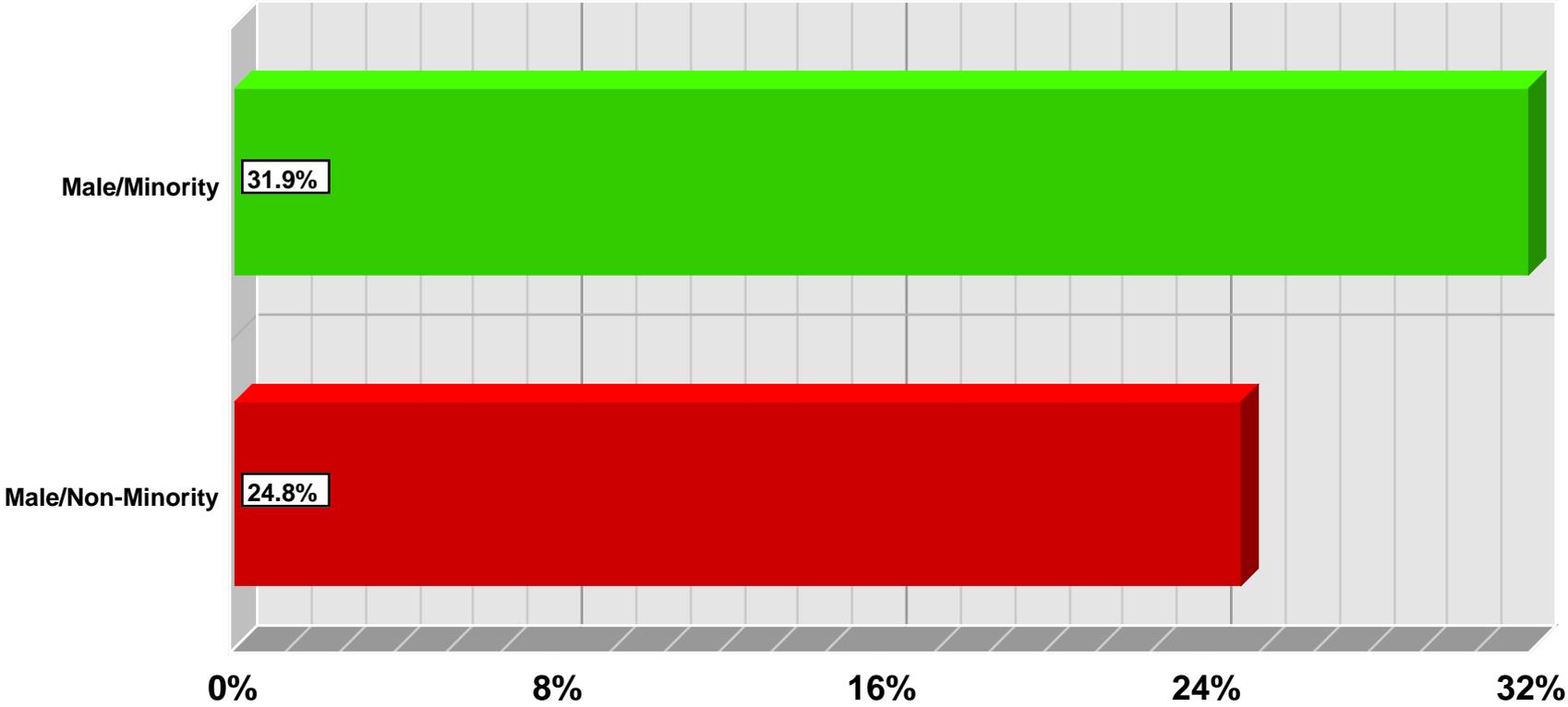


# (86a) How satisfied are you with employee assistance programs:



■ Significantly High Comparison

■ Neutral Comparison

■ Significantly Low Comparison