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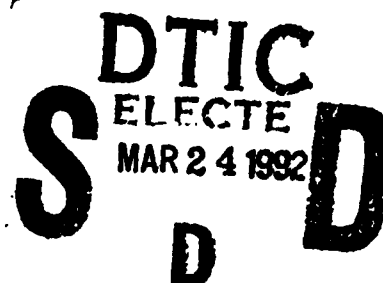
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A RAND NOTE

**Appendices to PACER SHARE Productivity
and Personnel Management Demonstration
Baseline Evaluation**

**Bruce R. Orvis, James R. Hosek,
Michael G. Mattock**

December 1990



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Prepared for the
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PREFACE

This volume contains the appendixes to R-3753-FMP, which describes the PACER SHARE Productivity and Personnel Management Demonstration and the plan that has been developed to evaluate it. The report also presents statistical results concerning quality of worklife, organizational flexibility, and work quality during the baseline period before the demonstration. The appendixes contain information on the demonstration, the survey questionnaire used in the baseline evaluation, and supplementary statistical results.

This study is funded by the U.S. Air Force through a special arrangement with the Office of the Assistant Secretary of Defense (Force Management and Personnel), the research sponsor. It is being carried out by the Defense Manpower Research Center, a component of The RAND Corporation's National Defense Research Institute, a federally funded research and development center sponsored by the Office of the Secretary of Defense and the Joint Chiefs of Staff.

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Appendix A

DEMONSTRATION BACKGROUND AND INTERVENTIONS

This appendix is a more detailed version of some of the material in Sec. I of R-3753-FMP. It includes expanded treatment of PACER SHARE's interventions and intended effects and concludes with a comparison of PACER SHARE with other Office of Personnel Management (OPM) demonstrations. The material is drawn from the description of PACER SHARE provided in the *Federal Register*, Vol. 52, No. 224, November 20, 1987.

THE PACER SHARE INTERVENTIONS

Following are detailed descriptions of the five system changes instituted in the PACER SHARE demonstration project at SM-ALC, including:

- Job series consolidation.
- Revised base pay determination.
- Revised supervisory grading criteria.
- Revised hiring/retention criteria.
- Productivity gainsharing.

Job Series Consolidation

Purpose. This intervention replaces the General Schedule (GS) and Federal Wage System (FWS) classification systems, consolidating 66 current job series into six broadly defined processes. The regrouping aims to improve responsiveness to work and mission requirements by allowing an individual to be assigned to any job in a process for which he is qualified. It should also enrich the quality of worklife through expanded career and training opportunities, because multiple skill training will be provided to take advantage of the flexibility in making job assignments. Finally, the intervention should improve the job classification process by reducing the paperwork and complexity associated with narrowly defined job series.

Classification System. Both the PACER SHARE and traditional job classification systems classify work at different levels to reflect differences in difficulty and responsibilities. However, under the new system, substantially fewer classification levels are used. The job series have been consolidated according to three classification structures, each corresponding to a new pay schedule:

1. Demonstration Hourly (DH), covering all Wage Grade and Wage Leader nonsupervisory positions
2. Demonstration Salaried (DW), covering all GS nonsupervisory positions
3. Demonstration Supervisory (DX), covering all supervisory positions.

The allocation of work to specific categories in the demonstration system is based on contribution to a common outcome (product or service). Each category represents a "process," defined as "the progressive and interdependent arrangement of events, machines, methods, and resources that produce a good or service." Work contributing to the same goal is allocated to the same process; the tasks, knowledges, skills, and abilities required may vary.

Within the DH class, 27 FWS series are consolidated into two processes (see Table A.1):

- *Material Handling Process* encompasses physically receiving, examining, packing, moving, storing, and issuing items.
- *Facilities and Equipment Maintenance* encompasses physically maintaining and repairing material processing equipment and facilities.

Within the DW class, 39 GS series positions are consolidated into three processes:

Table A.1

HOW PREDEMONSTRATION JOB SERIES ARE GROUPED INTO DEMONSTRATION PROCESSES AND SUBPROCESSES

<i>Distribution Process (DW-9200)</i>		<i>Engineering Technical Support Subprocess</i>	
GS-301	Contractor Monitor	GS-818	Engineering Draftsman
GS-1152	Production Control	GS-895	Industrial Engineering Technician
GS-1910	Quality Assurance		
GS-2001	General Supply Specialist		
GS-2003	Supply Management		
GS-2005	Supply Clerk/Technician		
GS-2010	Inventory Management		
GS-2030	Storage/Distribution Facilities Specialist		
GS-2032	Packaging Specialist		
GS-2101	Transportation Specialist		
GS-2102	Transportation Clerk and Assistant		
GS-2130	Traffic Management Specialist		
GS-2131	Freight Rate Specialist/Assistant		
GS-2132	Travel Assistant/Clerk		
GS-2134	Shipment Clerk		
GS-2135	Transportation Loss/Damage Claims Examiner		
GS-2144	Cargo Scheduler		
GS-2150	Terminal Management/Transportation Services		
GS-2151	Dispatcher		
		<i>Material Handling Process (DH-9400)</i>	
		WG-3502	Laboring
		WG-4602	Blocking and Bracing
		WG-4604	Wood Working
		WG-5413	Fuel Distribution Systems Operating
		WG-5703	Motor Vehicle Operating
		WG-5704	Fork Lift Operating
		WG-5706	Road Sweeper Operating
		WG-5725	Crane Operating
		WG-6901	General Equipment Examining
		WG-6904	Tool and Parts Attending
		WG-6907	Warehouse Working
		WG-6910	Material Expediting
		WG-6968	Aircraft Freight Loading
		WG-7002	Packing
		WG-7004	Preservation Packaging
		<i>Facilities and Equipment Maintenance Process (DH-9401)</i>	
<i>Management Operations Process (DW-9201)</i>		<i>Electronic Subprocess</i>	
GS-260	EEO Specialist	WG-2606	Electronic Industrial Controls Mechanic
GS-301	Administrative Specialist/Quality Circle Facilitator	WG-2610	Electronic Integrated Systems Mechanic
GS-301	Human Resources Analyst		
GS-301	Industrial Management Relations Specialist		
GS-301	Reserve Affairs Coordinator		
GS-303	Clerk/Assistant/Technician		
GS-305	File Clerk/Assistant		
GS-318	Secretary		
GS-322	Clerk-Typist		
GS-332	Computer Operator		
GS-334	Computer Programmer/Analyst		
GS-343	Management Analyst		
GS-344	Management Clerk/Assistant		
GS-345	Program Analyst		
GS-356	Data Transcriber		
GS-392	Communications Operator		
GS-560	Budget Analyst		
GS-1001	Graphic Arts		
GS-1020	Illustrator		
GS-1531	Statistical Clerk/Assistant		
		<i>Electrical Subprocess</i>	
		WG-2805	Electrician
		<i>Metal Working Subprocess</i>	
		WG-3414	Machinist
		WG-3806	Sheet Metal Mechanic
		<i>Painting Subprocess</i>	
		WG-4102	Painting
		WG-4104	Sign Painting
		<i>Carpentry Subprocess</i>	
		WG-4605	Woodcraftsman
		WG-4607	Carpentry
		<i>Industrial Equipment Repair Subprocess</i>	
		WG-5352	Industrial Equipment Mechanic
		<i>Mobile Equipment Repair Subprocess</i>	
		WG-5803	Heavy Mobile Equipment Mechanic
		WG-5806	Mobile Equipment Servicing
<i>Engineering Process (DW-9202)</i>		<i>Supervisory Process (DX-9300)</i>	
<i>Professional Engineering Subprocess</i>		All GS supervisory positions	
GS-801	General Engineer	All FWS supervisory positions (WS)	
GS-896	Industrial Engineer	All PMRS supervisory positions (GM)	
GS-899	Engineering Student Trainee		

- *Distribution Process* covers all custody and transportation transactions.
- *Management Operations Process* covers clerical and general management administrative work.
- *Engineering Process* covers all engineering services.

Within the DX class, all supervisory positions have been consolidated into one process.

Since the processes (and classification levels, see below) under PACER SHARE are broadly defined, work allocation is simplified and required paperwork, classification actions, and promotions are reduced. Only one classification standard is used for each process, incorporating four sets of grading criteria (see below).

Revised Base Pay Determination

Purpose. Base pay determination is revised to achieve three basic goals: (1) allow employees greater salary potential without formal promotion procedures, (2) allow managers more flexibility in the assignment of work, and (3) shift incentives away from individual rewards. The need for formal promotions will be reduced because they will apply only to movement across the four broad pay bands instead of the more narrowly defined current grades. There are four pay bands for each of three classification structures. Each corresponds to a range of GS/SM or FWS grades. Also, through the increased salary potential within bands, pay inversion can be addressed. Historically, pay inversion has served as a potential motivation for migration to FWS positions. The uncertainty of promotion also will be replaced by a predictable pay progression system. Within each band, employees may perform work of varied difficulty and responsibility corresponding to the range of traditional grades. This broadening of potential duties within a single classification level should facilitate the assignment of work to meet the organization's needs. Finally, by deemphasizing individual performance reviews, this intervention will reinforce the emphasis on organizational-level productivity that is the goal of productivity gainsharing.

New Pay Schedules. As noted, the new system consists of three pay schedules covering all employees: blue-collar (DH), white-collar (DW), and supervisory (DX). Within each schedule, current pay grades are banded into broad levels (see Table A.2). The new schedules retain overlapping levels of pay; a senior employee in a lower band may receive higher basic pay than a new employee in the next band up.

The DH pay schedule will be adjusted in accordance with annual Sacramento area wage survey results. The DW schedule will be adjusted whenever a comparability increase changes the GS. Because the DX schedule is based on the DW schedule, it will be adjusted whenever the DW schedule is adjusted.

Table A.2

DEMONSTRATION PAY SCHEDULES AND BANDS

New Pay Schedule and Band	Current Schedule and Grades
DH	FWS
DH-1	WG-1 to WG-3
DH-2	WG-4 to WG-8
DH-3	WG-9 to WG-11
DH-4	WG-12 to WG-15
DW	GS
DW-1	GS-1 to GS-4
DW-2	GS-5 to GS-8
DW-3	GS-9 to GS-12
DW-4	GS-13 to GS-15
DX	GS
DX-1	GS-5 to GS-8
DX-2	GS-9 to GS-12
DX-3	GS-13 to GS-14
DX-4	GS-15

Eliminating Individual Annual Performance Ratings. Under this change, annual performance appraisals with their performance elements, standards, and achievement ratings will no longer be used as a basis for movement within the pay bands. It has been hypothesized that individual performance appraisals are counterproductive because they encourage rivalry and short-term performance at the expense of teamwork and long-term planning. Cooperation is especially important in an organization like DS where work units are interdependent. This intervention dispenses with individual ratings, allowing the time and effort entailed in producing them to be allocated elsewhere.

Nonetheless, some individual incentives remain. Employees may still be promoted from band to band, they will find their career opportunities enhanced through increased cross-training, and on-call workers may earn conversion to career status.

Pay Progression. Within-grade increases, quality step increases, merit increases under the Performance Management and Recognition System, and promotions to grades contained within a given pay band will be replaced by annual pay adjustments. Each employee whose pay is below the upper limit of a pay band will receive a fixed percentage increase to base pay. The increase will be based on which pay band the employee is in and his time in the band, and the length of time set for progression through the band (12 years for DH bands, 25 years for DW-1-3 bands, 16 years for DW-4 and DX-3 bands, and 11 years for DX-4).

Promotions will result in a 10 percent increase to current pay or receipt of the minimum basic pay of the new level, whichever is greater. Employees promoted into the demonstration project will have their pay established by GS and FWS pay-setting practices.

Revised Supervisory Grading Criteria

Purpose. The revised supervisory grading criteria should provide a more flexible system. All supervisors will be placed into the "Supervisory Process" with four pay bands (see Table A.2) based on actual job responsibilities. This "Supervisory Process" consolidates current differences in supervisory job series and pay schedules.

The intervention should increase organizational flexibility in assigning supervisors to the positions where they are most needed by eliminating the need for a specific subordinate structure to be in place. It should also reduce supervisors' disinclination to recommend appropriate staff reductions, because their salaries will no longer be based on the numbers and grades of subordinates supervised. This flexibility in turn should lead to a more optimal organizational structure and improved supervision. By definition, supervisors' pay will become more dependent on their actual job responsibilities. The consolidation of all supervisory and managerial positions into a single process also will establish supervision and management as a distinct career field and should help to reduce pressure on senior level technicians, professionals, and trades personnel to become supervisors in order to realize salary advancement.

Supervisory Position Grading Criteria. The classification of supervisory and managerial positions under the demonstration project aims to emphasize the supervisors' importance to the organization. Six classification criteria with several levels each will be used to base supervisors' pay on their job responsibilities and the difficulty of executing those responsibilities. Points are assigned for each of the six classification criteria; the classification level then is determined based on the total number of points. The six criteria are (1) workload of the organizational unit; (2) position criticality; (3) degree and scope of responsibility delegated; (4) level and purpose of contacts; (5) kind, degree, and character of supervision exercised; and (6) planning horizon. The initial conversion will be made according to the grade conversions shown in Table A.2 (or their salary equivalents).

Revised Hiring/Retention Criteria

Purpose. The traditional on-call hiring authority has been revised to a Demonstration On-Call (DOC) program. For DOC appointees, there will be no automatic conversion to career status after three years; the complex, formal reduction in force (RIF) procedures will not be required for termination if a RIF is mandated; and a ten-day release and recall

notification period will be applicable. The program's main goal is to increase the organization's capability to rapidly adjust the size of the workforce in response to workload and budgetary changes and still retain key skills and personnel. Considerable flexibility should be gained because the ten-day release and recall provision applies to all DOC employees, who are expected to constitute 25 percent of the workforce. Also, by limiting workforce adjustments to DOC employees, the effect can be limited to a segment of the workforce. Potential RIF costs would also be reduced.

Characteristics of the DOC Program. Normally, employees will be hired into the DOC program. They will be given career-conditional appointments and work regular tours. Current career-conditional and career employees will be excluded but may work the on-call schedules consistent with existing provisions (for other than full-time career employment).

Conversion of DOC employees from career-conditional to permanent career status will depend on the needs of DS and employee seniority. A minimum of one year of DOC service will be required. Seniority will be determined based on the date of entry into DS. Although conversion to career status after three years will not be automatic, the planned percentage of career employees will remain close to its predemonstration level. Most individuals should be eligible for conversion after three years, assuming the conversion is consistent with the needs of the organization at the time.

Management will attempt to confine workforce adjustments to DOC employees. First, the processes and levels affected will be determined. DOC employees will then be released (or separated) on the basis of veteran preference and seniority. They subsequently will be entitled to priority placement over new hires for a period of one year.

Productivity Gainsharing

Purpose. Productivity gainsharing provides an extrinsic (economic) incentive to DS employees that should help them and the Air Force realize the opportunities for greater productivity made possible by the accompanying changes in the personnel system and intrinsic (noneconomic) motivators. It is designed to equally distribute the benefits earned by employees and the organization.

The desired effect is to provide a direct connection between organizational performance and individual compensation. The Directorate of Distribution will pay equal dollar shares to all employees; this practice is consistent with the DS organizational perspective. Payments will not be tied to individual performance appraisals, which will be eliminated, and will not provide an incentive for branches or divisions within DS to perform work of uncertain value or lower priority to DS as a whole in an attempt to maximize their own workload indicators. The organization approach also prevents problems concerning inequity of opportunity to earn gainshares within DS. This issue is potentially important, given possible differences in the ability of the individual divisions, branches, and sections within DS to control their own workloads. Gainsharing is also intended to reinforce the current Quality Circle program in DS, by providing a stronger (financial) incentive to participate.

Characteristics of Productivity Gainsharing. Gainsharing will be based exclusively on labor costs, which account for more than 90 percent of total controllable costs. Productivity will be defined as the ratio of work completed to labor dollars expended. Therefore, increases in productivity will be based on increased efficiency in the use of personnel dollars by DS. Such cost savings will be realized only by performing the same work for fewer labor dollars or performing more work for the same labor cost. Thus, unless the workload and funding for DS are increased during the project, the major source of cost savings will be through the ability of the workforce to absorb the workload of employees who leave through natural attrition.

Gainsharing will be based on a quarterly assessment of the labor cost for the actual level and mix of outputs achieved. The cost of producing that level and mix of outputs will be compared with the estimate of what it would have cost to produce the same output during the predemonstration period. If it is determined that there are savings, half of the savings will be returned directly to the Air Force; the remaining half will be split in equal dollar shares among the workers.

RISKS OF THE DEMONSTRATION

Organizational change can involve risk whenever there is uncertainty about how to implement specific changes and the range of their possible outcomes. If the expected outcomes were certain and positive, the changes would be made immediately, barring some factor beyond the organization's control. The interventions of the Sacramento work incentive demonstration are designed to improve the organization, but an intervention could have negative outcomes. Analysts and the proponents of the demonstration must be aware of downside risks, both to ensure the evaluation accounts for them and to understand why the interventions were, or were not, effective.

The following examples, though by no means exhaustive, illustrate negative outcomes that could arise during the demonstration from individual interventions. These issues will be considered at greater length in the annual evaluation reports of the demonstration's outcomes. The reports also will examine the interrelationships among the interventions that are required if they are to be effective--for example, whether the training required to improve responsiveness to workload under series consolidation and pay banding was provided.

Negative Feedback Created by Eliminating Performance Appraisals

The elimination of appraisals may lead workers to believe that their individual efforts will not be recognized or, even if they were recognized, would not increase their pay, which, in their view, should be commensurate with the greater effort expended. Fixed annual

increases will not be tied to their individual performance, however imperfectly measured; instead, they will be set at the same rate for others within the same pay band and could be augmented if a gainshare were paid. By weakening the link between individual effort and individual reward, the worker's incentive to shirk could increase. If that occurred, the productivity of organizational labor would be less likely to increase, and could decrease.

Inefficient Expansion of Supervisory Positions

The supervisory grading intervention permits supervisory positions to be established with fewer subordinate positions than typically required under the current system. It therefore becomes possible to increase the number of supervisors for a given workforce. If supervisory positions are not created in a way that improves efficiency, organization labor productivity might decrease.

Adverse Drift in Productivity Standards

For the purpose of managing the demonstration, cost savings will be computed by an aggregate approach (outlined in Sec. I of the report) that depends on productivity standards. These standards may be periodically reviewed and revised. Although the methods for standard setting are documented and carefully applied, there is room for judgment; thus there will be some variance in the standard that might be chosen. If, by chance, revised standards--unit costs--tended to be set on the low side, then the computation of labor productivity would be biased down, reducing the chance of a gainshare; as a result, the employees could believe that their efforts to be more industrious and innovative were not paying off and they might not make any greater effort than before the demonstration. Further, their effort might conceivably be lower if they mistakenly thought that the downward drift had been caused by their greater effort.

Higher Outflow of Workers Because of Expanded Training

Under the consolidated job series intervention, workers must be given multiple skill training. The additional training should qualify them for a wider range of jobs in both the public and private sectors. If pay did not rise commensurately with these expanded opportunities, the outflow of workers would increase once they had been trained. Thus, Sacramento would be spending more to train workers and having a reduced expected payoff period. The higher training and turnover costs could increase the cost of a given workload relative to the current system.

Higher Outflow of Workers From Pay Banding

Workers eligible to compete for promotions under the current system will not be able to do so (within DS) under pay banding if the grade falls within the same band (e.g., GS-9 to GS-11). Since dissatisfaction is likely to result from perceived opportunities as well as actual qualification for such promotions, migration and separation rates could increase. Turnover could also increase among individuals whose near-term step increases exceed their annual pay adjustments under PACER SHARE. Such persons would tend to be drawn from the lower steps within a grade and, thus, from those recently promoted.

Unexpectedly Fast Wage Growth

All workers in a given pay band (or those in the upper or lower half) will receive the same annual relative pay growth. The rate of increase is intended to allow workers' pay (exclusive of gainshare) to rise as fast during the demonstration as it otherwise would have on average, while providing greater salary potential for those at lower pay levels. Suppose, however, that the algorithm used to determine annual pay adjustments overestimated the rate of pay growth before the demonstration. Then the average wage rate under PACER SHARE might rise more rapidly than before, possibly causing cost increases rather than cost savings.

Pressure from Above Not to Reduce Staff

SM-ALC is part of a larger organization, the Air Force Logistics Command (AFLC). If faced with decrease of workload, to protect its own budget or prevent layoffs AFLC could encourage the ALCs to spend all of their current budgets. This might require the performance of discretionary tasks (inventory, rebinning, maintenance, for instance) more frequently or extensively than otherwise. Such tasks are legitimate. However, if the objective is to exhaust the budget rather than accomplish the required workload at least cost, positions vacated by turnover would be filled and there would be little incentive to use the added flexibility in allocating labor provided by the interventions. The budget can be spent faster by less efficient use of labor. In this case there would be little chance for improving productivity or gainsharing, and the workforce could become disillusioned with the prospects held out by the demonstration for improving the organization and the quality of worklife, reducing their identification with DS goals. Further, to outside observers it could appear as if the situation at Sacramento were worsening under the demonstration. Within the framework of the evaluation model, however, Sacramento's relative outcomes would be compared with those of the other ALCs. This would show whether the possible deterioration at Sacramento was any greater than at the comparison sites.

PACER SHARE VS OTHER OPM DEMONSTRATION PROJECTS

PACER SHARE is one of several demonstration projects being conducted under OPM authority to test different initiatives to improve productivity and employee performance by making the federal personnel system more flexible and responsive. Three of those demonstrations began before PACER SHARE:

- Integrated Approach to Pay, Performance Appraisal, and Position Classification for More Effective Operation of Government Organizations (Department of the Navy)

- Alternative Personnel Management System (National Institute of Standards and Technology)
- Airway Science Curriculum (Federal Aviation Administration)

The first of these demonstrations is being conducted at the Naval Ocean Systems Center in San Diego and the Naval Weapons Center at China Lake. Its purpose is to demonstrate whether federal laboratory effectiveness can be enhanced by allowing management greater control over personnel functions and expanding the opportunities available to employees. Like PACER SHARE, this project examines the benefits of a simplified classification system and pay banding. However, it does not emphasize organizational productivity, it retains performance ratings, and it provides merit pay to reward individual performance rather than gainsharing to reward collective performance. Also, its participants are largely white-collar.

The demonstration by the National Institute of Standards and Technology has much in common with the Navy project. Its goals are to simplify the classification process, make it more understandable, and place more decisionmaking authority with line managers. It establishes pay banding and links salaries to individual performance. It differs from the Navy demonstration by testing such innovations as sabbaticals and compensation comparability with the private sector. Participants are primarily scientists and engineers.

The FAA demonstration is intended to develop alternative qualifications and recruitment sources primarily for agency technical occupations. It thus has little in common with PACER SHARE.

Since PACER SHARE began, OPM has approved two more demonstration projects. One is another FAA demonstration, this one testing retention allowances covering difficult-to-staff positions at air traffic control facilities in the Chicago, Los Angeles, New York, and Oakland areas. The other is a test of skill-based pay by the Defense Logistics Agency at its Ogden, Utah, depot. A third personnel management demonstration was legislated by Congress. It provides lump-sum relocation bonuses and retention allowances to alleviate severe recruitment and retention problems at the FBI in New York City.

Appendix B

BASELINE SURVEY QUESTIONNAIRE

This appendix presents the questionnaire used in the baseline survey of the workforces at the Air Logistics Centers.

SURVEY OF ATTITUDES IN THE DIRECTORATE OF DISTRIBUTION

PLEASE DO NOT TURN THIS PAGE UNTIL YOU ARE ASKED TO DO SO.

This survey was designed to enable you to provide information on how you feel about your work at the Directorate of Distribution (DS). The results of the survey are completely confidential and anonymous. The completed questionnaires will be taken to The RAND Corporation in Santa Monica, California for analysis. No individual respondents will be identified. No completed questionnaires will be given to DS--only statistical summaries will be provided. We have taken these steps to enable you to answer the questionnaire as openly and honestly as you can. Please feel free to do so. Participation is voluntary. We appreciate your cooperation.

SECTION 1: CURRENT ATTITUDES

Each statement in this section concerns your feelings about your work at the Directorate of Distribution (DS). Please indicate the extent to which you agree or disagree with each statement. Mark an "X" in the numbered box below the response that best indicates how you feel. Remember, we are interested in YOUR feelings about YOUR work situation. There are no right or wrong answers to these questions.

1. I usually know whether or not my work is satisfactory.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

2. Regular pay increases here depend on how well a person performs his/her job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

3. The union and management are hostile toward each other.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

4. My unit works well together.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

5. If we have a decision to make, everyone is involved in making it.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

6. Under the present system it is very difficult to motivate employees with financial rewards.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

7. When changes are made in DS, the employees usually lose out in the end.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

8. Considering my skills and the effort I put into my work I am satisfied with my pay.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

9. High performers tend to stay with DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

10. What happens to DS is really important to me.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

11. I have confidence and trust in my co-workers.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

12. It is clear how pay decisions are made around here.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

13. Employees here feel you can't trust management in this directorate.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

14. My job duties are clearly defined by my supervisor.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

15. My supervisor encourages subordinates to participate in important decisions.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

16. To help DS, it is necessary that I think of ways to help other sections, branches, or divisions do their jobs.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

17. I have control over how I spend my time working.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

18. My co-workers encourage each other to give their best effort.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

19. My supervisor handles the administrative parts of his/her job well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

20. I am satisfied with my opportunities for advancement.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

21. My supervisor gives me adequate information on how well I am performing.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

22. Other employers in this area pay more than the government does for the kind of work I am doing.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

23. My supervisor has strong technical skills.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

24. Promotions here depend on how well a person performs his/her job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

25. Coming up with new ways to do my job leads to good job performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

26. If I had the chance I would take a different job within DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

27. I will be promoted or given a better job if I perform especially well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

28. My supervisor demands that people give their best effort.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

29. My pay is determined by my individual job performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

30. I could find a job with another employer with about the same pay and benefits as I now have.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

31. My supervisor works well with people.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

32. All in all, I am satisfied with the position classification procedures in DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

33. My job allows me to achieve personal satisfaction.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

34. My supervisor is interested in my opinion on how to improve things in DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

35. DS gives me adequate training to do my job well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

36. If DS saves money because we (i.e., the employees) work harder or better, some of the savings will be shared with us.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

37. I will be demoted or removed from my position if I perform my job poorly.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

38. In DS, conflict that exists between work units gets in the way of getting the job done.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

39. My supervisor keeps informed about the way subordinates think and feel about things.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

40. Management in DS is concerned about me as a person.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

41. If one of my co-workers isn't working hard enough, I would tell him/her so.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

42. It is necessary for DS to minimize costs and maximize performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

43. Working hard on my job leads to good job performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

44. It is necessary for everyone in DS to help support other directorates such as Maintenance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

45. In general, I like the way the union handles things.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

46. Coordination among work units is good in DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

47. It would be very hard for me to leave my job even if I wanted to.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

48. Pay differences in DS fairly represent real differences in levels of responsibility and job difficulty.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

49. I deserve most of the credit or blame for how well my work gets done.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

50. My supervisor sets clear goals for me in my present job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

51. I will be given simpler work or less work if I perform my job poorly.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

52. People in DS will do things behind your back.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

53. To help DS it is necessary that I think of ways to help my section do its job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

54. In general, I like working here.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

55. I have a great deal of say over what has to be done on my job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

56. If I have ideas on how other people in DS could improve their work I should tell their supervisors.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

57. My co-workers are afraid to express their real views.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

58. In general, I am satisfied with my job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

59. In DS, employees receive equal pay for equal work.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

60. The amount of money I will receive for working harder is enough to make me work harder.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

61. Working hard on my job leads to gaining respect from my co-workers.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

62. I am personally responsible for helping DS improve its performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

63. Low performers tend to leave DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

64. In DS, you make more money in blue-collar jobs than in white-collar jobs.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

65. New employees in DS are well qualified for their jobs.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

66. In general, disciplinary actions taken in DS are fair and justified.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

67. Employees here take full advantage of their grievance and appeal rights.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

68. In my work unit we tell each other the way we are feeling.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

69. I have all the skills I need in order to do my job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

70. My pay is fair considering what other places in this area pay for the same kind of work.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

71. In DS, authority is clearly delegated.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

72. For DS to do its mission well it is necessary for me personally to do a good job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

73. If I have ideas on how people in DS could improve their work I should tell them.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

74. My supervisor encourages me to help in developing work methods and job procedures.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

75. My supervisor helps me solve work related problems.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

76. If I were subject to an involuntary personnel action, I believe I would be told about my grievance and appeal rights.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

77. I have the authority I need to accomplish my work objectives.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

78. Quality control programs help me do my job better.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

79. I will receive more money if I work harder for DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

80. It is necessary for DS to maintain high work quality and timeliness.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

81. All in all, I am satisfied with my pay.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

82. I will get a larger pay increase if I perform especially well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

83. I have too much at stake in my job to change jobs now.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

84. Under the present system financial rewards are seldom related to employee performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

85. I often think about quitting.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

86. My job is challenging.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

87. My pay is fair considering what people in other directorates are paid.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

88. Management is flexible enough to make changes when necessary.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

89. On my job I know exactly what is expected of me.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

90. The work I do on my job is meaningful to me.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

91. I am satisfied with the chances I have to learn new things on my job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

92. I am given the opportunities I want to participate in training programs.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

93. Management and the union are willing to try solutions which haven't been tried before.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

94. In my work unit everyone's opinion gets listened to.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

95. I can save money for DS by working harder or better.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

96. My supervisor is concerned about me as a person.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

97. I have ideas about how I could do a better job for DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

98. Management is only willing to negotiate about a few specific issues.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

99. I will have better job security if I perform especially well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

100. All in all, I am satisfied with my work unit.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

101. Employees do not have much opportunity to influence what goes on in DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

102. Competition for jobs here is fair and open.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

103. I am satisfied with the amount of job security I have.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

104. I would prefer not to receive an annual performance appraisal from my supervisor.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

105. During the next year I will probably look for a new job outside DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

106. My own hard work will lead to recognition as a good performer.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
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How satisfied are you with the efforts your union has made to get each of the following outcomes for its members?

107. More meaningful work for members? [1] Very dissatisfied
[2] Dissatisfied
[3] Neither satisfied nor dissatisfied
[4] Satisfied
[5] Very satisfied

108. Fairer job classifications? [1] Very dissatisfied
[2] Dissatisfied
[3] Neither satisfied nor dissatisfied
[4] Satisfied
[5] Very satisfied

109. Fairer promotion policies? [1] Very dissatisfied
[2] Dissatisfied
[3] Neither satisfied nor dissatisfied
[4] Satisfied
[5] Very satisfied

110. How satisfied are you with the success your union has in bargaining non-wage issues? [1] Very dissatisfied
[2] Dissatisfied
[3] Neither satisfied nor dissatisfied
[4] Satisfied
[5] Very satisfied

If I took a new job, I would do so to gain: (Mark the **THREE** most important.)

111.	[1] More responsibility
112.	[2] Better pay
113.	[3] More job security
	[4] Better supervisors
	[5] More interesting work
	[6] More important program
	[7] Better working conditions
	[8] More convenient office hours
	[9] Better promotion opportunities
	[10] More congenial colleagues
	[11] Better geographical location
	[12] Better benefits

Please indicate how important each of the following is in determining your pay:

114. The quality of your job performance? [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important
115. The quality of your work unit's performance? [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important
116. The amount of responsibility on your job? [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important
117. Your length of service? [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important
118. Would you be willing to serve as a member of a union-management committee? [1] Yes
[2] No
119. Please rate the amount of effort you put into work activities during an average workday. [1] No effort
[2] A little effort
[3] Some effort
[4] A lot of effort
[5] Extreme effort

How important is each of the following to you:

120. Challenging work responsibilities? [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important
121. The chance to accomplish something worthwhile? [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

- | | |
|---|--|
| 122. The chance to learn new things on
on your job? | [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important |
| 123. Getting a feeling of accomplishment
from your job? | [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important |
| 124. Retirement benefits? | [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important |
| 125. Your chances for getting a
promotion? | [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important |
| 126. The amount of job security you
have? | [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important |
| 127. Your chances for obtaining a
permanent "career" position? | [1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important |

IF YOU ARE A SUPERVISOR, PLEASE CONTINUE WITH QUESTION 128 ON PAGE 20.

IF YOU ARE NOT A SUPERVISOR, PLEASE GO TO QUESTION 151 ON PAGE 24.

SECTION 2: SUPERVISORS' ATTITUDES

128. It takes too long to get decisions made in DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

129. My pay is based partly on the performance of the workers I supervise.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

130. The work I am responsible for supervising probably could be done with fewer employees.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

131. There is enough staffing flexibility to meet changing work loads.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

132. I have enough authority to hire competent people when I need them.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

133. Top management generally supports the personnel decisions made by supervisors in DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

134. In DS jobs are classified fairly and accurately.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

135. Without performance appraisal it would be more difficult to reward or discipline employees.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

136. The criteria used to grade supervisory positions in DS are fair.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

137. The personnel office helps me perform my job effectively.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

138. My pay level is based partly on the number and grades of the people I supervise.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

139. It takes too long to process the paperwork needed to fill vacancies here.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

140. Supervisors here cooperate with each other for the attainment of DS's goals.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

141. I have enough authority to determine my employees' pay.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

142. In DS, my organization recognizes supervisors who take the time to develop their subordinates' knowledge, skills, and abilities.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

143. The personnel department here provides line management with valuable support services.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

144. The work I am responsible for supervising probably could be done with fewer mid-level supervisors.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

145. I have to devote too much time to position classification.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

146. I have enough authority to promote people.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

147. The current system enables me to help the people I supervise improve their performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

148. I have enough authority to influence classification decisions.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

149. Supervisors in DS feel their ability to manage is restricted by unnecessary personnel rules and regulations.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

150. I have enough authority to remove people from their jobs if they perform poorly.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

PLEASE GO TO QUESTION 151 ON PAGE 24.

151. What is your office symbol (e.g., DSTEW)?

(office symbol)

153. Have you ever been a regular member of a quality circle at DS? [1] Yes [2] No

IF YOU HAVE NEVER BEEN IN A QUALITY CIRCLE PLEASE GO TO QUESTION 156.

154. Are you in quality circle now? [1] Yes
[2] No

IF YOU ARE NOT IN A QUALITY CIRCLE PLEASE GO TO QUESTION 156.

156. What is your pay category?
- | | | | |
|-----|----|-----|-----|
| [1] | GS | [4] | WL |
| [2] | GM | [5] | WS |
| [3] | WG | [6] | SES |

157. What is your pay grade?
- | | | | | | |
|-----|---|------|----|------|----|
| [1] | 1 | [6] | 6 | [11] | 11 |
| [2] | 2 | [7] | 7 | [12] | 12 |
| [3] | 3 | [8] | 8 | [13] | 13 |
| [4] | 4 | [9] | 9 | [14] | 14 |
| [5] | 5 | [10] | 10 | [15] | 15 |
158. How long have you been in your present grade or pay level?
- | | |
|-----|------------------|
| [1] | Less than 1 year |
| [2] | 1 - 2 years |
| [3] | 2 - 5 years |
| [4] | Over 5 years |
159. What type of appointment are you serving under?
- | | |
|-----|---------------------------------|
| [1] | Temporary/term appointment |
| [2] | Probationary career conditional |
| [3] | Career conditional |
| [4] | Career |
| [5] | Other |
160. How long have you worked for your present immediate supervisor?
- | | |
|-----|--------------------|
| [1] | 0 - 3 months |
| [2] | 3 - 6 months |
| [3] | 6 months to 1 year |
| [4] | 1 - 2 years |
| [5] | 2 - 5 years |
| [6] | Over 5 years |
161. How many years have you been a Federal Government employee? (Exclude military service.)
- | | |
|-----|------------------|
| [1] | Less than 1 year |
| [2] | 1 - 3 years |
| [3] | 4 - 9 years |
| [4] | 10 - 14 years |
| [5] | 15 - 29 years |
| [6] | 30 years or more |
162. How many years of full-time employment have you had in the private sector?
- | | |
|-----|------------------|
| [1] | None |
| [2] | Less than 1 year |
| [3] | 1 - 2 years |
| [4] | 2 - 5 years |
| [5] | Over 5 years |
163. How many times have you moved between Federal agencies in the last 10 years? (Count different major DoD components as different agencies.)
- | | |
|-----|---------------------|
| [1] | Never |
| [2] | Once |
| [3] | Twice |
| [4] | Three or more times |

164. What is your job series number and job title (e.g., WG-5703-05, Motor Vehicle Operator)?

_____ and _____
(job series no.) (job title)

165. Are you currently a member of a local union [1] Yes
representing DS employees? [2] No

IF YOU ARE A SUPERVISOR (ANY LEVEL), PLEASE ANSWER QUESTIONS 166 AND 167.

IF YOU ARE NOT A SUPERVISOR, PLEASE GO TO QUESTION 168.

166. How long have you been officially [1] Less than 1 year
designated a supervisor (any level)? [2] 1 - 2 years
[3] 2 - 5 years
[4] Over 5 years

167. How many employees do you supervise [1] None
directly (not at second level)? [2] 1 - 2
[3] 3 - 5
[4] 6 - 9
[5] 10 - 20
[6] 21 - 30
[7] More than 30

168. How old were you on your last [1] Under 30 [4] 50 - 54
birthday? [2] 30 - 39 [5] 55 - 59
[3] 40 - 49 [6] 60 and over

169. Are you male or female? [1] Male
[2] Female

170. Are you Black, White, or Other (e.g., [1] Black
American Indian, Eskimo, Aleut, Asian, [2] White
or Pacific Islander)? [3] Other

171. Are you of Hispanic origin or [1] Hispanic origin
non-Hispanic origin? [2] Non-Hispanic origin

172. What is your education level? (Indicate highest grade completed.)

- [1] Elementary school (grades 1-8)
- [2] Some high school or some technical training
- [3] GED (General Educational Development)
- [4] Graduated from high school and received regular high school diploma
- [5] High school degree plus technical training or apprenticeship
- [6] Some college
- [7] Two-year associate college degree
- [8] Four-year college degree (B.A., B.S., or other bachelor's degree)
- [9] Some graduate school
- [10] Master's degree
- [11] Doctorate degree (Ph.D., M.D., J.D., etc.)

IF YOU WORK AT MC CLELLAN AFB, PLEASE ANSWER THE FOUR QUESTIONS BELOW.

173. I have been adequately informed about the PACER SHARE demonstration project.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

174. I understand how PACER SHARE will affect me and my work.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

175. I am in favor of the PACER SHARE demonstration project.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

176. Are there any other issues about PACER SHARE that should be addressed in future surveys?

THANK YOU FOR COMPLETING THIS SURVEY. WE APPRECIATE YOUR COOPERATION.

Appendix C

SUPPLEMENTAL SURVEY RESULTS

This appendix presents supplementary information pertaining to the baseline attitude survey. Table C.1 shows the mean response among nonsupervisors for each question in the questionnaire, by ALC. The ALCs are indicated by the "SITENAME" variable: OC is Oklahoma City, Oklahoma; OO is Ogden, Utah; SA is San Antonio, Texas; SM is Sacramento, California; and WR is Warner-Robins, Georgia. Table C.2 shows the comparable results for supervisors. In Table C.3, the nonsupervisor means for the response scales discussed in Sec. II of the report are presented. Table C.4 presents the analogous results for supervisory personnel.

The ordinary least squares (OLS) regression results are shown in Tables C.5 to C.7. Table C.5 presents results for questions 1-127, which all respondents answered. Table C.6 presents results for the response scales based on these questions. Finally, Table C.7 presents results for questions 128-150, which supervisors above answered, and for the response scales based on these questions. As discussed in Sec. II, the purpose of the regression analyses is to determine the extent to which the mean workforce response at SM-ALC differed from that of the comparison ALCs, controlling for differences in the demographic composition and experience base of their samples and workforces. The following discussion describes the background factors included in the analyses and their purposes.

The "SUPER" variable is coded "1" for supervisors and "0" for nonsupervisors. The coefficient thus indicates the difference in mean response for supervisors relative to nonsupervisors. For example, as can be seen on the first page of Table C.5, the mean response for supervisors across all the ALCs was .15 higher (on the five-point scale) for question 1. The "SACTO" variable is coded "1" for SM-ALC respondents and "0" for all others. It is the key variable, indicating the difference in the mean response for SM-ALC relative to the comparison group. "V152" indicates tenure in DS and is coded as indicated in the questionnaire. A higher value reflects longer time in DS. "V156W" is coded "1" for white-collar job holders and "0" for blue-collar job holders. "V157C" indicates pay levels 1-4 as defined in PACER

SHARE and discussed earlier. Higher values reflect higher pay levels. "V158" indicates length of time in current pay grade and is coded as indicated in the questionnaire. Higher values reflect longer times. "V159A" is coded "1" for career category "career" employees and "0" for all others. "V160" indicates length of time worked for current supervisor and is coded as indicated in the questionnaire. Higher values reflect longer times. "V165" is coded "1" for union members and "2" for nonmembers. "V168" reflects the respondent's age and is coded as indicated in the questionnaire. Higher values indicate older respondents. "V169" is coded "1" for males and "2" for females. "V172" reflects education level and is coded as indicated in the questionnaire. Higher values reflect higher education levels. The remaining variables are dummy variables reflecting race and ethnicity. "WHS" is white Hispanic; "BNHS" is black; "OTH" represents all other persons not classified as white non-Hispanic.

Table C.8 presents regression results concerning pretest versus baseline survey attitude differences at SM-ALC. The "ADMIN" variable is coded "1" for the baseline survey respondents and "0" for pretest respondents. The coefficient thus indicates the change in mean response between the two administrations, controlling for possible differences in the composition of the two samples on the other included factors.

Table C.9 highlights the results of the exploratory factor analyses discussed in Sec. II. The factors were generated using the principal factor method and varimax (orthogonal) rotation. Communalities were set equal to the largest absolute correlation in the given column of the correlation matrix. The question numbers shown reflect the questions with absolute loadings of .40 or greater on the rotated factors. The Cronbach Alpha Coefficients for these questions are indicated in the leftmost column.

Finally, Table C.10 presents the percentage distribution of responses across the rating scale categories for questions in the baseline survey.

Table C.1
MEANS FOR ALL VARIABLES, NONSUPERVISORS

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
V1	392	0	3.84948980	1.00143107	1.00000000	5.00000000
V2	392	0	2.25255102	1.17953288	1.00000000	5.00000000
V3	391	1	3.27365729	0.97890398	1.00000000	5.00000000
V4	391	1	3.23785166	1.27589063	1.00000000	5.00000000
V5	391	1	2.40920716	1.17290660	1.00000000	5.00000000
V6	390	2	3.35384615	1.22439769	1.00000000	5.00000000
V7	389	3	3.52442159	1.02169507	1.00000000	5.00000000
V8	389	3	2.67352185	1.24926502	1.00000000	5.00000000
V9	388	4	2.64948454	1.10241677	1.00000000	5.00000000
V10	389	3	3.88688946	0.91525324	1.00000000	5.00000000
V11	389	3	3.21593830	1.14857732	1.00000000	5.00000000
V12	388	4	3.01546392	1.19420134	1.00000000	5.00000000
V13	388	4	3.63144330	1.19462231	1.00000000	5.00000000
V14	388	4	3.30412371	1.24526328	1.00000000	5.00000000
V15	387	5	2.68992248	1.25585747	1.00000000	5.00000000
V16	388	4	3.31443299	1.12251929	1.00000000	5.00000000
V17	388	4	3.55670103	1.14317724	1.00000000	5.00000000
V18	388	4	2.61340206	1.12753912	1.00000000	5.00000000
V19	388	4	3.06185567	1.30445021	1.00000000	5.00000000
V20	387	5	2.19121447	1.16495695	1.00000000	5.00000000
V21	388	4	3.02319588	1.28275305	1.00000000	5.00000000
V22	386	6	3.23575130	1.07334485	1.00000000	5.00000000
V23	386	6	2.88601036	1.16550469	1.00000000	5.00000000
V24	386	6	2.24323232	1.20292804	1.00000000	5.00000000
V25	386	6	3.55699482	1.11802947	1.00000000	5.00000000
V26	386	6	3.55440415	1.23725452	1.00000000	5.00000000
V27	386	6	2.34715026	1.14356683	1.00000000	5.00000000
V28	386	6	3.30569948	1.15311826	1.00000000	5.00000000
V29	386	6	1.99740933	0.94662409	1.00000000	5.00000000
V30	386	6	2.73575130	1.09431427	1.00000000	5.00000000
V31	386	6	3.14248705	1.27020114	1.00000000	5.00000000
V32	386	6	2.58031088	1.12816408	1.00000000	5.00000000
V33	385	7	3.05714286	1.25285388	1.00000000	5.00000000
V34	386	6	2.91450777	1.23601660	1.00000000	5.00000000
V35	386	6	2.92487047	1.26164317	1.00000000	5.00000000
V36	386	6	2.02849741	1.00735803	1.00000000	5.00000000
V37	385	7	2.78181818	1.11998038	1.00000000	5.00000000
V38	385	7	3.55584416	1.06194759	1.00000000	5.00000000
V39	385	7	2.82597403	1.14489385	1.00000000	5.00000000
V40	385	7	2.20000000	1.06751269	1.00000000	5.00000000
V41	385	7	2.52987013	1.07517742	1.00000000	5.00000000
V42	385	7	3.70909091	0.96476760	1.00000000	5.00000000
V43	385	7	3.55064935	1.18943082	1.00000000	5.00000000
V44	385	7	3.95064935	0.87806359	1.00000000	5.00000000
V45	384	8	2.47135417	0.96368106	1.00000000	5.00000000
V46	385	7	2.64155844	1.22731538	1.00000000	5.00000000
V47	384	8	3.28906250	1.07593838	1.00000000	5.00000000
V48	386	6	2.75398601	1.08785404	1.00000000	5.00000000
V49	385	7	3.95584416	0.91037045	1.00000000	5.00000000
V50	385	7	2.93246753	1.21218226	1.00000000	5.00000000
V51	385	7	2.53246753	1.15000471	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-OC						
V52	386	6	3.91968912	0.97835054	1.00000000	5.00000000
V53	386	6	3.74322332	0.88215911	1.00000000	5.00000000
V54	386	6	3.68393782	1.09951632	1.00000000	5.00000000
V55	386	6	2.85233161	1.23644117	1.00000000	5.00000000
V56	385	7	2.71948052	1.07007581	1.00000000	5.00000000
V57	386	6	3.39096373	1.22374726	1.00000000	5.00000000
V58	386	6	3.44818653	1.16157498	1.00000000	5.00000000
V59	386	6	2.17616580	1.04697551	1.00000000	5.00000000
V60	385	7	2.46493506	1.12242370	1.00000000	5.00000000
V61	386	6	3.15284974	1.19954739	1.00000000	5.00000000
V62	386	6	3.46632124	1.02698927	1.00000000	5.00000000
V63	386	6	2.43523316	0.97352063	1.00000000	5.00000000
V64	386	6	3.02072539	1.08092577	1.00000000	5.00000000
V65	385	7	2.38441558	0.89719832	1.00000000	5.00000000
V66	385	7	2.52207792	1.10875110	1.00000000	5.00000000
V67	386	6	2.96632124	1.06241843	1.00000000	5.00000000
V68	386	6	3.23056995	1.12177882	1.00000000	5.00000000
V69	386	6	3.82901554	1.06260526	1.00000000	5.00000000
V70	385	7	3.14545455	1.05802310	1.00000000	5.00000000
V71	386	6	3.04663212	1.1560434	1.00000000	5.00000000
V72	386	6	4.09326425	0.72906716	1.00000000	5.00000000
V73	386	6	3.15803109	1.01847875	1.00000000	5.00000000
V74	386	6	3.00259067	1.21996105	1.00000000	5.00000000
V75	386	6	3.29792746	1.17411292	1.00000000	5.00000000
V76	386	6	2.99740933	1.09187960	1.00000000	5.00000000
V77	387	5	3.53488372	0.96610841	1.00000000	5.00000000
V78	386	6	3.12694301	1.04294761	1.00000000	5.00000000
V79	386	6	1.93005181	0.80761216	1.00000000	4.00000000
V80	386	6	4.03626943	0.76190504	1.00000000	5.00000000
V81	386	6	2.85751295	1.17015174	1.00000000	5.00000000
V82	384	8	1.90885417	0.76443446	1.00000000	4.00000000
V83	385	7	2.91168831	1.14904558	1.00000000	5.00000000
V84	385	7	3.71688312	1.15711146	1.00000000	5.00000000
V85	385	7	2.55844156	1.30397536	1.00000000	5.00000000
V86	385	7	3.18181818	1.26991708	1.00000000	5.00000000
V87	384	8	2.92447917	1.02807825	1.00000000	5.00000000
V88	384	8	2.82812500	1.16369836	1.00000000	5.00000000
V89	384	8	3.65625000	1.03543611	1.00000000	5.00000000
V90	384	8	3.56770833	1.04748808	1.00000000	5.00000000
V91	384	8	3.27083333	1.20251405	1.00000000	5.00000000
V92	383	9	2.82767624	1.21791452	1.00000000	5.00000000
V93	384	8	2.56250000	0.84349763	1.00000000	4.00000000
V94	384	8	2.56770833	1.13827269	1.00000000	5.00000000
V95	384	8	3.10927083	1.10540731	1.00000000	5.00000000
V96	385	7	2.91428571	1.25433771	1.00000000	5.00000000
V97	384	8	3.67187500	0.78938164	1.00000000	5.00000000
V98	386	6	3.38601036	0.88784645	1.00000000	5.00000000
V99	387	5	3.0189786	1.11149596	1.00000000	5.00000000
V100	387	5	3.14987080	1.12128199	1.00000000	5.00000000
V101	387	5	3.76744186	1.00138475	1.00000000	5.00000000
V102	387	5	2.14728682	1.00594689	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
V103	387	5	3.37726098	0.98027158	1.00000000	5.00000000
V104	387	5	3.03617571	1.32286933	1.00000000	5.00000000
V105	387	5	2.95090439	1.21739038	1.00000000	5.00000000
V106	386	6	3.17616580	1.26698407	1.00000000	5.00000000
V107	380	12	2.65789474	0.88601911	1.00000000	5.00000000
V108	378	14	2.50000000	0.96696084	1.00000000	5.00000000
V109	380	12	2.32894737	0.92157027	1.00000000	4.00000000
V110	380	12	2.57105263	0.90306073	1.00000000	5.00000000
V111	378	14	2.89682540	1.39625892	1.00000000	5.00000000
V112	379	13	2.70448549	1.31223624	1.00000000	5.00000000
V113	378	14	2.78571429	1.26746981	1.00000000	5.00000000
V114	378	14	2.76190476	1.31364137	1.00000000	5.00000000
V115	375	17	1.71733333	0.45089730	1.00000000	2.00000000
V116	378	14	4.11111111	0.69353462	1.00000000	5.00000000
V117	377	15	3.78249337	0.97052911	1.00000000	5.00000000
V118	379	13	4.00527704	0.92580502	1.00000000	5.00000000
V119	377	15	3.94429708	0.96457222	1.00000000	5.00000000
V120	377	15	4.12201592	0.94585781	1.00000000	5.00000000
V121	377	15	4.26790451	0.93105643	1.00000000	5.00000000
V122	377	15	4.21220159	0.96621640	1.00000000	5.00000000
V123	377	15	4.26259947	0.87062379	1.00000000	5.00000000
V124	377	17	4.25333333	0.97417637	1.00000000	5.00000000
V125	375	10	3.21465969	0.93122828	1.00000000	4.00000000
V126	382	14	1.85714286	0.35039089	1.00000000	2.00000000
V127	378	14	1.69811321	0.46346959	1.00000000	2.00000000
V128	53	339	3.93750000	1.52616076	1.00000000	6.00000000
V129	16	376	2.07317073	1.01754232	1.00000000	5.00000000
V130	369	23	6.62068966	1.99251166	1.00000000	12.00000000
V131	377	15	2.67979003	1.04495578	1.00000000	4.00000000
V132	381	11	3.74083770	0.50824386	1.00000000	5.00000000
V133	382	10	3.63727034	1.46531006	1.00000000	6.00000000
V134	381	11	3.61417323	1.17684174	1.00000000	6.00000000
V135	380	12	4.00526316	1.30756826	1.00000000	5.00000000
V136	381	11	1.54330709	0.98479952	1.00000000	9.00000000
V137	381	11	1.86015831	0.34728117	1.00000000	2.00000000
V138	379	13	2.81521739	1.47405794	1.00000000	6.00000000
V139	368	24	1.55347594	0.49779805	1.00000000	2.00000000
V140	374	18	1.93800539	0.58257148	1.00000000	9.00000000
V141	371	21	1.95535714	0.20682646	1.00000000	2.00000000
V142	336	56	5.31521739	1.57935832	2.00000000	11.00000000
V143	368	24				

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
RSN1	383	9	0.21409922	0.41073253	0	1.00000000
RSN2	383	9	0.79373368	0.40515320	0	1.00000000
RSN3	383	9	0.18798956	0.39121489	0	1.00000000
RSN4	383	9	0.21148825	0.40889793	0	1.00000000
RSN5	383	9	0.37336815	0.48433134	0	1.00000000
RSN6	383	9	0.04960836	0.21741846	0	1.00000000
RSN7	383	9	0.20887228	0.40703827	0	1.00000000
RSN8	383	9	0.03133159	0.17444017	0	1.00000000
RSN9	383	9	0.59007833	0.49246229	0	1.00000000
RSN10	383	9	0.05744125	0.23298817	0	1.00000000
RSN11	383	9	0.04699739	0.21191008	0	1.00000000
RSN12	383	9	0.14360313	0.35114557	0	1.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME--OO						
V1	400	1	3.85500000	1.01318377	1.00000000	5.00000000
V2	400	1	2.36250000	1.19987207	1.00000000	5.00000000
V3	399	2	3.14285714	0.92271331	1.00000000	5.00000000
V4	400	1	3.34250000	1.19949603	1.00000000	5.00000000
V5	400	1	2.40250000	1.12189142	1.00000000	5.00000000
V6	400	1	3.47000000	1.16511533	1.00000000	5.00000000
V7	398	3	3.24623116	1.01855499	1.00000000	5.00000000
V8	400	1	2.68750000	1.20560252	1.00000000	5.00000000
V9	400	1	2.76250000	1.14208346	1.00000000	5.00000000
V10	400	1	3.76000000	0.98224846	1.00000000	5.00000000
V11	400	1	3.19500000	1.15772441	1.00000000	5.00000000
V12	400	1	2.98750000	1.15137218	1.00000000	5.00000000
V13	400	1	3.64750000	1.09143108	1.00000000	5.00000000
V14	400	1	3.43250000	1.20792859	1.00000000	5.00000000
V15	400	1	2.80250000	1.21126449	1.00000000	5.00000000
V16	399	2	3.38095238	1.10058828	1.00000000	5.00000000
V17	400	1	3.61000000	1.13627806	1.00000000	5.00000000
V18	399	2	2.85213033	1.22810031	1.00000000	5.00000000
V19	400	1	3.21500000	1.30883828	1.00000000	5.00000000
V20	400	1	2.26500000	1.25047359	1.00000000	5.00000000
V21	400	1	3.02000000	1.20133593	1.00000000	5.00000000
V22	396	5	3.16666667	1.12845812	1.00000000	5.00000000
V23	395	6	3.19240506	1.13479488	1.00000000	5.00000000
V24	396	5	2.29545455	1.21637750	1.00000000	5.00000000
V25	396	5	3.71969697	1.00867925	1.00000000	5.00000000
V26	396	5	3.62878788	1.16100330	1.00000000	5.00000000
V27	396	5	2.51010101	1.24367727	1.00000000	5.00000000
V28	397	4	3.35768262	1.07919848	1.00000000	5.00000000
V29	396	5	2.08838384	1.00114689	1.00000000	5.00000000
V30	396	5	2.71717172	1.05581360	1.00000000	5.00000000
V31	397	4	3.40554156	1.25298412	1.00000000	5.00000000
V32	396	5	2.51767677	1.09645720	1.00000000	5.00000000
V33	397	4	3.09823678	1.24231859	1.00000000	5.00000000
V34	397	4	3.15617128	1.20846904	1.00000000	5.00000000
V35	397	4	2.64483627	1.22363294	1.00000000	5.00000000
V36	397	4	2.08816121	1.06353038	1.00000000	5.00000000
V37	397	4	2.78085642	1.10774877	1.00000000	5.00000000
V38	397	4	3.50125945	1.10239566	1.00000000	5.00000000
V39	397	4	2.93702771	1.10030493	1.00000000	5.00000000
V40	396	5	2.28030303	1.13392604	1.00000000	5.00000000
V41	397	4	2.61964736	1.08195338	1.00000000	5.00000000
V42	397	4	3.80100756	0.96042867	1.00000000	5.00000000
V43	396	5	3.65151515	1.20957058	1.00000000	5.00000000
V44	395	6	4.11645570	0.79759002	1.00000000	5.00000000
V45	396	5	2.77525253	1.01756407	1.00000000	5.00000000
V46	395	6	2.75949367	1.09004715	1.00000000	5.00000000
V47	396	5	3.16414141	1.32007941	1.00000000	5.00000000
V48	395	6	3.52025316	1.11464446	1.00000000	5.00000000
V49	396	5	4.00252525	0.96652513	1.00000000	5.00000000
V50	396	5	2.84343434	1.18886493	1.00000000	5.00000000
V51	396	5	2.63888889	1.15326846	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME--OO						
V52	397	4	4.02267003	0.97545116	1.00000000	5.00000000
V53	397	4	3.90680101	0.77451783	1.00000000	5.00000000
V54	397	4	3.61712846	1.07520673	1.00000000	5.00000000
V55	395	6	2.98481013	1.25028815	1.00000000	5.00000000
V56	397	4	2.86901763	1.08151236	1.00000000	5.00000000
V57	396	5	3.33838384	1.19773686	1.00000000	5.00000000
V58	396	5	3.37878788	1.16617064	1.00000000	5.00000000
V59	397	4	2.11335013	1.00491123	1.00000000	5.00000000
V60	396	5	2.53030303	1.18496527	1.00000000	5.00000000
V61	396	5	3.34848485	1.24260760	1.00000000	5.00000000
V62	395	6	3.48101266	1.03811572	1.00000000	5.00000000
V63	395	6	2.46582278	0.99527897	1.00000000	5.00000000
V64	397	4	3.12594458	1.19732738	1.00000000	5.00000000
V65	395	6	2.44556962	0.97113120	1.00000000	5.00000000
V66	396	5	2.80555556	1.10238841	1.00000000	5.00000000
V67	396	5	2.81818182	1.01246546	1.00000000	5.00000000
V68	396	5	3.24494949	1.11745631	1.00000000	5.00000000
V69	396	5	3.68181818	1.11367687	1.00000000	5.00000000
V70	396	5	3.12373737	1.07319099	1.00000000	5.00000000
V71	396	5	3.17424242	1.15064899	1.00000000	5.00000000
V72	396	5	4.07575758	0.78551325	1.00000000	5.00000000
V73	396	5	3.32323232	0.98678132	1.00000000	5.00000000
V74	397	4	3.06297229	1.19703516	1.00000000	5.00000000
V75	397	4	3.48110831	1.09303155	1.00000000	5.00000000
V76	397	4	3.09823678	1.09078876	1.00000000	5.00000000
V77	397	4	3.53904282	0.96222180	1.00000000	5.00000000
V78	397	4	2.92191436	1.04274713	1.00000000	5.00000000
V79	396	5	2.06565657	0.94170990	1.00000000	5.00000000
V80	397	4	4.15869018	0.68350426	1.00000000	5.00000000
V81	397	4	2.84382872	1.16375978	1.00000000	5.00000000
V82	395	6	2.05822785	0.91471440	1.00000000	5.00000000
V83	394	7	3.69289340	1.15892389	1.00000000	5.00000000
V84	394	7	2.69211196	1.18829535	1.00000000	5.00000000
V85	393	8	3.25888325	1.24339876	1.00000000	5.00000000
V86	394	7	2.80964467	1.25939890	1.00000000	5.00000000
V87	394	7	2.77157360	1.01229509	1.00000000	5.00000000
V88	394	7	3.60459184	1.12957199	1.00000000	5.00000000
V89	392	9	3.50632911	1.03853100	1.00000000	5.00000000
V90	395	6	3.1467005	1.13854277	1.00000000	5.00000000
V91	394	7	2.81518987	1.21980456	1.00000000	5.00000000
V92	395	6	2.60253165	1.20858694	1.00000000	5.00000000
V93	395	6	2.65989848	0.84390539	1.00000000	5.00000000
V94	394	7	3.41475827	1.18345937	1.00000000	5.00000000
V95	393	8	3.13197970	1.05147419	1.00000000	5.00000000
V96	394	7	3.86005089	1.23883005	1.00000000	5.00000000
V97	393	8	3.48110831	0.73419190	1.00000000	5.00000000
V98	397	4	3.1105276	0.86033279	1.00000000	5.00000000
V99	399	3	3.22361809	1.12352414	1.00000000	5.00000000
V100	398	3	3.70025189	1.09394715	1.00000000	5.00000000
V101	397	4	2.05037783	0.98387244	1.00000000	5.00000000
V102	397	4		1.04807718	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OO -----						
V103	398	3	3.379339698	1.04038243	1.000000000	5.000000000
V104	398	3	3.13065327	1.31949730	1.000000000	5.000000000
V105	395	6	2.95696203	1.29060285	1.000000000	5.000000000
V106	398	3	3.30402010	1.26591985	1.000000000	5.000000000
V107	394	7	2.76142132	0.84644685	1.000000000	5.000000000
V108	395	6	2.62278481	0.92455908	1.000000000	5.000000000
V109	394	7	2.33502538	0.94610041	1.000000000	5.000000000
V110	394	7	2.69543147	0.91836199	1.000000000	5.000000000
V114	394	7	2.92131980	1.33513960	1.000000000	5.000000000
V115	394	7	2.58803249	1.26349294	1.000000000	5.000000000
V116	394	7	2.97715736	1.29276162	1.000000000	5.000000000
V117	394	7	2.60406091	1.31755953	1.000000000	5.000000000
V118	391	10	1.70332481	0.45737736	1.000000000	2.000000000
V119	393	8	4.02544529	0.69939031	1.000000000	5.000000000
V120	393	8	3.91857506	0.89698247	1.000000000	5.000000000
V121	393	8	4.16284987	0.84149043	1.000000000	5.000000000
V122	393	8	4.08905852	0.86290171	1.000000000	5.000000000
V123	394	7	4.26649746	0.80237841	1.000000000	5.000000000
V124	394	7	4.22335025	0.90565818	1.000000000	5.000000000
V125	394	7	4.35786802	0.85387995	1.000000000	5.000000000
V126	393	8	4.18320611	0.95405841	1.000000000	5.000000000
V127	392	9	4.19897959	1.01709127	1.000000000	5.000000000
V152	386	15	3.01295337	1.05551764	1.000000000	4.000000000
V153	387	14	1.77002584	0.42136067	1.000000000	2.000000000
V154	88	313	1.71590909	0.45356477	1.000000000	2.000000000
V155	25	376	2.60000000	1.44337567	1.000000000	6.000000000
V156	377	24	1.87267905	0.99183984	1.000000000	3.000000000
V157	384	17	6.56510417	2.24386160	1.000000000	12.000000000
V158	386	15	2.44559585	1.11583352	1.000000000	4.000000000
V159	387	14	3.77519380	0.54687492	1.000000000	9.000000000
V160	386	15	3.18652850	1.43297887	1.000000000	6.000000000
V161	387	14	3.63307494	1.11965095	1.000000000	5.000000000
V162	387	14	3.91214470	1.24365011	1.000000000	9.000000000
V163	387	14	1.79586563	1.03922224	1.000000000	2.000000000
V165	381	20	1.84514436	0.36224271	1.000000000	2.000000000
V168	380	21	2.50000000	1.20574701	1.000000000	6.000000000
V169	379	22	1.51978892	0.50026867	1.000000000	2.000000000
V170	379	22	2.05277045	0.31262919	1.000000000	3.000000000
V171	357	44	1.90476190	0.29395552	1.000000000	2.000000000
V172	381	20	5.42257218	1.55509847	1.000000000	11.000000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OO -----						
RSN1	389	12	0.30077121	0.45918397	0	1.00000000
RSN2	389	12	0.79948586	0.40090072	0	1.00000000
RSN3	389	12	0.15167095	0.35916360	0	1.00000000
RSN4	389	12	0.17480720	0.38029123	0	1.00000000
RSN5	389	12	0.38046272	0.48612585	0	1.00000000
RSN6	389	12	0.08483290	0.27899171	0	1.00000000
RSN7	389	12	0.13881748	0.34620124	0	1.00000000
RSN8	389	12	0.02056555	0.14210744	0	1.00000000
RSN9	389	12	0.64010283	0.48058812	0	1.00000000
RSN10	389	12	0.06940874	0.25447522	0	1.00000000
RSN11	389	12	0.06683805	0.25006293	0	1.00000000
RSN12	389	12	0.11825193	0.32332204	0	1.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- BYTENAME=8A -----						
V1	388	0	3.79896907	1.13702044	1.00000000	5.00000000
V2	387	1	2.51679587	1.23699539	1.00000000	5.00000000
V3	387	1	3.01033592	1.03307812	1.00000000	5.00000000
V4	388	0	3.34278351	1.26103378	1.00000000	5.00000000
V5	388	0	2.55670103	1.20480581	1.00000000	5.00000000
V6	388	0	3.15721649	1.26512533	1.00000000	5.00000000
V7	385	3	3.16363636	1.10478470	1.00000000	5.00000000
V8	386	2	2.73056995	1.34065237	1.00000000	5.00000000
V9	386	2	3.00000000	1.15545010	1.00000000	5.00000000
V10	386	2	4.06994819	0.86955937	1.00000000	5.00000000
V11	386	2	3.23834197	1.17337624	1.00000000	5.00000000
V12	386	2	2.99481865	1.17328448	1.00000000	5.00000000
V13	386	2	3.54404145	1.23346339	1.00000000	5.00000000
V14	386	2	3.3937824	1.20662829	1.00000000	5.00000000
V15	385	3	2.85454545	1.20097025	1.00000000	5.00000000
V16	386	2	3.59067358	1.08989029	1.00000000	5.00000000
V17	386	2	3.38341969	1.18787586	1.00000000	5.00000000
V18	386	2	2.93523316	1.22885315	1.00000000	5.00000000
V19	386	2	3.11398964	1.29030798	1.00000000	5.00000000
V20	386	2	2.44300518	1.31647514	1.00000000	5.00000000
V21	386	2	2.90932642	1.31111772	1.00000000	5.00000000
V22	385	3	3.08051948	1.14394226	1.00000000	5.00000000
V23	385	3	2.96363636	1.17203850	1.00000000	5.00000000
V24	384	4	2.43750000	1.35046651	1.00000000	5.00000000
V25	385	3	3.79220779	1.01726838	1.00000000	5.00000000
V26	385	3	3.61558442	1.19363164	1.00000000	5.00000000
V27	385	3	2.74805195	1.32145855	1.00000000	5.00000000
V28	385	3	3.64415584	1.06096623	1.00000000	5.00000000
V29	383	5	2.30287206	1.07672526	1.00000000	5.00000000
V30	385	3	2.54805195	1.07935291	1.00000000	5.00000000
V31	385	3	3.3246753	1.24524529	1.00000000	5.00000000
V32	384	4	2.74218750	1.14654272	1.00000000	5.00000000
V33	385	3	3.28571429	1.16432588	1.00000000	5.00000000
V34	385	3	3.18701299	1.26505009	1.00000000	5.00000000
V35	385	3	2.82597403	1.28425994	1.00000000	5.00000000
V36	385	3	2.22077922	1.10188495	1.00000000	5.00000000
V37	384	4	3.09895833	1.11743784	1.00000000	5.00000000
V38	386	2	3.36010363	1.10599969	1.00000000	5.00000000
V39	384	4	2.93229167	1.10096040	1.00000000	5.00000000
V40	385	3	2.52987013	1.14098196	1.00000000	5.00000000
V41	386	2	2.81865285	1.14790119	1.00000000	5.00000000
V42	386	2	3.79274611	0.95539438	1.00000000	5.00000000
V43	386	2	3.83160622	1.10730092	1.00000000	5.00000000
V44	386	2	4.11398964	0.79115969	1.00000000	5.00000000
V45	385	3	2.63376623	0.99916767	1.00000000	5.00000000
V46	386	2	2.96373057	1.13802696	1.00000000	5.00000000
V47	386	2	3.43005181	1.22592282	1.00000000	5.00000000
V48	385	3	2.93766234	1.12558306	1.00000000	5.00000000
V49	386	2	3.80829016	1.02667471	1.00000000	5.00000000
V50	386	2	2.91709845	1.18578940	1.00000000	5.00000000
V51	386	2	2.56735751	1.14727085	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-8A						
V52	386	2	3.68134715	1.08807670	1.00000000	5.00000000
V53	386	2	3.99222798	0.77790375	1.00000000	5.00000000
V54	386	2	3.95595855	0.94559992	1.00000000	5.00000000
V55	386	2	2.98186528	1.21342390	1.00000000	5.00000000
V56	386	2	3.10880829	1.10656841	1.00000000	5.00000000
V57	386	2	3.45077720	1.19692763	1.00000000	5.00000000
V58	386	2	3.65284974	1.03632952	1.00000000	5.00000000
V59	386	2	2.27461140	1.12456767	1.00000000	5.00000000
V60	386	2	2.79274611	1.23941722	1.00000000	5.00000000
V61	386	2	3.36269430	1.23290682	1.00000000	5.00000000
V62	386	2	3.63471503	0.99282467	1.00000000	5.00000000
V63	386	2	2.61658031	1.04602387	1.00000000	5.00000000
V64	386	2	2.93782383	1.14018428	1.00000000	5.00000000
V65	386	2	2.50518135	0.99412513	1.00000000	5.00000000
V66	386	2	2.76683938	1.11776161	1.00000000	5.00000000
V67	387	1	2.86046512	1.08506717	1.00000000	5.00000000
V68	387	1	3.10335917	1.12883271	1.00000000	5.00000000
V69	387	1	3.91472868	1.04334313	1.00000000	5.00000000
V70	387	1	3.32558140	1.09043978	1.00000000	5.00000000
V71	387	1	3.19121447	1.10328070	1.00000000	5.00000000
V72	387	1	4.10594315	0.76289660	1.00000000	5.00000000
V73	387	1	3.52971576	1.00826670	1.00000000	5.00000000
V74	386	2	3.12435233	1.19526239	1.00000000	5.00000000
V75	386	2	3.36010363	1.13153797	1.00000000	5.00000000
V76	385	3	3.13506494	1.09327564	1.00000000	5.00000000
V77	386	2	3.51036269	1.03504633	1.00000000	5.00000000
V78	384	4	3.29166667	1.01597338	1.00000000	5.00000000
V79	385	3	2.27532468	1.03935024	1.00000000	5.00000000
V80	385	3	4.12207792	0.67558296	1.00000000	5.00000000
V81	385	3	2.99480519	1.20544512	1.00000000	5.00000000
V82	384	4	2.29427083	1.03936539	1.00000000	5.00000000
V83	384	4	2.93489583	1.15775554	1.00000000	5.00000000
V84	384	4	3.36197917	1.22280858	1.00000000	5.00000000
V85	384	4	2.38281250	1.18379679	1.00000000	5.00000000
V86	383	5	3.36031332	1.14667373	1.00000000	5.00000000
V87	384	4	2.91666667	1.05133675	1.00000000	5.00000000
V88	384	4	3.01562500	1.15384051	1.00000000	5.00000000
V89	384	4	3.86979167	0.96612275	1.00000000	5.00000000
V90	383	5	3.79112272	1.01208641	1.00000000	5.00000000
V91	384	4	3.46093750	1.21071593	1.00000000	5.00000000
V92	384	4	2.87239583	1.31941457	1.00000000	5.00000000
V93	384	4	2.71614583	0.92550162	1.00000000	5.00000000
V94	384	4	2.75781250	1.18131290	1.00000000	5.00000000
V95	384	4	3.42187500	1.03673550	1.00000000	5.00000000
V96	384	4	3.15885417	1.20844493	1.00000000	5.00000000
V97	383	5	3.86161880	0.74085312	1.00000000	5.00000000
V98	386	2	3.45595855	0.91701279	1.00000000	5.00000000
V99	386	2	3.16580311	1.15476270	1.00000000	5.00000000
V100	386	2	3.40414508	1.07262679	1.00000000	5.00000000
V101	385	3	3.55324675	1.03475848	1.00000000	5.00000000
V102	386	2	2.33160622	1.13223650	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-8A						
V103	386	2	3.38082902	1.05807732	1.00000000	5.00000000
V104	386	2	2.73316062	1.28882867	1.00000000	5.00000000
V105	386	2	2.71761658	1.25689807	1.00000000	5.00000000
V106	386	2	3.55181347	1.23736600	1.00000000	5.00000000
V107	379	9	2.79683377	0.95029402	1.00000000	5.00000000
V108	378	10	2.74603175	0.99283781	1.00000000	5.00000000
V109	377	11	2.46684350	1.08891360	1.00000000	5.00000000
V110	379	9	2.67282322	1.01760961	1.00000000	5.00000000
V111	381	7	3.37270341	1.33483304	1.00000000	5.00000000
V112	377	11	3.12201592	1.31317715	1.00000000	5.00000000
V113	384	4	3.38802083	1.27148368	1.00000000	5.00000000
V114	383	5	2.97389034	1.36881776	1.00000000	5.00000000
V115	381	7	1.69553806	0.46078427	1.00000000	2.00000000
V116	382	6	4.25916230	0.68225143	1.00000000	5.00000000
V117	384	4	4.03906250	0.87377525	1.00000000	5.00000000
V118	382	6	4.17801047	0.86927020	1.00000000	5.00000000
V119	383	5	4.27937337	0.80102527	1.00000000	5.00000000
V120	382	6	4.31675393	0.83347417	1.00000000	5.00000000
V121	383	5	4.33942559	0.93768495	1.00000000	5.00000000
V122	383	5	4.45691906	0.85773225	1.00000000	5.00000000
V123	383	5	4.34120735	0.83294507	1.00000000	5.00000000
V124	381	7	4.40157480	0.88192232	1.00000000	5.00000000
V125	381	9	3.11345646	0.98416211	1.00000000	4.00000000
V126	379	9	1.75461741	0.43088263	1.00000000	2.00000000
V127	379	9	1.83333333	0.37476584	1.00000000	2.00000000
V128	90	298	3.20000000	1.69873903	1.00000000	6.00000000
V129	15	373	2.03794038	1.02875615	1.00000000	5.00000000
V130	369	19	6.52010724	2.02477876	1.00000000	11.00000000
V131	373	15	2.48266667	1.08173624	1.00000000	4.00000000
V132	375	13	3.73066667	0.49542650	2.00000000	5.00000000
V133	375	13	3.27540107	1.46873921	1.00000000	6.00000000
V134	374	14	3.64000000	1.26702312	1.00000000	6.00000000
V135	375	13	4.04266667	1.30539536	1.00000000	5.00000000
V136	375	13	1.59733333	0.95653862	1.00000000	4.00000000
V137	367	21	1.88828338	0.31544755	1.00000000	2.00000000
V138	360	28	2.82222222	1.27174372	1.00000000	6.00000000
V139	365	23	1.39452055	0.48941836	1.00000000	2.00000000
V140	356	32	2.22471910	0.58145634	1.00000000	3.00000000
V141	346	42	1.30057803	0.45917344	1.00000000	2.00000000
V142	366	22	5.35245902	1.71977443	1.00000000	10.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=SA -----						
RSN1	374	14	0.26203209	0.44032907	0	1.00000000
RSN2	374	14	0.72727273	0.44595837	0	1.00000000
RSN3	374	14	0.26737968	0.44318501	0	1.00000000
RSN4	374	14	0.17914439	0.38398687	0	1.00000000
RSN5	374	14	0.35294118	0.47852478	0	1.00000000
RSN6	374	14	0.08823529	0.28401674	0	1.00000000
RSN7	374	14	0.17914439	0.38398687	0	1.00000000
RSN8	374	14	0.03208556	0.17646342	0	1.00000000
RSN9	374	14	0.62032086	0.48595712	0	1.00000000
RSN10	374	14	0.03208556	0.17646342	0	1.00000000
RSN11	374	14	0.04010695	0.19647289	0	1.00000000
RSN12	374	14	0.14973262	0.35728712	0	1.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITE NAME-SM			
V1	1247	4	3.78829190	1.06155231	1.00000000	5.00000000
V2	1245	6	2.11405622	1.16410821	1.00000000	5.00000000
V3	1246	5	3.02006421	0.99577356	1.00000000	5.00000000
V4	1248	3	3.15224359	1.26233250	1.00000000	5.00000000
V5	1247	4	2.14835605	1.10360351	1.00000000	5.00000000
V6	1248	3	3.44150641	1.25553465	1.00000000	5.00000000
V7	1241	10	3.72522160	0.99486608	1.00000000	5.00000000
V8	1241	10	2.37308622	1.23401426	1.00000000	5.00000000
V9	1240	11	2.56048387	1.12763500	1.00000000	5.00000000
V10	1244	7	3.75723473	1.01107499	1.00000000	5.00000000
V11	1242	9	3.0983897	1.14099493	1.00000000	5.00000000
V12	1240	11	2.72096774	1.21447247	1.00000000	5.00000000
V13	1243	8	3.97908286	1.04852329	1.00000000	5.00000000
V14	1240	11	2.95967742	1.30806892	1.00000000	5.00000000
V15	1242	9	2.43397746	1.20604379	1.00000000	5.00000000
V16	1242	9	3.25442834	1.14592107	1.00000000	5.00000000
V17	1243	8	3.37007241	1.19774570	1.00000000	5.00000000
V18	1242	9	2.53220612	1.16600095	1.00000000	5.00000000
V19	1242	9	2.92673108	1.30588840	1.00000000	5.00000000
V20	1244	7	1.89710611	1.08557038	1.00000000	5.00000000
V21	1241	10	2.57856567	1.27588990	1.00000000	5.00000000
V22	1238	13	3.56704362	1.11864314	1.00000000	5.00000000
V23	1236	15	2.80258900	1.18759844	1.00000000	5.00000000
V24	1238	13	2.05250404	1.17147008	1.00000000	5.00000000
V25	1235	16	3.46315789	1.16578508	1.00000000	5.00000000
V26	1239	12	3.59887006	1.24717400	1.00000000	5.00000000
V27	1240	11	2.14838710	1.14793452	1.00000000	5.00000000
V28	1238	13	3.16397415	1.17907972	1.00000000	5.00000000
V29	1239	12	1.80145278	0.89205676	1.00000000	5.00000000
V30	1236	15	3.09385113	1.11780339	1.00000000	5.00000000
V31	1239	12	3.04842615	1.28464727	1.00000000	5.00000000
V32	1238	13	2.2213247	1.08934487	1.00000000	5.00000000
V33	1239	12	2.66343826	1.27313922	1.00000000	5.00000000
V34	1239	12	2.71347861	1.25287550	1.00000000	5.00000000
V35	1239	12	2.24455206	1.16592047	1.00000000	5.00000000
V36	1236	15	2.69579288	1.17725342	1.00000000	5.00000000
V37	1242	9	2.64412238	1.17408977	1.00000000	5.00000000
V38	1243	8	3.80048270	1.03424446	1.00000000	5.00000000
V39	1243	8	2.63797265	1.14878907	1.00000000	5.00000000
V40	1243	8	1.91150442	0.97730507	1.00000000	5.00000000
V41	1243	9	2.69991955	1.16617312	1.00000000	5.00000000
V42	1242	10	3.79790660	1.01331767	1.00000000	5.00000000
V43	1241	10	3.44077357	1.24754496	1.00000000	5.00000000
V44	1243	8	3.94770716	0.86978303	1.00000000	5.00000000
V45	1241	10	2.42868654	1.01835524	1.00000000	5.00000000
V46	1242	9	2.41062802	1.09815599	1.00000000	5.00000000
V47	1241	10	3.17405318	1.31382368	1.00000000	5.00000000
V48	1242	9	2.49114332	1.16364573	1.00000000	5.00000000
V49	1242	9	3.81159420	1.02739002	1.00000000	5.00000000
V50	1242	9	2.48148148	1.13691061	1.00000000	5.00000000
V51	1241	10	2.61416640	1.16602141	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=SM -----						
V52	1240	11	4.02661290	0.97842826	1.00000000	5.00000000
V53	1240	11	3.79677419	0.90053661	1.00000000	5.00000000
V54	1230	13	3.41841680	1.15817020	1.00000000	5.00000000
V55	1242	9	2.60064412	1.25349455	1.00000000	5.00000000
V56	1242	9	2.76328502	1.11484229	1.00000000	5.00000000
V57	1241	10	3.51007252	1.23266172	1.00000000	5.00000000
V58	1240	11	3.11935484	1.17422393	1.00000000	5.00000000
V59	1240	11	1.94112903	0.99583573	1.00000000	5.00000000
V60	1239	12	2.56174334	1.17768242	1.00000000	5.00000000
V61	1240	11	3.01774194	1.23821635	1.00000000	5.00000000
V62	1241	10	3.30942788	1.06905886	1.00000000	5.00000000
V63	1241	10	2.20467365	1.00081132	1.00000000	5.00000000
V64	1238	13	3.60823910	1.09640257	1.00000000	5.00000000
V65	1241	10	2.26752619	0.89225218	1.00000000	5.00000000
V66	1241	10	2.36583400	1.07685001	1.00000000	5.00000000
V67	1238	13	2.84410339	1.10225460	1.00000000	5.00000000
V68	1242	9	3.11916264	1.13132951	1.00000000	5.00000000
V69	1242	9	3.56521739	1.21407851	1.00000000	5.00000000
V70	1240	11	2.78629032	1.15343014	1.00000000	5.00000000
V71	1240	11	2.71854839	1.20624331	1.00000000	5.00000000
V72	1237	14	3.92805174	0.88066089	1.00000000	5.00000000
V73	1239	12	3.25262308	1.04731713	1.00000000	5.00000000
V74	1241	10	2.71394037	1.20798714	1.00000000	5.00000000
V75	1238	13	3.03634895	1.20540560	1.00000000	5.00000000
V76	1241	10	2.85495568	1.14718872	1.00000000	5.00000000
V77	1239	12	3.24697337	1.08389076	1.00000000	5.00000000
V78	1235	16	2.87692308	1.07018391	1.00000000	5.00000000
V79	1238	13	2.16720517	0.94744200	1.00000000	5.00000000
V80	1239	12	4.01937046	0.79960365	1.00000000	5.00000000
V81	1241	10	2.52860596	1.19246103	1.00000000	5.00000000
V82	1239	12	2.00403551	0.88743692	1.00000000	5.00000000
V83	1240	11	2.95080645	1.21730832	1.00000000	5.00000000
V84	1238	13	3.85460420	1.14573786	1.00000000	5.00000000
V85	1240	11	3.02177419	1.33507113	1.00000000	5.00000000
V86	1239	12	2.81920904	1.27847307	1.00000000	5.00000000
V87	1241	10	2.80983078	1.03764624	1.00000000	5.00000000
V88	1241	10	2.41176471	1.11246176	1.00000000	5.00000000
V89	1242	9	3.35990338	1.17182997	1.00000000	5.00000000
V90	1239	12	3.35996772	1.16957057	1.00000000	5.00000000
V91	1239	12	2.85552865	1.21817802	1.00000000	5.00000000
V92	1239	12	2.5547942	1.24925588	1.00000000	5.00000000
V93	1236	15	2.57038835	0.99181926	1.00000000	5.00000000
V94	1237	14	2.46806791	1.13988754	1.00000000	5.00000000
V95	1237	14	3.17946645	1.13852743	1.00000000	5.00000000
V96	1235	16	2.77894737	1.23844829	1.00000000	5.00000000
V97	1237	14	3.78011318	0.83229261	1.00000000	5.00000000
V98	1231	20	3.66043867	0.91245375	1.00000000	5.00000000
V99	1234	17	2.77957861	1.14342345	1.00000000	5.00000000
V100	1236	15	2.97411003	1.13436262	1.00000000	5.00000000
V101	1234	17	3.91329011	0.99866985	1.00000000	5.00000000
V102	1236	15	1.92475728	0.94376386	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME--SM -----						
V103	1236	15	3.25566343	1.09958047	1.00000000	5.00000000
V104	1234	17	2.92058347	1.36466151	1.00000000	5.00000000
V105	1235	16	3.09797571	1.27026361	1.00000000	5.00000000
V106	1232	19	3.02759740	1.30892757	1.00000000	5.00000000
V107	1214	37	2.48517298	0.92203631	1.00000000	5.00000000
V108	1217	34	2.42317173	0.96273773	1.00000000	5.00000000
V109	1217	34	2.17912901	0.99379236	1.00000000	5.00000000
V110	1216	35	2.46299342	0.97217871	0.00000000	5.00000000
V114	1238	13	2.95234249	1.43469770	1.00000000	5.00000000
V115	1237	14	2.60226354	1.36836474	1.00000000	5.00000000
V116	1238	13	2.87479806	1.32435482	1.00000000	5.00000000
V117	1238	13	2.70840065	1.38642589	1.00000000	5.00000000
V118	1231	20	1.64906580	0.48923071	1.00000000	5.00000000
V119	1238	13	4.07350565	0.72171032	1.00000000	5.00000000
V120	1238	13	3.83279483	0.96015549	1.00000000	5.00000000
V121	1240	11	4.09758065	0.94189236	1.00000000	5.00000000
V122	1239	12	4.00645682	0.93398773	1.00000000	5.00000000
V123	1239	12	4.21468927	0.90541927	1.00000000	5.00000000
V124	1236	15	4.22815534	0.97152170	1.00000000	5.00000000
V125	1238	13	4.26978998	0.94978624	1.00000000	5.00000000
V126	1238	13	4.16155089	0.96070315	1.00000000	5.00000000
V127	1227	24	4.06764466	1.18562127	1.00000000	5.00000000
V152	1210	41	3.05867769	1.03648651	1.00000000	4.00000000
V153	1211	40	1.36829067	0.48254008	1.00000000	2.00000000
V154	761	490	1.72667543	0.52207643	1.00000000	9.00000000
V155	216	1035	3.61574074	1.29238644	1.00000000	6.00000000
V156	1166	85	1.97512864	1.03512506	1.00000000	6.00000000
V157	1194	57	6.40201005	2.13049451	1.00000000	15.00000000
V158	1209	42	2.53184450	1.02575444	1.00000000	4.00000000
V159	1206	45	3.65754561	0.76520078	1.00000000	9.00000000
V160	1207	44	3.08864954	1.54734955	1.00000000	6.00000000
V161	1206	45	3.52902156	1.22575550	1.00000000	6.00000000
V162	1204	47	3.90697674	1.32360794	1.00000000	5.00000000
V163	1208	43	1.64072848	0.99212983	1.00000000	5.00000000
V165	1198	53	1.76961603	0.42125447	1.00000000	2.00000000
V168	1144	107	2.81905594	1.24776075	1.00000000	6.00000000
V169	1152	99	1.46267361	0.49882134	1.00000000	2.00000000
V170	1134	117	1.96208113	0.58169297	1.00000000	3.00000000
V171	998	253	1.87875752	0.32657252	1.00000000	2.00000000
V172	1165	86	5.85836910	1.54698213	1.00000000	11.00000000
V173	1200	51	2.61916667	1.22217459	1.00000000	5.00000000
V174	1199	52	2.64386989	1.15020955	1.00000000	5.00000000
V175	1200	51	2.70916667	1.14119875	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=SM -----						
RSN1	1219	32	0.25840853	0.43793938	0	1.00000000
RSN2	1219	32	0.75717801	0.42896436	0	1.00000000
RSN3	1219	32	0.17965546	0.38405777	0	1.00000000
RSN4	1219	32	0.16817063	0.37417125	0	1.00000000
RSN5	1219	32	0.41427400	0.49279841	0	1.00000000
RSN6	1219	32	0.05742412	0.23274670	0	1.00000000
RSN7	1219	32	0.20590648	0.40452842	0	1.00000000
RSN8	1219	32	0.04840033	0.21469874	0	1.00000000
RSN9	1219	32	0.61197703	0.48749985	0	1.00000000
RSN10	1219	32	0.03609516	0.18660350	0	1.00000000
RSN11	1219	32	0.04183757	0.20030003	0	1.00000000
RSN12	1219	32	0.15996719	0.36672607	0	1.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME=WR						
V1	340	1	3.87647059	0.97884973	1.00000000	5.00000000
V2	341	0	2.14956012	1.14451690	1.00000000	5.00000000
V3	340	1	3.37647059	1.01291333	1.00000000	5.00000000
V4	340	1	3.32647059	1.26066163	1.00000000	5.00000000
V5	340	1	2.33823529	1.17759685	1.00000000	5.00000000
V6	338	3	3.27514793	1.26515882	1.00000000	5.00000000
V7	338	3	3.57100592	1.02316762	1.00000000	5.00000000
V8	339	2	2.43362832	1.27243958	1.00000000	5.00000000
V9	339	2	2.80235988	1.16882345	1.00000000	5.00000000
V10	338	3	3.93491124	0.92535669	1.00000000	5.00000000
V11	339	2	3.17994100	1.17923804	1.00000000	5.00000000
V12	338	2	2.82300885	1.20818281	1.00000000	5.00000000
V13	338	3	3.87869822	1.12435491	1.00000000	5.00000000
V14	337	4	3.20771513	1.20694905	1.00000000	5.00000000
V15	338	3	2.59467456	1.18530870	1.00000000	5.00000000
V16	338	3	3.42011834	1.03118035	1.00000000	5.00000000
V17	338	3	3.39940828	1.18231263	1.00000000	5.00000000
V18	339	2	2.83775811	1.22362916	1.00000000	5.00000000
V19	338	3	3.06213018	1.27716218	1.00000000	5.00000000
V20	338	3	1.94378698	1.06457937	1.00000000	5.00000000
V21	338	3	2.79585799	1.28782728	1.00000000	5.00000000
V22	339	2	3.26548673	1.09342602	1.00000000	5.00000000
V23	339	2	2.61651917	1.15403523	1.00000000	5.00000000
V24	339	2	1.92920354	1.09908634	1.00000000	5.00000000
V25	338	3	3.53254438	1.12186525	1.00000000	5.00000000
V26	338	3	3.68934911	1.20382878	1.00000000	5.00000000
V27	338	3	2.10059172	1.11714436	1.00000000	5.00000000
V28	338	3	3.54733728	1.08911883	1.00000000	5.00000000
V29	339	2	1.90560472	0.94677802	1.00000000	5.00000000
V30	338	3	2.93491124	1.09837761	1.00000000	5.00000000
V31	339	2	3.29203540	1.18682174	1.00000000	5.00000000
V32	339	2	2.40707965	1.08761588	1.00000000	5.00000000
V33	339	2	2.95280236	1.22504056	1.00000000	5.00000000
V34	339	2	3.05309735	1.19546016	1.00000000	5.00000000
V35	339	2	2.81710914	1.22674916	1.00000000	5.00000000
V36	338	3	2.04142012	1.02117073	1.00000000	5.00000000
V37	336	5	2.76488095	1.14660511	1.00000000	5.00000000
V38	339	2	3.58702065	1.00910484	1.00000000	5.00000000
V39	339	2	2.74926254	1.07923833	1.00000000	5.00000000
V40	340	1	2.09117647	1.02501677	1.00000000	5.00000000
V41	340	1	2.85882353	1.19638532	1.00000000	5.00000000
V42	340	1	3.80882353	0.95406834	1.00000000	5.00000000
V43	340	1	3.36176471	1.31533158	1.00000000	5.00000000
V44	338	3	4.01775148	0.80777654	1.00000000	5.00000000
V45	340	1	2.57352941	1.04070796	1.00000000	5.00000000
V46	340	1	2.69117647	1.06509868	1.00000000	5.00000000
V47	339	2	3.32448378	1.29896042	1.00000000	5.00000000
V48	337	4	2.7480712	1.11810508	1.00000000	5.00000000
V49	339	2	3.85840708	1.00766814	1.00000000	5.00000000
V50	339	2	2.86430678	1.12759643	1.00000000	5.00000000
V51	337	4	2.53709199	1.17233278	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITE NAME-WR			
V52	337	4	4.17507418	0.97692213	1.00000000	5.00000000
V53	340	1	3.93529412	0.76149300	1.00000000	5.00000000
V54	340	1	3.55294118	1.08902687	1.00000000	5.00000000
V55	340	1	2.77941176	1.23428873	1.00000000	5.00000000
V56	339	2	2.88200590	1.10844023	1.00000000	5.00000000
V57	339	2	3.4792625	1.18738048	1.00000000	5.00000000
V58	340	1	3.30000000	1.14108058	1.00000000	5.00000000
V59	337	4	2.14243323	1.06508887	1.00000000	5.00000000
V60	339	2	2.43952802	1.16088918	1.00000000	5.00000000
V61	339	2	3.03539823	1.26347790	1.00000000	5.00000000
V62	337	4	3.41246291	1.07690537	1.00000000	5.00000000
V63	338	3	2.52662722	1.10604001	1.00000000	5.00000000
V64	338	3	3.37278107	1.14138443	1.00000000	5.00000000
V65	339	2	2.41297935	1.02076501	1.00000000	5.00000000
V66	339	2	2.59292035	1.07942431	1.00000000	5.00000000
V67	339	2	2.95870206	1.03977386	1.00000000	5.00000000
V68	340	1	3.25882353	1.07974586	1.00000000	5.00000000
V69	340	1	3.90000000	0.99940986	1.00000000	5.00000000
V70	339	2	3.03244838	1.08054757	1.00000000	5.00000000
V71	340	1	3.07058824	1.10283341	1.00000000	5.00000000
V72	336	5	4.10416667	0.73981475	1.00000000	5.00000000
V73	338	3	3.42011834	1.01083624	1.00000000	5.00000000
V74	340	1	2.99411765	1.18991365	1.00000000	5.00000000
V75	340	1	3.25588235	1.07770888	1.00000000	5.00000000
V76	339	2	3.06489676	1.16580866	1.00000000	5.00000000
V77	339	2	3.46607670	0.97051179	1.00000000	5.00000000
V78	338	3	3.00000000	0.99553901	1.00000000	5.00000000
V79	339	2	1.96165192	0.91745318	1.00000000	5.00000000
V80	338	3	4.00295858	0.73689750	1.00000000	5.00000000
V81	338	3	2.70118343	1.21173727	1.00000000	5.00000000
V82	338	3	1.93786982	0.89126201	1.00000000	5.00000000
V83	336	5	2.80654762	1.19504649	1.00000000	5.00000000
V84	337	4	3.84866469	1.13557451	1.00000000	5.00000000
V85	338	3	2.56508876	1.23867936	1.00000000	5.00000000
V86	337	4	3.11869436	1.21161569	1.00000000	5.00000000
V87	337	4	2.85756677	1.07066291	1.00000000	5.00000000
V88	337	4	2.90504451	1.18140532	1.00000000	5.00000000
V89	338	3	3.68047337	1.04141413	1.00000000	5.00000000
V90	338	3	3.57988166	1.04830398	1.00000000	5.00000000
V91	336	5	3.12500000	1.23717299	1.00000000	5.00000000
V92	336	5	2.80952381	1.28807333	1.00000000	5.00000000
V93	336	5	2.61607143	0.90020431	1.00000000	5.00000000
V94	337	4	2.56676558	1.14531626	1.00000000	5.00000000
V95	336	5	3.29464286	1.13798769	1.00000000	5.00000000
V96	337	4	2.94065282	1.26868541	1.00000000	5.00000000
V97	336	5	3.75595238	0.82857204	1.00000000	5.00000000
V98	337	4	3.61424332	0.87261858	1.00000000	5.00000000
V99	337	4	2.77744807	1.15251873	1.00000000	5.00000000
V100	337	4	3.15133531	1.10367608	1.00000000	5.00000000
V101	338	3	3.81065089	0.95271229	1.00000000	5.00000000
V102	337	4	1.82789318	0.91615430	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=WR -----						
V103	337	4	3.11572700	1.12927316	1.00000000	5.00000000
V104	335	6	3.26865672	1.33786506	1.00000000	5.00000000
V105	334	7	3.07784431	1.25678465	1.00000000	5.00000000
V106	336	5	2.94642857	1.30788163	1.00000000	5.00000000
V107	333	8	2.80180180	0.93930075	1.00000000	5.00000000
V108	332	9	2.56325301	1.04241134	1.00000000	5.00000000
V109	333	8	2.26726727	1.07995595	1.00000000	5.00000000
V110	333	8	2.60660661	0.99919465	1.00000000	5.00000000
V114	335	6	2.78507463	1.42741063	1.00000000	5.00000000
V115	334	7	2.50299401	1.32598992	1.00000000	5.00000000
V116	334	7	2.70359281	1.32163300	1.00000000	5.00000000
V117	334	7	2.56586826	1.39932512	1.00000000	5.00000000
V118	335	6	1.75223881	0.43235818	1.00000000	2.00000000
V119	334	7	4.20059880	0.65659025	1.00000000	5.00000000
V120	333	8	3.95195195	0.88363848	1.00000000	5.00000000
V121	333	8	4.14114114	0.88557103	1.00000000	5.00000000
V122	334	7	4.06287425	0.95810066	1.00000000	5.00000000
V123	335	6	4.21492537	0.91645858	1.00000000	5.00000000
V124	334	7	4.46706587	0.77718543	1.00000000	5.00000000
V125	333	8	4.49249249	0.83455354	1.00000000	5.00000000
V126	335	6	4.39402985	0.85819065	1.00000000	5.00000000
V127	332	9	4.37048193	0.99762667	1.00000000	5.00000000
V152	332	9	3.29518072	0.91161072	1.00000000	4.00000000
V153	328	13	1.85975610	0.34777045	1.00000000	2.00000000
V154	44	297	1.79545455	0.40803246	1.00000000	2.00000000
V155	9	332	4.11111111	1.16666667	3.00000000	6.00000000
V156	316	25	2.02215190	1.07029878	1.00000000	6.00000000
V157	325	16	6.59692308	1.97061509	1.00000000	12.00000000
V158	329	12	2.87234043	1.03687837	1.00000000	4.00000000
V159	325	16	3.77230769	0.57507587	1.00000000	5.00000000
V160	329	12	3.47112462	1.57725418	1.00000000	6.00000000
V161	329	12	3.82370821	1.21947494	1.00000000	6.00000000
V162	325	16	3.88307692	1.32818093	1.00000000	6.00000000
V163	326	15	1.43558282	0.80793610	1.00000000	4.00000000
V165	322	19	1.77639752	0.41730713	1.00000000	2.00000000
V168	314	27	2.80891720	1.33104373	1.00000000	6.00000000
V169	317	24	1.53943218	0.49923073	1.00000000	2.00000000
V170	312	29	1.67307692	0.52172681	1.00000000	3.00000000
V171	262	79	1.95038168	0.21757072	1.00000000	2.00000000
V172	316	25	4.99683544	1.82138691	1.00000000	11.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=WR -----						
RSN1	329	12	0.18237082	0.38673804	0	1.00000000
RSN2	329	12	0.78419453	0.41200658	0	1.00000000
RSN3	329	12	0.20364742	0.40332317	0	1.00000000
RSN4	329	12	0.15805471	0.36534796	0	1.00000000
RSN5	329	12	0.29787234	0.45801970	0	1.00000000
RSN6	329	12	0.03343465	0.18004250	0	1.00000000
RSN7	329	12	0.22796353	0.42015798	0	1.00000000
RSN8	329	12	0.07598784	0.26538228	0	1.00000000
RSN9	329	12	0.70820669	0.45528014	0	1.00000000
RSN10	329	12	0.02735562	0.16336589	0	1.00000000
RSN11	329	12	0.02431611	0.15426331	0	1.00000000
RSN12	329	12	0.14285714	0.35046013	0	1.00000000

Table C.2
MEANS FOR ALL VARIABLES, SUPERVISORS

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
V1	184	0	4.04347826	0.81533182	1.00000000	5.00000000
V2	184	0	2.65760870	1.24010697	1.00000000	5.00000000
V3	184	0	2.96739130	1.09595468	1.00000000	5.00000000
V4	184	0	3.87500000	0.92365690	1.00000000	5.00000000
V5	184	0	2.85869565	1.06182153	1.00000000	5.00000000
V6	184	0	3.39130435	1.20523922	1.00000000	5.00000000
V7	183	1	2.65027322	1.06290470	1.00000000	5.00000000
V8	183	1	3.14207650	1.22318718	1.00000000	5.00000000
V9	183	1	2.82513661	1.14930550	1.00000000	5.00000000
V10	183	1	4.40983607	0.65575347	1.00000000	5.00000000
V11	183	1	3.79781421	0.99316103	1.00000000	5.00000000
V12	183	1	3.34972678	1.0884452	1.00000000	5.00000000
V13	183	1	3.10928962	1.19480149	1.00000000	5.00000000
V14	183	1	3.73770492	1.01475336	1.00000000	5.00000000
V15	182	2	3.25274725	1.11833940	1.00000000	5.00000000
V16	183	1	3.77049180	0.93279874	1.00000000	5.00000000
V17	183	1	3.86885246	0.95748199	1.00000000	5.00000000
V18	183	1	3.11475410	1.08584844	1.00000000	5.00000000
V19	183	1	3.66120219	1.07671288	1.00000000	5.00000000
V20	183	1	2.98360656	1.27303138	1.00000000	5.00000000
V21	183	1	3.48633880	1.07344533	1.00000000	5.00000000
V22	183	1	3.25683080	1.04020539	1.00000000	5.00000000
V23	183	1	3.48087432	1.09364563	1.00000000	5.00000000
V24	183	1	3.15846995	1.19615770	1.00000000	5.00000000
V25	183	1	3.80874317	0.85903732	1.00000000	5.00000000
V26	183	1	3.04918033	1.21473865	1.00000000	5.00000000
V27	183	1	2.96174863	1.14049401	1.00000000	5.00000000
V28	183	1	3.81967213	0.83550728	1.00000000	5.00000000
V29	183	1	2.49726776	1.13328423	1.00000000	5.00000000
V30	182	2	2.57142857	0.99881540	1.00000000	5.00000000
V31	182	2	3.58791209	1.08758287	1.00000000	5.00000000
V32	183	1	2.92349727	1.16950483	1.00000000	5.00000000
V33	183	1	3.62841530	1.02906188	1.00000000	5.00000000
V34	183	1	3.68306011	1.06290470	1.00000000	5.00000000
V35	183	1	3.24043716	1.11291313	1.00000000	5.00000000
V36	183	1	2.13661202	1.03664903	1.00000000	5.00000000
V37	181	3	3.32044199	1.05781317	1.00000000	5.00000000
V38	181	3	3.54696133	1.05633230	1.00000000	5.00000000
V39	181	3	3.44198895	1.00177865	1.00000000	5.00000000
V40	181	3	3.04972376	1.08154336	1.00000000	5.00000000
V41	180	4	3.42222222	0.97999861	1.00000000	5.00000000
V42	181	3	4.21546961	0.74757640	1.00000000	5.00000000
V43	181	3	3.94475138	0.94117986	1.00000000	5.00000000
V44	181	3	4.29834254	0.64070058	2.00000000	5.00000000
V45	180	4	2.38888889	0.97102658	1.00000000	5.00000000
V46	181	3	3.07734807	1.09269577	1.00000000	5.00000000
V47	181	3	3.51933702	1.06244561	1.00000000	5.00000000
V48	181	3	2.93370166	1.10556369	1.00000000	5.00000000
V49	180	4	4.07222222	0.80522425	1.00000000	5.00000000
V50	181	3	3.41436464	0.99421284	1.00000000	5.00000000
V51	181	3	2.37016475	1.03333036	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME=OC						
V52	184	0	3.48913043	1.08637428	1.00000000	5.00000000
V53	184	0	4.19021739	0.50322670	2.00000000	5.00000000
V54	184	0	4.14673913	0.77895139	1.00000000	5.00000000
V55	184	0	3.77717391	1.04506159	1.00000000	5.00000000
V56	184	0	3.41847826	0.94890354	1.00000000	5.00000000
V57	184	0	2.74456522	1.06866590	1.00000000	5.00000000
V58	184	0	3.99456522	0.79957149	1.00000000	5.00000000
V59	184	0	2.60869565	1.18235221	1.00000000	5.00000000
V60	184	0	2.65217391	1.06031012	1.00000000	5.00000000
V61	184	0	3.68478261	1.00739721	1.00000000	5.00000000
V62	184	0	4.08152174	0.69257251	2.00000000	5.00000000
V63	184	0	2.39130435	0.93454085	1.00000000	5.00000000
V64	184	0	3.12500000	1.12625158	1.00000000	5.00000000
V65	184	0	2.64673913	0.93516032	1.00000000	5.00000000
V66	184	0	3.66847826	1.04744595	1.00000000	5.00000000
V67	182	2	3.72527473	0.83521836	1.00000000	5.00000000
V68	181	3	3.54696133	0.86554680	1.00000000	5.00000000
V69	182	2	3.70329670	0.87940846	2.00000000	5.00000000
V70	182	2	3.17582418	1.09840071	1.00000000	5.00000000
V71	182	2	3.54395604	1.01684256	1.00000000	5.00000000
V72	182	2	4.30762231	0.56981741	1.00000000	5.00000000
V73	182	2	3.78571429	0.80276751	1.00000000	5.00000000
V74	182	2	3.73626374	0.98983971	1.00000000	5.00000000
V75	182	2	3.80219780	0.96020033	1.00000000	5.00000000
V76	182	2	3.62637363	0.98775208	1.00000000	5.00000000
V77	182	2	3.73076923	1.00222871	1.00000000	5.00000000
V78	182	2	3.20879121	1.07730463	1.00000000	5.00000000
V79	182	2	2.40109890	1.01839376	1.00000000	5.00000000
V80	182	2	4.38461538	0.55162704	2.00000000	5.00000000
V81	181	3	3.38121547	1.06639614	1.00000000	5.00000000
V82	183	1	2.32240437	0.99993995	1.00000000	5.00000000
V83	183	1	3.63934426	1.04354826	1.00000000	5.00000000
V84	183	1	2.97814208	1.19042094	1.00000000	5.00000000
V85	183	1	2.10382514	1.10201445	1.00000000	5.00000000
V86	183	1	4.15300546	0.78346878	1.00000000	5.00000000
V87	183	1	2.97814208	1.10421910	1.00000000	5.00000000
V88	183	1	3.45355191	1.05183041	1.00000000	5.00000000
V89	182	2	3.76373626	0.95431749	1.00000000	5.00000000
V90	183	1	4.06557377	0.70012995	1.00000000	5.00000000
V91	183	1	3.86338798	0.86311695	1.00000000	5.00000000
V92	183	1	3.34972678	1.06290470	1.00000000	5.00000000
V93	183	1	2.81420765	0.91292026	1.00000000	5.00000000
V94	183	1	3.44808743	1.00890766	1.00000000	5.00000000
V95	183	1	3.65027322	0.92468434	1.00000000	5.00000000
V96	183	1	3.58469945	1.05465259	1.00000000	5.00000000
V97	183	1	3.92349727	0.67502121	2.00000000	5.00000000
V98	183	1	2.99453552	0.99723391	1.00000000	5.00000000
V99	183	1	3.43169399	0.98587880	1.00000000	5.00000000
V100	183	1	3.77049180	0.80643244	1.00000000	5.00000000
V101	183	1	3.15846995	1.05976457	1.00000000	5.00000000
V'02	183	1	2.86338798	1.14734452	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
V103	183	1	3.83606557	0.78824456	1.00000000	5.00000000
V104	183	1	3.16939891	1.21742981	1.00000000	5.00000000
V105	183	1	2.25136612	1.07528979	1.00000000	5.00000000
V106	183	1	3.69945355	1.04426731	1.00000000	5.00000000
V107	181	3	2.67955801	0.94696698	1.00000000	5.00000000
V108	181	3	2.59116022	0.95958862	1.00000000	5.00000000
V109	181	3	2.59668508	1.00983500	1.00000000	5.00000000
V110	181	3	2.72928177	1.01032120	1.00000000	5.00000000
V114	182	2	3.40109890	1.26079818	1.00000000	5.00000000
V115	182	2	3.32967033	1.25750736	1.00000000	5.00000000
V116	182	2	3.55494505	1.17278191	1.00000000	5.00000000
V117	182	2	2.70879121	1.28649151	1.00000000	5.00000000
V118	181	3	1.61325967	0.48835425	1.00000000	2.00000000
V119	181	3	4.19889503	0.55196507	3.00000000	5.00000000
V120	182	2	4.07142857	0.72092416	1.00000000	5.00000000
V121	182	2	4.26373626	0.67856144	2.00000000	5.00000000
V122	182	2	4.03296703	0.79986946	1.00000000	5.00000000
V123	181	3	4.39779006	0.67230580	2.00000000	5.00000000
V124	182	2	4.32967033	0.80131032	1.00000000	5.00000000
V125	182	2	4.04395604	0.98510552	1.00000000	5.00000000
V126	182	2	4.24175824	0.87747326	1.00000000	5.00000000
V127	182	2	4.09340659	1.09092714	1.00000000	5.00000000
V128	181	3	3.13259669	1.08222425	1.00000000	5.00000000
V129	180	4	2.81111111	1.12755675	1.00000000	5.00000000
V130	180	4	2.16666667	1.01662164	1.00000000	5.00000000
V131	180	4	2.65555556	1.11024796	1.00000000	5.00000000
V132	180	4	2.50000000	1.19355813	1.00000000	5.00000000
V133	180	4	3.64444444	0.93726228	1.00000000	5.00000000
V134	180	4	2.87777778	1.14655450	1.00000000	5.00000000
V135	180	4	3.26666667	1.13649466	1.00000000	5.00000000
V136	180	4	3.12222222	1.05521083	1.00000000	5.00000000
V137	180	4	3.35555556	1.03902738	1.00000000	5.00000000
V138	179	5	3.97765363	0.76404679	1.00000000	5.00000000
V139	180	4	3.82222222	1.06836457	1.00000000	5.00000000
V140	180	4	3.32222222	1.07097593	1.00000000	5.00000000
V141	180	4	2.20000000	1.05385698	1.00000000	5.00000000
V142	181	3	3.06629834	1.07290991	1.00000000	5.00000000
V143	181	3	3.24861878	0.94813312	1.00000000	5.00000000
V144	181	3	2.32596685	0.96542436	1.00000000	5.00000000
V145	181	3	2.49723757	0.85390807	1.00000000	5.00000000
V146	180	4	2.83888889	1.16352330	1.00000000	5.00000000
V147	180	4	3.44444444	0.97006722	1.00000000	5.00000000
V148	180	4	2.50000000	0.97166562	1.00000000	5.00000000
V149	180	4	3.50000000	0.95426125	2.00000000	5.00000000
V150	181	3	2.87292818	1.16922897	1.00000000	5.00000000
V152	181	3	3.81215470	0.55584400	1.00000000	4.00000000
V153	180	4	1.78888889	0.40923541	1.00000000	2.00000000
V154	40	144	1.80000000	0.40509575	1.00000000	2.00000000
V155	7	177	3.57142857	1.39727626	1.00000000	5.00000000
V156	168	16	2.76190476	1.93684135	1.00000000	5.00000000
V157	177	7	9.42372891	2.68118480	1.00000000	15.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME-OC -----						
V158	181	3	2.75138122	1.06929924	1.00000000	4.00000000
V159	181	3	3.78453039	0.60826111	1.00000000	5.00000000
V160	181	3	4.01657459	1.48875466	1.00000000	6.00000000
V161	179	5	4.54748603	1.02317629	2.00000000	6.00000000
V162	179	5	4.03910615	1.11860230	1.00000000	5.00000000
V163	181	3	1.28176796	0.69374120	1.00000000	4.00000000
V165	178	6	1.98314607	0.12908715	1.00000000	2.00000000
V166	174	10	3.17816092	1.05204731	1.00000000	4.00000000
V167	176	8	4.82954545	1.18776227	1.00000000	9.00000000
V168	177	7	3.42372881	1.14619018	1.00000000	6.00000000
V169	179	5	1.26256983	0.44126489	1.00000000	2.00000000
V170	179	5	1.92178771	0.38878251	1.00000000	3.00000000
V171	158	26	1.98101266	0.13691408	1.00000000	2.00000000
V172	179	5	5.73743017	1.81544438	1.00000000	10.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
RSN1	180	4	0.22777778	0.42056832	0	1.00000000
RSN2	180	4	0.78333333	0.41312273	0	1.00000000
RSN3	180	4	0.17222222	0.37862668	0	1.00000000
RSN4	180	4	0.12777778	0.33477343	0	1.00000000
RSN5	180	4	0.38888889	0.4885785	0	1.00000000
RSN6	180	4	0.11666667	0.32191813	0	1.00000000
RSN7	180	4	0.16111111	0.36865888	0	1.00000000
RSN8	180	4	0.06111111	0.24020217	0	1.00000000
RSN9	180	4	0.56111111	0.49763563	0	1.00000000
RSN10	180	4	0.05000000	0.21855288	0	1.00000000
RSN11	180	4	0.06666667	0.25013963	0	1.00000000
RSN12	180	4	0.20555556	0.40523422	0	1.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=00 -----						
V1	151	1	3.90066225	0.85443913	1.00000000	5.00000000
V2	151	1	2.71523179	1.24030901	1.00000000	5.00000000
V3	151	1	3.15894040	1.10810779	1.00000000	5.00000000
V4	151	1	4.09933775	0.83868919	1.00000000	5.00000000
V5	151	1	3.11258278	1.06171508	1.00000000	5.00000000
V6	151	1	3.72847682	1.10715115	1.00000000	5.00000000
V7	151	1	2.56291391	1.04292000	1.00000000	5.00000000
V8	151	1	2.82119205	1.28626639	1.00000000	5.00000000
V9	151	1	2.47682119	1.14212922	1.00000000	5.00000000
V10	151	1	4.21854305	0.81563096	1.00000000	5.00000000
V11	151	1	3.86754967	0.82199348	1.00000000	5.00000000
V12	151	1	3.19867550	1.05842567	1.00000000	5.00000000
V13	151	1	3.11258278	1.15783157	1.00000000	5.00000000
V14	151	1	3.65562914	1.02662137	1.00000000	5.00000000
V15	151	1	3.31788079	1.08548521	1.00000000	5.00000000
V16	151	1	3.68874172	0.99455471	1.00000000	5.00000000
V17	151	1	3.76821192	0.97600347	1.00000000	5.00000000
V18	151	1	3.36423841	1.03591147	1.00000000	5.00000000
V19	151	1	3.52317881	1.08032861	1.00000000	5.00000000
V20	151	1	2.63576159	1.25689270	1.00000000	5.00000000
V21	151	1	3.13907285	1.13160497	1.00000000	5.00000000
V22	151	1	3.43046358	1.21386399	1.00000000	5.00000000
V23	151	1	3.45033113	1.12361762	1.00000000	5.00000000
V24	151	1	3.08609272	1.24333100	1.00000000	5.00000000
V25	151	1	3.93377483	0.78882929	2.00000000	5.00000000
V26	151	1	3.39072848	1.18306669	1.00000000	5.00000000
V27	151	1	2.99337748	1.16330958	1.00000000	5.00000000
V28	151	1	3.74172185	0.86766796	2.00000000	5.00000000
V29	151	1	2.26490066	1.05009198	1.00000000	5.00000000
V30	151	1	2.72847682	1.06416650	1.00000000	5.00000000
V31	151	1	3.54966887	1.11168786	1.00000000	5.00000000
V32	151	1	2.56291391	1.17516614	1.00000000	5.00000000
V33	151	1	3.64238411	1.04143728	1.00000000	5.00000000
V34	151	1	3.59602649	1.16721211	1.00000000	5.00000000
V35	151	1	3.03973510	1.11283898	1.00000000	5.00000000
V36	151	1	2.12582781	0.99535344	1.00000000	5.00000000
V37	150	2	3.08000000	1.12637686	1.00000000	5.00000000
V38	150	2	3.45333333	1.12080189	1.00000000	5.00000000
V39	150	2	3.41333333	1.00459793	1.00000000	5.00000000
V40	150	2	3.08666667	1.12885680	1.00000000	5.00000000
V41	150	2	3.35333333	1.13596877	1.00000000	5.00000000
V42	150	2	4.22666667	0.74317175	1.00000000	5.00000000
V43	150	2	3.92000000	0.93061285	1.00000000	5.00000000
V44	150	2	4.28666667	0.63812505	2.00000000	5.00000000
V45	150	2	2.22666667	0.97723529	1.00000000	5.00000000
V46	150	2	2.93333333	1.07856894	1.00000000	5.00000000
V47	150	2	3.40000000	1.17009723	1.00000000	5.00000000
V48	150	2	2.64000000	1.20000000	1.00000000	5.00000000
V49	150	2	4.00666667	0.86308847	1.00000000	5.00000000
V50	150	2	3.20000000	1.08683396	1.00000000	5.00000000
V51	150	2	2.38000000	1.03411603	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME--OO						
V52	151	1	3.64238411	1.01550888	1.00000000	5.00000000
V53	151	1	4.18543046	0.61540202	1.00000000	5.00000000
V54	151	1	4.00000000	0.84852814	1.00000000	5.00000000
V55	151	1	3.77483444	1.02092889	1.00000000	5.00000000
V56	151	1	3.29801325	1.06954633	1.00000000	5.00000000
V57	151	1	2.77483444	1.14991122	1.00000000	5.00000000
V58	151	1	3.82781457	0.86995471	1.00000000	5.00000000
V59	151	1	2.39072848	1.07066029	1.00000000	5.00000000
V60	151	1	2.49668874	0.98572594	1.00000000	5.00000000
V61	151	1	3.80132450	0.93822433	1.00000000	5.00000000
V62	151	1	3.99337748	0.84456449	1.00000000	5.00000000
V63	151	1	2.26490066	0.83027696	1.00000000	5.00000000
V64	151	1	3.12582781	1.23368098	1.00000000	5.00000000
V65	151	1	2.52980132	0.91511709	1.00000000	4.00000000
V66	151	1	3.70860927	0.99055139	1.00000000	5.00000000
V67	150	2	3.61333333	0.83374039	1.00000000	5.00000000
V68	150	2	3.65333333	0.84334478	1.00000000	5.00000000
V69	150	2	3.68666667	0.99080786	2.00000000	5.00000000
V70	150	2	2.91333333	1.08644279	1.00000000	5.00000000
V71	150	2	3.51333333	1.02804086	1.00000000	5.00000000
V72	150	2	4.24666667	0.60130358	1.00000000	5.00000000
V73	150	2	3.80000000	0.88233978	1.00000000	5.00000000
V74	150	2	3.75333333	0.95493537	1.00000000	5.00000000
V75	150	2	3.66666667	1.00779956	1.00000000	5.00000000
V76	150	2	3.90666667	0.83823614	1.00000000	5.00000000
V77	150	2	3.73333333	0.96701760	1.00000000	5.00000000
V78	150	2	3.14666667	1.10754985	1.00000000	5.00000000
V79	150	2	2.26666667	1.00779956	1.00000000	5.00000000
V80	150	2	4.34666667	0.59060504	1.00000000	5.00000000
V81	150	2	2.98666667	1.16427047	1.00000000	5.00000000
V82	150	2	2.23333333	0.97908783	1.00000000	5.00000000
V83	150	2	3.37333333	1.10244796	1.00000000	5.00000000
V84	150	2	3.07333333	1.15912873	1.00000000	5.00000000
V85	150	2	2.42000000	1.28109643	1.00000000	5.00000000
V86	150	2	4.00666667	1.01991358	1.00000000	5.00000000
V87	150	2	2.57333333	1.10730743	1.00000000	5.00000000
V88	150	2	3.31333333	1.06900610	1.00000000	5.00000000
V89	150	2	3.68000000	0.98526050	1.00000000	5.00000000
V90	150	2	4.06666667	0.82467538	2.00000000	5.00000000
V91	150	2	3.68666667	1.00426384	1.00000000	5.00000000
V92	150	2	3.40666667	1.09970507	1.00000000	5.00000000
V93	150	2	2.82000000	0.88287207	1.00000000	5.00000000
V94	150	2	3.67333333	0.84739369	2.00000000	5.00000000
V95	150	2	3.64666667	0.97716651	1.00000000	5.00000000
V96	150	2	3.57333333	1.08279198	1.00000000	5.00000000
V97	150	2	4.00666667	0.58501037	2.00000000	5.00000000
V98	151	1	3.08609272	1.04524573	1.00000000	5.00000000
V99	151	1	3.19807550	1.04946389	1.00000000	5.00000000
V100	151	1	3.67549665	0.6597313	1.00000000	5.00000000
V101	151	1	3.14569536	1.16845968	1.00000000	5.00000000
V102	150	2	2.71333333	1.16628629	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OO -----						
V103	151	1	3.75496689	0.87152653	1.00000000	5.00000000
V104	151	1	3.38410596	1.27468128	1.00000000	5.00000000
V105	151	1	2.58278146	1.27727635	1.00000000	5.00000000
V106	151	1	3.62251656	1.08161436	1.00000000	5.00000000
V107	149	3	2.51006711	0.91988138	1.00000000	4.00000000
V108	150	2	2.48666667	0.99486377	1.00000000	5.00000000
V109	149	3	2.51006711	1.01086964	1.00000000	5.00000000
V110	149	3	2.51677852	0.96984275	1.00000000	5.00000000
V111	148	4	3.38513514	1.30161411	1.00000000	5.00000000
V112	148	4	3.15540541	1.42242888	1.00000000	5.00000000
V113	148	4	3.52702703	1.26945243	1.00000000	5.00000000
V114	148	4	2.50675676	1.32735029	1.00000000	5.00000000
V115	148	4	1.60810811	0.48983039	1.00000000	2.00000000
V116	148	4	4.33333333	0.64461238	1.00000000	5.00000000
V117	147	5	4.16216216	0.80857693	2.00000000	5.00000000
V118	148	4	4.30405405	0.82196698	1.00000000	5.00000000
V119	148	4	4.12162162	0.79885467	1.00000000	5.00000000
V120	146	6	4.38356164	0.72644884	2.00000000	5.00000000
V121	147	5	4.34013605	0.87973065	1.00000000	5.00000000
V122	147	5	4.25850340	0.89203811	1.00000000	5.00000000
V123	147	5	4.23809524	0.90911166	1.00000000	5.00000000
V124	147	5	4.00000000	1.25512647	1.00000000	5.00000000
V125	147	5	3.34666667	1.15268386	1.00000000	5.00000000
V126	150	2	2.85906040	1.13910903	1.00000000	5.00000000
V127	149	3	2.10067114	1.09510561	1.00000000	5.00000000
V128	149	3	2.56375839	1.12299159	1.00000000	5.00000000
V129	149	3	2.71812081	1.24162348	1.00000000	5.00000000
V130	149	3	3.39597315	0.99877487	1.00000000	5.00000000
V131	149	3	2.66442953	1.16021164	1.00000000	5.00000000
V132	149	3	2.76510067	1.18771449	1.00000000	5.00000000
V133	149	3	2.68456376	1.10335636	1.00000000	5.00000000
V134	149	3	3.45270270	0.99203947	1.00000000	5.00000000
V135	148	4	3.71812081	1.05318396	1.00000000	5.00000000
V136	149	3	3.83221477	1.03586160	1.00000000	5.00000000
V137	149	3	3.26845638	1.15449107	1.00000000	5.00000000
V138	149	3	2.06711409	1.01784370	1.00000000	5.00000000
V139	149	3	2.94666667	1.12199886	1.00000000	5.00000000
V140	150	2	3.37333333	0.93080514	1.00000000	5.00000000
V141	150	2	2.40000000	1.02975856	1.00000000	5.00000000
V142	150	2	2.64000000	0.88446700	1.00000000	5.00000000
V143	150	2	3.00000000	1.18151308	1.00000000	5.00000000
V144	150	2	3.51333333	0.96054142	1.00000000	5.00000000
V145	150	2	2.58666667	0.99789488	1.00000000	5.00000000
V146	150	2	3.50000000	1.04110164	1.00000000	5.00000000
V147	149	3	3.02684564	1.19653954	1.00000000	5.00000000
V148	149	3	3.77181208	0.62731523	1.00000000	4.00000000
V149	149	3	1.58389262	0.49457423	1.00000000	2.00000000
V150	149	3	1.72580645	0.44974874	1.00000000	2.00000000
V151	62	90	2.58823529	1.37198868	1.00000000	6.00000000
V152	17	135	2.58992806	1.90655980	1.00000000	6.00000000
V153	139	13	9.53061224	2.65171468	1.00000000	15.00000000
V154	147	5				

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=00 -----						
V158	148	4	2.50000000	1.12787803	1.00000000	4.00000000
V159	148	4	3.87837838	0.47958890	1.00000000	4.00000000
V160	148	4	3.68243243	1.40474009	1.00000000	6.00000000
V161	148	4	4.75000000	0.83197168	3.00000000	6.00000000
V162	148	4	3.83108108	1.15109243	1.00000000	5.00000000
V163	148	4	1.42567568	0.74770594	1.00000000	4.00000000
V165	147	5	1.94557823	0.22762361	1.00000000	2.00000000
V166	148	4	2.95945946	1.11805454	1.00000000	4.00000000
V167	147	5	4.62585034	1.12998293	1.00000000	7.00000000
V168	146	6	3.00000000	0.99654576	1.00000000	6.00000000
V169	146	6	1.32191781	0.46881996	1.00000000	2.00000000
V170	146	6	2.07534247	0.28972321	1.00000000	3.00000000
V171	141	11	1.91489362	0.28003474	1.00000000	2.00000000
V172	147	5	5.97959184	1.81118817	2.00000000	11.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OO -----						
RSN1	149	3	0.34899329	0.47825944	0	1.00000000
RSN2	149	3	0.85234899	0.35595017	0	1.00000000
RSN3	149	3	0.15436242	0.36251435	0	1.00000000
RSN4	149	3	0.08724832	0.28315037	0	1.00000000
RSN5	149	3	0.37583893	0.48597228	0	1.00000000
RSN6	149	3	0.06711409	0.25106340	0	1.00000000
RSN7	149	3	0.10738255	0.31064318	0	1.00000000
RSN8	149	3	0.03355705	0.18069339	0	1.00000000
RSN9	149	3	0.67114094	0.47138314	0	1.00000000
RSN10	149	3	0.02684564	0.16217728	0	1.00000000
RSN11	149	3	0.06040268	0.23903488	0	1.00000000
RSN12	149	3	0.17449664	0.38081604	0	1.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=SA -----						
V1	178	0	3.96067416	1.01046703	1.00000000	5.00000000
V2	177	1	2.57627119	1.30388480	1.00000000	5.00000000
V3	178	0	2.59550562	1.08110742	1.00000000	5.00000000
V4	178	0	3.89887640	1.08450769	1.00000000	5.00000000
V5	178	0	2.87640449	1.15293999	1.00000000	5.00000000
V6	178	0	2.99438202	1.25548375	1.00000000	5.00000000
V7	177	1	2.39548023	1.10863446	1.00000000	5.00000000
V8	175	3	3.10285714	1.25521572	1.00000000	5.00000000
V9	176	2	3.14204545	1.12490981	1.00000000	5.00000000
V10	175	3	4.40000000	0.68648698	1.00000000	5.00000000
V11	176	2	3.75568182	0.99281510	1.00000000	5.00000000
V12	176	2	3.29545455	1.07606788	1.00000000	5.00000000
V13	176	2	3.05681818	1.24081038	1.00000000	5.00000000
V14	176	2	3.65909091	1.10465367	1.00000000	5.00000000
V15	176	2	3.32386364	1.19173289	1.00000000	5.00000000
V16	175	3	3.90285714	0.92023414	1.00000000	5.00000000
V17	176	2	3.60227273	1.12671226	1.00000000	5.00000000
V18	176	2	3.35227273	1.03139044	1.00000000	5.00000000
V19	175	3	3.53142857	1.13860457	1.00000000	5.00000000
V20	176	2	3.07386364	1.32242153	1.00000000	5.00000000
V21	176	2	3.31250000	1.17549382	1.00000000	5.00000000
V22	176	2	3.19886364	1.17117712	1.00000000	5.00000000
V23	177	1	3.36158192	1.19862316	1.00000000	5.00000000
V24	176	2	3.06818182	1.35474155	1.00000000	5.00000000
V25	177	1	3.97175141	0.88823995	1.00000000	5.00000000
V26	177	1	3.19774011	1.26598663	1.00000000	5.00000000
V27	176	2	3.17613636	1.28627874	1.00000000	5.00000000
V28	177	1	4.03389831	0.78983820	1.00000000	5.00000000
V29	177	1	2.4067797	1.19093908	1.00000000	5.00000000
V30	177	1	2.70056497	1.11582100	1.00000000	5.00000000
V31	177	1	3.56497175	1.18105987	1.00000000	5.00000000
V32	177	1	3.05649718	1.15166635	1.00000000	5.00000000
V33	177	1	3.88700565	0.92852557	1.00000000	5.00000000
V34	177	1	3.63841808	1.14032182	1.00000000	5.00000000
V35	177	1	3.27683616	1.11659748	1.00000000	5.00000000
V36	177	1	2.39548023	1.08794109	1.00000000	5.00000000
V37	177	1	3.50847458	1.05592831	1.00000000	5.00000000
V38	178	0	3.48876404	1.07482104	1.00000000	5.00000000
V39	178	0	3.4831461	1.07462908	1.00000000	5.00000000
V40	177	1	3.16949153	1.13045459	1.00000000	5.00000000
V41	178	0	3.65168539	1.02070236	1.00000000	5.00000000
V42	178	0	4.14044944	0.86843181	1.00000000	5.00000000
V43	178	0	3.79775281	1.08591158	1.00000000	5.00000000
V44	178	0	4.23033708	0.77952680	1.00000000	5.00000000
V45	178	0	2.47191011	0.92167727	1.00000000	4.00000000
V46	178	0	3.11797753	1.10602477	1.00000000	5.00000000
V47	178	0	3.16292135	1.26731016	1.00000000	5.00000000
V48	178	0	3.20786517	1.17244490	1.00000000	5.00000000
V49	178	0	3.94382022	0.91267968	1.00000000	5.00000000
V50	178	0	3.30598876	1.14488698	1.00000000	5.00000000
V51	176	2	2.30681818	1.02380751	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-SA						
V52	177	1	3.29943503	1.17533831	1.00000000	5.00000000
V53	178	0	4.31460674	0.63948259	1.00000000	5.00000000
V54	178	0	4.21910112	0.89080379	1.00000000	5.00000000
V55	178	0	3.61797753	1.18374698	1.00000000	5.00000000
V56	177	1	3.54237288	1.06582289	1.00000000	5.00000000
V57	177	1	2.85310734	1.20175249	1.00000000	5.00000000
V58	178	0	3.96629213	1.03552097	1.00000000	5.00000000
V59	178	0	2.71348315	1.21754509	1.00000000	5.00000000
V60	177	1	3.02824859	1.21276055	1.00000000	5.00000000
V61	177	1	3.87005650	1.07135030	1.00000000	5.00000000
V62	178	0	4.03370787	0.83631473	1.00000000	5.00000000
V63	176	2	2.69318182	1.02380751	1.00000000	5.00000000
V64	177	1	2.81920904	1.12364739	1.00000000	5.00000000
V65	175	3	2.70285714	1.00729686	1.00000000	5.00000000
V66	178	0	3.62359551	1.10923422	1.00000000	5.00000000
V67	178	0	3.67415730	1.00028562	1.00000000	5.00000000
V68	178	0	3.39887640	0.98772058	1.00000000	5.00000000
V69	178	0	3.71910112	0.99704381	1.00000000	5.00000000
V70	178	0	3.38202247	1.09962107	1.00000000	5.00000000
V71	178	0	3.45505618	1.10504863	1.00000000	5.00000000
V72	178	0	4.35393258	0.61388016	1.00000000	5.00000000
V73	178	0	3.79775281	0.87242470	1.00000000	5.00000000
V74	177	1	3.73446328	1.02945201	1.00000000	5.00000000
V75	178	0	3.67977528	1.01610531	1.00000000	5.00000000
V76	177	1	3.61581921	1.03867186	1.00000000	5.00000000
V77	178	0	3.83146067	0.89235238	1.00000000	5.00000000
V78	178	0	3.47191011	1.07451093	1.00000000	5.00000000
V79	178	0	2.62921348	1.13875760	1.00000000	5.00000000
V80	177	1	4.35593220	0.65961538	1.00000000	5.00000000
V81	178	0	3.28651685	1.15564847	1.00000000	5.00000000
V82	178	0	2.46629213	1.06907678	1.00000000	5.00000000
V83	177	1	3.32768362	1.18942870	1.00000000	5.00000000
V84	176	2	2.88068182	1.21536430	1.00000000	5.00000000
V85	178	0	2.26404494	1.21336491	1.00000000	5.00000000
V86	178	0	4.08988764	0.94648263	1.00000000	5.00000000
V87	178	0	2.95505618	1.16357245	1.00000000	5.00000000
V88	178	0	3.63483146	1.03951326	1.00000000	5.00000000
V89	178	0	3.80337079	1.02543357	1.00000000	5.00000000
V90	178	0	4.20786517	0.83466218	1.00000000	5.00000000
V91	177	1	3.90960452	1.02401192	1.00000000	5.00000000
V92	178	0	3.53932584	1.15034929	1.00000000	5.00000000
V93	176	2	3.07954545	0.94077890	1.00000000	5.00000000
V94	177	1	3.36158192	1.13031260	1.00000000	5.00000000
V95	178	0	3.76966292	1.01835189	1.00000000	5.00000000
V96	178	0	3.42134831	1.14831952	1.00000000	5.00000000
V97	177	1	4.09604520	0.61868276	1.00000000	5.00000000
V98	178	0	3.00000000	1.08403932	1.00000000	5.00000000
V99	176	2	3.48863636	1.08490229	1.00000000	5.00000000
V100	178	0	3.83707865	0.97504246	1.00000000	5.00000000
V101	177	1	2.87005650	1.17263132	1.00000000	5.00000000
V102	178	0	2.91573034	1.25715119	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=8A -----						
V103	178	0	3.73033708	0.98306617	1.00000000	5.00000000
V104	178	0	2.69662921	1.26584417	1.00000000	5.00000000
V105	176	2	2.48295455	1.30482372	1.00000000	5.00000000
V106	178	0	3.78651685	1.12467859	1.00000000	5.00000000
V107	176	2	2.78409091	0.92518864	1.00000000	5.00000000
V108	176	2	2.86363636	0.98771677	1.00000000	5.00000000
V109	176	2	2.60795455	1.0908221	1.00000000	5.00000000
V110	175	3	2.83428571	0.97731242	1.00000000	5.00000000
V114	176	2	3.74431818	1.24095428	1.00000000	5.00000000
V115	176	2	3.68181818	1.28325884	1.00000000	5.00000000
V116	177	1	3.75141243	1.24101806	1.00000000	5.00000000
V117	177	1	2.85310734	1.43847455	1.00000000	5.00000000
V118	177	1	1.51977401	0.50102617	1.00000000	2.00000000
V119	176	2	4.30113636	0.67205345	2.00000000	5.00000000
V120	177	1	4.20903955	0.81626066	2.00000000	5.00000000
V121	177	1	4.36723164	0.77287077	2.00000000	5.00000000
V122	177	1	4.27118644	0.71104537	2.00000000	5.00000000
V123	176	2	4.47727273	0.67573913	2.00000000	5.00000000
V124	177	1	4.31073446	0.82541176	2.00000000	5.00000000
V125	177	1	4.29943503	0.88269327	1.00000000	5.00000000
V126	177	1	4.23163842	0.81010249	2.00000000	5.00000000
V127	177	1	4.22598870	0.96812979	1.00000000	5.00000000
V128	178	0	3.12921348	1.19799288	1.00000000	5.00000000
V129	174	4	2.77586207	1.20273922	1.00000000	5.00000000
V130	172	6	2.09302326	1.04995580	1.00000000	5.00000000
V131	172	6	2.73255814	1.14375414	1.00000000	5.00000000
V132	172	6	2.70348837	1.28390374	1.00000000	5.00000000
V133	172	6	3.43023256	1.15003888	1.00000000	5.00000000
V134	172	6	3.19767442	1.17298806	1.00000000	5.00000000
V135	170	8	3.56470588	1.17112255	1.00000000	5.00000000
V136	171	7	3.08187135	1.10840055	1.00000000	5.00000000
V137	171	7	3.41520468	1.0465155	1.00000000	5.00000000
V138	171	7	3.54970760	1.04692122	1.00000000	5.00000000
V139	171	7	3.81286550	1.07924728	1.00000000	5.00000000
V140	171	7	3.38011696	1.17896365	1.00000000	5.00000000
V141	171	7	2.32748538	1.11582420	1.00000000	5.00000000
V142	172	6	3.19186047	1.14623361	1.00000000	5.00000000
V143	172	6	3.41860465	0.96687979	1.00000000	5.00000000
V144	171	7	2.35672515	0.95560195	1.00000000	5.00000000
V145	172	6	2.34302326	0.88773853	1.00000000	5.00000000
V146	172	6	2.97093023	1.24453108	1.00000000	5.00000000
V147	171	7	3.74853801	0.91454629	1.00000000	5.00000000
V148	172	6	2.77906977	1.06404461	1.00000000	5.00000000
V149	171	7	3.26900585	1.08905175	1.00000000	5.00000000
V150	172	6	3.33139535	1.25681875	1.00000000	5.00000000
V152	172	6	3.51162791	0.77601751	2.00000000	4.00000000
V153	172	6	1.76744186	0.42369631	1.00000000	2.00000000
V154	38	140	1.97368421	0.15222142	1.00000000	2.00000000
V155	1	177	2.00000000	.	2.00000000	2.00000000
V156	170	8	2.64117647	1.91708569	1.00000000	6.00000000
V157	172	6	9.22674419	2.69085192	4.00000000	15.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=8A -----						
V158	171	7	2.48538012	1.01955426	1.00000000	4.00000000
V159	172	6	3.81395349	0.67558297	1.00000000	9.00000000
V160	171	7	3.44444444	1.67019235	1.00000000	6.00000000
V161	171	7	4.35672515	1.19124198	2.00000000	6.00000000
V162	171	7	3.73099415	1.26404051	1.00000000	5.00000000
V163	171	7	1.67836257	1.01549739	1.00000000	4.00000000
V165	170	8	1.97647059	0.15202543	1.00000000	2.00000000
V166	168	10	2.89880952	1.07580846	1.00000000	4.00000000
V167	168	10	4.38690476	1.08845655	2.00000000	7.00000000
V168	167	11	3.27544910	1.12830329	1.00000000	6.00000000
V169	168	10	1.25000000	0.43430721	1.00000000	2.00000000
V170	167	11	2.08982036	0.60942742	1.00000000	3.00000000
V171	159	19	1.42767296	0.49630431	1.00000000	2.00000000
V172	167	11	6.05988024	1.78244653	1.00000000	10.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITENAME=SA -----						
RSN1	175	3	0.29714286	0.45831131	0	1.00000000
RSN2	175	3	0.76000000	0.42830862	0	1.00000000
RSN3	175	3	0.18285714	0.38765854	0	1.00000000
RSN4	175	3	0.07428571	0.26298776	0	1.00000000
RSN5	175	3	0.41142857	0.49350461	0	1.00000000
RSN6	175	3	0.13714286	0.34498519	0	1.00000000
RSN7	175	3	0.15428571	0.36225892	0	1.00000000
RSN8	175	3	0.08571429	0.28074496	0	1.00000000
RSN9	175	3	0.63428571	0.48301190	0	1.00000000
RSN10	175	3	0.04000000	0.19652147	0	1.00000000
RSN11	175	3	0.04571429	0.20946409	0	1.00000000
RSN12	175	3	0.12000000	0.32589400	0	1.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME=SM						
V1	166	0	3.97590361	0.98443528	1.00000000	5.00000000
V2	166	0	2.33132530	1.18775054	1.00000000	5.00000000
V3	166	0	3.00000000	1.11735619	1.00000000	5.00000000
V4	166	0	3.62048193	1.17831508	1.00000000	5.00000000
V5	166	0	2.49397590	1.14281411	1.00000000	5.00000000
V6	166	0	3.42771084	1.22259667	1.00000000	5.00000000
V7	165	1	2.96363636	1.14705832	1.00000000	5.00000000
V8	164	2	2.92682927	1.29444768	1.00000000	5.00000000
V9	165	1	2.60000000	1.17286391	1.00000000	5.00000000
V10	165	1	4.20606061	0.86600407	1.00000000	5.00000000
V11	165	1	3.40606061	1.11474032	1.00000000	5.00000000
V12	165	1	3.05454545	1.14898972	1.00000000	5.00000000
V13	165	1	3.76969697	1.05705667	1.00000000	5.00000000
V14	165	1	3.19393939	1.18371557	1.00000000	5.00000000
V15	165	1	3.00606061	1.22223790	1.00000000	5.00000000
V16	165	1	3.87272727	1.04859742	1.00000000	5.00000000
V17	165	1	3.54545455	1.18143436	1.00000000	5.00000000
V18	165	1	2.79393939	1.16082902	1.00000000	5.00000000
V19	165	1	3.35151515	1.16245147	1.00000000	5.00000000
V20	165	1	2.59393939	1.33844180	1.00000000	5.00000000
V21	165	1	2.95151515	1.23370383	1.00000000	5.00000000
V22	165	1	3.44242424	1.12266840	1.00000000	5.00000000
V23	165	1	3.29696970	1.14350895	1.00000000	5.00000000
V24	165	1	2.78181818	1.33924227	1.00000000	5.00000000
V25	165	1	3.93939394	0.98585712	1.00000000	5.00000000
V26	165	1	3.36969697	1.31234403	1.00000000	5.00000000
V27	165	1	2.73333333	1.28373186	1.00000000	5.00000000
V28	165	1	3.60000000	1.07521977	1.00000000	5.00000000
V29	165	1	2.02424242	0.93019481	1.00000000	5.00000000
V30	165	1	2.96969697	1.20681117	1.00000000	5.00000000
V31	165	1	3.45454545	1.11778606	1.00000000	5.00000000
V32	164	2	2.46341463	1.18471991	1.00000000	5.00000000
V33	165	1	3.39393939	1.18782939	1.00000000	5.00000000
V34	165	1	3.44242424	1.14950422	1.00000000	5.00000000
V35	165	1	2.57575758	1.25984666	1.00000000	5.00000000
V36	165	1	3.15757576	1.17883528	1.00000000	5.00000000
V37	166	0	3.05421687	1.18708211	1.00000000	5.00000000
V38	166	0	3.88554217	1.03521423	1.00000000	5.00000000
V39	166	0	3.11445783	1.04685764	1.00000000	5.00000000
V40	166	0	2.57289916	1.09719347	1.00000000	5.00000000
V41	166	0	3.23493976	1.11147554	1.00000000	5.00000000
V42	165	1	4.23030303	0.85983721	1.00000000	5.00000000
V43	166	0	3.78915663	0.73904312	1.00000000	5.00000000
V44	166	0	4.28915663	0.73904312	1.00000000	5.00000000
V45	165	1	2.49090909	1.03368971	1.00000000	5.00000000
V46	166	0	2.52409639	1.09932104	1.00000000	5.00000000
V47	165	1	3.21212121	1.20359157	1.00000000	5.00000000
V48	164	2	2.44512195	1.12010653	1.00000000	5.00000000
V49	165	1	4.03636364	0.87576384	1.00000000	5.00000000
V50	165	1	3.03030303	1.11762074	1.00000000	5.00000000
V51	165	1	2.58787879	1.11523747	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITE NAME-SM			
V52	165	1	3.81818182	1.09473645	1.00000000	5.00000000
V53	165	1	4.23636364	0.64288706	1.00000000	5.00000000
V54	165	1	3.80606061	1.03533292	1.00000000	5.00000000
V55	165	1	3.41212121	1.23953118	1.00000000	5.00000000
V56	165	1	3.32121212	1.04757489	1.00000000	5.00000000
V57	165	1	3.11515152	1.24158662	1.00000000	5.00000000
V58	165	1	3.63636364	1.04234088	1.00000000	5.00000000
V59	165	1	2.20606061	1.06207901	1.00000000	5.00000000
V60	165	1	2.75757576	1.17468997	1.00000000	5.00000000
V61	165	1	3.57575758	1.11065524	1.00000000	5.00000000
V62	164	2	3.95121951	0.95162037	1.00000000	5.00000000
V63	165	1	2.21212121	0.95501168	1.00000000	5.00000000
V64	165	1	3.80000000	1.02528996	1.00000000	5.00000000
V65	165	1	2.38181818	0.82987457	1.00000000	4.00000000
V66	165	1	3.13939394	1.13640946	1.00000000	5.00000000
V67	163	3	3.53374233	1.09590826	1.00000000	5.00000000
V68	163	3	3.38036810	0.98888008	1.00000000	5.00000000
V69	163	3	3.19631902	1.15394597	1.00000000	5.00000000
V70	163	3	2.85276074	1.16657740	1.00000000	5.00000000
V71	163	3	2.79754601	1.06666383	1.00000000	5.00000000
V72	163	3	4.15950920	0.80866624	1.00000000	5.00000000
V73	163	3	3.69325153	0.94457559	1.00000000	5.00000000
V74	163	3	3.51533742	1.07356466	1.00000000	5.00000000
V75	163	3	3.53987730	0.98910983	1.00000000	5.00000000
V76	163	3	3.36809816	1.12193096	1.00000000	5.00000000
V77	163	3	3.40490798	1.09791068	1.00000000	5.00000000
V78	163	3	2.95092025	1.06460264	1.00000000	5.00000000
V79	163	3	2.67484663	1.03568094	1.00000000	5.00000000
V80	163	3	4.34355828	0.65149750	2.00000000	5.00000000
V81	162	4	3.08024691	1.24600427	1.00000000	5.00000000
V82	163	3	2.34355828	1.02668331	1.00000000	5.00000000
V83	162	4	3.00000000	1.26589276	1.00000000	5.00000000
V84	163	3	3.41104294	1.26554561	1.00000000	5.00000000
V85	163	3	2.60736196	1.32140770	1.00000000	5.00000000
V86	163	3	3.66871166	1.13884940	1.00000000	5.00000000
V87	163	3	2.87116564	1.15548739	1.00000000	5.00000000
V88	163	3	2.99386503	1.10272912	1.00000000	5.00000000
V89	163	3	3.43558282	1.04253259	1.00000000	5.00000000
V90	163	3	3.80368098	0.99293116	1.00000000	5.00000000
V91	163	3	3.41104294	1.19013466	1.00000000	5.00000000
V92	163	3	2.79754601	1.31073210	1.00000000	5.00000000
V93	162	4	2.82098765	1.06848893	1.00000000	5.00000000
V94	163	3	3.23312883	1.15240249	1.00000000	5.00000000
V95	163	3	3.73006135	0.98169260	1.00000000	5.00000000
V96	162	4	3.30246914	1.13711800	1.00000000	5.00000000
V97	162	4	4.04938272	0.64800189	2.00000000	5.00000000
V98	165	1	3.26666667	1.01292461	1.00000000	5.00000000
V99	165	1	3.18181818	1.10592012	1.00000000	5.00000000
V100	165	1	3.40000000	1.09766937	1.00000000	5.00000000
V101	165	1	3.46060606	1.15556432	1.00000000	5.00000000
V102	164	2	2.43292683	1.17818149	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME--SM -----						
V103	165	1	3.69696970	0.92673201	1.00000000	5.00000000
V104	165	1	3.15757576	1.42688265	1.00000000	5.00000000
V105	164	2	2.62804878	1.38862817	1.00000000	5.00000000
V106	165	1	3.58181818	1.19996304	1.00000000	5.00000000
V107	163	3	2.59509202	0.94043618	1.00000000	5.00000000
V108	163	3	2.49079755	0.93866268	1.00000000	4.00000000
V109	163	3	2.44785276	1.00709443	1.00000000	5.00000000
V110	163	3	2.64417178	0.97297420	1.00000000	5.00000000
V111	164	2	3.29268293	1.46942504	1.00000000	5.00000000
V112	164	2	3.06097561	1.51351832	1.00000000	5.00000000
V113	164	2	3.41463415	1.36522292	1.00000000	5.00000000
V114	164	2	2.50000000	1.44638326	1.00000000	5.00000000
V115	163	3	1.52147239	0.50107814	1.00000000	2.00000000
V116	164	2	4.21951220	0.69218938	2.00000000	5.00000000
V117	164	2	4.09146341	0.85668805	2.00000000	5.00000000
V118	164	2	4.33536585	0.82355983	2.00000000	5.00000000
V119	164	2	4.13414634	0.88285920	1.00000000	5.00000000
V120	164	2	4.42682927	0.74356937	2.00000000	5.00000000
V121	164	2	4.15243902	0.95026320	1.00000000	5.00000000
V122	164	2	3.99390244	1.08247020	1.00000000	5.00000000
V123	164	2	3.95731707	0.98672545	1.00000000	5.00000000
V124	164	2	3.55214724	1.48304564	1.00000000	5.00000000
V125	163	3	3.77914110	0.99396040	1.00000000	5.00000000
V126	159	7	2.65408805	1.13621302	1.00000000	5.00000000
V127	158	8	2.47468354	1.24511462	1.00000000	5.00000000
V128	158	8	2.46202532	1.13224919	1.00000000	5.00000000
V129	158	8	2.31012658	1.18322618	1.00000000	5.00000000
V130	157	9	2.93630573	1.13612888	1.00000000	5.00000000
V131	157	9	2.37579618	1.02165033	1.00000000	5.00000000
V132	157	9	2.54140127	1.31962034	1.00000000	5.00000000
V133	156	10	2.91666667	1.00950893	1.00000000	5.00000000
V134	157	9	2.84713376	1.12754331	1.00000000	5.00000000
V135	157	9	3.64331210	1.06826446	1.00000000	5.00000000
V136	157	9	4.07643312	0.98411356	1.00000000	5.00000000
V137	157	9	2.82802548	1.16122362	1.00000000	5.00000000
V138	157	9	1.75796178	0.81178242	1.00000000	4.00000000
V139	160	6	2.75000000	1.16554303	1.00000000	5.00000000
V140	159	6	2.85000000	1.08853372	1.00000000	5.00000000
V141	159	7	2.95597484	1.22394833	1.00000000	5.00000000
V142	159	7	2.71698113	1.01963058	1.00000000	5.00000000
V143	159	7	2.53459119	1.17883088	1.00000000	5.00000000
V144	158	8	3.26582278	1.06129186	1.00000000	5.00000000
V145	158	8	2.48734177	1.02041169	1.00000000	5.00000000
V146	158	8	3.87341772	0.96257469	1.00000000	5.00000000
V147	158	8	2.41139241	1.26757578	1.00000000	5.00000000
V148	160	6	3.58750000	0.79611873	1.00000000	4.00000000
V149	160	6	1.30000000	0.45969637	1.00000000	2.00000000
V150	110	56	1.60000000	0.49214006	1.00000000	2.00000000
V151	44	122	3.40909091	1.36940289	1.00000000	5.00000000
V152	148	18	2.27027027	1.77891886	1.00000000	5.00000000
V153	154	12	9.41558442	2.83927013	1.00000000	15.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITE NAME-SM			
V158	159	7	2.48427673	1.06054289	1.00000000	4.00000000
V159	160	6	3.82500000	0.87989422	1.00000000	9.00000000
V160	159	7	3.27044025	1.39022598	1.00000000	6.00000000
V161	161	5	4.38509317	1.09008091	1.00000000	6.00000000
V162	161	5	3.38509317	1.36958986	1.00000000	5.00000000
V163	161	5	1.44720497	0.90069849	1.00000000	4.00000000
V165	156	10	1.93589744	0.24572440	1.00000000	2.00000000
V166	153	13	2.73202614	1.12394123	1.00000000	4.00000000
V167	152	14	4.30263158	1.12785017	1.00000000	7.00000000
V168	155	11	3.15483871	1.13470595	1.00000000	6.00000000
V169	154	12	1.39610390	0.49068221	1.00000000	2.00000000
V170	153	13	1.96732026	0.50547399	1.00000000	3.00000000
V171	146	20	1.91780822	0.27560214	1.00000000	2.00000000
V172	154	12	6.22727273	1.60964275	2.00000000	11.00000000
V173	162	4	2.95679012	1.29666924	1.00000000	5.00000000
V174	162	4	2.91358025	1.20245640	1.00000000	5.00000000
V175	162	4	3.36419753	1.18351079	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=SM -----						
RSN1	161	5	0.31677019	0.46666852	0	1.00000000
RSN2	161	5	0.67080745	0.47138622	0	1.00000000
RSN3	161	5	0.11180124	0.31610498	0	1.00000000
RSN4	161	5	0.14285714	0.35101893	0	1.00000000
RSN5	161	5	0.50310559	0.50155039	0	1.00000000
RSN6	161	5	0.10559006	0.30827108	0	1.00000000
RSN7	161	5	0.21118012	0.40941937	0	1.00000000
RSN8	161	5	0.06211180	0.24211157	0	1.00000000
RSN9	161	5	0.52795031	0.50077580	0	1.00000000
RSN10	161	5	0.04968944	0.21798057	0	1.00000000
RSN11	161	5	0.05590062	0.23044650	0	1.00000000
RSN12	161	5	0.18012422	0.38548993	0	1.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME-WR -----						
V1	115	0	4.08695652	0.75585687	1.00000000	5.00000000
V2	115	0	2.72173913	1.23222681	1.00000000	5.00000000
V3	115	0	3.13043478	1.03042947	1.00000000	5.00000000
V4	115	0	3.84347826	1.06450964	1.00000000	5.00000000
V5	114	1	2.71929825	1.10916354	1.00000000	5.00000000
V6	115	0	3.66956522	1.08192275	1.00000000	5.00000000
V7	115	0	2.77391304	1.17025166	1.00000000	5.00000000
V8	115	0	2.97391304	1.23870950	1.00000000	5.00000000
V9	115	0	2.78260870	1.05782472	1.00000000	5.00000000
V10	115	0	4.31304348	0.66708606	1.00000000	5.00000000
V11	115	0	3.83478261	0.84739472	1.00000000	5.00000000
V12	115	0	3.25217391	1.09097959	1.00000000	5.00000000
V13	115	0	3.34782609	1.17012129	1.00000000	5.00000000
V14	115	0	3.82608696	0.89109502	1.00000000	5.00000000
V15	115	0	3.08695652	1.16653045	1.00000000	5.00000000
V16	115	0	3.67826087	1.04753534	1.00000000	5.00000000
V17	115	0	3.70434783	1.04271839	1.00000000	5.00000000
V18	115	0	3.14782609	1.11010888	1.00000000	5.00000000
V19	115	0	3.68695652	1.02909616	1.00000000	5.00000000
V20	115	0	2.74782609	1.19826979	1.00000000	5.00000000
V21	115	0	3.41739130	1.00858254	1.00000000	5.00000000
V22	115	0	3.25217391	1.15351087	1.00000000	5.00000000
V23	115	0	3.39130435	1.04877248	1.00000000	5.00000000
V24	115	0	2.70434783	1.25637960	1.00000000	5.00000000
V25	115	0	3.80869565	0.90704506	1.00000000	5.00000000
V26	114	1	3.42105263	1.11223873	1.00000000	5.00000000
V27	115	0	2.73043478	1.12641131	1.00000000	5.00000000
V28	115	0	3.86086957	0.84694452	1.00000000	5.00000000
V29	115	0	2.25217391	1.09899059	1.00000000	5.00000000
V30	114	1	2.64035088	1.04014288	1.00000000	5.00000000
V31	115	0	3.71304348	1.00669005	1.00000000	5.00000000
V32	115	0	2.97391304	1.21727961	1.00000000	5.00000000
V33	115	0	3.50434783	0.8903258	1.00000000	5.00000000
V34	114	1	3.66666667	0.8903258	1.00000000	5.00000000
V35	114	1	3.42105263	1.07994376	1.00000000	5.00000000
V36	115	0	2.30434783	1.06929976	1.00000000	5.00000000
V37	114	1	3.20175439	1.07406946	1.00000000	5.00000000
V38	114	1	3.36842105	1.10720215	1.00000000	5.00000000
V39	115	0	3.46956522	0.97622383	1.00000000	5.00000000
V40	115	0	3.00869565	1.10418385	1.00000000	5.00000000
V41	115	0	3.64347826	1.00167670	1.00000000	5.00000000
V42	115	0	4.17391304	0.72862367	1.00000000	5.00000000
V43	115	0	3.73913043	1.08487979	1.00000000	5.00000000
V44	115	0	4.24347826	0.75615955	1.00000000	5.00000000
V45	115	0	2.33913043	0.95409511	1.00000000	5.00000000
V46	115	0	3.04347826	1.05457487	1.00000000	5.00000000
V47	115	0	3.35652174	1.08572318	1.00000000	5.00000000
V48	115	0	2.95652174	1.11914299	1.00000000	5.00000000
V49	115	0	3.73913043	0.88938133	1.00000000	5.00000000
V50	114	1	3.42982456	1.00414449	1.00000000	5.00000000
V51	115	0	2.46086957	1.07072671	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SIZENAME=WR -----						
V52	115	0	3.61739130	1.11278542	1.00000000	5.00000000
V53	115	0	4.17391304	0.59619951	1.00000000	5.00000000
V54	115	0	4.06086957	0.77558078	1.00000000	5.00000000
V55	115	0	3.59130435	1.19131103	1.00000000	5.00000000
V56	114	1	3.42105263	1.02097244	1.00000000	5.00000000
V57	115	0	2.73043478	1.15714212	1.00000000	5.00000000
V58	115	0	3.77391304	0.92774835	1.00000000	5.00000000
V59	114	1	2.56140351	1.19018916	1.00000000	5.00000000
V60	115	0	2.76521739	1.12647903	1.00000000	5.00000000
V61	114	1	3.71929825	1.05183171	1.00000000	5.00000000
V62	115	0	4.03478261	0.77153794	2.00000000	5.00000000
V63	115	0	2.37391304	0.92205786	1.00000000	5.00000000
V64	115	0	3.35652174	1.12539509	1.00000000	5.00000000
V65	114	1	2.59649123	0.99306710	1.00000000	5.00000000
V66	115	0	3.43478261	1.12492054	1.00000000	5.00000000
V67	115	0	3.66086957	0.91658172	1.00000000	5.00000000
V68	114	1	3.49122807	0.97984660	1.00000000	5.00000000
V69	115	0	3.64347826	1.03611373	1.00000000	5.00000000
V70	115	0	3.22608696	1.01791729	1.00000000	5.00000000
V71	115	0	3.40000000	1.03279556	1.00000000	5.00000000
V72	115	0	4.23478261	0.65333738	1.00000000	5.00000000
V73	115	0	3.77391304	0.88912405	1.00000000	5.00000000
V74	115	0	3.71304348	0.90578276	1.00000000	5.00000000
V75	115	0	3.84347826	0.92329791	1.00000000	5.00000000
V76	115	0	3.68695652	1.02053664	1.00000000	5.00000000
V77	115	0	3.71304348	0.98020064	1.00000000	5.00000000
V78	115	0	3.42608696	1.00053380	1.00000000	5.00000000
V79	115	0	2.28695652	0.93438428	1.00000000	5.00000000
V80	115	0	4.25217391	0.67334564	1.00000000	5.00000000
V81	115	0	3.22608696	1.09272611	1.00000000	5.00000000
V82	115	0	2.26086957	0.87946312	1.00000000	5.00000000
V83	115	0	3.44347826	1.10969653	1.00000000	5.00000000
V84	115	0	3.17391304	1.17921227	1.00000000	5.00000000
V85	115	0	2.18260870	1.04782656	1.00000000	5.00000000
V86	115	0	3.98260870	0.90788562	1.00000000	5.00000000
V87	115	0	3.12173913	1.07725957	1.00000000	5.00000000
V88	115	0	3.36521739	1.02023763	1.00000000	5.00000000
V89	115	0	3.92173913	0.76258823	1.00000000	5.00000000
V90	115	0	4.08695652	0.83314262	1.00000000	5.00000000
V91	115	0	3.81739130	0.88439303	1.00000000	5.00000000
V92	115	0	3.49565217	0.99449284	1.00000000	5.00000000
V93	115	0	2.93913043	0.99372555	1.00000000	5.00000000
V94	115	0	3.40869565	1.08333187	1.00000000	5.00000000
V95	115	0	3.66086957	0.99018833	1.00000000	5.00000000
V96	115	0	3.55652174	0.97505109	1.00000000	5.00000000
V97	115	0	3.93043478	0.69738533	1.00000000	5.00000000
V98	115	0	3.01739130	1.03434536	1.00000000	5.00000000
V99	115	0	3.34782609	1.04330344	1.00000000	5.00000000
V100	115	0	3.61739130	0.87441819	1.00000000	5.00000000
V101	115	0	3.24347826	1.14394903	1.00000000	5.00000000
V102	115	0	2.40000000	1.12234091	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME=WR						
V103	115	0	3.63478261	0.92081614	1.00000000	5.00000000
V104	115	0	3.14782609	1.23716908	1.00000000	5.00000000
V105	115	0	2.26086957	1.11675404	1.00000000	5.00000000
V106	115	0	3.40000000	1.13012963	1.00000000	5.00000000
V107	113	2	2.76991150	1.01777813	1.00000000	5.00000000
V108	112	3	2.80357143	1.02085714	1.00000000	5.00000000
V109	111	4	2.52252252	1.06895741	1.00000000	5.00000000
V110	111	4	2.78378378	0.99457991	1.00000000	5.00000000
V111	112	3	3.25000000	1.32542701	1.00000000	5.00000000
V112	112	3	3.29464286	1.31955762	1.00000000	5.00000000
V113	113	2	3.37168142	1.19668210	1.00000000	5.00000000
V114	112	3	2.76785714	1.40771454	1.00000000	5.00000000
V115	112	3	1.64285714	0.48131095	1.00000000	2.00000000
V116	112	3	4.31250000	0.60076903	2.00000000	5.00000000
V117	112	3	4.16071429	0.75401115	3.00000000	5.00000000
V118	112	3	4.29464286	0.77852243	2.00000000	5.00000000
V119	112	3	4.12389381	0.84655545	1.00000000	5.00000000
V120	113	2	4.31858407	0.81575433	1.00000000	5.00000000
V121	113	2	4.41592920	0.76445199	2.00000000	5.00000000
V122	113	2	4.23893805	0.90902554	1.00000000	5.00000000
V123	113	2	4.26548673	0.83471230	2.00000000	5.00000000
V124	113	2	4.19469027	1.06786174	1.00000000	5.00000000
V125	113	2	3.18260870	1.11278542	1.00000000	5.00000000
V126	115	0	2.85087719	1.19905904	1.00000000	5.00000000
V127	114	1	2.01754386	0.98647900	1.00000000	5.00000000
V128	114	1	2.65789474	1.14311287	1.00000000	5.00000000
V129	114	1	2.21052632	1.10888355	1.00000000	5.00000000
V130	114	1	3.22807018	1.10537775	1.00000000	5.00000000
V131	114	1	2.97391304	1.15819634	1.00000000	5.00000000
V132	115	0	2.96491228	1.21152157	1.00000000	5.00000000
V133	114	1	2.85087719	1.09085057	1.00000000	5.00000000
V134	114	1	3.46491228	0.99716256	1.00000000	5.00000000
V135	113	2	3.53982301	1.14201731	1.00000000	5.00000000
V136	114	1	3.64912281	1.05580952	1.00000000	5.00000000
V137	114	1	3.30088496	1.11711487	1.00000000	5.00000000
V138	113	2	1.91228070	0.86792809	1.00000000	5.00000000
V139	114	1	3.20175439	1.10653589	1.00000000	5.00000000
V140	114	1	3.48245614	0.93347250	1.00000000	5.00000000
V141	114	1	2.28070175	1.07677634	1.00000000	5.00000000
V142	114	1	2.34210526	0.86042742	1.00000000	5.00000000
V143	114	1	2.43362832	1.18680323	1.00000000	5.00000000
V144	113	2	3.37719298	1.09213075	1.00000000	5.00000000
V145	114	1	2.39473684	1.04431390	1.00000000	5.00000000
V146	114	1	3.61403509	0.98222046	2.00000000	4.00000000
V147	114	1	2.53982301	1.16523601	1.00000000	5.00000000
V148	113	2	3.81250000	0.49376746	2.00000000	4.00000000
V149	112	3	1.72727273	0.44740005	1.00000000	2.00000000
V150	110	5	1.93548387	0.24973104	1.00000000	2.00000000
V151	84	84	2.00000000	0.00000000	2.00000000	2.00000000
V152	113	113	2.50476190	1.90204247	1.00000000	5.00000000
V153	105	10	9.12612613	2.72068547	3.00000000	15.00000000
V154	2	2				
V155	105	10				
V156	115	4				

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=WR -----						
V158	112	3	2.78571429	1.08576847	1.00000000	4.00000000
V159	112	3	3.63392857	0.86987144	1.00000000	4.00000000
V160	112	3	3.66964286	1.73147020	1.00000000	6.00000000
V161	112	3	4.87500000	0.99661590	2.00000000	6.00000000
V162	112	3	3.43750000	1.43809966	1.00000000	5.00000000
V163	112	3	1.28571429	0.63570308	1.00000000	4.00000000
V165	112	3	1.97321429	0.16218227	1.00000000	2.00000000
V166	110	5	2.97272727	1.09593989	1.00000000	4.00000000
V167	109	6	4.67889908	1.26110426	1.00000000	7.00000000
V168	106	9	3.33018868	1.07545515	1.00000000	6.00000000
V169	109	6	1.31192661	0.46541992	1.00000000	2.00000000
V170	108	7	1.75925926	0.45075991	1.00000000	3.00000000
V171	91	24	1.96703297	0.17953950	1.00000000	2.00000000
V172	110	5	5.32727273	1.71934002	2.00000000	10.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=WR -----						
RSN1	112	3	0.16964286	0.37700558	0	1.00000000
RSN2	112	3	0.84821429	0.36042571	0	1.00000000
RSN3	112	3	0.24107143	0.42965596	0	1.00000000
RSN4	112	3	0.08928571	0.28643731	0	1.00000000
RSN5	112	3	0.27678571	0.44942048	0	1.00000000
RSN6	112	3	0.08928571	0.28643731	0	1.00000000
RSN7	112	3	0.25000000	0.43495884	0	1.00000000
RSN8	112	3	0.04464286	0.20744663	0	1.00000000
RSN9	112	3	0.55357143	0.49935608	0	1.00000000
RSN10	112	3	0.04464286	0.20744663	0	1.00000000
RSN11	112	3	0.00000000	0.00000000	0	0.00000000
RSN12	112	3	0.30357143	0.46186628	0	1.00000000

Table C.3

MEANS FOR SCALES, NONSUPERVISORS

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
PM02	382	10	3.24934555	0.76258012	1.00000000	5.00000000
PM03B	379	13	3.42216359	0.91882213	1.00000000	5.00000000
PM04	382	10	2.95157068	0.93888589	1.00000000	5.00000000
PM05B	377	15	4.24756852	0.75246687	1.00000000	5.00000000
PM06	375	17	3.20622222	0.90911561	1.00000000	5.00000000
PM07	385	7	3.05389610	0.94175307	1.00000000	4.75000000
PM08	383	9	2.75456919	1.08648227	1.00000000	5.00000000
PM10	376	16	3.26754386	0.84606489	1.00000000	5.00000000
PM11	380	12	3.96343085	0.99400097	1.00000000	5.00000000
PM12	386	6	3.56606218	1.05690729	1.00000000	5.00000000
PM14	379	13	2.70910290	0.80197523	1.00000000	4.75000000
PM15	373	19	2.56791778	0.71268477	1.00000000	4.16666667
PM17	383	9	2.19973890	0.82177495	1.00000000	4.50000000
PM18D	377	15	2.37547893	0.68504894	1.00000000	4.22222222
PM19	384	8	2.77083333	1.08012345	1.00000000	5.00000000
PM21B	383	9	2.82680592	0.85335514	1.00000000	4.66666667
PM23	386	6	2.29533679	1.04674090	1.00000000	5.00000000
PM31B	381	11	3.01224847	0.93181041	1.00000000	5.00000000
PAYDETRM	377	15	2.79575597	1.18344806	1.00000000	5.00000000
UNIONSAT	373	19	2.50187668	0.73405760	1.00000000	4.20000000
ORGINVOL	373	19	3.66000487	0.52928491	1.27272727	4.81818182
SUPVNUNT	379	13	2.97059932	0.89979383	1.00000000	4.85714286
----- SITE NAME=OO -----						
PM02	392	9	3.32971939	0.73559703	1.25000000	5.00000000
PM03B	391	10	3.58056266	0.89775130	1.00000000	5.00000000
PM04	392	9	2.97704082	0.98101332	1.00000000	5.00000000
PM05B	393	8	4.25360475	0.74830052	2.00000000	5.00000000
PM06	387	14	3.27304048	0.85638892	1.16666667	5.00000000
PM07	397	4	3.15113350	0.92138180	1.00000000	5.00000000
PM08	389	12	2.82776350	1.10348575	1.00000000	5.00000000
PM10	391	10	4.10933504	0.75407173	1.00000000	5.00000000
PM11	390	11	3.28547009	1.02718810	1.00000000	5.00000000
PM12	396	5	3.49747475	1.04457305	1.00000000	5.00000000
PM14	388	13	2.73904639	0.80737228	1.00000000	5.00000000
PM15	384	17	2.58246528	0.70556604	1.00000000	5.00000000
PM17	393	8	2.30407125	0.90197273	1.00000000	4.66666667
PM18D	386	15	2.46142775	0.72814162	1.00000000	5.00000000
PM19	397	4	2.7648363	1.09085873	1.00000000	4.55555556
PM21B	393	8	2.90754877	0.80509440	1.00000000	5.00000000
PM23	396	5	2.40277778	1.08675215	1.00000000	5.00000000
PM31B	391	10	2.86786019	0.93149315	1.00000000	5.00000000
PAYDETRM	394	7	2.82910321	1.16207585	1.00000000	5.00000000
UNIONSAT	388	13	2.63402062	0.74270079	1.00000000	5.00000000
ORGINVOL	382	19	3.74940505	0.48621167	1.72727273	5.00000000
SUPVNUNT	392	9	3.13228863	0.85643786	1.00000000	5.00000000

Table C.3--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-SA						
PM02	382	6	3.26243455	0.77633711	1.00000000	5.00000000
PM03B	381	7	3.65966754	0.86481449	1.00000000	5.00000000
PM04	384	4	3.11979167	0.96070251	1.00000000	5.00000000
PM05B	381	7	4.37882765	0.70605213	1.00000000	5.00000000
PM06	379	9	3.28012313	0.86807516	1.00000000	5.00000000
PM07	384	4	3.23046875	0.93555880	1.00000000	5.00000000
PM08	383	5	2.55091384	1.05323881	1.00000000	5.00000000
PM10	381	7	4.20275591	0.73988727	1.00000000	5.00000000
PM11	379	9	3.48021108	0.85198082	1.00000000	5.00000000
PM12	386	2	3.80440415	0.90737600	1.00000000	5.00000000
PM14	382	6	2.73232984	0.83547215	1.00000000	4.75000000
PM15	378	10	2.76366843	0.73399805	1.00000000	4.83333333
PM17	383	5	2.53524804	0.96979805	1.00000000	5.00000000
PM18D	374	14	2.66280452	0.74570113	1.00000000	5.55555556
PM19	383	5	2.85639687	1.13730395	1.00000000	5.00000000
PM21B	383	5	2.92080070	0.83644769	1.00000000	4.66666667
PM23	384	4	2.59505208	1.18220111	1.00000000	5.00000000
PM31B	381	7	3.04811899	1.00423960	1.00000000	5.00000000
PAYDETRM	377	11	3.29266136	1.14859191	1.00000000	5.00000000
UNIONSAT	375	13	2.66026667	0.81529164	1.00000000	5.00000000
ORGINVOL	375	13	3.83442424	0.49514881	1.00000000	5.00000000
SUPVNMNT	378	10	3.11224490	0.87314986	1.00000000	5.00000000
SITE NAME-SM						
PM02	1223	28	2.98405560	0.78898362	1.00000000	5.00000000
PM03B	1217	34	3.30457409	0.92815473	1.00000000	5.00000000
PM04	1229	22	2.61025224	1.00195689	1.00000000	5.00000000
PM05B	1236	15	4.21952535	0.78262273	1.00000000	5.00000000
PM06	1215	36	2.91042524	0.90917947	1.00000000	5.00000000
PM07	1223	28	2.94092396	0.92399114	1.00000000	5.00000000
PM08	1229	22	3.05736371	1.10252370	1.00000000	5.00000000
PM10	1237	14	4.03839935	0.81874827	1.00000000	5.00000000
PM11	1225	26	2.94312925	1.03028497	1.00000000	5.00000000
PM12	1235	16	3.26923077	1.06997128	1.00000000	5.00000000
PM14	1217	34	2.5505341	0.79701149	1.00000000	5.00000000
PM15	1210	41	2.29187328	0.66670325	1.00000000	4.66666667
PM17	1227	24	2.36471068	0.89635931	1.00000000	5.00000000
PM18D	1194	57	2.22268751	0.69046483	1.00000000	4.55555556
PM19	1231	20	2.45410236	1.11079580	1.00000000	5.00000000
PM21B	1229	22	2.68727963	0.82362973	1.00000000	5.00000000
PM23	1238	13	2.10056543	1.04011286	1.00000000	5.00000000
PM31B	1228	23	2.55021716	0.95791784	1.00000000	5.00000000
PAYDETRM	1236	15	2.81040992	1.23231181	1.00000000	5.00000000
UNIONSAT	1205	46	2.39402490	0.79229941	1.00000000	5.00000000
ORGINVOL	1202	49	3.63855695	0.57020222	1.00000000	5.00000000
SUPVNMNT	1219	32	2.76643619	0.89520382	1.00000000	5.00000000

Table C.3---continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME-WR			
PM02	336	5	3.17485119	0.72284676	1.00000000	5.00000000
PM03B	336	5	3.31051587	0.91340226	1.00000000	5.00000000
PM04	337	4	2.88427300	0.94489015	1.00000000	5.00000000
PM05B	332	9	4.45080321	0.88204028	1.33333333	5.00000000
PM06	334	7	3.17415170	0.87098746	1.00000000	5.00000000
PM07	334	7	3.11377246	0.91439382	1.00000000	4.75000000
PM08	333	8	2.82882883	1.06029554	1.00000000	5.00000000
PM10	332	9	4.09262048	0.79074026	1.25000000	5.00000000
PM11	335	6	3.22288557	0.93612018	1.00000000	5.00000000
PM12	340	1	3.42647059	1.02283913	1.00000000	5.00000000
PM14	335	6	2.67313433	0.79685611	1.00000000	4.75000000
PM15	332	9	2.49899598	0.65472615	1.00000000	4.33333333
PM17	338	3	2.19970414	0.88805120	1.00000000	5.00000000
PM18D	330	11	2.21346801	0.67926715	1.00000000	4.44444444
PM19	336	5	2.56845238	1.11893552	1.00000000	5.00000000
PM21B	338	3	2.87278107	0.78892897	1.00000000	5.00000000
PM23	338	3	2.01331361	0.99283799	1.00000000	5.00000000
PM31B	333	8	2.90990991	0.97211380	1.00000000	5.00000000
PAYDETERM	334	7	2.66367265	1.19628123	1.00000000	5.00000000
UNIONSAT	330	11	2.55878788	0.81266479	1.00000000	5.00000000
ORGINVOL	326	15	3.73926380	0.52824430	1.45454545	5.00000000
SUPVMENT	334	7	2.94653550	0.83850093	1.00000000	4.57142857

Table C.4

MEANS FOR SCALES, SUPERVISORS

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
PM02	182	2	3.72939560	0.72869456	1.75000000	5.00000000
PM03B	180	4	3.80740741	0.64964829	1.33333333	5.00000000
PM04	181	3	2.96408840	0.92651250	1.00000000	5.00000000
PM05B	182	2	4.20512821	0.72535291	1.00000000	5.00000000
PM06	177	7	3.67796610	0.74166097	1.16666667	5.00000000
PM07	182	2	3.63598901	0.71225179	1.00000000	5.00000000
PM08	182	2	2.17857143	0.94736164	1.00000000	5.00000000
PM10	181	3	4.19337017	0.59211037	2.25000000	5.00000000
PM11	182	2	3.94871795	0.67111422	1.66666667	5.00000000
PM12	184	0	4.07065217	0.72647634	1.00000000	5.00000000
PM14	180	4	3.28472222	0.72791693	1.50000000	5.00000000
PM15	178	6	2.97940075	0.74864189	1.00000000	4.66666667
PM17	182	2	2.53296703	0.88355822	1.00000000	5.00000000
PM18D	181	3	2.92326581	0.73233391	1.22222222	5.00000000
PM19	181	3	3.26243094	1.05088463	1.00000000	5.00000000
PM21B	182	2	3.67216117	0.68615643	1.33333333	5.00000000
PM23	183	1	3.06010929	1.01861465	1.00000000	5.00000000
PM26	178	6	2.82303371	0.69012634	1.00000000	4.25000000
PM27	179	5	2.60195531	0.78191215	1.00000000	4.50000000
PM28D	178	6	2.88764045	0.74951136	1.20000000	4.80000000
PM30	178	6	3.02808989	0.61230116	1.25000000	4.50000000
PM31B	182	2	3.48534799	0.83843680	1.00000000	5.00000000
PAYDETEN	182	2	3.42857143	1.08087420	1.00000000	5.00000000
UNIONSAT	177	7	2.58192090	0.76701216	1.00000000	4.20000000
ORGINVOL	178	6	4.08937692	0.37594409	3.09090909	5.00000000
SUPVNMUT	177	7	3.52865214	0.78624023	1.42857143	5.00000000

Table C.4--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME--OO -----						
PM02	150	2	3.70166667	0.72335016	1.25000000	5.00000000
PM03B	150	2	3.88444444	0.68431524	2.00000000	5.00000000
PM04	150	2	2.74000000	0.99616715	1.00000000	5.00000000
PM05B	147	5	4.27891156	0.75149857	1.66666667	5.00000000
PM06	148	4	3.58220721	0.77943538	1.00000000	5.00000000
PM07	151	1	3.75165563	0.65287613	1.00000000	5.00000000
PM08	150	2	2.50333333	1.10595804	1.00000000	5.00000000
PM10	146	6	4.24657534	0.69106758	2.00000000	5.00000000
PM11	150	2	3.90888889	0.80721640	1.33333333	5.00000000
PM12	151	1	3.91390728	0.79950316	1.00000000	5.00000000
PM14	149	3	3.42114094	0.66658116	1.50000000	5.00000000
PM15	148	4	2.93355856	0.74605029	1.16666667	4.66666667
PM17	150	2	2.38333333	0.80355057	1.00000000	5.00000000
PM18D	150	2	2.82518519	0.70182540	1.11111111	4.77777778
PM19	150	2	2.90666667	1.13573243	1.00000000	5.00000000
PM21B	150	2	3.74666667	0.63302123	1.66666667	5.00000000
PM23	151	1	3.03973510	1.04805086	1.00000000	5.00000000
PM26	147	5	2.86394558	0.69133042	1.00000000	5.00000000
PM27	147	5	2.70578231	0.81808574	1.00000000	5.00000000
PM28D	147	5	2.70884354	0.72536483	1.20000000	4.20000000
PM30	147	5	2.97023810	0.67526208	1.25000000	5.00000000
PM31B	150	2	3.38000000	0.84876539	1.33333333	5.00000000
PAYDETSM	148	4	3.35585586	1.18293623	1.00000000	5.00000000
UNIONSAT	148	4	2.44729730	0.80689595	1.00000000	4.40000000
ORGINVOL	148	4	4.06203931	0.44041578	2.72727273	5.00000000
SUPVMUNT	150	2	3.46285714	0.82534167	1.28571429	5.00000000

Table C.4--continued

VARIABLE	N	M MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITE NAME-8A			
PM02	176	2	3.63494310	0.77729421	1.25000000	5.00000000
PM03B	176	2	3.07878780	0.76375317	1.00000000	5.00000000
PM04	176	2	3.0806010	0.97360873	1.00000000	5.00000000
PM05B	177	1	4.28060264	0.67110291	2.33333333	5.00000000
PM06	174	4	3.62739464	0.82445551	1.16666667	5.00000000
PM07	176	2	3.7148064	0.74148713	1.00000000	5.00000000
PM08	176	2	2.36647727	1.11895925	1.00000000	5.00000000
PM10	176	2	4.33664773	0.61465559	2.25000000	5.00000000
PM11	177	1	4.06214689	0.72945231	1.00000000	5.00000000
PM12	178	0	4.09269663	0.86918530	1.00000000	5.00000000
PM14	177	1	3.19350282	0.78628163	1.00000000	5.00000000
PM15	175	3	3.06285714	0.77384493	1.00000000	5.00000000
PM17	177	1	2.83050847	1.01945633	1.00000000	5.00000000
PM18D	172	6	2.97803610	0.77973758	1.00000000	5.00000000
PM19	175	3	3.19142857	1.10077596	1.00000000	5.00000000
PM21B	177	1	3.64030132	0.81529440	1.00000000	5.00000000
PM23	175	3	3.11714286	1.19949360	1.00000000	5.00000000
PM26	170	8	2.94264706	0.71077218	1.00000000	5.00000000
PM27	171	7	2.83479532	0.90755155	1.00000000	5.00000000
PM28D	171	7	3.07836257	0.70872687	1.00000000	4.40000000
PM30	170	8	3.07794118	0.72670338	1.00000000	5.00000000
PM31B	176	2	3.57196970	0.86695799	1.00000000	5.00000000
PAYDETSM	176	2	3.72537879	1.11370674	1.00000000	5.00000000
UNIONSAT	175	3	2.72228571	0.75773060	1.00000000	4.20000000
ORGINVOL	172	6	4.13054968	0.43316525	2.63636364	5.00000000
SUPVNUNT	175	3	3.52653061	0.80679398	1.28571429	5.00000000

Table C.4---continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITE NAME-SM			
PM02	162	4	3.29012346	0.83865908	1.25000000	5.00000000
PM03B	164	2	3.76219512	0.73824830	1.00000000	5.00000000
PM04	163	3	2.7052147	0.99027690	1.00000000	5.00000000
PM05B	164	2	4.03455285	0.80862672	2.00000000	5.00000000
PM06	160	6	3.34791667	0.83036947	1.00000000	5.00000000
PM07	164	2	3.30792683	0.92286795	1.00000000	5.00000000
PM08	162	4	2.60493827	1.21255351	1.00000000	5.00000000
PM10	164	2	4.24695122	0.70926591	2.00000000	5.00000000
PM11	162	4	3.62757202	0.91787389	1.00000000	5.00000000
PM12	165	1	3.72121212	0.98827195	1.00000000	5.00000000
PM14	161	5	2.98602484	0.78821815	1.00000000	5.00000000
PM15	160	6	2.46666667	0.64773971	1.16666667	4.00000000
PM17	163	3	2.72085890	0.95758531	1.00000000	5.00000000
PM18D	162	4	2.63648834	0.74273050	1.00000000	4.22222222
PM19	160	6	3.01250000	1.18288370	1.00000000	5.00000000
PM21B	163	3	3.34355828	0.87756937	1.00000000	5.00000000
PM23	165	1	2.75757576	1.17857663	1.00000000	5.00000000
PM26	157	9	2.44108280	0.77592750	1.00000000	4.50000000
PM27	157	9	2.25000000	0.77418278	1.00000000	4.00000000
PM28D	154	12	2.56103896	0.73139777	1.00000000	4.60000000
PM30	157	9	2.56608280	0.68954540	1.00000000	4.50000000
PM31B	162	4	2.92386831	1.01423593	1.00000000	5.00000000
PAYDETSM	164	2	3.25609756	1.34483666	1.00000000	5.00000000
UNIONSAT	162	4	2.53580247	0.75844048	1.00000000	4.20000000
ORGINVOL	158	8	4.08630610	0.49695578	2.63636364	5.00000000
SUPVNMNT	164	2	3.26916376	0.81358803	1.14285714	5.00000000

Table C.4---continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=WR -----						
PM02	115	0	3.60217391	0.75284231	1.00000000	5.00000000
PM03B	114	1	3.74853801	0.67189894	2.00000000	5.00000000
PM04	115	0	2.98695652	0.93062154	1.00000000	5.00000000
PM05B	113	2	4.30678466	0.68304523	2.33333333	5.00000000
PM06	114	1	3.73245614	0.69787514	1.16666667	5.00000000
PM07	115	0	3.61086957	0.74353301	1.00000000	5.00000000
PM08	115	0	2.22173913	0.94402856	1.00000000	5.00000000
PM10	112	3	4.22991071	0.72140565	1.75000000	5.00000000
PM11	115	0	3.85797101	0.75582323	1.00000000	5.00000000
PM12	115	0	3.91739130	0.76928548	1.00000000	5.00000000
PM14	113	2	3.21460177	0.74766546	1.00000000	4.50000000
PM15	114	1	2.91666667	0.75819028	1.00000000	4.16666667
PM17	115	0	2.52608696	0.86562896	1.00000000	4.50000000
PM18D	114	1	2.75243665	0.73376452	1.00000000	4.33333333
PM19	115	0	3.10000000	1.07646269	1.00000000	5.00000000
PM21B	115	0	3.59420290	0.79199529	1.00000000	5.00000000
PM23	115	0	2.71739130	1.06196284	1.00000000	5.00000000
PM26	114	1	2.92105263	0.64776316	1.00000000	4.50000000
PM27	112	3	2.28125000	0.75196814	1.00000000	4.00000000
PM28D	113	2	2.92389381	0.75181617	1.00000000	4.25000000
PM30	113	2	3.02544248	0.64437801	1.00000000	5.00000000
PM31B	114	1	3.58187135	0.77803095	1.00000000	5.00000000
PAYDETRM	112	3	3.30654762	1.12851687	1.00000000	5.00000000
UNIONSAT	111	4	2.63963964	0.79123371	1.00000000	4.60000000
ORIGINVOL	115	0	4.04268775	0.41873650	3.09090909	5.00000000
SUPVNMNT	114	1	3.50751880	0.70732183	1.00000000	4.71428571

Table C.5
REGRESSION RESULTS FOR ALL VARIABLES, ALL EMPLOYEES

MODEL:	MODEL01	SSE DFF MSR	3656.2 3545 1.031368	F RATIO PROB>F R-SQUARE	2.33 0.0027 0.0098
DEP VAR:	V1				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.726185	0.157711	23.6267	0.0001
SUPER	1	0.149476	0.047767	3.1292	0.0018
SACTO	1	-0.018969	0.037026	-0.5123	0.6085
V152	1	0.024623	0.022941	1.0733	0.2832
V156W	1	-0.000249533	0.041623	-0.0060	0.9952
V157C	1	-0.027078	0.032395	-0.8359	0.4033
V158	1	-0.00824498	0.019958	-0.4131	0.6795
V159A	1	0.037595	0.046653	0.8059	0.4204
V160	1	0.017826	0.012080	1.4756	0.1401
V165	1	0.109409	0.049977	2.1892	0.0286
V168	1	-0.010371	0.015497	-0.6692	0.5034
V169	1	-0.029186	0.041728	-0.6994	0.4843
V172	1	-0.019821	0.011490	-1.7250	0.0846
WHS	1	0.0007072961	0.050178	0.0141	0.9888
BNHS	1	0.024140	0.051194	0.4715	0.6373
OTH	1	-0.091711	0.081608	-1.1238	0.2612

MODEL:	MODEL01	SSE DFF MSR	4950.251 3545 1.396404	F RATIO PROB>F R-SQUARE	12.72 0.0001 0.0511
DEP VAR:	V2				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.242430	0.183510	12.2196	0.0001
SUPER	1	0.239085	0.055581	4.3015	0.0001
SACTO	1	-0.199173	0.043083	-4.6231	0.0001
V152	1	-0.059147	0.026694	-2.2157	0.0268
V156W	1	0.297288	0.048432	6.1383	0.0001
V157C	1	0.109254	0.037694	2.8985	0.0038
V158	1	0.009013651	0.023223	0.3881	0.6979
V159A	1	-0.106629	0.054284	-1.9643	0.0496
V160	1	-0.000694572	0.014056	-0.0494	0.9606
V165	1	0.053058	0.058153	0.9124	0.3616
V168	1	0.053120	0.018033	2.9458	0.0032
V169	1	-0.037419	0.048554	-0.7707	0.4410
V172	1	-0.055621	0.013370	-4.1601	0.0001
WHS	1	0.259596	0.058386	4.4462	0.0001
BNHS	1	0.074077	0.059569	1.2435	0.2138
OTH	1	0.209929	0.094958	2.2108	0.0271

Table C.5--continued

MODEL: MODEL01	SSR	3647.33	F RATIO	6.51
DEP VAR: V3	DFF	3545	PROB>F	0.0001
	MSE	1.028866	R-SQUARE	0.0266
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.419264	21.7069	0.0001
SUPER	1	-0.168622	-3.5344	0.0004
SACTO	1	-0.153110	-4.1403	0.0001
V152	1	0.026058	1.1372	0.2555
V156W	1	-0.083184	-2.0009	0.0455
V157C	1	-0.078962	-2.4405	0.0147
V158	1	0.00566146	0.2843	0.7762
V159A	1	0.051381	1.3173	0.1878
V160	1	0.018605	1.5420	0.1232
V165	1	-0.076919	-1.5410	0.1234
V168	1	-0.034760	-2.2457	0.0248
V169	1	-0.038092	-0.9140	0.3608
V172	1	0.026613	2.3190	0.0205
BNHS	1	-0.251006	-5.0084	0.0001
BNHS	1	-0.250334	-4.8958	0.0001
OTH	1	-0.126156	-1.5478	0.1218

MODEL: MODEL01	SSR	5101.31	F RATIO	16.55
DEP VAR: V4	DFF	3545	PROB>F	0.0001
	MSE	1.439015	R-SQUARE	0.0654
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.512291	18.8540	0.0001
SUPER	1	0.470469	8.3382	0.0001
SACTO	1	-0.158946	-3.6343	0.0003
V152	1	-0.026990	-0.9960	0.3193
V156W	1	0.184862	3.7600	0.0002
V157C	1	0.106191	2.7752	0.0055
V158	1	-0.047252	-2.0044	0.0451
V159A	1	-0.052702	-0.9564	0.3389
V160	1	0.014277	1.0005	0.3171
V165	1	-0.00424294	-0.0719	0.9427
V168	1	0.056440	3.0832	0.0021
V169	1	-0.133838	-3.7153	0.0067
V172	1	-0.044548	-3.2822	0.0010
BNHS	1	0.004462576	0.0753	0.9400
BNHS	1	-0.047076	-0.7785	0.4363
OTH	1	-0.188286	-1.9533	0.0509

Table C.5--continued

MODEL:	MODEL01	SSE	4475.008	F RATIO	17.89
DEP VAR:	V5	DFF	3545	PROB>F	0.0001
		MSE	1.262344	R-SQUARE	0.0704
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.585670	0.174479	14.8194	0.0001
SUPER	1	0.379377	0.052846	7.1789	0.0001
SACTO	1	-0.270093	0.040962	-6.5937	0.0001
V152	1	-0.010429	0.025380	-0.4109	0.6812
V156W	1	0.249032	0.046048	5.4080	0.0001
V157C	1	0.025665	0.035839	0.7161	0.4740
V158	1	-0.050956	0.022080	-2.3078	0.0211
V159A	1	-0.069441	0.051613	-1.3454	0.1786
V160	1	0.017514	0.013365	1.3105	0.1901
V165	1	0.066148	0.055291	1.1964	0.2316
V168	1	0.043487	0.017145	2.5364	0.0112
V169	1	-0.114238	0.046165	-2.4746	0.0134
V172	1	-0.050267	0.012712	-3.9543	0.0001
WHS	1	0.155854	0.055513	2.8075	0.0050
BNHS	1	-0.074798	0.056637	-1.3206	0.1867
OTH	1	0.215054	0.090285	2.3820	0.0173

MODEL:	MODEL01	SSE	5324.826	F RATIO	5.50
DEP VAR:	V6	DFF	3545	PROB>F	0.0001
		MSE	1.502067	R-SQUARE	0.0227
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.783748	0.190327	19.8803	0.0001
SUPER	1	0.113579	0.057646	1.9703	0.0489
SACTO	1	0.081389	0.044683	1.8215	0.0886
V152	1	0.030075	0.027686	1.0863	0.2774
V156W	1	-0.087886	0.050231	-1.7496	0.0803
V157C	1	-0.080002	0.039094	-2.0464	0.0408
V158	1	0.045020	0.024085	1.8692	0.0617
V159A	1	0.034138	0.056301	0.6064	0.5443
V160	1	-0.022819	0.014578	-1.5653	0.1176
V165	1	-0.096608	0.060313	-1.6018	0.1093
V168	1	-0.062903	0.018702	-3.3634	0.0008
V169	1	-0.074216	0.050358	-1.4738	0.1406
V172	1	0.030744	0.013867	2.2171	0.0267
WHS	1	-0.266016	0.060555	-4.3930	0.0001
BNHS	1	-0.363212	0.061782	-5.8790	0.0001
OTH	1	-0.148345	0.098485	-1.5063	0.1321

Table C.5--continued

MODEL:	MODEL01	SSE	3666.146	F RATIO	52.06
DEP VAR:	V7	DFE	3545	PROB>F	0.0001
		MSE	1.034174	R-SQUARE	0.1805
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.628617	0.157925	22.9768	0.0001
SUPER	1	-0.624759	0.047832	-13.0615	0.0001
SACTO	1	0.327656	0.037076	8.8374	0.0001
V152	1	0.101849	0.022972	4.4335	0.0001
V156W	1	-0.204795	0.041680	-4.9136	0.0001
V157C	1	-0.260264	0.032439	-8.0233	0.0001
V158	1	0.067087	0.019985	3.3569	0.0008
V159A	1	0.065256	0.046716	1.4183	0.1562
V160	1	-0.000554967	0.012097	-0.0459	0.9634
V165	1	-0.121032	0.050045	-2.4185	0.0156
V168	1	-0.037617	0.015518	-2.4240	0.0154
V169	1	-0.010066	0.041785	-0.2409	0.8096
V172	1	0.031523	0.011506	2.7397	0.0062
WHS	1	-0.129172	0.050246	-2.5708	0.0102
BNHS	1	0.179784	0.051264	3.5070	0.0005
OTH	1	0.163684	0.081719	2.0030	0.0453

MODEL:	MODEL01	SSE	5155.903	F RATIO	29.83
DEP VAR:	V8	DFE	3545	PROB>F	0.0001
		MSE	1.454416	R-SQUARE	0.1121
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.253016	0.187283	12.0300	0.0001
SUPER	1	0.194388	0.056724	3.4269	0.0006
SACTO	1	-0.186337	0.043968	-4.2380	0.0001
V152	1	0.025783	0.027243	0.9464	0.3440
V156W	1	-0.432682	0.049428	-8.7539	0.0001
V157C	1	0.410352	0.038469	10.6671	0.0001
V158	1	-0.125347	0.023700	-5.2889	0.0001
V159A	1	-0.00261505	0.055400	-0.0472	0.9624
V160	1	-0.036817	0.014345	-2.5665	0.0103
V165	1	0.134278	0.059349	2.2625	0.0237
V168	1	0.054982	0.018403	2.9876	0.0028
V169	1	0.110598	0.049553	2.2319	0.0257
V172	1	-0.071677	0.013645	-5.2530	0.0001
WHS	1	-0.043010	0.059586	-0.7218	0.4705
BNHS	1	-0.381019	0.060794	-6.2674	0.0001
OTH	1	0.016227	0.096910	0.1674	0.8670

Table C.5--continued

MODEL:	MODEL01	SSE DFE MSE	4534.45 3545 1.279111	F RATIO PROB>F R-SQUARE	8.01 0.0001 0.0328
DEP VAR:	V9				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.56.526	0.175634	19.9706	0.0001
SUPER	1	0.091030	0.053196	1.7112	0.0871
SACTO	1	-0.187092	0.041234	-4.5374	0.0001
V152	1	-0.020462	0.025549	-0.8009	0.4232
V156W	1	-0.116557	0.046353	-2.5145	0.0120
V157C	1	0.000455242	0.036076	0.0126	0.9899
V158	1	-0.0014522	0.022226	-0.0653	0.9479
V159A	1	-0.140761	0.051955	-2.7093	0.0068
V160	1	-0.00549173	0.013453	-0.4082	0.6831
V165	1	-0.00122848	0.055657	-0.0221	0.9824
V168	1	-0.011871	0.017259	-0.6878	0.4916
V169	1	-0.079249	0.046470	-1.7054	0.0882
V172	1	-0.062753	0.012796	-4.9041	0.0001
WHS	1	0.163862	0.055880	2.9324	0.0034
BHHS	1	-0.00820967	0.057012	-0.1440	0.8855
OTH	1	-0.066885	0.090882	-0.7360	0.4618

MODEL:	MODEL01	SSE DFE MSE	2951.564 3545 0.832599	F RATIO PROB>F R-SQUARE	18.80 0.0001 0.0737
DEP VAR:	V10				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.591044	0.141701	25.3424	0.0001
SUPER	1	0.294901	0.042918	6.8712	0.0001
SACTO	1	-0.134671	0.033267	-4.0482	0.0001
V152	1	0.014986	0.020612	0.7271	0.4672
V156W	1	0.051356	0.037398	1.3733	0.1698
V157C	1	0.138703	0.029106	4.7654	0.0001
V158	1	-0.046147	0.017932	-2.5735	0.0101
V159A	1	-0.014936	0.041917	-0.3563	0.7216
V160	1	-0.00904152	0.010854	-0.8330	0.4049
V165	1	-0.00761404	0.044904	-0.1696	0.8654
V168	1	0.081040	0.013924	5.8201	0.0001
V169	1	-0.027008	0.037492	-0.7204	0.4714
V172	1	-0.011770	0.010324	-1.1400	0.2543
WHS	1	0.123446	0.045084	2.7381	0.0062
BHHS	1	-0.015881	0.045997	-0.3452	0.7299
OTH	1	-0.154001	0.073324	-2.1003	0.0358

Table C.5--continued

MODEL:	MODEL01	SSE DFE MSE	4311.314 3545 1.216168	F RATIO PROB>F R-SQUARE	18.50 0.0001 0.0726
DEP VAR:	V11				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.085245	0.171258	18.0151	0.0001
SUPER	1	0.372628	0.051871	7.1838	0.0001
SACTO	1	-0.125700	0.040206	-3.1264	0.0018
V152	1	0.029800	0.024912	1.1962	0.2317
V156W	1	0.139244	0.045198	3.0807	0.0021
V157C	1	0.061224	0.035177	1.7404	0.0819
V158	1	-0.051413	0.021672	-2.3723	0.0177
V159A	1	-0.101468	0.050660	-2.0029	0.0453
V160	1	0.028259	0.013118	2.1542	0.0313
V165	1	0.107358	0.054270	1.9782	0.0480
V168	1	0.087001	0.016829	5.1898	0.0001
V169	1	-0.196525	0.045313	-4.3371	0.0001
V172	1	-0.028123	0.012477	-2.2539	0.0243
WHS	1	-0.018156	0.054488	-0.3332	0.7390
BNHS	1	-0.124240	0.055592	-2.2349	0.0255
OTH	1	-0.139735	0.088618	-1.5768	0.1149

MODEL:	MODEL01	SSE DFE MSE	4857.176 3545 1.370148	F RATIO PROB>F R-SQUARE	8.92 0.0001 0.0364
DEP VAR:	V12				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.519364	0.181777	13.8596	0.0001
SUPER	1	0.256513	0.055056	4.6591	0.0001
SACTO	1	-0.218188	0.042676	-5.1127	0.0001
V152	1	0.009697936	0.026442	0.3668	0.7138
V156W	1	0.095636	0.047974	1.9935	0.0463
V157C	1	0.111913	0.037338	2.9973	0.0027
V158	1	0.006185131	0.023003	0.2689	0.7880
V159A	1	-0.024370	0.053772	-0.4532	0.6504
V160	1	0.004515553	0.013924	0.3243	0.7457
V165	1	-0.00140976	0.057604	-0.0245	0.9805
V168	1	0.011759	0.017862	0.6583	0.5104
V169	1	0.120012	0.048096	2.4953	0.0126
V172	1	-0.017100	0.013244	-1.2912	0.1967
WHS	1	0.052125	0.057834	0.9013	0.3675
BNHS	1	-0.086500	0.059006	-1.4659	0.1428
OTH	1	0.043819	0.094061	0.4659	0.6413

Table C.5--continued

MODEL:	MODEL01	SSE	4389.919	F RATIO	23.13
DEP VAR:	V13	DFE	3545	PROB>F	0.0001
		MSE	1.238341	R-SQUARE	0.0891
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.679241	0.172813	21.2904	0.0001
SUPER	1	-0.31453	0.052341	-6.1606	0.0001
SACTO	1	0.35743	0.040571	8.2508	0.0001
V152	1	0.101032	0.025138	4.0191	0.0001
V156W	1	-0.111103	0.045609	-2.4360	0.0149
V157C	1	-0.181374	0.035497	-5.1096	0.0001
V158	1	0.019006	0.021869	0.8691	0.3849
V159A	1	0.102055	0.051120	1.9964	0.0460
V160	1	-0.010011	0.013237	-0.7563	0.4495
V165	1	-0.161269	0.054763	-2.9449	0.0033
V168	1	-0.044054	0.016981	-2.5943	0.0095
V169	1	0.142338	0.045724	3.1130	0.0019
V172	1	0.033294	0.012591	2.6443	0.0082
WHS	1	-0.051442	0.054982	-0.9356	0.3495
BWHS	1	0.164000	0.056096	2.9235	0.0035
OTH	1	0.006413453	0.089422	0.0717	0.9428

MODEL:	MODEL01	SSE	5207.563	F RATIO	14.25
DEP VAR:	V14	DFE	3545	PROB>F	0.0001
		MSE	1.468988	R-SQUARE	0.0569
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.515850	0.188219	18.6795	0.0001
SUPER	1	0.368536	0.057008	6.4647	0.0001
SACTO	1	-0.351429	0.044188	-7.9530	0.0001
V152	1	-0.013885	0.027379	-0.5072	0.6121
V156W	1	-0.00339946	0.049675	-0.0684	0.9454
V157C	1	-0.050157	0.038661	-1.2974	0.1946
V158	1	-0.040769	0.023819	-1.7116	0.0870
V159A	1	-0.097846	0.055677	-1.7574	0.0789
V160	1	0.040826	0.014417	2.8318	0.0047
V165	1	0.125545	0.059645	2.1049	0.0354
V168	1	0.041001	0.018495	2.2169	0.0267
V169	1	-0.044098	0.049800	-0.8855	0.3760
V172	1	-0.048781	0.013713	-3.5572	0.0004
WHS	1	-0.010858	0.059884	-0.1813	0.8561
BWHS	1	-0.078964	0.061098	-1.2924	0.1963
OTH	1	0.083136	0.097395	0.8536	0.3934

Table C.5--continued

MODEL:	MODEL01	SSE	DFE	MSE	4975.045	3545	F RATIO	21.31
DEP VAR:	V15				1.403398		PROB>F	0.0001
							R-SQUARE	0.0827
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T			
INTERCEPT	1	3.041051	0.183969	16.5302	0.0001			
SUPER	1	0.413998	0.055720	7.4299	0.0001			
SACTO	1	-0.246930	0.043190	-5.7172	0.0001			
V152	1	0.00547229	0.026761	0.2045	0.8380			
V156W	1	0.263564	0.048553	5.4284	0.0001			
V157C	1	0.116395	0.037788	3.0802	0.0021			
V158	1	-0.090224	0.023281	-3.8755	0.0001			
V159A	1	-0.096114	0.054420	-1.7662	0.0775			
V160	1	0.010259	0.014091	0.7280	0.4667			
V165	1	0.086800	0.058298	1.4889	0.1366			
V168	1	0.011309	0.018078	0.6256	0.5316			
V169	1	-0.182486	0.048676	-3.7490	0.0002			
V172	1	-0.070822	0.013404	-5.2839	0.0001			
WHS	1	0.197229	0.058532	3.3696	0.0008			
BNHS	1	-0.042888	0.059718	-0.7182	0.4727			
OTH	1	0.056089	0.095195	0.5892	0.5558			

MODEL:	MODEL01	SSE	DFE	MSE	4058.017	3545	F RATIO	17.65
DEP VAR:	V16				1.144716		PROB>F	0.0001
							R-SQUARE	0.0695
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T			
INTERCEPT	1	2.983947	0.166151	17.9592	0.0001			
SUPER	1	0.182137	0.050324	3.6193	0.0003			
SACTO	1	-0.121430	0.039007	-3.1130	0.0019			
V152	1	0.006317141	0.024169	0.2614	0.7938			
V156W	1	0.222201	0.043851	5.0672	0.0001			
V157C	1	0.244480	0.034128	7.1635	0.0001			
V158	1	-0.034129	0.021026	-1.6232	0.1046			
V159A	1	-0.048993	0.049149	-0.9968	0.3189			
V160	1	-0.012697	0.012727	-0.9976	0.3185			
V165	1	0.020003	0.052652	0.3799	0.7040			
V168	1	0.037619	0.016327	2.3041	0.0213			
V169	1	-0.136794	0.043961	-3.1117	0.0019			
V172	1	-0.00025984	0.012105	-0.0213	0.9830			
WHS	1	0.177961	0.052863	3.3665	0.0008			
BNHS	1	-0.101411	0.053934	-1.8803	0.0602			
OTH	1	0.060455	0.085975	0.7032	0.4820			

Table C.5--continued

MODEL:	MODEL01	SSE	4451.596	F RATIO	18.59
DEP VAR:	V17	DFE	3545	PROB>F	0.0001
		MSE	1.255739	R-SQUARE	0.0729
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.754587	0.174022	15.8289	0.0001
SUPER	1	0.049388	0.052708	0.9370	0.3488
SACTO	1	-0.096803	0.040855	-2.3694	0.0179
V152	1	-0.00168582	0.025314	-0.0666	0.9469
V156W	1	0.399773	0.045928	8.7044	0.0001
V157C	1	0.096824	0.035745	2.7087	0.0088
V158	1	-0.032987	0.022022	-1.4979	0.1342
V159A	1	0.118125	0.051478	2.2947	0.0218
V160	1	0.025713	0.013330	1.9290	0.0538
V165	1	0.262386	0.055146	4.7580	0.0001
V168	1	0.004900257	0.017100	0.2866	0.7745
V169	1	-0.035433	0.046044	-0.7695	0.4416
V172	1	-0.020480	0.012679	-1.6153	0.1063
WHS	1	-0.115511	0.055367	-2.0863	0.0370
BNHS	1	-0.335353	0.056489	-5.9366	0.0001
OTH	1	-0.173181	0.090048	-1.9232	0.0545

MODEL:	MODEL01	SSE	4715.658	F RATIO	17.20
DEP VAR:	V18	DFE	3545	PROB>F	0.0001
		MSE	1.330228	R-SQUARE	0.0678
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.505923	0.179109	13.9910	0.0001
SUPER	1	0.268913	0.054248	4.9571	0.0001
SACTO	1	-0.282940	0.042049	-6.7287	0.0001
V152	1	-0.00490821	0.026054	-0.1884	0.8506
V156W	1	0.304939	0.047270	6.4510	0.0001
V157C	1	0.080153	0.036790	2.1787	0.0294
V158	1	-0.033918	0.022666	-1.4965	0.1346
V159A	1	-0.091564	0.052982	-1.7282	0.0840
V160	1	0.020591	0.013719	1.5009	0.1335
V165	1	0.076894	0.056758	1.3548	0.1756
V168	1	0.064840	0.017600	3.6841	0.0002
V169	1	-0.119546	0.047390	-2.5226	0.0117
V172	1	-0.020869	0.013049	-1.5992	0.1099
WHS	1	-0.230037	0.056986	-4.0368	0.0001
BNHS	1	0.144611	0.058140	2.4873	0.0129
OTH	1	0.059663	0.092681	0.6437	0.5198

Table C.5--continued

MODEL: MODEL01	SSE	5542.521	F RATIO	12.64
DEP VAR: V19	DFE	3545	PROB>F	0.0001
	MSE	1.563475	R-SQUARE	0.0508
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.451924	17.7771	0.0001
SUPER	1	0.431709	7.3404	0.0001
SACTO	1	-0.192982	-4.2333	0.0001
V152	1	0.000505191	0.0179	0.9857
V156W	1	0.224439	4.3795	0.0001
V157C	1	-0.051424	-1.2893	0.1974
V158	1	-0.097214	-3.9562	0.0001
V159A	1	-0.035374	-0.6158	0.5380
V160	1	-0.013179	-0.8861	0.3756
V165	1	0.149072	2.4226	0.0155
V168	1	0.043912	2.3014	0.0214
V169	1	-0.148055	-2.8817	0.0040
V172	1	-0.036926	-2.6101	0.0091
WHS	1	0.012539	0.2030	0.8392
BNHS	1	0.025959	0.4118	0.6805
OTH	1	0.032914	0.2281	0.8196

MODEL: MODEL01	SSE	4605.464	F RATIO	44.48
DEP VAR: V20	DFE	3545	PROB>F	0.0001
	MSE	1.299144	R-SQUARE	0.1584
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.226660	12.5797	0.0001
SUPER	1	0.406803	7.5881	0.0001
SACTO	1	-0.261518	-6.2933	0.0001
V152	1	-0.00959684	-0.3727	0.7094
V156W	1	0.134181	2.8723	0.0041
V157C	1	0.362190	9.9619	0.0001
V158	1	-0.233325	-10.4166	0.0001
V159A	1	-0.051861	-0.9905	0.3220
V160	1	0.018581	1.3705	0.1706
V165	1	0.107219	1.9115	0.0560
V168	1	0.065085	3.7420	0.0002
V169	1	-0.055104	-1.1766	0.2394
V172	1	-0.096145	-7.4554	0.0001
WHS	1	0.136389	2.4218	0.0155
BNHS	1	-0.156942	-2.7315	0.0063
OTH	1	0.114120	1.2460	0.2129

Table C.5--continued

MODEL: MODEL01	SSE DPE MSE	5351.395 3545 1.509561	F RATIO PROB>F R-SQUARE	19.30 0.0001 0.0719
DEP VAR: V21				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO PROB> T
INTERCEPT	1	3.040583	0.190801	15.9359
SUPER	1	0.284521	0.057790	4.9234
SACTO	1	-0.323984	0.044794	-7.2327
V152	1	0.016580	0.027755	0.5974
V156W	1	0.223023	0.050356	4.4289
V157C	1	0.063658	0.03191	1.6243
V158	1	-0.100604	0.024145	-4.1666
V159A	1	-0.084642	0.056441	-1.4997
V160	1	0.045813	0.014615	3.1347
V165	1	0.160064	0.060463	2.6473
V168	1	0.028251	0.018749	1.5068
V169	1	-0.117523	0.050483	-2.3280
V172	1	-0.072891	0.013901	-5.2435
WHS	1	-0.060372	0.060706	-0.9945
BNHS	1	-0.185592	0.061936	-2.9965
OTH	1	0.170054	0.098730	1.7224
MODEL: MODEL01	SSE DPE MSE	4260.25 3545 1.201763	F RATIO PROB>F R-SQUARE	17.09 0.0001 0.0674
DEP VAR: V22				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO PROB> T
INTERCEPT	1	3.273781	0.170241	19.2303
SUPER	1	0.021005	0.051562	0.4074
SACTO	1	0.340475	0.039967	8.5188
V152	1	-0.025006	0.024764	-1.0098
V156W	1	0.412382	0.044930	9.1783
V157C	1	-0.00227728	0.034968	-0.0651
V158	1	0.047219	0.021543	2.1918
V159A	1	0.028733	0.050359	0.5706
V160	1	0.072782	0.013040	5.5815
V165	1	-0.156415	0.053948	-2.8994
V168	1	-0.088111	0.016729	-5.2671
V169	1	-0.124264	0.045044	-2.7588
V172	1	0.020701	0.012403	1.6690
WHS	1	0.027331	0.054164	0.5046
BNHS	1	0.026849	0.055262	0.4858
OTH	1	0.135877	0.088092	1.5425

Table C.5---continued

MODEL: MODEL01	SSE	4651.746	F RATIO	19.55
DEP VAR: V23	DFF	3545	PROB>F	0.0001
	MSE	1.312199	R-SQUARE	0.0764
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.189550	17.9298	0.0001
SUPER	1	0.398171	7.3900	0.0001
SACTO	1	-0.083813	-2.0068	0.0448
V152	1	-0.058156	-2.2474	0.0247
V156W	1	0.356742	7.5985	0.0001
V157C	1	0.100567	2.7523	0.0059
V158	1	-0.083616	-3.7144	0.0002
V159A	1	0.00499942	0.0950	0.9243
V160	1	0.018620	1.3665	0.1719
V165	1	0.124278	2.2046	0.0275
V168	1	-0.00839055	-0.4800	0.6313
V169	1	-0.147929	-3.1429	0.0017
V172	1	-0.054980	-4.2421	0.0001
WHS	1	0.081272	1.4359	0.1511
BNHS	1	-0.159777	-2.7669	0.0057
OTH	1	-0.051903	-0.5639	0.5729

MODEL: MODEL01	SSE	5122.188	F RATIO	31.00
DEP VAR: V24	DFF	3545	PROB>F	0.0001
	MSE	1.444905	R-SQUARE	0.1160
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.728814	14.6184	0.0001
SUPER	1	0.674905	11.9371	0.0001
SACTO	1	-0.127035	-2.8987	0.0038
V152	1	-0.019998	-0.7365	0.4615
V156W	1	0.200753	4.0749	0.0001
V157C	1	0.187538	4.8911	0.0001
V158	1	-0.116809	-4.9448	0.0001
V159A	1	-0.154289	-2.7941	0.0052
V160	1	0.016648	1.1643	0.2444
V165	1	0.046965	0.7939	0.4273
V168	1	-0.010042	-0.5475	0.5841
V169	1	-0.121874	-2.4676	0.0137
V172	1	-0.086697	-6.3746	0.0001
WHS	1	0.242425	4.0818	0.0001
BNHS	1	-0.096000	-1.5843	0.1132
OTH	1	0.000598574	0.0062	0.9950

Table C.5--continued

MODEL:	MODEL01	SSE	3957.351	F RATIO	11.43
DFE		3545		PROB>F	0.0001
MSR		1.116319		R-SQUARE	0.0461
DEP VAR: V25					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.642357	0.164078	22.1990	0.0001
SUPER	1	0.254803	0.049696	5.1273	0.0001
SACTO	1	-0.115578	0.038520	-3.0004	0.0027
V152	1	-0.058566	0.023867	-2.4538	0.0142
V156W	1	0.055817	0.043303	1.2890	0.1975
V157C	1	0.109132	0.033702	3.2381	0.0012
V158	1	-0.078791	0.020763	-3.7947	0.0002
V159A	1	-0.096051	0.048536	-1.9790	0.0479
V160	1	0.019790	0.012568	1.5747	0.1154
V165	1	0.093355	0.051995	1.7955	0.0727
V168	1	0.005254573	0.016123	0.3259	0.7445
V169	1	0.048468	0.043413	1.1164	0.2643
V172	1	-0.025004	0.011954	-2.0916	0.0365
WHS	1	0.154288	0.052203	2.9555	0.0031
BWHS	1	-0.134454	0.053261	-2.5244	0.0116
OTH	1	-0.029780	0.084902	-0.3508	0.7258

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MODEL:	MODEL01	SSE	4993.169	F RATIO	17.11
DEP VAR:	V26	DFE	3518	PROB>F	0.0001
		MSE	1.419320	R-SQUARE	0.0680
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	4.151794	0.185716	22.3557	0.0001
SUPER	1	-0.049876	0.056249	-0.8867	0.3753
SACTO	1	-0.018735	0.043600	-0.4297	0.6674
V152	1	-0.00948151	0.027015	-0.3510	0.7256
V156W	1	0.098358	0.049014	2.0067	0.0449
V157C	1	-0.332584	0.038147	-8.7185	0.0001
V158	1	0.095818	0.023502	4.0770	0.0001
V159A	1	-0.046657	0.054937	-0.8493	0.3958
V160	1	-0.045076	0.014225	-3.1687	0.0015
V165	1	-0.022569	0.058852	-0.3835	0.7014
V168	1	-0.084500	0.018249	-4.6303	0.0001
V169	1	0.095035	0.049138	1.9341	0.0532
V172	1	0.026044	0.013531	1.9248	0.0543
WHS	1	0.098969	0.059088	1.6750	0.0940
BHHS	1	0.270030	0.060285	4.4792	0.0001
OTH	1	-0.098530	0.096099	-1.0253	0.3053

MODEL:	MODEL01	SSE	4735.022	F RATIO	32.06
DEP VAR:	V27	DFE	3518	PROB>F	0.0001
		MSE	1.345941	R-SQUARE	0.1203
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.002169	0.180851	16.6002	0.0001
SUPER	1	0.498424	0.054776	9.0993	0.0001
SACTO	1	-0.245711	0.042458	-5.7871	0.0001
V152	1	-0.068633	0.026307	-2.6089	0.0091
V156W	1	0.246401	0.047730	5.1624	0.0001
V157C	1	0.173976	0.037148	4.6834	0.0001
V158	1	-0.167251	0.022886	-7.3080	0.0001
V159A	1	-0.090536	0.053498	-1.6923	0.0907
V160	1	-0.00978726	0.013853	-0.7065	0.4799
V165	1	0.075589	0.057310	1.3189	0.1873
V168	1	-0.032662	0.017771	-1.8379	0.0662
V169	1	-0.049838	0.047851	-1.0415	0.2977
V172	1	-0.062940	0.013176	-4.7768	0.0001
WHS	1	0.316070	0.057540	5.4931	0.0001
BHHS	1	-0.019982	0.058706	-0.3404	0.7336
OTH	1	0.115202	0.093582	1.2310	0.2184

Table C.5--continued

MODEL:	MODEL01	SSE	4054.066	F RATIO	19.77
DEP VAR:	V28	DFE	3518	PROB>F	0.0001
		MSE	1.152378	R-SQUARE	0.0777
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.702401	0.167342	22.1247	0.0001
SUPER	1	0.437513	0.050684	8.6321	0.0001
SACTO	1	-0.265088	0.039287	-6.7475	0.0001
V152	1	-0.018702	0.024342	-0.7683	0.4424
V156W	1	0.218973	0.044165	4.9581	0.0001
V157C	1	-0.020734	0.034373	-0.6032	0.5464
V158	1	-0.012890	0.021177	-0.6087	0.5428
V159A	1	-0.040586	0.049502	-0.8199	0.4123
V160	1	-0.030928	0.012818	-2.4129	0.0159
V165	1	0.104469	0.053029	1.9700	0.0489
V168	1	0.0008794443	0.016444	0.0053	0.9957
V169	1	-0.092706	0.044277	-2.0938	0.0363
V172	1	-0.047407	0.012192	-3.8883	0.0001
WHS	1	0.329002	0.053242	6.1794	0.0001
BNHS	1	0.304590	0.054321	5.6073	0.0001
OTH	1	0.127809	0.086592	1.4760	0.1400

MODEL:	MODEL01	SSE	3313.76	F RATIO	19.15
DEP VAR:	V29	DFE	3518	PROB>F	0.0001
		MSE	0.941944	R-SQUARE	0.0755
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.991236	0.151294	13.1614	0.0001
SUPER	1	0.161666	0.045824	3.5280	0.0004
SACTO	1	-0.253214	0.035519	-7.1289	0.0001
V152	1	-0.00508098	0.022008	-0.2309	0.8174
V156W	1	0.188510	0.039929	4.7211	0.0001
V157C	1	0.154705	0.031076	4.9782	0.0001
V158	1	-0.018325	0.019146	-0.9571	0.3386
V159A	1	-0.138630	0.044754	-3.0976	0.0020
V160	1	-0.000353796	0.011589	-0.0305	0.9756
V165	1	-0.018660	0.047944	-0.3892	0.6972
V168	1	0.067763	0.014867	4.5580	0.0001
V169	1	-0.080125	0.040030	-2.0016	0.0454
V172	1	-0.047617	0.011023	-4.3199	0.0001
WHS	1	0.284897	0.048136	5.9186	0.0001
BNHS	1	0.070430	0.049111	1.4341	0.1516
OTII	1	0.055745	0.078287	0.7248	0.4686

Table C.5--continued

MODEL:	MODEL01	SSE	4043.538	F RATIO	19.79
DEP VAR:	V30	DFE	3518	PROB>F	0.0001
		MSE	1.149386	R-SQUARE	0.0778
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.907219	0.167125	17.3955	0.0001
SUPER	1	-0.108817	0.050619	-2.1497	0.0316
SACTO	1	0.285990	0.032336	7.2890	0.0001
V152	1	-0.086546	0.024311	-3.5600	0.0004
V156W	1	0.340834	0.044107	7.7274	0.0001
V157C	1	0.016502	0.034328	0.4807	0.6308
V158	1	0.047890	0.021149	2.2644	0.0236
V159A	1	-0.051877	0.049437	-1.0494	0.2941
V160	1	0.021724	0.012801	1.6970	0.0898
V165	1	-0.164290	0.052960	-3.1021	0.0019
V168	1	-0.039819	0.016422	-2.4247	0.0154
V169	1	-0.160599	0.044219	-3.6319	0.0003
V172	1	0.072704	0.012176	5.9709	0.0001
WHS	1	-0.050681	0.053173	-0.9531	0.3406
BNHS	1	0.022584	0.054250	0.4163	0.6772
OTH	1	0.161621	0.086479	1.8689	0.0617

MODEL:	MODEL01	SSE	5243.883	F RATIO	10.10
DEP VAR:	V31	DFE	3518	PROB>F	0.0001
		MSE	1.490587	R-SQUARE	0.0413
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.724722	0.190321	19.5707	0.0001
SUPER	1	0.309452	0.057644	5.3683	0.0001
SACTO	1	-0.222986	0.044682	-4.9905	0.0001
V152	1	-0.018202	0.027685	-0.6575	0.5109
V156W	1	0.192153	0.050229	3.8255	0.0001
V157C	1	-0.017677	0.039093	-0.4522	0.6512
V158	1	-0.069521	0.024085	-2.8866	0.0039
V159A	1	-0.097368	0.056299	-1.7295	0.0838
V160	1	-0.029214	0.014578	-2.0040	0.0451
V165	1	0.125390	0.060311	2.0791	0.0377
V168	1	0.030689	0.018702	1.6410	0.1009
V169	1	-0.126500	0.050356	-2.5121	0.0120
V172	1	-0.040973	0.013866	-2.9549	0.0031
WHS	1	0.023158	0.060553	0.3824	0.7022
BNHS	1	0.014037	0.061780	0.2272	0.8203
OTH	1	-0.029399	0.098482	-0.2985	0.7653

Table C.5--continued

MODEL:	MODEL01	SSE	4248.687	F RATIO	22.85
DEP VAR:	V32	DFE	3518	PROB>F	0.0001
		MSE	1.207700	R-SQUARE	0.0888
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.425694	0.171312	14.1595	0.0001
SUPER	1	0.164504	0.051887	3.1704	0.0015
SACTO	1	-0.287732	0.040219	-7.1541	0.0001
V152	1	-0.067263	0.024920	-2.6992	0.0070
V156W	1	-0.031032	0.045212	-0.6864	0.4925
V157C	1	0.202110	0.035188	5.7437	0.0001
V158	1	-0.061940	0.021679	-2.8572	0.0043
V159A	1	-0.120122	0.050676	-2.3704	0.0178
V160	1	0.011650	0.013122	0.8878	0.3747
V165	1	0.250542	0.054287	4.6151	0.0001
V168	1	0.090357	0.016834	5.3676	0.0001
V169	1	-0.066891	0.045327	-1.4758	0.1401
V172	1	-0.084083	0.012481	-6.7367	0.0001
WHS	1	0.116546	0.054505	2.1383	0.0326
BNHS	1	-0.122782	0.055609	-2.2079	0.0273
OTH	1	-0.0064869	0.088646	-0.0732	0.9417

MODEL:	MODEL01	SSE	4795.707	F RATIO	39.03
DEP VAR:	V33	DFE	3518	PROB>F	0.0001
		MSE	1.363191	R-SQUARE	0.1427
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.509257	0.182006	13.7866	0.0001
SUPER	1	0.321560	0.055126	5.8332	0.0001
SACTO	1	-0.347364	0.042730	-8.1294	0.0001
V152	1	0.030225	0.026475	1.1416	0.2537
V156W	1	0.083802	0.048035	1.7446	0.0811
V157C	1	0.270480	0.037385	7.2350	0.0001
V158	1	-0.131217	0.023032	-5.6971	0.0001
V159A	1	-0.058723	0.053839	-1.0907	0.2755
V160	1	0.014611	0.013941	1.0481	0.2947
V165	1	0.215432	0.057676	3.7352	0.0002
V168	1	0.132756	0.017885	7.4229	0.0001
V169	1	-0.136042	0.048156	-2.8250	0.0048
V172	1	-0.063568	0.013260	-4.7938	0.0001
WHS	1	0.180009	0.057907	3.1086	0.0019
BNHS	1	-0.202752	0.059081	-3.4318	0.0006
OTH	1	-0.078582	0.094180	-0.8344	0.4041

Table C.5--continued

MODEL:	MODEL01	SSE	4987.604	F RATIO	26.79
DEP VAR:	V34	DFE	3518	PROB>F	0.0001
		MSE	1.417739	R-SQUARE	0.1025
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.959116	0.185612	15.9425	0.0001
SUPER	1	0.443625	0.056218	7.8911	0.0001
SACTO	1	-0.302669	0.043576	-6.9458	0.0001
V152	1	-0.00876681	0.027000	-0.3247	0.7454
V156W	1	0.278625	0.048987	5.6878	0.0001
V157C	1	0.148728	0.038126	3.9010	0.0001
V158	1	-0.103603	0.023489	-4.4108	0.0001
V159A	1	-0.036422	0.054906	-0.6634	0.5071
V160	1	-0.00971121	0.014217	-0.6831	0.4946
V165	1	0.222677	0.058819	3.7858	0.0002
V168	1	0.034562	0.018239	1.8949	0.0582
V169	1	-0.133517	0.049110	-2.7187	0.0066
V172	1	-0.057022	0.013523	-4.2166	0.0001
WHS	1	0.118473	0.059055	2.0062	0.0449
BNHS	1	-0.036393	0.060251	-0.6040	0.5459
OTH	1	-0.00416991	0.096045	-0.0434	0.9654
MODEL:	MODEL01	SSE	4960.977	F RATIO	26.79
DEP VAR:	V35	DFE	3518	PROB>F	0.0001
		MSE	1.410170	R-SQUARE	0.1025
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.979505	0.185116	16.0953	0.0001
SUPER	1	0.385788	0.056068	6.8807	0.0001
SACTO	1	-0.534862	0.043460	-12.3071	0.0001
V152	1	-0.044715	0.026928	-1.6606	0.0969
V156W	1	-0.181248	0.048856	-3.7099	0.0002
V157C	1	0.083896	0.038024	2.2064	0.0274
V158	1	0.003048795	0.023426	0.1301	0.8965
V159A	1	-0.166638	0.054759	-3.0431	0.0024
V160	1	0.015590	0.014179	1.0995	0.2716
V165	1	0.094609	0.058662	1.6128	0.1069
V168	1	0.049526	0.018190	2.7227	0.0065
V169	1	-0.074865	0.048979	-1.5285	0.1265
V172	1	-0.047797	0.013487	-3.5439	0.0004
WHS	1	0.022559	0.058897	0.3830	0.7017
BNHS	1	0.032449	0.060090	0.5400	0.5892
OTH	1	-0.064860	0.095789	-0.6771	0.4984

Table C.5---continued

MODEL:	MODEL01	SSE	4250.254	F RATIO	22.29
DEP VAR:	V36	DFE	3518	PROB>F	0.0001
		MSE	1.208145	R-SQUARE	0.0868
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.876150	0.171344	10.9496	0.0001
SUPER	1	0.205109	0.051896	3.9523	0.0001
SACTO	1	0.663747	0.040226	16.5003	0.0001
V152	1	-0.00569332	0.024924	-0.2284	0.8193
V156W	1	0.050013	0.045221	1.1060	0.2688
V157C	1	0.017453	0.035195	0.4959	0.6200
V158	1	-0.026178	0.021683	-1.2073	0.2274
V159A	1	-0.117328	0.050685	-2.3148	0.0207
V160	1	-0.00260161	0.013124	-0.1982	0.8429
V165	1	0.066023	0.054297	1.2160	0.2241
V168	1	0.072630	0.016837	4.3137	0.0001
V169	1	0.051594	0.045335	1.1381	0.2552
V172	1	-0.024714	0.012484	-1.9797	0.0478
WHS	1	0.125145	0.054515	2.2956	0.0218
BNHS	1	0.183965	0.055620	3.3076	0.0010
OTH	1	0.016059	0.088662	0.1811	0.8563

MODEL:	MODEL01	SSE	4405.555	F RATIO	19.74
DEP VAR:	V37	DFE	3518	PROB>F	0.0001
		MSE	1.252290	R-SQUARE	0.0776
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.145822	0.174446	18.0332	0.0001
SUPER	1	0.431670	0.052836	8.1700	0.0001
SACTO	1	-0.220931	0.040955	-5.3945	0.0001
V152	1	-0.035700	0.025376	-1.4069	0.1596
V156W	1	0.134141	0.046040	2.9136	0.0036
V157C	1	0.033077	0.035832	0.9231	0.3560
V158	1	0.030355	0.022076	1.3751	0.1692
V159A	1	-0.155703	0.051603	-3.0173	0.0026
V160	1	-0.018696	0.013362	-1.3992	0.1619
V165	1	-0.079962	0.055280	-1.4465	0.1481
V168	1	0.062131	0.017142	3.6245	0.0003
V169	1	-0.125592	0.046156	-2.7210	0.0065
V172	1	-0.034986	0.012710	-2.7527	0.0059
WHS	1	0.328223	0.055502	5.9137	0.0001
BNHS	1	0.462944	0.056627	8.1754	0.0001
OTH	1	0.278399	0.090267	3.0842	0.0021

Table C.5--continued

MODEL:	MODEL01	SSE	3895.654	F RATIO	9.97
DEP VAR:	V38	DYE	3518	PROB>F	0.0001
		MSE	1.107349	R-SQUARE	0.0408
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.455176	0.164040	21.0630	0.0001
SUPER	1	0.0008604766	0.049684	0.0173	0.9862
SACTO	1	0.300744	0.038512	7.8092	0.0001
V152	1	0.088763	0.023862	3.7198	0.0002
V156W	1	-0.027515	0.043293	-0.6356	0.5251
V157C	1	-0.049705	0.033695	-1.4752	0.1403
V158	1	-0.027367	0.020759	-1.3183	0.1875
V159A	1	0.089091	0.048525	1.8360	0.0664
V160	1	-0.00582216	0.012565	-0.4634	0.6431
V165	1	-0.049616	0.051983	-0.9545	0.3399
V168	1	-0.069032	0.016119	-4.2819	0.0001
V169	1	0.028855	0.043403	0.6648	0.5062
V172	1	0.036755	0.011952	3.0754	0.0021
WHS	1	-0.156552	0.052191	-2.9996	0.0027
BNHS	1	-0.179715	0.053249	-3.3750	0.0007
OTH	1	-0.081648	0.084883	-0.9619	0.3362
MODEL:	MODEL01	SSE	4233.662	F RATIO	18.57
DEP VAR:	V39	DYE	3518	PROB>F	0.0001
		MSE	1.203429	R-SQUARE	0.0734
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.010987	0.171009	17.6072	0.0001
SUPER	1	0.469272	0.051795	9.0602	0.0001
SACTO	1	-0.197466	0.040148	-4.9185	0.0001
V152	1	-0.0085054	0.024876	-0.3419	0.7324
V156W	1	0.179324	0.045132	3.9733	0.0001
V157C	1	0.055847	0.035126	1.5899	0.1119
V158	1	-0.041991	0.021641	-1.9404	0.0524
V159A	1	-0.063590	0.050586	-1.2571	0.2088
V160	1	-0.010052	0.013099	-0.7674	0.4429
V165	1	0.160321	0.054191	2.9584	0.0031
V168	1	0.012081	0.016804	0.7189	0.4722
V169	1	-0.092339	0.045247	-2.0452	0.0409
V172	1	-0.060169	0.012459	-4.8293	0.0001
WHS	1	0.058096	0.054408	1.0678	0.2857
BNHS	1	-0.043573	0.055511	-0.7849	0.4325
OTH	1	-0.096675	0.088489	-1.0925	0.2747

Table C.5--continued

MODEL:	MODEL01	SSE	3795.907	F RATIO	47.87
DEP VAR:	V40	DFF	3518	PROB>F	0.0001
		MSE	1.078996	R-SQUARE	0.1695
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.460744	0.161927	15.1967	0.0001
SUPER	1	0.622858	0.049044	12.6999	0.0001
SACTO	1	-0.362929	0.038015	-9.5469	0.0001
V152	1	-0.067762	0.023555	-2.8768	0.0040
V156W	1	0.057814	0.042736	1.3528	0.1762
V157C	1	0.199704	0.03261	6.0042	0.0001
V158	1	-0.088266	0.020491	-4.3075	0.0001
V159A	1	-0.122246	0.047900	-2.5521	0.0107
V160	1	-0.00645943	0.012403	-0.5208	0.6025
V165	1	0.097531	0.051313	1.9007	0.0574
V168	1	0.100443	0.015912	6.3126	0.0001
V169	1	-0.141676	0.042844	-3.3068	0.0010
V172	1	-0.060009	0.011798	-5.0866	0.0001
WHS	1	0.132006	0.051519	2.5623	0.0104
BHHS	1	-0.026020	0.052563	-0.4950	0.6206
OTH	1	-0.00126385	0.083789	-0.0151	0.9880

MODEL:	MODEL01	SSE	4230.102	F RATIO	34.02
DEP VAR:	V41	DFF	3518	PROB>F	0.0001
		MSE	1.202417	R-SQUARE	0.1267
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.758924	0.170937	21.9901	0.0001
SUPER	1	0.764907	0.051773	14.7742	0.0001
SACTO	1	-0.063888	0.040131	-1.5920	0.1115
V152	1	0.015165	0.024865	0.6099	0.5420
V156W	1	-0.101815	0.045113	-2.2569	0.0241
V157C	1	-0.054467	0.035111	-1.5513	0.1209
V158	1	-0.00102009	0.021632	-0.0472	0.9624
V159A	1	-0.114236	0.050565	-2.2592	0.0239
V160	1	-0.00966588	0.013093	-0.7382	0.4604
V165	1	-0.198343	0.054168	-3.6616	0.0003
V168	1	-0.00975334	0.016797	-0.5807	0.5615
V169	1	-0.391480	0.045228	-8.6558	0.0001
V172	1	0.016170	0.012454	1.2984	0.1942
WHS	1	0.250024	0.054386	4.5973	0.0001
BHHS	1	0.226873	0.055488	4.0887	0.0001
OTH	1	0.153891	0.088452	1.7398	0.0820

Table C.5--continued

MODEL:	MODEL01	SSE	3015.388	F RATIO	18.86
DEP VAR:	V42	DFE	3518	PROB>F	0.0001
		MSE	0.857131	R-SQUARE	0.0744
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.701074	0.144322	25.6446	0.0001
SUPER	1	0.258075	0.043712	5.9040	0.0001
SACTO	1	-0.017400	0.033882	-0.5136	0.6076
V152	1	-0.0032071	0.020994	-0.1528	0.8786
V156W	1	0.036817	0.038089	0.9666	0.3338
V157C	1	0.117957	0.029644	3.9791	0.0001
V158	1	-0.059263	0.018263	-3.2449	0.0012
V159A	1	0.079212	0.042692	1.8554	0.0636
V160	1	-0.024106	0.011055	-2.1806	0.0293
V165	1	-0.048389	0.045734	-1.0581	0.2901
V168	1	0.045192	0.014182	3.1866	0.0015
V169	1	-0.111517	0.038186	-2.9204	0.0035
V172	1	0.043270	0.010515	4.1151	0.0001
WHS	1	-0.207600	0.045918	-4.5211	0.0001
BWHS	1	-0.307224	0.046848	-6.5579	0.0001
OTH	1	-0.245634	0.074680	-3.2892	0.0010

MODEL:	MODEL01	SSE	4790.504	F RATIO	11.74
DEP VAR:	V43	DFE	3518	PROB>F	0.0001
		MSE	1.361712	R-SQUARE	0.0477
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.897180	0.181908	21.4240	0.0001
SUPER	1	0.311950	0.055096	5.6619	0.0001
SACTO	1	-0.105392	0.042706	-2.4678	0.0136
V152	1	-0.074637	0.026461	-2.8206	0.0048
V156W	1	0.126338	0.048009	2.6316	0.0085
V157C	1	0.009796798	0.037365	0.2622	0.7932
V158	1	-0.067663	0.023020	-2.9393	0.0033
V159A	1	-0.058666	0.053810	-1.0902	0.2757
V160	1	0.007067076	0.013934	0.5072	0.6120
V165	1	0.106782	0.057645	1.8524	0.0641
V168	1	-0.010322	0.017875	-0.5774	0.5637
V169	1	0.071573	0.048130	1.4871	0.1371
V172	1	-0.035658	0.013253	-2.6905	0.0072
WHS	1	0.063904	0.057876	1.1041	0.2696
BWHS	1	-0.259415	0.059049	-4.3932	0.0001
OTH	1	-0.295276	0.094129	-3.1369	0.0017

Table C.5--continued

MODEL:	MODEL01	SSE	2276.217	F RATIO	12.91
DEP VAR:	V44	DFE	3518	PROB>F	0.0001
		MSE	0.647020	R-SQUARE	0.0522
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.547093	0.125391	28.2882	0.0001
SUPER	1	0.111576	0.037978	2.9379	0.0033
SACTO	1	-0.091640	0.029438	-3.1130	0.0019
V152	1	-0.023288	0.018240	-1.2768	0.2016
V156W	1	0.104761	0.033093	3.1656	0.0016
V157C	1	0.147486	0.025756	5.7263	0.0001
V158	1	-0.013895	0.015868	-0.8757	0.3813
V159A	1	0.134278	0.037092	3.6201	0.0003
V160	1	-0.00581013	0.009604585	-0.6049	0.5453
V165	1	-0.00400226	0.039735	-0.1007	0.9198
V168	1	0.033220	0.012321	2.6961	0.0070
V169	1	0.021099	0.033177	0.6360	0.5248
V172	1	0.013908	0.009135666	1.5224	0.1280
WHS	1	-0.027952	0.039895	-0.7006	0.4836
BHNS	1	-0.074736	0.040703	-1.8361	0.0664
OTH	1	-0.124061	0.064884	-1.9120	0.0560

MODEL:	MODEL01	SSE	3397.57	F RATIO	14.22
DEP VAR:	V45	DFE	3518	PROB>F	0.0001
		MSE	0.965767	R-SQUARE	0.0571
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.172755	0.153195	20.7106	0.0001
SUPER	1	-0.071229	0.046400	-1.5351	0.1248
SACTO	1	-0.175580	0.035966	-4.8819	0.0001
V152	1	-0.091029	0.022284	-4.0849	0.0001
V156W	1	0.197680	0.040431	4.8893	0.0001
V157C	1	-0.041586	0.031467	-1.3216	0.1864
V158	1	-0.024671	0.019386	-1.2726	0.2032
V159A	1	-0.087715	0.045317	-1.9356	0.0530
V160	1	0.002860039	0.011734	0.2437	0.8075
V165	1	-0.341319	0.048546	-7.0308	0.0001
V168	1	0.084980	0.015054	5.6452	0.0001
V169	1	0.162566	0.040533	4.0107	0.0001
V172	1	-0.00790744	0.011161	-0.7085	0.4787
WHS	1	-0.00796704	0.048741	-0.1635	0.8702
BHNS	1	-0.109496	0.049728	-2.2019	0.0277
OTH	1	-0.112142	0.079271	-1.4147	0.1573

Table C.5--continued

MODEL: MODEL01	SSE	4112.05	F RATIO	18.43
DEP VAR: V46	DFE	3518	PROB>F	0.0001
	MSE	1.168860	R-SQUARE	0.0728
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.061561	18.1658	0.0001
SUPER	1	0.260332	5.1000	0.0001
SACTO	1	-0.331748	-8.3845	0.0001
V152	1	-0.066902	-2.7289	0.0064
V156W	1	0.108979	2.4501	0.0143
V157C	1	0.007097236	0.2050	0.8376
V158	1	-0.00151286	-0.0709	0.9435
V159A	1	-0.202102	-4.0538	0.0001
V160	1	0.009856208	0.7635	0.4452
V165	1	0.116473	2.1809	0.0293
V168	1	0.063330	3.8241	0.0001
V169	1	-0.069407	-1.5565	0.1197
V172	1	-0.067732	-5.5161	0.0001
WHS	1	0.240348	4.4823	0.0001
BWHS	1	0.010132	0.1852	0.8531
OTH	1	0.116600	1.3370	0.1813
MODEL: MODEL01	SSE	5503.29	F RATIO	6.69
DEP VAR: V47	DFE	3518	PROB>F	0.0001
	MSE	1.564324	R-SQUARE	0.0277
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.253142	16.6852	0.0001
SUPER	1	0.043122	0.7302	0.4653
SACTO	1	-0.099759	-2.1794	0.0294
V152	1	0.101630	3.5834	0.0003
V156W	1	-0.235469	-4.5761	0.0001
V157C	1	0.000403413	0.0101	0.9920
V158	1	0.019172	0.7770	0.4372
V159A	1	-0.029238	-0.5070	0.6122
V160	1	-0.026148	-1.7509	0.0801
V165	1	-0.129631	-2.0981	0.0360
V168	1	0.032216	1.6815	0.0927
V169	1	0.079968	1.5502	0.1212
V172	1	-0.00414987	-0.2921	0.7702
WHS	1	0.018804	0.3031	0.7618
BWHS	1	-0.210973	-3.3335	0.0009
OTH	1	-0.381098	-3.7774	0.0002

Table C.5--continued

MODEL:	MODEL01	SSE	4435.579	F RATIO	14.90
DFE	3518	PROB>F	0.0001		
MSSE	1.260824	R-SQUARE	0.0597		
DEF VAR: V48					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.002117	0.175039	17.1511	0.0001
SUPER	1	0.084432	0.033016	1.5926	0.1113
SACTO	1	-0.251660	0.041094	-6.1240	0.0001
V152	1	0.013621	0.025462	0.5350	0.5927
V156W	1	-0.057003	0.046196	-1.2339	0.2173
V157C	1	0.072388	0.035954	2.0133	0.0442
V158	1	-0.000094872	0.022151	-0.0004	0.9997
V159A	1	-0.130600	0.051778	-2.5223	0.0117
V160	1	-0.00238209	0.013407	-0.1777	0.8590
V165	1	0.053377	0.035468	0.9623	0.3360
V168	1	0.045786	0.017200	2.6620	0.0078
V169	1	-0.15984	0.046313	-3.3680	0.0008
V172	1	-0.01863	0.012753	-5.5566	0.0001
WHS	1	0.311516	0.055691	5.5937	0.0001
BNHS	1	0.266189	0.056819	4.6848	0.0001
OTH	1	0.073724	0.090575	0.8140	0.4157
MODEL:	MODEL01	SSE	3292.332	F RATIO	5.29
DFE	3518	PROB>F	0.0001		
MSSE	0.935853	R-SQUARE	0.0221		
DEF VAR: V49					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.772804	0.150804	25.0180	0.0001
SUPER	1	0.010148	0.045675	0.2222	0.8242
SACTO	1	-0.066240	0.035404	-1.8710	0.0614
V152	1	0.003235376	0.021937	0.0147	0.9882
V156W	1	0.062105	0.039800	1.5604	0.1187
V157C	1	0.074840	0.030976	2.4161	0.0157
V158	1	-0.0084856	0.019084	-0.4447	0.6566
V159A	1	-0.027656	0.044609	-0.6200	0.5353
V160	1	0.008549211	0.011551	0.7401	0.4593
V165	1	-0.045335	0.047788	-0.9487	0.3429
V168	1	-0.010503	0.014819	-0.7088	0.4785
V169	1	-0.031488	0.039901	-0.7892	0.4301
V172	1	0.005591219	0.010987	0.5089	0.6109
WHS	1	-0.208713	0.047980	-4.3500	0.0001
BNHS	1	-0.238354	0.048952	-4.8691	0.0001
OTH	1	-0.273949	0.078034	-3.5106	0.0005

Table C.5--continued

MODEL:	MODEL01	SSE	4506.149	F RATIO	22.00
DFE		3518		PROB>F	0.0001
MSR		1.280884		R-SQUARE	0.0857
DEP VAR: V50					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.032801	0.176426	17.1902	0.0001
SUPER	1	0.407357	0.053436	7.6270	0.0001
SACTO	1	-0.363042	0.041420	-8.7650	0.0001
V152	1	-0.017700	0.025664	-0.6897	0.4904
V156W	1	0.155586	0.046562	3.3415	0.0008
V157C	1	0.007586762	0.036239	0.2094	0.8342
V158	1	-0.066627	0.022326	-2.9843	0.0029
V159A	1	-0.122776	0.052189	-2.3525	0.0187
V160	1	0.030996	0.013514	2.2937	0.0219
V165	1	0.128831	0.055908	2.3043	0.0213
V168	1	0.074472	0.017336	4.2957	0.0001
V169	1	-0.133125	0.046680	-2.8519	0.0044
V172	1	-0.049805	0.012854	-3.8747	0.0001
WHS	1	-0.00762364	0.056132	-0.1358	0.8920
BNHS	1	-0.047426	0.057269	-0.8281	0.4077
OTH	1	0.012261	0.091292	0.1343	0.8932

Table C.5--continued

MODEL:	MODEL01	SSE DFE MSE	4475.976 3516 1.273031	F RATIO PROB>F R-SQUARE	6.02 0.0001 0.0250
DEP VAR:	V51				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.926449	0.175934	16.6338	0.0001
SUPER	1	-0.242371	0.053287	-4.5484	0.0001
SACTO	1	0.043343	0.041304	1.5578	0.1194
V152	1	0.040922	0.025592	1.5990	0.1099
V154W	1	0.060779	0.046432	1.3090	0.1906
V157C	1	0.053676	0.036138	1.4853	0.1376
V158	1	-0.027814	0.022264	-1.2493	0.2116
V159A	1	-0.010801	0.052043	-0.2075	0.8356
V160	1	-0.016458	0.013476	-1.2213	0.2221
V165	1	-0.082986	0.055752	-1.4885	0.1367
V168	1	-0.060015	0.017288	-3.4715	0.0005
V169	1	-0.205173	0.046550	-4.4076	0.0001
V172	1	0.031551	0.012818	2.4615	0.0139
WHS	1	-0.056514	0.055976	-1.0096	0.3127
BMS	1	-0.210910	0.057110	-3.6913	0.0002
OTH	1	-0.0.5608	0.091038	-0.2813	0.7785
MODEL:	MODEL01	SSE DFE MSE	3564.41 3516 1.013769	F RATIO PROB>F R-SQUARE	17.96 0.0001 0.0712
DEP VAR:	V52				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	4.063677	0.157000	25.8832	0.0001
SUPER	1	-0.322314	0.047552	-6.7781	0.0001
SACTO	1	0.089000	0.036859	2.4146	0.0158
V152	1	0.080814	0.022838	3.5386	0.0004
V154W	1	-0.046833	0.041435	-1.1303	0.2584
V157C	1	-0.067110	0.032249	-2.0810	0.0375
V158	1	0.055519	0.019868	2.7944	0.0052
V159A	1	0.023181	0.046442	0.4991	0.6177
V160	1	-0.00527028	0.012026	-0.4382	0.6612
V165	1	-0.109354	0.049752	-2.1980	0.0280
V168	1	-0.133616	0.015428	-8.6609	0.0001
V169	1	0.029340	0.041540	0.7063	0.4800
V172	1	0.036125	0.011439	3.1582	0.0016
WHS	1	-0.242882	0.049951	-4.8624	0.0001
BMS	1	0.053761	0.050964	1.0549	0.2915
OTH	1	-0.037612	0.081240	-0.4630	0.6434

Table C.5--continued

MODEL:	MODEL01	SSE	2213.957	F RATIO	15.12
DEP VAR:	V53	DFE	3516	PROB>F	0.0001
		MSE	0.629681	R-SQUARE	0.0606
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.820282	0.123735	30.8748	0.0001
SUPER	1	0.240470	0.037477	6.4165	0.0001
SACTO	1	-0.082707	0.029049	-2.8471	0.0044
V152	1	0.015329	0.017999	0.8516	0.3945
V156W	1	0.073956	0.032656	2.2647	0.0236
V157C	1	0.085125	0.025416	3.3493	0.0008
V158	1	-0.075516	0.015658	-4.8227	0.0001
V159A	1	-0.031319	0.036602	-0.8557	0.3922
V160	1	-0.010245	0.009477698	-1.0810	0.2798
V165	1	0.043626	0.039210	1.1126	0.2660
V168	1	0.034803	0.012159	2.8624	0.0042
V169	1	-0.100184	0.032739	-3.0601	0.0022
V172	1	0.007140434	0.009014973	0.7921	0.4284
WHS	1	0.027292	0.039368	0.6933	0.4882
BHWS	1	-0.024393	0.040165	-0.6073	0.5437
OTH	1	-0.142396	0.064027	-2.2240	0.0262
MODEL:	MODEL01	SSE	3731.332	F RATIO	27.62
DEP VAR:	V54	DFE	3516	PROB>F	0.0001
		MSE	1.061243	R-SQUARE	0.1054
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.549328	0.160634	22.0957	0.0001
SUPER	1	0.230631	0.048653	4.7403	0.0001
SACTO	1	-0.219596	0.037712	-5.8229	0.0001
V152	1	0.029240	0.023367	1.2514	0.2109
V156W	1	-0.073314	0.042394	-1.7293	0.0838
V157C	1	0.182796	0.032995	5.5401	0.0001
V158	1	-0.102316	0.020328	-5.0333	0.0001
V159A	1	-0.111936	0.047517	-2.3557	0.0185
V160	1	-0.0013753	0.012304	-0.1118	0.9110
V165	1	0.143762	0.050904	2.8242	0.0048
V168	1	0.110366	0.015785	6.9920	0.0001
V169	1	-0.101416	0.042502	-2.3862	0.0171
V172	1	-0.068843	0.011703	-5.8823	0.0001
WHS	1	0.239474	0.051108	4.4900	0.0001
BHWS	1	-0.052790	0.052143	-1.0124	0.3114
OTH	1	-0.201123	0.083121	-2.4196	0.0156

Table C.5--continued

MODEL:	MODEL01	SSE	5014.014	F RATIO	36.53
DEP VAR:	V55	DYE	3516	PROB>F	0.0001
		MSE	1.426056	R-SQUARE	0.1348
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.146084	0.186208	11.5252	0.0001
SUPER	1	0.517015	0.056399	9.1671	0.0001
SACTO	1	-0.253965	0.043716	-5.8094	0.0001
V152	1	0.021451	0.027087	0.7920	0.4284
V156W	1	0.296356	0.049144	6.0304	0.0001
V157C	1	0.243899	0.038248	6.3767	0.0001
V158	1	-0.016352	0.023564	-0.6939	0.4878
V159A	1	0.003304789	0.055082	0.0600	0.9522
V160	1	0.032206	0.014263	2.2580	0.0240
V165	1	0.215437	0.059008	3.6510	0.0003
V168	1	0.028448	0.018298	1.5548	0.1201
V169	1	-0.176087	0.049268	-3.5740	0.0004
V172	1	-0.039771	0.013567	-2.9315	0.0034
WHS	1	-0.018303	0.059244	-0.3089	0.7574
BHHS	1	-0.191339	0.060445	-3.1655	0.0016
OTH	1	-0.033151	0.096354	-0.3440	0.7308

MODEL:	MODEL01	SSE	4071.528	F RATIO	19.03
DEP VAR:	V56	DYE	3516	PROB>F	0.0001
		MSE	1.158000	R-SQUARE	0.0751
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.113423	0.167797	18.5546	0.0001
SUPER	1	0.441479	0.050822	8.6867	0.0001
SACTO	1	-0.096927	0.039394	-2.4605	0.0139
V152	1	0.019552	0.024409	0.8010	0.4232
V156W	1	0.015982	0.044285	0.3609	0.7182
V157C	1	0.076000	0.034466	2.4952	0.0126
V158	1	0.000181608	0.021234	0.0085	0.9932
V159A	1	-0.133487	0.049636	-2.6893	0.0072
V160	1	-0.017186	0.012853	-1.3371	0.1813
V165	1	0.025807	0.053174	0.4853	0.6275
V168	1	0.021390	0.016488	1.2973	0.1946
V169	1	-0.255426	0.044397	-5.7532	0.0001
V172	1	-0.017914	0.012225	-1.4654	0.1429
WHS	1	0.272682	0.033387	5.1077	0.0001
BHHS	1	0.058239	0.054469	1.0692	0.2850
OTH	1	-0.059375	0.086827	-0.6838	0.4941

Table C.5--continued

MODEL:	MODEL01	SSE	DFE	MSE	5044.677	3516	1.434777	F RATIO	PROB>F	R-SQUARE	14.02	0.0001	0.0595
DEP VAR:	V57												
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T								
INTERCEPT	1	3.664392	0.186777	19.6191	0.0001								
SUPER	1	-0.459346	0.056571	-8.1198	0.0001								
SACTO	1	0.112360	0.043050	2.5624	0.0104								
V152	1	0.015148	0.027169	0.5576	0.5772								
V156W	1	-0.015747	0.049294	-0.3195	0.7494								
V157C	1	-0.128943	0.038365	-3.3610	0.0008								
V158	1	0.056661	0.023636	2.3972	0.0166								
V159A	1	0.028697	0.055251	0.5194	0.6035								
V160	1	0.015990	0.014307	1.1177	0.2638								
V165	1	-0.206468	0.059188	-3.4883	0.0005								
V168	1	-0.050865	0.018354	-2.7714	0.0056								
V169	1	0.023699	0.049419	0.4796	0.6316								
V172	1	0.037557	0.013608	2.7599	0.0058								
WHS	1	0.030989	0.059425	0.5215	0.6021								
BNHS	1	0.052334	0.060629	0.8632	0.3881								
OTH	1	0.092908	0.096648	0.9613	0.3365								
MODEL:	MODEL01	SSE	DFE	MSE	4043.176	3516	1.149936	F RATIO	PROB>F	R-SQUARE	32.55	0.0001	0.1219
DEP VAR:	V58												
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T								
INTERCEPT	1	3.025206	0.167212	18.0920	0.0001								
SUPER	1	0.251074	0.050645	4.9575	0.0001								
SACTO	1	-0.252358	0.039256	-6.4285	0.0001								
V152	1	0.025333	0.024323	1.0415	0.2977								
V156W	1	-0.154582	0.044130	-3.5028	0.0005								
V157C	1	0.231977	0.034346	6.7541	0.0001								
V158	1	-0.110528	0.021160	-5.2234	0.0001								
V159A	1	-0.036324	0.049463	-0.7344	0.4628								
V160	1	0.002142252	0.012808	0.1673	0.8672								
V165	1	0.170974	0.052988	3.2267	0.0013								
V168	1	0.132513	0.016431	8.0648	0.0001								
V169	1	-0.070543	0.044242	-1.5945	0.1109								
V172	1	-0.061143	0.012183	-5.0189	0.0001								
WHS	1	0.160881	0.053201	3.0241	0.0025								
BNHS	1	-0.203347	0.054279	-3.7464	0.0002								
OTH	1	-0.11717	0.086524	-1.4067	0.1596								

Table C.5--continued

MODEL: MODEL01	SSE D.F.	3845.857 3516	F RATIO PROB>F	17.35 0.0001
DEP VAR: VS9	MSE	1.093816	R-SQUARE	0.0689
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	1.974424	12.1070	0.0001
SUPER	1	0.257100	5.2051	0.0001
SACTO	1	-0.219939	-5.7446	0.0001
V152	1	-0.023644	-0.9967	0.3190
V156W	1	-0.035452	-0.8237	0.4102
V157C	1	0.152510	4.5528	0.0001
V158	1	-0.000485437	-0.0235	0.9812
V159A	1	-0.054079	-1.1210	0.2624
V160	1	0.013072	1.0464	0.2954
V165	1	0.043006	0.8322	0.4054
V168	1	0.086223	5.3805	0.0001
V169	1	-0.062822	-1.4559	0.1455
V172	1	-0.051609	-4.3436	0.0001
WHS	1	0.144087	2.7770	0.0055
BNHS	1	0.043336	0.8186	0.4131
OTH	1	0.108728	1.2884	0.1977

MODEL: MODEL01	SSE D.F.	4712.823 3516	F RATIO PROB>F	6.94 0.0001
DEP VAR: V60	MSE	1.340393	R-SQUARE	0.0288
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.324129	12.8740	0.0001
SUPER	1	0.141946	2.5960	0.0095
SACTO	1	0.057170	1.3489	0.1775
V152	1	0.039112	1.4894	0.1365
V156W	1	-0.00647227	-0.1358	0.8920
V157C	1	0.085430	2.3038	0.0213
V158	1	-0.070826	-3.1002	0.0019
V159A	1	-0.100276	-1.8777	0.0605
V160	1	-0.04948	-1.8042	0.0713
V165	1	0.10070	1.7492	0.0803
V168	1	0.044817	2.5264	0.0116
V169	1	0.105746	2.2139	0.0269
V172	1	-0.048922	-3.7195	0.0002
WHS	1	0.337141	5.8697	0.0001
BNHS	1	0.086578	1.4774	0.1397
OTH	1	-0.027832	-0.2979	0.7658

Table C.5--continued

MODEL:	MODEL01	SSE	4928.306	F RATIO	18.22
DEP VAR:	V61	DFE	3516	PROB>F	0.0001
		MSE	1.401680	R-SQUARE	0.0721
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.299060	0.184610	17.8704	0.0001
SUPER	1	0.442479	0.055915	7.9135	0.0001
SACTO	1	-0.181665	0.043341	-4.1915	0.0001
V152	1	-0.00720182	0.026854	-0.2682	0.7886
V156W	1	0.234606	0.048722	4.8152	0.0001
V157C	1	0.087233	0.037920	2.3005	0.0215
V158	1	-0.087670	0.023362	-3.7527	0.0002
V159A	1	-0.068859	0.054610	-1.2609	0.2074
V160	1	-0.00395842	0.014141	-0.2799	0.7795
V165	1	0.098041	0.058501	1.6759	0.0939
V168	1	0.012865	0.018141	0.7092	0.4782
V169	1	-0.099359	0.048845	-2.0341	0.0420
V172	1	-0.023286	0.013450	-1.7313	0.0835
WHS	1	0.157683	0.058736	2.6846	0.0073
BNHS	1	-0.134190	0.059926	-2.2393	0.0252
OTH	1	-0.135531	0.095527	-1.4188	0.1561

MODEL:	MODEL01	SSE	3404.527	F RATIO	27.78
DEP VAR:	V62	DFE	3516	PROB>F	0.0001
		MSE	0.968295	R-SQUARE	0.1059
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.553872	0.153439	16.6442	0.0001
SUPER	1	0.363873	0.046473	7.8297	0.0001
SACTO	1	-0.172432	0.036023	-4.7868	0.0001
V152	1	0.030923	0.022320	1.3854	0.1660
V156W	1	-0.020031	0.040495	-0.4947	0.6209
V157C	1	0.129687	0.031517	4.1148	0.0001
V158	1	-0.047279	0.019417	-2.4349	0.0149
V159A	1	-0.091924	0.045389	-2.0253	0.0429
V160	1	-0.00329057	0.011753	-0.2800	0.7795
V165	1	0.198800	0.048623	4.0886	0.0001
V168	1	0.088421	0.015078	5.8644	0.0001
V169	1	-0.014638	0.040598	-0.3606	0.7184
V172	1	0.047930	0.011179	4.2875	0.0001
WHS	1	-0.045537	0.048818	-0.9328	0.3510
BNHS	1	-0.174687	0.049808	-3.5072	0.0005
OTH	1	-0.439064	0.079397	-5.5300	0.0001

Table C.5--continued

MODEL: MODEL01	SSE DF	3435.522 3516	F RATIO PROB>F	12.16 0.0001
DEP VAR: V63	MSE	0.977111	R-SQUARE	0.0493
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.903658	18.8383	0.0001
SUPER	1	0.024931	0.5340	0.5934
SACTO	1	-0.239869	-6.6287	0.0001
V152	1	0.003523585	0.1572	0.8751
V156W	1	-0.029671	-0.7294	0.4658
V157C	1	-0.072779	-2.2988	0.0216
V158	1	-0.00707572	-0.3628	0.7168
V159A	1	-0.079706	-1.7481	0.0805
V160	1	0.011292	0.9565	0.3389
V165	1	0.061311	1.2552	0.2095
V168	1	0.001407938	0.0930	0.9259
V169	1	-0.080482	-1.9735	0.0485
V172	1	-0.055080	-4.9048	0.0001
WHS	1	0.263747	5.3782	0.0001
BNHS	1	0.235660	4.7100	0.0001
OTH	1	0.016997	0.2131	0.8313

MODEL: MODEL01	SSE DF	4029.343 3516	F RATIO PROB>F	41.21 0.0001
DEP VAR: V64	MSE	1.146002	R-SQUARE	0.1495
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.938049	17.6009	0.0001
SUPER	1	0.194710	3.8512	0.0001
SACTO	1	0.524798	13.3914	0.0001
V152	1	0.025186	1.0372	0.2997
V156W	1	0.441934	10.0314	0.0001
V157C	1	-0.224150	-6.5374	0.0001
V158	1	0.001883104	0.0891	0.9290
V159A	1	-0.037902	-0.7676	0.4428
V160	1	-0.012088	-0.9454	0.3445
V165	1	-0.073937	-1.3977	0.1623
V168	1	0.003646416	0.2223	0.8241
V169	1	0.389914	8.8283	0.0001
V172	1	-0.00725788	-0.5968	0.5507
WHS	1	-0.078470	-1.4775	0.1396
BNHS	1	-0.125006	-2.3070	0.0211
OTH	1	-0.105757	-1.2244	0.2209

Table C.5--continued

MODEL: MODEL01	SSE	3010.919	F RATIO	10.48
DEP VAR: V65	DFE	3516	PROB>F	0.0001
	MSE	0.856348	R-SQUARE	0.0428
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.824045	19.5711	0.0001
SUPER	1	0.181330	4.1490	0.0001
SACTO	1	-0.175429	-5.1785	0.0001
V152	1	-0.122514	-5.8368	0.0001
V156W	1	-0.046483	-1.2206	0.2223
V157C	1	0.112407	3.7925	0.0002
V158	1	-0.016313	-0.8934	0.3717
V159A	1	-0.130229	-3.0510	0.0023
V160	1	0.0005889376	0.0533	0.9575
V165	1	0.025057	0.5480	0.5837
V168	1	0.010023	0.7068	0.4797
V169	1	-0.018121	-0.4746	0.6351
V172	1	-0.23184	-2.2052	0.0275
WHS	1	0.40349	0.8789	0.3795
BNHS	1	0.046165	0.9856	0.3244
OTH	1	-0.065989	-0.8838	0.3769
MODEL: MODEL01	SSE	4037.142	F RATIO	49.92
DEP VAR: V66	DFE	3516	PROB>F	0.0001
	MSE	1.148220	R-SQUARE	0.1756
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.443780	14.6258	0.0001
SUPER	1	0.767900	15.1737	0.0001
SACTO	1	-0.319124	-8.1353	0.0001
V152	1	-0.068781	-2.8299	0.0047
V156W	1	0.078869	1.7885	0.0738
V157C	1	0.177053	5.1588	0.0001
V158	1	-0.046087	-2.1796	0.0294
V159A	1	-0.038625	-0.7815	0.4346
V160	1	-0.021562	-1.6848	0.0921
V165	1	0.214464	4.0504	0.0001
V168	1	0.055739	3.3948	0.0007
V169	1	-0.022654	-0.5124	0.6084
V172	1	-0.031627	-2.5980	0.0094
WHS	1	-0.073523	-1.3830	0.1667
BNHS	1	-0.312383	-5.7595	0.0001
OTH	1	-0.111341	-1.2878	0.1979

Table C.5--continued

MODEL:	MODEL01	SSE DFF	3791.353 3516	F RATIO PROB>F	27.20 0.0001
DEP VAR:	V67	MSE	1.078314	R-SQUARE	0.1040
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.698418	0.161921	16.6650	0.0001
SUPER	1	0.687863	0.049043	14.0258	0.0001
SACTO	1	-0.034152	0.038014	-0.8984	0.3690
V152	1	0.006586707	0.023554	0.2796	0.7798
V156W	1	0.001458444	0.042734	0.0341	0.9728
V157C	1	0.067916	0.03259	2.0420	0.0412
V158	1	-0.067824	0.020491	-3.3100	0.0009
V159A	1	-0.094839	0.047898	-1.9800	0.0478
V160	1	-0.00246352	0.012403	-0.1986	0.8426
V165	1	0.255862	0.051311	4.9865	0.0001
V168	1	0.023712	0.015911	1.4903	0.1362
V169	1	0.008171319	0.042842	0.1907	0.8487
V172	1	-0.044080	0.011797	-3.7365	0.0002
WHS	1	-0.028609	0.051517	-0.5553	0.5787
BWHS	1	-0.030371	0.052561	-0.5778	0.5634
OTH	1	-0.058357	0.083787	-0.6965	0.4862

MODEL:	MODEL01	SSE DFF	4125.977 3516	F RATIO PROB>F	4.81 0.0001
DEP VAR:	V68	MSE	1.173486	R-SQUARE	0.0201
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.363574	0.168916	19.9127	0.0001
SUPER	1	0.258692	0.051161	5.0564	0.0001
SACTO	1	-0.098386	0.039656	-2.4810	0.0131
V152	1	0.022553	0.024571	0.9179	0.3588
V156W	1	0.036901	0.044580	0.8277	0.4079
V157C	1	0.049424	0.034696	1.4245	0.1544
V158	1	-0.00154147	0.021376	-0.0721	0.9425
V159A	1	-0.093811	0.049967	-1.8774	0.0605
V160	1	-0.00996622	0.012938	-0.7703	0.4412
V165	1	-0.029748	0.053528	-0.5557	0.5784
V168	1	0.004728392	0.016598	0.2849	0.7758
V169	1	-0.055366	0.044693	-1.2388	0.2155
V172	1	-0.017637	0.012307	-1.4331	0.1519
WHS	1	-0.058146	0.053742	-1.0819	0.2794
BWHS	1	-0.027812	0.054832	-0.5072	0.6120
OTH	1	-0.00884245	0.087406	-0.1012	0.9194

Table C.5---continued

MODEL:	MODEL01	SSE DF	4135.09 3516	F RATIO PROB>F	15.33 0.0001
DEP VAR:	V69	MSE	1.176078	R-SQUARE	0.0614
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	4.149357	0.169102	24.5376	0.0001
SUPER	1	-0.112306	0.051218	-2.1927	0.0284
SACTO	1	-0.276884	0.039700	-6.9744	0.0001
V152	1	-0.00279489	0.024598	-0.1136	0.9095
V156W	1	-0.174430	0.044629	-3.9084	0.0001
V157C	1	-0.119149	0.034734	-3.4303	0.0006
V158	1	0.101387	0.021399	4.7379	0.0001
V159A	1	-0.146056	0.050022	-2.9198	0.0035
V160	1	0.035551	0.012953	2.7447	0.0061
V165	1	0.012719	0.053587	0.2373	0.8124
V168	1	-0.039106	0.016617	-2.3534	0.0187
V169	1	-0.202852	0.044742	-4.5338	0.0001
V172	1	0.025195	0.012320	2.0450	0.0409
WHS	1	0.123804	0.053802	2.3011	0.0214
BNHS	1	-0.121055	0.054892	-2.2053	0.0275
OTH	1	0.101996	0.087502	1.1656	0.2438

MODEL:	MODEL01	SSE DF	4092.33 3516	F RATIO PROB>F	22.37 0.0001
DEP VAR:	V70	MSE	1.163916	R-SQUARE	0.0871
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.753673	0.168226	16.3689	0.0001
SUPER	1	-0.028728	0.050952	-0.5638	0.5729
SACTO	1	-0.331680	0.039494	-8.3982	0.0001
V152	1	0.038740	0.024471	1.5831	0.1135
V156W	1	-0.519412	0.044398	-11.6990	0.0001
V157C	1	0.101120	0.034554	2.9264	0.0035
V158	1	-0.065258	0.021288	-3.0654	0.0022
V159A	1	0.010692	0.049763	0.2149	0.8299
V160	1	-0.041270	0.012886	-3.2028	0.0014
V165	1	0.224736	0.053309	4.2157	0.0001
V168	1	0.081887	0.016531	4.9537	0.0001
V169	1	0.096486	0.044510	2.1677	0.0302
V172	1	-0.025202	0.012256	-2.0562	0.0398
WHS	1	0.025924	0.053523	0.4843	0.6282
BNHS	1	-0.098288	0.054607	-1.7999	0.0720
OTH	1	-0.082184	0.087049	-0.9441	0.3452

Table C.5--continued

MODEL:	MODEL01	SSE	4485.447	F RATIO	17.80
DEP VAR:	V71	DFF	3516	PROB>F	0.0001
		MSE	1.275725	R-SQUARE	0.0706
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.498689	0.176120	19.8653	0.0001
SUPER	1	0.300275	0.053343	5.6291	0.0001
SACTO	1	-0.394037	0.041348	-9.5298	0.0001
V152	1	-0.028951	0.025619	-1.1301	0.2585
V156W	1	0.163722	0.046482	3.5223	0.0004
V157C	1	0.059156	0.036176	1.6352	0.1021
V158	1	-0.017629	0.022287	-0.7910	0.4290
V159A	1	-0.048705	0.032098	-0.9349	0.3499
V160	1	0.012597	0.013490	0.9338	0.3505
V165	1	0.058779	0.055811	1.0532	0.2923
V168	1	-0.055789	0.017306	-3.2236	0.0013
V169	1	-0.028247	0.046599	-0.6062	0.5444
V172	1	-0.067783	0.012832	-5.2825	0.0001
WHS	1	0.115594	0.056035	2.0629	0.0392
BHHS	1	-0.029825	0.057170	-0.5217	0.6019
OTH	1	-0.048497	0.091134	-0.5322	0.5947

MODEL:	MODEL01	SSE	2119.12	F RATIO	9.81
DEP VAR:	V72	DFF	3516	PROB>F	0.0001
		MSE	0.602708	R-SQUARE	0.0402
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.966520	0.121055	32.7661	0.0001
SUPER	1	0.186184	0.036665	5.0780	0.0001
SACTO	1	-0.166364	0.028420	-5.8537	0.0001
V152	1	-0.036500	0.017609	-2.0728	0.0383
V156W	1	-0.037284	0.031949	-1.1670	0.2433
V157C	1	0.033898	0.024865	1.3632	0.1729
V158	1	-0.046124	0.015319	-3.0108	0.0026
V159A	1	0.005226242	0.035810	0.1459	0.8840
V160	1	-0.00785058	0.009272482	-0.8467	0.3972
V165	1	0.029409	0.038361	0.7666	0.4434
V168	1	0.064440	0.011895	5.4172	0.0001
V169	1	0.068600	0.032030	2.1418	0.0323
V172	1	0.004096696	0.008819776	0.4664	0.6630
WHS	1	0.008469599	0.038515	0.2199	0.8260
BHHS	1	-0.00654587	0.039296	-0.1666	0.8677
OTH	1	-0.079389	0.062640	-1.2674	0.2051

Table C.5--continued

MODEL:	MODEL01	SSE	3443.859	F RATIO	13.76
DEP VAR:	V73	DFE	3516	PROB>F	0.0001
		MSE	0.979482	R-SQUARE	0.0555
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.575083	0.154323	23.1663	0.0001
SUPER	1	0.370401	0.046741	7.9245	0.0001
SACTO	1	-0.091466	0.036230	-2.5246	0.0116
V152	1	0.023285	0.022448	1.0373	0.2997
V156W	1	0.008976431	0.040729	0.2204	0.8256
V157C	1	0.016796	0.031699	0.5299	0.5962
V158	1	-0.020891	0.019529	-1.0697	0.2848
V159A	1	-0.047819	0.045650	-1.0475	0.2949
V160	1	-0.021844	0.011821	-1.8479	0.0647
V165	1	0.049919	0.048904	1.0208	0.3074
V169	1	0.017625	0.015164	1.1623	0.2452
V172	1	-0.224715	0.040832	-5.5034	0.0001
WHS	1	-0.00121106	0.011244	-0.1077	0.9142
BWHS	1	0.164385	0.049100	3.3480	0.0008
OTH	1	0.022717	0.050094	0.4535	0.6502
	1	-0.057711	0.079855	-0.7227	0.4699

MODEL:	MODEL01	SSE	4565.412	F RATIO	33.79
DEP VAR:	V74	DFE	3516	PROB>F	0.0001
		MSE	1.298468	R-SQUARE	0.1260
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.960748	0.177683	16.6631	0.0001
SUPER	1	0.555102	0.053817	10.3147	0.0001
SACTO	1	-0.267769	0.041715	-6.4191	0.0001
V152	1	-0.000858294	0.025847	-0.0332	0.9735
V156W	1	0.340583	0.046894	7.2628	0.0001
V157C	1	0.150988	0.036497	4.1370	0.0001
V158	1	-0.096110	0.022485	-4.2744	0.0001
V159A	1	-0.063488	0.052561	-1.2079	0.2272
V160	1	0.017826	0.013610	1.3098	0.1904
V165	1	0.167425	0.056306	2.9735	0.0030
V168	1	0.020606	0.017460	1.1802	0.2380
V169	1	-0.121813	0.047013	-2.5911	0.0096
V172	1	-0.068075	0.012946	-5.2586	0.0001
WHS	1	0.107614	0.056532	1.9036	0.0570
BWHS	1	-0.040633	0.057678	-0.7045	0.4812
OTH	1	-0.00596498	0.091943	-0.0649	0.9483

Table C.5--continued

MODEL:	MODEL01	SSE	4426.106	F RATIO	16.75
DEP VAR:	V75	DFF	3516	PROB>F	0.0001
		MSR	1.258847	R-SQUARE	0.0667
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.545425	0.174951	20.2652	0.0001
SUPER	1	0.360607	0.052989	6.8053	0.0001
SACTO	1	-0.283133	0.041073	-6.8933	0.0001
V152	1	-0.015591	0.025449	-0.6126	0.5402
V156W	1	0.207938	0.046173	4.5034	0.0001
V157C	1	0.042355	0.035936	1.1786	0.2386
V158	1	-0.086822	0.022140	-3.9216	0.0001
V159A	1	-0.094884	0.051753	-1.8334	0.0668
V160	1	-0.00371359	0.013401	-0.2771	0.7817
V165	1	0.134858	0.055441	2.4325	0.0150
V168	1	0.026484	0.017191	1.5405	0.1335
V169	1	-0.085750	0.046290	-1.8525	0.0640
V172	1	-0.044557	0.012746	-3.4956	0.0005
WHS	1	0.030539	0.055663	0.5486	0.5833
BAKES	1	0.033193	0.056791	0.5845	0.5589
OTH	1	0.013186	0.090529	0.1457	0.8842

Table C.5--continued

MODEL:	MODEL01	SSE	4116.887	F RATIO	23.64
DEP VAR:	V76	DYE	3519	PROB>F	0.0001
		MSE	1.169903	R-SQUARE	0.0915
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.077713	0.168586	18.2560	0.0001
SUPER	1	0.538270	0.051061	10.5417	0.0001
SACTO	1	-0.211672	0.039579	-5.3481	0.0001
V152	1	-0.049490	0.024523	-2.0181	0.0437
V156W	1	0.164075	0.044493	3.6877	0.0002
V157C	1	0.084600	0.034628	2.4431	0.0146
V158	1	-0.027920	0.021334	-1.3087	0.1907
V159A	1	-0.121896	0.049870	-2.4443	0.0146
V160	1	-0.00785387	0.012913	-0.6082	0.5431
V165	1	0.138687	0.053423	2.5960	0.0095
V168	1	0.071591	0.016566	4.3216	0.0001
V169	1	-0.030273	0.044606	-0.6787	0.4974
V172	1	-0.061660	0.012283	-5.0201	0.0001
WHS	1	0.050092	0.053638	0.9339	0.3504
BWHS	1	0.044943	0.054725	0.8213	0.4116
OTH	1	0.004078967	0.087235	0.0468	0.9627

MODEL:	MODEL01	SSE	3641.406	F RATIO	10.01
DEP VAR:	V77	DYE	3519	PROB>F	0.0001
		MSE	1.034784	R-SQUARE	0.0409
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.470165	0.158552	21.8866	0.0001
SUPER	1	0.158919	0.048022	3.3093	0.0009
SACTO	1	-0.251820	0.037223	-6.7651	0.0001
V152	1	0.001479217	0.023064	0.0641	0.9489
V156W	1	0.023525	0.041845	0.5622	0.5740
V157C	1	0.020453	0.032567	0.6280	0.5300
V158	1	-0.043903	0.020064	-2.1881	0.0287
V159A	1	-0.015554	0.046901	-0.3316	0.7402
V160	1	0.016858	0.012145	1.3881	0.1652
V165	1	0.128449	0.050244	2.5565	0.0106
V168	1	0.042470	0.015580	2.7259	0.0064
V169	1	-0.081835	0.041951	-1.9507	0.0512
V172	1	-0.028335	0.011552	-2.4529	0.0142
WHS	1	-0.015924	0.050445	-0.3157	0.7523
BWHS	1	-0.104244	0.051467	-2.0254	0.0429
OTH	1	-0.076134	0.082043	-0.9280	0.3535

Table C.5--continued

MODEL:	MODEL01	SSE	F RATIO	8.29
DEP VAR:	V76	DFE	PROB>F	0.0001
		MSE	R-SQUARE	0.0341
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.231309	19.7380	0.0001
SUPER	1	0.206239	4.1594	0.0001
SACTO	1	-0.221535	-5.7640	0.0001
V152	1	-0.023588	-0.9905	0.3220
V156W	1	0.00647093	0.1498	0.8809
V157C	1	-0.017864	-0.5312	0.5953
V158	1	-0.04426	-2.1444	0.0321
V159A	1	-0.066883	-1.7941	0.0729
V160	1	-0.00238776	-0.1904	0.8490
V165	1	0.007091886	0.1367	0.8913
V168	1	0.065930	4.0984	0.0001
V169	1	0.006944817	0.1603	0.8726
V172	1	-0.018350	-1.5385	0.1240
WHS	1	0.171852	3.2994	0.0010
BWHS	1	0.157867	2.9707	0.0030
OTH	1	-0.039342	-0.4644	0.6424

MODEL:	MODEL01	SSE	F RATIO	13.63
DEP VAR:	V79	DFE	PROB>F	0.0001
		MSE	R-SQUARE	0.0549
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.092169	14.0636	0.0001
SUPER	1	0.314586	6.9818	0.0001
SACTO	1	0.167124	4.7852	0.0001
V152	1	-0.027458	-1.2689	0.2046
V156W	1	0.053147	1.3587	0.1743
V157C	1	0.141277	4.6234	0.0001
V158	1	-0.083154	-4.4170	0.0001
V159A	1	-0.089117	-2.0251	0.0429
V160	1	0.001994278	0.11395	0.8611
V165	1	0.022684	0.4812	0.6304
V168	1	0.033317	2.2792	0.0227
V169	1	-0.00199283	-0.0506	0.9596
V172	1	-0.033276	-3.0701	0.0022
WHS	1	0.250946	5.3019	0.0001
BWHS	1	0.019314	0.4000	0.6892
OTH	1	-0.081111	-1.0537	0.2921

Table C.5--continued

MODEL:	MODEL01	SSE	1807.473	F RATIO	15.25
DFE	3519	PROB>F	0.0001		
MSR	0.513632	R-SQUARE	0.0010		
DEP VAR: V80					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.844903	0.111705	34.4201	0.0001
SUPER	1	0.186368	0.033833	5.5084	0.0001
SAC ^{CO}	1	-0.064251	0.026225	-2.4500	0.0143
V152	1	-0.013134	0.016249	-0.8083	0.4190
V156W	1	0.042261	0.029481	1.4335	0.1518
V157C	1	0.084285	0.022945	3.6734	0.0002
V158	1	-0.057182	0.014136	-4.0451	0.0001
V159A	1	0.099171	0.033044	3.0012	0.0027
V160	1	-0.013630	0.0085627	-1.5930	0.1112
V165	1	-0.011390	0.035398	-0.3218	0.7476
V168	1	0.036589	0.010977	3.3334	0.0009
V169	1	0.035838	0.029556	1.2126	0.2254
V172	1	0.020241	0.008138532	2.4870	0.0129
WHS	1	-0.024439	0.035540	-0.6876	0.4917
BHHS	1	-0.182396	0.036260	-5.0302	0.0001
OTH	1	-0.175885	0.057802	-3.0429	0.0024
MODEL:	MODEL01	SSE	4488.293	F RATIO	35.32
DFE	3519	PROB>F	0.0001		
MSR	1.275446	R-SQUARE	0.1309		
DEP VAR: V81					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.160847	0.176026	12.2757	0.0001
SUPER	1	0.188974	0.053315	3.5445	0.0004
SAC ^{CO}	1	-0.242462	0.041326	-5.8671	0.0001
V15	1	0.018930	0.025606	0.7393	0.4598
V156	1	-0.497524	0.046457	-10.7180	0.0001
V157C	1	0.401705	0.036157	11.1101	0.0001
V158	1	-0.107747	0.022276	-4.8370	0.0001
V159A	1	0.008377891	0.052070	0.1609	0.8722
V160	1	-0.025842	0.013483	-1.9166	0.0554
V165	1	0.163550	0.055781	2.9320	0.0034
V168	1	0.081409	0.017297	4.7065	0.0001
V169	1	0.159136	0.046574	3.4168	0.0006
V172	1	-0.057277	0.012825	-4.4661	0.0001
WHS	1	-0.011342	0.056005	-0.2025	0.8395
BHHS	1	-0.320252	0.057140	-5.6047	0.0001
OTH	1	-0.059670	0.091085	-0.6551	0.5124

Table C.5--continued

MODEL:	MODEL01	SSE DYE MSE	2954.519 3519 0.839590	F RATIO PROB>F R-SQUARE	11.47 0.0001 0.0466
DEP VAR:	V82				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.067448	0.142817	14.4762	0.0001
SUPER	1	0.218456	0.043256	5.0503	0.0001
SACTO	1	-0.023555	0.033529	-0.7025	0.4824
V152	1	-0.040958	0.020775	-1.9715	0.0487
V156W	1	0.111576	0.037692	2.9602	0.0031
V157C	1	0.106990	0.029335	3.6471	0.0003
V158	1	-0.055433	0.018073	-3.0672	0.0022
V159A	1	-0.063455	0.042247	-1.5020	0.1332
V160	1	-0.010343	0.010939	-0.9454	0.3445
V165	1	0.082890	0.045258	1.8315	0.0671
V168	1	0.23720	0.014034	1.6902	0.0911
V169	1	-0.079337	0.037788	-2.0995	0.0358
V172	1	-0.018868	0.010405	-1.6211	0.1051
WHS	1	0.245183	0.045439	5.3959	0.0001
BNHS	1	-0.010449	0.046360	-0.2254	0.8217
OTH	1	0.136424	0.073901	1.8460	0.0650

MODEL:	MODEL01	SSE DYE MSE	4654.741 3519 1.322745	F RATIO PROB>F R-SQUARE	22.64 0.0001 0.0880
DEP VAR:	V83				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.319332	0.179261	12.9383	0.0001
SUPER	1	0.257134	0.054294	4.7359	0.0001
SACTO	1	0.037336	0.042085	0.8872	0.3750
V152	1	0.104270	0.026076	3.9987	0.0001
V156W	1	-0.193101	0.047310	-4.0816	0.0001
V157C	1	0.092390	0.036821	2.5092	0.0121
V158	1	-0.010509	0.022685	-0.4633	0.6432
V159A	1	0.060785	0.053027	1.1463	0.2518
V160	1	-0.00475639	0.013731	-0.3464	0.7291
V165	1	0.030011	0.056806	0.5283	0.5973
V168	1	0.143916	0.017615	8.1701	0.0001
V169	1	-0.086817	0.047430	-1.8304	0.0673
V172	1	-0.016152	0.013060	-1.2367	0.2163
WHS	1	-0.080430	0.057034	-1.4102	0.1586
BNHS	1	-0.0347982	0.058190	-5.9802	0.0001
OTH	1	-0.291990	0.092759	-3.1478	0.0017

Table C.5---continued

MODEL:	MODEL01	SSE	4768.518	F RATIO	20.37
DEP VAR:	V84	DFE	3519	PROB>F	0.0001
		MSE	1.355078	R-SQUARE	0.0799
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.919690	0.181438	21.6034	0.0001
SUPER	1	-0.508985	0.054954	-9.2620	0.0001
SACTO	1	0.190079	0.042596	4.4623	0.0001
V152	1	-0.026908	0.026393	-1.0195	0.3080
V156W	1	-0.125701	0.047885	-2.6251	0.0087
V157C	1	-0.082711	0.037268	-2.2193	0.0265
V158	1	0.039056	0.022960	1.2655	0.2058
V159A	1	0.167479	0.053671	3.1205	0.0018
V160	1	0.002292792	0.013898	0.1650	0.8690
V165	1	-0.192237	0.057496	-3.3435	0.0008
V168	1	-0.043341	0.017829	-2.4309	0.0151
V169	1	0.047752	0.048006	0.9947	0.3200
V172	1	0.057396	0.013219	4.3419	0.0001
WHS	1	-0.214231	0.057727	-3.7111	0.0002
BNHS	1	-0.241996	0.058896	-4.1088	0.0001
OTH	1	-0.018565	0.093886	-0.1977	0.8433

MODEL:	MODEL01	SSE	5444.341	F RATIO	23.95
DEP VAR:	V85	DFE	3519	PROB>F	0.0001
		MSE	1.547127	R-SQUARE	0.0926
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.689984	0.193870	13.8752	0.0001
SUPER	1	-0.178969	0.058719	-3.0479	0.0023
SACTO	1	0.393165	0.045515	8.6382	0.0001
V152	1	-0.018121	0.028201	-0.6426	0.5205
V156W	1	0.158927	0.051166	3.1061	0.0019
V157C	1	-0.74347	0.039822	-4.3782	0.0001
V158	1	0.28827	0.024534	5.2510	0.0001
V159A	1	0.057337	0.057349	0.9998	0.3175
V160	1	0.0014753	0.014850	0.0993	0.9209
V165	1	-0.147231	0.061436	-2.3965	0.0166
V168	1	-0.136851	0.019050	-7.1836	0.0001
V169	1	0.032067	0.051295	0.6251	0.5319
V172	1	0.078768	0.014125	5.5766	0.0001
WHS	1	-0.068374	0.061682	-1.1085	0.2677
BNHS	1	0.035874	0.062932	0.5700	0.5687
OTH	1	0.273052	0.100318	2.7219	0.0065

Table C.5--continued

MODEL:	MODEL01	SSE	4638.322	F RATIO	52.75
DEP VAR:	V86	DFF	3519	PROB>F	0.0001
		MSE	1.318080	R-SQUARE	0.1836
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.687536	0.178944	15.0189	0.0001
SUPER	1	0.483538	0.054198	8.9216	0.0001
SACTO	1	-0.370426	0.042011	-8.8174	0.0001
V152	1	0.078035	0.026030	2.9979	0.0027
V156W	1	0.233399	0.047227	4.9421	0.0001
V157C	1	0.333038	0.036756	9.0608	0.0001
V158	1	-0.119170	0.022645	-5.2626	0.0001
V159A	1	-0.045665	0.052934	-0.8627	0.3884
V160	1	-0.00281915	0.013707	-0.2057	0.8371
V165	1	0.055162	0.056706	0.9728	0.3307
V168	1	0.113515	0.017584	6.4556	0.0001
V169	1	-0.169134	0.047346	-3.5723	0.0004
V172	1	-0.058834	0.013037	-4.5127	0.0001
WHS	1	0.126841	0.056933	2.2279	0.0260
BNHS	1	-0.122281	0.058087	-2.1051	0.0354
OTH	1	-0.105949	0.092595	-1.1442	0.2526

MODEL:	MODEL01	SSE	3796.353	F RATIO	11.48
DEP VAR:	V87	DFF	3519	PROB>F	0.0001
		MSE	1.078816	R-SQUARE	0.0466
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.724851	0.161890	16.8315	0.0001
SUPER	1	-0.107249	0.049033	-2.1873	0.0288
SACTO	1	-0.045304	0.038007	-1.1920	0.2333
V152	1	-0.016196	0.023549	-0.6877	0.4917
V156W	1	-0.278456	0.042726	-6.5173	0.0001
V157C	1	0.241778	0.033253	7.2708	0.0001
V158	1	-0.091188	0.020487	-4.4511	0.0001
V159A	1	-0.00853822	0.047889	-0.1783	0.8585
V160	1	-0.010483	0.012400	-0.8454	0.3979
V165	1	0.097316	0.051302	1.8969	0.0579
V168	1	0.070554	0.015908	4.4351	0.0001
V169	1	0.025697	0.042834	0.5999	0.5486
V172	1	-0.048804	0.011795	-4.1377	0.0001
WHS	1	-0.101285	0.051507	-1.9664	0.0493
BNHS	1	-0.073984	0.052551	-1.4079	0.1593
OTH	1	0.061027	0.083770	0.7285	0.4664

Table C.5--continued

MODEL:	MODEL01	SSE	DFE	MSE	4315.793	3519	1.226426	F RATIO	PROB>F	R-SQUARE	32.44	0.0001	0.1215
DEP VAR:	V86												
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T								
INTERCEPT	1	2.992666	0.172611	17.3377	0.0001								
SUPER	1	0.483866	0.052280	9.2553	0.0001								
SACTO	1	-0.431394	0.040524	-10.6455	0.0001								
V152	1	-0.028462	0.025109	-1.1336	0.2571								
V156W	1	0.097523	0.045555	2.1408	0.0324								
V157C	1	0.143900	0.035455	4.0587	0.0001								
V158	1	-0.052580	0.021843	-2.4071	0.0161								
V159A	1	-0.075774	0.051060	-1.4840	0.1379								
V160	1	-0.013845	0.013221	-1.0471	0.2951								
V165	1	0.114589	0.054699	2.0949	0.0363								
V168	1	0.062503	0.016961	3.6850	0.0002								
V169	1	-0.091250	0.045670	-1.9980	0.0458								
V172	1	-0.080275	0.012576	-6.3832	0.0001								
WHS	1	0.127302	0.054918	2.3180	0.0205								
BNHS	1	0.159551	0.056031	2.8476	0.0044								
OTH	1	0.073005	0.089318	0.8174	0.4138								

MODEL:	MODEL01	SSE	DFE	MSE	3880.477	3519	1.102722	F RATIO	PROB>F	R-SQUARE	15.52	0.0001	0.0621
DEP VAR:	V89												
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T								
INTERCEPT	1	3.856676	0.163674	23.5632	0.0001								
SUPER	1	0.146820	0.049573	2.9617	0.0031								
SACTO	1	-0.269952	0.038426	-7.0253	0.0001								
V152	1	0.033591	0.023809	1.4109	0.1584								
V156W	1	-0.096815	0.043197	-2.2413	0.0251								
V157C	1	-0.081060	0.033619	-2.4111	0.0160								
V158	1	0.015952	0.020712	0.7702	0.4413								
V159A	1	-0.180670	0.048417	-3.7316	0.0002								
V160	1	0.039593	0.012537	3.1581	0.0016								
V165	1	0.106104	0.051867	2.0457	0.0409								
V168	1	0.009643784	0.016083	0.5996	0.5488								
V169	1	-0.057208	0.043306	-1.3210	0.1866								
V172	1	-0.055370	0.011925	-4.6432	0.0001								
WHS	1	0.258856	0.052075	4.9709	0.0001								
BNHS	1	0.092095	0.053130	1.7334	0.0831								
OTH	1	0.089201	0.084694	1.0532	0.2923								

Table C.5--continued

MODEL:	MODEL01	SSE DFF MSE	3816.97 3519 1.084675	F RATIO PROB>F R-SQUARE	23.98 0.0001 0.0927
DEP VAR:	V90				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.434122	0.162329	21.1553	0.0001
SUPER	1	0.309243	0.049166	6.2898	0.0001
SACTO	1	-0.224754	0.038110	-5.8975	0.0001
V152	1	0.025932	0.023613	1.0982	0.2722
V156W	1	0.023701	0.042842	0.5532	0.5801
V157C	1	0.182467	0.033343	5.4724	0.0001
V158	1	-0.074998	0.020542	-3.6509	0.0003
V159A	1	-0.021470	0.048019	-0.4471	0.6548
V160	1	0.002589875	0.012434	0.2083	0.8350
V165	1	-0.035076	0.051441	-0.6819	0.4954
V168	1	0.104380	0.015951	6.5437	0.0001
V169	1	-0.080230	0.042950	-1.8680	0.0618
V172	1	-0.040347	0.011827	-3.4115	0.0007
WHS	1	0.179983	0.051647	3.4849	0.0005
BNHS	1	-0.037478	0.052693	-0.7112	0.4770
OTH	1	-0.109776	0.083998	-1.3069	0.1913
MODEL:	MODEL01	SSE DFF MSE	4663.575 3519 1.325256	F RATIO PROB>F R-SQUARE	31.34 0.0001 0.1178
DEP VAR:	V91				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.060929	0.179431	17.0591	0.0001
SUPER	1	0.382224	0.054346	7.0332	0.0001
SACTO	1	-0.338759	0.042125	-8.0418	0.0001
V152	1	0.025053	0.026101	0.9599	0.3372
V156W	1	0.131654	0.047355	2.7801	0.0055
V157C	1	0.245676	0.036856	6.6658	0.0001
V158	1	-0.109571	0.022706	-4.8255	0.0001
V159A	1	-0.133691	0.053078	-2.5188	0.0118
V160	1	-0.00477784	0.013744	-0.3476	0.7281
V165	1	0.164088	0.056860	2.8858	0.0039
V168	1	0.047968	0.017632	2.7206	0.0065
V169	1	-0.073854	0.047475	-1.5556	0.1199
V172	1	-0.084583	0.013073	-6.4701	0.0001
WHS	1	0.284551	0.057088	4.9844	0.0001
BNHS	1	0.065512	0.058245	1.1248	0.2608
OTH	1	0.124451	0.092847	1.3404	0.1802

Table C.5---continued

MODEL: MODEL01	SSE	5200.606	F RATIO	20.58
DFE	3519	PROB>F	0.0001	
MSE	1.477865	R-SQUARE	0.0806	
DEF VAR: V92				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO
INTERCEPT	1	2.828898	0.189480	14.9298
SUPER	1	0.378369	0.057390	6.5930
SACTO	1	-0.301998	0.044884	-6.7889
V152	1	-0.000552469	0.027563	-0.0020
V156W	1	0.194064	0.050007	3.8807
V157C	1	0.178351	0.038920	4.5825
V158	1	-0.039870	0.023978	-1.6628
V159A	1	-0.163798	0.056050	-2.9223
V160	1	-0.017792	0.014514	-1.2259
V165	1	0.127791	0.060045	2.1283
V168	1	0.047676	0.018619	2.5606
V169	1	-0.127179	0.050134	-2.5368
V172	1	-0.069287	0.013805	-5.0190
WHS	1	0.155928	0.060285	2.5865
BNHS	1	0.074363	0.061507	1.2090
OTH	1	0.091570	0.098047	0.9339
MODEL: MODEL01	SSE	3006.894	F RATIO	12.58
DFE	3519	PROB>F	0.0001	
MSE	0.854474	R-SQUARE	0.0509	
DEF VAR: V93				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO
INTERCEPT	1	2.711829	0.144078	18.8220
SUPER	1	0.269584	0.043638	6.1777
SACTO	1	-0.054784	0.033825	-1.6196
V152	1	-0.075894	0.020958	-3.6212
V156W	1	0.245436	0.038025	6.4546
V157C	1	0.054748	0.029594	1.8500
V158	1	-0.011493	0.018233	-0.6303
V159A	1	-0.035689	0.042620	-0.8374
V160	1	-0.015408	0.011036	-1.3961
V165	1	0.011391	0.045657	0.2495
V168	1	0.054321	0.014158	3.8369
V169	1	0.033363	0.038121	0.8752
V172	1	-0.044201	0.010497	-4.2108
WHS	1	0.098834	0.045840	2.1561
BNHS	1	0.172998	0.046769	3.6990
OTH	1	-0.022521	0.074553	-0.3022

Table C.5--continued

MODEL:	MODEL01	SSE	4379.665	F RATIO	33.56
DEP VAR:	V94	DFF	3519	PROB>F	0.0001
		MSE	1.244577	R-SQUARE	0.1252
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.499865	0.173883	14.3767	0.0001
SUPER	1	0.702693	0.052666	13.3425	0.0001
SACTO	1	-0.146636	0.040822	-3.5920	0.0003
V152	1	-0.054103	0.025294	-2.1390	0.0325
V156W	1	0.193995	0.045891	4.3580	0.0001
V157C	1	0.125747	0.035716	3.5207	0.0004
V158	1	-0.083227	0.022004	-3.7823	0.0002
V159A	1	-0.041537	0.051437	-0.8075	0.4194
V160	1	0.006881703	0.013319	0.5167	0.6054
V165	1	0.198630	0.055102	3.6048	0.0003
V168	1	0.062892	0.017087	3.6808	0.0002
V169	1	-0.062865	0.046007	-1.3664	0.1719
V172	1	-0.056324	0.012669	-4.4459	0.0001
WHS	1	0.145133	0.055323	2.6234	0.0087
BNHS	1	0.049797	0.056444	0.8822	0.3777
OTH	1	0.010512	0.089976	0.1168	0.9070

MODEL:	MODEL01	SSE	4011.029	F RATIO	14.65
DEP VAR:	V95	DFF	3519	PROB>F	0.0001
		MSE	1.139821	R-SQUARE	0.0588
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.187190	0.166404	19.1533	0.0001
SUPER	1	0.283375	0.050400	5.6225	0.0001
SACTO	1	-0.125848	0.039067	-3.2214	0.0013
V152	1	-0.00792977	0.024206	-0.3276	0.7432
V156W	1	0.030657	0.043917	0.7026	0.4823
V157C	1	0.081467	0.034180	2.3835	0.0172
V158	1	-0.069880	0.021058	-3.3185	0.0009
V159A	1	-0.00411885	0.049224	-0.0837	0.9333
V160	1	-0.029595	0.012746	-2.3219	0.0203
V165	1	0.026540	0.052732	0.5033	0.6148
V168	1	0.068333	0.016352	4.1790	0.0001
V169	1	-0.058792	0.044028	-1.3353	0.1819
V172	1	0.031462	0.012124	2.5951	0.0095
WHS	1	-0.024462	0.052944	-0.4620	0.6441
BNHS	1	-0.0267369	0.054016	-4.9498	0.0001
OTH	1	-0.440598	0.086106	-5.1169	0.0001

Table C.5--continued

MODEL:	MODEL01	SSE	5006.759	F RATIO	19.01
DEP VAR:	V96	DYE	3519	PROB>F	0.0001
		MSE	1.422779	R-SQUARE	0.0749
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.066304	0.185915	16.4930	0.0001
SUPER	1	0.378284	0.056310	6.7179	0.0001
SACTO	1	-0.221335	0.043647	-5.0710	0.0001
V152	1	-0.019445	0.027044	-0.7190	0.4722
V156W	1	0.253853	0.049067	5.1736	0.0001
V157C	1	0.072814	0.038188	1.9067	0.0566
V158	1	-0.111996	0.023527	-4.7603	0.0001
V159A	1	-0.037822	0.054996	-0.6877	0.4917
V160	1	0.012761	0.014241	0.8961	0.3702
V165	1	0.238853	0.058915	4.0712	0.0001
V168	1	0.026493	0.018269	1.4502	0.1471
V169	1	-0.171760	0.049191	-3.4917	0.0005
V172	1	-0.044967	0.013545	-3.3197	0.0009
WHS	1	0.095262	0.059151	1.6105	0.1074
BNHS	1	-0.035808	0.060350	-0.5933	0.5530
OTH	1	-0.013449	0.096202	-0.1398	0.8888

MODEL:	MODEL01	SSE	2024.041	F RATIO	11.37
DEP VAR:	V97	DYE	3519	PROB>F	0.0001
		MSE	0.575175	R-SQUARE	0.0462
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.644742	0.118208	30.8333	0.0001
SUPER	1	0.121700	0.035803	3.3992	0.0007
SACTO	1	-0.026524	0.027752	-0.9558	0.3393
V152	1	0.00409321	0.017195	0.2380	0.8119
V156W	1	-0.057603	0.031197	-1.8464	0.0649
V157C	1	0.070745	0.024280	2.9137	0.0036
V158	1	-0.019696	0.014959	-1.3167	0.1880
V159A	1	0.066249	0.034967	1.8946	0.0582
V160	1	-0.00588179	0.00905437	-0.6496	0.5160
V165	1	-0.061753	0.037459	-1.6485	0.0993
V168	1	0.015226	0.011616	1.3108	0.1900
V169	1	-0.135073	0.031276	-4.3187	0.0001
V172	1	0.056169	0.008612313	6.5220	0.0001
WHS	1	0.068476	0.037609	1.8207	0.0687
BNHS	1	-0.032309	0.038371	-0.8420	0.3998
OTH	1	-0.040805	0.061167	-0.6671	0.5047

Table C.5--continued

MODEL:	MODEL01	SSE DFF MSE	2990.69 3519 0.849869	F RATIO PROB>F R-SQUARE	19.20 0.0001 0.0757
DEP VAR:	V98				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.465124	0.143689	24.1155	0.0001
SUPER	1	-0.388152	0.043520	-8.9189	0.0001
SACTO	1	0.173737	0.033734	5.1502	0.0001
V152	1	0.029787	0.020902	1.4251	0.1542
V156W	1	-0.039450	0.037922	-1.0403	0.2983
V157C	1	-0.094585	0.029514	-3.2047	0.0014
V158	1	0.056197	0.018183	3.0906	0.0020
V159A	1	0.147407	0.042505	3.4680	0.0005
V160	1	0.007740875	0.011006	0.7033	0.4819
V165	1	-0.098193	0.045534	-2.1565	0.0311
V168	1	-0.051250	0.014119	-3.6298	0.0003
V169	1	-0.010478	0.038018	-0.2756	0.7829
V172	1	0.034585	0.010469	3.3036	0.0010
WHS	1	-0.040764	0.045716	-0.8917	0.3726
BNHS	1	0.049653	0.046643	1.0645	0.2872
OTH	1	0.008038443	0.074352	0.1081	0.9139

MODEL:	MODEL01	SSE DFF MSE	4383.21 3519 1.245584	F RATIO PROB>F R-SQUARE	13.35 0.0001 0.0538
DEP VAR:	V99				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.103487	0.173954	17.8409	0.0001
SUPER	1	0.269730	0.052687	5.1195	0.0001
SACTO	1	-0.209599	0.040839	-5.1323	0.0001
V152	1	0.018385	0.025304	0.7266	0.4675
V156W	1	0.202600	0.045910	4.4130	0.0001
V157C	1	0.058485	0.035731	1.6368	0.1018
V158	1	-0.050469	0.022013	-2.2927	0.0219
V159A	1	-0.146427	0.051457	-2.8456	0.0045
V160	1	-0.012889	0.013324	-0.9673	0.3335
V165	1	0.071182	0.055124	1.2913	0.1967
V168	1	0.054138	0.017093	3.1672	0.0016
V169	1	-0.111498	0.046026	-2.4225	0.0155
V172	1	-0.037697	0.012674	-2.9744	0.0030
WHS	1	0.142302	0.055345	2.5712	0.0102
BNHS	1	-0.097415	0.056467	-1.7252	0.0846
OTH	1	-0.059214	0.090013	-0.6578	0.5107

Table C.5--continued

MODEL:	MODEL01	SSE	3942.44	F RATIO	24.55
DEP VAR:	V100	DFE	3519	PROB>F	0.0001
		MSE	1.120330	R-SQUARE	0.0947
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.950675	0.164976	17.8855	0.0001
SUPER	1	0.293897	0.049968	5.8817	0.0001
SACTO	1	-0.231377	0.038731	-5.9739	0.0001
V152	1	0.008778462	0.023998	0.3658	0.7145
V156W	1	0.059435	0.043310	1.3651	0.1723
V157C	1	0.111356	0.033887	4.4665	0.0001
V158	1	-0.063827	0.020877	-4.3026	0.0001
V159A	1	-0.063810	0.048802	-1.3075	0.1911
V160	1	0.00500668	0.012637	0.3962	0.6920
V165	1	0.181120	0.052279	3.4645	0.0005
V168	1	0.101635	0.016211	6.2694	0.0001
V169	1	-0.142804	0.043650	-3.2716	0.0011
V172	1	-0.039726	0.012020	-3.3050	0.0010
WHS	1	0.104659	0.052489	1.9939	0.0462
BWHS	1	-0.140171	0.053553	-2.6175	0.0089
OTH	1	-0.091391	0.085367	-1.0706	0.2844

Table C.5--continued

MODEL: MODEL01	SSE DFF MSR	3634.866 3516 1.033807	F RATIO PROB>F R-SQUARE	27.14 0.0001 0.1038
DEP VAR: V101				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO PROB> T
INTERCEPT	1	3.686767	0.158544	23.2538
SUPER	1	-0.433247	0.048020	-9.0223
SACTO	1	0.199975	0.037221	5.3726
V152	1	0.029964	0.023063	1.2993
V156W	1	-0.163080	0.041843	-3.8974
V157C	1	-0.202640	0.032566	-6.2225
V158	1	0.076884	0.020063	3.8321
V159A	1	0.102721	0.046899	2.1903
V160	1	-0.00786515	0.012144	-0.6477
V165	1	-0.074349	0.050241	-1.4798
V168	1	-0.018406	0.015579	-1.1814
V169	1	0.115980	0.041949	2.7648
V172	1	0.042773	0.011551	3.7030
WHS	1	-0.221797	0.050443	-4.3970
BWHS	1	-0.050331	0.051465	-0.9780
OTH	1	-0.042629	0.082039	-0.5196

MODEL: MODEL01	SSE DFF MSR	3649.54 3516 1.037981	F RATIO PROB>F R-SQUARE	33.44 0.0001 0.1249
DEP VAR: V102				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO PROB> T
INTERCEPT	1	2.323503	0.158864	14.6257
SUPER	1	0.496339	0.048117	10.3153
SACTO	1	-0.141188	0.037296	-3.7856
V152	1	-0.058182	0.023109	-2.5177
V156W	1	-0.028478	0.041927	-0.6792
V157C	1	0.219547	0.032631	6.7281
V158	1	-0.097955	0.020104	-4.8725
V159A	1	-0.179736	0.046994	-3.8247
V160	1	0.013015	0.012169	1.0695
V165	1	0.105664	0.050343	2.0989
V168	1	0.056948	0.015611	3.6480
V169	1	-0.101373	0.042033	-2.4117
V172	1	-0.062969	0.011574	-5.4403
WHS	1	0.191478	0.050544	3.7883
BWHS	1	-0.185926	0.051569	-3.6054
OTH	1	-0.00396445	0.082205	-0.0482

Table C.5--continued

MODEL: MODEL01	SSE	3559.944	F RATIO	24.49
DEP VAR: V103	DFF	3516	PROB>F	0.0001
	MSE	1.012498	R-SQUARE	0.0946
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.336117	14.8890	0.0001
SUPER	1	0.242256	5.0977	0.0001
SACTO	1	-0.028781	-0.7813	0.4347
V152	1	0.091941	4.0283	0.0001
V156W	1	0.118091	2.8518	0.0044
V157C	1	0.126496	3.9250	0.0001
V158	1	-0.043219	-2.1767	0.0296
V159A	1	0.227609	4.9040	0.0001
V160	1	-0.016319	-1.3578	0.1746
V165	1	0.136501	2.7453	0.0061
V168	1	0.019488	1.2640	0.2063
V169	1	0.106440	2.5639	0.0104
V172	1	-0.00412521	-0.3609	0.7182
WHS	1	-0.021802	-0.4367	0.6623
BNHS	1	-0.411602	-8.0815	0.0001
OTH	1	-0.155467	-1.9149	0.0556

MODEL: MODEL01	SSE	6116.938	F RATIO	7.88
DEP VAR: V104	DFF	3516	PROB>F	0.0001
	MSE	1.739744	R-SQUARE	0.0325
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.684591	13.0528	0.0001
SUPER	1	0.105449	1.6928	0.0906
SACTO	1	-0.132255	-2.7390	0.0062
V152	1	0.062217	2.0796	0.0376
V156W	1	-0.134826	-2.4839	0.0130
V157C	1	-0.041494	-0.9822	0.3261
V158	1	0.110587	4.2489	0.0001
V159A	1	0.115795	1.9033	0.0571
V160	1	-0.016083	-1.0209	0.3074
V165	1	-0.183031	-2.8083	0.0050
V168	1	0.015220	0.7531	0.4514
V169	1	0.109189	2.0065	0.0449
V172	1	0.035007	2.3362	0.0195
WHS	1	-0.333552	-5.0973	0.0001
BNHS	1	-0.087019	-1.3034	0.1925
OTH	1	0.012479	0.1173	0.9067

Table C.5--continued

MODEL:	MODEL01	SSE	5099.177	F RATIO	33.47
DFE		3516		PROB>F	0.0001
MSE		1.450278		R-SQUARE	0.1249
DEP VAR: V105					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.889034	0.187783	20.7102	0.0001
SUPER	1	-0.245471	0.056876	-4.3159	0.0001
SACTO	1	0.120511	0.044086	2.7336	0.0063
V152	1	-0.137141	0.027316	-5.0206	0.0001
V156W	1	0.246472	0.049560	4.9733	0.0001
V157C	1	-0.224301	0.038572	-5.8173	0.0001
V158	1	0.113822	0.023763	4.7898	0.0001
V159A	1	0.055923	0.055548	1.0068	0.3141
V160	1	0.022026	0.014384	1.5313	0.1258
V165	1	-0.106280	0.059507	-3.1304	0.0018
V168	1	-0.206486	0.018452	-11.1902	0.0001
V169	1	-0.099176	0.049685	-1.9961	0.0460
V172	1	0.076390	0.013681	5.5835	0.0001
WHS	1	-0.0080592	0.059745	-0.1348	0.8928
BWHS	1	0.223713	0.060956	3.6701	0.0002
OTH	1	0.151903	0.097169	1.5633	0.1181

MODEL:	MODEL01	SSE	5322.384	F RATIO	19.64
DFE		3516		PROB>F	0.0001
MSE		1.513761		R-SQUARE	0.0773
DEP VAR: V106					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.605325	0.191849	18.7925	0.0001
SUPER	1	0.337493	0.058107	5.8081	0.0001
SACTO	1	-0.124898	0.045040	-2.7730	0.0056
V152	1	-0.027790	0.027907	-0.9958	0.3194
V156W	1	0.115324	0.050633	2.2777	0.0228
V157C	1	0.139164	0.039407	3.5315	0.0004
V158	1	-0.153191	0.024278	-6.3099	0.0001
V159A	1	-0.149735	0.056751	-2.6385	0.0084
V160	1	0.029142	0.014695	1.9831	0.0474
V165	1	0.177938	0.060795	2.9268	0.0034
V168	1	-0.015290	0.018852	-0.8110	0.4174
V169	1	-0.179129	0.050761	-3.5289	0.0004
V172	1	-0.055200	0.013978	-3.9491	0.0001
WHS	1	0.375311	0.061039	6.1377	0.0001
BWHS	1	-0.029898	0.062276	-0.4808	0.6312
OTH	1	-0.094001	0.099273	-0.9350	0.3438

Table C.5--continued

MODEL:	MODEL01	SSE	2926.653	F RATIO	9.50
DEP VAR:	V107	DFE	3516	PROB>F	0.0001
		MSE	0.832381	R-SQUARE	0.0389
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.858931	0.142263	20.0961	0.0001
SUPER	1	-0.015457	0.043089	-0.3587	0.7198
SACTO	1	-0.237731	0.033399	-7.1179	0.0001
V152	1	-0.031714	0.020694	-1.5325	0.1255
V156W	1	0.164508	0.037546	4.3815	0.0001
V157C	1	0.020156	0.029222	0.6898	0.4904
V158	1	-0.021496	0.018003	-1.1940	0.2326
V159A	1	-0.136005	0.042083	-3.2318	0.0012
V160	1	0.012174	0.010897	1.1172	0.2640
V165	1	-0.051617	0.045082	-1.1450	0.2523
V168	1	0.053105	0.013979	3.7988	0.0001
V169	1	0.054221	0.037641	1.4405	0.1498
V172	1	-0.035291	0.010365	-3.4048	0.0007
WHS	1	0.019465	0.045263	0.4300	0.6672
BANKS	1	0.178968	0.046180	3.8754	0.0001
OTH	1	0.009159784	0.073614	0.1244	0.9010

MODEL:	MODEL01	SSE	3297.257	F RATIO	7.40
DEP VAR:	V108	DFE	3516	PROB>F	0.0001
		MSE	0.937787	R-SQUARE	0.0306
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.667504	0.151002	17.6653	0.0001
SUPER	1	0.070455	0.045735	1.5405	0.1235
SACTO	1	-0.158652	0.035451	-4.4753	0.0001
V152	1	-0.055231	0.021965	-2.5144	0.0120
V156W	1	0.092381	0.039852	2.3181	0.0205
V157C	1	0.033338	0.031017	1.0748	0.2825
V158	1	-0.042585	0.019109	-2.2285	0.0259
V159A	1	-0.061033	0.044668	-1.3664	0.1719
V160	1	0.013337	0.011566	1.1531	0.2489
V165	1	0.039881	0.047851	0.8334	0.4047
V168	1	0.062468	0.014838	4.2099	0.0001
V169	1	0.039463	0.039953	0.9877	0.3233
V172	1	-0.043733	0.011002	-3.9752	0.0001
WHS	1	0.150699	0.048043	3.1367	0.0017
BANKS	1	0.067823	0.049017	1.3837	0.1665
OTH	1	0.020408	0.078136	0.2612	0.7940

Table C.5--continued

MODEL:	MODEL01	SSE	3500.086	F RATIO	11.18
DEP VAR:	V109	DFF	3516	PROB>F	0.0001
		MSE	0.995474	R-SQUARE	0.0455
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.391633	0.155577	15.3726	0.0001
SUPER	1	0.169950	0.047121	3.6067	0.0003
SACTO	1	-0.144085	0.036525	-3.9448	0.0001
V152	1	-0.071639	0.022631	-3.1655	0.0016
V156W	1	0.105872	0.041060	2.5785	0.0100
V157C	1	0.125956	0.031956	3.9415	0.0001
V158	1	-0.087343	0.019688	-4.4364	0.0001
V159A	1	-0.024692	0.046021	-0.5365	0.5916
V160	1	0.011191	0.011917	0.9391	0.3477
V165	1	0.045404	0.049301	0.9210	0.3571
V168	1	0.048442	0.015288	3.1687	0.0015
V169	1	0.056119	0.041164	1.3633	0.1729
V172	1	-0.042183	0.011335	-3.7215	0.0002
WHS	1	0.038984	0.049499	0.7876	0.4310
BHHS	1	-0.026082	0.050502	-0.5164	0.6056
OTH	1	-0.058058	0.080504	-0.7212	0.4708
MODEL:	MODEL01	SSE	3240.664	F RATIO	8.47
DEP VAR:	V110	DFF	3516	PROB>F	0.0001
		MSE	0.921691	R-SQUARE	0.0349
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.784265	0.149701	18.5989	0.0001
SUPER	1	0.138318	0.045341	3.0506	0.0023
SACTO	1	-0.163675	0.035145	-4.6571	0.0001
V152	1	-0.058171	0.021776	-2.6713	0.0076
V156W	1	0.137658	0.039509	3.4842	0.0005
V157C	1	0.010920	0.030749	0.3551	0.7225
V158	1	-0.021614	0.018944	-1.1409	0.2540
V159A	1	-0.117405	0.044283	-2.6512	0.0081
V160	1	-0.013283	0.011467	-1.1584	0.2468
V165	1	-0.048868	0.047439	-1.0301	0.3030
V168	1	0.062439	0.014710	4.2446	0.0001
V169	1	0.121024	0.039609	3.0555	0.0023
V172	1	-0.025218	0.010907	-2.3122	0.0208
WHS	1	-0.0036073	0.047629	-0.0757	0.9396
BHHS	1	0.048203	0.048594	0.9919	0.3213
OTH	1	-0.132362	0.077463	-1.7087	0.0876

Table C.5--continued

MODEL:	MODEL01	SSE	644.689699	F RATIO	5.59
DEP VAR:	RSN1	DFF	3455	PROB>F	0.0001
		MSE	0.186596	R-SQUARE	0.0237
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.303783	0.067946	4.4709	0.0001
SUPER	1	0.004295264	0.020580	0.2087	0.8347
SACTO	1	0.00564922	0.015952	0.3541	0.7233
V152	1	-0.028563	0.009883775	-2.8899	0.0039
V156W	1	0.032741	0.017932	1.8258	0.0680
V157C	1	0.030995	0.013957	2.2208	0.0264
V158	1	-0.00971166	0.008598402	-1.1295	0.2588
V159A	1	-0.002829	0.020099	-0.1408	0.8881
V160	1	0.0005975193	0.005204489	0.1148	0.9086
V165	1	-0.030318	0.021532	-1.4081	0.1592
V168	1	0.003008726	0.006676707	0.4506	0.6523
V169	1	-0.032062	0.017978	-2.8959	0.0038
V172	1	0.020644	0.004950393	4.1702	0.0001
WHS	1	-0.016627	0.021618	-0.7691	0.4419
BNHS	1	-0.056527	0.022056	-2.5629	0.0104
OTH	1	-0.033501	0.035159	-0.9528	0.3407
MODEL:	MODEL01	SSE	608.555143	F RATIO	2.47
DEP VAR:	RSN2	DFF	3455	PROB>F	0.0014
		MSE	0.176138	R-SQUARE	0.0106
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.962782	0.066015	14.5843	0.0001
SUPER	1	0.017376	0.019995	0.8690	0.3849
SACTO	1	-0.027975	0.015498	-1.8051	0.0712
V152	1	0.010502	0.009602791	1.0937	0.2742
V156W	1	0.032519	0.017423	1.8665	0.0621
V157C	1	-0.039151	0.013560	-2.8873	0.0039
V158	1	0.006671074	0.008353959	0.7986	0.4246
V159A	1	0.004643831	0.019528	0.2378	0.8120
V160	1	0.002681605	0.005056532	0.5303	0.5959
V165	1	0.004697203	0.020920	0.2245	0.8224
V168	1	-0.010545	0.006486896	-1.6256	0.1041
V169	1	-0.048564	0.017467	-2.7804	0.0055
V172	1	-0.014442	0.004809659	-3.0027	0.0027
WHS	1	-0.026546	0.021003	-1.2639	0.2064
BNHS	1	-0.00629304	0.021429	-0.2937	0.7690
OTH	1	-0.050607	0.034160	-1.4815	0.1386

Table C.5--continued

MODEL:	MODEL01	SSE	494.401517	F RATIO	15.20
DEP VAR:	RSN3	DYE	3455	PROB>F	0.0001
		MSE	0.143097	R-SQUARE	0.0619
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.493726	0.059502	8.2976	0.0001
SUPER	1	-0.018797	0.018022	-1.0430	0.2970
SACTO	1	-0.013074	0.013969	-0.9359	0.3494
V152	1	-0.010036	0.008655405	-1.1595	0.2463
V156W	1	-0.057839	0.015704	-3.6831	0.0002
V157C	1	0.001844683	0.012222	0.1509	0.8800
V158	1	-0.016021	0.00752978	-2.1277	0.0334
V159A	1	-0.095795	0.017601	-5.4425	0.0001
V160	1	0.005721657	0.004557668	1.2554	0.2094
V165	1	0.037267	0.018956	1.9764	0.0482
V168	1	0.012302	0.005846916	2.1040	0.0355
V169	1	-0.078178	0.015743	-4.9657	0.0001
V172	1	-0.027402	0.004335151	-6.3208	0.0001
WHS	1	0.054743	0.018931	2.8917	0.0039
BNHS	1	0.064518	0.019315	3.3403	0.0008
OTH	1	0.042820	0.030789	1.3907	0.1644

MODEL:	MODEL01	SSE	458.025216	F RATIO	4.14
DEP VAR:	RSN4	DYE	3455	PROB>F	0.0001
		MSE	0.132569	R-SQUARE	0.0177
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	-0.00992953	0.057371	-0.1734	0.8624
SUPER	1	-0.081786	0.017346	-4.7149	0.0001
SACTO	1	-0.00261302	0.013446	-0.1943	0.8459
V152	1	0.014613	0.008330905	1.7540	0.0795
V156W	1	-0.00522259	0.015115	-0.3455	0.7297
V157C	1	0.017286	0.011764	1.4694	0.1418
V158	1	0.014536	0.007247481	2.0057	0.0450
V159A	1	0.001000312	0.016941	0.0590	0.9529
V160	1	0.004523644	0.004386796	1.0312	0.3025
V165	1	-0.021610	0.018149	-1.1907	0.2339
V168	1	0.003696094	0.00562771	0.6568	0.5114
V169	1	0.050774	0.015153	3.3507	0.0008
V172	1	0.00156129	0.004172622	0.3742	0.7083
WHS	1	-0.00827599	0.018221	-0.4542	0.6497
BNHS	1	0.004123789	0.018591	0.2218	0.8245
OTH	1	0.015218	0.029635	0.5135	0.6076

Table C.5--continued

MODEL:	MODEL01	SSE	802.199301	F RATIO	5.62
DEP VAR:	RSN5	DFE	3455	PROB>F	0.0001
		MSE	0.232185	R-SQUARE	0.0238
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.166728	0.075794	2.1998	0.0279
SUPER	1	0.035902	0.022956	1.5639	0.1179
SACTO	1	0.068867	0.017794	3.8702	0.0001
V152	1	-0.00781055	0.011025	-0.7084	0.4787
V156W	1	0.019486	0.020003	0.9741	0.3301
V157C	1	-0.018787	0.015568	-1.2067	0.2276
V158	1	0.000792223	0.009591434	0.0826	0.9342
V159A	1	0.047180	0.022421	2.1043	0.0354
V160	1	-0.00372744	0.005805557	-0.6420	0.5209
V165	1	0.061377	0.024018	2.5554	0.0106
V168	1	-0.00753831	0.007447802	-1.0122	0.3115
V169	1	0.038902	0.020054	1.9399	0.0525
V172	1	0.016336	0.005522115	2.9582	0.0031
WHS	1	-0.044247	0.024115	-1.8349	0.0666
BNHS	1	-0.104831	0.024603	-4.2608	0.0001
OTH	1	-0.065665	0.039220	-1.6743	0.0942

MODEL:	MODEL01	SSE	226.070464	F RATIO	4.29
DEP VAR:	RSN6	DFE	3455	PROB>F	0.0001
		MSE	0.065433	R-SQUARE	0.0183
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	-0.037356	0.040236	-0.9284	0.3533
SUPER	1	0.016512	0.012187	1.3549	0.1755
SACTO	1	-0.00884645	0.009446156	-0.9365	0.3491
V152	1	0.001962947	0.005852877	0.3354	0.7374
V156W	1	0.017861	0.010619	1.6820	0.0927
V157C	1	0.026728	0.008264641	3.2340	0.0012
V158	1	-0.00303316	0.005091718	-0.5957	0.5514
V159A	1	0.016859	0.011902	1.4165	0.1567
V160	1	-0.00478179	0.003081944	-1.5515	0.1209
V165	1	0.001829947	0.012750	0.1435	0.8859
V168	1	0.0007820996	0.00353747	0.1978	0.8432
V169	1	-0.00173257	0.010646	-0.1627	0.8707
V172	1	0.007038181	0.002931475	2.4009	0.0164
WHS	1	0.027384	0.012801	2.1391	0.0325
BNHS	1	-0.016344	0.013061	-1.2514	0.2109
OTH	1	0.00433244	0.020820	-0.2081	0.8352

Table C.5--continued

MODEL:	MODEL01	SSE	517.381350	F RATIO	7.90
DEP VAR:	RSN7	DYE	3455	PROB>F	0.0001
		MSE	0.149749	R-SQUARE	0.0332
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.203311	0.060869	3.3401	0.0008
SUPER	1	0.002544989	0.018436	0.1380	0.8902
SACTO	1	0.025734	0.014290	1.8008	0.0718
V152	1	0.021787	0.008854272	2.4607	0.0139
V156W	1	-0.079265	0.016065	-4.9342	0.0001
V157C	1	0.001480428	0.012503	0.1184	0.9058
V158	1	0.020009	0.007702785	2.5976	0.0094
V159A	1	0.0017617	0.018006	0.0978	0.9221
V160	1	-0.00829765	0.004662385	-1.7797	0.0752
V165	1	-0.045389	0.019289	-2.3531	0.0187
V168	1	0.001557409	0.005981256	0.2604	0.7946
V169	1	0.042435	0.016105	2.6349	0.0085
V172	1	-0.012950	0.004434756	-2.9201	0.0035
WHS	1	-0.00109301	0.019366	-0.0564	0.9550
BNHS	1	0.045960	0.019759	2.3261	0.0201
OTH	1	0.073386	0.031497	2.3299	0.0199

MODEL:	MODEL01	SSE	152.919903	F RATIO	2.29
DEP VAR:	RSN6	DYE	3455	PROB>F	0.0033
		MSE	0.044260	R-SQUARE	0.0098
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	-0.00695263	0.033092	-0.2101	0.8336
SUPER	1	0.024579	0.010023	2.4523	0.0142
SACTO	1	0.005519856	0.007769001	0.7105	0.4774
V152	1	0.002410431	0.004813705	0.5007	0.6166
V156W	1	0.005043259	0.008733614	0.5775	0.5637
V157C	1	-0.00364534	0.006797264	-0.5363	0.5918
V158	1	-0.000128472	0.004187689	-0.0307	0.9755
V159A	1	-0.00279292	0.009788975	-0.2853	0.7754
V160	1	-0.00276955	0.002534748	-1.0926	0.2746
V165	1	0.002571951	0.010487	0.2453	0.8063
V168	1	-0.00506159	0.003251764	-1.5566	0.1197
V169	1	0.025786	0.008755706	2.9450	0.0033
V172	1	0.004698971	0.002410995	1.9490	0.0514
WHS	1	0.005075976	0.010529	0.4821	0.6298
BNHS	1	-0.00326182	0.010742	-0.3037	0.7614
OTH	1	0.020820	0.017124	1.2159	0.2241

Table C.5--continued

MODEL:	MODEL01	SSE	786.348631	F RATIO	9.69
DFE	3455	PROB>F	0.0001		
MSR	0.227597	R-SQUARE	0.0404		
DEP VAR: RSN9					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.519915	0.075041	6.9284	0.0001
SUPER	1	-0.00645272	0.022728	-0.2839	0.7765
SACTO	1	-0.039291	0.017617	-2.2303	0.0258
V152	1	0.00800774	0.010916	0.7336	0.4632
V156W	1	0.054219	0.019805	2.7377	0.0062
V157C	1	-0.039437	0.015414	-2.5586	0.0106
V158	1	-0.00760726	0.009496202	-0.8011	0.4231
V159A	1	0.039754	0.022198	1.7909	0.0734
V160	1	-0.00675371	0.005747915	-1.1750	0.2401
V165	1	0.003675455	0.023780	0.1546	0.8772
V168	1	-0.032340	0.007373854	-4.3858	0.0001
V169	1	0.096803	0.019855	4.8756	0.0001
V172	1	0.018296	0.005467287	3.3465	0.0008
WHS	1	0.020111	0.023875	0.8423	0.3997
BNHS	1	0.019877	0.024359	0.8160	0.4146
OTH	1	-0.082401	0.038830	-2.1221	0.0339
MODEL:	MODEL01	SSE	139.921242	F RATIO	1.40
DFE	3455	PROB>F	0.1350		
MSR	0.040498	R-SQUARE	0.0061		
DEP VAR: RSN10					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.003238286	0.031654	0.1023	0.9185
SUPER	1	-0.00716804	0.009587435	-0.7476	0.4547
SACTO	1	-0.010558	0.007431475	-1.4207	0.1555
V152	1	0.001703331	0.004604573	0.3699	0.7115
V156W	1	0.013024	0.00835418	1.5590	0.1191
V157C	1	-0.000909147	0.006501955	-0.1398	0.8888
V158	1	0.0005720069	0.004005753	0.0143	0.9886
V159A	1	-0.019799	0.009363691	-2.1144	0.0345
V160	1	-0.00320239	0.002424625	-1.3208	0.1867
V165	1	0.013275	0.010031	1.3234	0.1858
V168	1	-0.00106327	0.00311049	-0.3418	0.7325
V169	1	0.0002774785	0.008375312	0.0331	0.9736
V172	1	0.001674345	0.002306249	0.7260	0.4679
WHS	1	-0.00743319	0.010071	-0.7381	0.4605
BNHS	1	-0.00953648	0.010275	-0.9281	0.3534
OTH	1	0.021449	0.016380	1.3095	0.1905

Table C.5--continued

MODEL:	MODEL01	SSE	146.401457	F RATIO	4.07
DEP VAR:	RSN11	DFT	3455	PROB>F	0.0001
		MSE	0.042374	R-SQUARE	0.0174
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.040367	0.032379	1.2467	0.2126
SUPER	1	-0.014294	0.009806935	-1.4575	0.1451
SACTO	1	-0.00568425	0.007601615	-0.7478	0.4547
V152	1	-0.013139	0.004709992	-2.7897	0.0053
V156W	1	0.002426254	0.008545446	0.2839	0.7765
V157C	1	0.022533	0.008650814	3.3880	0.0007
V158	1	-0.00306896	0.004097464	-0.7490	0.4539
V159A	1	0.003204853	0.009578069	0.3346	0.7379
V160	1	0.0007478959	0.002480136	0.3016	0.7630
V165	1	0.010851	0.010261	1.0575	0.2903
V168	1	0.002208254	0.003181703	0.6940	0.4877
V169	1	-0.023779	0.008567061	-2.7756	0.0055
V172	1	0.003783239	0.0023359049	1.6037	0.1089
WHS	1	-0.025713	0.010302	-2.4959	0.0126
BHHS	1	-0.028259	0.010511	-2.6886	0.0072
OTH	1	-0.0056193	0.016755	-0.3354	0.7374
MODEL:	MODEL01	SSE	451.203309	F RATIO	4.55
DEP VAR:	RSN12	DFT	3455	PROB>F	0.0001
		MSE	0.130594	R-SQUARE	0.0194
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.205469	0.056843	3.6147	0.0003
SUPER	1	0.019835	0.017217	1.1521	0.2494
SACTO	1	0.024839	0.013345	1.8613	0.0628
V152	1	0.004327722	0.008268631	0.0523	0.9583
V156W	1	-0.00891585	0.015002	-0.5943	0.5523
V157C	1	0.022830	0.011676	1.9553	0.0506
V158	1	-0.014893	0.007193306	-2.0704	0.0385
V159A	1	-0.024333	0.016815	-1.4471	0.1480
V160	1	0.709235485	0.004354005	2.1211	0.0340
V165	1	0.01539114	0.018013	0.0854	0.9319
V168	1	0.017709	0.005585642	3.1705	0.0015
V169	1	-0.046866	0.015040	-3.1161	0.0018
V172	1	-0.012499	0.004141431	-3.0180	0.0026
WHS	1	0.014299	0.018085	0.7907	0.4292
BHHS	1	-0.016629	0.018452	-0.9012	0.3675
OTH	1	0.026945	0.029414	0.9161	0.3597

Table C.5--continued

MODEL:	MODEL01	SSE	6576.383	F RATIO	13.86
DEP VAR:	V114	DFF	3516	PROB>F	0.0001
		MSE	1.870416	R-SQUARE	0.0558
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.610558	0.213256	12.2415	0.0001
SUPER	1	0.403695	0.064591	6.2501	0.0001
SACTO	1	0.0004827872	0.050066	0.0096	0.9923
V152	1	0.004777937	0.031021	0.1540	0.8776
V156W	1	0.022659	0.056282	0.4026	0.6873
V157C	1	0.101348	0.043804	2.3137	0.0207
V158	1	-0.077138	0.026987	-2.8583	0.0043
V159A	1	-0.115527	0.063083	-1.8313	0.0671
V160	1	0.016998	0.016335	1.0406	0.2981
V165	1	0.037107	0.067579	0.5491	0.5830
V168	1	0.093660	0.020955	4.4695	0.0001
V169	1	0.147399	0.056425	2.6123	0.0090
V172	1	-0.061013	0.015537	-3.9269	0.0001
WHS	1	0.597260	0.067850	8.8027	0.0001
BNHS	1	0.280225	0.069225	4.0480	0.0001
OTH	1	0.269125	0.110350	2.4388	0.0148

MODEL:	MODEL01	SSE	6073.76	F RATIO	24.25
DEP VAR:	V115	DFF	3516	PROB>F	0.0001
		MSE	1.727463	R-SQUARE	0.0938
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.581762	0.204944	12.5974	0.0001
SUPER	1	0.595218	0.062073	9.5889	0.0001
SACTO	1	-0.099647	0.048115	-2.0710	0.0384
V152	1	-0.010902	0.029812	-0.3657	0.7146
V156W	1	-0.100266	0.054089	-1.8537	0.0639
V157C	1	0.007604489	0.042097	0.1806	0.8567
V158	1	-0.051860	0.025935	-1.9996	0.0456
V159A	1	-0.128739	0.060625	-2.1235	0.0338
V160	1	0.005157157	0.015698	0.3285	0.7425
V165	1	0.108034	0.064945	1.6635	0.0963
V168	1	0.145175	0.020139	7.2088	0.0001
V169	1	-0.020691	0.054225	-0.3816	0.7028
V172	1	-0.056669	0.014932	-3.7952	0.0001
WHS	1	0.612009	0.065205	9.3859	0.0001
BNHS	1	0.334614	0.066527	5.0298	0.0001
OTH	1	0.284266	0.106049	2.6805	0.0074

Table C.5--continued

MODEL:	MODEL01	SSE	5788.39	F RATIO	18.27
DFE	3516	PROB>F	0.0001		
MSR	1.646300	R-SQUARE	0.0723		
DEP VAR: V116					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.472109	0.200072	12.3561	0.0001
SUPER	1	0.507409	0.060598	8.3734	0.0001
SACTO	1	-0.027203	0.046971	-0.5791	0.5625
V152	1	0.00514711	0.029103	0.1769	0.8596
V156W	1	0.051406	0.052803	0.9735	0.3303
V157C	1	0.101097	0.041096	2.4600	0.0139
V158	1	-0.055195	0.025318	-2.1800	0.0293
V159A	1	-0.060803	0.059183	-1.0274	0.3043
V160	1	0.011109	0.015325	0.7249	0.4686
V165	1	0.117234	0.063401	1.8491	0.0645
V168	1	0.085494	0.019660	4.3486	0.0001
V169	1	0.054229	0.052936	1.0244	0.3057
V172	1	-0.049762	0.014577	-3.4138	0.0006
WHS	1	0.576858	0.063655	9.0622	0.0001
BNHS	1	0.134876	0.064945	2.0768	0.0379
OTH	1	0.061689	0.103528	0.5959	0.5513
MODEL:	MODEL01	SSE	6429.02	F RATIO	8.42
DFE	3516	PROB>F	0.0001		
MSR	1.828504	R-SQUARE	0.0347		
DEP VAR: V117					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.028298	0.210853	14.3621	0.0001
SUPER	1	0.073563	0.063863	1.1519	0.2494
SACTO	1	-0.016929	0.049502	-0.3420	0.7324
V152	1	-0.00302711	0.030672	-0.0987	0.9214
V156W	1	-0.186171	0.055648	-3.3455	0.0008
V157C	1	-0.220728	0.043310	-5.0965	0.0001
V158	1	-0.00169467	0.026683	-0.0635	0.9494
V159A	1	-0.096152	0.062372	-1.5416	0.1233
V160	1	0.025908	0.016151	1.6042	0.1088
V165	1	0.056303	0.066817	0.8426	0.3995
V168	1	0.067770	0.020719	3.2709	0.0011
V169	1	-0.085356	0.055789	-1.5300	0.1261
V172	1	0.00135905	0.015362	-0.0885	0.9295
WHS	1	0.376468	0.067085	5.6118	0.0001
BNHS	1	0.151459	0.068445	2.2129	0.0270
OTH	1	0.157391	0.109106	1.4425	0.1492

MODEL:	MODEL01	SSR	DF	MSR	F RATIO	PROB>F	R SQUARE
DEP VAR:	V118	19.57	0.0001	0.0770			
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T		
INTERCEPT	1	4.3049			0.0001		
SUPER	1	0.22924			0.0001		
SACTO	1	0.027356			0.1055		
V152	1	0.021134			0.0428		
V156W	1	0.010627			0.3250		
V157C	1	0.025105			0.0058		
V158	1	0.00209917			0.7494		
V159A	1	0.029661			0.1621		
V160	1	0.07737714			0.1589		
V165	1	0.230287			0.0001		
V168	1	0.020688			0.0031		
V169	1	0.030856			0.1039		
V172	1	0.043322			0.0001		
WHIS	1	-0.029883			0.1903		
BHHS	1	0.034822			0.1347		
OTH	1	0.040224			0.1046		

MODEL:	MODEL01	SSR	DF	MSR	F RATIO	PROB>F	R SQUARE
DEP VAR:	V119	5.43	0.0001	0.0226			
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T		
INTERCEPT	1	4.173226			0.0001		
SUPER	1	0.123823			0.0001		
SACTO	1	-0.071314			0.0046		
V152	1	0.024172			0.1208		
V156W	1	0.047260			0.0945		
V157C	1	0.006358016			0.7725		
V158	1	-0.044077			0.0012		
V159A	1	-0.022296			0.4815		
V160	1	-0.00902551			0.2712		
V165	1	-0.037728			0.2663		
V168	1	0.035007			0.0009		
V169	1	0.033972			0.2306		
V172	1	-0.014965			0.0552		
WHIS	1	0.061537			0.0710		
BHHS	1	0.079148			0.0228		
OTH	1	0.017430			0.7531		

Table C.5--continued

MODEL:	MODEL01	SSE	2793.013	F RATIO	11.64
DEP VAR:	V120	DFE	3516	PROB>F	0.0001
		MSE	0.794372	R-SQUARE	0.0473
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.424057	0.138977	24.6376	0.0001
SUPER	1	0.158199	0.042093	3.7583	0.0002
SACTO	1	-0.096133	0.032628	-2.9464	0.0032
V152	1	0.008504083	0.020216	0.4207	0.6740
V156W	1	0.122230	0.036679	3.3324	0.0009
V157C	1	0.084510	0.028547	2.9604	0.0031
V158	1	-0.060979	0.017587	-3.4672	0.0005
V159A	1	0.030702	0.041111	0.7468	0.4552
V160	1	-0.011626	0.010645	-1.0922	0.2748
V165	1	-0.041877	0.04041	-0.9509	0.3417
V168	1	0.029581	0.013656	2.1661	0.0304
V169	1	0.131551	0.036771	3.5775	0.0004
V172	1	0.034512	0.010125	3.4084	0.0007
WHS	1	0.153444	0.04217	3.4702	0.0005
BHHS	1	0.010936	0.045113	0.2424	0.8085
OTH	1	-0.132092	0.071914	-1.8368	0.0663

MODEL:	MODEL01	SSE	2642.791	F RATIO	10.90
DEP VAR:	V121	DFE	3516	PROB>F	0.0001
		MSE	0.751647	R-SQUARE	0.0444
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.617959	0.135188	26.7624	0.0001
SUPER	1	0.136098	0.040946	3.3239	0.0009
SACTO	1	-0.035307	0.031738	-1.1124	0.2660
V152	1	-0.027366	0.019665	-1.3916	0.1641
V156W	1	0.121228	0.035679	3.3978	0.0007
V157C	1	0.106321	0.027768	3.8289	0.0001
V158	1	-0.037296	0.017108	-2.1801	0.0293
V159A	1	0.048989	0.039990	1.2250	0.2206
V160	1	-0.00716735	0.010355	-0.6922	0.4889
V165	1	-0.027741	0.042840	-0.6476	0.5173
V168	1	0.00242304	0.013284	0.1825	0.8552
V169	1	0.149996	0.035769	4.1935	0.0001
V172	1	0.038389	0.009849433	3.8976	0.0001
WHS	1	0.072858	0.043012	1.6939	0.0904
BHHS	1	-0.00506892	0.043883	-0.1155	0.9080
OTH	1	-0.103143	0.069953	-1.4744	0.1405

Table C.5--continued

MODEL:	MODEL01	SSE	2720.976	F RATIO	9.62
DEP VAR:	V122	DFF	3516	PROB>F	0.0001
		MSE	0.773884	R-SQUARE	0.0394
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.677081	0.137173	26.8061	0.0001
SUPER	1	0.091474	0.041547	2.2017	0.0278
SACTO	1	-0.075506	0.032204	-2.3446	0.0191
V152	1	-0.038937	0.019954	-1.9513	0.0511
V156W	1	0.011046	0.036203	0.3051	0.7603
V157C	1	0.036087	0.028176	1.2808	0.2004
V158	1	-0.058603	0.017359	-3.3760	0.0007
V159A	1	0.047090	0.040577	1.1605	0.2459
V160	1	0.002452829	0.010507	0.2334	0.8154
V165	1	-0.00451527	0.043469	-0.1039	0.9173
V168	1	-0.00282629	0.013479	-0.2097	0.8339
V169	1	0.227675	0.036294	6.2731	0.0001
V172	1	0.032981	0.009994065	3.3001	0.0010
WHS	1	0.253659	0.043643	5.8121	0.0001
BNHS	1	0.109819	0.044528	2.4663	0.0137
OTH	1	-0.027483	0.070981	-0.3872	0.6986

MODEL:	MODEL01	SSE	2476.85	F RATIO	11.74
DEP VAR:	V123	DFF	3516	PROB>F	0.0001
		MSE	0.704451	R-SQUARE	0.0477
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.647728	0.130875	27.8719	0.0001
SUPER	1	0.147729	0.039639	3.7268	0.0002
SACTO	1	-0.021105	0.030725	-0.6869	0.4922
V152	1	-0.033310	0.019038	-1.7497	0.0803
V156W	1	0.092025	0.034540	2.6643	0.0078
V157C	1	0.085756	0.026882	3.1900	0.0014
V158	1	-0.036983	0.016562	-2.2330	0.0256
V159A	1	0.082216	0.038714	2.1237	0.0338
V160	1	-0.00108861	0.010025	-0.1086	0.9135
V165	1	0.008764097	0.041473	0.2113	0.8327
V168	1	-0.00374456	0.012860	-0.2912	0.7709
V169	1	0.215393	0.034628	6.2202	0.0001
V172	1	0.031187	0.009535197	3.2707	0.0011
WHS	1	0.079496	0.041639	1.9092	0.0563
BNHS	1	-0.040897	0.042483	-0.9627	0.3358
OTH	1	-0.011759	0.067722	-0.1736	0.8622

Table C.5--continued

MODEL:	MODEL01	SSE	2865.847	F RATIO	7.47
DEP VAR:	V124	DFE	3516	PROB>F	0.0001
		MSE	0.815087	R-SQUARE	0.0309
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	4.040728	0.140777	28.7029	0.0001
SUPER	1	0.00791473	0.042639	0.1856	0.8528
SACTO	1	-0.060959	0.033050	-1.8444	0.0652
V152	1	0.040985	0.020478	2.0014	0.0454
V156W	1	-0.120582	0.037154	-3.2455	0.0012
V157C	1	0.006232973	0.028916	0.2156	0.8293
V158	1	0.021866	0.017815	1.2274	0.2198
V159A	1	0.092140	0.041643	2.2126	0.0270
V160	1	0.001163726	0.010783	0.1079	0.9141
V165	1	0.015314	0.044611	0.3433	0.7314
V168	1	0.020019	0.013833	1.4472	0.1479
V169	1	0.099678	0.037248	2.6761	0.0075
V172	1	-0.038176	0.010257	-3.7221	0.0002
WHS	1	0.134825	0.044790	3.0102	0.0026
BNHS	1	0.128877	0.045698	2.8202	0.0048
OTH	1	-0.081566	0.072846	-1.1197	0.2629
MODEL:	MODEL01	SSE	2862.752	F RATIO	15.64
DEP VAR:	V125	DFE	3516	PROB>F	0.0001
		MSE	0.814207	R-SQUARE	0.0625
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	4.577258	0.140701	32.5317	0.0001
SUPER	1	-0.034230	0.042616	-0.8032	0.4219
SACTO	1	-0.132050	0.033032	-3.9976	0.0001
V152	1	-0.033525	0.020467	-1.6380	0.1015
V156W	1	0.003663758	0.037134	0.0987	0.9214
V157C	1	-0.094196	0.028901	-3.2593	0.0011
V158	1	-0.021443	0.017805	-1.2043	0.2286
V159A	1	0.024986	0.041621	0.6003	0.5483
V160	1	-0.017391	0.010777	-1.6137	0.1067
V165	1	-0.050831	0.044587	-1.1400	0.2543
V168	1	-0.080056	0.013826	-5.7903	0.0001
V169	1	0.212015	0.037228	5.6951	0.0001
V172	1	0.026000	0.010251	2.5364	0.0112
WHS	1	0.188371	0.044766	4.2079	0.0001
BNHS	1	0.161928	0.045673	3.5454	0.0004
OTH	1	-0.026505	0.072806	-0.3640	0.7158

Table C.5--continued

MODEL:	MODEL01	SSE	2878.704	F RATIO	6.56
DEP VAR:	V126	DFT	3516	PROB>F	0.0001
		MSE	0.818744	R-SQUARE	0.0272
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	4.411293	6.141093	31.2652	0.0001
SUPER	1	0.011085	0.042734	0.2594	0.7954
SACTO	1	-0.110114	0.033124	-3.3243	0.0009
V152	1	-0.011813	0.020524	-0.5756	0.5649
V156W	1	-0.105882	0.037237	-2.8435	0.0045
V157C	1	-0.057905	0.028981	-1.9980	0.0458
V158	1	-0.010193	0.017855	-0.5709	0.5681
V159A	1	0.076846	0.041737	1.8412	0.0657
V160	1	0.005153143	0.010807	0.4768	0.6335
V165	1	0.050826	0.044711	1.1368	0.2557
V168	1	-0.017830	0.013864	-1.2860	0.1985
V169	1	0.132869	0.037331	3.5592	0.0004
V172	1	-0.040993	0.010280	-3.9878	0.0001
WHS	1	0.101414	0.044890	2.2591	0.0239
BHHS	1	0.054536	0.045800	1.1907	0.2338
OTH	1	-0.091844	0.073009	-1.2580	0.2085
MODEL:	MODEL01	SSE	4133.908	F RATIO	13.52
DEP VAR:	V127	DFT	3516	PROB>F	0.0001
		MSE	1.175742	R-SQUARE	0.0545
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	4.859124	0.169078	28.7389	0.0001
SUPER	1	-0.073011	0.051210	-1.4257	0.1540
SACTO	1	-0.245336	0.039694	-6.1806	0.0001
V152	1	-0.0096357	0.024595	-0.3918	0.6952
V156W	1	-0.099793	0.044623	-2.2364	0.0254
V157C	1	-0.136121	0.034729	-3.9195	0.0001
V158	1	-0.035113	0.021396	-1.6411	0.1009
V159A	1	-0.111349	0.050015	-2.2263	0.0261
V160	1	-0.0014991	0.012951	-0.1158	0.9079
V165	1	0.025496	0.053579	0.4759	0.6342
V168	1	-0.011381	0.016614	-0.6850	0.4934
V169	1	0.152931	0.044736	3.4185	0.0006
V172	1	-0.055045	0.012319	-4.4684	0.0001
WHS	1	0.181554	0.053794	3.3750	0.0007
FNHS	1	0.146731	0.054884	2.6735	0.0075
OTH	1	-0.041280	0.087490	-0.4718	0.6371

Table C.5--continued

NONSUPERVISORS ONLY

MODEL:	MODEL01	SSE	3146.17	F RATIO	15.87
DEF VAR:	V32	DFE	2704	PROB>F	0.0001
		MSE	1.163524	R-SQUARE	0.0759
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.402198	0.184706	13.0055	0.0001
SACTO	1	-0.270346	0.043610	-6.1992	0.0001
V152	1	-0.089452	0.027436	-3.2603	0.0011
V156W	1	-0.000546771	0.050416	-0.0108	0.9913
V157C	1	0.229476	0.041868	5.4810	0.0001
V158	1	-0.060721	0.025142	-2.4151	0.0158
V159A	1	-0.076557	0.055549	-1.3782	0.1683
V160	1	0.005046467	0.014852	0.3398	0.7340
V165	1	0.280809	0.055842	5.0287	0.0001
V168	1	0.071493	0.018488	3.8670	0.0001
V169	1	-0.051017	0.050687	-1.0065	0.3143
V172	1	-0.087940	0.014287	-6.1551	0.0001
WHS	1	0.083020	0.060995	1.3611	0.1736
BNHS	1	-0.136916	0.061309	-2.2332	0.0256
OTH	1	-0.039647	0.094606	-0.4191	0.6752
MODEL:	MODEL01	SSE	2820.177	F RATIO	7.96
DEF VAR:	V59	DFE	2704	PROB>F	0.0001
		MSE	1.042965	R-SQUARE	0.0396
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.918911	0.174876	10.9730	0.0001
SACTO	1	-0.195201	0.041289	-4.7277	0.0001
V152	1	-0.054269	0.025976	-2.0892	0.0368
V156W	1	-0.012874	0.047733	-0.2697	0.7874
V157C	1	0.127346	0.039639	3.2126	0.0013
V158	1	0.029322	0.023804	1.2318	0.2181
V159A	1	-0.023036	0.052592	-0.4380	0.6614
V160	1	0.014391	0.014061	1.0235	0.3062
V165	1	0.083919	0.052870	1.5873	0.1126
V168	1	0.081579	0.017504	4.6606	0.0001
V169	1	-0.049307	0.047989	-1.0275	0.3043
V172	1	-0.051217	0.013527	-3.7863	0.0002
WHS	1	0.095060	0.057748	1.6461	0.0999
BNHS	1	0.037357	0.058045	0.6436	0.5199
OTH	1	0.125938	0.089571	1.4060	0.1598

Table C.6

REGRESSION RESULTS FOR SCALES, ALL EMPLOYEES

MODEL:	MODEL01	SSE	1963.415	F RATIO	35.03
DEP VAR:	PM02	DFE	3484	PROB>F	0.0001
		MSE	0.563552	R-SQUARE	0.1311
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.960240	0.117591	25.1740	0.0001
SUPER	1	0.260122	0.035616	7.3035	0.0001
SACTO	1	-0.248849	0.027607	-9.0140	0.0001
V152	1	-0.00365759	0.017105	-0.2138	0.8307
V156W	1	0.222698	0.031035	7.1758	0.0001
V157C	1	0.105370	0.024154	4.3625	0.0001
V158	1	-0.028235	0.014881	-1.8974	0.0579
V159A	1	0.015552	0.034785	0.4471	0.6548
V160	1	0.023956	0.009007132	2.6596	0.0079
V165	1	0.170789	0.037264	4.5833	0.0001
V168	1	0.003640423	0.011555	0.3151	0.7527
V169	1	-0.079850	0.031113	-2.5664	0.0103
V172	1	-0.039089	0.008567381	-4.5625	0.0001
WHS	1	-0.013876	0.037413	-0.3709	0.7107
BNHS	1	-0.168613	0.038171	-4.4173	0.0001
OTH	1	-0.075429	0.060848	-1.2396	0.2152
MODEL:	MODEL01	SSE	2554.6	F RATIO	22.07
DEP VAR:	PM03B	DFE	3484	PROB>F	0.0001
		MSE	0.733238	R-SQUARE	0.0868
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.610503	0.134131	26.9177	0.0001
SUPER	1	0.331676	0.040626	8.1642	0.0001
SACTO	1	-0.137440	0.031490	-4.3646	0.0001
V152	1	-0.045682	0.019511	-2.3413	0.0193
V156W	1	0.141133	0.035400	3.9868	0.0001
V157C	1	0.069943	0.027551	2.5387	0.0112
V158	1	-0.077810	0.016974	-4.5841	0.0001
V159A	1	-0.075739	0.039678	-1.9089	0.0564
V160	1	0.0078865	0.010274	0.7676	0.4428
V165	1	0.102113	0.042505	2.4024	0.0163
V168	1	0.0005985359	0.013180	0.0454	0.9638
V169	1	0.007730576	0.035489	0.2178	0.8276
V172	1	-0.028542	0.00972451	-2.9206	0.0035
WHS	1	0.121554	0.042675	2.8483	0.0044
BNHS	1	-0.176462	0.043540	-4.0529	0.0001
OTH	1	-0.158851	0.069407	-2.2887	0.0222

Table C.6--continued

MODEL:	MODEL01	SSE	3112.7	F RATIO	24.69
DEP VAR:	PM04	DFE	3484	PROB>F	0.0001
		MSE	0.893427	R-SQUARE	0.0961
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.743156	0.148060	18.5273	0.0001
SUPER	1	-0.022962	0.044844	-0.5120	0.6087
SACTO	1	-0.333880	0.034760	-9.6053	0.0001
V152	1	0.032735	0.021537	1.5199	0.1286
V156W	1	-0.461996	0.039076	-11.8231	0.0001
V157C	1	0.049157	0.030412	1.6164	0.1061
V158	1	-0.055600	0.018737	-2.9674	0.0030
V159A	1	-0.012058	0.043798	-0.2753	0.7831
V160	1	-0.057192	0.011341	-5.0430	0.0001
V165	1	0.191015	0.046919	4.0712	0.0001
V168	1	0.085135	0.014549	5.8516	0.0001
V169	1	0.108055	0.039175	2.7583	0.0058
V172	1	-0.023225	0.010787	-2.1530	0.0314
WHS	1	0.001484216	0.047107	0.0315	0.9749
BNHS	1	-0.061369	0.048062	-1.2769	0.2017
OTH	1	-0.106041	0.076614	-1.3841	0.1664
MODEL:	MODEL01	SSE	1911.808	F RATIO	7.76
DEP VAR:	PM05B	DFE	3484	PROB>F	0.0001
		MSE	0.548739	R-SQUARE	0.0323
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	4.339218	0.116036	37.3956	0.0001
SUPER	1	-0.00429731	0.035145	-0.1223	0.9027
SACTO	1	-0.100359	0.027242	-3.6840	0.0002
V152	1	-0.00199495	0.016879	-0.1182	0.9059
V156W	1	-0.075234	0.030624	-2.4567	0.0141
V157C	1	-0.048037	0.023834	-2.0154	0.0439
V158	1	-0.00338075	0.014684	-0.2302	0.8179
V159A	1	0.064873	0.034325	1.8900	0.0588
V160	1	-0.00369609	0.00888791	-0.4159	0.6775
V165	1	0.008819474	0.036771	0.1855	0.8529
V168	1	-0.025902	0.011402	-2.2716	0.0232
V169	1	0.149959	0.030701	4.8844	0.0001
V172	1	-0.018020	0.008454038	-2.1316	0.0331
WHS	1	0.141913	0.036918	3.8440	0.0001
BNHS	1	0.114597	0.037666	3.0424	0.0024
OTH	1	-0.067576	0.060043	-1.1255	0.2605

Table C.6--continued

MODEL:	MODEL01	SSE	2565.476	F RATIO	27.40
DEP VAR:	PM06	DFE	3484	PROB>F	0.0001
		MSE	0.736359	R-SQUARE	0.1055
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.388642	0.134417	25.2100	0.0001
SUPER	1	0.380376	0.040712	9.3431	0.0001
SACTO	1	-0.286163	0.031557	-9.0682	0.0001
V152	1	-0.000935997	0.019553	-0.0479	0.9618
V156W	1	0.143213	0.035475	4.0370	0.0001
V157C	1	0.003673416	0.027610	0.1330	0.8942
V158	1	-0.063485	0.017010	-3.7322	0.0002
V159A	1	-0.097519	0.039762	-2.4526	0.0142
V160	1	0.019201	0.010296	1.8649	0.0623
V165	1	0.143543	0.042595	3.3699	0.0008
V168	1	0.032271	0.013208	2.4433	0.0146
V169	1	-0.104765	0.035565	-2.9458	0.0032
V172	1	-0.050646	0.009793233	-5.1715	0.0001
WHS	1	0.065171	0.042766	1.5239	0.1276
BNHS	1	-0.00457691	0.043633	-0.1049	0.9165
OTH	1	0.035578	0.069554	0.5115	0.6090

MODEL:	MODEL01	SSE	2687.475	F RATIO	28.58
DEP VAR:	PM07	DFE	3484	PROB>F	0.0001
		MSE	0.771376	R-SQUARE	0.1096
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.977387	0.137576	21.6418	0.0001
SUPER	1	0.353165	0.041669	8.4755	0.0001
SACTO	1	-0.195434	0.032299	-6.0508	0.0001
V152	1	0.0026444	0.020012	0.1321	0.8949
V156W	1	0.173964	0.036309	4.7912	0.0001
V157C	1	0.100850	0.028259	3.5688	0.0004
V158	1	-0.057219	0.017410	-3.2866	0.0010
V159A	1	-0.079356	0.040696	-1.9500	0.0513
V160	1	0.018893	0.010538	1.7929	0.0731
V165	1	0.096081	0.043597	2.2039	0.0276
V168	1	0.077538	0.013519	5.7356	0.0001
V169	1	-0.141284	0.036401	-3.8814	0.0001
V172	1	-0.032231	0.010023	-3.2156	0.0013
WHS	1	0.079329	0.043771	1.8124	0.0700
BNHS	1	-0.037175	0.044658	-0.8324	0.4052
OTH	1	-0.093295	0.071189	-1.3105	0.1901

Table C.6--continued

MODEL: MODEL01	SSE	3784.69	F RATIO	36.36
DEP VAR: PM08	DFE	3484	PROB>F	0.0001
	MSE	1.086306	R-SQUARE	0.1353
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.305742	20.2481	0.0001
SUPER	1	-0.216578	-4.3799	0.0001
SACTO	1	0.250100	6.5251	0.0001
V152	1	-0.076383	-3.2163	0.0013
V156W	1	0.203565	4.7244	0.0001
V157C	1	-0.202355	-6.0342	0.0001
V158	1	0.121298	5.8711	0.0001
V159A	1	0.054586	1.1303	0.2584
V160	1	0.011610	0.9284	0.3533
V165	1	-0.172082	-3.3261	0.0009
V168	1	-0.171984	-10.7203	0.0001
V169	1	-0.036666	-0.8488	0.3960
V172	1	0.078502	6.5997	0.0001
WHS	1	-0.038015	-0.7319	0.4643
BNHS	1	0.134219	2.5326	0.0114
OTH	1	0.213904	2.5320	0.0114

MODEL: MODEL01	SSE	1998.205	F RATIO	12.98
DEP VAR: PM10	DFE	3484	PROB>F	0.0001
	MSE	0.573537	R-SQUARE	0.0529
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.593892	30.2954	0.0001
SUPER	1	0.137714	3.8328	0.0001
SACTO	1	-0.056904	-2.0432	0.0411
V152	1	-0.024502	-1.4199	0.1557
V156W	1	0.086840	2.7737	0.0056
V157C	1	0.077566	3.1833	0.0015
V158	1	-0.048908	-3.2579	0.0011
V159A	1	0.053702	1.5303	0.1260
V160	1	-0.00431861	-0.4753	0.6346
V165	1	-0.015084	-0.4018	0.6883
V168	1	0.00684109	0.5865	0.5573
V169	1	0.183385	5.8426	0.0001
V172	1	0.033854	3.9169	0.0001
WHS	1	0.138391	3.6667	0.0002
BNHS	1	0.019145	0.4972	0.6191
OTH	1	-0.072603	-1.1828	0.2370

Table C.6--continued

MODEL:	MODEL01	SSE	2888.361	F RATIO	56.24
DEP VAR:	PM11	DFE	3484	PROB>F	0.0001
		MSE	0.839036	R-SQUARE	0.1949
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.886242	0.142625	20.2366	0.0001
SUPER	1	0.374844	0.043198	8.6773	0.0001
SACTO	1	-0.318753	0.033484	-9.5196	0.0001
V152	1	0.046160	0.020747	2.2249	0.0261
V156W	1	0.113478	0.037641	3.0147	0.0026
V157C	1	0.262270	0.029296	8.9525	0.0001
V158	1	-0.110486	0.018049	-6.1216	0.0001
V159A	1	-0.039064	0.042190	-0.9259	0.3546
V160	1	0.00479228	0.010925	0.4387	0.6609
V165	1	0.080115	0.045197	1.7726	0.0764
V168	1	0.115162	0.014015	8.2171	0.0001
V169	1	-0.133030	0.037737	-3.5252	0.0004
V172	1	-0.054754	0.010391	-5.2693	0.0001
WHS	1	0.161422	0.045378	3.5573	0.0004
BNHS	1	-0.117454	0.046297	-2.5370	0.0112
OTH	1	-0.084714	0.073802	-1.1479	0.2511

MODEL:	MODEL01	SSE	3243.427	F RATIO	35.00
DEP VAR:	PM12	DFE	3484	PROB>F	0.0001
		MSE	0.930949	R-SQUARE	0.1310
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.287068	0.151137	21.7489	0.0001
SUPER	1	0.240520	0.045776	5.2542	0.0001
SACTO	1	-0.235063	0.035492	-6.6248	0.0001
V152	1	0.028311	0.021985	1.2877	0.1979
V156W	1	-0.114849	0.039888	-2.8793	0.0040
V157C	1	0.207742	0.031044	6.6918	0.0001
V158	1	-0.106474	0.019126	-5.5670	0.0001
V159A	1	-0.075601	0.044708	-1.6910	0.0909
V160	1	0.004027861	0.011577	0.3348	0.9722
V165	1	0.156990	0.047894	3.2779	0.0011
V168	1	0.121046	0.014851	8.1505	0.0001
V169	1	-0.086442	0.039989	-2.1617	0.0307
V172	1	-0.064954	0.011011	-5.8987	0.0001
WHS	1	0.196871	0.048086	4.0941	0.0001
BNHS	1	-0.128491	0.049060	-2.6190	0.0089
OTH	1	-0.161894	0.078206	-2.0701	0.0385

Table C.6--continued

MODEL: MODEL01	SSE	2141.928	F RATIO	30.65
DEP VAR: PW14	DFF	3484	PROB>F	0.0001
	MSE	0.614790	R-SQUARE	0.1166
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.684646	21.8583	0.0001
SUPER	1	0.450671	12.1149	0.0001
SACTO	1	-0.159019	-5.5149	0.0001
V152	1	-0.014239	-0.7970	0.4255
V156W	1	0.127926	3.9466	0.0001
V157C	1	0.082911	3.2865	0.0010
V158	1	-0.045637	-2.9362	0.0033
V159A	1	-0.061170	-1.6837	0.0923
V160	1	0.0002965028	0.0315	0.9749
V165	1	0.115486	2.9672	0.0030
V168	1	0.037418	3.1004	0.0019
V169	1	-0.064147	-1.9740	0.0485
V172	1	-0.040243	-4.4973	0.0001
WHS	1	0.051072	1.3070	0.1913
BNHS	1	-0.018999	-0.4765	0.6337
OTH	1	0.033780	0.5315	0.5951

MODEL: MODEL01	SSE	1640.971	F RATIO	39.70
DEP VAR: PW15	DFF	3484	PROB>F	0.0001
	MSE	0.471002	R-SQUARE	0.1460
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.701900	25.1333	0.0001
SUPER	1	0.281476	8.6448	0.0001
SACTO	1	-0.308352	-12.2176	0.0001
V152	1	-0.065904	-4.2144	0.0001
V156W	1	0.093715	3.3031	0.0010
V157C	1	0.088393	4.0030	0.0001
V158	1	-0.021014	-1.5447	0.1225
V159A	1	-0.091046	-2.8630	0.0042
V160	1	0.006898679	0.8378	0.4022
V165	1	0.109809	3.2233	0.0013
V168	1	0.051369	4.8628	0.0001
V169	1	-0.062899	-2.2114	0.0271
V172	1	-0.054549	-6.9645	0.0001
WHS	1	0.161271	4.7151	0.0001
BNHS	1	0.023730	0.6800	0.4965
OTH	1	0.044304	0.7964	0.4258

Table C.6--continued

MODEL:	MODEL01	SSE	2783.827	F RATIO	12.02
DEP VAR:	PM17	DFE	3484	PROB>F	0.0001
		MSE	0.799032	R-SQUARE	0.0492
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.210564	0.140020	15.7875	0.0001
SUPER	1	0.230921	0.042409	5.4451	0.0001
SACTO	1	0.111539	0.032872	3.3931	0.0007
V152	1	0.007545648	0.020368	0.3705	0.7110
V156W	1	0.024051	0.036954	0.6508	0.5152
V157C	1	0.112001	0.028761	3.8942	0.0001
V158	1	-0.078332	0.017719	-4.4207	0.0001
V159A	1	-0.096205	0.041419	-2.3227	0.0203
V160	1	-0.010857	0.010725	-1.0123	0.3114
V165	1	0.062168	0.044371	1.4011	0.1613
V168	1	0.038819	0.013759	2.8214	0.0048
V169	1	0.053905	0.037047	1.4550	0.1458
V172	1	-0.041928	0.010201	-4.1100	0.0001
WHS	1	0.291800	0.044549	6.5501	0.0001
BNHS	1	0.055415	0.045452	1.2192	0.2229
OTH	1	-0.059232	0.072454	-0.8175	0.4137
MODEL:	MODEL01	SSE	1695.047	F RATIO	40.61
DEP VAR:	PM18D	DFE	3484	PROB>F	0.0001
		MSE	0.486523	R-SQUARE	0.1488
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.509052	0.109260	22.9641	0.0001
SUPER	1	0.349519	0.033092	10.5619	0.0001
SACTO	1	-0.175140	0.025651	-6.8278	0.0001
V152	1	-0.021711	0.015893	-1.3660	0.1720
V156W	1	0.163961	0.028836	5.6860	0.0001
V157C	1	0.131181	0.022442	5.8452	0.0001
V158	1	-0.063784	0.013826	-4.6132	0.0001
V159A	1	-0.115050	0.032320	-3.5597	0.0004
V160	1	0.001398618	0.008368958	0.1671	0.8673
V165	1	0.090025	0.034623	2.6001	0.0094
V168	1	0.026749	0.010736	2.4915	0.0128
V169	1	-0.086321	0.028909	-2.9860	0.0028
V172	1	-0.051133	0.007960365	-6.4234	0.0001
WHS	1	0.249051	0.034762	7.1644	0.0001
BNHS	1	0.019508	0.035467	0.5500	0.5823
OTH	1	0.053095	0.056537	0.9391	0.3477

Table C.6--continued

MODEL:	MODEL01	SSE	3876.389	F RATIO	38.65
DEP VAR:	PM19	DFE	3484	PROB>F	0.0001
		MSE	1.112626	R-SQUARE	0.1427
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.204547	0.165228	13.3425	0.0001
SUPER	1	0.191848	0.050044	3.8336	0.0001
SACTO	1	-0.212136	0.038790	-5.4688	0.0001
V152	1	0.022186	0.024035	0.9231	0.3560
V156W	1	-0.463667	0.043607	-10.6329	0.0001
V157C	1	0.405770	0.033939	11.9560	0.0001
V158	1	-0.117980	0.020909	-5.6426	0.0001
V159A	1	0.006173606	0.048876	0.1263	0.8995
V160	1	-0.030156	0.012656	-2.3827	0.0172
V165	1	0.149838	0.052359	2.8617	0.0042
V168	1	0.066681	0.016236	4.1070	0.0001
V169	1	0.133325	0.043717	3.0497	0.0023
V172	1	-0.063195	0.012038	-5.2496	0.0001
WHS	1	-0.039739	0.052569	-0.7559	0.4497
BNHS	1	-0.349545	0.053634	-6.5172	0.0001
OTH	1	-0.023861	0.085497	-0.2791	0.7802

MODEL:	MODEL01	SSE	2206.305	F RATIO	55.06
DEP VAR:	PM21B	DFE	3484	PROB>F	0.0001
		MSE	0.633268	R-SQUARE	0.1916
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.750515	0.124653	22.0654	0.0001
SUPER	1	0.665919	0.037755	17.6380	0.0001
SACTO	1	-0.189160	0.029265	-6.4638	0.0001
V152	1	-0.036263	0.018133	-1.9999	0.0456
V156W	1	0.083123	0.032898	2.5267	0.0116
V157C	1	0.108959	0.025604	4.2555	0.0001
V158	1	-0.048610	0.015774	-3.0816	0.0021
V159A	1	-0.084837	0.036874	-2.3008	0.0215
V160	1	-0.00977441	0.009548019	-1.0237	0.3060
V165	1	0.201416	0.039501	5.0990	0.0001
V168	1	0.049928	0.012249	4.0761	0.0001
V169	1	-0.017348	0.032981	-0.5260	0.5989
V172	1	-0.046465	0.00908186	-5.1162	0.0001
WHS	1	-0.018190	0.039660	-0.4586	0.6465
BNHS	1	-0.100750	0.040463	-2.4899	0.0128
OTH	1	-0.056528	0.064502	-0.8764	0.3809

Table C.6--continued

MODEL:	MODEL01	SSE	3835.167	F RATIO	37.80
DEP VAR:	PM23	DFE	3484	PROB>F	0.0001
		MSE	1.100794	R-SQUARE	0.1400
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.864641	0.164347	17.4305	0.0001
SUPER	1	0.585266	0.049777	11.7577	0.0001
SACTO	1	-0.185690	0.038584	-4.8127	0.0001
V152	1	-0.044236	0.023907	-1.8504	0.0643
V156W	1	0.222587	0.043374	5.1318	0.0001
V157C	1	0.180418	0.033758	5.3445	0.0001
V158	1	-0.142421	0.020798	-6.8480	0.0001
V159A	1	-0.122030	0.048616	-2.5101	0.0121
V160	1	0.003803156	0.012588	0.3021	0.7626
V165	1	0.061906	0.052080	1.1887	0.2347
V168	1	-0.021635	0.016149	-1.3396	0.1804
V169	1	-0.086318	0.043484	-1.9850	0.0472
V172	1	-0.074655	0.011974	-6.2348	0.0001
WHS	1	0.282219	0.052289	5.3973	0.0001
BNHS	1	-0.057588	0.053348	-1.0795	0.2805
OTH	1	0.058404	0.085042	0.6868	0.4923
MODEL:	MODEL01	SSE	2994.775	F RATIO	38.12
DEP VAR:	PM31B	DFE	3484	PROB>F	0.0001
		MSE	0.859580	R-SQUARE	0.1410
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.962433	0.145228	20.3985	0.0001
SUPER	1	0.385115	0.043987	8.7553	0.0001
SACTO	1	-0.393135	0.034095	-11.5305	0.0001
V152	1	-0.0045499	0.021126	-0.2154	0.8295
V156W	1	0.050165	0.038329	1.3088	0.1907
V157C	1	0.166849	0.029831	5.5932	0.0001
V158	1	-0.047913	0.018373	-2.6070	0.0092
V159A	1	-0.156259	0.042960	-3.6373	0.0003
V160	1	-0.00316038	0.011124	-0.2841	0.7763
V165	1	0.129700	0.046022	2.8182	0.0049
V168	1	0.045838	0.014271	3.2120	0.0013
V169	1	-0.095234	0.038425	-2.4784	0.0132
V172	1	-0.066611	0.010581	-6.2953	0.0001
WHS	1	0.151730	0.046206	3.2838	0.0010
BNHS	1	0.054393	0.047142	1.1538	0.2487
OTH	1	0.054234	0.075149	0.7217	0.4705

Table C.6--continued

MODEL:	MODEL01	SSE	4824.933	F RATIO	22.05
DEP VAR:	PAYDETRM	DFE	3484	PROB>F	0.0001
		MSE	1.384883	R-SQUARE	0.0867
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.549068	0.184338	13.8282	0.0001
SUPER	1	0.502908	0.055832	9.0075	0.0001
SACTO	1	-0.041473	0.043277	-0.9583	0.3380
V152	1	-0.00241697	0.026815	-0.0901	0.9282
V156W	1	-0.011941	0.048650	-0.2455	0.8061
V157C	1	0.072047	0.037864	1.9028	0.0572
V158	1	-0.061838	0.023327	-2.6509	0.0081
V159A	1	-0.099404	0.054529	-1.8229	0.0684
V160	1	0.009747237	0.014120	0.6903	0.4900
V165	1	0.089874	0.058415	1.5385	0.1240
V168	1	0.109121	0.018114	6.0242	0.0001
V169	1	0.062235	0.048773	1.2760	0.2020
V172	1	-0.055411	0.013430	-4.1258	0.0001
WHS	1	0.596224	0.058649	10.1659	0.0001
BNHS	1	0.252790	0.059838	4.2246	0.0001
OTH	1	0.205172	0.095386	2.1510	0.0315

MODEL:	MODEL01	SSE	2067.588	F RATIO	11.89
DEP VAR:	UNIONSAT	DFE	3484	PROB>F	0.0001
		MSE	0.593452	R-SQUARE	0.0487
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.767558	0.120670	22.9348	0.0001
SUPER	1	0.059689	0.036549	1.6331	0.1025
SACTO	1	-0.173987	0.028330	-6.1415	0.0001
V152	1	-0.062871	0.017553	-3.5817	0.0003
V156W	1	0.138830	0.031847	4.3593	0.0001
V157C	1	0.031814	0.024786	1.2835	0.1994
V158	1	-0.040681	0.015270	-2.6640	0.0078
V159A	1	-0.085765	0.035696	-2.4027	0.0163
V160	1	0.05079338	0.00924299	0.5495	0.5827
V165	1	-0.074060	0.038239	-1.9368	0.0529
V168	1	0.063922	0.011858	5.3908	0.0001
V169	1	0.090523	0.031928	2.8352	0.0046
V172	1	-0.030571	0.008791724	-3.4773	0.0005
WHS	1	0.043539	0.038393	1.1340	0.2569
BNHS	1	0.077749	0.039171	1.9849	0.0472
OTH	1	-0.055344	0.062441	-0.8863	0.3755

Table C.6---continued

MODEL:	MODEL01	SSE	885.655016	F RATIO	39.59
DEP VAR:	ORGINVOL	DFE	3484	PROB>F	0.0001
		MSE	0.254206	R-SQUARE	0.1456
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.505266	0.078977	44.3833	0.0001
SUPER	1	0.241357	0.023921	10.0900	0.0001
SACTO	1	-0.099168	0.018541	-5.3484	0.0001
V152	1	0.00185656	0.011488	0.1651	0.8689
V156W	1	0.043825	0.020844	2.1026	0.0356
V157C	1	0.102923	0.016222	6.3445	0.0001
V158	1	-0.047473	0.009994301	-4.7500	0.0001
V159A	1	0.016981	0.033362	0.7268	0.4674
V160	1	-0.011962	0.006049407	-1.9774	0.0481
V165	1	0.020372	0.025027	0.8140	0.4157
V168	1	0.047529	0.00776063	6.1243	0.0001
V169	1	-0.065219	0.020896	-3.1211	0.0018
V172	1	0.017941	0.00575406	3.1179	0.0018
WHS	1	0.009759511	0.025127	0.3884	0.6977
BNHS	1	-0.104557	0.025637	-4.0784	0.0001
OTH	1	-0.154647	0.040867	-3.7842	0.0002
MODEL:	MODEL01	SSE	2496.253	F RATIO	31.83
DEP VAR:	SUPVNUNT	DFE	3484	PROB>F	0.0001
		MSE	0.716490	R-SQUARE	0.1205
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.233705	0.132591	24.3886	0.0001
SUPER	1	0.396025	0.040159	9.8614	0.0001
SACTO	1	-0.235345	0.031128	-7.5605	0.0001
V152	1	-0.010708	0.019287	-0.5552	0.5788
V156W	1	0.247331	0.034993	7.0680	0.0001
V157C	1	0.065138	0.027235	2.3917	0.0168
V158	1	-0.071082	0.016779	-4.2364	0.0001
V159A	1	-0.065564	0.039222	-1.6716	0.0947
V160	1	0.000526497	0.010156	-0.0518	0.9587
V165	1	0.144024	0.042017	3.4278	0.0006
V168	1	0.012386	0.013029	0.9507	0.3418
V169	1	-0.127029	0.035082	-3.6209	0.0003
V172	1	-0.058352	0.009660205	-6.0405	0.0001
WHS	1	0.107839	0.042185	2.5563	0.0106
BNHS	1	-0.021088	0.043040	-0.4900	0.6242
OTH	1	0.033188	0.068609	0.4837	0.6286

Table C.7

REGRESSION RESULTS FOR SUPERVISOR VARIABLES AND SCALES

MODEL:	MODEL01	SSE DFE	931.183988 772	F RATIO PROB>F	4.87 0.0001
DEP VAR:	V128	MSE	1.206197	R-SQUARE	0.0812
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.180685	0.533996	5.9564	0.0001
SACTO	1	0.522572	0.099444	5.2549	0.0001
V152	1	-0.113777	0.063202	-1.8002	0.0722
V156W	1	0.003880951	0.101781	0.0381	0.9696
V157C	1	-0.235797	0.067638	-3.4862	0.0005
V158	1	0.034553	0.042997	0.8036	0.4219
V159A	1	0.154564	0.119191	1.2968	0.1951
V160	1	-0.015291	0.027237	-0.5601	0.5755
V165	1	0.255298	0.216054	1.1816	0.2377
V168	1	-0.026700	0.040000	-0.6675	0.5047
V169	1	0.195647	0.099333	1.9696	0.0492
V172	1	0.047481	0.025151	1.8879	0.0594
WHS	1	-0.139928	0.115346	-1.2131	0.2255
BNHS	1	-0.108669	0.127583	-0.8518	0.3946
OTH	1	0.134108	0.233427	0.5745	0.5658

MODEL:	MODEL01	SSE DFE	1009.854 772	F RATIO PROB>F	2.48 0.0019
DEP VAR:	V129	MSE	1.308101	R-SQUARE	0.0430
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.903549	0.556095	3.4231	0.0007
SACTO	1	-0.147669	0.103559	-1.4259	0.1543
V152	1	0.041592	0.065818	0.6319	0.5276
V156W	1	0.123030	0.105993	1.1607	0.2461
V157C	1	0.211769	0.070437	3.0065	0.0027
V158	1	-0.00886496	0.044777	-0.1980	0.8431
V159A	1	-0.076585	0.124124	-0.6170	0.5374
V160	1	0.035685	0.028427	1.2553	0.2097
V165	1	0.095014	0.224995	0.4223	0.6729
V168	1	-0.00618843	0.041656	-0.1486	0.8819
V169	1	-0.198573	0.103444	-1.9196	0.0553
V172	1	0.025342	0.026191	0.9676	0.3336
WHS	1	0.094990	0.120120	0.7908	0.4293
BNHS	1	-0.118876	0.132863	-0.8947	0.3712
OTH	1	0.233690	0.243088	0.9613	0.3367

Table C.7--continued

MODEL:	MODEL01	SSE	772	F RATIO	2.70
DEP VAR:	V130	DFE	772	PROB>F	0.0007
		MSE	1.160955	R-SQUARE	0.0466
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.380752	0.523885	4.5444	0.0001
SACTO	1	0.314468	0.097561	3.2233	0.0013
V152	1	-0.035844	0.062006	-0.5781	0.5634
V156W	1	0.270426	0.099853	2.7082	0.0069
V157C	1	0.005889175	0.066357	0.0887	0.9293
V158	1	0.047944	0.042183	1.1366	0.2561
V159A	1	-0.142887	0.116934	-1.2219	0.2221
V160	1	-0.016450	0.026781	-0.6143	0.5392
V165	1	-0.113511	0.211963	-0.5355	0.5924
V168	1	-0.025726	0.039243	-0.6555	0.5123
V169	1	-0.061252	0.097452	-0.6285	0.5298
V172	1	0.024895	0.024674	1.0090	0.3133
WHS	1	-0.064797	0.113162	-0.5726	0.5671
BNHS	1	-0.178124	0.125167	-1.4231	0.1551
OTH	1	0.246311	0.229008	1.0756	0.2825

MODEL:	MODEL01	SSE	772	F RATIO	1.25
DEP VAR:	V131	DFE	772	PROB>F	0.2345
		MSE	1.272715	R-SQUARE	0.0221
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.343322	0.548522	6.0951	0.0001
SACTO	1	-0.197250	0.102149	-1.9310	0.0538
V152	1	-0.078417	0.064922	-1.2079	0.2275
V156W	1	0.119087	0.104549	1.1390	0.2550
V157C	1	0.021846	0.069478	0.3144	0.7533
V158	1	0.038359	0.044167	0.8685	0.3854
V159A	1	-0.150931	0.122433	-1.2328	0.2180
V160	1	0.002413205	0.028040	0.0861	0.9314
V165	1	-0.298287	0.221931	-1.3441	0.1793
V168	1	0.070729	0.041089	1.7214	0.0856
V169	1	-0.062840	0.102035	-0.6159	0.5382
V172	1	-0.015171	0.025835	-0.5872	0.5572
WHS	1	0.016503	0.118484	0.1393	0.8893
BNHS	1	0.120029	0.131054	0.9159	0.3600
OTH	1	-0.011394	0.239777	-0.0475	0.9621

Table C.7--continued

MODEL:	MODEL01	SSE	1095.43	F RATIO	3.96
DEP VAR:	V132	DFE	772	PROB>F	0.0001
		MSE	1.418951	R-SQUARE	0.0670
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.241908	0.579178	3.8708	0.0001
SACTO	1	-0.273457	0.107858	-2.5353	0.0114
V152	1	0.00505113	0.068550	0.0737	0.9413
V156W	1	0.312134	0.110392	2.8275	0.0048
V157C	1	0.172602	0.073361	2.3528	0.0189
V158	1	0.035959	0.046635	0.7711	0.4409
V159A	1	-0.240401	0.129276	-1.8596	0.0633
V160	1	0.006305305	0.029607	0.2130	0.8314
V165	1	-0.353379	0.234334	-1.5080	0.1320
V168	1	0.038985	0.043385	0.8986	0.3691
V169	1	0.218067	0.107738	2.0241	0.0433
V172	1	0.001470402	0.027279	0.0539	0.9570
WHS	1	0.243770	0.125106	1.9485	0.0517
BNHS	1	-0.310696	0.138378	-2.2453	0.0250
OTH	1	-0.00841276	0.253178	-0.0332	0.9735
MODEL:	MODEL01	SSE	846.432396	F RATIO	5.70
DEP VAR:	V133	DFE	772	PROB>F	0.0001
		MSE	1.096415	R-SQUARE	0.0936
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.307858	0.509115	6.4973	0.0001
SACTO	1	-0.510548	0.094810	-5.3849	0.0001
V152	1	0.019378	0.060258	0.3216	0.7478
V156W	1	0.058918	0.097038	0.6072	0.5439
V157C	1	0.287381	0.064486	4.4565	0.0001
V158	1	-0.048038	0.040994	-1.1718	0.2416
V159A	1	-0.202521	0.113637	-1.7822	0.0751
V160	1	0.055533	0.026025	2.1338	0.0332
V165	1	-0.213551	0.205987	-1.0367	0.3002
V168	1	-0.051133	0.038137	-1.3408	0.1804
V169	1	-0.055228	0.094705	-0.5832	0.5600
V172	1	0.005832585	0.023979	0.2432	0.8079
WHS	1	-0.014455	0.109972	-0.1314	0.8955
BNHS	1	-0.264007	0.121639	-2.1704	0.0303
OTH	1	0.102595	0.222551	0.4610	0.6449

Table C.7--continued

MODEL:	MODEL01	SSE	937.058804	F RATIO	7.65
DEP VAR:	VI34	DFE	772	PROB>F	0.0001
		MSE	1.213807	R-SQUARE	0.1218
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.528561	0.535677	6.5871	0.0001
SACTO	1	-0.471775	0.099757	-4.7292	0.0001
VI52	1	0.100768	0.063401	1.5894	0.1124
VI56W	1	-0.142987	0.102101	-1.4004	0.1618
VI57C	1	0.213704	0.067851	3.1496	0.0017
VI58	1	-0.073415	0.043133	-1.7021	0.0891
VI59A	1	-0.258027	0.119566	-2.1580	0.0312
VI59A	1	0.013885	0.027383	0.5071	0.6123
VI65	1	-0.568778	0.216734	-2.6243	0.0089
VI68	1	0.140069	0.040126	3.4907	0.0005
VI69	1	-0.199902	0.099646	-2.0061	0.0452
VI72	1	-0.040045	0.025230	-1.5872	0.1129
WH5	1	0.386417	0.115709	3.3396	0.0009
BH5S	1	-0.215888	0.127985	-1.6868	0.0920
OTH	1	0.376815	0.234162	1.6092	0.1080

MODEL:	MODEL01	SSE	1142.064	F RATIO	2.82
DEP VAR:	VI35	DFE	772	PROB>F	0.0004
		MSE	1.479357	R-SQUARE	0.0487
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.665652	0.591378	6.1985	0.0001
SACTO	1	-0.212875	0.110130	-1.9329	0.0536
VI52	1	-0.070927	0.089994	-1.0133	0.3112
VI56W	1	0.194338	0.112718	1.7241	0.0851
VI57C	1	0.070185	0.074906	0.9370	0.3491
VI58	1	-0.093934	0.047618	-1.9727	0.0489
VI59A	1	-0.113753	0.131999	-0.8618	0.3891
VI60	1	0.00579874	0.030231	0.1978	0.8432
VI65	1	-0.055501	0.239270	-0.2320	0.8166
VI68	1	0.030513	0.044299	0.6888	0.4912
VI69	1	-0.042842	0.110007	-0.3895	0.6970
VI72	1	-0.047158	0.027853	-1.6931	0.0908
WH5	1	0.563240	0.127741	4.4092	0.0001
BH5S	1	0.174991	0.141293	1.2385	0.2159
OTH	1	0.030124	0.258511	0.1165	0.9073

Table C.7--continued

MODEL:	MODEL01	SSE	962.136351	F RATIO	5.12
DEP VAR:	V136	DFE	772	PROB>F	0.0001
		MSE	1.116757	R-SQUARE	0.0850
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.442773	0.513816	4.7542	0.0001
SACTO	1	-0.349708	0.095886	-3.6547	0.0003
V152	1	-0.036061	0.060814	-0.5930	0.5534
V156W	1	-0.062931	0.097934	-0.6426	0.5207
V157C	1	0.219515	0.065082	3.3791	0.0008
V158	1	-0.089141	0.041372	-2.1546	0.0315
V159A	1	-0.087238	0.114687	-0.7607	0.4471
V160	1	0.019118	0.026266	0.7279	0.4669
V165	1	0.044992	0.207889	0.2164	0.8287
V168	1	0.153535	0.038489	3.9891	0.0001
V169	1	-0.142276	0.095579	-1.4886	0.1370
V172	1	-0.017090	0.024200	-0.7062	0.4803
WHS	1	0.248584	0.110987	2.2398	0.0254
BNHS	1	-0.242082	0.122762	-1.9720	0.0490
OTH	1	0.058349	0.224606	0.2598	0.7951
MODEL:	MODEL01	SSE	938.617029	F RATIO	3.71
DEP VAR:	V137	DFE	772	PROB>F	0.0001
		MSE	1.086291	R-SQUARE	0.0631
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.963064	0.506759	7.8204	0.0001
SACTO	1	-0.549259	0.094372	-5.8202	0.0001
V152	1	0.074496	0.059979	1.2420	0.2146
V156W	1	-0.102106	0.096589	-1.0571	0.2908
V157C	1	0.041665	0.064188	0.6491	0.5165
V158	1	-0.044044	0.040804	-1.0794	0.2807
V159A	1	-0.024547	0.113111	-0.2170	0.8283
V160	1	0.020751	0.025905	0.8010	0.4234
V165	1	-0.328379	0.205034	-1.6016	0.1097
V168	1	0.024089	0.037960	0.6346	0.5259
V169	1	-0.060415	0.094266	-0.6409	0.5218
V172	1	-0.029478	0.023868	-1.2350	0.2172
WHS	1	-0.057565	0.109463	-0.5259	0.5991
BNHS	1	0.065013	0.121076	0.5370	0.5915
OTH	1	0.218701	0.221521	0.9873	0.3238

Table C.7--continued

MODEL:	MODEL01	SSE	735.302943	F RATIO	6.23
DEP VAR:	V138	DFE	772	PROB>F	0.0001
		MSE	0.952465	R-SQUARE	0.1015
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.305183	0.474518	6.9653	0.0001
SACTO	1	-0.058233	0.088368	-0.6590	0.5101
V152	1	0.035452	0.056163	0.6312	0.5281
V156W	1	-0.192407	0.090444	-2.1274	0.0337
V157C	1	0.190066	0.060104	3.1623	0.0016
V158	1	-0.00302715	0.038208	-0.0792	0.9369
V159A	1	0.261509	0.105915	2.4690	0.0138
V160	1	0.008995281	0.024257	0.3708	0.7109
V165	1	-0.095025	0.191989	-0.4949	0.6208
V168	1	-0.013346	0.035545	-0.3755	0.7074
V169	1	-0.191035	0.088269	-2.1642	0.0308
V172	1	0.044416	0.022349	1.9874	0.0472
WHS	1	-0.437982	0.102498	-4.2731	0.0001
BNHS	1	-0.479096	0.113373	-4.2259	0.0001
OTH	1	-0.790330	0.207428	-3.8101	0.0001

MODEL:	MODEL01	SSE	843.819354	F RATIO	1.64
DEP VAR:	V139	DFE	772	PROB>F	0.0633
		MSE	1.093030	R-SQUARE	0.0289
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.522626	0.508329	6.9298	0.0001
SACTO	1	0.242501	0.094664	2.5617	0.0106
V152	1	0.021169	0.060164	0.3519	0.7250
V156W	1	0.047662	0.096888	0.4919	0.6229
V157C	1	-0.051049	0.064387	-0.7928	0.4281
V158	1	0.036144	0.040931	0.8831	0.3775
V159A	1	0.104764	0.113462	0.9233	0.3561
V160	1	-0.011893	0.025985	-0.4577	0.6473
V165	1	0.116877	0.205669	0.5683	0.5700
V168	1	-0.091671	0.038078	-2.4075	0.0163
V169	1	0.091130	0.094558	0.9637	0.3355
V172	1	0.020225	0.023942	0.8448	0.3985
WHS	1	-0.084365	0.109802	-0.7683	0.4425
BNHS	1	0.028630	0.121451	0.2357	0.8137
OTH	1	0.155370	0.222207	0.6992	0.4846

Table C.7--continued

MODEL: MODEL01	SSE DFE MSE	956.739919 772 1.239300	F RATIO PROB>F R-SQUARE	4.97 0.0001 0.0927
DEP VAR: V140				
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.600196	6.6513	0.0001
SACTO	1	-0.444583	-4.4106	0.0001
V152	1	-0.090432	-1.4116	0.1585
V156W	1	-0.067311	-0.6524	0.5143
V157C	1	0.274136	3.9885	0.0001
V158	1	-0.047228	-1.0836	0.2789
V159A	1	-0.177084	-1.4656	0.1432
V160	1	0.047251	1.7077	0.0881
V165	1	-0.263732	-1.2043	0.2289
V168	1	0.102710	2.5332	0.0115
V169	1	0.006523672	0.0648	0.9484
V172	1	-0.068237	-2.6766	0.0076
WHS	1	0.190991	1.6335	0.1028
BNHS	1	-0.098670	-0.7630	0.4457
OTH	1	0.154462	0.6528	0.5141

MODEL: MODEL01	SSE DFE MSE	743.962021 772 0.963681	F RATIO PROB>F R-SQUARE	4.19 0.0001 0.0706
DEP VAR: V141				
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	1.971708	4.1309	0.0001
SACTO	1	-0.333873	-3.7562	0.0002
V152	1	0.006123049	0.1084	0.9137
V156W	1	0.085788	0.9430	0.3460
V157C	1	0.093169	1.5411	0.1237
V158	1	0.028369	0.7382	0.4606
V159A	1	-0.287460	-2.6982	0.0071
V160	1	0.051938	2.1287	0.0336
V165	1	-0.138896	-0.7192	0.4722
V168	1	0.079144	2.2136	0.0271
V169	1	-0.134859	-1.5189	0.1292
V172	1	-0.00645011	-0.2869	0.7742
WHS	1	0.259798	2.5199	0.0119
BNHS	1	0.016996	0.1490	0.8816
OTH	1	0.289544	1.3877	0.1656

Table C.7--continued

MODEL: MODEL01	SSE	914.388175	F RATIO	5.66
DEP VAR: V142	DF	772	PROB>F	0.0001
	PARAMETER ESTIMATE	STANDARD ERROR	R-SQUARE	0.0932
VARIABLE	DF		T RATIO	PROB> T
INTERCEPT	1	3.470492	6.5585	0.0001
SACTO	1	-0.261169	-2.6503	0.0082
V152	1	0.051114	0.8161	0.4147
V156W	1	-0.052288	-0.5184	0.6043
V157C	1	0.287668	4.2920	0.0001
V158	1	-0.184851	-4.3384	0.0001
V159A	1	-0.186847	-1.5820	0.1141
V160	1	0.058451	2.1608	0.0310
V165	1	-0.225963	-1.0554	0.2916
V168	1	0.064901	1.6373	0.1020
V169	1	-0.255607	-2.5968	0.0096
V172	1	-0.063938	-2.5654	0.0105
WHS	1	0.214242	1.8744	0.0613
BWHS	1	0.092243	0.7850	0.4327
OTH	1	-0.176034	-0.7610	0.4469

MODEL: MODEL01	SSE	725.172680	F RATIO	4.66
DEP VAR: V143	DF	772	PROB>F	0.0001
	PARAMETER ESTIMATE	STANDARD ERROR	R-SQUARE	0.0779
VARIABLE	DF		T RATIO	PROB> T
INTERCEPT	1	4.009318	8.5080	0.0001
SACTO	1	-0.474365	-5.4055	0.0001
V152	1	0.079734	1.4296	0.1532
V156W	1	-0.203682	-2.2677	0.0236
V157C	1	0.012299	0.2060	0.8368
V158	1	-0.023295	-0.6139	0.5394
V159A	1	0.010905	0.1037	0.9175
V160	1	-0.0095209	-0.4131	0.6796
V165	1	-0.283990	-1.4895	0.1368
V168	1	0.036185	1.0251	0.3056
V169	1	-0.166117	-1.8950	0.0585
V172	1	-0.021886	-0.22195	0.8244
WHS	1	0.025368	0.2492	0.8033
BWHS	1	0.167065	1.4839	0.1383
OTH	1	0.016830	0.0817	0.9349

Table C.7--continued

MODEL:	MODEL01	SSE	813.628944	F RATIO	6.60
DF	772	772	772	PROB>F	0.0001
DEP VAR:	V144	MSE	1.053924	R-SQUARE	0.1068
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.751412	0.499152	5.5122	0.0001
SACTO	1	0.563767	0.092955	6.0649	0.0001
V152	1	-0.166396	0.059078	-2.8165	0.0050
V156W	1	0.058667	0.095139	0.6166	0.5376
V157C	1	-0.281775	0.063224	-4.4568	0.0001
V158	1	0.098712	0.040192	2.4560	0.0143
V159A	1	-0.102486	0.111414	-0.9199	0.3579
V160	1	-0.035465	0.025516	-1.3899	0.1650
V165	1	0.266494	0.201956	1.3196	0.1874
V168	1	0.001809002	0.037390	0.0484	0.9614
V169	1	0.087139	0.092851	0.9385	0.3483
V172	1	0.043861	0.023509	1.8657	0.0625
WHS	1	-0.029550	0.107820	-0.2741	0.7841
BNS	1	0.049838	0.119258	0.4179	0.6761
OTH	1	0.125827	0.218196	0.5767	0.5643
MODEL:	MODEL01	SSE	638.685559	F RATIO	1.57
DF	772	772	772	PROB>F	0.0822
DEP VAR:	V145	MSE	0.827572	R-SQUARE	0.0277
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.011569	0.442315	6.8087	0.0001
SACTO	1	0.224843	0.082370	2.7297	0.0065
V152	1	-0.046673	0.052351	-0.8915	0.3729
V156W	1	0.171252	0.084306	2.0313	0.0426
V157C	1	-0.026215	0.056025	-0.4679	0.6400
V158	1	0.036003	0.035615	1.0109	0.3124
V159A	1	-0.073025	0.098727	-0.7397	0.4597
V160	1	-0.00284645	0.022611	-0.1259	0.8999
V165	1	-0.173386	0.178960	-0.9689	0.3329
V168	1	-0.032659	0.033133	-0.9857	0.3246
V169	1	-0.020995	0.082279	-0.2552	0.7987
V172	1	0.010139	0.020832	0.4867	0.6266
WHS	1	-0.027426	0.095542	-0.2871	0.7741
BNS	1	-0.091260	0.105678	-0.8636	0.3881
OTH	1	-0.00826816	0.193350	-0.0428	0.9659

Table C.7--continued

MODEL:	MODEL01	SSE	1015.604	F RATIO	7.23
DEP VAR:	V146	DFE	772	PROB>F	0.0001
		MSE	1.315549	R-SQUARE	0.1159
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.679899	0.557676	3.0123	0.0027
SACTO	1	-0.291504	0.103854	-2.8069	0.0051
V152	1	0.212145	0.068005	3.2141	0.0014
V156W	1	0.071594	0.106294	0.6735	0.5008
V157C	1	0.507099	0.070637	7.1789	0.0001
V158	1	-0.012300	0.044904	-0.2739	0.7842
V159A	1	-0.052310	0.124476	-0.4202	0.6744
V160	1	-0.010012	0.028508	-0.3512	0.7255
V165	1	-0.300889	0.225635	-1.3335	0.1828
V168	1	-0.050571	0.041774	-1.2106	0.2264
V169	1	-0.025336	0.103738	-0.2442	0.8071
V172	1	-0.024051	0.026266	-0.9157	0.3601
WHS	1	0.130273	0.120461	1.0815	0.2798
BNHS	1	-0.230372	0.133241	-1.7290	0.0842
OTH	1	-0.091358	0.243779	-0.3748	0.7079

MODEL:	MODEL01	SSE	725.170378	F RATIO	5.31
DEP VAR:	V147	DFE	772	PROB>F	0.0001
		MSE	0.939340	R-SQUARE	0.0879
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.166934	0.471238	6.7205	0.0001
SACTO	1	-0.200711	0.087757	-2.2871	0.0225
V152	1	0.109981	0.055774	1.9719	0.0490
V156W	1	-0.125451	0.089819	-1.3967	0.1629
V157C	1	0.306277	0.059688	5.1313	0.0001
V158	1	-0.070469	0.037944	-1.8572	0.0637
V159A	1	-0.092758	0.105183	-0.8819	0.3781
V160	1	0.033854	0.024089	1.4054	0.1603
V165	1	-0.332726	0.190662	-1.7451	0.0814
V168	1	0.088476	0.035299	2.5064	0.0124
V169	1	-0.094702	0.087659	-1.0804	0.2803
V172	1	-0.040105	0.022195	-1.8070	0.0712
WHS	1	0.264717	0.101790	2.6006	0.0095
BNHS	1	0.079726	0.112589	0.7081	0.4791
OTH	1	0.156258	0.205993	0.7586	0.4483

Table C.7--continued

MODEL: MODEL01	SSE	764.472646	F RATIO	4.31
DEP VAR: VI48	DFF	772	PROB>F	0.0001
	MSE	0.990250	R-SQUARE	0.0726
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.069783	4.2778	0.0001
SACTO	1	-0.063203	-0.7015	0.4832
VI52	1	0.00823791	0.05103	0.97266
VI56W	1	0.075985	0.8240	0.4102
VI57C	1	0.272845	0.92221	0.0001
VI58	1	0.061285	4.4521	0.8811
VI59A	1	0.038959	0.1496	0.8811
VI60	1	0.107996	4.4521	0.1097
VI65	1	0.024733	-1.6012	0.1097
VI68	1	0.195760	0.9170	0.3594
VI69	1	0.036243	-0.9078	0.3643
VI72	1	0.090003	1.5027	0.1333
WHS	1	0.024331	-2.1237	0.0340
BNHS	1	0.104512	1.0677	0.2860
OTH	1	0.211502	1.9249	0.0546
			-1.5837	0.1137
			0.2798	0.7797

MODEL: MODEL01	SSE	772.520222	F RATIO	3.86
DEP VAR: VI49	DFF	772	PROB>F	0.0001
	MSE	1.000674	R-SQUARE	0.0654
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.879454	5.9202	0.0001
SACTO	1	0.374461	4.1342	0.0001
VI52	1	-0.024160	-0.4197	0.6748
VI56W	1	-0.109750	-1.1839	0.2368
VI57C	1	-0.107099	-1.7384	0.0825
VI58	1	0.037263	0.9515	0.3417
VI59A	1	0.072117	0.6643	0.5067
VI60	1	-0.010149	-0.4082	0.6832
VI65	1	0.353111	1.7944	0.0731
VI68	1	-0.056922	-1.5624	0.1186
VI69	1	0.118497	1.3097	0.1907
VI72	1	0.022908	2.4949	0.0128
WHS	1	-0.341407	-3.2496	0.0012
BNHS	1	-0.210022	-1.8073	0.0711
OTH	1	-0.251775	-1.1842	0.2367

Table C.7--continued

MODEL:	MODEL01	SSE	1139.144	F RATIO	4.90
DEP VAR:	V150	DFT	772	PROB>F	0.0001
		MSE	1.475576	R-SQUARE	0.0815
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.289852	0.590622	3.8770	0.0001
SACTO	1	-0.487468	0.109989	-4.4320	0.0001
V152	1	-0.016163	0.069904	-0.2312	0.8172
V156W	1	-0.225373	0.112574	-2.0020	0.0456
V157C	1	0.254196	0.074810	3.3979	0.0007
V158	1	0.031950	0.047557	0.6718	0.5019
V159A	1	0.307479	0.131830	2.3324	0.0199
V160	1	0.020286	0.030192	0.6719	0.5019
V165	1	-0.217589	0.238964	-0.9105	0.3628
V168	1	0.050517	0.044242	1.1418	0.2539
V169	1	0.020299	0.109866	0.1848	0.8535
V172	1	-0.015070	0.027818	-0.5418	0.5881
WHS	1	0.519710	0.127577	4.0737	0.0001
BHHS	1	0.048990	0.141112	0.3472	0.7286
OTH	1	0.018774	0.258180	0.0727	0.9421

MODEL:	MODEL01	SSE	373.432845	F RATIO	5.85
DEP VAR:	PH26	DFT	772	PROB>F	0.0001
		MSE	0.483721	R-SQUARE	0.0960
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.426544	0.338163	10.1328	0.0001
SACTO	1	-0.407159	0.062975	-6.4654	0.0001
V152	1	0.037501	0.040024	0.9370	0.3491
V156W	1	-0.059960	0.064454	-0.9303	0.3525
V157C	1	0.052570	0.042833	1.2273	0.2201
V158	1	-0.035039	0.027229	-1.2868	0.1985
V159A	1	-0.044875	0.075480	-0.5945	0.5523
V160	1	0.07706295	0.017287	4.458	0.6559
V165	1	-0.285110	0.136820	-2.0838	0.0375
V168	1	0.052494	0.025331	2.0723	0.0386
V169	1	-0.108437	0.062904	-1.7238	0.0851
V172	1	-0.032302	0.015927	-2.0281	0.0429
WHS	1	0.098167	0.073045	1.3439	0.1794
BHHS	1	0.104565	0.080794	1.2942	0.1960
OTH	1	0.078715	0.147822	0.5325	0.5945

Table C.7--continued

MODEL: MODEL01	SSE DF	499.780811 772	F RATIO PROB>F	6.41 0.0001
DEP VAR: PM27	MSE	0.647384	R-SQUARE	0.1041
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.105245	5.3814	0.0001
SACTO	1	-0.354946	-4.8721	0.0001
V152	1	0.049906	1.0778	0.2815
V156W	1	0.061985	0.8313	0.4061
V157C	1	0.258535	5.2175	0.0001
V158	1	0.021474	0.6817	0.4956
V159A	1	-0.067582	-0.7740	0.4392
V160	1	0.016222	0.8112	0.4175
V165	1	-0.283041	-1.7882	0.0741
V168	1	0.031686	1.0813	0.2799
V169	1	0.017648	0.2425	0.8085
V172	1	-0.010668	-0.5790	0.5628
WHS	1	0.284226	3.3635	0.0008
BNHS	1	-0.119024	-1.2734	0.2033
OTH	1	0.053227	0.3112	0.7557

MODEL: MODEL01	SSE DF	393.128516 772	F RATIO PROB>F	7.39 0.0001
DEP VAR: PM28D	MSE	0.509234	R-SQUARE	0.1182
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.980940	8.5914	0.0001
SACTO	1	-0.282292	-4.3689	0.0001
V152	1	0.068403	1.6657	0.0962
V156W	1	-0.076754	-1.1606	0.2462
V157C	1	0.191306	4.3530	0.0001
V158	1	-0.042600	-1.5248	0.1277
V159A	1	-0.130175	-1.6809	0.0932
V160	1	0.013931	0.7854	0.4325
V165	1	-0.301454	-2.1474	0.0321
V168	1	0.090928	3.4985	0.0005
V169	1	-0.149948	-2.3233	0.0204
V172	1	-0.030486	-1.8655	0.0625
WHS	1	0.210384	2.8071	0.0051
BNHS	1	-0.042695	-0.5150	0.6067
OTH	1	0.107550	0.7091	0.4785

Table C.7--continued

MODEL: NOBEL01	SSE	332.151703	F RATIO	8.11
DEP VAR: PM30	DYE	772	PROB>F	0.0001
	NSE	0.430248	R-SQUARE	0.1282
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	3.401213	10.6646	0.0001
SACTO	1	-0.419077	-7.0561	0.0001
V152	1	0.029315	0.7766	0.4376
V156W	1	-0.035480	-0.5837	0.5596
V157C	1	0.162662	4.0267	0.0001
V158	1	-0.055911	-2.1772	0.0298
V159A	1	-0.114809	-1.6128	0.1072
V160	1	0.027498	1.6867	0.0921
V165	1	-0.281266	-2.1797	0.0296
V168	1	0.041939	1.7555	0.0796
V169	1	-0.111364	-1.8772	0.0609
V172	1	-0.038748	-2.5796	0.0101
WHS	1	0.115260	1.6731	0.0947
BMS	1	0.031522	0.4137	0.6792
OTH	1	0.027824	0.1996	0.8419

Table C.7--continued

MODEL:	MODEL01	SSE	992.97851	F RATIO	5.71
DEP VAR:	PAYDSTRM	DFF	764	PROB>F	0.0001
		MSE	1.299711	R-SQUARE	0.0885
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.446070	0.523036	6.5886	0.0001
SACTO	1	-0.086998	0.102932	-0.8452	0.3983
V152	1	0.011081	0.065569	0.1690	0.8658
V156W	1	-0.121002	0.099508	-1.2160	0.2244
V157C	1	0.183342	0.069581	2.6349	0.0086
V158	1	-0.112052	0.043828	-2.5566	0.0108
V159A	1	-0.182940	0.124449	-1.4700	0.1420
V160	1	0.056235	0.028457	1.9761	0.0485
V165	1	-0.175225	0.226969	-0.7720	0.4403
V168	1	0.116194	0.042101	2.7599	0.0059
V172	1	-0.062468	0.025459	-2.4537	0.0144
WHS	1	0.658011	0.119900	5.4880	0.0001
BNHS	1	0.163812	0.133196	1.2299	0.2191
OTH	1	-0.282440	0.240337	-1.1752	0.2403

Table C.8

REGRESSION RESULTS FOR PRETEST VERSUS BASELINE
SURVEY ADMINISTRATIONS AT SM-ALC

MODEL:	MODEL01	SSE	903.804215	F RATIO	5.01
DEP VAR:	PM02	DFE	1472	PROB>F	0.0001
		MSE	0.613997	R-SQUARE	0.0486
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.176615	0.205277	15.4747	0.0001
ADMIN	1	-0.036042	0.084225	-0.4279	0.6688
SUPER	1	0.140587	0.066407	2.1170	0.0344
V152	1	-0.010600	0.027567	-0.3845	0.7007
V156W	1	0.282438	0.050596	5.5822	0.0001
V157C	1	0.076283	0.039890	1.9123	0.0560
V158	1	-0.022064	0.024326	-0.9070	0.3646
V159A	1	-0.081835	0.058293	-1.4038	0.1606
V160	1	0.001527142	0.014404	0.1060	0.9156
V165	1	0.062132	0.053239	1.1670	0.2434
V168	1	0.001196757	0.018965	0.0631	0.9497
V169	1	-0.134812	0.050865	-2.6504	0.0081
V172	1	-0.033101	0.014553	-2.2746	0.0231
WHS	1	-0.082449	0.074518	-1.1064	0.2687
BNHS	1	-0.068056	0.056459	-1.2054	0.2282
OTH	1	-0.106314	0.077850	-1.3656	0.1723

MODEL:	MODEL01	SSE	1136.196	F RATIO	11.23
DEP VAR:	PM03B	DFE	1472	PROB>F	0.0001
		MSE	0.771872	R-SQUARE	0.1027
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	4.536556	0.230160	19.7104	0.0001
ADMIN	1	-0.532941	0.094434	-5.6435	0.0001
SUPER	1	0.412847	0.074457	5.5448	0.0001
V152	1	-0.046624	0.030909	-1.5084	0.1317
V156W	1	0.170586	0.056729	3.0070	0.0027
V157C	1	0.019040	0.044725	0.4257	0.6704
V158	1	-0.070579	0.027275	-2.5877	0.0098
V159A	1	-0.155959	0.065359	-2.3862	0.0172
V160	1	-0.00533657	0.016150	-0.3304	0.7411
V165	1	0.092046	0.059692	1.5420	0.1233
V168	1	-0.00432841	0.021264	-0.2036	0.8387
V169	1	-0.069635	0.057031	-1.2210	0.2223
V172	1	-0.062236	0.016317	-3.8143	0.0001
WHS	1	-0.072751	0.083551	-0.8707	0.3840
BNHS	1	-0.178796	0.063303	-2.8245	0.0048
OTH	1	-0.140338	0.087286	-1.6078	0.1081

Table C.8--continued

MODEL:	MODEL01	SSE	1247.947	F RATIO	18.10
DEP VAR:	PM04	DFF	1472	PROB>F	0.0001
		MSR	0.847790	R-SQUARE	0.1557
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.553589	0.241214	10.5864	0.0001
ADMIN	1	-0.018109	0.098969	-0.1830	0.8548
SUPER	1	0.001927004	0.078033	0.0247	0.9803
V152	1	0.064381	0.032394	1.9875	0.0471
V156W	1	-0.689868	0.059453	-11.6036	0.0001
V157C	1	0.158099	0.046873	3.3729	0.0008
V158	1	-0.050998	0.028585	-1.7841	0.0746
V159A	1	-0.072586	0.068498	-1.0597	0.2895
V160	1	-0.053771	0.016925	-3.1769	0.0015
V165	1	0.144547	0.062559	2.3106	0.0210
V168	1	0.098403	0.022285	4.4156	0.0001
V169	1	0.011002	0.059769	0.1841	0.8540
V172	1	-0.044189	0.017100	-2.5841	0.0099
WHS	1	-0.180597	0.087564	-2.0625	0.0393
BNHS	1	0.037196	0.066343	0.5607	0.5751
OTH	1	-0.136428	0.091478	-1.4914	0.1361

Table C.8--continued

MODEL:	MODEL01	SSE	1139.611	F RATIO	7.72
DEP VAR:	PM06	DFE	1472	PROB>F	0.0001
		MSE	0.774192	R-SQUARE	0.0729
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.941533	0.230506	17.0995	0.0001
ADMIN	1	-0.320639	0.094576	-3.3903	0.0007
SUPER	1	0.407060	0.074569	5.4589	0.0001
V152	1	0.029923	0.030956	0.9666	0.3339
V156W	1	0.111566	0.056814	1.9637	0.0498
V157C	1	-0.079399	0.044792	-1.7726	0.0765
V158	1	-0.042452	0.027316	-1.5541	0.1204
V159A	1	-0.191797	0.065457	-2.9301	0.0034
V160	1	-0.025065	0.016174	-1.5497	0.1214
V165	1	0.116036	0.059782	1.9410	0.0525
V168	1	0.019207	0.021296	0.9019	0.3673
V169	1	-0.207371	0.057116	-3.6307	0.0003
V172	1	-0.054328	0.016341	-3.3246	0.0009
WHS	1	-0.014111	0.083677	-0.1686	0.8661
BHNS	1	0.003550674	0.063398	0.0560	0.9553
OTH	1	-0.017194	0.087417	-0.1967	0.8441

MODEL:	MODEL01	SSE	1201.373	F RATIO	6.14
DEP VAR:	PM07	DFE	1472	PROB>F	0.0001
		MSE	0.816150	R-SQUARE	0.0589
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.374273	0.236670	14.2573	0.0001
ADMIN	1	-0.124718	0.097105	-1.2844	0.1992
SUPER	1	0.280876	0.076563	3.6686	0.0003
V152	1	0.012462	0.031783	0.3921	0.6950
V156W	1	0.084164	0.058333	1.4428	0.1493
V157C	1	0.070763	0.045990	1.5387	0.1241
V158	1	-0.055538	0.028046	-1.9803	0.0479
V159A	1	-0.172576	0.067208	-2.5678	0.0103
V160	1	-0.025440	0.016607	-1.5319	0.1258
V165	1	0.057498	0.061381	0.9368	0.3490
V168	1	0.079575	0.021866	3.6393	0.0003
V169	1	-0.177550	0.058643	-3.0276	0.0025
V172	1	-0.040614	0.016778	-2.4207	0.0156
WHS	1	-0.062290	0.085914	-0.7250	0.4686
BHNS	1	-0.00266832	0.065093	-0.0410	0.9673
OTH	1	-0.105881	0.089755	-1.1797	0.2383

Table C.8--continued

MODEL:	MODEL01	SSE	1636.665	F RATIO	16.33
DF	1472	DFE	1472	PROB>F	0.0001
DEP VAR: PM08		NSE	1.111665	R-SQUARE	0.1426
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.456790	0.276238	8.8937	0.0001
ADMIN	1	0.472627	0.113340	4.1700	0.0001
SUPER	1	-0.321257	0.089363	-3.5950	0.0003
V152	1	-0.069965	0.037097	-1.8860	0.0595
V156W	1	0.278842	0.068086	4.0954	0.0001
V157C	1	-0.168147	0.053679	-3.1325	0.0018
V158	1	0.096416	0.032735	2.9453	0.0033
V159A	1	0.054136	0.078444	0.6901	0.4902
V160	1	0.045340	0.019383	2.3391	0.0195
V165	1	-0.090317	0.071643	-1.2607	0.2076
V168	1	-0.174888	0.025521	-6.8370	0.0001
V169	1	0.072079	0.068448	1.0531	0.2925
V172	1	0.100932	0.019583	5.1540	0.0001
WHS	1	0.175920	0.100278	1.7543	0.0796
BNHS	1	0.194286	0.075976	2.5572	0.0107
OTH	1	0.228096	0.104761	2.1773	0.0296

Table C.8--continued

MODEL:	MODEL01	SSE	1383.029	F RATIO	19.04
DEP VAR:	PM11	DFF	1472	PROB>F	0.0001
		MSE	0.939558	R-SQUARE	0.1625
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.168551	0.253933	12.4779	0.0001
ADMIN	1	-0.374908	0.104188	-3.5984	0.0003
SUPER	1	0.425517	0.082147	5.1759	0.0001
V152	1	0.040177	0.034102	1.1782	0.2389
V156W	1	0.108151	0.062588	1.7280	0.0842
V157C	1	0.294786	0.049344	5.9741	0.0001
V158	1	-0.115055	0.030092	-3.8235	0.0001
V159A	1	-0.00957465	0.072110	-0.1328	0.8944
V160	1	-0.019144	0.017818	-1.0744	0.2828
V165	1	0.081583	0.065858	1.2388	0.2156
V168	1	0.132026	0.023461	5.6276	0.0001
V169	1	-0.210786	0.062921	-3.3500	0.0008
V172	1	-0.083568	0.018002	-4.6422	0.0001
WHS	1	0.165542	0.092181	1.7958	0.0727
BNHS	1	-0.041762	0.069841	-0.5980	0.5500
OTH	1	-0.046361	0.096302	-0.4814	0.6303

MODEL:	MODEL01	SSE	1486.461	F RATIO	12.81
DEP VAR:	PM12	DFF	1472	PROB>F	0.0001
		MSE	1.009824	R-SQUARE	0.1154
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.870514	0.263258	14.7024	0.0001
ADMIN	1	-0.156959	0.108014	-1.4531	0.1464
SUPER	1	0.297979	0.085164	3.4989	0.0005
V152	1	-0.00305754	0.035354	-0.0865	0.9311
V156W	1	-0.120294	0.064886	-1.8519	0.0640
V157C	1	0.190058	0.051156	3.7152	0.0002
V158	1	-0.093365	0.031197	-2.9928	0.0028
V159A	1	-0.000200256	0.074758	-0.0027	0.9979
V160	1	-0.037907	0.018472	-2.0521	0.0403
V165	1	0.102482	0.068276	1.5010	0.1336
V168	1	0.129513	0.024322	5.3249	0.0001
V169	1	-0.243688	0.065232	-3.7357	0.0002
V172	1	-0.095550	0.018663	-5.1197	0.0001
WHS	1	0.100810	0.095566	1.0549	0.2917
BNHS	1	-0.174204	0.072406	-2.4059	0.0163
OTH	1	-0.161983	0.099838	-1.6225	0.1049

Table C.8--continued

MODEL:	MODEL01	SSE	896.980734	F RATIO	8.68
DEP VAR:	PM14	DFE	1472	PROB>F	0.0001
		MSE	0.609362	R-SQUARE	0.0812
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.289217	0.204501	16.0841	0.0001
ADMIN	1	-0.229289	0.083906	-2.7327	0.0064
SUPER	1	0.414183	0.066156	6.2607	0.0001
V152	1	0.014244	0.027463	0.5187	0.6041
V156W	1	0.079701	0.050404	1.5812	0.1140
V157C	1	0.010026	0.039739	0.2523	0.8008
V158	1	-0.040951	0.024234	-1.6898	0.0913
V159A	1	-0.093429	0.058073	-1.6088	0.1079
V160	1	-0.052082	0.014349	-3.6296	0.0003
V165	1	0.091554	0.053038	1.7262	0.0845
V168	1	0.017033	0.018894	0.9015	0.3675
V169	1	-0.139915	0.050673	-2.7612	0.0058
V172	1	-0.050731	0.014498	-3.4993	0.0005
WHS	1	0.057633	0.074236	0.7763	0.4377
BNHS	1	0.081361	0.056245	1.4465	0.1482
OTH	1	-0.065068	0.077555	-0.8390	0.4016

MODEL:	MODEL01	SSE	617.761067	F RATIO	7.90
DEP VAR:	PM15	DFE	1472	PROB>F	0.0001
		MSE	0.419675	R-SQUARE	0.0745
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.960877	0.169713	17.4464	0.0001
ADMIN	1	-0.174479	0.069633	-2.5057	0.0123
SUPER	1	0.175099	0.054902	3.1893	0.0015
V152	1	-0.051581	0.022791	-2.2632	0.0238
V156W	1	0.124299	0.041830	2.9715	0.0030
V157C	1	0.052507	0.032979	1.5922	0.1116
V158	1	-0.00752942	0.020111	-0.3744	0.7082
V159A	1	-0.187041	0.048194	-3.8810	0.0001
V160	1	-0.035955	0.011908	-3.0193	0.0026
V165	1	0.052010	0.044015	1.1816	0.2375
V168	1	0.030385	0.015680	1.9378	0.0528
V169	1	-0.090621	0.042052	-2.1549	0.0313
V172	1	-0.050351	0.012031	-4.1850	0.0001
WHS	1	-0.038477	0.061608	-0.6246	0.5324
BNHS	1	0.060070	0.046677	1.2869	0.1983
OTH	1	0.019225	0.064362	0.2987	0.7652

Table C.8--continued

MODEL:	MODEL01	SSE	1187.213	F RATIO	7.43
DEP VAR:	PM17	DFE	1472	PROB>F	0.0001
		MSE	0.806531	R-SQUARE	0.0704
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.803163	0.235271	11.9146	0.0001
ADMIN	1	-0.443940	0.096531	-4.5989	0.0001
SUPER	1	0.313586	0.076110	4.1202	0.0001
V152	1	0.033878	0.031595	1.0722	0.2838
V156W	1	-0.032109	0.057988	-0.5537	0.5799
V157C	1	0.067096	0.045718	1.4676	0.1424
V158	1	-0.108927	0.027880	-3.9070	0.0001
V159A	1	-0.125909	0.066811	-1.8846	0.0597
V160	1	-0.00791528	0.016508	-0.4795	0.6317
V165	1	0.072983	0.081018	1.1961	0.2319
V168	1	0.057631	0.021736	2.6514	0.0081
V169	1	0.109304	0.058297	1.8749	0.0610
V172	1	-0.044978	0.016679	-2.6967	0.0071
WHS	1	-0.042149	0.085406	-0.4935	0.6217
BNHS	1	-0.022301	0.064708	-0.3446	0.7304
OTH	1	-0.079279	0.089224	-0.8885	0.3744
MODEL:	MODEL01	SSE	675.458886	F RATIO	10.93
DEP VAR:	PM18D	DFE	1472	PROB>F	0.0001
		MSE	0.458872	R-SQUARE	0.1003
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.755483	0.177461	15.5272	0.0001
ADMIN	1	-0.124223	0.072812	-1.7061	0.0882
SUPER	1	0.336023	0.057409	5.8532	0.0001
V152	1	-0.00664905	0.023832	-0.2790	0.7803
V156W	1	0.173751	0.043740	3.9724	0.0001
V157C	1	0.071744	0.034484	2.0805	0.0377
V158	1	-0.054815	0.021030	-2.6066	0.0092
V159A	1	-0.206701	0.050394	-4.1017	0.0001
V160	1	-0.011055	0.012452	-0.8878	0.3748
V165	1	0.065494	0.046025	1.4230	0.1549
V168	1	0.032037	0.016395	1.9540	0.0509
V169	1	-0.129905	0.043972	-2.9542	0.0032
V172	1	-0.052977	0.012581	-4.2110	0.0001
WHS	1	-0.042760	0.064421	-0.6638	0.5069
BNHS	1	-0.00875112	0.048808	-0.1793	0.8577
OTH	1	0.043290	0.067301	0.6432	0.5202

Table C.8---continued

MODEL:	MODEL01	SSE	1561.801	F RATIO	24.08
DEP VAR:	PM19	DFE	1472	PROB>F	0.0001
		MSE	1.061006	R-SQUARE	0.1970
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.279275	0.269847	8.4466	0.0001
ADMIN	1	-0.176533	0.110717	-1.5945	0.1110
SUPER	1	0.295301	0.087295	3.3828	0.0007
V152	1	0.036878	0.036239	1.0176	0.3090
V156W	1	-0.652887	0.066510	-9.8163	0.0001
V157C	1	0.436668	0.052437	8.3275	0.0001
V158	1	-0.108632	0.031978	-3.3971	0.0007
V159A	1	0.007502898	0.076629	0.0979	0.9220
V160	1	-0.00906373	0.018935	-0.4787	0.6322
V165	1	0.180445	0.069985	2.5783	0.0100
V168	1	0.075773	0.024931	3.0393	0.0024
V169	1	0.093634	0.066864	1.4004	0.1616
V172	1	-0.098150	0.019130	-5.1307	0.0001
WHS	1	-0.330081	0.097958	-3.3696	0.0008
BNHS	1	-0.368421	0.074218	-4.9641	0.0001
OTH	1	-0.104291	0.102337	-1.0191	0.3083
MODEL:	MODEL01	SSE	970.440464	F RATIO	14.47
DEP VAR:	PM21B	DFE	1472	PROB>F	0.0001
		MSE	0.659267	R-SQUARE	0.1285
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.081603	0.212710	14.4873	0.0001
ADMIN	1	-0.269465	0.087274	-3.0876	0.0021
SUPER	1	0.558464	0.068812	8.1158	0.0001
V152	1	-0.025181	0.028566	-0.8815	0.3782
V156W	1	0.122328	0.052428	2.3333	0.0198
V157C	1	0.115539	0.041334	2.7953	0.0053
V158	1	-0.031600	0.025207	-1.2536	0.2102
V159A	1	-0.195071	0.064004	-3.2294	0.0013
V160	1	-0.027910	0.014925	-1.8700	0.0617
V165	1	0.166218	0.055167	3.0130	0.0026
V168	1	0.033483	0.019652	1.7038	0.0886
V169	1	-0.104142	0.052707	-1.9759	0.0484
V172	1	-0.042398	0.015080	-2.8116	0.0050
WHS	1	-0.070144	0.077217	-0.9084	0.3638
BNHS	1	-0.037224	0.058503	-0.6363	0.5247
OTH	1	-0.125524	0.080668	-1.5560	0.1199

Table C.8--continued

MODEL:	MODEL01	SSE	1540.761	F RATIO	11.48
DEP VAR:	PM23	DFE	1472	PROB>F	0.0001
		MSE	1.046713	R-SQUARE	0.1048
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.133550	0.268023	11.6914	0.0001
ADMIN	1	-0.092215	0.109969	-0.8386	0.4019
SUPER	1	0.559897	0.086705	6.4575	0.0001
V152	1	0.033271246	0.035994	0.9099	0.9276
V156W	1	0.303341	0.066061	4.5918	0.0001
V157C	1	0.056844	0.052082	1.0914	0.2753
V158	1	-0.141412	0.031761	-4.4523	0.0001
V159A	1	-0.231928	0.076111	-3.0472	0.0024
V160	1	-0.022647	0.018807	-1.2042	0.2287
V165	1	0.045887	0.069512	0.6601	0.5093
V168	1	-0.000876761	0.024762	-0.0035	0.9972
V169	1	-0.167768	0.066412	-2.5262	0.0116
V172	1	-0.072928	0.019001	-3.8382	0.0001
WHS	1	-0.061334	0.097296	-0.6304	0.5285
BHNS	1	-0.116200	0.073716	-1.5763	0.1152
OTH	1	-0.023493	0.101645	-0.2311	0.8172
MODEL:	MODEL01	SSE	1286.399	F RATIO	10.08
DEP VAR:	PM31B	DFE	1472	PROB>F	0.0001
		MSE	0.873912	R-SQUARE	0.0931
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.380297	0.244902	13.8027	0.0001
ADMIN	1	-0.333034	0.100482	-3.3144	0.0009
SUPER	1	0.237421	0.079226	2.9968	0.0028
V152	1	0.010055	0.032889	0.3057	0.7599
V156W	1	0.047074	0.060362	0.7799	0.4356
V157C	1	0.187036	0.047589	3.9302	0.0001
V158	1	-0.044286	0.029022	-1.5260	0.1272
V159A	1	-0.163859	0.069515	-2.3563	0.0186
V160	1	-0.016980	0.017184	-0.9881	0.3233
V165	1	0.086168	0.063516	1.3566	0.1751
V168	1	0.043557	0.022626	1.9251	0.0544
V169	1	-0.297403	0.060683	-4.9009	0.0001
V172	1	-0.087844	0.017362	-5.0596	0.0001
WHS	1	0.030989	0.088902	0.3486	0.7275
BHNS	1	0.110887	0.067357	1.6463	0.0999
OTH	1	0.037494	0.092877	0.4037	0.6865

Table C.8---continued

MODEL:	MODEL01	SSE	857.809522	F RATIO	7.69
DF		1472		PROB>F	0.0001
MSR		0.582751		R-SQUARE	0.0727
DEP VAR: UNIONSAT					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.948998	0.199986	14.7460	0.0001
ADMIN	1	-0.277131	0.082054	-3.3774	0.0008
SUPER	1	0.054903	0.064695	0.8486	0.3962
V152	1	-0.070073	0.026857	-2.6091	0.0092
V156W	1	0.166901	0.049292	3.3860	0.0007
V157C	1	0.156653	0.038861	4.0311	0.0001
V158	1	-0.014913	0.033699	-0.6293	0.5293
V159A	1	-0.169068	0.056791	-2.9770	0.0030
V160	1	-0.029660	0.014033	-2.1137	0.0347
V165	1	-0.132678	0.051067	-2.5581	0.0106
V168	1	0.055067	0.018476	2.9804	0.0029
V169	1	0.035858	0.049554	0.7236	0.4694
V172	1	-0.031295	0.014177	-2.2074	0.0274
WHS	1	-0.198470	0.072597	-2.7338	0.0063
BWHS	1	0.133890	0.055004	2.4342	0.0150
OTH	1	-0.083609	0.075843	-1.1024	0.2705

Table C.8--continued

MODEL:	MODEL01	SSE	98.448706	F RATIO	1.81
DEP VAR:	PM26	DFF	189	PROB>F	0.0392
		MSE	0.520893	R-SQUARE	0.1184
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.867282	0.511004	3.6541	0.0003
ADMIN	1	-0.098925	0.205181	-0.4821	0.6303
V152	1	-0.054580	0.068210	-0.8002	0.4246
V156W	1	-0.044365	0.125480	-0.3536	0.7241
V157C	1	0.288051	0.095793	3.0070	0.0030
V158	1	0.084250	0.060476	1.3931	0.1652
V159A	1	-0.401488	0.145298	-2.7632	0.0063
V160	1	0.029859	0.035895	0.8318	0.4066
V165	1	-0.042610	0.131973	-0.3229	0.7471
V168	1	0.028136	0.047245	0.5955	0.5522
V169	1	0.179865	0.126578	1.4210	0.1570
V172	1	-0.018928	0.036277	-0.5218	0.6024
WHS	1	0.197778	0.185761	1.0647	0.2884
BNHS	1	0.398684	0.140733	2.8329	0.0051
OTH	1	0.234017	0.194018	1.2062	0.2293

MODEL:	MODEL01	SSE	104.203811	F RATIO	4.50
DEP VAR:	PM27	DFF	189	PROB>F	0.0001
		MSE	0.551343	R-SQUARE	0.2501
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.837277	0.525728	3.4947	0.0006
ADMIN	1	-0.112459	0.211093	-0.5327	0.5948
V152	1	-0.114256	0.070176	-1.6281	0.1052
V156W	1	0.210899	0.129096	1.6337	0.1040
V157C	1	0.586230	0.098554	5.9483	0.0001
V158	1	0.210316	0.062219	3.3803	0.0009
V159A	1	-0.418410	0.149484	-2.7990	0.0057
V160	1	-0.035491	0.036929	-0.9610	0.3378
V165	1	0.029349	0.135776	0.2162	0.8291
V168	1	-0.040172	0.048606	-0.8265	0.4096
V169	1	-0.107289	0.130225	-0.8239	0.4110
V172	1	-0.057001	0.037322	-1.5273	0.1284
WHS	1	-0.188688	0.191114	-0.9873	0.3248
BNHS	1	-0.097389	0.144788	-0.6726	0.5020
OTH	1	0.274399	0.199608	1.3747	0.1709

Table C.8--continued

MODEL:	MODEL01	SSE	DF	MS	PARAMETER ESTIMATE	STANDARD ERROR	F RATIO	PROB>F	R-SQUARE	T RATIO	PROB> T
DEP VAR:	PM20D	91.933175	189	0.486419							2.55
								0.0023			0.0023
								0.1587			0.1587
VARIABLE	DF	PARAMETER ESTIMATE	DF								
INTERCEPT	1	2.525716				0.493805	5.1148	0.0001			
ADMIN	1	-0.232059				0.198275	-1.1704	0.2433			
V152	1	0.119011				0.065915	1.8055	0.0726			
V156W	1	0.032930				0.121257	0.2716	0.7862			
V157C	1	0.319014				0.092569	3.4462	0.0007			
V158	1	-0.037018				0.058441	-0.6334	0.5272			
V159A	1	-0.547044				0.140408	-3.8961	0.0001			
V160	1	0.022554				0.034607	0.6502	0.5163			
V165	1	-0.040413				0.127531	-0.3169	0.7517			
V168	1	0.025384				0.045655	0.5560	0.5789			
V169	1	0.020606				0.123318	0.1685	0.8664			
V172	1	-0.066759				0.035056	-1.9044	0.0584			
WHS	1	-0.014627				0.179509	-0.0815	0.9351			
BNHS	1	0.068658				0.135997	0.5049	0.6142			
OTH	1	0.158408				0.187488	0.8449	0.3992			

MODEL:	MODEL01	SSE	DF	MS	PARAMETER ESTIMATE	STANDARD ERROR	F RATIO	PROB>F	R-SQUARE	T RATIO	PROB> T
DEP VAR:	PM30	84.057742	189	0.444750							1.37
								0.1731			0.1731
								0.0919			0.0919
VARIABLE	DF	PARAMETER ESTIMATE	DF								
INTERCEPT	1	2.659249				0.472181	5.6318	0.0001			
ADMIN	1	-0.153469				0.189592	-0.8095	0.4193			
V152	1	-0.027986				0.063028	-0.4440	0.6575			
V156W	1	0.020415				0.115947	0.1761	0.8604			
V157C	1	0.282557				0.088516	3.1922	0.0017			
V158	1	0.00485772				0.055882	0.0869	0.9308			
V159A	1	-0.343833				0.134259	-2.5610	0.0112			
V160	1	-0.00764323				0.033168	-0.2304	0.8180			
V165	1	-0.096129				0.121946	-0.7883	0.4315			
V168	1	0.015166				0.043655	0.3474	0.7287			
V169	1	0.043722				0.116961	0.3738	0.7090			
V172	1	-0.026956				0.033521	-0.8042	0.4223			
WHS	1	0.068749				0.171648	0.4005	0.6892			
BNHS	1	0.176072				0.130041	1.3540	0.1774			
OTH	1	0.089515				0.179277	0.4993	0.6181			

Table C.9
RESULTS OF FACTOR ANALYSES

Alpha	Factor Name	Questions
<u>Questions Answered by All Respondents</u>		
.939	Satisfaction with Supervisor/ Work Unit	V4, V5, V11, V14, V15, V19, V21, V23, V28, V31, V34, V39, V50, V55, V75, V89, V94, V96, V100
.880	Organizational Climate	V7, V13, V20, V24, V40, V52, V66, V84, V98, V101, V102
.837	Organizational Involvement	V10, V16, V42, V44, V53, V62, V72, V73, V80, V95, V97, V120, V121, V123
.813	Pay-Performance Link	V2, V27, V29, V79, V82, V114, V115, V116
.846	Importance of Intrinsic/ Extrinsic Rewards	V120, V121, V122, V123, V124, V125, V126, V127
.801	Pay Satisfaction	V8, V22, V30, V70, V81, V87
.862	Satisfaction with Union	V45, V107, V108, V109, V110
.780	Intrinsic Job Satisfaction	V54, V58, V90
<u>Supervisor Questions</u>		
.862	Support from Management/ Sufficient Authority	V128, V132, V133, V134, V136, V140, V141, V142, V146, V147, V148
.710	Supportiveness of Personnel Office	V134, V137, V143, V149
.532	Willingness to Recommend Staff Reductions	V130, V144

Table C.10

RESPONSE DISTRIBUTIONS FOR INDIVIDUAL QUESTIONS

(In percent)

("OTHNON" = Comparison sites, nonsupervisors,
 "OTHSUP" = Comparison sites, supervisors,
 "SMNON" = Sacramento, nonsupervisors,
 "SMSUP" = Sacramento, supervisors)

GENERAL ITEMS

V1 MISSING = 7

	1	2	3	4	5	TOTAL
OTHNON	4.47	10.39	4.54	57.43	23.16	1520
OTHSUP	1.91	7.96	3.18	62.74	24.20	628
SMNON	4.41	12.43	5.37	55.49	22.29	1247
SMSUP	3.01	9.64	2.41	56.63	28.31	166

V2 MISSING = 10

	1	2	3	4	5	TOTAL
OTHNON	27.63	40.86	7.30	19.74	4.47	1520
OTHSUP	18.98	39.39	3.35	33.17	5.10	627
SMNON	36.47	37.99	7.07	14.62	3.86	1245
SMSUP	27.71	39.76	7.23	22.29	3.01	166

V3 MISSING = 11

	1	2	3	4	5	TOTAL
OTHNON	2.90	23.27	34.87	29.33	9.62	1517
OTHSUP	5.73	39.49	17.52	29.78	7.48	628
SMNON	5.70	23.60	41.57	21.27	7.87	1246
SMSUP	6.02	34.94	21.08	28.92	9.04	166

V4 MISSING = 7

	1	2	3	4	5	TOTAL
OTHNON	10.93	21.20	6.78	47.93	13.17	1519
OTHSUP	4.30	7.64	3.18	60.51	24.36	628
SMNON	12.74	23.96	9.62	42.71	10.98	1248
SMSUP	4.82	19.88	6.63	45.78	22.89	166

Table C.10--continued

V5	MISSING = 9					TOTAL
	1	2	3	4	5	
OTHNON	21.86	43.78	7.90	22.51	3.95	1519
OTHSUP	5.74	45.14	6.38	38.92	3.83	627
SMNON	30.71	44.43	7.30	14.43	3.13	1247
SMSUP	15.66	51.81	4.22	24.10	4.22	166

V6	MISSING = 10						TOTAL
		1	2	3	4	5	
OTHNON		7.65	24.67	13.59	36.54	17.55	1516
OTHSUP		4.78	28.03	7.01	41.72	18.47	628
SMNON		7.69	20.83	13.62	35.34	22.52	1248
SMSUP		8.43	19.88	9.04	45.78	16.87	166

V7	MISSING = 26						
		1	2	3	4	5	TOTAL
OTHNON		1.72	24.37	23.71	35.63	14.57	1510
OTHSUP		10.86	51.28	12.94	18.85	6.07	626
SMNON		1.05	11.76	25.38	37.23	24.58	1241
SMSUP		6.67	36.36	21.82	24.24	10.91	165

V8	MISSING = 25						
	1	2	3	4	5	TOTAL	
OTHNON	21.99	34.81	5.15	33.49	4.56	1514	
OTHSUP	13.62	30.13	3.04	46.79	6.41	624	
SMNON	29.49	35.70	5.72	26.19	2.90	1241	
SMSUP	14.63	34.76	2.44	39.63	8.54	164	

Table C.10--continued

V9	MISSING = 25											
		1	2	3	4	5	TOTAL					
	-----+	-----+	-----+	-----+	-----+	-----+						
OTHNON		12.89		33.05		20.82		27.36		5.88		1513
	-----+	-----+	-----+	-----+	-----+	-----+						
OTHSUP		9.76		41.12		12.00		31.36		5.76		625
	-----+	-----+	-----+	-----+	-----+	-----+						
SMNON		18.55		34.11		25.48		16.45		5.40		1240
	-----+	-----+	-----+	-----+	-----+	-----+						
SMSUP		15.76		41.82		16.36		18.79		7.27		165
	-----+	-----+	-----+	-----+	-----+	-----+						

V10	MISSING = 22					
	1	2	3	4	5	TOTAL
OTHNON	2.97	6.61	10.44	56.31	23.66	1513
OTHSUP	0.80	1.76	3.85	49.52	44.07	624
SMNON	4.26	8.12	16.24	50.40	20.98	1244
SMSUP	1.82	4.24	5.45	48.48	40.00	165

V11	MISSING = 22					
	1	2	3	4	5	TOTAL
OTHNON	9.31	22.59	14.93	44.32	8.85	1514
OTHSUP	1.60	12.64	6.72	61.28	17.76	625
SMNON	9.98	23.91	18.92	40.50	6.68	1242
SMSUP	6.67	18.79	12.73	50.91	10.91	165

V12	MISSING = 25						
	1	2	3	4	5	TOTAL	
OTHNON	11.70	28.95	18.90	32.58	7.87	1513	
OTHSUP	4.64	24.96	17.12	44.32	8.96	625	
SMNON	17.42	32.02	18.87	24.44	7.26	1240	
SMSUP	9.09	28.48	17.58	37.58	7.27	165	

Table C.10--continued

V13	MISSING = 23					
	1	2	3	4	5	TOTAL
OTHNON	3.77	18.58	11.84	38.62	27.18	1512
OTHSUP	6.56	33.60	11.36	36.32	12.16	625
SMNON	2.41	9.25	13.76	37.17	37.41	1243
SMSUP	1.21	16.36	13.33	42.42	26.67	165

V14	MISSING = 27						
	1	2	3	4	5	TOTAL	
OTHNON	9.86	21.97	5.56	50.96	11.65	1511	
OTHSUP	2.56	16.32	6.40	56.80	17.92	625	
SMNON	17.18	27.02	7.50	39.27	9.03	1240	
SMSUP	9.09	24.85	13.33	43.03	9.70	165	

V15	MISSING = 27					
	1	2	3	4	5	TOTAL
OTHNON	16.29	35.50	12.12	30.07	6.03	1510
OTHSUP	5.77	28.85	8.49	47.60	9.29	624
SMNON	25.68	35.75	12.24	22.14	4.19	1242
SMSUP	13.33	27.27	11.52	41.21	6.67	165

V16	MISSING = 26						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHNON		4.63	20.52	15.42	46.46	12.97	1511
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP		1.28	14.74	8.97	55.61	19.39	624
	-----+	-----+	-----+	-----+	-----+	-----+	
SMNON		7.65	22.46	17.39	41.79	10.71	1242
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP		1.82	13.94	9.09	45.45	29.70	165
	-----+	-----+	-----+	-----+	-----+	-----+	

Table C.10--continued

V17 MISSING = 23

	1	2	3	4	5	TOTAL
OTHNON	6.55	20.70	4.76	53.04	14.95	1512
OTHSUP	2.24	17.76	2.72	58.40	18.88	625
SMNON	9.01	21.00	5.95	52.05	11.99	1243
SMSUP	5.45	22.42	2.42	51.52	18.18	165

V18 MISSING = 24

	1	2	3	4	5	TOTAL
OTHNON	13.43	37.63	9.85	32.80	6.28	1512
OTHSUP	3.84	29.92	9.92	50.24	6.08	625
SMNON	19.40	40.26	11.84	24.72	3.78	1242
SMSUP	11.52	40.00	10.91	32.73	4.85	165

V19 MISSING = 25

	1	2	3	4	5	TOTAL
OTHNON	14.62	22.75	11.31	39.09	12.24	1512
OTHSUP	4.33	18.27	6.73	54.81	15.87	624
SMNON	19.32	21.58	15.78	33.74	9.58	1242
SMSUP	8.48	18.18	15.15	46.06	12.12	165

V20 MISSING = 23

	1	2	3	4	5	TOTAL
OTHNON	36.00	32.69	7.61	20.71	2.98	1511
OTHSUP	16.48	31.52	6.72	37.92	7.36	625
SMNON	47.19	31.11	8.68	10.85	2.17	1244
SMSUP	26.67	29.70	9.09	26.67	7.88	165

Table C.10--continued

V21	MISSING = 25						
	1	2	3	4	5	TOTAL	
OTHNON	16.07	28.17	8.73	39.48	7.54	1512	
OTHSUP	5.44	24.96	8.80	51.68	9.12	625	
SMNON	24.58	31.83	10.48	27.40	5.72	1241	
SMSUP	13.33	30.91	10.30	38.18	7.27	165	

V22	MISSING = 34						
		1	2	3	4	5	TOTAL
OTHNON		5.78	23.11	31.81	25.50	13.81	1506
OTHSUP		4.96	24.96	22.24	32.64	15.20	625
SMNON		3.63	14.78	27.38	29.64	24.56	1238
SMSUP		4.85	18.18	22.42	36.97	17.58	165

V23	MISSING = 36						TOTAL
	1	2	3	4	5		
OTHNON	12.82	26.51	23.72	29.17	7.77	1505	
OTHSUP	5.59	20.13	14.38	46.17	13.74	626	
SMNON	16.18	26.38	25.81	24.27	7.36	1236	
SMSUP	7.27	20.61	19.39	40.61	12.12	165	

V24	MISSING = 35						
	1	2	3	4	5	TOTAL	
OTHNON	34.02	35.95	8.17	16.15	5.71	1505	
OTHSUP	12.80	30.88	6.56	39.84	9.92	625	
SMNON	41.03	33.68	8.32	12.92	4.04	1238	
SMSUP	23.64	23.64	11.52	33.33	7.88	165	

Table C.10--continued

V25	MISSING = 37						
		1	2	3	4	5	TOTAL
OTHNON		5.38	13.36	8.11	56.74	16.41	1505
OTHSUP		1.76	8.47	7.51	64.06	18.21	626
SMNON		8.91	14.82	11.26	51.09	13.93	1235
SMSUP		3.64	8.48	4.24	57.58	26.06	165

V26	MISSING = 34						
		1	2	3	4	5	TOTAL
OTHNON		5.98	15.42	15.88	36.08	26.64	1505
OTHSUP		8.16	24.64	16.96	35.36	14.88	625
SMNON		7.10	15.01	18.16	30.35	29.38	1239
SMSUP		9.09	21.82	16.97	27.27	24.85	165

V27	MISSING = 33						
		1	2	3	4	5	TOTAL
OTHNON		25.65	36.74	12.09	19.27	6.25	1505
OTHSUP		9.44	34.08	14.08	33.12	9.28	625
SMNON		34.60	36.94	11.45	13.06	3.95	1240
SMSUP		21.21	27.27	16.36	27.27	7.88	165

V28	MISSING = 33						
		1	2	3	4	5	TOTAL
OTHNON		5.64	18.66	12.62	50.20	12.88	1506
OTHSUP		0.80	9.27	9.90	62.30	17.73	626
SMNON		9.77	24.15	15.11	41.84	9.13	1238
SMSUP		4.24	15.15	14.55	48.48	17.58	165

Table C.10--continued

V29	MISSING = 34						
		1	2	3	4	5	TOTAL
	OTHNON	29.59	48.60	7.85	12.30	1.66	1504
	OTHSUP	20.29	49.20	6.23	20.77	3.51	626
	SMNON	42.45	43.34	6.62	6.78	0.81	1239
	SMSUP	27.88	53.94	7.88	8.48	1.82	165

V30	MISSING = 38						
		1	2	3	4	5	TOTAL
	OTHNON	11.23	37.28	24.58	21.33	5.58	1505
	OTHSUP	11.70	40.38	21.31	23.56	3.04	624
	SMNON	7.69	24.43	29.37	27.83	10.68	1236
	SMSUP	12.73	26.67	20.61	30.91	9.09	165

V31	MISSING = 32						
		1	2	3	4	5	TOTAL
	OTHNON	11.28	19.18	12.28	43.40	13.87	1507
	OTHSUP	5.76	15.68	7.84	54.72	16.00	625
	SMNON	16.06	21.63	14.04	37.93	10.33	1239
	SMSUP	7.88	14.55	13.33	52.73	11.52	165

V32	MISSING = 35						
		1	2	3	4	5	TOTAL
	OTHNON	19.73	32.89	20.20	25.38	1.79	1505
	OTHSUP	15.02	28.43	13.10	40.10	3.35	626
	SMNON	31.50	32.39	20.03	14.54	1.53	1238
	SMSUP	25.61	31.71	15.85	24.39	2.44	164

Table C.10--continued

V33 MISSING = 32

	0	1	2	3	4	5	TOTAL
OTHNON	13.01	23.77	10.82	44.69	7.70		1506
OTHSUP	3.83	13.42	8.63	58.95	15.18		626
SMNON	23.41	27.76	13.40	29.94	5.49		1239
SMSUP	7.88	20.61	9.70	47.88	13.94		165

V34 MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	12.34	25.15	14.66	37.96	9.89	1507
OTHSUP	4.80	14.56	9.92	52.64	18.08	625
SMNON	22.20	24.54	18.72	28.81	5.73	1239
SMSUP	7.88	15.76	14.55	47.88	13.94	165

V35 MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	17.98	31.12	8.89	36.76	5.24	1507
OTHSUP	5.92	28.00	9.76	49.28	7.04	625
SMNON	33.09	33.01	12.19	19.77	1.94	1239
SMSUP	23.03	33.94	11.52	25.45	6.06	165

V36 MISSING = 35

	1)	2)	3)	4)	5)	TOTAL
OTHNON	32.14	42.10	12.55	10.42	2.79	1506
OTHSUP	24.60	45.85	13.42	13.42	2.72	626
SMNON	20.79	21.20	31.15	21.36	5.50	1236
SMSUP	13.94	12.73	24.85	40.61	7.88	165

Table C.10--continued

37 MISSING = 36

	1	2	3	4	5	TOTAL
OTHNON	9.99	36.22	17.38	30.76	5.66	1502
OTHSUP	4.34	27.33	11.09	49.04	8.20	622
SMNON	15.62	39.86	15.30	22.95	6.28	1242
SMSUP	9.04	31.33	13.86	36.75	9.04	166

V38 MISSING = 29

	1	2	3	4	5	TOTAL
OTHNON	2.72	21.30	15.20	44.99	15.79	1507
OTHSUP	1.77	25.68	11.24	45.91	15.41	623
SMNON	2.09	13.03	13.76	44.97	26.15	1243
SMSUP	2.41	11.45	10.84	45.78	29.52	166

V39 MISSING = 30

	1	2	3	4	5	TOTAL
OTHNON	10.76	33.42	17.74	34.68	3.39	1505
OTHSUP	3.69	21.31	12.18	55.61	7.21	624
SMNON	18.42	32.50	18.74	27.51	2.82	1243
SMSUP	4.22	31.33	18.67	40.36	5.42	166

V40 MISSING = 30

	1	2	3	4	5	TOTAL
OTHNON	28.35	36.19	16.14	17.66	1.66	1506
OTHSUP	8.83	25.52	19.58	40.45	5.62	623
SMNON	42.64	32.66	16.41	7.48	0.80	1243
SMSUP	16.27	39.16	18.07	24.10	2.41	166

Table C.10--continued

V41	MISSING = 28						
		1	2	3	4	5	TOTAL
OTHNON	12.86	39.52	17.37	25.07	5.17		1508
OTHSUP	3.05	20.22	11.40	53.13	12.20		623
SMNON	15.45	34.51	21.24	22.20	6.60		1243
SMSUP	6.02	25.90	15.06	44.58	8.43		166

V42	MISSING = 29						
		1	2	3	4	5	TOTAL
OTHNON	2.85	8.49	16.98	51.46	20.23		1508
OTHSUP	0.96	4.33	3.85	56.57	34.29		624
SMNON	4.43	6.84	16.34	49.28	23.11		1242
SMSUP	1.82	3.64	6.06	46.67	41.82		165

V43	MISSING = 30						
		1	2	3	4	5	TOTAL
OTHNON	8.96	13.80	5.97	50.17	21.10		1507
OTHSUP	3.37	10.90	6.09	55.77	23.88		624
SMNON	10.88	15.95	8.22	48.11	16.84		1241
SMSUP	3.61	10.84	9.64	54.82	21.08		166

V44	MISSING = 31						
		1	2	3	4	5	TOTAL
OTHNON	1.40	4.72	8.78	57.58	27.53		1504
OTHSUP	0.32	3.04	3.85	55.29	37.50		624
SMNON	2.41	5.15	10.62	58.89	22.93		1243
SMSUP	0.60	3.01	4.22	51.20	40.96		166

Table C.10--continued

V45	MISSING = 34						
	1	2	3	4	5	TOTAL	
OTHNON	18.14	21.00	44.12	14.62	2.13	1505	
OTHSUP	20.06	37.08	29.70	12.68	.48	623	
SMNON	24.58	21.60	41.58	10.88	1.37	1241	
SMSUP	20.00	29.09	35.15	13.33	2.42	165	

V46	MISSING = 30						
	1	2	3	4	5	TOTAL	
OTHNON	12.02	35.46	19.72	29.48	3.32	1506	
OTHSUP	6.09	33.65	14.26	41.35	4.65	624	
SMNON	21.66	39.37	17.95	18.28	2.74	1242	
SMSUP	16.27	42.17	18.67	18.67	4.22	166	

V47	MISSING = 33						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHNON		9.50	23.79	11.76	37.08	17.87	1505
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP		4.81	26.12	12.50	41.51	15.06	624
	-----+	-----+	-----+	-----+	-----+	-----+	
SMNON		13.38	22.24	14.67	33.04	16.68	1241
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP		6.06	30.30	15.15	33.33	15.15	165
	-----+	-----+	-----+	-----+	-----+	-----+	

V48	MISSING = 35						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHNON		13.71	31.80	22.95	27.48	4.06	1503
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP		11.06	31.89	14.26	37.02	5.77	624
	-----+	-----+	-----+	-----+	-----+	-----+	
SMNON		22.79	33.57	19.48	20.05	4.11	1242
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP		21.95	36.59	19.51	18.90	3.05	164
	-----+	-----+	-----+	-----+	-----+	-----+	

Table C.10--continued

V49	MISSING = 32						
	1	2	3	4	5	TOTAL	
OTHNON	2.46	11.49	3.78	57.30	24.97	1506	
OTHSUP	1.77	8.67	3.53	64.04	21.99	623	
SMNON	3.30	12.56	6.44	55.07	22.62	1242	
SMSUP	0.61	9.09	5.45	55.76	29.09	165	

V50	MISSING = 32					
	1	2	3	4	5	TOTAL
OTHNON	12.28	33.47	12.62	36.25	5.38	1506
OTHSUP	4.17	24.24	14.13	48.80	8.67	623
SMNON	20.61	39.13	14.73	22.54	2.98	1242
SMSUP	6.67	33.33	17.58	35.15	7.27	165

V51	MISSING = 36											
		1	2	3	4	5	TOTAL					
	-----+	-----+	-----+	-----+	-----+	-----+						
OTHNON		14.89		46.68		10.90		21.54		5.98		1504
	-----+	-----+	-----+	-----+	-----+	-----+						
OTHSUP		16.08		53.86		9.65		17.68		2.73		622
	-----+	-----+	-----+	-----+	-----+	-----+						
SMNON		15.15		40.77		16.28		21.11		6.69		1241
	-----+	-----+	-----+	-----+	-----+	-----+						
SMSUP		14.55		43.03		15.76		22.42		4.24		165
	-----+	-----+	-----+	-----+	-----+	-----+						

V52	MISSING = 30						
	1	2	3	4	5	TOTAL	
OTHNON	1.93	9.83	14.08	40.37	33.80	1506	
OTHSUP	3.51	20.57	16.27	42.11	17.54	627	
SMNON	2.58	5.08	15.81	40.16	36.37	1240	
SMSUP	4.24	10.91	12.12	44.24	28.48	165	

Table C.10--continued

V53	MISSING = 26						
	1	2	3	4	5	TOTAL	
OTHNON	1.59	6.96	7.95	67.53	15.97	1509	
OTHSUP	0.48	1.11	2.55	67.52	28.34	628	
SMNON	2.90	7.50	12.82	60.56	16.21	1240	
SMSUP	0.61	1.21	4.24	61.82	32.12	165	

V54	MISSING = 28						
		1	2	3	4	5	TOTAL
OTHNON		6.43	8.61	11.07	55.67	18.22	1509
OTHSUP		1.59	4.62	5.89	56.37	31.53	628
SMNON		10.02	12.52	15.35	49.84	12.28	1238
SMSUP		4.24	9.70	10.30	52.73	23.03	165

V55	MISSING = 26					
	1	2	3	4	5	TOTAL
OTHNON	12.61	35.30	9.62	34.04	8.43	1507
OTHSUP	4.30	16.56	5.57	52.23	21.34	628
SMNON	21.34	35.91	10.63	25.60	6.52	1242
SMSUP	7.88	23.64	4.85	46.67	16.97	165

V56	MISSING = 28						
	1	2	3	4	5	TOTAL	
OTHNON	9.16	33.91	19.97	32.18	4.78	1507	
OTHSUP	2.88	22.04	14.54	50.80	9.74	626	
SMNON	12.64	34.62	20.69	27.86	4.19	1242	
SMSUP	3.03	25.45	16.97	45.45	9.09	165	

Table C.10--continued

V57	MISSING = 28								
		1	2	3	4	5	TOTAL		
	OTHNON	3.92	28.14	10.82	36.96	20.17	1507		
	OTHSUP	8.61	46.09	10.53	28.23	6.54	627		
	SMNON	5.72	21.60	13.30	34.73	24.66	1241		
	SMSUP	8.48	31.52	14.55	30.91	14.55	165		
V58	MISSING = 27								
		1	2	3	4	5	TOTAL		
	OTHNON	7.63	16.51	11.67	51.72	12.47	1508		
	OTHSUP	2.87	7.32	7.64	60.67	21.50	628		
	SMNON	11.45	22.42	15.73	43.55	6.85	1240		
	SMSUP	3.03	16.36	11.52	52.12	16.97	165		
V59	MISSING = 30								
		1	2	3	4	5	TOTAL		
	OTHNON	28.42	44.36	9.96	15.60	1.66	1506		
	OTHSUP	17.54	41.63	10.69	25.84	4.31	627		
	SMNON	38.63	41.21	9.03	9.68	1.45	1240		
	SMSUP	26.67	46.06	8.48	17.58	1.21	165		
V60	MISSING = 31								
		1	2	3	4	5	TOTAL		
	OTHNON	18.86	39.91	12.95	22.91	5.38	1506		
	OTHSUP	9.57	44.66	12.92	27.75	5.10	627		
	SMNON	20.82	32.93	20.90	19.94	5.41	1239		
	SMSUP	14.55	33.33	20.61	24.85	6.67	165		

Table C.10--continued

V61	MISSING = 30					
	1	2	3	4	5	TOTAL
OTHNON	9.62	26.21	8.43	42.87	12.87	1507
OTHSUP	3.19	13.58	5.91	57.51	19.81	626
SMNON	12.98	27.58	13.31	36.94	9.19	1240
SMSUP	5.45	15.15	13.33	48.48	17.58	165

V62	MISSING = 31						
		1	2	3	4	5	TOTAL
OTHNON		4.12	16.95	15.29	51.93	11.70	1504
OTHSUP		0.48	6.05	7.96	60.19	25.32	628
SMNON		6.04	19.18	21.68	44.00	9.11	1241
SMSUP		1.83	9.76	7.32	53.66	27.44	164

V63	MISSING = 31						
		1	2	3	4	5	TOTAL
OTHNON	14.02	43.65	23.39	15.15	3.79		1505
OTHSUP	10.86	53.83	17.25	16.29	1.76		626
SMNON	25.54	42.22	21.03	8.62	2.58		1241
SMSUP	20.00	52.73	16.36	7.88	3.03		165

V64	MISSING = 31						
		1	2	3	4	5	TOTAL
OTHNON	9.09	22.89	27.60	29.13	11.28		1507
OTHSUP	7.18	30.62	20.57	30.14	11.48		627
SMNON	4.85	10.99	25.28	36.27	22.62		1238
SMSUP	1.82	13.33	13.33	46.06	25.45		165

Table C.10--continued

V65	MISSING = 33						
		1	2	3	4	5	TOTAL
OTHNON		16.81	39.47	27.91	14.75	1.06	1505
OTHSUP		7.53	48.08	20.03	23.08	1.28	624
SMNON		20.63	40.45	31.35	6.69	0.89	1241
SMSUP		12.73	46.06	31.52	9.70	0.00	165

V66	MISSING = 28						
		1	2	3	4	5	TOTAL
OTHNON		18.59	25.50	27.29	27.03	1.59	1506
OTHSUP		6.21	10.99	12.74	54.46	15.61	628
SMNON		28.04	24.17	32.39	13.94	1.45	1241
SMSUP		12.12	13.33	31.52	34.55	8.48	165

V67	MISSING = 34						
		1	2	3	4	5	TOTAL
OTHNON		10.08	27.45	28.12	31.23	3.12	1508
OTHSUP		2.08	10.08	19.36	55.52	12.96	625
SMNON		11.31	29.89	27.79	25.12	5.90	1238
SMSUP		6.13	12.27	20.25	44.79	16.56	163

V68	MISSING = 31						
		1	2	3	4	5	TOTAL
OTHNON		6.49	28.10	9.68	49.57	6.16	1509
OTHSUP		1.77	19.10	9.95	63.72	5.46	623
SMNON		7.65	29.15	13.45	43.16	6.60	1242
SMSUP		3.07	21.47	15.95	53.37	6.13	163

Table C.10--continued

V69 MISSING = 29

	1	2	3	4	5	TOTAL
OTHNON	2.58	14.98	5.83	50.23	26.38	1509
OTHSUP	0.96	17.92	7.36	58.40	15.36	625
SMNON	5.31	22.06	6.76	42.51	23.35	1242
SMSUP	3.68	34.36	13.50	35.58	12.88	163

V70 MISSING = 33

	1	2	3	4	5	TOTAL
OTHNON	7.10	23.56	22.16	40.54	6.64	1507
OTHSUP	6.56	25.76	17.44	43.52	6.72	625
SMNON	15.32	28.63	22.98	28.23	4.84	1240
SMSUP	14.11	27.61	23.31	28.83	6.13	163

V71 MISSING = 31

	1	2	3	4	5	TOTAL
OTHNON	8.35	25.71	17.76	41.68	6.49	1509
OTHSUP	3.68	20.64	9.76	55.36	10.56	625
SMNON	18.15	30.40	18.79	26.77	5.89	1240
SMSUP	9.82	38.04	15.95	34.97	1.23	163

V72 MISSING = 38

	1	2	3	4	5	TOTAL
OTHNON	1.26	4.32	3.65	65.25	25.51	1505
OTHSUP	0.64	0.96	1.28	62.72	34.40	625
SMNON	2.51	6.87	6.95	62.65	21.02	1237
SMSUP	1.23	4.91	3.07	58.28	32.52	163

Table C.10--continued

V73	MISSING = 34								
			1	2	3	4	5	TOTAL	
	OTHNON		3.19	21.70	20.17	46.25	8.69	1507	
	OTHSUP		1.12	10.08	12.32	61.60	14.88	625	
	SMNON		5.33	21.63	23.24	42.05	7.75	1239	
	SMSUP		2.45	11.04	16.56	54.60	15.34	163	

V74	MISSING = 31								
			1	2	3	4	5	TOTAL	
	OTHNON		10.27	30.95	10.54	40.23	8.02	1509	
	OTHSUP		2.72	13.62	7.05	60.58	16.03	624	
	SMNON		17.41	34.49	12.01	31.51	4.59	1241	
	SMSUP		4.29	19.02	10.43	53.37	12.88	163	

V75	MISSING = 33								
			1	2	3	4	5	TOTAL	
	OTHNON		8.15	20.54	8.02	54.47	8.81	1509	
	OTHSUP		2.88	13.76	5.76	61.44	16.16	625	
	SMNON		13.41	24.96	11.87	44.10	5.65	1238	
	SMSUP		2.45	19.02	10.43	58.28	9.82	163	

V76	MISSING = 33								
			1	2	3	4	5	TOTAL	
	OTHNON		8.96	24.22	21.96	40.15	4.71	1507	
	OTHSUP		3.37	12.50	9.62	59.62	14.90	624	
	SMNON		14.26	26.67	22.97	31.51	4.59	1241	
	SMSUP		7.98	17.79	12.88	52.15	9.20	163	

Table C.10--continued

V81	MISSING = 35						
	1	2	3	4	5	TOTAL	
OTHNON	14.61	31.61	11.29	38.78	3.72	1506	
OTHSUP	7.37	26.28	8.49	51.60	6.25	624	
SMNON	23.21	33.52	13.05	27.64	2.58	1241	
SMSUP	12.96	26.54	8.02	44.44	8.02	162	

V82	MISSING = 39						
		1	2	3	4	5	TOTAL
OTHNON		25.92	54.83	9.13	8.26	1.87	1501
OTHSUP		14.06	59.58	9.27	13.42	3.67	626
SMNON		30.43	46.41	16.55	5.57	1.05	1239
SMSUP		17.18	51.53	14.72	12.88	3.68	163

V83	MISSING = 42						
	1	2	3	4	5	TOTAL	
OTHNON	9.61	39.63	13.74	28.95	8.07	1499	
OTHSUP	2.24	27.36	9.28	45.28	15.84	625	
SMNON	10.81	33.23	17.02	27.98	10.97	1240	
SMSUP	9.26	37.65	11.11	27.78	14.20	162	

V84	MISSING = 43						
		1	2	3	4	5	TOTAL
OTHNON		4.27	18.67	11.93	38.13	27.00	1500
OTHSUP		5.93	41.83	8.17	33.49	10.58	624
SMNON		3.31	14.05	11.87	35.38	35.38	1238
SMSUP		7.36	24.54	8.59	38.65	20.86	163

Table C.10--continued

V85	MISSING = 39						
		1	2	3	4	5	TOTAL
OTHNON		20.80	39.87	11.47	19.27	8.60	1500
OTHSUP		29.55	41.69	9.27	14.22	5.27	626
SMNON		14.11	29.11	13.79	26.45	16.53	1240
SMSUP		22.70	34.97	12.27	19.02	11.04	163

V86	MISSING = 41						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHNON	10.27	23.82	9.14	45.83	10.94		1499
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP	1.60	7.99	4.95	52.88	32.59		626
	-----+	-----+	-----+	-----+	-----+	-----+	
SMNON	19.13	27.93	11.86	34.06	7.02		1239
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP	4.91	16.56	7.36	49.08	22.09		163
	-----+	-----+	-----+	-----+	-----+	-----+	

V87	MISSING = 39						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHNON	10.21	28.02	27.89	31.62	2.27		1499
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP	10.38	33.23	17.25	34.19	4.95		626
	-----+	-----+	-----+	-----+	-----+	-----+	
SMNON	12.65	25.30	32.31	27.88	1.85		1241
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP	14.11	26.38	22.70	31.90	4.91		163
	-----+	-----+	-----+	-----+	-----+	-----+	

V88	MISSING = 39						
	1	2	3	4	5	TOTAL	
OTHNON	12.88	30.55	17.14	34.69	4.74	1499	
OTHSUP	4.63	19.33	11.50	54.95	9.58	626	
SMNON	23.21	36.42	18.86	19.02	2.50	1241	
SMSUP	8.59	31.29	15.95	40.49	3.68	163	

Table C.10--continued

V89	MISSING = 40					
	1	2	3	4	5	TOTAL
OTHNON	4.14	12.75	8.61	57.68	16.82	1498
OTHSUP	2.08	12.16	9.44	57.92	18.40	625
SMNON	8.05	21.26	9.02	50.00	11.67	1242
SMSUP	4.91	17.18	17.18	50.92	9.82	163

V90	MISSING = 40					
	1	2	3	4	5	TOTAL
OTHNON	5.47	14.00	9.20	56.60	14.73	1500
OTHSUP	1.44	4.31	5.11	60.06	29.07	626
SMNON	8.88	18.64	11.62	49.31	11.54	1239
SMSUP	3.68	10.43	7.36	58.90	19.63	163

V91	MISSING = 43						
		1	2	3	4	5	TOTAL
OTHNON	9.55	24.83	8.14	45.66	11.82		1498
OTHSUP	2.08	12.32	5.92	60.32	19.36		625
SMNON	14.85	31.96	11.86	35.43	5.89		1239
SMSUP	6.13	24.54	6.75	47.24	15.34		163

V92	MISSING = 42						
	1	2	3	4	5	TOTAL	
OTHNON	15.49	34.11	10.35	31.84	8.21	1498	
OTHSUP	4.63	21.88	8.63	54.15	10.70	626	
SMNON	23.16	34.95	10.90	25.26	5.73	1239	
SMSUP	21.47	26.38	9.82	35.58	6.75	163	

Table C.10--continued

V93 MISSING = 47

	1	2	3	4	5	TOTAL
OTHNON	12.68	25.55	49.30	11.61	0.87	1499
OTHSUP	6.57	25.96	39.58	25.32	2.56	624
SMNON	17.56	25.73	40.29	14.97	1.46	1236
SMSUP	12.96	25.93	29.63	29.01	2.47	162

V94 MISSING = 44

	1	2	3	4	5	TOTAL
OTHNON	17.55	36.96	12.01	30.89	2.60	1499
OTHSUP	4.48	19.36	8.32	60.32	7.52	625
SMNON	21.83	38.24	13.18	24.82	1.94	1237
SMSUP	8.59	24.54	8.59	51.53	6.75	163

V95 MISSING = 45

	1	2	3	4	5	TOTAL
OTHNON	5.61	22.11	15.23	48.10	8.95	1497
OTHSUP	1.76	16.61	7.83	58.95	14.86	626
SMNON	9.30	20.94	20.86	40.34	8.57	1237
SMSUP	4.29	7.36	17.18	53.37	17.79	163

V96 MISSING = 45

	1	2	3	4	5	TOTAL
OTHNON	15.33	20.80	17.20	37.87	8.80	1500
OTHSUP	6.55	12.94	14.06	53.83	12.62	626
SMNON	20.24	23.32	20.81	29.55	6.07	1235
SMSUP	8.64	17.90	17.90	45.68	9.88	162

Table C.10--continued

V97	MISSING = 48						
		1	2	3	4	5	TOTAL
OTHNON	1.14	6.35	16.98	63.57	11.97		1496
OTHSUP	0.64	3.04	8.16	72.64	15.52		625
SMNON	1.46	5.82	21.83	55.05	15.84		1237
SMSUP	0.00	1.85	12.96	63.58	21.60		162

V98	MISSING = 39						
		1	2	3	4	5	TOTAL
OTHNON	1.86	11.95	31.87	44.95	9.36		1506
OTHSUP	4.94	32.70	22.81	34.29	5.26		627
SMNON	2.44	6.99	28.76	45.74	16.08		1231
SMSUP	4.85	18.79	29.09	39.39	7.88		165

V99	MISSING = 36						
		1	2	3	4	5	TOTAL
OTHNON	8.29	32.76	13.33	39.26	6.37		1508
OTHSUP	3.68	25.28	8.16	55.52	7.36		625
SMNON	12.88	35.17	17.99	29.01	4.94		1234
SMSUP	5.45	29.70	13.33	44.24	7.27		165

V100	MISSING = 32						
		1	2	3	4	5	TOTAL
OTHNON	7.76	22.48	14.19	49.67	5.90		1508
OTHSUP	2.23	11.48	7.97	66.83	11.48		627
SMNON	11.97	25.97	18.45	39.89	3.72		1236
SMSUP	6.06	19.39	13.33	50.91	10.30		165

Table C.10--continued

V101	MISSING = 36						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHNON		1.59	15.13	14.00	49.77	19.51	1507
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP		4.79	38.18	8.63	40.10	8.31	626
	-----+	-----+	-----+	-----+	-----+	-----+	
SMNON		2.76	8.27	13.21	46.43	29.34	1234
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP		4.85	21.82	13.33	42.42	17.58	165
	-----+	-----+	-----+	-----+	-----+	-----+	
V102	MISSING = 35						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHNON		33.44	39.22	12.48	13.87	1.00	1507
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP		16.61	32.43	13.26	34.03	3.67	626
	-----+	-----+	-----+	-----+	-----+	-----+	
SMNON		39.97	35.68	16.75	7.12	0.49	1236
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP		25.00	34.76	15.85	20.73	3.66	164
	-----+	-----+	-----+	-----+	-----+	-----+	
V103	MISSING = 32						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHNON		6.70	19.03	15.45	53.18	5.64	1508
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP		2.07	11.64	7.97	65.87	12.44	627
	-----+	-----+	-----+	-----+	-----+	-----+	
SMNON		9.22	17.31	18.04	49.51	5.91	1236
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP		4.85	6.06	15.15	62.42	11.52	165
	-----+	-----+	-----+	-----+	-----+	-----+	
V104	MISSING = 36						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHNON		11.69	32.87	14.41	22.31	18.73	1506
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP		7.97	37.32	8.93	29.98	15.79	627
	-----+	-----+	-----+	-----+	-----+	-----+	
SMNON		17.67	27.07	18.07	19.94	17.26	1234
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP		15.15	25.45	11.52	24.24	23.64	165
	-----+	-----+	-----+	-----+	-----+	-----+	

Table C.10--continued

V105	MISSING = 42						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHNON		12.58	31.23	22.50	18.91	14.78	1502
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP		24.64	39.36	15.04	13.44	7.52	625
	-----+	-----+	-----+	-----+	-----+	-----+	
SMNON		11.34	23.72	27.21	19.27	18.46	1235
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP		28.05	23.17	20.73	14.02	14.02	164
	-----+	-----+	-----+	-----+	-----+	-----+	

V106	MISSING = 38						
		1	2	3	4	5	TOTAL
OTHNON		12.55	20.32	11.29	40.77	15.07	1506
OTHSUP		4.63	15.95	8.13	52.31	18.98	627
SMNON		17.05	21.92	13.47	36.36	11.20	1232
SMSUP		7.27	15.76	10.30	44.85	21.82	165

V107	MISSING = 86					TOTAL
	1	2	3	4	5	
OTHNON	13.46	14.40	57.13	13.39	1.62	1486
OTHSUP	15.51	17.29	52.50	12.60	2.10	619
SMNON	20.76	18.45	53.05	7.00	0.74	1214
SMSUP	17.79	17.79	52.76	10.43	1.23	163

V108	MISSING = 86						
		1	2	3	4	5	TOTAL
OTHNON	16.99	23.60	41.74	16.79	0.88		1483
OTHSUP	15.99	21.32	42.49	18.90	1.29		619
SMNON	22.51	23.66	43.39	9.86	0.58		1217
SMSUP	20.86	19.63	49.08	10.43	0.00		163

Table C.10--continued

V109	MISSING = 87						
		1	2	3	4	5	TOTAL
OTHNON	25.13	27.96	34.57	11.25	1.08		1484
OTHSUP	20.58	22.04	39.22	16.53	1.62		617
SMNON	32.70	25.23	34.26	7.07	0.74		1217
SMSUP	23.93	20.25	44.17	10.43	1.23		163
V110	MISSING = 88						
		1	2	3	4	5	TOTAL
OTHNON	17.23	17.63	50.61	13.19	1.35		1486
OTHSUP	17.05	14.61	49.51	17.21	1.62		616
SMNON	22.96	18.52	48.23	9.63	0.66		1215
SMSUP	17.18	18.40	48.47	14.72	1.23		163
V114	MISSING = 60						
		1	2	3	4	5	TOTAL
OTHNON	19.76	18.35	22.78	20.36	18.75		1488
OTHSUP	9.55	15.05	21.04	27.83	26.54		618
SMNON	22.70	17.61	21.08	18.98	19.63		1238
SMSUP	16.46	17.07	17.68	18.29	30.49		164
V115	MISSING = 65						
		1	2	3	4	5	TOTAL
OTHNON	24.46	19.54	25.40	19.27	11.32		1484
OTHSUP	12.94	11.97	24.60	24.92	25.57		618
SMNON	30.56	18.03	23.69	16.09	11.64		1237
SMSUP	23.17	16.46	16.46	18.90	25.00		164

Table C.10--continued

V116	MISSING = 56					
	1	2	3	4	5	TOTAL
OTHNON	18.39	18.26	25.10	24.16	14.09	1490
OTHSUP	8.71	10.65	21.29	33.55	25.81	620
SMNON	21.49	17.37	26.17	22.13	12.84	1238
SMSUP	14.02	11.59	20.12	27.44	26.83	164

V117	MISSING = 58						
		1	2	3	4	5	TOTAL
OTHNON	25.39	19.88	24.04	17.66	13.03		1489
OTHSUP	26.66	18.58	24.72	16.96	13.09		619
SMNON	27.38	18.50	24.23	15.67	14.22		1238
SMSUP	33.54	25.00	15.24	10.37	15.85		164

V118	MISSING = 76			
		1	2	TOTAL
	-----+	-----+	-----+	
OTHNON	28.41	71.59		1482
	-----+	-----+	-----+	
OTHSUP	40.94	59.06		618
	-----+	-----+	-----+	
SMNON	35.42	64.42		1229
	-----+	-----+	-----+	
SMSUP	47.85	52.15		163
	-----+	-----+	-----+	

V119	MISSING = 63						
		1	2	3	4	5	TOTAL
OTHNON		0.74	1.08	9.82	59.52	28.85	1487
OTHSUP		0.16	0.81	5.68	57.47	35.88	616
SMNON		0.57	2.10	12.92	58.24	26.17	1238
SMSUP		0.00	2.44	7.93	54.88	34.76	164

Table C.10--continued

V120 MISSING = 60

	1	2	3	4	5	TOTAL
OTHNON	1.55	3.77	25.08	40.08	29.52	1487
OTHSUP	0.16	2.42	15.51	46.20	35.70	619
SMNON	1.78	5.98	27.22	37.24	27.79	1238
SMSUP	0.00	4.27	19.51	39.02	37.20	164

V121 MISSING = 58

	1	2	3	4	5	TOTAL
OTHNON	0.87	3.03	19.23	36.79	40.08	1487
OTHSUP	0.16	1.94	11.31	40.06	46.53	619
SMNON	1.69	3.31	19.84	33.87	41.29	1240
SMSUP	0.00	3.05	13.41	30.49	53.05	164

V122 MISSING = 58

	1	2	3	4	5	TOTAL
OTHNON	1.08	3.63	19.17	36.92	39.21	1487
OTHSUP	0.48	1.29	18.23	43.87	36.13	620
SMNON	1.13	4.36	23.41	34.95	36.16	1239
SMSUP	0.61	3.66	18.29	36.59	40.85	164

V123 MISSING = 61

	1	2	3	4	5	TOTAL
OTHNON	0.81	2.96	15.79	33.20	47.24	1488
OTHSUP	0.16	0.65	10.55	36.04	52.60	616
SMNON	1.45	2.91	15.09	33.82	46.73	1239
SMSUP	0.00	1.22	11.59	30.49	56.71	164

Table C.10--continued

SUPERVISOR ITEMS

V128	MISSING = 8					
		1	2	3	4	5 TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+
OTHSUP		3.85	35.42	8.49	42.15	10.10 624
	-----+	-----+	-----+	-----+	-----+	-----+
SMSUP		1.84	13.50	11.04	52.15	21.47 163
	-----+	-----+	-----+	-----+	-----+	-----+

V129	MISSING = 19						
		1	2	3	4	5	TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+	
OTHSUP		9.40	43.76	8.43	32.25	6.16	617
	-----+	-----+	-----+	-----+	-----+	-----+	
SMSUP		13.21	44.65	8.81	30.19	3.14	159
	-----+	-----+	-----+	-----+	-----+	-----+	

V130	MISSING = 22					
		1	2	3	4	5 TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+
OTHSUP	29.11	49.59	5.37	13.82	2.11	615
	-----+	-----+	-----+	-----+	-----+	-----+
SMSUP	25.95	34.81	9.49	25.32	4.43	158
	-----+	-----+	-----+	-----+	-----+	-----+

V131	MISSING = 22					
		1	2	3	4	5 TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+
OTHSUP	14.63	41.30	9.43	33.17	1.46	615
	-----+	-----+	-----+	-----+	-----+	-----+
SMSUP	21.52	39.24	12.03	25.95	1.27	158
	-----+	-----+	-----+	-----+	-----+	-----+

V132	MISSING = 22					
		1	2	3	4	5 TOTAL
	-----+	-----+	-----+	-----+	-----+	
OTHSUP	20.16	41.63	5.85	27.15	5.20	615
	-----+	-----+	-----+	-----+	-----+	
SMSUP	29.11	37.34	10.13	20.25	3.16	158
	-----+	-----+	-----+	-----+	-----+	

V133	MISSING = 23					
		1	2	3	4	5 TOTAL
	-----+	-----+	-----+	-----+	-----+	-----+
OTHSUP	5.53	16.59	15.45	52.52	9.92	615
	-----+	-----+	-----+	-----+	-----+	-----+
SMSUP	12.10	26.75	21.02	35.67	4.46	157
	-----+	-----+	-----+	-----+	-----+	-----+

Table C.10--continued

V140	MISSING = 25		1	2	3	4	5	TOTAL
		-----+	-----+	-----+	-----+	-----+	-----+	
	OTHSUP		6.85	23.00	10.44	50.57	9.14	613
		-----+	-----+	-----+	-----+	-----+	-----+	
	SMSUP		13.38	32.48	16.56	33.12	4.46	157
		-----+	-----+	-----+	-----+	-----+	-----+	
V141	MISSING = 24		1	2	3	4	5	TOTAL
		-----+	-----+	-----+	-----+	-----+	-----+	
	OTHSUP		27.36	49.19	5.86	16.29	1.30	614
		-----+	-----+	-----+	-----+	-----+	-----+	
	SMSUP		42.68	43.95	8.28	5.10	0.00	157
		-----+	-----+	-----+	-----+	-----+	-----+	
V142	MISSING = 18		1	2	3	4	5	TOTAL
		-----+	-----+	-----+	-----+	-----+	-----+	
	OTHSUP		7.62	28.85	15.56	42.14	5.83	617
		-----+	-----+	-----+	-----+	-----+	-----+	
	SMSUP		15.00	33.75	16.88	30.00	4.38	160
		-----+	-----+	-----+	-----+	-----+	-----+	
V143	MISSING = 18		1	2	3	4	5	TOTAL
		-----+	-----+	-----+	-----+	-----+	-----+	
	OTHSUP		3.08	19.61	18.96	53.97	4.38	617
		-----+	-----+	-----+	-----+	-----+	-----+	
	SMSUP		13.75	23.13	30.63	29.38	3.13	160
		-----+	-----+	-----+	-----+	-----+	-----+	
V144	MISSING = 20		1	2	3	4	5	TOTAL
		-----+	-----+	-----+	-----+	-----+	-----+	
	OTHSUP		15.26	55.36	12.01	14.45	2.92	616
		-----+	-----+	-----+	-----+	-----+	-----+	
	SMSUP		11.32	32.70	15.09	30.82	10.06	159
		-----+	-----+	-----+	-----+	-----+	-----+	
V145	MISSING = 19		1	2	3	4	5	TOTAL
		-----+	-----+	-----+	-----+	-----+	-----+	
	OTHSUP		6.16	59.64	18.15	14.10	1.94	617
		-----+	-----+	-----+	-----+	-----+	-----+	
	SMSUP		6.29	45.28	24.53	18.24	5.66	159
		-----+	-----+	-----+	-----+	-----+	-----+	

Table C.10--continued

BACKGROUND ITEMS

V152 MISSING = 105

	1	2	3	4	TOTAL
OTHHNON	5.21	25.76	17.44	51.59	1479
OTHSUP	0.49	9.12	8.47	81.92	614
SMNON	8.35	25.87	17.36	48.43	1210
SMSUP	2.50	11.88	10.00	75.63	160

V153 MISSING = 114

	1	2	TOTAL
OTHHNON	19.16	80.84	1472
OTHSUP	27.82	72.18	611
SMNON	63.17	36.83	1211
SMSUP	70.00	30.00	160

V154 MISSING = 2252

	1	2	TOTAL
OTHHNON	23.64	76.36	275
OTHSUP	16.37	83.63	171
SMNON	28.29	71.71	760
SMSUP	40.00	60.00	110

V155 MISSING = 3216

	1	2	3	4	5	6	TOTAL
OTHHNON	20.00	10.77	21.54	29.23	6.15	12.31	65
OTHSUP	18.52	29.63	22.22	18.52	7.41	3.70	27
SMNON	8.80	11.57	20.83	28.24	29.17	1.39	216
SMSUP	11.36	18.18	15.91	27.27	27.27	0.00	44

Table C.10--continued

V156 MISSING = 241

	1	2	3	4	5	6	TOTAL
OTHNON	50.66	0.14	48.29	0.42	0.42	0.07	1431
OTHSUP	53.44	7.56	0.00	0.00	38.66	0.34	582
SMNON	52.23	0.00	46.31	1.03	0.34	0.09	1166
SMSUP	60.14	10.81	0.00	0.00	29.05	0.00	148

V157 MISSING = 154

	1	2	3	4	5	6	7	8
OTHNON	0.89	0.96	2.33	10.62	15.76	17.00	29.75	3.77
OTHSUP	0.33	0.00	0.33	1.15	3.95	8.24	22.73	3.13
SMNON	1.17	0.75	4.10	11.56	18.68	14.49	28.14	3.52
SMSUP	0.65	0.00	0.65	1.95	5.84	9.09	15.58	2.60

V157 (CONTINUED)

	9	10	11	12	13	14	15	TOTAL
OTHNON	10.08	3.08	4.59	1.17	0.00	0.00	0.00	1459
OTHSUP	14.00	2.31	14.99	18.95	6.25	2.47	1.15	607
SMNON	9.97	1.34	5.36	0.67	0.17	0.00	0.08	1194
SMSUP	12.99	2.60	16.88	20.13	7.79	2.60	0.65	154

V158 MISSING = 117

	1	2	3	4	TOTAL
OTHNON	20.12	25.29	27.94	26.65	1471
OTHSUP	20.26	23.37	30.23	26.14	612
SMNON	20.35	25.89	34.00	19.77	1209
SMSUP	23.90	23.27	33.33	19.50	159

Table C.10--continued

V159	MISSING = 124								
		1	2	3	4	5	TOTAL		
OTHNON	0.54	1.16	21.87	75.54	0.89	1468			
OTHSUP	2.78	2.29	9.48	85.13	0.33	612			
SMNON	4.23	2.74	17.84	73.86	1.33	1205			
SMSUP	5.66	1.89	3.14	86.16	3.14	159			
V160	MISSING = 120								
		1	2	3	4	5	6	TOTAL	
OTHNON	13.81	15.85	18.16	24.69	19.52	7.96	1470		
OTHSUP	11.60	13.56	18.30	19.61	22.39	14.54	612		
SMNON	24.19	13.50	17.23	23.20	18.06	3.81	1207		
SMSUP	14.47	14.47	24.53	27.04	15.09	4.40	159		
V161	MISSING = 119								
		1	2	3	4	5	6	TOTAL	
OTHNON	0.75	16.58	33.90	17.46	26.09	5.23	1472		
OTHSUP	0.00	2.46	17.87	13.61	49.02	17.05	610		
SMNON	2.57	18.74	33.25	18.91	21.72	4.81	1206		
SMSUP	0.62	4.97	18.01	18.63	47.20	10.56	161		
V162	MISSING = 126								
		1	2	3	4	5	TOTAL		
OTHNON	9.00	6.34	12.75	23.18	48.74	1467			
OTHSUP	8.36	7.38	17.70	29.84	36.72	610			
SMNON	9.55	7.56	12.62	23.17	47.09	1204			
SMSUP	13.66	12.42	23.60	22.36	27.95	161			

Table C.10--continued

V163 MISSING = 121

	1	2	3	4	TOTAL
OTHHNON	64.96	17.86	10.43	6.75	1467
OTHSUP	73.53	14.71	7.19	4.58	612
SMNON	64.54	15.99	10.60	8.86	1207
SMSUP	76.40	9.32	7.45	6.83	161

V165 MISSING = 158

	1	2	TOTAL
OTHHNON	15.53	84.47	1449
OTHSUP	2.97	97.03	607
SMNON	23.04	76.96	1198
SMSUP	6.41	93.59	156

V166 MISSING = 42

	1	2	3	4	TOTAL
OTHSUP	14.50	15.00	25.67	44.83	600
SMSUP	20.92	16.99	30.07	32.03	153

V167 MISSING = 43

	1	2	3	4	5	6	7	TOTAL
OTHSUP	0.50	1.67	16.86	20.70	43.40	10.18	6.68	599
SMSUP	1.32	1.97	19.08	34.87	33.55	3.95	5.26	152

Table C.10--continued

V168	MISSING = 251								
		1	2	3	4	5	6	TOTAL	
	-----+	-----+	-----+	-----+	-----+	-----+	-----+		
OTHNON		16.46	34.18	26.09	11.18	7.24	4.85	1422	
	-----+	-----+	-----+	-----+	-----+	-----+	-----+		
OTHSUP		2.68	21.48	40.10	22.65	8.89	4.19	596	
	-----+	-----+	-----+	-----+	-----+	-----+	-----+		
SMNON		11.10	34.88	31.21	10.75	7.95	4.11	1144	
	-----+	-----+	-----+	-----+	-----+	-----+	-----+		
SMSUP		5.16	21.94	41.94	17.42	10.32	3.23	155	
	-----+	-----+	-----+	-----+	-----+	-----+	-----+		
V169	MISSING = 225								
		1	2	TOTAL					
	-----+	-----+	-----+						
OTHNON		49.90	50.10	1435					
	-----+	-----+	-----+						
OTHSUP		71.76	28.24	602					
	-----+	-----+	-----+						
SMNON		53.73	46.27	1152					
	-----+	-----+	-----+						
SMSUP		60.39	39.61	154					
	-----+	-----+	-----+						
V170	MISSING = 264								
		1	2	3	TOTAL				
	-----+	-----+	-----+	-----+					
OTHNON		14.26	73.75	12.00	1417				
	-----+	-----+	-----+	-----+					
OTHSUP		12.17	78.00	9.83	600				
	-----+	-----+	-----+	-----+					
SMNON		18.87	66.05	15.08	1134				
	-----+	-----+	-----+	-----+					
SMSUP		14.38	74.51	11.11	153				
	-----+	-----+	-----+	-----+					
V171	MISSING = 574								
		1	2	TOTAL					
	-----+	-----+	-----+						
OTHNON		23.37	76.63	1301					
	-----+	-----+	-----+						
OTHSUP		19.85	80.15	549					
	-----+	-----+	-----+						
SMNON		12.12	87.88	998					
	-----+	-----+	-----+						
SMSUP		8.22	91.78	146					
	-----+	-----+	-----+						

Table C.10--continued

V172	MISSING = 215								
		1	2	3	4	5	6	TOTAL	
OTHNON		1.33	4.68	6.08	22.64	12.72	34.17	1431	
OTHSUP		0.33	3.32	4.81	17.74	9.45	36.15	603	
SMNON		0.34	2.58	3.00	15.71	7.90	40.69	1165	
SMSUP		0.00	3.25	1.95	14.29	5.19	38.31	154	

V172	(CONTINUED)								
		7	8	9	10	11	TOTAL		
OTHNON		10.76	5.17	1.33	0.77	0.35	1431		
OTHSUP		12.94	7.79	3.15	4.15	0.17	603		
SMNON		18.97	6.78	2.66	1.20	0.17	1165		
SMSUP		15.58	10.39	5.84	4.55	0.65	154		

PACER SHARE ITEMS

V173	MISSING = 2206 (ASKED AT SACTO ONLY)								
		1	2	3	4	5	TOTAL		
SMNON		23.17	27.58	17.25	28.17	3.83	1200		
SMSUP		16.05	27.16	12.35	33.95	10.49	162		

V174	MISSING = 2207 (ASKED AT SACTO ONLY)								
		1	2	3	4	5	TOTAL		
SMNON		20.10	26.19	26.69	23.27	3.75	1199		
SMSUP		14.20	25.93	22.22	29.63	8.02	162		

V175	MISSING = 2206 (ASKED AT SACTO ONLY)								
		1	2	3	4	5	TOTAL		
SMNON		22.00	12.58	43.17	17.00	5.25	1200		
SMSUP		11.11	6.17	36.42	27.78	18.52	162		

Appendix D

ADDITIONAL RESULTS FOR QUALITY MEASURES

This appendix presents OLS regression results and annual ALC rates for the measures of work quality discussed in Sec. V of the report. Table D.1 shows regression results for the DSQ measures in Table 25; Table D.2 shows regression results for the DSM measures in Table 26. Dependent variables are as specified in Tables 25 and 26: error rate (as a percentage) for the first 11 measures; RODs initiated as a percentage of receipts and received as a percentage of issues; and, for the last six measures, percent of actions accomplished within time standards (except 2C, high-priority requisitions as percentage of total).

The model used in the regressions is the same in each case. The reference group (intercept) represents the 1985-86 quality level for the comparison ALCs. The "SM8586" coefficient indicates how the 1985-86 quality level at SM-ALC differed from that of the reference group. Similarly, the "SM87" coefficient indicates how the 1987 SM-ALC quality level differed from that of the reference group (1985-86 level). Finally, the "NONSM87" coefficient shows the change in the 1987 quality level for the comparison group relative to its 1985-86 level.

Three significance tests follow the regression results. They evaluate the extent to which the coefficients for the variables in the model differ from each other. The "SMNONSM" test evaluates the significance of the difference between the 1987 results for SM-ALC relative to the 1987 results for the comparison ALCs. The "SM85SM87" test evaluates the 1987 SM-ALC quality level relative to its 1985-86 level. Finally, and of lesser interest, the "SM85NON" test evaluates the difference between the 1985-86 SM-ALC coefficient and the "NONSM87" coefficient (the 1987 results for the comparison ALCs).

For example, the regression results for measure BL7 indicate that the expected error rate for the comparison ALCs in 1985-86 was about 3.4 percent. The SM-ALC error rate in 1985-86 was about 8.9 percentage

points higher (about 12.3 percent) according to the model. This difference was statistically significant ($t = 7.89$, $p < .0001$). The 1987 SM-ALC error rate was about 1.7 percentage points higher than the 1985-86 rate for the comparison ALCs (about 5.1 percent). The difference did not quite reach statistical significance ($p < .0622$). Finally, the 1987 comparison ALC error rate was about 1.7 percentage points lower than its 1985-86 rate (about 1.7 percent). The reduction was significant ($t = -2.53$, $p < .0134$).

The significance tests below the regression indicate that: (a) the 1987 BL7 error rate at SM-ALC was significantly higher than the comparison group's 1987 rate ($1.66 - (-1.70) = 3.36$ percentage points, $p < .0001$); (b) the improvement in quality at SM-ALC between 1985-86 and 1987 was significant ($1.66 - 8.86 = -7.20$ percentage points in the error rate, $p < .0001$); and (c) the 1987 comparison ALC error rate was lower than the 1985-86 SM-ALC error rate ($-1.70 - 8.86 = -10.56$ percentage points, $p < .0001$).

Overall, then, the regression results indicate that in 1985-86 the BL7 error rate at SM-ALC was higher than the average rate at the other ALCs. In 1987, the error rate was reduced throughout the system. The improvement at SM-ALC was greater than for the comparison group. Nonetheless, the SM-ALC error rate remained significantly higher than at the other ALCs.

Tables D.3 and D.4 show each ALC's quality rates in 1985, 1986, and 1987 for each measure in Tables 25 and 26, respectively. These are the annual rates referenced in the weighting discussion in Sec. II and combined in the baseline quality analysis. The tables show the average rate for each year and the number of months on which the average is based.

Table D.1

REGRESSION RESULTS FOR DSQ MEASURES

DEP VARIABLE: BL7

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	552.34764	184.11588	40.411	0.0001
ERROR	71	323.47881	4.55603955		
C TOTAL	74	875.82645			
ROOT MSE		2.13488	R-SQUARE	0.6307	
DEP MEAN		3.188796	ADJ R-SQ	0.6151	
C.V.		66.93711			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB > T
INTERCEP	1	3.39775962	0.59200049	5.739	0.0001
SM8586	1	8.86000718	1.12324196	7.888	0.0001
SM87	1	1.65678584	0.87444268	1.895	0.0622
MONSM87	1	-1.69993353	0.67045426	-2.535	0.0134
TEST: SM85SM8					
	NUMERATOR: 100.024	DF: 1	F VALUE: 21.9542		
	DENOMINATOR: 4.55604	DF: 71	PROB > F: 0.0001		
TEST: SM85SM87					
	NUMERATOR: 178.359	DF: 1	F VALUE: 39.1479		
	DENOMINATOR: 4.55604	DF: 71	PROB > F: 0.0001		
TEST: SM85MON					
	NUMERATOR: 502.899	DF: 1	F VALUE: 110.3807		
	DENOMINATOR: 4.55604	DF: 71	PROB > F: 0.0001		

Table D.1--continued

DEP VARIABLE: PL4

ANALYSIS OF VARIANCE						
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F	
MODEL	3	44.61473049	14.87157683			
ERROR	152	99.67121901	0.65573170	22.679	0.0001	
C TOTAL	155	144.28595				
ROOT MSE		0.8097726	R-SQUARE	0.3092		
DEP MEAN		1.371532	ADJ R-SQ	0.2956		
C.V.		59.04148				
PARAMETER ESTIMATES						
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T	
INTERCEP	1	1.82204800	0.08942443	20.375	0.0001	
SM8586	1	-1.21261048	0.22131416	-5.479	0.0001	
SM87	1	-0.10386618	0.26001673	-0.399	0.6901	
NONSM87	1	-1.05821821	0.14815015	-7.143	0.0001	
TEST: SM88SM8						
		NUMERATOR: 0.11857	DF: 1	F VALUE: 12.3809		
		DENOMINATOR: 0.655732	DF: 152	PROB > F: 0.0006		
TEST: SM85SM87						
		NUMERATOR: 0.01331	DF: 1	F VALUE: 12.2204		
		DENOMINATOR: 0.655732	DF: 152	PROB > F: 0.0006		
TEST: SM85NON						
		NUMERATOR: 0.28453	DF: 1	F VALUE: 0.4339		
		DENOMINATOR: 0.655732	DF: 152	PROB > F: 0.5111		

Table D.1--continued

DEP VARIABLE: RL2

ANALYSIS OF VARIANCE				
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE
MODEL	3	40.88482655	13.62827552	8.794
ERROR	154	238.66243	1.54975606	
C TOTAL	157	279.54726		0.0001
ROOT MSE		1.244892	R-SQUARE	0.1463
DEP MEAN		1.915726	ADJ R-SQ	0.1296
C.V.		64.98277		
PARAMETER ESTIMATES				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0
INTERCEP	1	2.31668358	0.13664465	16.954
SM8586	1	-0.96430262	0.30408826	-3.171
SM87	1	-1.74395630	0.39944796	-4.366
NO8SM87	1	-0.55621846	0.23390724	-2.378
TEST: SM8586	NUMERATOR: 12.3569	DF: 1	F VALUE: 7.9734	
	DENOMINATOR: 1.54976	DF: 154	PROB > F: 0.0054	
TEST: SM85SM87	NUMERATOR: 4.38799	DF: 1	F VALUE: 2.8314	
	DENOMINATOR: 1.54976	DF: 154	PROB > F: 0.0945	
TEST: SM85MON	NUMERATOR: 2.34967	DF: 1	F VALUE: 1.5162	
	DENOMINATOR: 1.54976	DF: 154	PROB > F: 0.2201	
				PROB > T
				0.0001
				0.0018
				0.0001
				0.0186

Table D.1--continued

DEP VARIABLE: BLS

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	212.92855	70.97618183	16.423	0.0001
ERROR	111	479.70844	4.32169766		
C TOTAL	114	692.63699			
ROOT MSE		2.07869	R-SQUARE	0.3074	
DEP MEAN		3.07351	ADJ R-SQ	0.2867	
C.V.		67.55386			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T
INTERCEP	1	4.19050192	0.26191292	16.000	0.0001
SM8586	1	-2.89640484	0.55560120	-5.213	0.0001
SM87	1	-3.60716859	0.65478229	-5.509	0.0001
NONSM87	1	-1.48141101	0.51481956	-2.878	0.0048
TEST: SMDONSM					
	NUMERATOR: 35.0875	DF: 1	F VALUE: 8.1189		
	DENOMINATOR: 4.3217	DF: 111	PROB > F: 0.0052		
TEST: SM85SM87					
	NUMERATOR: 3.63733	DF: 1	F VALUE: 0.8416		
	DENOMINATOR: 4.3217	DF: 111	PROB > F: 0.3609		
TEST: SM85NON					
	NUMERATOR: 19.8219	DF: 1	F VALUE: 4.5866		
	DENOMINATOR: 4.3217	DF: 111	PROB > F: 0.0344		

Table D.1--continued

DEP VARIABLE: SL1

ANALYSIS OF VARIANCE						
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F	
MODEL	3	3.58188471	1.19396157	0.583	0.6313	
ERROR	118	241.82064	2.04763257			
C TOTAL	121	245.20253				
ROOT MSE		1.430955	R-SQUARE	0.0146		
DEP MEAN		1.713831	ADJ R-SQ	-0.0104		
C.V.		83.49451				
PARAMETER ESTIMATES						
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T	
INTERCEP	1	1.78532764	0.17748814	10.059	0.0001	
SM8586	1	0.08204721	0.46653023	0.176	0.8607	
SM87	1	0.22578347	0.50893690	0.444	0.6581	
NONSMS87	1	-0.31505737	0.29469215	-1.069	0.2872	
TEST: SMSMSM						
NUMERATOR:	2.11751	DF: 1	F VALUE:	1.0341		
DENOMINATOR:	2.04763	DF: 118	PROB > F:	0.3113		
TEST: SMS5SM87						
NUMERATOR:	0.102268	DF: 1	F VALUE:	0.0499		
DENOMINATOR:	2.04763	DF: 118	PROB > F:	0.8235		
TEST: SMS5SNON						
NUMERATOR:	1.3371	DF: 1	F VALUE:	0.6530		
DENOMINATOR:	2.04763	DF: 118	PROB > F:	0.4207		

Table D.1--continued

DEP VARIABLE: SL4

ANALYSIS OF VARIANCE						
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F	
MODEL	3	29.22832169	9.74277390	16.583	0.0001	
ERROR	142	83.42555315	0.58750390			
C TOTAL	145	112.65387				
ROOT MSE		0.766488	R-SQUARE	0.2595		
DEP MEAN		1.482568	ADJ R-SQ	0.2438		
C.V.		51.70002				
PARAMETER ESTIMATES						
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T	
INTERCEP	1	1.84118365	0.08792221	20.941	0.0001	
SM8586	1	-1.04993365	0.19262790	-5.451	0.0001	
SM87	1	0.04063453	0.24726455	0.164	0.8697	
MONSM87	1	-0.81554263	0.15097853	-5.402	0.0001	
TEST: SMNONSM						
	NUMERATOR: 6.28948	DF: 1	F VALUE: 10.7054			
	DENOMINATOR: 0.587504	DF: 142	PROB > F: 0.0013			
TEST: SM85SM87						
	NUMERATOR: 8.44047	DF: 1	F VALUE: 14.3667			
	DENOMINATOR: 0.587504	DF: 142	PROB > F: 0.0002			
TEST: SM85MON						
	NUMERATOR: 0.726314	DF: 1	F VALUE: 1.2363			
	DENOMINATOR: 0.587504	DF: 142	PROB > F: 0.2681			

Table D.1--continued

DEP VARIABLE: SL6

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	1.08770370	0.36256790	1.939	0.1257
ERROR	112	20.94228285	0.18698467		
C TOTAL	115	22.02998655			
ROOT MSE		0.4324172	R-SQUARE	0.0494	
DEP MEAN		0.683008	ADJ R-SQ	0.0239	
C.V.		63.31071			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T
INTERCEP	1	0.72563858	0.05996548	12.101	0.0001
SM8586	1	0.15095569	0.13408689	1.126	0.2627
SM87	1	-0.20063858	0.13848435	-1.449	0.1502
NOMSM87	1	-0.11538217	0.09159879	-1.260	0.2104
TEST: SM85N8M		NUMERATOR: .0667006	DF: 1	F VALUE: 0.3567	
		DENOMINATOR: 0.186985	DF: 112	PROB > F: 0.5515	
TEST: SM85SM87		NUMERATOR: 0.77138	DF: 1	F VALUE: 4.1254	
		DENOMINATOR: 0.186985	DF: 112	PROB > F: 0.0446	
TEST: SM85N8M		NUMERATOR: 0.691625	DF: 1	F VALUE: 3.6988	
		DENOMINATOR: 0.186985	DF: 112	PROB > F: 0.0570	

Table D.1--continued

DEP VARIABLE: TL3

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	11.01635917	3.67211972	3.345	0.0210
ERROR	136	149.31550	1.09790809		
C TOTAL	139	160.33186			
ROOT MSE		1.047811	R-SQUARE	0.0687	
DEP MEAN		1.189412	ADJ R-SQ	0.0482	
C.V.		88.09488			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T
INTERCEP	1	1.32321504	0.12019218	11.009	0.0001
SM8586	1	-0.84154719	0.38946716	-2.161	0.0325
SM87	1	-0.87321504	0.35247265	-2.477	0.0145
MOESM87	1	-0.07104112	0.19573892	-0.363	0.7172
TEST: SM85SM8	NUMERATOR: 5.28575	DF: 1	F VALUE: 4.8144		
	DENOMINATOR: 1.09791	DF: 136	PROB > F: 0.0299		
TEST: SM85SM87	NUMERATOR: .0044571	DF: 1	F VALUE: 0.0041		
	DENOMINATOR: 1.09791	DF: 136	PROB > F: 0.9493		
TEST: SM85SM8	NUMERATOR: 4.04582	DF: 1	F VALUE: 3.6850		
	DENOMINATOR: 1.09791	DF: 136	PROB > F: 0.0570		

Table D.1--continued

DEP VARIABLE: VLI

ANALYSIS OF VARIANCE				
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE
MODEL	3	0.6694873	0.22314958	1.033
ERROR	123	26.55851163	0.21592286	
C TOTAL	126	27.22796036		0.3812
ROOT MSE		0.464675	R-SQUARE	0.0246
DEP MEAN		0.3532447	ADJ R-SQ	0.0008
C.V.		131.5448		
PARAMETER ESTIMATES				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0
INTERCEP	1	0.39834595	0.05635012	7.069
SM8586	1	-0.11160768	0.12600270	-0.886
SM87	1	-0.25834595	0.15737732	-1.642
NONSM87	1	-0.03897095	0.09961388	-0.391
TEST: SM85NON				
NUMERATOR:	0.36667	DF: 1	F VALUE:	1.6982
DENOMINATOR:	0.215923	DF: 123	PROB > F:	0.1950
TEST: SM85SM87				
NUMERATOR:	0.135573	DF: 1	F VALUE:	0.6279
DENOMINATOR:	0.215923	DF: 123	PROB > F:	0.4297
TEST: SM85NON				
NUMERATOR:	.0585754	DF: 1	F VALUE:	0.2713
DENOMINATOR:	0.215923	DF: 123	PROB > F:	0.6034
				PROB > T
				0.0001
				0.3775
				0.1032
				0.6963

Table D.1--continued

DEP VARIABLE: VL2

ANALYSIS OF VARIANCE						
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F	
MODEL	3	7.67162198	2.55720733			
ERROR	59	140.96411	2.38922212	1.070	0.3694	
C TOTAL	62	148.63573				
ROOT MSE		1.545711	R-SQUARE	0.0516		
DEP MEAN		0.5382636	ADJ R-SQ	0.0034		
C.V.		287.1661				
PARAMETER ESTIMATES						
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T	
INTERCEP	1	0.85183661	0.26907373	3.166	0.0024	
SM8586	1	-0.85183661	0.60914156	-1.398	0.1672	
SM87	1	-0.85183661	0.74178507	-1.148	0.2555	
NONSM87	1	-0.51066014	0.46145763	-1.107	0.2729	
TEST: SM8586						
NUMERATOR:	0.449733	DF:	1	F VALUE:	0.1882	
DENOMINATOR:	2.38922	DF:	59	PROB > F:	0.6660	
TEST: SM85867						
NUMERATOR:	2.48-33	DF:	1	F VALUE:	0.0000	
DENOMINATOR:	2.38922	DF:	59	PROB > F:	1.0000	
TEST: SM85868						
NUMERATOR:	0.633224	DF:	1	F VALUE:	0.2650	
DENOMINATOR:	2.38922	DF:	59	PROB > F:	0.6086	

Table D.1--continued

DEP VARIABLE: VL3

ANALYSIS OF VARIANCE						
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F	
MODEL	3	100.63465	33.54488276	8.036	0.0001	
ERROR	142	592.77758	4.1748999			
C TOTAL	145	693.41223				
ROOT MSE		2.043157	R-SQUARE	0.1451		
DEP MEAN		1.995773	ADJ R-SQ	0.1271		
C.V.		102.3742				
PARAMETER ESTIMATES						
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T	
INTERCEP	1	2.12093738	0.23283933	9.109	0.0001	
SM8586	1	-1.54740270	0.51277544	-3.018	0.0030	
SM87	1	-1.77093738	0.68677737	-2.579	0.0109	
MONSM87	1	0.77906262	0.40156240	1.940	0.0544	
TEST: SM85NON						
NUMERATOR:	51.7546	DF: 1	F VALUE:	12.3978		
DENOMINATOR:	4.17449	DF: 142	PROB > F:	0.0006		
TEST: SM85SM87						
NUMERATOR:	0.333118	DF: 1	F VALUE:	0.0798		
DENOMINATOR:	4.17449	DF: 142	PROB > F:	0.7780		
TEST: SM85NON						
NUMERATOR:	71.5543	DF: 1	F VALUE:	17.1408		
DENOMINATOR:	4.17449	DF: 142	PROB > F:	0.0001		

Table D.1--continued

DEP VARIABLE: IN1TP

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.000347972	0.000115991	3.918	0.0098
ERROR	171	0.005062986	0.000029608		
C TOTAL	174	0.005410958			
ROOT MSE		0.005441333	R-SQUARE	0.0643	
DEP MEAN		0.008135141	ADJ R-SQ	0.0479	
C.V.		66.88677			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T
INTERCEP	1	0.008814577	0.000567298	15.538	0.0001
SM8586	1	-0.003265645	0.001268517	-2.574	0.0109
SM87	1	-0.003908061	0.001670081	-2.340	0.0204
NONSM87	1	0.000064694	0.000968846	0.067	0.9468
TEST: SM85NON					
NUMERATOR:	1.5E-04	DF: 1	F VALUE:	5.1173	
DENOMINATOR:	3.0E-05	DF: 171	PROB >F :	0.0249	
TEST: SM85SM87					
NUMERATOR:	3.3E-06	DF: 1	F VALUE:	0.1099	
DENOMINATOR:	3.0E-05	DF: 171	PROB >F :	0.7406	
TEST: SM85NON					
NUMERATOR:	1.7E-04	DF: 1	F VALUE:	5.8247	
DENOMINATOR:	3.0E-05	DF: 171	PROB >F :	0.0169	

Table D.1--continued

DEP VARIABLE: BECVF

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.00024328	.0000810941	5.466	0.0014
ERROR	171	0.00253704	.0000148365		
C TOTAL	174	0.00278032			

ROOT MSE 0.00121051 R-SQUARE 0.0875
 DEP MEAN 0.002890863 ADJ R-SQ 0.0715
 C.V. 42.13453

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T
INTERCEP	1	0.003106099	0.000126991	24.459	0.0001
SM8586	1	-0.000708301	0.000283960	-2.494	0.0136
SM87	1	-0.001297228	0.000373850	-3.470	0.0007
MONSM87	1	-0.000121016	0.000216970	-0.558	0.5776

TEST: SM8MONSM NUMERATOR: 1.3E-05 DF: 1 F VALUE: 8.9518
 DENOMINATOR: 1.5E-06 DF: 171 PROB > F: 0.0032

TEST: SM85SM87 NUMERATOR: 2.7E-06 DF: 1 F VALUE: 1.8435
 DENOMINATOR: 1.5E-06 DF: 171 PROB > F: 0.1763

TEST: SM85MON NUMERATOR: 5.4E-06 DF: 1 F VALUE: 3.6147
 DENOMINATOR: 1.5E-06 DF: 171 PROB > F: 0.0590

Table D.2

REGRESSION RESULTS FOR DSM MEASURES

DEP VARIABLE: P18

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	685.96660	228.65553	8.925	0.0001
ERROR	136	3484.37083	25.62037377		
C TOTAL	139	4170.33743			
ROOT MSE		5.061657	R-SQUARE	0.1645	
MEP MEAN		93.69571	ADJ R-SQ	0.1461	
C.V.		5.402229			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T
INTERCEP	1	91.71875000	0.63270715	144.962	0.0001
SM8586	1	5.89375000	1.41477620	4.166	0.0001
SM87	1	5.89791667	1.59227808	3.704	0.0003
MONSM87	1	2.32708333	0.96647614	2.408	0.0174
TEST: SM85MON	NUMERATOR: 122.408	DF: 1	F VALUE: 4.7778		
	DENOMINATOR: 25.6204	DF: 136	PROB > F: 0.0305		
TEST: SM85SM87	NUMERATOR: 1.2E-04	DF: 1	F VALUE: 0.0000		
	DENOMINATOR: 25.6204	DF: 136	PROB > F: 0.9983		
TEST: SM85MON	NUMERATOR: 152.653	DF: 1	F VALUE: 5.9583		
	DENOMINATOR: 25.6204	DF: 136	PROB > F: 0.0159		

Table D.2--continued

DEP VARIABLE: PIG

ANALYSIS OF VARIANCE						
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F	
MODEL	3	2768.79529	922.93176	8.466	0.0001	
ERROR	136	14825.65443	109.01216			
C TOTAL	139	17594.44971				
ROOT MSE		10.44089	R-SQUARE	0.1574		
DEP MEAN		75.10857	ADJ R-SQ	0.1388		
C.V.		13.90106				
PARAMETER ESTIMATES						
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T	
INTERCEP	1	74.51718750	1.30511114	57.096	0.0001	
SM8586	1	11.87656250	2.91831722	4.070	0.0001	
SM87	1	3.17447917	3.2845766	0.967	0.3355	
NO8SM87	1	-3.02760417	1.99359019	-1.519	0.1312	
TEST: SM85SM87						
NUMERATOR:	369.272	DF: 1	F VALUE:	3.3874		
DENOMINATOR:	109.012	DF: 136	PROB > F:	0.0679		
TEST: SM85SM87						
NUMERATOR:	519.266	DF: 1	F VALUE:	4.7634		
DENOMINATOR:	109.012	DF: 136	PROB > F:	0.0308		
TEST: SM85NON						
NUMERATOR:	2665.61	DF: 1	F VALUE:	24.4524		
DENOMINATOR:	109.012	DF: 136	PROB > F:	0.0001		

Table D.2---continued

DEP VARIABLE: P2C

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	640.91417	213.63806		
ERROR	131	6895.24266	52.63544012	4.059	0.0086
C TOTAL	134	7536.15683			
ROOT MSE		7.255029	R-SQUARE	0.0850	
DEP MEAN		30.90797	ADJ R-SQ	0.0641	
C.V.		23.47301			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T
INTERCEP	1	33.06666667	0.93662017	35.304	0.0001
SM8586	1	-2.48520976	2.09434636	-1.187	0.2375
SM87	1	-6.8288565	2.29424149	-2.977	0.0035
MONSM87	1	-3.58750000	1.40493025	-2.554	0.0118
TEST: SM8MONSM					
NUMERATOR:	100.862	DF: 1	F VALUE:	1.9162	
DENOMINATOR:	52.6354	DF: 131	PROB > F :	0.1686	
TEST: SM85SM87					
NUMERATOR:	125.782	DF: 1	F VALUE:	2.3897	
DENOMINATOR:	52.6354	DF: 131	PROB > F :	0.1246	
TEST: SM85NON					
NUMERATOR:	13.8862	DF: 1	F VALUE:	0.2638	
DENOMINATOR:	52.6354	DF: 131	PROB > F :	0.6084	

DEP VARIABLE: P2D1

Table D.2--continued

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	1181.20620	393.73540	13.049	0.0001
ERROR	171	5159.74157	30.17392731		
C TOTAL	174	6340.94777			
ROOT MSE		5.49308	R-SQUARE	0.1863	
DEP MEAN		92.53314	ADJ R-SQ	0.1720	
C.V.		5.93638			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T
INTERCEP	1	94.57291667	0.56063512	168.689	0.0001
SM8586	1	-2.01041667	1.25361825	-1.604	0.1106
SM87	1	-7.88958333	1.68190537	-4.691	0.0001
NOMSM87	1	-4.97756783	1.00798362	-4.938	0.0001
TEST: SM85SM87	NUMERATOR: 79.5563	DF: 1	F VALUE: 2.6366		
	DENOMINATOR: 30.1739	DF: 171	PROB > F: 0.1063		
TEST: SM85SM87	NUMERATOR: 276.517	DF: 1	F VALUE: 9.1641		
	DENOMINATOR: 30.1739	DF: 171	PROB > F: 0.0029		
TEST: SM85NOM	NUMERATOR: 135.608	DF: 1	F VALUE: 4.4942		
	DENOMINATOR: 30.1739	DF: 171	PROB > F: 0.0355		

Table D.2--continued

REP VARIABLE: P2D2

		ANALYSIS OF VARIANCE			
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	637.52734	212.50911	16.310	0.0001
ERROR	171	2228.04043	13.02947619		
C TOTAL	174	2865.56777			
ROOT MSE		3.609637	R-SQUARE	0.2225	
DEP MEAN		96.41886	ADJ R-SQ	0.2088	
C.V.		3.743704			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T
INTERCEP	1	97.78229167	0.36840699	265.419	0.0001
SM8586	1	-0.36979167	0.82378307	-0.449	0.6541
SM87	1	-4.22395833	1.10522097	-3.828	0.0002
MONSM87	1	-4.16368702	0.66237058	-6.286	0.0001
TEST: SM8MONSM		NUMERATOR: .0340807	DF: 1	F VALUE: 0.0026	
		DENOMINATOR: 13.0295	DF: 171	PROB > F: 0.9593	
TEST: SM85SM87		NUMERATOR: 118.837	DF: 1	F VALUE: 9.1206	
		DENOMINATOR: 13.0295	DF: 171	PROB > F: 0.0029	
TEST: SM85MON		NUMERATOR: 221.705	DF: 1	F VALUE: 17.0157	
		DENOMINATOR: 13.0295	DF: 171	PROB > F: 0.0001	

Table D.2--continued

DEP VARIABLE: P2D3

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	292.50376	97.50125427	1.573	0.1961
ERROR	171	10597.94481	61.97628543		
C TOTAL	174	10890.44857			
ROOT MSE		7.872502	R-SQUARE	0.0269	
DEP MEAN		97.37714	ADJ R-SQ	0.0098	
C.V.		8.084548			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > T
INTERCEP	1	97.76145833	0.80348386	121.672	0.0001
SM8586	1	1.60937500	1.79664452	0.896	0.3716
SM87	1	-0.07812500	2.41045157	-0.032	0.9742
NONSM87	1	-2.44052810	1.44460904	-1.689	0.0930
TEST: SMNONSM	NUMERATOR: 52.3594	DF: 1	F VALUE: 0.8448		
	DENOMINATOR: 61.9763	DF: 171	PROB > F: 0.3593		
TEST: SM85SM87	NUMERATOR: 22.7812	DF: 1	F VALUE: 0.3676		
	DENOMINATOR: 61.9763	DF: 171	PROB > F: 0.5451		
TEST: SM85MON	NUMERATOR: 252.635	DF: 1	F VALUE: 4.0763		
	DENOMINATOR: 61.9763	DF: 171	PROB > F: 0.0451		

Table D.3
ANNUAL RESULTS FOR DSQ MEASURES

YEAR		AIC						
		OC	OO	SA	SM	WR		
85	BL7							
	MEAN							
	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
86	BL7							
	MEAN	0.78	5.69		12.26	2.68		
	N	3.00	5.00	0.00	5.00	5.00	5.00	5.00
87	BL7							
	MEAN	0.43	3.42	0.40	5.05	2.57		
	N	12.00	11.00	11.00	11.00	12.00	12.00	12.00

Table D.3--continued

YEAR		AIC						
		OC	OO	SA	SM	WR		
85	PL4							
	MEAN	2.27	2.79	1.73	0.88			2.00
86	PL4							
	MEAN	9.00	9.00	9.00	4.00			9.00
87	PL4							
	MEAN	1.88	1.65	0.88	0.52			1.75
87	PL4							
	MEAN	11.00	11.00	12.00	12.00			12.00
87	PL4							
	MEAN	1.03	0.50	0.45	1.72			1.05
87	PL4							
	MEAN	12.00	11.00	12.00	11.00			12.00

Table D.3--continued

YEAR		A/C				
		OC	OO	SA	SM	WR
85	RL2					
	MEAN	3.16	0.97	2.53	1.33	2.19
	N	9.00	9.00	9.00	9.00	9.00
	RL2					
86	MEAN	4.13	1.43	2.30	1.37	1.87
	N	11.00	12.00	12.00	12.00	12.00
	RL2					
	MEAN	2.53	1.45	1.58	0.57	1.43
	N	11.00	11.00	12.00	11.00	9.00

Table D.3--continued

YEAR		ALC						WR
		OC	OO	SA	SM	WR		
85	RLS							
	MEAN	6.47	3.53	2.87	1.28	3.89		
86	N	9.00	8.00	9.00	7.00	9.00		
	RLS							
	MEAN	5.40	5.72	2.42	1.30	3.33		
87	N	5.00	7.00	4.00	11.00	12.00		
	RLS							
	MEAN	1.25	6.30	2.75	0.58	2.58		
	N	4.00	2.00	4.00	12.00	12.00		

Table D.3--continued

YEAR		ALC					
		OC	OO	SA	SM	WR	
85	SL1						
	MEAN	3.44	0.05	1.96	3.09	1.94	
86	N	8.00	3.00	8.00	5.00	9.00	
	SL1						
	MEAN	3.17	0.65	1.14	0.85	1.53	
87	N	7.00	10.00	10.00	6.00	10.00	
	SL1						
	MEAN	1.74	0.45	0.94	2.01	1.94	
	N	12.00	2.00	12.00	9.00	11.00	

Table D.3--continued

YEAR		A/C					
		OC	OO	SA	SM	WR	
85	SL4						
	MEAN	2.02	1.35	2.87	0.56	1.86	
86	SL4						
	MEAN	1.84	1.47	1.87	0.98	1.40	
87	SL4						
	MEAN	1.43	0.43	0.61	1.88	1.18	
	N	12.00	3.00	12.00	11.00	12.00	

Table D.3--continued

YEAR		AIC					
		OC	OO	SA	SM	WR	
85	SL6						
	MEAN	0.50	0.67	1.04	1.47	0.75	
	N	6.00	6.00	6.00	6.00	6.00	
86	SL6						
	MEAN	0.55	0.50	0.91	0.36	0.89	
	N	7.00	7.00	7.00	7.00	7.00	
87	SL6						
	MEAN	0.37	0.80	0.73	0.52	0.67	
	N	12.00	3.00	12.00	12.00	12.00	

Table D.3--continued

YEAR		AIC						
		OC	OO	SA	SM	WR		
85	TL3							
	MEAN	3.79	0.79	0.37	0.13	1.04		
	N	6.00	8.00	9.00	2.00	9.00		
86	TL3							
	MEAN	2.41	1.06	0.36	0.60	1.37		
	N	11.00	12.00	9.00	6.00	12.00		
87	TL3							
	MEAN	1.56	1.42	0.47	0.45	1.58		
	N	12.00	10.00	12.00	10.00	12.00		

Table D.3--continued

YEAR	VLI	ALC						
		OC	OO	SA	SM	WR		
85	MEAN	0.32	0.07	0.81	0.42	0.35		
	N	8.00	7.00	6.00	7.00	7.00		
86	MEAN	0.28	0.41	0.45	0.19	0.55		
	N	11.00	11.00	7.00	10.00	11.00		
87	MEAN	0.22	.	0.34	0.14	0.49		
	N	9.00	0.00	12.00	10.00	11.00		

Table D.3--continued

YEAR	VL2	MEAN	N	AIC						WR
				OC	OO	BA	SM			
85	VL2	MEAN		0.00	1.60	2.43	0.00		0.12	
		N		3.00	3.00	5.00	3.00		3.00	
86	VL2	MEAN		0.91	0.00	1.04	0.00		0.00	
		N		5.00	4.00	6.00	5.00		4.00	
87	VL2	MEAN		1.25	.	0.00	0.00		0.09	
		N		4.00	0.00	4.00	5.00		9.00	

Table D.3--continued

YEAR	VL3	MEAN	N	ALC						
				OC	OO	SA	SH	WR		
85	VL3	MEAN	N	0.73	1.14	5.11	0.79	1.33		
				8.00	9.00	9.00	9.00	9.00		
86	VL3	MEAN	N	2.00	1.35	4.46	0.40	0.88		
				10.00	11.00	10.00	11.00	11.00		
87	VL3	MEAN	N	2.61	3.60	4.47	0.35	1.44		
				12.00	3.00	12.00	10.00	12.00		

Table D.3--continued

YEAR		ALC					
		OC	OO	SA	SM	WR	
85	INITP						
	MEAN	0.56	1.87	0.35	0.63	0.84	
	N	12.00	12.00	12.00	12.00	12.00	
86	INITP						
	MEAN	0.55	1.82	0.69	0.47	0.37	
	N	11.00	11.00	11.00	11.00	11.00	
87	INITP						
	MEAN	0.44	1.61	0.77	0.49	0.74	
	N	12.00	12.00	12.00	12.00	12.00	

Table D.3--continued

YEAR		A/C						MR
		OC	OO	SA	SM	WR		
05	BECVP							
	MEAN	0.38	0.17	0.34	0.34	0.34	0.34	
06	BECVP	12.00	12.00	12.00	12.00	12.00	12.00	
	MEAN	0.37	0.17	0.34	0.13	0.38	0.38	
07	BECVP	11.00	11.00	11.00	11.00	11.00	11.00	
	MEAN	0.30	0.15	0.36	0.18	0.38	0.38	
		12.00	12.00	12.00	12.00	12.00	12.00	

Table D.4
ANNUAL RESULTS FOR DSM MEASURES

YEAR		ALC					
		OC	OO	SA	SM	WR	
1985	PIE						
	MEAN	86.50	97.50	88.25	97.75	86.25	
1986	PIE						
	MEAN	90.33	94.63	96.67	97.57	88.03	
1987	PIE						
	MEAN	92.17	97.77	98.50	97.62	87.74	
	N	12.00	12.00	12.00	12.00	12.00	

Table D.4--continued

YEAR		A/C						
		OC	OO	SA	SM	WR		
1985	PIG							
	MEAN	55.25	84.17	68.50	91.20	70.62		
1986	PIG							
	MEAN	65.75	84.34	81.08	84.79	73.40		
1987	PIG							
	MEAN	63.08	64.67	86.08	77.69	72.12		
	N	12.00	12.00	12.00	12.00	12.00		

Table D.4--continued

YEAR		AIC					
		OC	OO	SA	SM	MR	
1985	P2C						
	MEAN	33.00	32.30	45.67	32.56		36.77
1986	P2C						
	MEAN	28.92	33.08	34.92	30.09		31.48
1987	P2C						
	MEAN	28.83	30.88	30.17	26.24		28.03
	N	12.00	12.00	12.00	12.00		12.00

Table D.4--continued

YEAR		ALC					
		OC	OO	SA	SM	WR	
1985	P2D1	92.42	90.52	91.08	93.35	96.90	
	MEAN						
1986	P2D1	12.00	12.00	12.00	12.00	12.00	
	MEAN						
1987	P2D1	91.75	97.92	93.17	91.77	94.82	
	MEAN						
1987	P2D1	12.00	12.00	12.00	12.00	12.00	
	MEAN						
1987	P2D1	99.86	88.19	89.25	86.68	91.19	
	MEAN						
1987	P2D1	7.00	12.00	12.00	12.00	12.00	
	MEAN						

Table D.4--continued

YEAR		ALC						
		OC	OO	SA	SM	WR		
1985	P2D2							
	MEAN	97.50	99.51	95.00	97.00	98.42		
	N	12.00	12.00	12.00	12.00	12.00		
1986	P2D2							
	MEAN	97.33	99.05	97.25	97.02	98.11		
	N	12.00	12.00	12.00	12.00	12.00		
1987	P2D2							
	MEAN	95.29	90.42	93.83	93.56	95.62		
	N	7.00	12.00	12.00	12.00	12.00		

Table D.4--continued

YEAR		AIC						
		OC	CO	SA	SM	WR		
1985	P203	99.00	98.94	97.42	99.22	99.57		
	MEAN							
1986	P203	12.00	12.00	12.00	12.00	12.00		
	MEAN							
1987	P203	99.00	98.00	91.00	99.52	99.16		
	MEAN							
1987	P203	12.00	12.00	12.00	12.00	12.00		
	MEAN							
1987	P203	99.00	87.81	97.58	97.68	98.42		
	MEAN							
1987	P203	7.00	12.00	12.00	12.00	12.00		
	MEAN							

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