

| Class Level Information | | |
|-------------------------|--------|----------------------------------|
| Class | Levels | Values |
| Contract | 3 | Month-to-month One year Two year |

| | |
|-----------------------------|------|
| Number of Observations Read | 1061 |
| Number of Observations Used | 1061 |

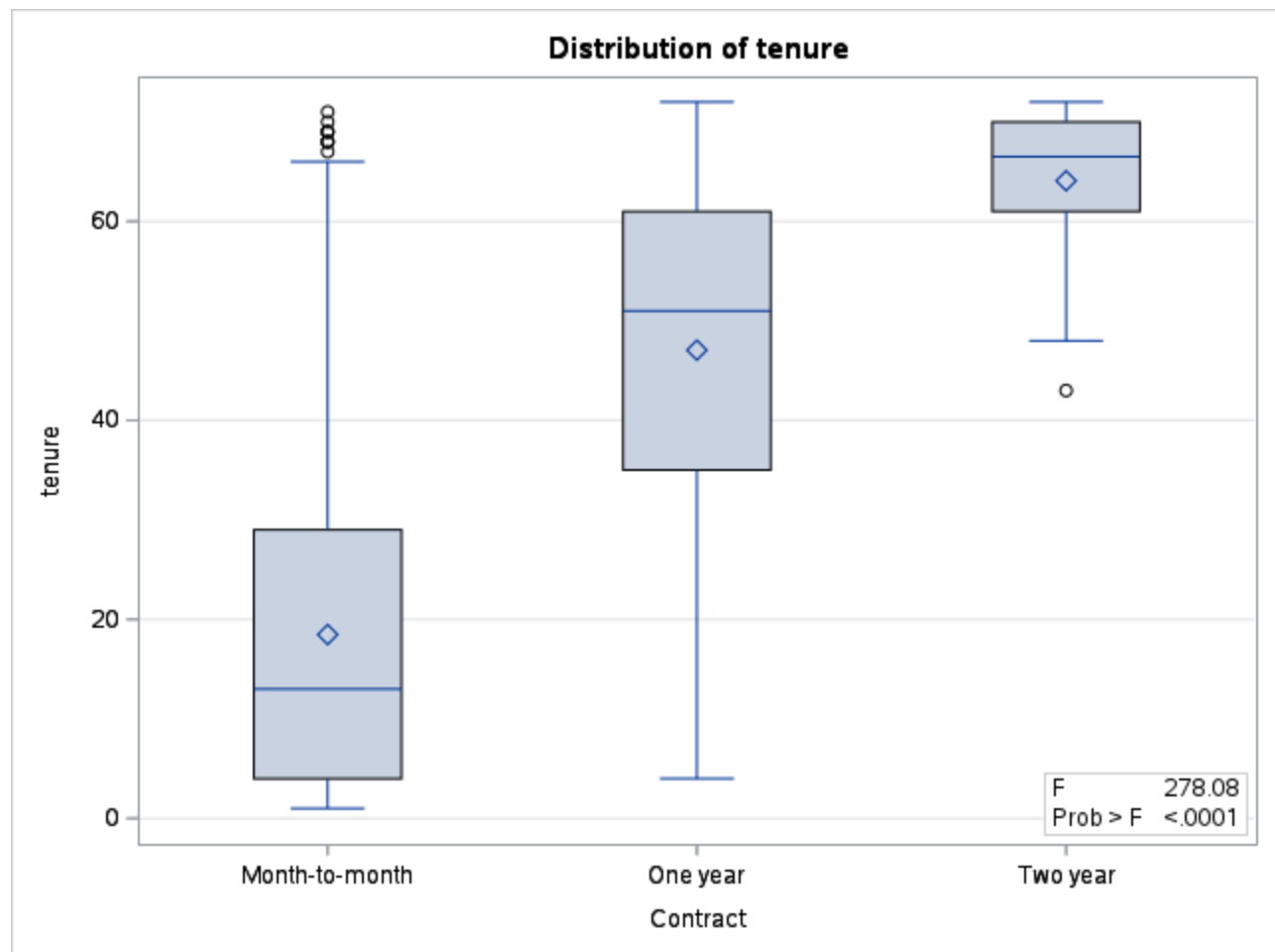
Dependent Variable: tenure

| Source | DF | Sum of Squares | Mean Square | F Value | Pr > F |
|-----------------|------|----------------|-------------|---------|--------|
| Model | 2 | 162422.8851 | 81211.4426 | 278.08 | <.0001 |
| Error | 1058 | 308984.4306 | 292.0458 | | |
| Corrected Total | 1060 | 471407.3157 | | | |

| R-Square | Coeff Var | Root MSE | tenure Mean |
|----------|-----------|----------|-------------|
| 0.344549 | 71.56817 | 17.08935 | 23.87842 |

| Source | DF | Type I SS | Mean Square | F Value | Pr > F |
|----------|----|-------------|-------------|---------|--------|
| Contract | 2 | 162422.8851 | 81211.4426 | 278.08 | <.0001 |

| Source | DF | Type III SS | Mean Square | F Value | Pr > F |
|----------|----|-------------|-------------|---------|--------|
| Contract | 2 | 162422.8851 | 81211.4426 | 278.08 | <.0001 |



| Levene's Test for Homogeneity of tenure Variance ANOVA of Squared Deviations from Group Means | | | | | |
|--|------|----------------|-------------|---------|--------|
| Source | DF | Sum of Squares | Mean Square | F Value | Pr > F |
| Contract | 2 | 2119851 | 1059925 | 5.86 | 0.0030 |
| Error | 1058 | 1.9151E8 | 181015 | | |

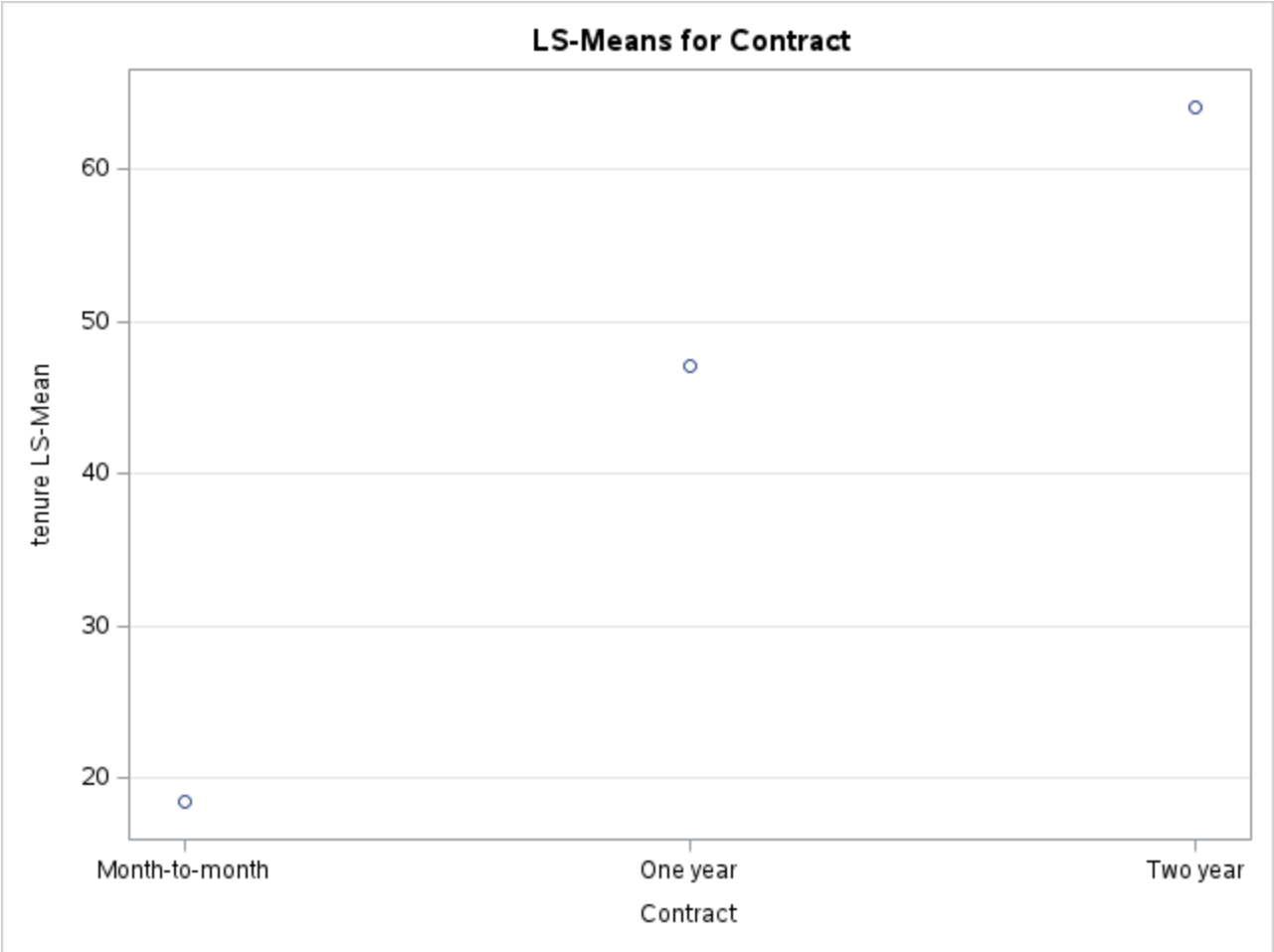
| Welch's ANOVA for tenure | | | |
|--------------------------|--------|---------|--------|
| Source | DF | F Value | Pr > F |
| Contract | 2.0000 | 618.65 | <.0001 |
| Error | 106.6 | | |

| Level of Contract | N | tenure | |
|-------------------|-----|------------|------------|
| | | Mean | Std Dev |
| Month-to-month | 883 | 18.4733862 | 17.3349072 |
| One year | 140 | 47.0571429 | 17.3183362 |
| Two year | 38 | 64.0789474 | 7.8063785 |

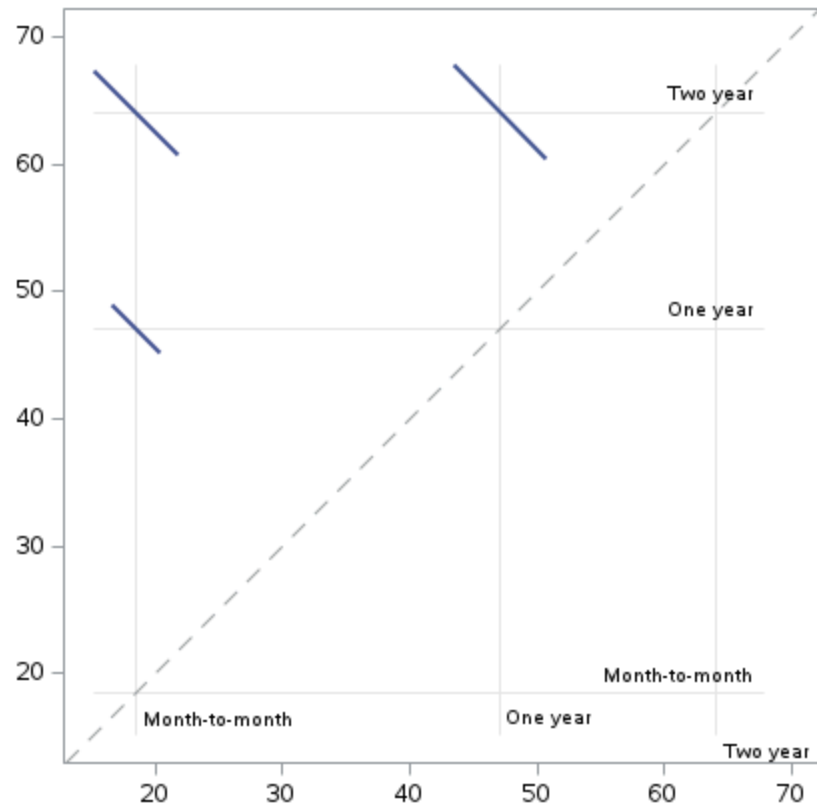
Least Squares Means
Adjustment for Multiple Comparisons: Tukey-Kramer

| Contract | tenure LSMEAN | LSMEAN Number |
|----------------|---------------|---------------|
| Month-to-month | 18.4733862 | 1 |
| One year | 47.0571429 | 2 |
| Two year | 64.0789474 | 3 |

| Least Squares Means for effect Contract Pr > t for H0: LSMean(i)=LSMean(j) | | | |
|---|--------|--------|--------|
| Dependent Variable: tenure | | | |
| i/j | 1 | 2 | 3 |
| 1 | | <.0001 | <.0001 |
| 2 | <.0001 | | <.0001 |
| 3 | <.0001 | <.0001 | |



tenure Comparisons for Contract



Differences for alpha=0.05 (Tukey-Kramer Adjustment)

Not significant Significant