183 46.2%	267 39.0%	259 40.1%	305 37.6%	159 41.9%	62 44.6%	23 37.4%	55 35.6%	22 39.2%
No impact	314 23.6%	142 27.9% B	66 15.5%	106 26.9% B	186 27.2%	128 19.9%	228 28.0% G	70 18.6%	16 11.6%	10 15.9%	42 27.1% I	14 24.8% I

Q48_6. [State-run exchanges are not an effective way for my employees to obtain medical coverage...] How would the following possible events impact the way your company would react to health care reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
State-run exchanges are not an effective way for my employees to obtain medical coverage...												
Major impact	378 28.5%	121 23.8%	152 35.7%	106 26.7%	194 28.4%	184 28.5%	198 24.4%	122 32.3%	58 41.9%	21 33.6%	45 29.2%	14 25.6%
Minor impact	594 44.7%	219 43.0%	186 43.6%	190 48.1%	307 44.9%	287 44.5%	339 41.7%	191 50.4%	65 47.2%	29 47.0%	64 41.6%	26 46.0%
No impact	356 26.8%	168 33.2%	88 20.7%	100 25.2%	182 26.7%	174 26.9%	276 33.9%	66 17.3%	15 10.9%	12 19.3%	45 29.2%	16 28.4%

Q48.7. [Health management programs are proven to be a very effective way of lowering total employer medical costs] How would the following possible events impact the way your company would react to health care reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Health management programs are proven to be a very effective way of lowering total employer medical costs												
Major impact	399 30.0%	145 28.6%	153 35.8%	101 25.6%	226 33.1%	173 26.8%	204 25.1%	143 37.8%	52 37.8%	25 39.3%	51 33.1%	15 26.8%
Minor impact	614 46.2%	208 41.0%	205 48.0%	202 51.1%	275 40.2%	340 52.7%	358 44.1%	183 48.4%	73 52.9%	29 46.7%	61 39.5%	29 50.8%
No impact	316 23.7%	155 30.5%	69 16.1%	92 23.3%	183 26.8%	133 20.5%	251 30.9%	52 13.8%	13 9.2%	9 14.0%	42 27.4%	13 22.4%

Q48_8. [The percentage of premium employers can place at stake for participation in wellness programs is increased to 50%] How would the following possible events impact the way your company would react to health care reform?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents Weighted	1329	336	458	535	672	657	758	384	187	321	329	250
	1329	508	426	395*	683	646	813	378*	138**	62	154	56
The percentage of premium employers can place at stake for participation in wellness programs is increased to 50%												
Major impact	353	101	133	119	177	176	172	127	54	21	44	14
	26.6%	19.8%	31.3%	30.2%	25.9%	27.3%	21.2%	33.6%	39.2%	34.0%	28.9%	25.6%
Minor impact	617	227	215	176	297	320	359	195	63	29	60	27
	46.5%	44.7%	50.4%	44.5%	43.4%	49.6%	44.2%	51.5%	45.9%	46.7%	39.2%	48.0%
No impact	358	180	78	100	210	149	282	56	21	12	49	15
	27.0%	35.5%	18.3%	25.3%	30.7%	23.0%	34.7%	14.8%	14.9%	19.3%	31.9%	26.4%

Q49. Your industry, competitors, and other employers in your area How do you believe your total benefits offering generally compares to that of your industry?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Our offering is significantly more extensive	131 9.9%	35 7.0%	50 11.8%	46 11.5%	92 13.4% E	39 6.1%	57 7.1%	30 8.0%	44 31.6%	9 14.3% J	10 6.7%	7 11.6% J
Our offering is moderately more extensive	315 23.7%	134 26.4%	110 25.8%	71 18.0%	167 24.5%	148 22.9%	173 21.3%	90 23.9%	51 37.1%	21 33.0% JK	33 21.6%	13 22.4%
Our offerings are about the same	462 34.8%	140 27.5%	172 40.4% A	150 38.1%	210 30.8%	252 39.0%	246 30.3%	174 46.1% F	42 30.4%	21 34.3%	63 41.0% I	22 39.6%
Their offerings are moderately more extensive	92 6.9%	55 10.8% B	10 2.4%	27 6.7%	20 2.9%	72 11.1% D	82 10.1% G	9 2.5%	0 -	3 4.7%	7 4.3%	2 4.4%
Their offerings are significantly more extensive	43 3.2%	31 6.2% BC	7 1.7%	4 1.1%	25 3.7%	18 2.8%	25 3.1%	18 4.7%	0 -	1 1.2%	4 2.7%	1 1.6%
I don't know	286 21.5%	113 22.2%	76 17.9%	97 24.6%	169 24.8%	117 18.1%	228 28.1% G	57 14.9%	1 1.0%	8 12.5%	36 23.7% I	11 20.4% I
Summary												
Top2Box	446 33.5%	169 33.3%	160 37.6%	117 29.5%	259 37.9% E	187 29.0%	230 28.4%	120 31.8%	95 68.6%	30 47.4% JK	43 28.3%	19 34.0%
Low2Box	135 10.1%	86 17.0% BC	17 4.1%	31 7.8%	45 6.6%	90 13.9% D	108 13.2%	27 7.1%	0 -	4 5.9%	11 7.0%	3 6.0%

Q50. How do you believe your total benefits offering generally compares to that of your competitors/ other businesses in your geographic area?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Our offering is significantly more extensive	116 8.7%	31 6.1%	47 11.0%	38 9.5%	94 13.7% E	22 3.4%	50 6.2%	28 7.4%	37 26.9%	8 12.1% J	12 7.6%	7 11.6% J
Our offering is moderately more extensive	315 23.7%	121 23.8%	110 25.7%	85 21.5%	167 24.4%	148 23.0%	173 21.3%	97 25.7%	45 32.8%	22 35.2% JK	31 20.4%	11 20.4%
Our offerings are about the same	459 34.6%	148 29.2%	167 39.2%	144 36.4%	195 28.6%	264 40.9% D	244 30.1%	161 42.5% F	54 39.1%	21 34.3%	63 40.7% I	22 39.2%
Their offerings are moderately more extensive	117 8.8%	76 15.0% BC	15 3.6%	25 6.4%	41 6.0%	76 11.8% D	98 12.1% G	19 4.9%	1 0.5%	3 5.0%	7 4.9%	3 6.0%
Their offerings are significantly more extensive	40 3.0%	28 5.5% C	7 1.8%	5 1.2%	27 4.0%	13 2.0%	22 2.8%	18 4.6%	0 -	1 2.2%	4 2.7%	1 1.2%
I don't know	282 21.2%	103 20.3%	80 18.7%	99 25.0%	160 23.3%	122 18.9%	225 27.6% G	56 14.8%	1 0.8%	7 11.2%	36 23.7% I	12 21.6% I
Summary												
Top2Box	431 32.4%	152 29.9%	157 36.8%	123 31.0%	261 38.1% E	170 26.4%	223 27.5%	125 33.1%	82 59.6%	30 47.4% JK	43 28.0%	18 32.0%
Low2Box	157 11.8%	104 20.5% BC	23 5.3%	30 7.6%	68 9.9%	89 13.8%	120 14.8%	36 9.5%	1 0.5%	4 7.2%	12 7.6%	4 7.2%

Q51. How important do you think benefits are in competition for talent in your industry?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Very important	613 46.2%	198 39.0%	222 52.0%	194 49.1%	317 46.4%	296 45.9%	348 42.8%	178 47.1%	88 63.5%	37 59.5%	64 41.3%	32 56.8%
Somewhat important	574 43.2%	228 44.9%	178 41.8%	168 42.4%	299 43.7%	275 42.6%	353 43.4%	175 46.2%	47 33.8%	23 36.4%	70 45.6%	19 34.4%
Not important	142 10.7%	82 16.1%	26 6.1%	34 8.5%	67 9.8%	75 11.5%	112 13.8%	25 6.7%	4 2.8%	3 4.0%	20 13.1%	5 8.8%

Q52. How important do you think benefits are in competition for talent in your geographic area?

Proportions/Means: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K

* small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Very important	606 45.6%	227 44.7%	212 49.8%	166 42.1%	330 48.3%	276 42.7%	343 42.2%	172 45.4%	91 65.8%	34 54.2% J	61 39.8%	30 52.8% J
Somewhat important	588 44.3%	206 40.5%	183 43.0%	199 50.4%	285 41.8%	303 46.9%	359 44.2%	186 49.3%	43 30.9%	26 41.1%	75 48.6% IK	22 40.0%
Not important	135 10.1%	75 14.7% B	30 7.1%	30 7.5%	68 10.0%	67 10.4%	110 13.5% G	20 5.3%	5 3.3%	3 4.7%	18 11.6% IK	4 7.2%

Q53. How have you heard your competitors will respond/ How do you expect your competitors to respond to reform?

Proportions/Mean: Columns Tested (10% risk level) - A/B/C - D/E - F/G/H - I/J/K
 * small base; ** very small base (under 30) ineligible for sig testing

	Total	Company Size			Decision Maker		Awareness			Occupation		
		2 to 49	50 to 499	500 +	Primary Decision Maker	Influencer	Low	Medium	High	Manufacturing	Retail trade	Finance/Insurance
		A	B	C	D	E	F	G	H	I	J	K
Base: All Respondents	1329	336	458	535	672	657	758	384	187	321	329	250
Weighted	1329	508	426	395*	683	646	813	378*	138**	62	154	56
Wait and see what other companies do	368 27.7%	150 29.5%	123 28.8%	96 24.3%	211 30.9%	157 24.4%	173 21.3%	132 34.8%	63 45.9%	27 43.6%	47 30.4%	16 29.2%
Continue as-is or with minor changes	359 27.0%	100 19.6%	140 32.9%	119 30.0%	171 25.1%	187 29.0%	172 21.1%	134 35.5%	53 38.1%	19 30.8%	32 20.7%	16 28.4%
Continue offering medical coverage but likely with significant changes	324 24.3%	120 23.7%	103 24.1%	101 25.4%	155 22.7%	169 26.1%	185 22.7%	84 22.1%	55 40.0%	18 28.7%	42 27.4%	12 20.8%
Drop coverage altogether, other (Please describe)	21 1.6%	18 3.6%	3 0.7%	0 -	13 1.9%	8 1.2%	6 0.8%	5 1.2%	10 7.5%	0 0.3%	1 0.9%	0 -
Drop coverage for some groups (e.g., retirees) (Please describe group)	17 1.3%	3 0.6%	10 2.4%	3 0.8%	6 0.9%	11 1.7%	5 0.6%	4 0.9%	9 6.2%	1 1.2%	1 0.6%	0 0.8%
I don't know	417 31.4%	176 34.8%	111 26.1%	130 32.8%	218 31.9%	199 30.9%	337 41.5%	76 20.0%	4 3.1%	15 24.0%	55 35.9%	20 36.0%