

Supplemental Information

SUPPLEMENTAL TABLE 5 Other Change in Pay

Response	Category
Had to find a new job and pay and hours severely reduced.	Reduced pay
Initially reduced, now back to normal but also had freeze in annual salary increase (which will then fail to compound over life of my career).	Reduced pay
Not pay change but allow more flexibility if require time off for COVID-related.	Unchanged pay
Position terminated.	Reduced pay
Received normal merit increase but did not receive any further raise.	Unchanged pay
Salary the same, but employer did not match 401k, which is essentially a pay cut.	Reduced pay
Unchanged so far, though discussions for change in 2021, unfortunately, because of decreased RVUs.	Unchanged pay
Unchanged, but no yearly raise	Reduced pay
RVU, relative value units.	