Family and Medical Leave Act: 2018 Worksite Survey Public Use File Codebook

This file includes the following elements:

Tab	Contents
	Name, label, type (numeric or character), values, and unweighted frequencies for
Codebook	each variable in the public use dataset
	Description of the worksite and employee survey replicate weights and examples
	of syntax and output for computing weighted frequencies using common statistical
Survey Weights and Examples	packages
	Description of the changes to the 2018 Worksite Survey relative to the 2012
Comparison with 2012 Survey	Worksite Survey

	Attributes			Unweighted Frequencie	s		
PUF Variable	Label	Туре	Value Code	Value Label	N	% (out of non- missing codes)	% (including missing codes)
WORKSITEID	Respondent ID (unique, randomly generated)		Observed Range	1 - 2206	2206		
INTERVIEWERID SURVEY_TYPE	Interviewer ID (Not applicable for web-based survey respondents) Format of survey: phone interview or web-based	N N	Observed Range	1 - 47 Phone Interview	315 315	14.28	14.28
			2	Web Survey	1891	85.72	85.72
PAID_LEAVE_STATE	Company is in a state that offers paid leave		0	Non-paid leave state	1518	68.81	68.81
RESPONSE_OPTION_VARIANT	Denderski anderski for som entige untikling		1	Paid leave state	688 1117	31.19 50.63	31.19
RESPONSE_OPTION_VARIANT	Randomly assigned group for response option variation		2	Response Option Group 1 Response Option Group 2	1089	49.37	50.63 49.37
REGION	Census Region (Northeast, Midwest, South, West)		1	North	450	20.4	20.4
			2	Midwest	469	21.26	21.26
			3 4	South West	602 685	27.29 31.05	27.29 31.05
S8	Company processes FMLA requests internally or utilizes third party	N	-	. Don't Know/Refused	471	01.00	21.35
			1	Internally	1465	84.44	66.41
			2	Outsource to a third party	230	13.26	10.43
Q1 CHANGED BY Q2 OR Q3	Q1 initial response altered by respondent's answer to Q2 or Q3	N	3	Other Q1 not altered	40 2159	2.31	1.81 97.87
		-	1	Q1 altered	47	100	2.13
Q1_CAT	Number of employees currently on payroll	N		. Don't Know/Refused	6		0.27
			2	1-10 11-24	415 149	18.86	18.81 6.75
			3	25-49	200	9.09	9.07
			4	50-99	327	14.86	14.82
			5	100-250	362	16.45	16.41
			6	251-999 1,000+	393 354	17.86	17.82 16.05
Q2_CAT	Number of employees at work site	N	,	. Don't Know/Refused	5	10.09	0.23
			1	1-10	532	24.17	24.12
			2	11-24	217	9.86	9.84
			3 4	25-49 50-99	269 406	12.22	12.19 18.4
			5	100-250	381	16.45	10.4
			6	251-999	293	13.31	13.28
			7	1,000+	103	4.68	4.67
Q3_CAT	Number of employees within 75 miles (including worksite)	N	.s	. Don't Know/Refused Skip	11 1188		0.5
			1	1-10	442	43.89	20.04
			2	11-24	168	16.68	7.62
			3	25-49	231	22.94	10.47
			5	50-99 100-250	60 57	5.96 5.66	2.72
			6	251-999	36	3.57	1.63
			7	1,000+	13	1.29	0.59
Q4_CAT	Organization's main industry		1	Manufacturing	584	26.47	26.47
			2 3	Retail Services	434 562	19.67 25.48	19.67 25.48
			4	Other	626	28.38	28.38
Q6_PCT	Percent of unionized employees	N		. Don't Know/Refused	58		2.63
Q6_PCT	Percent of unionized employees	N	.S	Skip	58 0		2.63
		N		Skip 0 - 100	58		
Q6_PCT Q6A	Percent of unionized employees Any unionized employees across all sites	N	.S	Skip	58 0 2148 9 170		0.41
		N N	.S Observed Range .S 1	Skip 0 - 100 Don't Know/Refused Skip Yes	58 0 2148 9 170 172	8.49	0.41 7.71 7.8
Q6A	Any unionized employees across all sites	N	.S Observed Range .S	Skip 0 - 100 Don't Know/Refused Skip Yes No	58 0 2148 9 170 172 1855	8.49 91.51	0.41 7.71 7.8 84.09
		N N	.S Observed Range .S 1	Skip 0 - 100 Don't Know/Refused Skip Yes	58 0 2148 9 170 172		0.41 7.71 7.8
Q6A Q7_PCT	Any unionized employees across all sites Percent of female employees	N N N	.S Observed Range .S 1 2	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 0 - 000	58 0 2148 9 170 172 1855 97 0 2109		0.41 7.71 7.8 84.09 4.4
Q6A	Any unionized employees across all sites	N N N	.S Observed Range .S 1 2 .S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused	58 0 2148 9 170 172 1855 97 0 2109 177		0.41 7.71 7.8 84.09
Q6A Q7_PCT	Any unionized employees across all sites Percent of female employees	N N N N	.S Observed Range .S 1 2 .S Observed Range .S	Skip 0 - 100 Don't Know/Refused Skip Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Skip Skip	58 0 2148 9 170 172 1855 97 0 2109 177 0		0.41 7.71 7.8 84.09 4.4
Q6A Q7_PCT Q8_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in	N N N N	.S Observed Range .S 1 2 .S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Skip On't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Skip 0 - 100 0	58 0 2148 9 170 172 1855 97 0 2109 177 0 2029		0.41 7.71 7.8 84.09 4.4 8.02
Q6A Q7_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year	N N N N	S Observed Range S 1 2 S Observed Range S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 On Don't Know/Refused Skip 0 - 100 On Don't Know/Refused Skip 0 - 100 On	58 0 2148 9 170 172 1855 97 0 2109 177 0 2029 127		0.41 7.71 7.8 84.09 4.4 8.02 5.76
Q6A Q7_PCT Q8_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in	N N N N N N	S Observed Range S 1 2 Observed Range S Observed Range S	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip	58 0 2148 9 170 172 1855 97 0 2109 177 0 2029 127 172		0.41 7.71 7.8 84.09 4.4 8.02
Q6A Q7_PCT Q8_PCT Q9_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at	N N N N N N	S Observed Range S 1 2 S Observed Range S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100	58 0 2148 9 170 172 1855 97 0 2109 177 0 2029 127 172 1907		0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8
Q6A Q7_PCT Q8_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year	N N N N N N	S Observed Range S 1 2 S Observed Range S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Skip On't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 On't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 On't Know/Refused Skip 0 - 000 Don't Know/Refused Skip 0 - 100 On't Know/Refused	58 0 2148 9 170 172 1855 97 0 2109 177 0 2029 127 172 1907 294		0.41 7.71 7.8 84.09 4.4 8.02 5.76
Q6A Q7_PCT Q8_PCT Q9_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at	N N N N N N	S Observed Range S 1 2 S Observed Range S Observed Range S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100	58 0 2148 9 170 172 1855 97 0 2109 177 0 2029 127 172 1907 294 0		0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8
Q6A Q7_PCT Q8_PCT Q9_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at	N N N N N N	S Observed Range S 1 2 S Observed Range S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Skip On't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 On't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 On't Know/Refused Skip 0 - 000 Don't Know/Refused Skip 0 - 100 On't Know/Refused	58 0 2148 9 170 172 1855 97 0 2109 177 0 2029 127 172 1907 294		0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked	N N N N N N N	S Observed Range S 1 2 S Observed Range S Observed Range S Observed Range S Observed Range S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip	58 0 2148 9 9 770 2109 177 0 22029 1277 1722 1907 294 0 0 294 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	91.51	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 13.33 0.45
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked	N N N N N N N	S Observed Range S 1 2 S Observed Range S Observed Range S Observed Range S Observed Range S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Skip Skip Yes	58 0 2148 9 9 700 2109 177 0 2209 127 127 127 1907 294 0 1912 294 0 0 0 511	91.51	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 13.33 0.45 23.16
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked	N N N N N N N	S Observed Range S 1 2 S Observed Range S Observed Range S Observed Range S Observed Range S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip	58 0 2148 9 9 770 2109 177 0 22029 1277 1722 1907 294 0 0 294 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	91.51	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 13.33 0.45
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states	N N N N N N N N N	S Observed Range S 1 2 S Observed Range S Observed Range S Observed Range S Observed Range S Observed Range	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 000 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip No Don't Know/Refused Skip Ali Ali	58 0 2148 9 1700 1722 1855 97 0 0 2029 1777 0 2029 1277 1722 1907 2944 0 0 1912 100 0 5111 1685	91.51	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 13.33 0.45 23.16 76.38
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states	N N N N N N N N N N	S S Observed Range S S Observed Range S Observed Range S Observed Range S Observed Range S Observed Range 1 2 1 1 2 1 2 1 2 1 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip No Don't Know/Refused All Most (half or more) (variant 1) / Half or more	58 0 2148 9 9 170 172 1855 97 0 2209 127 172 1907 2294 0 1912 1907 294 0 0 1912 1907 511 1685 35 970	91.51 23.27 76.73 44.68	0.41 7.71 7.8 84.09 4.4
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states	N N N N N N N N N N	S Observed Range S 1 2 2	Skip 0 - 100 Don't Know/Refused Skip Oon't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 001 Don't Know/Refused Skip Oon't Know/Refused All Most (half or more) (variant 1) / Half or more (variant 2) Some (less than half) (variant 1) / Less than	58 0 2148 9 170 172 1855 97 0 2109 177 0 0 2029 127 172 1907 224 0 0 1912 294 0 0 1912 100 511 1885 35 35	91.51 23.27 76.73	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 13.33 0.45 23.16 23.16 7.638 1.59
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states	N N N N N N N N N N N N N N N N N N N	S Observed Range S 1 2 Observed Range S Observed Range S Observed Range S Observed Range S 1 2 3	Skip 0 - 100 0 - 100 0 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 0 Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused All Ali Most (half or more) (variant 1) / Laif or more (variant 1) / Less than half (variant 2)	58 0 2148 9 1770 1855 97 0 2109 1777 0 2029 127 1772 1772 1777 1772 1777 1777 177	91.51 23.27 76.73 44.88 19.48 10.36	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 13.33 0.45 23.16 76.38 1.59 43.97 43.97 19.17
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT NQ10 Q11_A	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave	N N N N N N N N N N N N N N N N N N N	S Observed Range S S Observed Range 1 2 1 2 2 1 1 2 2	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Don't Know/Refused Some East No Don't Know/Refused Ail Most Mail Mest (half or more) (variant 1) / Half or more (variant 2) None Nore	58 0 2148 9 170 172 1855 97 0 2109 177 0 22029 127 177 177 1907 127 1907 1294 0 0 1912 100 0 511 1912 100 5 535 35 970 423	91.51 23.27 76.73 44.68 19.48	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 0.45 23.16 76.38 1.59 43.37 19.17 10.2
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states	N N N N N N N N N N N N N N N N N N N	S Observed Range S 1 2 Observed Range S Observed Range S Observed Range S Observed Range S 1 2 3	Skip 0 - 100 0 - 100 0 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 0 Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused All Ali Most (half or more) (variant 1) / Laif or more (variant 1) / Less than half (variant 2)	58 0 2148 9 9 170 1855 97 0 2209 127 177 0 2029 127 177 294 0 1912 1907 294 0 0 1912 1907 294 0 0 1912 1907 294 40 355 355 369	91.51 23.27 76.73 44.88 19.48 10.36	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 7.8 13.33 0.45 23.16 76.38 1.59 43.97 19.17 10.2 25.07 3.13
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT NQ10 Q11_A	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave	N N N N N N N N N N N N N N N N N N N	S Observed Range S 1 2 1 2 3 4 1 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused All Most (half or more) (variant 1) / Half or more (variant 2) None Don't Know/Refused All More Don't Know/Refused All Most (half or more) (variant 1) / Half or more	58 0 2148 9 9 1770 1855 97 0 2029 1277 0 2029 1277 1907 2294 0 1912 1907 294 0 0 5111 1685 53 5 970 423 2255 553 69 612	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 7.8 23.16 76.38 1.59 43.97 43.97 19.17 10.2 25.07 3.13 27.74
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT NQ10 Q11_A	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave	N N N N N N N N N N N N N N N N N N N	S Observed Range S S Observed Range S 1 2 1 2 3 4 4	Skip 0 - 100 Don't Know/Refused Skip Skip Not Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 000 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Onon't Know/Refused Skip Some (less than haff) (variant 1) / Less than haff (variant 2) None Don't Know/Refused Ail Most (haff or more) (variant 1) / Less than haff (variant 2)	58 0 2148 9 9 170 1855 97 0 2209 127 177 0 2029 127 177 294 0 1912 1907 294 0 0 1912 1907 294 0 0 1912 1907 294 40 355 355 369	91.51 23.27 76.73 44.68 19.48 10.36 25.47	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 7.8 13.33 0.45 23.16 76.38 1.59 43.97 19.17 10.2 25.07 3.13
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Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELKGIBLE_PCT NQ10 Q11_A Q11_B Q11_B	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave	N N N N N N N N N N N N N N N N N N N	S Observed Range 1 2 1 2 3 4 1 2 2	Skip 0 - 100 0 - 100 Don't Know/Refused Skip Skip Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Don't Know/Refused Non Don't Know/Refused Ail Most (haif or more) (variant 1) / Less than haff (variant 2) None Ail Most (haif or more) (variant 1) / Haif or more (variant 2) Some (less than haff) (variant 1) / Less than haff (variant 2) Nore Kariant 2)	58 0 0 172 148 9 9 170 0 2109 177 0 2029 127 172 1907 1907 1907 1907 1912 1907 191 108 5 5 970 423 225 5533 69 612 370 175 980	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64 17.31	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 0.45 23.16 76.38 1.59 4.397 19.17 10.2 25.07 3.13 27.74 16.77 9.33 44.42
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT NQ10 Q11_A	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave	N N N N N N N N N N N N N N N N N N N	S Observed Range S S Observed Range 1 2 1 2 3 4 1 1 2 3 4 4 1 1 2 3 4 4 1 1 2 1 3 4 4 1 1 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1	Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused All Most (half or more) (variant 1) / Half or more (variant 2) Some (less than half) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Half or more (variant 2) Some (less than half) (variant 1) / Less than half (variant 2) None Do	58 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	91.51 23.27 76.73 76.73 44.68 19.48 10.36 25.47 28.64 17.31 8.19 45.86	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 7.8 23.16 76.38 1.59 43.97 19.17 10.2 25.07 3.13 27.74 16.77 9.33 14.42 7.93 44.42 7.93
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELKGIBLE_PCT NQ10 Q11_A Q11_B Q11_B	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave	N N N N N N N N N N N N N N N N N N N	S Observed Range S 1 1 2 3 4 1 1 2 3 4 1 1 1 2 1 1 1 2 3 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Skip 0 - 100 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Don't Know/Refused Some (less than half) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Half or more (variant 2) Some (less than half) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused All No	58 0 0 170 2148 9 9 170 0 2109 97 0 0 2009 97 177 172 1907 294 0 0 1912 10 0 0 0 423 553 69 612 370 322 1059	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64 17.31 8.19 45.86 48.71	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 7.8 23.16 76.38 15.9 43.97 19.17 10.2 225.07 3.13 27.74 16.77 7.93 3.44.42 1.45 48.01
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELKGIBLE_PCT NQ10 Q11_A Q11_B Q11_B	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave	N N N N N N N N N N N N N N N N N N N	S Observed Range S S Observed Range 1 2 1 2 3 4 1 1 2 3 4 4 1 1 2 3 4 4 1 1 2 1 3 4 4 1 1 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1	Skip 0 - 100 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 00 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Oon't Know/Refused Skip Some (less than haff) (variant 1) / Less than haff (variant 2) None Don't Know/Refused All Most (haff or more) (variant 1) / Less than haff (variant 2) None Don't Know/Refused Don't Know/Refused All Most (haff or more) (variant 1) / Less than haff (variant 2) None Don't Know/Refused Don't Know/Refused All Most (haff or more) (variant 1) / Haff or more (varia	58 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	91.51 23.27 76.73 76.73 44.68 19.48 10.36 25.47 28.64 17.31 8.19 45.86	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 7.8 23.16 76.38 1.59 43.97 43.97 19.17 10.2 25.07 3.13 27.74 16.77 9.93 44.42 7.93
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELKGIBLE_PCT NQ10 Q11_A Q11_B Q11_B	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave	N N N N N N N N N N N N N	S Observed Range S 1 1 2 3 4 1 1 2 3 4 1 1 1 2 1 1 1 2 3 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Skip 0 - 100 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Don't Know/Refused Some (less than half) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Half or more (variant 2) Some (less than half) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused All No	58 0 0 170 2148 9 9 170 0 2109 97 0 0 2009 97 177 172 1907 294 0 0 1912 10 0 0 0 423 553 69 612 370 322 1059	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64 17.31 8.19 45.86 48.71	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 7.8 23.16 76.38 15.9 43.97 19.17 10.2 225.07 3.13 27.74 16.77 7.93 3.44.42 1.45 48.01
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT PMLA_ELIGIBLE_PCT Q11_A Q11_B Q11_C Q11_C	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave Number of employees provided paid vacation	N N N N N N N N N N N	S Observed Range I I 2 I 1 2 I 3 4 I 1 2 3 4 I 1 2 I 1 I 2 I 1 I 2 I I 1 I 2 I I I I	Skip 0 - 100 Don't Know/Refused Skip Jon't Know/Refused Skip 0 - 100 Don't Know/Refused Skip On't Know/Refused Skip On't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None	58 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64 17.31 8.19 45.86 48.71 29.16	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 0.45 23.16 76.38 1.59 43.37 19.17 19.17 10.2 25.07 3.13 27.74 19.17 10.7 2.25.07 3.13 27.74 16.77 7.93 44.42 1.6.77 7.93 44.42 1.4.5 48.01
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT NQ10 Q11_A Q11_B Q11_B	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave	N N N N N N N N N N N N N N N	S Observed Range 1 2 3 4 1 2 3 4 1 2 3 4 4 1 2 3 4 4 1 1 2 3 4 4 1 1 2 3 4 4 1 1 2 3 4 4 1 1 2 3 3 4 4 1 1 2 3 3 4 4 1 1 1 2 1 1 1 2 1 1 1 1 1 1 1 1 1 1	Skip 0 - 100 Don't Know/Refused Skip Oon't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Some (less than half) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (wariant 2) None Don't Know/Refused All	588 0 0 0 100 112 1155 1177 0 1177 0 1177 0 12029 127 12029 127 1200 1912 100 0 511 1685 553 69 612 370 32 1059 634 2277 254 634 2277 254 655	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64 17.31 8.19 45.86 48.71 29.16 10.44 11.68	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 23.16 76.38 13.33 0.45 23.16 76.38 1.59 43.97 19.17 10.2 25.07 3.13 27.74 16.77 7.93 3.13 27.74 16.77 7.93 4.42 1.45 48.01 28.74 10.29 5.76 10.21 2.95 11.51 2.95 1.55
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT PMLA_ELIGIBLE_PCT Q11_A Q11_B Q11_C Q11_C	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave Number of employees provided paid vacation	N N N N N N N N N N N N N N N	S S Observed Range S 1 2 Observed Range S Observed Range S Observed Range S Observed Range S Observed Range S 1 2 3 4 1 2 3 4 1 2 3 4 1 2 3 4 3 3 4 3 3 4 3 3 4 3 3 3 3 3 3 3 3 3 3 3 3 3	Skip 0 - 100 0 - 100 Don't Know/Refused Skip Skip Ves No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 00 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Oon't Know/Refused Skip Some (less than half) (variant 1) / Half or more (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused Ali Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused Ali	58 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64 17.31 8.19 45.86 48.71 29.16 10.44	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 0.45 23.16 76.38 1.59 43.97 19.17 19.17 10.2 25.07 3.13 27.74 16.77 7.93 44.42 1.45 48.01
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT PMLA_ELIGIBLE_PCT Q11_A Q11_B Q11_C Q11_C	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave Number of employees provided paid vacation	N N N N N N N N N N N N N N N N N N N	S Observed Range 1 2 3 4 1 2 3 4 1 2 3 4 4 1 2 3 4 4 1 1 2 3 4 4 1 1 2 3 4 4 1 1 2 3 4 4 1 1 2 3 4 4 1 1 2 3 3 4 4 1 1 2 3 3 4 4 1 1 1 2 1 1 1 2 1 1 1 1 1 1 1 1 1 1	Skip 0 - 100 Don't Know/Refused Skip No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes None Don't Know/Refused All Most (haif or more) (variant 1) / Less than haff (variant 2) None Don't Know/Refused All Most (haif or more) (variant 1) / Less than haff (variant 2) None Don't Know/Refused All	588 0 0 0 100 112 1155 1177 0 1177 0 1177 0 12029 127 12029 127 1200 1912 100 0 511 1685 553 69 612 370 32 1059 634 2277 254 634 2277 254 655	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64 17.31 8.19 45.86 48.71 29.16 10.44 11.68	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 23.16 76.38 13.33 0.45 23.16 76.38 1.59 43.97 19.17 10.2 25.07 3.13 27.74 16.77 7.93 3.13 27.74 16.77 7.93 44.42 1.45 48.01 28.74 44.01 28.74
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT PMLA_ELIGIBLE_PCT Q11_A Q11_B Q11_C Q11_C	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave Number of employees provided paid vacation	N N N N N N N N N N N N N N N N N N N	S Observed Range 1 2 3 4 1 2 3 4 1 1 2 3 4 1 1 2 3 4 1 1 2 1 1 1 2 1 1 1 2 1 1 1 2 1 1 1 2 1 1 1 2 1 1 1 2 1 1 1 2 1 1 1 1 2 1 1 1 1 2 1	Skip 0 - 100 0 - 100 Don't Know/Refused Skip Yes No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Some (less than half) (variant 1) / Less than half (variant 2) None Don't Know/Refused Jil Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused Al	58 0 0 0 0 0 148 9 177 0 12109 1277 100 12029 127 197 0 1912 1900 1911 100 511 100 511 1085 355 69 612 370 32 1059 634 2254 655 425 241	91.51 23.27 76.73 44.68 19.48 10.36 28.64 17.31 45.86 45.86 17.31 45.86 10.44 11.68 19.85 11.26	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 7.8 7.8 7.8 7.8 7.8 7.8 7.8 7.8 7.8
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT PMLA_ELIGIBLE_PCT Q11_A Q11_B Q11_C Q11_C	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave Number of employees provided paid vacation	N N N N N N N N N N N N N N N N N N N	S Observed Range 1 2 3 4 1 2 3 4 1 2 3 4 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 1 2 1 1 1 2 1 1 1 1 2 1	Skip 0 - 100 0 - 100 Don't Know/Refused Skip Skip No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Some (less than half) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused	58 0 0 2148 9 1770 1772 1777 0 2009 1277 1777 0 2029 1277 1907 1202 1912 1912 100 0 1912 100 533 970 423 255 553 370 322 1059 634 227 25425 425 425 425 425 425 425 425 425 425 425 425 425 425 425 425	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64 17.31 8.19 45.86 17.31 45.86 10.44 11.68 10.44 11.68 19.85 11.26 6.31	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 0.45 23.16 76.38 1.59 43.97 19.17 10.2 25.07 3.13 27.74 16.77 7.93 4.4.42 1.4.55 4.8.01 28.74 10.29 1.9.27 10.29 1.9.27 10.29 1.9.27 10.29 1.9.27 10.29 1.9.27 10.29 1.9.27 10.29 1.9.27 1.
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT PMLA_ELIGIBLE_PCT Q11_A Q11_B Q11_C Q11_C	Any unionized employees across all sites Percent of female employees Percent of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid disability leave Number of employees provided paid vacation	N N N N N N N N N N N N N N N N N N N	S Observed Range S 1 1 2 3 4 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Skip 0 - 100 Don't Know/Refused Skip No Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 010 Don't Know/Refused All Most (half or more) (variant 1) / Less than half (variant 2) None Don't Know/Refused All Most (half or more) (variant 1) / Half or more (variant 2) None Don't Know/Refused All <	588 0 0 0 0 0 0 148 9 177 0 1712 1855 177 0 1217 12029 2029 2101 100 1912 100 5111 16855 5553 69 612 370 32 1059 634 2277 254 2257 241 1350 1340 72	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64 17.31 45.86 48.71 29.16 10.44 11.68 19.85 11.26 5.31 6.2.59	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 7.8 7.8 7.8 7.8 7.8 7.8 7.8 7.8 7.8
Q6A Q7_PCT Q8_PCT Q9_PCT FMLA_ELIGIBLE_PCT PMLA_ELIGIBLE_PCT Q11_A Q11_A Q11_B Q11_C Q11_D Q11_D	Any unionized employees across all sites Percent of female employees Of employees that have worked at your organization for at least one year Of employees working at least one year, percent who have worked at least 1250 hours in the past year Percent employees at worksite estimated to be eligible for FMLA based on tenure at organization and hours worked Firm has worksites with more than 50 employees in multiple states Number of employees provided paid sick leave Number of employees provided paid disability leave Number of employees provided paid vacation Number of employees provided paid vacation Number of employees provided paid maternity leave	N N N N N N N N N N N N N N N N N N N	S Observed Range S 1 1 2 3 4 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Skip 0 - 100 0 - 100 Don't Know/Refused Skip Skip Don't Know/Refused Skip Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip 0 - 100 Don't Know/Refused Skip On't Know/Refused Skip On't Know/Refused Skip Some (less than haff) (variant 1) / Less than haff (variant 2) None Don't Know/Refused All Most (haff or more) (variant 1) / Haff or more (variant 2) None Don't Know/Refused All Most (haff or more) (variant 1) / Less than haff (variant 2) None Don't Know/Refused All Most (haff or more) (variant 1) / Less than haff (variant 2) Some (less than haff) (variant 1) / Less than haff (var	58 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	91.51 23.27 76.73 44.68 19.48 10.36 25.47 28.64 17.31 8.19 45.86 17.31 45.86 10.44 11.68 10.44 11.68 19.85 11.26 6.31	0.41 7.71 7.8 84.09 4.4 8.02 5.76 7.8 13.33 0.45 23.16 76.38 1.59 43.97 19.17 10.2 25.07 3.13 27.74 16.77 7.93 44.42 1.45 48.01 28.74 10.29 5.19.27 19

	1		1				
			3	Some (less than half) (variant 1) / Less than half (variant 2)	116		5.26
	Number of employees provided paid leave for another family member's illness or medical		4	None	1562	73.2	70.81
Q11_F	care	N		Don't Know/Refused	64 345	10.11	2.9
				Most (half or more) (variant 1) / Half or more			15.64
			2	(variant 2) Some (less than half) (variant 1) / Less than	172	8.03	7.8
			3	half (variant 2)	110	5.14	4.99
Q11_G	Number of employees provided paid leave for eldercare	N	4	None . Don't Know/Refused	1515 86	70.73	68.68
			1	All	192		8.7
			2	Most (half or more) (variant 1) / Half or more (variant 2)	97	4.58	4.4
			3	Some (less than half) (variant 1) / Less than	69	3.25	3.13
			4	half (variant 2) None	1762		79.87
Q11_H	Number of employees provided flex time	N		. Don't Know/Refused	80	10.11	3.63
			1	All Most (half or more) (variant 1) / Half or more	258	12.14	11.7
			2	(variant 2) Some (less than half) (variant 1) / Less than	138	6.49	6.26
			3	half (variant 2)	266	12.51	12.06
Q11 I	Number of employees provided any other paid time off	N	4	None . Don't Know/Refused	1464 85	68.86	66.36 3.85
			1	All	391	18.43	17.72
			2	Most (half or more) (variant 1) / Half or more (variant 2)	272	12.82	12.33
				Some (less than half) (variant 1) / Less than			
			3	half (variant 2) None	129 1329	6.08 62.66	5.85 60.24
Q11_1_PTO	Number of employees provided paid time off or PTO	N		. Don't Know/Refused	18		0.82
		-	.S	Skip	1270 62		57.57 2.81
<u> </u>		-		Most (half or more) (variant 1) / Half or more			
		-	2	(variant 2) Some (less than half) (variant 1) / Less than	437	47.6	19.81
			3	half (variant 2)	138	15.03	6.26
	Provides paid sick leave for any staff who have worked at company for a pre-established		4	None	281	30.61	12.74
Q11_2_A	length of time	N	-	. Don't Know/Refused	3		0.14
			.S	Skip Yes	1558 335	51.94	70.63
			2	No	310		14.05
Q11_2_B	Provides paid disability leave for any staff who have worked at company for a pre- established length of time	N		. Don't Know/Refused	5		0.23
11_2_B			.S	Skip	1661		75.29
			2	Yes No	273 267	50.56 49.44	12.38 12.1
	Provides paid vacation for any staff who have worked at company for a pre-established		2		207	45.44	
Q11_2_C	length of time	N	.\$. Don't Know/Refused Skip	2 1345		0.09 60.97
			1	Yes	564	65.66	25.57
	Provides paid maternity leave for any staff who have worked at company for a pre-		2	No	295	34.34	13.37
Q11_2_D	established length of time	N		. Don't Know/Refused	8		0.36
		_	.S	Skip Yes	1830 185	50.27	82.96 8.39
			2	No	183		8.3
Q11_2_E	Provides paid paternity leave for any staff who have worked at company for a pre- established length of time	N		. Don't Know/Refused	2		0.09
			.S	Skip	1926		87.31
		_	2	Yes No	142 136	51.08 48.92	6.44
	Provides paid leave for another family member's illness or medical care for any staff who		2			40.52	
Q11_2_F	have worked at company for a pre-established length of time	N	.S	. Don't Know/Refused Skip	2 1924		0.09
			1	Yes	141	50.36	6.39
	Provides paid leave for eldercare for any staff who have worked at company for a pre-	_	2	No	139	49.64	6.3
Q11_2_G	established length of time	N		. Don't Know/Refused	2		0.09
			.S	Skip Yes	2040 82		92.48 3.72
			2	No	82		3.72
Q11_2_H	Provides paid flex for any staff who have worked at company for a pre-established length of time	N		. Don't Know/Refused	5		0.23
			.S	Skip	1802		81.69
			2	Yes No	170 229	42.61 57.39	7.71
	Provides any other paid time off for any staff who have worked at company for a pre-	-	2		225	57.59	
Q11_2_I	established length of time	N	.S	. Don't Know/Refused Skip	4 1805		0.18 81.82
			1	Yes	208		9.43
	Provides paid sick leave for senior managers/professional staff who have worked at		2	No	189	47.61	8.57
Q11_3_A_PROF	company for a pre-established length of time	N		. Don't Know/Refused	0		
			.S 0	Skip Not selected	1896 80		85.95 3.63
			1	Selected	230		10.43
Q11_3_A_HRLY	Provides paid sick leave for hourly staff who have worked at company for a pre- established length of time	N		. Don't Know/Refused	0		
		Ľ.	.S	Skip	1896		85.95
			0	Not selected Selected	127 183	40.97 59.03	5.76 8.3
		+	<u> </u>			39.03	0.3
	Provides paid sick leave for part-time staff who have worked at company for a pre-			. Don't Know/Refused	0		85.95
Q11_3_A_PT	Provides paid sick leave for part-time staff who have worked at company for a pre- established length of time	N	.s	Skip	1896		00.00
Q11_3_A_PT	Provides paid sick leave for part-time staff who have worked at company for a pre- established length of time	N	.S 0	Skip Not selected	1896 245	79.03	11.11
Q11_3_A_PT	established length of time	N				79.03	11.11 2.95
Q11_3_A_PT Q11_3_A_NONE	Provides paid sick leave for part-time staff who have worked at company for a pre- established length of time Provides paid sick leave for no staff who have worked at company for a pre-established length of time	N	0	Not selected Selected Don't Know/Refused	245 65 0	79.03 20.97	2.95
	established length of time Provides paid sick leave for no staff who have worked at company for a pre-established		0 1 .S	Not selected Selected Don't Know/Refused Skip	245 65 0 1896	79.03 20.97	2.95 85.95
	established length of time Provides paid sick leave for no staff who have worked at company for a pre-established		0	Not selected Selected Don't Know/Refused	245 65 0	79.03 20.97 83.23	2.95
Q11_3_A_NONE	established length of time Provides paid sick leave for no staff who have worked at company for a pre-established length of time Provides paid disability leave for senior managers/professional staff who have worked at		0 1 .S	Not selected Selected Don't Know/Refused Skip Not selected Selected	245 65 0 1896 258 52	79.03 20.97 83.23	2.95 85.95 11.7
	established length of time Provides paid sick leave for no staff who have worked at company for a pre-established length of time		0 1 .S	Not selected Selected Don't Know/Refused Skip Not selected	245 65 0 1896 258	79.03 20.97 83.23 16.77	2.95 85.95 11.7
Q11_3_A_NONE	established length of time Provides paid sick leave for no staff who have worked at company for a pre-established length of time Provides paid disability leave for senior managers/professional staff who have worked at		0 1 .S 0 1	Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused	245 65 0 1896 258 52 0	79.03 20.97 83.23 16.77	2.95 85.95 11.7 2.36

Q11_3_B_PT Q11_3_B_NONE Q11_3_C_PROF Q11_3_C_PROF Q11_3_C_HRLY Q11_3_C_PT Q11_3_C_PT Q11_3_C_NONE	Provides paid disability leave for part-time staff who have worked at company for a pre- established length of time Provides paid disability leave for no staff who have worked at company for a pre- established length of time Provides paid vacation leave for senior managers/professional staff who have worked at company for a pre-established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre- established length of time	N N N N N N	.S 0 1 .S 0 1 .S 0 1 1 .S	Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Skip Not selected Skip Not selected Skip Not selected Selected Don't Know/Refused Don't Know/Refused	1939 111 156 0 1939 232 35 0 1939 209 58	41.57 58.43 86.89 13.11 78.28	87.9 5.03 7.07 87.9 10.52 1.59
Q11_3_B_NONE Q11_3_C_PROF Q11_3_C_HRLY Q11_3_C_HRLY Q11_3_C_PT	established length of time Provides paid disability leave for no staff who have worked at company for a pre- established length of time Provides paid vacation leave for senior managers/professional staff who have worked at company for a pre-established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre- established length of time	N N	1 .S 0 1 .S	Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected	156 0 1939 232 35 0 1939 209	58.43 86.89 13.11	7.07 87.9 10.52 1.59
Q11_3_B_NONE Q11_3_C_PROF Q11_3_C_HRLY Q11_3_C_HRLY Q11_3_C_PT	established length of time Provides paid disability leave for no staff who have worked at company for a pre- established length of time Provides paid vacation leave for senior managers/professional staff who have worked at company for a pre-established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre- established length of time	N N	0 1 .S 0 1 .S	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected	0 1939 232 35 0 1939 209	86.89 13.11	87.9 10.52 1.59
Q11_3_B_NONE Q11_3_C_PROF Q11_3_C_HRLY Q11_3_C_HRLY Q11_3_C_PT	Provides paid disability leave for no staff who have worked at company for a pre- established length of time Provides paid vacation leave for senior managers/professional staff who have worked at company for a pre-established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-	N N	0 1 .S 0 1 .S	Skip Not selected Selected Don't Know/Refused Skip Not selected Selected	1939 232 35 0 1939 209	13.11	10.52 1.59
Q11_3_C_PROF	established length of time Provides paid vacation leave for senior managers/professional staff who have worked at company for a pre-established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-	N	0 1 .S 0 1 .S	Not selected Selected Don't Know/Refused Skip Not selected Selected	232 35 0 1939 209	13.11	10.52 1.59
Q11_3_C_PROF	established length of time Provides paid vacation leave for senior managers/professional staff who have worked at company for a pre-established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-	N	.S 0 1 .S	Don't Know/Refused Skip Not selected Selected	0 1939 209		
Q11_3_C_PROF	established length of time Provides paid vacation leave for senior managers/professional staff who have worked at company for a pre-established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-	N	0 1 .S	Skip Not selected Selected	1939 209		
Q11_ <u>3_C_</u> HRLY Q11_ <u>3_C_</u> HRLY Q11_ <u>3_C_</u> PT	company for a pre-established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-	N	0 1 .S	Not selected Selected	209	78.28	07 -
Q11_ <u>3_C_</u> HRLY Q11_ <u>3_C_</u> HRLY Q11_ <u>3_C_</u> PT	company for a pre-established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-	N	1 .S	Selected		10.20	87.9 9.47
Q11_ <u>3_C_</u> HRLY Q11_ <u>3_C_</u> HRLY Q11_ <u>3_C_</u> PT	company for a pre-established length of time Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-			Don't Know/Refused		21.72	2.63
Q11_ <u>3_C_</u> HRLY Q11_ <u>3_C_</u> HRLY Q11_ <u>3_C_</u> PT	Provides paid vacation leave for hourly staff who have worked at company for a pre- established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-			Dont Know/Keluseu	0		
Q11_ <u>3_C_</u> PT	established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-	N		Skip	1911		86.63
Q11_ <u>3_C_</u> PT	established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-	N	0	Not selected	46	15.59	2.09
Q11_ <u>3_C_</u> PT	established length of time Provides paid vacation leave for part-time staff who have worked at company for a pre-	N	1	Selected	249	84.41	11.29
				. Don't Know/Refused	0		
			.S 0	Skip Not selected	1911 76	25.76	86.63 3.45
			1	Selected	219	74.24	9.93
	catabilitied lengar of unic	N		. Don't Know/Refused	0		
Q11_3_C_NONE		IN	.S	Skip	1911		86.63
Q11_3_C_NONE			0	Not selected	237	80.34	10.74
Q11_3_C_NONE	Provides paid vacation leave for no staff who have worked at company for a pre-		1	Selected	58	19.66	2.63
	established length of time	N		. Don't Know/Refused	0		
			.S	Skip	1911		86.63
			0	Not selected Selected	260	88.14 11.86	11.79 1.59
	Provides paid maternity leave for senior managers/professional staff who have worked at	N					
Q11_3_D_PROF	company for a pre-established length of time	N	.S	. Don't Know/Refused Skip	2023		91.7
			0	Not selected	54	29.51	2.45
			1	Selected	129	70.49	5.85
Q11_3_D_HRLY	Provides paid maternity leave for hourly staff who have worked at company for a pre- established length of time	N		. Don't Know/Refused	0		
	•		.S	Skip	2023		91.7
			0	Not selected Selected	85 98	46.45 53.55	3.85 4.44
	Provides paid maternity leave for part-time staff who have worked at company for a pre-		1	Selected	90	53.55	4.44
11_3_D_PT	established length of time	N		Don't Know/Refused	0		
			.S 0	Skip Not selected	2023	85.25	91.7 7.07
			1	Selected	27	14.75	1.22
Q11_3_D_NONE	Provides paid maternity leave for no staff who have worked at company for a pre- established length of time	N		. Don't Know/Refused	0		
			.S	Skip	2070		93.83
			0	Not selected	85	62.5	3.85
	Provides paid paternity leave for senior managers/professional staff who have worked at		1	Selected	51	37.5	2.31
Q11_3_E_PROF	company for a pre-established length of time	N		. Don't Know/Refused	0		
			.S 0	Skip Not selected	2070	38.24	93.83 2.36
			1	Not selected Selected	84	61.76	2.36
	Provides paid paternity leave for hourly staff who have worked at company for a pre-						
Q11_3_E_HRLY	established length of time	N	.s	. Don't Know/Refused Skip	2070		93.83
			0	Not selected	77	56.62	3.49
			1	Selected	59	43.38	2.67
Q11_3_E_PT	Provides paid paternity leave for part-time staff who have worked at company for a pre- established length of time	N		. Don't Know/Refused	0		
			.S	Skip	2070		93.83
			0	Not selected Selected	116 20	85.29 14.71	5.26 0.91
	Provides paid paternity leave for no staff who have worked at company for a pre-		-				
Q11_3_E_NONE	established length of time	N	.s	. Don't Know/Refused Skip	2070		93.83
			0	Not selected	85	62.5	3.85
			1	Selected	51	37.5	2.31
	Provides paid leave for another family member's illness or medical care for senior managers/professional staff who have worked at company for a pre-established length of						
Q11_3_F_PROF	time	N		. Don't Know/Refused	2067		
			.S 0	Skip Not selected	2067	41.01	93.7 2.58
			1	Selected	82	58.99	3.72
Q11_3_F_HRLY	Provides paid leave for another family member's illness or medical care for hourly staff who have worked at company for a pre-established length of time	N		. Don't Know/Refused	0		
		<u> </u>	.S	Skip	2067		93.7
			0	Not selected	81	58.27	3.67
	Provides paid leave for another family member's illness or medical care for part-time staff		1	Selected	58	41.73	2.63
Q11_3_F_PT	who have worked at company for a pre-established length of time	N		Don't Know/Refused	0		
			.S 0	Skip Not selected	2067 118	84.89	93.7 5.35
		<u> </u>	1	Selected	21	15.11	0.95
	Provides paid leave for another family member's illness or medical care for no staff who	N			0		
Q11_3_F_NONE	have worked at company for a pre-established length of time		.S	. Don't Know/Refused Skip	2124		96.28
			0	Not selected	45	54.88	2.04
	Provideo paid leave for alderears for conjer recommendation in the first state in the		1	Selected	37	45.12	1.68
Q11_3_G_PROF	Provides paid leave for eldercare for senior managers/professional staff who have worked at company for a pre-established length of time	N	<u> </u>	. Don't Know/Refused	o		
			.s	Skip	2124		96.28
			0	Not selected Selected	41	50	1.86 1.86
	Provides paid leave for eldercare for hourly staff who have worked at company for a pre-	-			+	50	1.00
Q11_3_G_HRLY	established length of time	N	6	Don't Know/Refused	0		
L			.S 0	Skip Not selected	2124 55	67.07	96.28 2.49
1			1	Selected	27	32.93	1.22
	Provides paid leave for eldercare for part-time staff who have worked at company for a pre established length of time	N		. Don't Know/Refused	0		
011 3 G PT							
Q11_3_G_PT	v		.s	Skip	2124		96.28
Q11_ <u>3_G_</u> PT			0	Skip Not selected	2124 74	90.24	3.35
Q11_3_6_PT	Provides paid leave for eldercare for no staff who have worked at company for a pre-			Skip	2124	90.24 9.76	

			.S	Skip	2124		96.28
			0	Not selected Selected	45 37	54.88 45.12	2.04
	Provides flex time for senior managers/professional staff who have worked at company for						
Q11_3_H_PROF	a pre-established length of time	N	.\$	Don't Know/Refused Skip	0 1977		89.62
			0	Not selected	88	38.43	3.99
	Provides flex time for hourly staff who have worked at company for a pre-established		1	Selected	141	61.57	6.39
Q11_3_H_HRLY	length of time	N		Don't Know/Refused	0		
			.S	Skip	1977		89.62
			0	Not selected Selected	176 53	76.86 23.14	7.98
	Provides flex time for part-time staff who have worked at company for a pre-established					20.11	2.1
Q11_3_H_PT	length of time	N	.S	Don't Know/Refused Skip	0 1977		89.62
			0	Not selected	1977	83.41	8.66
			1	Selected	38	16.59	1.72
Q11_3_H_NONE	Provides flex time for no staff who have worked at company for a pre-established length of time	N		Don't Know/Refused	0		
			.S	Skip	1977		89.62
			0	Not selected	160	69.87	7.25
	Provides any other paid time off for senior managers/professional staff who have worked		1	Selected	69	30.13	3.13
Q11_3_LPROF	at company for a pre-established length of time	N	-	Don't Know/Refused	0		
			.S 0	Skip Not selected	2017 59	31.22	91.43
		-	1	Selected	130	68.78	5.89
	Provides any other paid time off for hourly staff who have worked at company for a pre-				_		
Q11_3_I_HRLY	established length of time	N	.S	Don't Know/Refused Skip	2017		91.43
			0	Not selected	81	42.86	3.67
	Denviden ann dhan aid linn a ff francisk francisk frankrik		1	Selected	108	57.14	4.9
Q11_3_L_PT	Provides any other paid time off for part-time staff who have worked at company for a pre- established length of time	N		Don't Know/Refused	o		
	·		.S	Skip	2017		91.43
			0	Not selected	160	84.66	7.25
	Provides any other paid time off for no staff who have worked at company for a pre-	-	1	Selected	29	15.34	1.31
Q11_3_I_NONE	established length of time	N		Don't Know/Refused	0		
			.S 0	Skip	2017	73.02	91.43
		-	1	Not selected Selected	138 51	73.02 26.98	6.26
Q14	Has any employees who are paid hourly	N		Don't Know/Refused	18	20.30	0.82
4			.S	Skip	0		
			2	Yes No	1936 252	88.48 11.52	87.76
Q14A	Number of hourly workers who earn an hourly wage below \$15.00 per hour	N	2	Don't Know/Refused	252	11.52	11.42
	, , , , , , , , , , , , , , , , , , , ,		.S	Skip	270		12.24
			1	All	129	6.74	5.85
			2	Most (half or more) (variant 1) / Half or more (variant 2)	409	21.38	18.54
				Some (less than half) (variant 1) / Less than			
			3 4	half (variant 2) None	821 554	42.92 28.96	37.22
EMPLOY_LOW_WAGE_WORKERS	Most or all employees at worksite earn less than \$15.00 per hour	N	7	Don't Know/Refused	41	20.30	1.86
			.S	Skip	0		
			2	Yes No	538 1627	24.85 75.15	24.39 73.75
Q15	Company uses a point or demerit system that tracks absences	N	2	Don't Know/Refused		75.15	
					23		1.04
			1	Yes, for all employees	420	19.24	19.04
			2	Yes, for all employees Yes, for some employees	420 189	8.66	19.04 8.57
			2 3	Yes, for all employees Yes, for some employees No	420 189 1420	8.66 65.05	19.04 8.57 64.37
Q15A_1	Company use a point or demerit system to track absences for hourly workers		2	Yes, for all employees Yes, for some employees	420 189	8.66	19.04 8.57
Q15A_1	Company use a point or dement system to track absences for hourly workers	N	2 3 4 .S	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip	420 189 1420 154 0 2017	8.66 65.05 7.05	19.04 8.57 64.37 6.98 91.43
Q15A_1	Company use a point or demerit system to track absences for hourly workers	N	2 3 4 .S 0	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected	420 189 1420 154 0 2017 6	8.66 65.05 7.05 3.17	19.04 8.57 64.37 6.98 91.43 0.27
	Company use a point or demerit system to track absences for part-time workers (less than	N	2 3 4 .S	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected	420 189 1420 154 0 2017 6 183	8.66 65.05 7.05	19.04 8.57 64.37 6.98 91.43
015A_1 015A_2 015A_2		N	2 3 4 .S 0 1	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused	420 189 1420 154 0 2017 6 183 0	8.66 65.05 7.05 3.17	19.04 8.57 64.37 6.98 91.43 0.27 8.3
	Company use a point or demerit system to track absences for part-time workers (less than	N	2 3 4 .S 0 1 .S	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip	420 189 1420 154 0 2017 6 183 0 2017	8.66 65.05 7.05 3.17 96.83	19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43
	Company use a point or demerit system to track absences for part-time workers (less than	N	2 3 4 .S 0 1	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused	420 189 1420 154 0 2017 6 183 0	8.66 65.05 7.05 3.17	19.04 8.57 64.37 6.98 91.43 0.27 8.3
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week)	N	2 3 4 .S 0 1 .S 0	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Selected	420 189 1420 154 0 2017 6 183 0 2017 128 61	8.66 65.05 7.05 3.17 96.83 67.72	19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 9.1.43 5.8
	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week)	N	2 3 4 .S 0 1 .S 0	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected	420 189 1420 2017 6 183 0 2017 128	8.66 65.05 7.05 3.17 96.83 67.72	19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 9.1.43 5.8
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week)	N	2 3 4 0 1 .S 0 1 1	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Don't Know/Refused Skip Not selected Selected Selected Don't Know/Refused Don't Know/Refused	420 189 1420 154 0 2017 6 183 0 2017 128 61 0 2017 170	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95	19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 2.77 91.43 7.71
Q15A_2 Q15A_3	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff	N N N	2 3 4 4 0 1 1 .S 0 0 1 1 .S	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Skip Not selected Skip Not selected Don't Know/Refused Skip Not selected Skip Not selected Skip Selected Skip Selected Skip	420 189 1420 154 0 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 170 19	8.66 65.05 7.05 3.17 96.83 67.72 32.28	19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 2.77 91.43 7.77 0.66
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week)	N N N	2 3 4 .S 0 1 1 .S 0 1 1 .S 0 0 1 0 0	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Don't Know/Refused	420 189 1420 154 0 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 170 19 29	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05	19.04 8.57 64.37 6.99 91.43 0.27 8.3 91.43 5.8 2.77 91.43 7.71 0.86 6.1.31
Q15A_2 Q15A_3	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff	N N N N	2 3 4 4 0 1 1 .S 0 0 1 1 .S 0 1 1	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Skip Not selected Skip Not selected Don't Know/Refused Skip Not selected Skip Not selected Skip Selected Skip Selected Skip	420 189 1420 154 0 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 170 19	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95	19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 2.77 91.43 7.77 0.66
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn	N N N N N	2 3 4 5 0 1 1 .S 0 0 1 1 .S 0 0 1 1	Yes, for all employees Yes, for some employees No Depends on circumstances Dor't Know/Refused Skip Not selected Dor't Know/Refused Skip Not selected Dor't Know/Refused Skip Not selected Dor't Know/Refused Skip Not selected Dor't Know/Refused Yes No Don't Know/Refused Don't Know/Refused Don't Know/Refused Don't Know/Refused Don't Know/Refused Don't Know/Refused	420 189 1420 154 0 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 128 61 0 2017 128 61 170 199 29 176 170 170 199 195 195 195 195 195 195 195	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17	19.04 19.04 8.57 6.98 91.43 0.27 8.3 91.43 5.8 2.77 91.43 5.8 1.33 8.0.1 1.33 80.1 1.38 1.3
Q15A_2 Q15A_3	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff	N N N N N	2 3 4 5 0 1 1 .S 0 0 1 1 .S 0 0 1 1 2 3 3	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused	420 189 1420 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 170 19 29 1767 251 159 35	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3	19.04 19.04 8.57 64.37 0.27 8.3 91.43 0.27 7.71 7.71 0.66 8.0 1.33 8.0.1 1.33 8.0.1 1.33 8.0.1 1.33 1.35 1
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn	N N N N N	2 3 4 (S) 0 1 (S) 0 1 (S) 0 1 1 2 3 1 1	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Don't Know/Refused Skip Not selected Selected Don't Know/Refused Yes	420 189 1420 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 170 199 299 1767 251 159 355 1645	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.05 81.17 11.53 7.3 75.77	19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 2.77 91.43 7.71 0.86 1.31 80.1 1.38 7.21 1.59 7.455 7.75 7.7
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement	N N N N N	2 3 4 5 0 1 1 .S 0 0 1 1 .S 0 0 1 1 2 3 3	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused	420 189 1420 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 170 19 29 1767 251 159 35	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3	19.04 19.04 8.57 64.37 0.27 8.3 91.43 0.27 7.71 7.71 0.66 8.0 1.33 8.0.1 1.33 8.0.1 1.33 8.0.1 1.33 1.35 1
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including	N N N N N	2 3 3 4 5 0 1 1 .S 0 1 1 .S 0 1 1 2 3 3 2	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances	420 189 1420 154 0 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 128 61 107 2017 170 170 170 175 164 5 5 164 5 165 165 165 165 165 165 165	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3 75.77 14.51	19.04 8.57 64.37 91.43 0.27 8.3 91.43 5.8 5.8 2.77 91.43 7.71 0.86 0.133 7.21 1.59 7.25 1.428 9.56
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement	N N N N N N	2 3 3 4 5 0 1 1 .S 0 1 1 .S 0 1 1 2 3 3 2	Yes, for all employees Yes, for some employees No Depends on circumstances Dor't Know/Refused Skip Not selected Dor't Know/Refused Skip Not selected Dor't Know/Refused Skip Not selected Dor't Know/Refused Yes No Don't Know/Refused Yes No	420 189 1420 0 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 170 128 61 0 2017 128 51 128 51 128 128 128 128 129 129 129 129 129 129 129 129	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3 75.77 14.51	19.04 8.57 64.37 91.43 0.27 8.3 91.43 5.8 5.8 2.77 91.43 7.71 0.66 0.1 31.33 1.33 1.33 7.21 1.59 7.4.57 7.4.57
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including	N N N N N N	2 3 4 4 .S 0 1 .S 0 1 .S 0 1 1 2 3 3 1 2 2 3 1 2 2	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Selected Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No	420 189 1420 154 0 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 128 61 0 2017 129 129 129 129 129 120 129 128 61 120 120 120 120 120 120 120 12	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 75.37 75.77 14.51 9.72 84.11 9.04	19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 2.77 91.43 7.71 0.86 0.86 0.3 7.74 1.33 80.1 1.33 7.457 7.4,57 7.4,57 7.4,57 1.422 9.56 8.305 8.3
Q15A_2 Q15A_3 Q16_A Q16_B Q16_C	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reasons	N N N N N N	2 3 4 0 1	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Skip Not selected Skip Not selected Solected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances	420 189 1420 154 0 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 128 61 0 2017 128 61 0 2017 128 61 154 215 215 215 215 215 215 215 215	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3 7.3 7.5.77 14.51 9.72 84.11	19.04 19.04 8.57 64.37 0.27 8.3 91.43 5.8 91.43 5.8 91.43 1.33 1.138 8.01 1.138 7.21 7.457 7.457 7.457 1.277 8.30 8.93 8.9
Q15A_2	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including	N N N N N N	2 3 4 4 .S 0 1 .S 0 1 .S 0 1 1 2 3 3 1 2 2 3 1 2 2	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Selected Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No	420 189 1420 154 0 2017 6 183 0 2017 128 61 0 2017 128 61 0 2017 128 61 0 2017 129 129 129 129 129 120 129 128 61 120 120 120 120 120 120 120 12	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 75.37 75.77 14.51 9.72 84.11 9.04	19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 2.77 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 91.43 5.8 0.27 7.71 0.88 0.80 1.33 1.33 1.33 1.33 1.43 1.43 0.27 7.71 0.88 0.14 0.58
Q15A_2 Q15A_3 Q16_A Q16_B Q16_C	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reasons	N N N N N N	2 3 4 4 .S 0 1 .S 0 1 .S 0 1 1 2 3 3 1 2 2 3 1 2 2	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances	420 189 1420 154 0 2017 6 183 0 2017 128 133 0 2017 128 133 0 0 2017 128 133 0 0 2017 128 133 0 0 2017 128 133 0 0 2017 128 133 133 134 135 135 135 135 135 135 135 135	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 89.95 10.05 81.17 11.53 7.3 7.577 14.51 9.72 84.11 9.94 6.84	19.04 19.04 8.57 64.37 0.27 8.3 91.43 5.8 91.43 5.8 91.43 1.33 1.138 8.01 1.138 7.21 7.457 7.457 7.457 1.277 8.30 8.93 8.9
Q15A_2 Q15A_3 Q16_A Q16_B Q16_C Q16_D Q16_D	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reason Site's policies allow FMLA for a pregnancy-related health reason	N N N N N N N	2 3 4 4 .S 0 1 .S 0 1 .S 0 1 1 2 3 3 1 2 3 3 1 1 2 3 3 1 1 2 3 3 1 1 1 1 1 1 1 1 1 1 1 1 1	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Selected Selected Don't Know/Refused Selected Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No	420 189 1420 154 0 0 2017 18 0 0 2017 128 61 183 2017 170 0 2017 170 0 2017 170 0 2017 128 61 164 53 315 211 154 164 154 164 165 165 165 165 165 165 165 165	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 75.77 14.51 9.72 84.11 9.04 6.84 81.32	19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 2.77 91.43 7.71 0.86 1.33 7.21 1.59 7.455 1.422 9.56 8.99 6.75 1.422 8.30 5.8 8.91 1.127 1.27 1.428 8.91 1.27
Q15A_2 Q15A_3 Q16_A Q16_B Q16_C	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reasons	N N N N N N N N N	2 3 4 4 .s 0 1 .s 0 1 .s 0 1 1 2 3 3 1 2 3 3 1 2 3 3 1 2 3 3 1 2 3 3 1 2 3 3 1 2 3 3 1 2 3 3 1 2 3 3 1 2 3 3 3 3 3 3 3 3 3 3 3 3 3	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Skip Not selected Skip Not selected Skip Not selected Skip Not selected Skip Not selected Skip Don't Know/Refused Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No	420 189 1420 1420 0 0 2017 6 183 0 0 2017 183 0 0 2017 183 6 1 183 0 0 2017 183 183 183 183 183 197 1154 185 197 199 199 199 199 199 199 199	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3 7.37 75.77 14.51 9.72 84.11 9.04 6.84 	19.04 9.07 9.07 9.07 9.07 9.07 9.07 9.07 9.07 9.07 9.07 9.07 9.07 9.07 9.07 1.27
Q15A_2 Q15A_3 Q16_A Q16_B Q16_C Q16_D Q16_D	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reason Site's policies allow FMLA for a pregnancy-related health reason	N N N N N N N N	2 3 3 4 4 5 0 1 1 5 0 1 1 5 0 1 1 2 3 1 2 3 1 2 3 1 2 3 1 2 3 3 1 2 3 3 1 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes	420 189 1420 1420 0 2017 6 183 0 0 2017 128 6 183 0 0 2017 128 0 0 2017 128 0 0 2017 128 0 0 0 2017 128 133 0 0 0 0 0 0 0 0 0 0 0 0 0	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 7.3 7.3 7.3 7.5.77 14.51 9.72 84.11 9.72 84.11 9.72 84.11 9.73 84.11 9.74 84.12 81.32 81.32 81.32 81.32 81.32 81.32 80.24	19.04 19.04 19.04 19.04 19.027 19.142 0.27 19.142 1.2.77 11.133 10.08 11.33 1.35 1.25
Q15A_2 Q15A_3 Q16_A Q16_B Q16_C Q16_D	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reasons Site's policies allow FMLA for a pregnancy-related health reason Site's policies allow FMLA for a pregnancy-related health reason	N N N N N N N N N	2 3 4 4 5 0 1	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Skip Not selected Skip Not selected Skip Not selected Skip Not selected Skip Not selected Skip Don't Know/Refused Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No	420 189 1420 1420 0 0 2017 6 183 0 0 2017 183 0 0 2017 183 6 1 183 0 0 2017 183 183 183 183 183 197 1154 185 197 199 199 199 199 199 199 199	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3 7.37 75.77 14.51 9.72 84.11 9.04 6.84 	19.04 19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 2.77 91.43 7.71 0.86 1.33 7.21 1.59 7.455 1.428 9.56 8.93 6.75 1.428 8.93 6.75 1.455 8.93 7.455
Q15A_2 Q15A_2 Q15A_3 Q16_A Q16_B Q16_C Q16_C Q16_D Q16_E	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reasons Site's policies allow FMLA for a pregnancy-related health reason Site's policies allow FMLA for a pregnancy-related health reason Site's policies allow FMLA for the care of a child with a serious health condition Site's policies allow FMLA for the care of a child with a serious health condition	N N N N N N N N	2 3 3 4 4 0 1 1 .S 0 0 1 1 .S 0 0 1 1 2 3 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 1 2 2 3 3 1 1 2 2 3 3 1 2 2 2 3 3 1 1 2 2 2 3 3 1 2 2 2 3 3 1 2 2 2 3 3 1 2 2 2 3 3 1 2 2 2 3 3 1 2 2 2 3 3 1 2 2 3 3 3 1 2 2 3 3 3 3	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Selected Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No	420 189 1420 1420 1420 1420 1420 1420 1420 0 2017 180 0 2017 128 61 183 2017 170 0 0 2017 128 61 139 29 29 29 29 29 175 217 185 217 197 255 117 197 22 197 23 217 197 23 217 197 23 217 197 232 197 232 197 232 197 232 197 232 197 232 197 232 197 232 237 197 232 197 232 237 197 232 237 197 232 237 197 232 237 197 232 237 197 232 237 197 232 237 197 232 237 197 232 237 197 232 237 197 232 232 232 232 197 232 232 232 232 232 232 232 23	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3 75.77 14.51 9.72 84.11 9.04 6.84 84.11 9.04 6.84 81.32 11.32 7.36	19.04 19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 2.77 91.43 7.71 0.88 80.1 1.59 7.21 14.22 9.56 8.39 6.75 1.422 9.56 8.305
Q15A_2 Q15A_3 Q16_A Q16_B Q16_C Q16_D Q16_D	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reasons Site's policies allow FMLA for a pregnancy-related health reason Site's policies allow FMLA for a pregnancy-related health reason	N N N N N N N N N	2 3 3 4 4 0 1 1 .S 0 0 1 1 .S 0 0 1 1 2 3 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 1 2 2 3 3 1 1 2 2 3 3 1 2 2 2 3 3 1 1 2 2 2 3 3 1 2 2 2 3 3 1 2 2 2 3 3 1 2 2 2 3 3 1 2 2 2 3 3 1 2 2 2 3 3 1 2 2 3 3 3 1 2 2 3 3 3 3	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No	420 189 1420 154 0 0 2017 128 61 183 0 0 2017 128 61 0 0 2017 128 61 0 0 2017 128 61 0 0 0 2017 2	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3 75.77 14.51 9.72 84.11 9.04 6.84 84.11 9.04 6.84 81.32 11.32 7.36	19.04 8.57 64.37 91.43 0.27 8.3 91.43 5.8 2.77 91.43 5.8 2.77 91.43 7.71 0.66 80.1 1.33 7.4.57 7.4.57 7.4.57 1.4.25 8.305 8.305 8.35 8.57 1.425 8.39 6.98 9.143 9.145 8.935 8.935 8.935 8.935 8.935 8.935 8.955 8.915 8.
Q15A_2 Q15A_3 Q15A_3 Q16_A Q16_B Q16_C Q16_C Q16_C Q16_E	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reasons Site's policies allow FMLA for a pregnancy-related health reason Site's policies allow FMLA for a pregnancy-related health reason Site's policies allow FMLA for the care of a child with a serious health condition Site's policies allow FMLA for the care of a child with a serious health condition	N N N N N N N N N N N N	2 3 3 4 4 0 1 1 .S 0 0 1 1 2 3 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 1 2 2 3 3 1 1 2 2 3 3 1 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 3 1 2 2 3 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 3 3	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Selected Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No	420 189 1820 154 0 017 6 183 0 2017 128 61 0 2017 128 61 0 2017 170 9 29 29 29 29 55 159 315 211 28 1832 197 149 22 1768 246 30 1746 286 194 22 1722 238	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3 7.3 7.3 75.77 14.51 9.72 84.11 9.04 6.84 81.32 11.32 83.2 11.32 80.24 10.85 80.24 10.85	19.04 19.04 8.57 64.37 91.43 91.43 5.8 91.43 5.8 9.143 5.8 2.77 91.43 7.71 0.86 1.33 7.21 1.59 7.455 1.428 9.56 8.305 8.77 8.79 8.70 8.79 8.70 8.
Q15A_2 Q15A_3 Q15A_3 Q16_A Q16_B Q16_C Q16_C Q16_C Q16_C Q16_E Q16_F	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reasons Site's policies allow FMLA for a pregnancy-related health reason Site's policies allow FMLA for the care of a child with a serious health condition Site's policies allow FMLA for the care of a child with a serious health condition Site's policies allow FMLA for the care of a spouse or parent with a serious health condition	N N N N N N N N N N N N N	2 3 4 4 0 1 .S 0 1 .S 0 1 .S 0 1 .S 0 1 .S 0 1 .S 0 1 .S 0 1 .S 0 1 .S 0 1 .S 0 .S 0 .S .S .S .S .S .S .S .S .S .S	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No Depends on circumstances	420 189 1420 1420 1420 0 2017 6 183 0 2017 183 183 0 2017 188 6 1 183 6 1 183 183 183 183 183 183 183	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 89.95 10.05 89.95 10.05 7.37 11.153 7.37 14.51 9.72 84.11 9.04 6.84 81.32 11.32 7.36 81.32 11.32 7.36 84.32 81.32 7.36 81.32 7.36 81.32 7.36 81.32 7.36 81.32 7.36 81.32 7.36 81.32 7.36 81.32 7.37 81.32 7.36 81.32 7.37 82.32 83.32 83.35 83.55 85.55	19.04 19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 7.17 7.71 0.88 1.33 80.13 11.33 80.14 11.35 74.57 74.57 74.57 1.428 8.30 6.893 6.93 6.93 6.93 7.15 7.25 1.27 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.15 7.25 1.27 1.458 7.157 1.458 7.15 7.25 1.455 7.25 1.27 7.25 1.455 7.25 7.15 7.15 7.15 7.25 7.15 7.15 7.95 7.15 7.25 7.15 7.95 7.15 7.95 7.15 7.25 7.15 7.5 7.
Q15A_2 Q15A_3 Q15A_3 Q16_A Q16_B Q16_C Q16_C Q16_C Q16_E	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reasons Site's policies allow FMLA for a pregnancy-related health reason Site's policies allow FMLA for a pregnancy-related health reason Site's policies allow FMLA for the care of a child with a serious health condition Site's policies allow FMLA for the care of a child with a serious health condition	N N N N N N N N N N N N N N N	2 3 3 4 4 0 1 1 .S 0 0 1 1 2 3 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 1 2 2 3 3 1 1 2 2 3 3 1 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 3 1 2 2 3 3 3 1 2 2 3 3 1 2 2 3 3 1 2 2 3 3 3 3	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Selected Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No	420 189 1820 154 0 017 6 183 0 2017 128 61 0 2017 128 61 0 2017 170 9 29 29 29 29 55 159 315 211 28 1832 197 149 22 1768 246 30 1746 286 194 22 1722 238	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 81.17 11.53 7.3 7.3 7.3 75.77 14.51 9.72 84.11 9.04 6.84 81.32 11.32 83.2 11.32 80.24 10.85 80.24 10.85	19.04 19.04 8.57 64.37 91.43 91.43 5.8 91.43 5.8 9.143 5.8 2.77 91.43 7.71 0.86 1.33 7.21 1.59 7.455 1.428 9.56 8.305 8.77 8.79 8.70 8.79 8.70 8.
Q15A_2 Q15A_3 Q15A_3 Q16_A Q16_B Q16_C Q16_C Q16_C Q16_C Q16_E Q16_F	Company use a point or demerit system to track absences for part-time workers (less than 20 hours per week) Company use a point or demerit system to track absences for senior managers/professional staff Site's policies allow FMLA for the care of a newborn Site's policies allow FMLA for an adoption or foster care placement Site's policies allow FMLA for an employee's own serious health condition (not including pregnancy-related health reasons Site's policies allow FMLA for a pregnancy-related health reason Site's policies allow FMLA for the care of a child with a serious health condition Site's policies allow FMLA for the care of a child with a serious health condition Site's policies allow FMLA for the care of a spouse or parent with a serious health condition	N N N N N N N N N N N N	2 3 3 4 4 5 0 1 1 5 0 1 1 2 3 3 1 1 2 3 3 1 2 3 3 1 1 2 3 3 3 1 1 2 3 3 3 1 1 2 3 3 3 1 1 2 3 3 3 1 1 2 3 3 1 1 2 3 3 3 1 1 2 3 3 3 1 1 2 3 3 3 1 1 1 2 3 3 3 1 1 1 1 1 1 1 1 1 1 1 1 1	Yes, for all employees Yes, for some employees No Depends on circumstances Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Selected Don't Know/Refused Yes No Depends on circumstances Don't Know/Refused Yes No	420 189 1820 184 0 2017 6 183 0 2017 128 61 0 2017 128 61 129 2017 1700 0 2017 180 0 2017 1700 0 2017 183 191 292 195 355 211 1645 315 211 1643 315 211 1728 1832 197 149 236 194 2236 194 2236 214 2238 214 <td>8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 89.95 10.05 89.95 10.05 89.95 10.05 81.17 11.53 7.3 7.3 7.3 7.3 7.577 14.51 9.72 84.11 9.04 6.84 81.32 11.32 11.32 81.32 8.92 8.92 8.92 8.92 10.05 8.92 10.05 8.92 8.92 8.92 8.92 8.92 8.92 8.93 8.93 8.93 8.93 8.93 8.93 8.93 8.93</td> <td>19.04 19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 7.27 91.43 7.71 0.88 9.143 7.21 1.31 80.1 1.33 7.22 1.428 9.56 8.39 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.368 8.93 6.75 1.452 1.36 8.015 1.07 9.13 1.07 9.13 1.07 1.37 1.37 1.37 1.452 1.36 1.07 1.37 1.452 1.36 8.93 1.455 1.455 1.36 8.75 1.455 1.455 1.36 8.75 1.455 1.457 1.77 1.59 1.4577 1.4577 1.4577 1.45777 1.45777 1.457777 1.457777777 1.45777777777777777777777777777777777777</td>	8.66 65.05 7.05 3.17 96.83 67.72 32.28 89.95 10.05 89.95 10.05 89.95 10.05 89.95 10.05 81.17 11.53 7.3 7.3 7.3 7.3 7.577 14.51 9.72 84.11 9.04 6.84 81.32 11.32 11.32 81.32 8.92 8.92 8.92 8.92 10.05 8.92 10.05 8.92 8.92 8.92 8.92 8.92 8.92 8.93 8.93 8.93 8.93 8.93 8.93 8.93 8.93	19.04 19.04 8.57 64.37 6.98 91.43 0.27 8.3 91.43 5.8 7.27 91.43 7.71 0.88 9.143 7.21 1.31 80.1 1.33 7.22 1.428 9.56 8.39 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.36 8.93 6.75 1.452 1.368 8.93 6.75 1.452 1.36 8.015 1.07 9.13 1.07 9.13 1.07 1.37 1.37 1.37 1.452 1.36 1.07 1.37 1.452 1.36 8.93 1.455 1.455 1.36 8.75 1.455 1.455 1.36 8.75 1.455 1.457 1.77 1.59 1.4577 1.4577 1.4577 1.45777 1.45777 1.457777 1.457777777 1.45777777777777777777777777777777777777

Q16_H	Site's policies allow FMLA for the care of a military service member with a serious injury or illness or a qualifying exigency	N		Don't Know/Refused	48		2.18
			1	Yes	1642	76.09	74.43
			2	No Depends on circumstances	283 233	13.11 10.8	12.83 10.56
	Site's leave policies for care of a newborn cover guardians and caregivers of a child					10.0	
Q16X_1_A	regardless of their legal or biological relationship to a child	N	.s	Don't Know/Refused Skip	83 280		3.76
			1	Yes	1428	77.48	64.73
	Site's leave policies for adoption or foster care placement cover guardians and caregivers		2	No	415	22.52	18.81
Q16X_1_B	of a child regardless of their legal or biological relationship to a child	N		Don't Know/Refused	75		3.4
			.S 1	Skip Yes	350 1391	78.1	15.87 63.06
			2	No	390	21.9	17.68
Q16X_1_E	Site's leave policies for care of child with a serious health condition cover guardians and caregivers of a child regardless of their legal or biological relationship to a child	N		Don't Know/Refused	81		3.67
			.S	Skip	266		12.06
			2	Yes No	1447 412	77.84 22.16	65.59 18.68
Q16X_2_CAT	How much notification is needed for foreseeable absences Days	N	-	Don't Know/Refused	109		4.94
			.S 0	Skip	215 365	19.39	9.75 16.55
			1	0 Days >0 but less than 1 day	91	4.84	4.13
			2	1 Day	139	7.39	6.3
		-	3 4	>1 to 2 days >2 to 4 days	45 125	2.39 6.64	2.04 5.67
			5	>4 to 6 days	156	8.29	7.07
			6	>6 to 10 days More than 10 Days	307 654	16.31 34.75	13.92 29.65
Q16X_3	Does this site have a written policy for taking family and medical leave?	N		Don't Know/Refused	72	54.75	3.26
			.\$	Skip	215	20.00	9.75
		-	2	Yes No	1574 345	82.02 17.98	71.35 15.64
		N					
Q16X_4_CAT	Minimum time increment employees are permitted to take for FMLA type leave Days	N	.s	Don't Know/Refused Skip	334 0		15.14
			0	0 Days	555	29.65	25.16
			2	>0 but less than 1 Day 1 Day	730 227	39 12.13	33.09 10.29
			3	>1 to 3 Days	101	5.4	4.58
			4	>3 to 5 Days	72	3.85	3.26
			6	>5 to 10 Days More than 10 Days	55 132	2.94	2.49
216X_5	Does this site provide full or partial pay during FMLA qualifying leave?	N		Don't Know/Refused	69		3.13
C_A01			.S 1	Skip Yes, full	215 304	15.82	9.75 13.78
			2	Yes, partial	295	15.35	13.37
			3	No paid leave offered	838	43.6	37.99
Q17	Does the FMLA apply, does it not apply, or are you not sure if it applies?	N	4	Other, please specify: Don't Know/Refused	485 8	25.23	21.99 0.36
			.S	Skip	0		
			2	Applies Does not apply	1546 405	70.34	70.08 18.36
			3	Not sure	247	11.24	11.2
COVERED_SELF_REPORTED	Worksite self-reports that it is covered under FMLA	N	0	Worksite does not self-report that is covered under FMLA	660	29.92	29.92
		[Worksite self-reports that is covered under			
Q19_PCT	Percent of employees of worksite who took leave classified as being under FMLA	N	1	FMLA Don't Know/Refused	1546 37	70.08	70.08
			.S	Skip	661		29.96
Q20_CAT	Total number of separate leaves taken in the same time period	N	Observed Range	0 - 100 Don't Know/Refused	1508 81		3.67
			.S	Skip	1078		48.87
			1	1-5 leaves	492	46.99 16.05	22.3
			3	6-10 leaves 11-50 leaves	168 233	22.25	7.62
			4	More than 50 leaves	154	14.71	6.98
Q21_PCT	Percentage of employees that took leave on an intermittent basis	N	.s	Don't Know/Refused Skip	13 1078		0.59 48.87
			Observed Range	0 - 100	1115		
Q21A	Ease or difficulty of administering intermittent leave	N	.\$	Don't Know/Refused Skip	2 1547		0.09 70.13
			1	Very easy	46	7	2.09
		_	2	Somewhat easy	111 156	16.89 23.74	5.03 7.07
			4	Neither easy or difficult Somewhat difficult	257	23.74 39.12	11.65
					87	13.24	3.94
			5	Very difficult			
Q21B	Percentage of FMLA granted leave(s) during the last 12 months taken on an intermittent basis	N	5	Very difficult Don't Know/Refused	3		0.14
Q21B		N		Don't Know/Refused Skip	3 1547		70.13
Q21B		N		Don't Know/Refused	3	1.68	70.13 0.5
Q21B		N	.s 1 2 3	Don't Know/Refused Skip None 1-5% 6-10%	3 1547 11 179 65	27.29 9.91	70.13 0.5 8.11 2.95
Q21B		N	.s 1 2 3 4	Don't Know/Refused Skip None 1-5% 6-10% 11-15%	3 1547 11 179 65 37	27.29 9.91 5.64	70.13 0.5 8.11 2.95 1.68
Q21B		N	.S 1 2 3 4 5 6	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% 21-50%	3 1547 11 179 65 37 62 174	27.29 9.91 5.64 9.45 26.52	70.13 0.5 8.11 2.95 1.68 2.81 7.89
Q21B		N	.s 1 2 3 4 5	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20%	3 1547 11 179 65 37 62	27.29 9.91 5.64 9.45	70.13 0.5 8.11 2.95 1.68 2.81
Q21B		N 	.s 1 2 3 4 5 6 7	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% 21-50% More than 50% Don't Know/Refused	3 1547 11 179 65 37 62 174 128 22	27.29 9.91 5.64 9.45 26.52	70.13 0.5 8.11 2.95 1.68 2.81 7.89 5.8 1
	basis - - - - - - - - - - - - - - - - - - - - - - - - - - - - -		.s 1 2 3 4 5 6 6 7 7 .s	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% More than 50% Don't Know/Refused Skip	3 1547 11 179 65 37 62 174 128 22 1078	27.29 9.91 5.64 9.45 26.52 19.51	70.13 0.5 8.11 2.95 1.68 2.81 7.89 5.8 1 48.87
	basis - - - - - - - - - - - - - - - - - - - - - - - - - - - - -		.s 1 2 3 4 5 6 7	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% 21-50% More than 50% Don't Know/Refused	3 1547 11 179 65 37 62 174 128 22	27.29 9.91 5.64 9.45 26.52	70.13 0.5 8.11 2.95 1.68 2.81 7.89 5.8 1
	basis - - - - - - - - - - - - - - - - - - - - - - - - - - - - -		.s 1 2 3 4 5 6 7 7 .s 1	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% More than 50% Don't Know/Refused Skip Rejoin mid-shift Require entire shift as leave Depends on supervisor	3 1547 11 179 65 37 62 174 128 22 1078 516	27.29 9.91 5.64 9.45 26.52 19.51 46.65	70.13 0.5 8.11 2.95 1.68 2.81 7.89 5.8 5.8 1 48.87 23.39
022	basis - - - - - - - - - - - - - - - - - - - - - - - - - - - - -		.s 1 2 3 4 5 6 7 .s 1 2 2 .s 1 2 .s 1 2 .s 1 2 .s 1 2 .s 1 .s .s .s .s .s .s .s .s .s .s	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21:50% More than 50% Don't Know/Refused Skip Rejoin mid-shift Require entire shift as leave	3 1547 11 179 65 37 62 174 128 22 1078 516 84	27.29 9.91 5.64 9.45 26.52 19.51 46.65 7.59	70.13 0.5 8.11 2.95 1.68 2.81 7.89 5.8 1 48.87 23.39 3.81
	basis - - - - - - - - - - - - - - - - - - - - - - - - - - - - -		.s 1 2 3 4 5 6 7	Don't Know/Refused Skip None 1.5% 6-10% 11.15% 6-20% 21.50% More than 50% Don't Know/Refused Skip Region mid-shift Region mid-shift Depends on supervisor This organization does not have shift workers Don't Know/Refused	3 1547 11 179 65 37 62 174 128 22 1078 516 84 123 383 9	27.29 9.91 5.64 9.45 26.52 19.51 46.65 7.59 11.12	70.13 0.5 8.11 2.95 1.68 2.81 7.89 5.8 1 48.87 23.39 3.81 5.58 17.36 0.41
022	basis V V V V V V V V V V V V V V V V V V	N	.s 1 2 3 4 5 5 6 7 7 1 2 3 3	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% More than 50% Don't Know/Refused Skip Rejoin mid-shift Require entire shift as leave Depends on supervisor This organization does not have shift workers	3 1547 11 179 65 37 62 174 128 22 1078 516 84 123 383	27.29 9.91 5.64 9.45 26.52 19.51 46.65 7.59 11.12	70.13 0.5 8.11 2.95 1.68 2.81 7.89 5.8 1 48.87 23.39 3.81 5.58 17.36
Q22 Q23	basis Image: Constraint of the state of	N N	.s 1 2 3 4 5 6 6 7 .s 1 2 3 4 .s .s .s	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% More than 50% 21-50% More than 50% Don't Know/Refused Skip Regioin mid-shift Regioin mid-shift Regioin entire shift as leave Depends on supervisor This organization does not have shift workers Don't Know/Refused Skip Yes No	3 1547 11 179 65 37 62 174 128 22 1078 516 84 4 123 383 9 9 1078 374 745	27.29 9.91 5.64 9.45 26.52 19.51 46.65 7.59 11.12 34.63	70.13 0.5 8.111 2.95 1.68 2.811 7.89 5.8 1 7.89 3.81 5.58 17.36 0.41 48.87 16.95 3.3.7
022	basis V V V V V V V V V V V V V V V V V V	N		Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% More than 50% Don't Know/Refused Skip Rejoin mid-shift Require entire shift as leave Depends on supervisor This organization does not have shift workers Don't Know/Refused Skip Yes No Don't Know/Refused	3 1547 111 179 65 37 62 174 128 22 1078 516 84 123 383 9 1078 383 9 1078 374 5 8	27.29 9.91 5.64 9.45 26.52 19.51 46.65 7.59 11.12 34.63 33.42	70.13 0.5 8.111 2.255 1.688 2.85 1.7.89 5.88 5.88 1.1 48.87 2.3.39 5.58 1.1 48.87 2.3.39 5.58 1.1 48.87 2.3.39 5.58 1.1 48.57 1.65 5.58 1.65 5.37 7.55 5.58 1.65 5.58 1.65 5.58 1.65 5.58 1.65 5.58 1.75 5.58 1.55 5.58 1.55 5.58 5.58 5.58 5.5
Q22 Q23	basis Image: Constraint of the state of	N N		Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% More than 50% 21-50% More than 50% Don't Know/Refused Skip Regioin mid-shift Regioin mid-shift Regioin entire shift as leave Depends on supervisor This organization does not have shift workers Don't Know/Refused Skip Yes No	3 1547 11 179 65 37 62 174 128 22 1078 516 84 4 123 383 9 9 1078 374 745	27.29 9.91 5.64 9.45 26.52 19.51 46.65 7.59 11.12 34.63 33.42	70.13 0.5 8.111 2.95 1.68 2.811 7.89 5.8 1 7.89 3.81 5.58 17.36 0.41 48.87 16.95 3.3.7
Q22 Q22 Q23 Q24_PCT	basis Image: Constraint of the second se	N N	.s 1 2 3 4 4 5 6 7 7	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% More than 50% Don't Know/Refused Skip Rejoin mid-shift Require entire shift as leave Depends on supervisor This organization does not have shift workers Don't Know/Refused Skip Yes No Don't Know/Refused Skip Quertice and the shift standard state and the shift standard state and the shift state and state an	3 1547 11 179 65 37 62 22 174 128 22 21 078 84 123 383 9 9 0078 374 374 374 8 8 8 8 8 8 1832	27.29 9.91 5.64 9.45 26.52 19.51 46.65 7.59 11.12 34.63 33.42	70.13 0.5 8.111 2.85 1.68 2.81 7.89 5.88 1.339 3.81 5.58 0.41 48.87 17.36 0.41 48.95 3.3.77 16.95 3.3.77 0.363 83.05
Q22 Q23	basis Image: Constraint of the state of	N N N N N	.s 1 2 3 4 4 5 6 7 7	Don't Know/Refused Skip None 1-5% 6-10% 11-15% 6-20% 21-50% More than 50% Don't Know/Refused Skip Require entire shift as leave Depends on supervisor This organization does not have shift workers Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip	3 1547 11 179 65 62 174 128 22 1078 516 84 123 383 9 1078 383 9 1078 383 39 1078 374 1078 1079 1078	27.29 9.91 5.64 9.45 26.52 19.51 46.65 7.59 11.12 34.63 33.42	70.13 0.5 8.111 2.255 1.688 2.85 1.7.89 5.88 5.88 1.1 48.87 2.3.39 5.58 1.1 48.87 2.3.39 5.58 1.1 48.87 2.3.39 5.58 1.1 48.57 1.65 5.58 1.65 5.37 7.55 5.58 1.65 5.58 1.65 5.58 1.65 5.58 1.65 5.58 1.75 5.58 1.55 5.58 1.55 5.58 5.58 5.58 5.5

				Most (half or more) (variant 1) / Half or more			
			2	(variant 2) Some (less than half) (variant 1) / Less than	435	38.8	19.72
			3	half (variant 2) None	113 18	10.08	5.12
	Number of medical certifications for FMLA leave accepted as complete and sufficient at		-			1.01	
Q26_CAT	this location	N	.s	Don't Know/Refused Skip	49 1078		2.22 48.87
			0	0 certifications	64	5.93	2.9
			2	1 certification 2 certifications	154 114	14.27	6.98 5.17
		_	3	3-4 certifications	154	14.27	6.98
			4 5	5-10 certifications 11-20 certifications	230 118	21.32 10.94	10.43
			6	More than 20 certifications	245	22.71	11.11
Q26A_CAT	Number of medical certifications for FMLA leave that were returned to the employee to provide additional information at this location	N		Don't Know/Refused	57		2.58
			.S	Skip	1078	00.04	48.87
			0	0 certifications 1 certification	748 88	69.84 8.22	33.91 3.99
		_	2	2 certifications	61	5.7	2.77
			3 4	3-4 certifications 5-10 certifications	42 65	3.92 6.07	1.9
			5	11-20 certifications	22	2.05	1
Q27_CAT	Number of FMLA leave applications denied for any reason	N	6	More than 20 certifications Don't Know/Refused	45 32	4.2	2.04
			.s	Skip	660		29.92
			1	All or most (half or more) (variant 1) / All or half or more (variant 2)	9	0.59	0.41
			3	Some (less than half) (variant 1) / Less than half (variant 2)	310	20.48	14.05
			4	None	1195	78.93	54.17
Q28_A_CAT	Have eligible employees been denied Family and Medical Leave because they used their entire time allotment covered by FMLA?	N		Don't Know/Refused	18		0.82
			.S	Skip	1887		85.54
			1	Yes	168	55.81 44.19	7.62
	Have eligible employees been denied Family and Medical Leave because employee's care		2	No	133	44.19	6.03
Q28_B_CAT	recipient was not a qualifying family member under FMLA?	N	.s	Don't Know/Refused	23 1887		1.04 85.54
			1	Skip Yes	107	36.15	4.85
	Have eligible employees been denied Family and Medical Leave because medical	-	2	No	189	63.85	8.57
Q28_C_CAT	condition did not meet the criteria for a serious health condition under FMLA?	N	-	Don't Know/Refused	25		1.13
			.S 1	Skip Yes	1887 124	42.18	85.54 5.62
			2	No	170	57.82	7.71
Q28_D_CAT	Have eligible employees been denied Family and Medical Leave because they did not meet your organization's notice requirements?	N		Don't Know/Refused	25		1.13
			.S	Skip	1887		85.54
			2	Yes No	51 243	17.35 82.65	2.31 11.02
	Frequency that the worksite requires medical certification for employees that request		2			02.00	
Q34	FMLA leave	N	.s	Don't Know/Refused Skip	16 660		0.73 29.92
			1	Always	1141	74.58	51.72
			2 3	Often Half the time	158 35	10.33 2.29	7.16 1.59
			4	Rarely	93	6.08	4.22
	Which appearing for any state of a section of the s		5	Never	103	6.73	4.67
Q34A_1	Which aspects of employee FMLA leave requests generate the need for medical certification? Length of time for which leave was requested	N		Don't Know/Refused	0		
			.S 0	Skip Not selected	1920 135	47.2	87.04 6.12
			1	Selected	151	52.8	6.84
Q34A_2	Which aspects of employee FMLA leave requests generate the need for medical certification? Nature of the medical condition for which leave is requested	N		Don't Know/Refused	0		
			.S	Skip	1920		87.04
			0	Not selected Selected	91 195	31.82 68.18	4.13 8.84
	Which aspects of employee FMLA leave requests generate the need for medical				133	00.10	0.04
Q34A_3	certification? Supervisor request	N	.s	Don't Know/Refused Skip	0 1920		87.04
			0	Not selected	245	85.66	11.11
	Which aspects of employee FMLA leave requests generate the need for medical		1	Selected	41	14.34	1.86
Q34A_4	certification? Care is for employee's family member	N		Don't Know/Refused	0		
		-	.S 0	Skip Not selected	1920 149	52.1	87.04 6.75
		_	1	Selected	137	47.9	6.21
Q34A_5	Which aspects of employee FMLA leave requests generate the need for medical certification? Care is for employee's own serious health condition	N		Don't Know/Refused	0		
		1	.S	Skip Not selected	1920 126	44.06	87.04 5.71
· • •			0			44.06 55.94	5.71 7.25
			0	Selected	160		
034A 6	Which aspects of employee FMLA leave requests generate the need for medical certification? Other (Specify)				160 0		
Q34A_6	Which aspects of employee FMLA leave requests generate the need for medical certification? Other (Specify)	N	1 .S	Selected Don't Know/Refused Skip	0 1920		87.04
Q34A_6		N	1 .S 0	Don't Know/Refused Skip Not selected	0 1920 275	96.15	12.47
	certification? Other (Specify)	N	1 .S	Don't Know/Refused Skip Not selected Selected	0 1920		12.47 0.5
Q34A_6		N	1 .s 0 1	Don't Know/Refused Skip Not selected Selected Don't Know/Refused	0 1920 275 11 4	96.15	12.47 0.5 0.18
	certification? Other (Specify)	N	1 .s 0 1 .s 1	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Yes	0 1920 275 11 4 779 136	96.15 3.85 9.56	12.47 0.5 0.18 35.31 6.17
	certification? Other (Specify)	N	1 	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Yes No	0 1920 275 11 4 779 136 706	96.15 3.85 9.56 49.61	12.47 0.5 0.18 35.31 6.17 32
	certification? Other (Specify)	N	1 .s 0 1 .s 1	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Yes	0 1920 275 11 4 779 136	96.15 3.85 9.56	12.47 0.5 0.18 35.31 6.17
Q35	certification? Other (Specify) Company contacts employees' health care providers as part of the certification process	N N N	1 .S 0 1 .S 3 .S	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Yes No Depends Don't Know/Refused Skip	0 1920 275 11 4 779 136 706 581 62 779	96.15 3.85 9.56 49.61 40.83	12.47 0.5 0.18 35.31 6.17 32 26.34 2.81 35.31
Q35	certification? Other (Specify) Company contacts employees' health care providers as part of the certification process	N N N	1 	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Don't Know/Refused Don't Know/Refused Skip Less frequently than every 6 months	0 1920 275 11 4 779 136 706 581 62	96.15 3.85 9.56 49.61	12.47 0.5 0.18 35.31 6.17 32 26.34 2.81
Q35	certification? Other (Specify) Company contacts employees' health care providers as part of the certification process	N N N	1 .s .0 1 .s .s	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Yes No Depends Don't Know/Refused Skip Less frequently than every 6 months Every 6 months	0 1920 275 11 4 779 136 706 581 62 779 456 379 218	96.15 3.85 9.56 49.61 40.83 33.41 27.77 15.97	12.47 0.5 0.18 35.31 6.17 32 266.34 2.81 35.31 20.67 17.18 9.88
Q35 Q35 Q37	certification? Other (Specify) Company contacts employees' health care providers as part of the certification process Frequency that employer requires re-certification	N N N	1	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Yes No Depends Don't Know/Refused Skip Less frequently than every 6 months Every 6 months More frequently than every 6 months Never	0 1920 275 11 4 779 136 706 581 62 779 456 379 218 312	96.15 3.85 9.56 49.61 40.83 33.41 27.77	12.47 0.5 0.18 35.31 6.17 32 26.34 2.81 35.31 20.67 17.18 9.88 9.88 14.14
Q35	certification? Other (Specify) Company contacts employees' health care providers as part of the certification process	N N N	1 .s .s .s 1 2 3 .s .s	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Yes No Depends Don't Know/Refused Skip Less frequently than every 6 months Every 6 months More frequently than every 6 months Never Don't Know/Refused Skip	0 1920 275 11 4 779 136 706 581 62 779 456 379 218 312 57 779	96.15 3.85 49.61 40.83 33.41 27.77 15.97 22.86	12.47 0.5 0.18 35.31 26.34 2.81 35.31 20.67 17.18 9.88 14.14 2.58 9.88 14.14
Q35 Q35 Q37	certification? Other (Specify) Company contacts employees' health care providers as part of the certification process Frequency that employer requires re-certification	N N N N N	1 .s 0 1 .s 1 2 3 .s .s .s .s .s .s .s .s .s .s	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Yes No Depends Don't Know/Refused Skip Less frequently than every 6 months Every 6 months More frequently than every 6 months Never Don't Know/Refused Skip Yes	0 1920 275 11 4 779 136 706 581 62 779 456 379 218 312 57 779 100	96.15 3.85 49.61 40.83 33.41 27.77 15.97 22.86 2.28 7.3	12.47 0.5 0.18 35.31 26.34 2.81 35.31 20.67 17.18 9.88 14.14 2.58 35.31 4.53
Q35 Q35 Q37	certification? Other (Specify) Company contacts employees' health care providers as part of the certification process Frequency that employer requires re-certification	N N N N N	1 .s .s .s 1 2 3 .s .s	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Yes No Depends Don't Know/Refused Skip Less frequently than every 6 months Every 6 months More frequently than every 6 months Never Don't Know/Refused Skip	0 1920 275 11 4 779 136 706 581 62 779 456 379 218 312 57 779	96.15 3.85 49.61 40.83 33.41 27.77 15.97 22.86	12.47 0.5 0.18 35.31 26.34 2.81 35.31 20.67 17.18 9.88 14.14 2.58 9.88 14.14
Q35 Q37 Q37 Q39_A	certification? Other (Specify) Company contacts employees' health care providers as part of the certification process Frequency that employer requires re-certification Does your organization pay for initial medical certification?	N N N N N N	1 .s 0 1 .s 1 2 3 .s .s .s .s .s .s .s .s .s .s	Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Yes No Depends Don't Know/Refused Skip Less frequently than every 6 months Every 6 months More frequently than every 6 months Never Don't Know/Refused Skip Yes No	0 1920 275 11 4 779 136 709 136 581 62 779 456 379 218 312 57 779 100 1270	96.15 3.85 49.61 40.83 33.41 27.77 15.97 22.86 2.28 7.3	12.47 0.5 0.18 35.311 6.17 32 26.34 2.81 35.31 20.67 17.18 9.88 14.14 2.58 35.31 4.53 35.757

				1			
Q39_C	Does your organization pay for second or third certifications?	N	.s	Don't Know/Refused Skip	73 779		3.31 35.31
			1	Yes	168	12.41	7.62
030 D		N	2	No	1186	87.59	53.76
Q39_D	Does your organization pay for fitness for duty certification?	N	.S	Don't Know/Refused Skip	67 779		3.04 35.31
			1	Yes	230	16.91	10.43
Q39_E	Does your organization pay for insufficient certification correction?	N	2	No Don't Know/Refused	1130 68	83.09	51.22 3.08
	Does your organization pay for insumcient certification correction?		.S	Skip	779		35.31
			1	Yes	75	5.52	3.4
Q40_PCT	Percent of leaves suspected to have been misused	N	2	No Don't Know/Refused	1284 12	94.48	58.2 0.54
	Percent of leaves suspected to have been misused		.S	Skip	1159		52.54
			Observed Range	0 - 100	1035		
Q41_1	Suspect misuse becausethe employee had a predictable leave pattern	N	.S	Don't Know/Refused Skip	0 1986		90.03
			0	Not selected	85	38.64	3.85
			1	Selected	135	61.36	6.12
Q41_2	Suspect misuse becausethe employee used leave to cover tardiness	N	.S	Don't Know/Refused Skip	0 1986		90.03
			0	Not selected	146	66.36	6.62
			1	Selected	74	33.64	3.35
Q41_3	Suspect misuse becausethe employee used common excuses or doubting reason for leave	N		Don't Know/Refused	0		
			.S	Skip	1986		90.03
			0	Not selected Selected	113	51.36 48.64	5.12 4.85
Q41_4	Suspect misuse becauseof doubt about the validity of a certification	N		Don't Know/Refused	0	40.04	4.05
-			.S	Skip	1986		90.03
			0	Not selected Selected	154 66	70	6.98 2.99
	Suspect misuse becausethe employee took frequent leave with short or no advance		1	Selected	00	30	2.99
Q41_5	notice provided or intermittent leave in general	N		Don't Know/Refused	0		00.00
		-	.S 0	Skip Not selected	1986 106	48.18	90.03 4.81
			1	Selected	114	51.82	5.17
Q41_6	Suspect misuse becauseof past experience with employee	N		Don't Know/Refused	0		
			.S 0	Skip Not selected	1986 85	38.64	90.03 3.85
			1	Selected	135	61.36	6.12
Q41_7	Suspect misuse becauseof some other reason	N		Don't Know/Refused	0		
+1_/			.S 0	Skip Not selected	1986 188	85.45	90.03 8.52
			1	Selected	32	14.55	1.45
Q42	Have you ever confirmed an employee's misuse of FMLA?	N		Don't Know/Refused	23		1.04
			.S	Skip Yes	660 93	6.11	29.92 4.22
			2	No	1430	93.89	64.82
Q43 A	What disciplinary action was taken for the most recent case of FMLA misuse?Absence	N			5		0.23
043_A	counted against the employee on point system	IN	.S	Don't Know/Refused Skip	2113		95.78
			1	Yes	50	56.82	2.27
	What disciplinary action was taken for the most recent case of FMLA misuse?The		2	No	38	43.18	1.72
Q43_B	employee given a verbal warning	N		Don't Know/Refused	7		0.32
			.S	Skip	2113 47	51.05	95.78 2.13
			2	Yes No	39	54.65 45.35	2.13
	What disciplinary action was taken for the most recent case of FMLA misuse?The						
Q43_C	employee was given a written warning	N	.S	Don't Know/Refused Skip	2113		0.27 95.78
			1	Yes	39	44.83	1.77
	What disciplinary action was taken for the most recent case of FMLA misuse?The		2	No	48	55.17	2.18
Q43_D	employee was suspended	N		Don't Know/Refused	9		0.41
			.S	Skip	2113		95.78
			1	Yes No	16 68	19.05 80.95	0.73
	What disciplinary action was taken for the most recent case of FMLA misuse?The		-				
Q43_E	employee was terminated	N	.S	Don't Know/Refused Skip	6 2113		0.27 95.78
			1	Yes	37	42.53	1.68
			2	No	50	57.47	2.27
Q43_F	What disciplinary action was taken for the most recent case of FMLA misuse?Other	N		Don't Know/Refused	52		2.36
			.S	Skip	2113		95.78
			2	Yes No	9	21.95 78.05	0.41
	An all the analysis . Devided with written avidence on how the Antin coordinated with		-			10.00	1.45
	Are eligible employeesProvided with written guidance on how the Act is coordinated with	N		Don't Know/Refused	22		1 29.92
Q44_A	Are eligible employeesProvided with written guidance on now the Act is coordinated with existing policies	IN	S	Skin		84.12	29.92
Q44_A	Are eighte employeesProvided with whiten guidance on how the Act is coordinated with existing policies		.S 1	Skip Yes	660 1282		
Q44_A	Are eligible employeesProvided with written guidance on now one Act is coordinated with existing policies		1 2	Yes No	1282 135	8.86	6.12
Q44_A	existing policies		1	Yes	1282		6.12 4.85
Q44_A	Are eligible employeesProvided with written guidance on how me Act is coordinated with existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave	N	1 2 3	Yes No Depends on circumstances Don't Know/Refused	1282 135 107 23	8.86	4.85
	existing policies		1 2 3 .S	Yes No Depends on circumstances Don't Know/Refused Skip	1282 135 107 23 660	8.86 7.02	4.85 1.04 29.92
	existing policies		1 2 3	Yes No Depends on circumstances Don't Know/Refused Skip Yes	1282 135 107 23 660 1115	8.86 7.02 73.21	4.85 1.04 29.92 50.54
Q44_B	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave	N	1 2 3 .S 1	Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances	1282 135 107 23 660 1115 201 207	8.86 7.02	4.85 1.04 29.92
	existing policies		1 2 3 3 1 2 3 3	Yes Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused	1282 135 107 23 660 1115 201 207 22	8.86 7.02 73.21 13.2	4.85 1.04 29.92 50.54 9.11 9.38 1
Q44_B	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave	N	1 2 3 .S 1 2	Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances	1282 135 107 23 660 1115 201 207 22 660	8.86 7.02 73.21 13.2 13.59	4.85 1.04 29.92 50.54 9.11 9.38 1 29.92
Q44_B	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave	N	1 2 3 3 .S 1 2 3 3 .S 1 2 2	Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip Yes No	1282 135 107 23 660 1115 201 207 22 660 806 500	8.86 7.02 73.21 13.2 13.59 52.89 32.81	4.85 1.04 29.92 50.54 9.11 9.38 1 29.92 36.54 22.67
Q44_B	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave	N	1 2 3 3 .s 1 2 3 .s 1 1	Yes No Depends on circumstances Don't Know/Refused Skip Yes Depends on circumstances Don't Know/Refused Skip Yes	1282 135 107 23 660 1115 201 207 22 660 806	8.86 7.02 73.21 13.2 13.59 52.89	4.85 1.04 29.92 50.54 9.11 9.38 1 29.92 36.54
Q44_B	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave	N	1 2 3 3 .S 1 2 3 3 .S 1 2 2	Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip Yes No	1282 135 107 23 660 1115 201 207 22 660 806 500	8.86 7.02 73.21 13.2 13.59 52.89 32.81	4.85 1.04 29.92 50.54 9.11 9.38 1 29.92 36.54 22.67
Q44_B	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave Are eligible employeesRequired to use their paid leave before taking unpaid leave	N	1 2 3 3 .S 1 2 3 3 .S 1 2 2	Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip	1282 135 107 23 660 1115 201 207 22 660 806 500 218 20 660	8 86 7.02 73.21 13.2 13.59 52.89 32.81 14.3	4.85 1.04 29.92 50.54 9.11 9.38 1 29.92 36.54 22.67 9.88 0.91 29.92
Q44_B	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave Are eligible employeesRequired to use their paid leave before taking unpaid leave	N	1 2 3 3 1 2 3 3 1 2 3 3 1 1 2 3 3 1 1	Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip Yes	1282 135 107 23 660 1115 201 207 22 660 806 500 218 20 660 547	8.86 7.02 73.21 13.2 13.59 52.89 32.81 14.3 35.85	4.85 1.04 29.92 50.54 9.11 9.38 1 29.92 36.54 22.67 9.88 0.91 29.92 24.8
Q44_B	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave Are eligible employeesRequired to use their paid leave before taking unpaid leave	N	1 2 3 3 1 2 3 3 5 1 2 3 3	Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip Yes No	1282 135 107 23 660 1115 201 207 22 660 806 500 218 20 660	8 86 7.02 73.21 13.2 13.59 52.89 32.81 14.3	4.85 1.04 29.92 50.54 9.11 9.38 1 29.92 36.54 22.67 9.88 0.91 29.92 24.8 18.22
Q44_B	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave Are eligible employeesRequired to use their paid leave before taking unpaid leave	N	1 2 3 3 S 1 2 3 3 S 1 2 3 S 1 2 3 S 1 2 3	Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Ship Yes No Depends on circumstances Don't Know/Refused	1282 135 107 23 660 1115 201 207 22 660 806 500 218 20 660 547 402 577 0	8 86 7.02 73.21 13.2 13.59 52.99 32.81 14.3 14.3 35.85 26.34	4 85 1.04 29.92 50.54 9.11 9.38 1 29.92 36.54 22.67 9.88 0.91 29.92 24.8 18.22 26.16
Q44_D	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave Are eligible employeesRequired to use their paid leave before taking unpaid leave Are eligible employeesEver offered alternative work arrangements instead of leave	N N N	1 2 3 3 1 2 3 1 1 2 3 3 1 2 3 3 1 2 3 3 1 2 3 3 . S 1 2 3 . S . S . S . S . S . S . S . S . S .	Yes No Depends on circumstances Don't Know/Refused Skip Yes No	1282 135 107 23 660 1115 201 222 660 806 500 218 20 660 547 402 577 0 0 660	8 86 7.02 73.21 13.29 52.89 32.81 14.3 35.85 26.54 37.81	4.85 1.04 25.92 50.54 9.11 9.38 1 229.92 36.54 22.67 9.88 0.91 22.92 24.8 18.22 26.16 29.92 24.8 18.22 29.92 24.8 18.22 29.92 20.92
Q44_D	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave Are eligible employeesRequired to use their paid leave before taking unpaid leave Are eligible employeesEver offered alternative work arrangements instead of leave	N N N	1 2 3 3 S 1 2 3 3 S 1 2 3 S 1 2 3 S 1 2 3	Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Ship Yes No Depends on circumstances Don't Know/Refused	1282 135 107 23 660 1115 201 207 22 660 806 500 218 20 660 547 402 577 0	8 86 7.02 73.21 13.2 13.59 52.99 32.81 14.3 14.3 35.85 26.34	4.85 1.04 29.92 50.54 9.11 9.38 1 29.92 36.54 22.67 9.88 0.91 29.92 24.8 18.22 26.16
Q44_D	existing policies Are eligible employeesProvided with written guidance on how much of the leave taken was counted as FMLA leave Are eligible employeesRequired to use their paid leave before taking unpaid leave Are eligible employeesEver offered alternative work arrangements instead of leave	N N N	1 2 3 3 1 2 3 1 1 2 3 3 1 2 3 3 1 2 3 3 1 2 3 3 . S 1 2 3 . S . S . S . S . S . S . S . S . S .	Yes No Depends on circumstances Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip Yes No Depends on circumstances Don't Know/Refused Skip No Depends on circumstances Don't Know/Refused Skip No Depends on circumstances Don't Know/Refused Skip Not selected	1282 135 107 23 660 1115 201 202 22 660 806 500 2218 20 660 660 547 402 577 0 0 660 319	8.86 7.02 73.21 13.2 13.59 32.81 14.3 35.85 26.34 37.81 20.63	4.85 1.04 29.92 50.54 9.11 9.38 1 22.92 36.54 22.67 9.88 0.91 29.92 24.8 18.22 24.8 18.22 28.16 29.22 24.44 6 29.92 20.92 20.9

			0	have a started at	4405	01.70	00.44
			0	Not selected Selected	1465 81	94.76 5.24	66.41
Q47_3 Sou	urces of information on FMLAA trade group	N		Don't Know/Refused	0		
			.S	Skip	660	01.00	29.92
			0	Not selected Selected	1266 280	81.89 18.11	57.39
Q47_4 Sou	urces of information on FMLAAn attorney or consultant	N		Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	736	47.61	33.36
Q47_5 Sou	urces of information on FMLAA union	N	1	Selected Don't Know/Refused	810	52.39	36.72
<u>un_</u> 000			.s	Skip	660		29.92
			0	Not selected	1516	98.06	68.72
			1	Selected	30	1.94	1.36
Q47_6 Sou	urces of information on FMLAYour employees	N	.s	Don't Know/Refused Skip	0 660		29.92
			0	Not selected	1449	93.73	65.68
			1	Selected	97	6.27	4.4
Q47_7 Sou	urces of information on FMLAExisting company policies	N		Don't Know/Refused	0		
			.S 0	Skip Not selected	660 542	35.06	29.92
			1	Selected	1004	64.94	45.51
						01.01	10.01
Q47_8 Sou	urces of information on FMLAThird party hired to process FMLA leave requests	N		Don't Know/Refused	0		
			.S 0	Skip Not selected	660 1275	82.47	29.92 57.8
			1	Selected	271	17.53	12.28
Q47_9 Sou	urces of information on FMLASome other source	N		Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1266	81.89	57.39
Q47_10 Sou	urces of information on FMLADo not use any source	N	1	Selected Don't Know/Refused	280 0	18.11	12.69
300			.s	Skip	660		29.92
			0	Not selected	1520	98.32	68.9
	· · · · · · · · · · · · · · · · · · ·		1	Selected	26	1.68	1.18
Q48_1 Whi	hich method do you use to inform employees of their rights under FMLAEmployee ndbook	N		Don't Know/Refused	0		
	·		.S	Skip	660		29.92
			0	Not selected	290	18.76	13.15
	high method do you yoo to inform an always of their sight sound of 550 A. Mark	<u> </u>	1	Selected	1256	81.24	56.94
	hich method do you use to inform employees of their rights under FMLANotice on lletin board	N		Don't Know/Refused	0		
_			.S	Skip	660		29.92
			0	Not selected	502	32.47	22.76
			1	Selected	1044	67.53	47.33
Q48_3 Whi	hich method do you use to inform employees of their rights under FMLAMemos	N		Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected	1187	76.78	53.81
White	hich method do you use to inform employees of their rights under FMLAComputer		1	Selected	359	23.22	16.27
	twork, Intranet or Email	N		Don't Know/Refused	0		
			.S	Skip	660		29.92
			0	Not selected Selected	901 645	58.28 41.72	40.84 29.24
Whi	hich method do you use to inform employees of their rights under FMLAOral		1	Selected	645	41.72	29.24
	tification	N		Don't Know/Refused	0		
			.S	Skip	660	50.04	29.92
			0	Not selected Selected	869 677	56.21 43.79	39.39 30.69
Whi	hich method do you use to inform employees of their rights under FMLAEmployee				011	40.75	30.03
Q48_6 orien	entation or other meetings with employees	N		Don't Know/Refused	0		
			.S 0	Skip Not selected	660 629	40.69	29.92 28.51
			1	Selected	917	59.31	41.57
	hich method do you use to inform employees of their rights under FMLASome other						
Whi		N		Don't Know/Refused			
Q48_7 Whi met	100			01.5	0		
Q48_7 Whi			.S	Skip Not selected	0 660 1357	87.77	29.92
Q48_7 Whi			.S 0 1	Skip Not selected Selected	0 660 1357 189	87.77 12.23	29.92 61.51 8.57
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform		0	Not selected Selected	1357 189		61.51
Q48_7 met			0	Not selected Selected Don't Know/Refused	1357 189 0		61.51 8.57
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform	N	0	Not selected Selected	1357 189		61.51
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights	N	0 1 .S	Not selected Selected Don't Know/Refused Skip	1357 189 0 660	12.23	61.51 8.57 29.92
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first	N	0 1 .S 0	Not selected Selected Don't Know/Refused Skip Not selected Selected	1357 189 0 660 1538 8	12.23 99.48	61.51 8.57 29.92 69.72
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first	N	0 1 .S 0 1	Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused	1357 189 0 660 1538	12.23 99.48	61.51 8.57 29.92 69.72 0.36
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first	N	0 1 .S 0	Not selected Selected Don't Know/Refused Skip Not selected Selected	1357 189 0 660 1538 8 0	12.23 99.48	61.51 8.57 29.92 69.72
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed	N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Selected Selected	1357 189 0 660 1538 8 0 668 311 1227	12.23 99.48 0.52	61.51 8.57 29.92 69.72 0.36 30.28
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed	N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused	1357 189 0 660 1538 8 0 668 311 1227 0	12.23 99.48 0.52 20.22	61.51 8.57 29.92 68.72 0.36 30.28 14.1 55.62
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed	N	0 1 .S 0 1 .S 0 1 .S .S	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip	1357 189 0 660 1538 8 0 668 311 1227 0 668	12.23 99.48 0.52 20.22 79.78	61.51 8.57 29.92 69.72 0.36 30.28 14.1 55.62 30.28
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed	N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused	1357 189 0 660 1538 8 0 668 311 1227 0	12.23 99.48 0.52 20.22	61.51 8.57 29.92 69.72 0.36 30.28 14.1 55.62 30.28 57.12
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they	N N N	0 1 .S 0 1 .S 0 1	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Don't Know/Refused Skip Not selected Selected	1357 189 0 660 1538 8 0 668 311 1227 0 668 1260 278	12.23 99.48 0.52 20.22 79.78 81.92	61.51 8.57 29.92 69.72 0.36 30.28 14.1 55.62 30.28
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually	N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Don't Know/Refused	1357 189 0 660 1538 8 0 668 311 1227 0 668 1210 668 1220 0 668 1260 278 0	12.23 99.48 0.52 20.22 79.78 81.92	61.51 8.57 29.92 66.72 0.36 30.28 14.1 55.62 55.62 57.12 12.6
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they	N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Don't Know/Refused Skip Not selected Selected	1357 189 0 660 1538 8 0 668 311 1227 0 668 1260 278	12.23 99.48 0.52 20.22 79.78 81.92	61.51 8.57 29.92 69.72 0.36 30.28 14.1 55.62 30.28 57.12
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they	N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Selected Solected Skip Not selected Skip	1357 189 0 660 1538 8 0 668 311 1227 0 668 1260 278 0 668	12.23 99.48 0.52 20.22 79.78 81.92 18.08	61.51 8.57 29.92 69.72 0.36 30.28 14.1 55.62 30.28 57.12 12.6
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they wide notice of any event for which they may need FMLA-eligible leave er the years, has the cost of complying with FMLA increased, decreased, or not	N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Selected Skip Not selected Skip	1357 189 0 660 1538 8 0 668 311 1227 0 668 311 1227 0 668 314 1224	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42	61.51 8.57 29.92 69.72 0.36 14.1 55.62 30.28 57.12 12.6 30.28 14.23 55.49
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they yold notice of any event for which they may need FMLA-eligible leave	N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Don't Know/Refused Don't Know/Refused	1357 189 0 660 1538 8 0 668 3111 1227 0 668 3111 1227 0 668 314 1224 51	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42	61.51 8.57 29.92 69.72 69.72 69.72 0.36 30.28 57.12 12.6 30.28 57.12 12.6 30.28 57.12 12.6 30.28 55.49 2.31
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they wide notice of any event for which they may need FMLA-eligible leave er the years, has the cost of complying with FMLA increased, decreased, or not	N N N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Selected Skip Not selected Skip	1357 189 0 660 1538 8 0 668 311 1227 0 668 311 1227 0 668 314 1224	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42	61.51 8.57 29.92 69.72 0.36 30.28 30.28 55.62 30.28 55.42 30.28 55.49 30.28 55.49 2.31 2.9.92
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they wide notice of any event for which they may need FMLA-eligible leave er the years, has the cost of complying with FMLA increased, decreased, or not	N N N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Don't know/Refused Skip Don't Know/Refused	1357 189 0 660 1538 8 0 668 311 120 668 1217 0 668 1227 0 6688 314 1224 51 660 574 13	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42 79.58 20.42 79.58 38.39 0.87	61.51 8.57 29.92 69.72 0.36 30.28 14.1 55.62 30.28 30.28 30.28 30.28 30.28 30.28 30.28 30.28 2.31 2.99 2.31 2.992 2.6.02 0.59
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Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights nen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they wide notice of any event for which they may need FMLA-eligible leave er the years, has the cost of complying with FMLA increased, decreased, or not anged?Administrative costs	N N N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Don't Know/Refused Skip	1357 189 0 660 1538 8 0 668 3111 1227 0 6688 1260 278 0 6688 1224 51 660 574 13 908	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42 79.58 20.42 79.58 38.39 0.87	61.51 8.57 29.92 69.72 69.72 69.72 0.36 30.28 57.12 12.6 30.28 57.12 12.6 30.28 57.42 12.5 54.9 2.31 14.23 29.92 2.60.02 0.59 4.1.16
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Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights nen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they wide notice of any event for which they may need FMLA-eligible leave er the years, has the cost of complying with FMLA increased, decreased, or not anged?Administrative costs	N N N N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Increased Don't Know/Refused Skip Docreased Don't Know/Refused Skip Docreased Don't Know/Refused Skip Docreased Docreased Docreased Docreased Docreased Docreased	1357 189 0 660 1538 8 0 668 3111 1227 0 668 314 1224 51 660 314 1224 51 660 574 13 908 58 660 533 15	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42 79.58 38.39 0.87 60.74 35.82 1.01	61.51 8.57 29.92 69.72 0.38 30.28 55.62 30.28 55.62 30.28 55.62 30.28 55.62 30.28 55.62 30.28 55.62 2.55.62 2.63 2.63 2.99 2.26.02 0.59 2.63 2.99 2.26.02 0.59 2.26.02 0.59 2.26.02 0.59 2.26.02 0.59 2.26.02 0.59 2.26.02 0.59 2.26.02 0.59 2.26.02 0.59 2.26.02 0.59 2.26.02 0.57 2.27.02 0.57.12 0.
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Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights nen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they wide notice of any event for which they may need FMLA-eligible leave er the years, has the cost of complying with FMLA increased, decreased, or not anged?Administrative costs	N N N N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Increased Don't Know/Refused Skip Docreased Don't Know/Refused Skip Docreased Don't Know/Refused Skip Docreased Docreased Docreased Docreased Docreased Docreased	1357 189 0 660 1538 8 0 668 3111 1227 0 668 314 1224 51 660 314 1224 51 660 574 13 908 58 660 533 15	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42 79.58 38.39 0.87 60.74 35.82 1.01	61.51 8.57 29.92 69.72 0.36 30.28 14.1 55.62 30.28 55.49 2.30 2.80 2.26.02 0.55 49.16 2.63 2.99.92 2.4.16 0.68
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they vide notice of any event for which they may need FMLA-eligible leave er the years, has the cost of complying with FMLA increased, decreased, or not anged?Cost of continuing benefits er the years, has the cost of complying with FMLA increased, decreased, or not anged?Cost of continuing benefits	N N N N N N N N N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Don't Know/Refused Skip Increased Don't Know/Refused Skip Increased Don't Know/Refused Skip Don't Know/Refused Skip Increased Don't Know/Refused Skip Don't	1357 189 0 660 1538 8 0 0 1538 8 0 1538 8 0 668 311 1227 0 668 314 1224 51 660 533 15 940 51	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42 79.58 38.39 0.87 60.74 35.82 1.01 63.17	6151 8.57 29.92 69.72 0.36 30.28 30.28 30.28 30.28 30.28 30.28 30.28 30.28 30.28 30.28 30.28 30.28 30.28 30.28 30.28 30.28 2.31 2.99 2.26 0.59 4.116 0.66 2.99 2.24.16 0.066 4.2.61 2.31 2.31 2.99 2.24.16 0.066 2.29.12 2.4.16 0.066 2.29.12 2.4.16 0.066 2.29.12 2.4.16 0.066 2.29.12 2.4.16 0.066 2.29.12 2.4.16 0.066 2.29.12 2.4.16 0.066 2.29.12 2.4.16 0.066 2.29.12 2.4.16 0.066 2.29.12 2.4.16 0.066 2.29.12 2.5.12 0.066 2.29.12 0.066 2.29.12 0.066 2.29.12 0.066 2.29.12 0.066 2.29.12 0.066 2.29.12 0.066 2.29.12 0.066 2.29.12 0.066 2.29.12 0.066 2.29.12 0.066 2.29.12 0.066 2.29.12 0.076 0.076 0.076 0.076 0.0777 0.0777 0.0777 0.0777 0.07777 0.07777 0.077777777
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they vide notice of any event for which they may need FMLA-eligible leave er the years, has the cost of complying with FMLA increased, decreased, or not anged?Cost of continuing benefits er the years, has the cost of complying with FMLA increased, decreased, or not anged?Cost of continuing benefits	N N N N N N N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Increased Don't Know/Refused Skip Increased	1357 189 0 660 1538 8 0 668 311 1227 0 668 1260 278 1260 278 1227 0 668 1224 51 660 668 574 13 908 660 5333 15 940 51 6600 349	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42 79.58 20.42 79.58 38.39 0.67 60.74 35.82 1.01 63.17 23.34	61.51 8.57 29.92 69.72 0.36 30.28 14.1 55.62 30.28 57.12 12.6 2.31 29.92 26.02 0.59 41.16 2.63 29.92 24.16 0.68 42.61 2.31 29.92 24.15,82
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they vide notice of any event for which they may need FMLA-eligible leave er the years, has the cost of complying with FMLA increased, decreased, or not anged?Cost of continuing benefits er the years, has the cost of complying with FMLA increased, decreased, or not anged?Cost of continuing benefits	N N N N N N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Don't Know/Refused Don't Know/Refused Skip Don't Know/Refused Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused	1357 189 0 660 1538 8 0 668 311 1227 0 278 0 668 314 1224 51 54 58 660 533 58 660 533 54 660 533 54 660 533 54 660 533 640 541 662 940 51 660 349 8	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42 79.58 20.42 79.58 38.39 0.87 60.74 35.82 1.01 63.17 .01 63.17	61.51 8.57 29.92 69.72 0.36 14.1 55.62 30.28 57.12 12.6 30.28 57.12 12.6 30.28 57.12 12.6 30.28 14.23 29.92 28.02 0.59 41.16 2.63 29.92 24.16 0.68 42.61 2.31 29.92 24.16 0.68 42.61 2.31 2.992 24.16 0.68 42.61 2.31 2.992 24.16 0.68 42.61 2.31 2.992 24.16 0.68 42.61 2.31 2.992 2.4.16 0.68 4.2.61 2.31 2.992 2.4.16 0.68 4.2.61 2.31 2.992 2.4.16 0.68 4.2.61 2.31 2.992 2.4.16 0.68 4.2.61 2.31 2.992 2.4.16 0.68 4.2.61 2.31 2.992 2.4.16 0.68 2.31 2.992 2.4.16 0.68 3.2.992 2.4.16 0.68 3.2.992 2.4.16 0.68 3.2.992 2.5.16 2.5.
Q48_7 met	hich method do you use to inform employees of their rights under FMLADo not inform ployees of their rights hen do you notify employees about their rights under the FMLA?When they are first ed hen do you notify employees about their rights under the FMLA?Annually hen do you notify employees about their rights under the FMLA?As soon as they vide notice of any event for which they may need FMLA-eligible leave er the years, has the cost of complying with FMLA increased, decreased, or not anged?Cost of continuing benefits er the years, has the cost of complying with FMLA increased, decreased, or not anged?Cost of continuing benefits	N N N N N N N N	0 1 	Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Not selected Don't Know/Refused Skip Increased Don't Know/Refused Skip Increased	1357 189 0 660 1538 8 0 668 311 1227 0 668 1260 278 0 668 1224 51 660 574 13 908 660 533 15 940 51 6600 349	12.23 99.48 0.52 20.22 79.78 81.92 18.08 20.42 79.58 20.42 79.58 38.39 0.67 60.74 35.82 1.01 63.17 23.34	61.51 8.57 29.92 69.72 0.36 30.28 14.1 55.62 30.28 57.12 12.6 2.31 29.92 26.02 0.59 41.16 2.63 29.92 24.16 0.68 42.61 2.31 29.92 24.15,82

			.S	Skip	660		29.92
			1	Increased Decreased	106	12.93	4.81
			3	Not changed	714	87.07	32.37
	Over the years, has the cost of complying with FMLA increased, decreased, or not						
Q49_E	changed?Any additional costs, please specify which costs	N	.S	Don't Know/Refused Skip	797 660		36.13 29.92
			1	Increased	26	3.47	1.18
			2	Decreased	0	0	0
			3	Not changed	723	96.53	32.77
Q50_A	Ease of implementationCoordinating leave and attendance policies with FMLA	N	.S	Don't Know/Refused Skip	22 660		29.92
			1	Very easy	420	27.56	19.04
			2	Somewhat easy	688	45.14	31.19
			3	Somewhat difficult	276	18.11	12.51
			4	Very difficult	52	3.41	2.36
	Ease of implementationCoordinating leave policies with Americans with Disabilities Act		5	Not applicable	88	5.77	3.99
Q50_B	requirements	N		Don't Know/Refused	30		1.36
			.S	Skip	660		29.92
			1	Very easy	312	20.58	14.14
			2	Somewhat easy Somewhat difficult	541 413	35.69 27.24	24.52
			4	Very difficult	125	8.25	5.67
			5	Not applicable	125	8.25	5.67
Q50_C	Ease of implementationCoordinating leave policies with state leave policies or laws	N		Don't Know/Refused	25		1.13
435_0	Lase of imperientationooordinating leave policies with state leave policies of laws		.S	Skip	660		29.92
			1	Very easy	388	25.51	17.59
			2	Somewhat easy	595	39.12	26.97
		<u> </u>	3 4	Somewhat difficult	302	19.86	13.69
			5	Very difficult Not applicable	74 162	4.87	3.35
	Ease of implementationCoordinating leave policies with local (city or county) leave		-			10.00	
Q50_D	policies or laws	N		Don't Know/Refused	26		1.18
			.S 1	Skip	660 355	23.36	29.92 16.09
		-	2	Very easy Somewhat easy	355 534	23.36	24.21
			3	Somewhat difficult	238	15.66	10.79
			4	Very difficult	56	3.68	2.54
			5	Not applicable	337	22.17	15.28
Q50_E	Ease of implementationCoordinating FMLA with Collective Bargaining Agreement	N	.S	Don't Know/Refused Skip	11 1893		0.5
			.5	Very easy	62	20.53	2.81
			2	Somewhat easy	94	31.13	4.26
			3	Somewhat difficult	50	16.56	2.27
			4	Very difficult	10	3.31	0.45
	Ease of implementationAdministering FMLA's notification, designation, and certification		5	Not applicable	86	28.48	3.9
Q50_F	requirements	N		Don't Know/Refused	25		1.13
			.S	Skip	660		29.92
			1	Very easy	393	25.84	17.82
			3	Somewhat easy Somewhat difficult	660 293	43.39 19.26	29.92 13.28
			4	Very difficult	69	4.54	3.13
			5	Not applicable	106	6.97	4.81
Q50_G	Ease of implementationDetermining if a health condition is a serious health condition under FMLA	N		Don't Know/Refused	25		1.13
430_9			.s	Skip	660		29.92
			1	Very easy	361	23.73	16.36
			2	Somewhat easy	713	46.88	32.32
			3	Somewhat difficult	266	17.49	12.06
			4	Very difficult Not applicable	42 139	2.76 9.14	1.9
Q51_A	Helpfulness of FMLA provisionsThe exception for highly paid key employees	N	5	Don't Know/Refused	57	5.14	2.58
			.S	Skip	660		29.92
			1	Very helpful	270	18.13	12.24
			2	Somewhat helpful	390	26.19	17.68
		<u> </u>	3 4	Not at all helpful Not applicable	165 664	11.08 44.59	7.48
Q51_B	Helpfulness of FMLA provisionsMedical certifications	N		Don't Know/Refused	41		1.86
			.S	Skip	660		29.92
			1	Very helpful	712	47.31	32.28
			2	Somewhat helpful Not at all helpful	504 46	33.49 3.06	22.85 2.09
			4	Not at all nelptul Not applicable	243	3.06	2.09
1				Don't Know/Refused	60		2.72
Q51_C	Helpfulness of FMLA provisionsSecond and third medical opinions	N			660		29.92
Q51_C	Helpfulness of FMLA provisionsSecond and third medical opinions	N	.S	Skip		13.86	9.34 20.04
Q51_C	Helpfulness of FMLA provisionsSecond and third medical opinions	N	1	Very helpful	206		
Q51_C	Helpfulness of FMLA provisionsSecond and third medical opinions	N		Very helpful Somewhat helpful	206 442	29.74	
Q51_C	Helpfulness of FMLA provisionsSecond and third medical opinions		1	Very helpful	206		6.94
051_C	Helpfulness of FMLA provisionsSecond and third medical opinions		1 2 3 4	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused	206 442 153 685 43	29.74 10.3	6.94 31.05 1.95
			1 2 3 4 .S	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip	206 442 153 685 43 660	29.74 10.3 46.1	6.94 31.05 1.95 29.92
			1 2 3 4	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful	206 442 153 685 43 660 619	29.74 10.3 46.1 41.18	6.94 31.05 1.95 29.92 28.06
			1 2 3 4 .S	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful	206 442 153 685 43 660	29.74 10.3 46.1	6.94 31.05 1.95 29.92 28.06 24.75
051_D			1 2 3 4 .S 1 2	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful	206 442 153 685 43 660 619 546	29.74 10.3 46.1 41.18 36.33	6.94 31.05 1.95 29.92 28.06 24.75
			1 2 3 4 .S 1 2 3 3 4	Very helpful Somewhat helpful Not at all helpful Not applicable Oort Krow/Refused Skip Very helpful Somewhat helpful Not at all helpful Not applicable Dort Know/Refused	206 442 153 685 43 660 619 546 93 245 53	29.74 10.3 46.1 41.18 36.33 6.19	6.94 31.05 29.92 28.06 24.75 4.22 11.11 2.4
051_D	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave	N	1 2 3 4 .S 1 2 3	Very helpful Somewhat helpful Not at all helpful Not applicable Don't KnowRefused Skip Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip	206 442 153 685 43 660 619 546 93 245 53 660	29.74 10.3 46.1 41.18 36.33 6.19 16.3	6.94 31.05 1.95 29.92 28.06 24.75 4.22 11.11 2.4 29.92
051_D	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave	N	1 2 3 4 4 5 1 2 3 4 4 5 1 2 3 4 5 1 1	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful	206 442 153 685 43 660 619 546 93 245 53 660 257	29.74 10.3 46.1 41.18 36.33 6.19 16.3 17.21	6.94 31.05 29.92 28.06 24.75 4.22 11.11 2.4 29.92 11.65
051_D	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave	N	1 2 3 4 .S 1 2 3 3 4	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Not at all helpful Don't Know/Refused Skip Very helpful Somewhat helpful	206 442 153 685 43 660 619 546 93 245 53 660 257 550	29.74 10.3 46.1 41.18 36.33 6.19 16.3 17.21 36.84	6.94 31.05 29.92 28.06 24.75 4.22 11.11 2.4 29.92 11.65 24.93
051_D	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave	N	1 2 3 4 4 2 3 3 4 4 5 1 2 2	Very helpful Somewhat helpful Not at all helpful Not applicable Oort Krow/Refused Skip Very helpful Somewhat helpful Not applicable Dort Know/Refused Skip Very helpful Somewhat helpful Not applicable Not applicable	206 442 153 685 43 660 619 546 93 245 53 660 257	29.74 10.3 46.1 41.18 36.33 6.19 16.3 17.21	6.94 31.05 29.92 28.06 24.75 4.22 11.11 2.4 29.92 11.65 24.93 7.98
Q51_D	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave	N	1 2 3 4 4 5 5 1 2 3 4 4 5 1 2 3 4 4	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Not at all helpful Skip Very helpful Somewhat helpful Not at all helpful Not at all helpful Not applicable Don't Know/Refused	206 442 153 685 43 660 546 93 245 53 660 257 550 176 510 47	29.74 10.3 46.1 41.18 36.33 6.19 16.3 17.21 36.84 11.79	6.94 31.05 29.92 28.06 24.75 4.22 11.11 2.4 29.92 11.65 24.93 24.93 24.93 23.12 2.13
Q51_D	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave Helpfulness of FMLA provisionsTransfer to an alternative position	N	1 2 3 4 4 5 5 1 2 3 4 4 5 5 1 2 3 3	Very helpful Somewhat helpful Not at all helpful Not applicable Don't KnowRefused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Not applicable Don't KnowRefused Skip	206 442 153 685 43 660 619 546 93 245 53 660 257 550 176 510 47 660	2974 10.3 46.1 41.18 36.33 6.19 16.3 17.21 36.84 11.79 34.16	6.94 31.05 1.95 29.92 28.06 24.75 4.22 11.11 2.4 29.92 11.05 24.93 7.98 23.12 2.13 2.9.92
Q51_D	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave Helpfulness of FMLA provisionsTransfer to an alternative position	N	1 2 3 4 4 5 5 1 2 3 4 4 5 1 2 3 3 4 4 5 1 1	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not aplicable Don't Know/Refused Skip Very helpful Somewhat helpful Not aplicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful	206 442 153 685 43 660 619 546 93 245 53 660 257 550 176 510 47 660 475	29.74 10.3 46.1 41.18 36.33 6.19 16.3 17.21 36.84 11.79 34.16 31.69	6.94 31.05 1.95 28.06 24.75 4.22 11.11 2.4 29.92 11.65 24.93 7.98 23.12 2.13 29.92 2.15 2
Q51_D	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave Helpfulness of FMLA provisionsTransfer to an alternative position	N	1 2 3 4 4 5 5 1 2 3 4 4 5 1 2 3 4 4	Very helpful Somewhat helpful Not at all helpful Not applicable Dori't Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Not applicable Dori't Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Not at all helpful Not at all helpful Somewhat helpful Skip Very helpful Skip Very helpful Somewhat helpful Somewhat helpful	206 442 153 685 43 660 619 546 93 245 53 660 257 550 176 510 47 660 475 595	2974 10.3 46.1 41.18 36.33 6.19 16.3 17.21 36.84 11.79 34.16 31.69 39.69	6.94 31.05 1.95 29.92 28.06 24.75 4.22 411.11 2.4 29.92 21.165 24.93 7.98 23.12 2.13 29.92 21.153 29.92 21.53 26.97
Q51_D	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave Helpfulness of FMLA provisionsTransfer to an alternative position	N N N	1 2 3 4 4 5 7 2 3 4 4 5 8 3 4 4 5 8 1 2 2 3 4 4 2 2 3 2 4 4 2 2	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not aplicable Don't Know/Refused Skip Very helpful Somewhat helpful Not aplicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful	206 442 153 685 43 660 619 546 93 245 53 660 257 550 176 510 47 660 475	29.74 10.3 46.1 41.18 36.33 6.19 16.3 17.21 36.84 11.79 34.16 31.69	6.94 31.05 1.95 29.92 28.06 24.75 4.22 411.11 2.4 29.92 21.165 24.93 7.98 23.12 2.13 29.92 21.153 29.92 21.53 26.97
Q51_D Q51_E Q51_F	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave Helpfulness of FMLA provisionsTransfer to an alternative position	N N N	1 2 3 4 4 5 5 1 2 3 3 4 4 5 5 1 2 3 3 4 4 5 2 3 3 4 4 4 4	Very helpful Somewhat helpful Not at all helpful Not applicable Dorit Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Not applicable Dorit Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Skip Very helpful Somewhat helpful Not at all helpful Not applicable Dorit Know/Refused	206 442 153 685 43 43 660 619 546 633 660 257 550 7550 477 660 475 595 595 595 595 700 49	29.74 10.3 46.1 41.18 36.33 6.19 16.3 17.21 36.84 11.79 34.16 31.69 39.69 4.67	6 94 3 1.05 1.95 29.92 28.06 24.75 4.22 11.11 2.4 29.92 21.15 24.93 7.98 23.12 2.13 29.92 21.53 26.97 3.17 16.27 2.22
051_D 051_E 051_F	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave Helpfulness of FMLA provisionsTransfer to an alternative position Helpfulness of FMLA provisionsMedical recertification	N N N	1 2 3 4	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip	206 442 153 685 660 619 546 639 245 53 660 257 550 176 660 257 7550 776 660 475 595 70 359 860	29.74 10.3 46.1 41.18 36.33 6.39 16.3 17.21 36.84 11.79 34.16 31.69 39.69 4.67 23.95	6 64 31.05 1.95 2.922 28.06 24.75 4.22 11.11 2.4 2.922 11.65 24.93 24.94 24.93
051_D 051_E 051_F	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave Helpfulness of FMLA provisionsTransfer to an alternative position Helpfulness of FMLA provisionsMedical recertification	N N N	1 2 3 4 4 5 1 2 3 4 4 5 1 2 3 4 4 5 1 2 3 4 4 5 1 1 2 3 4 4 5 1 1 2 3 4 5 1 1 2 3 4 5 1 1 1 2 1 1 1 1 2 1 1 1 1 1 1 1 1 1 1	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Not at all helpful Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip	206 442 153 685 660 619 93 245 53 660 257 550 550 550 550 550 550 550 550 550 5	2974 10.3 46.1 41.18 36.33 6.19 16.3 17.21 36.84 11.79 34.16 31.69 39.69 4.67 23.95 23.95 23.95 36.41	6 64 31.05 1.95 29.92 28.06 24.75 4.22 11.11 2.4 29.92 21.15 24.93 7.98 23.12 21.53 26.97 3.17 16.27 2.22 29.92 24.71
051_D 051_E 051_F	Helpfulness of FMLA provisionsAdvance notice of foreseeable leave Helpfulness of FMLA provisionsTransfer to an alternative position Helpfulness of FMLA provisionsMedical recertification	N N N	1 2 3 4 4 5 5 1 2 3 3 4 4 5 5 1 2 3 3 4 4 5 2 3 3 4 4 4 4	Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not applicable Don't Know/Refused Skip Very helpful Somewhat helpful Not at all helpful Not applicable Don't Know/Refused Skip	206 442 153 685 660 619 546 639 245 53 660 257 550 176 660 257 7550 776 660 475 595 70 359 860	29.74 10.3 46.1 41.18 36.33 6.39 16.3 17.21 36.84 11.79 34.16 31.69 39.69 4.67 23.95	6.94 31.05 29.92 28.06 24.75 4.22 11.11 2.4 29.92 11.65 24.93 7.98 23.12 2.13 29.92 21.53 26.97 3.17

Г	Helpfulness of FMLA provisionsCertification of leave for care of military service member,	1	1				
Q51_H	or for qualifying exigency while employee's spouse or relative is on covered active duty or call to covered	N		Don't Know/Refused	53		2.4
			.S	Skip	660		29.92
			1	Very helpful	383	25.65	17.36
			2 3	Somewhat helpful Not at all helpful	445 55	29.81 3.68	20.17 2.49
			4	Not applicable	610	40.86	27.65
Q52	Ease of complying with FMLA	N	.s	Don't Know/Refused Skip	660		0.27 29.92
			.5	Very easy	611	39.68	29.92
			2	Somewhat easy	505	32.79	22.89
			3 4	Somewhat difficult Very difficult	144 19	9.35 1.23	6.53 0.86
			5	Neither easy nor difficult	261	16.95	11.83
Q53	Has complying with the FMLA resulted in any cost savings at this location?	N		Don't Know/Refused	65		2.95
			.S 1	Skip Yes	660 204	13.77	29.92 9.25
			2	No	1277	86.23	57.89
Q54	Has leave taken on an intermittent basis had an impact, either positive or negative, on this location's productivity?	N		Don't Know/Refused	11		0.5
	isolatin productiny.		.S	Skip	1547		70.13
			1	Yes	403	62.19	18.27
			2	No	245	37.81	11.11
Q54A	Has this impact on productivity been positive, negative, or both positive and negative?	N		Don't Know/Refused	1		0.05
			.S 1	Skip Positive	1803 33	8.21	81.73 1.5
			2	Some positive some negative	195	48.51	8.84
Q54B	Has this impact on productivity been small, moderate or large?	N	3	Negative Don't Know/Refused	174	43.28	7.89
	rias uns impact on productivity been smail, moderate on large?		.s	Skip	1803		81.73
			1	Small	138	34.5	6.26
		-	2 3	Moderate Large	216 46	54 11.5	9.79 2.09
	Has leave taken on intermittent basis had an impact, either positive or negative, on this		-			11.5	
Q55	location's profitability?	N	.s	Don't Know/Refused Skip	32 1547		1.45 70.13
			1	Yes	198	31.58	8.98
			2	No	429	68.42	19.45
55A	Has this impact on profitability been positive, negative, or both positive and negative?	N		Don't Know/Refused	0		
			.S	Skip	2008		91.02
			2	Positive Some positive some negative	17	8.59	0.77
			3	Negative	107	54.04	4.85
55B F	Has this impact on profitability been small, moderate or large?	N	.s	Don't Know/Refused	2008		01.02
			.5	Skip Small	2008	45.96	91.02 4.13
			2	Moderate	89	44.95	4.03
	Has leave taken on an intermittent basis had an impact on this location's overall employee		3	Large	18	9.09	0.82
Q55C	morale?	N	-	Don't Know/Refused	15		0.68
			.S 1	Skip Yes	1547 323	50.16	70.13 14.64
			2	No	321	49.84	14.55
Q55D	Has this impact on overall employee morale been positive, negative, or both positive and negative?	N		Don't Know/Refused	0		
	inggauve :	IN .	.S	Skip	1883		85.36
-			1	Positive	53	16.41	2.4
			2 3	Some positive some negative Negative	160 110	49.54 34.06	7.25
Q56	What effect has complying with FMLA had on this location?	N		Don't Know/Refused	29	04.00	1.31
			.S	Skip	660		29.92
			2	Very positive Somewhat positive	209 289	13.78 19.05	9.47 13.1
			3	Somewhat negative	136	8.97	6.17
			4	Very negative	27	1.78 56.43	1.22
	How much TOTAL time does site allow for leave in a yearFor the birth of a child, or an		5	Neither positive nor negative	856	56.43	38.8
Q57_1_A_CAT	adoption or foster placement (Days)	N		Don't Know/Refused	47		2.13
			.S 0	Skip 0 Days	1793 69	18.85	81.28 3.13
			1	1-10 Days	72	19.67	3.26
			2	11-30 Days 31-60 Days	84 88	22.95 24.04	3.81 3.99
		<u> </u>	3 4	61-90 Days	41	11.2	1.86
			5	More than 90 Days	12	3.28	0.54
Q57_1_B_CAT	How much TOTAL time does site allow for leave in a yearFor an employee's own serious health condition (Days)	N	.	Don't Know/Refused	59		2.67
			.S	Skip	1752		79.42
			0	0 Days 1-10 Days	81 89	20.51 22.53	3.67 4.03
			2	11-30 Days	82	20.76	3.72
			3	31-60 Days	82	20.76	3.72
		1	4	61-90 Days	35	8.86 6.58	1.59 1.18
			5			0.00	1.10
	How much TOTAL time does site allow for leave in a yearFor a pregnancy-related health		5	More than 90 Days	26		
Q57_1_C_CAT	How much TOTAL time does site allow for leave in a yearFor a pregnancy-related health reason (Days)	N	-	Don't Know/Refused	56		2.54
Q57_1_C_CAT	How much TOTAL time does site allow for leave in a yearFor a pregnancy-related health reason (Days)	N	5 .S 0			24.08	2.54 81.46 3.85
Q57_1_C_CAT	How much TOTAL time does site allow for leave in a yearFor a pregnancy-related health reason (Days)		.S 0 1	Don't Know/Refused Skip 0 Days 1-10 Days	56 1797 85 57	24.08 16.15	81.46 3.85 2.58
Q57_1_C_CAT	How much TOTAL time does site allow for leave in a yearFor a pregnancy-related health reason (Days)		.S 0 1 2	Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days	56 1797 85 57 76	24.08 16.15 21.53	81.46 3.85 2.58 3.45
Q57_1_C_CAT	How much TOTAL time does site allow for leave in a yearFor a pregnancy-related health reason (Days)		.s 0 1 2 3 4	Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days 31-60 Days 61-90 Days	56 1797 85 57 76 76 72 41	24.08 16.15 21.53 20.4 11.61	81.46 3.85 2.58
Q57_1_C_CAT	reason (Days)		.s 0 1 2 3	Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days 31-60 Days	56 1797 85 57 76 72	24.08 16.15 21.53 20.4	81.46 3.85 2.58 3.45 3.26
Q67_1_C_CAT	How much TOTAL time does site allow for leave in a yearFor a pregnancy-related health reason (Days) How much TOTAL time does site allow for leave in a yearFor the care of child, spouse, or parent with a serious health condition (Days)		.s 0 1 2 3 4	Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days 61-90 Days 61-90 Days More than 90 Days Don't Know/Refused	56 1797 85 57 76 72 41 22 57	24.08 16.15 21.53 20.4 11.61	81.46 3.85 2.58 3.45 3.26 1.86 1 2.58
	reason (Days)	N	.s	Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days 31-60 Days 61-90 Days More than 90 Days Don't Know/Refused Skip	56 1797 85 57 72 41 22 57 1778	24.08 16.15 21.53 20.4 11.61 6.23	81.46 3.85 2.58 3.45 3.26 1.86 1 2.58 80.6
	reason (Days)	N	.s 0 1 2 3 4 5 5 0	Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days 31-60 Days 61-90 Days More than 90 Days Don't Know/Refused Skip 0 Days	56 1797 85 57 76 72 41 22 57 1778 89	24.08 16.15 21.53 20.4 11.61 6.23 23.99	81.46 3.85 2.58 3.45 3.26 1.86 1 2.58 80.6 4.03
	reason (Days)	N	. <u>s</u> 0 1 2 3 4 4 5 5 . <u>s</u> 0 1 2 2	Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days 31-60 Days 61-90 Days More than 90 Days Don't Know/Refused Skip 0 Days 1-10 Days 1-10 Days	56 1797 85 57 76 72 41 22 57 1778 89 87 75	24.08 16.15 21.53 20.4 11.61 6.23 23.99 23.99 23.45 20.22	81.46 3.85 2.58 3.45 3.26 1.86 1 2.58 80.6 4.03 3.94 3.4
	reason (Days)	N	.S 0 1 2 3 4 5 5 .S 0 1 1 2 3 3	Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days 61-90 Days More than 90 Days Don't Know/Refused Skip 0 Days 1-10 Days 11-10 Days 11-10 Days 11-10 Days 1-10 Days 1-10 Days 1-10 Days 1-10 Days 11-30 Days 31-60 Days	56 1797 85 57 76 72 41 22 57 1778 89 87 75 67	24.08 16.15 21.53 20.4 11.61 6.23 23.99 23.45 20.22 18.06	81.46 3.85 2.58 3.45 3.26 1.86 1 2.58 80.6 4.03 3.94 3.4 3.4 3.4
	reason (Days)	N	. <u>s</u> 0 1 2 3 4 4 5 5 . <u>s</u> 0 1 2 2	Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days 61-90 Days More than 90 Days Don't Know/Refused Skip 0 Days 1-10 Days 1-10 Days 11-30 Days More than 90 Days Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days 31-60 Days 61-90 Days	56 1797 85 57 76 72 41 22 57 1778 89 87 75 67 33	24.08 16.15 21.53 20.4 11.61 6.23 23.99 23.99 23.45 20.22 18.06 8.89	81.46 3.85 2.58 3.45 3.26 1.86 1 2.58 80.6 4.03 3.94 3.94 3.04 1.5
	reason (Days)	N	.s 0 1 2 3 4 5 .s 0 1 1 2 3 4 5 .s 0 1 1 2 3 4 5 .s 0 1 1 2 3 4 5 .s 0 1 2 3 4 5 .s 0 1 2 .s 1 2 .s .s .s .s .s .s .s .s .s .s	Don't Know/Refused Skip 0 Days 1-10 Days 11-30 Days 61-90 Days More than 90 Days Don't Know/Refused Skip 0 Days 1-10 Days 11-10 Days 11-10 Days 11-10 Days 1-10 Days 1-10 Days 1-10 Days 1-10 Days 11-30 Days 31-60 Days	56 1797 85 57 76 72 41 22 57 1778 89 87 75 67	24.08 16.15 21.53 20.4 11.61 6.23 23.99 23.45 20.22 18.06	81.46 3.85 2.58 3.45 3.26 1.86 1 2.58 80.6 4.03 3.94 3.4 3.4 3.4

			0	0 Days	95		4.31
			1	1-10 Days	72	21.43	3.26
			2	11-30 Days	64	19.05	2.9
			3	31-60 Days 61-90 Days	57	16.96 9.52	2.58
			5	More than 90 Days	16		0.73
	How much TOTAL time does site allow for leave in a yearFor the care of military service						
257_1_F_CAT	member or qualifying exigency while employee's spouse or relative is on covered active duty or call to covered active duty (Days)	N		Don't Know/Refused	49		2.22
			.S	Skip	1828		82.86
			0	0 Days	86	26.14	3.9
			1	1-10 Days	65	19.76	2.9
			2	11-30 Days 31-60 Days	64 59	19.45 17.93	2.9
			4	61-90 Days	30	9.12	2.0
			5	More than 90 Days	25	7.6	1.0
	Are the health benefits that an employee receives while employed continued during these						
Q57_2	types of leave?	N		Don't Know/Refused	11		0.0
			.S	Skip Yes	1743 287	63.5	79.0
			2	No	28	6.19	1.2
			3	No health benefits offered	137	30.31	6.2
Q57_3	In there a guarantee of the same or equivelent ich upon return from these tupon of leave?	N		Don't Know/Refused	13		0.59
437_3	Is there a guarantee of the same or equivalent job upon return from these types of leave?	IN	.S	Skip	1743		79.0
			1	Yes	363	80.67	16.4
			2	No	87	19.33	3.9
Q58_CAT	How many employees at worksite have taken leave lasting more than three days?	N		Don't Know/Refused	13		0.5
			.S	Skip	1546		70.0
			0	0	444 99	68.62 15.3	20.13
			2	2	54	8.35	2.45
		1	3	3	24	3.71	1.09
			4	4 or more	26	4.02	1.18
Q59_CAT	How many employees took leave to care for a military service member with a serious injury or illness?	N		Don't Know/Refused	0		
203_0A1	injuny or illinoso :	IN .	.S	Skip	2003		90.
		<u> </u>	0	0	196	96.55	8.8
			1	1 or more	7	3.45	0.3
Q60_CAT	How many of these employees took leave for a qualifying exigency while employee's spouse or relative was on covered active duty or call to covered active duty status?	N		0	197	97.04	8.93
				Don't Know/Refused	0		
			.S	Skip	2003		90.8
			1	1 or more	6	2.96	0.2
Q61X_A	To cover work when employees take leave, do you everAssign work temporarily to other employees?	N		Don't Know/Refused	22		
GOIX_A	employees?		.S	Skip	0		
			1	Yes	1153	52.79	52.27
			2	Depends	804	36.81	36.45
			3	No	227	10.39	10.29
Q61X_B	To cover work when employees take leave, do you everHire a temporary replacement?	N		Don't Know/Refused	19		0.86
4017 <u>-</u> B			.S	Skip	0		
			1	Yes	353	16.14	16
			2	Depends	866	39.6	39.26
			3	No	968	44.26	43.88
Q61X_C	To cover work when employees take leave, do you everCall in an employee on vacation?	N		Don't Know/Refused	27		1.22
			.S	Skip	0		
			1	Yes	69	3.17	3.13
			2	Depends	352	16.15	15.96
			3	No	1758	80.68	79.6
Q61X_D	To cover work when employees take leave, do you ever Hire a permanent replacement?	N		Don't Know/Refused	26		1.18
			.S	Skip	0		
			1	Yes	59		2.6
			2	Depends No	398 1723	18.26 79.04	18.04
	To cover work when employees take leave, do you ever Put the work on hold until the		3		1723	75.04	70.1
Q61X_E	employee returns from leave?	N		Don't Know/Refused	25		1.13
			.S	Skip	0		
			1	Yes Depends	245 783	11.23 35.9	11.1
		-	3	No	1153	35.9 52.87	35.4
	To cover work when employees take leave, do you everHave the employee perform					52.01	
Q61X_F	some work while on leave?	N	-	Don't Know/Refused	24		1.09
			.S	Skip Yes	0 78	3.57	3.54
		-	2	Pes Depends	338	3.57	3.54
			3	No	1766	80.93	80.05
Q61X_G	To cover work when employees take leave, do you everCover work some other way?	N	.S	Don't Know/Refused Skip	47		2.13
			1	Yes	401	18.57	18.18
			2	Depends	668	30.94	30.28
			3	No	1090	50.49	49.41
	Cover work when employee take leave for a week or longerAssign work temporarily to	N		Don't Know/Refused			
Q61AX_A_A	other employees	N	.S	Don't Know/Refused Skip	32 249		1.45
			1	Yes	1816	94.34	82.32
			2	No	109	5.66	4.94
	Cover work when leave scheduled for a day or lessAssign work temporarily to other						
Q61AX_B_A	employees	N	.S	Don't Know/Refused Skip	39 249		1.7
		-	.5	Yes	249 911	47.5	41.3
		-	2	No	1007	52.5	41.
		1	1			52.0	
	Cover work for an unscheduled leave for a day or lessAssign work temporarily to other		1	Don't Know/Refused	43		1.9
261AX_C_A	Cover work for an unscheduled leave for a day or lessAssign work temporarily to other employees	N					11.2
261AX_C_A		N	.S	Skip	249	10.05	
261AX_C_A		N	1	Yes	935	48.85	
261AX_C_A	employees	N				48.85 51.15	
		N N	1 2	Yes No Don't Know/Refused	935 979 481		44.3 21.4
	employees Cover work for some other leave circumstanceAssign work temporarily to other		1 2 .S	Yes No Don't Know/Refused Skip	935 979 481 249	51.15	44.3 21. 11.2
261AX_C_A 261AX_D_A	employees Cover work for some other leave circumstanceAssign work temporarily to other		1 2 .S 1	Yes No Don't Know/Refused Skip Yes	935 979 481 249 315	21.34	42.38 44.38 21.8 11.29 14.28
	employees Cover work for some other leave circumstanceAssign work temporarily to other employees		1 2 .S	Yes No Don't Know/Refused Skip	935 979 481 249	51.15	44.3 21.3 11.2 14.2
	employees Cover work for some other leave circumstanceAssign work temporarily to other		1 2 .S 1	Yes No Don't Know/Refused Skip Yes	935 979 481 249 315	21.34	44.3 21.4 11.2

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			2	Yes No	760 409	65.01 34.99	34.45 18.54
Q61AX_B_B	Cover work when leave scheduled for a day or lessHire a temporary replacement	N	2	Don't Know/Refused	409	34.99	1.9
			.S	Skip	987		44.74
			1	Yes	96	8.16	4.35
			2	No	1081	91.84	49
Q61AX_C_B	Cover work for an unscheduled leave for a day or lessHire a temporary replacement	N		Don't Know/Refused	42		1.9
			.S	Skip	987		44.74
			2	Yes No	82 1095	6.97 93.03	3.72 49.64
Q61AX_D_B	Cover work for some other leave circumstanceHire a temporary replacement	N	2	Don't Know/Refused	230	33.03	10.43
			.S	Skip	987		44.74
			1	Yes	230	23.26	10.43
	Cover work when employee take leave for a week or longerCall in an employee on		2	No	759	76.74	34.41
Q61AX_A_C	vacation	N		Don't Know/Refused	35		1.59
			.S	Skip	1785		80.92
			1	Yes	223	57.77	10.11
			2	No	163	42.23	7.39
Q61AX_B_C	Cover work when leave scheduled for a day or lessCall in an employee on vacation	N		Don't Know/Refused	24		1.09
			.S	Skip	1785		80.92
			2	Yes No	73 324	18.39 81.61	3.31 14.69
			2		324	81.01	14.05
Q61AX_C_C	Cover work for an unscheduled leave for a day or lessCall in an employee on vacation	N		Don't Know/Refused	26		1.18
			.S	Skip	1785 99	25.06	80.92
			2	Yes No	296	25.06	4.49 13.42
Q61AX_D_C	Cover work for some other circumstanceCall in an employee on vacation	N		Don't Know/Refused	89	14.04	4.03
			.s	Skip	1785		80.92
		-	1	Yes	60	18.07	2.72
	Cover work when employee take leave for a week or longerHire a permanent		2	No	272	81.93	12.33
Q61AX_A_D	replacement	N		Don't Know/Refused	26		1.18
		<u> </u>	.S 1	Skip	1749 138	32.02	79.28
			2	Yes No	138 293	32.02	6.26 13.28
	Q61ax_b_d. Scheduled leave for a day or less (Do you hire a permanent replacement		-			01.30	
Q61AX_B_D	when employees take ?)	N		Don't Know/Refused	17		0.77
			.S	Skip Yes	1749 10	2.27	79.28 0.45
			2	No	430	97.73	19.49
	Q61ax_c_d. Unscheduled leave for a day or less (Do you hire a permanent replacement						
Q61AX_C_D	when employees take ?)	N	<u> </u>	Don't Know/Refused	17		0.77
			.S 1	Skip Yes	1749 10	2.27	79.28
			2	No	430	97.73	19.49
Q61AX_D_D	Cover work for some other circumstanceHire a permanent replacement	N		Don't Know/Refused	64		2.9
			.S	Skip	1749		79.28
			1	Yes	105	26.72	4.76
1			2	No	288	73.28	13.06
	Cover work when employee take leave for a week or longerPut the work on hold until the		2	No	288	73.28	13.06
	Cover work when employee take leave for a week or longerPut the work on hold until the employee returns	N		Don't Know/Refused	53	73.28	2.4
Q61AX_A_E		N	2 .S	Don't Know/Refused Skip	53 1178		2.4 53.4
Q61AX_A_E		N		Don't Know/Refused	53	73.28 35.28 64.72	2.4 53.4 15.59
	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the		.s 1	Don't Know/Refused Skip Yes No	53 1178 344 631	35.28	2.4 53.4 15.59 28.6
061AX_A_E	employee returns	N	.s 1 2	Don't Know/Refused Skip Yes No Don't Know/Refused	53 1178 344 631 35	35.28	2.4 53.4 15.59 28.6 1.59
	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the		.s 1	Don't Know/Refused Skip Yes No Don't Know/Refused Skip	53 1178 344 631	35.28	2.4 53.4 15.59 28.6
	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the		.S 1 2 .S	Don't Know/Refused Skip Yes No Don't Know/Refused	53 1178 344 631 35 1178	35.28 64.72	2.4 53.4 15.59 28.6 1.59 53.4
Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the	N	.s 1 2 .s 1	Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No	53 1178 344 631 35 1178 708 285	35.28 64.72 71.3	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92
	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns		.s 1 2 .s 1	Don't Know/Refused Skip Yes Don't Know/Refused Skip Yes No Don't Know/Refused	53 1178 344 631 35 1178 708 285 36	35.28 64.72 71.3	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63
Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the	N	.s 1 2 .s 1 2	Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No	53 1178 344 631 35 1178 708 285	35.28 64.72 71.3	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18
Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the	N	.S 1 2 .S 1 2 .S	Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip	53 1178 344 631 35 1178 708 285 36 1178	35.28 64.72 71.3 28.7	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4
Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns	N	.s 1 2 .s 1 2 .s 1 2 .s 1	Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No	53 1178 344 631 35 1178 708 285 36 1178 710 282	35.28 64.72 71.3 28.7 71.57	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78
Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the	N	.s 1 2 .s 1 2 .s 1 2 .s 1	Don't Know/Refused Skip Yes No Don't Know/Refused Skip	53 1178 344 631 35 1178 708 285 36 1178 710 282 226 1178	35.28 64.72 71.3 28.7 71.57 28.43	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78 12.78 12.78 12.78 35.34 32.18 35.34 32.18 35.34 32.18 35.34 32.18 35.34 32.18 35.34 32.18 33.4 32.18 33.4 32.19 33.4 32.19 35.34 35.4 35.4 35.4 35.4 35.4 35.4 35.
Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns	N	.s 1 2 .s 1 2 .s 1 2 .s 1 2 .s 1 2 .s 1 2 .s 1 .s 1 .s 1 .s .s .s .s .s .s .s .s .s .s	Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes Don't Know/Refused Skip Yes	53 1178 344 631 35 1178 708 285 36 1178 710 282 226 1178 1178 710 282 226 1178 1178	35.28 64.72 71.3 28.7 71.57 28.43 14.71	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78 10.24 53.4 5.35
Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns	N	.s 1 2 .s 1 2 .s 1 2 2 .s 1 2 .s	Don't Know/Refused Skip Yes No Don't Know/Refused Skip	53 1178 344 631 35 1178 708 285 36 1178 710 282 226 1178	35.28 64.72 71.3 28.7 71.57 28.43	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 163 53.4 32.18 12.78 12.78 12.78 12.78 12.73 353.4
Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns	N	.S 1 2 .S 1 2 .S 1 2 .S 1 2 .S 1 2 .S 1 2 .S 1 2 .S 1 2 .S 1 2 .S 1 2 .S 1 2 .S 1 2 .S .S .S .S .S .S .S .S .S .S	Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Don't Know/Refused	53 1178 334 631 35 1178 708 285 36 1178 710 282 226 1178 1178 118 684 24	35.28 64.72 71.3 28.7 71.57 28.43 14.71	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78 10.24 53.5 3.1.01 1.09
Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work when employee take leave for a week or longerEmployee performs some	N N N	.S	Don't Know/Refused Skip Yes No Don't Know/Refused Skip	53 1178 344 631 35 1178 708 285 36 1178 710 282 226 1178 1178 710 282 226 1178 118 684 24 1790	35.28 64.72 71.3 28.7 71.57 28.43 14.71 85.29	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78 12.78 12.78 10.24 53.4 5.34 5.34 5.31 0.24 5.34 5.31 10.9 8.14
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Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work when employee take leave for a week or longerEmployee performs some work while on leave	N N N	.S	Don't Know/Refused Skip Yes No Don't Know/Refused Skip	53 1178 344 631 35 1178 708 285 36 1178 710 282 226 1178 1178 710 282 226 1178 118 684 24 1790	35.28 64.72 71.3 28.7 71.57 28.43 14.71 85.29	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78 12.78 12.78 10.24 53.4 5.34 5.34 5.34 5.3101 1.09 8.1.14
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Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work when employee take leave for a week or longerEmployee performs some work while on leave Cover work when leave scheduled for a day or lessEmployee performs some work while	N N N N N	.s 1 2 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2	Don't Know/Refused Skip Yes No Don't Know/Refused Skip	53 1178 344 631 35 1178 700 285 36 1178 710 282 266 1178 710 282 266 1178 11790	35.28 64.72 71.3 28.7 71.57 28.43 14.71 85.29 65.05 34.95	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78 10.24 53.4 5.34 5.34 10.24 5.33 1.01 1.09 8.1.14 11.56 6.21 0.91 8.1.14
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Q61AX_B_E Q61AX_C_E Q61AX_D_E Q61AX_D_E Q61AX_A_F Q61AX_B_F	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work when employee take leave for a week or longerEmployee performs some work while on leave Cover work when leave scheduled for a day or lessEmployee performs some work while on leave Cover work for an unscheduled leave for a day or lessEmployee performs some work while on leave	N N N N N N N	.s 1 2 .s 1 2 .s 1 2 .s 1 2 .s 1 2 .s 1 2 .s 1 2 .s 1 .s .s .s .s .s .s .s .s .s .s	Don't Know/Refused Skip Yes No	53 1178 344 631 35 1178 285 36 1178 226 1178 1178 1178 1178 1178 1178 1178 1178 1178 11790 255 137 20 1790 63 333	35.28 64.72 71.3 28.7 71.57 28.43 14.71 85.29 65.05 34.95 15.91	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 163 53.4 32.18 12.78 12.
Q61AX_B_E	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work when employee take leave for a week or longerEmployee performs some work while on leave Cover work when leave scheduled for a day or lessEmployee performs some work while on leave	N N N N N	.S. 1 2 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip	53 1178 344 631 35 1178 708 285 36 1178 701 282 226 1178 684 24 1790 255 137 20 1790 63 333 24	35.28 64.72 71.3 28.7 71.57 28.43 14.71 85.29 65.05 34.95 15.91	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78 10.24 53.5 31.01 1.09 81.14 11.56 6.21 0.91 81.14 2.86 6.21 0.91 81.14
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Q61AX_B_E Q61AX_C_E Q61AX_D_E Q61AX_D_E Q61AX_A_F Q61AX_B_F	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work when employee take leave for a week or longerEmployee performs some work while on leave Cover work when leave scheduled for a day or lessEmployee performs some work while on leave Cover work for an unscheduled leave for a day or lessEmployee performs some work while on leave	N N N N N N N	.S. 1 2 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Yes No Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip Don't Know/Refused Skip	53 1178 344 631 35 1178 708 285 36 1178 701 282 226 1178 684 24 1790 255 137 20 1790 63 333 24	35.28 64.72 71.3 28.7 71.57 28.43 14.71 85.29 65.05 34.95 15.91	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78 10.24 53.4 53.5 31.01 1.09 81.14 11.56 6.21 0.91 81.14 2.86 15.1 1.91 1.92 1.92 1.92 1.93 1.93 1.93 1.93 1.93 1.94 1.92 1.92 1.93 1.94 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.95 1.94 1.94 1.94 1.94 1.94 1.14 1.96 1.94
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Q61AX_B_E Q61AX_C_E Q61AX_D_E Q61AX_A_F Q61AX_B_F Q61AX_C_F	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work when employee take leave for a week or longerEmployee performs some work while on leave Cover work when leave scheduled for a day or lessEmployee performs some work while on leave Cover work for an unscheduled leave for a day or lessEmployee performs some work while on leave	N N N N N N N	.s 1 2 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2	Don't Know/Refused Skip Yes No Don't Know/Refused Skip	53 1178 344 631 35 1178 285 36 1178 285 1178 226 1178 206 1178 207 207 207 207 207 207 207 207	35.28 64.72 71.3 28.7 71.57 28.43 14.71 85.29 65.05 34.95 15.91 84.09 17.35 82.65	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78 12.78 12.78 10.24 53.4 5.35 31.01 1.024 5.33 1.024 5.33 1.01 1.09 81.14 2.86 15.11 1.09 8.1.14 3.35 8.1.14
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Q61AX_B_E Q61AX_C_E Q61AX_D_E Q61AX_D_E Q61AX_B_F Q61AX_B_F Q61AX_C_F Q61AX_D_F Q61AX_D_F Q61AX_B_G Q61AX_B_G	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work when employee take leave for a week or longerEmployee performs some work while on leave Cover work for an unscheduled leave for a day or lessEmployee performs some work while on leave Cover work for an unscheduled leave for a day or lessEmployee performs some work while on leave Cover work for an unscheduled leave for a day or lessEmployee performs some work while on leave Cover work for some other circumstanceEmployee performs some work while Cover work for some other circumstanceEmployee performs some work while on leave Cover work for some other circumstanceEmployee performs some work while on leave Cover work when employee take leave for a week or longerCover work some other way Cover work when employee take leave for a week or longerCover work some other way Cover work when employee take leave for a week or longerCover work some other way Cover work when employee take leave for a week or longerCover work some other way	N N N N N N N N	.S	Don't Know/Refused Skip Yes No Don't Know/Refused Skip Ye	53 1178 344 631 35 1178 285 285 286 1178 700 282 222 1178 700 282 292 1178 1780 20 1790 633 333 333 324 1790 824 1790 823 74 1737 833 1137 43 1137 43 1137	35.28 64.72 71.3 28.7 28.43 14.71 85.29 65.05 34.95 34.95 34.95 34.95 34.95 21.05 78.95 78.95 78.95 78.95 78.95 78.95	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 32.18 12.78 10.24 53.4 12.78 10.24 53.4 12.78 10.24 53.4 10.24 53.5 31.01 1.09 81.14 11.56 6.21 0.91 81.14 1.56 6.21 1.51 1.59 81.14 3.35 81.14 3.26 81.14 3.26 81.14 3.26 81.14 3.35 81.14 3.26 81.14 3.35 81.14 3.26 81.14 3.26 81.14 3.26 81.14 3.26 81.14 3.55 81.14 1.55 1.54 1.55 1.55 28.01 1.99 81.54 1.90 81.54 1.
Q61AX_B_E Q61AX_C_E Q61AX_D_E Q61AX_A_F Q61AX_B_F Q61AX_B_F Q61AX_C_F Q61AX_D_F Q61AX_D_F Q61AX_B_G Q61AX_B_G Q61AX_B_G	employee returns Cover work when leave scheduled for a day or lessPut the work on hold until the employee returns Cover work for an unscheduled leave for a day or lessPut the work on hold until the employee returns Cover work for some other circumstancePut the work on hold until the employee returns Cover work when employee take leave for a week or longerEmployee performs some work while on leave Cover work when leave scheduled for a day or lessEmployee performs some work while on leave Cover work for an unscheduled leave for a day or lessEmployee performs some work while on leave Cover work for an unscheduled leave for a day or lessEmployee performs some work while on leave Cover work for some other circumstanceEmployee performs some work while on leave Cover work for some other circumstanceEmployee performs some work while on leave Cover work when employee take leave for a week or longerCover work some other way Cover work when employee take leave for a week or longerCover work some other way Cover work when employee take leave for a week or longerCover work some other way Cover work when employee take leave for a week or longerCover work some other way Cover work when employee take leave for a day or lesscover work some other way Cover work when leave scheduled for a day or lessCover work some other way	N N N N N N N N N N N N N N	.S	Don't Know/Refused Skip Yes No Don't Know/Refused Skip Ye	53 1178 344 631 355 1178 285 36 1178 285 36 1178 282 226 1178 282 282 282 282 282 282 282 282 282 282 282 282 282 282 282 282 283 333 29 137 20 333 24 1790 334 74 1790 37 1137 408 618 41137 395 630	3528 64.72 71.3 28.7 71.57 28.43 14.71 85.29 65.05 34.95 15.91 84.09 17.35 82.65 21.05 78.95 21.05 78.95 85.56 14.44 14.44	2.4 53.4 15.59 28.6 1.59 53.4 32.09 12.92 1.63 53.4 33.5 34.4 32.18 12.92 1.024 53.4 53.4 33.01 1.024 53.4 53.5 31.01 1.09 81.14 11.56 6.21 0.91 81.14 12.85 6.21 0.91 81.14 3.05 6.21 0.91 81.14 3.05 81.14 3.55 81.14 3.55 81.14 3.55 81.14 3.55 81.14 3.55 81.14 3.55 81.14 3.55 81.14 3.55 81.14 3.55 81.54 85 85 85 85 85 85 85 85 85 85

	Which of these ways does your organization use MOST FREQUENTLY to cover work	+	2	No	689	81.25	31.23
Q61BX	when employees take leave for a WEEK or longer?	N	6	Don't Know/Refused	121 104		5.49 4.71
		-	.S	Skip			
		-	1	Assign work temporarily to other employees Hire a temporary replacement	1471 137	74.26 6.92	66.68
			3	Call-in an employee on vacation	7	0.35	0.32
			4	Hire a permanent replacement Put the work on hold until the employee	12	0.61	0.54
			5	returns from leave	82	4.14	3.72
			6	Have the employee perform some work while on leave	17	0.86	0.7
			7	Cover work some other way	255	12.87	11.56
Q67_A	How easy or difficult is it for company to deal withPlanned long term leave for a family or medical reason?	N		. Don't Know/Refused	60		2.72
		1	.S	Skip	0		
			1	Very easy	336	15.66	15.2
		-	2	Somewhat easy Somewhat difficult	770	35.88 33.83	34.9
		-	4	Very difficult	314	14.63	14.2
Q67_B	How easy or difficult is it for company to deal withPlanned short term leave?	N		. Don't Know/Refused	57		2.5
		-	.S 1	Skip Very easy	0 483	22.48	21.8
			2	Somewhat easy	1073	49.93	48.6
			3	Somewhat difficult	490	22.8	22.2
		-	4	Very difficult	103	4.79	4.6
Q67_C	How easy or difficult is it for company to deal withPlanned episodic or intermittent leave?	N		. Don't Know/Refused	70		3.1
			.S	Skip	0	17.00	40.7
			2	Very easy Somewhat easy	369 931	17.28 43.59	16.7
			3	Somewhat difficult	654	30.62	29.6
	How easy or difficult is it for company to deal withUnplanned episodic or intermittent	+	4	Very difficult	182	8.52	8.2
Q67_D	How easy or difficult is it for company to deal withUnplanned episodic or intermittent leave?	N		. Don't Know/Refused	73		3.3
			.S	Skip	0		
		-	1	Very easy Somewhat easy	213 535	9.99 25.08	9.60
			3	Somewhat easy Somewhat difficult	866	40.6	24.2
			4	Very difficult	519	24.33	23.53
Q67_E	How easy or difficult is it for company to deal withUnscheduled leave of any duration?	N		Don't Know/Refused	77		3.49
		-	.S	Skip	0		
			1	Very easy	176	8.27	7.98
			2 3	Somewhat easy Somewhat difficult	455 1023	21.37 48.05	20.63
		-	4	Very difficult	475	22.31	21.53
000	Q68. Do you have a specific computer software or a person in Human Resources that						
Q68	tracks use of family and medical leave?	N	.S	. Don't Know/Refused Skip	32		1.45
			1	Computer software	148	6.81	6.71
			2	Designated person in Human Resources	865	39.79	39.21
			3	Both computer software and designated HR person	517	23.78	23.44
			4	Other method of tracking FMLA leave,	210	9.66	9.52
			5	please specify Do not track family and medical leave	434	9.66	9.52
BootStrap_Estab_Wt1	BootStrap_Estab_Wt1	N	Observed Range	0 - 122575.87246	2206		
BootStrap_Estab_Wt2	BootStrap_Estab_Wt2	N	Observed Range	0 - 102188.00977	2206		
BootStrap_Estab_Wt3 BootStrap_Estab_Wt4	BootStrap_Estab_Wt3 BootStrap_Estab_Wt4	N	Observed Range Observed Range	0 - 95423.318932 0 - 102402.20859	2206 2206		
BootStrap_Estab_Wt5	BootStrap_Estab_Wt5	N	Observed Range	0 - 105234.49045	2206		
BootStrap_Estab_Wt6	BootStrap_Estab_Wt6	N	Observed Range	0 - 117969.64438	2206		
BootStrap_Estab_Wt7 BootStrap_Estab_Wt8	BootStrap_Estab_Wt7 BootStrap_Estab_Wt8	N N	Observed Range Observed Range	0 - 136405.54 0 - 105725.95867	2206 2206		
BootStrap_Estab_Wt9	BootStrap_Estab_Wt9	N	Observed Range	0 - 119708.72617	2206		
BootStrap_Estab_Wt10	BootStrap_Estab_Wt10	N	Observed Range	0 - 115541.32207	2206		
BootStrap_Estab_Wt11 BootStrap_Estab_Wt12	BootStrap_Estab_Wt11 BootStrap_Estab_Wt12	N N	Observed Range Observed Range	0 - 110853.14808 0 - 97424.532731	2206 2206		
BootStrap_Estab_Wt13	BootStrap_Estab_Wt13	N	Observed Range	0 - 96495.845983	2206		
BootStrap_Estab_Wt14	BootStrap_Estab_Wt14	N	Observed Range	0 - 143160.91657	2206		
BootStrap_Estab_Wt15 BootStrap_Estab_Wt16	BootStrap_Estab_Wt15 BootStrap_Estab_Wt16	N N	Observed Range Observed Range	0 - 122591.51543 0 - 116360.56858	2206 2206		
BootStrap_Estab_Wt10 BootStrap_Estab_Wt17	BootStrap_Estab_Wt17	N	Observed Range	0 - 99613.369516	2200		
BootStrap_Estab_Wt18	BootStrap_Estab_Wt18	N	Observed Range	0 - 97927.501386	2206		
BootStrap_Estab_Wt19 RectStrap_Estab_Wt20	BootStrap_Estab_Wt19 BootStrap_Estab_Wt20	N	Observed Range	0 - 119412.61046	2206		
BootStrap_Estab_Wt20 BootStrap_Estab_Wt21	BootStrap_Estab_Wt20 BootStrap_Estab_Wt21	N N	Observed Range Observed Range	0 - 109993.48617 0 - 123307.03037	2206 2206		
BootStrap_Estab_Wt22	BootStrap_Estab_Wt22	N	Observed Range	0 - 123144.52911	2206		
BootStrap_Estab_Wt23	BootStrap_Estab_Wt23	N	Observed Range	0 - 105863.41184	2206		
BootStrap_Estab_Wt24 BootStrap_Estab_Wt25	BootStrap_Estab_Wt24 BootStrap_Estab_Wt25	N N	Observed Range Observed Range	0 - 111077.76353 0 - 112363.96977	2206 2206		
BootStrap_Estab_Wt26	BootStrap_Estab_Wt26	N	Observed Range	0 - 111653.23497	2206		
BootStrap_Estab_Wt27	BootStrap_Estab_Wt27	N	Observed Range	0 - 115855.87479	2206		
BootStrap_Estab_Wt28 BootStrap_Estab_Wt29	BootStrap_Estab_Wt28 BootStrap_Estab_Wt29	N N	Observed Range Observed Range	0 - 151651.98438 0 - 119525.21466	2206 2206		
BootStrap_Estab_Wt29 BootStrap_Estab_Wt30	BootStrap_Estab_Wt29 BootStrap_Estab_Wt30	N	Observed Range	0 - 125035.01115	2206		
BootStrap_Estab_Wt31	BootStrap_Estab_Wt31	N	Observed Range	0 - 116260.36824	2206		
BootStrap_Estab_Wt32 BootStrap Estab Wt33	BootStrap_Estab_Wt32 BootStrap_Estab_Wt33	N N	Observed Range	0 - 105249.06866 0 - 102916.80357	2206 2206		
BootStrap_Estab_Wt33 BootStrap_Estab_Wt34	BootStrap_Estab_Wt33 BootStrap_Estab_Wt34	N	Observed Range Observed Range	0 - 102916.80357 0 - 123220.2677	2206		
BootStrap_Estab_Wt35	BootStrap_Estab_Wt35	N	Observed Range	0 - 111769.29899	2206		
BootStrap_Estab_Wt36	BootStrap_Estab_Wt36	N	Observed Range	0 - 104686.05933	2206		
BootStrap_Estab_Wt37 BootStrap_Estab_Wt38	BootStrap_Estab_Wt37 BootStrap_Estab_Wt38	N N	Observed Range Observed Range	0 - 109871.57702 0 - 111148.71561	2206 2206		
BootStrap_Estab_W139	BootStrap_Estab_Wt39	N	Observed Range	0 - 139763.20811	2206		
BootStrap_Estab_Wt40	BootStrap_Estab_Wt40	N	Observed Range	0 - 103103.55952	2206		
BootStrap_Estab_Wt41 BootStrap_Estab_Wt42	BootStrap_Estab_Wt41 BootStrap_Estab_Wt42	N	Observed Range	0 - 96390.262525	2206		
BootStrap_Estab_Wt42 BootStrap_Estab_Wt43	BootStrap_Estab_Wt42 BootStrap_Estab_Wt43	N N	Observed Range Observed Range	0 - 123274.01457 0 - 113006.46968	2206 2206		
BootStrap_Estab_Wt44	BootStrap_Estab_Wt44	N	Observed Range	0 - 118288.63428	2206		
BootStrap_Estab_Wt45	BootStrap_Estab_Wt45	N	Observed Range	0 - 102938.11866	2206		
BootStrap_Estab_Wt46 BootStrap_Estab_Wt47	BootStrap_Estab_Wt46 BootStrap_Estab_Wt47	N N	Observed Range	0 - 133694.06933 0 - 111352.13071	2206 2206		
BootStrap_Estab_Wt47	BootStrap_Estab_Wt47	N	Observed Range Observed Range	0 - 111352.13071 0 - 118427.19245	2206		
BootStrap_Estab_Wt48	BootStrap_Estab_Wt48						
BootStrap_Estab_Wt48 BootStrap_Estab_Wt49 BootStrap_Estab_Wt50	BootStrap_Estab_WH49 BootStrap_Estab_WH49 BootStrap_Estab Wt50	N	Observed Range Observed Range	0 - 97057.583876 0 - 94019.502053	2206 2206		

BootStrap_Estab_Wt51 BootStrap_Estab_Wt52 BootStrap_Estab_Wt53 BootStrap_Estab_Wt53 Observed Range 0 - 116655.50612 2206 BootStrap_Estab_Wt53 BootStrap_Estab_Wt53 BootStrap_Estab_Wt53 Observed Range 0 - 13047.75339 2206 BootStrap_Estab_Wt54 BootStrap_Estab_Wt55 BootStrap_Estab_Wt55 BootStrap_Estab_Wt56 0 - 11877.08363 2206 BootStrap_Estab_Wt55 BootStrap_Estab_Wt56 BootStrap_Estab_Wt56 0 - 10847.131474 2206 BootStrap_Estab_Wt57 BootStrap_Estab_Wt56 N Observed Range 0 - 10848.29024 2206 BootStrap_Estab_Wt57 BootStrap_Estab_Wt56 BootStrap_Estab_Wt57 BootStrap_Estab_Wt59 N Observed Range 0 - 102648.29024 2206 BootStrap_Estab_Wt59 BootStrap_Estab_Wt59 BootStrap_Estab_Wt69 N Observed Range 0 - 102648.29024 2206 BootStrap_Estab_Wt60 BootStrap_Estab_Wt61 N Observed Range 0 - 101680.0591 2206 BootStrap_Estab_Wt61 BootStrap_Estab_Wt62 N Observed Range 0 - 112861.42541 2206 BootStrap_Estab_Wt63 BootStrap_Estab_Wt62 N Observed Range	S S	
BootStrap_Estab_WtS3 BootStrap_Estab_WtS3 BootStrap_Estab_WtS3 N Observed Range 0 - 120884.75039 2206 BootStrap_Estab_WtS5 BootStrap_Estab_WtS5 BootStrap_Estab_WtS5 N Observed Range 0 - 118770.88363 2206 BootStrap_Estab_WtS6 BootStrap_Estab_WtS5 BootStrap_Estab_WtS6 N Observed Range 0 - 118728.49862 2206 BootStrap_Estab_WtS6 BootStrap_Estab_WtS6 N Observed Range 0 - 110728.49862 2206 BootStrap_Estab_WtS7 BootStrap_Estab_WtS6 BootStrap_Estab_WtS6 N Observed Range 0 - 102648.29024 2206 BootStrap_Estab_WtS9 BootStrap_Estab_WtS0 N Observed Range 0 - 126573.59213 2206 BootStrap_Estab_Wt61 BootStrap_Estab_Wt60 N Observed Range 0 - 110330.76954 2206 BootStrap_Estab_Wt62 BootStrap_Estab_Wt63 N Observed Range 0 - 11328.426413 2206 BootStrap_Estab_Wt64 BootStrap_Estab_Wt63 N Observed Range 0 - 11328.142741 2206 BootStrap_Estab_Wt65 BootStrap_Estab	3	
BoolStrap_Estab_WtS4 BoolStrap_Estab_WtS4 BoolStrap_Estab_WtS5 BoolStrap_Estab_WtS6 Observed Range 0 - 118770.88363 2206 BoolStrap_Estab_WtS6 BoolStrap_Estab_WtS6 N Observed Range 0 - 109841.31474 2206 BoolStrap_Estab_WtS7 BoolStrap_Estab_WtS6 N Observed Range 0 - 102648.29024 2206 BoolStrap_Estab_WtS7 BoolStrap_Estab_WtS8 BoolStrap_Estab_WtS8 0 Observed Range 0 - 102648.29024 2206 BoolStrap_Estab_WtS9 BoolStrap_Estab_WtS9 N Observed Range 0 - 102648.29024 2206 BoolStrap_Estab_WtS0 BoolStrap_Estab_WtS0 N Observed Range 0 - 126573.59213 2206 BoolStrap_Estab_Wt80 BoolStrap_Estab_Wt91 BoolStrap_Estab_Wt91 NO Observed Range 0 - 13134.12766 2206 BoolStrap_Estab_Wt81 BoolStrap_Estab_Wt92 N Observed Range 0 - 112681.42541 2206 BoolStrap_Estab_Wt82 BoolStrap_Estab_Wt83 BoolStrap_Estab_Wt83 N Observed Range 0 - 112681.42541 2206 BoolStrap_Estab_Wt85 BoolStrap_Estab_Wt84	5 5 5 5 5 5 5 5 5 5 5 5 5 5	
BootStrap_Estab_Wt55 BootStrap_Estab_Wt56 BootStrap_Estab_Wt56 Observed Range 0 - 10894131474 2206 BootStrap_Estab_Wt56 BootStrap_Estab_Wt57 Observed Range 0 - 108724.39024 2206 BootStrap_Estab_Wt57 BootStrap_Estab_Wt57 N Observed Range 0 - 101590.0581 2206 BootStrap_Estab_Wt58 BootStrap_Estab_Wt59 N Observed Range 0 - 101590.0581 2206 BootStrap_Estab_Wt60 BootStrap_Estab_Wt60 N Observed Range 0 - 101590.0581 2206 BootStrap_Estab_Wt61 BootStrap_Estab_Wt60 N Observed Range 0 - 113030.76954 2206 BootStrap_Estab_Wt62 BootStrap_Estab_Wt63 N Observed Range 0 - 112861.42541 2206 BootStrap_Estab_Wt63 BootStrap_Estab_Wt63 N Observed Range 0 - 112861.42541 2206 BootStrap_Estab_Wt63 BootStrap_Estab_Wt63 N Observed Range 0 - 112861.42541 2206 BootStrap_Estab_Wt64 BootStrap_Estab_Wt65 N Observed Range 0 - 112861.4224 2206 BootStrap_Estab_Wt65 BootStrap_Estab_Wt65 N Observed Range 0 - 118081.66239	5 5 5 5 5 5 5 5 5 5 5 5 5 5	
BootStrap_Estab_W156 BootStrap_Estab_W157 BootStrap_Estab_W157 BootStrap_Estab_W157 BootStrap_Estab_W157 BootStrap_Estab_W158 N Observed Range 0 - 118728.49862 2206 BootStrap_Estab_W157 BootStrap_Estab_W158 N Observed Range 0 - 102648.29024 2206 BootStrap_Estab_W159 BootStrap_Estab_W159 BootStrap_Estab_W159 N Observed Range 0 - 102648.29024 2206 BootStrap_Estab_W159 BootStrap_Estab_W159 BootStrap_Estab_W159 N Observed Range 0 - 1133194.12766 2206 BootStrap_Estab_W161 BootStrap_Estab_W161 N Observed Range 0 - 11030.76954 2206 BootStrap_Estab_W162 BootStrap_Estab_W163 N Observed Range 0 - 112861.42541 2206 BootStrap_Estab_W164 BootStrap_Estab_W163 N Observed Range 0 - 112861.42541 2206 BootStrap_Estab_W165 BootStrap_Estab_W166 N Observed Range 0 - 11801.66239 2206 BootStrap_Estab_W165 BootStrap_Estab_W166 N Observed Range 0 - 11801.66239 2206		
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BootStrap_Estab_Wt58 BootStrap_Estab_Wt59 BootStrap_Estab_Wt59 Observed Range 0 - 101569.05611 2206 BootStrap_Estab_Wt59 BootStrap_Estab_Wt59 N Observed Range 0 - 12657.359213 2206 BootStrap_Estab_Wt60 BootStrap_Estab_Wt61 BootStrap_Estab_Wt61 N Observed Range 0 - 12657.359213 2206 BootStrap_Estab_Wt61 BootStrap_Estab_Wt62 N Observed Range 0 - 110330.76954 2206 BootStrap_Estab_Wt62 BootStrap_Estab_Wt63 N Observed Range 0 - 112861.42541 2206 BootStrap_Estab_Wt63 BootStrap_Estab_Wt63 N Observed Range 0 - 112861.42541 2206 BootStrap_Estab_Wt64 BootStrap_Estab_Wt65 BootStrap_Estab_Wt65 N Observed Range 0 - 41861.4224 2206 BootStrap_Estab_Wt65 BootStrap_Estab_Wt66 BootStrap_Estab_Wt66 N Observed Range 0 - 41861.2039 2206 BootStrap_Estab_Wt67 BootStrap_Estab_Wt66 BootStrap_Estab_Wt66 N Observed Range 0 - 11801.66239 2206 BootStrap_Estab_Wt67 B	3	
BootStrap_Estab_Wt59 BootStrap_Estab_Wt59 BootStrap_Estab_Wt59 N Observed Range 0 - 126573.5g213 2206 BootStrap_Estab_Wt60 BootStrap_Estab_Wt61 BootStrap_Estab_Wt61 N Observed Range 0 - 133194.12766 2206 BootStrap_Estab_Wt61 BootStrap_Estab_Wt61 N Observed Range 0 - 11330.76854 2206 BootStrap_Estab_Wt62 BootStrap_Estab_Wt63 N Observed Range 0 - 112801.42541 2206 BootStrap_Estab_Wt63 BootStrap_Estab_Wt63 N Observed Range 0 - 12867.454613 2206 BootStrap_Estab_Wt65 BootStrap_Estab_Wt66 N Observed Range 0 - 41801.66239 2206 BootStrap_Estab_Wt65 BootStrap_Estab_Wt66 N Observed Range 0 - 11801.66239 2206 BootStrap_Estab_Wt67 BootStrap_Estab_Wt66 N Observed Range 0 - 11801.6239 2206 BootStrap_Estab_Wt68 BootStrap_Estab_Wt66 N Observed Range 0 - 11801.6239 2206 BootStrap_Estab_Wt68 BootStrap_Estab_Wt68 N Observed Range 0 - 10454	5 5 5 5	
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BootStrap_Estab_W162 BootStrap_Estab_W162 N Observed Range 0 - 112861.42541 2206 BootStrap_Estab_W163 BootStrap_Estab_W163 BootStrap_Estab_W163 N Observed Range 0 - 125524.64613 2206 BootStrap_Estab_W164 BootStrap_Estab_W165 BootStrap_Estab_W165 BootStrap_Estab_W166 N Observed Range 0 - 94981.261.422 2206 BootStrap_Estab_W165 BootStrap_Estab_W166 N Observed Range 0 - 115801.66239 2206 BootStrap_Estab_W166 BootStrap_Estab_W166 N Observed Range 0 - 115801.66239 2206 BootStrap_Estab_W167 BootStrap_Estab_W168 BootStrap_Estab_W167 N Observed Range 0 - 105544.19715 2206 BootStrap_Estab_W168 BootStrap_Estab_W169 N Observed Range 0 - 104554.187.2474 2206 BootStrap_Estab_W169 BootStrap_Estab_W169 N Observed Range 0 - 104651.49803 2206 BootStrap_Estab_W170 BootStrap_Estab_W171 N Observed Range 0 - 104651.49803 2206 BootStrap_Estab_W171 BootStrap_E	6 6	
BootStrap_Estab_Wt63 BootStrap_Estab_Wt63 N Observed Range 0 - 125524.64613 2206 BootStrap_Estab_Wt64 BootStrap_Estab_Wt65 BootStrap_Estab_Wt65 Observed Range 0 - 14563.12027 2206 BootStrap_Estab_Wt65 BootStrap_Estab_Wt65 N Observed Range 0 - 141563.12097 2206 BootStrap_Estab_Wt67 BootStrap_Estab_Wt67 BootStrap_Estab_Wt68 N Observed Range 0 - 163544.19715 2206 BootStrap_Estab_Wt67 BootStrap_Estab_Wt68 N Observed Range 0 - 105544.19715 2206 BootStrap_Estab_Wt69 BootStrap_Estab_Wt68 N Observed Range 0 - 103544.19715 2206 BootStrap_Estab_Wt69 BootStrap_Estab_Wt68 N Observed Range 0 - 10457.44825 2206 BootStrap_Estab_Wt70 BootStrap_Estab_Wt71 N Observed Range 0 - 10457.44825 2206 BootStrap_Estab_Wt71 BootStrap_Estab_Wt72 N Observed Range 0 - 10457.49803 2206	5 5	
BoolStrap_Estab_W164 BoolStrap_Estab_W165 BoolStrap_Estab_W165 BoolStrap_Estab_W165 BoolStrap_Estab_W165 Deserved Range 0 - 94981.2614.22 2206 BoolStrap_Estab_W165 BoolStrap_Estab_W166 N Observed Range 0 - 115801.66239 2206 BoolStrap_Estab_W167 BoolStrap_Estab_W167 BoolStrap_Estab_W167 BoolStrap_Estab_W167 0 berved Range 0 - 105644.19715 2206 BoolStrap_Estab_W168 BoolStrap_Estab_W169 N Observed Range 0 - 105644.19715 2206 BoolStrap_Estab_W169 BoolStrap_Estab_W169 N Observed Range 0 - 103418.72474 2206 BoolStrap_Estab_W170 BoolStrap_Estab_W170 N Observed Range 0 - 104657.48425 2206 BoolStrap_Estab_W170 BoolStrap_Estab_W170 N Observed Range 0 - 104651.49603 2206 BoolStrap_Estab_W171 BoolStrap_Estab_W172 N Observed Range 0 - 104651.49603 2206 BoolStrap_Estab_W172 BoolStrap_Estab_W172 N Observed Range 0 - 12151.106256 2206	5	
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BootStrap_Estab_W166 BootStrap_Estab_W167 BootStrap_Estab_W167 BootStrap_Estab_W167 Observed Range 0 - 141563.12097 2206 BootStrap_Estab_W167 BootStrap_Estab_W167 BootStrap_Estab_W168 N Observed Range 0 - 10544.19715 2206 BootStrap_Estab_W168 BootStrap_Estab_W168 N Observed Range 0 - 10544.19715 2206 BootStrap_Estab_W169 BootStrap_Estab_W169 N Observed Range 0 - 104457.84825 2206 BootStrap_Estab_W170 BootStrap_Estab_W170 N Observed Range 0 - 104457.48425 2206 BootStrap_Estab_W171 BootStrap_Estab_W171 N Observed Range 0 - 104651.49003 2206 BootStrap_Estab_W172 BootStrap_Estab_W172 N Observed Range 0 - 120108.68218 2206		
BootStrap_Estab_W167 BootStrap_Estab_W167 N Observed Range 0 - 105544.19715 2206 BootStrap_Estab_W168 BootStrap_Estab_W168 BootStrap_Estab_W168 N Observed Range 0 - 103541.872474 2206 BootStrap_Estab_W169 BootStrap_Estab_W169 N Observed Range 0 - 104457.84825 2206 BootStrap_Estab_W170 BootStrap_Estab_W170 N Observed Range 0 - 104651.49803 2206 BootStrap_Estab_W171 BootStrap_Estab_W171 N Observed Range 0 - 104651.49803 2206 BootStrap_Estab_W172 BootStrap_Estab_W172 N Observed Range 0 - 104651.49803 2206		
BootStrap_Estab_W/t68 BootStrap_Estab_W/t68 N Observed Range 0 - 133418.72474 2206 BootStrap_Estab_W/t69 BootStrap_Estab_W/t69 N Observed Range 0 - 104457.84825 2206 BootStrap_Estab_W/t70 BootStrap_Estab_W/t70 N Observed Range 0 - 104457.84825 2206 BootStrap_Estab_W/t71 BootStrap_Estab_W/t71 N Observed Range 0 - 104651.49903 2206 BootStrap_Estab_W/t71 BootStrap_Estab_W/t71 N Observed Range 0 - 120108.68218 2206 BootStrap_Estab_W/t72 BootStrap_Estab_W/t72 N Observed Range 0 - 120108.68218 2206		
BootStrap_Estab_W169 BootStrap_Estab_W170 BootStrap_Estab_W170 Observed Range 0 - 104457.84825 2206 BootStrap_Estab_W170 BootStrap_Estab_W170 N Observed Range 0 - 104651.49903 2206 BootStrap_Estab_W171 BootStrap_Estab_W171 N Observed Range 0 - 12110.6256 2206 BootStrap_Estab_W172 BootStrap_Estab_W172 N Observed Range 0 - 121018.68218 2206		
BoolStrap_Estab_W/70 BoolStrap_Estab_W/70 N Observed Range 0 - 104651.49803 2206 BoolStrap_Estab_W/11 BoolStrap_Estab_W/71 N Observed Range 0 - 121511.06256 2206 BoolStrap_Estab_W/12 BoolStrap_Estab_W/12 N Observed Range 0 - 12151.06256 2206		
BootStrap_Estab_WI72 BootStrap_Estab_WI72 N Observed Range 0 - 120108.68218 2206	8	
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BootStrap Estab Wt73 BootStrap Estab Wt73 N Observed Range 0 - 124090.47209 2206		
BootStrap_Estab_Wt74 BootStrap_Estab_Wt74 N Observed Range 0 - 122240.31364 2206		
BoolStrap_Estab_WI75 BoolStrap_Estab_WI75 N Observed Range 0 - 1064/47 45197 2206		
BootStrap_Estab_Wt76 BootStrap_Estab_Wt76 N Observed Range 0 - 138831.09921 2206 BootStrap_Estab_Wt77 BootStrap_Estab_Wt77 N Observed Range 0 - 157462.94994 2206		
DocUsing_sad_m(r) DocUsing_sad_m(r) Classifier (R) 2200 BoolStag_sad_m(r) BoolStag_sad_m(r) I Classifier (R) 2206 BoolStag_sad_m(r) BoolStag_sad_m(r) I Classifier (R) 2206		
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BootStrap_Estab_Wt82 BootStrap_Estab_Wt82 N Observed Range 0 - 132894.70071 2206		
BootStrap_Estab_WI83 BootStrap_Estab_WI83 N Observed Range 0 - 113180.30252 2206		
BootStrap_Estab_W184 BootStrap_Estab_W184 N Observed Range 0. 119654.19948 2206		
BootStrap_Estab_W185 BootStrap_Estab_W185 N Observed Range 0.117587.60372 2206 0 010 <t< td=""><td></td><td></td></t<>		
BoolStrap_Estab_W186 BoolStrap_Estab_W186 N Observed Range 0 - 121727.73759 2206 BoolStrap_Estab_W187 N Observed Range 0 - 121727.73759 2206		
BootStrap_Estab_W187 BootStrap_Estab_W187 N Observed Range 0 - 117883.86487 2206 BootStrap_Estab_W188 BootStrap_Estab_W188 N Observed Range 0 - 94622.920356 2206		
BootStrap_Estab_W109 BootStrap_Estab_W109 N Observed Range 0 - 94622_92/0300 Z000		
Dociding_staty_inter Dociding_staty_inter Closered Range 0 - 3007 h03900 2200 BockStrap_staty_W190 BockStrap_staty_W190 N Observed Range 0 - 3007 h03903 2206		
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BootStrap_Estab_W192 BootStrap_Estab_W192 N Observed Range 0 - 99169.956728 2206	8	
BootStrap_Estab_Wt93 BootStrap_Estab_Wt93 N Observed Range 0 - 118873.93128 2206	5	
BootStrap_Estab_Wt94 BootStrap_Estab_Wt94 N Observed Range 0 - 121822.75864 2206		
BootStrap_Estab_W195 BootStrap_Estab_W195 N Observed Range 0 - 105912.84203 2206		
BoolStrap_Estab_WV96 BoolStrap_Estab_WV96 N Observed Range 0 - 92606 30534 2206 Description U		
BoolStrap_Estab_W197 BoolStrap_Estab_W197 N Observed Range 0 - 147752.75895 2206 Description_Estab_W109 N Observed Range 0 - 147752.75895 2206		
BootStrap_Estab_V/t98 BootStrap_Estab_V/t98 N Observed Range 0 - 116937.30311 2206 BootStrap_Estab_V/t99 BootStrap_Estab_V/t99 N Observed Range 0 - 100377.15918 2206		
Doctome_Lass_mod Doctome_Lass_mod Cost red range 0 - 99496.2425 2200 BootStrap_Lass_W100 BootStrap_Lass_mod N Observed Range 0 - 99496.2425 2200		
BootStrap_Estab_W/101 BootStrap_Estab_W/101 N Observed Range 0 - 96315.92628 2206		
BootStrap_Estab_W1102 BootStrap_Estab_W1102 N Observed Range 0 - 133933.09702 2206		
BootStrap_Estab_W1103 BootStrap_Estab_W1103 N Observed Range 0 - 102175.54452 2206	5	
BootStrap_Estab_W1104 BootStrap_Estab_W1104 N Observed Range 0 - 124464.66448 2206		
BootStrap_Estab_Wt105 BootStrap_Estab_Wt105 N Observed Range 0 - 117935.2679 2206		
BootStrap_Estab_W106 BootStrap_Estab_W106 N Observed Range 0 + 112048.72652 2206		
BootStrap_Estab_W1107 BootStrap_Estab_W1107 N Observed Range 0.98648.805664 2206 Do 100_0_0_0_0_0_0_0_0_0_0_0_0_0_0_0_0_0_0		
BootStrap_Estab_Wt108 BootStrap_Estab_Wt108 N Observed Range 0 - 111116.33595 2206 BootStrap_Estab_Wt109 BootStrap_Estab_Wt109 N Observed Range 0 - 108017.12999 2206		
Docising_stat_writing Docising_stat_writing N Classing 0 * 100/17.2593 2200 BoolStatg_stat_writing BoolStatg_stat_writing N Observed Range 0 * 100/17.2593 2206		
Doctore_ctute_intro Doctore_ctute_intro Doctorectute_intro Loco BootStrap_Estab_Wit11 BootStrap_Estab_Wit11 N Observed Range 0 - 130332 98463 2206		
BootStrap_Estab_W112 BootStrap_Estab_W112 N Observed Range 0 - 114985.98085 2206		
BootStrap_Estab_Wt113 BootStrap_Estab_Wt113 N Observed Range 0 - 104384.42428 2206	5	
BootStrap_Estab_Wt114 BootStrap_Estab_Wt114 N Observed Range 0 - 139747.77077 2206		
BootStrap_Estab_Wt115 BootStrap_Estab_Wt115 N Observed Range 0 - 96221.141578 2206		
BootStrap_Estab_W116 BootStrap_Estab_W116 N Observed Range 0 - 94114.187376 2206		
BootStrap_Estab_Vt117 BootStrap_Estab_Vt117 N Observed Range 0 - 113187.1319 2206 BootStrap_Estab_Vt118 BootStrap_Estab_Vt118 N Observed Range 0 - 124207.00356 2206		
BootStrap_Estab_V/118 BootStrap_Estab_V/118 N Observed Range 0 - 124207.00356 2206 BootStrap_Estab_V/119 BootStrap_Estab_V/119 N Observed Range 0 - 110623.51211 2206		
Doutstag_Estal_W119 Doutstag_Estal_W119 PO Observed Raige 0 - 1102.331211 2200 BootStrag_Estab_W120 BootStrag_Estab_W120 N Observed Raige 0 - 1204374.2897 2206		
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BootStrap_Estab_Wt122 BootStrap_Estab_Wt122 N Observed Range 0 - 97644.262101 2206		
BootStrap_Estab_W1123 BootStrap_Estab_W1123 N Observed Range 0 - 99923.818252 2206		
BootStrap_Estab_Wt124 N Observed Range 0 - 131465.22822 2206		
BoolStrap_Estab_W1125 BoolStrap_Estab_W1125 N Observed Range 0 - 93519.919086 2206 Dotation_Control Discrete Discre Discrete Discre		
BootStrap_Estab_V1126 BootStrap_Estab_V1126 N Observed Range 0 - 103590.67811 2206 BootStrap_Estab_V127 BootStrap_Estab_V127 N Observed Range 0 - 94072.348884 2206		
BootStrap_Estab_Wt127 BootStrap_Estab_Wt127 N Observed Range 0 - 94072.348884 2206 BootStrap_Estab_Wt128 BootStrap_Estab_Wt128 N Observed Range 0 - 90771.605158 2206		
DocUstang_sad_mitzo DocUstang_sad_mitzo N Clasered Raige 0 = 507 / 100 / 100 2200 BociStrag_Estab_W129 BociStrag_Estab_W129 N Observed Raige 0 - 105477.37742 2206		
Doctorup_table Doctorup_table Doctorup_table Doctorup_table Doctorup_table Zero BootStrap_Estab_W130 BootStrap_Estab_W130 N Observed Range 0.133748.47681 2206		
BootStrap_Estab_Wt131 BootStrap_Estab_Wt131 N Observed Range 0 - 112558.59817 2206	5	
BootStrap_Estab_W1132 BootStrap_Estab_W1132 N Observed Range 0 - 159326.51033 2206		
BootStrap_Estab_Wt133 BootStrap_Estab_Wt133 N Observed Range 0 - 126363.71677 2206		
BoolStrap_Estab_W134 BoolStrap_Estab_W134 N Observed Range 0 - 113412.71719 2206 Double of the second s		
BoolStrap_Estab_W1135 BoolStrap_Estab_W1135 N Observed Range 0 9/9476.278248 2206 Desubtrap_Estab_W103 N Observed Range 0 9/9476.278248 2206		
BootStrap_Estab_Wt136 BootStrap_Estab_Wt136 N Observed Range 0 - 129744.34846 2206 BootStrap_Estab_Wt137 BootStrap_Estab_Wt137 N Observed Range 0 - 111747.20864 2206		
BootStrap_Estab_Wt137 BootStrap_Estab_Wt137 N Observed Range 0 - 111747.20864 2206 BootStrap_Estab_Wt138 BootStrap_Estab_Wt138 N Observed Range 0 - 109634.68862 2206		
Doctsrag_sad_m100 Doctsrag_sad_m100 N Observed Raige 0 * 1000-00002 2200 BootSrag_sad_m100 BootSrag_sad_m100 N Observed Raige 0 * 1000-00002 2200		
BoolStrap_Estab_W1140 N Deserved Range 0 - 102/60.63723 2206		
BootStrap_Estab_W1141 BootStrap_Estab_W1141 N Observed Range 0 - 109940.36423 2206		
BootStrap_Estab_Wt142 BootStrap_Estab_Wt142 N Observed Range 0 - 100855.50638 2206	3	
BootStrap_Estab_W1143 BootStrap_Estab_W1143 N Observed Range 0 - 110506.62647 2206		
BootStrap_Estab_W1144 BootStrap_Estab_W1144 N Observed Range 0.146106.84004 2206		
BoolStrap_Estab_W1145 BoolStrap_Estab_W1145 N Observed Range 0.106152.31448 2206 Development Development Development Development 0.106152.31448 2206		
BootStrap_Estab_Wt146 BootStrap_Estab_Wt146 N Observed Range 0 - 103962.86145 2206 BootStrap_Estab_Wt147 BootStrap_Estab_Wt147 N Observed Range 0 - 92658.597031 2206		
BootStrap_Estab_Wt147 BootStrap_Estab_Wt147 N Observed Range 0 - 92658.597031 2206 BootStrap_Estab_Wt148 BootStrap_Estab_Wt148 N Observed Range 0 - 117188.72042 2206		
Doutsrig_Estaty_W146 Doutsrig_Estaty_W146 N Observed Range 0 - 117166.72042 2206 BootSrig_Estaty_W149 BootSrig_Estaty_W149 N Observed Range 0 - 117569.6354 2206		
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BootStrap_Estab_Wt229 BootStrap_Estab_Wt230 BootStrap_Estab_Wt230 Dotserved Range 0 - 106175.25549 2206 BootStrap_Estab_Wt230 BootStrap_Estab_Wt231 BootStrap_Estab_Wt231 Observed Range 0 - 17824.88002 2206 BootStrap_Estab_Wt231 BootStrap_Estab_Wt232 BootStrap_Estab_Wt232 No Observed Range 0 - 18725.863699 2206 BootStrap_Estab_Wt232 BootStrap_Estab_Wt232 No Observed Range 0 - 134105.33966 2206 BootStrap_Estab_Wt234 BootStrap_Estab_Wt234 BootStrap_Estab_Wt234 No Observed Range 0 - 10750.25438 2206 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 No Observed Range 0 - 10705.25438 2206 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 No Observed Range 0 - 101067.59868 2206 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 No Observed Range 0 - 101076.189806 2206 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 No Observed Range 0 - 110047.1323 2206 <tr< td=""><td></td></tr<>	
BootStrap_Estab_W230 BootStrap_Estab_W230 N Observed Range 0.118424.88002 2206 BootStrap_Estab_W231 BootStrap_Estab_W232 BootStrap_Estab_W232 0.58702.683669 2206 BootStrap_Estab_W232 BootStrap_Estab_W232 N Observed Range 0.128155.82334 2206 BootStrap_Estab_W233 BootStrap_Estab_W233 N Observed Range 0.134105.33966 2206 BootStrap_Estab_W234 BootStrap_Estab_W235 BootStrap_Estab_W235 0.108767.85868 2206 BootStrap_Estab_W235 BootStrap_Estab_W235 N Observed Range 0.10767.55868 2206 BootStrap_Estab_W236 BootStrap_Estab_W236 N Observed Range 0.110076.59868 2206 BootStrap_Estab_W237 BootStrap_Estab_W236 N Observed Range 0.101078.59868 2206 BootStrap_Estab_W238 BootStrap_Estab_W238 N Observed Range 0.101078.59868 2206 BootStrap_Estab_W237 BootStrap_Estab_W238 N Observed Range 0.101078.59868 2206 BootStrap_Estab_W238 BootStrap_Es	
BootStrap_Estab_W231 BootStrap_Estab_W231 BootStrap_Estab_W232 Observed Range 0-57592.663669 2206 BootStrap_Estab_W232 BootStrap_Estab_W232 BootStrap_Estab_W233 0.128155.82334 2206 BootStrap_Estab_W233 BootStrap_Estab_W233 N Observed Range 0-138155.82334 2206 BootStrap_Estab_W234 BootStrap_Estab_W235 BootStrap_Estab_W235 N Observed Range 0-107750.25438 2206 BootStrap_Estab_W235 BootStrap_Estab_W236 N Observed Range 0-110750.58488 2206 BootStrap_Estab_W237 BootStrap_Estab_W236 N Observed Range 0-110904.1323 2206 BootStrap_Estab_W237 BootStrap_Estab_W238 N Observed Range 0-128127.05169 2206 BootStrap_Estab_W239 BootStrap_Estab_W239 N Observed Range 0-94050.994496 2206 BootStrap_Estab_W239 BootStrap_Estab_W239 N Observed Range 0-140306.3828 2206 BootStrap_Estab_W240 BootStrap_Estab_W241 N Observed Range 0-140403.3823 2206	
BootStrap_Etab_W233 BootStrap_Etab_W233 No Observed Range 0 - 134105.33966 2206 BootStrap_Etab_W234 BootStrap_Etab_W235 BootStrap_Etab_W235 Observed Range 0 - 100750.5438 2206 BootStrap_Etab_W235 BootStrap_Etab_W236 No Observed Range 0 - 110075.59868 2206 BootStrap_Etab_W236 BootStrap_Etab_W236 No Observed Range 0 - 110078.59868 2206 BootStrap_Etab_W236 BootStrap_Etab_W237 BootStrap_Etab_W237 Doststrap_Etab_W238 0 - 100750.59686 2206 BootStrap_Etab_W237 BootStrap_Etab_W238 No Observed Range 0 - 10076.59686 2206 BootStrap_Etab_W239 BootStrap_Etab_W238 No Observed Range 0 - 10076.05496 2206 BootStrap_Etab_W239 BootStrap_Etab_W239 No Observed Range 0 - 104306.3828 2206 BootStrap_Etab_W239 BootStrap_Etab_W239 No Observed Range 0 - 104306.3828 2206 BootStrap_Etab_W240 BootStrap_Etab_W241 No Observed Range 0 - 104306.3828 2206	
BootStrap_Estab_Wt234 BootStrap_Estab_Wt234 BootStrap_Estab_Wt235 BootStrap_Estab_Wt235 Observed Range 0 - 107750.25438 2206 BootStrap_Estab_Wt235 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 0 - 110078.59868 2206 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 0 - 110904.1323 2206 BootStrap_Estab_Wt237 BootStrap_Estab_Wt237 N Observed Range 0 - 110904.1323 2206 BootStrap_Estab_Wt238 BootStrap_Estab_Wt237 N Observed Range 0 - 10904.1323 2206 BootStrap_Estab_Wt239 BootStrap_Estab_Wt238 N Observed Range 0 - 90450.994496 2206 BootStrap_Estab_Wt239 BootStrap_Estab_Wt239 N Observed Range 0 - 104306.3828 2206 BootStrap_Estab_Wt240 BootStrap_Estab_Wt240 N Observed Range 0 - 104306.3828 2206 BootStrap_Estab_Wt241 BootStrap_Estab_Wt241 N Observed Range 0 - 104306.3828 2206	
BootStrap_Estab_Wt235 BootStrap_Estab_Wt235 N Observed Range 0 - 110678.59868 2206 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 0 - 110904.1323 2206 BootStrap_Estab_Wt237 BootStrap_Estab_Wt237 N Observed Range 0 - 110904.1323 2206 BootStrap_Estab_Wt238 BootStrap_Estab_Wt238 N Observed Range 0 - 1207.05169 2206 BootStrap_Estab_Wt239 BootStrap_Estab_Wt238 N Observed Range 0 - 90450.994496 2206 BootStrap_Estab_Wt239 BootStrap_Estab_Wt239 N Observed Range 0 - 104306.3828 2206 BootStrap_Estab_Wt240 N Observed Range 0 - 104306.3828 2206 BootStrap_Estab_Wt241 BootStrap_Estab_Wt241 N Observed Range 0 - 10603.18613 2206	
BootStrap_Estab_Wt236 BootStrap_Estab_Wt236 N Observed Range 0 - 110004.1323 2206 BootStrap_Estab_Wt237 BootStrap_Estab_Wt237 BootStrap_Estab_Wt237 0.126127.05169 2206 BootStrap_Estab_Wt238 BootStrap_Estab_Wt238 N Observed Range 0 - 126127.05169 2206 BootStrap_Estab_Wt239 BootStrap_Estab_Wt239 N Observed Range 0 - 90450.9904496 2206 BootStrap_Estab_Wt239 BootStrap_Estab_Wt239 N Observed Range 0 - 104306.3828 2206 BootStrap_Estab_Wt240 BootStrap_Estab_Wt240 N Observed Range 0 - 126596.63902 2206 BootStrap_Estab_Wt241 BootStrap_Estab_Wt241 N Observed Range 0 - 11603.18613 2206	
BootStrap_Estab_Wt237 BootStrap_Estab_Wt237 N Observed Range 0 - 126127.05169 2206 BootStrap_Estab_Wt238 BootStrap_Estab_Wt238 BootStrap_Estab_Wt239 0 - 90450.994496 2206 BootStrap_Estab_Wt239 BootStrap_Estab_Wt239 Dotstrap_Estab_Wt239 0 - 104306.38263 2206 BootStrap_Estab_Wt240 BootStrap_Estab_Wt240 N Observed Range 0 - 104306.38263 2206 BootStrap_Estab_Wt241 BootStrap_Estab_Wt241 N Observed Range 0 - 10603.18613 2206	
BootStrap_Estab_Wt238 BootStrap_Estab_Wt238 N Observed Range 0 - 90450.994496 2206 BootStrap_Estab_Wt239 BootStrap_Estab_Wt239 BootStrap_Estab_Wt239 N Observed Range 0 - 104306.3828 2206 BootStrap_Estab_Wt240 BootStrap_Estab_Wt240 N Observed Range 0 - 126596.63902 2206 BootStrap_Estab_Wt241 BootStrap_Estab_Wt241 N Observed Range 0 - 116063.18613 2206	
BootStrap_Estab_W239 BootStrap_Estab_W239 N Observed Range 0 104306.3828 2206 BootStrap_Estab_W240 BootStrap_Estab_W240 N Observed Range 0 126596.63902 2206 BootStrap_Estab_W241 BootStrap_Estab_W241 N Observed Range 0 126596.63902 2206	
BootStrap_Estab_W1240 BootStrap_Estab_W1240 N Observed Range 0 - 126596.63902 2206 BootStrap_Estab_W1241 BootStrap_Estab_W1241 N Observed Range 0 - 116063.18613 2206	
BoolStrap_Estab_Wt241 BoolStrap_Estab_Wt241 N Observed Range 0 - 116063.18613 2206	
BootStrap_Estab_Wt242 BootStrap_Estab_Wt242 N Observed Range 0 - 118733.8542 2206	
Dolosing_tstat_wtc42 poulosing_tstat_wtc42 iv Observed Raing 0 - 116733.0542 2206 BoolStrag_tstab_wtc43 BoolStrag_tstab_wtc43 N Observed Raing 0 - 116735.52011 2206	
Docising_Esta_m2+3 Docising_Esta_m2+3 In Observe range 0 - 10403-2011 2201 BoolStrap_Esta_W244 BoolStrap_Estab_W244 N Observed range 0 - 132090.67807 2206	
Doctora	
Construct Construct <t< td=""><td></td></t<>	
BoolStrap_Estab_Wt247 BoolStrap_Estab_Wt247 N Observed Range 0 - 139019.31633 2206	
BootStrap_Estab_Wi248 BootStrap_Estab_Wi248 N Observed Range 0 - 97275.899595 2206	
BootStrap_Estab_WI249 N Observed Range 0 - 108212.803 2206	
BootStrap_Estab_Wt250 BootStrap_Estab_Wt250 N Observed Range 0 - 127652.30973 2206	
Estab_wt N Observed Range 1 - 50834.735419 2206	
Emp_wt Emp_wt N Observed Range 16.664650657 - 505724.88449 2206	
BootStrap_Emp_Wt1 N Observed Range 0 - 881291.66164 2206	
BootStrap_Emp_Wt2 BootStrap_Emp_Wt2 N Observed Range 0 - 474948.3029 2206	
BootStrap_Emp_Wt3 BootStrap_Emp_Wt3 N Observed Range 0 - 553795.98534 2206	
BootStrap_Emp_Wt4 BootStrap_Emp_Wt4 N Observed Range 0 - 829677.36682 2206	
BootStrap_Emp_Wt5 BootStrap_Emp_Wt5 N Observed Range 0 - 789091.16326 2206	
BootStrap_Emp_W16 BootStrap_Emp_W16 N Observed Range 0 - 747844 2206	
BootStrap_Emp_Wt7 BootStrap_Emp_Wt7 N Observed Range 0 - 1107820.6045 2206 BootStrap_Emp_Wt8 BootStrap_Emp_Wt8 N Observed Range 0 - 804591.18744 2206	

BootStrap_Emp_Wt9	BootStrap_Emp_Wt9	N		0 - 914670.21211	2206	
BootStrap_Emp_Wt10	BootStrap_Emp_Wt10	N		0 - 711800.99676	2206	
BootStrap_Emp_Wt11	BootStrap_Emp_Wt11	N		0 - 797489.56616	2206	
BootStrap_Emp_Wt12	BootStrap_Emp_Wt12	N		0 - 1533706	2206	
BootStrap_Emp_Wt13	BootStrap_Emp_Wt13	N N		0 - 534035.78947	2206 2206	
BootStrap_Emp_Wt14 BootStrap_Emp_Wt15	BootStrap_Emp_Wt14 BootStrap_Emp_Wt15	N		0 - 1051000.6443 0 - 721886.87672	2206	
BootStrap_Emp_Wt16	BootStrap_Emp_Wt16	N		0 - 1215391.4209	2200	
BootStrap_Emp_Wt17	BootStrap_Emp_Wt17	N		0 - 820727.35078	2200	
BootStrap_Emp_Wt18	BootStrap_Emp_Wt18	N		0 - 4029920	2206	
BootStrap_Emp_Wt19	BootStrap_Emp_Wt19	N		0 - 884735.91084	2206	
BootStrap_Emp_Wt20	BootStrap_Emp_Wt20	N		0 - 960204.2052	2206	
BootStrap_Emp_Wt21	BootStrap_Emp_Wt21	N		0 - 687781.76738	2206	
BootStrap_Emp_Wt22	BootStrap_Emp_Wt22	N	Observed Range	0 - 961659.26237	2206	
BootStrap_Emp_Wt23	BootStrap_Emp_Wt23	N	Observed Range	0 - 588847.80745	2206	
BootStrap_Emp_Wt24	BootStrap_Emp_Wt24	N		0 - 681766.48599	2206	
BootStrap_Emp_Wt25	BootStrap_Emp_Wt25	N		0 - 1483300	2206	
BootStrap_Emp_Wt26	BootStrap_Emp_Wt26	N		0 - 836890.88013	2206	
BootStrap_Emp_Wt27	BootStrap_Emp_Wt27	N	, in the second s	0 - 1045675.8071	2206	
BootStrap_Emp_Wt28	BootStrap_Emp_Wt28	N		0 - 1030525.5075	2206	
BootStrap_Emp_Wt29	BootStrap_Emp_Wt29	N		0 - 511226.7403	2206	
BootStrap_Emp_Wt30	BootStrap_Emp_Wt30	N N		0 - 2234817.9413	2206	
BootStrap_Emp_Wt31 ReatStrap_Emp_Wt32	BootStrap_Emp_Wt31 ReatStrap_Emp_Wt32	N		0 - 720814.44181	2206 2206	
BootStrap_Emp_Wt32 BootStrap_Emp_Wt33	BootStrap_Emp_Wt32 BootStrap_Emp_Wt33	N		0 - 815017.06108 0 - 880700.65533	2206	
BootStrap_Emp_Wt33	BootStrap_Emp_Wt34	N		0 - 1086366.8988	2200	
BootStrap_Emp_Wt35	BootStrap_Emp_Wt35	N		0 - 1114105.0242	2200	
BootStrap_Emp_Wt36	BootStrap_Emp_Wt36	N		0 - 627969.83161	2200	
BootStrap_Emp_Wt37	BootStrap_Emp_Wt37	N		0 - 1395297.0585	2206	
BootStrap_Emp_Wt38	BootStrap_Emp_Wt38	N		0 - 553437.17017	2200	
BootStrap_Emp_Wt39	BootStrap_Emp_Wt39	N		0 - 1272390.5803	2206	
BootStrap_Emp_Wt40	BootStrap_Emp_Wt40	N		0 - 751840.26186	2206	
BootStrap_Emp_Wt41	BootStrap_Emp_Wt41	N	Observed Range	0 - 764351.43099	2206	
BootStrap_Emp_Wt42	BootStrap_Emp_Wt42	N	Observed Range	0 - 896517.4288	2206	
BootStrap_Emp_Wt43	BootStrap_Emp_Wt43	N		0 - 508200.19408	2206	
BootStrap_Emp_Wt44	BootStrap_Emp_Wt44	N		0 - 1342688.112	2206	
BootStrap_Emp_Wt45	BootStrap_Emp_Wt45	N		0 - 519025.60163	2206	
BootStrap_Emp_Wt46	BootStrap_Emp_Wt46	N		0 - 1097558.9142	2206	
BootStrap_Emp_Wt47	BootStrap_Emp_Wt47	N	÷	0 - 1976488.6402	2206	
BootStrap_Emp_Wt48	BootStrap_Emp_Wt48	N		0 - 789515.3994	2206	
BootStrap_Emp_Wt49	BootStrap_Emp_Wt49	N N		0 - 597723.66834	2206	
BootStrap_Emp_Wt50	BootStrap_Emp_Wt50	N		0 - 616375.5251	2206	
BootStrap_Emp_Wt51	BootStrap_Emp_Wt51	N N		0 - 556512.18714 0 - 735357.89967	2206	
BootStrap_Emp_Wt52 BootStrap_Emp_Wt53	BootStrap_Emp_Wt52 BootStrap_Emp_Wt53	N		0 - 3123696.0007	2206	
BootStrap_Emp_Wt53	BootStrap_Emp_Wt54	N		0 - 808751.11653	2206	
BootStrap_Emp_Wt55	BootStrap_Emp_Wt55	N		0 - 954309.72941	2200	
BootStrap_Emp_Wt55	BootStrap_Emp_Wt56	N		0 - 770704.13833	2200	
BootStrap_Emp_Wt57	BootStrap_Emp_Wt57	N		0 - 1049071.8771	2206	
BootStrap_Emp_Wt58	BootStrap_Emp_Wt58	N		0 - 854080.06839	2206	
BootStrap_Emp_Wt59	BootStrap_Emp_Wt59	N		0 - 681670.51708	2206	
BootStrap_Emp_Wt60	BootStrap_Emp_Wt60	N	Observed Range	0 - 997256.09845	2206	
BootStrap_Emp_Wt61	BootStrap_Emp_Wt61	N	Observed Range	0 - 654751.05076	2206	
BootStrap_Emp_Wt62	BootStrap_Emp_Wt62	N	Observed Range	0 - 1082289.7532	2206	
BootStrap_Emp_Wt63	BootStrap_Emp_Wt63	N	Observed Range	0 - 1482000	2206	
BootStrap_Emp_Wt64	BootStrap_Emp_Wt64	N		0 - 592838.16257	2206	
BootStrap_Emp_Wt65	BootStrap_Emp_Wt65	N	÷	0 - 894701.42886	2206	
BootStrap_Emp_Wt66	BootStrap_Emp_Wt66	N		0 - 1094036.2156	2206	
BootStrap_Emp_Wt67	BootStrap_Emp_Wt67	N		0 - 697854.37862	2206	
BootStrap_Emp_Wt68	BootStrap_Emp_Wt68	N	-	0 - 5814795.0692	2206	
BootStrap_Emp_Wt69	BootStrap_Emp_Wt69	N		0 - 1032769.1247	2206	
BootStrap_Emp_Wt70 BootStrap_Emp_Wt71	BootStrap_Emp_Wt70 BootStrap_Emp_Wt71	N		0 - 741823.37452 0 - 818755.12754	2206 2206	
BootStrap_Emp_Wt71 BootStrap_Emp_Wt72	BootStrap_Emp_Wt72	N		0 - 1252691.5719	2206	
BootStrap_Emp_Wt73	BootStrap Emp Wt73	N		0 - 776322.70692	2200	
BootStrap_Emp_Wt74	BootStrap_Emp_Wt74	N		0 - 661333.48691	2200	
BootStrap_Emp_Wt75	BootStrap_Emp_Wt75	N		0 - 613172.29836	2206	
BootStrap_Emp_Wt76	BootStrap_Emp_Wt76	N		0 - 810875.00754	2206	
BootStrap_Emp_Wt77	BootStrap_Emp_Wt77	N		0 - 1053539.8438	2206	
BootStrap_Emp_Wt78	BootStrap_Emp_Wt78	N		0 - 1247286.4713	2206	
BootStrap_Emp_Wt79	BootStrap_Emp_Wt79	N		0 - 619942.09522	2206	
BootStrap_Emp_Wt80	BootStrap_Emp_Wt80	N		0 - 1366775.0539	2206	
BootStrap_Emp_Wt81	BootStrap_Emp_Wt81	N	Observed Range	0 - 867579.82373	2206	
BootStrap_Emp_Wt82	BootStrap_Emp_Wt82	N		0 - 756126.75173	2206	
BootStrap_Emp_Wt83	BootStrap_Emp_Wt83	N		0 - 935014.30493	2206	
BootStrap_Emp_Wt84	BootStrap_Emp_Wt84	N	, v	0 - 895589.80866	2206	
BootStrap_Emp_Wt85	BootStrap_Emp_Wt85	N		0 - 845091.34417	2206	
BootStrap_Emp_Wt86	BootStrap_Emp_Wt86	N N	, v	0 - 1082982.4128	2206 2206	
BootStrap_Emp_Wt87 BootStrap_Emp_Wt88	BootStrap_Emp_Wt87 BootStrap_Emp_Wt88	N N		0 - 1483300 0 - 1061536.9671	2206	
BootStrap_Emp_Wt88 BootStrap_Emp_Wt89	BootStrap_Emp_Wt88 BootStrap_Emp_Wt89	N		0 - 1061536.9671 0 - 575044.05022	2206	
BootStrap_Emp_Wt90	BootStrap_Emp_Wt99	N		0 - 922071.42007	2200	
BootStrap_Emp_Wt91	BootStrap_Emp_Wt91	N		0 - 1065271.3292	2206	
BootStrap_Emp_Wt92	BootStrap Emp Wt92	N		0 - 720963.23944	2206	
		N		0 - 1479400	2206	
BootStrap_Emp_Wt93	BootStrap_Emp_Wt93	IN				
BootStrap_Emp_Wt94	BootStrap_Emp_Wt93 BootStrap_Emp_Wt94	N	Observed Range	0 - 832808.40917	2206	
BootStrap_Emp_Wt94 BootStrap_Emp_Wt95	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195	N N	Observed Range Observed Range	0 - 552472.25553	2206	
BootStrap_Emp_Wt94 BootStrap_Emp_Wt95 BootStrap_Emp_Wt96	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196	N N N	Observed Range Observed Range Observed Range	0 - 552472.25553 0 - 800537.80584	2206 2206	
BootStrap_Emp_Wt94 BootStrap_Emp_Wt95 BootStrap_Emp_Wt96 BootStrap_Emp_Wt97	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197	N N N	Observed Range Observed Range Observed Range Observed Range	0 - 552472.25553 0 - 800537.80584 0 - 896846.67522	2206 2206 2206	
BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198	BoolStrap_Emp_W193 BoolStrap_Emp_W194 BoolStrap_Emp_W195 BoolStrap_Emp_W195 BoolStrap_Emp_W197 BoolStrap_Emp_W197	N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 552472.25553 0 - 800537.80584 0 - 896846.67522 0 - 1225323.7554	2206 2206 2206 2206	
BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W198 BootStrap_Emp_W199	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W198 BootStrap_Emp_W199	N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 552472.25553 0 - 800537.80584 0 - 896846.67522 0 - 1225223.7554 0 - 486574.14753	2206 2206 2206 2206 2206	
BootStrap_Emp_Wt94 BootStrap_Emp_Wt95 BootStrap_Emp_Wt96 BootStrap_Emp_Wt97 BootStrap_Emp_Wt98 BootStrap_Emp_Wt99 BootStrap_Emp_Wt90	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W199 BootStrap_Emp_W190	N N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 552472.25563 0 - 800537.80584 0 - 896846.67522 0 - 1225323.7554 0 - 486574.14753 0 - 756359.19033	2206 2206 2206 2206 2206 2206	
BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W1100 BootStrap_Emp_W1101	BoolStrap_Emp_W193 BoolStrap_Emp_W194 BoolStrap_Emp_W195 BoolStrap_Emp_W196 BoolStrap_Emp_W197 BoolStrap_Emp_W198 BoolStrap_Emp_W198 BoolStrap_Emp_W198 BoolStrap_Emp_W198 BoolStrap_Emp_W198 BoolStrap_Emp_W199 BoolStrap_Emp_W1100 BoolStrap_Emp_W1101	N N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 552472.25553 0 - 800537.80584 0 - 806846 67522 0 - 1225323.7554 0 - 486574.14753 0 - 756335 19033 0 - 536187.94896	2206 2206 2206 2206 2206 2206 2206 2206	
BoolStrap_Emp_W194 BoolStrap_Emp_W195 BoolStrap_Emp_W196 BoolStrap_Emp_W197 BoolStrap_Emp_W198 BoolStrap_Emp_W198 BoolStrap_Emp_W199 BoolStrap_Emp_W199 BoolStrap_Emp_W191 BoolStrap_Emp_W1101 BoolStrap_Emp_W1102	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W190 BootStrap_Emp_W191 BootStrap_Emp_W192	N N N N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 552472.25553 0 - 800537.80584 0 - 806846.67522 0 - 1225323.7554 0 - 486574.14753 0 - 756559.19033 0 - 5561879.4496 0 - 855521.23008	2206 2206 2206 2206 2206 2206 2206 2206	
BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W197 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W100 BootStrap_Emp_W1101 BootStrap_Emp_W102 BootStrap_Emp_W103	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W196 BootStrap_Emp_W198 BootStrap_Emp_W198 BootStrap_Emp_W198 BootStrap_Emp_W190 BootStrap_Emp_W190 BootStrap_Emp_W191 BootStrap_Emp_W191 BootStrap_Emp_W1101 BootStrap_Emp_W1102 BootStrap_Emp_W1103	N N N N N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 552472.25553 0 - 800537.80584 0 - 880646.67522 0 - 1225323.7554 0 - 486574.14753 0 - 586319.19033 0 - 556187.94896 0 - 85552123008 0 - 1425970.2034	2206 2206 2206 2206 2206 2206 2206 2206	
BoolStrap_Emp_W194 BoolStrap_Emp_W195 BoolStrap_Emp_W196 BoolStrap_Emp_W197 BoolStrap_Emp_W198 BoolStrap_Emp_W199 BoolStrap_Emp_W190 BoolStrap_Emp_W191 BoolStrap_Emp_W192 BoolStrap_Emp_W193 BoolStrap_Emp_W194 BoolStrap_Emp_W193 BoolStrap_Emp_W1104 BoolStrap_Emp_W1103 BoolStrap_Emp_W1104	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W190 BootStrap_Emp_W191 BootStrap_Emp_W1100 BootStrap_Emp_W1101 BootStrap_Emp_W1102 BootStrap_Emp_W1103 BootStrap_Emp_W1104	N N N N N N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 552472.25553 0 - 800537.80584 0 - 806246.67522 0 - 1225323.7554 0 - 486574.14753 0 - 756335.19033 0 - 536187.94896 0 - 855521.23008 0 - 1425970.2034 0 - 1425970.2034 0 - 1425970.2034	2206 2206 2206 2206 2206 2206 2206 2206	
BoolStrap_Emp_W194 BoolStrap_Emp_W195 BoolStrap_Emp_W196 BoolStrap_Emp_W197 BoolStrap_Emp_W198 BoolStrap_Emp_W199 BoolStrap_Emp_W1101 BoolStrap_Emp_W1102 BoolStrap_Emp_W1103 BoolStrap_Emp_W1104 BoolStrap_Emp_W1104 BoolStrap_Emp_W1104 BoolStrap_Emp_W1104 BoolStrap_Emp_W1104 BoolStrap_Emp_W1105	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W190 BootStrap_Emp_W191 BootStrap_Emp_W192 BootStrap_Emp_W101 BootStrap_Emp_W102 BootStrap_Emp_W103 BootStrap_Emp_W104 BootStrap_Emp_W104 BootStrap_Emp_W105	N N N N N N N N N N N N N	Observed Range Observed Range	0 - 552472 25553 0 - 800537.80584 0 - 886846 67522 0 - 1225323.7554 0 - 486574 14753 0 - 756359.19033 0 - 536187.94896 0 - 365521.23008 0 - 845521.23008 0 - 845540 0 - 845480.09473 0 - 868960 1.286	2206 2206 2206 2206 2206 2206 2206 2206	
BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W190 BootStrap_Emp_W1100 BootStrap_Emp_W1101 BootStrap_Emp_W1103 BootStrap_Emp_W1103 BootStrap_Emp_W1104 BootStrap_Emp_W1105 BootStrap_Emp_W1106	BoolStrap_Emp_W193 BoolStrap_Emp_W194 BoolStrap_Emp_W195 BoolStrap_Emp_W196 BoolStrap_Emp_W197 BoolStrap_Emp_W198 BoolStrap_Emp_W199 BoolStrap_Emp_W1101 BoolStrap_Emp_W1102 BoolStrap_Emp_W1103 BoolStrap_Emp_W1104 BoolStrap_Emp_W1105 BoolStrap_Emp_W1105	N N N N N N N N N N	Observed Range Observed Range	0 - 552472.2553 0 - 800537.80584 0 - 806846.67522 0 - 1225323.7554 0 - 486574.14753 0 - 486574.14753 0 - 756359.19033 0 - 536187.94896 0 - 855521.23008 0 - 1425970.2034 0 - 8585821.23008 0 - 84580.09473 0 - 868905.1286 0 - 1044904.6543	2206 2206 2206 2206 2206 2206 2206 2206 2206 2206 2206 2206 2206 2206 2206 2206 2206 2206 2206 2206	
BoolStrap_Emp_W194 BoolStrap_Emp_W195 BoolStrap_Emp_W196 BoolStrap_Emp_W197 BoolStrap_Emp_W198 BoolStrap_Emp_W199 BoolStrap_Emp_W110 BoolStrap_Emp_W1101 BoolStrap_Emp_W1102 BoolStrap_Emp_W1103 BoolStrap_Emp_W1104 BoolStrap_Emp_W1105 BoolStrap_Emp_W1106 BoolStrap_Emp_W1106 BoolStrap_Emp_W1107	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W197 BootStrap_Emp_W197 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W1100 BootStrap_Emp_W1101 BootStrap_Emp_W1103 BootStrap_Emp_W1104 BootStrap_Emp_W1105 BootStrap_Emp_W1106 BootStrap_Emp_W1106 BootStrap_Emp_W1106 BootStrap_Emp_W107	N N N N N N N N N N N N N N	Observed Range Observed Range	0 - 552472.25553 0 - 800537.80584 0 - 806246.67522 0 - 1225323.7554 0 - 486574.14753 0 - 756335.19033 0 - 536187.94896 0 - 855521.23008 0 - 1425970.2034 0 - 1425970.2034 0 - 1425970.2034 0 - 874680.9473 0 - 86805.1226 0 - 1044904.9543 0 - 513370.15209	2206 2206 2206 2206 2206 2206 2206 2206	
BootStrap_Emp_Wt94 BootStrap_Emp_Wt95 BootStrap_Emp_Wt96 BootStrap_Emp_Wt97 BootStrap_Emp_Wt98 BootStrap_Emp_Wt99 BootStrap_Emp_Wt90 BootStrap_Emp_Wt100 BootStrap_Emp_Wt101 BootStrap_Emp_Wt102 BootStrap_Emp_Wt104 BootStrap_Emp_Wt105 BootStrap_Emp_Wt106 BootStrap_Emp_Wt107 BootStrap_Emp_Wt108 BootStrap_Emp_Wt107 BootStrap_Emp_Wt108	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W190 BootStrap_Emp_W191 BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W1102 BootStrap_Emp_W1103 BootStrap_Emp_W1104 BootStrap_Emp_W1105 BootStrap_Emp_W1106 BootStrap_Emp_W1108 BootStrap_Emp_W1108	N N N N N N N N N N N N N N N N N N N	Observed Range Observed Range	0 - 552472.2553 0 - 800537.80584 0 - 806846.67522 0 - 1225323.7554 0 - 486574.14753 0 - 486574.14753 0 - 756359.19033 0 - 536187.94896 0 - 855521.23008 0 - 1425970.2034 0 - 8585821.23008 0 - 84580.09473 0 - 868905.1286 0 - 1044904.6543	2206 2206 2206 2206 2206 2206 2206 2206	
BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W1101 BootStrap_Emp_W1102 BootStrap_Emp_W1103 BootStrap_Emp_W1104 BootStrap_Emp_W1105 BootStrap_Emp_W1106 BootStrap_Emp_W1106 BootStrap_Emp_W1106 BootStrap_Emp_W1106 BootStrap_Emp_W1106 BootStrap_Emp_W1106 BootStrap_Emp_W1106 BootStrap_Emp_W1106 BootStrap_Emp_W1106 BootStrap_Emp_W1107	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W190 BootStrap_Emp_W191 BootStrap_Emp_W1100 BootStrap_Emp_W1102 BootStrap_Emp_W1103 BootStrap_Emp_W1104 BootStrap_Emp_W1105 BootStrap_Emp_W1106 BootStrap_Emp_W106 BootStrap_Emp_W106 BootStrap_Emp_W106 BootStrap_Emp_W107	N N N N N N N N N N N N N N N N N N N	Observed Range Observed Range	0 - 552472.25553 0 - 800537.80584 0 - 806546.67522 0 - 1225323.7554 0 - 486574.14753 0 - 756359.19033 0 - 536187.94996 0 - 685521.23008 0 - 85521.23008 0 - 85521.23008 0 - 85521.23008 0 - 868296.1286 0 - 1044904.9543 0 - 513370.15209 0 - 68678.65.1285	2206 2206 2206 2206 2206 2206 2206 2206	
BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W190 BootStrap_Emp_W1910 BootStrap_Emp_W1101 BootStrap_Emp_W1102 BootStrap_Emp_W1103 BootStrap_Emp_W1104 BootStrap_Emp_W1105 BootStrap_Emp_W1106 BootStrap_Emp_W1107 BootStrap_Emp_W1108 BootStrap_Emp_W1108 BootStrap_Emp_W1108 BootStrap_Emp_W1108	BoolStrap_Emp_W193 BoolStrap_Emp_W194 BoolStrap_Emp_W195 BoolStrap_Emp_W196 BoolStrap_Emp_W197 BoolStrap_Emp_W198 BoolStrap_Emp_W199 BoolStrap_Emp_W190 BoolStrap_Emp_W101 BoolStrap_Emp_W1101 BoolStrap_Emp_W1102 BoolStrap_Emp_W1103 BoolStrap_Emp_W1104 BoolStrap_Emp_W1105 BoolStrap_Emp_W1106 BoolStrap_Emp_W1107 BoolStrap_Emp_W1108 BoolStrap_Emp_W1108 BoolStrap_Emp_W1108 BoolStrap_Emp_W1108 BoolStrap_Emp_W1108 BoolStrap_Emp_W109	N N N N N N N N N N N N N N N N N N N	Observed Range Observed Range	0 - 552472.2553 0 - 800537.80584 0 - 806546.67522 0 - 1225323.7554 0 - 486574.14753 0 - 586351.9033 0 - 536187.94896 0 - 855521.23008 0 - 1425970.2034 0 - 854580.09473 0 - 864800.51286 0 - 1044904.9543 0 - 1044904.9543 0 - 1044904.9543 0 - 137363.0.0549	2206 2206 2206 2206 2206 2206 2206 2206	
BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W196 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W1100 BootStrap_Emp_W1101 BootStrap_Emp_W1102 BootStrap_Emp_W1103 BootStrap_Emp_W1104 BootStrap_Emp_W1105 BootStrap_Emp_W1106 BootStrap_Emp_W1107 BootStrap_Emp_W1108 BootStrap_Emp_W1108 BootStrap_Emp_W1108 BootStrap_Emp_W1109 BootStrap_Emp_W1109 BootStrap_Emp_W1104	BootStrap_Emp_W193 BootStrap_Emp_W194 BootStrap_Emp_W195 BootStrap_Emp_W197 BootStrap_Emp_W197 BootStrap_Emp_W198 BootStrap_Emp_W199 BootStrap_Emp_W190 BootStrap_Emp_W1100 BootStrap_Emp_W1101 BootStrap_Emp_W1102 BootStrap_Emp_W1103 BootStrap_Emp_W1104 BootStrap_Emp_W1105 BootStrap_Emp_W1106 BootStrap_Emp_W1108 BootStrap_Emp_W1108 BootStrap_Emp_W1108 BootStrap_Emp_W1109 BootStrap_Emp_W110	N N N N N N N N N N N N N N N N N N N	Observed Range Observed Range	0 - 552472 25553 0 - 800537.80584 0 - 88684.6 67522 0 - 1225323.7554 0 - 756359.19033 0 - 536187.94896 0 - 365521 23008 0 - 855521 23008 0 - 855521 23008 0 - 845527 0.2034 0 - 845567 0.9473 0 - 868905.1286 0 - 1044904.9543 0 - 513370.15209 0 - 68678.51285 0 - 1373630.0549 0 - 6872674.874	2206 2206 2206 2206 2206 2206 2206 2206	

BootStrap_Emp_Wt114	BootStrap_Emp_Wt114	N	Observed Range	0 - 524945.6884	2206		
BootStrap_Emp_Wt115	BootStrap_Emp_Wt115	N		0 - 1025700	2206		
BootStrap_Emp_Wt116	BootStrap_Emp_Wt116	N		0 - 560579.06311	2206		
BootStrap_Emp_Wt117	BootStrap_Emp_Wt117	N		0 - 948855.31256	2206		
BootStrap_Emp_Wt118	BootStrap_Emp_Wt118	N		0 - 941302.0282	2206		
BootStrap_Emp_Wt119	BootStrap_Emp_Wt119	N N		0 - 1166177.1764	2206		
BootStrap_Emp_Wt120	BootStrap_Emp_Wt120	N		0 - 761547.55229 0 - 867560.99997	2206 2206		
BootStrap_Emp_Wt121 BootStrap_Emp_Wt122	BootStrap_Emp_Wt121 BootStrap_Emp_Wt122	N		0 - 1085455.2723	2206		
BootStrap Emp Wt122	BootStrap_Emp_Wt122	N		0 - 525266.32679	2200		
BootStrap_Emp_Wt124	BootStrap_Emp_Wt124	N		0 - 692788.79366	2200		
BootStrap_Emp_Wt125	BootStrap_Emp_Wt125	N		0 - 579120.01661	2200		
BootStrap_Emp_Wt126	BootStrap_Emp_Wt126	N		0 - 570244.58295	2206		
BootStrap_Emp_Wt127	BootStrap_Emp_Wt127	N		0 - 722276.7078	2206		
BootStrap_Emp_Wt128	BootStrap_Emp_Wt128	N	Observed Range	0 - 1218517.0906	2206		
BootStrap_Emp_Wt129	BootStrap_Emp_Wt129	N		0 - 831784.15621	2206		
BootStrap_Emp_Wt130	BootStrap_Emp_Wt130	N	Observed Range	0 - 2362172.8047	2206		
BootStrap_Emp_Wt131	BootStrap_Emp_Wt131	N		0 - 864826.6311	2206		
BootStrap_Emp_Wt132		N		0 - 1080217.9601	2206		
BootStrap_Emp_Wt133	BootStrap_Emp_Wt133	N		0 - 846827.3946	2206		
BootStrap_Emp_Wt134	BootStrap_Emp_Wt134	N		0 - 3630223.5716	2206		
BootStrap_Emp_Wt135	BootStrap_Emp_Wt135	N		0 - 940801.33473	2206		
BootStrap_Emp_Wt136	BootStrap_Emp_Wt136	N	Observed Range	0 - 1100625.7784	2206		
BootStrap_Emp_Wt137	BootStrap_Emp_Wt137	N	Observed Range	0 - 994544.82573	2206		
BootStrap_Emp_Wt138	BootStrap_Emp_Wt138	N N		0 - 555976.94573	2206		
BootStrap_Emp_Wt139 BootStrap_Emp_Wt140	BootStrap_Emp_Wt139 BootStrap_Emp_Wt140	N		0 - 2742058.1722 0 - 858001.4165	2206 2206		
BootStrap_Emp_Wt140	BootStrap_Emp_Wt141	N		0 - 940639.17773	2200		
BootStrap_Emp_Wt142	BootStrap_Emp_Wt142	N	Observed Range	0 - 633595.98254	2200		
BootStrap_Emp_Wt142 BootStrap_Emp_Wt143	BootStrap_Emp_Wt142 BootStrap_Emp_Wt143	N		0 - 633595.96254 0 - 877225.12347	2206		
BootStrap_Emp_Wt144	BootStrap_Emp_Wt144	N		0 - 683636.78479	2200		
BootStrap_Emp_Wt145	BootStrap_Emp_Wt145	N		0 - 558421.65373	2206		
BootStrap_Emp_Wt146	BootStrap_Emp_Wt146	N		0 - 690077.12918	2206		
BootStrap_Emp_Wt147	BootStrap_Emp_Wt147	N		0 - 709892.82797	2206		
BootStrap_Emp_Wt148	BootStrap_Emp_Wt148	N		0 - 1533706	2206		
BootStrap_Emp_Wt149	BootStrap_Emp_Wt149	N		0 - 1131228.2518	2206		
BootStrap_Emp_Wt150	BootStrap_Emp_Wt150	N	Observed Range	0 - 945541.80406	2206		
BootStrap_Emp_Wt151	BootStrap_Emp_Wt151	N		0 - 918205.50192	2206		
BootStrap_Emp_Wt152	BootStrap_Emp_Wt152	N		0 - 813939.08755	2206		
BootStrap_Emp_Wt153	BootStrap_Emp_Wt153	N		0 - 562174.51735	2206		
BootStrap_Emp_Wt154	BootStrap_Emp_Wt154	N		0 - 531228.75192	2206		
BootStrap_Emp_Wt155	BootStrap_Emp_Wt155	N		0 - 780841.969	2206		
BootStrap_Emp_Wt156	BootStrap_Emp_Wt156	N	Ŷ	0 - 914503.87544	2206		
BootStrap_Emp_Wt157		N		0 - 1239982.8274	2206		
BootStrap_Emp_Wt158	BootStrap_Emp_Wt158	N N		0 - 954588.62585 0 - 1027278	2206 2206		
BootStrap_Emp_Wt159	BootStrap_Emp_Wt159	N					
BootStrap_Emp_Wt160 BootStrap_Emp_Wt161	BootStrap_Emp_Wt160 BootStrap_Emp_Wt161	N	Observed Range Observed Range	0 - 603759.83663 0 - 672846.38352	2206 2206		
BootStrap_Emp_Wt162	BootStrap_Emp_Wt162	N	Observed Range	0 - 1086483.6828	2200		
BootStrap_Emp_Wt163	BootStrap_Emp_Wt163	N		0 - 1868821.2007	2200		
BootStrap_Emp_Wt164	BootStrap_Emp_Wt164	N		0 - 667297.95649	2206		
BootStrap_Emp_Wt165	BootStrap_Emp_Wt165	N		0 - 1169305.497	2206		
BootStrap_Emp_Wt166	BootStrap_Emp_Wt166	N		0 - 702187.2659	2206		
BootStrap_Emp_Wt167	BootStrap_Emp_Wt167	N		0 - 1101979.1038	2206		
BootStrap_Emp_Wt168	BootStrap_Emp_Wt168	N	Observed Range	0 - 887341.68482	2206		
BootStrap_Emp_Wt169	BootStrap_Emp_Wt169	N	Observed Range	0 - 937966.40957	2206		
BootStrap_Emp_Wt170	BootStrap_Emp_Wt170	N	Observed Range	0 - 2008994.2436	2206		
BootStrap_Emp_Wt171	BootStrap_Emp_Wt171	N	Observed Range	0 - 637292.99052	2206		
BootStrap_Emp_Wt172	BootStrap_Emp_Wt172	N		0 - 627536.03728	2206		
BootStrap_Emp_Wt173	BootStrap_Emp_Wt173	N		0 - 608056.61744	2206		
BootStrap_Emp_Wt174	BootStrap_Emp_Wt174	N	Observed Range	0 - 609578.61785	2206		
BootStrap_Emp_Wt175	BootStrap_Emp_Wt175	N	Observed Range	0 - 1083089.1596	2206		
BootStrap_Emp_Wt176 BootStrap_Emp_Wt177	BootStrap_Emp_Wt176	N N		0 - 733341.02977	2206		
	BootStrap_Emp_Wt177	N		0 - 565811.94899	2206 2206		
BootStrap_Emp_Wt178 BootStrap_Emp_Wt179	BootStrap_Emp_Wt178 BootStrap_Emp_Wt179	N	Observed Range Observed Range	0 - 897382.76479 0 - 752474.2981	2206		
BootStrap_Emp_Wt180	BootStrap_Emp_Wt180	N		0 - 579034.35588	2200		
BootStrap_Emp_Wt181	BootStrap_Emp_Wt181	N		0 - 1189441.745	2206		
BootStrap_Emp_Wt182	BootStrap_Emp_Wt181	N		0 - 1147080.8023	2200		
BootStrap_Emp_Wt183	BootStrap_Emp_Wt183	N		0 - 890416.71489	2200		
BootStrap_Emp_Wt184	BootStrap_Emp_Wt184	N		0 - 741144.22826	2206		
BootStrap_Emp_Wt185		N		0 - 616283.59631	2206		
BootStrap_Emp_Wt186	BootStrap_Emp_Wt186	N		0 - 744246.45534	2206		
BootStrap_Emp_Wt187	BootStrap_Emp_Wt187	N		0 - 576357.5914	2206		
BootStrap_Emp_Wt188	BootStrap_Emp_Wt188	N		0 - 1775141.5641	2206		
BootStrap_Emp_Wt189	BootStrap_Emp_Wt189	N		0 - 595853.91098	2206		
BootStrap_Emp_Wt190	BootStrap_Emp_Wt190	N		0 - 1125701.1215	2206		
BootStrap_Emp_Wt191 PootStrap_Emp_Wt102	BootStrap_Emp_Wt191 PootStrap_Emp_Wt102	N		0 - 516568.03422	2206		
BootStrap_Emp_Wt192 BootStrap_Emp_Wt193	BootStrap_Emp_Wt192 BootStrap_Emp_Wt193	N N		0 - 619778.80451 0 - 2283097.2839	2206 2206		
BootStrap_Emp_Wt193 BootStrap_Emp_Wt194	BootStrap_Emp_Wt193 BootStrap_Emp_Wt194	N N		0 - 2283097.2839 0 - 599736.8085	2206		
BootStrap_Emp_Wt194 BootStrap_Emp_Wt195	BootStrap_Emp_Wt194 BootStrap_Emp_Wt195	N		0 - 2861190.8368	2206		
BootStrap_Emp_Wt196	BootStrap_Emp_Wt196	N		0 - 1508665.8633	2200		
BootStrap_Emp_Wt197	BootStrap_Emp_Wt197	N		0 - 615736.61405	2200		
BootStrap_Emp_Wt198	BootStrap_Emp_Wt198	N		0 - 1120422.639	2206		
BootStrap_Emp_Wt199	BootStrap_Emp_Wt199	N		0 - 733506.09926	2206		
BootStrap_Emp_Wt200	BootStrap_Emp_Wt200	N		0 - 1174946.4813	2206		
Bootstrap_Emp_wizoo				0 - 947279.64046	2206		
BootStrap_Emp_Wt201	BootStrap_Emp_Wt201	N		0 - 2248785.433	2206		
BootStrap_Emp_Wt201 BootStrap_Emp_Wt202	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202	N	Observed Range				
BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203	N N	Observed Range Observed Range	0 - 609615.1074	2206		
BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204	N N N	Observed Range Observed Range Observed Range	0 - 609615.1074 0 - 690599.76393	2206		
BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204 BootStrap_Emp_Wt205	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204 BootStrap_Emp_Wt204	z z z z z	Observed Range Observed Range Observed Range Observed Range	0 - 609615.1074 0 - 690599.76393 0 - 597637.88687	2206 2206		
BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W205 BootStrap_Emp_W206 BootStrap_Emp_W206	BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W205 BootStrap_Emp_W206	N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 609615.1074 0 - 690599.76393 0 - 597637.88687 0 - 849139.37905	2206 2206 2206		
BoolStrap_Emp_WI201 BoolStrap_Emp_WI202 BoolStrap_Emp_WI203 BoolStrap_Emp_WI204 BoolStrap_Emp_WI205 BoolStrap_Emp_WI206 BoolStrap_Emp_WI207	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204 BootStrap_Emp_Wt205 BootStrap_Emp_Wt206 BootStrap_Emp_Wt206 BootStrap_Emp_Wt206 BootStrap_Emp_Wt206	N N N N N N N N N N N N N N N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 609615.1074 0 - 690599.76393 0 - 597637.88687 0 - 849139.37905 0 - 692472.21433	2206 2206 2206 2206		
BoolStrap_Emp_WI201 BoolStrap_Emp_WI202 BoolStrap_Emp_WI203 BoolStrap_Emp_WI204 BoolStrap_Emp_WI205 BoolStrap_Emp_WI206 BoolStrap_Emp_WI207 BoolStrap_Emp_WI208	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204 BootStrap_Emp_Wt205 BootStrap_Emp_Wt206 BootStrap_Emp_Wt207 BootStrap_Emp_Wt208	N N N N N N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 609615.1074 0 - 690569.76393 0 - 597537.88687 0 - 849139.37905 0 - 692472.21433 0 - 1521016.633	2206 2206 2206 2206 2206		
BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W205 BootStrap_Emp_W206 BootStrap_Emp_W207 BootStrap_Emp_W208 BootStrap_Emp_W208 BootStrap_Emp_W208 BootStrap_Emp_W208	BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W205 BootStrap_Emp_W206 BootStrap_Emp_W207 BootStrap_Emp_W208 BootStrap_Emp_W209	N N N N N N N N N N N N N N N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 609615.1074 0 - 690599.76393 0 - 690599.76393 0 - 597637.88887 0 - 849139.37905 0 - 682472.21433 0 - 682472.21433 0 - 6521016.633 0 - 647057.87382	2206 2206 2206 2206 2206 2206		
BootStrap_Emp_WI201 BootStrap_Emp_WI202 BootStrap_Emp_WI203 BootStrap_Emp_WI204 BootStrap_Emp_WI206 BootStrap_Emp_WI207 BootStrap_Emp_WI208 BootStrap_Emp_WI208 BootStrap_Emp_WI209 BootStrap_Emp_WI209 BootStrap_Emp_WI210	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204 BootStrap_Emp_Wt205 BootStrap_Emp_Wt206 BootStrap_Emp_Wt207 BootStrap_Emp_Wt208 BootStrap_Emp_Wt208 BootStrap_Emp_Wt209 BootStrap_Emp_Wt204		Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 609615.1074 0 - 690599.76393 0 - 597637.88687 0 - 682473.97005 0 - 682472.21433 0 - 1621016.633 0 - 647057.87382 0 - 6424250.80249	2206 2206 2206 2206 2206 2206 2206 2206		
BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W206 BootStrap_Emp_W206 BootStrap_Emp_W207 BootStrap_Emp_W208 BootStrap_Emp_W209 BootStrap_Emp_W209 BootStrap_Emp_W210 BootStrap_Emp_W211	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204 BootStrap_Emp_Wt205 BootStrap_Emp_Wt206 BootStrap_Emp_Wt207 BootStrap_Emp_Wt208 BootStrap_Emp_Wt209 BootStrap_Emp_Wt209 BootStrap_Emp_Wt210 BootStrap_Emp_Wt210	N N N N N N N N N N N N N N N N N N N	Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 609615.1074 0 - 69059.76393 0 - 597637.86867 0 - 694139.37905 0 - 692472.21433 0 - 1521016.633 0 - 647057.87382 0 - 624250.80249 0 - 596129.96248	2206 2206 2206 2206 2206 2206 2206 2206		
BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W206 BootStrap_Emp_W206 BootStrap_Emp_W207 BootStrap_Emp_W208 BootStrap_Emp_W209 BootStrap_Emp_W208 BootStrap_Emp_W209 BootStrap_Emp_W210 BootStrap_Emp_W211 BootStrap_Emp_W212	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204 BootStrap_Emp_Wt205 BootStrap_Emp_Wt206 BootStrap_Emp_Wt207 BootStrap_Emp_Wt208 BootStrap_Emp_Wt208 BootStrap_Emp_Wt209 BootStrap_Emp_Wt208 BootStrap_Emp_Wt209 BootStrap_Emp_Wt210 BootStrap_Emp_Wt211 BootStrap_Emp_Wt212		Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range Observed Range	0 - 609615.1074 0 - 690959.76393 0 - 690599.76393 0 - 597637.88887 0 - 849139.37905 0 - 682472.21433 0 - 682472.21433 0 - 6847057.87382 0 - 6547057.87382 0 - 624250.80249 0 - 596129.99248 0 - 52696.053828	2206 2206 2206 2206 2206 2206 2206 2206		
BoolStrap_Emp_W201 BoolStrap_Emp_W203 BoolStrap_Emp_W204 BoolStrap_Emp_W206 BoolStrap_Emp_W206 BoolStrap_Emp_W207 BoolStrap_Emp_W208 BoolStrap_Emp_W209 BoolStrap_Emp_W208 BoolStrap_Emp_W210 BoolStrap_Emp_W210 BoolStrap_Emp_W211 BoolStrap_Emp_W212 BoolStrap_Emp_W213	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204 BootStrap_Emp_Wt205 BootStrap_Emp_Wt206 BootStrap_Emp_Wt207 BootStrap_Emp_Wt208 BootStrap_Emp_Wt208 BootStrap_Emp_Wt209 BootStrap_Emp_Wt210 BootStrap_Emp_Wt210 BootStrap_Emp_Wt211 BootStrap_Emp_Wt212 BootStrap_Emp_Wt213		Observed Range Observed Range	0 - 609615.1074 0 - 690599.76393 0 - 597637.86867 0 - 849139.37905 0 - 682472.21433 0 - 682459.21433 0 - 682459.21433 0 - 58649.6129.99248 0 - 785404.95072 0 - 785404.95072	2206 2206 2206 2206 2206 2206 2206 2206		
BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W206 BootStrap_Emp_W206 BootStrap_Emp_W207 BootStrap_Emp_W208 BootStrap_Emp_W209 BootStrap_Emp_W208 BootStrap_Emp_W209 BootStrap_Emp_W210 BootStrap_Emp_W211 BootStrap_Emp_W212	BootStrap_Emp_Wt201 BootStrap_Emp_Wt202 BootStrap_Emp_Wt203 BootStrap_Emp_Wt204 BootStrap_Emp_Wt205 BootStrap_Emp_Wt206 BootStrap_Emp_Wt207 BootStrap_Emp_Wt208 BootStrap_Emp_Wt208 BootStrap_Emp_Wt209 BootStrap_Emp_Wt208 BootStrap_Emp_Wt209 BootStrap_Emp_Wt210 BootStrap_Emp_Wt211 BootStrap_Emp_Wt212		Observed Range Observed Range	0 - 609615.1074 0 - 690959.76393 0 - 690599.76393 0 - 597637.88887 0 - 849139.37905 0 - 682472.21433 0 - 682472.21433 0 - 6847057.87382 0 - 6547057.87382 0 - 624250.80249 0 - 596129.99248 0 - 52696.053828	2206 2206 2206 2206 2206 2206 2206 2206		
BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W206 BootStrap_Emp_W206 BootStrap_Emp_W207 BootStrap_Emp_W208 BootStrap_Emp_W209 BootStrap_Emp_W209 BootStrap_Emp_W210 BootStrap_Emp_W211 BootStrap_Emp_W212 BootStrap_Emp_W213 BootStrap_Emp_W214	BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W206 BootStrap_Emp_W207 BootStrap_Emp_W207 BootStrap_Emp_W208 BootStrap_Emp_W209 BootStrap_Emp_W210 BootStrap_Emp_W211 BootStrap_Emp_W212 BootStrap_Emp_W214		Observed Range Observed Range	0 - 609615.1074 0 - 69059.76393 0 - 69059.76393 0 - 69139.37805 0 - 692472.21433 0 - 642057.87382 0 - 642057.87382 0 - 624250.80249 0 - 569129.98248 0 - 56960.63328 0 - 785404.95072 0 - 784712.87893	2206 2206 2206 2206 2206 2206 2206 2206		
BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W205 BootStrap_Emp_W206 BootStrap_Emp_W208 BootStrap_Emp_W208 BootStrap_Emp_W209 BootStrap_Emp_W209 BootStrap_Emp_W209 BootStrap_Emp_W210 BootStrap_Emp_W211 BootStrap_Emp_W213 BootStrap_Emp_W214 BootStrap_Emp_W214 BootStrap_Emp_W214 BootStrap_Emp_W215	BootStrap_Emp_W201 BootStrap_Emp_W202 BootStrap_Emp_W203 BootStrap_Emp_W204 BootStrap_Emp_W205 BootStrap_Emp_W206 BootStrap_Emp_W207 BootStrap_Emp_W208 BootStrap_Emp_W209 BootStrap_Emp_W210 BootStrap_Emp_W211 BootStrap_Emp_W213 BootStrap_Emp_W214 BootStrap_Emp_W214 BootStrap_Emp_W216		Observed Range Observed Range	0 - 609615.1074 0 - 69099.76393 0 - 690599.76393 0 - 597637.86867 0 - 849139.37905 0 - 682472.21433 0 - 6847057.87382 0 - 6547057.87382 0 - 6547057.87382 0 - 526960.63828 0 - 586129.99248 0 - 58640.95072 0 - 747112.87893 0 - 747112.87893 0 - 747450.72714	2206 2206 2206 2206 2206 2206 2206 2206		

BootStrap_Emp_Wt219	BootStrap_Emp_Wt219	N	Observed Range	0 - 1001358.1805	2206	
BootStrap_Emp_Wt220	BootStrap_Emp_Wt220	N	Observed Range	0 - 1090340.3499	2206	
BootStrap_Emp_Wt221	BootStrap_Emp_Wt221	N	Observed Range	0 - 831441.79565	2206	
BootStrap_Emp_Wt222	BootStrap_Emp_Wt222	N	Observed Range	0 - 1010057.95	2206	
BootStrap_Emp_Wt223	BootStrap_Emp_Wt223	N	Observed Range	0 - 1072239.977	2206	
BootStrap_Emp_Wt224	BootStrap_Emp_Wt224	N	Observed Range	0 - 877333.63951	2206	
BootStrap_Emp_Wt225	BootStrap_Emp_Wt225	N	Observed Range	0 - 2367247.8391	2206	
BootStrap_Emp_Wt226	BootStrap_Emp_Wt226	N	Observed Range	0 - 1077640.7969	2206	
BootStrap_Emp_Wt227	BootStrap_Emp_Wt227	N	Observed Range	0 - 798167.81244	2206	
BootStrap_Emp_Wt228	BootStrap_Emp_Wt228	N	Observed Range	0 - 1093151.9392	2206	
BootStrap_Emp_Wt229	BootStrap_Emp_Wt229	N	Observed Range	0 - 835308.27716	2206	
BootStrap_Emp_Wt230	BootStrap_Emp_Wt230	N	Observed Range	0 - 922317.74089	2206	
BootStrap_Emp_Wt231	BootStrap_Emp_Wt231	N	Observed Range	0 - 618110.22153	2206	
BootStrap_Emp_Wt232	BootStrap_Emp_Wt232	N	Observed Range	0 - 604089.43135	2206	
BootStrap_Emp_Wt233	BootStrap_Emp_Wt233	N	Observed Range	0 - 829709.52225	2206	
BootStrap_Emp_Wt234	BootStrap_Emp_Wt234	N	Observed Range	0 - 802468.09613	2206	
BootStrap_Emp_Wt235	BootStrap_Emp_Wt235	N	Observed Range	0 - 612536.24328	2206	
BootStrap_Emp_Wt236	BootStrap_Emp_Wt236	N	Observed Range	0 - 630978.33016	2206	
BootStrap_Emp_Wt237	BootStrap_Emp_Wt237	N	Observed Range	0 - 1027278	2206	
BootStrap_Emp_Wt238	BootStrap_Emp_Wt238	N	Observed Range	0 - 523037.61527	2206	
BootStrap_Emp_Wt239	BootStrap_Emp_Wt239	N	Observed Range	0 - 786509.6952	2206	
BootStrap_Emp_Wt240	BootStrap_Emp_Wt240	N	Observed Range	0 - 575194.34697	2206	
BootStrap_Emp_Wt241	BootStrap_Emp_Wt241	N	Observed Range	0 - 571385.21336	2206	
BootStrap_Emp_Wt242	BootStrap_Emp_Wt242	N	Observed Range	0 - 797173.82295	2206	
BootStrap_Emp_Wt243	BootStrap_Emp_Wt243	N	Observed Range	0 - 549627.21992	2206	
BootStrap_Emp_Wt244	BootStrap_Emp_Wt244	N	Observed Range	0 - 1066939.7221	2206	
BootStrap_Emp_Wt245	BootStrap_Emp_Wt245	N	Observed Range	0 - 589800.20204	2206	
BootStrap_Emp_Wt246	BootStrap_Emp_Wt246	N	Observed Range	0 - 523858.50766	2206	
BootStrap_Emp_Wt247	BootStrap_Emp_Wt247	N	Observed Range	0 - 892749.33776	2206	
BootStrap_Emp_Wt248	BootStrap_Emp_Wt248	N	Observed Range	0 - 1277694.1303	2206	
BootStrap_Emp_Wt249	BootStrap_Emp_Wt249	N	Observed Range	0 - 1091642.247	2206	
BootStrap_Emp_Wt250	BootStrap_Emp_Wt250	N	Observed Range	0 - 1024122	2206	

Worksite Survey Weights

The 2018 FMLA Worksite Survey employed a stratified simple random design, with strata defined by paid leave states/non-paid leave states, industry grouping, and worksite size. To account for the sampling design and to adjust for unit nonresponse, two sets of weights were created for analyzing 2018 FML Worksite Survey data using the bootstrap re-sampling lechnique. The first set of weights weights the data by the number of employees working at each worksite (employee weights). The second set of weights weights the data by the number of worksite (worksite weights). The worksite weights can be used to draw inferences about the population of employeers in worksite-level analyses, whereas the employee weights can be used to provide employee-level estimates in employee-level analyses. Each set of weights contains 250 replicates.

More information about the weights can be found in the 2018 Methodology Report: Pacer, J., Kahmann, M., Hsieh, S., Kolenikov, S., Witt, M., Schalk, M. & Roy, R. (2020). Employee and Worksite Perspectives of the Family and Medical Leave Act: Methodology Report for the 2018 Surveys. Rockville, MD: Abt Associates.

Examples of Running Weighted Frequencies Using Common Statistical Software Packages

Below are examples of SAS® and Stata® syntax that must be used to properly calculate weighted frequencies of FMLA eligibility using worksite weights and using employee weights, on the full sample of respondents. In addition, the code output is provided for illustrative purposes.

Additional information about the application of the survey weights can be found in the 2018 FMLA Public Use File Documentation Guide: Lack, K., Morrill, T., Prenovitz, S., Roy, R. & Klerman, J.A. (2020). Family and Medical Leave in 2018: Public Use File Documentation Guide. Rockville, MD: Abt Associates.

	quencies on l	Full Sample								
Statistical										
Package	Weights	Code		Expected Output						
			Data Summary	Variance Estimation		Organization's n				
		PROC SURVEYFREQ data= <libname>.FMLA 2018 Worksite PUF</libname>	Number of Observations 2206	Method BRR	Q4_CAT Freq	ency Weighted	Std Err of	Percent	Std Err of	
		VARMETHOD = br:	Sum of Weights 9446660	Replicate Weights FMLA_2018_WORKSITE_PUF		Frequency	Wgt Freq		Percent	
		WEIGHT Estab Wt:			Manufacturing	584 1283713	4.70E-06	13.5891	0	
SAS		REPWEIGHT BootStrap Estab Wt1 - BootStrap Estab Wt250;			Retail	434 1918384	0.0000188	20.3075	0	
		TABLES Q4 CAT;			Services	562 2864417	5.57E-06	30.322	0	
		RUN;			Other	626 3380146	3.50E-06	35.7814	0	
					Total	2206 9446660	0.0000223	100		
					Organization's Main Indu	-teu		Descention		
			Number of obs = 2.206		Manufacturing	su y		Proportion 0.1359		
			Population size = 9,446,660		Retail			0.1359		
	Worksite	svyset [pw=estab wt], vce(bootstrap) bsrw(bootstrap estab wt*) mse	Replications = 250		Services			0.3032		
Stata		svyset (pw-estab_wt), vce(bootstrap) bstw(bootstrap_estab_wt) inse svy: tab q4_cat	Replications - 250		Other			0.3032		
	Weigina	svy. tab qr_cat			Total			0.3378		
					Key: proportion = cell	roportion				
					rtey. proportion - cen	oporaon				
			Data Summary	Variance Estimation		Organization's n	ala laduata.			
			Data Summary	variance Estimation		Organization s n	ain industry			
		PROC SURVEYFREQ data= <libname>.FMLA 2018 Worksite PUF</libname>	Number of Observations 2206	Method BRR	Q4_CAT Freq	Weighted	Std Err of	Percent	Std Err of	
		VARMETHOD = brr;	Sum of Weights 114066684	Replicate Weights FMLA_2018_WORKSITE_PUF		Frequency	Wgt Freq		Percent	
SAS		WEIGHT Emp_Wt;			Manufacturing	584 18931469		16.5968	0.9931	
UNU		REPWEIGHT BootStrap_Emp_Wt1- BootStrap_Emp_Wt250;			Retail	434 25845555	781684	22.6583	0.6853	
		TABLES Q4_CAT;			Services	562 28769323	4338938	25.2215	3.8039	
		RUN;			Other	626 40520337	4130910	35.5234	3.6215	
					Total	2206 114066684	0.0002236	100		
					Organization's Main Indu Manufacturing	itry		Proportion		
			Number of obs = 2,206		Manufacturing Retail			0.166		
			Population size = 114,066,684					0.2266		
Stata	Employee	svyset [pw=emp_wt], vce(bootstrap) bsrw(bootbtrap_emp_wt*) mse	Replications = 250		Services Other			0.2522		
	Ministration							0.3552		
otata	Weights	svy: tab q4_cat						4		
otata	Weights	svy: tab q4_cat			Total	repetion		1		
otata	Weights	svy: tab q4_cat				roportion		1		

Comparison of 2012 and 2018 Worksite Surveys

The 2018 surveys were designed to be as comparable as possible to the 2012 surveys. However, it was necessary to make some changes to the 2018 surveys, in order to address capture changes in the policy landscape since 2012, improve the utility of the survey, and other specific reasons.

A summary of the changes made to the 2018 Worksite Survey relative to the 2012 Survey can be found in Section 2.2.2 of the 2018 FMLA Methodology Report:

Pacer, J., Kahmann, M., Hsieh, S., Kolenikov, S., Witt, M., Schalk, M. & Roy, R. (2020). Employee and Worksite Perspectives of the Family and Medical Leave Act: Methodology Report for the 2018 Surveys. Rockville, MD: Abt Associates.

Appendix C.2 of the 2018 Methodology Report Appendices presents detailed revision matrices for all changes made to the 2018 Worksite Survey: Pacer, J., Kahmann, M., Hsieh, S., Kolenikov, S., Witt, M., Schalk, M. & Roy, R. (2020). Employee and Worksite Perspectives of the Family and Medical Leave Act: Methodology Report Appendices for the 2018 Surveys. Rockville, MD: Abt Associates.

For the convenience of the user, the key changes from the 2012 to 2018 Surveys are summarized below.

Summary of Changes to 2018 Worksite Survey Relative to 2012 Survey

Changes
Expanded questions on reasons for employee leaves taken.
For employers that offer benefits to a subset of employees, expanded questions to capture additional detail on variation in benefits by employee type.
Revised questions on worksite characteristics (e.g., prevalence of low-wage workers) and firm characteristics (e.g., whether firm has worksites in
multiple jurisdictions, firm revenue).
Revised questions on medical certifications to focus on most commonly required certification (i.e., initial medical certification) and deemphasize less
common secondary certifications, re-certifications, and fitness-for-duty certifications.
Combined questions on leaves related to a family member in military service (related to preparing for deployment, or to care for a family member
injured during military service).