

**Your Company Logo Here**

**Company XYZ**

**Associate Opinion Survey**

**March 2016**

**Department A**

**SAMPLE REPORT**

**SURCON**

INTERNATIONAL

## **Introduction To The Survey Data Report**

The Associate Survey was created to measure all the major variables that impact Associate productivity at your company. The results of the survey for Department A are reported here and have been summarized in a format to help you understand and utilize the results for your associate group quickly and efficiently.

## **Administration Of The Survey And Participation Rate For Department A**

The Associate Survey was administered to all associates at during February and March of 2016. A total of 719 surveys were completed by Associates at Department A.

## **The Organization Of The Associate Survey Results**

The survey results for Department A are summarized in three sections of this data report: The Executive Summary, The Category Summary and The Item Summary.

## **Survey Queries**

All queries regarding this report should be directed to Surcon International, Inc., 1341 West Fullerton Ave., Suite 306, Chicago, Illinois 60614. Phone: 505.699.4816; E-mail: [petronio@surcon.com](mailto:petronio@surcon.com)

## **Section 1: The Executive Summary**

The Executive Summary lists the most and least favorable results for your Associates. These results are displayed in the sections that follow. The most favorable results, or strengths Department A are displayed first, followed by the least favorable results, or weaknesses for Department A. The ten most and least favorable items from the survey are listed.

## The 10 Most Favorable Items For Department A




	<b>Percent Favorable</b>
45. I take pride in my work.	98
1. Safety is important to everyone in my work group.	96
20. I understand what my customers need.	95
47. It is important to make changes at Co. XYZ in order for us to compete more successfully.	94
43. I would recommend the products we offer at Co. XYZ to my friends.	94
18. The safety policies in my work area encourage me to perform my job in a safety conscious way.	92
37. I am proud to be a Co. XYZ associate.	92
39. Productivity is important in my work group.	91
19. I know who the customers of my activities and processes are.	90
38. Quality is stressed in my work group.	90




## The 10 Least Favorable Items For Department A




	<b>Percent Favorable</b>
33. The work load is distributed correctly in my work group.	62
31. I believe the people I work with respect each other.	69
27. I believe the people I work with trust each other.	70
23. My suppliers understand my quality needs.	70
15. If I need development to do my job better, I am provided with developmental opportunities.	71
32. The work flow in my area is well organized.	72
3. When there are changes that affect my job, I am told why.	73
41. I receive adequate information regarding Co. XYZ's environmental performance.	73
11. When I try to improve something, I get help and encouragement from my work group.	75
16. My supervisor tells me where I stand in my job performance; good or bad.	77

## Section II: The Survey Categories

The second section of this report contains all the items in the survey grouped into categories (e.g. Supervision, Co-Worker Relations, etc.) These are the primary categories of information that were measured in your survey. The results displayed in this section provide you with an overview of the total survey results for Department A.

	Valid N	Percent Of Respondents			Category Percents						% Miss- ing	
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6		
<b>Safety/Health</b>												
Department A	708	87%	10		52	36	10	2	1	2	2	
CO. XYZ Total	1,020	86%	10		50	36	10	2	2	2	2	
<b>Associate Development/Job Success</b>												
Department A	716	79%	13%	8%	35	44	13	5	3	0	0	
CO. XYZ Total	1,034	76%	14%	9%	34	43	14	6	3	0	0	
<b>Productivity</b>												
Department A	714	79%	13%	9%	33	46	13	6	3	0	0	
CO. XYZ Total	1,033	77%	13%	10	33	44	13	7	3	0	1	
<b>Total Quality</b>												
Department A	704	81%	13%	5	37	44	13	4	2	2	2	
CO. XYZ Total	1,017	80%	14%	6	38	43	14	4	2	2	2	

	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Environmental Management</b>											
Department A	711	81%	15%		40	41	15	2	1	1	1
CO. XYZ Total	1,026	79%	17%		38	41	17	3	2	1	1
<b>Communication</b>											
Department A	714	82%	12%	7%	38	44	12	5	2	0	1
CO. XYZ Total	1,033	80%	12%	8%	37	43	12	6	2	0	1
<b>Job Satisfaction</b>											
Department A	717	90%	6%		57	33	6	2	2	0	0
CO. XYZ Total	1,037	90%	6%		58	32	6	2	1	0	0
<b>Identification With Co. XYZ</b>											
Department A	714	88%	8%		59	29	8	3	2	0	1
CO. XYZ Total	1,030	87%	9%		57	30	9	3	2	0	1
<b>Co-Worker Relations</b>											
Department A	715	75%	17%	9%	29	45	17	7	3	0	0
CO. XYZ Total	1,034	75%	16%	9%	31	44	16	6	3	0	0
<b>Supervision</b>											
Department A	717	79%	12%	9%	40	39	12	6	4	0	0
CO. XYZ Total	1,035	79%	12%	9%	41	38	12	6	4	0	0

	Valid N	Percent Of Respondents			Category Percents						% Miss- ing	
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6		
<b>Customer Orientation</b>												
Department A	713	<b>89%</b>	<b>8</b>		45	43	8	2	1	1	1	
CO. XYZ Total	1,025	<b>88%</b>	<b>8%</b>		45	42	8	2	1	1	1	
<b>Management</b>												
Department A	715	<b>81%</b>	<b>11%</b>	<b>8%</b>	45	36	11	5	4	0	0	
CO. XYZ Total	1,033	<b>81%</b>	<b>11%</b>	<b>8%</b>	47	34	11	5	4	0	0	
<b>Change At Co. XYZ</b>												
Department A	716	<b>85%</b>	<b>12%</b>		43	43	12	2	1	0	0	
CO. XYZ Total	1,035	<b>85%</b>	<b>12%</b>		41	44	12	2	1	0	0	
<b>Intention To Leave</b>												
Department A	710	<b>85%</b>	<b>11%</b>		61	24	11	1	3	1	1	
CO. XYZ Total	1,027	<b>84%</b>	<b>12%</b>		59	25	12	1	2	1	2	




### **Section III: The Item Results**




The detailed results of the survey are presented in the last section of this report. In this section all the results for the Department A on all the items in the survey are presented. The items are grouped by their appropriate category (e.g. Supervision). The full set of options for favorable, neutral and unfavorable on each item are presented in graphical form.




#### **Further Interpretation Of The Survey Results For Department A**




As you examine your survey results in more detail it will be helpful to use the following criteria to assess the severity of problems. Survey items that score above 70% favorable represent areas where there are probably no problems. Survey items that score between 50% and 70% favorable represent areas where there may be a potential problem. Survey items that score below 50% favorable represent areas that a cause for concern.









	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Safety/Health</b>											
1. Safety is important to everyone in my work group.											
<b>Department A</b>	715	<b>96%</b>			72	24	2	1	1	1	1
<b>CO. XYZ Total</b>	1,034	<b>94%</b>			68	26	3	1	1	1	1
12. All known hazards in my work area are being managed well.											
<b>Department A</b>	695	<b>83%</b>		<b>13%</b>	41	42	13	3	1	3	3
<b>CO. XYZ Total</b>	998	<b>80%</b>		<b>14%</b>	40	40	14	4	2	4	4
18. The safety policies in my work area encourage me to perform my job in a safety conscious way.											
<b>Department A</b>	706	<b>92%</b>		<b>7%</b>	55	37	7	0	1	2	2
<b>CO. XYZ Total</b>	1,013	<b>89%</b>		<b>8%</b>	52	37	8	1	1	2	2
36. The company encourages me to care about my health.											
<b>Department A</b>	715	<b>78%</b>		<b>16%</b>	38	40	16	4	2	0	0
<b>CO. XYZ Total</b>	1,036	<b>80%</b>		<b>15%</b>	39	41	15	3	2	0	0




	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Associate Development/Job Success</b>											
13. I have the resources I need to do good work.											
<b>Department A</b>	715	<b>84%</b>	<b>9%</b>	<b>6</b>	38	46	9	4	2	0	0
<b>CO. XYZ Total</b>	1,035	<b>81%</b>	<b>10</b>	<b>10</b>	36	45	10	7	3	0	0
14. In my job, I have the opportunity to better my skills.											
<b>Department A</b>	717	<b>81%</b>	<b>12%</b>	<b>8</b>	39	42	12	4	4	0	0
<b>CO. XYZ Total</b>	1,035	<b>80%</b>	<b>12%</b>	<b>7</b>	38	42	12	4	3	0	0
15. If I need development to do my job better, I am provided with developmental opportunities.											
<b>Department A</b>	716	<b>71%</b>	<b>19%</b>	<b>10</b>	28	43	19	7	3	0	0
<b>CO. XYZ Total</b>	1,032	<b>68%</b>	<b>21%</b>	<b>10</b>	27	41	21	7	3	1	1




	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Productivity</b>											
21. Most of the people in my work group work efficiently.											
<b>Department A</b>	714	<b>80%</b>	<b>12%</b>	<b>9%</b>	27	53	12	6	3	0	0
<b>CO. XYZ Total</b>	1,035	<b>78%</b>	<b>13%</b>	<b>9%</b>	27	51	13	6	3	0	0
32. The work flow in my area is well organized.											
<b>Department A</b>	712	<b>72%</b>	<b>18%</b>	<b>10</b>	21	51	18	6	4	1	1
<b>CO. XYZ Total</b>	1,029	<b>68%</b>	<b>18%</b>	<b>13%</b>	20	48	18	9	4	1	2
33. The work load is distributed correctly in my work group.											
<b>Department A</b>	710	<b>62%</b>	<b>20%</b>	<b>18%</b>	17	45	20	13	5	1	1
<b>CO. XYZ Total</b>	1,026	<b>62%</b>	<b>20%</b>	<b>19%</b>	17	45	20	13	6	1	2
39. Productivity is important in my work group.											
<b>Department A</b>	718	<b>91%</b>	<b>6</b>	<b>6</b>	53	38	6	2	1	0	0
<b>CO. XYZ Total</b>	1,038	<b>91%</b>	<b>6</b>	<b>6</b>	54	37	6	2	1	0	0
40. The roles and responsibilities of my job are clear to me.											
<b>Department A</b>	717	<b>88%</b>	<b>7</b>	<b>5</b>	47	41	7	3	2	0	0
<b>CO. XYZ Total</b>	1,038	<b>88%</b>	<b>7</b>	<b>5</b>	49	39	7	3	2	0	0

	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Total Quality</b>											
7. My work group uses teamwork to get things done.											
<b>Department A</b>	716	<b>78%</b>	<b>13%</b>	<b>9%</b>	32	46	13	6	3	0	0
<b>CO. XYZ Total</b>	1,032	<b>77%</b>	<b>13%</b>	<b>9%</b>	34	43	13	6	3	1	1
8. An important part of my job is to improve the way things are done.											
<b>Department A</b>	712	<b>86%</b>	<b>10%</b>	<b>4%</b>	47	39	10	3	1	0	1
<b>CO. XYZ Total</b>	1,032	<b>86%</b>	<b>10%</b>	<b>4%</b>	48	38	10	3	1	0	1
9. The people in my work group are trying to improve the quality of our products/services.											
<b>Department A</b>	717	<b>83%</b>	<b>12%</b>	<b>5%</b>	36	47	12	3	2	0	0
<b>CO. XYZ Total</b>	1,037	<b>82%</b>	<b>12%</b>	<b>6%</b>	36	46	12	4	2	0	0
23. My suppliers understand my quality needs.											
<b>Department A</b>	655	<b>70%</b>	<b>24%</b>	<b>6%</b>	22	48	24	4	2	9	8
<b>CO. XYZ Total</b>	944	<b>67%</b>	<b>26%</b>	<b>6%</b>	21	46	26	4	2	9	10
38. Quality is stressed in my work group.											
<b>Department A</b>	719	<b>90%</b>	<b>7%</b>	<b>3%</b>	49	41	7	2	1	0	0
<b>CO. XYZ Total</b>	1,041	<b>89%</b>	<b>8%</b>	<b>3%</b>	49	40	8	3	1	0	0




	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Environmental Management</b>											
34. Co. XYZ practices good environmental management at my location.											
<b>Department A</b>	704	<b>83%</b>	<b>14%</b>		43	40	14	2	1	2	2
<b>CO. XYZ Total</b>	1,011	<b>80%</b>	<b>17%</b>		40	40	17	2	2	3	3
35. Co. XYZ's involvement in good environmental practices is important to me.											
<b>Department A</b>	716	<b>88%</b>	<b>10</b>		48	40	10	0	1	0	0
<b>CO. XYZ Total</b>	1,036	<b>87%</b>	<b>11%</b>		47	40	11	0	1	0	0
41. I receive adequate information regarding Co. XYZ's environmental performance.											
<b>Department A</b>	713	<b>73%</b>	<b>20%</b>	<b>7</b>	30	43	20	5	2	1	1
<b>CO. XYZ Total</b>	1,032	<b>70%</b>	<b>22%</b>	<b>8%</b>	28	42	22	6	2	1	1




	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Communication</b>											
2. I feel free to give my ideas or opinions.											
<b>Department A</b>	715	<b>85%</b>	<b>9%</b>	<b>7</b>	48	37	9	4	3	0	0
<b>CO. XYZ Total</b>	1,035	<b>85%</b>	<b>8%</b>	<b>7</b>	48	37	8	4	3	0	0
3. When there are changes that affect my job, I am told why.											
<b>Department A</b>	708	<b>73%</b>	<b>16%</b>	<b>12%</b>	28	45	16	9	3	1	2
<b>CO. XYZ Total</b>	1,025	<b>71%</b>	<b>16%</b>	<b>13%</b>	28	43	16	10	3	1	2
4. I get the information I need about the company.											
<b>Department A</b>	716	<b>83%</b>	<b>12%</b>		36	47	12	3	1	0	0
<b>CO. XYZ Total</b>	1,036	<b>80%</b>	<b>13%</b>	<b>7</b>	34	46	13	5	2	0	0
5. I believe that the information I get about the company is accurate.											
<b>Department A</b>	716	<b>88%</b>	<b>10</b>		41	47	10	2	1	0	0
<b>CO. XYZ Total</b>	1,036	<b>85%</b>	<b>11%</b>		38	47	11	3	1	0	0




	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Job Satisfaction</b>											
6. I feel good about my job.											
<b>Department A</b>	714	<b>84%</b>	<b>10</b>	<b>5</b>	43	41	10	3	2	0	1
<b>CO. XYZ Total</b>	1,035	<b>84%</b>	<b>10</b>	<b>6</b>	45	39	10	4	2	0	1
42. I get personal satisfaction from the work I do.											
<b>Department A</b>	718	<b>88%</b>	<b>7</b>	<b>5</b>	50	38	7	3	2	0	0
<b>CO. XYZ Total</b>	1,037	<b>89%</b>	<b>7</b>		52	37	7	3	1	0	0
45. I take pride in my work.											
<b>Department A</b>	718	<b>98%</b>			77	21	2	0	1	0	0
<b>CO. XYZ Total</b>	1,040	<b>98%</b>			78	20	1	0	1	0	0




	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Identification With Co. XYZ</b>											
37. I am proud to be a Co. XYZ associate.											
<b>Department A</b>	719	<b>92%</b>		<b>6</b>	63	29	6	1	1	0	0
<b>CO. XYZ Total</b>	1,039	<b>91%</b>		<b>7</b>	60	31	7	1	1	0	0
43. I would recommend the products we offer at Co. XYZ to my friends.											
<b>Department A</b>	708	<b>94%</b>		<b>5</b>	64	30	5	1	1	1	1
<b>CO. XYZ Total</b>	1,023	<b>93%</b>		<b>5</b>	63	30	5	1	1	1	1
46. I would recommend Co. XYZ to my friends as a good place to work.											
<b>Department A</b>	717	<b>86%</b>		<b>8%</b> <b>5</b>	57	29	8	3	2	0	0
<b>CO. XYZ Total</b>	1,036	<b>86%</b>		<b>9%</b> <b>5</b>	57	29	9	3	2	0	0
50. If I could make the same pay and do the same work as I do now for Co. XYZ and I was completely free to choose I would stay as opposed to go to another company.											
<b>Department A</b>	710	<b>78%</b>		<b>14%</b> <b>8%</b>	50	28	14	5	3	--	1
<b>CO. XYZ Total</b>	1,022	<b>77%</b>		<b>15%</b> <b>7</b>	48	29	15	5	2	--	2









	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Co-Worker Relations</b>											
10. The people in my work group share ideas and information to improve the quality of our products/services.											
<b>Department A</b>	716	<b>79%</b>	<b>13%</b>	<b>8%</b>	31	48	13	6	2	0	0
<b>CO. XYZ Total</b>	1,035	<b>78%</b>	<b>14%</b>	<b>8%</b>	33	45	14	6	2	0	0
11. When I try to improve something, I get help and encouragement from my work group.											
<b>Department A</b>	714	<b>75%</b>	<b>17%</b>	<b>8%</b>	29	46	17	5	3	0	1
<b>CO. XYZ Total</b>	1,034	<b>73%</b>	<b>17%</b>	<b>9%</b>	29	44	17	6	3	0	0
27. I believe the people I work with trust each other.											
<b>Department A</b>	715	<b>70%</b>	<b>18%</b>	<b>13%</b>	30	40	18	10	3	0	0
<b>CO. XYZ Total</b>	1,032	<b>72%</b>	<b>16%</b>	<b>12%</b>	32	40	16	9	3	0	1
29. I believe the people I work with have integrity.											
<b>Department A</b>	715	<b>80%</b>	<b>16%</b>	<b>5%</b>	33	47	16	3	2	0	0
<b>CO. XYZ Total</b>	1,033	<b>81%</b>	<b>14%</b>	<b>5%</b>	36	45	14	3	2	0	0

	Valid N	Percent Of Respondents			Category Percents						% Miss- ing	
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6		
31. I believe the people I work with respect each other.												
Department A	716	69%	19%	12%	23	46	19	9	3	0	0	
CO. XYZ Total	1,035	72%	17%	11%	26	46	17	8	3	0	0	
<b>Supervision</b>												
16. My supervisor tells me where I stand in my job performance; good or bad.												
Department A	718	77%	12%	11%	39	38	12	7	4	0	0	
CO. XYZ Total	1,037	77%	13%	11%	39	38	13	7	4	0	0	
17. My supervisor listens to the suggestions I have about the work in my area.												
Department A	716	79%	13%	9%	40	39	13	5	4	0	0	
CO. XYZ Total	1,035	79%	12%	9%	41	38	12	5	4	0	0	
24. I believe my supervisor recognizes my good work.												
Department A	716	78%	12%	10	38	40	12	6	4	0	0	
CO. XYZ Total	1,032	78%	12%	10	39	39	12	6	4	0	0	
25. My supervisor is available when I need help.												
Department A	716	82%	12%	6	42	40	12	4	2	0	0	
CO. XYZ Total	1,036	82%	11%	7	44	38	11	5	2	0	0	

	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Customer Orientation</b>											
19. I know who the customers of my activities and processes are.											
<b>Department A</b>	712	<b>90%</b>		<b>7</b>	50	40	7	2	1	1	1
<b>CO. XYZ Total</b>	1,024	<b>88%</b>		<b>8%</b>	48	40	8	2	1	1	1
20. I understand what my customers need.											
<b>Department A</b>	714	<b>95%</b>			51	44	4	1	1	0	0
<b>CO. XYZ Total</b>	1,026	<b>94%</b>			51	43	4	1	1	1	1
22. I know when my customers are satisfied with the products and services I provide.											
<b>Department A</b>	713	<b>81%</b>		<b>13%</b>	<b>6</b>	35	46	13	4	2	1
<b>CO. XYZ Total</b>	1,024	<b>81%</b>		<b>13%</b>	<b>6</b>	37	44	13	4	2	2

	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Management</b>											
26. I believe management at my location trusts me.											
Department A	715	83%	10	8	51	32	10	4	4	0	0
CO. XYZ Total	1,033	83%	9%	8%	52	31	9	4	4	0	0
28. I believe the management at my location has integrity.											
Department A	714	80%	12%	8%	43	37	12	5	3	0	0
CO. XYZ Total	1,031	80%	12%	8%	45	35	12	5	3	0	0
30. I believe the management at my location respects me.											
Department A	716	80%	11%	9%	42	38	11	5	4	0	0
CO. XYZ Total	1,034	80%	11%	9%	44	36	11	5	4	0	0

	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Change At Co. XYZ</b>											
44. I generally support the changes that are announced and implemented in the company.											
<b>Department A</b>	716	<b>82%</b>	<b>14%</b>	<b>5</b>	31	51	14	3	1	0	0
<b>CO. XYZ Total</b>	1,037	<b>81%</b>	<b>15%</b>	<b>5</b>	30	51	15	4	1	0	0
47. It is important to make changes at Co. XYZ in order for us to compete more successfully.											
<b>Department A</b>	717	<b>94%</b>	<b>5</b>	<b>5</b>	63	31	5	0	1	0	0
<b>CO. XYZ Total</b>	1,036	<b>94%</b>	<b>5</b>	<b>5</b>	60	34	5	0	1	0	0
48. I understand the changes taking place at my location.											
<b>Department A</b>	715	<b>80%</b>	<b>16%</b>	<b>5</b>	34	46	16	3	2	0	0
<b>CO. XYZ Total</b>	1,032	<b>79%</b>	<b>15%</b>	<b>5</b>	33	46	15	3	2	0	1

	Valid N	Percent Of Respondents			Category Percents						% Miss- ing
		 % Favorable	 % Neutral	 % Unfavorable	1	2	3	4	5	6	
<b>Intention To Leave</b>											
49. I intend to stay with Co. XYZ for the next several years.											
Department A	710	<b>85%</b>		<b>11%</b>	61	24	11	1	3	1	1
CO. XYZ Total	1,027	<b>84%</b>		<b>12%</b>	59	25	12	1	2	1	2

Documentation:

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**Report Group:** 00CO. XYZWEST

**Date:** 03-27-2000 21:24:48 **Output File:**