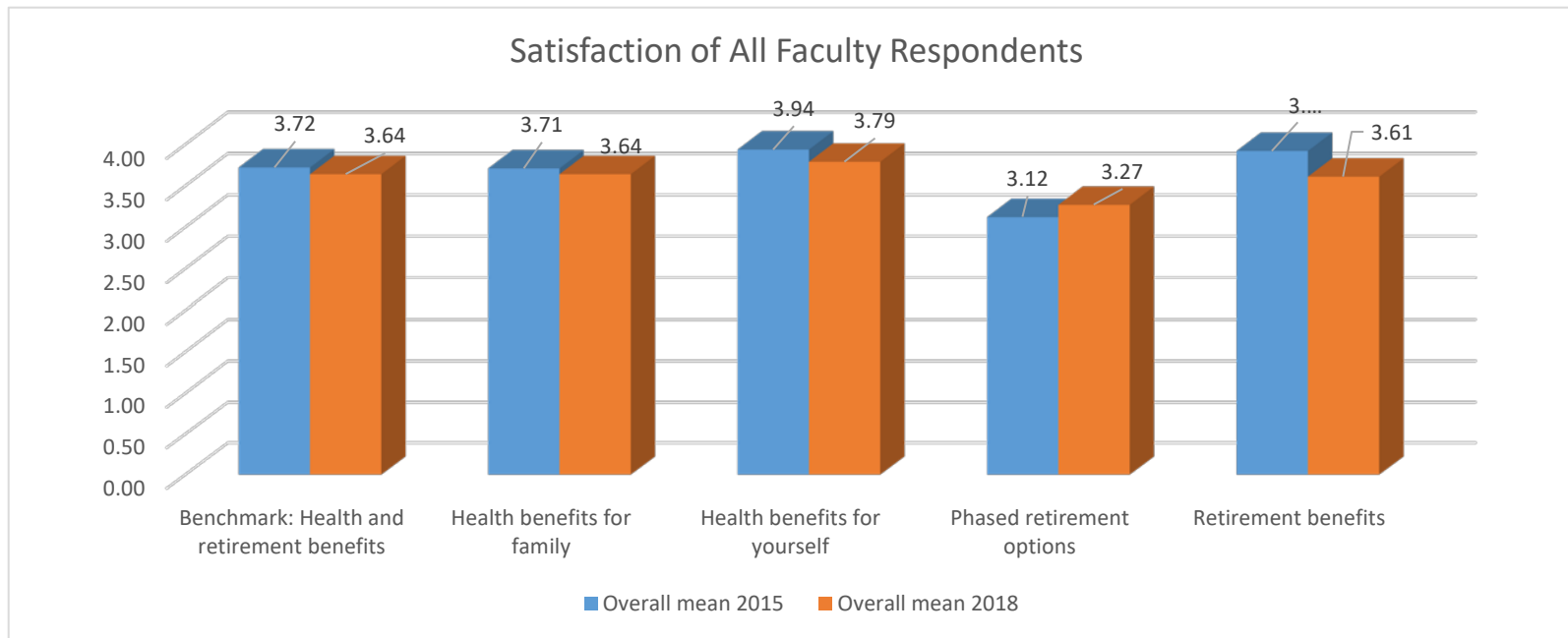


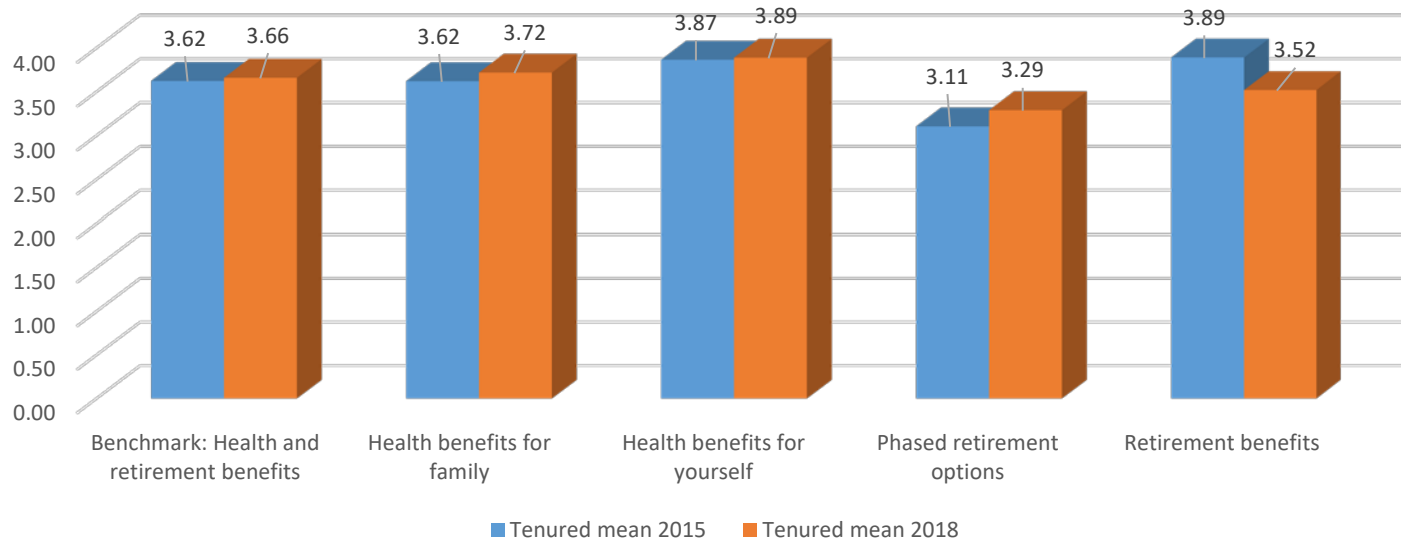
Satisfaction with Health and Retirement Benefits, 2018 COACHE Survey

	Overall mean		Tenured mean		Pre-tenure mean			Men mean		Women mean	
	2015	2018	2015	2018	2012	2015	2018	2015	2018	2015	2018
Benchmark: Health and retirement benefits	3.72	3.64	3.62	3.66	3.56	4.21	3.58	3.69	3.79	3.77	3.53
Health benefits for family	3.71	3.64	3.62	3.72	3.42	4.18	3.42	3.73	3.79	3.67	3.57
Health benefits for yourself	3.94	3.79	3.87	3.89	3.64	4.29	3.53	3.89	3.96	4.00	3.70
Phased retirement options	3.12	3.27	3.11	3.29	3.47		3.20	3.06	3.46	3.21	3.13
Retirement benefits	3.92	3.61	3.89	3.52	3.62	4.09	3.83	3.87	3.72	4.00	3.52
N	86	110	72	77	21	14	33	51	45	35	65

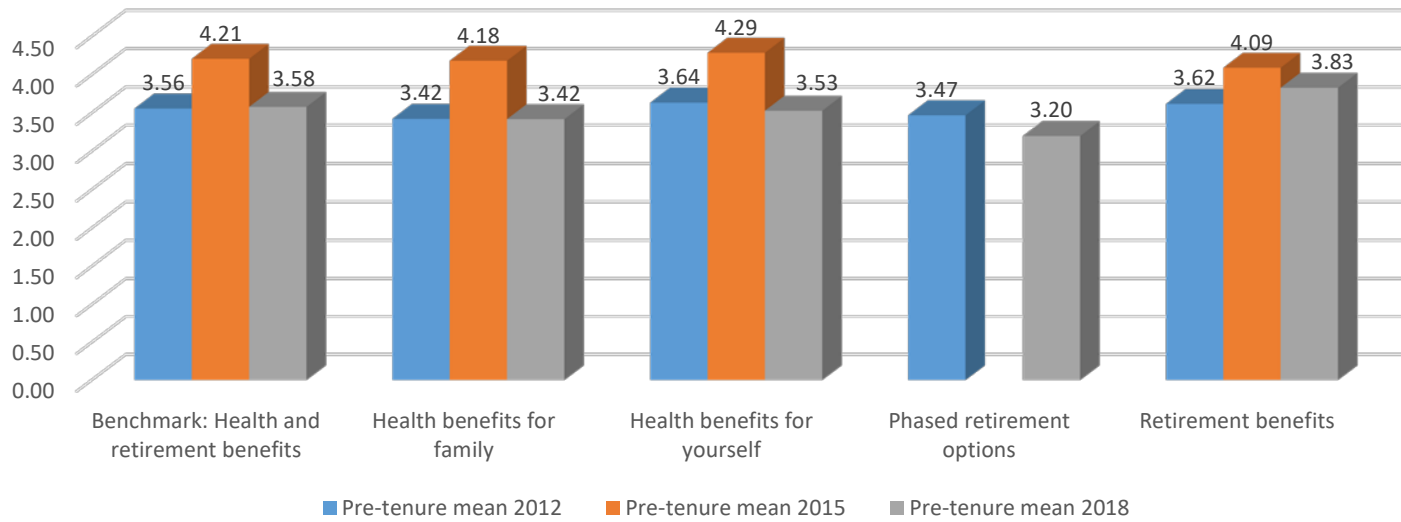
Scale: 1=Very dissatisfied...5= Very satisfied



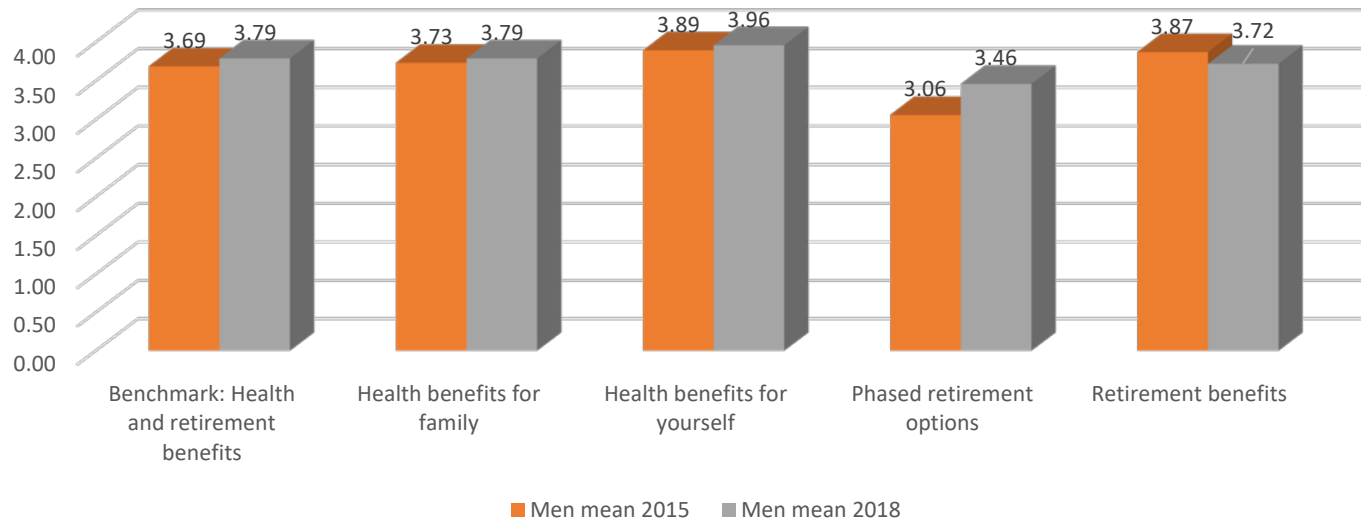
Satisfaction of Tenured Respondents



Satisfaction of Pre-Tenure Respondents



Satisfaction of Men Respondents



Satisfaction of Women Respondents

