1. What design principles does this code violate?
2. Refactor the code to improve its design.

```
class Employee {
  …
  private Date employmentStartDate;
  private Date employmentEndDate;
}


class RetirementCalculator {
  private Employee employee;

  public RetirementCalculator(Employee emp) {
     this.employee = emp;
  }

  public float calculateRetirement(Date payPeriodStart, Date payPeriodEnd) { … }

  private int getTotalYearsOfService(Date startDate, Date endDate) { … }

  private int getMonthsInLastPosition(Date startDate, Date endDate) { … }
  …
}
```