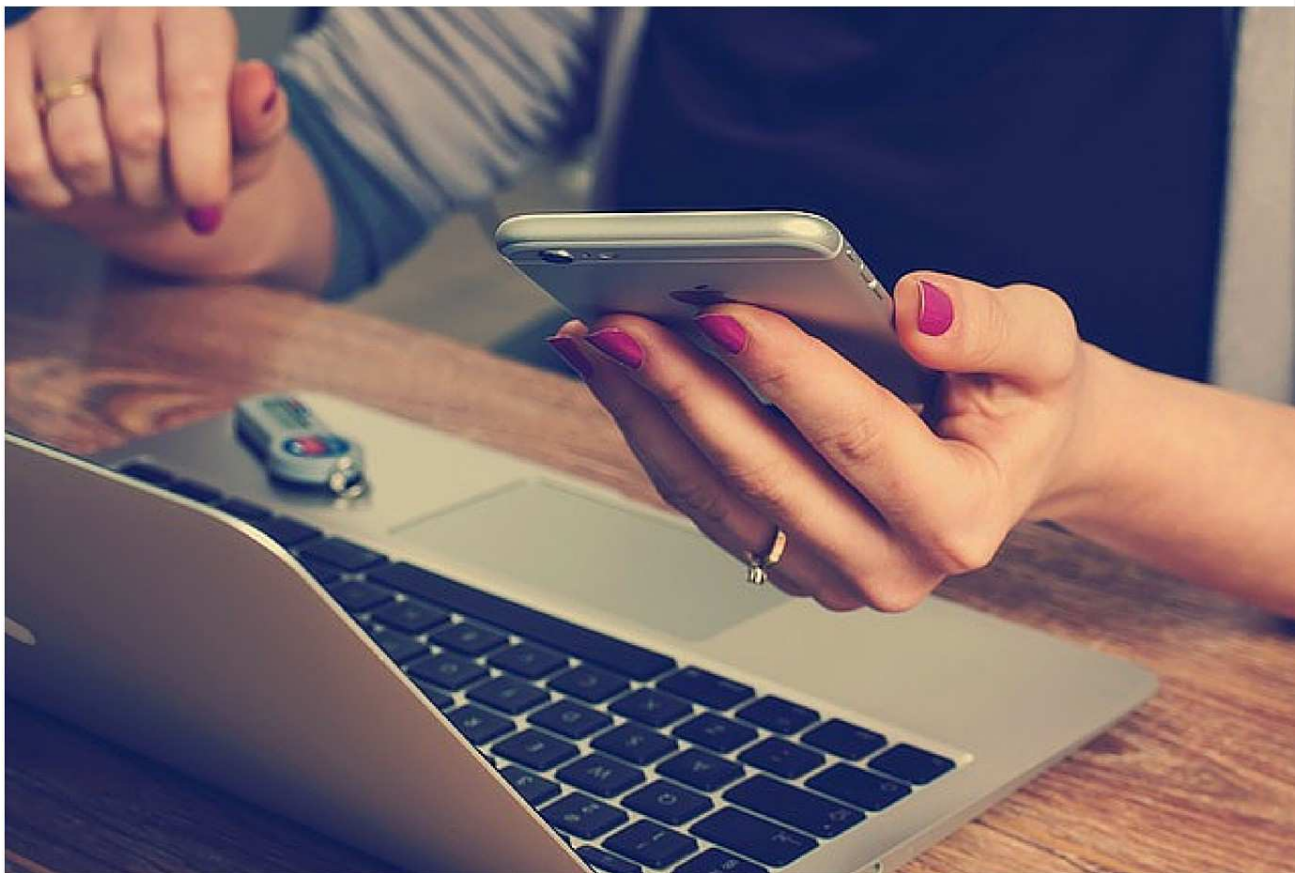


2016

2ND ANNUAL WORKING AND CAREGIVING SURVEY RESULTS



SPONSORED BY [CAREGIVING.COM](https://www.caregiving.com)

About our 2nd Annual Working and Caregiving Survey Results

A 2012 report released by AARP found that 42% of U.S. workers provided unpaid eldercare for a family member or friend over the last five years. And, 49% expect to do so in the coming five years.

And that's just eldercare, which is only part of the story of caregiving in the workplace. We know that individuals care for children, siblings, spouses and other family members with a chronic illness or debilitating disease while working a full- or part-time job.

Caring for a family member is a workplace problem.

Our survey results share the experiences of working family caregivers. This year marks our second year holding the survey. In addition, we partnered with Chris MacLellan, who used our survey results in his thesis.

About Denise M. Brown, Founder, CareGiving.com

Denise is a pioneer in creating and developing programs which support and help individuals who care for a family member with a chronic illness. She launched a website, CareGiving.com, to help these family caregivers in 1996. Her insights about the caregiving experience have been featured in *Time* magazine, *The New York Times*, *The Wall Street Journal*, *U.S. News and World Report*, *Reuters*, *Money* magazine and *Chicago Tribune* and on NPR.org and SmartMoney.com.

In 1999, Denise began presenting workshops in the workplace on behalf of Employee Assistance Programs and work/life benefit companies. Denise also worked at Tribune Co., a media company based in Chicago, in its Corporate Communications department during the company's most turbulent years, when it went from a public to a private company, when it declared bankruptcy and as it tried to reinvent itself from a traditional media company to a fast-paced digital entity. In her role, she helped draft communications plans about company announcements to employees, shareholders and the press.

Denise is the author of several caregiving books, including *The Caregiving Years*, *Six Stages to a Meaningful Journey* and the *Take Comfort* series. In 2016, she launched a program which turns the personal caregiving experience into a profession, training current and former family caregivers to be Certified Caregiving Consultants™ and Certified Caregiving Educators™. Denise also hosts a podcast, *Your Caregiving Journey*, and video chats with family caregivers on CareGiving.com.

Denise currently does her best to care for her parents.

About Christopher MacLellan, Founder, Whole Care Network

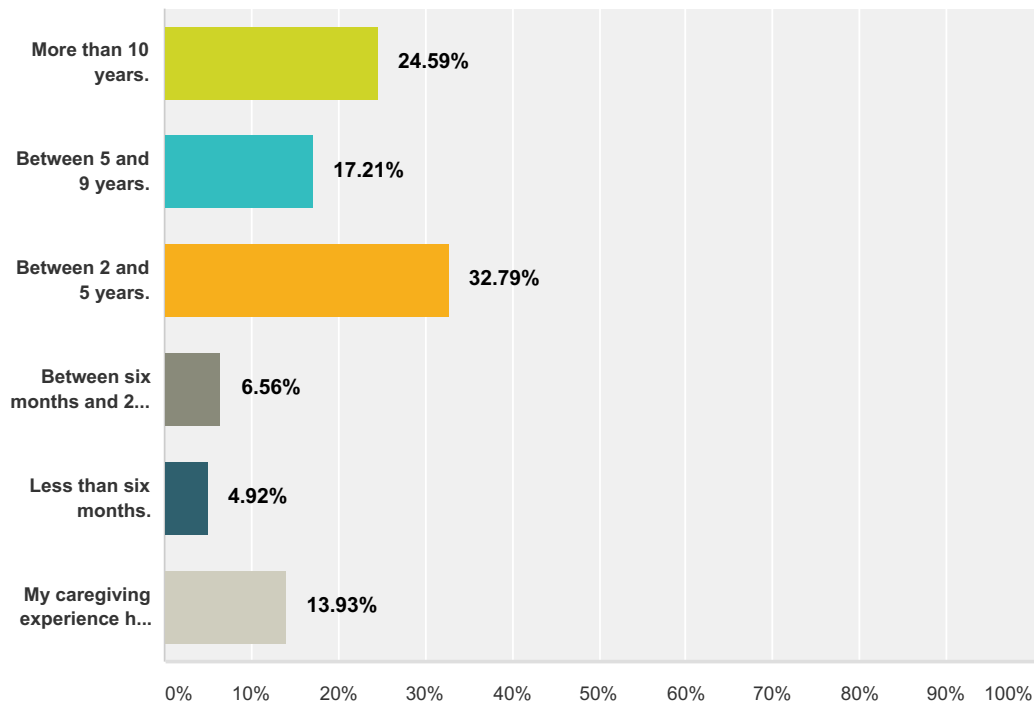
Chris is affectionately known as "The Bow Tie Guy" in many caregiving circles. Faced with his partner's diagnosis of esophageal cancer in 2011, Chris started a caregiving blog entitled, "The Purple Jacket." He is an ardent advocate for caregivers and their careers through his blog and radio show, "Healing Ties." Chris and his deceased partner, Bernard Richard Schiffer, were featured in a 2015 Pulitzer Prize nominated caregiving story, "In Sickness and in Health: A Couple's Final Journey" which has been read by over 400,000 people worldwide. In 2016, Chris earned a masters degree in Leadership and Communication from Gonzaga University. He is the founder of the Whole Care Network, Inc. and the author of "What's The Deal With Caregiving." Chris presents regularly on topics that impact family caregivers and LGBT seniors.

We used SurveyMonkey to collect our responses. Members of and visitors to CareGiving.com, our Facebook fans and our Twitter followers completed our survey between February and May 2016.

Our report from SurveyMonkey which details responses and write-in comments follows.

Q1 How long have you been caring for a family member or friend?

Answered: 122 Skipped: 2



Answer Choices	Responses
More than 10 years. (1)	24.59% 30
Between 5 and 9 years. (2)	17.21% 21
Between 2 and 5 years. (3)	32.79% 40
Between six months and 2 years. (4)	6.56% 8
Less than six months. (5)	4.92% 6
My caregiving experience has ended. (6)	13.93% 17
Total	122

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	6.00	3.00	2.92	1.63

Q2 How many hours per week do you work?

Answered: 123 Skipped: 1

#	Responses	Date
1	20	5/11/2016 7:37 PM
2	16-32	5/3/2016 5:03 PM
3	40	5/2/2016 5:53 PM
4	40	4/24/2016 2:54 PM
5	40	4/23/2016 11:27 PM
6	40-50	4/21/2016 1:42 PM
7	40	4/15/2016 5:30 PM
8	50	4/14/2016 9:01 PM
9	20	4/7/2016 11:36 PM
10	40-50	4/7/2016 7:38 PM
11	24	4/7/2016 7:01 PM
12	40	4/7/2016 5:19 PM
13	30 +	4/7/2016 3:51 PM
14	48	4/7/2016 3:09 PM
15	40	4/6/2016 6:59 PM
16	22.5	4/1/2016 8:13 AM
17	40	3/31/2016 3:08 PM
18	35	3/29/2016 6:58 PM
19	40	3/26/2016 2:21 PM
20	40-60	3/26/2016 8:22 AM
21	20	3/21/2016 9:35 PM
22	40	3/21/2016 1:26 PM
23	40+	3/21/2016 10:36 AM
24	60	3/19/2016 7:38 PM
25	28	3/18/2016 2:29 PM
26	Was full time, went to part time, now retired.	3/18/2016 1:46 PM
27	50	3/18/2016 10:01 AM
28	45	3/18/2016 8:05 AM
29	18.5	3/17/2016 4:35 PM
30	20	3/16/2016 8:59 AM
31	40 or more	3/15/2016 3:09 PM
32	20	3/14/2016 9:51 PM
33	30	3/14/2016 9:32 PM
34	45	3/14/2016 11:56 AM
35	40	3/14/2016 1:48 AM

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36	48	3/13/2016 9:56 AM
37	40	3/11/2016 10:30 AM
38	40 hours	3/10/2016 9:30 PM
39	25	3/10/2016 11:35 AM
40	Retired	3/10/2016 5:39 AM
41	40	3/9/2016 6:11 PM
42	50	3/9/2016 5:59 PM
43	40	3/9/2016 1:33 PM
44	50	3/8/2016 9:34 PM
45	40	3/8/2016 9:30 PM
46	Retired. But when caregiving, I worked full time.	3/8/2016 9:26 PM
47	40+	3/8/2016 3:01 PM
48	36	3/7/2016 12:18 AM
49	35	3/6/2016 9:33 PM
50	32	3/6/2016 8:19 PM
51	45	3/5/2016 9:28 AM
52	I work from home 30+ hours	3/3/2016 6:59 AM
53	7/24	3/2/2016 11:28 AM
54	40	3/2/2016 8:28 AM
55	30	3/1/2016 10:07 PM
56	40 to 45	3/1/2016 7:28 PM
57	40	3/1/2016 7:14 PM
58	8-16	3/1/2016 6:12 PM
59	40	3/1/2016 5:44 PM
60	20	3/1/2016 4:45 PM
61	50	3/1/2016 4:05 PM
62	10 would prefer 20-30 hours	3/1/2016 2:52 PM
63	Avg 50	3/1/2016 1:12 PM
64	45	3/1/2016 1:05 PM
65	50	3/1/2016 11:41 AM
66	45	3/1/2016 11:17 AM
67	20	3/1/2016 8:26 AM
68	40	2/29/2016 8:21 PM
69	40-50	2/29/2016 12:37 PM
70	40+	2/29/2016 11:23 AM
71	20-40	2/29/2016 10:54 AM
72	25	2/29/2016 3:34 AM
73	40	2/28/2016 9:51 PM
74	50+	2/28/2016 9:47 PM
75	50	2/28/2016 8:09 PM
76	40 or more	2/28/2016 7:42 AM

2016 Survey of Full-Time Working Family Caregivers, CareGiving.com

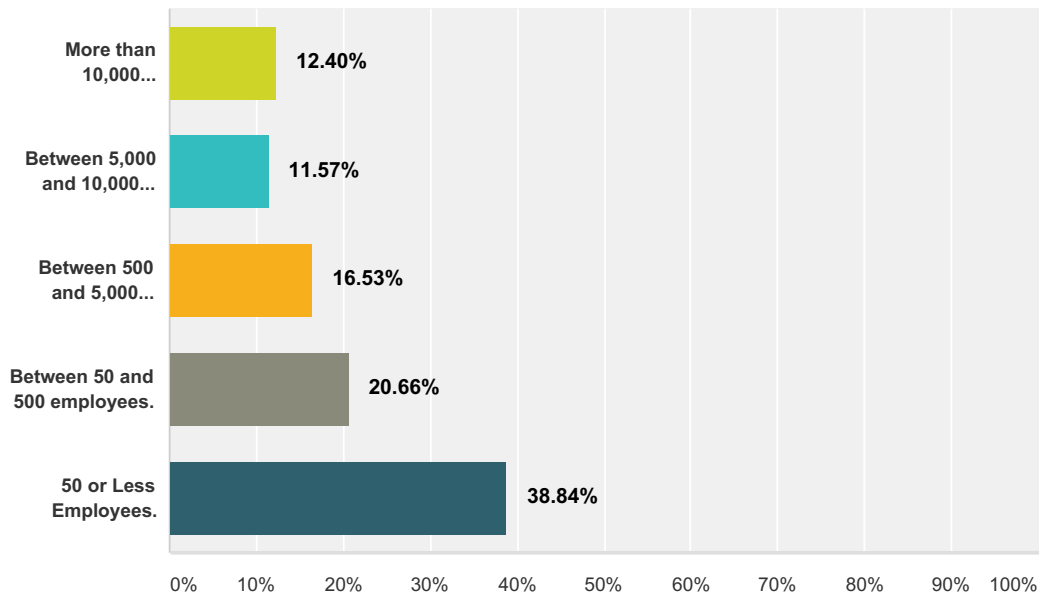
77	20	2/27/2016 8:11 PM
78	+40	2/27/2016 6:52 PM
79	40	2/27/2016 4:21 PM
80	35	2/27/2016 12:48 PM
81	I was retired when I cared for my MIL.	2/27/2016 9:22 AM
82	40 at that time	2/27/2016 9:02 AM
83	40	2/27/2016 7:58 AM
84	30	2/27/2016 2:36 AM
85	37.5	2/27/2016 2:03 AM
86	40	2/27/2016 1:47 AM
87	40+	2/26/2016 11:43 PM
88	43	2/26/2016 10:39 PM
89	50	2/26/2016 10:39 PM
90	40	2/26/2016 9:49 PM
91	20	2/26/2016 9:14 PM
92	50-80	2/26/2016 9:02 PM
93	40	2/26/2016 8:26 PM
94	40	2/26/2016 7:12 PM
95	60	2/26/2016 4:51 PM
96	40	2/26/2016 4:51 PM
97	highly variable	2/26/2016 4:37 PM
98	50	2/26/2016 4:31 PM
99	30	2/26/2016 4:12 PM
100	40	2/26/2016 4:02 PM
101	45-50	2/26/2016 3:30 PM
102	0	2/26/2016 3:23 PM
103	25	2/26/2016 3:19 PM
104	10	2/26/2016 2:20 PM
105	40+	2/26/2016 2:19 PM
106	40	2/26/2016 2:18 PM
107	40	2/26/2016 2:13 PM
108	Retired now, but at the time of care I worked 40 hrs per week.	2/26/2016 2:08 PM
109	it was 24/7 many years, with no help re-entering workforce when it was over	2/26/2016 1:52 PM
110	50	2/26/2016 12:53 PM
111	606	2/26/2016 12:50 PM
112	30	2/26/2016 12:41 PM
113	20	2/26/2016 12:18 PM
114	35 until I retired a year ago	2/26/2016 12:02 PM
115	30+	2/26/2016 11:13 AM
116	40	2/25/2016 9:00 PM
117	40	2/25/2016 7:16 PM

2016 Survey of Full-Time Working Family Caregivers, CareGiving.com

118	40	2/25/2016 5:49 PM
119	20	2/25/2016 1:49 PM
120	40	2/25/2016 7:10 AM
121	8	2/24/2016 9:37 PM
122	40	2/24/2016 2:51 PM
123	50	2/24/2016 8:06 AM

Q3 How would you describe the size of your company?

Answered: 121 Skipped: 3

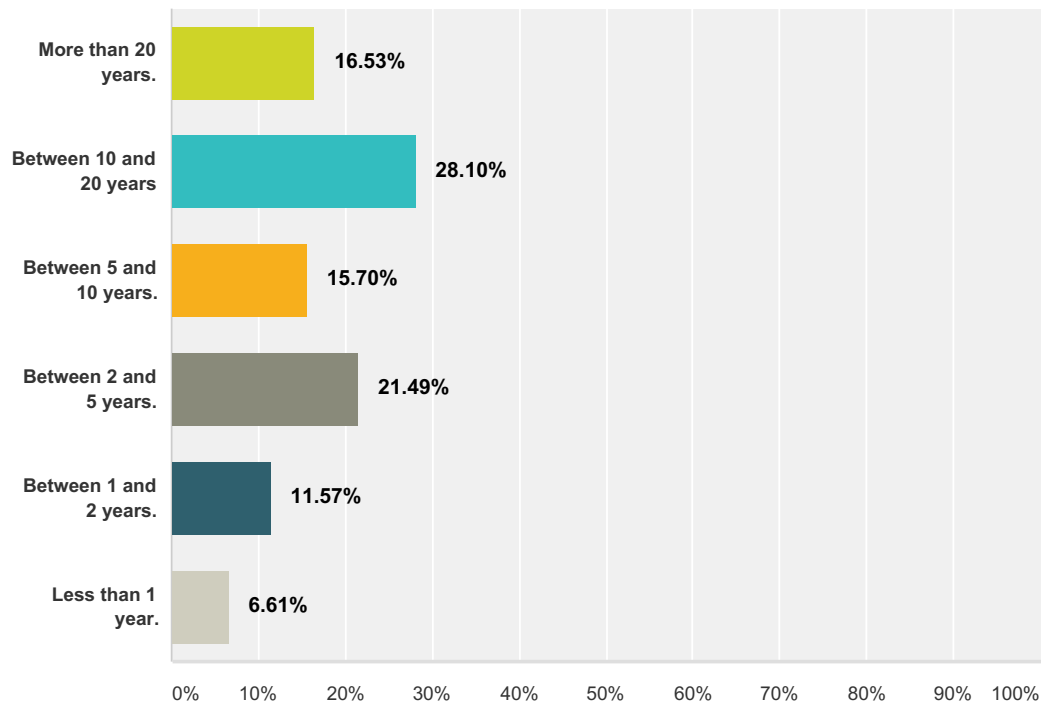


Answer Choices	Responses
More than 10,000 employees. (1)	12.40% 15
Between 5,000 and 10,000 employees. (2)	11.57% 14
Between 500 and 5,000 employees. (3)	16.53% 20
Between 50 and 500 employees. (4)	20.66% 25
50 or Less Employees. (5)	38.84% 47
Total	121

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	5.00	4.00	3.62	1.41

Q4 How long have you been employed with your current company?

Answered: 121 Skipped: 3

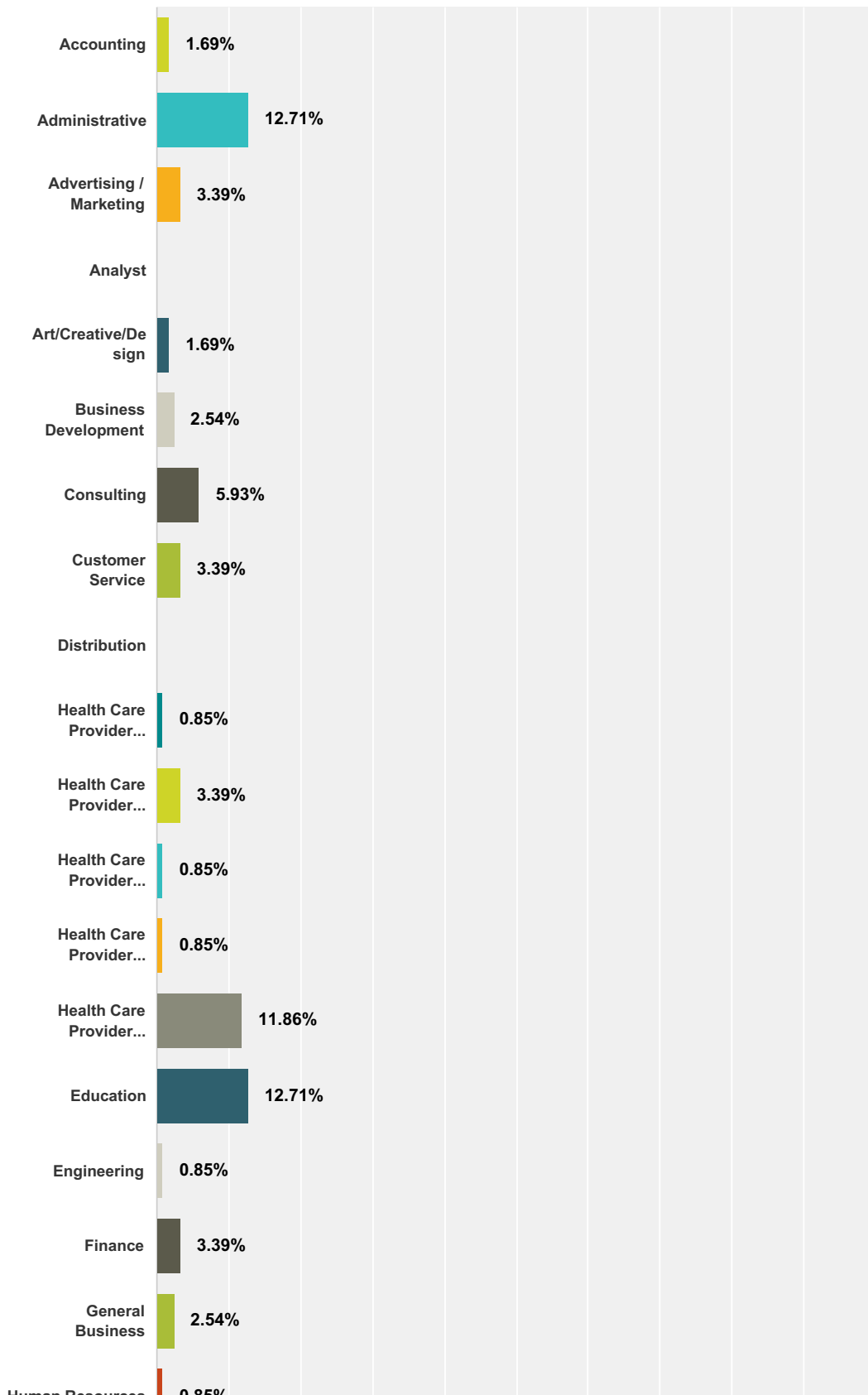


Answer Choices	Responses
More than 20 years. (1)	16.53% 20
Between 10 and 20 years (2)	28.10% 34
Between 5 and 10 years. (3)	15.70% 19
Between 2 and 5 years. (4)	21.49% 26
Between 1 and 2 years. (5)	11.57% 14
Less than 1 year. (6)	6.61% 8
Total	121

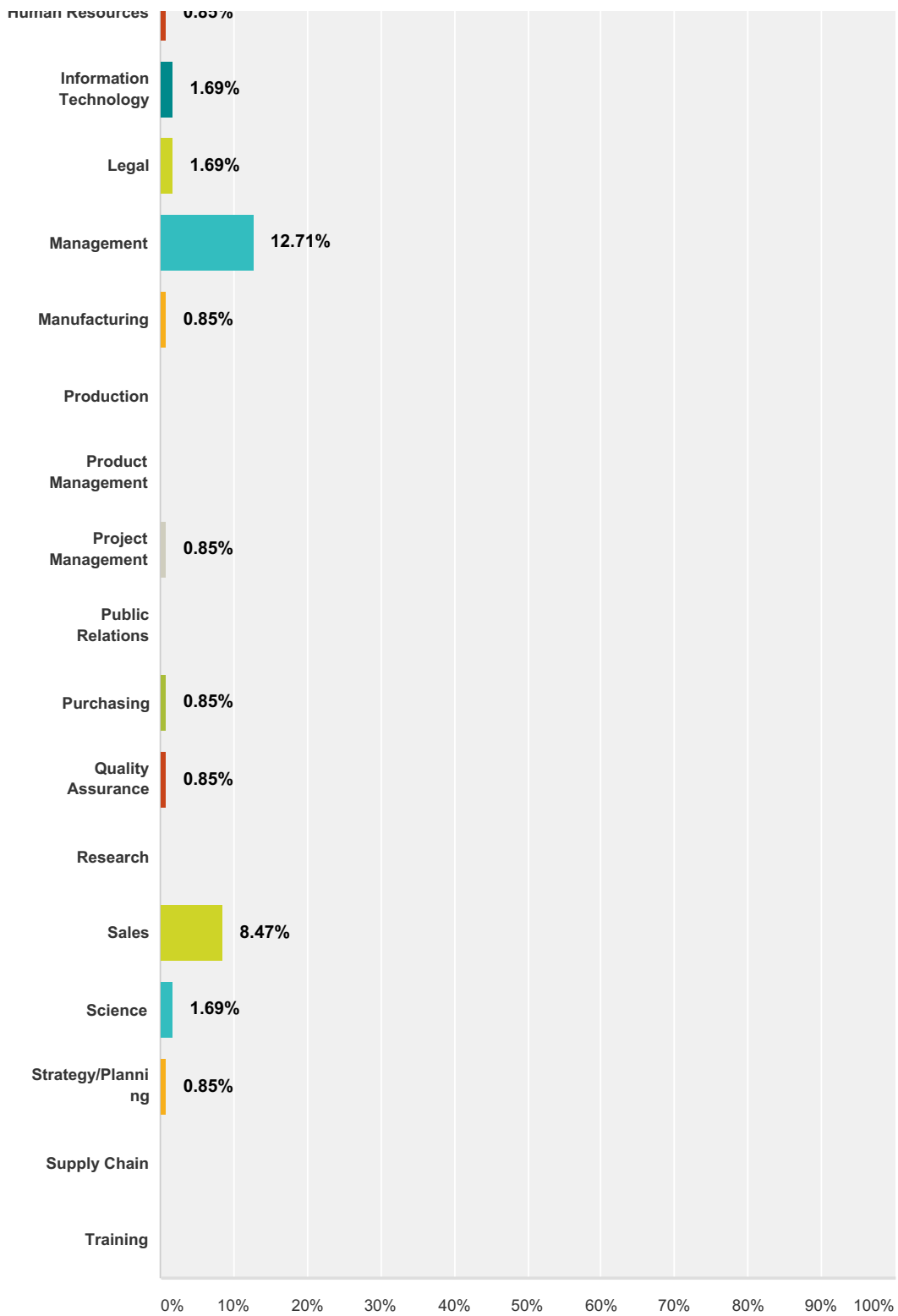
Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	6.00	3.00	3.03	1.49

Q5 Which of the following best describe your job function?

Answered: 118 Skipped: 6



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Answer Choices	Responses
Accounting (1)	1.69% 2
Administrative (2)	12.71% 15
Advertising / Marketing (3)	3.39% 4

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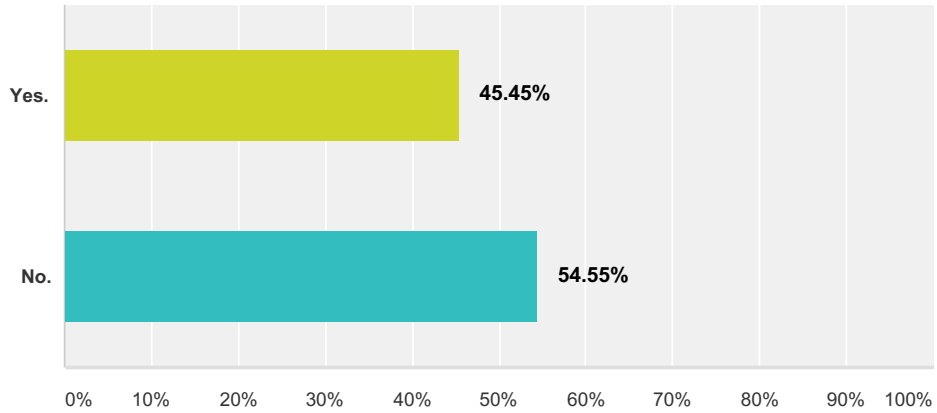
Analyst (4)	0.00%	0
Art/Creative/Design (5)	1.69%	2
Business Development (6)	2.54%	3
Consulting (7)	5.93%	7
Customer Service (8)	3.39%	4
Distribution (9)	0.00%	0
Health Care Provider (Doctor) (10)	0.85%	1
Health Care Provider (Nurse) (11)	3.39%	4
Health Care Provider (Dentist, Orthodontist, Endodontist) (12)	0.85%	1
Health Care Provider (Dental Hygienist) (13)	0.85%	1
Health Care Provider (Other) (14)	11.86%	14
Education (15)	12.71%	15
Engineering (16)	0.85%	1
Finance (17)	3.39%	4
General Business (18)	2.54%	3
Human Resources (19)	0.85%	1
Information Technology (20)	1.69%	2
Legal (21)	1.69%	2
Management (22)	12.71%	15
Manufacturing (23)	0.85%	1
Production (24)	0.00%	0
Product Management (25)	0.00%	0
Project Management (26)	0.85%	1
Public Relations (27)	0.00%	0
Purchasing (28)	0.85%	1
Quality Assurance (29)	0.85%	1
Research (30)	0.00%	0
Sales (31)	8.47%	10
Science (32)	1.69%	2
Strategy/Planning (33)	0.85%	1
Supply Chain (34)	0.00%	0
Training (35)	0.00%	0
Total		118

2016 Survey of Full-Time Working Family Caregivers, CareGiving.com

Basic Statistics				
Minimum 1.00	Maximum 33.00	Median 15.00	Mean 14.70	Standard Deviation 9.03

Q6 Do you also manage employees?

Answered: 121 Skipped: 3



Answer Choices	Responses
Yes. (1)	45.45% 55
No. (2)	54.55% 66
Total	121

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	2.00	1.55	0.50

Q7 If you answered Yes to Question 6, how many employees do you manage?

Answered: 57 Skipped: 67

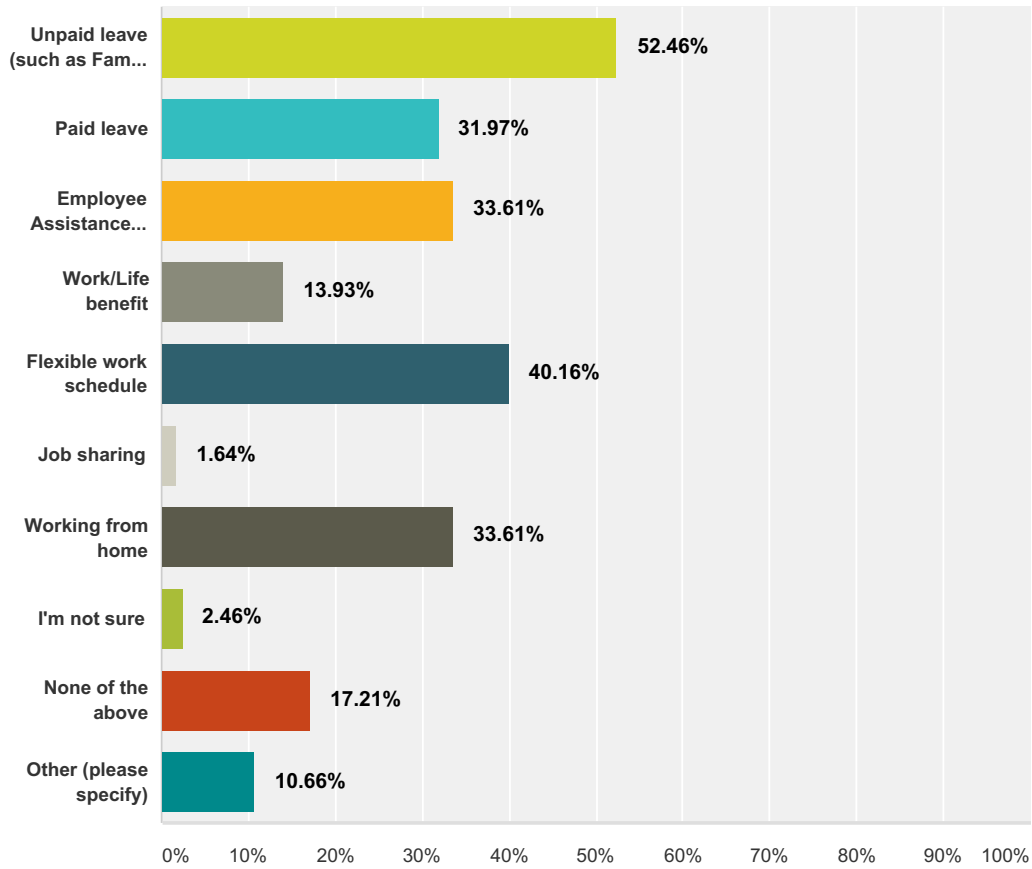
#	Responses	Date
1	1	5/11/2016 7:37 PM
2	4	4/24/2016 2:54 PM
3	5	4/21/2016 1:42 PM
4	3	4/14/2016 9:01 PM
5	5 +	4/7/2016 3:51 PM
6	15	4/1/2016 8:13 AM
7	2	3/31/2016 3:08 PM
8	4	3/29/2016 6:58 PM
9	10	3/26/2016 8:22 AM
10	6	3/21/2016 10:36 AM
11	2	3/19/2016 7:38 PM
12	None	3/18/2016 2:29 PM
13	2	3/18/2016 1:46 PM
14	2	3/17/2016 4:35 PM
15	12	3/14/2016 9:32 PM
16	120	3/14/2016 11:56 AM
17	12-15	3/10/2016 9:30 PM
18	5	3/10/2016 5:39 AM
19	4	3/9/2016 5:59 PM
20	3	3/8/2016 9:34 PM
21	3	3/8/2016 9:30 PM
22	1-2	3/8/2016 9:26 PM
23	36	3/8/2016 3:01 PM
24	6	3/7/2016 12:18 AM
25	2	3/5/2016 9:28 AM
26	12	3/2/2016 8:28 AM
27	3	3/1/2016 7:28 PM
28	4	3/1/2016 7:14 PM
29	10	3/1/2016 5:44 PM
30	5	3/1/2016 4:45 PM
31	3	3/1/2016 4:05 PM
32	4	3/1/2016 1:12 PM
33	48	3/1/2016 11:41 AM
34	6	3/1/2016 11:17 AM

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35	10	2/29/2016 8:21 PM
36	6	2/29/2016 11:23 AM
37	8	2/28/2016 10:22 PM
38	30	2/28/2016 8:09 PM
39	4	2/27/2016 12:48 PM
40	3	2/27/2016 2:03 AM
41	40	2/27/2016 1:47 AM
42	30	2/26/2016 10:39 PM
43	18	2/26/2016 9:49 PM
44	6	2/26/2016 9:02 PM
45	10	2/26/2016 8:26 PM
46	10	2/26/2016 7:12 PM
47	N/A	2/26/2016 4:51 PM
48	6	2/26/2016 4:02 PM
49	3	2/26/2016 3:30 PM
50	6	2/26/2016 2:20 PM
51	4	2/26/2016 2:18 PM
52	8	2/26/2016 2:08 PM
53	1-5	2/26/2016 12:53 PM
54	45	2/26/2016 12:50 PM
55	25	2/26/2016 12:02 PM
56	2	2/25/2016 5:49 PM
57	4	2/24/2016 9:37 PM

Q8 Which benefits are available to you?

Answered: 122 Skipped: 2



Answer Choices	Responses	Count
Unpaid leave (such as Family Medical Leave Act) (1)	52.46%	64
Paid leave (2)	31.97%	39
Employee Assistance Program (3)	33.61%	41
Work/Life benefit (4)	13.93%	17
Flexible work schedule (5)	40.16%	49
Job sharing (6)	1.64%	2
Working from home (7)	33.61%	41
I'm not sure (8)	2.46%	3
None of the above (9)	17.21%	21
Other (please specify) (10)	10.66%	13
Total Respondents: 122		

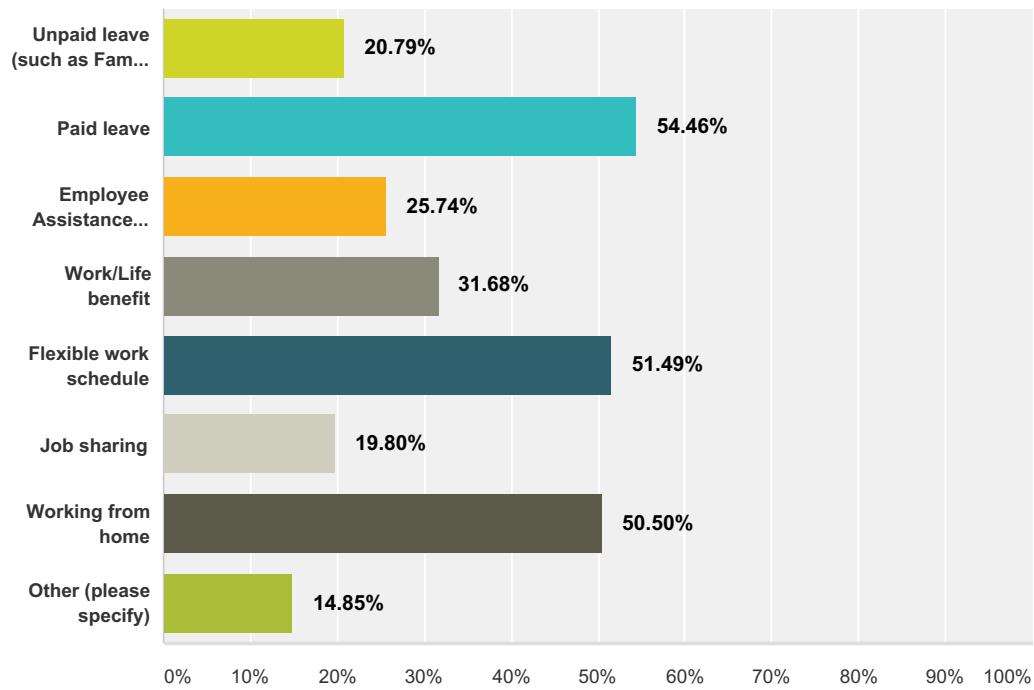
Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	4.00	4.21	2.77

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#	Other (please specify)	Date
1	I work for a family member who is only six minutes up the road, so if my mother needs assistance with anything, I can head home to check in on her or help her, then head back to work.	5/3/2016 5:03 PM
2	Vacation and personal days	3/26/2016 8:22 AM
3	they do let me go home if there is an issue and are supportive	3/18/2016 10:01 AM
4	Health & Dental Insurance. Flexibility as I am in outside sales	3/14/2016 1:48 AM
5	We are a two-person facility and my immediate boss is quite understanding. So far at least.	3/10/2016 11:35 AM
6	Paid holidays, paid sick time and vacation days & pre-tax medical, dental and vision insurance as well as simple ira.	3/1/2016 10:07 PM
7	weekend position	3/1/2016 6:12 PM
8	Health Insurance	3/1/2016 5:44 PM
9	I am required to travel 60% of my time for work. Transfer to a position with less travel required.	2/28/2016 8:09 PM
10	vacation/sick time	2/27/2016 9:02 AM
11	I cover my benefits in full as a fulltime freelancer.	2/26/2016 4:37 PM
12	Self Employeed	2/26/2016 3:19 PM
13	I am the owner. I get no paid leave. If I don't work, no income comes in, for everyone involved.	2/26/2016 12:53 PM

Q9 Which benefits would you like to be available to you?

Answered: 101 Skipped: 23



Answer Choices	Responses
Unpaid leave (such as Family Medical Leave Act) (1)	20.79% 21
Paid leave (2)	54.46% 55
Employee Assistance Program (3)	25.74% 26
Work/Life benefit (4)	31.68% 32
Flexible work schedule (5)	51.49% 52
Job sharing (6)	19.80% 20
Working from home (7)	50.50% 51
Other (please specify) (8)	14.85% 15
Total Respondents: 101	

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	8.00	5.00	4.39	2.12

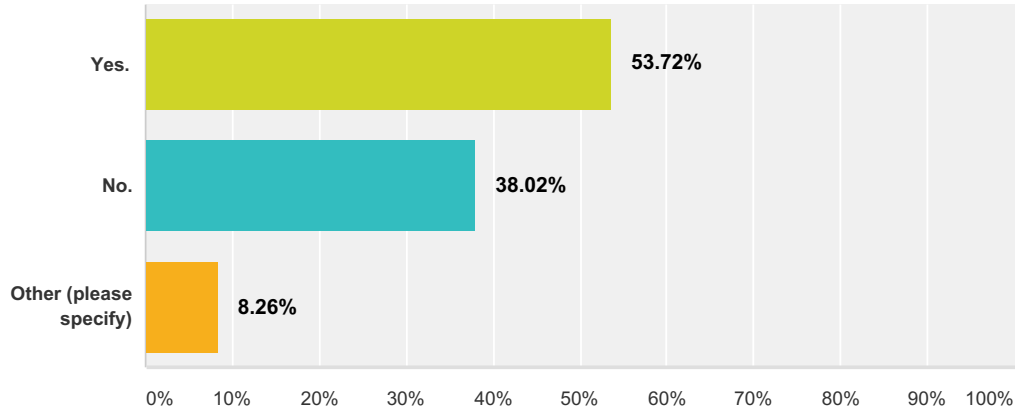
#	Other (please specify)	Date
1	Work full time from home	4/14/2016 9:01 PM
2	I think work wise I have the best situation I can have .	4/7/2016 11:36 PM

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3	A way for an Exempt (salaried) employee to take a few hours' PTO at a time to take a family member to doctor appointments without taking the whole day or appearing to abuse the privilege of being paid for at least four hours' work per day, without giving up the Exempt status.	4/7/2016 5:19 PM
4	Support group	3/21/2016 10:36 AM
5	Health Ins	3/6/2016 8:19 PM
6	As I work for myself, I don't expect any of the above.	3/3/2016 6:59 AM
7	I am retired	3/2/2016 11:28 AM
8	nothing right now	3/1/2016 7:28 PM
9	Decent insurance for myself and biz	3/1/2016 2:52 PM
10	Decreased travel for my job.	2/28/2016 8:09 PM
11	Health insurance	2/26/2016 4:12 PM
12	Self Employeed	2/26/2016 3:19 PM
13	No other.	2/26/2016 2:08 PM
14	anything suitable for disabled without benefits	2/26/2016 1:52 PM
15	Self-employed	2/25/2016 1:49 PM

Q10 Do you feel benefits are fairly available to all, regardless of length of time with the company and job title and responsibilities?

Answered: 121 Skipped: 3



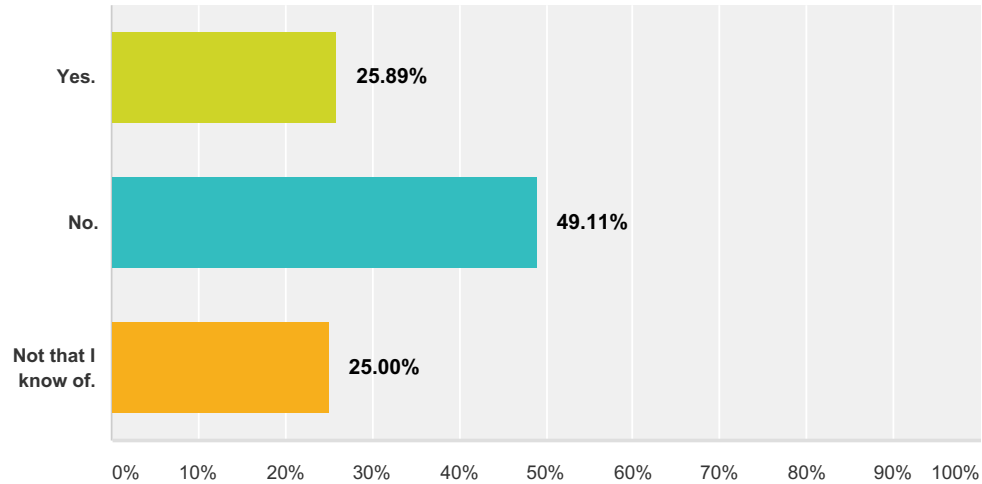
Answer Choices	Responses	
Yes. (1)	53.72%	65
No. (2)	38.02%	46
Other (please specify) (3)	8.26%	10
Total		121

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	3.00	1.00	1.55	0.64

#	Other (please specify)	Date
1	Working from home and flexible work schedule are handled on a manager-by-manager basis.	4/7/2016 5:19 PM
2	I created a new non profit for my son	4/7/2016 3:51 PM
3	It depends on job responsibility	3/14/2016 11:56 AM
4	As a professor, I know that it is harder for women and professors without tenure	3/8/2016 9:26 PM
5	I am self-employed and the only employee	2/26/2016 11:43 PM
6	N/A for my current situation	2/26/2016 4:37 PM
7	none	2/26/2016 1:52 PM
8	there are no benefits	2/26/2016 12:41 PM
9	Self-employed	2/25/2016 1:49 PM
10	It's punished for all but influenced by whoever your manager is. I have a fairly flexible manager and I'm an overachiever so I'm probably given more opportunities than others.	2/24/2016 8:06 AM

Q11 Has your employer included information about benefits and resources which can help working family caregivers in any company communication, such as an employee newsletter, benefits announcements, wellness or benefits fairs, the company intranet?

Answered: 112 Skipped: 12



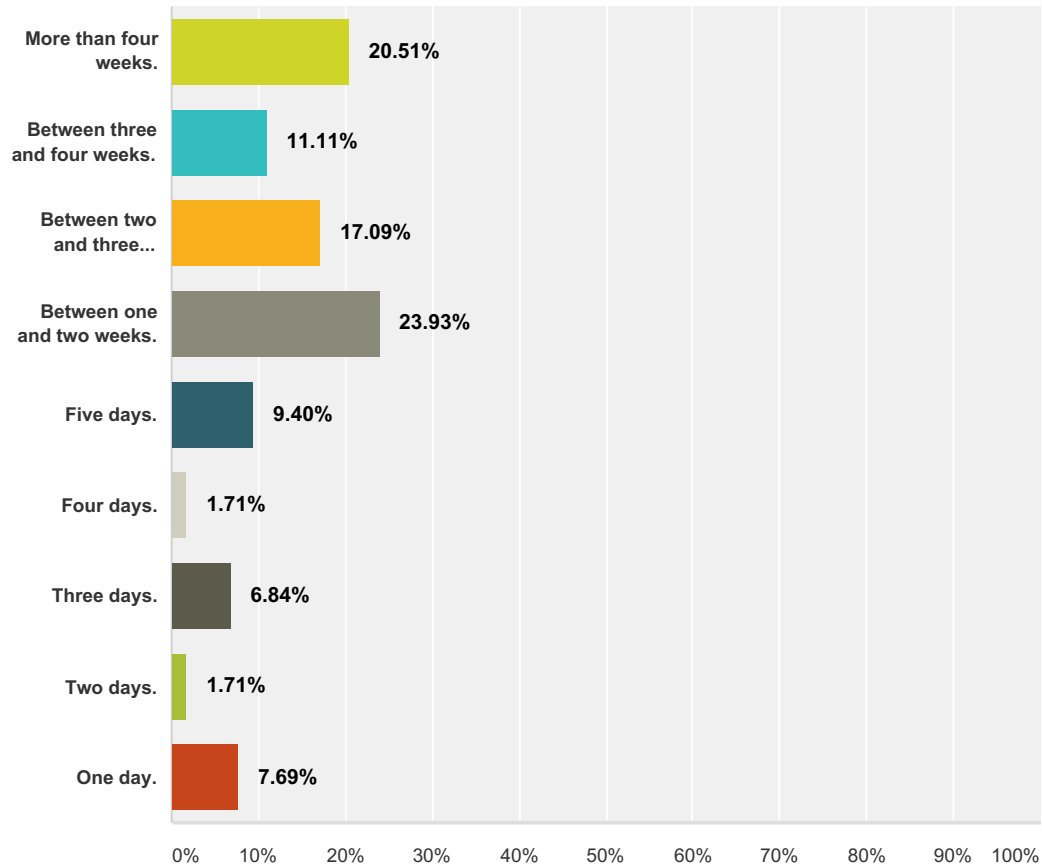
Answer Choices	Responses	
Yes. (1)	25.89%	29
No. (2)	49.11%	55
Not that I know of. (3)	25.00%	28
Total		112

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	3.00	2.00	1.99	0.71

#	Other (please specify)	Date
1	I'm blessed to work on that, myself: happily it's part of my job!	4/7/2016 5:19 PM
2	I am a Children's Minister- have taken part leave of absence	3/7/2016 12:18 AM
3	Not applicable.	2/27/2016 9:02 AM
4	N/A - I am self-employed	2/26/2016 11:43 PM
5	I'm self-employed	2/26/2016 9:02 PM
6	N/A	2/26/2016 4:37 PM
7	N/A	2/26/2016 3:19 PM
8	none	2/26/2016 1:52 PM
9	n/a really for me, as the owner	2/26/2016 12:53 PM

Q12 Within the past year, how much time off from work have you taken because of your caree's appointments, hospitalizations and other caregiving-related situations?

Answered: 117 Skipped: 7



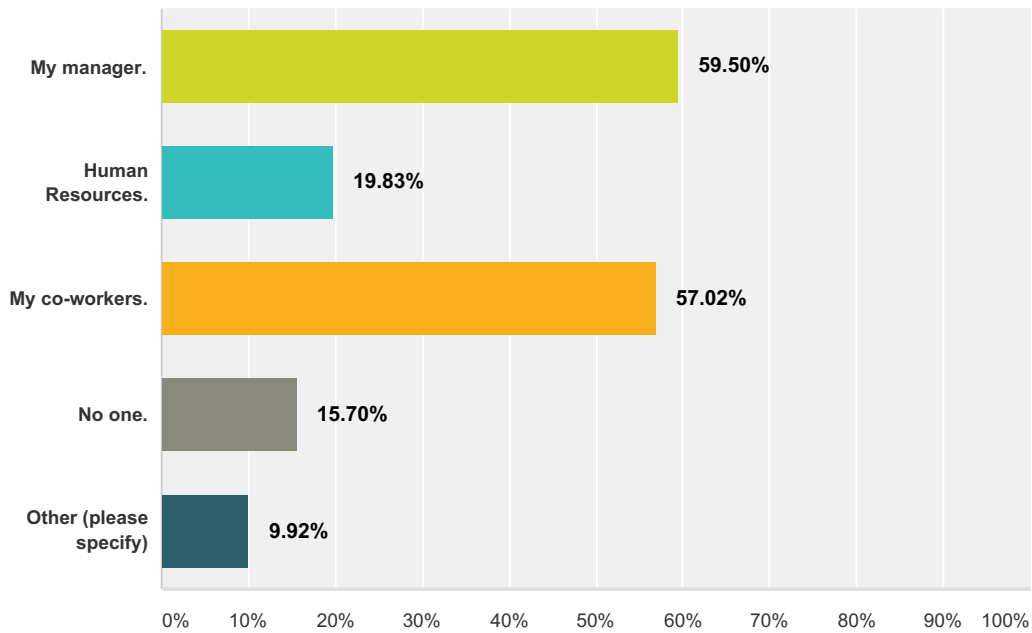
Answer Choices	Responses	
More than four weeks. (1)	20.51%	24
Between three and four weeks. (2)	11.11%	13
Between two and three weeks. (3)	17.09%	20
Between one and two weeks. (4)	23.93%	28
Five days. (5)	9.40%	11
Four days. (6)	1.71%	2
Three days. (7)	6.84%	8
Two days. (8)	1.71%	2
One day. (9)	7.69%	9
Total		117

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Basic Statistics				
Minimum 1.00	Maximum 9.00	Median 4.00	Mean 3.78	Standard Deviation 2.32

Q13 With whom at work have you discussed your caregiving situation?

Answered: 121 Skipped: 3



Answer Choices	Responses
My manager. (1)	59.50% 72
Human Resources. (2)	19.83% 24
My co-workers. (3)	57.02% 69
No one. (4)	15.70% 19
Other (please specify) (5)	9.92% 12
Total Respondents: 121	

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	5.00	3.00	2.36	1.24

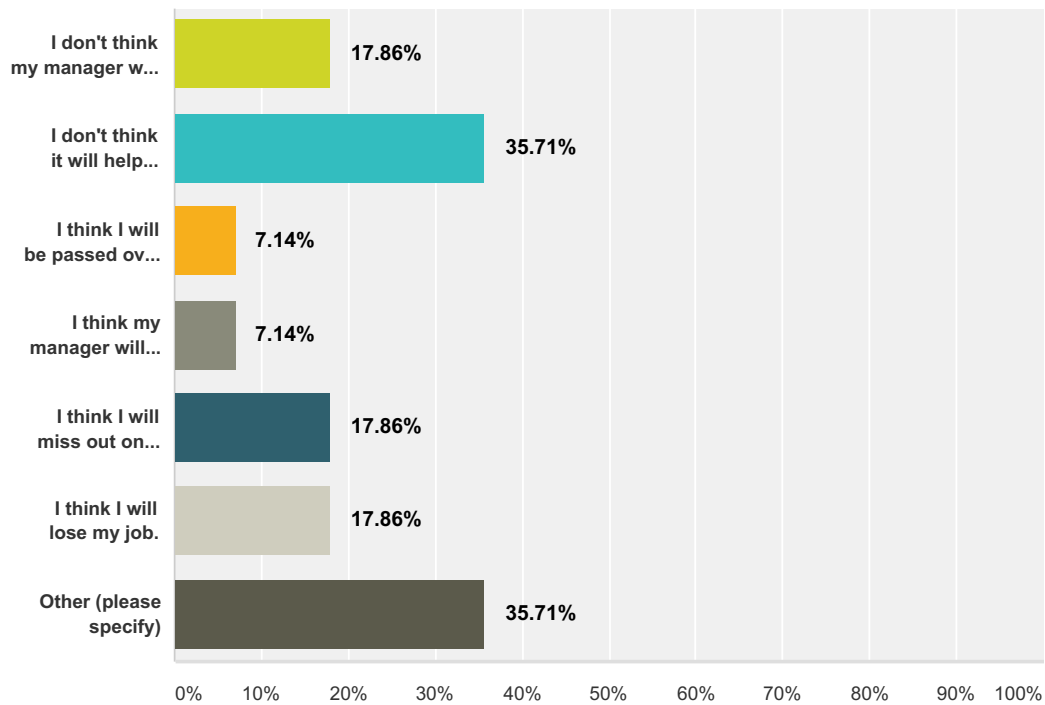
#	Other (please specify)	Date
1	FYI, the appointments are too sporadic to qualify for FMLA.	4/7/2016 5:19 PM
2	My coworkers know but it's mainly stories of how the home health aide drives me nuts.	3/21/2016 10:36 AM
3	My immediate boss who is our general manager	3/10/2016 11:35 AM
4	Senior Minister	3/7/2016 12:18 AM
5	My husband	3/3/2016 6:59 AM
6	doctors, home health, and social workers	3/1/2016 2:52 PM
7	My clients	2/26/2016 11:43 PM
8	Religious outlet	2/26/2016 4:51 PM

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9	Friend	2/26/2016 4:31 PM
10	Self Employeed	2/26/2016 3:19 PM
11	social workers that pretended to help but did not	2/26/2016 1:52 PM
12	my employees	2/26/2016 12:53 PM

Q14 If you answered 'No one' in Question 13, why not?

Answered: 28 Skipped: 96



Answer Choices	Responses
I don't think my manager will understand. (1)	17.86% 5
I don't think it will help my situation. (2)	35.71% 10
I think I will be passed over for a promotion. (3)	7.14% 2
I think my manager will reduce my work responsibilities. (4)	7.14% 2
I think I will miss out on future opportunities. (5)	17.86% 5
I think I will lose my job. (6)	17.86% 5
Other (please specify) (7)	35.71% 10
Total Respondents: 28	

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	7.00	5.00	4.21	2.27

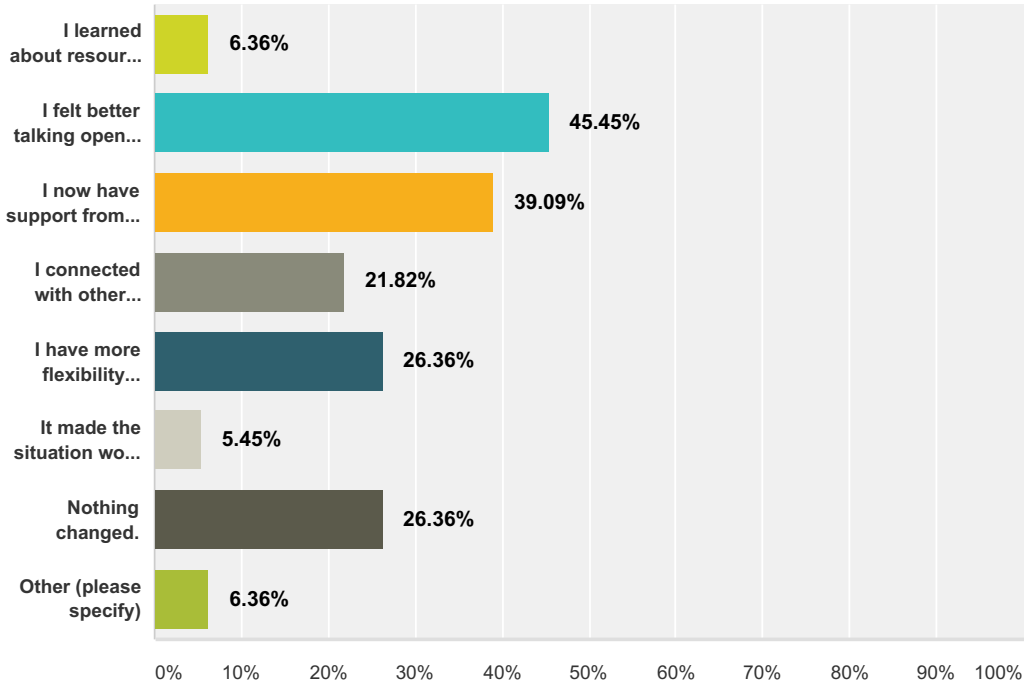
#	Other (please specify)	Date
1	I own the company	3/14/2016 9:32 PM
2	I am the manager	2/29/2016 11:23 AM
3	No one available	2/27/2016 12:48 PM
4	K	2/27/2016 7:58 AM

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5	I'm self-employed	2/26/2016 9:02 PM
6	N/A	2/26/2016 4:51 PM
7	As a freelancer, I am the sole employee.	2/26/2016 4:37 PM
8	Self Employeed	2/26/2016 3:19 PM
9	There was no need to discuss personal issues	2/26/2016 12:41 PM
10	No one with whom to talk	2/25/2016 1:49 PM

Q15 If you spoke with someone at work about your caregiving responsibilities, what was the result?

Answered: 110 Skipped: 14



Answer Choices	Responses
I learned about resources my employer offers that can help me. (1)	6.36% 7
I felt better talking openly about my situation. (2)	45.45% 50
I now have support from others at work. (3)	39.09% 43
I connected with other co-workers in a caregiving situation. (4)	21.82% 24
I have more flexibility with my schedule. (5)	26.36% 29
It made the situation worse for me. (6)	5.45% 6
Nothing changed. (7)	26.36% 29
Other (please specify) (8)	6.36% 7
Total Respondents: 110	

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	8.00	3.00	3.96	1.94

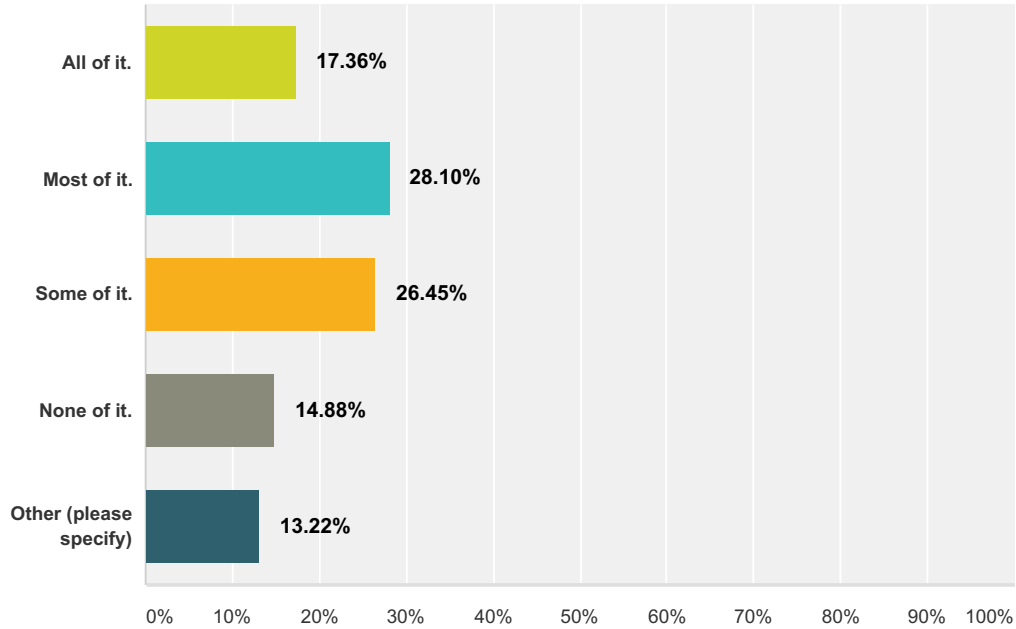
#	Other (please specify)	Date
1	I get to be the (willing) caregiving case study for my team. We work with palliative care benefits. :)	4/7/2016 5:19 PM
2	I own the company	3/14/2016 9:32 PM

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3	Employees see me as more authentic.	2/26/2016 9:49 PM
4	N/A	2/26/2016 9:02 PM
5	N/A	2/26/2016 4:51 PM
6	Self Employeed	2/26/2016 3:19 PM
7	Did not do so	2/25/2016 1:49 PM

Q16 How much of your paid time off (sick days, vacation time) do you use for caregiving responsibilities and tasks?

Answered: 121 Skipped: 3



Answer Choices	Responses
All of it. (1)	17.36% 21
Most of it. (2)	28.10% 34
Some of it. (3)	26.45% 32
None of it. (4)	14.88% 18
Other (please specify) (5)	13.22% 16
Total	121

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	5.00	3.00	2.79	1.27

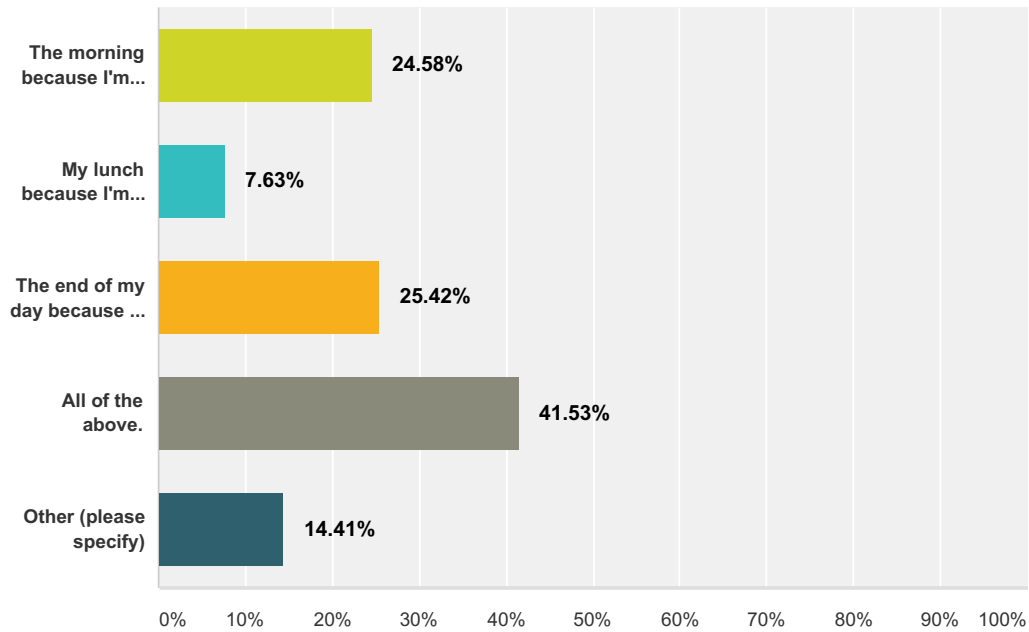
#	Other (please specify)	Date
1	I do not have paid time off but all of the days I do not work are dedicated to helping my mother.	5/3/2016 5:03 PM
2	I'm somewhere between All and Most, due to my Exempt (salaried) situation. Otherwise, it would be ALL.	4/7/2016 5:19 PM
3	No paid leave	3/18/2016 1:46 PM
4	I do not get any	3/6/2016 8:19 PM
5	No paid time off, but when I am not working, I am not earning.	3/3/2016 6:59 AM
6	i am a PRN employee no benefits	3/1/2016 6:12 PM
7	No paid time off	3/1/2016 8:26 AM

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8	No paid time off	2/28/2016 7:42 AM
9	I have a no benefits position - no paid time off.	2/27/2016 8:11 PM
10	I don't really get any "leave" as I am self-employed. About 95% of the time I am not working I am caregiving.	2/26/2016 11:43 PM
11	Am construct employee	2/26/2016 10:39 PM
12	N/A	2/26/2016 4:37 PM
13	had no pay or time off	2/26/2016 1:52 PM
14	don't have paid time off	2/26/2016 12:53 PM
15	I had no paid time off. Fortunately not much was needed	2/26/2016 12:41 PM
16	Don't have paid time off	2/25/2016 1:49 PM

Q17 Which part of your work day is most affected by your caregiving responsibilities?

Answered: 118 Skipped: 6



Answer Choices	Responses
The morning because I'm trying to arrive to work on time. (1)	24.58% 29
My lunch because I'm trying to run errands and get back to work on time. (2)	7.63% 9
The end of my day because I'm trying to leave on time so I get home. (3)	25.42% 30
All of the above. (4)	41.53% 49
Other (please specify) (5)	14.41% 17
Total Respondents: 118	

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	5.00	3.00	3.12	1.34

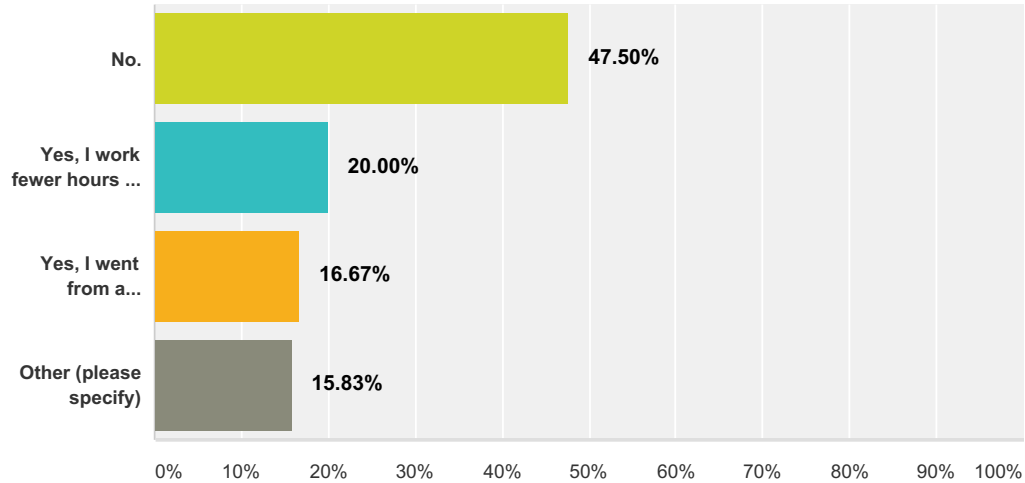
#	Other (please specify)	Date
1	I work from his meme and the hours are what I choose to work to get the job done. All day I am juggling my caregivers vine with my husband and my work needs.	4/7/2016 11:36 PM
2	All of the above, plus my general attendance pattern is looking dodgy when I put a four-hour absence on my calendar for each appointment. (I don't usually use all four hours, but I don't want to underestimate.)	4/7/2016 5:19 PM
3	I work swingshift	3/26/2016 8:22 AM
4	No one	3/15/2016 3:09 PM
5	My husband's caregiving has disrupted my sales career. His health can change daily and requires 24/7. His health is definitely ruining mine	3/14/2016 1:48 AM

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6	Depends when appointments are	3/6/2016 8:19 PM
7	Mother no longer drives, so I schedule around her appointments	3/3/2016 6:59 AM
8	I am retired	3/2/2016 11:28 AM
9	It depends on the situation	3/1/2016 7:28 PM
10	Flexible work from home	3/1/2016 4:05 PM
11	Use holidays, vacations to manage out of state caregiving of elderly parents	2/28/2016 8:09 PM
12	lunch at desk to keep working	2/27/2016 6:52 PM
13	It really depended on when/if I received a phone call	2/27/2016 9:02 AM
14	N/A	2/26/2016 4:51 PM
15	could be any time	2/26/2016 4:02 PM
16	no work	2/26/2016 1:52 PM
17	Morning and lunch	2/25/2016 7:16 PM

Q18 Within the past year, have you adjusted the number of hours you work because of your caregiving responsibilities?

Answered: 120 Skipped: 4



Answer Choices	Responses
No. (1)	47.50% 57
Yes, I work fewer hours but still work a full-time job. (2)	20.00% 24
Yes, I went from a full-time position to a part-time one. (3)	16.67% 20
Other (please specify) (4)	15.83% 19
Total	120

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	2.00	2.01	1.13

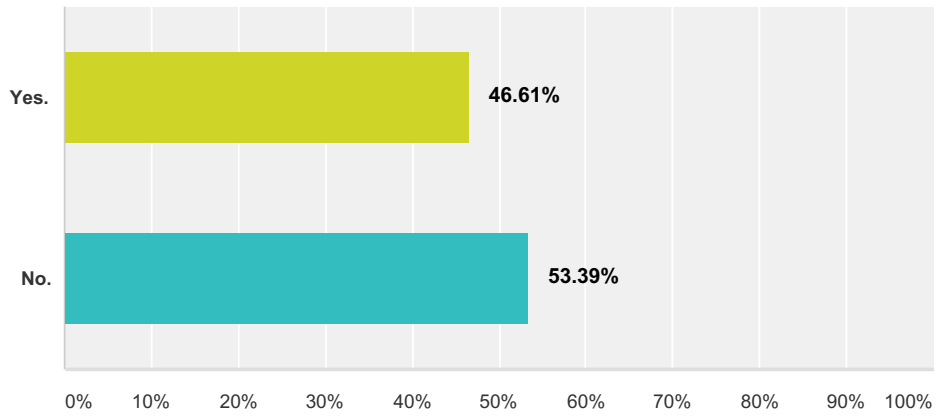
#	Other (please specify)	Date
1	I am 22-years-old, so I have never been able to work a full time job because caregiving for my mother is my number one priority. It's impossible for me to get a real, full-time job because I must care for her.	5/3/2016 5:03 PM
2	Longer hrs working 5 hrs at the office and 5 hrs at home	4/14/2016 9:01 PM
3	Yes, I try to make up the lost time to be ethical and fair to my coworkers.	4/7/2016 5:19 PM
4	I have refused overtime which would help in my retirement pay.	3/26/2016 8:22 AM
5	Not within the past year, but I did give up a FT job in the past.	3/14/2016 11:56 AM
6	Stopped picking up overtime shifts	3/9/2016 6:11 PM
7	I am speaking about a past experience as my mother has died and I am retired	3/8/2016 9:26 PM
8	I work more hours at home than I used to. Most work hours are still spent in the office.	3/8/2016 3:01 PM
9	I have delegated programs to volunteers until I can come back	3/7/2016 12:18 AM
10	It has ebbed and flowed as conditions warrent	3/6/2016 8:19 PM
11	Slightly increased my hours to increase my income to try and break the cycle of poverty in my family.	3/1/2016 10:07 PM

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12	I left a higher paying career because it was too stressful to balance with care giving.	3/1/2016 5:44 PM
13	Changed work schedule to be home to administer meds morning and evening	2/29/2016 3:34 AM
14	I would like to reduce my hours from 50 to 40 per week but cannot manage the workload.	2/28/2016 8:09 PM
15	I work at odd hours, into the night etc to make up for time spent on caregiving	2/26/2016 11:43 PM
16	They died	2/26/2016 4:31 PM
17	could not work	2/26/2016 1:52 PM
18	I had to retire	2/26/2016 12:02 PM
19	If anything I work more hours because of promotion/raise	2/25/2016 7:16 PM

Q19 Do you know of any co-workers who also care for a family member or friend?

Answered: 118 Skipped: 6



Answer Choices	Responses
Yes. (1)	46.61% 55
No. (2)	53.39% 63
Total	118

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	2.00	1.53	0.50

**Q20 If you answered "yes" to Question 19,
how many co-workers do you know who
care for a family member or friend?**

Answered: 55 Skipped: 69

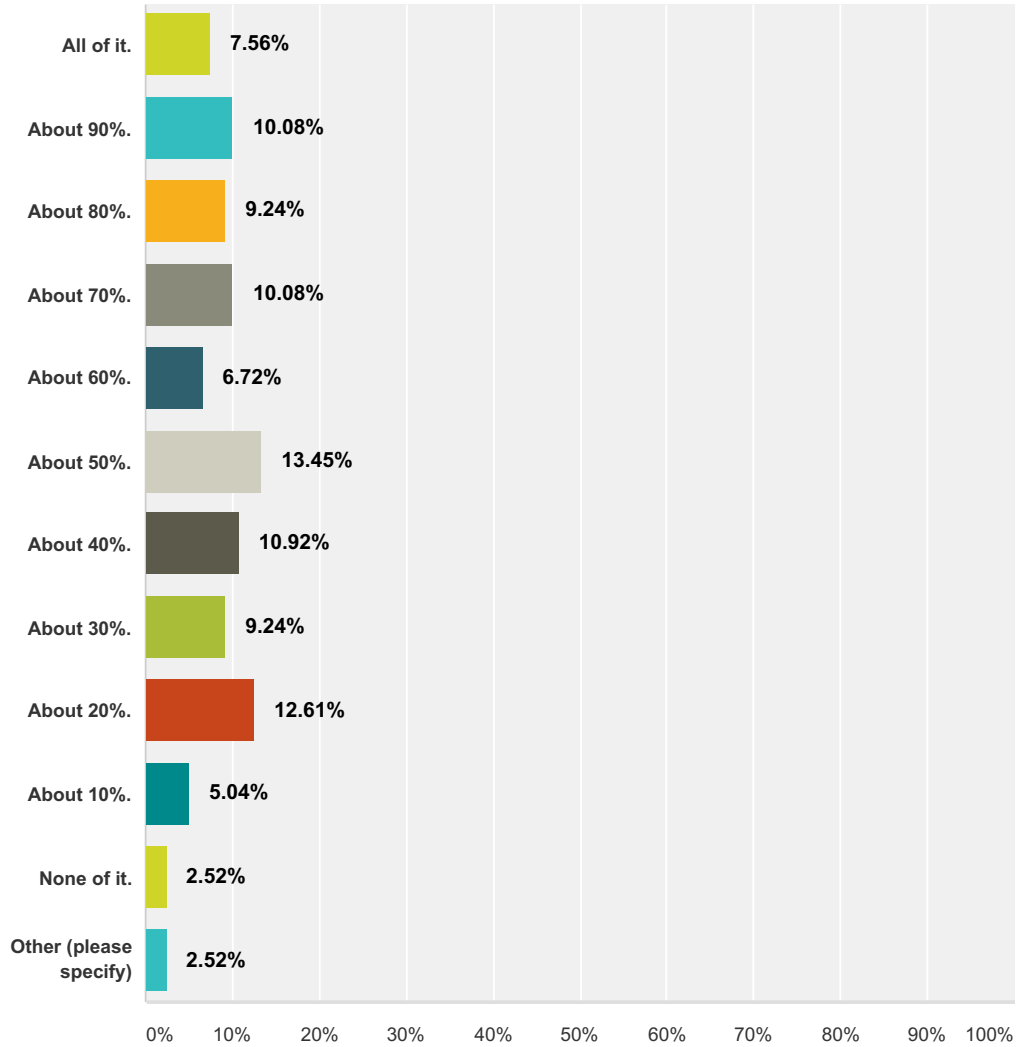
#	Responses	Date
1	3	5/11/2016 7:37 PM
2	2	4/24/2016 2:54 PM
3	one	4/23/2016 11:27 PM
4	1	4/15/2016 5:30 PM
5	1	4/7/2016 7:38 PM
6	This statistic will be available to me very soon.	4/7/2016 5:19 PM
7	3	4/7/2016 3:09 PM
8	2	4/1/2016 8:13 AM
9	20	3/31/2016 3:08 PM
10	3	3/26/2016 2:21 PM
11	15, I know of.	3/26/2016 8:22 AM
12	1	3/21/2016 9:35 PM
13	3	3/21/2016 1:26 PM
14	0	3/21/2016 10:36 AM
15	2	3/18/2016 1:46 PM
16	30	3/18/2016 8:05 AM
17	About 10	3/17/2016 4:35 PM
18	2	3/14/2016 11:56 AM
19	4	3/13/2016 9:56 AM
20	two	3/11/2016 10:30 AM
21	2	3/9/2016 6:11 PM
22	5	3/9/2016 5:59 PM
23	5-6	3/8/2016 9:34 PM
24	6	3/8/2016 9:30 PM
25	One	3/8/2016 9:26 PM
26	Several but over the years most carees have since died.	3/8/2016 3:01 PM
27	2	3/6/2016 9:33 PM
28	one	3/1/2016 7:14 PM
29	1	3/1/2016 4:05 PM
30	5	3/1/2016 1:05 PM
31	1	3/1/2016 11:17 AM
32	1	3/1/2016 8:26 AM
33	8-10	2/29/2016 10:54 AM

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34	4	2/28/2016 10:22 PM
35	Depends - are you including caregiving of minor children?	2/28/2016 8:09 PM
36	2	2/27/2016 6:52 PM
37	4	2/27/2016 1:47 AM
38	most of my clients have employees who are caregivers	2/26/2016 11:43 PM
39	3	2/26/2016 10:39 PM
40	2	2/26/2016 9:14 PM
41	2	2/26/2016 7:12 PM
42	1	2/26/2016 4:51 PM
43	3	2/26/2016 4:31 PM
44	2	2/26/2016 4:02 PM
45	1	2/26/2016 3:19 PM
46	6	2/26/2016 2:20 PM
47	2	2/26/2016 2:19 PM
48	4	2/26/2016 2:13 PM
49	2	2/26/2016 2:08 PM
50	i only inow caregivers mostly	2/26/2016 1:52 PM
51	5	2/26/2016 12:18 PM
52	Several	2/26/2016 12:02 PM
53	1	2/26/2016 11:13 AM
54	4	2/25/2016 7:16 PM
55	7	2/24/2016 8:06 AM

Q21 What percentage of your work-related stress is because of your caregiving responsibilities?

Answered: 119 Skipped: 5



Answer Choices	Responses
All of it. (1)	7.56% 9
About 90%. (2)	10.08% 12
About 80%. (3)	9.24% 11
About 70%. (4)	10.08% 12
About 60%. (5)	6.72% 8
About 50%. (6)	13.45% 16
About 40%. (7)	10.92% 13
About 30%. (8)	9.24% 11

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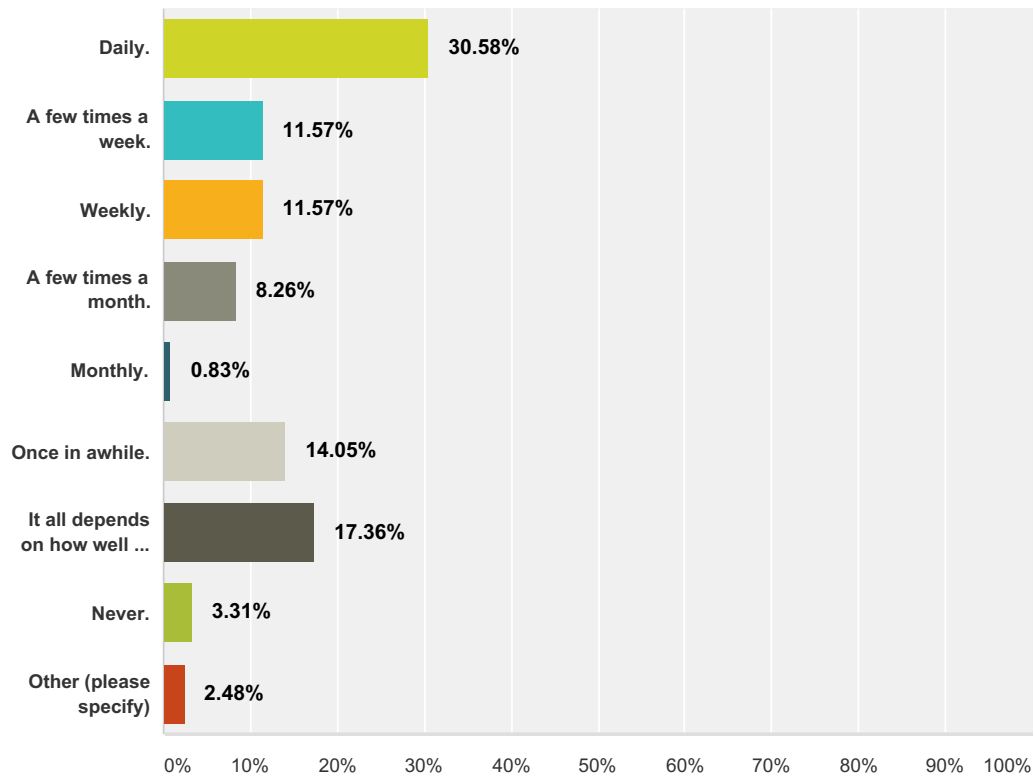
About 20%. (9)	12.61%	15
About 10%. (10)	5.04%	6
None of it. (11)	2.52%	3
Other (please specify) (12)	2.52%	3
Total		119

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	12.00	6.00	5.82	2.96

#	Other (please specify)	Date
1	Not sure	3/1/2016 7:28 PM
2	It depends on what's going on at the moment with my CG responsibilities	3/1/2016 7:14 PM
3	very little	2/26/2016 12:41 PM

Q22 How often does your caregiving responsibility affect your productivity?

Answered: 121 Skipped: 3



Answer Choices	Responses
Daily. (1)	30.58% 37
A few times a week. (2)	11.57% 14
Weekly. (3)	11.57% 14
A few times a month. (4)	8.26% 10
Monthly. (5)	0.83% 1
Once in awhile. (6)	14.05% 17
It all depends on how well my caree is doing. (7)	17.36% 21
Never. (8)	3.31% 4
Other (please specify) (9)	2.48% 3
Total	121

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	9.00	3.00	3.80	2.56

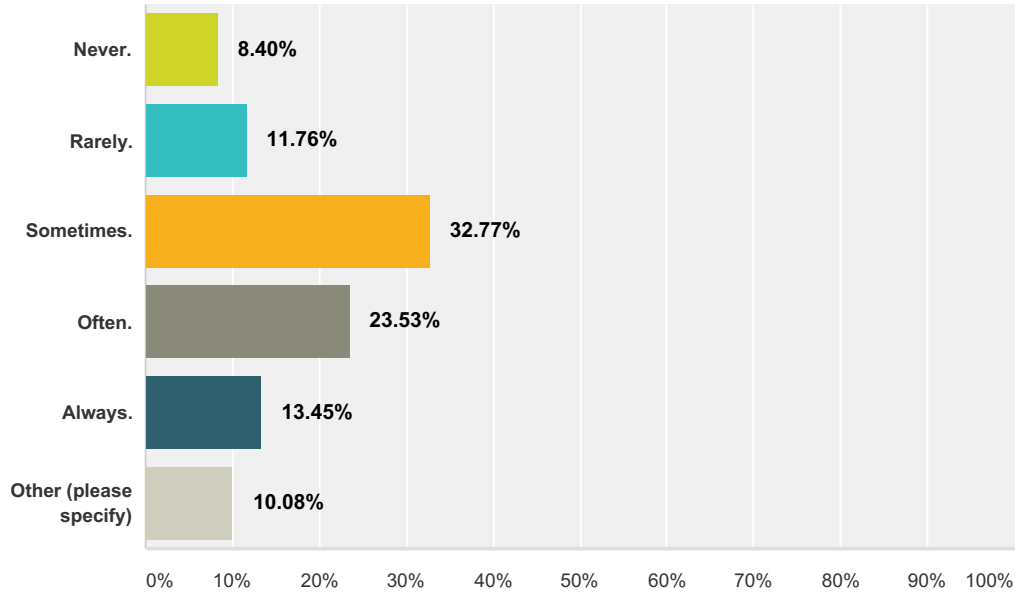
#	Other (please specify)	Date
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1	I would answer constantly. This is a very emotional situation that is always sitting right below the surface.	2/27/2016 9:02 AM
2	Rarely	2/26/2016 4:51 PM
3	rarely	2/26/2016 12:41 PM

Q23 How well does your company understand the needs of working family caregivers?

Answered: 119 Skipped: 5



Answer Choices	Responses	
Never. (1)	8.40%	10
Rarely. (2)	11.76%	14
Sometimes. (3)	32.77%	39
Often. (4)	23.53%	28
Always. (5)	13.45%	16
Other (please specify) (6)	10.08%	12
Total		119

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	6.00	3.00	3.52	1.36

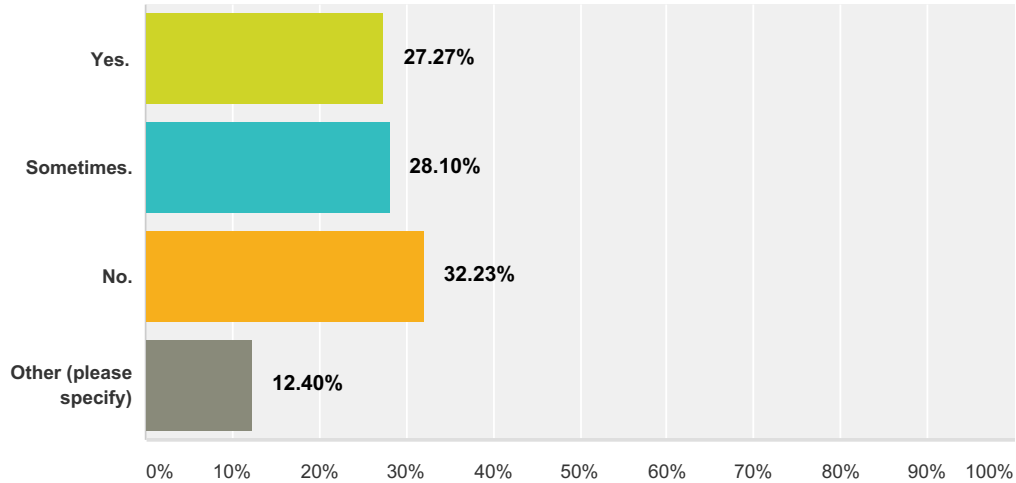
#	Other (please specify)	Date
1	It's manager-by-manager in this company, unless it falls within the FMLA guidelines. My previous and current managers have been VERY generous to me.	4/7/2016 5:19 PM
2	Not sure	3/21/2016 10:36 AM
3	Not that I know of	3/14/2016 11:56 AM
4	They don't care	3/9/2016 6:11 PM
5	the company never mentions it	3/5/2016 9:28 AM
6	Not sure they care. It's about productivity	2/28/2016 7:42 AM

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7	One company I worked for was barely understanding when I went through treatment for cancer, let alone when I was a caregiver.	2/27/2016 9:02 AM
8	My clients understand the needs very well	2/26/2016 11:43 PM
9	I don't know	2/26/2016 9:14 PM
10	Self-employed	2/26/2016 9:02 PM
11	N/A	2/26/2016 4:37 PM
12	I think more concern if afforded to parents than to individuals with the responsibility of caring for an aging parent. I'm lucky because my director has concern for her aging parent so she connects with my situation.	2/24/2016 8:06 AM

Q24 Do you struggle with the question, Should I quit my job because of my caregiving responsibilities?

Answered: 121 Skipped: 3



Answer Choices	Responses	
Yes. (1)	27.27%	33
Sometimes. (2)	28.10%	34
No. (3)	32.23%	39
Other (please specify) (4)	12.40%	15
Total		121

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	2.00	2.30	1.00

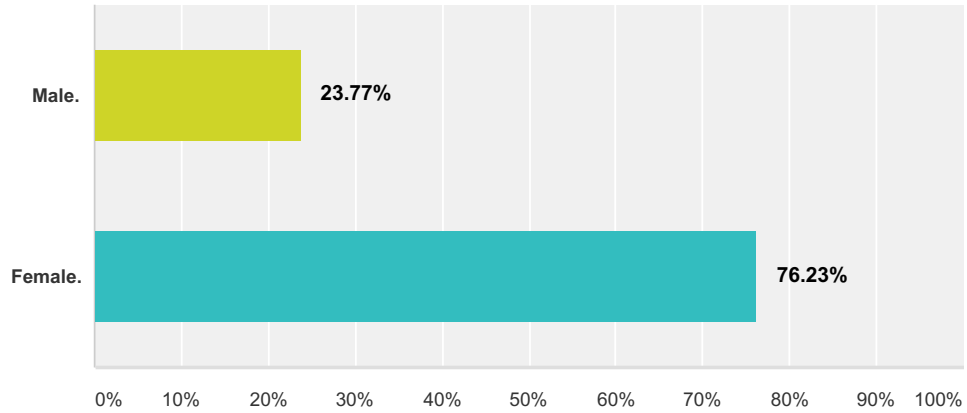
#	Other (please specify)	Date
1	not possible d/t financial reasons	4/7/2016 7:38 PM
2	I can't afford to quit, so there's no question, and therefore no struggle. Need to keep a roof overhead and food on the table, eh!	4/7/2016 5:19 PM
3	I can't because we need the insurance	3/31/2016 3:08 PM
4	But I've been there working on 37 yrs, plant probably closing in a couple yrs. Trying to hold on til something happens with that scenario.	3/26/2016 8:22 AM
5	I talked to my manager in Dec. 2015 and told her I could no longer keep up this pace. They offered me 1year unpaid leave to sort out the lack of available nursing or the could eliminate my position and give me severence. I chose the latter and will lose my job by 3/31/16	3/21/2016 1:26 PM
6	We hired a caregiver and that allows me to work.	3/11/2016 10:30 AM
7	It's actually not a question for me - I HAVE to work in order to stay solvent and keep a home and food on the table. Thankfully, I have adult children at home who can help and right now - my caree is not so critical that I can't leave him alone. But I fear that time will come sooner than I hope.	3/10/2016 11:35 AM

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8	Quitting my job is not an option for me	3/9/2016 6:11 PM
9	I ended up retiring early due to negative reaction of my employer to my caregiving responsibilities	3/8/2016 9:26 PM
10	No - I need medical insurance. I can't quit.	3/6/2016 9:33 PM
11	Yes but could not afford it finacialy	3/6/2016 8:19 PM
12	I can't quit, but I know I will have to work less as time proceeds.....we knew that when we brought my Mom to live with us.	3/3/2016 6:59 AM
13	I can't quit my job. I am the only one in the family who has a steady income and I am primary caregiver also	2/26/2016 11:43 PM
14	had to quit work	2/26/2016 1:52 PM
15	I had to retire	2/26/2016 12:02 PM

Q25 Please select your gender.

Answered: 122 Skipped: 2

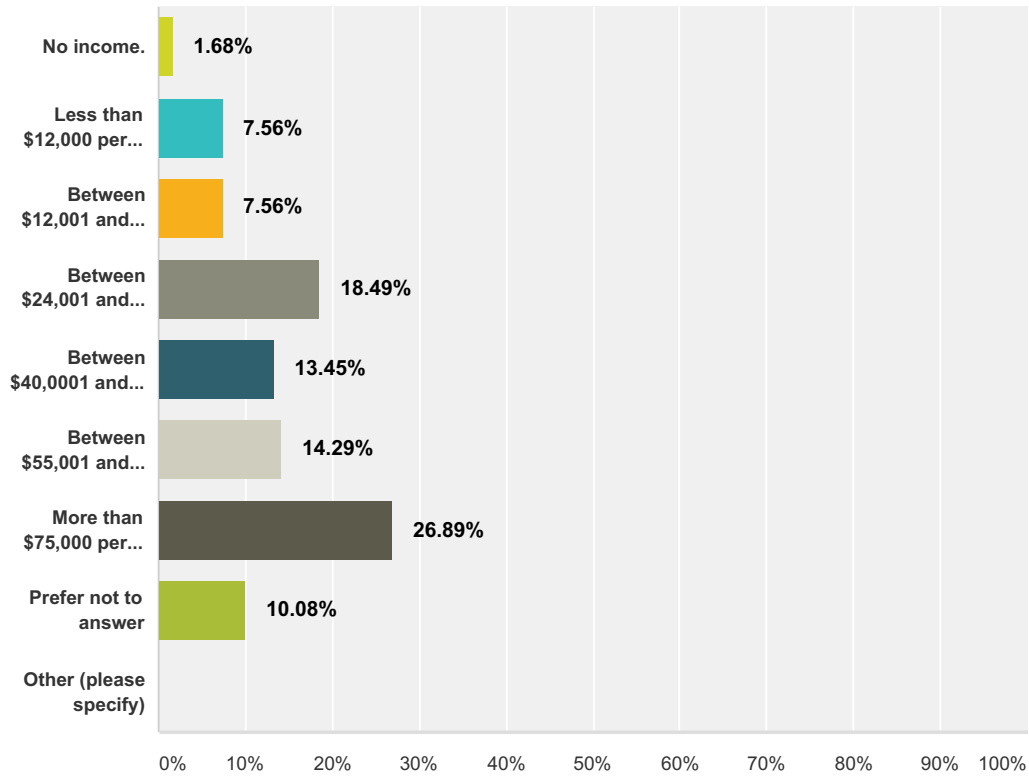


Answer Choices	Responses
Male. (1)	23.77% 29
Female. (2)	76.23% 93
Total	122

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	2.00	1.76	0.43

Q26 Please select your income level.

Answered: 119 Skipped: 5



Answer Choices	Responses
No income. (1)	1.68% 2
Less than \$12,000 per year (2)	7.56% 9
Between \$12,001 and \$24,000 per year (3)	7.56% 9
Between \$24,001 and \$40,000 per year (4)	18.49% 22
Between \$40,001 and \$55,000 per year (5)	13.45% 16
Between \$55,001 and \$75,000 per year (6)	14.29% 17
More than \$75,000 per year (7)	26.89% 32
Prefer not to answer (8)	10.08% 12
Other (please specify) (9)	0.00% 0
Total	119

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	8.00	6.00	5.35	1.85

#	Other (please specify)	Date
	There are no responses.	

Q27 What actions can your employer take to build a better workplace?

Answered: 53 Skipped: 71

#	Responses	Date
1	FLEXIBILITY AND LEAVE	4/23/2016 11:27 PM
2	Allowing working from home, offering part-time work, flexibility with hours	4/15/2016 5:30 PM
3	He is already doing all he can.	4/7/2016 11:36 PM
4	It's already good and about to get better. Promise!	4/7/2016 5:19 PM
5	Offer personal sick time for my own doctor/dentist/medical appointments	4/1/2016 8:13 AM
6	job sharing	3/31/2016 3:08 PM
7	Start a caregivers support group -- I'm working with Human Resources to try to make this happen.	3/29/2016 6:58 PM
8	Think management has given up like the employees have. Everyone waiting for plant to close, not make things better.	3/26/2016 8:22 AM
9	Support group	3/21/2016 10:36 AM
10	New mangement !! Poor morale !	3/18/2016 2:29 PM
11	Encouraging people to disclose caring responsibilities and offer help	3/17/2016 4:35 PM
12	pay more	3/16/2016 8:59 AM
13	I'm not sure they can. Caregiving is really a full time job for me since my husband no longer can transfer by himself	3/14/2016 1:48 AM
14	Paid time off for family emergencies like hospital stays. More resources available from Human Resources. Support group for caregivers. Stress support groups.	3/11/2016 10:30 AM
15	Really, not much. It's a good enough place - with two of us, we do have flexibility and compassion.	3/10/2016 11:35 AM
16	Greater flexibility in scheduling my shifts would be nice	3/9/2016 6:11 PM
17	Create flexible work schedule, hire a geriatric consult for employees. Even on contract would be great.	3/8/2016 9:34 PM
18	Open up communication. Be flexible. Be educated. Have someone hold the employer responsible for behaving properly	3/8/2016 9:26 PM
19	They are wonderful & accommodating	3/7/2016 12:18 AM
20	My wish isn't for the employer to provide - but the government -- to provide reasonably priced health insurance for caregivers so that we have an option to reduce our work hours.	3/6/2016 9:33 PM
21	Provide Health Ins.	3/6/2016 8:19 PM
22	Allow working from home and paid or unpaid leaves	3/5/2016 9:28 AM
23	Provide caregiver resources, support group, flexible work hours and allow to work from home.	3/2/2016 8:28 AM
24	Not blaming the employee for getting sick due to employee related work stress compounded by stress at home from caretaking responsibilities. Working with the employee to make it so the work environment is not unnecessarily toxic and stressful and causing the employee health issues or exasperating their health problems.	3/1/2016 10:07 PM
25	None really	3/1/2016 7:28 PM
26	my employer has been supportive in my situation	3/1/2016 6:12 PM
27	I had to quit my job. I went from a \$70,000 management job at a company where I had a 10 year work history to consulting on my own. I barely made \$15,000 last year. Caregiving impacted my life so that now I am struggling to pay my own bills and get my career off the ground. It was, by far, the worst thing that has ever happened to me.	3/1/2016 4:45 PM
28	Less pressure. We get time off to deal with things. But when we are in the office, the pressure to make up the lost productivity is intense.	3/1/2016 11:17 AM
29	Be more understanding	2/29/2016 8:21 PM

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30	More open conversation about this topic - it should be talked about like parenting is	2/29/2016 12:37 PM
31	Better health care plan for it's employees. More unpaid leave.	2/29/2016 10:54 AM
32	None	2/28/2016 9:51 PM
33	Make provisions for caring for your loved ones. Share long term care plans at reduced rates to help.	2/28/2016 7:42 AM
34	Telework, flexible payperiods=80 in two weeks rather than 40 per week.	2/27/2016 6:52 PM
35	Give time off for hospital appointments, rest breaks etc	2/27/2016 2:36 AM
36	Gain more understanding of age related illness and types of dementia. Work more with employees to try and provide sabbatical leave from work if needed.	2/27/2016 2:03 AM
37	Allow flex hours	2/27/2016 1:47 AM
38	I am fortunate because I teach online. Even though I don't have to go to the "office", caregiving is disruptive to my schedule and causes stress. I work early in the morning before my spouse gets up and late in the evening after he goes to bed. Work during the day is always interrupted. I continue to work to keep my mind stimulated.	2/26/2016 9:14 PM
39	NA	2/26/2016 9:02 PM
40	Hire more people to share the work.	2/26/2016 4:51 PM
41	N/A	2/26/2016 4:37 PM
42	Not sure	2/26/2016 4:12 PM
43	I wish mom lived closer and her main cardio doctor wasn't 90 minutes away.	2/26/2016 3:19 PM
44	Work from home or job sharing	2/26/2016 2:18 PM
45	Education and more understanding	2/26/2016 2:13 PM
46	Nothing more than it already does.	2/26/2016 2:08 PM
47	no workplace	2/26/2016 1:52 PM
48	As the owner of the company, I would like to know some ideas.	2/26/2016 12:53 PM
49	I had no work related issues. I am sure were someone to need help at work, they would respond in a positive manner.	2/26/2016 12:41 PM
50	Work from home	2/26/2016 12:02 PM
51	They helped and were as considerate as possible, but there were critical deadlines to meet--month and year end that had to be accommodated. I was the only one who knew my job...no back up.	2/26/2016 11:13 AM
52	I am not sure	2/25/2016 9:00 PM
53	Offer workshops on Caregiving so that every employee understands the complexites of family caregiving	2/25/2016 7:10 AM