



2021 Salary Survey
Data Documentation – Public Use

American Academy of PAs

The American Academy of PAs (AAPA) was founded in 1968 and is the only national organization representing physician assistants (PAs) in all medical specialties. The Academy educates the general public about the PA profession, assures competency of PAs through active involvement in the accreditation of PA programs, provides continuing education, and conducts PA-related research. The Academy works to promote quality, cost-effective health care, and the professional and personal growth of PAs.

AAPA supports research on the PA profession by conducting original research, monitoring PA compensation and benefits, and writing about the profession, as well as providing support to PAs interested in research.

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Section 1 Overview

Section 1.1 Summary

Since 2015, the AAPA Salary Survey is an annual survey that collects data on PA education, salary, and benefits. These data are published in the annual AAPA Salary Report, which can be used by PAs during contract negotiation, and can serve as the framework for state and legislative action, continuing medical education (CME) development, and scholarly publications.

The 2021 Salary Report provided insights into 2020 changes to the PA profession as a result of the COVID-19 pandemic. The Report consisted of 20 figures, three charts, and 38 tables that featured detailed information on salary, bonuses, and hourly wages, broken out by state, experience, specialty, setting, and employer type.

Section 1.2 Sampling

The 2021 AAPA Salary Survey was open from February 1 to March 1 of 2021. PAs were sent a link to the survey if 1) they were not retired, 2) they were based in the U.S., 3) they had not opted out of communication from AAPA Research, and 4) AAPA had their information on file. Entry into a drawing for one of 20 \$50 Amazon gift cards was the incentive to completing the survey before February 28. Respondents were sent five reminder emails. Responses were to be self-reported.

Section 1.3 Respondents

Of the individuals who received surveys, 13,865 PAs responded to the survey. The respondents were mostly non-Hispanic White (86.1%) and female (72.7%). Over a quarter of the respondents (26.0%) were under 30 years old. The top three specialties of the respondents were family medicine (14.1%), orthopaedic surgery (10.2%), and emergency medicine (8.4%). Most of the respondents had 2 to 4 years of clinical experience (25.0%).

Respondents included in the compensation section of the 2020 Salary Report must have worked at least 32 hours per week. These respondents, however, are featured in Table 2 of the report.

Section 1.4 Data Updates

To investigate the economic and social effects of the COVID-19 pandemic with respect to the PA profession, variables that recorded changes to employment, hours worked, salary, merit increases, benefits, specialty, telehealth usage, and other changes were new for this data year.

Section 2 Instrument

Welcome to the 2021 AAPA Salary Survey!

When it comes to negotiating for better pay and benefits, it's important to know where you stand. By taking the 2021 AAPA Salary Survey, you are providing the data that will help PAs advocate for the salary and benefits they deserve—based on national, regional and state salary data, broken out by specialty and subspecialty, practice setting, years of experience and more. You do not have to be a clinically practicing PA to take the survey.

The 2021 AAPA Salary Survey is open to any PA who worked as a clinician, educator, researcher, or administrator in 2020, even if you were impacted by COVID-19.

If you, your job, or your compensation were impacted by COVID-19 in 2020, we still need to hear from you! Understanding how the pandemic impacted the workforce and compensation among PAs is an important goal of this research, in addition to analysis for the traditional AAPA Salary Report.

Everyone who completes the 2021 AAPA Salary Survey, including nonmembers, will receive a FREE summary report of national-level PA compensation data (the 2021 AAPA Salary Report: National Summary), available this summer.

Data from this survey will be used to produce the annual AAPA Salary Report and the AAPA Salary Report: National Summary, which provide information about PA salary and benefits information for contract negotiation, including paid days off, professional development and expenses covered by employers, as well as vital data for state and federal legislative action, development of CME, scholarly publications and presentations, and understanding PA needs. These data help show the real value of PAs, and are used extensively by PAs, state organizations, AAPA, employers and others.

Participation in this survey is voluntary. If you feel uncomfortable with a question, most questions have an option to select "I prefer not to answer" or skip a question. You may also withdraw from participation at any time. Your responses will be kept confidential and will not affect your membership or future interactions with AAPA. Basic demographic information may be used to update your AAPA profile, but no compensation or benefits data will be tied to your member record. Survey data will be stored on a secure network at AAPA and reported only as aggregate statistics. Deidentified information or datasets may be released to researchers and policymakers solely for the purpose of research, in accordance with U.S. privacy laws. No individual survey participant will be identified.

The 2021 AAPA Salary Survey should take no more than 15 minutes! You can even save your work and return later if you are limited on time now. Your responses will help the whole profession, including soon-to-graduate PA students.

All US-based PAs who complete the survey by February 28, 2021, will be automatically entered in a drawing to win one of 20 \$50 e-gift cards. Odds of winning vary by number of respondents. No purchase necessary; void where prohibited. The drawing will take place no later than 30 days after the survey closes, and winners will be notified within two weeks of that date. For a list of winners, contact us by email at research@aapa.org.

Page exit logic: Skip / Disqualify Logic IF: #1 Question "Do you want to move the profession forward and make compensation and benefits more transparent? " is one of the following answers ("No") THEN: Disqualify and display: "Thank you. If you change your mind and want to move the PA profession forward, go to <https://survey.aapa.org/s3/2021Salary> to complete the survey."

*Do you want to move the profession forward and make compensation and benefits more transparent? **
By selecting "yes" you are consenting to participate in this research.

Yes

No

Page entry logic: This page will show when: (Invite Variable "emailaddress" OR Invite Variable "aapaid")

Identity Confirmation

Logic: Hidden unless: (Invite Variable "emailaddress" OR Invite Variable "aapaid")

What is your email and AAPA ID (even nonmembers have one)? We don't use this to tie your identity to your salary, it is to prevent duplicate responses. You can find your AAPA ID in your profile at <https://connect.aapa.org/login> or call us at 703-836-2272 Option 1.

Everyone who completes the survey, including non-members of AAPA, will need to input this information to receive your FREE summary report of national-level PA compensation data this summer, and have an up-to-date email connected to your AAPA profile.

Email to be on file with AAPA: _____

AAPA ID: _____

Occupation

Page exit logic: Skip / Disqualify Logic IF: #3 Question "What is your *primary occupation*?" is one of the following answers ("Student (enrolled in ARC-PA program)") THEN: Disqualify and display: "Sorry, you

do not qualify to take the 2021 AAPA Salary Survey, since you are a PA Student. You are being redirected to the 2021 AAPA PA Student Survey." Redirect to:
survey.aapa.org/s3/2021Student?s=StudentPassthrough

Page exit logic: Skip / Disqualify Logic/IF: #3 Question "What is your *primary occupation*?" is one of the following answers ("PA (clinically practicing PAs, as well as PAs in education, administration, or research)") *THEN:* Jump to page 4 - Higher-Level Practice Information

Page exit logic: Skip / Disqualify Logic/IF: #3 Question "What is your *primary occupation*?" is one of the following answers ("Pre-PA (seeking to enter PA school)", "Physician (MD/DO)", "Nurse or NP", "Other healthcare provider", "Healthcare-related vendor", "Other") *THEN:* Disqualify and display: "Sorry, you do not qualify to take the 2021 AAPA Salary Survey. Thank you for your willingness to help our organization."

*What is your primary occupation?**

If you are a PA who is out of work, you should still select "PA."

- PA (clinically practicing PAs, as well as PAs in education, administration, or research)
- Student (enrolled in ARC-PA program)
- Pre-PA (seeking to enter PA school)
- Physician (MD/DO)
- Nurse or NP
- Other healthcare provider
- Healthcare-related vendor
- Other

Higher-Level Practice Information

In order to streamline your AAPA Salary Survey experience, we are asking several practice and compensation questions right up front in the survey.

This will help us gather the most basic information about you before we get into the weeds!

As a reminder, nearly all questions in the AAPA Salary Survey refer to your work, compensation, and benefits from the year 2019.

Logic: Hidden unless: (Question "I have been furloughed (lost job temporarily)" is one of the following answers ("Yes, and this is still occurring", "Yes, but this is no longer occurring") OR Question "I have been terminated (lost job permanently)" is one of the following answers ("Yes, and this is still occurring", "Yes, but this is no longer occurring"))

How many weeks in 2020 were you out of work specifically due to COVID-19?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
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- 10
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- 39
- 40

During the COVID-19 pandemic (March 1, 2020 until now), have any of the following occurred?

	Yes, and this is still occurring	Yes, but this is no longer occurring	No
I have become infected with COVID-19	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physician supervisory or collaborative requirements have impeded my ability to provide care during the COVID-19 pandemic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have been furloughed (lost job temporarily)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have been terminated (lost job permanently)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Changes and their impact on your ability to provide care

	Enhanced my ability	Made no difference	Impeded my ability
Over the past year, how have changes made at the state level due to COVID-19 impacted your ability to provide care during the COVID-19 pandemic?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Over the past year, how have changes made at the federal level due to COVID-19 impacted your ability to provide care during the COVID-19 pandemic?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In the prior calendar year, were you clinically practicing, at least some of the time?

- Yes
- No

Logic: Show/hide trigger exists.

*Please indicate your primary role as a PA in 2020. Your primary role is the role you spend the most time in as a PA. **

- Clinician
- Educator
- Administrator/manager
- Researcher
- Student
- Volunteer
- Not currently working
- Retired
- Other

Logic: Hidden unless: #8 Question "Please indicate your *primary role* as a PA in 2020. Your primary role is the role you spend the most time in as a PA. " is one of the following answers ("Other")

Please indicate your *primary role*.

Logic: Show/hide trigger exists.

*Please indicate your primary specialty as a PA in 2020.**

Your primary specialty is the specialty you practice most as a PA. For example, if you worked three days a week in an emergency department and worked twice a month at an urgent care center, emergency medicine would be your primary specialty.

If you were a full-time educator or in a position in which you did not practice clinically practice in any capacity, you may select "no medical specialty."

- No medical specialty
- Family medicine
- Internal medicine (general)
- Pediatrics (general)
- Cardiology
- Emergency medicine
- Pediatric subspecialties (other)
- Cardiovascular/cardiothoracic surgery
- Addiction medicine
- Allergy & immunology

- () Anesthesiology
- () Bariatric surgery
- () Colon & rectal surgery
- () Critical care
- () Dermatology
- () Endocrinology
- () Gastroenterology
- () General surgery
- () Genetics
- () Geriatrics
- () Hematology & oncology
- () Hospice & palliative care
- () Hospital medicine
- () Infectious disease
- () Nephrology
- () Neurology
- () Neurosurgery
- () Nuclear medicine
- () Obstetrics & gynecology
- () Occupational medicine
- () Oncology surgery
- () Ophthalmology
- () Orthopaedic surgery
- () Otolaryngology
- () Pain management
- () Pathology
- () Pediatric surgery
- () Physical medicine & rehab
- () Plastic surgery
- () Preventive medicine
- () Psychiatry
- () Public health
- () Pulmonology
- () Radiation oncology

- Radiology
- Rheumatology
- Surgical subspecialties (other)
- Thoracic surgery
- Transplant surgery
- Trauma surgery
- Urgent care
- Urology
- Vascular surgery
- Other

Logic: Hidden unless: #10 Question "Please indicate your *primary specialty* as a PA in 2020." is one of the following answers ("Other")

Please indicate your *primary specialty*.

Logic: Show/hide trigger exists.

*Please indicate your primary employer type for 2020. **

For example: If you work for a hospital for 40 hours a week and for a consulting firm 8 hours a week, hospital is your primary employer.

- Self-employed or independent contractor
- Hospital (including academic medical center)
- Physician practice: Multispecialty group
- Physician practice: Single specialty group
- Physician practice: Solo practice
- Government
- Federally Qualified Health Center
- Certified Rural Health Clinic
- Community Health Clinic
- HMO
- College or university
- Hospice
- Medical staffing agency

- Pharmaceutical industry
- Consulting firm
- Research organization
- Medical device manufacturer
- Convenient care (including retail clinics)
- Other healthcare related corporation
- Non-healthcare related corporation
- Other

Logic: Hidden unless: #12 Question "Please indicate your *primary employer type* for 2020. " is one of the following answers ("Other")

Please indicate your *primary employer type*.

Logic: Hidden unless: #12 Question "Please indicate your *primary employer type* for 2020. " is one of the following answers ("Hospital (including academic medical center)")

*You indicated that your employer was a hospital. Please indicate the type of hospital you worked for in 2020?**

- Academic medical center
- Community hospital: Nongovernment nonprofit
- Community hospital: Investor-owned for-profit
- Community hospital: State or local government
- Federal hospital (VA)
- Federal hospital (non-VA)
- Psychiatric hospital
- Critical access hospital
- Rehabilitation hospital
- Other:: _____

Logic: Show/hide trigger exists.

*Please indicate your primary setting in which you practiced as a PA for your employer in 2020. **
For example: If you work in a hospital for 32 hours a week and an urgent care center for 8 hours a week, hospital is your primary setting.

- Outpatient clinic or physician office
- Hospital
- Urgent care center
- Ambulatory surgical center
- Convenient care clinic (retail)
- Correctional facility
- Extended care facility/nursing home
- Occupational medicine/work site
- Rehabilitation facility
- School/college/university health clinic
- School/college/university full-time educator
- Other

Logic: Hidden unless: #15 Question "Please indicate your *primary setting* in which you practiced as a PA for your employer in 2020. " is one of the following answers ("Other")

Please indicate your *primary setting*.

Logic: Hidden unless: #15 Question "Please indicate your *primary setting* in which you practiced as a PA for your employer in 2020. " is one of the following answers ("Hospital")

Hospital Unit (Setting)*

Which unit of the hospital did you spend the most time working within in 2020?

- Emergency department
- Inpatient unit (not ICU/CCU)
- Intensive care/critical care unit
- Operating room
- Outpatient unit
- Critical access hospital
- Other unit not specified: _____

Did you fully own or share ownership of a practice in 2020?

Yes

No

Logic: Show/hide trigger exists.

Did any of the following change at your primary employer (increase or decrease) at some point in 2020 as a result of the COVID-19 pandemic?

We are interested in understanding the impact COVID-19 may have had on compensation and benefits for your primary position, specifically due to COVID-19 (e.g., do not select that your base pay changed because you got a planned annual pay adjustment that would have occurred regardless of COVID-19; do not select that your hours worked changed if you lost a secondary position--we will ask about this later).

I experienced no changes due specifically to COVID-19

Hours worked

Base pay (base salary, hourly wage, or minimum guaranteed compensation)

Bonus

Annual merit/pay increase

Professional development funds (including CME budget)

Retirement benefits

Paid time off

Higher-Level Compensation Information

Page exit logic: Skip / Disqualify Logic/F: #30 Question "Did you work 32 hours or more per week for your primary employer, on average, in 2020?" is one of the following answers ("Yes", "No") THEN: Flag response as complete

Logic: Show/hide trigger exists.

*What is the primary type of base pay you received from your primary employer in 2020?**

Salary

Hourly wage

Productivity pay (this can include situations that provide a minimum guaranteed salary if productivity metrics are not met)

Validation: Min = 15000 Max = 350000 Must be currency

Logic: Hidden unless: #20 Question "What is the primary type of *base pay* you received from your *primary employer in 2020?*" is one of the following answers ("Salary")

What was your *base salary* at your primary employer in 2020? *

Do not include your bonus and/or incentive payments. Do not include the value of fringe benefits paid for by your employer. Respond as though your current employment situation were in effect for the entire year.

This box has entry constraints. If your compensation is so high that it will not accept it we can manually correct this! Enter that amount and then email us at research@aapa.org.

Validation: Min = 15000 Max = 350000 Must be currency

Logic: Hidden unless: (#20 Question "What is the primary type of *base pay* you received from your *primary employer in 2020?*" is one of the following answers ("Salary") AND #19 Question "*Did any of the following change at your primary employer (increase or decrease) at some point in 2020 as a result of the COVID-19 pandemic?*" is one of the following answers ("Base pay (base salary, hourly wage, or minimum guaranteed compensation)"))

Earlier, you indicated that your base pay changed in 2020 as a result of the COVID-19 pandemic.

What was your *base salary* at your primary employer *at the end of 2019?*

Do not include your bonus and/or incentive payments. Do not include the value of fringe benefits paid for by your employer. Respond as though your employment situation were in effect for the entire year.

This box has entry constraints. If your compensation is so high that it will not accept it we can manually correct this! Enter that amount and then email us at research@aapa.org.

Validation: Min = 7.25 Max = 200 Must be currency

Logic: Hidden unless: #20 Question "What is the primary type of *base pay* you received from your *primary employer in 2020?*" is one of the following answers ("Hourly wage")

What was your *base hourly wage* at your primary employer in 2020? *

Do not include your bonus and/or incentive payments. Do not include the value of fringe benefits paid for by your employer. Respond as though your current employment situation were in effect for the entire year.

This box has entry constraints. If your compensation is so high that it will not accept it we can manually correct this! Enter that amount and then email us at research@aapa.org.

Validation: Min = 7.25 Max = 200 Must be currency

Logic: Hidden unless: (#20 Question "What is the primary type of *base pay* you received from your *primary employer in 2020?*" is one of the following answers ("Hourly wage") AND #19 Question "*Did any of the following change at your primary employer (increase or decrease) at some point in 2020 as a result of the COVID-19 pandemic?*" is one of the following answers ("Base pay (base salary, hourly wage, or minimum guaranteed compensation)"))

Earlier, you indicated that your base pay changed in 2020 as a result of the COVID-19 pandemic.

What was your *base hourly wage* at your primary employer at the *end of 2019*?

Do not include your bonus and/or incentive payments. Do not include the value of fringe benefits paid for by your employer. Respond as though your employment situation were in effect for the entire year.

This box has entry constraints. If your compensation is so high that it will not accept it we can manually correct this! Enter that amount and then email us at research@aapa.org.

Validation: Min = 0 Max = 500000 Must be currency

Logic: Hidden unless: #20 Question "What is the primary type of *base pay* you received from your *primary employer in 2020?*" is one of the following answers ("Productivity pay (this can include situations that provide a minimum guaranteed salary if productivity metrics are not met)")

How much productivity pay did you receive based on the following at your primary employer in 2020?

Do not include your bonus and/or non-productivity incentive payments. Do not include the value of fringe benefits paid for by your employer. Respond as though your current employment situation were in effect for the entire year.

This box has entry constraints. If your compensation is so high that it will not accept it we can manually correct this! Enter that amount and then email us at research@aapa.org.

_____ **Minimum Guaranteed Compensation in 2020**

(some employers may call this "salary"):

_____ **Compensation based on productivity in 2020:**

Validation: Min = 0 Max = 500000 Must be currency

Logic: Hidden unless: (#20 Question "What is the primary type of *base pay* you received from your *primary employer in 2020?*" is one of the following answers ("Productivity pay (this can include situations that provide a minimum guaranteed salary if productivity metrics are not met)") AND #19 Question "*Did any of the following change at your primary employer (increase or decrease) at*

some point in 2020 as a result of the COVID-19 pandemic?" is one of the following answers ("Base pay (base salary, hourly wage, or minimum guaranteed compensation))"

Earlier, you indicated that your base pay changed in 2020 as a result of the COVID-19 pandemic.

How much productivity pay did you receive based on the following at your primary employer in 2019? Do not include your bonus and/or non-productivity incentive payments. Do not include the value of fringe benefits paid for by your employer. Respond as though your current employment situation were in effect for the entire year.

This box has entry constraints. If your compensation is so high that it will not accept it we can manually correct this! Enter that amount and then email us at research@aapa.org.

_____ **Minimum Guaranteed Compensation in 2019**
(some employers may call this "salary"):

_____ **Compensation based on productivity in 2019:**

Logic: Show/hide trigger exists.

*Did you receive a bonus or incentive pay from your primary employer in 2020?**

- Yes
- No
- I do not know

Validation: Min = 101 Max = 250000 Must be currency Whole numbers only Positive numbers only

Logic: Hidden unless: #27 Question "Did you receive a bonus or incentive pay from your primary employer in 2020?" is one of the following answers ("Yes")

What was the amount of your bonus at your primary employer in 2020?*

Validation: Min = 0 Max = 250000 Must be currency Whole numbers only Positive numbers only

Logic: Hidden unless: #19 Question "Did any of the following change at your primary employer (increase or decrease) at some point in 2020 as a result of the COVID-19 pandemic?" is one of the following answers ("Bonus")

Earlier, you indicated that your bonus changed in 2020 as a result of the COVID-19 pandemic. What was the amount of your bonus at your primary employer in 2019?*
If you received no bonus in 2019, please enter 0.

*Did you work 32 hours or more per week for your primary employer, on average, in 2020?**
Were you a full-time employee (32+ hours weekly) for your primary employer on average last year?
We will still allow you to complete the salary survey if you did not work 32 hours or more per week on average last year.

- Yes
- No

Logic: Hidden unless: #19 Question "Did any of the following change at your primary employer (increase or decrease) at some point in 2020 as a result of the COVID-19 pandemic?" is one of the following answers ("Hours worked")

Earlier, you indicated that your hours worked changed during 2020 as a result of COVID-19.

*Did you work 32 hours or more per week for your primary employer, on average, in 2019?**
Were you a full-time employee (32+ hours weekly) for your primary employer on average in 2019?

- Yes
- No

Don't quit now! Unless we know your state of employment and a couple other demographics, we can't analyze your data for the 2021 AAPA Salary Report!

Demographics

*What is your gender?**

- Female
- Male
- I prefer to self-describe:: _____
- I prefer not to answer

*Are you of Hispanic, Latinx, or Spanish origin?**

- Yes
- No

I prefer not to answer

Logic: Show/hide trigger exists.

*Which of the following races best describes you?**

- American Indian or Alaskan Native
- Asian
- Black/African American
- Native Hawaiian or Other Pacific Islander
- White
- Other
- Two or more races
- I prefer not to answer

Logic: Hidden unless: #32 Question "Which of the following races best describes you?" is one of the following answers ("Other", "Two or more races")

What is the best way to describe your race?

Validation: %s format expected

What is your birthday in MM/DD/YYYY format?

Example: August 1, 1983 would be entered as 08/01/1983

Logic: Show/hide trigger exists.

*Please select the state or territory where you spent the most time working for your primary employer last year.**

- Alabama
- Alaska
- American Samoa
- Arizona
- Arkansas

- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Federated States of Micronesia
- Florida
- Georgia
- Guam
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Marshall Islands
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota

- Northern Mariana Islands
- Ohio
- Oklahoma
- Oregon
- Palau
- Pennsylvania
- Puerto Rico
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virgin Islands
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Alabama")

Please select the county where you spent the most time working for your primary employer in ALABAMA last year.

- Autauga
- Baldwin
- Barbour
- Bibb
- Blount
- Bullock
- Butler
- Calhoun
- Chambers

- Cherokee
- Chilton
- Choctaw
- Clarke
- Clay
- Cleburne
- Coffee
- Colbert
- Conecuh
- Coosa
- Covington
- Crenshaw
- Cullman
- Dale
- Dallas
- DeKalb
- Elmore
- Escambia
- Etowah
- Fayette
- Franklin
- Geneva
- Greene
- Hale
- Henry
- Houston
- Jackson
- Jefferson
- Lamar
- Lauderdale
- Lawrence
- Lee
- Limestone
- Lowndes

- Macon
- Madison
- Marengo
- Marion
- Marshall
- Mobile
- Monroe
- Montgomery
- Morgan
- Perry
- Pickens
- Pike
- Randolph
- Russell
- St. Clair
- Shelby
- Sumter
- Talladega
- Tallapoosa
- Tuscaloosa
- Walker
- Washington
- Wilcox
- Winston
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Alaska")

Please select the county where you spent the most time working for your primary employer in ALASKA last year.

- Aleutians East
- Aleutians West
- Anchorage
- Bethel

- Bristol Bay
- Denali
- Dillingham
- Fairbanks North Star
- Haines
- Hoonah-Angoon
- Juneau
- Kenai Peninsula
- Ketchikan Gateway
- Kodiak Island
- Lake and Peninsula
- Matanuska-Susitna
- Nome
- North Slope
- Northwest Arctic
- Petersburg
- Prince of Wales- Hyder
- Sitka
- Skagway
- Southeast Fairbanks
- Valdez-Cordova
- Wade Hampton
- Wrangell
- Yakutat
- Yukon-Koyukuk
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Arizona")

Please select the county where you spent the most time working for your primary employer in ARIZONA last year.

- Apache
- Cochise
- Coconino

- Gila
- Graham
- Greenlee
- La Paz
- Maricopa
- Mohave
- Navajo
- Pima
- Pinal
- Santa Cruz
- Yavapai
- Yuma
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Arkansas")

Please select the county where you spent the most time working for your primary employer in ARKANSAS last year.

- Arkansas
- Ashley
- Baxter
- Benton
- Boone
- Bradley
- Calhoun
- Carroll
- Chicot
- Clark
- Clay
- Cleburne
- Cleveland
- Columbia
- Conway
- Craighead

- Crawford
- Crittenden
- Cross
- Dallas
- Desha
- Drew
- Faulkner
- Franklin
- Fulton
- Garland
- Grant
- Greene
- Hempstead
- Hot Spring
- Howard
- Independence
- Izard
- Jackson
- Jefferson
- Johnson
- Lafayette
- Lawrence
- Lee
- Lincoln
- Little River
- Logan
- Lonoke
- Madison
- Marion
- Miller
- Mississippi
- Monroe
- Montgomery
- Nevada

- Newton
- Ouachita
- Perry
- Phillips
- Pike
- Poinsett
- Polk
- Pope
- Prairie
- Pulaski
- Randolph
- St. Francis
- Saline
- Scott
- Searcy
- Sebastian
- Sevier
- Sharp
- Stone
- Union
- Van Buren
- Washington
- White
- Woodruff
- Yell
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("California")

Please select the county where you spent the most time working for your primary employer in CALIFORNIA last year.

- Alameda
- Alpine
- Amador

- Butte
- Calaveras
- Colusa
- Contra Costa
- Del Norte
- El Dorado
- Fresno
- Glenn
- Humboldt
- Imperial
- Inyo
- Kern
- Kings
- Lake
- Lassen
- Los Angeles
- Madera
- Marin
- Mariposa
- Mendocino
- Merced
- Modoc
- Mono
- Monterey
- Napa
- Nevada
- Orange
- Placer
- Plumas
- Riverside
- Sacramento
- San Benito
- San Bernardino
- San Diego

- San Francisco
- San Joaquin
- San Luis Obispo
- San Mateo
- Santa Barbara
- Santa Clara
- Santa Cruz
- Shasta
- Sierra
- Siskiyou
- Solano
- Sonoma
- Stanislaus
- Sutter
- Tehama
- Trinity
- Tulare
- Tuolumne
- Ventura
- Yolo
- Yuba
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Colorado")

Please select the county where you spent the most time working for your primary employer in COLORADO last year.

- Adams
- Alamosa
- Arapahoe
- Archuleta
- Baca
- Bent
- Boulder

- Broomfield
- Chaffee
- Cheyenne
- Clear Creek
- Conejos
- Costilla
- Crowley
- Custer
- Delta
- Denver
- Dolores
- Douglas
- Eagle
- Elbert
- El Paso
- Fremont
- Garfield
- Gilpin
- Grand
- Gunnison
- Hinsdale
- Huerfano
- Jackson
- Jefferson
- Kiowa
- Kit Carson
- Lake
- La Plata
- Larimer
- Las Animas
- Lincoln
- Logan
- Mesa
- Mineral

- Moffat
- Montezuma
- Montrose
- Morgan
- Otero
- Ouray
- Park
- Phillips
- Pitkin
- Prowers
- Pueblo
- Rio Blanco
- Rio Grande
- Routt
- Saguache
- San Juan
- San Miguel
- Sedgwick
- Summit
- Teller
- Washington
- Weld
- Yuma
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Connecticut")

Please select the county where you spent the most time working for your primary employer in CONNECTICUT last year.

- Fairfield
- Hartford
- Litchfield
- Middlesex

- New Haven
- New London
- Tolland
- Windham
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Delaware")

Please select the county where you spent the most time working for your primary employer in DELAWARE last year.

- Kent
- New Castle
- Sussex
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Florida")

Please select the county where you spent the most time working for your primary employer in FLORIDA last year.

- Alachua
- Baker
- Bay
- Bradford
- Brevard
- Broward
- Calhoun
- Charlotte
- Citrus
- Clay
- Collier
- Columbia
- DeSoto
- Dixie

- Duval
- Escambia
- Flagler
- Franklin
- Gadsden
- Gilchrist
- Glades
- Gulf
- Hamilton
- Hardee
- Hendry
- Hernando
- Highlands
- Hillsborough
- Holmes
- Indian River
- Jackson
- Jefferson
- Lafayette
- Lake
- Lee
- Leon
- Levy
- Liberty
- Madison
- Manatee
- Marion
- Martin
- Miami-Dade
- Monroe
- Nassau
- Okaloosa
- Okeechobee
- Orange

- Osceola
- Palm Beach
- Pasco
- Pinellas
- Polk
- Putnam
- St. Johns
- St. Lucie
- Santa Rosa
- Sarasota
- Seminole
- Sumter
- Suwannee
- Taylor
- Union
- Volusia
- Wakulla
- Walton
- Washington
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Georgia")

Please select the county where you spent the most time working for your primary employer in GEORGIA last year.

- Appling
- Atkinson
- Bacon
- Baker
- Baldwin
- Banks
- Barrow
- Bartow
- Ben Hill

- Berrien
- Bibb
- Bleckley
- Brantley
- Brooks
- Bryan
- Bulloch
- Burke
- Butts
- Calhoun
- Camden
- Candler
- Carroll
- Catoosa
- Charlton
- Chatham
- Chattahoochee
- Chattooga
- Cherokee
- Clarke
- Clay
- Clayton
- Clinch
- Cobb
- Coffee
- Colquitt
- Columbia
- Cook
- Coweta
- Crawford
- Crisp
- Dade
- Dawson
- Decatur

- DeKalb
- Dodge
- Dooly
- Dougherty
- Douglas
- Early
- Echols
- Effingham
- Elbert
- Emanuel
- Evans
- Fannin
- Fayette
- Floyd
- Forsyth
- Franklin
- Fulton
- Gilmer
- Glascock
- Glynn
- Gordon
- Grady
- Greene
- Gwinnett
- Habersham
- Hall
- Hancock
- Haralson
- Harris
- Hart
- Heard
- Henry
- Houston
- Irwin

- Jackson
- Jasper
- Jeff Davis
- Jefferson
- Jenkins
- Johnson
- Jones
- Lamar
- Lanier
- Laurens
- Lee
- Liberty
- Lincoln
- Long
- Lowndes
- Lumpkin
- McDuffie
- McIntosh
- Macon
- Madison
- Marion
- Meriwether
- Miller
- Mitchell
- Monroe
- Montgomery
- Morgan
- Murray
- Muscogee
- Newton
- Oconee
- Oglethorpe
- Paulding
- Peach

- Pickens
- Pierce
- Pike
- Polk
- Pulaski
- Putnam
- Quitman
- Rabun
- Randolph
- Richmond
- Rockdale
- Schley
- Screven
- Seminole
- Spalding
- Stephens
- Stewart
- Sumter
- Talbot
- Taliaferro
- Tattnall
- Taylor
- Telfair
- Terrell
- Thomas
- Tift
- Toombs
- Towns
- Treutlen
- Troup
- Turner
- Twiggs
- Union
- Upson

- Walker
- Walton
- Ware
- Warren
- Washington
- Wayne
- Webster
- Wheeler
- White
- Whitfield
- Wilcox
- Wilkes
- Wilkinson
- Worth
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Hawaii")

Please select the county where you spent the most time working for your primary employer in HAWAII last year.

- Hawaii
- Honolulu
- Kalawao
- Kauai
- Maui
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Idaho")

Please select the county where you spent the most time working for your primary employer in IDAHO last year.

- Ada
- Adams

- Bannock
- Bear Lake
- Benewah
- Bingham
- Blaine
- Boise
- Bonner
- Bonneville
- Boundary
- Butte
- Camas
- Canyon
- Caribou
- Cassia
- Clark
- Clearwater
- Custer
- Elmore
- Franklin
- Fremont
- Gem
- Gooding
- Idaho
- Jefferson
- Jerome
- Kootenai
- Latah
- Lemhi
- Lewis
- Lincoln
- Madison
- Minidoka
- Nez Perce
- Oneida

- Owyhee
- Payette
- Power
- Shoshone
- Teton
- Twin Falls
- Valley
- Washington
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Illinois")

Please select the county where you spent the most time working for your primary employer in ILLINOIS last year.

- Adams
- Alexander
- Bond
- Boone
- Brown
- Bureau
- Calhoun
- Carroll
- Cass
- Champaign
- Christian
- Clark
- Clay
- Clinton
- Coles
- Cook
- Crawford
- Cumberland
- DeKalb
- De Witt

- Douglas
- DuPage
- Edgar
- Edwards
- Effingham
- Fayette
- Ford
- Franklin
- Fulton
- Gallatin
- Greene
- Grundy
- Hamilton
- Hancock
- Hardin
- Henderson
- Henry
- Iroquois
- Jackson
- Jasper
- Jefferson
- Jersey
- Jo Daviess
- Johnson
- Kane
- Kankakee
- Kendall
- Knox
- Lake
- LaSalle
- Lawrence
- Lee
- Livingston
- Logan

- McDonough
- McHenry
- McLean
- Macon
- Macoupin
- Madison
- Marion
- Marshall
- Mason
- Massac
- Menard
- Mercer
- Monroe
- Montgomery
- Morgan
- Moultrie
- Ogle
- Peoria
- Perry
- Piatt
- Pike
- Pope
- Pulaski
- Putnam
- Randolph
- Richland
- Rock Island
- St. Clair
- Saline
- Sangamon
- Schuyler
- Scott
- Shelby
- Stark

- Stephenson
- Tazewell
- Union
- Vermilion
- Wabash
- Warren
- Washington
- Wayne
- White
- Whiteside
- Will
- Williamson
- Winnebago
- Woodford
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Indiana")

Please select the county where you spent the most time working for your primary employer in INDIANA last year.

- Adams
- Allen
- Bartholomew
- Benton
- Blackford
- Boone
- Brown
- Carroll
- Cass
- Clark
- Clay
- Clinton
- Crawford
- Daviess

- Dearborn
- Decatur
- DeKalb
- Delaware
- Dubois
- Elkhart
- Fayette
- Floyd
- Fountain
- Franklin
- Fulton
- Gibson
- Grant
- Greene
- Hamilton
- Hancock
- Harrison
- Hendricks
- Henry
- Howard
- Huntington
- Jackson
- Jasper
- Jay
- Jefferson
- Jennings
- Johnson
- Knox
- Kosciusko
- LaGrange
- Lake
- LaPorte
- Lawrence
- Madison

- Marion
- Marshall
- Martin
- Miami
- Monroe
- Montgomery
- Morgan
- Newton
- Noble
- Ohio
- Orange
- Owen
- Parke
- Perry
- Pike
- Porter
- Posey
- Pulaski
- Putnam
- Randolph
- Ripley
- Rush
- St. Joseph
- Scott
- Shelby
- Spencer
- Starke
- Steuben
- Sullivan
- Switzerland
- Tippecanoe
- Tipton
- Union
- Vanderburgh

- Vermillion
- Vigo
- Wabash
- Warren
- Warrick
- Washington
- Wayne
- Wells
- White
- Whitley
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Iowa")

Please select the county where you spent the most time working for your primary employer in IOWA last year.

- Adair
- Adams
- Allamakee
- Appanoose
- Audubon
- Benton
- Black Hawk
- Boone
- Bremer
- Buchanan
- Buena Vista
- Butler
- Calhoun
- Carroll
- Cass
- Cedar
- Cerro Gordo
- Cherokee

- Chicksaw
- Clarke
- Clay
- Clayton
- Clinton
- Crawford
- Dallas
- Davis
- Decatur
- Delaware
- Des Moines
- Dickinson
- Dubuque
- Emmet
- Fayette
- Floyd
- Franklin
- Fremont
- Greene
- Grundy
- Guthrie
- Hamilton
- Hancock
- Hardin
- Harrison
- Henry
- Howard
- Humboldt
- Ida
- Iowa
- Jackson
- Jasper
- Jefferson
- Johnson

- Jones
- Keokuk
- Kossuth
- Lee
- Linn
- Louisa
- Lucas
- Lyon
- Madison
- Mahaska
- Marion
- Marshall
- Mills
- Mitchell
- Monona
- Monroe
- Montgomery
- Muscatine
- O'Brien
- Osceola
- Page
- Palo Alto
- Plymouth
- Pocahontas
- Polk
- Pottawattamie
- Poweshiek
- Ringgold
- Sac
- Scott
- Shelby
- Sioux
- Story
- Tama

- Taylor
- Union
- Van Buren
- Wapello
- Warren
- Washington
- Wayne
- Webster
- Winnebago
- Winneshiek
- Woodbury
- Worth
- Wright
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Kansas")

Please select the county where you spent the most time working for your primary employer in KANSAS last year.

- Allen
- Anderson
- Atchison
- Barber
- Barton
- Bourbon
- Brown
- Butler
- Chase
- Chautauqua
- Cherokee
- Cheyenne
- Clark
- Clay
- Cloud

- Coffey
- Comanche
- Cowley
- Crawford
- Decatur
- Dickinson
- Doniphan
- Douglas
- Edwards
- Elk
- Ellis
- Ellsworth
- Finney
- Ford
- Franklin
- Geary
- Gove
- Graham
- Grant
- Gray
- Greeley
- Greenwood
- Hamilton
- Harper
- Harvey
- Haskell
- Hodgeman
- Jackson
- Jefferson
- Jewell
- Johnson
- Kearny
- Kingman
- Kiowa

- Labette
- Lane
- Leavenworth
- Lincoln
- Linn
- Logan
- Lyon
- McPherson
- Marion
- Marshall
- Meade
- Miami
- Mitchell
- Montgomery
- Morris
- Morton
- Nemaha
- Neosho
- Ness
- Norton
- Osage
- Osborne
- Ottawa
- Pawnee
- Phillips
- Pottawatomie
- Pratt
- Rawlins
- Reno
- Republic
- Rice
- Riley
- Rooks
- Rush

- Russell
- Saline
- Scott
- Sedgwick
- Seward
- Shawnee
- Sheridan
- Sherman
- Smith
- Stafford
- Stanton
- Stevens
- Sumner
- Thomas
- Trego
- Wabaunsee
- Wallace
- Washington
- Wichita
- Wilson
- Woodson
- Wyandotte
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Kentucky")

Please select the county where you spent the most time working for your primary employer in KENTUCKY last year.

- Adair
- Allen
- Anderson
- Ballard
- Barren
- Bath

- Bell
- Boone
- Bourbon
- Boyd
- Boyle
- Bracken
- Breathitt
- Breckinridge
- Bullitt
- Butler
- Caldwell
- Calloway
- Campbell
- Carlisle
- Carroll
- Carter
- Casey
- Christian
- Clark
- Clay
- Clinton
- Crittenden
- Cumberland
- Daviess
- Edmonson
- Elliott
- Estill
- Fayette
- Fleming
- Floyd
- Franklin
- Fulton
- Gallatin
- Garrard

- Grant
- Graves
- Grayson
- Green
- Greenup
- Hancock
- Hardin
- Harlan
- Harrison
- Hart
- Henderson
- Henry
- Hickman
- Hopkins
- Jackson
- Jefferson
- Jessamine
- Johnson
- Kenton
- Knott
- Knox
- Larue
- Laurel
- Lawrence
- Lee
- Leslie
- Letcher
- Lewis
- Lincoln
- Livingston
- Logan
- Lyon
- McCracken
- McCreary

- McLean
- Madison
- Magoffin
- Marion
- Marshall
- Martin
- Mason
- Meade
- Menifee
- Mercer
- Metcalfe
- Monroe
- Montgomery
- Morgan
- Muhlenberg
- Nelson
- Nicholas
- Ohio
- Oldham
- Owen
- Owsley
- Pendleton
- Perry
- Pike
- Powell
- Pulaski
- Robertson
- Rockcastle
- Rowan
- Russell
- Scott
- Shelby
- Simpson
- Spencer

- Taylor
- Todd
- Trigg
- Trimble
- Union
- Warren
- Washington
- Wayne
- Webster
- Whitley
- Wolfe
- Woodford
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Louisiana")

Please select the county where you spent the most time working for your primary employer in LOUISIANA last year.

- Acadia
- Allen
- Ascension
- Assumption
- Avoyelles
- Beauregard
- Bienville
- Bossier
- Caddo
- Calcasieu
- Caldwell
- Cameron
- Catahoula
- Claiborne
- Concordia
- De Soto

- East Baton Rouge
- East Carroll
- East Feliciana
- Evangeline
- Franklin
- Grant
- Iberia
- Iberville
- Jackson
- Jefferson
- Jefferson Davis
- Lafayette
- Lafourche
- La Salle
- Lincoln
- Livingston
- Madison
- Morehouse
- Natchitoches
- Orleans
- Ouachita
- Plaquemines
- Pointe Coupee
- Rapides
- Red River
- Richland
- Sabine
- St. Bernard
- St. Charles
- St. Helena
- St. James
- St. John the Baptist
- St. Landry
- St. Martin

- St. Mary
- St. Tammany
- Tangipahoa
- Tensas
- Terrebonne
- Union
- Vermilion
- Vernon
- Washington
- Webster
- West Baton Rouge
- West Carroll
- West Feliciana
- Winn
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Maine")

Please select the county where you spent the most time working for your primary employer in MAINE last year.

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford
- Penobscot
- Piscataquis
- Sagadahoc
- Somerset
- Waldo

- Washington
- York
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Maryland")

Please select the county where you spent the most time working for your primary employer in MARYLAND last year.

- Allegany
- Anne Arundel
- Baltimore
- Baltimore City
- Calvert
- Caroline
- Carroll
- Cecil
- Charles
- Dorchester
- Fredrick
- Garrett
- Harford
- Howard
- Kent
- Montgomery
- Prince George's
- Queen Anne's
- Somerset
- St. Mary's
- Talbot
- Washington
- Wicomico
- Worcester
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Massachusetts")

Please select the county where you spent the most time working for your primary employer in MASSACHUSETTS last year.

- Barnstable
- Berkshire
- Bristol
- Dukes
- Essex
- Franklin
- Hampden
- Hampshire
- Middlesex
- Nantucket
- Norfolk
- Plymouth
- Suffolk
- Worcester
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Michigan")

Please select the county where you spent the most time working for your primary employer in MICHIGAN last year.

- Alcona
- Alger
- Allegan
- Alpena
- Antrim
- Arenac
- Baraga
- Barry

- Bay
- Benzie
- Berrien
- Branch
- Calhoun
- Cass
- Charlevoix
- Cheboygan
- Chippewa
- Clare
- Clinton
- Crawford
- Delta
- Dickinson
- Eaton
- Emmet
- Genesee
- Gladwin
- Gogebic
- Grand Traverse
- Gratiot
- Hillsdale
- Houghton
- Huron
- Ingham
- Ionia
- Iosco
- Iron
- Isabella
- Jackson
- Kalamazoo
- Kalkaska
- Kent
- Keweenaw

- Lake
- Lapeer
- Leelanau
- Lenawee
- Livingston
- Luce
- Mackinac
- Macomb
- Manistee
- Marquette
- Mason
- Mecosta
- Menominee
- Midland
- Missaukee
- Monroe
- Montcalm
- Montmorency
- Muskegon
- Newaygo
- Oakland
- Oceana
- Ogemaw
- Ontonagon
- Osceola
- Oscoda
- Otsego
- Ottawa
- Presque Isle
- Roscommon
- Saginaw
- St. Clair
- St. Joseph
- Sanilac

- Schoolcraft
- Shiawassee
- Tuscola
- Van Buren
- Washtenaw
- Wayne
- Wexford
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Minnesota")

Please select the county where you spent the most time working for your primary employer in MINNESOTA last year.

- Aitkin
- Anoka
- Becker
- Beltrami
- Benton
- Big Stone
- Blue Earth
- Brown
- Carlton
- Carver
- Cass
- Chippewa
- Chisago
- Clay
- Clearwater
- Cook
- Cottonwood
- Crow Wing
- Dakota
- Dodge
- Douglas

- Faribault
- Fillmore
- Freeborn
- Goodhue
- Grant
- Hennepin
- Houston
- Hubbard
- Isanti
- Itasca
- Jackson
- Kanabec
- Kandiyohi
- Kittson
- Koochiching
- Lac qui Parle
- Lake
- Lake of the Woods
- Le Sueur
- Lincoln
- Lyon
- McLeod
- Mahnomen
- Marshall
- Martin
- Meeker
- Mille Lacs
- Morrison
- Mower
- Murray
- Nicollet
- Nobles
- Norman
- Olmsted

- Otter Tail
- Pennington
- Pine
- Pipestone
- Polk
- Pope
- Ramsey
- Red Lake
- Redwood
- Renville
- Rice
- Rock
- Roseau
- St. Louis
- Scott
- Sherburne
- Sibley
- Stearns
- Steele
- Stevens
- Swift
- Todd
- Traverse
- Wabasha
- Wadena
- Waseca
- Washington
- Watonwan
- Wilkin
- Winona
- Wright
- Yellow Medicine
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Mississippi")

Please select the county where you spent the most time working for your primary employer in MISSISSIPPI last year.

- Adams
- Alcorn
- Amite
- Attala
- Benton
- Bolivar
- Calhoun
- Carroll
- Chickasaw
- Choctaw
- Claiborne
- Clarke
- Clay
- Coahoma
- Copiah
- Covington
- DeSoto
- Forrest
- Franklin
- George
- Greene
- Grenada
- Hancock
- Harrison
- Hinds
- Holmes
- Humphreys
- Issaquena
- Itawamba
- Jackson
- Jasper

- Jefferson
- Jefferson Davis
- Jones
- Kemper
- Lafayette
- Lamar
- Lauderdale
- Lawrence
- Leake
- Lee
- Leflore
- Lincoln
- Lowndes
- Madison
- Marion
- Marshall
- Monroe
- Montgomery
- Neshoba
- Newton
- Noxubee
- Oktibbeha
- Panola
- Pearl River
- Perry
- Pike
- Pontotoc
- Prentiss
- Quitman
- Rankin
- Scott
- Sharkey
- Simpson
- Smith

- Stone
- Sunflower
- Tallahatchie
- Tate
- Tippah
- Tishomingo
- Tunica
- Union
- Walthall
- Warren
- Washington
- Wayne
- Webster
- Wilkinson
- Winston
- Yalobusha
- Yazoo
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Missouri")

Please select the county where you spent the most time working for your primary employer in MISSOURI last year.

- Adair County
- Andrew County
- Atchison County
- Audrain County
- Barry County
- Barton County
- Bates County
- Benton County
- Bollinger County
- Boone County
- Buchanan County

- Butler County
- Caldwell County
- Callaway County
- Camden County
- Cape Girardeau County
- Carroll County
- Carter County
- Cass County
- Cedar County
- Chariton County
- Christian County
- Clark County
- Clay County
- Clinton County
- Cole County
- Cooper County
- Crawford County
- Dade County
- Dallas County
- Daviess County
- DeKalb County
- Dent County
- Douglas County
- Dunklin County
- Franklin County
- Gasconade County
- Gentry Country
- Greene County
- Grundy County
- Harrison County
- Henry County
- Hickory County
- Holt County
- Howard County

- Howell County
- Iron County
- Jackson County
- Jasper County
- Jefferson County
- Johnson County
- Knox County
- Laclede County
- Lafayette County
- Lawrence County
- Lewis County
- Lincoln County
- Linn County
- Livingston County
- Macon County
- Madison County
- Maries County
- Marion County
- McDonald County
- Mercer County
- Miller County
- Mississippi County
- Moniteau County
- Monroe County
- Montgomery County
- Morgan County
- New Madrid County
- Newton County
- Nodaway County
- Oregon County
- Osage County
- Ozark County
- Pemiscot County
- Perry County

- Pettis County
- Phelps County
- Pike County
- Platte County
- Polk County
- Pulaski County
- Putnam County
- Ralls County
- Randolph County
- Ray County
- Reynolds County
- Ripley County
- Saline County
- Schuyler County
- Scotland County
- Scott County
- Shannon County
- Shelby County
- St. Charles County
- St. Clair County
- St. Francois
- St. Louis County
- St. Louis City
- Ste. Genevieve County
- Stoddard County
- Stone County
- Sullivan County
- Taney County
- Texas County
- Vernon County
- Warren County
- Washington County
- Wayne County
- Webster County

- Worth County
- Wright County
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Montana")

Please select the county where you spent the most time working for your primary employer in MONTANA last year.

- Beaverhead
- Big Horn
- Blaine
- Broadwater
- Carbon
- Carter
- Cascade
- Chouteau
- Custer
- Daniels
- Dawson
- Deer Lodge
- Fallon
- Fergus
- Flathead
- Gallatin
- Garfield
- Glacier
- Golden Valley
- Granite
- Hill
- Jefferson
- Judith Basin
- Lake
- Lewis and Clark
- Liberty

- Lincoln
- McCone
- Madison
- Meagher
- Mineral
- Missoula
- Musselshell
- Park
- Petroleum
- Phillips
- Pondera
- Powder River
- Powell
- Prairie
- Ravalli
- Richland
- Roosevelt
- Rosebud
- Sanders
- Sheridan
- Silver Bow
- Stillwater
- Sweet Grass
- Teton
- Toole
- Treasure
- Valley
- Wheatland
- Wibaux
- Yellowstone
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Nebraska")

Please select the county where you spent the most time working for your primary employer in NEBRASKA last year.

- Adams
- Antelope
- Arthur
- Banner
- Blaine
- Boone
- Box Butte
- Boyd
- Brown
- Buffalo
- Burt
- Butler
- Cass
- Cedar
- Chase
- Cherry
- Cheyenne
- Clay
- Colfax
- Cuming
- Custer
- Dakota
- Dawes
- Dawson
- Deuel
- Dixon
- Dodge
- Douglas
- Dundy
- Fillmore
- Franklin

- Frontier
- Furnas
- Gage
- Garden
- Garfield
- Gosper
- Grant
- Greeley
- Hall
- Hamilton
- Harlan
- Hayes
- Hitchcock
- Holt
- Hooker
- Howard
- Jefferson
- Johnson
- Kearney
- Keith
- Keya Paha
- Kimball
- Knox
- Lancaster
- Lincoln
- Logan
- Loup
- McPherson
- Madison
- Merrick
- Morrill
- Nance
- Nemaha
- Nuckolls

- Otoe
- Pawnee
- Perkins
- Phelps
- Pierce
- Platte
- Polk
- Red Willow
- Richardson
- Rock
- Saline
- Sarpy
- Saunders
- Scotts Bluff
- Seward
- Sheridan
- Sherman
- Sioux
- Stanton
- Thayer
- Thomas
- Thurston
- Valley
- Washington
- Wayne
- Webster
- Wheeler
- York
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Nevada")

Please select the county where you spent the most time working for your primary employer in NEVADA last year.

- Carson City
- Churchill
- Clark
- Douglas
- Elko
- Esmeralda
- Eureka
- Humboldt
- Lander
- Lincoln
- Lyon
- Mineral
- Nye
- Pershing
- Storey
- Washoe
- White Pine
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("New Hampshire")

Please select the county where you spent the most time working for your primary employer in NEW HAMPSHIRE last year.

- Belknap
- Carroll
- Cheshire
- Coos
- Grafton
- Hillsborough
- Merrimack
- Rockingham
- Strafford

- Sullivan
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("New Jersey")

Please select the county where you spent the most time working for your primary employer in NEW JERSEY last year.

- Atlantic
- Bergen
- Burlington
- Camden
- Cape May
- Cumberland
- Essex
- Gloucester
- Hudson
- Hunterdon
- Mercer
- Middlesex
- Monmouth
- Morris
- Ocean
- Passaic
- Salem
- Somerset
- Sussex
- Union
- Warren
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("New Mexico")

Please select the county where you spent the most time working for your primary employer in NEW MEXICO last year.

- Bernalillo
- Catron
- Chaves
- Cibola
- Colfax
- Curry
- De Baca
- Dona Ana
- Eddy
- Grant
- Guadalupe
- Harding
- Hidalgo
- Lea
- Lincoln
- Los Alamos
- Luna
- McKinley
- Mora
- Otero
- Quay
- Rio Arriba
- Roosevelt
- Sandoval
- San Juan
- San Miguel
- Santa Fe
- Sierra
- Socorro
- Taos
- Torrance
- Union
- Valencia

I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("New York")

Please select the county where you spent the most time working for your primary employer in NEW YORK last year.

- Albany
- Allegany
- Bronx
- Broome
- Cattaraugus
- Cayuga
- Chautauqua
- Chemung
- Chenango
- Clinton
- Columbia
- Cortland
- Delaware
- Dutchess
- Erie
- Essex
- Franklin
- Fulton
- Genesee
- Greene
- Hamilton
- Herkimer
- Jefferson
- Kings
- Lewis
- Livingston
- Madison
- Monroe

- Montgomery
- Nassau
- New York
- Niagara
- Oneida
- Onondaga
- Ontario
- Orange
- Orleans
- Oswego
- Otsego
- Putnam
- Queens
- Rensselaer
- Richmond
- Rockland
- St. Lawrence
- Saratoga
- Schenectady
- Schoharie
- Schuyler
- Seneca
- Steuben
- Suffolk
- Sullivan
- Tioga
- Tompkins
- Ulster
- Warren
- Washington
- Wayne
- Westchester
- Wyoming
- Yates

I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("North Carolina")

Please select the county where you spent the most time working for your primary employer in NORTH CAROLINA last year.

Alamance

Alexander

Alleghany

Anson

Ashe

Avery

Beaufort

Bertie

Bladen

Brunswick

Buncombe

Burke

Cabarrus

Caldwell

Camden

Carteret

Caswell

Catawba

Chatham

Cherokee

Chowan

Clay

Cleveland

Columbus

Craven

Cumberland

Currituck

- Dare
- Davidson
- Davie
- Duplin
- Durham
- Edgecombe
- Forsyth
- Franklin
- Gaston
- Gates
- Graham
- Granville
- Greene
- Guilford
- Halifax
- Harnett
- Haywood
- Henderson
- Hertford
- Hoke
- Hyde
- Iredell
- Jackson
- Johnston
- Jones
- Lee
- Lenoir
- Lincoln
- McDowell
- Macon
- Madison
- Martin
- Mecklenburg
- Mitchell

- Montgomery
- Moore
- Nash
- New Hanover
- Northampton
- Onslow
- Orange
- Pamlico
- Pasquotank
- Pender
- Perquimans
- Person
- Pitt
- Polk
- Randolph
- Richmond
- Robeson
- Rockingham
- Rowan
- Rutherford
- Sampson
- Scotland
- Stanly
- Stokes
- Surry
- Swain
- Transylvania
- Tyrell
- Union
- Vance
- Wake
- Warren
- Washington
- Watauga

- Wayne
- Wilkes
- Wilson
- Yadkin
- Yancey
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("North Dakota")

Please select the county where you spent the most time working for your primary employer in NORTH DAKOTA last year.

- Adams
- Barnes
- Benson
- Billings
- Bottineau
- Bowman
- Burke
- Burleigh
- Cass
- Cavalier
- Dickey
- Divide
- Dunn
- Eddy
- Emmons
- Foster
- Golden Valley
- Grand Forks
- Grant
- Griggs
- Hettinger
- Kidder

- LaMoure
- Logan
- McHenry
- McIntosh
- McKenzie
- McLean
- Mercer
- Morton
- Mountrail
- Nelson
- Oliver
- Pembina
- Pierce
- Ramsey
- Ransom
- Renville
- Richland
- Rolette
- Sargent
- Sheridan
- Sioux
- Slope
- Stark
- Steele
- Stutsman
- Towner
- Traill
- Walsh
- Ward
- Wells
- Williams
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Ohio")

Please select the county where you spent the most time working for your primary employer in OHIO last year.

- Adams
- Allen
- Ashland
- Ashtabula
- Athens
- Auglaize
- Belmont
- Brown
- Butler
- Carroll
- Champaign
- Clark
- Clermont
- Clinton
- Columbiana
- Coshocton
- Crawford
- Cuyahoga
- Darke
- Defiance
- Delaware
- Erie
- Fairfield
- Fayette
- Franklin
- Fulton
- Gallia
- Geauga
- Greene
- Guernsey
- Hamilton

- Hancock
- Hardin
- Harrison
- Henry
- Highland
- Hocking
- Holmes
- Huron
- Jackson
- Jefferson
- Knox
- Lake
- Lawrence
- Licking
- Logan
- Lorain
- Lucas
- Madison
- Mahoning
- Marion
- Medina
- Meigs
- Mercer
- Miami
- Monroe
- Montgomery
- Morgan
- Morrow
- Muskingum
- Noble
- Ottawa
- Paulding
- Perry
- Pickaway

- Pike
- Portage
- Preble
- Putnam
- Richland
- Ross
- Sandusky
- Scioto
- Seneca
- Shelby
- Stark
- Summit
- Trumbull
- Tuscarawas
- Union
- Van Wert
- Vinton
- Warren
- Washington
- Wayne
- Williams
- Wood
- Wyandot
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Oklahoma")

Please select the county where you spent the most time working for your primary employer in OKLAHOMA last year.

- Adair
- Alfalfa
- Atoka
- Beaver
- Beckham

- Blaine
- Bryan
- Caddo
- Canadian
- Carter
- Cherokee
- Choctaw
- Cimarron
- Cleveland
- Coal
- Comanche
- Cotton
- Craig
- Creek
- Custer
- Delaware
- Dewey
- Ellis
- Garfield
- Garvin
- Grady
- Grant
- Greer
- Harmon
- Harper
- Haskell
- Hughes
- Jackson
- Jefferson
- Johnston
- Kay
- Kingfisher
- Kiowa
- Latimer

- Le Flore
- Lincoln
- Logan
- Love
- McClain
- McCurtain
- McIntosh
- Major
- Marshall
- Mayes
- Murray
- Muskogee
- Noble
- Nowata
- Okfuskee
- Oklahoma
- Okmulgee
- Osage
- Ottawa
- Pawnee
- Payne
- Pittsburg
- Pontotoc
- Pottawatomie
- Pushmataha
- Roger Mills
- Rogers
- Seminole
- Sequoyah
- Stephens
- Texas
- Tillman
- Tulsa
- Wagoner

- Washington
- Washita
- Woods
- Woodward
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Oregon")

Please select the county where you spent the most time working for your primary employer in OREGON last year.

- Baker
- Benton
- Clackamas
- Clatsop
- Columbia
- Coos
- Crook
- Curry
- Deschutes
- Douglas
- Gilliam
- Grant
- Harney
- Hood River
- Jackson
- Jefferson
- Josephine
- Klamath
- Lake
- Lane
- Lincoln
- Linn
- Malheur
- Marion

- Morrow
- Multnomah
- Polk
- Sherman
- Tillamook
- Umatilla
- Union
- Wallowa
- Wasco
- Washington
- Wheeler
- Yamhill
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Pennsylvania")

Please select the county where you spent the most time working for your primary employer in PENNSYLVANIA last year.

- Adams
- Allegheny
- Armstrong
- Beaver
- Bedford
- Berks
- Blair
- Bradford
- Bucks
- Butler
- Cambria
- Cameron
- Carbon
- Centre
- Chester

- Clarion
- Clearfield
- Clinton
- Columbia
- Crawford
- Cumberland
- Dauphin
- Delaware
- Elk
- Erie
- Fayette
- Forest
- Franklin
- Fulton
- Greene
- Huntingdon
- Indiana
- Jefferson
- Juniata
- Lackawanna
- Lancaster
- Lawrence
- Lebanon
- Lehigh
- Luzerne
- Lycoming
- McKean
- Mercer
- Mifflin
- Monroe
- Montgomery
- Montour
- Northampton
- Northumberland

- Perry
- Philadelphia
- Pike
- Potter
- Schuylkill
- Snyder
- Somerset
- Sullivan
- Susquehanna
- Tioga
- Union
- Venango
- Warren
- Washington
- Wayne
- Westmoreland
- Wyoming
- York
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Rhode Island")

Please select the county where you spent the most time working for your primary employer in RHODE ISLAND last year.

- Bristol
- Kent
- Newport
- Providence
- Washington
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("South Carolina")

Please select the county where you spent the most time working for your primary employer in SOUTH CAROLINA last year.

- Abbeville
- Aiken
- Allendale
- Anderson
- Bamberg
- Barnwell
- Beaufort
- Berkeley
- Calhoun
- Charleston
- Cherokee
- Chester
- Chesterfield
- Clarendon
- Colleton
- Darlington
- Dillon
- Dorchester
- Edgefield
- Fairfield
- Florence
- Georgetown
- Greenville
- Greenwood
- Hampton
- Horry
- Jasper
- Kershaw
- Lancaster
- Laurens

- Lee
- Lexington
- McCormick
- Marion
- Marlboro
- Newberry
- Oconee
- Orangeburg
- Pickens
- Richland
- Saluda
- Spartanburg
- Sumter
- Union
- Williamsburg
- York
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("South Dakota")

Please select the county where you spent the most time working for your primary employer in SOUTH DAKOTA last year.

- Aurora
- Beadle
- Bennett
- Bon Homme
- Brookings
- Brown
- Brule
- Buffalo
- Butte
- Campbell
- Charles Mix

- Clark
- Clay
- Codrington
- Corson
- Custer
- Davison
- Day
- Deuel
- Dewey
- Douglas
- Edmunds
- Fall River
- Faulk
- Grant
- Gregory
- Haakon
- Hamlin
- Hand
- Hanson
- Harding
- Hughes
- Hutchinson
- Hyde
- Jackson
- Jerauld
- Jones
- Kingsbury
- Lake
- Lawrence
- Lincoln
- Lyman
- McCook
- McPherson
- Marshall

- Meade
- Mellette
- Miner
- Minnehaha
- Moody
- Pennington
- Perkins
- Potter
- Roberts
- Sanborn
- Shannon
- Spink
- Stanley
- Sully
- Todd
- Tripp
- Turner
- Union
- Walworth
- Yankton
- Ziebach
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Tennessee")

Please select the county where you spent the most time working for your primary employer in TENNESSEE last year.

- Anderson
- Bedford
- Benton
- Bledsoe
- Blount
- Bradley
- Campbell

- Cannon
- Carroll
- Carter
- Cheatham
- Chester
- Claiborne
- Clay
- Cocke
- Coffee
- Crockett
- Cumberland
- Davidson
- Decatur
- DeKalb
- Dickson
- Dyer
- Fayette
- Fentress
- Franklin
- Gibson
- Giles
- Grainger
- Greene
- Grundy
- Hamblen
- Hamilton
- Hancock
- Hardeman
- Hardin
- Hawkins
- Haywood
- Henderson
- Henry
- Hickman

- Houston
- Humphreys
- Jackson
- Jefferson
- Johnson
- Knox
- Lake
- Lauderdale
- Lawrence
- Lewis
- Lincoln
- Loudon
- McMinn
- McNairy
- Macon
- Madison
- Marion
- Marshall
- Maury
- Meigs
- Monroe
- Montgomery
- Moore
- Morgan
- Obion
- Overton
- Perry
- Pickett
- Polk
- Putnam
- Rhea
- Roane
- Robertson
- Rutherford

- Scott
- Sequatchie
- Seiver
- Shelby
- Smith
- Stewart
- Sullivan
- Sumner
- Tipton
- Trousdale
- Unicoi
- Union
- Van Buren
- Warren
- Washington
- Wayne
- Weakley
- White
- Williamson
- Wilson
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Texas")

Please select the county where you spent the most time working for your primary employer in TEXAS last year.

- Anderson
- Andrews
- Angelina
- Aransas
- Archer
- Armstrong
- Atascosa
- Austin

- Bailey
- Bandera
- Bastrop
- Baylor
- Bee
- Bell
- Bexar
- Blanco
- Borden
- Bosque
- Bowie
- Brazoria
- Brazos
- Brewster
- Briscoe
- Brooks
- Brown
- Burleson
- Burnet
- Caldwell
- Calhoun
- Callahan
- Cameron
- Camp
- Carson
- Cass
- Castro
- Chambers
- Cherokee
- Childress
- Clay
- Cochran
- Coke
- Coleman

- Collin
- Collingsworth
- Colorado
- Comal
- Comanche
- Concho
- Cooke
- Coryell
- Cottle
- Crane
- Crockett
- Crosby
- Culberson
- Dallam
- Dallas
- Dawson
- Deaf Smith
- Delta
- Denton
- DeWitt
- Dickens
- Dimmit
- Donley
- Duval
- Eastland
- Ector
- Edwards
- Ellis
- El Paso
- Erath
- Falls
- Fannin
- Fayette
- Fisher

- Floyd
- Foard
- Fort Bend
- Franklin
- Freestone
- Frio
- Gaines
- Galveston
- Garza
- Gillespie
- Glasscock
- Goliad
- Gonzales
- Gray
- Grayson
- Gregg
- Grimes
- Guadalupe
- Hale
- Hall
- Hamilton
- Hansford
- Hardeman
- Hardin
- Harris
- Harrison
- Hartley
- Haskell
- Hays
- Hemphill
- Henderson
- Hidalgo
- Hill
- Hockley

- Hood
- Hopkins
- Houston
- Howard
- Hudspeth
- Hunt
- Hutchinson
- Irion
- Jack
- Jackson
- Jasper
- Jeff Davis
- Jefferson
- Jim Hogg
- Jim Wells
- Johnson
- Jones
- Karnes
- Kaufman
- Kendall
- Kenedy
- Kent
- Kerr
- Kimble
- King
- Kinney
- Kleberg
- Knox
- Lamar
- Lamb
- Lampasas
- La Salle
- Lavaca
- Lee

- Leon
- Liberty
- Limestone
- Lipscomb
- Live Oak
- Llano
- Loving
- Lubbock
- Lynn
- McCulloch
- McLennan
- McMullen
- Madison
- Marion
- Martin
- Mason
- Matagorda
- Maverick
- Medina
- Menard
- Midland
- Miliam
- Mills
- Mitchell
- Montague
- Montgomery
- Moore
- Morris
- Motley
- Nacogdoches
- Navarro
- Newton
- Nolan
- Nueces

- Ochiltree
- Oldham
- Orange
- Palo Pinto
- Panola
- Parker
- Parmer
- Pecos
- Polk
- Potter
- Presidio
- Rains
- Randall
- Reagan
- Real
- Red River
- Reeves
- Refugio
- Roberts
- Robertson
- Rockwall
- Runnels
- Rusk
- Sabine
- San Augustine
- San Jacinto
- San Patricio
- San Saba
- Schleicher
- Scurry
- Shackelford
- Shelby
- Sherman
- Smith

- () Somervell
- () Starr
- () Stephens
- () Sterling
- () Stonewall
- () Sutton
- () Swisher
- () Tarrant
- () Taylor
- () Terrell
- () Terry
- () Throckmorton
- () Titus
- () Tom Green
- () Travis
- () Trinity
- () Tyler
- () Upshur
- () Upton
- () Uvalde
- () Val Verde
- () Van Zandt
- () Victoria
- () Walker
- () Waller
- () Ward
- () Washington
- () Webb
- () Wharton
- () Wheeler
- () Wichita
- () Wilbarger
- () Willacy
- () Williamson

- Wilson
- Winkler
- Wise
- Wood
- Yoakum
- Young
- Zapata
- Zavala
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Utah")

Please select the county where you spent the most time working for your primary employer in UTAH last year.

- Beaver
- Box Elder
- Cache
- Carbon
- Daggett
- Davis
- Duchesne
- Emery
- Garfield
- Grand
- Iron
- Juab
- Kane
- Millard
- Morgan
- Piute
- Rich
- Salt Lake
- San Juan
- Sanpete

- Sevier
- Summit
- Tooele
- Uintah
- Utah
- Wasatch
- Washington
- Wayne
- Weber
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Vermont")

Please select the county where you spent the most time working for your primary employer in VERMONT last year.

- Addison
- Bennington
- Caledonia
- Chittenden
- Essex
- Franklin
- Grand Isle
- Lamoille
- Orange
- Orleans
- Rutland
- Washington
- Windham
- Windsor
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Virginia")

Please select the county where you spent the most time working for your primary employer in VIRGINIA last year.

- Accomack
- Albemarle
- Alexandria City
- Alleghany
- Amelia
- Amherst
- Appomattox
- Arlington
- Augusta
- Bath
- Bedford
- Bedford City
- Bland
- Botetourt
- Bristol City
- Brunswick
- Buchanan
- Buckingham
- Buena Vista City
- Campbell
- Caroline
- Carroll
- Charles City
- Charlotte
- Charlottesville City
- Chesapeake City
- Chesterfield
- Clarke
- Colonial Heights City
- Covington City
- Craig
- Culpeper
- Cumberland

- Danville City
- Dickenson
- Dinwiddie
- Emporia City
- Essex
- Fairfax
- Fairfax City
- Falls Church City
- Fauquier
- Floyd
- Fluvanna
- Franklin
- Franklin City
- Frederick
- Fredricksburg City
- Galax City
- Giles
- Gloucester
- Goochland
- Grayson
- Greene
- Greensville
- Halifax
- Hampton City
- Hanover
- Harrisonburg City
- Henrico
- Henry
- Highland
- Hopewell City
- Isle of Wight
- James City
- King and Queen
- King George

- King William
- Lancaster
- Lee
- Lexington City
- Loudoun
- Louisa
- Lunenburg
- Lynchburg City
- Madison
- Manassas City
- Manassas Park City
- Martinsville City
- Mathews
- Mecklenburg
- Middlesex
- Montgomery
- Nelson
- New Kent
- Newport News City
- Norfolk City
- Northampton
- Northumberland
- Norton City
- Nottoway
- Orange
- Page
- Patrick
- Petersburg City
- Pittsylvania
- Poquoson City
- Portsmouth City
- Powhatan
- Prince Edward
- Prince George

- Prince William
- Pulaski
- Radford City
- Rappahannock
- Richmond
- Richmond City
- Roanoke
- Roanoke City
- Rockbridge
- Rockingham
- Russell
- Salem City
- Scott
- Shenandoah
- Smyth
- Southampton
- Spotsylvania
- Stafford
- Staunton City
- Suffolk City
- Surry
- Sussex
- Tazewell
- Virginia Beach City
- Warren
- Washington
- Waynesboro City
- Westmoreland
- Williamsburg City
- Winchester City
- Wise
- Wythe
- York
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Washington")

Please select the county where you spent the most time working for your primary employer in WASHINGTON last year.

- Adams
- Asotin
- Benton
- Chelan
- Clallam
- Clark
- Columbia
- Cowlitz
- Douglas
- Ferry
- Franklin
- Garfield
- Grant
- Grays Harbor
- Island
- Jefferson
- King
- Kitsap
- Kittitas
- Klickitat
- Lewis
- Lincoln
- Mason
- Okanogan
- Pacific
- Pend Oreille
- Pierce
- San Juan
- Skagit

- Skamania
- Snohomish
- Spokane
- Stevens
- Thurston
- Wahkiakum
- Walla Walla
- Whatcom
- Whitman
- Yakima
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("West Virginia")

Please select the county where you spent the most time working for your primary employer in WEST VIRGINIA last year.

- Barbour
- Berkeley
- Boone
- Brooke
- Braxton
- Cabell
- Calhoun
- Clay
- Doddridge
- Fayette
- Gilmer
- Grant
- Greenbrier
- Hampshire
- Hancock
- Hardy
- Harrison

- Jackson
- Jefferson
- Kanawha
- Lewis
- Lincoln
- Logan
- McDowell
- Marion
- Marshall
- Mason
- Mercer
- Mineral
- Mingo
- Monongalia
- Monroe
- Morgan
- Nicholas
- Ohio
- Pendleton
- Pleasants
- Pocahontas
- Preston
- Putnam
- Raleigh
- Randolph
- Ritchie
- Roane
- Summers
- Taylor
- Tucker
- Tyler
- Upshur
- Wayne
- Webster

- Wetzel
- Wirt
- Wood
- Wyoming
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Wisconsin")

Please select the county where you spent the most time working for your primary employer in WISCONSIN last year.

- Adams
- Ashland
- Barron
- Bayfield
- Brown
- Buffalo
- Burnett
- Calumet
- Chippewa
- Clark
- Columbia
- Crawford
- Dane
- Dodge
- Door
- Douglas
- Dunn
- Eau Claire
- Florence
- Fond du Lac
- Forest
- Grant
- Green
- Green Lake

- Iowa
- Iron
- Jackson
- Jefferson
- Juneau
- Kenosha
- Kewaunee
- La Crosse
- Lafayette
- Langlade
- Lincoln
- Maitowoc
- Marathon
- Marinette
- Marquette
- Menominee
- Milwaukee
- Monroe
- Oconto
- Oneida
- Outagamie
- Ozaukee
- Pepin
- Pierce
- Polk
- Portage
- Price
- Racine
- Richland
- Rock
- Rusk
- St. Croix
- Sauk
- Sawyer

- Shawano
- Sheboygan
- Taylor
- Trempealeau
- Vernon
- Vilas
- Walworth
- Washburn
- Washington
- Waukesha
- Waupaca
- Waushara
- Winnebago
- Wood
- I'm not sure

Logic: Hidden unless: #35 Question "Please select the state or territory where you spent the most time working for your primary employer last year." is one of the following answers ("Wyoming")

Please select the county where you spent the most time working for your primary employer in WYOMING last year.

- Albany
- Big Horn
- Campbell
- Carbon
- Converse
- Crook
- Fremont
- Goshen
- Hot Springs
- Johnson
- Laramie
- Lincoln
- Natrona
- Niobrara

- Park
- Platte
- Sheridan
- Sublette
- Sweetwater
- Teton
- Uinta
- Washakie
- Weston
- I'm not sure

Validation: %s format expected Using custom RegEx pattern

Please enter the five digit zip code where you spent the majority of your time working for your primary employer last year.

In 2020 did you work for, or have you ever worked for, the National Health Service Corps (NHSC)?

- Yes, currently
 - Yes, in the past
 - No
-

Your Education, Training, and Leadership Activity

*In what year did you graduate from your PA program? **

- 1965
- 1966
- 1967
- 1968
- 1969
- 1970
- 1971
- 1972

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- () 2009
- () 2010
- () 2011
- () 2012
- () 2013
- () 2014
- () 2015
- () 2016
- () 2017
- () 2018
- () 2019
- () 2020

Validation: Min = 0 Max = 52 Must be numeric Whole numbers only Positive numbers only

How many years have you been employed by your *current, primary employer*?

Validation: Min = 0 Max = 53 Must be numeric

*How many years have you worked in each of the following roles as a PA? Please round each response to the nearest year. **

Do not include time practicing before completing your PA program (i.e., rotations).

Please include your time spent as a PA educator or PA administrator, even if you are not currently working in those roles. We would like to ensure that we are accurately reflecting the experiences of all PAs when sharing this information in aggregated format in communications materials.

Years worked clinically as a PA: _____

Years worked as a PA educator: _____

Years worked as a PA administrator: _____

*What is your highest level of degree completed?**

- () Associate's
- () Bachelor's

- Master's
- Doctorate or professional (PhD, JD, MD, etc.)

Logic: Show/hide trigger exists.

*Are you in a leadership role, either formally or informally?**

This may include tasks such as supervising staff, educating/orientating/onboarding others in your practice (not precepting), leading quality and performance improvement activities, or managing a budget.

- Yes, formal
- Yes, informal
- No

Logic: Hidden unless: #89 Question "Are you in a leadership role, either formally or informally?" is one of the following answers ("No")

Are you interested in a leadership role as a PA?

- Yes
- No

Which of the following job titles best fits your primary role at your primary employer?

- Physician assistant (PA)
- Advanced practice provider (APP)
- Lead PA/APP
- Chief PA/APP
- Department chair
- Adjunct professor (assistant/associate/full)
- Assistant professor
- Associate professor
- Professor (full)
- Director
- Manager/Supervisor
- Vice President or Senior Vice President
- Executive level/C-suite (CEO, CFO, CMO, CIO, CNO, etc.)
- Other (please specify): _____*

Page entry logic: This page will show when: #27 Question "Did you *receive a bonus* or incentive pay from your primary employer in 2020?" is one of the following answers ("Yes")

Primary Job Bonus Compensation

You're doing great! For the second half of the 2021 AAPA Salary Survey, we are going to ask you more directed questions about your compensation. The information you provide is maintained in a deidentified database and will not be tracked to you.

Validation: Min = 0 Max = 250000 Must be currency

Logic: Hidden unless: #27 Question "Did you *receive a bonus* or incentive pay from your primary employer in 2020?" is one of the following answers ("Yes")

What was your bonus or incentive pay at your primary employer based on? Select all that apply and please enter the amount of your bonus was based on that selection. If you prefer not to answer, do not enter a number.

As a reminder, you indicated that your bonus amount at your primary employer was: [question('value', id='490')] in 2020.

The numbers you enter below should total to the amount you reported that you received for your total bonus in the previous question.

_____ I do not know the breakdown (enter total amount of your bonus: [question('value'), id='490'])

_____ Holiday

_____ Incentives

_____ Milestone achievements

_____ Participating on a committee

_____ Performance of PA

_____ Performance of practice

_____ Performing extra duties (administrative, supervisory, etc.)

_____ Productivity: charges

_____ Productivity: collections

_____ Productivity: RVUs (Relative Value Units)

_____ Productivity: Other

_____ Quality improvement metrics

_____ Other

Jobs in 2020

Page exit logic: NO 2019 JOBSIF: #93 Question "How many PA jobs did you hold in 2020? This number should equate to the number of W2/1099 forms you were sent by employers." is one of the following answers ("0") *THEN:* Jump to page 19 - Thank You! Flag response as complete

Logic: Show/hide trigger exists.

How many PA jobs did you hold in 2020? This number should equate to the number of W2/1099 forms you were sent by employers.

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20

Logic: Hidden unless: #93 Question "How many PA jobs did you hold in 2020? This number should equate to the number of W2/1099 forms you were sent by employers." is one of the following answers ("2","3","4","5","6","7","8","9","10","11","12","13","14","15","16","17","18","19","20")

How many PA jobs did you simultaneously hold in 2020?

For example, if you held 3 jobs in 2020, but for half of the year you held 2 jobs simultaneously and the other half of the year you held one job that was different, enter 2.

- I did not hold more than one job at a time
- I held 2 jobs simultaneously
- I held 3 jobs simultaneously
- I held 4 or more jobs simultaneously

Additional Compensation from Primary Employer

The remainder of questions regarding compensation will be in reference to your *primary employer*.

You're well more than half-way done! If you'd like to save your progress and come back later, use the bar at the top of the screen!

Validation: Must be currency Whole numbers only Positive numbers only

Last year, did you receive the following from your primary employer?

Select all that apply and please enter the amount of your bonus that was based on that selection. If you prefer not to answer, do not enter a number.

Honoraria:: _____

Research stipend:: _____

Student loan repayment:: _____

Sign-on bonus (at the time you started your current position)::

Relocation expenses (at the time you started your current position)::

Tuition reimbursement for matriculating courses at an accredited institution (i.e., non-CME coursework leading to a degree):: _____

Other:: _____

I received none of these

Logic: Show/hide trigger exists.

Did you participate in a profit sharing plan last year?

- Yes
- No

Logic: Hidden unless: #96 Question "Did you participate in a profit sharing plan last year?" is one of the following answers ("Yes")

*Which of the following did you receive as part of the profit sharing plan last year?
Select all that apply.*

- Stock options
- Equity
- Bonus
- Other:: _____

Last year, did you receive additional compensation due to a shift differential?

- Yes
- No
- I do not know

Last year, were you eligible to receive overtime pay?

- Yes
- No
- I do not know

Call for Primary Employer

Logic: Show/hide trigger exists.

*Last year, did you take call for your primary employer during the calendar year?
Do NOT include hours taking call during your regular working hours.*

- No, I did not take call

- Yes, I took some call
- Yes, I took call but I do not know how many hours
- Yes, I was always on call

Validation: Min = 0 Max = 720 Must be numeric

Logic: Hidden unless: #100 Question "Last year, did you take call for your primary employer during the calendar year?" is one of the following answers ("Yes, I took some call")

In a typical month, how many hours did you take call?

Logic: Show/hide trigger exists. Hidden unless: #100 Question "Last year, did you take call for your primary employer during the calendar year?" is one of the following answers ("Yes, I took some call", "Yes, I took call but I do not know how many hours", "Yes, I was always on call")

Last year, how were you compensated for taking call from your primary employer?

- I was not given additional pay for taking call; it is part of my annual compensation package
- I was paid hourly
- I was paid daily
- I was compensated through benefits or time off

Validation: Must be currency

Logic: Hidden unless: #102 Question "Last year, how were you compensated for taking call from your primary employer? " is one of the following answers ("I was paid hourly")

Last year, what was your hourly rate of pay for:

For example: 10.00 for call availability and 50.00 for call services or events.

Call availability:: _____

Call services or events:: _____

Validation: Must be currency

Logic: Hidden unless: #102 Question "Last year, how were you compensated for taking call from your primary employer? " is one of the following answers ("I was paid daily")

Last year, what was your daily rate of pay for?

For example: 150 for call availability and 500 for call services.

Call availability:: _____

Call services or events:: _____

Additional Benefits

Please indicate the proportion your primary employer paid for each of the following expenses in 2020.

Select one per row.

	0% None	1%-49% Less than half	50%-99% Half or more	100% All	I do not know	NA/I did not need this
Professional liability insurance	()	()	()	()	()	()
Tail insurance for previous position	()	()	()	()	()	()
Individual health insurance	()	()	()	()	()	()
Family health insurance	()	()	()	()	()	()
Dental insurance	()	()	()	()	()	()
Disability insurance	()	()	()	()	()	()
Term life insurance	()	()	()	()	()	()

In 2020, did your primary employer contribute to your retirement plan?

Select all that apply.

- No, my employer did not contribute to my retirement
- No, my employer provided a 401k/403b option but did not contribute
- Yes, my employer contributed a set amount to my 401k/403b
- Yes, my employer matched 3% or less of my 401k/403b contribution
- Yes, my employer matched between 3% and 7% of my 401k/403b contribution
- Yes, my employer matched more than 7% of my 401k/403b contribution
- Yes, my employer provided a pension
- I am unsure what my employer contributed

Logic: Hidden unless: #19 Question "Did any of the following change at your primary employer (increase or decrease) at some point in 2020 as a result of the COVID-19 pandemic?" is one of the following answers ("Retirement benefits")

Earlier, you indicated that your retirement benefits changed in 2020 as a result of the COVID-19 pandemic.

At the end of 2019, did your primary employer contribute to your retirement plan?

Select all that apply.

- No, my employer did not contribute to my retirement
- No, my employer provided a 401k/403b option but did not contribute
- Yes, my employer contributed a set amount to my 401k/403b
- Yes, my employer matched 3% or less of my 401k/403b contribution
- Yes, my employer matched between 3% and 7% of my 401k/403b contribution
- Yes, my employer matched more than 7% of my 401k/403b contribution
- Yes, my employer provided a pension
- I am unsure what my employer contributed

Logic: Show/hide trigger exists.

In 2020, did your primary employer provide an allowance for professional development? Professional development includes things like CME, leadership development, etc.

- Yes
- No

Validation: Min = 100 Max = 30000 Must be currency Whole numbers only Positive numbers only

Logic: Hidden unless: #108 Question "In 2020, did your primary employer provide an allowance for professional development?" is one of the following answers ("Yes")

Please enter the amount (\$) of professional development you received in 2020.
If you prefer not to answer or do not know, do not enter a number.

Logic: Hidden unless: #19 Question "Did any of the following change at your primary employer (increase or decrease) at some point in 2020 as a result of the COVID-19 pandemic?" is one of the following answers ("Professional development funds (including CME budget)")

Earlier, you indicated that your professional development changed in 2020 as a result of the COVID-19 pandemic.

In 2019, did your primary employer provide an allowance for professional development? Professional development includes things like CME, leadership development, etc.

- Yes
- No

Validation: Min = 100 Max = 30000 Must be currency Whole numbers only Positive numbers only

Logic: Hidden unless: (#110 Question "Earlier, you indicated that your professional development changed in 2020 as a result of the COVID-19 pandemic.

In 2019, did your primary employer provide an allowance for professional development?" is one of the following answers ("Yes") AND #19 Question "Did any of the following change at your primary employer (increase or decrease) at some point in 2020 as a result of the COVID-19 pandemic?" is one of the following answers ("Professional development funds (including CME budget"))

Earlier, you indicated that your professional development changed in 2020 as a result of the COVID-19 pandemic.

Please enter the amount (\$) of professional development you received in 2019.

If you prefer not to answer or do not know, do not enter a number.

Please indicate the proportion your primary employer paid for each of the following expenses in 2020. Select one per row. If it is included as an option in a lump sum discretionary budget, indicate this by choosing "Covered by a lump sum professional expenses allowance" even if you chose not to pay for this with your lump-sum discretionary budget.

	0% None	1%-49% Less than half	50%-99% Half or more	100% All	Covered by a lump sum professional expenses allowance	I do not know	NA/ I did not need this
State license fees	()	()	()	()	()	()	()
DEA registration fees	()	()	()	()	()	()	()
NCCPA fees	()	()	()	()	()	()	()
AAPA membership	()	()	()	()	()	()	()
AAPA Annual Conference	()	()	()	()	()	()	()
Other professional organization fees	()	()	()	()	()	()	()
CME expenses	()	()	()	()	()	()	()
Professional leadership development programs	()	()	()	()	()	()	()
Academic journal(s)	()	()	()	()	()	()	()
Travel reimbursement (including gas cards, public transportation)	()	()	()	()	()	()	()
Current technology (including cell phones, laptops or tablets)	()	()	()	()	()	()	()

Paid Leave

Logic: Show/hide trigger exists.

Last year, was your paid leave distinguished by type or were you given one lump sum of paid leave?

() Distinguished by type (e.g., sick days, vacation days)

- Lump sum of paid leave (e.g., general paid time off)
- I did not accrue any paid leave

Logic: Hidden unless: #113 Question "Last year, was your paid leave distinguished by type or were you given one lump sum of paid leave?" is one of the following answers ("Distinguished by type (e.g., sick days, vacation days)", "Lump sum of paid leave (e.g., general paid time off)")

Last year, was your paid leave awarded by days or hours?

For example, if your shifts are 12 hours for 3 days per week and you accrued two weeks of paid time off per year, you may have accrued 6 days, or you may have accrued 72 hours.

- Days
- Hours

Validation: Min = 0 Max = 24 Must be numeric

Last year, how many hours did you work in a typical daily shift?

Validation: Max = 1200 Must be numeric

Logic: Hidden unless: (#114 Question "Last year, was your paid leave awarded by days or hours?" is one of the following answers ("Hours") AND #113 Question "Last year, was your paid leave distinguished by type or were you given one lump sum of paid leave?" is one of the following answers ("Lump sum of paid leave (e.g., general paid time off)")

Last year, how many hours of paid leave were you eligible to accrue?

We are interested in the time accrued, not necessarily taken. For example, you may have 24 hours available for bereavement however you may not have taken it. Similarly, you may have had 160 hours maternity/paternity leave available to you but you did not need to take it.

- _____ General PTO (paid time off)
- _____ Maternity/paternity (amount available)
- _____ Bereavement (amount available)
- _____ CME
- _____ Paid holidays

Validation: Must be numeric

Logic: Hidden unless: (#113 Question "Last year, was your paid leave distinguished by type or were you given one lump sum of paid leave?" is one of the following answers ("Distinguished by type (e.g., sick days, vacation days)") AND #114 Question "Last year, was your paid leave awarded by days or hours?" is one of the following answers ("Hours"))

Last year, how many hours of paid leave were you eligible to accrue?

We are interested in the time accrued, not necessarily taken. For example, you may have 24 hours available for bereavement however you may not have taken it. Similarly, you may have had 160 hours maternity/paternity leave available to you but you did not need to take it.

- _____ Vacation
- _____ Sick
- _____ Maternity/paternity (amount available)
- _____ Bereavement (amount available)
- _____ CME
- _____ Paid holidays

Validation: Must be numeric

Logic: Hidden unless: (#114 Question "Last year, was your paid leave awarded by days or hours?" is one of the following answers ("Days") AND #113 Question "Last year, was your paid leave distinguished by type or were you given one lump sum of paid leave?" is one of the following answers ("Lump sum of paid leave (e.g., general paid time off)")

Last year, how many days of paid leave were you eligible to accrue?

We are interested in the time accrued, not necessarily taken. For example, you may have 3 days available for bereavement however you may not have taken it. Similarly, you may have had 20 days maternity/paternity leave available to you but you did not need to take it.

- _____ General PTO (paid time off)
- _____ Maternity/paternity (amount available)
- _____ Bereavement (amount available)
- _____ CME
- _____ Paid holidays

Validation: Must be numeric

Logic: Hidden unless: (#113 Question "Last year, was your paid leave distinguished by type or were you given one lump sum of paid leave?" is one of the following answers ("Distinguished by type (e.g., sick days, vacation days)") AND #114 Question "Last year, was your paid leave awarded by days or hours?" is one of the following answers ("Days"))

Last year, how many days of paid leave were you eligible to accrue?

We are interested in the time accrued, not necessarily taken. For example, you may have 3 days available for bereavement however you may not have taken it. Similarly, you may have had 20 days maternity/paternity leave available to you but you did not need to take it.

_____ Vacation

_____ Sick

_____ Maternity/paternity (amount available)

_____ Bereavement (amount available)

_____ CME

_____ Paid holidays

Your Experience as a PA

You're a rock star! Still going strong! We are getting very close to the end of the AAPA Salary Survey, we promise. The next batch of questions will cover your experience as a PA and changes you've made in the last year.

When you're ready to continue conquering the survey, please continue!

The following question reflects your experiences last year at your primary employer only.

*How many weeks of work were you compensated for last year at your primary employer?**

For example, if you worked 48 weeks, took 2 weeks of paid leave, and your company paid you for 10 federal holidays, you were compensated for 52 weeks.

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- () 50
- () 51
- () 52

Validation: Must be numeric

*In 2020, in a typical week, how many hours did you work for your primary employer?**

There are 168 hours in a week and this will not allow you to enter numbers greater than 112.

_____ Hours at your primary employer in 2020

_____ Hours at your primary employer in 2019

_____ Volunteering in a medical capacity

Validation: Must be numeric

Logic: Hidden unless: #19 Question *"Did any of the following change at your primary employer (increase or decrease) at some point in 2020 as a result of the COVID-19 pandemic?" is one of the following answers ("Hours worked")*

Earlier, you indicated your hours worked at your primary employer changed as a result of COVID-19.

*In 2019, in a typical week, how many hours did you work?**

There are 168 hours in a week and this will not allow you to enter numbers greater than 112.

_____ Hours at your primary employer in 2019

_____ Hours at your primary employer in 2019

_____ Volunteering in a medical capacity

Validation: Min = 0 Max = 250 Must be numeric Whole numbers only Positive numbers only

Logic: Hidden unless: #8 Question *"Please indicate your primary role as a PA in 2020. Your primary role is the role you spend the most time in as a PA. " is one of the following answers ("Clinician", "Educator", "Administrator/manager")*

Last year at your primary employer, how many patients did you typically see?

Daily: _____

Weekly: _____

Validation: Min = 0 Max = 100 Must be percentage Whole numbers only Positive numbers only

Logic: Hidden unless: #8 Question "Please indicate your *primary role* as a PA in 2020. Your primary role is the role you spend the most time in as a PA. " is one of the following answers ("Clinician", "Educator", "Administrator/manager", "Researcher")

Approximately what percent of your clinical time do you spend consulting with your collaborating physician at your primary employer?

Logic: Show/hide trigger exists.

In 2020 did you use telemedicine/telehealth in your clinical work?

Yes, but I no longer am; I stopped using it in the month::

Yes, and I still am

No

Validation: Must be percentage Whole numbers only Positive numbers only

Logic: Hidden unless: #125 Question "In 2020 did you use telemedicine/telehealth in your clinical work?" is one of the following answers ("Yes, but I no longer am; I stopped using it in the month:", "Yes, and I still am")

Did you use telehealth or telemedicine in your practice prior to COVID-19 becoming prevalent in the US in March 2020?

Yes

No

Logic: Show/hide trigger exists.

*During 2020, did you change your PA role or your primary employer, setting, or specialty?
Select all that apply.*

I did not have any changes in my role, my employer, my setting, or my specialty

Changed my role

Changed my employer

Changed my setting

Changed my specialty

Page entry logic: This page will show when: #127 Question "During 2020, did you change your PA role or your primary employer, setting, or specialty?" is one of the following answers ("Changed my employer", "Changed my specialty")

Reasons for Changes Last Year

Validation: Max. answers = 3 (if answered)

Logic: Hidden unless: #127 Question "During 2020, did you change your PA role or your primary employer, setting, or specialty?" is one of the following answers ("Changed my employer")

Which best represents the primary reason you made a job change?

Please rank your top 3 reasons for making a job change.

_____ COVID-19

_____ Better compensation/benefits

_____ Better professional/clinical opportunities

_____ Better work/life balance

_____ Better commute

_____ Better management/leadership/environment (reasons related to toxic/abusive environment)

_____ Better management/leadership/environment (reasons unrelated to toxic/abusive environment)

_____ Opportunity to switch to a new clinical focus/specialty

_____ Moved

_____ Completed education or postgraduate program

_____ Re-entered workforce following extended leave (e.g., unemployment, sabbatical, extended leave)

_____ Left workforce to retire or take extended leave of absence

_____ Corporate or external factors forced job change (i.e. closed, lost contract, restructuring, company failing)

_____ Personal reasons/life change

_____ Left or joined military

_____ Other (please specify)

Validation: Max. answers = 3 (if answered)

Logic: Hidden unless: #127 Question "During 2020, did you change your PA role or your primary employer, setting, or specialty?" is one of the following answers ("Changed my specialty")

Which best represents the primary reason you made a specialty change?

Please rank your top 3 reasons for making a specialty change.

_____ COVID-19

_____ Better compensation/benefits

_____ Better professional/clinical opportunities

_____ Better work/life balance

_____ Better commute

_____ Better management/leadership/environment (reasons related to toxic/abusive environment)

_____ Better management/leadership/environment (reasons unrelated to toxic/abusive environment)

_____ Opportunity to switch to a new clinical focus/specialty

_____ Completed education or postgraduate program

_____ Re-entered workforce following extended leave (e.g., unemployment, sabbatical, extended leave)

_____ Returned to workforce from retirement or extended leave of absence

_____ Moved

_____ Interest/passion for other specialty

_____ Area/demand limitations for specialty

_____ Corporate or external factors forced job change (i.e. closed, lost contract, restructuring, company failing)

_____ Other (please specify)

Your Employer and Practice

Logic: Hidden unless: #8 Question "Please indicate your *primary role* as a PA in 2020. Your primary role is the role you spend the most time in as a PA. " is one of the following answers ("Clinician", "Educator", "Administrator/manager")

Rate your relationship with your collaborating physician.

() Extremely positive

- Somewhat positive
- Neither positive nor negative
- Somewhat negative
- Extremely negative

Indicate whether you agree with the following statements.

	I strongly agree	I agree	I neither agree nor disagree	I disagree	I strongly disagree
I feel fairly compensated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I had to choose over again, I would become a PA.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I had to choose over again, I would pursue my current specialty as a PA.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with your primary employer?

- Extremely satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Extremely dissatisfied

How likely are you to recommend your primary employer to another PA?

- Very likely
- Somewhat likely
- Neither likely nor unlikely
- Somewhat unlikely
- Very unlikely

Thank You!

Logic: Hidden unless: #10 Question "Please indicate your *primary specialty* as a PA in 2020." is not one of the following answers ("Family medicine", "Internal medicine (general)", "Pediatrics (general)")

WOW! You have conquered the Salary Survey! Thank you so much for your response, it has been recorded.

Later this summer, you will receive your FREE copy of the 2021 AAPA Salary Report: National Summary--a document summarizing trends of the profession and national-level compensation statistics.

PA Observations is a new service that pairs students, research, and industry partners with PAs who want to share their experiences. In exchange for completing short surveys, you will receive a small thank you gift. All surveys are optional and you may take as many or as few as you wish. You will not receive more than 1 sponsored survey a month, unless you are part of a niche professional group such as pathology. Opportunities may include but are not limited to reviewing informational materials and providing feedback to partners, answering questions about types of services rendered, or use of certain classes of medications.

Interested? Sign up today!

Appendix A: First Invitation Email

Subject: NAME, think PAs deserve a pay raise?

[member nonresponder]

[contact("first name")], you can make PA compensation more competitive with one step: take the **2021 AAPA Salary Survey** before February 28. It takes less than 15 minutes!

[TAKE THE SURVEY](#)

Without your data, PAs will not have the information they need to negotiate the compensation and benefits they deserve! And remember, every AAPA member receives a free AAPA Salary Report – and the more survey responses we have, the better the data that we can provide to you. Plus, when you complete the Salary Survey you will be entered to win one of 20 \$50 gift cards.

AAPA Research

[nonmember nonresponder]

[contact("first name")],

Want PA compensation to be more competitive? You can do your part by taking the **2021 AAPA Salary Survey** before February 28. It takes less than 15 minutes!

[TAKE THE SURVEY](#)

Without your data, PAs will not have the information they need to negotiate the compensation and benefits they deserve. Plus, when you complete the Salary Survey, we'll send you a FREE summary report of national-level PA compensation data and you'll be entered to win one of 20 \$50 gift cards.

AAPA Research

[nonmember responder]

[contact("first name")],

Last year, you took the AAPA Salary Survey, helped your profession – and got a free summary salary report! Are you ready to do it all again? Just take the **2021 AAPA Salary Survey** before February 28. It takes less than 15 minutes!

[TAKE THE SURVEY](#)

Without your data, PAs will not have the information they need to negotiate the compensation and benefits they deserve! Plus, we'll send you an updated FREE summary report of national-level PA compensation data, and you'll be entered to win one of 20 \$50 gift cards.

AAPA Research

[member responder]

[contact("first name")],

Many thanks you for participating in the AAPA Salary Survey last year. You helped ensure more than 20,000 PAs get a powerful tool to negotiate fair compensation. Let's do it again this year - and make PAs competitive in less than 15 minutes! Take the **2021 AAPA Salary Survey** before February 28.

TAKE THE SURVEY

Remember, every AAPA member receives a free AAPA Salary Report – and the more survey responses we have, the better the data that we can provide to you. Plus, when you complete the Salary Survey you will be entered to win one of 20 \$50 gift cards.

We look forward to hearing from you!

AAPA Research

Appendix B: Second Invitation Email

Subject: NAME, 15 minutes for more powerful PAs

[member nonresponder]

[contact("first name")], will you take 15 minutes to advance your profession?

Complete the **2021 AAPA Salary Survey** and help us gather the most comprehensive PA salary and benefits data for the AAPA Salary Report, which PAs rely on to negotiate better salaries, bonuses, paid time off, and more.

Plus, when you complete the survey by February 28, you'll receive a FREE summary report of national-level PA compensation data, available summer 2021. You could also win one of 20 \$50 gift cards!

TAKE THE SURVEY

This vital data informs and supports important PA-forward state and federal legislative actions. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, PA-driven salary information.

AAPA Research

[nonmember nonresponder]

[contact("first name")], will you take 15 minutes to advance your profession? Complete the **2021 AAPA Salary Survey** and help us gather the most comprehensive PA salary and benefits data for the AAPA Salary Report, which PAs rely on to negotiate better salaries, bonuses, paid time off, and more.

Plus, when you complete the survey by February 28, you'll receive a Free summary report of national level PA compensation data, available in summer 2021. You could also win one of 20 \$50 gift cards!

TAKE THE SURVEY

This vital data informs and supports important PA-forward state and federal legislative action. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, PA-driven salary information.

AAPA Research

[nonmember responder]

[contact("first name")], will you help advance your profession again this year like you did last year? Take just 15 minutes and complete the **2021 AAPA Salary Survey** by February 28! Your participation helps us gather the most comprehensive PA salary and benefits data for the AAPA Salary Report, a powerful PA tool.

Plus, you'll receive a FREE summary report of national-level PA compensation data, available summer 2021. You could also win one of 20 \$50 gift cards!

TAKE THE SURVEY

This vital data informs and supports important PA-forward state and federal legislative action. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, PA-driven salary information.

AAPA Research

[member responder]

[contact("first name")], time is running out to complete the **2021 AAPA Salary Survey**.

Last year you took 15 minutes and made your profession stronger by completing the 2020 survey. We need your help again this year in gathering the most comprehensive PA salary and benefits data for the 2021 AAPA Salary Report. You and PAs like you rely on this data to negotiate salaries, bonuses, paid time off, and more. The survey closes February 28!

TAKE THE SURVEY

Because you're an AAPA member, you count on your free copy of the AAPA Salary Report to help you get the pay you deserve. The more responses we can collect in this survey, the better data we can provide you with each year – so help yourself by completing the survey! Plus, everyone who completes it will be entered to win one of 20 \$50 gift cards.

This vital data informs and supports important PA-forward state and federal legislative action. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, member-driven salary information.

AAPA Research

Appendix C: Third Invitation Email

Subject: Help future [contact("primaryspecialty")] PAs get fair pay

[member nonresponder]

[contact("first name")],

Have you completed the **2021 AAPA Salary Survey** yet? In just 15 minutes, you can help us gather the most comprehensive PA salary and benefits data for the AAPA Salary Report, which helps PAs negotiate better pay. Plus, when you complete the survey by February 28, you'll receive a FREE summary report of national-level PA compensation data, available in summer 2021. You could also receive one of 20 \$50 gift cards!

TAKE THE SURVEY

This vital data informs and supports important PA-forward state and federal legislative action. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, PA-driven salary information.

AAPA Research

[nonmember nonresponder]

[contact("first name")],

Have you completed the **2021 AAPA Salary Survey** yet? In just 15 minutes, you can help us gather the most comprehensive PA salary and benefits data for the AAPA Salary report, which helps PAs better negotiate better pay.

Plus, when you complete the survey by February 28, you'll receive a Free summary of the national-level PA compensation data, available summer 2021. You could also win one of 20 \$50 gift cards!

TAKE THE SURVEY

This vital data informs and supports important PA-forward state and federal legislative action. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, PA-driven salary information.

AAPA Research

[nonmember responder]

[contact("first name")], we appreciate you moving the profession forward last year by completing the 2020 AAPA Salary Survey. Have you completed the **2021 AAPA Salary Survey** yet? In just 15 minutes, you can help us gather the most comprehensive PA salary and benefits data for the AAPA Salary report, which helps PAs better negotiate better pay.

Plus, when you complete the survey by February 28, you'll receive a Free summary of the national-level PA compensation data, available summer 2021. You could also win one of 20 \$50 gift cards!

TAKE THE SURVEY

This vital data informs and supports important PA-forward state and federal legislative action. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, PA-driven salary information.

AAPA Research

[member responder]

[contact("first name")], we appreciate you moving the profession forward last year by completing the 2020 AAPA Salary Survey. Have you completed the **2021 AAPA Salary Survey** yet? In just 15 minutes, you can help us gather the most comprehensive PA salary and benefits data for the AAPA Salary Report, which you and other PAs rely on for negotiating power on salaries, bonuses, paid time off, and more.

TAKE THE SURVEY

AAPA members look forward to their free copy of the AAPA Salary report each year – and the more responses we receive, the more powerful the data we can provide! Plus, when you complete the survey you could also win one of 20 \$50 gift cards!

This vital data informs and supports important PA-forward state and federal legislative action. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, member-driven salary information.

AAPA Research

Appendix D: Fourth Invitation Email

Subject: [contact("first name")], peek at other PAs' pay

[member nonresponder]

[contact("first name")],

You can make PA compensation more competitive. Take the **2021 AAPA Salary Survey** before February 28 - it takes less than 15 minutes! Without your data, PAs will not have the information they need to negotiate the compensation and benefits they deserve.

TAKE THE SURVEY

You and other AAPA members rely on your AAPA Salary Report every year for accurate and powerful data. The more responses, the more data we can provide you – so help yourself by taking the survey. Plus, you'll be entered to win one of twenty \$50 gift cards.

AAPA Research

[nonmember nonresponder]

[contact("first name")],

You can make PA compensation more competitive. Take the **2021 AAPA Salary Survey** before February 28. Without your data, PAs will not have the information they need to negotiate the compensation and benefits they deserve.

TAKE THE SURVEY

When you complete the Salary Survey, you'll receive a FREE summary report of national-level PA compensation data and be entered to win one of 20 \$50 gift cards.

AAPA Research

[nonmember responder]

[contact("first name")], you helped the profession last year and received a free summary report. Will you help us again?

Take the **2021 AAPA Salary Survey** before February 28. Without your data, PAs will not have the information they need to negotiate the compensation and benefits they deserve. You'll receive an updated free summary report of national-level PA compensation data and be entered to win one of 20 \$50 gift cards.

TAKE THE SURVEY

AAPA Research

[member responder]

[contact("first name")],

You can make PA compensation more competitive. Take the **2021 AAPA Salary Survey** before February 28 - it takes less than 15 minutes! Without your data, PAs will not have the information they need to negotiate the compensation and benefits they deserve.

TAKE THE SURVEY

You and other AAPA members rely on your AAPA Salary Report every year for accurate and powerful data. The more responses, the more data we can provide you – so help yourself by taking the survey. Plus, you'll be entered to win one of twenty \$50 gift cards.

AAPA Research

Appendix E: Fifth Invitation Email

Subject: What's it like to work for your employer?

[member nonresponder]

[contact("first name")], you only have a week left to complete the **2021 AAPA Salary Survey!** In just 15 minutes, you can help PAs across the country better advocate for themselves and for your profession. Your input strengthens the AAPA Salary Report, which arms you and other PAs with detailed compensation data that helps them demonstrate their real value.

TAKE THE SURVEY

Everyone who completes the Salary Survey by February 28 will be entered to win one of 20 \$50 gift cards!

By taking the survey, you'll help AAPA provide the PA profession – and employers – with accurate PA salary data by state, specialty, years of experience, and more. Thank you for taking part in AAPA's efforts to gather real, member-driven salary information.

AAPA Research

[nonmember nonresponder]

[contact("first name")], you only have a week left to complete the **2021 AAPA Salary Survey!** In just 15 minutes, you can help PAs across the country better advocate for themselves and for your profession. Your input strengthens the AAPA Salary Report, which arms PAs with detailed compensation data that helps them demonstrate their real value.

TAKE THE SURVEY

Everyone who completes the Salary Survey by February 28 will receive a FREE summary report of national-level PA compensation data, available this summer. You could also win one of 20 \$50 gift cards!

By taking the survey, you'll help AAPA provide the PA profession – and employers – with accurate PA salary data by state, specialty, years of experience, and more. Thank you for taking part in AAPA's efforts to gather real, PA-driven salary information.

AAPA Research

[nonmember responder]

[contact("first name")],

Last year, you moved the profession forward and completed our Salary Survey – can we count on you again? You only have a week left to complete the **2021 AAPA Salary Survey!**

In just 15 minutes, you can help PAs across the country better advocate for themselves and for your profession. Plus, if you complete the Salary Survey by February 28, you will receive a FREE summary report of national-level PA compensation data, available this summer. You could also win one of 20 \$50 gift cards.

TAKE THE SURVEY

Your input strengthens the AAPA Salary Report, which arms PAs with detailed compensation data that helps them demonstrate their real value. By taking the survey, you'll help AAPA provide the PA profession – and employers – with accurate PA salary data by state, specialty, years of experience, and more. Thank you for taking part in AAPA's efforts to gather real, PA-driven salary information.

AAPA Research

[member responder]

[contact("first name")], last year, you moved the profession forward and completed our Salary Survey – can we count on you again? You've got just a week left to complete the **2021 AAPA Salary Survey!**

Just 15 minutes of your time, helps PAs across the country better advocate for themselves and for your profession. Your input strengthens the AAPA Salary Report, which arms you and other PAs with detailed compensation data that helps you demonstrate your real value.

TAKE THE SURVEY

Plus, everyone who completes the Salary Survey by February 28 will be entered to win one of 20 \$50 gift cards!

By taking the survey, you'll help AAPA provide the PA profession – and employers – with accurate PA salary data by state, specialty, years of experience, and more. Thank you for taking part in AAPA's efforts to gather real, member-driven salary information.

AAPA Research

Appendix F: Sixth Invitation Email

Subject: [contact("first name")], last chance to make the PA profession stronger.

[member nonresponder]

[contact("first name")], you have less than two days left to complete the **2021 AAPA Salary Survey!** It takes just 15 minutes and your responses will help us provide PAs, employers, and healthcare administrators with the most comprehensive PA salary and benefits data. Don't miss your chance to contribute and push your profession forward.

TAKE THE SURVEY

If you complete the Salary Survey in the next two days, we'll send you a **FREE** summary report of national-level PA compensation data, available this summer. Plus, you'll be entered to win one of 20 \$50 gift cards! This is our final push — we need 1,000 more responses. Will you advocate for your profession?

AAPA Research

[nonmember nonresponder]

[contact("first name")], you have less than two days left to complete the **2021 AAPA Salary Survey!** It takes just 15 minutes and as last year, your responses will help us provide PAs, employers, and healthcare administrators with the most comprehensive PA salary and benefits data. Don't miss your chance to contribute and push your profession forward.

TAKE THE SURVEY

If you complete the Salary Survey in the next two days, we'll send you a FREE summary report of national-level PA compensation data, available this summer. Plus, you'll be entered to win one of 20 \$50 gift cards!

This is our final push — we need 1,000 more responses. Will you advocate for your profession?

AAPA Research

[nonmember responder]

[contact("first name")], last year, you took the AAPA Salary Survey, advancing your profession and earning yourself a free summary report. Are you ready to help us again?

There are less than two days left to complete the **2021 AAPA Salary Survey!** It takes just 15 minutes and as last year, your responses will help us provide PAs, employers, and healthcare administrators with the most comprehensive PA salary and benefits data.

TAKE THE SURVEY

If you complete the Salary Survey in the next two days, you will receive an updated FREE summary report of national-level PA compensation data, available this summer. Plus, you could win one of 20 \$50 gift cards to go with your free summary report!

This is our final push — we need 1,000 more responses. Will you advocate for your profession?

AAPA Research

[member responder]

[contact("first name")], this is our final call! Last year you helped move the profession forward by completing the AAPA Salary Survey. There are less than two days left to complete the **2021 AAPA Salary Survey** and help us again to provide PAs like your, your employers, and healthcare administrators with the most comprehensive PA salary benefits data.

TAKE THE SURVEY

This is our final push — we need 1,000 more responses. Will you advocate for your profession? Plus, by completing the survey, you could win one of 20 \$50 gift cards to go with your report!

AAPA Research

Please reach out to Research at research@apa.org to learn more about data and documentation.