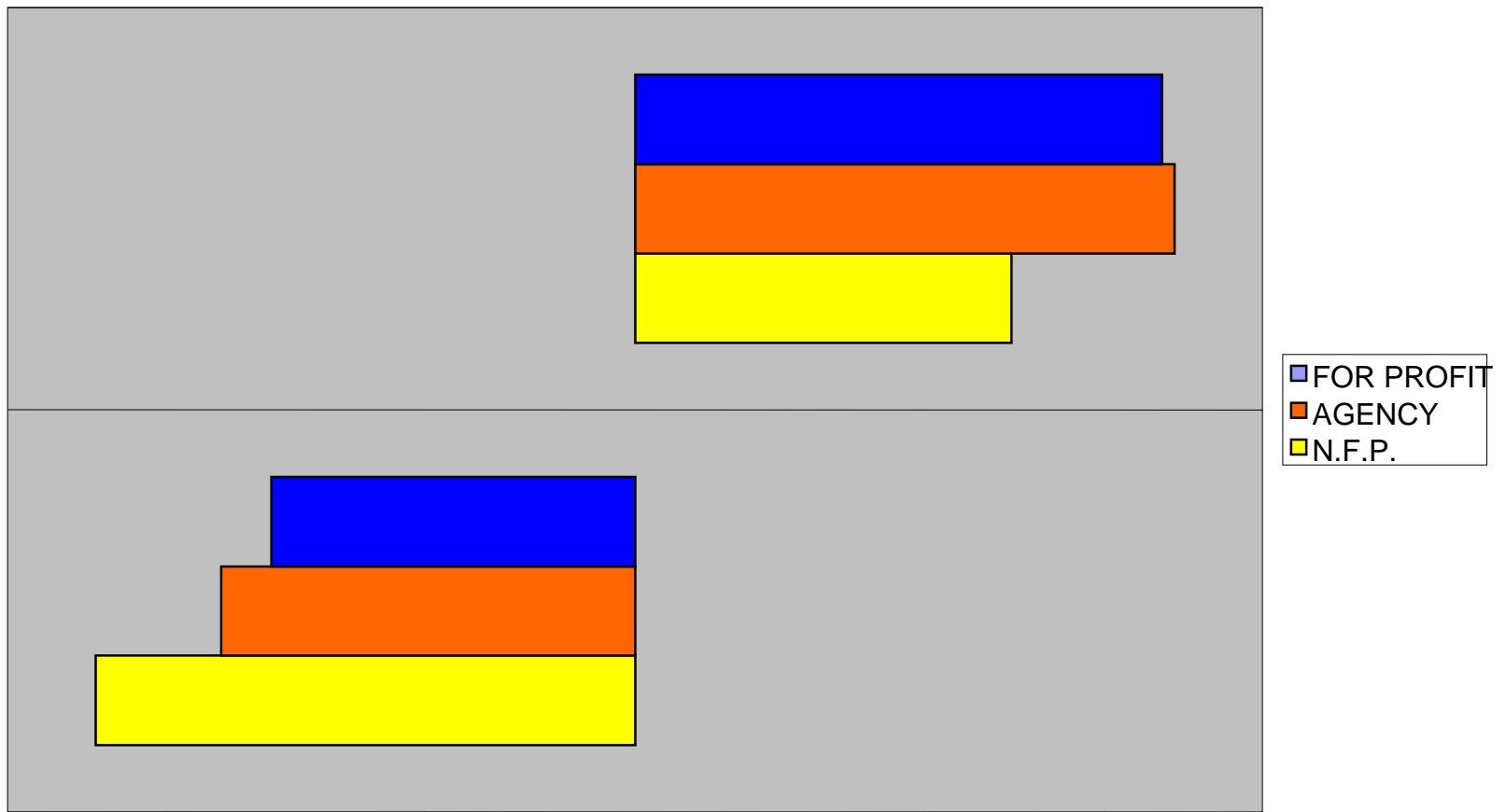


CHALLENGES - CHART 1A

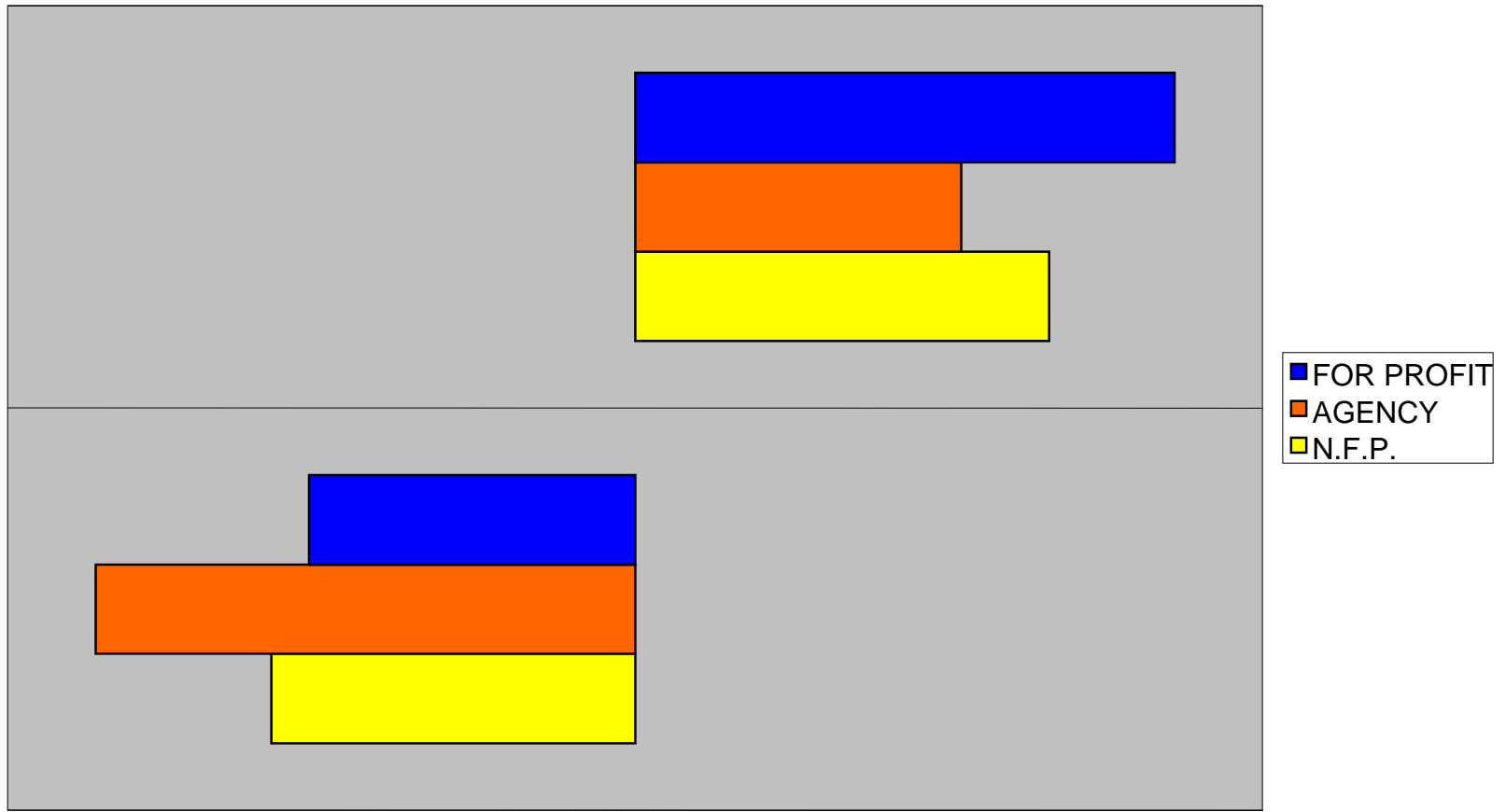
DON'T KNOW WHERE TO RECRUIT PERSONS WITH DISABILITIES
 % of total responding



	DISAGREE	AGREE
FOR PROFIT	-29%	42%
AGENCY	-33%	43%
N.F.P.	-43%	30%

CHALLENGES - CHART 1B

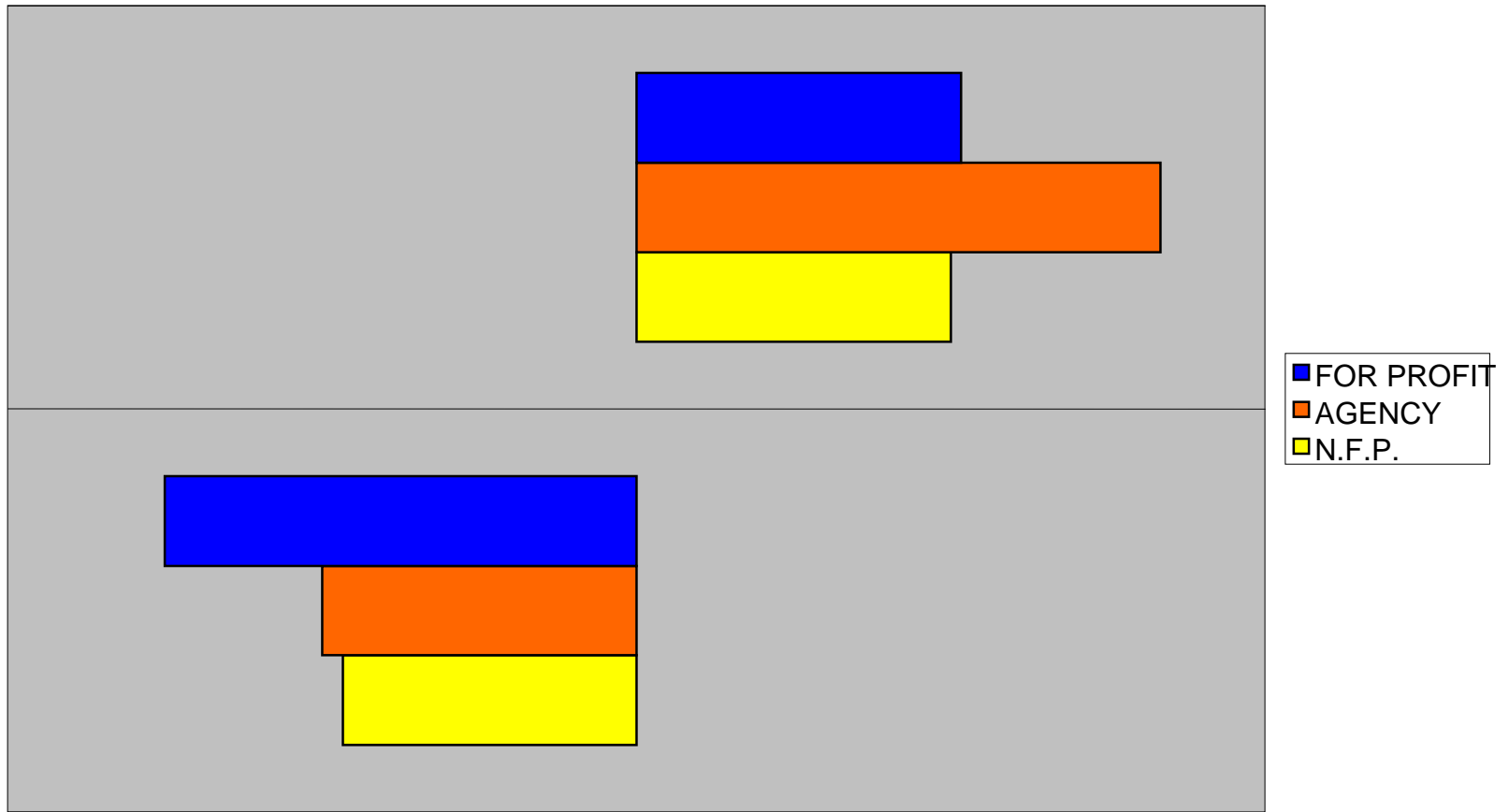
PEOPLE WITH DISABILITIES DON'T APPLY FOR OUR JOBS
 % of total responding



	DISAGREE	AGREE
■ FOR PROFIT	-26%	43%
■ AGENCY	-43%	26%
■ N.F.P.	-29%	33%

CHALLENGES - CHART 1C

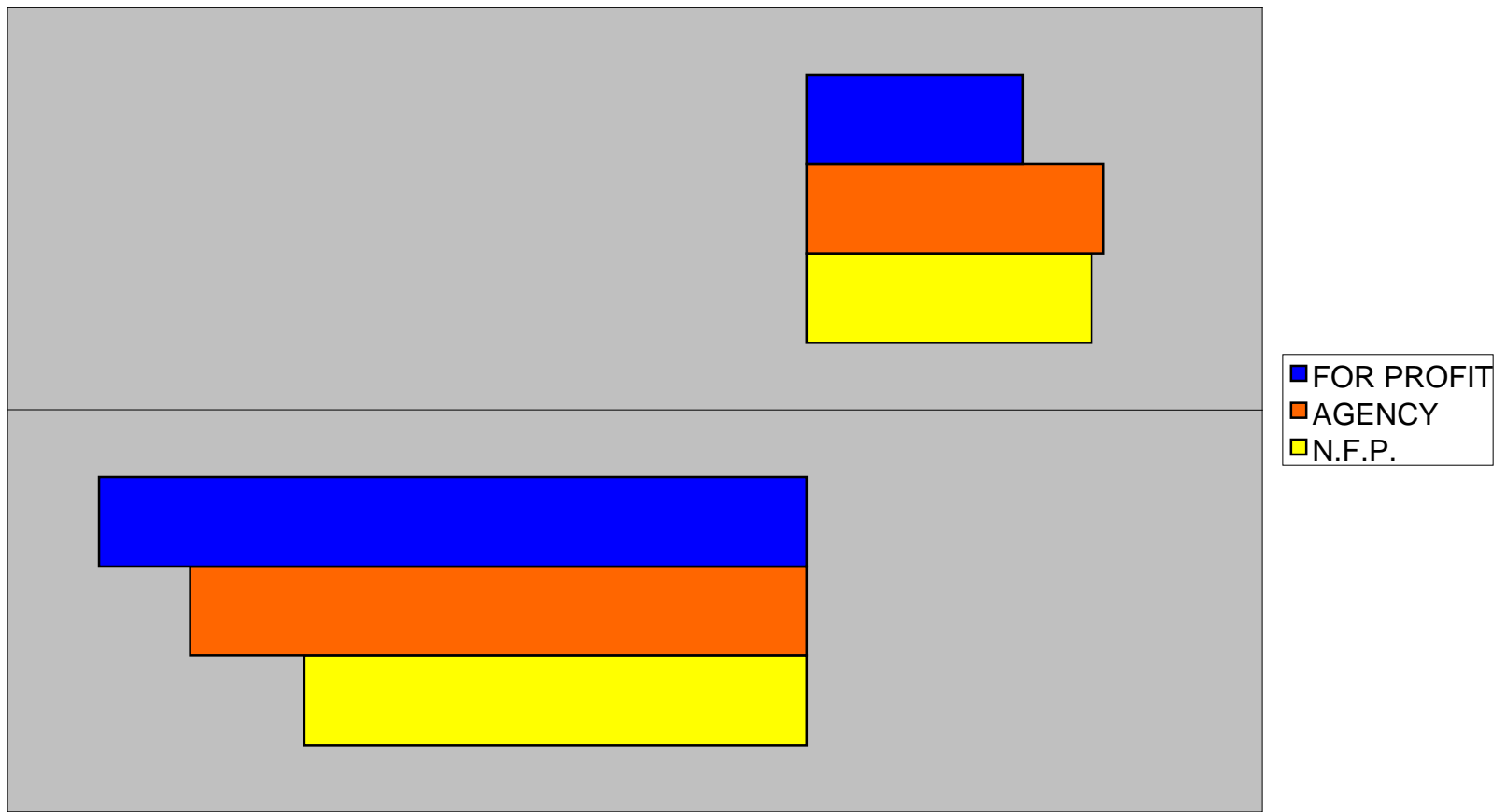
WE CAN'T FIND PEOPLE WITH THE SKILLS WE NEED
 % of total responding



	DISAGREE	AGREE
■ FOR PROFIT	-45%	31%
■ AGENCY	-30%	50%
■ N.F.P.	-28%	30%

CHALLENGES - CHART 2A

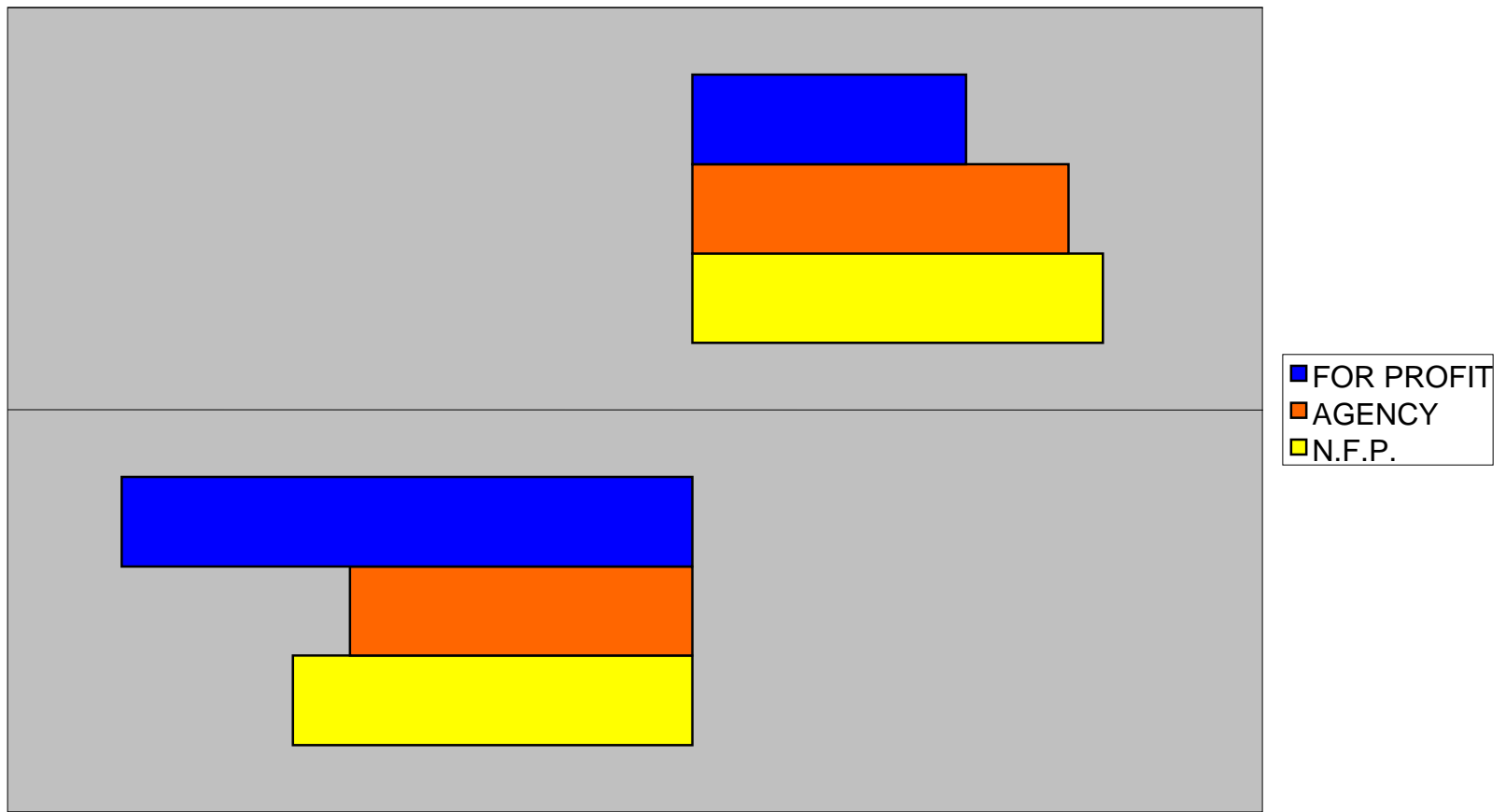
EXTRA EFFORT TO RECRUIT PWD'S IS COSTLY
 % of total responding



	DISAGREE	AGREE
FOR PROFIT	-62%	19%
AGENCY	-54%	26%
N.F.P.	-44%	25%

CHALLENGES - CHART 2B

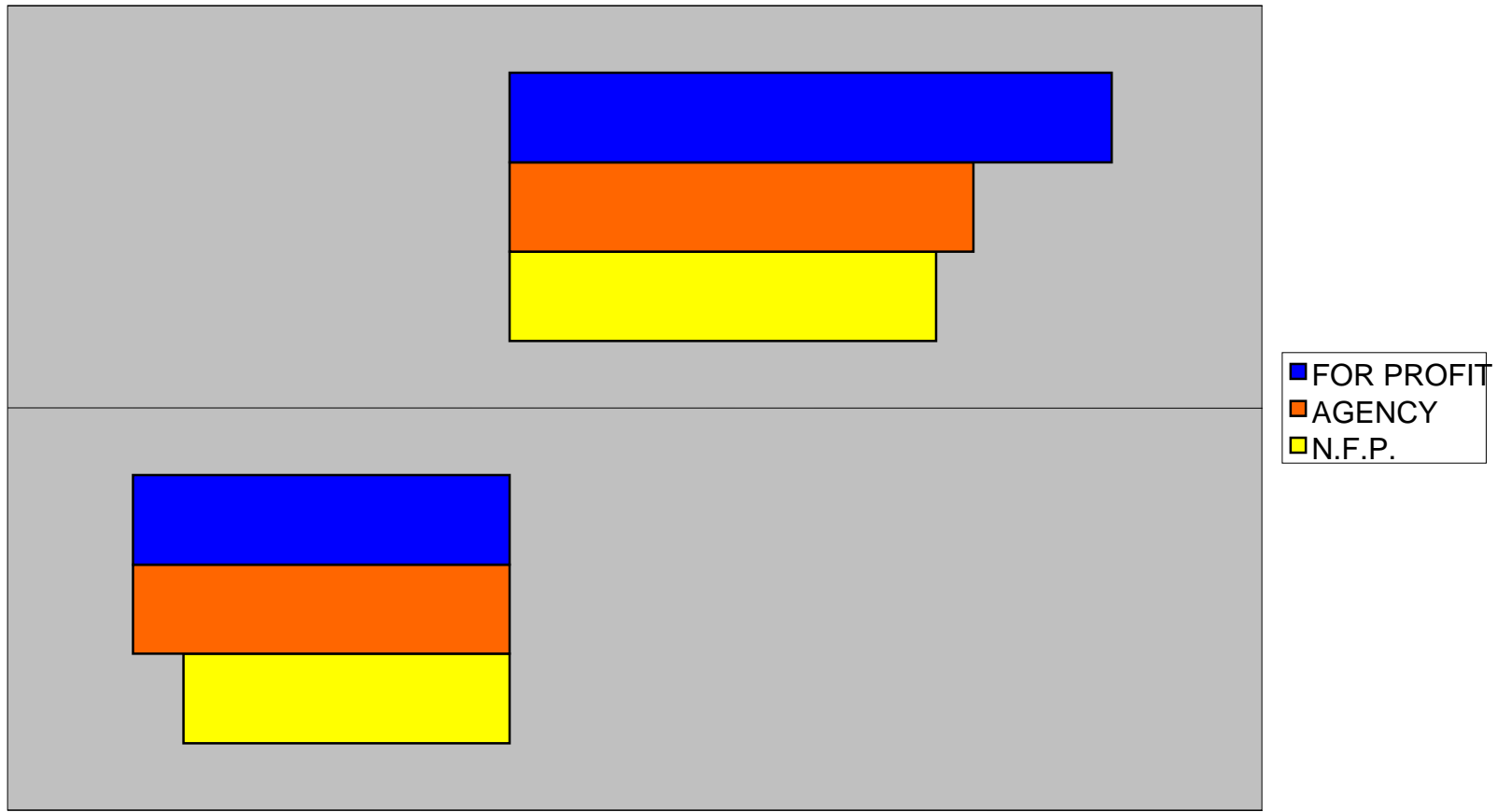
RE-INTEGRATION OF EMPLOYEES WHO BECOME DISABLED IS COSTLY
 % of total responding



	DISAGREE	AGREE
FOR PROFIT	-50%	24%
AGENCY	-30%	33%
N.F.P.	-35%	36%

CHALLENGES - CHART 2C

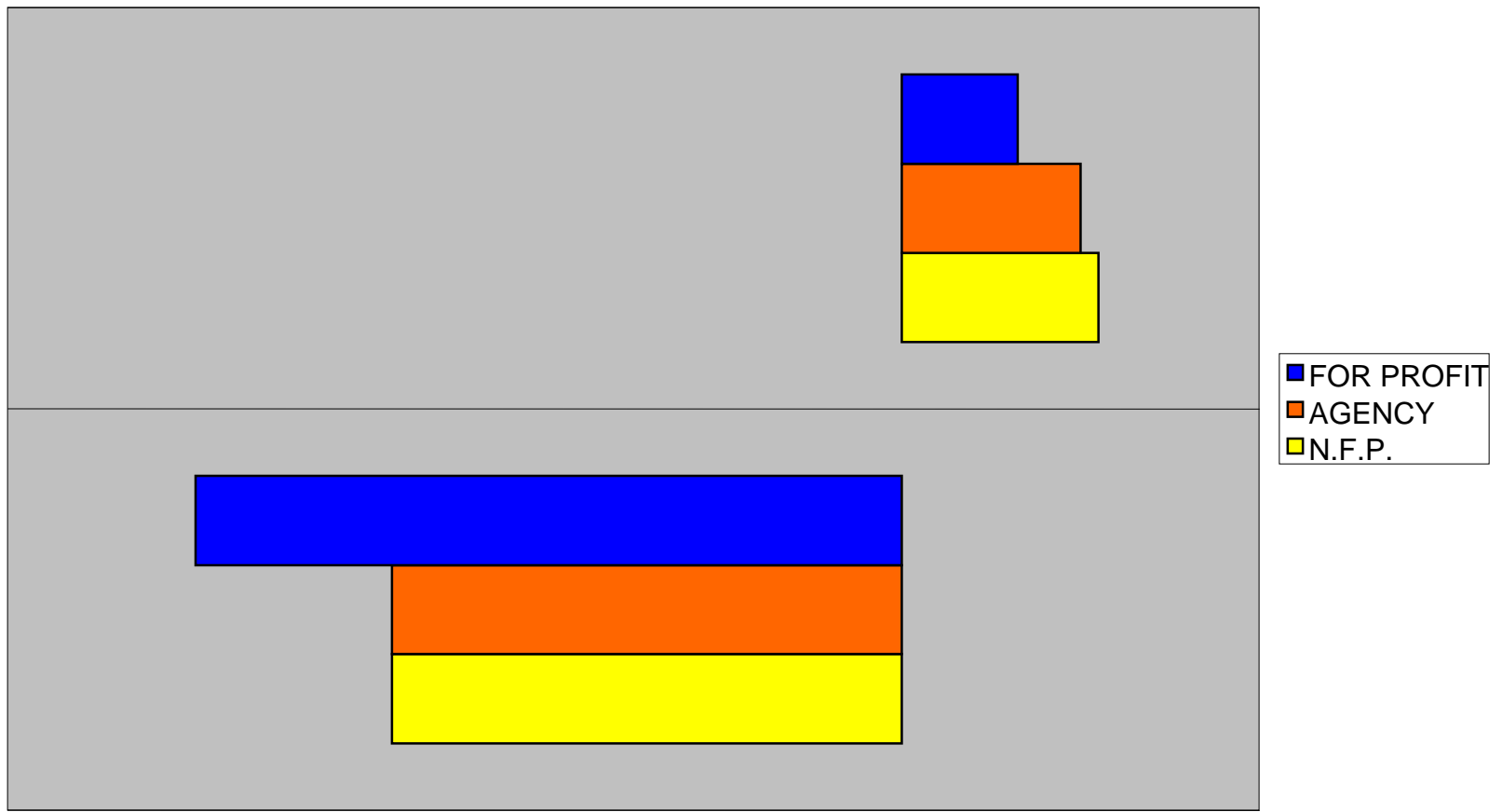
WSIB-RELATED ISSUES ARE COSTLY
 % of total responding



	DISAGREE	AGREE
■ FOR PROFIT	-30%	48%
■ AGENCY	-30%	37%
■ N.F.P.	-26%	34%

CHALLENGES - CHART 2D

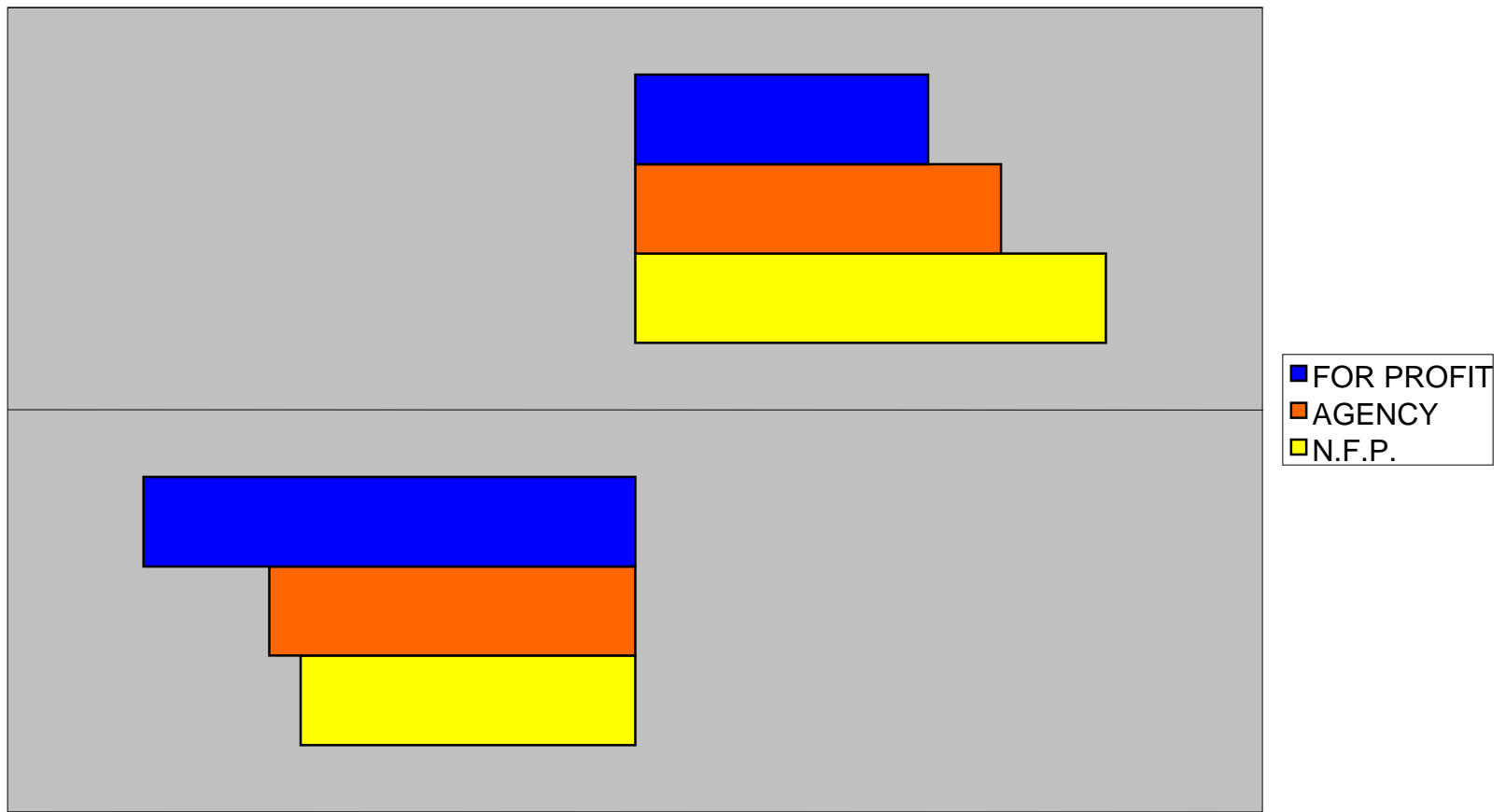
FLEXIBLE WORKING ARRANGEMENTS ARE COSTLY
 % of total responding



	DISAGREE	AGREE
FOR PROFIT	-79%	13%
AGENCY	-57%	20%
N.F.P.	-57%	22%

CHALLENGES - CHART 2E

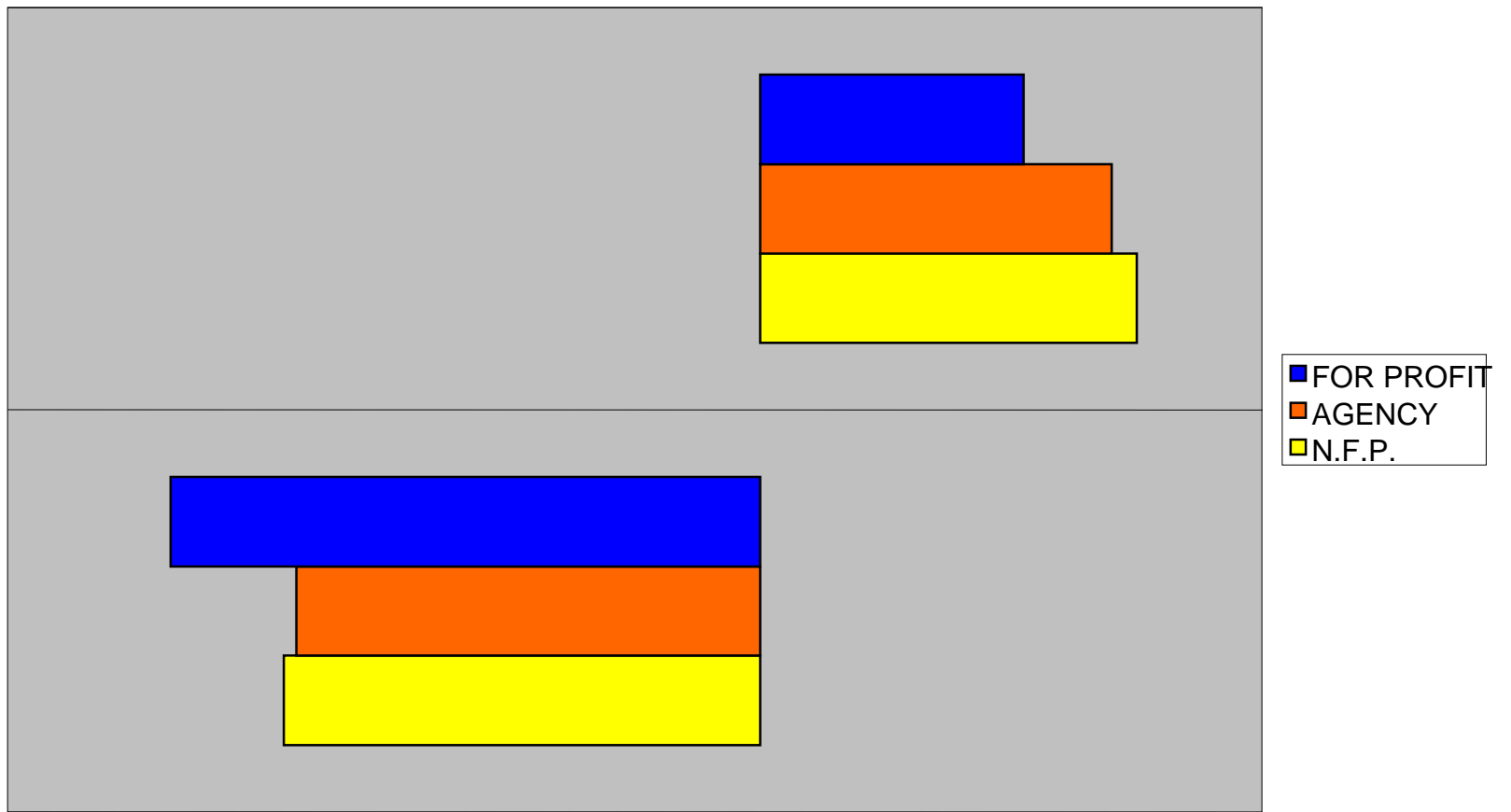
MAKING THE WORKPLACE ACCESSIBLE IS COSTLY
 % of total responding



	DISAGREE	AGREE
■ FOR PROFIT	-47%	28%
■ AGENCY	-35%	35%
■ N.F.P.	-32%	45%

CHALLENGES - CHART 2F

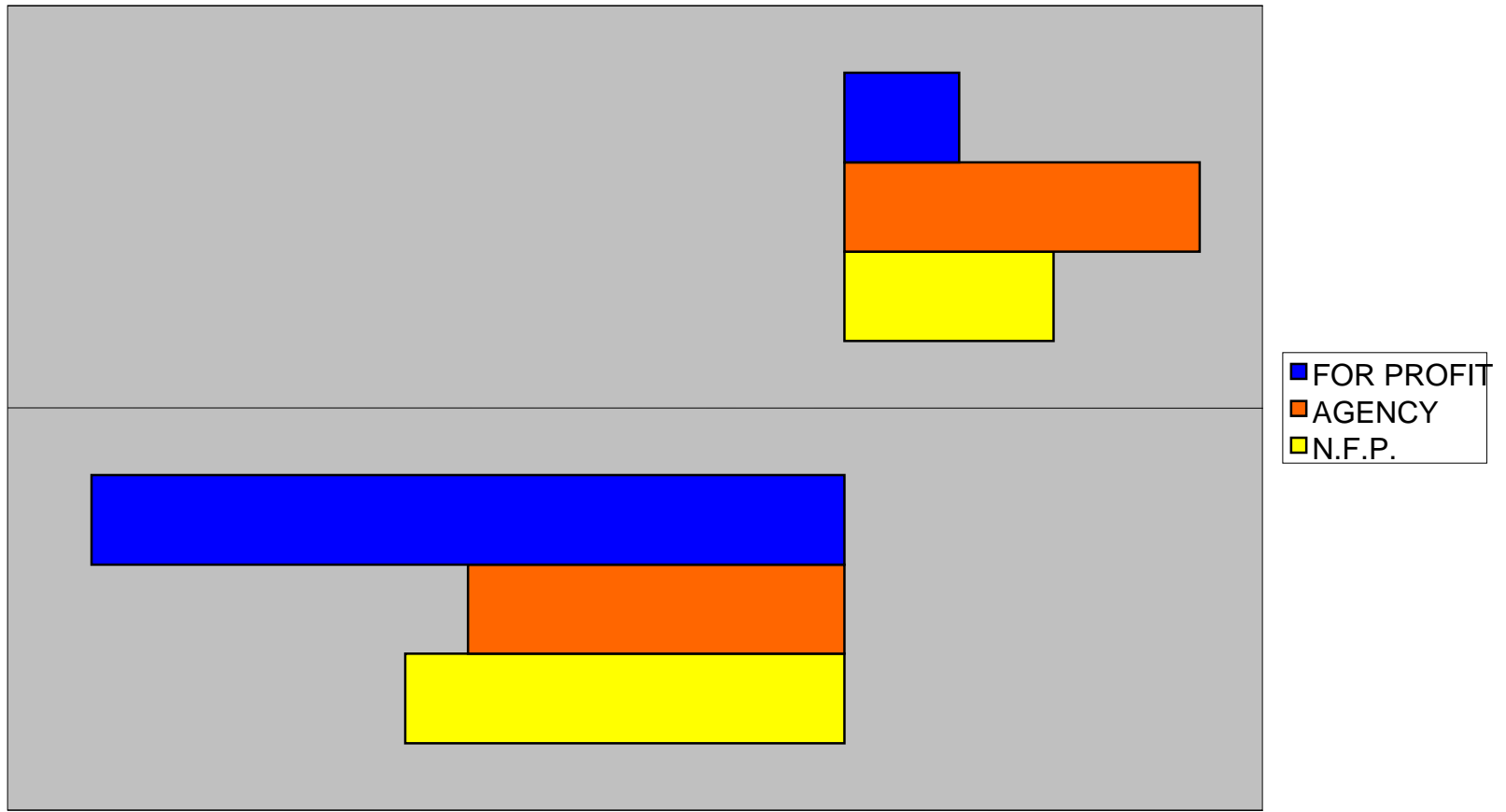
JOB ACCOMMODATION IS COSTLY
 % of total responding



	DISAGREE	AGREE
■ FOR PROFIT	-47%	21%
■ AGENCY	-37%	28%
■ N.F.P.	-38%	30%

CHALLENGES - CHART 3A

THERE IS TOO MUCH PAPERWORK WITH INSURANCE
 % of total responding

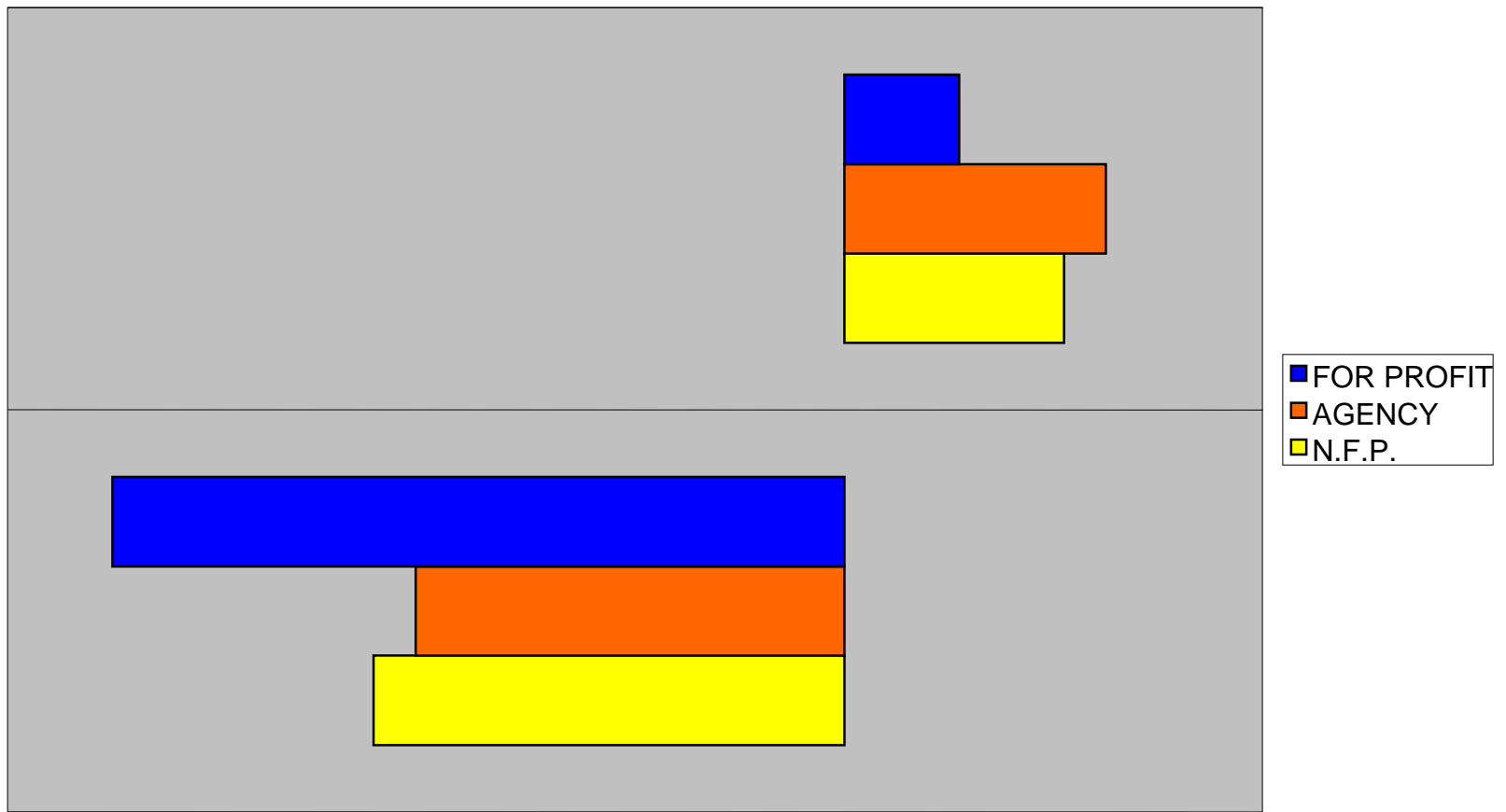


	DISAGREE	AGREE
■ FOR PROFIT	-72%	11%
■ AGENCY	-36%	34%
■ N.F.P.	-42%	20%

CHALLENGES - CHART3B

THERE IS TOO MUCH PAPERWORK WITH DOCTORS

% of total responding

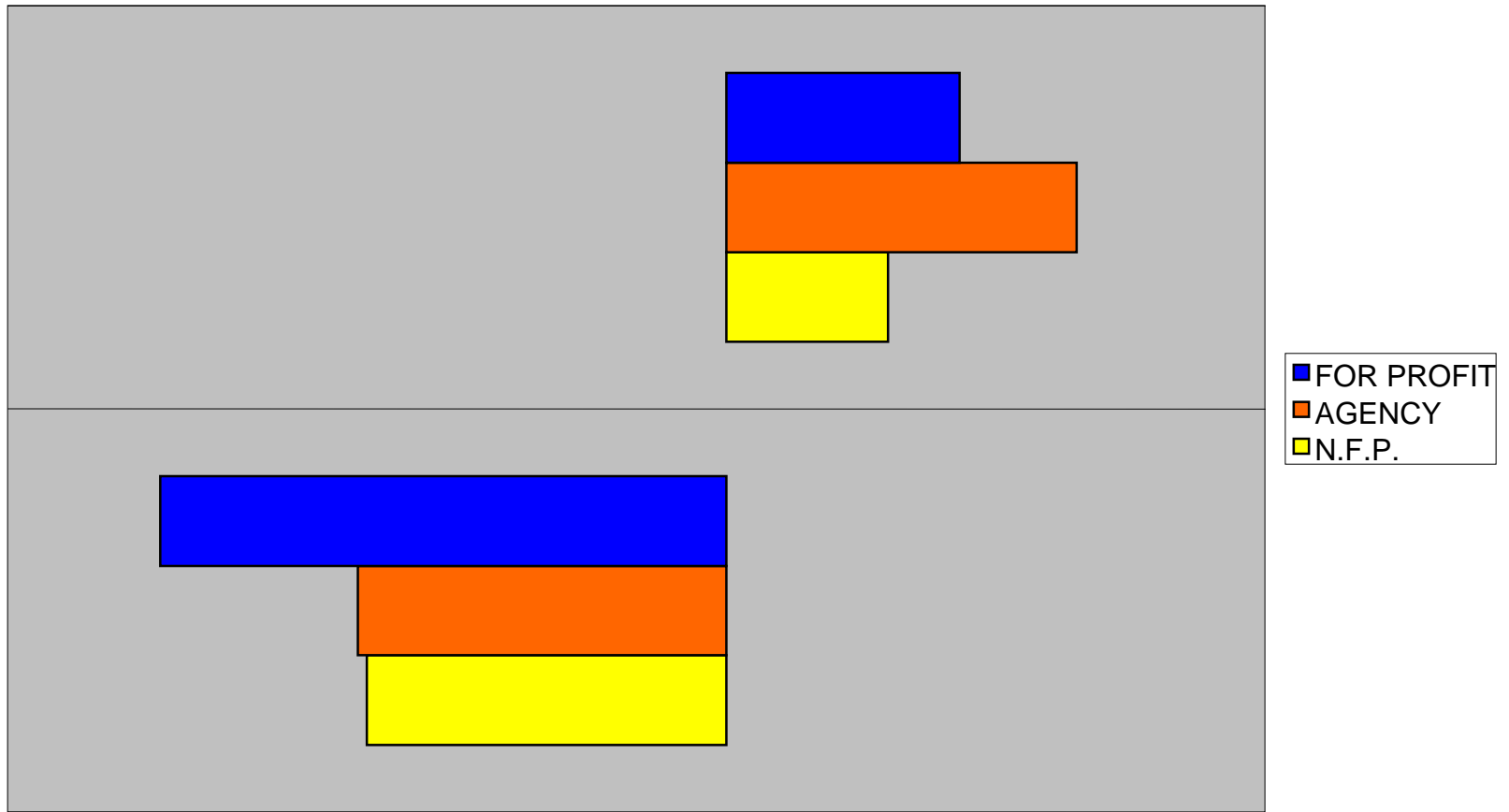


	DISAGREE	AGREE
■ FOR PROFIT	-70%	11%
■ AGENCY	-41%	25%
■ N.F.P.	-45%	21%

CHALLENGES - CHART 3C

THERE ARE UNION CONSTRAINTS TO RE-INTEGRATING EMPLOYEES

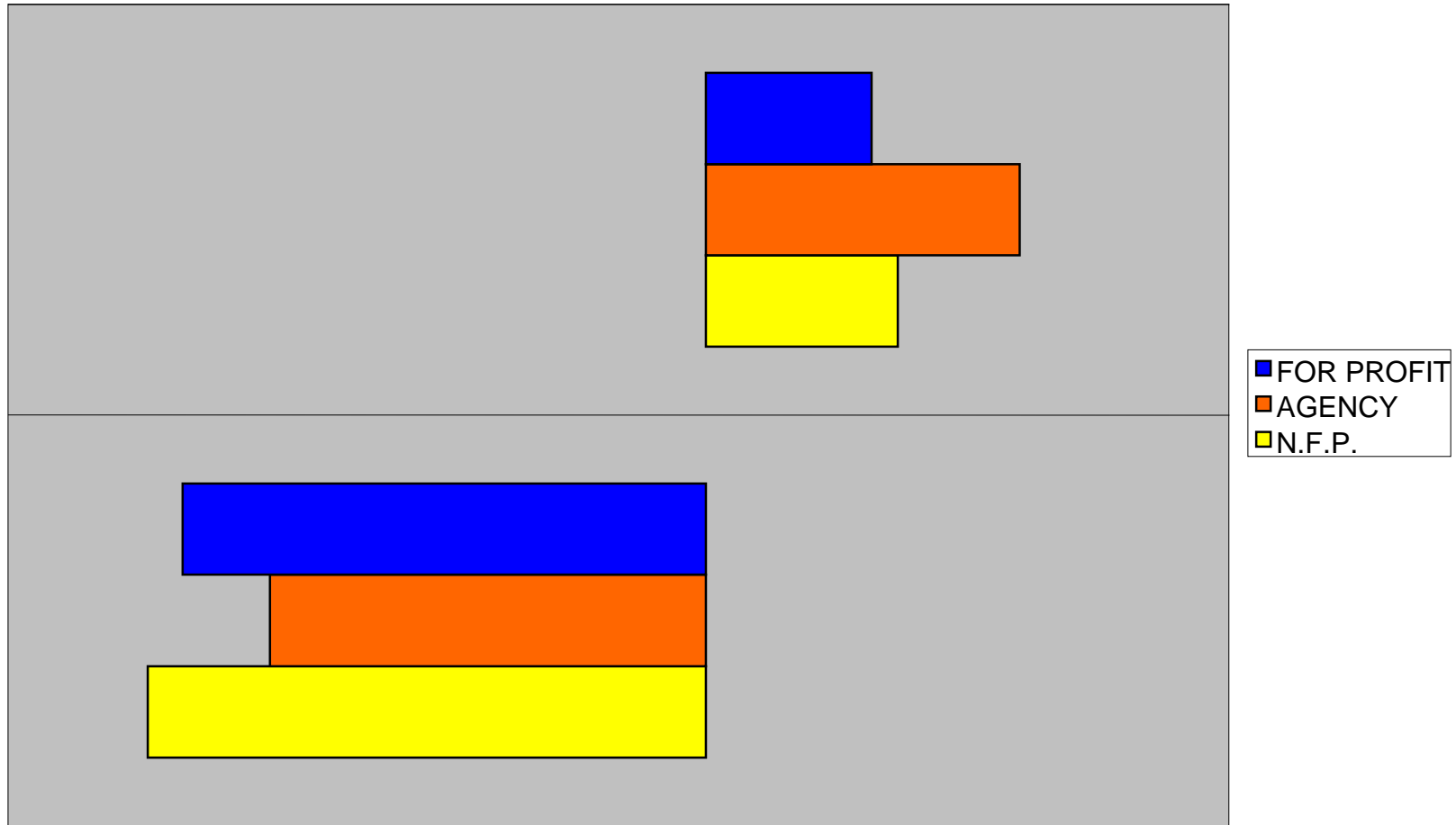
% of total responding



	DISAGREE	AGREE
■ FOR PROFIT	-63%	26%
■ AGENCY	-41%	39%
■ N.F.P.	-40%	18%

CHALLENGES - CHART 3D

THERE IS NO PUBLIC TRANSPORT TO USE FOR PWD'S
% of total responding

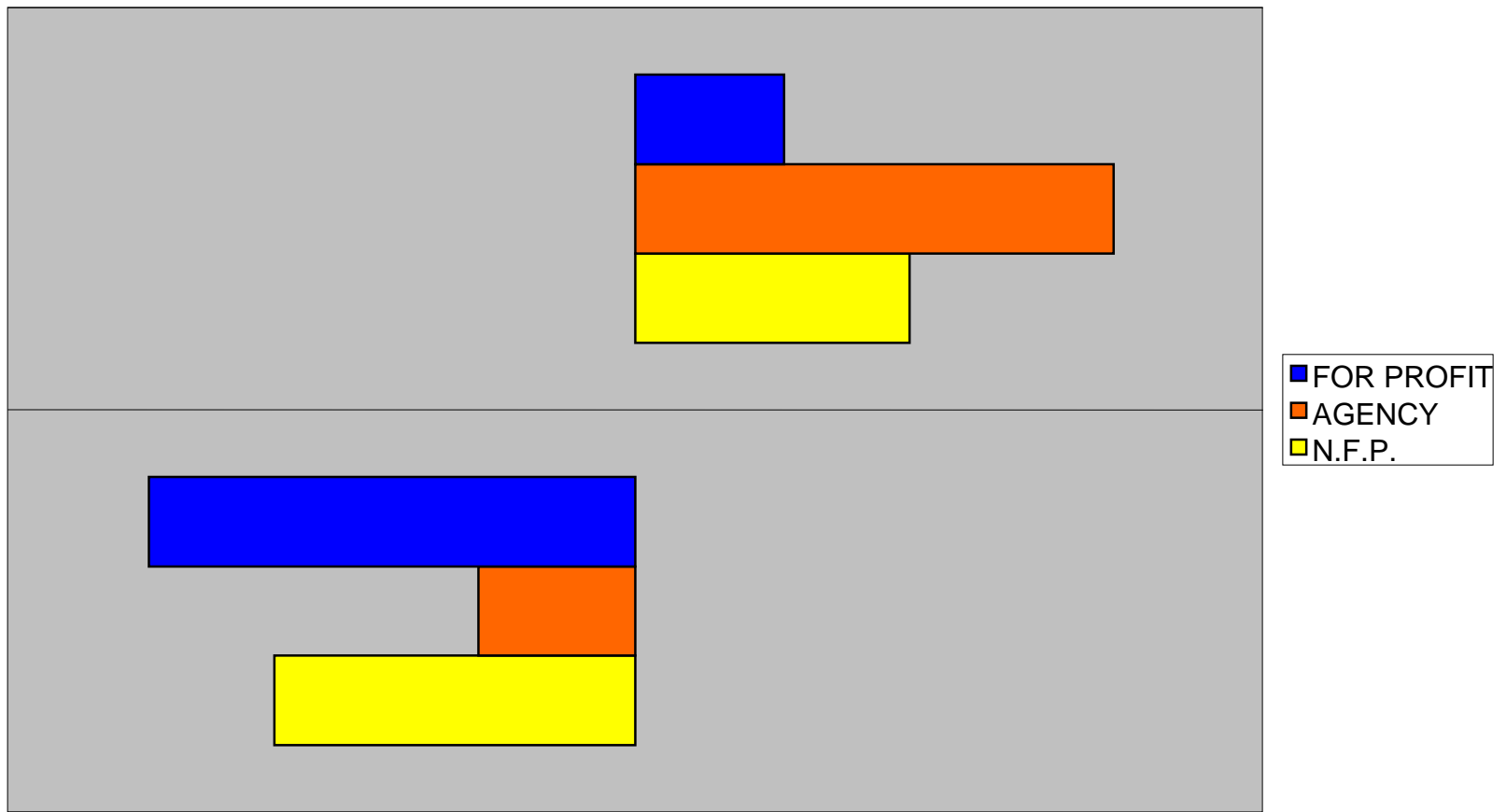


	DISAGREE	AGREE
FOR PROFIT	-60%	19%
AGENCY	-50%	36%
N.F.P.	-64%	22%

CHALLENGES - CHART 4A

WE HAVE NO EXPERIENCE IN JOB ACCOMMODATION

% of total responding

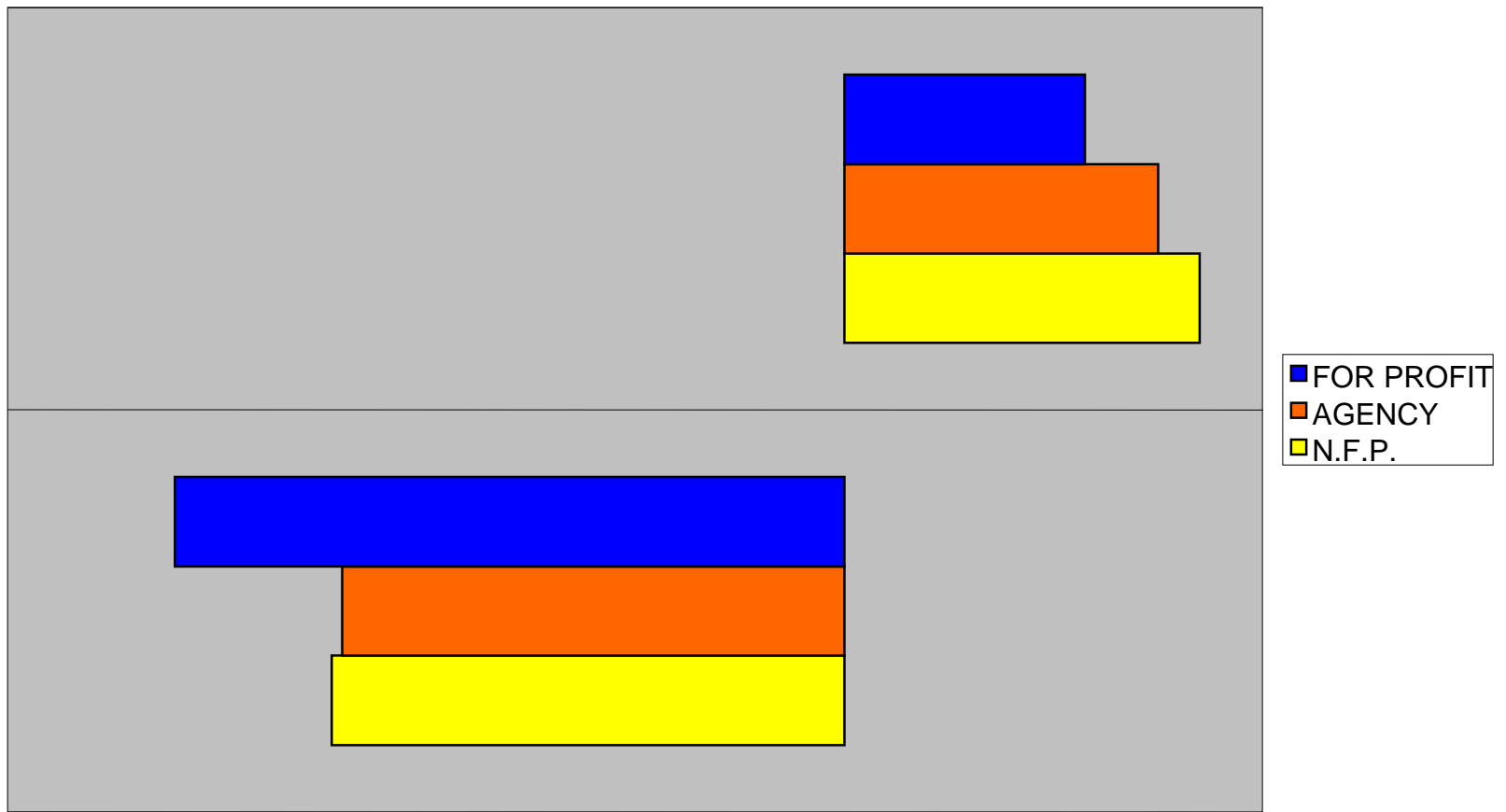


	DISAGREE	AGREE
■ FOR PROFIT	-62%	19%
■ AGENCY	-20%	61%
■ N.F.P.	-46%	35%

CHALLENGES - CHART 4B

THERE IS NO ONE TO GIVE US ADVICE ON ACCOMMODATION

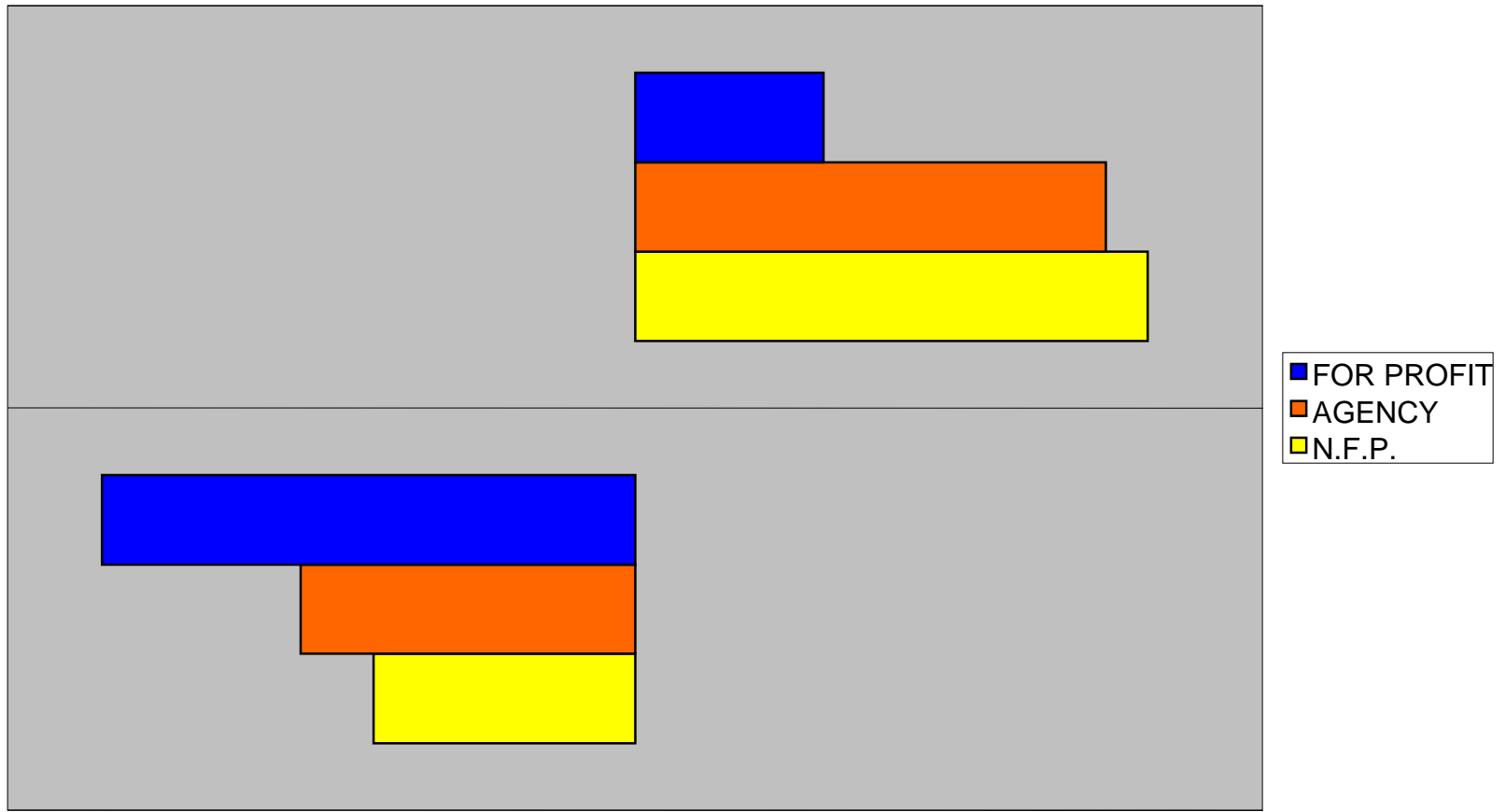
% of total responding



	DISAGREE	AGREE
■ FOR PROFIT	-64%	23%
■ AGENCY	-48%	30%
■ N.F.P.	-49%	34%

CHALLENGES - CHART 4C

THERE IS NO ONE TO PAY FOR JOB ACCOMMODATION
 % of total responding

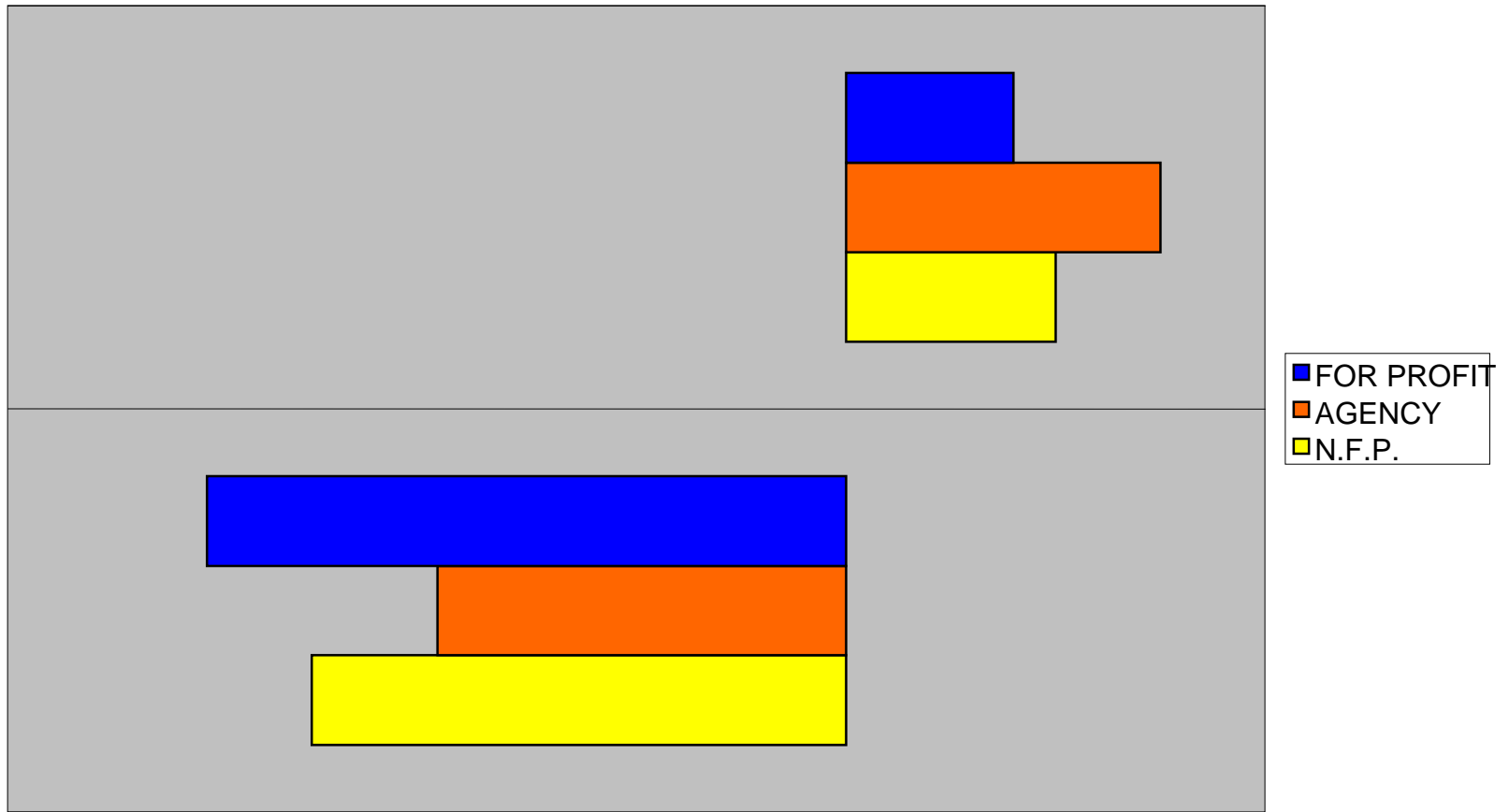


	DISAGREE	AGREE
■ FOR PROFIT	-51%	18%
■ AGENCY	-32%	45%
■ N.F.P.	-25%	49%

CHALLENGES - CHART 4D

IT IS DIFFICULT TO RETRAIN AN EMPLOYEE WHO HAS BECOME DISABLED

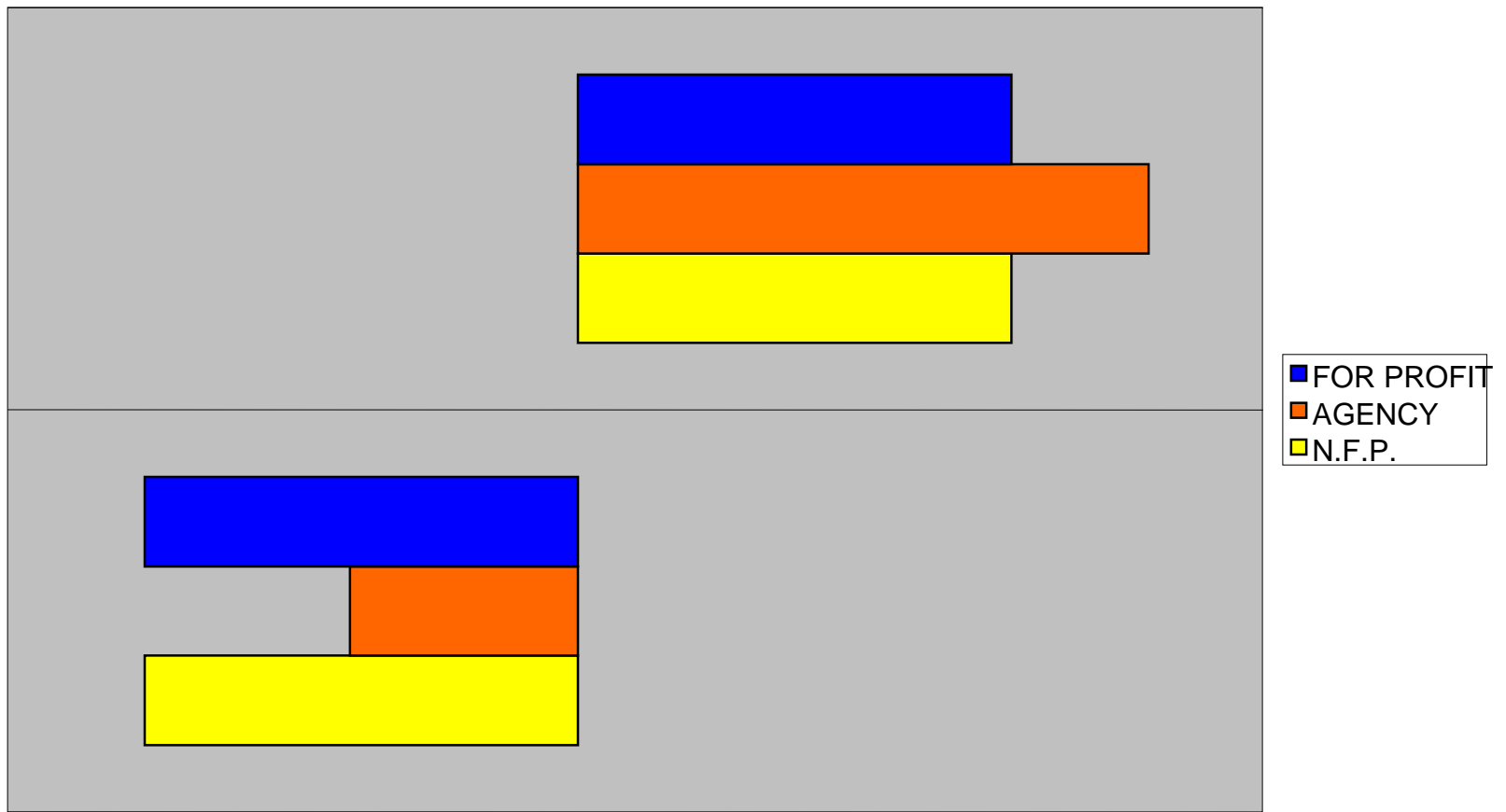
% of total responding



	DISAGREE	AGREE
FOR PROFIT	-61%	16%
AGENCY	-39%	30%
N.F.P.	-51%	20%

CHALLENGES - CHART 5A

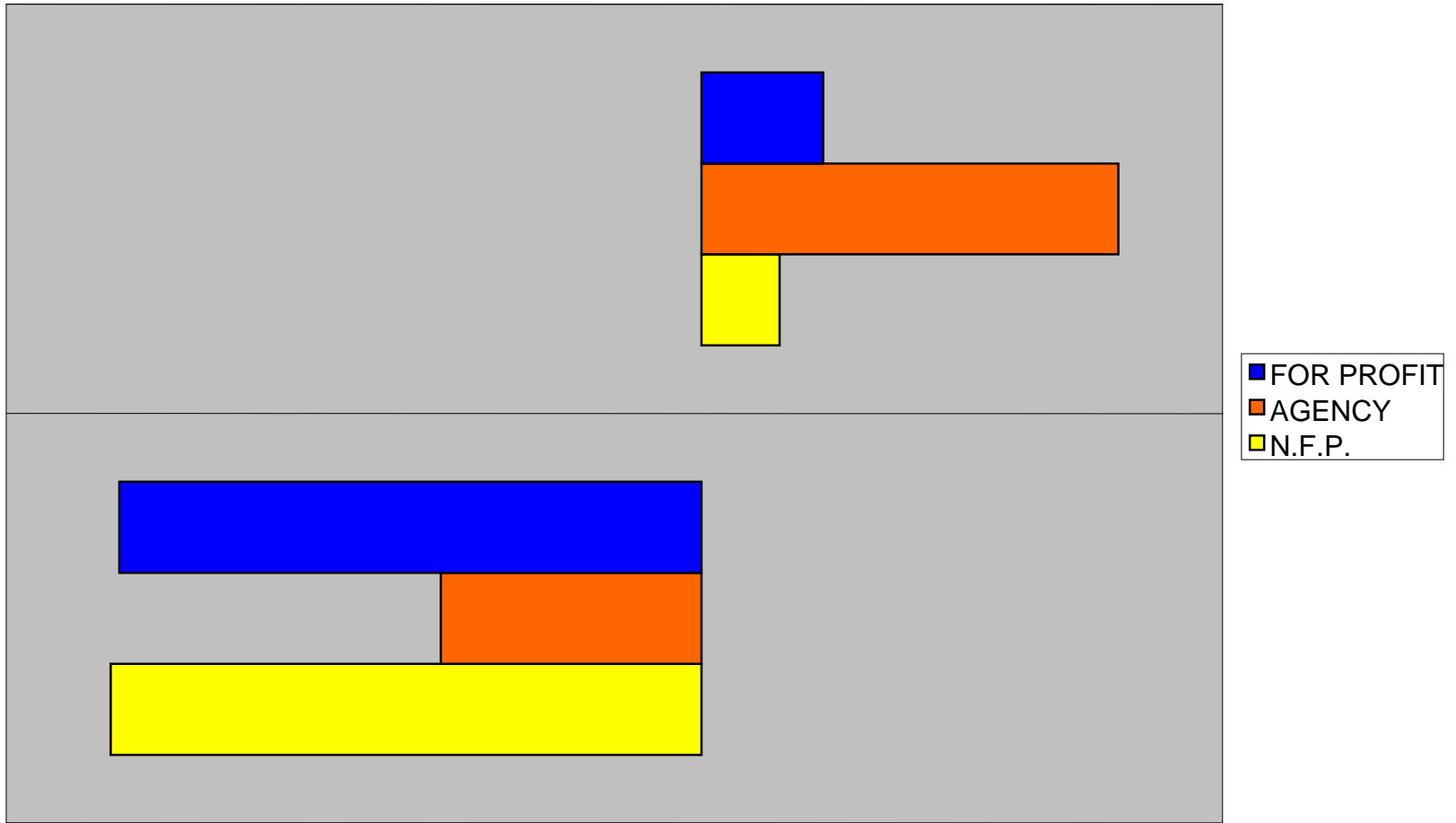
OUR MANAGERS ARE NOT TRAINED OR EXPERIENCED
 % of total responding



	DISAGREE	AGREE
FOR PROFIT	-38%	38%
AGENCY	-20%	50%
N.F.P.	-38%	38%

CHALLENGES - CHART 5B

EMPLOYEES ARE UNCOMFORTABLE WITH PEOPLE WITH DISABILITIES
 % of total responding

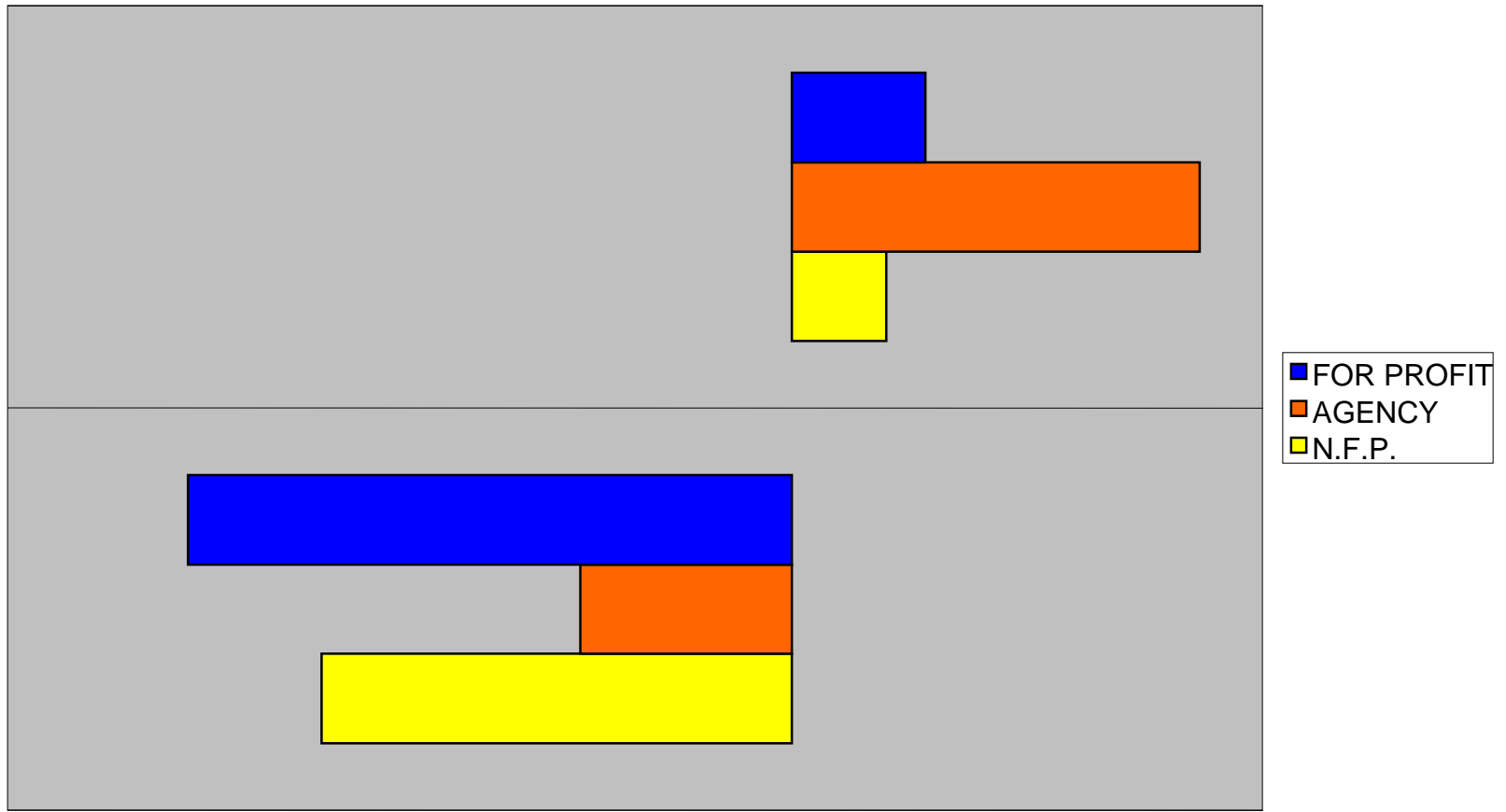


	DISAGREE	AGREE
FOR PROFIT	-67%	14%
AGENCY	-30%	48%
N.F.P.	-68%	9%

CHALLENGES - CHART 5C

EMPLOYEES RESENT SPECIAL ARRANGEMENTS AND/OR ACCOMMODATIONS

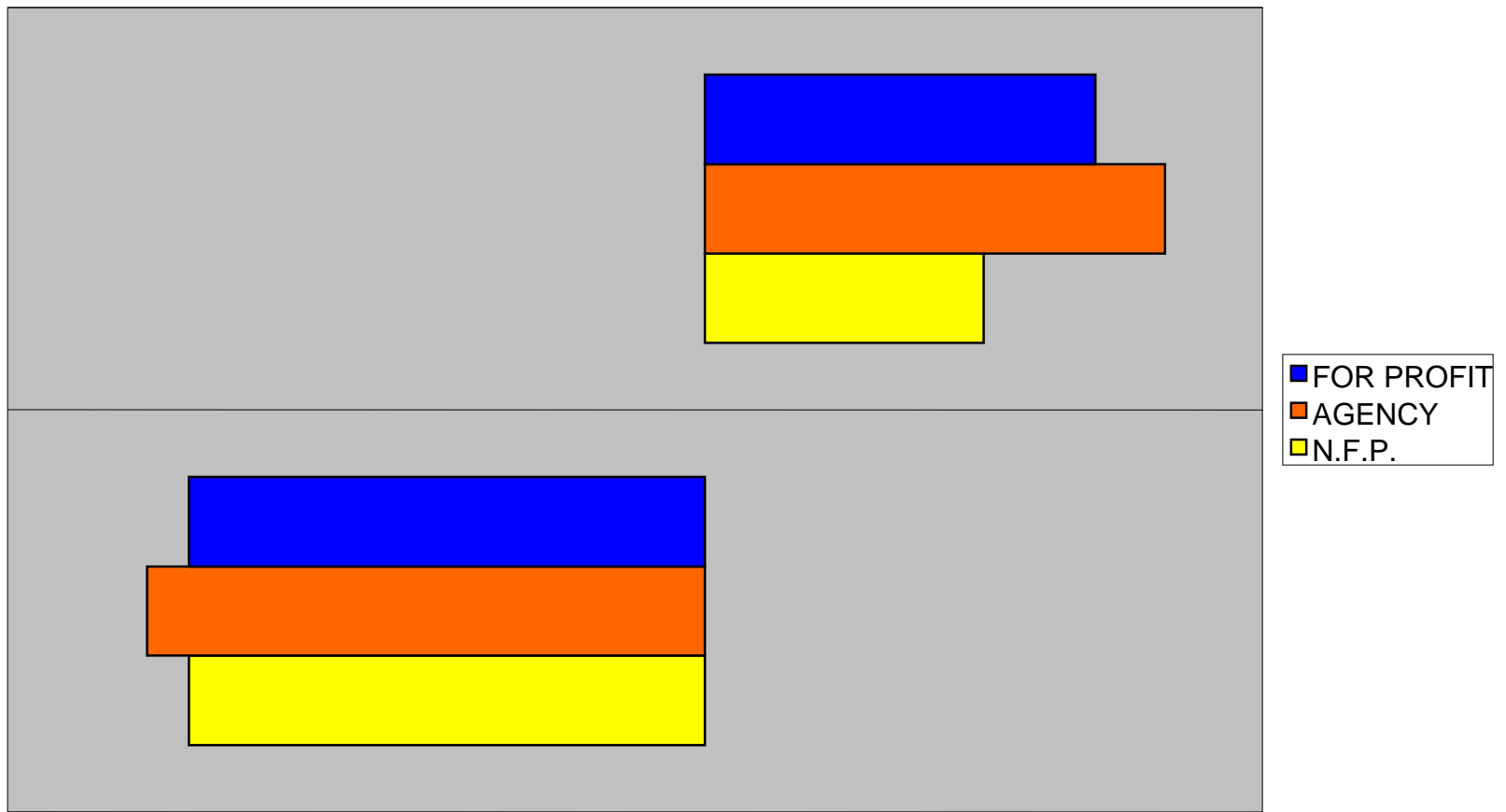
% of total responding



	DISAGREE	AGREE
■ FOR PROFIT	-77%	17%
■ AGENCY	-27%	52%
■ N.F.P.	-60%	12%

CHALLENGES - CHART 6A

AGENCIES DON'T UNDERSTAND THE BUSINESS WORLD
 % of total responding

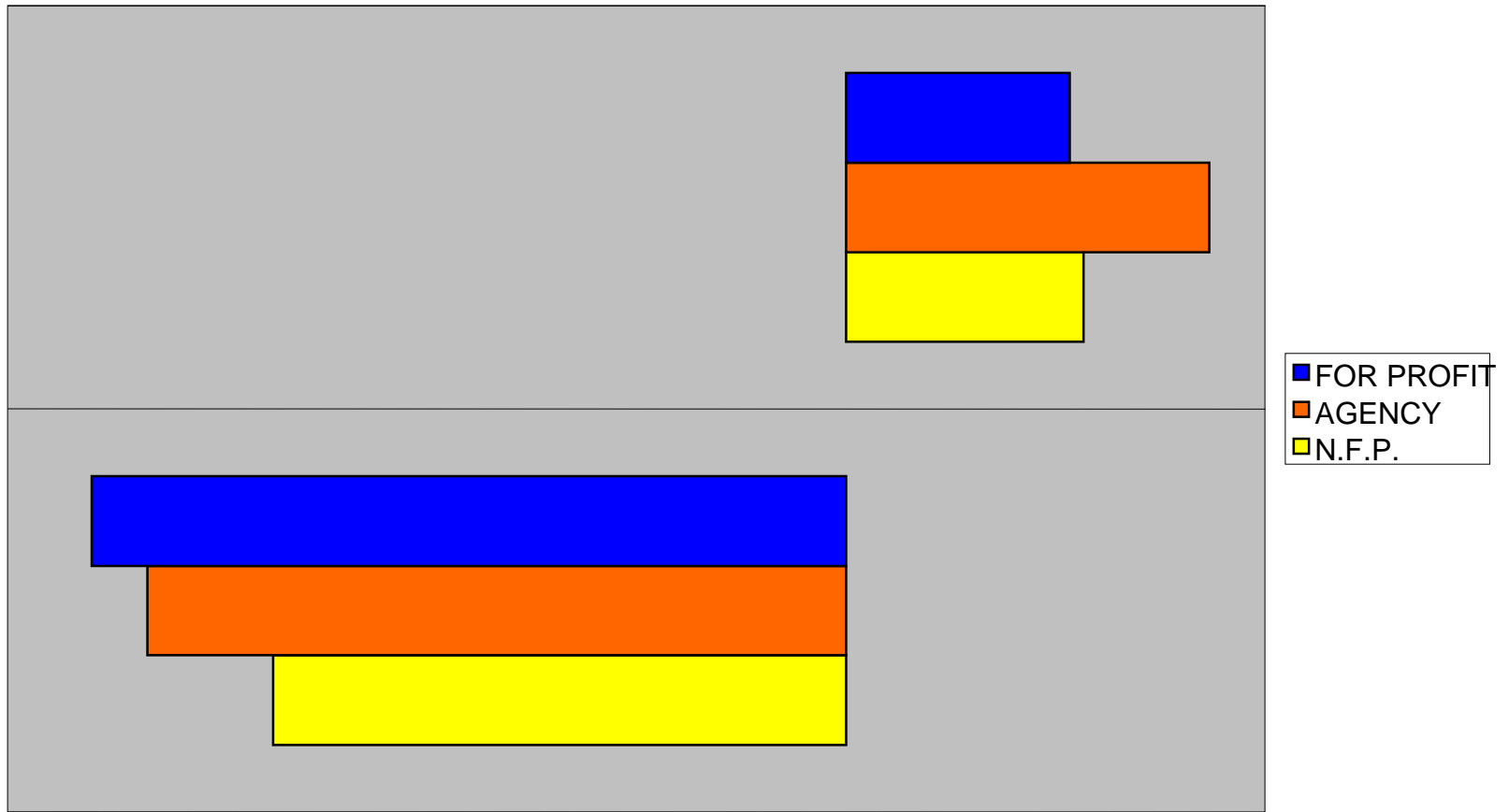


	DISAGREE	AGREE
■ FOR PROFIT	-37%	28%
■ AGENCY	-40%	33%
■ N.F.P.	-37%	20%

CHALLENGES - CHART 6B

AGENCIES AREN'T ABLE TO PROVIDE THE ADVICE/HELP WE NEED

% of total responding

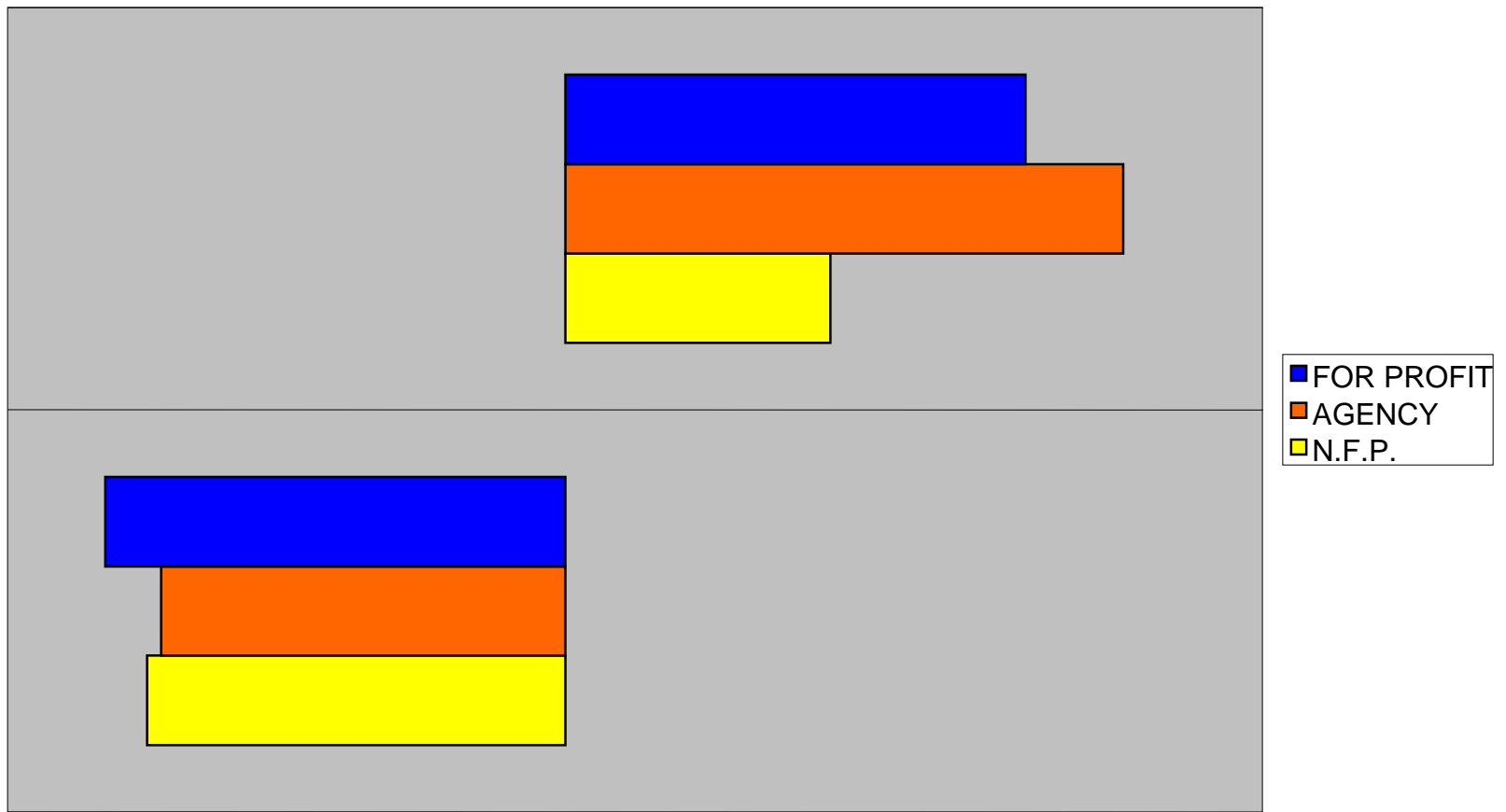


	DISAGREE	AGREE
■ FOR PROFIT	-54%	16%
■ AGENCY	-50%	26%
■ N.F.P.	-41%	17%

CHALLENGES - CHART 6C

THERE ARE TOO MANY AGENCIES AND NO COORDINATION AMONG THEM

% of total responding



	DISAGREE	AGREE
■ FOR PROFIT	-33%	33%
■ AGENCY	-29%	40%
■ N.F.P.	-30%	19%