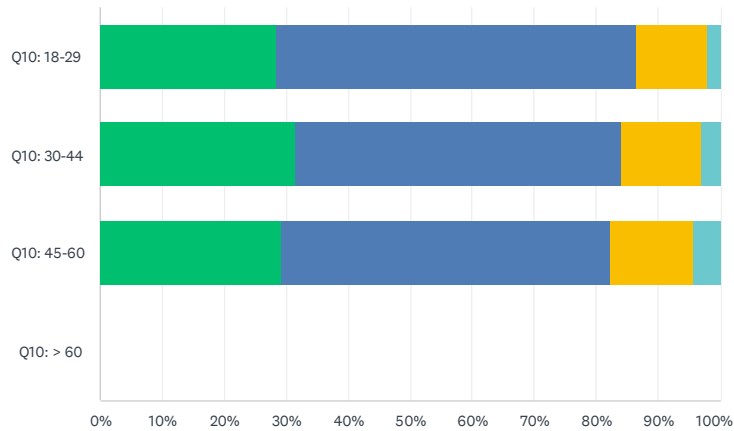


# Employee Counter-Offer Survey

## Q1 How likely would you ever consider accepting a counter-offer at work?

Answered: 2,051 Skipped: 0



Very likely Likely Unlikely Very unlikely

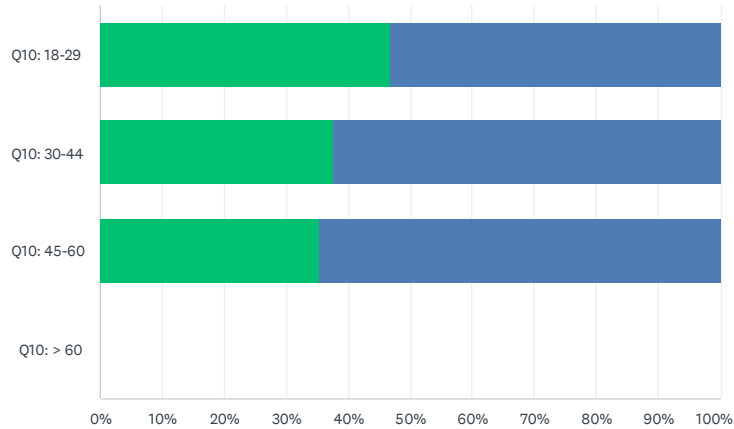
	VERY LIKELY (1)	LIKELY (2)	UNLIKELY (3)	VERY UNLIKELY (4)	TOTAL
Q10: 18-29	28.52% 83	58.08% 169	11.34% 33	2.06% 6	14.19% 291
Q10: 30-44	31.45% 267	52.65% 447	12.84% 109	3.06% 26	41.39% 849
Q10: 45-60	29.20% 266	52.91% 482	13.61% 124	4.28% 39	44.42% 911
Q10: > 60	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Total Respondents	616	1,098	266	71	2,051

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q10: 18-29	1.00	4.00	2.00	1.87	0.68
Q10: 30-44	1.00	4.00	2.00	1.88	0.74
Q10: 45-60	1.00	4.00	2.00	1.93	0.77
Q10: > 60	0.00	0.00	0.00	0.00	0.00

# Employee Counter-Offer Survey

## Q2 Have you ever received a counter-offer at work?

Answered: 2,051 Skipped: 0



Yes No

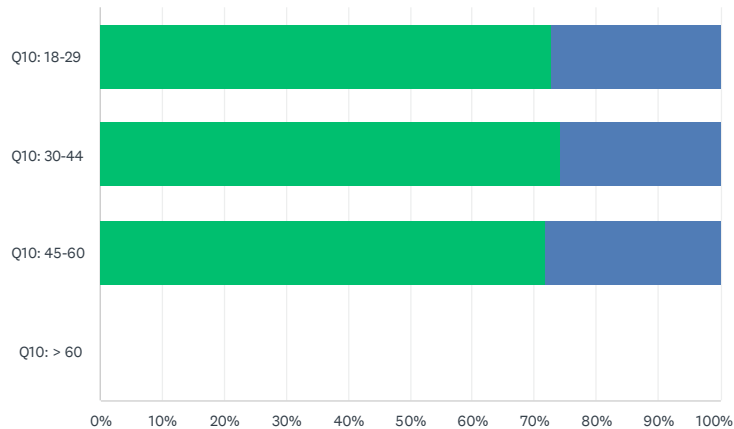
	YES (1)	NO (2)	TOTAL
Q10: 18-29	46.74% 136	53.26% 155	14.19% 291
Q10: 30-44	37.57% 319	62.43% 530	41.39% 849
Q10: 45-60	35.46% 323	64.54% 588	44.42% 911
Q10: > 60	0.00% 0	0.00% 0	0.00% 0
Total Respondents	778	1,273	2,051

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q10: 18-29	1.00	2.00	2.00	1.53	0.50
Q10: 30-44	1.00	2.00	2.00	1.62	0.48
Q10: 45-60	1.00	2.00	2.00	1.65	0.48
Q10: > 60	0.00	0.00	0.00	0.00	0.00

# Employee Counter-Offer Survey

## Q3 Have you ever accepted a counter-offer at work?

Answered: 778 Skipped: 1,273



Yes No

	YES (1)	NO (2)	TOTAL
Q10: 18-29	72.79% 99	27.21% 37	17.48% 136
Q10: 30-44	74.29% 237	25.71% 82	41.00% 319
Q10: 45-60	71.83% 232	28.17% 91	41.52% 323
Q10: > 60	0.00% 0	0.00% 0	0.00% 0
Total Respondents	568	210	778

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q10: 18-29	1.00	2.00	1.00	1.27	0.45
Q10: 30-44	1.00	2.00	1.00	1.26	0.44
Q10: 45-60	1.00	2.00	1.00	1.28	0.45
Q10: > 60	0.00	0.00	0.00	0.00	0.00

# Employee Counter-Offer Survey

## Q4 How many months did you stay in your position after accepting your counter-offer?

Answered: 568 Skipped: 1,483

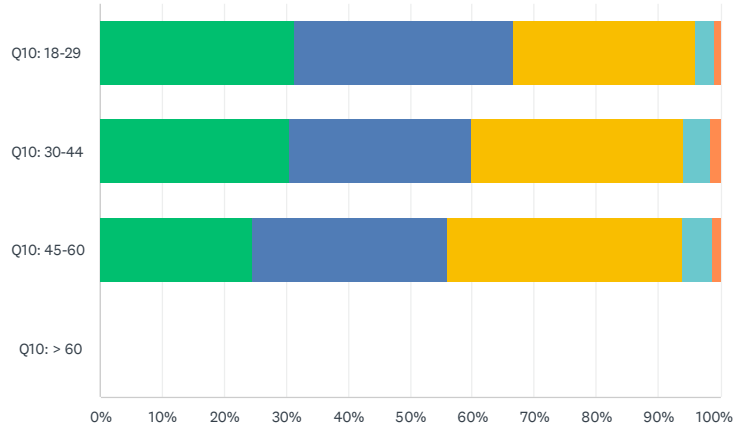
		TOTAL
Q10: 18-29	100.00% 99	17.43% 99
Q10: 30-44	100.00% 237	41.73% 237
Q10: 45-60	100.00% 232	40.85% 232
Q10: > 60	0.00% 0	0.00% 0
Total Respondents	568	568

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q10: 18-29	0.00	100.00	32.00	33.14	24.23
Q10: 30-44	0.00	100.00	34.00	37.35	29.08
Q10: 45-60	0.00	100.00	45.50	47.56	33.63
Q10: > 60	0.00	0.00	0.00	0.00	0.00

# Employee Counter-Offer Survey

## Q5 How do you feel accepting your counter-offer impacted your future relationship with your employer?

Answered: 568 Skipped: 1,483



■ Much better 
 ■ Better 
 ■ About the same 
 ■ Worse 
 ■ Much worse

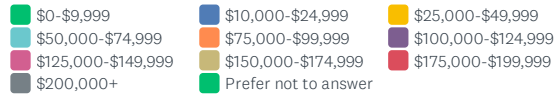
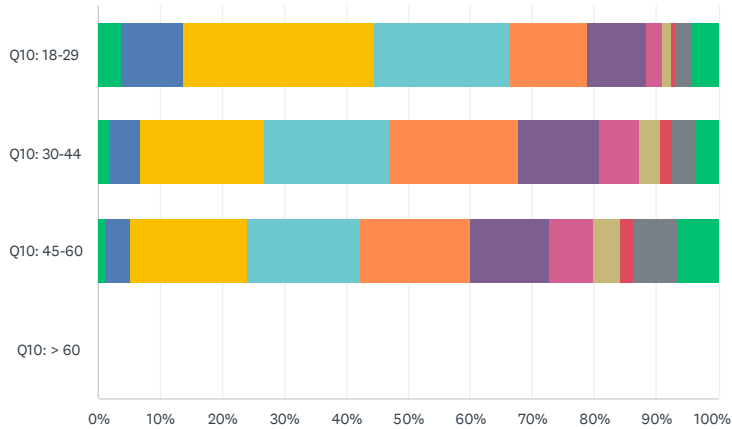
	MUCH BETTER (1)	BETTER (2)	ABOUT THE SAME (3)	WORSE (4)	MUCH WORSE (5)	TOTAL
Q10: 18-29	31.31% 31	35.35% 35	29.29% 29	3.03% 3	1.01% 1	17.43% 99
Q10: 30-44	30.38% 72	29.54% 70	34.18% 81	4.22% 10	1.69% 4	41.73% 237
Q10: 45-60	24.57% 57	31.47% 73	37.93% 88	4.74% 11	1.29% 3	40.85% 232
Q10: > 60	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Total Respondents	160	178	198	24	8	568

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q10: 18-29	1.00	5.00	2.00	2.07		0.90
Q10: 30-44	1.00	5.00	2.00	2.17		0.97
Q10: 45-60	1.00	5.00	2.00	2.27		0.93
Q10: > 60	0.00	0.00	0.00	0.00		0.00

# Employee Counter-Offer Survey

## Q6 Household Income

Answered: 2,051 Skipped: 0



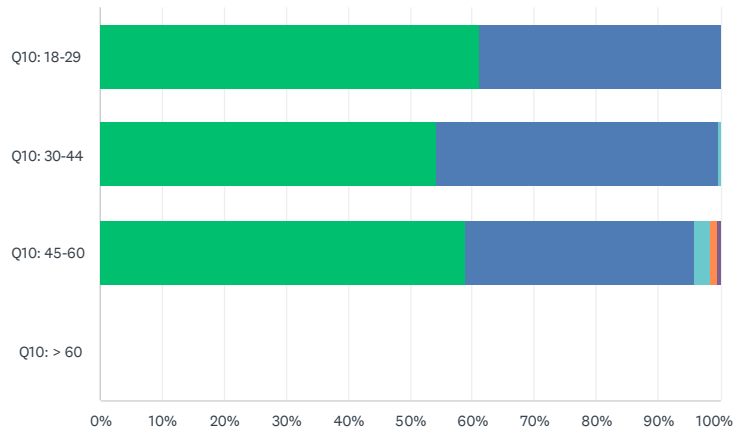
	\$0-\$9,999 (1)	\$10,000-\$24,999 (2)	\$25,000-\$49,999 (3)	\$50,000-\$74,999 (4)	\$75,000-\$99,999 (5)	\$100,000-\$124,999 (6)	\$125,000-\$149,999 (7)	\$150,000-\$174,999 (8)	\$175,000-\$199,999 (9)
Q10: 18-29	3.78% 11	9.97% 29	30.93% 90	21.65% 63	12.71% 37	9.28% 27	2.75% 8	1.37% 4	
Q10: 30-44	2.12% 18	4.59% 39	20.02% 170	20.26% 172	20.73% 176	13.07% 111	6.48% 55	3.30% 28	
Q10: 45-60	1.32% 12	3.84% 35	18.88% 172	18.33% 167	17.45% 159	13.06% 119	6.81% 62	4.50% 41	
Q10: > 60	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Total Respondents	41	103	432	402	372	257	125	73	39

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q10: 18-29		1.00	11.00	4.00	4.32	2.26
Q10: 30-44		1.00	11.00	5.00	5.02	2.23
Q10: 45-60		1.00	11.00	5.00	5.51	2.55
Q10: > 60		0.00	0.00	0.00	0.00	0.00

# Employee Counter-Offer Survey

## Q7 Device Type

Answered: 2,051 Skipped: 0



■ iOS Phone / Tablet      ■ Android Phone / Tablet  
■ Other Phone / Tablet      ■ Windows Desktop / Laptop  
■ MacOS Desktop / Laptop      ■ Other

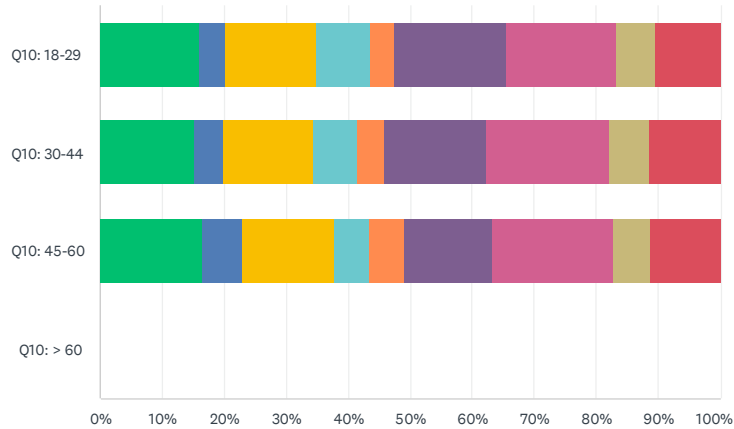
	IOS PHONE / TABLET (1)	ANDROID PHONE / TABLET (2)	OTHER PHONE / TABLET (3)	WINDOWS DESKTOP / LAPTOP (4)	MACOS DESKTOP / LAPTOP (5)	OTHER (6)	TOTAL
Q10: 18-29	61.17% 178	38.83% 113	0.00% 0	0.00% 0	0.00% 0	0.00% 0	14.19% 291
Q10: 30-44	54.18% 460	45.58% 387	0.00% 0	0.24% 2	0.00% 0	0.00% 0	41.39% 849
Q10: 45-60	58.84% 536	37.10% 338	0.00% 0	2.52% 23	1.21% 11	0.33% 3	44.42% 911
Q10: > 60	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Total Respondents	1,174	838	0	25	11	3	2,051

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q10: 18-29		1.00	2.00	1.00	1.39	0.49
Q10: 30-44		1.00	4.00	1.00	1.46	0.51
Q10: 45-60		1.00	6.00	1.00	1.51	0.78
Q10: > 60		0.00	0.00	0.00	0.00	0.00

# Employee Counter-Offer Survey

## Q8 Region

Answered: 2,028 Skipped: 23



■ East North Central    ■ East South Central    ■ Middle Atlantic  
■ Mountain    ■ New England    ■ Pacific  
■ South Atlantic    ■ West North Central    ■ West South Central

	EAST NORTH CENTRAL (1)	EAST SOUTH CENTRAL (2)	MIDDLE ATLANTIC (3)	MOUNTAIN (4)	NEW ENGLAND (5)	PACIFIC (6)	SOUTH ATLANTIC (7)	WEST NORTH CENTRAL (8)	WEST SOUTH CENTRAL (9)	TOTAL
Q10: 18-29	16.03% 46	4.18% 12	14.63% 42	8.71% 25	3.83% 11	18.12% 52	17.77% 51	6.27% 18	10.45% 30	14.15% 287
Q10: 30-44	15.12% 127	4.64% 39	14.64% 123	7.02% 59	4.29% 36	16.67% 140	19.76% 166	6.31% 53	11.55% 97	41.42% 840
Q10: 45-60	16.65% 150	6.22% 56	14.87% 134	5.55% 50	5.77% 52	14.21% 128	19.53% 176	5.99% 54	11.21% 101	44.43% 901
Q10: > 60	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Total Respondents	323	107	299	134	99	320	393	125	228	2,028

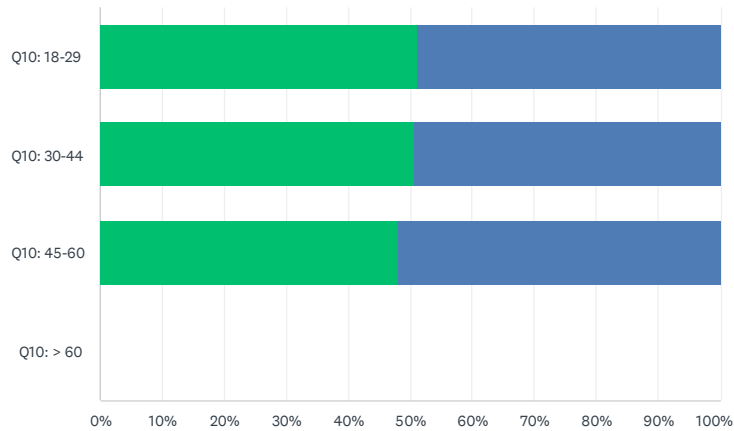
BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q10: 18-29		1.00	9.00	6.00	5.00	2.60
Q10: 30-44		1.00	9.00	6.00	5.11	2.62
Q10: 45-60		1.00	9.00	6.00	4.96	2.67
Q10: > 60		0.00	0.00	0.00	0.00	0.00



# Employee Counter-Offer Survey

## Q9 Gender

Answered: 2,051 Skipped: 0



Male Female

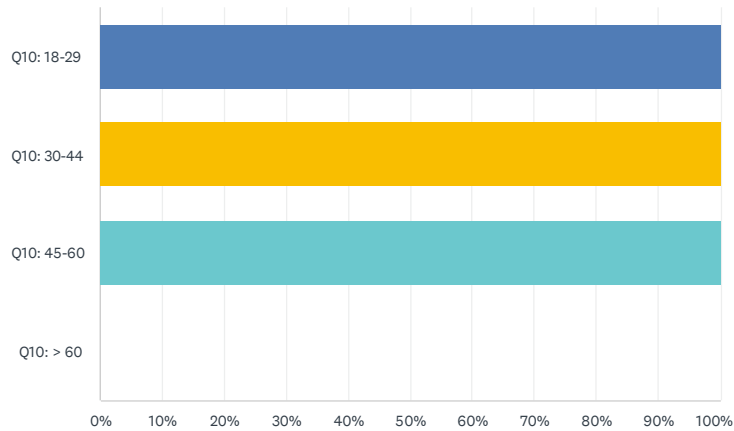
	MALE (1)	FEMALE (2)	TOTAL
Q10: 18-29	51.20% 149	48.80% 142	14.19% 291
Q10: 30-44	50.65% 430	49.35% 419	41.39% 849
Q10: 45-60	47.97% 437	52.03% 474	44.42% 911
Q10: > 60	0.00% 0	0.00% 0	0.00% 0
Total Respondents	1,016	1,035	2,051

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q10: 18-29	1.00	2.00	1.00	1.49	0.50
Q10: 30-44	1.00	2.00	1.00	1.49	0.50
Q10: 45-60	1.00	2.00	2.00	1.52	0.50
Q10: > 60	0.00	0.00	0.00	0.00	0.00

# Employee Counter-Offer Survey

## Q10 Age

Answered: 2,051 Skipped: 0



■ < 18 
 ■ 18-29 
 ■ 30-44 
 ■ 45-60 
 ■ > 60

	< 18 (1)	18-29 (2)	30-44 (3)	45-60 (4)	> 60 (5)	TOTAL
Q10: 18-29	0.00% 0	100.00% 291	0.00% 0	0.00% 0	0.00% 0	14.19% 291
Q10: 30-44	0.00% 0	0.00% 0	100.00% 849	0.00% 0	0.00% 0	41.39% 849
Q10: 45-60	0.00% 0	0.00% 0	0.00% 0	100.00% 911	0.00% 0	44.42% 911
Q10: > 60	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Total Respondents	0	291	849	911	0	2,051

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q10: 18-29	2.00	2.00	2.00	2.00		0.00
Q10: 30-44	3.00	3.00	3.00	3.00		0.00
Q10: 45-60	4.00	4.00	4.00	4.00		0.00
Q10: > 60	0.00	0.00	0.00	0.00		0.00