

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

THE COMPANY AS A WHOLE

1. A company to work for compared to other companies?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	697	3.9	75	21	4				0	
Northeast - All Employees	152	3.8	69	23	8				-6	
Northeast - All Exempt Employees	36	4.1	80	14	6				5	
Northeast - All Non-exempt Employees	116	3.7	67	24	9				-8	***

2. Having employees that customers like to work with?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	702	4.2	86	12	2				0	
Northeast - All Employees	153	4.0	81	15	4				-5	***
Northeast - All Exempt Employees	36	4.3	86	14	0				0	
Northeast - All Non-exempt Employees	117	3.9	79	17	4				-7	***

3. Helping the communities where TELCO Corporation does business?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	697	4.2	82	15	3				0	
Northeast - All Employees	153	4.1	84	12	4				2	
Northeast - All Exempt Employees	37	4.3	92	8	0				10	
Northeast - All Non-exempt Employees	116	4.1	82	13	5				0	

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4. Having good relations with TELCO Corporation's vendors and suppliers?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	625	3.9	76	23	1				0	
Northeast - All Employees	137	3.8	70	28	2				-6	
Northeast - All Exempt Employees	36	3.9	72	28	0				-4	
Northeast - All Non-exempt Employees	101	3.8	70	27	3				-6	

5. Performing better than the competition?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	694	4.0	79	19	2				0	
Northeast - All Employees	153	3.9	70	27	3				-9	***
Northeast - All Exempt Employees	36	4.0	75	25	0				-4	
Northeast - All Non-exempt Employees	117	3.8	68	27	5				-11	***

6. How would you rate your overall satisfaction in TELCO Corporation at the present time?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	700	3.8	70	23	7				0	
Northeast - All Employees	153	3.6	62	26	12				-8	***
Northeast - All Exempt Employees	37	3.8	71	21	8				1	
Northeast - All Non-exempt Employees	116	3.6	60	27	13				-10	***

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7. If you have your own way will you be working for TELCO Corporation 2 years from now?

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	704	3.7	60	22	18				0	
Northeast - All Employees	154	3.4	49	28	23				-11	
Northeast - All Exempt Employees	37	4.2	73	24	3				13	
Northeast - All Non-exempt Employees	117	3.1	41	30	29				-19	***

8. Would you recommend working for TELCO Corporation to a friend or relative?

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	703	3.9	73	15	12				0	
Northeast - All Employees	154	3.7	63	18	19				-10	***
Northeast - All Exempt Employees	37	3.6	60	21	19				-13	
Northeast - All Non-exempt Employees	117	3.7	64	16	20				-9	***

9. Would you recommend TELCO Corporation to potential customers?

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	703	4.6	94	4	2				0	
Northeast - All Employees	154	4.4	90	7	3				-4	***
Northeast - All Exempt Employees	37	4.6	92	5	3				-2	
Northeast - All Non-exempt Employees	117	4.3	88	8	4				-6	***

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10. In general, how satisfied are the TELCO Corporation customers you know about?

Group	Count	Avg.	%Fav	%Neu	%Unf	Stacked Bar Chart			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	702	4.0	91	7	2				0	
Northeast - All Employees	154	3.9	86	9	5				-5	***
Northeast - All Exempt Employees	37	4.1	92	5	3				1	
Northeast - All Non-exempt Employees	117	3.9	84	11	5				-7	***

SAMPLE REPORT

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

BRANCH OFFICE OPERATIONS - OVERALL

11. Being neat and clean?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	703	4.1	78	18	4				0	
Northeast - All Employees	154	3.9	68	26	6				-10	***
Northeast - All Exempt Employees	37	4.0	78	22	0				0	
Northeast - All Non-exempt Employees	117	3.8	66	27	7				-12	***

12. Being friendly and courteous to customers?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	700	4.1	82	16	2				0	
Northeast - All Employees	154	3.9	74	21	5				-8	***
Northeast - All Exempt Employees	37	3.8	76	24	0				-6	***
Northeast - All Non-exempt Employees	117	3.9	72	22	6				-10	***

13. Controlling costs (operating within budget)?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	632	3.7	65	30	5				0	
Northeast - All Employees	132	3.5	51	43	6				-14	***
Northeast - All Exempt Employees	35	3.6	63	31	6				-2	
Northeast - All Non-exempt Employees	97	3.5	47	47	6				-18	***

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BRANCH OFFICE OPERATIONS - OVERALL

14. Having the Mobile Telecom products that customers want?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	697	3.8	71	23	6				0	
Northeast - All Employees	154	3.7	64	28	8				-7	
Northeast - All Exempt Employees	37	3.7	63	29	8				-8	
Northeast - All Non-exempt Employees	117	3.7	65	26	9				-6	

15. Providing fast, efficient service to customers?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	701	4.0	76	20	4				0	
Northeast - All Employees	154	3.9	70	23	7				-6	
Northeast - All Exempt Employees	37	3.6	65	25	10				-11	***
Northeast - All Non-exempt Employees	117	3.9	71	23	6				-5	

16. Being the Mobile Telecom products market leader?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	676	4.2	86	13	1				0	
Northeast - All Employees	149	4.1	81	17	2				-5	***
Northeast - All Exempt Employees	37	4.2	89	11	0				3	
Northeast - All Non-exempt Employees	112	4.0	78	20	2				-8	***

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REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

BRANCH OFFICE OPERATIONS - STANDARDS FAMILIARITY

17. Customer courtesy standards

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	696	4.1	88	7	5				0	
Northeast - All Employees	153	4.2	90	7	3				2	
Northeast - All Exempt Employees	37	4.4	97	0	3				9	
Northeast - All Non-exempt Employees	116	4.1	88	9	3				0	

18. Product display standards

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	681	3.3	57	10	33				0	
Northeast - All Employees	149	2.9	44	11	45				-13	***
Northeast - All Exempt Employees	36	3.6	66	15	19				9	
Northeast - All Non-exempt Employees	113	2.6	37	10	53				-20	***

19. Product appearance and condition standards

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	679	3.5	67	9	24				0	
Northeast - All Employees	148	3.2	57	9	34				-10	***
Northeast - All Exempt Employees	37	3.6	73	8	19				6	
Northeast - All Non-exempt Employees	111	3.1	52	9	39				-15	***

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BRANCH OFFICE OPERATIONS - STANDARDS FAMILIARITY

20. Environmental protection standards

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	679	3.3	57	10	33				0	
Northeast - All Employees	150	2.9	45	11	44				-12	***
Northeast - All Exempt Employees	37	3.5	65	8	27				8	
Northeast - All Non-exempt Employees	113	2.7	39	11	50				-18	***

21. Loss control procedures

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	673	3.0	50	12	38				0	
Northeast - All Employees	153	2.7	39	11	50				-11	***
Northeast - All Exempt Employees	37	3.8	73	14	13				23	***
Northeast - All Non-exempt Employees	116	2.3	28	10	62				-22	***

22. Accident and emergency procedures

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	686	3.2	50	9	41				0	
Northeast - All Employees	151	2.8	37	8	55				-13	***
Northeast - All Exempt Employees	37	3.6	68	5	27				18	
Northeast - All Non-exempt Employees	114	2.6	27	9	64				-23	***

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BRANCH OFFICE OPERATIONS - STANDARDS FAMILIARITY

23. Safety standards

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	688	3.6	65	8	27				0	
Northeast - All Employees	151	3.4	63	5	32				-2	
Northeast - All Exempt Employees	37	3.9	81	3	16				16	
Northeast - All Non-exempt Employees	114	3.3	56	7	37				-9	***

24. Sanitation standards

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	687	3.6	69	9	22				0	
Northeast - All Employees	150	3.5	66	6	28				-3	
Northeast - All Exempt Employees	37	3.9	79	8	13				10	
Northeast - All Non-exempt Employees	113	3.3	62	6	32				-7	***

25. Inventory/loss control standards

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	677	3.2	55	8	37				0	
Northeast - All Employees	151	2.7	42	8	50				-13	***
Northeast - All Exempt Employees	37	3.8	78	3	19				23	***
Northeast - All Non-exempt Employees	114	2.4	31	9	60				-24	***

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

BRANCH OFFICE OPERATIONS - WAREHOUSE DELIVERY

26. Accuracy and completeness of orders?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	579	3.6	57	35	8				0	
Northeast - All Employees	127	3.4	48	44	8				-9	
Northeast - All Exempt Employees	35	3.4	46	45	9				-11	
Northeast - All Non-exempt Employees	92	3.4	49	44	7				-8	

27. Quality and condition of products upon delivery?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	574	3.7	64	28	8				0	
Northeast - All Employees	125	3.6	63	30	7				-1	
Northeast - All Exempt Employees	34	3.4	47	47	6				-17	
Northeast - All Non-exempt Employees	91	3.6	70	24	6				6	

28. Timeliness of delivery?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	558	3.7	62	33	5				0	
Northeast - All Employees	124	3.5	56	36	8				-6	***
Northeast - All Exempt Employees	34	3.7	71	20	9				9	
Northeast - All Non-exempt Employees	90	3.4	51	42	7				-11	***

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REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

BRANCH OFFICE OPERATIONS - WAREHOUSE DELIVERY

29. The verification of products upon delivery?

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	565	3.4	52	28	20			0		
Northeast - All Employees	124	3.1	43	28	29			-9	***	
Northeast - All Exempt Employees	33	3.0	33	40	27			-19		
Northeast - All Non-exempt Employees	91	3.1	47	23	30			-5	***	

30. The behavior of drivers in the Branch Office?

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	539	3.9	74	23	3			0		
Northeast - All Employees	122	3.9	75	21	4			1		
Northeast - All Exempt Employees	33	4.2	81	19	0			7		
Northeast - All Non-exempt Employees	89	3.8	71	25	4			-3		

31. Responsiveness of warehouse to Branch Office needs?

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	528	3.6	60	31	9			0		
Northeast - All Employees	117	3.5	53	37	10			-7		
Northeast - All Exempt Employees	35	3.7	60	34	6			0		
Northeast - All Non-exempt Employees	82	3.5	50	39	11			-10		

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WORK ITSELF

32. I like the kind of work I do.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	703	4.1	81	13	6				0	
Northeast - All Employees	154	4.0	78	14	8				-3	
Northeast - All Exempt Employees	37	4.4	97	0	3				16	***
Northeast - All Non-exempt Employees	117	3.8	72	19	9				-9	***

33. My job makes good use of my skills and abilities.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	702	3.7	68	15	17				0	
Northeast - All Employees	153	3.6	64	14	22				-4	
Northeast - All Exempt Employees	37	4.1	84	5	11				16	
Northeast - All Non-exempt Employees	116	3.4	58	16	26				-10	***

34. I feel encouraged to come up with new and better ways of doing things.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	696	3.7	64	19	17				0	
Northeast - All Employees	154	3.5	57	20	23				-7	***
Northeast - All Exempt Employees	37	3.7	65	16	19				1	
Northeast - All Non-exempt Employees	117	3.4	54	21	25				-10	***

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WORK ITSELF

35. I have been told what I have to do on my job in order to receive a favorable evaluation.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	689	3.6	64	19	17				0	
Northeast - All Employees	154	3.4	55	21	24				-9	***
Northeast - All Exempt Employees	37	3.5	65	16	19				1	
Northeast - All Non-exempt Employees	117	3.3	52	23	25				-12	***

36. My immediate manager gives me timely feedback on how well I am doing my job.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	697	3.5	61	14	25				0	
Northeast - All Employees	154	3.3	54	13	33				-7	***
Northeast - All Exempt Employees	37	3.6	67	9	24				6	
Northeast - All Non-exempt Employees	117	3.2	50	14	36				-11	***

37. My performance on the job is evaluated fairly.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	698	3.7	69	15	16				0	
Northeast - All Employees	154	3.5	64	13	23				-5	***
Northeast - All Exempt Employees	37	3.5	68	10	22				-1	
Northeast - All Non-exempt Employees	117	3.4	62	14	24				-7	***

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WORK ITSELF

38. You have direct contact with Branch Office customers (speak to them, serve them, etc.). [%Fav = Frequent; %Neu = Sometimes; %Unf = Rare]

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	706	4.7	93	5	2				0	
Northeast - All Employees	154	4.8	96	3	1				3	***
Northeast - All Exempt Employees	37	4.8	97	0	3				4	
Northeast - All Non-exempt Employees	117	4.8	96	4	0				3	

39. Customers smile at you, say something pleasant, or thank you.

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	705	4.3	80	16	4				0	
Northeast - All Employees	154	4.3	81	15	4				1	
Northeast - All Exempt Employees	37	4.1	78	19	3				-2	
Northeast - All Non-exempt Employees	117	4.3	81	15	4				1	

40. Management above your immediate manager greets you or asks how you are doing.

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	704	3.8	64	20	16				0	
Northeast - All Employees	154	3.6	55	22	23				-9	***
Northeast - All Exempt Employees	37	3.9	65	27	8				1	
Northeast - All Non-exempt Employees	117	3.5	53	19	28				-11	***

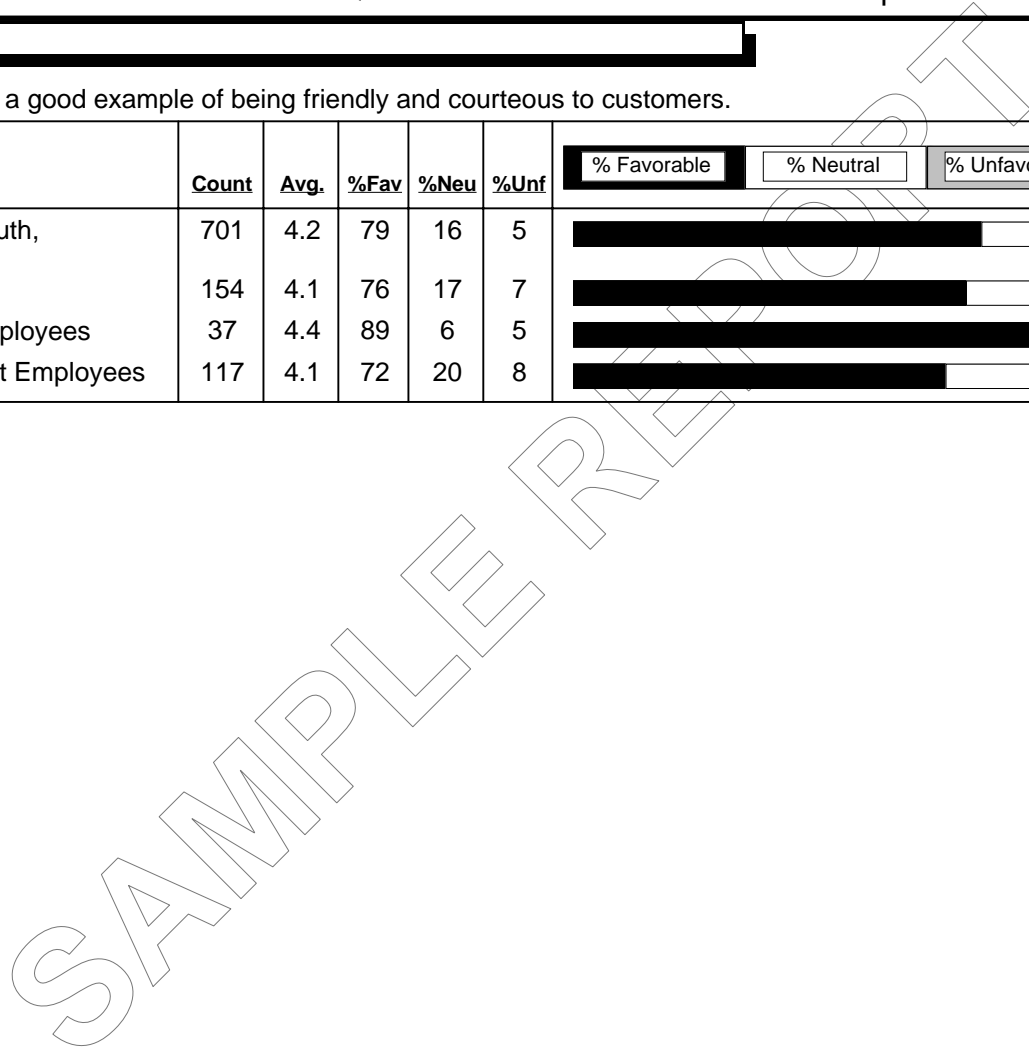
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WORK ITSELF

41. Branch Office Managers set a good example of being friendly and courteous to customers.

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	701	4.2	79	16	5			0		
Northeast - All Employees	154	4.1	76	17	7			-3		
Northeast - All Exempt Employees	37	4.4	89	6	5			10		
Northeast - All Non-exempt Employees	117	4.1	72	20	8			-7		



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REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

GETTING THE JOB DONE

42. There are enough employees to cover customer service needs.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	703	3.0	45	14	41				0	
Northeast - All Employees	154	2.7	38	10	52				-7	***
Northeast - All Exempt Employees	37	2.4	27	8	65				-18	***
Northeast - All Non-exempt Employees	117	2.8	41	11	48				-4	

43. The people I work with cooperate to get the job done.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	701	3.7	73	11	16				0	
Northeast - All Employees	154	3.6	70	13	17				-3	
Northeast - All Exempt Employees	37	3.6	68	13	19				-5	
Northeast - All Non-exempt Employees	117	3.7	71	12	17				-2	

44. Merchandising Specialists and other Main Office visitors are helpful to Branch Office operations.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	627	3.5	61	24	15				0	
Northeast - All Employees	136	3.5	61	24	15				0	
Northeast - All Exempt Employees	36	3.5	63	12	25				2	
Northeast - All Non-exempt Employees	100	3.5	60	28	12				-1	

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

GETTING THE JOB DONE

45. I can handle most customer situations that come up.

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	692	4.3	92	7	1				0	
Northeast - All Employees	152	4.3	92	6	2				0	
Northeast - All Exempt Employees	37	4.6	100	0	0				8	***
Northeast - All Non-exempt Employees	115	4.2	89	9	2				-3	***

46. I am corrected when I fail to be courteous or friendly to customers.

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	683	3.8	74	16	10				0	
Northeast - All Employees	151	3.8	72	17	11				-2	
Northeast - All Exempt Employees	37	3.9	76	18	6				2	
Northeast - All Non-exempt Employees	114	3.7	71	16	13				-3	

47. I am corrected when I fail to meet standards for neatness and cleanliness.

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	682	3.9	80	12	8				0	
Northeast - All Employees	150	3.9	79	11	10				-1	
Northeast - All Exempt Employees	37	4.0	84	10	6				4	
Northeast - All Non-exempt Employees	113	3.8	78	10	12				-2	

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

GETTING THE JOB DONE

48. Managers are held accountable for meeting TELCO Corporation's standards.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	671	3.9	75	15	10				0	
Northeast - All Employees	146	3.8	69	18	13				-6	
Northeast - All Exempt Employees	37	4.2	78	16	6				3	
Northeast - All Non-exempt Employees	109	3.7	67	17	16				-8	***

49. Poor performance is not tolerated in TELCO Corporation.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	693	3.8	69	15	16				0	
Northeast - All Employees	151	3.6	64	15	21				-5	***
Northeast - All Exempt Employees	37	3.3	51	19	30				-18	***
Northeast - All Non-exempt Employees	114	3.6	68	14	18				-1	

50. Where I work, we are praised for the good work we do.

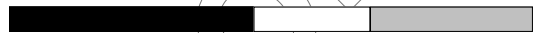



Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	690	3.3	51	19	30				0	
Northeast - All Employees	152	2.9	41	20	39				-10	***
Northeast - All Exempt Employees	37	3.2	46	27	27				-5	
Northeast - All Non-exempt Employees	115	2.9	40	17	43				-11	***

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

GETTING THE JOB DONE

51. How does CLEANING AND TIDYING UP get done where you work? [%Fav = Idle Time; %Neu = Half-and-half; %Unf = Scheduled Time]

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	646	3.3	47	22	31			0		
Northeast - All Employees	149	3.4	53	19	28			6		
Northeast - All Exempt Employees	37	3.4	49	21	30			2		
Northeast - All Non-exempt Employees	112	3.4	55	17	28			8		

SAMPLE REPORT

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

COMMUNICATIONS

52. TELCO Corporation does a good job of keeping employees informed about the state of the business.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	688	3.2	50	24	26				0	
Northeast - All Employees	150	3.0	40	25	35				-10	***
Northeast - All Exempt Employees	36	3.3	50	30	20				0	
Northeast - All Non-exempt Employees	114	2.9	37	23	40				-13	***

53. Changes in policies, programs or procedures are well communicated in TELCO Corporation.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	692	3.4	57	19	24				0	
Northeast - All Employees	152	3.2	50	18	32				-7	***
Northeast - All Exempt Employees	37	3.4	63	15	22				6	
Northeast - All Non-exempt Employees	115	3.1	47	18	35				-10	***

54. I have enough information to do my job well.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	697	4.0	83	12	5				0	
Northeast - All Employees	153	3.9	80	14	6				-3	
Northeast - All Exempt Employees	37	4.1	87	13	0				4	
Northeast - All Non-exempt Employees	116	3.9	77	16	7				-6	

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

COMMUNICATIONS

55. Sufficient effort is made to get the opinions and thinking of people who work here.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	683	3.1	45	21	34				0	
Northeast - All Employees	149	2.7	31	23	46				-14	***
Northeast - All Exempt Employees	36	3.0	42	22	36				-3	
Northeast - All Non-exempt Employees	113	2.6	27	24	49				-18	***

56. Management takes action on employee ideas and opinions.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	680	3.0	41	24	35				0	
Northeast - All Employees	151	2.7	32	22	46				-9	***
Northeast - All Exempt Employees	37	3.0	46	19	35				5	
Northeast - All Non-exempt Employees	114	2.6	28	22	50				-13	***

57. Employees would make use of an anonymous means of communicating to higher management if available.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	677	3.8	71	19	10				0	
Northeast - All Employees	149	3.7	64	24	12				-7	
Northeast - All Exempt Employees	37	3.8	71	15	14				0	
Northeast - All Non-exempt Employees	112	3.6	63	25	12				-8	

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

DEVELOPMENT

58. The training I received has prepared me to carry out my present job.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	693	4.1	85	8	7				0	
Northeast - All Employees	152	4.0	84	8	8				-1	
Northeast - All Exempt Employees	37	3.9	81	3	16				-4	
Northeast - All Non-exempt Employees	115	4.0	85	10	5				0	

59. I have been given a training and development schedule.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	663	3.3	47	26	27				0	
Northeast - All Employees	144	3.1	40	26	34				-7	***
Northeast - All Exempt Employees	35	3.1	46	23	31				-1	
Northeast - All Non-exempt Employees	109	3.0	38	28	34				-9	

60. My workload doesn't interfere with my training schedule.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	633	3.4	49	35	16				0	
Northeast - All Employees	137	3.2	38	46	16				-11	
Northeast - All Exempt Employees	35	3.1	35	39	26				-14	
Northeast - All Non-exempt Employees	102	3.3	39	47	14				-10	

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

DEVELOPMENT

61. The experience I'm getting in my job is helpful to a career in mobile telecommunications.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	659	3.5	60	22	18				0	
Northeast - All Employees	141	3.3	52	23	25				-8	***
Northeast - All Exempt Employees	36	3.9	81	10	9				21	
Northeast - All Non-exempt Employees	105	3.1	43	27	30				-17	***

62. I'm interested in advancing to higher positions.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	660	3.6	58	17	25				0	
Northeast - All Employees	143	3.3	47	20	33				-11	***
Northeast - All Exempt Employees	33	3.6	51	31	18				-7	
Northeast - All Non-exempt Employees	110	3.2	45	18	37				-13	***

63. I would be willing to relocate in order to advance my career in the TELCO Corporation.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	682	2.6	32	15	53				0	
Northeast - All Employees	146	2.2	19	16	65				-13	***
Northeast - All Exempt Employees	35	2.3	20	20	60				-12	
Northeast - All Non-exempt Employees	111	2.2	19	14	67				-13	***

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

DEVELOPMENT

64. I understand the policies and practices for getting promoted to better jobs.

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	686	3.5	65	14	21				0	
Northeast - All Employees	152	3.3	58	15	27				-7	***
Northeast - All Exempt Employees	37	3.9	79	13	8				14	
Northeast - All Non-exempt Employees	115	3.1	51	16	33				-14	***

65. The policies and practices for getting promoted in TELCO Corporation are fair.

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	676	3.0	41	25	34				0	
Northeast - All Employees	150	2.8	32	29	39				-9	
Northeast - All Exempt Employees	37	2.7	32	17	51				-9	
Northeast - All Non-exempt Employees	113	2.8	31	33	36				-10	

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

COMPENSATION & BENEFITS

66. The amount of pay you get on your job?

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	703	2.9	33	31	36			0		
Northeast - All Employees	153	2.6	26	23	51			-7	***	
Northeast - All Exempt Employees	37	3.4	57	21	22			24	***	
Northeast - All Non-exempt Employees	116	2.3	15	26	59			-18	***	

67. The availability of TELCO Corporation benefits that meet your personal needs?

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	683	3.5	52	32	16			0		
Northeast - All Employees	148	3.3	45	38	17			-7		
Northeast - All Exempt Employees	37	3.9	73	24	3			21	***	
Northeast - All Non-exempt Employees	111	3.2	36	42	22			-16	***	

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

WORK ENVIRONMENT - HOW I AM TREATED

68. Employees in TELCO Corporation are respected and trusted by management.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	699	3.4	61	17	22				0	
Northeast - All Employees	154	3.3	56	15	29				-5	
Northeast - All Exempt Employees	37	3.4	62	16	22				1	
Northeast - All Non-exempt Employees	117	3.2	55	14	31				-6	***

69. Where I work policies and procedures are administered fairly and consistently.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	693	3.4	59	19	22				0	
Northeast - All Employees	153	3.2	51	22	27				-8	***
Northeast - All Exempt Employees	37	3.2	57	18	25				-2	
Northeast - All Non-exempt Employees	116	3.2	49	23	28				-10	***

70. If treated unfairly, I would use TELCO Corporation's "Speak Your Mind" to bring the issue to higher management.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	693	3.9	76	13	11				0	
Northeast - All Employees	152	3.7	67	18	15				-9	***
Northeast - All Exempt Employees	37	3.5	65	16	19				-11	
Northeast - All Non-exempt Employees	115	3.7	69	18	13				-7	

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

WORK ENVIRONMENT - HOW I AM TREATED

71. If I used TELCO Corporation's "Speak Your Mind", I believe I would get a fair hearing.

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	686	3.4	56	23	21			0		
Northeast - All Employees	152	3.2	49	24	27			-7	***	
Northeast - All Exempt Employees	37	3.3	57	18	25			1		
Northeast - All Non-exempt Employees	115	3.2	47	26	27			-9	***	

72. If I used TELCO Corporation's "Speak Your Mind", I believe the issue would be treated confidentially.

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	686	3.3	54	21	25			0		
Northeast - All Employees	151	3.1	45	24	31			-9	***	
Northeast - All Exempt Employees	37	2.9	35	27	38			-19	***	
Northeast - All Non-exempt Employees	114	3.2	48	24	28			-6		

73. I would not be discriminated against for using TELCO Corporation's "Speak Your Mind".

Group	Count	Avg.	%Fav	%Neu	%Unf	Response Distribution			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	682	3.3	50	26	24			0		
Northeast - All Employees	149	3.1	42	31	27			-8	***	
Northeast - All Exempt Employees	36	3.0	42	25	33			-8		
Northeast - All Non-exempt Employees	113	3.2	43	31	26			-7		

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

WORK ENVIRONMENT - PRESSURE AND OVERTIME

74. I often feel pressure and stress on my job.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	689	2.5	23	22	55				0	
Northeast - All Employees	151	2.5	23	21	56				0	
Northeast - All Exempt Employees	36	1.8	3	14	83				-20	***
Northeast - All Non-exempt Employees	115	2.7	30	22	48				7	

75. How many hours of overtime per week have you worked in the past month? [%Fav = 0 to 9 Hours; %Neu = 10 to 14 Hours; %Unf = 15 to 20 Hours]

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	678	4.4	84	7	9				0	
Northeast - All Employees	148	4.3	81	6	13				-3	
Northeast - All Exempt Employees	36	3.2	50	16	34				-34	***
Northeast - All Non-exempt Employees	112	4.6	91	3	6				7	***

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

WORK ENVIRONMENT - PRESSURE AND OVERTIME

76. How many hours of overtime per week have you averaged in the past three months? [%Fav = 0 to 9 Hours; %Neu = 10 to 14 Hours; %Unf = 15 to 20 Hours]

Group	Count	Avg.	%Fav	%Neu	%Unf	Stacked Bar Chart			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	665	4.5	85	7	8				0	
Northeast - All Employees	145	4.4	83	6	11				-2	
Northeast - All Exempt Employees	36	3.7	63	12	25				-22	***
Northeast - All Non-exempt Employees	109	4.6	90	3	7				5	

SAMPLE REPORT

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

WORK ENVIRONMENT - CONDITIONS

77. Cleanliness of rest room facilities?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	705	3.3	49	30	21				0	
Northeast - All Employees	154	3.2	46	29	25				-3	
Northeast - All Exempt Employees	37	3.4	48	36	16				-1	
Northeast - All Non-exempt Employees	117	3.2	45	28	27				-4	

78. Comfort and condition of employees' break room?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	695	3.3	46	34	20				0	
Northeast - All Employees	151	3.4	51	35	14				5	
Northeast - All Exempt Employees	36	3.8	72	25	3				26	***
Northeast - All Non-exempt Employees	115	3.3	44	38	18				-2	

79. Attention paid to safety and health conditions?

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	695	3.6	62	30	8				0	
Northeast - All Employees	154	3.6	57	34	9				-5	
Northeast - All Exempt Employees	37	3.8	71	26	3				9	
Northeast - All Non-exempt Employees	117	3.5	53	37	10				-9	

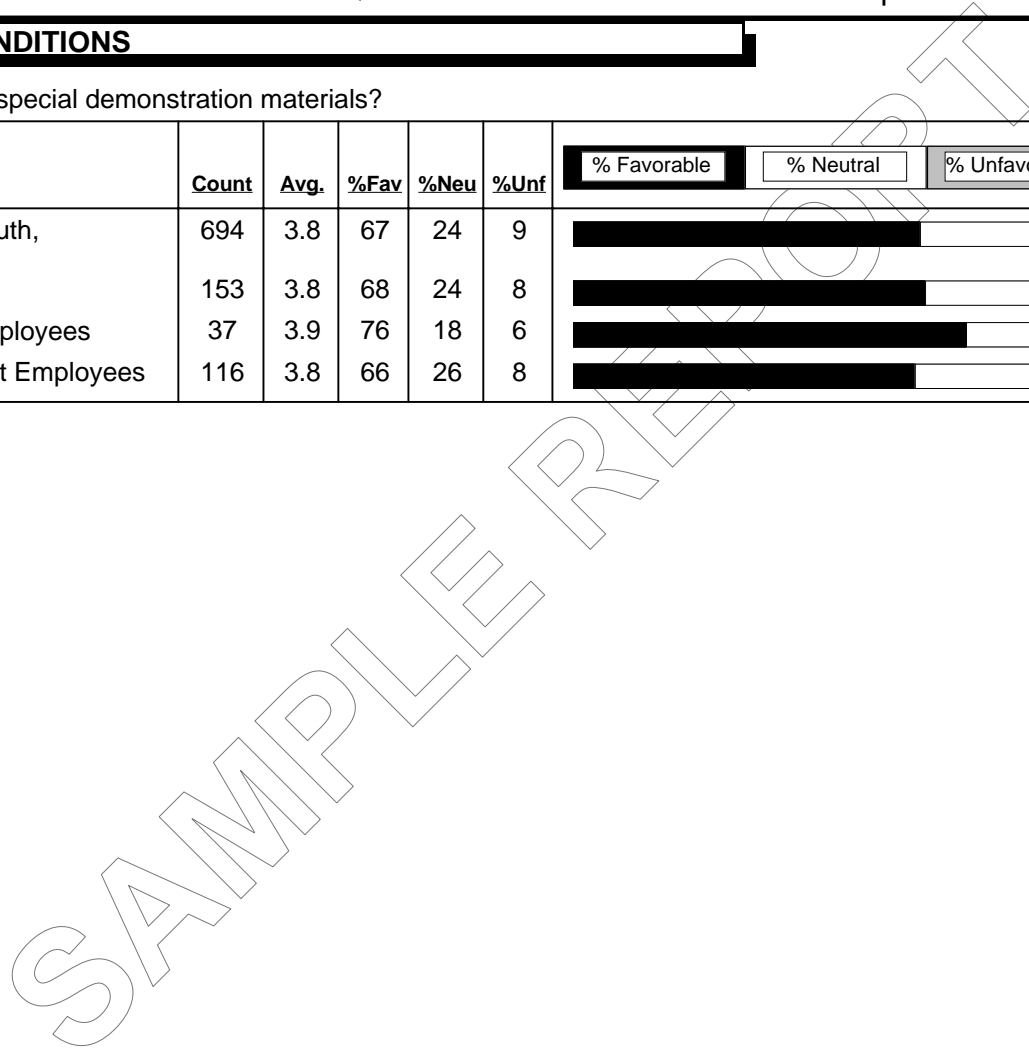
TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

WORK ENVIRONMENT - CONDITIONS

80. Availability and condition of special demonstration materials?

Group	Count	Avg.	%Fav	%Neu	%Unf	Stacked Bar Chart			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	694	3.8	67	24	9				0	
Northeast - All Employees	153	3.8	68	24	8				1	
Northeast - All Exempt Employees	37	3.9	76	18	6				9	
Northeast - All Non-exempt Employees	116	3.8	66	26	8				-1	



TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

DIVERSITY

81. All employees have an equal opportunity to succeed in TELCO Corporation, regardless of race, sex or culture.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	694	3.7	70	9	21				0	
Northeast - All Employees	154	3.6	68	13	19				-2	
Northeast - All Exempt Employees	37	3.4	59	17	24				-11	
Northeast - All Non-exempt Employees	117	3.7	72	10	18				2	

82. Minorities are treated fairly where I work.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	689	4.0	82	10	8				0	
Northeast - All Employees	153	4.0	85	9	6				3	
Northeast - All Exempt Employees	37	4.1	89	11	0				7	
Northeast - All Non-exempt Employees	116	4.0	83	10	7				1	

83. Women are treated fairly where I work.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	691	4.0	84	8	8				0	
Northeast - All Employees	153	4.0	89	4	7				5	
Northeast - All Exempt Employees	37	4.0	89	8	3				5	
Northeast - All Non-exempt Employees	116	4.0	89	3	8				5	

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

DIVERSITY

84. TELCO Corporation employees of different racial and cultural backgrounds respect each other.

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	691	4.0	80	14	6				0	
Northeast - All Employees	152	3.9	84	9	7				4	
Northeast - All Exempt Employees	36	3.9	89	8	3				9	
Northeast - All Non-exempt Employees	116	3.9	83	9	8				3	

85. What has been done where you work to provide opportunities for minorities? [%Fav = About Right; %Neu = Too Much; %Unf = Too Little]

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	658	4.0	64	16	20				0	
Northeast - All Employees	146	4.4	77	11	12				13	***
Northeast - All Exempt Employees	36	4.3	75	11	14				11	
Northeast - All Non-exempt Employees	110	4.4	77	11	12				13	***

86. What has been done where you work to provide opportunities for women? [%Fav = About Right; %Neu = Too Much; %Unf = Too Little]

Group	Count	Avg.	%Fav	%Neu	%Unf	% Favorable	% Neutral	% Unfavorable	%Fav Diff Total	Sig Diff Total
All Employees - Northeast, South, Central, West	664	4.3	72	19	9				0	
Northeast - All Employees	147	4.6	83	12	5				11	***
Northeast - All Exempt Employees	36	4.7	86	11	3				14	
Northeast - All Non-exempt Employees	111	4.6	82	11	7				10	***

TELCO Corporation - 1998 Employee Opinion Survey

REGION-JOB CLASSIFICATION within QUESTION within CATEGORY - Compared to total Organization

WRITTEN COMMENTS

89. These are the people (% Fav) who wrote comments on important issues that were not covered in the questionnaire.

Group	Count	Avg.	%Fav	%Neu	%Unf	Stacked Bar Chart Legend			%Fav Diff Total	Sig Diff Total
						% Favorable	% Neutral	% Unfavorable		
All Employees - Northeast, South, Central, West	710	2.7	42	0	58				0	
Northeast - All Employees	154	3.1	53	0	47				11	***
Northeast - All Exempt Employees	37	3.1	51	0	49				9	
Northeast - All Non-exempt Employees	117	3.1	53	0	47				11	***

