

**FREQUENCY DISTRIBUTION... (continued)**

Geographical Distribution	Dept	1991-1992	1990-1991	1989-1990
✓ Headquarters:	51%	83% (208)	77%	89.6%
✓ Abroad :	49%	17% ( 43)	23%	10.4%

- ▶ *The percentage of employees abroad using counselling services is down from 1990-1991, but up from 1989-1990.*
- ▶ *As in past years, employees at headquarters are more heavily represented in our clientele.*

