

marketresponseinternational



Project #2152

April 4 2012

1962/2012 Minnesota Survey of Attitudes Regarding Developmental Disabilities

Quantitative Research Study
PRESENTATION REPORT

prepared for:

The Minnesota Governor's Council on
Developmental Disabilities

Promoting Independence, Productivity, Self-Determination, Integration and Inclusion

prepared by:

marketresponseinternational

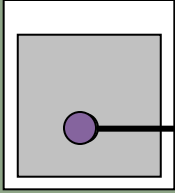


table of contents

A:: project overview

B:: 50-year comparison of perceptions

C:: current attitudes: general population versus population with developmental disabilities

D:: current situation and future outlook:

- education, employment and future financial well being**

E:: concerns about abuse

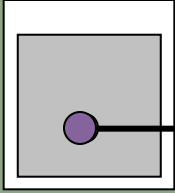
F:: perceptions of the quality of services for people with developmental disabilities

G:: conclusions

marketresponseinternational

A::

**project
overview**



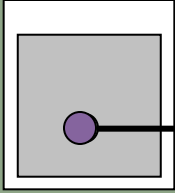
project overview

Tracking Changes in Attitudes Towards People With Developmental Disabilities

A survey of the Minnesota general population was conducted in 1962, to measure awareness and attitudes regarding people with developmental disabilities. The GCDD wanted to repeat the attitudinal tracking survey in 2012, to measure changes in attitudes in Minnesota over the past 50 years.

Quantitative Survey of General Population of MN

- A survey of attitudes among the general population of Minnesotans towards people with developmental disabilities was conducted, using comparative questions from 1962 and 2007 surveys, along with selected new questions to address the objectives.
- Telephone methodology was used, with random digit dial, to provide a representative sample of Minnesota adult heads of households.
- A general population sample of 285 was achieved.



project overview

The GCDD also wanted to obtain insights related to quality of services and supports for people with developmental disabilities, and selected quality of life issues, including:

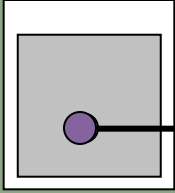
- Education: Gather opinions about the state of public education for students with developmental disabilities, as compared to the general population of students.
- Employment: Provide some indications regarding the employment opportunities for people with developmental disabilities, in comparison to opportunities for the general population.
- Abuse: Obtain some comparative measures of abuse (for example, physical, verbal, sexual, or financial) between the general population and people with developmental disabilities.

Quantitative Survey of People with Developmental Disabilities

- A separate telephone survey of households with people with developmental disabilities was conducted, using parallel questions.
- Lists of Partners in Policymaking® graduates and other lists provided by GCDD were used as the primary sample source.
- 190 people with developmental disabilities and/or people with family members with developmental disabilities participated in the survey.

Pilot Interviews

- Eight 30-minute interviews were conducted with service providers, who talked about recent developments (and set-backs) facing their constituents with developmental disabilities.
- The insights gained helped fine-tune the final questionnaire for the study.

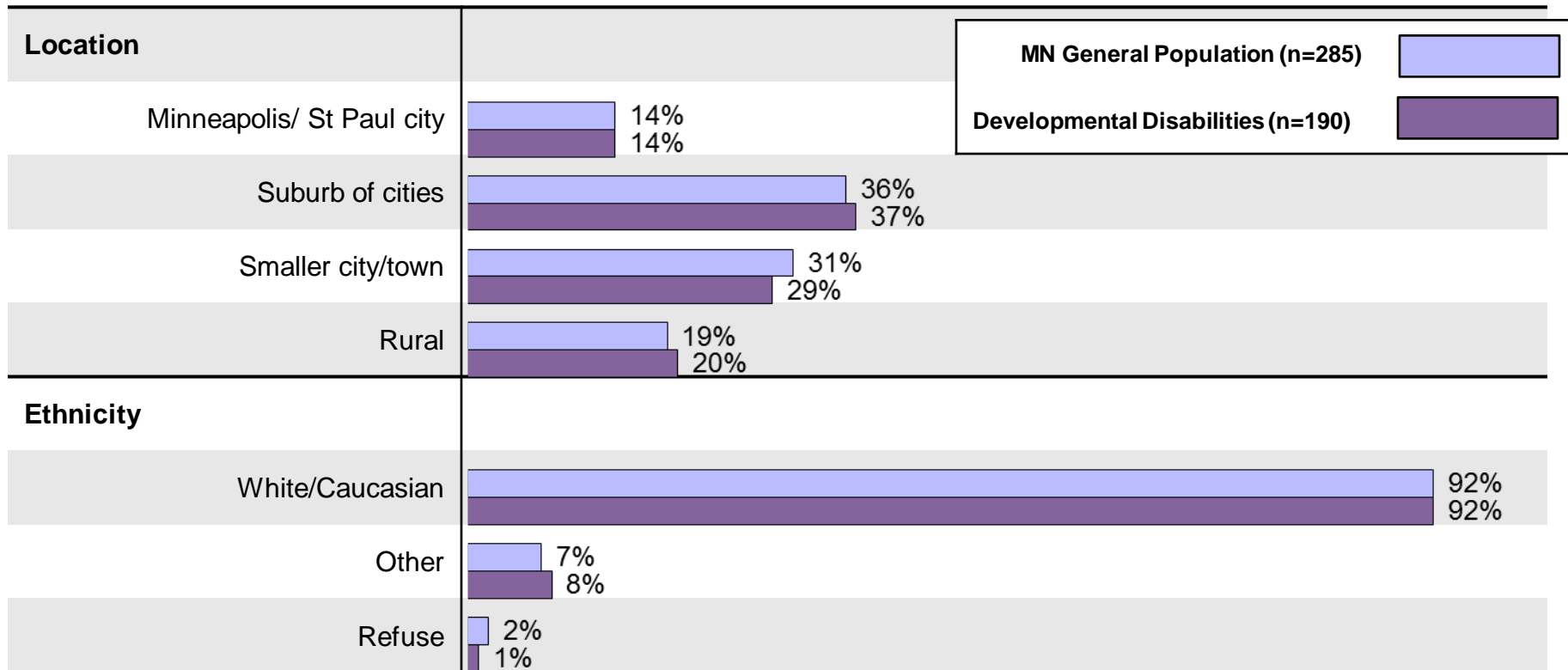


respondent profiles: geographic representation and ethnicity

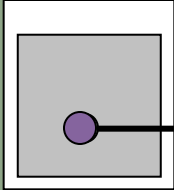
:: About half of each respondent group live in smaller cities or rural Minnesota.

:: 92% of each respondent group was white/Caucasian in terms of their ethnicity.

:: The two groups were very closely matched in terms of their geographic locations and ethnicity.

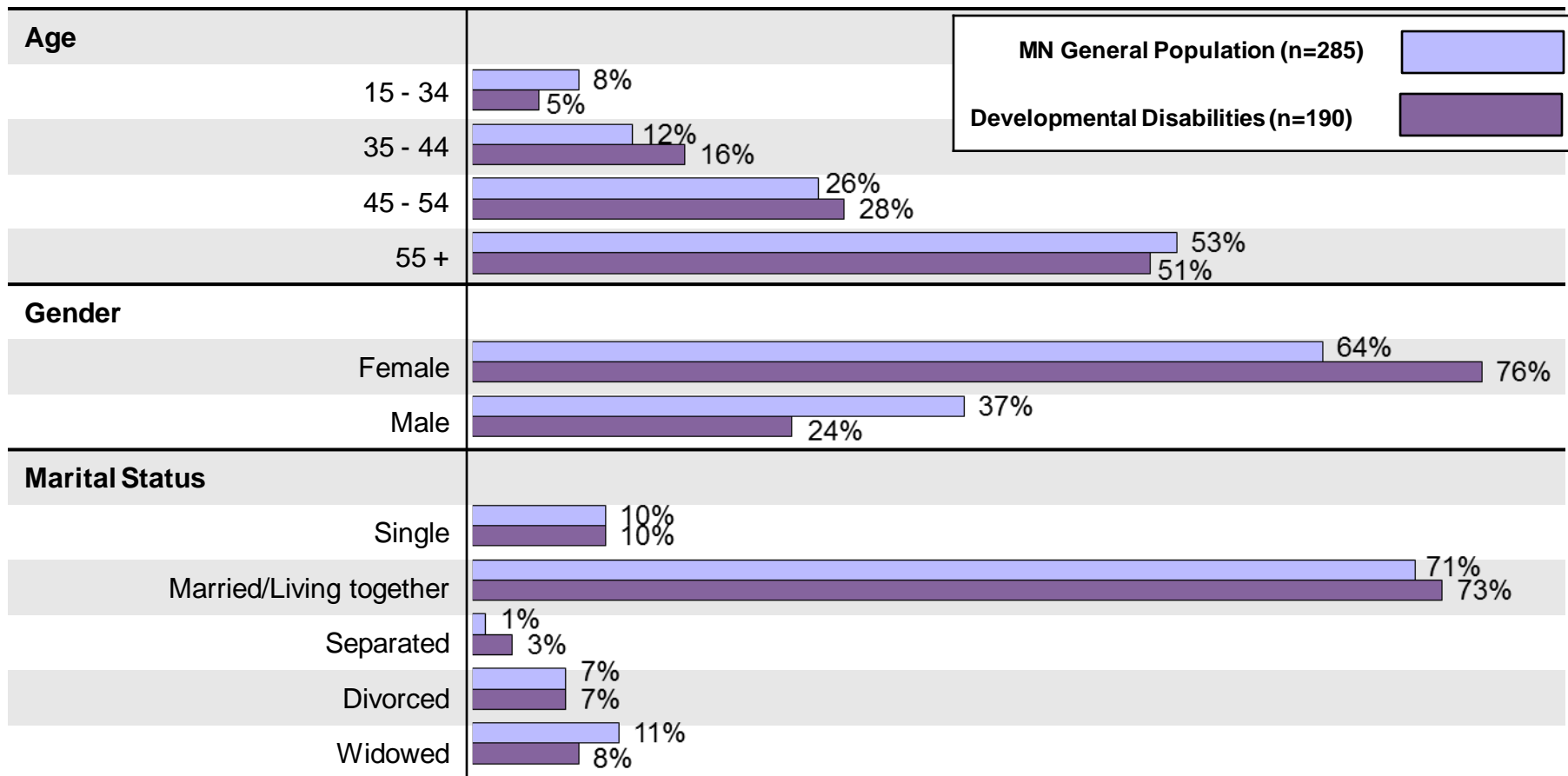


Note: Developmental Disabilities Sample includes both people with developmental disabilities and people with family members with developmental disabilities.

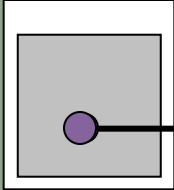


respondent profiles: age, gender and marital status

:: In the age, gender and marital status categories there is a good mix of respondents in both of the respondent groups.

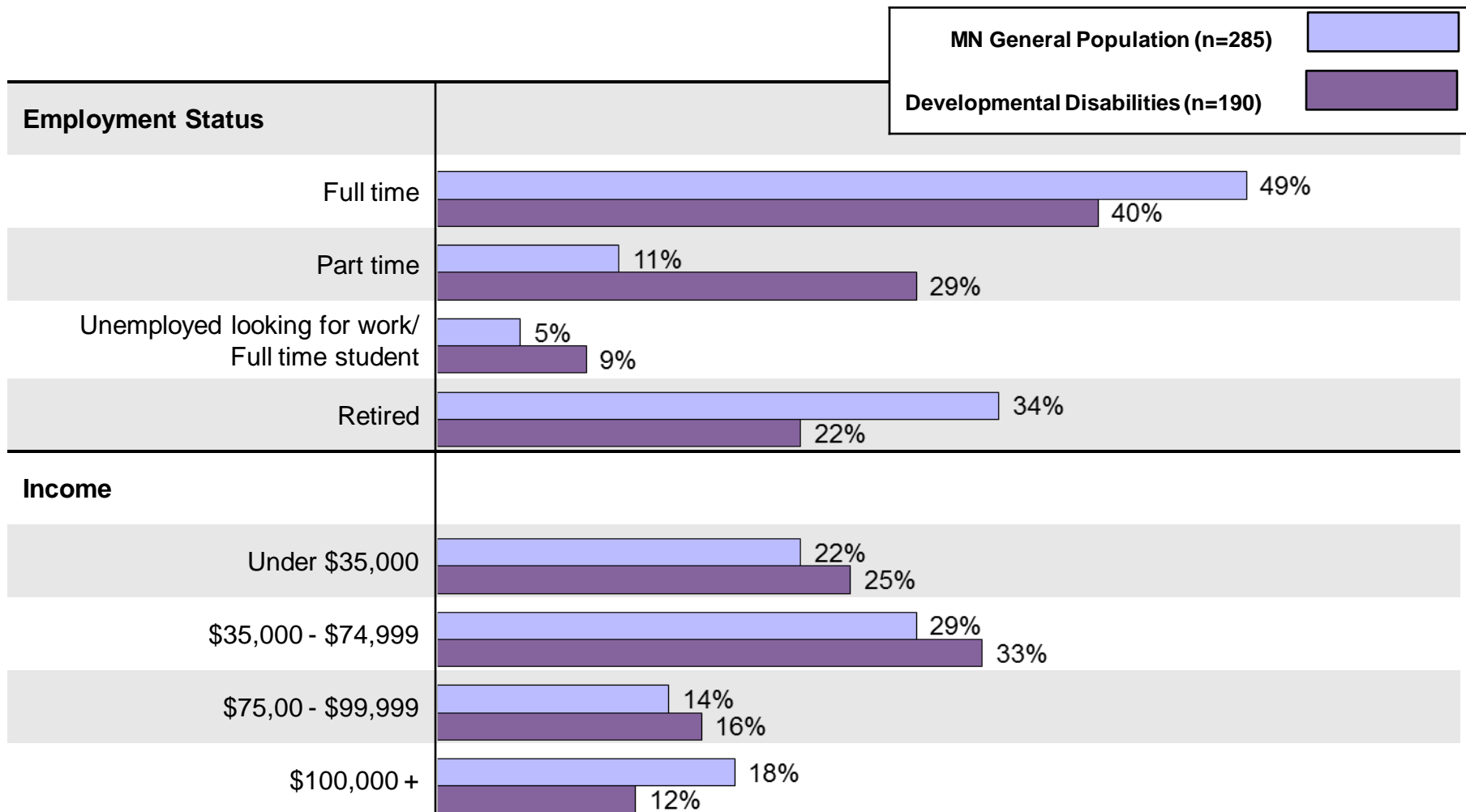


Note: Developmental Disabilities Sample includes both people with developmental disabilities and people with family members with developmental disabilities.

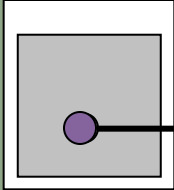


respondent profiles: employment and income

:: Employment status and income levels for each respondent group are a good mix.

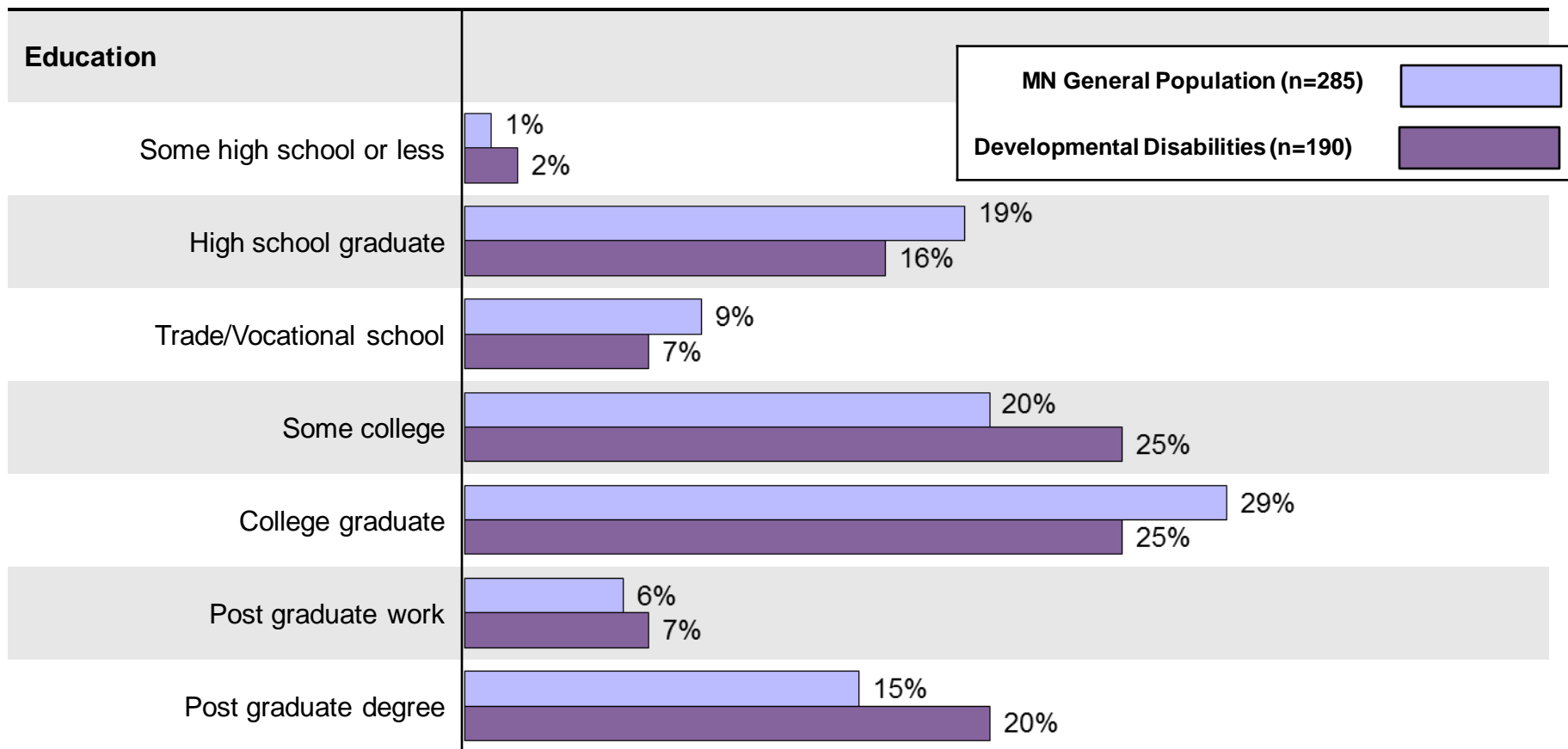


Note: Developmental Disabilities Sample includes both people with developmental disabilities and people with family members with developmental disabilities.

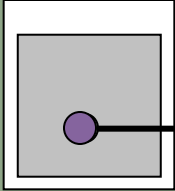


respondent profiles: education

:: Education levels for each respondent group are a good mix. Reminder that the developmental disabilities group may reflect a family member's education level.



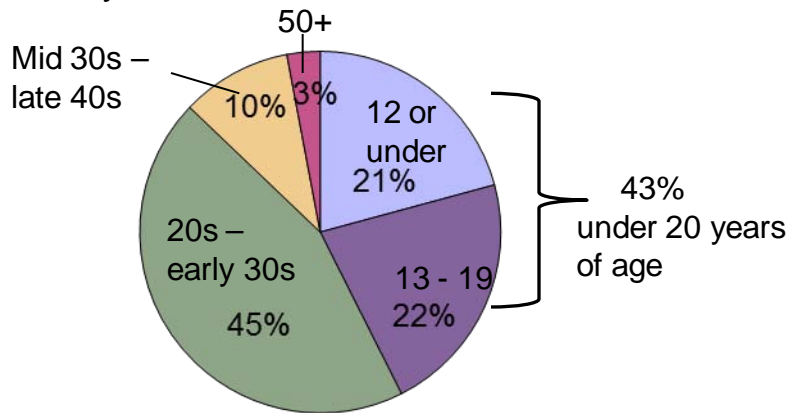
Note: Developmental Disabilities Sample includes both people with developmental disabilities and people with family members with developmental disabilities.



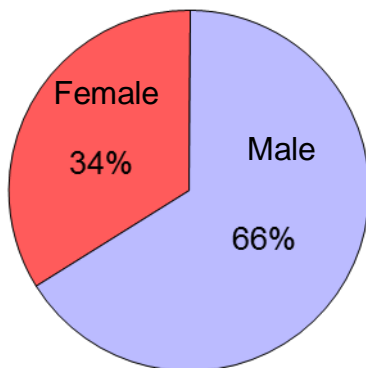
respondent profiles: developmental disabilities sample

- :: The developmental disabilities sample was a good mix of age groups: 43% were younger than 20 years of age and 57% were 20 or older. Gender was also a good mix.
- :: Disabilities were a mixture, with autism being the highest at 29%.

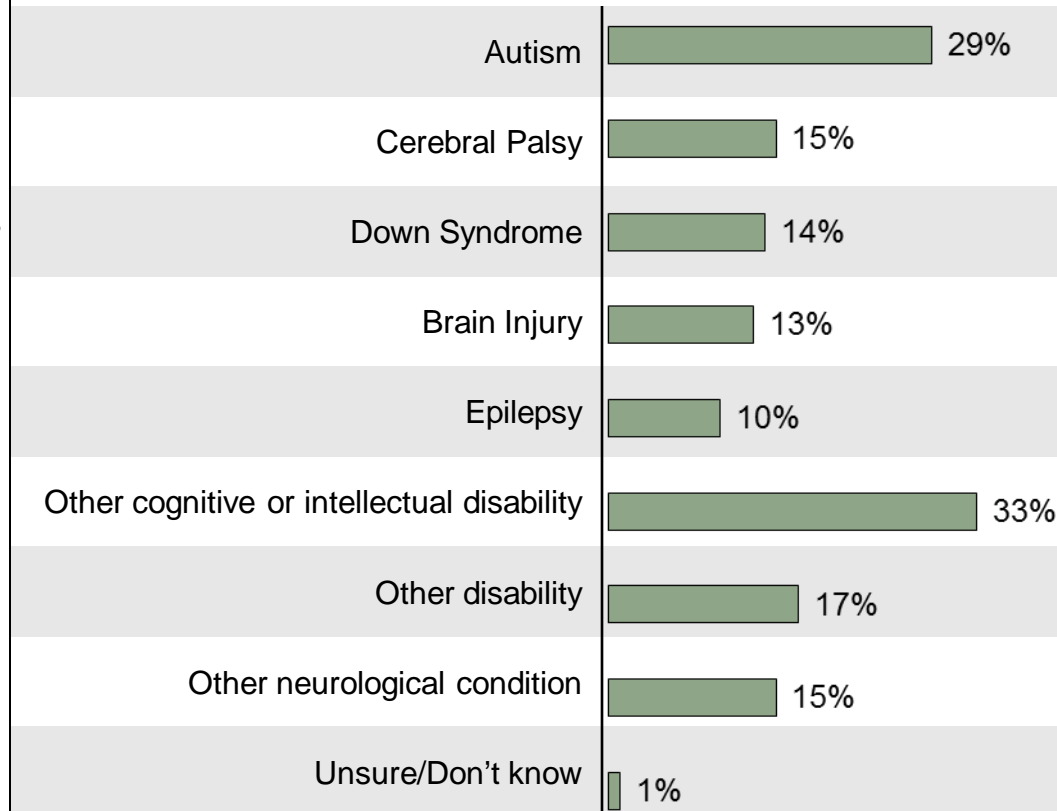
How old is the person with the developmental disability?



Is the person with this developmental disability male or female?



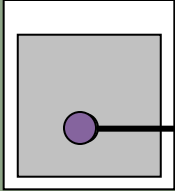
Which of the following statements best describes the nature of the disability?



marketresponseinternational

B::

**50 year comparison
of
perceptions
from 1962 - 2012**

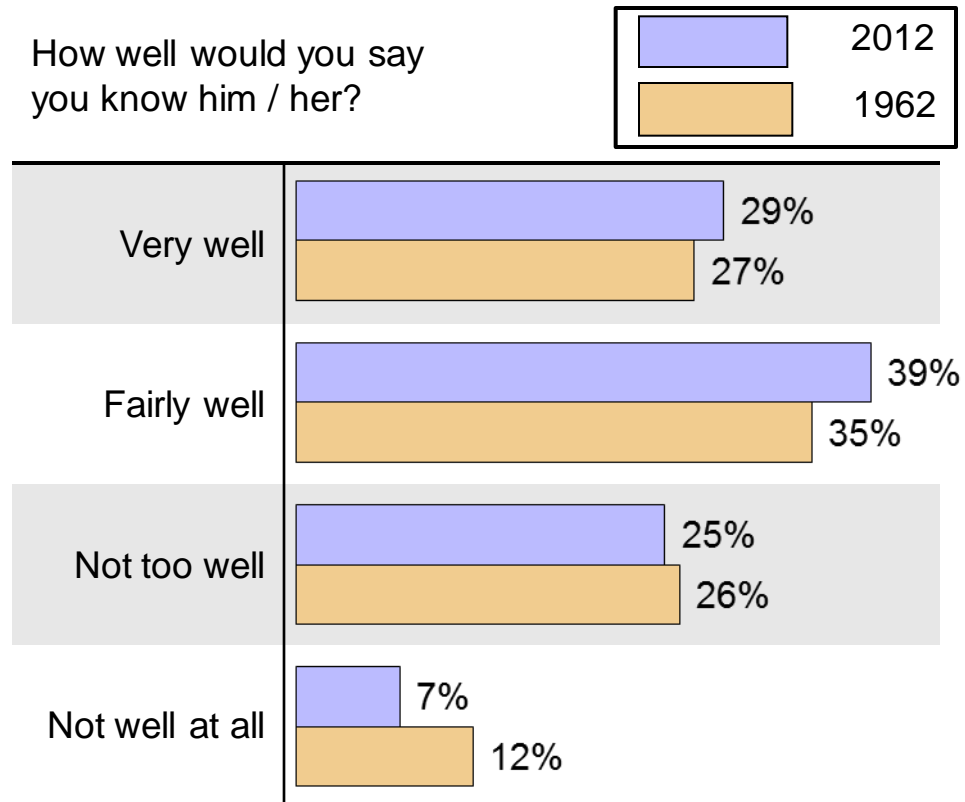
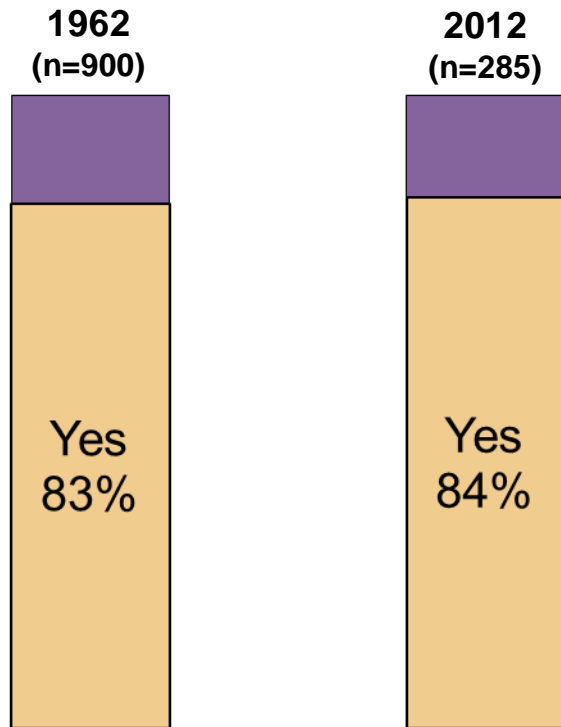


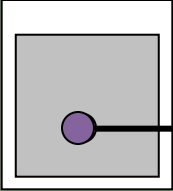
1962 - 2012: familiarity with developmental disabilities

:: In each survey, more than 80% of respondents know someone who was thought to have a developmental disability.

:: More than 25% of each survey population, knows that person very well.

Have you ever known of a person who was thought to have a developmental disability?





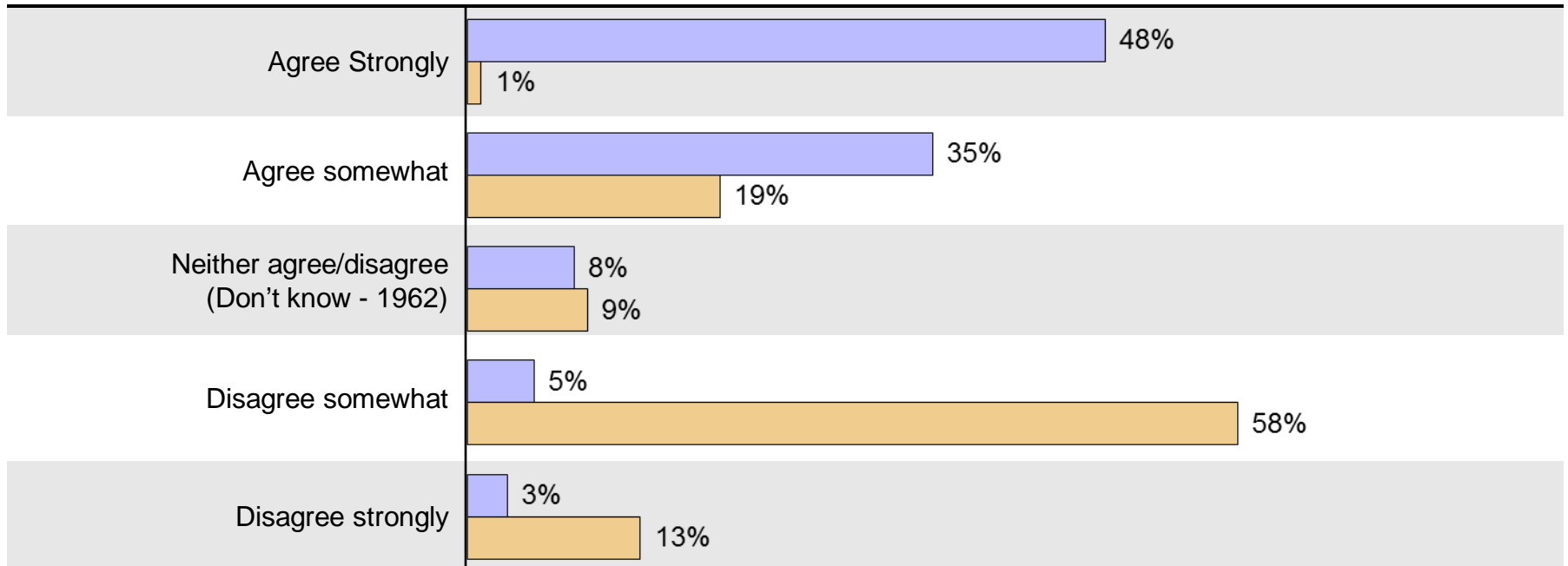
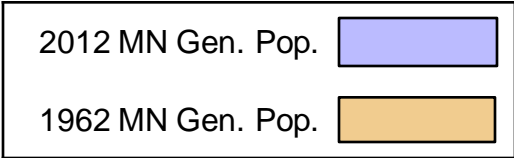
1962 - 2012:

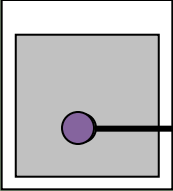
People with developmental disabilities...care

:: Today, 83% of the general population feel that people with developmental disabilities should be cared for by their immediate family as much as possible.

:: In 1962, 71% of the general population felt that people with developmental disabilities should not be cared for at home.

.... should be cared for $\left\{ \begin{array}{l} \text{by the immediate family, as much as possible. (2012)} \\ \text{at home. (1962)} \end{array} \right.$





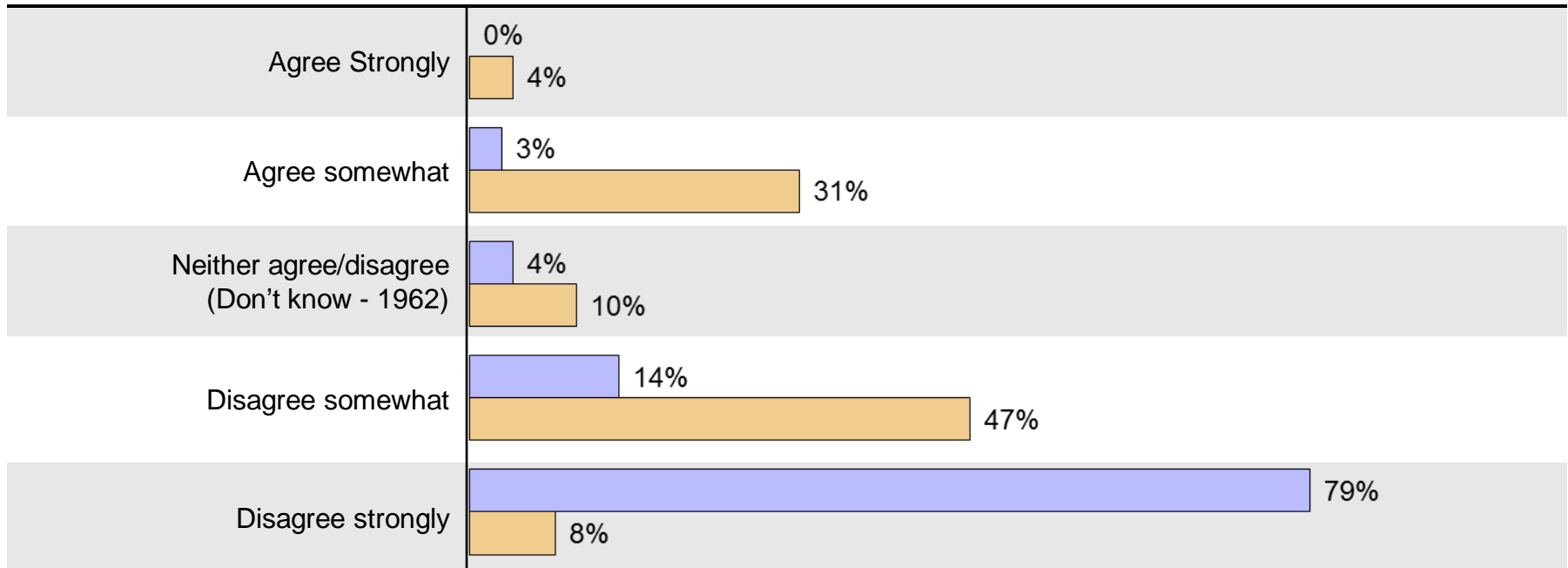
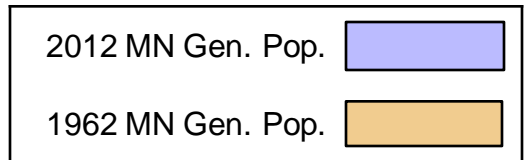
1962 - 2012:

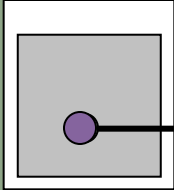
People with developmental disabilities...kept

:: Today, more than 90% of the general population disagrees with the idea that people with developmental disabilities should be kept in institutions.

:: In 1962, the general population had mixed feelings about people with developmental disabilities being cared for in institutions.

.... should be kept in institutions





1962 - 2012:

People with developmental disabilities...look

:: Today, 58% of the general population disagrees with the idea that people with developmental disabilities look different.

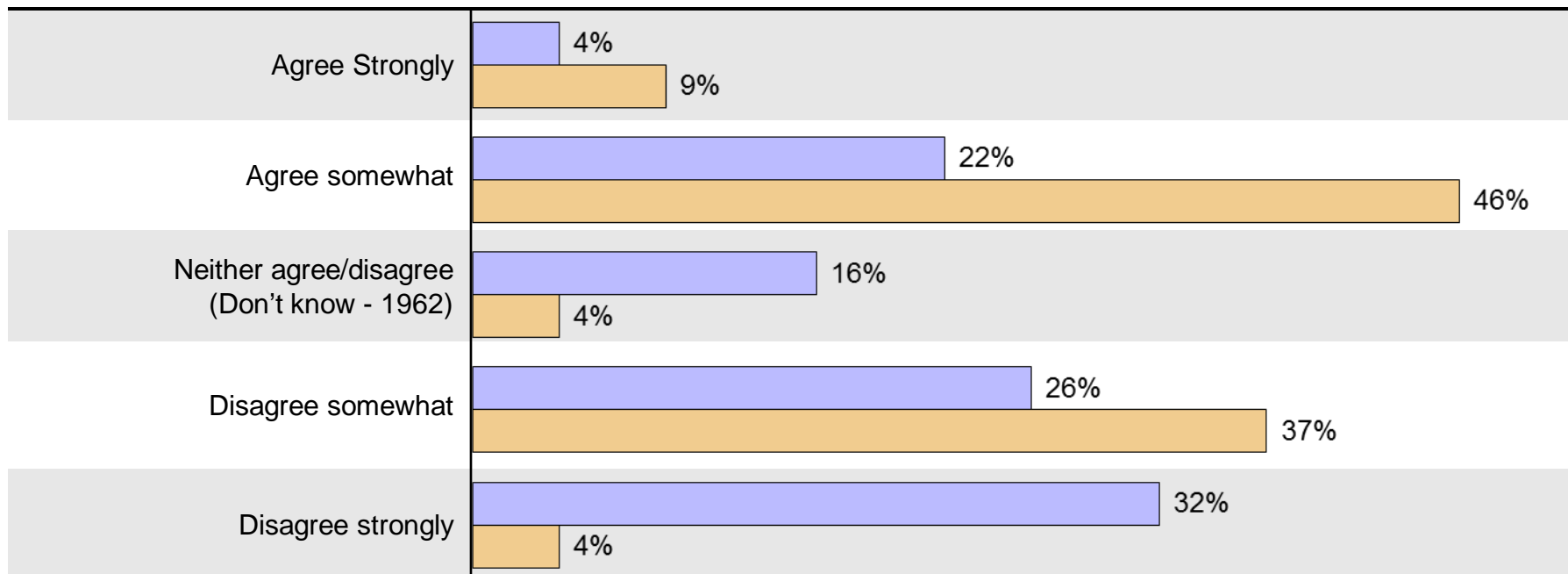
:: In 1962, 55% of the general population felt that people with developmental disabilities do look different from typical people.

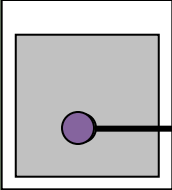
.... look different from typical people

2012 MN Gen. Pop.



1962 MN Gen. Pop.





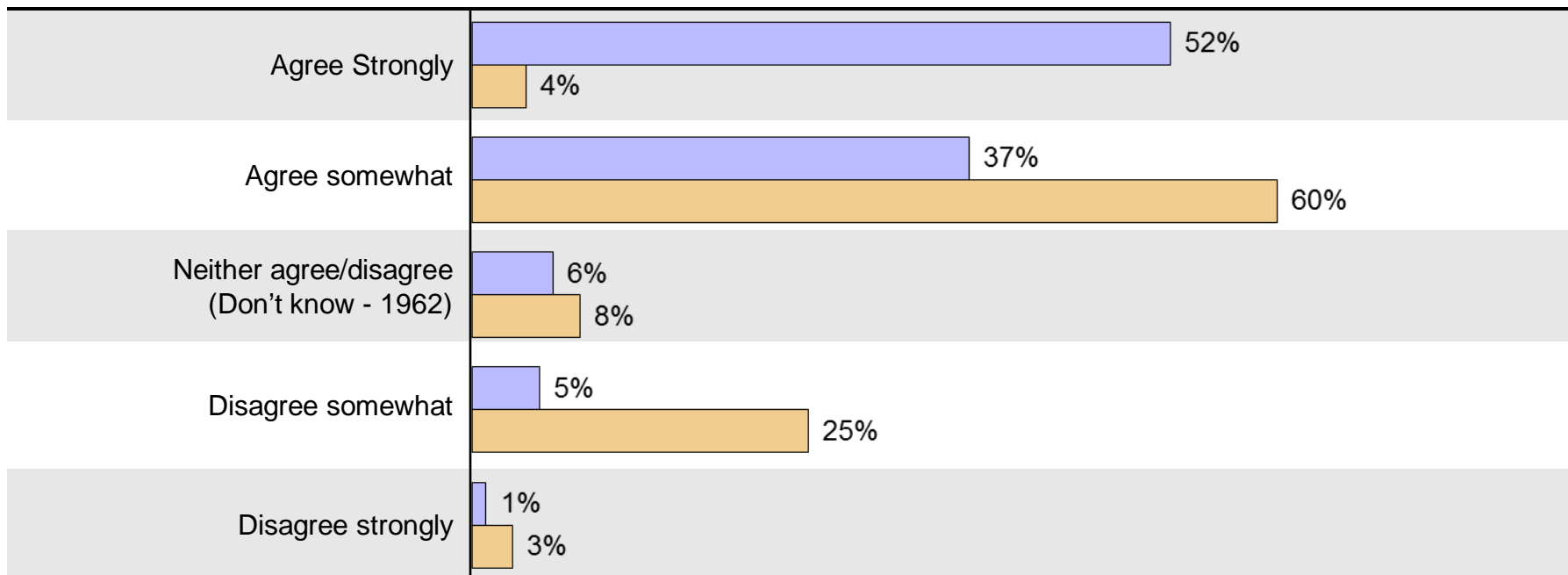
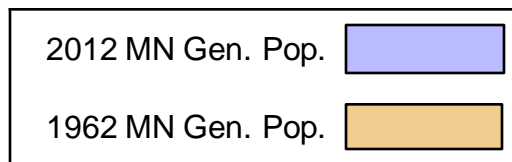
1962 - 2012:

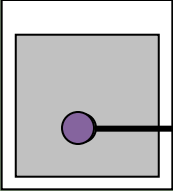
People with developmental disabilities...lives

:: Today, 89% of the general population agrees that people with developmental disabilities can learn to live normal lives.

:: In 1962, 64% of the general population felt that people with developmental disabilities could learn to live normal lives; while 28% disagreed.

.... can learn to live normal lives



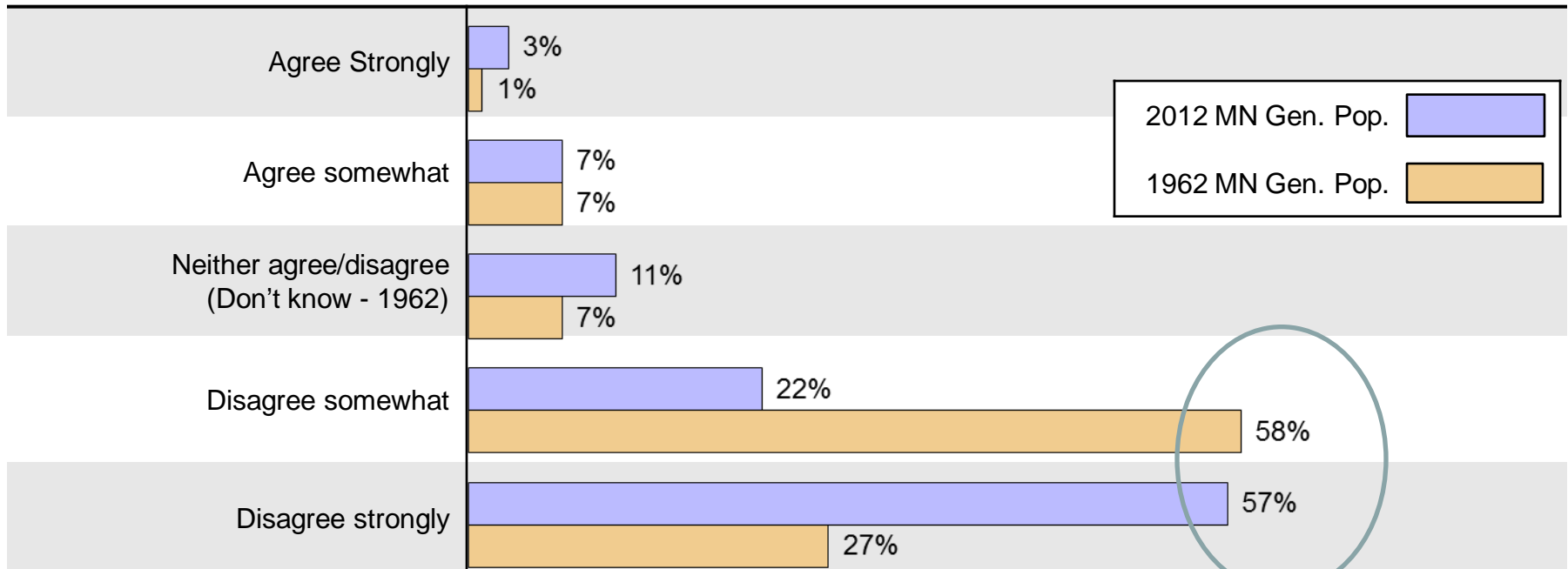


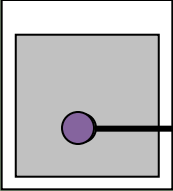
1962 - 2012:

People with developmental disabilities...parents

- :: Since the 1962 study, the level of disagreement regarding people with developmental disabilities having parents with developmental disabilities has increased.
- :: Since the 1962 study, the general population has gone from disagreeing somewhat to disagreeing strongly with this statement.

.... have parents with developmental disabilities



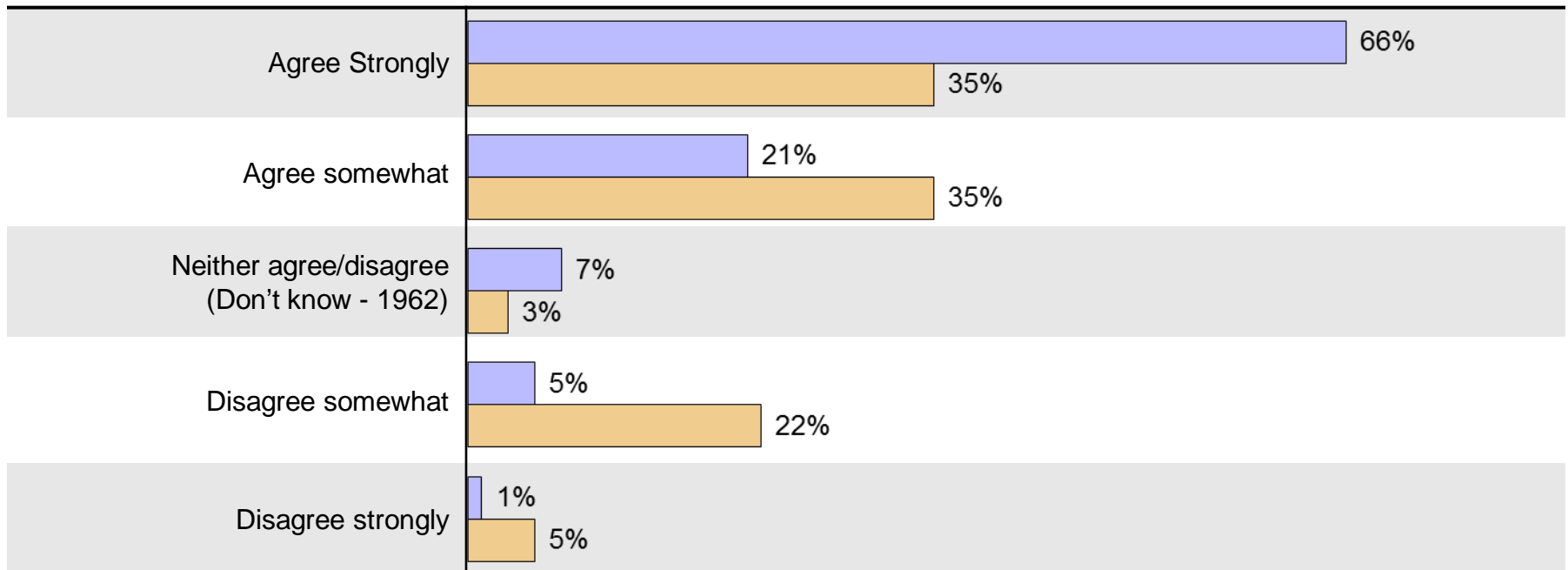
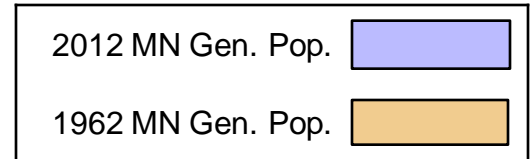


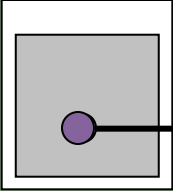
1962 - 2012:

People with developmental disabilities...treated

:: Today, 87% of the general population agrees that people with developmental disabilities should be treated at regular hospitals, which is similar to results (70%) of the 1962 study.

....should be treated at regular hospitals





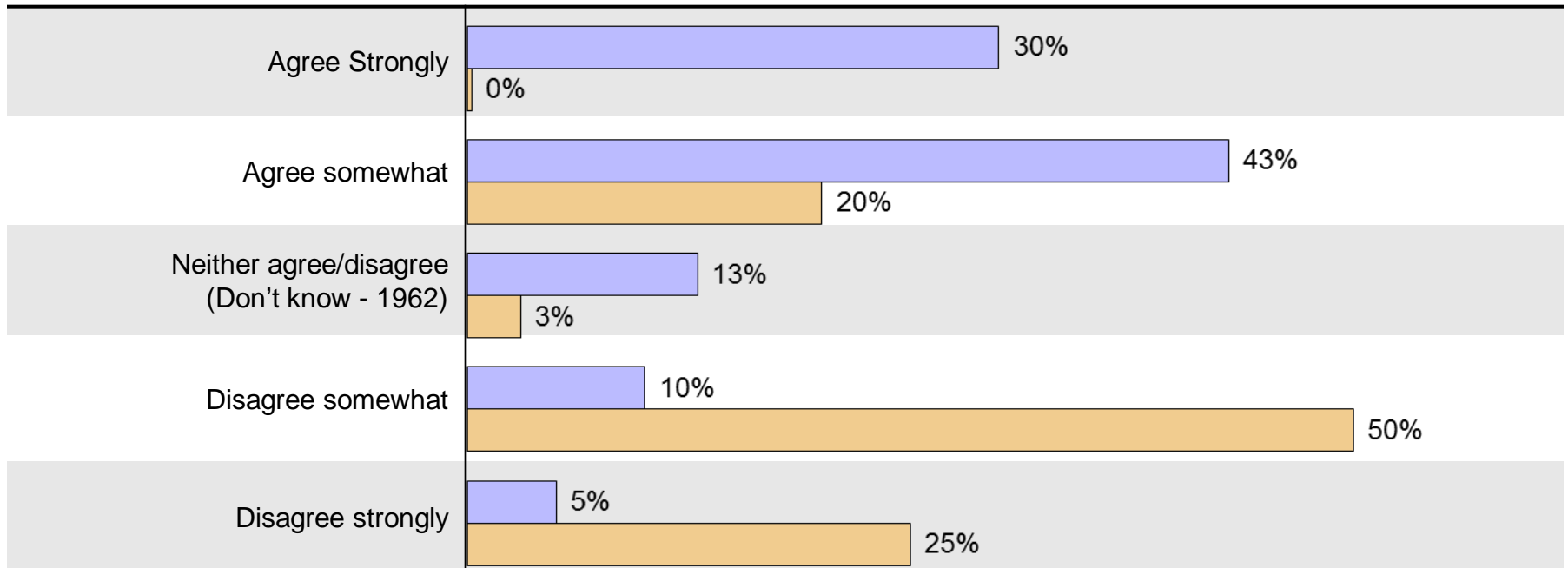
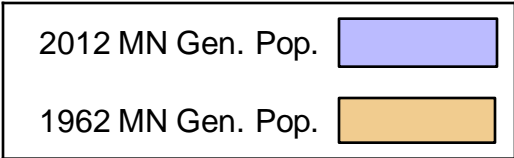
1962 - 2012:

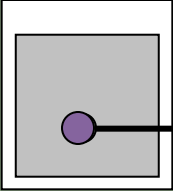
People with developmental disabilities...driving

:: Today, 73% of the general population agrees that people with developmental disabilities should be able to obtain a driver's license.

:: In 1962, 75% of the general population felt that people with developmental disabilities should not be able to obtain a driver's license.

...should be { able to obtain a driver's license, if they pass the driver's test. (2012)
allowed to drive a car. (1962)





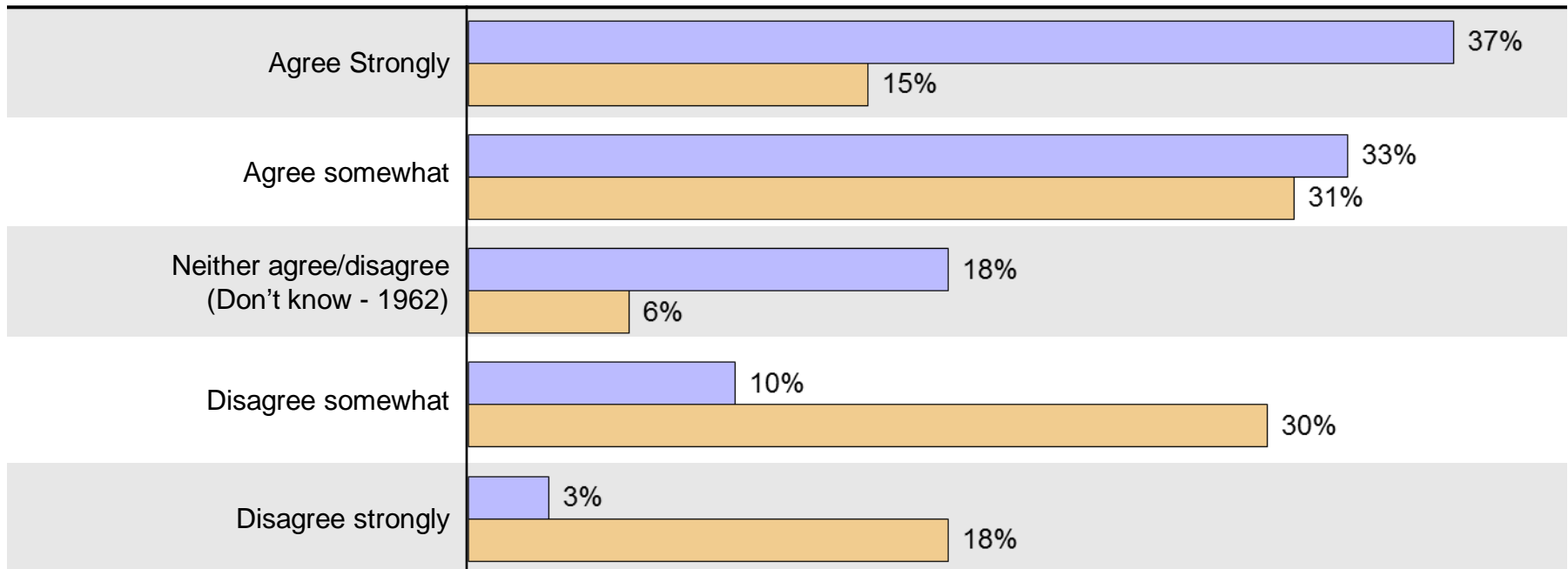
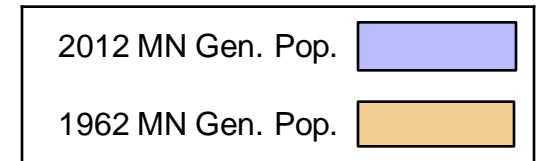
1962 - 2012:

People with developmental disabilities...voting

:: Today, 70% of the general population agrees that people with developmental disabilities should be able to vote.

:: In 1962, there were mixed feelings; 46% of the general population felt that people with developmental disabilities should be able to vote, and 48% disagreed.

Should be allowed $\left\{ \begin{array}{l} \text{to vote. (2012)} \\ \text{to vote, for President. (1962)} \end{array} \right.$



marketresponseinternational

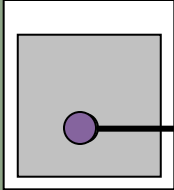
C::

current attitudes:

general population

vs.

**population with
developmental disabilities**

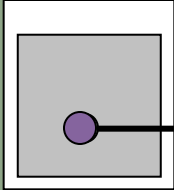


People with developmental disabilities...care

:: Most respondents in each of the groups agree that people with developmental disabilities should be cared for by their immediate family and treated at regular hospitals.

Statements	<u>MN General Population</u> (n = 285)		<u>Has Family Member with / has Developmental Disabilities</u> (n = 190)	
	% Agree	% Disagree	% Agree	% Disagree
.... should be cared for by the immediate family, as much as possible.	83%	8%	76%	15% ↑
... should be kept in institutions	3%	93%	1%	98% ↑
...be treated at regular hospitals	69%	13% ↑	82% ↑	6%
... look different from typical people	26%	58%	18%	74% ↑
... have parents with developmental disabilities	10%	79%	8%	87% ↑

↓↑Indicates statistically significant differences between the two populations at the 95% confidence level.

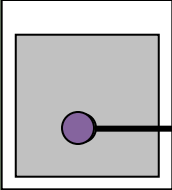


People with developmental disabilities... potential

:: With society's support, there is agreement among both respondents groups that people with developmental disabilities can learn to live normal lives, and can be productive contributors to society.

Statements	<u>MN General Population</u> (n = 285)		<u>Has Family Member with / has Developmental Disabilities</u> (n = 190)	
	% Agree	% Disagree	% Agree	% Disagree
People with developmental disabilities can learn to live normal lives	88%	6%	91%	3%
Most people with developmental disabilities are not capable of any real level of self-determination; they need someone else to make most of their daily decisions	20% ↑	71%	12%	81% ↑
With the right education or training, most people with developmental disabilities could be very productive workers	90%	5%	93%	2%
When society helps people with disabilities live to their highest potential we are all better off	96%	3%	98%	1%
I have a lot of respect for companies that employ people with developmental disabilities	98%	1%	99%	1%

↓↑ Indicates statistically significant differences between the two populations at the 95% confidence level.

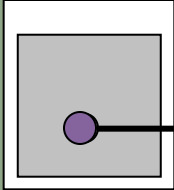


People with developmental disabilities... Integration and inclusion

:: On attitudes related to integration and inclusion, the general population of Minnesotans generally agrees with the population of families with a member with a developmental disability; however, the general population appears less comfortable with the idea that people with developmental disabilities should be allowed to drive a car or live on their own.

Statements	<u>MN General Population</u> (n = 285)		<u>Has Family Member with / has Developmental Disabilities</u> (n = 190)	
	% Agree	% Disagree	% Agree	% Disagree
.... Should be integrated into normal society as much as possible	96%	4%	98%	1%
Society should do everything in its power to help those who are most vulnerable	94%	4%	98% ↑	0%
... should be included in public places or social events	97%	1%	98%	1%
.... Should be allowed to vote	70%	13% ↑	82% ↑	6%
Should be able to obtain a driver's license if they pass the driver's test	73%	15% ↑	87% ↑	4%
People with developmental disabilities should not be allowed to live on their own; they need to be closely monitored	26%	61%	17%	70%

↓↑ Indicates statistically significant differences between the two populations at the 95% confidence level.



People with developmental disabilities...care

:: While a minority of Minnesotans tend to believe society/government is doing more for people with developmental disabilities than it should, they are far less likely to be found among the population of families that have a member with developmental disabilities, than among the general MN population.

Statements	<u>MN General Population</u> (n = 285)		<u>Has Family Member with / has Developmental Disabilities</u> (n = 190)	
	% Agree	% Disagree	% Agree	% Disagree
Parents of children with developmental disabilities cannot be expected to provide all necessary services themselves	77%	15% ↑	92% ↑	6%
If someone has a child with a developmental disability that's their problem. There's really no reason why the rest of us should have to pay the extra cost of raising that child	7%	88%	2%	96% ↑
Too much tax payer money is being spent on people with developmental disabilities	14% ↑	65%	3%	92% ↑

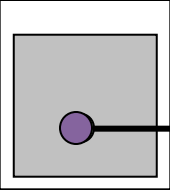
↓↑ Indicates statistically significant differences between the two populations at the 95% confidence level.

marketresponseinternational

D::

**current situation and
future outlook:**

**education, employment
and financial well being**



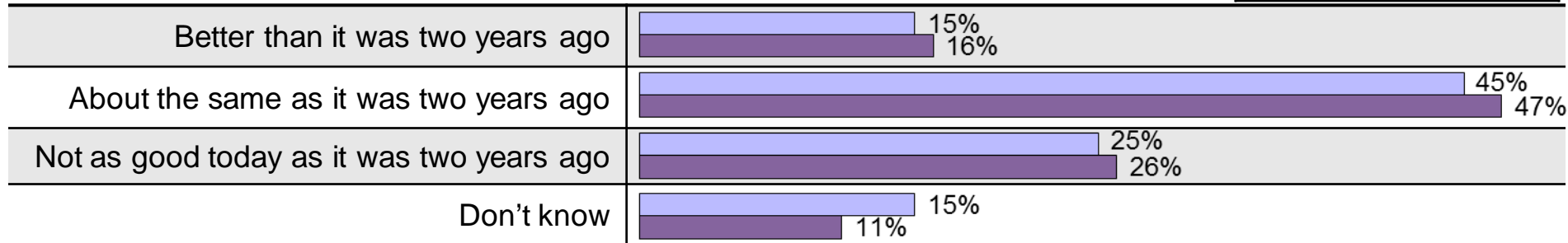
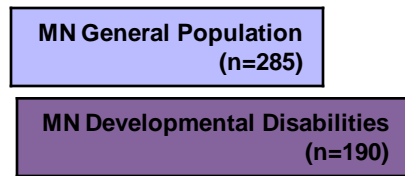
past/current/future projections: education

:: Both populations are in general agreement regarding today's quality of education services: About half of each group feel that education services are about the same as two years ago, and one out of four believe they're not as good as two years ago

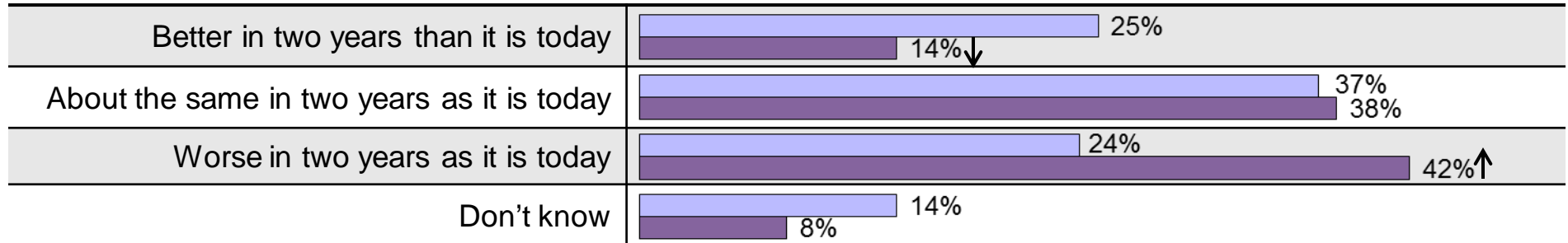
:: 42% of families with a member with a developmental disability expect that education services for students with developmental disabilities will be worse in two years than they are today. The outlook for education among the general population is more positive.

Overall quality of **education services and all other education related services** that are available to...
Is...

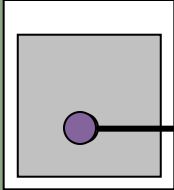
all young Minnesotans
students with developmental disabilities



Will be...



↓↑Indicates statistically significant differences between the two populations at the 95% confidence level.



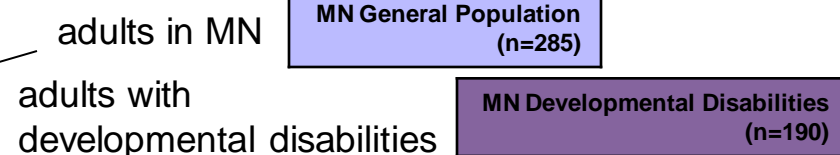
past/current/future projections: employment

:: Opinions regarding employment vary between the two populations: 45% of people with developmental disabilities feel employment related services are the same as two years ago, versus 32% of the general population.

:: A pessimistic outlook regarding future employment opportunities for people with developmental disabilities is much more prevalent, as compared to the outlook for the MN general population.

Overall quality of **employment related services and opportunities for employment** that are available to...

Are...

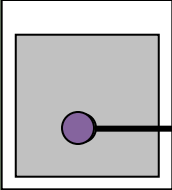


Are...	MN General Population (n=285)	MN Developmental Disabilities (n=190)
Better than it was two years ago	27%	13% ↓
About the same as it was two years ago	32%	45% ↑
Not as good today as it was two years ago	28%	35%
Don't know	13%	7%

Will be...

Better in two years than it is today	39%	19% ↓
About the same in two years as it is today	33%	38%
Worse in two years as it is today	14%	34% ↑
Don't know	13%	8%

↓↑Indicates statistically significant differences between the two populations at the 95% confidence level.



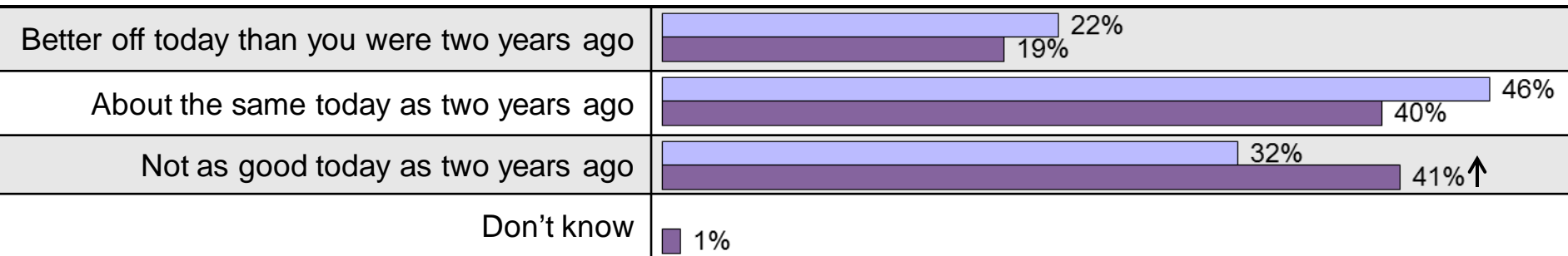
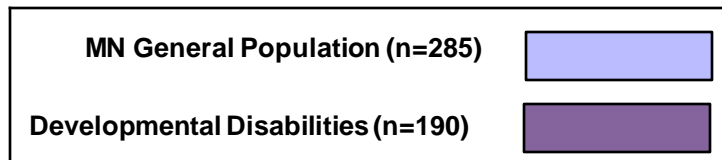
past/current/future projections: financial

:: Views on their overall financial well being vary; 41% of people with developmental disabilities feel their financial well being is not as good today as it was 2 years ago, versus 32% of the general population.

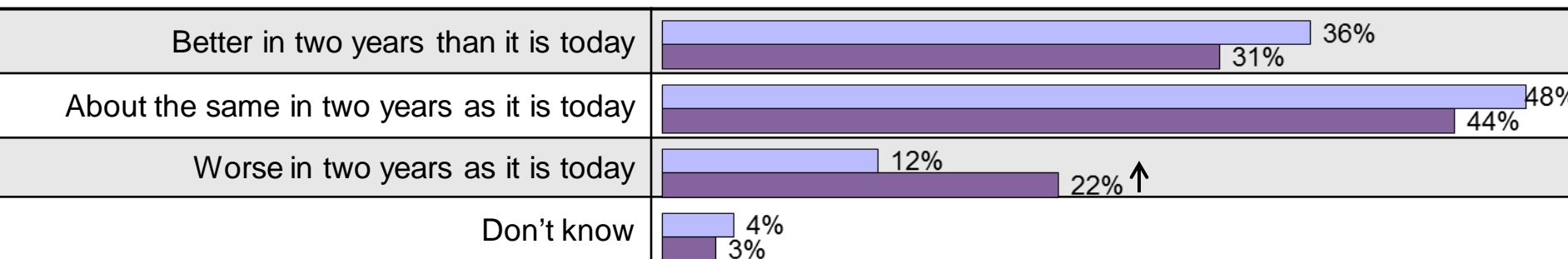
:: Twenty-two percent (22%) of families with members with developmental disabilities feel they will be worse off financially in 2 years than they are today; whereas, 12% of the general population households held a negative outlook.

Now thinking about overall financial well being.
Would you say your household and immediate family...

Are...



Will be...

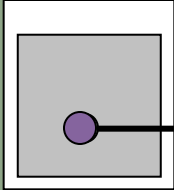


↑↓Indicates statistically significant differences between the two populations at the 95% confidence level.

marketresponseinternational

E::

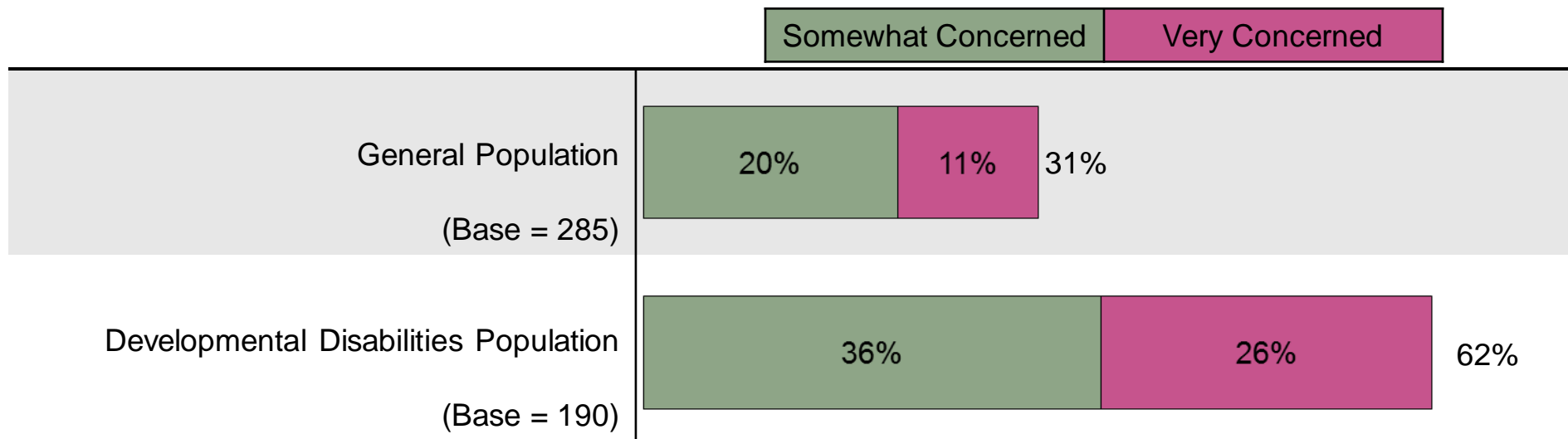
**concerns about
abuse**

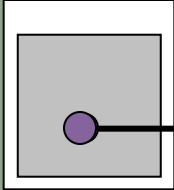


concerns about abuse

:: Concern about abuse is much more prevalent among families with a member with developmental disabilities, as compared to the general population of MN families.

I would now like you to think about the issue of abuse. There are many forms of abuse: physical, verbal, sexual, financial, etc.; and unfortunately, abuse can happen to anyone, anywhere, and at any age. To what extent, if at all, is abuse towards any member of your household or immediate family a concern to you? Would you say you are very concerned, somewhat concerned or not at all concerned about the possibility of abuse towards anyone in your family?





concerns about abuse

:: Levels of concern over the various types of abuse are the same for both populations.

:: Concern regarding all forms of abuse are highest for young adults with developmental disabilities, those between the ages of 18-34.

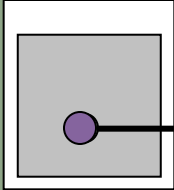
Forms of abuse	Percent Concerned		Age of person w/ Developmental Disabilities		
	MN General Population (n = 89)	Developmental Disabilities (n = 117)	<18 (n = 39)	18-34 (n = 59)	35+ (n = 19)
Verbal abuse, teasing, berating, etc.	61%	67%	67%	73%	47%
Physical abuse such as shoving, hitting, etc.	43%	43%	28%	58% ↑	26%
Neglect	38%	39%	15% ↓	53%	42%
Physical restraint and seclusion	38%	37%	28%	49% ↑	16%
Financial Exploitation	42%	44%	31%	56% ↑	37%
Inappropriate touching or other forms of sexual abuse	40%	44%	31%	59% ↑	26%

↓↑ Indicates statistically significant differences between the three age groups of people with developmental disabilities at the 95% confidence level.

marketresponseinternational

F::

**perceptions of the quality
of services for people
with developmental
disabilities**

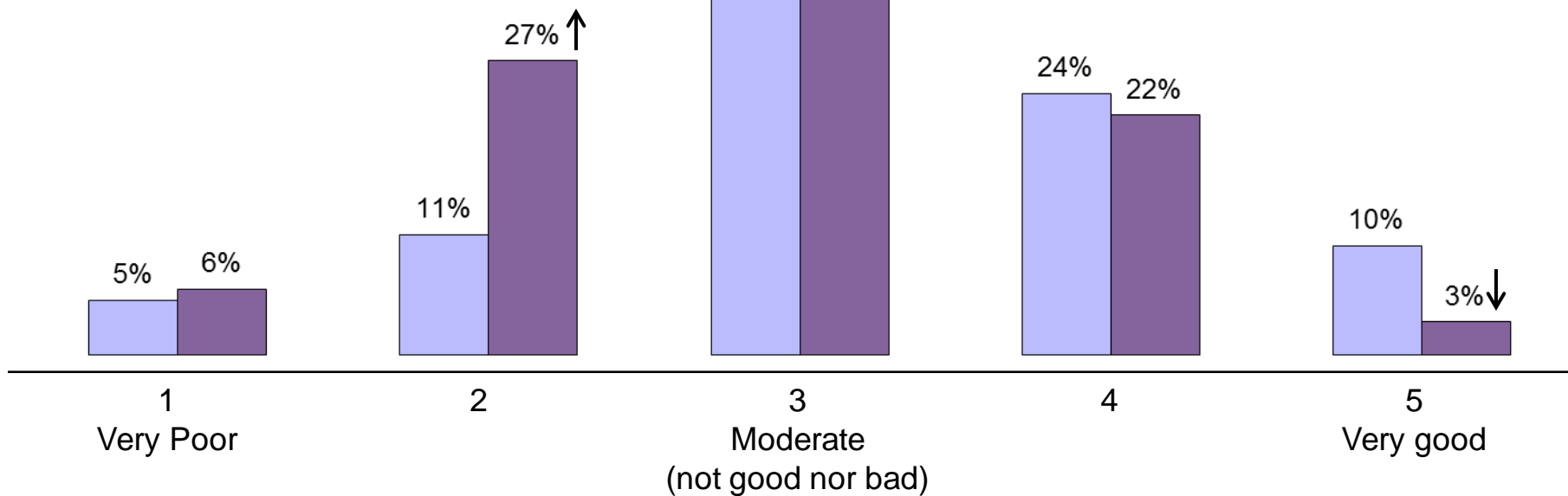


perceptions of government's / society's overall performance in providing quality services

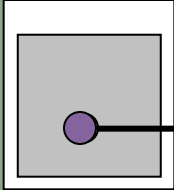
All things considered, how would you rate the overall performance of government, or society as a whole, in providing needed quality services to people with developmental disabilities?

:: Perceptions of overall performance of government/society are somewhat lower, on average, among families with a member with developmental disabilities, as compared to perceptions among the general population.

	Average
MN General Population	3.2
Developmental Disabilities	2.9 ↓



↑↓ Indicates statistically significant differences between the two populations at the 95% confidence level.



perceptions of quality of services for people with developmental disabilities

:: Parallel questions about government services – shown below – were used to gather perceptions of agreement and also performance ratings for a series of 13 statements.

FOR GENERAL POPULATION RESPONDENTS ONLY:

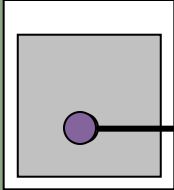
I am now going to read a list of services designed for people with developmental disabilities. For each statement please say whether you AGREE STRONGLY...(see below) that it's important for government to use tax payer money to assure adequate provision of each service. And if you neither agree nor disagree, just say SO.

<u>AGREEMENT SCALE</u>				
Agree Strongly	Agree <u>Somewhat</u>	<u>Neither</u>	Disagree <u>Somewhat</u>	Disagree Strongly
5	4	3	2	1

FOR DEVELOPMENTAL DISABILITY POPULATION RESPONDENTS ONLY:

I am now going to read a list of services designed for people with developmental disabilities, which are provided by various levels of government or private entities using taxpayers' money. Using a scale of 1-5, where 5 means Very Good Performance, and 1 means Very Poor Performance, please indicate how good of a job you believe the government, and society in general, are doing in providing each service. The middle number 3 means moderate performance neither good nor bad.

<u>PERFORMANCE SCALE</u>				
Very Good Performance		Moderate <u>Performance</u>		Very Poor Performance
5	4	3	2	1



performance of government services

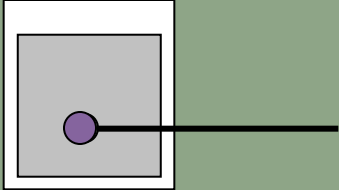
:: Performance ratings for these services varied widely among the families with developmental disabilities.

The 13 services rated are rank ordered based on net (positive - negative) perceptions of government/society's performance in providing each service.

Perceptions of service quality

Poor Performance Good Performance Net Perception

	Poor Performance	Good Performance	Net Perception
Quality health care	22%	51%	29%
Individual assistants for children with developmental disabilities attending regular classes	24%	44%	20%
Special education for students with developmental disabilities	26%	44%	18%
Personal assistants for people with developmental disabilities to be more independent	24%	38%	14%
Group/foster homes where people with developmental disabilities reside/live	24%	31%	7%
Training people with developmental disabilities/advocates on how to exercise their rights	33%	34%	1%
Training so people with developmental disabilities have job skills	32%	33%	1%
Research to learn about the causes of developmental disabilities	29%	29%	--
Abuse prevention for people with developmental disabilities	35%	28%	-7%
Assistants so people with developmental disabilities can work in regular businesses	38%	25%	-13%
Training/counseling for parents of people with developmental disabilities	42%	28%	-14%
Family support (Subsidies for extra costs of care for children with developmental disabilities)	42%	23%	-19%
Subsidies for adults with developmental disabilities to rent/purchase homes	44%	12%	-32%



derived importance method uncovers key overall performance drivers

Government or society's performance providing these supports:

- Access to quality health care services
- Training so people with developmental disabilities have job skills
- Special education services for students with developmental disabilities
- Subsidies to families to pay for extra costs of caring for children with developmental disabilities.
- Provision of personal care attendants for people with developmental disabilities to enable them to live more independently, or as they choose.
- Specialized education/training for people with developmental disabilities, and/or their advocates, on how to exercise rights and speak up for oneself
- *Et cetera*



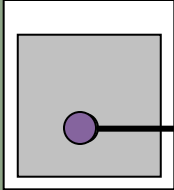
DETERMINES:

Perceptions of government or society's overall performance in providing needed services/supports to people with developmental disabilities

However, some services are more important than others.

The derived importance technique uncovers the relative importance of each service. . .

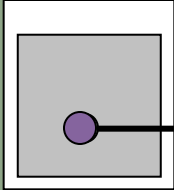
. . . identifying the services that are key drivers of government/ society's overall performance.



most important services -- drivers of overall performance perceptions

- :: Six of the 13 services evaluated were identified as the most important drivers of overall performance perceptions. Improvement on these services would have the most impact on overall performance measures.
- :: The best opportunities for enhancing overall perceptions are represented by the three services shown with a *** below, which have relatively low or negative net perceptions of good versus poor performance.

Most Important/Key Driver Services for People with Developmental Disabilities	Relative Importance	Perceptions of Service Quality		
		Poor Performance	Good Performance	Net Perception
Access to quality health care services	22%	22%	51%	29%
*** Day training services so that people with developmental disabilities can learn job skills	20%	32%	33%	1%
***Family Support (subsidies to families to pay for extra costs of care for children with developmental disabilities)	17%	42%	23%	-19%
Special education services for students with developmental disabilities	17%	26%	44%	18%
Provisions of personal care attendants, who assist people w/ developmental disabilities, enabling more independence	15%	24%	38%	14%
***Education/training for people with developmental disabilities/advocates, on how to exercise rights	9%	33%	34%	1%
TOTAL EXPLAINED VARIANCE (R ²)	.54			



importance of government services

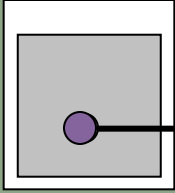
:: A high percent of the general population “agree” that it is important for government/society to provide all 13 services; however, there is less enthusiastic support for the services towards the bottom of the list.

Services Designed for People with Developmental Disabilities	<u>Gen Pop</u> % Who Agree
Special education for students with developmental disabilities	93%
Training so people with developmental disabilities have job skills	93%
Quality health care	93%
Abuse prevention for people with developmental disabilities	91%
Personal assistants for people with developmental disabilities to be more independent	91%
Group/foster homes where people with developmental disabilities reside/live	90%
Education/training people with developmental disabilities/advocates on how to exercise their rights	89%
Assistants so people with developmental disabilities can work in regular businesses	88%
Training/counseling for parents of people with developmental disabilities	87%
Research to learn about the causes of developmental disabilities	85%
Family support... (Subsidies for extra costs of care for children with developmental disabilities)	84%
Individual assistants for children with developmental disabilities attending regular classes	80%
Subsidies for adults with developmental disabilities to rent/purchase homes	72%

marketresponseinternational

G::

conclusions



conclusions

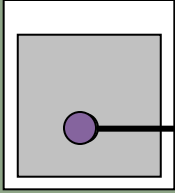
From institutions to integration

Attitudes regarding people with developmental disabilities have changed substantially over the past 50 years. In 2012, Minnesotans in general embraced the ideas of integrating and including people with developmental disabilities into their community and society at large.

Belief in the family

From 1962 to 2012, the majority opinion has shifted from disagreement to agreement, that the best way to care for people with developmental disabilities is through *their immediate family, as much as possible*.

While most Minnesotans believe that the immediate family is in the best position to provide care, there was great support for the idea that the family cannot carry the responsibility alone.



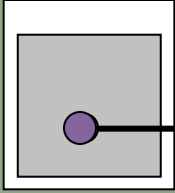
conclusions

Integration benefits everyone

- In 2012 Minnesotans embraced the idea that everyone is better off when people with developmental disabilities are integrated into society, and living independent and productive lives as much as possible.

Employment for people with developmental disabilities is beneficial, important

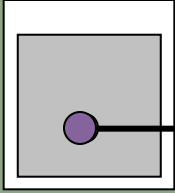
- Over 90% believed that, with the right education or training, people with developmental disabilities could be very productive workers.
- 98% of all respondents agreed that they have a lot of respect for companies that employ people with developmental disabilities.



conclusions

There are less positive outlooks for education services and employment opportunities for people with developmental disabilities.

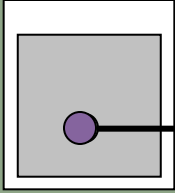
- 42% of families with a member with a developmental disability expect that education services for students with developmental disabilities will be worse in two years than they are today.
- The future outlook for education among the general population is more positive.
- A pessimistic outlook regarding future employment opportunities for people with developmental disabilities is much more prevalent, as compared to the employment outlook for the MN general population.



conclusions

Perceptions of current and future financial well being differed somewhat between the general population of Minnesota households and with families with a member with developmental disabilities.

- 41% of the developmental disabilities population feel their financial well being is not as good today as it was 2 years ago; whereas,
 - 32% of the general population feel the same.
- 22% of families with a member with a developmental disability feel they will be worse off financially in 2 years than they are today; whereas,
 - 12% of the general population households held that negative outlook.

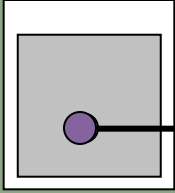


conclusions

Concern about abuse is much more prevalent among families with a member with a developmental disability (62% concerned), as compared to the general population of MN families (31% concerned).

Concern regarding all forms of abuse are highest for young adults with developmental disabilities, those between the ages of 18-34.

The most prevalent concern among both populations had to do with *verbal abuse, teasing, berating, etc.*



conclusions

Three of 13 services for people with developmental disabilities were identified as most important to families with a member with a developmental disability, while also showing substantial room for improvement. They were:

- Day training services so that people with developmental disabilities can learn job skills.
- Family support (subsidies to families to pay for extra costs of care for children with developmental disabilities)
- Education/training for people with developmental disabilities/advocates on how to exercise rights

Convincing government to put more resources into enhancing day training for job skills would be an “easier sell” than enhancing the other two services above, especially family support.

marketresponseinternational

**The Minnesota Governor's Council on
Developmental Disabilities**

Promoting Independence, Productivity, Self-Determination, Integration and Inclusion

Thank you!

MarketResponse International
1304 university ave. ne
suite 304
minneapolis, mn 55413
t:: 612.379.1645
f:: 612.379.1659

web:: www.marketresponse.com

Tom Pearson, Managing Director
t.pearson@marketresponse.com

Derek Pearson, Research Analyst
d.pearson@marketresponse.com

Char Psihos, Project Director
c.psihos@marketresponse.com