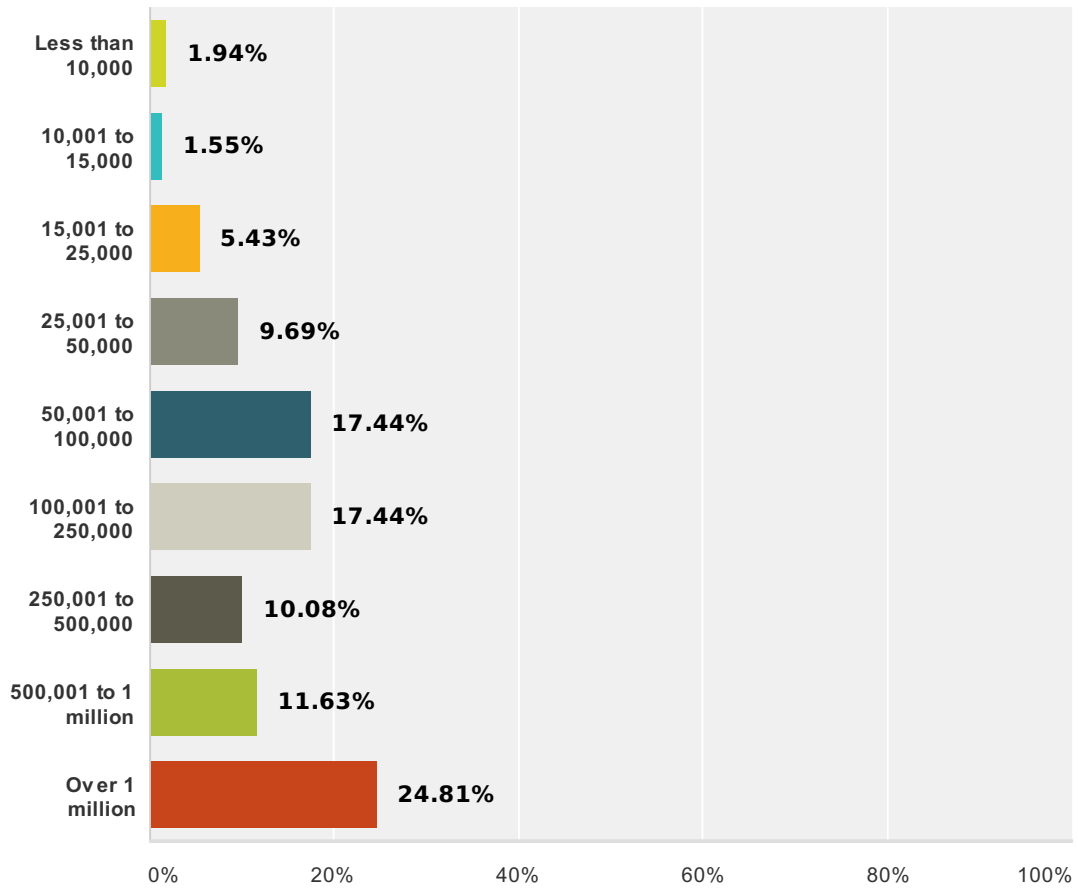


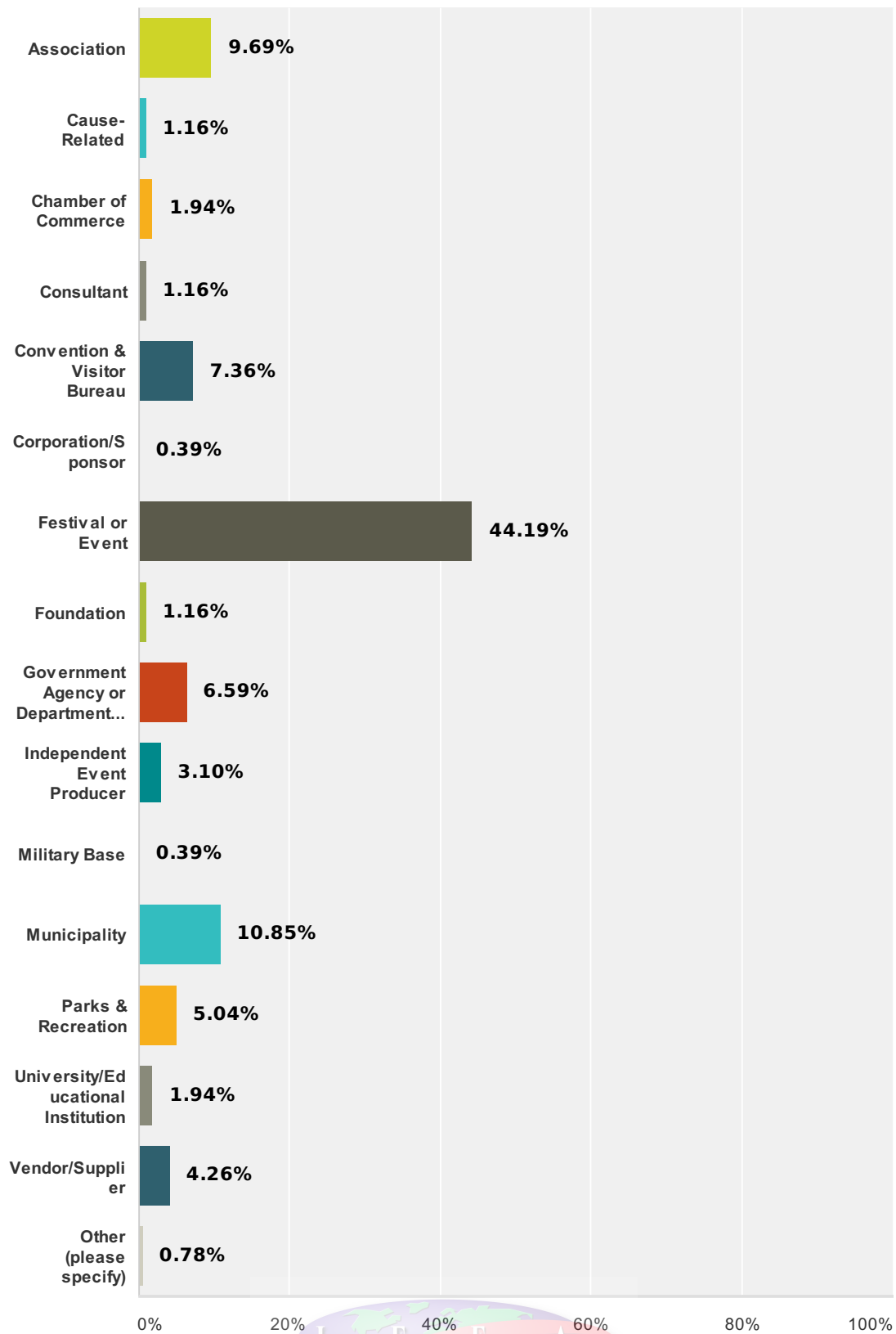
Q4 What is the population of your city?

Answered: 258 Skipped: 0



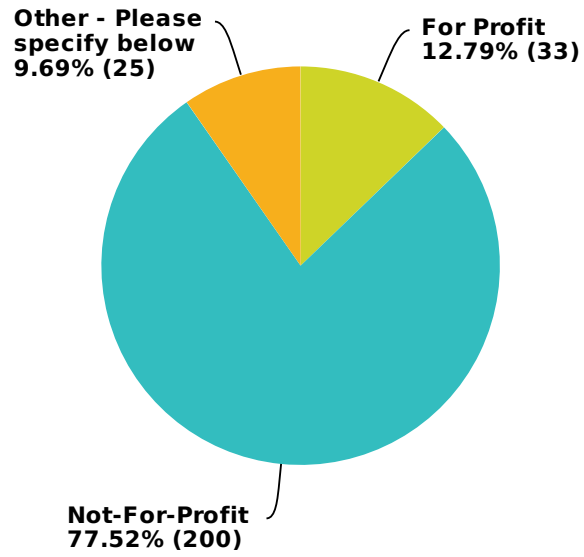
Q5 What is your organization business category? (If more than one apply, please choose the most applicable.)

Answered: 258 Skipped: 0



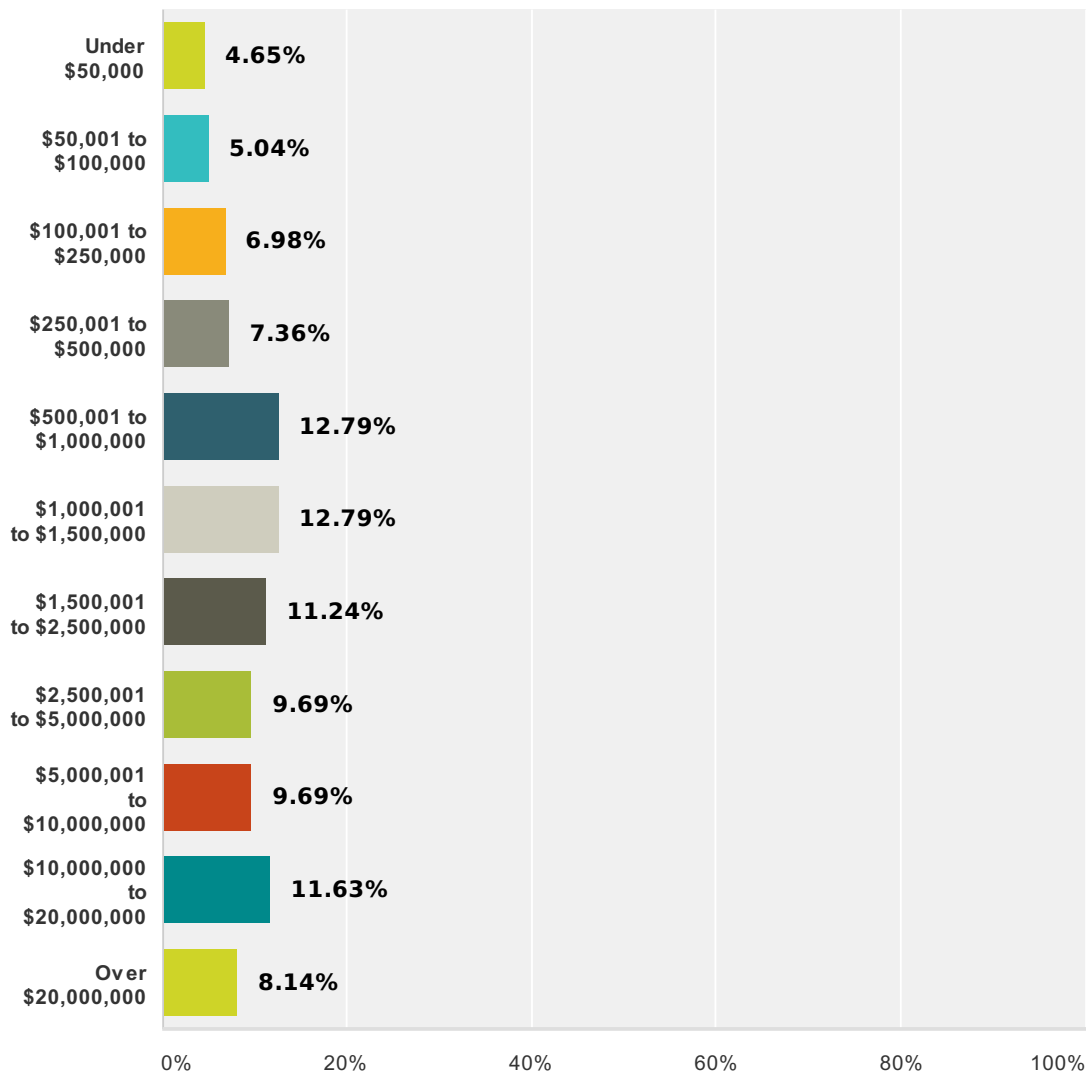
Q6 Is your organization For-Profit or Not-For-Profit?

Answered: 258 Skipped: 0



Q7 What is your Organization's Budget Level? (Note: Budget level is based upon total gross revenues.)

Answered: 258 Skipped: 0



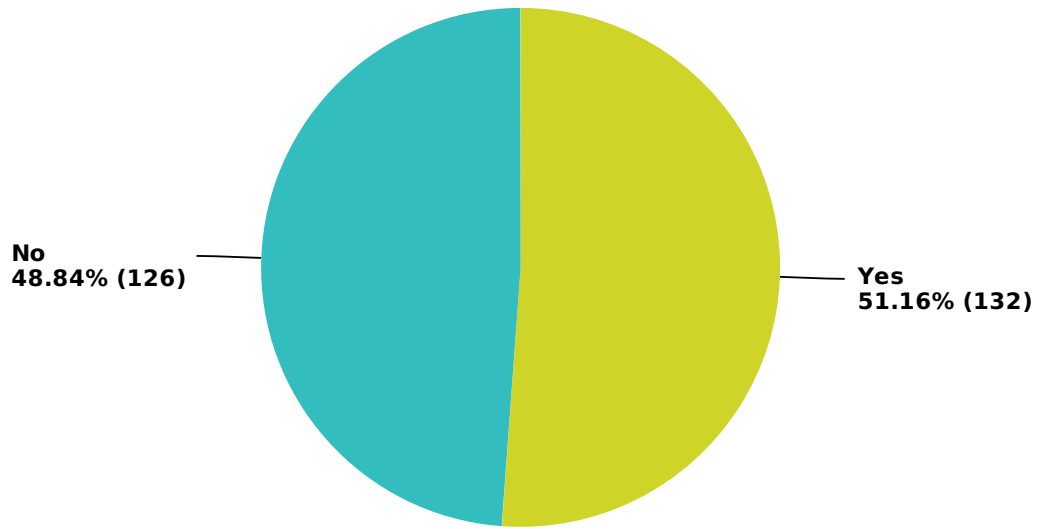
Q8 Over the past 5 years, did your overall organization staff size increase, decrease or Stay the Same? Please answer by indicating the percentage your staff size increased or decreased. If your staff size stayed the same, answer "Stayed the Same" in that column.

Answered: 254 Skipped: 4

Percentage of Increase													
	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51-60%	61-70%	71-80%	81-90%	91-99%	100%	Total
Staff Size	23.74% 33	23.02% 32	14.39% 20	7.19% 10	2.88% 4	5.04% 7	1.44% 2	0% 0	1.44% 2	1.44% 2	0% 0	19.42% 27	139
Percentage of Decrease													
	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51-60%	61-70%	71-80%	81-90%	91-99%	100%	Total
Staff Size	33.85% 22	23.08% 15	13.85% 9	9.23% 6	12.31% 8	7.69% 5	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	65
Stayed The Same													
	Stayed the Same											Total	
Staff Size												100% 110	110

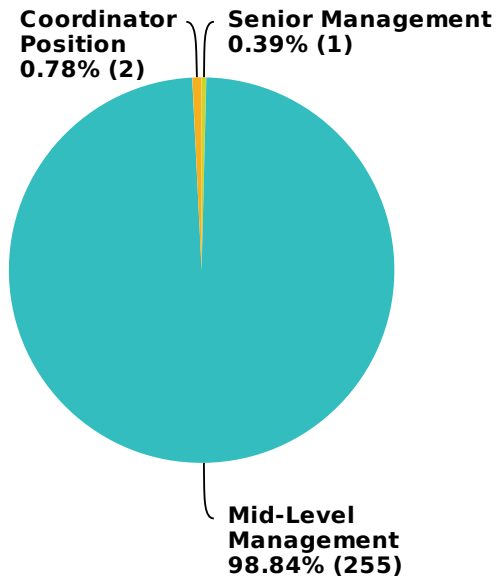
Q9 Does your organization plan to hire any additional staff within the next 2 years?

Answered: 258 Skipped: 0



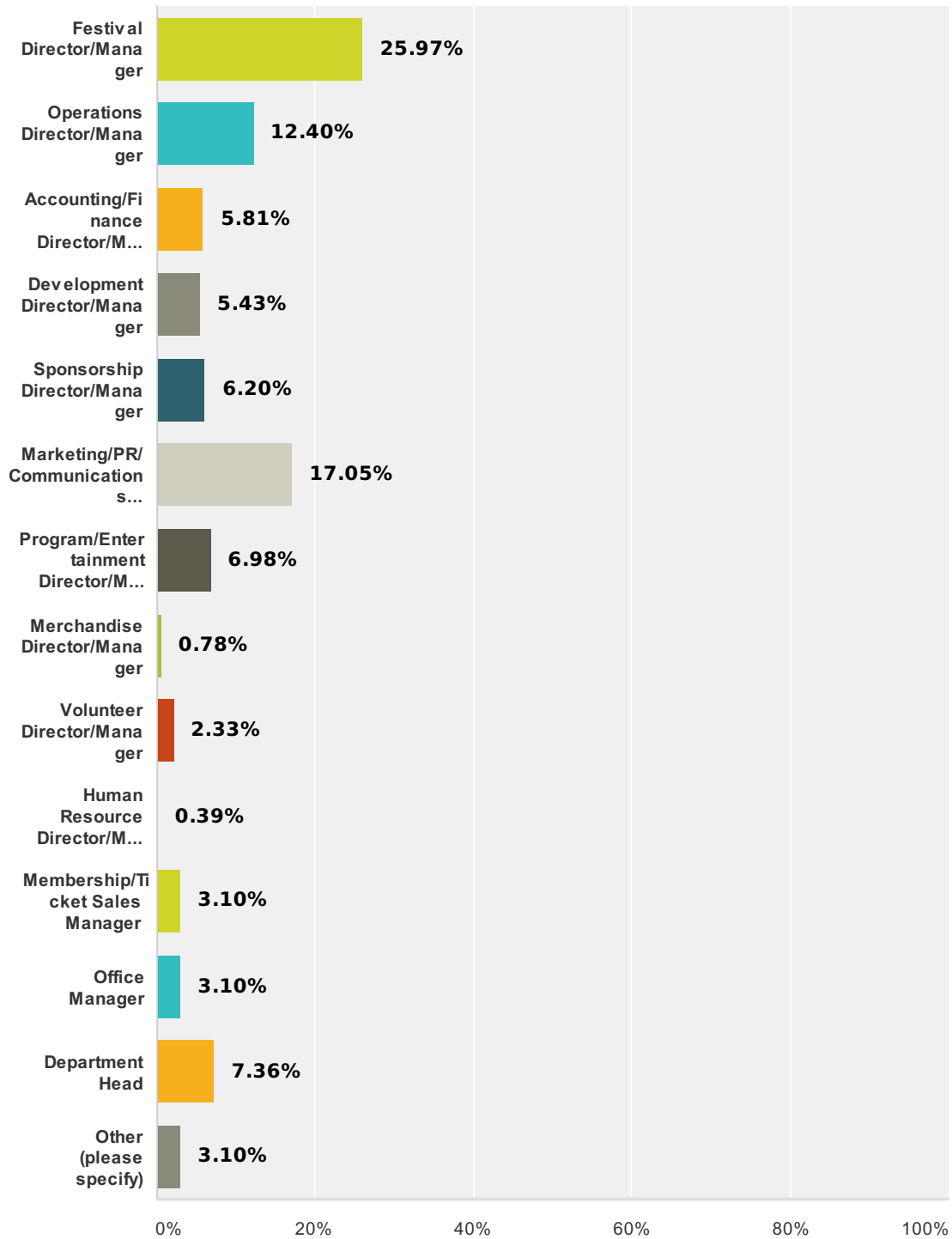
Q10 Please select the management position for the employee you are entering data for from the list below. (You will go on to specify the position in more detail in the next question):

Answered: 258 Skipped: 0



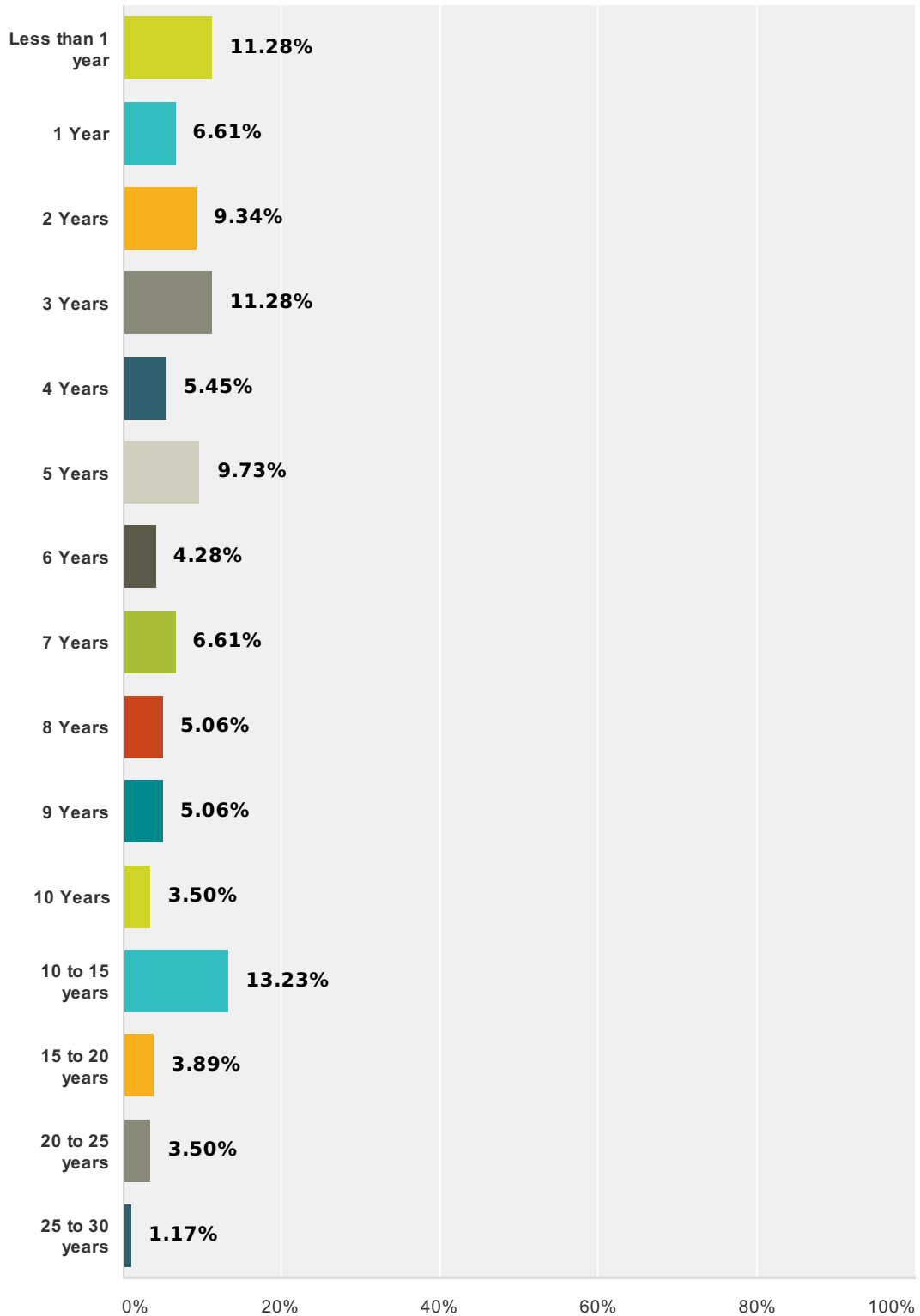
Q12 Please specify which Mid-Level Management position you are entering data for from the list below:

Answered: 258 Skipped: 0



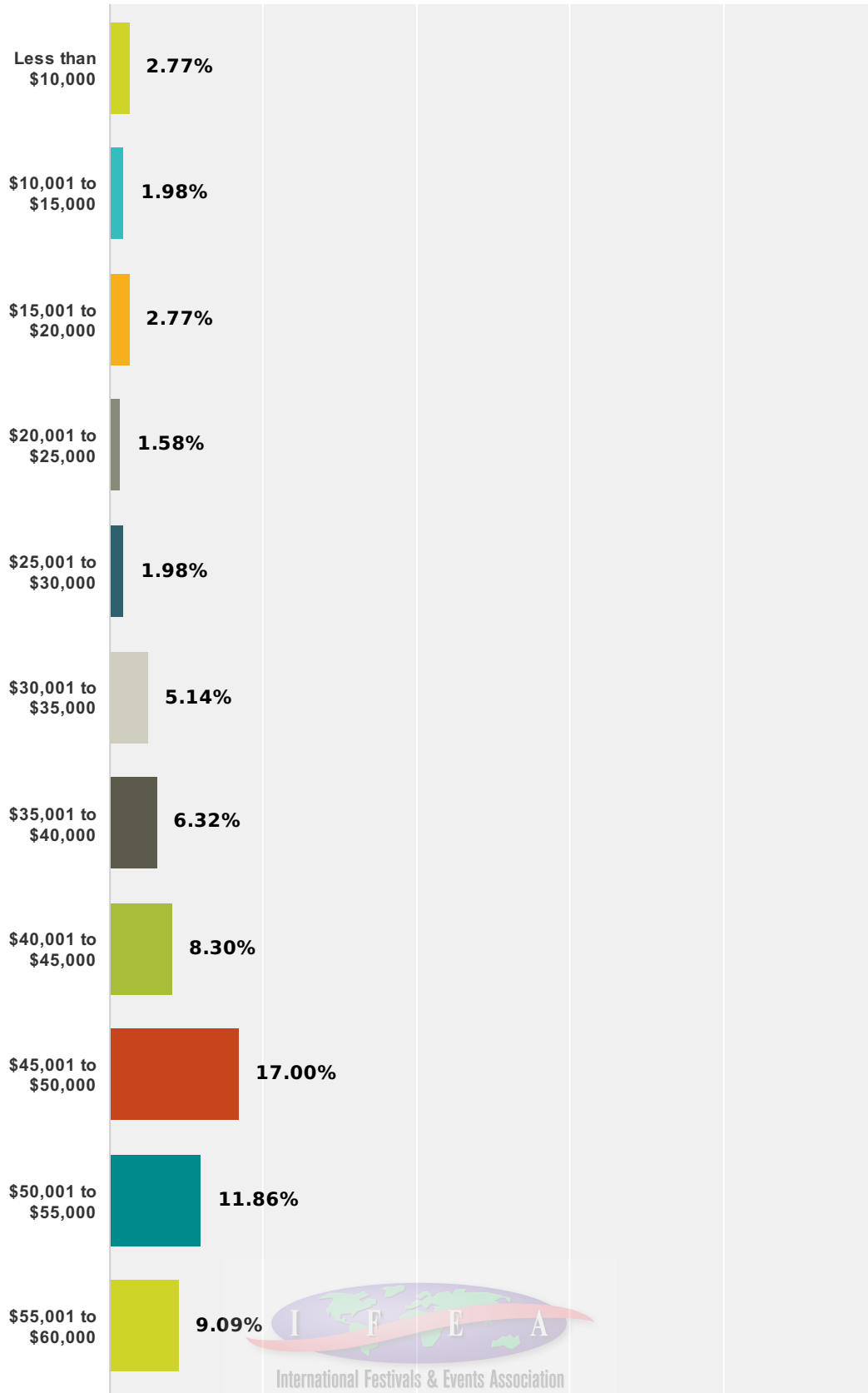
Q15 Please state the number of years this position has been filled by the present employee?

Answered: 257 Skipped: 1

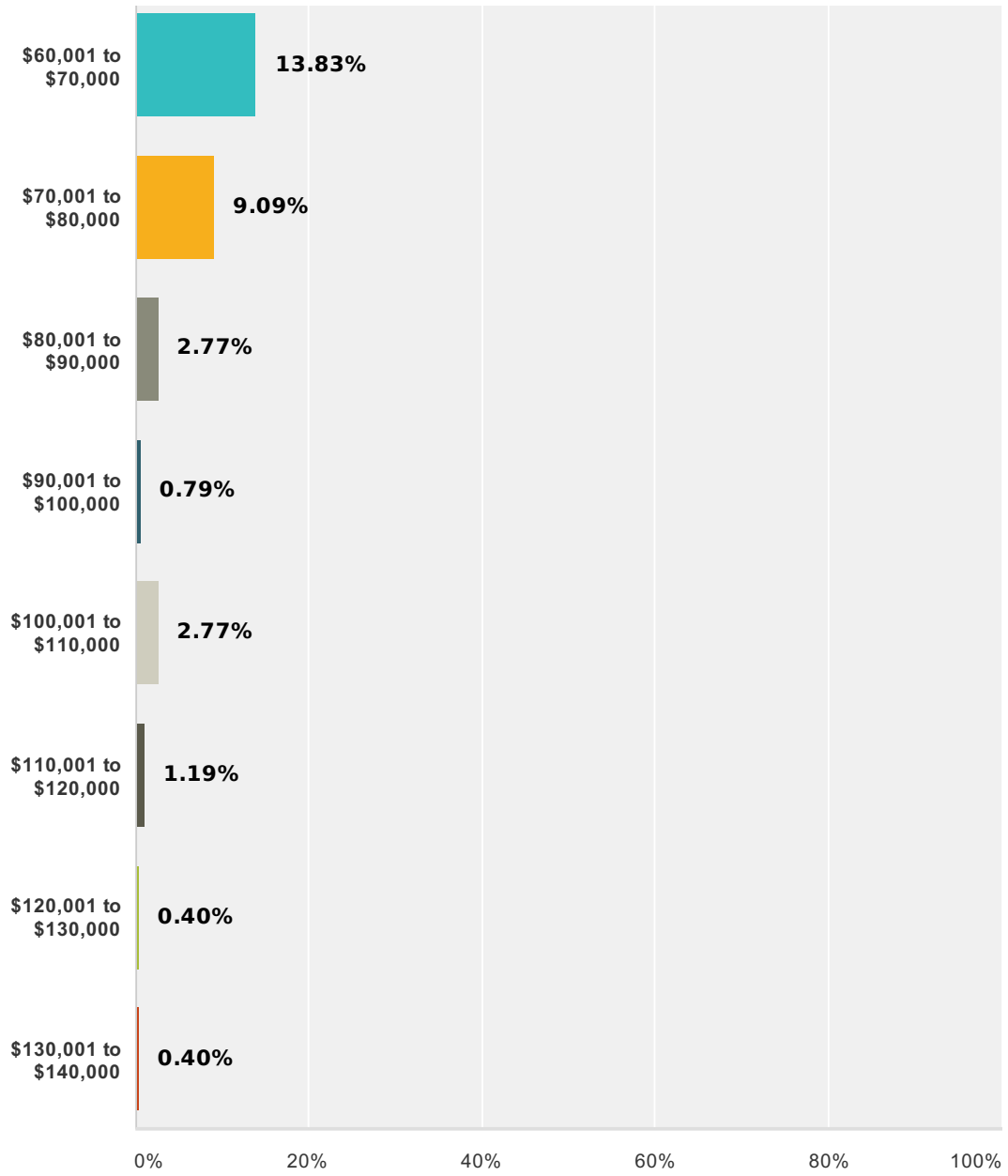


Q16 Please list the current salary in the most recent fiscal year in USD\$ for the employee in this position (not including additional benefit values):

Answered: 253 Skipped: 5

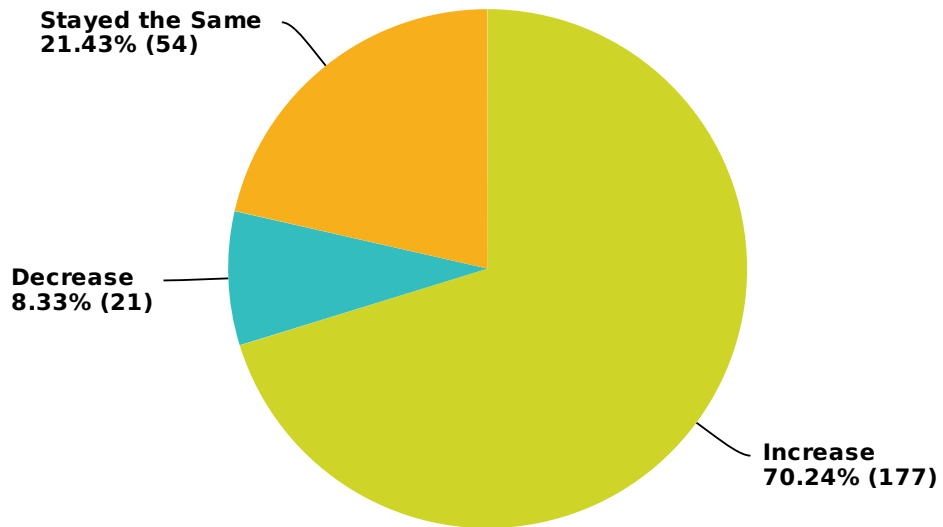


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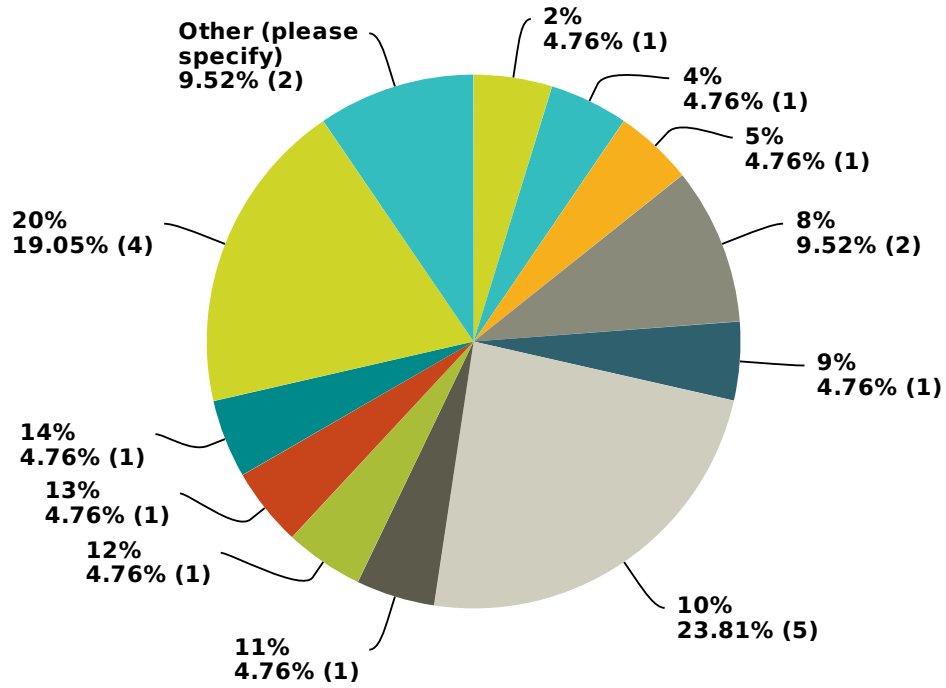
Q17 Did the salary for the employee in this position increase, decrease or stay the same over the past 5 years?

Answered: 252 Skipped: 6



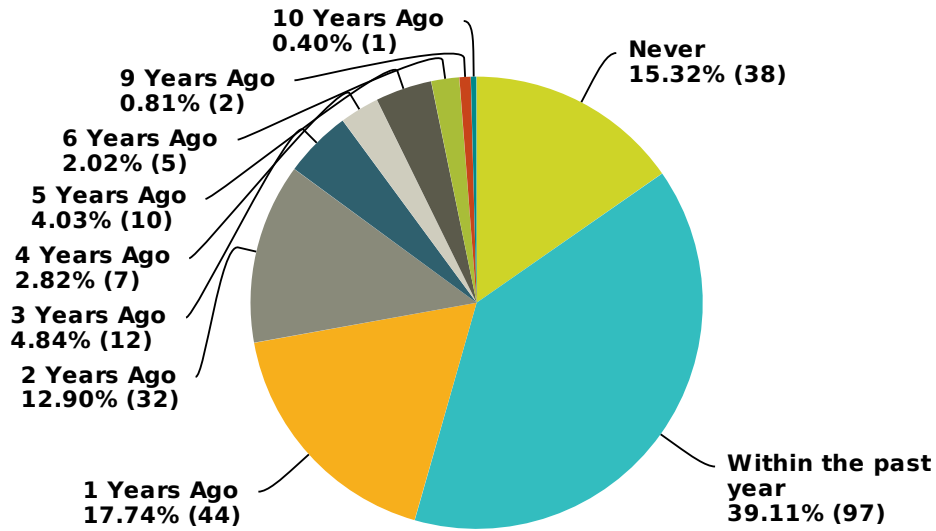
Q18 By what percentage did the salary for the employee in this position decrease?

Answered: 21 Skipped: 237



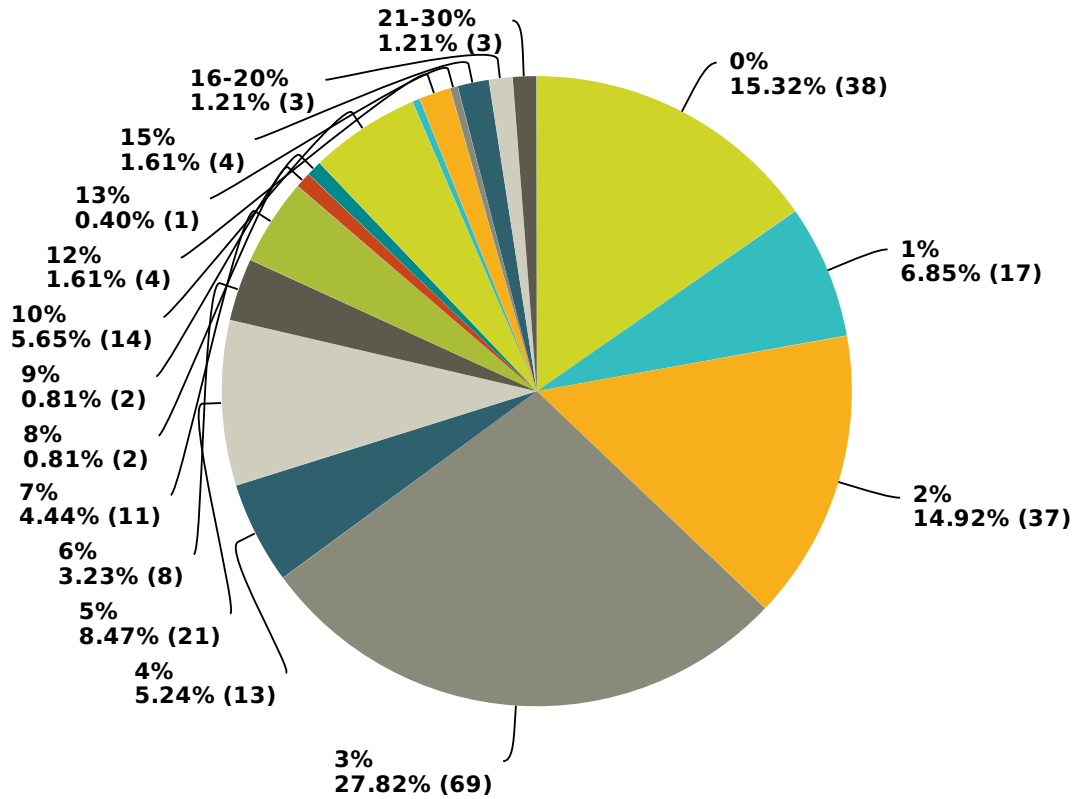
Q19 When was the last time the employee in this position received a raise?

Answered: 248 Skipped: 10



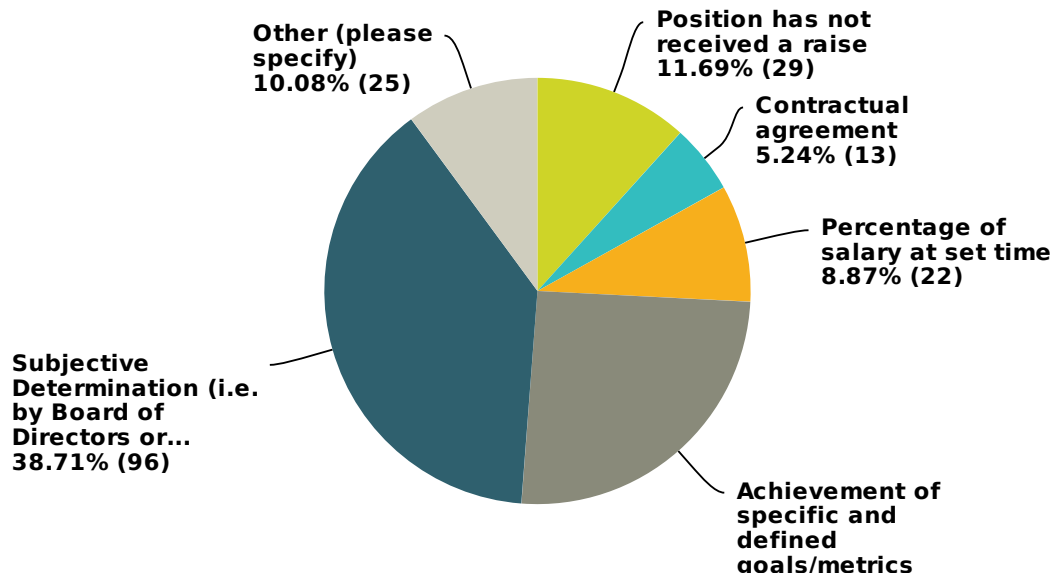
Q20 Please estimate what percentage of the current salary the employee in this position received as a raise the last time a raise was given:

Answered: 248 Skipped: 10



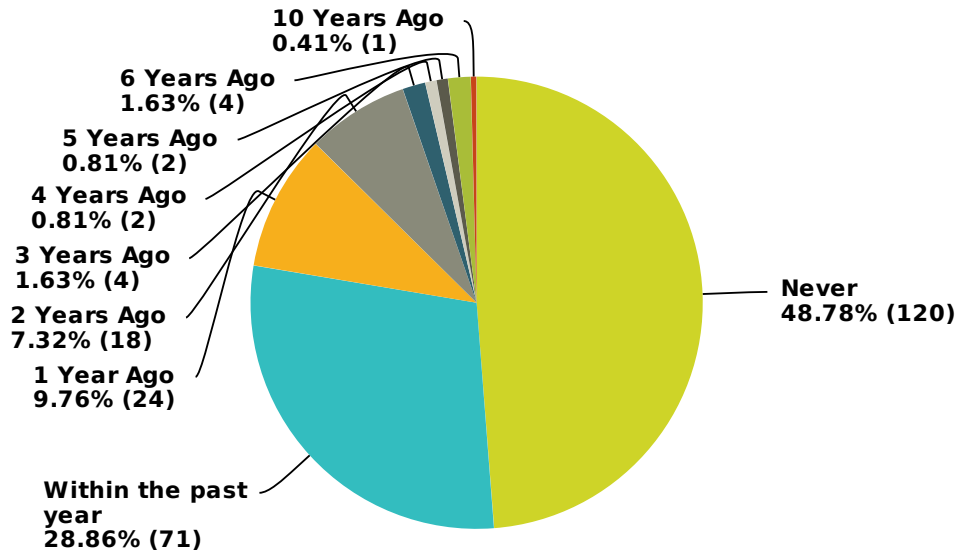
Q21 How does the organization/employer determine raises for this employee/position?

Answered: 248 Skipped: 10



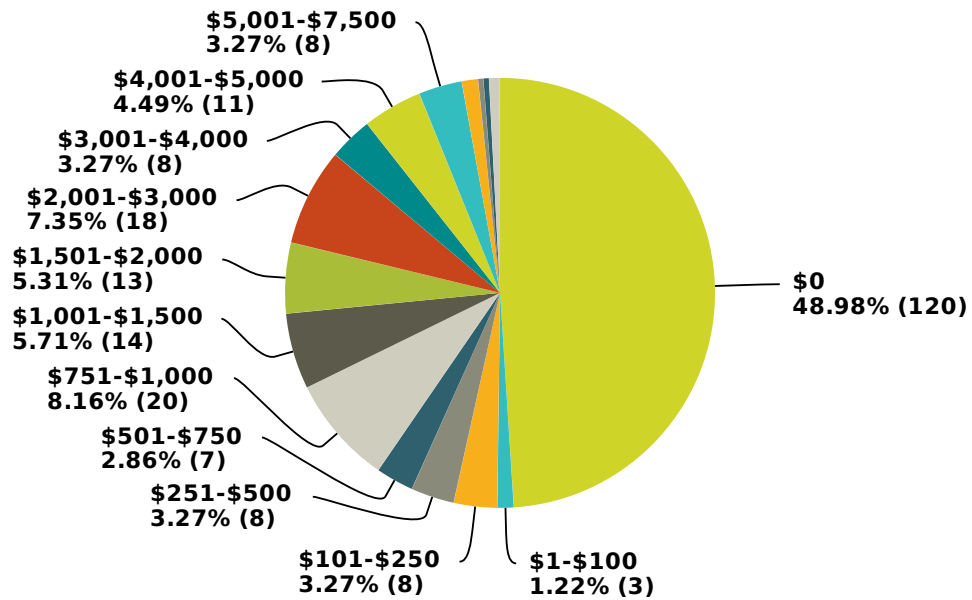
Q22 When was the last time the employee in this position received a bonus?

Answered: 246 Skipped: 12



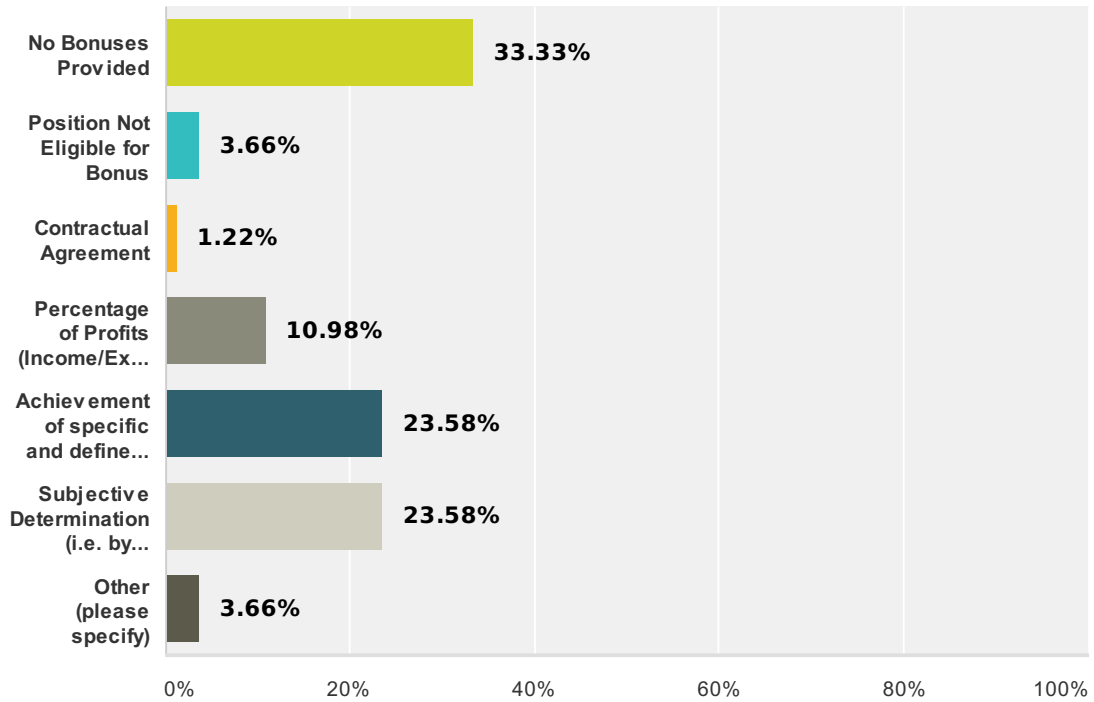
Q23 Please estimate in USD\$, any bonus received for the employee in this position the last time a bonus was given:

Answered: 245 Skipped: 13



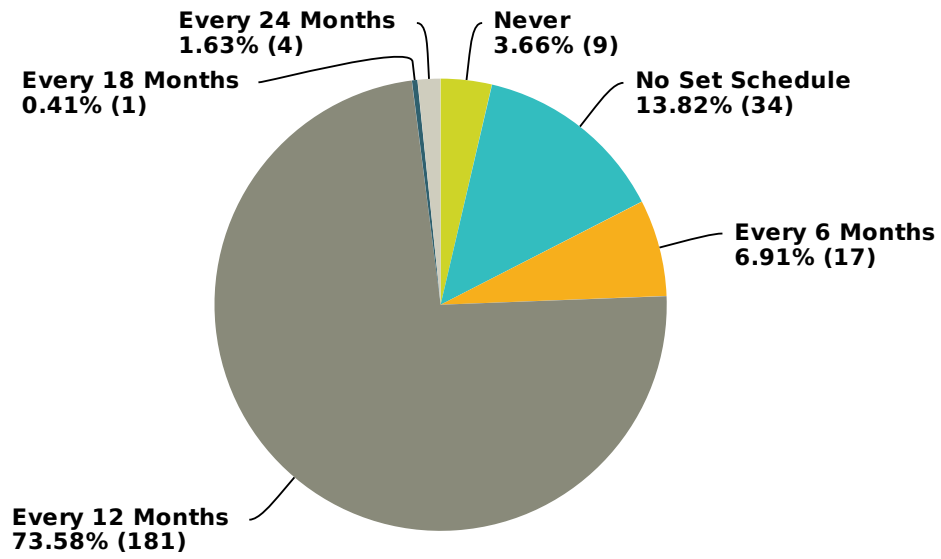
Q24 How does the organization/employer determine bonuses for this employee/position?

Answered: 246 Skipped: 12



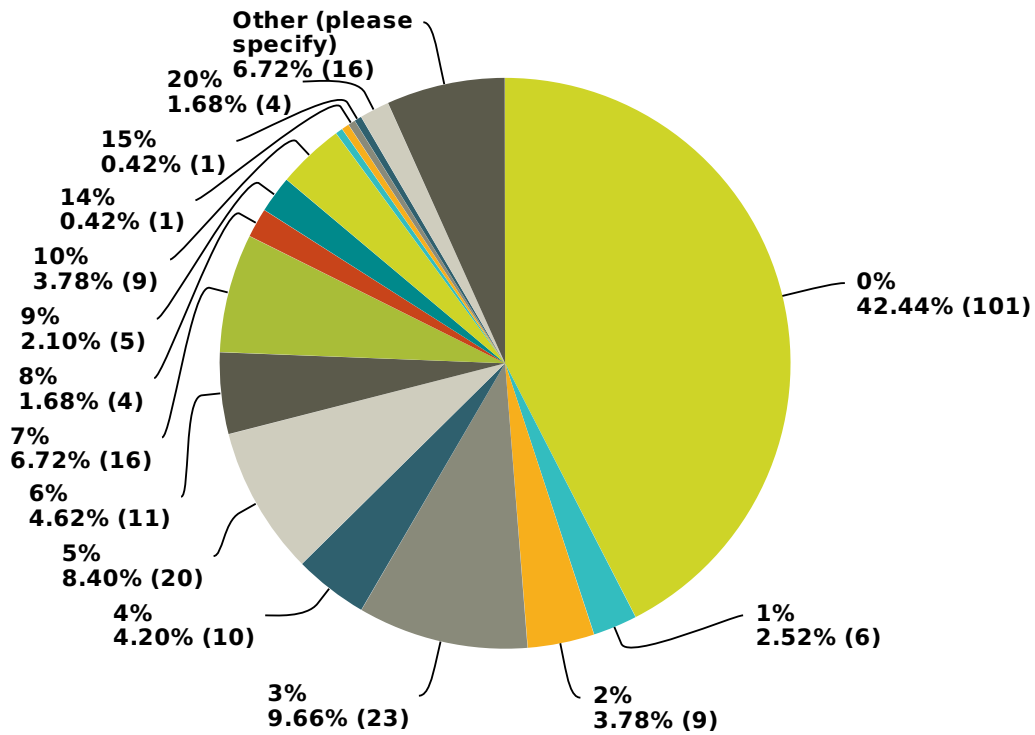
Q25 How often does the employee in this position receive a performance review?

Answered: 246 Skipped: 12



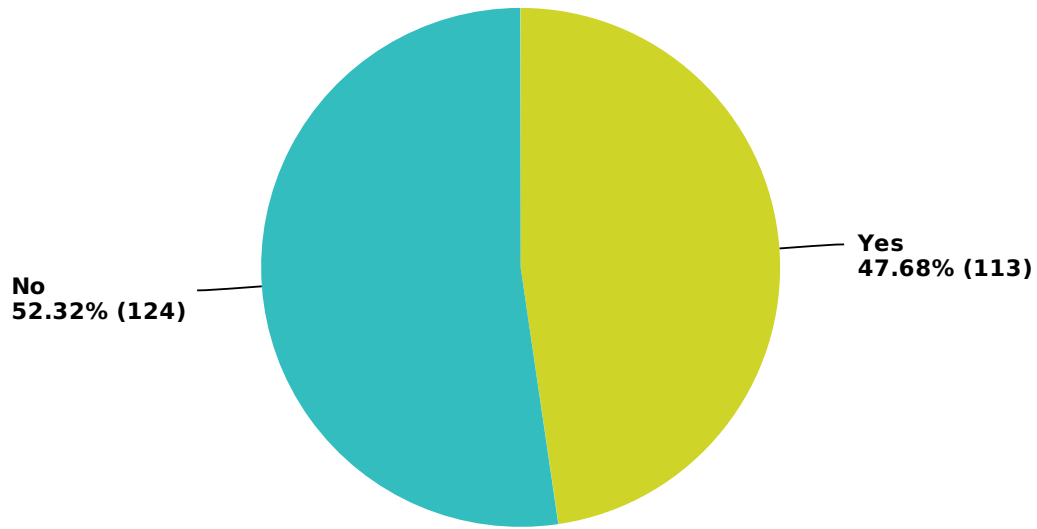
Q26 What percentage does the employer contribute to retirement benefits for the employee in this position?

Answered: 238 Skipped: 20



Q27 Is employer contribution of retirement benefits a 'matching' contribution?

Answered: 237 Skipped: 21



Q28 Please select all insurance coverage that is provided by the employer for the employee in this position by indicating what percentage of the insurance is covered by the employer.

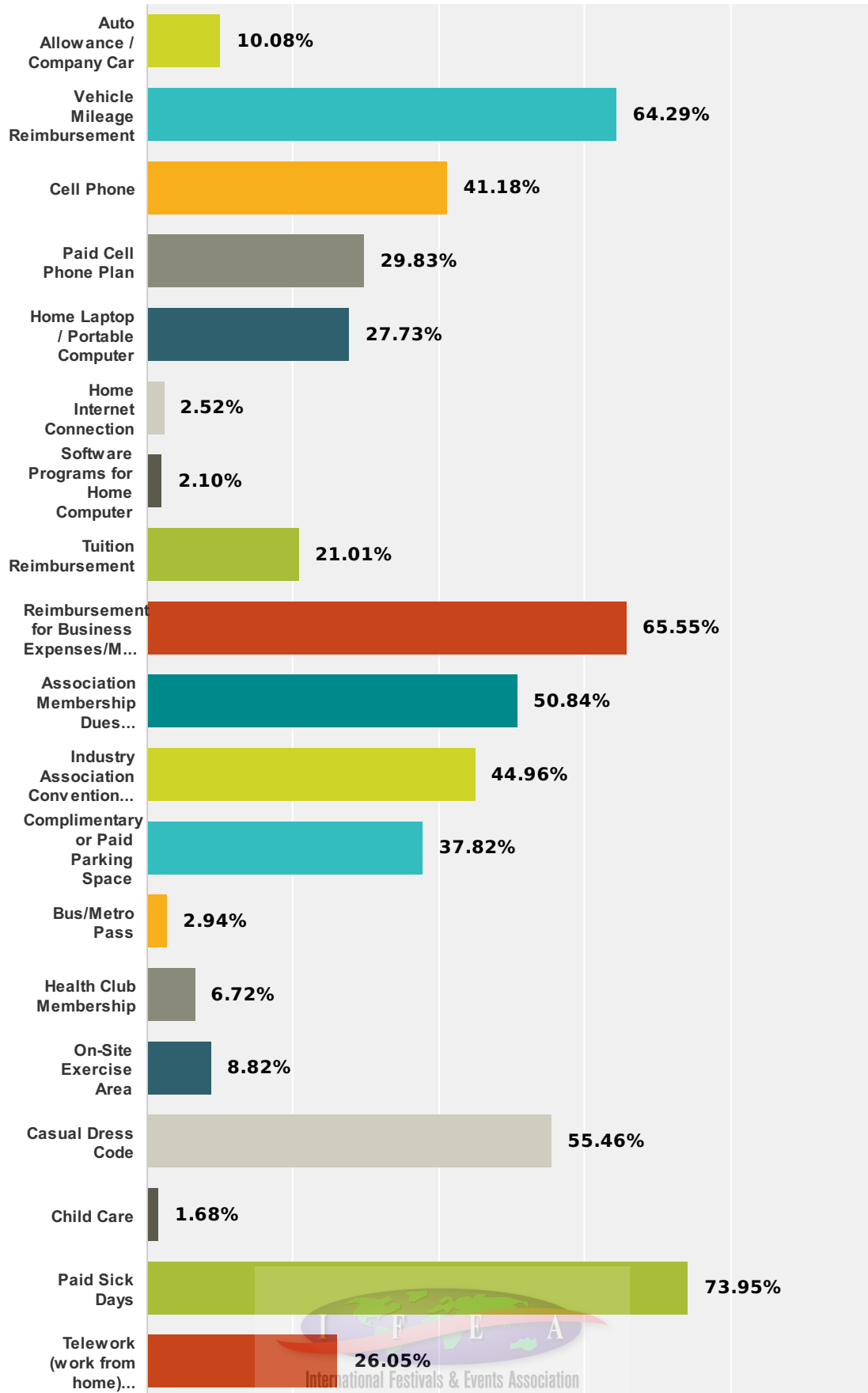
Answered: 237 Skipped: 21

Percentage Covered						
	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Total
0%	9.56% 37	20.93% 81	25.84% 100	19.12% 74	24.55% 95	387
1-10%	20% 5	16% 4	4% 1	28.00% 7	32% 8	25
11-20%	33.33% 5	20% 3	26.67% 4	13.33% 2	6.67% 1	15
21-30%	15.38% 2	23.08% 3	38.46% 5	7.69% 1	15.38% 2	13
31-40%	27.27% 3	9.09% 1	27.27% 3	36.36% 4	0% 0	11
41-50%	35.09% 20	21.05% 12	10.53% 6	22.81% 13	10.53% 6	57
51-60%	22.92% 11	22.92% 11	20.83% 10	16.67% 8	16.67% 8	48
61-70%	38.10% 8	28.57% 6	23.81% 5	0% 0	9.52% 2	21
71-80%	51.58% 49	20% 19	16.84% 16	7.37% 7	4.21% 4	95
81-90%	46.43% 13	28.57% 8	10.71% 3	7.14% 2	7.14% 2	28
91-100%	21.24% 82	20.47% 79	15.03% 58	24.61% 95	18.65% 72	386

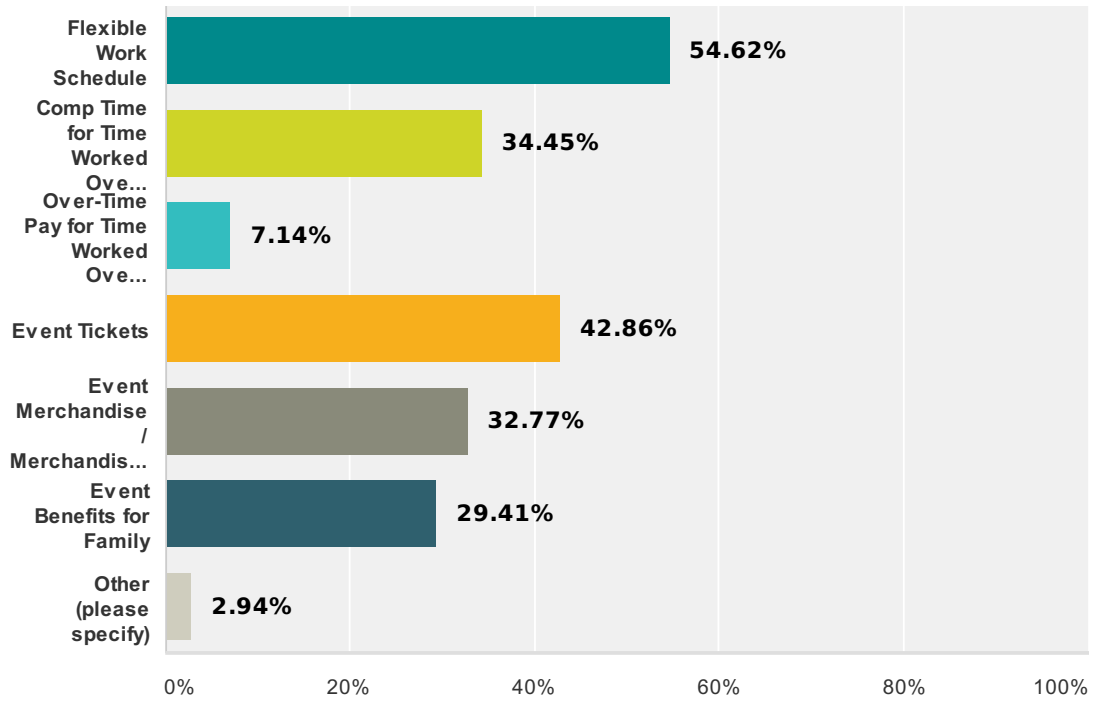


Q29 Please list any other benefits the employee in this position receives:

Answered: 238 Skipped: 20

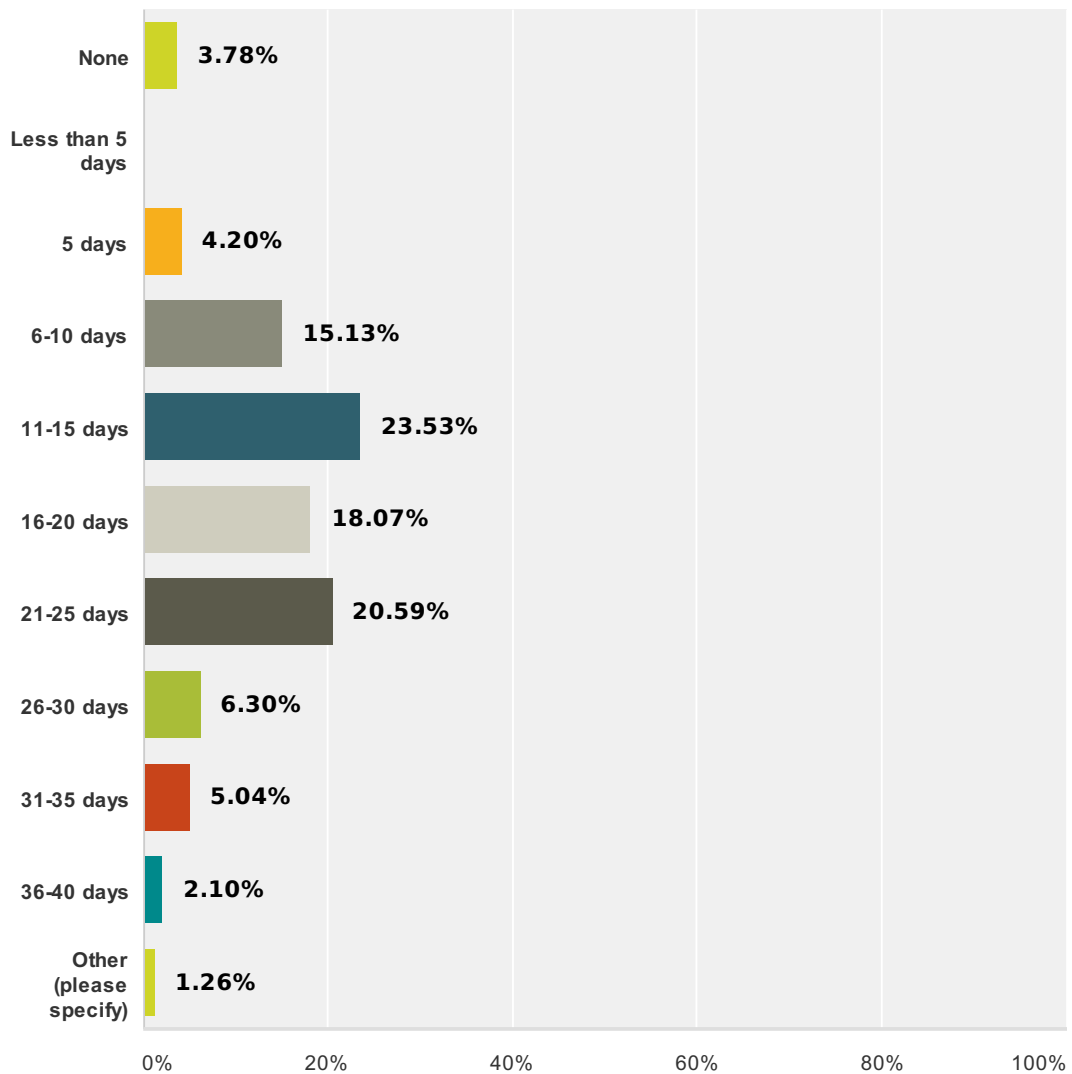


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Q30 How much paid vacation time does the employee in this position receive per year?

Answered: 238 Skipped: 20



Q31 What amount in USD\$ is set aside for Continuing Education for the employee in this position?

Answered: 237 Skipped: 21

