

Health is Cool 2009
Employer Survey Summary – by Region and Industry

<p><u>Demographics</u></p> <p><u>Age (n: 372)</u></p> <table> <tr><td>18 to 34 years</td><td>15</td></tr> <tr><td>35 to 44 years</td><td>32</td></tr> <tr><td>45 to 54 years</td><td>34</td></tr> <tr><td>55 years or over</td><td>19</td></tr> </table> <p><u>Gender (n: 381)</u></p> <table> <tr><td>Male</td><td>47</td></tr> <tr><td>Female</td><td>53</td></tr> </table> <p><u>Job title (n: 381)</u></p> <table> <tr><td>Owner/co-owner</td><td>13</td></tr> <tr><td>Human resources supervisor</td><td>10</td></tr> <tr><td>Controller</td><td>10</td></tr> <tr><td>Director/manager,</td><td>9</td></tr> <tr><td>Office manager</td><td>8</td></tr> <tr><td>President</td><td>8</td></tr> <tr><td>Chief executive officer (CEO)</td><td>4</td></tr> <tr><td>Payroll and benefit administrator</td><td>4</td></tr> <tr><td>Chief operating officer (COO)</td><td>3</td></tr> <tr><td>Vice-president</td><td>3</td></tr> <tr><td>Other</td><td>26</td></tr> <tr><td>Do not answer</td><td>2</td></tr> </table> <p><u>Has worked for the organization for..., (n: 377)</u></p> <table> <tr><td>Less than 5 years</td><td>29</td></tr> <tr><td>5 to 9 years</td><td>20</td></tr> <tr><td>10 to 24 years</td><td>35</td></tr> <tr><td>25 years or more</td><td>16</td></tr> </table> <p><i>Average 12.4 years</i></p> <p><u>Has to supervise or manage employees, (n: 379)</u></p> <table> <tr><td>Yes</td><td>84</td></tr> </table> <p><u>Makes decisions mostly for..., (n: 381)</u></p> <table> <tr><td>Group insurance benefits</td><td>58</td></tr> <tr><td>Group retirement or saving benefits</td><td>3</td></tr> <tr><td>Both</td><td>39</td></tr> </table> <p><u>Type of employer, (n: 381)</u></p> <table> <tr><td>A private sector company</td><td>94</td></tr> <tr><td>A government department ministry or agency</td><td>5</td></tr> <tr><td>A crown corporation</td><td>1</td></tr> </table>	18 to 34 years	15	35 to 44 years	32	45 to 54 years	34	55 years or over	19	Male	47	Female	53	Owner/co-owner	13	Human resources supervisor	10	Controller	10	Director/manager,	9	Office manager	8	President	8	Chief executive officer (CEO)	4	Payroll and benefit administrator	4	Chief operating officer (COO)	3	Vice-president	3	Other	26	Do not answer	2	Less than 5 years	29	5 to 9 years	20	10 to 24 years	35	25 years or more	16	Yes	84	Group insurance benefits	58	Group retirement or saving benefits	3	Both	39	A private sector company	94	A government department ministry or agency	5	A crown corporation	1	<p><u>Number of employees (all business locations) (n: 381)</u></p> <table> <tr><td>10 to 49</td><td>58</td></tr> <tr><td>50 to 199</td><td>25</td></tr> <tr><td>200 to 999</td><td>10</td></tr> <tr><td>1,000 or more</td><td>7</td></tr> </table> <p><u>Main line of business, (n: 377)</u></p> <table> <tr><td>Manufacturing</td><td>19</td></tr> <tr><td>Retail trade</td><td>14</td></tr> <tr><td>Professional services scientific/technical</td><td>10</td></tr> <tr><td>Construction</td><td>8</td></tr> <tr><td>Hospitality/ restaurant services</td><td>7</td></tr> <tr><td>Wholesale trade</td><td>6</td></tr> <tr><td>Health care and social assistance</td><td>5</td></tr> <tr><td>Transportation/ warehousing/ courier service</td><td>5</td></tr> <tr><td>Others services</td><td>4</td></tr> <tr><td>Public administration</td><td>4</td></tr> <tr><td>Finance and insurance</td><td>3</td></tr> <tr><td>Mining/petroleum natural gas</td><td>3</td></tr> <tr><td>Other</td><td>12</td></tr> </table> <p><u>Organization been in business for..., (n: 370)</u></p> <table> <tr><td>Less than 10 years</td><td>15</td></tr> <tr><td>10 to 24 years</td><td>28</td></tr> <tr><td>25 to 49 years</td><td>40</td></tr> <tr><td>50 years or more</td><td>17</td></tr> </table> <p><i>Average, 31.7 years</i></p> <p><u>Organization's annual revenue, (n: 315)</u></p> <table> <tr><td>Less than \$5 million</td><td>53</td></tr> <tr><td>\$5 million to less than \$10 million</td><td>17</td></tr> <tr><td>\$10 million to less than \$50 million</td><td>20</td></tr> <tr><td>\$50 million or more</td><td>10</td></tr> </table> <p><u>Region, (n: 381)</u></p> <table> <tr><td>Ontario</td><td>38</td></tr> <tr><td>Quebec</td><td>22</td></tr> <tr><td>Prairies</td><td>18</td></tr> <tr><td>British Columbia</td><td>14</td></tr> <tr><td>Atlantic</td><td>8</td></tr> </table>	10 to 49	58	50 to 199	25	200 to 999	10	1,000 or more	7	Manufacturing	19	Retail trade	14	Professional services scientific/technical	10	Construction	8	Hospitality/ restaurant services	7	Wholesale trade	6	Health care and social assistance	5	Transportation/ warehousing/ courier service	5	Others services	4	Public administration	4	Finance and insurance	3	Mining/petroleum natural gas	3	Other	12	Less than 10 years	15	10 to 24 years	28	25 to 49 years	40	50 years or more	17	Less than \$5 million	53	\$5 million to less than \$10 million	17	\$10 million to less than \$50 million	20	\$50 million or more	10	Ontario	38	Quebec	22	Prairies	18	British Columbia	14	Atlantic	8
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Recession Duration

Q1) The current recession will last:

	%	1 or More Years	More than 1 to 2 years	More than 2 years
Total (n:381)		53.1	31	9
Regional				
Maritimes		50	38	5
Quebec		55	31	10.2
Ontario		56	30	7.4
Prairies		53	29.2	9
British-Columbia		46.4	30.4	11
Industry				
Construction		70.1	9.3	8.1
Manufacturing		64	30	2
Retail trade		48	33	11.2
Professional services / scientific / technical		65	28.1	5

Current Priorities

Q1A) Has your organization done any of the following to help employees deal with the current recession?

	%	Has supported employees who were dramatically impacted by the current recession	Has maintained or increased its workforce	Has maintained or improved group benefits	Has communicated how the current recession has impacted the organization's activities and revenue
Total (n:381)		29.1	70	70	64
Regional					
Maritimes		33	80	83	55
Quebec		31	68.2	72	62
Ontario		25	65	67	63
Prairies		39.3	76.4	75.3	69
British-Columbia		23.2	70	63	68
Industry					
Construction		41	55.3	71	51
Manufacturing		31.3	56.3	57	82.3
Retail trade		25	70	84.3	67
Professional services scientific technical		28	73	77	69

Health and the Recession

QH1) The current recession is harming employee physical health

%	Totally/Somewhat Agree
Total: n=373	37
Regional	
Atlantic Provinces	40
Quebec	23
Ontario	42.1
Prairies	45
British Columbia	33.3
By Industry	
Construction	38
Manufacturing	52
Retail	32.1
Professional/Scientific/Technical	31.1

QH2) The current recession is harming employee mental health

%	Totally/Somewhat Agree
Total: n=378	61
Regional	
Atlantic Provinces	68
Quebec	38
Ontario	71
Prairies	63
British Columbia	64
By Industry	
Construction	62.2
Manufacturing	71.4
Retail	59.5
Professional/Scientific/Technical	64.4

QH3) The current recession has no impact on employee work/life balance

%	Totally/Somewhat Agree
Total: n=374	33.1
Regional	
Atlantic Provinces	43
Quebec	42.4
Ontario	23.4
Prairies	34.1
British Columbia	39
By Industry	
Construction	28
Manufacturing	27
Retail	36
Professional/Scientific/Technical	34

Work Environment

Q14) How would you qualify your organization's work environment since the start of the current recession?

	%	Totally Positive	Mostly Positive	Neither Positive or Negative
Total (n:362)		15	54	31.4
Regional				
Maritimes		14	53	33.3
Quebec		18.1	48.2	33.7
Ontario		12	52.4	36
Prairies		16.1	60	24.1
British-Columbia		17	60	25
Industry				
Construction		23.2	41	36
Manufacturing		13	44.1	43.1
Retail trade		16	53.2	31.2
Professional services / scientific / technical		13	60	28

About the survey

SOM Surveys, Opinion Polls and Marketing conducted this telephone survey on behalf of Desjardins Financial Security between May 5 and May 22, 2009. In all, 381 interviews were conducted with a sample of Canadian private companies or organizations with at least 10 employees and that offer group benefits (group insurance and/or group retirement or savings plans) to their employees. The respondent within each organization was the person who makes the decisions regarding human resources or group benefits. The data was weighted to reflect the distribution of the Canadian organizations with a staff of at least 10 in terms of the country's main regions (Atlantic Provinces, Quebec, Ontario, the Prairies and British Columbia), while taking into account the number of non-eligible respondents.

About Desjardins Financial Security

Desjardins Financial Security, a subsidiary of Desjardins Group, the largest integrated cooperative financial group in Canada, specializes in providing life insurance, health insurance and retirement savings products to individuals and groups. Every day, over five million Canadians rely on Desjardins Financial Security to ensure their financial security. Desjardins Financial Security employs 3,800 people and administers \$19.7 billion in assets from offices in several cities across the country, including Vancouver, Calgary, Winnipeg, Toronto, Ottawa, Montréal, Québec, Lévis, Halifax and St. John's. For more information please visit <http://www.dfs.ca>.