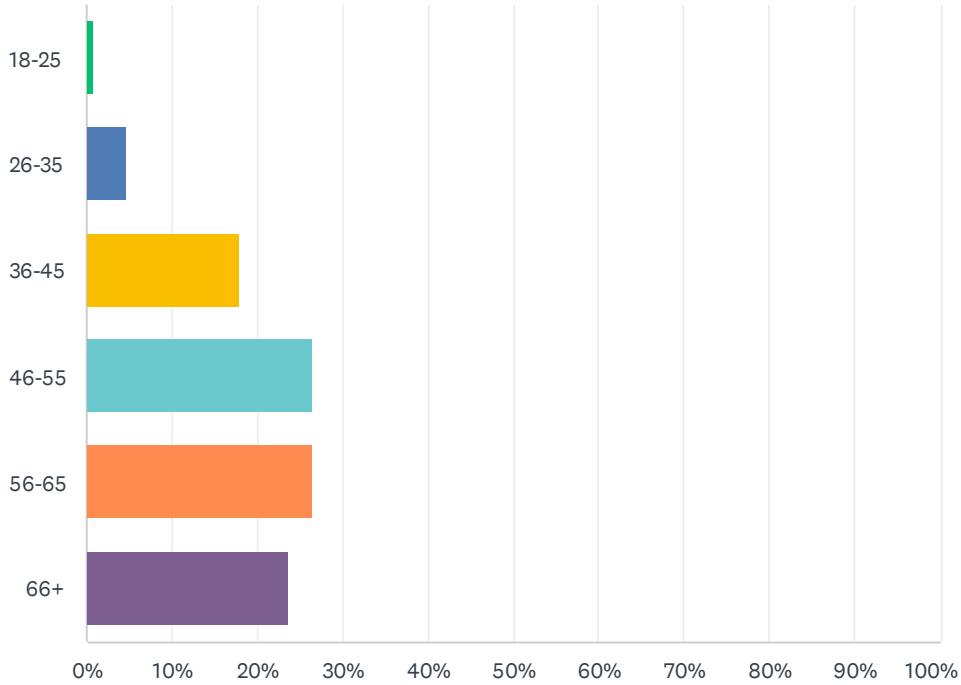


Q1 Please select your appropriate age range.

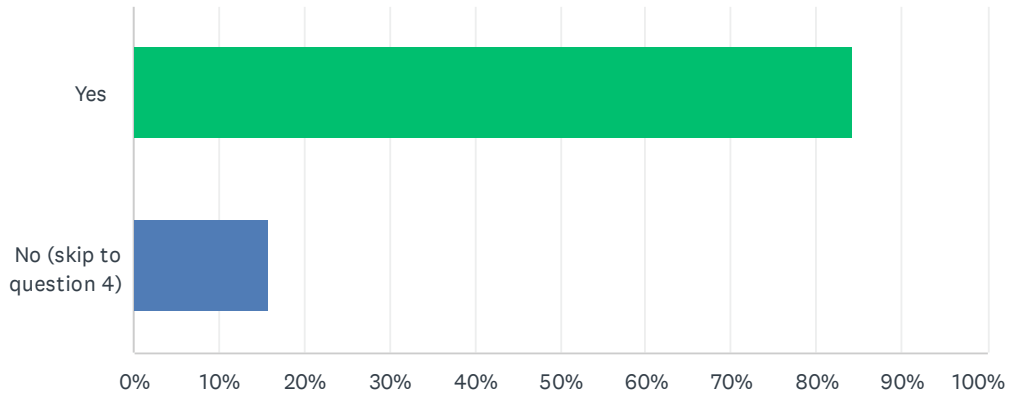
Answered: 212 Skipped: 0



ANSWER CHOICES	RESPONSES
18-25	0.94% 2
26-35	4.72% 10
36-45	17.92% 38
46-55	26.42% 56
56-65	26.42% 56
66+	23.58% 50
TOTAL	212

Q2 Are you an ASA member?

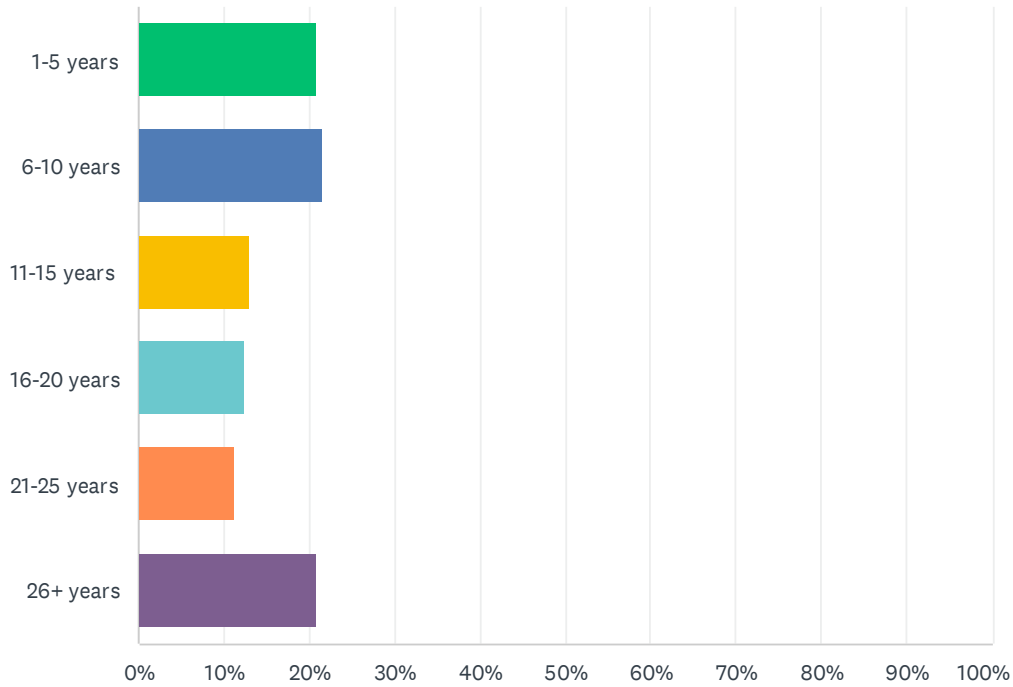
Answered: 210 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	84.29%	177
No (skip to question 4)	15.71%	33
TOTAL		210

Q3 How long have you been an ASA Member?

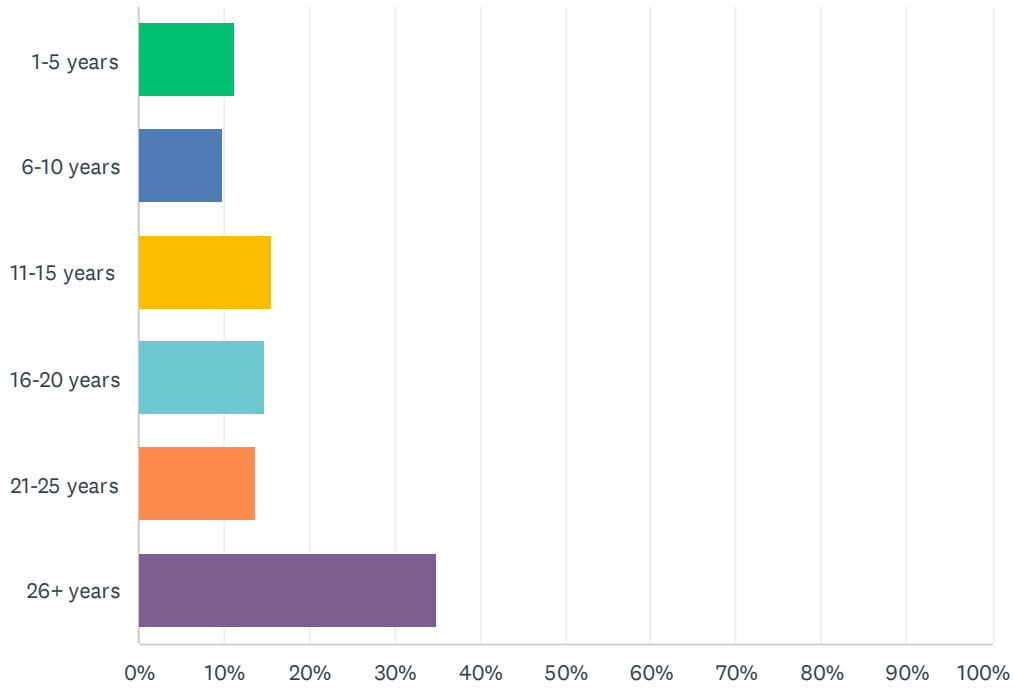
Answered: 177 Skipped: 35



ANSWER CHOICES	RESPONSES	
1-5 years	20.90%	37
6-10 years	21.47%	38
11-15 years	12.99%	23
16-20 years	12.43%	22
21-25 years	11.30%	20
26+ years	20.90%	37
TOTAL		177

Q4 How long have you been an appraiser?

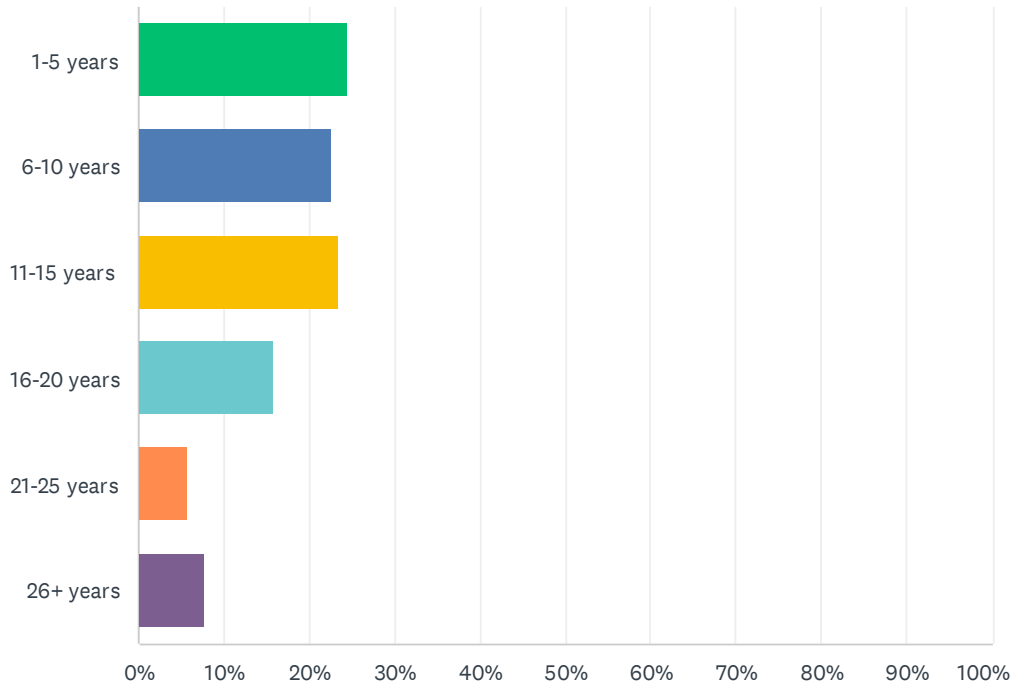
Answered: 212 Skipped: 0



ANSWER CHOICES	RESPONSES
1-5 years	11.32% 24
6-10 years	9.91% 21
11-15 years	15.57% 33
16-20 years	14.62% 31
21-25 years	13.68% 29
26+ years	34.91% 74
TOTAL	212

Q5 How many more years do you plan to work as an appraiser?

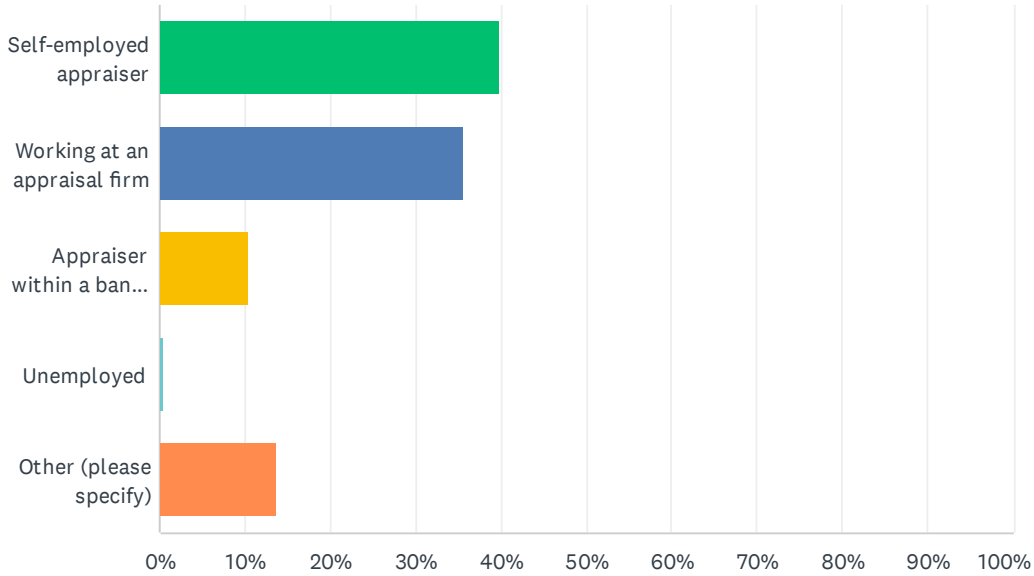
Answered: 208 Skipped: 4



ANSWER CHOICES	RESPONSES	
1-5 years	24.52%	51
6-10 years	22.60%	47
11-15 years	23.56%	49
16-20 years	15.87%	33
21-25 years	5.77%	12
26+ years	7.69%	16
TOTAL		208

Q6 Please describe your current employment status.

Answered: 211 Skipped: 1



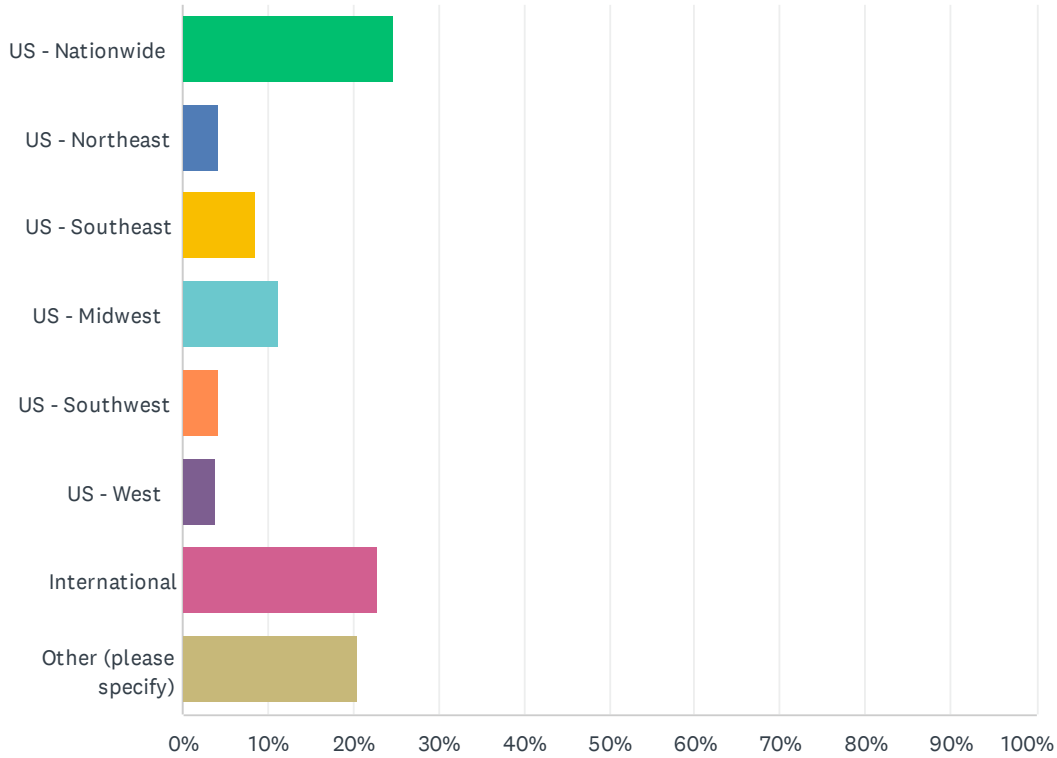
ANSWER CHOICES	RESPONSES	
Self-employed appraiser	39.81%	84
Working at an appraisal firm	35.55%	75
Appraiser within a bank or finance company	10.43%	22
Unemployed	0.47%	1
Other (please specify)	13.74%	29
TOTAL		211

#	OTHER (PLEASE SPECIFY)	DATE
1	Retired, working part-time at consulting firm	1/31/2024 8:02 PM
2	Appraisal practice at a global tax and consulting firm	1/31/2024 3:31 PM
3	Own an appraisal firm and we publish the industry blue book for 38 years running.	1/31/2024 3:25 PM
4	Government	1/31/2024 2:35 PM
5	semi-retired	1/31/2024 12:34 PM
6	Work for an accounting firm	1/31/2024 12:28 PM
7	Retired	1/31/2024 10:36 AM
8	government appraiser (public institution)	1/31/2024 10:32 AM
9	Self Employed Certified Appraiser, Machinery Dealer, Auctioneer	1/31/2024 10:11 AM
10	Appraisals is a side business	1/30/2024 4:13 PM
11	Government agency	1/29/2024 12:50 PM

12	Government/County	1/29/2024 9:55 AM
13	Working at a company	1/28/2024 8:44 PM
14	Retired	1/28/2024 6:54 PM
15	Government	1/26/2024 6:08 AM
16	retired	1/25/2024 3:23 PM
17	Retired this year	1/25/2024 1:41 PM
18	Asset Manager for Finance Company	1/25/2024 12:58 PM
19	Appraisal Firm Owner	1/25/2024 10:44 AM
20	Partner in an appraisal firm	1/25/2024 9:41 AM
21	Big 4	1/24/2024 7:24 PM
22	Big4	1/24/2024 6:16 AM
23	Appraiser within an accounting firm	1/23/2024 6:34 PM
24	Semi-retired	1/23/2024 5:43 PM
25	Auction house employee	1/23/2024 4:05 PM
26	Appraiser for Aircraft Consulting Company	1/23/2024 3:56 PM
27	President of small firm	1/23/2024 3:52 PM
28	Accounting Firm	1/23/2024 3:22 PM
29	Investment Bank	1/23/2024 3:13 PM

Q7 What geographic locations do you serve?

Answered: 211 Skipped: 1



ANSWER CHOICES	RESPONSES
US - Nationwide	24.64% 52
US - Northeast	4.27% 9
US - Southeast	8.53% 18
US - Midwest	11.37% 24
US - Southwest	4.27% 9
US - West	3.79% 8
International	22.75% 48
Other (please specify)	20.38% 43
TOTAL	211

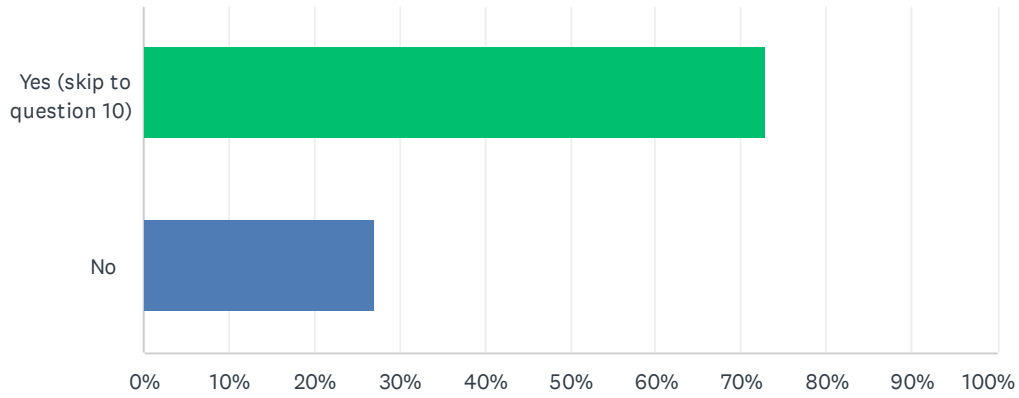
#	OTHER (PLEASE SPECIFY)	DATE
1	Vanuatu, South Pacific	2/5/2024 1:58 AM
2	Andean Region, Colombia, Panama, Peru, Ecuador	2/1/2024 1:14 PM
3	Canada	2/1/2024 11:20 AM
4	Canada	2/1/2024 9:09 AM

5	Zimbabwe	2/1/2024 1:39 AM
6	Republica Dominicana	1/31/2024 8:36 PM
7	worldwide	1/31/2024 3:36 PM
8	Arkansas, Oklahoma, Missouri, & Kansas	1/31/2024 3:30 PM
9	Costa Rica	1/31/2024 10:32 AM
10	Puerto Rico	1/31/2024 10:25 AM
11	Europe -Italy	1/31/2024 10:11 AM
12	Canada	1/30/2024 4:40 PM
13	Australia	1/29/2024 5:33 PM
14	Australia	1/29/2024 5:24 PM
15	Canada Nationwide, US nationwide	1/29/2024 10:49 AM
16	US and worldwide	1/29/2024 10:32 AM
17	Japan	1/29/2024 3:35 AM
18	México	1/28/2024 11:22 PM
19	China	1/28/2024 8:44 PM
20	Japan	1/28/2024 7:25 PM
21	Canada	1/28/2024 6:25 PM
22	North America	1/28/2024 3:56 PM
23	Australia - Asia pacific	1/28/2024 1:48 AM
24	Germany	1/26/2024 6:44 AM
25	Canada Western	1/25/2024 8:23 PM
26	US, Virgin Islands, and Canada	1/25/2024 12:58 PM
27	Mid-Canada (Ontario, Manitoba and Saskatchewan)	1/25/2024 9:41 AM
28	US-Nationwide and International	1/24/2024 4:22 PM
29	Globally	1/24/2024 12:56 PM
30	Canada but would work in the US(or world wide) if i Could get work	1/24/2024 9:30 AM
31	Canada	1/24/2024 9:00 AM

32	Poland	1/24/2024 1:59 AM
33	I serve the West Coast primarily but will travel nationwide/international	1/23/2024 9:06 PM
34	Canada	1/23/2024 6:34 PM
35	North and South America	1/23/2024 5:23 PM
36	Nationwide as well as international	1/23/2024 5:15 PM
37	Australia	1/23/2024 4:54 PM
38	Maryland and DC are not SE imo	1/23/2024 4:36 PM
39	North America, including Canada and Mexixo	1/23/2024 3:52 PM
40	Puerto Rico	1/23/2024 3:51 PM
41	Asia	1/23/2024 3:39 PM
42	US West & US Southwest	1/23/2024 3:30 PM
43	Canada	1/23/2024 3:22 PM

Q8 Do you hold the AM or ASA Designation?

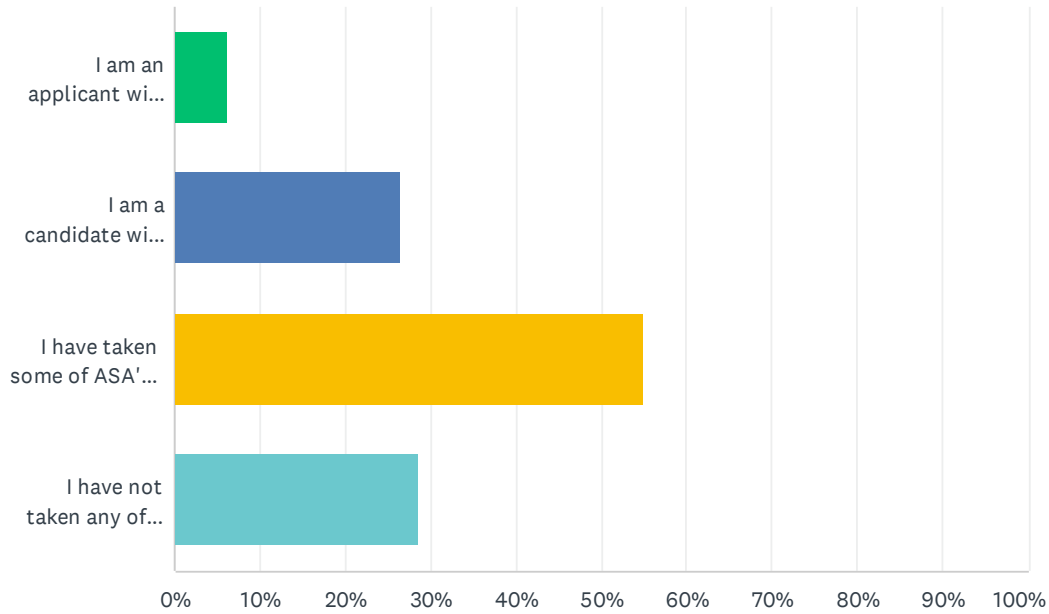
Answered: 211 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes (skip to question 10)	72.99%	154
No	27.01%	57
TOTAL		211

Q9 If No, please check all that apply:

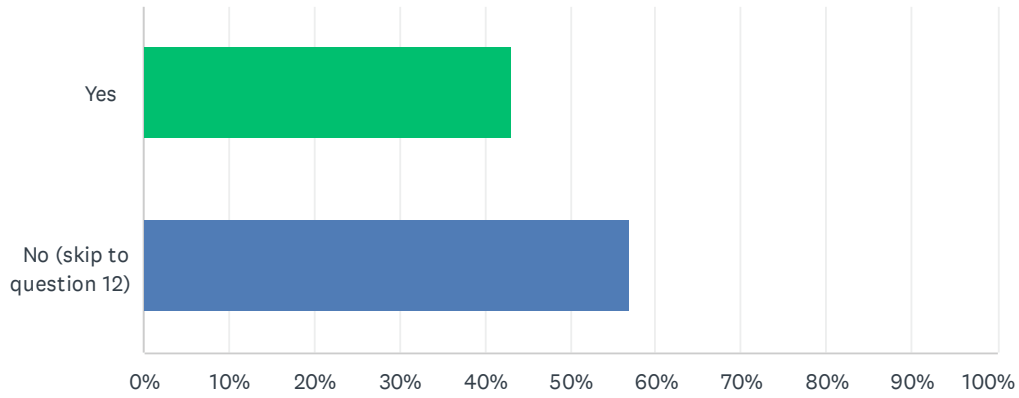
Answered: 49 Skipped: 163



ANSWER CHOICES	RESPONSES	
I am an applicant with ASA.	6.12%	3
I am a candidate with ASA.	26.53%	13
I have taken some of ASA's MTS POV (Principles of Valuation - ME201-204) classes.	55.10%	27
I have not taken any of ASA's MTS POV classes.	28.57%	14
Total Respondents: 49		

Q10 Do you belong to any other appraisal organizations?

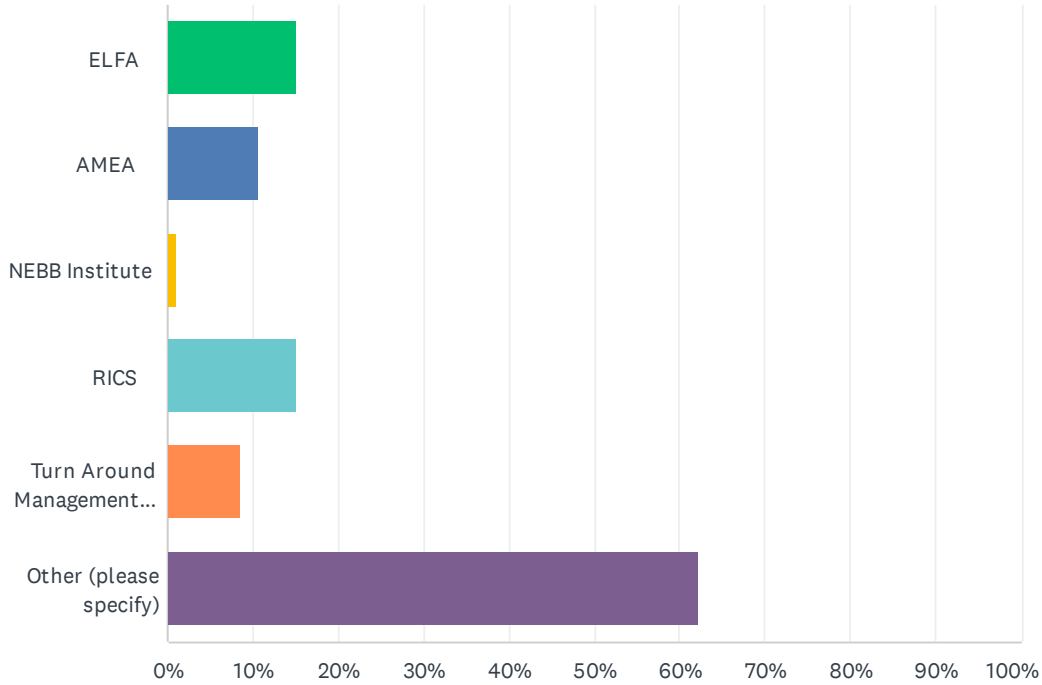
Answered: 211 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	43.13%	91
No (skip to question 12)	56.87%	120
TOTAL		211

Q11 If yes, which ones?

Answered: 93 Skipped: 119



ANSWER CHOICES	RESPONSES
ELFA	15.05% 14
AMEA	10.75% 10
NEBB Institute	1.08% 1
RICS	15.05% 14
Turn Around Management Association	8.60% 8
Other (please specify)	62.37% 58
Total Respondents: 93	

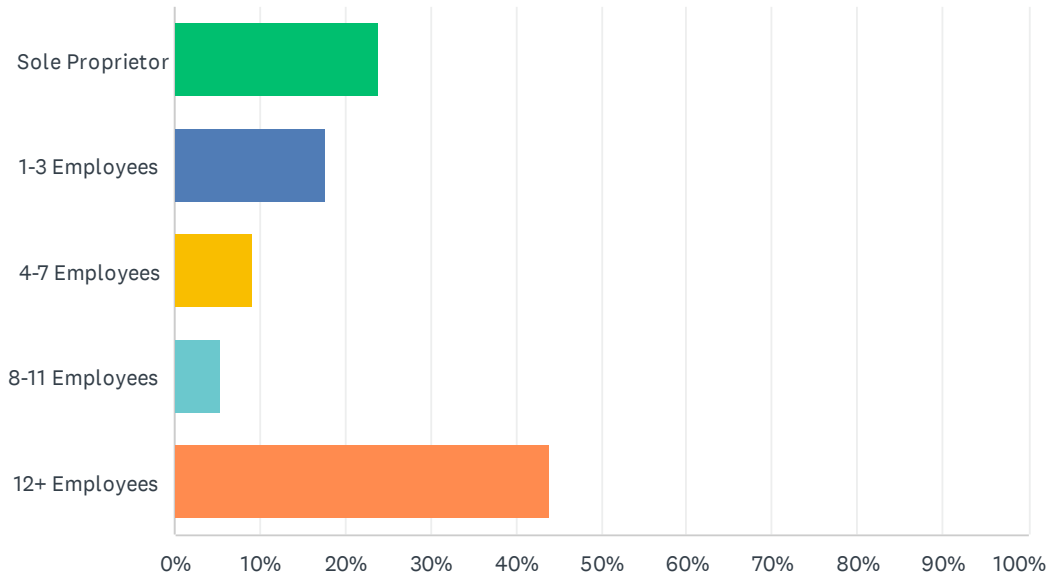
#	OTHER (PLEASE SPECIFY)	DATE
1	Vanuatu Registered Valuers	2/5/2024 1:58 AM
2	NACVA	2/2/2024 10:41 AM
3	Eana	2/2/2024 9:25 AM
4	ISA	2/1/2024 11:20 AM
5	Canadian Personal Property Appraisal Group	2/1/2024 9:09 AM
6	ITADO	1/31/2024 8:36 PM
7	Appraisal Institute of Canada (AIC)	1/31/2024 2:35 PM
8	ASCAA	1/31/2024 12:40 PM

9	ICOVAL	1/31/2024 10:32 AM
10	ANEVAR	1/31/2024 10:32 AM
11	Puerto Rico Institute of Appraisers	1/31/2024 10:25 AM
12	Institution of Valuers, India; Institution of Surveyors, India; Institution of Engineers, India	1/31/2024 10:22 AM
13	NACS/IRWA/CERTIFIED GENERAL	1/31/2024 10:17 AM
14	EANA	1/31/2024 10:07 AM
15	EuroExpert	1/31/2024 3:17 AM
16	EANA and CPPAG	1/30/2024 4:40 PM
17	ISTAT	1/30/2024 4:13 PM
18	AAPI	1/30/2024 3:31 AM
19	API, AVAA	1/29/2024 5:33 PM
20	Valuation Council of Zimbabwe; TAQEEM	1/29/2024 12:50 PM
21	CPPAG	1/29/2024 11:28 AM
22	Appraisal Institute	1/29/2024 11:21 AM
23	EANA	1/29/2024 10:49 AM
24	EANA	1/29/2024 9:33 AM
25	NACVA	1/29/2024 8:20 AM
26	N/A	1/29/2024 3:35 AM
27	(FRA- EGYPT)	1/29/2024 2:07 AM
28	1) Colegio de Valuadores de México, A.C.; 2) IMV A.C.	1/28/2024 11:22 PM
29	National auctioneers association	1/28/2024 6:26 PM
30	PAAAO	1/28/2024 6:25 PM
31	Appraisal institute	1/28/2024 4:43 PM
32	AIC Appraisal Institute of Canada	1/28/2024 3:46 PM
33	AVAA	1/28/2024 1:48 AM
34	Appraisal Institute of Canada	1/25/2024 9:41 AM
35	ISTAT	1/24/2024 8:56 PM
36	EANA	1/24/2024 6:23 PM

37	IAAO	1/24/2024 2:42 PM
38	ISA	1/24/2024 1:24 PM
39	ISTAT	1/24/2024 12:56 PM
40	NACVA	1/24/2024 10:15 AM
41	AIC Appraisal Institute of Canada	1/24/2024 9:30 AM
42	EANA	1/24/2024 9:00 AM
43	Instituto Evaluadores PR	1/24/2024 8:30 AM
44	API	1/24/2024 6:16 AM
45	BOMIS Foundation (Poland)	1/24/2024 1:59 AM
46	CAGA	1/23/2024 10:17 PM
47	Australian Property Institute	1/23/2024 9:25 PM
48	Professional Aircraft Appraisal Organization	1/23/2024 5:42 PM
49	EANA	1/23/2024 5:17 PM
50	NACVA	1/23/2024 4:35 PM
51	ISTAT	1/23/2024 4:27 PM
52	ISTAT	1/23/2024 4:26 PM
53	AVAA	1/23/2024 4:05 PM
54	Appraisal Institute	1/23/2024 3:51 PM
55	PINZ	1/23/2024 3:48 PM
56	Pakistan Banks Association	1/23/2024 3:39 PM
57	TMA and ELFA are not appraisal orgs and should not be referred to as such. I attend occasional events of most of these orgs, am not a member.	1/23/2024 3:36 PM
58	Professional Aircraft Appraisal Organization (PAAO)	1/23/2024 3:09 PM

Q12 How many employees work for your company?

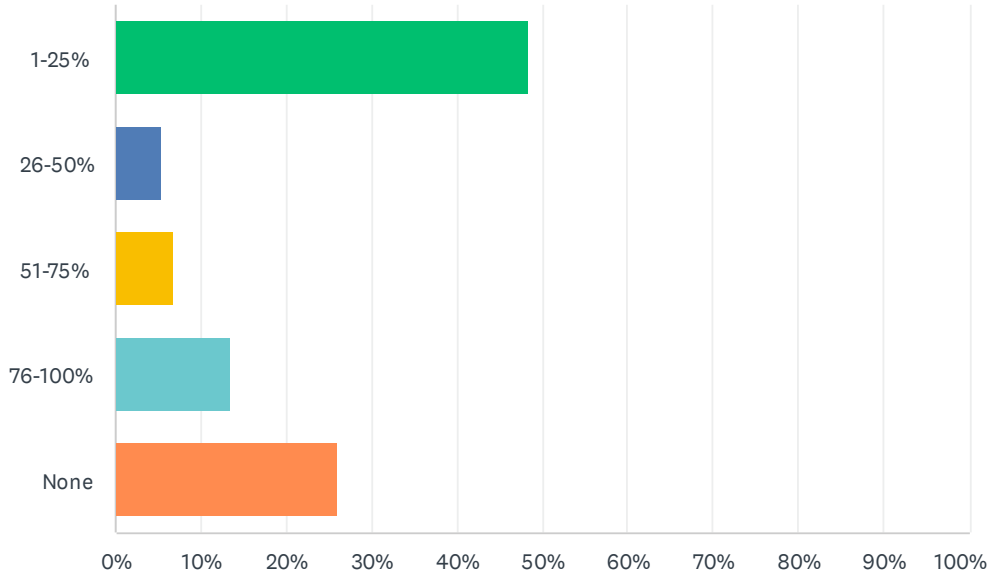
Answered: 209 Skipped: 3



ANSWER CHOICES	RESPONSES	
Sole Proprietor	23.92%	50
1-3 Employees	17.70%	37
4-7 Employees	9.09%	19
8-11 Employees	5.26%	11
12+ Employees	44.02%	92
TOTAL		209

Q13 What percentage of employees in your organization have an AM or ASA designation?

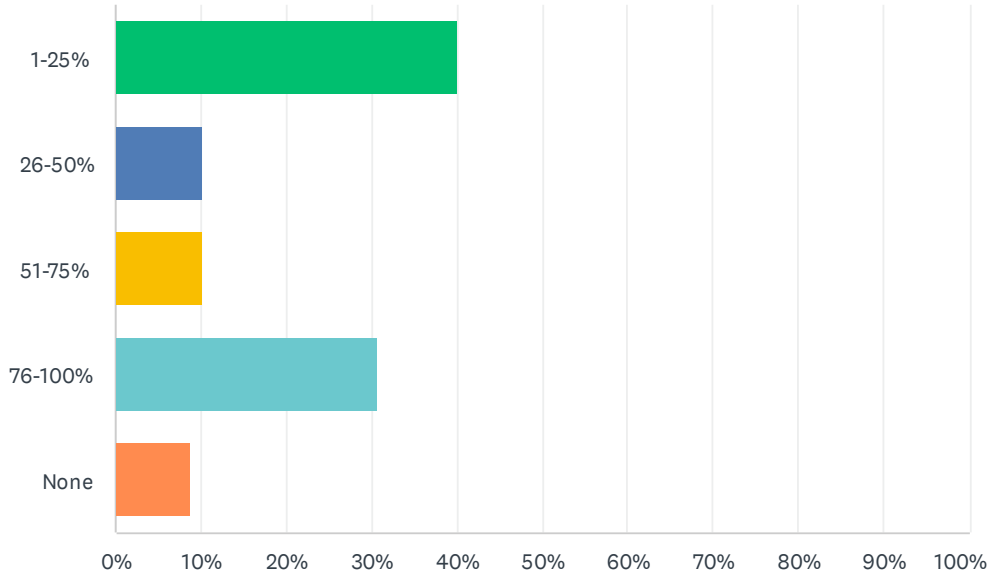
Answered: 207 Skipped: 5



ANSWER CHOICES	RESPONSES	
1-25%	48.31%	100
26-50%	5.31%	11
51-75%	6.76%	14
76-100%	13.53%	28
None	26.09%	54
TOTAL		207

Q14 What percentage of employees within your organization conduct valuations?

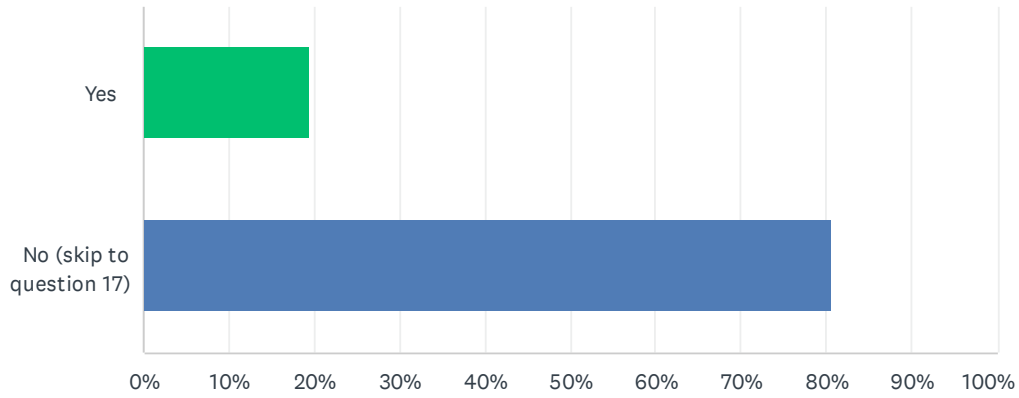
Answered: 205 Skipped: 7



ANSWER CHOICES	RESPONSES	
1-25%	40.00%	82
26-50%	10.24%	21
51-75%	10.24%	21
76-100%	30.73%	63
None	8.78%	18
TOTAL		205

Q15 Do you order appraisals from 3rd parties?

Answered: 211 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	19.43%	41
No (skip to question 17)	80.57%	170
TOTAL		211

Q16 If so, how many per year?

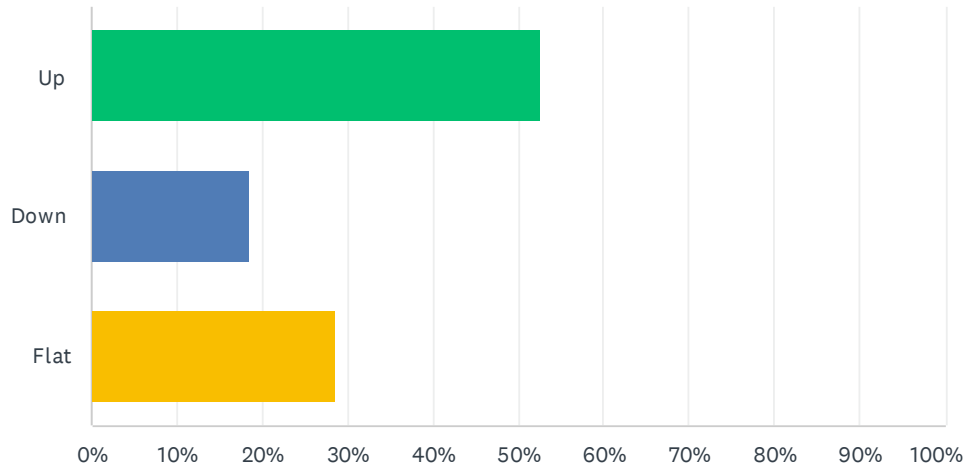
Answered: 38 Skipped: 174

#	RESPONSES	DATE
1	10-12	2/1/2024 1:14 PM
2	1000 +	1/31/2024 6:44 PM
3	7	1/31/2024 10:34 AM
4	-	1/31/2024 10:11 AM
5	20	1/31/2024 10:06 AM
6	2	1/29/2024 2:10 PM
7	5	1/29/2024 11:15 AM
8	30	1/29/2024 10:49 AM
9	5	1/29/2024 9:06 AM
10	10	1/29/2024 4:46 AM
11	16-20	1/29/2024 3:35 AM
12	2	1/28/2024 11:00 PM
13	100	1/28/2024 10:04 PM
14	50+	1/28/2024 8:44 PM
15	12	1/28/2024 5:43 PM
16	4	1/25/2024 8:23 PM
17	10 - 50	1/25/2024 8:50 AM
18	5	1/24/2024 2:42 PM
19	5	1/24/2024 10:15 AM
20	12	1/24/2024 8:44 AM
21	10	1/24/2024 5:30 AM
22	30	1/23/2024 10:17 PM
23	1000's	1/23/2024 9:25 PM
24	100+	1/23/2024 5:51 PM
25	1-3	1/23/2024 5:43 PM
26	2 to 6	1/23/2024 5:31 PM
27	12	1/23/2024 5:23 PM
28	Under 10	1/23/2024 4:36 PM
29	10	1/23/2024 3:52 PM
30	20%	1/23/2024 3:39 PM
31	5	1/23/2024 3:36 PM
32	25-50	1/23/2024 3:23 PM
33	10	1/23/2024 3:19 PM

34	under 25	1/23/2024 3:18 PM
35	12	1/23/2024 3:14 PM
36	150	1/23/2024 3:09 PM
37	3	1/23/2024 3:08 PM
38	2-4	1/23/2024 3:06 PM

Q17 Is your revenue up, down, or flat from the previous year?

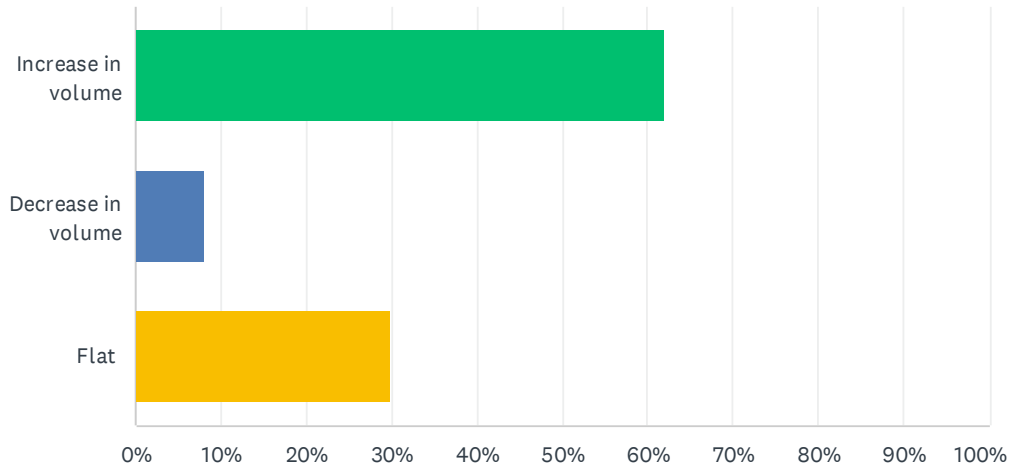
Answered: 199 Skipped: 13



ANSWER CHOICES	RESPONSES	
Up	52.76%	105
Down	18.59%	37
Flat	28.64%	57
TOTAL		199

Q18 What do you expect your business to look like in 2024?

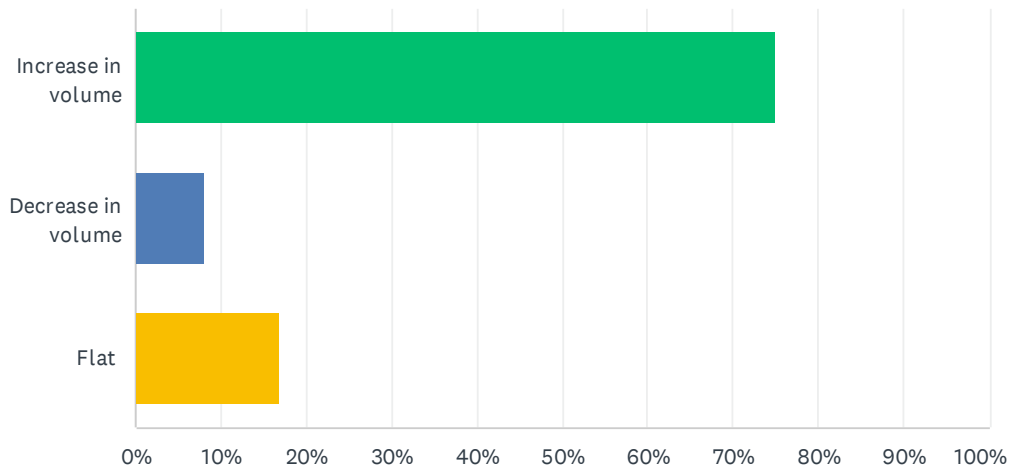
Answered: 208 Skipped: 4



ANSWER CHOICES	RESPONSES	
Increase in volume	62.02%	129
Decrease in volume	8.17%	17
Flat	29.81%	62
TOTAL		208

Q19 What do you expect your business to look like in the next 3-5 years?

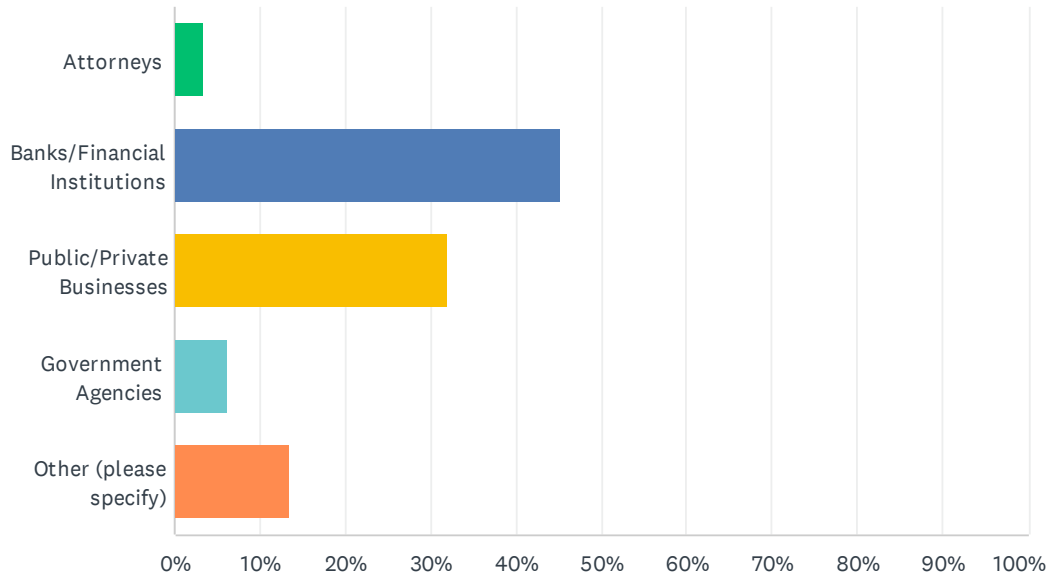
Answered: 209 Skipped: 3



ANSWER CHOICES	RESPONSES	
Increase in volume	75.12%	157
Decrease in volume	8.13%	17
Flat	16.75%	35
TOTAL		209

Q20 Who are your primary customers?

Answered: 210 Skipped: 2



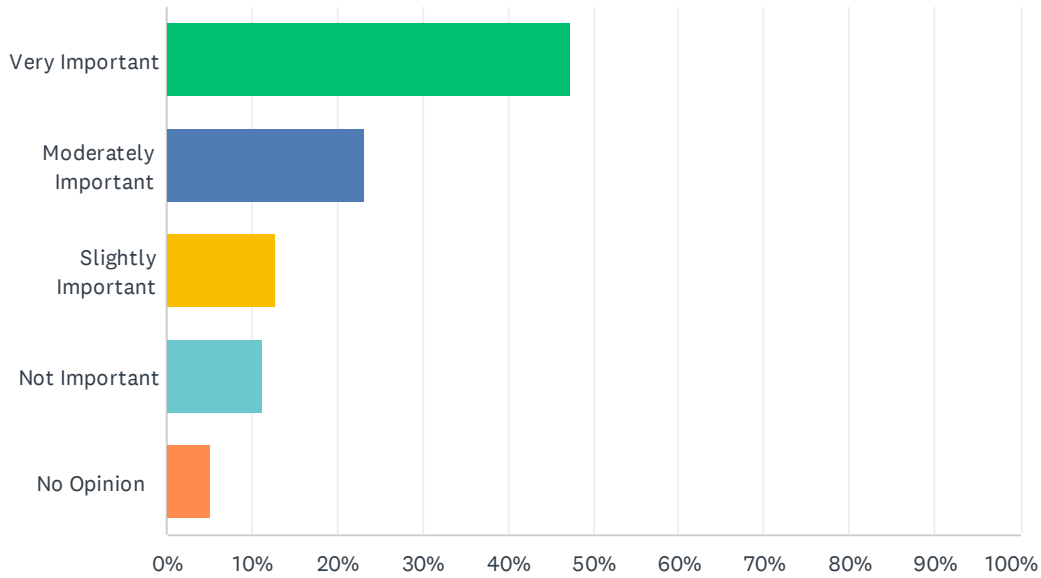
ANSWER CHOICES	RESPONSES
Attorneys	3.33% 7
Banks/Financial Institutions	45.24% 95
Public/Private Businesses	31.90% 67
Government Agencies	6.19% 13
Other (please specify)	13.33% 28
TOTAL	210

#	OTHER (PLEASE SPECIFY)	DATE
1	Insurance companies, brokers	2/1/2024 1:06 PM
2	Mining industry	2/1/2024 1:39 AM
3	Public power and municipal water utilities	1/31/2024 8:02 PM
4	Corporations M&A	1/31/2024 2:33 PM
5	Medical	1/31/2024 2:05 PM
6	Individuals	1/31/2024 12:40 PM
7	Recreational boat buyers	1/31/2024 11:16 AM
8	Individuals	1/31/2024 10:25 AM
9	Healthy mix of Attorneys and Banks	1/31/2024 10:14 AM
10	Helth Systems	1/31/2024 10:14 AM
11	All sources	1/29/2024 3:17 AM

12	Health Systems	1/28/2024 10:54 PM
13	Captive finance	1/28/2024 10:13 PM
14	Insurance	1/28/2024 7:36 PM
15	Aircraft buyers	1/28/2024 6:25 PM
16	Lessors	1/28/2024 3:53 PM
17	all of the above	1/28/2024 1:48 AM
18	Retired. But all of the above when practicing.	1/25/2024 3:23 PM
19	all sectors	1/24/2024 11:00 AM
20	all of the above	1/24/2024 10:40 AM
21	Insurance Carriers	1/23/2024 10:17 PM
22	All above	1/23/2024 7:53 PM
23	Employer	1/23/2024 5:23 PM
24	Attorneys, Banks, Public and Private Businesses	1/23/2024 5:15 PM
25	Hospitals	1/23/2024 4:35 PM
26	Various	1/23/2024 3:48 PM
27	Insurance companies	1/23/2024 3:39 PM
28	developers, investors, lenders	1/23/2024 3:14 PM

Q21 How important is a designation from ASA in obtaining work?

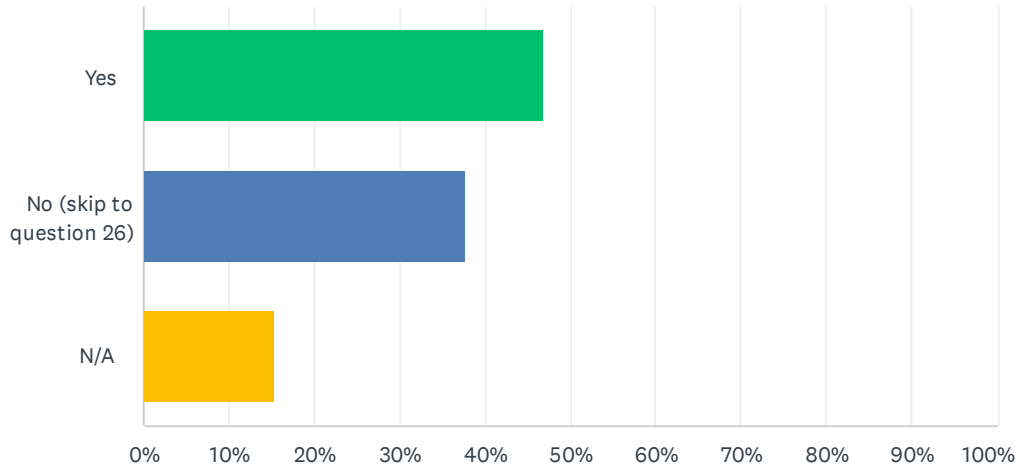
Answered: 211 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Important	47.39%	100
Moderately Important	23.22%	49
Slightly Important	12.80%	27
Not Important	11.37%	24
No Opinion	5.21%	11
TOTAL		211

Q22 Do you promote your AM or ASA designation?

Answered: 209 Skipped: 3



ANSWER CHOICES	RESPONSES
Yes	46.89% 98
No (skip to question 26)	37.80% 79
N/A	15.31% 32
TOTAL	209

Q23 If yes, how so?

Answered: 83 Skipped: 129

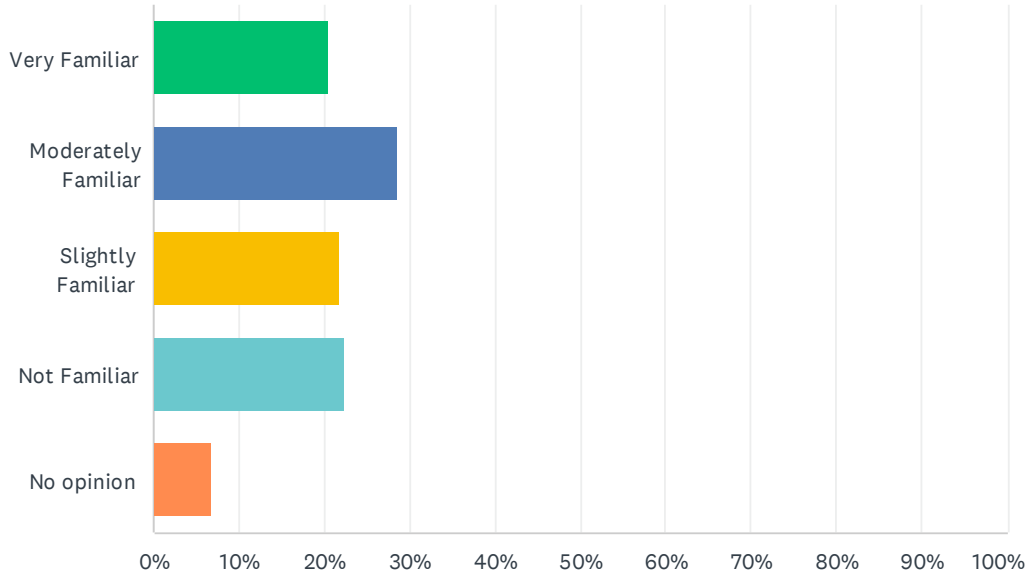
#	RESPONSES	DATE
1	on website	2/5/2024 10:14 AM
2	Various online marketing methods	2/2/2024 10:41 AM
3	Website	2/2/2024 9:25 AM
4	Promotions	2/2/2024 8:41 AM
5	ASA credential is very important for expert testimony work	1/31/2024 8:02 PM
6	advertising	1/31/2024 6:44 PM
7	It's on website, marketing materials, business cards, etc.	1/31/2024 5:28 PM
8	Discuss the advantages and guidance	1/31/2024 4:36 PM
9	Informing the personnel at the banks that we work with	1/31/2024 3:30 PM
10	Emphasize professional designation, educational and professional development requirements	1/31/2024 2:35 PM
11	LinkedIn, during industry events, when writing in articles, etc.	1/31/2024 2:22 PM
12	promoting integrity	1/31/2024 12:40 PM
13	Website, trade shows	1/31/2024 10:56 AM
14	verbally	1/31/2024 10:21 AM
15	Website, business cards, credentials	1/31/2024 10:20 AM
16	Identify my designation on everything as well as during a conversation	1/31/2024 10:18 AM
17	through promotions and raises	1/31/2024 10:14 AM
18	,	1/31/2024 10:11 AM
19	Designation is within my title	1/31/2024 10:10 AM
20	On reports and website	1/30/2024 4:40 PM
21	face to face, On line	1/29/2024 9:05 PM
22	Website, Internet advertising, Email-outs, Word of Mouth	1/29/2024 5:33 PM
23	I advocate for all our appraisers to pursue designation through the ASA	1/29/2024 5:00 PM
24	Encouraging other people to join	1/29/2024 12:50 PM
25	Included in all proposals.	1/29/2024 12:38 PM
26	Through marketing materials and in client proposals, RFPs, etc.	1/29/2024 11:21 AM
27	On cards and letterhead	1/29/2024 10:32 AM
28	Email signature; CV; business cards	1/29/2024 10:06 AM
29	We advertise that there is an ASA Accredited appraiser on staff	1/29/2024 10:04 AM
30	in all marketing, on linked in, all documents.	1/29/2024 9:33 AM
31	After name, in email correspondence	1/29/2024 8:20 AM
32	Accreditation	1/29/2024 6:49 AM
33	N/A	1/29/2024 3:35 AM

34	Included in commercial activities	1/29/2024 3:17 AM
35	AS Candidate belong to ASA	1/29/2024 2:07 AM
36	Any candidate P&M Valuer would be required to complete ASA	1/29/2024 1:05 AM
37	Proposals, Reports and RFPs	1/28/2024 10:54 PM
38	Employees are encouraged to get involved in the ASA.	1/28/2024 10:04 PM
39	Advertising	1/28/2024 7:06 PM
40	Everywhere all the time	1/28/2024 6:26 PM
41	Mentor new non ASA employees	1/28/2024 5:43 PM
42	On line website.	1/28/2024 3:53 PM
43	Awareness to Clients ad prospective clients	1/28/2024 3:44 PM
44	all marketing material and documents	1/28/2024 1:48 AM
45	Social media	1/27/2024 2:16 PM
46	Verbally, relationally, as I travel/value as well as to younger colleagues.	1/26/2024 8:07 PM
47	Scheduling them to take ASA Training Classes	1/26/2024 6:08 AM
48	We highlight the ASA designations in our marketing materials.	1/25/2024 3:09 PM
49	Signature	1/25/2024 1:41 PM
50	Use designations in appraiser bios	1/24/2024 8:56 PM
51	CV used in proposals, LinkedIn profile	1/24/2024 7:24 PM
52	MARKETING	1/24/2024 6:23 PM
53	It is indicated in the company website and my LinkedIn profile	1/24/2024 4:22 PM
54	included in conversations and presentations	1/24/2024 4:05 PM
55	Online	1/24/2024 2:42 PM
56	Longevity of the association, best practices.	1/24/2024 12:56 PM
57	Signature postfix ", ASA", ASA logo displayed appropriately	1/24/2024 12:04 PM
58	it is on business cards, website, promotional material, reports	1/24/2024 11:46 AM
59	SPEAKING WITH PEOPLE	1/24/2024 11:00 AM

60	Included in all communications.	1/24/2024 10:15 AM
61	Always listed prominently in my qualifications and website.	1/24/2024 10:04 AM
62	tell people about the Program	1/24/2024 9:30 AM
63	Guyllaume is a AM	1/24/2024 8:40 AM
64	In responses to RFP's & in proposals for work	1/23/2024 10:28 PM
65	On CV and Resume. Also on Website and email	1/23/2024 10:17 PM
66	Just mention it.	1/23/2024 7:31 PM
67	The ASA logo is on our web site and marketing material	1/23/2024 6:21 PM
68	email correspondance	1/23/2024 5:51 PM
69	recognized credential.	1/23/2024 5:43 PM
70	E-Mail Signature, Designation on Reports	1/23/2024 5:42 PM
71	On my website and I speak about it's importance whenever I can with clients etc	1/23/2024 5:15 PM
72	website, publications, statement of qualifications	1/23/2024 4:35 PM
73	It's in my email signature.	1/23/2024 4:27 PM
74	email signature	1/23/2024 4:05 PM
75	Seminars speaking events.	1/23/2024 3:56 PM
76	only subcontract to ASA's	1/23/2024 3:52 PM
77	Biz card, LinkedIn, CV, networking, where I can	1/23/2024 3:36 PM
78	I tell clients that the education/standards differentiate me from part-timers (like auctioneers and RP appraisers) who do MTS appraisal on the site.	1/23/2024 3:34 PM
79	In all marketing	1/23/2024 3:25 PM
80	Sharing education I.E. intern or associate presentations.	1/23/2024 3:23 PM
81	Including as part of qualifications and highlighting expertise	1/23/2024 3:22 PM
82	bios	1/23/2024 3:18 PM
83	Email Broadcast and Trade Shows	1/23/2024 3:09 PM

Q24 To what extent are your customers familiar with the AM or ASA designation?

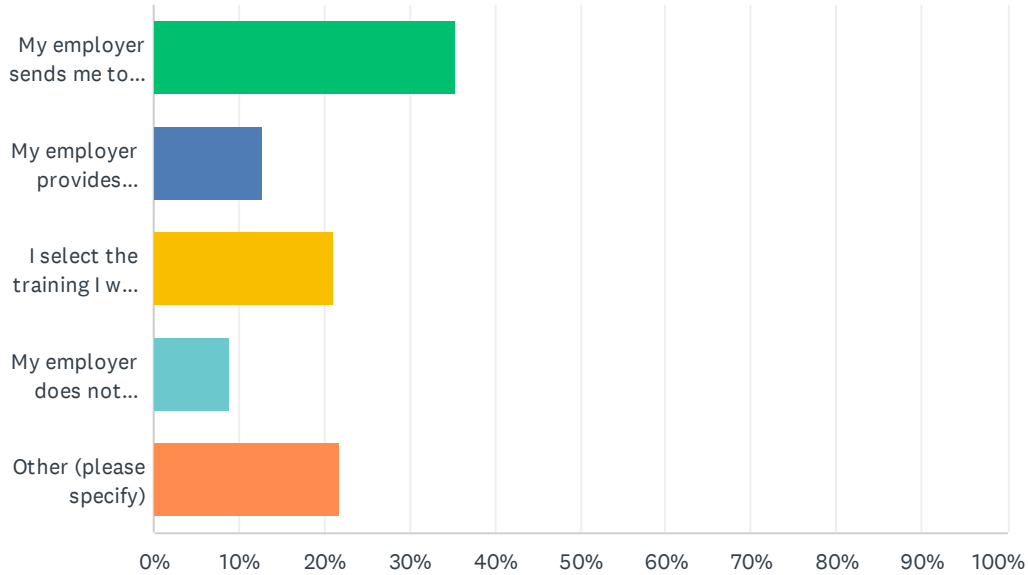
Answered: 206 Skipped: 6



ANSWER CHOICES	RESPONSES	
Very Familiar	20.39%	42
Moderately Familiar	28.64%	59
Slightly Familiar	21.84%	45
Not Familiar	22.33%	46
No opinion	6.80%	14
TOTAL		206

Q25 Junior Staff: What type of education are you being provided by your employer?

Answered: 133 Skipped: 79



ANSWER CHOICES	RESPONSES
My employer sends me to training through an appraisal organization such as ASA.	35.34% 47
My employer provides internal employee training.	12.78% 17
I select the training I want to attend and my employer pays for it.	21.05% 28
My employer does not provide training or training opportunities.	9.02% 12
Other (please specify)	21.80% 29
TOTAL	133

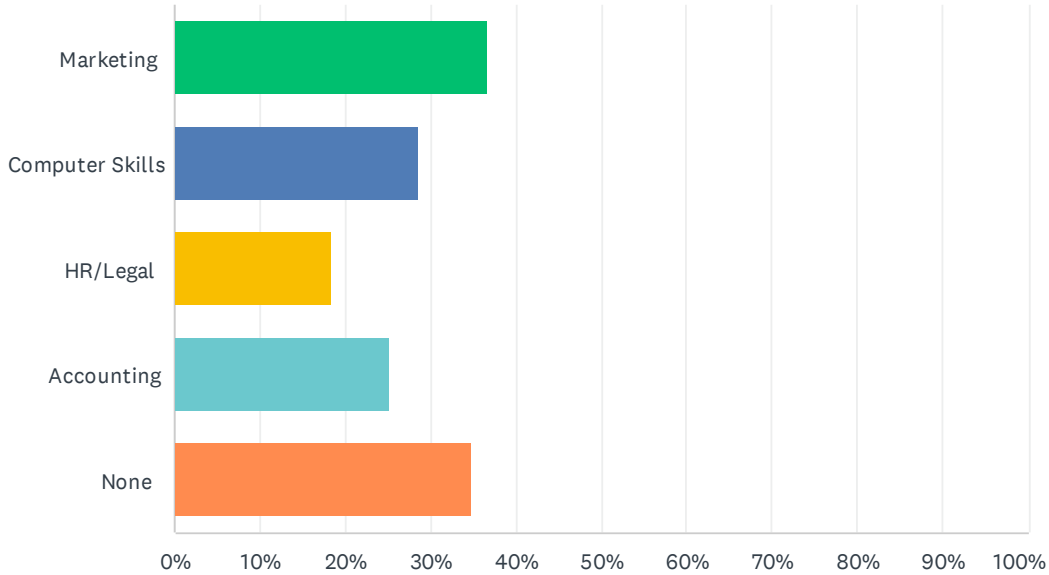
#	OTHER (PLEASE SPECIFY)	DATE
1	Study Real estate in University	2/5/2024 1:58 AM
2	Soy tasador independiente, realice un curso atraves del ITADO	1/31/2024 8:36 PM
3	N/A	1/31/2024 2:33 PM
4	Self employed	1/31/2024 2:05 PM
5	self employed	1/31/2024 12:40 PM
6	My employer sometimes pays for the training but now the budget is tight.	1/31/2024 10:32 AM
7	We help pay for ASA courses	1/31/2024 10:20 AM
8	No junior staff	1/29/2024 10:49 AM
9	Online training where applicable and state training.	1/29/2024 9:55 AM
10	Self-employed	1/29/2024 3:35 AM

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11	I am owning my company	1/29/2024 2:07 AM
12	Professional License as Appraiser, 40 h/y continuing education coursework	1/28/2024 11:22 PM
13	I pay for my training	1/28/2024 7:36 PM
14	Na	1/28/2024 4:43 PM
15	Internal training, not ASA specific though - rather so the L&B (ie real estate) valuers can achieve thier AAPI CPD.	1/26/2024 8:07 PM
16	The first three bullets are all applicable	1/25/2024 12:58 PM
17	Our junior employees take training through AIC	1/25/2024 9:41 AM
18	No junior staff	1/24/2024 1:24 PM
19	I am not an employee	1/24/2024 10:40 AM
20	Sole responsibility	1/24/2024 10:15 AM
21	I chose and pay for training	1/24/2024 9:30 AM
22	All above	1/23/2024 7:53 PM
23	I pay for my employees classes and due	1/23/2024 6:21 PM
24	No junior staff	1/23/2024 5:43 PM
25	N/A	1/23/2024 3:51 PM
26	N/a	1/23/2024 3:48 PM
27	Employer sponsors warranted or beneficial continuing education.	1/23/2024 3:43 PM
28	Self employed and my company pays for my training	1/23/2024 3:09 PM
29	Na	1/23/2024 3:08 PM

Q26 Sole Proprietors: Aside from appraisal education, what other types of education would you like ASA to provide? Select all that apply.

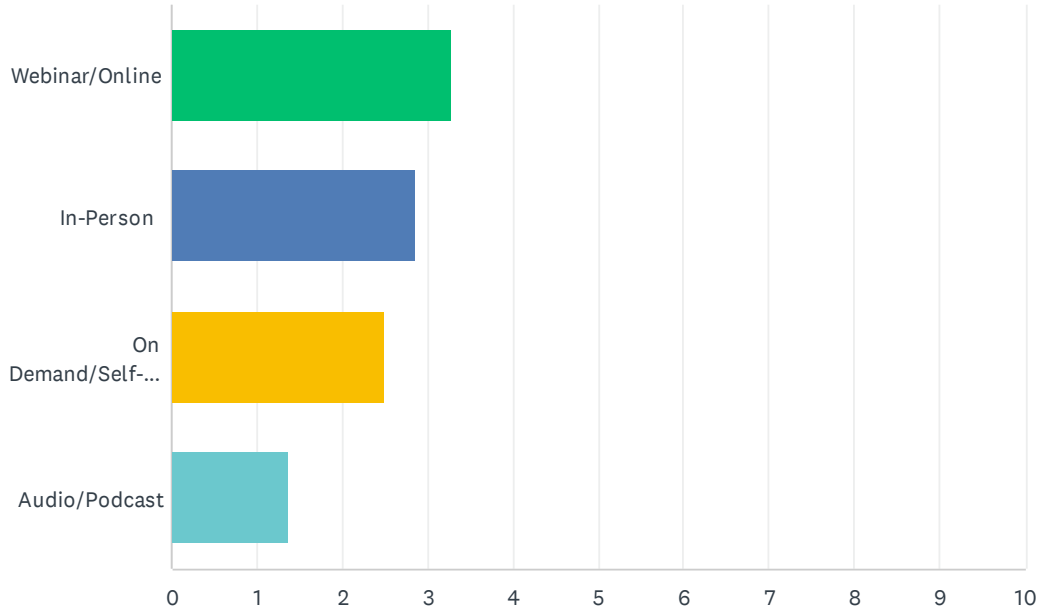
Answered: 147 Skipped: 65



ANSWER CHOICES	RESPONSES	
Marketing	36.73%	54
Computer Skills	28.57%	42
HR/Legal	18.37%	27
Accounting	25.17%	37
None	34.69%	51
Total Respondents: 147		

Q27 What is your preferred format of education? Please use the arrows to list your selections putting your preferred selection on top and least preferred on the bottom.

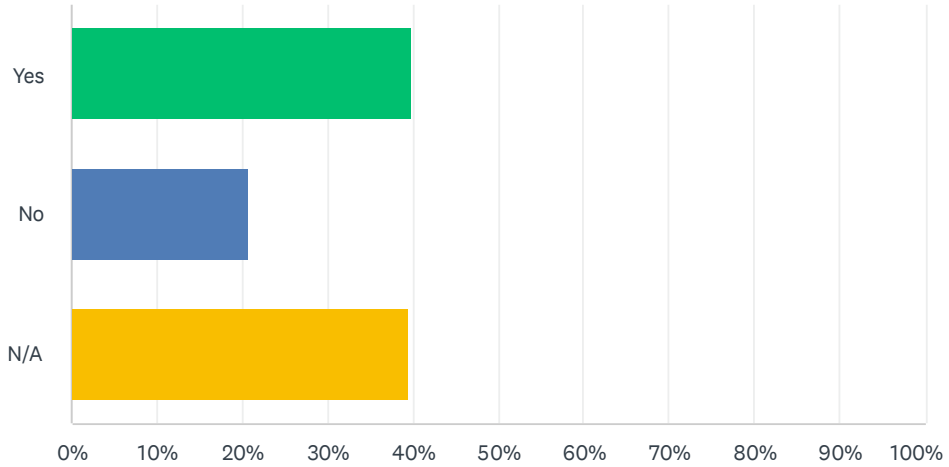
Answered: 178 Skipped: 34



	1	2	3	4	TOTAL	SCORE
Webinar/Online	44.38% 79	41.57% 74	11.24% 20	2.81% 5	178	3.28
In-Person	39.33% 70	24.16% 43	19.66% 35	16.85% 30	178	2.86
On Demand/Self-Paced	15.17% 27	29.21% 52	45.51% 81	10.11% 18	178	2.49
Audio/Podcast	1.12% 2	5.06% 9	23.60% 42	70.22% 125	178	1.37

Q28 Larger Employers: Are you required or encouraged to obtain your AM or ASA designation?

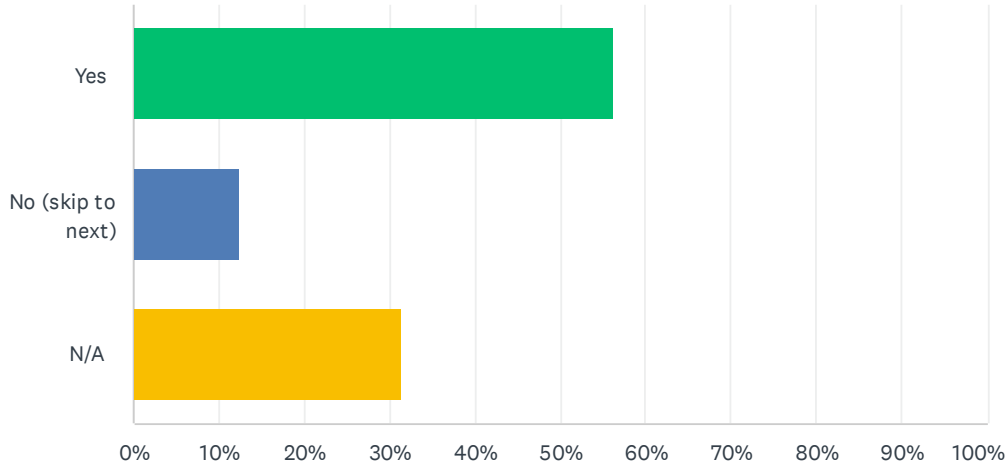
Answered: 183 Skipped: 29



ANSWER CHOICES	RESPONSES
Yes	39.89% 73
No	20.77% 38
N/A	39.34% 72
TOTAL	183

Q29 Does your company financially support you through ASA's advancement process?

Answered: 194 Skipped: 18



ANSWER CHOICES	RESPONSES	
Yes	56.19%	109
No (skip to next)	12.37%	24
N/A	31.44%	61
TOTAL		194

Q30 If yes, how so?

Answered: 94 Skipped: 118

#	RESPONSES	DATE
1	Covers a portion of costs	2/2/2024 10:41 AM
2	Conference	2/2/2024 8:41 AM
3	pays for classes	2/1/2024 6:51 PM
4	Pays for dues and any classes	2/1/2024 1:06 PM
5	If Pass company pays for it	2/1/2024 9:09 AM
6	Pays registration fee and time to attend training classes and attend industry conferences	1/31/2024 8:02 PM
7	pays fees	1/31/2024 6:44 PM
8	Pays for all courses and membership dues	1/31/2024 5:28 PM
9	They pay for the courses and would pay for any overnight stays for conferences ECT along with a budget for meals.	1/31/2024 4:36 PM
10	Full tuition and expense reimbursement, as well as annual dues	1/31/2024 3:31 PM
11	Obtaining an ASA Accreditation is extremely encouraged and supported by my organization.	1/31/2024 3:30 PM
12	We pay for 50% of out staff that the classes toward ASA Certifications	1/31/2024 3:25 PM
13	Cost reimbursment	1/31/2024 2:35 PM
14	we can expense fees	1/31/2024 12:28 PM
15	Covers the cost and time.	1/31/2024 10:56 AM
16	Payed for membership	1/31/2024 10:36 AM
17	Company pays all expenses and pays for my time.	1/31/2024 10:34 AM
18	Allows us to expense dues, ASA courses, USPAP courses, etc.	1/31/2024 10:34 AM
19	They pay for it	1/31/2024 10:32 AM
20	pays for courses	1/31/2024 10:25 AM
21	Reimburse the ASA membership and conference fee.	1/31/2024 10:22 AM
22	We help pay for education costs	1/31/2024 10:20 AM
23	They pay for all courses	1/31/2024 10:18 AM
24	raises, bonus, and palying for classes and membership fees.	1/31/2024 10:14 AM
25	My company pays to be a member and continued education.	1/31/2024 10:10 AM
26	We are compensated for all ASA expenses.	1/31/2024 10:08 AM
27	pays for it	1/31/2024 10:06 AM
28	Participates in cost	1/30/2024 4:40 PM
29	They pay for our schooling and our yearly dues	1/29/2024 9:05 PM
30	They pay for my courses and further my education	1/29/2024 5:24 PM
31	They pay my annual dues as well as for continuing education	1/29/2024 5:00 PM
32	Paying webinars and subscriptions	1/29/2024 12:50 PM

ASA's 2024 MTS Market Survey

33	They cover all the educational and travel related costs.	1/29/2024 11:21 AM
34	they pay for it	1/29/2024 11:15 AM
35	they pay for continuing education for me.	1/29/2024 11:02 AM
36	Pay for the process.	1/29/2024 10:41 AM
37	Expense reimbursement	1/29/2024 10:06 AM
38	They pay my annual dues and for continuing education.	1/29/2024 9:06 AM
39	Company pays annual dues and training	1/29/2024 8:20 AM
40	pay for education, give study time	1/29/2024 4:46 AM
41	My company is paying the cost.	1/29/2024 3:35 AM
42	Is fully paid by the company	1/29/2024 3:17 AM
43	We need to continuing valuation all types of assets such as Air-craft and other assets.	1/29/2024 2:07 AM
44	Payment of courses completed	1/29/2024 1:05 AM
45	They will pay for courses once.	1/28/2024 10:54 PM
46	They allow time and cover cost of CE courses.	1/28/2024 10:13 PM
47	They pay all ASA fees.	1/28/2024 10:04 PM
48	Annual dues, uspap courses, ce	1/28/2024 5:43 PM
49	Pays for fees	1/28/2024 5:38 PM
50	Pay for fees and education	1/28/2024 5:03 PM
51	Reimburse for ASA training and other seminars	1/28/2024 3:44 PM
52	pay for all education and membership fees	1/28/2024 1:48 AM
53	They pay.	1/26/2024 8:07 PM
54	I encourage other business owners to	1/26/2024 6:08 AM
55	They pay for the course fees and travel expenses as well as provide a bonus for obtaining the ASA designation.	1/25/2024 3:09 PM
56	Reimburses my expenses	1/25/2024 8:50 AM
57	Paid all fees/ costs associated with designation	1/24/2024 11:36 PM
58	All paid	1/24/2024 7:24 PM
59	PAYING FOR CLASSES AND TRAVEL	1/24/2024 6:23 PM
60	The company pays for all ASA expenses.	1/24/2024 4:22 PM
61	Paying for certification	1/24/2024 2:42 PM
62	Paying costs and allowing time	1/24/2024 11:46 AM
63	N/A	1/24/2024 9:30 AM
64	Pays ASA dues	1/24/2024 8:56 AM
65	the company pays for courses	1/24/2024 8:40 AM
66	Paying the incurred cost	1/24/2024 6:16 AM
67	Pays for classes	1/24/2024 5:30 AM
68	They reimburse me for any ASA class/webinar/conference I attend	1/23/2024 10:28 PM
69	We pay for the courses and employees are paid while taking courses.	1/23/2024 10:17 PM
70	we have budgeted continuing education \$\$ set aside for ASA and other professional	1/23/2024 10:02 PM

	organizations	
71	Paying the bills	1/23/2024 9:33 PM
72	Upon submitting the appropriate paperwork and receipts, plus a passing grade, the submission goes through our expense protocols.	1/23/2024 9:15 PM
73	Pays for fees and travel.	1/23/2024 7:31 PM
74	They pay for the course work upon completion.	1/23/2024 6:45 PM
75	Pays for reasonable expenses associated with reaccreditation requirements	1/23/2024 6:34 PM
76	payments of costs	1/23/2024 5:51 PM
77	All paid for	1/23/2024 5:31 PM
78	Fees and tuitions are covered, and classes are organized at company premises	1/23/2024 5:23 PM
79	Pays for it	1/23/2024 4:40 PM
80	pays membership and for CPE	1/23/2024 4:35 PM
81	Company pays for all related dues/fees and continuing education.	1/23/2024 4:27 PM
82	pays for the courses and annual fee	1/23/2024 4:05 PM
83	\$ and Time	1/23/2024 3:52 PM
84	Fees	1/23/2024 3:48 PM
85	reimbursement for professional education classes.	1/23/2024 3:43 PM
86	We pay for continuing education classes	1/23/2024 3:25 PM
87	THEY pay the expenses	1/23/2024 3:19 PM
88	continuing education	1/23/2024 3:18 PM
89	Pays fees	1/23/2024 3:17 PM
90	tuition reimbursement	1/23/2024 3:14 PM
91	Requisite training & fees	1/23/2024 3:11 PM
92	Classes and seminars are paid for by my company.	1/23/2024 3:09 PM
93	Pays	1/23/2024 3:08 PM
94	They will cover cost and time for classes. Timing to start has not been in my favor.	1/23/2024 3:06 PM