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) { … }
    …
}
```