

Exhibit 1 below shows the response rates for major employee groups at Post and at Headquarters:

Exhibit 1: Response Rate by Employee Group

Employee Classification	Questionnaires Sent	Questionnaires Returned	2003 Response Rate	2000 Response Rate	1998 Response Rate
Posts					
CBS*-EX	147	56	38%	45%	80%
CBS-FS	217	132	61%	77%	99%
CBS-CO	26	13	50%	80%	100%
CBS-Other	23	9	39%	31%	52%
LES**-CO	313	218	70%	69%	87%
LES-CA and Other	279	183	66%	81%	90%
Sub-total	1,005	611	61%	N/A	N/A
Headquarters					
CBS - EX	59	24	41%	26%	35%
CBS - FS	240	106	44%	34%	41%
CBS - CO	88	64	73%	47%	46%
CBS - Other***	109	48	44%	23%	37%
Sub-total	496	242	49%	N/A	N/A
Overall	1,501	853	57%	64%	80%

* CBS = Canada-based Staff

** LES = Locally Engaged Staff

*** CBS - Other includes ES, CS, AS, PM, IS, CR, SCY, and other

The response rate was highest for CBS-CO located at Headquarters (73%). This group also had the greatest increase in response rate since the last Employee Survey. Canada-based EXs located at Posts had the lowest response rate at 38% - a decrease of 7% over the last survey. With the exception of CBS-Other and LES-CO, all employee classifications at Post experienced a decrease in response rates. There was an increase in response rate among all employee classifications at Headquarters. Even with the respective changes, the response rate remains highest for staff located at Posts.