VRI Survey 4: Schematic (Sept 17, 2015 – Version to Programming)[FULL_Launch]

Legend
Currently working
No longer working
Never worked

Demographics refresher (N=3,364)
Age, self-rated health, marital status, income, labor market status

Are you currently working for pay? → *Have you ever worked for pay for more than a few months?*

Yes

Current job battery ~Q18 (N=1,140)
Industry, occupation, schedule, pay type, self-employed, fixed/adjustable, start month

No

Yes

Last job battery ~Q30 (N=2,142)
Industry, occupation, schedule, pay type, self-employed, fixed/adjustable, start-end month

No

Last job separation battery ~Q41 (N=2,103)
Why quit? Bad health? Bad economy? Other changes? Still quit if can work part time?

Is this your main/career job?

No

Career job battery ~Q52 (N=960)
Industry, occupation, schedule, pay type, self-employed, fixed/adjustable, start-end month

Yes

Is this your main/career job?

No

Yes

Career Separation battery ~Q64 (N=958)
Why quit? Bad health? Bad economy? Other changes? Still quit if can work part time?

On-the-job search battery ~Q74 (N=708)
Currently looking for job? Look for what relative to career job? Any offers? How do they compare? Why didn't accept?

Career-to-bridge search battery ~Q97 (N=928)
How was search process for job right after career? Is it the most recent job? How was finding most recent job? How does it compare to career job?

Off-the-job search battery ~Q83 (N=1,597)
Did you look? Still looking? How long expected to search? Look for what relative to career job? Any offers? How do they compare? Why didn't accept?

HRS Conditional Retirement ~Q110 (N=1,032)
Expectations over 2 years, 4 years: Unconditional prob. of work, prob. of health states, prob. of work conditional on health. Prob. of work with $1M wealth shock.

SSQ Preloads: Choice of reference job (*Reference job highlighted. E = Employee, SE = Self Employed)

Current job (currently working)	**E**	**E**	**E**	**SE**	SE	**SE**						If never worked, make up feasible ref. job.
Last job (currently not working)							**E**	E	**E**	**SE**	SE	SE
Career job (if CJ/LJ not career)		E	SE		**E**	SE	**E**	SE	**E**	**SE**		

SSQ1A: Current Acceptable Set (N=2,987)
Choose today Option A: accept job as specified in question, or Option B: search for other job or do nothing
1A2: Reference job, fix schedule **1A4:** Reference job, adjustable schedule **1A6:** More preferred alternative occupation, fix schedule
If Option A: Reservation wage < Ref. job wage   If Option B: Res. wage > Ref. job wage, OR would not accept regardless of wage
For all SSQs with adjustable schedule, also collect most favored work schedule if reservation wage is finite.

SSQ2: Job Value ~Q171 (N=803)
Choose today. If Option A, may work for as long as liked at job
2A2: Ref job, fix, last job ever   **2A8:** Ref job, fix, not last job
2B3: Ref job, adj., last job   **2B9:** Ref job, adj., not last job
If res. wage < infinity, collect prob. work in 2, 4, 10, 20 years.

SSQ1B: Past Acceptable Set ~Q160 (N=1,774)
Choice right after Ref. Job ended: Option A as specified or Option B, search or do nothing.
1B1: Ref job, fix   **1B2:** Ref job, adj.   **1B3:** Alt. occ., fix

VANGUARD RESEARCH INITIATIVE -- SURVEY 4

Overall notes:

- Use white background in survey program, with Vanguard logo in top right

- **Custom Bookmark/Progress Bar. 'Usual progress bar should Not be used'**
- **[IMODERATE CHAT INSERTION DURING SOFT LAUNCH ONLY (REMOVED FOR FULL LAUNCH)]**

Paradata TO BE CAPTURED

- o TIME STAMPS – As long as each survey question is displayed as the only question on a screen, we will capture the amount of time a respondent stayed on each screen to allow us to see the amount of time spent on every survey question.
    - Captured in the data would be the time when they went onto the screen/question, and then again the time when they clicked 'next' to continue on to the next screen/question.
    - The data will be provided including each of those two time stamps so you can calculate the difference on the backend
    - If a respondent quits out of the survey, but then comes back to continue later – capture the log off time and restart time stamps.

      [PROG: RECORD TIME STAMP FOR ENTRY AND TIME STAMP FOR EXIT OF EVERY SCREEN, ASSOCIATING TIME STAMP CLEARLY WITH THE QUESTION THAT THE RESPONDENT IS ON.

      [PROG: RECORD THE LOG-OFF 'QUIT TIME' IF RESPONDENT STOPS THE SURVEY. RECORD THE RESTART TIME IF RESPONDENT COMES BACK IN TO COMPLETE THE SURVEY.

- o For the situations where the respondent selects that they need to go back and update a survey response to make a correction, we will provide:
    - Time stamps and original answers on the original questions before the respondent went back.
    - A marker indicating that the respondent went back to make a correction.
    - The final time stamp and revised answer (no overwritten time stamp or data).
        - The expectation is that in most cases there will only be one correction. In the case that a respondent goes back to make a correction more than once, only their final correction will be recorded (the intermediate corrections would be overwritten). Therefore, only one second set of questions will be built for every question to hold the 'new' vs. 'old' answers. This is feasible, but is a significant undertaking in terms of timing and programming size/complexity. Programming will confirm the additional timeline for this effort and we'll be back to you on this shortly.

[PROG: RECORD TIME STAMP ENTRY AND TIME STAMP EXIT ON ALL SURVEY QUESTIONS, INCLUDING THE SECOND STORED 'CORRECTION' QUESTIONS. IF RESPONDENT REPEATS THE 'CORRECTION' QUESTIONS MULTIPLE TIMES, STORE JUST THE FINAL ENTRY/EXIT TIMES.

[PROG: CREATE MARKER IF RESPONDENT GOES BACK TO MAKE A CORRECTION, PER THE LOGIC EARLIER IN THE SURVEY AT THESE SECTIONS.]

Please keep the first and last response to all questions. Thus, the first response is stored as paradata, and the final response is overwritten as the answers change. The exception to this is the XXXX question sequence, where the question storage is defined separately.

Throughout the survey, unless a question indicates the programming instruction that 'answer is mandatory', all questions are to be considered non-mandatory. As a preview, mandatory response questions include

- **[**Q1, Q1a, Q2, Q2a, Q3, Q4, Q4a. Q6, Q16, Q17, Q18, Q20, Q22, Q23, Q29, Q30, Q32, Q33, Q34, Q40, Q51, Q52, Q54, Q59, Q60, Q61, Q111, Q130 **]**

The responses to the following questions are needed to generate preloads for the SSQ section, but these variables are not actually used in the SSQ section (about job schedule, flexibility, and start/end date of job): Questions are MANDATORY: Q24a, Q24b, Q25, Q26, Q28, Q35a, Q35b, Q36, Q37, Q39, Q55a, Q55b, Q56, Q57, Q62, Q63

Throughout survey, UNLESS OTHERWISE INDICATED, if a respondent fails to answer, display. "Your response is very valuable to us. Please attempt to provide an answer." If the respondent then clicks next a second time, allow the respondent to skip the question.

Please display both "Previous" and "Next" options for each question unless otherwise indicated. All "no previous button" screens should now be indicated.

VANGUARD RESEARCH INITIAITVE -- SURVEY 4

[DISPLAY SCREEN A. DISPLAY FULL TEXT AND QUESTION ON ONE SCREEN]

Thank you for responding to our invitation to participate in survey 4 of the Vanguard Research Initiative. The objective of this survey is to obtain greater understanding of your current and future work/job history.

In this survey, we will ask about expectations and preferences. We will also ask that you suppose yourself to be in hypothetical situations and make hypothetical choices. Such questions about even hypothetical late-in-life decisions may be sensitive. They have no right or wrong answers, but obtaining a response is important for research.

We recognize that your relationship with Vanguard is based on trust and that you expect us to act responsibly and in your best interests. Your responses will be included along with the thousands of other respondents participating in this survey to provide an overall picture. Please be assured that the information you provide will be kept confidential and used for research purposes only. If you have any questions about this study, please contact Vanguard Principal John Ameriks at (610) 669-5577.

Vanguard is partnering with Ipsos, a renowned, nationally-recognized survey research organization, to assist with the management and administration of this survey. Ipsos has been engaged by Vanguard for previous research initiatives during the past several years.

To indicate your informed consent to continue as a member of the Vanguard Research Initiative and to proceed to the survey, please select "I would like to continue" below.

If you do not wish to participate, please select "No thanks" below or close your browser.

Please note: You may leave the survey at any time and return at a time more convenient for you. Please wait at least 10 minutes before attempting to reenter the survey. When you return you will be taken back to the point in the survey where you left off.

For optimal viewing of this survey, it is best to complete this survey on a Laptop or Desktop computer.

Please select one.

I would like to continue.
No thanks.

[PROG: DISPLAY SCREEN A IS MANDATORY QUESTION. IF "NO THANKS", TERMINATE & DISPLAY TERMINATE TEXT; OTHERWISE, CONTINUE TO SWEEPSTAKES SCREEN.]

[PROG: TERMINATE TEXT:

Thank you very much for your time and consideration in participating in our research. You may close your browser window.

 [NOTE TO PROGRAMMING---PREVIOUS LOGIC: Previous button should be on within sections, and off at section breaks. At the end of each section there is a screen which warns that they are leaving the current section, and upon clicking next they enter the first screen of the next section. The previous button should be on at the warning screen, but there should not be a previous button on the screen at the start of the new section.

 Please turn previous OFF during the verification sections/loops on the strategic survey patterns. There are two other tables where previous logic is turned off. Note that there are actually three such tables, but the last one is at the end of a section, anyway.]

[Sweepstakes Screen (second screen respondents see after entering the survey)]

Thank you for your interest in participating in Survey 4 of the Vanguard Research Initiative.

During the survey please do not use your browser's FORWARD and BACK buttons. Instead please use the button below to move through the survey. To begin, just click on the "Next" button below. This will take you right into today's survey.

Clients who complete the Vanguard Research Initiative survey will receive:

- **A guaranteed $10 thank-you Amazon E-Certificate**: If you complete this survey, you will receive a $10 Amazon E-Certificate.

- **Jackpot Sweepstakes Drawing Entries**: A Sweepstakes drawing will be held after the conclusion of this survey. By completing Survey 4 before November 25, 2015, you will receive one entry to receive a $2,500 Cash Prize.

- **Insight into high level learning from the research as the project proceeds**

Click here if you would like to review the Jackpot Sweepstakes Rules for Survey 4.. **[CREATE HYPERLINK TO DOCUMENT 'SURVEY #4 JACKPOT SWEEPSTAKES RULES LINK']**

[CHECKPOINT: DEMOGRAPHICS REFRESHER]

**[NOTE: DEMOGRAPHIC REFRESHER ESSENTIALLY IDENTICAL TO SURVEY 1 CODE, SO
   PROGRAMMING CAN BE RECYLED].**

Q1   In what month and year were you born?

[PROG: INSERT DROP DOWN MENU SHOWING AS CHOICES: BEFORE 1912; SINGLE YEARS
FOR 1912 THRU 1984; AFTER 1984. STORE YEAR AS VARIABLE `YRBIRTH', AN INTEGER
VALUE FOR USE IN AGE CHECKS. IF BEFORE 1912, STORE INTEGER VALUE AS '102'. IF
INTEGER VALUE AFTER 1984 SELECTED, STORE INTEGER VALUE AS '28'. SHOW DROP
DOWN MENU FOR 12 MONTHS IN THE YEAR.]

**[PROGRAMMER: Calculate AGE in years using difference of current month and year and month
and year of birth.]**

 [PROG: IF AGE=>50, GO TO Q2a]

Q1a   You have indicated that you are less than 50 years old. Is this correct?

   Yes
   No

[PROG: IF YES, DISPLAY THE FOLLOWING TEXT AND EXIT. "Thank you very much for your
interest and willingness to participate in our research. Unfortunately you are not in the age range of interest
for this survey. Thank you once again for your willingness to participate; you may close your browser
window." EXIT SURVEY]

[PROG: IF NO, DISPLAY "Please correct your month and year of birth." **AND GO TO
QUESTION 1 AGAIN.]**
[PROG: If Q1 is displayed again]

Q2a   Please indicate your gender.

   Male
   Female

Q2   What is your current marital status?
Please select one.

Married
Single, never married
Widowed
Divorced
Separated
Unmarried, but share a financial future with a partner

[CREATE VARIABLE:
String variable SPOUSE= "spouse" if Q2="Married"; SPOUSE="partner" if Q2="Unmarried, but share a financial future with a partner"
FILL IN "spouse" or "partner" IN MANY QUESTIONS THAT FOLLOW USING THIS VARIABLE]

[ALSO CREATE MARRIED FLAG FOR RESPONDENTS, WHICH DETERMINES WHETHER WE GATHER INFO ON A SPOUSE. QM = YES IF Q2= 'Married' OR Q2 = 'Unmarried, but share a financial future with a partner', OTHERWISE QM = NO.]

Q3   Would you say your health is excellent, very good, good, fair, or poor?

Excellent
Very good
Good
Fair
Poor

[ASK Q4 IF QM=TRUE]

Q4a   In what month and year was your SPOUSE born ?

[Drop down menu]
[PROG: INSERT DROP DOWN MENU SHOWING AS CHOICES: BEFORE 1912; single years for 1912 thru 1984; AFTER 1984.]

Q4   Would you say your SPOUSE's health is excellent, very good, good, fair, or poor?

Excellent
Very good
Good
Fair
Poor

Q5 What was the approximate total combined income for you [PROG: IF QM=YES DISPLAY: and your SPOUSE] during 2014? You may respond by listing your household's "Adjusted Gross Income" (AGI) as computed for your 2014 tax return, or provide an estimate of your household's total income for 2014.

> *Adjusted gross income (AGI) appears as a line item on your federal income tax return. It is calculated as your gross income from taxable sources minus allowable deductions, such as unreimbursed business expenses, medical expenses, alimony, and deductible retirement plan contributions.*

[PROG: ACCEPT ANY NUMERIC INTEGER RESPONSE FROM 0/100,000,000 IN BLANK. ALSO CREATE AN INDICATOR/CHECK BOX TO INDICATE "This is my AGI from tax return"]

[PROGRAMMER NOTE: DISPLAY COMMAS WHEN NUMERIC IS BEING ENTERED AT THE THOUSAND AND MILLION MARKS]

[FILL BOX, format with commas] Dollars

[ ] This is my AGI from tax return [CHECKBOX] [PROG: RESPONDENT CAN ENTER DOLLAR AMOUNT AND CHECK BOX, OR ENTER DOLLAR AMOUNT ONLY]

Q6 What is your current employment situation?
Please check all that apply. [PN: Allow any response(s); no need for mutually exclusive]

Working full-time (including self-employment) [PROG DEFINE CURRENTLY_EMPLOYED=YES]
Working part-time (including self-employment) [PROG REPLACE CURRENTLY_EMPLOYED=YES]
Unemployed and looking for work
Temporarily laid off
On sick leave or other leave
Disabled
Homemaker
Retired [PROG DEFINE RETIRED=YES]
Other [SPECIFY: FILL IN BOX]

Q7 During 2015, what do you expect your total earnings to be (if any) before taxes, from all jobs for the entire year (including self-employment income)? Please include ++**only**++ your own earnings from jobs or self-employment, if any. Please exclude all other forms of income (e.g., pension payments, distributions from retirement accounts, dividends, interest, capital gains, rental income, etc.).

Approximately _____ dollars in 2015 **[0/100,000,000]**

[ ] I expect to have no earnings in 2015 [CHECKBOX]

[PROG ASK Q8 IF RETIRED=YES, OTHERWISE SKIP TO Q10]

Q8   In what month and year did you retire? [DROP DOWN][Range 1900-2015 **Must be <=Current Age in Q1**]

Q9   Are you completely retired?

          [YES-SKIP TO PN ABOVE Q11
          NO-ASK Q10]
          [PN: IF Q9=NULL, Ask Q10]

Q10   At what age do you expect to completely retire?

      Age __ **[50-125. Must be >=Current Age in Q1]**

          _ I do not plan to ever retire completely
          _ Not applicable [PN – Only show this option if Disabled, Homemaker, or Other]
          [PROG: above are mutually exclusive, Can't select either box + Age]

[PROCEED IF QM=YES, OTHERWISE SKIP TO LABOR_MARKET_STATUS CHECKPOINT]

Q11   What is your SPOUSE's current employment situation?

          Please check all that apply. [PN: Allow any response(s); no need for mutually exclusive]
          Working full-time (including self-employment)
          Working part-time (including self-employment)
           Unemployed and looking for work
          Temporarily laid off
          On sick leave or other leave
          Disabled
          Homemaker
          Retired
          Other [SPECIFY: FILL IN BOX]

Q12   During 2015, what do you expect your SPOUSE's total earnings to be (if any) before taxes, from all jobs for the entire year (including self-employment income)? Please include only your SPOUSE's earnings from jobs or self-employment, if any. Please exclude all other forms of income (e.g., pension payments, distributions from retirement accounts, dividends, interest, capital gains, rental income, etc.).

          Approximately _____ dollars in 2015 **[0/100,000,000]**
          [ ] My SPOUSE expects to have no earnings in 2015 [CHECKBOX]

Q13   [ASK if Q11=Retired, ELSE SKIP TO Q15] At what age did your SPOUSE retire?

          [Number] [Range: 18-125 **Must be <=Current Age in Q4a**]

Q14   Is your SPOUSE completely retired?

[YES-SKIP TO PN ABOVE Q16
NO-ASK Q15]
[PN: IF Q14=NULL, Ask Q15]

Q15   At what age does your SPOUSE expect to retire completely?

Age ____ **[18-125. Must be >=Current Age in Q4a]**

__ My SPOUSE does not plan to ever retire completely
__ Not applicable [PN – Only show this option is Q11=Disabled, Homemaker, Other]

[PROG: above are mutually exclusive, Can't select either box + Age]

[CHECKPOINT: LABOR_MARKET_STATUS]

[PROG: CREATE VARIABLE CAREER_AGE=40]

 [PN: If Q6 Working Full-time=yes or Working part-time=yes, skip to checkpoint: current_job_battery].

Q16   Are you doing any work for pay at the present time?

   Yes
   No

[PROG REPLACE CURRENTLY_EMPLOYED=YES if Q16=YES. THEN SKIP TO CHECKPOINT: CURRENT_JOB_BATTERY

ELSE, PROG REPLACE CURRENTLY_EMPLOYED=NO]

Q17   <u>In your lifetime</u>, have you ever worked on a job for more than a few months?

   Yes
   No

[PROG: If NO, DEFINE EVEREMPLOYED=NO, go to CHECKPOINT: SSQ_PRELOADS]

[PROG: If YES, DEFINE EVEREMPLOYED=YES; GO TO CHECKPOINT: LAST_JOB_BATTERY]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[CHECKPOINT: CURRENT_JOB_BATTERY]

[NO PREVIOUS BUTTON HERE]

Q18   On your current (main) job, do you work for someone else, or are you self-employed? (If you have more than one job, the main job is the one that is most important to you.)

1.   Work for someone else
2.   Self-employed

[DEFINE CURRENT_SELF=TRUE IF "Self-employed", ELSE CURRENT_SELF=FALSE if "Work for someone else"]

Q18a   Do you have any other jobs currently?

Yes
No

[If Q18a=YES, Display ("Please refer only to your main job in the following section.)

Q19   [ASK IF CURRENT_SELF=FALSE] Are you salaried on this job, paid by the hour, paid on commission, or other?

1.   Paid a regular salary
2.   Paid an hourly wage
3.   Paid on commission (with or without base salary)
4.   Other arrangement [Specify] [PN: Specify text is Non-Mandatory]

Q20   Last year, how much were you paid on this job before taxes and other deductions? (Please exclude pension payments and distributions from retirement accounts.)
If you recently started this job, please give your expected annual pay before taxes and other deductions.
[PROG: IF CURRENT_SELF=TRUE, Display (Include self-employment earnings or profits)]

[FILL BOX, format with commas] Dollars last year [SAVE AS SALARY_CURRENT] [0-100,000,000]

Q22   What industry do you work in?

[DROP DOWN LIST INDUSTRY] [SAVE AS INDUSTRY_CURRENT]

Q23a. What is your occupation?

[DROP DOWN LIST OCCUPATION1]

Q23b. Please indicate, from the drop-down list below, your more detailed occupation. [DROP DOWN LIST, OCCUPATION2 AS APPROPRIATE]

[IF OCCUPATION2 IS NOT NULL, SAVE OCCUPATION2 AS OCCUPATION_CURRENT. IF OCCUPATION2 IS NULL, SAVE OCCUPATION1 AS OCCUPATION_CURRENT
This is a Non-Mandatory question, so Occupation2 could be null]

[PN: Put Occupation 1 & Occupation2 on same screen]

Last year, what was your work schedule? If you recently started your job, please tell us about your current work schedule. Count paid vacation as work.

Q24a   [ALLOW INTEGER 1-99] hours per week [SAVE AS HOURS_CURRENT]
Q24b   [ALLOW INTERER 1-52] weeks per year [SAVE AS WEEKS_CURRENT]

We would like to know if you can change your regular work schedule. By *regular work schedule,* we mean your typical hours per week (for example, full-time versus part-time) and the typical weeks per year (for example, working year-round versus having summers or winters off). If you were to change the amount you worked, earnings would change proportionately.

Q25   If you wanted to work a different regular work schedule, would your [PROG: IF CURRENT_SELF=FALSE, Display(employer)] [PROG: IF CURRENT_SELF=TRUE, Display(business)] allow you to change your regular hours per week?

        Yes
        No

Q26   If you wanted to work a different regular work schedule, would your [PROG: IF CURRENT_SELF=FALSE, Display(employer)] [PROG: IF CURRENT_SELF=TRUE, Display(business)] allow you to change your regular weeks per year?

        Yes
        No

[IF Q25 = YES OR Q26=YES, ASSIGN FIXED_CURRENT=NO. ELSE, ASSIGN FIXED_CURRENT=YES]

Q27   Do you obtain health insurance through your [PROG: IF CURRENT_SELF=FALSE, Display(employer)] [PROG: IF CURRENT_SELF=TRUE, Display(business)]?

        Yes
        No

Q28   In what month and year did you start working for your [PROG: IF CURRENT_SELF=FALSE, Display(employer)] [PROG: IF CURRENT_SELF=TRUE, Display(business)]?

        [DROP DOWN] [SAVE AS CURRENTJOB_YRSTART, CURRENTJOB_MOSTART]
[Range: 1900-2015][CURRENTJOB_YRSTART has to be greater than YRBIRTH]

Q29   We are interested in knowing the longest or main job you have had since age **++CAREER_AGE++**. Consider multiple positions at the same employer as a single "job." Is the job you just described the longest or main job you have had since age **++CAREER_AGE++**?

       Yes, this is my longest or main job since age ++CAREER_AGE++ [Q29=YES]

       No, another job is my longest or main job since age ++CAREER_AGE++ [Q29=NO]

       No, I have had more than one job of similar length and importance to my current job since age ++CAREER_AGE++ [Q29=YES.MULTIPLE]

[If (YES OR YES,MULTIPLE), DEFINE CURRJOB_CAREER=TRUE, DEFINE CAREER_SELF=CURRENT_SELF IF CURRJOB_CAREER=TRUE, GO TO CHECKPOINT: SEARCH_MODULE_1]

[If NO, DEFINE CURRJOB_CAREER=FALSE, proceed to CHECKPOINT: CAREER_JOB_BATTERY]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[CHECKPOINT: LAST_JOB_BATTERY]

[NO PREVIOUS BUTTON HERE]

Q30   On the most recent job you had, did you work for someone else, or were you self-employed?

   1. Work for someone else
   2. Self-employed

[PROG: DEFINE LAST_SELF=FALSE IF "Work for someone else", ELSE DEFINE LAST_SELF=TRUE IF "Self-employed"]

Q31   [ASK IF LAST_SELF=FALSE] Were you salaried on that job, paid by the hour, paid on commission, or other?

   1. Paid a regular salary
   2. Paid an hourly wage
   3. Paid on commission (with or without base salary)
   4. Other arrangement [Specify] [PN: Specify text is Non-Mandatory]

Q32   What did you earn the last year you worked? Specifically, how much were you paid before taxes and other deductions? (Please exclude pension payments and distributions from retirement accounts). [PROG: IF LAST_SELF=TRUE, Display (Include self-employment earnings or profits)]

   [FILL BOX, format with comma] Dollars last year [SAVE AS SALARY_LAST]
   [0/100,000,000]

Q33   What industry did you work in?

   [DROP DOWN LIST INDUSTRY] [SAVE AS INDUSTRY_LAST]

Q34a   What was your occupation?

   [DROP DOWN LIST OCCUPATION1]

Q34b   Please indicate, from the drop-down list below, your more detailed occupation.

    [DROP DOWN LIST, OCCUPATION2 AS APPROPRIATE]

   [IF OCCUPATION2 IS NOT NULL, SAVE OCCUPATION2 AS OCCUPATION_LAST. IF OCCUPATION2 IS NULL, SAVE OCCUPATION1 AS OCCUPATION_LAST]

   [PN: Put Occupation 1 & Occupation2 on same screen]

What was your work schedule the last year you worked? Count paid vacation as work.

Q35a   [ALLOW INTEGER 1-99] hours per week [SAVE AS HOURS_LAST]
Q35b   [ALLOW INTERER 1-52] weeks per year [SAVE AS WEEKS_LAST]

We would like to know if you could have changed your regular work schedule. By *regular work schedule,*

we mean your typical hours per week (for example, full-time versus part-time) and the typical weeks per year (for example, working year-round versus having summers or winters off). If you were to change the amount you worked, earnings would change proportionately.

Q36   If you wanted to work a different regular work schedule, would your [PROG: IF LAST_SELF=FALSE, Display(employer)] [PROG: LAST_SELF=TRUE, Display(business)] have allowed you to change your regular hours per week?

        Yes
        No

Q37   If you wanted to work a different regular work schedule, would your [PROG: IF LAST_SELF=FALSE, Display(employer)] [PROG: IF LAST_SELF=TRUE, Display(business)] have allowed you to change your regular weeks per year?

        Yes
        No

[IF Q36 = YES OR Q37=YES, ASSIGN FIXED_LAST=NO. ELSE, ASSIGN FIXED_LAST=YES]

Q38   Did you obtain health insurance through your [PROG: IF LAST_SELF=FALSE, Display(employer)] [PROG: IF LAST_SELF=TRUE, Display(business)]?

        Yes
        No

Q39   In what month and year did you start working for your [PROG: IF LAST_SELF=FALSE, Display(employer)] [PROG: IF LAST_SELF=TRUE, Display(business)] ? [Range: 1900-2015] [CURRENTJOB_YRSTART has to be greater than YRBIRTH]

        [DROP DOWN] [SAVE AS LASTJOB_YRSTART, LASTJOB_MOSTART]

Q40   In what month and year did you stop working for your [PROG: IF LAST_SELF=FALSE, Display(employer)] [PROG: IF LAST_SELF=TRUE, Display(business)]? [Range: 1900-2015]

        [DROP DOWN] [SAVE AS LASTJOB_YRSTOP, LASTJOB_MOSTOP]

[CONSISTENCY CHECK: IF LASTJOB_YRSTOP < LASTJOB_YRSTART OR (LASTJOB_YRSTOP=LASTJOB_YRSTART & LASTJOB_MOSTOP<LASTJOB_MOSTART), DEDISPLAY SCREEN WITH FOLLOWING TEXT "It appears that the start date for this job is after its end date. Please verify start and end dates."]

[PROCEED TO CHECKPOINT: LASTJOB_SEPARATION_BATTERY]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[CHECKPOINT: LASTJOB_SEPARATION_BATTERY]

[NO PREVIOUS BUTTON HERE]

Q41   Why did you stop working for [PROG: IF LAST_SELF=FALSE, Display(this employer)][PROG: IF LAST_SELF=TRUE, Display(this business)]? Check all that apply.

    Laid off
    Retirement
    Childcare
    Other family-care or personal obligations
    Own Illness
    Own Injury
    School/Training
    Discharged/Fired
    Employer closed business or bankrupt /Closed business or bankrupt
    Employer sold business / Sold business
    Job was temporary that ended
    Quit to take another job
    Slack work or business conditions [IF YES, BADECONOMY=TRUE]
    Unsatisfactory work arrangements (hours, pay, etc.)
    Some other reason [Specify] [PN: Specify text is Non-Mandatory]

Q42   [IF MORE THAN ONE CHECKED IN Q41
If OS-Text box is filled-in; bring wording into Q42.
If ONLY 'Some other reason' is selected & OS-TextBox is NOT filled-in; Then do NOT bring anything into Q42. Only bring in whatever else they chose in previous question (Q41)]

What was the main reason you stopped working?

[PROGRAMMER: LIST ALL REASONS IN Q41; RADIO; CHECK ONE ENFORCED]

[NEW SCREEN]

Q43. At the time you left [PROG: IF LAST_SELF=FALSE, Display(this employer)][PROG: IF LAST_SELF=TRUE, Display(this business)], would you say your health was excellent, very good, good, fair, or poor?

    Excellent
    Very Good
    Good
    Fair
    Poor

[PROGRAMMING: Define VRI PERCENT SCALE for use in several questions below. Please create a radio button/ "X-box" scale with the numbers and boxes/buttons provided below. Allow only one button to be chosen.

| 0% | 5% | 15% | 25% | 35% | 45% | 55% | 65% | 75% | 85% | 95% | 100% |

Q44   [IF Q43=Fair, Poor] Suppose you had been in good or better health at the time. What is the percent chance you would still have stopped working?
[VRI Percent scale]

Q45   [IF Q43=Excellent, Very good, Good] Suppose you had been in poor or fair health at the time. What is the percent chance you would have still stopped working?

[VRI percent scale]

Q46   [PROG: IF LAST_SELF=TRUE, Display("Were you"), ELSE IF LAST_SELF=FALSE, Display("Was your employer")] laying off workers, or were business conditions bad at the time you stopped working?

Yes
No

Q47   [IF Q46=YES] Suppose business conditions had been good at the time. What is the percent chance you would have still stopped working?

[VRI percent scale]

Q48   [If Q46=NO] Suppose business conditions had been bad at the time. What is the percent chance you would have still stopped working?

[VRI percent scale]

Q49   At the time you stopped working, was any of the following occurring? Check all that apply.

Supervisor encouraged departure
Coworker encouraged departure
Wages reduced (or about to be reduced)
Hours reduced (or about to be reduced)
Would have been laid off
New job duties
New job location
Became eligible for a pension
Employer changed health insurance
Special early retirement incentive offer
Other [SPECIFY FILL IN][PN: Specify text is Non-Mandatory]
None of the Above

Q50   Suppose you could have continued in the job working part-time at the time you stopped working. What is the percent chance you would have still stopped working?

[VRI percent scale]

[CHECK: IF LASTJOB_YRSTOP-YRBIRTH<=40, ASSIGN PREVJOB_CAREER=TRUE, GO TO CHECKPOINT: SEARCH_MODULE_2]

Q51   We are interested in knowing the longest or main job you have had since age ++**CAREER_AGE**++. Consider multiple positions at the same employer as a single "job." Is the job you just described the longest or main job you have had since age ++CAREER_AGE++?

Yes, this is my longest or main job since age ++CAREER_AGE++ [Q51=YES]
No, another job is my longest or main job since age ++CAREER_AGE++ [Q51=NO]
No, I have had more than one job of similar length and importance to my last job since age ++CAREER_AGE++ [Q51=YES.MULTIPLE]

[PROG: If YES OR YES.MULTIPLE, DEFINE PREVJOB_CAREER=TRUE, REPLACE CAREER_SELF=LAST_SELF IF PREVJOB_CAREER=TRUE, GO TO CHECKPOINT: SEARCH_MODULE_2]

[PROG: If NO, DEFINE PREVJOB_CAREER=FALSE, GO TO CHECKPOINT: CAREER_JOB_BATTERY]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[CHECKPOINT: CAREER_JOB_BATTERY]

[NO PREVIOUS BUTTON HERE]

Please think about the main or longest job you had since age **++CAREER_AGE++**.

Q52   On that job, did you work for someone else, or were you self-employed?

1.   Work for someone else
2.   Self-employed

[PROG REPLACE CAREER_SELF = TRUE IF "Self-employed", ELSE CAREER_SELF=FALSE IF "Work for someone else"]

Q53   This question asks about the main or longest job since age ++CAREER AGE++".

[IF CAREEER_SELF=FALSE] Were you salaried on that job, paid by the hour, paid on commission, or other?

Paid a regular salary
Paid an hourly wage
Paid on commission (with or without base salary)
Other arrangement [Specify] [PN: Specify text is Non-Mandatory

Q54   This question asks about the main or longest job since age ++CAREER AGE++".

What did you earn the last year you worked? Specifically, how much were you paid before taxes and other deductions? (Please exclude pension payments and distributions from retirement accounts).
[PROG: IF CAREER_SELF==TRUE, Display (Include self-employment earnings or profits)]

[FILL BOX, format with comma] Dollars in the last year [SAVE AS SALARY_CAREER]
[0-100,000,000]

This question asks about the main or longest job since age ++CAREER AGE++".

What was your work schedule the last year your worked? Count paid vacation as work.

Q55a   [ALLOW INTEGER 1-99] hours per week [SAVE AS HOURS_CAREER]
Q55b   [ALLOW INTERER 1-52] weeks per year [SAVE AS WEEKS_CAREER]

We would like to know if you could have changed your regular work schedule. By *regular work schedule,* we mean your typical hours per week (for example, full-time versus part-time) and the typical weeks per year (for example, working year-round versus having summers or winters off). If you were to change the amount you worked, earnings would change proportionately.

Q56   This question asks about the main or longest job since age ++CAREER AGE++".

If you had wanted to work a different regular work schedule, would your
[PROG: IF CAREER _SELF=FALSE, Display(employer)] [PROG: IF CAREER _SELF=TRUE, Display(business)] have allowed you to change your regular hours per week?

        Yes
        No

Q57   This question asks about the main or longest job since age ++CAREER AGE++".

If you had wanted to work a different regular work schedule, would your [PROG: IF CAREER_SELF=FALSE, Display(employer)] [PROG: IF CAREER_SELF=TRUE, Display(business)] have allowed you to change your regular weeks per year?

        Yes
        No

[IF Q56 = YES OR Q57=YES, ASSIGN FIXED_CAREER=NO. ELSE, ASSIGN FIXED_CAREER=YES]

Q58   This question asks about the main or longest job since age ++CAREER AGE++".

Did you obtain health insurance through your [PROG: IF CAREER_SELF=FALSE, Display(employer)] [PROG: IF CAREER_SELF=TRUE, Display(business)]?

        Yes
        No

[PROG: IF CURRENTLY_EMPLOYED, create string variable JOBPREVIOUS= "current", ELSE DEFINE JOBPREVIOUS= "last".]

Q59   This question asks about the main or longest job since age ++CAREER AGE++".

Was the industry and occupation the same as your JOBPREVIOUS job?

        Yes
        No

[PROG: IF YES, SKIP TO NEXT CHECK_POINT, FILL IN INDUSTRY_CAREER = INDUSTRY_`JOBPREVIOUS' AND OCCUPATION_CAREER=OCCUPATION_`JOBPREVIOUS']

Q60   This question asks about the main or longest job since age ++CAREER AGE++".

What industry did you work in?

        [DROP DOWN LIST INDUSTRY] [SAVE AS INDUSTRY_CAREER]

Q61   This question asks about the main or longest job since age ++CAREER AGE++".

What was your occupation?
        [DROP DOWN LIST OCCUPATION1]

Q61b. Please indicate, from the drop-down list below, your more detailed occupation. [DROP DOWN LIST, OCCUPATION2 AS APPROPRIATE]

[IF OCCUPATION2 IS NOT NULL, SAVE OCCUPATION2 AS OCCUPATION_CURRENT. IF OCCUPATION2 IS NULL, SAVE OCCUPATION1 AS OCCUPATION_CAREER
This is a Non-Mandatory question, so Occupation2 could be null]

[PN: Put Occupation 1 & Occupation2 on same screen]

        [CHECK_POINT]

Q62   This question asks about the main or longest job since age ++CAREER AGE++".

In what month and year did you start working for your [PROG: IF CAREER_SELF=FALSE, Display(employer)] [PROG: IF CAREERJOB_SELF=TRUE, Display(business)] ?
        [DROP DOWN] [SAVE AS CAREERJOB _YRSTART, CAREERJOB _MOSTART]
[Range: 1900-2015]
[CURRENTJOB_YRSTART has to be greater than YRBIRTH]

Q63   This question asks about the main or longest job since age ++CAREER AGE++".

In what month and year did you stop working for your [PROG: IF CAREER_SELF=FALSE, Display(employer)] [PROG: IF CAREER_SELF=TRUE, Display(business)] ?

[DROP DOWN] [SAVE AS CAREERJOB _YRSTOP, CAREERJOB _MOSTOP]

[CHECK 1: IF CAREERJOB _YRSTART> CAREERJOB _YRSTOP OR (CAREERJOB _YRSTOP= CAREERJOB _YRSTART & CAREERJOB _MOSTOP< CAREERJOB _MOSTART), REDISPLAY SCREEN WITH FOLLOWING TEXT. "It appears that the start date for this job is after its end date. Please verify start and end dates."]

[CHECK 2: IF CURRENTLY_EMPLOYED = YES & CAREERJOB_YRSTOP>CURRENTJOB_YRSTART, OR (CAREERJOB _YRSTOP= CURRENTJOB _YRSTART & CAREERJOB _MOSTOP< CURRENTJOB _MOSTART), Ask the following question:
Q63a. You indicated that the end date for your main/career job (Careerjob_mostop Careerjob_yrstop) is after you started your current job (currentjob_mostart currentjob_yrstar). Is this correct?

        Yes
        No

[PN: If Yes, proceed to CAREER_SEPARATION_BATTERY. If No, go back to Q62.]

[CHECK 3: IF CURRENTLY EMPLOYED = NO & EVEREMPLOYED=YES & CAREERJOB_YRSTOP>LASTJOB_YRSTART, OR (CAREERJOB _YRSTOP= LASTJOB _YRSTART & CAREERJOB _MOSTOP< LASTJOB _MOSTART), Ask the following question:
Q63b. You indicated that the end date for your main/career job (Careerjob_mostop Careerjob_yrstop) is after you started your last job (Lasttjob_mostart Lastjob_yrstar). Is this correct?

        Yes
        No

[PN: If Yes, proceed to CAREER_SEPARATION_BATTERY. If No, go back to Q62.]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[CHECKPOINT: CAREER_SEPARATION_BATTERY]

[NO PREVIOUS BUTTON HERE]

Q64   This question asks about the main or longest job since age ++CAREER AGE++".

Why did you stop working for [PROG: IF CAREER_SELF=FALSE, Display(this employer)][PROG: IF CAREER_SELF=TRUE, Display(this business)]? Check all that apply.

    Laid off
    Retirement
    Childcare
    Other family-care or personal obligations
    Own Illness
    Own Injury
    School/Training
    Discharged/Fired
    Employer closed business or bankrupt / Closed business or bankrupt
    Employer sold business / Sold business
    Job was temporary that ended
    Quit to take another job
    Slack work or business conditions [IF YES, BADECONOMY=TRUE]
    Unsatisfactory work arrangements (hours, pay, etc.)
    Some other reason [FILL IN] [PN: Specify text is Non-Mandatory]

Q65   This question asks about the main or longest job since age ++CAREER AGE++".

[IF MORE THAN ONE CHECKED IN Q64
If OS-Text box is filled-in; bring wording into Q65.
If ONLY 'Some other reason' is selected & OS-TextBox is NOT filled-in; Then do NOT bring anything into Q65. Only bring in whatever else they chose in previous question (Q64)]

What was the main reason you stopped working?

[PROGRAMMER: LIST ALL REASONS IN Q64; RADIO; CHECK ONE ENFORCED]

[NEW SCREEN]

Q66. This question asks about the main or longest job since age ++CAREER AGE++".

At the time you left [PROG: IF CAREER_SELF=FALSE, Display(this employer)][PROG: IF CAREER_SELF=TRUE, Display(this business)], would you say your health was excellent, very good, good, fair, or poor?

    Excellent
    Very Good
    Good
    Fair
    Poor

Q67   This question asks about the main or longest job since age ++CAREER AGE++".

[IF Q66=Fair, Poor] Suppose you had been in good or better health at the time. What is the percent chance you would still have stopped working?

        [VRI percent scale]

Q68   This question asks about the main or longest job since age ++CAREER AGE++".

[If Q66=Excellent, Very Good, or Good] Suppose you had been in poor or fair health at the time. What is the percent chance you would have still stopped working?

        [VRI percent scale]

Q69   This question asks about the main or longest job since age ++CAREER AGE++".

Was [PROG: IF CAREER_SELF=FALSE, Display(this employer)][PROG: IF CAREER_SELF=TRUE, Display(this business)], laying off workers, or were its business conditions bad at the time you stopped working?

        Yes
        No

Q70   This question asks about the main or longest job since age ++CAREER AGE++".

[IF Q69=YES] Suppose business conditions had been good at the time. What is the percent chance you would have still stopped working?

        [VRI percent scale]

Q71   This question asks about the main or longest job since age ++CAREER AGE++".

[If Q69=NO] Suppose business conditions had been bad at the time. What is the percent chance you would have still stopped working?

        [VRI percent scale]

Q72   This question asks about the main or longest job since age ++CAREER AGE++".

At the time you stopped working, was any of the following occurring? Check all that apply.

> Supervisor encouraged departure
> Coworker encouraged departure
> Wages reduced (or about to be reduced)
> Hours reduced (or about to be reduced)
> Would have been laid off
> New job duties
> New job location
> Became eligible for a pension
> Employer changed health insurance
> Special early retirement incentive offer
> Other [SPECIFY FILL IN] [PN: Specify text is Non-Mandatory]
> None of the Above

Q73   This question asks about the main or longest job since age ++CAREER AGE++".

Suppose you could have continued in the job working part-time at the time you stopped working. What is the percent chance you would have still stopped working?

> [VRI percent scale]

 [GO TO CHECKPOINT: SEARCH_MODULE_3]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[CHECKPOINT: SEARCH_MODULE_1]

[NO PREVIOUS BUTTON HERE]

[PROG CREATE VARIABLE SHORT_JOB==TRUE if CURRJOB_CAREER=TRUE & CURRENTJOB_YRSTART =2013 & CURRENTJOB_MOSTART>=9 or (CURRENTJOB_YRSTART>=2014)]

Q74   [IF SHORT_JOB, Display("On your current job"),ELSE Display("Within the last 2 years")]have you ever looked for another employment situation? [NOTE TO PROGRAMMER: allow option of selecting first two options].

        Yes, work as an employee
        Yes, self-employment
        No

Q75   [IF Q74=YES] What were you looking for in the different employment situation?

	Yes	No	Didn't matter
Different industry from current job			
Different occupation from current job			
More pay than current job			
Less commuting time than current job			
Less responsibility than current job			
More job security than current job			
Better health insurance			
More flexible hours			
More flexible schedule (e.g., summers or winters off)			
More of my own boss			
Move to a better work location			

Q76   [IF SHORT_JOB, Display("On your current job"),ELSE Display("Within the last 2 years")] did you ever have another employment opportunity—either one you sought or one that otherwise arose?

        Yes
        No

[IF Q76=NO or BLANK, GO TO CHECKPOINT: HRS_CONDITIONAL_RETIREMENT]

Q77   [If Q76=YES] Please think about the most attractive such opportunity. How does it differ compared to your current job? Please check all that apply.

[Program as Multi-punch question in a single column]

Different industry from current job	
Different occupation from current job	
More pay than current job	
Less commuting time than current job	
Less responsibility than current job	
More job security than current job	
Better health insurance	
More flexible hours	
More flexible schedule (e.g., summers or winters off)	
More of my own boss	
Better work location	

Q78   Continuing to think about this most attractive opportunity, we are interested in why you decided NOT to accept it or pursue it. Please check all that apply

Industry	
Occupation	
Pay	
Commuting time	
Responsibility	
Job security	
Health insurance	
Hours not flexible	
Schedule not flexible (no summers or winters off)	
Not my own boss	
Work location	

Q79   [If more than one is selected] Please check the main feature of the job that made you decide not to accept it.
[NOTE TO PROGRAMMER: List all selected from previous question]

Q80   Continuing to think about this most attractive opportunity, how much would it have paid per year?

$[FILL IN BOX, format with comma] per year [0-9,999,999]

Q82   What level annual pay would have led you to accept this most attractive opportunity?

At least $[FILL IN BOX, format with comma] per year [0-9,999,999. Must be >Q80]
❑ Would not have accepted for any amount of pay offered

[PROG: IF CURRENTLY_EMPLOYED, GO TO CHECKPOINT: HRS_CONDITIONAL_RETIREMENT]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[CHECKPOINT: SEARCH_MODULE_2]

[NO PREVIOUS BUTTON HERE]

[PROG REPLACE SHORT_JOB = TRUE if PREVJOB_CAREER=TRUE & ((PREVJOB_YRSTOP-PREVJOB_YRSTART <2) OR (PREVJOB_YRSTOP-PREVJOB_YRSTART=2 & PREVJOB_MOSTART>PREVJOB_MOSTOP)]

Q83   [IF SHORT_JOB, Display("On your last job"),ELSE Display("In the final 2 years of your last job")] or after your last job ended, did you look for another employment situation?

[NOTE TO PROGRAMMER: allow option of selecting first two options].

> Yes, work as an employee
> Yes, self-employment
> No [Skip to Q86]

[PN: If Q83 is Blank, Skip to Q86]

Q84   [If Yes] Are you still looking?

> Yes
> No

[PROG: If YES, DEFINE LOOKING=TRUE, OTHERWISE LOOKING=FALSE]

Q85   What [IF LOOKING, Display("are"), ELSE Display("were")] you looking for relative to your last job?

	Yes	No	IF(LOOKING, "Doesn't matter", "Didn't matter")
Different industry from last job			
Different occupation from last job			
More pay than last job			
Less commuting time than last job			
Less responsibility than last job			
More job security than last job			
Better health insurance			
More flexible hours			
More flexible schedule (e.g., summers or winters off)			
More of my own boss			
Move to a better work location			

Q86   [IF SHORT_JOB, Display("On your last job"),ELSE Display("In the final 2 years of your last job")], did you ever have an employment opportunity—either one you sought or one that otherwise arose?

        Yes
        No

Q87   Since your last job ended, did you have an employment opportunity—either one you sought or one that otherwise arose?

        Yes
        No

 [PN: If Q83==No or Blank, go to logic before Q90.]

Q88   Thinking about the process of finding an employment situation after your last job, how long did you expect to search?

        [FILL IN BOX]weeks [1-999]

Q89   Thinking about the process of finding an employment situation after your last job, was it easier or harder to find than you had initially thought?

        Easier
        Harder
        About what I expected

[If NO or Blank to Q86 AND Q87, PROCEED TO NEXT CHECK_POINT]

Q90   Please think about the most attractive such opportunity you had either [IF SHORT_JOB, Display("on your last job"),ELSE Display("in the final 2 years of your last job")] or after it ended. How does it differ compared to your last job? Please check all that apply.

[Program as Muli-punch question]

Different industry from last job	
Different occupation from last job	
More pay than last job	
Less commuting time than last job	
Less responsibility than last job	
More job security than last job	
Better health insurance	
More flexible hours	
More flexible schedule (e.g., summers or winters off)	
More of my own boss	
Better work location	

Q91   Continuing to think about this most attractive opportunity, we are interested in why you decided NOT to accept it or pursue it. Please check all that apply.

Industry	
Occupation	
Pay	
Commuting time	
Responsibility	
Job security	
Health insurance	
Hours not flexible	
Schedule not flexible (no summers or winters off)	
Not my own boss	
Work location	

Q92   [If more than one is selected] Please check the main feature of the job that made you decide not to accept it.

          [NOTE TO PROGRAMMER: List all selected from previous question]

Q93   Continuing to think about this most attractive opportunity, how much would it have paid per year?

          $[FILL IN BOX, format with comma] per year [0-9,999,999]

Q95   What level of annual pay would have led you to accept this most attractive opportunity?

          At least $[FILL IN BOX, format with comma] per year [0-9,999,999. Must be >Q93]
          ❑ Would not have accepted for any amount of pay offered

 [CHECK_POINT]
Q96   [Ask if (LOOKING=FALSE or NULL) & Q83~=Null]
[If Q83==Yes, "Why did you stop looking for another employment situation?"]
[If Q83==No, "Why did you choose not to look for another employment situation?"]
Please check all that apply.

          My health
          Family health
          Other family/personal needs
          Unable to find acceptable employment situation
          Retired [Display option if Q83==No]
          Other reason [FILL IN] [PN: Specify text is Non-Mandatory]

[PROG: GO TO CHECKPOINT: SSQ_PRELOADS]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[CHECKPOINT: SEARCH_MODULE_3]
[PN: Working on updating where to re-direct if need to correct answers]

[NO PREVIOUS BUTTON HERE]

DISPLAY SCREEN: You have told us about two jobs, your JOBPREVIOUS job and your longest or main job you have had since CAREER_AGE.   We will call the latter job your ++**career job**++. Here is what you told us about these two jobs.

[DISPLAY if JOBPREVIOUS="current"]

	Career Job	Current Job
Industry	INDUSTRY_CAREER	INDUSTRY_CURRENT
Occupation	OCCUPATION_CAREER	OCCUPATION_CURRENT
Started	CAREERJOB _MOSTART, CAREERJOB _YRSTART	CURRENTJOB_MOSTART, CURRENTJOB_YRSTART
Ended	CAREERJOB _MOSTOP, CAREERJOB _YRSTOP	-

[DISPLAY if JOBPREVIOUS="last"]

	Career Job	Last Job
Industry	INDUSTRY_CAREER	INDUSTRY_LAST
Occupation	OCCUPATION_CAREER	OCCUPATION_LAST
Started	CAREERJOB _MOSTART, CAREERJOB _YRSTART	LASTJOB_MOSTART, LASTJOB_YRSTART
Ended	CAREERJOB _MOSTOP, CAREERJOB _YRSTOP	LASTJOB_MOSTOP, LASTJOB_YRSTOP

Q97   If this is correct, continue to next page. [GO TO NEXT CHECK_POINT]

Yes, correct
No, not correct

[If Q97=No, Display "You have indicated that you would like to correct your job history. We will now bring you back to an earlier point in the survey so that you may make changes.]

[If CURRENTLY_EMPLOYED=YES, store Q18 to Q29 as Q18.old TO Q29.old, store Q52 to Q73 as Q52.old to Q73.old. Replace Q18 to Q73 with NULL. Also replace any intermediate variables created within these sections (e.g. *_CURRENT, *_CAREER, CURRENTJOB_*, CAREERJOB_*) with NULL. Skip to CHECKPOINT: CURRENT_JOB_BATTERY.]

[If CURRENTLY_EMPLOYED=NO & EVER_EMPLOYED=YES, store Q30 to Q73 as Q30.old to Q73.old. Replace Q30 to Q73 with NULL. Also replace any intermediate variables (e.g. *_LAST, *_CAREER, LASTJOB_*, CAREERJOB_*) created within these sections with NULL.) Skip to CHECKPOINT: LAST_JOB_BATTERY]

[CHECK_POINT]
[Hover text for ++**career job**++. "The career job is the longest or main job you have had since CAREER_AGE.']

We are interested in your experiences looking for work after your ++**career job**++ ended. Specifically, we are interested in the experiences leading up to the first employment situation or job you had immediately after your career job.

Q99 About how long did it take you to find this first new employment situation after your Career Job ended? (If you found a new employment situation immediately, please enter 0).

　　　[FILL IN BOX] weeks **[Range: 0-999]**

Q100 Had you started looking for a new employment situation while still employed at your career job?

　　　Yes
　　　No

Q101 [If YES] About how long before your career job ended had you started looking for a new employment situation?

　　　[FILL IN BOX] weeks **[Range: 1-999]**

Q102 Thinking about the process of finding an employment situation after your career job, how long had you expected to take to find a new employment situation when you started looking?

　　　[FILL IN BOX] weeks **[Range: 1-999]**

　　　❑ Not actively looking
　　　[PN: respondents cannot choose this check-box & enter a number]

Q103 Thinking about the process of finding an employment situation after your career job, was it easier or harder to find than you had initially thought?

　　　Easier
　　　Harder
　　　About what I expected

Q104 You just told us about finding an employment situation after your career job. Was the employment situation you found your JOBPREVIOUS job, or some previous job?

　　　[Check boxes, only allow one box checked]
　　　JOBPREVIOUS job
　　　A previous job

[IF checked "JOBPREVIOUS job," SKIP to next CHECK_POINT]

Q105 Now we want to ask about finding your **JOBPREVIOUS** employment situation.
About how long did it take to find it from the end of the immediately preceding employment situation?

　　　 [FILL IN BOX] weeks **[Range: 1-999]**

Q106   Thinking about the process of finding your JOBPREVIOUS employment situation, how long had you expected to take to find a new employment situation when you started looking?

[FILL IN BOX] weeks **[Range: 1-999]**

❑ Not actively looking
[PN: respondents cannot choose this check-box & enter a number]

Q107   Thinking about the process of finding your JOBPREVIOUS employment situation, was it easier or harder to find than you had initially thought?

Easier
Harder
About what I expected

[CHECK_POINT]
Q108   When considering or searching for your JOBPREVIOUS employment situation, what were you looking for compared to your ++**career job**++?

	Yes	No	Didn't matter
Different industry from career job			
Different occupation from career job			
More pay than career job			
Less commuting time than career job			
Less responsibility than career job			
More job security than career job			
Better health insurance			
More flexible hours			
More flexible schedule (e.g., summers or winters off)			
More of my own boss			
Move to a better work location			

Q109   Please think about your actual JOBPREVIOUS employment situation. How does it differ compared to your **++career job++?** Please check all that apply.

Different industry from career job	
Different occupation from career job	
More pay than career job	
Less commuting time than career job	
Less responsibility than career job	
More job security than career job	
Better health insurance	
More flexible hours	
More flexible schedule (e.g., summers or winters off)	
More of my own boss	
Better work location	

[IF CURRENTLY_EMPLOYED, GO TO CHECKPOINT: HRS_CONDITIONAL_RETIREMENT]

[IF CURRENTLY_EMPLOYED=FALSE, GO TO CHECKPOINT: SSQ_PRELOADS]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[CHECKPOINT: HRS_CONDITIONAL_RETIREMENT]

[NO PREVIOUS BUTTON HERE]

[REMARK: HRS_CONDITIONAL_RETIREMENT module is also planned for fielding on 2016 HRS, so important to keep HRS and VRI wording synchronized.]
[NOTE: See end of module for "pre-fills": age_fill, wealth_fill, and health_fill.
Age_fill: based on age asked at beginning of survey.
Wealth_fill: two values (option to have Michigan team provide different values for different wealth groups)
Health_fill: based on responses to Q111 in this module.]

Next we would like to ask your opinion about how likely you think various events might be. Please give a number from 0 to 100 percent, where 0 means that you think there is absolutely no chance, and 100 means that you think the event is absolutely sure to happen.

Q110   Please think about work in general and not just any work you may be doing now. What are the chances that you will be working for pay two years from now?

        [fill in box]% [Allow 0-100]

Q111   Would you say your health is excellent, very good, good, fair, or poor?

        Excellent
        Very good
        Good
        Fair
        Poor

Q112   What are the chances that your health will be {*Health fill 1*} two years from now?

        [fill in box]% [Allow 0-100]

Q113   And what are the chances that your health will be {*Health fill 2*} two years from now?

        [fill in box]% [Allow 0-100]

Q114   If your health is {*Health fill 3*} two years from now, what are the chances that you will be working for pay?

        [fill in box]% [Allow 0-100]

Q115   And if your health is {*Health fill 4*} two years from now, what are the chances that you will be working for pay?

        [fill in box]% [Allow 0-100]

Q116   And if your health is {*Health fill 5*} two years from now, what are the chances that you will be working for pay?

[fill in box]% [Allow 0-100]

[If no answer given in all of Q114, Q115 and Q116, skip to logic immediately before Q122.
 If Q**114**=0, Q**115**=0 and Q**116**=0, skip to logic immediately before Q**122**.]

Q117   Now please think about four years from now. What are the chances that your health will be {*Health fill 1*} four years from now?

[fill in box]% [Allow 0-100]

Q118   And what are the chances that your health will be {*Health fill 2*} four years from now?

[fill in box]% [Allow 0-100]

Q119   If your health is {*Health fill 3*} four years from now, what are the chances that you will be working for pay?

[fill in box]% [Allow 0-100]

Q120   And if your health is {*Health fill 4*} four years from now, what are the chances that you will be working for pay?

[fill in box]% [Allow 0-100]

Q121   And if your health is {*Health fill 5*} four years from now, what are the chances that you will be working for pay?

[fill in box]% [Allow 0-100]

[If AGE>=70, SKIP NEXT TWO QUESTIONS]

Q122   Now please think about your situation today, including your current health and financial situation.

Suppose you were to inherit {*Wealth fill 1*} from a distant relative within the next six months. Thinking about work in general and not just any work you may be doing now, what are the chances that you will be working full-time after you reach age {*Age fill*}?

[fill in box]% [Allow 0-100]

[If Q122=0 or BLANK, skip to end of module, proceed to CHECKPOINT: SSQ_PRELOADS]

Q123   Now suppose you were to inherit {*Wealth fill 2*}. Thinking about work in general and not just any work you may be doing now, what are the chances that you will be working full-time after you reach age {*Age fill*}?

[fill in box]% [Allow 0-100]

[PROG: PROCEED TO CHECKPOINT: SSQ_PRELOADS]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[TABLES OF "FILL" VARIABLES FOR HRS_CONDITIONAL_RETIREMENT]

Self-rated health, Q111	Health fill 1	Health fill 2	Health fill 3	Health fill 4	Health fill 5
Excellent	worse	fair or poor	excellent	very good or good	fair or poor
Very good	worse	fair or poor	very good or excellent	good	fair or poor
Good, DK, RF	fair or poor	very good or excellent	very good or excellent	good	fair or poor
Fair	about the same or worse	very good or excellent	very good or excellent	good	fair or poor
Poor	about the same or worse	very good or excellent	very good or excellent	fair or good	poor

	Wealth fill 1	Wealth fill 2
All	$600,000	$1,000,000

Age	Age fill
AGE<62	62
64>=AGE>=62	65
Age>=65	70

[CHECKPOINT: SSQ_PRELOADS]

[All respondents should arrive at this checkpoint. Assign each respondent to type AE, AS, BE, BS, C and pull information from relevant job into "reference job". Note that if R did not get to LAST_JOB_BATTERY, LAST_SELF is undefined/null.

ASSIGN REF_JOB=C IF EVEREMPLOYED=NO (Col 13)

ASSIGN REF_JOB =AE IF CURRENT_SELF=FALSE (Col 1,2,3)

ASSIGN REF_JOB =AS IF CUREENT_SELF=TRUE & CAREER_SELF!=FALSE (Col 4,6)

ASSIGN REF_JOB =BE IF CAREER_SELF=FALSE & CURRENT_SELF!=FALSE (Col 5,8,11)

ASSIGN REF_JOB =BE IF LAST_SELF=FALSE & CAREER_SELF!=FALSE (Col 7,9)

ASSIGN REF_JOB =BS IF LAST_SELF=TRUE & CAREER_SELF!=FALSE (Col 10,12)

IF REF_JOB =AE,AS

       RJ_OCCUPATION = OCCUPATION_CURRENT
       RJ_SALARY = SALARY_CURRENT
       RJ_SCHEDULE = (HOURS_CURRENT, WEEKS_CURRENT)
       RJ_FIXED= FIXED_CURRENT

IF REF_JOB =BE & CAREER_SELF=FALSE
IF REF_JOB =BS & CAREER_SELF=TRUE

       RJ_OCCUPATION = OCCUPATION_CAREER
       RJ_SALARY = SALARY_CAREER
       RJ_SCHEDULE = (HOURS_CAREER, WEEKS_CAREER)
       RJ_YEAR = CAREERJOB_YRSTOP
       RJ_FIXED=FIXED_CAREER

IF REF_JOB =BE & CAREER_SELF!=FALSE
IF REF_JOB =BS & CAREER_SELF!=TRUE

       RJ_OCCUPATION=OCCUPATION_LAST
       RJ_SALARY = SALARY_LAST
       RJ_SCHEDULE = (HOURS_LAST,WEEKS_LAST)
       RJ_YEAR=LASTJOB_YRSTOP
       RJ_FIXED=FIXED_LAST

Note to programmer: Graphical representation as follows

Col	1	2	3	4	5	6	7	8	9	10	11	12	13
SSQ Type	AE	AE	AE	AS	BE	AS	BE	BE	BE	BS	BE	BS	C
Current job (currently working)	**E**	**E**	**E**	**SE**	SE	**SE**							
Last job (currently not working)							**E**	E	**E**	**SE**	SE	SE	
Career job (if CJ/LJ not career)		E	SE		**E**	SE		**E**	SE		**E**	**SE**	

*Reference job highlighted. E = Employee, SE = Self Employed]

[BREAKPOINT TWO_THIRDS SURVEY]

You have now finished more than half of this survey. We realize you have committed a substantial amount of time at this point, so we ask that you please take the opportunity now to take a break, to perhaps stretch/get something to drink, and return in a few moments to complete the remainder of this survey. If it is safe to do so, please leave the browser window open. If the browser is left open for too long and your survey times out, simply click on the survey link contained in the email invitation that you received to resume from this point.

[BREAKPOINT SSQ]

[No Previous Button Here
KEEP PREVIOUS BUTTON OFF From Q124 Through Q130]

[DISPLAY SCREEN]

In the previous part of the survey you provided information where appropriate on your current employment situation and/or on your most important past employment situation. In the coming section we will be asking you questions that depend on particular features of the history of your employment situation. Before doing so, we would like you to confirm a few relevant details, and make corrections if necessary.

[BREAKPOINT RJ_AE]
[Currently employed]

[IF REF_JOB !=AE, go to BREAKPOINT RJ_BE]

Q124   You have reported that you are currently employed, and that your employment situation has the features indicated in the table below. Is the information in this table correct?

Once you confirm that this information is correct, you cannot modify it using the 'Previous' Button.

[NOTE TO PROGRAMMER: ROTATE THIS TABLE AND SUBSEQUENT TABLES, EXCHANGING ROWS AND COLUMNS: Last Worked becomes first row instead of first column, Occupation becomes second row instead of second column, etc.]

Last Worked	Occupation	Annual earnings	Regular work schedule	Able to adjust Regular work Schedule
Currently working	RJ_OCCUPATION	RJ_SALARY [Round to nearest 100 (not 1000) if RJ_SALARY>$100 and do not round it if RJ_SALARY<=$100	RJ_SCHEDULE(1) Weeks/Year RJ_SCHEDULE(2) Hours/Week	No if RJ_FIXED==1 Yes if RJ_FIXED==0

         [Y/N]

[If Y or NULL, go to BREAKPOINT END_RJ]

[IF N] Please make whatever corrections you need to so that this table reflects your current employment situation. [ALLOW FOR DIRECT EDIT OF TABLE. FOR Occupation, this should be a drop down that corresponds to the categories defined in part 1]

Once you click next, you cannot modify the table using the "Previous" button.

 [Go to BREAKPOINT END_RJ]

[BREAKPOINT RJ_BE]
[IF REF_JOB !=BE, go to BREAKPOINT RJ_AS]

[Previously employed]

Q125   You have reported that in [RJ_YEAR] you were employed, and that your employment situation had the features indicated in the table below. Is the information in this table correct?

Once you confirm that this information is correct, you cannot modify it using the 'Previous' Button.

[PN: Only show Occupation1]

Last Worked	Occupation	Annual earnings	Regular work schedule	Able to adjust Regular work

				Schedule
RJ_YEAR [Range; See q63]	RJ_OCCUPATION	RJ_SALARY [Round to nearest 100, when number >100]	RJ_SCHEDULE(1) Weeks/Year RJ_SCHEDULE(2) Hours/Week	No if RJ_FIXED==1 Yes if RJ_FIXED==0

[Y/N]

[IF N] Please make whatever corrections you need to so that this table reflects your past employment situation. [ALLOW FOR DIRECT EDIT OF TABLE. FOR Occupation, this should be a drop down that corresponds to the categories defined in part 1]

Once you click next, you cannot modify the table using the "Previous" button.

 [Display Screen]

Q126   We have now updated the table using the Consumer Price Index to adjust your annual earnings to what it would be today if it had grown since [RJ_YEAR] at the same rate as inflation in the general price level. We realize that annual earnings for this type of employment situation may have grown by more or less than this measure of inflation.   Is the updated annual earnings roughly what you would expect to make in an equivalent employment situation today?

Once you confirm that this information is correct, you cannot modify it using the 'Previous' Button.

[WE WILL PROVIDE CPI. DISPLAY THE TABLE ABOVE, BUT WITH RJ_SALARY replaced with RJ_SALARY/CPI(RJ_YEAR)
[Round to nearest 100, when number >100]]

        [Y/N]

[If Y or NULL, go to BREAKPOINT END_RJ]

[IF N] Please make any correction you need to so that the listed annual earnings reflect your best guess as to what this equivalent employment situation would earn today.

Once you click next, you cannot modify the table using the "Previous" button.

 [Go to BREAKPOINT END_RJ]

[BREAKPOINT RJ_AS]
[IF REF_JOB !=AS, go to BREAKPOINT RJ_BS]

[Currently self-employed]

You have reported that you are currently self-employed, and that your employment situation has the features indicated in the table below. Is the information in this table correct?

Once you confirm that this information is correct, you cannot modify it using the 'Previous' Button.

Last Worked	Occupation	Annual earnings	Regular work schedule	Able to adjust regular work

				Schedule
Currently Working	RJ_OCCUPATION	RJ_SALARY [Round to nearest 100, when number >100]	RJ_SCHEDULE(1) Weeks/Year RJ_SCHEDULE(2) Hours/Week	No if RJ_FIXED==1 Yes if RJ_FIXED==0

[Y/N]

[If Y, go to BREAKPOINT END_RJ]

[IF N] Please make whatever corrections you need to so that this table reflects your current employment situation. [ALLOW FOR DIRECT EDIT OF TABLE. FOR Occupation, this should be a drop down that corresponds to the categories defined in part 1]

Once you click next, you cannot modify the table using the "Previous" button.

 [Go to BREAKPOINT END_RJ]

[BREAKPOINT RJ_BS]
[Previously self- employed]

[IF REF_JOB !=BS, go to BREAKPOINT RJ_C]
Q127   You have reported that in [RJ_YEAR] you were self-employed, and that your employment situation had the features indicated in the table below. Is the information in this table correct?

Once you confirm that this information is correct, you cannot modify it using the 'Previous' Button.

Last Worked	Occupation	Annual earnings	Regular work schedule	Able to adjust regular work Schedule
RJ_YEAR [Range; See q63]	RJ_OCCUPATION	RJ_SALARY [Round to nearest 100, when number >100]	RJ_SCHEDULE(1) Weeks/Year RJ_SCHEDULE(2) Hours/Week	No if RJ_FIXED==1 Yes if RJ_FIXED==0

[Y/N]

[IF N] Please make whatever corrections you need to so that this table reflects your past employment situation. [ALLOW FOR DIRECT EDIT OF TABLE. FOR Occupation, this should be a drop down that corresponds to the categories defined in part 1]

Once you click next, you cannot modify the table using the "Previous" button.

[Display Screen]

Q128   We have now updated the table using the Consumer Price Index to adjust your annual earnings to what it would be today if it had grown since [RJ_YEAR] at the same rate as inflation in the general price level. We realize that annual earnings for this type of employment situation may have grown by more or less than this measure of inflation.   Is the updated annual earnings roughly what you would expect to make in an equivalent employment situation today?

Once you confirm that this information is correct, you cannot modify it using the 'Previous' Button.

[WE WILL PROVIDE CPI. DISPLAY THE TABLE ABOVE, BUT WITH RJ_SALARY replaced with RJ_SALARY/CPI(RJ_YEAR)
 [Round to nearest 100, when number >100]]

[Y/N]

[If Y or NULL, go to BREAKPOINT END_RJ]

[IF N] Please make any correction you need to so that the listed annual earnings reflects your best guess as to what this equivalent employment situation would earn today.

Once you click next, you cannot modify the table using the "Previous" button.

[Go to BREAKPOINT END_RJ]

[BREAKPOINT RJ_C]
[IF REF_JOB !=C, go to BREAKPOINT SSQ1]

[Never employed]

Q129   In the first part of the survey you reported that you currently are not and have never in the past been in an employment situation where you were compensated financially.

We are interested to know whether there are circumstances under which you would work for pay, for example if you faced a significant reduction in either your wealth or your income. In this case, would there be any employment situation for which you are qualified and can perform at an acceptable level that you would consider transitioning to?

        [Y/N]

 [If N or NULL, go to BREAKPOINT NO_WORK_EXIT]

Q130   Of all employment situations for which you are qualified and might accept, identify in the table below the one that would be most attractive to you, in terms of occupation, hours of work, and other characteristics if your wealth or income were significantly lower. In the annual earnings category, please provide annual earnings that you would find acceptable in this circumstance and that are consistent with salaries for employment situations of this type. ALLOW FOR DIRECT EDIT OF TABLE. FOR Occupation, this should be a drop down that corresponds to the categories defined in part 1]

[PN: Show both layers of Occupation 1/2]

Occupation	Annual earnings	Regular work schedule	Able to adjust regular work Schedule
RJ_OCCUPATION	RJ_SALARY [Round to nearest 100, when number >100]	RJ_SCHEDULE(1) Weeks/Year RJ_SCHEDULE(2) Hours/Week	No if RJ_FIXED==1 Yes if RJ_FIXED==0

Once you click next, you cannot modify the table using the "Previous" button.

[Go to BREAKPOINT END_RJ]

[BREAKPOINT NO_WORK_EXIT]
Q131   In the checkbox below, please mark all that apply to why you would not accept any work:

        Health concerns
        Family concerns
        Enjoying retirement
        Not qualified for any position
        Other

[Go to BREAKPOINT END SURVEY]

[BREAKPOINT END_RJ]
From now on we will refer to the employment situation summarized in the table below as **your reference employment situation**. Whenever this employment situation is mentioned, there will be a hover button that you can click to see the table listed below to remind yourself of the details of this employment situation. There are other characteristics of this employment situation that are not listed in the table. [IF REF_JOB!=C, "These characteristics are included in the definition of **your reference employment situation**." IF REF_JOB==C, ""Please set these characteristics to whatever you think they would most likely be for employment situations of this type in the definition of **your reference employment situation**."]

[Display Table Here]

[NO PREVIOUS BUTTON ON THIS SCREEN]

[BREAKPOINT SSQ1]

[NEW SCREEN]

"In the questions that follow, we are interested in what you would choose if you were to have certain decisions to make about your employment situation. While the choices that we describe are hypothetical, we ask you to do your best to assess what you would choose if you were to face these choices today."

[IF REF_JOB=AE]

"You are currently employed in **your reference employment situation**. To get you to actively consider your future employment situation, we ask you to imagine that your current employment situation immediately terminates in a manner that does not affect your prospects for future employment. All that has happened is that you are no longer able to stay in your current employment."

[IF REF_JOB=AS]

 You are currently self-employed in **your reference employment situation**. To get you to actively consider your future employment situation, we ask you to imagine current self-employment situation immediately terminates in a manner that does not affect your prospects for future employment. All that has happened is that you are no longer able to stay in your current self-employment situation. If you own the business for which you work, imagine that the business was sold to a person qualified to manage this business, but you were compensated financially for this sale.

[IF REF_JOB=BE or BS or C]

We understand that your **reference employment situation** is from the past. We also understand that you may never work again. Nonetheless, we are still interested in learning about how you value different aspects of job opportunities and their potential trade-offs.   In the following questions, we would like to ask about your choice **in hypothetical situations** where you might work again.

[NEW SCREEN]

[To understand the importance of flexible schedule]

In particular, we would like to know how choices may or may not change if **your reference employment situation** had a **fixed work schedule**.

Your **regular work schedule** is defined as the number of weeks a year and hours per week you would typically work, permitting time off for sickness, vacations, and other reasons as is typical for **your reference employment situation**. However, the schedule typically does not vary from week to week.

 Having a **fixed work schedule** means that you are not able to adjust your regular work schedule, and that you will not have the option to do so at any point in the future.

In a **fixed work schedule**, please suppose that your regular work schedule is precisely the regular work schedule that currently applies in **your reference employment situation**, and that this regular work schedule can not change for the duration of this employment situation.

A **fixed work schedule** will be used both in the next question and the remainder of the survey.

[BREAKPOINT SSQ1A-1]

In all of the scenarios that follow, you will be asked to make a choice between Options A and B. Option A will be to immediately accept a specified employment opportunity that will be open only for a short window (say one week) and will then become unavailable. Option B is instead to pursue other possibilities including searching for another employment situation or not working.

- Option A is a new employment situation that involves a **fixed work schedule**. Other than this possible difference, the new employment situation matches **your reference employment situation** in terms of occupation, annual earnings, and all other characteristics.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

 [DISPLAY SCREEN]

Here are some additional details:

- Option A matches **your reference employment situation** not only in terms of occupation, annual earnings, and current work schedule, but also in all other aspects that are important to you that are not specified in the above table.

- If you choose Option B, Option A is no longer available.

- If you choose Option A you will be able at any later point to quit and to pursue other possibilities, including searching for another employment situation or not working.

- Pay in Option A changes over time as you would expect it to in **your reference position**.

- [If QM=Yes]. In this choice and in all that follow, please suppose that your SPOUSE behaves in a manner that is consistent with your choices. If your SPOUSE's employment situation would differ depending on whether you choose Option A or Option B, please take this dependence into account in answering the question.

[DISPLAY SCREEN]

It is important for research purposes to verify your understanding of the hypothetical situation and the hypothetical choice that we are asking you to consider. To that end we will ask a series of questions. At the end we will give you the correct information for any questions which you haven't answered correctly just to make sure that everything is clear.

[Repeat max of two times. If get all correct the first time, then go to [BREAKPOINT SSQ 1A-2]. If missed any, repeat questions.]

[PN: If does not answer all correct on 1st attempt: "You've correctly answered CUM_CORRECT questions so far. Please try the remaining questions again."

If still not correct on 2nd attempt: "You missed at least one of the questions. [PN: Then display correct answer]

If all correct after 1st or 2nd attempt: "You've correctly answered all of the questions. Thank you for verifying your understanding."]

[Comprehension questions]

[NO PREVIOUS BUTTON from Q132-1 THRU Q132-7]

Q132-1 If you choose Option A, does this prevent you from quitting in the future and searching for another employment situation?

[Y/N]

CORRECT_ANSWER=N
ANSWER_DISPLAY="If you choose Option A you are not prevented in any way from searching for new employment situations in the future."

Q132-2 If you choose Option B, can you search for a new employment situation of any form, including self employment in the future?

[Y/N]

CORRECT_ANSWER=Y
ANSWER_DISPLAY="If you choose Option B you can search for new employment situations in the future."

Q132-3   If you choose Option A, can you bargain about how long you work, your pay, or any other terms of the offer?

[Y/N]

CORRECT_ANSWER=N
ANSWER_DISPLAY="If you choose Option A you cannot bargain about how long you work, your pay, or any other terms of the offer. "

Q132-4 If you choose Option B, does the offer in Option A remain open?

[Y/N]

CORRECT_ANSWER=N
ANSWER_DISPLAY="If you choose Option B the offer in Option A is no longer available."

Q132-5 If you choose Option A, are you able to change from your current work schedule?

[Y/N]

CORRECT_ANSWER=N
ANSWER_DISPLAY="If you choose Option A you cannot change your current work schedule."

Q132-6 If you choose Option B, is self-employment an option?

[Y/N]

CORRECT_ANSWER=Y
ANSWER_DISPLAY="If you choose Option B self-employment is indeed an option."

Q132-7 [If QM =YES] In this case and in all of the hypothetical choices that follow, is your SPOUSE able to make different choices if you choose Option A than if you choose Option B?

[Y/N]
CORRECT_ANSWER=Y
ANSWER_DISPLAY="Your SPOUSE is indeed able to make different choices if you choose Option A than if you choose Option B"

[BREAKPOINT SSQ1A-2]
[NO PREVIOUS BUTTON HERE on Q133]

We are going to ask you to choose between Options A and B:

- Option A is a new employment situation that involves a **fixed work schedule**. Other than this possible difference, the new employment situation matches **your reference employment situation** in terms of occupation, annual earnings, and all other characteristics.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

Option A: New employment opportunity matching **your reference employment situation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q133   Would you choose Option A or Option B?

Option A
Option B

Option A: New employment opportunity matching **your reference employment situation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q134   [If Option A] Starting at $RJ_SALARY, imagine that earnings for Option A were to decline. What earnings level for Option A would be just low enough that you would switch to Option B?

> At $[FILL IN BOX, format with comma] per year I would switch to Option B, but above that I would stick with Option A.

 [Logic check: the response should be less than RJ_SALARY]

 [If their responses are out of the allowed range, show the following message.

"Your response indicates that you would require a minimum annual compensation above RJ_SALARY to choose option A, while in the previous question you indicated you would choose option A for exactly RJ_SALARY. Please either change your response to below RJ_SALARY or go back and change your previous response."]

Option A: New employment opportunity matching **your reference employment situation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q135   [If Option B] Starting at $RJ_SALARY, imagine that earnings for Option A were to increase. What earnings level for Option A would be just high enough that you would switch to Option A?

At $[FILL IN BOX, format with comma] per year I would switch to Option A, but below that I would stick with Option B.
❑ I would not be willing to choose Option A for any annual earnings

> [PN: The response should be greater than RJ_Salary]

 [If their responses are out of the allowed range, show the following message.

 "Your response indicates that you would choose option A if annual compensation is below RJ_SALARY, while in the previous question you indicated you would not choose option A for exactly RJ_SALARY. Please either change your response to be above RJ_SALARY or go back and change your response to the previous question."]

[DISPLAY SCREEN]

In the following questions we will ask you to reconsider the question you just answered under various alternative scenarios. We would like you to consider the question you just answered as a baseline scenario, and only consider the specified change relative to this baseline.

[NEW SCREEN]

In particular, we would like to know how choices may or may not change if **your reference employment situation** had an **adjustable work schedule**.

 Having an **adjustable work schedule** means that you are free to choose your regular work schedule. In particular, this means that you are free to choose the weeks per year and hours per week you would like to typically work at the start of each year. You would be paid as in **your reference employment situation** in proportion to hours worked.

Please suppose that you have this option whenever **adjustable work schedule** is used in the following question and remainder of the survey.

[BREAKPOINT SSQ1A-3]
We would like you to re-consider the first scenario supposing that Option A changes.

Specifically, suppose that you have an **adjustable work schedule**.

[New Screen]

We would now like you to consider the following two options.

- Option A is a new employment situation that involves an **adjustable work schedule**. Other than this possible difference, it matches **your reference employment situation** in terms of all other characteristics.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

[DISPLAY SCREEN]

Here are some additional details:

- You could change your regular work schedule at the start of each year but not again until the start of the next year.

- You would have to let your employer know your choice of regular work schedule at the start of the year and you would be expected to meet these work commitments. For example, if you wanted to work half time, you could specify this as half days, or for half as many weeks as usual on a seasonal basis.

- The annual pay $RJ_SALARY that is listed is for working your RJ_SCHEDULE(1) hours/week and RJ_SCHEDULE(2) weeks/year. This is adjusted in proportion if you choose to work more or less.

- If in a given year you work only half as many hours as you work according to RJ_SCHEDULE, you get half of your annual earnings over the course of the year.

- If in a given year you work twice as many hours as you work according to RJ_SCHEDULE, you get twice your annual earnings over the course of the year.

- If you choose option A, there are no restrictions on what you would do with the time that you are not working.

- In all other respects the choice is as before. For example if you choose Option A you will be able at any point to quit and at that time to search for another employment situation or not work.

[DISPLAY SCREEN]

It is important for research purposes to verify your understanding of the hypothetical situation and the hypothetical choice that we are asking you to consider. To that end we will ask a series of questions.   At the end we will give you the correct information for any questions which you haven't answered correctly just to make sure that everything is clear.

[Repeat max of two times. If get all correct the first time, then go to [BREAKPOINT SSQ 1A-4]. If missed any, repeat questions.]

[Comprehension questions]

[NO PREVIOUS BUTTON HERE Q136-1 THRU Q136-4]

Q136-1 In Option A, how frequently do you choose your regular work schedule?

[Weekly/Monthly/Yearly/You do not choose your regular work schedule]

CORRECT ANSWER=
ANSWER_DISPLAY=" In Option A you choose your regular work schedule at the beginning of each year but not again until the start of the next year "

Q136-2 What restrictions are there on your regular work schedule if you choose Option A?

[You must work each week/You must work each month/Others at the employment situation must agree to the schedule/There are no restrictions]

CORRECT ANSWER=
ANSWER_DISPLAY="There are no restrictions on your regular work schedule if you choose Option A"

Q136-3   If you work half as many hours as in **your reference employment situation** what proportion of the annual earnings do you receive?

[200%/150%/100%/50%/0%]

CORRECT_ANSWER=50%
ANSWER_DISPLAY=" If you work half as many hours as in **your reference employment situation you will receive 50% of the annual earnings."**

Q136-4 If you work one and a half times as many hours as in **your reference employment situation** what proportion of the annual earnings do you receive?

[200%/150%/100%/50%/0%]

CORRECT_ANSWER=150%
ANSWER_DISPLAY="=" If you work one and a half as many hours as in **your reference employment situation you will receive 150% of the annual earnings "**

[BREAKPOINT SSQ1A-4]
[NO PREVIOUS BUTTON HERE Q137]

We are going to ask you to choose between Options A and B:

- Option A is a new employment situation that involves an **adjustable work schedule**. Other than this possible difference, it matches **your reference employment situation** in terms of all other characteristics.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

Option A: New employment opportunity matching **your reference employment situation**, with **adjustable work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q137   Would you choose Option A or Option B?

Option A
Option B

Option A: New employment opportunity matching **your reference employment situation**, with **adjustable work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q138a   [If A] How many weeks per year would you choose to work in the first year? [Range: 1-52]

Option A: New employment opportunity matching **your reference employment situation**, with **adjustable work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q138b   [If A] How many hours per week would you choose to work in the first year? [Range: 1-99]

Option A: New employment opportunity matching **your reference employment situation**, with **adjustable work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q139 [If Option A] Under the most favorable work schedule ([Q138a] weeks a year and [Q138b] hours a week), starting at $(Q138a*Q138b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY, imagine that earnings for Option A were to decline. What earnings level for Option A would be just low enough that you would switch to Option B? Note that this is the total pay for the scheduled work after adjustment for hours.

> At $[FILL IN BOX, format with comma] per year I would switch to Option B, but above that I would stick with Option A.

[Logic check: the response should be less than (Q138a*Q138b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY]

[If their responses are out of the allowed range, show the following message.

 "Your response indicates that you would require a minimum annual compensation above (Q138a*Q138b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY to choose option A, while in the previous question you indicated you would choose option A for exactly (Q138a*Q138b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY. Please either change your response to below (Q138a*Q138b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY or go back and change your previous response."]

Option A: New employment opportunity matching **your reference employment situation**, with **adjustable work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q140   [If Option B] Under the most favorable work schedule, starting at $RJ_SALARY adjusted for hours, imagine that earnings for Option A were to increase. What would be the most favorable work schedule? What earnings level for Option A would be just high enough that you would switch to Option A?

> My most favorable work schedule will be
> [FILL IN BOX] weeks per year,
> [FILL IN BOX] hours per week.
> Under this work schedule, at $[FILL IN BOX, format with comma] per year I would switch to Option A, but below that I would stick with Option B.
>
> []I would not be willing to choose Option A for any combination of regular work schedule and annual earnings.

 [PN: If Ref_Job=C, then GoTo Breakpoint SSQ1A-9]

[BREAKPOINT SSQ1A-5]

"We would like you to re-consider the first scenario, again assuming that you have a **fixed work schedule**. However, suppose that Option A changes in a different way. Specifically, suppose that the occupation changes to the most appealing alternative occupation for which you are qualified and that you can perform at an acceptable level.

We acknowledge that it might be difficult to imagine some of the characteristics of **your reference employment situation** applying to an employment situation with a different occupation. However, we ask that in the following decision, you think about what would be your most preferred alternative occupation, and suppose that other characteristics of **your reference employment situation** are unchanged, to the maximum extent possible.

[NEW SCREEN]

Q141   Would there be an employment situation with a different occupation that you would prefer to **your reference employment situation** under any circumstance?

[Y/N]

[IF N or Blank, go to BREAKPOINT SSQ1A-7].

[DISPLAY SCREEN]

We would now like you to consider the following two options.

- Option A is a new employment situation that involves a **fixed work schedule** in your most preferred alternative occupation. Other than this, the employment situation matches **your reference employment situation** in terms of annual earnings, as well as in as many other characteristics, to the maximum extent possible.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

[DISPLAY SCREEN]

Here are some additional details.

- There may be other aspects of the employment situation that are important to you that are not specified. In such cases, we ask you to consider the new opportunity to match **your reference employment situation** as closely as possible.

- If you choose Option B, Option A is no longer available.

- If you choose Option A you will be able at any later point to quit and after quitting to pursue other employment situations or not as you would like. This includes the option of later seeking employment opportunities, seeking opportunities for self-employment, or refraining from search.

- Pay in Option A rises over time at the rate of general inflation.

- [If QM=Yes] Again, please suppose that your SPOUSE behaves in a manner that is consistent with your choices. If your SPOUSE's employment situation would differ depending on whether

you choose Option A or Option B, please take this dependence into account in answering the question.

[DISPLAY SCREEN]

It is important for research purposes to verify your understanding of the hypothetical situation and the hypothetical choice that we are asking you to consider. To that end we will ask a series of questions. At the end we will give you the correct information for any questions which you haven't answered correctly just to make sure that everything is clear.

[Repeat max of two times. If get all correct the first time, then go to [BREAKPOINT SSQ 1A-6]. If missed any, repeat questions.]

[Comprehension questions]

[NO PREVIOUS BUTTON HERE Q142_1…Q142_3]

Q142-1 Are there any restrictions on the occupation in Option A, providing it is one for which you are qualified?

[Y/N]

CORRECT_ANSWER=N
ANSWER_DISPLAY="There are no restrictions on the occupation in Option A, providing it is one for which you are qualified "

Q142-2 If you choose Option A, how is your schedule determined?

[You are free to choose your regular work schedule/Your regular work schedule is fixed to be the same as **your reference employment situation**]

CORRECT_ANSWER=Your regular work schedule is fixed to be the same as in **your reference employment situation**
ANSWER_DISPLAY=" If you choose Option A your regular work schedule is fixed to be the same as **your reference employment situation "**

Q142-3 ANSWER_DISPLAY=" If you choose Option A, how is your occupation determined?"

[Your occupation is determined to be the most appealing alternative occupation for which you are qualified/ Your occupation is determined to be the same as in **your reference employment situation** /Your occupation is determined randomly]

CORRECT_ANSWER= Your occupation is determined to be the most appealing alternative occupation for which you are qualified.
ANSWER_DISPLAY=" If you choose Option A your occupation is determined to be the most appealing alternative occupation for which you are qualified "

[BREAKPOINT SSQ 1A-6]
[NO PREVIOUS BUTTON HERE Q143]

[DISPLAY SCREEN]

We are going to ask you to choose between Options A and B:

- Option A is a new employment situation that involves a **fixed work schedule** in your most preferred alternative occupation. Other than this, the employment situation matches **your reference employment situation** in terms of annual earnings, as well as in other characteristics to the maximum extent possible.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

Option A: New employment opportunity matching **your reference employment situation** in **most preferred alternative occupation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q143   Would you choose Option A or Option B?

    Option A
    Option B

[Q144/Q144b on Same screen]

Option A: New employment opportunity matching **your reference employment situation** in **most preferred alternative occupation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q144   [If A] What occupation would this be? [PN: Show both layers of Occupation 1/2]

        [DROP DOWN FOR TWO PART OCCUPATION FROM PART 1 of SURVEY]

Q144b. Please indicate, from the drop-down list below, your more detailed occupation. [DROP DOWN LIST, OCCUPATION2 AS APPROPRIATE]

Option A: New employment opportunity matching **your reference employment situation** in **most preferred alternative occupation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q145   [If Option A] With this occupation, starting at $RJ_SALARY, imagine that earnings for Option A were to decline. What earnings level for Option A would be just low enough that you would switch to Option B?

        At $[FILL IN BOX, format with comma] per year I would switch to Option B, but above that I would stick with Option A.

 [Logic check: the response should be less than RJ_SALARY]

[If their responses are out of the allowed range, show the following message.

 "Your response indicates that you would require a minimum annual compensation above RJ_SALARY to choose option A, while in the previous question you indicated you would choose option A for exactly RJ_SALARY. Please either change your response to below RJ_SALARY or go back and change your previous response."]

Option A: New employment opportunity matching **your reference employment situation** in **most preferred alternative occupation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q146   [If Option B] Starting at $RJ_SALARY, imagine that earnings for Option A were to increase. What earnings level for Option A would be just high enough that you would switch to Option A?

> At $[FILL IN BOX, format with comma] per year I would switch to Option A, but below that I would stick with Option B.
>   I would not be willing to choose Option A for any annual earnings

[Logic check: the response should be greater than RJ_SALARY]

If their responses are out of the allowed range, show the following message.

"Your response indicates that you would choose option A if annual compensation is below RJ_SALARY, while in the previous question you indicated you would not choose option A for exactly RJ_SALARY. Please either change your response to be above RJ_SALARY or go back and change your response to the previous question."]

[Skip logic for Q146: If the check-box is clicked, skip Q147 and go to Breakpoint SSQ1A-7]

 [Q147/Q147b on Same screen]

Option A: New employment opportunity matching **your reference employment situation** in **most preferred alternative occupation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q147   [If B] At this annual earnings, what occupation would this be?

> [DROP DOWN FOR TWO PART OCCUPATION FROM PART 1 of SURVEY]

Q147b. Please indicate, from the drop-down list below, your more detailed occupation. [DROP DOWN LIST, OCCUPATION2 AS APPROPRIATE]

[BREAKPOINT SSQ1A-7]
In the above scenario we presented you with hypothetical employment situations available to you immediately. In this section we are interested instead in the situation where you would need to find the employment situation yourself. Specifically, suppose you had chosen Option B, started searching immediately, and found an an acceptable employment situation within one year. We are interested in which of all acceptable employment situations would you be likely to find yourself in, if this were to happen.

Suppose you had chosen Option B and decided to search, and found an acceptable employment situation within a year:

Q148   What is the percent chance that it would involve self–employment?

> [VRI PROBABILITY SCALE]

Suppose you had chosen Option B and decided to search, and found an acceptable employment situation within a year:

Q149   What is the percent chance that it would involve more annual hours of work than **your reference employment situation**?

[VRI PROBABILITY SCALE]

Suppose you had chosen Option B and decided to search, and found an acceptable employment situation within a year:

Q150   What is the percent chance that it would involve less annual hours of work than**your reference employment situation**?

[VRI PROBABILITY SCALE]

Suppose you had chosen Option B and decided to search, and found an acceptable employment situation within a year:

Q151   What is the percent chance that it would involve about the same annual hours of work as **your reference employment situation**?

[VRI PROBABILITY SCALE]

Suppose you had chosen Option B and decided to search, and found an acceptable employment situation within a year:

Q152   What would be the most likely regular work schedule in your new employment situation?

[WEEKS/YEAR]
[HOURS/WEEK]

Suppose you had chosen Option B and decided to search, and found an acceptable employment situation within a year:

Q153   What is the percent chance that your new employment situation would be in a different occupation from **your reference employment situation**?

[VRI PROBABILITY SCALE]

[Q154a/Q154b on Same screen]

Suppose you had chosen Option B and decided to search, and found an acceptable employment situation within a year:

Q154a   [If LAST ANSWER>50%] What occupation would this most likely be?

[PN: Show both layers of Occupation 1/2]

Q154b. Please indicate, from the drop-down list below, your more detailed occupation. [DROP DOWN LIST, OCCUPATION2 AS APPROPRIATE]

          [DROP DOWN FOR TWO PART OCCUPATION FROM PART 1 of SURVEY]

[PN: If Q154a==RJ_Occupation_1 and Q154b==RJ_Occupation2, show the error message "This is the same occupation as in **your reference employment situation**. Please revise your answer."

[BREAKPOINT SSQ1A-8]
In practice, employment opportunities often require search effort.

[IF REF_JOB=AE or AS]

Q155a   If you were in the hypothetical scenario above and had been separated from your current employment situation in the manner specified, would you search for a new work for pay situation?

          Yes
          No

[IF REF_JOB=BS or BE or C]

Q155b   Are you currently searching for any sort of employment situation?

          Yes
          No

[IF REF_JOB=AE, go to BREAKPOINT SSQ 2]

[IF REF_JOB= AS or C, go to BREAKPOINT END OF SURVEY]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[BREAKPOINT SSQ1B]

[No Previous Button Here]

[IF RJ_YEAR>2013, go to BREAKPOINT END OF SURVEY]

[People who are not currently employed. What would they have done when they stopped working then?]

In the questions that follow, we are interested in the employment situations that might have been of interest to you **in the past**. Specifically, we will ask you to report the decision you would have made **immediately after **your reference employment situation** ended**.

While it may be hard, we ask you not to answer in light of your current knowledge of what happened since that time, but rather to answer in terms of how you would have behaved if faced with particular employment opportunities at that time. The alternative should be as you would have viewed it at that time, not as you now see it.

[PN: Update RJ_Salary with the Q125 response for Salary
PN: We believe Q125 response is saved as 'd_q125_earn' & RJ_Salary can be updated using this]

If a respondent is from REF_JOB =BE and selects "No" at "d_Q125_non_edit" (Q125 in QNR), then we are taking the value for RJ_Salary from the editable version of table Q125 ("d_q125_earn")

And if a respondent is from REF_JOB =BS and selects "No" at "d_Q127_non_edit" (Q127 in QNR), then we are taking the value for RJ_Salary from the editable version of table Q127 ("d_q127_earn")

However, If a respondent does not select "No" at "d_Q125_non_edit" or "d_Q127_non_edit" then we are using the below to assign "RJ_Salary"

IF REF_JOB =BE & CAREER_SELF=FALSE
IF REF_JOB =BS & CAREER_SELF=TRUE

   RJ_SALARY = SALARY_CAREER

IF REF_JOB =BE & CAREER_SELF!=FALSE
IF REF_JOB =BS & CAREER_SELF!=TRUE

   RJ_SALARY = SALARY_LAST

For your reference, this is what you reported about **your reference employment situation** in the last year you were working.

Last Worked	Occupation	Annual earnings	Regular work schedule	Able to adjust Regular work Schedule
RJ_YEAR [Range; See q63]	RJ_OCCUPATION	RJ_SALARY [Round to nearest 100,	RJ_SCHEDULE(1) Weeks/Year RJ_SCHEDULE(2)	No if RJ_FIXED==1 Yes if

		when number >100]	Hours/Week	RJ_FIXED==0

[BREAKPOINT SSQ1B-1]

In all of the scenarios that follow, you will be asked to specify whether or not you would have accepted a specified employment opportunity that would have been open only for a short window (say one week) immediately after **your reference employment situation** ended.   As before, we call the opportunity Option A. The alternative choice, option B is instead to pursue other possibilities including searching for another employment situation or not working. Again, please make this decision as you would have at the time rather than in the light of hindsight.

- Option A is a new employment situation that involves a **fixed work schedule**. Other than this possible difference, the new employment situation matches **your reference employment situation** in terms of occupation, annual earnings, and all other characteristics. As before, you would be allowed to quit Option A at any later time and pursue other possibilities, including searching for another employment situation or not working.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q160   Would you have chosen option A or option B if offered immediately after **your reference employment situation** ended?

    Option A
    Option B

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q161   [If Option A] Starting at $RJ_SALARY, imagine that earnings for Option A were to decline. What earnings level for Option A would be just low enough that you would switch to Option B?

> At $[FILL IN BOX, format with comma] per year I would switch to Option B, but above that I would stick with Option A.

 [Logic check: the response should be less than RJ_SALARY]

[If their responses are out of the allowed range, show the following message.

 "Your response indicates that you would require a minimum annual compensation above RJ_SALARY to choose option A, while in the previous question you indicated you would choose option A for exactly RJ_SALARY. Please either change your response to below RJ_SALARY or go back and change your previous response."

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q162   [If Option B] Starting at $RJ_SALARY, imagine that earnings for Option A were to increase. What earnings level for Option A would be just high enough that you would switch to Option A?

At $[FILL IN BOX, format with comma] per year I would switch to Option A, but below that I would stick with Option B.
❑ I would not be willing to choose Option A for any annual earnings

> [PN: The response should be greater than RJ_Salary]

[If their responses are out of the allowed range, show the following message.

"Your response indicates that you would choose option A if annual compensation is below RJ_SALARY, while in the previous question you indicated you would not choose option A for exactly RJ_SALARY. Please either change your response to be above RJ_SALARY or go back and change your response to the previous question."]

 [DISPLAY SCREEN]

In the following questions we will ask you to reconsider the question you just answered under various alternative scenarios. We would like you to consider the question you just answered as a baseline scenario, and only consider the specified change relative to this baseline.

[BREAKPOINT SSQ1B-2]
We would now like you to consider the following two options, supposing that now option A allowed you an **adjustable work schedule**.

- Option A is a new employment situation that involves an **adjustable work schedule**. Other than this possible difference, the new employment situation matches **your reference

employment situation** in terms of occupation, annual earnings, and all other characteristics. As before, you would be allowed to quit Option A at any later time.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended, with **adjustable work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q163   Would you have chosen option A or option B if offered immediately after **your reference employment situation** ended?

Option A
Option B

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended, with **adjustable work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q164a   [If A] How many weeks a year would you have chosen to work in the first year?

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended, with **adjustable work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q164b   [If A] How many hours would you have chosen to work in each such week in the first year?

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended, with **adjustable work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q165
[If Option A] Under the most favorable work schedule ([Q164a] weeks a year and [Q164b] hours a week), starting at $(Q164a*Q164b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY, imagine that earnings for Option A were to decline. What earnings level for Option A would be just low enough that you would switch to Option B? Note that this is the total pay for the scheduled work after adjustment for hours.

> At $[FILL IN BOX, format with comma] per year I would switch to Option B, but above that I would stick with Option A.

[Logic check: the response should be less than (Q164a*Q164b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY]

[If their responses are out of the allowed range, show the following message.

 "Your response indicates that you would require a minimum annual compensation above (Q164a*Q164b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY to choose option A, while in the previous question you indicated you would choose option A for exactly (Q164a*Q164b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY. Please either change your response to below (Q164a*Q164b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY or go back and change your previous response."]

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended, with **adjustable work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q166   [If Option B] Under the most favorable work schedule, starting at $RJ_SALARY adjusted for hours, imagine that earnings for Option A were to increase. What would be the most favorable work schedule? What earnings level for Option A would be just high enough that you would switch to Option A?

> My most favorable work schedule will be
> [FILL IN BOX] weeks per year,
> [FILL IN BOX] hours per week.

Under this work schedule, at $[FILL IN BOX, format with comma] per year I would switch to Option A, but below that I would stick with Option B.

[]I would not be willing to choose Option A for any combination of regular work schedule and annual earnings.

[BREAKPOINT SSQ1B-3]

We would like you to re-consider the first scenario, once again with a fixed rather than adjustable work schedule, but suppose that Option A changed in a different way. Specifically, suppose that the occupation changed to the most appealing alternative occupation for which you were qualified and that you could at that time have performed at an acceptable level.

[NEW SCREEN]

Q167a. Would there be an employment situation with a different occupation that you would prefer to **your reference employment situation** under any circumstance?

Yes
No

[PN: If N or Blank, go to BREAKPOINT END OF SURVEY]
[PN if Y, then proceed to the following screen before they see Q167]

[NEW SCREEN]

We would now like you to consider the following two options.

- Option A is a new employment situation that involves a **fixed work schedule** in your most preferred alternative occupation. Other than this, the employment situation matches **your reference employment situation** in terms of annual earnings, as well as in as many other characteristics, to the maximum extent possible. As before, you would be allowed to quit Option A at any later time and pursue other possibilities, including searching for another employment situation or not working.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended and in **most preferred alternative occupation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q167   Would you have chosen option A or option B if offered immediately after **your reference employment situation** ended?

Option A
Option B

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended and in **most preferred alternative occupation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q168   [If A] What occupation would this have been?

[DROP DOWN FOR TWO PART OCCUPATION FROM PART 1 of SURVEY]

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended and in **most preferred alternative occupation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q169   [If Option A] With this occupation, starting at $RJ_SALARY, imagine that earnings for Option A were to decline. What earnings level for Option A would be just low enough that you would switch to Option B?

At $[FILL IN BOX, format with comma] per year I would switch to Option B, but above that I would stick with Option A.

[Logic check: the response should be less than RJ_SALARY]

[If their responses are out of the allowed range, show the following message.

"Your response indicates that you would require a minimum annual compensation above RJ_SALARY to choose option A, while in the previous question you indicated you would choose option A for exactly RJ_SALARY. Please either change your response to below RJ_SALARY or go back and change your previous response."

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended and in **most preferred alternative occupation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q170   [If Option B] Starting at $RJ_SALARY, imagine that earnings for Option A were to increase. What earnings level for Option A would be just high enough that you would switch to Option A?

At $[FILL IN BOX, format with comma] per year I would switch to Option A, but below that I would stick with Option B.
    I would not be willing to choose Option A for any annual earnings

[Logic check: the response should be greater than RJ_SALARY]

If their responses are out of the allowed range, show the following message.

"Your response indicates that you would choose option A if annual compensation is below RJ_SALARY, while in the previous question you indicated you would not choose option A for exactly RJ_SALARY. Please either change your response to be above RJ_SALARY or go back and change your response to the previous question."]

[Skip logic for Q170: If the check-box is clicked, Go to Breakpoint END OF SURVEY]

Option A: New employment opportunity matching **your reference employment situation** **immediately** after it has ended and in **most preferred alternative occupation**, with **fixed work schedule**

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q171   [If B] At this annual earnings, what occupation would this have been?

[DROP DOWN FOR TWO PART OCCUPATION FROM PART 1 of SURVEY]

[Go to BREAKPOINT END OF SURVEY]

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[BREAKPOINT SSQ 2]

[No Previous Button Here]

[IF REF_JOB=BE,AS, or BS, GO TO BREAKPOINT END SURVEY]

[Currently employed]

[NEW SCREEN]

We would now like you to consider an alternative scenario in which you can stay in **your reference employment situation**. Again, these are hypothetical scenarios that do not reflect the realities of your current or anticipated future employment situation, so you will likely not face these choices in practice. However we ask you to do your best to treat the scenarios as real and to make choices as you would if they were to occur.

[BREAKPOINT SSQ 2A]
We are interested in the conditions under which you would want to stay in **your reference employment situation** with a **fixed work schedule**. In the following scenario you must decide between keeping **your reference employment situation** and instead quitting your current employment situation immediately.

- If you choose Option A and decide to stay, you can stay for as long as you like, but must permanently exit the labor force when you decide to leave this employment situation.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

[NEW SCREEN]

More specifically, you must choose between two options:

- Option A is to keep **your reference employment situation** with a **fixed work schedule**. You may hold this employment situation for as long as you like. Once you exit this employment situation you can no longer be employed in any other employment situation, and must exit the labor force permanently.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

[DISPLAY SCREEN]

Here are some additional details:

- You and your family's financial needs, living situations, and health will evolve as you currently expect.

- There will be no unexpected changes in the economy. This means that there will not be an unexpected economic downturn or recession, nor unexpected increases in asset values.

- Pay in Option A change over time as you would expect it to in **your reference position**.

- The conditions of **your reference employment situation** will not change. In addition to the characteristics listed in the table on the previous screen, there will also be no changes in the work environment, tax and healthcare policy, or the roles which you are expected to perform.

- In Option B, potential employers will not view your choice to quit negatively.

- [If QM=Yes]. Again please suppose that your SPOUSE behaves in a manner that is consistent with your choices. If your SPOUSE's employment situation would differ depending on whether you choose Option A or Option B, please take this dependence into account in answering the question.

[DISPLAY SCREEN]

Again for research purposes, it is important to verify your understanding. To that end we will ask a series of questions.   At the end we will give you the correct information for any questions which you haven't answered correctly just to make sure that everything is clear.

[BREAKPOINT SSQ 2A-1]
[Repeat max of two times. If get all correct the first time, then go to [BREAKPOINT SSQ 2A-2]. If missed any, repeat questions.]

[Comprehension questions]

[NO PREVIOUS BUTTON HERE Q172_1 THRU Q172_3]

Q172-1   If you choose Option A, how long can you work in **your reference employment situation**?

[1 year/5 year/10 year/20 year/ As long as you wish]

CORRECT_ANSWER= As long as you wish.
ANSWER_DISPLAY=" If you choose Option A you work in **your reference employment situation as long as you wish."**

Q172-2 If you choose Option A, when you leave **your reference employment situation** what are your options?

[Search for another employment opportunity/Not working/Both of the above]

CORRECT_ANSWER= Not working.
ANSWER_DISPLAY=" If you choose Option A, when you leave **your reference employment situation you are not permitted to work in any subsequent employment situation.**

Q172-3 If you choose Option B, what are your options?

[Search for another employment opportunity/Not working/Both of the above]

CORRECT_ANSWER= Both of the above
ANSWER_DISPLAY=" If you choose Option B you can either search for another employment situation or not work.

[BREAKPOINT SSQ 2A-2]
[NO PREVIOUS BUTTON HERE Q173]

We are going to ask you to choose between Options A and B:

- Option A is to keep **your reference employment situation** with a **fixed work schedule**. You may hold this employment situation for as long as you like. After you exit this employment situation you can no longer be employed in any other employment situation, and must exit the labor force permanently.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

Option A: New employment opportunity matching **your reference employment situation** with **fixed work schedule**, **must exit labor force permanently** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q173   Would you choose Option A or Option B?

- Option A
- Option B

[PN: IF Blank, Skip to Next 'Setup' SSQ 2A-B]

[DISPLAY SCREEN]

Option A: New employment opportunity matching **your reference employment situation** with **fixed work schedule**, **must exit labor force permanently** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q175   [If Option A] Starting at $RJ_SALARY, imagine that earnings for Option A were to decline. What earnings level for Option A would be just low enough that you would switch to Option B?

    At $[FILL IN BOX, format with comma] per year I would switch to Option B, but above that I would stick with Option A.

[PN: Logic check: the response should be less than RJ_SALARY]

[If their responses are out of the allowed range, show the following message.

 "Your response indicates that you would require a minimum annual compensation above RJ_SALARY to choose option A, while in the previous question you indicated you would choose option A for exactly RJ_SALARY. Please either change your response to below RJ_SALARY or go back and change your previous response."

Option A: New employment opportunity matching **your reference employment situation** with **fixed work schedule**, **must exit labor force permanently** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q175b [If Option B] Starting at $RJ_SALARY, imagine that earnings for Option A were to increase. What earnings level for Option A would be just high enough that you would switch to Option A?

> At $[FILL IN BOX, format with comma] per year I would switch to Option A, but below that I would stick with Option B.
>   I would not be willing to choose Option A for any annual earnings

> [PN: The response should be greater than RJ_Salary]

If their responses are out of the allowed range, show the following message.

"Your response indicates that you would choose option A even if annual compensation is below RJ_SALARY, while in the previous question you indicated you would not choose option A for exactly RJ_SALARY. Please either change your response to be above RJ_SALARY or go back and change your response to the previous question."]

[PN: If Check box is chosen, Skip to BREAKPOINT SSQ 2A-8]

[NEW SCREEN]

[BREAKPOINT SSQ 2A-3]
You indicated above that you would stay in **your reference employment situation** with a **fixed work schedule** if the annual earnings were [IF OPTION A, RJ_SALARY/IF OPTION B, [last answer]]. We are now interested in how long you would expect to work in this situation. For each of the following questions, please indicate the probability that you would work for at least the length of time indicated.

Q176   What is the probability you would work at least 2 years?

[If prob==0 or NR, go to BREAKPOINT SSQ2A-8]

 [BREAKPOINT SSQ 2A-4]
Q177   What is the probability you would work at least 4 years?

[If prob==0 or (prob==5 & last prob==5) or NR, go to BREAKPOINT SSQ2A-8]

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

 [BREAKPOINT SSQ 2A-5]
Q178   What is the probability you would work at least 10 years?

[If prob==0 or (prob==5 & last prob==5) or NR, go to BREAKPOINT SSQ2A-8]

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

[BREAKPOINT SSQ 2A-6]
Q179   What is the probability you would work at least 20 years?

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

[BREAKPOINT SSQ 2A-8]

Suppose the situation is the same as previously described, except that Option A allows that after you exit **your reference employment situation** with a **fixed work schedule** you can pursue other possibilities, including searching for another employment situation or not working.

- Option A is to keep **your reference employment situation** with a **fixed work schedule**. You may hold this employment situation for as long as you like. After you exit this employment situation you can pursue other possibilities, including searching for another employment situation or not working.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

Option A: New employment opportunity matching **your reference employment situation** with **fixed work schedule**, **may pursue other possibilities** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q180   Would you choose Option A or Option B?

    Option A
    Option B

[PN: IF Blank, Skip to Next 'Setup' Display Screen BEFORE SSQ 2B]

[DISPLAY SCREEN]

Option A: New employment opportunity matching **your reference employment situation** with **fixed work schedule**, **may pursue other possibilities** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q182   [If Option A] Starting at $RJ_SALARY, imagine that earnings for Option A were to decline. What earnings level for Option A would be just low enough that you would switch to Option B?

    At $[FILL IN BOX, format with comma] per year I would switch to Option B, but above that I would stick with Option A.

 [PN: Logic check: the response should be less than RJ_SALARY]

[If their responses are out of the allowed range, show the following message.

 "Your response indicates that you would require a minimum annual compensation above RJ_SALARY to choose option A, while in the previous question you indicated you would choose option A for exactly RJ_SALARY. Please either change your response to below RJ_SALARY or go back and change your previous response."

Option A: New employment opportunity matching **your reference employment situation** with **fixed work schedule**, **may pursue other possibilities** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q182b [If Option B] Starting at $RJ_SALARY, imagine that earnings for Option A were to increase. What earnings level for Option A would be just high enough that you would switch to Option A?

> At $[FILL IN BOX, format with comma] per year I would switch to Option A, but below that I would stick with Option B.
>   I would not be willing to choose Option A for any annual earnings

> [PN: The response should be greater than RJ_Salary]

If their responses are out of the allowed range, show the following message.

"Your response indicates that you would choose option A even if annual compensation is below RJ_SALARY, while in the previous question you indicated you would not choose option A for exactly RJ_SALARY. Please either change your response to be above RJ_SALARY or go back and change your response to the previous question."]

[PN: If Check box is chosen, Skip to BREAKPOINT SSQ 2B]

[NEW SCREEN]

You indicated above that you would stay in **your reference employment situation** if the annual earnings were [IF OPTION A, RJ_SALARY/IF OPTION B, [last answer]]. We are now interested in how long you would expect to hold this employment situation. For each of the following questions, please indicate the probability that you would hold this employment situation for at least the length of time indicated.

[BREAKPOINT SSQ 2A-9]
Q184   What is the percent chance you would hold this employment situation at least 2 years?

[If prob==0 or NR, go to BREAKPOINT SSQ2B]

 [BREAKPOINT SSQ 2A-10]
Q185   What is the percent chance you would hold this employment situation at least 4 years?

[If prob==0 or (prob==5 & last prob==5) or NR, go to BREAKPOINT SSQ2B]

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

 [BREAKPOINT SSQ 2A-11]
Q186   What is the percent chance you would hold this employment situation at least 10 years?

[If prob==0 or (prob==5 & last prob==5) or NR, go to BREAKPOINT SSQ2B]

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

 [BREAKPOINT SSQ 2A-12]
Q187   What is the percent chance you would hold this employment situation at least 20 years?

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

[BREAKPOINT SSQ2B]

[NO Previous Button Here]

We would now like you to consider a different option offering an adjustable work schedule in Option A with no option of seeking a new employment situation after quitting.

[NEW SCREEN]

More specifically, you must choose between two options:

- Option A is to keep **your reference employment situation** with an **adjustable work schedule**. You may hold this employment situation for as long as you like. After you exit this employment situation you can no longer be employed in any other employment situation, and must exit the labor force permanently.

- Option B is to pass on Option A and instead to pursue other possibilities, including searching for another employment situation or not working.

[BREAKPOINT SSQ 2B-3]
We are going to ask you to choose between Options A and B:

- Option A is to keep **your reference employment situation** with an **adjustable work schedule**. You may hold this employment situation for as long as you like. After you exit this employment situation you can no longer be employed in any other employment situation, and must exit the labor force permanently.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

Option A: New employment opportunity matching **your reference employment situation** with **adjustable work schedule**, **must exit labor force permanently** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q188   Would you choose Option A or Option B?

        Option A
        Option B

[PN: IF Blank, Skip to Next 'Setup' SSQ 2B-9]

Option A: New employment opportunity matching **your reference employment situation** with **adjustable work schedule**, **must exit labor force permanently** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q189a   [If Q188==A] How many weeks a year would you choose to work in the first year?

_____ weeks a year [Range 1-52]

Option A: New employment opportunity matching **your reference employment situation** with **adjustable work schedule**, **must exit labor force permanently** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q189b   [If Q188==A] How many hours would you choose to work in each such week in the first year?

_____ hours a week [Range 1-99]

Option A: New employment opportunity matching **your reference employment situation** with **adjustable work schedule**, **must exit labor force permanently** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q190a [If Q188==A & Q189a~=Null & Q189b~=Null; Skip Q190a if Q189a = BLANK OR Q189b=BLANK]

Under the most favorable work schedule ([Q189a] weeks a year and [Q189b] hours a week), starting at $(Q189a*Q189b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY, imagine that earnings for Option A were to decline. What earnings level for Option A would be just low enough that you would switch to Option B? Note that this is the total pay for the scheduled work after adjustment for hours.

At $[FILL IN BOX, format with comma] per year I would switch to Option B, but above that I would stick with Option A.

[Logic check: the response should be less than (Q189a*Q189b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY]

[If their responses are out of the allowed range, show the following message.

 "Your response indicates that you would require a minimum annual compensation above (Q189a*Q189b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY to choose option A, while in the previous question you indicated you would choose option A for exactly (Q189a*Q189b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY. Please either change your response to below (Q189a*Q189b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY or go back and change your previous response."]

Option A: New employment opportunity matching **your reference employment situation** with **adjustable work schedule**, **must exit labor force permanently** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q191 [If Q188==B]

Under the most favorable work schedule, starting at $RJ_SALARY adjusted for hours, imagine that earnings for Option A were to increase. What would be the most favorable work schedule? What earnings level for Option A would be just high enough that you would switch to Option A?

> My most favorable work schedule will be
> [FILL IN BOX] weeks per year,
> [FILL IN BOX] hours per week.
> Under this work schedule, at $[FILL IN BOX, format with comma] per year I would switch to Option A, but below that I would stick with Option B.

> []I would not be willing to choose Option A for any combination of regular work schedule and annual earnings.

[PN: If the check box is chosen, skip to Breakpoint SSQ2B-9]

We are now interested in how long you would expect to work at this wage. For each of the following questions, please indicate the probability that you would work for at least the length of time indicated.

[BREAKPOINT SSQ 2B-4]
Q192   What is the percent chance you would work at least 2 years?

[If prob==0 or NR, go to BREAKPOINT SSQ2B-9]

[BREAKPOINT SSQ 2B-5]
Q193   What is the percent chance you would work at least 4 years?

[If prob==0 or (prob==5 & last prob==5) or NR, go to BREAKPOINT SSQ2B-9]

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

[BREAKPOINT SSQ 2B -6]
Q194   What is the percent chance you would work at least 10 years?

[If prob==0 or (prob==5 & last prob==5) or NR, go to BREAKPOINT SSQ2B-9]

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

[BREAKPOINT SSQ 2B -7]
Q195   What is the percent chance you would work at least 20 years?

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

[BREAKPOINT SSQ 2B-9]

We would now like you to consider a different option offering an adjustable work schedule in Option A that allows the option of seeking a new employment situation after quitting.

- Option A is to keep **your reference employment situation** with an **adjustable work schedule**. You may hold this employment situation for as long as you like. After you exit this employment situation you can pursue other possibilities, including searching for another employment situation or not working.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

[DISPLAY SCREEN]

We are going to ask you to choose between Options A and B:

- Option A is to keep **your reference employment situation** with an **adjustable work schedule**. You may hold this employment situation for as long as you like. After you exit this employment situation you can pursue other possibilities, including searching for another employment situation or not working.

- Option B is instead to pursue other possibilities including searching for another employment situation or not working.

Option A: New employment opportunity matching **your reference employment situation**, with **adjustable work schedule**, **may pursue other possibilities** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q196   Would you choose Option A or Option B?

- Option A
- Option B

[PN: IF Blank, Skip to BREAKPOINT END SURVEY]

[NEW SCREEN]

Option A: New employment opportunity matching **your reference employment situation**, with **adjustable work schedule**, **may pursue other possibilities** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q197a   [If Q196==A] How many weeks a year would you choose to work in the first year?

_____ weeks a year [1-52]

Option A: New employment opportunity matching **your reference employment situation**, with **adjustable work schedule**, **may pursue other possibilities** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q197b   [If Q196==A] How many hours would you choose to work in each such week in the first year?

_____ hours a week [1-99]

Option A: New employment opportunity matching **your reference employment situation**, with **adjustable work schedule**, **may pursue other possibilities** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q198 [If Q196==A & Q197a~=Null & Q197b~=Null; Skip Q198 if Q197a=BLANK OR Q197b=BLANK]

Under the most favorable work schedule ([Q197a] weeks a year and [Q197b] hours a week), starting at $(Q189a*Q189b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY, imagine that earnings for Option A were to decline. What earnings level for Option A would be just low enough that you would switch to Option B? Note that this is the total pay for the scheduled work after adjustment for hours.

At $[FILL IN BOX, format with comma] per year I would switch to Option B, but above that I would stick with Option A.

[Logic check: the response should be less than (Q197a*Q197b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY]

[If their responses are out of the allowed range, show the following message.

"Your response indicates that you would require a minimum annual compensation above (Q197a*Q197b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY to choose option A, while in the previous question you indicated you would choose option A for exactly (the correct adjustment of) RJ_SALARY. Please either change your response to below (Q197a*Q197b)/(RJ_SCHEDULE(1)* RJ_SCHEDULE(2))*RJ_SALARY or go back and change your previous response."]

Option A: New employment opportunity matching **your reference employment situation**, with **adjustable work schedule**, **may pursue other possibilities** upon leaving

Option B: Pursue other possibilities; may search for other employment situation or choose not to work

Q199 [If Q196==B]

Under the most favorable work schedule, starting at $RJ_SALARY adjusted for hours, imagine that earnings for Option A were to increase. What would be the most favorable work schedule? What earnings level for Option A would be just high enough that you would switch to Option A?

> My most favorable work schedule will be
> [FILL IN BOX] weeks per year,
> [FILL IN BOX] hours per week.
> Under this work schedule, at $[FILL IN BOX, format with comma] per year I would switch to Option A, but below that I would stick with Option B.
>
> []I would not be willing to choose Option A for any combination of regular work schedule and annual earnings.

[PN: If the check box is chosen, skip to breakpoint End Survey]

We are now interested in how long you would expect to work at this wage. For each of the following questions, please indicate the probability that you would work for at least the length of time indicated.

[BREAKPOINT SSQ 2B-10]
Q202   What is the percent chance you would work at least 2 years?

[If prob==0 or NR, go to BREAKPOINT END SURVEY]

 [BREAKPOINT SSQ 2B-11]
Q203   What is the percent chance you would work at least 4 years?

[If prob==0 or (prob==5 & last prob==5) or NR, go to BREAKPOINT END SURVEY]

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

 [BREAKPOINT SSQ 2B-12]
Q204   What is the percent chance you would work at least 10 years?

[If prob==0 or (prob==5 & last prob==5) or NR, go to BREAKPOINT END SURVEY]

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

 [BREAKPOINT SSQ 2B-13]
Q205   What is the percent chance you would work at least 20 years?

[If prob > last_prob, "Please enter a response that is less than or equal to your previous response or change your previous response."].

DISPLAY ON NEW SCREEN

You are about to leave the current section of the survey. If you would like to revise any of the answers you submitted in this last section, please use the previous button below. Otherwise, please hit next to proceed to the next section. Once you hit next, you will not be able to return to the current section of the survey.

[PN: Previous Button should be on this screen]

BREAKPOINT END SURVEY
[NO PREVIOUS BUTTON HERE]

Q221   Thank you for completing this survey. In addition to this survey, which other Vanguard Research Initiative survey(s) did you ++personally++ complete? Select all that apply

        Survey 1 (August 2013)
        Survey 2 (January 2014)
        Survey 3 (August 2014)
        Do not remember

[PROG: MARK AS A COMPLETE HERE]

[CLOSING SCREEN. MARK RESPONDENT AS COMPLETE WHEN THEY ANSWER THE QUESTION PRIOR TO REACHING THIS SCREEN.]

Thank you for completing Survey 4 of the Vanguard Research Initiative.

Your participation in the surveys of Vanguard Research Initiative has provided valuable insight. Together with our academic partners at the University of Michigan and New York University, we will be preparing research papers aimed at better understanding how individuals and their families prepare for retirement and address the challenges they face as they age. This research aims to inform public policy and point toward improvements in financial options available to older Americans. .

[RESUME TEXT DISPLAY FOR ALL]

Thank you very much for your responses throughout this project.

We are considering continuation of the Vanguard Research Initiative in 2016. If we do so, at that time we will provide additional information about the next round of surveys, and also offer a new incentive for your continued participation.

Thanks once again for being a part of this important project to date.

Please press next for information about the incentive for Survey 4.

[DISPLAY SCREEN - INCENTIVE]

Please be assured that we will protect the confidentiality of your answers and not link them to your name. Below we are asking for your name and email address for purposes of your entry into the sweepstakes drawing.   In addition, we are asking for your preferred email address for purposes of sending you a guaranteed $10 Amazon E-Certificate for completing this Vanguard Research Initiative surveys. Ipsos, the survey administrator, does not have your name and information available and will utilize this information only for purposes of notifying you if you are the winner of the jackpot prize.

Your completion of Survey 4 has provided you with an entry into the Jackpot Sweepstakes drawing which will be conducted on December 11, 2015. You are also eligible for a $10 guaranteed thank-you Amazon E-certificate.

Please enter your name and email address where you wish to be contacted if you are the winner of the Jackpot Sweepstakes prize and/or where you would like to receive your $10 guaranteed Amazon E-Certificate. This information will only be used to notify you if you are the winner, randomly selected. It will also only be used to send your guaranteed thank-you E-Certificate. If you do not provide your name and email address, then Ipsos will not be able to send you the Amazon E-Certificate.

❑ Please check this box, if you wish to OPT out of the Sweepstakes Drawings.

❑ Please check this box, if you wish to OPT out of the $10 thank-you Amazon E-Certificate.

[PN: If BOTH boxes are checked do Not force First Name, Last Name or Email Address;
If either box is Not checked, force First Name, Last Name & Email address]

First Name: **[DISPLAY BOX TO ACCEPT NAME TEXT]**
Last Name: **[DISPLAY BOX TO ACCEPT NAME TEXT**

Email address: **[INSERT TEXT BOX "A" FOR EMAIL ADDRESS – 40 CHARACTERS LONG]**
[FORMATTING SHOULD ALLOW FOR EMAIL ADDRESSES SUCH AS xxx@xxx.xxx.com TO BE ACCEPTED IN ADDITION TO THE xxx@xxx.com format]

Please confirm your email address by entering it again: **[INSERT TEXT BOX "B"FOR EMAIL ADDRESS – 40 CHARACTERS LONG]**

[MANDATORY ENTRY OF EMAIL ADDRESS]

[DISPLAY CONFIRMATION EMAIL ADDRESS ON SAME SCREEN AS ORIGINAL EMAIL ADDRESS ENTRY]

[TEXT BOX "A" MUST EQUAL TEXT BOX "B". IF "A" DOES NOT EQUAL "B", GENERATE ERROR WITH THIS TEXT: The email addresses you entered do not match. Please reconfirm the email.**]**

QEND.   Thank you very much for completing this survey. If you have any comments related to the survey, please share them with us below. **[OPTIONAL OPEN END] [MUTUALLY EXCLUSIVE CHECK BOX FOR '**No comments'**]**

[IMODERATE CHAT INSERTION HERE DURING SOFT LAUNCH ONLY (REMOVED FOR FULL LAUNCH)]

[DISPLAY FINAL THANK YOU SCREEN]

We thank you again for your help with this important study.
You may close your browser window now.

OFFICIAL SWEEPSTAKES RULES AND REGULATIONS

WHO CAN ENTER: This Sweepstakes is open to all persons who are legal residents of the United States on 08/25/2015 00:01 EST (Eastern Standard Time). Employees of Ipsos, Inc., Sponsor, their subsidiaries and affiliated companies and each of their respective directors, officers, employees, agents, representatives, advertising or promotional agencies, and persons with whom any of the foregoing are domiciled are not eligible to participate in this Sweepstakes.

SWEEPSTAKES PROMOTER: This Sweepstakes is being promoted by Ipsos Loyalty, 1 Upper Pond Road, Parsippany, NJ 07054 ("Ipsos") and Sponsor.

SWEEPSTAKES PERIOD: The Sweepstakes starts on 08/25/2015 00:01 EST and closes on 11/26/15 00:00 EST.

HOW TO ENTER: NO PURCHASE NECESSARY. All entrants who are invited by Ipsos and/or Sponsor to participate in this Sweepstakes and who have completed the survey before the Sweepstakes close date 11/26/15 00:00 EST will be entitled to one (1) entry.

Completion of this survey is not necessary to enter and will not increase your chances of winning. To enter without completing the survey, please write your primary e-mail address (if applicable), along with your full name, mailing address, date of birth and phone number on a 3x5 index card and mail it to: Ipsos, Inc., c/o Ipsos-Reid, 222 S Riverside Plaza, Incentives Department, 12-072996-01, Suite 350, Chicago, IL 60606, USA to be received on or before the Sweepstakes close date 11/26/15 00:00 EST. Only one entry per person, regardless of entry method. All mailed entries must have a return address. Ipsos and Sponsor are not responsible for lost, late, damaged, illegible, stolen, misdirected, misidentified, postage due or incomplete entries, for any problems or technical or mechanical malfunction of any telephone systems, computer on-line systems, servers, access providers, computer equipment, software, failure of any entry to be received by Ipsos or Sponsor on account of technical problems or traffic congestion on the Internet or at any website, or inaccurate entry information, whether caused by equipment, programming used in this Sweepstakes, human processing or otherwise, or any combination thereof. Entries become the property of Ipsos and/or Sponsor and will not be returned.

RANDOM DRAW: 1 WINNER will be selected in a random draw from among all eligible entries received. Draw will be conducted on 12/11/15 14:00 EST at the offices of Ipsos Reid, 222 S Riverside Plaza, Incentives Department, Suite 350, Chicago, IL 60606, USA. In order to be declared a winner, selected entrants must first sign an affidavit, to be administered by e-mail or mail, and his/her entry must be verified by Ipsos and Sponsor. Ipsos and Sponsor reserve the right to require proof of age and jurisdiction of residence prior to awarding any prize. If a minor is selected, the parent or legal guardian of the selected entrant must sign an affidavit, in order for their child to be declared the winner. The prize will be issued in the parent or legal guardian's name.

PRIZE: One (1) prize will be awarded to one winner, assigned in a random draw:

- (0ne) $2,500 CASH PRIZE

Ipsos will not be responsible for replacing any prize that is lost, stolen or misplaced.

Prizes are non-transferable and non-assignable. No substitution of prizes are permitted except by Ipsos and Sponsor. In lieu of the prize, winner may request equivalent cash value of prize, as stated above, in the form of a check. All prizes will be awarded. The odds of winning are dependent upon the number of eligible entries received.

WINNER NOTIFICATION: Selected winners will be notified by email, mail or phone within 48 hours of the draw. Selected winners will be required to acknowledge by phone, via email or in writing his or her receipt of notification of eligibility for prize and sign an affidavit. If no response is received by Ipsos within 10 business days of notification, the prize will be forfeited and may be awarded to an alternate winner in a random draw selected by computer from the remaining eligible entries.

GENERAL: Neither Ipsos nor Sponsor are responsible for any costs associated with claiming any prize. Winners are solely responsible for the reporting and payment of any and all taxes, if any, that may result in claiming a prize in this Sweepstakes.

Entries in any way tampered with, forged, mutilated, incomplete, illegible, photocopied or mechanically reproduced, or submitted by or through fraudulent means, may be disqualified, in the sole discretion of Ipsos and Sponsor. This includes any entry that does not comply with these Sweepstakes Rules in any respect.

Decisions of Ipsos and Sponsor are final on all matters of fact, interpretation, eligibility, procedure and fulfillment in respect to this Sweepstakes. Ipsos and Sponsor reserve the right at any time to withdraw this Sweepstakes or to modify, amend, or supplement these rules, in its sole discretion, subject to applicable law.

By participating in this Sweepstakes, the winners consent to the use by Ipsos and Sponsor of their name, hometown, age, and photograph for any lawful purpose, without further permission or compensation, except where prohibited by law. The winners agree to abide by and be bound by these Official Rules.

Ipsos, Sponsor, their subsidiaries and affiliated companies and each of their respective directors, officers, employees, agents, representatives, advertising, promotion, and fulfillment agencies, and legal advisors are not responsible for and shall not be liable for: (i) telephone, electronic, hardware or software program, network, Internet, or computer malfunctions, failures, or difficulties of any kind; (ii) failed, incomplete, garbled, or delayed computer transmissions; (iii) any condition caused by events

beyond the control of Ipsos and/or Sponsor that may cause this Sweepstakes to be disrupted or corrupted; (iv) any injuries, losses, or damages of any kind arising in connection with or as a result of the prize, or acceptance, possession, or use of the prize, or from participation in this Sweepstakes; or (v) any printing or typographical errors in any materials associated with this Sweepstakes. Ipsos and Sponsor reserve the right, in their discretion, to suspend or cancel this Sweepstakes at any time if a computer virus, bug, tampering, unauthorized intervention, or other technical problem of any sort corrupts the administration, security, or proper play of this Sweepstakes. Ipsos and Sponsor also reserve the right to disqualify, in their sole discretion, any person tampering with the entry process, the operation of the Web site, or who is otherwise in violation of these Official Rules.   Any attempt to damage the Ipsos survey site or undermine the legitimate operation of the Sweepstakes is a violation of criminal and civil laws. Should such an attempt be made, Ipsos and Sponsor reserve the right to prosecute violators to the fullest extent allowable by law.

By participating in this Sweepstakes, each participant agrees to release and hold Ipsos, Sponsor, their subsidiaries and affiliated companies and each their respective directors, officers, employees, agents, representatives, advertising, promotion, and fulfillment agencies, and legal advisors, harmless from any and all losses, damages, rights, claims and actions of any kind in connection with this Sweepstakes or resulting from acceptance, possession, or use of any prize, including without limitation, personal injury, death, and property damage, and claims based on publicity rights, defamation, or invasion of privacy.
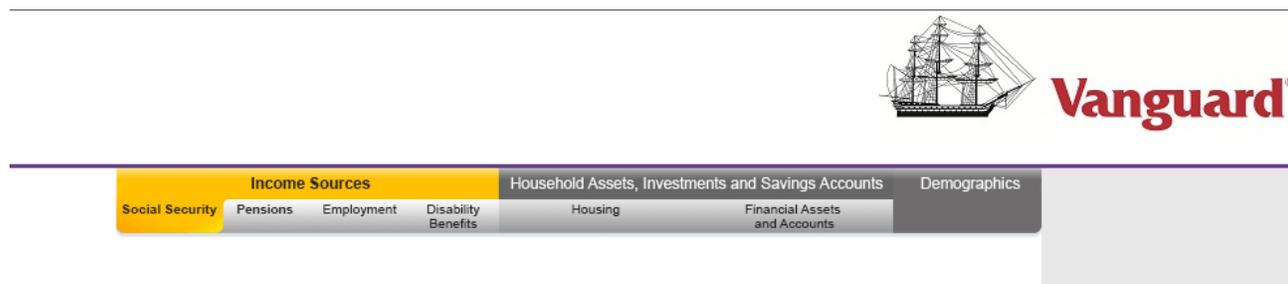
For a list of prize winners or for a copy of these Official Sweepstakes Rules and Regulations, send a self-addressed stamped envelope to: Ipsos, 222 S Riverside Plaza, Incentives Department, Sweepstakes 12-072996-01, Suite 350, Chicago, IL 60606, USA, with a written request by Mail in for Rules by 11/26/15 00:00 EST. (VT residents may omit return postage for rule requests)

This Sweepstakes is subject to all Federal, State and local laws. Void where prohibited or restricted by law.

Custom Bookmark/Progress Bar

EXAMPLE OF CUSTOM BOOKMARK LIKE IN SURVEY #1, MINYVAN TO BE CARRIED INTO THIS PROGRAM (THOUGH WITH DIFFERENT TEXT)

[PROG: BEGIN DISPLAYING CUSTOM PROGRESS PART (GRAPHIC BOOKMARK) ON Q1. THIS GRAPHIC BOOKMARK SHOULD BE USED IN PLACE OF A TRADITIONAL PROGRESS BAR.]

SET UP WITH THE TYPE OF DISPLAY ABOVE, USING THESE SECTIONS HEADERS:

Section 1: [Part I] Beginning to Display Screen Before Breakpoint SSQ
Section 2: [Part II]. Breakpoint SSQ thru Q221