

EMPLOYEE EXIT QUESTIONNAIRE/INTERVIEW PROCESS

POLICY

In an effort to ensure a positive, safe, secure, discrimination-free work environment and facilitate employee retention, it is the policy of the Board of Equalization (Board) to request employees who are separating, transferring or promoting from or within the Board to participate in the Employee Exit Questionnaire/Interview Process (EEP). The purpose of the EEP is to obtain employees' input regarding agency working conditions and employment policies, practices, and/or procedures. Information obtained will be used for statistical purposes and to meet the Board's ultimate goals to facilitate employee retention and enhancing the work environment.

PROCEDURES

Participation in the EEP is voluntary, and the Equal Employment Opportunity (EEO) Office oversees the security and confidentiality of the information obtained. Information obtained is not entered into the employee's personnel records. Employee signatures are not required on the exit questionnaire.

Information obtained from all of the questionnaires and exit interviews will be analyzed by the EEO Office to identify the relationship between responses and employee turnover. The data obtained will be input to a tracking system to identify turnover patterns and problem areas. Analysis of the data, a summary of any corrective actions taken, and recommendations will be compiled into reports that will be distributed to the Executive Director's Group on a quarterly basis. An annual report will also be provided to the Executive Director's Group.

Employees may elect one or both of the following options:

- Exit Questionnaire
- Exit Interview

Exit Questionnaire

The questionnaire covers the potential reasons for leaving their current position and asks the employee to rate working conditions and employment policies, practices, and procedures.

With prior approval from the supervisor, employees leaving the Board or transferring or promoting to another Board office may use a reasonable amount of State time to complete the questionnaire and submit it to the EEO Office. Alternatively, employees may complete and submit the questionnaire after their separation from their current position. The EEO Office or each unit's Attendance Coordinator will furnish the employee with an exit questionnaire and a confidential envelope pre-addressed to the EEO Office. The exit questionnaire may be accessed from *eBOE*, the Board's Intranet. If the exit questionnaire is accessed from *eBOE*, employees may request a confidential envelope from the EEO Office or their unit Attendance

EMPLOYEE EXIT QUESTIONNAIRE/INTERVIEW PROCESS

Coordinator. Employees may also use a regular envelope marked “confidential”, and mail it to the EEO Office at 450 N Street, MIC: 51, Sacramento, CA 95814.

Exit Interview

Employees separating from the Board or moving to a different unit within the Board may request an exit interview in addition to or in lieu of the exit questionnaire. A representative of the EEO Office or a representative of the Personnel Management Division (PMD) may conduct the exit interview. The Chief of PMD and the EEO Manager will designate representatives to conduct the interviews. If an employee wishes to do so, an interview may be requested with a direct report to the Executive Director or his designee, the District Administrator, or local supervisor in lieu of or in addition to a representative from the EEO Office or PMD.

With prior approval of the supervisor, employees may use a reasonable amount of State time to participate in the exit interview prior to leaving their respective units. Alternatively, employees may participate in an interview after their separation from the Board. Employees who wish to participate in an exit interview may call the EEO Office to arrange an appointment. If the representative is out of the employee’s geographic area, the exit interview will be conducted by telephone.

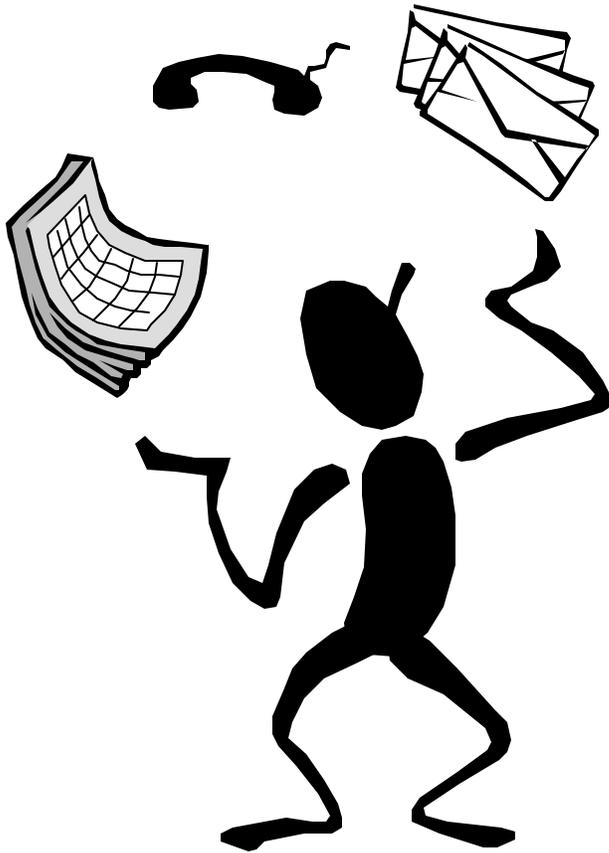
Employees should determine which issues they want to discuss prior to the scheduled interview. All interviews will be conducted confidentially. Each representative will be provided with a standard format for conducting the interview (i.e., issues discussed, requested actions and recommendations or resolution). The interviewer will submit the interview notes to the EEO Office in a confidential envelope.

RESPONSIBILITIES

Each unit’s Attendance Coordinator will provide an employee with forms and instructions regarding the exit questionnaire/interview process as soon as it becomes known that the employee is leaving the Board or transferring or promoting to another unit. Employees may also access the exit questionnaire form from *eBOE*. The employee’s immediate supervisor or unit Attendance Coordinator will contact the EEO Office as soon as it is known that an employee is leaving the Board or going to another unit.

EMPLO

State Board of Equalization



EXIT

QUESTIONNAIRE

State Board of Equalization Employee Exit Questionnaire

We are committed to increasing employees' interest in continued employment at our agency and to improving working conditions. Your opinions about your employment here are very important to this effort. If you would like to explain your responses or make comments, please use the back cover. Attach additional sheets of paper if you run out of room. Your answers are kept strictly confidential and will in no way affect your employment here or elsewhere. You may make a verbal request to your supervisor for state time to complete this questionnaire.

1. How satisfied are you with your overall experience of working at the Board of Equalization (BOE)?

(Circle one number.)

1. VERY SATISFIED
2. SATISFIED
3. NEITHER SATISFIED NOR DISSATISFIED
4. DISSATISFIED
5. VERY DISSATISFIED

2. As a new employee at the BOE, did you receive an orientation package?

(Circle one number.)

1. YES
2. NO
3. DON'T REMEMBER

3. Indicate the extent to which you were informed about the following items when you began working as a new employee at the BOE:

(Circle one number for each item.)

	Not Informed	Somewhat Informed	Informed	Very Informed	Don't Recall
Non-Industrial Disability Leave.....	1	2	3	4	8
Reasonable Accommodation.....	1	2	3	4	8
Workers' Compensation.....	1	2	3	4	8
Employee Assistance Program.....	1	2	3	4	8
Catastrophic Leave.....	1	2	3	4	8
Family Medical Leave Act.....	1	2	3	4	8
California Family Rights Act.....	1	2	3	4	8
Pregnancy Disability Act.....	1	2	3	4	8
Upward Mobility Career Development Program	1	2	3	4	8

State Board of Equalization Employee Exit Questionnaire

*Please answer the following questions about your **entire time** of employment at BOE.*

4. Indicate the extent to which you were informed about the following items during your employment at the BOE:
(Circle one number for each item.)

	Not Informed	Somewhat Informed	Informed	Very Informed	Don't Recall
Non-Industrial Disability Leave.....	1	2	3	4	8
Reasonable Accommodation.....	1	2	3	4	8
Workers' Compensation.....	1	2	3	4	8
Employee Assistance Program.....	1	2	3	4	8
Catastrophic Leave.....	1	2	3	4	8
Family Medical Leave Act.....	1	2	3	4	8
California Family Rights Act.....	1	2	3	4	8
Pregnancy Disability Act.....	1	2	3	4	8
Upward Mobility Career Development Program	1	2	3	4	8
BOE training program.....	1	2	3	4	8
Procedures to remedy allegations of					
Discrimination.....	1	2	3	4	8
Sexual harassment.....	1	2	3	4	8
Resources available to remedy allegations of					
Discrimination.....	1	2	3	4	8
Sexual harassment.....	1	2	3	4	8



Please go to next page.

State Board of Equalization Employee Exit Questionnaire

5. What is your opinion of the following career development opportunities?
(Circle one number for each item.)

	Poor	Fair	Average	Good	Excellent	Doesn't Apply
Promotional prospects	1	2	3	4	5	8
Frequency of exams	1	2	3	4	5	8
Quality of exams	1	2	3	4	5	8
Fairness of examination process.....	1	2	3	4	5	8
Quality of on-the-job training.....	1	2	3	4	5	8
Quality of BOE's compliance classes.....	1	2	3	4	5	8
Quality of BOE's audit classes	1	2	3	4	5	8
Quality of BOE's other classes.....	1	2	3	4	5	8
Training and Development Assignments.....	1	2	3	4	5	8
Job rotation*.....	1	2	3	4	5	8
Job restructuring**	1	2	3	4	5	8

6. How important were these opportunities to your satisfaction with employment at BOE?
(Circle one number for each item.)

	Unimportant	Somewhat Important	Important	Very Important	Doesn't Apply
Promotional prospects	1	2	3	4	8
Frequency of exams	1	2	3	4	8
Quality of exams	1	2	3	4	8
Fairness of examination process.....	1	2	3	4	8
On-the-job training.....	1	2	3	4	8
Quality of BOE's compliance classes.....	1	2	3	4	8
Quality of BOE's audit classes	1	2	3	4	8
Quality of BOE's other classes.....	1	2	3	4	8
Training and Development Assignments.....	1	2	3	4	8
Job rotation*.....	1	2	3	4	8
Job restructuring**	1	2	3	4	8

* Movement within the same classification that provides the employee with the opportunity to change work assignments within a unit or between units or divisions.

** A way of accommodating a qualified employee with a disability by eliminating nonessential functions that work against the disability and by modifying work schedules, sites, and tasks.

State Board of Equalization Employee Exit Questionnaire

7. How often were the following types of training approved when you requested them?
(Circle one number for each item.)

	Never	Some of the Time	Half the Time	Most of the Time	Always	Doesn't Apply
BOE training courses.....	1	2	3	4	5	8
Classes taught by a vendor at BOE.....	1	2	3	4	5	8
Classes taught by a vendor outside BOE.....	1	2	3	4	5	8
Classes at other State agencies	1	2	3	4	5	8
In-State Conferences.....	1	2	3	4	5	8
Out-of-State Conferences	1	2	3	4	5	8
Certificate program.....	1	2	3	4	5	8
Undergraduate college/university classes.....	1	2	3	4	5	8
Post-graduate university classes.....	1	2	3	4	5	8

8. How important were the following types of training to your job performance?
(Circle one number for each item.)

	Unimportant	Somewhat Important	Important	Very Important	Doesn't Apply
On-the-job training.....	1	2	3	4	8
BOE compliance classes.....	1	2	3	4	8
BOE auditor classes.....	1	2	3	4	8
BOE software classes like Word and Excel...	1	2	3	4	8
Vendor software classes like Word, Excel.....	1	2	3	4	8
Programming and systems classes.....	1	2	3	4	8
General classes like customer service.....	1	2	3	4	8
Clerical classes.....	1	2	3	4	8
Analyst classes.....	1	2	3	4	8
BOE management classes.....	1	2	3	4	8
Management classes elsewhere.....	1	2	3	4	8
Continuing education classes for professionals	1	2	3	4	8
Conferences for professionals.....	1	2	3	4	8
Certification classes.....	1	2	3	4	8

**State Board of Equalization
Employee Exit Questionnaire**

Please answer the following questions about your **last job (the position you are just leaving) at BOE.**

9. How satisfied were you with your job?
(Circle one number.)

1. VERY SATISFIED
2. SATISFIED
3. NEITHER SATISFIED NOR DISSATISFIED
4. DISSATISFIED
5. VERY DISSATISFIED

10. What best describes how many probationary reports you received during your probation?
(Circle one number.)

1. GOT ALL REPORTS
2. GOT SOME REPORTS
3. DID NOT GET ANY REPORTS
4. DON'T REMEMBER
5. LEFT BEFORE MY PROBATIONARY PERIOD WAS OVER → **Skip to Question 20.**

11. To what extent did these probationary reports measure your job success?
(Circle one number.)

1. TO A GREAT EXTENT
2. TO SOME EXTENT
3. TO A SMALL EXTENT
4. TO NO EXTENT

12. How often did you receive an annual performance appraisal?
(Circle one number.)

1. ALWAYS
2. MOST OF THE TIME
3. HALF OF THE TIME
4. SOME OF THE TIME
5. NEVER → **Skip to Question 14.**
6. NOT IN THE JOB LONG ENOUGH TO GET ONE → **Skip to Question 20.**

State Board of Equalization Employee Exit Questionnaire

13. To what extent did annual performance appraisals measure your job success?
(Circle one number.)

1. TO A GREAT EXTENT
2. TO SOME EXTENT
3. TO A SMALL EXTENT
4. TO NO EXTENT

14. To what extent did your supervisor assist you with developing your career?
(Circle one number.)

1. TO A GREAT EXTENT
2. TO SOME EXTENT
3. TO A SMALL EXTENT
4. TO NO EXTENT

15. To what extent did your supervisor follow up on issues brought to his or her attention?
(Circle one number for each item.)

	No Extent	Small Extent	Some Extent	Great Extent	Doesn't Apply Don't Know
Reasonable Accommodation requests.....	1	2	3	4	8
Family Medical Leave Act requests.....	1	2	3	4	8
Catastrophic leave requests.....	1	2	3	4	8
Workers' Compensation.....	1	2	3	4	8
Unsafe working conditions.....	1	2	3	4	8
Grievances and Complaints.....	1	2	3	4	8
Work environment harassment.....	1	2	3	4	8
Discrimination.....	1	2	3	4	8
Sexual harassment.....	1	2	3	4	8
Threats.....	1	2	3	4	8

State Board of Equalization Employee Exit Questionnaire

16. Rate levels of the following working conditions in your job.
(Circle one number for each item.)

	Too much	About Right	Too Little	Doesn't Apply
On-the-job training time.....	1	2	3	8
Amount of supervision.....	1	2	3	8
Frequency of communication with supervisor.....	1	2	3	8
Workload at your position.....	1	2	3	8
Frequency of travel required.....	1	2	3	8
Length of trips	1	2	3	8
Length of work commute.....	1	2	3	8

17. How important were levels of these working conditions to your job satisfaction?
(Circle one number for each item.)

	Unimportant	Somewhat Important	Important	Very Important	Doesn't Apply
On-the-job training time.....	1	2	3	4	8
Amount of supervision.....	1	2	3	4	8
Frequency of communication with supervisor.....	1	2	3	4	8
Workload at your position.....	1	2	3	4	8
Frequency of travel required.....	1	2	3	4	8
Length of trips	1	2	3	4	8
Length of work commute.....	1	2	3	4	8



Please go to next page.

State Board of Equalization Employee Exit Questionnaire

18. What is your opinion of the following working conditions at your job?
(Circle one number for each item.)

	Poor	Fair	Average	Good	Excellent	Doesn't Apply
CAREER						
Work fulfillment.....	1	2	3	4	5	8
Usefulness of work.....	1	2	3	4	5	8
Use of your skills.....	1	2	3	4	5	8
Prospects for growth of skills.....	1	2	3	4	5	8
Promotional prospects.....	1	2	3	4	5	8
Quality of on-the-job training.....	1	2	3	4	5	8
 PEOPLE						
Coaching from supervisor.....	1	2	3	4	5	8
Feedback from supervisor.....	1	2	3	4	5	8
Quality of supervision received.....	1	2	3	4	5	8
Support from mid-level managers.....	1	2	3	4	5	8
Support from high-level managers.....	1	2	3	4	5	8
Supervisor's recognition of your work.....	1	2	3	4	5	8
Managers' recognition of your work.....	1	2	3	4	5	8
Management priorities.....	1	2	3	4	5	8
Communication of management priorities.....	1	2	3	4	5	8
Morale of staff in your unit.....	1	2	3	4	5	8
Relationships with co-workers in your unit.....	1	2	3	4	5	8
 WORK ENVIRONMENT						
Work hours (schedule).....	1	2	3	4	5	8
Overtime practices.....	1	2	3	4	5	8
Availability of equipment.....	1	2	3	4	5	8
Quality of equipment.....	1	2	3	4	5	8
Work area (physical lay-out in your unit).....	1	2	3	4	5	8
Work location (where building is located).....	1	2	3	4	5	8

State Board of Equalization Employee Exit Questionnaire

19. How important were these working conditions to your job satisfaction?
(Circle one number for each item.)

	Unimportant	Somewhat Important	Important	Very Important	Doesn't Apply
CAREER					
Work fulfillment.....	1	2	3	4	8
Usefulness of work.....	1	2	3	4	8
Use of your skills.....	1	2	3	4	8
Prospects for growth of skills.....	1	2	3	4	8
Promotional prospects.....	1	2	3	4	8
Quality of on-the-job training.....	1	2	3	4	8
PEOPLE					
Coaching from supervisor.....	1	2	3	4	8
Feedback from supervisor.....	1	2	3	4	8
Quality of supervision received.....	1	2	3	4	8
Support from mid-level managers.....	1	2	3	4	8
Support from high-level managers.....	1	2	3	4	8
Supervisor's recognition of your work.....	1	2	3	4	8
Managers' recognition of your work.....	1	2	3	4	8
Management priorities.....	1	2	3	4	8
Communication of management priorities.....	1	2	3	4	8
Morale of staff in your unit.....	1	2	3	4	8
Relationships with co-workers in your unit.....	1	2	3	4	8
WORK ENVIRONMENT					
Work hours (schedule).....	1	2	3	4	8
Overtime practices.....	1	2	3	4	8
Availability of equipment.....	1	2	3	4	8
Quality of equipment.....	1	2	3	4	8
Work area (physical lay-out in your unit).....	1	2	3	4	8
Work location (where building is located).....	1	2	3	4	8

State Board of Equalization Employee Exit Questionnaire

Please answer the following questions about your separation from your position or BOE.

20. What is the nature of your separation?
(Circle one number.)

1. TRANSFER TO ANOTHER BOE UNIT
2. PROMOTION TO ANOTHER BOE UNIT
3. TRANSFER TO ANOTHER STATE AGENCY
4. PROMOTION TO ANOTHER STATE AGENCY
5. OTHER PUBLIC SECTOR EMPLOYMENT (FEDERAL, ANOTHER STATE, COUNTY, CITY)
6. PRIVATE SECTOR EMPLOYMENT (INCLUDES NON-PROFITS)
7. REGULAR RETIREMENT FROM STATE SERVICE → **Skip to Question 22.**
8. DISABILITY RETIREMENT FROM STATE SERVICE → **Skip to Question 22.**
9. OTHER → **Skip to Question 22.**

21. To what extent did the following benefits or circumstances of your new job contribute to your decision to leave?
(Circle one number for each item.)

	No Extent	Small Extent	Some Extent	Great Extent	Doesn't Apply
Higher pay	1	2	3	4	8
Better health benefits	1	2	3	4	8
Better retirement plan	1	2	3	4	8
Stock options	1	2	3	4	8
More promotional opportunities	1	2	3	4	8
Better training opportunities	1	2	3	4	8
Employer-provided tuition for self or children	1	2	3	4	8
Option of flexible work schedule	1	2	3	4	8
Option of telecommuting	1	2	3	4	8
Better quality equipment (includes computers)	1	2	3	4	8
Employer-provided free or lower-cost child care	1	2	3	4	8
More child care slots open at employer's facility	1	2	3	4	8
Closer to child care provider (includes relatives)	1	2	3	4	8
Free or lower-cost parking at or near job site	1	2	3	4	8
More parking slots available at or near job site	1	2	3	4	8
Better public transportation to job site	1	2	3	4	8
Shorter commute	1	2	3	4	8
Better facilities	1	2	3	4	8

State Board of Equalization Employee Exit Questionnaire

More accessible to eateries and businesses 1 2 3 4 8

22. To what extent did the following conditions at BOE contribute to your decision to leave?
(Circle one number for each item.)

	No Extent	Small Extent	Some Extent	Great Extent	Doesn't Apply
CAREER					
Too little work fulfillment	1	2	3	4	8
Work not useful enough.....	1	2	3	4	8
Poor use of your skills.....	1	2	3	4	8
Poor chances to improve skills.....	1	2	3	4	8
Lack of promotional opportunities.....	1	2	3	4	8
Lack of lateral transfer opportunities.....	1	2	3	4	8
Too little independence on the job.....	1	2	3	4	8
Too few exams.....	1	2	3	4	8
Poor quality exams.....	1	2	3	4	8
Unfair examination process.....	1	2	3	4	8
Poor quality on-the-job training.....	1	2	3	4	8
Poor chance of getting formal training.....	1	2	3	4	8
Poor quality formal training.....	1	2	3	4	8
WORK ENVIRONMENT					
Workload too heavy	1	2	3	4	8
Work schedule too inflexible.....	1	2	3	4	8
Too much overtime.....	1	2	3	4	8
Unfair overtime practices	1	2	3	4	8
Too much job-required travel.....	1	2	3	4	8
Work commute too long.....	1	2	3	4	8
Lack of equipment.....	1	2	3	4	8
Poor quality equipment.....	1	2	3	4	8
Unsuitable work area.....	1	2	3	4	8
Unsuitable work location.....	1	2	3	4	8
Unsafe working condition.....	1	2	3	4	8
Denial of Reasonable Accommodation.....	1	2	3	4	8
Denial of Workers' Compensation.....	1	2	3	4	8
Denial of a grievance or complaint.....	1	2	3	4	8

**State Board of Equalization
Employee Exit Questionnaire**

Question 22 continued on next page

State Board of Equalization Employee Exit Questionnaire

Question 22 Continued

To what extent did the following conditions at BOE contribute to your decision to leave?
(Circle one number for each item.)

	No Extent	Small Extent	Some Extent	Great Extent	Doesn't Apply
PEOPLE					
Not enough coaching from supervisor.....	1	2	3	4	8
Not enough feedback from supervisor.....	1	2	3	4	8
Too little supervision.....	1	2	3	4	8
Poor quality supervision.....	1	2	3	4	8
Conflicts with supervisor.....	1	2	3	4	8
Supervisor's failure to follow up on issues.....	1	2	3	4	8
Too little support from mid-level managers.....	1	2	3	4	8
Too little support from high-level managers.....	1	2	3	4	8
Not enough recognition from supervisor.....	1	2	3	4	8
Not enough recognition from managers.....	1	2	3	4	8
No clear sense of direction from management.....	1	2	3	4	8
Management priorities out of whack.....	1	2	3	4	8
Poor communication of management priorities.....	1	2	3	4	8
Low morale of staff in your unit.....	1	2	3	4	8
Favoritism*.....	1	2	3	4	8
Nepotism**.....	1	2	3	4	8
Work environment harassment.....	1	2	3	4	8
Discrimination.....	1	2	3	4	8
Sexual harassment.....	1	2	3	4	8
Threats.....	1	2	3	4	8
PERSONAL					
Family obligations.....	1	2	3	4	8
Pursue formal education.....	1	2	3	4	8
Personal or medical reasons.....	1	2	3	4	8
OTHER	1	2	3	4	8

* Being unfairly partial to a person or persons.

** Favoritism shown to relatives, especially in appointments to desirable positions or classifications.

**State Board of Equalization
Employee Exit Questionnaire**

State Board of Equalization Employee Exit Questionnaire

23. What is your effective date of separation?

(Write in the date. If you don't know the exact date, give month and year.)

EXAMPLE: $\frac{04}{\text{Month}}$ / $\frac{21}{\text{Day}}$ / $\frac{02}{\text{Year}}$ OR $\frac{04}{\text{Month}}$ / $\frac{\quad}{\text{Day}}$ / $\frac{02}{\text{Year}}$

$\frac{\quad}{\text{Month}}$ / $\frac{\quad}{\text{Day}}$ / $\frac{\quad}{\text{Year}}$

24. How long had you been in civil service (working for the State) at the time of separation?

(Circle one number.)

Write in Number



Write in Number		Days	Months	Years	Doesn't Apply
<u>24</u>	EXAMPLE	1	2	③	4
_____	With the State.....	1	2	3	4
_____	With BOE.....	1	2	3	4
_____	In current position.....	1	2	3	4
_____	In current classification.....	1	2	3	4

25. What was your civil service status at the time of separation?

(Circle one number.)

1. PERMANENT FULL TIME
2. PERMANENT PART TIME
3. INTERMITTENT
4. LIMITED TERM
5. TEMPORARY AUTHORIZATION (TAU)



Please go to next page.

State Board of Equalization Employee Exit Questionnaire

26. What best describes the general category of your classification at the time of separation?
(Circle one number.)

1. CLERICAL (Examples: Key Data Operator, Office Assistant, Secretary)
2. TECHNICAL (Examples: Accounting Technician, Information Systems Technician, Tax Technician)
3. ANALYTICAL (Examples: Associate Governmental Program Analyst, Budget Analyst, Systems Analyst)
4. PROFESSIONAL (Examples: Auditor, Business Taxes Representative, Property Appraiser, Tax Counsel)
5. SUPERVISORY OR MANAGERIAL

27. Where in BOE were you employed at the time of your separation?
(Circle one number for your department or area and one number for your division.)

- 1. ADMINISTRATION DEPARTMENT**
 11. Return Analysis and Allocation Division
 12. Policy Planning and Evaluation Division
 13. Personnel Management Division
 14. Administrative Support Division
- 2. PROPERTY TAXES DEPARTMENT**
 21. Policy Planning and Standards Division
 22. County Property Tax Division
 23. Valuation Division
- 3. SALES AND USE TAX DEPARTMENT**
 31. Headquarters Operations Division
 32. Program Planning Division
 33. Field Operations Division (Includes District Offices)
- 4. SPECIAL TAXES DEPARTMENT**
 41. Environmental Fees Division
 42. Excise Taxes
 43. Fuel Taxes
- 5. EXECUTIVE AREA**
 51. Legal Division
 52. Board Proceedings Division
 53. Agency Planning And Research Division
 54. Customer And Taxpayer Services Division
 55. Legislative Division
 56. Taxpayers' Rights And Equal Employment Opportunity Division
 57. Internal Security And Audit Division
 58. Technology Services Division
 59. Investigations Division
 60. Director's Office
 61. Board Member's Office

State Board of Equalization Employee Exit Questionnaire

Please answer the following questions about yourself.

28. What is your gender?
(Circle one number.)

1. FEMALE
2. MALE

29. What is your age?
(Circle one number.)

1. UNDER 21 YEARS
2. 21 to 39 YEARS
3. 40 to 69 YEARS
4. 70 OR MORE YEARS

30. Please choose the ethnic group with which you most closely identify.
(Circle one number.)

1. AMERICAN INDIAN / ALASKAN NATIVE
2. ASIAN
Asian Indian, Cambodian, Chinese, Japanese, Korean, Laotian, and others having origins in the Far East, Southeast Asia, and Indian Subcontinent
3. PACIFIC ISLANDER
Guamanian, Hawaiian, Samoan, and others having origins in the Pacific Islands
4. BLACK
5. HISPANIC
Cuban, Mexican, Mexican/American, Puerto Rican, and others having origins in Central or South America, or others of Spanish culture origin.
6. WHITE
7. OTHER



THANK YOU FOR COMPLETING THIS QUESTIONNAIRE!

Please use the back cover to write your comments

**State Board of Equalization
Employee Exit Questionnaire**



This page purposely blank

Please use the back cover to write your comments

**State Board of Equalization
Employee Exit Questionnaire**

Please use this space to write your comments!

Mail your completed questionnaire to:
Board of Equalization, Equal Employment Opportunity Office
450 N Street MIC: 51
Sacramento, CA 95814