

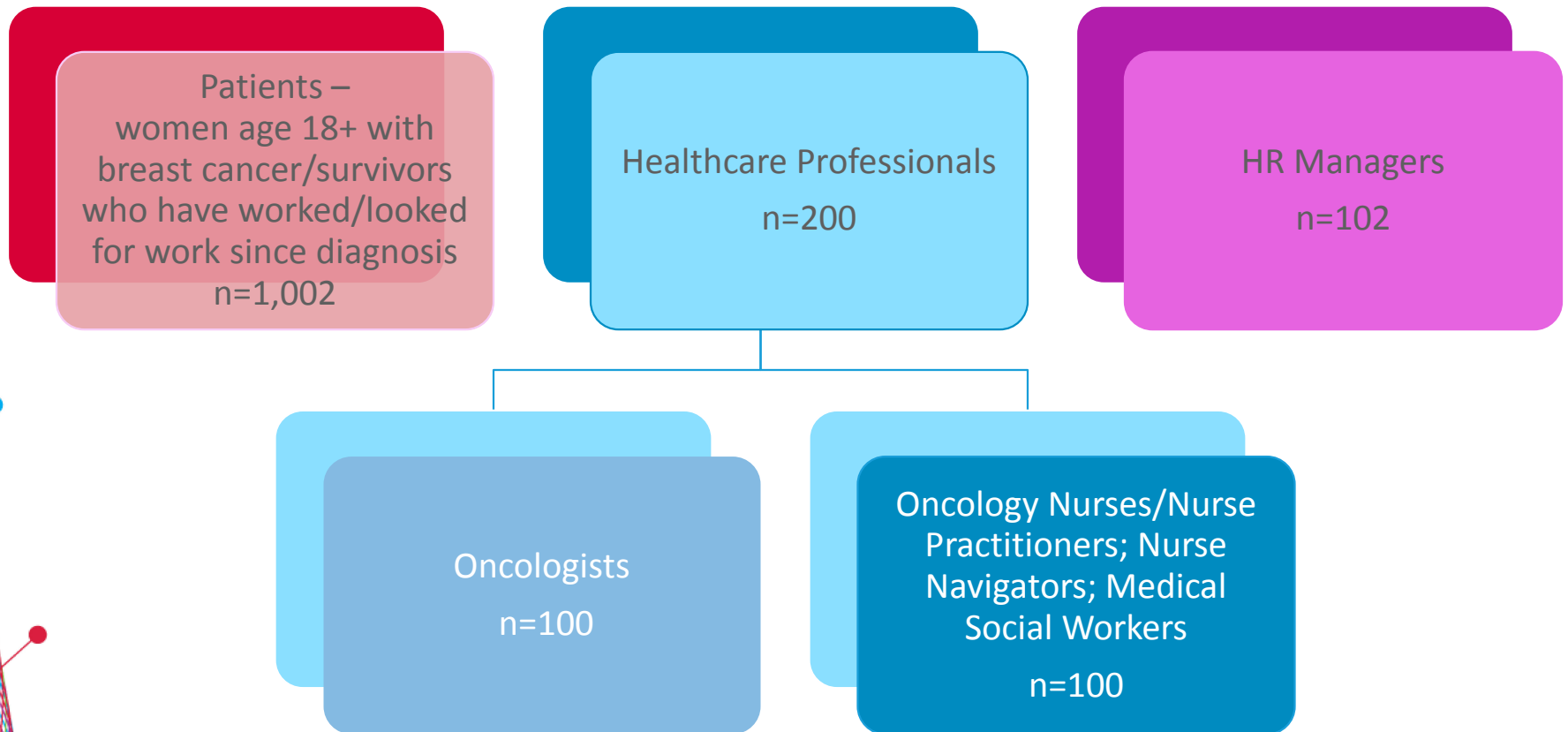
nielsen

BREAST CANCER AND THE WORKPLACE

JULY 30, 2014



STUDY SAMPLES



QUALIFICATION CRITERIA

Patients and Survivors

- Lives in the United States and...
 - Age 18+
 - Female
 - Has been diagnosed with breast cancer by an HCP (self-report)
 - Was working at time of diagnosis and/or working at any time since diagnosis, and/or looked for work at some point between diagnosis and currently.

Oncologists

- Based in the United States and...
 - Licensed in the state where they practice
 - Sees at least 1 patient with breast cancer each month

HR Managers

- Lives in the United States and...
 - Age 18+
 - Works for a company with at least 5 employees
 - Has some responsibility for HR and employee benefits issues

Oncology Nurses/NPs/Social Workers

- Based in the United States and...
 - Licensed in the state where they practice (with the exception of MSW)
 - Sees at least 1 patient with breast cancer each month

METHOD

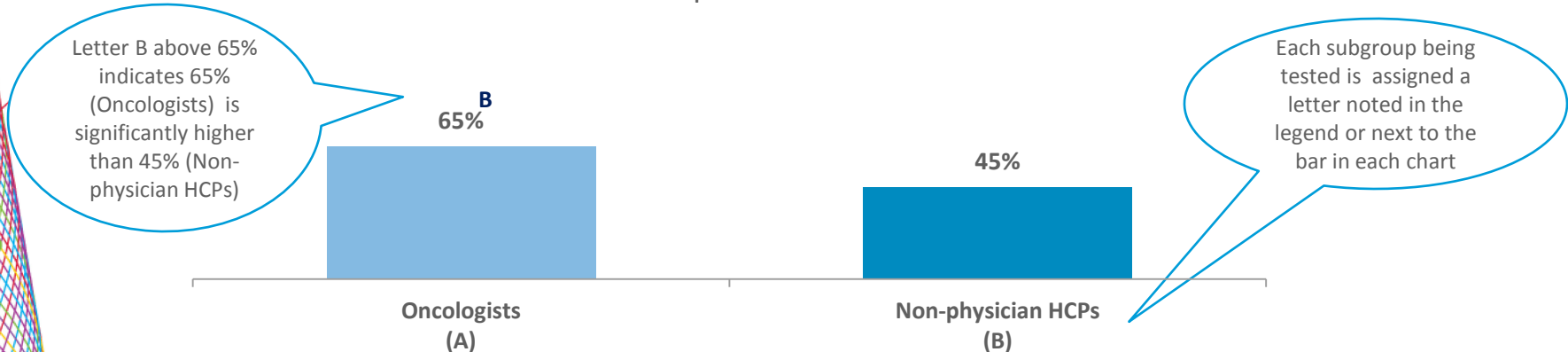
Audience	Field Dates	Sample Sources	Recruitment Method	Data Collection Method	Geographic Coverage	Average survey length
Patients	June 9 – 23, 2014	Online partner panels	By email invitation, with unique link to questionnaire	Online/self-administered, on secure website	Nationwide	18 minutes
Oncologists	June 9 – 17, 2014					12 minutes
Non-Physician HCPs	June 9 – 17, 2014					14 minutes
HR Managers	June 9 – 12, 2014					10 minutes

Confidentiality

- Participant confidentiality was maintained with appropriate measures such as separation of all personally identifiable information from research results at all stages of the study

WEIGHTING AND SIGNIFICANCE TESTING

- The samples of Patients, Oncologists, and HR Managers are weighted to help ensure that they are representative of their respective populations. Data from patients, employers, and oncologists were weighted to parameters from the US Census, 2012 NHIS, Dun and Bradstreet via Survey Sampling International, and the AMA Master File, respectively, to help ensure representativeness. See appendix for further details.
- Statistical testing was performed to detect significant differences between subgroup, for example:
 - Oncologists vs. Non-physician HCPs
 - Non-metastatic vs. Metastatic patients and survivors (metastatic defined as having been told by a healthcare professional that their breast cancer had “metastasized, that is spread to other parts of the body,” by self-report)
- Subgroup differences are tested at a 95% level of confidence, indicating that there is no more than a 5 in 100 chance that the difference observed between the groups could have been obtained by chance
- A percentage or mean with a letter notation (e.g., A, B) is significantly higher than the percentage or mean to which the letter notation refers– for example:



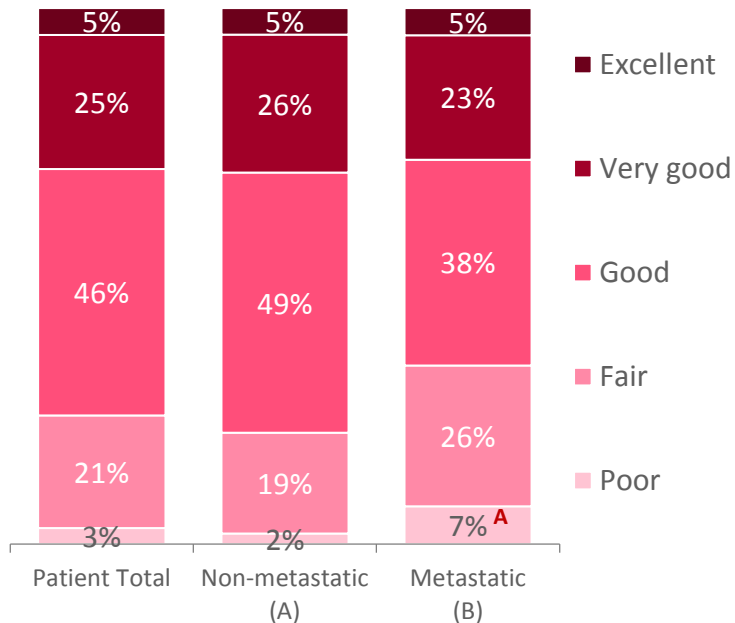
An abstract graphic on the left side of the slide. It features a dense grid of thin, curved lines in various colors (blue, green, yellow, red, purple) that originate from a vertical black bar on the far left and curve towards the right. Several colored dots (yellow, green, purple, red) are placed at various points along these lines, with thin lines extending from them towards the right edge of the graphic area.

DETAILED FINDINGS: THE MEDICAL CONDITION

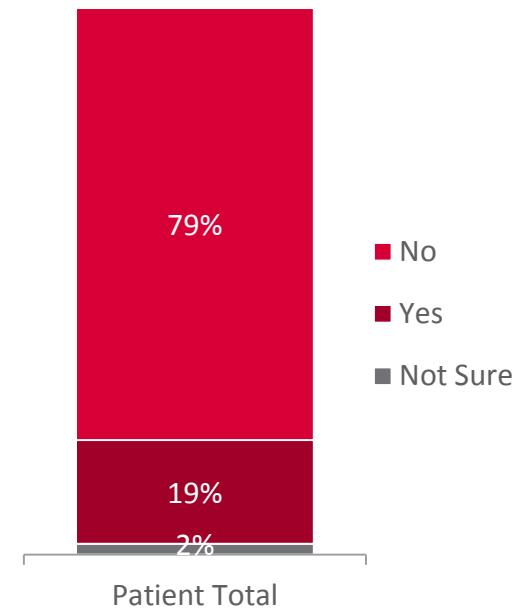
PATIENT HEALTH STATUS

Although 1 in 5 patients or survivors state their cancer has metastasized, the majority feel they are in at least 'good' health, even just over half of metastatic patients.

General health perception



% whose cancer has metastasized



BASE: ALL QUALIFIED RESPONDENTS (Patient Total n=1,002; Non-metastatic n=788; Metastatic n=189)

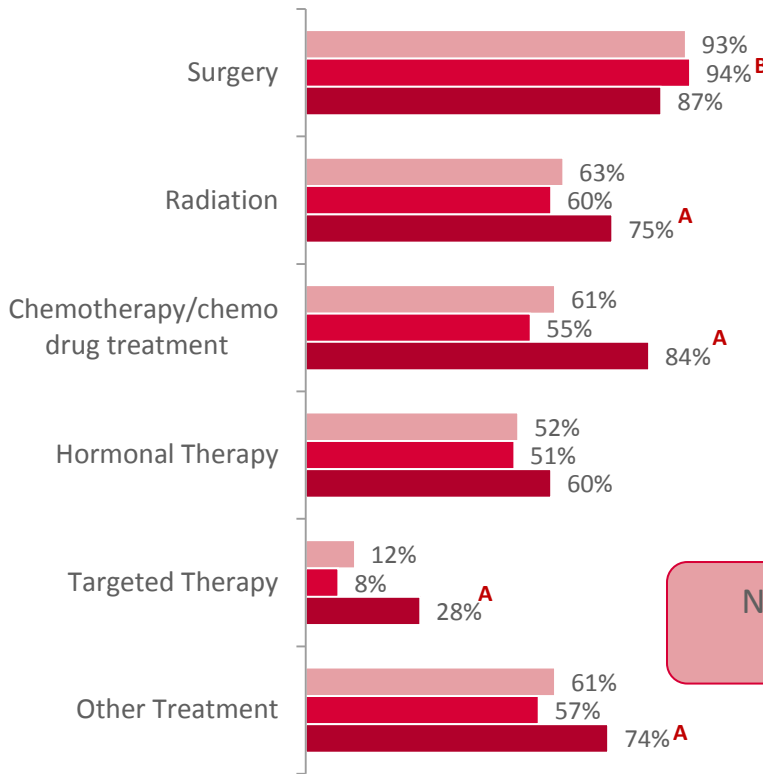
Q400 Would you say your general health is...?

Q420 Has a doctor or other healthcare professional ever described your breast cancer as having metastasized, that is, having spread to other parts of the body?

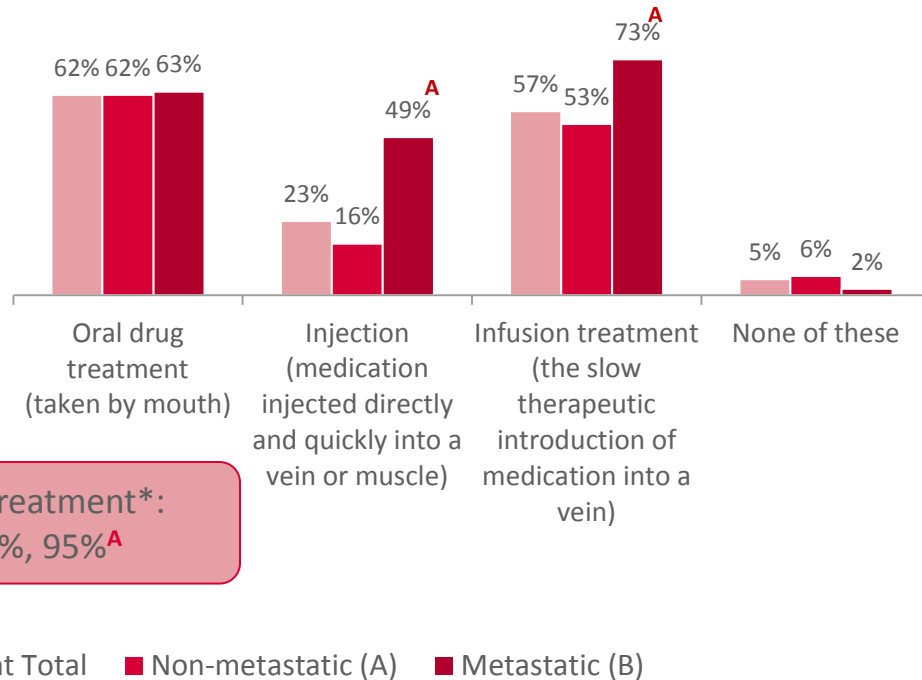
TREATMENTS UTILIZED

Surgery is the most common treatment ever received, although far more metastatic patients have undergone direct treatment, primarily via infusion.

Treatments ever received



Drug administration

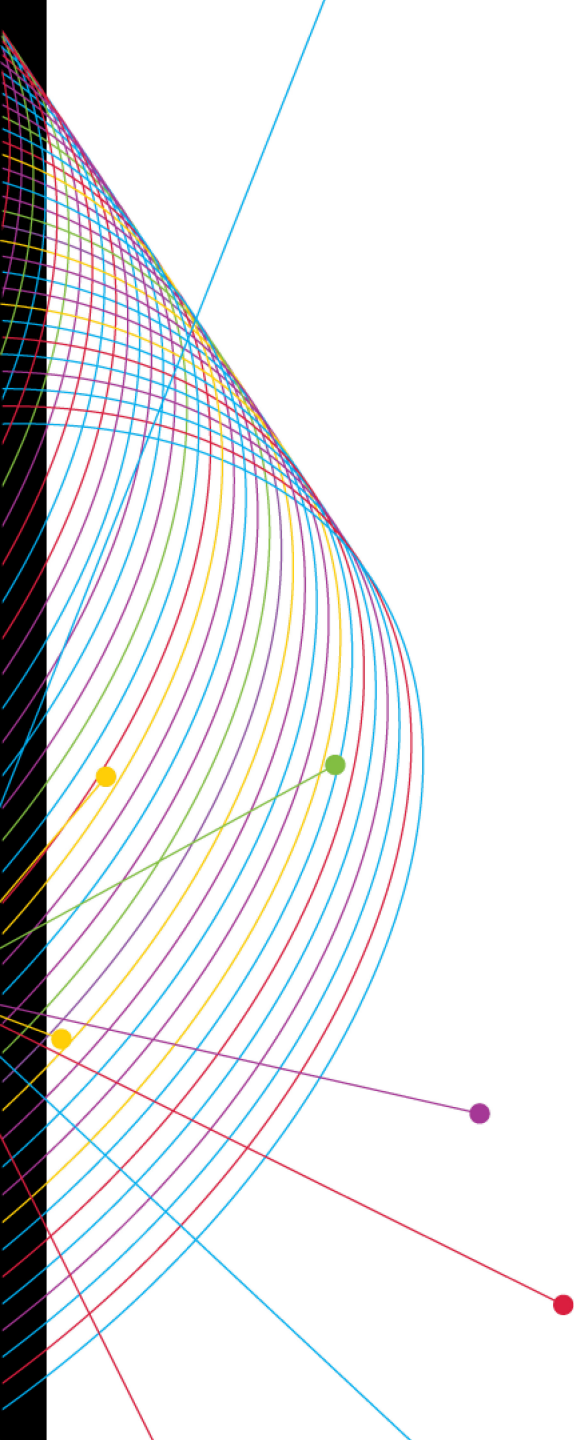


Net Drug Treatment*:
83%, 79%, 95%^A

BASE: ALL QUALIFIED (Patient Total n=1,002; Non-metastatic n=788; Metastatic n=189)

Q435 Which of the following types of treatments have you undergone, or are currently undergoing, for breast cancer?
 BASE: HAVE TAKEN CHEMO, BIOLOGICS, HORMONAL (Patient Total n=948; Non-metastatic n=739; Metastatic n=185)
 Q440 How was your drug treatment administered?

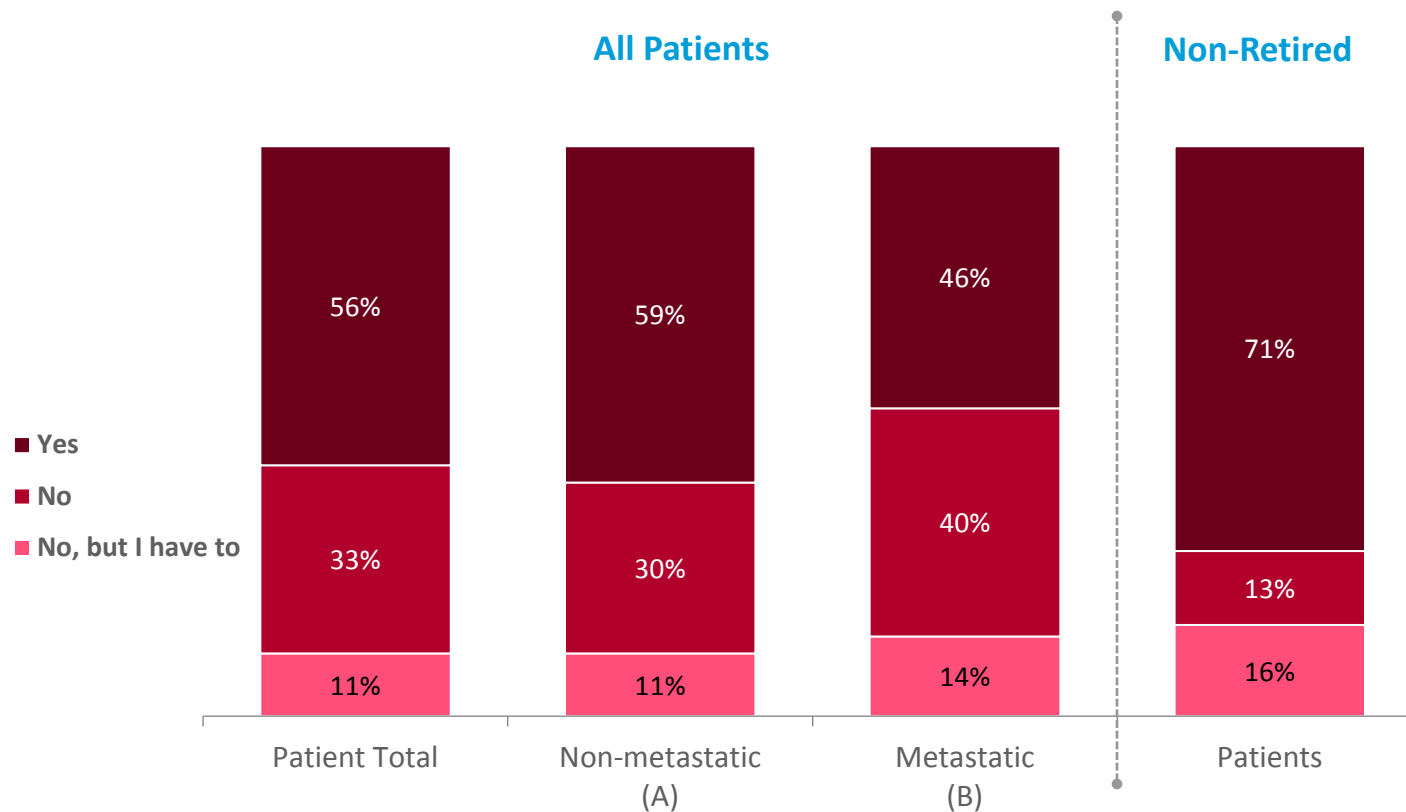
*Chemo, Hormonal, or Targeted



DETAILED FINDINGS: A STRONG WORK ETHIC

PREFERENCE FOR WORK

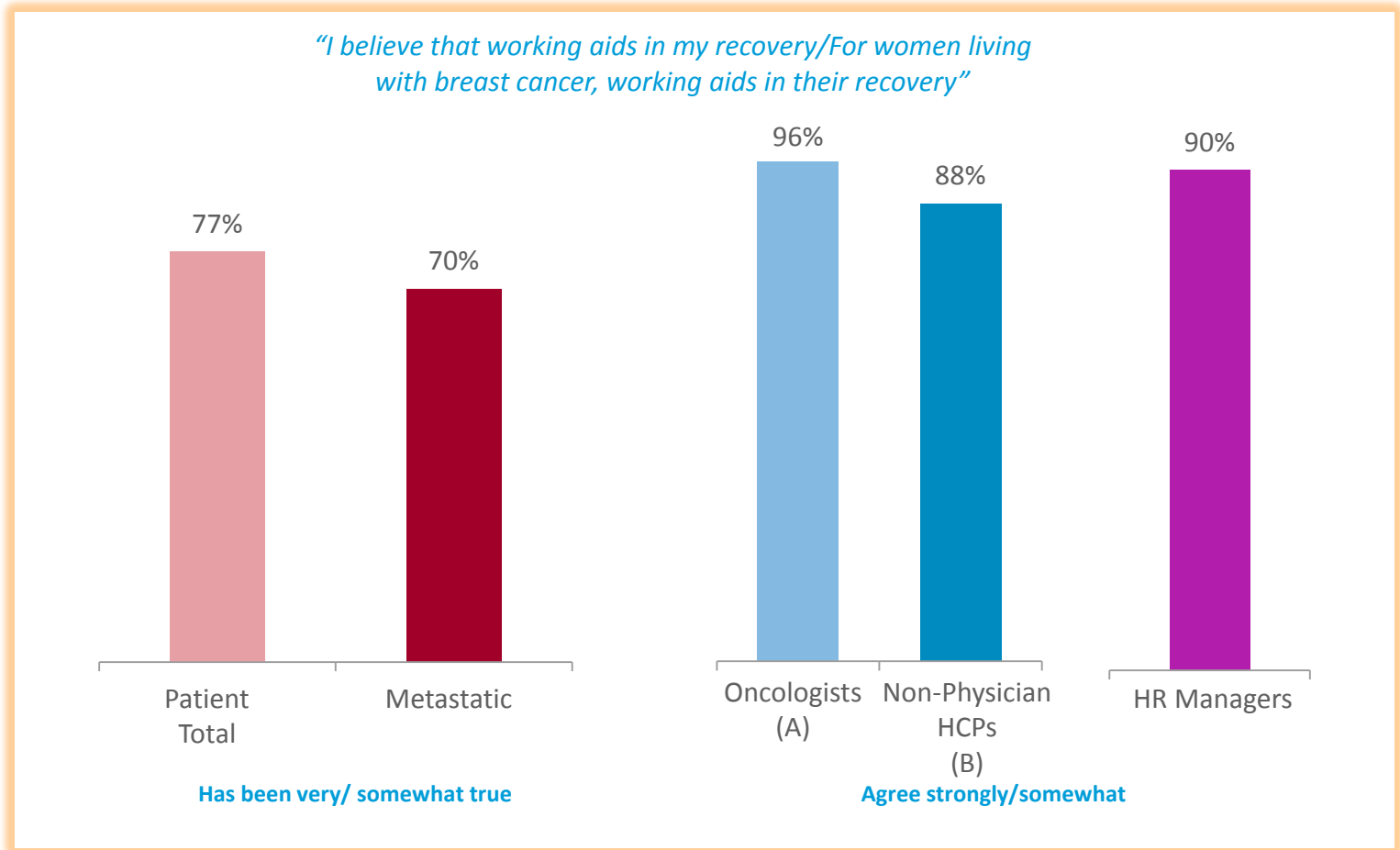
A thin majority of all patients and survivors prefer to work, including nearly half of metastatic patients and survivors. Among those not currently retired, nearly three-quarters of all patients and survivors would prefer to work.



BASE: ALL QUALIFIED RESPONDENTS (Patient Total: n=1,002; Non-metastatic n=788; Metastatic n=189 ; Patient Non-Retired n=836)
 Q745 Given your current health, would/do you prefer to work?

WORKING AND RECOVERY

A strong majority of patients/survivors believe that work aids in their recovery, a view held almost unanimously among healthcare professionals and employers.



BASE: ALL QUALIFIED RESPONDENTS (Patients n=1,002, Metastatic n=189, Oncs n=100, Non-Physician HCPs n=100, HR Mgrs n=102)

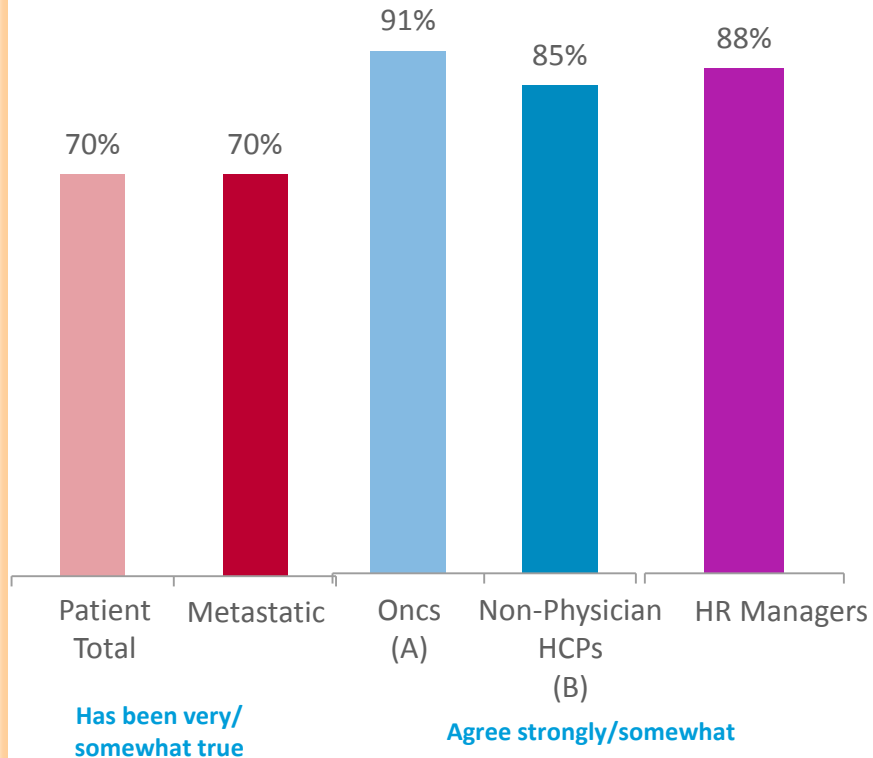
Patients: Q920 Please indicate the extent to which each of the following statements has ever been true for you at any time since your cancer diagnosis.

Q825/Q750 Please indicate how strongly you personally agree or disagree with each of the following statements.

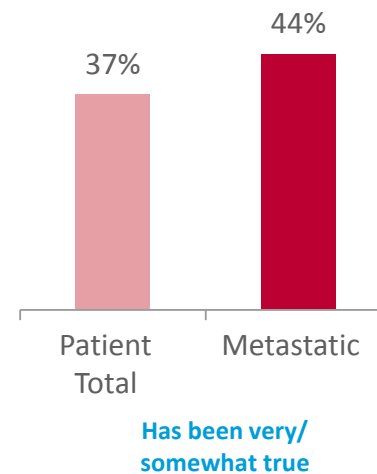
WORKING THROUGH TREATMENT

A majority of patients even want to work through treatment (and both HCPs and employers know this); relatively few patients want to wait until their treatments are over.

"I want to work/Women want to work even while undergoing treatment for breast cancer"



"I would like to work but only after my treatments are finished"



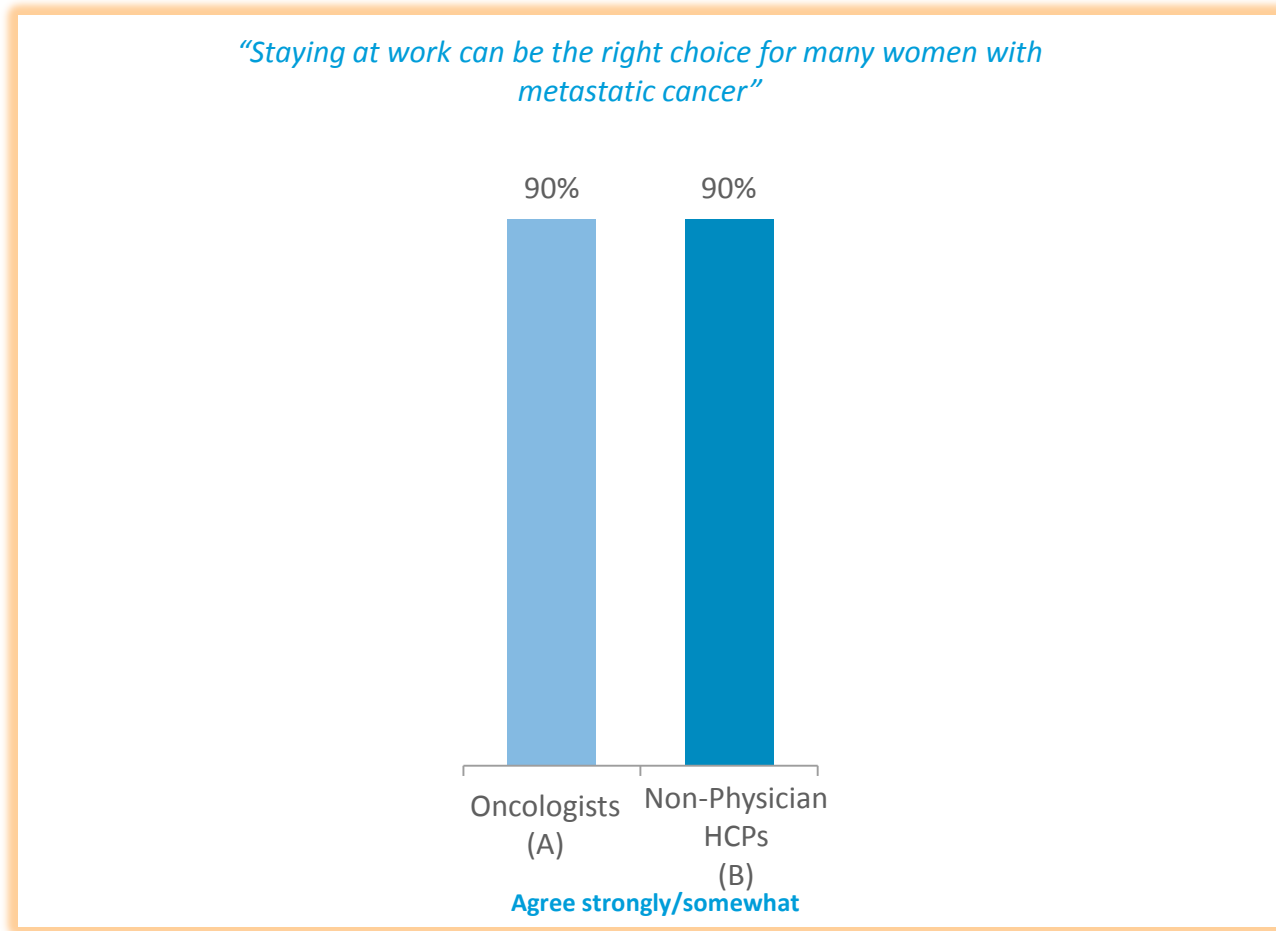
BASE: ALL QUALIFIED RESPONDENTS (Patients n=1,002, Metastatic n=189, Oncs n=100, Non-Physician HCPs n=100, HR Mgrs n=102)

Patients: Q920 Please indicate the extent to which each of the following statements has ever been true for you at any time since your cancer diagnosis.

Q825/Q750 Please indicate how strongly you personally agree or disagree with each of the following statements.

WORKING AND RECOVERY (CONT'D)

9 in 10 HCPs agree that staying at work is right for many metastatic patients.



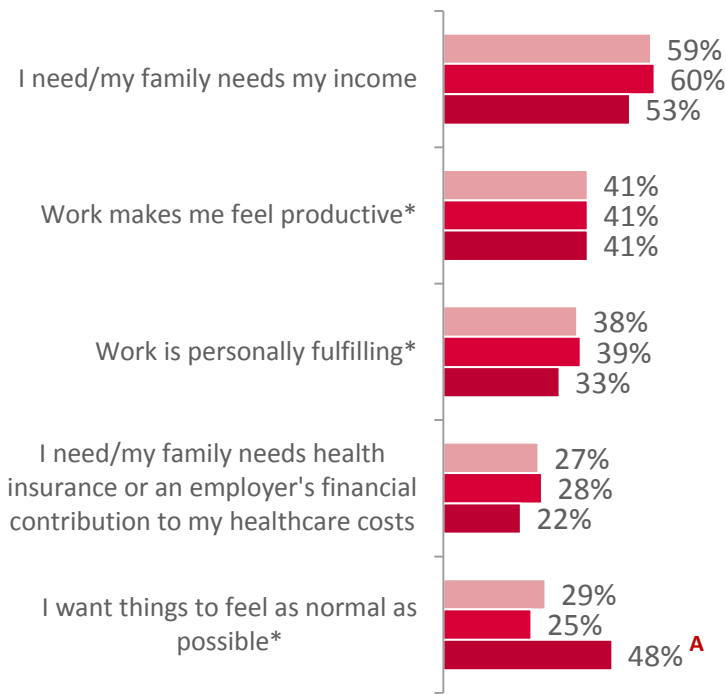
BASE: ALL QUALIFIED RESPONDENTS (Oncs n=100, Non-Physician HCPs n=100)

Q825 Please indicate how strongly you personally agree or disagree with each of the following statements.

REASONS FOR WANTING TO WORK (1 OF 2)

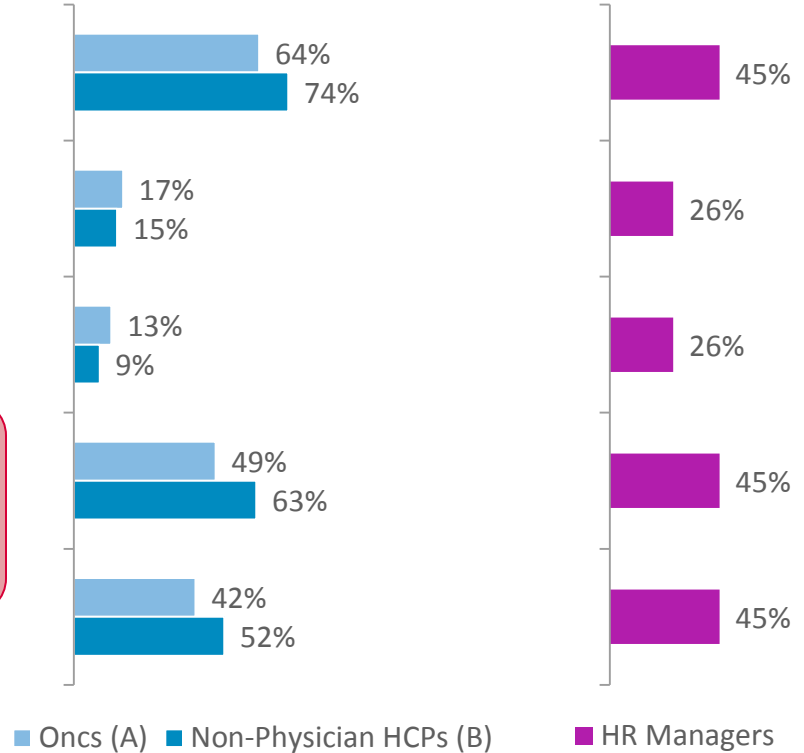
Need for income is the main driver of wanting to work for patients as well as for HCPs and HR managers, although these groups also point to health insurance and the need for normalcy.

“Top three” reasons women with breast cancer want to work (among those who want to work)



Net any psychosocial* (Patients): 86%, 86%, 88%
 Net any financial: 73%, 74%, 76%

“Top three” reasons feel that women with breast cancer want to work



■ Patient Total ■ Non-Metastatic (A) ■ Metastatic (B)

■ Oncs (A) ■ Non-Physician HCPs (B) ■ HR Managers

BASE: ALL WHO WANT TO WORK (Patients n=637, Non-metastatic n=517, Metastatic n=107)

Patients: Q750 Why do you want to work?

BASE: ALL QUALIFIED RESPONDENTS (Oncs n=100, Non-Physician HCPs n=100, HR Mgrs n=102)

HCPs: Q820 In your opinion, why do you think a woman with breast cancer might want to continue working or come back to work?

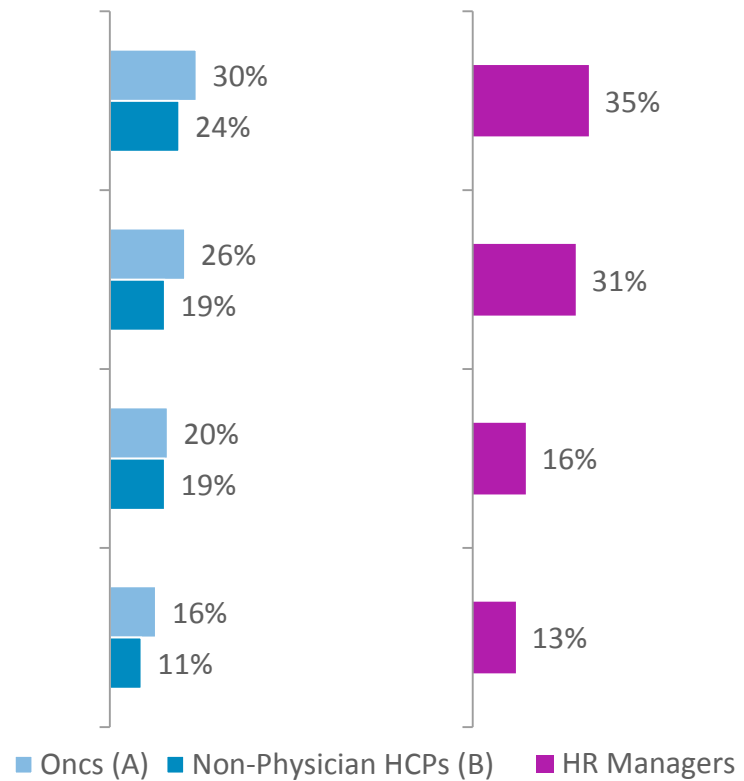
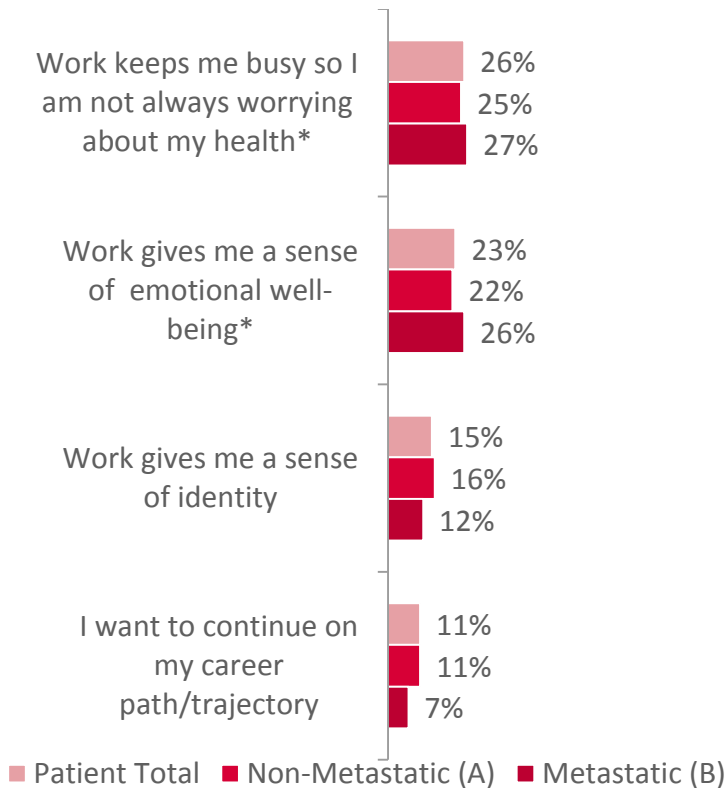
HR Mgrs: Q715 Putting yourself in the shoes of a woman in your organization who has breast cancer, why do you think she might want to continue working or come back to work?

REASONS FOR WANTING TO WORK (2 OF 2)

Reasons for wanting to work

“Top three” reasons women with breast cancer want to work
(among those who want to work)

“Top three” reasons feel that women with breast cancer want to work



BASE: ALL WHO WANT TO WORK (Patients n=637, Non-metastatic n=517, Metastatic n=107)

Patients: Q750 Why do you want to work?

BASE: ALL QUALIFIED RESPONDENTS (Oncs n=100, Non-Physician HCPs n=100, HR Mgrs n=102)

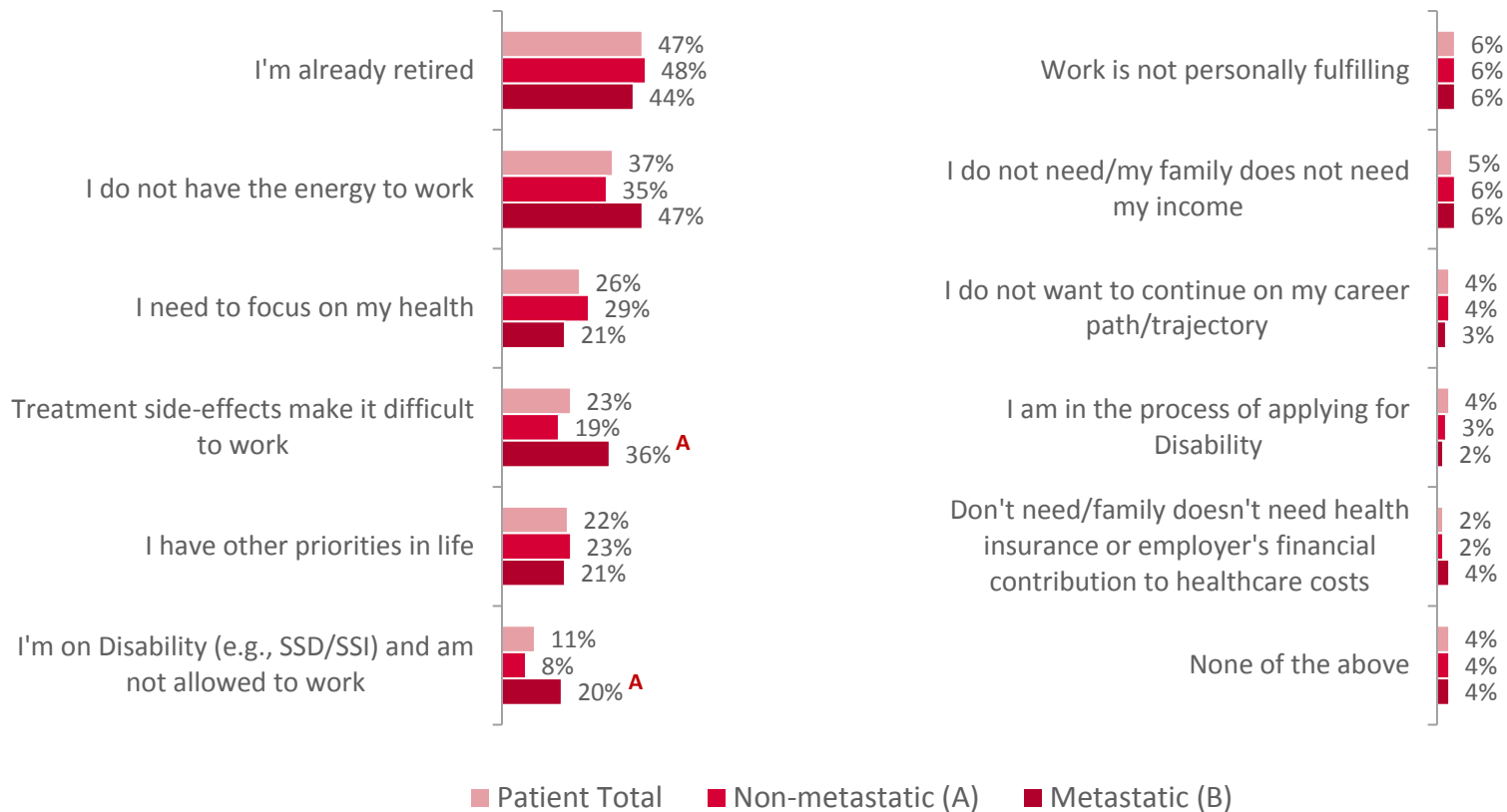
HCPs: Q820 In your opinion, why do you think a woman with breast cancer might want to continue working or come back to work?

HR Mgrs: Q715 Putting yourself in the shoes of a woman in your organization who has breast cancer, why do you think she might want to continue working or come back to work?

*Psychosocial items

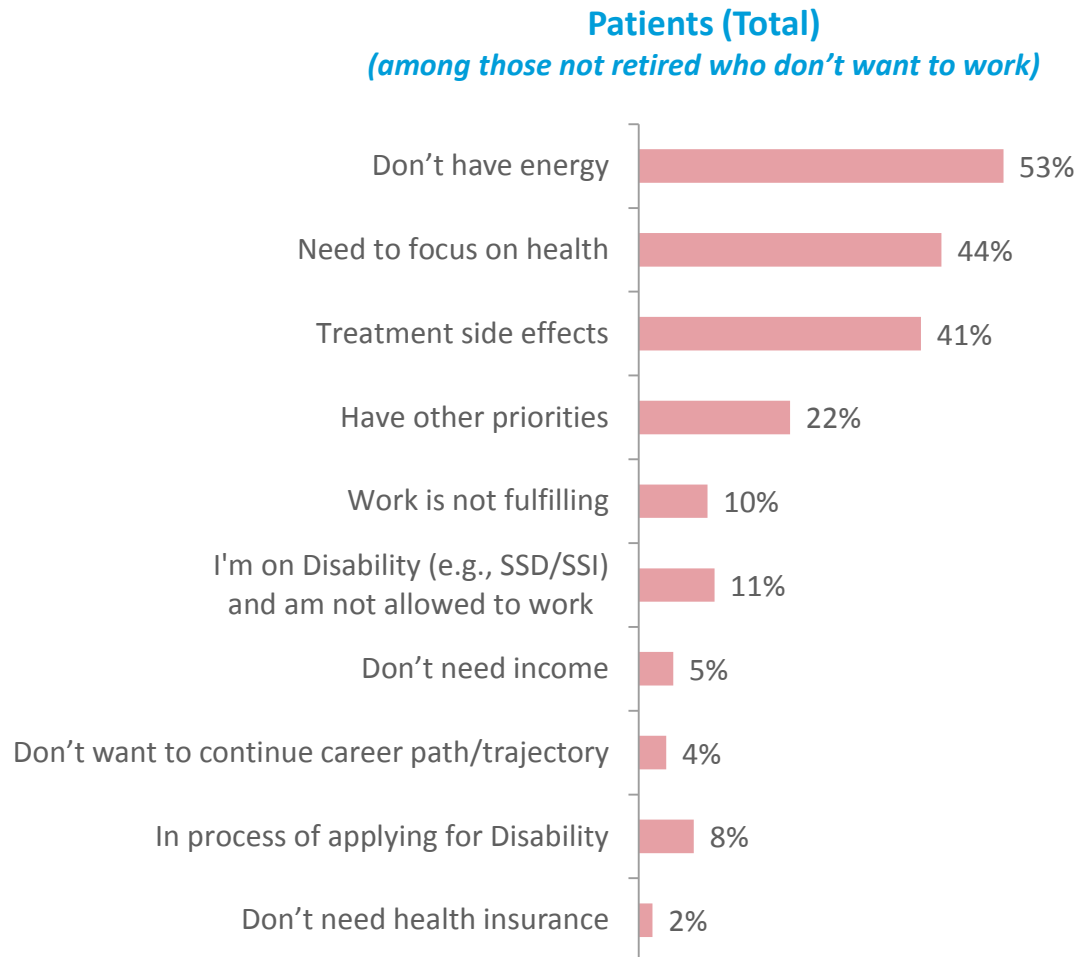
REASONS TO PREFER NOT TO WORK

Those already retired primarily want to stay retired; others point to lack of energy and a need to focus on health. Metastatic patients especially see a difficulty in dealing with treatment side effects.



REASONS TO PREFER NOT TO WORK (NON-RETIRED)

Looking at responses based only on those who have not yet retired, lack of energy and need to focus on health remain top reasons for preferring not to work.



BASE: ALL DON'T WANT TO WORK AND NOT RETIRED (Patient Total n=233)
Q751 Why would/do you prefer not to work?

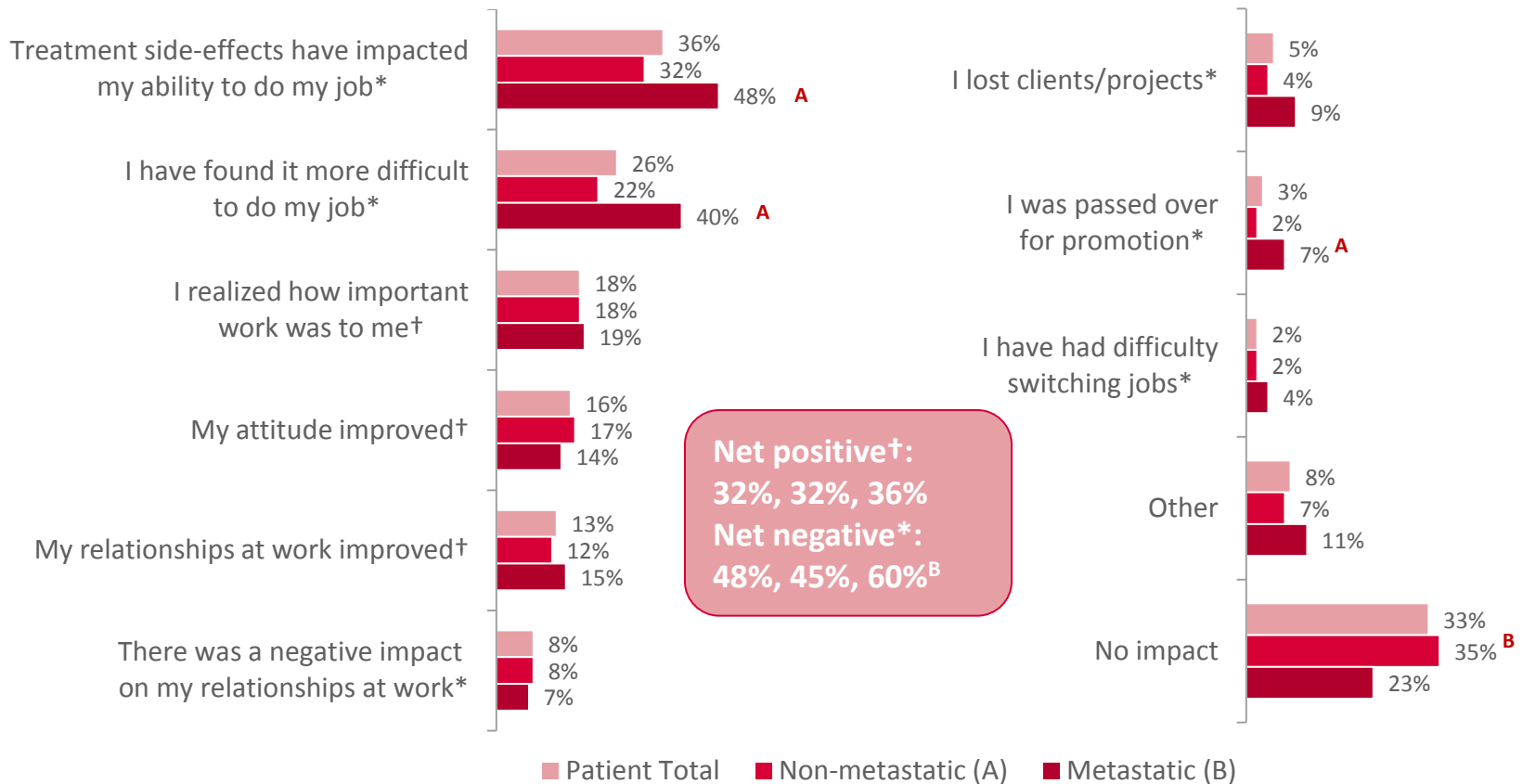
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DETAILED FINDINGS: IMPACT ON WORK

IMPACT OF BREAST CANCER ON WORK LIFE

Nearly half report negative impacts from breast cancer on their work life; metastatic patients are more likely to do so.

(among those with work experience since at or since diagnosis)



BASE: EMPLOYED PART-TIME OR FULL-TIME OR PAID OR UNPAID LEAVE OR SELF-EMPLOYED CURRENTLY OR AT TIME OF DIAGNOSIS

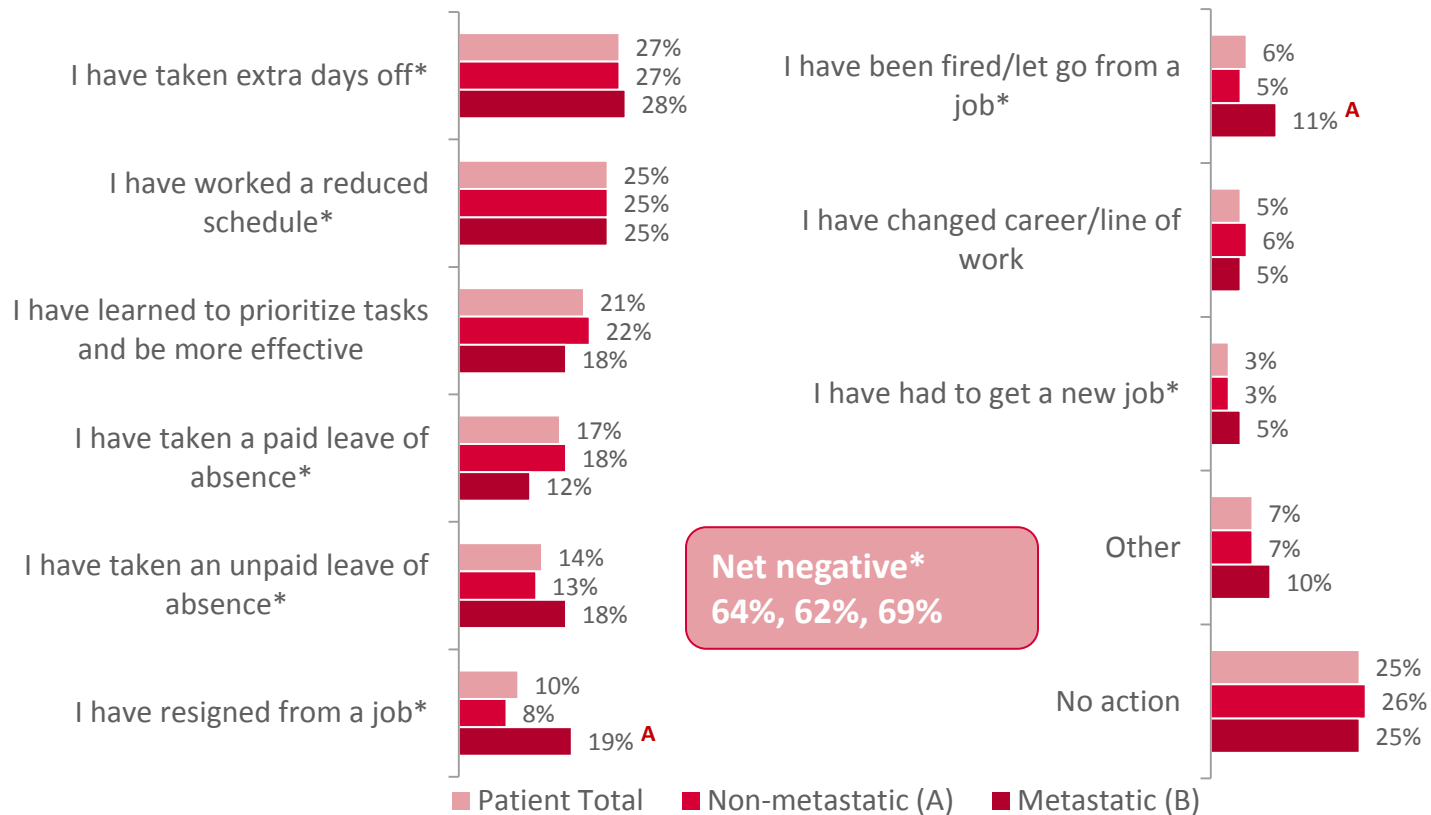
(Patient Total n=950; Non-metastatic n=750; Metastatic n=177)

Q810 In which of the following ways, if any, has your breast cancer impacted your work life at any time since diagnosis?

ACTIONS TAKEN AS A RESULT OF CANCER/TREATMENT

Nearly two-thirds have taken action or experienced some kind of negative work issue due to their breast cancer.

(among those with work experience since at or since diagnosis)



BASE: EMPLOYED PART-TIME OR FULL-TIME OR PAID OR UNPAID LEAVE OR SELF-EMPLOYED CURRENTLY OR AT TIME OF DIAGNOSIS

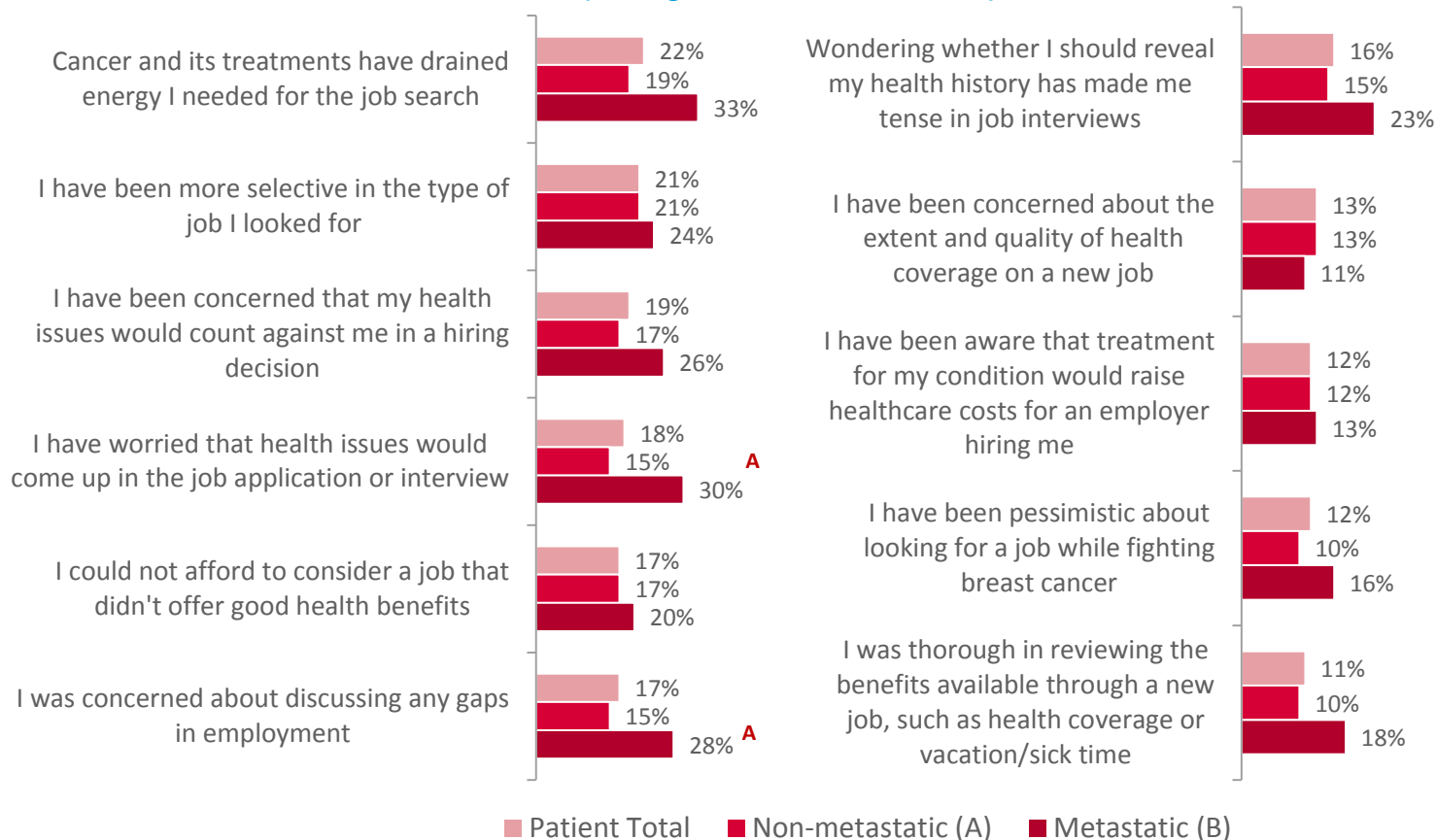
(Patient Total n=950; Non-metastatic n=750; Metastatic n=177)

Q810a What actions, if any, have you taken in your work life as a result of your breast cancer or its treatments?

IMPACT ON JOB SEARCH

For those who have looked for work, metastatic patients are more likely to have concerns over energy level and discussing health/employment issues with prospective employers.

(among those who have looked)



BASE: HAVE LOOKED FOR NEW JOB (Patient Total n=385; Non-metastatic n=293; Metastatic n=83)

Q815 In which of the following ways, if any, has your breast cancer or its treatments impacted looking for a new job?

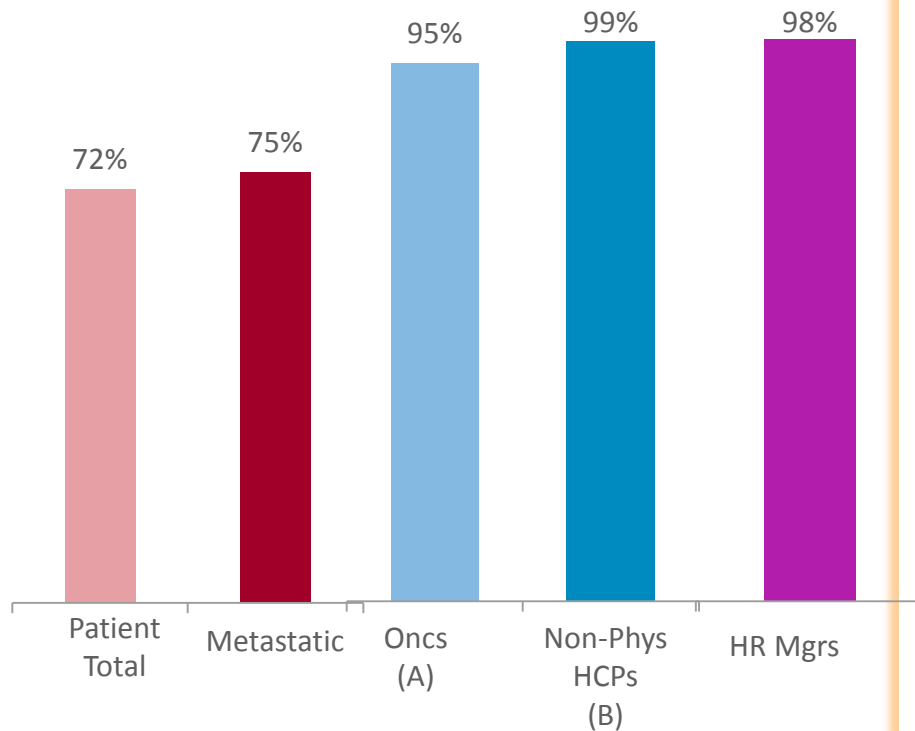
An abstract graphic on the left side of the page. It features a vertical black bar on the far left. From this bar, a series of curved, overlapping lines in various colors (blue, green, yellow, orange, red, purple) extend towards the right. Some of these lines terminate in small colored dots. The overall effect is that of a complex, multi-layered network or data visualization.

DETAILED FINDINGS: SUPPORT AT WORK

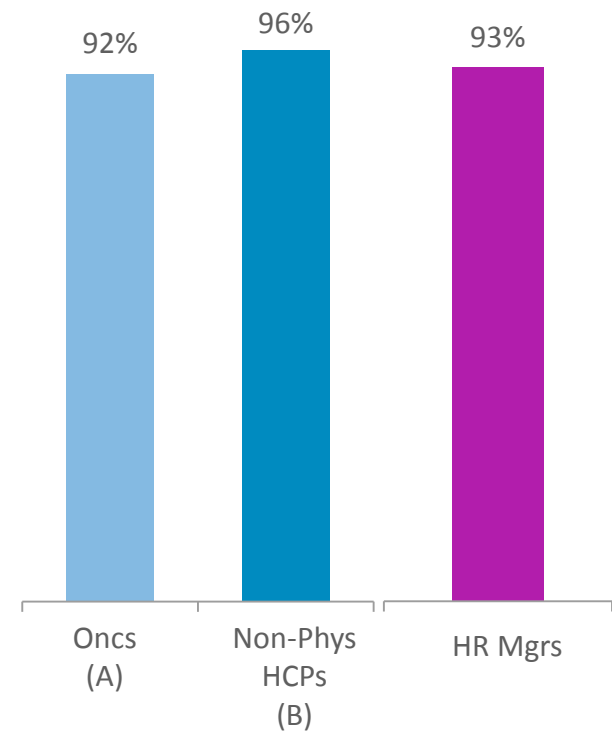
THE NEED FOR SUPPORT

Patients/survivors say they need support from employers—and employers, along with HCPs—wholeheartedly agree.

“If I am to thrive as a working cancer patient, I need support from my employer”



“Lack of support in the workplace when dealing with breast cancer results in additional stress/additional health concerns on the patient”



BASE: ALL QUALIFIED RESPONDENTS (Patients n=1,002, Metastatic n=189, Oncs n=100, Non-Physician HCPs n=100, HR Mgrs n=102)

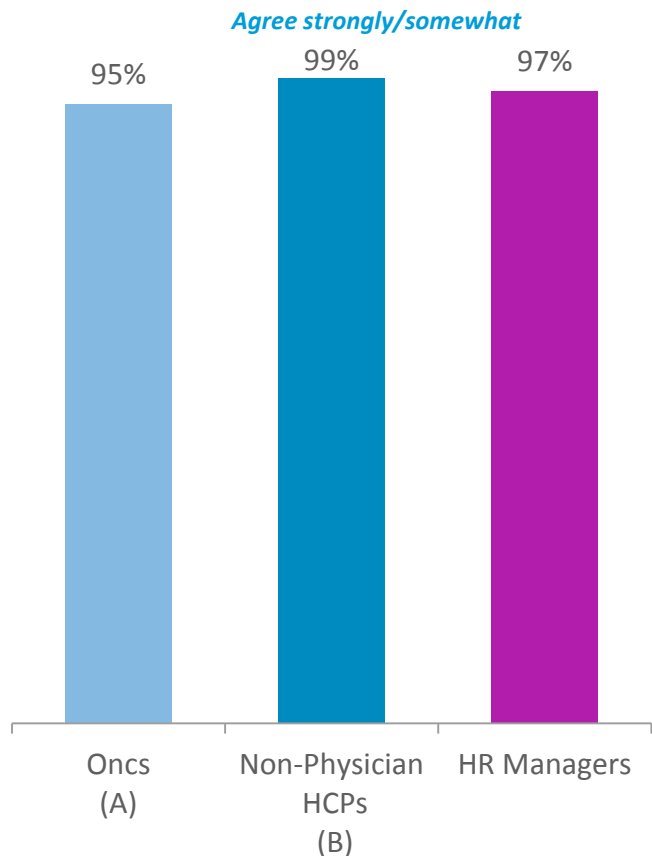
Patients: Q920 Please indicate the extent to which each of the following statements has ever been true for you at any time since your cancer diagnosis.

Q825/Q750 Please indicate how strongly you personally agree or disagree with each of the following statements.

SUPPORT FROM DIRECT MANAGER

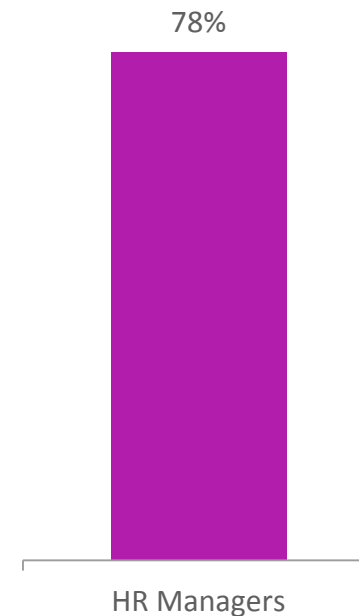
Almost all HCPs and HR managers believe that support from the patient's direct manager is important; however, a majority of HR managers concede that there are limitations to flexibility.

"A supportive direct manager is important for a woman with breast cancer to continue to work effectively"



"In supporting an employee with breast cancer, a direct manager is limited by what management and HR will allow"

Agree strongly/somewhat



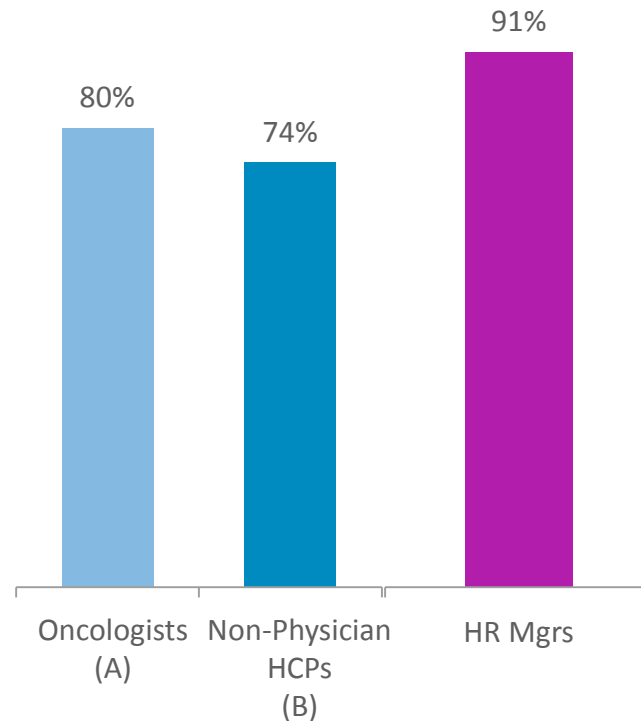
BASE: ALL QUALIFIED RESPONDENTS (Oncs n=100, Non-Physician HCPs n=100, HR Managers n=102)

Q825/Q750 Please indicate how strongly you personally agree or disagree with each of the following statements.

EMPLOYER SUPPORT OVERALL

The vast majority of employers say their organization is supportive of employees who have serious health conditions such as breast cancer; somewhat fewer oncologists and non-physician HCPs agree that in their experience employers are supportive.

Feel employers have been/are generally
very/somewhat supportive



BASE: ALL QUALIFIED RESPONDENTS (Oncs n=100, Non-Phys n=100, HR Mgrs n=102)

HCPs: Q805 In your experience, how supportive are employers generally for their employees who have breast cancer?

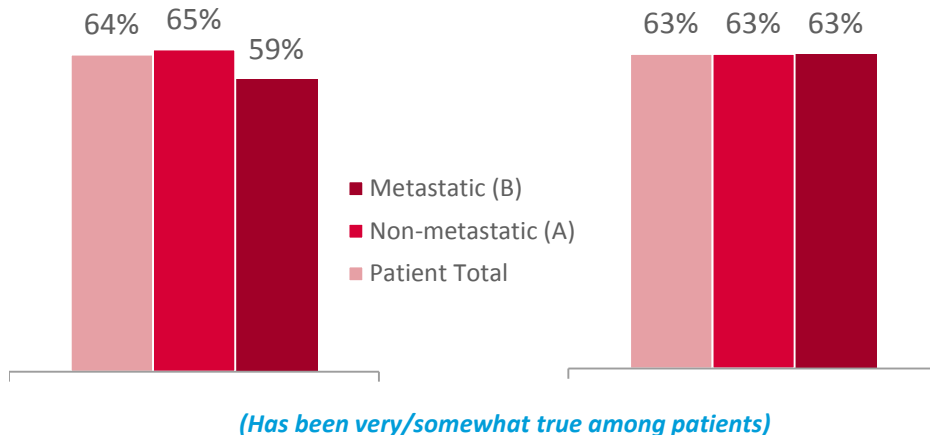
HR Mgrs: Q700 In your opinion, how supportive is your organization of employees who have serious health conditions such as breast cancer?

EMPLOYER SUPPORT AND FLEXIBILITY

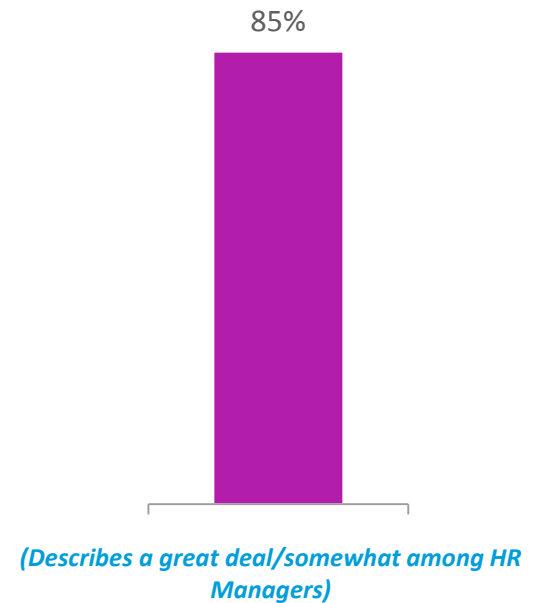
Majorities of patients/survivors say that their manager has been flexible and their employer has done everything possible to support them working through treatment; employers overwhelmingly report that their organizations are flexible.

“My most recent employer has done everything possible so that I could continue working through treatment”

“My manager helps me cope at work by allowing me some extra flexibility”



“My organization offers enormous flexibility and options for employees with serious health issues such as breast cancer.”



BASE: ALL QUALIFIED RESPONDENTS (Patients n=1,002, Non-metastatic n=788, Metastatic n=189)

Patients: Q920 Please indicate the extent to which each of the following statements has ever been true for you at any time since your cancer diagnosis.

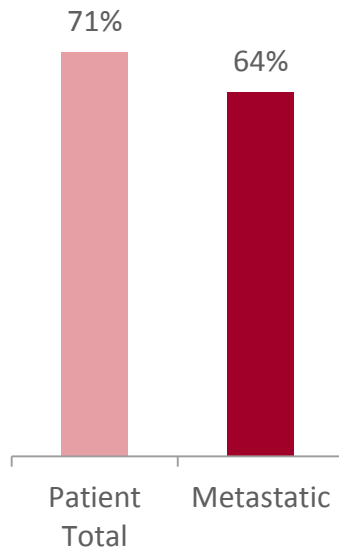
BASE: ALL QUALIFIED RESPONDENTS (HR Mgrs n=102)

Q745 In your opinion, how much does this statement describe your organization?

TOOLS/SUPPORT FOR BALANCING HEALTH AND WORK

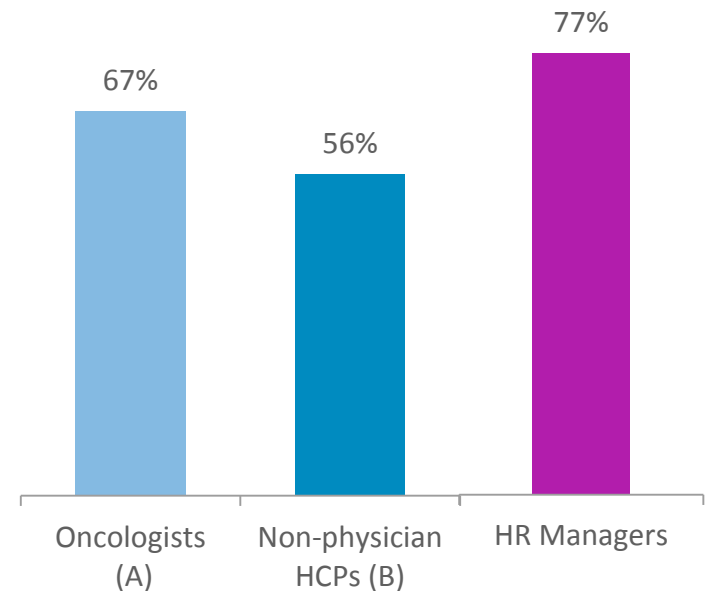
Most patients say they receive sufficient support to balance health and work life, and both HCPs and employers tend to agree.

“I have received enough information, tools, and support to balance my health and work life”



Has been very/somewhat true

“Women living with breast cancer/breast cancer survivors receive enough information, tools, and support on how to balance health and work life”



Agree strongly/somewhat

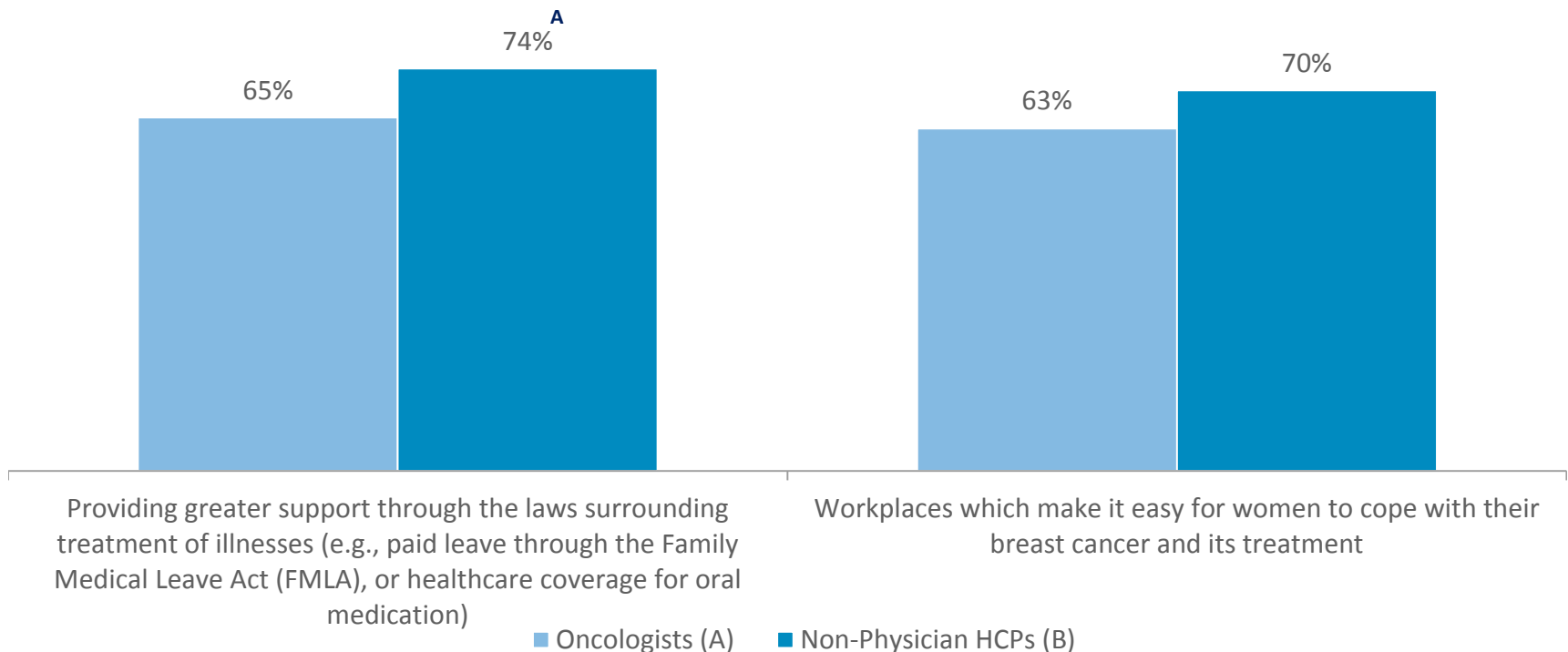
BASE: ALL QUALIFIED RESPONDENTS (Patients n=1,002, Metastatic n=189, Oncs n=100, Non-Physician HCPs n=100, HR Mgrs n=102)

Patients: Q920 Please indicate the extent to which each of the following statements has ever been true for you at any time since your cancer diagnosis.

Q825/Q750 Please indicate how strongly you personally agree or disagree with each of the following statements.

NEED FOR IMPROVEMENT

Two-thirds of both oncologists and non-physician HCPs feel there should be improvement in how workplaces help women cope with breast cancer and treatment, as well as more support through the law.



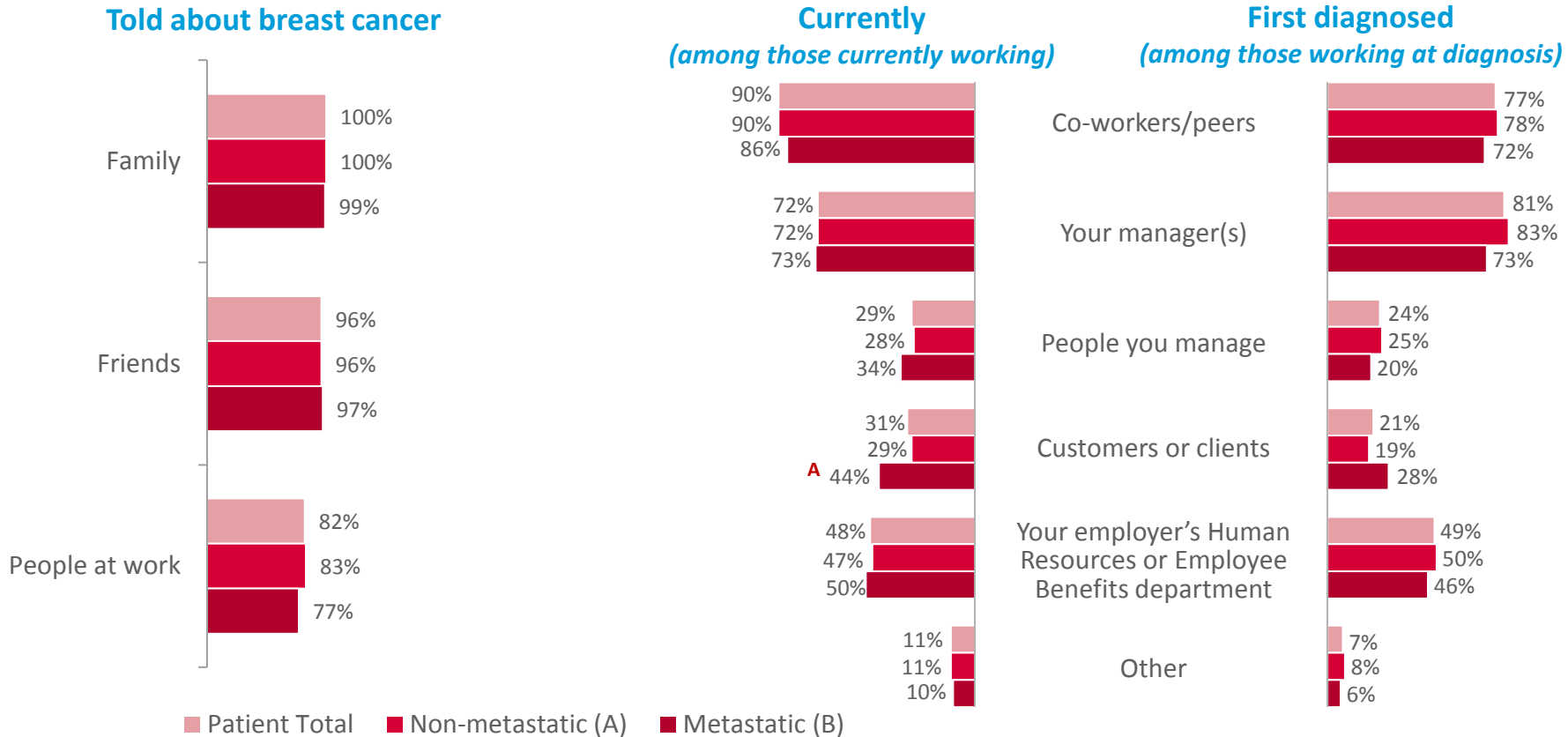
BASE: ALL QUALIFIED RESPONDENTS (Oncologist n=100, Non-Physician HCPs n=100)

Q1010 Overall, which of the following areas do you feel require major improvement in order to help women with breast cancer and their families in your community or society?

TELLING PEOPLE ABOUT CANCER

Over 8 in 10 respondents have told someone at work; majorities have told co-workers and their own managers; fewer have told the HR department.

Co-workers aware of breast cancer



BASE: ALL QUALIFIED RESPONDENTS (Patient Total n=1,002; Non-metastatic n=788; Metastatic n=189)

Q755 Letting someone know about your breast cancer can be a very personal decision. Have you told/Did you tell any of the following about your breast cancer?

BASE: CURRENTLY WORKING FULL- OR PART-TIME OR PAID OR UNPAID LEAVE OR SELF-EMPLOYED AND/OR WORKING AT TIME OF DIAGNOSIS AND TOLD SOMEONE AT WORK ABOUT BREAST CANCER (Patient Total n=589, 788; Non-metastatic n=483, 635; Metastatic n=94, 138)

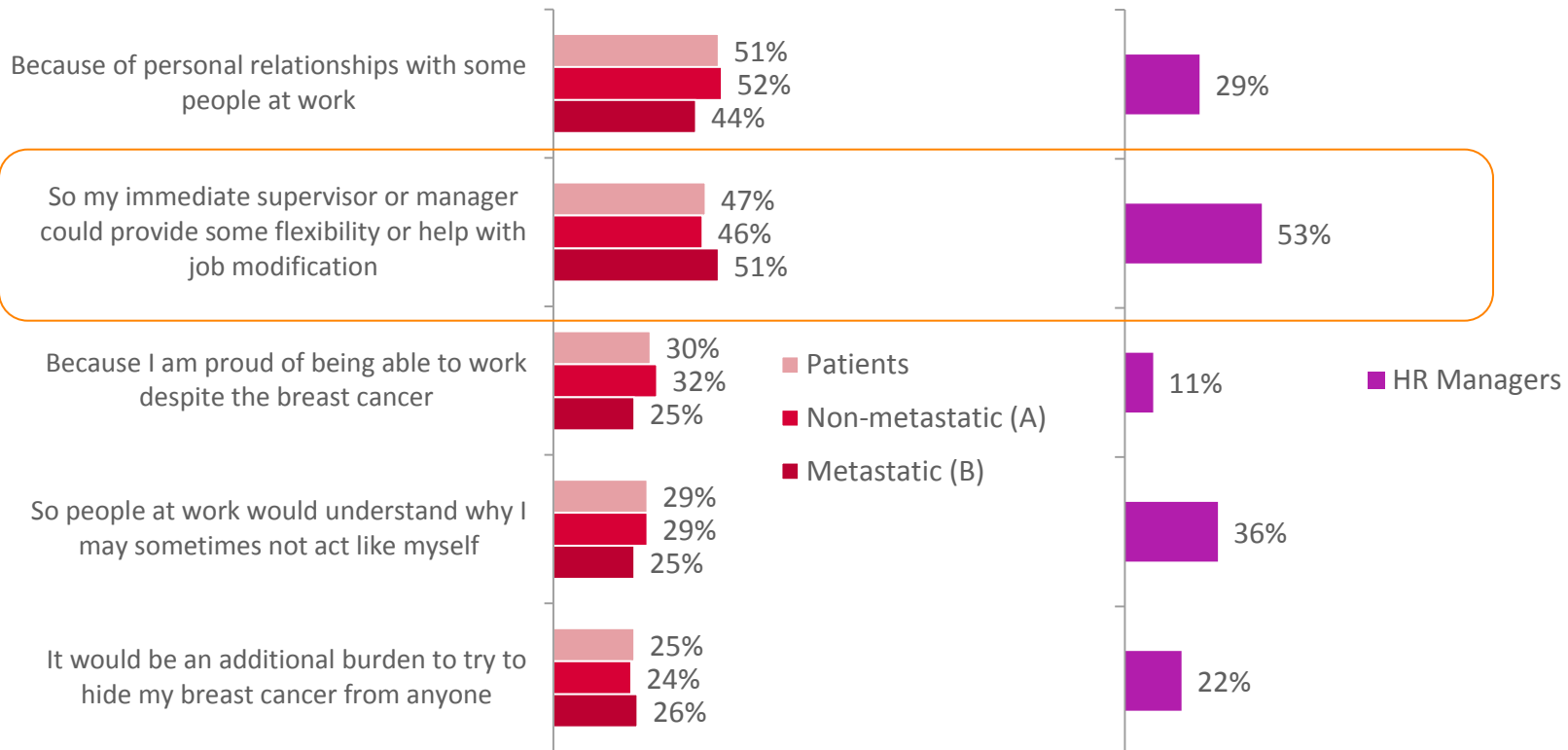
Q756 Who at work knows about your cancer now and who at work knew when you were first diagnosed?

REASONS TO TELL SOMEONE AT WORK (1 OF 2)

For those who told someone at work, personal relationships and getting some flexibility from a manager/supervisor were the top reasons for doing so. HR managers assume getting flexibility from their manager/supervisor to be the most important reason.

“Top three” reasons women told anyone at work
(among those who have worked and told someone at work about breast cancer)

“Top three” reasons feel women with breast cancer might want to tell people at work



BASE: TOLD SOMEONE AT WORK (Patients n=832, Non-metastatic n=667, Metastatic n=147)

Q804 What are the top three reasons why you told people at work about your breast cancer?

BASE: ALL QUALIFIED RESPONDENTS (HR Mgrs n=102)

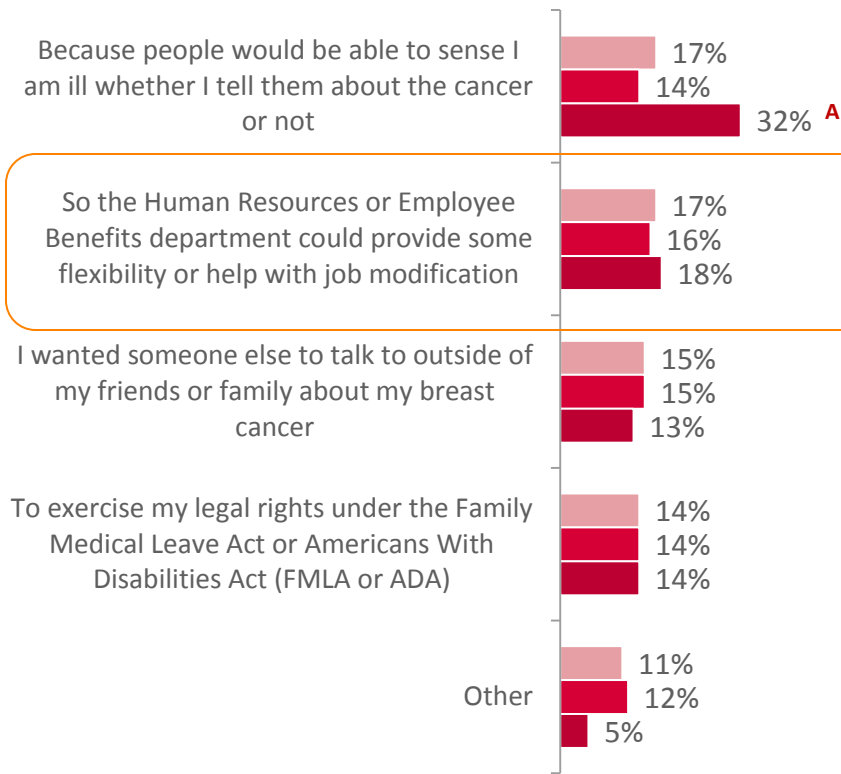
HR Mgrs. Q760 In your opinion, why might a woman diagnosed with breast cancer want to tell people at work?

REASONS TO TELL SOMEONE AT WORK (2 OF 2)

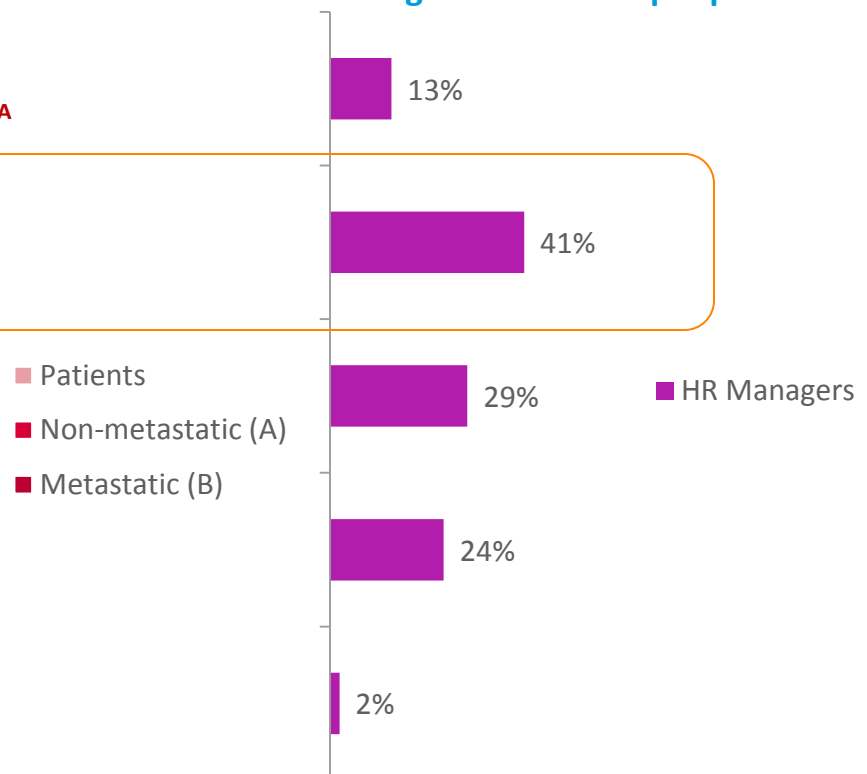
HR execs overstate the importance to patients of gaining flexibility or job modifications from HR, of having someone to talk to besides their family, and of exercising legal rights.

“Top three” reasons women told anyone at work

(among those who have worked and told someone at work about breast cancer)



“Top three” reasons feel women with breast cancer might want to tell people at work



BASE: TOLD SOMEONE AT WORK (Patients n=832, Non-metastatic n=667, Metastatic n=147)

Q804 What are the top three reasons why you told people at work about your breast cancer?

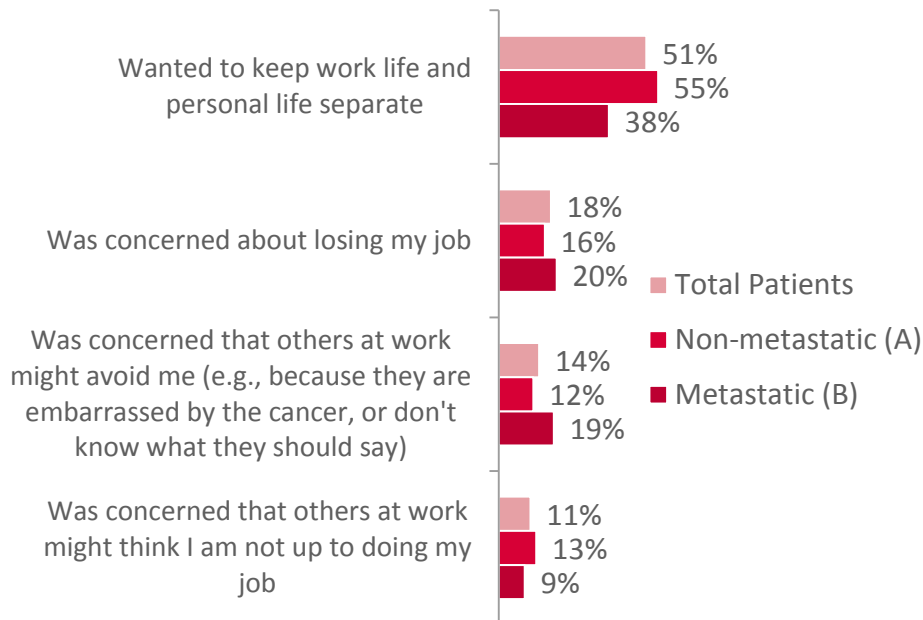
BASE: ALL QUALIFIED RESPONDENTS (HR Mgrs n=102)

HR Mgrs. Q760 In your opinion, why might a woman diagnosed with breast cancer want to tell people at work?

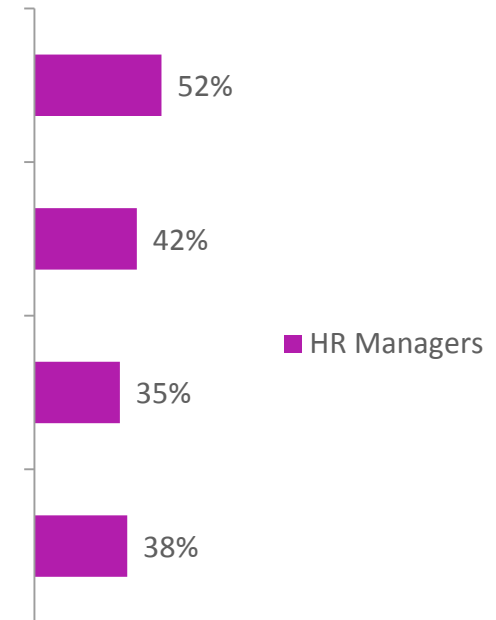
REASONS NOT TO TELL ANYONE AT WORK (1 OF 2)

For those who didn't tell anyone at work, keeping work and personal life separate was most commonly the reason; this is understood by HR execs. Other concerns are overestimated by HR execs.

“Top three” reasons women did not tell anyone at work (among those who have worked but didn't tell about breast cancer)



“Top three” reasons feel women with breast cancer might not want to tell people at work



BASE: ALL WHO HAVE WORKED AND DID NOT TELL ANYONE AT WORK (Patients n=138)

Q800 What are the top three reasons why you did not tell anyone at work about your breast cancer?

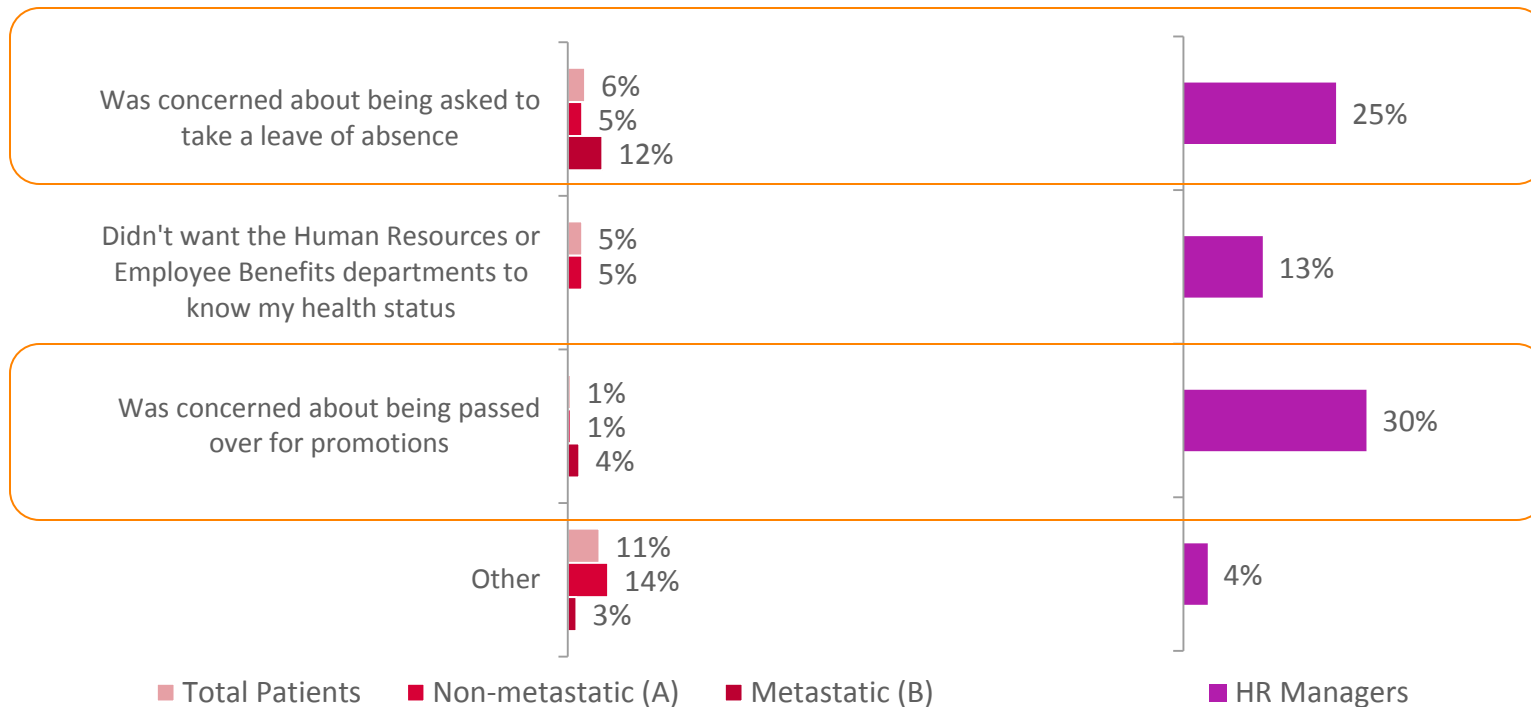
BASE: ALL QUALIFIED RESPONDENTS (HR Mgrs n=102)

HR Mgrs Q765 In your opinion, why do you think an employee in your organization who has breast cancer might not want to tell people at work?

REASONS NOT TO TELL ANYONE AT WORK (2 OF 2)

“Top three” reasons women did not tell anyone at work
(among those who have worked but didn't tell about breast cancer)

“Top three” reasons feel women with breast cancer might not want to tell people at work



BASE: ALL WHO HAVE WORKED AND DID NOT TELL ANYONE AT WORK (Patients n=138)

Q800 What are the top three reasons why you did not tell anyone at work about your breast cancer?

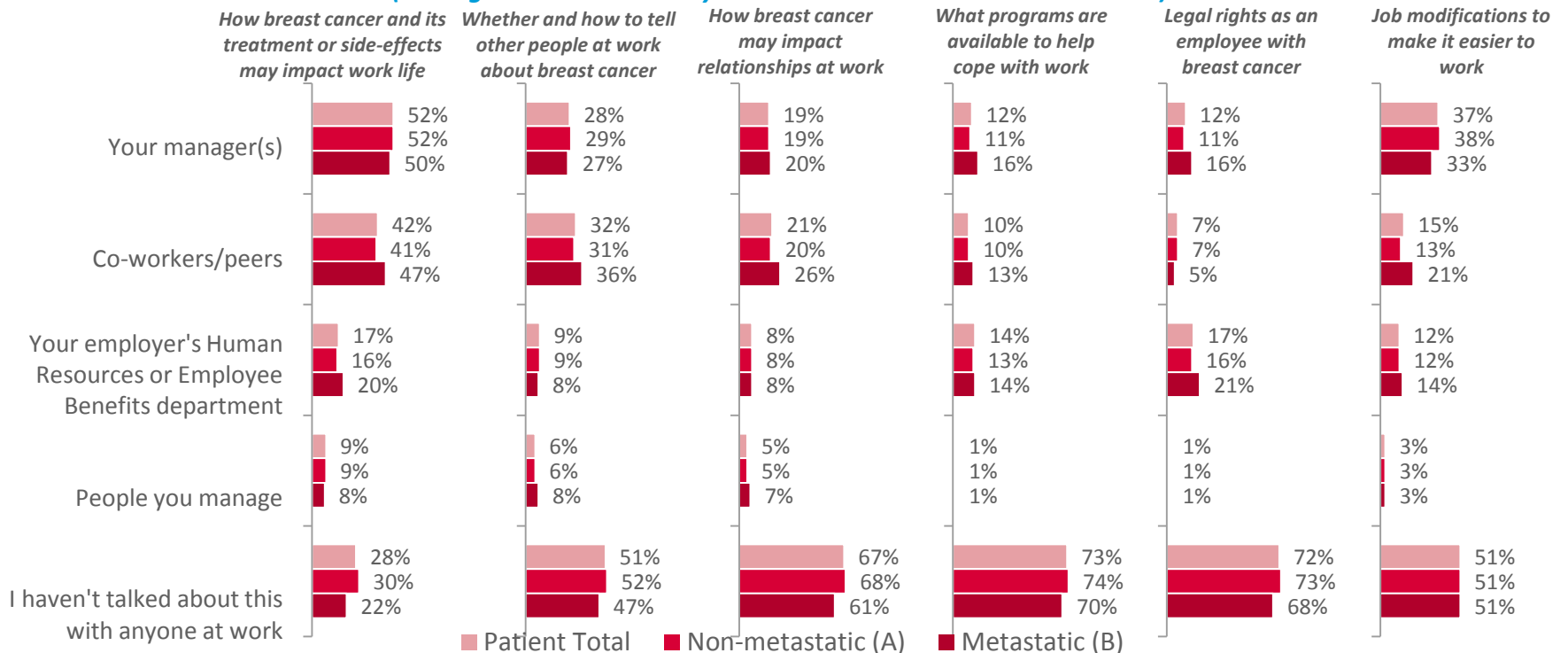
BASE: ALL QUALIFIED RESPONDENTS (HR Mgrs n=102)

HR Mgrs Q765 In your opinion, why do you think an employee in your organization who has breast cancer might not want to tell people at work?

WHAT WAS DISCUSSED AT WORK AND WITH WHOM

Among patients who have told people at work about their cancer, fewer than half have talked with anyone about five specific topics, but about half have discussed general impacts of breast cancer and its treatments on their work life with their manager. HR execs may have had or suggested such discussions for patients whose illnesses have come to their attention, but HR is not always told about employees with breast cancer.

(among those who told anyone at work about their breast cancer)



Employers (discussed or suggested manager discuss)	60%	51%	49%	70%	49%	69%
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BASE: HAVE WORKED AND PEOPLE AT WORK KNOW/KNEW ABOUT CANCER (Patients n=797, Non-metastatic n=641, Metastatic n=139)

Q765 We would like to learn about the things you talk/have talked about with people at work. Please indicate with which types of people, if any, you have had each kind of discussion since your breast cancer diagnosis.

BASE: EMPLOYEES WITH SERIOUS ISSUE IN PAST 5 YEARS (HR Mgrs n=59)

HR Mgrs. Q710 Thinking about employees who have had serious illnesses such as breast cancer, please indicate what, if anything, you have discussed, or suggested that the employee's direct manager discuss with the employee?

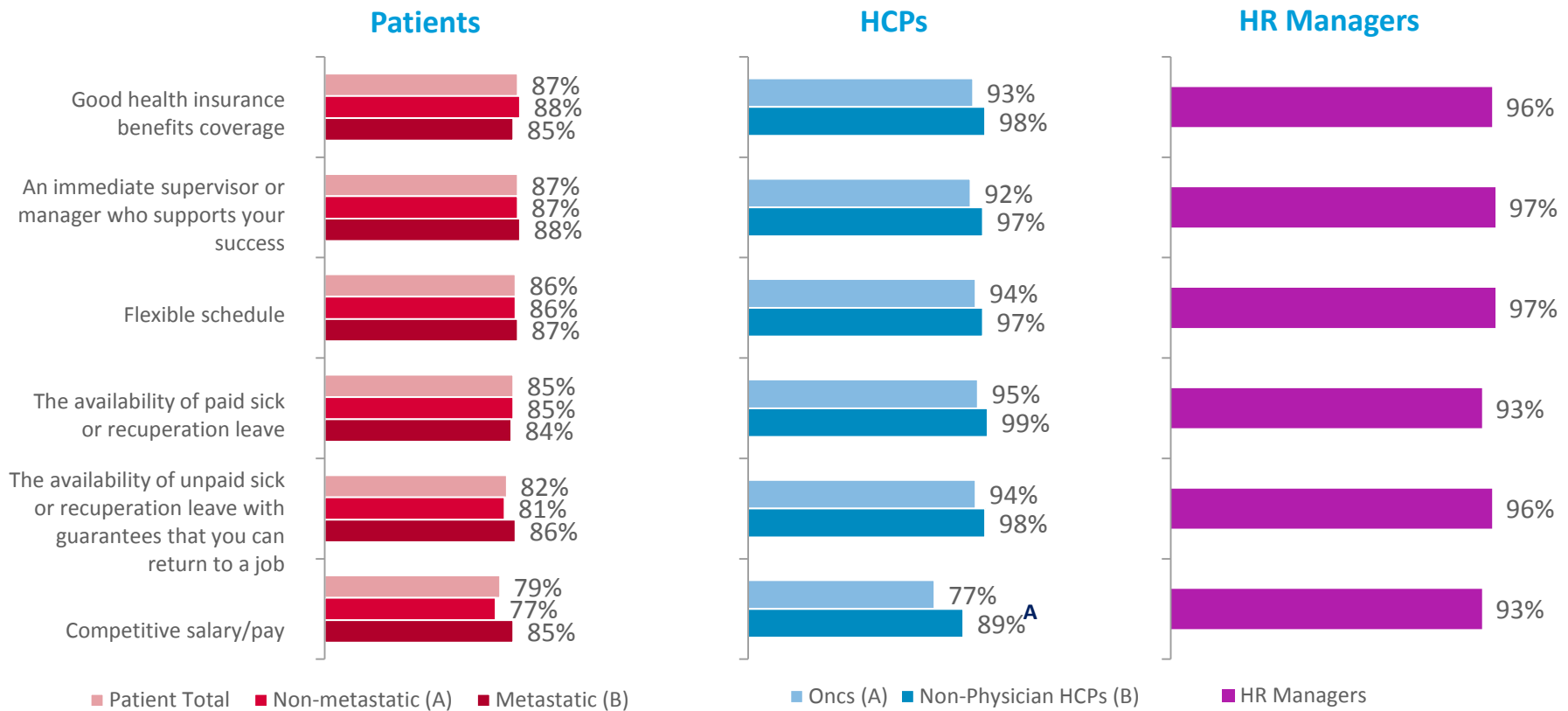
An abstract graphic on the left side of the slide. It features a vertical black bar on the far left. From this bar, a series of thin, curved lines in various colors (blue, green, yellow, orange, red, purple) fan out towards the right. Some of these lines terminate in small colored dots. The overall effect is that of a complex, multi-colored network or data visualization.

DETAILED FINDINGS: SPECIFIC WORKPLACE NEEDS

IMPORTANCE OF WORK FEATURES (1 OF 3)

Healthcare professionals and HR managers tend to view specific features and benefits as more important for breast cancer patients in the workplace than the patients do themselves.

Job features and benefits rated *very/somewhat important* for women with breast cancer



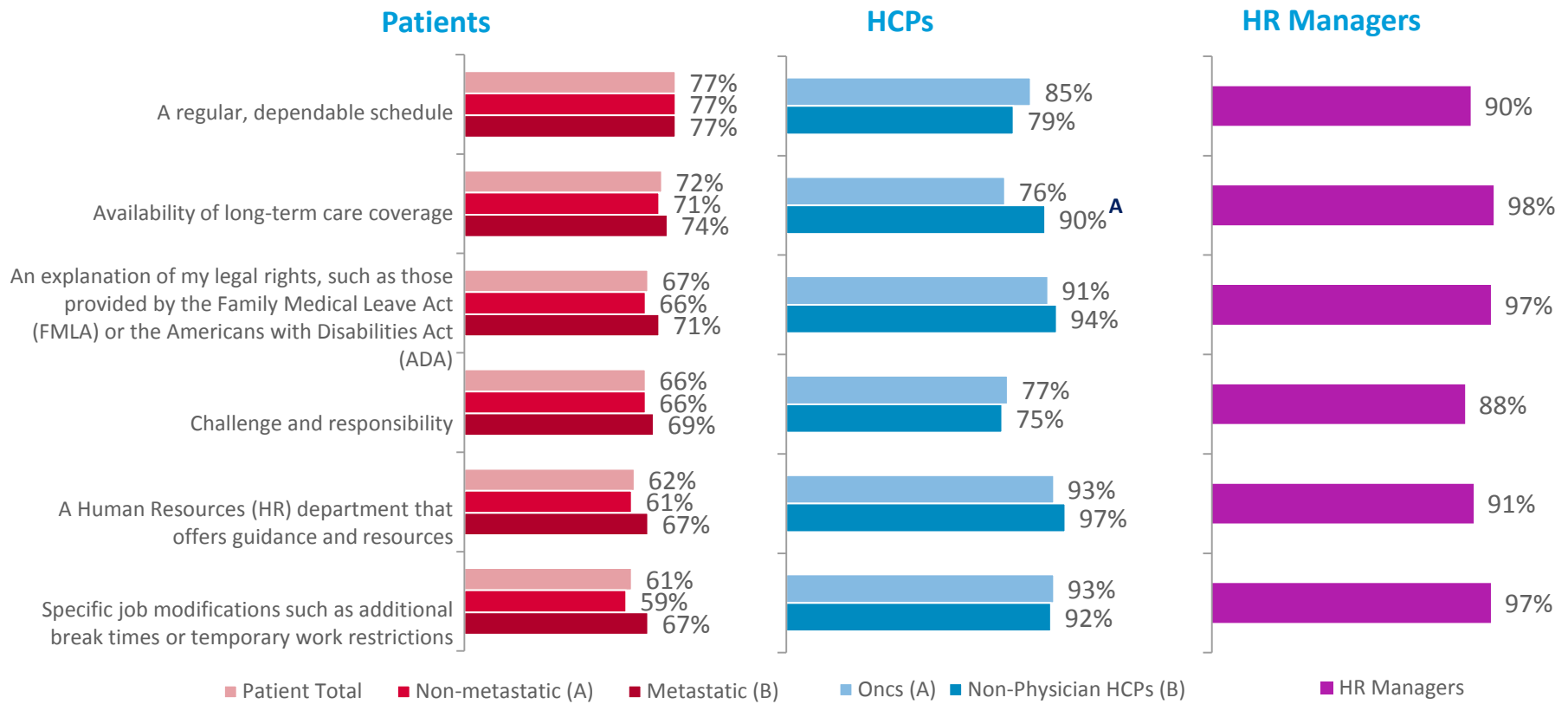
BASE: ALL QUALIFIED RESPONDENTS (Patients n=1,002, Non-metastatic n=788, Metastatic n=189, Oncs n=100, Non-Physician HCPs n=100, HR Mgrs n=102)

Q820 When it comes to work, how important is/was each of the following to you as a breast cancer patient or survivor?

Q815/Q720 When it comes to work, how important do you feel /think each of the following is for a woman with breast cancer?

IMPORTANCE OF WORK FEATURES (2 OF 3)

Job features and benefits rated *very/somewhat important* for women with breast cancer



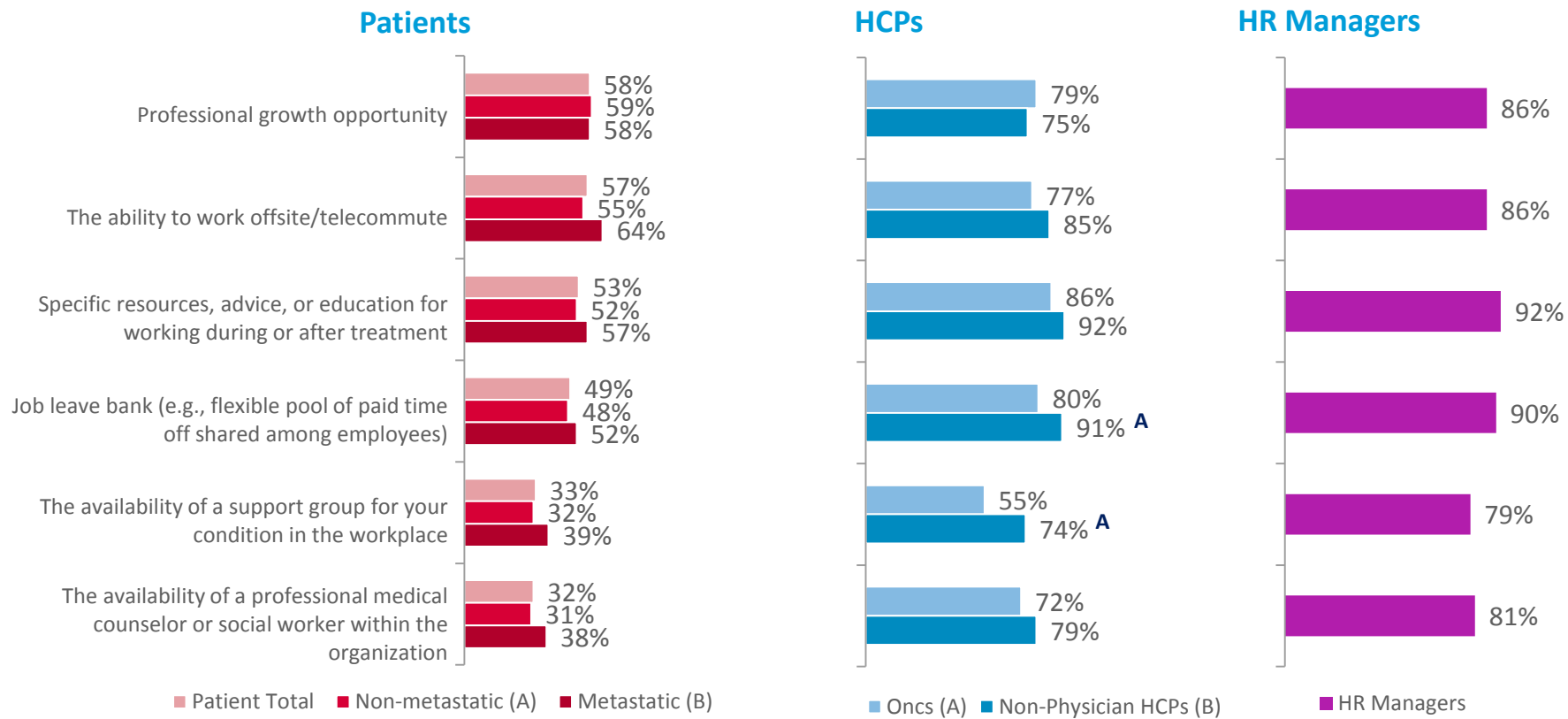
BASE: ALL QUALIFIED RESPONDENTS (Patients n=1,002, Non-metastatic n=788, Metastatic n=189, Oncs n=100, Non-Physician HCPs n=100, HR Mgrs n=102)

Q820 When it comes to work, how important is/was each of the following to you as a breast cancer patient or survivor?

Q815/Q720 When it comes to work, how important do you feel /think each of the following is for a woman with breast cancer?

IMPORTANCE OF WORK FEATURES (3 OF 3)

Job features and benefits rated *very/somewhat important* for women with breast cancer



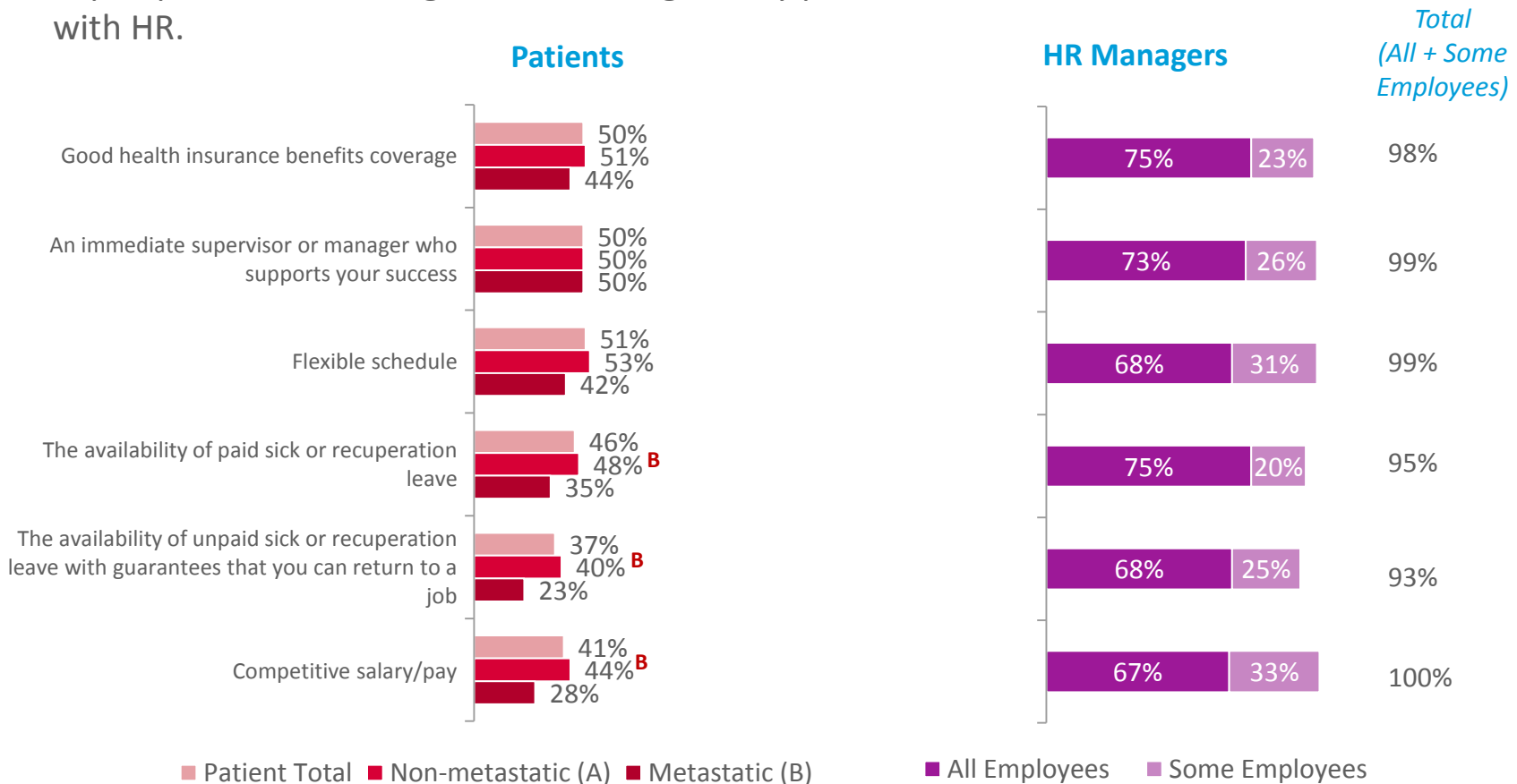
BASE: ALL QUALIFIED RESPONDENTS (Patients n=1,002, Non-metastatic n=788, Metastatic n=189, Oncs n=100, Non-Physician HCPs n=100, HR Mgrs n=102)

Q820 When it comes to work, how important is/was each of the following to you as a breast cancer patient or survivor?

Q815/Q720 When it comes to work, how important do you feel /think each of the following is for a woman with breast cancer?

WORK FEATURES CURRENTLY AVAILABLE (1 OF 3)

There is a disconnect between what patients have experienced as available for them and what HR managers say is available. This may be because HR overstates what is available or because patients are not always aware of what is available is not apparent, or there may be a difference in perspective on what 'good' is; although many patients *do* hesitate to discuss their condition with HR.

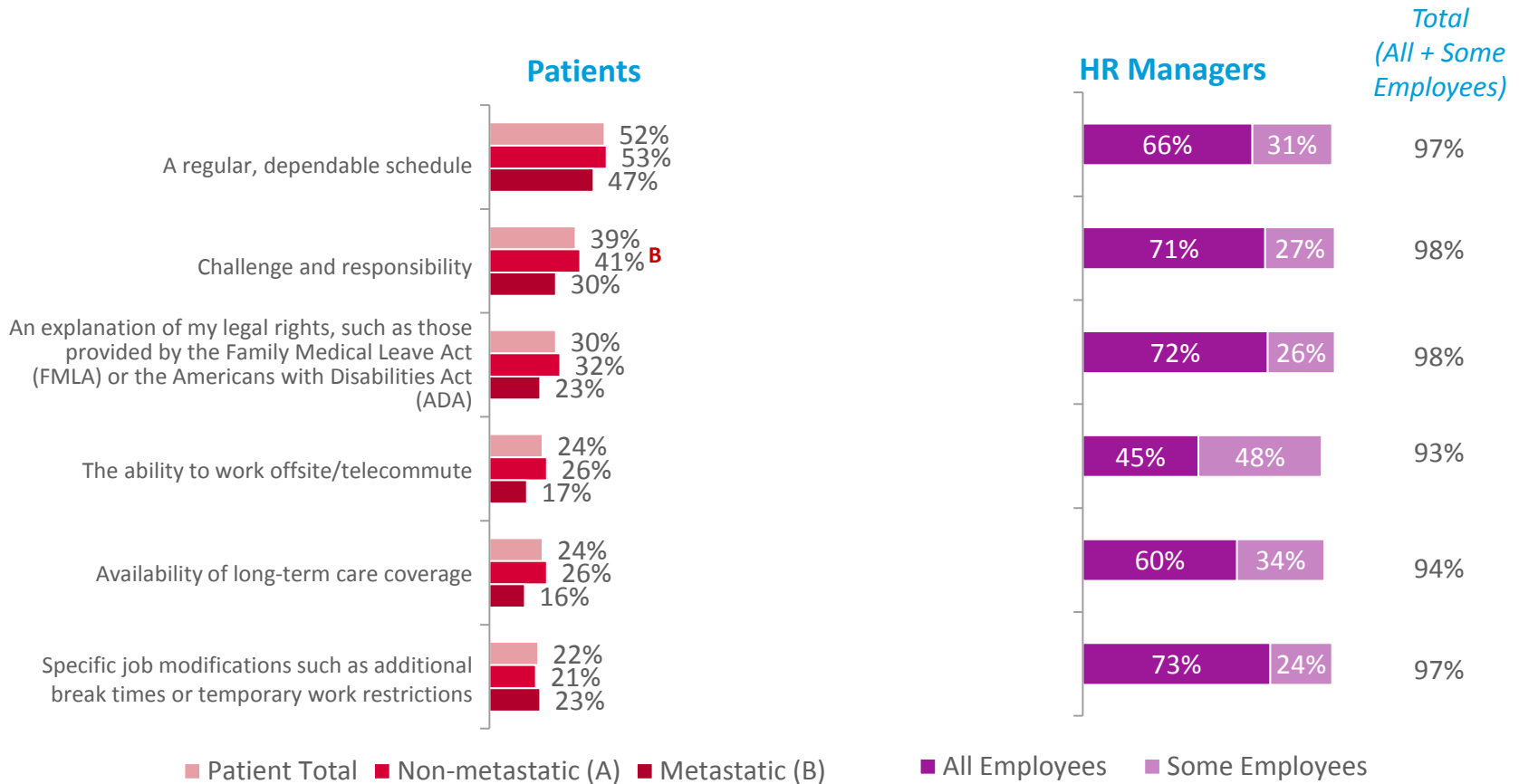


BASE: ALL QUALIFIED RESPONDENTS (Patients n=950, Non-metastatic n=750, Metastatic n=177, HR Mgrs n=102)

Q825 Please indicate whether you have any of the following at your current/most recent job.

Q725 Please indicate whether or not your organization would provide each of the following for employees with serious health issues such as breast cancer

WORK FEATURES CURRENTLY AVAILABLE (2 OF 3)

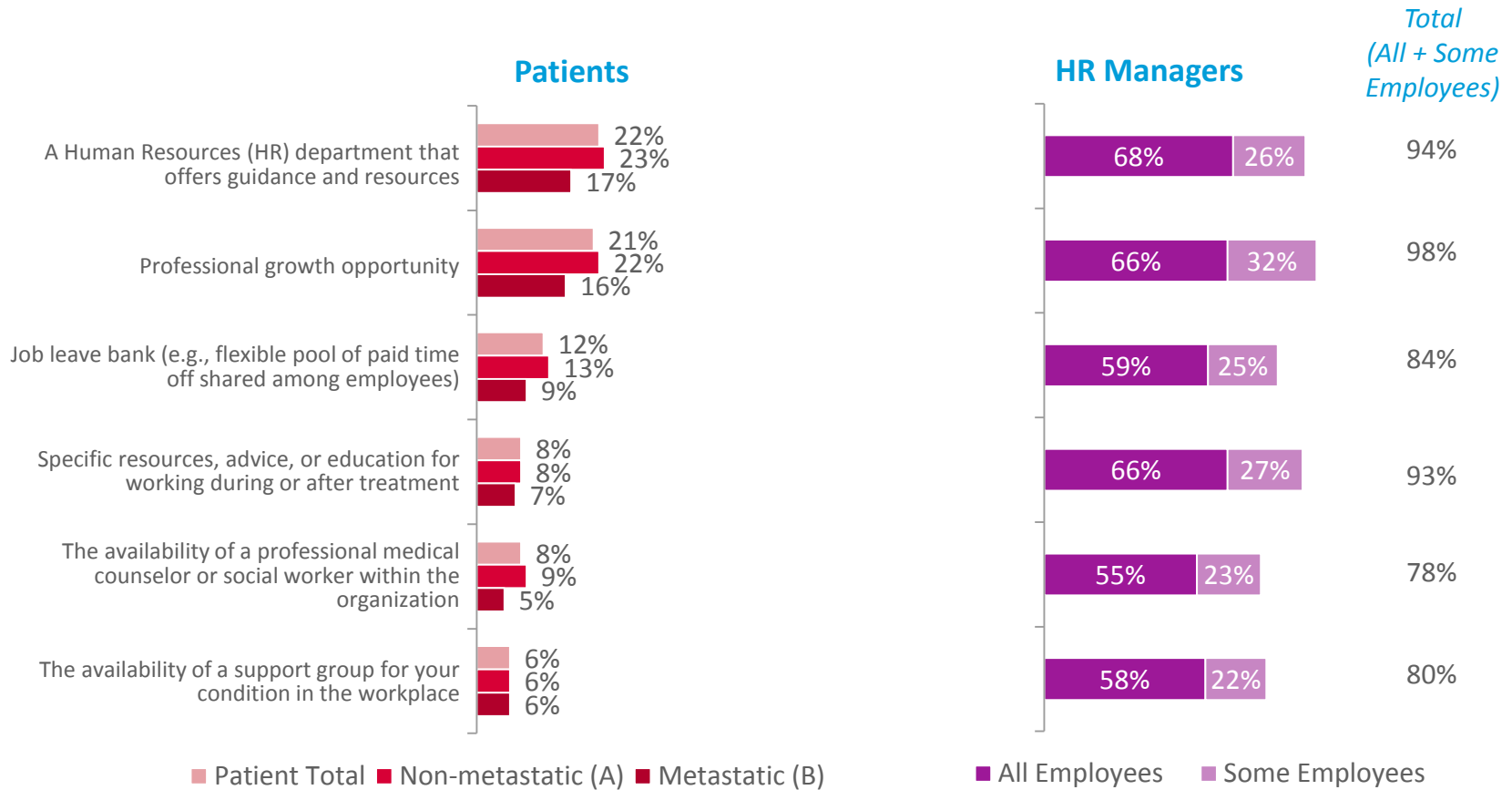


BASE: ALL QUALIFIED RESPONDENTS (Patients n=950, Non-metastatic n=750, Metastatic n=177, HR Mgrs n=102)

Q825 Please indicate whether you have any of the following at your current/most recent job.

Q725 Please indicate whether or not your organization would provide each of the following for employees with serious health issues such as breast cancer

WORK FEATURES CURRENTLY AVAILABLE (3 OF 3)



BASE: ALL QUALIFIED RESPONDENTS (Patients n=950, Non-metastatic n=750, Metastatic n=177, HR Mgrs n=102)

Q825 Please indicate whether you have any of the following at your current/most recent job.

Q725 Please indicate whether or not your organization would provide each of the following for employees with serious health issues such as breast cancer

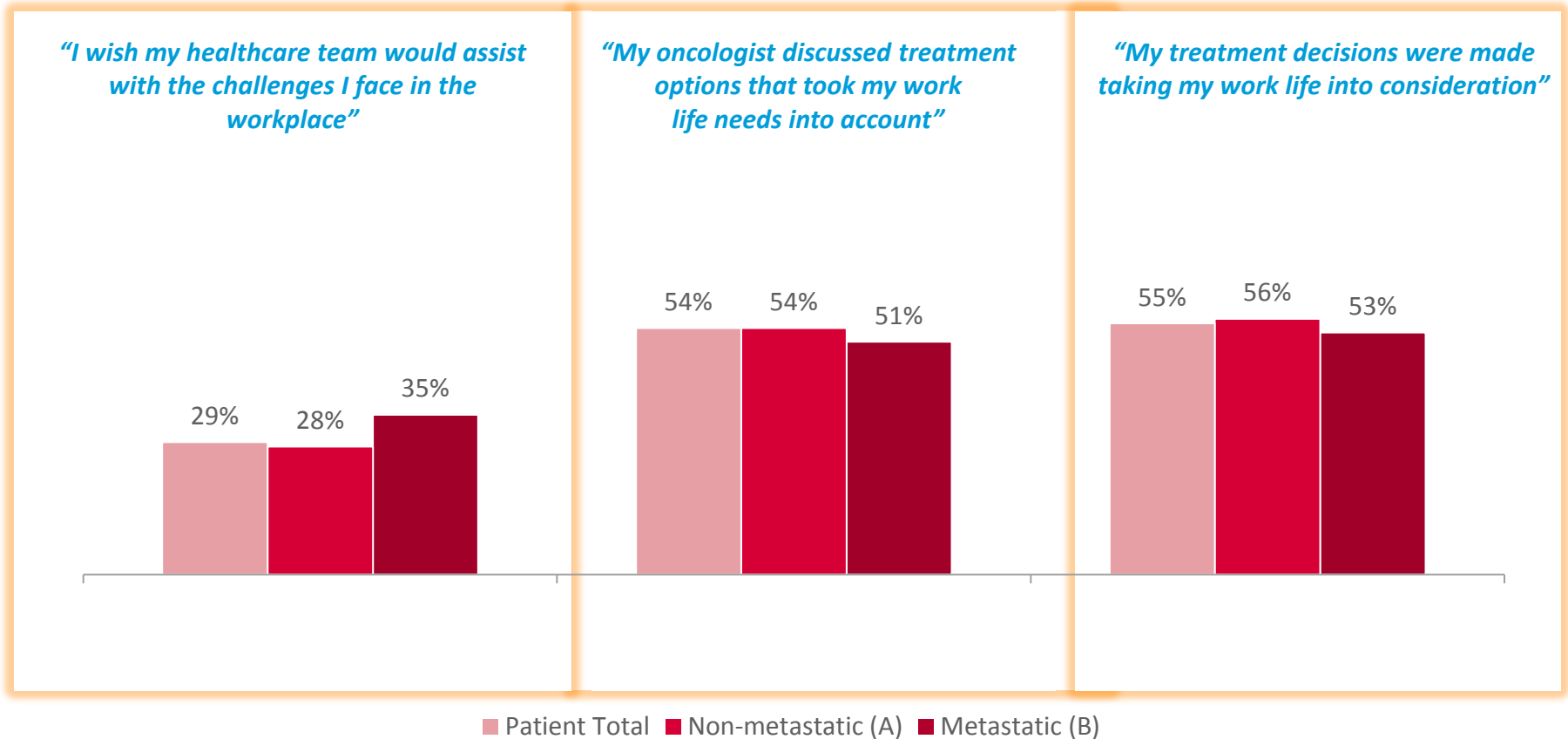
An abstract graphic on the left side of the slide features a vertical black bar. From its right edge, a series of curved, overlapping lines in various colors (blue, green, yellow, red, purple) extend towards the right. Several colored dots (yellow, green, purple, red) are placed at various points along these lines, with thin lines connecting them to the main graphic structure.

DETAILED FINDINGS: THE ROLE OF HCPs REGARDING WORK ISSUES

TREATMENT DECISIONS AND WORK

Relatively few wish for more HCP assistance with workplace challenges; however, just over half feel that work needs were taken into consideration when determining a treatment path. From the patient experience, there is room for improvement.

(Has been very/somewhat true among patients)



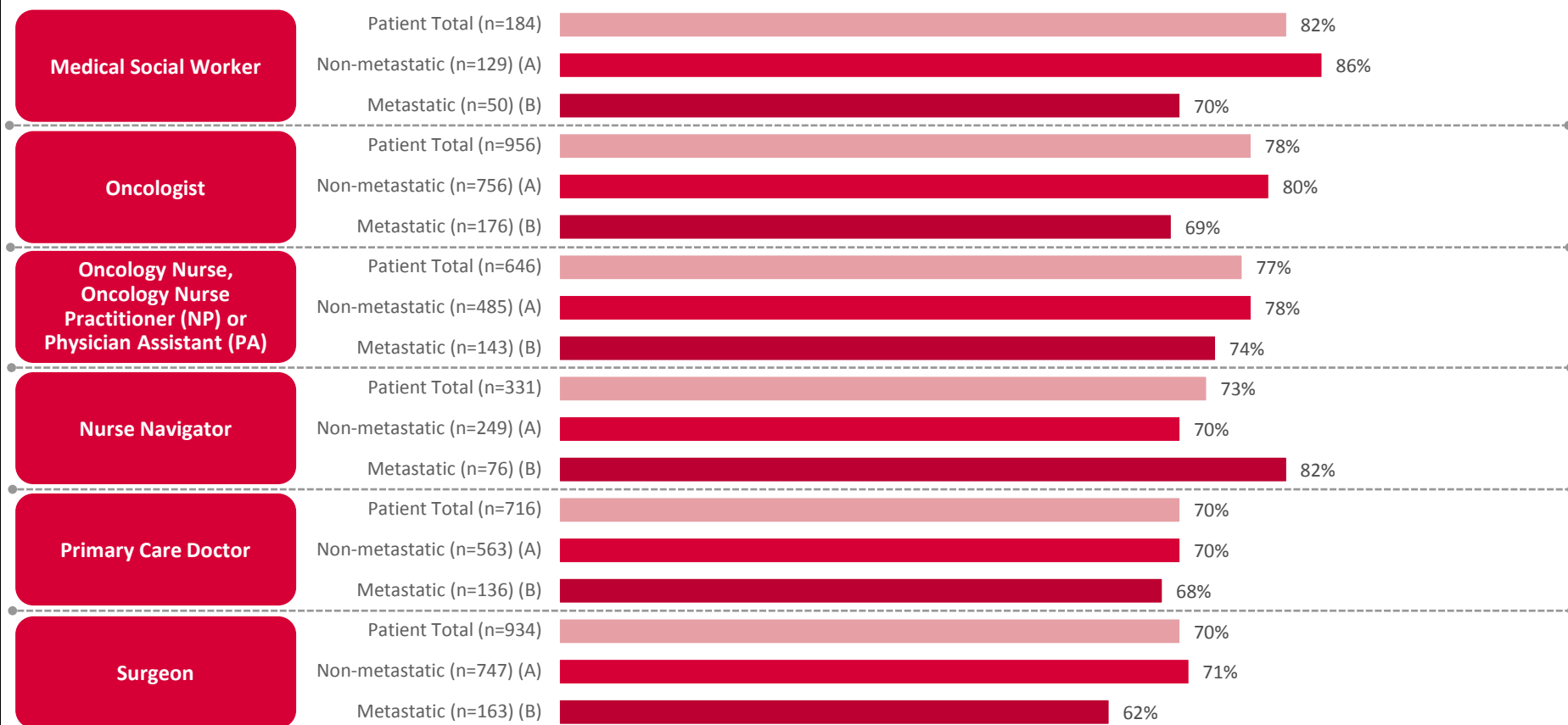
BASE: ALL QUALIFIED RESPONDENTS (Patients n=1,002, Non-metastatic n=788, Metastatic n=189)

Patients: Q920 Please indicate the extent to which each of the following statements has ever been true for you at any time since your cancer diagnosis.

LEVEL OF HELPFULNESS OF HCPS

Most patients found all types of HCPs helpful in discussions about work life, but (according to the few who have seen them) medical social workers were the most helpful.

(among those who saw each of the following)



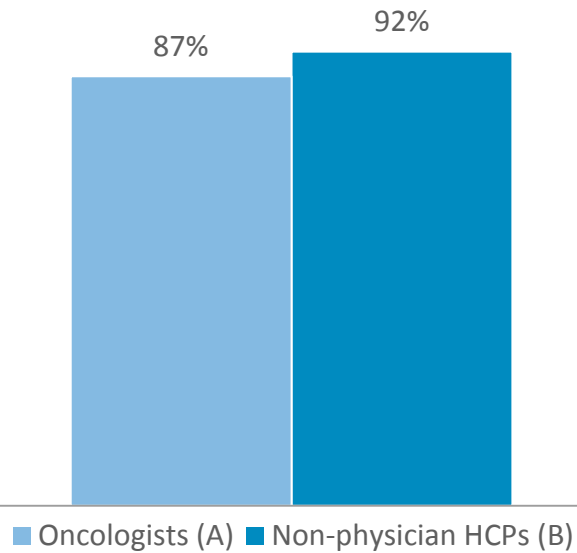
BASE: HAVE SEEN AT LEAST ONE PRACTITIONER

Q915 Overall, how helpful has each of the following been when it comes to discussions about your work life and your cancer?

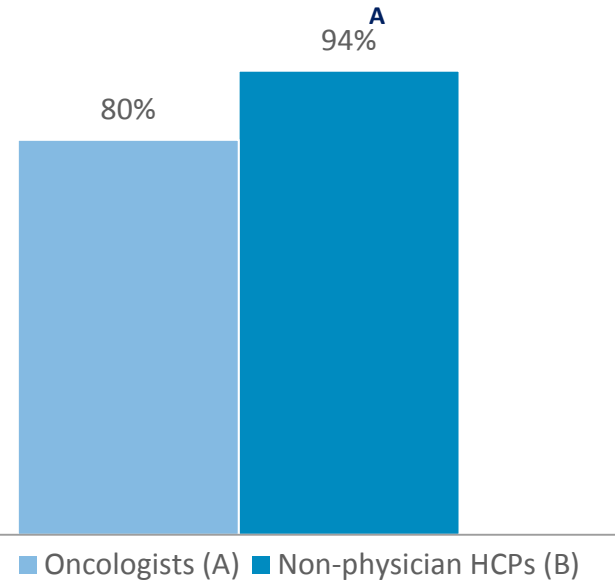
HCP OPINIONS ON DEALING WITH CANCER AND WORK

Non-physician HCPs especially agree that all HCPs would benefit from training on helping patients with work issues.

“Healthcare professionals need more tools to help women with breast cancer navigate their work environment”



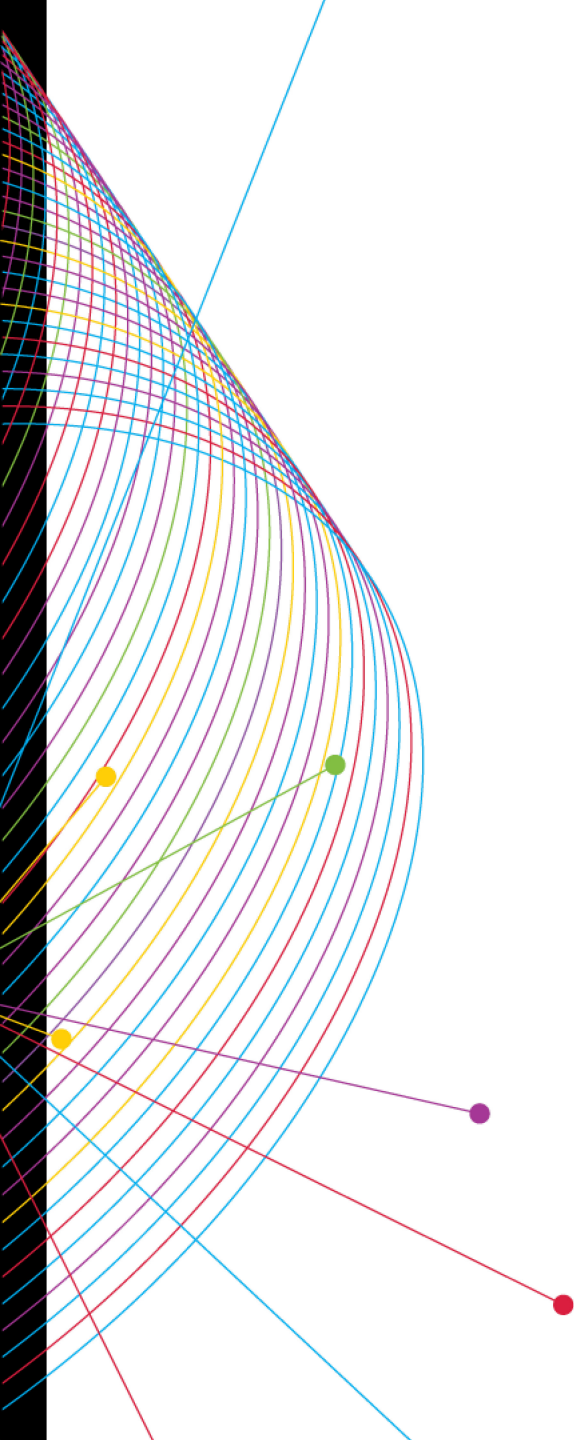
“Healthcare professionals would benefit from formal training to help women with breast cancer with any issues in the workplace”



(strongly/somewhat agree)

BASE: ALL QUALIFIED RESPONDENTS (Oncs n=100, Non-Physician HCPs n=100)

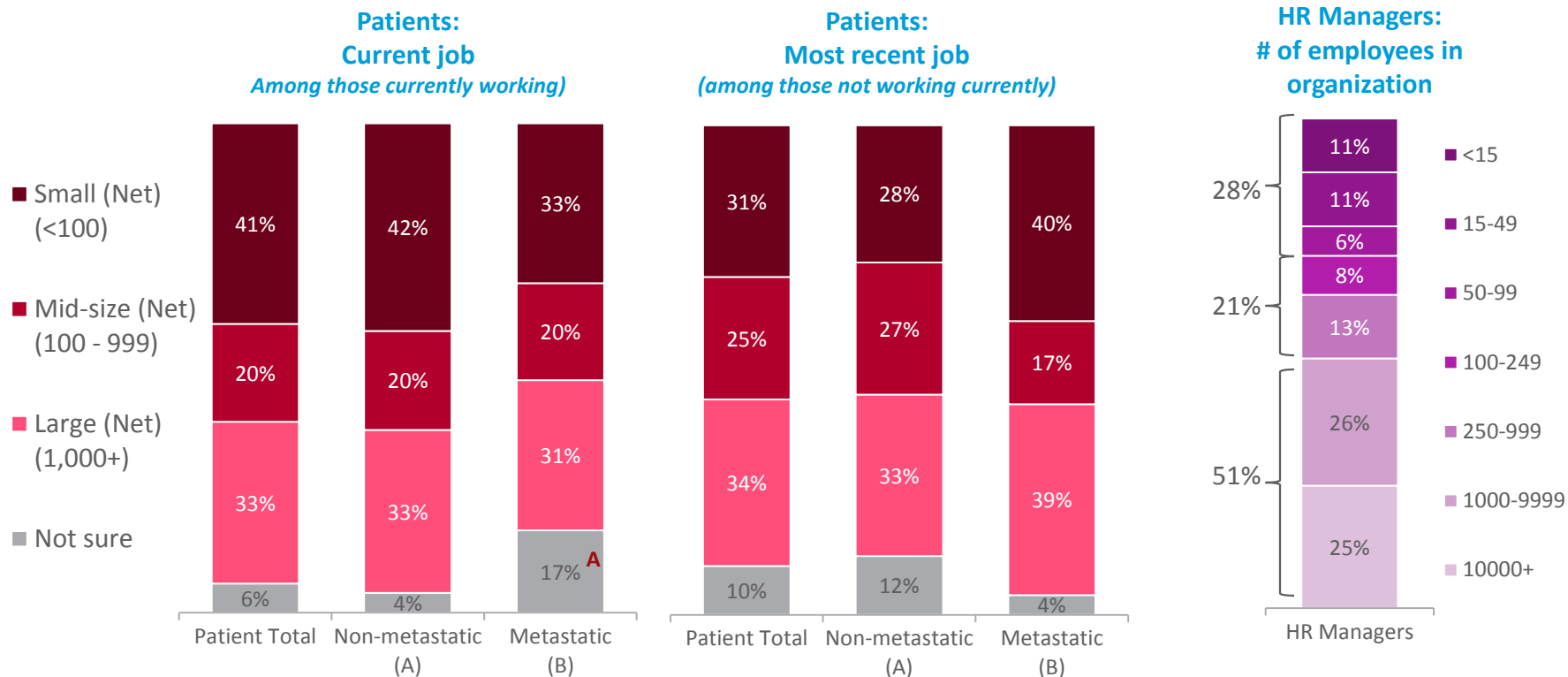
Q825 Please indicate how strongly you personally agree or disagree with each of the following statements.



DEMOGRAPHICS

ORGANIZATION SIZE

Patients/survivors are slightly more likely to currently work at a small company, while half of HR managers are reporting about a large company.



BASE: CURRENTLY EMPLOYED PART-TIME OR FULL-TIME, OR ON PAID OR UNPAID LEAVE OR SELF EMPLOYED (Patients n=686, Non-metastatic n=551, Metastatic n=119)

Q1000 Thinking of your current job, how many people does your organization employ nationally?

BASE: IF NOT CURRENTLY EMPLOYED PART-TIME OR FULL-TIME, OR CURRENTLY ON PAID OR UNPAID LEAVE, OR IF CURRENT EMPLOYER IS DIFFERENT THAN EMPLOYER AT TIME OF DIAGNOSIS – AND WERE EMPLOYED PART-TIME, FULL-TIME, OR WERE ON PAID OR UNPAID LEAVE AT TIME OF DIAGNOSIS (Patients n=264, Non-metastatic n=199, Metastatic n=58)

Q1020 Thinking of the organization you worked for at the time you were diagnosed with breast cancer, how many people did they employ nationally?

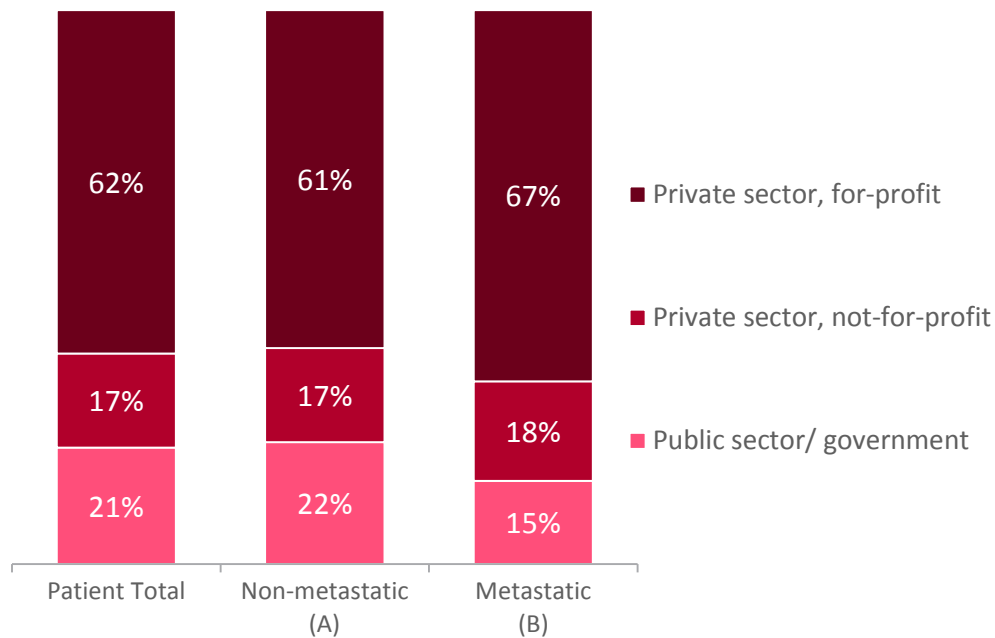
BASE: ALL RESPONDENTS WITH RESPONSIBILITY FOR HR/EMPLOYEE BENEFITS (HR Mgrs n=102)

HR Mgrs. Q290 What is your organization's total number of employees based in the United States, including all branches and locations, as well as full and part-time employees?

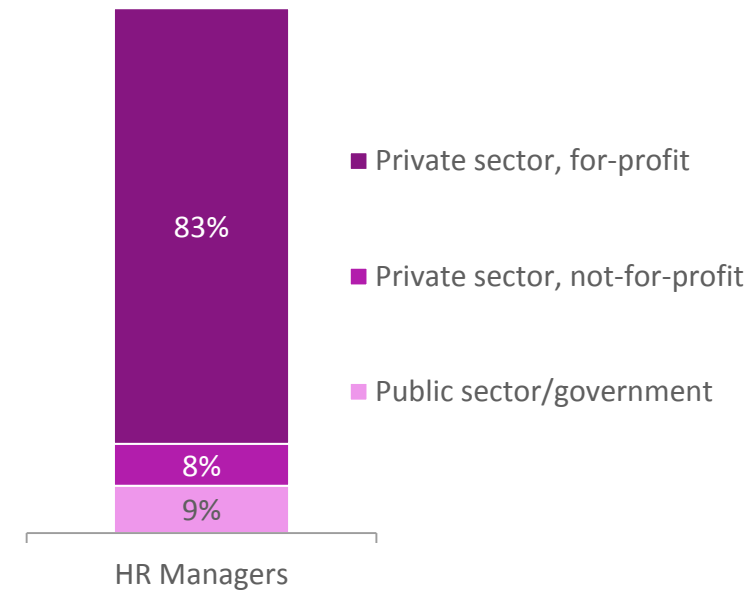
ORGANIZATION SECTOR

The majority of both patients/survivors and HR managers work in the private sector, although 1 in 5 patients or survivors work in the public or government sector.

Patients' most recent job



HR managers



BASE: CURRENTLY EMPLOYED PART-TIME OR FULL-TIME, OR ON PAID OR UNPAID LEAVE OR SELF EMPLOYED OR EMPLOYED PARTTIME FULLTIME OR PAID/UNPAID LEAVE AT TIME OF DIAGNOSIS (Patients n=950, Non-metastatic n=750, Metastatic n=177)

Q1015 Finally, we just have some general questions about your organization. Is/Was your company a for-profit or not-for-profit entity?

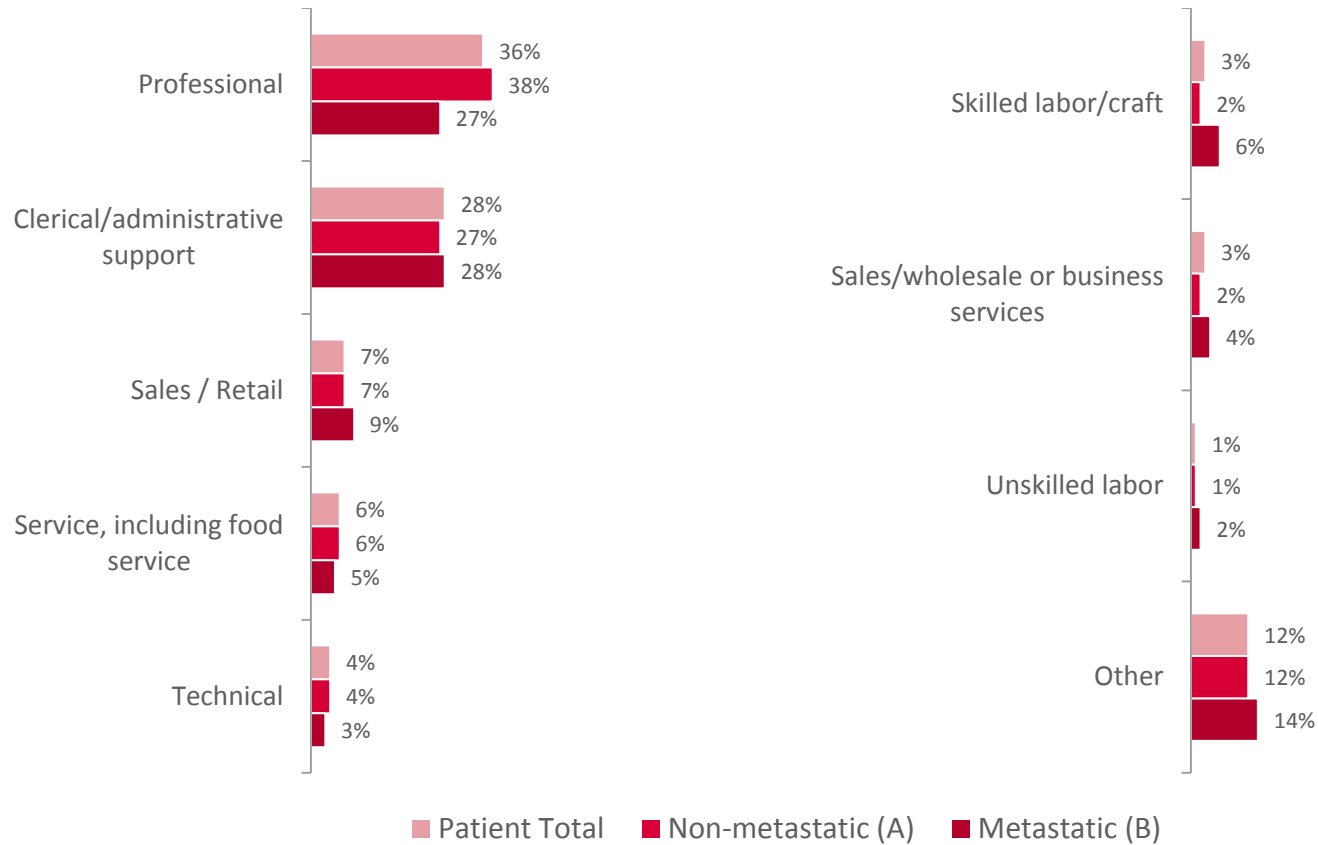
BASE: ALLQUALIFIED RESPONDENTS (HR Mgrs n=102)

HR Mgrs. Q800 Finally, we just have some general questions about your organization. Is your company a for-profit or not-for-profit entity?

ORGANIZATION INDUSTRY

Most patients or survivors are professionals or clerical/administrative support.

Type of work



BASE: EMPLOYED CURRENTLY OR AT TIME OF DIAGNOSIS (Patient Total n=950; Non-metastatic n=750; Metastatic n=177)

Q1005 Thinking of your most recent job, which of the following best describes the type of work you do/did?

DEMOGRAPHICS

Patients

	Patient Total	Non-metastatic (A)	Metastatic (B)
Current age			
18 – 39	7%	5%	15% ^A
40 - 59	43%	42%	42%
60 - 69	34%	37% ^B	26%
70+	16%	15%	18%
Mean current age	58.0	58.7 ^B	55.2
Age at time of diagnosis			
1 – 39	12%	9%	27% ^A
40 – 59	63%	63%	58%
60 – 69	24%	26% ^B	15%
70+	1%	2%	0%
Mean age <i>at time of diagnosis</i>	51.4	52.3 ^B	47.9
Range of years <i>since diagnosis</i>			
1 year or less	35%	35%	36%
2-5 years	28%	29%	22%
6-10 years	13%	12%	14%
11-20 years	16%	15%	18%
21+ years	9%	9%	9%
Mean <i>years since diagnosis</i>	6.6	6.5	7.3

BASE: ALL QUALIFIED RESPONDENTS (Patient Total n=1,002; Non-metastatic n=788; Metastatic n=189)

Q280 Age Breakout

Q415 Age of Cancer Onset

DEMOGRAPHICS

Patients

	Patient Total	Non-metastatic (A)	Metastatic (B)		Patient Total	Non-metastatic (A)	Metastatic (B)
Region				Education			
East	23%	23%	23%	Some College or less	63%	62%	68%
Midwest	22%	21%	26%	College or more	37%	38%	32%
South	34%	33%	33%	Income			
West	22%	23%	19%	Less than \$50K	38%	36%	45%
Marital Status				\$50K or greater	47%	48%	45%
Never married	8%	8%	6%	Decline to answer	15%	16%	10%
Married or civil union	58%	57%	62%	Ethnicity			
Divorced	18%	19%	16%	Caucasian/White	79%	79%	82%
Separated	2%	2%	1%	Black/African American	10%	10%	11%
Widow/Widower	10%	10%	11%	Hispanic	8%	10%	4%
Living with partner	4%	4%	4%	Asian	1%	1%	2%
Mean # in Household	0.6	0.5	0.7	Other Race	1%	1%	1%

BASE: ALL QUALIFIED RESPONDENTS (Patient Total n=1,002; Non-metastatic n=788; Metastatic n=189)

Q1025 What is the highest grade of school you completed?

Q1030 Which of the following income categories best describes your total [...] household income before taxes?

Q445 Please indicate which of the following best describes your race or ethnicity.

Q318 In what state or territory do you currently reside?

Q364 What is your marital status?

Q372 How many people under the age of 18 live in your household?

“PRACTICE-” GRAPHICS

Healthcare Professionals

	Oncologists (A)	Non-Physician HCPs (B)
Setting majority of female patients with breast cancer are seen in		
Private practice/office-based	58% ^B	24%
Hospital – Outpatient	34%	37%
Hospital – Inpatient	2%	23% ^A
Community Health Center/Clinic	6%	8%
Other	0%	8% ^A
Mean # of patients (any kind) seen in a typical month	226.5 ^B	150.0
Location of Primary Clinic		
Large city	44%	42%
Small city or a large town	20%	34% ^A
Suburban area	30%	21%
Village or rural area	6%	3%
Mean. # of years in practice (Physicians)	18.8	NA
Mean # of years in practice (Nurses/Social Workers)	NA	13.2

BASE: ALL QUALIFIED RESPONDENTS (Oncologist n=100, Non-Physician HCPs n=100)

Q1205 In which of the following settings do you currently see the majority of your female patients with breast cancer?

Q1215 Approximately how many patients of any kind do you see in a typical month?

Q1220 Which of the following best describes the location of your primary clinical setting? Is it in a....?

BASE: ALL PHYSICIANS

Q1225 How many years have you been in practice post residency or post-fellowship?

BASE: ALL QUALIFIED NURSE/SOCIAL WORKER

Q1230 How many years have you been [IF S1/3 INSERT an oncology nurse IF S1/5 INSERT a nurse navigator IF S1/6 INSERT a medical social worker]?

	Oncologists (A)	Non-Physician HCPs (B)
Gender		
Male	77% ^B	17%
Female	23%	83% ^A
US Region		
East	23%	25%
Midwest	20%	23%
South	36%	34%
West	21%	18%
Mean Age	52.5 ^B	43.8
Licensed Practitioner		
Yes	100%	97%
No	0%	3%

Q1235 Are you...?

S3A U.S. Region-Nielsen Definition

S13 In what year were you born? Please enter your response as a four-digit number

S4 Are you licensed in the state where you are currently practicing?

“PRACTICE-” GRAPHICS

Healthcare Professionals

	Oncologists (A)	Non-Physician HCPs (B)
Mean # of women with or recovering from breast cancer seen in a typical month	56.2 ^B	28.2
Mean % of patients in a typical month diagnosed with or recovering from breast cancer	27%	32%
Work in a Team		
Yes	82%	96% ^A
No	18% ^B	4%

BASE: ALL QUALIFIED RESPONDENTS (Oncologists n=100; Non-Physician HCPs n=100)

S6. Approximately how many women with breast cancer or recovering from breast cancer do you see in a typical month?

S5. To the best of your knowledge, what percentage of your patients in a typical month are diagnosed with or recovering from each of the following?

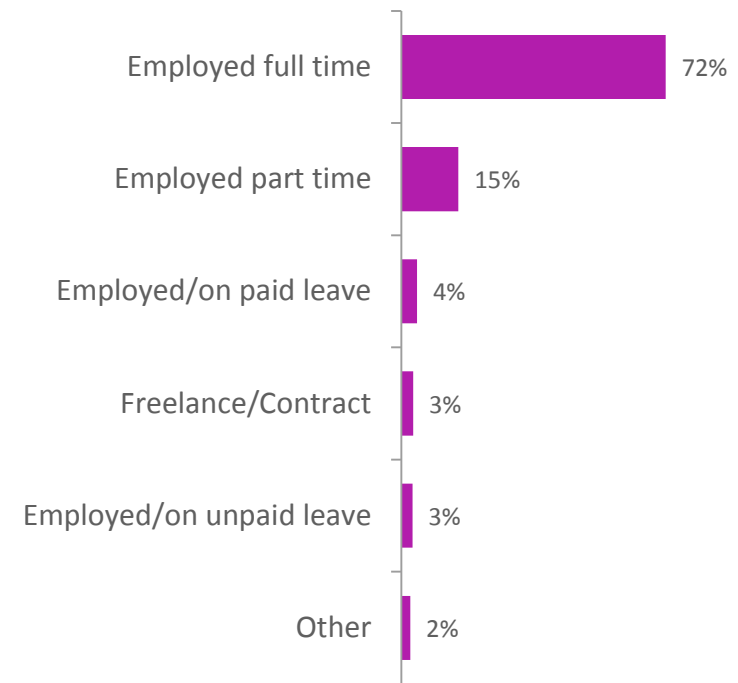
Q700. Do you work in a team?

PROFILE

HR Managers

	HR Managers
Diagnosed with cancer of any kind	
Any (Net)	62%
I have been diagnosed with cancer	9%
Close friend has been diagnosed with cancer	35%
Relative has been diagnosed with cancer	53%
None of the above	32%
Decline to answer	6%
Gender	
Female	50%
Male	50%
Mean Age	43.6

Mean % of Employees Employment Status



BASE: ALL QUALIFIED RESPONDENTS (HR Mgrs n=102)

Q875 Have you yourself, or close friends or relatives, ever been diagnosed with cancer of any kind?

Q880 Are you...

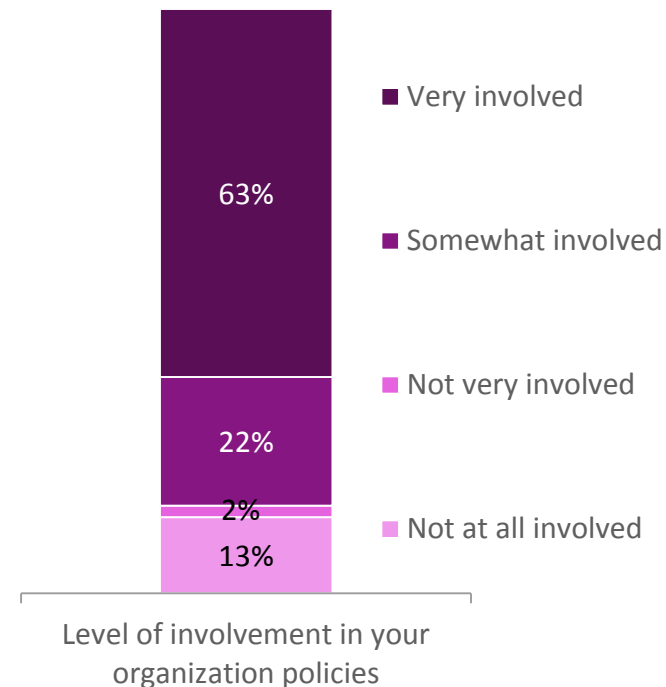
Q280 Age

Q810 Approximately what percent of your organization's total employees based in the United States are..?:

PROFILE

HR Managers

Title/Position in Organization	
President/CEO with responsibility for Human Resources and Employee Benefits issues	24%
Business manager with responsibility for Human Resources and Employee Benefits issues	21%
Owner/partner/proprietor with responsibility for Human Resources and Employee Benefits issues	15%
Other executive with responsibility for Human Resources and Employee Benefits issues (CFO, COO, etc.)	13%
Human Resources Director/Manager	12%
Other role with responsibility for Human Resources and Employee Benefits issues	11%
Employee Benefits Director/Manager within Human Resources	4%



BASE: ALL QUALIFIED RESPONDENTS (HR Mgrs n=102)

Q285 Which of the following best describes your title or role in the organization you currently work for?

Q295 If an employee experienced a serious health issue, such as cancer, what would your level of involvement be in your organization's policies and practices regarding issues around that illness?

PROFILE

HR Managers

HR Managers	
Mean % of employees based in the United States who are...	
Employed full time	72%
Employed part time	15%
Employed/on paid leave	4%
Freelance/Contract	3%
Employed/on unpaid leave	3%
Other	2%
Total Employees	
Male	56%
Female	44%
Region	
East	24%
Midwest	22%
South	26%
West	29%
Mean total # of U.S. Employees	13,813

HR Managers	
Type of Industry	
Manufacturing	10%
Retail trade (not motor vehicles and motorcycles)	8%
Financial service activities, (not insurance and pension funding)	7%
Telecommunications	6%
Other professional, scientific and technical activities	6%
Education	6%
Construction of buildings	4%
Wholesale trade (not motor vehicles and motorcycles)	4%
Insurance, reinsurance and pension funding, except compulsory social security	4%
Human health activities	4%
Food and beverage service activities	3%
Information service activities	3%
Legal and accounting activities	3%
Activities of head offices, management consultancy activities	3%
Public administration and defense, compulsory social security	3%
Other	12%

BASE: ALL QUALIFIED RESPONDENTS (HR Mgrs n=102)

Q811 To the best of your knowledge, what percent of your organization's total employees based in the United States are...

Q810 Approximately what percent of your organization's total employees based in the United States are..? Q820 U.S. Region

Q805 What type of industry do you currently work in?

PROFILE

HR Managers

Branches or locations of your organization	
Yes	49%
No	51%
Workforce under unionized contract	
Yes	25%
No	75%
Mean number of years...	
In your present position	9.8
The owner of your current organization/ with your current employer	10.6

Job responsibilities similar to previous job	(n=41)
Yes	68%
No	24%
I do not have a previous employer	8%

BASE: ALL QUALIFIED RESPONDENTS (HR Mgrs n=102)

Q830 Are there any other branches or locations of your organization in the United States?

Q835 Is any portion of your workforce under a unionized employment contract?

Q860 For how long have you been ...?

BASE: With Current Employer Less Than 5 Years (n=41)

Q865 Were your responsibilities in the job you had with your last employer similar to those you have now?

WEIGHTING DETAILS

- **Female breast cancer patients** who were employed or looking for work at diagnosis or at any point since diagnosis were screened from all female breast cancer patients age 18+ identified on Internet patient panels.
 - The entire pre-screened sample of both qualified and non-qualified respondents was weighted to NHIS parameters for female breast cancer patients age 18+ including age, region, household income, race/ethnicity, and education.
 - The entire pre-screened sample of both qualified and non-qualified respondents was in addition weighted to Propensity Score targets for adult female breast cancer patients; Propensity Score weighting further ensures that an online panel sample is representative of the whole population under study, not only the population segment likely to have online access.
 - The end sample of qualifying adult female breast cancer patients who were employed or looking for work at diagnosis or any point since then “falls” with appropriate weighting, much like a subgroup in any weighted sample.
- **Oncologists** whose practice includes at least 1 breast cancer patient each month were screened by specialty from online physician panels and weighted to AMA Master File parameters including region, years in practice, and gender. The sample of **non-oncologist healthcare professionals**, consisting of oncology nurses and NPs, nurse navigators seeing at least 1 breast cancer patient each month, and medical social workers seeing breast cancer patients, was not weighted.
- **HR managers** (or management personnel with HR responsibilities) were screened from online business-to-business panels and weighted to key organization parameters from Dun & Bradstreet including public/private sector and number of US employees.



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