AmeriCorps Competitive Advantage Questionnaire

[SURVEY LANDING SCREEN]

Thank you for participating in the AmeriCorps Hiring Survey.

To begin the survey, please enter your ID number in the box below. The ID number can be found on the email you received from HiringSurvey@opinioncast.com. If you have deleted the email or have other difficulties accessing the survey, please email Abt SRBI at HiringSurvey@srbi.com or call Abt SRBI toll-free at 1-888-772-4269 and ask for study 5984.

Please enter the ID number

[WEB SURVEY INTRO SCREEN]

Thank you for your participation in this study. The purpose of this study is to identify what kinds of job applicant characteristics employers value when hiring. We are going to ask you to evaluate a series of fictional job candidate profiles and rank which candidates you would most likely hire for a hypothetical entry-level, general office position in your organization.

The survey contains two sections. The first will ask you to rank profiles of hypothetical job candidates. The second will ask you follow-up questions to provide basic information about you and your organization. We anticipate the questionnaire taking about 15 minutes to complete.

As a thank you for completing the survey, at the end of this survey we will give you an electronic Visa card in the amount of $20. You will be provided a 16-digit number, expiration date, and a 3-digit security code that can be used just like a Visa credit card for online, mail, or telephone order purchases.

[CONTINUE]

Instructions

You will now review [INSERT] sets of profiles of hypothetical candidates competing for a fictional entry-level, full-time position in your organization. This position is a general office position that does not require highly specialized experience or technical skills, but **does** require a Bachelor's degree.

You will review 3 candidates at a time. All candidates have:
- Completed any screening processes, interviews, or other procedures normally used when hiring an employee at your organization;
- Same salary requirements;
- Completed a Bachelor's degree within the last two years;
- One year of work experience. The candidate is currently employed in the position for which work experience is presented.

Any additional experiences *not* shown in the candidate profiles are comparable to one another and are satisfactory to meet your organization's requirements.

Each candidate's profile will consist of seven characteristics. All characteristics are related to the candidate's current job. These characteristics are:

1. **Current employment**: The candidate's current job is with:

   o *Private sector*: the candidate works in a for-profit company.
   o *Public sector*: the candidate works as a civilian for either a government agency or a nonprofit organization.
   o *AmeriCorps*: AmeriCorps members are selected to work in a year-long, full-time, stipended position at nonprofits, schools, and other community-based organizations.

2. **Related industry**: The candidate's current job is or is not in an industry related to your organization's industry. For example, if your organization is in marketing, a related industry may be public relations. An unrelated industry may be information technology (IT). Candidates may present experience in a job *Related* or *Not Related* to your organization's industry.

3. **Related skills**: At their current job, the candidate developed or did not develop skills related to those often used by your organization. For example, if your organization often needs employees with customer service skills, the candidate's last job may have involved interacting with clients at a homeless shelter. Candidates may present job experience in which they *Developed Related Skills* or *Did Not Develop Related Skills*.

4. **Leadership**: At their current job, the candidate gained or did not gain experience leading a team and guiding others toward completion of a goal. Candidates may present job experience in which they *Gained Leadership Experience* or *Did not Gain Leadership Experience*.

5. **Cross cultural competency**: At their current job, the candidate demonstrated or did not demonstrate the ability to communicate and work effectively with individuals from diverse backgrounds or viewpoints. Candidates may present job experience in which they *Gained Cultural Competency Skills* or *Did Not Gain Cultural Competency Skills*.

6. **Project development and implementation**: At their current job, the candidate developed and implemented a project, delivering results on schedule, or did not develop and implement a project. The options are: *Gained Project Experience* or *Did Not Gain Project Experience*.

7. **Organizational fit**: The candidate's values reflect or do not reflect your organization's values and culture. The options are: *Is an Excellent Fit* or *Is a Satisfactory Fit*.

After reviewing each candidate, you will rank the candidates from 1 to 3, with **1** being your **top candidate** to hire, **2** being your **next preferred** candidate, and **3** being your **least preferred** candidate to hire. If you feel that a particular candidate should be completely eliminated from consideration, you may select the option "**I would not consider this candidate.**"

You will be asked to rank [INSERT] sets of candidates.

Job Candidate Ratings

Q2   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM INSTRUCTIONS]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q2Org1]**	**[Q2Org2]**	**[Q2Org3]**
Worked in Related Industry	[Q2Industry1]	[Q2Industry2]	[Q2Industry3]
Developed Related Skills	[Q2Related1]	[Q2Related2]	[Q2Related3]
Leadership Experience	[Q2Leadership 1]	[Q2Leadership 2]	[Q2Leadership 3]
Cross Cultural Competency	[Q2Cultural1]	[Q2Cultural2]	[Q2Cultural3]
Project Development and Implementation	[Q2ProjDev1]	[Q2ProjDev2]	[Q2ProjDev3]
Organizational Fit	[Q2Fit1]	[Q2Fit2]	[Q2Fit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPTS:]
IF THE SAME RANK IS SELECTED FOR MORE THAN ONE CANDIDATE, SHOW:
"Please provide a different rank for each candidate from most preferred (1) to least preferred (3). You may also select the option to not consider a candidate."
IF ANY RANK IS MISSING FOR ANY CANDIDATE, SHOW:
"Please provide a rank for each of the three candidates before you click 'Continue.'"

[PAGE BREAK]

Q3   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM INSTRUCTIONS]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q3Org1]**	**[Q3Org2]**	**[Q3Org3]**
Worked in Related Industry	[Q3Industry1]	[Q3Industry2]	[Q3Industry3]
Developed Related Skills	[Q3Related1]	[Q3Related2]	[Q3Related3]
Leadership Experience	[Q3Leadership 1]	[Q3Leadership 2]	[Q3Leadership 3]
Cross Cultural Competency	[Q3Cultural1]	[Q3Cultural2]	[Q3Cultural3]
Project Development and Implementation	[Q3ProjDev1]	[Q3ProjDev2]	[Q3ProjDev3]
Organizational Fit	[Q3Fit1]	[Q3Fit2]	[Q3Fit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Q4 Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM INSTRUCTIONS]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q4Org1]**	**[Q4Org2]**	**[Q4Org3]**
Worked in Related Industry	[Q4Industry1]	[Q4Industry2]	[Q4Industry3]
Developed Related Skills	[Q4Related1]	[Q4Related2]	[Q4Related3]
Leadership Experience	[Q4Leadership 1]	[Q4Leadership 2]	[Q4Leadership 3]
Cross Cultural Competency	[Q4Cultural1]	[Q4Cultural2]	[Q4Cultural3]
Project Development and Implementation	[Q4ProjDev1]	[Q4ProjDev2]	[Q4ProjDev3]
Organizational Fit	[Q4Fit1]	[Q4Fit2]	[Q4Fit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Q5   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM INSTRUCTIONS]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	**Candidate 2**	**Candidate 3**
Current Employment	**[Q5Org1]**	**[Q5Org2]**	**[Q5Org3]**
Worked in Related Industry	[Q5Industry1]	[Q5Industry2]	[Q5Industry3]
Developed Related Skills	[Q5Related1]	[Q5Related2]	[Q5Related3]
Leadership Experience	[Q5Leadership 1]	[Q5Leadership 2]	[Q5Leadership 3]
Cross Cultural Competency	[Q5Cultural1]	[Q5Cultural2]	[Q5Cultural3]
Project Development and Implementation	[Q5ProjDev1]	[Q5ProjDev2]	[Q5ProjDev3]
Organizational Fit	[Q5Fit1]	[Q5Fit2]	[Q5Fit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Q6   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM INSTRUCTIONS]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q6Org1]**	**[Q6Org2]**	**[Q6Org3]**
Worked in Related Industry	[Q6Industry1]	[Q6Industry2]	[Q6Industry3]
Developed Related Skills	[Q6Related1]	[Q6Related2]	[Q6Related3]
Leadership Experience	[Q6Leadership 1]	[Q6Leadership 2]	[Q6Leadership 3]
Cross Cultural Competency	[Q6Cultural1]	[Q6Cultural2]	[Q6Cultural3]
Project Development and Implementation	[Q6ProjDev1]	[Q6ProjDev2]	[Q6ProjDev3]
Organizational Fit	[Q6Fit1]	[Q6Fit2]	[Q6Fit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Q7   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM INSTRUCTIONS]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q7Org1]**	**[Q7Org2]**	**[Q7Org3]**
Worked in Related Industry	[Q7Industry1]	[Q7Industry2]	[Q7Industry3]
Developed Related Skills	[Q7Related1]	[Q7Related2]	[Q7Related3]
Leadership Experience	[Q7Leadership 1]	[Q7Leadership 2]	[Q7Leadership 3]
Cross Cultural Competency	[Q7Cultural1]	[Q7Cultural2]	[Q7Cultural3]
Project Development and Implementation	[Q7ProjDev1]	[Q7ProjDev2]	[Q7ProjDev3]
Organizational Fit	[Q7Fit1]	[Q7Fit2]	[Q7Fit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Q8   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM INSTRUCTIONS]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q8Org1]**	**[Q8Org2]**	**[Q8Org3]**
Worked in Related Industry	[Q8Industry1]	[Q8Industry2]	[Q8Industry3]
Developed Related Skills	[Q8Related1]	[Q8Related2]	[Q8Related3]
Leadership Experience	[Q8Leadership 1]	[Q8Leadership 2]	[Q8Leadership 3]
Cross Cultural Competency	[Q8Cultural1]	[Q8Cultural2]	[Q8Cultural3]
Project Development and Implementation	[Q8ProjDev1]	[Q8ProjDev2]	[Q8ProjDev3]
Organizational Fit	[Q8Fit1]	[Q8Fit2]	[Q8Fit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Q9   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM PREVIOUS PAGE]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q9Org1]**	**[Q9Org2]**	**[Q9Org3]**
Worked in Related Industry	[Q9Industry1]	[Q9Industry2]	[Q9Industry3]
Developed Related Skills	[Q9Related1]	[Q9Related2]	[Q9Related3]
Leadership Experience	[Q9Leadership 1]	[Q9Leadership 2]	[Q9Leadership 3]
Cross Cultural Competency	[Q9Cultural1]	[Q9Cultural2]	[Q9Cultural3]
Project Development and Implementation	[Q9ProjDev1]	[Q9ProjDev2]	[Q9ProjDev3]
Organizational Fit	[Q9Fit1]	[Q9Fit2]	[Q9Fit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Q9a   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM PREVIOUS PAGE]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q9aOrg1]**	**[Q9aOrg2]**	**[Q9aOrg3]**
Worked in Related Industry	[Q9aIndustry1]	[Q9aIndustry2]	[Q9aIndustry3]
Developed Related Skills	[Q9aRelated1]	[Q9aRelated2]	[Q9aRelated3]
Leadership Experience	[Q9aLeadership1]	[Q9aLeadership2]	[Q9aLeadership3]
Cross Cultural Competency	[Q9aCultural1]	[Q9aCultural2]	[Q9aCultural3]
Project Development and Implementation	[Q9aProjDev1]	[Q9aProjDev2]	[Q9aProjDev3]
Organizational Fit	[Q9aFit1]	[Q9aFit2]	[Q9aFit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Q9b   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM PREVIOUS PAGE]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q9bOrg1]**	**[Q9bOrg2]**	**[Q9bOrg3]**
Worked in Related Industry	[Q9bIndustry1]	[Q9bIndustry2]	[Q9bIndustry3]
Developed Related Skills	[Q9bRelated1]	[Q9bRelated2]	[Q9bRelated3]
Leadership Experience	[Q9bLeadership1]	[Q9bLeadership2]	[Q9bLeadership3]
Cross Cultural Competency	[Q9bCultural1]	[Q9bCultural2]	[Q9bCultural3]
Project Development and Implementation	[Q9bProjDev1]	[Q9bProjDev2]	[Q9bProjDev3]
Organizational Fit	[Q9bFit1]	[Q9bFit2]	[Q9bFit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Q9c   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM PREVIOUS PAGE]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q9cOrg1]**	**[Q9cOrg2]**	**[Q9cOrg3]**
Worked in Related Industry	[Q9cIndustry1]	[Q9cIndustry2]	[Q9cIndustry3]
Developed Related Skills	[Q9cRelated1]	[Q9cRelated2]	[Q9cRelated3]
Leadership Experience	[Q9cLeadership1]	[Q9cLeadership2]	[Q9cLeadership3]
Cross Cultural Competency	[Q9cCultural1]	[Q9cCultural2]	[Q9cCultural3]
Project Development and Implementation	[Q9cProjDev1]	[Q9cProjDev2]	[Q9cProjDev3]
Organizational Fit	[Q9cFit1]	[Q9cFit2]	[Q9cFit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Q9d   Rank the following three candidates from most (1) to least (3) preferred for the position. You may also select not to consider a candidate.

[TOOL TIP DEFINITIONS FROM PREVIOUS PAGE]

[PIPE IN VARIABLES FROM SAMPLE FILE]

[*Please note that the values for each cell in the candidate tables will be input from the sample file according to an experimental design.]

	Candidate 1	Candidate 2	Candidate 3
Current Employment	**[Q9dOrg1]**	**[Q9dOrg2]**	**[Q9dOrg3]**
Worked in Related Industry	[Q9dIndustry1]	[Q9dIndustry2]	[Q9dIndustry3]
Developed Related Skills	[Q9dRelated1]	[Q9dRelated2]	[Q9dRelated3]
Leadership Experience	[Q9dLeadership1]	[Q9dLeadership2]	[Q9dLeadership3]
Cross Cultural Competency	[Q9dCultural1]	[Q9dCultural2]	[Q9dCultural3]
Project Development and Implementation	[Q9dProjDev1]	[Q9dProjDev2]	[Q9dProjDev3]
Organizational Fit	[Q9dFit1]	[Q9dFit2]	[Q9dFit3]
Candidate Rank	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate	[Radio buttons] 1 2 3 I would not consider this candidate

[HARD PROMPT]

[PAGE BREAK]

Background Questions about You and Your Organization

We'd now like to ask you some questions about your organization and yourself.

Q10a   Is this organization considered to be a…

[HARD PROMPT]

1   Government organization at the federal, state, or local level
2   A private, for-profit company
3   A non-profit organization
4   Something else (Please specify: [Q10atxt])
9   Don't know

[PAGE BREAK]

Q10   Now for some questions about you.

What is your sex?

[HARD PROMPT]

1   Female
2   Male

[PAGE BREAK]

Q11   What is your age?

[HARD PROMPT]

1   18-24
2   25-34
3   35-44
4   45-54
5   55+

[PAGE BREAK]

Q12   What is your highest level of education attained?

        [HARD PROMPT]

        1   Less than high school
        2   High school/GED
        3   Some college/Associate's degree
        4   Bachelor's degree
        5   Master's degree
        6   Professional degree/Doctorate

[PAGE BREAK]

Q13   During the past year, how many new employees have you assisted in hiring?

        If you don't remember exactly, please give your best estimate.

        [HARD PROMPT]

        1   0 to 5 employees
        2   6 to 10 employees
        3   11 to 15 employees
        4   16 to 20 employees
        5   21 employees or more
        9   Don't know

[PAGE BREAK]

Q14   How long have you been at your organization?

        If you don't remember exactly, please give your best estimate.

        [HARD PROMPT]

        1   Less than 1 year
        2   1 to 5 years
        3   6 to 10 years
        4   11 to 15 years
        5   16 to 20 years
        6   21 or more years
        9   Don't know

[PAGE BREAK]

Q14b How are you involved in the hiring process?

　　　Please select all that apply.

　　　1　　　I screen candidates
　　　2　　　I review resumes
　　　3　　　I conduct interviews
　　　4　　　I recruit candidates
　　　5　　　I am involved in other activities related to hiring new employees
　　　6　　　[IF SELECTED DO NOT ALLOW OTHER RESPONSES] I am NOT involved
　　　　　　in hiring new employees

[PAGE BREAK]

Q15　Thinking about your career as a whole, not just at your present employer, how many
　　　years have you been involved in the process of hiring new employees? Involvement
　　　could mean reviewing resumes, screening candidates, conducting interviews, recruiting
　　　potential candidates, or other types of activities related to the hiring process.

　　　If you don't remember exactly, please give your best estimate.

　　　[HARD PROMPT]

　　　1　　　Less than 1 year
　　　2　　　1 to 5 years
　　　3　　　6 to 10 years
　　　4　　　11 to 15 years
　　　5　　　16 to 20 years
　　　6　　　21 or more years
　　　9　　　Don't know
　　　10　　I have never been responsible for hiring new employees

[PAGE BREAK]

Q16　Had you heard of AmeriCorps before taking this survey?

　　　[HARD PROMPT]

　　　1　　Yes　　CONTINUE
　　　2　　No　　SKIP TO D1

[PAGE BREAK]

Q17   Please select Yes or No for the following questions:

[HARD PROMPT]

	Yes	No
a. I know someone who served or is serving in AmeriCorps.	1	2
b. I have worked with an AmeriCorps member before.	1	2
c. I have hired an AmeriCorps member before.	1	2
d. I know of AmeriCorps projects in my community.	1	2
e. I have served in AmeriCorps.	1	2

IF Q17a=2&Q17b=2&Q17c=2&Q17d=2&Q17e=2 CONTINUE

IF Q17a≠2|Q17b≠2|Q17c≠2|Q17d≠2|Q17e≠2 SKIP TO Q18

[PAGE BREAK]

Q17f   In what context had you heard of AmeriCorps before taking this survey?

[TWO ROW TEXT BOX]

[PAGE BREAK]

Q18   To what extent do you agree or disagree with the following statements?

[VERTICAL ORIENTATION OF COLUMN LABELS SHOW ONLY IN PRINTED VERSION. WILL BE HORIZONTAL ON WEB SURVEY.]

RANDOMIZE ADDITIONAL WORDING SHOWN IN BRACKETS BELOW WITH 50% PROBABILITY INDEPENDENTLY FOR Q18A AND Q18B. RECORD VERSION OFFERED.

[HARD PROMPT]

	Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
a. I [do not] have a good image of AmeriCorps.	1	2	3	4	5
b. I [do not] think highly of AmeriCorps.	1	2	3	4	5

[PAGE BREAK]

I1   Thank you for completing the survey. In order to send you instructions to access your electronic Visa card, we need your first name and email address.

Name [TEXT BOX]
Email [TEXT BOX] [CONFIRM FORMAT: THE EMAIL ADDRESS MUST HAVE AN "AT SIGN" @ AND MUST NOT CONTAIN BLANK SPACES, I.E. USER@SOMEWHERE.COM.]

[CHECKBOX. FOLLOWING TEXT TO BE SMALL FONT AND GRAY] I would prefer not to receive an incentive.

[IF BOX NOT CHECKED: GO TO I1A, ELSE GO TO I2.]

[PAGE BREAK]

I1a   Please confirm your first name and email address:

       GRID: ROWS
       [DISPLAY NAME FROM I1]
       [DISPLAY EMAIL ADDRESS FROM I1]

       1   Correct
       2   Incorrect

[IF EITHER NAME OR EMAIL ADDRESS IS "Incorrect" THEN GO BACK TO I1. IF BOTH
ARE CORRECT THEN SEND AUTO-EMAIL UPON SELECTION OF "NEXT."]

I2   Your responses have been recorded. [IF BOX IS NOT CHECKED AT I1 THEN
       DISPLAY: You will receive an email from us shortly with the instructions on how to
       access your electronic Visa card. The sender of the email will be
       HiringSurvey@srbi.com and the subject line will read "Thank You! Get your Electronic
       Visa Card Now." If you have any questions or require technical assistance, please email
       HiringSurvey@srbi.com.]

       Thank you again for participating in this important research study.

RE-ENTRY AFTER COMPLETE
You have already completed this survey. Thank you for your participation. If you have any
questions or require additional assistance, please email HiringSurvey@srbi.com.