

Appendix A. Tables

Table 1. Number of responses by region.

		Region			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pacific (R1)	97	9.1	9.5	9.5
	Southwest (R2)	124	11.6	12.2	21.7
	Midwest (R3)	178	16.7	17.5	39.1
	Southeast (R4)	169	15.8	16.6	55.7
	Northeast (R5)	131	12.3	12.8	68.5
	Mountain-Prairie (R6)	156	14.6	15.3	83.8
	Alaska (R7)	85	8.0	8.3	92.2
	Pacific Southwest (R8)	80	7.5	7.8	100.0
	Total	1020	95.4	100.0	
Missing	System	49	4.6		
Total		1069	100.0		

Table 2. Number of responses by employees with less than 10 years experience with the NWRS, 10-19 years experience and 20 or more years of experience.

		YearsNWRSGroups			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 10 Years	409	38.3	38.4	38.4
	10-19 Years	407	38.1	38.2	76.5
	>=20 Years	250	23.4	23.5	100.0
	Total	1066	99.7	100.0	
Missing	System	3	.3		
Total		1069	100.0		

Table 3. Number of employers other than the NWRS for which employees have worked.

		NoOtherEmployers			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	189	17.7	17.9	17.9
	1	209	19.6	19.8	37.7
	2	211	19.7	20.0	57.6
	3	160	15.0	15.1	72.8
	4	107	10.0	10.1	82.9
	5	73	6.8	6.9	89.8
	6	33	3.1	3.1	92.9
	7	21	2.0	2.0	94.9
	8	12	1.1	1.1	96.0
	9	6	.6	.6	96.6
	10	13	1.2	1.2	97.8
	11	1	.1	.1	97.9
	12	4	.4	.4	98.3
	13	1	.1	.1	98.4
	15	4	.4	.4	98.8
	16	1	.1	.1	98.9
	17	1	.1	.1	99.0
	20	4	.4	.4	99.3
	22	1	.1	.1	99.4
	25	2	.2	.2	99.6
26	1	.1	.1	99.7	
30	2	.2	.2	99.9	
35	1	.1	.1	100.0	
	Total	1057	98.9	100.0	
Missing	System	12	1.1		
Total		1069	100.0		

Table 4. Number of employees who plan to spend the rest of their careers with the NWRS (Yes), who were uncertain of their future career plans, and who did not plan to spend the rest of their careers with the NWRS.

		CareerNWRS			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	739	69.1	70.2	70.2
	Uncertain	293	27.4	27.8	98.0
	No	21	2.0	2.0	100.0
	Total	1053	98.5	100.0	
Missing	System	16	1.5		
Total		1069	100.0		

Table 5. Number and percent of employees who plan to retire during various time periods from 2009 until 2026 or later.

		WhenRetire			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2009-2011	64	6.0	6.0	6.0
	2012-2014	133	12.4	12.6	18.6
	2015-2017	108	10.1	10.2	28.8
	2018-2020	154	14.4	14.5	43.3
	2021-2025	230	21.5	21.7	65.1
	2026+	370	34.6	34.9	100.0
	Total	1059	99.1	100.0	
Missing	System	10	.9		
Total		1069	100.0		

Table 6. Number and percent of employees in various age groups.

		AgeGroups			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<30	72	6.7	6.9	6.9
	30-39	215	20.1	20.5	27.4
	40-49	369	34.5	35.2	62.5
	50-59	341	31.9	32.5	95.0
	60+	52	4.9	5.0	100.0
	Total	1049	98.1	100.0	
Missing	System	20	1.9		
Total		1069	100.0		

Table 7. Number and percent of employees in various occupational series.

		OccSeries			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Recreation Planner/Park Ranger (Non-LE)	76	7.1	7.2	7.2
	Law Enforcement Park Ranger	41	3.8	3.9	11.2
	General Administration	103	9.6	9.8	21.0
	Forestry Technician	26	2.4	2.5	23.5
	F&W Administrator/Refuge Mgr	349	32.6	33.3	56.7
	Wildlife Biologist	161	15.1	15.3	72.1
	Other Biological Scientist	136	12.7	13.0	85.0
	Realty	23	2.2	2.2	87.2
	General Maintenance	33	3.1	3.1	90.4
	Other	101	9.4	9.6	100.0
	Total	1049	98.1	100.0	
Missing	System	20	1.9		
Total		1069	100.0		

Table 8. Number and percent of employees in various GS-level pay grades.

		GSLevel			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	GS-4	16	1.5	1.6	1.6
	GS-5	38	3.6	3.7	5.3
	GS-6	19	1.8	1.9	7.1
	GS-7	58	5.4	5.7	12.8
	GS-8	9	.8	.9	13.7
	GS-9	138	12.9	13.5	27.2
	GS-10	3	.3	.3	27.5
	GS-11	190	17.8	18.6	46.1
	GS-12	264	24.7	25.8	71.9
	GS-13	197	18.4	19.3	91.2
	GS-14	86	8.0	8.4	99.6
	GS-15	4	.4	.4	100.0
	Total	1022	95.6	100.0	
	Missing	System	47	4.4	
Total		1069	100.0		

Table 9. Number and percent of employees to worked on refuge units, in regional offices and in the Washington Office.

		WhereWork			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Refuge	858	80.3	81.3	81.3
	Regional Office	158	14.8	15.0	96.3
	Washington Office	39	3.6	3.7	100.0
	Total	1055	98.7	100.0	
Missing	System	14	1.3		
Total		1069	100.0		

Table 10. Number and percent of employees who relocated within the NWRS since 2000.

		Reloc2000			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Zero	492	46.0	46.1	46.1
	1	285	26.7	26.7	72.8
	2	180	16.8	16.9	89.6
	3	76	7.1	7.1	96.7
	4	25	2.3	2.3	99.1
	5 or More	10	.9	.9	100.0
	Total	1068	99.9	100.0	
Missing	System	1	.1		
Total		1069	100.0		

Table 11. Number and percent of employees who relocated within the NWRS between 1990 and 1999.

		Reloc1990			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Zero	432	40.4	49.5	49.5
	1	210	19.6	24.1	73.6
	2	134	12.5	15.4	89.0
	3	69	6.5	7.9	96.9
	4	10	.9	1.1	98.1
	5 or More	17	1.6	1.9	100.0
	Total	872	81.6	100.0	
Missing	System	197	18.4		
Total		1069	100.0		

Table 12. Cross-tabulation of number of times an employee relocated since 2000 with desire to diversify experience.

Reloc2000 * Experience4 Crosstabulation

			Experience4					Total
			Not at all Important	2	3	4	Very Important	
Reloc2000	Zero	Count	16	21	43	100	123	303
		% within Reloc2000	5.3%	6.9%	14.2%	33.0%	40.6%	100.0%
		% within Experience4	51.6%	35.0%	35.8%	38.2%	31.6%	35.2%
		% of Total	1.9%	2.4%	5.0%	11.6%	14.3%	35.2%
	1	Count	9	21	40	78	123	271
		% within Reloc2000	3.3%	7.7%	14.8%	28.8%	45.4%	100.0%
		% within Experience4	29.0%	35.0%	33.3%	29.8%	31.6%	31.4%
		% of Total	1.0%	2.4%	4.6%	9.0%	14.3%	31.4%
	2	Count	5	11	19	62	81	178
		% within Reloc2000	2.8%	6.2%	10.7%	34.8%	45.5%	100.0%
		% within Experience4	16.1%	18.3%	15.8%	23.7%	20.8%	20.6%
		% of Total	.6%	1.3%	2.2%	7.2%	9.4%	20.6%
	3	Count	0	5	12	19	39	75
		% within Reloc2000	.0%	6.7%	16.0%	25.3%	52.0%	100.0%
		% within Experience4	.0%	8.3%	10.0%	7.3%	10.0%	8.7%
		% of Total	.0%	.6%	1.4%	2.2%	4.5%	8.7%
	4	Count	1	2	4	2	16	25
		% within Reloc2000	4.0%	8.0%	16.0%	8.0%	64.0%	100.0%
		% within Experience4	3.2%	3.3%	3.3%	.8%	4.1%	2.9%
		% of Total	.1%	.2%	.5%	.2%	1.9%	2.9%
5 or More	Count	0	0	2	1	7	10	
	% within Reloc2000	.0%	.0%	20.0%	10.0%	70.0%	100.0%	
	% within Experience4	.0%	.0%	1.7%	.4%	1.8%	1.2%	
	% of Total	.0%	.0%	.2%	.1%	.8%	1.2%	
Total	Count	31	60	120	262	389	862	
	% within Reloc2000	3.6%	7.0%	13.9%	30.4%	45.1%	100.0%	
	% within Experience4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	3.6%	7.0%	13.9%	30.4%	45.1%	100.0%	

Table 13. Cross-tabulation of number of times an employee relocated since 2000 with desire to gain a promotion.

Reloc2000 * Promotion4 Crosstabulation

			Promotion4					Total
			Not at all Important	2	3	4	Very Important	
Reloc2000	Zero	Count	32	27	47	59	124	289
		% within Reloc2000	11.1%	9.3%	16.3%	20.4%	42.9%	100.0%
		% within Promotion4	25.6%	42.2%	35.1%	37.1%	36.3%	35.1%
		% of Total	3.9%	3.3%	5.7%	7.2%	15.0%	35.1%
1		Count	47	14	38	53	111	263
		% within Reloc2000	17.9%	5.3%	14.4%	20.2%	42.2%	100.0%
		% within Promotion4	37.6%	21.9%	28.4%	33.3%	32.5%	31.9%
		% of Total	5.7%	1.7%	4.6%	6.4%	13.5%	31.9%
2		Count	33	18	29	24	63	167
		% within Reloc2000	19.8%	10.8%	17.4%	14.4%	37.7%	100.0%
		% within Promotion4	26.4%	28.1%	21.6%	15.1%	18.4%	20.3%
		% of Total	4.0%	2.2%	3.5%	2.9%	7.6%	20.3%
3		Count	9	5	12	11	34	71
		% within Reloc2000	12.7%	7.0%	16.9%	15.5%	47.9%	100.0%
		% within Promotion4	7.2%	7.8%	9.0%	6.9%	9.9%	8.6%
		% of Total	1.1%	.6%	1.5%	1.3%	4.1%	8.6%
4		Count	4	0	5	8	7	24
		% within Reloc2000	16.7%	.0%	20.8%	33.3%	29.2%	100.0%
		% within Promotion4	3.2%	.0%	3.7%	5.0%	2.0%	2.9%
		% of Total	.5%	.0%	.6%	1.0%	.8%	2.9%
5 or More		Count	0	0	3	4	3	10
		% within Reloc2000	.0%	.0%	30.0%	40.0%	30.0%	100.0%
		% within Promotion4	.0%	.0%	2.2%	2.5%	.9%	1.2%
		% of Total	.0%	.0%	.4%	.5%	.4%	1.2%
Total		Count	125	64	134	159	342	824
		% within Reloc2000	15.2%	7.8%	16.3%	19.3%	41.5%	100.0%
		% within Promotion4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	15.2%	7.8%	16.3%	19.3%	41.5%	100.0%

Table 14. Cross-tabulation of number of times an employee relocated since 2000 with desire to contribute more to the mission of the NWRS.

Reloc2000 * Mission4 Crosstabulation

			Mission4					Total
			Not at all Important	2	3	4	Very Important	
Reloc2000	Zero	Count	18	25	54	90	98	285
		% within Reloc2000	6.3%	8.8%	18.9%	31.6%	34.4%	100.0%
		% within Mission4	37.5%	43.1%	30.7%	35.3%	32.6%	34.0%
		% of Total	2.1%	3.0%	6.4%	10.7%	11.7%	34.0%
	1	Count	20	19	64	72	95	270
		% within Reloc2000	7.4%	7.0%	23.7%	26.7%	35.2%	100.0%
		% within Mission4	41.7%	32.8%	36.4%	28.2%	31.6%	32.2%
		% of Total	2.4%	2.3%	7.6%	8.6%	11.3%	32.2%
	2	Count	6	10	37	63	58	174
		% within Reloc2000	3.4%	5.7%	21.3%	36.2%	33.3%	100.0%
		% within Mission4	12.5%	17.2%	21.0%	24.7%	19.3%	20.8%
		% of Total	.7%	1.2%	4.4%	7.5%	6.9%	20.8%
	3	Count	2	3	16	20	33	74
		% within Reloc2000	2.7%	4.1%	21.6%	27.0%	44.6%	100.0%
		% within Mission4	4.2%	5.2%	9.1%	7.8%	11.0%	8.8%
		% of Total	.2%	.4%	1.9%	2.4%	3.9%	8.8%
	4	Count	2	1	2	8	12	25
		% within Reloc2000	8.0%	4.0%	8.0%	32.0%	48.0%	100.0%
		% within Mission4	4.2%	1.7%	1.1%	3.1%	4.0%	3.0%
		% of Total	.2%	.1%	.2%	1.0%	1.4%	3.0%
5 or More	Count	0	0	3	2	5	10	
	% within Reloc2000	.0%	.0%	30.0%	20.0%	50.0%	100.0%	
	% within Mission4	.0%	.0%	1.7%	.8%	1.7%	1.2%	
	% of Total	.0%	.0%	.4%	.2%	.6%	1.2%	
Total	Count	48	58	176	255	301	838	
	% within Reloc2000	5.7%	6.9%	21.0%	30.4%	35.9%	100.0%	
	% within Mission4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	5.7%	6.9%	21.0%	30.4%	35.9%	100.0%	

Table 15. Cross-tabulation of number of times an employee relocated since 2000 with desirability of the new location as a place to live.

Reloc2000 * DesirableLive4 Crosstabulation

			DesirableLive4					Total
			Not at all Important	2	3	4	Very Important	
Reloc2000	Zero	Count	25	20	56	52	117	270
		% within Reloc2000	9.3%	7.4%	20.7%	19.3%	43.3%	100.0%
		% within DesirableLive4	27.5%	22.7%	30.9%	29.9%	41.9%	33.2%
		% of Total	3.1%	2.5%	6.9%	6.4%	14.4%	33.2%
1		Count	41	34	60	50	78	263
		% within Reloc2000	15.6%	12.9%	22.8%	19.0%	29.7%	100.0%
		% within DesirableLive4	45.1%	38.6%	33.1%	28.7%	28.0%	32.3%
		% of Total	5.0%	4.2%	7.4%	6.2%	9.6%	32.3%
2		Count	14	19	46	44	52	175
		% within Reloc2000	8.0%	10.9%	26.3%	25.1%	29.7%	100.0%
		% within DesirableLive4	15.4%	21.6%	25.4%	25.3%	18.6%	21.5%
		% of Total	1.7%	2.3%	5.7%	5.4%	6.4%	21.5%
3		Count	5	11	14	20	21	71
		% within Reloc2000	7.0%	15.5%	19.7%	28.2%	29.6%	100.0%
		% within DesirableLive4	5.5%	12.5%	7.7%	11.5%	7.5%	8.7%
		% of Total	.6%	1.4%	1.7%	2.5%	2.6%	8.7%
4		Count	4	4	4	4	8	24
		% within Reloc2000	16.7%	16.7%	16.7%	16.7%	33.3%	100.0%
		% within DesirableLive4	4.4%	4.5%	2.2%	2.3%	2.9%	3.0%
		% of Total	.5%	.5%	.5%	.5%	1.0%	3.0%
5 or More		Count	2	0	1	4	3	10
		% within Reloc2000	20.0%	.0%	10.0%	40.0%	30.0%	100.0%
		% within DesirableLive4	2.2%	.0%	.6%	2.3%	1.1%	1.2%
		% of Total	.2%	.0%	.1%	.5%	.4%	1.2%
Total		Count	91	88	181	174	279	813
		% within Reloc2000	11.2%	10.8%	22.3%	21.4%	34.3%	100.0%
		% within DesirableLive4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	11.2%	10.8%	22.3%	21.4%	34.3%	100.0%

Table 16. Cross-tabulation of number of times an employee relocated since 2000 with desire to move closer to family.

Reloc2000 * ClosetoFamily4 Crosstabulation

			ClosetoFamily4					Total
			Not at all Important	2	3	4	Very Important	
Reloc2000	Zero	Count	67	20	44	37	96	264
		% within Reloc2000	25.4%	7.6%	16.7%	14.0%	36.4%	100.0%
		% within ClosetoFamily4	29.6%	22.0%	40.7%	30.3%	40.9%	33.8%
		% of Total	8.6%	2.6%	5.6%	4.7%	12.3%	33.8%
	1	Count	81	34	34	34	64	247
		% within Reloc2000	32.8%	13.8%	13.8%	13.8%	25.9%	100.0%
		% within ClosetoFamily4	35.8%	37.4%	31.5%	27.9%	27.2%	31.6%
		% of Total	10.4%	4.3%	4.3%	4.3%	8.2%	31.6%
	2	Count	48	21	16	35	50	170
		% within Reloc2000	28.2%	12.4%	9.4%	20.6%	29.4%	100.0%
		% within ClosetoFamily4	21.2%	23.1%	14.8%	28.7%	21.3%	21.7%
		% of Total	6.1%	2.7%	2.0%	4.5%	6.4%	21.7%
	3	Count	18	8	11	13	18	68
		% within Reloc2000	26.5%	11.8%	16.2%	19.1%	26.5%	100.0%
		% within ClosetoFamily4	8.0%	8.8%	10.2%	10.7%	7.7%	8.7%
		% of Total	2.3%	1.0%	1.4%	1.7%	2.3%	8.7%
	4	Count	9	6	2	2	5	24
		% within Reloc2000	37.5%	25.0%	8.3%	8.3%	20.8%	100.0%
		% within ClosetoFamily4	4.0%	6.6%	1.9%	1.6%	2.1%	3.1%
		% of Total	1.2%	.8%	.3%	.3%	.6%	3.1%
5 or More	Count	3	2	1	1	2	9	
	% within Reloc2000	33.3%	22.2%	11.1%	11.1%	22.2%	100.0%	
	% within ClosetoFamily4	1.3%	2.2%	.9%	.8%	.9%	1.2%	
	% of Total	.4%	.3%	.1%	.1%	.3%	1.2%	
Total	Count	226	91	108	122	235	782	
	% within Reloc2000	28.9%	11.6%	13.8%	15.6%	30.1%	100.0%	
	% within ClosetoFamily4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	28.9%	11.6%	13.8%	15.6%	30.1%	100.0%	

Table 17. Cross-tabulation of number of times an employee relocated since 2000 with desire to move to a location that provides more opportunities for the employee's significant other.

Reloc2000 * SpouseOpps4 Crosstabulation

			SpouseOpps4					Total
			Not at all Important	2	3	4	Very Important	
Reloc2000	Zero	Count	36	15	32	41	95	219
		% within Reloc2000	16.4%	6.8%	14.6%	18.7%	43.4%	100.0%
		% within SpouseOpps4	23.4%	19.2%	28.1%	33.6%	47.0%	32.7%
		% of Total	5.4%	2.2%	4.8%	6.1%	14.2%	32.7%
	1	Count	58	32	43	35	48	216
		% within Reloc2000	26.9%	14.8%	19.9%	16.2%	22.2%	100.0%
		% within SpouseOpps4	37.7%	41.0%	37.7%	28.7%	23.8%	32.2%
		% of Total	8.7%	4.8%	6.4%	5.2%	7.2%	32.2%
	2	Count	31	19	28	28	42	148
		% within Reloc2000	20.9%	12.8%	18.9%	18.9%	28.4%	100.0%
		% within SpouseOpps4	20.1%	24.4%	24.6%	23.0%	20.8%	22.1%
		% of Total	4.6%	2.8%	4.2%	4.2%	6.3%	22.1%
	3	Count	18	9	7	12	12	58
		% within Reloc2000	31.0%	15.5%	12.1%	20.7%	20.7%	100.0%
		% within SpouseOpps4	11.7%	11.5%	6.1%	9.8%	5.9%	8.7%
		% of Total	2.7%	1.3%	1.0%	1.8%	1.8%	8.7%
4	Count	8	2	3	2	4	19	
	% within Reloc2000	42.1%	10.5%	15.8%	10.5%	21.1%	100.0%	
	% within SpouseOpps4	5.2%	2.6%	2.6%	1.6%	2.0%	2.8%	
	% of Total	1.2%	.3%	.4%	.3%	.6%	2.8%	
5 or More	Count	3	1	1	4	1	10	
	% within Reloc2000	30.0%	10.0%	10.0%	40.0%	10.0%	100.0%	
	% within SpouseOpps4	1.9%	1.3%	.9%	3.3%	.5%	1.5%	
	% of Total	.4%	.1%	.1%	.6%	.1%	1.5%	
Total	Count	154	78	114	122	202	670	
	% within Reloc2000	23.0%	11.6%	17.0%	18.2%	30.1%	100.0%	
	% within SpouseOpps4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	23.0%	11.6%	17.0%	18.2%	30.1%	100.0%	

Table 18. Cross-tabulation of number of times an employee relocated since 2000 with desire to move to a location with more opportunities for the employee’s children.

Reloc2000 * KidsOpps4 Crosstabulation

			KidsOpps4					Total
			Not at all Important	2	3	4	Very Important	
Reloc2000	Zero	Count	33	11	25	41	64	174
		% within Reloc2000	19.0%	6.3%	14.4%	23.6%	36.8%	100.0%
		% within KidsOpps4	23.1%	26.8%	35.7%	35.7%	43.2%	33.7%
		% of Total	6.4%	2.1%	4.8%	7.9%	12.4%	33.7%
	1	Count	62	15	22	34	35	168
		% within Reloc2000	36.9%	8.9%	13.1%	20.2%	20.8%	100.0%
		% within KidsOpps4	43.4%	36.6%	31.4%	29.6%	23.6%	32.5%
		% of Total	12.0%	2.9%	4.3%	6.6%	6.8%	32.5%
	2	Count	26	11	14	27	30	108
		% within Reloc2000	24.1%	10.2%	13.0%	25.0%	27.8%	100.0%
		% within KidsOpps4	18.2%	26.8%	20.0%	23.5%	20.3%	20.9%
		% of Total	5.0%	2.1%	2.7%	5.2%	5.8%	20.9%
	3	Count	13	2	5	10	14	44
		% within Reloc2000	29.5%	4.5%	11.4%	22.7%	31.8%	100.0%
		% within KidsOpps4	9.1%	4.9%	7.1%	8.7%	9.5%	8.5%
		% of Total	2.5%	.4%	1.0%	1.9%	2.7%	8.5%
4	Count	8	0	3	2	3	16	
	% within Reloc2000	50.0%	.0%	18.8%	12.5%	18.8%	100.0%	
	% within KidsOpps4	5.6%	.0%	4.3%	1.7%	2.0%	3.1%	
	% of Total	1.5%	.0%	.6%	.4%	.6%	3.1%	
5 or More	Count	1	2	1	1	2	7	
	% within Reloc2000	14.3%	28.6%	14.3%	14.3%	28.6%	100.0%	
	% within KidsOpps4	.7%	4.9%	1.4%	.9%	1.4%	1.4%	
	% of Total	.2%	.4%	.2%	.2%	.4%	1.4%	
Total	Count	143	41	70	115	148	517	
	% within Reloc2000	27.7%	7.9%	13.5%	22.2%	28.6%	100.0%	
	% within KidsOpps4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	27.7%	7.9%	13.5%	22.2%	28.6%	100.0%	

Table 19. Cross-tabulation of number of times an employee relocated since 2000 with desire to move to a location with a lower cost of living.

Reloc2000 * CostofLiving4 Crosstabulation

			CostofLiving4					Total
			Not at all Important	2	3	4	Very Important	
Reloc2000	Zero	Count	61	32	67	41	43	244
		% within Reloc2000	25.0%	13.1%	27.5%	16.8%	17.6%	100.0%
		% within CostofLiving4	28.0%	25.0%	35.8%	36.3%	47.3%	33.1%
		% of Total	8.3%	4.3%	9.1%	5.6%	5.8%	33.1%
	1	Count	79	35	67	33	20	234
		% within Reloc2000	33.8%	15.0%	28.6%	14.1%	8.5%	100.0%
		% within CostofLiving4	36.2%	27.3%	35.8%	29.2%	22.0%	31.8%
		% of Total	10.7%	4.7%	9.1%	4.5%	2.7%	31.8%
	2	Count	50	37	36	17	19	159
		% within Reloc2000	31.4%	23.3%	22.6%	10.7%	11.9%	100.0%
		% within CostofLiving4	22.9%	28.9%	19.3%	15.0%	20.9%	21.6%
		% of Total	6.8%	5.0%	4.9%	2.3%	2.6%	21.6%
	3	Count	16	18	12	15	7	68
		% within Reloc2000	23.5%	26.5%	17.6%	22.1%	10.3%	100.0%
		% within CostofLiving4	7.3%	14.1%	6.4%	13.3%	7.7%	9.2%
		% of Total	2.2%	2.4%	1.6%	2.0%	.9%	9.2%
4	Count	9	2	5	5	1	22	
	% within Reloc2000	40.9%	9.1%	22.7%	22.7%	4.5%	100.0%	
	% within CostofLiving4	4.1%	1.6%	2.7%	4.4%	1.1%	3.0%	
	% of Total	1.2%	.3%	.7%	.7%	.1%	3.0%	
5 or More	Count	3	4	0	2	1	10	
	% within Reloc2000	30.0%	40.0%	.0%	20.0%	10.0%	100.0%	
	% within CostofLiving4	1.4%	3.1%	.0%	1.8%	1.1%	1.4%	
	% of Total	.4%	.5%	.0%	.3%	.1%	1.4%	
Total	Count	218	128	187	113	91	737	
	% within Reloc2000	29.6%	17.4%	25.4%	15.3%	12.3%	100.0%	
	% within CostofLiving4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	29.6%	17.4%	25.4%	15.3%	12.3%	100.0%	

Table 20. Cross-tabulation of number of times an employee relocated since 2000 with desire to move to a location with more opportunities for outdoor recreation.

Reloc2000 * RecOpps4 Crosstabulation

			RecOpps4					Total
			Not at all Important	2	3	4	Very Important	
Reloc2000	Zero	Count	47	36	66	51	67	267
		% within Reloc2000	17.6%	13.5%	24.7%	19.1%	25.1%	100.0%
		% within RecOpps4	29.6%	30.5%	34.7%	34.9%	41.4%	34.5%
		% of Total	6.1%	4.6%	8.5%	6.6%	8.6%	34.5%
	1	Count	57	33	67	44	46	247
		% within Reloc2000	23.1%	13.4%	27.1%	17.8%	18.6%	100.0%
		% within RecOpps4	35.8%	28.0%	35.3%	30.1%	28.4%	31.9%
		% of Total	7.4%	4.3%	8.6%	5.7%	5.9%	31.9%
	2	Count	37	25	34	30	32	158
		% within Reloc2000	23.4%	15.8%	21.5%	19.0%	20.3%	100.0%
		% within RecOpps4	23.3%	21.2%	17.9%	20.5%	19.8%	20.4%
		% of Total	4.8%	3.2%	4.4%	3.9%	4.1%	20.4%
	3	Count	11	16	16	16	11	70
		% within Reloc2000	15.7%	22.9%	22.9%	22.9%	15.7%	100.0%
		% within RecOpps4	6.9%	13.6%	8.4%	11.0%	6.8%	9.0%
		% of Total	1.4%	2.1%	2.1%	2.1%	1.4%	9.0%
4	Count	5	4	6	4	4	23	
	% within Reloc2000	21.7%	17.4%	26.1%	17.4%	17.4%	100.0%	
	% within RecOpps4	3.1%	3.4%	3.2%	2.7%	2.5%	3.0%	
	% of Total	.6%	.5%	.8%	.5%	.5%	3.0%	
5 or More	Count	2	4	1	1	2	10	
	% within Reloc2000	20.0%	40.0%	10.0%	10.0%	20.0%	100.0%	
	% within RecOpps4	1.3%	3.4%	.5%	.7%	1.2%	1.3%	
	% of Total	.3%	.5%	.1%	.1%	.3%	1.3%	
Total	Count	159	118	190	146	162	775	
	% within Reloc2000	20.5%	15.2%	24.5%	18.8%	20.9%	100.0%	
	% within RecOpps4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	20.5%	15.2%	24.5%	18.8%	20.9%	100.0%	

Table 21. Cross-tabulation of number of times an employee relocated since 2000 with occupational series.

OccSeries * Reloc2000 Crosstabulation

			Reloc2000					Total	
			Zero	1	2	3	4		5 or More
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	35	23	10	8	0	0	76
		% within OccSeries	46.1%	30.3%	13.2%	10.5%	.0%	.0%	100.0%
		% within Reloc2000	7.3%	8.2%	5.6%	10.7%	.0%	.0%	7.2%
		% of Total	3.3%	2.2%	1.0%	.8%	.0%	.0%	7.2%
	Law Enforcement Park Ranger	Count	13	13	9	6	0	0	41
		% within OccSeries	31.7%	31.7%	22.0%	14.6%	.0%	.0%	100.0%
		% within Reloc2000	2.7%	4.6%	5.1%	8.0%	.0%	.0%	3.9%
		% of Total	1.2%	1.2%	.9%	.6%	.0%	.0%	3.9%
	General Administration	Count	69	24	8	2	0	0	103
		% within OccSeries	67.0%	23.3%	7.8%	1.9%	.0%	.0%	100.0%
		% within Reloc2000	14.4%	8.5%	4.5%	2.7%	.0%	.0%	9.8%
		% of Total	6.6%	2.3%	.8%	.2%	.0%	.0%	9.8%
	Forestry Technician	Count	14	6	4	1	1	0	26
		% within OccSeries	53.8%	23.1%	15.4%	3.8%	3.8%	.0%	100.0%
		% within Reloc2000	2.9%	2.1%	2.2%	1.3%	4.0%	.0%	2.5%
		% of Total	1.3%	.6%	.4%	.1%	.1%	.0%	2.5%
	F&W Administrator/Refuge Mgr	Count	94	97	99	39	14	6	349
		% within OccSeries	26.9%	27.8%	28.4%	11.2%	4.0%	1.7%	100.0%
		% within Reloc2000	19.6%	34.5%	55.6%	52.0%	56.0%	60.0%	33.3%
		% of Total	9.0%	9.2%	9.4%	3.7%	1.3%	.6%	33.3%
	Wildlife Biologist	Count	80	43	26	8	4	0	161
		% within OccSeries	49.7%	26.7%	16.1%	5.0%	2.5%	.0%	100.0%
		% within Reloc2000	16.7%	15.3%	14.6%	10.7%	16.0%	.0%	15.3%
		% of Total	7.6%	4.1%	2.5%	.8%	.4%	.0%	15.3%
	Other Biological Scientist	Count	67	44	12	7	3	3	136
		% within OccSeries	49.3%	32.4%	8.8%	5.1%	2.2%	2.2%	100.0%
		% within Reloc2000	14.0%	15.7%	6.7%	9.3%	12.0%	30.0%	13.0%
		% of Total	6.4%	4.2%	1.1%	.7%	.3%	.3%	13.0%

Realty	Count	15	6	2	0	0	0	23
	% within OccSeries	65.2%	26.1%	8.7%	.0%	.0%	.0%	100.0%
	% within Reloc2000	3.1%	2.1%	1.1%	.0%	.0%	.0%	2.2%
	% of Total	1.4%	.6%	.2%	.0%	.0%	.0%	2.2%
General Maintenance	Count	25	6	0	2	0	0	33
	% within OccSeries	75.8%	18.2%	.0%	6.1%	.0%	.0%	100.0%
	% within Reloc2000	5.2%	2.1%	.0%	2.7%	.0%	.0%	3.1%
	% of Total	2.4%	.6%	.0%	.2%	.0%	.0%	3.1%
Other	Count	68	19	8	2	3	1	101
	% within OccSeries	67.3%	18.8%	7.9%	2.0%	3.0%	1.0%	100.0%
	% within Reloc2000	14.2%	6.8%	4.5%	2.7%	12.0%	10.0%	9.6%
	% of Total	6.5%	1.8%	.8%	.2%	.3%	.1%	9.6%
Total	Count	480	281	178	75	25	10	1049
	% within OccSeries	45.8%	26.8%	17.0%	7.1%	2.4%	1.0%	100.0%
	% within Reloc2000	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	45.8%	26.8%	17.0%	7.1%	2.4%	1.0%	100.0%

Table 22. Cross-tabulation of number of times an employee relocated since 2000 with intention to spend the rest of the employee’s career with the NWRS.

Reloc2000 * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
Reloc2000	Zero	Count	332	143	9	484
		% within Reloc2000	68.6%	29.5%	1.9%	100.0%
		% within CareerNWRS	44.9%	48.8%	42.9%	46.0%
		% of Total	31.5%	13.6%	.9%	46.0%
	1	Count	180	95	7	282
		% within Reloc2000	63.8%	33.7%	2.5%	100.0%
		% within CareerNWRS	24.4%	32.4%	33.3%	26.8%
		% of Total	17.1%	9.0%	.7%	26.8%
	2	Count	142	34	4	180
		% within Reloc2000	78.9%	18.9%	2.2%	100.0%
		% within CareerNWRS	19.2%	11.6%	19.0%	17.1%
		% of Total	13.5%	3.2%	.4%	17.1%
	3	Count	64	11	1	76
		% within Reloc2000	84.2%	14.5%	1.3%	100.0%
		% within CareerNWRS	8.7%	3.8%	4.8%	7.2%
		% of Total	6.1%	1.0%	.1%	7.2%
4	Count	14	9	0	23	
	% within Reloc2000	60.9%	39.1%	.0%	100.0%	
	% within CareerNWRS	1.9%	3.1%	.0%	2.2%	
	% of Total	1.3%	.9%	.0%	2.2%	
5 or More	Count	7	1	0	8	
	% within Reloc2000	87.5%	12.5%	.0%	100.0%	
	% within CareerNWRS	.9%	.3%	.0%	.8%	
	% of Total	.7%	.1%	.0%	.8%	
Total	Count	739	293	21	1053	
	% within Reloc2000	70.2%	27.8%	2.0%	100.0%	
	% within CareerNWRS	100.0%	100.0%	100.0%	100.0%	
	% of Total	70.2%	27.8%	2.0%	100.0%	

Table 23. Cross-tabulation of number of times an employee relocated since 2000 with participation in the Stepping Up to Leadership Program (SUTL).

Reloc2000 * PartSUTL Crosstabulation

			PartSUTL		Total
			Yes	No	
Reloc2000	Zero	Count	25	452	477
		% within Reloc2000	5.2%	94.8%	100.0%
		% within PartSUTL	28.7%	48.3%	46.6%
		% of Total	2.4%	44.2%	46.6%
1	1	Count	29	242	271
		% within Reloc2000	10.7%	89.3%	100.0%
		% within PartSUTL	33.3%	25.9%	26.5%
		% of Total	2.8%	23.7%	26.5%
2	2	Count	22	148	170
		% within Reloc2000	12.9%	87.1%	100.0%
		% within PartSUTL	25.3%	15.8%	16.6%
		% of Total	2.2%	14.5%	16.6%
3	3	Count	7	63	70
		% within Reloc2000	10.0%	90.0%	100.0%
		% within PartSUTL	8.0%	6.7%	6.8%
		% of Total	.7%	6.2%	6.8%
4	4	Count	3	22	25
		% within Reloc2000	12.0%	88.0%	100.0%
		% within PartSUTL	3.4%	2.4%	2.4%
		% of Total	.3%	2.2%	2.4%
5 or More	5 or More	Count	1	9	10
		% within Reloc2000	10.0%	90.0%	100.0%
		% within PartSUTL	1.1%	1.0%	1.0%
		% of Total	.1%	.9%	1.0%
Total		Count	87	936	1023
		% within Reloc2000	8.5%	91.5%	100.0%
		% within PartSUTL	100.0%	100.0%	100.0%
		% of Total	8.5%	91.5%	100.0%

Table 24. Cross-tabulation of number of times an employee relocated since 2000 with participation in the Advanced Leadership Development Program (ALDP).

Reloc2000 * PartALDP Crosstabulation

			PartALDP		Total
			Yes	No	
Reloc2000	Zero	Count	9	462	471
		% within Reloc2000	1.9%	98.1%	100.0%
		% within PartALDP	23.7%	46.9%	46.0%
		% of Total	.9%	45.2%	46.0%
	1	Count	10	263	273
		% within Reloc2000	3.7%	96.3%	100.0%
		% within PartALDP	26.3%	26.7%	26.7%
		% of Total	1.0%	25.7%	26.7%
	2	Count	10	163	173
		% within Reloc2000	5.8%	94.2%	100.0%
		% within PartALDP	26.3%	16.5%	16.9%
		% of Total	1.0%	15.9%	16.9%
	3	Count	7	64	71
		% within Reloc2000	9.9%	90.1%	100.0%
		% within PartALDP	18.4%	6.5%	6.9%
		% of Total	.7%	6.3%	6.9%
4	Count	1	24	25	
	% within Reloc2000	4.0%	96.0%	100.0%	
	% within PartALDP	2.6%	2.4%	2.4%	
	% of Total	.1%	2.3%	2.4%	
5 or More	Count	1	9	10	
	% within Reloc2000	10.0%	90.0%	100.0%	
	% within PartALDP	2.6%	.9%	1.0%	
	% of Total	.1%	.9%	1.0%	
Total	Count	38	985	1023	
	% within Reloc2000	3.7%	96.3%	100.0%	
	% within PartALDP	100.0%	100.0%	100.0%	
	% of Total	3.7%	96.3%	100.0%	

Table 25. Cross-tabulation of number of times an employee relocated since 2000 with gender.

			Reloc2000					Total	
			Zero	1	2	3	4		5 or More
Gender	Male	Count	284	179	126	45	16	7	657
		% within Gender	43.2%	27.2%	19.2%	6.8%	2.4%	1.1%	100.0%
		% within Reloc2000	59.0%	63.7%	70.4%	60.8%	64.0%	70.0%	62.6%
		% of Total	27.0%	17.0%	12.0%	4.3%	1.5%	.7%	62.6%
	Female	Count	197	102	53	29	9	3	393
		% within Gender	50.1%	26.0%	13.5%	7.4%	2.3%	.8%	100.0%
		% within Reloc2000	41.0%	36.3%	29.6%	39.2%	36.0%	30.0%	37.4%
		% of Total	18.8%	9.7%	5.0%	2.8%	.9%	.3%	37.4%
Total	Count	481	281	179	74	25	10	1050	
	% within Gender	45.8%	26.8%	17.0%	7.0%	2.4%	1.0%	100.0%	
	% within Reloc2000	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	45.8%	26.8%	17.0%	7.0%	2.4%	1.0%	100.0%	

Table 26. Cross-tabulation of number of times an employee relocated since 2000 with region.

Region * Reloc2000 Crosstabulation

			Reloc2000					Total	
			Zero	1	2	3	4	5 or More	
Region	Pacific (R1)	Count	54	20	14	5	4	0	97
		% within Region	55.7%	20.6%	14.4%	5.2%	4.1%	.0%	100.0%
		% within Reloc2000	11.6%	7.3%	8.0%	6.9%	16.7%	.0%	9.5%
		% of Total	5.3%	2.0%	1.4%	.5%	.4%	.0%	9.5%
	Southwest (R2)	Count	51	30	29	8	4	2	124
		% within Region	41.1%	24.2%	23.4%	6.5%	3.2%	1.6%	100.0%
		% within Reloc2000	11.0%	10.9%	16.6%	11.1%	16.7%	20.0%	12.2%
		% of Total	5.0%	2.9%	2.8%	.8%	.4%	.2%	12.2%
	Midwest (R3)	Count	81	46	30	15	6	0	178
		% within Region	45.5%	25.8%	16.9%	8.4%	3.4%	.0%	100.0%
		% within Reloc2000	17.5%	16.7%	17.1%	20.8%	25.0%	.0%	17.5%
		% of Total	7.9%	4.5%	2.9%	1.5%	.6%	.0%	17.5%
	Southeast (R4)	Count	64	51	34	13	4	3	169
		% within Region	37.9%	30.2%	20.1%	7.7%	2.4%	1.8%	100.0%
		% within Reloc2000	13.8%	18.5%	19.4%	18.1%	16.7%	30.0%	16.6%
		% of Total	6.3%	5.0%	3.3%	1.3%	.4%	.3%	16.6%
	Northeast (R5)	Count	64	42	16	8	0	1	131
		% within Region	48.9%	32.1%	12.2%	6.1%	.0%	.8%	100.0%
		% within Reloc2000	13.8%	15.3%	9.1%	11.1%	.0%	10.0%	12.8%
		% of Total	6.3%	4.1%	1.6%	.8%	.0%	.1%	12.8%
	Mountain-Prairie (R6)	Count	65	40	28	16	4	3	156
		% within Region	41.7%	25.6%	17.9%	10.3%	2.6%	1.9%	100.0%
		% within Reloc2000	14.0%	14.5%	16.0%	22.2%	16.7%	30.0%	15.3%
		% of Total	6.4%	3.9%	2.7%	1.6%	.4%	.3%	15.3%
	Alaska (R7)	Count	45	23	11	4	1	1	85
		% within Region	52.9%	27.1%	12.9%	4.7%	1.2%	1.2%	100.0%
		% within Reloc2000	9.7%	8.4%	6.3%	5.6%	4.2%	10.0%	8.3%
		% of Total	4.4%	2.3%	1.1%	.4%	.1%	.1%	8.3%

Pacific Southwest (R8)	Count	40	23	13	3	1	0	80
	% within Region	50.0%	28.8%	16.3%	3.8%	1.3%	.0%	100.0%
	% within Reloc2000	8.6%	8.4%	7.4%	4.2%	4.2%	.0%	7.8%
	% of Total	3.9%	2.3%	1.3%	.3%	.1%	.0%	7.8%
Total	Count	464	275	175	72	24	10	1020
	% within Region	45.5%	27.0%	17.2%	7.1%	2.4%	1.0%	100.0%
	% within Reloc2000	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	45.5%	27.0%	17.2%	7.1%	2.4%	1.0%	100.0%

Table 27. Number and percent of employees who would be willing to relocate to achieve their career goals.

WillingtoReloc

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Zero	216	20.2	20.3	20.3
	1	299	28.0	28.1	48.4
	2	280	26.2	26.3	74.6
	3	123	11.5	11.5	86.2
	4	40	3.7	3.8	90.0
	5 or More	107	10.0	10.0	100.0
	Total	1065	99.6	100.0	
Missing	System	4	.4		
Total		1069	100.0		

Table 28. Cross-tabulation of employees' willingness to relocate to achieve their career goals with intent to spend the rest of their career with the NWRS.

CareerNWRS * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
CareerNWRS	Yes	Count	178	209	180	76	31	62	736
		% within CareerNWRS	24.2%	28.4%	24.5%	10.3%	4.2%	8.4%	100.0%
		% within WillingtoReloc	82.4%	70.6%	65.5%	63.9%	77.5%	59.6%	70.1%
		% of Total	17.0%	19.9%	17.1%	7.2%	3.0%	5.9%	70.1%
	Uncertain	Count	32	84	92	36	9	40	293
		% within CareerNWRS	10.9%	28.7%	31.4%	12.3%	3.1%	13.7%	100.0%
		% within WillingtoReloc	14.8%	28.4%	33.5%	30.3%	22.5%	38.5%	27.9%
		% of Total	3.0%	8.0%	8.8%	3.4%	.9%	3.8%	27.9%
	No	Count	6	3	3	7	0	2	21
		% within CareerNWRS	28.6%	14.3%	14.3%	33.3%	.0%	9.5%	100.0%
		% within WillingtoReloc	2.8%	1.0%	1.1%	5.9%	.0%	1.9%	2.0%
		% of Total	.6%	.3%	.3%	.7%	.0%	.2%	2.0%
Total	Count	216	296	275	119	40	104	1050	
	% within CareerNWRS	20.6%	28.2%	26.2%	11.3%	3.8%	9.9%	100.0%	
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table 29. Cross-tabulation of employees' willingness to relocate to achieve their career goals with GS-level pay grade.

GSLevel * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
GSLevel	GS-4	Count	2	2	6	3	0	3	16
		% within GSLevel	12.5%	12.5%	37.5%	18.8%	.0%	18.8%	100.0%
		% within WillingtoReloc	1.0%	.7%	2.2%	2.5%	.0%	3.0%	1.6%
		% of Total	.2%	.2%	.6%	.3%	.0%	.3%	1.6%
GS-5	GS-5	Count	5	2	9	11	1	10	38
		% within GSLevel	13.2%	5.3%	23.7%	28.9%	2.6%	26.3%	100.0%
		% within WillingtoReloc	2.4%	.7%	3.3%	9.2%	2.6%	10.1%	3.7%
		% of Total	.5%	.2%	.9%	1.1%	.1%	1.0%	3.7%
GS-6	GS-6	Count	5	2	5	4	0	3	19
		% within GSLevel	26.3%	10.5%	26.3%	21.1%	.0%	15.8%	100.0%
		% within WillingtoReloc	2.4%	.7%	1.8%	3.4%	.0%	3.0%	1.9%
		% of Total	.5%	.2%	.5%	.4%	.0%	.3%	1.9%
GS-7	GS-7	Count	16	10	18	4	2	8	58
		% within GSLevel	27.6%	17.2%	31.0%	6.9%	3.4%	13.8%	100.0%
		% within WillingtoReloc	7.8%	3.5%	6.6%	3.4%	5.3%	8.1%	5.7%
		% of Total	1.6%	1.0%	1.8%	.4%	.2%	.8%	5.7%
GS-8	GS-8	Count	2	0	4	1	0	2	9
		% within GSLevel	22.2%	.0%	44.4%	11.1%	.0%	22.2%	100.0%
		% within WillingtoReloc	1.0%	.0%	1.5%	.8%	.0%	2.0%	.9%
		% of Total	.2%	.0%	.4%	.1%	.0%	.2%	.9%
GS-9	GS-9	Count	32	24	34	20	9	19	138
		% within GSLevel	23.2%	17.4%	24.6%	14.5%	6.5%	13.8%	100.0%
		% within WillingtoReloc	15.5%	8.4%	12.5%	16.8%	23.7%	19.2%	13.5%
		% of Total	3.1%	2.4%	3.3%	2.0%	.9%	1.9%	13.5%
GS-10	GS-10	Count	2	1	0	0	0	0	3
		% within GSLevel	66.7%	33.3%	.0%	.0%	.0%	.0%	100.0%
		% within WillingtoReloc	1.0%	.3%	.0%	.0%	.0%	.0%	.3%
		% of Total	.2%	.1%	.0%	.0%	.0%	.0%	.3%

GS-11	Count	31	50	61	30	6	10	188
	% within GSLevel	16.5%	26.6%	32.4%	16.0%	3.2%	5.3%	100.0%
	% within WillingtoReloc	15.0%	17.5%	22.4%	25.2%	15.8%	10.1%	18.4%
	% of Total	3.0%	4.9%	6.0%	2.9%	.6%	1.0%	18.4%
GS-12	Count	46	101	65	26	11	15	264
	% within GSLevel	17.4%	38.3%	24.6%	9.8%	4.2%	5.7%	100.0%
	% within WillingtoReloc	22.3%	35.3%	23.9%	21.8%	28.9%	15.2%	25.9%
	% of Total	4.5%	9.9%	6.4%	2.5%	1.1%	1.5%	25.9%
GS-13	Count	42	68	54	9	4	20	197
	% within GSLevel	21.3%	34.5%	27.4%	4.6%	2.0%	10.2%	100.0%
	% within WillingtoReloc	20.4%	23.8%	19.9%	7.6%	10.5%	20.2%	19.3%
	% of Total	4.1%	6.7%	5.3%	.9%	.4%	2.0%	19.3%
GS-14	Count	23	25	16	10	5	7	86
	% within GSLevel	26.7%	29.1%	18.6%	11.6%	5.8%	8.1%	100.0%
	% within WillingtoReloc	11.2%	8.7%	5.9%	8.4%	13.2%	7.1%	8.4%
	% of Total	2.3%	2.5%	1.6%	1.0%	.5%	.7%	8.4%
GS-15	Count	0	1	0	1	0	2	4
	% within GSLevel	.0%	25.0%	.0%	25.0%	.0%	50.0%	100.0%
	% within WillingtoReloc	.0%	.3%	.0%	.8%	.0%	2.0%	.4%
	% of Total	.0%	.1%	.0%	.1%	.0%	.2%	.4%
Total	Count	206	286	272	119	38	99	1020
	% within GSLevel	20.2%	28.0%	26.7%	11.7%	3.7%	9.7%	100.0%
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	20.2%	28.0%	26.7%	11.7%	3.7%	9.7%	100.0%

Table 30. Cross-tabulation of employees' willingness to relocate to achieve their career goals with highest level they hope to attain.

HighestLevel * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
HighestLevel	Refuge	Count	147	160	129	54	11	31	532
		% within HighestLevel	27.6%	30.1%	24.2%	10.2%	2.1%	5.8%	100.0%
		% within WillingtoReloc	77.0%	57.1%	48.1%	46.2%	28.2%	31.0%	53.5%
		% of Total	14.8%	16.1%	13.0%	5.4%	1.1%	3.1%	53.5%
	Regional Office	Count	36	96	90	41	13	29	305
		% within HighestLevel	11.8%	31.5%	29.5%	13.4%	4.3%	9.5%	100.0%
		% within WillingtoReloc	18.8%	34.3%	33.6%	35.0%	33.3%	29.0%	30.7%
		% of Total	3.6%	9.6%	9.0%	4.1%	1.3%	2.9%	30.7%
	Washington Office	Count	8	24	49	22	15	40	158
		% within HighestLevel	5.1%	15.2%	31.0%	13.9%	9.5%	25.3%	100.0%
		% within WillingtoReloc	4.2%	8.6%	18.3%	18.8%	38.5%	40.0%	15.9%
		% of Total	.8%	2.4%	4.9%	2.2%	1.5%	4.0%	15.9%
Total	Count	191	280	268	117	39	100	995	
	% within HighestLevel	19.2%	28.1%	26.9%	11.8%	3.9%	10.1%	100.0%	
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	19.2%	28.1%	26.9%	11.8%	3.9%	10.1%	100.0%	

Table 31. Cross-tabulation of employees' willingness to relocate to achieve their career goals with occupational series.

OccSeries * WillingtoReloc Crosstabulation

			WillingtoReloc						Total
			Zero	1	2	3	4	5 or More	
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	16	18	20	10	3	9	76
		% within OccSeries	21.1%	23.7%	26.3%	13.2%	3.9%	11.8%	100.0%
		% within WillingtoReloc	7.6%	6.1%	7.2%	8.3%	7.5%	8.6%	7.3%
		% of Total	1.5%	1.7%	1.9%	1.0%	.3%	.9%	7.3%
	Law Enforcement Park Ranger	Count	11	6	17	3	0	4	41
		% within OccSeries	26.8%	14.6%	41.5%	7.3%	.0%	9.8%	100.0%
		% within WillingtoReloc	5.2%	2.0%	6.2%	2.5%	.0%	3.8%	3.9%
		% of Total	1.1%	.6%	1.6%	.3%	.0%	.4%	3.9%
	General Administration	Count	33	20	29	8	3	10	103
		% within OccSeries	32.0%	19.4%	28.2%	7.8%	2.9%	9.7%	100.0%
		% within WillingtoReloc	15.6%	6.8%	10.5%	6.6%	7.5%	9.5%	9.8%
		% of Total	3.2%	1.9%	2.8%	.8%	.3%	1.0%	9.8%
	Forestry Technician	Count	5	9	2	4	1	5	26
		% within OccSeries	19.2%	34.6%	7.7%	15.4%	3.8%	19.2%	100.0%
		% within WillingtoReloc	2.4%	3.1%	.7%	3.3%	2.5%	4.8%	2.5%
		% of Total	.5%	.9%	.2%	.4%	.1%	.5%	2.5%
	F&W Administrator/Refuge Mgr	Count	64	91	101	41	21	31	349
		% within OccSeries	18.3%	26.1%	28.9%	11.7%	6.0%	8.9%	100.0%
		% within WillingtoReloc	30.3%	31.0%	36.6%	33.9%	52.5%	29.5%	33.3%
		% of Total	6.1%	8.7%	9.6%	3.9%	2.0%	3.0%	33.3%
	Wildlife Biologist	Count	25	55	36	21	6	18	161
		% within OccSeries	15.5%	34.2%	22.4%	13.0%	3.7%	11.2%	100.0%
		% within WillingtoReloc	11.8%	18.7%	13.0%	17.4%	15.0%	17.1%	15.4%
		% of Total	2.4%	5.3%	3.4%	2.0%	.6%	1.7%	15.4%
	Other Biological Scientist	Count	25	45	36	19	1	9	135
		% within OccSeries	18.5%	33.3%	26.7%	14.1%	.7%	6.7%	100.0%
		% within WillingtoReloc	11.8%	15.3%	13.0%	15.7%	2.5%	8.6%	12.9%
		% of Total	2.4%	4.3%	3.4%	1.8%	.1%	.9%	12.9%

Realty	Count	8	8	2	3	0	2	23
	% within OccSeries	34.8%	34.8%	8.7%	13.0%	.0%	8.7%	100.0%
	% within WillingtoReloc	3.8%	2.7%	.7%	2.5%	.0%	1.9%	2.2%
	% of Total	.8%	.8%	.2%	.3%	.0%	.2%	2.2%
General Maintenance	Count	9	8	7	6	0	3	33
	% within OccSeries	27.3%	24.2%	21.2%	18.2%	.0%	9.1%	100.0%
	% within WillingtoReloc	4.3%	2.7%	2.5%	5.0%	.0%	2.9%	3.2%
	% of Total	.9%	.8%	.7%	.6%	.0%	.3%	3.2%
Other	Count	15	34	26	6	5	14	100
	% within OccSeries	15.0%	34.0%	26.0%	6.0%	5.0%	14.0%	100.0%
	% within WillingtoReloc	7.1%	11.6%	9.4%	5.0%	12.5%	13.3%	9.6%
	% of Total	1.4%	3.2%	2.5%	.6%	.5%	1.3%	9.6%
Total	Count	211	294	276	121	40	105	1047
	% within OccSeries	20.2%	28.1%	26.4%	11.6%	3.8%	10.0%	100.0%
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	20.2%	28.1%	26.4%	11.6%	3.8%	10.0%	100.0%

Table 32. Cross-tabulation of employees' willingness to relocate to achieve their career goals with projected date of retirement.

WhenRetire * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
WhenRetire	2009-2011	Count	37	15	3	4	2	3	64
		% within WhenRetire	57.8%	23.4%	4.7%	6.3%	3.1%	4.7%	100.0%
		% within WillingtoReloc	17.4%	5.1%	1.1%	3.3%	5.0%	2.8%	6.1%
		% of Total	3.5%	1.4%	.3%	.4%	.2%	.3%	6.1%
	2012-2014	Count	46	60	16	1	4	6	133
		% within WhenRetire	34.6%	45.1%	12.0%	.8%	3.0%	4.5%	100.0%
		% within WillingtoReloc	21.6%	20.3%	5.8%	.8%	10.0%	5.6%	12.6%
		% of Total	4.4%	5.7%	1.5%	.1%	.4%	.6%	12.6%
	2015-2017	Count	16	46	31	5	0	10	108
		% within WhenRetire	14.8%	42.6%	28.7%	4.6%	.0%	9.3%	100.0%
		% within WillingtoReloc	7.5%	15.5%	11.2%	4.1%	.0%	9.3%	10.2%
		% of Total	1.5%	4.4%	2.9%	.5%	.0%	.9%	10.2%
	2018-2020	Count	36	43	52	8	6	9	154
		% within WhenRetire	23.4%	27.9%	33.8%	5.2%	3.9%	5.8%	100.0%
		% within WillingtoReloc	16.9%	14.5%	18.7%	6.6%	15.0%	8.4%	14.6%
		% of Total	3.4%	4.1%	4.9%	.8%	.6%	.9%	14.6%
	2021-2025	Count	40	67	62	34	7	19	229
		% within WhenRetire	17.5%	29.3%	27.1%	14.8%	3.1%	8.3%	100.0%
		% within WillingtoReloc	18.8%	22.6%	22.3%	27.9%	17.5%	17.8%	21.7%
		% of Total	3.8%	6.3%	5.9%	3.2%	.7%	1.8%	21.7%
	2026+	Count	38	65	114	70	21	60	368
		% within WhenRetire	10.3%	17.7%	31.0%	19.0%	5.7%	16.3%	100.0%
		% within WillingtoReloc	17.8%	22.0%	41.0%	57.4%	52.5%	56.1%	34.8%
		% of Total	3.6%	6.2%	10.8%	6.6%	2.0%	5.7%	34.8%
Total		Count	213	296	278	122	40	107	1056
		% within WhenRetire	20.2%	28.0%	26.3%	11.6%	3.8%	10.1%	100.0%
		% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	20.2%	28.0%	26.3%	11.6%	3.8%	10.1%	100.0%

Table 33. Cross-tabulation of employees' willingness to relocate to achieve their career goals with gender.

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
Gender	Male	Count	123	187	179	76	27	63	655
		% within Gender	18.8%	28.5%	27.3%	11.6%	4.1%	9.6%	100.0%
		% within WillingtoReloc	58.6%	63.2%	65.3%	61.8%	67.5%	60.0%	62.5%
		% of Total	11.7%	17.8%	17.1%	7.3%	2.6%	6.0%	62.5%
	Female	Count	87	109	95	47	13	42	393
		% within Gender	22.1%	27.7%	24.2%	12.0%	3.3%	10.7%	100.0%
		% within WillingtoReloc	41.4%	36.8%	34.7%	38.2%	32.5%	40.0%	37.5%
		% of Total	8.3%	10.4%	9.1%	4.5%	1.2%	4.0%	37.5%
Total	Count	210	296	274	123	40	105	1048	
	% within Gender	20.0%	28.2%	26.1%	11.7%	3.8%	10.0%	100.0%	
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	20.0%	28.2%	26.1%	11.7%	3.8%	10.0%	100.0%	

Table 34. Cross-tabulation of employees' willingness to relocate to achieve their career goals with region.

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
Region	Pacific (R1)	Count	16	26	27	12	5	10	96
		% within Region	16.7%	27.1%	28.1%	12.5%	5.2%	10.4%	100.0%
		% within WillingtoReloc	8.0%	9.0%	10.0%	10.3%	12.5%	9.9%	9.4%
		% of Total	1.6%	2.6%	2.7%	1.2%	.5%	1.0%	9.4%
	Southwest (R2)	Count	26	32	29	19	4	14	124
		% within Region	21.0%	25.8%	23.4%	15.3%	3.2%	11.3%	100.0%
		% within WillingtoReloc	12.9%	11.1%	10.7%	16.2%	10.0%	13.9%	12.2%
		% of Total	2.6%	3.1%	2.9%	1.9%	.4%	1.4%	12.2%

Midwest (R3)	Count	42	41	52	25	3	15	178
	% within Region	23.6%	23.0%	29.2%	14.0%	1.7%	8.4%	100.0%
	% within WillingtoReloc	20.9%	14.2%	19.3%	21.4%	7.5%	14.9%	17.5%
	% of Total	4.1%	4.0%	5.1%	2.5%	.3%	1.5%	17.5%
Southeast (R4)	Count	25	48	47	18	6	23	167
	% within Region	15.0%	28.7%	28.1%	10.8%	3.6%	13.8%	100.0%
	% within WillingtoReloc	12.4%	16.7%	17.4%	15.4%	15.0%	22.8%	16.4%
	% of Total	2.5%	4.7%	4.6%	1.8%	.6%	2.3%	16.4%
Northeast (R5)	Count	35	43	24	13	2	14	131
	% within Region	26.7%	32.8%	18.3%	9.9%	1.5%	10.7%	100.0%
	% within WillingtoReloc	17.4%	14.9%	8.9%	11.1%	5.0%	13.9%	12.9%
	% of Total	3.4%	4.2%	2.4%	1.3%	.2%	1.4%	12.9%
Mountain-Prairie (R6)	Count	30	46	48	13	11	8	156
	% within Region	19.2%	29.5%	30.8%	8.3%	7.1%	5.1%	100.0%
	% within WillingtoReloc	14.9%	16.0%	17.8%	11.1%	27.5%	7.9%	15.3%
	% of Total	2.9%	4.5%	4.7%	1.3%	1.1%	.8%	15.3%
Alaska (R7)	Count	13	27	21	11	3	10	85
	% within Region	15.3%	31.8%	24.7%	12.9%	3.5%	11.8%	100.0%
	% within WillingtoReloc	6.5%	9.4%	7.8%	9.4%	7.5%	9.9%	8.4%
	% of Total	1.3%	2.7%	2.1%	1.1%	.3%	1.0%	8.4%
Pacific Southwest (R8)	Count	14	25	22	6	6	7	80
	% within Region	17.5%	31.3%	27.5%	7.5%	7.5%	8.8%	100.0%
	% within WillingtoReloc	7.0%	8.7%	8.1%	5.1%	15.0%	6.9%	7.9%
	% of Total	1.4%	2.5%	2.2%	.6%	.6%	.7%	7.9%
Total	Count	201	288	270	117	40	101	1017
	% within Region	19.8%	28.3%	26.5%	11.5%	3.9%	9.9%	100.0%
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	19.8%	28.3%	26.5%	11.5%	3.9%	9.9%	100.0%

Table 35. Cross-tabulation of employees' willingness to relocate to achieve their career goals with participation in the Stepping Up to Leadership Program.

WillingtoReloc * PartSUTL Crosstabulation

			PartSUTL		Total
			Yes	No	
WillingtoReloc	Zero	Count	11	198	209
		% within WillingtoReloc	5.3%	94.7%	100.0%
		% within PartSUTL	12.8%	21.2%	20.5%
		% of Total	1.1%	19.4%	20.5%
	1	Count	19	258	277
		% within WillingtoReloc	6.9%	93.1%	100.0%
		% within PartSUTL	22.1%	27.6%	27.2%
		% of Total	1.9%	25.3%	27.2%
	2	Count	26	247	273
		% within WillingtoReloc	9.5%	90.5%	100.0%
		% within PartSUTL	30.2%	26.4%	26.8%
		% of Total	2.5%	24.2%	26.8%
	3	Count	14	105	119
		% within WillingtoReloc	11.8%	88.2%	100.0%
		% within PartSUTL	16.3%	11.2%	11.7%
		% of Total	1.4%	10.3%	11.7%
4	Count	6	32	38	
	% within WillingtoReloc	15.8%	84.2%	100.0%	
	% within PartSUTL	7.0%	3.4%	3.7%	
	% of Total	.6%	3.1%	3.7%	
5 or More	Count	10	94	104	
	% within WillingtoReloc	9.6%	90.4%	100.0%	
	% within PartSUTL	11.6%	10.1%	10.2%	
	% of Total	1.0%	9.2%	10.2%	
Total	Count	86	934	1020	
	% within WillingtoReloc	8.4%	91.6%	100.0%	
	% within PartSUTL	100.0%	100.0%	100.0%	
	% of Total	8.4%	91.6%	100.0%	

Table 36. Cross-tabulation of employees' willingness to relocate to achieve their career goals with participation in the Advanced Leadership Development Program.

WillingtoReloc * PartALDP Crosstabulation

			PartALDP		Total
			Yes	No	
WillingtoReloc	Zero	Count	7	205	212
		% within WillingtoReloc	3.3%	96.7%	100.0%
		% within PartALDP	18.4%	20.9%	20.8%
		% of Total	.7%	20.1%	20.8%
	1	Count	10	266	276
		% within WillingtoReloc	3.6%	96.4%	100.0%
		% within PartALDP	26.3%	27.1%	27.1%
		% of Total	1.0%	26.1%	27.1%
	2	Count	7	264	271
		% within WillingtoReloc	2.6%	97.4%	100.0%
		% within PartALDP	18.4%	26.9%	26.6%
		% of Total	.7%	25.9%	26.6%
	3	Count	8	111	119
		% within WillingtoReloc	6.7%	93.3%	100.0%
		% within PartALDP	21.1%	11.3%	11.7%
		% of Total	.8%	10.9%	11.7%
4	Count	2	36	38	
	% within WillingtoReloc	5.3%	94.7%	100.0%	
	% within PartALDP	5.3%	3.7%	3.7%	
	% of Total	.2%	3.5%	3.7%	
5 or More	Count	4	100	104	
	% within WillingtoReloc	3.8%	96.2%	100.0%	
	% within PartALDP	10.5%	10.2%	10.2%	
	% of Total	.4%	9.8%	10.2%	
Total	Count	38	982	1020	
	% within WillingtoReloc	3.7%	96.3%	100.0%	
	% within PartALDP	100.0%	100.0%	100.0%	
	% of Total	3.7%	96.3%	100.0%	

Table 37. Cross-tabulation of employees' willingness to relocate to achieve their career goals with desire to attain a promotion.

Promotion4 * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
Promotion4	Not at all Important	Count	26	38	36	10	3	12	125
		% within Promotion4	20.8%	30.4%	28.8%	8.0%	2.4%	9.6%	100.0%
		% within WillingtoReloc	19.0%	16.1%	15.9%	10.0%	8.6%	13.8%	15.2%
		% of Total	3.2%	4.6%	4.4%	1.2%	.4%	1.5%	15.2%
2		Count	12	19	16	8	1	6	62
		% within Promotion4	19.4%	30.6%	25.8%	12.9%	1.6%	9.7%	100.0%
		% within WillingtoReloc	8.8%	8.1%	7.0%	8.0%	2.9%	6.9%	7.5%
		% of Total	1.5%	2.3%	1.9%	1.0%	.1%	.7%	7.5%
3		Count	15	48	36	15	7	13	134
		% within Promotion4	11.2%	35.8%	26.9%	11.2%	5.2%	9.7%	100.0%
		% within WillingtoReloc	10.9%	20.3%	15.9%	15.0%	20.0%	14.9%	16.3%
		% of Total	1.8%	5.8%	4.4%	1.8%	.9%	1.6%	16.3%
4		Count	28	52	41	13	6	19	159
		% within Promotion4	17.6%	32.7%	25.8%	8.2%	3.8%	11.9%	100.0%
		% within WillingtoReloc	20.4%	22.0%	18.1%	13.0%	17.1%	21.8%	19.3%
		% of Total	3.4%	6.3%	5.0%	1.6%	.7%	2.3%	19.3%
Very Important		Count	56	79	98	54	18	37	342
		% within Promotion4	16.4%	23.1%	28.7%	15.8%	5.3%	10.8%	100.0%
		% within WillingtoReloc	40.9%	33.5%	43.2%	54.0%	51.4%	42.5%	41.6%
		% of Total	6.8%	9.6%	11.9%	6.6%	2.2%	4.5%	41.6%
Total		Count	137	236	227	100	35	87	822
		% within Promotion4	16.7%	28.7%	27.6%	12.2%	4.3%	10.6%	100.0%
		% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.7%	28.7%	27.6%	12.2%	4.3%	10.6%	100.0%

Table 38. Cross-tabulation of employees' willingness to relocate to achieve their career goals with desire to diversify experience.

Experience4 * WillingtoReloc Crosstabulation

			WillingtoReloc						Total
			Zero	1	2	3	4	5 or More	
Experience4	Not at all Important	Count	14	11	4	0	1	1	31
		% within Experience4	45.2%	35.5%	12.9%	.0%	3.2%	3.2%	100.0%
		% within WillingtoReloc	9.9%	4.5%	1.7%	.0%	2.8%	1.1%	3.6%
		% of Total	1.6%	1.3%	.5%	.0%	.1%	.1%	3.6%
	2	Count	17	22	13	6	0	2	60
		% within Experience4	28.3%	36.7%	21.7%	10.0%	.0%	3.3%	100.0%
		% within WillingtoReloc	12.0%	8.9%	5.5%	5.7%	.0%	2.2%	7.0%
		% of Total	2.0%	2.6%	1.5%	.7%	.0%	.2%	7.0%
	3	Count	23	38	35	15	2	7	120
		% within Experience4	19.2%	31.7%	29.2%	12.5%	1.7%	5.8%	100.0%
		% within WillingtoReloc	16.2%	15.4%	14.7%	14.3%	5.6%	7.7%	14.0%
		% of Total	2.7%	4.4%	4.1%	1.7%	.2%	.8%	14.0%
4	Count	36	87	73	32	11	22	261	
	% within Experience4	13.8%	33.3%	28.0%	12.3%	4.2%	8.4%	100.0%	
	% within WillingtoReloc	25.4%	35.2%	30.7%	30.5%	30.6%	24.2%	30.4%	
	% of Total	4.2%	10.1%	8.5%	3.7%	1.3%	2.6%	30.4%	
Very Important	Count	52	89	113	52	22	59	387	
	% within Experience4	13.4%	23.0%	29.2%	13.4%	5.7%	15.2%	100.0%	
	% within WillingtoReloc	36.6%	36.0%	47.5%	49.5%	61.1%	64.8%	45.1%	
	% of Total	6.1%	10.4%	13.2%	6.1%	2.6%	6.9%	45.1%	
Total	Count	142	247	238	105	36	91	859	
	% within Experience4	16.5%	28.8%	27.7%	12.2%	4.2%	10.6%	100.0%	
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	16.5%	28.8%	27.7%	12.2%	4.2%	10.6%	100.0%	

Table 39. Cross-tabulation of employees' willingness to relocate to achieve their career goals with desire to contribute more to the mission of the NWRS.

Mission4 * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
Mission4	Not at all Important	Count	20	17	7	3	1	0	48
		% within Mission4	41.7%	35.4%	14.6%	6.3%	2.1%	.0%	100.0%
		% within WillingtoReloc	14.4%	7.1%	3.1%	2.9%	2.7%	.0%	5.7%
		% of Total	2.4%	2.0%	.8%	.4%	.1%	.0%	5.7%
2		Count	13	20	15	8	1	1	58
		% within Mission4	22.4%	34.5%	25.9%	13.8%	1.7%	1.7%	100.0%
		% within WillingtoReloc	9.4%	8.4%	6.6%	7.7%	2.7%	1.1%	6.9%
		% of Total	1.6%	2.4%	1.8%	1.0%	.1%	.1%	6.9%
3		Count	31	52	42	30	7	14	176
		% within Mission4	17.6%	29.5%	23.9%	17.0%	4.0%	8.0%	100.0%
		% within WillingtoReloc	22.3%	21.8%	18.4%	28.8%	18.9%	15.9%	21.1%
		% of Total	3.7%	6.2%	5.0%	3.6%	.8%	1.7%	21.1%
4		Count	30	66	78	32	17	32	255
		% within Mission4	11.8%	25.9%	30.6%	12.5%	6.7%	12.5%	100.0%
		% within WillingtoReloc	21.6%	27.6%	34.2%	30.8%	45.9%	36.4%	30.5%
		% of Total	3.6%	7.9%	9.3%	3.8%	2.0%	3.8%	30.5%
Very Important		Count	45	84	86	31	11	41	298
		% within Mission4	15.1%	28.2%	28.9%	10.4%	3.7%	13.8%	100.0%
		% within WillingtoReloc	32.4%	35.1%	37.7%	29.8%	29.7%	46.6%	35.7%
		% of Total	5.4%	10.1%	10.3%	3.7%	1.3%	4.9%	35.7%
Total		Count	139	239	228	104	37	88	835
		% within Mission4	16.6%	28.6%	27.3%	12.5%	4.4%	10.5%	100.0%
		% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.6%	28.6%	27.3%	12.5%	4.4%	10.5%	100.0%

Table 40. Cross-tabulation of employees' willingness to relocate to achieve their career goals with desire to move to a more desirable location.

DesirableLive4 * WillingtoReloc Crosstabulation

			WillingtoReloc						Total
			Zero	1	2	3	4	5 or More	
DesirableLive4	Not at all Important	Count	20	30	23	6	2	10	91
		% within DesirableLive4	22.0%	33.0%	25.3%	6.6%	2.2%	11.0%	100.0%
		% within WillingtoReloc	15.2%	13.3%	10.2%	5.7%	5.6%	11.4%	11.2%
		% of Total	2.5%	3.7%	2.8%	.7%	.2%	1.2%	11.2%
2		Count	11	17	25	17	8	10	88
		% within DesirableLive4	12.5%	19.3%	28.4%	19.3%	9.1%	11.4%	100.0%
		% within WillingtoReloc	8.3%	7.6%	11.1%	16.2%	22.2%	11.4%	10.9%
		% of Total	1.4%	2.1%	3.1%	2.1%	1.0%	1.2%	10.9%
3		Count	22	51	53	24	9	21	180
		% within DesirableLive4	12.2%	28.3%	29.4%	13.3%	5.0%	11.7%	100.0%
		% within WillingtoReloc	16.7%	22.7%	23.6%	22.9%	25.0%	23.9%	22.2%
		% of Total	2.7%	6.3%	6.5%	3.0%	1.1%	2.6%	22.2%
4		Count	18	46	59	21	9	21	174
		% within DesirableLive4	10.3%	26.4%	33.9%	12.1%	5.2%	12.1%	100.0%
		% within WillingtoReloc	13.6%	20.4%	26.2%	20.0%	25.0%	23.9%	21.5%
		% of Total	2.2%	5.7%	7.3%	2.6%	1.1%	2.6%	21.5%
Very Important		Count	61	81	65	37	8	26	278
		% within DesirableLive4	21.9%	29.1%	23.4%	13.3%	2.9%	9.4%	100.0%
		% within WillingtoReloc	46.2%	36.0%	28.9%	35.2%	22.2%	29.5%	34.3%
		% of Total	7.5%	10.0%	8.0%	4.6%	1.0%	3.2%	34.3%
Total		Count	132	225	225	105	36	88	811
		% within DesirableLive4	16.3%	27.7%	27.7%	12.9%	4.4%	10.9%	100.0%
		% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.3%	27.7%	27.7%	12.9%	4.4%	10.9%	100.0%

Table 41. Cross-tabulation of employees' willingness to relocate to achieve their career goals with desire to move closer to family.

ClosetoFamily4 * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
ClosetoFamily4	Not at all Important	Count	38	62	56	28	13	29	226
		% within ClosetoFamily4	16.8%	27.4%	24.8%	12.4%	5.8%	12.8%	100.0%
		% within WillingtoReloc	29.2%	27.3%	27.5%	27.7%	39.4%	34.1%	29.0%
		% of Total	4.9%	7.9%	7.2%	3.6%	1.7%	3.7%	29.0%
2		Count	11	24	28	14	5	9	91
		% within ClosetoFamily4	12.1%	26.4%	30.8%	15.4%	5.5%	9.9%	100.0%
		% within WillingtoReloc	8.5%	10.6%	13.7%	13.9%	15.2%	10.6%	11.7%
		% of Total	1.4%	3.1%	3.6%	1.8%	.6%	1.2%	11.7%
3		Count	13	36	27	12	5	15	108
		% within ClosetoFamily4	12.0%	33.3%	25.0%	11.1%	4.6%	13.9%	100.0%
		% within WillingtoReloc	10.0%	15.9%	13.2%	11.9%	15.2%	17.6%	13.8%
		% of Total	1.7%	4.6%	3.5%	1.5%	.6%	1.9%	13.8%
4		Count	14	38	37	20	5	8	122
		% within ClosetoFamily4	11.5%	31.1%	30.3%	16.4%	4.1%	6.6%	100.0%
		% within WillingtoReloc	10.8%	16.7%	18.1%	19.8%	15.2%	9.4%	15.6%
		% of Total	1.8%	4.9%	4.7%	2.6%	.6%	1.0%	15.6%
Very Important		Count	54	67	56	27	5	24	233
		% within ClosetoFamily4	23.2%	28.8%	24.0%	11.6%	2.1%	10.3%	100.0%
		% within WillingtoReloc	41.5%	29.5%	27.5%	26.7%	15.2%	28.2%	29.9%
		% of Total	6.9%	8.6%	7.2%	3.5%	.6%	3.1%	29.9%
Total		Count	130	227	204	101	33	85	780
		% within ClosetoFamily4	16.7%	29.1%	26.2%	12.9%	4.2%	10.9%	100.0%
		% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.7%	29.1%	26.2%	12.9%	4.2%	10.9%	100.0%

Table 42. Cross-tabulation of employees' willingness to relocate to achieve their career goals with desire to move to a location that provides more opportunities for a significant other.

SpouseOpps4 * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
SpouseOpps4	Not at all Important	Count	28	40	37	17	7	25	154
		% within SpouseOpps4	18.2%	26.0%	24.0%	11.0%	4.5%	16.2%	100.0%
		% within WillingtoReloc	23.9%	20.7%	20.9%	20.5%	25.9%	35.2%	23.1%
		% of Total	4.2%	6.0%	5.5%	2.5%	1.0%	3.7%	23.1%
2		Count	13	24	21	10	4	6	78
		% within SpouseOpps4	16.7%	30.8%	26.9%	12.8%	5.1%	7.7%	100.0%
		% within WillingtoReloc	11.1%	12.4%	11.9%	12.0%	14.8%	8.5%	11.7%
		% of Total	1.9%	3.6%	3.1%	1.5%	.6%	.9%	11.7%
3		Count	19	32	31	16	6	10	114
		% within SpouseOpps4	16.7%	28.1%	27.2%	14.0%	5.3%	8.8%	100.0%
		% within WillingtoReloc	16.2%	16.6%	17.5%	19.3%	22.2%	14.1%	17.1%
		% of Total	2.8%	4.8%	4.6%	2.4%	.9%	1.5%	17.1%
4		Count	18	28	44	17	6	9	122
		% within SpouseOpps4	14.8%	23.0%	36.1%	13.9%	4.9%	7.4%	100.0%
		% within WillingtoReloc	15.4%	14.5%	24.9%	20.5%	22.2%	12.7%	18.3%
		% of Total	2.7%	4.2%	6.6%	2.5%	.9%	1.3%	18.3%
Very Important		Count	39	69	44	23	4	21	200
		% within SpouseOpps4	19.5%	34.5%	22.0%	11.5%	2.0%	10.5%	100.0%
		% within WillingtoReloc	33.3%	35.8%	24.9%	27.7%	14.8%	29.6%	29.9%
		% of Total	5.8%	10.3%	6.6%	3.4%	.6%	3.1%	29.9%
Total		Count	117	193	177	83	27	71	668
		% within SpouseOpps4	17.5%	28.9%	26.5%	12.4%	4.0%	10.6%	100.0%
		% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	17.5%	28.9%	26.5%	12.4%	4.0%	10.6%	100.0%

Table 43. Cross-tabulation of employees' willingness to relocate to achieve their career goals with desire to move to a location that provides more opportunities for the employee's kids.

KidsOpps4 * WillingtoReloc Crosstabulation

			WillingtoReloc						Total
			Zero	1	2	3	4	5 or More	
KidsOpps4	Not at all Important	Count	23	47	32	15	4	22	143
		% within KidsOpps4	16.1%	32.9%	22.4%	10.5%	2.8%	15.4%	100.0%
		% within WillingtoReloc	26.1%	29.6%	24.1%	23.4%	22.2%	40.7%	27.7%
		% of Total	4.5%	9.1%	6.2%	2.9%	.8%	4.3%	27.7%
	2	Count	7	15	12	5	0	2	41
		% within KidsOpps4	17.1%	36.6%	29.3%	12.2%	.0%	4.9%	100.0%
		% within WillingtoReloc	8.0%	9.4%	9.0%	7.8%	.0%	3.7%	7.9%
		% of Total	1.4%	2.9%	2.3%	1.0%	.0%	.4%	7.9%
	3	Count	7	20	26	9	2	6	70
		% within KidsOpps4	10.0%	28.6%	37.1%	12.9%	2.9%	8.6%	100.0%
		% within WillingtoReloc	8.0%	12.6%	19.5%	14.1%	11.1%	11.1%	13.6%
		% of Total	1.4%	3.9%	5.0%	1.7%	.4%	1.2%	13.6%
4	Count	17	32	32	15	10	9	115	
	% within KidsOpps4	14.8%	27.8%	27.8%	13.0%	8.7%	7.8%	100.0%	
	% within WillingtoReloc	19.3%	20.1%	24.1%	23.4%	55.6%	16.7%	22.3%	
	% of Total	3.3%	6.2%	6.2%	2.9%	1.9%	1.7%	22.3%	
Very Important	Count	34	45	31	20	2	15	147	
	% within KidsOpps4	23.1%	30.6%	21.1%	13.6%	1.4%	10.2%	100.0%	
	% within WillingtoReloc	38.6%	28.3%	23.3%	31.3%	11.1%	27.8%	28.5%	
	% of Total	6.6%	8.7%	6.0%	3.9%	.4%	2.9%	28.5%	
Total	Count	88	159	133	64	18	54	516	
	% within KidsOpps4	17.1%	30.8%	25.8%	12.4%	3.5%	10.5%	100.0%	
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	17.1%	30.8%	25.8%	12.4%	3.5%	10.5%	100.0%	

Table 44. Cross-tabulation of employees' willingness to relocate to achieve their career goals with desire to move to a location with a lower cost of living.

CostofLiving4 * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
CostofLiving4	Not at all Important	Count	37	60	58	21	9	33	218
		% within CostofLiving4	17.0%	27.5%	26.6%	9.6%	4.1%	15.1%	100.0%
		% within WillingtoReloc	32.2%	29.1%	28.7%	21.9%	28.1%	39.3%	29.7%
		% of Total	5.0%	8.2%	7.9%	2.9%	1.2%	4.5%	29.7%
2		Count	19	31	39	20	9	10	128
		% within CostofLiving4	14.8%	24.2%	30.5%	15.6%	7.0%	7.8%	100.0%
		% within WillingtoReloc	16.5%	15.0%	19.3%	20.8%	28.1%	11.9%	17.4%
		% of Total	2.6%	4.2%	5.3%	2.7%	1.2%	1.4%	17.4%
3		Count	26	66	49	21	7	17	186
		% within CostofLiving4	14.0%	35.5%	26.3%	11.3%	3.8%	9.1%	100.0%
		% within WillingtoReloc	22.6%	32.0%	24.3%	21.9%	21.9%	20.2%	25.3%
		% of Total	3.5%	9.0%	6.7%	2.9%	1.0%	2.3%	25.3%
4		Count	12	30	36	21	6	8	113
		% within CostofLiving4	10.6%	26.5%	31.9%	18.6%	5.3%	7.1%	100.0%
		% within WillingtoReloc	10.4%	14.6%	17.8%	21.9%	18.8%	9.5%	15.4%
		% of Total	1.6%	4.1%	4.9%	2.9%	.8%	1.1%	15.4%
Very Important		Count	21	19	20	13	1	16	90
		% within CostofLiving4	23.3%	21.1%	22.2%	14.4%	1.1%	17.8%	100.0%
		% within WillingtoReloc	18.3%	9.2%	9.9%	13.5%	3.1%	19.0%	12.2%
		% of Total	2.9%	2.6%	2.7%	1.8%	.1%	2.2%	12.2%
Total		Count	115	206	202	96	32	84	735
		% within CostofLiving4	15.6%	28.0%	27.5%	13.1%	4.4%	11.4%	100.0%
		% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	15.6%	28.0%	27.5%	13.1%	4.4%	11.4%	100.0%

Table 45. Cross-tabulation of employees' willingness to relocate to achieve their career goals with desire to move to a location that provides more opportunities for outdoor recreation.

RecOpps4 * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
RecOpps4	Not at all Important	Count	32	53	37	14	7	15	158
		% within RecOpps4	20.3%	33.5%	23.4%	8.9%	4.4%	9.5%	100.0%
		% within WillingtoReloc	25.2%	24.1%	17.6%	14.3%	20.6%	18.1%	20.5%
		% of Total	4.1%	6.9%	4.8%	1.8%	.9%	1.9%	20.5%
2		Count	20	29	26	19	5	19	118
		% within RecOpps4	16.9%	24.6%	22.0%	16.1%	4.2%	16.1%	100.0%
		% within WillingtoReloc	15.7%	13.2%	12.4%	19.4%	14.7%	22.9%	15.3%
		% of Total	2.6%	3.8%	3.4%	2.5%	.6%	2.5%	15.3%
3		Count	28	59	50	24	9	19	189
		% within RecOpps4	14.8%	31.2%	26.5%	12.7%	4.8%	10.1%	100.0%
		% within WillingtoReloc	22.0%	26.8%	23.8%	24.5%	26.5%	22.9%	24.5%
		% of Total	3.6%	7.6%	6.5%	3.1%	1.2%	2.5%	24.5%
4		Count	19	39	49	18	10	11	146
		% within RecOpps4	13.0%	26.7%	33.6%	12.3%	6.8%	7.5%	100.0%
		% within WillingtoReloc	15.0%	17.7%	23.3%	18.4%	29.4%	13.3%	18.9%
		% of Total	2.5%	5.1%	6.3%	2.3%	1.3%	1.4%	18.9%
Very Important		Count	28	40	48	23	3	19	161
		% within RecOpps4	17.4%	24.8%	29.8%	14.3%	1.9%	11.8%	100.0%
		% within WillingtoReloc	22.0%	18.2%	22.9%	23.5%	8.8%	22.9%	20.9%
		% of Total	3.6%	5.2%	6.2%	3.0%	.4%	2.5%	20.9%
Total		Count	127	220	210	98	34	83	772
		% within RecOpps4	16.5%	28.5%	27.2%	12.7%	4.4%	10.8%	100.0%
		% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.5%	28.5%	27.2%	12.7%	4.4%	10.8%	100.0%

Table 46. Number and percent of employees who would consider relocating to another refuge unit in the next few years.

		RelocDiffRefuge			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	717	67.1	67.7	67.7
	Uncertain	176	16.5	16.6	84.3
	No	166	15.5	15.7	100.0
	Total	1059	99.1	100.0	
Missing	System	10	.9		
Total		1069	100.0		

Table 47. Number and percent of employees who would consider relocating to a regional office in the next few years.

		RelocRO			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	364	34.1	34.6	34.6
	Uncertain	262	24.5	24.9	59.5
	No	426	39.9	40.5	100.0
	Total	1052	98.4	100.0	
Missing	System	17	1.6		
Total		1069	100.0		

Table 48. Number and percent of employees who would consider relocating to the Washington Office in the next few years.

		RelocWO			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	164	15.3	15.7	15.7
	Uncertain	212	19.8	20.2	35.9
	No	671	62.8	64.1	100.0
	Total	1047	97.9	100.0	
Missing	System	22	2.1		
Total		1069	100.0		

Table 49. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with intention to spend the rest of the employee’s career with the NWRS.

RelocDiffRefuge * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
RelocDiffRefuge	Yes	Count	461	226	16	703
		% within RelocDiffRefuge	65.6%	32.1%	2.3%	100.0%
		% within CareerNWRS	62.8%	78.2%	76.2%	67.3%
		% of Total	44.2%	21.6%	1.5%	67.3%
	Uncertain	Count	130	43	2	175
		% within RelocDiffRefuge	74.3%	24.6%	1.1%	100.0%
		% within CareerNWRS	17.7%	14.9%	9.5%	16.8%
		% of Total	12.5%	4.1%	.2%	16.8%
	No	Count	143	20	3	166
		% within RelocDiffRefuge	86.1%	12.0%	1.8%	100.0%
		% within CareerNWRS	19.5%	6.9%	14.3%	15.9%
		% of Total	13.7%	1.9%	.3%	15.9%
Total	Count	734	289	21	1044	
	% within RelocDiffRefuge	70.3%	27.7%	2.0%	100.0%	
	% within CareerNWRS	100.0%	100.0%	100.0%	100.0%	
	% of Total	70.3%	27.7%	2.0%	100.0%	

Table 50. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with intention to spend the rest of the employee’s career with the NWRS

RelocRO * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
RelocRO	Yes	Count	206	140	8	354
		% within RelocRO	58.2%	39.5%	2.3%	100.0%
		% within CareerNWRS	28.2%	49.0%	40.0%	34.1%
		% of Total	19.9%	13.5%	.8%	34.1%
	Uncertain	Count	193	64	3	260
		% within RelocRO	74.2%	24.6%	1.2%	100.0%
		% within CareerNWRS	26.4%	22.4%	15.0%	25.1%
		% of Total	18.6%	6.2%	.3%	25.1%
	No	Count	332	82	9	423
		% within RelocRO	78.5%	19.4%	2.1%	100.0%
		% within CareerNWRS	45.4%	28.7%	45.0%	40.8%
		% of Total	32.0%	7.9%	.9%	40.8%
Total	Count	731	286	20	1037	
	% within RelocRO	70.5%	27.6%	1.9%	100.0%	
	% within CareerNWRS	100.0%	100.0%	100.0%	100.0%	
	% of Total	70.5%	27.6%	1.9%	100.0%	

Table 51. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with intention to spend the rest of the employee’s career with the NWRS

RelocWO * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
RelocWO	Yes	Count	96	62	4	162
		% within RelocWO	59.3%	38.3%	2.5%	100.0%
		% within CareerNWRS	13.2%	21.7%	20.0%	15.7%
		% of Total	9.3%	6.0%	.4%	15.7%
	Uncertain	Count	137	68	3	208
		% within RelocWO	65.9%	32.7%	1.4%	100.0%
		% within CareerNWRS	18.9%	23.8%	15.0%	20.2%
		% of Total	13.3%	6.6%	.3%	20.2%
	No	Count	493	156	13	662
		% within RelocWO	74.5%	23.6%	2.0%	100.0%
		% within CareerNWRS	67.9%	54.5%	65.0%	64.1%
		% of Total	47.8%	15.1%	1.3%	64.1%
Total	Count	726	286	20	1032	
	% within RelocWO	70.3%	27.7%	1.9%	100.0%	
	% within CareerNWRS	100.0%	100.0%	100.0%	100.0%	
	% of Total	70.3%	27.7%	1.9%	100.0%	

Table 52. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with projected date of retirement.

RelocDiffRefuge * WhenRetire Crosstabulation

			WhenRetire					Total	
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025		2026+
RelocDiffRefuge	Yes	Count	20	63	83	100	157	287	710
		% within RelocDiffRefuge	2.8%	8.9%	11.7%	14.1%	22.1%	40.4%	100.0%
		% within WhenRetire	31.7%	48.1%	78.3%	64.9%	69.5%	77.6%	67.6%
		% of Total	1.9%	6.0%	7.9%	9.5%	15.0%	27.3%	67.6%
	Uncertain	Count	11	31	15	27	36	56	176
		% within RelocDiffRefuge	6.3%	17.6%	8.5%	15.3%	20.5%	31.8%	100.0%
		% within WhenRetire	17.5%	23.7%	14.2%	17.5%	15.9%	15.1%	16.8%
		% of Total	1.0%	3.0%	1.4%	2.6%	3.4%	5.3%	16.8%
	No	Count	32	37	8	27	33	27	164
		% within RelocDiffRefuge	19.5%	22.6%	4.9%	16.5%	20.1%	16.5%	100.0%
		% within WhenRetire	50.8%	28.2%	7.5%	17.5%	14.6%	7.3%	15.6%
		% of Total	3.0%	3.5%	.8%	2.6%	3.1%	2.6%	15.6%
Total	Count	63	131	106	154	226	370	1050	
	% within RelocDiffRefuge	6.0%	12.5%	10.1%	14.7%	21.5%	35.2%	100.0%	
	% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	6.0%	12.5%	10.1%	14.7%	21.5%	35.2%	100.0%	

Table 53. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with projected date of retirement.

			WhenRetire					Total	
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025		2026+
RelocRO	Yes	Count	7	37	51	50	72	144	361
		% within RelocRO	1.9%	10.2%	14.1%	13.9%	19.9%	39.9%	100.0%
		% within WhenRetire	10.9%	28.5%	48.1%	32.7%	31.9%	39.5%	34.6%
		% of Total	.7%	3.5%	4.9%	4.8%	6.9%	13.8%	34.6%
	Uncertain	Count	5	26	22	40	64	103	260
		% within RelocRO	1.9%	10.0%	8.5%	15.4%	24.6%	39.6%	100.0%
		% within WhenRetire	7.8%	20.0%	20.8%	26.1%	28.3%	28.2%	24.9%
		% of Total	.5%	2.5%	2.1%	3.8%	6.1%	9.9%	24.9%
	No	Count	52	67	33	63	90	118	423
		% within RelocRO	12.3%	15.8%	7.8%	14.9%	21.3%	27.9%	100.0%
		% within WhenRetire	81.3%	51.5%	31.1%	41.2%	39.8%	32.3%	40.5%
		% of Total	5.0%	6.4%	3.2%	6.0%	8.6%	11.3%	40.5%
Total	Count	64	130	106	153	226	365	1044	
	% within RelocRO	6.1%	12.5%	10.2%	14.7%	21.6%	35.0%	100.0%	
	% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	6.1%	12.5%	10.2%	14.7%	21.6%	35.0%	100.0%	

Table 54. Cross-tabulation of willingness to consider relocating to the Washington office in the next few years with projected date of retirement.

			WhenRetire					Total	
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025		2026+
RelocWO	Yes	Count	5	21	22	19	39	56	162
		% within RelocWO	3.1%	13.0%	13.6%	11.7%	24.1%	34.6%	100.0%
		% within WhenRetire	7.8%	15.9%	21.2%	12.6%	17.3%	15.4%	15.6%
		% of Total	.5%	2.0%	2.1%	1.8%	3.8%	5.4%	15.6%
	Uncertain	Count	5	22	25	42	43	74	211
		% within RelocWO	2.4%	10.4%	11.8%	19.9%	20.4%	35.1%	100.0%
		% within WhenRetire	7.8%	16.7%	24.0%	27.8%	19.1%	20.4%	20.3%
		% of Total	.5%	2.1%	2.4%	4.0%	4.1%	7.1%	20.3%
	No	Count	54	89	57	90	143	233	666
		% within RelocWO	8.1%	13.4%	8.6%	13.5%	21.5%	35.0%	100.0%
		% within WhenRetire	84.4%	67.4%	54.8%	59.6%	63.6%	64.2%	64.1%
		% of Total	5.2%	8.6%	5.5%	8.7%	13.8%	22.4%	64.1%
Total	Count	64	132	104	151	225	363	1039	
	% within RelocWO	6.2%	12.7%	10.0%	14.5%	21.7%	34.9%	100.0%	
	% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	6.2%	12.7%	10.0%	14.5%	21.7%	34.9%	100.0%	

Table 55. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with age groups.

		RelocDiffRefuge			Total	
		Yes	Uncertain	No		
AgeGroups	<30	Count	66	6	0	72
		% within AgeGroups	91.7%	8.3%	.0%	100.0%
		% within RelocDiffRefuge	9.4%	3.5%	.0%	6.9%
		% of Total	6.3%	.6%	.0%	6.9%
	30-39	Count	162	33	20	215
		% within AgeGroups	75.3%	15.3%	9.3%	100.0%
		% within RelocDiffRefuge	23.0%	19.2%	12.3%	20.7%
		% of Total	15.6%	3.2%	1.9%	20.7%
	40-49	Count	259	58	49	366
		% within AgeGroups	70.8%	15.8%	13.4%	100.0%
		% within RelocDiffRefuge	36.7%	33.7%	30.1%	35.2%
		% of Total	24.9%	5.6%	4.7%	35.2%
50-59	Count	196	65	75	336	
	% within AgeGroups	58.3%	19.3%	22.3%	100.0%	
	% within RelocDiffRefuge	27.8%	37.8%	46.0%	32.3%	
	% of Total	18.8%	6.3%	7.2%	32.3%	
60+	Count	22	10	19	51	
	% within AgeGroups	43.1%	19.6%	37.3%	100.0%	
	% within RelocDiffRefuge	3.1%	5.8%	11.7%	4.9%	
	% of Total	2.1%	1.0%	1.8%	4.9%	
Total	Count	705	172	163	1040	
	% within AgeGroups	67.8%	16.5%	15.7%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	67.8%	16.5%	15.7%	100.0%	

Table 56. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with age groups.

AgeGroups * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
AgeGroups	<30	Count	32	21	19	72
		% within AgeGroups	44.4%	29.2%	26.4%	100.0%
		% within RelocRO	9.0%	8.1%	4.5%	7.0%
		% of Total	3.1%	2.0%	1.8%	7.0%
	30-39	Count	81	57	73	211
		% within AgeGroups	38.4%	27.0%	34.6%	100.0%
		% within RelocRO	22.8%	22.0%	17.4%	20.4%
		% of Total	7.8%	5.5%	7.1%	20.4%
	40-49	Count	122	102	139	363
		% within AgeGroups	33.6%	28.1%	38.3%	100.0%
		% within RelocRO	34.4%	39.4%	33.2%	35.1%
		% of Total	11.8%	9.9%	13.5%	35.1%
	50-59	Count	107	70	160	337
		% within AgeGroups	31.8%	20.8%	47.5%	100.0%
		% within RelocRO	30.1%	27.0%	38.2%	32.6%
		% of Total	10.4%	6.8%	15.5%	32.6%
	60+	Count	13	9	28	50
		% within AgeGroups	26.0%	18.0%	56.0%	100.0%
		% within RelocRO	3.7%	3.5%	6.7%	4.8%
		% of Total	1.3%	.9%	2.7%	4.8%
Total		Count	355	259	419	1033
		% within AgeGroups	34.4%	25.1%	40.6%	100.0%
		% within RelocRO	100.0%	100.0%	100.0%	100.0%
		% of Total	34.4%	25.1%	40.6%	100.0%

Table 57. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with age groups.

AgeGroups * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
AgeGroups	<30	Count	15	12	44	71
		% within AgeGroups	21.1%	16.9%	62.0%	100.0%
		% within RelocWO	9.4%	5.7%	6.7%	6.9%
		% of Total	1.5%	1.2%	4.3%	6.9%
	30-39	Count	29	46	133	208
		% within AgeGroups	13.9%	22.1%	63.9%	100.0%
		% within RelocWO	18.2%	22.0%	20.2%	20.2%
		% of Total	2.8%	4.5%	12.9%	20.2%
	40-49	Count	57	75	230	362
		% within AgeGroups	15.7%	20.7%	63.5%	100.0%
		% within RelocWO	35.8%	35.9%	34.8%	35.2%
		% of Total	5.5%	7.3%	22.4%	35.2%
	50-59	Count	50	67	219	336
		% within AgeGroups	14.9%	19.9%	65.2%	100.0%
		% within RelocWO	31.4%	32.1%	33.2%	32.7%
		% of Total	4.9%	6.5%	21.3%	32.7%
	60+	Count	8	9	34	51
		% within AgeGroups	15.7%	17.6%	66.7%	100.0%
		% within RelocWO	5.0%	4.3%	5.2%	5.0%
		% of Total	.8%	.9%	3.3%	5.0%
Total		Count	159	209	660	1028
		% within AgeGroups	15.5%	20.3%	64.2%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	15.5%	20.3%	64.2%	100.0%

Table 58. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with occupational series.

OccSeries * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	26	13	35	74
		% within OccSeries	35.1%	17.6%	47.3%	100.0%
		% within RelocRO	7.3%	5.0%	8.4%	7.2%
		% of Total	2.5%	1.3%	3.4%	7.2%
	Law Enforcement Park Ranger	Count	12	13	16	41
		% within OccSeries	29.3%	31.7%	39.0%	100.0%
		% within RelocRO	3.4%	5.0%	3.8%	4.0%
		% of Total	1.2%	1.3%	1.5%	4.0%
	General Administration	Count	30	29	41	100
		% within OccSeries	30.0%	29.0%	41.0%	100.0%
		% within RelocRO	8.4%	11.2%	9.8%	9.7%
		% of Total	2.9%	2.8%	4.0%	9.7%
	Forestry Technician	Count	10	5	11	26
		% within OccSeries	38.5%	19.2%	42.3%	100.0%
		% within RelocRO	2.8%	1.9%	2.6%	2.5%
		% of Total	1.0%	.5%	1.1%	2.5%
	F&W Administrator/Refuge Mgr	Count	110	85	148	343
		% within OccSeries	32.1%	24.8%	43.1%	100.0%
		% within RelocRO	30.9%	32.8%	35.4%	33.2%
		% of Total	10.6%	8.2%	14.3%	33.2%
	Wildlife Biologist	Count	41	43	76	160
		% within OccSeries	25.6%	26.9%	47.5%	100.0%
		% within RelocRO	11.5%	16.6%	18.2%	15.5%
		% of Total	4.0%	4.2%	7.4%	15.5%
	Other Biological Scientist	Count	64	27	44	135
		% within OccSeries	47.4%	20.0%	32.6%	100.0%
		% within RelocRO	18.0%	10.4%	10.5%	13.1%
		% of Total	6.2%	2.6%	4.3%	13.1%

Realty	Count	9	4	9	22
	% within OccSeries	40.9%	18.2%	40.9%	100.0%
	% within RelocRO	2.5%	1.5%	2.2%	2.1%
	% of Total	.9%	.4%	.9%	2.1%
General Maintenance	Count	14	8	10	32
	% within OccSeries	43.8%	25.0%	31.3%	100.0%
	% within RelocRO	3.9%	3.1%	2.4%	3.1%
	% of Total	1.4%	.8%	1.0%	3.1%
Other	Count	40	32	28	100
	% within OccSeries	40.0%	32.0%	28.0%	100.0%
	% within RelocRO	11.2%	12.4%	6.7%	9.7%
	% of Total	3.9%	3.1%	2.7%	9.7%
Total	Count	356	259	418	1033
	% within OccSeries	34.5%	25.1%	40.5%	100.0%
	% within RelocRO	100.0%	100.0%	100.0%	100.0%
	% of Total	34.5%	25.1%	40.5%	100.0%

Table 59. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with occupational series

OccSeries * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	12	15	46	73
		% within OccSeries	16.4%	20.5%	63.0%	100.0%
		% within RelocWO	7.6%	7.2%	6.9%	7.1%
		% of Total	1.2%	1.5%	4.5%	7.1%
	Law Enforcement Park Ranger	Count	5	13	23	41
		% within OccSeries	12.2%	31.7%	56.1%	100.0%
		% within RelocWO	3.2%	6.3%	3.5%	4.0%
		% of Total	.5%	1.3%	2.2%	4.0%
	General Administration	Count	17	16	68	101
		% within OccSeries	16.8%	15.8%	67.3%	100.0%
		% within RelocWO	10.8%	7.7%	10.3%	9.8%
		% of Total	1.7%	1.6%	6.6%	9.8%
	Forestry Technician	Count	4	4	17	25
		% within OccSeries	16.0%	16.0%	68.0%	100.0%
		% within RelocWO	2.5%	1.9%	2.6%	2.4%
		% of Total	.4%	.4%	1.7%	2.4%
	F&W Administrator/Refuge Mgr	Count	52	65	226	343
		% within OccSeries	15.2%	19.0%	65.9%	100.0%
		% within RelocWO	32.9%	31.3%	34.1%	33.4%
		% of Total	5.1%	6.3%	22.0%	33.4%
	Wildlife Biologist	Count	15	28	117	160
		% within OccSeries	9.4%	17.5%	73.1%	100.0%
		% within RelocWO	9.5%	13.5%	17.7%	15.6%
		% of Total	1.5%	2.7%	11.4%	15.6%
	Other Biological Scientist	Count	30	22	80	132
		% within OccSeries	22.7%	16.7%	60.6%	100.0%
		% within RelocWO	19.0%	10.6%	12.1%	12.8%
		% of Total	2.9%	2.1%	7.8%	12.8%

Realty	Count	4	6	12	22
	% within OccSeries	18.2%	27.3%	54.5%	100.0%
	% within RelocWO	2.5%	2.9%	1.8%	2.1%
	% of Total	.4%	.6%	1.2%	2.1%
General Maintenance	Count	0	12	19	31
	% within OccSeries	.0%	38.7%	61.3%	100.0%
	% within RelocWO	.0%	5.8%	2.9%	3.0%
	% of Total	.0%	1.2%	1.8%	3.0%
Other	Count	19	27	54	100
	% within OccSeries	19.0%	27.0%	54.0%	100.0%
	% within RelocWO	12.0%	13.0%	8.2%	9.7%
	% of Total	1.8%	2.6%	5.3%	9.7%
Total	Count	158	208	662	1028
	% within OccSeries	15.4%	20.2%	64.4%	100.0%
	% within RelocWO	100.0%	100.0%	100.0%	100.0%
	% of Total	15.4%	20.2%	64.4%	100.0%

Table 60. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with occupational series

OccSeries * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	54	8	13	75
		% within OccSeries	72.0%	10.7%	17.3%	100.0%
		% within RelocDiffRefuge	7.7%	4.6%	8.0%	7.2%
		% of Total	5.2%	.8%	1.3%	7.2%
	Law Enforcement Park Ranger	Count	24	9	8	41
		% within OccSeries	58.5%	22.0%	19.5%	100.0%
		% within RelocDiffRefuge	3.4%	5.2%	4.9%	3.9%
		% of Total	2.3%	.9%	.8%	3.9%
	General Administration	Count	66	16	20	102
		% within OccSeries	64.7%	15.7%	19.6%	100.0%
		% within RelocDiffRefuge	9.4%	9.2%	12.3%	9.8%
		% of Total	6.3%	1.5%	1.9%	9.8%
	Forestry Technician	Count	17	6	3	26
		% within OccSeries	65.4%	23.1%	11.5%	100.0%
		% within RelocDiffRefuge	2.4%	3.4%	1.9%	2.5%
		% of Total	1.6%	.6%	.3%	2.5%
	F&W Administrator/Refuge Mgr	Count	237	52	57	346
		% within OccSeries	68.5%	15.0%	16.5%	100.0%
		% within RelocDiffRefuge	33.7%	29.9%	35.2%	33.3%
		% of Total	22.8%	5.0%	5.5%	33.3%
	Wildlife Biologist	Count	111	32	18	161
		% within OccSeries	68.9%	19.9%	11.2%	100.0%
		% within RelocDiffRefuge	15.8%	18.4%	11.1%	15.5%
		% of Total	10.7%	3.1%	1.7%	15.5%
	Other Biological Scientist	Count	97	17	20	134
		% within OccSeries	72.4%	12.7%	14.9%	100.0%
		% within RelocDiffRefuge	13.8%	9.8%	12.3%	12.9%
		% of Total	9.3%	1.6%	1.9%	12.9%

Realty	Count	9	5	8	22
	% within OccSeries	40.9%	22.7%	36.4%	100.0%
	% within RelocDiffRefuge	1.3%	2.9%	4.9%	2.1%
	% of Total	.9%	.5%	.8%	2.1%
General Maintenance	Count	26	6	1	33
	% within OccSeries	78.8%	18.2%	3.0%	100.0%
	% within RelocDiffRefuge	3.7%	3.4%	.6%	3.2%
	% of Total	2.5%	.6%	.1%	3.2%
Other	Count	63	23	14	100
	% within OccSeries	63.0%	23.0%	14.0%	100.0%
	% within RelocDiffRefuge	8.9%	13.2%	8.6%	9.6%
	% of Total	6.1%	2.2%	1.3%	9.6%
Total	Count	704	174	162	1040
	% within OccSeries	67.7%	16.7%	15.6%	100.0%
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%
	% of Total	67.7%	16.7%	15.6%	100.0%

Table 61. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with GS-level pay grade.

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
GSLevel	GS-4	Count	13	2	1	16
		% within GSLevel	81.3%	12.5%	6.3%	100.0%
		% within RelocDiffRefuge	1.9%	1.2%	.6%	1.6%
		% of Total	1.3%	.2%	.1%	1.6%
	GS-5	Count	34	1	3	38
		% within GSLevel	89.5%	2.6%	7.9%	100.0%
		% within RelocDiffRefuge	5.0%	.6%	1.9%	3.8%
		% of Total	3.4%	.1%	.3%	3.8%
	GS-6	Count	15	1	3	19
		% within GSLevel	78.9%	5.3%	15.8%	100.0%
		% within RelocDiffRefuge	2.2%	.6%	1.9%	1.9%
		% of Total	1.5%	.1%	.3%	1.9%
	GS-7	Count	42	6	10	58
		% within GSLevel	72.4%	10.3%	17.2%	100.0%
		% within RelocDiffRefuge	6.2%	3.5%	6.2%	5.7%
		% of Total	4.1%	.6%	1.0%	5.7%
	GS-8	Count	8	0	1	9
		% within GSLevel	88.9%	.0%	11.1%	100.0%
		% within RelocDiffRefuge	1.2%	.0%	.6%	.9%
		% of Total	.8%	.0%	.1%	.9%
	GS-9	Count	91	23	22	136
		% within GSLevel	66.9%	16.9%	16.2%	100.0%
		% within RelocDiffRefuge	13.4%	13.5%	13.6%	13.4%
		% of Total	9.0%	2.3%	2.2%	13.4%
	GS-10	Count	2	0	1	3
		% within GSLevel	66.7%	.0%	33.3%	100.0%
		% within RelocDiffRefuge	.3%	.0%	.6%	.3%
		% of Total	.2%	.0%	.1%	.3%

GS-11	Count	133	34	23	190
	% within GSLevel	70.0%	17.9%	12.1%	100.0%
	% within RelocDiffRefuge	19.5%	20.0%	14.2%	18.8%
	% of Total	13.1%	3.4%	2.3%	18.8%
GS-12	Count	169	59	36	264
	% within GSLevel	64.0%	22.3%	13.6%	100.0%
	% within RelocDiffRefuge	24.8%	34.7%	22.2%	26.1%
	% of Total	16.7%	5.8%	3.6%	26.1%
GS-13	Count	129	26	38	193
	% within GSLevel	66.8%	13.5%	19.7%	100.0%
	% within RelocDiffRefuge	18.9%	15.3%	23.5%	19.1%
	% of Total	12.7%	2.6%	3.8%	19.1%
GS-14	Count	44	16	23	83
	% within GSLevel	53.0%	19.3%	27.7%	100.0%
	% within RelocDiffRefuge	6.5%	9.4%	14.2%	8.2%
	% of Total	4.3%	1.6%	2.3%	8.2%
GS-15	Count	1	2	1	4
	% within GSLevel	25.0%	50.0%	25.0%	100.0%
	% within RelocDiffRefuge	.1%	1.2%	.6%	.4%
	% of Total	.1%	.2%	.1%	.4%
Total	Count	681	170	162	1013
	% within GSLevel	67.2%	16.8%	16.0%	100.0%
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%
	% of Total	67.2%	16.8%	16.0%	100.0%

Table 62. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with GS-level pay grade

			RelocRO			Total
			Yes	Uncertain	No	
GSLevel	GS-4	Count	7	4	5	16
		% within GSLevel	43.8%	25.0%	31.3%	100.0%
		% within RelocRO	2.0%	1.6%	1.2%	1.6%
		% of Total	.7%	.4%	.5%	1.6%
	GS-5	Count	17	4	16	37
		% within GSLevel	45.9%	10.8%	43.2%	100.0%
		% within RelocRO	4.9%	1.6%	3.9%	3.7%
		% of Total	1.7%	.4%	1.6%	3.7%
	GS-6	Count	4	4	11	19
		% within GSLevel	21.1%	21.1%	57.9%	100.0%
		% within RelocRO	1.1%	1.6%	2.7%	1.9%
		% of Total	.4%	.4%	1.1%	1.9%
	GS-7	Count	16	12	29	57
		% within GSLevel	28.1%	21.1%	50.9%	100.0%
		% within RelocRO	4.6%	4.8%	7.1%	5.7%
		% of Total	1.6%	1.2%	2.9%	5.7%
	GS-8	Count	4	2	3	9
		% within GSLevel	44.4%	22.2%	33.3%	100.0%
		% within RelocRO	1.1%	.8%	.7%	.9%
		% of Total	.4%	.2%	.3%	.9%
	GS-9	Count	43	40	52	135
		% within GSLevel	31.9%	29.6%	38.5%	100.0%
		% within RelocRO	12.3%	16.0%	12.8%	13.4%
		% of Total	4.3%	4.0%	5.2%	13.4%
	GS-10	Count	1	0	1	2
		% within GSLevel	50.0%	.0%	50.0%	100.0%
		% within RelocRO	.3%	.0%	.2%	.2%
		% of Total	.1%	.0%	.1%	.2%

GS-11	Count	65	43	78	186
	% within GSLevel	34.9%	23.1%	41.9%	100.0%
	% within RelocRO	18.6%	17.2%	19.2%	18.5%
	% of Total	6.5%	4.3%	7.8%	18.5%
GS-12	Count	90	76	95	261
	% within GSLevel	34.5%	29.1%	36.4%	100.0%
	% within RelocRO	25.8%	30.4%	23.3%	25.9%
	% of Total	8.9%	7.6%	9.4%	25.9%
GS-13	Count	66	52	78	196
	% within GSLevel	33.7%	26.5%	39.8%	100.0%
	% within RelocRO	18.9%	20.8%	19.2%	19.5%
	% of Total	6.6%	5.2%	7.8%	19.5%
GS-14	Count	33	12	39	84
	% within GSLevel	39.3%	14.3%	46.4%	100.0%
	% within RelocRO	9.5%	4.8%	9.6%	8.3%
	% of Total	3.3%	1.2%	3.9%	8.3%
GS-15	Count	3	1	0	4
	% within GSLevel	75.0%	25.0%	.0%	100.0%
	% within RelocRO	.9%	.4%	.0%	.4%
	% of Total	.3%	.1%	.0%	.4%
Total	Count	349	250	407	1006
	% within GSLevel	34.7%	24.9%	40.5%	100.0%
	% within RelocRO	100.0%	100.0%	100.0%	100.0%
	% of Total	34.7%	24.9%	40.5%	100.0%

Table 63. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with GS-level pay grade

			RelocWO			Total
			Yes	Uncertain	No	
GSLevel	GS-4	Count	3	3	10	16
		% within GSLevel	18.8%	18.8%	62.5%	100.0%
		% within RelocWO	1.9%	1.5%	1.6%	1.6%
		% of Total	.3%	.3%	1.0%	1.6%
GS-5	GS-5	Count	7	5	25	37
		% within GSLevel	18.9%	13.5%	67.6%	100.0%
		% within RelocWO	4.4%	2.5%	3.9%	3.7%
		% of Total	.7%	.5%	2.5%	3.7%
GS-6	GS-6	Count	0	1	17	18
		% within GSLevel	.0%	5.6%	94.4%	100.0%
		% within RelocWO	.0%	.5%	2.7%	1.8%
		% of Total	.0%	.1%	1.7%	1.8%
GS-7	GS-7	Count	8	6	43	57
		% within GSLevel	14.0%	10.5%	75.4%	100.0%
		% within RelocWO	5.0%	3.0%	6.7%	5.7%
		% of Total	.8%	.6%	4.3%	5.7%
GS-8	GS-8	Count	0	5	4	9
		% within GSLevel	.0%	55.6%	44.4%	100.0%
		% within RelocWO	.0%	2.5%	.6%	.9%
		% of Total	.0%	.5%	.4%	.9%
GS-9	GS-9	Count	17	29	90	136
		% within GSLevel	12.5%	21.3%	66.2%	100.0%
		% within RelocWO	10.7%	14.3%	14.1%	13.6%
		% of Total	1.7%	2.9%	9.0%	13.6%
GS-10	GS-10	Count	0	0	2	2
		% within GSLevel	.0%	.0%	100.0%	100.0%
		% within RelocWO	.0%	.0%	.3%	.2%
		% of Total	.0%	.0%	.2%	.2%

GS-11	Count	18	35	133	186
	% within GSLevel	9.7%	18.8%	71.5%	100.0%
	% within RelocWO	11.3%	17.2%	20.8%	18.6%
	% of Total	1.8%	3.5%	13.3%	18.6%
GS-12	Count	39	60	161	260
	% within GSLevel	15.0%	23.1%	61.9%	100.0%
	% within RelocWO	24.5%	29.6%	25.2%	25.9%
	% of Total	3.9%	6.0%	16.1%	25.9%
GS-13	Count	37	40	114	191
	% within GSLevel	19.4%	20.9%	59.7%	100.0%
	% within RelocWO	23.3%	19.7%	17.8%	19.1%
	% of Total	3.7%	4.0%	11.4%	19.1%
GS-14	Count	29	17	40	86
	% within GSLevel	33.7%	19.8%	46.5%	100.0%
	% within RelocWO	18.2%	8.4%	6.3%	8.6%
	% of Total	2.9%	1.7%	4.0%	8.6%
GS-15	Count	1	2	1	4
	% within GSLevel	25.0%	50.0%	25.0%	100.0%
	% within RelocWO	.6%	1.0%	.2%	.4%
	% of Total	.1%	.2%	.1%	.4%
Total	Count	159	203	640	1002
	% within GSLevel	15.9%	20.3%	63.9%	100.0%
	% within RelocWO	100.0%	100.0%	100.0%	100.0%
	% of Total	15.9%	20.3%	63.9%	100.0%

Table 64. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with present location in the NWRS.

WhereWork * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
WhereWork	Refuge	Count	594	135	125	854
		% within WhereWork	69.6%	15.8%	14.6%	100.0%
		% within RelocDiffRefuge	83.9%	77.6%	76.2%	81.6%
		% of Total	56.8%	12.9%	12.0%	81.6%
	Regional Office	Count	92	31	32	155
		% within WhereWork	59.4%	20.0%	20.6%	100.0%
		% within RelocDiffRefuge	13.0%	17.8%	19.5%	14.8%
		% of Total	8.8%	3.0%	3.1%	14.8%
	Washington Office	Count	22	8	7	37
		% within WhereWork	59.5%	21.6%	18.9%	100.0%
		% within RelocDiffRefuge	3.1%	4.6%	4.3%	3.5%
		% of Total	2.1%	.8%	.7%	3.5%
Total	Count	708	174	164	1046	
	% within WhereWork	67.7%	16.6%	15.7%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	67.7%	16.6%	15.7%	100.0%	

Table 65. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with present location in the NWRS

WhereWork * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
WhereWork	Refuge	Count	268	216	367	851
		% within WhereWork	31.5%	25.4%	43.1%	100.0%
		% within RelocRO	74.2%	83.1%	87.4%	81.7%
		% of Total	25.7%	20.7%	35.3%	81.7%
	Regional Office	Count	74	35	42	151
		% within WhereWork	49.0%	23.2%	27.8%	100.0%
		% within RelocRO	20.5%	13.5%	10.0%	14.5%
		% of Total	7.1%	3.4%	4.0%	14.5%
	Washington Office	Count	19	9	11	39
		% within WhereWork	48.7%	23.1%	28.2%	100.0%
		% within RelocRO	5.3%	3.5%	2.6%	3.7%
		% of Total	1.8%	.9%	1.1%	3.7%
Total	Count	361	260	420	1041	
	% within WhereWork	34.7%	25.0%	40.3%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	34.7%	25.0%	40.3%	100.0%	

Table 66. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with present location in the NWRS.

WhereWork * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
WhereWork	Refuge	Count	106	159	580	845
		% within WhereWork	12.5%	18.8%	68.6%	100.0%
		% within RelocWO	65.0%	76.1%	87.2%	81.5%
		% of Total	10.2%	15.3%	55.9%	81.5%
	Regional Office	Count	39	43	74	156
		% within WhereWork	25.0%	27.6%	47.4%	100.0%
		% within RelocWO	23.9%	20.6%	11.1%	15.0%
		% of Total	3.8%	4.1%	7.1%	15.0%
	Washington Office	Count	18	7	11	36
		% within WhereWork	50.0%	19.4%	30.6%	100.0%
		% within RelocWO	11.0%	3.3%	1.7%	3.5%
		% of Total	1.7%	.7%	1.1%	3.5%
Total	Count	163	209	665	1037	
	% within WhereWork	15.7%	20.2%	64.1%	100.0%	
	% within RelocWO	100.0%	100.0%	100.0%	100.0%	
	% of Total	15.7%	20.2%	64.1%	100.0%	

Table 67. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with highest level the employee hopes to attain within the NWRS.

HighestLevel * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
HighestLevel	Refuge	Count	339	97	98	534
		% within HighestLevel	63.5%	18.2%	18.4%	100.0%
		% within RelocDiffRefuge	49.8%	59.1%	66.7%	53.8%
		% of Total	34.2%	9.8%	9.9%	53.8%
	Regional Office	Count	218	51	33	302
		% within HighestLevel	72.2%	16.9%	10.9%	100.0%
		% within RelocDiffRefuge	32.0%	31.1%	22.4%	30.4%
		% of Total	22.0%	5.1%	3.3%	30.4%
	Washington Office	Count	124	16	16	156
		% within HighestLevel	79.5%	10.3%	10.3%	100.0%
		% within RelocDiffRefuge	18.2%	9.8%	10.9%	15.7%
		% of Total	12.5%	1.6%	1.6%	15.7%
Total	Count	681	164	147	992	
	% within HighestLevel	68.6%	16.5%	14.8%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	68.6%	16.5%	14.8%	100.0%	

Table 68. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with highest level the employee hopes to attain within the NWRS.

HighestLevel * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
HighestLevel	Refuge	Count	67	139	320	526
		% within HighestLevel	12.7%	26.4%	60.8%	100.0%
		% within RelocRO	19.7%	56.0%	81.0%	53.5%
		% of Total	6.8%	14.1%	32.6%	53.5%
	Regional Office	Count	168	84	49	301
		% within HighestLevel	55.8%	27.9%	16.3%	100.0%
		% within RelocRO	49.4%	33.9%	12.4%	30.6%
		% of Total	17.1%	8.5%	5.0%	30.6%
	Washington Office	Count	105	25	26	156
		% within HighestLevel	67.3%	16.0%	16.7%	100.0%
		% within RelocRO	30.9%	10.1%	6.6%	15.9%
		% of Total	10.7%	2.5%	2.6%	15.9%
Total	Count	340	248	395	983	
	% within HighestLevel	34.6%	25.2%	40.2%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	34.6%	25.2%	40.2%	100.0%	

Table 69. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with highest level the employee hopes to attain within the NWRS.

HighestLevel * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
HighestLevel	Refuge	Count	16	63	444	523
		% within HighestLevel	3.1%	12.0%	84.9%	100.0%
		% within RelocWO	11.0%	32.3%	69.5%	53.4%
		% of Total	1.6%	6.4%	45.3%	53.4%
	Regional Office	Count	30	100	169	299
		% within HighestLevel	10.0%	33.4%	56.5%	100.0%
		% within RelocWO	20.5%	51.3%	26.4%	30.5%
		% of Total	3.1%	10.2%	17.2%	30.5%
	Washington Office	Count	100	32	26	158
		% within HighestLevel	63.3%	20.3%	16.5%	100.0%
		% within RelocWO	68.5%	16.4%	4.1%	16.1%
		% of Total	10.2%	3.3%	2.7%	16.1%
Total	Count	146	195	639	980	
	% within HighestLevel	14.9%	19.9%	65.2%	100.0%	
	% within RelocWO	100.0%	100.0%	100.0%	100.0%	
	% of Total	14.9%	19.9%	65.2%	100.0%	

Table 70. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with desire to attain a promotion.

Promotion7 * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
Promotion7	Not at all Important	Count	4	9	32	45
		% within Promotion7	8.9%	20.0%	71.1%	100.0%
		% within RelocWO	2.5%	4.9%	6.8%	5.5%
		% of Total	.5%	1.1%	3.9%	5.5%
2		Count	6	7	36	49
		% within Promotion7	12.2%	14.3%	73.5%	100.0%
		% within RelocWO	3.7%	3.8%	7.6%	6.0%
		% of Total	.7%	.9%	4.4%	6.0%
3		Count	17	24	83	124
		% within Promotion7	13.7%	19.4%	66.9%	100.0%
		% within RelocWO	10.5%	13.0%	17.5%	15.1%
		% of Total	2.1%	2.9%	10.1%	15.1%
4		Count	32	52	119	203
		% within Promotion7	15.8%	25.6%	58.6%	100.0%
		% within RelocWO	19.8%	28.3%	25.1%	24.8%
		% of Total	3.9%	6.3%	14.5%	24.8%
Very Important		Count	103	92	204	399
		% within Promotion7	25.8%	23.1%	51.1%	100.0%
		% within RelocWO	63.6%	50.0%	43.0%	48.7%
		% of Total	12.6%	11.2%	24.9%	48.7%
Total		Count	162	184	474	820
		% within Promotion7	19.8%	22.4%	57.8%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	19.8%	22.4%	57.8%	100.0%

Table 71. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with desire to diversify experience.

Experience7 * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
Experience7	Not at all Important	Count	3	5	22	30
		% within Experience7	10.0%	16.7%	73.3%	100.0%
		% within RelocWO	1.9%	2.8%	4.7%	3.7%
		% of Total	.4%	.6%	2.7%	3.7%
2		Count	2	4	22	28
		% within Experience7	7.1%	14.3%	78.6%	100.0%
		% within RelocWO	1.2%	2.2%	4.7%	3.4%
		% of Total	.2%	.5%	2.7%	3.4%
3		Count	20	18	89	127
		% within Experience7	15.7%	14.2%	70.1%	100.0%
		% within RelocWO	12.3%	9.9%	18.9%	15.6%
		% of Total	2.5%	2.2%	10.9%	15.6%
4		Count	36	56	156	248
		% within Experience7	14.5%	22.6%	62.9%	100.0%
		% within RelocWO	22.2%	30.9%	33.2%	30.5%
		% of Total	4.4%	6.9%	19.2%	30.5%
Very Important		Count	101	98	181	380
		% within Experience7	26.6%	25.8%	47.6%	100.0%
		% within RelocWO	62.3%	54.1%	38.5%	46.7%
		% of Total	12.4%	12.1%	22.3%	46.7%
Total		Count	162	181	470	813
		% within Experience7	19.9%	22.3%	57.8%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	19.9%	22.3%	57.8%	100.0%

Table 72. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with desire to contribute more to the mission of the NWRS.

Mission7 * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
Mission7	Not at all Important	Count	2	2	21	25
		% within Mission7	8.0%	8.0%	84.0%	100.0%
		% within RelocWO	1.2%	1.1%	4.5%	3.1%
		% of Total	.2%	.2%	2.6%	3.1%
2		Count	2	4	20	26
		% within Mission7	7.7%	15.4%	76.9%	100.0%
		% within RelocWO	1.2%	2.1%	4.3%	3.2%
		% of Total	.2%	.5%	2.5%	3.2%
3		Count	15	16	97	128
		% within Mission7	11.7%	12.5%	75.8%	100.0%
		% within RelocWO	9.3%	8.6%	21.0%	15.8%
		% of Total	1.8%	2.0%	12.0%	15.8%
4		Count	39	58	161	258
		% within Mission7	15.1%	22.5%	62.4%	100.0%
		% within RelocWO	24.2%	31.0%	34.8%	31.8%
		% of Total	4.8%	7.2%	19.9%	31.8%
Very Important		Count	103	107	164	374
		% within Mission7	27.5%	28.6%	43.9%	100.0%
		% within RelocWO	64.0%	57.2%	35.4%	46.1%
		% of Total	12.7%	13.2%	20.2%	46.1%
Total		Count	161	187	463	811
		% within Mission7	19.9%	23.1%	57.1%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	19.9%	23.1%	57.1%	100.0%

Table 73. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with desire to move to a more desirable location.

DesirableLive7 * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
DesirableLive7	Not at all Important	Count	22	15	49	86
		% within DesirableLive7	25.6%	17.4%	57.0%	100.0%
		% within RelocWO	14.4%	8.5%	11.1%	11.1%
		% of Total	2.8%	1.9%	6.3%	11.1%
2		Count	13	15	29	57
		% within DesirableLive7	22.8%	26.3%	50.9%	100.0%
		% within RelocWO	8.5%	8.5%	6.5%	7.4%
		% of Total	1.7%	1.9%	3.8%	7.4%
3		Count	39	30	88	157
		% within DesirableLive7	24.8%	19.1%	56.1%	100.0%
		% within RelocWO	25.5%	17.0%	19.9%	20.3%
		% of Total	5.1%	3.9%	11.4%	20.3%
4		Count	27	59	125	211
		% within DesirableLive7	12.8%	28.0%	59.2%	100.0%
		% within RelocWO	17.6%	33.5%	28.2%	27.3%
		% of Total	3.5%	7.6%	16.2%	27.3%
Very Important		Count	52	57	152	261
		% within DesirableLive7	19.9%	21.8%	58.2%	100.0%
		% within RelocWO	34.0%	32.4%	34.3%	33.8%
		% of Total	6.7%	7.4%	19.7%	33.8%
Total		Count	153	176	443	772
		% within DesirableLive7	19.8%	22.8%	57.4%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	19.8%	22.8%	57.4%	100.0%

Table 74. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with desire to move closer to family.

ClosetoFamily7 * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
ClosetoFamily7	Not at all Important	Count	29	30	65	124
		% within ClosetoFamily7	23.4%	24.2%	52.4%	100.0%
		% within RelocWO	19.5%	17.2%	15.2%	16.5%
		% of Total	3.9%	4.0%	8.7%	16.5%
2		Count	20	30	63	113
		% within ClosetoFamily7	17.7%	26.5%	55.8%	100.0%
		% within RelocWO	13.4%	17.2%	14.8%	15.1%
		% of Total	2.7%	4.0%	8.4%	15.1%
3		Count	44	38	89	171
		% within ClosetoFamily7	25.7%	22.2%	52.0%	100.0%
		% within RelocWO	29.5%	21.8%	20.8%	22.8%
		% of Total	5.9%	5.1%	11.9%	22.8%
4		Count	20	29	83	132
		% within ClosetoFamily7	15.2%	22.0%	62.9%	100.0%
		% within RelocWO	13.4%	16.7%	19.4%	17.6%
		% of Total	2.7%	3.9%	11.1%	17.6%
Very Important		Count	36	47	127	210
		% within ClosetoFamily7	17.1%	22.4%	60.5%	100.0%
		% within RelocWO	24.2%	27.0%	29.7%	28.0%
		% of Total	4.8%	6.3%	16.9%	28.0%
Total		Count	149	174	427	750
		% within ClosetoFamily7	19.9%	23.2%	56.9%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	19.9%	23.2%	56.9%	100.0%

Table 75. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with desire to move to a location that provides more opportunities for a significant other.

SpouseOpps7 * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
SpouseOpps7	Not at all Important	Count	20	21	42	83
		% within SpouseOpps7	24.1%	25.3%	50.6%	100.0%
		% within RelocWO	15.9%	13.8%	11.0%	12.6%
		% of Total	3.0%	3.2%	6.4%	12.6%
2		Count	10	7	21	38
		% within SpouseOpps7	26.3%	18.4%	55.3%	100.0%
		% within RelocWO	7.9%	4.6%	5.5%	5.8%
		% of Total	1.5%	1.1%	3.2%	5.8%
3		Count	27	28	81	136
		% within SpouseOpps7	19.9%	20.6%	59.6%	100.0%
		% within RelocWO	21.4%	18.4%	21.3%	20.6%
		% of Total	4.1%	4.2%	12.3%	20.6%
4		Count	27	39	105	171
		% within SpouseOpps7	15.8%	22.8%	61.4%	100.0%
		% within RelocWO	21.4%	25.7%	27.6%	25.9%
		% of Total	4.1%	5.9%	15.9%	25.9%
Very Important		Count	42	57	132	231
		% within SpouseOpps7	18.2%	24.7%	57.1%	100.0%
		% within RelocWO	33.3%	37.5%	34.6%	35.1%
		% of Total	6.4%	8.6%	20.0%	35.1%
Total		Count	126	152	381	659
		% within SpouseOpps7	19.1%	23.1%	57.8%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	19.1%	23.1%	57.8%	100.0%

Table 76. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with desire to move to a location that provides more opportunities for the employee's kids.

KidsOpps7 * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
KidsOpps7	Not at all Important	Count	27	24	57	108
		% within KidsOpps7	25.0%	22.2%	52.8%	100.0%
		% within RelocWO	26.7%	22.4%	20.4%	22.2%
		% of Total	5.5%	4.9%	11.7%	22.2%
2		Count	12	3	19	34
		% within KidsOpps7	35.3%	8.8%	55.9%	100.0%
		% within RelocWO	11.9%	2.8%	6.8%	7.0%
		% of Total	2.5%	.6%	3.9%	7.0%
3		Count	14	13	44	71
		% within KidsOpps7	19.7%	18.3%	62.0%	100.0%
		% within RelocWO	13.9%	12.1%	15.8%	14.6%
		% of Total	2.9%	2.7%	9.0%	14.6%
4		Count	15	28	56	99
		% within KidsOpps7	15.2%	28.3%	56.6%	100.0%
		% within RelocWO	14.9%	26.2%	20.1%	20.3%
		% of Total	3.1%	5.7%	11.5%	20.3%
Very Important		Count	33	39	103	175
		% within KidsOpps7	18.9%	22.3%	58.9%	100.0%
		% within RelocWO	32.7%	36.4%	36.9%	35.9%
		% of Total	6.8%	8.0%	21.1%	35.9%
Total		Count	101	107	279	487
		% within KidsOpps7	20.7%	22.0%	57.3%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	20.7%	22.0%	57.3%	100.0%

Table 77. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with desire to move to a location with a lower cost of living.

CostofLiving7 * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
CostofLiving7	Not at all Important	Count	31	19	59	109
		% within CostofLiving7	28.4%	17.4%	54.1%	100.0%
		% within RelocWO	20.7%	10.9%	13.4%	14.3%
		% of Total	4.1%	2.5%	7.7%	14.3%
2		Count	22	19	66	107
		% within CostofLiving7	20.6%	17.8%	61.7%	100.0%
		% within RelocWO	14.7%	10.9%	15.0%	14.0%
		% of Total	2.9%	2.5%	8.6%	14.0%
3		Count	44	54	121	219
		% within CostofLiving7	20.1%	24.7%	55.3%	100.0%
		% within RelocWO	29.3%	30.9%	27.6%	28.7%
		% of Total	5.8%	7.1%	15.8%	28.7%
4		Count	27	44	107	178
		% within CostofLiving7	15.2%	24.7%	60.1%	100.0%
		% within RelocWO	18.0%	25.1%	24.4%	23.3%
		% of Total	3.5%	5.8%	14.0%	23.3%
Very Important		Count	26	39	86	151
		% within CostofLiving7	17.2%	25.8%	57.0%	100.0%
		% within RelocWO	17.3%	22.3%	19.6%	19.8%
		% of Total	3.4%	5.1%	11.3%	19.8%
Total		Count	150	175	439	764
		% within CostofLiving7	19.6%	22.9%	57.5%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	19.6%	22.9%	57.5%	100.0%

Table 78. Cross-tabulation of willingness to consider relocating to the Washington Office in the next few years with desire to move to a location that provides more opportunities for outdoor recreation.

RecOpps7 * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
RecOpps7	Not at all Important	Count	22	16	48	86
		% within RecOpps7	25.6%	18.6%	55.8%	100.0%
		% within RelocWO	15.0%	9.4%	11.2%	11.5%
		% of Total	3.0%	2.1%	6.4%	11.5%
2		Count	19	14	51	84
		% within RecOpps7	22.6%	16.7%	60.7%	100.0%
		% within RelocWO	12.9%	8.2%	11.9%	11.3%
		% of Total	2.6%	1.9%	6.8%	11.3%
3		Count	43	48	98	189
		% within RecOpps7	22.8%	25.4%	51.9%	100.0%
		% within RelocWO	29.3%	28.2%	22.9%	25.4%
		% of Total	5.8%	6.4%	13.2%	25.4%
4		Count	33	52	119	204
		% within RecOpps7	16.2%	25.5%	58.3%	100.0%
		% within RelocWO	22.4%	30.6%	27.8%	27.4%
		% of Total	4.4%	7.0%	16.0%	27.4%
Very Important		Count	30	40	112	182
		% within RecOpps7	16.5%	22.0%	61.5%	100.0%
		% within RelocWO	20.4%	23.5%	26.2%	24.4%
		% of Total	4.0%	5.4%	15.0%	24.4%
Total		Count	147	170	428	745
		% within RecOpps7	19.7%	22.8%	57.4%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	19.7%	22.8%	57.4%	100.0%

Table 79. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with desire to attain a promotion.

Promotion7 * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
Promotion7	Not at all Important	Count	13	4	29	46
		% within Promotion7	28.3%	8.7%	63.0%	100.0%
		% within RelocRO	3.6%	1.8%	11.9%	5.6%
		% of Total	1.6%	.5%	3.5%	5.6%
2		Count	15	20	16	51
		% within Promotion7	29.4%	39.2%	31.4%	100.0%
		% within RelocRO	4.2%	9.0%	6.6%	6.2%
		% of Total	1.8%	2.4%	1.9%	6.2%
3		Count	42	31	53	126
		% within Promotion7	33.3%	24.6%	42.1%	100.0%
		% within RelocRO	11.7%	14.0%	21.8%	15.3%
		% of Total	5.1%	3.8%	6.4%	15.3%
4		Count	95	60	48	203
		% within Promotion7	46.8%	29.6%	23.6%	100.0%
		% within RelocRO	26.4%	27.0%	19.8%	24.6%
		% of Total	11.5%	7.3%	5.8%	24.6%
	Very Important	Count	195	107	97	399
		% within Promotion7	48.9%	26.8%	24.3%	100.0%
		% within RelocRO	54.2%	48.2%	39.9%	48.4%
		% of Total	23.6%	13.0%	11.8%	48.4%
Total		Count	360	222	243	825
		% within Promotion7	43.6%	26.9%	29.5%	100.0%
		% within RelocRO	100.0%	100.0%	100.0%	100.0%
		% of Total	43.6%	26.9%	29.5%	100.0%

Table 80. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with desire to diversify experience.

Experience7 * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
Experience7	Not at all Important	Count	6	4	20	30
		% within Experience7	20.0%	13.3%	66.7%	100.0%
		% within RelocRO	1.7%	1.8%	8.3%	3.7%
		% of Total	.7%	.5%	2.4%	3.7%
	2	Count	6	12	10	28
		% within Experience7	21.4%	42.9%	35.7%	100.0%
		% within RelocRO	1.7%	5.5%	4.2%	3.4%
		% of Total	.7%	1.5%	1.2%	3.4%
	3	Count	47	28	53	128
		% within Experience7	36.7%	21.9%	41.4%	100.0%
		% within RelocRO	13.1%	12.8%	22.1%	15.6%
		% of Total	5.7%	3.4%	6.5%	15.6%
4	Count	94	76	81	251	
	% within Experience7	37.5%	30.3%	32.3%	100.0%	
	% within RelocRO	26.1%	34.9%	33.8%	30.7%	
	% of Total	11.5%	9.3%	9.9%	30.7%	
Very Important	Count	207	98	76	381	
	% within Experience7	54.3%	25.7%	19.9%	100.0%	
	% within RelocRO	57.5%	45.0%	31.7%	46.6%	
	% of Total	25.3%	12.0%	9.3%	46.6%	
Total	Count	360	218	240	818	
	% within Experience7	44.0%	26.7%	29.3%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	44.0%	26.7%	29.3%	100.0%	

Table 81. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with desire to contribute more to the mission of the NWRS.

Mission7 * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
Mission7	Not at all Important	Count	5	4	17	26
		% within Mission7	19.2%	15.4%	65.4%	100.0%
		% within RelocRO	1.4%	1.8%	7.2%	3.2%
		% of Total	.6%	.5%	2.1%	3.2%
2		Count	8	4	14	26
		% within Mission7	30.8%	15.4%	53.8%	100.0%
		% within RelocRO	2.2%	1.8%	6.0%	3.2%
		% of Total	1.0%	.5%	1.7%	3.2%
3		Count	40	38	52	130
		% within Mission7	30.8%	29.2%	40.0%	100.0%
		% within RelocRO	11.2%	17.0%	22.1%	15.9%
		% of Total	4.9%	4.7%	6.4%	15.9%
4		Count	112	71	79	262
		% within Mission7	42.7%	27.1%	30.2%	100.0%
		% within RelocRO	31.3%	31.8%	33.6%	32.1%
		% of Total	13.7%	8.7%	9.7%	32.1%
Very Important		Count	193	106	73	372
		% within Mission7	51.9%	28.5%	19.6%	100.0%
		% within RelocRO	53.9%	47.5%	31.1%	45.6%
		% of Total	23.7%	13.0%	8.9%	45.6%
Total		Count	358	223	235	816
		% within Mission7	43.9%	27.3%	28.8%	100.0%
		% within RelocRO	100.0%	100.0%	100.0%	100.0%
		% of Total	43.9%	27.3%	28.8%	100.0%

Table 82. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with desire to move to a more desirable location.

DesirableLive7 * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
DesirableLive7	Not at all Important	Count	31	21	33	85
		% within DesirableLive7	36.5%	24.7%	38.8%	100.0%
		% within RelocRO	9.1%	9.9%	14.9%	11.0%
		% of Total	4.0%	2.7%	4.3%	11.0%
2		Count	24	18	14	56
		% within DesirableLive7	42.9%	32.1%	25.0%	100.0%
		% within RelocRO	7.0%	8.5%	6.3%	7.2%
		% of Total	3.1%	2.3%	1.8%	7.2%
3		Count	69	40	47	156
		% within DesirableLive7	44.2%	25.6%	30.1%	100.0%
		% within RelocRO	20.2%	18.9%	21.2%	20.1%
		% of Total	8.9%	5.2%	6.1%	20.1%
4		Count	90	67	56	213
		% within DesirableLive7	42.3%	31.5%	26.3%	100.0%
		% within RelocRO	26.3%	31.6%	25.2%	27.4%
		% of Total	11.6%	8.6%	7.2%	27.4%
Very Important		Count	128	66	72	266
		% within DesirableLive7	48.1%	24.8%	27.1%	100.0%
		% within RelocRO	37.4%	31.1%	32.4%	34.3%
		% of Total	16.5%	8.5%	9.3%	34.3%
Total		Count	342	212	222	776
		% within DesirableLive7	44.1%	27.3%	28.6%	100.0%
		% within RelocRO	100.0%	100.0%	100.0%	100.0%
		% of Total	44.1%	27.3%	28.6%	100.0%

Table 83. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with desire to move closer to family.

ClosetoFamily7 * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
ClosetoFamily7	Not at all Important	Count	59	31	34	124
		% within ClosetoFamily7	47.6%	25.0%	27.4%	100.0%
		% within RelocRO	17.7%	15.3%	15.7%	16.5%
		% of Total	7.8%	4.1%	4.5%	16.5%
2		Count	38	36	40	114
		% within ClosetoFamily7	33.3%	31.6%	35.1%	100.0%
		% within RelocRO	11.4%	17.7%	18.5%	15.1%
		% of Total	5.0%	4.8%	5.3%	15.1%
3		Count	83	49	38	170
		% within ClosetoFamily7	48.8%	28.8%	22.4%	100.0%
		% within RelocRO	24.9%	24.1%	17.6%	22.6%
		% of Total	11.0%	6.5%	5.0%	22.6%
4		Count	53	38	42	133
		% within ClosetoFamily7	39.8%	28.6%	31.6%	100.0%
		% within RelocRO	15.9%	18.7%	19.4%	17.7%
		% of Total	7.0%	5.0%	5.6%	17.7%
Very Important		Count	101	49	62	212
		% within ClosetoFamily7	47.6%	23.1%	29.2%	100.0%
		% within RelocRO	30.2%	24.1%	28.7%	28.2%
		% of Total	13.4%	6.5%	8.2%	28.2%
Total		Count	334	203	216	753
		% within ClosetoFamily7	44.4%	27.0%	28.7%	100.0%
		% within RelocRO	100.0%	100.0%	100.0%	100.0%
		% of Total	44.4%	27.0%	28.7%	100.0%

Table 84. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with desire to move to a location that provides more opportunities for a significant other.

SpouseOpps7 * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
SpouseOpps7	Not at all Important	Count	32	23	29	84
		% within SpouseOpps7	38.1%	27.4%	34.5%	100.0%
		% within RelocRO	11.1%	12.7%	14.6%	12.6%
		% of Total	4.8%	3.5%	4.4%	12.6%
2		Count	15	13	10	38
		% within SpouseOpps7	39.5%	34.2%	26.3%	100.0%
		% within RelocRO	5.2%	7.2%	5.1%	5.7%
		% of Total	2.3%	2.0%	1.5%	5.7%
3		Count	60	37	40	137
		% within SpouseOpps7	43.8%	27.0%	29.2%	100.0%
		% within RelocRO	20.9%	20.4%	20.2%	20.6%
		% of Total	9.0%	5.6%	6.0%	20.6%
4		Count	80	38	53	171
		% within SpouseOpps7	46.8%	22.2%	31.0%	100.0%
		% within RelocRO	27.9%	21.0%	26.8%	25.7%
		% of Total	12.0%	5.7%	8.0%	25.7%
Very Important		Count	100	70	66	236
		% within SpouseOpps7	42.4%	29.7%	28.0%	100.0%
		% within RelocRO	34.8%	38.7%	33.3%	35.4%
		% of Total	15.0%	10.5%	9.9%	35.4%
Total		Count	287	181	198	666
		% within SpouseOpps7	43.1%	27.2%	29.7%	100.0%
		% within RelocRO	100.0%	100.0%	100.0%	100.0%
		% of Total	43.1%	27.2%	29.7%	100.0%

Table 85. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with desire to move to a location that provides more opportunities for the employee's kids.

KidsOpps7 * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
KidsOpps7	Not at all Important	Count	46	26	37	109
		% within KidsOpps7	42.2%	23.9%	33.9%	100.0%
		% within RelocRO	22.2%	20.3%	24.0%	22.3%
		% of Total	9.4%	5.3%	7.6%	22.3%
2		Count	12	10	12	34
		% within KidsOpps7	35.3%	29.4%	35.3%	100.0%
		% within RelocRO	5.8%	7.8%	7.8%	7.0%
		% of Total	2.5%	2.0%	2.5%	7.0%
3		Count	31	15	23	69
		% within KidsOpps7	44.9%	21.7%	33.3%	100.0%
		% within RelocRO	15.0%	11.7%	14.9%	14.1%
		% of Total	6.3%	3.1%	4.7%	14.1%
4		Count	45	28	29	102
		% within KidsOpps7	44.1%	27.5%	28.4%	100.0%
		% within RelocRO	21.7%	21.9%	18.8%	20.9%
		% of Total	9.2%	5.7%	5.9%	20.9%
Very Important		Count	73	49	53	175
		% within KidsOpps7	41.7%	28.0%	30.3%	100.0%
		% within RelocRO	35.3%	38.3%	34.4%	35.8%
		% of Total	14.9%	10.0%	10.8%	35.8%
Total		Count	207	128	154	489
		% within KidsOpps7	42.3%	26.2%	31.5%	100.0%
		% within RelocRO	100.0%	100.0%	100.0%	100.0%
		% of Total	42.3%	26.2%	31.5%	100.0%

Table 86. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with desire to move to a location with a lower cost of living.

CostofLiving7 * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
CostofLiving7	Not at all Important	Count	48	20	40	108
		% within CostofLiving7	44.4%	18.5%	37.0%	100.0%
		% within RelocRO	14.1%	9.5%	18.3%	14.1%
		% of Total	6.3%	2.6%	5.2%	14.1%
2		Count	39	37	30	106
		% within CostofLiving7	36.8%	34.9%	28.3%	100.0%
		% within RelocRO	11.5%	17.6%	13.8%	13.8%
		% of Total	5.1%	4.8%	3.9%	13.8%
3		Count	96	63	59	218
		% within CostofLiving7	44.0%	28.9%	27.1%	100.0%
		% within RelocRO	28.2%	30.0%	27.1%	28.4%
		% of Total	12.5%	8.2%	7.7%	28.4%
4		Count	81	52	50	183
		% within CostofLiving7	44.3%	28.4%	27.3%	100.0%
		% within RelocRO	23.8%	24.8%	22.9%	23.8%
		% of Total	10.5%	6.8%	6.5%	23.8%
Very Important		Count	76	38	39	153
		% within CostofLiving7	49.7%	24.8%	25.5%	100.0%
		% within RelocRO	22.4%	18.1%	17.9%	19.9%
		% of Total	9.9%	4.9%	5.1%	19.9%
Total		Count	340	210	218	768
		% within CostofLiving7	44.3%	27.3%	28.4%	100.0%
		% within RelocRO	100.0%	100.0%	100.0%	100.0%
		% of Total	44.3%	27.3%	28.4%	100.0%

Table 87. Cross-tabulation of willingness to consider relocating to a regional office in the next few years with desire to move to a location that provides more opportunities for outdoor recreation.

RecOpps7 * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
RecOpps7	Not at all Important	Count	36	17	34	87
		% within RecOpps7	41.4%	19.5%	39.1%	100.0%
		% within RelocRO	10.9%	8.3%	15.7%	11.6%
		% of Total	4.8%	2.3%	4.5%	11.6%
2		Count	32	26	26	84
		% within RecOpps7	38.1%	31.0%	31.0%	100.0%
		% within RelocRO	9.7%	12.7%	12.0%	11.2%
		% of Total	4.3%	3.5%	3.5%	11.2%
3		Count	90	50	47	187
		% within RecOpps7	48.1%	26.7%	25.1%	100.0%
		% within RelocRO	27.4%	24.4%	21.8%	24.9%
		% of Total	12.0%	6.7%	6.3%	24.9%
4		Count	91	63	53	207
		% within RecOpps7	44.0%	30.4%	25.6%	100.0%
		% within RelocRO	27.7%	30.7%	24.5%	27.6%
		% of Total	12.1%	8.4%	7.1%	27.6%
Very Important		Count	80	49	56	185
		% within RecOpps7	43.2%	26.5%	30.3%	100.0%
		% within RelocRO	24.3%	23.9%	25.9%	24.7%
		% of Total	10.7%	6.5%	7.5%	24.7%
Total		Count	329	205	216	750
		% within RecOpps7	43.9%	27.3%	28.8%	100.0%
		% within RelocRO	100.0%	100.0%	100.0%	100.0%
		% of Total	43.9%	27.3%	28.8%	100.0%

Table 88. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with desire to attain a promotion.

Promotion7 * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
Promotion7	Not at all Important	Count	37	7	2	46
		% within Promotion7	80.4%	15.2%	4.3%	100.0%
		% within RelocDiffRefuge	5.2%	7.4%	6.7%	5.5%
		% of Total	4.5%	.8%	.2%	5.5%
2		Count	39	8	3	50
		% within Promotion7	78.0%	16.0%	6.0%	100.0%
		% within RelocDiffRefuge	5.5%	8.5%	10.0%	6.0%
		% of Total	4.7%	1.0%	.4%	6.0%
3		Count	105	14	7	126
		% within Promotion7	83.3%	11.1%	5.6%	100.0%
		% within RelocDiffRefuge	14.9%	14.9%	23.3%	15.2%
		% of Total	12.6%	1.7%	.8%	15.2%
4		Count	181	18	7	206
		% within Promotion7	87.9%	8.7%	3.4%	100.0%
		% within RelocDiffRefuge	25.6%	19.1%	23.3%	24.8%
		% of Total	21.8%	2.2%	.8%	24.8%
Very Important		Count	345	47	11	403
		% within Promotion7	85.6%	11.7%	2.7%	100.0%
		% within RelocDiffRefuge	48.8%	50.0%	36.7%	48.5%
		% of Total	41.5%	5.7%	1.3%	48.5%
Total		Count	707	94	30	831
		% within Promotion7	85.1%	11.3%	3.6%	100.0%
		% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%
		% of Total	85.1%	11.3%	3.6%	100.0%

Table 89. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with desire to diversify experience.

Experience7 * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
Experience7	Not at all Important	Count	24	3	3	30
		% within Experience7	80.0%	10.0%	10.0%	100.0%
		% within RelocDiffRefuge	3.4%	3.3%	10.7%	3.6%
		% of Total	2.9%	.4%	.4%	3.6%
2		Count	16	10	2	28
		% within Experience7	57.1%	35.7%	7.1%	100.0%
		% within RelocDiffRefuge	2.3%	11.0%	7.1%	3.4%
		% of Total	1.9%	1.2%	.2%	3.4%
3		Count	97	24	5	126
		% within Experience7	77.0%	19.0%	4.0%	100.0%
		% within RelocDiffRefuge	13.8%	26.4%	17.9%	15.3%
		% of Total	11.8%	2.9%	.6%	15.3%
4		Count	221	24	6	251
		% within Experience7	88.0%	9.6%	2.4%	100.0%
		% within RelocDiffRefuge	31.4%	26.4%	21.4%	30.5%
		% of Total	26.9%	2.9%	.7%	30.5%
Very Important		Count	346	30	12	388
		% within Experience7	89.2%	7.7%	3.1%	100.0%
		% within RelocDiffRefuge	49.1%	33.0%	42.9%	47.1%
		% of Total	42.0%	3.6%	1.5%	47.1%
Total		Count	704	91	28	823
		% within Experience7	85.5%	11.1%	3.4%	100.0%
		% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%
		% of Total	85.5%	11.1%	3.4%	100.0%

Table 90. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with desire to contribute more to the mission of the NWRS.

Mission7 * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
Mission7	Not at all Important	Count	17	6	4	27
		% within Mission7	63.0%	22.2%	14.8%	100.0%
		% within RelocDiffRefuge	2.4%	6.5%	13.8%	3.3%
		% of Total	2.1%	.7%	.5%	3.3%
2		Count	22	4	0	26
		% within Mission7	84.6%	15.4%	.0%	100.0%
		% within RelocDiffRefuge	3.1%	4.3%	.0%	3.2%
		% of Total	2.7%	.5%	.0%	3.2%
3		Count	104	21	4	129
		% within Mission7	80.6%	16.3%	3.1%	100.0%
		% within RelocDiffRefuge	14.9%	22.6%	13.8%	15.7%
		% of Total	12.7%	2.6%	.5%	15.7%
4		Count	230	23	9	262
		% within Mission7	87.8%	8.8%	3.4%	100.0%
		% within RelocDiffRefuge	32.9%	24.7%	31.0%	31.9%
		% of Total	28.0%	2.8%	1.1%	31.9%
Very Important		Count	326	39	12	377
		% within Mission7	86.5%	10.3%	3.2%	100.0%
		% within RelocDiffRefuge	46.6%	41.9%	41.4%	45.9%
		% of Total	39.7%	4.8%	1.5%	45.9%
Total		Count	699	93	29	821
		% within Mission7	85.1%	11.3%	3.5%	100.0%
		% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%
		% of Total	85.1%	11.3%	3.5%	100.0%

Table 91. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with desire to move to a more desirable location.

DesirableLive7 * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
DesirableLive7	Not at all Important	Count	67	14	5	86
		% within DesirableLive7	77.9%	16.3%	5.8%	100.0%
		% within RelocDiffRefuge	10.0%	15.7%	23.8%	11.0%
		% of Total	8.6%	1.8%	.6%	11.0%
	2	Count	45	9	2	56
		% within DesirableLive7	80.4%	16.1%	3.6%	100.0%
		% within RelocDiffRefuge	6.7%	10.1%	9.5%	7.2%
		% of Total	5.8%	1.2%	.3%	7.2%
	3	Count	136	18	3	157
		% within DesirableLive7	86.6%	11.5%	1.9%	100.0%
		% within RelocDiffRefuge	20.3%	20.2%	14.3%	20.1%
		% of Total	17.4%	2.3%	.4%	20.1%
	4	Count	184	25	5	214
		% within DesirableLive7	86.0%	11.7%	2.3%	100.0%
		% within RelocDiffRefuge	27.4%	28.1%	23.8%	27.4%
		% of Total	23.6%	3.2%	.6%	27.4%
Very Important	Count	239	23	6	268	
	% within DesirableLive7	89.2%	8.6%	2.2%	100.0%	
	% within RelocDiffRefuge	35.6%	25.8%	28.6%	34.3%	
	% of Total	30.6%	2.9%	.8%	34.3%	
Total	Count	671	89	21	781	
	% within DesirableLive7	85.9%	11.4%	2.7%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	85.9%	11.4%	2.7%	100.0%	

Table 92. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with desire to move closer to family.

ClosetoFamily7 * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
ClosetoFamily7	Not at all Important	Count	105	15	4	124
		% within ClosetoFamily7	84.7%	12.1%	3.2%	100.0%
		% within RelocDiffRefuge	16.1%	17.6%	18.2%	16.4%
		% of Total	13.9%	2.0%	.5%	16.4%
2		Count	93	17	4	114
		% within ClosetoFamily7	81.6%	14.9%	3.5%	100.0%
		% within RelocDiffRefuge	14.3%	20.0%	18.2%	15.0%
		% of Total	12.3%	2.2%	.5%	15.0%
3		Count	151	19	2	172
		% within ClosetoFamily7	87.8%	11.0%	1.2%	100.0%
		% within RelocDiffRefuge	23.2%	22.4%	9.1%	22.7%
		% of Total	19.9%	2.5%	.3%	22.7%
4		Count	115	17	3	135
		% within ClosetoFamily7	85.2%	12.6%	2.2%	100.0%
		% within RelocDiffRefuge	17.7%	20.0%	13.6%	17.8%
		% of Total	15.2%	2.2%	.4%	17.8%
Very Important		Count	187	17	9	213
		% within ClosetoFamily7	87.8%	8.0%	4.2%	100.0%
		% within RelocDiffRefuge	28.7%	20.0%	40.9%	28.1%
		% of Total	24.7%	2.2%	1.2%	28.1%
Total		Count	651	85	22	758
		% within ClosetoFamily7	85.9%	11.2%	2.9%	100.0%
		% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%
		% of Total	85.9%	11.2%	2.9%	100.0%

Table 93. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with desire to move to a location that provides more opportunities for a significant other.

SpouseOpps7 * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
SpouseOpps7	Not at all Important	Count	67	14	4	85
		% within SpouseOpps7	78.8%	16.5%	4.7%	100.0%
		% within RelocDiffRefuge	11.8%	17.3%	21.1%	12.7%
		% of Total	10.0%	2.1%	.6%	12.7%
	2	Count	31	6	1	38
		% within SpouseOpps7	81.6%	15.8%	2.6%	100.0%
		% within RelocDiffRefuge	5.5%	7.4%	5.3%	5.7%
		% of Total	4.6%	.9%	.1%	5.7%
	3	Count	121	13	3	137
		% within SpouseOpps7	88.3%	9.5%	2.2%	100.0%
		% within RelocDiffRefuge	21.3%	16.0%	15.8%	20.5%
		% of Total	18.1%	1.9%	.4%	20.5%
4	Count	148	22	2	172	
	% within SpouseOpps7	86.0%	12.8%	1.2%	100.0%	
	% within RelocDiffRefuge	26.1%	27.2%	10.5%	25.7%	
	% of Total	22.2%	3.3%	.3%	25.7%	
Very Important	Count	201	26	9	236	
	% within SpouseOpps7	85.2%	11.0%	3.8%	100.0%	
	% within RelocDiffRefuge	35.4%	32.1%	47.4%	35.3%	
	% of Total	30.1%	3.9%	1.3%	35.3%	
Total	Count	568	81	19	668	
	% within SpouseOpps7	85.0%	12.1%	2.8%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	85.0%	12.1%	2.8%	100.0%	

Table 94. Cross-tabulation of willingness to consider relocating to another refugee unit in the next few years with desire to move to a location that provides more opportunities for the employee’s kids.

KidsOpps7 * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
KidsOpps7	Not at all Important	Count	86	16	6	108
		% within KidsOpps7	79.6%	14.8%	5.6%	100.0%
		% within RelocDiffRefuge	20.6%	27.6%	35.3%	22.0%
		% of Total	17.5%	3.3%	1.2%	22.0%
	2	Count	23	11	0	34
		% within KidsOpps7	67.6%	32.4%	.0%	100.0%
		% within RelocDiffRefuge	5.5%	19.0%	.0%	6.9%
		% of Total	4.7%	2.2%	.0%	6.9%
	3	Count	66	3	0	69
		% within KidsOpps7	95.7%	4.3%	.0%	100.0%
		% within RelocDiffRefuge	15.8%	5.2%	.0%	14.0%
		% of Total	13.4%	.6%	.0%	14.0%
	4	Count	91	10	3	104
		% within KidsOpps7	87.5%	9.6%	2.9%	100.0%
		% within RelocDiffRefuge	21.8%	17.2%	17.6%	21.1%
		% of Total	18.5%	2.0%	.6%	21.1%
Very Important	Count	151	18	8	177	
	% within KidsOpps7	85.3%	10.2%	4.5%	100.0%	
	% within RelocDiffRefuge	36.2%	31.0%	47.1%	36.0%	
	% of Total	30.7%	3.7%	1.6%	36.0%	
Total	Count	417	58	17	492	
	% within KidsOpps7	84.8%	11.8%	3.5%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	84.8%	11.8%	3.5%	100.0%	

Table 95. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with desire to move to a location that provides a lower cost of living.

CostofLiving7 * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
CostofLiving7	Not at all Important	Count	89	14	6	109
		% within CostofLiving7	81.7%	12.8%	5.5%	100.0%
		% within RelocDiffRefuge	13.3%	16.5%	31.6%	14.1%
		% of Total	11.5%	1.8%	.8%	14.1%
	2	Count	90	15	3	108
		% within CostofLiving7	83.3%	13.9%	2.8%	100.0%
		% within RelocDiffRefuge	13.5%	17.6%	15.8%	14.0%
		% of Total	11.6%	1.9%	.4%	14.0%
	3	Count	197	20	3	220
		% within CostofLiving7	89.5%	9.1%	1.4%	100.0%
		% within RelocDiffRefuge	29.4%	23.5%	15.8%	28.5%
		% of Total	25.5%	2.6%	.4%	28.5%
4	Count	158	22	3	183	
	% within CostofLiving7	86.3%	12.0%	1.6%	100.0%	
	% within RelocDiffRefuge	23.6%	25.9%	15.8%	23.7%	
	% of Total	20.4%	2.8%	.4%	23.7%	
Very Important	Count	135	14	4	153	
	% within CostofLiving7	88.2%	9.2%	2.6%	100.0%	
	% within RelocDiffRefuge	20.2%	16.5%	21.1%	19.8%	
	% of Total	17.5%	1.8%	.5%	19.8%	
Total	Count	669	85	19	773	
	% within CostofLiving7	86.5%	11.0%	2.5%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	86.5%	11.0%	2.5%	100.0%	

Table 96. Cross-tabulation of willingness to consider relocating to another refuge unit in the next few years with desire to move to a location that provides more opportunities for outdoor recreation.

RecOpps7 * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
RecOpps7	Not at all Important	Count	74	8	5	87
		% within RecOpps7	85.1%	9.2%	5.7%	100.0%
		% within RelocDiffRefuge	11.3%	9.6%	26.3%	11.5%
		% of Total	9.8%	1.1%	.7%	11.5%
2		Count	73	11	1	85
		% within RecOpps7	85.9%	12.9%	1.2%	100.0%
		% within RelocDiffRefuge	11.2%	13.3%	5.3%	11.3%
		% of Total	9.7%	1.5%	.1%	11.3%
3		Count	160	24	5	189
		% within RecOpps7	84.7%	12.7%	2.6%	100.0%
		% within RelocDiffRefuge	24.5%	28.9%	26.3%	25.1%
		% of Total	21.2%	3.2%	.7%	25.1%
4		Count	181	25	2	208
		% within RecOpps7	87.0%	12.0%	1.0%	100.0%
		% within RelocDiffRefuge	27.8%	30.1%	10.5%	27.6%
		% of Total	24.0%	3.3%	.3%	27.6%
Very Important		Count	164	15	6	185
		% within RecOpps7	88.6%	8.1%	3.2%	100.0%
		% within RelocDiffRefuge	25.2%	18.1%	31.6%	24.5%
		% of Total	21.8%	2.0%	.8%	24.5%
Total		Count	652	83	19	754
		% within RecOpps7	86.5%	11.0%	2.5%	100.0%
		% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%
		% of Total	86.5%	11.0%	2.5%	100.0%