



National Survey Results

Q1 Many American businesses are still recovering from the recession and continuing national economic struggles. Do you feel that your employer is trying to do more with less as a result of the national economic situation? For example, is your employer taking steps to stretch resources, postpone hiring, get more production out of each employee, etc.?

Yes..... 62%
 No..... 10%
 Not sure..... 27%

Q2 Has the economic situation impacted the flexibility of your job? For example, is your employer less willing to let you work from home or stricter about time usage reports, or is it harder to take off time for personal reasons?

Yes, have noticed a significant decline in flexibility..... 28%
 Yes, have noticed a moderate decline..... 16%
 No, no noticeable difference..... 38%
 Not sure..... 18%

Q3 Has your employer reduced or eliminated any employee benefits or employee programs as a result of the recession?

Yes, some benefits have been reduced or eliminated..... 47%
 No, no change to benefits..... 35%
 Not sure..... 18%

Q4 As a result of the economic situation, has your employer asked any of its employees to take a pay cut for doing the same job?

Yes, some employees have had pay cut..... 29%
 No, not to your knowledge..... 50%
 Not sure..... 21%

Q5 Has the economic situation impacted your own work-life balance in any way?

Yes, negatively..... 50%
 Yes, positively..... 10%
 No, no noticeable difference..... 27%
 Not sure..... 12%

Q6 Have cutbacks with your employer expanded the scope of your job, or have you taken on additional responsibilities as a result of the recession?

Yes, responsibilities have doubled..... 27%
 Yes, responsibilities have significantly increased but not doubled..... 15%
 Yes, responsibilities have moderately increased..... 13%
 No, scope of job has not changed..... 32%
 Not sure..... 13%

Q7 Has the increase in responsibilities affected your well-being, and has the effect been positive or negative?

Yes, and the effect has been positive..... 23%
 Yes, and the effect has been negative..... 51%
 No, well-being hasn't been affected..... 21%
 Not sure..... 4%

Q8 When you took on additional work responsibilities, were you also given a pay increase, and if so, how significant was it?

Yes, a significant increase..... 8%
 Yes, a moderate increase..... 22%
 Were given no increase..... 70%

Q9 Is your current workload sustainable?

Yes, can meet expectations for the foreseeable future..... 45%
 No, cannot sustain workload in the long term..... 37%
 Not sure..... 18%





Q10 How has the increase in workplace responsibilities affected your interest in seeking a new job?

- Has reduced interest in a job, happy with current position* 33%
- Has had no effect on interest in a new job* 28%
- Has increased interest in a new job, plan to look for one soon* 30%
- Has increased interest in a new job, actively seeking one now* 3%
- Not sure* 6%

Q11 Overall, what effect has the recession and the economic conditions of the past two years had on your workplace?

- Very positive effect* 7%
- Somewhat positive* 10%
- Somewhat negative* 38%
- Very negative* 24%
- Has had no impact* 12%
- Not sure* 10%

Q12 Each year, nearly half of the U.S. workforce requires time off for a legal problem, whether related to real estate, family issues, traffic problems, criminal acts, etc. During the time you've worked at your current job, has a personal or professional situation ever come up where you considered the need for an attorney?

- Yes* 20%
- No* 69%
- Not sure* 11%

Q13 Was the legal matter an issue that required you to hire an attorney, or something that could have been handled by a consultation over the phone?

- Needed to hire attorney* 71%
- Phone consultation would've likely sufficed* 21%
- Not sure* 9%

Q14 Have you ever needed to take time off from your current position to deal with a legal matter (real estate, traffic, family, criminal, etc)?

- Yes* 31%
- No* 56%
- Not sure* 12%

Q15 Given the responsibilities of your job, how difficult would it be to arrange time off of work on short notice to seek the advice or counsel of an attorney?

- Very difficult* 12%
- Somewhat difficult* 22%
- Not difficult* 53%
- Not sure* 13%

Q16 How important of an employee benefit would you consider access to qualified, confidential legal advice to be if it was offered by your employer?

- Very important benefit* 13%
- Somewhat important* 26%
- Not important* 44%
- Not sure* 17%

Q17 If you were considering a job change, would the benefit of access to qualified, confidential legal advice make a potential employer more attractive?

- Yes, it would make employers much more attractive* 14%
- Yes, somewhat more attractive* 18%
- No, it would have no effect on your view of an employer* 57%
- Not sure* 10%





Q18 Would you be more likely to seek legal advice if you could call in to a qualified, confidential service provided by your employer, rather than finding and meeting with an attorney on your own?

Yes..... 27%
 No..... 45%
 Not sure 28%

Q19 If you are a woman, press 1. If a man, press 2.

Woman 54%
 Man..... 46%

Q20 If you are Hispanic, press 1. If white, press 2. If African-American, press 3. If other, press 4.

Hispanic..... 14%
 White 68%
 African-American 12%
 Other..... 6%

Q21 If you are 18 to 29 years old, press 1. If 30 to 45, press 2. If 46 to 65, press 3. If you are older than 65, press 4.

18 to 29..... 7%
 30 to 45..... 18%
 46 to 65..... 57%
 Older than 65..... 18%

Q22 What kind of industry do you work in?

Service industry 18%
 Retail or wholesale trade 6%
 Finance, insurance, or real estate..... 8%
 Construction or minerals industry..... 4%
 Manufacturing business..... 8%
 Transportation, communication, or utilities..... 4%
 Education..... 10%
 Health care 6%
 Government employee..... 8%
 Other..... 27%

Q23 If you make less than \$25,000 a year, press 1. If you make between \$25,000 and \$50,000 a year, press 2. If you make between \$50,000 and \$75,000 a year, press 3. If you make between \$75,000 and \$100,000 a year, press 4. If you make more than \$100,000 a year, press 5.

Less than \$25,000 16%
 \$25,000 to \$50,000..... 21%
 \$50,000 to \$75,000..... 16%
 \$75,000 to \$100,000..... 8%
 More than \$100,000..... 6%
 Declined to Answer 33%





Crosstabs

	Base	Gender	
		Woman	Man
Employer Trying to Do More W/ Less?			
Yes	62%	61%	64%
No	10%	9%	11%
Not sure	27%	30%	25%

	Base	Gender	
		Woman	Man
Has Econ. Impacted Job Flexibility?			
Yes, have noticed a significant decline in flexibility	28%	25%	32%
Yes, have noticed a moderate decline	16%	16%	16%
No, no noticeable difference	38%	39%	37%
Not sure	18%	20%	15%

	Base	Gender	
		Woman	Man
Employer Reduced/Eliminated Benefits?			
Yes, some benefits have been reduced or eliminated	47%	46%	49%
No, no change to benefits	35%	34%	36%
Not sure	18%	21%	15%

	Base	Gender	
		Woman	Man
Employer Asked Employees to Take Pay Cut?			
Yes, some employees have had pay cut	29%	27%	31%
No, not to your knowledge	50%	49%	51%
Not sure	21%	24%	18%





Crosstabs

	Base	Gender	
		Woman	Man
Econ. Impacted Work-Life Balance?			
Yes, negatively	50%	47%	54%
Yes, positively	10%	8%	13%
No, no noticeable difference	27%	29%	25%
Not sure	12%	16%	8%

	Base	Gender	
		Woman	Man
Taken More Responsibility Due to Cutbacks?			
Yes, responsibilities have doubled	27%	27%	26%
Yes, responsibilities have significantly increased but not doubled	15%	14%	17%
Yes, responsibilities have moderately increased	13%	14%	13%
No, scope of job has not changed	32%	29%	34%
Not sure	13%	16%	10%

	Base	Gender	
		Woman	Man
Increase in Responsibility Affected Well-being?			
Yes, and the effect has been positive	23%	22%	24%
Yes, and the effect has been negative	51%	51%	51%
No, well-being hasn't been affected	21%	21%	21%
Not sure	4%	5%	3%

	Base	Gender	
		Woman	Man
Given Pay Raise w/ New Responsibility?			
Yes, a significant increase	8%	10%	6%
Yes, a moderate increase	22%	19%	26%
Were given no increase	70%	71%	68%





Crosstabs

	Base	Gender	
		Woman	Man
Workload Sustainable?			
Yes, can meet expectations for the foreseeable future	45%	48%	42%
No, cannot sustain workload in the long term	37%	32%	43%
Not sure	18%	19%	15%

	Base	Gender	
		Woman	Man
Has Responsibility Increase Affected Interest in New Job?			
Has reduced interest in a job, happy with current position	33%	35%	31%
Has had no effect on interest in a new job	28%	26%	30%
Has increased interest in a new job, plan to look for one soon	30%	30%	30%
Has increased interest in a new job, actively seeking one now	3%	2%	5%
Not sure	6%	7%	4%

	Base	Gender	
		Woman	Man
Overall Effect of Econ on Workplace?			
Very positive effect	7%	7%	6%
Somewhat positive	10%	8%	13%
Somewhat negative	38%	40%	36%
Very negative	24%	18%	29%
Has had no impact	12%	15%	8%
Not sure	10%	11%	8%

	Base	Gender	
		Woman	Man
Ever Had Issue & Considered Need for Attorney?			
Yes	20%	16%	25%
No	69%	70%	67%
Not sure	11%	14%	8%





Crosstabs

	Base	Gender	
		Woman	Man
Did Legal Matter Require Atty. or Could Be Handled Over Phone?			
Needed to hire attorney	71%	69%	71%
Phone consultation would've likely sufficed	21%	24%	18%
Not sure	9%	7%	10%

	Base	Gender	
		Woman	Man
Needed to Take Time Off Work for Legal Matter?			
Yes	31%	30%	33%
No	56%	57%	56%
Not sure	12%	13%	12%

	Base	Gender	
		Woman	Man
How Difficult Would It Be to Get Time Off Work on Short Notice?			
Very difficult	12%	12%	13%
Somewhat difficult	22%	22%	22%
Not difficult	53%	52%	54%
Not sure	13%	15%	11%

	Base	Gender	
		Woman	Man
Importance of Legal Advice Benefit?			
Very important benefit	13%	14%	12%
Somewhat important	26%	24%	27%
Not important	44%	41%	47%
Not sure	17%	20%	14%





Crosstabs

	Base	Gender	
		Woman	Man
Would Legal Benefit Make Potential Employer More Attractive?			
Yes, it would make employers much more attractive	14%	15%	13%
Yes, somewhat more attractive	18%	18%	19%
No, it would have no effect on your view of an employer	57%	57%	58%
Not sure	10%	11%	10%

	Base	Gender	
		Woman	Man
More Likely to Seek Legal Advice thru Service than On Your Own?			
Yes	27%	28%	27%
No	45%	39%	52%
Not sure	28%	33%	21%

	Base	Race			
		Hispanic	White	African-American	Other
Employer Trying to Do More W/ Less?					
Yes	62%	60%	66%	45%	65%
No	10%	8%	10%	13%	18%
Not sure	27%	32%	25%	43%	18%

	Base	Race			
		Hispanic	White	African-American	Other
Has Econ. Impacted Job Flexibility?					
Yes, have noticed a significant decline in flexibility	28%	24%	29%	28%	29%
Yes, have noticed a moderate decline	16%	20%	16%	5%	26%
No, no noticeable difference	38%	32%	39%	41%	35%
Not sure	18%	24%	16%	26%	9%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Employer Reduced/Eliminated Benefits?					
Yes, some benefits have been reduced or eliminated	47%	56%	48%	30%	55%
No, no change to benefits	35%	32%	32%	48%	39%
Not sure	18%	12%	19%	23%	6%

	Base	Race			
		Hispanic	White	African-American	Other
Employer Asked Employees to Take Pay Cut?					
Yes, some employees have had pay cut	29%	36%	28%	23%	29%
No, not to your knowledge	50%	40%	51%	55%	59%
Not sure	21%	24%	21%	23%	12%

	Base	Race			
		Hispanic	White	African-American	Other
Econ. Impacted Work-Life Balance?					
Yes, negatively	50%	48%	53%	38%	47%
Yes, positively	10%	16%	8%	13%	21%
No, no noticeable difference	27%	20%	30%	28%	21%
Not sure	12%	16%	9%	23%	12%

	Base	Race			
		Hispanic	White	African-American	Other
Taken More Responsibility Due to Cutbacks?					
Yes, responsibilities have doubled	27%	40%	25%	18%	32%
Yes, responsibilities have significantly increased but not doubled	15%	8%	16%	13%	26%
Yes, responsibilities have moderately increased	13%	8%	16%	5%	6%
No, scope of job has not changed	32%	28%	31%	43%	24%
Not sure	13%	16%	11%	23%	12%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Increase in Responsibility Affected Well-being?					
Yes, and the effect has been positive	23%	43%	20%	-	41%
Yes, and the effect has been negative	51%	43%	53%	71%	27%
No, well-being hasn't been affected	21%	14%	24%	14%	18%
Not sure	4%	-	3%	14%	14%

	Base	Race			
		Hispanic	White	African-American	Other
Given Pay Raise w/ New Responsibility?					
Yes, a significant increase	8%	29%	4%	-	14%
Yes, a moderate increase	22%	14%	24%	21%	23%
Were given no increase	70%	57%	72%	79%	64%

	Base	Race			
		Hispanic	White	African-American	Other
Workload Sustainable?					
Yes, can meet expectations for the foreseeable future	45%	43%	47%	15%	62%
No, cannot sustain workload in the long term	37%	57%	34%	46%	14%
Not sure	18%	-	18%	38%	24%

	Base	Race			
		Hispanic	White	African-American	Other
Has Responsibility Increase Affected Interest in New Job?					
Has reduced interest in a job, happy with current position	33%	43%	34%	-	36%
Has had no effect on interest in a new job	28%	29%	29%	21%	23%
Has increased interest in a new job, plan to look for one soon	30%	21%	31%	43%	23%
Has increased interest in a new job, actively seeking one now	3%	7%	1%	14%	5%
Not sure	6%	-	5%	21%	14%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Overall Effect of Econ on Workplace?					
Very positive effect	7%	16%	5%	5%	9%
Somewhat positive	10%	16%	8%	18%	12%
Somewhat negative	38%	28%	42%	26%	41%
Very negative	24%	20%	25%	21%	21%
Has had no impact	12%	12%	10%	21%	9%
Not sure	10%	8%	10%	10%	9%

	Base	Race			
		Hispanic	White	African-American	Other
Ever Had Issue & Considered Need for Attorney?					
Yes	20%	36%	17%	18%	24%
No	69%	60%	70%	68%	71%
Not sure	11%	4%	12%	15%	6%

	Base	Race			
		Hispanic	White	African-American	Other
Did Legal Matter Require Atty. or Could Be Handled Over Phone?					
Needed to hire attorney	71%	89%	67%	43%	75%
Phone consultation would've likely sufficed	21%	11%	27%	14%	13%
Not sure	9%	-	6%	43%	13%

	Base	Race			
		Hispanic	White	African-American	Other
Needed to Take Time Off Work for Legal Matter?					
Yes	31%	36%	30%	33%	29%
No	56%	52%	59%	48%	56%
Not sure	12%	12%	11%	20%	15%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
How Difficult Would It Be to Get Time Off Work on Short Notice?					
Very difficult	12%	20%	10%	10%	21%
Somewhat difficult	22%	28%	20%	23%	24%
Not difficult	53%	36%	58%	48%	41%
Not sure	13%	16%	11%	20%	15%

	Base	Race			
		Hispanic	White	African-American	Other
Importance of Legal Advice Benefit?					
Very important benefit	13%	20%	10%	18%	24%
Somewhat important	26%	32%	25%	20%	26%
Not important	44%	24%	52%	28%	35%
Not sure	17%	24%	13%	35%	15%

	Base	Race			
		Hispanic	White	African-American	Other
Would Legal Benefit Make Potential Employer More Attractive?					
Yes, it would make employers much more attractive	14%	32%	10%	10%	24%
Yes, somewhat more attractive	18%	12%	19%	23%	24%
No, it would have no effect on your view of an employer	57%	48%	63%	43%	47%
Not sure	10%	8%	9%	25%	6%

	Base	Race			
		Hispanic	White	African-American	Other
More Likely to Seek Legal Advice thru Service than On Your Own?					
Yes	27%	40%	23%	31%	36%
No	45%	40%	50%	26%	42%
Not sure	28%	20%	27%	44%	21%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employer Trying to Do More W/ Less?					
Yes	62%	70%	69%	66%	39%
No	10%	18%	8%	11%	6%
Not sure	27%	12%	22%	22%	54%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Has Econ. Impacted Job Flexibility?					
Yes, have noticed a significant decline in flexibility	28%	38%	38%	28%	17%
Yes, have noticed a moderate decline	16%	32%	14%	17%	9%
No, no noticeable difference	38%	14%	36%	43%	34%
Not sure	18%	16%	11%	13%	40%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employer Reduced/Eliminated Benefits?					
Yes, some benefits have been reduced or eliminated	47%	59%	59%	50%	25%
No, no change to benefits	35%	28%	34%	35%	36%
Not sure	18%	14%	7%	15%	40%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employer Asked Employees to Take Pay Cut?					
Yes, some employees have had pay cut	29%	20%	34%	29%	24%
No, not to your knowledge	50%	72%	49%	53%	35%
Not sure	21%	8%	18%	18%	41%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Econ. Impacted Work-Life Balance?					
Yes, negatively	50%	55%	60%	53%	30%
Yes, positively	10%	22%	16%	8%	8%
No, no noticeable difference	27%	12%	18%	29%	39%
Not sure	12%	12%	6%	10%	23%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Taken More Responsibility Due to Cutbacks?					
Yes, responsibilities have doubled	27%	57%	29%	27%	14%
Yes, responsibilities have significantly increased but not doubled	15%	20%	22%	14%	11%
Yes, responsibilities have moderately increased	13%	4%	8%	16%	14%
No, scope of job has not changed	32%	16%	34%	32%	33%
Not sure	13%	4%	8%	11%	28%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Increase in Responsibility Affected Well-being?					
Yes, and the effect has been positive	23%	46%	22%	21%	16%
Yes, and the effect has been negative	51%	37%	62%	50%	50%
No, well-being hasn't been affected	21%	17%	9%	24%	29%
Not sure	4%	-	6%	4%	4%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Given Pay Raise w/ New Responsibility?					
Yes, a significant increase	8%	35%	4%	5%	4%
Yes, a moderate increase	22%	24%	21%	24%	13%
Were given no increase	70%	40%	75%	71%	82%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Workload Sustainable?					
Yes, can meet expectations for the foreseeable future	45%	58%	39%	45%	45%
No, cannot sustain workload in the long term	37%	40%	50%	36%	20%
Not sure	18%	2%	11%	18%	35%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Has Responsibility Increase Affected Interest in New Job?					
Has reduced interest in a job, happy with current position	33%	56%	13%	35%	37%
Has had no effect on interest in a new job	28%	37%	31%	25%	27%
Has increased interest in a new job, plan to look for one soon	30%	8%	41%	30%	30%
Has increased interest in a new job, actively seeking one now	3%	-	8%	3%	-
Not sure	6%	-	7%	7%	6%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Overall Effect of Econ on Workplace?					
Very positive effect	7%	35%	4%	5%	5%
Somewhat positive	10%	22%	12%	10%	6%
Somewhat negative	38%	18%	45%	38%	39%
Very negative	24%	20%	24%	27%	13%
Has had no impact	12%	4%	9%	11%	18%
Not sure	10%	2%	7%	8%	20%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Ever Had Issue & Considered Need for Attorney?					
Yes	20%	23%	21%	22%	12%
No	69%	75%	71%	68%	65%
Not sure	11%	2%	8%	9%	23%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Did Legal Matter Require Atty. or Could Be Handled Over Phone?					
Needed to hire attorney	71%	91%	61%	69%	81%
Phone consultation would've likely sufficed	21%	-	25%	24%	12%
Not sure	9%	9%	15%	7%	6%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Needed to Take Time Off Work for Legal Matter?					
Yes	31%	47%	31%	32%	21%
No	56%	40%	63%	58%	52%
Not sure	12%	14%	7%	10%	27%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
How Difficult Would It Be to Get Time Off Work on Short Notice?					
Very difficult	12%	39%	12%	12%	5%
Somewhat difficult	22%	24%	28%	23%	10%
Not difficult	53%	35%	48%	56%	52%
Not sure	13%	2%	12%	9%	32%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Importance of Legal Advice Benefit?					
Very important benefit	13%	33%	9%	13%	9%
Somewhat important	26%	41%	26%	26%	18%
Not important	44%	16%	48%	48%	40%
Not sure	17%	10%	17%	13%	33%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Would Legal Benefit Make Potential Employer More Attractive?					
Yes, it would make employers much more attractive	14%	51%	16%	11%	5%
Yes, somewhat more attractive	18%	22%	20%	20%	10%
No, it would have no effect on your view of an employer	57%	25%	60%	59%	61%
Not sure	10%	2%	4%	10%	23%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
More Likely to Seek Legal Advice thru Service than On Your Own?					
Yes	27%	51%	30%	27%	17%
No	45%	41%	46%	46%	41%
Not sure	28%	8%	24%	27%	41%

	Base	Sector											
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employees	Other		
Employer Trying to Do More W/Less?													
Yes	52%	70%	73%	65%	61%	67%	90%	84%	60%	73%	35%		
No	10%	10%	17%	7%	13%	11%	3%	5%	9%	11%	12%		
Not sure	27%	15%	10%	28%	26%	22%	7%	10%	31%	16%	53%		

	Base	Sector											
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employees	Other		
Has Econ. Impacted Job Flexibility?													
Yes, have noticed a significant decline in flexibility	28%	45%	25%	41%	45%	26%	34%	24%	24%	26%	15%		
Yes, have noticed a moderate decline	13%	13%	27%	9%	10%	14%	24%	26%	15%	26%	11%		
No, no noticeable difference	38%	35%	40%	43%	39%	47%	31%	40%	47%	29%	36%		
Not sure	18%	7%	7%	7%	6%	13%	10%	10%	14%	18%	38%		



Crosstabs

	Sector										
	Base	Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Employer Reduced/Eliminated Benefits?											
Yes, some benefits have been reduced or eliminated	47%	50%	54%	46%	58%	51%	57%	63%	36%	53%	32%
No, no change to benefits	35%	38%	35%	26%	36%	36%	33%	26%	48%	33%	35%
Not sure	18%	6%	10%	28%	6%	13%	10%	11%	16%	14%	34%

	Sector										
	Base	Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Employer Asked Employees to Take Pay Cut?											
Yes, some employees have had pay cut	29%	39%	35%	22%	29%	33%		47%	38%	13%	36%
No, not to your knowledge	59%	53%	51%	48%	62%	47%		46%	44%	69%	45%
Not sure	21%	8%	15%	30%	10%	20%		7%	18%	18%	19%

	Sector										
	Base	Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Non-impacted Work-Life Balance?											
Yes, negatively	50%	59%	52%	54%	78%	46%	55%	58%	55%	61%	33%
Yes, positively	30%	11%	17%	11%	10%	22%	11%	6%	11%	4%	9%
No, not noticeable difference	27%	26%	28%	30%	13%	16%	31%	28%	22%	21%	36%
Not sure	12%	5%	5%	5%	-	15%	2%	8%	11%	15%	22%

	Sector										
	Base	Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Taken More Responsibility Due to Cutbacks?											
Yes, responsibilities have doubled	27%	42%	15%	38%	26%	33%		34%	31%	18%	28%
Yes, responsibilities have significantly increased but not doubled	13%	15%	42%	15%	13%	12%		28%	15%	14%	17%
Yes, responsibilities have moderately increased	13%	12%	7%	27%	13%	7%		17%	21%	11%	15%
No, scope of job has not changed	32%	27%	33%	16%	49%	35%		21%	27%	49%	23%
Not sure	13%	4%	2%	3%	-	13%		-	7%	9%	16%

Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Increase in Responsibility Affected Well-being?												
Yes, and the effect has been positive	23%	33%	11%	19%	19%	24%	21%	18%	34%	17%	22%	
Yes, and the effect has been negative	51%	46%	73%	45%	44%	56%	57%	48%	51%	46%	60%	
No, well-being hasn't been affected	21%	18%	11%	31%	38%	14%	21%	26%	10%	31%	16%	
Not sure	4%	3%	5%	5%	-	7%	-	8%	5%	6%	2%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Given Pay Raise w/ New Responsibility?												
Yes, a significant increase	8%	22%	-	5%	6%	-	-	4%	6%	3%	7%	
Yes, a moderate increase	22%	24%	27%	32%	19%	20%	13%	14%	33%	17%	21%	
Were given no increase	70%	55%	73%	63%	75%	80%	87%	82%	61%	80%	72%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Workload Sustainable?												
Yes, can meet expectations for the foreseeable future	45%	55%	27%	39%	38%	42%	42%	56%	59%	37%	40%	
No, cannot sustain workload in the long term	37%	28%	65%	33%	31%	44%	48%	22%	30%	48%	44%	
Not sure	18%	17%	7%	28%	31%	14%	9%	22%	11%	14%	16%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Has Responsibility Increase Affected Interest in New Job?												
Has reduced interest in a job, happy with current position	33%	44%	15%	21%	44%	34%	21%	22%	48%	25%	44%	
Has had no effect on interest in a new job	28%	24%	30%	32%	31%	17%	35%	49%	15%	23%	21%	
Has increased interest in a new job, plan to look for one soon	30%	25%	31%	45%	19%	31%	34%	28%	31%	43%	21%	
Has increased interest in a new job, actively seeking one now	3%	1%	15%	3%	-	11%	9%	-	-	-	2%	
Not sure	6%	7%	8%	-	6%	7%	-	2%	6%	9%	12%	

Crosstabs

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Overall Effect of Econ on Workplace?											
Very positive effect	7%	17%	-	8%	10%	9%	7%	3%	4%	2%	4%
Somewhat positive	10%	9%	31%	4%	10%	15%	7%	7%	5%	23%	7%
Somewhat negative	38%	40%	35%	55%	49%	34%	30%	52%	49%	30%	27%
Very negative	24%	19%	30%	28%	19%	16%	45%	35%	22%	31%	17%
Has had no impact	12%	12%	2%	2%	13%	9%	11%	1%	13%	9%	21%
Not sure	10%	2%	2%	3%	-	17%	-	3%	6%	5%	24%

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Ever Had Issue & Considered Need for Attorney?											
Yes	29%	24%	27%	23%	7%	29%	13%	23%	9%	39%	12%
No	69%	74%	69%	56%	90%	61%	76%	70%	86%	57%	65%
Not sure	11%	2%	5%	21%	3%	10%	11%	7%	5%	4%	23%

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Did Legal Matter Require Atty. or Could Be Handled Over Phone?											
Needed to hire attorney	71%	78%	64%	82%	100%	82%	25%	47%	100%	76%	62%
Phone consultation would've likely sufficed	21%	19%	27%	8%	-	12%	50%	35%	-	14%	29%
Not sure	9%	3%	9%	10%	-	6%	25%	18%	-	10%	9%

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Needed to Take Time Off Work for Legal Matter?											
Yes	31%	42%	37%	31%	38%	29%	28%	37%	26%	38%	19%
No	56%	55%	60%	43%	58%	58%	69%	59%	67%	43%	58%
Not sure	12%	2%	2%	25%	3%	14%	3%	4%	7%	19%	23%

Crosstabs

	Base	Sector											
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other		
How Difficult Would It Be to Get Time Off Work on Short Notice?													
Very difficult	12%	23%	5%	20%	3%	18%	38%	5%	7%	9%	5%		
Somewhat difficult	22%	28%	30%	25%	33%	11%	14%	34%	24%	21%	13%		
Not difficult	53%	46%	63%	53%	57%	54%	48%	56%	51%	63%	51%		
Not sure	13%	4%	2%	2%	7%	17%	-	6%	18%	7%	31%		

	Base	Sector											
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other		
Importance of Legal Advice Benefits?													
Very important	13%	21%	6%	10%	7%	20%				11%	17%	7%	12%
Somewhat important	26%	25%	47%	29%	30%	20%				24%	23%	29%	32%
Not important	44%	45%	43%	49%	57%	34%				58%	53%	46%	38%
Not sure	17%	9%	5%	13%	7%	26%				7%	7%	18%	18%

	Base	Sector											
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other		
Would Legal Benefits Make Potential Employer More Attractive?													
Yes, it would make employers much more attractive	14%	22%	17%	12%	7%	16%	21%	9%	9%	9%	11%		
Yes, somewhat more attractive	18%	25%	22%	14%	20%	20%	18%	27%	11%	25%	11%		
No, it would have no effect on your view of an employer	57%	49%	55%	70%	70%	43%	61%	61%	74%	52%	58%		
Not sure	10%	5%	5%	4%	3%	21%	-	3%	7%	14%	20%		

	Base	Sector											
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other		
More Likely to Seek Legal Advice thru Service than On Your Own?													
Yes	27%	33%	26%	24%	26%	41%				31%	30%	20%	30%
No	49%	50%	61%	40%	59%	36%				38%	45%	48%	45%
Not sure	28%	17%	12%	36%	14%	20%				31%	20%	32%	25%



Crosstabs

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Employer Trying to Do More W/ Less?							
Yes	62%	73%	68%	79%	85%	59%	41%
No	10%	6%	13%	6%	6%	24%	11%
Not sure	27%	21%	19%	15%	9%	17%	48%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Has Econ. Impacted Job Flexibility?							
Yes, have noticed a significant decline in flexibility	28%	34%	38%	37%	30%	17%	17%
Yes, have noticed a moderate decline	16%	21%	16%	16%	17%	18%	13%
No, no noticeable difference	38%	26%	34%	41%	49%	63%	38%
Not sure	18%	20%	11%	5%	4%	2%	33%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Employer Reduced/Eliminated Benefits?							
Yes, some benefits have been reduced or eliminated	47%	60%	54%	55%	46%	58%	32%
No, no change to benefits	35%	27%	36%	35%	44%	37%	35%
Not sure	18%	13%	10%	10%	9%	5%	34%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Employer Asked Employees to Take Pay Cut?							
Yes, some employees have had pay cut	29%	45%	29%	34%	32%	30%	16%
No, not to your knowledge	50%	39%	51%	52%	59%	61%	50%
Not sure	21%	16%	20%	14%	9%	9%	33%





Crosstabs

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Econ. Impacted Work-Life Balance?							
Yes, negatively	50%	61%	58%	58%	53%	45%	38%
Yes, positively	10%	11%	13%	11%	9%	7%	8%
No, no noticeable difference	27%	15%	22%	28%	31%	44%	33%
Not sure	12%	13%	8%	3%	6%	5%	21%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Taken More Responsibility Due to Cutbacks?							
Yes, responsibilities have doubled	27%	41%	30%	25%	33%	27%	17%
Yes, responsibilities have significantly increased but not doubled	15%	17%	24%	18%	14%	7%	9%
Yes, responsibilities have moderately increased	13%	13%	14%	21%	12%	11%	10%
No, scope of job has not changed	32%	17%	25%	34%	38%	49%	37%
Not sure	13%	11%	6%	3%	2%	7%	27%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Increase in Responsibility Affected Well-being?							
Yes, and the effect has been positive	23%	38%	16%	18%	38%	5%	22%
Yes, and the effect has been negative	51%	50%	59%	44%	30%	54%	57%
No, well-being hasn't been affected	21%	9%	18%	35%	30%	25%	20%
Not sure	4%	4%	6%	3%	3%	16%	1%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Given Pay Raise w/ New Responsibility?							
Yes, a significant increase	8%	25%	5%	-	3%	-	6%
Yes, a moderate increase	22%	19%	20%	21%	44%	10%	23%
Were given no increase	70%	57%	75%	79%	53%	90%	70%





Crosstabs

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Workload Sustainable?							
Yes, can meet expectations for the foreseeable future	45%	59%	47%	39%	55%	24%	38%
No, cannot sustain workload in the long term	37%	27%	36%	41%	36%	34%	46%
Not sure	18%	14%	18%	20%	9%	42%	16%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Has Responsibility Increase Affected Interest in New Job?							
Has reduced interest in a job, happy with current position	33%	50%	29%	24%	27%	14%	35%
Has had no effect on interest in a new job	28%	23%	27%	34%	40%	14%	26%
Has increased interest in a new job, plan to look for one soon	30%	21%	31%	34%	31%	55%	28%
Has increased interest in a new job, actively seeking one now	3%	4%	5%	-	-	17%	1%
Not sure	6%	2%	7%	7%	3%	-	10%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Overall Effect of Econ on Workplace?							
Very positive effect	7%	23%	5%	1%	5%	2%	4%
Somewhat positive	10%	10%	12%	11%	10%	11%	9%
Somewhat negative	38%	32%	44%	44%	51%	42%	30%
Very negative	24%	19%	28%	30%	28%	32%	17%
Has had no impact	12%	8%	6%	11%	6%	8%	19%
Not sure	10%	7%	5%	3%	-	5%	21%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Ever Had Issue & Considered Need for Attorney?							
Yes	20%	26%	16%	21%	31%	51%	12%
No	69%	67%	80%	71%	66%	42%	67%
Not sure	11%	7%	5%	8%	4%	6%	21%





Crosstabs

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Did Legal Matter Require Atty. or Could Be Handled Over Phone?							
Needed to hire attorney	71%	80%	79%	41%	80%	82%	63%
Phone consultation would've likely sufficed	21%	16%	8%	46%	8%	12%	29%
Not sure	9%	3%	13%	13%	13%	5%	8%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Needed to Take Time Off Work for Legal Matter?							
Yes	31%	38%	36%	37%	37%	37%	19%
No	56%	52%	61%	51%	51%	53%	61%
Not sure	12%	10%	3%	12%	11%	10%	21%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
How Difficult Would It Be to Get Time Off Work on Short Notice?							
Very difficult	12%	26%	11%	9%	21%	7%	7%
Somewhat difficult	22%	16%	32%	34%	17%	24%	13%
Not difficult	53%	42%	54%	52%	62%	67%	52%
Not sure	13%	16%	4%	4%	-	2%	28%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Importance of Legal Advice Benefit?							
Very important benefit	13%	23%	16%	10%	7%	16%	8%
Somewhat important	26%	24%	32%	23%	31%	26%	23%
Not important	44%	28%	43%	58%	62%	49%	41%
Not sure	17%	25%	9%	9%	-	10%	29%





Crosstabs

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
Would Legal Benefit Make Potential Employer More Attractive?							
Yes, it would make employers much more attractive	14%	27%	16%	7%	13%	6%	10%
Yes, somewhat more attractive	18%	17%	21%	25%	15%	29%	13%
No, it would have no effect on your view of an employer	57%	40%	58%	66%	68%	65%	57%
Not sure	10%	15%	5%	3%	4%	-	19%

	Base	Income					Declined to Answer
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000	
More Likely to Seek Legal Advice thru Service than On Your Own?							
Yes	27%	36%	30%	33%	23%	26%	20%
No	45%	36%	49%	48%	55%	55%	41%
Not sure	28%	28%	20%	19%	23%	19%	39%

