

FREQUENCY DISTRIBUTION... (continued)

Geographical Distribution	Dept	1992-1993	1991-1992	1990-1991	1989-1990
Headquarters:	72%	80% (431)	83% (208)	77%	89.6%
Abroad :	28%	20% (108)	17% (43)	23%	10.4%

- The percentage of employees abroad using counselling services is up from 1991-1992.
- As in past years, employees at headquarters are more heavily represented in our clientele.

