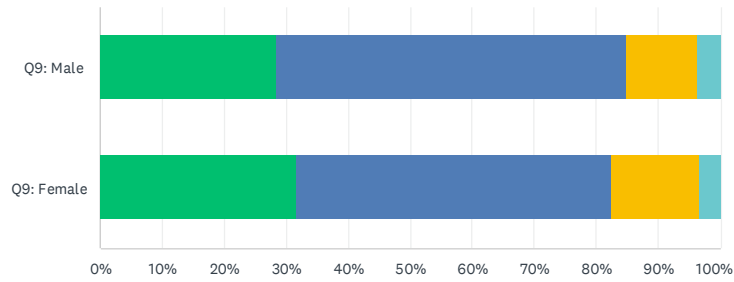


# Employee Counter-Offer Survey

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

Answered: 2,051 Skipped: 0



Very likely Likely Unlikely Very unlikely

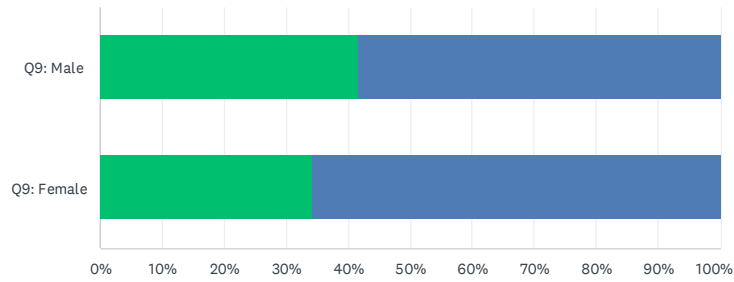
	VERY LIKELY (1)	LIKELY (2)	UNLIKELY (3)	VERY UNLIKELY (4)	TOTAL
Q9: Male	28.35% 288	56.50% 574	11.52% 117	3.64% 37	49.54% 1,016
Q9: Female	31.69% 328	50.63% 524	14.40% 149	3.29% 34	50.46% 1,035
Total Respondents	616	1,098	266	71	2,051

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q9: Male	1.00	4.00	2.00	1.90	0.73
Q9: Female	1.00	4.00	2.00	1.89	0.76

# Employee Counter-Offer Survey

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

Answered: 2,051 Skipped: 0



Yes No

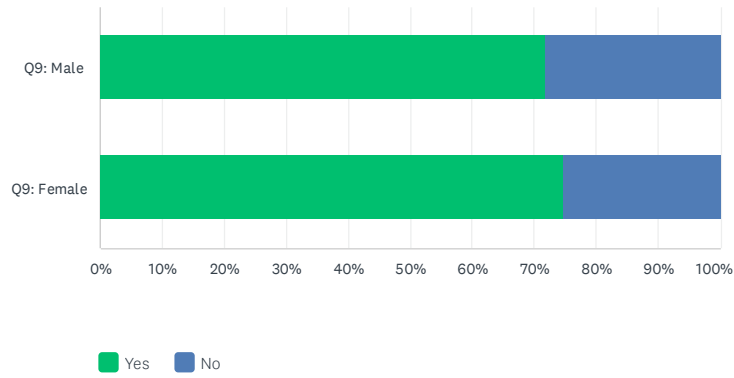
	YES (1)	NO (2)	TOTAL
Q9: Male	41.73% 424	58.27% 592	49.54% 1,016
Q9: Female	34.20% 354	65.80% 681	50.46% 1,035
Total Respondents	778	1,273	2,051

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q9: Male	1.00	2.00	2.00	1.58	0.49
Q9: Female	1.00	2.00	2.00	1.66	0.47

# Employee Counter-Offer Survey

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

Answered: 778 Skipped: 1,273



	YES (1)	NO (2)	TOTAL
Q9: Male	71.70% 304	28.30% 120	54.50% 424
Q9: Female	74.58% 264	25.42% 90	45.50% 354
Total Respondents	568	210	778

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q9: Male	1.00	2.00	1.00	1.28	0.45
Q9: Female	1.00	2.00	1.00	1.25	0.44

# Employee Counter-Offer Survey

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

Answered: 568 Skipped: 1,483

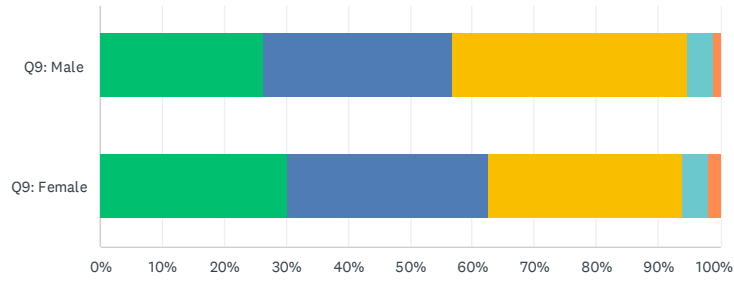
		TOTAL	
Q9: Male	100.00%	53.52%	
	304	304	
Q9: Female	100.00%	46.48%	
	264	264	
Total Respondents	568	568	

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q9: Male	0.00	100.00	36.00	39.11	29.45
Q9: Female	0.00	100.00	37.50	42.72	32.26

# 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

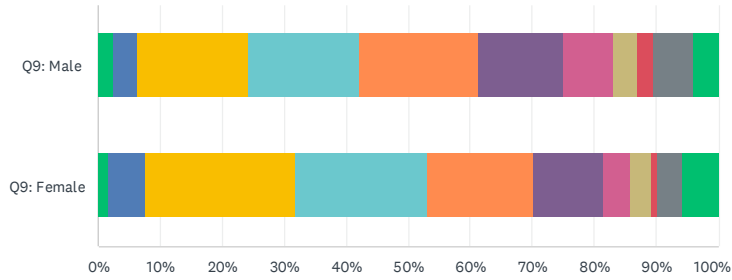
	MUCH BETTER (1)	BETTER (2)	ABOUT THE SAME (3)	WORSE (4)	MUCH WORSE (5)	TOTAL
Q9: Male	26.32% 80	30.59% 93	37.83% 115	4.28% 13	0.99% 3	53.52% 304
Q9: Female	30.30% 80	32.20% 85	31.44% 83	4.17% 11	1.89% 5	46.48% 264
Total Respondents	160	178	198	24	8	568

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q9: Male	1.00	5.00	2.00	2.23	0.92	
Q9: Female	1.00	5.00	2.00	2.15	0.97	

# Employee Counter-Offer Survey

## Q6 Household Income

Answered: 2,051 Skipped: 0



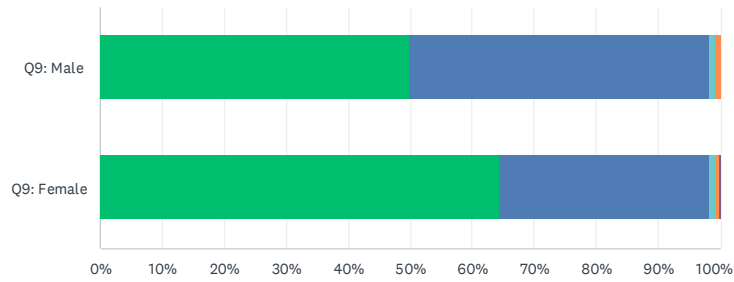
	\$0-\$9,999 (1)	\$10,000-\$24,999 (2)	\$25,000-\$49,999 (3)	\$50,000-\$74,999 (4)	\$75,000-\$99,999 (5)	\$100,000-\$124,999 (6)	\$125,000-\$149,999 (7)	\$150,000-\$174,999 (8)	\$175,000-\$199,999 (9)	\$200,000+ (10)
Q9: Male	2.46% 25	3.94% 40	17.81% 181	17.91% 182	19.29% 196	13.68% 139	7.97% 81	3.84% 39		
Q9: Female	1.55% 16	6.09% 63	24.25% 251	21.26% 220	17.00% 176	11.40% 118	4.25% 44	3.29% 34		
Total Respondents	41	103	432	402	372	257	125	73		39

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q9: Male		1.00	11.00	5.00	5.33	2.41
Q9: Female		1.00	11.00	4.00	4.95	2.41

# 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

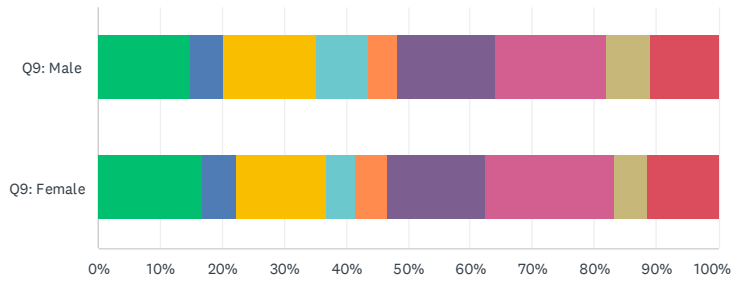
	IOS PHONE / TABLET (1)	ANDROID PHONE / TABLET (2)	OTHER PHONE / TABLET (3)	WINDOWS DESKTOP / LAPTOP (4)	MACOS DESKTOP / LAPTOP (5)	OTHER (6)	TOTAL
Q9: Male	50.00% 508	48.13% 489	0.00% 0	1.08% 11	0.79% 8	0.00% 0	49.54% 1,016
Q9: Female	64.35% 666	33.72% 349	0.00% 0	1.35% 14	0.29% 3	0.29% 3	50.46% 1,035
Total Respondents	1,174	838	0	25	11	3	2,051

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q9: Male		1.00	5.00	1.50	1.55	0.64
Q9: Female		1.00	6.00	1.00	1.40	0.64

# 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
Q9: Male	15.02% 151	5.17% 52	14.93% 150	8.46% 85	4.68% 47	15.72% 158	18.01% 181	6.97% 70	11.04% 111	49.56% 1,005
Q9: Female	16.81% 172	5.38% 55	14.57% 149	4.79% 49	5.08% 52	15.84% 162	20.72% 212	5.38% 55	11.44% 117	50.44% 1,023
Total Respondents	323	107	299	134	99	320	393	125	228	2,028

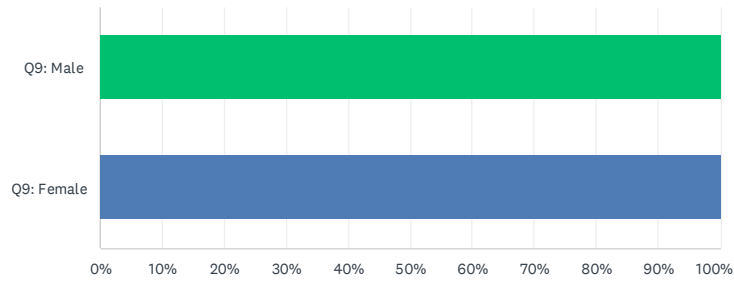
BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q9: Male		1.00	9.00	6.00	5.03	2.61
Q9: Female		1.00	9.00	6.00	5.02	2.67



# Employee Counter-Offer Survey

## Q9 Gender

Answered: 2,051 Skipped: 0



Male Female

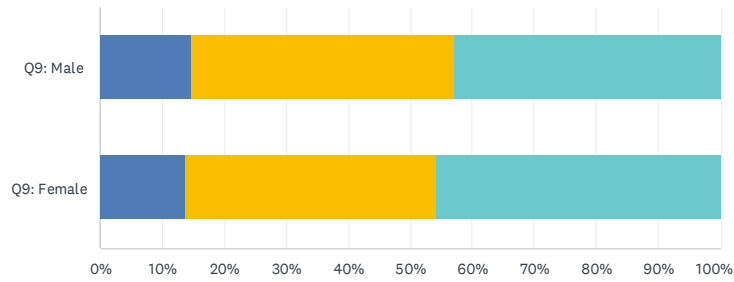
	MALE (1)	FEMALE (2)	TOTAL
Q9: Male	100.00% 1,016	0.00% 0	49.54% 1,016
Q9: Female	0.00% 0	100.00% 1,035	50.46% 1,035
Total Respondents	1,016	1,035	2,051

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q9: Male	1.00	1.00	1.00	1.00	0.00
Q9: Female	2.00	2.00	2.00	2.00	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
Q9: Male	0.00% 0	14.67% 149	42.32% 430	43.01% 437	0.00% 0	49.54% 1,016
Q9: Female	0.00% 0	13.72% 142	40.48% 419	45.80% 474	0.00% 0	50.46% 1,035
Total Respondents	0	291	849	911	0	2,051

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q9: Male	2.00	4.00	3.00	3.28	0.70
Q9: Female	2.00	4.00	3.00	3.32	0.70