

FREQUENCY DISTRIBUTION... (continued)

Number of Years of Service Distribution	Dept	1991-1992	1990-1991	1989-1990
✓ Category 1 (0-9)	45%	48% (120)	33%	32.7%
✓ Category 2 (10-19)	32%	36% (91)	53%	49.4%
✓ Category 3 (20-29)	18%	12% (30)	13%	16.5%
✓ Category 4 (30 +)	5%	4% (10)	1%	1.4%

- ▶ *The percentage of employees in categories 1 and 4 using our services has increased.*
- ▶ *The percentage of employees in categories 2 and 3 has decreased, with the most significant decrease in category 2.*
- ▶ *There are slight fluctuations in our clientele from one category to another, but overall, this year, the fit with the departmental profile is better than in the past two fiscal years.*

(See graphic on next page)