

Variable Name

Survey Items

## Variables Passed Through From Sample File

<b>permanent_jobid</b>	Record ID from original contact files
<b>Comp</b>	Completion status
<b>Round</b>	Round of survey deployment
<b>Email</b>	Email address
<b>Start</b>	Date and time that survey was started
<b>End</b>	Date and time that survey was submitted
<b>position</b>	Position listed in job posting
<b>url</b>	URL of job posting
<b>prov_state</b>	US State that provider is located within
<b>month</b>	Month of job posting
<b>prov_name</b>	Name of provider
<b>prov_city</b>	Specific city that provider is located within
<b>prov_web</b>	Web address for provider
<b>director_name</b>	Name of director (if provided)
<b>mailingaddress</b>	Mailing address of provider
<b>phone</b>	Phone # for provider

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Researchers from Kent State University are gathering information about child care providers. This survey takes approximately 20 minutes to complete. Your participation in this research study is completely voluntary and you may terminate the interview at any time without penalty. If you do not wish to answer a question, you may select "Prefer Not to Answer" where applicable. All information you share with us is confidential - you will not be associated with the information you provide.

This study has been approved by Kent State University's Institutional Review Board. If you have questions that you would like addressed before you participate in the study, you may call Dr. Casey Boyd-Swan, who is the Principal Investigator, at 330-672-7669.

If you have any questions about Kent State's rules for research, or questions about your rights as a research participant or complaints about the present research, you may call the IRB at 330-672-2704.

Agreeing to continue indicates that you consent to being a participant in this research project.

Can you help us out?

**CON**

- 1. Yes
- 0. No

**IF [CON = 0], END SURVEY**

.....

Great. Before we begin, are you 18 years of age or older?

**AGESCR**

- 1. Yes – 18 or Older
- 0. No – Under 18

**IF [AGESCR = 0], END SURVEY**

.....

In total, how many children are currently enrolled in your program?

**NUM**

**[NUMBER ENTERED BY RESPONDENT]**

- 998. Not sure
  - 999. Prefer Not to Answer
- .....

Variable Name

Survey Items

**ASK IF [NUM < 998]**

How many children in each of the following age categories are currently enrolled in your program?

**FOR THE FOLLOWING 5 VARIABLES:**

**[NUMBER ENTERED BY RESPONDENT]**

**998. Not sure**

**999. Prefer Not to Answer**

**AGECAT\_1**  
**AGECAT\_2**  
**AGECAT\_3**  
**AGECAT\_4**  
**AGECAT\_5**

Less than 2 years of age  
2 years of age  
3 years of age  
4 years of age  
Over 4 years old



**ASK IF [NUM < 998]**

How many of the children enrolled in your program belong to each of the following racial-ethnic groups?

**FOR THE FOLLOWING 8 VARIABLES:**

**[NUMBER ENTERED BY RESPONDENT]**

**998. Not sure**

**999. Prefer Not to Answer**

**RACECAT\_1**  
**RACECAT\_2**  
**RACECAT\_3**  
**RACECAT\_4**  
**RACECAT\_5**  
**RACECAT\_6**  
**RACECAT\_7**  
**RACECAT\_8**

White, Non-Hispanic  
Black, Non-Hispanic  
Hispanic (regardless of race)  
American Indian or Alaska Native  
Asian  
Native Hawaiian or other Pacific Islander  
Multiracial  
Other (please specify): **[RACECAT\_8\_TEXT]**



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**LANG**

How many children primarily speak a language other than English at your program?

[NUMBER ENTERED BY RESPONDENT]

998. Not sure

999. Prefer Not to Answer

**TYPE**

Which of the following best describes your program?

1. Public school pre-K
2. Private school pre-K
3. Child care center
4. Head Start program
5. Preschool/nursery school
6. Other (please specify): [TYPE\_TEXT]

9. Prefer Not to Answer

**LOC**

Which of the following best describes the current location of your program?

1. Church, synagogue, or other place of worship
2. Private school
3. Public school
4. College or university
5. Community center
6. Public library
7. Own building
8. More than one location
9. Office building
10. Some other place (please specify): [LOC\_TEXT]

99. Prefer Not to Answer

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Is your program accredited by any national, state, or local organization?

**FOR THE FOLLOWING 7 VARIABLES:**

- 0. [RESPONDENT DID NOT SELECT THIS RESPONSE]
- 1. [RESPONDENT DID SELECT THIS RESPONSE]

ACC1_1	No [EXCLUSIVE RESPONSE]
ACC1_2	Yes, national
ACC1_3	Yes, state
ACC1_4	Yes, local
ACC1_5	Yes, other (please specify): [ACC1_5_TEXT]
ACC1_6	Not sure [EXCLUSIVE RESPONSE]
ACC1_7	Prefer not to answer [EXCLUSIVE RESPONSE]

.....

**ASK IF [ACC1\_1 = 0], [ACC1\_6 = 0], AND [ACC1\_7 = 0]**

Which accreditation(s) does your program hold?

**FOR THE FOLLOWING 8 VARIABLES:**

- 0. [RESPONDENT DID NOT SELECT THIS RESPONSE]
- 1. [RESPONDENT DID SELECT THIS RESPONSE]

ACC2_1	Council on Accreditation
ACC2_2	NAEYC
ACC2_3	National Early Childhood Program Accreditation
ACC2_4	National Association for Family Child Care
ACC2_5	National Afterschool Association
ACC2_6	Other (please specify): [ACC2_6_TEXT]
ACC1_7	Not sure [EXCLUSIVE RESPONSE]
ACC1_8	Prefer not to answer [EXCLUSIVE RESPONSE]

.....

Do you accept children receiving child care subsidies?

**SUB1**

- 1. Yes
- 0. No
- 8. Not sure
- 9. Prefer not to answer

Variable Name

Survey Items

**ASK IF [SUB1 = 1]**

How many children enrolled in your program currently use subsidies to pay for part or all of the cost of your program?

**SUB2**

**[NUMBER ENTERED BY RESPONDENT]**

**998. Not sure**

**999. Prefer Not to Answer**



What is the rate that you charge for full-time care of children in each of the following age groups?

Infants less than 12 months old

**RATE\_1\_\_1TEXT**

**[DOLLAR AMOUNT ENTERED BY RESPONDENT]**

**9998. Not sure**

**9999. Prefer Not to Answer**

**RATE\_1\_\_2**

1. per hour
2. per day
3. per week
4. per month

1-year-olds

**RATE\_2\_\_1TEXT**

**[DOLLAR AMOUNT ENTERED BY RESPONDENT]**

**9998. Not sure**

**9999. Prefer Not to Answer**

**RATE\_2\_\_2**

1. per hour
2. per day
3. per week
4. per month

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2-year-olds

**RATE\_3\_\_1TEXT** [DOLLAR AMOUNT ENTERED BY RESPONDENT]

9998. Not sure  
9999. Prefer Not to Answer

**RATE\_3\_\_2**

1. per hour
2. per day
3. per week
4. per month

3-year-olds

**RATE\_4\_\_1TEXT** [DOLLAR AMOUNT ENTERED BY RESPONDENT]

9998. Not sure  
9999. Prefer Not to Answer

**RATE\_4\_\_2**

1. per hour
2. per day
3. per week
4. per month

4-year-olds

**RATE\_5\_\_1TEXT** [DOLLAR AMOUNT ENTERED BY RESPONDENT]

9998. Not sure  
9999. Prefer Not to Answer

**RATE\_5\_\_2**

1. per hour
2. per day
3. per week
4. per month

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School-aged children

**RATE\_6\_1TEXT**

[DOLLAR AMOUNT ENTERED BY RESPONDENT]

9998. Not sure

9999. Prefer Not to Answer

**RATE\_6\_2**

1. per hour
2. per day
3. per week
4. per month

**HEAD**

.....

Currently, does your program provide care or education to any children who have been referred to you by Head Start or Early Head Start?

1. Yes
0. No

8. Not sure

9. Prefer not to answer

**WEEKS**

.....

In an average year, how many weeks does your program provide care for children?

[NUMBER ENTERED BY RESPONDENT]

98. Not sure

99. Prefer not to answer

**QRIS1**

**ASK IF [PROV\_STATE != CT | TX]**

.....

Does your program participate in a quality rating and improvement system (QRIS)?

1. Yes
0. No

8. Not sure

9. Prefer not to answer

.....



Variable Name

Survey Items

**ASK IF [QRIS1 = 1]**

**QRIS2**

What is your program's QRIS rating?

[NUMBER ENTERED BY RESPONDENT]

- 8. Not sure
- 9. Prefer Not to Answer



Please provide the hours of operation for your program in a typical week, beginning with Monday.

**FOR THE FOLLOWING 14 VARIABLES:**

**1. CLOSED THIS DAY**

- 2. 6:00 AM
- 3. 6:30 AM
- 4. 7:00 AM
- 5. 7:30 AM
- ...
- 46. 4:00 AM
- 47. 4:30 AM
- 48. 5:00 AM
- 49. 5:30 AM

TIME_1_1	Monday Open Time
TIME_2_1	Tuesday Open Time
TIME_3_1	Wednesday Open Time
TIME_4_1	Thursday Open Time
TIME_5_1	Friday Open Time
TIME_6_1	Saturday Open Time
TIME_7_1	Sunday Open Time

TIME_1_2	Monday Close Time
TIME_2_2	Tuesday Close Time
TIME_3_2	Wednesday Close Time
TIME_4_2	Thursday Close Time
TIME_5_2	Friday Close Time
TIME_6_2	Saturday Close Time
TIME_7_2	Sunday Close Time



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Survey Items

How many of the following are currently employed in your program?

**FOR THE FOLLOWING 4 VARIABLES:**

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure
- 99. Prefer not to answer

- EMPLOY\_1**
- EMPLOY\_2**
- EMPLOY\_3**
- EMPLOY\_4**

Full-time lead teachers  
Part-time lead teachers  
Full-time assistant teachers (including aides)  
Part-time assistant teachers (including aides)



How many staff members who work directly with children in your program were hired in the last 12 months? Be sure to include both full-time and part-time staff working with children, but do not include bus drivers, cooks, or other staff who do not work directly with children.

**HIRED12**

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure
- 99. Prefer not to answer



How many staff members who work directly with children have left your program in the last 12 months? Be sure to include both full-time and part-time staff working with children, but do not include bus drivers, cooks, or other staff who do not work directly with children.

**LEFT12**

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure
- 99. Prefer not to answer



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Survey Items

Please indicate the number of lead teachers and assistant teachers in your program who have completed the following educational levels:

**FOR THE FOLLOWING 8 VARIABLES:**

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure**
- 99. Prefer not to answer**

<b>EDU1_1_1</b>	(Less than high school or HS Diploma/GED, Lead Teacher)
<b>EDU1_1_2</b>	(Less than high school or HS Diploma/GED, Assistant Teacher)
<b>EDU1_2_1</b>	(Some college coursework but no degree, Lead Teacher)
<b>EDU1_2_2</b>	(Some college coursework but no degree, Assistant Teacher)
<b>EDU1_3_1</b>	(Bachelor's Degree, Lead Teacher)
<b>EDU1_3_2</b>	(Bachelor's Degree, Assistant Teacher)
<b>EDU1_4_1</b>	(Associate's Degree, Lead Teacher)
<b>EDU1_4_2</b>	(Associate's Degree, Assistant Teacher)



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Please indicate the number of lead teachers and assistant teachers who are currently completing each of the following degree programs:

**FOR THE FOLLOWING 16 VARIABLES:**

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure**
- 99. Prefer not to answer**

<b>EDU2_1_1_1</b>	(Associate’s Degree, Early Care & Education, Lead Teachers)
<b>EDU2_1_1_2</b>	(Associate’s Degree, Early Care & Education, Assistant Teachers)
<b>EDU2_2_1_1</b>	(Associate’s Degree, Elementary Education, Lead Teachers)
<b>EDU2_2_1_2</b>	(Associate’s Degree, Elementary Education, Assistant Teachers)
<b>EDU2_3_1_1</b>	(Associate’s Degree, Other Child-Related Degrees, Lead Teachers)
<b>EDU2_3_1_2</b>	(Associate’s Degree, Other Child-Related Degrees, Assistant Teachers)
<b>EDU2_4_1_1</b>	(Associate’s Degree, All Other Degrees, Lead Teachers)
<b>EDU2_4_1_2</b>	(Associate’s Degree, All Other Degrees, Assistant Teachers)
<b>EDU2_1_2_1</b>	(Bachelor’s Degree, Early Care & Education, Lead Teachers)
<b>EDU2_1_2_2</b>	(Bachelor’s Degree, Early Care & Education, Assistant Teachers)
<b>EDU2_2_2_1</b>	(Bachelor’s Degree, Elementary Education, Lead Teachers)
<b>EDU2_2_2_2</b>	(Bachelor’s Degree, Elementary Education, Assistant Teachers)
<b>EDU2_3_2_1</b>	(Bachelor’s Degree, Other Child-Related Degrees, Lead Teachers)
<b>EDU2_3_2_2</b>	(Bachelor’s Degree, Other Child-Related Degrees, Assistant Teachers)
<b>EDU2_4_2_1</b>	(Bachelor’s Degree, All Other Degrees, Lead Teachers)
<b>EDU2_4_2_2</b>	(Bachelor’s Degree, All Other Degrees, Assistant Teachers)

.....

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For only those teachers who have completed an AA or BA degree, please indicate the number of lead teachers and assistant teachers who have completed each of the following degrees:

**FOR THE FOLLOWING 16 VARIABLES:**

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure
- 99. Prefer not to answer

<b>EDU3_1_1_1</b>	(Associate’s Degree, Early Care & Education, Lead Teachers)
<b>EDU3_1_1_2</b>	(Associate’s Degree, Early Care & Education, Assistant Teachers)
<b>EDU3_2_1_1</b>	(Associate’s Degree, Elementary Education, Lead Teachers)
<b>EDU3_2_1_2</b>	(Associate’s Degree, Elementary Education, Assistant Teachers)
<b>EDU3_3_1_1</b>	(Associate’s Degree, Other Child-Related Degrees, Lead Teachers)
<b>EDU3_3_1_2</b>	(Associate’s Degree, Other Child-Related Degrees, Assistant Teachers)
<b>EDU3_4_1_1</b>	(Associate’s Degree, All Other Degrees, Lead Teachers)
<b>EDU3_4_1_2</b>	(Associate’s Degree, All Other Degrees, Assistant Teachers)
<b>EDU3_1_2_1</b>	(Bachelor’s Degree, Early Care & Education, Lead Teachers)
<b>EDU3_1_2_2</b>	(Bachelor’s Degree, Early Care & Education, Assistant Teachers)
<b>EDU3_2_2_1</b>	(Bachelor’s Degree, Elementary Education, Lead Teachers)
<b>EDU3_2_2_2</b>	(Bachelor’s Degree, Elementary Education, Assistant Teachers)
<b>EDU3_3_2_1</b>	(Bachelor’s Degree, Other Child-Related Degrees, Lead Teachers)
<b>EDU3_3_2_2</b>	(Bachelor’s Degree, Other Child-Related Degrees, Assistant Teachers)
<b>EDU3_4_2_1</b>	(Bachelor’s Degree, All Other Degrees, Lead Teachers)
<b>EDU3_4_2_2</b>	(Bachelor’s Degree, All Other Degrees, Assistant Teachers)

.....

Please indicate the number of staff (both lead teachers and assistant teachers) in your program who have earned a Child Development Associate (CDA) Credential.

**CDA**

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure
- 99. Prefer not to answer

.....

Variable Name

Survey Items

Please indicate the number of staff (both lead teachers and assistant teachers) in your program who are fluent Spanish speakers.

**SPA**

**[NUMBER ENTERED BY RESPONDENT]**

**98. Not sure**

**99. Prefer not to answer**

.....

How many of the lead teachers and assistant teachers in your program belong to the following racial-ethnic groups?

**FOR THE FOLLOWING 16 VARIABLES:**

**[NUMBER ENTERED BY RESPONDENT]**

**98. Not sure**

**99. Prefer not to answer**

<b>SRACE_1_1</b>	(Lead Teachers, White Non-Hispanic)
<b>SRACE_2_1</b>	(Lead Teachers, Black Non-Hispanic)
<b>SRACE_3_1</b>	(Lead Teachers, Hispanic regardless of race)
<b>SRACE_4_1</b>	(Lead Teachers, American Indian or Alaska Native)
<b>SRACE_5_1</b>	(Lead Teachers, Asian)
<b>SRACE_6_1</b>	(Lead Teachers, Native Hawaiian or other Pacific Islander)
<b>SRACE_7_1</b>	(Lead Teachers, Multiracial)
<b>SRACE_8_1</b>	(Lead Teachers, Other (please specify): <b>[SRACE_8_1_TEXT]</b> )
<b>SRACE_1_2</b>	(Assistant Teachers, White Non-Hispanic)
<b>SRACE_2_2</b>	(Assistant Teachers, Black Non-Hispanic)
<b>SRACE_3_2</b>	(Assistant Teachers, Hispanic regardless of race)
<b>SRACE_4_2</b>	(Assistant Teachers, American Indian or Alaska Native)
<b>SRACE_5_2</b>	(Assistant Teachers, Asian)
<b>SRACE_6_2</b>	(Assistant Teachers, Native Hawaiian or other Pacific Islander)
<b>SRACE_7_2</b>	(Assistant Teachers, Multiracial)
<b>SRACE_8_2</b>	(Assistant Teachers, Other (please specify): <b>[SRACE_8_2_TEXT]</b> )

.....

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What is the typical hourly wage for starting (i.e., newly hired) lead teachers and assistant teachers who provide classroom care/education to children in each of the following age groups?

**FOR THE FOLLOWING 12 VARIABLES:**

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure
- 99. Prefer not to answer

<b>WAGE_1_1</b>	(Infants less than 12 months old, Assistant Teachers)
<b>WAGE_1_2</b>	(Infants less than 12 months old, Lead Teachers)
<b>WAGE_2_1</b>	(1-year-olds, Assistant Teachers)
<b>WAGE_2_2</b>	(1-year-olds, Lead Teachers)
<b>WAGE_3_1</b>	(2-year-olds, Assistant Teachers)
<b>WAGE_3_2</b>	(2-year-olds, Lead Teachers)
<b>WAGE_4_1</b>	(3-year-olds, Assistant Teachers)
<b>WAGE_4_2</b>	(3-year-olds, Lead Teachers)
<b>WAGE_5_1</b>	(4-year-olds, Assistant Teachers)
<b>WAGE_5_2</b>	(4-year-olds, Lead Teachers)
<b>WAGE_6_1</b>	(School-aged children, Assistant Teachers)
<b>WAGE_6_2</b>	(School-aged children, Lead Teachers)

.....

You recently posted an opening for **[POSITION]** on Indeed.com – **[URL]**

How many applications did you receive for that position through Indeed.com and all other places where the opening was posted?

**APPNUM**

**[NUMBER ENTERED BY RESPONDENT]**

- 998. Not sure
- 999. Prefer not to answer

.....

How many candidates in total were **invited** for an interview?

**NINT**

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure
- 99. Prefer not to answer

.....

Variable Name

Survey Items

How many candidates **were interviewed** before making an offer for that position?

**FOR THE FOLLOWING 2 VARIABLES:**

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure
- 99. Prefer not to answer

**INTER\_1**  
**INTER\_2**

(Over the telephone)  
(In person)

**HIRE**

Have you now hired someone to fill the position?

- 1. Yes
- 0. No

- 8. Not sure
- 9. Prefer not to answer

**OFFERS**

**ASK IF [HIRE = 1]**

How many job offers were made before an applicant accepted an offer for that position?

**[NUMBER ENTERED BY RESPONDENT]**

- 98. Not sure
- 99. Prefer not to answer

**HGEND**

**ASK IF [HIRE = 1]**

What is the gender of the individual hired to fill the position?

- 1. Man
- 2. Woman
- 3. Other

- 8. Not sure
- 9. Prefer not to answer



Variable Name

Survey Items

**ASK IF [HIRE = 1]**

What is the age of the individual hired to fill the position?

**HAGE**

[NUMBER ENTERED BY RESPONDENT]

98. Not sure

99. Prefer not to answer



**ASK IF [HIRE = 1]**

What is the race / ethnicity of the individual hired to fill the position?

**HRACE**

1. White, non-Hispanic
2. Black, non-Hispanic
3. Hispanic, regardless of race
4. American Indian or Alaska Native
5. Asian
6. Native Hawaiian or other Pacific Islander
7. Multiracial (please specify): [HRACE\_TEXT]
8. Other (please specify): [HRACE\_TEXT]

98. Not sure

99. Prefer not to answer



**ASK IF [HIRE = 1]**

How much previous experience did the individual have working with children under 6 years of age in child care or early education settings?

**HEXP\_1**

[NUMBER ENTERED BY RESPONDENT]

98. Not sure

99. Prefer not to answer

**HEXP\_2**

1. Months
2. Years



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**ASK IF [HIRE = 1]**

What is the highest level of education that the individual has completed?

**HEDU**

1. Less than High School
2. High School Diploma
3. Some college but no degree
4. Associate's Degree
5. Bachelor's Degree
6. Advanced Degree (e.g., MA, PhD)

8. Not sure
9. Prefer not to answer

.....

**ASK IF [HEDU = 4 | 5 | 6]**

What was the individual's major area of study in earning their [SELECTED REPONSE FOR HEDU]?

**HDEG**

1. Early Care & Education
2. Elementary Education
3. Other Child-Related Area
4. All Other Areas

8. Not sure
9. Prefer not to answer

.....

**ASK IF [HIRE = 1]**

Did the individual have a fingerprint clearance card prior to being hired?

**HFING**

1. Yes
0. No

8. Not sure
  9. Prefer not to answer
- .....

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**ASK IF [HIRE = 1]**

**HCPR**

Did the individual have CPR certifications prior to being hired?

- 1. Yes
- 0. No

- 8. Not sure
- 9. Prefer not to answer

.....

**ASK IF [HIRE = 1]**

**HFA**

Did the individual have First Aid certifications prior to being hired?

- 1. Yes
- 0. No

- 8. Not sure
- 9. Prefer not to answer

.....

**ASK IF [HIRE = 1]**

**HCDA**

Did the individual have a CDA prior to being hired?

- 1. Yes
- 0. No

- 8. Not sure
- 9. Prefer not to answer

.....

**ASK IF [HIRE = 1]**

**HSKIL**

What other skills contributed to the individual being offered the position?

[TEXT FIELD]

.....

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**HWAGE**

What was the individual's hourly wage when hired?

[NUMBER ENTERED BY RESPONDENT]

98. Not sure

99. Prefer not to answer

**HSD**

What was/is the official start date for the individual hired to fill the position?

[ENTERED BY RESPONDENT; FORMAT: MM/DD/YYYY]

**RGEN**

To finish up, we would like to get some general information about *you*.

First, what is your gender?

1. Man
2. Woman
3. Other

9. Prefer not to answer

**RAGE**

What is your age, in years?

[NUMBER ENTERED BY RESPONDENT]

99. Prefer not to answer

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Which of the following best describes your race or ethnicity?

**RRACE**

1. White, non-Hispanic
2. Black, non-Hispanic
3. Hispanic, regardless of race
4. American Indian or Alaska Native
5. Asian
6. Native Hawaiian or other Pacific Islander
7. Multiracial (please specify): [RRACE\_TEXT]
8. Other (please specify): [RRACE\_TEXT]

**99. Prefer not to answer**



What is the highest level of education that you have completed?

**REDU**

1. Less than High School
2. High School Diploma
3. Some college but no degree
4. Associate's Degree
5. Bachelor's Degree
6. Advanced Degree (e.g., MA, PhD)

**9. Prefer not to answer**



**ASK IF [REDU = 4 | 5 | 6]**

What was your major area of study in earning your [SELECTED REPNSE FOR REDU]?

**RDEG**

1. Early Care & Education
2. Elementary Education
3. Other Child-Related Area
4. All Other Areas

**9. Prefer not to answer**



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In total, how much experience do you have working with children under 6 years of age in child care or early education settings?

**REXP\_1**

[NUMBER ENTERED BY RESPONDENT]

**99. Prefer not to answer**

**REXP\_2**

1. Months
2. Years

**RTIT**

Currently, what is your official job title?

[TEXT FIELD]

**RINC**

Which of the following categories describes your current annual salary?

1. Less than \$10,000
2. \$10,000-\$15,000
3. \$15,001-\$20,000
4. \$20,001-\$30,000
5. \$30,001-\$40,000
6. \$40,001-\$50,000
7. \$50,001-\$60,000
8. \$60,001-\$70,000
9. \$70,001-\$80,000
10. \$80,001-\$90,000
11. More than \$90,000

**99. Prefer not to answer**