Type of Place

Not on a farm	Individual(s) or family • House	Residence hall4Fraternity apartment4Sorority apartment4	• Motel5	 Jail
On a farm or ranch	 House			
Other T	Type of Housing11			

Average Grades in High School

 Mostly 	Mostly	About	Mostly	• About	Mostly	About	 Mostly
below	Ds2	half Cs	Cs4	half Bs	Bs6	half As	As8
Ds1		and half		and half		and half	
		Ds3		Cs5		Bs7	

- As to Cs.....10
- Ungraded.....12
- Other (please describe)......9

Individual Math Courses

General Algebra	Geometry & Trigonometry	Calculus
 General math1 Basic math1 Vocational math	Geometry3Trigonometry5	Pre-calculus6Calculus7
Other Other advanced math8 Other math9	■ None	0

Science Courses

• Biology

.....1

• Chemistry

• Physics

.....3

• Other....4

• None....0

Who Provided You with Financial Assistance

Your Parents

• Your Grandparents4

• Other Relatives, Friends, or Other Non-Relatives......5

• None....0

- Your biological parents together.....1
- Your mother (possibly with your step-father).....2
- Your father (possibly with your step-mother).....3

Amount Still Owed on Loans

\$1 - 1,000......(A, 1)

1,001 - 2,500......(B, 2)

2,501 - 5,000......(C, 3)

5,001 - 10,000......(D, 4)

10,001 - 25,000......(E, 5)

25,001 - 50,000......(F, 6)

More than \$50,000.....(G,7)

Types of Financial Assistance

•	Fellowships1 • Fee waivers or reductions1	•	College work-study3
•	Scholarships1 • Tuition waivers or reductions1	•	Employer assistance4
•	Grants1		
•	A government subsidized or private loan2		
•	Other types of assistance including JTPA, Jobs or other government provided assistance		
•	None0		

Various Courses

Computer Courses

- General introductory course in computer literacy 1
- Word processing course 2
- Computer programming course
- Other computer courses 4

Other Courses

- Shop or industrial arts 5
- Home economics 6

• None......7

School-to-Work Programs

Activity	Description
• Cooperative education3	- combining academic and vocational studies with a job in a related field
• Internship or apprenticeship6	- working for an employer to learn about a particular occupation of industry
• Job shadowing1	- spending time following workers at a work site
• Mentoring2	- being matched with an individual in an occupation
• School-sponsored enterprise4	- the production of goods or services by students for sale to or use by others
• Tech prep5	- a planned program of study with a defined career focus that links secondary and post-secondary education
• None7	

Reason for Not Working

• No clients/customers	1
Didn't have materials/equipment needed	2
• Financial problems	3
• Temporary/seasonal job ended for period, but later resumed	4
Unpaid vacation	5
Going to school	6
In the Armed Forces	7
Pregnancy	8
Had health problems	9
Had problems with child care	10
Had other personal or family reason	11
Did not want to work	13
Some other reason	14

Why You Stopped Working

Sold the business	.1
Not enough business	.2
End of temporary or seasonal business	.3
Need new capital equipment	.4
Started a different business	.5
Stopped for a pregnancy or family reasons	.6
Stopped to look for another job	.7
Stopped to take another job	8.
Stopped to devote more time to school work	.9
Stopped to return to school	.10
Stopped for other (please specify) reasons	.11
Business failed or bankruptcy	.12
Closed business down or dissolved partnership.	.13
	Not enough business End of temporary or seasonal business Need new capital equipment Started a different business Stopped for a pregnancy or family reasons Stopped to look for another job Stopped to take another job Stopped to devote more time to school work Stopped to return to school Stopped for other (please specify) reasons Business failed or bankruptcy

Why You Left This Job

 Company, office, workplace, or plant closed. End of temporary or seasonal job. Discharged or fired. Program/project/job ended. Quit for pregnancy or family reasons. Quit to look for another job. Quit to start a business. Quit to devote more time to school work. Quit to return to school. Quit for other reasons (please describe). Moved away from job No transportation/Transportation problems. Incarcerated/Jailed/Legal problems. Quit because of respondent's ill health, disability, or medical problems. Quit because didn't like job/assignment, boss, coworkers, pay, or benefits. Retired 	1
 Discharged or fired. Program/project/job ended. Quit for pregnancy or family reasons. Quit to look for another job. Quit to take another job. Quit to start a business. Quit to devote more time to school work. Quit to return to school. Quit for other reasons (please describe). Moved away from job No transportation/Transportation problems. Incarcerated/Jailed/Legal problems. Quit because of respondent's ill health, disability, or medical problems. Quit because didn't like job/assignment, boss, coworkers, pay, or benefits. 	2
 Program/project/job ended	3
 Quit for pregnancy or family reasons. Quit to look for another job. Quit to take another job. Quit to start a business. Quit to devote more time to school work. Quit to return to school. Quit for other reasons (please describe). Moved away from job. No transportation/Transportation problems. Incarcerated/Jailed/Legal problems. Quit because of respondent's ill health, disability, or medical problems. Quit because didn't like job/assignment, boss, coworkers, pay, or benefits. 	4
 Quit to look for another job Quit to take another job Quit to start a business Quit to devote more time to school work Quit to return to school Quit for other reasons (please describe) Moved away from job No transportation/Transportation problems Incarcerated/Jailed/Legal problems Quit because of respondent's ill health, disability, or medical problems Quit because didn't like job/assignment, boss, coworkers, pay, or benefits 	5
 Quit to take another job Quit to start a business Quit to devote more time to school work Quit to return to school Quit for other reasons (please describe) Moved away from job No transportation/Transportation problems Incarcerated/Jailed/Legal problems Quit because of respondent's ill health, disability, or medical problems. Quit because didn't like job/assignment, boss, coworkers, pay, or benefits 	6
 Quit to start a business Quit to devote more time to school work Quit to return to school Quit for other reasons (please describe) Moved away from job No transportation/Transportation problems Incarcerated/Jailed/Legal problems Quit because of respondent's ill health, disability, or medical problems Quit because didn't like job/assignment, boss, coworkers, pay, or benefits 	7
 Quit to devote more time to school work Quit to return to school Quit for other reasons (please describe) Moved away from job No transportation/Transportation problems Incarcerated/Jailed/Legal problems Quit because of respondent's ill health, disability, or medical problems Quit because didn't like job/assignment, boss, coworkers, pay, or benefits 	8
 Quit to return to school Quit for other reasons (please describe) Moved away from job No transportation/Transportation problems Incarcerated/Jailed/Legal problems Quit because of respondent's ill health, disability, or medical problems Quit because didn't like job/assignment, boss, coworkers, pay, or benefits 	19
 Quit for other reasons (please describe) Moved away from job No transportation/Transportation problems Incarcerated/Jailed/Legal problems Quit because of respondent's ill health, disability, or medical problems Quit because didn't like job/assignment, boss, coworkers, pay, or benefits 	9
 Moved away from job No transportation/Transportation problems. Incarcerated/Jailed/Legal problems. Quit because of respondent's ill health, disability, or medical problems. Quit because didn't like job/assignment, boss, coworkers, pay, or benefits. 	10
 No transportation/Transportation problems	11
 Incarcerated/Jailed/Legal problems Quit because of respondent's ill health, disability, or medical problems Quit because didn't like job/assignment, boss, coworkers, pay, or benefits 	12
 Quit because of respondent's ill health, disability, or medical problems Quit because didn't like job/assignment, boss, coworkers, pay, or benefits 	13
• Quit because didn't like job/assignment, boss, coworkers, pay, or benefits	14
	20
• Retired	21
	22
• Job assigned through a temporary help agency/contract firm became permanent	23

Type of Schedule

Regular Shift

• Day shift....1 • Evening shift....2 • Night shift....3

• Rotating Shift......5

i.e. changes periodically from days to evenings or nights

• A Mix of Times or Shifts.....4

i.e. consists of two distinct periods each day or split shifts

• Something else 6

Benefits Some Employers Make Available

Type of Benefit

- 1...Medical, Surgical or Hospitalization Insurance
- 2...Life Insurance
- 3...Dental Insurance or Other Dental Coverage
- 4...Paid Parental (Maternity or Paternity) Leave
- 5...Unpaid Parent (Maternity or Paternity) Leave
- **6...Retirement Plan or Pension Other than Social Security**
- 7...Flexible Work Schedule
- 8...Tuition Reimbursement
- 9...Child Care
- 10.. Stock Ownership
- 0...None

Description

- Insurance that pays some or all of your medical expenses.
- Insurance that pays your survivors in the event of your death.
- Insurance that helps pay for the care of your teeth.
- Leave during the period before and after the birth or adoption of a child for which you ARE paid.
- Leave during the period before and after the birth or adoption of a child for which you ARE <u>NOT</u> paid.
- A plan that helps you save for or puts money away for your retirement.
- Allows for scheduling options on your job.
- Pays for schooling.
- Company provided or subsidized.
- Allows employees to purchase company stock at reduced rates.

How You Looked for Work

• Contacted employer directly	1
Contacted employment agency	2
• Through friends or relatives	3
• Contacted a school placement center	4
• Sent out resumes or filled out applications	5
Placed an ad	6
• Checked union or professional registers	7
• Looked at ads	8
• Employer contacted you directly	9
Attended Job Fair	11
• Searched on the Internet/On-line	12
Other (please describe)	10

Main Reason for Not Working

•	On strike	.1
•	On layoff	.2
•	Quit job but returned to same employer	.3
•	Job ended for a period of time but began again	.4
•	Some other reason you went on unpaid vacation/leave	.5

Reason for Unpaid Vacation/Leave

• Going to school	6
• In the Armed Forces	7
Pregnancy	8
• Had health problems	9
• Had problems with child care	10
• Had other personal or family reason	11
• School/Plant/Firm temporarily closed	12
• Did not want to work	13
Some other reason	14

CARD S

Question #: YAST25-5176, YAST25-5086, YAST25-4686, YAST25-4556, YAST25-4426, YAST25-3926, YAST25-3886, YAST25-3756, YAST25-3606, YAST25-3536, YAST25-3496, YAST25-3386, YAST25-3286, YAST25-3236, YAST25-3206, YAST25-3176, YAST25-3126, YAST25-2696, YAST25-2656, YAST25-2626, YAST25-2556, YAST25-2496, YAST30-5176, YAST30-4686, YAST30-4556, YAST30-4426

Dollar Ranges

```
$1 - 1,000.....(A, 1)
    1,001 - 2,500 .....(B, 2)
           2,501 - 5,000 .....(C, 3)
                  5.001 - 10.000 .....(D, 4)
                        10,001 - 25,000....(E, 5)
                               25,001 - 50,000....(F, 6)
                                        50.001 - 100.000... (G, 7)
                                                100,001 - 250,000... (H, 8)
                                                         More than $250,000.....(I, 9)
```

How You Looked for a Job

 Contacted emp 	oloyer directly or interviewed	1
• Contacted publ	lic employment agency	2
• Contacted priv	ate employment agency	3
• Contacted frier	nds or relatives	4
• Contacted a scl	hool or university employment center	5
• Sent out resum	es or filled out applications	6
 Checked union 	or professional registers	7
• Placed or answ	vered ads	8
• Other active m	ethods (such as bidding on a contract or auditioning for a part in a play)	9
• Looked at ads.	••••••	10
• Attended job tr	raining programs or courses	11
• Nothing	••••••	12
• Other Passive l	${f Methods}$ (such as studying for a real estate license or picking up a job applicatio	n)13

Some Sources of Occupational Training Programs Include

- apprenticeship programs
- business schools
- company or military training
- correspondence courses
- cosmetology schools
- employer training programs
- night schools
- nursing courses
- vocational or technical institutes or schools

Reason You Enrolled in Training

•	The training was associated with a promotion or job advancement	. 1
•	The training was associated with looking for a new job	.2
•	The training was necessary to obtain a license or certificate	.3
•	The training was necessary when job began	.4
•	The training was part of a regular program to maintain and upgrade employee skills	.5
•	The training was associated with the introduction of new methods or processes on the job	.6
•	Other (please specify)	. 7

Skills Learned From This Training

Upgrade your computer skills	1
• Upgrade your reading and/or writing skills	2
Upgrade your mathematics skills	3
• Upgrade your skills in working as a team or problem solving	4
About health or safety procedures	6
How to operate or repair equipment	7
• How to be a more effective sales person	8
How to be a better supervisor/manager	9
• Statistical process control or total quality management	10
• Equal opportunity or diversity sensitivity training	11
Other skill	12
No skills learned	13

Religions

CATHOLIC	PROTESTANT	JEWISH	OTHERS	NONE/NO RELIGION
• Roman Catholic 1	 Baptist	 Jewish – Conservative 15 Jewish – Orthodox14 Jewish – Reform16 Other Jewish. 17 	 Eastern Orthodox19 Hindu or Buddhist22 Mormon (all types of Latter Day Saints)18 Muslim (or Moslem or Islam)	 Agnostic (don't know if there is a God)25 Atheist (confident there is no God)26 Personal Philosophy27

Question #: YPRG-6000_UPD, YPRG-9100_UPD, YPRG-9720_UPD, YPRG-6000, YPRG-9100

Amount Received for Unemployment

	A	В	C	D	E	F
\$1	\$100	\$150	\$200	\$250	\$350) or more>

- A. \$1 \$100.....1
- B. \$101 \$150.....2
- C. \$151 \$200.....3
- D. \$201 \$250.....4
- E. \$251 \$350.....5
- F. More than \$350.....6

Amount Received

Cost to Purchase Food Items

$$1 - 20...(A, 1)$$

More than \$100....(F, 6)

Income After Expenses

• Lost or Would Lose Money.....(A, 1)

CARD FF

Question #: YINC-1800, YINC-2700, YINC-5400, YINC-8900,

YINC-9400, YINC-9900, YINC-10400, YINC-11700, YINC-1800A, YINC-2700A, YAST-3656, YAST-4296, YAST-4346, YAST-4376, YAST-4736, YAST-4766, YAST-4816, YAST-4846, YAST-4870, YAST-4906, YAST-4986, YAST25-3656, YAST25-4770A2, YAST25-4296, YAST25-4300A2, YAST25-4816, YAST25-4846, YAST25-4870, YAST25-4906, YAST30-5086_NEW, YAST30-4906, YAST30-4846, YAST30-4816, YAST30-4300A2, YAST25-5086

Dollar Ranges

\$1 - 5,000.....(A, 1)

5,001 - 10,000.....(B, 2)

10,001 - 25,000.....(C, 3)

25,001 - 50,000.....(D, 4)

50,001 - 100,000.....(E, 5)

100,001 - 250,000....(F, 6)

More than \$250,000.....(G, 7)

Question #: YINC-2270, YINC-3170,

YINC-4200, YINC-5100, YINC-7800, YINC-7800A, YAST-2176, YAST-2296, YAST-2346, YAST-2376, YAST-2496, YAST-2556, YAST-2626, YAST-2656, YAST-2696, YAST-3126, YAST-3176, YAST-3206, YAST-3236, YAST-3286, YAST-3386, YAST-3496, YAST-3536, YAST-3606, YAST-3726, YAST-3756, YAST-3886, YAST-3926, YAST-3966, YAST-3986, YAST-4116, YAST-4216, YAST-4426, YAST-4476, YAST-4506, YAST-4556, YAST-4606, YAST-4636, YAST-4686, YAST-4956, YAST-5014, YAST-5018, YAST-5086, YAST-5176, YAST-5226, YAST25-2176, YAST25-2296, YAST25-2346, YAST25-2376, YAST25-2496, YAST25-3266, YAST25-2626, YAST25-3286, YAST25-3126, YAST25-3176, YAST25-3206, YAST25-3236, YAST25-3286, YAST25-3386, YAST25-3496, YAST25-3536, YAST25-3606, YAST25-3726, YAST25-3756, YAST25-3886, YAST25-3926, YAST25-3966, YAST25-3986, YAST25-4000S9C, YAST25-4000S10C, YAST25-4426, YAST25-4556, YAST25-4686, YAST25-5014, YAST25-5018, YAST25-5086, YAST25-5176, YAST25-5210A4, YAST25-5210C4, YAST25-5210D4, YAST30-5210C4, YAST30-5210D4

Dollar Ranges

```
$1 - 1,000......(A, 1)

1,001 - 2,500......(B, 2)

2,501 - 5,000......(C, 3)

5,001 - 10,000......(D, 4)

10,001 - 25,000......(E, 5)

25,001 - 50,000......(F, 6)

More than $50,000......(G, 7)
```

Dollar Ranges

$$1 - 500...(A, 1)$$

More than \$10,000....(G, 7)

More Than \$100,000.....(H, 8)

Dollar Ranges

\$1 - 1,000....(A, 1) 1,001 - 2,500....(B, 2) 2,501 - 5,000.....(C, 3) 5,001 - 10,000.....(D, 4) 10,001 - 25,000....(E, 5) 25,001 - 50,000.....(F, 6) 50,001 – 100,000.....(G, 7)

Dollar Ranges

\$1 - 5,000.....(A, 1) 5,001 - 10,000.....(B, 2) 10,001 - 25,000.....(C, 3) 25,001 - 50,000.....(D, 4) 50,001 - 100,000.....(E, 5) 100,001 - 250,000....(F, 6) 250,001 – 500,000.....(G, 7) More Than \$500,000.....(H, 8)

CARD KK

Question #: YAST-1260, YAST-1866, YAST-1936,

YAST-1966, YAST-2006, YAST-2036, YAST-2086, YAST-2146, YAST-2236, YAST-2416, YAST-2446, YAST-2726, YAST-2766, YAST-2866, YAST-2916, YAST-2946, YAST-2976, YAST-3016, YAST-3466, YAST-3576, YAST-3816, YAST-4036, YAST-4036A, YAST-4086, YAST-4166, YAST-4246, YAST-5286, YAST-5326, YAST25-1260, YAST25-1866, YAST25-1936, YAST25-1966, YAST25-2006, YAST25-2036, YAST25-2086, YAST25-2146, YAST25-2236, YAST25-2416, YAST25-2446, YAST25-2726, YAST25-2766, YAST25-2866, YAST25-2916, YAST25-2946, YAST25-2976, YAST25-3016, YAST25-3466, YAST25-3576, YAST25-3816, YAST25-4036, YAST25-4036A, YAST25-4166, YAST25-5210C4, YAST-5210D4, YAST25-5286, YAST25-5326, YAST30-4036, YAST30-4036A, YAST30-4166, YAST30-5286, YAST30-5326, YAST30-CHHVC, YAST30-CH10C, YAST-CH5C, YAST-CH7C, YAST-CH8C, YAST-12C

Dollar Ranges

\$1 - 25,000......(A, 1)

25,001 - 50,000......(B, 2)

50,001 - 100,000......(C, 3)

100,001 - 250,000......(D, 4)

250,001 - 500,000.....(E, 5)

500,001 - 1,000,000.....(F, 6)

More than \$1,000,000.....(G, 7)

Who Gave/Loaned You Money?

Your family	 Mother2 Step-mother7 Father3 Step-father6 Sisters8 Step-sisters8 Brothers8 Other relatives19 Other relatives
Your spouse's or partner's family	 Mother11 • Step-mother16 Father12 • Step-father15 Sisters17 • Step-sisters17 Brothers17 • Step-brothers17

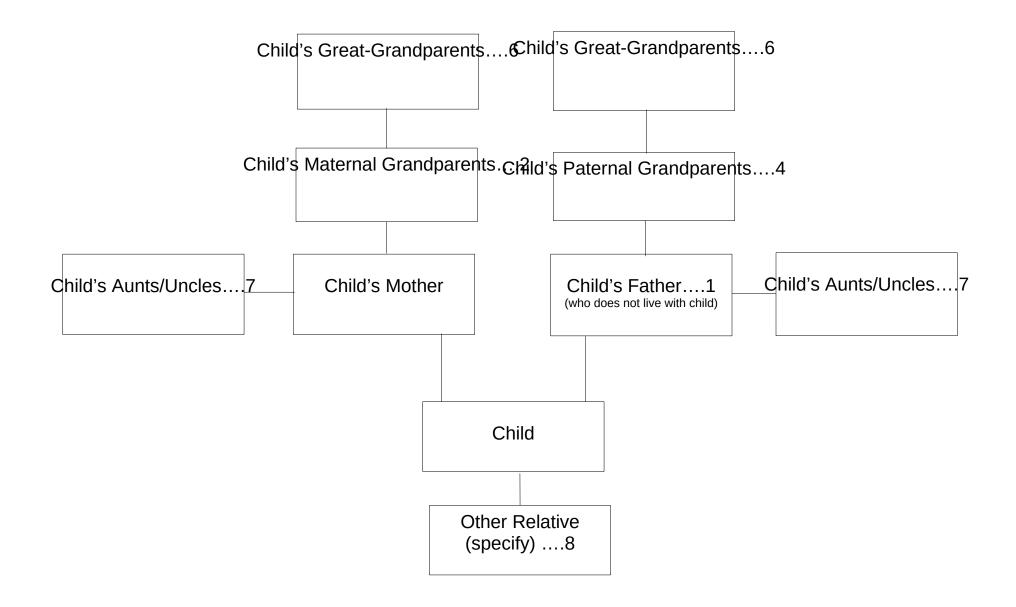
• Friends or other non-relatives. .20

PROBE: If the respondent provides one or more persons that may be part of a combination, probe for the combination. For example, if the respondent says mother, ask if it was biological parents together, biological mother and step-father, or if there was anyone else. These additional combinations are listed in the questionnaire.

Types of Child Care Arrangements

	• Spousal or Partner Care1	- your spouse or partner looks after a child
	• Relative Care2	- another relative looks after your child/children
Informal Care	• Sibling Care3	 your child's older brother or sister looks after a younger child/children
	• Self Care4	- child cares for herself or himself
	• Non-Relative Care5	- a non-relative looks after your child
	• Child Care Center7	- your child attends a regular preschool, Headstart, Montessori, day-care center or other program other than elementary school
Formal Care	• Formal Schooling8	 your child attends an elementary school for pre-kindergarten, kindergarten, or another grade
	• After-School Care9	- your child attends a formal program for after the school day

Relatives who Provide Child Care



Cause of Death

2....Accident

3....Cancer

4....Old Age

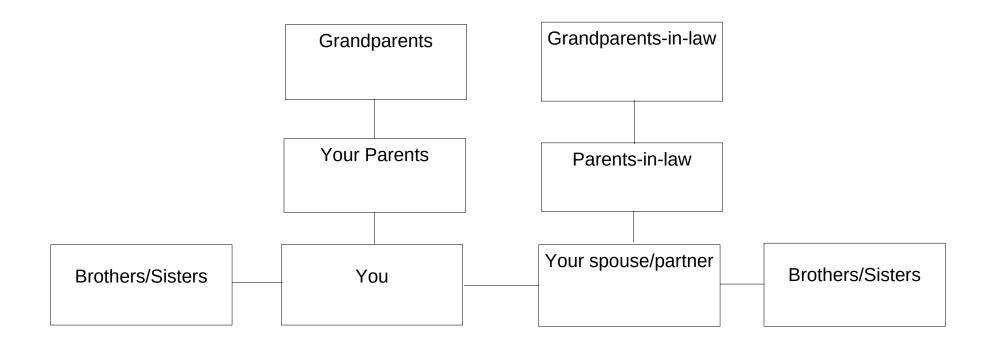
5....Emphysema

7....Heart Attack

8....Stroke

6....Other (specify)

Relatives (including in-laws)



Type of Relationship

SPOUSE	PARENTS	IN-LAWS
Wife1	Mother3	Mother-in-law11
Husband2	Father4	Father-in-law12
CHILDREN	Adoptive Mother5	Sister-in-law28
	Adoptive Father6	Brother-in-law27
Daughter (Biological)49	Step-mother7	Daughter-in-law59
Son (Biological)50	Step-father8	Son-in-law60
Step-daughter	Foster Mother9	Grandmother-in-law61
Step-son	Foster Father10	Grandfather-in-law62
Adoptive Son		Great-grandmother-in-law66
Adoptive Son		Great-grandfather-in-law67
Foster Daughter	(GREAT) GRANDPARENTS	Aunt-in-law63
Foster Son56	Grandmother (Biological or Social)29	Uncle-in-law64
(CDEAT) CDANDCHH DDEN	Grandfather (Biological or Social)33	Cousin-in-law65
(GREAT) GRANDCHILDREN	Great-grandmother (Biological or Social)37	
Granddaughter (Biological or Social)47	Great-grandfather (Biological or Social)41	
Grandson (Biological or Social)48	Great-great-grandmother45	OTHER RELATIVES
Great-granddaughter87	Great-great-grandfather46	Aunt (Biological or Social)70
Great-grandson86	0 0	Uncle (Biological or Social)72
CIDI INCC		Great Aunt71
SIBLINGS	NON-RELATIVES	Great Uncle73
Sister (Full)	Daughter of Lover/Partner57	Niece (Biological or Social)74
Brother (Full)14	Son of Lover/Partner58	Step-niece (Biological or Social)75
Sister (Half)	Roommate	Foster-niece (Biological or Social)76
Brother (Half)18	Lover/Partner69	Adoptive Niece (Biological or Social)77
Sister (Step)21	Other Non-relative85	Nephew (Biological or Social)78
Brother (Step)22	Mother's Boyfriend/Partner88	Step-nephew (Biological or Social)79
Sister (Adoptive)23	Father's Girlfriend/Partner89	Foster Nephew (Biological or Social)80
Brother (Adoptive)24	Tuner 3 diffriend/1 uruner	Adoptive Nephew (Biological or Social)81
Sister (Foster)		Female Cousin (Biological or Social)82
Brother (Foster)26		Male Cousin (Biological or Social)83
		Other Relative84
	•	

Current Immigration Status

 Applicant for naturalization to become U.S. citizen 	1
Have a "Green Card"—Lawful permanent resident of the U.S	. (LPR)2
• Applicant for Lawful permanent residence (LPR)	3
■ Refugee/Asylee/Entrant	4
■ On temporary visa	5
■ Living outside of the U.S. at this time	6
• Other	7

How Often I Eat Fruit

• I do not typically eat fruit	1
• 1 to 3 times	2
• 4 to 6 times	3
• 1 time per day	
• 2 times per day	
• 3 times per day	
• 4 or more times per day	7

How Often I Eat Vegetables

• I do not typically eat vegetables	1
• 1 to 3 times	
• 4 to 6 times	3
• 1 time per day	4
• 2 times per day	
• 3 times per day	
• 4 or more times per day	

Health Conditions

1					Asthma	2
ı	•	•	٠	•	Δ 5UIIII	J

2.... Cardiovascular or heart condition

3.... Anemia

4.... Diabetes

5.... Cancer

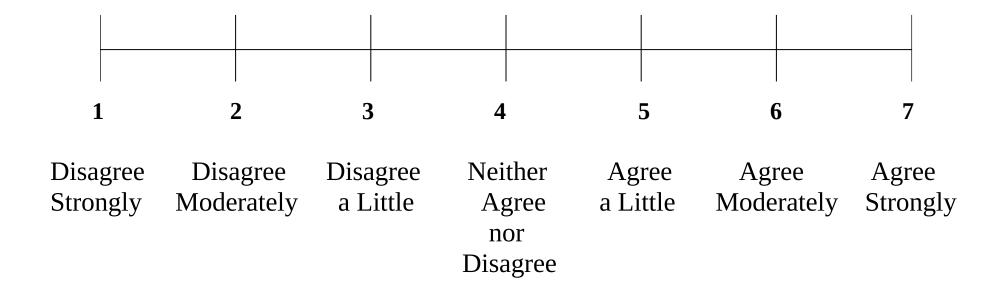
6.... Epilepsy

7.... HIV/AIDS

8.... Sexually transmitted disease other than HIV/AIDS

9.... Other

Disagreement/Agreement Scale



Activities You Engaged In

- 1.... Employer-directed travel
- 2.... Employer-directed training
- 3.... Meal break
- 4.... Rest break
- **5.... Personal business**
- 6.... Normal work activity
- 7.... Other activity (SPECIFY)

Frequencies

- 1.... All of the Time
- 2.... Most of the Time
- 3.... A Good Bit of the Time
- 4.... Some of the Time
- 5.... A Little of the Time
- **6....** None of the Time

Ladder of Life

10 Best Possible Life
_
0 Worst Possible Life

Dollar Ranges

Dollar Ranges

\$0....(A, 8) 1 - 5,000....(B, 1)5,001 - 10,000.....(C, 2) 10,001 - 25,000 (D, 3)25,001 - 50,000.....(E, 4) 50,001 - 100,000.....(F, 5) 100,001 - 250,000.....(G, 6)

More than \$250,000.....(H, 7)

Spouse/Partner's Working Hours

- 1. Starting and finishing times are decided by his/her employer and he/she cannot change them on his/her own.
- 2. Starting and finishing times are decided by his/her employer but with his/her input.
- 3. He/she can decide the time he/she starts and finishes work, within certain limits.
- 4. He/she is entirely free to decide when he/she starts and finishes work.

Work Schedule

- 1. Starting and finishing times are decided by my employer and I cannot change them on my own.
- 2. Starting and finishing times are decided by my employer but with my input.
- 3. I can decide the time I start and finish work, within certain limits.
- 4. I am entirely free to decide when I start and finish work.