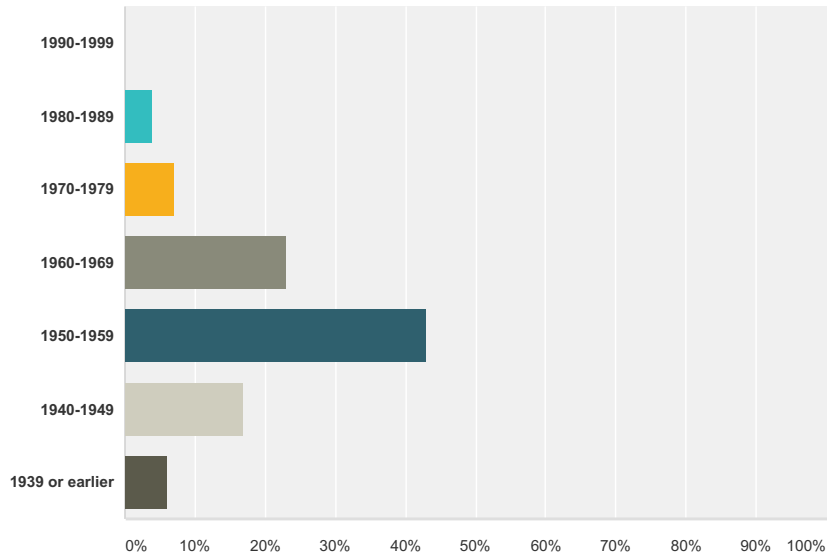


Demographic Survey - Clinical

Q1 What year were you born?

Answered: 100 Skipped: 1

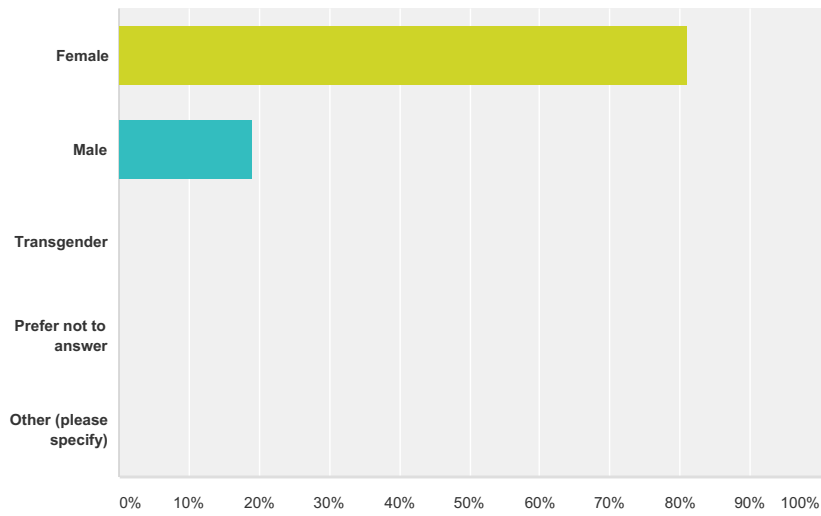


Answer Choices	Responses	
1990-1999	0.00%	0
1980-1989	4.00%	4
1970-1979	7.00%	7
1960-1969	23.00%	23
1950-1959	43.00%	43
1940-1949	17.00%	17
1939 or earlier	6.00%	6
Total		100

Demographic Survey - Clinical

Q2 What is your gender identity?

Answered: 100 Skipped: 1



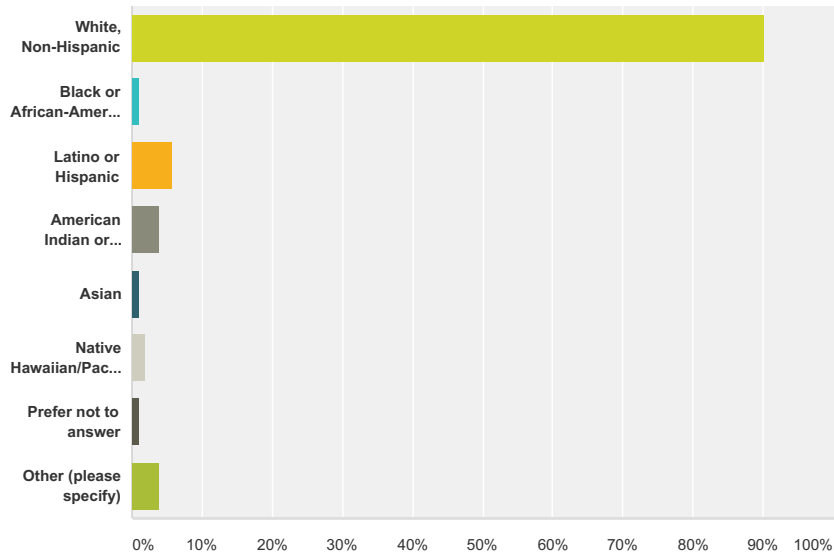
Answer Choices	Responses
Female	81.00% 81
Male	19.00% 19
Transgender	0.00% 0
Prefer not to answer	0.00% 0
Other (please specify)	0.00% 0
Total	100

#	Other (please specify)	Date
	There are no responses.	

Demographic Survey - Clinical

Q3 What is your race/ethnic origin? (Check all that apply)

Answered: 101 Skipped: 0

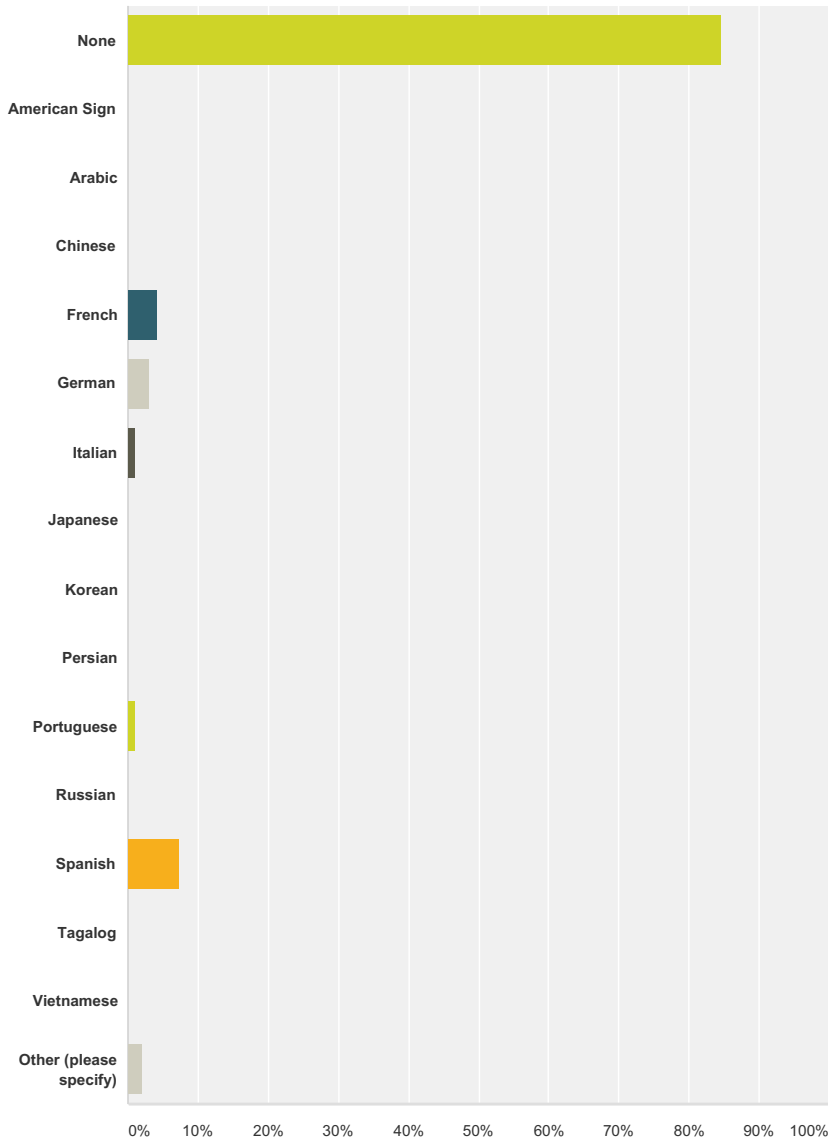


Answer Choices	Responses
White, Non-Hispanic	90.10% 91
Black or African-American	0.99% 1
Latino or Hispanic	5.94% 6
American Indian or Alaskan Native	3.96% 4
Asian	0.99% 1
Native Hawaiian/Pacific Islander	1.98% 2
Prefer not to answer	0.99% 1
Other (please specify)	3.96% 4
Total Respondents: 101	

#	Other (please specify)	Date
1	Italian American	1/18/2015 6:47 AM
2	Armenian	1/16/2015 10:54 AM
3	Jewish	1/16/2015 8:52 AM
4	2 or more races	1/15/2015 11:22 PM

Q4 What language(s) do you speak in addition to English? (Check all that apply)

Answered: 97 Skipped: 4



Answer Choices	Responses
None	84.54% 82
American Sign	0.00% 0
Arabic	0.00% 0
Chinese	0.00% 0
French	4.12% 4
German	3.09% 3
Italian	1.03% 1
Japanese	0.00% 0
Korean	0.00% 0
Persian	0.00% 0

Demographic Survey - Clinical

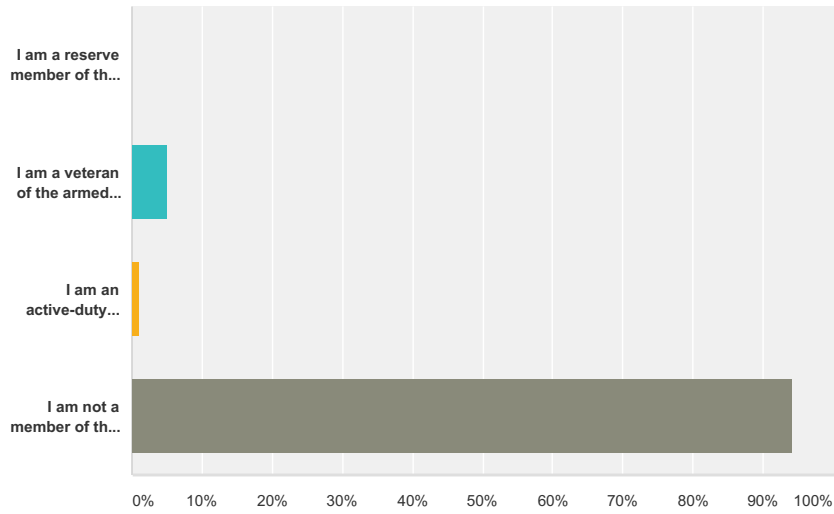
Portuguese	1.03%	1
Russian	0.00%	0
Spanish	7.22%	7
Tagalog	0.00%	0
Vietnamese	0.00%	0
Other (please specify)	2.06%	2
Total Respondents: 97		

#	Other (please specify)	Date
1	Armenian	1/16/2015 10:54 AM
2	Algonquin, cherokee	1/16/2015 9:20 AM

Demographic Survey - Clinical

Q5 Are you a member of the armed service?

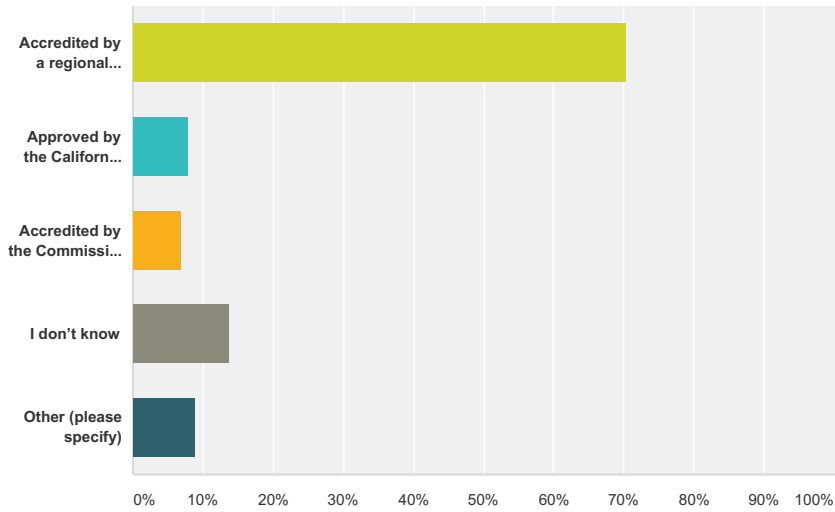
Answered: 101 Skipped: 0



Answer Choices	Responses
I am a reserve member of the armed service	0.00% 0
I am a veteran of the armed service	4.95% 5
I am an active-duty member of the armed service	0.99% 1
I am not a member of the armed service	94.06% 95
Total	101

Q6 Did you graduate from an accredited or state approved school?

Answered: 101 Skipped: 0



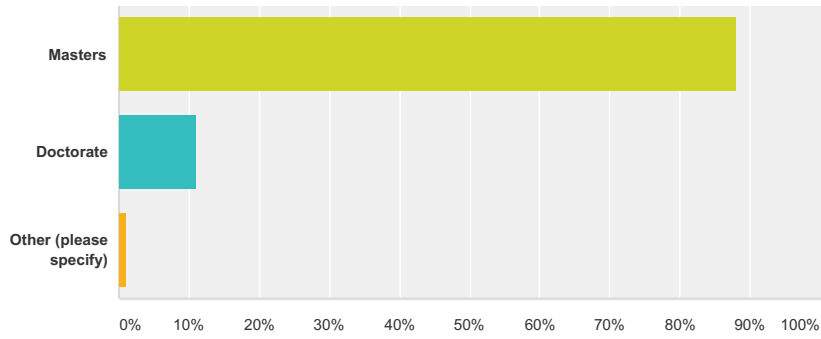
Answer Choices	Responses
Accredited by a regional accrediting body (e.g., Western Association of Schools and Colleges)	70.30% 71
Approved by the California Bureau of Private, Postsecondary and Vocational Education or its equivalent	7.92% 8
Accredited by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE)	6.93% 7
I don't know	13.86% 14
Other (please specify)	8.91% 9
Total Respondents: 101	

#	Other (please specify)	Date
1	Nationally Accredited University	2/4/2015 1:03 PM
2	National University for Grad. School	2/4/2015 11:25 AM
3	Not sure CACREP?	2/4/2015 9:44 AM
4	UCLA, not sure how it is accredited but I feel confident it is.	2/4/2015 9:27 AM
5	CSUS	1/22/2015 8:34 PM
6	California Family Study Center through Azusa Pacific	1/15/2015 9:38 PM
7	Yes but unsure of which one above	1/15/2015 9:30 PM
8	CSU and UC degrees in California. I think these are WASC accred..	1/15/2015 3:46 PM
9	I sure hope so	1/15/2015 3:36 PM

Demographic Survey - Clinical

Q7 What is the highest relevant degree you have earned related to psychotherapy?

Answered: 100 Skipped: 1

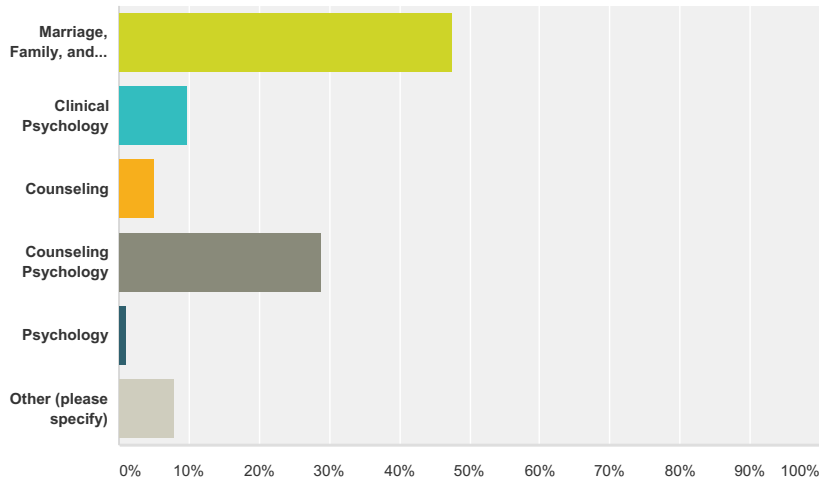


Answer Choices	Responses
Masters	88.00% 88
Doctorate	11.00% 11
Other (please specify)	1.00% 1
Total	100

#	Other (please specify)	Date
1	Currently a Doctoral Candidate in 2nd year of program	1/15/2015 3:17 PM

Q8 What is the subject area of your highest relevant degree related to psychotherapy?

Answered: 101 Skipped: 0



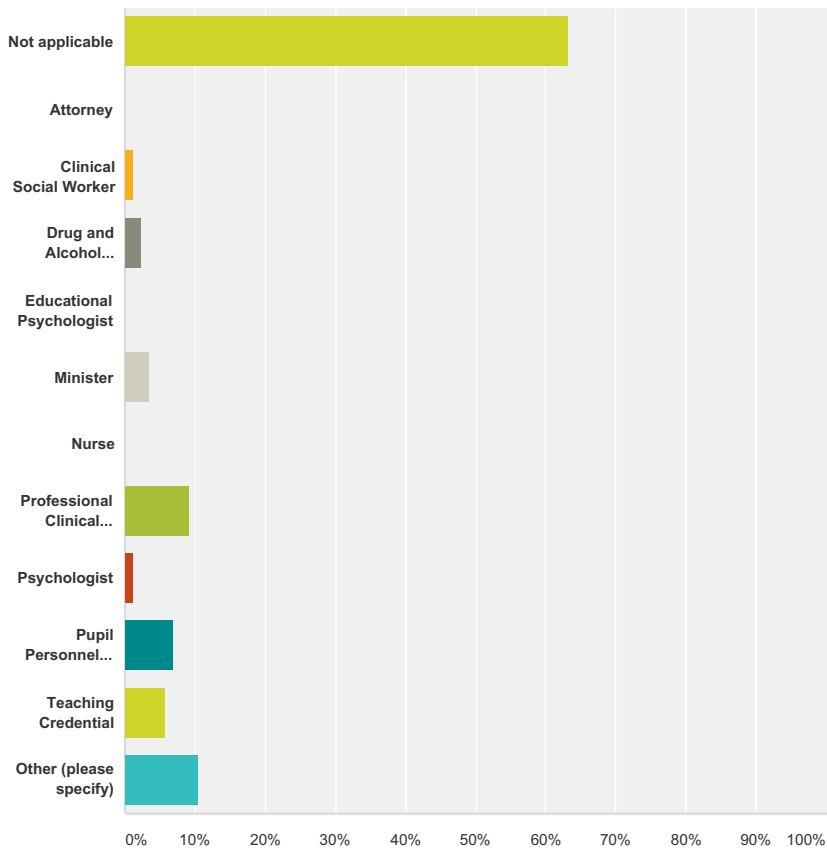
Answer Choices	Responses
Marriage, Family, and Child Counseling/Marital and Family Therapy	47.52% 48
Clinical Psychology	9.90% 10
Counseling	4.95% 5
Counseling Psychology	28.71% 29
Psychology	0.99% 1
Other (please specify)	7.92% 8
Total	101

#	Other (please specify)	Date
1	Dance/Movement Therapy and additional coursework in Marital and Family Therapy.	2/4/2015 9:27 AM
2	Social Work, MSW	2/4/2015 9:07 AM
3	Sex Therapy	1/19/2015 12:17 AM
4	Counseling psychology with emphasis in drama therapy	1/16/2015 1:23 PM
5	depth psychology	1/16/2015 8:15 AM
6	Theology	1/15/2015 11:23 PM
7	Clinical/School Psychology	1/15/2015 4:24 PM
8	Human Development	1/15/2015 3:45 PM

Demographic Survey - Clinical

Q9 Which additional California credentials/licenses do you hold? (Check all that apply)

Answered: 87 Skipped: 14



Answer Choices	Responses
Not applicable	63.22% 55
Attorney	0.00% 0
Clinical Social Worker	1.15% 1
Drug and Alcohol Counselor	2.30% 2
Educational Psychologist	0.00% 0
Minister	3.45% 3
Nurse	0.00% 0
Professional Clinical Counselor	9.20% 8
Psychologist	1.15% 1
Pupil Personnel Services	6.90% 6
Teaching Credential	5.75% 5
Other (please specify)	10.34% 9
Total Respondents: 87	

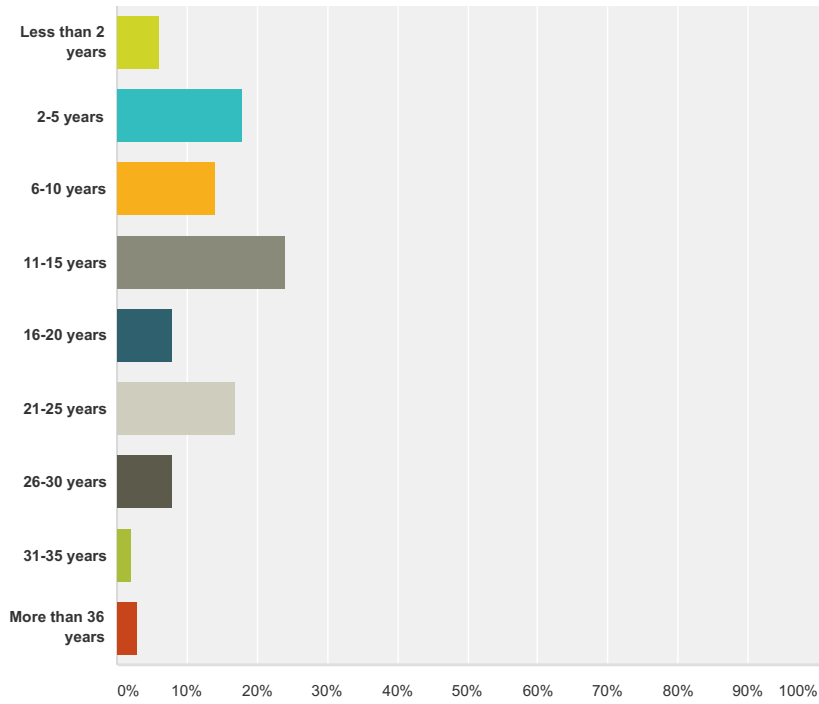
#	Other (please specify)	Date
1	Just LMFT	2/4/2015 11:25 AM
2	Career Counseling, M.S. , Certified Life Coach	2/4/2015 9:44 AM
3	Community College Teaching and Counseling Cred's.	1/21/2015 3:43 AM

Demographic Survey - Clinical

4	Certified Group Psychotherapist	1/17/2015 2:57 PM
5	Real Estate Sales Person, MFT	1/15/2015 11:23 PM
6	ATR (Registered Art Therapist), CHT (certified hypnotherapist)	1/15/2015 4:01 PM
7	Master's in Public Administration	1/15/2015 3:46 PM
8	Credentialed Professional Gerontologist	1/15/2015 3:45 PM
9	Registered Art Therapist	1/15/2015 3:17 PM

Q10 How many years have you been licensed as an MFT?

Answered: 100 Skipped: 1

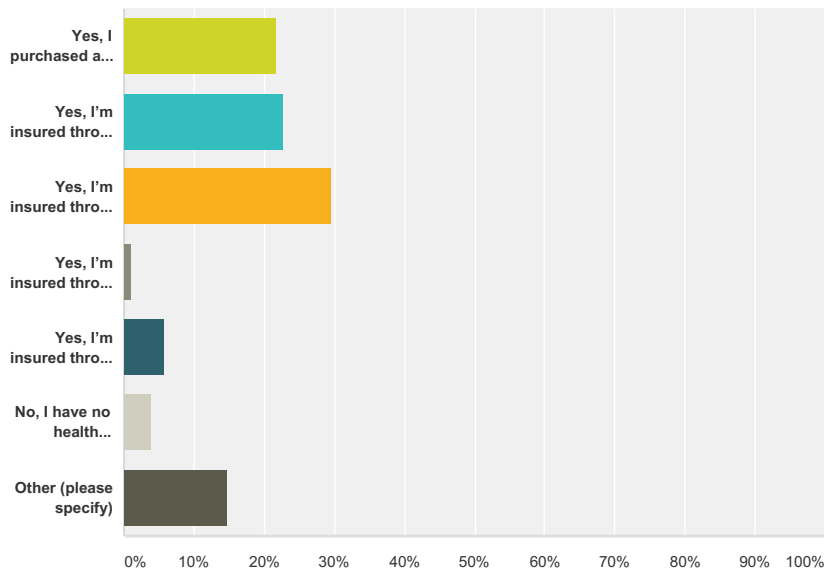


Answer Choices	Responses
Less than 2 years	6.00% 6
2-5 years	18.00% 18
6-10 years	14.00% 14
11-15 years	24.00% 24
16-20 years	8.00% 8
21-25 years	17.00% 17
26-30 years	8.00% 8
31-35 years	2.00% 2
More than 36 years	3.00% 3
Total	100

Demographic Survey - Clinical

Q11 Do you have health insurance for your personal medical care?

Answered: 101 Skipped: 0

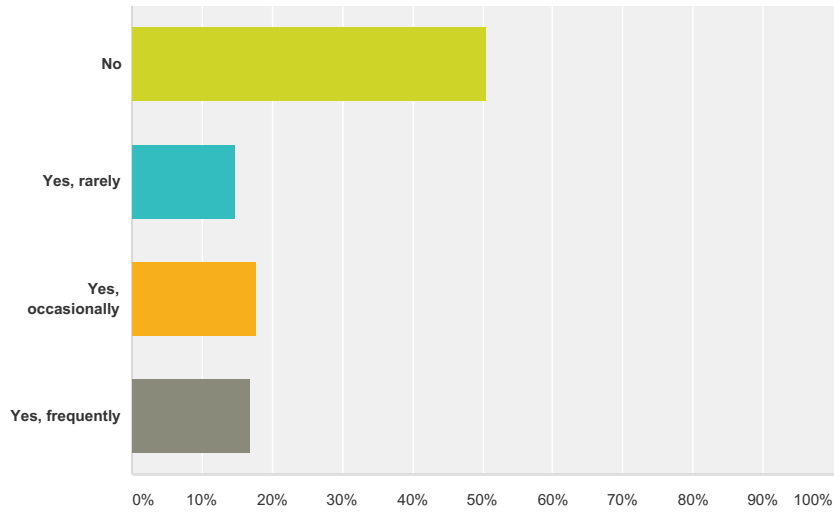


Answer Choices	Responses
Yes, I purchased a private plan	21.78% 22
Yes, I'm insured through my employer	22.77% 23
Yes, I'm insured through my spouse/partner	29.70% 30
Yes, I'm insured through CAMFT's guaranteed issue health plan	0.99% 1
Yes, I'm insured through Covered California	5.94% 6
No, I have no health insurance	3.96% 4
Other (please specify)	14.85% 15
Total	101

#	Other (please specify)	Date
1	Healthcare Sharing Co-op (CHM)	2/10/2015 6:27 AM
2	I own a small private agency and have it through it.	2/4/2015 11:27 AM
3	Medicare	1/22/2015 8:36 PM
4	Veterans Admin.	1/21/2015 3:45 AM
5	Medicare	1/17/2015 6:02 AM
6	Provided by the School District and Medicare.	1/16/2015 10:57 AM
7	Retired State Employee coverage	1/16/2015 9:22 AM
8	I have a faith based cost sharing program	1/16/2015 7:33 AM
9	medicare	1/16/2015 7:26 AM
10	purchased plan through former employer	1/16/2015 7:03 AM
11	Medicare	1/16/2015 5:34 AM
12	Medicare and United Health Care	1/15/2015 9:40 PM
13	Medicare at age 65 plus AARP Supplement	1/15/2015 4:26 PM
14	Insured through CalPERS, former employer.	1/15/2015 3:48 PM
15	Insured through Medi-cal	1/15/2015 3:18 PM

Q12 Within the last two years, have you received personal psychotherapy?

Answered: 101 Skipped: 0

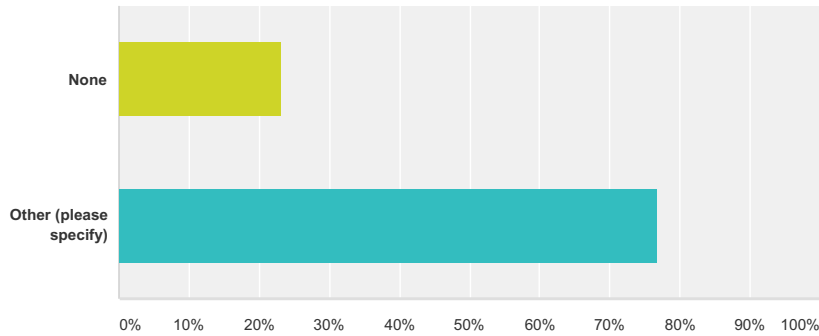


Answer Choices	Responses	
No	50.50%	51
Yes, rarely	14.85%	15
Yes, occasionally	17.82%	18
Yes, frequently	16.83%	17
Total		101

Demographic Survey - Clinical

Q13 What was your career before becoming an LMFT?

Answered: 99 Skipped: 2



Answer Choices	Responses
None	23.23% 23
Other (please specify)	76.77% 76
Total	99

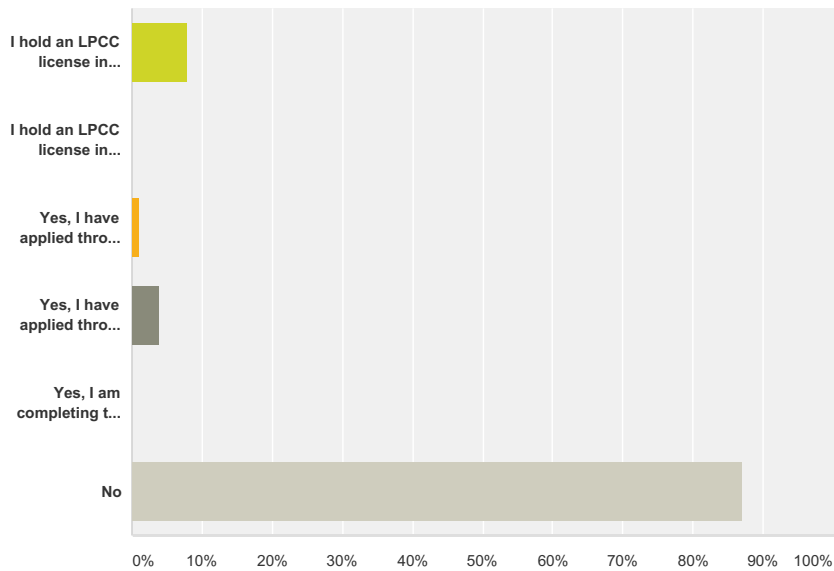
#	Other (please specify)	Date
1	Retail , purchasing agent	2/7/2015 10:44 AM
2	Substitute teacher	2/6/2015 7:55 PM
3	Bodyworker, Office manager in Chiropractic clinic	2/6/2015 3:28 PM
4	Pastor, Campus Minister	2/5/2015 6:41 PM
5	Business Owner	2/5/2015 2:37 PM
6	Teacher	2/5/2015 1:57 PM
7	recreational therapist	2/5/2015 8:55 AM
8	landscape gardener	2/4/2015 1:04 PM
9	Behavior Specialist (separate masters degree)	2/4/2015 11:15 AM
10	mother	2/4/2015 10:52 AM
11	counselor intern ,	2/4/2015 10:09 AM
12	Registered Dental Assistant, Sales/Marketing/ Recruiting, Nursing	2/4/2015 9:45 AM
13	Dance	2/4/2015 9:28 AM
14	Health/Fitness	2/4/2015 9:09 AM
15	Welfare Social Worker	2/4/2015 9:08 AM
16	genetic counseling	2/4/2015 9:07 AM
17	special education teacher	1/31/2015 4:30 PM
18	teacher - home schooled	1/27/2015 10:11 PM
19	Finance	1/26/2015 7:48 AM
20	Travel Agent	1/23/2015 10:55 AM
21	Wife and Mother	1/22/2015 8:36 PM
22	Dental field	1/22/2015 8:47 AM
23	Teaching High School and Community College	1/21/2015 3:45 AM
24	Marketing	1/20/2015 9:51 PM
25	educator	1/19/2015 11:34 AM
26	business/medicine	1/19/2015 3:21 AM
27	Rehabilitation Counseling	1/17/2015 8:54 PM
28	Teacher	1/17/2015 2:58 PM
29	Teacher, counselor	1/17/2015 12:36 PM

Demographic Survey - Clinical

30	Director of children's ministry	1/17/2015 9:47 AM
31	Interior decorator	1/17/2015 6:02 AM
32	sales and marketing	1/16/2015 2:10 PM
33	Administration	1/16/2015 1:30 PM
34	Recreational therapist	1/16/2015 1:25 PM
35	High school Teacher	1/16/2015 10:57 AM
36	Social Worker	1/16/2015 10:28 AM
37	Clinical Research Associate	1/16/2015 10:16 AM
38	Research analyst for State	1/16/2015 9:22 AM
39	Arts administration and marketing; health administration	1/16/2015 8:54 AM
40	public relations	1/16/2015 8:54 AM
41	Credentialed teacher and asst. university professor	1/16/2015 8:24 AM
42	mother	1/16/2015 8:17 AM
43	Claims Manager HMO	1/16/2015 8:13 AM
44	non-profit world	1/16/2015 7:26 AM
45	business owner	1/16/2015 7:03 AM
46	Marketing Mgr	1/16/2015 5:34 AM
47	Program analyst, State of CA	1/16/2015 12:29 AM
48	Teacher, Realtor	1/15/2015 11:24 PM
49	Executive bilingual secretary	1/15/2015 10:24 PM
50	Mail carrier	1/15/2015 10:18 PM
51	Graphic Designer	1/15/2015 10:10 PM
52	Management	1/15/2015 10:05 PM
53	Secondary School Teacher of Art and English	1/15/2015 9:40 PM
54	Military intelligence	1/15/2015 9:21 PM
55	paralegal, manager of drug/alternative courts	1/15/2015 8:27 PM
56	University professor	1/15/2015 7:16 PM
57	teacher, probation officer	1/15/2015 6:51 PM
58	Pastor; retired military	1/15/2015 6:03 PM
59	Sales	1/15/2015 5:42 PM
60	State dept of public health	1/15/2015 5:05 PM
61	School Psychologist/Guidance Counselor	1/15/2015 4:26 PM
62	television	1/15/2015 4:22 PM
63	Outside Sales	1/15/2015 4:04 PM
64	Managerial Veterinary Healthcare	1/15/2015 4:02 PM
65	Social Worker	1/15/2015 3:58 PM
66	Office of Auditor General, Calif.: Performance Auditor; Dir. of Personnel and Administration	1/15/2015 3:48 PM
67	Professor	1/15/2015 3:46 PM
68	Sales representative	1/15/2015 3:42 PM
69	Television news	1/15/2015 3:37 PM
70	Scientific Programmer, Small Business Owner	1/15/2015 3:26 PM
71	Musician	1/15/2015 3:19 PM
72	Banking	1/15/2015 3:18 PM
73	Marketing	1/15/2015 3:18 PM
74	biofeedback therapist	1/15/2015 3:17 PM
75	Non-Profit world	1/15/2015 3:17 PM
76	Health Educator	1/15/2015 3:17 PM

Q14 Do you plan to apply for, or are you in the process of obtaining, LPCC licensure in California?

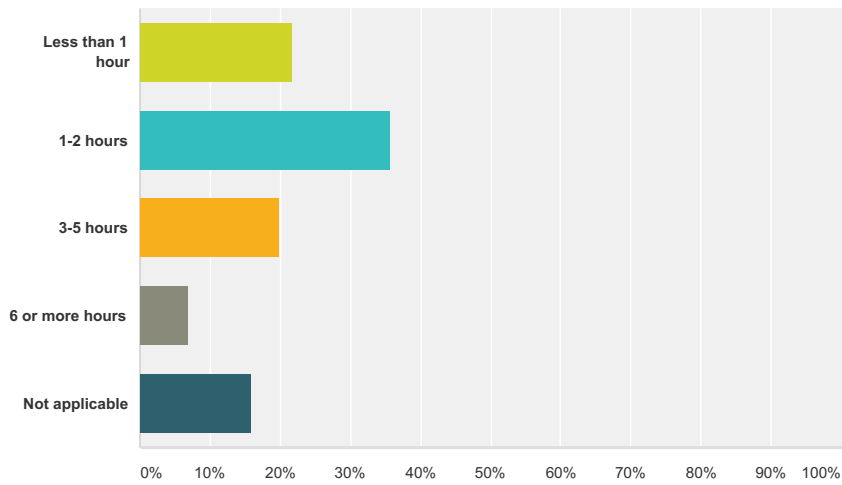
Answered: 100 Skipped: 1



Answer Choices	Responses
I hold an LPCC license in California obtained through the "grandparenting" process	8.00% 8
I hold an LPCC license in California obtained through the "traditional" path	0.00% 0
Yes, I have applied through the "grandparenting" process and am currently completing my deficiencies	1.00% 1
Yes, I have applied through the "grandparenting" process, but am no longer pursuing the LPCC licensure	4.00% 4
Yes, I am completing the "traditional" path toward the LPCC licensure	0.00% 0
No	87.00% 87
Total	100

Q15 On average, how many hours per week do you devoted to volunteer or pro-bono therapy?

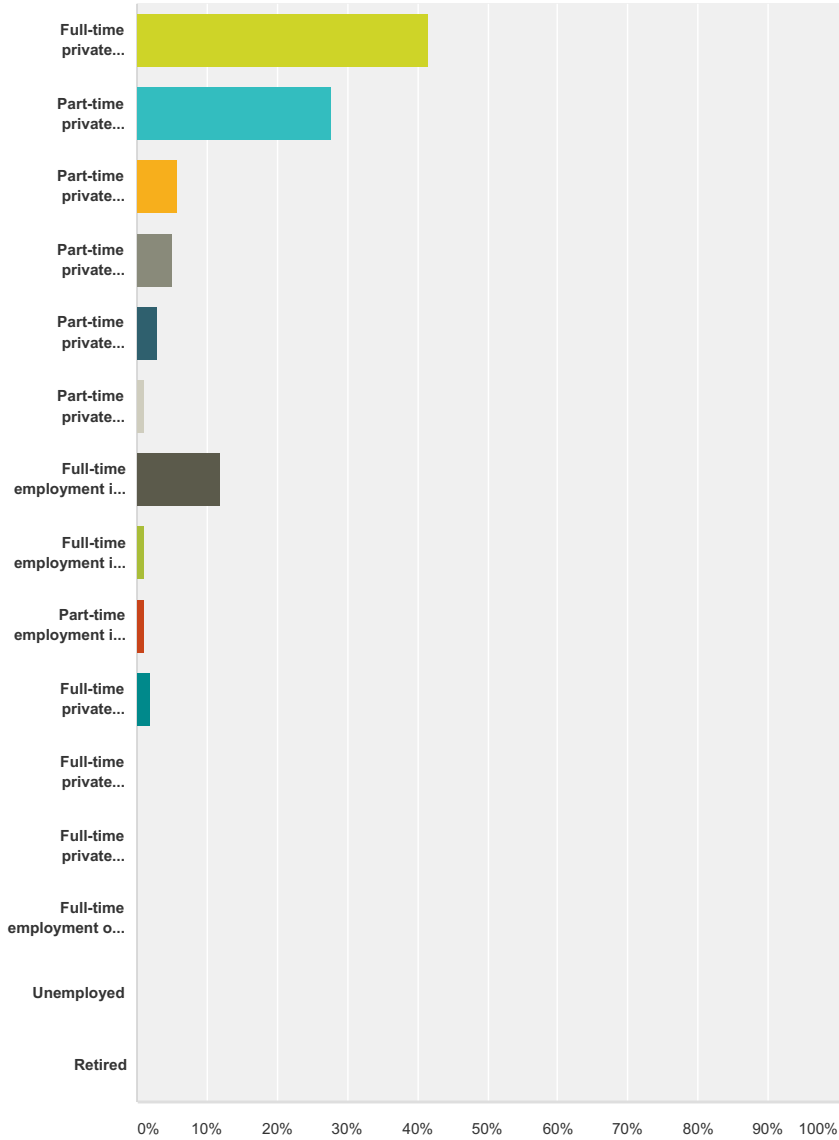
Answered: 101 Skipped: 0



Answer Choices	Responses	
Less than 1 hour	21.78%	22
1-2 hours	35.64%	36
3-5 hours	19.80%	20
6 or more hours	6.93%	7
Not applicable	15.84%	16
Total		101

Q16 Which of the following best describes your status? (Note: Full-time is 20 or more hours a week and part-time is fewer than 20 hours a week)

Answered: 101 Skipped: 0



Answer Choices	Responses
Full-time private practice (20 or more hours per week) only	41.58% 42
Part-time private practice (fewer than 20 hours per week) only	27.72% 28
Part-time private practice and full-time employment in a clinical position	5.94% 6
Part-time private practice and part-time employment in a clinical position	4.95% 5
Part-time private practice and full-time employment in a non-clinical position	2.97% 3
Part-time private practice and part-time employment in a non-clinical position	0.99% 1
Full-time employment in a clinical position (not private practice) only	11.88% 12
Full-time employment in a clinical position (not private practice) and part-time in a non-clinical position	0.99% 1
Part-time employment in a clinical position (not private practice) and part-time employment in a non-clinical position	0.99% 1

Demographic Survey - Clinical

Full-time private practice and full-time employment in a clinical position	1.98%	2
Full-time private practice and part-time employment in a clinical position	0.00%	0
Full-time private practice and full-time employment in a non-clinical position	0.00%	0
Full-time employment or in business doing non-clinical work	0.00%	0
Unemployed	0.00%	0
Retired	0.00%	0
Total		101

Demographic Survey - Clinical

Q17 What is your average annual income (before taxes)?

Answered: 0 Skipped: 101

! No matching responses.

Answer Choices	Responses
Less than \$20,000 per year	0.00% 0
\$20,000-\$34,999 per year	0.00% 0
\$35,000-\$44,999 per year	0.00% 0
\$45,000-\$54,999 per year	0.00% 0
\$55,000-\$64,999 per year	0.00% 0
\$65,000-\$79,999 per year	0.00% 0
\$80,000-\$99,999 per year	0.00% 0
\$100,000-\$125,999 per year	0.00% 0
\$126,000-\$149,999 per year	0.00% 0
\$150,000-\$174,999 per year	0.00% 0
\$175,000-\$199,999 per year	0.00% 0
More than \$200,000 per year	0.00% 0
Not applicable	0.00% 0
Total	0

Demographic Survey - Clinical

Q18 Do you work in any of the following setting? (Check all that apply)

Answered: 0 Skipped: 101

! No matching responses.

Answer Choices	Responses	
College or University	0.00%	0
Hospital/Licensed health facility	0.00%	0
Managed care company including HMO, PPO, EAP, etc.	0.00%	0
Group practice/professional corporation	0.00%	0
Non-profit or charitable corporation	0.00%	0
Outpatient clinic	0.00%	0
Residential treatment facility	0.00%	0
School (K-12)	0.00%	0
California Department of Social Services	0.00%	0
California Public Health Service	0.00%	0
California State Department of Corrections and Rehabilitation	0.00%	0
California State Psychiatric Hospital	0.00%	0
California Youth Authority	0.00%	0
Child Protective Services or its equivalent	0.00%	0
Correctional Treatment Facility	0.00%	0
County Mental Health	0.00%	0
County Probation	0.00%	0
County Psychiatric Facility	0.00%	0
Department of Defense	0.00%	0
EAP	0.00%	0
Educational Institution	0.00%	0
Family Court Services	0.00%	0
U.S. Department of Health Services	0.00%	0
U.S. Department of Veterans Affairs	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 0		

#	Other (please specify)	Date
	There are no responses.	

Demographic Survey - Clinical

Q19 Do you work in any of the following settings? (Check all that apply)

Answered: 0 Skipped: 101

! No matching responses.

Answer Choices	Responses	
California Department of Social Services	0.00%	0
California Public Health Service	0.00%	0
California State Department of Corrections and Rehabilitation	0.00%	0
California State Psychiatric Hospital	0.00%	0
California Youth Authority	0.00%	0
Child Protective Services or its equivalent	0.00%	0
Correctional Treatment Facility	0.00%	0
County Mental Health	0.00%	0
County Probation	0.00%	0
County Psychiatric Facility	0.00%	0
Department of Defense	0.00%	0
EAP	0.00%	0
Educational Institution	0.00%	0
Family Court Services	0.00%	0
U.S. Department of Health Services	0.00%	0
U.S. Department of Veterans Affairs	0.00%	0
Not applicable	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 0		

#	Other (please specify)	Date
	There are no responses.	

Demographic Survey - Clinical

Q20 What are your duties? (Check all that apply)

Answered: 0 Skipped: 101

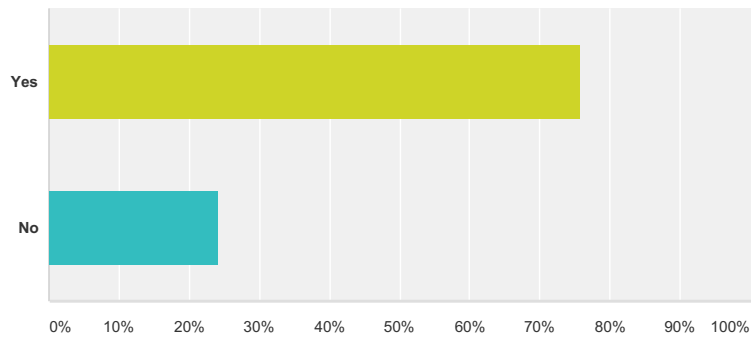
! No matching responses.

Answer Choices	Responses
Administration	0.00% 0
Adoptions	0.00% 0
Case management	0.00% 0
Child abuse investigations	0.00% 0
Child custody investigations	0.00% 0
Community prevention/education	0.00% 0
Education	0.00% 0
Intakes/referrals	0.00% 0
Mediation	0.00% 0
Social services	0.00% 0
Other (please specify)	0.00% 0
Total Respondents: 0	

#	Other (please specify)	Date
	There are no responses.	

Q21 Do you consider your private practice your primary career/occupation and source of income?

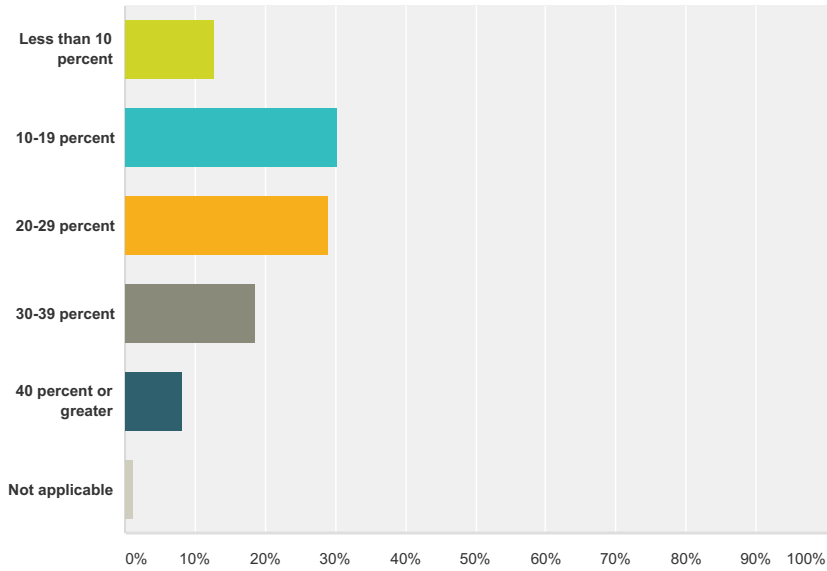
Answered: 87 Skipped: 14



Answer Choices	Responses	
Yes	75.86%	66
No	24.14%	21
Total		87

Q22 What percentage of your gross income goes to overhead?

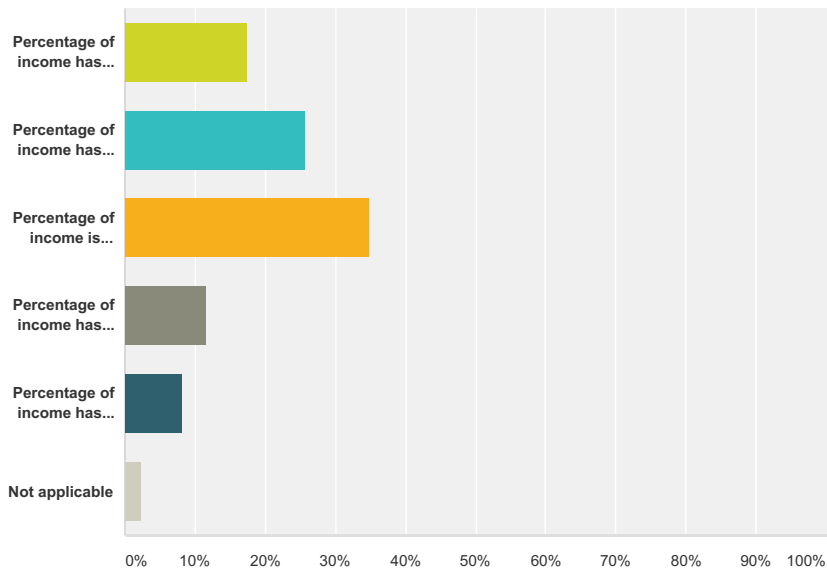
Answered: 86 Skipped: 15



Answer Choices	Responses
Less than 10 percent	12.79% 11
10-19 percent	30.23% 26
20-29 percent	29.07% 25
30-39 percent	18.60% 16
40 percent or greater	8.14% 7
Not applicable	1.16% 1
Total	86

Q23 Have you experienced any changes in your earnings from providing psychotherapy within the past two years?

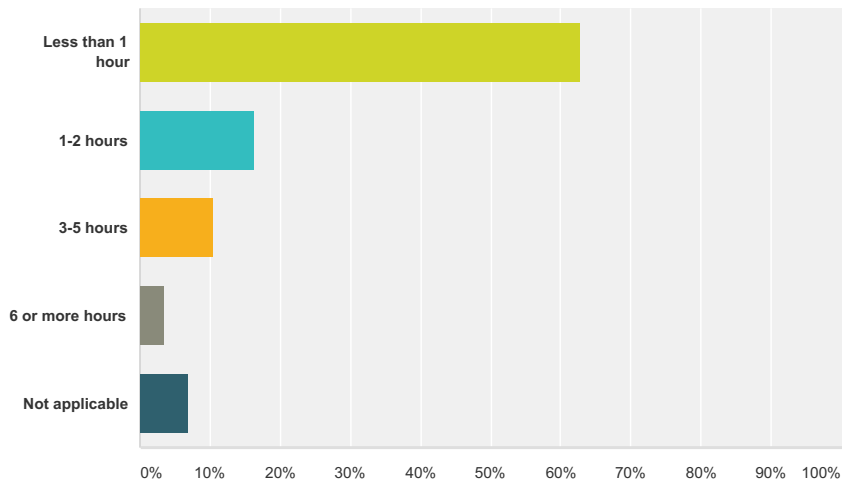
Answered: 86 Skipped: 15



Answer Choices	Responses
Percentage of income has increased significantly	17.44% 15
Percentage of income has increased somewhat	25.58% 22
Percentage of income is approximately the same	34.88% 30
Percentage of income has decreased somewhat	11.63% 10
Percentage of income has decreased significantly	8.14% 7
Not applicable	2.33% 2
Total	86

Q24 What is the average number of hours per week spent marketing/promoting services?

Answered: 86 Skipped: 15

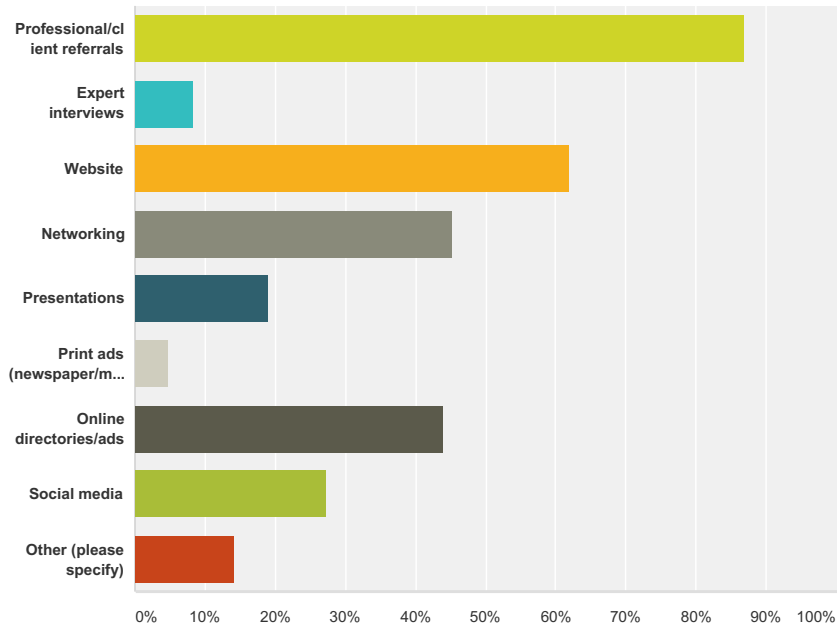


Answer Choices	Responses	Count
Less than 1 hour	62.79%	54
1-2 hours	16.28%	14
3-5 hours	10.47%	9
6 or more hours	3.49%	3
Not applicable	6.98%	6
Total		86

Demographic Survey - Clinical

Q25 How do you market/promote your services? (Check all that apply)

Answered: 84 Skipped: 17



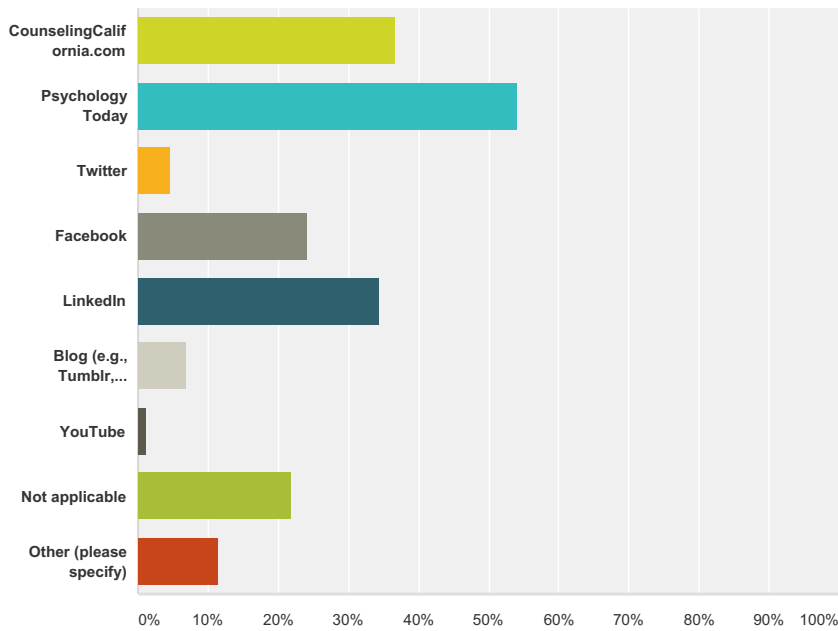
Answer Choices	Responses
Professional/client referrals	86.90% 73
Expert interviews	8.33% 7
Website	61.90% 52
Networking	45.24% 38
Presentations	19.05% 16
Print ads (newspaper/magazines/newsletters, etc.)	4.76% 4
Online directories/ads	44.05% 37
Social media	27.38% 23
Other (please specify)	14.29% 12
Total Respondents: 84	

#	Other (please specify)	Date
1	Insurance panels, MediCare, MediCal provider,VCP	2/6/2015 7:09 PM
2	Therapist Finder	2/4/2015 1:06 PM
3	On Managed Care Panels	2/4/2015 11:30 AM
4	Volunteer in Community based program 3-5 hours/week	2/4/2015 9:50 AM
5	Membership in community based groups that refer	2/4/2015 9:11 AM
6	Forensic Expert Testimony	1/21/2015 3:48 AM
7	I don't	1/17/2015 6:04 AM
8	Word of Mouth	1/16/2015 11:01 AM
9	insurance panels	1/16/2015 10:31 AM
10	insurance panels	1/16/2015 7:05 AM
11	Insurance Co Referrals	1/15/2015 9:44 PM
12	Insurance provider list referrals	1/15/2015 3:50 PM

Demographic Survey - Clinical

Q26 Which online directories or social media outlets do you use to promote your services? (Check all that apply)

Answered: 87 Skipped: 14

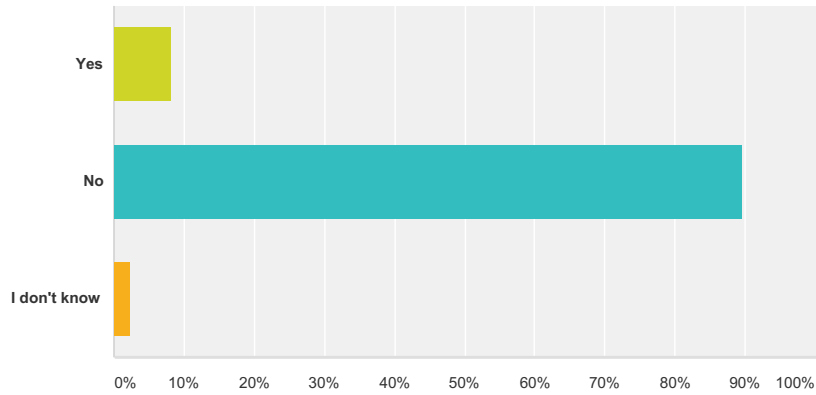


Answer Choices	Responses
CounselingCalifornia.com	36.78% 32
Psychology Today	54.02% 47
Twitter	4.60% 4
Facebook	24.14% 21
LinkedIn	34.48% 30
Blog (e.g., Tumblr, Wordpress, Blogger, etc.)	6.90% 6
YouTube	1.15% 1
Not applicable	21.84% 19
Other (please specify)	11.49% 10
Total Respondents: 87	

#	Other (please specify)	Date
1	I have a website.	2/6/2015 7:09 PM
2	TheraVive, Google	2/4/2015 9:50 AM
3	www.sextherapy.com	1/19/2015 12:23 AM
4	Aamft directory	1/17/2015 12:38 PM
5	Local Camft website	1/16/2015 11:01 AM
6	none	1/16/2015 7:27 AM
7	Yellow Pages Book and Online Directory	1/15/2015 9:44 PM
8	County websites and CAMFT Delta listing	1/15/2015 4:29 PM
9	Goodtherapy.org	1/15/2015 4:28 PM
10	Theravive, Good Therapy, professional website, google adwords	1/15/2015 3:18 PM

Q27 Has a client asked you to complete a W-9/1099 form?

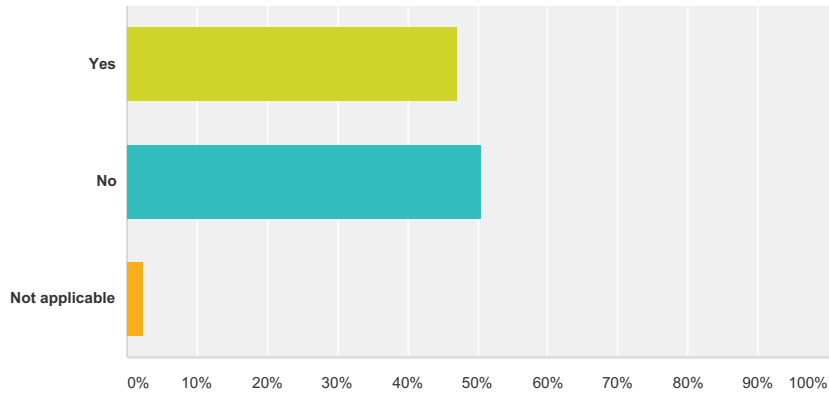
Answered: 87 Skipped: 14



Answer Choices	Responses	
Yes	8.05%	7
No	89.66%	78
I don't know	2.30%	2
Total		87

Q28 Do you accept credit card payments for your services?

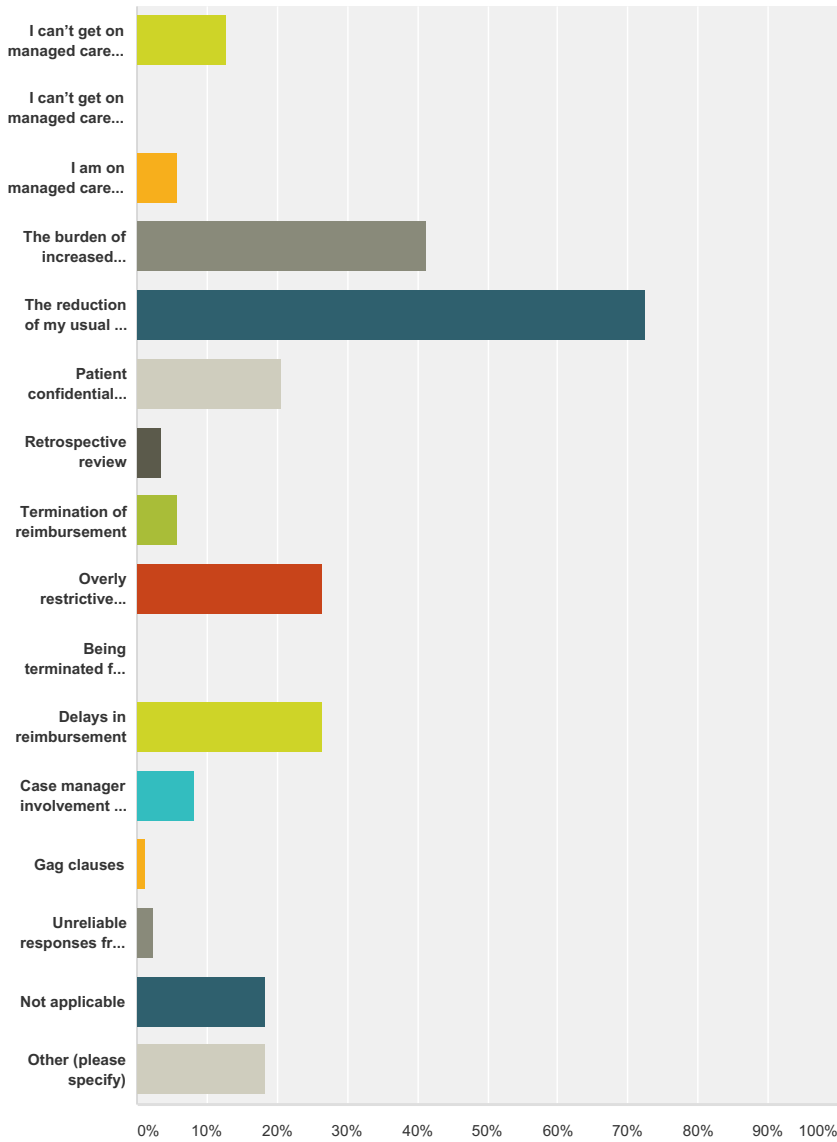
Answered: 87 Skipped: 14



Answer Choices	Responses	
Yes	47.13%	41
No	50.57%	44
Not applicable	2.30%	2
Total		87

**Q29 What are your greatest problems in dealing with managed care companies?
(select top three problems)**

Answered: 87 Skipped: 14



Answer Choices	Responses	Count
I can't get on managed care panels because they are filled	12.64%	11
I can't get on managed care panels because they don't take LMFTs	0.00%	0
I am on managed care panels but receive no referrals	5.75%	5
The burden of increased paperwork	41.38%	36
The reduction of my usual and customary fee	72.41%	63
Patient confidentiality is compromised	20.69%	18
Retrospective review	3.45%	3
Termination of reimbursement	5.75%	5
Overly restrictive limitations on the amount of treatment authorized	26.44%	23
Being terminated from panels	0.00%	0

Demographic Survey - Clinical

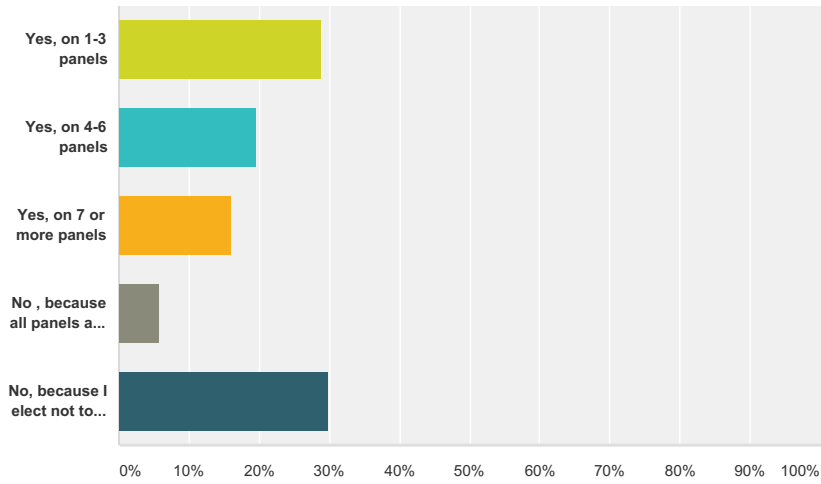
Delays in reimbursement	26.44%	23
Case manager involvement in treatment decisions	8.05%	7
Gag clauses	1.15%	1
Unreliable responses from case managers/revolving door of case managers	2.30%	2
Not applicable	18.39%	16
Other (please specify)	18.39%	16
Total Respondents: 87		

#	Other (please specify)	Date
1	Was on panels for several years, but low fees, reimbursement delays AND that fees could not be negotiated prompted my migration out of insurance work. It is, apparently, unusual for panels to give or negotiate raises in fee reimbursement even after years of service, good client reviews and/or unique, therapeutic offerings (In my case, the only DBT program in a large metropolitan area.)	2/10/2015 6:41 AM
2	Some organizations seem to have a "gotcha" claims department, where they find technicalities that supposedly justify denial of payment. My worst are UBH and Medicare.	2/6/2015 7:12 PM
3	Stonewalling on correction of underpaid contracted fee	2/5/2015 6:45 PM
4	Ridiculous/ unfounded reasons for lengthy delays in reimbursements based on what was claimed as " change of professional information" ie. name, Tax Id and address. By time documentation is cleared, reimbursement was" no longer available."	2/5/2015 2:07 PM
5	Inaccurate benefits information provided by insurance staff and or website	2/5/2015 9:02 AM
6	The 4-6 months it takes to have licensed therapists I hire to get on panels - even though I am a corporated group and I am already on the panels. There is no "fast track" approval for additional therapists in practice. Also my practice is on the edge of Sacramento County (which is very big) and serve many from the neighboring small counties (which 2 are considered underserved) and because I am in Sacramento County, managed care panels deny hired therapists to be providers (even when we receive multiple patient requests for services) because Sacramento County has enough therapists. Managed Care companies are not in touch with the needs (geographic needs and needs of children and adolescents school schedule accommodations) so their patients are not able to receive consistent care due to travel and logistics.	2/4/2015 11:38 AM
7	currently waiting for panel approvals, long process	2/4/2015 10:55 AM
8	I choose not to participate with managed care for many reasons: time, frustration, low fees, ethical considerations, and autonomy.	2/4/2015 9:52 AM
9	Time necessary to confirm coverage, copayment, authorization and claim mailing information.	2/4/2015 9:12 AM
10	I do not take medical insurance.	1/22/2015 8:49 AM
11	I am not on any managed care panels and do not want to be.	1/19/2015 12:24 AM
12	No regular raises	1/17/2015 12:40 PM
13	Holding for 20+ minutes and getting an uneducated answer and having to call back to get resolution...	1/16/2015 2:54 PM
14	If there is a problem with a billing, or confusion regarding information, insurance companies' approach is that the burden of proof is on the clinician. They are quick to not pay whenever there is a glitch. And the glitches can be as simple as a wrong address number, or an unchecked box.	1/16/2015 7:09 AM
15	My managed care co only sends me EAP referrals at a reduced rate of pay	1/15/2015 3:46 PM
16	Too many insurance companies involved! Why do insurance companies have to contract out their mental health plans? It's confusing to clients and therapists alike.	1/15/2015 3:18 PM

Demographic Survey - Clinical

Q30 Are you a provider on PPO, HMO, EAP, or other managed care panels?

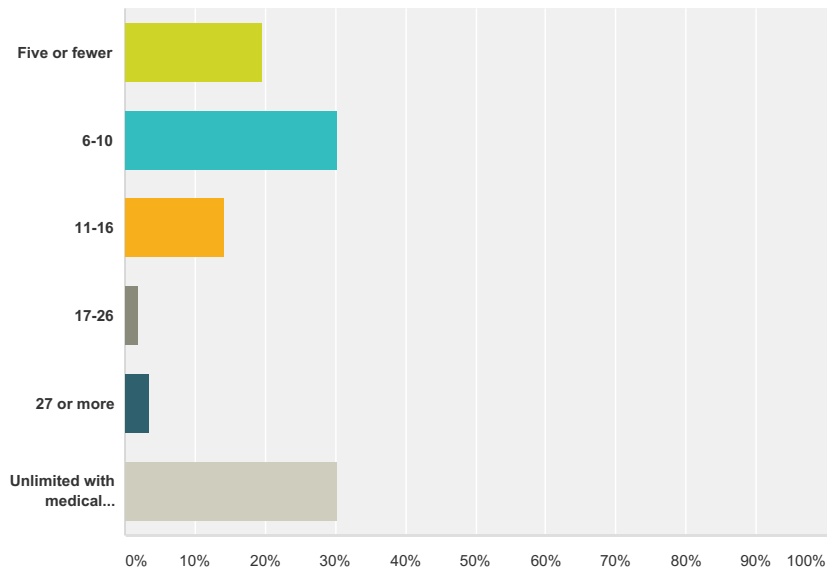
Answered: 87 Skipped: 14



Answer Choices	Responses	
Yes, on 1-3 panels	28.74%	25
Yes, on 4-6 panels	19.54%	17
Yes, on 7 or more panels	16.09%	14
No, because all panels are filled	5.75%	5
No, because I elect not to participate	29.89%	26
Total		87

Q31 What is the average number of treatment sessions managed care companies authorize?

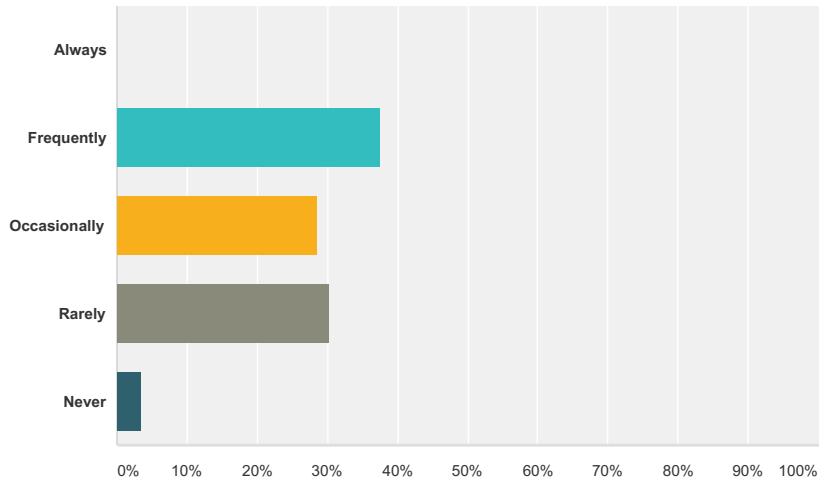
Answered: 56 Skipped: 45



Answer Choices	Responses	
Five or fewer	19.64%	11
6-10	30.36%	17
11-16	14.29%	8
17-26	1.79%	1
27 or more	3.57%	2
Unlimited with medical necessity	30.36%	17
Total		56

Q32 In general, do you find the number authorized sufficient?

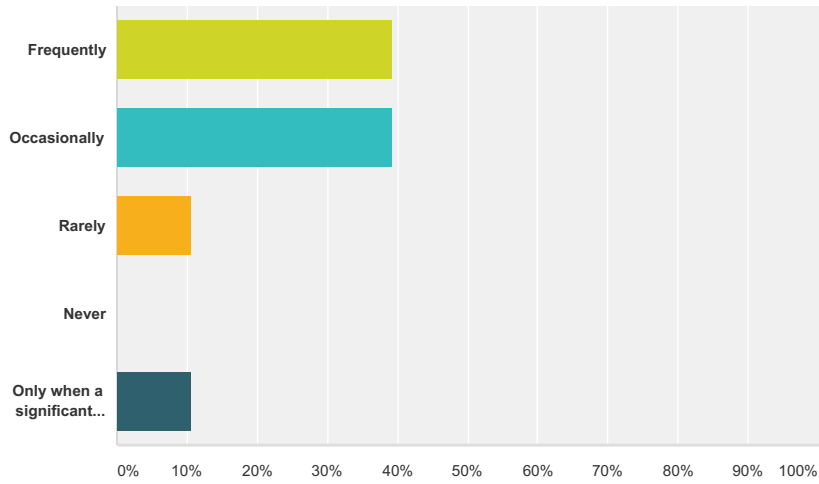
Answered: 56 Skipped: 45



Answer Choices	Responses
Always	0.00% 0
Frequently	37.50% 21
Occasionally	28.57% 16
Rarely	30.36% 17
Never	3.57% 2
Total	56

Q33 Do you advocate for continued treatment for your patients?

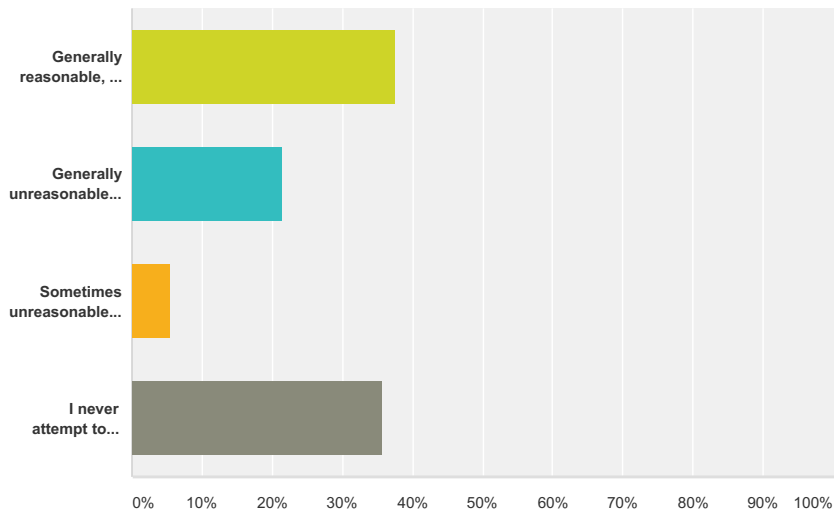
Answered: 56 Skipped: 45



Answer Choices	Responses
Frequently	39.29% 22
Occasionally	39.29% 22
Rarely	10.71% 6
Never	0.00% 0
Only when a significant argument can be made for medical necessity	10.71% 6
Total	56

Q34 Which of the following applies to the terms and conditions of managed care contracts?

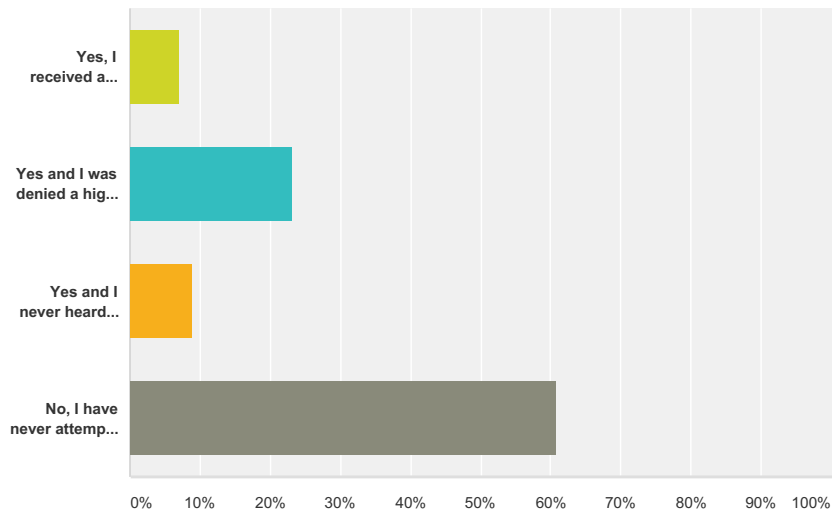
Answered: 56 Skipped: 45



Answer Choices	Responses
Generally reasonable, and I sign without significant negotiation	37.50% 21
Generally unreasonable and difficult to negotiate	21.43% 12
Sometimes unreasonable, but often negotiable	5.36% 3
I never attempt to negotiate the unreasonable contract	35.71% 20
Total	56

Q35 Have you ever negotiated with a managed care company for an increase in your reimbursement?

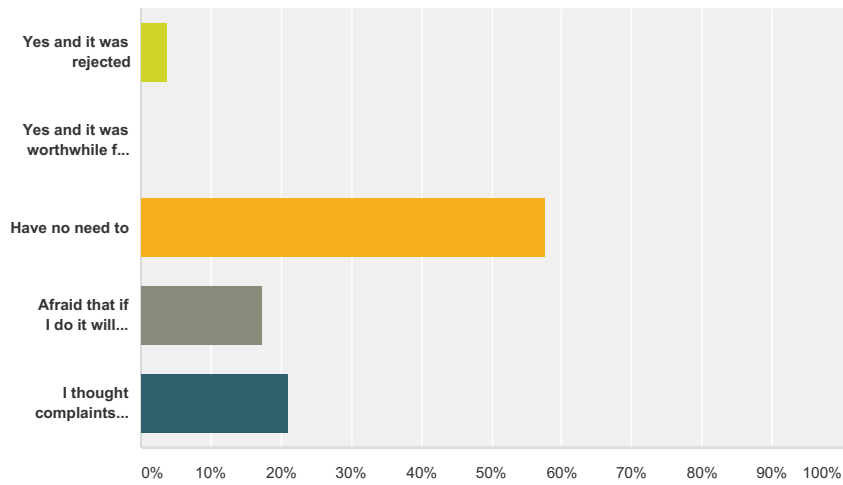
Answered: 56 Skipped: 45



Answer Choices	Responses
Yes, I received a higher reimbursement rate	7.14% 4
Yes and I was denied a higher reimbursement rate	23.21% 13
Yes and I never heard back from the insurance company	8.93% 5
No, I have never attempted to negotiate an increase in reimbursement	60.71% 34
Total	56

Q36 Have you filed a complaint with the Department of Managed Health Care against a managed care company?

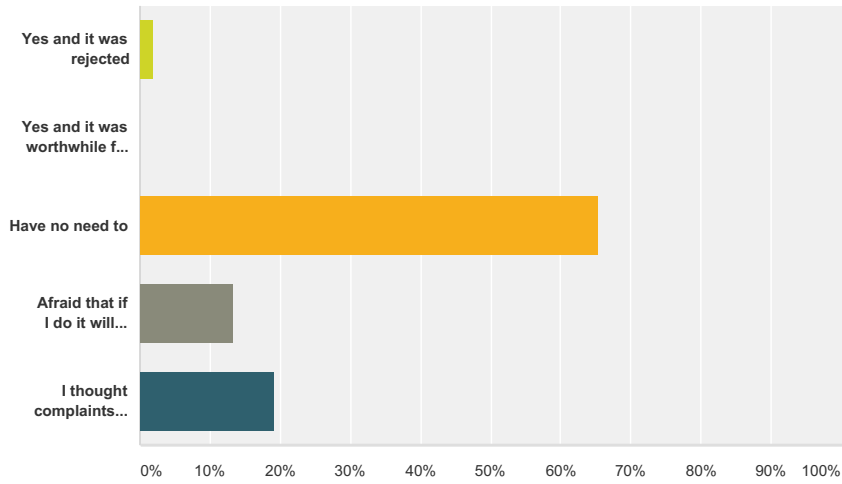
Answered: 52 Skipped: 49



Answer Choices	Responses
Yes and it was rejected	3.85% 2
Yes and it was worthwhile for the patient and me	0.00% 0
Have no need to	57.69% 30
Afraid that if I do it will negatively impact me	17.31% 9
I thought complaints could only be made by patients	21.15% 11
Total	52

Q37 Have you file a complaint with the Department of Insurance?

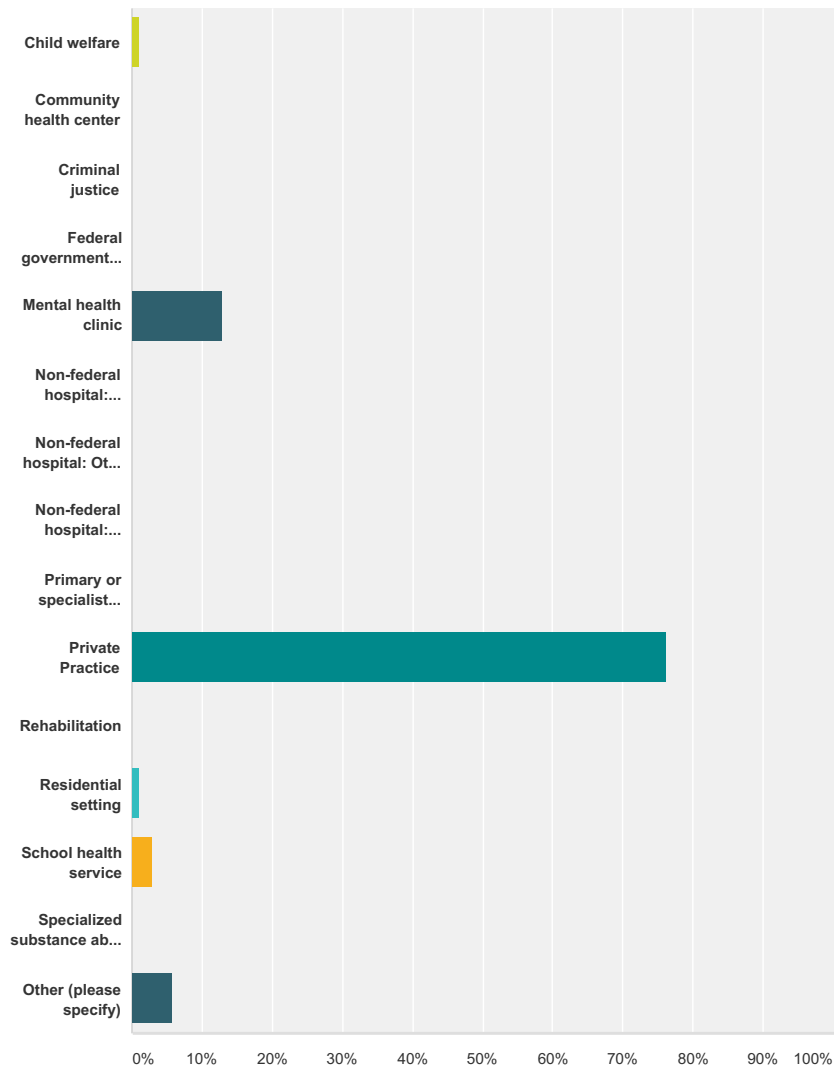
Answered: 52 Skipped: 49



Answer Choices	Responses
Yes and it was rejected	1.92% 1
Yes and it was worthwhile for patient and me	0.00% 0
Have no need to	65.38% 34
Afraid that if I do it will negatively impact me	13.46% 7
I thought complaints could only be made by patients	19.23% 10
Total	52

Q38 Which best describes the type of setting that most closely corresponds to your primary patient care practice location?

Answered: 101 Skipped: 0



Answer Choices	Responses
Child welfare	0.99% 1
Community health center	0.00% 0
Criminal justice	0.00% 0
Federal government hospital	0.00% 0
Mental health clinic	12.87% 13
Non-federal hospital: General Medicine	0.00% 0
Non-federal hospital: Other (e.g., nursing home unit)	0.00% 0
Non-federal hospital: Psychiatric	0.00% 0
Primary or specialist medical care	0.00% 0
Private Practice	76.24% 77
Rehabilitation	0.00% 0

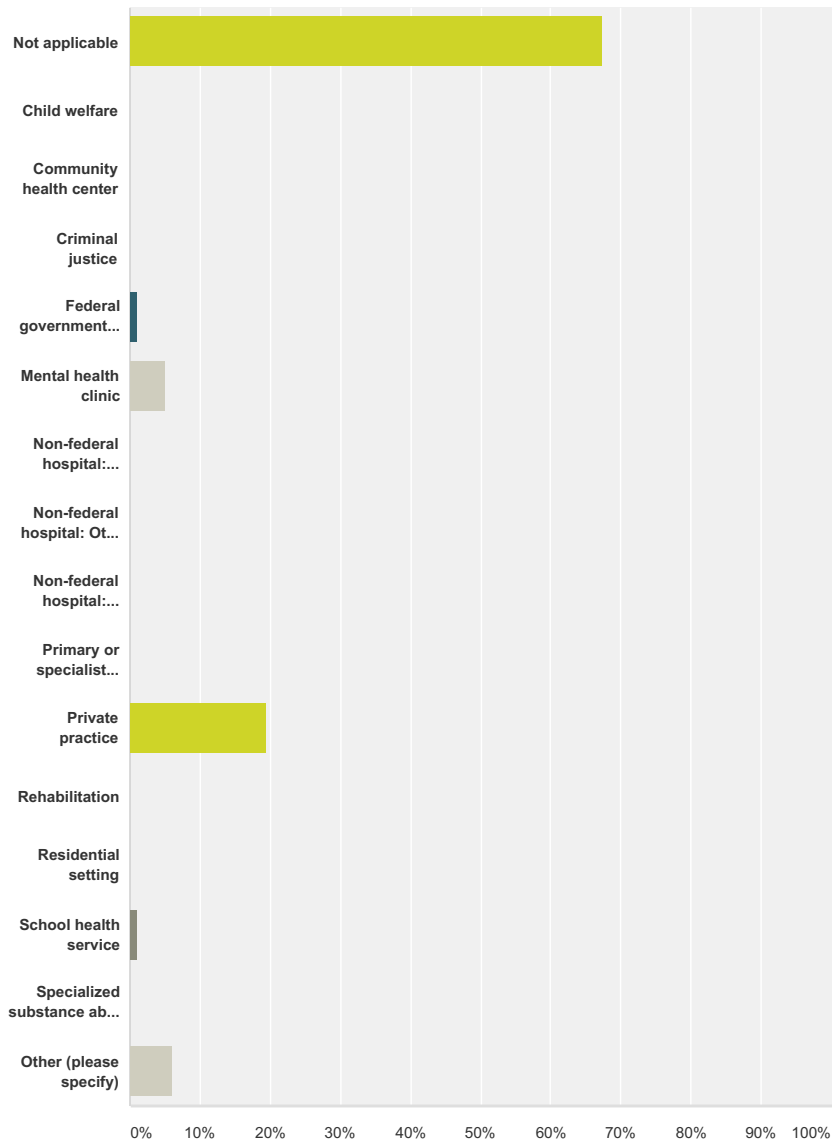
Demographic Survey - Clinical

Residential setting	0.99%	1
School health service	2.97%	3
Specialized substance abuse treatment facility	0.00%	0
Other (please specify)	5.94%	6
Total		101

#	Other (please specify)	Date
1	Specialized eating disorder treatment facility	2/4/2015 9:29 AM
2	military installation	1/19/2015 11:36 AM
3	Operate at a church office complex	1/16/2015 11:03 AM
4	Developmental Disabled Adults	1/16/2015 9:24 AM
5	No-profit patient advocacy	1/15/2015 3:50 PM
6	Intensive outpatient clinic	1/15/2015 3:21 PM

Q39 If applicable, which best describes the type of setting that most closely corresponds to your secondary patient care practice location?

Answered: 98 Skipped: 3



Answer Choices	Responses	Count
Not applicable	67.35%	66
Child welfare	0.00%	0
Community health center	0.00%	0
Criminal justice	0.00%	0
Federal government hospital	1.02%	1
Mental health clinic	5.10%	5
Non-federal hospital: General Medicine	0.00%	0
Non-federal hospital: Other (e.g., nursing home unit)	0.00%	0
Non-federal hospital: Psychiatric	0.00%	0

Demographic Survey - Clinical

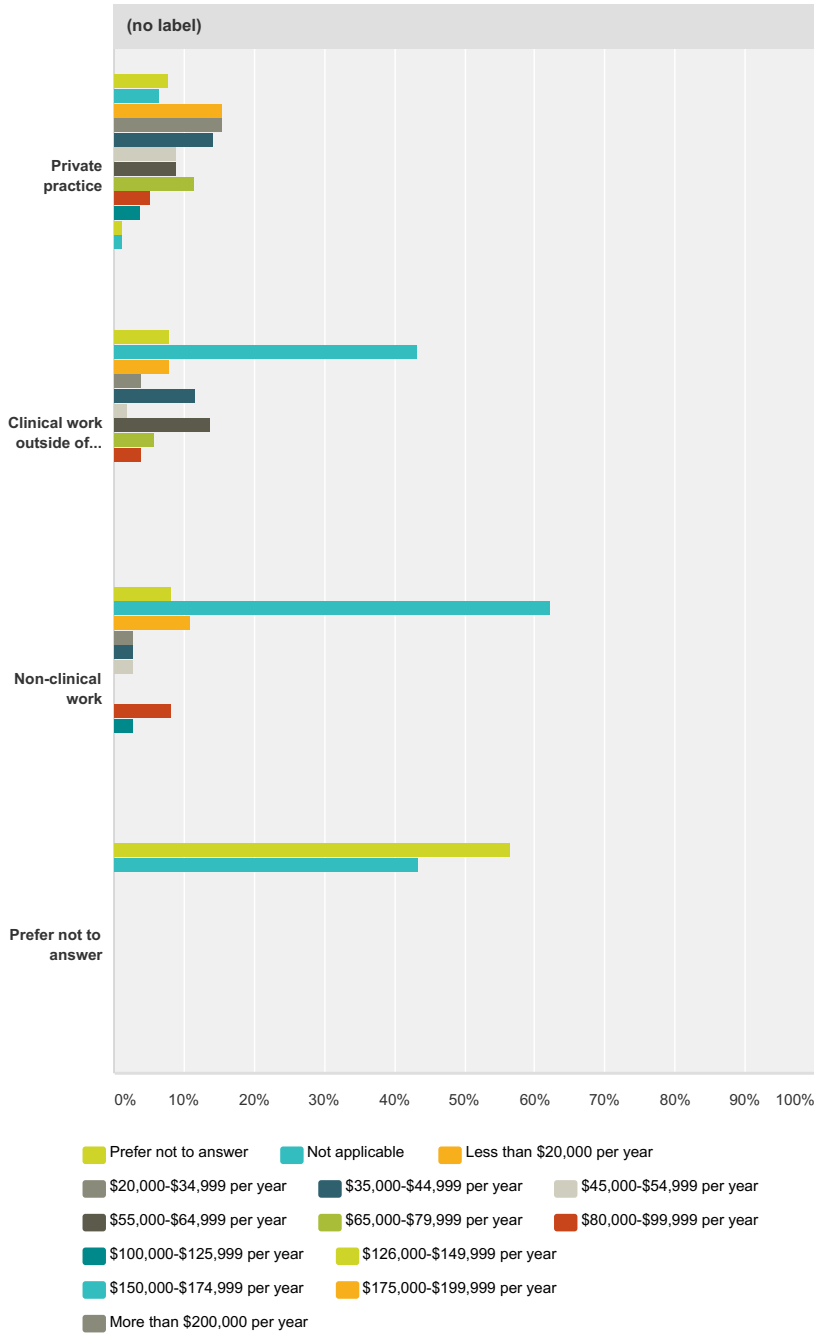
Primary or specialist medical care	0.00%	0
Private practice	19.39%	19
Rehabilitation	0.00%	0
Residential setting	0.00%	0
School health service	1.02%	1
Specialized substance abuse treatment facility	0.00%	0
Other (please specify)	6.12%	6
Total		98

#	Other (please specify)	Date
1	Non profit counseling agency	2/7/2015 10:45 AM
2	Graduate Dept of Couns with CSU	2/5/2015 2:11 PM
3	Non Profit Mental Health Center providing low cost counseling	1/16/2015 8:20 AM
4	Domestic violence experrt	1/15/2015 9:23 PM
5	religious institution	1/15/2015 6:55 PM
6	Grandparents Raising Grandchildren: County wide MH/Co. School Funded	1/15/2015 4:32 PM

Demographic Survey - Clinical

Q40 What is your average annual income (before taxes) from:(Note: please provide information for all that apply)

Answered: 95 Skipped: 6



(no label)	Prefer not to answer	Not applicable	Less than \$20,000 per year	\$20,000-\$34,999 per year	\$35,000-\$44,999 per year	\$45,000-\$54,999 per year	\$55,000-\$64,999 per year	\$65,000-\$79,999 per year	\$80,000-\$99,999 per year	\$100,000-\$125,999 per year	\$126,000-\$149,999 per year	\$150,000-\$174,999 per year	\$175,000-\$199,999 per year	More than \$200,000 per year	Total
Private practice	7.69%	6.41%	15.38%	15.38%	14.10%	8.97%	8.97%	11.54%	5.13%	3.85%	1.28%	1.28%	0.00%	0.00%	78
	6	5	12	12	11	7	7	9	4	3	1	1	0	0	

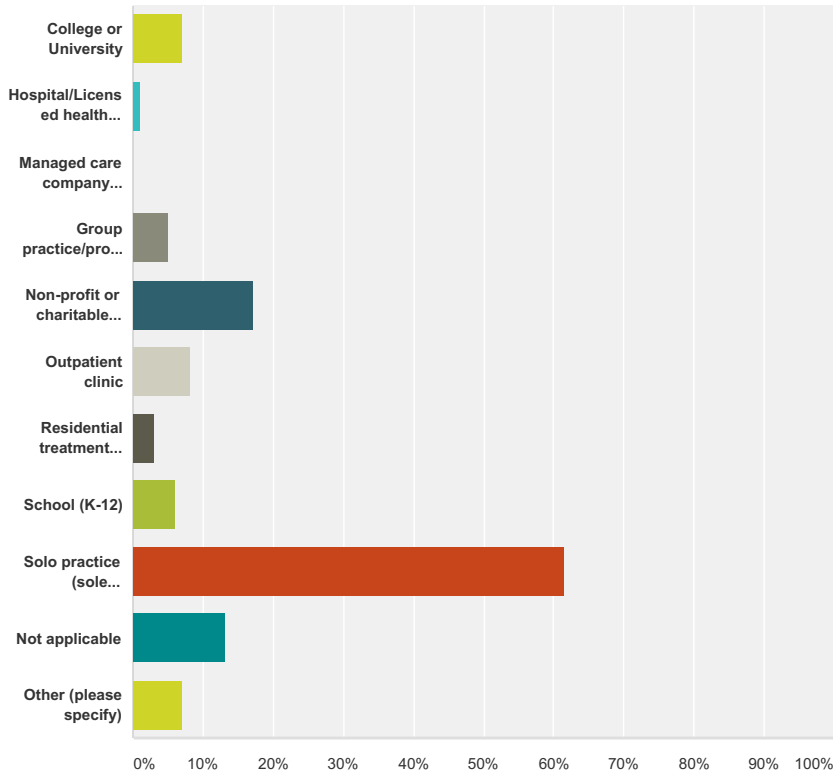
Demographic Survey - Clinical

Clinical work outside of private practice	7.84% 4	43.14% 22	7.84% 4	3.92% 2	11.76% 6	1.96% 1	13.73% 7	5.88% 3	3.92% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	51
Non-clinical work	8.11% 3	62.16% 23	10.81% 4	2.70% 1	2.70% 1	2.70% 1	0.00% 0	0.00% 0	8.11% 3	2.70% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37
Prefer not to answer	56.52% 13	43.48% 10	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	23

Demographic Survey - Clinical

Q41 Do you work in any of the following settings? (Check all that apply)

Answered: 99 Skipped: 2



Answer Choices	Responses
College or University	7.07% 7
Hospital/Licensed health facility	1.01% 1
Managed care company including HMO, PPO, EAP, etc.	0.00% 0
Group practice/professional corporation	5.05% 5
Non-profit or charitable corporation	17.17% 17
Outpatient clinic	8.08% 8
Residential treatment facility	3.03% 3
School (K-12)	6.06% 6
Solo practice (sole proprietor or solo professional corporation)	61.62% 61
Not applicable	13.13% 13
Other (please specify)	7.07% 7
Total Respondents: 99	

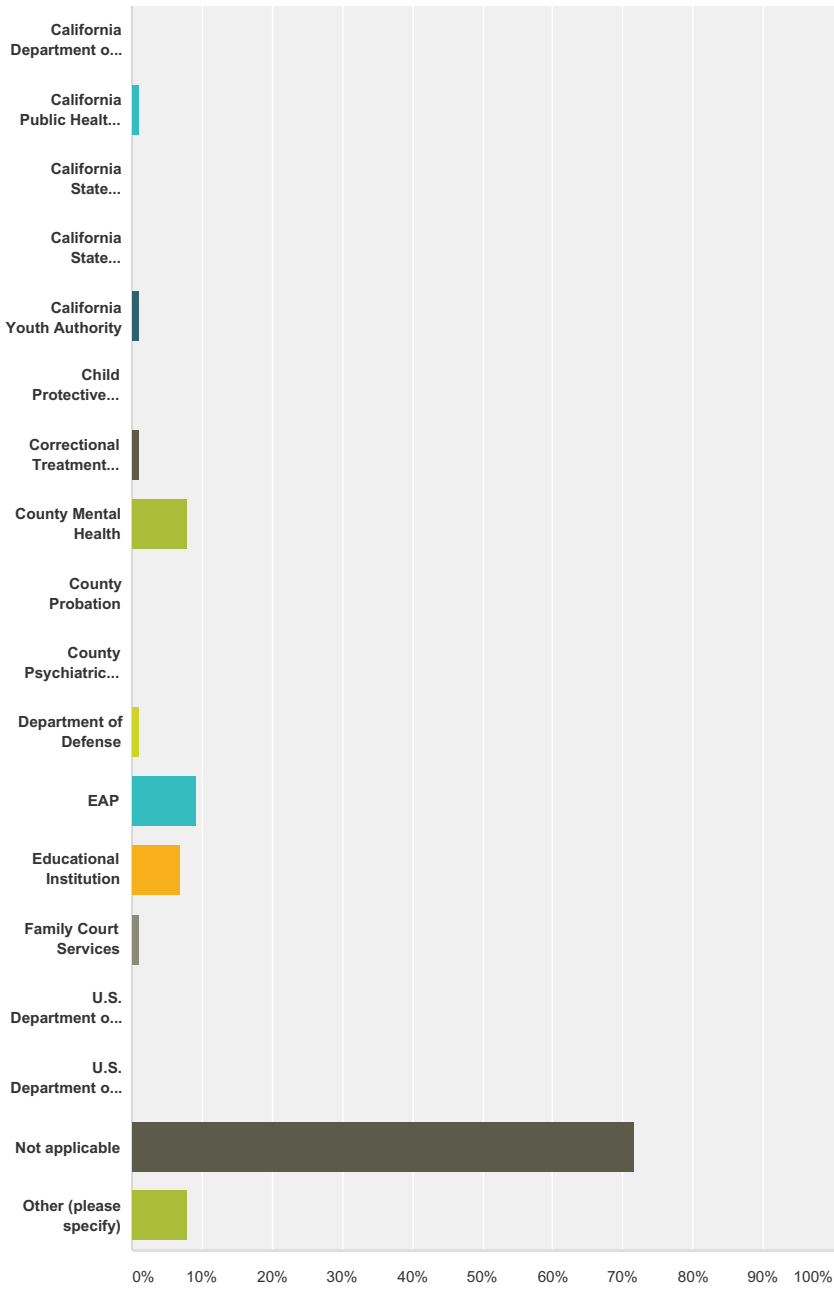
#	Other (please specify)	Date
1	Non-profit in church setting as a volunteer Career Counselor	2/4/2015 9:54 AM
2	Private practice in a Church office complex	1/16/2015 11:06 AM
3	Day treatment Center	1/16/2015 9:25 AM
4	Expert witness	1/15/2015 9:25 PM
5	Sorry...can't unclick???	1/15/2015 5:10 PM
6	Volunteer Friends of Meals on Wheels county wide	1/15/2015 4:35 PM

Demographic Survey - Clinical

7	Medi-Cal	1/15/2015 3:18 PM
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Q42 Do you work in any of the following settings? (Check all that apply)

Answered: 88 Skipped: 13



Answer Choices	Responses
California Department of Social Services	0.00% 0
California Public Health Service	1.14% 1
California State Department of Corrections and Rehabilitation	0.00% 0
California State Psychiatric Hospital	0.00% 0
California Youth Authority	1.14% 1
Child Protective Services or its equivalent	0.00% 0
Correctional Treatment Facility	1.14% 1

Demographic Survey - Clinical

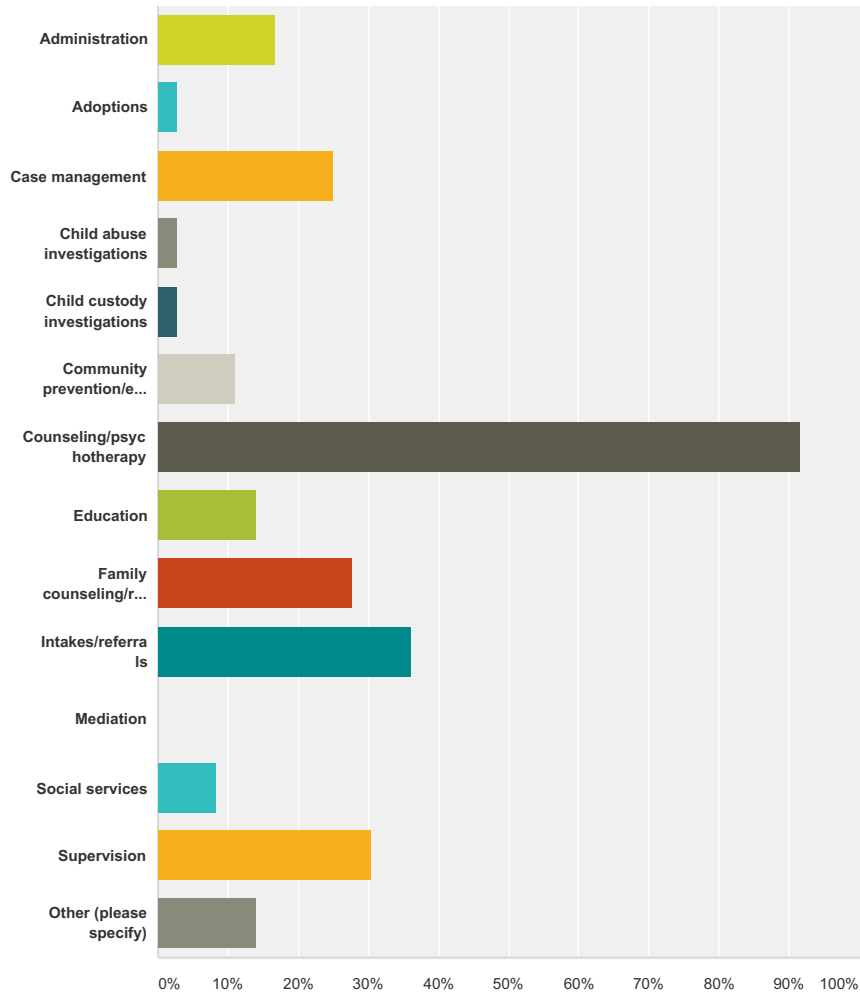
County Mental Health	7.95%	7
County Probation	0.00%	0
County Psychiatric Facility	0.00%	0
Department of Defense	1.14%	1
EAP	9.09%	8
Educational Institution	6.82%	6
Family Court Services	1.14%	1
U.S. Department of Health Services	0.00%	0
U.S. Department of Veterans Affairs	0.00%	0
Not applicable	71.59%	63
Other (please specify)	7.95%	7
Total Respondents: 88		

#	Other (please specify)	Date
1	Victims of Crime	2/5/2015 2:19 PM
2	Church office Complex	1/16/2015 11:06 AM
3	Private Practice	1/15/2015 10:56 PM
4	None of the above	1/15/2015 9:41 PM
5	County Schools Program	1/15/2015 4:35 PM
6	County funded and private donations	1/15/2015 3:18 PM
7	VA contractor	1/15/2015 3:18 PM

Demographic Survey - Clinical

Q43 What are your duties? (Check all that apply)

Answered: 36 Skipped: 65



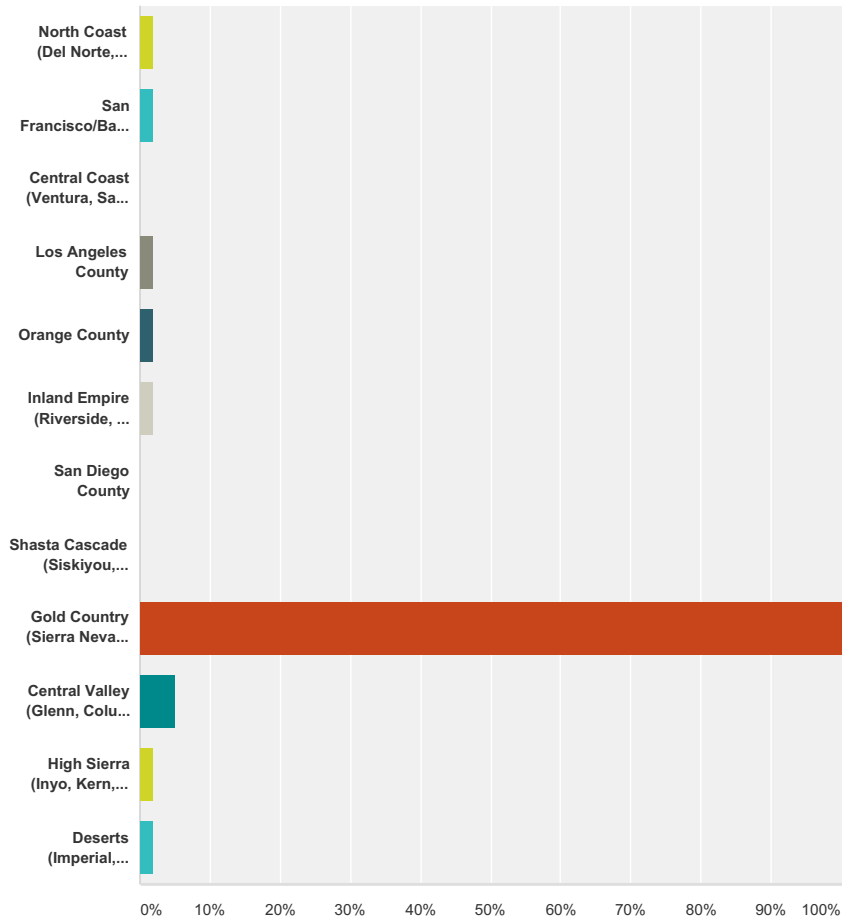
Answer Choices	Responses
Administration	16.67% 6
Adoptions	2.78% 1
Case management	25.00% 9
Child abuse investigations	2.78% 1
Child custody investigations	2.78% 1
Community prevention/education	11.11% 4
Counseling/psychotherapy	91.67% 33
Education	13.89% 5
Family counseling/reunification	27.78% 10
Intakes/referrals	36.11% 13
Mediation	0.00% 0
Social services	8.33% 3
Supervision	30.56% 11
Other (please specify)	13.89% 5

Demographic Survey - Clinical

Total Respondents: 36		
#	Other (please specify)	Date
1	Group Facilitation	2/5/2015 2:21 PM
2	Marriage/relationship	2/4/2015 9:55 AM
3	I own a multidisciplinary clinic with a business partner	2/4/2015 9:47 AM
4	Expert witness	1/15/2015 9:25 PM
5	Mental health and college setting	1/15/2015 6:20 PM

Q44 In which California region/county do you work as a marriage and family therapist or in a related position? (Check all that apply)

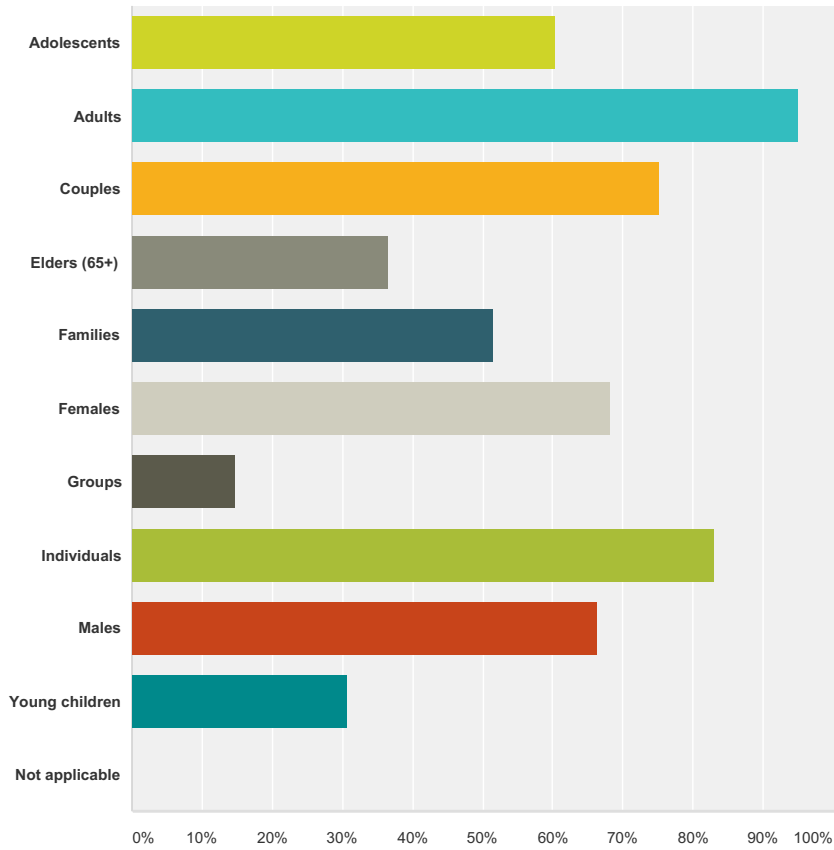
Answered: 101 Skipped: 0



Answer Choices	Responses
North Coast (Del Norte, Humboldt, Mendocino, Sonoma, Lake)	1.98% 2
San Francisco/Bay Area (San Francisco, Marin, Contra Costa, San Mateo, Alameda, Santa Cruz, Santa Clara)	1.98% 2
Central Coast (Ventura, Santa Barbara, San Luis Obispo, Monterey, San Benito)	0.00% 0
Los Angeles County	1.98% 2
Orange County	1.98% 2
Inland Empire (Riverside, San Bernardino)	1.98% 2
San Diego County	0.00% 0
Shasta Cascade (Siskiyou, Modoc, Shasta, Lassen, Tehama, Plumas, Butte, Glenn, Trinity)	0.00% 0
Gold Country (Sierra Nevada, Placer, Yuba, El Dorado, Fresno, Mariposa, Tuolumne, Calaveras, Amador, Sacramento, Sutter)	100.00% 101
Central Valley (Glenn, Colusa, Yolo, Solano, San Joaquin, Sacramento, Stanislaus, Merced, Madera)	4.95% 5
High Sierra (Inyo, Kern, Tulare, Fresno, Madera, Mariposa, Mono, Yuba, Alpine, Tuolumne, Calaveras)	1.98% 2
Deserts (Imperial, Riverside, San Bernardino)	1.98% 2
Total Respondents: 101	

Q45 With which population of clients do you typically work? (Check all that apply)

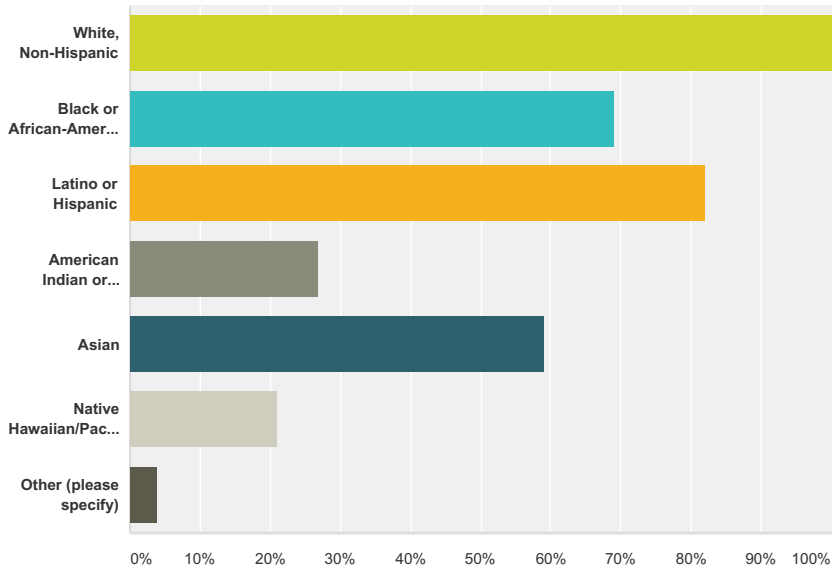
Answered: 101 Skipped: 0



Answer Choices	Responses	Count
Adolescents	60.40%	61
Adults	95.05%	96
Couples	75.25%	76
Elders (65+)	36.63%	37
Families	51.49%	52
Females	68.32%	69
Groups	14.85%	15
Individuals	83.17%	84
Males	66.34%	67
Young children	30.69%	31
Not applicable	0.00%	0
Total Respondents: 101		

Q46 Which cultures are represented by the patients you treat? (Check all that apply)

Answered: 100 Skipped: 1

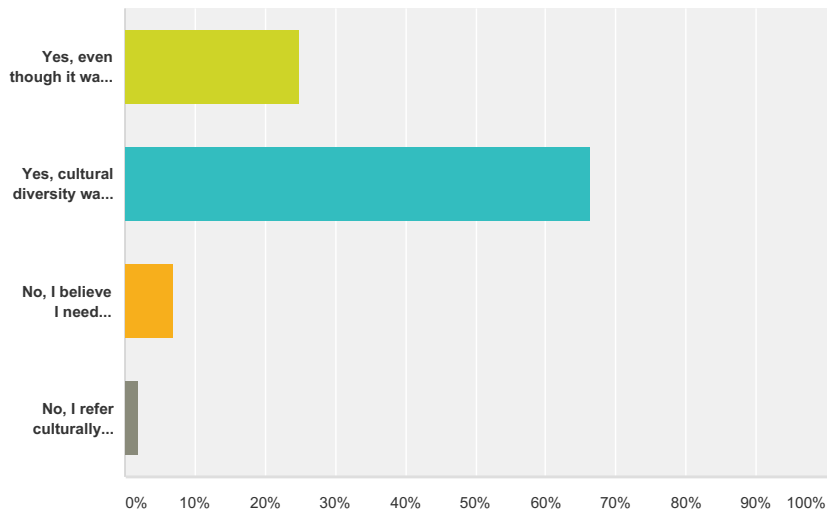


Answer Choices	Responses
White, Non-Hispanic	100.00% 100
Black or African-American	69.00% 69
Latino or Hispanic	82.00% 82
American Indian or Alaskan Native	27.00% 27
Asian	59.00% 59
Native Hawaiian/Pacific Islander	21.00% 21
Other (please specify)	4.00% 4
Total Respondents: 100	

#	Other (please specify)	Date
1	Middle East, India	2/5/2015 2:44 PM
2	East Indian	1/31/2015 4:41 PM
3	East Indian	1/16/2015 3:13 PM
4	Disabled, LGBTQ	1/15/2015 3:19 PM

Q47 Do you believe you have sufficient educational training to treat culturally diverse patients?

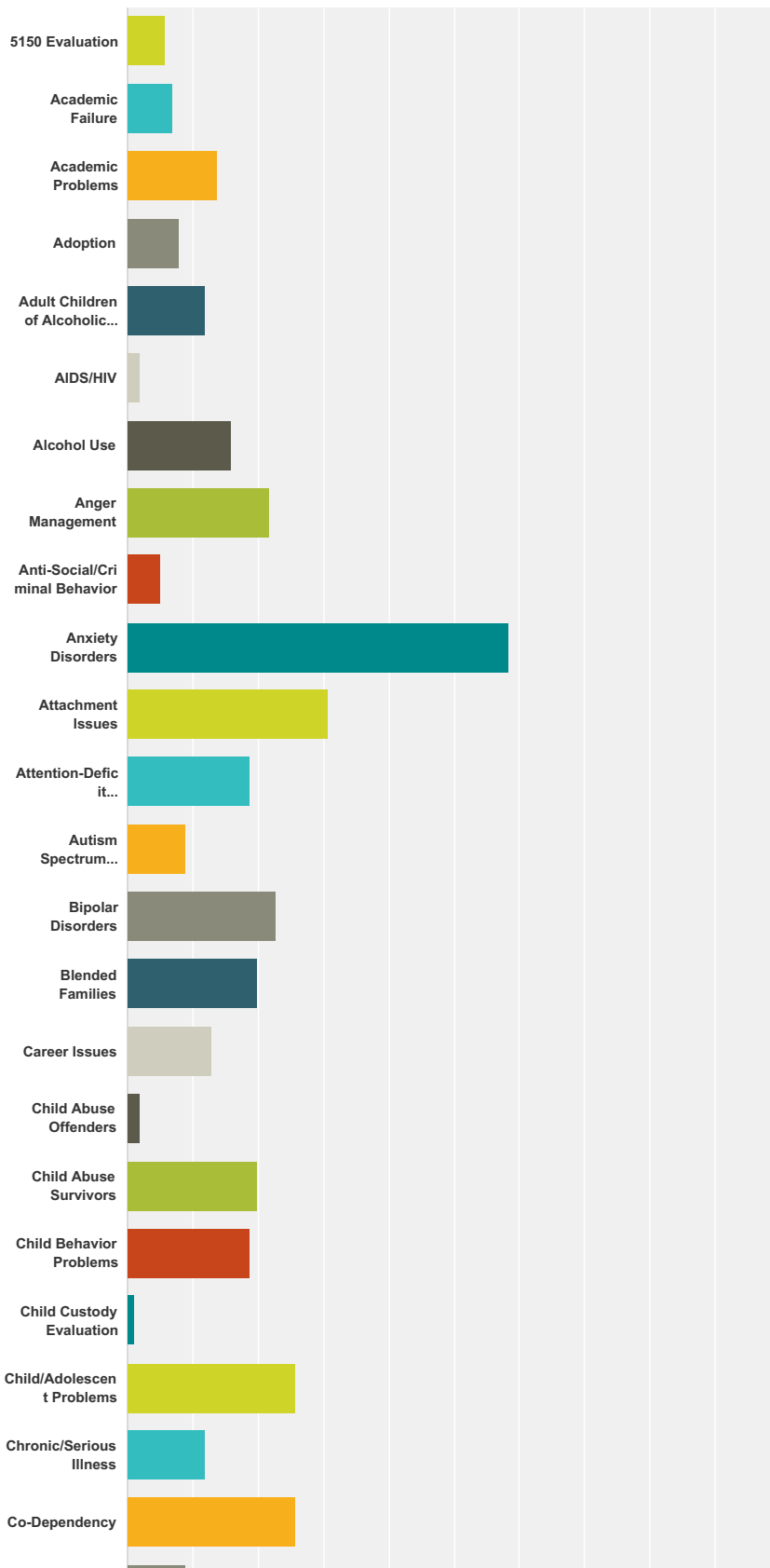
Answered: 101 Skipped: 0



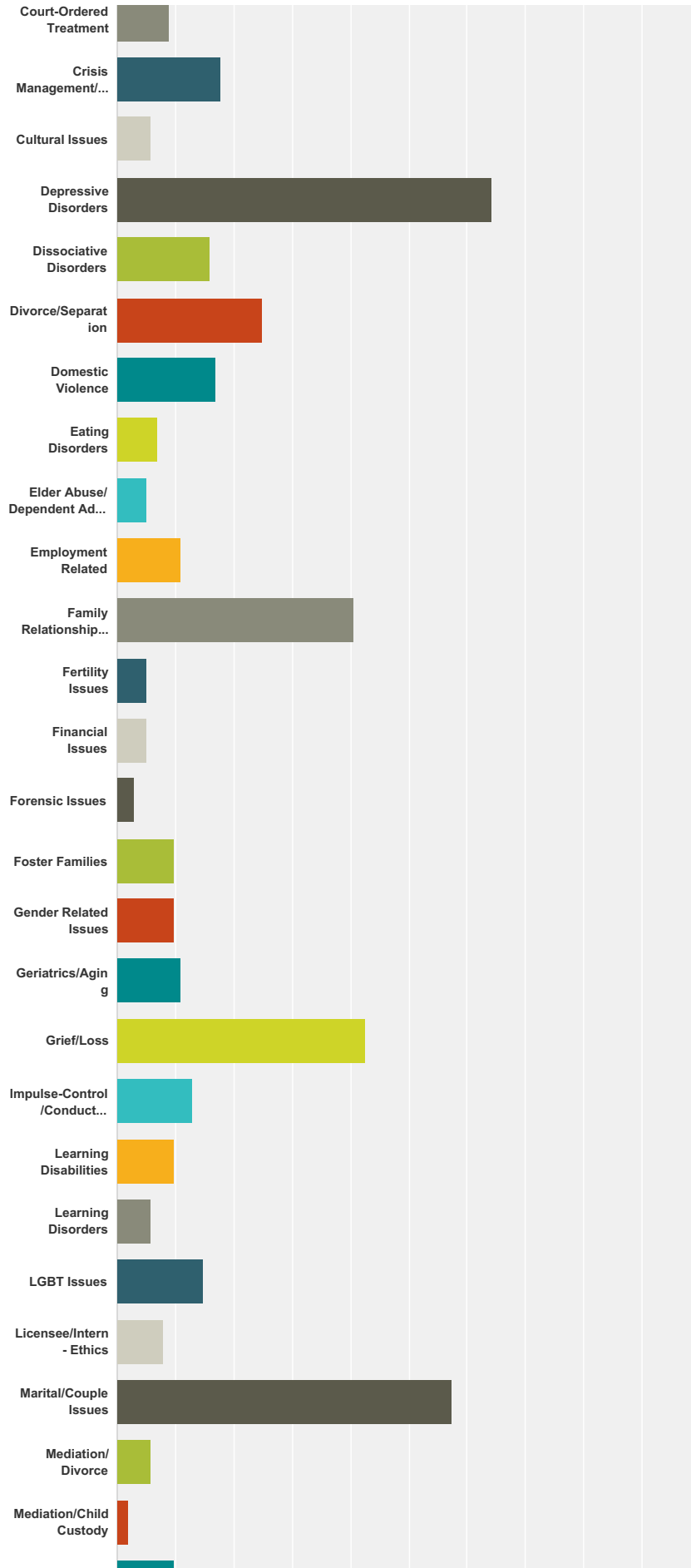
Answer Choices	Responses
Yes, even though it was not sufficiently addressed as a part of my education	24.75% 25
Yes, cultural diversity was adequately covered by my education	66.34% 67
No, I believe I need additional training to treat culturally diverse populations	6.93% 7
No, I refer culturally diverse patients to qualified therapists	1.98% 2
Total	101

**Q48 Which client issues do you work with?
(Please select up to 5 that you consider
yourself to specialize in, if applicable)**

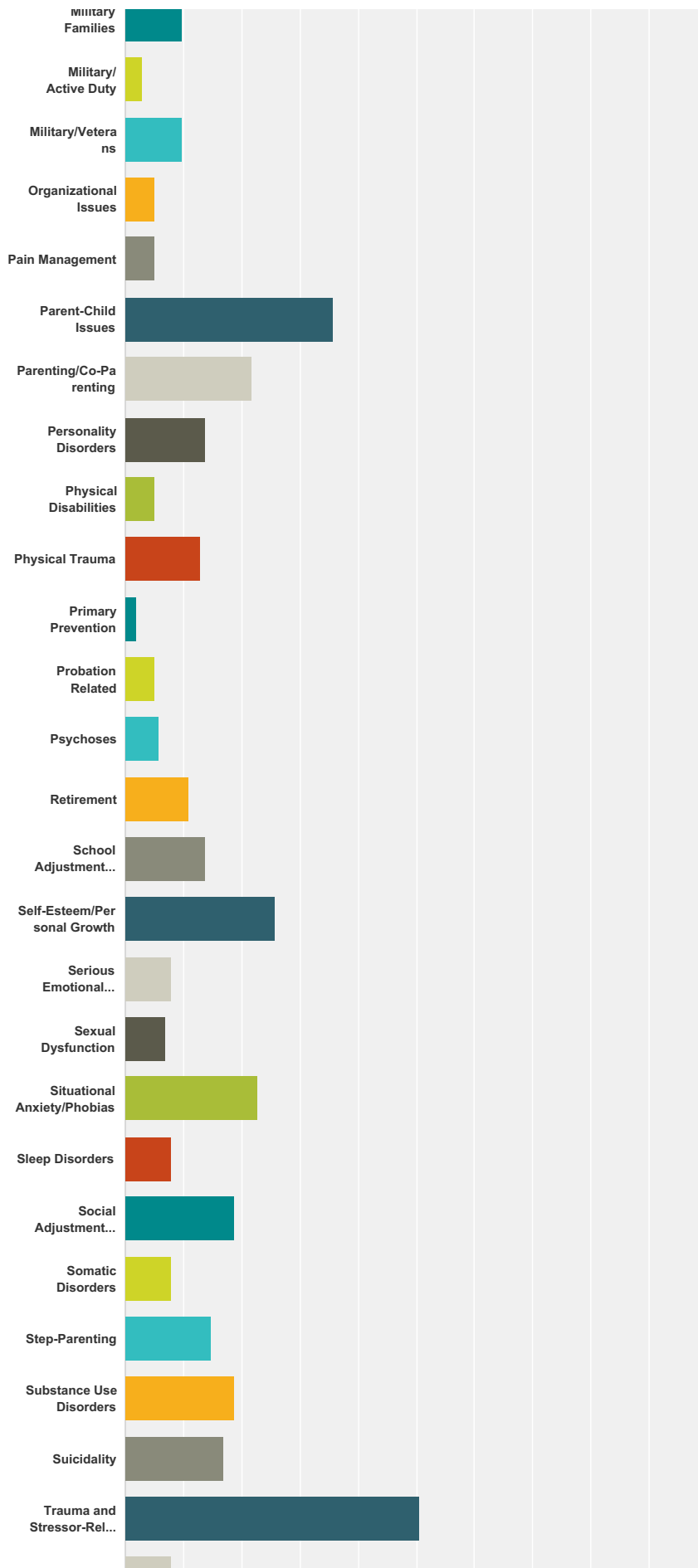
Answered: 101 Skipped: 0



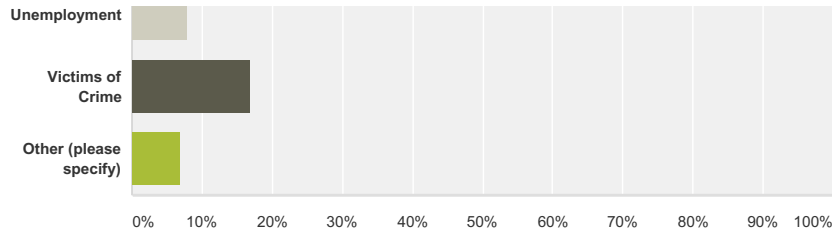
Demographic Survey - Clinical



Demographic Survey - Clinical



Demographic Survey - Clinical



Answer Choices	Responses
5150 Evaluation	5.94% 6
Academic Failure	6.93% 7
Academic Problems	13.86% 14
Adoption	7.92% 8
Adult Children of Alcoholics (ACA)	11.88% 12
AIDS/HIV	1.98% 2
Alcohol Use	15.84% 16
Anger Management	21.78% 22
Anti-Social/Criminal Behavior	4.95% 5
Anxiety Disorders	58.42% 59
Attachment Issues	30.69% 31
Attention-Deficit Hyperactivity Disorder	18.81% 19
Autism Spectrum Disorders	8.91% 9
Bipolar Disorders	22.77% 23
Blended Families	19.80% 20
Career Issues	12.87% 13
Child Abuse Offenders	1.98% 2
Child Abuse Survivors	19.80% 20
Child Behavior Problems	18.81% 19
Child Custody Evaluation	0.99% 1
Child/Adolescent Problems	25.74% 26
Chronic/Serious Illness	11.88% 12
Co-Dependency	25.74% 26
Court-Ordered Treatment	8.91% 9
Crisis Management/ Intervention	17.82% 18
Cultural Issues	5.94% 6
Depressive Disorders	64.36% 65
Dissociative Disorders	15.84% 16
Divorce/Separation	24.75% 25
Domestic Violence	16.83% 17
Eating Disorders	6.93% 7
Elder Abuse/ Dependent Adult Abuse	4.95% 5
Employment Related	10.89% 11
Family Relationship Issues	40.59% 41
Fertility Issues	4.95% 5

Demographic Survey - Clinical

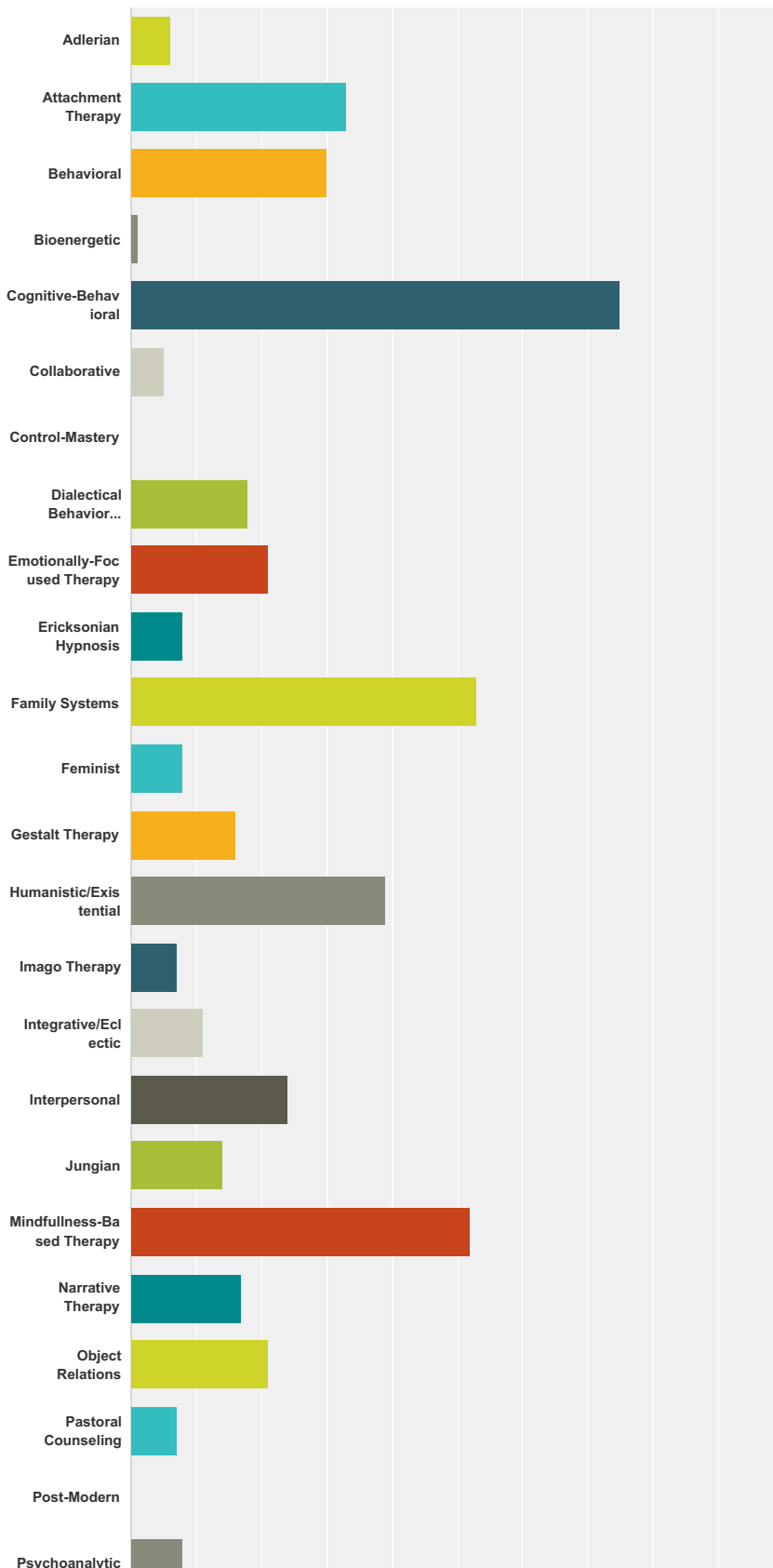
Financial Issues	4.95%	5
Forensic Issues	2.97%	3
Foster Families	9.90%	10
Gender Related Issues	9.90%	10
Geriatrics/Aging	10.89%	11
Grief/Loss	42.57%	43
Impulse-Control/Conduct Disorders	12.87%	13
Learning Disabilities	9.90%	10
Learning Disorders	5.94%	6
LGBT Issues	14.85%	15
Licensee/Intern- Ethics	7.92%	8
Marital/Couple Issues	57.43%	58
Mediation/ Divorce	5.94%	6
Mediation/Child Custody	1.98%	2
Military Families	9.90%	10
Military/ Active Duty	2.97%	3
Military/Veterans	9.90%	10
Organizational Issues	4.95%	5
Pain Management	4.95%	5
Parent-Child Issues	35.64%	36
Parenting/Co-Parenting	21.78%	22
Personality Disorders	13.86%	14
Physical Disabilities	4.95%	5
Physical Trauma	12.87%	13
Primary Prevention	1.98%	2
Probation Related	4.95%	5
Psychoses	5.94%	6
Retirement	10.89%	11
School Adjustment Problems	13.86%	14
Self-Esteem/Personal Growth	25.74%	26
Serious Emotional Disturbances (SED) Of Children	7.92%	8
Sexual Dysfunction	6.93%	7
Situational Anxiety/Phobias	22.77%	23
Sleep Disorders	7.92%	8
Social Adjustment Problems	18.81%	19
Somatic Disorders	7.92%	8
Step-Parenting	14.85%	15
Substance Use Disorders	18.81%	19
Suicidality	16.83%	17
Trauma and Stressor-Related Disorders	50.50%	51
Unemployment	7.92%	8
Victims of Crime	16.83%	17
Other (please specify)	6.93%	7

Demographic Survey - Clinical

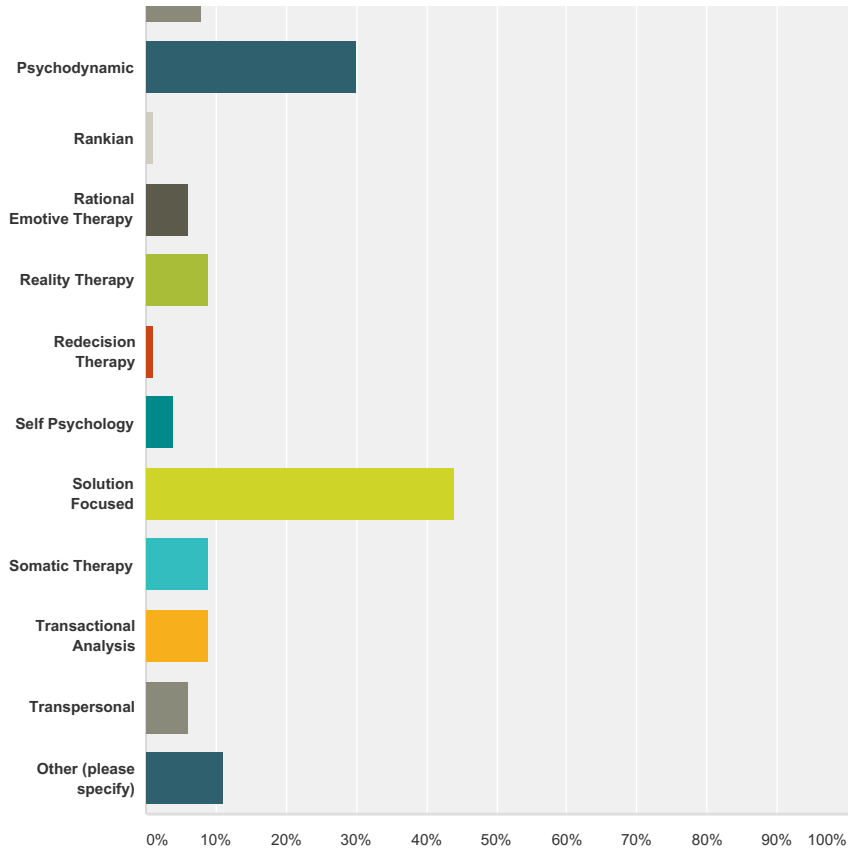
Total Respondents: 101		
#	Other (please specify)	Date
1	Self identity, self esteem, self efficacy	2/5/2015 2:30 PM
2	Gambling Problems	2/4/2015 1:12 PM
3	First responders	1/17/2015 6:13 AM
4	Developmental Disabilities including Cerebral Palsy, Seizure Disorders, Intellectual Disability, Autism and childhood brain injury	1/16/2015 9:04 AM
5	mood disorders	1/16/2015 7:16 AM
6	5 is too few to select from	1/15/2015 3:58 PM
7	Perinatal mood and anxiety disorders	1/15/2015 3:18 PM

Q49 Which of the following best describe your theoretical orientation? (Check all that apply)

Answered: 100 Skipped: 1



Demographic Survey - Clinical



Answer Choices	Responses
Adlerian	6.00% 6
Attachment Therapy	33.00% 33
Behavioral	30.00% 30
Bioenergetic	1.00% 1
Cognitive-Behavioral	75.00% 75
Collaborative	5.00% 5
Control-Mastery	0.00% 0
Dialectical Behavior Therapy (DBT)	18.00% 18
Emotionally-Focused Therapy	21.00% 21
Ericksonian Hypnosis	8.00% 8
Family Systems	53.00% 53
Feminist	8.00% 8
Gestalt Therapy	16.00% 16
Humanistic/Existential	39.00% 39
Imago Therapy	7.00% 7
Integrative/Eclectic	11.00% 11
Interpersonal	24.00% 24
Jungian	14.00% 14
Mindfulness-Based Therapy	52.00% 52
Narrative Therapy	17.00% 17
Object Relations	21.00% 21

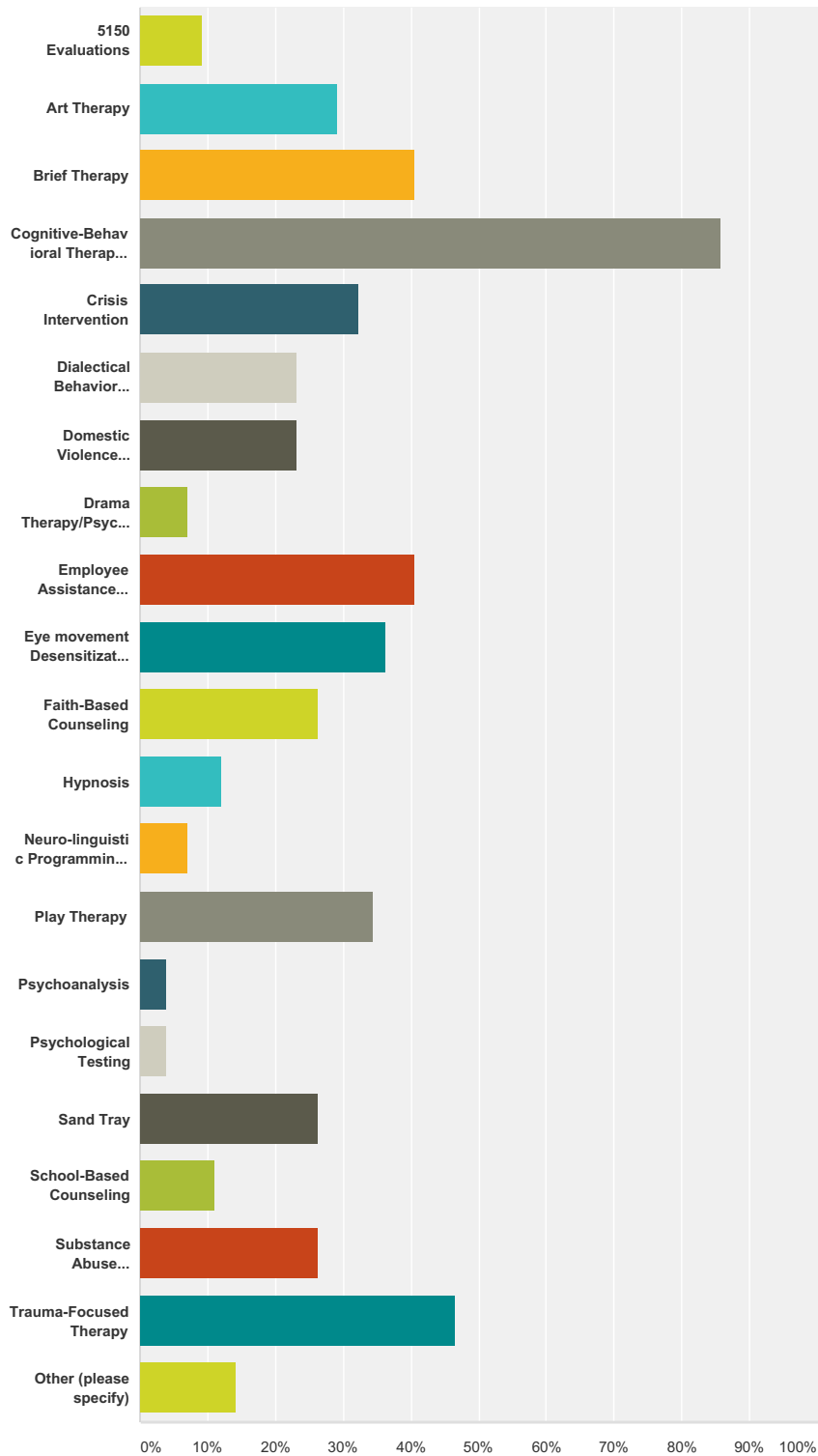
Demographic Survey - Clinical

Pastoral Counseling	7.00%	7
Post-Modern	0.00%	0
Psychoanalytic	8.00%	8
Psychodynamic	30.00%	30
Rankian	1.00%	1
Rational Emotive Therapy	6.00%	6
Reality Therapy	9.00%	9
Redecision Therapy	1.00%	1
Self Psychology	4.00%	4
Solution Focused	44.00%	44
Somatic Therapy	9.00%	9
Transactional Analysis	9.00%	9
Transpersonal	6.00%	6
Other (please specify)	11.00%	11
Total Respondents: 100		

#	Other (please specify)	Date
1	Rogerian/ client centered	2/5/2015 2:36 PM
2	EMDR therapy	2/5/2015 9:11 AM
3	Coaching	2/4/2015 10:01 AM
4	Differentiation as developed by David Schnarch	1/19/2015 12:32 AM
5	EMDR	1/18/2015 9:11 PM
6	Gottman model	1/17/2015 12:46 PM
7	hakomi and sensory motor	1/16/2015 3:16 PM
8	Internal family systems	1/16/2015 1:39 PM
9	Child-centered play therapy	1/16/2015 1:36 PM
10	Play Therapy /Sand Therapy CA 3 to adult	1/15/2015 4:42 PM
11	Acceptance & Commitment Therapy	1/15/2015 4:38 PM

Q50 Which of the following therapeutic modalities, approaches or procedures do you utilize in clinical practice? (Check all that apply)

Answered: 99 Skipped: 2



Answer Choices	Responses
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Demographic Survey - Clinical

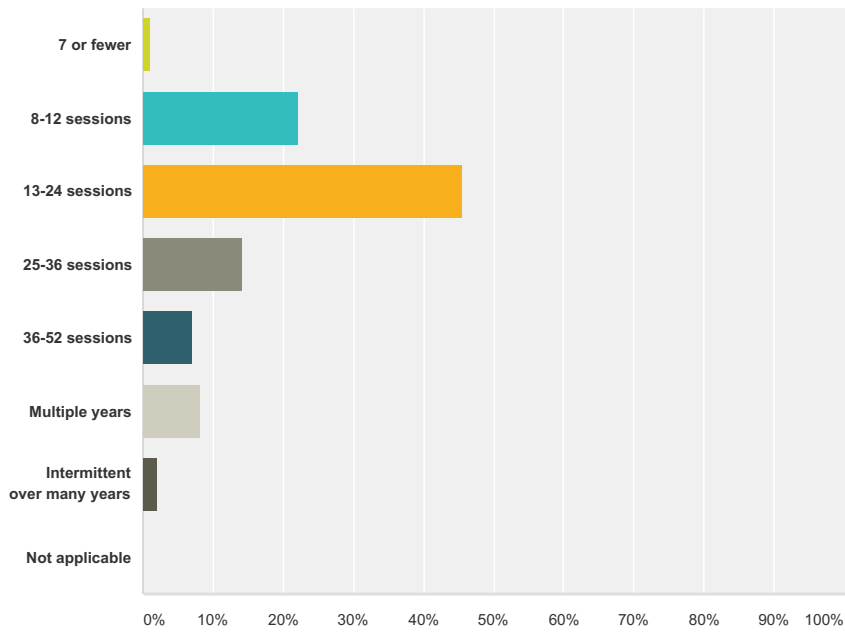
5150 Evaluations	9.09%	9
Art Therapy	29.29%	29
Brief Therapy	40.40%	40
Cognitive-Behavioral Therapy (CBT)	85.86%	85
Crisis Intervention	32.32%	32
Dialectical Behavior Therapy (DBT)	23.23%	23
Domestic Violence Counseling	23.23%	23
Drama Therapy/Psychodrama	7.07%	7
Employee Assistance Counseling (EAP)	40.40%	40
Eye movement Desensitization and Reprocessing (EMDR)	36.36%	36
Faith-Based Counseling	26.26%	26
Hypnosis	12.12%	12
Neuro-linguistic Programming (NLP)	7.07%	7
Play Therapy	34.34%	34
Psychoanalysis	4.04%	4
Psychological Testing	4.04%	4
Sand Tray	26.26%	26
School-Based Counseling	11.11%	11
Substance Abuse Counseling	26.26%	26
Trauma-Focused Therapy	46.46%	46
Other (please specify)	14.14%	14
Total Respondents: 99		

#	Other (please specify)	Date
1	premarital	2/5/2015 6:53 PM
2	Rogerian/ designing implementing treatment plan based on identified needs/	2/5/2015 2:36 PM
3	psychodynamic	2/4/2015 9:17 AM
4	Emotionally Focused Therapy and Attachment problems	1/16/2015 11:13 AM
5	group	1/16/2015 9:28 AM
6	BrainSpotting	1/16/2015 8:34 AM
7	Body Mind Psychotherapy, Movement therapy, Mindfulness Practices	1/16/2015 8:30 AM
8	Emotionally Focused Therapy	1/15/2015 10:24 PM
9	Solution Focused Therapy	1/15/2015 9:58 PM
10	Mediation and relaxation	1/15/2015 9:49 PM
11	Brainspotting	1/15/2015 7:01 PM
12	Acceptance & Commitment Therapy	1/15/2015 4:38 PM
13	Brainspotting	1/15/2015 4:01 PM
14	Functional Family Therapy	1/15/2015 3:55 PM

Demographic Survey - Clinical

Q51 On average, what is the number of times you see a client before concluding treatment?

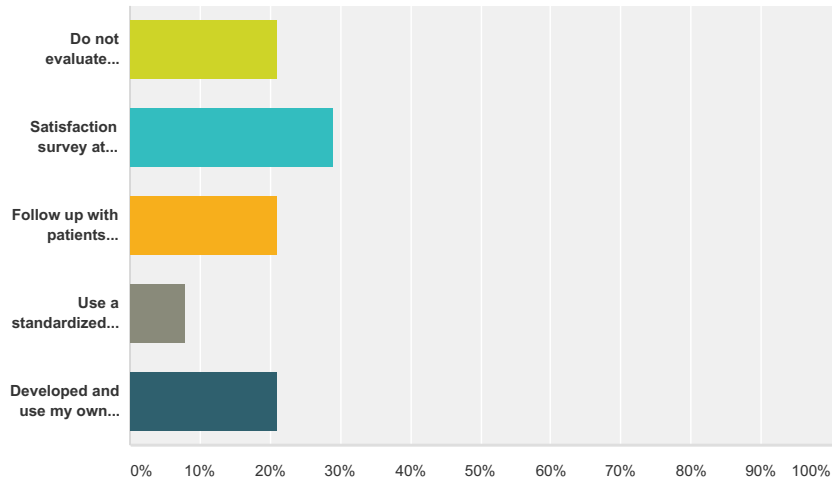
Answered: 99 Skipped: 2



Answer Choices	Responses	
7 or fewer	1.01%	1
8-12 sessions	22.22%	22
13-24 sessions	45.45%	45
25-36 sessions	14.14%	14
36-52 sessions	7.07%	7
Multiple years	8.08%	8
Intermittent over many years	2.02%	2
Not applicable	0.00%	0
Total		99

Q52 What means do you use to determine whether treatment is successful?

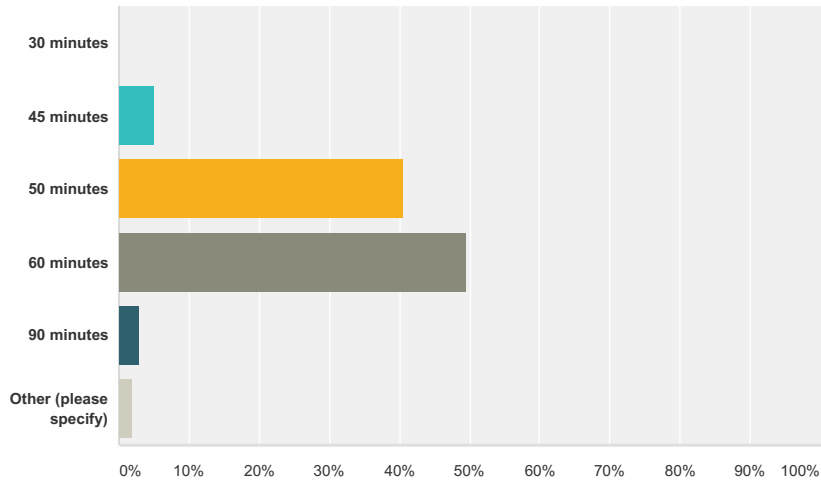
Answered: 100 Skipped: 1



Answer Choices	Responses
Do not evaluate outcomes	21.00% 21
Satisfaction survey at conclusion of treatment/Termination interview	29.00% 29
Follow up with patients following treatment	21.00% 21
Use a standardized outcomes instrument	8.00% 8
Developed and use my own outcomes instrument	21.00% 21
Total	100

Q53 What is the average length of a session with a client?

Answered: 101 Skipped: 0

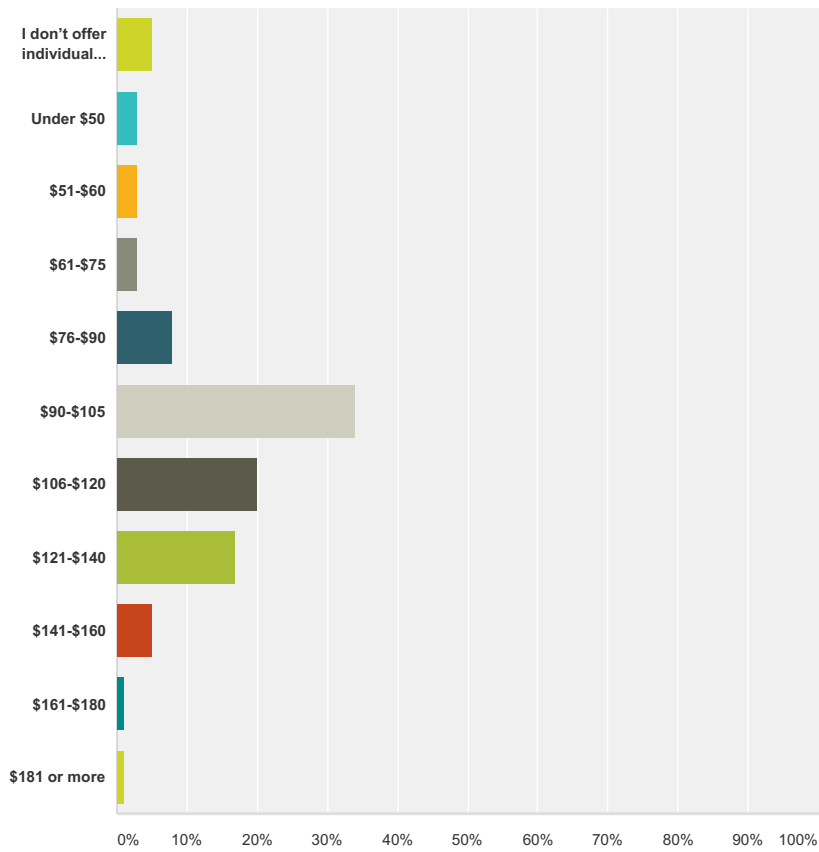


Answer Choices	Responses
30 minutes	0.00% 0
45 minutes	4.95% 5
50 minutes	40.59% 41
60 minutes	49.50% 50
90 minutes	2.97% 3
Other (please specify)	1.98% 2
Total	101

#	Other (please specify)	Date
1	75	1/15/2015 8:36 PM
2	55	1/15/2015 4:41 PM

Q54 What is the usual and customary fee CHARGED by you or your employer for an hour of individual psychotherapy?

Answered: 100 Skipped: 1

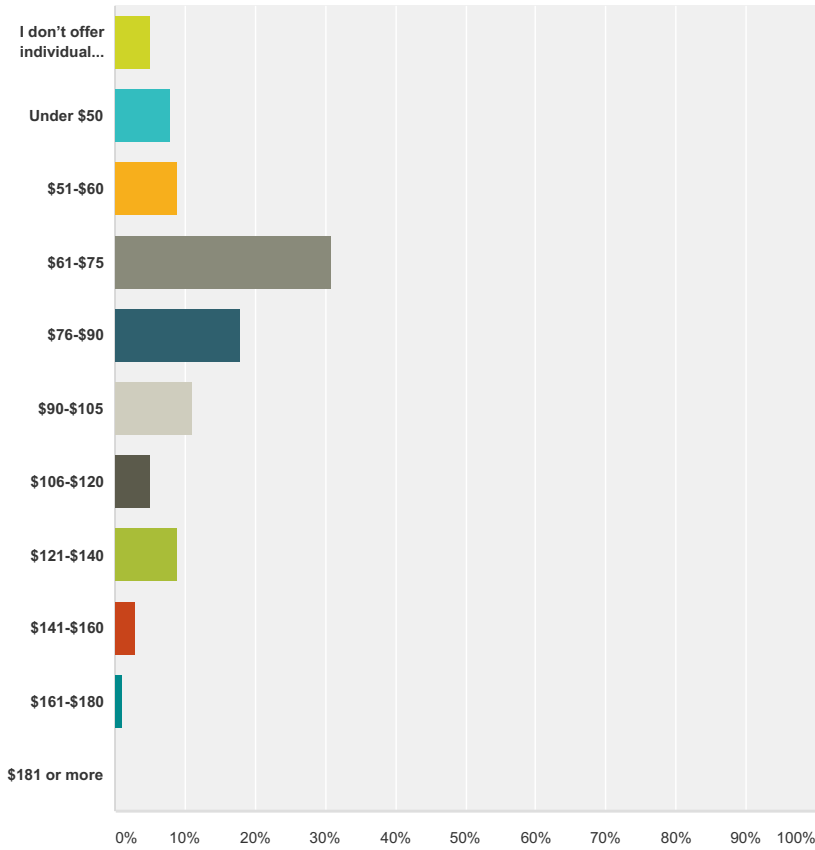


Answer Choices	Responses
I don't offer individual psychotherapy	5.00% 5
Under \$50	3.00% 3
\$51-\$60	3.00% 3
\$61-\$75	3.00% 3
\$76-\$90	8.00% 8
\$90-\$105	34.00% 34
\$106-\$120	20.00% 20
\$121-\$140	17.00% 17
\$141-\$160	5.00% 5
\$161-\$180	1.00% 1
\$181 or more	1.00% 1
Total	100

Demographic Survey - Clinical

Q55 What is the actual average fee PAID for an hour of individual psychotherapy (Taking into account discounted fees or sliding fee scales.)

Answered: 100 Skipped: 1

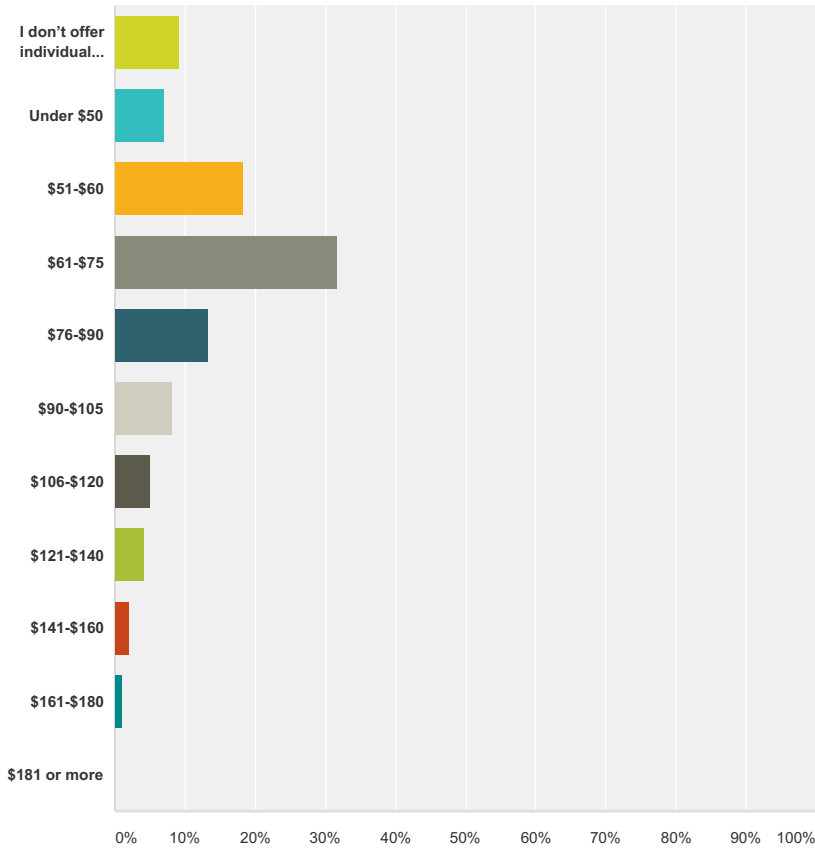


Answer Choices	Responses	Count
I don't offer individual psychotherapy	5.00%	5
Under \$50	8.00%	8
\$51-\$60	9.00%	9
\$61-\$75	31.00%	31
\$76-\$90	18.00%	18
\$90-\$105	11.00%	11
\$106-\$120	5.00%	5
\$121-\$140	9.00%	9
\$141-\$160	3.00%	3
\$161-\$180	1.00%	1
\$181 or more	0.00%	0
Total		100

Demographic Survey - Clinical

Q56 What is the actual average fee PAID for an hour of individual psychotherapy (Taking into account managed care reimbursement rates.)

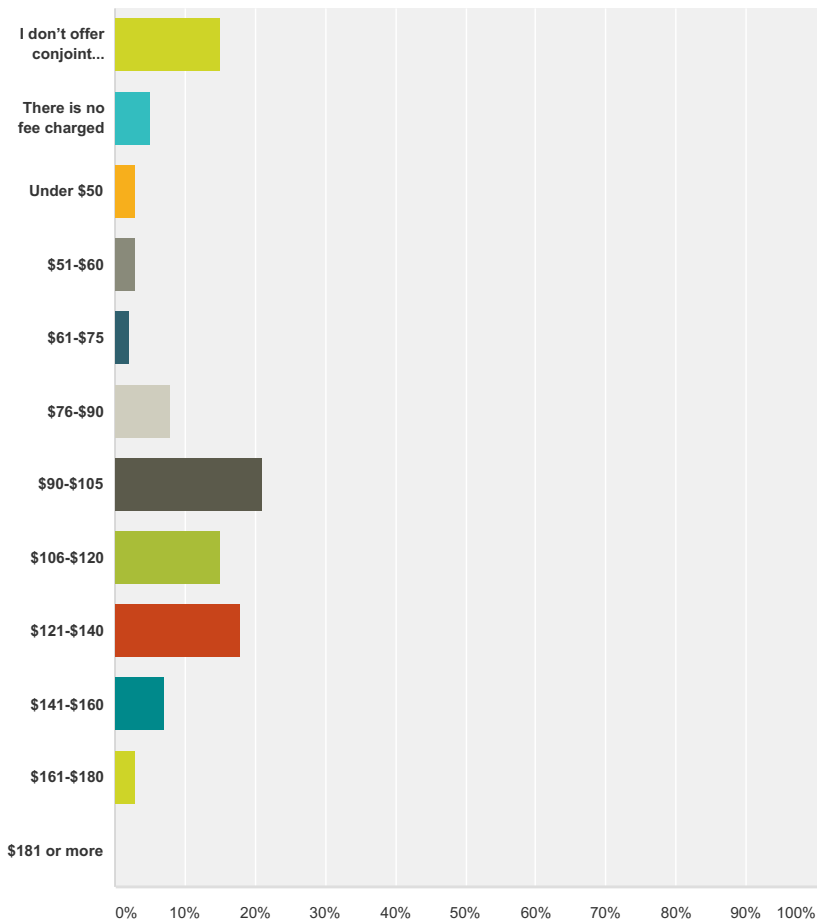
Answered: 98 Skipped: 3



Answer Choices	Responses	Count
I don't offer individual psychotherapy	9.18%	9
Under \$50	7.14%	7
\$51-\$60	18.37%	18
\$61-\$75	31.63%	31
\$76-\$90	13.27%	13
\$90-\$105	8.16%	8
\$106-\$120	5.10%	5
\$121-\$140	4.08%	4
\$141-\$160	2.04%	2
\$161-\$180	1.02%	1
\$181 or more	0.00%	0
Total		98

Q57 What is the usual and customary fee charged by you or your employer for an hour of conjoint therapy?

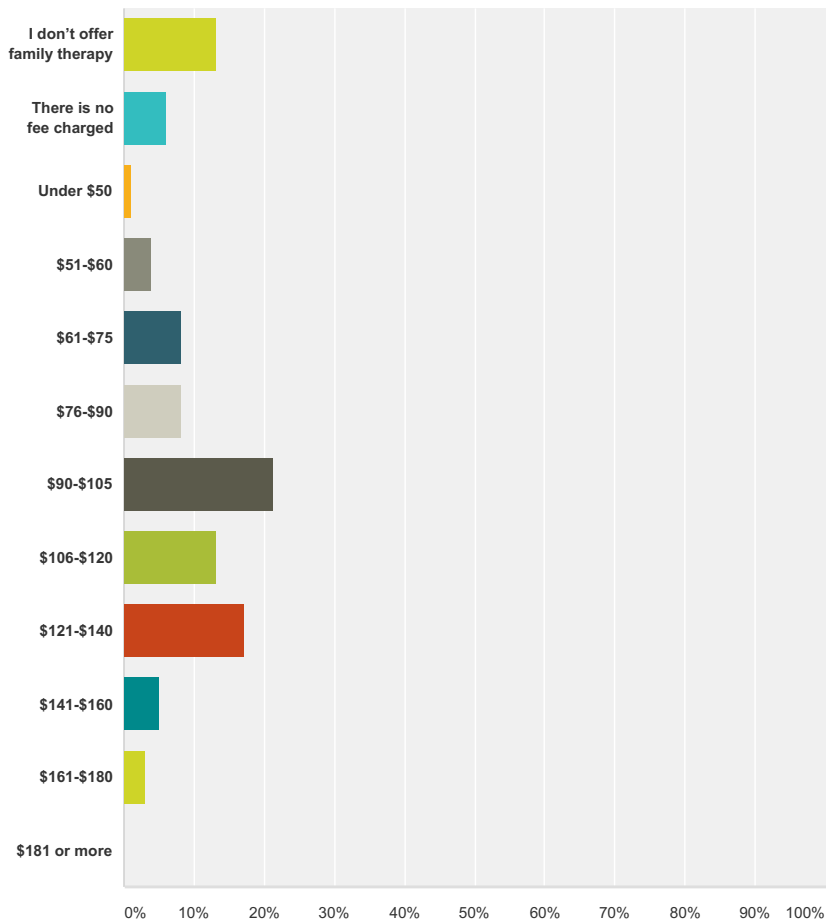
Answered: 100 Skipped: 1



Answer Choices	Responses
I don't offer conjoint therapy	15.00% 15
There is no fee charged	5.00% 5
Under \$50	3.00% 3
\$51-\$60	3.00% 3
\$61-\$75	2.00% 2
\$76-\$90	8.00% 8
\$90-\$105	21.00% 21
\$106-\$120	15.00% 15
\$121-\$140	18.00% 18
\$141-\$160	7.00% 7
\$161-\$180	3.00% 3
\$181 or more	0.00% 0
Total	100

Q58 What is the usual and customary fee charged by you or your employer for an hour of family therapy?

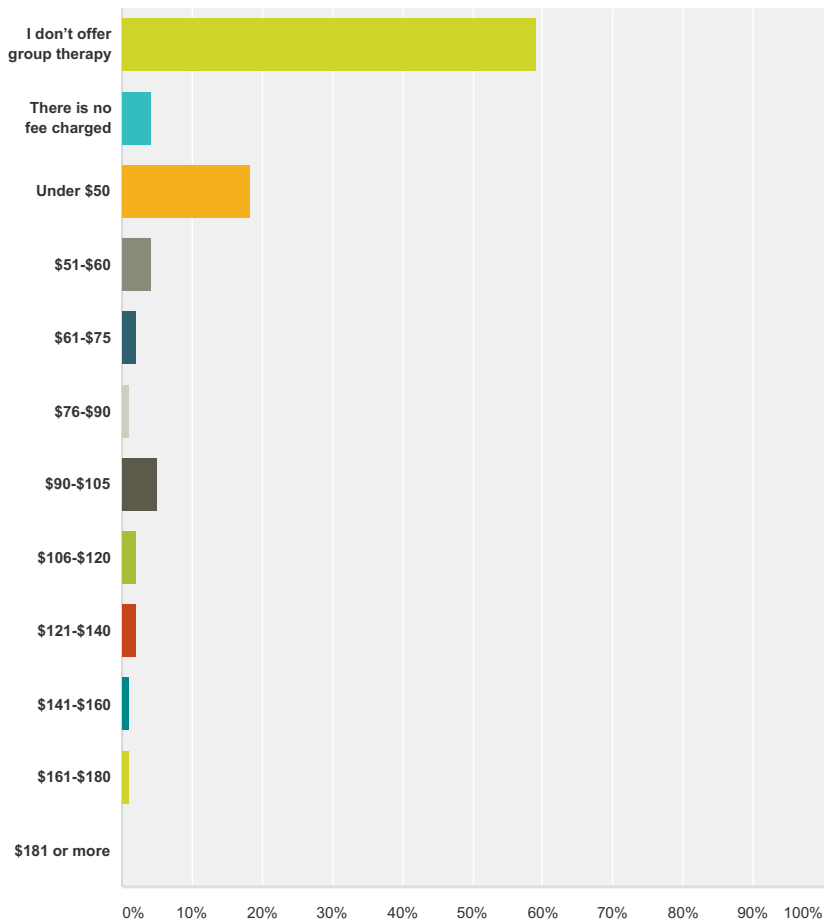
Answered: 99 Skipped: 2



Answer Choices	Responses
I don't offer family therapy	13.13% 13
There is no fee charged	6.06% 6
Under \$50	1.01% 1
\$51-\$60	4.04% 4
\$61-\$75	8.08% 8
\$76-\$90	8.08% 8
\$90-\$105	21.21% 21
\$106-\$120	13.13% 13
\$121-\$140	17.17% 17
\$141-\$160	5.05% 5
\$161-\$180	3.03% 3
\$181 or more	0.00% 0
Total	99

Q59 What is the usual and customary fee charged by you or your employer for an hour of group therapy?

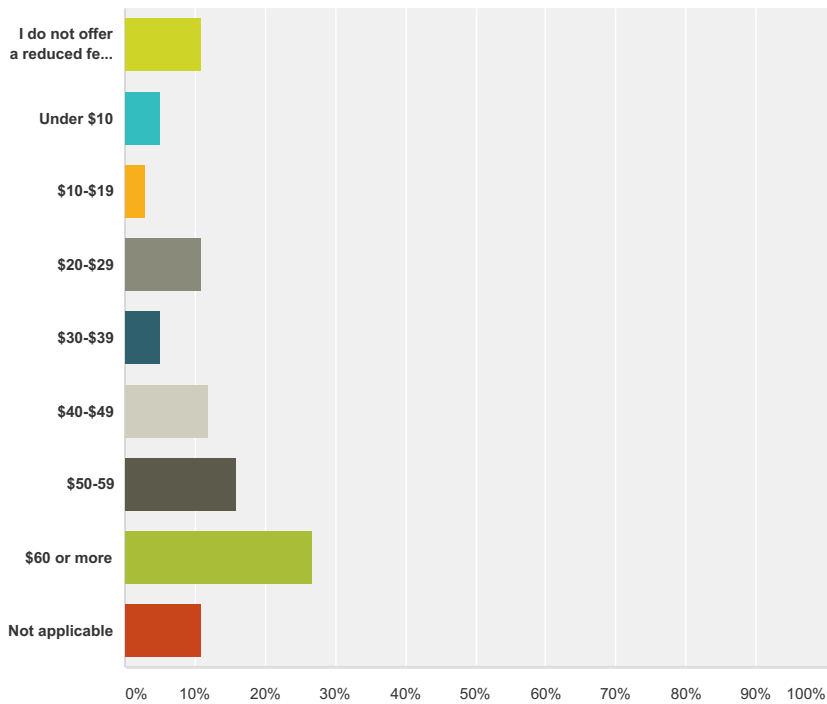
Answered: 98 Skipped: 3



Answer Choices	Responses	
I don't offer group therapy	59.18%	58
There is no fee charged	4.08%	4
Under \$50	18.37%	18
\$51-\$60	4.08%	4
\$61-\$75	2.04%	2
\$76-\$90	1.02%	1
\$90-\$105	5.10%	5
\$106-\$120	2.04%	2
\$121-\$140	2.04%	2
\$141-\$160	1.02%	1
\$161-\$180	1.02%	1
\$181 or more	0.00%	0
Total		98

Q60 If you or your employer charge according to a sliding fee scale, what is the lowest fee charged?

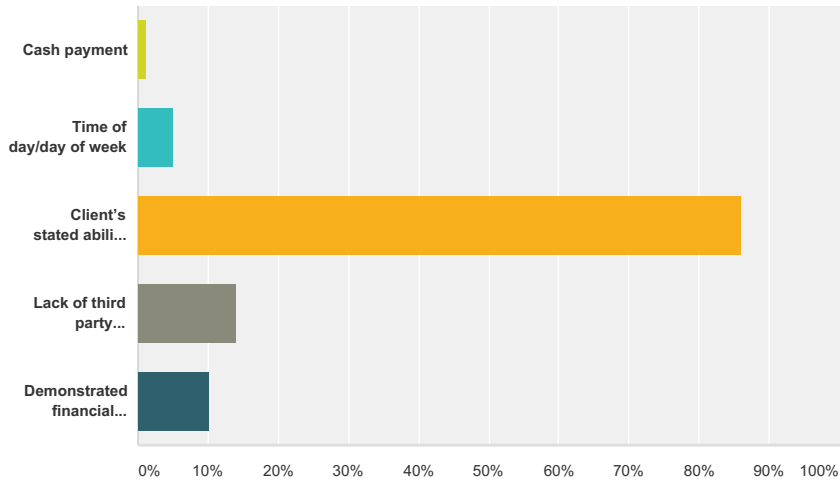
Answered: 101 Skipped: 0



Answer Choices	Responses	
I do not offer a reduced fee or sliding scale	10.89%	11
Under \$10	4.95%	5
\$10-\$19	2.97%	3
\$20-\$29	10.89%	11
\$30-\$39	4.95%	5
\$40-\$49	11.88%	12
\$50-\$59	15.84%	16
\$60 or more	26.73%	27
Not applicable	10.89%	11
Total		101

Q61 How is your reduced fee or sliding scale determined?

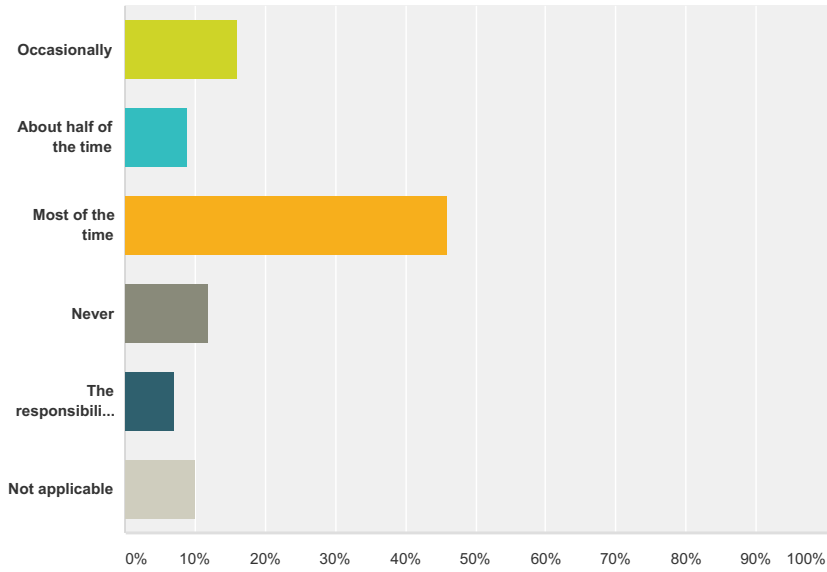
Answered: 79 Skipped: 22



Answer Choices	Responses
Cash payment	1.27% 1
Time of day/day of week	5.06% 4
Client's stated ability to pay with no verification	86.08% 68
Lack of third party reimbursement	13.92% 11
Demonstrated financial hardship, such as a tax return, etc.	10.13% 8
Total Respondents: 79	

Q62 How often are you or your employer partially or fully reimbursed by a third-party payer (e.g., an insurance plan, Medi-Cal, Victims of Crime, etc.)?

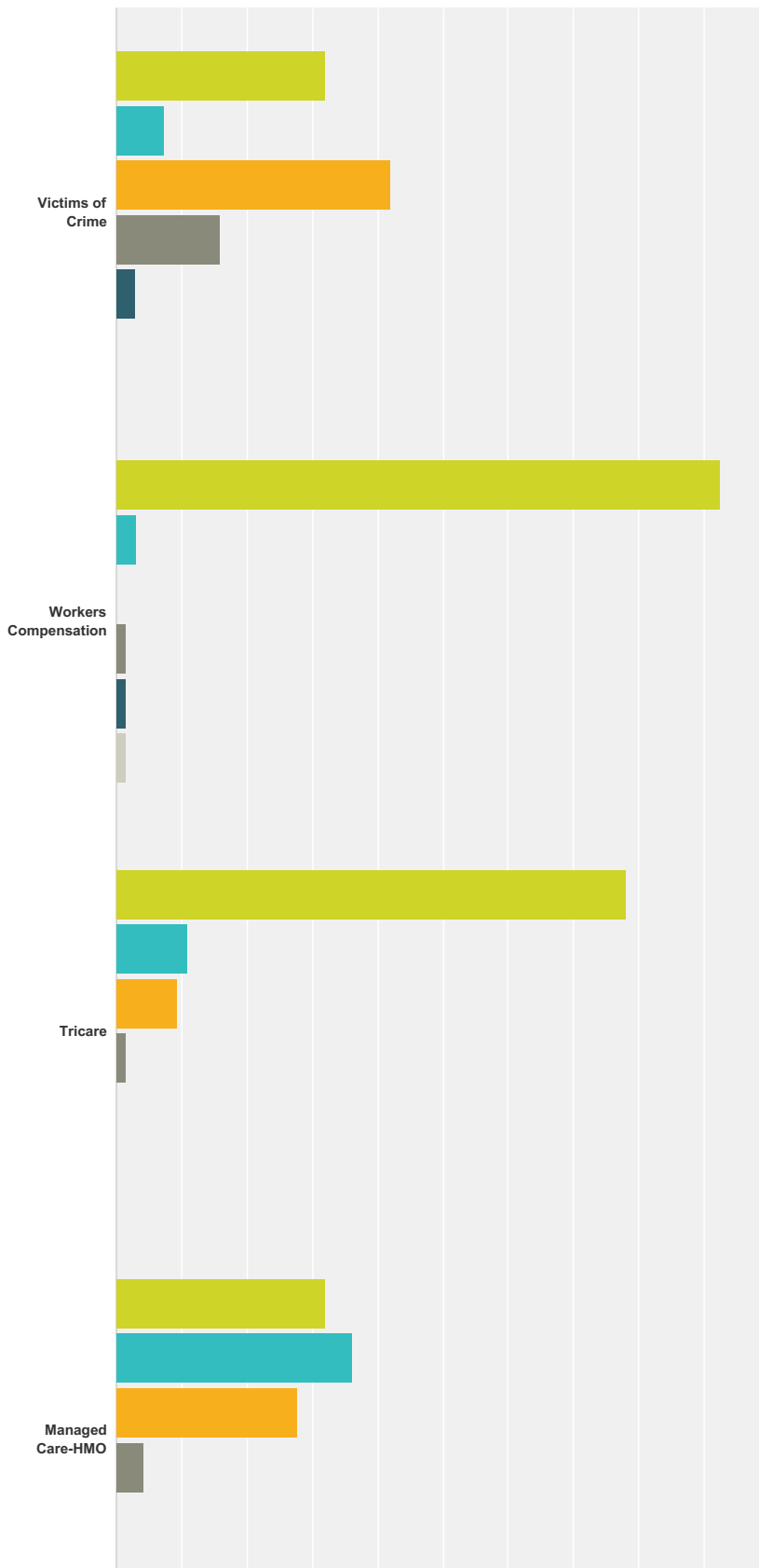
Answered: 100 Skipped: 1



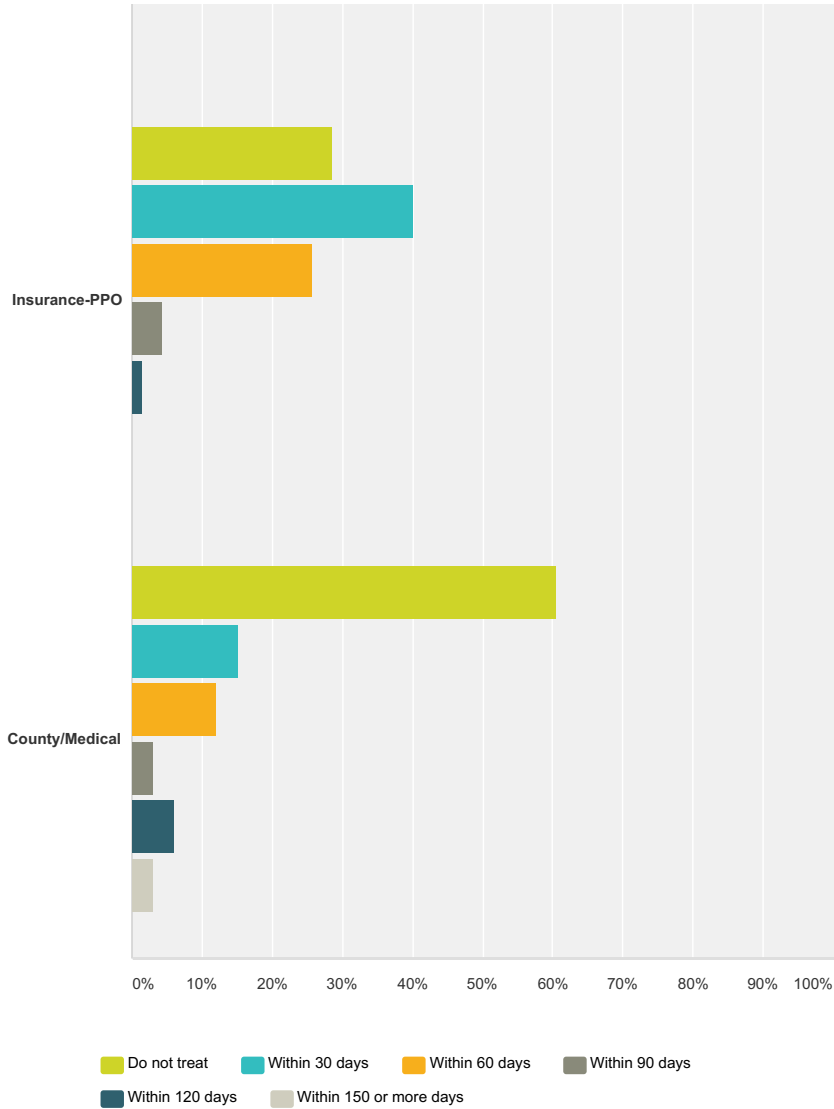
Answer Choices	Responses
Occasionally	16.00% 16
About half of the time	9.00% 9
Most of the time	46.00% 46
Never	12.00% 12
The responsibility of insurance claims is handled by the patient	7.00% 7
Not applicable	10.00% 10
Total	100

Q63 What is the average length of time you or your employer must wait following initial billing before you are reimbursed?

Answered: 79 Skipped: 22



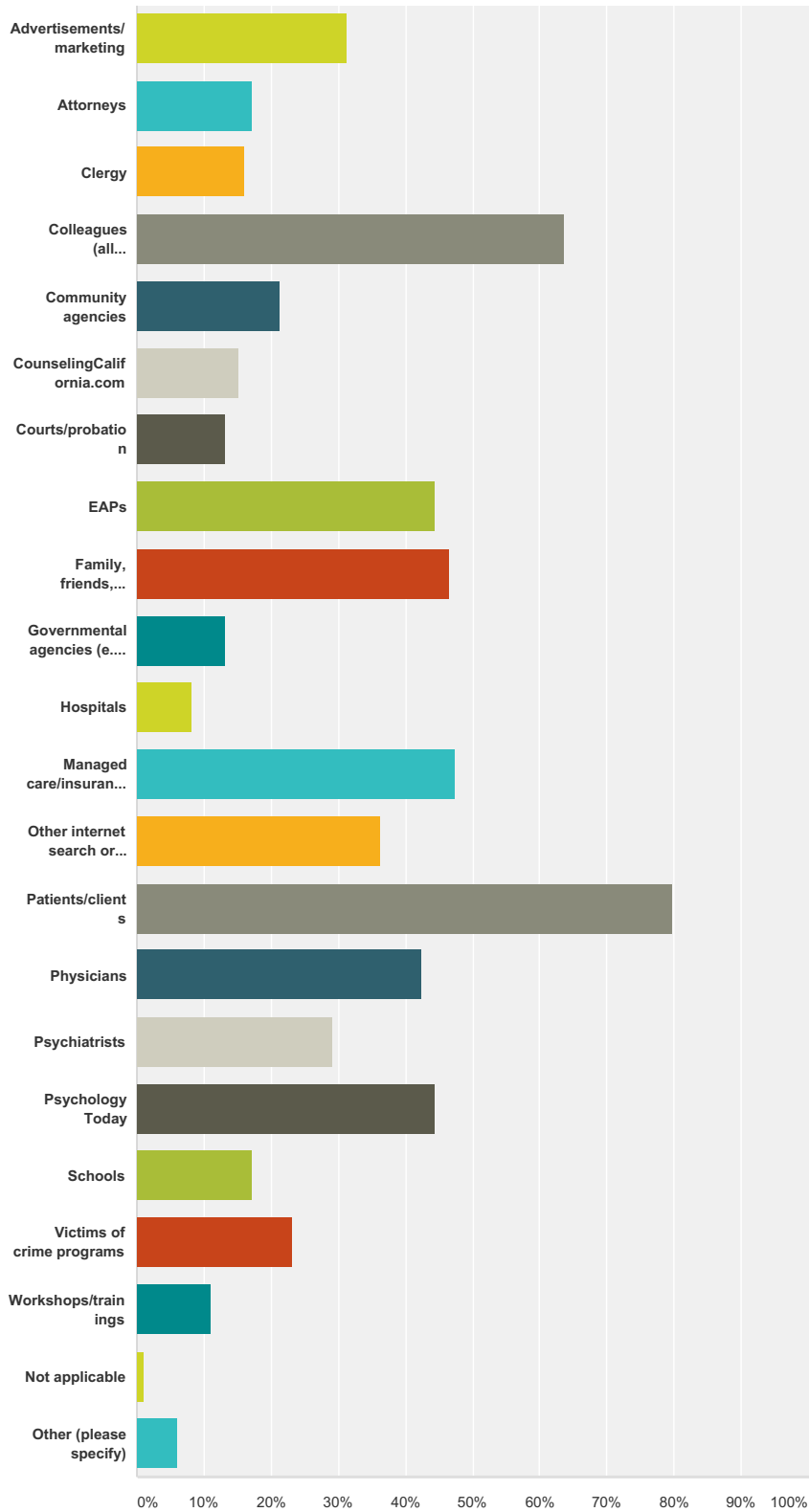
Demographic Survey - Clinical



	Do not treat	Within 30 days	Within 60 days	Within 90 days	Within 120 days	Within 150 or more days	Total
Victims of Crime	31.88% 22	7.25% 5	42.03% 29	15.94% 11	2.90% 2	0.00% 0	69
Workers Compensation	92.42% 61	3.03% 2	0.00% 0	1.52% 1	1.52% 1	1.52% 1	66
Tricare	78.13% 50	10.94% 7	9.38% 6	1.56% 1	0.00% 0	0.00% 0	64
Managed Care-HMO	31.94% 23	36.11% 26	27.78% 20	4.17% 3	0.00% 0	0.00% 0	72
Insurance-PPO	28.57% 20	40.00% 28	25.71% 18	4.29% 3	1.43% 1	0.00% 0	70
County/Medical	60.61% 40	15.15% 10	12.12% 8	3.03% 2	6.06% 4	3.03% 2	66

Q64 What is your source for patient referrals? (Check all that apply)

Answered: 99 Skipped: 2



Answer Choices	Responses
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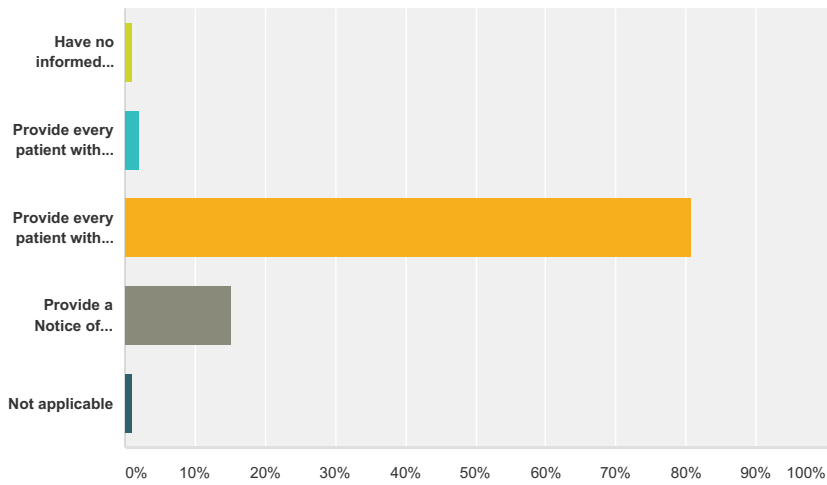
Demographic Survey - Clinical

Advertisements/marketing	31.31%	31
Attorneys	17.17%	17
Clergy	16.16%	16
Colleagues (all disciplines)	63.64%	63
Community agencies	21.21%	21
CounselingCalifornia.com	15.15%	15
Courts/probation	13.13%	13
EAPs	44.44%	44
Family, friends, neighbors	46.46%	46
Governmental agencies (e.g., CPS, DSS)	13.13%	13
Hospitals	8.08%	8
Managed care/insurance company	47.47%	47
Other internet search or therapist locator	36.36%	36
Patients/clients	79.80%	79
Physicians	42.42%	42
Psychiatrists	29.29%	29
Psychology Today	44.44%	44
Schools	17.17%	17
Victims of crime programs	23.23%	23
Workshops/trainings	11.11%	11
Not applicable	1.01%	1
Other (please specify)	6.06%	6
Total Respondents: 99		

#	Other (please specify)	Date
1	Professional colleagues, referrals from previous graduate counseling students	2/5/2015 2:48 PM
2	Law enforcement and fire services agencies	1/17/2015 6:21 AM
3	website	1/15/2015 10:40 PM
4	Yello Pages Book and on Internet	1/15/2015 10:07 PM
5	Cps social workers	1/15/2015 3:20 PM
6	vet center	1/15/2015 3:20 PM

Q65 Do you and/or your employer provide patients with a written informed consent/disclosure statement?

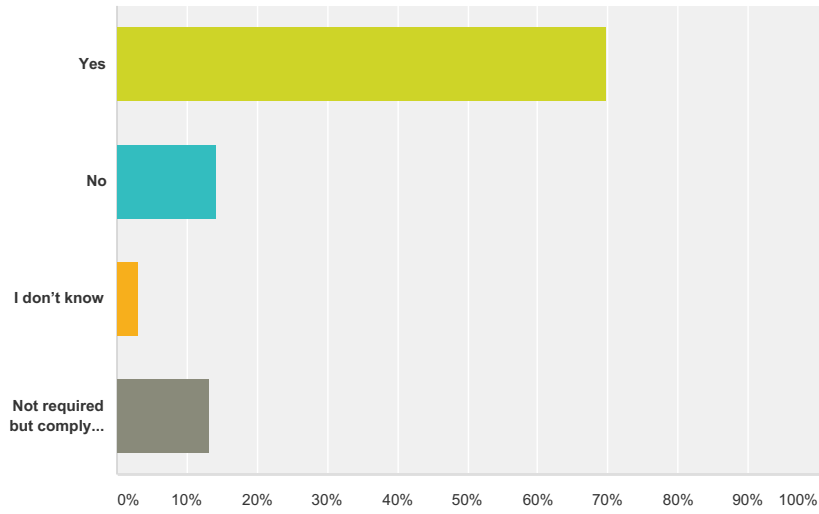
Answered: 99 Skipped: 2



Answer Choices	Responses
Have no informed consent/disclosure statement	1.01% 1
Provide every patient with a statement, but require no signatures	2.02% 2
Provide every patient with a statement that each patient is required to sign	80.81% 80
Provide a Notice of Privacy Practices pursuant to HIPAA	15.15% 15
Not applicable	1.01% 1
Total	99

Q66 Are you required to be HIPAA compliant?

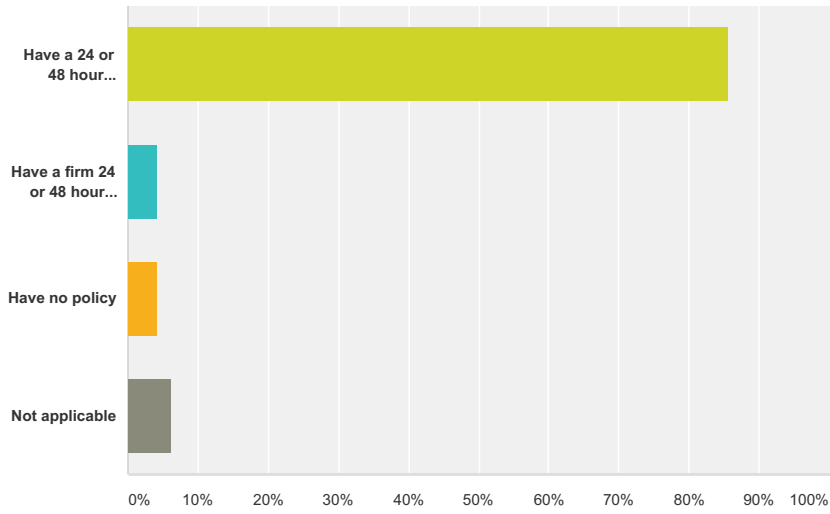
Answered: 99 Skipped: 2



Answer Choices	Responses	
Yes	69.70%	69
No	14.14%	14
I don't know	3.03%	3
Not required but comply anyway	13.13%	13
Total		99

Q67 Do you and/or your employer have a written policy for no-show/cancellations?

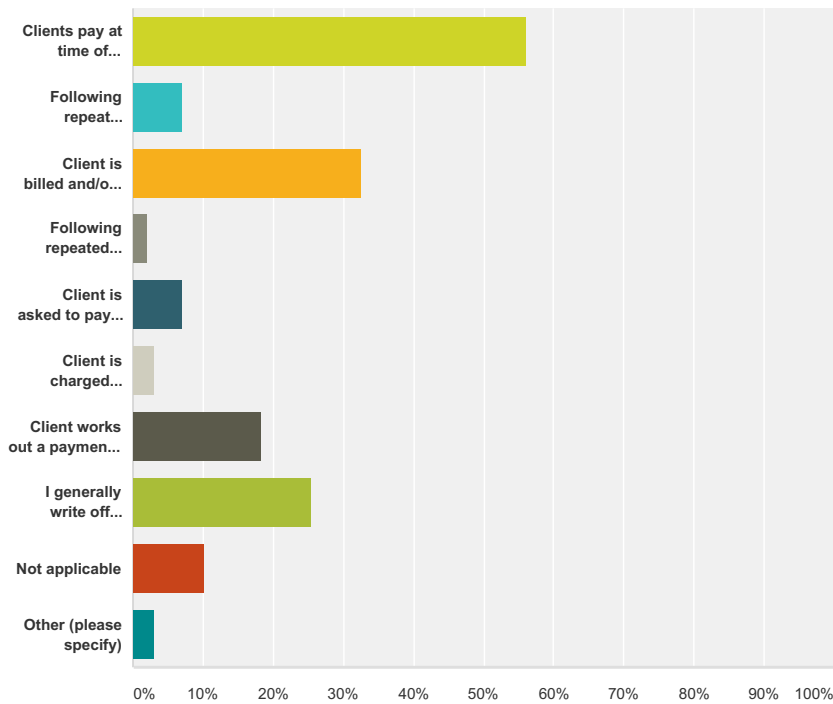
Answered: 97 Skipped: 4



Answer Choices	Responses	
Have a 24 or 48 hour cancellation policy, but exercise discretion in enforcement	85.57%	83
Have a firm 24 or 48 hour cancellation policy with no discretion	4.12%	4
Have no policy	4.12%	4
Not applicable	6.19%	6
Total		97

Q68 Which of the following is used by you and/or your employer for clients who do not pay bills timely: (Check all that apply)

Answered: 98 Skipped: 3

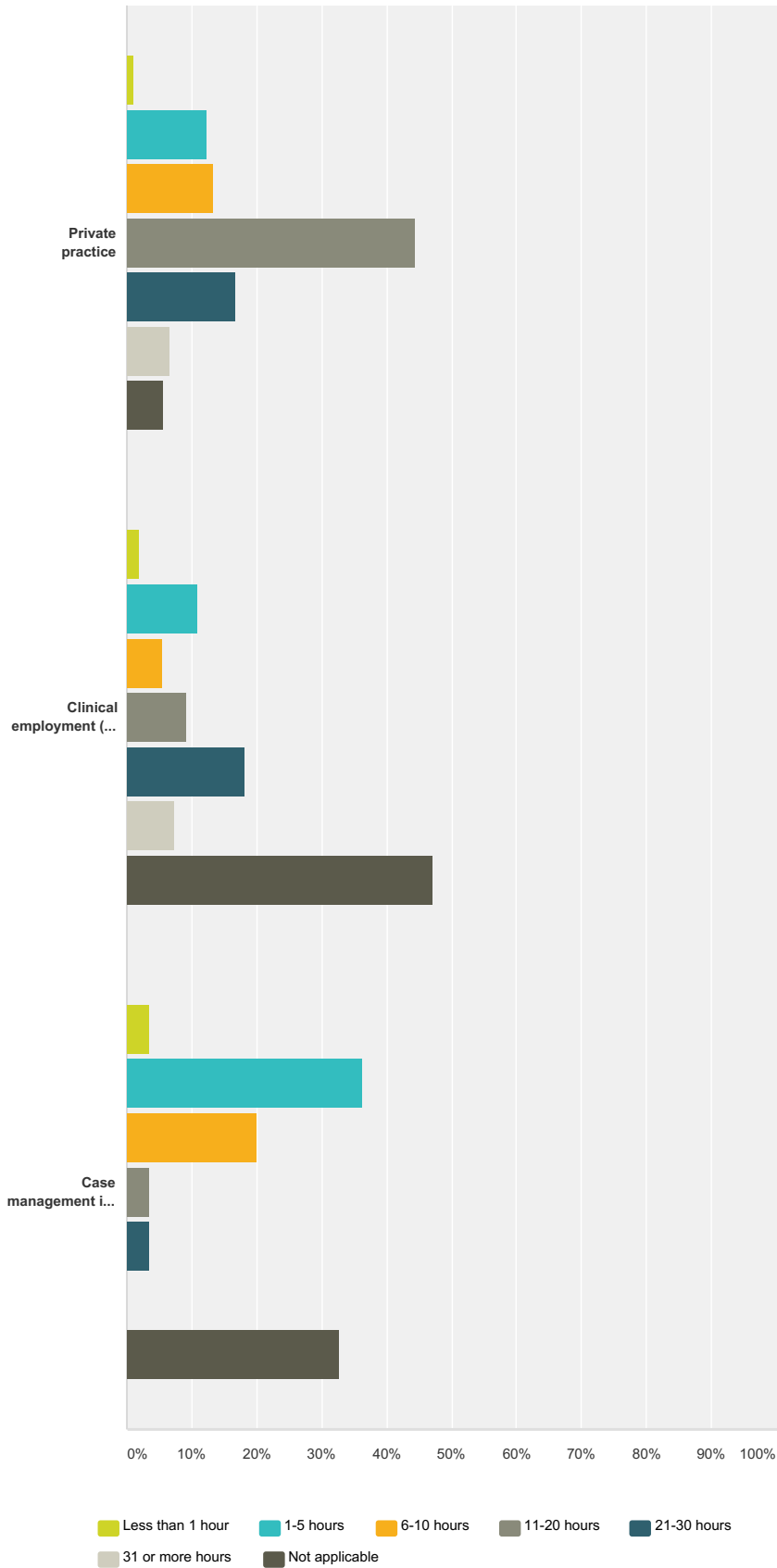


Answer Choices	Responses
Clients pay at time of treatment only	56.12% 55
Following repeat billings, balance is turned over to a collection agency	7.14% 7
Client is billed and/or receives letter(s) requesting payment	32.65% 32
Following repeated billings, small claims court action is pursued	2.04% 2
Client is asked to pay balance by charging to a credit card	7.14% 7
Client is charged interest on aging balance	3.06% 3
Client works out a payment plan to pay off balance	18.37% 18
I generally write off unpaid balance	25.51% 25
Not applicable	10.20% 10
Other (please specify)	3.06% 3
Total Respondents: 98	

#	Other (please specify)	Date
1	Clients may carry over payment for one session.	1/16/2015 1:42 PM
2	clients who do not pay, usually don't know their insurance plans, even though I try to make it their responsibility	1/16/2015 7:26 AM
3	in extreme cases of hardship, I write off unpaid balance and consider the work pro bono	1/15/2015 4:06 PM

Q69 What is the average number of hours of therapy you provide per week:

Answered: 97 Skipped: 4



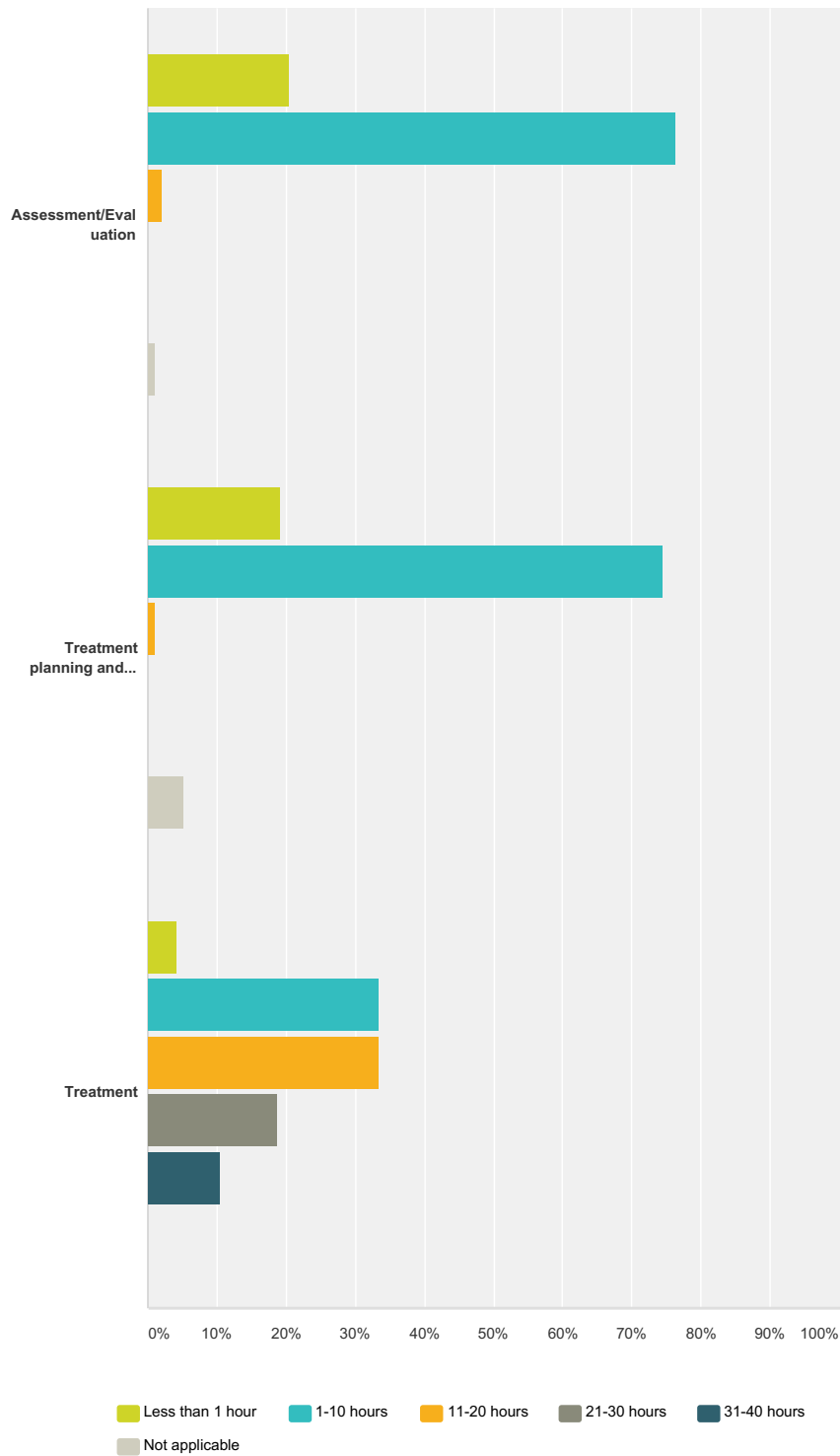
Demographic Survey - Clinical

	Less than 1 hour	1-5 hours	6-10 hours	11-20 hours	21-30 hours	31 or more hours	Not applicable	Total
Private practice	1.11% 1	12.22% 11	13.33% 12	44.44% 40	16.67% 15	6.67% 6	5.56% 5	90
Clinical employment (not private practice)	1.82% 1	10.91% 6	5.45% 3	9.09% 5	18.18% 10	7.27% 4	47.27% 26	55
Case management in both	3.64% 2	36.36% 20	20.00% 11	3.64% 2	3.64% 2	0.00% 0	32.73% 18	55

Demographic Survey - Clinical

Q70 For all direct patient care, indicate the average number of hours spent per week (excluding calls) on each major activity:

Answered: 97 Skipped: 4



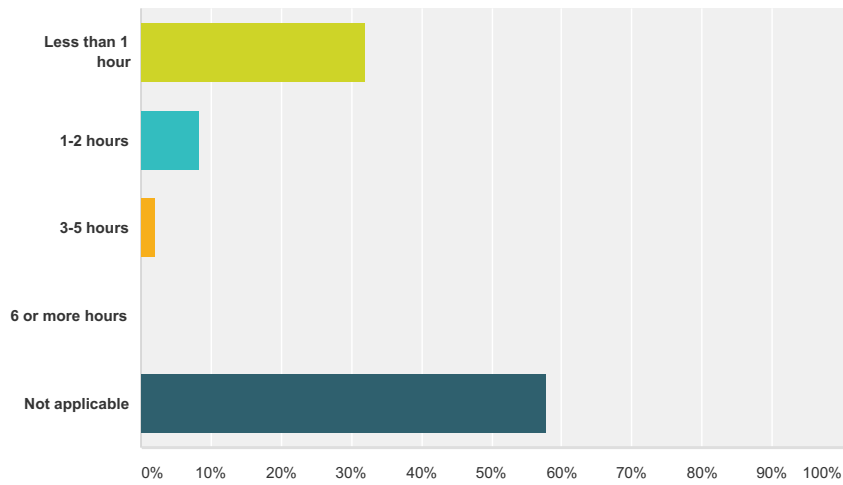
	Less than 1 hour	1-10 hours	11-20 hours	21-30 hours	31-40 hours	Not applicable	Total
Assessment/Evaluation	20.43% 19	76.34% 71	2.15% 2	0.00% 0	0.00% 0	1.08% 1	93
Treatment planning and team consultation	19.15% 18	74.47% 70	1.06% 1	0.00% 0	0.00% 0	5.32% 5	94

Demographic Survey - Clinical

Treatment	4.17% 4	33.33% 32	33.33% 32	18.75% 18	10.42% 10	0.00% 0	96
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Q71 What is the average number of hours per week devoted to administering and evaluation psychological tests?

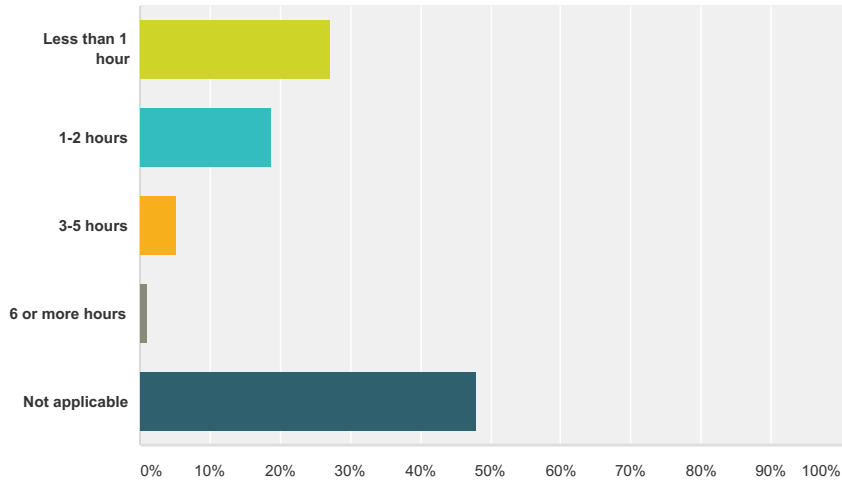
Answered: 97 Skipped: 4



Answer Choices	Responses
Less than 1 hour	31.96% 31
1-2 hours	8.25% 8
3-5 hours	2.06% 2
6 or more hours	0.00% 0
Not applicable	57.73% 56
Total	97

Q72 What is the average number of hours per week you devote to telehealth services (i.e., therapy by telephone or over the Internet)?

Answered: 96 Skipped: 5

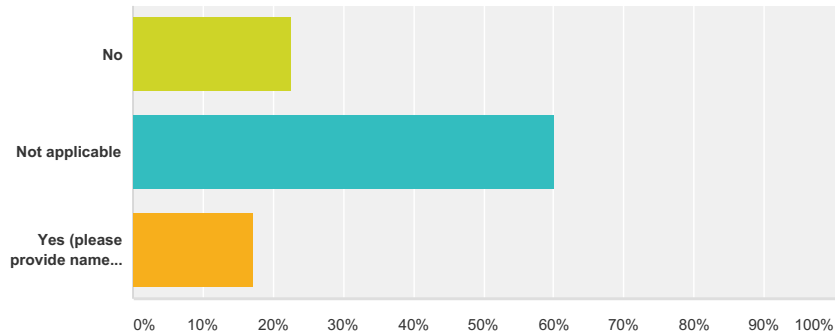


Answer Choices	Responses	
Less than 1 hour	27.08%	26
1-2 hours	18.75%	18
3-5 hours	5.21%	5
6 or more hours	1.04%	1
Not applicable	47.92%	46
Total		96

Demographic Survey - Clinical

Q73 Are you reimbursed for telehealth services?

Answered: 93 Skipped: 8

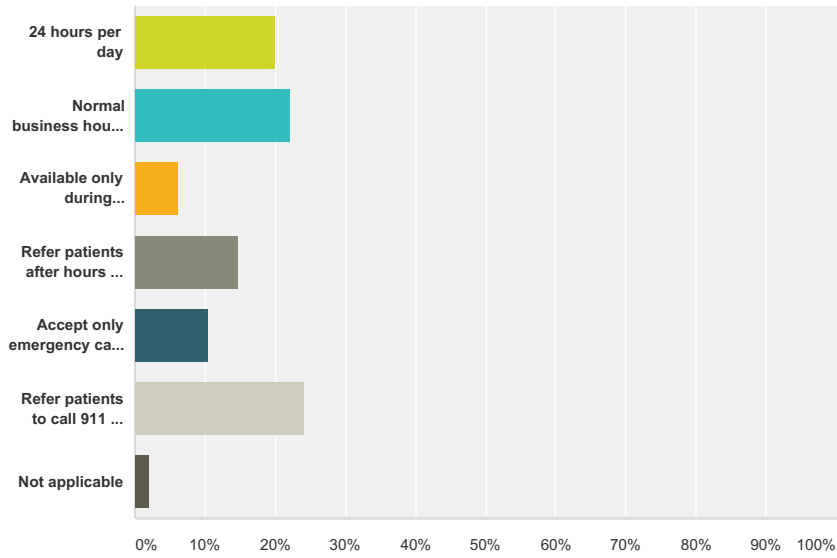


Answer Choices	Responses
No	22.58% 21
Not applicable	60.22% 56
Yes (please provide name of companies that reimburse)	17.20% 16
Total	93

#	Yes (please provide name of companies that reimburse)	Date
1	Magellan, Blue Shield, Aetna	2/5/2015 2:52 PM
2	Medical through county	2/4/2015 1:22 PM
3	Private pay only	2/4/2015 9:57 AM
4	by client	1/22/2015 8:58 AM
5	Medi-Cal	1/17/2015 3:59 PM
6	Reimbursed privately by individual client	1/16/2015 1:54 PM
7	Child Protective Services	1/16/2015 10:21 AM
8	MHN	1/16/2015 7:42 AM
9	Varies	1/15/2015 10:44 PM
10	Medical	1/15/2015 10:20 PM
11	Paid by client	1/15/2015 9:34 PM
12	Patients directly	1/15/2015 9:04 PM
13	I bill clients for time at \$2/min.	1/15/2015 4:52 PM
14	Blue Shield FEP	1/15/2015 4:52 PM
15	Client pay	1/15/2015 4:00 PM
16	Private Pay clients	1/15/2015 3:29 PM

Q74 What hours are you on-call or available to patients?

Answered: 95 Skipped: 6

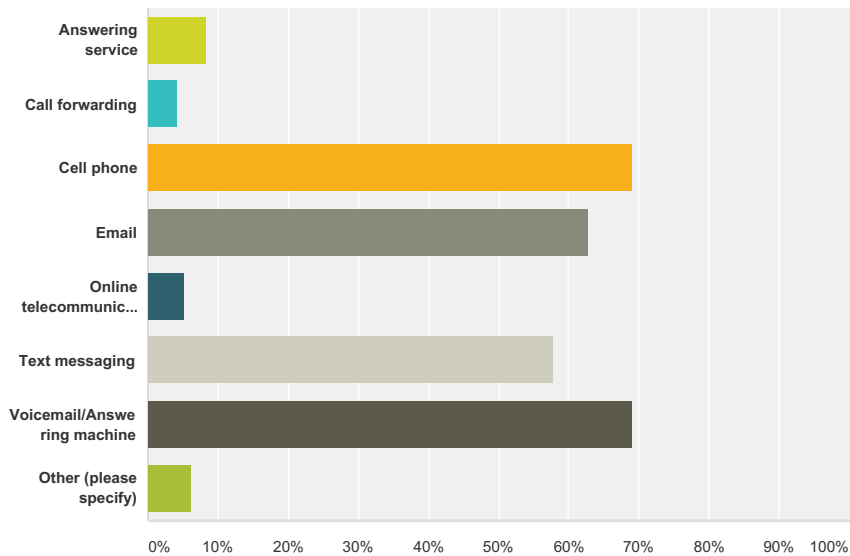


Answer Choices	Responses
24 hours per day	20.00% 19
Normal business hours only	22.11% 21
Available only during appointed hours	6.32% 6
Refer patients after hours to service for emergency calls	14.74% 14
Accept only emergency calls after hours	10.53% 10
Refer patients to call 911 in case of emergency after hours	24.21% 23
Not applicable	2.11% 2
Total	95

Demographic Survey - Clinical

Q75 What means do you use to be accessible to patients? (Check all that apply)

Answered: 97 Skipped: 4



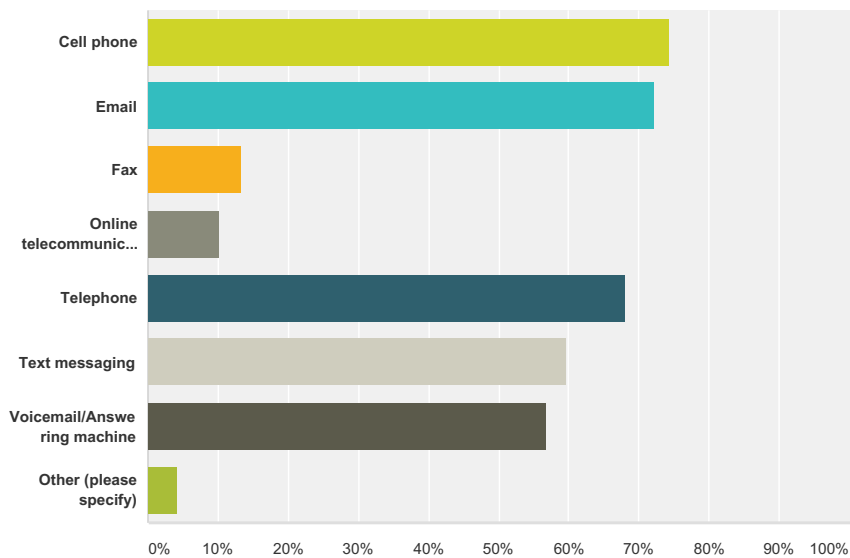
Answer Choices	Responses
Answering service	8.25% 8
Call forwarding	4.12% 4
Cell phone	69.07% 67
Email	62.89% 61
Online telecommunication (e.g., Skype, Facetime)	5.15% 5
Text messaging	57.73% 56
Voicemail/Answering machine	69.07% 67
Other (please specify)	6.19% 6
Total Respondents: 97	

#	Other (please specify)	Date
1	With specific clients and trainees and with signed documentation allow text for non clinical info	2/5/2015 2:54 PM
2	After hours phone availability by clinicians on staff for urgent calls	2/4/2015 9:45 AM
3	they attend the day program	1/16/2015 9:33 AM
4	Selected use of cell phone	1/16/2015 9:11 AM
5	county on-call system available after business hours	1/16/2015 9:09 AM
6	When away from town, in addition to emergency numbers, colleagues are available, and their names and numbers are on my voicemail	1/15/2015 5:12 PM

Demographic Survey - Clinical

Q76 What methods do you use to communicate with patients? (Check all that apply)

Answered: 97 Skipped: 4

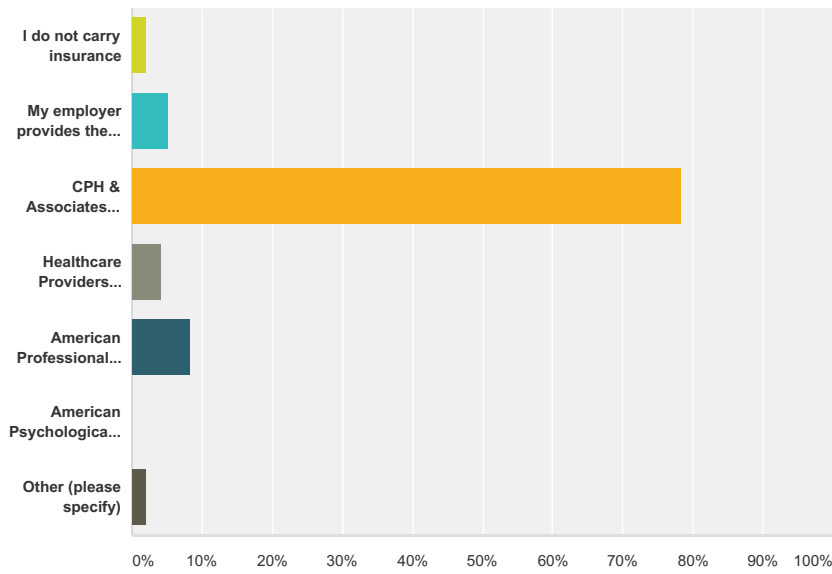


Answer Choices	Responses
Cell phone	74.23% 72
Email	72.16% 70
Fax	13.40% 13
Online telecommunication (e.g., Skype, Facetime)	10.31% 10
Telephone	68.04% 66
Text messaging	59.79% 58
Voicemail/Answering machine	56.70% 55
Other (please specify)	4.12% 4
Total Respondents: 97	

#	Other (please specify)	Date
1	With specific clients/ students for non clinical info.	2/5/2015 2:54 PM
2	email for logistical issues/scheduling	2/4/2015 9:45 AM
3	none- either they come or they don't	1/16/2015 9:33 AM
4	written letters mailed US postal service.	1/15/2015 4:52 PM

Q77 Do you carry professional liability (malpractice) insurance, and if so, with whom?

Answered: 97 Skipped: 4



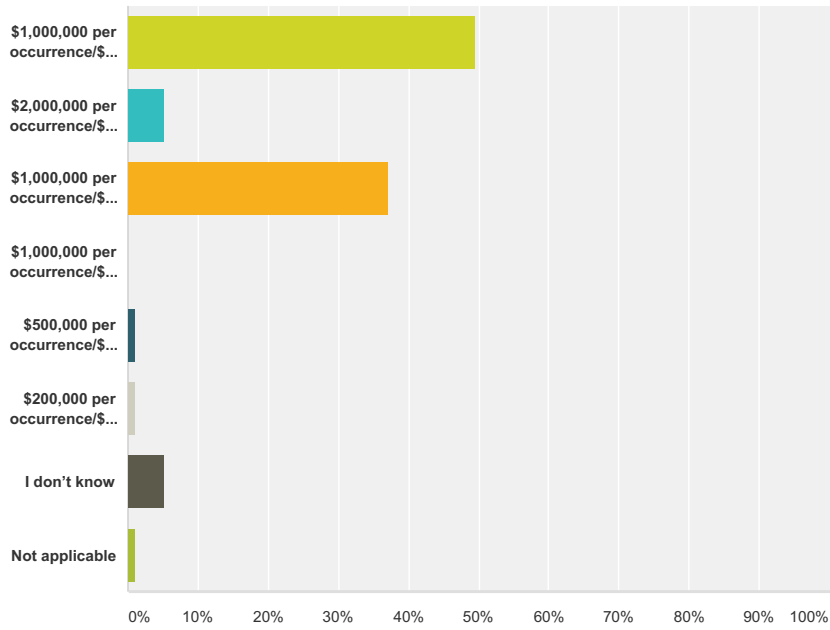
Answer Choices	Responses
I do not carry insurance	2.06% 2
My employer provides the insurance	5.15% 5
CPH & Associates (CAMFT endorsed plan)	78.35% 76
Healthcare Providers Service Organization by CAN	4.12% 4
American Professional Agency	8.25% 8
American Psychological Association Plan	0.00% 0
Other (please specify)	2.06% 2
Total	97

#	Other (please specify)	Date
1	Hpso	2/4/2015 10:12 AM
2	Through NASW	2/4/2015 9:32 AM

Demographic Survey - Clinical

Q78 What are the limits of your malpractice coverage?

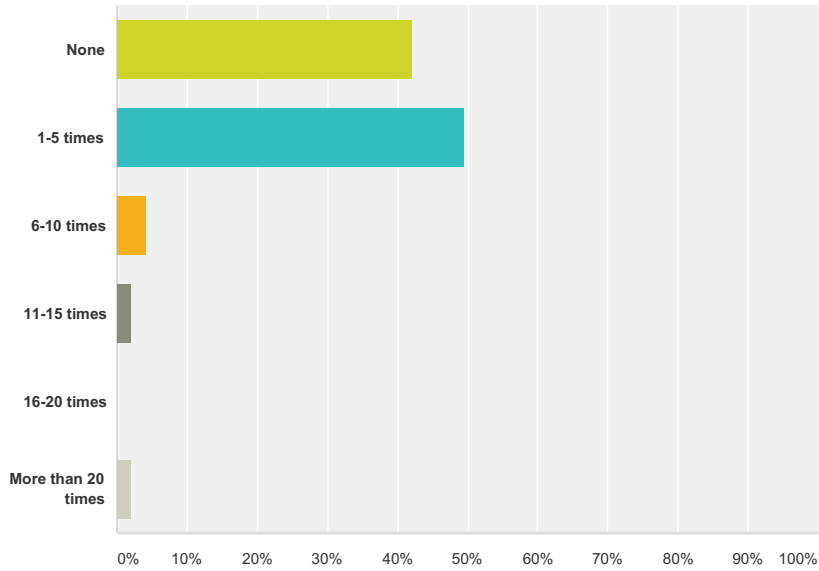
Answered: 97 Skipped: 4



Answer Choices	Responses
\$1,000,000 per occurrence/\$5,000,000 aggregate	49.48% 48
\$2,000,000 per occurrence/\$4,000,000 aggregate	5.15% 5
\$1,000,000 per occurrence/\$3,000,000 aggregate	37.11% 36
\$1,000,000 per occurrence/\$1,000,000 aggregate	0.00% 0
\$500,000 per occurrence/\$1,000,000 aggregate	1.03% 1
\$200,000 per occurrence/\$600,000 aggregate	1.03% 1
I don't know	5.15% 5
Not applicable	1.03% 1
Total	97

Q79 How many times have you been subpoenaed?

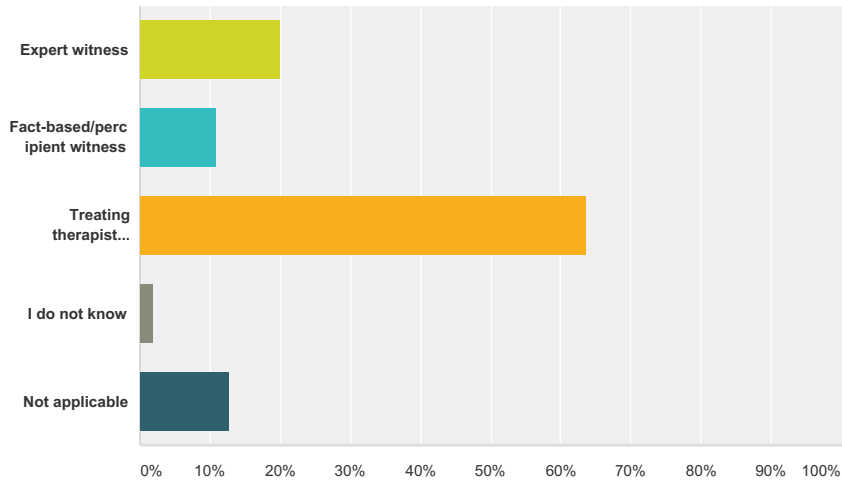
Answered: 97 Skipped: 4



Answer Choices	Responses	
None	42.27%	41
1-5 times	49.48%	48
6-10 times	4.12%	4
11-15 times	2.06%	2
16-20 times	0.00%	0
More than 20 times	2.06%	2
Total		97

Q80 What type of witness were you in a majority of these claims?

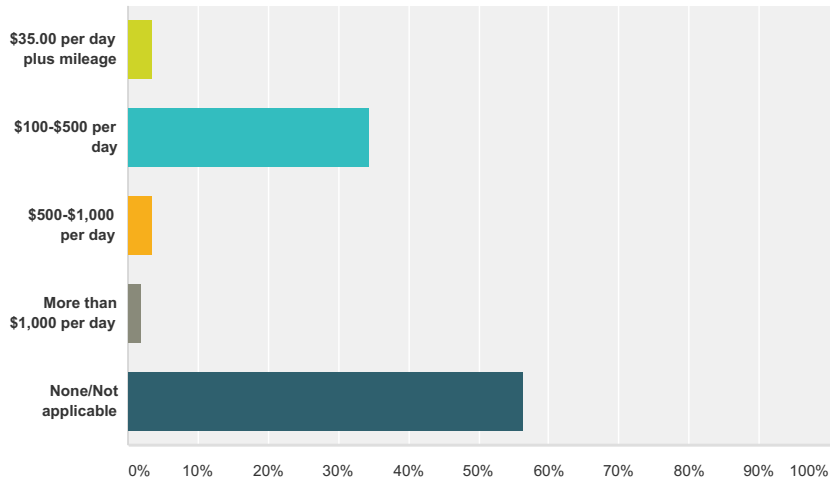
Answered: 55 Skipped: 46



Answer Choices	Responses
Expert witness	20.00% 11
Fact-based/percipient witness	10.91% 6
Treating therapist witness	63.64% 35
I do not know	1.82% 1
Not applicable	12.73% 7
Total Respondents: 55	

Q81 How much on average were you reimbursed for witness fees?

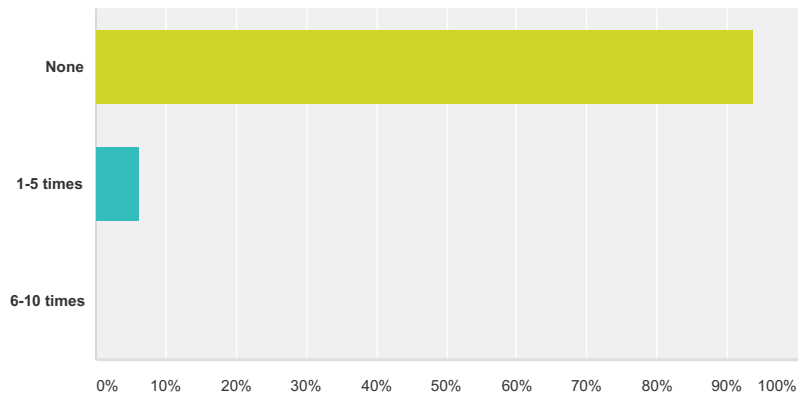
Answered: 55 Skipped: 46



Answer Choices	Responses
\$35.00 per day plus mileage	3.64% 2
\$100-\$500 per day	34.55% 19
\$500-\$1,000 per day	3.64% 2
More than \$1,000 per day	1.82% 1
None/Not applicable	56.36% 31
Total	55

Q82 How many times have you had to file an incident report with malpractice insurance?

Answered: 97 Skipped: 4

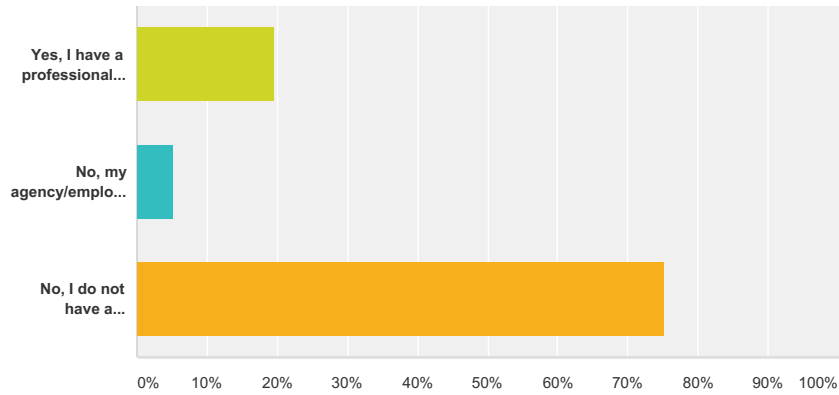


Answer Choices	Responses	
None	93.81%	91
1-5 times	6.19%	6
6-10 times	0.00%	0
Total		97

Demographic Survey - Clinical

Q83 Do you have a professional will in place?

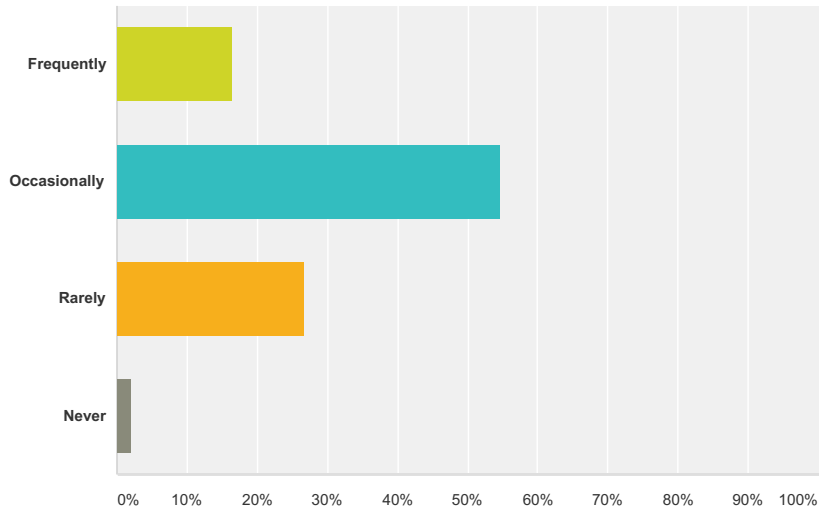
Answered: 97 Skipped: 4



Answer Choices	Responses	Count
Yes, I have a professional will in place	19.59%	19
No, my agency/employer has a policy in place	5.15%	5
No, I do not have a professional will in place	75.26%	73
Total		97

Q84 How often do you seek legal, ethical, or clinical consultation each month?

Answered: 97 Skipped: 4

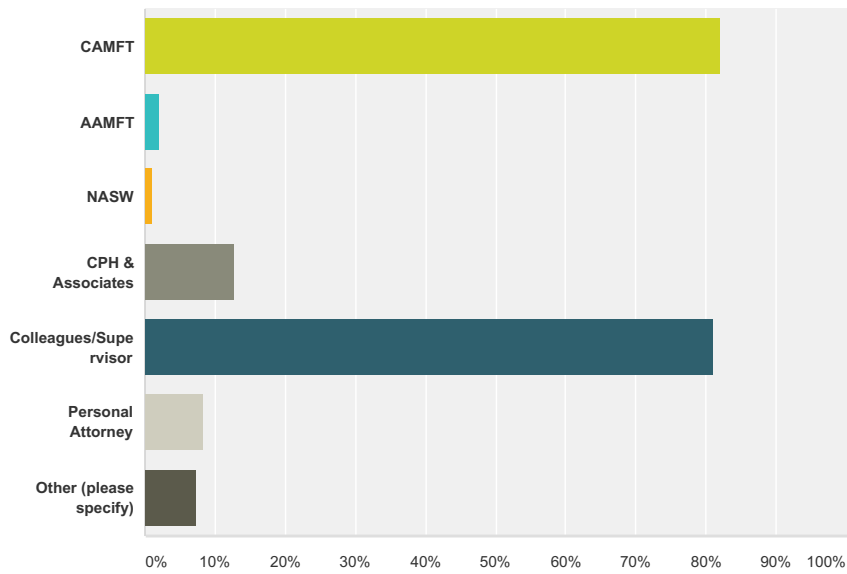


Answer Choices	Responses	
Frequently	16.49%	16
Occasionally	54.64%	53
Rarely	26.80%	26
Never	2.06%	2
Total		97

Demographic Survey - Clinical

Q85 From whom do you receive consultation? (Check all that apply)

Answered: 95 Skipped: 6



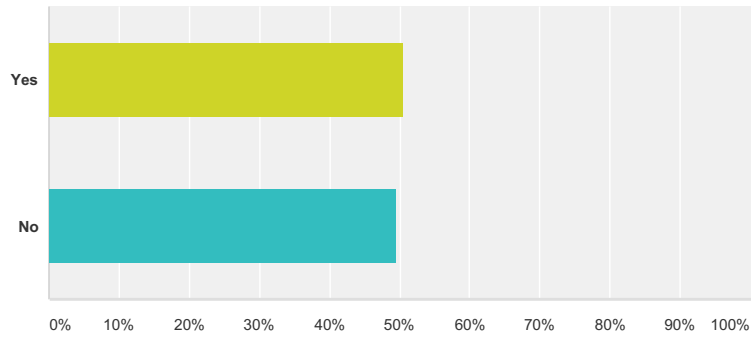
Answer Choices	Responses
CAMFT	82.11% 78
AAMFT	2.11% 2
NASW	1.05% 1
CPH & Associates	12.63% 12
Colleagues/Supervisor	81.05% 77
Personal Attorney	8.42% 8
Other (please specify)	7.37% 7
Total Respondents: 95	

#	Other (please specify)	Date
1	Practice Advisor/Coach	2/10/2015 7:15 AM
2	Clinical Rep at CSU	2/5/2015 2:58 PM
3	consultation group -meets monthly	2/4/2015 2:17 PM
4	Consultation Group	1/19/2015 12:41 AM
5	County Administration and Legal Counsel	1/17/2015 4:00 PM
6	Informal with other therapist	1/17/2015 6:25 AM
7	paid consultation	1/16/2015 8:45 AM

Demographic Survey - Clinical

Q86 If you could bill Medicare, would you?

Answered: 97 Skipped: 4

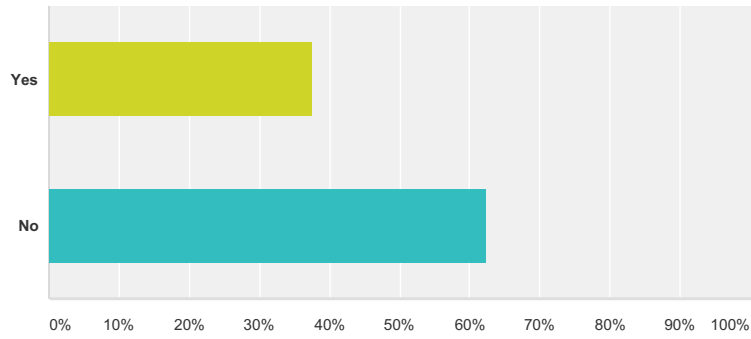


Answer Choices	Responses	
Yes	50.52%	49
No	49.48%	48
Total		97

Demographic Survey - Clinical

Q87 Would you consider working at a federally qualified health center?

Answered: 96 Skipped: 5

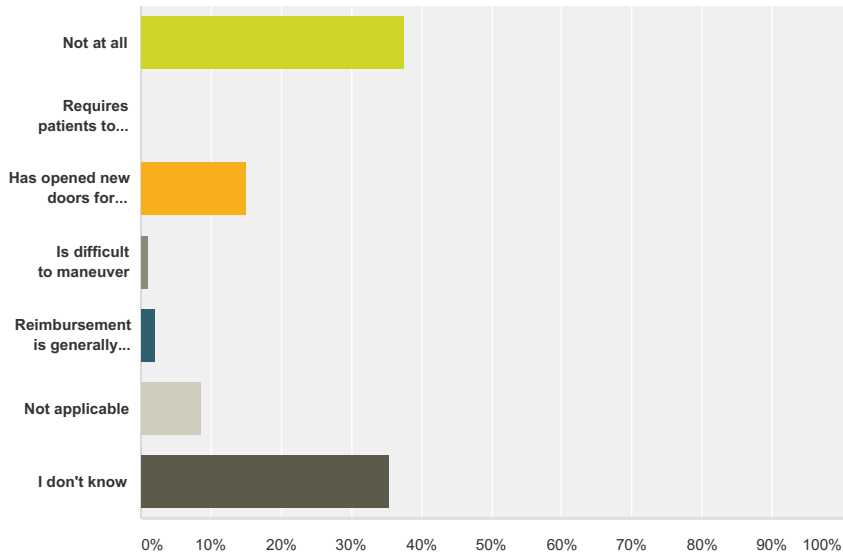


Answer Choices	Responses	Count
Yes	37.50%	36
No	62.50%	60
Total		96

#	I am currently working at a federally qualified health center (please provide name of center)	Date
1	Placer County Adult System of Care	2/4/2015 10:33 AM

Q88 How has the passage of the parity law affected your employment/practice?

Answered: 93 Skipped: 8

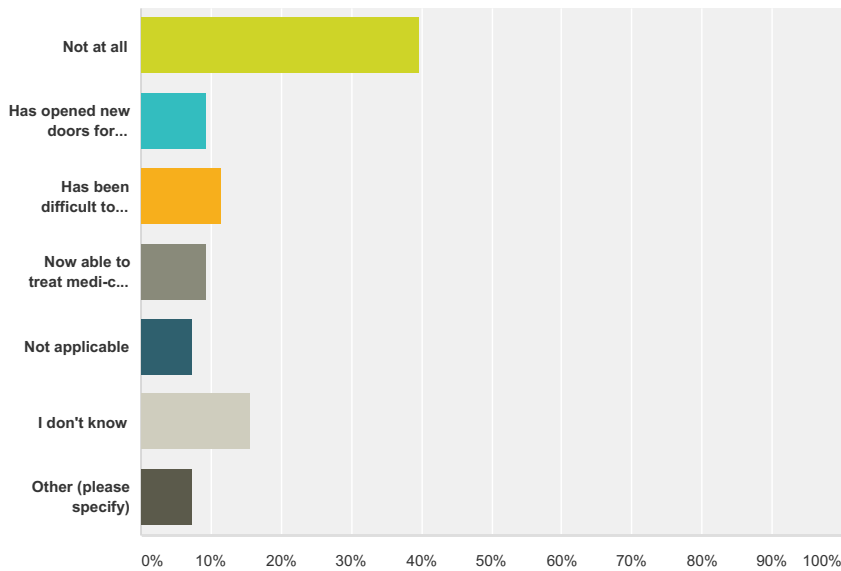


Answer Choices	Responses
Not at all	37.63% 35
Requires patients to first be evaluated by physicians/psychologist	0.00% 0
Has opened new doors for employment/treatment	15.05% 14
Is difficult to maneuver	1.08% 1
Reimbursement is generally denied regardless of "parity"	2.15% 2
Not applicable	8.60% 8
I don't know	35.48% 33
Total	93

#	Other (please specify)	Date
1	Clients able to stay in treatment longer.	2/6/2015 4:19 PM
2	Impacts availability of treatment for patients with eating disorders	2/4/2015 9:48 AM
3	less paperwork for parity diagnoses	1/15/2015 4:54 PM

Q89 How has the passage of the Affordable Care Act affected your employment/practice?

Answered: 96 Skipped: 5



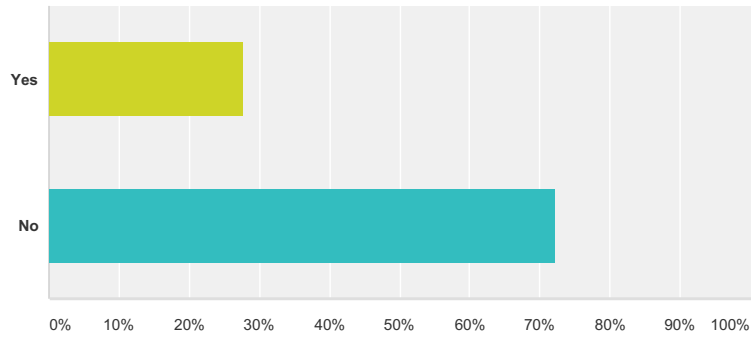
Answer Choices	Responses
Not at all	39.58% 38
Has opened new doors for employment/treatment	9.38% 9
Has been difficult to understand	11.46% 11
Now able to treat medi-cal clients	9.38% 9
Not applicable	7.29% 7
I don't know	15.63% 15
Other (please specify)	7.29% 7
Total	96

#	Other (please specify)	Date
1	More clients have insurance. Terms of plans are more varied within same company (Blue Shield of CA)	2/6/2015 4:19 PM
2	Seems to have impacted insurance company practices in responding to requests for authorization of higher level of care	2/4/2015 9:48 AM
3	Many more clients	1/17/2015 4:01 PM
4	Many Medi-Cal clients were shifted to insurance programs who were not ready with providers and very slow in approving new providers. We provided many services pro bono for a period and had to close out with meeting clients while we still wait for authorization.	1/16/2015 1:47 PM
5	less tx provided personally, more clients referred out	1/16/2015 9:12 AM
6	undecided	1/16/2015 8:37 AM
7	This is hard to say. So far, not noticeable to me, but clients have larger deductibles.	1/15/2015 5:14 PM

Demographic Survey - Clinical

Q90 Do you supervise interns and/or trainees?

Answered: 97 Skipped: 4

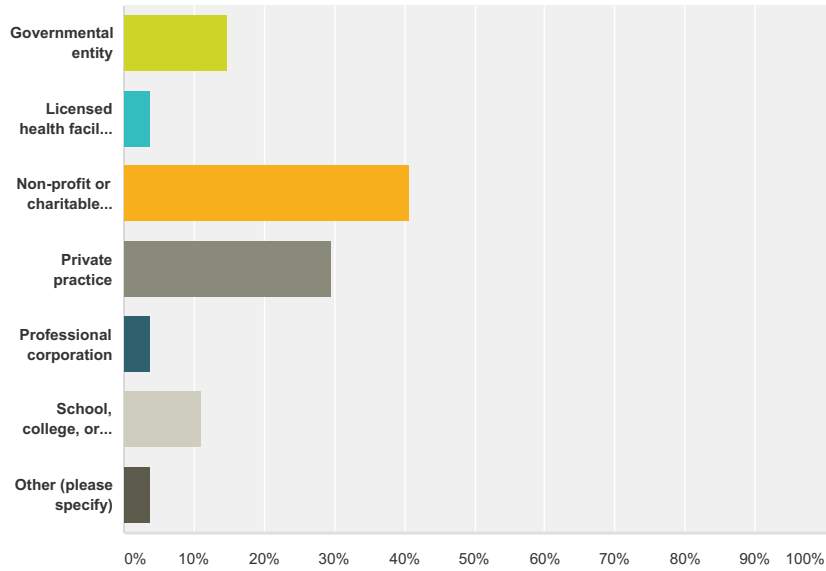


Answer Choices	Responses	
Yes	27.84%	27
No	72.16%	70
Total		97

Demographic Survey - Clinical

Q91 In which setting do you provide supervision?

Answered: 27 Skipped: 74

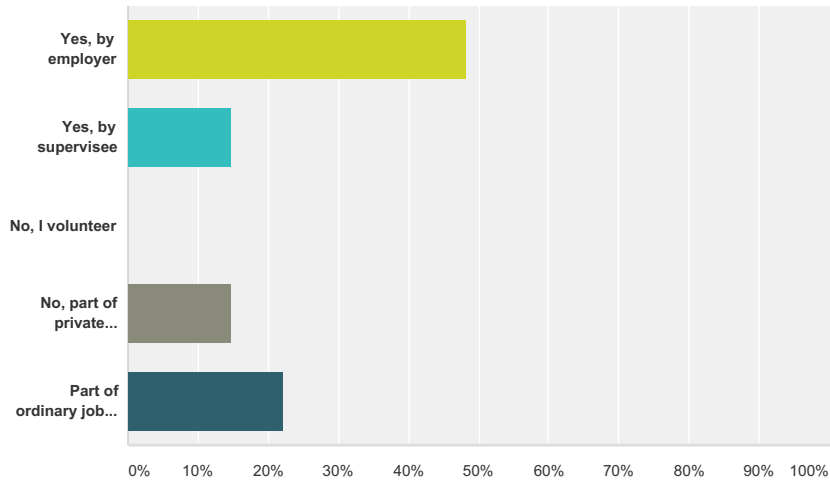


Answer Choices	Responses
Governmental entity	14.81% 4
Licensed health facility (e.g., hospital)	3.70% 1
Non-profit or charitable corporation	40.74% 11
Private practice	29.63% 8
Professional corporation	3.70% 1
School, college, or university	11.11% 3
Other (please specify)	3.70% 1
Total Respondents: 27	

#	Other (please specify)	Date
1	County Program serving Grandparents Raising Grandchildren	1/15/2015 4:57 PM

Q92 Are you paid for the supervision you provide?

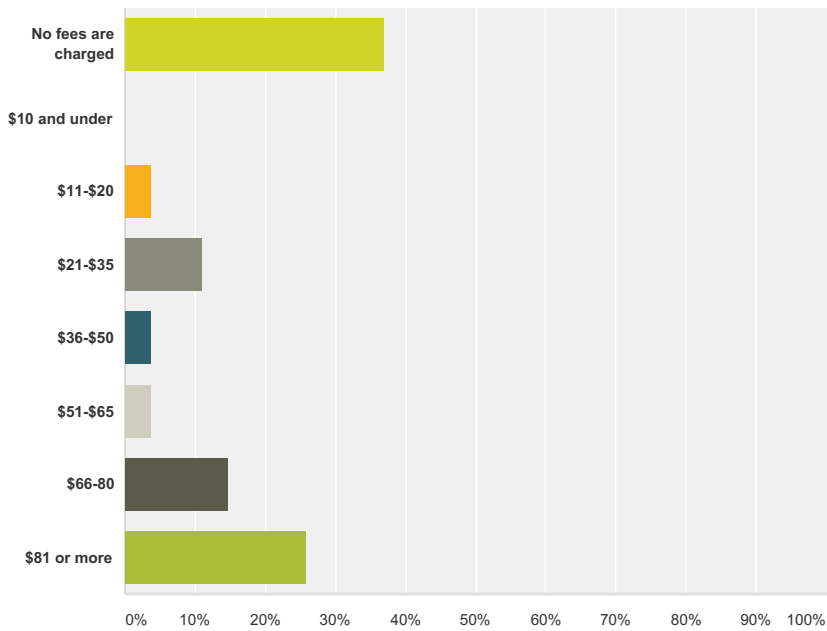
Answered: 27 Skipped: 74



Answer Choices	Responses
Yes, by employer	48.15% 13
Yes, by supervisee	14.81% 4
No, I volunteer	0.00% 0
No, part of private practice overhead	14.81% 4
Part of ordinary job duties	22.22% 6
Total	27

Q93 What is the usual and customary fee charged to clients for the services of the intern(s) and/or trainee(s) you supervise?

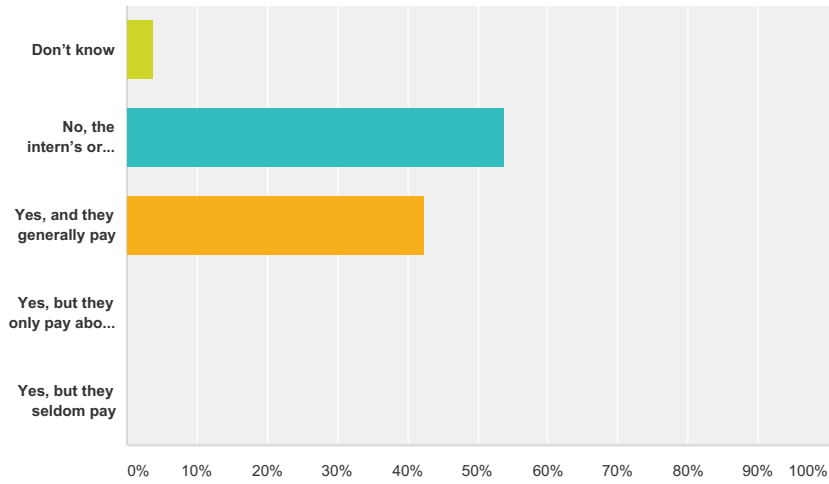
Answered: 27 Skipped: 74



Answer Choices	Responses	Count
No fees are charged	37.04%	10
\$10 and under	0.00%	0
\$11-\$20	3.70%	1
\$21-\$35	11.11%	3
\$36-\$50	3.70%	1
\$51-\$65	3.70%	1
\$66-\$80	14.81%	4
\$81 or more	25.93%	7
Total		27

Q94 Are third-party payers generally billed for the interns' or trainees' services?

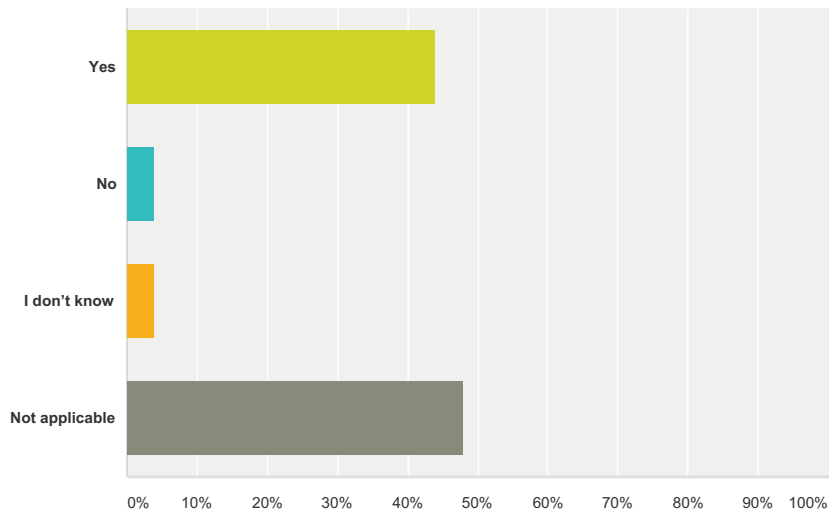
Answered: 26 Skipped: 75



Answer Choices	Responses
Don't know	3.85% 1
No, the intern's or trainee's services are not billed to third parties	53.85% 14
Yes, and they generally pay	42.31% 11
Yes, but they only pay about fifty percent of the time	0.00% 0
Yes, but they seldom pay	0.00% 0
Total	26

Q95 If third parties are billed for intern or trainee services, is it disclosed that the intern or trainee was the provider?

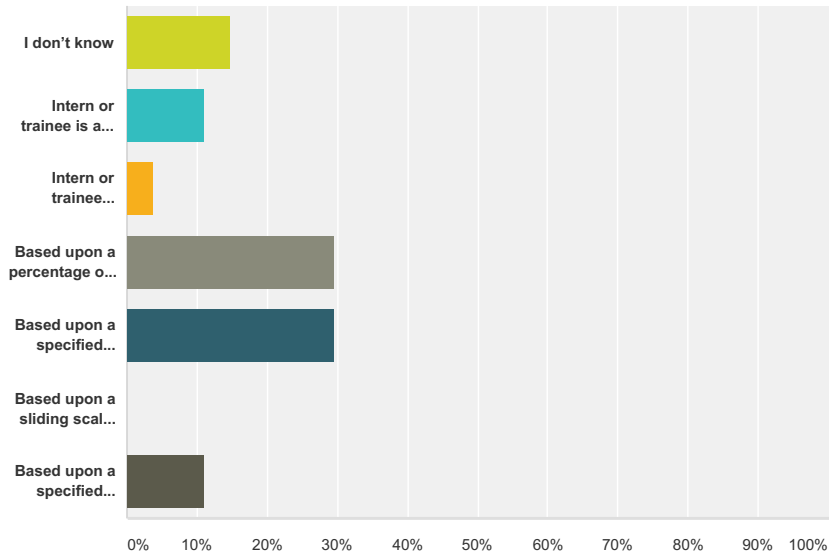
Answered: 25 Skipped: 76



Answer Choices	Responses
Yes	44.00% 11
No	4.00% 1
I don't know	4.00% 1
Not applicable	48.00% 12
Total	25

Q96 How is the intern's or trainee's wage determined?

Answered: 27 Skipped: 74

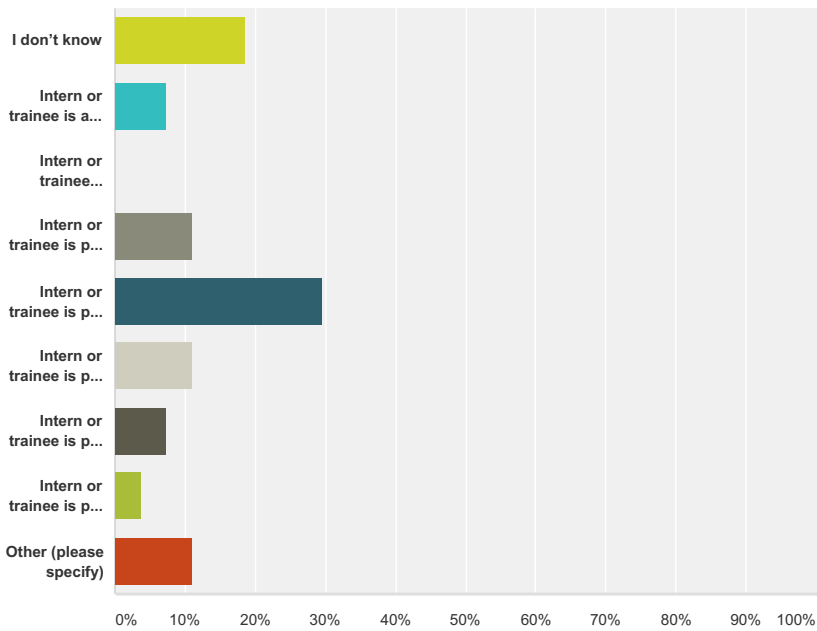


Answer Choices	Responses
I don't know	14.81% 4
Intern or trainee is an unpaid volunteer	11.11% 3
Intern or trainee received only a nominal stipend to cover/offset volunteer expenses	3.70% 1
Based upon a percentage of the fees generated	29.63% 8
Based upon a specified amount per hour	29.63% 8
Based upon a sliding scale depending upon client volume	0.00% 0
Based upon a specified amount per week/month/year	11.11% 3
Total	27

Demographic Survey - Clinical

Q97 If the intern or trainee is paid, approximately how much does an intern or trainee get paid per hour?

Answered: 27 Skipped: 74

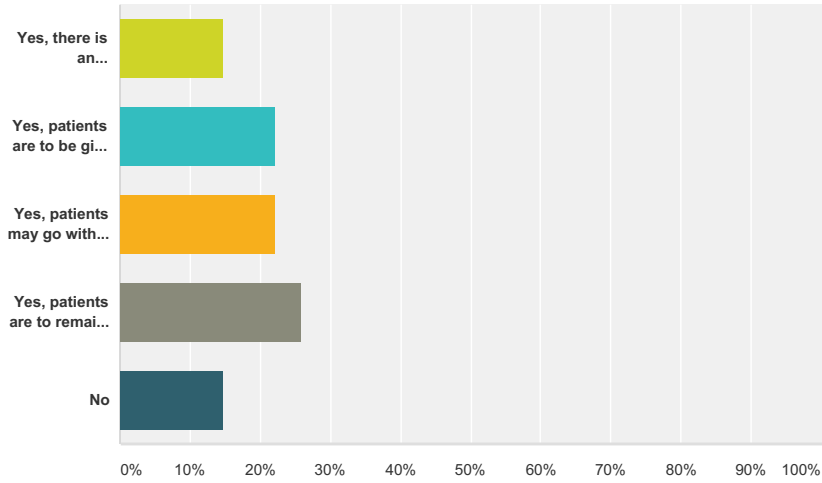


Answer Choices	Responses
I don't know	18.52% 5
Intern or trainee is an unpaid volunteer	7.41% 2
Intern or trainee receives approximately \$500 or less per month for actual expenses incurred as a volunteer	0.00% 0
Intern or trainee is paid approximately \$8-\$15 per hour	11.11% 3
Intern or trainee is paid approximately \$16-\$25 per hour	29.63% 8
Intern or trainee is paid approximately \$26-\$35 per hour	11.11% 3
Intern or trainee is paid approximately \$36-\$45 per hour	7.41% 2
Intern or trainee is paid \$46 or more per hour	3.70% 1
Other (please specify)	11.11% 3
Total	27

#	Other (please specify)	Date
1	70percent of fees and required volunteer time	2/7/2015 11:10 AM
2	Accumulate hours toward licensure and receive both individual and group supervision	2/5/2015 3:03 PM
3	Salary they are employees	1/15/2015 4:08 PM

Q98 Is there a written understanding between the employer and intern(s) or trainee(s) and if so, does the written understanding specify what is to happen with patients when the employment relationship terminates?

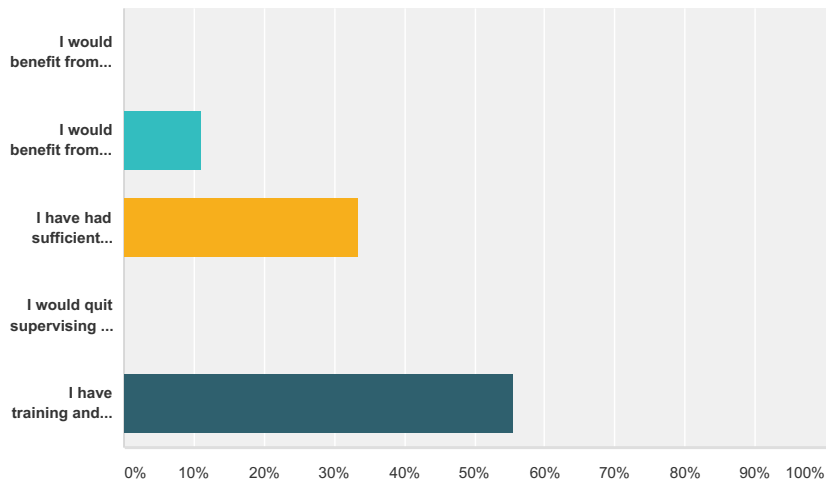
Answered: 27 Skipped: 74



Answer Choices	Responses
Yes, there is an understanding contract but it does not address this issue	14.81% 4
Yes, patients are to be given several options	22.22% 6
Yes, patients may go with intern/trainee as long as intern/trainee is working lawfully	22.22% 6
Yes, patients are to remain with intern's/trainee's employer	25.93% 7
No	14.81% 4
Total	27

Q99 Do you believe you have sufficient education, training, and experience to adequately provide supervision?

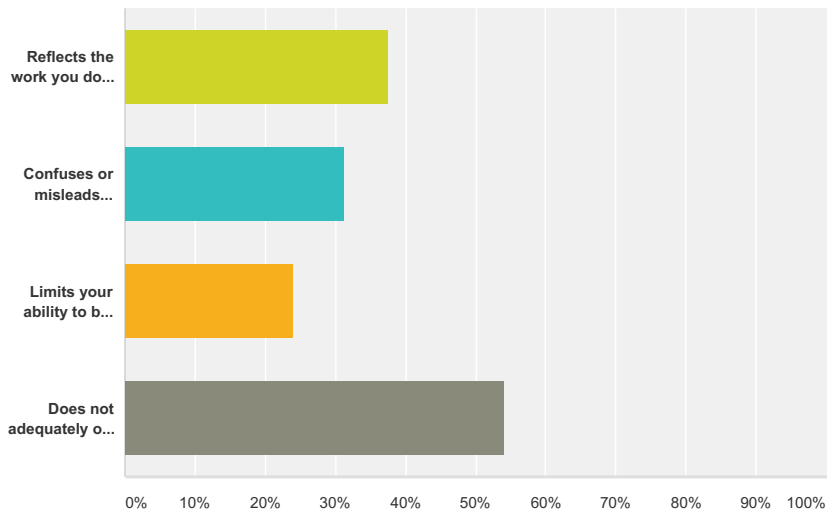
Answered: 27 Skipped: 74



Answer Choices	Responses
I would benefit from training, but do not have the time	0.00% 0
I would benefit from training and am interested in such an opportunity	11.11% 3
I have had sufficient training and experience in supervision and am not interested in more training	33.33% 9
I would quit supervising if I had to engage in more training	0.00% 0
I have training and would like more	55.56% 15
Total	27

Q100 Which of the following do you feel best describes the title Licensed Marriage and Family Therapist: (Check all that apply)

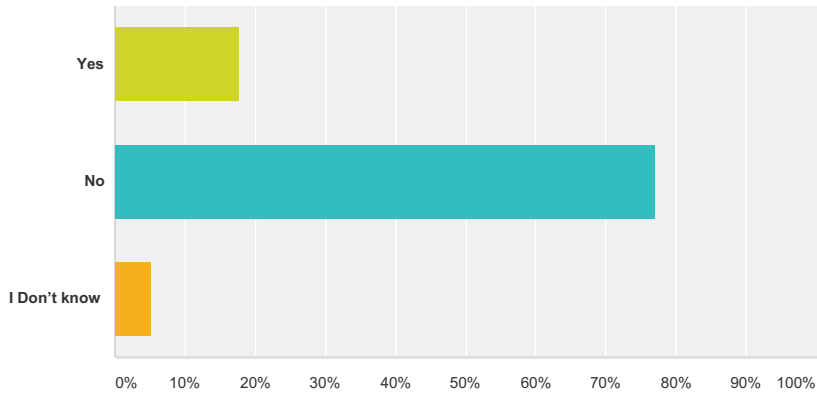
Answered: 96 Skipped: 5



Answer Choices	Responses
Reflects the work you do with clients	37.50% 36
Confuses or misleads clients	31.25% 30
Limits your ability to be hired and/or provide services in employment	23.96% 23
Does not adequately or accurately reflect the work you do with clients	54.17% 52
Total Respondents: 96	

Q101 Are you and/or your employer a BBS-approved continuing education provider?

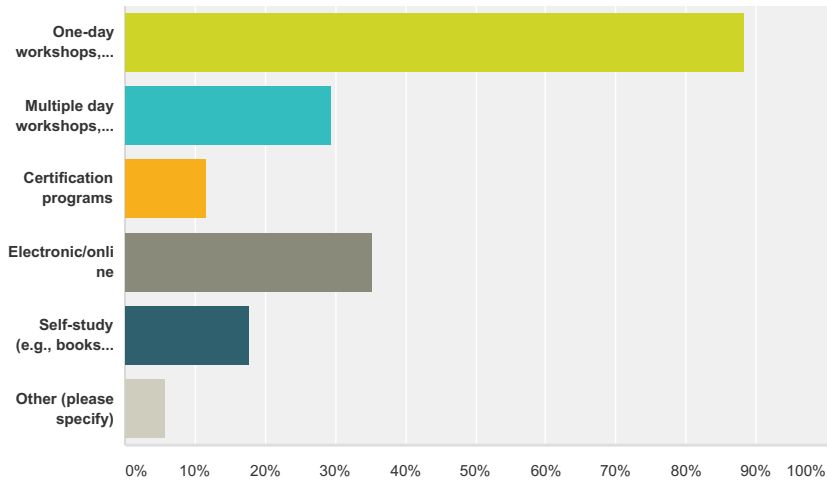
Answered: 96 Skipped: 5



Answer Choices	Responses	
Yes	17.71%	17
No	77.08%	74
I Don't know	5.21%	5
Total		96

Q102 Which method do you use to offer CE coursework? (Check all that apply)

Answered: 17 Skipped: 84

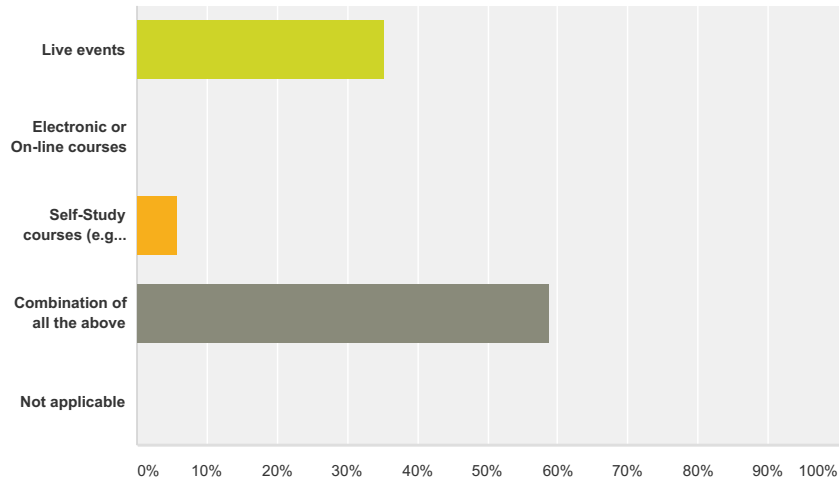


Answer Choices	Responses
One-day workshops, conferences, trainings, etc.	88.24% 15
Multiple day workshops, conferences, trainings, etc.	29.41% 5
Certification programs	11.76% 2
Electronic/online	35.29% 6
Self-study (e.g., books, articles, audio/video recordings)	17.65% 3
Other (please specify)	5.88% 1
Total Respondents: 17	

#	Other (please specify)	Date
1	my employer gives trainings.	2/4/2015 10:36 AM

Q103 How do you prefer to fulfill your CE requirements?

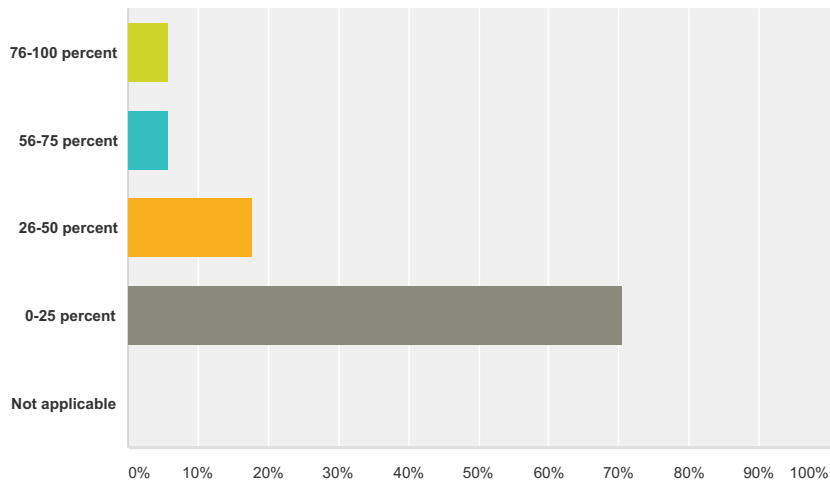
Answered: 17 Skipped: 84



Answer Choices	Responses
Live events	35.29% 6
Electronic or On-line courses	0.00% 0
Self-Study courses (e.g., reading, watching video recordings, listening to audio-tapes)	5.88% 1
Combination of all the above	58.82% 10
Not applicable	0.00% 0
Total	17

Q104 What percentage of your total CE per renewal cycle do you obtain via CAMFT education opportunities?

Answered: 17 Skipped: 84

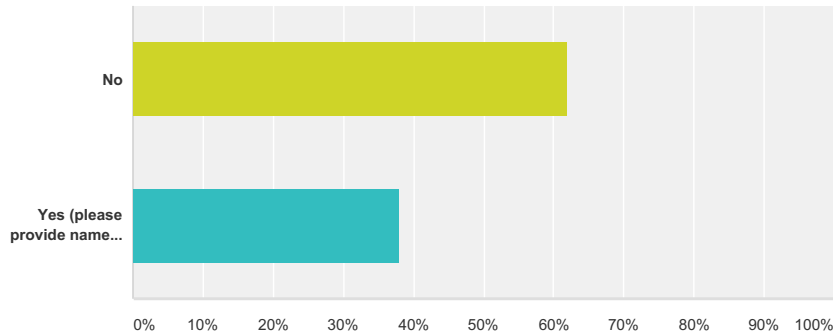


Answer Choices	Responses	
76-100 percent	5.88%	1
56-75 percent	5.88%	1
26-50 percent	17.65%	3
0-25 percent	70.59%	12
Not applicable	0.00%	0
Total		17

Demographic Survey - Clinical

Q105 Are you a member of another professional association?

Answered: 95 Skipped: 6



Answer Choices	Responses
No	62.11% 59
Yes (please provide name of association)	37.89% 36
Total	95

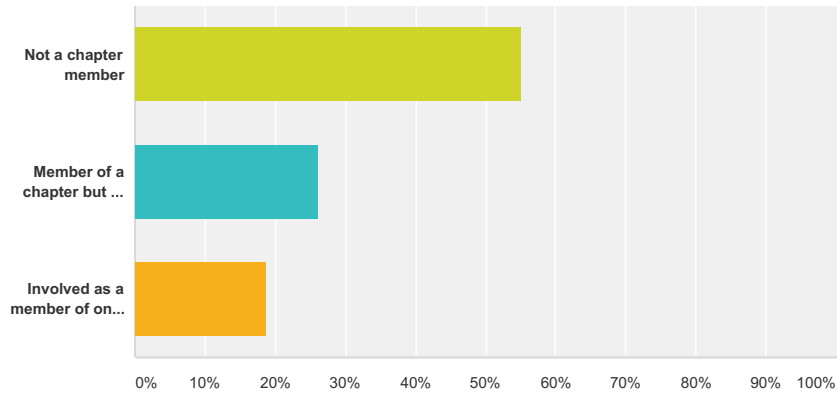
#	Yes (please provide name of association)	Date
1	EMDRIA, AACC	2/10/2015 7:19 AM
2	The Psychotherapy Institute, Berkeley	2/6/2015 4:20 PM
3	Presbytery	2/5/2015 7:06 PM
4	ACA	2/5/2015 3:05 PM
5	EMDRIA, Association for Comprehensive Energy Psychology, Nevada MFT Association	2/5/2015 9:27 AM
6	Sierra Foothills CAMFT	2/4/2015 1:25 PM
7	ADAA	2/4/2015 11:42 AM
8	NASW	2/4/2015 9:36 AM
9	Northern CA Art Therapy Assoc	1/31/2015 5:00 PM
10	Board Certified Professional Counselor with Assoc. of Psychotherapist	1/19/2015 11:54 AM
11	National Association of Christian Counselors	1/19/2015 3:36 AM
12	International Society for the Study of Women's Sexual Health	1/19/2015 12:44 AM
13	AAETS	1/18/2015 9:24 PM
14	National Center for Homeopathy	1/17/2015 9:13 PM
15	AGPA	1/17/2015 3:18 PM
16	Aamft	1/17/2015 12:56 PM
17	EMDRIA ATSS	1/17/2015 6:26 AM
18	Emdria, asgpp	1/16/2015 1:57 PM
19	Association for Play Therapy	1/16/2015 1:48 PM
20	American Association of Christian Counselors	1/16/2015 11:30 AM
21	California Consortium of Addiction Programs and Professionals	1/16/2015 10:23 AM
22	USABP	1/16/2015 8:48 AM
23	American Psychotherapy Association	1/16/2015 8:47 AM
24	AAMFT	1/16/2015 8:41 AM
25	EMDRIA, EFT	1/16/2015 7:45 AM
26	EMDRIA; ICEEFT	1/15/2015 10:33 PM
27	EMDR International Association	1/15/2015 10:14 PM
28	The International Society for Psychological and Social Approaches to Psychosis	1/15/2015 7:36 PM
29	AACC, ADEC	1/15/2015 7:12 PM

Demographic Survey - Clinical

30	Iceft	1/15/2015 5:24 PM
31	APT	1/15/2015 5:01 PM
32	ISST-D	1/15/2015 4:55 PM
33	AATA, NorCATA	1/15/2015 4:19 PM
34	National Association of Professional Gerontologists	1/15/2015 4:03 PM
35	American Art therapy association	1/15/2015 3:38 PM
36	CPA	1/15/2015 3:13 PM

Q106 Are you involved in one or more CAMFT Chapters?

Answered: 96 Skipped: 5

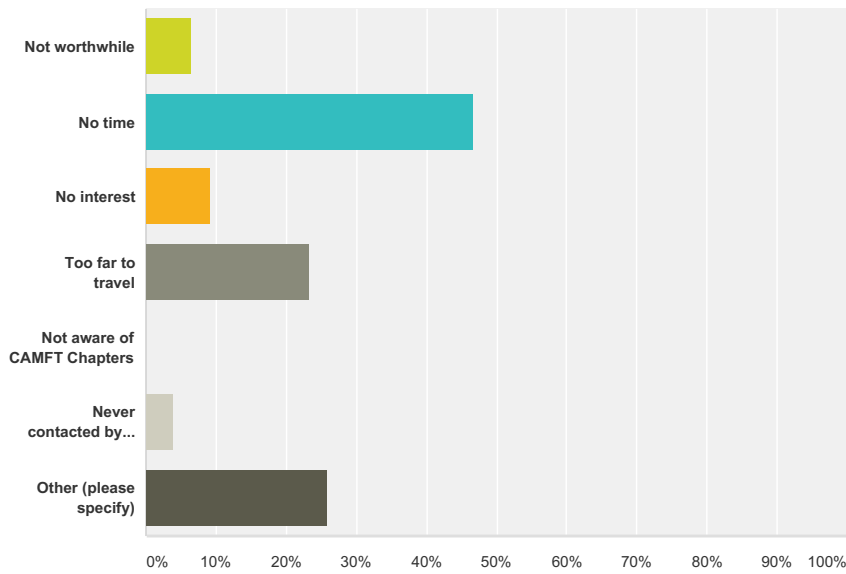


Answer Choices	Responses
Not a chapter member	55.21% 53
Member of a chapter but not involved	26.04% 25
Involved as a member of one or more chapters	18.75% 18
Total	96

Demographic Survey - Clinical

Q107 Why aren't you involved in a CAMFT Chapter?

Answered: 77 Skipped: 24



Answer Choices	Responses
Not worthwhile	6.49% 5
No time	46.75% 36
No interest	9.09% 7
Too far to travel	23.38% 18
Not aware of CAMFT Chapters	0.00% 0
Never contacted by a Chapter	3.90% 3
Other (please specify)	25.97% 20
Total Respondents: 77	

#	Other (please specify)	Date
1	Active in other Professional organizations	2/10/2015 7:22 AM
2	Always hold meetings on Saturdays	2/7/2015 11:13 AM
3	I see clients when they have their meetings. Also my clinical opinions are not always welcomed.	2/6/2015 7:36 PM
4	Would like to be involved. Just have not had the opportunity.	2/5/2015 3:10 PM
5	There is no chapter within two hours of South Lake Tahoe Area	2/4/2015 1:29 PM
6	scheduling conflicts	2/4/2015 11:13 AM
7	I have participated in events but have not joined a chapter.	2/4/2015 9:56 AM
8	meetings held during my client hours	1/31/2015 5:03 PM
9	Meeting times are during prime therapy hours	1/26/2015 8:12 AM
10	Quasi retired	1/17/2015 12:58 PM
11	Attend meetings but am not a member due to lack of time commitment	1/17/2015 10:04 AM
12	Other training priorities take precedence	1/16/2015 1:59 PM
13	Previously was active, but now am primarily active with APT. It's just a factor of time.	1/16/2015 1:57 PM
14	schedule	1/16/2015 9:14 AM
15	previous service on the board of a local chapter; taking a break	1/16/2015 8:42 AM
16	Hasn't interested me enough to attend	1/15/2015 9:39 PM

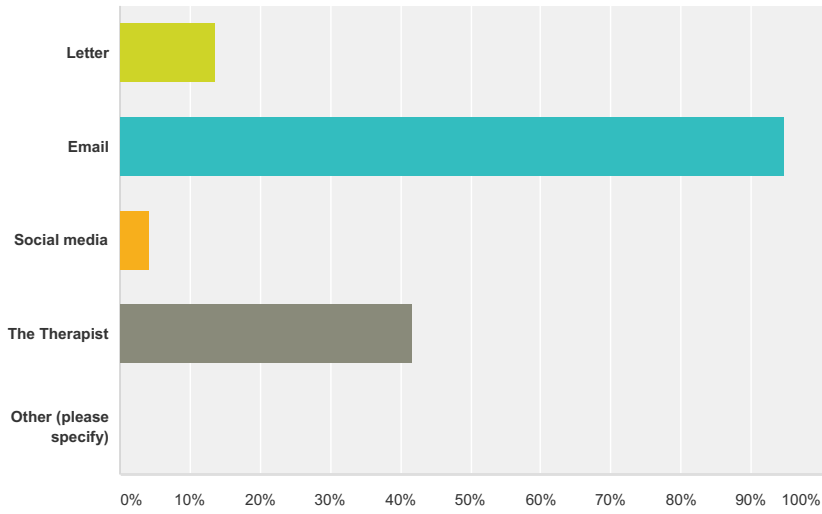
Demographic Survey - Clinical

17	The Sierra Foothills and the Sacramento chapters are both good, but events tend to occur on dates I always have something else of higher priority. There are excellent training opportunities, I realize.	1/15/2015 5:23 PM
18	Too expensive	1/15/2015 3:40 PM
19	Topics generally do not interest me	1/15/2015 3:36 PM
20	Saturday morning meetings difficult to calendar.	1/15/2015 3:31 PM

Demographic Survey - Clinical

Q108 How do you prefer to receive communications from CAMFT?

Answered: 96 Skipped: 5

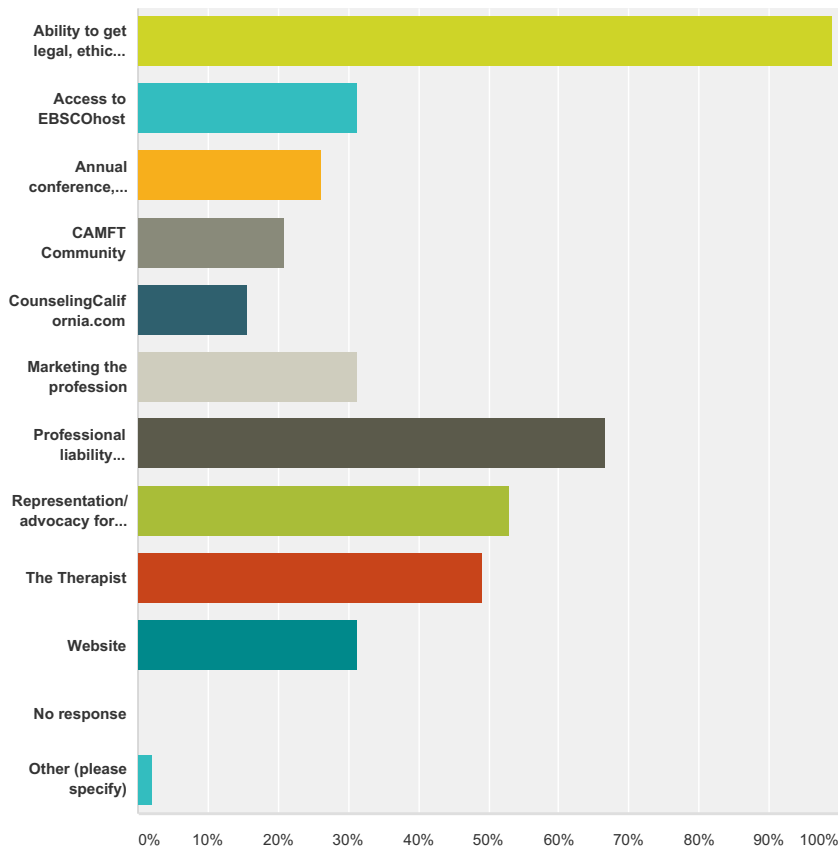


Answer Choices	Responses
Letter	13.54% 13
Email	94.79% 91
Social media	4.17% 4
The Therapist	41.67% 40
Other (please specify)	0.00% 0
Total Respondents: 96	

#	Other (please specify)	Date
	There are no responses.	

Q109 What CAMFT member benefits do you consider to be most beneficial? (Check all that apply)

Answered: 96 Skipped: 5

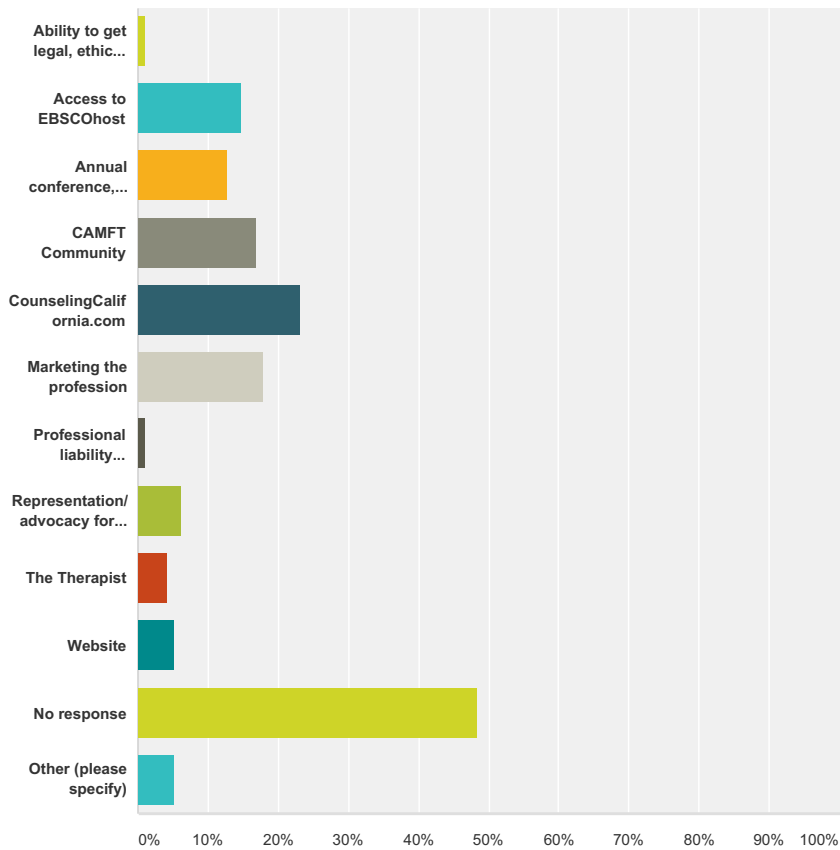


Answer Choices	Responses
Ability to get legal, ethical and business questions answered	98.96% 95
Access to EBSCOhost	31.25% 30
Annual conference, Fall Symposium and workshops	26.04% 25
CAMFT Community	20.83% 20
CounselingCalifornia.com	15.63% 15
Marketing the profession	31.25% 30
Professional liability insurance	66.67% 64
Representation/advocacy for the profession	53.13% 51
The Therapist	48.96% 47
Website	31.25% 30
No response	0.00% 0
Other (please specify)	2.08% 2
Total Respondents: 96	

#	Other (please specify)	Date
1	Being able to contact a live representative	2/5/2015 3:10 PM
2	I suspect CounselingCalifornia.com and EBSCOhost would both be beneficial, but I have not engaged in those yet.	1/15/2015 5:23 PM

Q110 What CAMFT member benefits do you consider to be least beneficial? (Check all that apply)

Answered: 95 Skipped: 6



Answer Choices	Responses
Ability to get legal, ethical and business questions answered	1.05% 1
Access to EBSCOhost	14.74% 14
Annual conference, Fall Symposium and workshops	12.63% 12
CAMFT Community	16.84% 16
CounselingCalifornia.com	23.16% 22
Marketing the profession	17.89% 17
Professional liability insurance	1.05% 1
Representation/advocacy for the profession	6.32% 6
The Therapist	4.21% 4
Website	5.26% 5
No response	48.42% 46
Other (please specify)	5.26% 5
Total Respondents: 95	

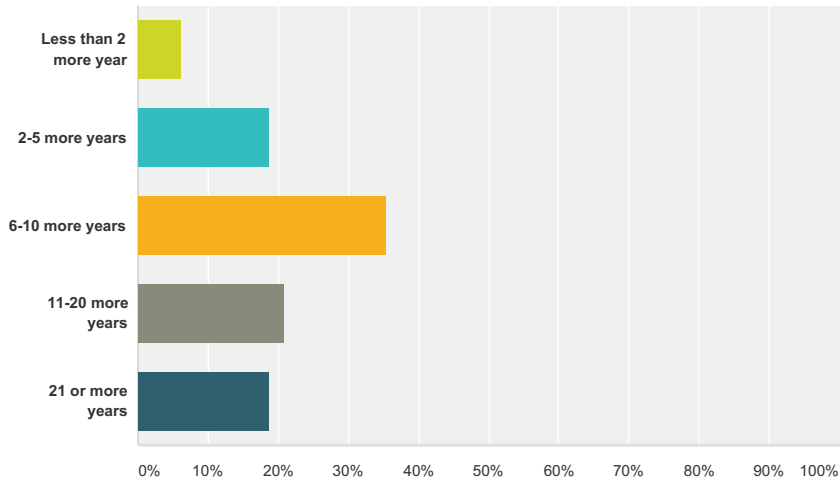
#	Other (please specify)	Date
1	All are beneficial	2/7/2015 11:13 AM
2	not sure	2/4/2015 2:21 PM
3	none	1/15/2015 10:18 PM

Demographic Survey - Clinical

4	N/a	1/15/2015 3:40 PM
5	Why doesn't CAMFT advocate for insurance reimbursement increase?	1/15/2015 3:36 PM

Q111 I expect to remain a member of CAMFT:

Answered: 96 Skipped: 5



Answer Choices	Responses
Less than 2 more year	6.25% 6
2-5 more years	18.75% 18
6-10 more years	35.42% 34
11-20 more years	20.83% 20
21 or more years	18.75% 18
Total	96

Demographic Survey - Clinical

Q112 Comments/Feedback

Answered: 18 Skipped: 83

#	Responses	Date
1	This was a very long survey. It would have been nice to say so beforehand.	2/6/2015 7:36 PM
2	It would be better if CAMFT could advocate for higher and fairer reimbursement from insurance companies, who currently are abusing our profession. Recently, I was told by MHN representative that they would not increase my reimbursement rate because, "there are so many of you [MFT's]." This is despite my over 20 years of experience. It's shameful.	2/5/2015 2:58 PM
3	This survey is too long and time consuming.	2/4/2015 2:21 PM
4	Questions in this survey fail to offer an option for response that includes the possibility that services provided are part of a program and not paid for separately. In my case that is typically true for groups, individual, and family therapy. It is also true for all interns working in this environment so would be helpful to add.	2/4/2015 9:56 AM
5	This could be a lot shorter. "Take a few" minutes description in email is not accurate for time investment to complete.	1/26/2015 8:12 AM
6	Would love our title to include individuals. Consumers think we only work with married people.	1/22/2015 9:05 AM
7	CAMFT is a wonderful professional organization with excellent benefits for us members. I think the recent division from the changes in bylaws and the method by which all of that occurred undermined my trust in the organization making it somewhat unpalatable to me. I appreciated Save CAMFT's efforts for accountability and preserving the voice of and advocacy for MFTs, but even this movement has appeared to remain divisive to me. My hope is that CAMFT will heal the division and continue to remain a strong, relevant, and effective professional organization.	1/16/2015 1:57 PM
8	I'm old!	1/16/2015 8:49 AM
9	This was not a SHORT survey, so the email was a bit misleading. It would be helpful to know there were 99 questions before beginning the survey.	1/16/2015 7:50 AM
10	Question re: having reported an insurance company or not: Had one case that warranted this, but the whole insurance game is based on "hoop jumping", I think designed to discourage complaints and follow ups. If they can make it complicated or delayed, their chances of having to pay go down.	1/16/2015 7:35 AM
11	Fresno county was listed under gold country but it actually falls under the central valley you have an error.	1/15/2015 6:37 PM
12	Very interesting and detailed questions. I keep thinking about retiring, but can't seem to give up the work I love, even though I am not working many hours a week. I guess I'll keep doing it as long as possible or reasonable.	1/15/2015 5:23 PM
13	I eill be retiring in June 2015 after 45 years work...have among first 3000 licenses issued for MFCCs.	1/15/2015 5:04 PM
14	Please get us approved as Medicare providers. And yes, change our name from MFT to something else.	1/15/2015 4:12 PM
15	CAMFT member since 1994	1/15/2015 4:11 PM
16	Great survey	1/15/2015 4:11 PM
17	I'd love to see CAMFT advocate for insurance reimbursement rate increases. I haven't rec'd a raise in my 10 years with any of the insurance companies and they deny me every time I request an increase.	1/15/2015 3:36 PM
18	Thorough survey	1/15/2015 3:31 PM

Demographic Survey - Clinical

Q113 Additional questions you would like to see in future demographic surveys:

Answered: 2 Skipped: 99

#	Responses	Date
1	What is an important topic you want CAMFT to represent LMFT's? How can we work to integrate the other disciplines in our trainings, collaboration, and advocacy.	1/22/2015 9:05 AM
2	Not necessarily about surveys, but it is unclear to me and my colleagues where the MFT license stands in treating MediCal or Medicare clients. Many are leery of the paperwork involved and the time consuming hoops to jump through, so to speak. Since this is not my main income (though it's an important part), often I'd just as soon do pro bono or sliding scale work rather than deal with insurance or government paperwork.	1/15/2015 5:23 PM

Demographic Survey - Clinical

Q114 To be entered in the drawing for a free annual membership, please include your name as it appears on CAMFT records and your email address.

Answered: 61 Skipped: 40

#	Responses	Date
1	Sherry Douden	2/7/2015 11:13 AM
2	Todd Davidson Toddnjulied@hotmail.com	2/6/2015 8:18 PM
3	Erik Tootell MFT PhD erik_tootell@yahoo.com	2/6/2015 7:36 PM
4	Lucie Tetrault InsightPsychotherapy@gmail.com	2/6/2015 4:23 PM
5	F. Peter Sabey, Ed.D. dr.petesabey@comcast.net	2/5/2015 7:09 PM
6	Susan M Anderson MS, LMFT smandersonmft@aol.com	2/5/2015 3:10 PM
7	Michel G. VanGordon, MA, LMFT tahoemft@charter.net	2/4/2015 1:29 PM
8	Deborah A. Miller devalee1@yahoo.com	2/4/2015 1:26 PM
9	Cindy McCrea cindy.mccrea@sbcglobal.net	2/4/2015 11:44 AM
10	Rennie M. Smith, M.A. rennies@sbcglobal.net	2/4/2015 11:13 AM
11	Diana M. Alrich dmalrich@gmail.com	2/4/2015 10:39 AM
12	Amy Loulan Washburn amywashburnmft@yahoo.com	2/4/2015 10:03 AM
13	Laurie Snodgrass lsnodgrass@eatingrecoverycenterca.com	2/4/2015 9:56 AM
14	Tice Elkins, MSW, MFT, LCSW elkinslcsw@rotaryrsvl.org	2/4/2015 9:37 AM
15	Barbara F Briscoe bbbbarfb@peoplepc.com	2/4/2015 9:28 AM
16	Susan Ciminelli ciminellimft@gmail.com	1/31/2015 5:03 PM
17	Lou Ann Wiles, LMFT louannwiles@yahoo.com	1/23/2015 11:10 AM
18	Darlene Davis, LMFT dardav2@earthlink.net	1/22/2015 9:05 AM
19	John W. Pool jackpoolmft@sbcglobal.net	1/21/2015 4:13 AM
20	Kelley Herrin iznkel@att.net	1/20/2015 10:46 PM
21	Dr. Sybil Stafford, LMFT	1/19/2015 11:56 AM
22	I have a lifetime membership, but if I win, I would donate it to a young colleague. Thanks, Louanne Cole Weston	1/19/2015 12:46 AM
23	Michael McCratic, MFT mmmft2@gmail.com	1/18/2015 9:26 PM
24	Eva Marie Ghioni Info@evaghioni.com	1/18/2015 7:23 AM
25	Rita J. Silverberg ritsilver@aol.com	1/17/2015 3:19 PM
26	Marian Sheppard Marian.sheppard.lmft@gmail.com	1/17/2015 12:58 PM
27	Pamela Reid Pamkreid@yahoo.com	1/17/2015 10:04 AM
28	Kathy Campbell, MFT	1/16/2015 1:59 PM
29	Karen Naegeli Kanaegeli@gmail.com	1/16/2015 10:24 AM
30	pennymuller@hotmail.com	1/16/2015 9:35 AM
31	Jacqueline Kubal jkubal@placer.ca.gov	1/16/2015 9:14 AM
32	Deanna Darby deanna59@me.com	1/16/2015 8:51 AM
33	Mary Tendall, LMFT maryten@jps.net	1/16/2015 8:49 AM
34	Kristi L. Parker kparker4kids@yahoo.com	1/16/2015 7:50 AM
35	Linda Ankeney linda_ankeney@yahoo.com	1/16/2015 7:46 AM
36	Jay Rebert jaylmft@gmail.com	1/16/2015 7:35 AM
37	Judith A. French judyfrench@comcast.net	1/16/2015 5:54 AM
38	Tiffany Wetzel Tiffany.wetzel@sbcglobal.net	1/16/2015 12:49 AM
39	Jeanne M Munsell jeanne.munsell@yahoo.com	1/15/2015 11:46 PM
40	Luz Marina Wise, LMFT luzwise@sbcglobal.net	1/15/2015 10:58 PM
41	Stacey Soares staceysoares@sbcglobal.net	1/15/2015 10:50 PM
42	Karl Snyder Karldsnyder@gmail.com	1/15/2015 10:41 PM

Demographic Survey - Clinical

43	Katherine velez. Katherinevelez@comcast.net	1/15/2015 10:24 PM
44	Alisa Greenhill, LMFT agreenhill@sbcglobal.net	1/15/2015 10:18 PM
45	Kari Gallego kari@foothilltherapy.com	1/15/2015 9:10 PM
46	Larry Langford	1/15/2015 7:37 PM
47	Carisa Sherwood Carisa.mft@comcast.net	1/15/2015 7:14 PM
48	Susan Lowe 4849 N Greenwood Sanger. CA. 93657	1/15/2015 6:37 PM
49	John Holmes ///. johnholmes9655@att.net	1/15/2015 6:35 PM
50	Margaret E. Vanderkar	1/15/2015 5:23 PM
51	David A. Hammer counseling@davidhammer.com	1/15/2015 4:58 PM
52	William C. Burg bill.burg1@gmail.com	1/15/2015 4:30 PM
53	Dawn Wade, Dawn@HeartMindAndHealth.com	1/15/2015 4:21 PM
54	Kathy Gelein Caklg@aol.com	1/15/2015 4:11 PM
55	Eric Whitney edw63@hotmail.com	1/15/2015 4:11 PM
56	Barbara Gillogly barbara@gillogly.net	1/15/2015 4:06 PM
57	Mary Starr	1/15/2015 3:47 PM
58	Christine Cipperly ccipperly@gmail.com	1/15/2015 3:34 PM
59	Joan Goddard joango@mac.com	1/15/2015 3:31 PM
60	Todd Palumbo toddpalumbomft@gmail.com	1/15/2015 3:31 PM
61	Allison Jones Allison.buckley@alumni.dominican.edu	1/15/2015 3:30 PM