maru/BLUE

Are you currently employed?

		Ger	nder			Prov	ince				Income	
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	А	K	L	М	N	0	Р	Q	R	S	Т	U
BASE: All Respondents	2903	1441	1462	398	308	204	1172	646	175	800	945	845
BASE: WEIGHTED	2903	1424	1479	390	323	190	1106	686	209	988	919	711
	1221	678	543	159	137	80	482	274	88	225	442	472
Yes, I'm employed full-time	42%	48%	37%	41%	42%	42%	44%	40%	42%	23%	48%	66%
		L									S	ST
	366	154	212	60	39	22	150	75	21	170	99	68
Yes, I'm employed part-time	13%	11%	14%	15%	12%	12%	14%	11%	10%	17%	11%	9%
			K							TU		
	1316	593	724	171	147	87	474	337	100	593	378	172
No, I'm not currently employed	45%	42%	49%	44%	45%	46%	43%	49%	48%	60%	41%	24%
			K					Р		TU	U	

Proportions/Means: Columns Tested (5% risk level) - B/C/D - E/F/G/H/I/J - K/L - M/N/O/P/Q/R - S/T/U - V/W

Overlap formulae used.

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

When you think about your current role and the responsibilities at work, how would you rate your happiness?

		Gen	der			Prov	ince				Income	
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	А	K	L	М	N	0	Р	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	690	374	316	95	74	39	270	164	48	156	240	242

TOP 3 BOX (NET)	43%	45%	42%	44%	42%	38%	43%	47%	44%	40%	44%	45%
	341	185	156	45	43	14	132	83	24	86	119	114
TOP 2 BOX (NET)	21%	22%	21%	21%	24%	14%	21%	24%	22%	22%	22%	21%
			_					0				
	181	94	87	25	22	7	68	46	14	52	66	56
10 - Very happy	11%	11%	12%	11%	12%	7%	11%	13%	13%	13%	12%	10%
	160	91	69	20	21	7	64	37	10	34	53	58
9	10%	11%	9%	9%	12%	7%	10%	10%	10%	9%	10%	11%
	349	190	159	50	31	24	138	81	24	70	120	128
8	22%	23%	21%	23%	18%	24%	22%	23%	22%	18%	22%	24%
	304	152	152	46	33	21	121	63	19	60	110	118
7	19%	18%	20%	21%	19%	21%	19%	18%	18%	15%	20%	22%
												S
	180	110	70	24	19	12	77	38	10	52	57	60
6	11%	13%	9%	11%	11%	11%	12%	11%	9%	13%	11%	11%
		L										
	204	92	111	29	26	17	73	45	13	69	58	62
5	13%	11%	15%	13%	15%	17%	12%	13%	12%	17%	11%	12%
	50	04	K	_	-	4	0.4	4.5		TU	07	
4	58	21	36	5	7	4	24	15	3	18	27	9
4	4%	3%	5% K	2%	4%	4%	4%	4%	3%	4% U	5% U	2%
	72	40	31	11	5	8	27	11	10	19	23	24
3	5%	5%	4%	5%	3%	7%	4%	3%	9%	5%	4%	4%
	370	370	470	370	370	1 70	470	370	NQ	370	470	770
	41	16	25	2	8	1	21	10	0	7	16	14
2	3%	2%	3%	1%	5%	1%	3%	3%		2%	3%	3%
					М							
	39	26	13	6	4	1	19	4	5	15	11	10
1 - Very unhappy	2%	3%	2%	3%	2%	1%	3%	1%	4%	4%	2%	2%
	81	42	38	8	13	2	40	13	5	22	27	24
BOTTOM 2 BOX (NET)	5%	5%	5%	4%	7%	2%	6%	4%	4%	5%	5%	4%
, ,												
	152	83	69	19	17	9	67	25	15	41	50	48
BOTTOM 3 BOX (NET)	10%	10%	9%	9%	10%	9%	11%	7%	13%	10%	9%	9%
	6.80	6.90	6.00	6.00	6.80	6.60	6.80	7.00	6.70	6.60	6.00	6.00
MEAN	6.80	6.90	6.80	6.90	08.0	6.60	0.80	7.00	6.70	6.60	6.90	6.90

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Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? SUMMARY TABLE OF TOP 3 BOX

		Gen	ıder			Prov	ince				Income	
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	Α	K	L	М	N	0	Р	Q	R	S	Т	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
0	723	377	346	103	85	43	260	178	54	151	249	264
Support you receive from your colleagues (both formal and informal)	46%	45%	46%	47%	48%	42%	41%	51%	49%	38%	46%	49%
(Sourier and Internal)								Р			S	S
	716	361	355	100	74	42	282	172	46	169	228	269
Current work-life balance	45%	43%	47%	46%	42%	41%	45%	49%	43%	43%	42%	50%
												Т
	678	350	329	85	82	45	263	165	38	154	217	257
Flexibility options provided by your workplace	43%	42%	44%	39%	47%	44%	42%	47%	35%	39%	40%	48%
												ST
Recognition you receive from your	583	314	269	76	63	27	230	151	35	127	202	211
management team (both formal and	37%	38%	36%	35%	36%	27%	36%	43%	32%	32%	37%	39%
informal)								0				
	575	309	266	77	53	39	240	125	41	128	186	222
Current compensation	36%	37%	35%	35%	30%	38%	38%	36%	38%	32%	34%	41%
												ST
	566	316	250	70	67	41	211	140	36	104	192	231
Current benefits package	36%	38%	33%	32%	38%	40%	33%	40%	33%	26%	35%	43%
											S	ST
	505	273	232	71	57	27	203	117	30	112	167	190
Options provided by your workplace for career advancement and development	32%	33%	31%	33%	32%	26%	32%	33%	27%	28%	31%	35%
and do to opinion												S

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? SUMMARY TABLE OF TOP 2 BOX

		Gen	ider			Prov	ince				Income	
	Total	Male	Female	вс	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	Α	K	L	М	N	0	Р	Q	R	S	Т	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
Floribility entines provided by your	417	202	215	53	53	22	164	105	21	101	134	146
Flexibility options provided by your workplace	26%	24%	28%	24%	30%	21%	26%	30%	20%	25%	25%	27%
	417	203	214	51	46	25	169	105	22	106	127	157
Current work-life balance	26%	24%	28%	23%	26%	24%	27%	30%	20%	27%	23%	29%
												Т
Support you receive from your colleagues	403	192	212	61	46	21	151	97	27	85	137	146
(both formal and informal)	25%	23%	28%	28%	26%	20%	24%	28%	25%	21%	25%	27%
,			K									
Recognition you receive from your	322	166	156	40	36	14	133	83	17	63	118	114
management team (both formal and informal)	20%	20%	21%	18%	20%	14%	21%	24%	16%	16%	22%	21%
	284	153	131	34	33	14	105	76	22	53	97	111
Current benefits package	18%	18%	17%	16%	19%	14%	17%	22%	20%	14%	18%	21%
												S
	269	154	115	31	27	15	117	61	18	49	93	103
Current compensation	17%	18%	15%	14%	15%	15%	19%	17%	16%	12%	17%	19%
												S
	267	134	134	46	36	11	102	61	12	60	85	103
Options provided by your workplace for career advancement and development	17%	16%	18%	21%	20%	10%	16%	17%	11%	15%	16%	19%
, , ,				0								

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? SUMMARY TABLE OF BOTTOM 2 BOX

		Gen	ider			Prov	ince				Income	
	Total	Male	Female	вс	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	Α	K	L	М	N	0	Р	Q	R	S	Т	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	225	88	136	37	27	13	84	51	12	94	66	46
Current benefits package	14%	11%	18%	17%	15%	13%	13%	15%	11%	24%	12%	8%
			K							TU		
Ontions provided by your workshop for	209	101	108	27	23	18	79	48	14	62	80	51
Options provided by your workplace for career advancement and development	13%	12%	14%	12%	13%	17%	13%	14%	13%	16%	15%	9%
										U	U	
	179	84	96	29	21	10	66	44	10	66	64	35
Current compensation	11%	10%	13%	13%	12%	9%	10%	13%	9%	17%	12%	6%
										U	U	
Recognition you receive from your	177	88	89	25	24	12	67	34	15	45	70	52
management team (both formal and informal)	11%	11%	12%	12%	14%	12%	11%	10%	14%	11%	13%	10%
	138	59	79	19	15	11	63	19	12	38	48	41
Flexibility options provided by your workplace	9%	7%	10%	9%	9%	11%	10%	5%	11%	10%	9%	8%
Workplace			K				Q					
	102	51	51	16	13	3	50	16	4	31	38	29
Current work-life balance	6%	6%	7%	7%	7%	3%	8%	5%	4%	8%	7%	5%
	88	42	46	17	10	4	39	14	4	36	26	23
Support you receive from your colleagues (both formal and informal)	6%	5%	6%	8%	6%	4%	6%	4%	4%	9%	5%	4%
										TU		

Proportions/Means: Columns Tested (5% risk level) - B/C/D - E/F/G/H/I/J - K/L - M/N/O/P/Q/R - S/T/U - V/W

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? SUMMARY TABLE OF BOTTOM 3 BOX

		Gen	der			Prov	ince				Income	
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	Α	K	L	М	N	0	Р	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	306	138	169	47	32	23	115	70	19	116	91	71
Current benefits package	19%	17%	22%	22%	18%	23%	18%	20%	17%	29%	17%	13%
			K							TU		
Options provided by your workplace for	297	142	155	35	30	24	121	65	23	95	100	78
career advancement and development	19%	17%	20%	16%	17%	23%	19%	19%	21%	24%	18%	14%
·										U		
Recognition you receive from your	290	139	151	41	36	22	111	57	22	77	101	93
management team (both formal and informal)	18%	17%	20%	19%	21%	21%	18%	16%	21%	19%	19%	17%
	269	125	144	39	33	17	103	61	15	97	90	63
Current compensation	17%	15%	19%	18%	19%	17%	16%	17%	14%	25%	17%	12%
										TU	U	
Floridation of the later	221	102	120	29	20	18	104	33	17	68	67	70
Flexibility options provided by your workplace	14%	12%	16%	13%	12%	17%	16%	9%	16%	17%	12%	13%
						Q	Q					
	185	98	87	29	20	7	87	34	8	60	71	46
Current work-life balance	12%	12%	12%	13%	11%	7%	14%	10%	8%	15%	13%	9%
										U	U	
Command on the form of the command the com	156	74	82	24	20	9	69	28	6	55	45	45
Support you receive from your colleagues (both formal and informal)	10%	9%	11%	11%	11%	9%	11%	8%	6%	14%	8%	8%
										TU		

Proportions/Means: Columns Tested (5% risk level) - B/C/D - E/F/G/H/I/J - K/L - M/N/O/P/Q/R - S/T/U - V/W

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Current work-life balance

		Gen	der			Prov	ince				Income	
	Total	Male	Female	вс	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	А	K	L	М	N	0	Р	Q	R	S	Т	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	716	361	355	100	74	42	282	172	46	169	228	269
TOP 3 BOX (NET)	45%	43%	47%	46%	42%	41%	45%	49%	43%	43%	42%	50%
												Т
	417	203	214	51	46	25	169	105	22	106	127	157
TOP 2 BOX (NET)	26%	24%	28%	23%	26%	24%	27%	30%	20%	27%	23%	29%
												Т
	237	105	131	29	29	10	85	71	12	66	72	
10 - Very satisfied	15%	13%	17%	13%	16%	10%	13%	20%	11%	17%	13%	15%
			K					OP				
	180	98	82	22	17	14	84	34	9	39		73
9	11%	12%	11%	10%	10%	14%	13%	10%	9%	10%	10%	14%
	299	158	141	50	27	17	113	67	25	63		112
8	19%	19%	19%	23%	16%	17%	18%	19%	23%	16%	19%	21%
	233	132	101	28	29		92	54	15	43	87	87
7	15%	16%	13%	13%	16%	14%	15%	16%	13%	11%	16%	16%
												S
	183	99	83	26	20	16	67	38	16	44	62	60
ь	12%	12%	11%	12%	11%	16%	11%	11%	14%	11%	12%	11%
	400	400					22	2.4				
E	188	102	85	26	26		69	34	18	54	65	54
5	12%	12%	11%	12%	15%	15%	11%	10%	16%	14%	12%	10%
	20	20	4.4				0.4	40			27	20
	83	39	44	9	8	8	34	18	7	26	27	23

4	5%	5%	6%	4%	4%	7%	5%	5%	6%	6%	5%	4%
	83	47	36	14	7	4	37	18	4	29	33	17
3	5%	6%	5%	6%	4%	4%	6%	5%	4%	7%	6%	3%
										U	U	
2	37	21	16	7	1	2	19	7	1	12	10	13
2	2%	3%	2%	3%	0%	2%	3%	2%	1%	3%	2%	2%
	65	30	35	9	12	1	30	10	3	19	28	16
1 - Very dissatisfied	4%	4%	5%	4%	7%	1%	5%	3%	3%	5%	5%	3%
					OQ							
	102	51	51	16	13	3	50	16	4	31	38	29
BOTTOM 2 BOX (NET)	6%	6%	7%	7%	7%	3%	8%	5%	4%	8%	7%	5%
	185	98	87	29	20	7	87	34	8	60	71	46
BOTTOM 3 BOX (NET)	12%	12%	12%	13%	11%	7%	14%	10%	8%	15%	13%	9%
										U	U	
MEAN	6.80	6.70	6.80	6.70	6.70	6.80	6.70	7.10	6.70	6.60	6.60	7.10
IVIEAN								Р				ST

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Flexibility options provided by your workplace

		Gen	nder			Prov	ince				Income	
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	А	K	L	М	N	0	Р	Q	R	S	Т	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	678	350	329	85	82	45	263	165	38	154	217	257
TOP 3 BOX (NET)	43%	42%	44%	39%	47%	44%	42%	47%	35%	39%	40%	48%
												ST
	417	202	215	53	53	22	164	105	21	101	134	146

TOP 2 BOX (NET)	26%	24%	28%	24%	30%	21%	26%	30%	20%	25%	25%	27%
	243	114	129	31	31	16		63	14		77	79
10 - Very satisfied	15%	14%	17%	14%	18%	15%	14%	18%	13%	16%	14%	15%
	174	88	86	22	22	6	75	43	7	37	58	67
9	11%	11%	11%	10%	12%	6%	12%	12%	7%	9%	11%	12%
	261	147	114	33	30	24	99	59	16	53	82	111
8	16%	18%	15%	15%	17%	23%	16%	17%	15%	13%	15%	21%
												ST
	228	135	93	34	27	9		55	23		88	75
7	14%	16%	12%	15%	15%	9%	13%	16%	21%	12%	16%	14%
	102	10E	00	26	15	10	0.2	47	0		70	FO
6	193 12%	105 13%	88 12%	26 12%	15 8%	12 12%	83 13%	14%	10 9%		73 14%	59 11%
	1270	1370	1270	12 /0	070	1270	1370	1470	370	1470	1470	1170
	193	104	90	28	23	16	72	37	18	56	64	60
5	12%	12%	12%	13%	13%	15%	11%	11%	17%	14%	12%	11%
	72	37	35	17	9	3	28	13	3	17	32	17
4	5%	4%	5%	8%	5%	3%		4%	3%		6%	3%
											U	
	83	42	41	10	5	7		14	6	30	19	29
3	5%	5%	5%	5%	3%	7%	7%	4%	5%	8% T	4%	5%
	60	29	31	5	5	5	31	11	3		25	16
2	4%	3%	4%	2%	3%	5%	5%	3%	3%	4%	5%	3%
	78	31	48	14	10	6	32	8	9	23	23	25
1 - Very dissatisfied	5%	4%	6%	6%	6%	6%	5%	2%	8%	6%	4%	5%
			K	Q					Q			
DOTTOM & DOV (MET)	138	59	79	19	15	11	63	19	12		48	41
BOTTOM 2 BOX (NET)	9%	7%	10% K	9%	9%	11%	10% Q	5%	11%	10%	9%	8%
	221	102	120	29	20	18		33	17	68	67	70
BOTTOM 3 BOX (NET)	14%	12%	16%	13%	12%	17%	16%	9%	16%	17%	12%	13%
						Q	Q					
MEAN	6.60	6.70	6.60	6.50	6.80	6.40	6.50	7.00	6.30	6.40	6.60	6.80
								MOPR				S

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Current compensation

		Gen	ıder			Prov	ince				Income	
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	А	K	L	М	N	0	Р	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	575	309	266	77	53	39	240	125	41	128	186	222
TOP 3 BOX (NET)	36%	37%	35%	35%	30%	38%	38%	36%	38%	32%	34%	41%
												ST
	269	154	115	31	27	15	117	61	18	49	93	103
TOP 2 BOX (NET)	17%	18%	15%	14%	15%	15%	19%	17%	16%	12%	17%	19%
												S
10 - Very satisfied	137	72	65	17	14	8	51	37	10	24	51	47
To Yory dationed	9%	9%	9%	8%	8%	8%	8%	11%	9%	6%	9%	9%
	132	82	50	14	13	7	66	24	8	25	42	55
9	8%	10%	7%	6%	7%	7%	10%	7%	7%	6%	8%	10%
		L										
	306	155	152	46	26	24	123	64	23	79	93	119
8	19%	19%	20%	21%	15%	24%	20%	18%	21%	20%	17%	22%
	257	149	108	36	33	13	96	61	18	40	93	108
7	16%	18%	14%	17%	19%	13%	15%	17%	17%	10%	17%	20%
											S	S
	172	87	85	28	25	13	60	42	4	38	63	60
6	11%	10%	11%	13%	14%	13%	10%	12%	4%	10%	12%	11%
				R	R	R		R				
	205	102	104	26	21	13	89	36	20	67	63	59
5	13%	12%	14%	12%	12%	13%	14%	10%	18%	17%	12%	11%
										TU		
	109	61	48	13	11	7	43	24	10	25	47	27

4	7%	7%	6%	6%	6%	7%	7%	7%	10%	6%	9%	5%
											U	
	89	41	48	11	13	7	37	17	5	31	26	28
3	6%	5%	6%	5%	7%	7%	6%	5%	5%	8%	5%	5%
	78	38	40	13	7	5	30	21	3	28	27	16
2	5%	5%	5%	6%	4%	4%	5%	6%	2%	7%	5%	3%
										U		
	101	45	56	16	14	5	36	23	7	37	36	18
1 - Very dissatisfied	6%	5%	7%	7%	8%	5%	6%	7%	7%	9%	7%	3%
										U	U	
	179	84	96	29	21	10	66	44	10	66	64	35
BOTTOM 2 BOX (NET)	11%	10%	13%	13%	12%	9%	10%	13%	9%	17%	12%	6%
										U	U	
	269	125	144	39	33	17	103	61	15	97	90	63
BOTTOM 3 BOX (NET)	17%	15%	19%	18%	19%	17%	16%	17%	14%	25%	17%	12%
										TU	U	
MEAN	6.20	6.30	6.10	6.10	6.00	6.20	6.20	6.20	6.20	5.60	6.20	6.60
IVIL, UA											S	ST

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Current benefits package

		Gen	nder			Prov	rince				Income	
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	А	K	L	М	N	0	Р	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	566	316	250	70	67	41	211	140	36	104	192	231
TOP 3 BOX (NET)	36%	38%	33%	32%	38%	40%	33%	40%	33%	26%	35%	43%
											S	ST

	284	153	131	34	33	14	105	76	22	53	97	111
TOP 2 BOX (NET)	18%	18%	17%	16%	19%	14%	17%	22%	20%	14%	18%	21%
` ,												S
	145	75	70	17	15	7	51	44	11	34	51	47
10 - Very satisfied	9%	9%	9%	8%	9%	6%	8%	13%	10%	9%	9%	9%
								Р				
	139	78	61	17	18	7	54	32	11	19	47	63
9	9%	9%	8%	8%	10%	7%	9%	9%	10%	5%	9%	12%
												S
	282	164	119	36	34	27	106	65	14	50	95	121
8	18%	20%	16%	17%	20%	26%	17%	19%	13%	13%	17%	22%
						PR						S
	237	132	105	34	26	10	108	45	15	40	76	108
7	15%	16%	14%	16%	15%	9%	17%	13%	14%	10%	14%	20%
												ST
	180	105	75	16	18	11	89	32	14	43	69	60
6	11%	13%	10%	7%	10%	11%	14%	9%	13%	11%	13%	11%
							MQ					
	209	98	111	40	22	10	72	44	21	68	81	45
5	13%	12%	15%	18%	13%	10%	11%	13%	19%	17%	15%	8%
				Р						U	U	
	88	43	45	11	10	7	37	18	5	24	33	24
4	6%	5%	6%	5%	6%	7%	6%	5%	4%	6%	6%	4%
	82	49	32	10	5	10	31	20	7	22	24	26
3	5%	6%	4%	4%	3%	10%	5%	6%	6%	5%	4%	5%
						N						
2	45	22	23	7	5	5	14	13	1	14	12	13
2	3%	3%	3%	3%	3%	5%	2%	4%	1%	3%	2%	2%
	179	66	113	30	22	8	70	38	11	81	55	32
1 - Very dissatisfied	11%	8%	15%	14%	12%	8%	11%	11%	10%	20%	10%	6%
			K							TU	U	
	225	88	136	37	27	13	84	51	12	94	66	46
BOTTOM 2 BOX (NET)	14%	11%	18%	17%	15%	13%	13%	15%	11%	24%	12%	8%
			K							TU		
	306	138	169	47	32	23	115	70	19	116	91	71
BOTTOM 3 BOX (NET)	19%	17%	22%	22%	18%	23%	18%	20%	17%	29%	17%	13%
			К							TU		
ME AN	6.10	6.30	5.80	5.80	6.10	6.00	6.10	6.20	6.10	5.20	6.10	6.60
MEAN		L									S	ST

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Support you receive from your colleagues (both formal and informal)

		Gen	nder			Prov	rince				Income	
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	Α	K	L	М	N	0	Р	Q	R	S	Т	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	723	377	346	103	85	43	260	178	54	151	249	264
TOP 3 BOX (NET)	46%	45%	46%	47%	48%	42%	41%	51%	49%	38%	46%	49%
								Р			S	S
	403	192	212	61	46	21	151	97	27	85	137	146
TOP 2 BOX (NET)	25%	23%	28%	28%	26%	20%	24%	28%	25%	21%	25%	27%
			K									
	215	96	119	31	24	10	76	54	20	49	67	79
10 - Very satisfied	14%	12%	16%	14%	14%	10%	12%	15%	18%	13%	12%	15%
			K									
	188	96	92	30	22	11	75	43	8	35	70	68
9	12%	12%	12%	14%	12%	11%	12%	12%	7%	9%	13%	13%
	319	185	134	42	39	22	109	82	26	66	112	118
8	20%	22%	18%	19%	22%	22%	17%	23%	24%	17%	21%	22%
		L						Р				
	275	149	127	32	31	21	127	54	10	65	98	97
7	17%	18%	17%	15%	17%	21%	20%	15%	10%	16%	18%	18%
						R	R					
	163	87	76	20	20	9	57	44	13	34	55	61
6	10%	10%	10%	9%	11%	8%	9%	13%	12%	9%	10%	11%
	186	95	91	27	10	16	81	32	20	63	64	50
5	12%	11%	12%	13%	6%	15%	13%	9%	18%	16%		9%

				N		N	N		NQ	U		
4	83	51	33	12	10	5	39	12	6	27	31	21
7	5%	6%	4%	5%	6%	5%	6%	3%	5%	7%	6%	4%
3	67	32	36	7	10	5	30	14	2	19	19	22
3	4%	4%	5%	3%	6%	5%	5%	4%	2%	5%	3%	4%
	36	17	19	7	1	3	19	5	1	17	9	8
2	2%	2%	3%	3%	0%	3%	3%	2%	1%	4%	2%	1%
										TU		
1 - Very dissatisfied	52	25	27	10	9	1	20	9	3	18	17	15
1 Very dissuisfied	3%	3%	4%	5%	5%	1%	3%	3%	3%	5%	3%	3%
	88	42	46	17	10	4	39	14	4	36	26	23
BOTTOM 2 BOX (NET)	6%	5%	6%	8%	6%	4%	6%	4%	4%	9%	5%	4%
										TU		
	156	74	82	24	20	9	69	28	6	55	45	45
BOTTOM 3 BOX (NET)	10%	9%	11%	11%	11%	9%	11%	8%	6%	14%	8%	8%
										TU		
MEAN	6.90	6.80	6.90	6.80	6.90	6.80	6.70	7.10	7.00	6.40	6.90	7.10
IVILAIN								Р			S	S

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Recognition you receive from your management team (both formal and informal)

		Gen	ider			Prov	ince				Income	
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	А	K	L	М	N	0	Р	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	583	314	269	76	63	27	230	151	35	127	202	211
TOP 3 BOX (NET)	37%	38%	36%	35%	36%	27%	36%	43%	32%	32%	37%	39%
								0				
	322	166	156	40	36	14	133	83	17	63	118	114

TOP 2 BOX (NET)	20%	20%	21%	18%	20%	14%	21%	24%	16%	16%	22%	21%
	175	83	92	24	19	9	64	48	10	34	56	70
40. Vany actiofied											-	
10 - Very satisfied	11%	10%	12%	11%	11%	9%	10%	14%	9%	8%	10%	13%
	147	83	65	16	16	5	68	35	7	29	62	44
9	9%	10%	9%	7%	9%	5%	11%	10%	7%	7%	11%	8%
	261	148	112	36	27	13	98	69	18	64	84	97
8	16%	18%	15%	16%	16%	13%	15%	20%	17%	16%	16%	18%
	238	127	111	32	25	18	101	43	20	64	82	77
7	15%	15%	15%	14%	14%	17%	16%	12%	18%	16%	15%	14%
	172	100	72	21	20	14	66	43	9	28	74	62
6	11%	12%	10%	9%	11%	14%	11%	12%	8%	7%	14%	11%
		1270				1170	1170	12,0		.,,	S	
	210	98	111	31	21	16	89	32	22	75	58	59
5	13%	12%	15%	14%	12%	15%	14%	9%	20%	19%	11%	11%
							Q		Q	TU		
	95	53	41	19	11	6		23	1	25	25	38
4	6%	6%	5%	9%	6%	6%	5%	7%	1%	6%	5%	7%
				R								
3	112	51	62	16	12	10	44	23	7	31	31	41
	7%	6%	8%	7%	7%	9%	7%	7%	7%	8%	6%	8%
2	71	35	36	11	9	8		13	6	18	25	25
2	4%	4%	5%	5%	5%	8%	4%	4%	6%	5%	5%	5%
	106	53	53	14	14	4	43	22	9	28	45	27
1 - Very dissatisfied	7%	6%	7%	6%	8%	4%	7%	6%	8%	7%	8%	5%
											U	
	177	88	89	25	24	12		34	15	45	70	52
BOTTOM 2 BOX (NET)	11%	11%	12%	12%	14%	12%	11%	10%	14%	11%	13%	10%
	290	139	151	41	36	22	111	57	22	77	101	93
BOTTOM 3 BOX (NET)	18%	17%	20%	19%	21%	21%	18%	16%	21%	19%	19%	17%
	6.20	6.30	6.10	6.10	6.10	5.90	6.30	6.50	6.00	6.00	6.20	6.40
MEAN	0.20	0.30	0.10	0.10	0.10	5.90	0.30	0.50	0.00	0.00	0.20	

Proportions/Means: Columns Tested (5% risk level) - B/C/D - E/F/G/H/I/J - K/L - M/N/O/P/Q/R - S/T/U - V/W Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Options provided by your workplace for career advancement and development

		Ger	nder			Prov	ince				Income	
	Total	Male	Female	вс	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	Α	K	L	М	N	0	Р	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	505	273	232	71	57	27	203	117	30	112	167	190
TOP 3 BOX (NET)	32%	33%	31%	33%	32%	26%	32%	33%	27%	28%	31%	35%
												S
	267	134	134	46	36	11	102	61	12	60	85	103
TOP 2 BOX (NET)	17%	16%	18%	21%	20%	10%	16%	17%	11%	15%	16%	19%
				0								
	167	83	84	26	21	6	62	44	8	40	55	
10 - Very satisfied	11%	10%	11%	12%	12%	6%	10%	13%	7%	10%	10%	11%
	100	50	50	20	15	4	40	16	5	20	30	45
						-						
9	6%	6%	7%	9%	8%	4%	6%	5%	4%	5%	6%	8%
	238	140	98	26	21	16	101	56	18	52	82	87
8	15%	17%	13%	12%	12%	16%	16%	16%	16%	13%	15%	16%
	227	137	90	29	23	18	92	49	15	48	93	73
7	14%	16%	12%	13%	13%	18%	15%	14%	14%	12%	17%	14%
		L										
	183	100	83	24	22	18	62	44	14	43	56	74
6	12%	12%	11%	11%	12%	17%	10%	13%	13%	11%	10%	14%
						Р						
	259	129	130	30	32	11	107	54	24	59	82	99
5	16%	15%	17%	14%	18%	11%	17%	15%	22%	15%	15%	18%
	440	=.	25	22		_		0.4			10	0.5
4	116 7%	51 6%	65 9%	28 13%	12 7%	5 5%	47 7%	21 6%	3%	38 10%	43 8%	25 5%
ľ	170	0%	9%	13%	170	3%	170	0%	3%	10%	8%	5%

				OPQR						U	U	
	88	41	47	8	7	6	41	17	9	33	19	27
3	6%	5%	6%	4%	4%	6%	7%	5%	8%	8%	4%	5%
										T		
	73	36	37	9	6	13	29	13	4	16	33	16
2	5%	4%	5%	4%	3%	12%	5%	4%	3%	4%	6%	3%
						MNPQR					U	
	136	65	71	18	17	5	51	35	10	45	47	35
1 - Very dissatisfied	9%	8%	9%	8%	10%	5%	8%	10%	9%	12%	9%	7%
										U		
	209	101	108	27	23	18	79	48	14	62	80	51
BOTTOM 2 BOX (NET)	13%	12%	14%	12%	13%	17%	13%	14%	13%	16%	15%	9%
										U	U	
	297	142	155	35	30	24	121	65	23	95	100	78
BOTTOM 3 BOX (NET)	19%	17%	20%	16%	17%	23%	19%	19%	21%	24%	18%	14%
										U		
MEAN	6.00	6.10	5.80	6.00	6.00	5.70	6.00	6.00	5.70	5.60	6.00	6.30
IVILAIN												S

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Index score

		Ger	ıder			Prov	ince				Income	
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	А	К	L	М	N	0	Р	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	590	317	274	79	63	34	217	157	42	128	206	218
TOP 3 BOX (NET)	37%	38%	36%	36%	36%	33%	34%	45%	39%	32%	38%	40%
								OP				S
	260	136	125	37	37	11	100	63	12	63	87	92

TOP 2 BOX (NET)	16%	16%	17%	17%	21%	11%	16%	18%	11%	16%	16%	17%
					0							
	99	50	49	16	15	4	33	23	8	22	38	31
10 - Very satisfied	6%	6%	6%	7%	9%	3%	5%	7%	8%	6%	7%	6%
	161	86	76	21	21	8	68	40	4	40	49	60
9	10%	10%	10%	9%	12%	7%	11%	11%	4%	10%	9%	11%
					R							
	330	181	149	42	26	23	116	94	30	65	118	126
8	21%	22%	20%	19%	15%	22%	18%	27%	27%	16%	22%	23%
								NP	N			
	318	178	140	47	40	21	137	57	16	63	112	121
7	20%	21%	19%	22%	23%	20%	22%	16%	15%	16%	21%	22%
												S
	257	132	125	39	23	21	105	50	18	68		86
6	16%	16%	17%	18%	13%	20%	17%	14%	17%	17%	16%	16%
	186	96	90	18	25	8	81	39	15	59		58
5	12%	11%	12%	8%	14%	7%	13%	11%	14%	15%	11%	11%
	104	45	59	16	8	11	39	23	7	36		22
4	7%	5%	8%	7%	5%	11%	6%	7%	6%	9%	7%	4%
									-	U		
_	74	33	41	10	8	7	27	17	6	27	21	19
3	5%	4%	5%	5%	5%	7%	4%	5%	5%	7%	4%	3%
				_				_	_	U		
2	41	24	17	5	7	1	18	6	3	10		11
	3%	3%	2%	2%	4%	1%	3%	2%	3%	2%	3%	2%
1 - Very dissatisfied	16	8	8	4	2	0	8	1	1	6	-	4
	1%	1%	1%	2%	1%	-	1%	0%	1%	1%	1%	1%
BOTTOM 2 BOX (NET)	57	32	25	9	9	1	26	7	4	15		15
	4%	4%	3%	4%	5%	1%	4%	2%	4%	4%	4%	3%
DOTTOM 2 DOV (NET)	132	65	67	19	17	9	53	24	10	42	44	34
BOTTOM 3 BOX (NET)	8%	8%	9%	9%	10%	9%	8%	7%	9%	11%	8%	6%
	0.00	0.70	2.22	0.00	0.00	0.40	2.22	0.00	0.50	U	0.70	0.00
MEAN	6.60	6.70	6.60	6.60	6.60	6.40	6.60	6.80	6.50	6.30	6.70	6.80
											S	S

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

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How satisfied are you with each of the following? - Index Score Summary

		Gen	ıder			Income						
	Total	Male	Female	ВС	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	Α	K	L	М	N	0	Р	Q	R	S	Т	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
Current work-life balance	6.8	6.7	6.8	6.7	6.7	6.8	6.7	7.1	6.7	6.6	6.6	7.1
Carron work in balance								Р				ST
Flexibility options provided by your	6.6	6.7	6.6	6.5	6.8	6.4	6.5	7.0	6.3	6.4	6.6	6.8
workplace								MOPR				S
Current compensation	6.2	6.3	6.1	6.1	6.0	6.2	6.2	6.2	6.2	5.6		6.6
											S	_
Current benefits package	6.1	6.3	5.8	5.8	6.1	6.0	6.1	6.2	6.1	5.2		6.6
		L									S	ST
Support you receive from your colleagues	6.9	6.8	6.9	6.8	6.9	6.8	6.7	7.1	7.0	6.4		7.1
(both formal and informal)								Р			S	S
Recognition you receive from your management team (both formal and informal)	6.2	6.3	6.1	6.1	6.1	5.9	6.3	6.5	6.0	6.0	6.2	6.4 S
Options provided by your workplace for	6.0	6.1	5.8	6.0	6.0	5.7	6.0	6.0	5.7	5.6	6.0	6.3
career advancement and development												S
Work-life balance & flexibility	6.7	6.7	6.7	6.6	6.8	6.6	6.6	7.1	6.5	6.5	6.6	6.9
Work-life balance & flexibility								MP				ST
Compensation & benefits	6.1	6.3	5.9	6.0	6.1	6.1	6.2	6.2	6.2	5.4	6.1	6.6
Compensation a benefits		L									S	ST
Support & recognition	6.5	6.6	6.5	6.5	6.5	6.3	6.5	6.8	6.5	6.2	6.6	6.7
Support & recognition											S	S
Options for career advancement	6.0	6.1	5.8	6.0	6.0	5.7	6.0	6.0	5.7	5.6	6.0	6.3 S
Overall Weighted Index												
	590	317	274	79	63	34	217	157	42	128	206	218
TOP 3 BOX (NET)	37%	38%	36%	36%	36%	33%	34%	45%	39%	32%	38%	40%
	_							ОР				S

	260	136	125	37	37	11	100	63	12	63	87	92
TOP 2 BOX (NET)	16%	16%	17%	17%	21%	11%	16%	18%	11%	16%	16%	
					0							
	99	50	49	16	15	4	33	23	8	22	38	31
10 - Very satisfied	6%	6%	6%	7%	9%	3%	5%	7%	8%	6%	7%	6%
	161	86	76	21	21	8	68	40	4	40	49	60
9	10%	10%	10%	9%	12%	7%	11%	11%	4%	10%	9%	11%
					R							
	330	181	149	42	26	23	116	94	30	65	118	
8	21%	22%	20%	19%	15%	22%	18%	27%	27%	16%	22%	23%
								NP	N			S
	318	178	140	47	40	21	137	57	16	63	112	
7	20%	21%	19%	22%	23%	20%	22%	16%	15%	16%	21%	22%
												S
	257	132	125	39	23	21	105	50	18	68	86	
6	16%	16%	17%	18%	13%	20%	17%	14%	17%	17%	16%	16%
5	186	96	90	18	25	8	81	39	15	59	58	
	12%	11%	12%	8%	14%	7%	13%	11%	14%	15%	11%	11%
	104	45	59	16	8	11	39	23	7	36	36	
4	7%	5%	8%	7%	5%	11%	6%	7%	6%	9%	7%	4%
										U		
	74	33	41	10	8	7	27	17	6	27	21	
3	5%	4%	5%	5%	5%	7%	4%	5%	5%	7%	4%	3%
										U		
2	41	24	17	5	7	1	18	6	3	10		
	3%	3%	2%	2%	4%	1%	3%	2%	3%	2%	3%	
1 - Very dissatisfied	16	8	8	4	2	0	8	1	1	6	5	
	1%	1%	1%	2%	1%	-	1%	0%	1%	1%	1%	
BOTTOM 2 BOX (NET)	57	32	25	9	9	1	26	7	4	15		
. ,	4%	4%	3%	4%	5%	1%	4%	2%	4%	4%	4%	
	132	65	67	19	17	9	53	24	10	42	44	
BOTTOM 3 BOX (NET)	8%	8%	9%	9%	10%	9%	8%	7%	9%	11%	8%	6%
										U		
MEAN	6.60	6.70	6.60	6.60	6.60	6.40	6.60	6.80	6.50	6.30	6.70	
											S	S

Proportions/Means: Columns Tested (5% risk level) - B/C/D - E/F/G/H/I/J - K/L - M/N/O/P/Q/R - S/T/U - V/W Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

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March 11th, 2024 (Report date)

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Based on how you are feeling in your workplace, what would help make you happier?

		Gen	der			Income						
	Total	Male	Female	вс	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	Α	K	L	М	N	0	Р	Q	R	S	Т	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	910	462	448	129	101	52	384	181	64	210	315	318
Getting a raise	57%	56%	59%	59%	57%	50%	61%	52%	59%	53%	58%	59%
							Q					
	563	332	231	80	63	42	227	108	43	119	210	193
Getting a bonus	35%	40%	31%	37%	36%	41%	36%	31%	39%	30%	39%	36%
		L									S	
	486	242	245	59	49	30	206	99	43	96	172	185
Receiving more time off/vacation days	31%	29%	32%	27%	28%	30%	33%	28%	39%	24%	32%	34%
											S	S
	475	222	253	72	54	29	211	87	23	116	176	149
Having more health/dental and other benefits	30%	27%	34%	33%	31%	28%	33%	25%	21%	29%	32%	28%
			K				QR					
	382	203	179	51	37	27	180	65	21	96	136	127
More opportunities to advance	24%	24%	24%	24%	21%	26%	28%	19%	19%	24%	25%	24%
							Q					
Having more flexibility with work hours	352	168	184	52	38	21	155	64	21	60	135	135
and/or hybrid work	22%	20%	24%	24%	22%	21%	25%	18%	19%	15%	25%	25%
•							Q				S	S
	324	169	155	41	33	21	133	72	23	68	109	122
Reduced workload	20%	20%	21%	19%	19%	20%	21%	21%	21%	17%	20%	23%
Being provided more professional	263	147	117	38	30	28	116	40	11	66	90	93
development opportunities	17%	18%	15%	17%	17%	27%	18%	11%	11%	17%	17%	17%
						QR	Q					
l l	259	135	123	29	22	18	109	67	14	48	108	86

Receiving greater managerial recognition	16%	16%	16%	13%	13%	18%	17%	19%	13%	12%	20%	16%
											8	
Workplace offering more in-person social events/activities	154	80	73	22	15	8	70	33	7	34	54	58
	10%	10%	10%	10%	8%	7%	11%	9%	6%	9%	10%	11%
e reme, deuvinee												
Nothing	119	61	58	22	17	9	37	33	1	34	37	34
	7%	7%	8%	10%	10%	9%	6%	9%	1%	9%	7%	6%
				R	R	R		R				

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

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