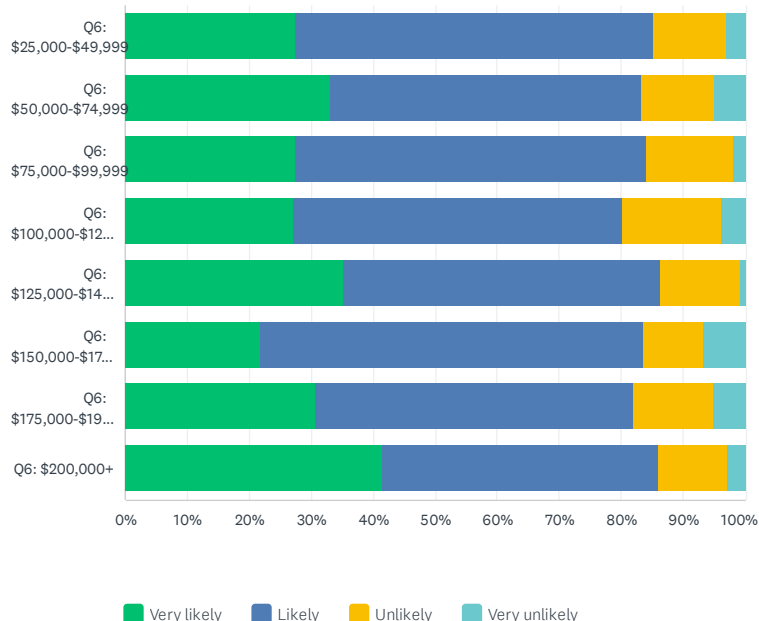


Employee Counter-Offer Survey

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

Answered: 1,806 Skipped: 0



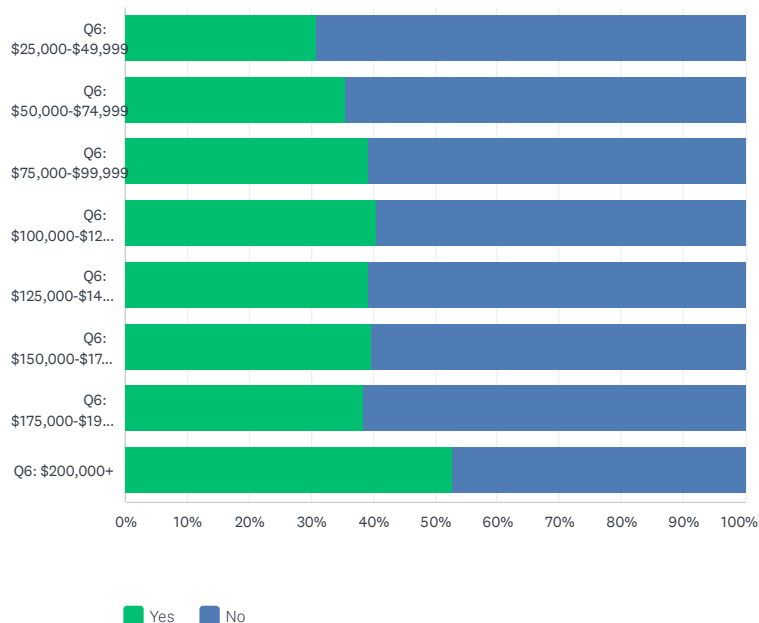
	VERY LIKELY (1)	LIKELY (2)	UNLIKELY (3)	VERY UNLIKELY (4)	TOTAL
Q6: \$25,000-\$49,999	27.31% 118	57.87% 250	11.81% 51	3.01% 13	23.92% 432
Q6: \$50,000-\$74,999	33.08% 133	50.25% 202	11.69% 47	4.98% 20	22.26% 402
Q6: \$75,000-\$99,999	27.42% 102	56.72% 211	13.98% 52	1.88% 7	20.60% 372
Q6: \$100,000-\$124,999	27.24% 70	52.92% 136	15.95% 41	3.89% 10	14.23% 257
Q6: \$125,000-\$149,999	35.20% 44	51.20% 64	12.80% 16	0.80% 1	6.92% 125
Q6: \$150,000-\$174,999	21.92% 16	61.64% 45	9.59% 7	6.85% 5	4.04% 73
Q6: \$175,000-\$199,999	30.77% 12	51.28% 20	12.82% 5	5.13% 2	2.16% 39
Q6: \$200,000+	41.51% 44	44.34% 47	11.32% 12	2.83% 3	5.87% 106
Total Respondents	539	975	231	61	1,806

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q6: \$25,000-\$49,999	1.00	4.00	2.00	1.91		0.71
Q6: \$50,000-\$74,999	1.00	4.00	2.00	1.89		0.80
Q6: \$75,000-\$99,999	1.00	4.00	2.00	1.90		0.69
Q6: \$100,000-\$124,999	1.00	4.00	2.00	1.96		0.77
Q6: \$125,000-\$149,999	1.00	4.00	2.00	1.79		0.68
Q6: \$150,000-\$174,999	1.00	4.00	2.00	2.01		0.77
Q6: \$175,000-\$199,999	1.00	4.00	2.00	1.92		0.80
Q6: \$200,000+	1.00	4.00	2.00	1.75		0.76

Employee Counter-Offer Survey

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

Answered: 1,806 Skipped: 0



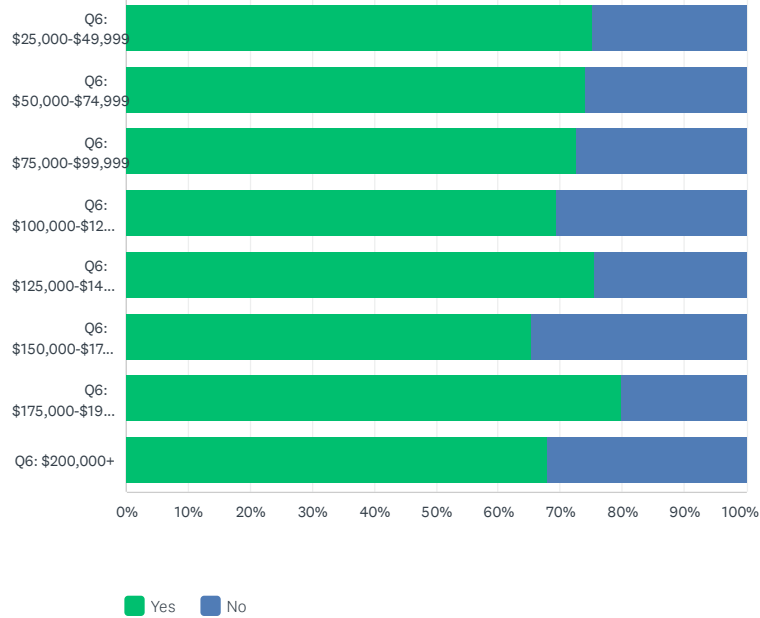
	YES (1)	NO (2)	TOTAL
Q6: \$25,000-\$49,999	30.79% 133	69.21% 299	23.92% 432
Q6: \$50,000-\$74,999	35.57% 143	64.43% 259	22.26% 402
Q6: \$75,000-\$99,999	39.25% 146	60.75% 226	20.60% 372
Q6: \$100,000-\$124,999	40.47% 104	59.53% 153	14.23% 257
Q6: \$125,000-\$149,999	39.20% 49	60.80% 76	6.92% 125
Q6: \$150,000-\$174,999	39.73% 29	60.27% 44	4.04% 73
Q6: \$175,000-\$199,999	38.46% 15	61.54% 24	2.16% 39
Q6: \$200,000+	52.83% 56	47.17% 50	5.87% 106
Total Respondents	675	1,131	1,806

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q6: \$25,000-\$49,999	1.00	2.00	2.00	1.69		0.46
Q6: \$50,000-\$74,999	1.00	2.00	2.00	1.64		0.48
Q6: \$75,000-\$99,999	1.00	2.00	2.00	1.61		0.49
Q6: \$100,000-\$124,999	1.00	2.00	2.00	1.60		0.49
Q6: \$125,000-\$149,999	1.00	2.00	2.00	1.61		0.49
Q6: \$150,000-\$174,999	1.00	2.00	2.00	1.60		0.49
Q6: \$175,000-\$199,999	1.00	2.00	2.00	1.62		0.49
Q6: \$200,000+	1.00	2.00	1.00	1.47		0.50

Employee Counter-Offer Survey

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

Answered: 675 Skipped: 1,131



	YES (1)	NO (2)	TOTAL
Q6: \$25,000-\$49,999	75.19% 100	24.81% 33	19.70% 133
Q6: \$50,000-\$74,999	74.13% 106	25.87% 37	21.19% 143
Q6: \$75,000-\$99,999	72.60% 106	27.40% 40	21.63% 146
Q6: \$100,000-\$124,999	69.23% 72	30.77% 32	15.41% 104
Q6: \$125,000-\$149,999	75.51% 37	24.49% 12	7.26% 49
Q6: \$150,000-\$174,999	65.52% 19	34.48% 10	4.30% 29
Q6: \$175,000-\$199,999	80.00% 12	20.00% 3	2.22% 15
Q6: \$200,000+	67.86% 38	32.14% 18	8.30% 56
Total Respondents	490	185	675

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q6: \$25,000-\$49,999	1.00	2.00	1.00	1.25	0.43
Q6: \$50,000-\$74,999	1.00	2.00	1.00	1.26	0.44
Q6: \$75,000-\$99,999	1.00	2.00	1.00	1.27	0.45
Q6: \$100,000-\$124,999	1.00	2.00	1.00	1.31	0.46
Q6: \$125,000-\$149,999	1.00	2.00	1.00	1.24	0.43
Q6: \$150,000-\$174,999	1.00	2.00	1.00	1.34	0.48
Q6: \$175,000-\$199,999	1.00	2.00	1.00	1.20	0.40
Q6: \$200,000+	1.00	2.00	1.00	1.32	0.47

Employee Counter-Offer Survey

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

Answered: 490 Skipped: 1,316

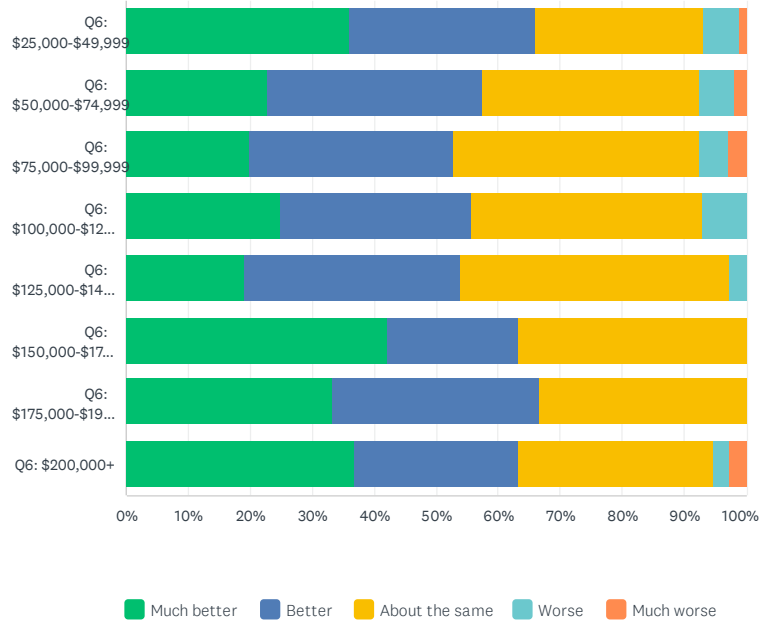
		TOTAL
Q6: \$25,000-\$49,999	100.00% 100	20.41% 100
Q6: \$50,000-\$74,999	100.00% 106	21.63% 106
Q6: \$75,000-\$99,999	100.00% 106	21.63% 106
Q6: \$100,000-\$124,999	100.00% 72	14.69% 72
Q6: \$125,000-\$149,999	100.00% 37	7.55% 37
Q6: \$150,000-\$174,999	100.00% 19	3.88% 19
Q6: \$175,000-\$199,999	100.00% 12	2.45% 12
Q6: \$200,000+	100.00% 38	7.76% 38
Total Respondents	490	490

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q6: \$25,000-\$49,999	0.00	100.00	35.50	39.25	28.32
Q6: \$50,000-\$74,999	0.00	100.00	34.00	37.91	29.76
Q6: \$75,000-\$99,999	0.00	100.00	24.00	35.20	28.81
Q6: \$100,000-\$124,999	0.00	100.00	37.00	41.96	31.98
Q6: \$125,000-\$149,999	1.00	100.00	39.00	43.03	30.16
Q6: \$150,000-\$174,999	12.00	100.00	97.00	73.95	31.32
Q6: \$175,000-\$199,999	3.00	100.00	34.00	45.67	33.72
Q6: \$200,000+	0.00	100.00	42.50	44.68	29.75

Employee Counter-Offer Survey

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

Answered: 490 Skipped: 1,316



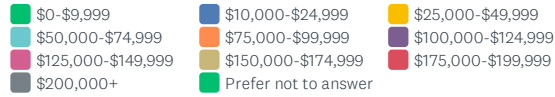
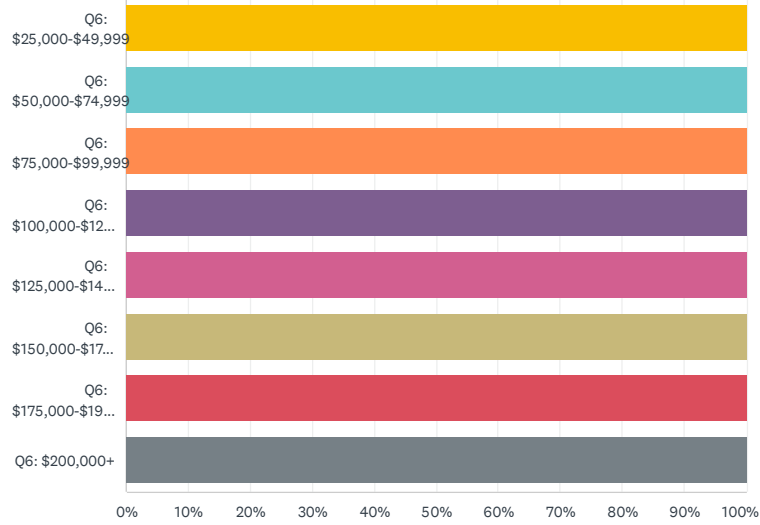
	MUCH BETTER (1)	BETTER (2)	ABOUT THE SAME (3)	WORSE (4)	MUCH WORSE (5)	TOTAL
Q6: \$25,000-\$49,999	36.00% 36	30.00% 30	27.00% 27	6.00% 6	1.00% 1	20.41% 100
Q6: \$50,000-\$74,999	22.64% 24	34.91% 37	34.91% 37	5.66% 6	1.89% 2	21.63% 106
Q6: \$75,000-\$99,999	19.81% 21	33.02% 35	39.62% 42	4.72% 5	2.83% 3	21.63% 106
Q6: \$100,000-\$124,999	25.00% 18	30.56% 22	37.50% 27	6.94% 5	0.00% 0	14.69% 72
Q6: \$125,000-\$149,999	18.92% 7	35.14% 13	43.24% 16	2.70% 1	0.00% 0	7.55% 37
Q6: \$150,000-\$174,999	42.11% 8	21.05% 4	36.84% 7	0.00% 0	0.00% 0	3.88% 19
Q6: \$175,000-\$199,999	33.33% 4	33.33% 4	33.33% 4	0.00% 0	0.00% 0	2.45% 12
Q6: \$200,000+	36.84% 14	26.32% 10	31.58% 12	2.63% 1	2.63% 1	7.76% 38
Total Respondents	132	155	172	24	7	490

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q6: \$25,000-\$49,999	1.00	5.00	2.00	2.06		0.98
Q6: \$50,000-\$74,999	1.00	5.00	2.00	2.29		0.94
Q6: \$75,000-\$99,999	1.00	5.00	2.00	2.38		0.95
Q6: \$100,000-\$124,999	1.00	4.00	2.00	2.26		0.91
Q6: \$125,000-\$149,999	1.00	4.00	2.00	2.30		0.80
Q6: \$150,000-\$174,999	1.00	3.00	2.00	1.95		0.89
Q6: \$175,000-\$199,999	1.00	3.00	2.00	2.00		0.82
Q6: \$200,000+	1.00	5.00	2.00	2.08		1.01

Employee Counter-Offer Survey

Q6 Household Income

Answered: 1,806 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)
Q6: \$25,000-\$49,999	0.00% 0	0.00% 0	100.00% 432	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q6: \$50,000-\$74,999	0.00% 0	0.00% 0	0.00% 0	100.00% 402	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q6: \$75,000-\$99,999	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 372	0.00% 0	0.00% 0	0.00% 0
Q6: \$100,000-\$124,999	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 257	0.00% 0	0.00% 0
Q6: \$125,000-\$149,999	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 125	0.00% 0
Q6: \$150,000-\$174,999	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 73
Q6: \$175,000-\$199,999	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q6: \$200,000+	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	0	0	432	402	372	257	125	73

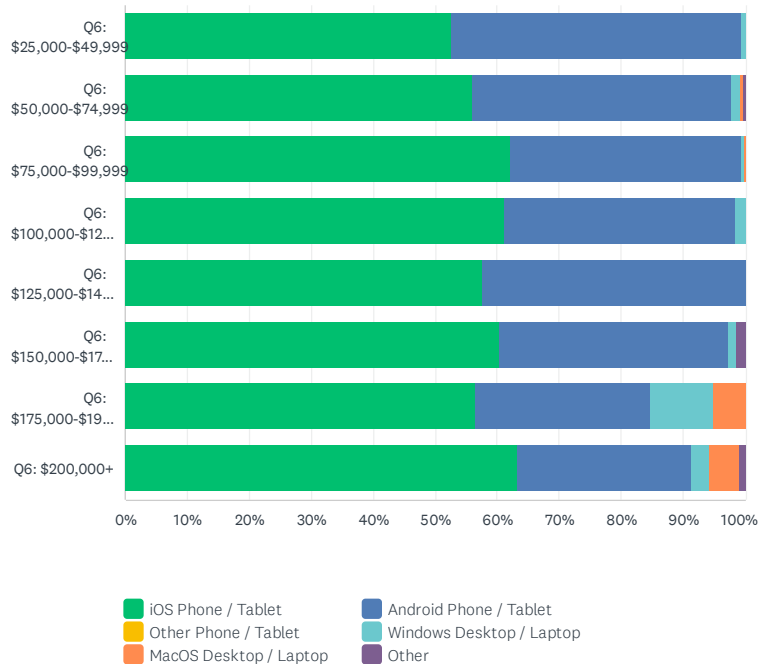
Employee Counter-Offer Survey

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q6: \$25,000-\$49,999	3.00	3.00	3.00	3.00	0.00
Q6: \$50,000-\$74,999	4.00	4.00	4.00	4.00	0.00
Q6: \$75,000-\$99,999	5.00	5.00	5.00	5.00	0.00
Q6: \$100,000-\$124,999	6.00	6.00	6.00	6.00	0.00
Q6: \$125,000-\$149,999	7.00	7.00	7.00	7.00	0.00
Q6: \$150,000-\$174,999	8.00	8.00	8.00	8.00	0.00
Q6: \$175,000-\$199,999	9.00	9.00	9.00	9.00	0.00
Q6: \$200,000+	10.00	10.00	10.00	10.00	0.00

Employee Counter-Offer Survey

Q7 Device Type

Answered: 1,806 Skipped: 0



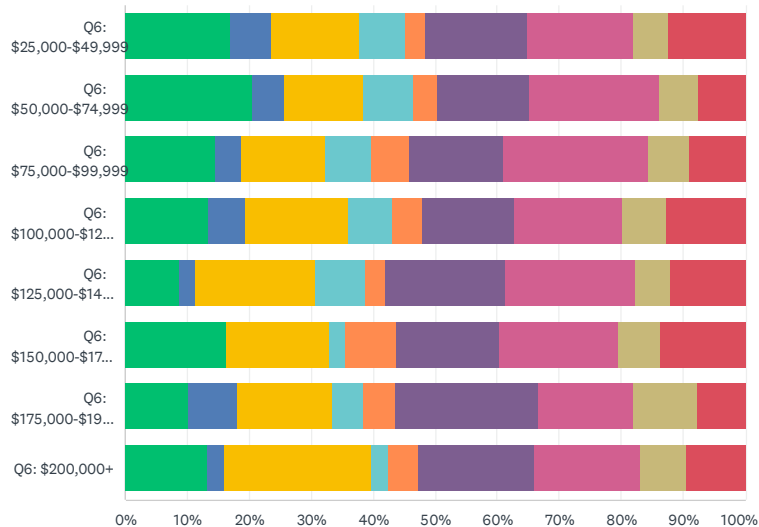
	IOS PHONE / TABLET (1)	ANDROID PHONE / TABLET (2)	OTHER PHONE / TABLET (3)	WINDOWS DESKTOP / LAPTOP (4)	MACOS DESKTOP / LAPTOP (5)	OTHER (6)	TOTAL
Q6: \$25,000-\$49,999	52.55% 227	46.76% 202	0.00% 0	0.69% 3	0.00% 0	0.00% 0	23.92% 432
Q6: \$50,000-\$74,999	55.97% 225	41.79% 168	0.00% 0	1.49% 6	0.50% 2	0.25% 1	22.26% 402
Q6: \$75,000-\$99,999	62.10% 231	37.37% 139	0.00% 0	0.27% 1	0.27% 1	0.00% 0	20.60% 372
Q6: \$100,000-\$124,999	61.09% 157	37.35% 96	0.00% 0	1.56% 4	0.00% 0	0.00% 0	14.23% 257
Q6: \$125,000-\$149,999	57.60% 72	42.40% 53	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.92% 125
Q6: \$150,000-\$174,999	60.27% 44	36.99% 27	0.00% 0	1.37% 1	0.00% 0	1.37% 1	4.04% 73
Q6: \$175,000-\$199,999	56.41% 22	28.21% 11	0.00% 0	10.26% 4	5.13% 2	0.00% 0	2.16% 39
Q6: \$200,000+	63.21% 67	28.30% 30	0.00% 0	2.83% 3	4.72% 5	0.94% 1	5.87% 106
Total Respondents	1,045	726	0	22	10	3	1,806

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q6: \$25,000-\$49,999	1.00	4.00	1.00	1.49	0.54	
Q6: \$50,000-\$74,999	1.00	6.00	1.00	1.50	0.67	
Q6: \$75,000-\$99,999	1.00	5.00	1.00	1.39	0.54	
Q6: \$100,000-\$124,999	1.00	4.00	1.00	1.42	0.58	
Q6: \$125,000-\$149,999	1.00	2.00	1.00	1.42	0.49	
Q6: \$150,000-\$174,999	1.00	6.00	1.00	1.48	0.78	
Q6: \$175,000-\$199,999	1.00	5.00	1.00	1.79	1.18	
Q6: \$200,000+	1.00	6.00	1.00	1.60	1.08	

Employee Counter-Offer Survey

Q8 Region

Answered: 1,788 Skipped: 18



■ 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
Q6: \$25,000-\$49,999	16.98% 73	6.51% 28	14.42% 62	7.21% 31	3.26% 14	16.51% 71	17.21% 74	5.35% 23	12.56% 54	24.05% 430
Q6: \$50,000-\$74,999	20.40% 81	5.29% 21	12.85% 51	7.81% 31	4.03% 16	14.86% 59	20.91% 83	6.30% 25	7.56% 30	22.20% 397
Q6: \$75,000-\$99,999	14.48% 53	4.37% 16	13.39% 49	7.38% 27	6.28% 23	15.03% 55	23.50% 86	6.56% 24	9.02% 33	20.47% 366
Q6: \$100,000-\$124,999	13.44% 34	5.93% 15	16.60% 42	7.11% 18	4.74% 12	15.02% 38	17.39% 44	7.11% 18	12.65% 32	14.15% 253
Q6: \$125,000-\$149,999	8.87% 11	2.42% 3	19.35% 24	8.06% 10	3.23% 4	19.35% 24	20.97% 26	5.65% 7	12.10% 15	6.94% 124
Q6: \$150,000-\$174,999	16.44% 12	0.00% 0	16.44% 12	2.74% 2	8.22% 6	16.44% 12	19.18% 14	6.85% 5	13.70% 10	4.08% 73
Q6: \$175,000-\$199,999	10.26% 4	7.69% 3	15.38% 6	5.13% 2	5.13% 2	23.08% 9	15.38% 6	10.26% 4	7.69% 3	2.18% 39
Q6: \$200,000+	13.21% 14	2.83% 3	23.58% 25	2.83% 3	4.72% 5	18.87% 20	16.98% 18	7.55% 8	9.43% 10	5.93% 106
Total Respondents	282	89	271	124	82	288	351	114	187	1,788

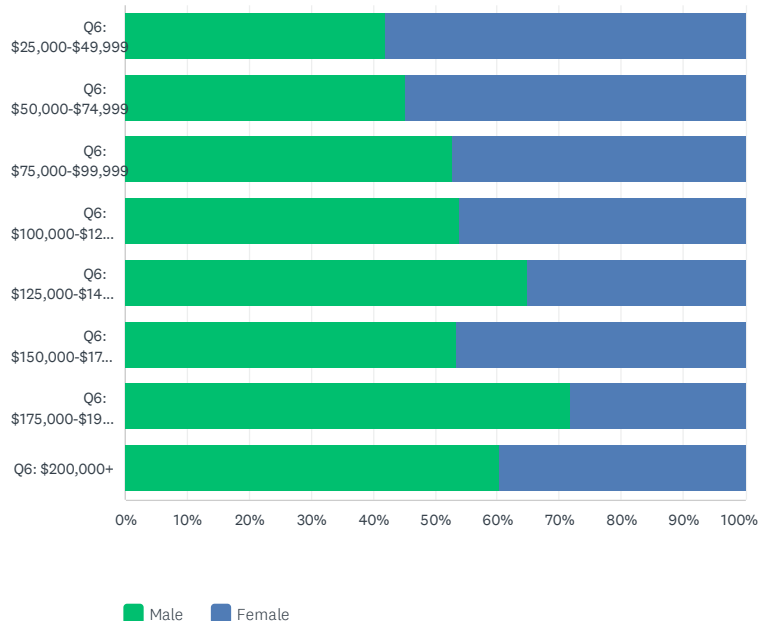
Employee Counter-Offer Survey

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q6: \$25,000-\$49,999	1.00	9.00	6.00	4.94	2.70
Q6: \$50,000-\$74,999	1.00	9.00	5.00	4.75	2.65
Q6: \$75,000-\$99,999	1.00	9.00	6.00	5.13	2.54
Q6: \$100,000-\$124,999	1.00	9.00	6.00	5.10	2.63
Q6: \$125,000-\$149,999	1.00	9.00	6.00	5.37	2.41
Q6: \$150,000-\$174,999	1.00	9.00	6.00	5.29	2.64
Q6: \$175,000-\$199,999	1.00	9.00	6.00	5.15	2.44
Q6: \$200,000+	1.00	9.00	6.00	5.02	2.53

Employee Counter-Offer Survey

Q9 Gender

Answered: 1,806 Skipped: 0



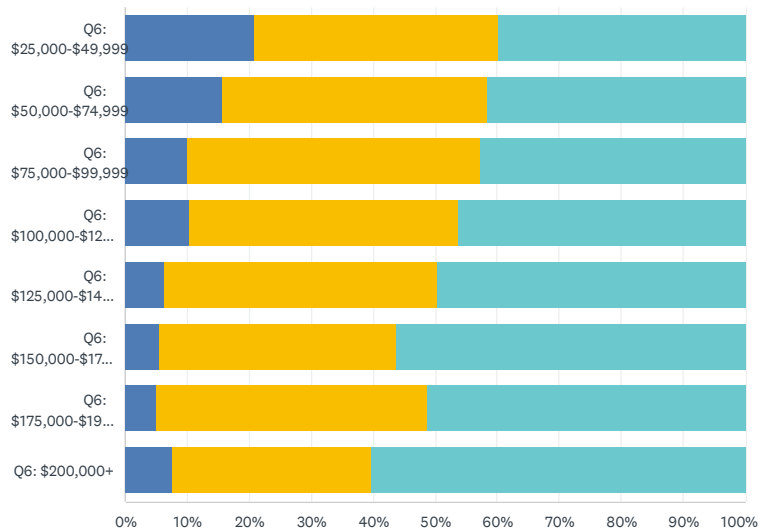
	MALE (1)	FEMALE (2)	TOTAL
Q6: \$25,000-\$49,999	41.90% 181	58.10% 251	23.92% 432
Q6: \$50,000-\$74,999	45.27% 182	54.73% 220	22.26% 402
Q6: \$75,000-\$99,999	52.69% 196	47.31% 176	20.60% 372
Q6: \$100,000-\$124,999	54.09% 139	45.91% 118	14.23% 257
Q6: \$125,000-\$149,999	64.80% 81	35.20% 44	6.92% 125
Q6: \$150,000-\$174,999	53.42% 39	46.58% 34	4.04% 73
Q6: \$175,000-\$199,999	71.79% 28	28.21% 11	2.16% 39
Q6: \$200,000+	60.38% 64	39.62% 42	5.87% 106
Total Respondents	910	896	1,806

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q6: \$25,000-\$49,999	1.00	2.00	2.00	1.58		0.49
Q6: \$50,000-\$74,999	1.00	2.00	2.00	1.55		0.50
Q6: \$75,000-\$99,999	1.00	2.00	1.00	1.47		0.50
Q6: \$100,000-\$124,999	1.00	2.00	1.00	1.46		0.50
Q6: \$125,000-\$149,999	1.00	2.00	1.00	1.35		0.48
Q6: \$150,000-\$174,999	1.00	2.00	1.00	1.47		0.50
Q6: \$175,000-\$199,999	1.00	2.00	1.00	1.28		0.45
Q6: \$200,000+	1.00	2.00	1.00	1.40		0.49

Employee Counter-Offer Survey

Q10 Age

Answered: 1,806 Skipped: 0



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

	< 18 (1)	18-29 (2)	30-44 (3)	45-60 (4)	> 60 (5)	TOTAL
Q6: \$25,000-\$49,999	0.00% 0	20.83% 90	39.35% 170	39.81% 172	0.00% 0	23.92% 432
Q6: \$50,000-\$74,999	0.00% 0	15.67% 63	42.79% 172	41.54% 167	0.00% 0	22.26% 402
Q6: \$75,000-\$99,999	0.00% 0	9.95% 37	47.31% 176	42.74% 159	0.00% 0	20.60% 372
Q6: \$100,000-\$124,999	0.00% 0	10.51% 27	43.19% 111	46.30% 119	0.00% 0	14.23% 257
Q6: \$125,000-\$149,999	0.00% 0	6.40% 8	44.00% 55	49.60% 62	0.00% 0	6.92% 125
Q6: \$150,000-\$174,999	0.00% 0	5.48% 4	38.36% 28	56.16% 41	0.00% 0	4.04% 73
Q6: \$175,000-\$199,999	0.00% 0	5.13% 2	43.59% 17	51.28% 20	0.00% 0	2.16% 39
Q6: \$200,000+	0.00% 0	7.55% 8	32.08% 34	60.38% 64	0.00% 0	5.87% 106
Total Respondents	0	239	763	804	0	1,806

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Q6: \$25,000-\$49,999	2.00	4.00	3.00	3.19		0.76
Q6: \$50,000-\$74,999	2.00	4.00	3.00	3.26		0.71
Q6: \$75,000-\$99,999	2.00	4.00	3.00	3.33		0.65
Q6: \$100,000-\$124,999	2.00	4.00	3.00	3.36		0.66
Q6: \$125,000-\$149,999	2.00	4.00	3.00	3.43		0.61
Q6: \$150,000-\$174,999	2.00	4.00	4.00	3.51		0.60
Q6: \$175,000-\$199,999	2.00	4.00	4.00	3.46		0.59
Q6: \$200,000+	2.00	4.00	4.00	3.53		0.63