

Table 97. Cross-tabulation of willingness to relocate to the Washington Office with reluctance to relocate because of the difficulty in selling a home.

NotRelDiffSell * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
NotRelDiffSell	Not at all Important	Count	8	21	76	105
		% within NotRelDiffSell	7.6%	20.0%	72.4%	100.0%
		% within RelocWO	11.0%	12.3%	15.9%	14.5%
		% of Total	1.1%	2.9%	10.5%	14.5%
2		Count	4	16	51	71
		% within NotRelDiffSell	5.6%	22.5%	71.8%	100.0%
		% within RelocWO	5.5%	9.4%	10.7%	9.8%
		% of Total	.6%	2.2%	7.1%	9.8%
3		Count	19	31	70	120
		% within NotRelDiffSell	15.8%	25.8%	58.3%	100.0%
		% within RelocWO	26.0%	18.1%	14.6%	16.6%
		% of Total	2.6%	4.3%	9.7%	16.6%
4		Count	11	31	112	154
		% within NotRelDiffSell	7.1%	20.1%	72.7%	100.0%
		% within RelocWO	15.1%	18.1%	23.4%	21.3%
		% of Total	1.5%	4.3%	15.5%	21.3%
Very Important		Count	31	72	169	272
		% within NotRelDiffSell	11.4%	26.5%	62.1%	100.0%
		% within RelocWO	42.5%	42.1%	35.4%	37.7%
		% of Total	4.3%	10.0%	23.4%	37.7%
Total		Count	73	171	478	722
		% within NotRelDiffSell	10.1%	23.7%	66.2%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	10.1%	23.7%	66.2%	100.0%

Table 98. Cross-tabulation of willingness to relocate to the Washington Office with reluctance to relocate because of the loss of value in selling a home.

NotRelLoseValue * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
NotRelLoseValue	Not at all Important	Count	9	18	74	101
		% within NotRelLoseValue	8.9%	17.8%	73.3%	100.0%
		% within RelocWO	12.0%	10.5%	15.5%	14.0%
		% of Total	1.2%	2.5%	10.2%	14.0%
	2	Count	4	17	50	71
		% within NotRelLoseValue	5.6%	23.9%	70.4%	100.0%
		% within RelocWO	5.3%	9.9%	10.5%	9.8%
		% of Total	.6%	2.3%	6.9%	9.8%
	3	Count	15	26	63	104
		% within NotRelLoseValue	14.4%	25.0%	60.6%	100.0%
		% within RelocWO	20.0%	15.1%	13.2%	14.4%
		% of Total	2.1%	3.6%	8.7%	14.4%
	4	Count	10	32	114	156
		% within NotRelLoseValue	6.4%	20.5%	73.1%	100.0%
		% within RelocWO	13.3%	18.6%	23.9%	21.5%
		% of Total	1.4%	4.4%	15.7%	21.5%
Very Important	Count	37	79	176	292	
	% within NotRelLoseValue	12.7%	27.1%	60.3%	100.0%	
	% within RelocWO	49.3%	45.9%	36.9%	40.3%	
	% of Total	5.1%	10.9%	24.3%	40.3%	
Total	Count	75	172	477	724	
	% within NotRelLoseValue	10.4%	23.8%	65.9%	100.0%	
	% within RelocWO	100.0%	100.0%	100.0%	100.0%	
	% of Total	10.4%	23.8%	65.9%	100.0%	

Table 99. Cross-tabulation of willingness to relocate to the Washington Office with reluctance to relocate because of the increase in cost of living at the new location.

NotRelCostLiving * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
NotRelCostLiving	Not at all Important	Count	10	11	57	78
		% within NotRelCostLiving	12.8%	14.1%	73.1%	100.0%
		% within RelocWO	12.8%	5.9%	11.2%	10.1%
		% of Total	1.3%	1.4%	7.4%	10.1%
2		Count	3	17	47	67
		% within NotRelCostLiving	4.5%	25.4%	70.1%	100.0%
		% within RelocWO	3.8%	9.1%	9.2%	8.7%
		% of Total	.4%	2.2%	6.1%	8.7%
3		Count	13	40	93	146
		% within NotRelCostLiving	8.9%	27.4%	63.7%	100.0%
		% within RelocWO	16.7%	21.4%	18.3%	18.9%
		% of Total	1.7%	5.2%	12.0%	18.9%
4		Count	25	44	125	194
		% within NotRelCostLiving	12.9%	22.7%	64.4%	100.0%
		% within RelocWO	32.1%	23.5%	24.6%	25.1%
		% of Total	3.2%	5.7%	16.1%	25.1%
Very Important		Count	27	75	187	289
		% within NotRelCostLiving	9.3%	26.0%	64.7%	100.0%
		% within RelocWO	34.6%	40.1%	36.7%	37.3%
		% of Total	3.5%	9.7%	24.2%	37.3%
Total		Count	78	187	509	774
		% within NotRelCostLiving	10.1%	24.2%	65.8%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	10.1%	24.2%	65.8%	100.0%

Table 100. Cross-tabulation of willingness to relocate to the Washington Office with reluctance to relocate because the employee does not want to move farther away from family.

NotRelFamily * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
NotRelFamily	Not at all Important	Count	17	31	72	120
		% within NotRelFamily	14.2%	25.8%	60.0%	100.0%
		% within RelocWO	22.4%	17.2%	14.2%	15.7%
		% of Total	2.2%	4.1%	9.4%	15.7%
2		Count	9	26	61	96
		% within NotRelFamily	9.4%	27.1%	63.5%	100.0%
		% within RelocWO	11.8%	14.4%	12.0%	12.6%
		% of Total	1.2%	3.4%	8.0%	12.6%
3		Count	22	42	87	151
		% within NotRelFamily	14.6%	27.8%	57.6%	100.0%
		% within RelocWO	28.9%	23.3%	17.1%	19.8%
		% of Total	2.9%	5.5%	11.4%	19.8%
4		Count	9	37	88	134
		% within NotRelFamily	6.7%	27.6%	65.7%	100.0%
		% within RelocWO	11.8%	20.6%	17.3%	17.5%
		% of Total	1.2%	4.8%	11.5%	17.5%
Very Important		Count	19	44	200	263
		% within NotRelFamily	7.2%	16.7%	76.0%	100.0%
		% within RelocWO	25.0%	24.4%	39.4%	34.4%
		% of Total	2.5%	5.8%	26.2%	34.4%
Total		Count	76	180	508	764
		% within NotRelFamily	9.9%	23.6%	66.5%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	9.9%	23.6%	66.5%	100.0%

Table 101. Cross-tabulation of willingness to relocate to the Washington Office with reluctance to relocate because of disruption of a significant other's career.

NotRelSpouse * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
NotRelSpouse	Not at all Important	Count	8	23	66	97
		% within NotRelSpouse	8.2%	23.7%	68.0%	100.0%
		% within RelocWO	12.7%	15.0%	15.0%	14.8%
		% of Total	1.2%	3.5%	10.1%	14.8%
	2	Count	11	16	33	60
		% within NotRelSpouse	18.3%	26.7%	55.0%	100.0%
		% within RelocWO	17.5%	10.5%	7.5%	9.1%
		% of Total	1.7%	2.4%	5.0%	9.1%
	3	Count	13	29	80	122
		% within NotRelSpouse	10.7%	23.8%	65.6%	100.0%
		% within RelocWO	20.6%	19.0%	18.2%	18.6%
		% of Total	2.0%	4.4%	12.2%	18.6%
	4	Count	7	24	65	96
		% within NotRelSpouse	7.3%	25.0%	67.7%	100.0%
		% within RelocWO	11.1%	15.7%	14.8%	14.6%
		% of Total	1.1%	3.7%	9.9%	14.6%
Very Important	Count	24	61	196	281	
	% within NotRelSpouse	8.5%	21.7%	69.8%	100.0%	
	% within RelocWO	38.1%	39.9%	44.5%	42.8%	
	% of Total	3.7%	9.3%	29.9%	42.8%	
Total	Count	63	153	440	656	
	% within NotRelSpouse	9.6%	23.3%	67.1%	100.0%	
	% within RelocWO	100.0%	100.0%	100.0%	100.0%	
	% of Total	9.6%	23.3%	67.1%	100.0%	

Table 102. Cross-tabulation of willingness to relocate to the Washington Office with reluctance to relocate because of disruption of kids' school/social lives.

NotRelKids * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
NotRelKids	Not at all Important	Count	16	26	71	113
		% within NotRelKids	14.2%	23.0%	62.8%	100.0%
		% within RelocWO	29.1%	23.2%	21.1%	22.4%
		% of Total	3.2%	5.2%	14.1%	22.4%
	2	Count	4	8	22	34
		% within NotRelKids	11.8%	23.5%	64.7%	100.0%
		% within RelocWO	7.3%	7.1%	6.5%	6.7%
		% of Total	.8%	1.6%	4.4%	6.7%
	3	Count	12	16	43	71
		% within NotRelKids	16.9%	22.5%	60.6%	100.0%
		% within RelocWO	21.8%	14.3%	12.8%	14.1%
		% of Total	2.4%	3.2%	8.5%	14.1%
4	Count	8	24	53	85	
	% within NotRelKids	9.4%	28.2%	62.4%	100.0%	
	% within RelocWO	14.5%	21.4%	15.7%	16.9%	
	% of Total	1.6%	4.8%	10.5%	16.9%	
Very Important	Count	15	38	148	201	
	% within NotRelKids	7.5%	18.9%	73.6%	100.0%	
	% within RelocWO	27.3%	33.9%	43.9%	39.9%	
	% of Total	3.0%	7.5%	29.4%	39.9%	
Total	Count	55	112	337	504	
	% within NotRelKids	10.9%	22.2%	66.9%	100.0%	
	% within RelocWO	100.0%	100.0%	100.0%	100.0%	
	% of Total	10.9%	22.2%	66.9%	100.0%	

Table 103. Cross-tabulation of willingness to relocate to the Washington Office with reluctance to relocate because of concern for the quality of schools at the new location.

NotRelSchools * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
NotRelSchools	Not at all Important	Count	19	26	83	128
		% within NotRelSchools	14.8%	20.3%	64.8%	100.0%
		% within RelocWO	32.2%	23.6%	24.5%	25.2%
		% of Total	3.7%	5.1%	16.3%	25.2%
	2	Count	5	7	23	35
		% within NotRelSchools	14.3%	20.0%	65.7%	100.0%
		% within RelocWO	8.5%	6.4%	6.8%	6.9%
		% of Total	1.0%	1.4%	4.5%	6.9%
	3	Count	9	15	47	71
		% within NotRelSchools	12.7%	21.1%	66.2%	100.0%
		% within RelocWO	15.3%	13.6%	13.9%	14.0%
		% of Total	1.8%	3.0%	9.3%	14.0%
4	Count	8	21	68	97	
	% within NotRelSchools	8.2%	21.6%	70.1%	100.0%	
	% within RelocWO	13.6%	19.1%	20.1%	19.1%	
	% of Total	1.6%	4.1%	13.4%	19.1%	
Very Important	Count	18	41	118	177	
	% within NotRelSchools	10.2%	23.2%	66.7%	100.0%	
	% within RelocWO	30.5%	37.3%	34.8%	34.8%	
	% of Total	3.5%	8.1%	23.2%	34.8%	
Total	Count	59	110	339	508	
	% within NotRelSchools	11.6%	21.7%	66.7%	100.0%	
	% within RelocWO	100.0%	100.0%	100.0%	100.0%	
	% of Total	11.6%	21.7%	66.7%	100.0%	

Table 104. Cross-tabulation of willingness to relocate to the Washington Office with reluctance to relocate because of concern for a lack of amenities at the new location.

NotRelAmenities * RelocWO Crosstabulatio

			RelocWO			Total
			Yes	Uncertain	No	
NotRelAmenities	Not at all Important	Count	14	30	119	163
		% within NotRelAmenities	8.6%	18.4%	73.0%	100.0%
		% within RelocWO	17.7%	17.4%	23.8%	21.7%
		% of Total	1.9%	4.0%	15.8%	21.7%
	2	Count	9	34	97	140
		% within NotRelAmenities	6.4%	24.3%	69.3%	100.0%
		% within RelocWO	11.4%	19.8%	19.4%	18.6%
		% of Total	1.2%	4.5%	12.9%	18.6%
	3	Count	28	47	134	209
		% within NotRelAmenities	13.4%	22.5%	64.1%	100.0%
		% within RelocWO	35.4%	27.3%	26.8%	27.8%
		% of Total	3.7%	6.3%	17.8%	27.8%
4	Count	9	35	87	131	
	% within NotRelAmenities	6.9%	26.7%	66.4%	100.0%	
	% within RelocWO	11.4%	20.3%	17.4%	17.4%	
	% of Total	1.2%	4.7%	11.6%	17.4%	
Very Important	Count	19	26	63	108	
	% within NotRelAmenities	17.6%	24.1%	58.3%	100.0%	
	% within RelocWO	24.1%	15.1%	12.6%	14.4%	
	% of Total	2.5%	3.5%	8.4%	14.4%	
Total	Count	79	172	500	751	
	% within NotRelAmenities	10.5%	22.9%	66.6%	100.0%	
	% within RelocWO	100.0%	100.0%	100.0%	100.0%	
	% of Total	10.5%	22.9%	66.6%	100.0%	

Table 105. Cross-tabulation of willingness to relocate to the Washington Office with reluctance to relocate because of concern for lack of outdoor recreational opportunities at the new location.

NotRelRec * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
NotRelRec	Not at all Important	Count	12	12	64	88
		% within NotRelRec	13.6%	13.6%	72.7%	100.0%
		% within RelocWO	15.2%	6.7%	12.6%	11.5%
		% of Total	1.6%	1.6%	8.4%	11.5%
2		Count	10	21	51	82
		% within NotRelRec	12.2%	25.6%	62.2%	100.0%
		% within RelocWO	12.7%	11.8%	10.0%	10.7%
		% of Total	1.3%	2.7%	6.7%	10.7%
3		Count	25	47	123	195
		% within NotRelRec	12.8%	24.1%	63.1%	100.0%
		% within RelocWO	31.6%	26.4%	24.2%	25.5%
		% of Total	3.3%	6.1%	16.1%	25.5%
4		Count	15	52	121	188
		% within NotRelRec	8.0%	27.7%	64.4%	100.0%
		% within RelocWO	19.0%	29.2%	23.8%	24.6%
		% of Total	2.0%	6.8%	15.8%	24.6%
Very Important		Count	17	46	149	212
		% within NotRelRec	8.0%	21.7%	70.3%	100.0%
		% within RelocWO	21.5%	25.8%	29.3%	27.7%
		% of Total	2.2%	6.0%	19.5%	27.7%
Total		Count	79	178	508	765
		% within NotRelRec	10.3%	23.3%	66.4%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	10.3%	23.3%	66.4%	100.0%

Table 106. Cross-tabulation of willingness to relocate to the Washington Office with reluctance to relocate because of the employee's concern for assuming more administrative duties.

NotRelAdmin * RelocWO Crosstabulation

			RelocWO			Total
			Yes	Uncertain	No	
NotRelAdmin	Not at all Important	Count	19	31	67	117
		% within NotRelAdmin	16.2%	26.5%	57.3%	100.0%
		% within RelocWO	24.7%	17.5%	13.5%	15.6%
		% of Total	2.5%	4.1%	8.9%	15.6%
2		Count	9	24	51	84
		% within NotRelAdmin	10.7%	28.6%	60.7%	100.0%
		% within RelocWO	11.7%	13.6%	10.3%	11.2%
		% of Total	1.2%	3.2%	6.8%	11.2%
3		Count	17	35	71	123
		% within NotRelAdmin	13.8%	28.5%	57.7%	100.0%
		% within RelocWO	22.1%	19.8%	14.3%	16.4%
		% of Total	2.3%	4.7%	9.5%	16.4%
4		Count	17	38	118	173
		% within NotRelAdmin	9.8%	22.0%	68.2%	100.0%
		% within RelocWO	22.1%	21.5%	23.8%	23.1%
		% of Total	2.3%	5.1%	15.7%	23.1%
Very Important		Count	15	49	189	253
		% within NotRelAdmin	5.9%	19.4%	74.7%	100.0%
		% within RelocWO	19.5%	27.7%	38.1%	33.7%
		% of Total	2.0%	6.5%	25.2%	33.7%
Total		Count	77	177	496	750
		% within NotRelAdmin	10.3%	23.6%	66.1%	100.0%
		% within RelocWO	100.0%	100.0%	100.0%	100.0%
		% of Total	10.3%	23.6%	66.1%	100.0%

Table 107. Cross-tabulation of willingness to relocate to a regional office with reluctance to relocate because of the difficulty in selling a home.

NotRelDiffSell * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
NotRelDiffSell	Not at all Important	Count	25	28	54	107
		% within NotRelDiffSell	23.4%	26.2%	50.5%	100.0%
		% within RelocRO	12.5%	13.0%	17.4%	14.7%
		% of Total	3.4%	3.9%	7.4%	14.7%
	2	Count	17	21	33	71
		% within NotRelDiffSell	23.9%	29.6%	46.5%	100.0%
		% within RelocRO	8.5%	9.7%	10.6%	9.8%
		% of Total	2.3%	2.9%	4.5%	9.8%
	3	Count	34	47	39	120
		% within NotRelDiffSell	28.3%	39.2%	32.5%	100.0%
		% within RelocRO	17.0%	21.8%	12.6%	16.5%
		% of Total	4.7%	6.5%	5.4%	16.5%
4	Count	37	55	63	155	
	% within NotRelDiffSell	23.9%	35.5%	40.6%	100.0%	
	% within RelocRO	18.5%	25.5%	20.3%	21.3%	
	% of Total	5.1%	7.6%	8.7%	21.3%	
Very Important	Count	87	65	121	273	
	% within NotRelDiffSell	31.9%	23.8%	44.3%	100.0%	
	% within RelocRO	43.5%	30.1%	39.0%	37.6%	
	% of Total	12.0%	9.0%	16.7%	37.6%	
Total	Count	200	216	310	726	
	% within NotRelDiffSell	27.5%	29.8%	42.7%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	27.5%	29.8%	42.7%	100.0%	

Table 108. Cross-tabulation of willingness to relocate to a regional office with reluctance to relocate because of the loss of value in selling a home

NotRelLoseValue * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
NotRelLoseValue	Not at all Important	Count	23	27	52	102
		% within NotRelLoseValue	22.5%	26.5%	51.0%	100.0%
		% within RelocRO	11.4%	12.5%	16.7%	14.0%
		% of Total	3.2%	3.7%	7.1%	14.0%
	2	Count	17	21	33	71
		% within NotRelLoseValue	23.9%	29.6%	46.5%	100.0%
		% within RelocRO	8.5%	9.7%	10.6%	9.8%
		% of Total	2.3%	2.9%	4.5%	9.8%
	3	Count	33	35	35	103
		% within NotRelLoseValue	32.0%	34.0%	34.0%	100.0%
		% within RelocRO	16.4%	16.2%	11.3%	14.1%
		% of Total	4.5%	4.8%	4.8%	14.1%
4	Count	33	58	65	156	
	% within NotRelLoseValue	21.2%	37.2%	41.7%	100.0%	
	% within RelocRO	16.4%	26.9%	20.9%	21.4%	
	% of Total	4.5%	8.0%	8.9%	21.4%	
Very Important	Count	95	75	126	296	
	% within NotRelLoseValue	32.1%	25.3%	42.6%	100.0%	
	% within RelocRO	47.3%	34.7%	40.5%	40.7%	
	% of Total	13.0%	10.3%	17.3%	40.7%	
Total	Count	201	216	311	728	
	% within NotRelLoseValue	27.6%	29.7%	42.7%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	27.6%	29.7%	42.7%	100.0%	

Table 109. Cross-tabulation of willingness to relocate to a regional office with reluctance to relocate because of the increase in cost of living at the new location.

NotRelCostLiving * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
NotRelCostLiving	Not at all Important	Count	17	17	45	79
		% within NotRelCostLiving	21.5%	21.5%	57.0%	100.0%
		% within RelocRO	7.5%	7.2%	14.2%	10.1%
		% of Total	2.2%	2.2%	5.8%	10.1%
	2	Count	18	22	27	67
		% within NotRelCostLiving	26.9%	32.8%	40.3%	100.0%
		% within RelocRO	8.0%	9.3%	8.5%	8.6%
		% of Total	2.3%	2.8%	3.5%	8.6%
	3	Count	42	45	60	147
		% within NotRelCostLiving	28.6%	30.6%	40.8%	100.0%
		% within RelocRO	18.6%	19.0%	19.0%	18.9%
		% of Total	5.4%	5.8%	7.7%	18.9%
4	Count	65	62	67	194	
	% within NotRelCostLiving	33.5%	32.0%	34.5%	100.0%	
	% within RelocRO	28.8%	26.2%	21.2%	24.9%	
	% of Total	8.3%	8.0%	8.6%	24.9%	
Very Important	Count	84	91	117	292	
	% within NotRelCostLiving	28.8%	31.2%	40.1%	100.0%	
	% within RelocRO	37.2%	38.4%	37.0%	37.5%	
	% of Total	10.8%	11.7%	15.0%	37.5%	
Total	Count	226	237	316	779	
	% within NotRelCostLiving	29.0%	30.4%	40.6%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	29.0%	30.4%	40.6%	100.0%	

Table 110. Cross-tabulation of willingness to relocate to a regional office with reluctance to relocate because of concern for moving farther from family.

NotRelFamily * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
NotRelFamily	Not at all Important	Count	44	35	43	122
		% within NotRelFamily	36.1%	28.7%	35.2%	100.0%
		% within RelocRO	20.4%	15.2%	13.4%	15.9%
		% of Total	5.7%	4.6%	5.6%	15.9%
	2	Count	39	29	28	96
		% within NotRelFamily	40.6%	30.2%	29.2%	100.0%
		% within RelocRO	18.1%	12.6%	8.7%	12.5%
		% of Total	5.1%	3.8%	3.6%	12.5%
	3	Count	50	53	50	153
		% within NotRelFamily	32.7%	34.6%	32.7%	100.0%
		% within RelocRO	23.1%	22.9%	15.6%	19.9%
		% of Total	6.5%	6.9%	6.5%	19.9%
4	Count	31	41	60	132	
	% within NotRelFamily	23.5%	31.1%	45.5%	100.0%	
	% within RelocRO	14.4%	17.7%	18.7%	17.2%	
	% of Total	4.0%	5.3%	7.8%	17.2%	
Very Important	Count	52	73	140	265	
	% within NotRelFamily	19.6%	27.5%	52.8%	100.0%	
	% within RelocRO	24.1%	31.6%	43.6%	34.5%	
	% of Total	6.8%	9.5%	18.2%	34.5%	
Total	Count	216	231	321	768	
	% within NotRelFamily	28.1%	30.1%	41.8%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	28.1%	30.1%	41.8%	100.0%	

Table 111. Cross-tabulation of willingness to relocate to a regional office with reluctance to relocate because of concern for disruption of a significant other's career.

NotRelSpouse * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
NotRelSpouse	Not at all Important	Count	27	29	43	99
		% within NotRelSpouse	27.3%	29.3%	43.4%	100.0%
		% within RelocRO	15.1%	14.6%	15.2%	15.0%
		% of Total	4.1%	4.4%	6.5%	15.0%
	2	Count	26	18	17	61
		% within NotRelSpouse	42.6%	29.5%	27.9%	100.0%
		% within RelocRO	14.5%	9.0%	6.0%	9.2%
		% of Total	3.9%	2.7%	2.6%	9.2%
	3	Count	40	37	44	121
		% within NotRelSpouse	33.1%	30.6%	36.4%	100.0%
		% within RelocRO	22.3%	18.6%	15.6%	18.3%
		% of Total	6.1%	5.6%	6.7%	18.3%
	4	Count	25	34	37	96
		% within NotRelSpouse	26.0%	35.4%	38.5%	100.0%
		% within RelocRO	14.0%	17.1%	13.1%	14.5%
		% of Total	3.8%	5.2%	5.6%	14.5%
Very Important	Count	61	81	141	283	
	% within NotRelSpouse	21.6%	28.6%	49.8%	100.0%	
	% within RelocRO	34.1%	40.7%	50.0%	42.9%	
	% of Total	9.2%	12.3%	21.4%	42.9%	
Total	Count	179	199	282	660	
	% within NotRelSpouse	27.1%	30.2%	42.7%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	27.1%	30.2%	42.7%	100.0%	

Table 112. Cross-tabulation of willingness to relocate to a regional office with reluctance to relocate because of concern for disruption of kids' school/social lives.

NotRelKids * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
NotRelKids	Not at all Important	Count	35	30	50	115
		% within NotRelKids	30.4%	26.1%	43.5%	100.0%
		% within RelocRO	26.1%	20.1%	22.4%	22.7%
		% of Total	6.9%	5.9%	9.9%	22.7%
	2	Count	13	9	13	35
		% within NotRelKids	37.1%	25.7%	37.1%	100.0%
		% within RelocRO	9.7%	6.0%	5.8%	6.9%
		% of Total	2.6%	1.8%	2.6%	6.9%
	3	Count	21	24	26	71
		% within NotRelKids	29.6%	33.8%	36.6%	100.0%
		% within RelocRO	15.7%	16.1%	11.7%	14.0%
		% of Total	4.2%	4.7%	5.1%	14.0%
	4	Count	24	33	27	84
		% within NotRelKids	28.6%	39.3%	32.1%	100.0%
		% within RelocRO	17.9%	22.1%	12.1%	16.6%
		% of Total	4.7%	6.5%	5.3%	16.6%
Very Important	Count	41	53	107	201	
	% within NotRelKids	20.4%	26.4%	53.2%	100.0%	
	% within RelocRO	30.6%	35.6%	48.0%	39.7%	
	% of Total	8.1%	10.5%	21.1%	39.7%	
Total	Count	134	149	223	506	
	% within NotRelKids	26.5%	29.4%	44.1%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	26.5%	29.4%	44.1%	100.0%	

Table 113. Cross-tabulation of willingness to relocate to a regional office with reluctance to relocate because of concern for the quality of schools at the new location.

NotRelSchools * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
NotRelSchools	Not at all Important	Count	39	34	56	129
		% within NotRelSchools	30.2%	26.4%	43.4%	100.0%
		% within RelocRO	28.1%	22.4%	25.6%	25.3%
		% of Total	7.6%	6.7%	11.0%	25.3%
	2	Count	13	6	15	34
		% within NotRelSchools	38.%	17.6%	44.1%	100.0%
		% within RelocRO	9.4%	3.9%	6.8%	6.7%
		% of Total	2.5%	1.2%	2.9%	6.7%
	3	Count	16	22	34	72
		% within NotRelSchools	22.2%	30.6%	47.2%	100.0%
		% within RelocRO	11.5%	14.5%	15.5%	14.1%
		% of Total	3.1%	4.3%	6.7%	14.1%
4	Count	24	34	39	97	
	% within NotRelSchools	24.7%	35.1%	40.2%	100.0%	
	% within RelocRO	17.3%	22.4%	17.8%	19.0%	
	% of Total	4.7%	6.7%	7.6%	19.0%	
Very Important	Count	47	56	75	178	
	% within NotRelSchools	26.4%	31.5%	42.1%	100.0%	
	% within RelocRO	33.8%	36.8%	34.2%	34.9%	
	% of Total	9.2%	11.0%	14.7%	34.9%	
Total	Count	139	152	219	510	
	% within NotRelSchools	27.3%	29.8%	42.9%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	27.3%	29.8%	42.9%	100.0%	

Table 114. Cross-tabulation of willingness to relocate to a regional office with reluctance to relocate because of concern for lack of amenities at the new location.

NotRelAmenities * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
NotRelAmenities	Not at all Important	Count	37	44	82	163
		% within NotRelAmenities	22.7%	27.0%	50.3%	100.0%
		% within RelocRO	17.0%	19.3%	26.5%	21.6%
		% of Total	4.9%	5.8%	10.9%	21.6%
	2	Count	43	42	56	141
		% within NotRelAmenities	30.5%	29.8%	39.7%	100.0%
		% within RelocRO	19.7%	18.4%	18.1%	18.7%
		% of Total	5.7%	5.6%	7.4%	18.7%
	3	Count	62	64	81	207
		% within NotRelAmenities	30.0%	30.9%	39.1%	100.0%
		% within RelocRO	28.4%	28.1%	26.2%	27.4%
		% of Total	8.2%	8.5%	10.7%	27.4%
	4	Count	42	46	45	133
		% within NotRelAmenities	31.6%	34.6%	33.8%	100.0%
		% within RelocRO	19.3%	20.2%	14.6%	17.6%
		% of Total	5.6%	6.1%	6.0%	17.6%
Very Important	Count	34	32	45	111	
	% within NotRelAmenities	30.6%	28.8%	40.5%	100.0%	
	% within RelocRO	15.6%	14.0%	14.6%	14.7%	
	% of Total	4.5%	4.2%	6.0%	14.7%	
Total	Count	218	228	309	755	
	% within NotRelAmenities	28.9%	30.2%	40.9%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	28.9%	30.2%	40.9%	100.0%	

Table 115. Cross-tabulation of willingness to relocate to a regional office with reluctance to relocate because of concern for lack of outdoor recreation opportunities at the new location.

NotRelRec * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
NotRelRec	Not at all Important	Count	20	15	54	89
		% within NotRelRec	22.5%	16.9%	60.7%	100.0%
		% within RelocRO	9.1%	6.3%	17.3%	11.6%
		% of Total	2.6%	1.9%	7.0%	11.6%
	2	Count	26	27	29	82
		% within NotRelRec	31.7%	32.9%	35.4%	100.0%
		% within RelocRO	11.8%	11.4%	9.3%	10.6%
		% of Total	3.4%	3.5%	3.8%	10.6%
	3	Count	67	61	67	195
		% within NotRelRec	34.4%	31.3%	34.4%	100.0%
		% within RelocRO	30.5%	25.7%	21.4%	25.3%
		% of Total	8.7%	7.9%	8.7%	25.3%
4	Count	48	63	77	188	
	% within NotRelRec	25.5%	33.5%	41.0%	100.0%	
	% within RelocRO	21.8%	26.6%	24.6%	24.4%	
	% of Total	6.2%	8.2%	10.0%	24.4%	
Very Important	Count	59	71	86	216	
	% within NotRelRec	27.3%	32.9%	39.8%	100.0%	
	% within RelocRO	26.8%	30.0%	27.5%	28.1%	
	% of Total	7.7%	9.2%	11.2%	28.1%	
Total	Count	220	237	313	770	
	% within NotRelRec	28.6%	30.8%	40.6%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	28.6%	30.8%	40.6%	100.0%	

Table 116. Cross-tabulation of willingness to relocate to a regional office with reluctance to relocate because of concern for assuming more administrative duties.

NotRelAdmin * RelocRO Crosstabulation

			RelocRO			Total
			Yes	Uncertain	No	
NotRelAdmin	Not at all Important	Count	35	35	48	118
		% within NotRelAdmin	29.7%	29.7%	40.7%	100.0%
		% within RelocRO	16.1%	15.1%	15.8%	15.6%
		% of Total	4.6%	4.6%	6.4%	15.6%
	2	Count	34	21	29	84
		% within NotRelAdmin	40.5%	25.0%	34.5%	100.0%
		% within RelocRO	15.6%	9.1%	9.5%	11.1%
		% of Total	4.5%	2.8%	3.8%	11.1%
	3	Count	47	42	35	124
		% within NotRelAdmin	37.9%	33.9%	28.2%	100.0%
		% within RelocRO	21.6%	18.1%	11.5%	16.4%
		% of Total	6.2%	5.6%	4.6%	16.4%
4	Count	39	66	67	172	
	% within NotRelAdmin	22.7%	38.4%	39.0%	100.0%	
	% within RelocRO	17.9%	28.4%	22.0%	22.8%	
	% of Total	5.2%	8.8%	8.9%	22.8%	
Very Important	Count	63	68	125	256	
	% within NotRelAdmin	24.6%	26.6%	48.8%	100.0%	
	% within RelocRO	28.9%	29.3%	41.1%	34.0%	
	% of Total	8.4%	9.0%	16.6%	34.0%	
Total	Count	218	232	304	754	
	% within NotRelAdmin	28.9%	30.8%	40.3%	100.0%	
	% within RelocRO	100.0%	100.0%	100.0%	100.0%	
	% of Total	28.9%	30.8%	40.3%	100.0%	

Table 117. Cross-tabulation of willingness to relocate to another refuge unit with reluctance to relocate because of difficulty in selling a home.

NotRelDiffSell * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
NotRelDiffSell	Not at all Important	Count	54	17	37	108
		% within NotRelDiffSell	50.0%	15.7%	34.3%	100.0%
		% within RelocDiffRefuge	12.3%	10.6%	28.2%	14.8%
		% of Total	7.4%	2.3%	5.1%	14.8%
	2	Count	43	18	12	73
		% within NotRelDiffSell	58.9%	24.7%	16.4%	100.0%
		% within RelocDiffRefuge	9.0%	11.2%	9.2%	10.0%
		% of Total	5.9%	2.5%	1.6%	10.0%
	3	Count	68	36	16	120
		% within NotRelDiffSell	56.7%	30.0%	13.3%	100.0%
		% within RelocDiffRefuge	15.5%	22.4%	12.2%	16.4%
		% of Total	9.3%	4.9%	2.2%	16.4%
4	Count	100	38	17	155	
	% within NotRelDiffSell	64.5%	24.5%	11.0%	100.0%	
	% within RelocDiffRefuge	22.8%	23.6%	13.0%	21.2%	
	% of Total	13.7%	5.2%	2.3%	21.2%	
Very Important	Count	174	52	49	275	
	% within NotRelDiffSell	63.3%	18.9%	17.8%	100.0%	
	% within RelocDiffRefuge	39.6%	32.3%	37.4%	37.6%	
	% of Total	23.8%	7.1%	6.7%	37.6%	
Total	Count	439	161	131	731	
	% within NotRelDiffSell	60.1%	22.0%	17.9%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	60.1%	22.0%	17.9%	100.0%	

Table 118. Cross-tabulation of willingness to relocate to another refuge unit with reluctance to relocate because of loss of value in selling a home.

NotRelLoseValue * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
NotRelLoseValue	Not at all Important	Count	52	19	32	103
		% within NotRelLoseValue	50.5%	18.4%	31.1%	100.0%
		% within RelocDiffRefuge	11.8%	11.7%	24.4%	14.1%
		% of Total	7.1%	2.6%	4.4%	14.1%
	2	Count	39	18	15	72
		% within NotRelLoseValue	54.2%	25.0%	20.8%	100.0%
		% within RelocDiffRefuge	8.9%	11.1%	11.5%	9.8%
		% of Total	5.3%	2.5%	2.0%	9.8%
	3	Count	65	26	13	104
		% within NotRelLoseValue	62.5%	25.0%	12.5%	100.0%
		% within RelocDiffRefuge	14.8%	16.0%	9.9%	14.2%
		% of Total	8.9%	3.5%	1.8%	14.2%
	4	Count	97	38	21	156
		% within NotRelLoseValue	62.2%	24.4%	13.5%	100.0%
		% within RelocDiffRefuge	22.0%	23.5%	16.0%	21.3%
		% of Total	13.2%	5.2%	2.9%	21.3%
Very Important	Count	187	61	50	298	
	% within NotRelLoseValue	62.8%	20.5%	16.8%	100.0%	
	% within RelocDiffRefuge	42.5%	37.7%	38.2%	40.7%	
	% of Total	25.5%	8.3%	6.8%	40.7%	
Total	Count	440	162	131	733	
	% within NotRelLoseValue	60.0%	22.1%	17.9%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	60.0%	22.1%	17.9%	100.0%	

Table 119. Cross-tabulation of willingness to relocate to another refuge unit with reluctance to relocate because of concern for the increased cost of living at the new location.

NotRelCostLiving * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
NotRelCostLiving	Not at all Important	Count	26	23	29	78
		% within NotRelCostLiving	33.3%	29.5%	37.2%	100.0%
		% within RelocDiffRefuge	5.3%	13.9%	23.0%	9.9%
		% of Total	3.3%	2.9%	3.7%	9.9%
	2	Count	38	17	14	69
		% within NotRelCostLiving	55.1%	24.6%	20.3%	100.0%
		% within RelocDiffRefuge	7.7%	10.3%	11.1%	8.8%
		% of Total	4.8%	2.2%	1.8%	8.8%
	3	Count	92	30	27	149
		% within NotRelCostLiving	61.7%	20.1%	18.1%	100.0%
		% within RelocDiffRefuge	18.7%	18.2%	21.4%	19.0%
		% of Total	11.7%	3.8%	3.4%	19.0%
4	Count	130	49	16	195	
	% within NotRelCostLiving	66.7%	25.1%	8.2%	100.0%	
	% within RelocDiffRefuge	26.4%	29.7%	12.7%	24.9%	
	% of Total	16.6%	6.3%	2.0%	24.9%	
Very Important	Count	207	46	40	293	
	% within NotRelCostLiving	70.6%	15.7%	13.7%	100.0%	
	% within RelocDiffRefuge	42.0%	27.9%	31.7%	37.4%	
	% of Total	26.4%	5.9%	5.1%	37.4%	
Total	Count	493	165	126	784	
	% within NotRelCostLiving	62.9%	21.0%	16.1%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	62.9%	21.0%	16.1%	100.0%	

Table 120. Cross-tabulation of willingness to relocate to another refuge unit with reluctance to relocate because the employee did not want to move farther from family.

NotRelFamily * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
NotRelFamily	Not at all Important	Count	78	23	21	122
		% within NotRelFamily	63.9%	18.9%	17.2%	100.0%
		% within RelocDiffRefuge	16.4%	13.9%	16.2%	15.8%
		% of Total	10.1%	3.0%	2.7%	15.8%
	2	Count	65	22	8	95
		% within NotRelFamily	68.4%	23.2%	8.4%	100.0%
		% within RelocDiffRefuge	13.7%	13.3%	6.2%	12.3%
		% of Total	8.4%	2.8%	1.0%	12.3%
	3	Count	112	30	13	155
		% within NotRelFamily	72.3%	19.4%	8.4%	100.0%
		% within RelocDiffRefuge	23.5%	18.1%	10.0%	20.1%
		% of Total	14.5%	3.9%	1.7%	20.1%
	4	Count	84	30	19	133
		% within NotRelFamily	63.2%	22.6%	14.3%	100.0%
		% within RelocDiffRefuge	17.6%	18.1%	14.6%	17.2%
		% of Total	10.9%	3.9%	2.5%	17.2%
Very Important	Count	137	61	69	267	
	% within NotRelFamily	51.3%	22.8%	25.8%	100.0%	
	% within RelocDiffRefuge	28.8%	36.7%	53.1%	34.6%	
	% of Total	17.7%	7.9%	8.9%	34.6%	
Total	Count	476	166	130	772	
	% within NotRelFamily	61.7%	21.5%	16.8%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	61.7%	21.5%	16.8%	100.0%	

Table 121. Cross-tabulation of willingness to relocate to another refuge unit with reluctance to relocate because of concern for disruption of a significant other's career.

NotRelSpouse * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
NotRelSpouse	Not at all Important	Count	60	19	20	99
		% within NotRelSpouse	60.6%	19.2%	20.2%	100.0%
		% within RelocDiffRefuge	15.0%	12.8%	17.2%	14.9%
		% of Total	9.0%	2.9%	3.0%	14.9%
	2	Count	45	15	2	62
		% within NotRelSpouse	72.6%	24.2%	3.2%	100.0%
		% within RelocDiffRefuge	11.3%	10.1%	1.7%	9.3%
		% of Total	6.8%	2.3%	.3%	9.3%
	3	Count	87	23	11	121
		% within NotRelSpouse	71.9%	19.0%	9.1%	100.0%
		% within RelocDiffRefuge	21.8%	15.5%	9.5%	18.2%
		% of Total	13.1%	3.5%	1.7%	18.2%
4	Count	61	25	10	96	
	% within NotRelSpouse	63.5%	26.0%	10.4%	100.0%	
	% within RelocDiffRefuge	15.3%	16.9%	8.6%	14.5%	
	% of Total	9.2%	3.8%	1.5%	14.5%	
Very Important	Count	147	66	73	286	
	% within NotRelSpouse	51.4%	23.1%	25.5%	100.0%	
	% within RelocDiffRefuge	36.8%	44.6%	62.9%	43.1%	
	% of Total	22.1%	9.9%	11.0%	43.1%	
Total	Count	400	148	116	664	
	% within NotRelSpouse	60.2%	22.3%	17.5%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	60.2%	22.3%	17.5%	100.0%	

Table 122. Cross-tabulation of willingness to relocate to another refuge unit with reluctance to relocate because of concern for disruption of kids' school/social lives.

NotRelKids * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
NotRelKids	Not at all Important	Count	64	25	25	114
		% within NotRelKids	56.1%	21.9%	21.9%	100.0%
		% within RelocDiffRefuge	21.0%	22.5%	27.2%	22.4%
		% of Total	12.6%	4.9%	4.9%	22.4%
	2	Count	21	12	2	35
		% within NotRelKids	60.0%	34.3%	5.7%	100.0%
		% within RelocDiffRefuge	6.9%	10.8%	2.2%	6.9%
		% of Total	4.1%	2.4%	.4%	6.9%
	3	Count	55	8	8	71
		% within NotRelKids	77.5%	11.3%	11.3%	100.0%
		% within RelocDiffRefuge	18.0%	7.2%	8.7%	14.0%
		% of Total	10.8%	1.6%	1.6%	14.0%
4	Count	58	19	7	84	
	% within NotRelKids	69.0%	22.6%	8.3%	100.0%	
	% within RelocDiffRefuge	19.0%	17.1%	7.6%	16.5%	
	% of Total	11.4%	3.7%	1.4%	16.5%	
Very Important	Count	107	47	50	204	
	% within NotRelKids	52.5%	23.0%	24.5%	100.0%	
	% within RelocDiffRefuge	35.1%	42.3%	54.3%	40.2%	
	% of Total	21.1%	9.3%	9.8%	40.2%	
Total	Count	305	111	92	508	
	% within NotRelKids	60.0%	21.9%	18.1%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	60.0%	21.9%	18.1%	100.0%	

Table 123. Cross-tabulation of willingness to relocate to another refuge unit with reluctance to relocate because of concern for the quality of schools at the new location.

NotRelSchools * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
NotRelSchools	Not at all Important	Count	67	32	30	129
		% within NotRelSchools	51.9%	24.8%	23.3%	100.0%
		% within RelocDiffRefuge	21.4%	28.8%	33.7%	25.1%
		% of Total	13.1%	6.2%	5.8%	25.1%
	2	Count	23	7	4	34
		% within NotRelSchools	67.6%	20.6%	11.8%	100.0%
		% within RelocDiffRefuge	7.3%	6.3%	4.5%	6.6%
		% of Total	4.5%	1.4%	.8%	6.6%
	3	Count	40	16	16	72
		% within NotRelSchools	55.6%	22.2%	22.2%	100.0%
		% within RelocDiffRefuge	12.8%	14.4%	18.0%	14.0%
		% of Total	7.8%	3.1%	3.1%	14.0%
4	Count	75	14	10	99	
	% within NotRelSchools	75.8%	14.1%	10.1%	100.0%	
	% within RelocDiffRefuge	24.0%	12.6%	11.2%	19.3%	
	% of Total	14.6%	2.7%	1.9%	19.3%	
Very Important	Count	108	42	29	179	
	% within NotRelSchools	60.3%	23.5%	16.2%	100.0%	
	% within RelocDiffRefuge	34.5%	37.8%	32.6%	34.9%	
	% of Total	21.1%	8.2%	5.7%	34.9%	
Total	Count	313	111	89	513	
	% within NotRelSchools	61.0%	21.6%	17.3%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	61.0%	21.6%	17.3%	100.0%	

Table 124. Cross-tabulation of willingness to relocate to another refuge unit with reluctance to relocate because of concern for lack of amenities at the new location.

NotRelAmenities * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
NotRelAmenities	Not at all Important	Count	85	38	41	164
		% within NotRelAmenities	51.8%	23.2%	25.0%	100.0%
		% within RelocDiffRefuge	18.0%	23.9%	32.3%	21.6%
		% of Total	11.2%	5.0%	5.4%	21.6%
	2	Count	96	28	17	141
		% within NotRelAmenities	68.1	19.9%	12.1%	100.0%
		% within RelocDiffRefuge	20.3%	17.6%	13.4%	18.6%
		% of Total	12.7%	3.7%	2.2%	18.6%
	3	Count	129	51	29	209
		% within NotRelAmenities	61.7%	24.4%	13.9%	100.0%
		% within RelocDiffRefuge	27.3%	32.1%	22.8%	27.6%
		% of Total	17.0%	6.7%	3.8%	27.6%
4	Count	96	21	17	134	
	% within NotRelAmenities	71.6%	15.7%	12.7%	100.0%	
	% within RelocDiffRefuge	20.3%	13.2%	13.4%	17.7%	
	% of Total	12.7%	2.8%	2.2%	17.7%	
Very Important	Count	66	21	23	110	
	% within NotRelAmenities	60.0%	19.1%	20.9%	100.0%	
	% within RelocDiffRefuge	14.0%	13.2%	18.1%	14.5%	
	% of Total	8.7%	2.8%	3.0%	14.5%	
Total	Count	472	159	127	758	
	% within NotRelAmenities	62.3%	21.0%	16.8%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	62.3%	21.0%	16.8%	100.0%	

Table 125. Cross-tabulation of willingness to relocate to another refuge unit with reluctance to relocate because of concern for lack of opportunities for outdoor recreation at the new location.

NotRelRec * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
NotRelRec	Not at all Important	Count	40	17	32	89
		% within NotRelRec	44.9%	19.1%	36.0%	100.0%
		% within RelocDiffRefuge	8.2%	10.7%	24.8%	11.5%
		% of Total	5.2%	2.2%	4.1%	11.5%
	2	Count	52	17	14	83
		% within NotRelRec	62.7%	20.5%	16.9%	100.0%
		% within RelocDiffRefuge	10.7%	10.7%	10.9%	10.7%
		% of Total	6.7%	2.2%	1.8%	10.7%
	3	Count	120	50	26	196
		% within NotRelRec	61.2%	25.5%	13.3%	100.0%
		% within RelocDiffRefuge	24.7%	31.4%	20.2%	25.4%
		% of Total	15.5%	6.5%	3.4%	25.4%
4	Count	127	38	25	190	
	% within NotRelRec	66.8%	20.0%	13.2%	100.0%	
	% within RelocDiffRefuge	26.2%	23.9%	19.4%	24.6%	
	% of Total	16.4%	4.9%	3.2%	24.6%	
Very Important	Count	146	37	32	215	
	% within NotRelRec	67.9%	17.2%	14.9%	100.0%	
	% within RelocDiffRefuge	30.1%	23.3%	24.8%	27.8%	
	% of Total	18.9%	4.8%	4.1%	27.8%	
Total	Count	485	159	129	773	
	% within NotRelRec	62.7%	20.6%	16.7%	100.0%	
	% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%	
	% of Total	62.7%	20.6%	16.7%	100.0%	

Table 126. Cross-tabulation of willingness to relocate to another refuge unit with reluctance to relocate because of concern for assuming more administrative duties.

NotRelAdmin * RelocDiffRefuge Crosstabulation

			RelocDiffRefuge			Total
			Yes	Uncertain	No	
NotRelAdmin	Not at all Important	Count	53	35	30	118
		% within NotRelAdmin	44.9%	29.7%	25.4%	100.0%
		% within RelocDiffRefuge	10.8%	22.9%	25.9%	15.5%
		% of Total	7.0%	4.6%	4.0%	15.5%
2		Count	50	24	12	86
		% within NotRelAdmin	58.1%	27.9%	14.0%	100.0%
		% within RelocDiffRefuge	10.2%	15.7%	10.3%	11.3%
		% of Total	6.6%	3.2%	1.6%	11.3%
3		Count	82	27	16	125
		% within NotRelAdmin	65.6%	21.6%	12.8%	100.0%
		% within RelocDiffRefuge	16.7%	17.6%	13.8%	16.5%
		% of Total	10.8%	3.6%	2.1%	16.5%
4		Count	122	29	22	173
		% within NotRelAdmin	70.5%	16.8%	12.7%	100.0%
		% within RelocDiffRefuge	24.9%	19.0%	19.0%	22.8%
		% of Total	16.1%	3.8%	2.9%	22.8%
Very Important		Count	183	38	36	257
		% within NotRelAdmin	71.2%	14.8%	14.0%	100.0%
		% within RelocDiffRefuge	37.3%	24.8%	31.0%	33.9%
		% of Total	24.1%	5.0%	4.7%	33.9%
Total		Count	490	153	116	759
		% within NotRelAdmin	64.6%	20.2%	15.3%	100.0%
		% within RelocDiffRefuge	100.0%	100.0%	100.0%	100.0%
		% of Total	64.6%	20.2%	15.3%	100.0%

Table 127. Cross-tabulation of desire to contribute more to the mission of the NWRS with application to the Advanced Leadership Development Program.

Mission7 * ApplyALDP Crosstabulation

			ApplyALDP		Total
			Yes	No	
Mission7	Not at all Important	Count	4	23	27
		% within Mission7	14.8%	85.2%	100.0%
		% within ApplyALDP	7.5%	3.1%	3.4%
		% of Total	.5%	2.9%	3.4%
2		Count	0	26	26
		% within Mission7	.0%	100.0%	100.0%
		% within ApplyALDP	.0%	3.5%	3.3%
		% of Total	.0%	3.3%	3.3%
3		Count	1	124	125
		% within Mission7	.8%	99.2%	100.0%
		% within ApplyALDP	1.9%	16.6%	15.7%
		% of Total	.1%	15.5%	15.7%
4		Count	16	238	254
		% within Mission7	6.3%	93.7%	100.0%
		% within ApplyALDP	30.2%	31.9%	31.8%
		% of Total	2.0%	29.8%	31.8%
Very Important		Count	32	334	366
		% within Mission7	8.7%	91.3%	100.0%
		% within ApplyALDP	60.4%	44.8%	45.9%
		% of Total	4.0%	41.9%	45.9%
Total		Count	53	745	798
		% within Mission7	6.6%	93.4%	100.0%
		% within ApplyALDP	100.0%	100.0%	100.0%
		% of Total	6.6%	93.4%	100.0%

Table 128. Cross-tabulation of desire to diversify experience with application to the Stepping Up to Leadership program.

Experience7 * ApplySUTL Crosstabulation

			ApplySUTL		Total
			Yes	No	
Experience7	Not at all Important	Count	3	26	29
		% within Experience7	10.3%	89.7%	100.0%
		% within ApplySUTL	1.8%	4.0%	3.6%
		% of Total	.4%	3.2%	3.6%
2		Count	2	24	26
		% within Experience7	7.7%	92.3%	100.0%
		% within ApplySUTL	1.2%	3.7%	3.2%
		% of Total	.2%	3.0%	3.2%
3		Count	22	105	127
		% within Experience7	17.3%	82.7%	100.0%
		% within ApplySUTL	13.0%	16.3%	15.6%
		% of Total	2.7%	12.9%	15.6%
4		Count	46	201	247
		% within Experience7	18.6%	81.4%	100.0%
		% within ApplySUTL	27.2%	31.3%	30.4%
		% of Total	5.7%	24.8%	30.4%
Very Important		Count	96	287	383
		% within Experience7	25.1%	74.9%	100.0%
		% within ApplySUTL	56.8%	44.6%	47.2%
		% of Total	11.8%	35.3%	47.2%
Total		Count	169	643	812
		% within Experience7	20.8%	79.2%	100.0%
		% within ApplySUTL	100.0%	100.0%	100.0%
		% of Total	20.8%	79.2%	100.0%

Table 129. Cross-tabulation of desire to attain a promotion with application to the Stepping Up to Leadership program

Promotion7 * ApplySUTL Crosstabulation

			ApplySUTL		Total
			Yes	No	
Promotion7	Not at all Important	Count	8	37	45
		% within Promotion7	17.8%	82.2%	100.0%
		% within ApplySUTL	4.7%	5.7%	5.5%
		% of Total	1.0%	4.5%	5.5%
2		Count	10	39	49
		% within Promotion7	20.4%	79.6%	100.0%
		% within ApplySUTL	5.9%	6.0%	6.0%
		% of Total	1.2%	4.8%	6.0%
3		Count	20	107	127
		% within Promotion7	15.7%	84.3%	100.0%
		% within ApplySUTL	11.8%	16.5%	15.5%
		% of Total	2.4%	13.0%	15.5%
4		Count	47	155	202
		% within Promotion7	23.3%	76.7%	100.0%
		% within ApplySUTL	27.6%	23.8%	24.6%
		% of Total	5.7%	18.9%	24.6%
Very Important		Count	85	312	397
		% within Promotion7	21.4%	78.6%	100.0%
		% within ApplySUTL	50.0%	48.0%	48.4%
		% of Total	10.4%	38.0%	48.4%
Total		Count	170	650	820
		% within Promotion7	20.7%	79.3%	100.0%
		% within ApplySUTL	100.0%	100.0%	100.0%
		% of Total	20.7%	79.3%	100.0%

Table 130. Cross-tabulation of desire to attain a promotion with application to the Advanced Leadership Development Program.

Promotion7 * ApplyALDP Crosstabulation

			ApplyALDP		Total
			Yes	No	
Promotion7	Not at all Important	Count	2	40	42
		% within Promotion7	4.8%	95.2%	100.0%
		% within ApplyALDP	4.0%	5.3%	5.2%
		% of Total	.2%	5.0%	5.2%
2		Count	5	44	49
		% within Promotion7	10.2%	89.8%	100.0%
		% within ApplyALDP	10.0%	5.8%	6.1%
		% of Total	.6%	5.4%	6.1%
3		Count	6	119	125
		% within Promotion7	4.8%	95.2%	100.0%
		% within ApplyALDP	12.0%	15.7%	15.5%
		% of Total	.7%	14.7%	15.5%
4		Count	16	189	205
		% within Promotion7	7.8%	92.2%	100.0%
		% within ApplyALDP	32.0%	24.9%	25.4%
		% of Total	2.0%	23.4%	25.4%
Very Important		Count	21	366	387
		% within Promotion7	5.4%	94.6%	100.0%
		% within ApplyALDP	42.0%	48.3%	47.9%
		% of Total	2.6%	45.3%	47.9%
Total		Count	50	758	808
		% within Promotion7	6.2%	93.8%	100.0%
		% within ApplyALDP	100.0%	100.0%	100.0%
		% of Total	6.2%	93.8%	100.0%

Table 131. Cross-tabulation of desire to attain a promotion with participation in the Stepping Up to Leadership program.

Promotion7 * PartSUTL Crosstabulation

			PartSUTL		Total
			Yes	No	
Promotion7	Not at all Important	Count	6	39	45
		% within Promotion7	13.3%	86.7%	100.0%
		% within PartSUTL	8.1%	5.3%	5.6%
		% of Total	.7%	4.9%	5.6%
2		Count	6	42	48
		% within Promotion7	12.5%	87.5%	100.0%
		% within PartSUTL	8.1%	5.8%	6.0%
		% of Total	.7%	5.2%	6.0%
3		Count	11	113	124
		% within Promotion7	8.9%	91.1%	100.0%
		% within PartSUTL	14.9%	15.5%	15.4%
		% of Total	1.4%	14.1%	15.4%
4		Count	22	179	201
		% within Promotion7	10.9%	89.1%	100.0%
		% within PartSUTL	29.7%	24.5%	25.0%
		% of Total	2.7%	22.3%	25.0%
Very Important		Count	29	357	386
		% within Promotion7	7.5%	92.5%	100.0%
		% within PartSUTL	39.2%	48.9%	48.0%
		% of Total	3.6%	44.4%	48.0%
Total		Count	74	730	804
		% within Promotion7	9.2%	90.8%	100.0%
		% within PartSUTL	100.0%	100.0%	100.0%
		% of Total	9.2%	90.8%	100.0%

Table 132. Cross-tabulation of desire to attain a promotion with participation in the Advanced Leadership Development Program.

Promotion7 * PartALDP Crosstabulation

			PartALDP		Total
			Yes	No	
Promotion7	Not at all Important	Count	2	42	44
		% within Promotion7	4.5%	95.5%	100.0%
		% within PartALDP	6.7%	5.4%	5.5%
		% of Total	.2%	5.2%	5.5%
2		Count	3	46	49
		% within Promotion7	6.1%	93.9%	100.0%
		% within PartALDP	10.0%	6.0%	6.1%
		% of Total	.4%	5.7%	6.1%
3		Count	4	119	123
		% within Promotion7	3.3%	96.7%	100.0%
		% within PartALDP	13.3%	15.4%	15.4%
		% of Total	.5%	14.9%	15.4%
4		Count	8	193	201
		% within Promotion7	4.0%	96.0%	100.0%
		% within PartALDP	26.7%	25.0%	25.1%
		% of Total	1.0%	24.1%	25.1%
Very Important		Count	13	371	384
		% within Promotion7	3.4%	96.6%	100.0%
		% within PartALDP	43.3%	48.1%	47.9%
		% of Total	1.6%	46.3%	47.9%
Total		Count	30	771	801
		% within Promotion7	3.7%	96.3%	100.0%
		% within PartALDP	100.0%	100.0%	100.0%
		% of Total	3.7%	96.3%	100.0%

Table 133. Cross-tabulation of desire to attain a promotion with years of service in the NWRs.

Promotion7 * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
Promotion7	Not at all Important	Count	14	16	15	45
		% within Promotion7	31.1%	35.6%	33.3%	100.0%
		% within YearsNWRSGroups	4.0%	5.0%	9.1%	5.4%
		% of Total	1.7%	1.9%	1.8%	5.4%
2		Count	13	26	12	51
		% within Promotion7	25.5%	51.0%	23.5%	100.0%
		% within YearsNWRSGroups	3.7%	8.2%	7.3%	6.1%
		% of Total	1.6%	3.1%	1.4%	6.1%
3		Count	50	48	29	127
		% within Promotion7	39.4%	37.8%	22.8%	100.0%
		% within YearsNWRSGroups	14.1%	15.1%	17.7%	15.2%
		% of Total	6.0%	5.7%	3.5%	15.2%
4		Count	77	87	45	209
		% within Promotion7	36.8%	41.6%	21.5%	100.0%
		% within YearsNWRSGroups	21.8%	27.4%	27.4%	25.0%
		% of Total	9.2%	10.4%	5.4%	25.0%
Very Important		Count	200	141	63	404
		% within Promotion7	49.5%	34.9%	15.6%	100.0%
		% within YearsNWRSGroups	56.5%	44.3%	38.4%	48.3%
		% of Total	23.9%	16.9%	7.5%	48.3%
Total		Count	354	318	164	836
		% within Promotion7	42.3%	38.0%	19.6%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	42.3%	38.0%	19.6%	100.0%

Table 134. Cross-tabulation of desire to diversify experience with years of service in the NWRS.

Experience7 * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
Experience7	Not at all Important	Count	10	10	9	29
		% within Experience7	34.5%	34.5%	31.0%	100.0%
		% within YearsNWRSGroups	2.8%	3.2%	5.5%	3.5%
		% of Total	1.2%	1.2%	1.1%	3.5%
2		Count	14	8	6	28
		% within Experience7	50.0%	28.6%	21.4%	100.0%
		% within YearsNWRSGroups	4.0%	2.6%	3.7%	3.4%
		% of Total	1.7%	1.0%	.7%	3.4%
3		Count	50	46	34	130
		% within Experience7	38.5%	35.4%	26.2%	100.0%
		% within YearsNWRSGroups	14.2%	14.7%	20.9%	15.7%
		% of Total	6.0%	5.6%	4.1%	15.7%
4		Count	88	98	67	253
		% within Experience7	34.8%	38.7%	26.5%	100.0%
		% within YearsNWRSGroups	25.0%	31.3%	41.1%	30.6%
		% of Total	10.6%	11.8%	8.1%	30.6%
Very Important		Count	190	151	47	388
		% within Experience7	49.0%	38.9%	12.1%	100.0%
		% within YearsNWRSGroups	54.0%	48.2%	28.8%	46.9%
		% of Total	22.9%	18.2%	5.7%	46.9%
Total		Count	352	313	163	828
		% within Experience7	42.5%	37.8%	19.7%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	42.5%	37.8%	19.7%	100.0%

Table 135. Cross-tabulation of desire to contribute more to the mission of NWRS with years of service in the NWRS.

Mission7 * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
Mission7	Not at all Important	Count	11	8	8	27
		% within Mission7	40.7%	29.6%	29.6%	100.0%
		% within YearsNWRSGroups	3.2%	2.6%	4.8%	3.3%
		% of Total	1.3%	1.0%	1.0%	3.3%
	2	Count	12	11	3	26
		% within Mission7	46.2%	42.3%	11.5%	100.0%
		% within YearsNWRSGroups	3.4%	3.5%	1.8%	3.1%
		% of Total	1.5%	1.3%	.4%	3.1%
	3	Count	66	44	20	130
		% within Mission7	50.8%	33.8%	15.4%	100.0%
		% within YearsNWRSGroups	18.9%	14.1%	12.1%	15.7%
		% of Total	8.0%	5.3%	2.4%	15.7%
4	Count	103	107	53	263	
	% within Mission7	39.2%	40.7%	20.2%	100.0%	
	% within YearsNWRSGroups	29.5%	34.3%	32.1%	31.8%	
	% of Total	12.5%	13.0%	6.4%	31.8%	
Very Important	Count	157	142	81	380	
	% within Mission7	41.3%	37.4%	21.3%	100.0%	
	% within YearsNWRSGroups	45.0%	45.5%	49.1%	46.0%	
	% of Total	19.0%	17.2%	9.8%	46.0%	
Total	Count	349	312	165	826	
	% within Mission7	42.3%	37.8%	20.0%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	42.3%	37.8%	20.0%	100.0%	

Table 136. Cross-tabulation of desire to move to a more desirable location with years of service in the NWRS.

DesirableLive7 * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
DesirableLive7	Not at all Important	Count	26	35	24	85
		% within DesirableLive7	30.6%	41.2%	28.2%	100.0%
		% within YearsNWRSGroups	7.9%	11.7%	15.2%	10.8%
		% of Total	3.3%	4.5%	3.1%	10.8%
2		Count	19	20	18	57
		% within DesirableLive7	33.3%	35.1%	31.6%	100.0%
		% within YearsNWRSGroups	5.8%	6.7%	11.4%	7.3%
		% of Total	2.4%	2.5%	2.3%	7.3%
3		Count	58	62	40	160
		% within DesirableLive7	36.3%	38.8%	25.0%	100.0%
		% within YearsNWRSGroups	17.6%	20.7%	25.3%	20.4%
		% of Total	7.4%	7.9%	5.1%	20.4%
4		Count	78	89	49	216
		% within DesirableLive7	36.1%	41.2%	22.7%	100.0%
		% within YearsNWRSGroups	23.7%	29.8%	31.0%	27.5%
		% of Total	9.9%	11.3%	6.2%	27.5%
Very Important		Count	148	93	27	268
		% within DesirableLive7	55.2%	34.7%	10.1%	100.0%
		% within YearsNWRSGroups	45.0%	31.1%	17.1%	34.1%
		% of Total	18.8%	11.8%	3.4%	34.1%
Total		Count	329	299	158	786
		% within DesirableLive7	41.9%	38.0%	20.1%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	41.9%	38.0%	20.1%	100.0%

Table 137. Cross-tabulation of desire to move closer to family with years of service in the NWRS.

ClosetoFamily7 * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
Closetoamily7	Not at all Important	Count	39	52	32	123
		% within ClosetoFamily7	31.7%	42.3%	26.0%	100.0%
		% within YearsNWRSGroups	12.1%	17.9%	21.5%	16.1%
		% of Total	5.1%	6.8%	4.2%	16.1%
	2	Count	46	41	27	114
		% within ClosetoFamily7	40.4%	36.0%	23.7%	100.0%
		% within YearsNWRSGroups	14.2%	14.1%	18.1%	15.0%
		% of Total	6.0%	5.4%	3.5%	15.0%
	3	Count	65	70	38	173
		% within ClosetoFamily7	37.6%	40.5%	22.0%	100.0%
		% within YearsNWRSGroups	20.1%	24.1%	25.5%	22.7%
		% of Total	8.5%	9.2%	5.0%	22.7%
4	Count	54	54	28	136	
	% within ClosetoFamily7	39.7%	39.7%	20.6%	100.0%	
	% within YearsNWRSGroups	16.7%	18.6%	18.8%	17.8%	
	% of Total	7.1%	7.1%	3.7%	17.8%	
Very Important	Count	119	73	24	216	
	% within ClosetoFamily7	55.1%	33.8%	11.1%	100.0%	
	% within YearsNWRSGroups	36.8%	25.2%	16.1%	28.3%	
	% of Total	15.6%	9.6%	3.1%	28.3%	
Total	Count	323	290	149	762	
	% within ClosetoFamily7	42.4%	38.1%	19.6%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	42.4%	38.1%	19.6%	100.0%	

Table 138. Cross-tabulation of desire to move to a location that provides more opportunities for a significant other with years of service in the NWRS.

SpouseOpps7 * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
SpouseOpps7	Not at all Important	Count	27	34	23	84
		% within SpouseOpps7	32.1%	40.5%	27.4%	100.0%
		% within YearsNWRSGroups	9.4%	13.1%	18.1%	12.5%
		% of Total	4.0%	5.1%	3.4%	12.5%
2		Count	14	13	11	38
		% within SpouseOpps7	36.8%	34.2%	28.9%	100.0%
		% within YearsNWRSGroups	4.9%	5.0%	8.7%	5.6%
		% of Total	2.1%	1.9%	1.6%	5.6%
3		Count	53	55	32	140
		% within SpouseOpps7	37.9%	39.3%	22.9%	100.0%
		% within YearsNWRSGroups	18.5%	21.2%	25.2%	20.8%
		% of Total	7.9%	8.2%	4.8%	20.8%
4		Count	70	63	39	172
		% within SpouseOpps7	40.7%	36.6%	22.7%	100.0%
		% within YearsNWRSGroups	24.5%	24.2%	30.7%	25.6%
		% of Total	10.4%	9.4%	5.8%	25.6%
Very Important		Count	122	95	22	239
		% within SpouseOpps7	51.0%	39.7%	9.2%	100.0%
		% within YearsNWRSGroups	42.7%	36.5%	17.3%	35.5%
		% of Total	18.1%	14.1%	3.3%	35.5%
Total		Count	286	260	127	673
		% within SpouseOpps7	42.5%	38.6%	18.9%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	42.5%	38.6%	18.9%	100.0%

Table 139. Cross-tabulation of desire to move to a location that provides more opportunities for the employee's kids with years of service in the NWRS.

KidsOpps7 * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
KidsOpps7	Not at all Important	Count	29	45	34	108
		% within KidsOpps7	26.9%	41.7%	31.5%	100.0%
		% within YearsNWRSGroups	14.9%	22.6%	34.0%	21.9%
		% of Total	5.9%	9.1%	6.9%	21.9%
	2	Count	10	14	10	34
		% within KidsOpps7	29.4%	41.2%	29.4%	100.0%
		% within YearsNWRSGroups	5.1%	7.0%	10.0%	6.9%
		% of Total	2.0%	2.8%	2.0%	6.9%
	3	Count	31	24	16	71
		% within KidsOpps7	43.7%	33.8%	22.5%	100.0%
		% within YearsNWRSGroups	15.9%	12.1%	16.0%	14.4%
		% of Total	6.3%	4.9%	3.2%	14.4%
4	Count	42	42	19	103	
	% within KidsOpps7	40.8%	40.8%	18.4%	100.0%	
	% within YearsNWRSGroups	21.5%	21.1%	19.0%	20.9%	
	% of Total	8.5%	8.5%	3.8%	20.9%	
Very Important	Count	83	74	21	178	
	% within KidsOpps7	46.6%	41.6%	11.8%	100.0%	
	% within YearsNWRSGroups	42.6%	37.2%	21.0%	36.0%	
	% of Total	16.8%	15.0%	4.3%	36.0%	
Total	Count	195	199	100	494	
	% within KidsOpps7	39.5%	40.3%	20.2%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	39.5%	40.3%	20.2%	100.0%	

Table 140. Cross-tabulation of desire to move to a location with a lower cost of living with years of service in the NWRS.

CostofLiving7 * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
CostofLiving7	Not at all Important	Count	35	41	34	110
		% within CostofLiving7	31.8%	37.3%	30.9%	100.0%
		% within YearsNWRSGroups	10.6%	13.9%	22.5%	14.2%
		% of Total	4.5%	5.3%	4.4%	14.2%
2		Count	43	46	19	108
		% within CostofLiving7	39.8%	42.6%	17.6%	100.0%
		% within YearsNWRSGroups	13.0%	15.5%	12.6%	13.9%
		% of Total	5.5%	5.9%	2.4%	13.9%
3		Count	97	82	42	221
		% within CostofLiving7	43.9%	37.1%	19.0%	100.0%
		% within YearsNWRSGroups	29.4%	27.7%	27.8%	28.4%
		% of Total	12.5%	10.6%	5.4%	28.4%
4		Count	73	70	42	185
		% within CostofLiving7	39.5%	37.8%	22.7%	100.0%
		% within YearsNWRSGroups	22.1%	23.6%	27.8%	23.8%
		% of Total	9.4%	9.0%	5.4%	23.8%
Very Important		Count	82	57	14	153
		% within CostofLiving7	53.6%	37.3%	9.2%	100.0%
		% within YearsNWRSGroups	24.8%	19.3%	9.3%	19.7%
		% of Total	10.6%	7.3%	1.8%	19.7%
Total		Count	330	296	151	777
		% within CostofLiving7	42.5%	38.1%	19.4%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	42.5%	38.1%	19.4%	100.0%

Table 141. Cross-tabulation of desire to move to a location that provides more opportunities for outdoor recreation with years of service in the NWRs.

RecOpps7 * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
RecOpps7	Not at all Important	Count	23	37	28	88
		% within RecOpps7	26.1%	42.0%	31.8%	100.0%
		% within YearsNWRSGroups	7.2%	12.8%	18.7%	11.6%
		% of Total	3.0%	4.9%	3.7%	11.6%
2		Count	37	35	13	85
		% within RecOpps7	43.5%	41.2%	15.3%	100.0%
		% within YearsNWRSGroups	11.5%	12.2%	8.7%	11.2%
		% of Total	4.9%	4.6%	1.7%	11.2%
3		Count	73	79	40	192
		% within RecOpps7	38.0%	41.1%	20.8%	100.0%
		% within YearsNWRSGroups	22.7%	27.4%	26.7%	25.3%
		% of Total	9.6%	10.4%	5.3%	25.3%
4		Count	78	89	40	207
		% within RecOpps7	37.7%	43.0%	19.3%	100.0%
		% within YearsNWRSGroups	24.3%	30.9%	26.7%	27.3%
		% of Total	10.3%	11.7%	5.3%	27.3%
Very Important		Count	110	48	29	187
		% within RecOpps7	58.8%	25.7%	15.5%	100.0%
		% within YearsNWRSGroups	34.3%	16.7%	19.3%	24.6%
		% of Total	14.5%	6.3%	3.8%	24.6%
Total		Count	321	288	150	759
		% within RecOpps7	42.3%	37.9%	19.8%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	42.3%	37.9%	19.8%	100.0%

Table 142. Cross-tabulation of desire to attain a promotion with intention to spend the rest of the employee's career with the NWRS.

Promotion7 * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
Promotion7	Not at all Important	Count	28	17	1	46
		% within Promotion7	60.9%	37.0%	2.2%	100.0%
		% within CareerNWRS	5.1%	6.6%	5.6%	5.6%
		% of Total	3.4%	2.1%	.1%	5.6%
2		Count	41	8	2	51
		% within Promotion7	80.4%	15.7%	3.9%	100.0%
		% within CareerNWRS	7.5%	3.1%	11.1%	6.2%
		% of Total	5.0%	1.0%	.2%	6.2%
3		Count	88	37	2	127
		% within Promotion7	69.3%	29.1%	1.6%	100.0%
		% within CareerNWRS	16.1%	14.4%	11.1%	15.4%
		% of Total	10.7%	4.5%	.2%	15.4%
4		Count	131	71	2	204
		% within Promotion7	64.2%	34.8%	1.0%	100.0%
		% within CareerNWRS	23.9%	27.6%	11.1%	24.8%
		% of Total	15.9%	8.6%	.2%	24.8%
Very Important		Count	260	124	11	395
		% within Promotion7	65.8%	31.4%	2.8%	100.0%
		% within CareerNWRS	47.4%	48.2%	61.1%	48.0%
		% of Total	31.6%	15.1%	1.3%	48.0%
Total		Count	548	257	18	823
		% within Promotion7	66.6%	31.2%	2.2%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	66.6%	31.2%	2.2%	100.0%

Table 143. Cross-tabulation of desire to diversify experience with intention to spend the rest of the employee's career with the NWRS.

Experience7 * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
Experience7	Not at all Important	Count	21	8	1	30
		% within Experience7	70.0%	26.7%	3.3%	100.0%
		% within CareerNWRS	3.9%	3.1%	5.6%	3.7%
		% of Total	2.6%	1.0%	.1%	3.7%
2		Count	18	9	1	28
		% within Experience7	64.3%	32.1%	3.6%	100.0%
		% within CareerNWRS	3.3%	3.5%	5.6%	3.4%
		% of Total	2.2%	1.1%	.1%	3.4%
3		Count	91	35	2	128
		% within Experience7	71.1%	27.3%	1.6%	100.0%
		% within CareerNWRS	16.8%	13.8%	11.1%	15.7%
		% of Total	11.2%	4.3%	.2%	15.7%
4		Count	169	76	5	250
		% within Experience7	67.6%	30.4%	2.0%	100.0%
		% within CareerNWRS	31.1%	29.9%	27.8%	30.7%
		% of Total	20.7%	9.3%	.6%	30.7%
Very Important		Count	244	126	9	379
		% within Experience7	64.4%	33.2%	2.4%	100.0%
		% within CareerNWRS	44.9%	49.6%	50.0%	46.5%
		% of Total	29.9%	15.5%	1.1%	46.5%
Total		Count	543	254	18	815
		% within Experience7	66.6%	31.2%	2.2%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	66.6%	31.2%	2.2%	100.0%

Table 144. Cross-tabulation of desire to contribute more to the mission of the NWRS with intention to spend the rest of the employee’s career with the NWRS.

Mission7 * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
Mission7	Not at all Important	Count	15	8	3	26
		% within Mission7	57.7%	30.8%	11.5%	100.0%
		% within CareerNWRS	2.7%	3.2%	17.6%	3.2%
		% of Total	1.8%	1.0%	.4%	3.2%
2		Count	11	13	2	26
		% within Mission7	42.3%	50.0%	7.7%	100.0%
		% within CareerNWRS	2.0%	5.2%	11.8%	3.2%
		% of Total	1.4%	1.6%	.2%	3.2%
3		Count	69	55	3	127
		% within Mission7	54.3%	43.3%	2.4%	100.0%
		% within CareerNWRS	12.6%	21.9%	17.6%	15.6%
		% of Total	8.5%	6.8%	.4%	15.6%
4		Count	175	80	4	259
		% within Mission7	67.6%	30.9%	1.5%	100.0%
		% within CareerNWRS	32.1%	31.9%	23.5%	31.8%
		% of Total	21.5%	9.8%	.5%	31.8%
Very Important		Count	276	95	5	376
		% within Mission7	73.4%	25.3%	1.3%	100.0%
		% within CareerNWRS	50.5%	37.8%	29.4%	46.2%
		% of Total	33.9%	11.7%	.6%	46.2%
Total		Count	546	251	17	814
		% within Mission7	67.1%	30.8%	2.1%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	67.1%	30.8%	2.1%	100.0%

Table 145. Cross-tabulation of desire to move to a more desirable location with intention to spend the rest of the employee's career with the NWRS.

DesirableLive7 * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
DesirableLive7	Not at all Important	Count	59	25	2	86
		% within DesirableLive7	68.6%	29.1%	2.3%	100.0%
		% within CareerNWRS	11.4%	10.5%	11.8%	11.1%
		% of Total	7.6%	3.2%	.3%	11.1%
2		Count	42	12	1	55
		% within DesirableLive7	76.4%	21.8%	1.8%	100.0%
		% within CareerNWRS	8.1%	5.0%	5.9%	7.1%
		% of Total	5.4%	1.6%	.1%	7.1%
3		Count	109	44	4	157
		% within DesirableLive7	69.4%	28.0%	2.5%	100.0%
		% within CareerNWRS	21.0%	18.5%	23.5%	20.3%
		% of Total	14.1%	5.7%	.5%	20.3%
4		Count	149	64	3	216
		% within DesirableLive7	69.0%	29.6%	1.4%	100.0%
		% within CareerNWRS	28.7%	26.9%	17.6%	27.9%
		% of Total	19.3%	8.3%	.4%	27.9%
Very Important		Count	160	93	7	260
		% within DesirableLive7	61.5%	35.8%	2.7%	100.0%
		% within CareerNWRS	30.8%	39.1%	41.2%	33.6%
		% of Total	20.7%	12.0%	.9%	33.6%
Total		Count	519	238	17	774
		% within DesirableLive7	67.1%	30.7%	2.2%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	67.1%	30.7%	2.2%	100.0%

Table 146. Cross-tabulation of desire to move closer to family with intention to spend the rest of the employee's career with the NWRS.

ClosetoFamily7 * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
ClosetoFamily7	Not at all Important	Count	87	34	3	124
		% within ClosetoFamily7	70.2%	27.4%	2.4%	100.0%
		% within CareerNWRS	17.3%	14.7%	18.8%	16.5%
		% of Total	11.6%	4.5%	.4%	16.5%
2		Count	79	29	2	110
		% within ClosetoFamily7	71.8%	26.4%	1.8%	100.0%
		% within CareerNWRS	15.7%	12.5%	12.5%	14.6%
		% of Total	10.5%	3.9%	.3%	14.6%
3		Count	115	53	4	172
		% within ClosetoFamily7	66.9%	30.8%	2.3%	100.0%
		% within CareerNWRS	22.8%	22.8%	25.0%	22.9%
		% of Total	15.3%	7.0%	.5%	22.9%
4		Count	94	38	2	134
		% within ClosetoFamily7	70.1%	28.4%	1.5%	100.0%
		% within CareerNWRS	18.7%	16.4%	12.5%	17.8%
		% of Total	12.5%	5.1%	.3%	17.8%
Very Important		Count	129	78	5	212
		% within ClosetoFamily7	60.8%	36.8%	2.4%	100.0%
		% within CareerNWRS	25.6%	33.6%	31.3%	28.2%
		% of Total	17.2%	10.4%	.7%	28.2%
Total		Count	504	232	16	752
		% within ClosetoFamily7	67.0%	30.9%	2.1%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	67.0%	30.9%	2.1%	100.0%

Table 147. Cross-tabulation of desire to move to a location that provides more opportunities for a significant other with intention to spend the rest of the employee's career with the NWRS.

SpouseOpps7 * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
SpouseOpps7	Not at all Important	Count	56	27	1	84
		% within SpouseOpps7	66.7%	32.1%	1.2%	100.0%
		% within CareerNWRS	12.6%	13.0%	10.0%	12.7%
		% of Total	8.4%	4.1%	.2%	12.7%
2		Count	27	8	1	36
		% within SpouseOpps7	75.0%	22.2%	2.8%	100.0%
		% within CareerNWRS	6.1%	3.8%	10.0%	5.4%
		% of Total	4.1%	1.2%	.2%	5.4%
3		Count	104	33	2	139
		% within SpouseOpps7	74.8%	23.7%	1.4%	100.0%
		% within CareerNWRS	23.4%	15.9%	20.0%	21.0%
		% of Total	15.7%	5.0%	.3%	21.0%
4		Count	117	51	1	169
		% within SpouseOpps7	69.2%	30.2%	.6%	100.0%
		% within CareerNWRS	26.3%	24.5%	10.0%	25.5%
		% of Total	17.6%	7.7%	.2%	25.5%
Very Important		Count	141	89	5	235
		% within SpouseOpps7	60.0%	37.9%	2.1%	100.0%
		% within CareerNWRS	31.7%	42.8%	50.0%	35.4%
		% of Total	21.3%	13.4%	.8%	35.4%
Total		Count	445	208	10	663
		% within SpouseOpps7	67.1%	31.4%	1.5%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	67.1%	31.4%	1.5%	100.0%

Table 148. Cross-tabulation of desire to move to a location that provides more opportunities for the employee's kids with intention to spend the rest of the employee's career with the NWRS.

KidsOpps7 * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
KidsOpps7	Not at all Important	Count	75	32	0	107
		% within KidsOpps7	70.1%	29.9%	.0%	100.0%
		% within CareerNWRS	22.5%	21.8%	.0%	22.0%
		% of Total	15.4%	6.6%	.0%	22.0%
	2	Count	23	11	0	34
		% within KidsOpps7	67.6%	32.4%	.0%	100.0%
		% within CareerNWRS	6.9%	7.5%	.0%	7.0%
		% of Total	4.7%	2.3%	.0%	7.0%
	3	Count	54	15	1	70
		% within KidsOpps7	77.1%	21.4%	1.4%	100.0%
		% within CareerNWRS	16.2%	10.2%	20.0%	14.4%
		% of Total	11.1%	3.1%	.2%	14.4%
4	Count	72	28	1	101	
	% within KidsOpps7	71.3%	27.7%	1.0%	100.0%	
	% within CareerNWRS	21.6%	19.0%	20.0%	20.8%	
	% of Total	14.8%	5.8%	.2%	20.8%	
Very Important	Count	110	61	3	174	
	% within KidsOpps7	63.2%	35.1%	1.7%	100.0%	
	% within CareerNWRS	32.9%	41.5%	60.0%	35.8%	
	% of Total	22.6%	12.6%	.6%	35.8%	
Total	Count	334	147	5	486	
	% within KidsOpps7	68.7%	30.2%	1.0%	100.0%	
	% within CareerNWRS	100.0%	100.0%	100.0%	100.0%	
	% of Total	68.7%	30.2%	1.0%	100.0%	

Table 149. Cross-tabulation of desire to move to a location with a lower cost of living with intention to spend the rest of the employee’s career with the NWRS.

CostofLiving7 * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
CostofLiving7	Not at all Important	Count	79	30	0	109
		% within CostofLiving7	72.5%	27.5%	.0%	100.0%
		% within CareerNWRS	15.5%	12.6%	.0%	14.2%
		% of Total	10.3%	3.9%	.0%	14.2%
2		Count	73	32	2	107
		% within CostofLiving7	68.2%	29.9%	1.9%	100.0%
		% within CareerNWRS	14.3%	13.4%	12.5%	14.0%
		% of Total	9.5%	4.2%	.3%	14.0%
3		Count	146	65	7	218
		% within CostofLiving7	67.0%	29.8%	3.2%	100.0%
		% within CareerNWRS	28.6%	27.3%	43.8%	28.5%
		% of Total	19.1%	8.5%	.9%	28.5%
4		Count	125	55	3	183
		% within CostofLiving7	68.3%	30.1%	1.6%	100.0%
		% within CareerNWRS	24.5%	23.1%	18.8%	23.9%
		% of Total	16.3%	7.2%	.4%	23.9%
Very Important		Count	88	56	4	148
		% within CostofLiving7	59.5%	37.8%	2.7%	100.0%
		% within CareerNWRS	17.2%	23.5%	25.0%	19.3%
		% of Total	11.5%	7.3%	.5%	19.3%
Total		Count	511	238	16	765
		% within CostofLiving7	66.8%	31.1%	2.1%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	66.8%	31.1%	2.1%	100.0%

Table 150. Cross-tabulation of desire to move to a location that provides more opportunities for outdoor recreation with intention to spend the rest of the employee's career with the NWRS.

RecOpps7 * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
RecOpps7	Not at all Important	Count	63	20	5	88
		% within RecOpps7	71.6%	22.7%	5.7%	100.0%
		% within CareerNWRS	12.6%	8.6%	31.3%	11.8%
		% of Total	8.4%	2.7%	.7%	11.8%
2		Count	53	29	1	83
		% within RecOpps7	63.9%	34.9%	1.2%	100.0%
		% within CareerNWRS	10.6%	12.5%	6.3%	11.1%
		% of Total	7.1%	3.9%	.1%	11.1%
3		Count	123	62	4	189
		% within RecOpps7	65.1%	32.8%	2.1%	100.0%
		% within CareerNWRS	24.6%	26.7%	25.0%	25.3%
		% of Total	16.4%	8.3%	.5%	25.3%
4		Count	138	61	4	203
		% within RecOpps7	68.0%	30.0%	2.0%	100.0%
		% within CareerNWRS	27.6%	26.3%	25.0%	27.1%
		% of Total	18.4%	8.2%	.5%	27.1%
Very Important		Count	123	60	2	185
		% within RecOpps7	66.5%	32.4%	1.1%	100.0%
		% within CareerNWRS	24.6%	25.9%	12.5%	24.7%
		% of Total	16.4%	8.0%	.3%	24.7%
Total		Count	500	232	16	748
		% within RecOpps7	66.8%	31.0%	2.1%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	66.8%	31.0%	2.1%	100.0%

Table 151. Cross-tabulation of desire for a promotion with projected date of retirement.

Promotion7 * WhenRetire Crosstabulation

			WhenRetire					Total	
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025		2026+
Promotion7	Not at all Important	Count	3	5	5	13	8	12	46
		% within Promotion7	6.5%	10.9%	10.9%	28.3%	17.4%	26.1%	100.0%
		% within WhenRetire	11.1%	5.6%	5.3%	10.4%	4.5%	3.8%	5.5%
		% of Total	.4%	.6%	.6%	1.6%	1.0%	1.4%	5.5%
2		Count	1	5	4	8	13	20	51
		% within Promotion7	2.0%	9.8%	7.8%	15.7%	25.5%	39.2%	100.0%
		% within WhenRetire	3.7%	5.6%	4.3%	6.4%	7.4%	6.3%	6.1%
		% of Total	.1%	.6%	.5%	1.0%	1.6%	2.4%	6.1%
3		Count	6	16	13	18	29	44	126
		% within Promotion7	4.8%	12.7%	10.3%	14.3%	23.0%	34.9%	100.0%
		% within WhenRetire	22.2%	17.8%	13.8%	14.4%	16.5%	13.8%	15.2%
		% of Total	.7%	1.9%	1.6%	2.2%	3.5%	5.3%	15.2%
4		Count	3	23	25	30	46	82	209
		% within Promotion7	1.4%	11.0%	12.0%	14.4%	22.0%	39.2%	100.0%
		% within WhenRetire	11.1%	25.6%	26.6%	24.0%	26.1%	25.7%	25.2%
		% of Total	.4%	2.8%	3.0%	3.6%	5.5%	9.9%	25.2%
Very Important		Count	14	41	47	56	80	161	399
		% within Promotion7	3.5%	10.3%	11.8%	14.0%	20.1%	40.4%	100.0%
		% within WhenRetire	51.9%	45.6%	50.0%	44.8%	45.5%	50.5%	48.0%
		% of Total	1.7%	4.9%	5.7%	6.7%	9.6%	19.4%	48.0%
Total		Count	27	90	94	125	176	319	831
		% within Promotion7	3.2%	10.8%	11.3%	15.0%	21.2%	38.4%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.2%	10.8%	11.3%	15.0%	21.2%	38.4%	100.0%

Table 152. Cross-tabulation of desire to diversify experience with projected date of retirement.

Experience7 * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
Experience7	Not at all Important	Count	3	8	1	4	5	9	30
		% within Experience7	10.0%	26.7%	3.3%	13.3%	16.7%	30.0%	100.0%
		% within WhenRetire	10.7%	9.2%	1.1%	3.3%	2.8%	2.8%	3.6%
		% of Total	.4%	1.0%	.1%	.5%	.6%	1.1%	3.6%
2		Count	2	6	1	4	3	12	28
		% within Experience7	7.1%	21.4%	3.6%	14.3%	10.7%	42.9%	100.0%
		% within WhenRetire	7.1%	6.9%	1.1%	3.3%	1.7%	3.8%	3.4%
		% of Total	.2%	.7%	.1%	.5%	.4%	1.5%	3.4%
3		Count	5	22	16	15	29	42	129
		% within Experience7	3.9%	17.1%	12.4%	11.6%	22.5%	32.6%	100.0%
		% within WhenRetire	17.9%	25.3%	16.8%	12.4%	16.5%	13.3%	15.7%
		% of Total	.6%	2.7%	1.9%	1.8%	3.5%	5.1%	15.7%
4		Count	7	24	38	35	57	91	252
		% within Experience7	2.8%	9.5%	15.1%	13.9%	22.6%	36.1%	100.0%
		% within WhenRetire	25.0%	27.6%	40.0%	28.9%	32.4%	28.8%	30.6%
		% of Total	.9%	2.9%	4.6%	4.3%	6.9%	11.1%	30.6%
Very Important		Count	11	27	39	63	82	162	384
		% within Experience7	2.9%	7.0%	10.2%	16.4%	21.4%	42.2%	100.0%
		% within WhenRetire	39.3%	31.0%	41.1%	52.1%	46.6%	51.3%	46.7%
		% of Total	1.3%	3.3%	4.7%	7.7%	10.0%	19.7%	46.7%
Total		Count	28	87	95	121	176	316	823
		% within Experience7	3.4%	10.6%	11.5%	14.7%	21.4%	38.4%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.4%	10.6%	11.5%	14.7%	21.4%	38.4%	100.0%

Table 153. Cross-tabulation of desire to contribute more to the mission of NWRS with projected date of retirement.

Mission7 * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
Mission7	Not at all Important	Count	3	7	0	3	4	10	27
		% within Mission7	11.1%	25.9%	.0%	11.1%	14.8%	37.0%	100.0%
		% within WhenRetire	10.3%	7.8%	.0%	2.5%	2.3%	3.2%	3.3%
		% of Total	.4%	.9%	.0%	.4%	.5%	1.2%	3.3%
2		Count	0	0	5	2	6	13	26
		% within Mission7	.0%	.0%	19.2%	7.7%	23.1%	50.0%	100.0%
		% within WhenRetire	.0%	.0%	5.4%	1.7%	3.4%	4.2%	3.2%
		% of Total	.0%	.0%	.6%	.2%	.7%	1.6%	3.2%
3		Count	3	16	15	12	30	54	130
		% within Mission7	2.3%	12.3%	11.5%	9.2%	23.1%	41.5%	100.0%
		% within WhenRetire	10.3%	17.8%	16.1%	9.9%	16.9%	17.3%	15.8%
		% of Total	.4%	1.9%	1.8%	1.5%	3.6%	6.6%	15.8%
4		Count	8	27	35	35	59	97	261
		% within Mission7	3.1%	10.3%	13.4%	13.4%	22.6%	37.2%	100.0%
		% within WhenRetire	27.6%	30.0%	37.6%	28.9%	33.3%	31.1%	31.8%
		% of Total	1.0%	3.3%	4.3%	4.3%	7.2%	11.8%	31.8%
Very Important		Count	15	40	38	69	78	138	378
		% within Mission7	4.0%	10.6%	10.1%	18.3%	20.6%	36.5%	100.0%
		% within WhenRetire	51.7%	44.4%	40.9%	57.0%	44.1%	44.2%	46.0%
		% of Total	1.8%	4.9%	4.6%	8.4%	9.5%	16.8%	46.0%
Total		Count	29	90	93	121	177	312	822
		% within Mission7	3.5%	10.9%	11.3%	14.7%	21.5%	38.0%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.5%	10.9%	11.3%	14.7%	21.5%	38.0%	100.0%

Table 154. Cross-tabulation of desire to relocate to a more desirable place to live with projected date of retirement.

DesirableLive7 * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
DesirableLive7	Not at all Important	Count	5	11	12	20	16	22	86
		% within DesirableLive7	5.8%	12.8%	14.0%	23.3%	18.6%	25.6%	100.0%
		% within WhenRetire	18.5%	12.8%	13.8%	17.4%	9.6%	7.3%	11.0%
		% of Total	.6%	1.4%	1.5%	2.6%	2.0%	2.8%	11.0%
2		Count	3	9	7	6	10	22	57
		% within DesirableLive7	5.3%	15.8%	12.3%	10.5%	17.5%	38.6%	100.0%
		% within WhenRetire	11.1%	10.5%	8.0%	5.2%	6.0%	7.3%	7.3%
		% of Total	.4%	1.2%	.9%	.8%	1.3%	2.8%	7.3%
3		Count	4	18	19	31	32	56	160
		% within DesirableLive7	2.5%	11.3%	11.9%	19.4%	20.0%	35.0%	100.0%
		% within WhenRetire	14.8%	20.9%	21.8%	27.0%	19.3%	18.7%	20.5%
		% of Total	.5%	2.3%	2.4%	4.0%	4.1%	7.2%	20.5%
4		Count	7	20	28	27	49	84	215
		% within DesirableLive7	3.3%	9.3%	13.0%	12.6%	22.8%	39.1%	100.0%
		% within WhenRetire	25.9%	23.3%	32.2%	23.5%	29.5%	28.0%	27.5%
		% of Total	.9%	2.6%	3.6%	3.5%	6.3%	10.8%	27.5%
Very Important		Count	8	28	21	31	59	116	263
		% within DesirableLive7	3.0%	10.6%	8.0%	11.8%	22.4%	44.1%	100.0%
		% within WhenRetire	29.6%	32.6%	24.1%	27.0%	35.5%	38.7%	33.7%
		% of Total	1.0%	3.6%	2.7%	4.0%	7.6%	14.9%	33.7%
Total		Count	27	86	87	115	166	300	781
		% within DesirableLive7	3.5%	11.0%	11.1%	14.7%	21.3%	38.4%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.5%	11.0%	11.1%	14.7%	21.3%	38.4%	100.0%

Table 155. Cross-tabulation of desire to move to a location closer to family with projected date of retirement.

ClosetoFamily7 * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
ClosetoFamily7	Not at all Important	Count	6	8	17	29	27	37	124
		% within ClosetoFamily7	4.8%	6.5%	13.7%	23.4%	21.8%	29.8%	100.0%
		% within WhenRetire	25.0%	9.8%	20.7%	25.9%	16.7%	12.5%	16.4%
		% of Total	.8%	1.1%	2.2%	3.8%	3.6%	4.9%	16.4%
2		Count	4	21	17	15	17	40	114
		% within ClosetoFamily7	3.5%	18.4%	14.9%	13.2%	14.9%	35.1%	100.0%
		% within WhenRetire	16.7%	25.6%	20.7%	13.4%	10.5%	13.5%	15.0%
		% of Total	.5%	2.8%	2.2%	2.0%	2.2%	5.3%	15.0%
3		Count	6	20	17	21	44	63	171
		% within ClosetoFamily7	3.5%	11.7%	9.9%	12.3%	25.7%	36.8%	100.0%
		% within WhenRetire	25.0%	24.4%	20.7%	18.8%	27.2%	21.3%	22.6%
		% of Total	.8%	2.6%	2.2%	2.8%	5.8%	8.3%	22.6%
4		Count	4	11	14	26	28	51	134
		% within ClosetoFamily7	3.0%	8.2%	10.4%	19.4%	20.9%	38.1%	100.0%
		% within WhenRetire	16.7%	13.4%	17.1%	23.2%	17.3%	17.2%	17.7%
		% of Total	.5%	1.5%	1.8%	3.4%	3.7%	6.7%	17.7%
Very Important		Count	4	22	17	21	46	105	215
		% within ClosetoFamily7	1.9%	10.2%	7.9%	9.8%	21.4%	48.8%	100.0%
		% within WhenRetire	16.7%	26.8%	20.7%	18.8%	28.4%	35.5%	28.4%
		% of Total	.5%	2.9%	2.2%	2.8%	6.1%	13.9%	28.4%
Total		Count	24	82	82	112	162	296	758
		% within ClosetoFamily7	3.2%	10.8%	10.8%	14.8%	21.4%	39.1%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.2%	10.8%	10.8%	14.8%	21.4%	39.1%	100.0%

Table 156. Cross-tabulation of desire to move to a location that provides more opportunities for a significant other with projected date of retirement.

SpouseOpps7 * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
SpouseOpps7	Not at all Important	Count	4	10	15	19	12	25	85
		% within SpouseOpps7	4.7%	11.8%	17.6%	22.4%	14.1%	29.4%	100.0%
		% within WhenRetire	21.1%	14.9%	21.7%	19.8%	8.1%	9.3%	12.7%
		% of Total	.6%	1.5%	2.2%	2.8%	1.8%	3.7%	12.7%
2		Count	1	10	4	4	8	10	37
		% within SpouseOpps7	2.7%	27.0%	10.8%	10.8%	21.6%	27.0%	100.0%
		% within WhenRetire	5.3%	14.9%	5.8%	4.2%	5.4%	3.7%	5.5%
		% of Total	.1%	1.5%	.6%	.6%	1.2%	1.5%	5.5%
3		Count	5	16	16	22	33	45	137
		% within SpouseOpps7	3.6%	11.7%	11.7%	16.1%	24.1%	32.8%	100.0%
		% within WhenRetire	26.3%	23.9%	23.2%	22.9%	22.1%	16.7%	20.5%
		% of Total	.7%	2.4%	2.4%	3.3%	4.9%	6.7%	20.5%
4		Count	6	12	16	20	43	75	172
		% within SpouseOpps7	3.5%	7.0%	9.3%	11.6%	25.0%	43.6%	100.0%
		% within WhenRetire	31.6%	17.9%	23.2%	20.8%	28.9%	27.9%	25.7%
		% of Total	.9%	1.8%	2.4%	3.0%	6.4%	11.2%	25.7%
Very Important		Count	3	19	18	31	53	114	238
		% within SpouseOpps7	1.3%	8.0%	7.6%	13.0%	22.3%	47.9%	100.0%
		% within WhenRetire	15.8%	28.4%	26.1%	32.3%	35.6%	42.4%	35.6%
		% of Total	.4%	2.8%	2.7%	4.6%	7.9%	17.0%	35.6%
Total		Count	19	67	69	96	149	269	669
		% within SpouseOpps7	2.8%	10.0%	10.3%	14.3%	22.3%	40.2%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	2.8%	10.0%	10.3%	14.3%	22.3%	40.2%	100.0%

Table 157. Cross-tabulation of desire to move to a location that provides more opportunities for the employee’s kids with projected date of retirement

KidsOpps7 * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
KidsOpps7	Not at all Important	Count	8	19	21	23	10	27	108
		% within KidsOpps7	7.4%	17.6%	19.4%	21.3%	9.3%	25.0%	100.0%
		% within WhenRetire	53.3%	44.2%	38.2%	32.4%	9.5%	13.4%	22.0%
		% of Total	1.6%	3.9%	4.3%	4.7%	2.0%	5.5%	22.0%
2		Count	0	6	6	6	5	11	34
		% within KidsOpps7	.0%	17.6%	17.6%	17.6%	14.7%	32.4%	100.0%
		% within WhenRetire	.0%	14.0%	10.9%	8.5%	4.8%	5.4%	6.9%
		% of Total	.0%	1.2%	1.2%	1.2%	1.0%	2.2%	6.9%
3		Count	2	6	9	8	18	27	70
		% within KidsOpps7	2.9%	8.6%	12.9%	11.4%	25.7%	38.6%	100.0%
		% within WhenRetire	13.3%	14.0%	16.4%	11.3%	17.1%	13.4%	14.3%
		% of Total	.4%	1.2%	1.8%	1.6%	3.7%	5.5%	14.3%
4		Count	3	2	8	15	27	47	102
		% within KidsOpps7	2.9%	2.0%	7.8%	14.7%	26.5%	46.1%	100.0%
		% within WhenRetire	20.0%	4.7%	14.5%	21.1%	25.7%	23.3%	20.8%
		% of Total	.6%	.4%	1.6%	3.1%	5.5%	9.6%	20.8%
Very Important		Count	2	10	11	19	45	90	177
		% within KidsOpps7	1.1%	5.6%	6.2%	10.7%	25.4%	50.8%	100.0%
		% within WhenRetire	13.3%	23.3%	20.0%	26.8%	42.9%	44.6%	36.0%
		% of Total	.4%	2.0%	2.2%	3.9%	9.2%	18.3%	36.0%
Total		Count	15	43	55	71	105	202	491
		% within KidsOpps7	3.1%	8.8%	11.2%	14.5%	21.4%	41.1%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.1%	8.8%	11.2%	14.5%	21.4%	41.1%	100.0%

Table 158. Cross-tabulation of desire to move to a location with a lower cost of living with projected date of retirement

CostofLiving7 * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
CostofLiving7	Not at all Important	Count	3	10	21	21	21	35	111
		% within CostofLiving7	2.7%	9.0%	18.9%	18.9%	18.9%	31.5%	100.0%
		% within WhenRetire	13.6%	13.0%	24.4%	18.4%	12.5%	11.5%	14.4%
		% of Total	.4%	1.3%	2.7%	2.7%	2.7%	4.5%	14.4%
2		Count	4	17	5	18	21	43	108
		% within CostofLiving7	3.7%	15.7%	4.6%	16.7%	19.4%	39.8%	100.0%
		% within WhenRetire	18.2%	22.1%	5.8%	15.8%	12.5%	14.1%	14.0%
		% of Total	.5%	2.2%	.6%	2.3%	2.7%	5.6%	14.0%
3		Count	4	21	23	27	54	91	220
		% within CostofLiving7	1.8%	9.5%	10.5%	12.3%	24.5%	41.4%	100.0%
		% within WhenRetire	18.2%	27.3%	26.7%	23.7%	32.1%	29.8%	28.5%
		% of Total	.5%	2.7%	3.0%	3.5%	7.0%	11.8%	28.5%
4		Count	7	16	23	24	35	77	182
		% within CostofLiving7	3.8%	8.8%	12.6%	13.2%	19.2%	42.3%	100.0%
		% within WhenRetire	31.8%	20.8%	26.7%	21.1%	20.8%	25.2%	23.6%
		% of Total	.9%	2.1%	3.0%	3.1%	4.5%	10.0%	23.6%
Very Important		Count	4	13	14	24	37	59	151
		% within CostofLiving7	2.6%	8.6%	9.3%	15.9%	24.5%	39.1%	100.0%
		% within WhenRetire	18.2%	16.9%	16.3%	21.1%	22.0%	19.3%	19.6%
		% of Total	.5%	1.7%	1.8%	3.1%	4.8%	7.6%	19.6%
Total		Count	22	77	86	114	168	305	772
		% within CostofLiving7	2.8%	10.0%	11.1%	14.8%	21.8%	39.5%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	2.8%	10.0%	11.1%	14.8%	21.8%	39.5%	100.0%

Table 159. Cross-tabulation of desire to move to a location that provides more opportunities for outdoor recreation with projected date of retirement

RecOpps7 * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
RecOpps7	Not at all Important	Count	4	7	18	15	15	29	88
		% within RecOpps7	4.5%	8.0%	20.5%	17.0%	17.0%	33.0%	100.0%
		% within WhenRetire	16.7%	8.8%	20.9%	14.3%	9.0%	9.9%	11.7%
		% of Total	.5%	.9%	2.4%	2.0%	2.0%	3.8%	11.7%
2		Count	3	9	10	7	24	31	84
		% within RecOpps7	3.6%	10.7%	11.9%	8.3%	28.6%	36.9%	100.0%
		% within WhenRetire	12.5%	11.3%	11.6%	6.7%	14.4%	10.6%	11.1%
		% of Total	.4%	1.2%	1.3%	.9%	3.2%	4.1%	11.1%
3		Count	6	25	19	28	43	70	191
		% within RecOpps7	3.1%	13.1%	9.9%	14.7%	22.5%	36.6%	100.0%
		% within WhenRetire	25.0%	31.3%	22.1%	26.7%	25.7%	24.0%	25.3%
		% of Total	.8%	3.3%	2.5%	3.7%	5.7%	9.3%	25.3%
4		Count	4	20	26	30	47	78	205
		% within RecOpps7	2.0%	9.8%	12.7%	14.6%	22.9%	38.0%	100.0%
		% within WhenRetire	16.7%	25.0%	30.2%	28.6%	28.1%	26.7%	27.2%
		% of Total	.5%	2.7%	3.4%	4.0%	6.2%	10.3%	27.2%
Very Important		Count	7	19	13	25	38	84	186
		% within RecOpps7	3.8%	10.2%	7.0%	13.4%	20.4%	45.2%	100.0%
		% within WhenRetire	29.2%	23.8%	15.1%	23.8%	22.8%	28.8%	24.7%
		% of Total	.9%	2.5%	1.7%	3.3%	5.0%	11.1%	24.7%
Total		Count	24	80	86	105	167	292	754
		% within RecOpps7	3.2%	10.6%	11.4%	13.9%	22.1%	38.7%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.2%	10.6%	11.4%	13.9%	22.1%	38.7%	100.0%

Table 160. Cross-tabulation of desire for a promotion with age groups.

Promotion7 * AgeGroups Crosstabulation

			AgeGroups					Total
			<30	30-39	40-49	50-59	60+	
Promotion7	Not at all Important	Count	0	5	21	17	2	45
		% within Promotion7	.0%	11.1%	46.7%	37.8%	4.4%	100.0%
		% within AgeGroups	.0%	2.8%	7.0%	6.9%	6.7%	5.5%
		% of Total	.0%	.6%	2.6%	2.1%	.2%	5.5%
2		Count	2	13	19	15	1	50
		% within Promotion7	4.0%	26.0%	38.0%	30.0%	2.0%	100.0%
		% within AgeGroups	2.9%	7.4%	6.4%	6.1%	3.3%	6.1%
		% of Total	.2%	1.6%	2.3%	1.8%	.1%	6.1%
3		Count	5	27	49	39	5	125
		% within Promotion7	4.0%	21.6%	39.2%	31.2%	4.0%	100.0%
		% within AgeGroups	7.1%	15.3%	16.4%	15.9%	16.7%	15.2%
		% of Total	.6%	3.3%	6.0%	4.8%	.6%	15.2%
4		Count	23	40	77	57	10	207
		% within Promotion7	11.1%	19.3%	37.2%	27.5%	4.8%	100.0%
		% within AgeGroups	32.9%	22.7%	25.8%	23.2%	33.3%	25.2%
		% of Total	2.8%	4.9%	9.4%	6.9%	1.2%	25.2%
Very Important		Count	40	91	133	118	12	394
		% within Promotion7	10.2%	23.1%	33.8%	29.9%	3.0%	100.0%
		% within AgeGroups	57.1%	51.7%	44.5%	48.0%	40.0%	48.0%
		% of Total	4.9%	11.1%	16.2%	14.4%	1.5%	48.0%
Total		Count	70	176	299	246	30	821
		% within Promotion7	8.5%	21.4%	36.4%	30.0%	3.7%	100.0%
		% within AgeGroups	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	8.5%	21.4%	36.4%	30.0%	3.7%	100.0%

Table 161. Cross-tabulation of desire to diversify experience with age groups.

Experience7 * AgeGroups Crosstabulation

			AgeGroups					Total
			<30	30-39	40-49	50-59	60+	
Experience7	Not at all Important	Count	1	4	11	13	0	29
		% within Experience7	3.4%	13.8%	37.9%	44.8%	.0%	100.0%
		% within AgeGroups	1.4%	2.3%	3.7%	5.3%	.0%	3.6%
		% of Total	.1%	.5%	1.4%	1.6%	.0%	3.6%
2		Count	4	6	5	9	3	27
		% within Experience7	14.8%	22.2%	18.5%	33.3%	11.1%	100.0%
		% within AgeGroups	5.7%	3.4%	1.7%	3.7%	9.7%	3.3%
		% of Total	.5%	.7%	.6%	1.1%	.4%	3.3%
3		Count	4	25	47	49	5	130
		% within Experience7	3.1%	19.2%	36.2%	37.7%	3.8%	100.0%
		% within AgeGroups	5.7%	14.4%	15.9%	20.2%	16.1%	16.0%
		% of Total	.5%	3.1%	5.8%	6.0%	.6%	16.0%
4		Count	25	48	94	73	12	252
		% within Experience7	9.9%	19.0%	37.3%	29.0%	4.8%	100.0%
		% within AgeGroups	35.7%	27.6%	31.9%	30.0%	38.7%	31.0%
		% of Total	3.1%	5.9%	11.6%	9.0%	1.5%	31.0%
Very Important		Count	36	91	138	99	11	375
		% within Experience7	9.6%	24.3%	36.8%	26.4%	2.9%	100.0%
		% within AgeGroups	51.4%	52.3%	46.8%	40.7%	35.5%	46.1%
		% of Total	4.4%	11.2%	17.0%	12.2%	1.4%	46.1%
Total		Count	70	174	295	243	31	813
		% within Experience7	8.6%	21.4%	36.3%	29.9%	3.8%	100.0%
		% within AgeGroups	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	8.6%	21.4%	36.3%	29.9%	3.8%	100.0%

Table 162. Cross-tabulation of desire to contribute more to the mission of the NWRS with age groups.

Mission7 * AgeGroups Crosstabulation

			AgeGroups					Total
			<30	30-39	40-49	50-59	60+	
Mission7	Not at all Important	Count	2	7	8	10	0	27
		% within Mission7	7.4%	25.9%	29.6%	37.0%	.0%	100.0%
		% within AgeGroups	2.9%	4.1%	2.7%	4.0%	.0%	3.3%
		% of Total	.2%	.9%	1.0%	1.2%	.0%	3.3%
2		Count	3	7	11	5	0	26
		% within Mission7	11.5%	26.9%	42.3%	19.2%	.0%	100.0%
		% within AgeGroups	4.3%	4.1%	3.7%	2.0%	.0%	3.2%
		% of Total	.4%	.9%	1.4%	.6%	.0%	3.2%
3		Count	14	25	47	36	6	128
		% within Mission7	10.9%	19.5%	36.7%	28.1%	4.7%	100.0%
		% within AgeGroups	20.0%	14.8%	15.9%	14.6%	19.4%	15.7%
		% of Total	1.7%	3.1%	5.8%	4.4%	.7%	15.7%
4		Count	20	61	91	76	12	260
		% within Mission7	7.7%	23.5%	35.0%	29.2%	4.6%	100.0%
		% within AgeGroups	28.6%	36.1%	30.7%	30.8%	38.7%	32.0%
		% of Total	2.5%	7.5%	11.2%	9.3%	1.5%	32.0%
Very Important		Count	31	69	139	120	13	372
		% within Mission7	8.3%	18.5%	37.4%	32.3%	3.5%	100.0%
		% within AgeGroups	44.3%	40.8%	47.0%	48.6%	41.9%	45.8%
		% of Total	3.8%	8.5%	17.1%	14.8%	1.6%	45.8%
Total		Count	70	169	296	247	31	813
		% within Mission7	8.6%	20.8%	36.4%	30.4%	3.8%	100.0%
		% within AgeGroups	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	8.6%	20.8%	36.4%	30.4%	3.8%	100.0%

Table 163. Cross-tabulation of desire to move to a more desirable location with age groups.

DesirableLive7 * AgeGroups Crosstabulation

			AgeGroups					Total
			<30	30-39	40-49	50-59	60+	
DesirableLive7	Not at all Important	Count	2	13	30	37	2	84
		% within DesirableLive7	2.4%	15.5%	35.7%	44.0%	2.4%	100.0%
		% within AgeGroups	3.0%	7.8%	10.6%	16.1%	6.9%	10.8%
		% of Total	.3%	1.7%	3.9%	4.8%	.3%	10.8%
	2	Count	3	9	19	22	3	56
		% within DesirableLive7	5.4%	16.1%	33.9%	39.3%	5.4%	100.0%
		% within AgeGroups	4.5%	5.4%	6.7%	9.6%	10.3%	7.2%
		% of Total	.4%	1.2%	2.5%	2.8%	.4%	7.2%
	3	Count	9	33	58	52	5	157
		% within DesirableLive7	5.7%	21.0%	36.9%	33.1%	3.2%	100.0%
		% within AgeGroups	13.4%	19.8%	20.6%	22.6%	17.2%	20.3%
		% of Total	1.2%	4.3%	7.5%	6.7%	.6%	20.3%
4	Count	21	50	81	53	10	215	
	% within DesirableLive7	9.8%	23.3%	37.7%	24.7%	4.7%	100.0%	
	% within AgeGroups	31.3%	29.9%	28.7%	23.0%	34.5%	27.7%	
	% of Total	2.7%	6.5%	10.5%	6.8%	1.3%	27.7%	
Very Important	Count	32	62	94	66	9	263	
	% within DesirableLive7	12.2%	23.6%	35.7%	25.1%	3.4%	100.0%	
	% within AgeGroups	47.8%	37.1%	33.3%	28.7%	31.0%	33.9%	
	% of Total	4.1%	8.0%	12.1%	8.5%	1.2%	33.9%	
Total	Count	67	167	282	230	29	775	
	% within DesirableLive7	8.6%	21.5%	36.4%	29.7%	3.7%	100.0%	
	% within AgeGroups	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	8.6%	21.5%	36.4%	29.7%	3.7%	100.0%	

Table 164. Cross-tabulation of desire to move closer to family with age groups.

ClosetoFamily7 * AgeGroups Crosstabulation

			AgeGroups					Total
			<30	30-39	40-49	50-59	60+	
ClosetoFamily7	Not at all Important	Count	5	18	50	45	2	120
		% within ClosetoFamily7	4.2%	15.0%	41.7%	37.5%	1.7%	100.0%
		% within AgeGroups	7.2%	11.2%	18.2%	20.2%	9.1%	16.0%
		% of Total	.7%	2.4%	6.7%	6.0%	.3%	16.0%
2		Count	10	17	40	35	11	113
		% within ClosetoFamily7	8.8%	15.0%	35.4%	31.0%	9.7%	100.0%
		% within AgeGroups	14.5%	10.6%	14.5%	15.7%	50.0%	15.1%
		% of Total	1.3%	2.3%	5.3%	4.7%	1.5%	15.1%
3		Count	15	37	64	48	6	170
		% within ClosetoFamily7	8.8%	21.8%	37.6%	28.2%	3.5%	100.0%
		% within AgeGroups	21.7%	23.0%	23.3%	21.5%	27.3%	22.7%
		% of Total	2.0%	4.9%	8.5%	6.4%	.8%	22.7%
4		Count	11	33	47	41	0	132
		% within ClosetoFamily7	8.3%	25.0%	35.6%	31.1%	.0%	100.0%
		% within AgeGroups	15.9%	20.5%	17.1%	18.4%	.0%	17.6%
		% of Total	1.5%	4.4%	6.3%	5.5%	.0%	17.6%
Very Important		Count	28	56	74	54	3	215
		% within ClosetoFamily7	13.0%	26.0%	34.4%	25.1%	1.4%	100.0%
		% within AgeGroups	40.6%	34.8%	26.9%	24.2%	13.6%	28.7%
		% of Total	3.7%	7.5%	9.9%	7.2%	.4%	28.7%
Total		Count	69	161	275	223	22	750
		% within ClosetoFamily7	9.2%	21.5%	36.7%	29.7%	2.9%	100.0%
		% within AgeGroups	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	9.2%	21.5%	36.7%	29.7%	2.9%	100.0%

Table 165. Cross-tabulation of desire to move to a location that provides more opportunities for a significant other with age groups.

SpouseOpps7 * AgeGroups Crosstabulation

			AgeGroups					Total
			<30	30-39	40-49	50-59	60+	
SpouseOpps7	Not at all Important	Count	6	11	27	34	4	82
		% within SpouseOpps7	7.3%	13.4%	32.9%	41.5%	4.9%	100.0%
		% within AgeGroups	10.5%	7.3%	10.8%	18.1%	20.0%	12.3%
		% of Total	.9%	1.7%	4.1%	5.1%	.6%	12.3%
	2	Count	3	6	10	16	3	38
		% within SpouseOpps7	7.9%	15.8%	26.3%	42.1%	7.9%	100.0%
		% within AgeGroups	5.3%	4.0%	4.0%	8.5%	15.0%	5.7%
		% of Total	.5%	.9%	1.5%	2.4%	.5%	5.7%
	3	Count	9	26	52	47	5	139
		% within SpouseOpps7	6.5%	18.7%	37.4%	33.8%	3.6%	100.0%
		% within AgeGroups	15.8%	17.2%	20.9%	25.0%	25.0%	20.9%
		% of Total	1.4%	3.9%	7.8%	7.1%	.8%	20.9%
4	Count	14	37	70	45	4	170	
	% within SpouseOpps7	8.2%	21.8%	41.2%	26.5%	2.4%	100.0%	
	% within AgeGroups	24.6%	24.5%	28.1%	23.9%	20.0%	25.6%	
	% of Total	2.1%	5.6%	10.5%	6.8%	.6%	25.6%	
Very Important	Count	25	71	90	46	4	236	
	% within SpouseOpps7	10.6%	30.1%	38.1%	19.5%	1.7%	100.0%	
	% within AgeGroups	43.9%	47.0%	36.1%	24.5%	20.0%	35.5%	
	% of Total	3.8%	10.7%	13.5%	6.9%	.6%	35.5%	
Total	Count	57	151	249	188	20	665	
	% within SpouseOpps7	8.6%	22.7%	37.4%	28.3%	3.0%	100.0%	
	% within AgeGroups	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	8.6%	22.7%	37.4%	28.3%	3.0%	100.0%	

Table 166. Cross-tabulation of desire to move to a location that provides more opportunities for the employee’s kids with age groups.

KidsOpps7 * AgeGroups Crosstabulation

			AgeGroups					Total
			<30	30-39	40-49	50-59	60+	
KidsOpps7	Not at all Important	Count	3	9	28	56	10	106
		% within KidsOpps7	2.8%	8.5%	26.4%	52.8%	9.4%	100.0%
		% within AgeGroups	9.4%	7.6%	14.7%	42.4%	62.5%	21.7%
		% of Total	.6%	1.8%	5.7%	11.5%	2.0%	21.7%
	2	Count	1	7	8	16	2	34
		% within KidsOpps7	2.9%	20.6%	23.5%	47.1%	5.9%	100.0%
		% within AgeGroups	3.1%	5.9%	4.2%	12.1%	12.5%	7.0%
		% of Total	.2%	1.4%	1.6%	3.3%	.4%	7.0%
	3	Count	7	13	29	19	2	70
		% within KidsOpps7	10.0%	18.6%	41.4%	27.1%	2.9%	100.0%
		% within AgeGroups	21.9%	11.0%	15.3%	14.4%	12.5%	14.3%
		% of Total	1.4%	2.7%	5.9%	3.9%	.4%	14.3%
	4	Count	7	30	48	16	1	102
		% within KidsOpps7	6.9%	29.4%	47.1%	15.7%	1.0%	100.0%
		% within AgeGroups	21.9%	25.4%	25.3%	12.1%	6.3%	20.9%
		% of Total	1.4%	6.1%	9.8%	3.3%	.2%	20.9%
Very Important	Count	14	59	77	25	1	176	
	% within KidsOpps7	8.0%	33.5%	43.8%	14.2%	.6%	100.0%	
	% within AgeGroups	43.8%	50.0%	40.5%	18.9%	6.3%	36.1%	
	% of Total	2.9%	12.1%	15.8%	5.1%	.2%	36.1%	
Total	Count	32	118	190	132	16	488	
	% within KidsOpps7	6.6%	24.2%	38.9%	27.0%	3.3%	100.0%	
	% within AgeGroups	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	6.6%	24.2%	38.9%	27.0%	3.3%	100.0%	

Table 167. Cross-tabulation of desire to move to a location with a lower cost of living with age groups.

CostofLiving7 * AgeGroups Crosstabulation

			AgeGroups					Total
			<30	30-39	40-49	50-59	60+	
CostofLiving7	Not at all Important	Count	8	14	43	39	4	108
		% within CostofLiving7	7.4%	13.0%	39.8%	36.1%	3.7%	100.0%
		% within AgeGroups	11.4%	8.5%	15.0%	17.8%	14.8%	14.1%
		% of Total	1.0%	1.8%	5.6%	5.1%	.5%	14.1%
	2	Count	7	23	38	35	3	106
		% within CostofLiving7	6.6%	21.7%	35.8%	33.0%	2.8%	100.0%
		% within AgeGroups	10.0%	14.0%	13.3%	16.0%	11.1%	13.8%
		% of Total	.9%	3.0%	5.0%	4.6%	.4%	13.8%
	3	Count	20	54	83	58	3	218
		% within CostofLiving7	9.2%	24.8%	38.1%	26.6%	1.4%	100.0%
		% within AgeGroups	28.6%	32.9%	29.0%	26.5%	11.1%	28.5%
		% of Total	2.6%	7.0%	10.8%	7.6%	.4%	28.5%
	4	Count	22	34	72	45	11	184
		% within CostofLiving7	12.0%	18.5%	39.1%	24.5%	6.0%	100.0%
		% within AgeGroups	31.4%	20.7%	25.2%	20.5%	40.7%	24.0%
		% of Total	2.9%	4.4%	9.4%	5.9%	1.4%	24.0%
	Very Important	Count	13	39	50	42	6	150
		% within CostofLiving7	8.7%	26.0%	33.3%	28.0%	4.0%	100.0%
		% within AgeGroups	18.6%	23.8%	17.5%	19.2%	22.2%	19.6%
		% of Total	1.7%	5.1%	6.5%	5.5%	.8%	19.6%
Total	Count	70	164	286	219	27	766	
	% within CostofLiving7	9.1%	21.4%	37.3%	28.6%	3.5%	100.0%	
	% within AgeGroups	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	9.1%	21.4%	37.3%	28.6%	3.5%	100.0%	

Table 168. Cross-tabulation of desire to move to a location that provides more opportunities for outdoor recreation with age groups.

RecOpps7 * AgeGroups Crosstabulation

			AgeGroups					Total
			<30	30-39	40-49	50-59	60+	
RecOpps7	Not at all Important	Count	4	16	31	35	2	88
		% within RecOpps7	4.5%	18.2%	35.2%	39.8%	2.3%	100.0%
		% within AgeGroups	5.8%	9.9%	11.2%	16.4%	7.1%	11.8%
		% of Total	.5%	2.1%	4.1%	4.7%	.3%	11.8%
2		Count	9	17	29	27	2	84
		% within RecOpps7	10.7%	20.2%	34.5%	32.1%	2.4%	100.0%
		% within AgeGroups	13.0%	10.5%	10.5%	12.7%	7.1%	11.2%
		% of Total	1.2%	2.3%	3.9%	3.6%	.3%	11.2%
3		Count	11	36	81	48	10	186
		% within RecOpps7	5.9%	19.4%	43.5%	25.8%	5.4%	100.0%
		% within AgeGroups	15.9%	22.2%	29.3%	22.5%	35.7%	24.9%
		% of Total	1.5%	4.8%	10.8%	6.4%	1.3%	24.9%
4		Count	23	41	74	62	4	204
		% within RecOpps7	11.3%	20.1%	36.3%	30.4%	2.0%	100.0%
		% within AgeGroups	33.3%	25.3%	26.8%	29.1%	14.3%	27.3%
		% of Total	3.1%	5.5%	9.9%	8.3%	.5%	27.3%
Very Important		Count	22	52	61	41	10	186
		% within RecOpps7	11.8%	28.0%	32.8%	22.0%	5.4%	100.0%
		% within AgeGroups	31.9%	32.1%	22.1%	19.2%	35.7%	24.9%
		% of Total	2.9%	7.0%	8.2%	5.5%	1.3%	24.9%
Total		Count	69	162	276	213	28	748
		% within RecOpps7	9.2%	21.7%	36.9%	28.5%	3.7%	100.0%
		% within AgeGroups	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	9.2%	21.7%	36.9%	28.5%	3.7%	100.0%

Table 169. Cross-tabulation of desire for a promotion with gender.

Promotion7 * Gender Crosstabulation

			Gender		Total
			Male	Female	
Promotion7	Not at all Important	Count	33	12	45
		% within Promotion7	73.3%	26.7%	100.0%
		% within Gender	6.3%	4.0%	5.5%
		% of Total	4.0%	1.5%	5.5%
2		Count	34	16	50
		% within Promotion7	68.0%	32.0%	100.0%
		% within Gender	6.5%	5.3%	6.1%
		% of Total	4.1%	1.9%	6.1%
3		Count	84	40	124
		% within Promotion7	67.7%	32.3%	100.0%
		% within Gender	16.2%	13.2%	15.1%
		% of Total	10.2%	4.9%	15.1%
4		Count	135	73	208
		% within Promotion7	64.9%	35.1%	100.0%
		% within Gender	26.0%	24.1%	25.3%
		% of Total	16.4%	8.9%	25.3%
Very Important		Count	234	162	396
		% within Promotion7	59.1%	40.9%	100.0%
		% within Gender	45.0%	53.5%	48.1%
		% of Total	28.4%	19.7%	48.1%
Total		Count	520	303	823
		% within Promotion7	63.2%	36.8%	100.0%
		% within Gender	100.0%	100.0%	100.0%
		% of Total	63.2%	36.8%	100.0%

Table 170. Cross-tabulation of desire to diversify experience with gender.

Experience7 * Gender Crosstabulation

			Gender		Total
			Male	Female	
Experience7	Not at all Important	Count	24	5	29
		% within Experience7	82.8%	17.2%	100.0%
		% within Gender	4.7%	1.7%	3.6%
		% of Total	2.9%	.6%	3.6%
2		Count	20	8	28
		% within Experience7	71.4%	28.6%	100.0%
		% within Gender	3.9%	2.7%	3.4%
		% of Total	2.5%	1.0%	3.4%
3		Count	95	35	130
		% within Experience7	73.1%	26.9%	100.0%
		% within Gender	18.4%	11.7%	16.0%
		% of Total	11.7%	4.3%	16.0%
4		Count	162	87	249
		% within Experience7	65.1%	34.9%	100.0%
		% within Gender	31.5%	29.0%	30.6%
		% of Total	19.9%	10.7%	30.6%
Very Important		Count	214	165	379
		% within Experience7	56.5%	43.5%	100.0%
		% within Gender	41.6%	55.0%	46.5%
		% of Total	26.3%	20.2%	46.5%
Total		Count	515	300	815
		% within Experience7	63.2%	36.8%	100.0%
		% within Gender	100.0%	100.0%	100.0%
		% of Total	63.2%	36.8%	100.0%

Table 171. Cross-tabulation of desire to contribute more to the mission of the NWRS with gender.

Mission7 * Gender Crosstabulation

			Gender		Total
			Male	Female	
Mission7	Not at all Important	Count	20	7	27
		% within Mission7	74.1%	25.9%	100.0%
		% within Gender	3.9%	2.3%	3.3%
		% of Total	2.5%	.9%	3.3%
	2	Count	17	8	25
		% within Mission7	68.0%	32.0%	100.0%
		% within Gender	3.3%	2.7%	3.1%
		% of Total	2.1%	1.0%	3.1%
	3	Count	84	44	128
		% within Mission7	65.6%	34.4%	100.0%
		% within Gender	16.3%	14.6%	15.7%
		% of Total	10.3%	5.4%	15.7%
4	Count	165	95	260	
	% within Mission7	63.5%	36.5%	100.0%	
	% within Gender	32.1%	31.6%	31.9%	
	% of Total	20.2%	11.7%	31.9%	
Very Important	Count	228	147	375	
	% within Mission7	60.8%	39.2%	100.0%	
	% within Gender	44.4%	48.8%	46.0%	
	% of Total	28.0%	18.0%	46.0%	
Total	Count	514	301	815	
	% within Mission7	63.1%	36.9%	100.0%	
	% within Gender	100.0%	100.0%	100.0%	
	% of Total	63.1%	36.9%	100.0%	

Table 172. Cross-tabulation of desire to move to a more desirable location with gender.

DesirableLive7 * Gender Crosstabulation

			Gender		Total
			Male	Female	
DesirableLive7	Not at all Important	Count	52	33	85
		% within DesirableLive7	61.2%	38.8%	100.0%
		% within Gender	10.4%	12.0%	11.0%
		% of Total	6.7%	4.3%	11.0%
2		Count	35	22	57
		% within DesirableLive7	61.4%	38.6%	100.0%
		% within Gender	7.0%	8.0%	7.3%
		% of Total	4.5%	2.8%	7.3%
3		Count	106	52	158
		% within DesirableLive7	67.1%	32.9%	100.0%
		% within Gender	21.2%	18.9%	20.4%
		% of Total	13.7%	6.7%	20.4%
4		Count	156	57	213
		% within DesirableLive7	73.2%	26.8%	100.0%
		% within Gender	31.1%	20.7%	27.4%
		% of Total	20.1%	7.3%	27.4%
Very Important		Count	152	111	263
		% within DesirableLive7	57.8%	42.2%	100.0%
		% within Gender	30.3%	40.4%	33.9%
		% of Total	19.6%	14.3%	33.9%
Total		Count	501	275	776
		% within DesirableLive7	64.6%	35.4%	100.0%
		% within Gender	100.0%	100.0%	100.0%
		% of Total	64.6%	35.4%	100.0%

Table 173. Cross-tabulation of desire to move closer to family with gender.

ClosetoFamily7 * Gender Crosstabulation

			Gender		Total
			Male	Female	
ClosetoFamily7	Not at all Important	Count	86	36	122
		% within ClosetoFamily7	70.5%	29.5%	100.0%
		% within Gender	17.6%	13.5%	16.2%
		% of Total	11.4%	4.8%	16.2%
	2	Count	81	33	114
		% within ClosetoFamily7	71.1%	28.9%	100.0%
		% within Gender	16.6%	12.4%	15.1%
		% of Total	10.7%	4.4%	15.1%
	3	Count	113	57	170
		% within ClosetoFamily7	66.5%	33.5%	100.0%
		% within Gender	23.2%	21.4%	22.5%
		% of Total	15.0%	7.6%	22.5%
	4	Count	88	46	134
		% within ClosetoFamily7	65.7%	34.3%	100.0%
		% within Gender	18.0%	17.3%	17.8%
		% of Total	11.7%	6.1%	17.8%
Very Important	Count	120	94	214	
	% within ClosetoFamily7	56.1%	43.9%	100.0%	
	% within Gender	24.6%	35.3%	28.4%	
	% of Total	15.9%	12.5%	28.4%	
Total	Count	488	266	754	
	% within ClosetoFamily7	64.7%	35.3%	100.0%	
	% within Gender	100.0%	100.0%	100.0%	
	% of Total	64.7%	35.3%	100.0%	

Table 174. Cross-tabulation of desire to move to a location that provides more opportunities for a significant other with gender.

SpouseOpps7 * Gender Crosstabulation

			Gender		Total
			Male	Female	
SpouseOpps7	Not at all Important	Count	49	34	83
		% within SpouseOpps7	59.0%	41.0%	100.0%
		% within Gender	11.0%	15.5%	12.5%
		% of Total	7.4%	5.1%	12.5%
	2	Count	28	10	38
		% within SpouseOpps7	73.7%	26.3%	100.0%
		% within Gender	6.3%	4.5%	5.7%
		% of Total	4.2%	1.5%	5.7%
	3	Count	112	26	138
		% within SpouseOpps7	81.2%	18.8%	100.0%
		% within Gender	25.2%	11.8%	20.8%
		% of Total	16.9%	3.9%	20.8%
4	Count	118	53	171	
	% within SpouseOpps7	69.0%	31.0%	100.0%	
	% within Gender	26.6%	24.1%	25.8%	
	% of Total	17.8%	8.0%	25.8%	
Very Important	Count	137	97	234	
	% within SpouseOpps7	58.5%	41.5%	100.0%	
	% within Gender	30.9%	44.1%	35.2%	
	% of Total	20.6%	14.6%	35.2%	
Total	Count	444	220	664	
	% within SpouseOpps7	66.9%	33.1%	100.0%	
	% within Gender	100.0%	100.0%	100.0%	
	% of Total	66.9%	33.1%	100.0%	

Table 175. Cross-tabulation of desire to move to a location that provides more opportunities for the employee's kids with gender.

KidsOpps7 * Gender Crosstabulation

			Gender		Total
			Male	Female	
KidsOpps7	Not at all Important	Count	72	36	108
		% within KidsOpps7	66.7%	33.3%	100.0%
		% within Gender	20.5%	26.3%	22.1%
		% of Total	14.8%	7.4%	22.1%
	2	Count	25	9	34
		% within KidsOpps7	73.5%	26.5%	100.0%
		% within Gender	7.1%	6.6%	7.0%
		% of Total	5.1%	1.8%	7.0%
	3	Count	55	15	70
		% within KidsOpps7	78.6%	21.4%	100.0%
		% within Gender	15.7%	10.9%	14.3%
		% of Total	11.3%	3.1%	14.3%
	4	Count	81	21	102
		% within KidsOpps7	79.4%	20.6%	100.0%
		% within Gender	23.1%	15.3%	20.9%
		% of Total	16.6%	4.3%	20.9%
Very Important	Count	118	56	174	
	% within KidsOpps7	67.8%	32.2%	100.0%	
	% within Gender	33.6%	40.9%	35.7%	
	% of Total	24.2%	11.5%	35.7%	
Total	Count	351	137	488	
	% within KidsOpps7	71.9%	28.1%	100.0%	
	% within Gender	100.0%	100.0%	100.0%	
	% of Total	71.9%	28.1%	100.0%	

Table 176. Cross-tabulation of desire to move to a location that provides a lower cost of living with gender.

CostofLiving7 * Gender Crosstabulation

			Gender		Total
			Male	Female	
CostofLiving7	Not at all Important	Count	68	41	109
		% within CostofLiving7	62.4%	37.6%	100.0%
		% within Gender	13.7%	15.0%	14.2%
		% of Total	8.9%	5.3%	14.2%
2		Count	68	38	106
		% within CostofLiving7	64.2%	35.8%	100.0%
		% within Gender	13.7%	13.9%	13.8%
		% of Total	8.9%	4.9%	13.8%
3		Count	149	70	219
		% within CostofLiving7	68.0%	32.0%	100.0%
		% within Gender	30.1%	25.6%	28.5%
		% of Total	19.4%	9.1%	28.5%
4		Count	126	57	183
		% within CostofLiving7	68.9%	31.1%	100.0%
		% within Gender	25.5%	20.9%	23.8%
		% of Total	16.4%	7.4%	23.8%
Very Important		Count	84	67	151
		% within CostofLiving7	55.6%	44.4%	100.0%
		% within Gender	17.0%	24.5%	19.7%
		% of Total	10.9%	8.7%	19.7%
Total		Count	495	273	768
		% within CostofLiving7	64.5%	35.5%	100.0%
		% within Gender	100.0%	100.0%	100.0%
		% of Total	64.5%	35.5%	100.0%

Table 177. Cross-tabulation of desire to move to a location that provides more opportunities for outdoor recreation with gender.

RecOpps7 * Gender Crosstabulation

			Gender		Total
			Male	Female	
RecOpps7	Not at all Important	Count	54	33	87
		% within RecOpps7	62.1%	37.9%	100.0%
		% within Gender	11.1%	12.6%	11.6%
		% of Total	7.2%	4.4%	11.6%
2		Count	51	32	83
		% within RecOpps7	61.4%	38.6%	100.0%
		% within Gender	10.5%	12.2%	11.1%
		% of Total	6.8%	4.3%	11.1%
3		Count	131	59	190
		% within RecOpps7	68.9%	31.1%	100.0%
		% within Gender	26.8%	22.5%	25.3%
		% of Total	17.5%	7.9%	25.3%
4		Count	137	66	203
		% within RecOpps7	67.5%	32.5%	100.0%
		% within Gender	28.1%	25.2%	27.1%
		% of Total	18.3%	8.8%	27.1%
Very Important		Count	115	72	187
		% within RecOpps7	61.5%	38.5%	100.0%
		% within Gender	23.6%	27.5%	24.9%
		% of Total	15.3%	9.6%	24.9%
Total		Count	488	262	750
		% within RecOpps7	65.1%	34.9%	100.0%
		% within Gender	100.0%	100.0%	100.0%
		% of Total	65.1%	34.9%	100.0%

Table 178. Cross-tabulation of desire for a promotion with GS pay grade.

			GSLevel * Promotion7 Crosstabulation					Total
			Promotion7					
			Not at all Important	2	3	4	Very Important	
GSLevel	GS-4	Count	0	2	1	5	6	14
		% within GSLevel	.0%	14.3%	7.1%	35.7%	42.9%	100.0%
		% within Promotion7	.0%	4.0%	.8%	2.5%	1.6%	1.8%
		% of Total	.0%	.3%	.1%	.6%	.8%	1.8%
GS-5	GS-5	Count	2	0	3	6	26	37
		% within GSLevel	5.4%	.0%	8.1%	16.2%	70.3%	100.0%
		% within Promotion7	4.5%	.0%	2.4%	3.0%	6.9%	4.6%
		% of Total	.3%	.0%	.4%	.8%	3.3%	4.6%
GS-6	GS-6	Count	0	0	2	2	13	17
		% within GSLevel	.0%	.0%	11.8%	11.8%	76.5%	100.0%
		% within Promotion7	.0%	.0%	1.6%	1.0%	3.4%	2.1%
		% of Total	.0%	.0%	.3%	.3%	1.6%	2.1%
GS-7	GS-7	Count	0	1	5	11	30	47
		% within GSLevel	.0%	2.1%	10.6%	23.4%	63.8%	100.0%
		% within Promotion7	.0%	2.0%	4.0%	5.4%	7.9%	5.9%
		% of Total	.0%	.1%	.6%	1.4%	3.8%	5.9%
GS-8	GS-8	Count	0	0	1	2	5	8
		% within GSLevel	.0%	.0%	12.5%	25.0%	62.5%	100.0%
		% within Promotion7	.0%	.0%	.8%	1.0%	1.3%	1.0%
		% of Total	.0%	.0%	.1%	.3%	.6%	1.0%
GS-9	GS-9	Count	3	3	12	22	67	107
		% within GSLevel	2.8%	2.8%	11.2%	20.6%	62.6%	100.0%
		% within Promotion7	6.8%	6.0%	9.7%	10.9%	17.7%	13.4%
		% of Total	.4%	.4%	1.5%	2.8%	8.4%	13.4%

GS-10	Count	0	0	0	0	1	1
	% within GSLevel	.0%	.0%	.0%	.0%	100.0%	100.0%
	% within Promotion7	.0%	.0%	.0%	.0%	.3%	.1%
	% of Total	.0%	.0%	.0%	.0%	.1%	.1%
GS-11	Count	9	8	20	45	70	152
	% within GSLevel	5.9%	5.3%	13.2%	29.6%	46.1%	100.0%
	% within Promotion7	20.5%	16.0%	16.1%	22.3%	18.5%	19.0%
	% of Total	1.1%	1.0%	2.5%	5.6%	8.8%	19.0%
GS-12	Count	8	18	33	56	92	207
	% within GSLevel	3.9%	8.7%	15.9%	27.1%	44.4%	100.0%
	% within Promotion7	18.2%	36.0%	26.6%	27.7%	24.3%	25.9%
	% of Total	1.0%	2.3%	4.1%	7.0%	11.5%	25.9%
GS-13	Count	9	12	33	37	55	146
	% within GSLevel	6.2%	8.2%	22.6%	25.3%	37.7%	100.0%
	% within Promotion7	20.5%	24.0%	26.6%	18.3%	14.5%	18.3%
	% of Total	1.1%	1.5%	4.1%	4.6%	6.9%	18.3%
GS-14	Count	13	4	13	16	13	59
	% within GSLevel	22.0%	6.8%	22.0%	27.1%	22.0%	100.0%
	% within Promotion7	29.5%	8.0%	10.5%	7.9%	3.4%	7.4%
	% of Total	1.6%	.5%	1.6%	2.0%	1.6%	7.4%
GS-15	Count	0	2	1	0	1	4
	% within GSLevel	.0%	50.0%	25.0%	.0%	25.0%	100.0%
	% within Promotion7	.0%	4.0%	.8%	.0%	.3%	.5%
	% of Total	.0%	.3%	.1%	.0%	.1%	.5%
Total	Count	44	50	124	202	379	799
	% within GSLevel	5.5%	6.3%	15.5%	25.3%	47.4%	100.0%
	% within Promotion7	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	5.5%	6.3%	15.5%	25.3%	47.4%	100.0%

Table 179. Cross-tabulation of desire to diversify experience with GS pay grade.

GSLevel * Experience7 Crosstabulation

			Experience7					Total
			Not at all Important	2	3	4	Very Important	
GSLevel	GS-4	Count	0	2	0	4	8	14
		% within GSLevel	.0%	14.3%	.0%	28.6%	57.1%	100.0%
		% within Experience7	.0%	7.1%	.0%	1.7%	2.2%	1.8%
		% of Total	.0%	.3%	.0%	.5%	1.0%	1.8%
	GS-5	Count	1	2	5	10	18	36
		% within GSLevel	2.8%	5.6%	13.9%	27.8%	50.0%	100.0%
		% within Experience7	3.7%	7.1%	4.0%	4.1%	4.9%	4.6%
		% of Total	.1%	.3%	.6%	1.3%	2.3%	4.6%
	GS-6	Count	1	0	1	7	7	16
		% within GSLevel	6.3%	.0%	6.3%	43.8%	43.8%	100.0%
		% within Experience7	3.7%	.0%	.8%	2.9%	1.9%	2.0%
		% of Total	.1%	.0%	.1%	.9%	.9%	2.0%
	GS-7	Count	1	4	6	15	21	47
		% within GSLevel	2.1%	8.5%	12.8%	31.9%	44.7%	100.0%
		% within Experience7	3.7%	14.3%	4.8%	6.2%	5.7%	5.9%
		% of Total	.1%	.5%	.8%	1.9%	2.7%	5.9%
	GS-8	Count	0	0	1	3	4	8
		% within GSLevel	.0%	.0%	12.5%	37.5%	50.0%	100.0%
		% within Experience7	.0%	.0%	.8%	1.2%	1.1%	1.0%
		% of Total	.0%	.0%	.1%	.4%	.5%	1.0%
	GS-9	Count	3	0	16	28	60	107
		% within GSLevel	2.8%	.0%	15.0%	26.2%	56.1%	100.0%
		% within Experience7	11.1%	.0%	12.8%	11.6%	16.2%	13.5%
		% of Total	.4%	.0%	2.0%	3.5%	7.6%	13.5%

GS-10	Count	0	0	1	0	1	2
	% within GSLevel	.0%	.0%	50.0%	.0%	50.0%	100.0%
	% within Experience7	.0%	.0%	.8%	.0%	.3%	.3%
	% of Total	.0%	.0%	.1%	.0%	.1%	.3%
GS-11	Count	3	5	34	40	69	151
	% within GSLevel	2.0%	3.3%	22.5%	26.5%	45.7%	100.0%
	% within Experience7	11.1%	17.9%	27.2%	16.6%	18.6%	19.1%
	% of Total	.4%	.6%	4.3%	5.1%	8.7%	19.1%
GS-12	Count	7	6	30	60	97	200
	% within GSLevel	3.5%	3.0%	15.0%	30.0%	48.5%	100.0%
	% within Experience7	25.9%	21.4%	24.0%	24.9%	26.2%	25.3%
	% of Total	.9%	.8%	3.8%	7.6%	12.3%	25.3%
GS-13	Count	4	5	21	52	65	147
	% within GSLevel	2.7%	3.4%	14.3%	35.4%	44.2%	100.0%
	% within Experience7	14.8%	17.9%	16.8%	21.6%	17.6%	18.6%
	% of Total	.5%	.6%	2.7%	6.6%	8.2%	18.6%
GS-14	Count	7	3	9	21	19	59
	% within GSLevel	11.9%	5.1%	15.3%	35.6%	32.2%	100.0%
	% within Experience7	25.9%	10.7%	7.2%	8.7%	5.1%	7.5%
	% of Total	.9%	.4%	1.1%	2.7%	2.4%	7.5%
GS-15	Count	0	1	1	1	1	4
	% within GSLevel	.0%	25.0%	25.0%	25.0%	25.0%	100.0%
	% within Experience7	.0%	3.6%	.8%	.4%	.3%	.5%
	% of Total	.0%	.1%	.1%	.1%	.1%	.5%
Total	Count	27	28	125	241	370	791
	% within GSLevel	3.4%	3.5%	15.8%	30.5%	46.8%	100.0%
	% within Experience7	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	3.4%	3.5%	15.8%	30.5%	46.8%	100.0%

Table 180. Cross-tabulation of desire to contribute more to the mission of the NWRS with GS pay grade.

			Mission7					Total
			Not at all Important	2	3	4	Very Important	
GSLevel	GS-4	Count	0	0	2	5	6	13
		% within GSLevel	.0%	.0%	15.4%	38.5%	46.2%	100.0%
		% within Mission7	.0%	.0%	1.7%	2.0%	1.6%	1.6%
		% of Total	.0%	.0%	.3%	.6%	.8%	1.6%
	GS-5	Count	0	2	8	13	13	36
		% within GSLevel	.0%	5.6%	22.2%	36.1%	36.1%	100.0%
		% within Mission7	.0%	8.0%	6.7%	5.1%	3.6%	4.6%
		% of Total	.0%	.3%	1.0%	1.6%	1.6%	4.6%
	GS-6	Count	2	0	1	5	8	16
		% within GSLevel	12.5%	.0%	6.3%	31.3%	50.0%	100.0%
		% within Mission7	8.0%	.0%	.8%	2.0%	2.2%	2.0%
		% of Total	.3%	.0%	.1%	.6%	1.0%	2.0%
	GS-7	Count	2	5	6	16	18	47
		% within GSLevel	4.3%	10.6%	12.8%	34.0%	38.3%	100.0%
		% within Mission7	8.0%	20.0%	5.0%	6.3%	4.9%	6.0%
		% of Total	.3%	.6%	.8%	2.0%	2.3%	6.0%
	GS-8	Count	0	0	1	2	5	8
		% within GSLevel	.0%	.0%	12.5%	25.0%	62.5%	100.0%
		% within Mission7	.0%	.0%	.8%	.8%	1.4%	1.0%
		% of Total	.0%	.0%	.1%	.3%	.6%	1.0%
	GS-9	Count	5	4	23	25	49	106
		% within GSLevel	4.7%	3.8%	21.7%	23.6%	46.2%	100.0%
		% within Mission7	20.0%	16.0%	19.2%	9.9%	13.4%	13.4%
		% of Total	.6%	.5%	2.9%	3.2%	6.2%	13.4%

GS-10	Count	0	0	1	0	1	2
	% within GSLevel	.0%	.0%	50.0%	.0%	50.0%	100.0%
	% within Mission7	.0%	.0%	.8%	.0%	.3%	.3%
	% of Total	.0%	.0%	.1%	.0%	.1%	.3%
GS-11	Count	6	5	27	48	64	150
	% within GSLevel	4.0%	3.3%	18.0%	32.0%	42.7%	100.0%
	% within Mission7	24.0%	20.0%	22.5%	19.0%	17.5%	19.0%
	% of Total	.8%	.6%	3.4%	6.1%	8.1%	19.0%
GS-12	Count	4	5	29	68	93	199
	% within GSLevel	2.0%	2.5%	14.6%	34.2%	46.7%	100.0%
	% within Mission7	16.0%	20.0%	24.2%	26.9%	25.4%	25.2%
	% of Total	.5%	.6%	3.7%	8.6%	11.8%	25.2%
GS-13	Count	4	3	17	55	68	147
	% within GSLevel	2.7%	2.0%	11.6%	37.4%	46.3%	100.0%
	% within Mission7	16.0%	12.0%	14.2%	21.7%	18.6%	18.6%
	% of Total	.5%	.4%	2.2%	7.0%	8.6%	18.6%
GS-14	Count	2	1	5	15	38	61
	% within GSLevel	3.3%	1.6%	8.2%	24.6%	62.3%	100.0%
	% within Mission7	8.0%	4.0%	4.2%	5.9%	10.4%	7.7%
	% of Total	.3%	.1%	.6%	1.9%	4.8%	7.7%
GS-15	Count	0	0	0	1	3	4
	% within GSLevel	.0%	.0%	.0%	25.0%	75.0%	100.0%
	% within Mission7	.0%	.0%	.0%	.4%	.8%	.5%
	% of Total	.0%	.0%	.0%	.1%	.4%	.5%
Total	Count	25	25	120	253	366	789
	% within GSLevel	3.2%	3.2%	15.2%	32.1%	46.4%	100.0%
	% within Mission7	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	3.2%	3.2%	15.2%	32.1%	46.4%	100.0%

Table 181. Cross-tabulation of desire to move to a more desirable location with GS pay grade.

GSLevel * DesirableLive7 Crosstabulation

			DesirableLive7					Total
			Not at all Important	2	3	4	Very Important	
GSLevel	GS-4	Count	1	0	2	5	3	11
		% within GSLevel	9.1%	.0%	18.2%	45.5%	27.3%	100.0%
		% within DesirableLive7	1.2%	.0%	1.3%	2.4%	1.2%	1.5%
		% of Total	.1%	.0%	.3%	.7%	.4%	1.5%
GS-5	GS-5	Count	0	1	5	7	22	35
		% within GSLevel	.0%	2.9%	14.3%	20.0%	62.9%	100.0%
		% within DesirableLive7	.0%	1.9%	3.3%	3.4%	8.6%	4.7%
		% of Total	.0%	.1%	.7%	.9%	2.9%	4.7%
GS-6	GS-6	Count	6	1	1	4	3	15
		% within GSLevel	40.0%	6.7%	6.7%	26.7%	20.0%	100.0%
		% within DesirableLive7	7.2%	1.9%	.7%	1.9%	1.2%	2.0%
		% of Total	.8%	.1%	.1%	.5%	.4%	2.0%
GS-7	GS-7	Count	5	3	10	10	16	44
		% within GSLevel	11.4%	6.8%	22.7%	22.7%	36.4%	100.0%
		% within DesirableLive7	6.0%	5.6%	6.7%	4.8%	6.2%	5.9%
		% of Total	.7%	.4%	1.3%	1.3%	2.1%	5.9%
GS-8	GS-8	Count	1	1	1	2	3	8
		% within GSLevel	12.5%	12.5%	12.5%	25.0%	37.5%	100.0%
		% within DesirableLive7	1.2%	1.9%	.7%	1.0%	1.2%	1.1%
		% of Total	.1%	.1%	.1%	.3%	.4%	1.1%
GS-9	GS-9	Count	9	4	17	24	47	101
		% within GSLevel	8.9%	4.0%	16.8%	23.8%	46.5%	100.0%
		% within DesirableLive7	10.8%	7.4%	11.3%	11.5%	18.3%	13.4%
		% of Total	1.2%	.5%	2.3%	3.2%	6.3%	13.4%

GS-10	Count	0	0	0	1	1	2
	% within GSLevel	.0%	.0%	.0%	50.0%	50.0%	100.0%
	% within DesirableLive7	.0%	.0%	.0%	.5%	.4%	.3%
	% of Total	.0%	.0%	.0%	.1%	.1%	.3%
GS-11	Count	15	8	22	39	54	138
	% within GSLevel	10.9%	5.8%	15.9%	28.3%	39.1%	100.0%
	% within DesirableLive7	18.1%	14.8%	14.7%	18.8%	21.0%	18.4%
	% of Total	2.0%	1.1%	2.9%	5.2%	7.2%	18.4%
GS-12	Count	18	17	46	56	55	192
	% within GSLevel	9.4%	8.9%	24.0%	29.2%	28.6%	100.0%
	% within DesirableLive7	21.7%	31.5%	30.7%	26.9%	21.4%	25.5%
	% of Total	2.4%	2.3%	6.1%	7.4%	7.3%	25.5%
GS-13	Count	20	11	30	41	40	142
	% within GSLevel	14.1%	7.7%	21.1%	28.9%	28.2%	100.0%
	% within DesirableLive7	24.1%	20.4%	20.0%	19.7%	15.6%	18.9%
	% of Total	2.7%	1.5%	4.0%	5.5%	5.3%	18.9%
GS-14	Count	8	8	15	17	12	60
	% within GSLevel	13.3%	13.3%	25.0%	28.3%	20.0%	100.0%
	% within DesirableLive7	9.6%	14.8%	10.0%	8.2%	4.7%	8.0%
	% of Total	1.1%	1.1%	2.0%	2.3%	1.6%	8.0%
GS-15	Count	0	0	1	2	1	4
	% within GSLevel	.0%	.0%	25.0%	50.0%	25.0%	100.0%
	% within DesirableLive7	.0%	.0%	.7%	1.0%	.4%	.5%
	% of Total	.0%	.0%	.1%	.3%	.1%	.5%
Total	Count	83	54	150	208	257	752
	% within GSLevel	11.0%	7.2%	19.9%	27.7%	34.2%	100.0%
	% within DesirableLive7	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	11.0%	7.2%	19.9%	27.7%	34.2%	100.0%

Table 182. Cross-tabulation of desire to move closer to family with GS pay grade.

GSLevel * ClosetoFamily7 Crosstabulation

			ClosetoFamily7					Total
			Not at all Important	2	3	4	Very Important	
GSLevel	GS-4	Count	1	2	3	2	3	11
		% within GSLevel	9.1%	18.2%	27.3%	18.2%	27.3%	100.0%
		% within ClosetoFamily7	.9%	1.9%	1.8%	1.5%	1.4%	1.5%
		% of Total	.1%	.3%	.4%	.3%	.4%	1.5%
	GS-5	Count	2	4	5	2	20	33
		% within GSLevel	6.1%	12.1%	15.2%	6.1%	60.6%	100.0%
		% within ClosetoFamily7	1.8%	3.8%	3.0%	1.5%	9.4%	4.5%
		% of Total	.3%	.5%	.7%	.3%	2.7%	4.5%
	GS-6	Count	5	2	5	1	2	15
		% within GSLevel	33.3%	13.3%	33.3%	6.7%	13.3%	100.0%
		% within ClosetoFamily7	4.4%	1.9%	3.0%	.8%	.9%	2.1%
		% of Total	.7%	.3%	.7%	.1%	.3%	2.1%
	GS-7	Count	4	5	12	9	11	41
		% within GSLevel	9.8%	12.2%	29.3%	22.0%	26.8%	100.0%
		% within ClosetoFamily7	3.5%	4.8%	7.2%	6.9%	5.2%	5.6%
		% of Total	.5%	.7%	1.6%	1.2%	1.5%	5.6%
	GS-8	Count	0	1	1	2	4	8
		% within GSLevel	.0%	12.5%	12.5%	25.0%	50.0%	100.0%
		% within ClosetoFamily7	.0%	1.0%	.6%	1.5%	1.9%	1.1%
		% of Total	.0%	.1%	.1%	.3%	.5%	1.1%
	GS-9	Count	11	10	21	14	39	95
		% within GSLevel	11.6%	10.5%	22.1%	14.7%	41.1%	100.0%
		% within ClosetoFamily7	9.6%	9.5%	12.7%	10.7%	18.4%	13.0%
		% of Total	1.5%	1.4%	2.9%	1.9%	5.4%	13.0%

GS-10	Count	0	0	1	0	0	1
	% within GSLevel	.0%	.0%	100.0%	.0%	.0%	100.0%
	% within ClosetoFamily7	.0%	.0%	.6%	.0%	.0%	.1%
	% of Total	.0%	.0%	.1%	.0%	.0%	.1%
GS-11	Count	21	22	25	32	40	140
	% within GSLevel	15.0%	15.7%	17.9%	22.9%	28.6%	100.0%
	% within ClosetoFamily7	18.4%	21.0%	15.1%	24.4%	18.9%	19.2%
	% of Total	2.9%	3.0%	3.4%	4.4%	5.5%	19.2%
GS-12	Count	28	31	46	30	55	190
	% within GSLevel	14.7%	16.3%	24.2%	15.8%	28.9%	100.0%
	% within ClosetoFamily7	24.6%	29.5%	27.7%	22.9%	25.9%	26.1%
	% of Total	3.8%	4.3%	6.3%	4.1%	7.6%	26.1%
GS-13	Count	27	18	31	33	21	130
	% within GSLevel	20.8%	13.8%	23.8%	25.4%	16.2%	100.0%
	% within ClosetoFamily7	23.7%	17.1%	18.7%	25.2%	9.9%	17.9%
	% of Total	3.7%	2.5%	4.3%	4.5%	2.9%	17.9%
GS-14	Count	14	9	15	6	16	60
	% within GSLevel	23.3%	15.0%	25.0%	10.0%	26.7%	100.0%
	% within ClosetoFamily7	12.3%	8.6%	9.0%	4.6%	7.5%	8.2%
	% of Total	1.9%	1.2%	2.1%	.8%	2.2%	8.2%
GS-15	Count	1	1	1	0	1	4
	% within GSLevel	25.0%	25.0%	25.0%	.0%	25.0%	100.0%
	% within ClosetoFamily7	.9%	1.0%	.6%	.0%	.5%	.5%
	% of Total	.1%	.1%	.1%	.0%	.1%	.5%
Total	Count	114	105	166	131	212	728
	% within GSLevel	15.7%	14.4%	22.8%	18.0%	29.1%	100.0%
	% within ClosetoFamily7	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	15.7%	14.4%	22.8%	18.0%	29.1%	100.0%

Table 183. Cross-tabulation of desire to move to a location that provides more opportunities for a significant other with GS pay grade.

GSLevel * SpouseOpps7 Crosstabulation

			SpouseOpps7					Total
			Not at all Important	2	3	4	Very Important	
GSLevel	GS-4	Count	1	0	2	3	4	10
		% within GSLevel	10.0%	.0%	20.0%	30.0%	40.0%	100.0%
		% within SpouseOpps7	1.3%	.0%	1.5%	1.8%	1.7%	1.6%
		% of Total	.2%	.0%	.3%	.5%	.6%	1.6%
	GS-5	Count	1	0	5	3	18	27
		% within GSLevel	3.7%	.0%	18.5%	11.1%	66.7%	100.0%
		% within SpouseOpps7	1.3%	.0%	3.8%	1.8%	7.8%	4.2%
		% of Total	.2%	.0%	.8%	.5%	2.8%	4.2%
	GS-6	Count	4	1	2	2	5	14
		% within GSLevel	28.6%	7.1%	14.3%	14.3%	35.7%	100.0%
		% within SpouseOpps7	5.1%	2.7%	1.5%	1.2%	2.2%	2.2%
		% of Total	.6%	.2%	.3%	.3%	.8%	2.2%
GS-7	Count	1	4	4	10	15	34	
	% within GSLevel	2.9%	11.8%	11.8%	29.4%	44.1%	100.0%	
	% within SpouseOpps7	1.3%	10.8%	3.0%	6.1%	6.5%	5.3%	
	% of Total	.2%	.6%	.6%	1.6%	2.3%	5.3%	
GS-8	Count	1	1	1	1	3	7	
	% within GSLevel	14.3%	14.3%	14.3%	14.3%	42.9%	100.0%	
	% within SpouseOpps7	1.3%	2.7%	.8%	.6%	1.3%	1.1%	
	% of Total	.2%	.2%	.2%	.2%	.5%	1.1%	
GS-9	Count	8	6	13	18	40	85	
	% within GSLevel	9.4%	7.1%	15.3%	21.2%	47.1%	100.0%	
	% within SpouseOpps7	10.3%	16.2%	9.8%	10.9%	17.2%	13.2%	
	% of Total	1.2%	.9%	2.0%	2.8%	6.2%	13.2%	

GS-10	Count	0	0	1	0	0	1
	% within GSLevel	.0%	.0%	100.0%	.0%	.0%	100.0%
	% within SpouseOpps7	.0%	.0%	.8%	.0%	.0%	.2%
	% of Total	.0%	.0%	.2%	.0%	.0%	.2%
GS-11	Count	10	4	16	37	53	120
	% within GSLevel	8.3%	3.3%	13.3%	30.8%	44.2%	100.0%
	% within SpouseOpps7	12.8%	10.8%	12.0%	22.4%	22.8%	18.6%
	% of Total	1.6%	.6%	2.5%	5.7%	8.2%	18.6%
GS-12	Count	20	8	48	38	52	166
	% within GSLevel	12.0%	4.8%	28.9%	22.9%	31.3%	100.0%
	% within SpouseOpps7	25.6%	21.6%	36.1%	23.0%	22.4%	25.7%
	% of Total	3.1%	1.2%	7.4%	5.9%	8.1%	25.7%
GS-13	Count	19	10	25	42	28	124
	% within GSLevel	15.3%	8.1%	20.2%	33.9%	22.6%	100.0%
	% within SpouseOpps7	24.4%	27.0%	18.8%	25.5%	12.1%	19.2%
	% of Total	2.9%	1.6%	3.9%	6.5%	4.3%	19.2%
GS-14	Count	13	2	13	11	14	53
	% within GSLevel	24.5%	3.8%	24.5%	20.8%	26.4%	100.0%
	% within SpouseOpps7	16.7%	5.4%	9.8%	6.7%	6.0%	8.2%
	% of Total	2.0%	.3%	2.0%	1.7%	2.2%	8.2%
GS-15	Count	0	1	3	0	0	4
	% within GSLevel	.0%	25.0%	75.0%	.0%	.0%	100.0%
	% within SpouseOpps7	.0%	2.7%	2.3%	.0%	.0%	.6%
	% of Total	.0%	.2%	.5%	.0%	.0%	.6%
Total	Count	78	37	133	165	232	645
	% within GSLevel	12.1%	5.7%	20.6%	25.6%	36.0%	100.0%
	% within SpouseOpps7	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	12.1%	5.7%	20.6%	25.6%	36.0%	100.0%

Table 184. Cross-tabulation of desire to move to a location that provides more opportunities for the employee's kids with GS pay grade.

GSLevel * KidsOpps7 Crosstabulation

			KidsOpps7					Total
			Not at all Important	2	3	4	Very Important	
GSLevel	GS-4	Count	3	0	1	1	2	7
		% within GSLevel	42.9%	.0%	14.3%	14.3%	28.6%	100.0%
		% within KidsOpps7	3.0%	.0%	1.5%	1.0%	1.1%	1.5%
		% of Total	.6%	.0%	.2%	.2%	.4%	1.5%
	GS-5	Count	2	0	5	2	13	22
		% within GSLevel	9.1%	.0%	22.7%	9.1%	59.1%	100.0%
		% within KidsOpps7	2.0%	.0%	7.6%	2.0%	7.4%	4.7%
		% of Total	.4%	.0%	1.1%	.4%	2.8%	4.7%
	GS-6	Count	4	0	0	1	2	7
		% within GSLevel	57.1%	.0%	.0%	14.3%	28.6%	100.0%
		% within KidsOpps7	4.0%	.0%	.0%	1.0%	1.1%	1.5%
		% of Total	.8%	.0%	.0%	.2%	.4%	1.5%
	GS-7	Count	2	2	3	7	6	20
		% within GSLevel	10.0%	10.0%	15.0%	35.0%	30.0%	100.0%
		% within KidsOpps7	2.0%	6.5%	4.5%	7.1%	3.4%	4.2%
		% of Total	.4%	.4%	.6%	1.5%	1.3%	4.2%
	GS-8	Count	2	0	0	0	3	5
		% within GSLevel	40.0%	.0%	.0%	.0%	60.0%	100.0%
		% within KidsOpps7	2.0%	.0%	.0%	.0%	1.7%	1.1%
		% of Total	.4%	.0%	.0%	.0%	.6%	1.1%
	GS-9	Count	8	3	4	12	33	60
		% within GSLevel	13.3%	5.0%	6.7%	20.0%	55.0%	100.0%
		% within KidsOpps7	8.0%	9.7%	6.1%	12.1%	18.9%	12.7%
		% of Total	1.7%	.6%	.8%	2.5%	7.0%	12.7%

GS-11	Count	13	2	12	20	34	81
	% within GSLevel	16.0%	2.5%	14.8%	24.7%	42.0%	100.0%
	% within KidsOpps7	13.0%	6.5%	18.2%	20.2%	19.4%	17.2%
	% of Total	2.8%	.4%	2.5%	4.2%	7.2%	17.2%
GS-12	Count	29	8	22	30	38	127
	% within GSLevel	22.8%	6.3%	17.3%	23.6%	29.9%	100.0%
	% within KidsOpps7	29.0%	25.8%	33.3%	30.3%	21.7%	27.0%
	% of Total	6.2%	1.7%	4.7%	6.4%	8.1%	27.0%
GS-13	Count	24	11	11	19	36	101
	% within GSLevel	23.8%	10.9%	10.9%	18.8%	35.6%	100.0%
	% within KidsOpps7	24.0%	35.5%	16.7%	19.2%	20.6%	21.4%
	% of Total	5.1%	2.3%	2.3%	4.0%	7.6%	21.4%
GS-14	Count	13	5	7	6	8	39
	% within GSLevel	33.3%	12.8%	17.9%	15.4%	20.5%	100.0%
	% within KidsOpps7	13.0%	16.1%	10.6%	6.1%	4.6%	8.3%
	% of Total	2.8%	1.1%	1.5%	1.3%	1.7%	8.3%
GS-15	Count	0	0	1	1	0	2
	% within GSLevel	.0%	.0%	50.0%	50.0%	.0%	100.0%
	% within KidsOpps7	.0%	.0%	1.5%	1.0%	.0%	.4%
	% of Total	.0%	.0%	.2%	.2%	.0%	.4%
Total	Count	100	31	66	99	175	471
	% within GSLevel	21.2%	6.6%	14.0%	21.0%	37.2%	100.0%
	% within KidsOpps7	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	21.2%	6.6%	14.0%	21.0%	37.2%	100.0%

Table 185. Cross-tabulation of desire to move to a location with a lower cost of living with GS pay grade.

GSLevel * CostofLiving7 Crosstabulation

			CostofLiving7					Total
			Not at all Important	2	3	4	Very Important	
GSLevel	GS-4	Count	1	0	1	7	3	12
		% within GSLevel	8.3%	.0%	8.3%	58.3%	25.0%	100.0%
		% within CostofLiving7	.9%	.0%	.5%	3.9%	2.1%	1.6%
		% of Total	.1%	.0%	.1%	.9%	.4%	1.6%
	GS-5	Count	5	1	7	11	11	35
		% within GSLevel	14.3%	2.9%	20.0%	31.4%	31.4%	100.0%
		% within CostofLiving7	4.7%	.9%	3.3%	6.1%	7.7%	4.7%
		% of Total	.7%	.1%	.9%	1.5%	1.5%	4.7%
	GS-6	Count	5	1	4	3	1	14
		% within GSLevel	35.7%	7.1%	28.6%	21.4%	7.1%	100.0%
		% within CostofLiving7	4.7%	.9%	1.9%	1.7%	.7%	1.9%
		% of Total	.7%	.1%	.5%	.4%	.1%	1.9%
GS-7	Count	9	5	14	9	6	43	
	% within GSLevel	20.9%	11.6%	32.6%	20.9%	14.0%	100.0%	
	% within CostofLiving7	8.4%	4.7%	6.7%	5.0%	4.2%	5.8%	
	% of Total	1.2%	.7%	1.9%	1.2%	.8%	5.8%	
GS-8	Count	1	1	0	2	4	8	
	% within GSLevel	12.5%	12.5%	.0%	25.0%	50.0%	100.0%	
	% within CostofLiving7	.9%	.9%	.0%	1.1%	2.8%	1.1%	
	% of Total	.1%	.1%	.0%	.3%	.5%	1.1%	
GS-9	Count	7	14	31	20	25	97	
	% within GSLevel	7.2%	14.4%	32.0%	20.6%	25.8%	100.0%	
	% within CostofLiving7	6.5%	13.2%	14.8%	11.2%	17.6%	13.1%	
	% of Total	.9%	1.9%	4.2%	2.7%	3.4%	13.1%	

GS-10	Count	0	0	0	1	0	1
	% within GSLevel	.0%	.0%	.0%	100.0%	.0%	100.0%
	% within CostofLiving7	.0%	.0%	.0%	.6%	.0%	.1%
	% of Total	.0%	.0%	.0%	.1%	.0%	.1%
GS-11	Count	20	22	36	35	31	144
	% within GSLevel	13.9%	15.3%	25.0%	24.3%	21.5%	100.0%
	% within CostofLiving7	18.7%	20.8%	17.2%	19.6%	21.8%	19.4%
	% of Total	2.7%	3.0%	4.8%	4.7%	4.2%	19.4%
GS-12	Count	20	31	58	51	31	191
	% within GSLevel	10.5%	16.2%	30.4%	26.7%	16.2%	100.0%
	% within CostofLiving7	18.7%	29.2%	27.8%	28.5%	21.8%	25.7%
	% of Total	2.7%	4.2%	7.8%	6.9%	4.2%	25.7%
GS-13	Count	26	22	43	24	23	138
	% within GSLevel	18.8%	15.9%	31.2%	17.4%	16.7%	100.0%
	% within CostofLiving7	24.3%	20.8%	20.6%	13.4%	16.2%	18.6%
	% of Total	3.5%	3.0%	5.8%	3.2%	3.1%	18.6%
GS-14	Count	13	8	15	14	7	57
	% within GSLevel	22.8%	14.0%	26.3%	24.6%	12.3%	100.0%
	% within CostofLiving7	12.1%	7.5%	7.2%	7.8%	4.9%	7.7%
	% of Total	1.7%	1.1%	2.0%	1.9%	.9%	7.7%
GS-15	Count	0	1	0	2	0	3
	% within GSLevel	.0%	33.3%	.0%	66.7%	.0%	100.0%
	% within CostofLiving7	.0%	.9%	.0%	1.1%	.0%	.4%
	% of Total	.0%	.1%	.0%	.3%	.0%	.4%
Total	Count	107	106	209	179	142	743
	% within GSLevel	14.4%	14.3%	28.1%	24.1%	19.1%	100.0%
	% within CostofLiving7	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	14.4%	14.3%	28.1%	24.1%	19.1%	100.0%

Table 186. Cross-tabulation of desire to move to a location that provides more opportunities for outdoor recreation with GS pay grade.

GSLevel * RecOpps7 Crosstabulation

			RecOpps7					Total
			Not at all Important	2	3	4	Very Important	
GSLevel	GS-4	Count	1	2	2	3	4	12
		% within GSLevel	8.3%	16.7%	16.7%	25.0%	33.3%	100.0%
		% within RecOpps7	1.2%	2.4%	1.1%	1.5%	2.3%	1.7%
		% of Total	.1%	.3%	.3%	.4%	.6%	1.7%
	GS-5	Count	0	4	7	7	15	33
		% within GSLevel	.0%	12.1%	21.2%	21.2%	45.5%	100.0%
		% within RecOpps7	.0%	4.9%	3.8%	3.6%	8.5%	4.6%
		% of Total	.0%	.6%	1.0%	1.0%	2.1%	4.6%
	GS-6	Count	5	0	1	9	0	15
		% within GSLevel	33.3%	.0%	6.7%	60.0%	.0%	100.0%
		% within RecOpps7	5.8%	.0%	.5%	4.6%	.0%	2.1%
		% of Total	.7%	.0%	.1%	1.2%	.0%	2.1%
	GS-7	Count	4	7	11	8	11	41
		% within GSLevel	9.8%	17.1%	26.8%	19.5%	26.8%	100.0%
		% within RecOpps7	4.7%	8.5%	6.0%	4.1%	6.2%	5.7%
		% of Total	.6%	1.0%	1.5%	1.1%	1.5%	5.7%
	GS-8	Count	0	2	0	2	4	8
		% within GSLevel	.0%	25.0%	.0%	25.0%	50.0%	100.0%
		% within RecOpps7	.0%	2.4%	.0%	1.0%	2.3%	1.1%
		% of Total	.0%	.3%	.0%	.3%	.6%	1.1%
	GS-9	Count	9	10	17	29	33	98
		% within GSLevel	9.2%	10.2%	17.3%	29.6%	33.7%	100.0%
		% within RecOpps7	10.5%	12.2%	9.2%	14.9%	18.6%	13.5%
		% of Total	1.2%	1.4%	2.3%	4.0%	4.6%	13.5%

GS-10	Count	1	0	1	0	0	2
	% within GSLevel	50.0%	.0%	50.0%	.0%	.0%	100.0%
	% within RecOpps7	1.2%	.0%	.5%	.0%	.0%	.3%
	% of Total	.1%	.0%	.1%	.0%	.0%	.3%
GS-11	Count	18	19	29	33	38	137
	% within GSLevel	13.1%	13.9%	21.2%	24.1%	27.7%	100.0%
	% within RecOpps7	20.9%	23.2%	15.8%	16.9%	21.5%	18.9%
	% of Total	2.5%	2.6%	4.0%	4.6%	5.2%	18.9%
GS-12	Count	15	18	59	54	40	186
	% within GSLevel	8.1%	9.7%	31.7%	29.0%	21.5%	100.0%
	% within RecOpps7	17.4%	22.0%	32.1%	27.7%	22.6%	25.7%
	% of Total	2.1%	2.5%	8.1%	7.5%	5.5%	25.7%
GS-13	Count	22	15	35	38	24	134
	% within GSLevel	16.4%	11.2%	26.1%	28.4%	17.9%	100.0%
	% within RecOpps7	25.6%	18.3%	19.0%	19.5%	13.6%	18.5%
	% of Total	3.0%	2.1%	4.8%	5.2%	3.3%	18.5%
GS-14	Count	11	5	20	12	7	55
	% within GSLevel	20.0%	9.1%	36.4%	21.8%	12.7%	100.0%
	% within RecOpps7	12.8%	6.1%	10.9%	6.2%	4.0%	7.6%
	% of Total	1.5%	.7%	2.8%	1.7%	1.0%	7.6%
GS-15	Count	0	0	2	0	1	3
	% within GSLevel	.0%	.0%	66.7%	.0%	33.3%	100.0%
	% within RecOpps7	.0%	.0%	1.1%	.0%	.6%	.4%
	% of Total	.0%	.0%	.3%	.0%	.1%	.4%
Total	Count	86	82	184	195	177	724
	% within GSLevel	11.9%	11.3%	25.4%	26.9%	24.4%	100.0%
	% within RecOpps7	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	11.9%	11.3%	25.4%	26.9%	24.4%	100.0%