SECTION C -- EMPLOYEES BY STATUS

08/18/95

Collected at the establishement level for both MEF and SEF. For MEF, repeated once for each establishment. For SEF, Section C will follow Section B directly. For MEF, Section C can come any time after section D is completed.

SEGMENT = ESEE

COMP_ORG: GLOBAL DISPLAY:
"company" **if SOURCE = DMI(1) AND B8=1, ELSE,**
"organization or agency".

TADDR: GLOBAL DISPLAY - INDICATES ESTABLISHMENT ADDRESS = "CURRADDR", "CURRCITY", "CURRST"

AT_LOCAT: GLOBAL DISPLAY -
"at this location" IF (SOURCE ^= COG AND B1 ^= 2)

"The missing value "-2" was assigned to the amount and percent variables, (*NUM,*PCT) when the conversion calculations were impossible (an orperand was missing DK/REF or a divisor=0)."

**"and how many are eligible for health benefits" IF INSURE = 1, ELSE
" ".**

DISPLAY2:
**", for the {TADDR} location only." IF B1 ^ = 2 & SOURCE = DMI(1), ELSE
" ".**

```
[ASK TO SPEAK WITH R.  WHEN R ON PHONE, READ INTRODUCTION.]

[My name is {INTERVIEWER NAME} and I am calling for the United States
Department of Health and Human Services regarding a study about health
benefits.  This study collects information on the cost of providing health
benefits to employees.  Results will be used to develop estimates of health
care spending and to evaluate health care reform.]

CGATE1:

The (next/first) questions are about the number of full-time, and part-time
employees {DISPLAY1} {DISPLAY2}

                              ( 1 )

    1.    CONTINUE SECTION C WITH {RESPNAME}
    {2.    SKIP SECTION C, GO TO {RESPNAME'S NEXT APPROPRIATE SECTION}
            (CGATE2)}
    3.    GO TO QUESTIONNAIRE MANAGEMENT SCREEN (QMS)
    GT.   GO TO RESULT
    8.    NOT DISPLAYED.  FOR DP USE ONLY.  INDICATES SECTION WAS NOT ASKED
          AND -9 WAS ASSINGED TO APPROPRIATE QUESTIONS IN THIS
QUESTIONNAIRE         SECTION OF PARTIALLY COMPLETE PLAN.
```

IF CGATE = 1 & SEF OR GOV, GO TO C4, ELSE GO TO A1.

1 = CGATE1, SIZE = C2

Note: Response category 2 is only applicable for MEF cases. For SEF and GOV, you can not continue the interview until Section C is complete.

CGATE2:

[ARE YOU SKIPPING SECTION C BECAUSE {RESPNAME} IS...]

(1)

1. NOT APPROPRIATE FOR SECTION C, OR,
2. {RESPNAME} CAN ANSWER QUESTIONS LATER?

*DISALLOW DK./REF. ALL RESPONSES GO TO RESPONDENT*S NEXT SECTION*

1 = CGATE2, SIZE = N2

DISPLAY1: IF EMPLLOC <50 OR MISSING, "as well as the owner, if he or she works at this location.", ELSE, " ".

A1.   What was the <u>total number of employees on December 31, 1993</u> at the {TADDR} location of {CURRNAME}? Please include both full and part-time employees, {DISPLAY1}.

       [PROBE: Include all employees on the payroll on December 31, 1993 at   this location. Do not include **employees under personal service   contracts or hired from a temporary agency such as Kelly Services.]**

                    [PROBE FOR AN ESTIMATE.]

              (1) EMPLOYEES (BOX A1)

IF DK/REF, SHOW REVERSE VIDEO MESSAGE.
ASK IF THERE IS SOMEONE ELSE WHO COULD PROVIDE THE INFORMATION, CTRL/E TO EXIT.

BOX A1:   IF A1=0 or 1, GO TO A3OV (as an overlay)
                     IF A1=25, 50, 75, 100, 250, 1,000, 5,000, GO TO A1A (as an overlay)
                     ELSE, GO TO BOX C1

1 = NEMP.A1, SIZE = N7, ATM STYLE, HR: 0 TO 9,999,999, SR: 0 TO 100,000

Note that the A1A overlay will only be shown when A1 is asked initially. If respondent makes corrections to A1 at later point in the interview and we must reask A1-A9, A1A will not be reasked.

```
A1A.         [DID THE RESPONDENT SAY THIS WAS AN ESTIMATE?]

                             ( 1 )

                 [ 1 = YES, 2 = NO, DK, CAN'T TELL]
```

DISALLOW DK/REF (CODE AS A 2)
IF A1A = 1, GO TO A9
IF A1A = 2, GO TO BOX C1

1 = A1A, SIZE = N2

DISPLAY1:
"were no employees" IF A1 = 0, ELSE, IF A1 = 1,
"was just one employee"

A3OV. Let me verify that, including the owner, there {DISPLAY1} at this
      location on December 31, 1993.

      Is that correct?

                              (1)

              1. CORRECT, THERE {DISPLAY1} (SKIP1)
              2. WRONG, CHANGE ANSWER ABOVE (SKIP2)

SKIP:
DK/REF GO TO SKIP2

SKIP1:
IF A1 = 0, GO TO A4, ELSE,
IF A1 = 1, GO TO BOX C1

SKIP2:
FIRST TIME THROUGH CREATE NEW NEMP SEGMENT, REASK A1-A9.
SECOND TIME THROUGH, SHOW REVERSE VIDEO MESSAGE UNTIL A3OV = 1
ASK IF THERE IS SOMEONE ELSE WHO COULD PROVIDE THE INFORMATION, CTRL/E TO EXIT.

---

1 = A3OV, SIZE = N2

A4.   Is this...

                              (1)

    1.   **seasonal business,**
    2.   **holding company,**
    3.   **an all volunteer organization, or**
    4.   *independent contractor/consultant - NOT DISPLAYED -*
            FOR DATAPREP PURPOSES ONLY.
    91.   **something else? (SPECIFY) (2)**

1 = A4, SIZE = N2
2 = A4OTH, SIZE = C40

Set ESTBRSLT = IZ (NO EMPLOYEES) FOR THIS LOCATION.

```
A9.          Would you say the actual number was...

                              ( 1 )


                        1.  a little more than {A1},
                        2.  a little less than {A1}, or
                        3.  exactly {A1}?
```

ALL RESPONSES, INCLUDING DK/REF GO TO BOX C1

1 = A9, SIZE = N2

**BOX C1:   IF D9^=1 (PLAN YEAR OTHER THAN CALENDAR YEAR), GO TO D8AM,
            ELSE GO TO C4.**

```
D8AM.  I have recorded that there were {A1} employees at this location on
       December 31, 1993.

       On the last day of {D10MONB/D10YEARB}, did you have the same number of
       employees, or did you have more or fewer employees?

                          ( 1 )

                     1.   ABOUT THE SAME (C4)
                     2.   MORE (D8AOV)
                     3.   LESS (D8AOV)
```

1 = ESTB.D8A, SIZE = N2

LOCATED ON THE ESTB SEGMENT

DISPLAY1:
"more" IF D8A=2, ELSE
"fewer"

```
D8AOV.About how many {DISPLAY1} employees did you have on the last day of
      {D10MONB, D10YEARB}?

                           ( 1 )  EMPLOYEES
```

ALL RESPONSES, INCLUDING DK.REF, GO TO C4.

1 = ESTB.D8ANUM, SIZE = N7, ATM STYLE, HR: 0 TO 9,999,999, SR: 0 TO 100,000

NOTE: More or less employees that might be picked up at this point are not added to the A1 value throughout the remainder of the interview.

C3. **Let me verify, that on December 31, 1993, there were {A1} employees {AT LOCAT}.**

Is that correct?

(1)

1. **YES (C4)**
2. **NO (COLLECT A1)**

TOTAL EMPLOYEES   (2)

DISABLE DK/REF

---

1 = C3, SIZE = N2
2 = A1, SIZE = N7, ATM STYLE, HR: 0 TO 9,999,999, SR: 0 TO 100,000

C4 IS ALWAYS ASKED. WILL BE SHOWN AFTER SECTION A SERIES OF QUESTIONS FOR MEF.

```
C4.   On December 31, 1993, approximately how many of the {A1} employees
      {AT_LOCAT} were considered full-time employees?

                         FULL-TIME EMPLOYEES ( 1 )
```

IF 1 <= C4NUM <= 100, THEN SHOW C4UNT AS AN OVERLAY TO C4.

```
C4UNT.      [IS {C4NUM} A NUMBER OR A PERCENTAGE?]

                              ( 2 )

                 1.     NUMBER
                 2.     PERCENTAGE
```

SKIP:
IF C4NUM = DK/REF, GO TO C6, ELSE,
IF C4PCT = 100, (OR IF C4NUM = A1,) SET PTNUM = 0, SET PTPCT = 0 & GO TO BOX C2,
ELSE,IF C4NUM > A1(FIRST TIME C4 ASKED), GO TO C3, ELSE,
IF C4NUM>A1 (SECOND TIME C4 ASKED), HARD EDIT: SHOW REVERSE VIDEO MESSAGE:
FULL-TIME EMPLOYEES MUST BE LESS THAN OR EQUAL TO TOTAL NUMBER OF EMPLOYEES, PROBE FOR PERCENT. ENTER CTRL/E
TO EXIT IF NOT ABLE TO RESOLVE.
ELSE, (0 <= C4NUM < A1) GO TO C5

1 = C4NUM, SIZE = N7, HR: 0 TO 9,999,999, SR: 1 TO 100,000
1 = C4PCT, SIZE = N3, HR: 0 TO 999
2 = C4UNT, SIZE = N2, DK/REF DISABLED

CALC: IF C4UNT = 2, SET C4PCT = C4NUM, SET C4NUM = C4PCT * A1,
(DISPLAY THE   C4NUM VALUE)
       IF C4UNT = 1, SET C4PCT = C4NUM/A1

DISPLAY1: A1 - C4NUM

```
C5.    My computer has calculated, then, that there were {DISPLAY1} part-time
       employees.

       Is this correct?
```

TOTAL EMPLOYEES {A1}
FULL-TIME EMPLOYEES {C4NUM} {C4PCT}   (1)
PART-TIME EMPLOYEES (DISPLAY1}

                              {1. YES} [INCLUDE "APPROXIMATELY"] (BOX
C2)
                              2. NO, {CHANGE TOTAL EMPLOYEES} (C3)
                              {3. NO, CHANGE FULL-TIME} (C4)

DK/REF GO TO C3.
IF C3 WAS ALREADY SHOWN ONCE (C4 > A1) OR C4 WAS SHOWN TWICE SHOW 1. YES/
2. NO *ONLY AS RESPONSES TO C5 AND GO TO C6.*
IF C5 = NO IF C5 = 1, SET PTNUM = A1-C4NUM, SET PTPCT = 100 - C4PCT

1 = C5, SIZE = N2

C6 IS AN OVERLAY BELLOW C4 IN PLACE OF C5 WHEN C4 = DK/REF (FULL TIME
EMPLOYEES = DK/REF)

```
C6_3. How many of the {A1} employees {AT_LOCAT} were considered part-time
      employees?

TOTAL EMPLOYEES {A1}
FULL-TIME EMPLOYEES (C4NUM} {C4PCT}

                        ( 1 ) PART-TIME EMPLOYEES
```

IF 1 <= PTNUM < = 100, THEN SHOW C6UNT AS AN OVERLAY TO C6.

```
C6UNT.      [IS {C6NUM} A NUMBER OR A PERCENTAGE?]

                          ( 2 )

            1.     NUMBER
            2.     PERCENTAGE
```

HARD EDIT: IF C4PCT + PTPCT > 100, SHOW REVERSE VIDEO MESSAGE:
**FULL-TIME EMPLOYEES PLUS PART-TIME EMPLOYEES MUST NOT BE
GREATER THAN 100%. ENTER CTRL/E TO EXIT IF UNABLE TO RESOLVE.**
ELSE:
IF PTNUM = DK, SHOW REVERSE VIDEO MESSAGE.
PROBE FOR AN ESTIMATE OF NUMBER OR PERCENT.
ELSE:
HARD EDIT: IF C4NUM = DK/REF & PTNUM > A1, SHOW REVERSE VIDEO MESSAGE:
**PART-TIME EMPLOYEES MUST BE LESS THAN OR EQUAL TO TOTAL EMPLOYEES.
ENTER CTRL/E TO EXIT IF UNABLE TO RESOLVE.**
ALL RESPONSES, INCLUDING DK/REF GO TO BOX C2.

1 = PTNUM, SIZE = N7, HR: 0 TO 9,999,999, SR: 0 TO 100,000
1 = PTPCT, SIZE = N3, HR: 1 TO 999
2 = C6UNT, SIZE = N2

CALC: IF C6UNT = 2, SET PTPCT = PTNUM, SET PTNUM = PTPCT * A1,
      IF C6UNT = 1, SET PTPCT = PTNUM/A1

BOX C2 IF INSURE = 1 (FIRM OFFERS HEALTH INSURANCE), THEN

    IF PTNUM ^= A1 & PTPCT ^= 100 (NOT ALL EE*S ARE PART-TIME),
     THEN,

     IF PTNUM > 0 (THERE ARE PART-TIME EE*S), GO TO
      INTROC7,

     ELSE, GO TO C7

    ELSE, (ALL EE*S ARE PART-TIME), GO TO C12,

  ELSE, (FIRM DOES NOT OFFER INSURANCE) GO TO BOX C5.

SHOW INTROC7 IF INSURE = 1 & PTNUM ^= A1 & PTNUM > 0 (FIRM OFFERS HEALTH
INSURANCE AND HAS BOTH FULL AND PART TIME EMPLOYEES.)

DISPLAY1: IF ^ANYMISSING C4NUM, SHOW C4NUM, ELSE, SHOW " ".

```
INTROC7.     I
 have some more questions about both your full-time and part-time
      workforce.  First I'll ask about the {DISPLAY1} full-time
           employees you had on December 31, 1993.

                      [PRESS RETURN TO CONTINUE]
```

GO TO C7

FULL-TIME (ALL IF NO PART-TIME) CLASSIFICATION

DISPLAY:
"full-time" or
"FULL-TIME" if C4PCT < 100 OR IF C4NUM < A1, ELSE
" TOTAL".

DISPLAY: C4NUM IF C4PCT < 100 OR IF C4NUM < A1, ELSE A1

_____

```
Question text appears here.  Each response line below is an overlay so all
previous responses remain on screen.


{FULL - TIME} EMPLOYEES                      {C4NUM OR A1}

C7 {FULL-TIME} ELIGIBLE                          ( 1 )  ( 2 )

C8 {FULL-TIME} ENROLLED                          ( 3 )  ( 4 )

C9 {FULL-TIME} TEMPORARY OR SEASONAL             ( 5 )  ( 6 )

C10 {FULL-TIME} TEMPORARY/SEASONAL ELIGIBLE      ( 7 )  ( 8 )

C11 {FULL-TIME} TEMPORARY/SEASONAL ENROLLED      ( 9 )  ( 10 )
```

_____

SEE SUBSEQUENT PAGES FOR QUESTION TEXT AND SPECIFICATIONS.

FULL-TIME CATEGORY QUESTION TEXT. ASK C7 IF INSURE = 1 & PTNUM ^= A1 (FIRM
OFFERS INSURANCE AND HAS FULL-TIME EE*S)

DISPLAY1: IF PTNUM=0, SHOW
"A1", ELSE IF PTNUM > 0, SHOW
"C4NUM full-time", ELSE IF PTNUM = MISSING, SHOW
"full-time".

   DISPLAY
"{C4} full-time" or
"FULL-TIME" IF C4PCT < 100 OR IF C4NUM < A1

```
C7    How many of the {DISPLAY1} employees on December 31, 1993 {AT-LOCAT}
      were eligible for health insurance through your {COMP_ORG}?

                           ( 1 )
```

IF 1<= C7NUM<=100, SHOW C7UNT AS AN OVERLAY TO C7.

```
C7UNT.       [IS {C7NUM} A NUMBER OR A PERCENTAGE?]

                          ( 2 )

                 1.    NUMBER
                 2.    PERCENTAGE
```

IF C7NUM OR C7PCT = 0, GO TO C9, ELSE, ALL OTHER RESPONSES, INCLUDING DK./REF GO TO C8

SOFT EDIT: IF C7NUM & C4NUM ^=MISSING AND C7NUM > C4NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFLGC7 = 1 IF RESOLVED, ELSE, SET = 2.
TOTAL {FULL-TIME} EMPLOYEES ELIGIBLE MUST BE LESS THAN OR EQUAL TO TOTAL {FULL-TIME} EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C7NUM & A1 ^=MISSING AND C4NUM = MISSING AND C7NUM > A1, SHOW REVERSE VIDEO MESSAGE. SET CCFLGC7B = 1 IF RESOLVED, ELSE SET = 2.
EMPLOYEES ELIGIBLE MUST BE LESS THAN OR EQUAL TO TOTAL {A1} EMPLOYEES. PLEASE VERIFY RESPONSE.

IF C7NUM = MISS (-8), SHOW REVERSE VIDEO MESSAGE:
PROBE FOR AN ESTIMATE OF NUMBER OR PERCENT.

---

1 = C7NUM, SIZE = N7, HR: 0 TO 9,999,999 SR: 0 TO 100,000
1 = C7PCT, SIZE = N3, HR: 0 TO 999
2 = C7UNT, SIZE = N2

CALC: IF C7UNT = 2, SET C7NUM = C4NUM * C7PCT
         IF C7UNT = 1, SET C7PCT = C7NUM/C4NUM

DISPLAY1: IF PTNUM=0, SHOW
"A1", ELSE IF PTNUM > 0, SHOW
"C4NUM full-time", ELSE IF PTNUM = MISSING, SHOW
"full-time".

DISPLAY
"{C4} full-time" or
"FULL-TIME" IF C4PCT < 100 OR IF C4NUM < A1

```
C8      How many of the {DISPLAY1} employees on December 31, 1993 were actually
        enrolled in a health insurance plan through your {COMP_ORG}?

                            ( 3 )
```

IF 1 <= C8NUM<= 100, THEN C8UNT IS SHOWN AS AN OVERLAY TO C8.

```
C8UNT.      [IS {C8NUM} A NUMBER OR PERCENTAGE?]

                               ( 4 )

                1.    NUMBER
                2.    PERCENTAGE
```

SOFT EDIT: IF C8NUM & C4NUM ^=MISSING AND C8NUM > C4NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFLGC8A = 1 IF RESOLVED, ELSE SET = 2.
TOTAL {FULL-TIME} EMPLOYEES ENROLLED MUST BE LESS THAN OR EQUAL TO TOTAL {FULL-TIME} EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C8NUM & C7NUM ^=MISSING AND C8NUM > C7NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFLGC8 = 1 IF RESOLVED, ELSE SET = 2.
TOTAL {FULL-TIME} EMPLOYEES ENROLLED MUST BE LESS THAN OR EQUAL TO TOTAL {FULL-TIME} EMPLOYEES ELIGIBLE. PLEASE VERIFY RESPONSE.

IF C8NUM = MISS (-8), SHOW REVERSE VIDEO MESSAGE:
PROBE FOR AN ESTIMATE OF NUMBER OR PERCENT.

ALL RESPONSES TO C8/C8UNT, INCLUDING DK/REF, GO TO C9.

3 = C8NUM, SIZE = N7, HR: 0 TO 9,999,999 SR: 0 TO 100,000
3 = C8PCT, SIZE = N3, HR: 0 TO 999
4 = C8UNT, SIZE = N2

CALC: IF C8UNT = 2, SET C8NUM = C4NUM * C8PCT
      IF C8UNT = 1, SET C8PCT = C8NUM/C4NUM

ASK C9 IF INSURE = 1 & PTNUM ^= A1 (FIRM OFFERS HEALTH INSURANCE AND HAS FULL-TIME EMPLOYEES.)

DISPLAY1: IF PTNUM=0, SHOW
"A1", ELSE IF PTNUM > 0, SHOW
"C4NUM full-time", ELSE IF PTNUM = MISSING, SHOW
"full-time".

DISPLAY
"{C4} full-time" or
"FULL-TIME" IF C4PCT < 100 OR IF C4NUM < A1

```
C9    How many of the {DISPLAY1} employees on December 31, 1993 {AT_LOCAT}
      ere considered temporary or seasonal employees?

      [TEMPORARY AND SEASONAL EMPLOYEES ARE HIRED DIRECTLY BY THE {COMP_ORG}
      ON A   HORT TERM BASIS AND
```
ARE NOT HIRED **THROUGH AN AGENCY SUCH AS   MANPOWER.]**

(5)

IF 1 <= C9NUM <= 100, THEN C9UNT IS SHOWN AS AN OVERLAY TO C9.

```
C9UNT.       [IS {C9NUM} A NUMBER OR PERCENTAGE?]

                            ( 6 )

                  1.    NUMBER
                  2.    PERCENTAGE
```

5 = C9NUM, SIZE = N7, HR: 0 TO 9,999,999 SR: 0 TO 100,000
5 = C9PCT, SIZE = N3, HR: 0 TO 999
6 = C9UNT, SIZE = N2

CALC: IF C9UNT = 2, SET C9NUM = C4NUM * C9PCT
      IF C9UNT = 1, SET C9PCT = C9NUM/C4NUM

SOFT EDIT: IF C9NUM & C4NUM ^= MISSING AND C9NUM > C4NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFLGC9A = 1 IF RESOLVED, ELSE SET = 2.
TOTAL {FULL-TIME} TEMP/SEASONAL EMPLOYEES MUST BE LESS THAN OR EQUAL TO TOTAL {FULL-TIME} EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C9NUM & A1^=MISSING AND C4NUM = MISSING AND C9NUM > A1, SHOW REVERSE VIDEO MESSAGE. SET CCFLGC9B = 1 IF RESOLVED, ELSE, SET = 2.
TOTAL {FULL TIME} TEMP/SEASONAL MUST BE LESS THAN OR EQUAL TO TOTAL {A1} EMPLOYEES. PLEASE VERIFY RESPONSE.

ALL RESPONSES, INCLUDING DK./REF:
> *IF C9NUM >0 & C9NUM ^= C4NUM (ARE FULL-TIME TEMP/SEAS EE*S & NOT ALL FULL-TIME EE*S ARE NOT TEMP/SEAS, THEN*
>> *IF C7NUM ^= 0 & C7PCT ^= 100 (FULL-TIME ELIGIBLE ^= 1 OR 100%), GO TO C10, ELSE,*
>> *IF C8NUM ^= 0 & C8PCT ^= 100 (FULL-TIME ENROLLED ^= 0 OR 100%), GO TO C11, ELSE,*
> *IF C4NUM > 0 (FULL-TIME EMPLOYEES > 0), GO TO C19,*
> *ELSE, GO TO BOX C3.*

DISPLAY3: IF PTNUM = 0 SHOW
"C9NUM", ELSE SHOW
"C9NUM full-time"

```
C10    How many of the {DISPLAY3} temporary/seasonal employees {AT_LOCAT} were
       eligible for health insurance through your {COMP_ORG}?
                                ( 7 )
```

IF 1 <= C10NUM <= 100, THEN C10UNT WILL BE SHOWN AS AN OVERLAYTO C10.

```
C10UNT,     [IS {C10NUM} A NUMBER OR A PERCENTAGE?]

                          ( 8 )

                 1.     NUMBER
                 2.     PERCENTAGE
```

ALL RESPONSES, INCLUDING DK/REF:
IF C10NUM ^= 0 & C8NUM ^= 0 & C8PCT ^= 100 (FULL-TIME TEMP/SEAS ELIGIBLE ^= 0 &
FULL-TIME ENROLLED ^= 0 OR 100%) GO TO C11, ELSE,
IF C4NUM > 0 (FULL-TIME EMPLOYEES>0) GO TO C19, ELSE
GO TO BOX C3

SOFT EDIT: IF C10NUM & C9NUM ^= MISSING AND C10NUM > C9NUM, SHOW REVERSE
VIDEO MESSAGE. SET CCFGC10A= 1 IF RESOLVED, ELSE SET = 2.
**TOTAL {FULL-TIME} TEMP/SEASONAL EMPLOYEES ELIGIBLE MUST BE LESS
THAN OR EQUAL TO TOTAL {FULL-TIME} EMPLOYEES. PLEASE VERIFY
RESPONSE.**

**SOFT EDIT: IF C10NUM & C7NUM ^ = MISSING AND C10NUM > C7NUM, SHOW
REVERSE VIDEO MESSAGE. SET CCFGC10B = 1 IF RESOLVED, ELSE SET = 2.
TOTAL FULL-TIME TEMP/SEASONAL ELIGIBLE EMPLOYEES MUST BE LESS THAN
OR EQUAL TO THE {C7NUM} ELIGIBLE FULL-TIME EMPLOYEES. PLEASE VERIFY
RESPONSE.**

IF C10NUM = MISS (-8), SHOW REVERSE VIDEO MESSAGE.
PROBE FOR AN ESTIMATE OF NUMBER OR PERCENT.

7 = C10NUM, SIZE = N7, HR: 0 TO 9,999,999, SR: 0 TO 100,000
7 = C10PCT, SIZE = N3, HR: 0 TO 999
8 = C10UNT, SIZE = N2

CALC: IF C10UNT = 2, SET C10NUM = C9NUM*C10PCT
        IF C10UNT = 1, SET C10PCT = C10NUM/C9NUM

ASK C11 IF C10NUM ^= 0 & C8NUM ^= 0 & C8PCT ^= 100 (FULL-TIME TEMP/SEAS ELIGIBLE ^= 0 & FULL-TIME ENROLLED ^= 0 OR 100%)

   DISPLAY3: IF PTNUM = 0 SHOW
 "C9NUM", ELSE SHOW
 "C9NUM full-time"

```
C11    How many of the {DISPLAY3} temporary/seasonal employees were actually
       enrolled in a health insurance plan through your {COMP_ORG}?
                                 ( 9 )
```

IF 1 <= C11NUM <= 100, THEN C11UNT WILL BE SHOWN AS AN OVERLAY TO C11.

```
C11UNT.     [IS {C11NUM} A NUMBER OR A PERCENTAGE?]

                        ( 10 )

              1.    NUMBER
              2.    PERCENTAGE
```

IF C4NUM >0 (FULL-TIME EE*S >0), GO TO C19, ELSE,
GO TO BOX C3

SOFT EDIT: IF C11NUM & C9NUM ^= MISSING AND C11NUM > C9NUM, SHOW REVERSE
VIDEO MESSAGE. SET CCFGC11A = 1 IF RESOLVED, ELSE SET = 2.
TOTAL {FULL-TIME} TEMP/SEASONAL EMPLOYEES ENROLLED MUST BE LESS THAN OR EQUAL TO TOTAL {FULL-TIME} EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C11NUM & C10NUM ^= MISSING AND C11NUM > C10NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFGC11 = 1 IF RESOLVED, ELSE SET = 2.
TOTAL {FULL-TIME} TEMP/SEASONAL EMPLOYEES ENROLLED MUST BE LESS THAN OR EQUAL TO TOTAL {FULL-TIME} TEMPORARY OR SEASONAL EMPLOYEES ELIGIBLE. PLEASE VERIFY RESPONSE.

IF C11NUM = MISS (-8), SHOW REVERSE VIDEO MESSAGE:
PROBE FOR AN ESTIMATE OF NUMBER OR PERCENT.

9 = C11NUM, SIZE = N7, HR: 0 TO 9,999,999, SR: 0 TO 100,000
9 = C11PCT, SIZE = N3, HR: 0 TO 999
10 = C11UNT, SIZE = N2

CALC: IF C10UNT = 2, SET C11NUM = C9NUM * C11PCT
      IF C10PCT = 1, SET C11PCT = C11NUM/C9NUM

```
C19    How many hours per week does an employee have to work to be considered
       full-time {AT_LOCAT}?

                              ( 1 )

                   1.  NUMBER  ( 2 )
                   2.  VARIES
                   3.  NO OFFICIAL POICY
```

1 = C19UNT, SIZE=N2
2 = C19NUM, SIZE = N3, HR: 0 TO 999, SR: 10 TO 40

SHOW INTROC12 IF INSURE = 1 & C4NUM > 0 & PTNUM > 0 (FIRM OFFERS HEALTH INSURANCE AND HAS BOTH FULL AND PART TIME EMPLOYEES.)

DISPLAY2: IF ^ANYMISSING PTNUM, SHOW PTNUM, ELSE, SHOW " ".

INTROC12.   Now I*ll ask the same questions about the {DISPLAY2} part-time
             employees you had on December 31, 1993.

                     [PRESS RETURN TO CONTINUE]

GO TO C12

ASK C12 TO C16 IF INSURE = 1 & PTNUM ^= 0 & PTPCT ^= 0 (FIRM OFFERS HEALTH INSURANCE AND PART-TIME EMPLOYEES ^=0)

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Question text appears here. Each response line below is an overlay so all previous responses remain on screen.

PART - TIME EMPLOYEES	**{PTNUM}**
C12 {PART-TIME} ELIGIBLE	**(1) (2)**
C13 {PART-TIME} ENROLLED	**(3) (4)**
C14 {PART-TIME} TEMPORARY OR SEASONAL	**(5) (6)**
C15 {PART-TIME} TEMPORARY OR SEASONAL ELIGIBLE	**(7) (8)**
C16 {PART-TIME}TEMPORARY OR SEASONAL ENROLLED	**(9) (10)**

SEE SUBSEQUENT PAGES FOR QUESTION TEXT AND SPECIFICATIONS.

ASK C12 OF INSURE = 1 & PTNUM ^= 0 & PTPCT ^= 0 (FIRM OFFERS INSURANCE AND PART-TIME EMPLOYEES ^= 0)

PART-TIME CATEGORY QUESTION TEXT

```
C12    How many of the {PTNUM(C5)} part-time employees on December 31, 1993
       {AT_LOCAT} were eligible for health insurance through your {COMP_ORG}?
                                   ( 1 )
```

IF 1 <= C12NUM <=100, C12UNT WILL BE SHOWN AS AN OVERLAY TO C12.

```
C12UNT.     [IS {C12NUM} A NUMBER OR PERCENTAGE?]

                            ( 2 )

         1.    NUMBER
         2.    PERCENTAGE
```

ALL RESPONSES, INCLUDING DK/REF:
IF C12NUM ^= 0 & C12PCT ^= 0 (PART-TIME ELIGIBLE ^=0), GO TO C13, ELSE,
GO TO C14

SOFT EDIT: IF C12NUM & PTNUM ^= MISSING AND C12NUM > PTNUM, SHOW REVERSE VIDEO MESSAGE. SET CCFLGC12 = 1 IF RESOLVED, ELSE, SET = 2.

TOTAL PART-TIME EMPLOYEES ELIGIBLE MUST BE LESS THAN OR EQUAL TO TOTAL PART-TIME EMPLOYEES. PLEASE VERIFY RESPONSE

IF C12NUM = MISS (-8), SHOW REVERSE VIDEO MESSAGE:
PROBE FOR AN ESTIMATE OF NUMER OR PERCENT.

1 = C12NUM, SIZE = N7, HR: 0 TO 9,999,999, SR: 0 TO 100,000
1 = C12PCT, SIZE = N3, HR: 0 TO 999
2 = C12UNT, SIZE = N2

CALC: IF C12UNT = 2, SET C12NUM = PTNUM * C12PCT
      IF C12UNT = 1, SET C12PCT = C12NUM/PTNUM

```
C13    How many of the {PTNUM(C5)} part-time employees on December 31 1993
were   actually enrolled in a health insurance plan through your {COMP_ORG} at
       this location?
                                    ( 3 )
```

IF 1 <= C13NUM <=100, THEN C13UNT WILL BE SHOWN AS AN OVERLAY TO C13.

```
C13UNT.      [IS {C13NUM} A NUMBER OR A PERCENTAGE?]

                          ( 4 )

              1.     NUMBER
              2.     PERCENTAGE
```

ALL RESPONSES, INCLUDING DK/REF GO TO C14

SOFT EDIT: IF C13NUM & PTNUM ^= MISSING AND C13NUM > PTNUM, SHOW REVERSE VIDEO MESSAGE. SET CCFGC13A = 1 IF RESOLVED, ELSE SET = 2.
TOTAL PART-TIME EMPLOYEES ENROLLED MUST BE LESS THAN OR EQUAL TO TOTAL PART-TIME EMPLOYEES. PLEASE VERIFY RESPONSE

SOFT EDIT: IF C13NUM & C12NUM ^= MISSING AND C13NUM > C12NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFGC13 = 1 IF RESOLVED, ELSE, SET = 2. TOTAL PART-TIME EMPLOYEES ENROLLED MUST BE LESS THAN OR EQUAL TO TOTAL PART-TIME EMPLOYEES ELIGIBLE. PLEASE VERIFY RESPONSE

IF C13NUM = MISS (-8), SHOW REVERSE VIDEO MESSAGE:
PROBE FOR AN ESTIMATE OF NUMBER OR PERCENT.

3 = C13NUM, SIZE = N7, HR: 0 TO 9,999,999, SR: 0 TO 100,000
3 = C13PCT, SIZE = N3, HR: 0 TO 999
4 = C13UNT, SIZE = N2

CALC: IF C13UNT = 2, SET C13NUM = PTNUMM * C13PCT
      IF C13UNT = 1, SET C13PCT = C13NUM/PTNUM

ASK C14 IF INSURE = 1 & PTNUM ^= 0 ^ PTPCT ^= 0 (FIRM OFFERS HEALTH INSURANCE AND PART-TIME EMPLOYEES ^= 0)

```
C14   How many of the {PTNUM(C5)} part-time employees on December 31, 1993
      {AT_LOCAT} were considered temporary or seasonal employees?

      [TEMPORARY AND SEASONAL EMPLOYEES ARE HIRED DIRECTLY BY THE COMPANY ON
A     SHORT-TERM BASIS AND
ARE NOT HIRED THROUGH AND AGENCY SUCH AS MANPOWER.]

                              ( 5 )
```

IF 1 <= C14NUM <=100, C14UNT WILL BE SHOWN AS AN OVERLAY TO C14.

```
C14UNT.     [ IS {C14NUM} A NUMBER OR A PERCENTAG?]

                           ( 6 )

                  1.    NUMBER
                  2.    PERCENTAGE
```

ALL RESPONSES, INCLUDING DK/REF:
IF C14NUM > 0, THEN
    IF C12NUM ^= 0 & C12PCT ^= 100 (PART-TIME ELIGIBLE ^= NONE OR ALL), GO TO C15, ELSE,
    IF C13NUM > 0 OR = DK/REF & C13PCT ^= 100 (PART-TIME ENROLLED ^= NONE OR ALL), GO TO C16, ELSE, GO TO BOX C4
GO TO BOX C4

SOFT EDIT: IF C14NUM & PTNUM ^= MISSING AND C14NUM > PTNUM, SHOW REVERSE VIDEO MESSAGE. SET CCFLGC14 = 1 IF RESOLVED, ELSE SET = 2.
TOTAL PART-TIME TEMPORARY OR SEASONAL EMPLOYEES MUST BE LESS THAN OR EQUAL TO TOTAL PART-TIME EMPLOYEES. PLEASE VERIFY RESPONSE.

5 = C14NUM, SIZE = N7, HR: 0 TO 9,999,999, SR: 0 TO 100,000
5 = C14PCT, SIZE = N3, HR: 0 TO 999
6 = C14UNT, SIZE = N2

CALC: IF C14UNT = 2, SET C14NUM = PTNUM * C14PCT
      IF C14UNT = 1, SET C14PCT = C14NUM/PTNUM

ASK C15 IF C14NUM > 0 & (C12NUM ^= 0 & C12PCT ^= 100) (ARE PART-TIME TEMP/SEAS EMPLOYEES AND TOTAL PAR-TIME ELIGIBLE ^= NONE OR ALL)

```
C15    How many of the {C14NUM} part-time temporary/seasonal employees were
       eligible for health insurance through your {COMP_ORG}?

                                 ( 7 )
```

IF 1 <= C15NUM <= 100, C15UNT WILL BE SHOWN AS AN OVERLAY TO C15.

```
C15UNT.    [IS {C15NUM} A NUMBER OR A PERCENTAGE?]

                           ( 8 )

               1.    NUMBER
               2.    PERCENTAGE
```

ALL RESPONSES, INCLUDING DK/REF:
IF C13NUM > 0 OR =DK/REF & C13PCT ^= 100 (PART-TIME ENROLLED ^= NONE OR ALL),
GO TO C16, ELSE,
GO TO BOX C4

SOFT EDIT: IF C15NUM & C14NUM ^= MISSING AND C15NUM > C14NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFGC15A = 1 IF RESOLVED, ELSE, SET = 2.
TOTAL ELIGIBLE PART-TIME TEMPORARY OR SEASONAL EMPLOYEES MUST BE LESS THAN OR EQUAL TO TOTAL PART-TIME TEMPORARY OR SEASONAL. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C15NUM & C12NUM ^= MISSING AND C15NUM > C12NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFGC15B = 1 IF RESOLVED, ELSE, SET = 2. TOTAL ELIGIBLE PART-TIME TEMP/SEASONAL EMPLOYEES MUST BE LESS THAN OR EQUAL TO TOTAL ELIGIBLE PART-TIME EMPLOYEES. PLEASE VERIFY RESPONSE.

IF C15NUM = MISS (-8), SHOW REVERSE VIDEO MESSAGE:
PROBE FOR AN ESTIMATE OF NUMBER OR PERCENT.

7 = C15NUM, SIZE = N7, HR: 0 TO 9,999,999, SR: O TO 100,000
7 = C15PCT, SIZE = N3, HR: 0 TO 999
8 = C15UNT, SIZE = N2

CALC: IF C15UNT = 2, SET C15NUM = C14NUM * C15PCT
      IF C15UNT = 1, SET C15PCT = C15NUM/C14NUM

ASK C16 IF C13NUM > 0 OR DK/REF AND C13PCT ^= 100 (PART-TIME ENROLLED ^= NON OR ALL)

```
C16    How many of the {C14NUM} part-time temporary/seasonal employees were
       actually enrolled in a health insurance plan through your
{COMP_ORG}  {AT_LOCAT}?

                              ( 9 )
```

IF 1 <= C16NUM <= 100, THEN C16UNT WILL BE SHOWN AS AN OVERLAY TO C16.

```
C16UNT.      [IS {C16NUM} A NUMBER OR A PERCENTAGE?]

                        ( 10 )

       1.    NUMBER
       2.    PERCENTAGE
```

ALL ESPONSES, INCLUDING DK/REF GO TO BOX C4

SOFT EDIT: IF C16NUM & C14NUM ^= MISSING AND C16NUM > C14NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFGC16A = 1 IF RESOLVED, ELSE, SET = 2..
TOTAL PART-TIME TEMP/SEASONAL EMPLOYEES ENROLLED MUST BE LESS THAN OR EQUAL TO TOTAL PART-TIME TEMP/SEASONAL. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C16NUM & C15NUM ^= MISSING AND C16NUM > C15NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFGC16 = 1 IF RESOLVED, ELSE SET = 2.
TOTAL PART-TIME TEMP/SEASONAL EMPLOYEES ENROLLED MUST BE LESS THAN OR EQUAL TO TOTAL PART-TIME TEMP/SEASONAL EMPLOYEES ELIGIBLE. PLEASE VERIFY RESPONSES.

IF C16NUM = MISS (-8), SHOW REVERSE VIDEO MESSAGE:
PROBE FOR AN ESTIMATE OF NUMBER OR PERCENT.

9 = C16NUM, SIZE = N7, HR: 0 TO 9,999,999, SR: 0 TO 100,000
9 = C16PCT, SIZE = N3, HR: 0 TO 999
10 = C16UNT, SIZE = N2

CALC: IF C16UNT = 2, SET C16NUM = C14NUM * C16PCT
      IF C16UNT = 1, SET C16PCT = C16NUM/C14NUM

BOX C4   IF C7NUM = DK/REF OR C12NUM = DK/REF (FULL OR PART-TIME
             ELIGIBLE = DK/REF), THEN GO TO C17, ELSE,
           IF C8NUM = DK/REF OR C13NUM = DK/REF (FULL TIME ENROLLED =
             DK/REF) THEN GO TO C18,ELSE GO TO BOX C5

ASK C17 IF C7NUM = DK/REF OR C12NUM = DK/REF (FULL OR PART TIME ELIGIBLE = DK/REF)

```
C17.   How many of the {A1} total employees on December 31, 1993 were eligible
       for health insurance through your {COMP_ORG}?


                         ( 1 )EMPLOYEES ELIGIBLE
```

IF 1 <= C17NUM <= 100, THEN C17UNT WILL BE SHOWN AS AN OVERLAY TO C17.

```
C17UNT.      [IS {C17NUM} A NUMBER OR A PERCENTAGE?]

                         ( 2 )

                    1.    NUMBER
                    2.    PERCENTAGE
```

ALL RESPONSES, INCLUDING DK/REF:
IF C8NUM = DK/REF OR C13NUM = DK/REF (FULL OR PART TIME ENROLLED = DK/REF), GO TO C18, ELSE,
GO TO BOX C5

SOFT EDIT: IF C17NUM & A1 ^= MISSING AND C17NUM > A1, SHOW REVERSE VIDEO MESSAGE. SET CCFLGC17 = 1 IF RESOLVED, ELSE SET =2.
NUMBER OF EMPLOYEES ELIGIBLE FOR HEALTH INSURANCE MUST BE EQUAL TO OR LESS THAN THE {A1} TOTAL EMPLOYEES. PLEASE VERIFY RESPONSE.

IF C17NUM = DK, SHOW REVERSE VIDEO MESSAGE:
PROBE FOR AN ESTIMATE OF NUMBER OR PERCENT.

1 = C17NUM, SIZE = N7, HR: 0 TO 9,999,999 SR: 0 TO 100,000
1 = C17PCT, SIZE = N3, HR: 1 TO 999
2 = C17UNT, SIZE = N2

CALC: **IF C17UNT = 2, SET C17NUM = A1 * C17PCT**
        IF C17UNT = 1, SET C17PCT = C17NUM/A1

ASK C18 IF C8NUM = DK/REF OR C13NUM = DK/REF (FULL OT PART-TIME
ENROLLED = DK/REF.

C18. How many of the {A1} total employees on December 31, 1993 were actually
     enrolled in a health insurance plan through your {COMP_ORG}?

     {C17NUM} {C17PCT} ELIGIBLE EMPLOYEES

                    (1) EMPLOYEES ENROLLED

IF 1<= C18NUM<= 100, C18UNT WILL BE SHOWN AS AN OVERLAY TO C18.

C18UNT.   [IS {C18NUM} A NUMBER OR A PERCENTAGE?]

                         (2)

             1.   NUMBER
             2.   PERCENRAGE

ALL RESPONSES, INCLUDING DK/REF, GO TO BOX C5

*SOFT EDIT: IF C18NUM & C17NUM ^= MISSING AND C18NUM > C17NUM, SHOW
REVERSE VIDEO MESSAGE. SET CCFGC18A = 1 IF RESOLVED, ELSE, SET = 2.*
NUMBER OF EMPLOYEES ACTUALLY ENROLLED IN A HEALTH INSURANCE
PLAN MUST BE EQUAL OR LESS THAN THE {C17NUM} EMPLOYEES WHO ARE
ELIGIBLE FOR HEALTH INSURANCE.

*SOFT EDIT: IF C18NUM & A1 ^= MISSING AND C18NUM > A1, SHOW REVERSE VIDE
MESSAGE. SET CCFGC18B = 1 IF RESOLVED, ESLE SET = 2..*
TOTAL EMPLOYEES ELIGIBLE MUST BE EQUAL TO OR LESS THAN {A1}
EMPLOYEES. PLEASE VERIFY RESPONSE.

---

1 = C18NUM, SIZE = N7, HR: 0 TO 9,999,999, SR; 0 TO 100,000
1 = C18PCT, SIZE = N3, HR: 0 TO 999
2 = C18UNT, SIZE = N2

CALC: IF C18UNT = 2, SET C18NUM = A1 * C18PCT
       IF C18UNT = 1, SET C18PCT = C18NUM/A1

ASK C20 IF A14 ^ = 3 (FIRM MAY HAVE UNION MEMBERS)

```
C20.   What portion of your {COMP_ORG} employees {AT_LOCAT} on December 31,
       1993 were union members?

       [PROBE FOR ESTIMATE OR PERCENT IF NUMBER NOT KNOWN.]

       [IF NONE, ENTER 0 (ZERO).]

                          ( 1 ) UNION EMPLOYEES
```

IF 1<= C20NUM <100, THEN C20UNT WILL BE SHOWN AS AN OVERLAY TO C20.

```
C20UNT.      [IS {C20NUM} A NUMBER OR A PERCENTAGE?]

                            ( 2 )

                  1.     NUMBER
                  2.     PERCENTAGE
```

ALL RESPONSES, INCLUDING DK/REF:
IF SICCODE = INAPPLICABLE OR BLANK & SOURCE ^= 2 (MISSING SIC AND NOT
GOVERNMENT AGENCY), GO TO C21, ELSE GO TO C22.

SOFT EDIT: IF C20NUM & A1 ^= MISSING AND C20NUM > A1, SHOW REVERSE VIDEO
MESSAGE. SET CCFLGC20 = 1 IF RESOLVED, ELSE, SET = 2.
NUMBER OF UNION EMPLOYEES MUST BE LESS THAN OR EQUAL TO TOTAL
EMPLOYEES {A1}. PLEASE VERIFY RESPONSE.

---

2 = C20UNT, SIZE=N2
1 = C20NUM, SIZE=N7, ATM STYLE HR: 0 TO 9,999,999, SR: 0 TO 100,000
1 = C20PCT, SIZE=N3, HR: 0 TO 999

CALC: IF C20UNT = 2, SET C20NUM = A1 * C20PCT
**   IF C20UNT = 1, SET C20PCT = C20NUM/A1**

```
C21.  What kind of business or industry is this?  What do you make or do?

             _____( 1 )_____
```

1 = C21, SIZE=C60

C22 IS ALWAYS ASKED

C22. Next, I would like to ask you about the wage and salary levels of your
      {COMP_ORG} employees {AT_LOCAT}.

      Do you have both hourly and salaried employees?

                              (1)

           1. BOTH HOURLY AND SALARIED (C23)
           2. HOURLY ONLY (C25)
           3. SALARIED ONLY (C26)

DK/REF GO TO C27

1 = C22, SIZE=N2

ASK C23 IF C22 = 1 (BOTH HOURLY AND SALARIED EMPLOYEES)

```
C23.   What portion of your {COMP_ORG} {A1} employees {AT_LOCAT} were hourly
       workers on December 31, 1993?

                        ( 1 )   HOURLY EMPLOYEES
```

IF 1 <=C23NUM <= 100, THEN C23UNT WILL BE SHOWN AS AN OVERLAY TO C23.

```
C23UNT.      [IS {C23NUM} A NUMBER OR A PERCENTAGE?]

                        ( 2 )

              1.    NUMBER
              2.    PERCENTAGE
```

DK/REF GO TO C27
IF C23NUM > A1, GO TO C27.

SOFT EDIT: IF C23NUM & A1 ^= MISSING AND C23NUM > A1, SHOW REVERSE
VIDEO MESSASGE. SET CCFLGC23 = 1 IF RESOLVED, ELSE, SET = 2.
NUMBER OF HOURLY EMPLOYEES MUST BE EQUAL TO OR LESS THAN THE {A1}
TOTAL EMPLOYEES. PLEASE VERIFY RESPONSE.

1 = C23NUM, SIZE = N7, HR: 1 TO 9,999,999, SR: 1 TO 100,000
1 = C23PCT, SIZE = N3, HR: 0 TO 999
2 = C23UNT, SIZE = N2

CALC: IF C23UNT = 2, SET C23NUM = A1 * C23PCT
**   IF C23UNT = 1, SET C23PCT = C23NUM/A1**

ASK C24 IF 0< C23NUM <= A1)HOURLY EMPLOYEES <= TOTAL EMPLOYEES)

DISPLAY1:
"the remaining {A1-C23NUM IF > 0} employees were <u>salaried</u> employees on December 31, 1993". ELSE, IF C23NUM=A1, OR IF C23PCT= 100, DISPLAY
"there were no <u>salaried</u> employees on December 31, 1993".

```
C24.   From the information you have given me, my computer indicates that
       {DISPLAY1}.
       Is that correct?

                                 ( 1 )

                        1.  YES  (C25)
                        2.  NO   (C23)
```

DISALLOW DK/REF
IF C24=2 FIRST TIME THROUGH, REASK C23/C24 ONCE. IF RESOLVED (C24=1 SECOND TIME), SET CCFLGC24 = 1, ELSE SET CCFLGC24 = 2. GO TO C25.
IF C23NUM = A1, THEN RESET C22 = 2 AND SET CCFLAGC22 = 1.

1 = C24, SIZE = N2

ASK C25 IF C22=2 (HOURLY EMPLOYEES ONLY) OR 0 < C23NUM <= A1 (HOURLY EMPLOYEES < = TOTAL EMPLOYEES)

```
C25-A.
C25-B.
C25-C.      How many of the {C23NUM} hourly employees {AT_LOCAT} earned . .
.

a.    Less than $5/hour?                          ( 1 )      ( 2 )
      [.........$40/day,
      .........$200/week,
      .........$800/month,
      .........$10,000/year]

b.    at least $5 but less than $15/hour?         ( 3 )      ( 4 )
      [........$40..............$120/day,
      ........$200.............$600/week,
      ........$800.............$2400/month,
      ........$10,000.........$30,000/year]

c.     $15/hour or more?                          ( 5 )      ( 6 )
      [$120/day........
      $600/week........
      $2400/month......
      $30,000/year.....]
```

IF 1 <= C25NUMA, B, &/OR C< 100, THEN C25UNTA,B,C WILL BE SHOWN AS AN OVERLAY

```
C25UNTA,B,C.        [IS {C25NUMA,B,C} A NUMBER OR A PERCENTAGE?]

                        ( 2,4,6 )

                   1.     NUMBER
                   2.     PERCENTAGE
```

1 = C25NUMA, C25PCTA
2 = C25UNTA
3 = C25NUMB, C25PCTB
4 = C25UNTB
5 = C25NUMC,C25PCTC
6 = C25UNTC
VARS: C25NUMA, C25NUMB, C25NUMC, C25PCTA, C25PCTB, C25PCTC, C25UNTA, C25UNTB, C25UNTC. NUMERICS ARE N7, HR: 0 TO 9,999,999, PERCENTS ARE N3, HR: 0 TO 999, UNTS ARE N2.

CALC: IF C25UNTA = 2, SET C25NUMA = C23NUM * C25PCTA
**   IF C25UNTA = 1, SET C25PCTA = C25NUMA/C23NUM**

CALC: IF C25UNTB = 2, SET C25NUMB = C23NUM * C25PCTB
**   IF C25UNTB = 1, SET C25PCTB = C25NUMB/C23NUM**

CALC: IF C25UNTC = 1, SET C25NUMC = C23NUM * C25PCTC
**   IF C25UNTC = 1, SET C25PCTC = C25NUMC/C23NUM**

C25 CONTINUED...

WHEN SUM OF PERCENT => 100 OR SUM *NUM VARS > C23NUM+10, GO TO NEXT QUESTION.

IF A REFUSAL ON ANY FIELD, GO TO NEXT QUESTION.
DK RESPONSES ACCEPTED ON ANY FIELD; GO TO NEXT CATEGORY.
ALL RESPONSES, INCLUDING DK/REF GO TO C26 IF 0 < C23NUM<A1 (HOURLY EE;S < TOTAL EE*S, ELSE, GO TO C27.

SOFT EDIT: IF C25NUMA > C23NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFC25-1 = 1 IF RESOLVED, ELSE SET = 2.

NUMBER OF HOURLY EMPLOYEES EARNING LESS THAN $5/HOUR MUST BE LESS THAN OR EQUAL TO THE {C23NUM} HOURLY EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C25NUMA ^ = MISSING AND C25NUMA + C25NUMB > C23NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFC25-2 = 1 IF RESOLVED, ELSE SET = 2.

NUMBER OF HOURLY EMPLOYEES EARNING AT LEAST $5 BUT LESS THAN $15/HOUR MUST BE LESS THAN OR EQUAL TO THE {C23NUM - C25NUMA} REMAINING EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C25NUMA = MISSING AND C25NUMB > C23NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFC25-3 = 1 IF RESOLVED, ELSE SET = 2.

NUMBER OF HOURLY EMPLOYEES EARNING AT LEAST $5 BUT LESS THAN $15/HOUR MUST BE LESS THAN OR EQUAL TO THE {C23NUM} HOURLY EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C25NUMA AND C25NUMB ^ = MISSING AND C25NUMA + C25NUMB + C25NUMC > C23NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFC25-4 = 1 IF RESOLVED, ELSE SET = 2.

NUMBER OF HOURLY EMPLOYEES EARNING $15/HOUR OR MORE MUST BE LESS THAN OR EQUAL TO THE {C23NUM - (C25NUMA + C25NUMB)} REMAINING HOURLY EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C25NUMA = MISSING AND C25NUMB + C25NUMC > C23NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFC25-5 = 1 IF RESOLVED, ELSE SET = 2.

NUMBER OF HOURLY EMPLOYEES EARNING $15/HOUR OR MORE MUST BE LESS THAN OR EQUAL TO THE {C23NUM - C25NUMB} REMAINING HOURLY EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C25NUMA ^ = MISSING AND C25NUMB = MISSING AND C25NUMA + C25NUMC > C23NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFC25-6 = 1 IF RESOLVED,

ELSE SET = 2.

NUMBER OF HOURLY EMPLOYEES EARNING $15/HOUR OR MORE MUST BE LESS THAN OR EQUAL TO THE {C23NUM - C25NUMA} REMAINING HOURLY EMPLOYEES. PLEASE VERIFY RESPONSE.

Edits for C25 continued...

SOFT EDIT: IF C25NUMA AND C25NUMB = MISSING AND C25NUMC > C23NUM, SHOW REVERSE VIDEO MESSAGE. SET CCFC25-7 = 1 IF RESOLVED, ELSE SET = 2.

NUMBER OF HOURLY EMPLOYEES EARNING $15/HOUR OR MORE MUST BE LESS THAN OR EQUAL TO THE {C23NUM} HOURLY EMPLOYEES. PLEASE VERIFY RESPONSE.

ASK C26 IF C22=3 (SALARIED EE*S ONLY) OR 0 < C23NUM < A1 (HNOURLY EE*S < TOTAL EE*S)

```
C26-A.
C26-B.
C26-C.How many of the {A1-C23NUM} salaried employees {AT_LOCAT} earned . . .

a.     Less than $10,000/year?                              ( 1 ) ( 2 )
       [........$200/week
       ..........$800/month]

b.     at least $10,000 but less than $30,000 per year?     ( 3 ) ( 4 )
       [.......$200.................$600/week
       .........$800.................$2400/month]

c.      $30,000 per year or more?                           ( 5 ) ( 6 )
       [$600/week...............
        $2400/month.............]
```

IF 1<=C26NUMA,B,&/OR C <= 100, THEN C26UNTA,B &/OR C WILL BE SHOWN AS AN OVERLAY TO C26_A &/OR C26_B &/OR C26_C

```
C26UNTA,B OR C.   [IS {C26NUMX} A NUMBER OR A PERCENTAGE?]

                       ( 2,4,6 )

                  1.    NUMBER
                  2.    PERCENTAGE
```

WHEN SUM OF PERCENT => 100 OR SUM *NUM VARS > A1-C23NUM+10, GO TO NEXT QUESTION. (C27)
IF A REFUSAL ON ANY FIELD, GO TO NEXT QUESTION. (C27)
DK RESPONSES ACCEPTED ON ANY FIELD; GO TO NEXT CATEGORY.
ONCE THROUGH ALL FIELDS, ALL RESPONSES, INCLUDING DK/REF GO TO C27

1 = C26NUMA, C26PCTA
2 = C26UNTA
3 = C26NUMB, C26PCTB
4 = C26UNTB
5 = C26NUMC, C26PCTC
6 = C26UNTC
VARS: C26NUMA, C26NUMB, C26NUMC, C26PCTA, C26PCTB, C26PCTC, C26UNTA, C26UNTB,
C26UNTC. NUMERICS ARE N7, HR: 0 TO 9,999,999, PERCENTS ARE N3, HR: 0 TO 999, UNTS
ARE N2.

CALC: IF C26UNTA = 2, SET C26NUMA = (A1-C23NUM)*C26PCTA
      IF C26UNTA = 1, SET C26PCTA = C26NUMA/(A1-C23NUM)

CALC: IF C26UNTB = 2, SET C26NUMB = (A1-C23NUM) * C26PCTB
      IF C26UNTB = 1, SET C26PCTB = C26NUMB/(A1-C23NUM)

CALC: IF C26UNTC = 2, SET C26NUMC = (A1-C23NUM)*C26PCTC
      IF C26UNTC = 1, SET C26PCTC = C26NUMC/(A1-C23NUM)

Edits for C26.

SOFT EDIT: IF C26NUMA>(A1-C23NUM), SHOW REVERSE VIDEO MESSAGE. SET CCFC26-1 = 1 IF RESOLVED, ELSE, SET = 2.

NUMBER OF SALARIED EMPLOYEES EARNING LESS THAN $10,000/YEAR MUST BE LESS THAN OR EQUAL TO THE {A1-C23NUM} SALARIED EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C26NUMA ^=MISSING AND C26NUMA + C26NUMB>(A1-C23NUM), SHOW REVERSE VIDEO MESSAGE. SET CCFC26-2 = 1 IF RESOLVED, ELSE SET = 2..

NUMBER OF SALARIED EMPLOYEES EARNING AT LEAST $10,000 BUT LESS THAN $30,000/YEAR MUST BE LESS THAN OR EQUAL TO THE {(A1-C23NUM) - C26NUMA} REMAINING SALARIED EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C26NUMA = MISSING AND C26NUMB > (A1-C23NUM), SHOW REVERSE VIDEO MESSAGE. SET CCFC26-3 = 1 IF RESOLVED, ELSE SET = 2.

NUMBER OF SALARIED EMPLOYEES EARNING AT LEAST $10,000 BUT LESS THAN $30,000/YEAR MUST BE LESS THAN OR EQUAL TO THE {A1-C23NUM} SALARIED EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C26NUMA AND C26NUMB ^ = MISSING AND C26NUMA + C26NUMB + C26NUMC > (A1-C23NUM), SHOW REVERSE VIDEO MESSAGE. SET CCFC26-4 = 1 IF RESOLVED, ELSE, SET = 2.

NUMBER OF SALARIED EMPLOYEES EARNING $30,000/YEAR OR MORE MUST BE LESS THAN OR EQUAL TO THE {(A1-C23NUM) - (C26NUMA+C26NUMB)} REMAINING SALARIED EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C26NUMA = MISSING AND C26NUMB + C26NUMC > (A1-C23NUM) SHOW REVERSE VIDEO MESSAGE. SET CCFC26-5 = 1 IF RESOLVED, ELSE SET = 2.

NUMBER OF SALARIED EMPLOYEES EARNING $30,000/YEAR OR MORE MUST BE LESS THAN OR EQUAL TO THE {(A1-C23NUM)-C26NUMB} REMAINING SALARIED EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C26NUMA ^ = MISSING AND C26NUMB = MISSING AND C26NUMA+C26NUMC> (A1-C23NUM), SHOW REVERSE VIDEO MESSAGE. SET CCFC26-6 = 1 IF RESOLVED, ELSE, SET = 2.

NUMBER OF SALARIED EMPLOYEES EARNING $30,000/YEAR OR MORE MUST BE LESS THAN OR EQUAL TO THE {(A1-C23NUM)-C26NUMA} REMAINING SALARIED EMPLOYEES. PLEASE VERIFY RESPONSE.

SOFT EDIT: IF C26NUMA AND C26NUMB = MISSING AND C26NUMC > (A1-C23NUM), SHOW REVERSE VIDEO MESSAGE. SET CCFC26-7 = 1 IF RESOLVED, ELSE, SET = 2.

NUMBER OF SALARIED EMPLOYEES EARNING $30,000/YEAR OR MORE MUST BE LESS THAN OR EQUAL TO THE {A1-C23NUM} SALARIED EMPLOYEES. PLEASE VERIFY RESPONSE.

DISPLAY2:
"including both hourly and salaried workers" IF C22=1, ELSE, " ".

```
C27.  What  was  the  total  annual  payroll  for  1993  for  this  location
{DISPLAY2}?

      [PAYROLL:  TOTAL WAGES AND SALARIES OF HOURLY AND SALARIED WORKERS
      BEFORE PAYROLL DEDUCTIONS.  INCLUDES PREMIUM PAY FOR OVERTIME AND FOR
      WORK ON WEEKENDS AND HOLIDAYS, AS WELL AS COMISSIONS, BONUSES, AND
PAY   FOR VACATION AND SICK DAYS.]

               (   1   )   TOTAL ANNUAL PAYROLL
```

IF C27=MISS(-8), SHOW REVERSE VIDEO MESSAGE.
PROBE FOR AN ESTIMATE.

OVERLAY1, C27A, SHOW WHEN C27 > 0

```
OVERLAY C27A.      Was that for,

                              ( 2 )
```

1. **the calendar year, or**
2. **the fiscal year?**
91. **SOME OTHER PERIOD (SPECIFY) (3)**

OVERLAY2, C27B, SHOW WHEN B1 ^ = 2 & SOURCE = DMI(1) (FIRM MAY HAVE MORE THAN ONE LOCATION)

```
OVERLAY C27B.      Was that payroll amount for the {TADDR} location
                   only?

                            ( 4 )

                      1.   YES
                      2.   NO
```

*ALL RESPONSES, INCLUDING DK/REF GO TO C28 IF INSURE = 1, ELSE, GO TO RESPONDENT*S NEXT SECTION.*

1 = C27, SIZE=N12, ATM STYLE, HR: 0 TO 999,999,999, SR: 10,000 TO 999,999,999 (*NOTE: SEVERAL C27*S WERE ASSIGNED VALUES > 999,999,999 BY DATAPREP.)*
2 = C27A, SIZE=N2
4 = C27B, SIZE=N2
3 = C27AOTH, SIZE = C40

ASK C28 IF INSURE = 1 (COMPANY OFFERS HEALTH INSURANCE)

DISPLAY3:
"for both full-time and part-time employees" IF PTNUM > 0, ELSE
"for active employees".

```
C28    In 1993 how much did your {COMP_ORG} spend on all your health insurance
       plans for this location?  Please include all premiums or claims paid by
       your {COMP_ORG} {DISPLAY3} and any former employees or retirees that
       were covered.  Please also include premiums paid by employees and any
       other costs such, adminsitrative costs, stop-loss coverage or
reinsurance.

       [PROBE:  Do you calculate health insurance costs as a percent of
total       payroll?]
```

(1)

1. DOLLAR AMOUNT (2)
2. PERCENT OF TOTAL PAYROLL (overlay)

```
OVERLAY:
C28-2.
Health insurance benefits accounted for what percent of your total
annual payroll in 1993?

                      ( 3 )   PERCENT OF PAYROLL
```

ALL RESPONSES GO TO RESPONDENT'S NEXT SECTION.

1 = C28UNT, SIZE=N2
2 = C28AMT, SIZE=N12, HR: 0 TO 999,999,999, SR: 1,000 TO 1,000,000 *(NOTE: A FEW (C28AMT WERE ASSIGNED VALUES > 999,999 BY DATAPREP.)*
3 = C28PCT, SIZE=N3, HR: 1 TO 100, SR: 1 TO 25

SECTION C APPENDIX

ESEE.CLEVEL/
ESEE.CLOTHER　　　*See Section A/A1*

ESEE.C17NUM　　　*Total number of employees eligible for health insurance*
Data retrieval item. Prep updated C17NUM from DK to the new response.
If the new response was larger than the A1 total number of employees,
CCFLGC17 was set to 2 (unresolved). If C17NUM was not DK, the new
answer was coded in the Update File.

ESEE.C18NUM　　　*Total number of employees enrolled in health insurance plans*
Data retrieval item. Prep updated C18NUM from DK to the new response. If
the new response was larger than the A1 total number of employees, CCFGC18A
was set to 2 (unresolved). If the new response was larger than the C17NUM
total number of employees eligible for health insurance, then CCFGC18B was
set to 2 (unresolved). If C18NUM was not a DK then the new answer was coded in
the Update File.