	The Focus Group questions below are analyzed by reporting the percentage of respondents who answered each question on the worksheet:																	The Focus Group questions below are analyzed by reporting the actual number the respondent recorded on the worksheet:									
Focus Group	**For my job, Middlebury College pays**					**When it comes to compensation, Middlebury College treats the staff**				**I think that I am paid ____ (as) others who have similar responsibilities to me at the College**					**I think it is a good thing that the College is reviewing the Compensation Program**				**Please rank these compensation topics in order of importance (1 being the most important and 8 being the least important)**								**Please estimate how much of your total compensation comes from cash comp. and how much from benefits**	
	Below the going rate	**At the going rate**	**Above the going rate**	**Not sure**	**Blank**	**Fairly**	**Unfairly**	**Not Sure**	**Blank**	**Below**	**The Same**	**Above**	**Not Sure**	**Blank**	**Agree**	**Disagree**	**Not sure**	**Blank**	**Pay for internal equity**	**Pay for marketplace equity**	**Pay for performance**	**Pay for length of service**	**Pay for results**	**Pay for effort**	**Pay for individual effort**	**Pay for team / group / department performance**	**Cash compensation**	**Benefits**
1	15.4%	30.8%	0.0%	46.2%	7.7%	69.2%	7.7%	23.1%	0.0%	23.1%	53.8%	23.1%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	5.18	3.91	2.82	4.73	4.00	4.09	3.91	5.45	54.6%	45.4%
2	0.0%	71.4%	0.0%	28.6%	0.0%	42.9%	14.3%	42.9%	0.0%	14.3%	57.1%	0.0%	28.6%	0.0%	100.0%	0.0%	0.0%	0.0%	4.10	3.91	2.23	3.89	4.17	5.17	3.66	6.95	66.2%	33.8%
3	25.0%	41.7%	0.0%	33.3%	0.0%	58.3%	25.0%	16.7%	0.0%	41.7%	41.7%	0.0%	16.7%	0.0%	91.7%	0.0%	8.3%	0.0%	4.36	3.73	1.55	4.73	4.91	5.27	4.45	7.00	71.3%	28.8%
4	20.0%	40.0%	0.0%	40.0%	0.0%	60.0%	10.0%	30.0%	0.0%	20.0%	20.0%	10.0%	50.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.61	4.06	1.80	6.56	5.16	5.02	4.04	5.17	73.1%	26.9%
5	10.0%	70.0%	0.0%	20.0%	0.0%	80.0%	0.0%	20.0%	0.0%	30.0%	30.0%	10.0%	30.0%	0.0%	100.0%	0.0%	0.0%	0.0%	4.15	3.73	1.80	6.05	4.20	5.82	4.55	5.65	70.5%	29.5%
6	28.6%	42.9%	0.0%	28.6%	0.0%	57.1%	28.6%	14.3%	0.0%	28.6%	28.6%	0.0%	42.9%	0.0%	100.0%	0.0%	0.0%	0.0%	4.76	3.14	1.82	5.17	4.18	6.15	4.30	6.47	68.5%	31.5%
7	25.0%	50.0%	0.0%	25.0%	0.0%	37.5%	37.5%	25.0%	0.0%	37.5%	37.5%	0.0%	12.5%	0.0%	100.0%	0.0%	0.0%	0.0%	5.65	4.35	2.23	5.26	3.35	5.01	4.61	5.29	70.6%	29.4%
Average	**17.9%**	**47.8%**	**0.0%**	**32.8%**	**1.5%**	**59.7%**	**17.9%**	**25.4%**	**0.0%**	**28.4%**	**38.8%**	**7.5%**	**23.9%**	**0.0%**	**98.5%**	**0.0%**	**1.5%**	**0.0%**	**4.53**	**3.86**	**2.09**	**5.30**	**4.28**	**5.30**	**4.20**	**5.95**	**68.7%**	**31.3%**
																		RANK	***5***	***2***	***1***	***6***	***4***	***6***	***3***	***8***		