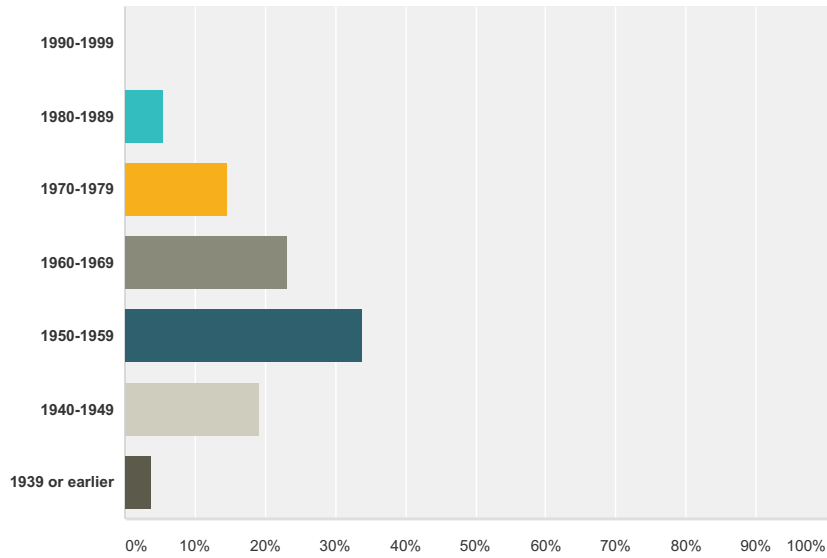


Demographic Survey - Clinical

Q1 What year were you born?

Answered: 130 Skipped: 1

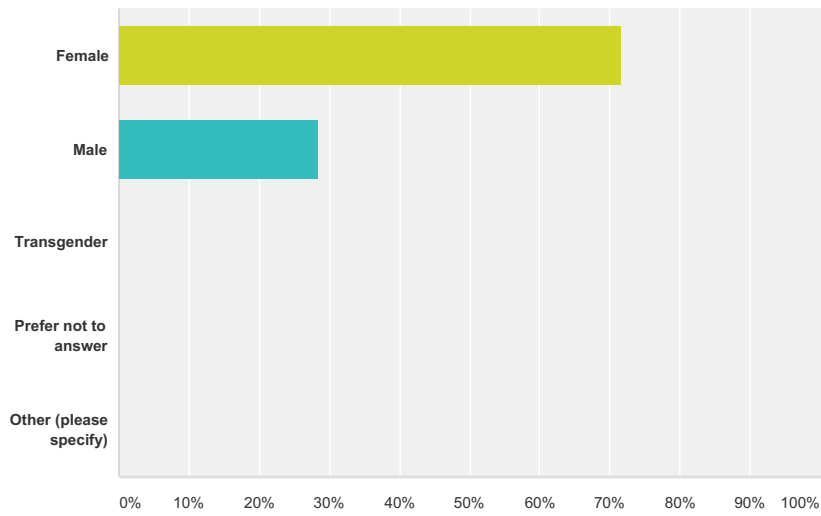


Answer Choices	Responses	
1990-1999	0.00%	0
1980-1989	5.38%	7
1970-1979	14.62%	19
1960-1969	23.08%	30
1950-1959	33.85%	44
1940-1949	19.23%	25
1939 or earlier	3.85%	5
Total		130

Demographic Survey - Clinical

Q2 What is your gender identity?

Answered: 130 Skipped: 1



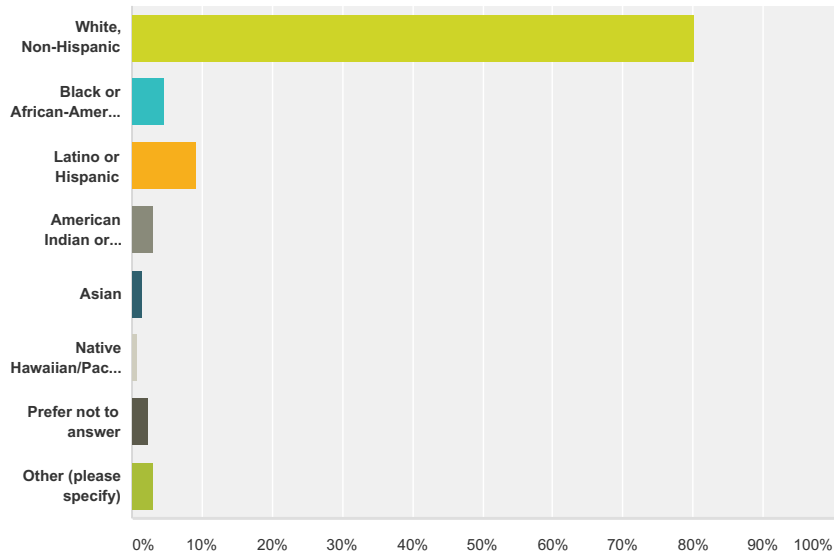
Answer Choices	Responses
Female	71.54% 93
Male	28.46% 37
Transgender	0.00% 0
Prefer not to answer	0.00% 0
Other (please specify)	0.00% 0
Total	130

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

Demographic Survey - Clinical

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

Answered: 131 Skipped: 0

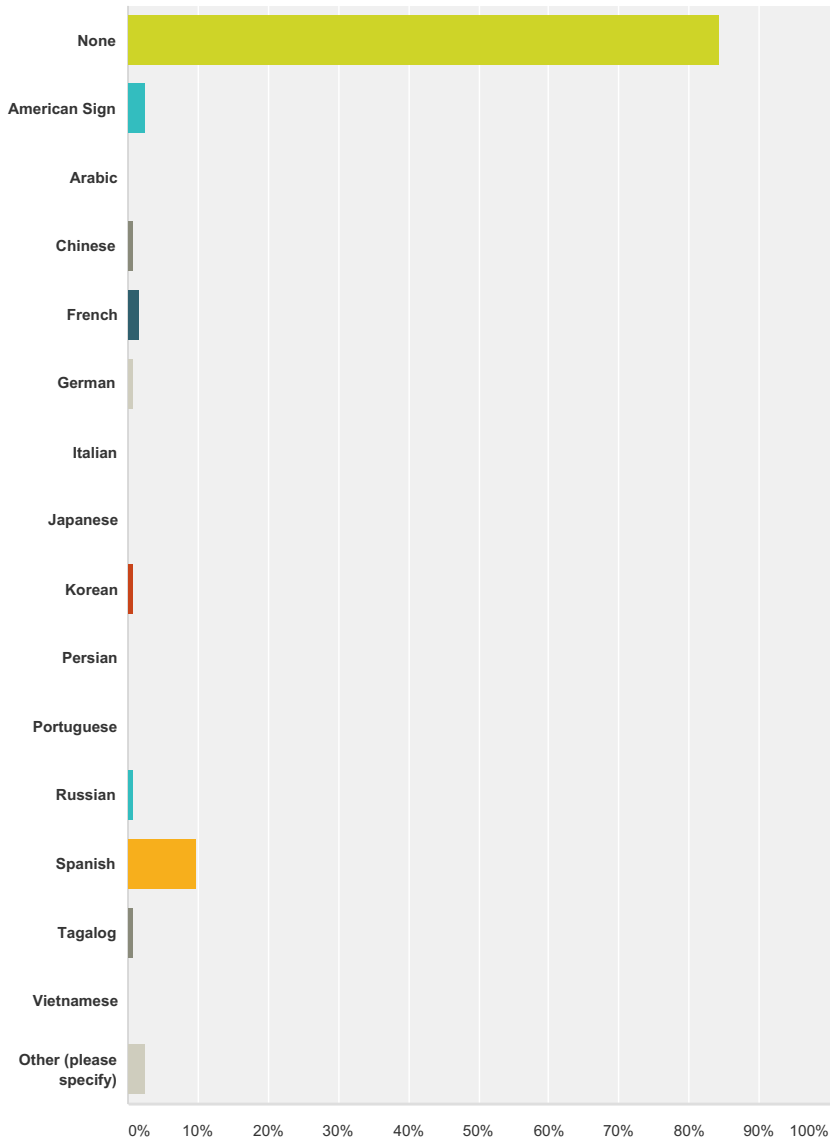


Answer Choices	Responses
White, Non-Hispanic	80.15% 105
Black or African-American	4.58% 6
Latino or Hispanic	9.16% 12
American Indian or Alaskan Native	3.05% 4
Asian	1.53% 2
Native Hawaiian/Pacific Islander	0.76% 1
Prefer not to answer	2.29% 3
Other (please specify)	3.05% 4
Total Respondents: 131	

#	Other (please specify)	Date
1	European	1/19/2015 2:03 AM
2	Mixed Heritage	1/16/2015 9:53 AM
3	Portuguese/Native American	1/16/2015 8:32 AM
4	Mixed Races	1/15/2015 3:18 PM

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

Answered: 122 Skipped: 9



Answer Choices	Responses	Count
None	84.43%	103
American Sign	2.46%	3
Arabic	0.00%	0
Chinese	0.82%	1
French	1.64%	2
German	0.82%	1
Italian	0.00%	0
Japanese	0.00%	0
Korean	0.82%	1
Persian	0.00%	0

Demographic Survey - Clinical

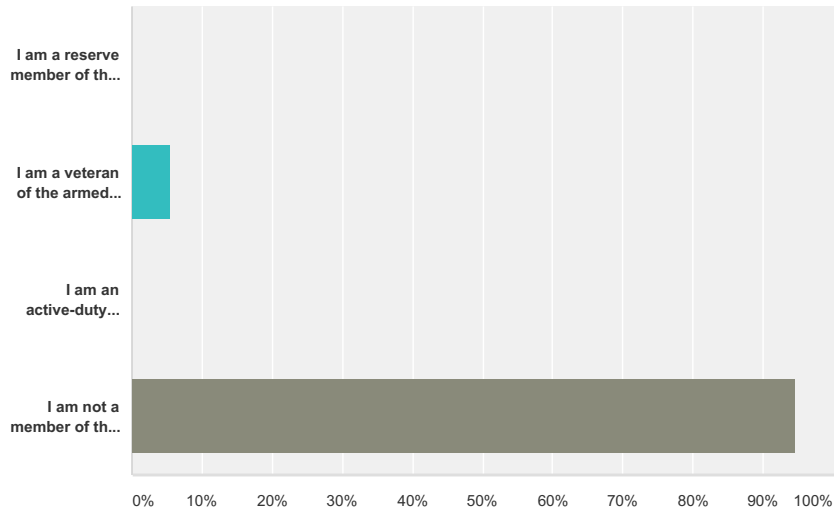
Portuguese	0.00%	0
Russian	0.82%	1
Spanish	9.84%	12
Tagalog	0.82%	1
Vietnamese	0.00%	0
Other (please specify)	2.46%	3
Total Respondents: 122		

#	Other (please specify)	Date
1	Chaw Taw	2/4/2015 12:13 PM
2	Hebrew	1/18/2015 12:49 PM
3	Hebrew	1/15/2015 5:32 PM

Demographic Survey - Clinical

Q5 Are you a member of the armed service?

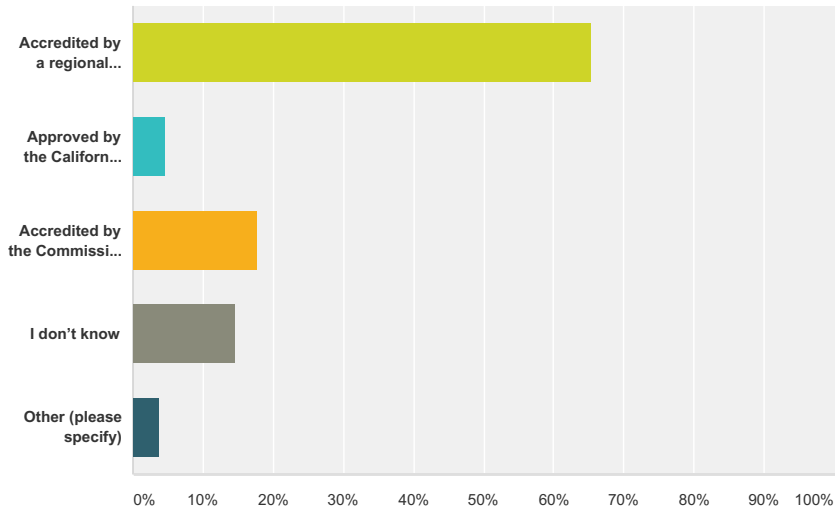
Answered: 130 Skipped: 1



Answer Choices	Responses
I am a reserve member of the armed service	0.00% 0
I am a veteran of the armed service	5.38% 7
I am an active-duty member of the armed service	0.00% 0
I am not a member of the armed service	94.62% 123
Total	130

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

Answered: 130 Skipped: 1



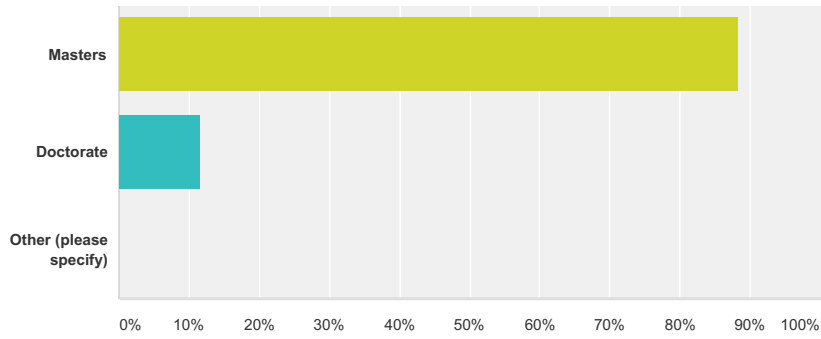
Answer Choices	Responses
Accredited by a regional accrediting body (e.g., Western Association of Schools and Colleges)	65.38% 85
Approved by the California Bureau of Private, Postsecondary and Vocational Education or its equivalent	4.62% 6
Accredited by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE)	17.69% 23
I don't know	14.62% 19
Other (please specify)	3.85% 5
Total Respondents: 130	

#	Other (please specify)	Date
1	Accredited University in Texas	1/16/2015 4:37 PM
2	accredited	1/16/2015 9:33 AM
3	Chapman University--not sure which accreditation they have	1/16/2015 8:43 AM
4	A Cal State University	1/15/2015 10:44 PM
5	it was accredited (CSUN) but don't now by whom	1/15/2015 2:58 PM

Demographic Survey - Clinical

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

Answered: 129 Skipped: 2



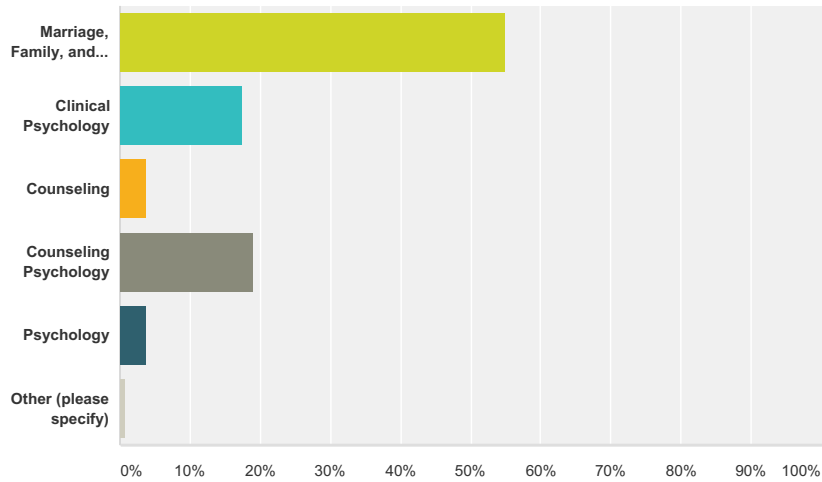
Answer Choices	Responses
Masters	88.37% 114
Doctorate	11.63% 15
Other (please specify)	0.00% 0
Total	129

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

Demographic Survey - Clinical

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

Answered: 131 Skipped: 0



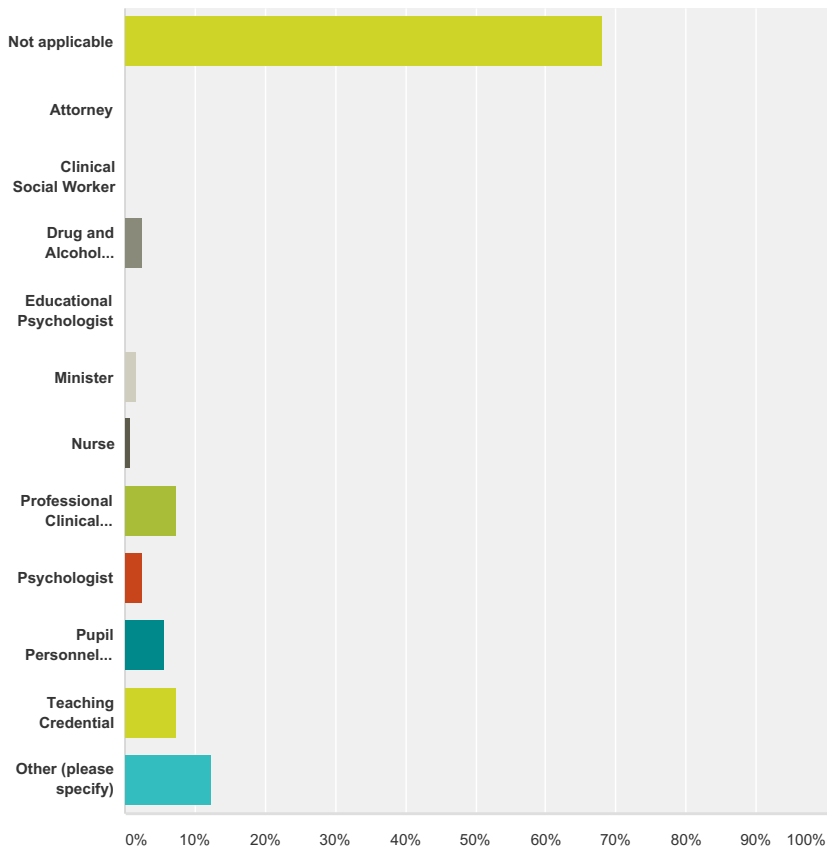
Answer Choices	Responses
Marriage, Family, and Child Counseling/Marital and Family Therapy	54.96% 72
Clinical Psychology	17.56% 23
Counseling	3.82% 5
Counseling Psychology	19.08% 25
Psychology	3.82% 5
Other (please specify)	0.76% 1
Total	131

#	Other (please specify)	Date
1	Community/Clinical Psychology	2/2/2015 10:51 AM

Demographic Survey - Clinical

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

Answered: 122 Skipped: 9



Answer Choices	Responses
Not applicable	68.03% 83
Attorney	0.00% 0
Clinical Social Worker	0.00% 0
Drug and Alcohol Counselor	2.46% 3
Educational Psychologist	0.00% 0
Minister	1.64% 2
Nurse	0.82% 1
Professional Clinical Counselor	7.38% 9
Psychologist	2.46% 3
Pupil Personnel Services	5.74% 7
Teaching Credential	7.38% 9
Other (please specify)	12.30% 15
Total Respondents: 122	

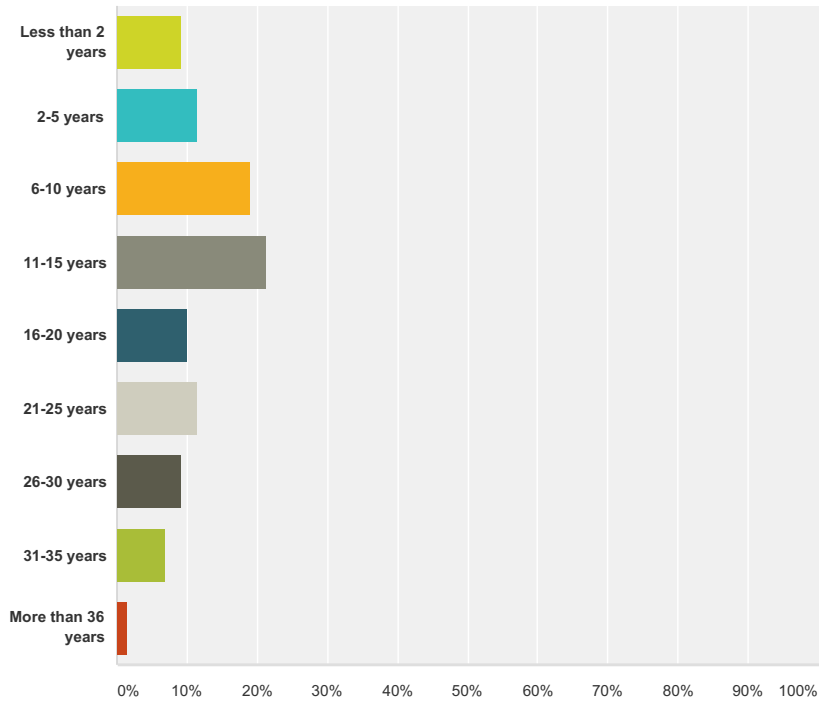
#	Other (please specify)	Date
1	Certified Gambling Counselor	2/4/2015 7:20 PM
2	LMFT	2/4/2015 3:26 PM
3	1995 licensed in Washington DC -LPC and Maryland-PPS	2/4/2015 11:17 AM

Demographic Survey - Clinical

4	Board Certified Professional Christian Counselor through AACC	2/4/2015 9:28 AM
5	eap	2/4/2015 8:56 AM
6	Community college credential	1/25/2015 10:33 AM
7	Early Education Teaching and Community College ECE	1/20/2015 12:59 PM
8	Certified Employee Assistance Professional (CEAP)	1/19/2015 12:29 PM
9	Crisis Intervention Specialist	1/16/2015 9:45 AM
10	LMFT	1/15/2015 8:30 PM
11	Group Home Administrator	1/15/2015 8:26 PM
12	Adoption Service Provider	1/15/2015 6:38 PM
13	Administrative Services	1/15/2015 5:12 PM
14	Counselor, Csub palm desert student health services	1/15/2015 4:22 PM
15	Marriage and Family Therapist	1/15/2015 3:29 PM

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

Answered: 131 Skipped: 0

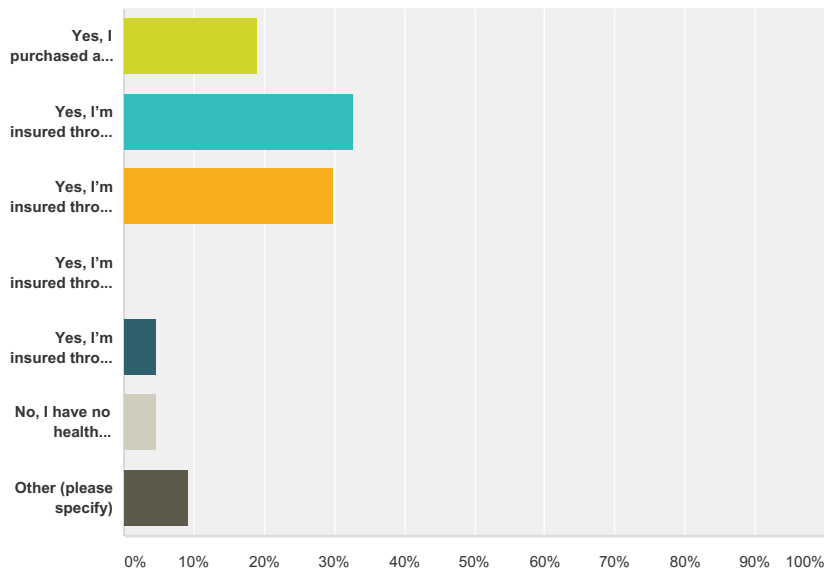


Answer Choices	Responses
Less than 2 years	9.16% 12
2-5 years	11.45% 15
6-10 years	19.08% 25
11-15 years	21.37% 28
16-20 years	9.92% 13
21-25 years	11.45% 15
26-30 years	9.16% 12
31-35 years	6.87% 9
More than 36 years	1.53% 2
Total	131

Demographic Survey - Clinical

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

Answered: 131 Skipped: 0

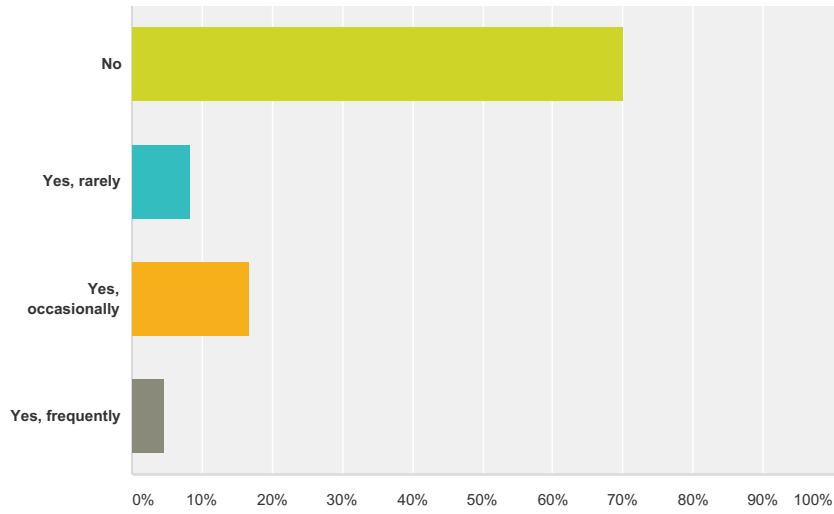


Answer Choices	Responses
Yes, I purchased a private plan	19.08% 25
Yes, I'm insured through my employer	32.82% 43
Yes, I'm insured through my spouse/partner	29.77% 39
Yes, I'm insured through CAMFT's guaranteed issue health plan	0.00% 0
Yes, I'm insured through Covered California	4.58% 6
No, I have no health insurance	4.58% 6
Other (please specify)	9.16% 12
Total	131

#	Other (please specify)	Date
1	Retirement plan through City of Palm Springs	2/4/2015 2:54 PM
2	mei care	2/4/2015 10:40 AM
3	Medicare	2/4/2015 9:24 AM
4	I retired from the school district fully vested.	1/17/2015 4:46 PM
5	Retired Federal Employee Health Insurance	1/16/2015 9:48 AM
6	I have a minimal multiplan	1/16/2015 8:34 AM
7	Medicare	1/15/2015 8:32 PM
8	Group plan through my business	1/15/2015 6:39 PM
9	Medicare and Kaiser as secondary	1/15/2015 6:31 PM
10	Medicare	1/15/2015 4:47 PM
11	I get Medicare plus a supplement	1/15/2015 4:45 PM
12	Medicare	1/15/2015 3:33 PM

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

Answered: 131 Skipped: 0

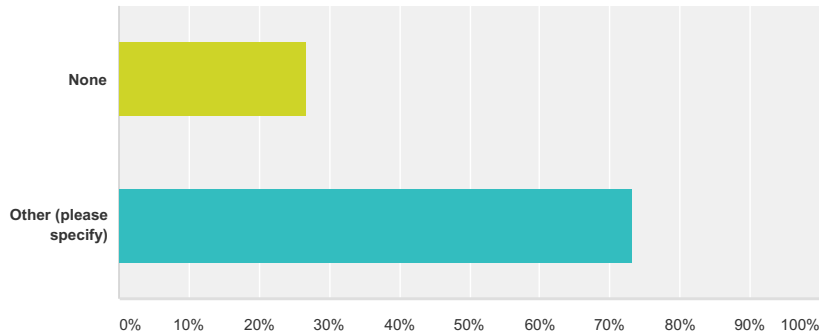


Answer Choices	Responses	
No	70.23%	92
Yes, rarely	8.40%	11
Yes, occasionally	16.79%	22
Yes, frequently	4.58%	6
Total		131

Demographic Survey - Clinical

Q13 What was your career before becoming an LMFT?

Answered: 131 Skipped: 0



Answer Choices	Responses
None	26.72% 35
Other (please specify)	73.28% 96
Total	131

#	Other (please specify)	Date
1	Business executive	2/8/2015 7:49 AM
2	policeman & business manager	2/7/2015 12:49 PM
3	Social work	2/6/2015 1:46 PM
4	Social worker/Supervisor	2/6/2015 5:04 AM
5	Workers' Compensation serious injury claims adjuster	2/5/2015 5:30 PM
6	social worker for child protective services	2/5/2015 8:17 AM
7	Driver	2/4/2015 10:04 PM
8	child care worker in group homes	2/4/2015 8:14 PM
9	Family business	2/4/2015 7:33 PM
10	Real Estate Broker	2/4/2015 3:26 PM
11	Law Enforcement	2/4/2015 2:54 PM
12	Ministry	2/4/2015 1:55 PM
13	in concert with public administration	2/4/2015 1:27 PM
14	Administrative Assistant	2/4/2015 1:23 PM
15	Deputy Chief Clerk, Municipal Court	2/4/2015 12:17 PM
16	Advertising business owner	2/4/2015 11:51 AM
17	LPC PPS	2/4/2015 11:19 AM
18	Pest control; teaching	2/4/2015 11:16 AM
19	Teacher	2/4/2015 10:52 AM
20	landscape designer/installer	2/4/2015 10:40 AM
21	Teacher	2/4/2015 9:46 AM
22	Financial consulting	2/4/2015 9:29 AM
23	Banking	2/4/2015 9:24 AM
24	mortgage	2/4/2015 9:12 AM
25	Corporate Administration	2/4/2015 9:02 AM
26	hospital administrator, teacher	2/4/2015 8:57 AM
27	Advertising	2/2/2015 9:34 AM
28	Corrections	1/25/2015 10:34 AM
29	law enforcement - peace officer	1/25/2015 9:14 AM

Demographic Survey - Clinical

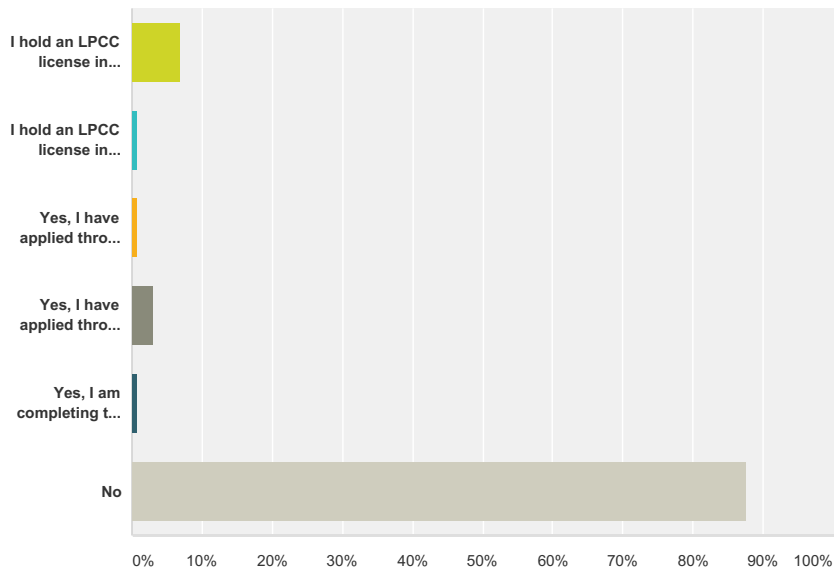
30	Calif. State Rehabilitation Counselor	1/24/2015 11:04 PM
31	Pre School Director and Teacher	1/24/2015 8:52 AM
32	Social Worker	1/23/2015 8:39 PM
33	Manager - electronics	1/22/2015 3:51 PM
34	Lay Ministry	1/22/2015 6:45 AM
35	Probation Group Counselor	1/21/2015 3:43 PM
36	professor	1/21/2015 3:11 PM
37	Early Childhood Education	1/21/2015 10:28 AM
38	driver	1/21/2015 6:56 AM
39	Project Manager, Administrative Assistant	1/20/2015 3:45 PM
40	Program Administrator for First 5 Riverside	1/20/2015 1:00 PM
41	Minister	1/20/2015 12:04 PM
42	social worker	1/19/2015 5:55 PM
43	Elementry School Teacher - Substitute and part time Waiter	1/19/2015 12:30 PM
44	social worker	1/19/2015 11:32 AM
45	Educator	1/19/2015 6:37 AM
46	Teaching and law enforcement	1/19/2015 2:21 AM
47	social worker	1/18/2015 11:33 AM
48	journeyman lithographer	1/18/2015 6:32 AM
49	Administrative	1/17/2015 4:46 PM
50	Sales	1/17/2015 2:57 PM
51	Insurance Agent	1/17/2015 2:05 PM
52	Law	1/17/2015 11:57 AM
53	Senior Software Developer	1/17/2015 9:59 AM
54	Social Work-CPS	1/17/2015 8:38 AM
55	Designer	1/17/2015 8:04 AM
56	Artist	1/16/2015 11:38 PM
57	Real Estate	1/16/2015 7:21 PM
58	School Counselor	1/16/2015 4:38 PM
59	Restaurant manager	1/16/2015 1:52 PM
60	Broadcast Media (Radio/Television)	1/16/2015 1:15 PM
61	retail management	1/16/2015 12:16 PM
62	Federal Law Enforcement	1/16/2015 9:48 AM
63	banking	1/16/2015 8:44 AM
64	Social Worker	1/16/2015 8:34 AM
65	commercial truck driver	1/16/2015 5:40 AM
66	Law enforcement	1/16/2015 4:57 AM
67	teacher	1/15/2015 10:46 PM
68	Musician	1/15/2015 9:25 PM
69	Minister	1/15/2015 8:32 PM
70	Administrative/Executive Secretary	1/15/2015 8:28 PM
71	President and CEO of a public warehouse and distribution center	1/15/2015 7:56 PM
72	Entertainment industry	1/15/2015 7:03 PM
73	Personnel Administrator	1/15/2015 6:31 PM
74	Adult Probation Officer	1/15/2015 6:07 PM
75	Business	1/15/2015 5:50 PM
76	TV, film; preschool teacher, office work, sub teacher	1/15/2015 5:39 PM
77	Pastor	1/15/2015 5:37 PM
78	Social work in Miami, FL	1/15/2015 5:34 PM
79	history teacher, automotive mechanic	1/15/2015 5:34 PM

Demographic Survey - Clinical

80	Office manager	1/15/2015 5:31 PM
81	School Principal	1/15/2015 5:13 PM
82	professor	1/15/2015 4:47 PM
83	piano teacher	1/15/2015 4:45 PM
84	Title1, teacher assistant	1/15/2015 4:23 PM
85	Office Manager	1/15/2015 4:22 PM
86	Behavior Interventionist	1/15/2015 4:08 PM
87	Social Worker	1/15/2015 3:58 PM
88	Organic produce buyer/salesman	1/15/2015 3:57 PM
89	Human Resources Executive	1/15/2015 3:33 PM
90	Supervisor, Residential Treatment Facility, Level 14	1/15/2015 3:31 PM
91	Bereavement Coordinator for Hospice	1/15/2015 3:27 PM
92	Victim/Witness Advocate	1/15/2015 3:19 PM
93	CPS social worker	1/15/2015 3:18 PM
94	Banking	1/15/2015 3:17 PM
95	Secretary and lifeguard/swim instructir	1/15/2015 2:57 PM
96	Marketing	1/15/2015 2:50 PM

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

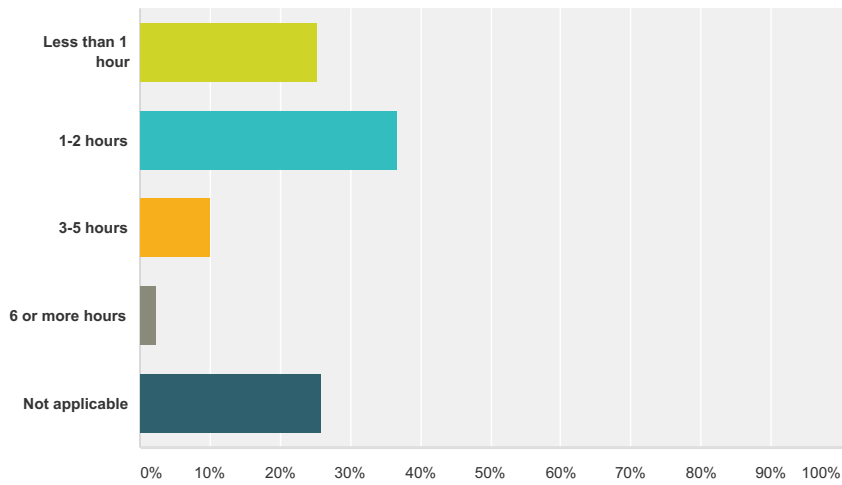
Answered: 130 Skipped: 1



Answer Choices	Responses
I hold an LPCC license in California obtained through the "grandparenting" process	6.92% 9
I hold an LPCC license in California obtained through the "traditional" path	0.77% 1
Yes, I have applied through the "grandparenting" process and am currently completing my deficiencies	0.77% 1
Yes, I have applied through the "grandparenting" process, but am no longer pursuing the LPCC licensure	3.08% 4
Yes, I am completing the "traditional" path toward the LPCC licensure	0.77% 1
No	87.69% 114
Total	130

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

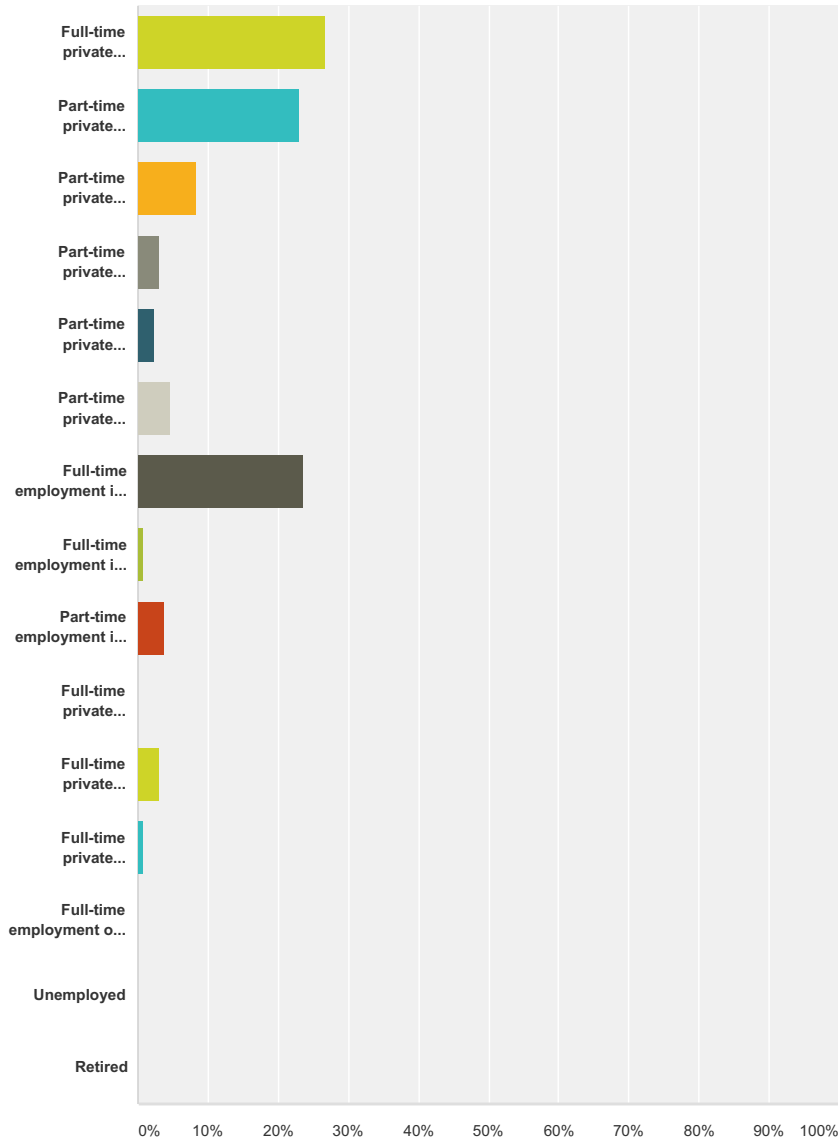
Answered: 131 Skipped: 0



Answer Choices	Responses
Less than 1 hour	25.19% 33
1-2 hours	36.64% 48
3-5 hours	9.92% 13
6 or more hours	2.29% 3
Not applicable	25.95% 34
Total	131

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: 131 Skipped: 0



Answer Choices	Responses
Full-time private practice (20 or more hours per week) only	26.72% 35
Part-time private practice (fewer than 20 hours per week) only	22.90% 30
Part-time private practice and full-time employment in a clinical position	8.40% 11
Part-time private practice and part-time employment in a clinical position	3.05% 4
Part-time private practice and full-time employment in a non-clinical position	2.29% 3
Part-time private practice and part-time employment in a non-clinical position	4.58% 6
Full-time employment in a clinical position (not private practice) only	23.66% 31
Full-time employment in a clinical position (not private practice) and part-time in a non-clinical position	0.76% 1
Part-time employment in a clinical position (not private practice) and part-time employment in a non-clinical position	3.82% 5

Demographic Survey - Clinical

Full-time private practice and full-time employment in a clinical position	0.00%	0
Full-time private practice and part-time employment in a clinical position	3.05%	4
Full-time private practice and full-time employment in a non-clinical position	0.76%	1
Full-time employment or in business doing non-clinical work	0.00%	0
Unemployed	0.00%	0
Retired	0.00%	0
Total		131

Demographic Survey - Clinical

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

Answered: 0 Skipped: 131

! 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: 131

! 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: 131

! 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: 131

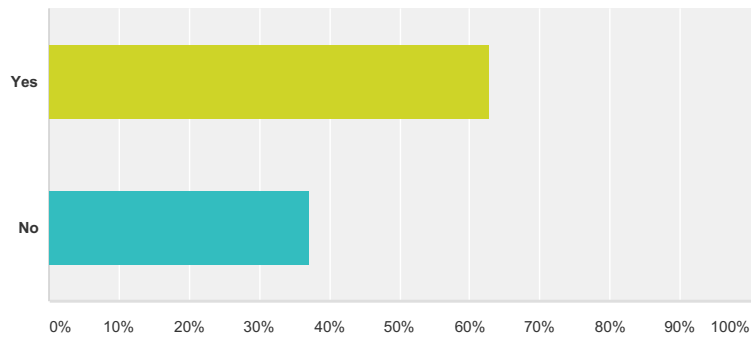
! No matching responses.

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?

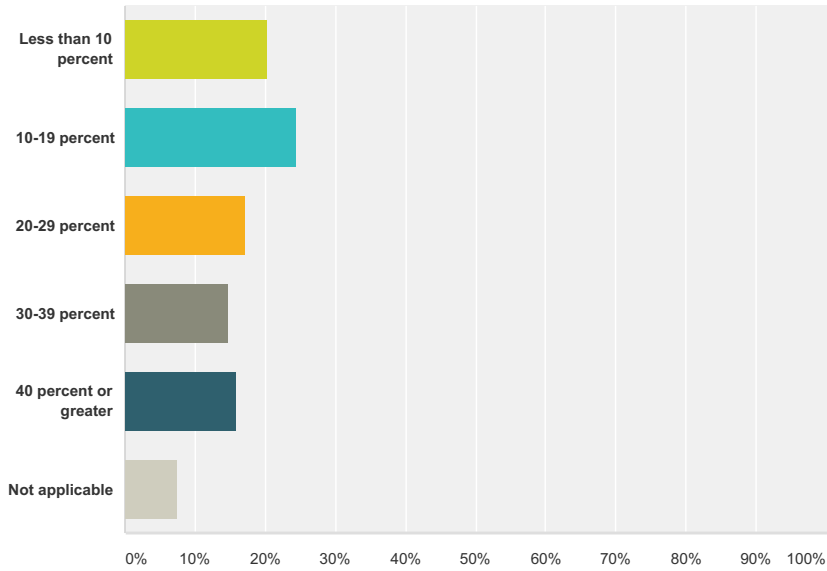
Answered: 94 Skipped: 37



Answer Choices	Responses
Yes	62.77% 59
No	37.23% 35
Total	94

Q22 What percentage of your gross income goes to overhead?

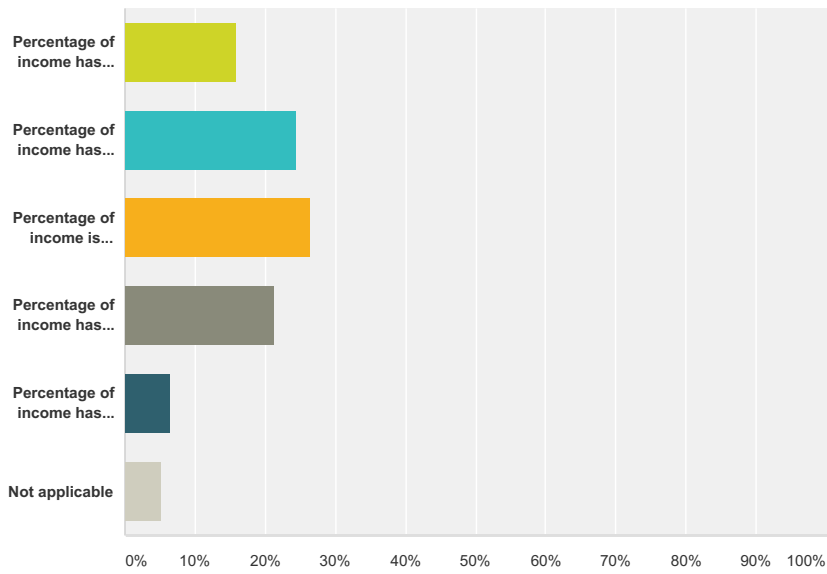
Answered: 94 Skipped: 37



Answer Choices	Responses
Less than 10 percent	20.21% 19
10-19 percent	24.47% 23
20-29 percent	17.02% 16
30-39 percent	14.89% 14
40 percent or greater	15.96% 15
Not applicable	7.45% 7
Total	94

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

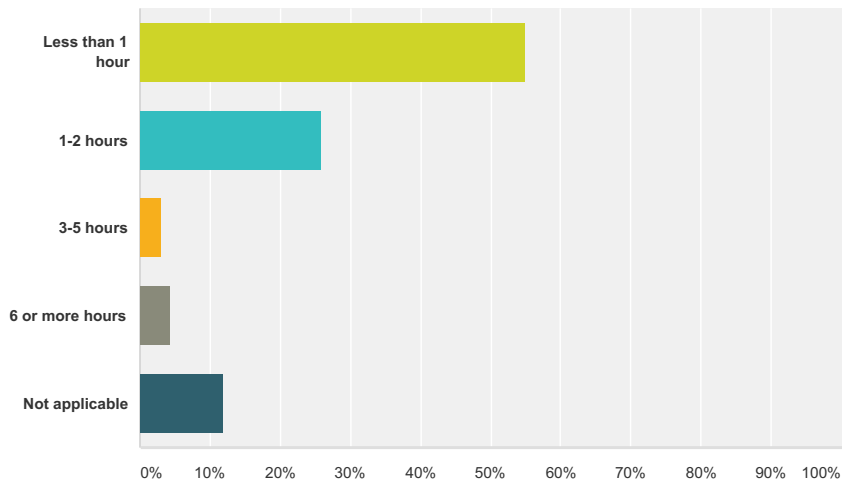
Answered: 94 Skipped: 37



Answer Choices	Responses
Percentage of income has increased significantly	15.96% 15
Percentage of income has increased somewhat	24.47% 23
Percentage of income is approximately the same	26.60% 25
Percentage of income has decreased somewhat	21.28% 20
Percentage of income has decreased significantly	6.38% 6
Not applicable	5.32% 5
Total	94

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

Answered: 93 Skipped: 38

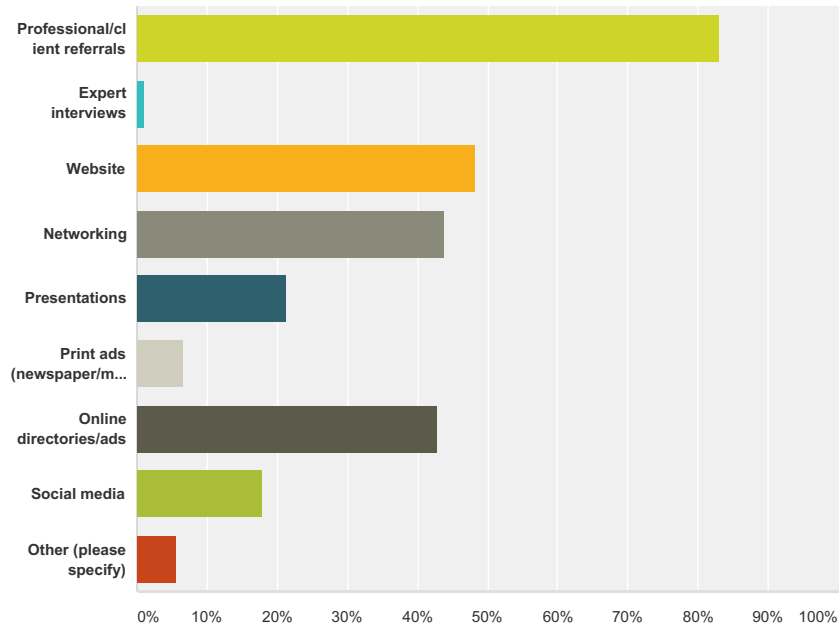


Answer Choices	Responses	
Less than 1 hour	54.84%	51
1-2 hours	25.81%	24
3-5 hours	3.23%	3
6 or more hours	4.30%	4
Not applicable	11.83%	11
Total		93

Demographic Survey - Clinical

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

Answered: 89 Skipped: 42



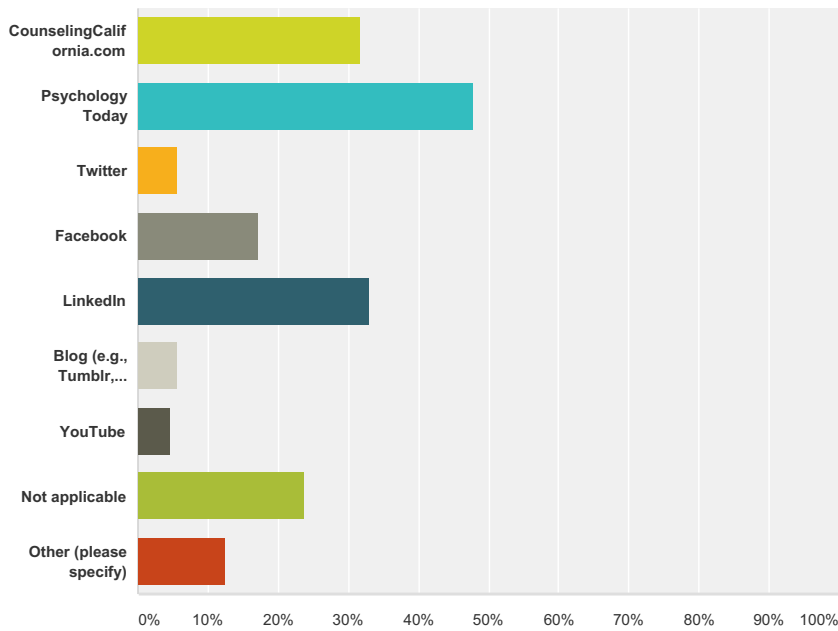
Answer Choices	Responses
Professional/client referrals	83.15% 74
Expert interviews	1.12% 1
Website	48.31% 43
Networking	43.82% 39
Presentations	21.35% 19
Print ads (newspaper/magazines/newsletters, etc.)	6.74% 6
Online directories/ads	42.70% 38
Social media	17.98% 16
Other (please specify)	5.62% 5
Total Respondents: 89	

#	Other (please specify)	Date
1	Insurance referrals	1/22/2015 3:54 PM
2	The clinic where I practice advertises and networks	1/19/2015 6:40 AM
3	Insurance companies websites and CounselingCalifornia.com	1/15/2015 6:34 PM
4	people know me	1/15/2015 5:41 PM
5	providing excellent service to my contract employers	1/15/2015 5:36 PM

Demographic Survey - Clinical

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

Answered: 88 Skipped: 43

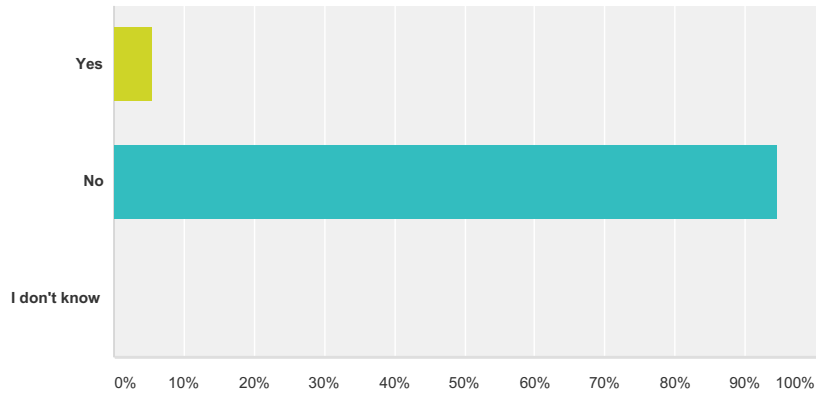


Answer Choices	Responses
CounselingCalifornia.com	31.82% 28
Psychology Today	47.73% 42
Twitter	5.68% 5
Facebook	17.05% 15
LinkedIn	32.95% 29
Blog (e.g., Tumblr, Wordpress, Blogger, etc.)	5.68% 5
YouTube	4.55% 4
Not applicable	23.86% 21
Other (please specify)	12.50% 11
Total Respondents: 88	

#	Other (please specify)	Date
1	Theravive, Thumbtack	2/4/2015 8:16 PM
2	Working on a website	2/4/2015 1:25 PM
3	AAMFT	1/23/2015 8:43 PM
4	Therapysites	1/22/2015 3:54 PM
5	Employee Assistance Professionals Association website	1/19/2015 12:34 PM
6	CatholicTherapists.com and Theravive.com and my own website	1/17/2015 10:04 AM
7	Catholictherapists.net	1/17/2015 8:41 AM
8	IITAP; Sexhelp.com; SASH	1/16/2015 7:24 PM
9	Phone book	1/16/2015 8:36 AM
10	Google+	1/15/2015 6:11 PM
11	own website	1/15/2015 5:23 PM

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

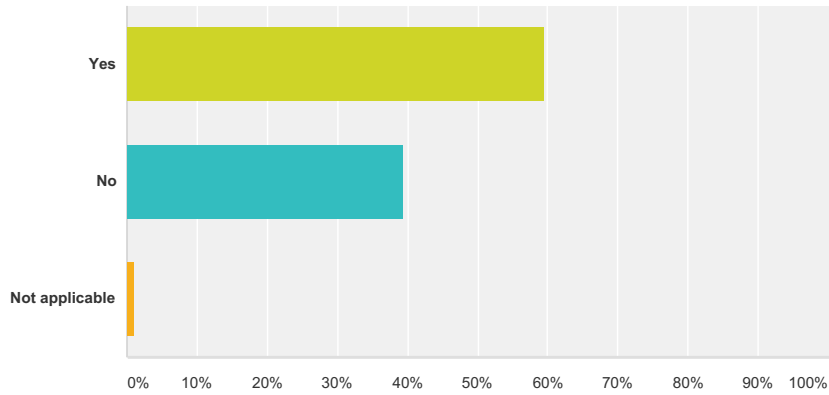
Answered: 93 Skipped: 38



Answer Choices	Responses	
Yes	5.38%	5
No	94.62%	88
I don't know	0.00%	0
Total		93

Q28 Do you accept credit card payments for your services?

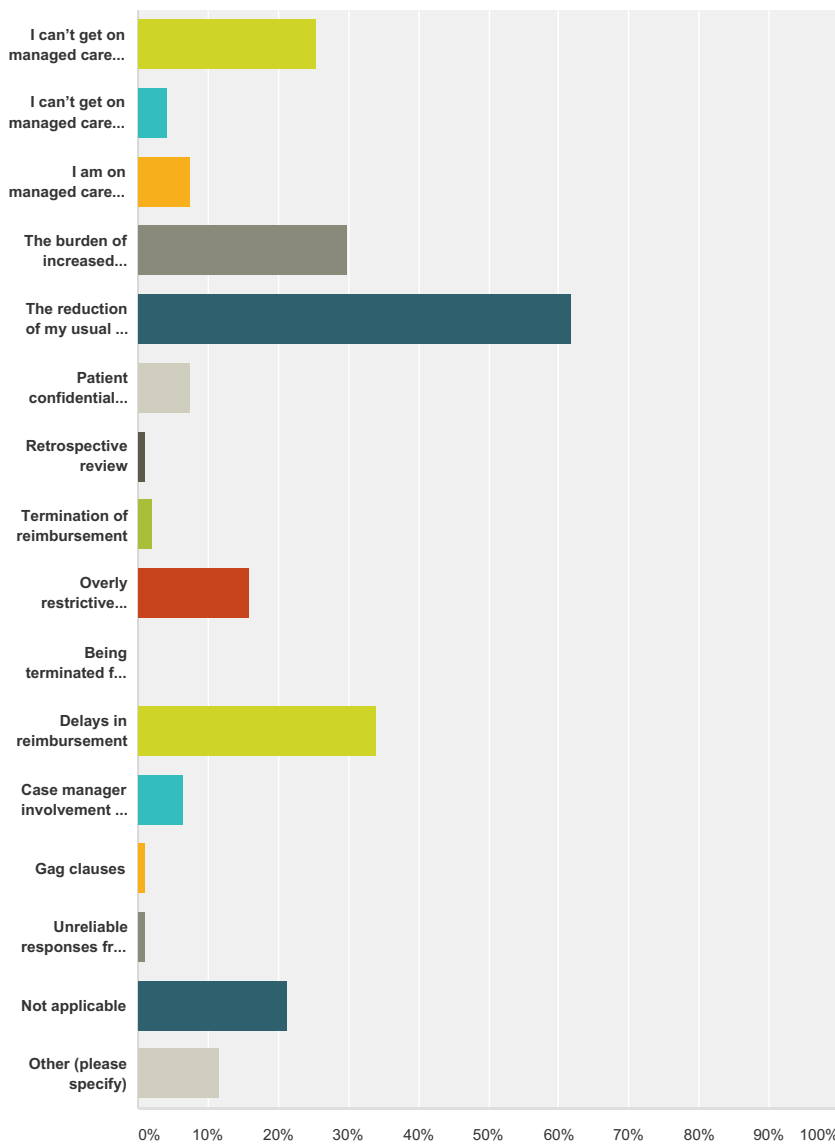
Answered: 94 Skipped: 37



Answer Choices	Responses	
Yes	59.57%	56
No	39.36%	37
Not applicable	1.06%	1
Total		94

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

Answered: 94 Skipped: 37



Answer Choices	Responses
I can't get on managed care panels because they are filled	25.53% 24
I can't get on managed care panels because they don't take LMFTs	4.26% 4
I am on managed care panels but receive no referrals	7.45% 7
The burden of increased paperwork	29.79% 28
The reduction of my usual and customary fee	61.70% 58
Patient confidentiality is compromised	7.45% 7
Retrospective review	1.06% 1
Termination of reimbursement	2.13% 2
Overly restrictive limitations on the amount of treatment authorized	15.96% 15
Being terminated from panels	0.00% 0

Demographic Survey - Clinical

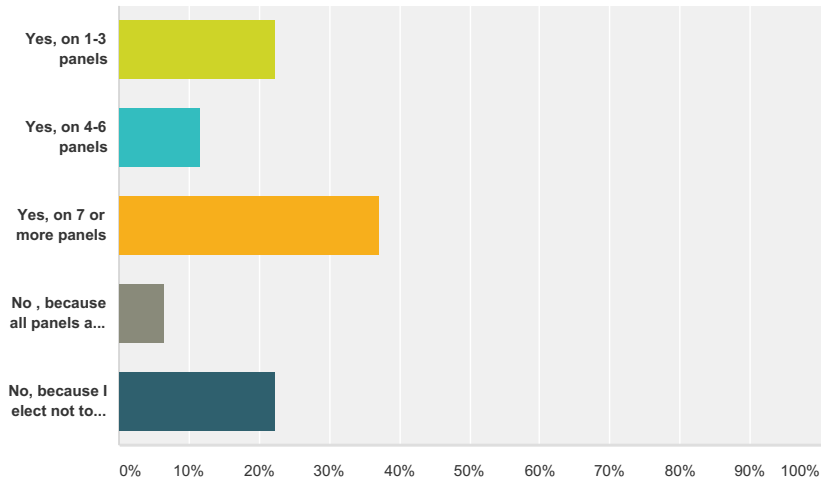
Delays in reimbursement	34.04%	32
Case manager involvement in treatment decisions	6.38%	6
Gag clauses	1.06%	1
Unreliable responses from case managers/revolving door of case managers	1.06%	1
Not applicable	21.28%	20
Other (please specify)	11.70%	11
Total Respondents: 94		

#	Other (please specify)	Date
1	I don't take insurance	2/8/2015 7:52 AM
2	Trying to find out if I am on the panel of the contracted out manage care company.	2/4/2015 12:23 PM
3	Getting to a living and breathing person instead of an unending menu when trying to solve a problem (credentialing, claims, authorizations, etc, take your pick)	2/4/2015 11:58 AM
4	Riverside County Mental Health (Medi-Cal) has such excessive requirements for paperwork and justifications that I am phasing out of working with them.	2/4/2015 11:22 AM
5	I stopped taking managed care with the exception of LA Care	2/4/2015 10:42 AM
6	getting correct benes info	1/23/2015 11:34 AM
7	Anthem will not open up their panel and make it difficult to apply. UBH for civilians also has closed their panel due to area. Often the reimbursements are minimal or submissions have to be sent numerous times to managed care companies	1/22/2015 3:58 PM
8	unable to provide services to some demographic populations due to MFT's not being able to accept Medicare	1/15/2015 6:13 PM
9	chose not to be on any managed care	1/15/2015 5:42 PM
10	All my clients are private pay. I don't work with managed care at all.	1/15/2015 4:49 PM
11	Byzantine and complicated web access and difficulty submitting requests for authorization or entering billing.	1/15/2015 4:01 PM

Demographic Survey - Clinical

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

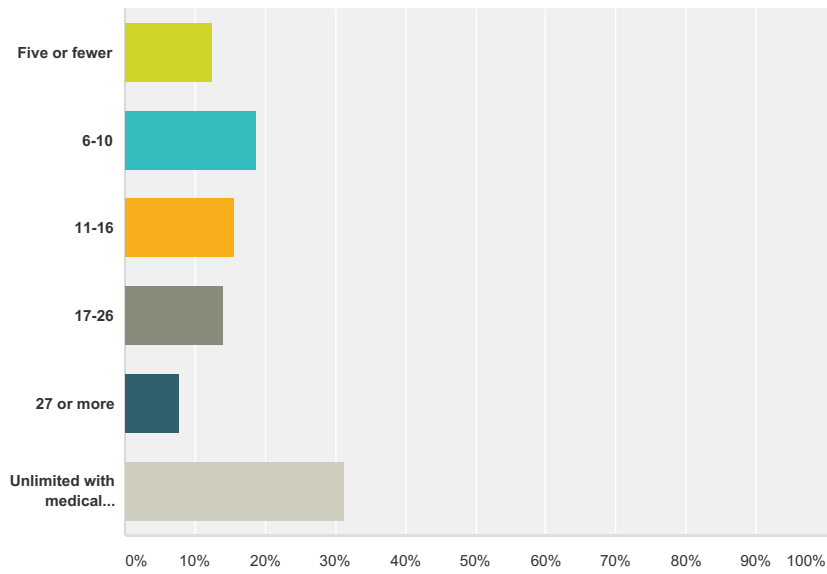
Answered: 94 Skipped: 37



Answer Choices	Responses
Yes, on 1-3 panels	22.34% 21
Yes, on 4-6 panels	11.70% 11
Yes, on 7 or more panels	37.23% 35
No, because all panels are filled	6.38% 6
No, because I elect not to participate	22.34% 21
Total	94

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

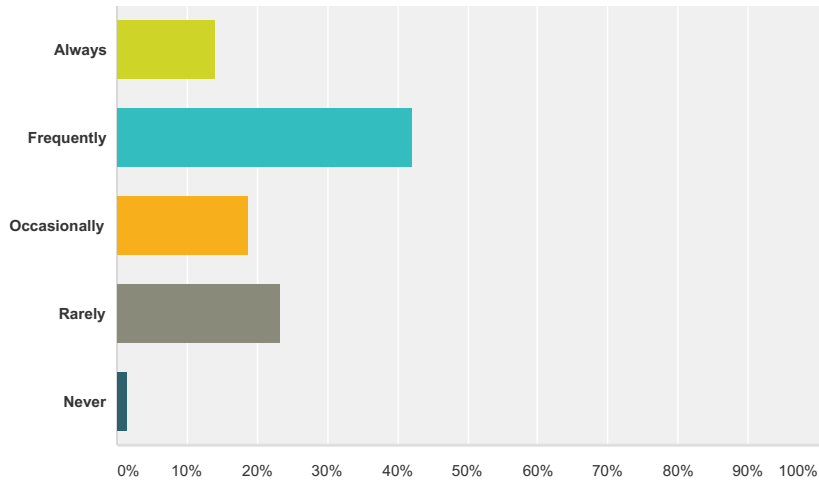
Answered: 64 Skipped: 67



Answer Choices	Responses
Five or fewer	12.50% 8
6-10	18.75% 12
11-16	15.63% 10
17-26	14.06% 9
27 or more	7.81% 5
Unlimited with medical necessity	31.25% 20
Total	64

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

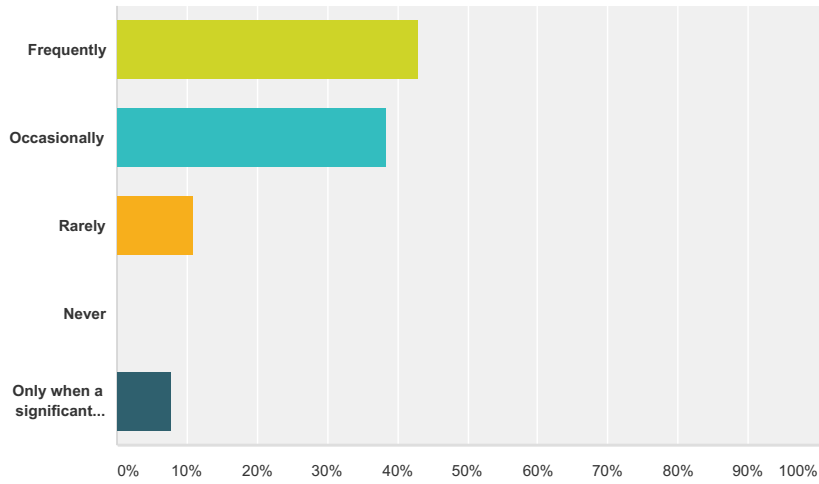
Answered: 64 Skipped: 67



Answer Choices	Responses	
Always	14.06%	9
Frequently	42.19%	27
Occasionally	18.75%	12
Rarely	23.44%	15
Never	1.56%	1
Total		64

Q33 Do you advocate for continued treatment for your patients?

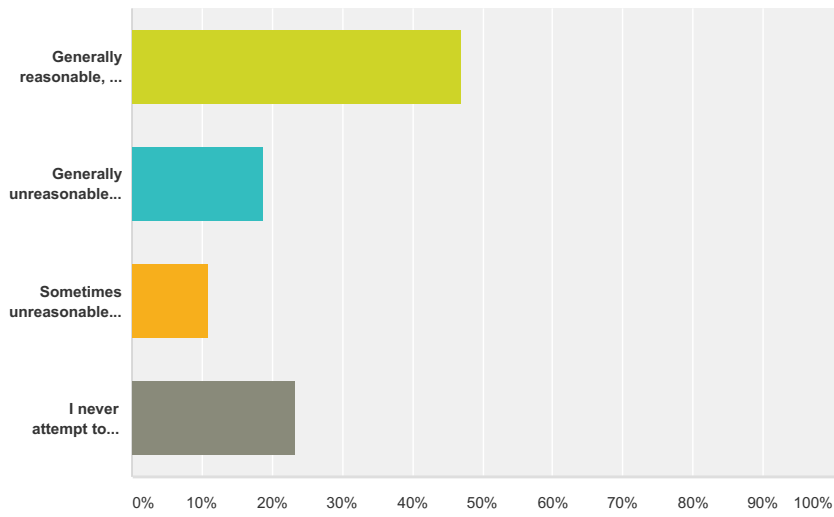
Answered: 65 Skipped: 66



Answer Choices	Responses	
Frequently	43.08%	28
Occasionally	38.46%	25
Rarely	10.77%	7
Never	0.00%	0
Only when a significant argument can be made for medical necessity	7.69%	5
Total		65

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

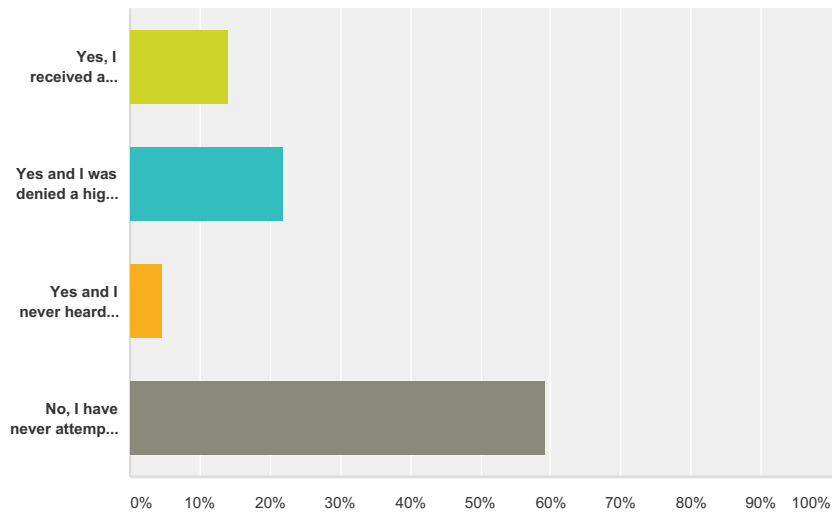
Answered: 64 Skipped: 67



Answer Choices	Responses
Generally reasonable, and I sign without significant negotiation	46.88% 30
Generally unreasonable and difficult to negotiate	18.75% 12
Sometimes unreasonable, but often negotiable	10.94% 7
I never attempt to negotiate the unreasonable contract	23.44% 15
Total	64

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

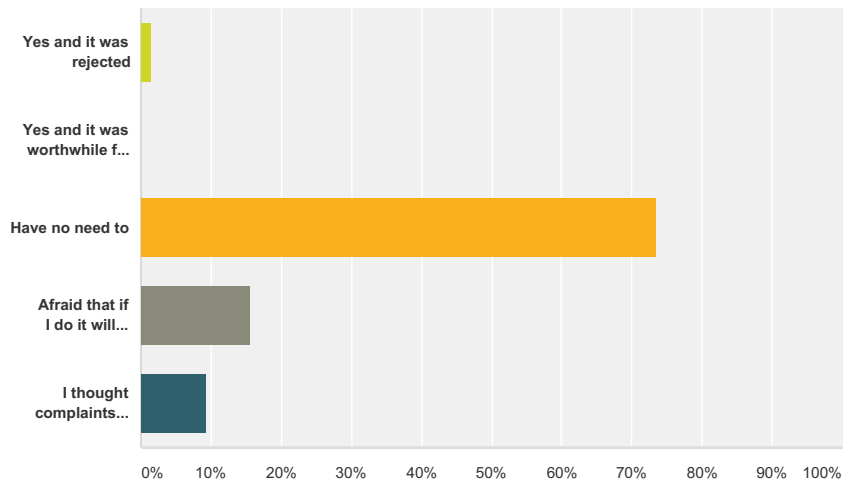
Answered: 64 Skipped: 67



Answer Choices	Responses
Yes, I received a higher reimbursement rate	14.06% 9
Yes and I was denied a higher reimbursement rate	21.88% 14
Yes and I never heard back from the insurance company	4.69% 3
No, I have never attempted to negotiate an increase in reimbursement	59.38% 38
Total	64

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

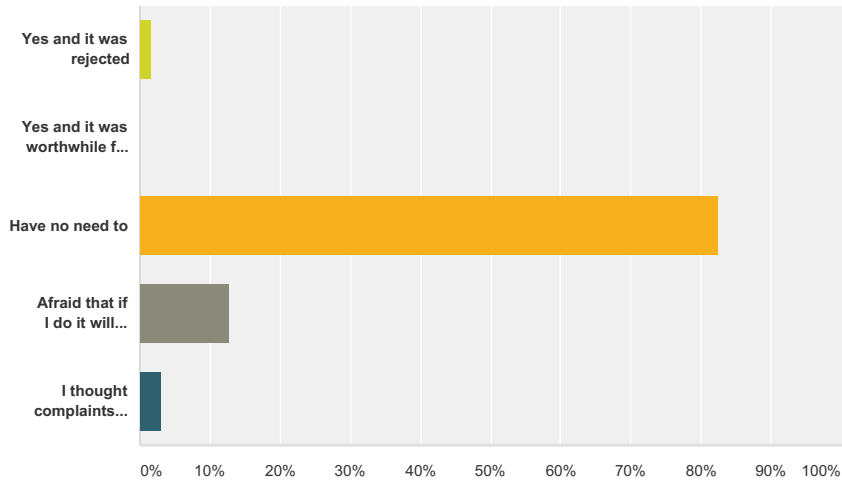
Answered: 64 Skipped: 67



Answer Choices	Responses
Yes and it was rejected	1.56% 1
Yes and it was worthwhile for the patient and me	0.00% 0
Have no need to	73.44% 47
Afraid that if I do it will negatively impact me	15.63% 10
I thought complaints could only be made by patients	9.38% 6
Total	64

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

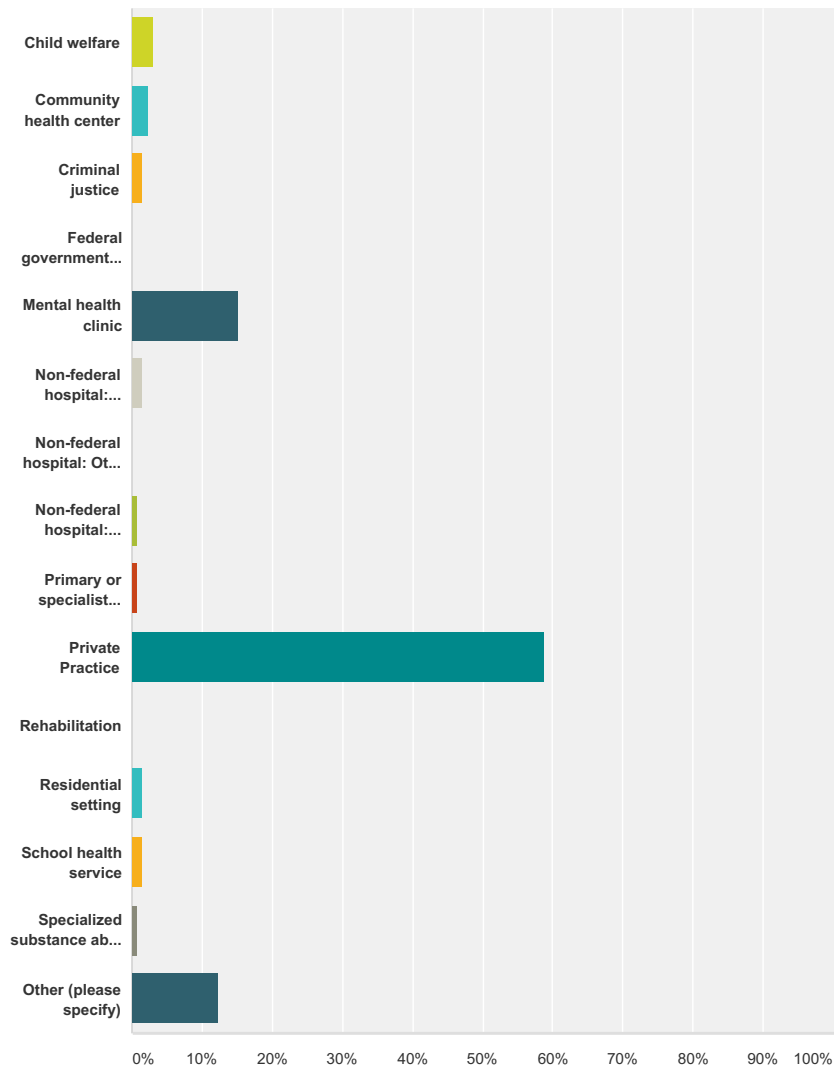
Answered: 63 Skipped: 68



Answer Choices	Responses
Yes and it was rejected	1.59% 1
Yes and it was worthwhile for patient and me	0.00% 0
Have no need to	82.54% 52
Afraid that if I do it will negatively impact me	12.70% 8
I thought complaints could only be made by patients	3.17% 2
Total	63

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

Answered: 131 Skipped: 0



Answer Choices	Responses
Child welfare	3.05% 4
Community health center	2.29% 3
Criminal justice	1.53% 2
Federal government hospital	0.00% 0
Mental health clinic	15.27% 20
Non-federal hospital: General Medicine	1.53% 2
Non-federal hospital: Other (e.g., nursing home unit)	0.00% 0
Non-federal hospital: Psychiatric	0.76% 1
Primary or specialist medical care	0.76% 1
Private Practice	58.78% 77
Rehabilitation	0.00% 0

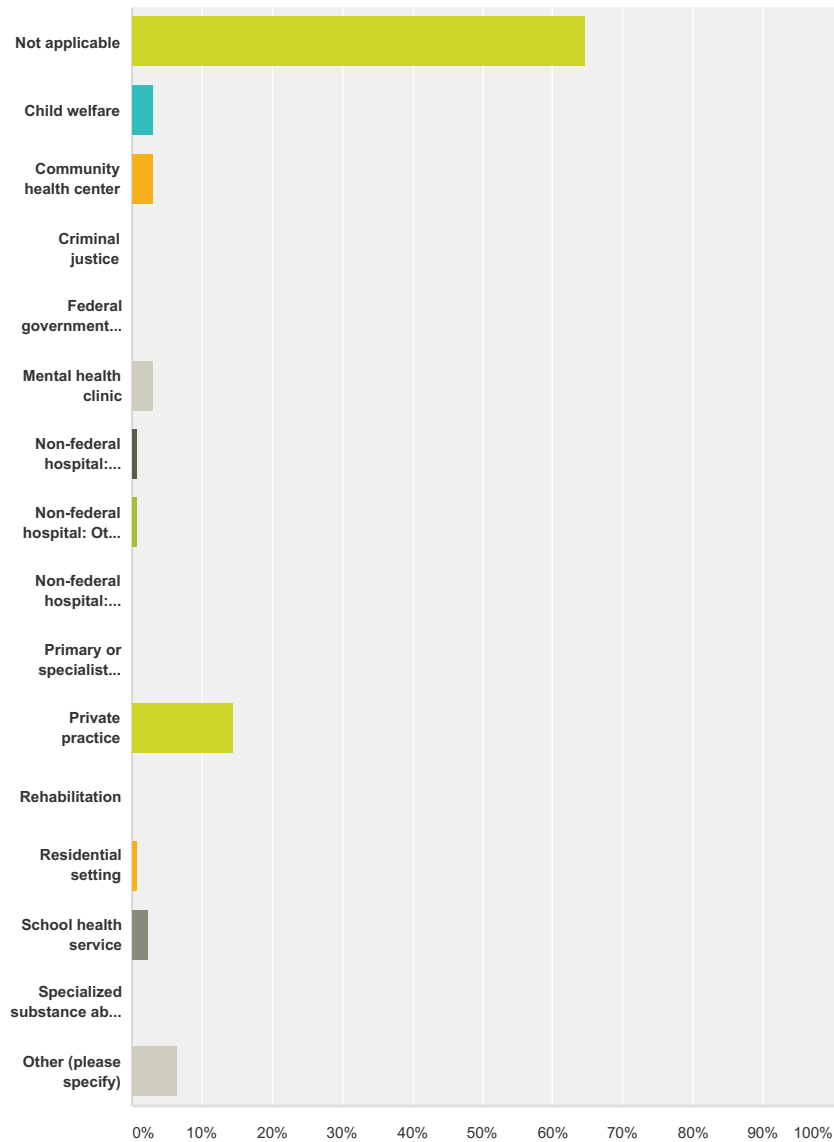
Demographic Survey - Clinical

Residential setting	1.53%	2
School health service	1.53%	2
Specialized substance abuse treatment facility	0.76%	1
Other (please specify)	12.21%	16
Total		131

#	Other (please specify)	Date
1	na	2/4/2015 1:29 PM
2	Contract with psychiatric med group	1/25/2015 10:41 AM
3	MH on military base	1/22/2015 4:02 PM
4	Military Base	1/21/2015 10:30 AM
5	Group practice and I'm a contracted employee	1/20/2015 12:12 PM
6	Employee Assistance Program provider (direct contract with employer)	1/19/2015 12:37 PM
7	Military base outpatient	1/16/2015 1:57 PM
8	nonprofit free cancer support organization	1/16/2015 12:24 PM
9	Responding to crisis situations	1/16/2015 9:51 AM
10	College Counseling Center	1/16/2015 9:37 AM
11	Non-profit counseling & training center (covers all areas)	1/16/2015 5:06 AM
12	Crisis service at workplaces for EAP	1/15/2015 5:39 PM
13	No-profit patient advocacy	1/15/2015 3:50 PM
14	Child Custody evaluator	1/15/2015 3:34 PM
15	Community Crisis Response Team	1/15/2015 3:17 PM
16	court child custody mediation	1/15/2015 3:00 PM

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

Answered: 125 Skipped: 6



Answer Choices	Responses
Not applicable	64.80% 81
Child welfare	3.20% 4
Community health center	3.20% 4
Criminal justice	0.00% 0
Federal government hospital	0.00% 0
Mental health clinic	3.20% 4
Non-federal hospital: General Medicine	0.80% 1
Non-federal hospital: Other (e.g., nursing home unit)	0.80% 1
Non-federal hospital: Psychiatric	0.00% 0

Demographic Survey - Clinical

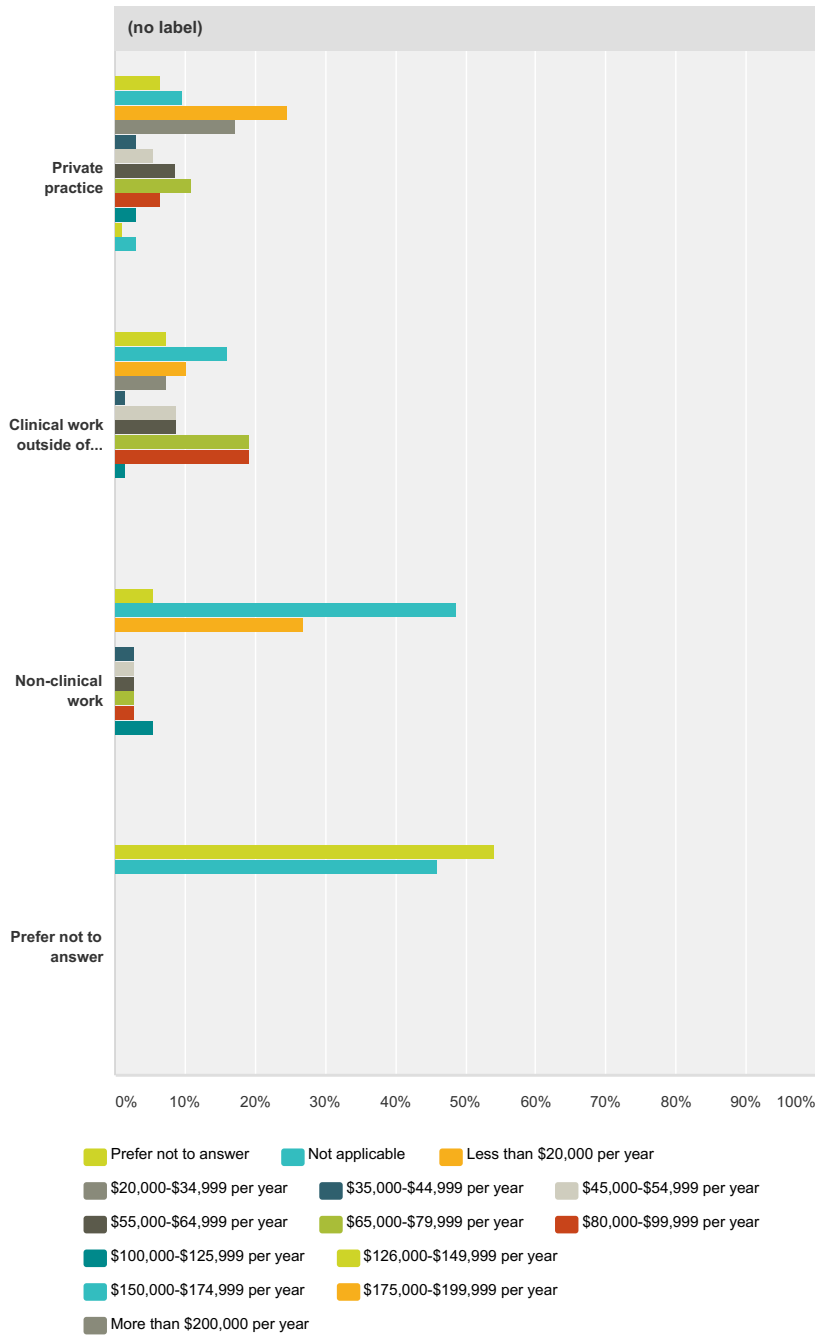
Primary or specialist medical care	0.00%	0
Private practice	14.40%	18
Rehabilitation	0.00%	0
Residential setting	0.80%	1
School health service	2.40%	3
Specialized substance abuse treatment facility	0.00%	0
Other (please specify)	6.40%	8
Total		125

#	Other (please specify)	Date
1	University	2/4/2015 7:23 PM
2	non-profit for veterans with ptsd	2/4/2015 9:46 AM
3	Community Center	2/4/2015 9:34 AM
4	group home	2/2/2015 9:39 AM
5	Non Profit Mental Health Program services	1/24/2015 11:18 PM
6	Indian Reservation	1/17/2015 12:00 PM
7	Telephone or Skype	1/16/2015 1:57 PM
8	Non-profit counseling & training center (covers all areas)	1/16/2015 5:06 AM

Demographic Survey - Clinical

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

Answered: 122 Skipped: 9



(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	6.45%	9.68%	24.73%	17.20%	3.23%	5.38%	8.60%	10.75%	6.45%	3.23%	1.08%	3.23%	0.00%	0.00%	93
	6	9	23	16	3	5	8	10	6	3	1	3	0	0	

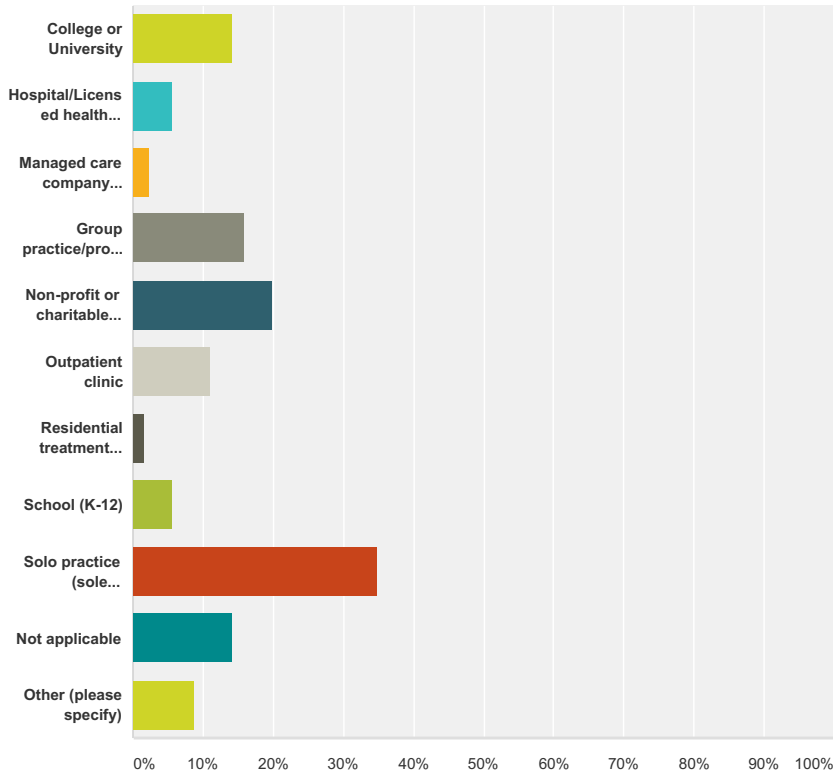
Demographic Survey - Clinical

Clinical work outside of private practice	7.35% 5	16.18% 11	10.29% 7	7.35% 5	1.47% 1	8.82% 6	8.82% 6	19.12% 13	19.12% 13	1.47% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	68
Non-clinical work	5.41% 2	48.65% 18	27.03% 10	0.00% 0	2.70% 1	2.70% 1	2.70% 1	2.70% 1	2.70% 1	5.41% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37
Prefer not to answer	54.17% 13	45.83% 11	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	24

Demographic Survey - Clinical

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

Answered: 126 Skipped: 5



Answer Choices	Responses
College or University	14.29% 18
Hospital/Licensed health facility	5.56% 7
Managed care company including HMO, PPO, EAP, etc.	2.38% 3
Group practice/professional corporation	15.87% 20
Non-profit or charitable corporation	19.84% 25
Outpatient clinic	11.11% 14
Residential treatment facility	1.59% 2
School (K-12)	5.56% 7
Solo practice (sole proprietor or solo professional corporation)	34.92% 44
Not applicable	14.29% 18
Other (please specify)	8.73% 11
Total Respondents: 126	

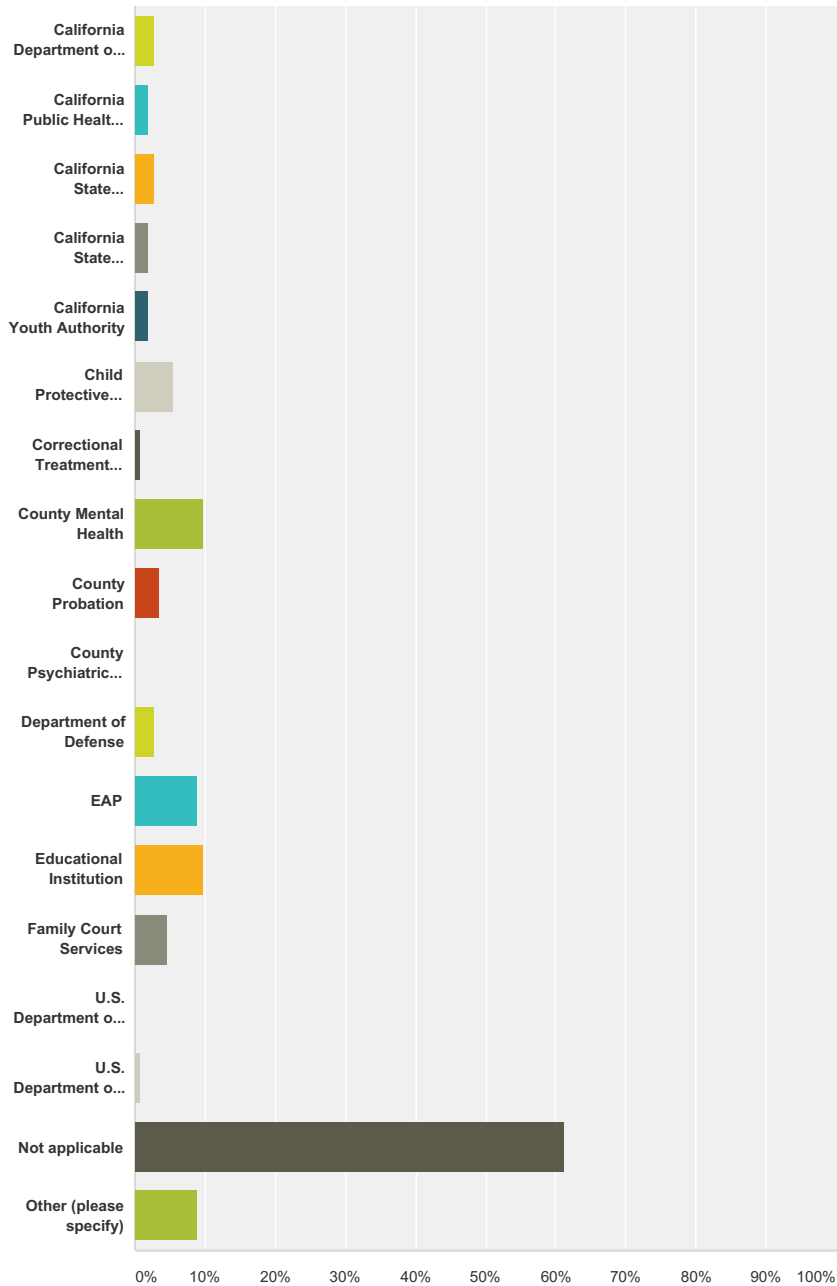
#	Other (please specify)	Date
1	Detention	2/4/2015 10:06 PM
2	Local government community center	2/4/2015 7:36 PM
3	County mental health department	2/4/2015 6:51 PM
4	solo practice within medical office	2/4/2015 9:11 AM
5	group home	2/2/2015 9:40 AM
6	Gov't military base	1/22/2015 4:04 PM

Demographic Survey - Clinical

7	Government	1/17/2015 8:48 AM
8	Department of defense	1/16/2015 12:30 PM
9	great variety of workplaces which I visit to provide crisis services for EAP	1/15/2015 5:40 PM
10	adjunct professor in seminary	1/15/2015 4:52 PM
11	professional: courthouse - family court services	1/15/2015 3:00 PM

Q42 Do you work in any of the following settings? (Check all that apply)

Answered: 111 Skipped: 20



Answer Choices	Responses
California Department of Social Services	2.70% 3
California Public Health Service	1.80% 2
California State Department of Corrections and Rehabilitation	2.70% 3
California State Psychiatric Hospital	1.80% 2
California Youth Authority	1.80% 2
Child Protective Services or its equivalent	5.41% 6
Correctional Treatment Facility	0.90% 1

Demographic Survey - Clinical

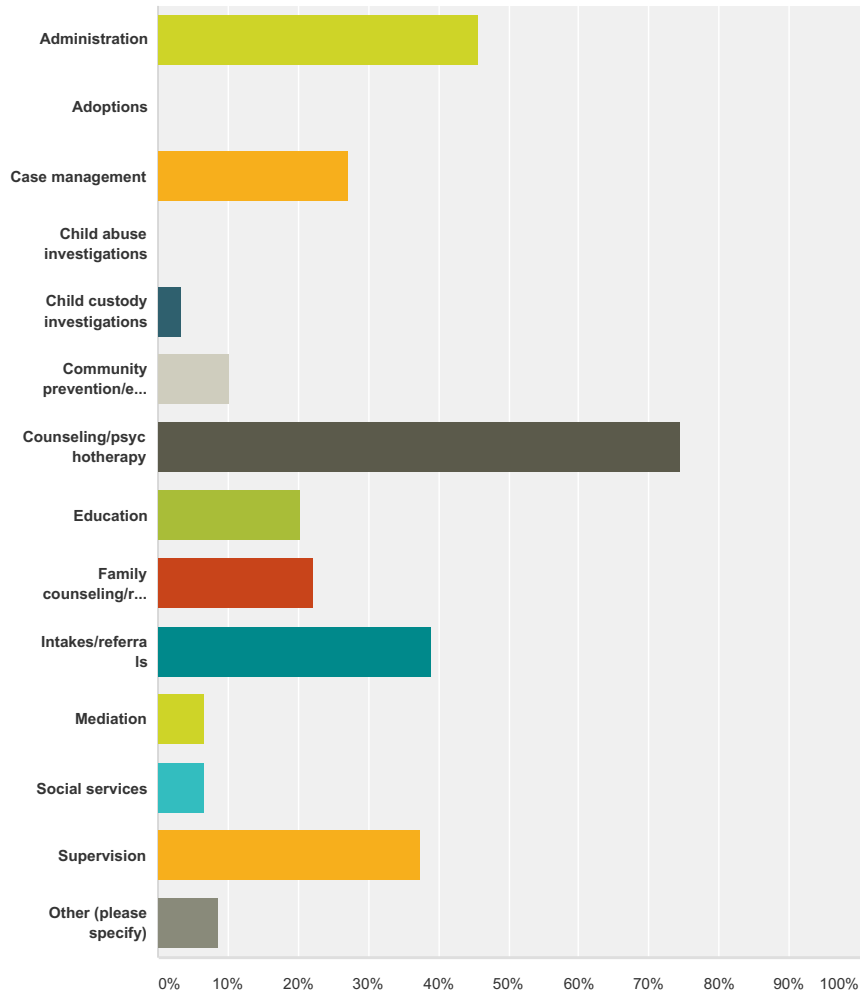
County Mental Health	9.91%	11
County Probation	3.60%	4
County Psychiatric Facility	0.00%	0
Department of Defense	2.70%	3
EAP	9.01%	10
Educational Institution	9.91%	11
Family Court Services	4.50%	5
U.S. Department of Health Services	0.00%	0
U.S. Department of Veterans Affairs	0.90%	1
Not applicable	61.26%	68
Other (please specify)	9.01%	10
Total Respondents: 111		

#	Other (please specify)	Date
1	City government	2/4/2015 7:36 PM
2	Kaiser Permanente	2/4/2015 2:03 PM
3	Group Home	1/21/2015 3:46 PM
4	all previously, however, currently primarily retired	1/19/2015 2:22 AM
5	Private non profit residential treatment for at risk / probation youth	1/17/2015 8:08 AM
6	Military base	1/16/2015 1:58 PM
7	Non Profit Agency contracted with county mental health	1/16/2015 9:14 AM
8	Psychiatry Dept in an HMO	1/15/2015 10:49 PM
9	Do not work in but work with or referred to by CPS, Probation, County Mental Health, EAP, Family - Criminal - Juvenile Courts, and school districts.	1/15/2015 6:20 PM
10	County contracted provider	1/15/2015 4:25 PM

Demographic Survey - Clinical

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

Answered: 59 Skipped: 72



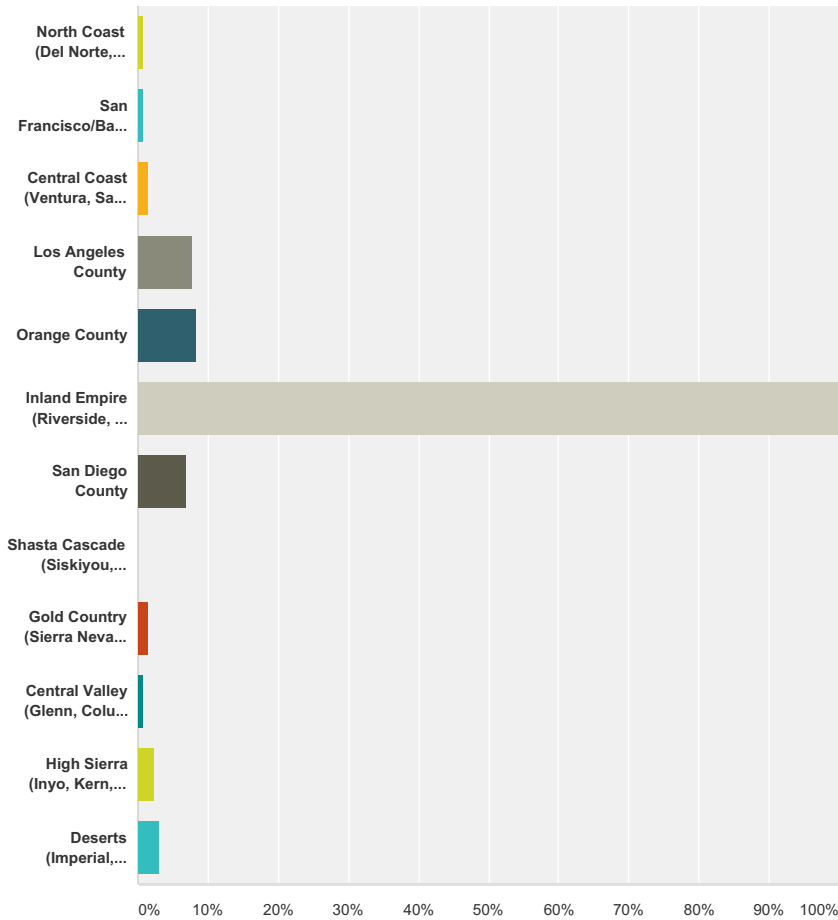
Answer Choices	Responses
Administration	45.76% 27
Adoptions	0.00% 0
Case management	27.12% 16
Child abuse investigations	0.00% 0
Child custody investigations	3.39% 2
Community prevention/education	10.17% 6
Counseling/psychotherapy	74.58% 44
Education	20.34% 12
Family counseling/reunification	22.03% 13
Intakes/referrals	38.98% 23
Mediation	6.78% 4
Social services	6.78% 4
Supervision	37.29% 22
Other (please specify)	8.47% 5

Demographic Survey - Clinical

Total Respondents: 59		
#	Other (please specify)	Date
1	management consultation; employee and management training	1/19/2015 12:39 PM
2	Behavior modification	1/17/2015 9:10 AM
3	crisis intervention	1/16/2015 9:54 AM
4	5150 Assessments	1/15/2015 10:50 PM
5	Crisis services for workplace critical incidents and consultation with management	1/15/2015 5:41 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)

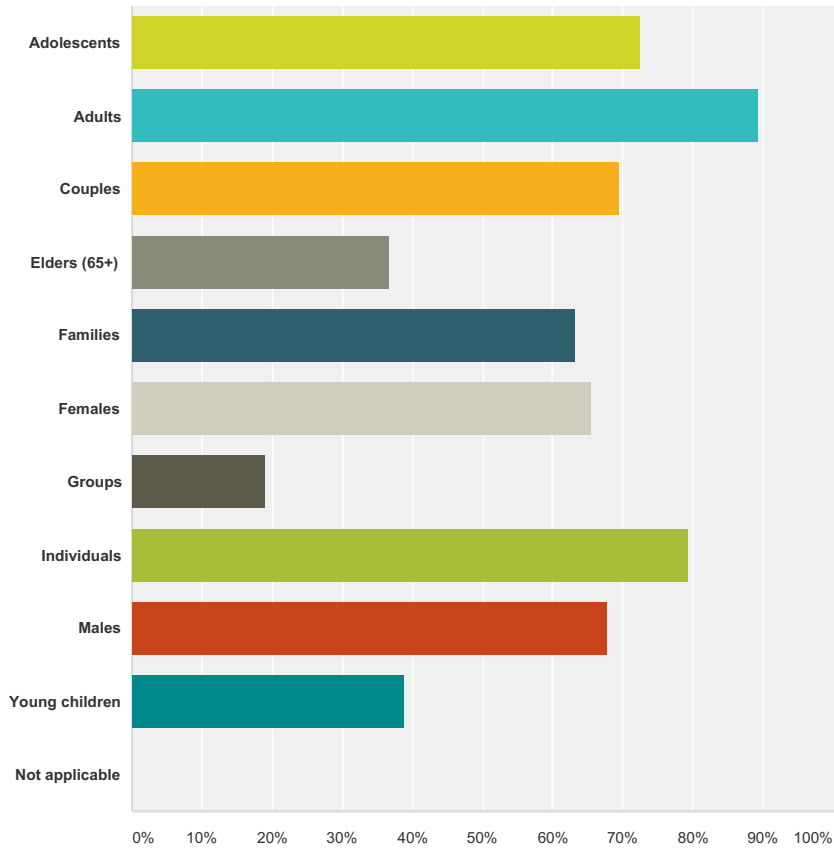
Answered: 131 Skipped: 0



Answer Choices	Responses
North Coast (Del Norte, Humboldt, Mendocino, Sonoma, Lake)	0.76% 1
San Francisco/Bay Area (San Francisco, Marin, Contra Costa, San Mateo, Alameda, Santa Cruz, Santa Clara)	0.76% 1
Central Coast (Ventura, Santa Barbara, San Luis Obispo, Monterey, San Benito)	1.53% 2
Los Angeles County	7.63% 10
Orange County	8.40% 11
Inland Empire (Riverside, San Bernardino)	100.00% 131
San Diego County	6.87% 9
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)	1.53% 2
Central Valley (Glenn, Colusa, Yolo, Solano, San Joaquin, Sacramento, Stanislaus, Merced, Madera)	0.76% 1
High Sierra (Inyo, Kern, Tulare, Fresno, Madera, Mariposa, Mono, Yuba, Alpine, Tuolumne, Calaveras)	2.29% 3
Deserts (Imperial, Riverside, San Bernardino)	3.05% 4
Total Respondents: 131	

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

Answered: 131 Skipped: 0

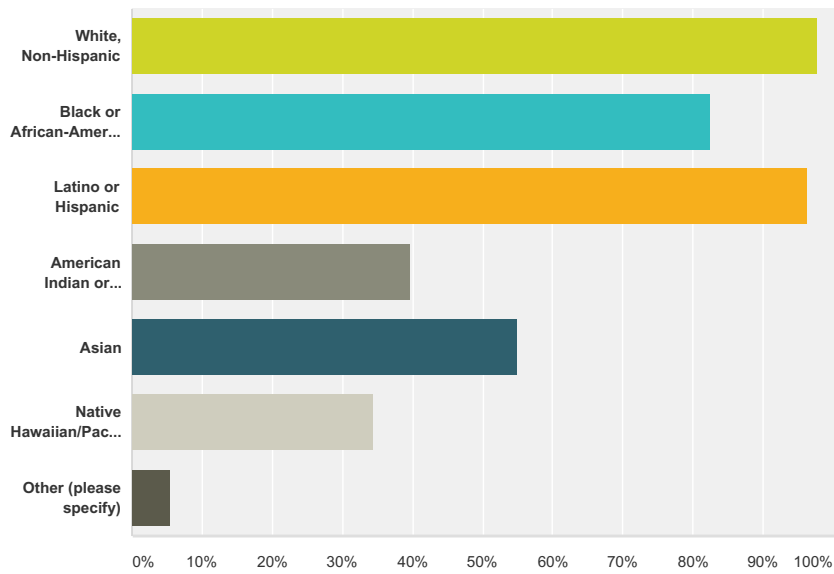


Answer Choices	Responses	Count
Adolescents	72.52%	95
Adults	89.31%	117
Couples	69.47%	91
Elders (65+)	36.64%	48
Families	63.36%	83
Females	65.65%	86
Groups	19.08%	25
Individuals	79.39%	104
Males	67.94%	89
Young children	38.93%	51
Not applicable	0.00%	0
Total Respondents: 131		

Demographic Survey - Clinical

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

Answered: 131 Skipped: 0

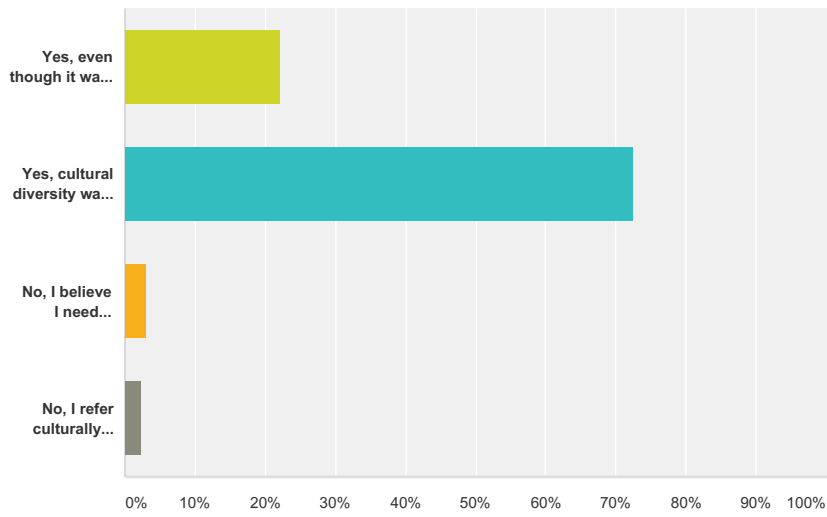


Answer Choices	Responses
White, Non-Hispanic	97.71% 128
Black or African-American	82.44% 108
Latino or Hispanic	96.18% 126
American Indian or Alaskan Native	39.69% 52
Asian	54.96% 72
Native Hawaiian/Pacific Islander	34.35% 45
Other (please specify)	5.34% 7
Total Respondents: 131	

#	Other (please specify)	Date
1	All races evenly distributed	2/4/2015 10:07 PM
2	Hungarian, Middle Eastern	2/4/2015 12:31 PM
3	Everyone	1/25/2015 10:44 AM
4	Middle Eastern	1/17/2015 12:02 PM
5	Multicultural population	1/17/2015 9:11 AM
6	European/Middle Eastern/Bicultural	1/15/2015 10:52 PM
7	African	1/15/2015 3:19 PM

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

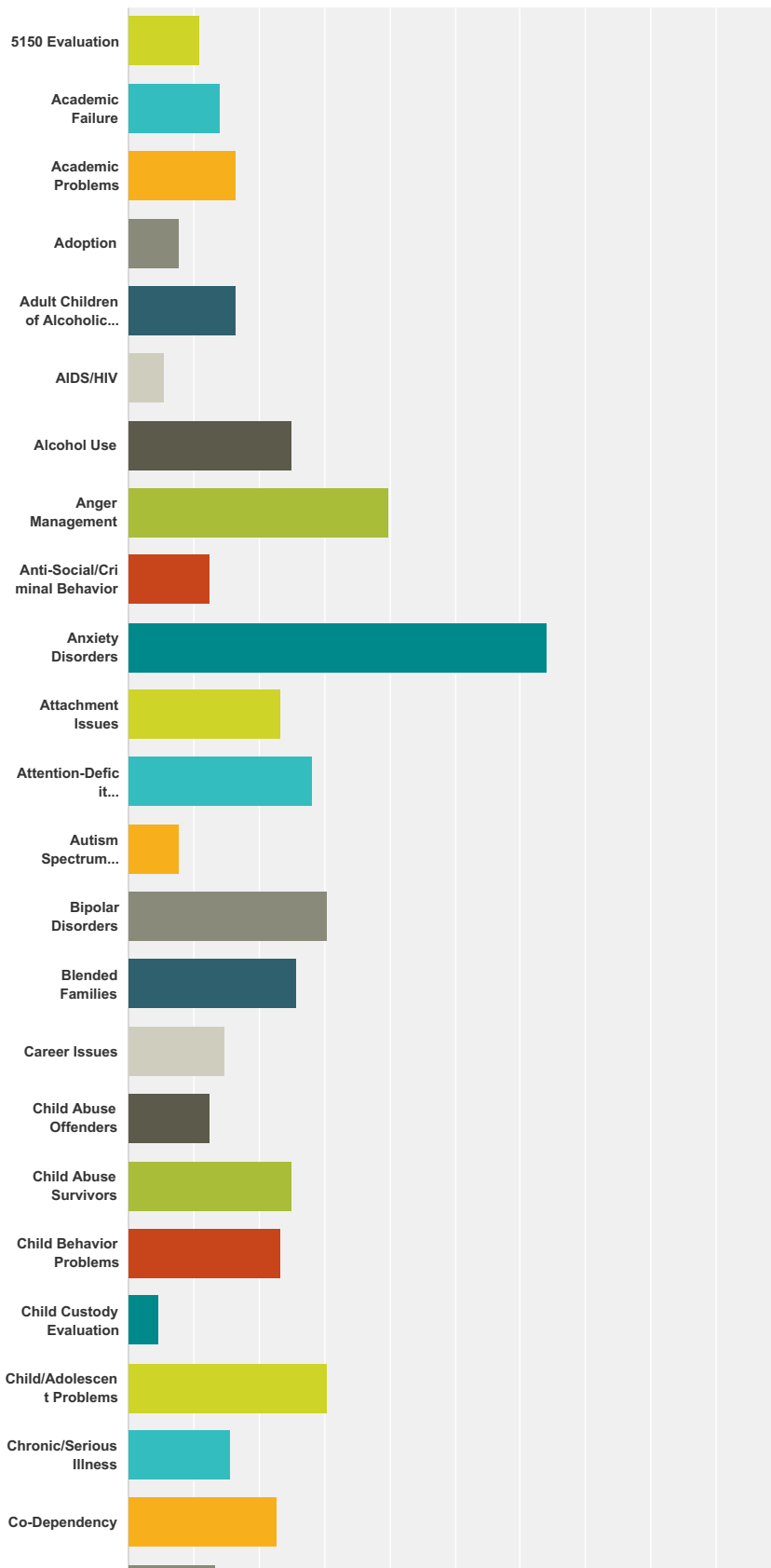
Answered: 131 Skipped: 0



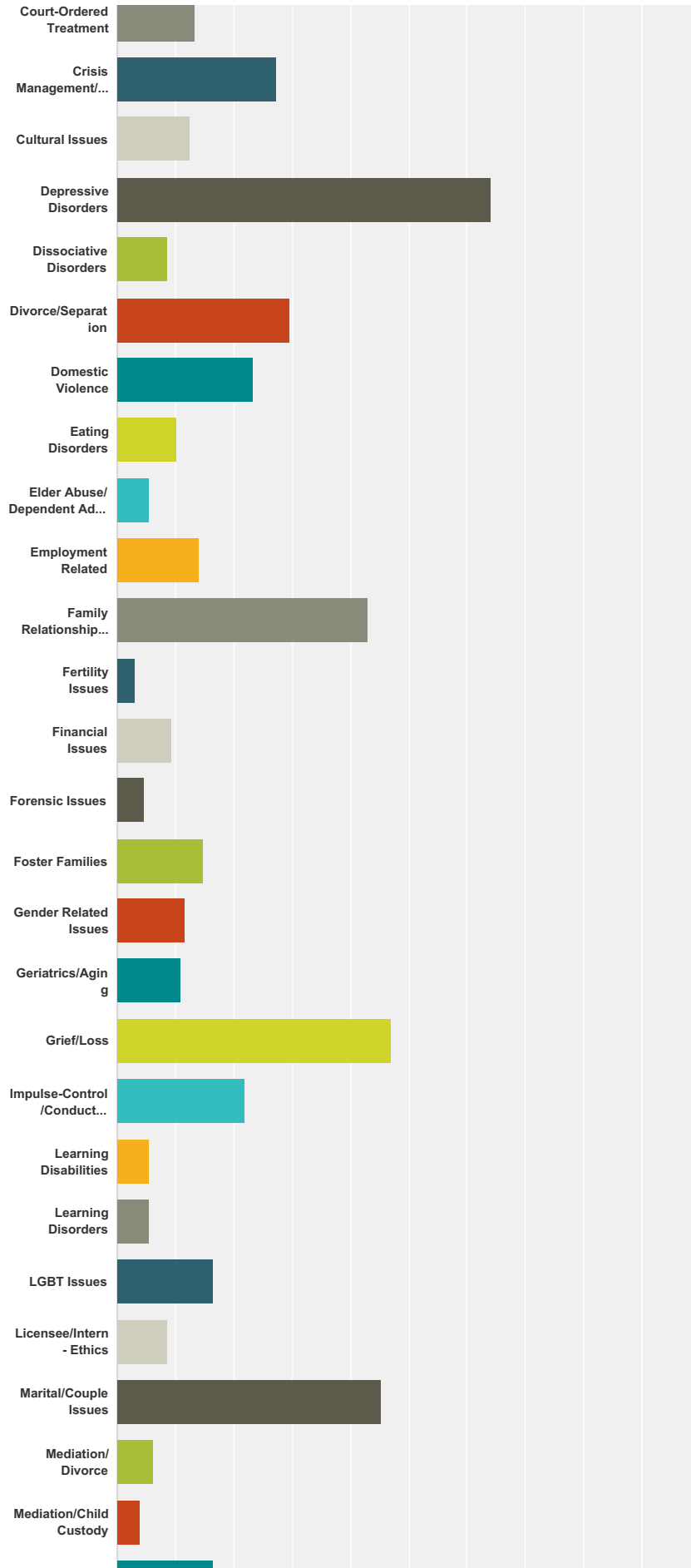
Answer Choices	Responses
Yes, even though it was not sufficiently addressed as a part of my education	22.14% 29
Yes, cultural diversity was adequately covered by my education	72.52% 95
No, I believe I need additional training to treat culturally diverse populations	3.05% 4
No, I refer culturally diverse patients to qualified therapists	2.29% 3
Total	131

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

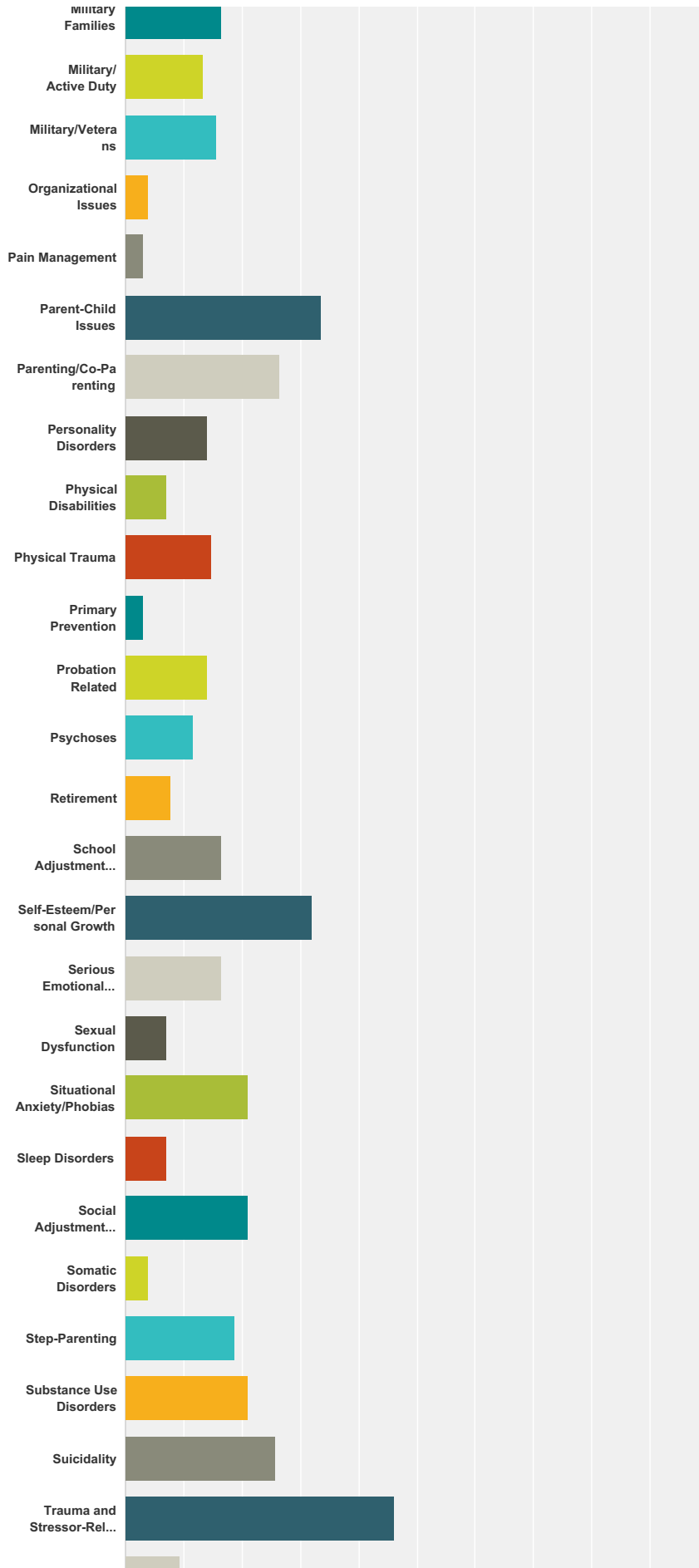
Answered: 128 Skipped: 3



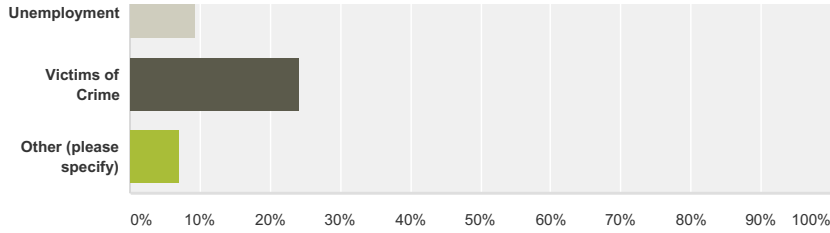
Demographic Survey - Clinical



Demographic Survey - Clinical



Demographic Survey - Clinical



Answer Choices	Responses	Count
5150 Evaluation	10.94%	14
Academic Failure	14.06%	18
Academic Problems	16.41%	21
Adoption	7.81%	10
Adult Children of Alcoholics (ACA)	16.41%	21
AIDS/HIV	5.47%	7
Alcohol Use	25.00%	32
Anger Management	39.84%	51
Anti-Social/Criminal Behavior	12.50%	16
Anxiety Disorders	64.06%	82
Attachment Issues	23.44%	30
Attention-Deficit Hyperactivity Disorder	28.13%	36
Autism Spectrum Disorders	7.81%	10
Bipolar Disorders	30.47%	39
Blended Families	25.78%	33
Career Issues	14.84%	19
Child Abuse Offenders	12.50%	16
Child Abuse Survivors	25.00%	32
Child Behavior Problems	23.44%	30
Child Custody Evaluation	4.69%	6
Child/Adolescent Problems	30.47%	39
Chronic/Serious Illness	15.63%	20
Co-Dependency	22.66%	29
Court-Ordered Treatment	13.28%	17
Crisis Management/ Intervention	27.34%	35
Cultural Issues	12.50%	16
Depressive Disorders	64.06%	82
Dissociative Disorders	8.59%	11
Divorce/Separation	29.69%	38
Domestic Violence	23.44%	30
Eating Disorders	10.16%	13
Elder Abuse/ Dependent Adult Abuse	5.47%	7
Employment Related	14.06%	18
Family Relationship Issues	42.97%	55
Fertility Issues	3.13%	4

Demographic Survey - Clinical

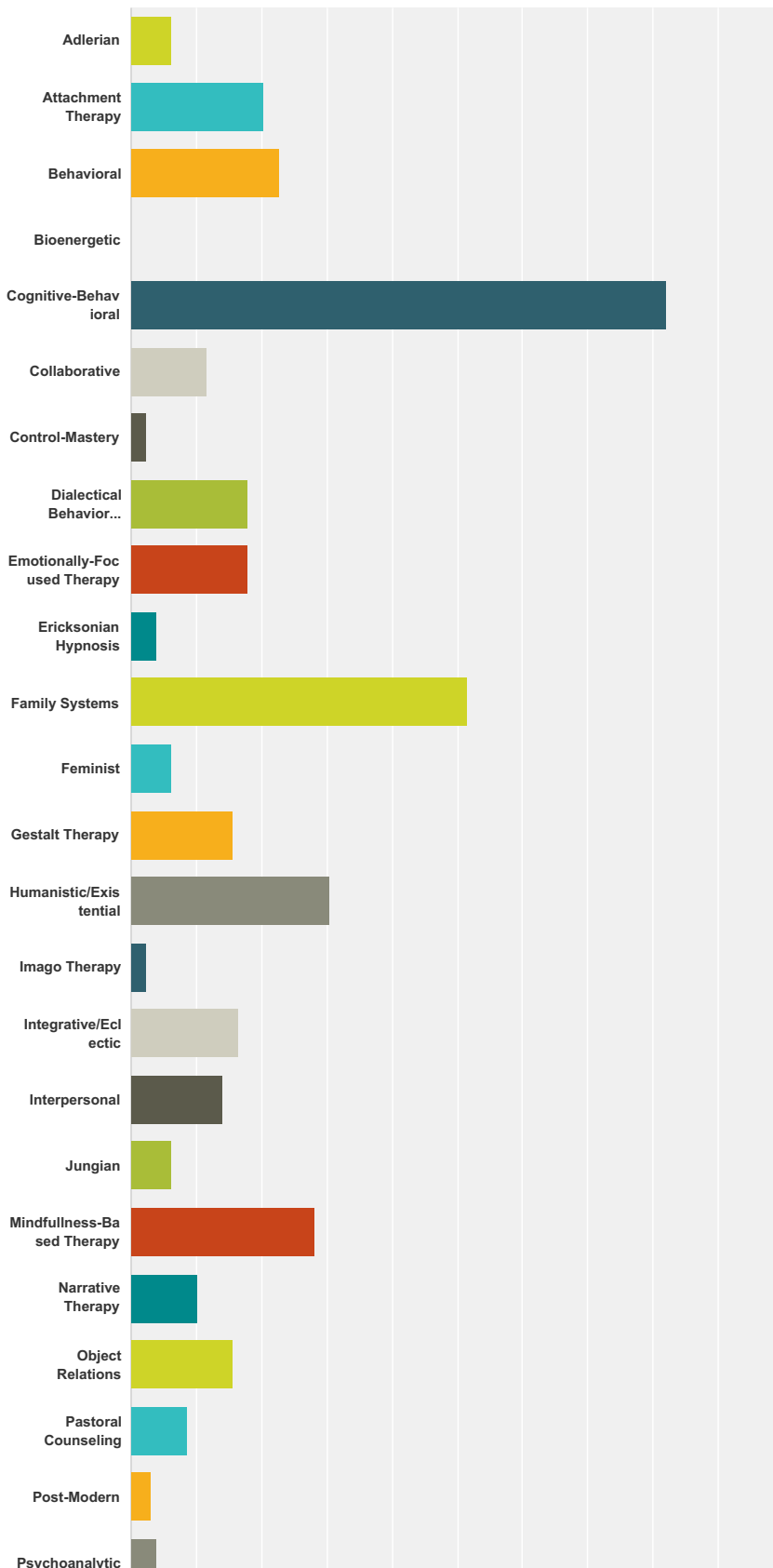
Financial Issues	9.38%	12
Forensic Issues	4.69%	6
Foster Families	14.84%	19
Gender Related Issues	11.72%	15
Geriatrics/Aging	10.94%	14
Grief/Loss	46.88%	60
Impulse-Control/Conduct Disorders	21.88%	28
Learning Disabilities	5.47%	7
Learning Disorders	5.47%	7
LGBT Issues	16.41%	21
Licensee/Intern- Ethics	8.59%	11
Marital/Couple Issues	45.31%	58
Mediation/ Divorce	6.25%	8
Mediation/Child Custody	3.91%	5
Military Families	16.41%	21
Military/ Active Duty	13.28%	17
Military/Veterans	15.63%	20
Organizational Issues	3.91%	5
Pain Management	3.13%	4
Parent-Child Issues	33.59%	43
Parenting/Co-Parenting	26.56%	34
Personality Disorders	14.06%	18
Physical Disabilities	7.03%	9
Physical Trauma	14.84%	19
Primary Prevention	3.13%	4
Probation Related	14.06%	18
Psychoses	11.72%	15
Retirement	7.81%	10
School Adjustment Problems	16.41%	21
Self-Esteem/Personal Growth	32.03%	41
Serious Emotional Disturbances (SED) Of Children	16.41%	21
Sexual Dysfunction	7.03%	9
Situational Anxiety/Phobias	21.09%	27
Sleep Disorders	7.03%	9
Social Adjustment Problems	21.09%	27
Somatic Disorders	3.91%	5
Step-Parenting	18.75%	24
Substance Use Disorders	21.09%	27
Suicidality	25.78%	33
Trauma and Stressor-Related Disorders	46.09%	59
Unemployment	9.38%	12
Victims of Crime	24.22%	31
Other (please specify)	7.03%	9

Demographic Survey - Clinical

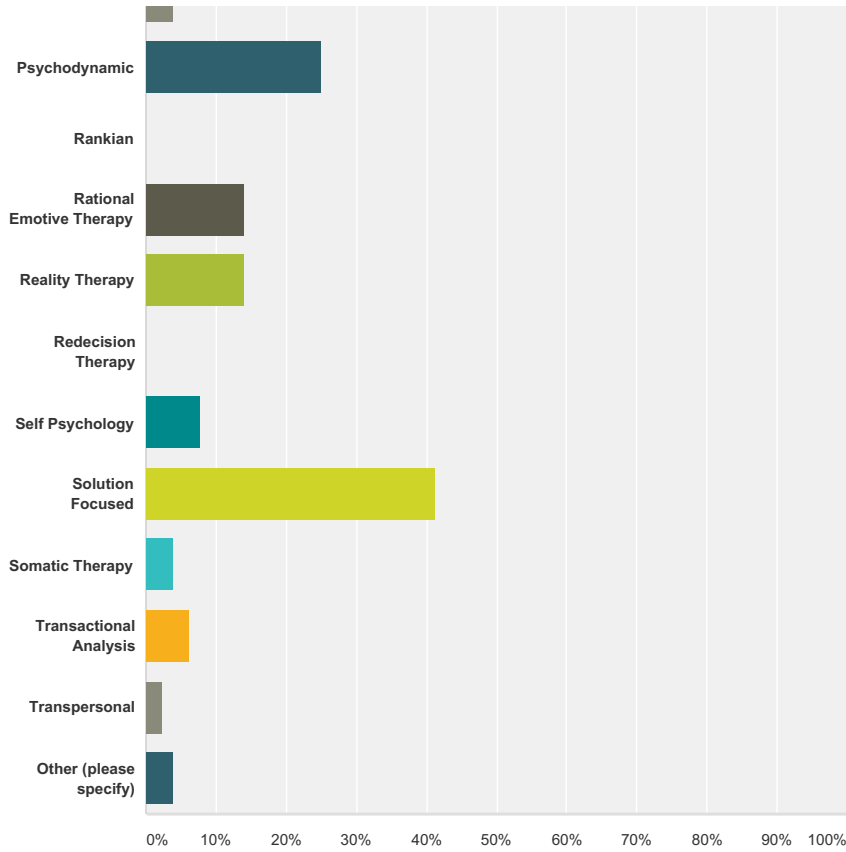
Total Respondents: 128		
#	Other (please specify)	Date
1	Gambling Disorder	2/4/2015 7:26 PM
2	Eating Disorders	2/4/2015 2:06 PM
3	management consultation - troubled employee	1/19/2015 12:42 PM
4	Law enforcement and first responder issues	1/19/2015 6:46 AM
5	Sexual Addiction	1/16/2015 7:33 PM
6	PTSD, TBI	1/16/2015 5:19 AM
7	Shame and Gult	1/15/2015 4:56 PM
8	Drug Use	1/15/2015 3:40 PM
9	Bariatrics	1/15/2015 2:59 PM

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

Answered: 128 Skipped: 3



Demographic Survey - Clinical



Answer Choices	Responses
Adlerian	6.25% 8
Attachment Therapy	20.31% 26
Behavioral	22.66% 29
Bioenergetic	0.00% 0
Cognitive-Behavioral	82.03% 105
Collaborative	11.72% 15
Control-Mastery	2.34% 3
Dialectical Behavior Therapy (DBT)	17.97% 23
Emotionally-Focused Therapy	17.97% 23
Ericksonian Hypnosis	3.91% 5
Family Systems	51.56% 66
Feminist	6.25% 8
Gestalt Therapy	15.63% 20
Humanistic/Existential	30.47% 39
Imago Therapy	2.34% 3
Integrative/Eclectic	16.41% 21
Interpersonal	14.06% 18
Jungian	6.25% 8
Mindfulness-Based Therapy	28.13% 36
Narrative Therapy	10.16% 13
Object Relations	15.63% 20

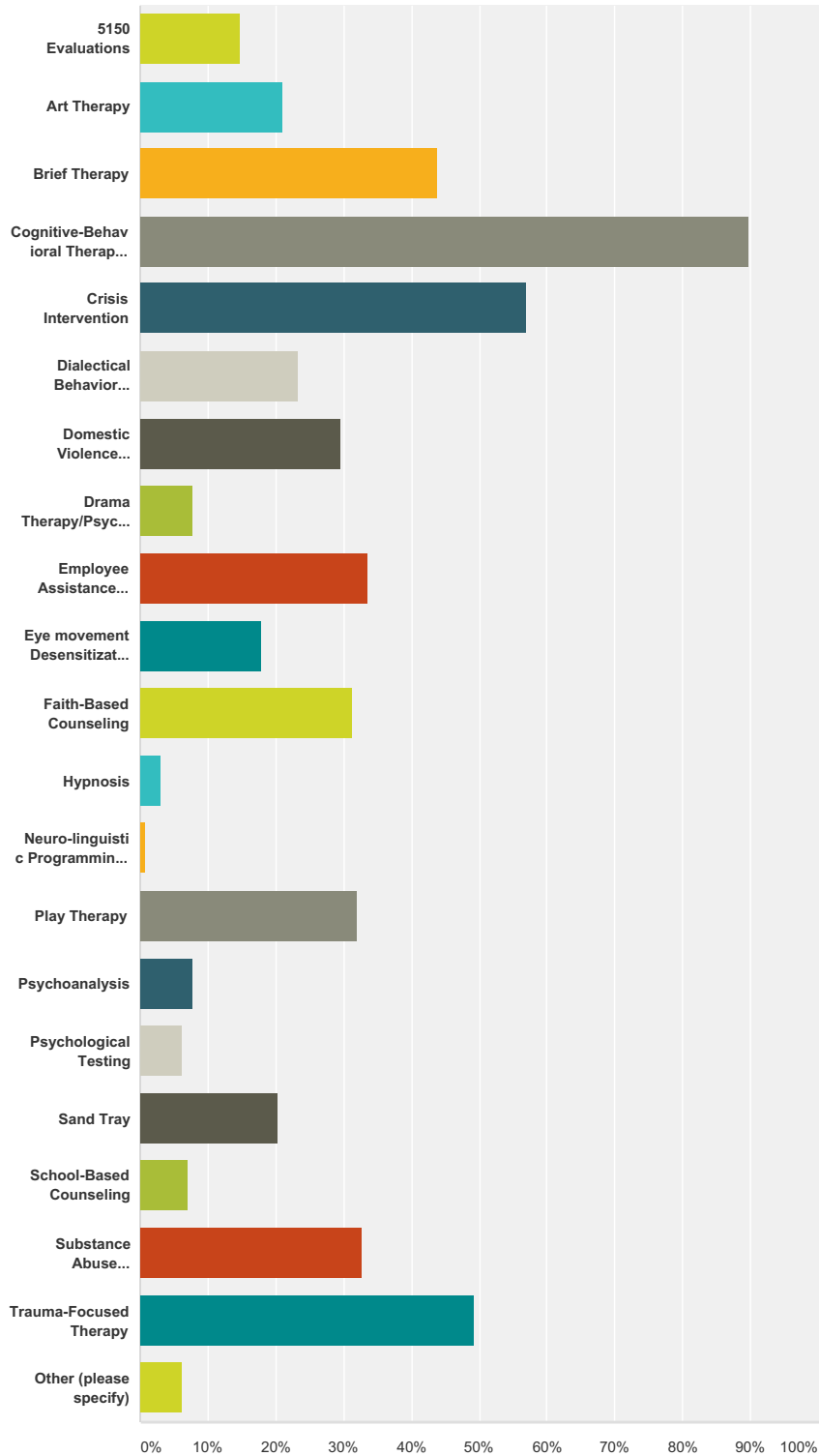
Demographic Survey - Clinical

Pastoral Counseling	8.59%	11
Post-Modern	3.13%	4
Psychoanalytic	3.91%	5
Psychodynamic	25.00%	32
Rankian	0.00%	0
Rational Emotive Therapy	14.06%	18
Reality Therapy	14.06%	18
Redecision Therapy	0.00%	0
Self Psychology	7.81%	10
Solution Focused	41.41%	53
Somatic Therapy	3.91%	5
Transactional Analysis	6.25%	8
Transpersonal	2.34%	3
Other (please specify)	3.91%	5
Total Respondents: 128		

#	Other (please specify)	Date
1	EMDR & Emotional Freedom Techneque (energy therapy)	2/7/2015 1:02 PM
2	Strength based	2/4/2015 7:40 PM
3	Christian therapy	1/20/2015 12:16 PM
4	JTCT (Trauma Conversion Therapy)	1/19/2015 2:28 AM
5	Rogerian	1/16/2015 12:38 PM

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

Answered: 128 Skipped: 3



Answer Choices	Responses
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Demographic Survey - Clinical

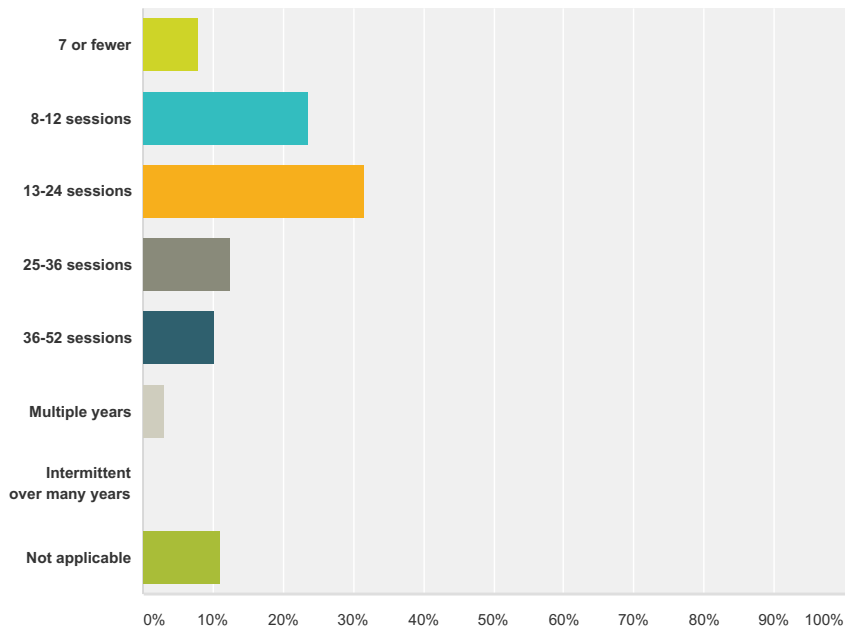
5150 Evaluations	14.84%	19
Art Therapy	21.09%	27
Brief Therapy	43.75%	56
Cognitive-Behavioral Therapy (CBT)	89.84%	115
Crisis Intervention	57.03%	73
Dialectical Behavior Therapy (DBT)	23.44%	30
Domestic Violence Counseling	29.69%	38
Drama Therapy/Psychodrama	7.81%	10
Employee Assistance Counseling (EAP)	33.59%	43
Eye movement Desensitization and Reprocessing (EMDR)	17.97%	23
Faith-Based Counseling	31.25%	40
Hypnosis	3.13%	4
Neuro-linguistic Programming (NLP)	0.78%	1
Play Therapy	32.03%	41
Psychoanalysis	7.81%	10
Psychological Testing	6.25%	8
Sand Tray	20.31%	26
School-Based Counseling	7.03%	9
Substance Abuse Counseling	32.81%	42
Trauma-Focused Therapy	49.22%	63
Other (please specify)	6.25%	8
Total Respondents: 128		

#	Other (please specify)	Date
1	Personality testing	2/4/2015 12:07 PM
2	Equine Assisted Psychotherapy, mindfulness based psychotherapy	2/4/2015 11:38 AM
3	BRAINSPOTTING	2/4/2015 10:48 AM
4	Guided Group Interaction	1/17/2015 8:15 AM
5	Equine Assisted Psychology	1/16/2015 5:22 AM
6	Tapping (Emotional Freedom Techniques)	1/15/2015 5:36 PM
7	Functional Family Therapy	1/15/2015 3:55 PM
8	Bowen family systems	1/15/2015 3:19 PM

Demographic Survey - Clinical

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

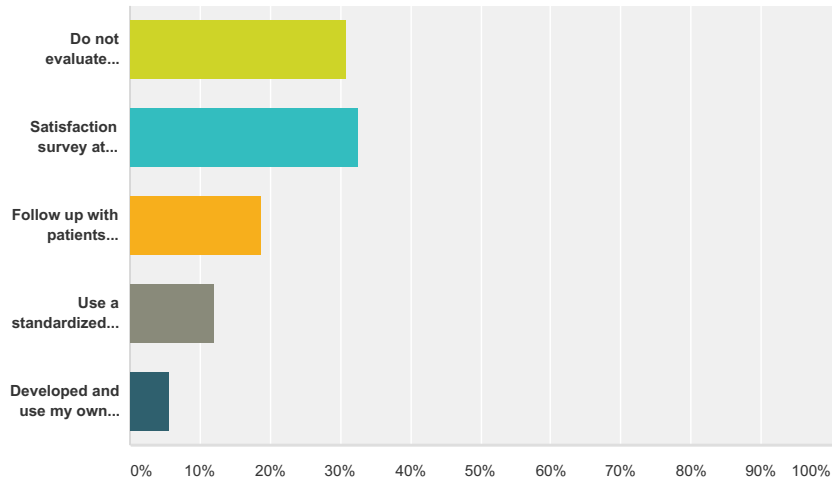
Answered: 127 Skipped: 4



Answer Choices	Responses	Count
7 or fewer	7.87%	10
8-12 sessions	23.62%	30
13-24 sessions	31.50%	40
25-36 sessions	12.60%	16
36-52 sessions	10.24%	13
Multiple years	3.15%	4
Intermittent over many years	0.00%	0
Not applicable	11.02%	14
Total		127

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

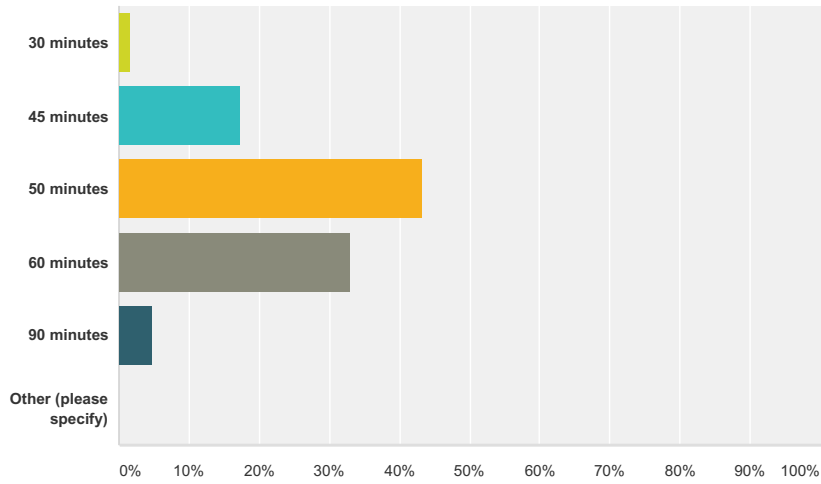
Answered: 123 Skipped: 8



Answer Choices	Responses
Do not evaluate outcomes	30.89% 38
Satisfaction survey at conclusion of treatment/Termination interview	32.52% 40
Follow up with patients following treatment	18.70% 23
Use a standardized outcomes instrument	12.20% 15
Developed and use my own outcomes instrument	5.69% 7
Total	123

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

Answered: 127 Skipped: 4

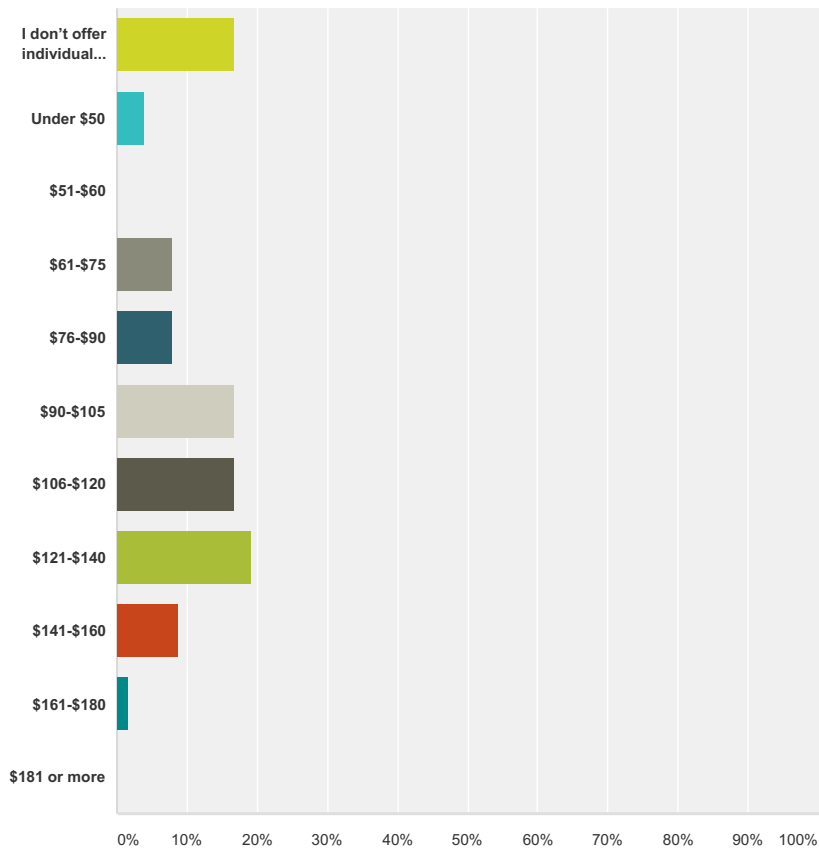


Answer Choices	Responses
30 minutes	1.57% 2
45 minutes	17.32% 22
50 minutes	43.31% 55
60 minutes	33.07% 42
90 minutes	4.72% 6
Other (please specify)	0.00% 0
Total	127

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

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

Answered: 125 Skipped: 6

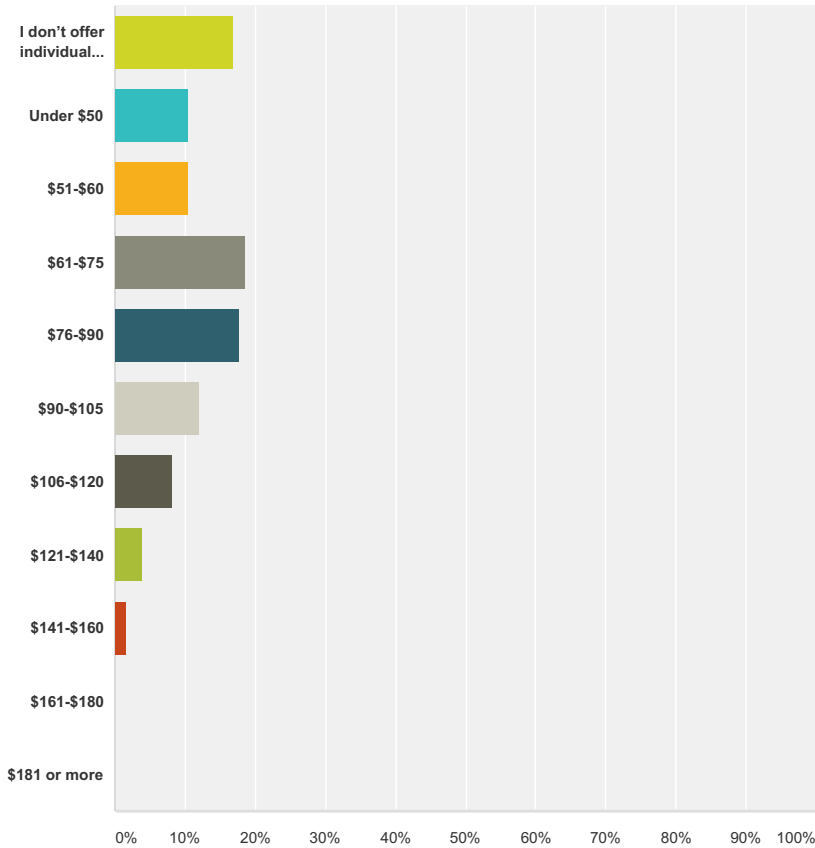


Answer Choices	Responses
I don't offer individual psychotherapy	16.80% 21
Under \$50	4.00% 5
\$51-\$60	0.00% 0
\$61-\$75	8.00% 10
\$76-\$90	8.00% 10
\$90-\$105	16.80% 21
\$106-\$120	16.80% 21
\$121-\$140	19.20% 24
\$141-\$160	8.80% 11
\$161-\$180	1.60% 2
\$181 or more	0.00% 0
Total	125

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: 124 Skipped: 7

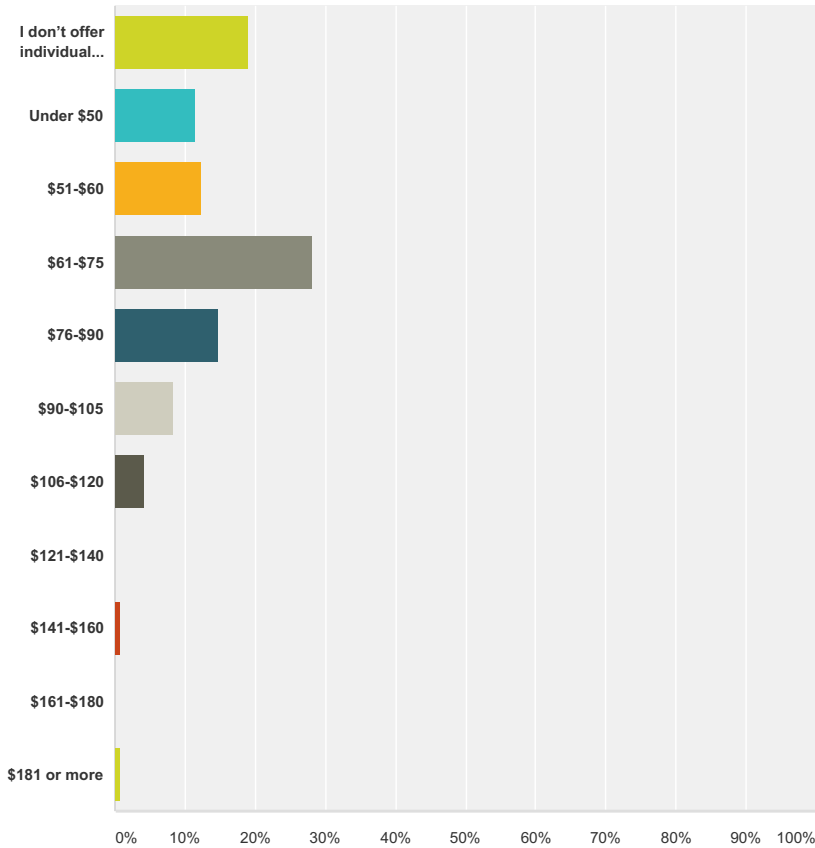


Answer Choices	Responses	Count
I don't offer individual psychotherapy	16.94%	21
Under \$50	10.48%	13
\$51-\$60	10.48%	13
\$61-\$75	18.55%	23
\$76-\$90	17.74%	22
\$90-\$105	12.10%	15
\$106-\$120	8.06%	10
\$121-\$140	4.03%	5
\$141-\$160	1.61%	2
\$161-\$180	0.00%	0
\$181 or more	0.00%	0
Total		124

Demographic Survey - Clinical

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

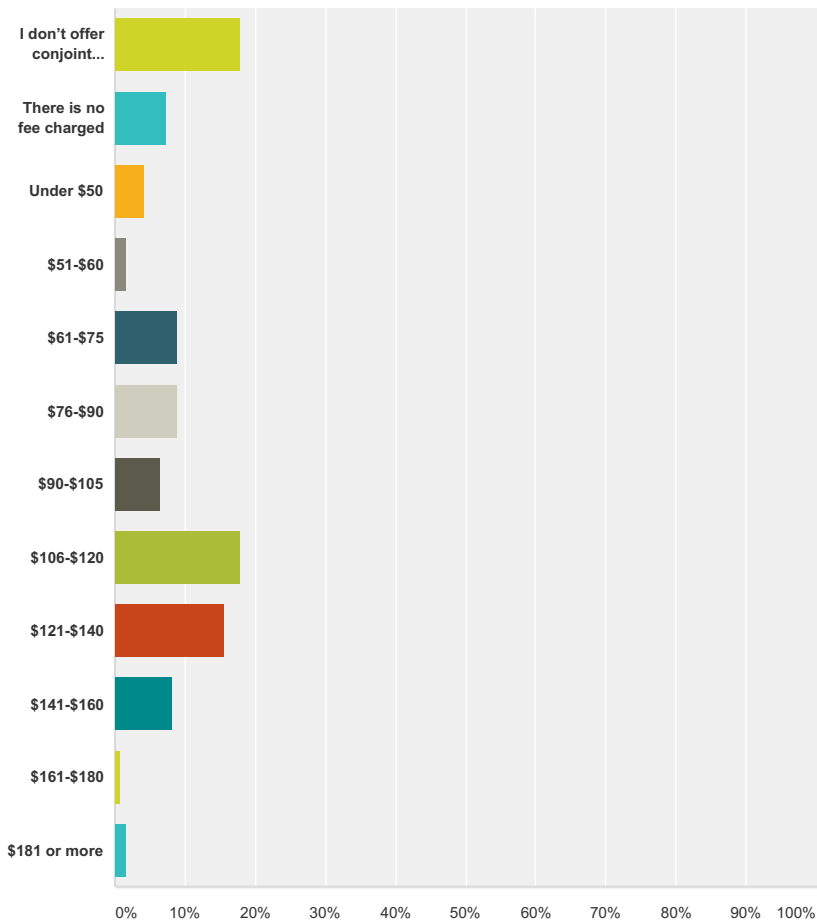
Answered: 121 Skipped: 10



Answer Choices	Responses	Count
I don't offer individual psychotherapy	19.01%	23
Under \$50	11.57%	14
\$51-\$60	12.40%	15
\$61-\$75	28.10%	34
\$76-\$90	14.88%	18
\$90-\$105	8.26%	10
\$106-\$120	4.13%	5
\$121-\$140	0.00%	0
\$141-\$160	0.83%	1
\$161-\$180	0.00%	0
\$181 or more	0.83%	1
Total		121

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

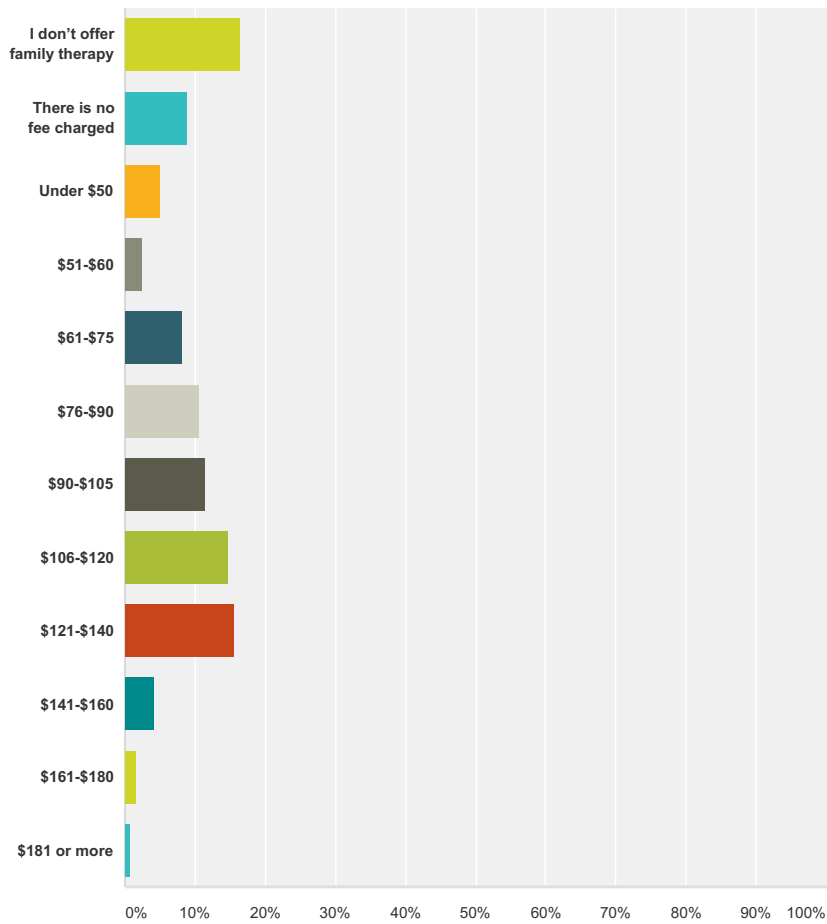
Answered: 122 Skipped: 9



Answer Choices	Responses	Count
I don't offer conjoint therapy	18.03%	22
There is no fee charged	7.38%	9
Under \$50	4.10%	5
\$51-\$60	1.64%	2
\$61-\$75	9.02%	11
\$76-\$90	9.02%	11
\$90-\$105	6.56%	8
\$106-\$120	18.03%	22
\$121-\$140	15.57%	19
\$141-\$160	8.20%	10
\$161-\$180	0.82%	1
\$181 or more	1.64%	2
Total		122

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

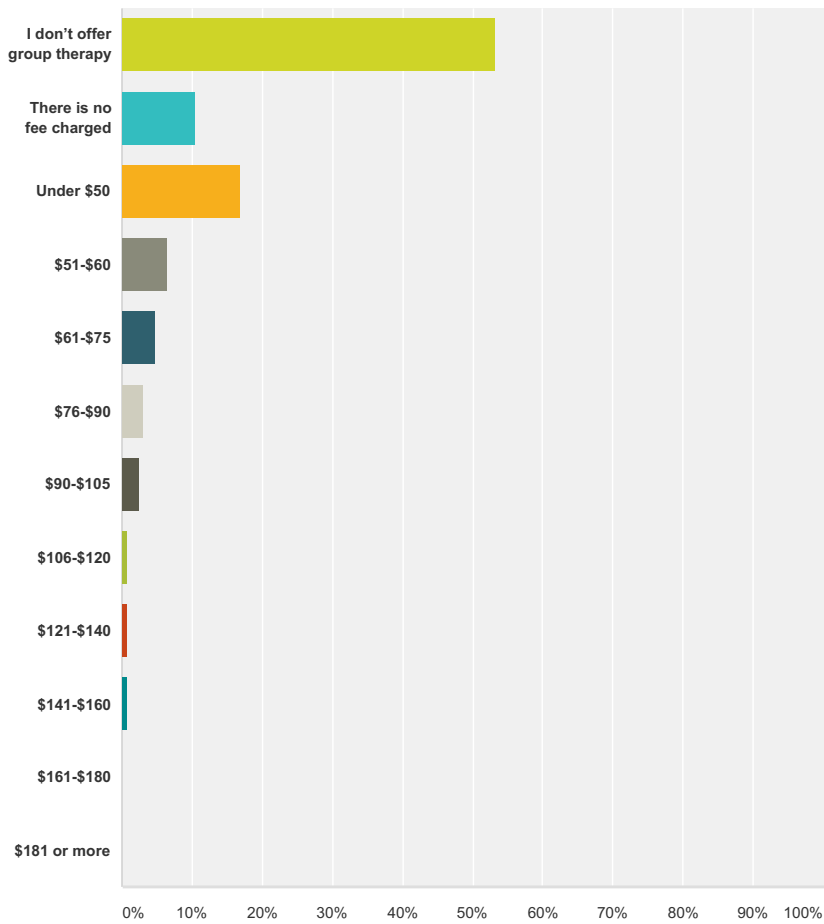
Answered: 122 Skipped: 9



Answer Choices	Responses	
I don't offer family therapy	16.39%	20
There is no fee charged	9.02%	11
Under \$50	4.92%	6
\$51-\$60	2.46%	3
\$61-\$75	8.20%	10
\$76-\$90	10.66%	13
\$90-\$105	11.48%	14
\$106-\$120	14.75%	18
\$121-\$140	15.57%	19
\$141-\$160	4.10%	5
\$161-\$180	1.64%	2
\$181 or more	0.82%	1
Total		122

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

Answered: 124 Skipped: 7

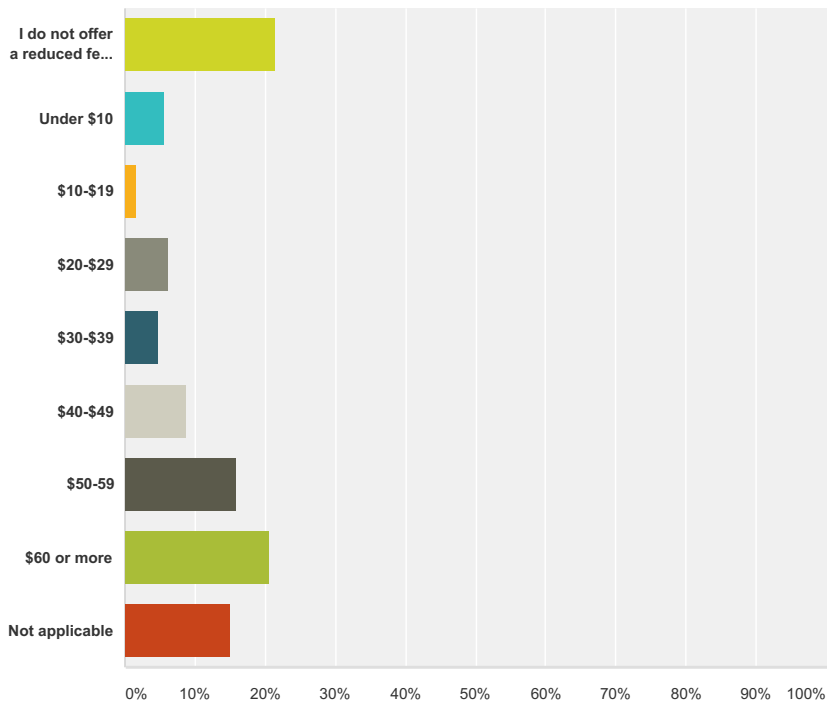


Answer Choices	Responses	
I don't offer group therapy	53.23%	66
There is no fee charged	10.48%	13
Under \$50	16.94%	21
\$51-\$60	6.45%	8
\$61-\$75	4.84%	6
\$76-\$90	3.23%	4
\$90-\$105	2.42%	3
\$106-\$120	0.81%	1
\$121-\$140	0.81%	1
\$141-\$160	0.81%	1
\$161-\$180	0.00%	0
\$181 or more	0.00%	0
Total		124

Demographic Survey - Clinical

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

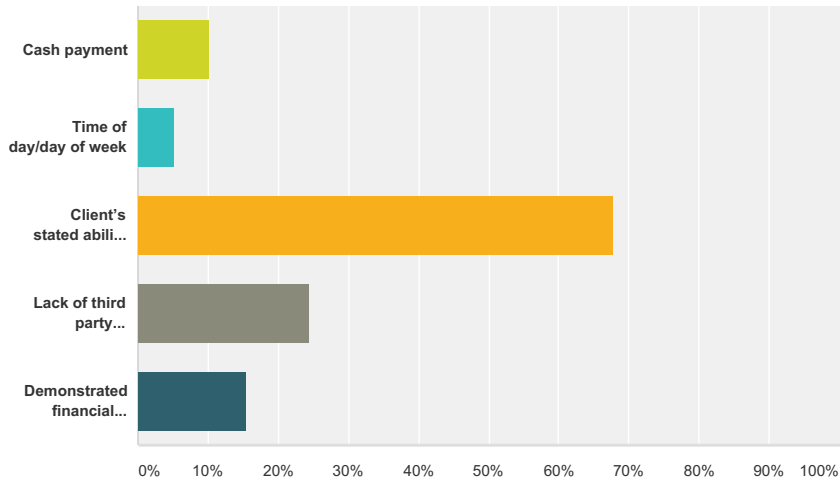
Answered: 126 Skipped: 5



Answer Choices	Responses	
I do not offer a reduced fee or sliding scale	21.43%	27
Under \$10	5.56%	7
\$10-\$19	1.59%	2
\$20-\$29	6.35%	8
\$30-\$39	4.76%	6
\$40-\$49	8.73%	11
\$50-\$59	15.87%	20
\$60 or more	20.63%	26
Not applicable	15.08%	19
Total		126

Q61 How is your reduced fee or sliding scale determined?

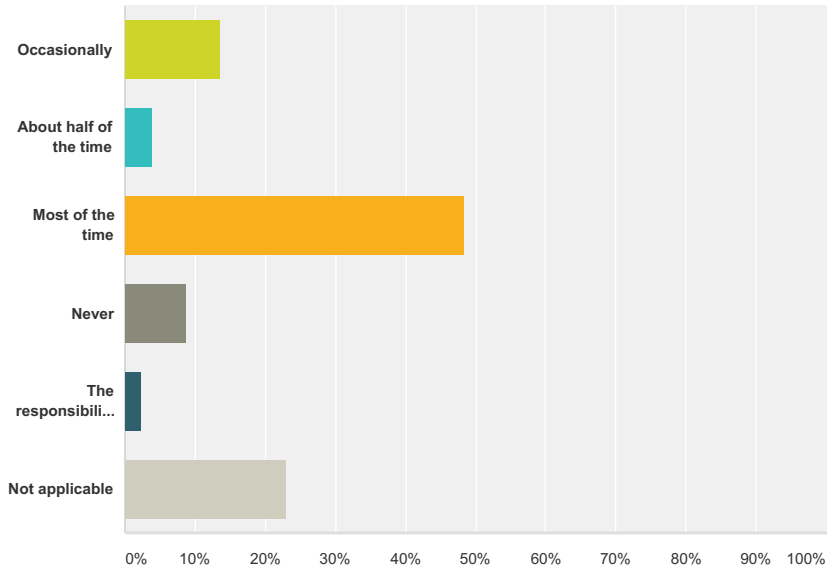
Answered: 78 Skipped: 53



Answer Choices	Responses
Cash payment	10.26% 8
Time of day/day of week	5.13% 4
Client's stated ability to pay with no verification	67.95% 53
Lack of third party reimbursement	24.36% 19
Demonstrated financial hardship, such as a tax return, etc.	15.38% 12
Total Respondents: 78	

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.)?

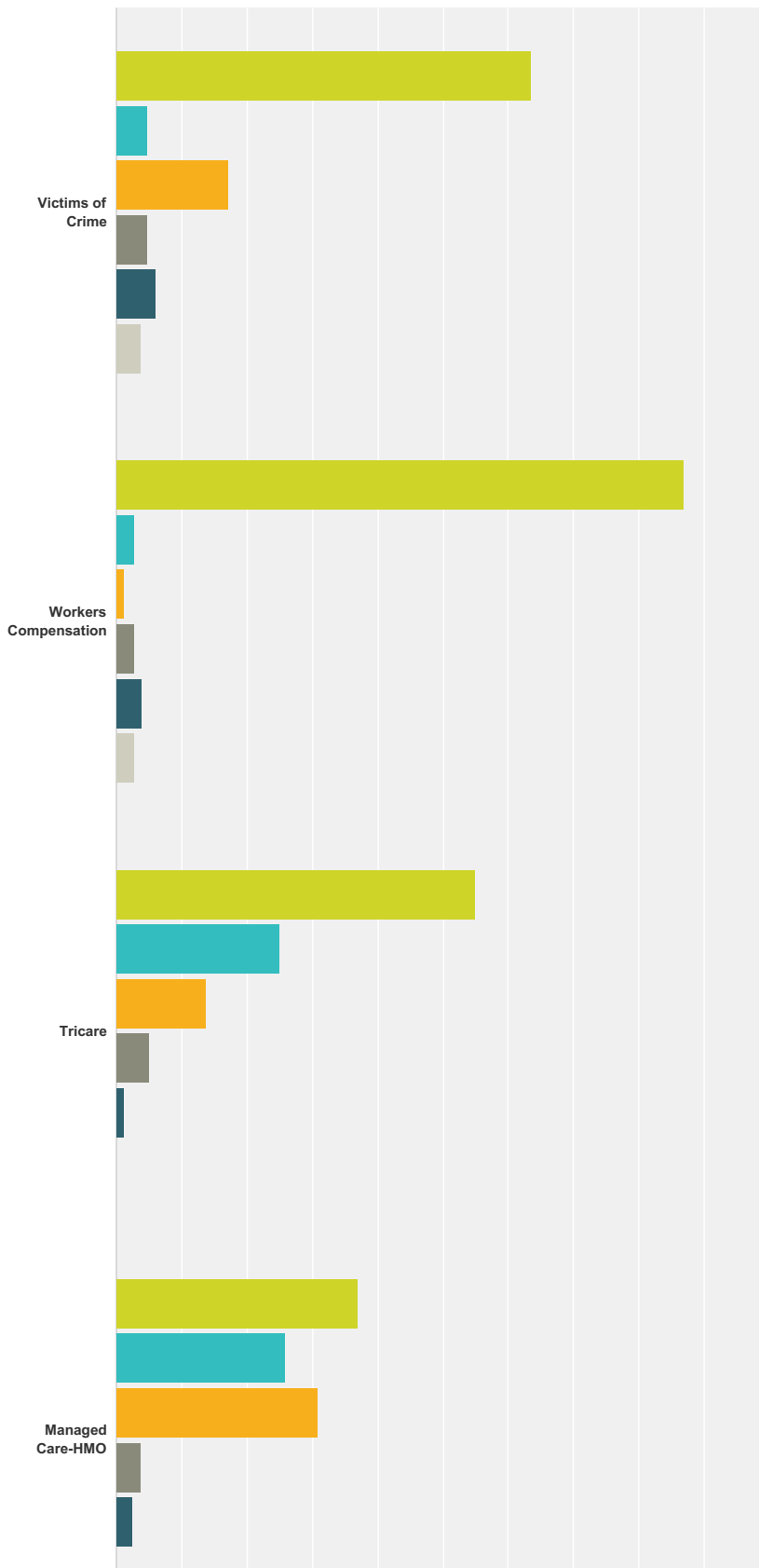
Answered: 126 Skipped: 5



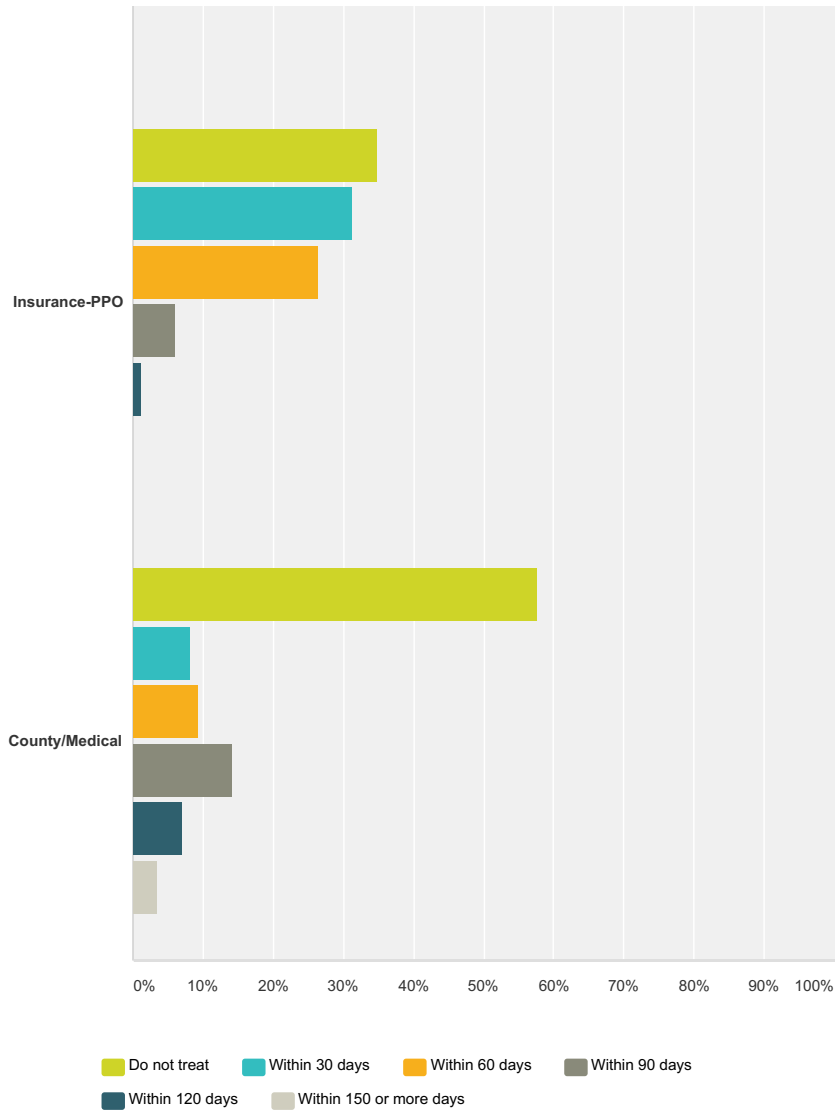
Answer Choices	Responses	
Occasionally	13.49%	17
About half of the time	3.97%	5
Most of the time	48.41%	61
Never	8.73%	11
The responsibility of insurance claims is handled by the patient	2.38%	3
Not applicable	23.02%	29
Total		126

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

Answered: 89 Skipped: 42



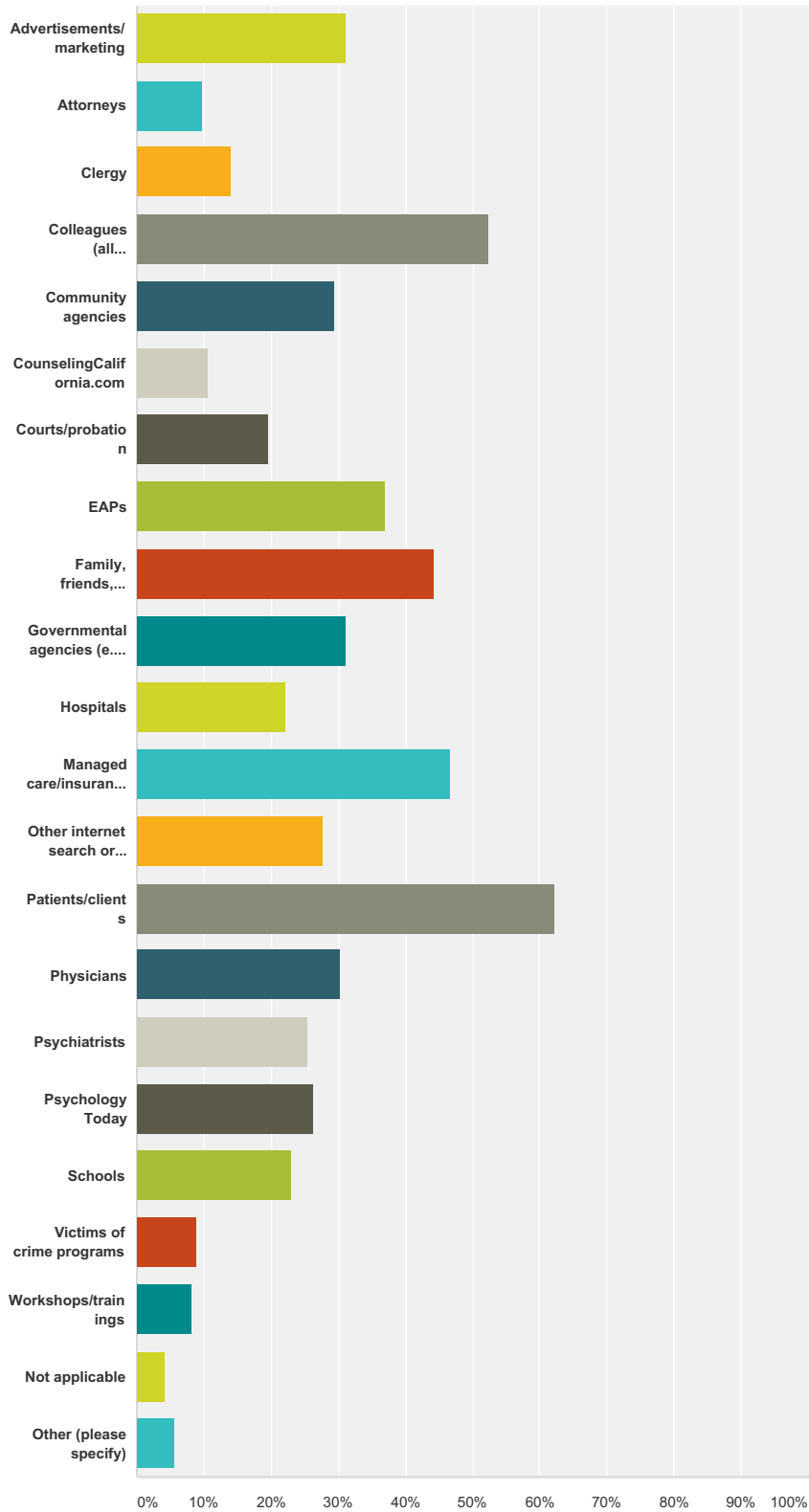
Demographic Survey - Clinical



	Do not treat	Within 30 days	Within 60 days	Within 90 days	Within 120 days	Within 150 or more days	Total
Victims of Crime	63.41% 52	4.88% 4	17.07% 14	4.88% 4	6.10% 5	3.66% 3	82
Workers Compensation	86.84% 66	2.63% 2	1.32% 1	2.63% 2	3.95% 3	2.63% 2	76
Tricare	55.00% 44	25.00% 20	13.75% 11	5.00% 4	1.25% 1	0.00% 0	80
Managed Care-HMO	37.04% 30	25.93% 21	30.86% 25	3.70% 3	2.47% 2	0.00% 0	81
Insurance-PPO	34.94% 29	31.33% 26	26.51% 22	6.02% 5	1.20% 1	0.00% 0	83
County/Medical	57.65% 49	8.24% 7	9.41% 8	14.12% 12	7.06% 6	3.53% 3	85

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

Answered: 122 Skipped: 9



Answer Choices	Responses
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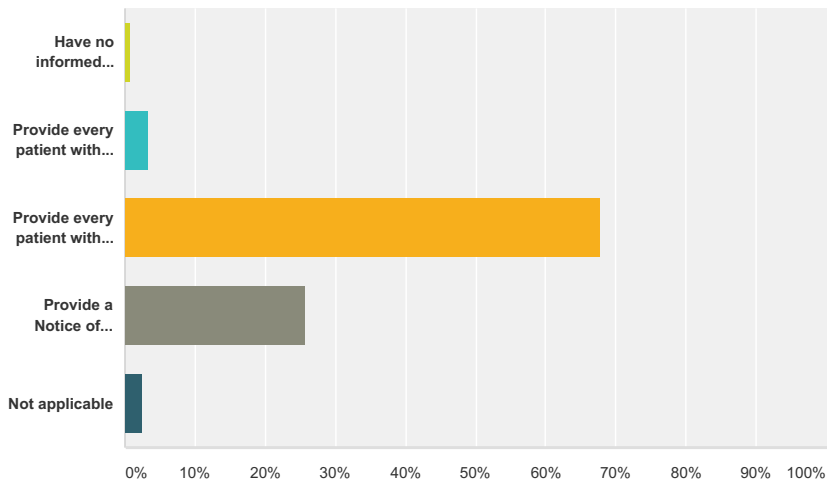
Demographic Survey - Clinical

Advertisements/marketing	31.15%	38
Attorneys	9.84%	12
Clergy	13.93%	17
Colleagues (all disciplines)	52.46%	64
Community agencies	29.51%	36
CounselingCalifornia.com	10.66%	13
Courts/probation	19.67%	24
EAPs	36.89%	45
Family, friends, neighbors	44.26%	54
Governmental agencies (e.g., CPS, DSS)	31.15%	38
Hospitals	22.13%	27
Managed care/insurance company	46.72%	57
Other internet search or therapist locator	27.87%	34
Patients/clients	62.30%	76
Physicians	30.33%	37
Psychiatrists	25.41%	31
Psychology Today	26.23%	32
Schools	22.95%	28
Victims of crime programs	9.02%	11
Workshops/trainings	8.20%	10
Not applicable	4.10%	5
Other (please specify)	5.74%	7
Total Respondents: 122		

#	Other (please specify)	Date
1	patients coming into the Hospital ER	2/6/2015 10:09 PM
2	Pastors	2/4/2015 12:15 PM
3	my website	2/4/2015 11:49 AM
4	SELPA	1/21/2015 2:14 PM
5	Medi-Cal	1/18/2015 12:59 PM
6	Law Enforcement	1/15/2015 3:18 PM
7	parents themselves - when they file in court it is mandatory	1/15/2015 3:05 PM

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

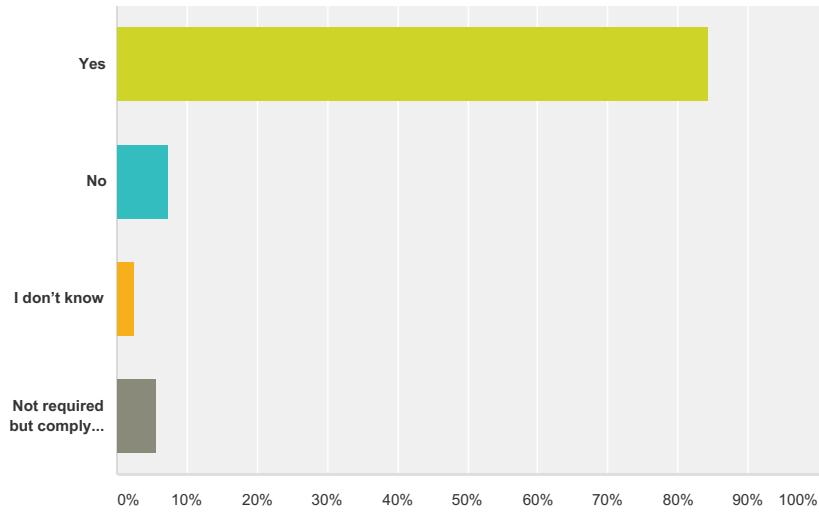
Answered: 121 Skipped: 10



Answer Choices	Responses
Have no informed consent/disclosure statement	0.83% 1
Provide every patient with a statement, but require no signatures	3.31% 4
Provide every patient with a statement that each patient is required to sign	67.77% 82
Provide a Notice of Privacy Practices pursuant to HIPAA	25.62% 31
Not applicable	2.48% 3
Total	121

Q66 Are you required to be HIPAA compliant?

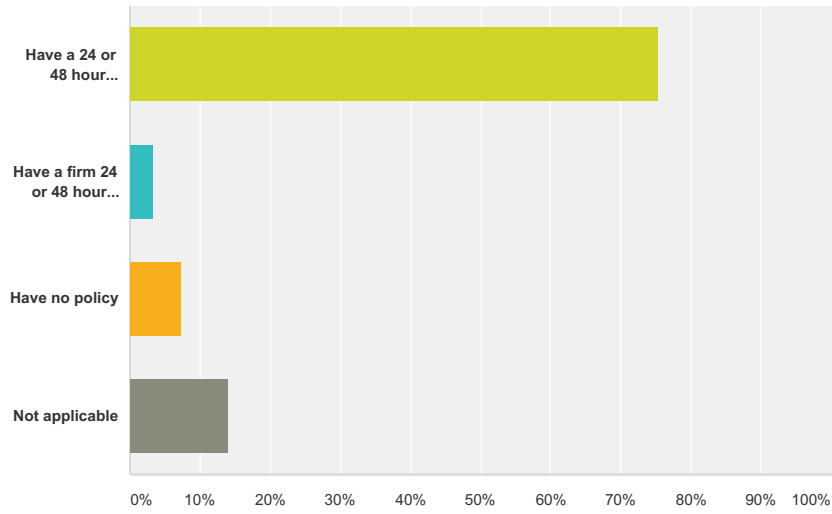
Answered: 122 Skipped: 9



Answer Choices	Responses
Yes	84.43% 103
No	7.38% 9
I don't know	2.46% 3
Not required but comply anyway	5.74% 7
Total	122

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

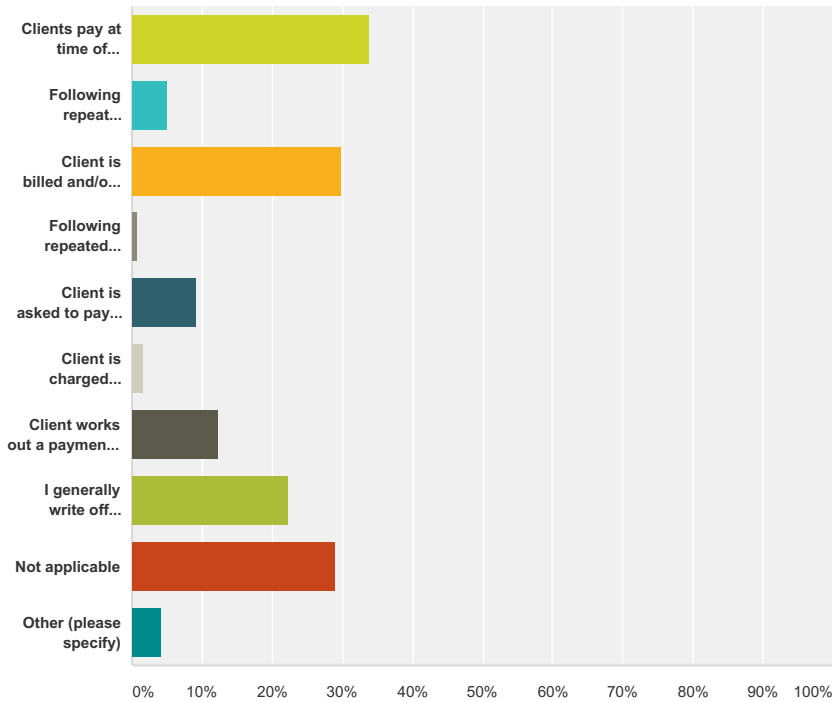
Answered: 122 Skipped: 9



Answer Choices	Responses
Have a 24 or 48 hour cancellation policy, but exercise discretion in enforcement	75.41% 92
Have a firm 24 or 48 hour cancellation policy with no discretion	3.28% 4
Have no policy	7.38% 9
Not applicable	13.93% 17
Total	122

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: 121 Skipped: 10

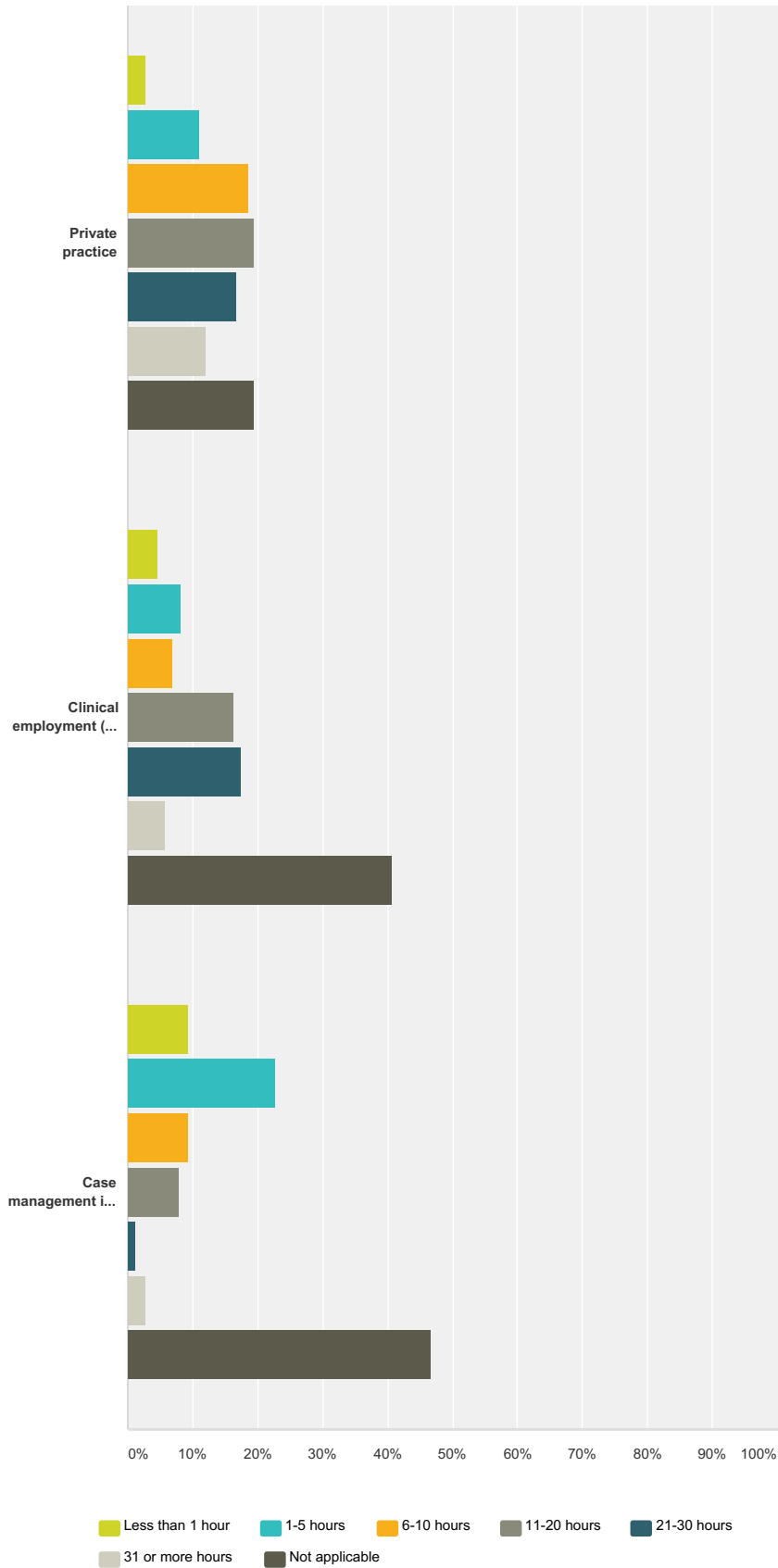


Answer Choices	Responses
Clients pay at time of treatment only	33.88% 41
Following repeat billings, balance is turned over to a collection agency	4.96% 6
Client is billed and/or receives letter(s) requesting payment	29.75% 36
Following repeated billings, small claims court action is pursued	0.83% 1
Client is asked to pay balance by charging to a credit card	9.09% 11
Client is charged interest on aging balance	1.65% 2
Client works out a payment plan to pay off balance	12.40% 15
I generally write off unpaid balance	22.31% 27
Not applicable	28.93% 35
Other (please specify)	4.13% 5
Total Respondents: 121	

#	Other (please specify)	Date
1	clients are covered by their Kaiser HMO	2/6/2015 10:09 PM
2	unknown. this is handled by a business office.	2/5/2015 5:37 PM
3	Generally forgiven	1/25/2015 10:56 AM
4	repeated billing.....collections	1/16/2015 8:18 AM
5	It happens infrequently so I usually just write off.	1/15/2015 6:48 PM

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

Answered: 119 Skipped: 12



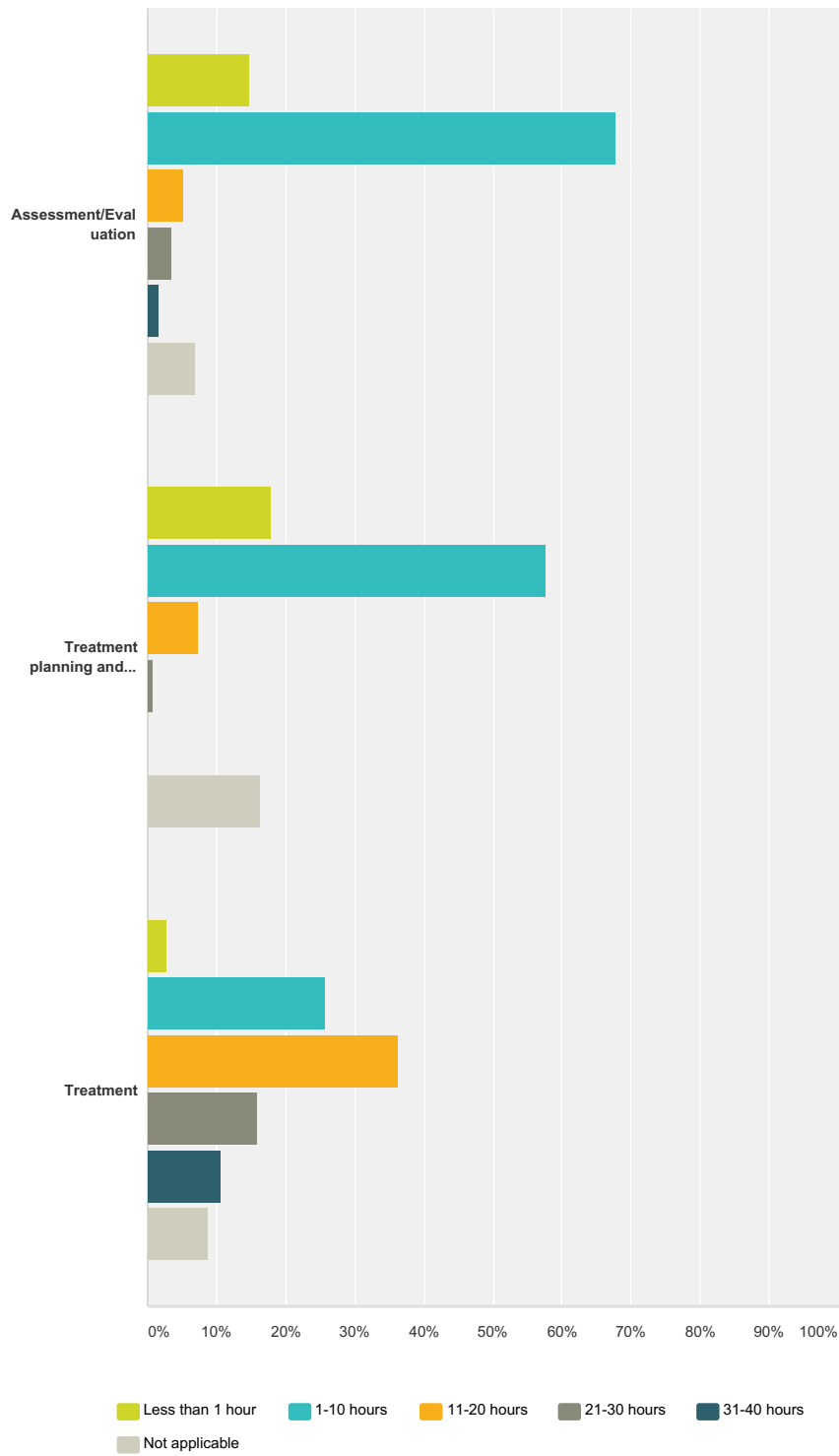
Demographic Survey - Clinical

	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	2.78% 3	11.11% 12	18.52% 20	19.44% 21	16.67% 18	12.04% 13	19.44% 21	108
Clinical employment (not private practice)	4.65% 4	8.14% 7	6.98% 6	16.28% 14	17.44% 15	5.81% 5	40.70% 35	86
Case management in both	9.33% 7	22.67% 17	9.33% 7	8.00% 6	1.33% 1	2.67% 2	46.67% 35	75

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: 117 Skipped: 14



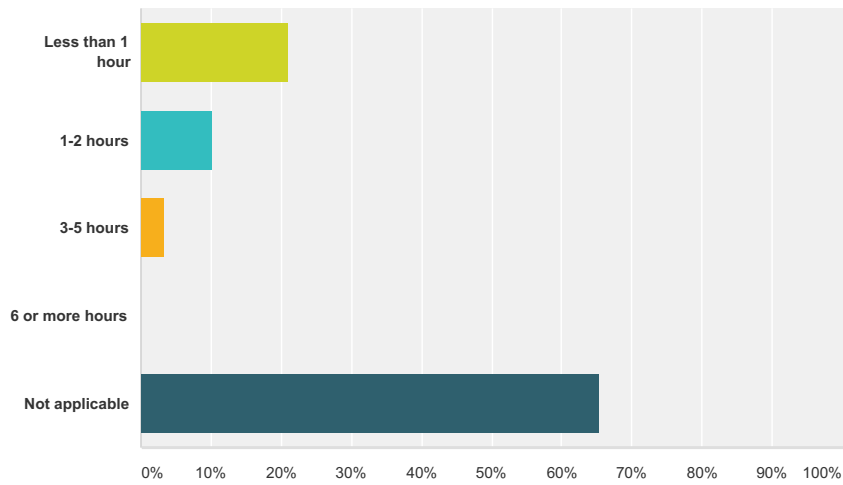
	Less than 1 hour	1-10 hours	11-20 hours	21-30 hours	31-40 hours	Not applicable	Total
Assessment/Evaluation	14.78% 17	67.83% 78	5.22% 6	3.48% 4	1.74% 2	6.96% 8	115
Treatment planning and team consultation	18.02% 20	57.66% 64	7.21% 8	0.90% 1	0.00% 0	16.22% 18	111

Demographic Survey - Clinical

Treatment	2.65% 3	25.66% 29	36.28% 41	15.93% 18	10.62% 12	8.85% 10	113
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Q71 What is the average number of hours per week devoted to administering and evaluation psychological tests?

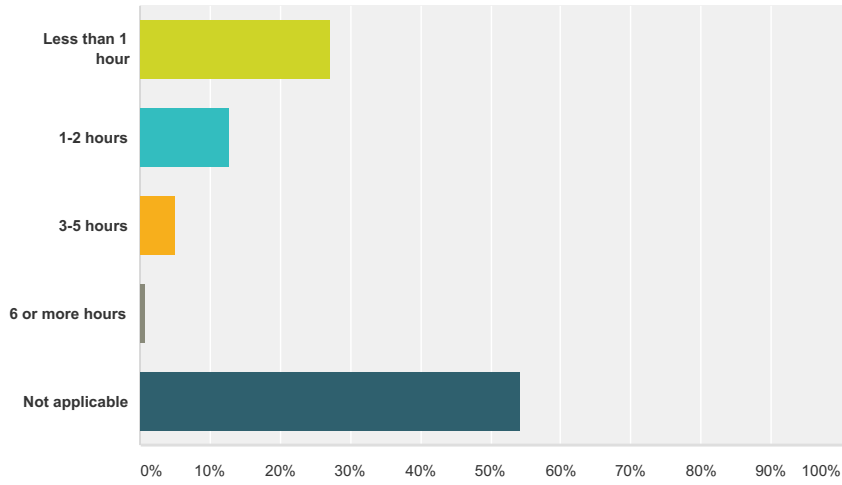
Answered: 118 Skipped: 13



Answer Choices	Responses
Less than 1 hour	21.19% 25
1-2 hours	10.17% 12
3-5 hours	3.39% 4
6 or more hours	0.00% 0
Not applicable	65.25% 77
Total	118

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: 118 Skipped: 13

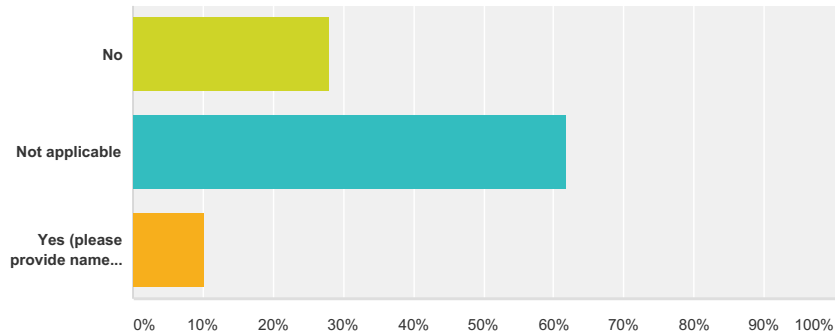


Answer Choices	Responses	
Less than 1 hour	27.12%	32
1-2 hours	12.71%	15
3-5 hours	5.08%	6
6 or more hours	0.85%	1
Not applicable	54.24%	64
Total		118

Demographic Survey - Clinical

Q73 Are you reimbursed for telehealth services?

Answered: 118 Skipped: 13

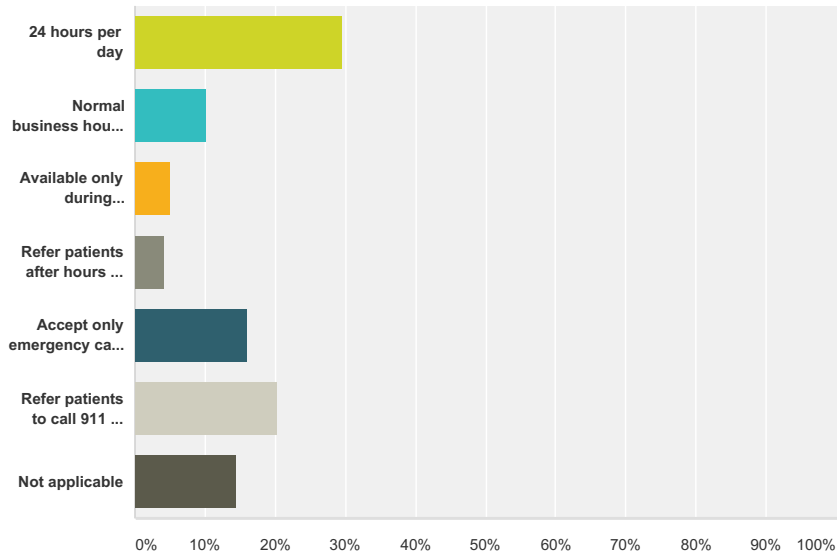


Answer Choices	Responses
No	27.97% 33
Not applicable	61.86% 73
Yes (please provide name of companies that reimburse)	10.17% 12
Total	118

#	Yes (please provide name of companies that reimburse)	Date
1	Medical	2/4/2015 7:01 PM
2	Private Pay	2/4/2015 1:39 PM
3	there was a BS plan that paid. BC, TriCare and IEHP/Medi have told me they dont reimburse	1/23/2015 11:45 AM
4	as part of employer contracted Employee Assistance Program	1/19/2015 12:52 PM
5	NewLife Ministries	1/18/2015 6:54 AM
6	Not reimbursed through by companies - clients agree that if they exceed the 15 telephone limit they will be charged at their next session.	1/17/2015 5:04 PM
7	private pay	1/15/2015 8:12 PM
8	Private pay	1/15/2015 7:16 PM
9	no comment	1/15/2015 6:33 PM
10	Client private pay	1/15/2015 5:49 PM
11	County	1/15/2015 4:57 PM
12	Blue Shield	1/15/2015 3:46 PM

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

Answered: 118 Skipped: 13

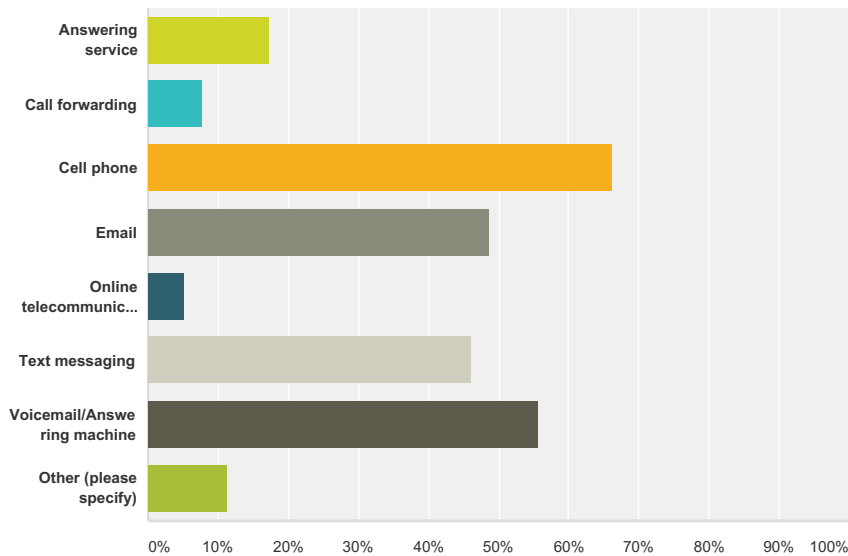


Answer Choices	Responses	
24 hours per day	29.66%	35
Normal business hours only	10.17%	12
Available only during appointed hours	5.08%	6
Refer patients after hours to service for emergency calls	4.24%	5
Accept only emergency calls after hours	16.10%	19
Refer patients to call 911 in case of emergency after hours	20.34%	24
Not applicable	14.41%	17
Total		118

Demographic Survey - Clinical

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

Answered: 115 Skipped: 16



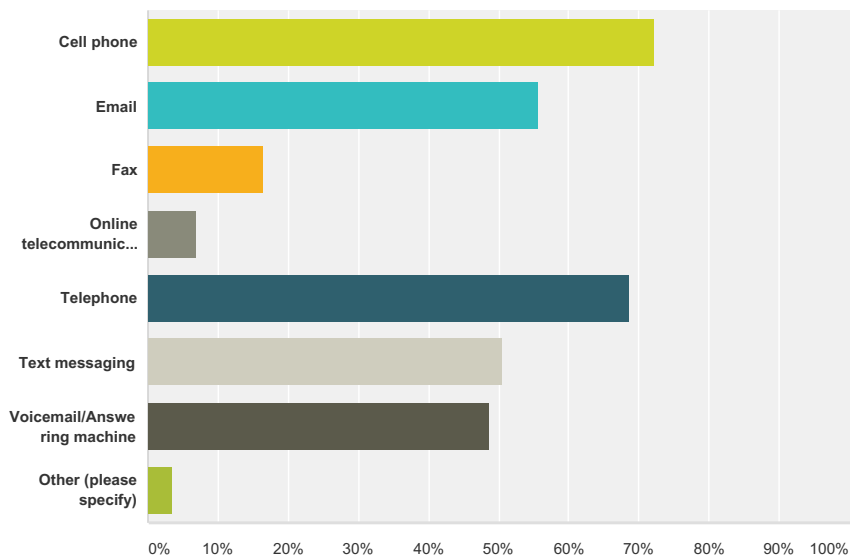
Answer Choices	Responses
Answering service	17.39% 20
Call forwarding	7.83% 9
Cell phone	66.09% 76
Email	48.70% 56
Online telecommunication (e.g., Skype, Facetime)	5.22% 6
Text messaging	46.09% 53
Voicemail/Answering machine	55.65% 64
Other (please specify)	11.30% 13
Total Respondents: 115	

#	Other (please specify)	Date
1	I am not accessible after hospital hours	2/5/2015 5:38 PM
2	Crisis line after hours	2/4/2015 7:01 PM
3	Office staff during business hours.	1/22/2015 7:22 AM
4	after hours hotline run by local agency	1/20/2015 3:55 PM
5	After Hours Department of Behavioral Health	1/18/2015 4:50 PM
6	Email/ text for appointments only	1/18/2015 10:58 AM
7	Live person answering phone calls to agency	1/16/2015 10:16 AM
8	office clerks	1/15/2015 11:09 PM
9	Group Practice/Agency On-Call Clinician	1/15/2015 8:47 PM
10	Business land line	1/15/2015 5:49 PM
11	N/A	1/15/2015 3:43 PM
12	pager	1/15/2015 3:18 PM
13	n/a - only in person & telephonic appointments	1/15/2015 3:06 PM

Demographic Survey - Clinical

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

Answered: 115 Skipped: 16



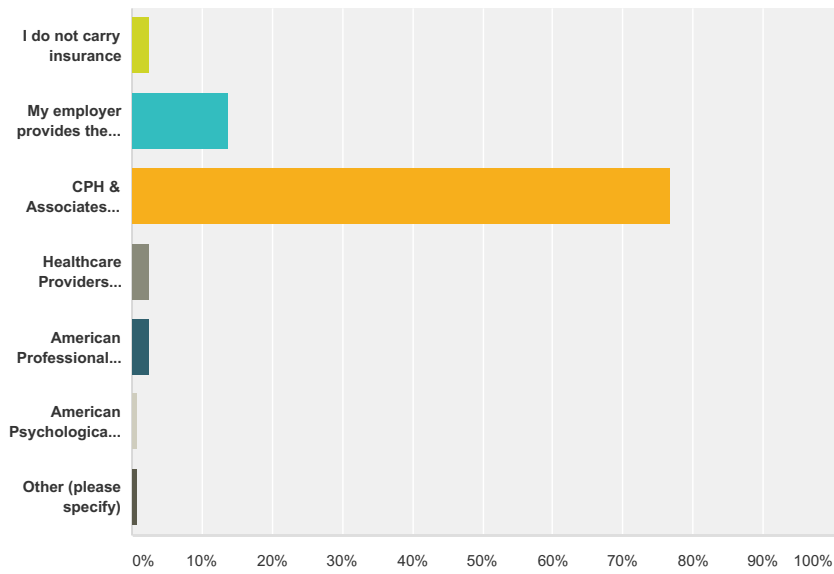
Answer Choices	Responses
Cell phone	72.17% 83
Email	55.65% 64
Fax	16.52% 19
Online telecommunication (e.g., Skype, Facetime)	6.96% 8
Telephone	68.70% 79
Text messaging	50.43% 58
Voicemail/Answering machine	48.70% 56
Other (please specify)	3.48% 4
Total Respondents: 115	

#	Other (please specify)	Date
1	letters	1/21/2015 3:56 PM
2	I do not give out my cell number unless they are in crisis for monitoring sake.	1/17/2015 5:04 PM
3	N/A	1/15/2015 3:43 PM
4	in person and telephone contact	1/15/2015 3:06 PM

Demographic Survey - Clinical

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

Answered: 117 Skipped: 14



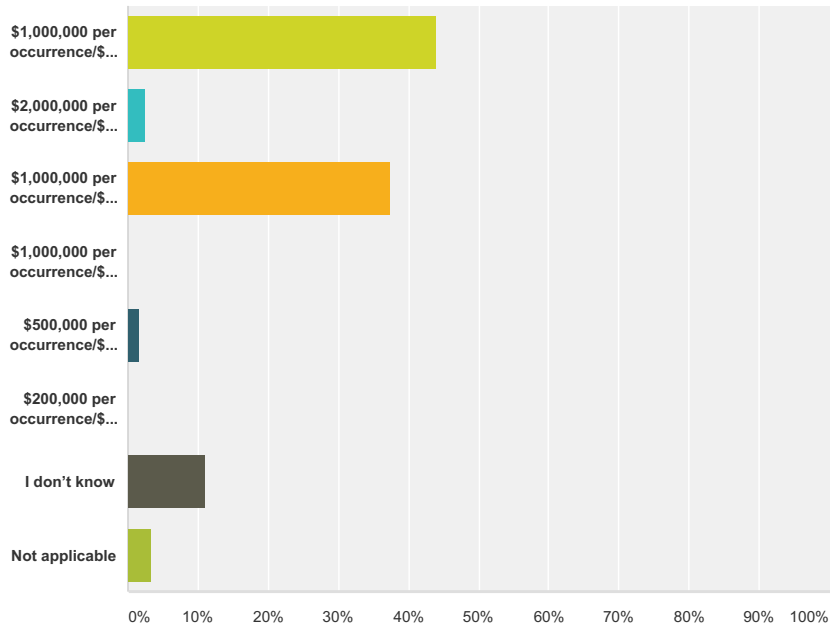
Answer Choices	Responses
I do not carry insurance	2.56% 3
My employer provides the insurance	13.68% 16
CPH & Associates (CAMFT endorsed plan)	76.92% 90
Healthcare Providers Service Organization by CAN	2.56% 3
American Professional Agency	2.56% 3
American Psychological Association Plan	0.85% 1
Other (please specify)	0.85% 1
Total	117

#	Other (please specify)	Date
1	Hartford	1/17/2015 5:04 PM

Demographic Survey - Clinical

Q78 What are the limits of your malpractice coverage?

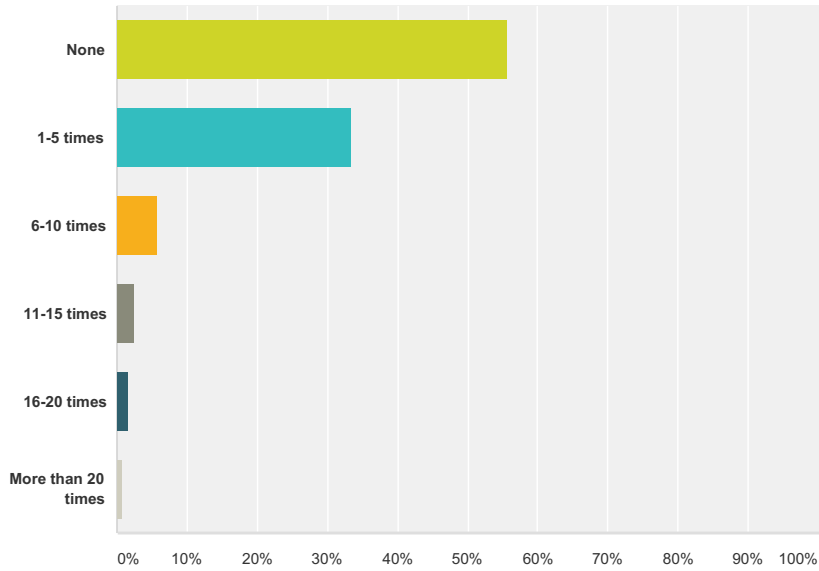
Answered: 118 Skipped: 13



Answer Choices	Responses
\$1,000,000 per occurrence/\$5,000,000 aggregate	44.07% 52
\$2,000,000 per occurrence/\$4,000,000 aggregate	2.54% 3
\$1,000,000 per occurrence/\$3,000,000 aggregate	37.29% 44
\$1,000,000 per occurrence/\$1,000,000 aggregate	0.00% 0
\$500,000 per occurrence/\$1,000,000 aggregate	1.69% 2
\$200,000 per occurrence/\$600,000 aggregate	0.00% 0
I don't know	11.02% 13
Not applicable	3.39% 4
Total	118

Q79 How many times have you been subpoenaed?

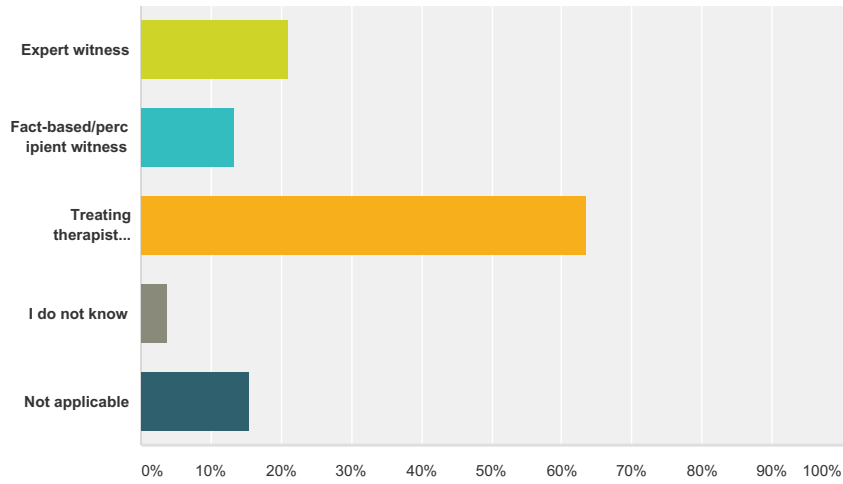
Answered: 120 Skipped: 11



Answer Choices	Responses
None	55.83% 67
1-5 times	33.33% 40
6-10 times	5.83% 7
11-15 times	2.50% 3
16-20 times	1.67% 2
More than 20 times	0.83% 1
Total	120

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

Answered: 52 Skipped: 79

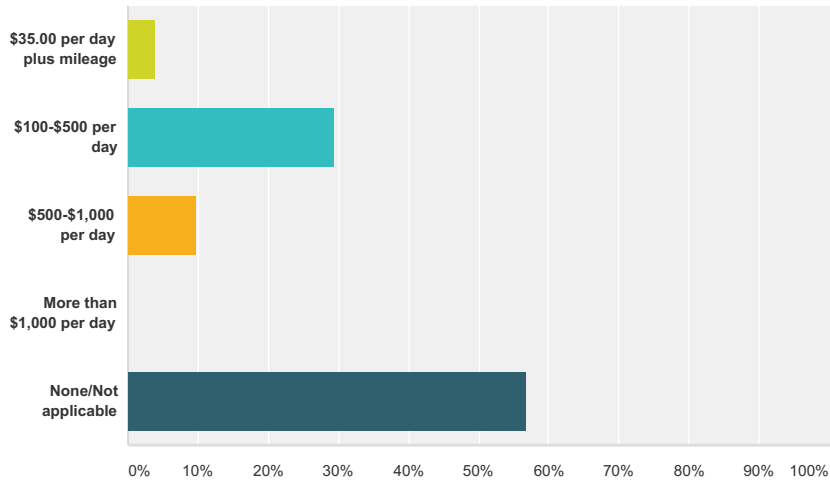


Answer Choices	Responses
Expert witness	21.15% 11
Fact-based/percipient witness	13.46% 7
Treating therapist witness	63.46% 33
I do not know	3.85% 2
Not applicable	15.38% 8
Total Respondents: 52	

Demographic Survey - Clinical

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

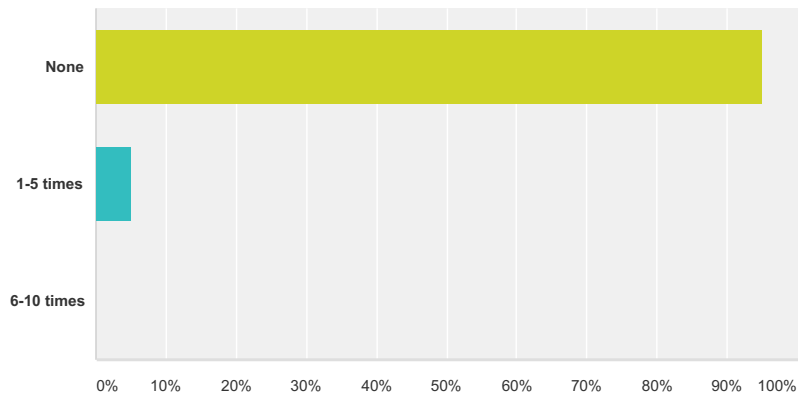
Answered: 51 Skipped: 80



Answer Choices	Responses
\$35.00 per day plus mileage	3.92% 2
\$100-\$500 per day	29.41% 15
\$500-\$1,000 per day	9.80% 5
More than \$1,000 per day	0.00% 0
None/Not applicable	56.86% 29
Total	51

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

Answered: 118 Skipped: 13

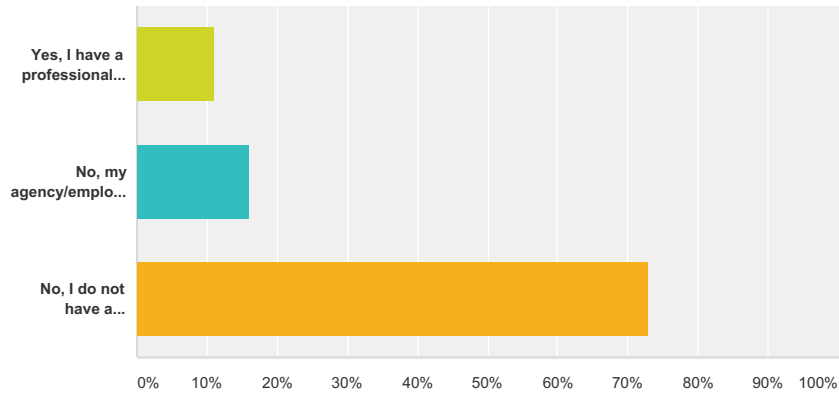


Answer Choices	Responses	
None	94.92%	112
1-5 times	5.08%	6
6-10 times	0.00%	0
Total		118

Demographic Survey - Clinical

Q83 Do you have a professional will in place?

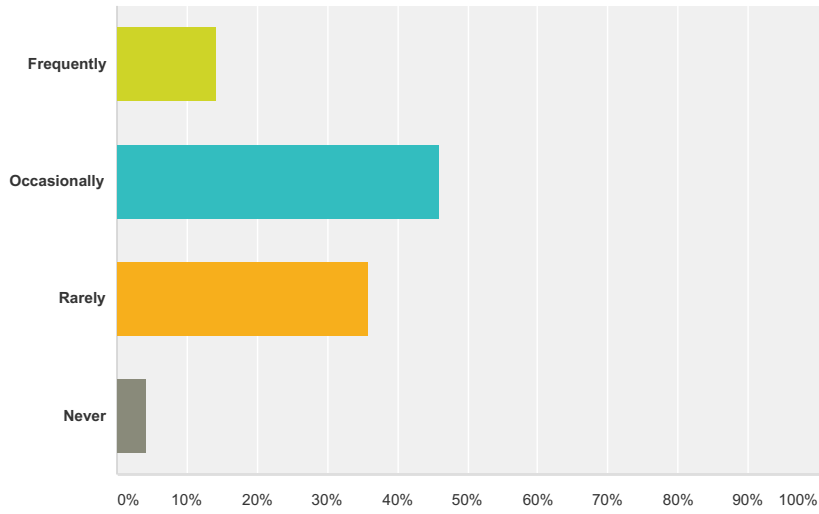
Answered: 118 Skipped: 13



Answer Choices	Responses
Yes, I have a professional will in place	11.02% 13
No, my agency/employer has a policy in place	16.10% 19
No, I do not have a professional will in place	72.88% 86
Total	118

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

Answered: 120 Skipped: 11

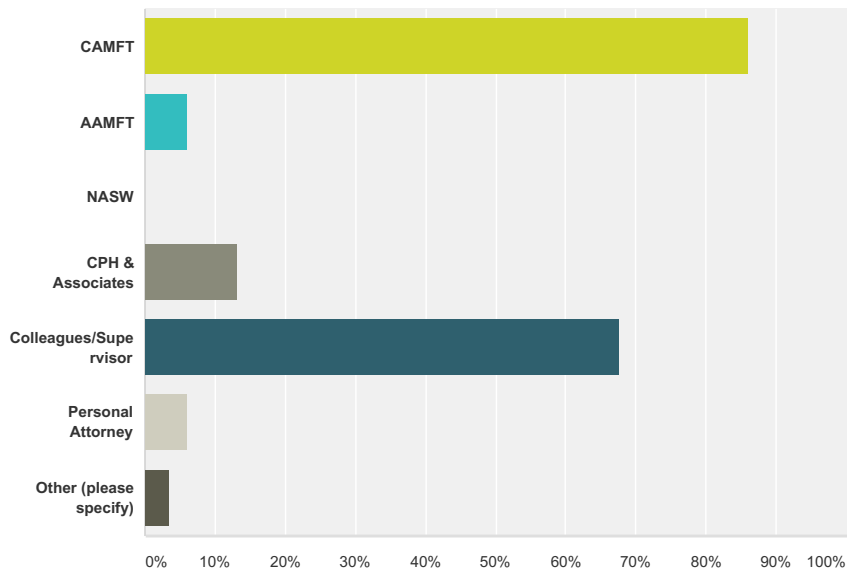


Answer Choices	Responses	
Frequently	14.17%	17
Occasionally	45.83%	55
Rarely	35.83%	43
Never	4.17%	5
Total		120

Demographic Survey - Clinical

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

Answered: 114 Skipped: 17



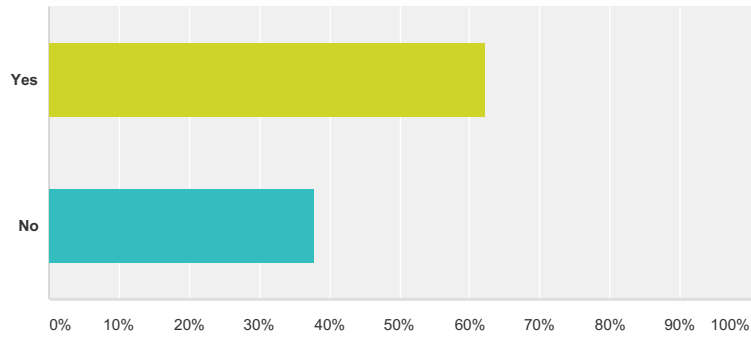
Answer Choices	Responses
CAMFT	85.96% 98
AAMFT	6.14% 7
NASW	0.00% 0
CPH & Associates	13.16% 15
Colleagues/Supervisor	67.54% 77
Personal Attorney	6.14% 7
Other (please specify)	3.51% 4
Total Respondents: 114	

#	Other (please specify)	Date
1	Spouse	2/4/2015 7:36 PM
2	professional attorney	2/4/2015 12:49 PM
3	research best practices ebscohost	2/4/2015 11:55 AM
4	colleagues	1/15/2015 7:01 PM

Demographic Survey - Clinical

Q86 If you could bill Medicare, would you?

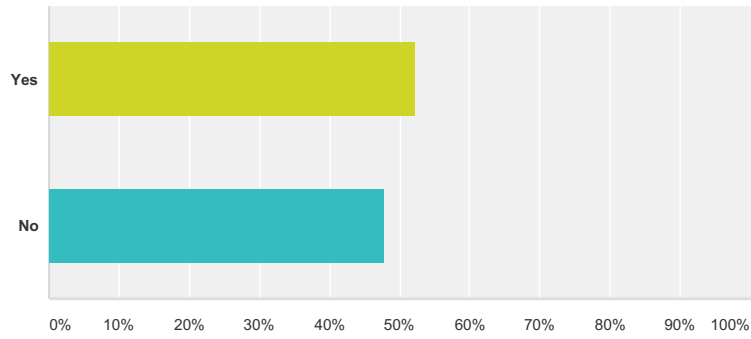
Answered: 119 Skipped: 12



Answer Choices	Responses	
Yes	62.18%	74
No	37.82%	45
Total		119

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

Answered: 117 Skipped: 14

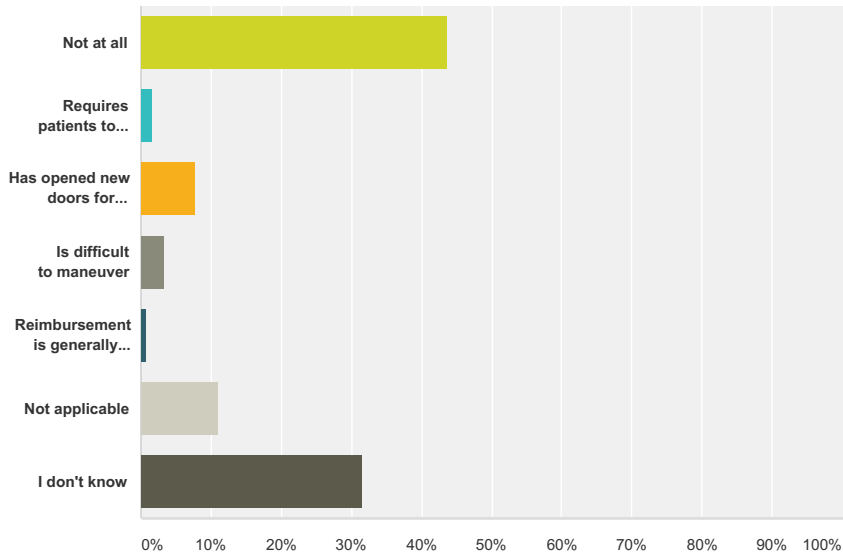


Answer Choices	Responses	
Yes	52.14%	61
No	47.86%	56
Total		117

#	I am currently working at a federally qualified health center (please provide name of center)	Date
1	I do now	1/15/2015 4:57 PM
2	County of San Bernardino Dept of Behavioral Health	1/15/2015 3:18 PM

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

Answered: 117 Skipped: 14

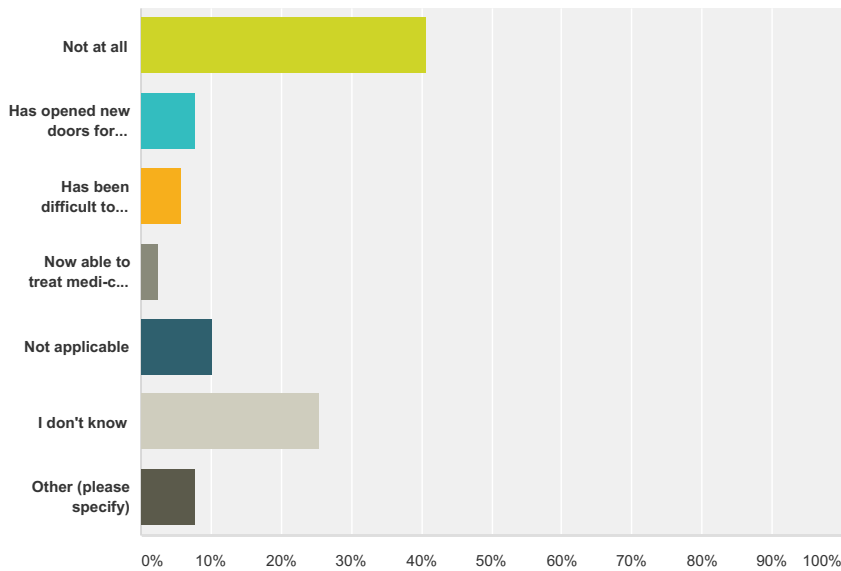


Answer Choices	Responses
Not at all	43.59% 51
Requires patients to first be evaluated by physicians/psychologist	1.71% 2
Has opened new doors for employment/treatment	7.69% 9
Is difficult to maneuver	3.42% 4
Reimbursement is generally denied regardless of "parity"	0.85% 1
Not applicable	11.11% 13
I don't know	31.62% 37
Total	117

#	Other (please specify)	Date
1	reimbursement rates are still too low to consider working with	2/4/2015 8:32 PM
2	confusing as some plans still show differences in p vs. non-p	1/23/2015 11:47 AM
3	Has limited treatment I am able to suggest	1/15/2015 11:14 PM

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

Answered: 118 Skipped: 13



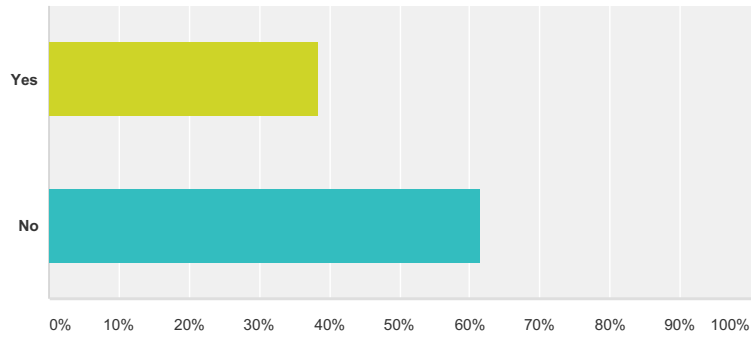
Answer Choices	Responses
Not at all	40.68% 48
Has opened new doors for employment/treatment	7.63% 9
Has been difficult to understand	5.93% 7
Now able to treat medi-cal clients	2.54% 3
Not applicable	10.17% 12
I don't know	25.42% 30
Other (please specify)	7.63% 9
Total	118

#	Other (please specify)	Date
1	we are seeing more psychiatric patients in the ED	2/6/2015 10:12 PM
2	decrease in cash paying clients	2/4/2015 8:32 PM
3	More difficult for clients to understand their coverage	2/4/2015 7:37 PM
4	Insurance reimbursement has decreased as well as covered services	2/4/2015 1:42 PM
5	lowered payments, no one knows who to bill correctly, totally a mess	1/16/2015 9:15 AM
6	Has overwhelmed our system of care, has been confusing for clients.	1/15/2015 11:14 PM
7	reduced out of pocket full fee clients	1/15/2015 9:50 PM
8	Increase in calls for appointments from patients seeking therapy.	1/15/2015 6:52 PM
9	Higher risk clients	1/15/2015 3:35 PM

Demographic Survey - Clinical

Q90 Do you supervise interns and/or trainees?

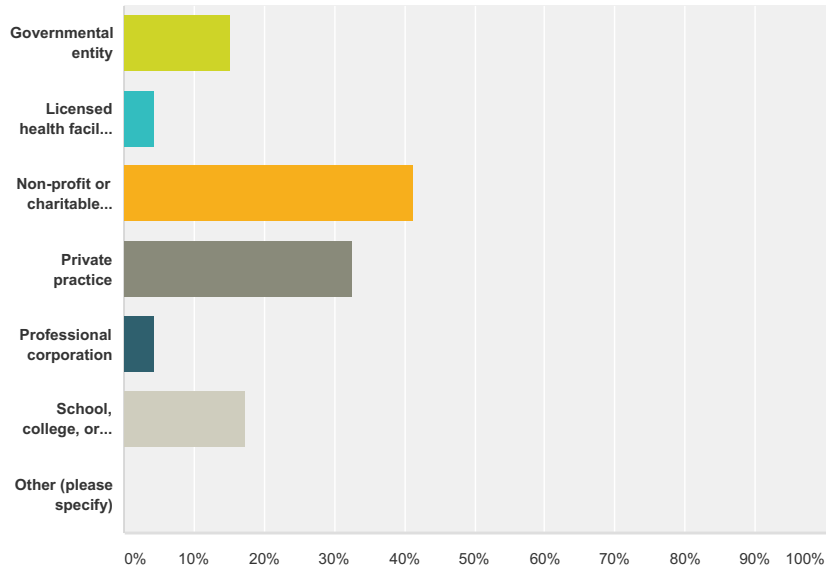
Answered: 120 Skipped: 11



Answer Choices	Responses	
Yes	38.33%	46
No	61.67%	74
Total		120

Q91 In which setting do you provide supervision?

Answered: 46 Skipped: 85

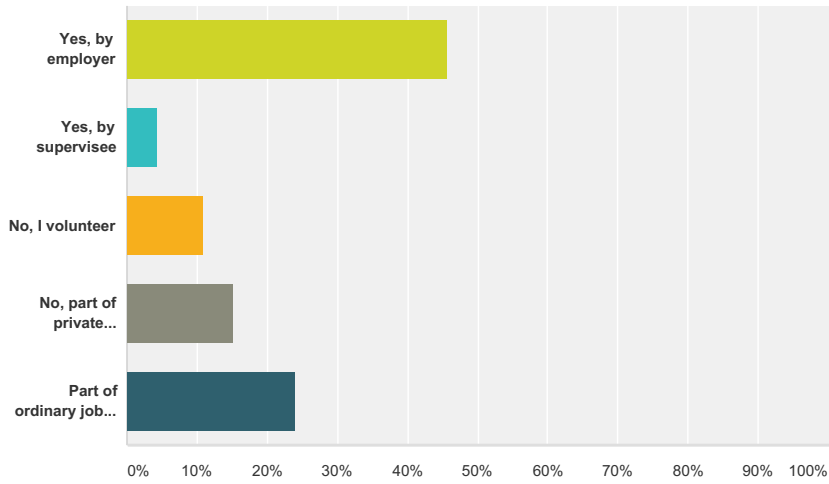


Answer Choices	Responses
Governmental entity	15.22% 7
Licensed health facility (e.g., hospital)	4.35% 2
Non-profit or charitable corporation	41.30% 19
Private practice	32.61% 15
Professional corporation	4.35% 2
School, college, or university	17.39% 8
Other (please specify)	0.00% 0
Total Respondents: 46	

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

Q92 Are you paid for the supervision you provide?

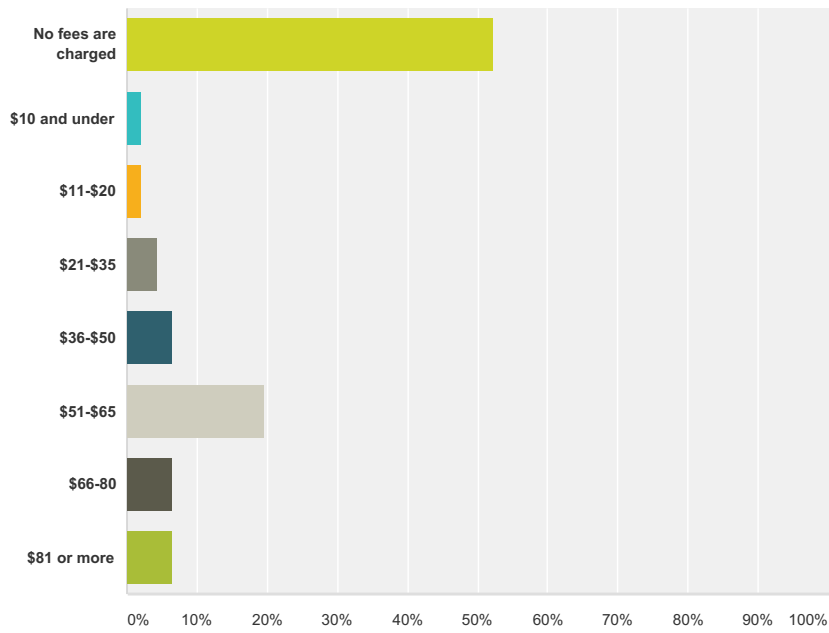
Answered: 46 Skipped: 85



Answer Choices	Responses
Yes, by employer	45.65% 21
Yes, by supervisee	4.35% 2
No, I volunteer	10.87% 5
No, part of private practice overhead	15.22% 7
Part of ordinary job duties	23.91% 11
Total	46

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

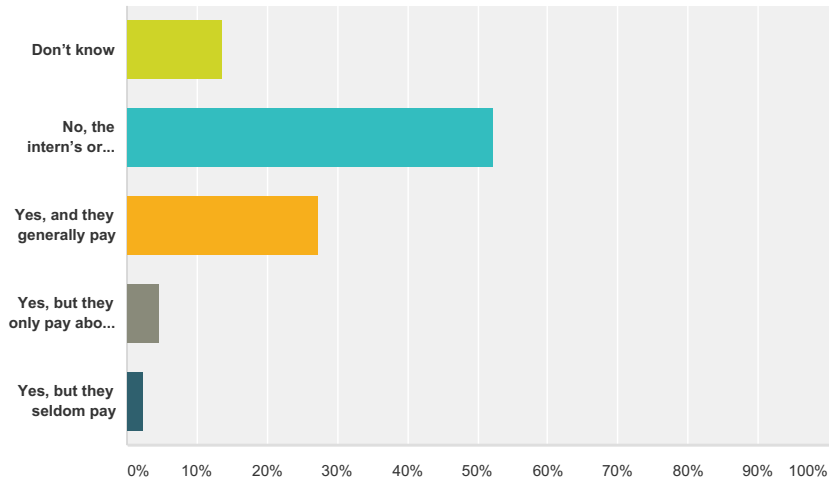
Answered: 46 Skipped: 85



Answer Choices	Responses	Count
No fees are charged	52.17%	24
\$10 and under	2.17%	1
\$11-\$20	2.17%	1
\$21-\$35	4.35%	2
\$36-\$50	6.52%	3
\$51-\$65	19.57%	9
\$66-\$80	6.52%	3
\$81 or more	6.52%	3
Total		46

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

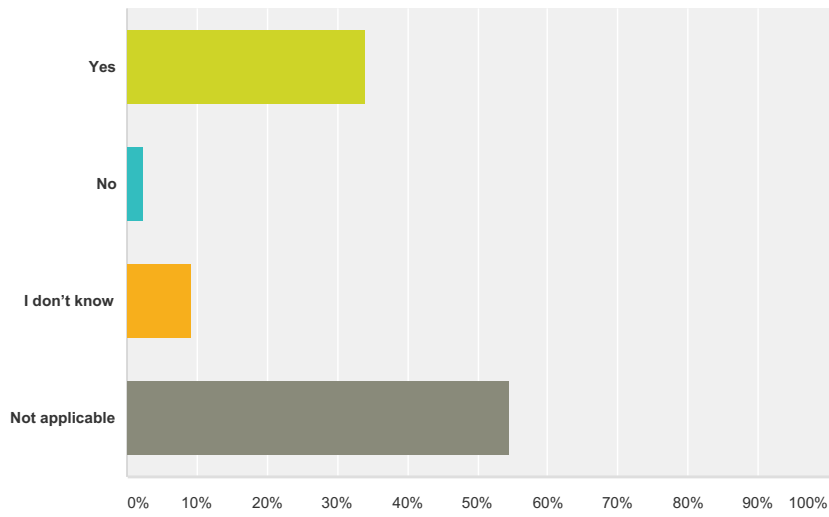
Answered: 44 Skipped: 87



Answer Choices	Responses
Don't know	13.64% 6
No, the intern's or trainee's services are not billed to third parties	52.27% 23
Yes, and they generally pay	27.27% 12
Yes, but they only pay about fifty percent of the time	4.55% 2
Yes, but they seldom pay	2.27% 1
Total	44

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

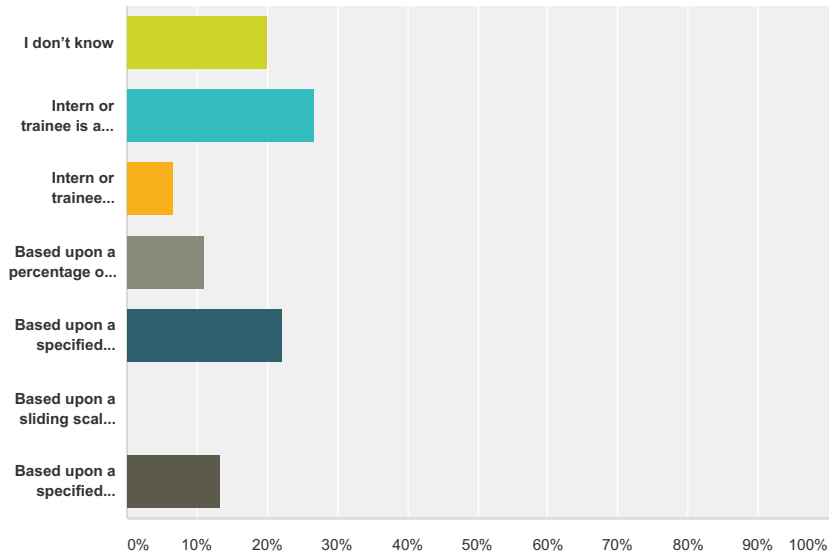
Answered: 44 Skipped: 87



Answer Choices	Responses
Yes	34.09% 15
No	2.27% 1
I don't know	9.09% 4
Not applicable	54.55% 24
Total	44

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

Answered: 45 Skipped: 86

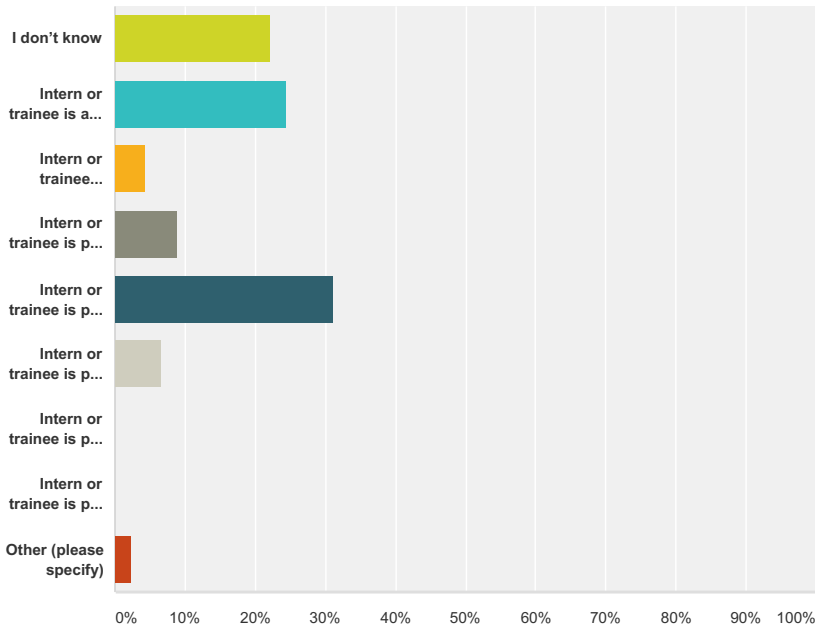


Answer Choices	Responses
I don't know	20.00% 9
Intern or trainee is an unpaid volunteer	26.67% 12
Intern or trainee received only a nominal stipend to cover/offset volunteer expenses	6.67% 3
Based upon a percentage of the fees generated	11.11% 5
Based upon a specified amount per hour	22.22% 10
Based upon a sliding scale depending upon client volume	0.00% 0
Based upon a specified amount per week/month/year	13.33% 6
Total	45

Demographic Survey - Clinical

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

Answered: 45 Skipped: 86

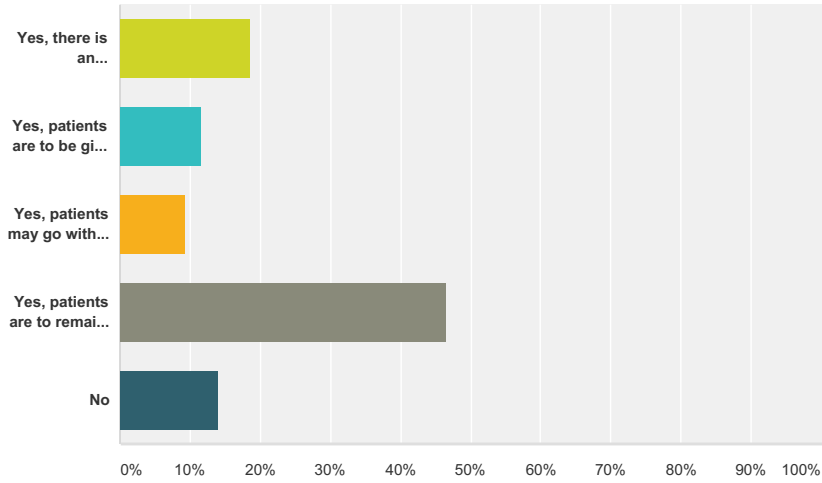


Answer Choices	Responses
I don't know	22.22% 10
Intern or trainee is an unpaid volunteer	24.44% 11
Intern or trainee receives approximately \$500 or less per month for actual expenses incurred as a volunteer	4.44% 2
Intern or trainee is paid approximately \$8-\$15 per hour	8.89% 4
Intern or trainee is paid approximately \$16-\$25 per hour	31.11% 14
Intern or trainee is paid approximately \$26-\$35 per hour	6.67% 3
Intern or trainee is paid approximately \$36-\$45 per hour	0.00% 0
Intern or trainee is paid \$46 or more per hour	0.00% 0
Other (please specify)	2.22% 1
Total	45

#	Other (please specify)	Date
1	That's decided by HR dept.	1/15/2015 11:19 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?

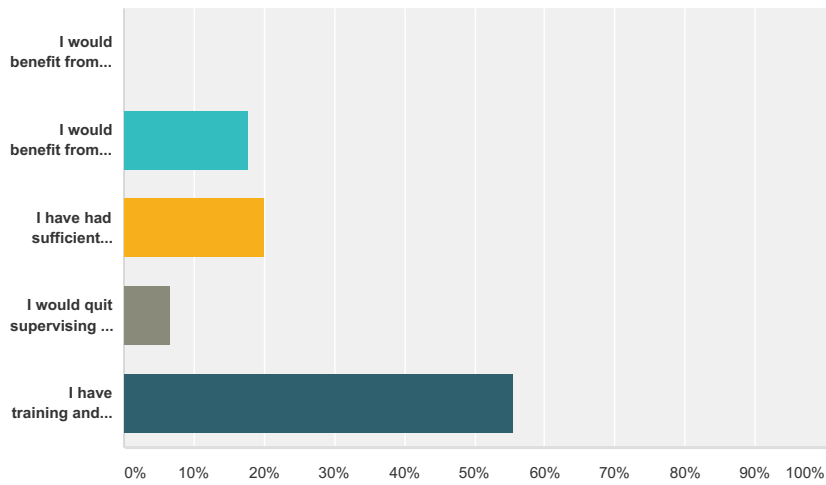
Answered: 43 Skipped: 88



Answer Choices	Responses
Yes, there is an understanding contract but it does not address this issue	18.60% 8
Yes, patients are to be given several options	11.63% 5
Yes, patients may go with intern/trainee as long as intern/trainee is working lawfully	9.30% 4
Yes, patients are to remain with intern's/trainee's employer	46.51% 20
No	13.95% 6
Total	43

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

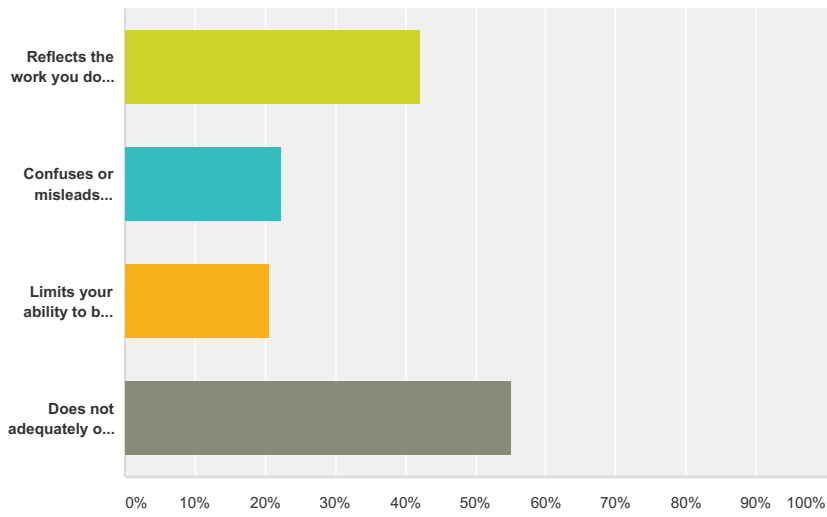
Answered: 45 Skipped: 86



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	17.78% 8
I have had sufficient training and experience in supervision and am not interested in more training	20.00% 9
I would quit supervising if I had to engage in more training	6.67% 3
I have training and would like more	55.56% 25
Total	45

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

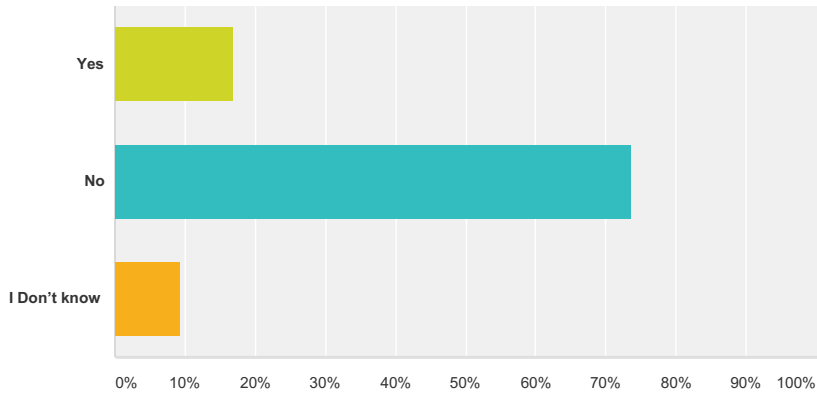
Answered: 116 Skipped: 15



Answer Choices	Responses
Reflects the work you do with clients	42.24% 49
Confuses or misleads clients	22.41% 26
Limits your ability to be hired and/or provide services in employment	20.69% 24
Does not adequately or accurately reflect the work you do with clients	55.17% 64
Total Respondents: 116	

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

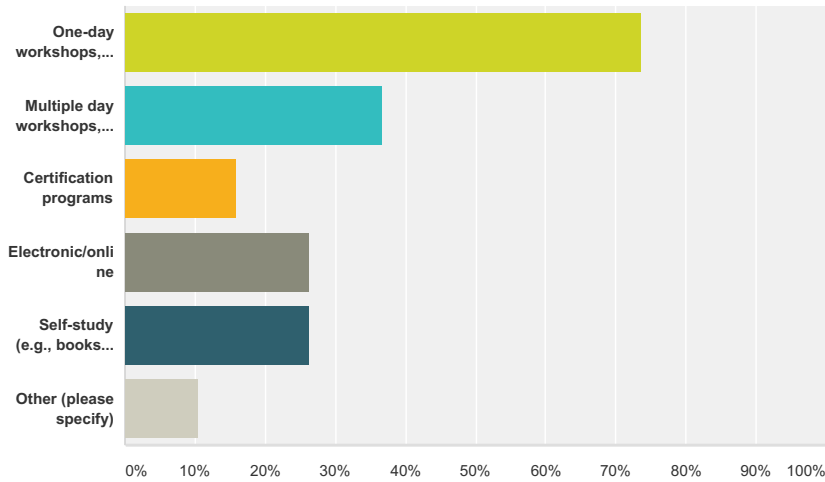
Answered: 118 Skipped: 13



Answer Choices	Responses	
Yes	16.95%	20
No	73.73%	87
I Don't know	9.32%	11
Total		118

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

Answered: 19 Skipped: 112

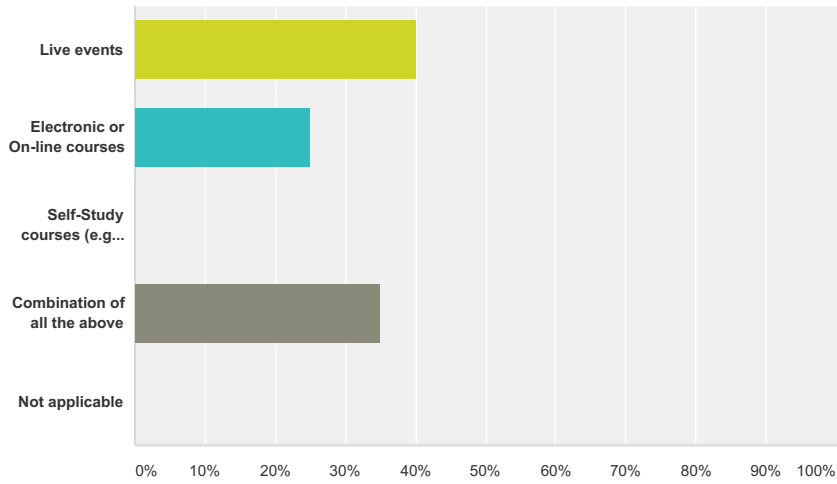


Answer Choices	Responses
One-day workshops, conferences, trainings, etc.	73.68% 14
Multiple day workshops, conferences, trainings, etc.	36.84% 7
Certification programs	15.79% 3
Electronic/online	26.32% 5
Self-study (e.g., books, articles, audio/video recordings)	26.32% 5
Other (please specify)	10.53% 2
Total Respondents: 19	

#	Other (please specify)	Date
1	I am not involved in this aspect of my company	1/16/2015 10:17 AM
2	N/A	1/15/2015 4:20 PM

Q103 How do you prefer to fulfill your CE requirements?

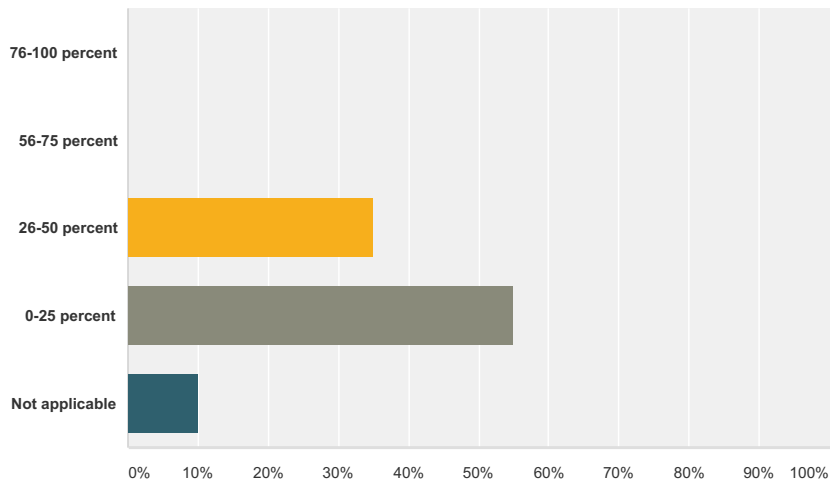
Answered: 20 Skipped: 111



Answer Choices	Responses
Live events	40.00% 8
Electronic or On-line courses	25.00% 5
Self-Study courses (e.g., reading, watching video recordings, listening to audio-tapes)	0.00% 0
Combination of all the above	35.00% 7
Not applicable	0.00% 0
Total	20

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

Answered: 20 Skipped: 111

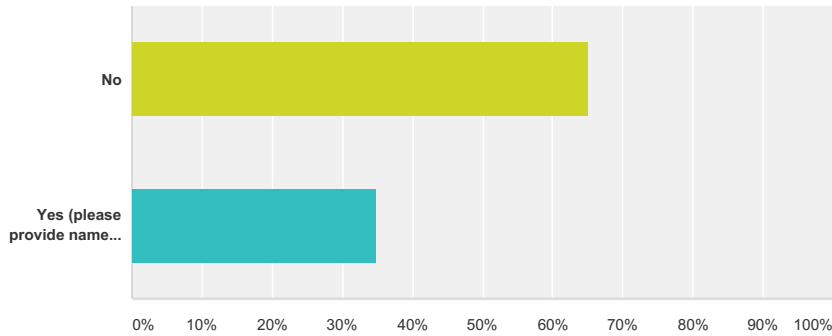


Answer Choices	Responses	
76-100 percent	0.00%	0
56-75 percent	0.00%	0
26-50 percent	35.00%	7
0-25 percent	55.00%	11
Not applicable	10.00%	2
Total		20

Demographic Survey - Clinical

Q105 Are you a member of another professional association?

Answered: 115 Skipped: 16



Answer Choices	Responses
No	65.22% 75
Yes (please provide name of association)	34.78% 40
Total	115

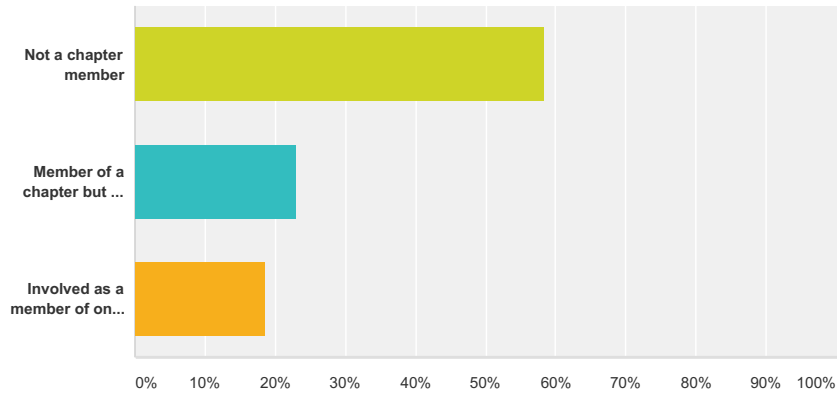
#	Yes (please provide name of association)	Date
1	AFCC	2/5/2015 8:35 AM
2	ACA	2/5/2015 7:45 AM
3	American Psychotherapy Assoc.	2/4/2015 7:59 PM
4	International and California association of Certified Gambling Counselors	2/4/2015 7:39 PM
5	California Department of Real Estate	2/4/2015 3:44 PM
6	APA, aafc	2/4/2015 2:16 PM
7	TAMFT	2/4/2015 1:45 PM
8	Association of Mormon Counselors and Psychotherapists; International Society For the Study of Trauma and Dissociation	2/4/2015 11:54 AM
9	Aamft	2/4/2015 11:09 AM
10	Aamft	2/4/2015 10:40 AM
11	CALPCC	2/4/2015 10:35 AM
12	AACC	2/4/2015 10:05 AM
13	AAMFT and CA Coalition on Sexual Offending	1/25/2015 9:07 PM
14	Aamft	1/25/2015 11:06 AM
15	AAMFT/CADAC	1/22/2015 4:20 PM
16	AAMFT	1/22/2015 12:37 PM
17	APA, EAPA, PIHRA, EASNA	1/19/2015 12:56 PM
18	CAMFT	1/19/2015 6:53 AM
19	APA; AAMFT	1/18/2015 11:52 AM
20	Board of Registered Nursing	1/18/2015 11:02 AM
21	Aamft	1/17/2015 3:55 PM
22	International Institute Trauma & Addiction; Society for Advancement of Sexual Health	1/16/2015 7:48 PM
23	Camft desert chapter	1/16/2015 12:49 PM
24	ICISF	1/16/2015 10:18 AM
25	EGALA	1/16/2015 8:53 AM
26	APA, Division 43; Inland Psychological Association	1/16/2015 6:02 AM
27	AAMFT, CAMFT, EAGALA,	1/16/2015 5:42 AM
28	local chapter, use to belong to AAMFT	1/15/2015 11:21 PM
29	AAMFT	1/15/2015 9:53 PM

Demographic Survey - Clinical

30	AAMFT	1/15/2015 8:08 PM
31	Play therapy	1/15/2015 6:57 PM
32	AAMFT, EMDR International Association, CAMFT, CVhildren & Adults with Attention-Deficit/Hyperactivity Disorder, Inland Empire Health Plan Advisory Board	1/15/2015 6:55 PM
33	AAMFT, NBCC, IAEDP	1/15/2015 5:57 PM
34	ATSS, ICISF, Southern CA Mediation Association	1/15/2015 5:51 PM
35	ASCD	1/15/2015 5:24 PM
36	Spiritual Directors International	1/15/2015 5:12 PM
37	AACC	1/15/2015 5:02 PM
38	AAMFT	1/15/2015 4:59 PM
39	AAMFT, EMDRIA	1/15/2015 4:20 PM
40	EMDRIA, NAADAC	1/15/2015 4:19 PM

Q106 Are you involved in one or more CAMFT Chapters?

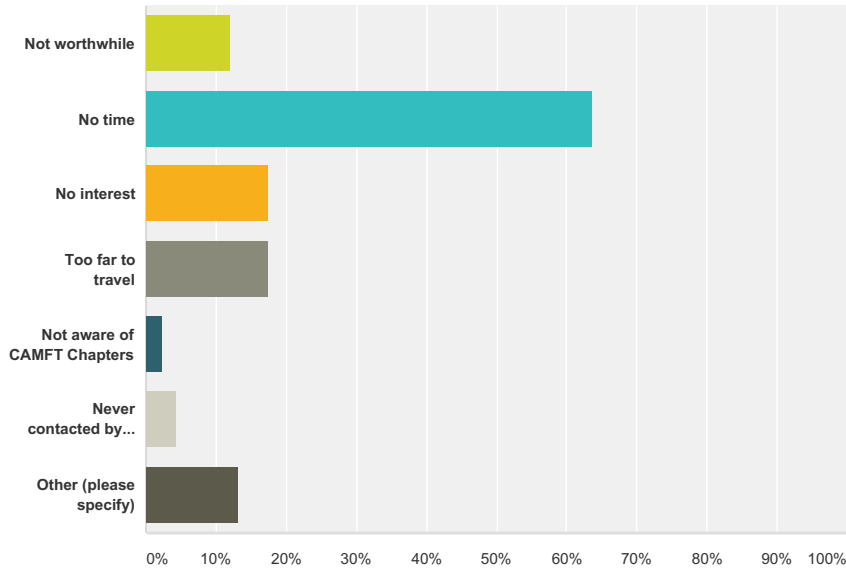
Answered: 118 Skipped: 13



Answer Choices	Responses
Not a chapter member	58.47% 69
Member of a chapter but not involved	22.88% 27
Involved as a member of one or more chapters	18.64% 22
Total	118

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

Answered: 91 Skipped: 40

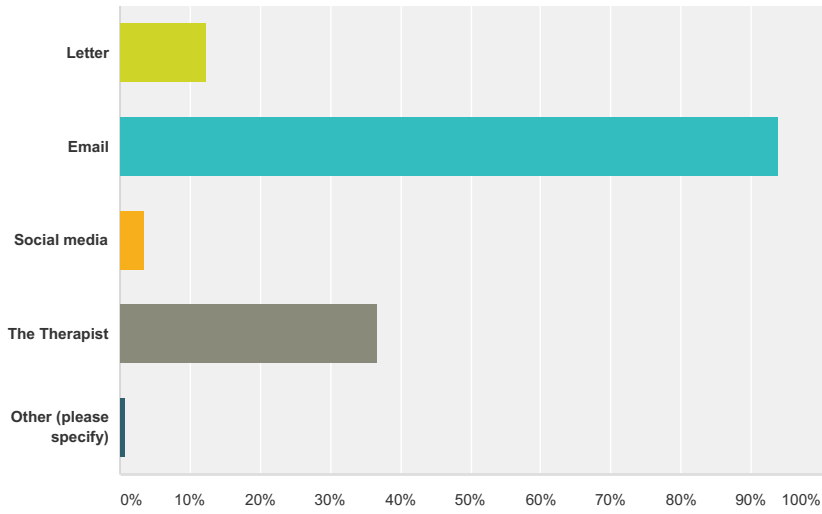


Answer Choices	Responses
Not worthwhile	12.09% 11
No time	63.74% 58
No interest	17.58% 16
Too far to travel	17.58% 16
Not aware of CAMFT Chapters	2.20% 2
Never contacted by a Chapter	4.40% 4
Other (please specify)	13.19% 12
Total Respondents: 91	

#	Other (please specify)	Date
1	I would like to get back involved with a local chapter	2/6/2015 10:16 PM
2	They meet on days I work.	2/4/2015 10:22 PM
3	cost	2/4/2015 8:38 PM
4	Have belonged to LA chapter but have moved to Desert, which does not seem very active.	2/4/2015 3:51 PM
5	Conflicts with my work hours	1/21/2015 4:00 PM
6	Was involved in San Diego in my early days	1/18/2015 5:00 PM
7	Not a welcoming atmosphere	1/18/2015 11:05 AM
8	Our chapter has always had difficulty staying afloat. I paid my fees this year and was not contacted at all for any trainings, et.	1/17/2015 5:08 PM
9	MCS makes it challenging	1/16/2015 2:15 PM
10	CAMFT does not help therapist increase clients/reimbursements in specific high cost areas	1/16/2015 9:24 AM
11	during work hours	1/15/2015 4:39 PM
12	Tried, had a bad experience (took my dues and didn't credit)	1/15/2015 3:27 PM

Q108 How do you prefer to receive communications from CAMFT?

Answered: 114 Skipped: 17

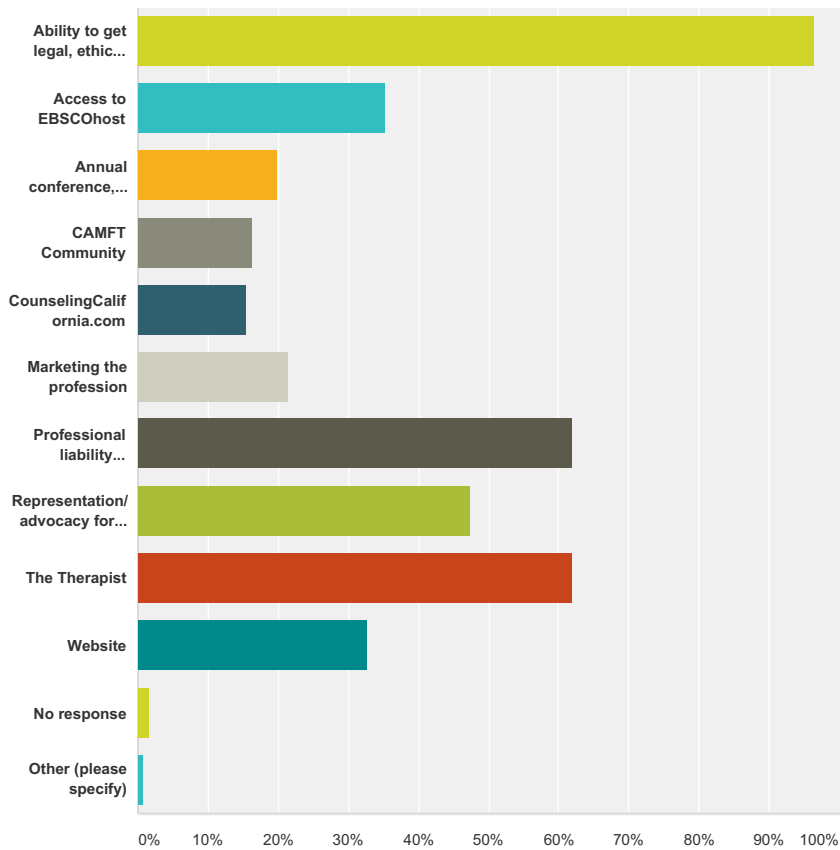


Answer Choices	Responses
Letter	12.28% 14
Email	93.86% 107
Social media	3.51% 4
The Therapist	36.84% 42
Other (please specify)	0.88% 1
Total Respondents: 114	

#	Other (please specify)	Date
1	Text message would be acceptable	1/15/2015 6:00 PM

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

Answered: 116 Skipped: 15

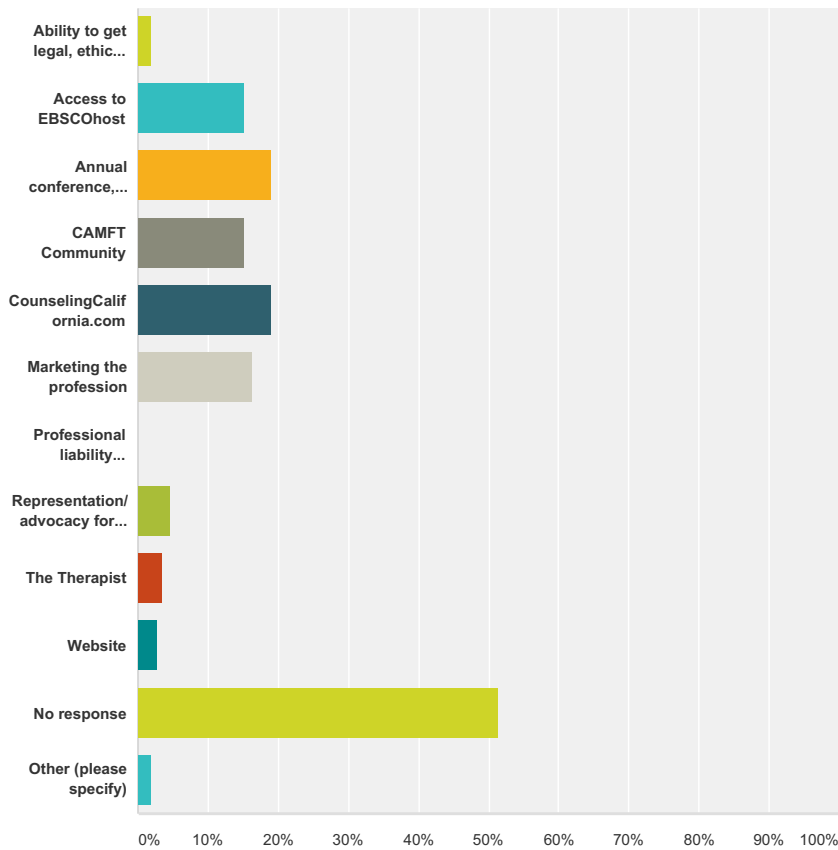


Answer Choices	Responses
Ability to get legal, ethical and business questions answered	96.55% 112
Access to EBSCOhost	35.34% 41
Annual conference, Fall Symposium and workshops	19.83% 23
CAMFT Community	16.38% 19
CounselingCalifornia.com	15.52% 18
Marketing the profession	21.55% 25
Professional liability insurance	62.07% 72
Representation/advocacy for the profession	47.41% 55
The Therapist	62.07% 72
Website	32.76% 38
No response	1.72% 2
Other (please specify)	0.86% 1
Total Respondents: 116	

#	Other (please specify)	Date
1	involvement in local chapter	1/15/2015 6:00 PM

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

Answered: 111 Skipped: 20



Answer Choices	Responses
Ability to get legal, ethical and business questions answered	1.80% 2
Access to EBSCOhost	15.32% 17
Annual conference, Fall Symposium and workshops	18.92% 21
CAMFT Community	15.32% 17
CounselingCalifornia.com	18.92% 21
Marketing the profession	16.22% 18
Professional liability insurance	0.00% 0
Representation/advocacy for the profession	4.50% 5
The Therapist	3.60% 4
Website	2.70% 3
No response	51.35% 57
Other (please specify)	1.80% 2
Total Respondents: 111	

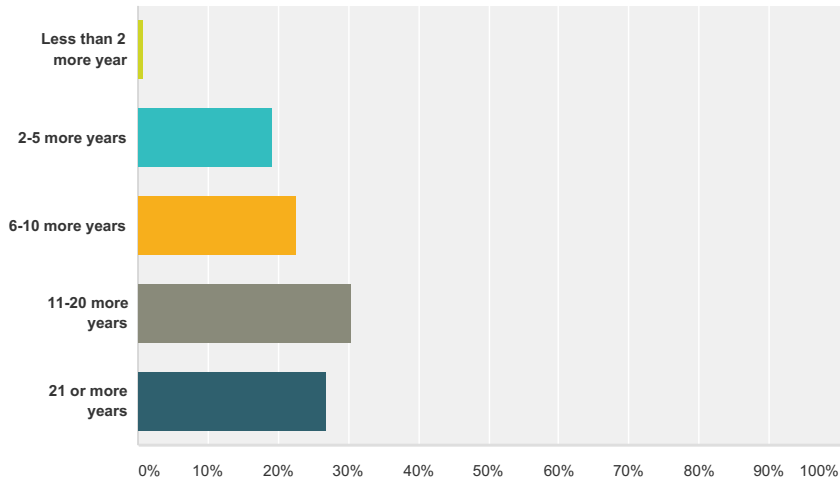
#	Other (please specify)	Date
1	don't feel that CAMFT has been helpful in its advocacy as we are still paid (after expenses and non-billable hours worked) the equivalent of a Starbucks employee by managed care. We deserve to be paid full fees by insurance companies, not lower wages than they did 40 years ago with pay cuts as inflation rises.	2/4/2015 8:38 PM

Demographic Survey - Clinical

2	All are important, currently, I just don't need them all	1/15/2015 11:28 PM
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Q111 I expect to remain a member of CAMFT:

Answered: 115 Skipped: 16



Answer Choices	Responses
Less than 2 more year	0.87% 1
2-5 more years	19.13% 22
6-10 more years	22.61% 26
11-20 more years	30.43% 35
21 or more years	26.96% 31
Total	115

Demographic Survey - Clinical

Q112 Comments/Feedback

Answered: 17 Skipped: 114

#	Responses	Date
1	Love my profession, want to support its integrity and grateful to have CAMFT available!	2/4/2015 7:41 PM
2	I began the process to become a LMFT as an "encore" career five years ago finally becoming licensed in September 2014. The fifth year was consumed by the wait time at the BBS for exam dates. I have also moved from Los Angeles (home for 40 years) to the Desert where I have found sites unresponsive, and the prospect of re-developing a private practice clientele quite challenging. When will we see the survey results?	2/4/2015 3:51 PM
3	Thorough survey - nice job!	2/2/2015 11:13 AM
4	Is there a National License that can be used outside of CA	1/22/2015 4:22 PM
5	Please send a copy of the results. Thanks.	1/20/2015 12:29 PM
6	None	1/19/2015 6:14 PM
7	n/a	1/18/2015 6:59 AM
8	n/a	1/16/2015 10:24 AM
9	too long a survey...didn't separate well 2nd positions...ie.clinical supervisors in FT work not private practice	1/16/2015 9:24 AM
10	Thanks for all you do.	1/15/2015 11:28 PM
11	Good survey, anxious to see the results from CAMFT members!	1/15/2015 8:55 PM
12	Survey is too long and did not indicate total number of questions as you were completing it (i.e question #5 of 80.	1/15/2015 6:15 PM
13	survey didn't apply well to my contract work for EAP.	1/15/2015 5:52 PM
14	Your "brief" survey that was supposed to take "a few minutes" was nearly 100 questions and took half an hour. I won't be taking future surveys.	1/15/2015 5:44 PM
15	on number 15, I don't use managed care at all so this question does not apply.	1/15/2015 5:14 PM
16	Difficult to answer reimbursement questions. I work for a county agency that is reimbursed by Medi-Cal. I am paid by the agency and seldom see actual reimbursement rates.	1/15/2015 3:27 PM
17	none	1/15/2015 3:09 PM

Demographic Survey - Clinical

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

Answered: 15 Skipped: 116

#	Responses	Date
1	Explain why LMFT are not connected to the VA and do not receive referrals for their PTSD patients.	2/4/2015 1:00 PM
2	TRRANGENDER ISSUES	2/4/2015 10:56 AM
3	Questions regarding work with the military.	2/2/2015 11:13 AM
4	populations served and in what entities	1/25/2015 12:11 AM
5	CE topics	1/22/2015 12:39 PM
6	Most difficult struggles in the profession. Most common legal/ethical dilemmas. Self care activities. Ongoing continuing ed needs.	1/20/2015 12:29 PM
7	None	1/19/2015 6:14 PM
8	Why are you not on insurance panels?	1/18/2015 11:54 AM
9	n/a	1/18/2015 6:59 AM
10	n/a	1/16/2015 10:24 AM
11	Are you going to remain with Managed Care; Do you think CAMFT has ever helped increase fees paid in CA to LMFT--NO< NO< NO	1/16/2015 9:24 AM
12	How satisfied are you with this profession and what concerns do you have for its future.	1/15/2015 11:28 PM
13	Do you feel that your employment/private practice has been impacted by "politically correct" issues such as limitations on written or verbal communication or client goals?	1/15/2015 5:07 PM
14	Questions about evidence based and non-traditional programs and specialized treatment	1/15/2015 3:27 PM
15	none	1/15/2015 3:09 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: 76 Skipped: 55

#	Responses	Date
1	Jo Hercus JIhercus@aol.com	2/8/2015 8:12 AM
2	Jennifer D. Frad, LMFT jfrad909@gmail.com	2/6/2015 10:16 PM
3	Nicki Bywater nbywater@att.net	2/6/2015 5:36 AM
4	Cindy Baracchini mustlovedogs61@aol.com	2/5/2015 5:43 PM
5	Krysta Arnold krysta.arnold@hotmail.com	2/5/2015 8:36 AM
6	Maria Savala-Mahany	2/5/2015 7:47 AM
7	Sharon Walsh Sharonpsichi@aol.com or SharonWalsh.mft1@gmail.com	2/4/2015 10:22 PM
8	Deborah Vinall deborah@faithbasedtherapy.com	2/4/2015 8:38 PM
9	Michelle Cheng Roseslipper@yahoo.com	2/4/2015 7:51 PM
10	Gary Lagne Gary@garylangephd.com	2/4/2015 7:41 PM
11	Diana Brown Dianabrown1976@yahoo.com	2/4/2015 7:05 PM
12	Stephen Leslie Moore Steve@SteveMooreTherapy.com	2/4/2015 3:51 PM
13	Ahna E. N. Mink, LMFT AMinkLMFT@yahoo.com	2/4/2015 1:46 PM
14	Elizabeth E. Casey 1612 Torino Street Redlands, CA 92374	2/4/2015 1:00 PM
15	Patrick Poor pmpoor@juno.com	2/4/2015 11:56 AM
16	PETER GORDON PMGMFT@YAHOO.COM	2/4/2015 10:56 AM
17	Jane C Smith jsmith@dbh.sbcountry.gov	2/4/2015 10:38 AM
18	Sharon Sanches blessedmama2@msn.com	2/4/2015 10:25 AM
19	Marla Maynard mjm@roadrunner.com	2/4/2015 10:08 AM
20	Karen L. Levanduski, M.S., MFT Karen@CohenMed.com	2/4/2015 9:42 AM
21	Mitchell J. Cohen - Member # 014577 PD2LISN@gmail.com	2/2/2015 11:13 AM
22	Christine Voeltner Sumpter	2/2/2015 9:54 AM
23	Garry Raley Garry.raley@sbcglobal.net	1/25/2015 9:09 PM
24	Delores Picou dpmft@yahoo.com	1/25/2015 12:11 AM
25	Helene Pine	1/24/2015 9:14 AM
26	Barbara Gill MFT barblgill@yahoo.com	1/22/2015 4:22 PM
27	Eun Soon Yang yangeunsoon2000@yahoo.com	1/22/2015 12:39 PM
28	Dianne Tiberg	1/20/2015 11:30 PM
29	Craig Beckett csbeckett@cox.net	1/20/2015 12:29 PM
30	Naomi Jackson	1/19/2015 6:14 PM
31	Christa A Wallis	1/19/2015 6:54 AM
32	Annette Compton ac2360@msn.com	1/19/2015 2:44 AM
33	Faye E. Herrmann	1/18/2015 5:00 PM
34	Tamar Brandeis	1/18/2015 1:04 PM
35	Cathryn Leff Cathrynefflmft@gmail.com	1/18/2015 11:54 AM
36	Amy Austin Psy.D., LMFT Ugohashem@aol.com	1/18/2015 11:05 AM
37	Joseph Kozinski jkozi@yahoo.com	1/18/2015 6:59 AM
38	robert k marston robert15446@verizon.net	1/17/2015 8:46 PM
39	Denise Wingate Dsrtnative@aol.com	1/17/2015 3:58 PM
40	Tatiana Moore TMCounseling@gmail.com	1/17/2015 12:15 PM
41	Diana Eileen Turhill Hoover onedaemore@gmail.com	1/17/2015 9:22 AM
42	rfcinc4@msn.com	1/16/2015 7:50 PM

Demographic Survey - Clinical

43	Sage Dakota sdakota42@gmail.com	1/16/2015 2:15 PM
44	Kelly Orchard kelly@kellyorchard.com	1/16/2015 1:29 PM
45	Tammy Ricker Tammyrickermft@gmail.com	1/16/2015 12:50 PM
46	Litsa Mitchell litsa@litsamitchell.com	1/16/2015 12:43 PM
47	Michele Ann Buyco malatino@pacbell.net	1/16/2015 10:24 AM
48	James M Donckels Donckels.woods@Verizon.net	1/16/2015 10:22 AM
49	frederick matthew gragg fmattgragg@gmail.com	1/16/2015 9:49 AM
50	Melissa Eckholdt eckholdtm@hotmail.com	1/16/2015 9:27 AM
51	Melody A. Bevens Melbevsn@aol.com	1/16/2015 8:56 AM
52	WalterLynnHunt drmarbles1@gmail.com	1/16/2015 6:04 AM
53	April L Rankin. april.rankin@roadrunner.com	1/15/2015 11:28 PM
54	RAYMOND CAMERON, MFT	1/15/2015 9:55 PM
55	Cathy M. Glassner cmglassner@aol.com	1/15/2015 8:55 PM
56	Linda Brown lindabrownmft@gmail.com	1/15/2015 8:17 PM
57	Ben Novell bnovell@novellcounseling.org	1/15/2015 8:11 PM
58	Julie Rice drjulierice@gmail.com	1/15/2015 7:19 PM
59	Laurieleemft@yahoo.com	1/15/2015 6:59 PM
60	Connie McDonald cmcdmft@yahoo.com	1/15/2015 6:57 PM
61	Hildamari Cabrera hildamari13@msn.com	1/15/2015 6:15 PM
62	Lawrence Flynn Flynnpsyd@gmail.com	1/15/2015 6:14 PM
63	Peggy L. Knodel godlvzu@gmail.com	1/15/2015 6:00 PM
64	Joseph Maizlish jmaizlish@igc.org	1/15/2015 5:52 PM
65	Shelley Rossi, MFT	1/15/2015 5:44 PM
66	Janice Morgan Strength Janice.Strength@gmail.com	1/15/2015 5:14 PM
67	Mary K Russell psychothep@aol.com	1/15/2015 5:07 PM
68	Kristy Kay Labardee	1/15/2015 4:39 PM
69	Jason Odegaard odieman99@hotmail.com	1/15/2015 4:21 PM
70	Marilyn Hall hall2004@roadrunner.com	1/15/2015 4:21 PM
71	Jeffrey W Brosnan	1/15/2015 3:50 PM
72	Katherine Vilchez Kathav@aol.com	1/15/2015 3:37 PM
73	Laurie D Hay Lauriehay@charter.net	1/15/2015 3:31 PM
74	Lisa Everson leverson@earthlink.net	1/15/2015 3:27 PM
75	Richard J. Croyt rcroyt@dbh.sbcounty.gov	1/15/2015 3:20 PM
76	Michelle L. Ripoly mripoly@sb-court.org	1/15/2015 3:09 PM