The Texas Real Estate Commission License Survey, 2016

UNIVERSITY of HOUSTON

HOBBY SCHOOL OF PUBLIC AFFAIRS

REAL ESTATE CENTER
TEXAS A&M UNIVERSITY

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EXECUTIVE SUMMARY

In November and December 2016, the Texas Real Estate Commission (TREC) Survey interviewed a total of 6,914 licensed respondents who do real estate business in the state of Texas. The questions were specifically designed to achieve the following:

- Understand what TREC licenses respondents currently have and how many years they have held various TREC licenses.
- Understand respondents' situations of doing real estate business, including the use of language, employment status, number of transactions, income from real estate business, working affiliations, and search for clients.
- Understand respondents' opinions on pre-license qualifying education, training opportunities, license renewal, and interaction with real estate related license holders and customers.
- Understand respondents' participation in professional organizations and their activities.

A brief highlight of the survey results follows:

- The majority of respondents (57.2 percent) hold the sales agent license, whereas very few respondents (0.6 percent) possess the right-of-way agent license.

- A very large majority of respondents (86.4 percent) only use English to conduct their real estate business. Spanish is the second most widely used language to conduct real estate business.

- About half of respondents (49.6 percent) put 100 percent effort into their real estate career and also approximately half of respondents (49.9 percent) spend more than 40 hours per week on their real estate business. Although respondents need to work very hard for their real estate business, a high percentage of respondents (71.3 percent) still want to stay in real estate services for the remainder of their professional career.

- In general, 35.7 percent of respondents were involved with 10 or fewer separate purchase or sales transactions last year, whereas 44 percent of respondents were involved with 10 or fewer separate leasing transactions last year. In addition, a large majority of respondents (77.9 percent) did not perform property management for other people last year.

- About two-fifths of respondents (38.8 percent) were professionals before entering the real estate profession and slightly more than one-third of respondents (34.2 percent) have been active in real estate for more than 20 years. The majority of

respondents (45.3 percent) have been with their current companies for 5 or less years and a large majority of respondents (92.8 percent) have been affiliated with 5 or fewer companies in their real estate career.

- Slightly more than one-fourth of respondents (27.5 percent) earned more than $100,000 from their real estate business last year. By contrast, about two-fifths of respondents (39.1 percent) earned $50,000 or less from their real estate business last year.

- The majority of respondent (50.3 percent) maintain their primary office in their home, whereas slightly more than two-fifths of respondents (43.4 percent) maintain their primary office in a public location. Specifically, almost half of respondents (48.6 percent) mention that their current companies have only one public office location.

- 37.2 percent of respondents identify their companies as independent franchise firms, whereas about one-fourth of respondents (24.4 percent) are solo practitioners. In addition, 13.1 percent of respondents identify their companies as branch offices affiliated with either regional companies or national companies. On the other hand, the majority of respondents (53.9 percent) are affiliated with their current companies as independent contractors.

- A large majority of respondents (69.0 percent) are compensated for their work based on percent of sales price. In addition, 6.7 percent of respondents are compensated for their work based on fee schedule and 6.1 percent of respondents are paid for their work according to a flat fee.

- A large majority of respondents (73.8 percent) are members of the Association of REALTORS. By contrast, few respondents join the other professional organizations. Furthermore, more than half of respondents (57.1 percent) do not attend any statewide meetings of professional organizations. While most respondents are members of the Association of REALTORS, it seems that respondents have a hard time in understanding the difference between the Association of REALTORS and the Real Estate Commission. 81.4 percent of respondents do not offer the answer to the question about their understanding of the difference between the Association of REALTORS and the Real Estate Commission.

- The respondent mainly use their smart phone (87.8 percent) and laptop computer (77.0 percent) to access the internet for their real estate business and the majority of respondents (62.7 percent) post information on at least one online site at least weekly for their real estate business other than MLS. When it comes to which online platforms respondents post information on for their real estate business, MLS is the most commonly used online platform (47.4 percent).

- While the respondents heavily count on technology to conduct their real estate business, the majority of respondents (64.9 percent) do not provide the answer to the question about whether they rely upon technology to more effectively perform professional services for their clients. This implies that respondents do not heavily count on technology to provide professional services to their clients.

- A very large majority of respondents (86.3 percent) find clients through previous customers. Second to that, 61.4 percent of respondents find clients through professional referrals, whereas 26.9 percent of respondents find clients through networking groups.

- In general, respondents think that the pre-license qualifying education are helpful to their preparation for the state licensing examination and follow-on training in realty business practices.

- Nearly half of respondents (49.4 percent) express the highest level of consent that their companies provide sufficient additional education and training opportunities for them to remain current.

- On the whole, respondents think that the fees paid to their associations, local boards, and MLS for the level of services they receive and paid to renew their licenses every two years are somewhat reasonable. Besides, 41.4 percent of respondents express the highest level of consent that the number of continuing education hours required to renew their licenses every two years is appropriate.

- 39.0 percent of respondents express the highest level of consent that the licensing agency does a good job of communicating any changes in licensing requirements. Moreover, 38.2 percent of respondents tend to agree that they have regular opportunities to provide input and feedback on proposed changes in regulations. On the other hand, 47.4 percent of respondents exhibit the highest level of consent that they read all of the communications from their licensing agency.

- A large majority of respondents (67.8 percent) tend to agree that most of the real estate related license holders they interact with are honest and ethical. By contrast, only 49.7 percent of respondents are inclined to agree that most of the real estate related license holders are knowledgeable and competent. In addition, a large majority of respondents (70.8 percent) tend to agree that most of the customers are honest and ethical.

- Gender, age, and education are significantly associated with whether respondents have the broker, sales agent or appraiser license. In particular, men are more likely to have the broker and appraiser licenses, whereas women are more likely to have the sale agent licenses. Older respondents tend to have the broker licenses, whereas younger respondents tend to have the sales agent and appraiser licenses. Finally, respondent with higher levels of education tend to have the

broker and appraiser licenses, whereas those with lower levels of education tend to have sales agent licenses.

- Gender, age, and education are significantly associated with how much effort respondents spend on their real estate career. Specifically, male, younger, and less-educated respondents are more likely to spend 100 percent of efforts on their real estate career.

- Gender, age, and education are significantly associated with how many hours respondents spend per week on real estate. Specifically, male and middle-aged respondents tend to spend more hours per week on real estate. On the other hand, there is a great variation in the number of hours per week spent on real estate among respondents with different levels of education.

- Gender, age, and education are significantly associated with respondents' gross income from their real estate career. Specifically, male, middle-aged, and highly educated respondents are more likely to earn more from real estate.

- Gender, age, and education are significantly associated with how many years respondents have been active in real estate. Specifically, male, older, and highly educated respondents tend to have more active years in real estate.

- Gender, age, and education are significantly associated with how respondents are compensated for their work. In particular, female and younger respondents and those aged 30-39 years old tend to be compensated for their work based on percent of sales price.

- Gender, age, and education are significantly associated with what devices respondents use to access the internet for their real estate business. In particular, female respondents are more likely to use their smart phone, tablet, and laptop computer to access the internet for business compared to men. Younger respondents tend to use their smart phone, tablet, and laptop computer to access the internet for business compared to older respondents. Finally, there is a great variation in use of smart phone, tablet, and laptop and desktop computers among respondents with different levels of education.

- Gender, age, and education are significantly associated with the number of online sites respondents post information on weekly for their real estate business. Specifically, female, younger, and less educated respondents tend to post information on more online sites other than MLS for their business.

- Gender and age are significantly associated with which online platforms respondents post information on for their real estate business. Specifically, female and younger respondents tend to post information on MLS, websites, Facebook, Twitter, Instagram, and LinkedIn for their real estate business. By contrast,

education is only significantly associated with the use of MLS, Facebook, and Instagram. Overall, less educated respondents are more likely to post information on MLS, Facebook, and Instagram for their real estate business.

- Compared to age and education, gender is more significantly associated with how respondents find clients for their real estate business. Specifically, female respondents are more likely to find clients for their business through previous customers, direct mail, and buying leads, whereas male respondents tend to find clients for their business via professional referrals and online ads.

- The number of respondents' active years in real estate is significantly associated with their gross income from real estate. Overall, respondents with more active years in real estate are more likely to earn higher gross income from real estate compared to those with less active years.

- The number of respondents' active years in real estate and their education level are significantly associated with the extent to which they think that the fees they pay to their associations, local boards, and MLS are reasonable for the level of services they receive. In general, respondents with more active years in real estate and lower levels of education are more likely to regard the fees they pay for the level of services they receive as reasonable.

- The number of respondents' active years in real estate and their education level are significantly associated with the extent to which they think that the fees they pay to renew their licenses every two years are reasonable. In general, there is a significant variation in individual opinion on reasonability of fees paid to renew the licenses among respondents with different numbers of active years in real estate. In addition, respondents with lower levels of education are more likely to view the fees they pay to renew their licenses as reasonable.

- The number of respondents' active years in real estate and their education level are significantly associated with the extent to which they think that the number of continuing education hours required to renew their licenses every two years is appropriate. Overall, there is a significant variation in individual opinion on appropriateness of number of continuing education hours required to renew the license among respondents with different numbers of active years in real estate. In addition, respondents with lower levels of education are more likely to view the number of continuing education hours required to renew their licenses as appropriate.

I. OBJECTIVE

The Texas Real Estate Commission (TREC),[1] in cooperation with the Real Estate Center at Texas A&M University contacted the Hobby School of Public Affairs at the University of Houston to conduct the 2016 survey of licensed Texas real estate service providers. The purpose of the survey is to provide the Commission insights into the status and needs of the agency's license holders. The Commission plans to update the survey every four years.

II. METHOD OF ANALYSIS

The questionnaire was designed by the representatives of the Texas Real Estate Commission and the Real Estate Center at Texas A&M University, and personnel of Hobby School of Public Affairs at the University of Houston. The data collection and analysis was completed by the Hobby School of Public Affairs. Web surveys of license holders were programmed and conducted by the Hobby School of Public Affairs' Survey Research Institute (SRI)[2] from November 1st to December 9th, 2016. The surveys were administered using Computer Aided Web Interviewing (CAWI) software by Voxco[3], a global provider of web interviewing software. The survey design used is a paging system, which minimizes scrolling and is frequently recommended for longer surveys.[4]

The Texas Real Estate Commission announced the survey to the licensed holders in its news release, with the link to the web survey provided by SRI. The Texas Real Estate Commission also posted the survey announcement on its social media sites with weekly reminders after the launch of the survey. In addition, the Real Estate Center at Texas A&M University also included the survey announcement in its Real Estate Center Online News (RECON) immediately after the launch.

A total of 6,914 respondents answered the survey. The survey's response rate is 4.9 percent.[5] Its margin of sampling error is +/- 1.18 percentage points at the 95 percent confidence level.[6]

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[1] See http://www.trec.texas.gov/.
[2] See http://www.uh.edu/class/hobby/cpp/polling/.
[3] See www.voxco.com.
[4] Couper, Mick P. Designing Effective Web Surveys. New York: Cambridge Press, 2008.
[5] Response rate calculations are found on pages 249 to 252 in Appendix B. We send out the survey to 142,542 license holders based on the data from the TREC (i.e., brokers: 33,375; sales agents: 98,029, appraisers: 6,048; inspectors: 3,051; and Right of Way agents: 2,039). However, the actual response rate and other rates cannot be truly calculated accurately since some respondents may hold more than one license. Therefore, the resulting response rate represents a conservative estimate.
[6] For information about margin of sampling error, see the explanation by the American Association of Public Opinion Research at http://www.aapor.org/Education-Resources/Election-Polling-Resources/Margin-of-Sampling-Error-Credibility-Interval.aspx.

An analysis of the survey responses of the survey questions is found in the following section, including single variable frequency analysis and cross tabulation analysis. The survey questionnaire is included in the appendix. Beginning on page 237, Appendix A contains the survey instrument.

The individuals who worked on this study are listed in alphabetical order:

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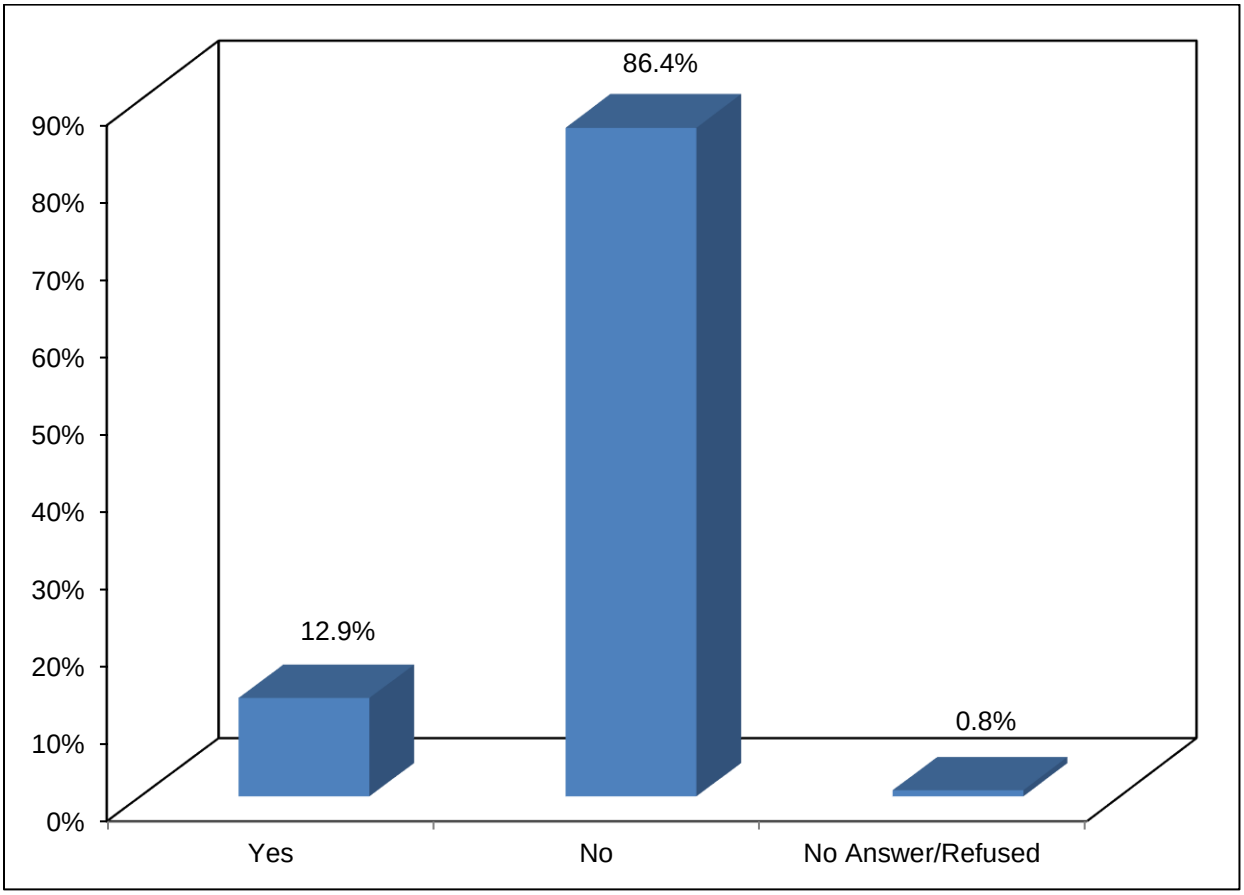
III. FINDINGS

Table 1. TREC Licenses Currently Held by Respondents

Types of Reasons	Yes	No
Broker (N=6914)	2406 (34.8%)	4508 (65.2%)
Sales Agent (N=6914)	4004 (57.9%)	2910 (42.1%)
Appraiser (N=6914)	368 (5.3%)	6546 (94.7%)
Inspector (N=6914)	357 (5.2%)	6557 (94.8%)
Right-of-Way Agent (N=6914)	39 (0.6%)	6875 (99.4%)

While 142542 respondents are invited to participate in the survey, only 6914 of them accessed the survey. Table 1 reports what TREC Licenses respondents currently hold in Texas. More than half of respondents (57.9 percent) possess the sales agent licenses, whereas slightly more than one-third of respondents (34.8 percent) hold the broker licenses. By contrast, only 39 respondents (0.6 percent) own the Right of Way agent licenses. The average number of licenses held by respondents is 1.04 and the maximum of licenses held by respondents is 3. Specifically, among 6914 respondents, 6656 of them simply have one license, whereas 256 respondents have two licenses and 2 respondents have 3 licenses. Therefore, there are a total of 7174 responses in Table 1.

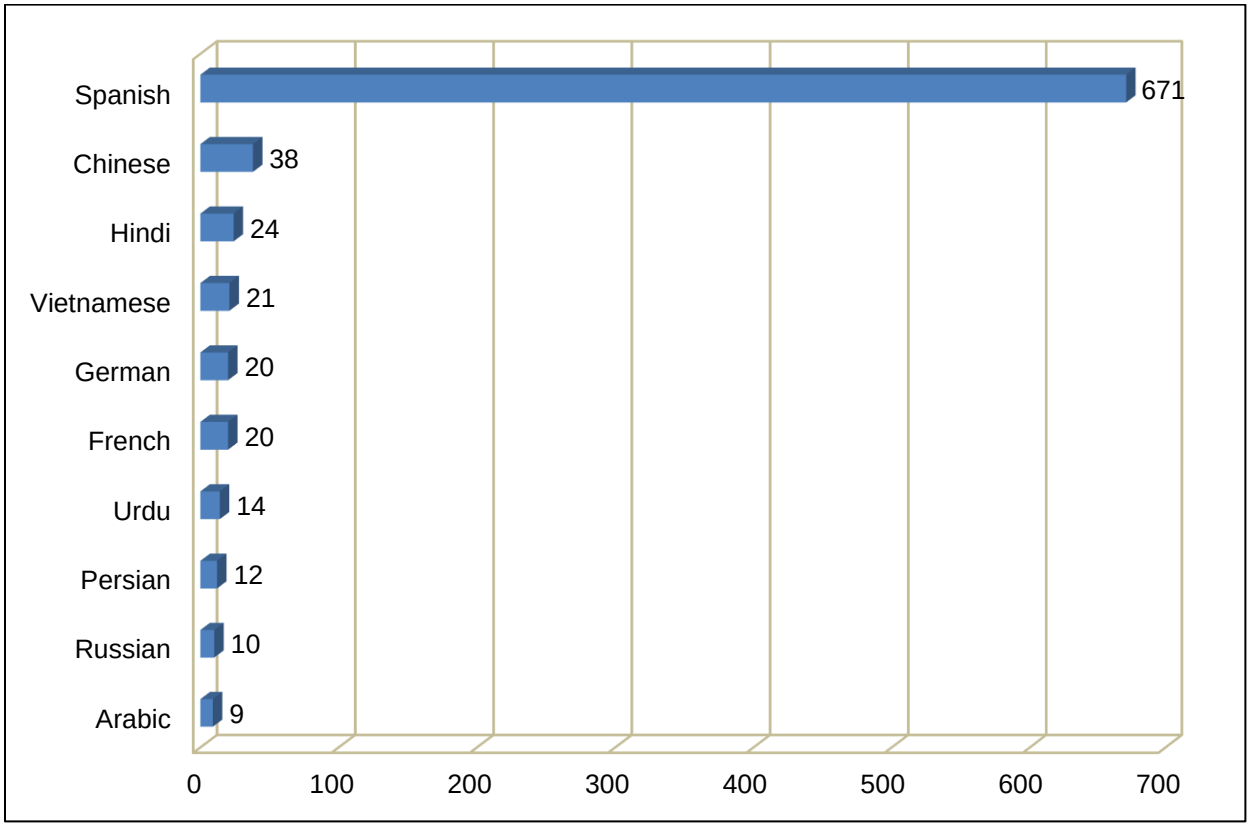
Figure 1. Conduct Business in a Language Other Than English



N=6914

Figure 1 presents that slightly more than one-tenth of respondents (12.9 percent) conduct a percentage of their business in a language other than English. The absolute majority of respondents (86.4 percent) only use English for their business.

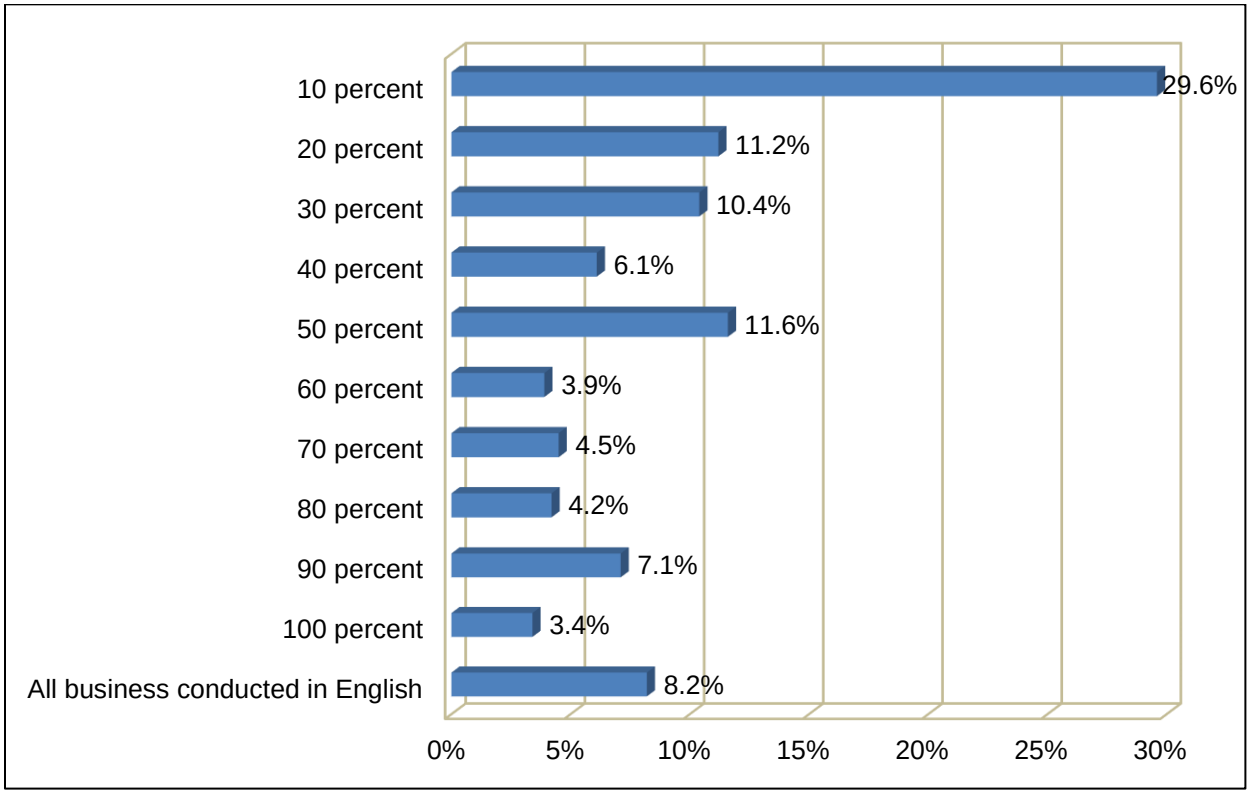
Figure 2. Languages Other Than English Used to Conduct Business



N=892

A total of 892 respondents conduct their business in a language other than English and they are requested to provide the information about the languages they use for their business. Figure 2 shows the ten most used languages. Since respondents might use more than one foreign language, the total frequency is more than 892. As shown in Figure 2, Spanish is the most widely used language other than English. Specifically, 671 out of 892 respondents use Spanish to conduct their business, and the number is obviously more than the use of the other languages. Hispanics now comprise almost 40 percent of the population in Texas, so it is not surprising to find that people working in the real estate profession use Spanish to conduct their business. Besides, Chinese and Hindi are the second and third most widely used languages by respondents. Please see Appendix B for the list of languages used by respondents other than English.

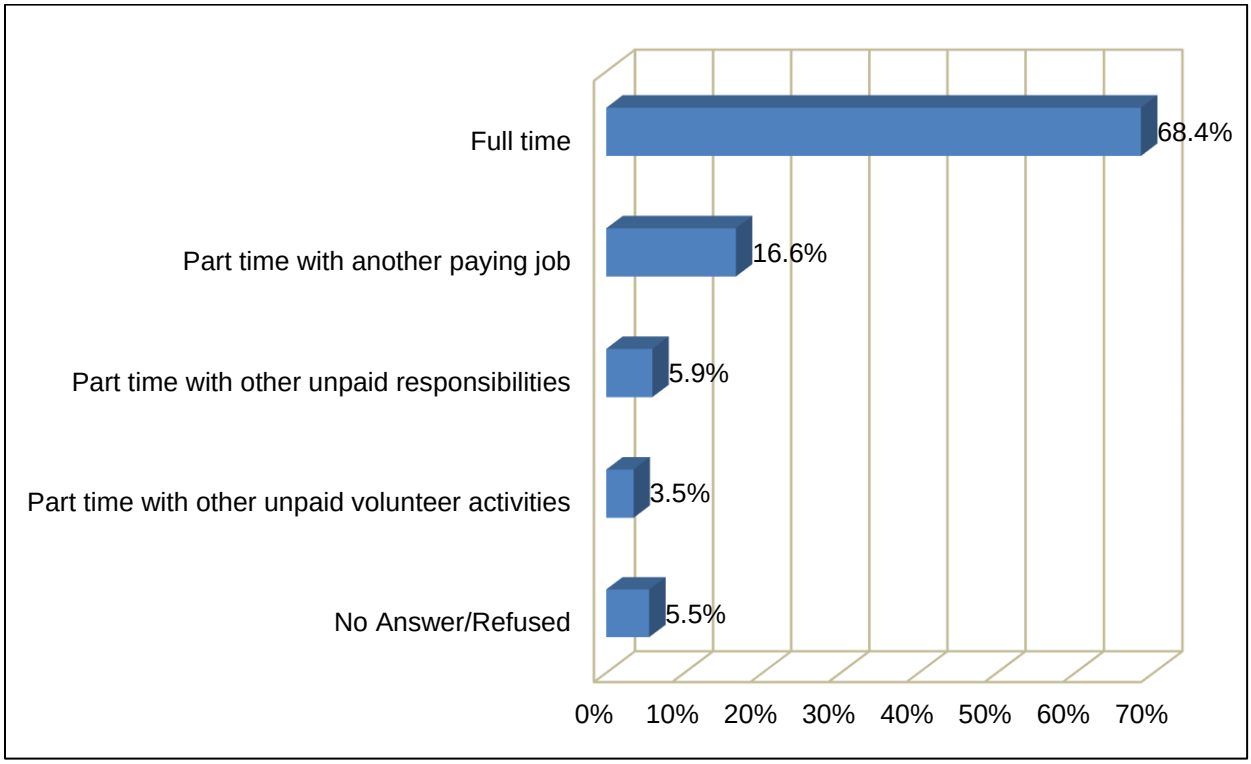
Figure 3. Percentage of Business Conducted in a Language Other Than English



N=892

The 892 respondents are further asked to indicate the percentage of their business conducted in a language other than English. Figure 3 presents that nearly three-tenths of respondents (29.6 percent) conduct 10 percent of their business in a language other than English, whereas only 3.4 percent of respondent conduct all their business in a language other than English. Although these respondents are supposed to use a language other than English to conduct their business, 8.2 percent of respondents still say that all their business is conducted in English.

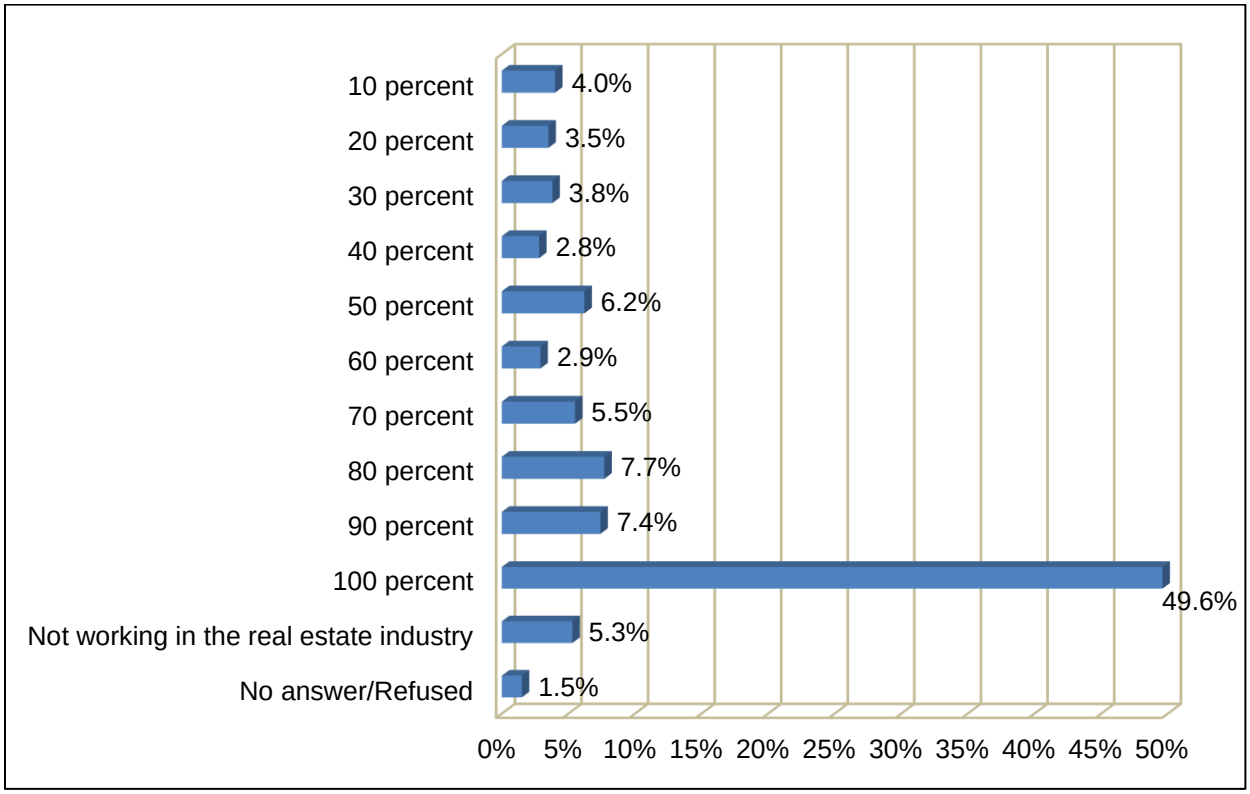
Figure 4. Self-Identification of Employment Status



N=6914

Figure 4 reports respondents' employment status. Slightly more than two-thirds of respondents (68.4 percent) work full time and about one-fourth of respondents (26.0 percent) work part time.

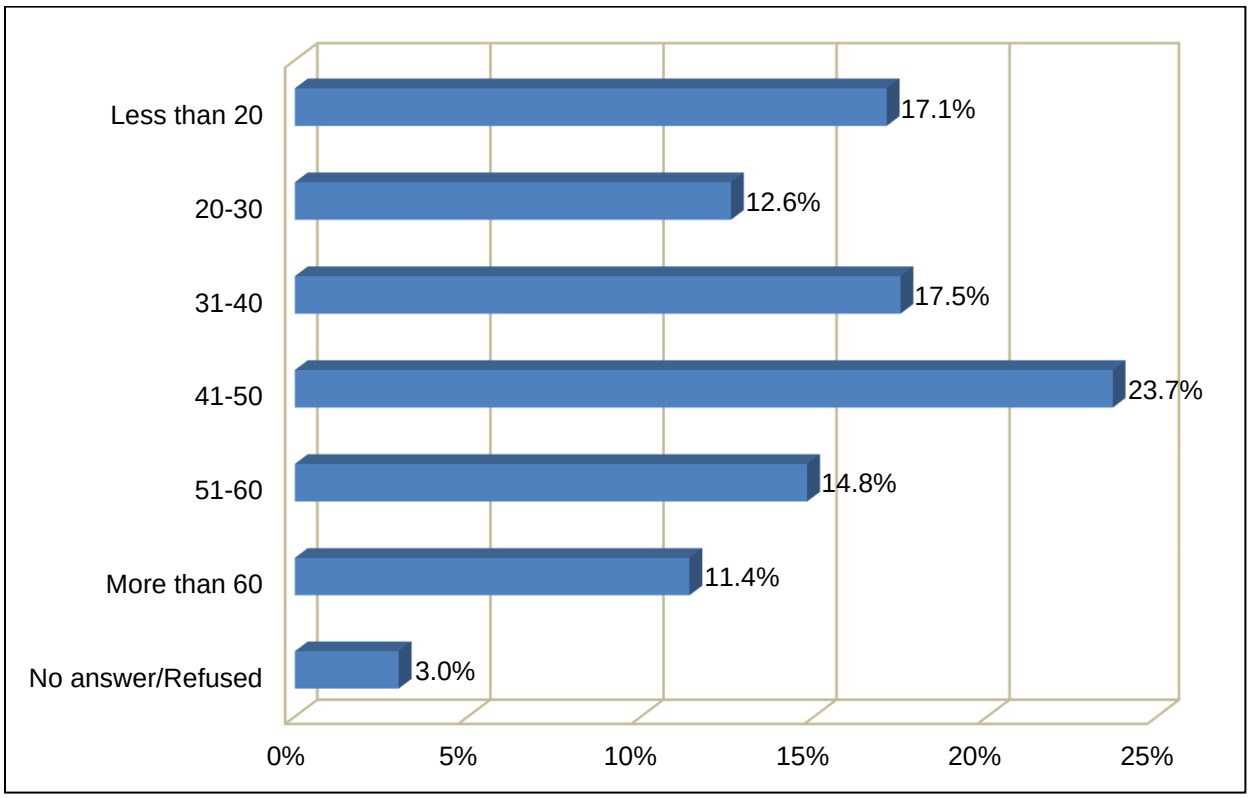
Figure 5. Percentage of Efforts Spent on Real Estate Career



N=6914

Figure 5 demonstrates the percentage of efforts that respondents spend on their real estate career. Almost half of respondents (49.6 percent) express that they focus 100 percent of their efforts on the real estate profession. By contrast, only one-fifth of respondents (20.3 percent) spend 50 percent or lower of their efforts on their real estate career.

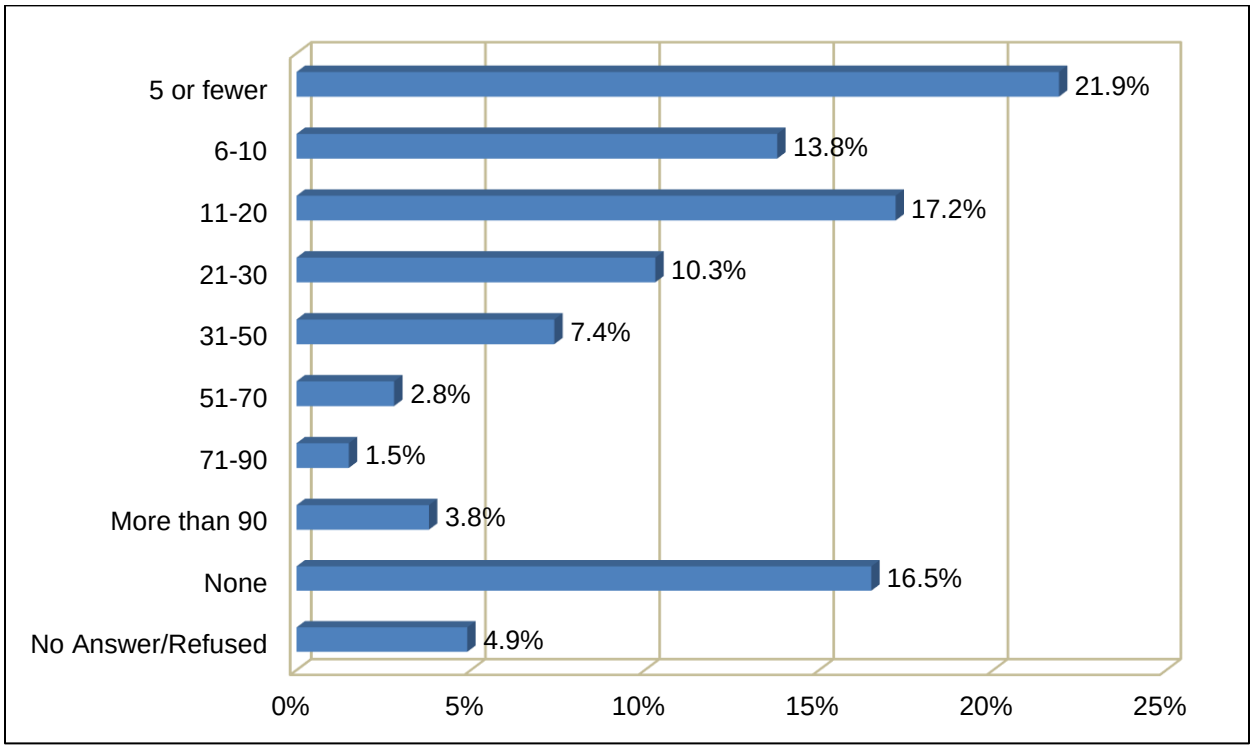
Figure 6. Hours Per Week to Spend on Real Estate



N=6914

Figure 6 indicates the number of hours that respondents spend per week on their real estate business. Slightly less than one-fourth of respondents (23.7 percent) spend 41 to 50 hours per week on the real estate business, whereas 26.2 percent of respondents spend more than 50 hours per week on the real estate business. Besides, only 17.1 percent of respondents spend less than 20 hours per week on the real estate business.

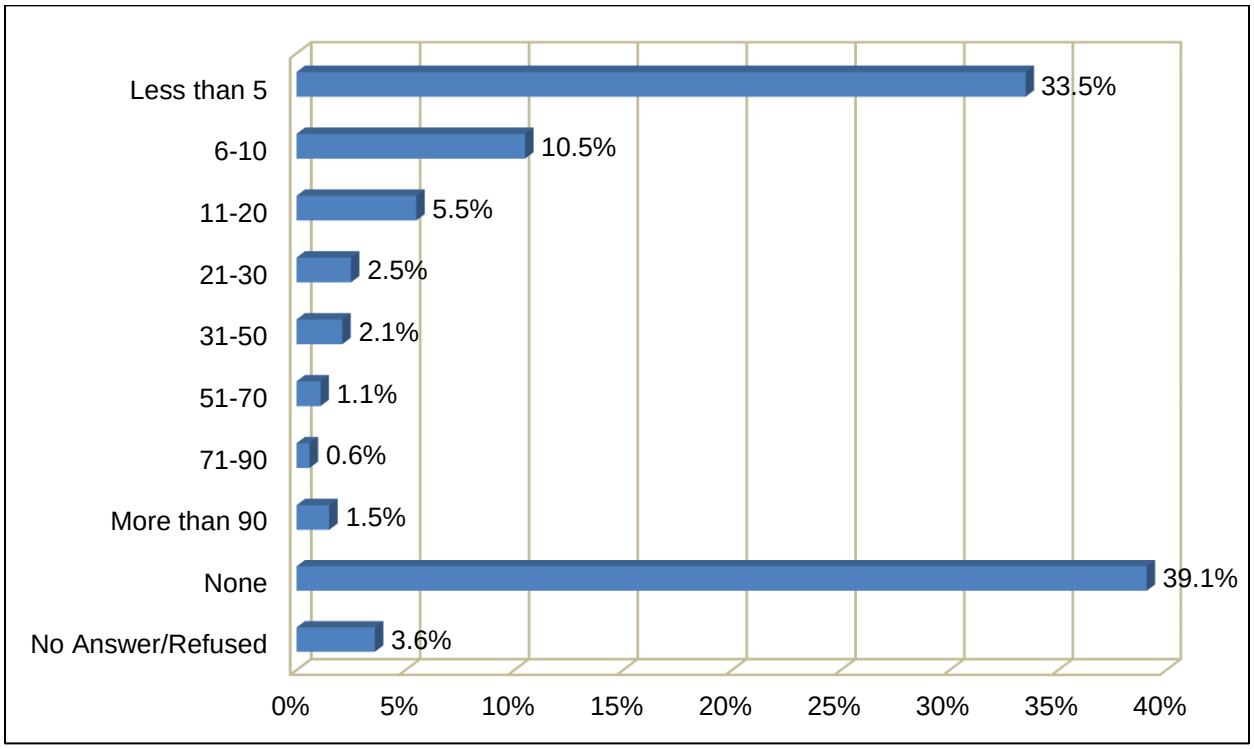
Figure 7. Number of Separate Purchase/Sales Transactions Respondents Were Involved with Last Year



N=6914

Figure 7 reports the number of separate purchase or sales transactions that respondents were involved with last year. Slightly more than one-third of respondents (35.7 percent) were involved with 10 or fewer separate purchase or sales transactions last year. By contrast, only 8.1 percent of respondents were involved with more than 50 separate purchase or sales transactions last year. It is also noted that 16.5 percent of respondents were not involved with any separate purchase or sales transaction last year.

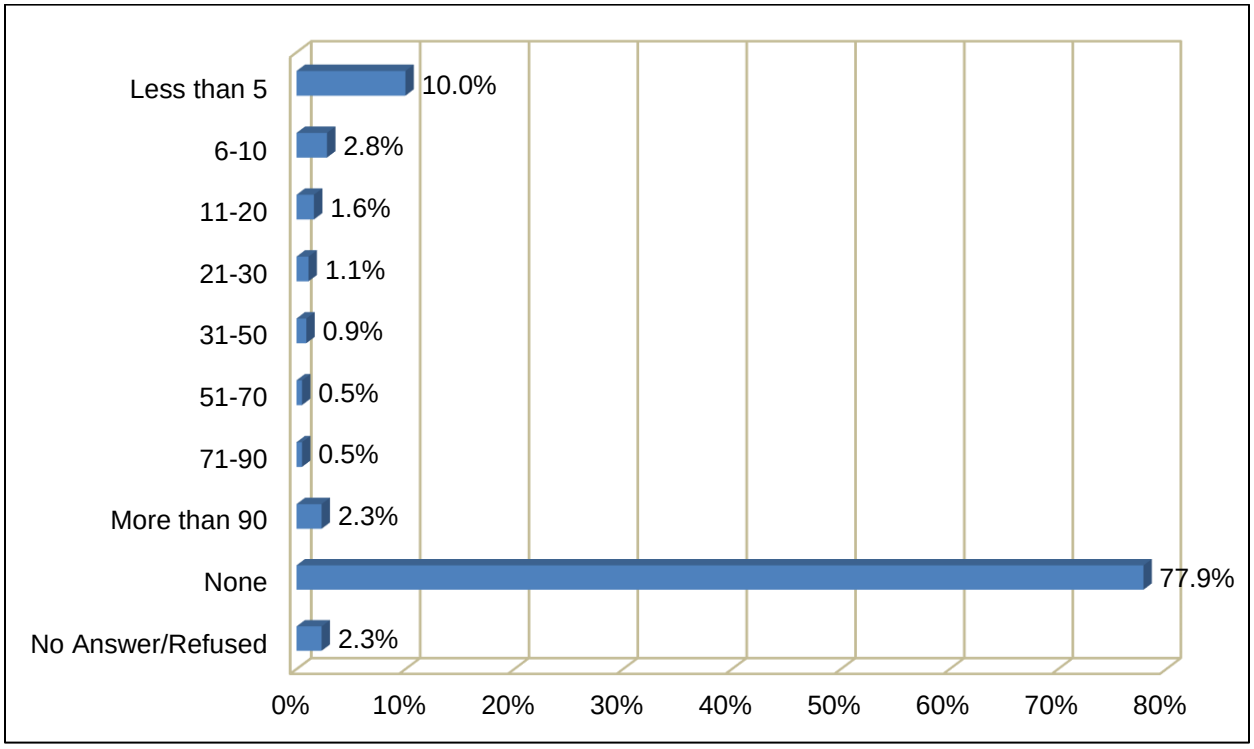
Figure 8. Number of Separate Leasing Transactions Respondents Were Involved in Last Year



N=6914

Figure 8 reports the number of separate leasing transactions that respondents were involved with last year. 44.0 percent of respondents were involved with 10 or fewer separate leasing transactions last year. By contrast, only 3.2 percent of respondents were involved with more than 50 separate leasing transactions last year. In addition, about two-fifths of respondents (39.1 percent) were not involved with any separate leasing transaction last year.

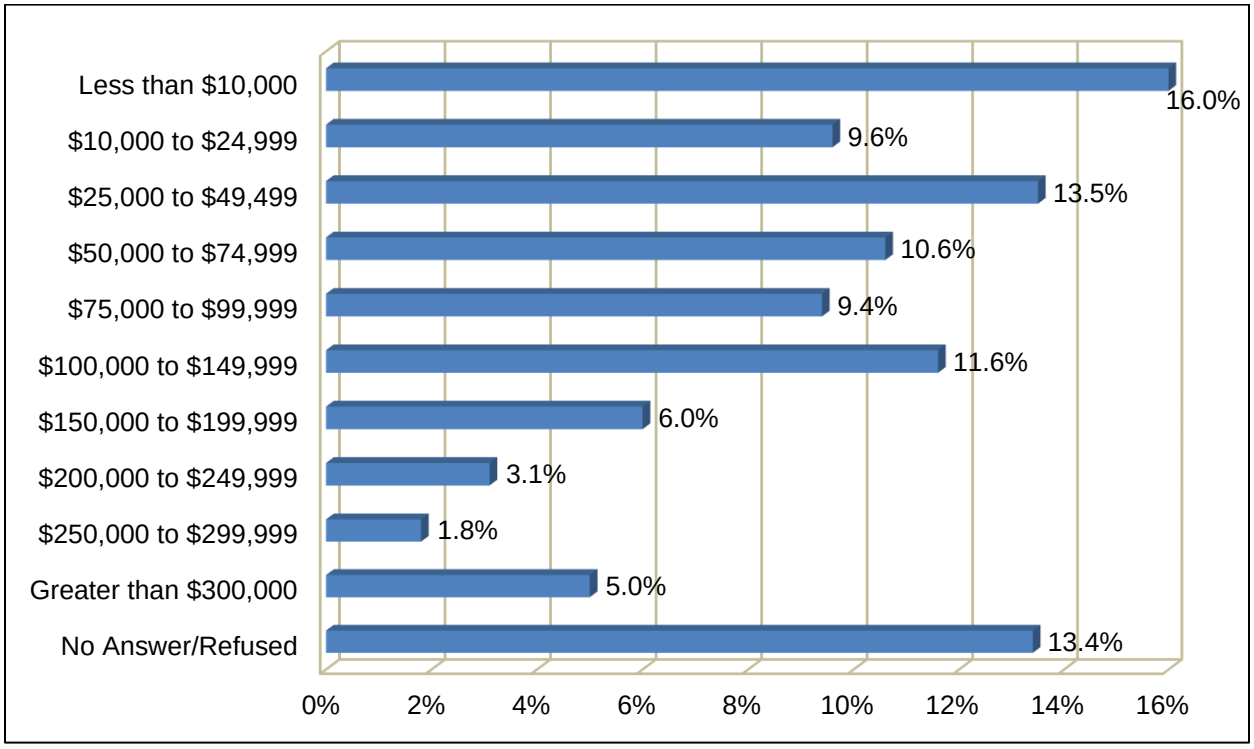
Figure 9. Number of Properties Respondents Managed for Others Last Year



N=6914

Figure 9 shows the number of properties that respondents managed for other people last year. The absolute majority of respondents (77.9 percent) did not perform property management for other people last year, whereas only 10.0 percent of respondents managed 5 or fewer properties for other people last year.

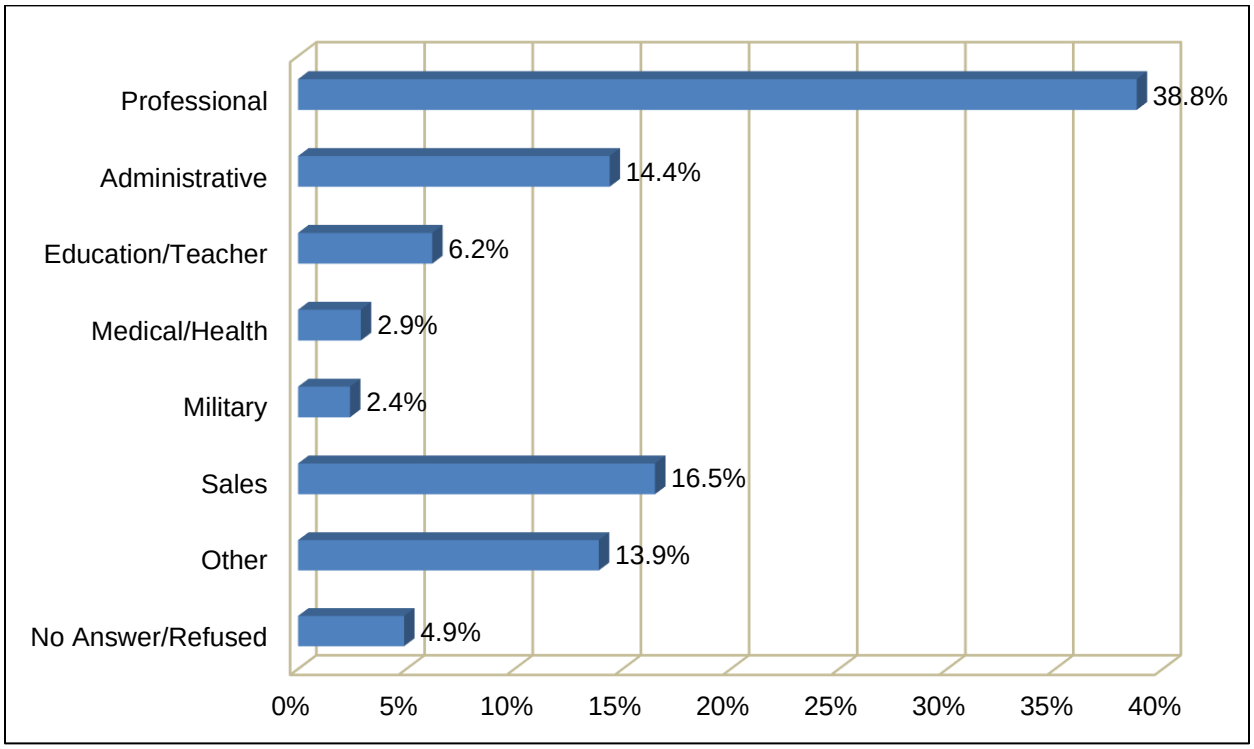
Figure 10. Respondents' Gross Income from Their Real Estate Career Last Year



N=6914

Figure 10 displays the gross income that respondents earned from their real estate business last year. About two-fifths of respondents (39.1 percent) earned less than $50,000 from their real estate business last year. By contrast, approximately one-tenth of respondents (9.9 percent) were able to earn more than $200,000 from their real estate business last year.

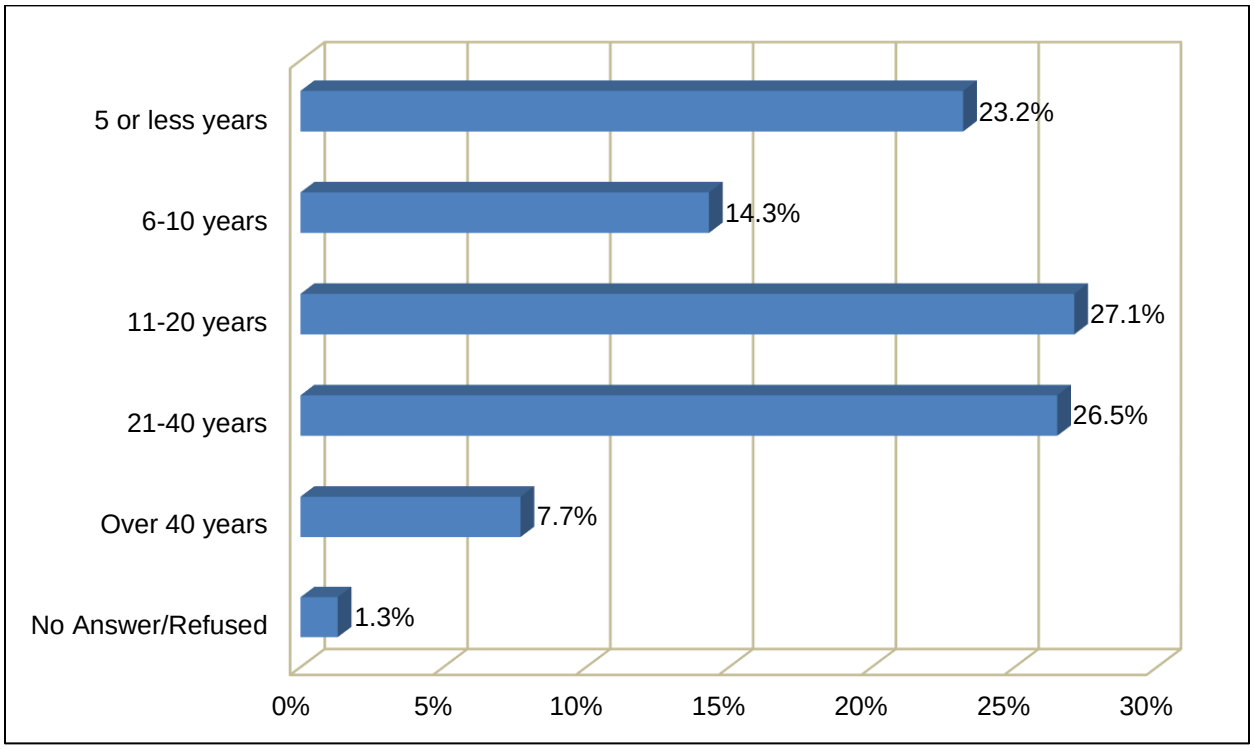
Figure 11. Respondents' Last Full-Time Career Before Entering Real Estate as a Career



N=6914

Figure 11 shows respondents' last full-time career before entering the real estate profession. Nearly two-fifths of respondents (38.8 percent) engaged in professional jobs before starting a career in real estate, whereas 14.4 percent respondents were employed in administrative positions before entering real estate as a career. 13.9 percent of respondents choose the answer option of "Other." Please see Appendix D regarding the detailed information about the "Other" answer. In particular, 2.7 percent of respondents started a career in real estate as a first choice, whereas 2.0 percent of respondents were full-time students before entering real estate as a career.

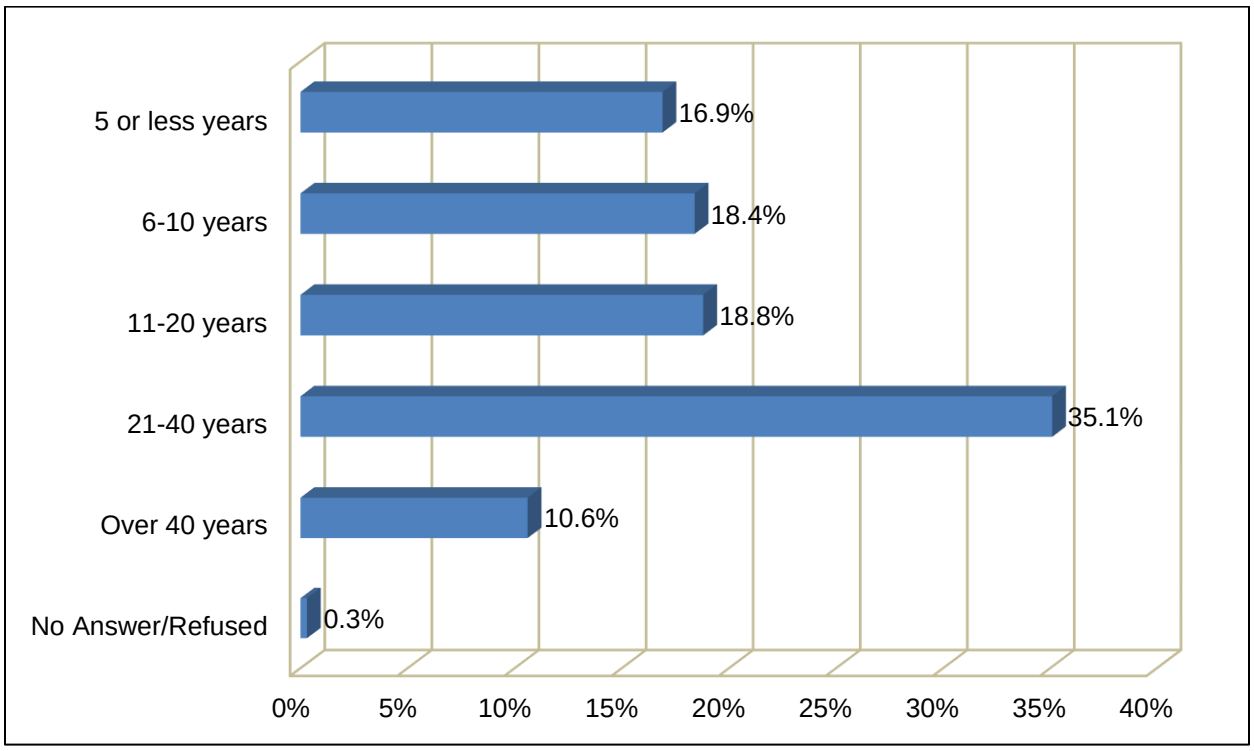
Figure 12. Number of Years Respondents Have Been Active in Real Estate in Any Capacity



N=6914

Figure 12 reports the number of years that respondents have been active in real estate. 37.5 percent of respondents have been active in real estate for 10 or less years, whereas slightly more than one-fourth of respondents have been active in real estate for 11 to 20 years (27.1 percent) and for 21 to 40 years (26.5 percent), respectively. Furthermore, only 7.7 percent of respondents have been active in real estate for more than 40 years.

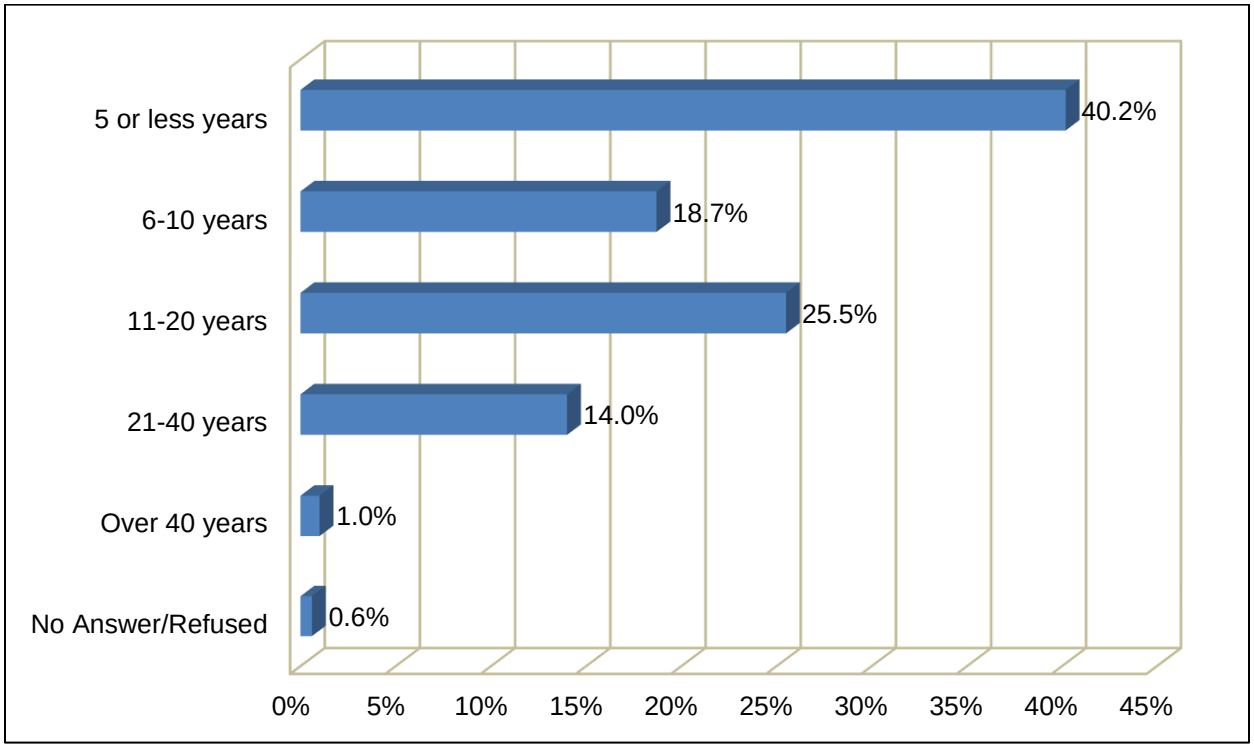
Figure 13. Number of Years Respondents Have Been Licensed as a Broker



N=2407

The respondents who currently hold the broker license are asked how many years they have been licensed as a broker. Figure 13 shows that slightly more than one-third of respondents (35.1 percent) have been licensed as a broker for 21 to 40 years, whereas about one-tenth of respondents (10.6 percent) have been licensed as a broker for more than 40 years.

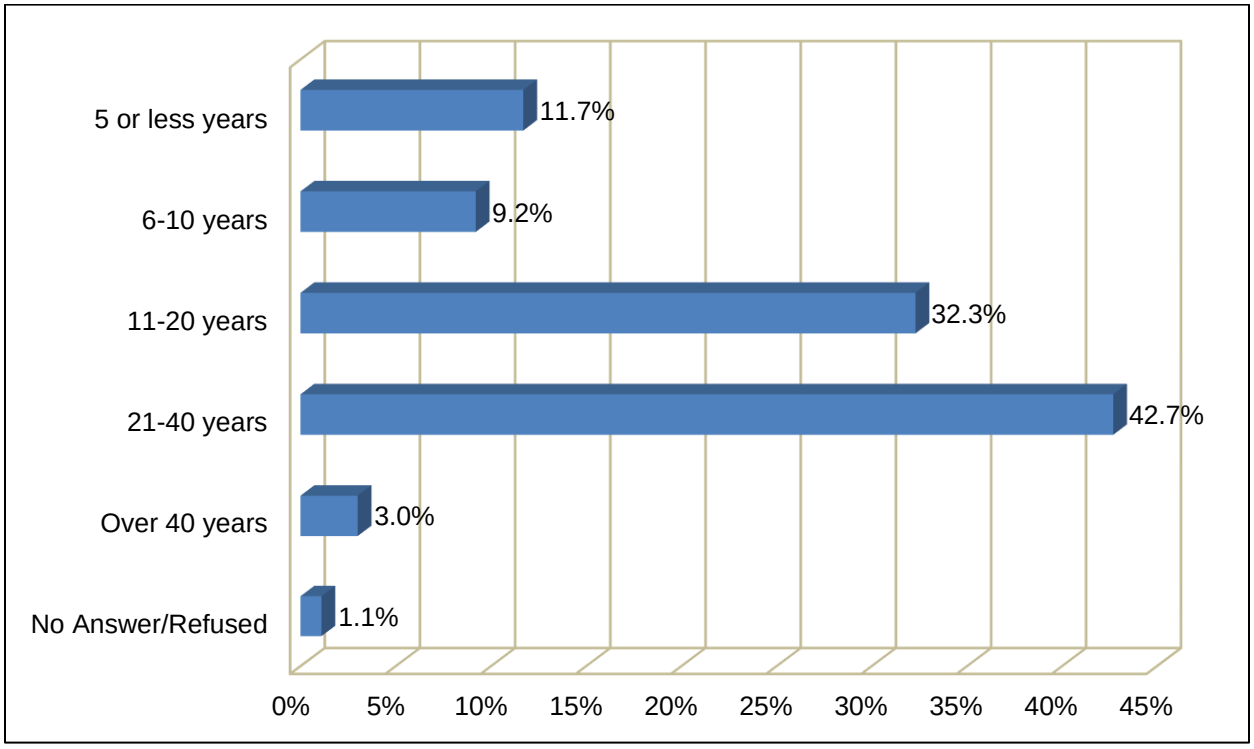
Figure 14. Number of Years Respondents Have Been Licensed as a Sales Agent



N=4005

The respondents who currently hold the sales agent license are asked how many years they have been licensed as a sales agent. Figure 14 presents that about two-fifths of respondents (40.2 percent) have been licensed as a sales agent for 5 or less years, whereas 15 percent of respondents have been licensed as a sales agent for more than 20 years.

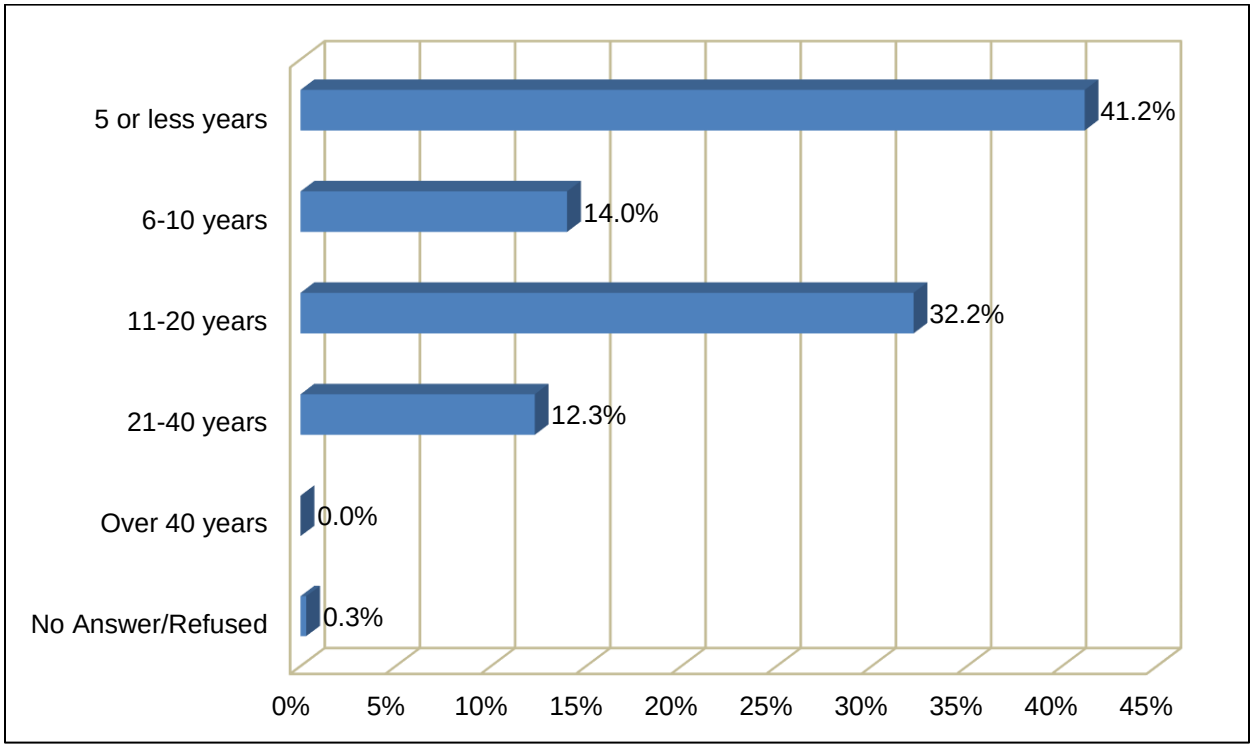
Figure 15. Number of Years Respondents Have Been Licensed as an Appraiser



N=368

The respondents who currently hold the appraiser license are asked how many years they have been licensed as an appraiser. Figure 15 reports that slightly more than two-fifths of respondents (42.7 percent) have been licensed as an appraiser for 21 to 40 years, whereas almost one-third of respondents (32.3 percent) have been licensed as an appraiser for 11 to 20 years.

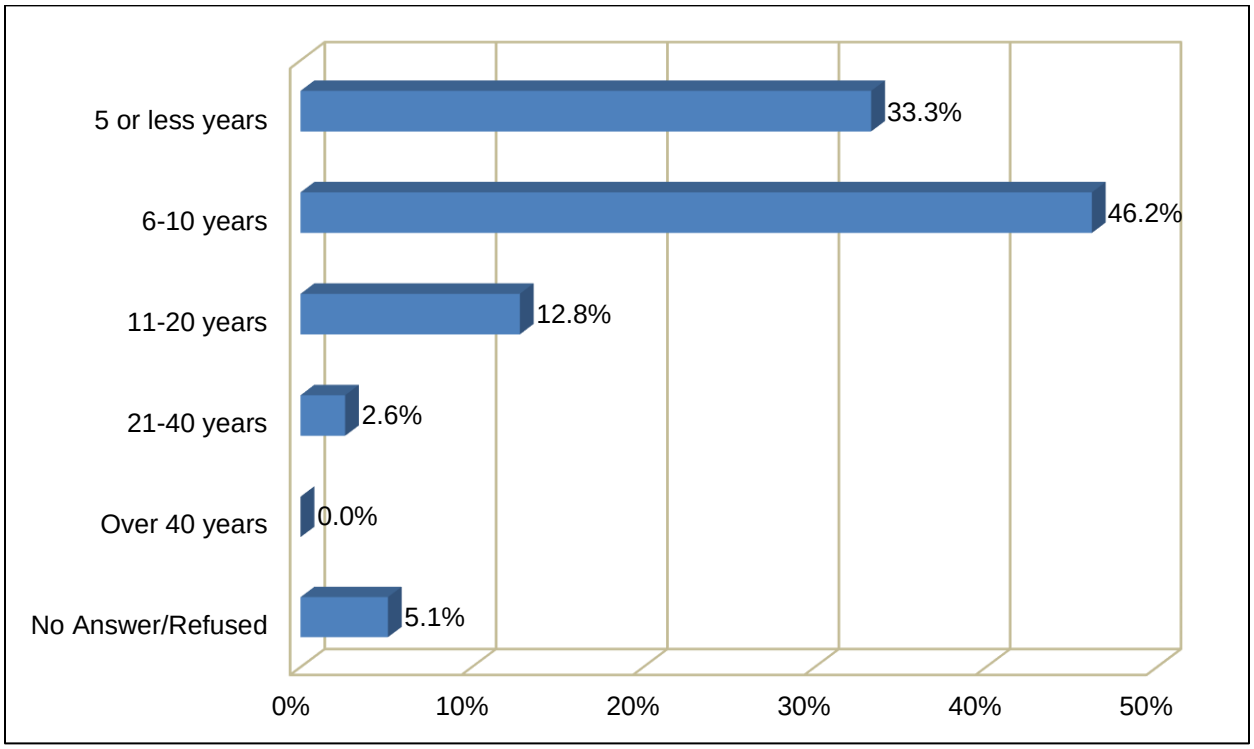
Figure 16. Number of Years Respondents Have Been Licensed as an Inspector



N=357

The respondents who currently hold the inspector license are asked how many years they have been licensed as an inspector. Figure 16 demonstrates that nearly one-third of respondents (32.2 percent) have been licensed as an inspector for 11 to 20 years, whereas slightly more than two-fifths of respondents (41.2 percent) have been licensed as an inspector for 5 or less years.

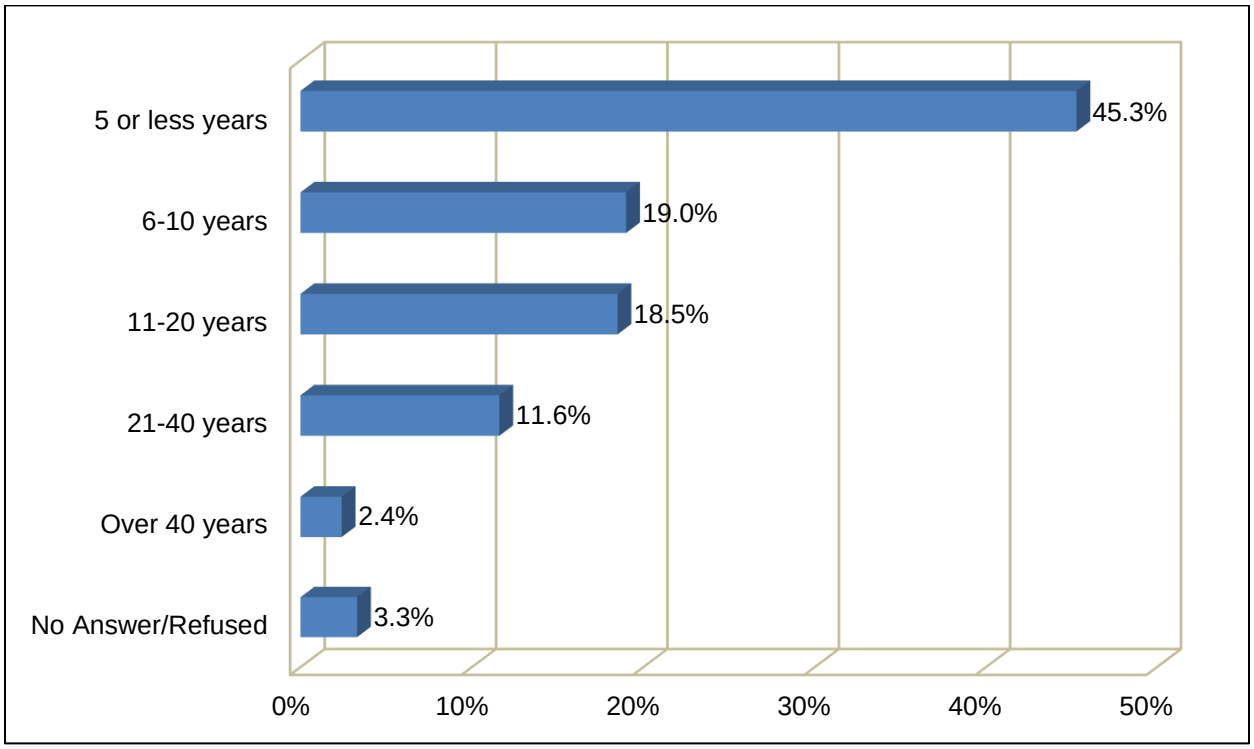
Figure 17. Number of Years Respondents Have Been Licensed as a Right-of-Way Agent



N=39

The respondents who currently hold the right-of-way agent license are asked how many years they have been licensed as a right-of-way agent. Figure 17 shows that the majority of respondent (46.2 percent) have been licensed as a right-of-way agent for 6 to 10 years, whereas one third of respondents (33.3 percent) have been licensed as a right-of-way agent for 5 or less years.

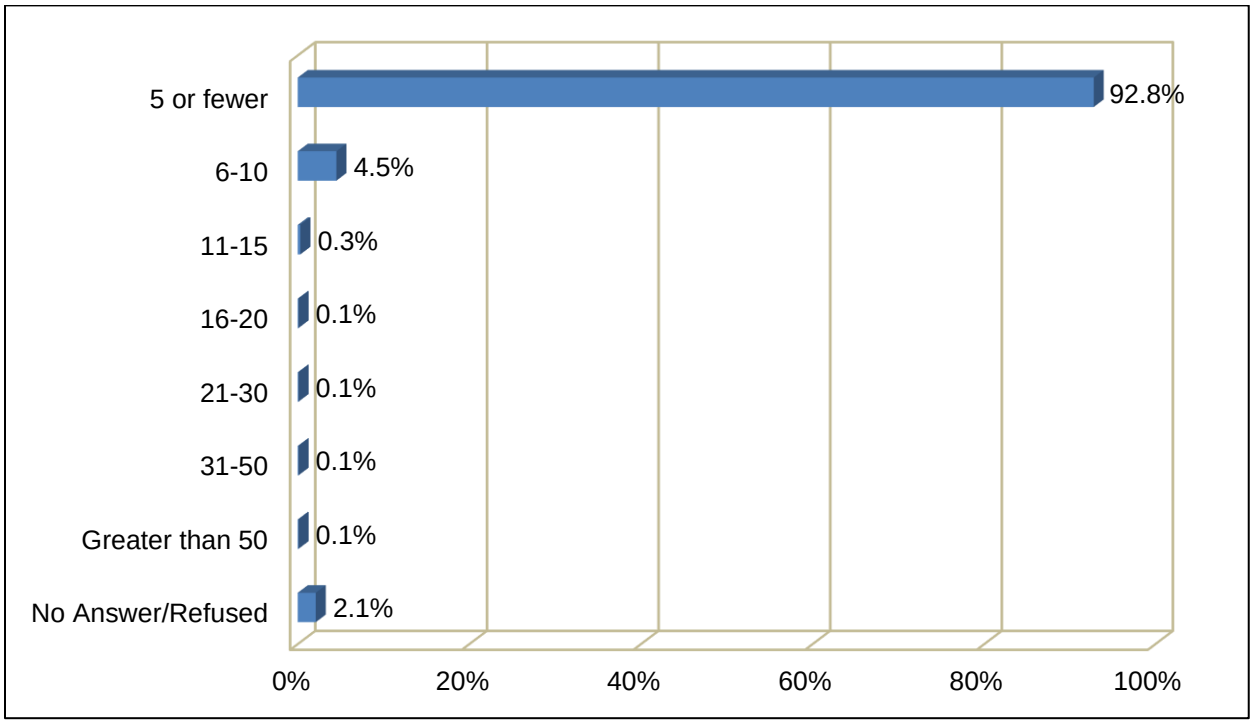
Figure 18. Number of Years Respondents Have Been With Their Current Companies/Firms



N=6914

The respondents are asked to point out how many years they have been with their current companies. Figure 18 presents that the majority of respondents (45.3 percent) have worked for their current companies for 5 or less years and only 14 percent of respondents have been with their current companies for more than 20 years.

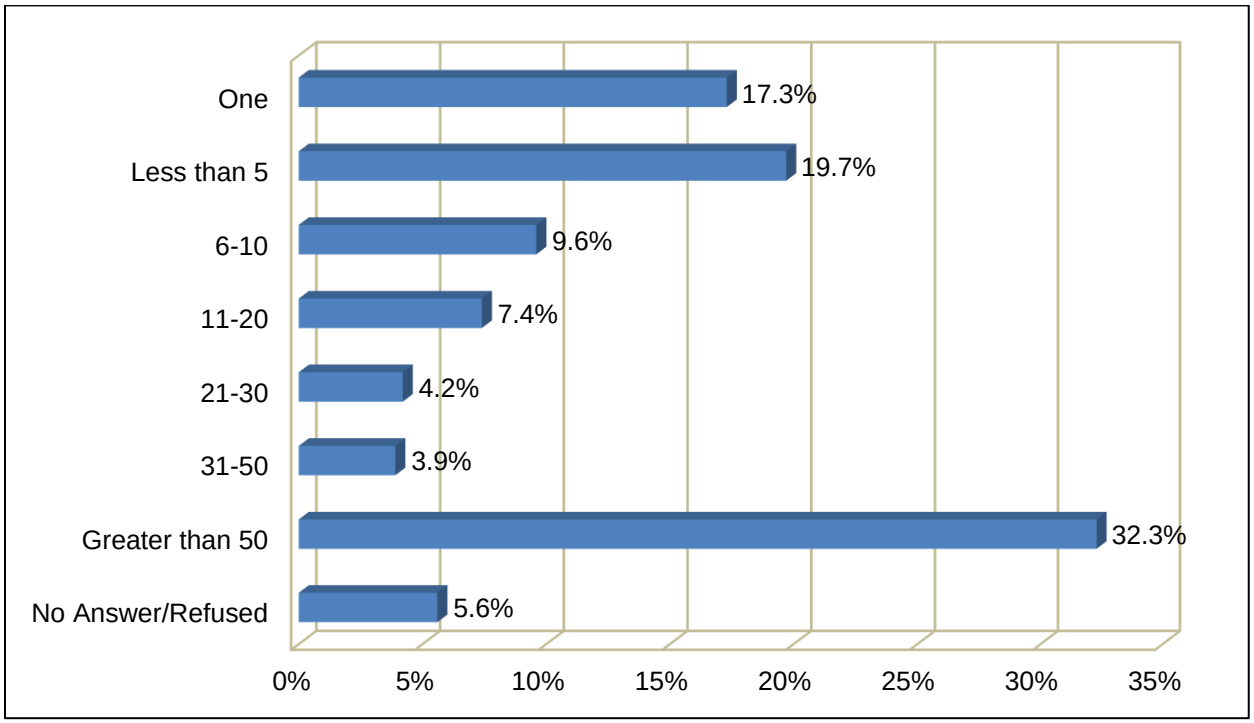
Figure 19. Number of Firms Respondents Have Been Affiliated with in Their Real Estate Career



N=6914

The respondents are asked to identify how many companies they have been affiliated with in their real estate career. Figure 19 demonstrates that slightly more than nine-tenths of respondents (92.8 percent) have been affiliated with 5 or fewer companies in their real estate career and very few respondents (0.7 percent) have been affiliated with more than 10 companies in their real estate career.

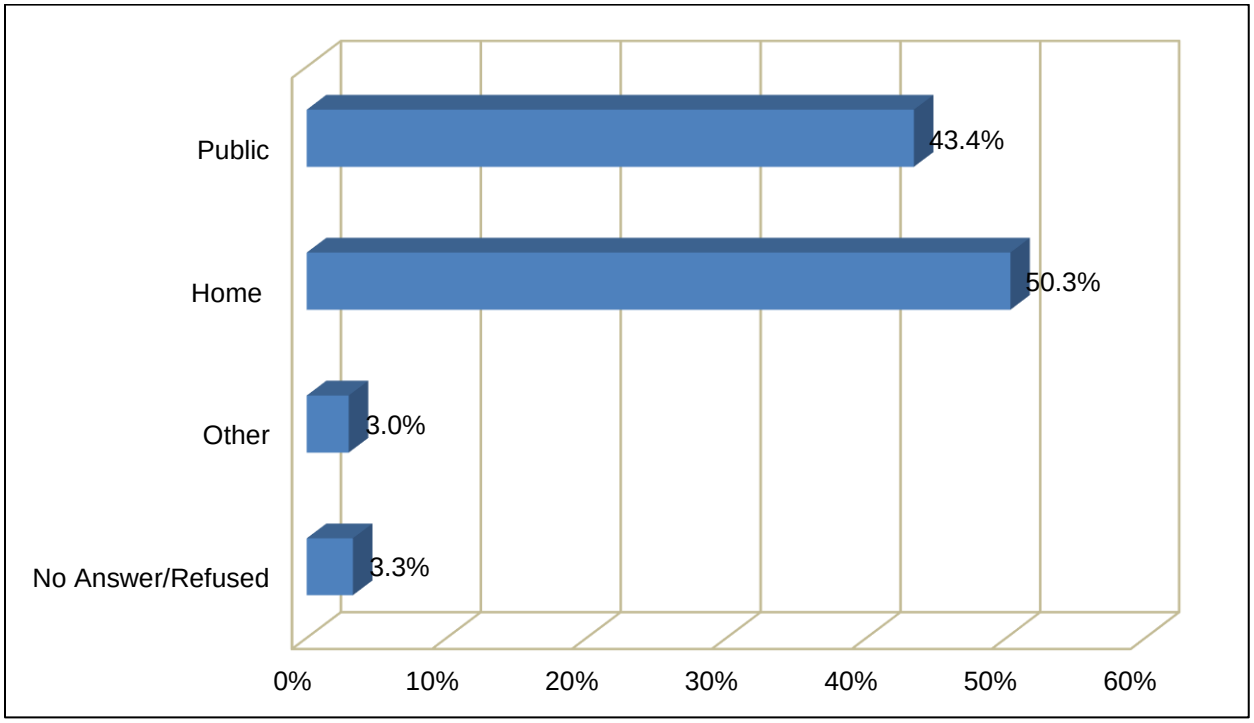
Figure 20. Number of License Holders Who Are with Respondents' Current Companies/Firms



N=6914

The respondents are asked to indicate how many license holders there are in their current companies. Figure 20 presents that nearly one-third of respondents (32.3 percent) have more than 50 license holders in their companies, whereas 37.0 percent of respondents have less than 5 license holders in their companies.

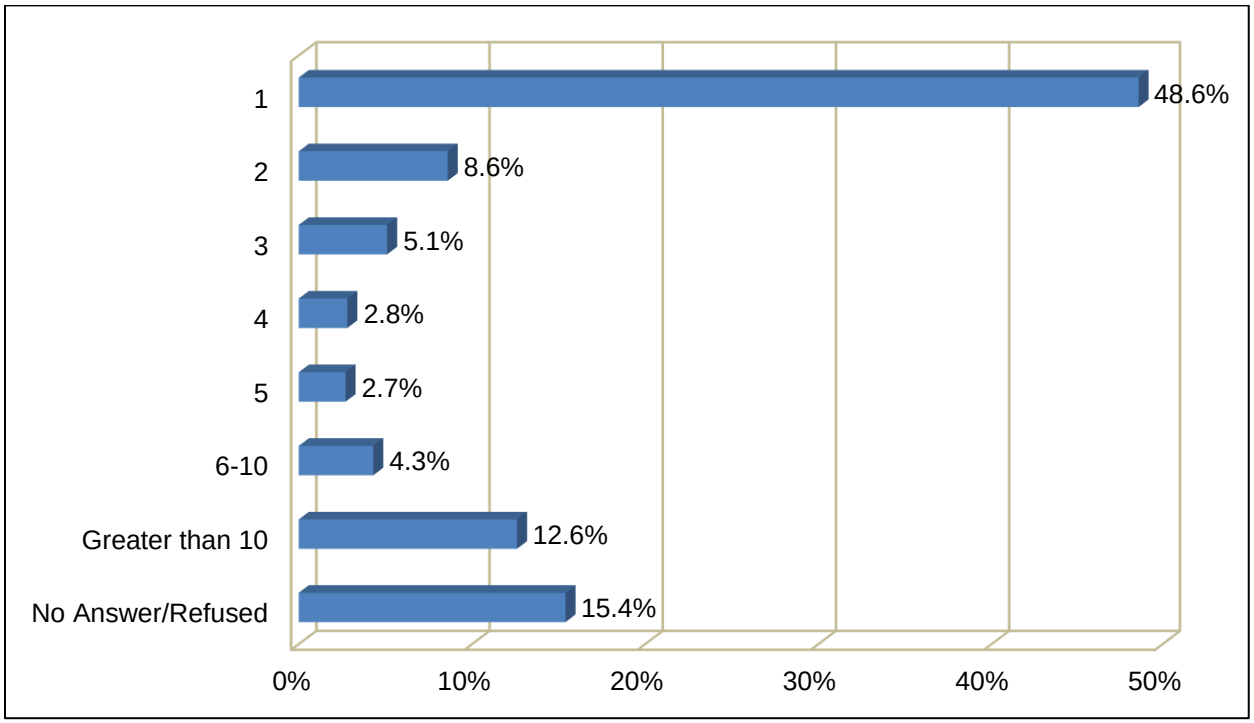
Figure 21. Maintain Primary Office in a Public Location or at Home



N=6914

Figure 21 shows whether the respondents maintain their primary office in a public location or in their home. As shown in Figure 21, approximately half of respondents (50.3 percent) maintain their primary office in their home. 3.0 percent of respondents provide the answer option of “Other.” Please see Appendix E for the detailed information about the “Other” answer. In particular, 124 out of 205 respondents who offer the “Other” answer mention that they maintain their primary office both in a public location and in their home.

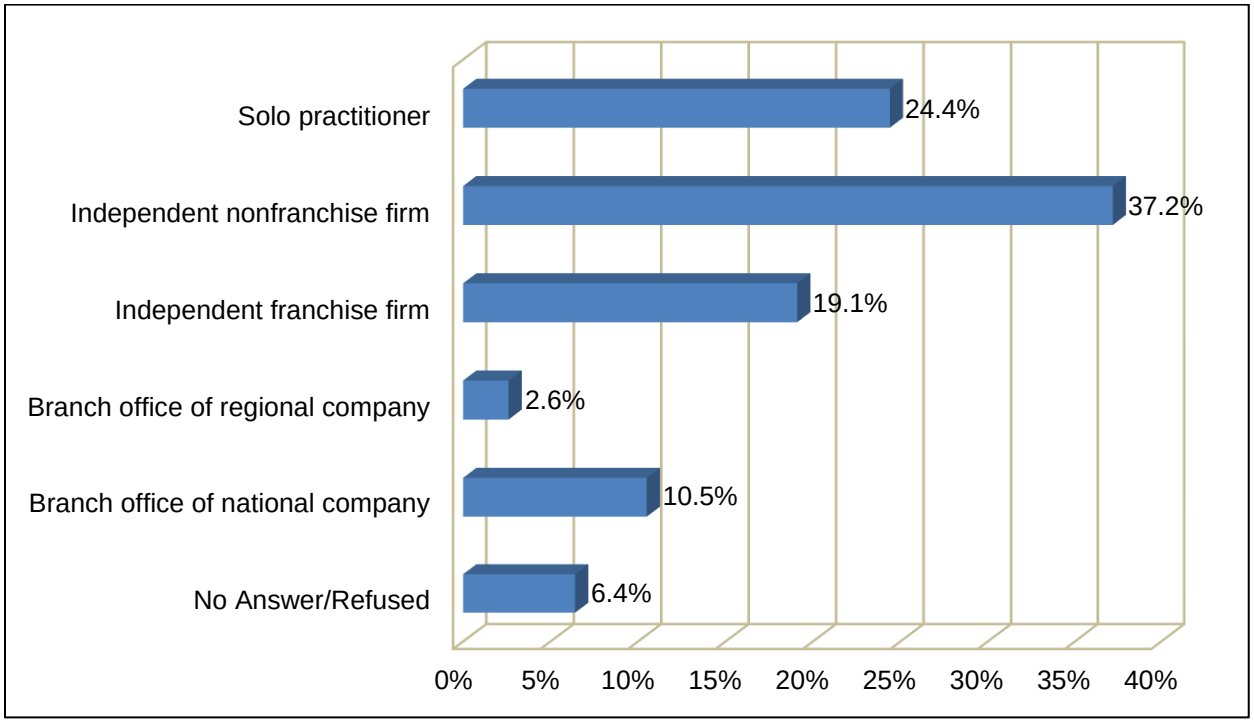
Figure 22. Number of Public Office Locations Respondents' Current Companies/Firms Have



N=6914

Figure 22 shows how many public office locations the respondents' current companies have. Almost half of respondents (48.6 percent) mention that their current companies have only one public office location, whereas 12.6 percent of respondents say that their current companies have more than 10 public office locations.

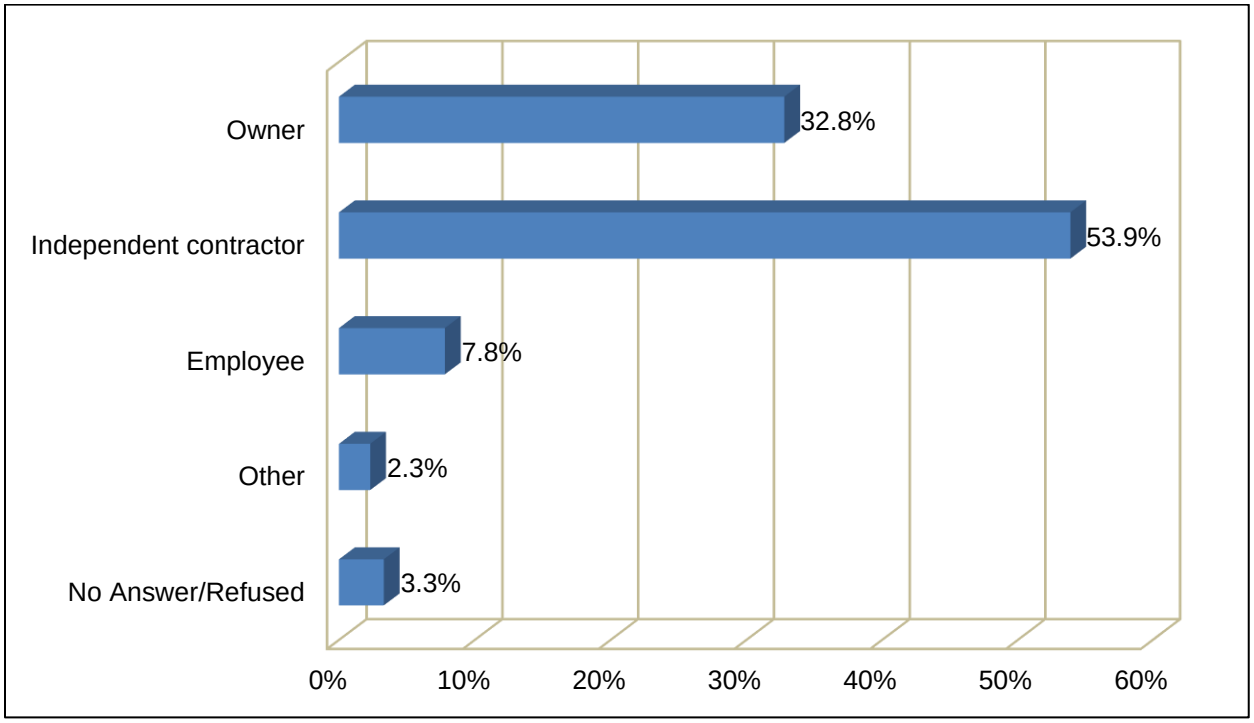
Figure 23. Types of Respondents' Companies/Firms



N=6914

The respondents are asked to identify the types of their current companies. Figure 23 presents that 37.2 percent of respondents identify their companies as independent franchise firms, whereas nearly one-fourth of respondents (24.4 percent) are solo practitioners. 13.1 percent of respondents identify their companies as either a branch office of regional company or a branch office of national company.

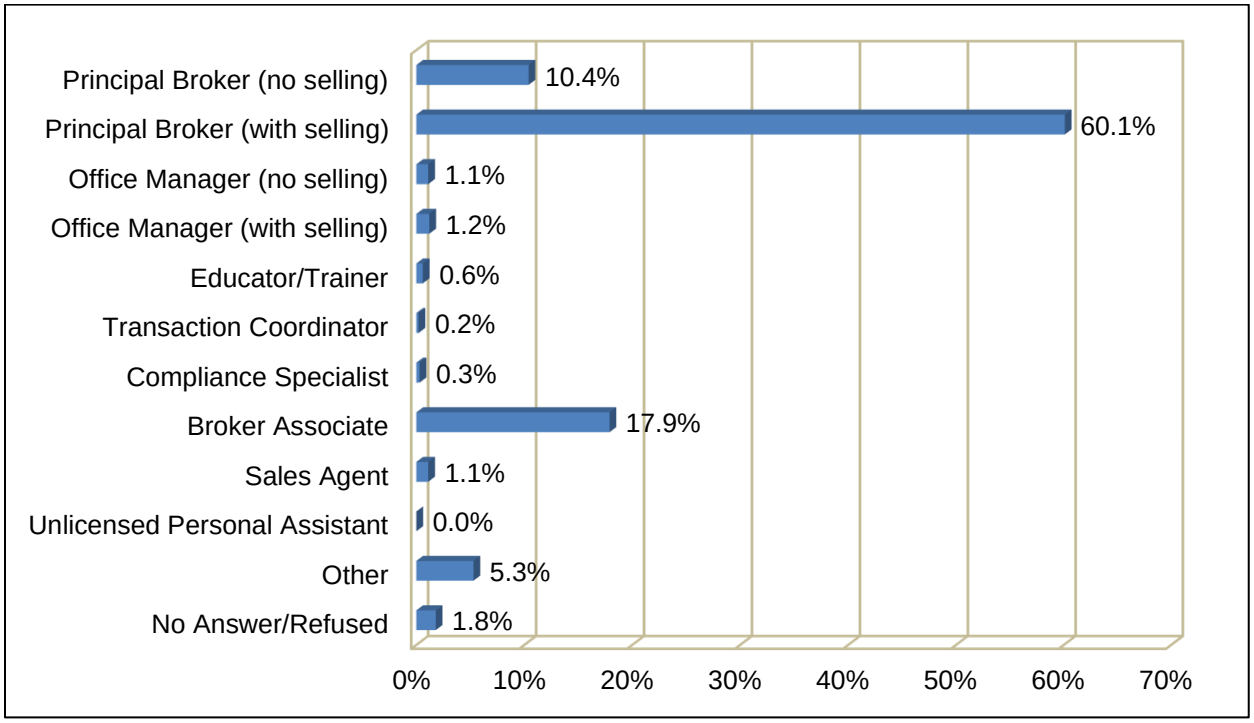
Figure 24. The Ways Respondents Are Affiliated with Their Firms



N=6914

The respondents are asked to indicate how they are affiliated with their current companies. Figure 24 reports that more than half of respondents (53.9 percent) are independent contractors, whereas almost one-third of respondents (32.8 percent) are the owners of the company. It is noted that 54.2 percent of respondents who self-identify as the owners are solo practitioners.

Figure 25. Roles Played by Respondents with a Broker License in Their Firms

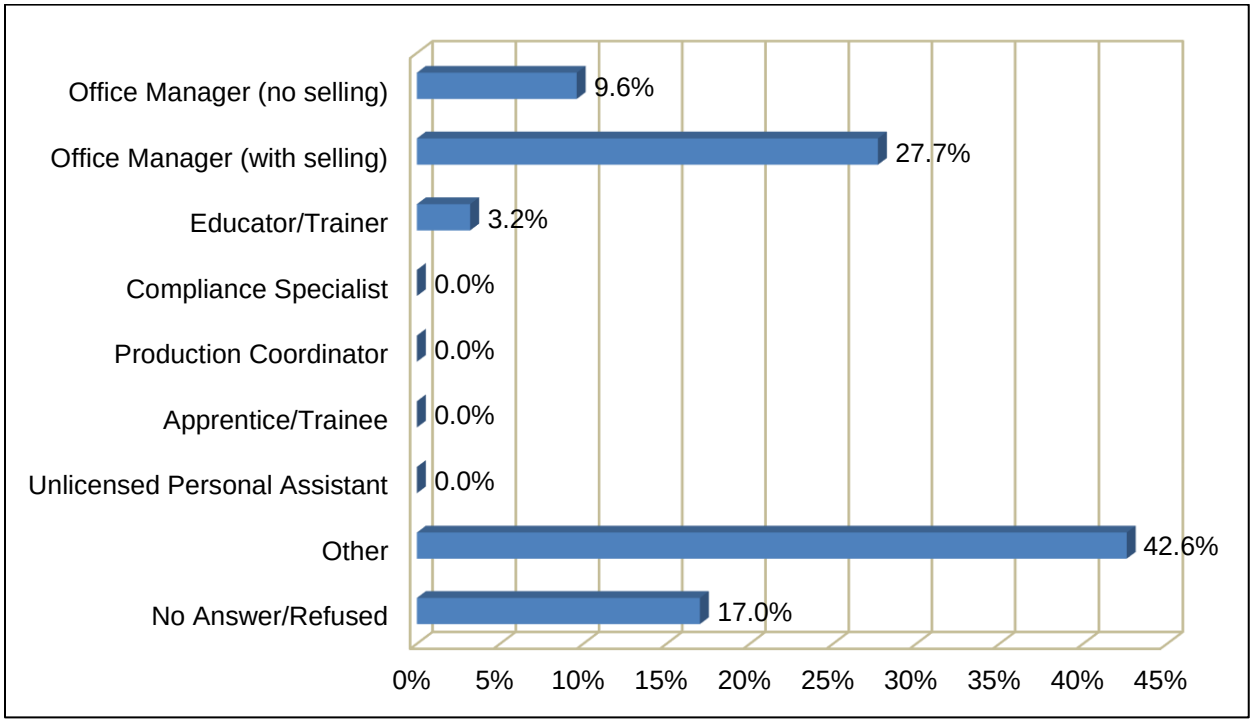


N=2406

Figure 25 shows the roles played by the respondents who currently have the broker license in their companies. About six-tenths of respondents are principal brokers with selling and 17.9 percent of respondents are broker associates. Besides, 5.3 percent of respondents offer "Other" answer and please see Appendix F for the detailed information about the "Other" answer. Specifically, 22 out of 127 respondents who provide the "Other" answer mainly serve as appraisers in their companies.[7]

[7] Due to a programming error, some respondents who have either the broker license or the sales agent license do not have access to this question.

Figure 26. Roles Played by Respondents with an Appraiser License in Their Firms

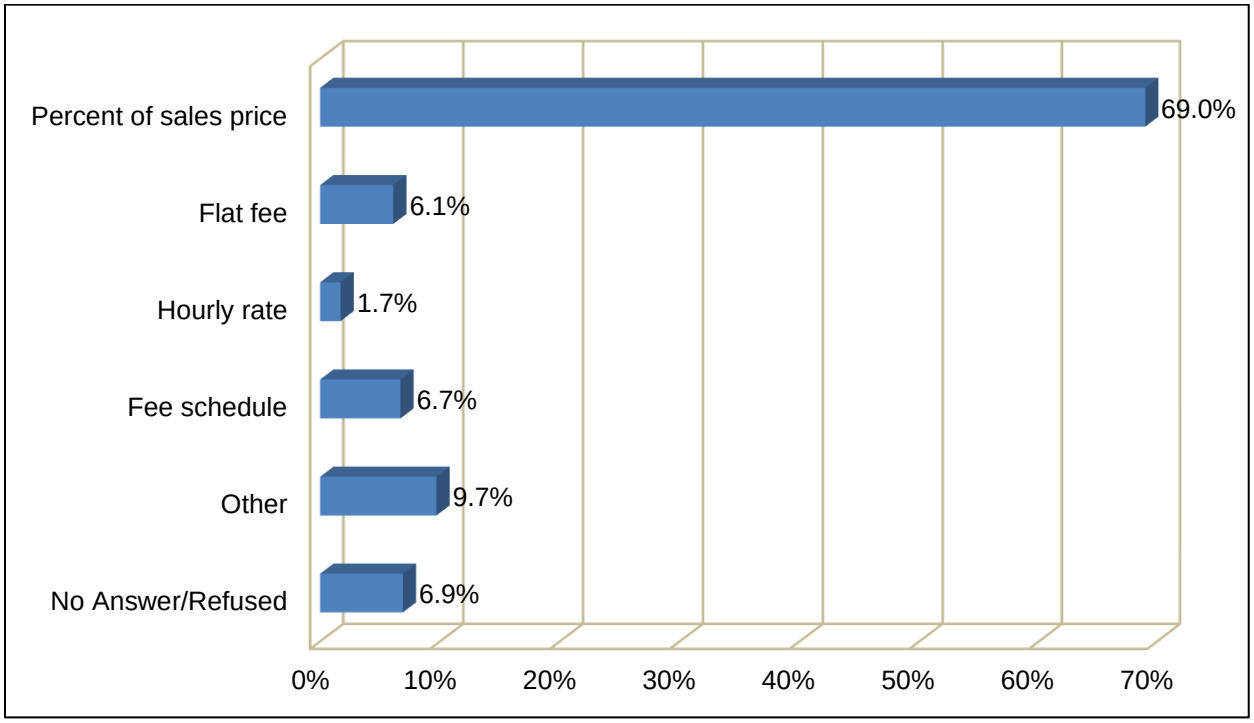


N=94

Figure 26 shows the roles played by the respondents who currently have the appraiser license in their companies. Slightly more than one-third of respondents (37.3) are office managers either without selling or with selling. In addition, 42.6 percent of respondents offer "Other" answer and please see Appendix G for the detailed information about the "Other" answer. In particular, 17 out of 40 respondents who provide the "Other" answer mainly serve as appraisers in their companies.[8]

[8] Due to a programming error, some respondents who have the appraiser license, the inspector license or the Right of Way agent license do not have access to this question.

Figure 27. The Ways Respondents Are Compensated for Their Work



N=6914

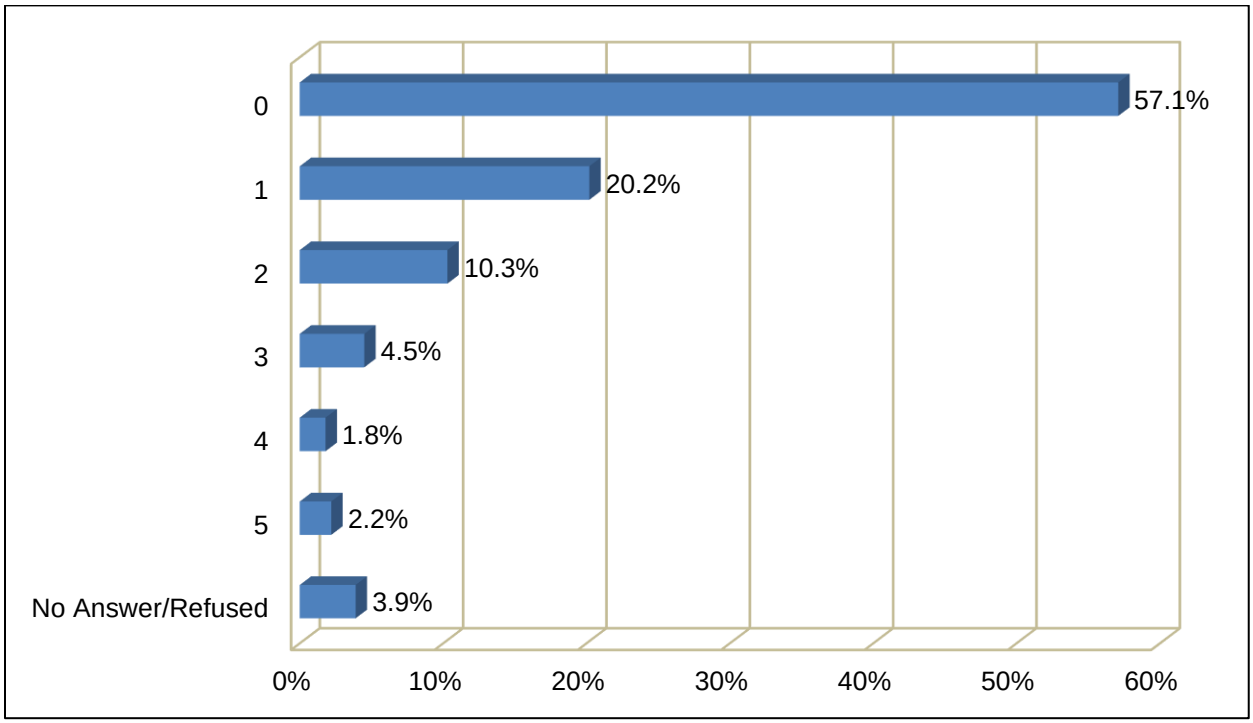
Figure 27 presents how respondents are compensated for their work. As shown in Figure 27, nearly seven-tenths of respondents (69.0 percent) are compensated for their work according to percent of sales price, whereas 6.7 percent of respondents are compensated for their work based on fee schedule. 9.7 percent of respondents provide an "Other" answer, and please see Appendix H for the detailed information about the "Other" answer. Specifically, 219 out of 671 respondents who provide the "Other" answer are compensated for their work by salary and commission/bonus.

Table 2. The Organizations Respondents Belong to

Organizations	Yes	No
REALTORS (N=6914)	5099 (73.8%)	1815 (26.2%)
Realtists (N=6914)	157 (2.3%)	6757 (97.7%)
NARPM (N=6914)	303 (4.4%)	6611 (95.6%)
CCIM (N=6914)	157 (2.3%)	6757 (97.7%)
Appraisal Institute (N=6914)	143 (2.1%)	6771 (97.9%)
ASFMRA (N=6914)	24 (0.4%)	6890 (99.6%)
NAIFA (N=6914)	14 (0.2%)	6900 (99.8%)
ASA (N=6914)	14 (0.2%)	6900 (99.8%)
NAA (N=6914)	70 (1.0%)	6844 (99.0%)
ASHI (N=6914)	44 (0.6%)	6870 (99.4%)
TAREI (N=6914)	169 (2.4%)	6745 (97.6%)
TPREIA (N=6914)	136 (2.0%)	6778 (98.0%)
Internachi (N=6914)	183 (2.7%)	6731 (97.3%)
Other (N=6914)	788 (11.4%)	6126 (88.6%)
None (N=6914)	1205 (17.4%)	5709 (82.6%)

Table 2 shows the professional organizations to which respondents belong to. As shown in Table 2, nearly three-fourths of respondents (73.8 percent) are members of the Association of REALTORS. By contrast, few respondents join the other professional organizations. 17.4 percent of respondents do not belong to any professional organization. On the other hand, 11.4 percent of respondents provide an “Other” answer, and please see Appendix I for the detailed information about the “Other” answer. Specifically, 27 out of 788 respondents who provide the “Other” answer are the members of the North Texas Commercial Association of Realtors, whereas there are respectively 25 respondents who belong to the Association of Texas Appraisers or the Institute of Real Estate Management.

Figure 28. Number of Statewide Meetings of Professional Organizations Respondents Attend a Year



N=6914

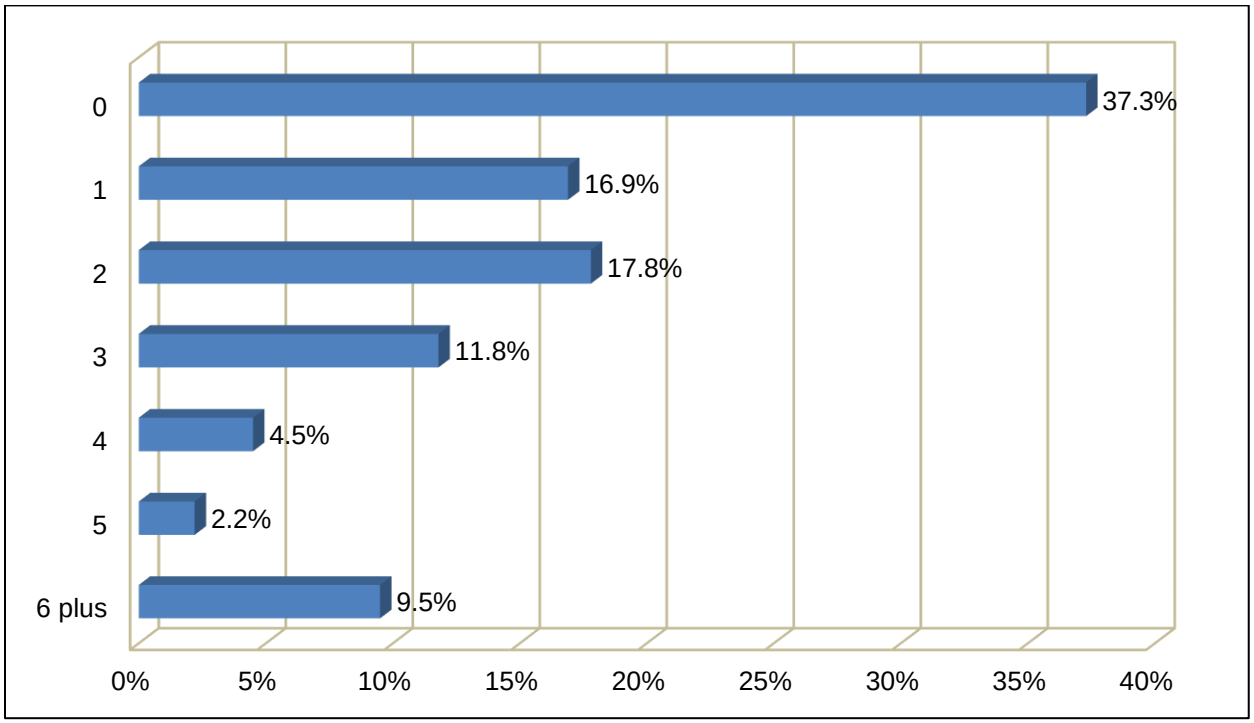
Figure 28 reports the number of statewide meetings of professional organizations in which respondents participate a year. As shown in Figure 28, more than half of respondents (57.1 percent) do not attend any statewide meetings of professional organizations, whereas about one-fifth of respondents participate in statewide meetings of professional organizations once a year.

Table 3. Types of Devices Respondents Use to Access the Internet for Business

Devices	Yes	No
Smart phone (N=6914)	6069 (87.8%)	845 (12.2%)
Tablet (N=6914)	3593 (52.0%)	3321 (48.0%)
Laptop computer (N=6914)	5320 (77.0%)	1594 (23.0%)
Desktop computer (N=6914)	4213 (60.9%)	2701 (39.1%)
Other (N=6914)	56 (0.8%)	6858 (99.2%)
No Answer/Refused (N=6914)	99 (1.4%)	6815 (98.6%)

Table 3 shows what devices respondents use to access the internet for their business. As shown in Table 3, 87.8 percent of respondents use their smart phone to access the internet for business, whereas slightly more than three-fourths of respondents use laptop computer to access the internet for business. Furthermore, more than half of respondents use either their tablet or desktop computer to access the internet for business. They are 52.0 percent and 60.9 percent, respectively. Table 3 presents evidence that respondents rely on various types of electronic devices for business. On the other hand, nearly one percent of respondents (0.8 percent) offer the "Other" answer. Please see Appendix J for the detailed information about the "Other" answer. In particular, 19 out of 56 respondents who provide the "Other" answer use an iPad to access the internet for their business.

Figure 29. Number of Online Sites Respondents Post Information on at Least Weekly for Their Business Other Than MLS



N=6914

Figure 29 illustrates how many online sites respondents post information on at least weekly for their real estate business other than MLS. As shown in Figure 29, more than one-third of respondents do not post information on any online site for their real estate business other than MLS, whereas about one-tenth of respondents (9.5 percent) post information on more than 5 online sites at least weekly for their real estate business other than MLS.

Table 4. Online Platforms Respondents Post Information on for Their Real Estate Business

Online Platforms	Yes	No
MLS (N=6914)	3280 (47.4%)	3634 (52.6%)
Website (N=6914)	3106 (44.9%)	3808 (55.1%)
Facebook (N=6914)	3198 (46.3%)	3716 (53.7%)
Twitter (N=6914)	1073 (15.5%)	5841 (84.5%)
Instagram (N=6914)	702 (10.2%)	6212 (89.8%)
LinkedIn (N=6914)	1558 (22.5%)	5356 (77.5%)
Other (N=6914)	638 (9.2%)	6276 (90.8%)

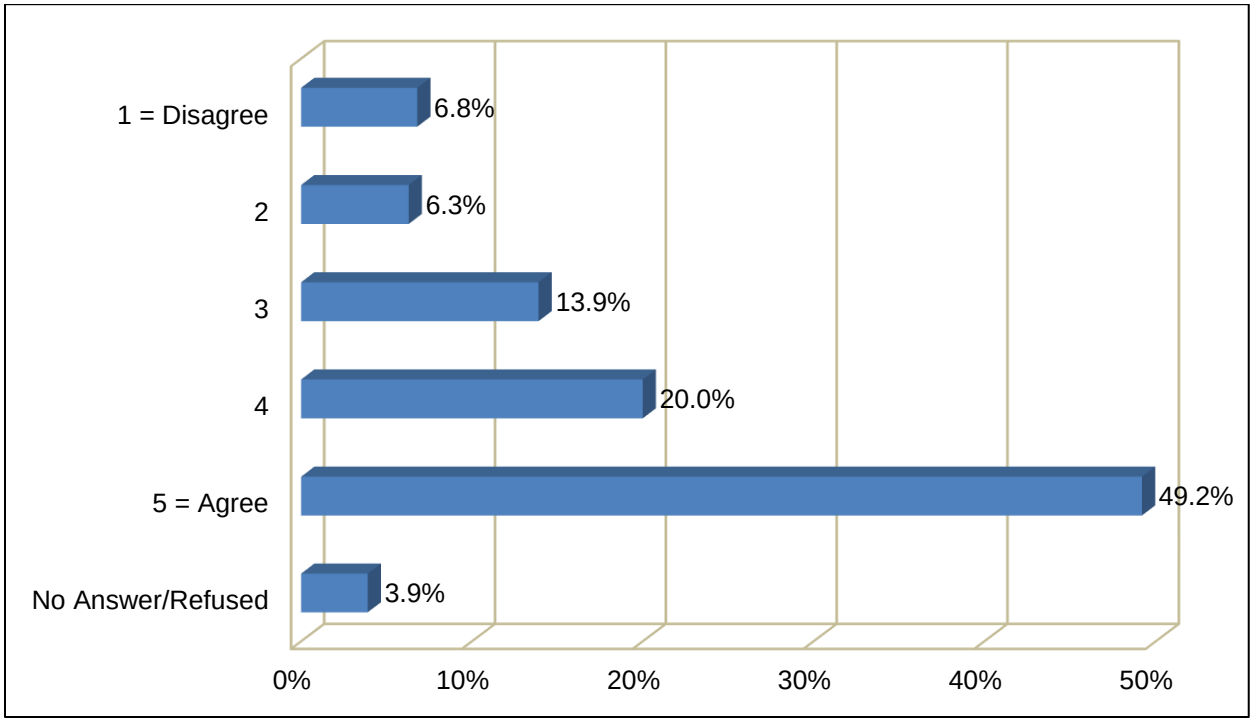
Table 4 reports which online platforms respondents post information on for their real estate business. As demonstrated in Table 4, the majority of respondents (47.4 percent) post information on MLS for their real estate business. 46.3 percent of respondents post information on Facebook for their real estate business and 44.9 percent post information on their website. In addition, about one-tenth of respondents offer the "Other" answer, and please see Appendix K for the detailed information about the "Other" answer. Specifically, 46 out of 638 respondents who provide the "Other" answer post information on Craigslist for their real estate business, whereas 45 respondents post information on LoopNet.

Table 5. The Ways Respondents Find Their Clients for Their Business

Ways	Yes	No
Word of mouth (previous customers) (N=6914)	5963 (86.3%)	951 (13.7%)
Professional referrals (N=6914)	4242 (61.4%)	2672 (38.6%)
Direct mail (N=6914)	1265 (18.3%)	5649 (81.7%)
Online ads (N=6914)	1273 (18.4%)	5641 (81.6%)
Buy leads (N=6914)	752 (10.9%)	6162 (89.1%)
Biz-to-Biz ads (N=6914)	73 (1.1%)	6841 (98.9%)
Networking groups (N=6914)	1861 (26.9%)	5053 (73.1%)
Other (N=6914)	1437 (20.8%)	5477 (79.2%)
No Answer/Refused (N=6914)	398 (5.8%)	6516 (94.2%)

Table 5 presents how respondents find clients for their real estate business. As shown in Table 5, the main approach to finding clients is through word of mouth. That is, 86.3 percent of respondents find clients through pervious customers. Nearly six-tenths of respondents (61.4 percent) find clients through professional referrals, whereas slightly more than one-fourth of respondents (26.9 percent) find clients through networking groups.

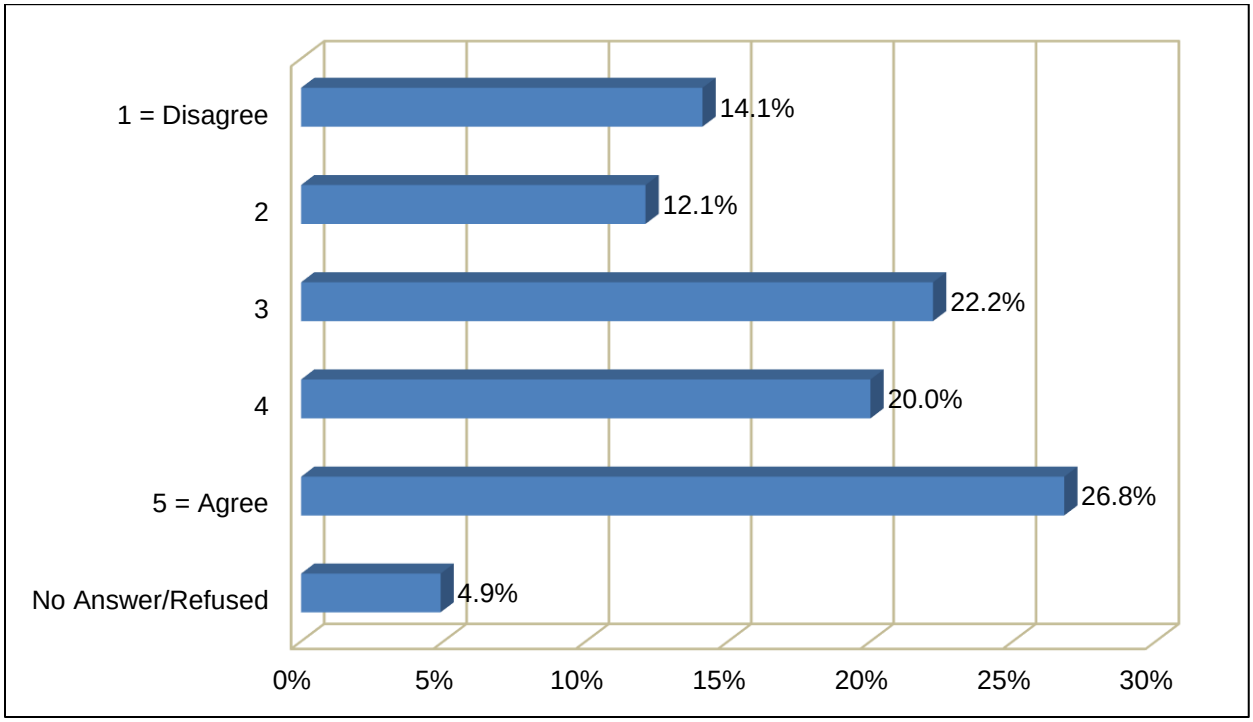
Figure 30. The Extent to which Respondents Agree with the Statement that "My Pre-License Qualifying Education Courses Prepared Me Well for the State Licensing Examination"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "My pre-license qualifying education courses prepared me well for the state licensing examination" using the five-point scale. As shown in Figure 30, almost half of respondents (49.2 percent) give the highest score. The average score is 4.0, implying that in general, respondents view the pre-license qualifying education course as helpful to their preparation for the state licensing examination.

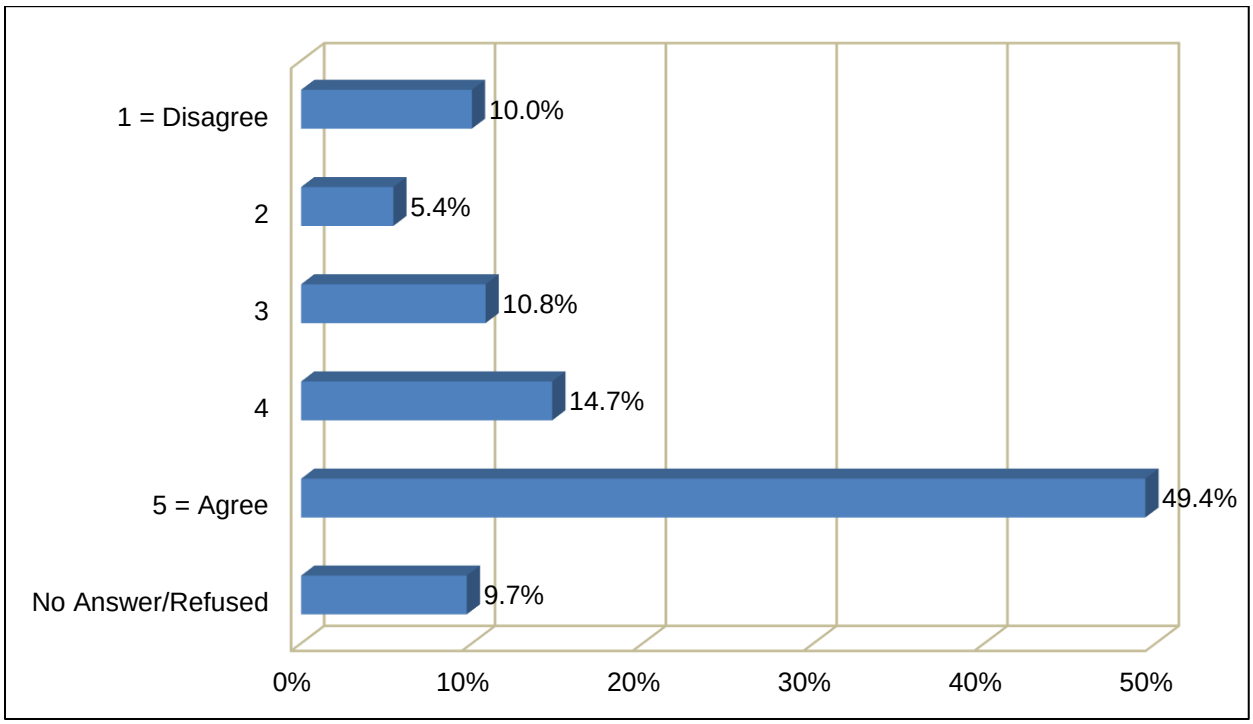
Figure 31. The Extent to which Respondents Agree with the Statement that "My Pre-License Qualifying Education Prepared Me Well for Follow-on Training in Realty Business Practices"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "My pre-license qualifying education prepared me well for follow-on training in realty business practices" using the five-point scale. As demonstrated in Figure 31, slightly more than one-fourth of respondents (26.8 percent) give the highest score, whereas one-fifth of respondents (20.0 percent) give the second highest score. The average score is 3.4, suggesting that in general, respondents view the pre-license qualifying education as useful to their preparation for follow-on training in realty business practices.

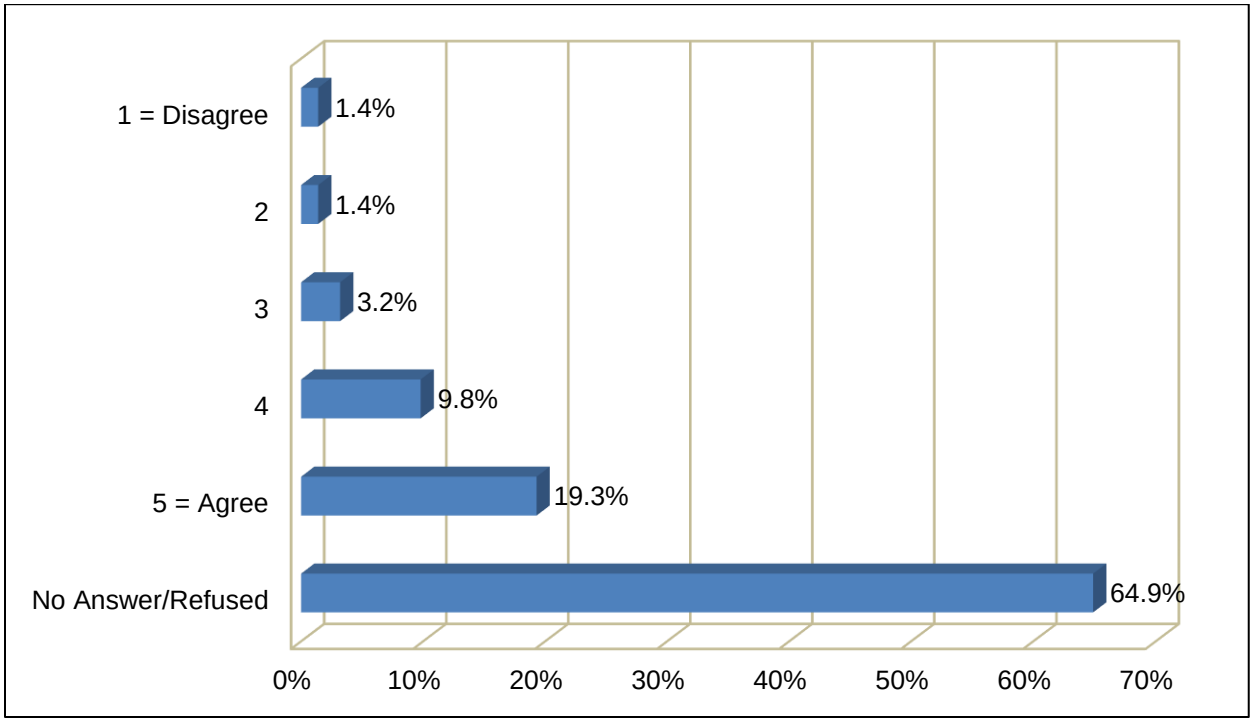
Figure 32. The Extent to which Respondents Agree with the Statement that "My Company Provides Sufficient Additional Education and Training Opportunities for Me to Remain Current"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "My company provides sufficient additional education and training opportunities for me to remain current" using the five-point scale. As illustrated in Figure 32, nearly half of respondents (49.4 percent) give the highest score. The average score is 4.0, indicating that the majority of companies provide sufficient additional education and training opportunities to help their staff for real estate business remain current.

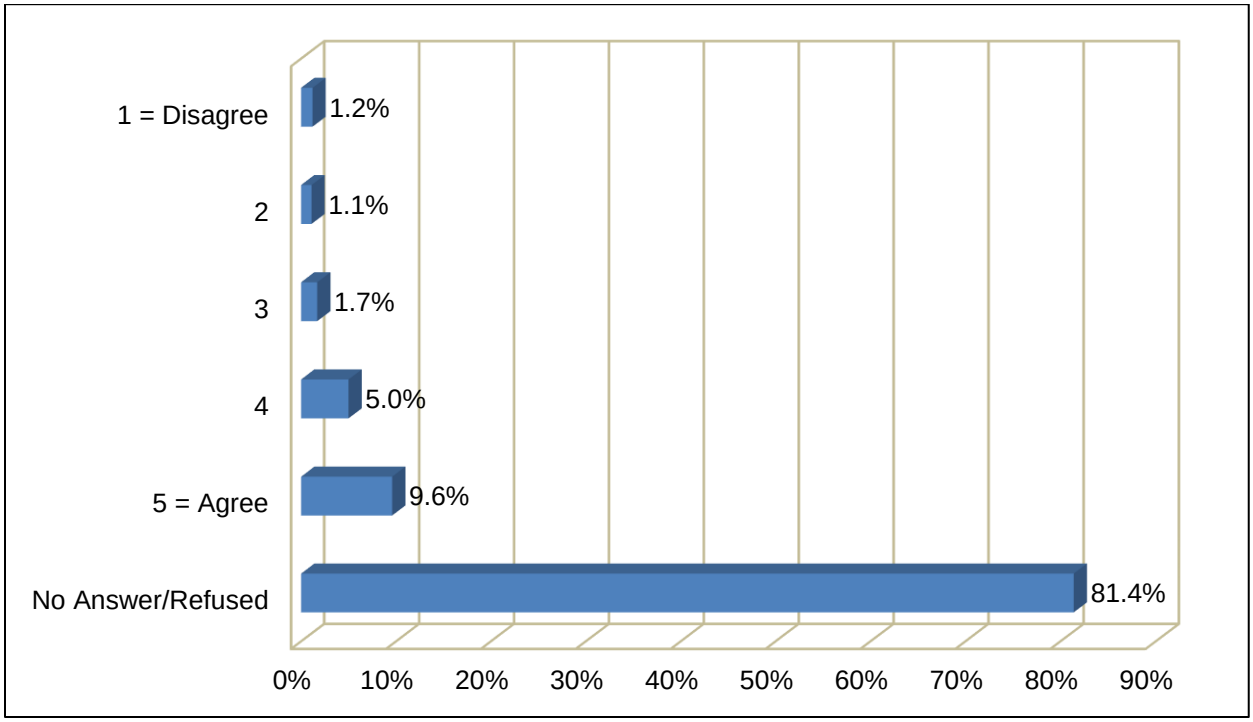
Figure 33. The Extent to which Respondents Agree with the Statement that "I Rely upon Technology to Assist Me in more Effectively Performing Professional Services for My Clients"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "I rely upon technology to assist me in more effectively performing professional services for my clients" using the five-point scale. As presented in Figure 33, about one-fifth of respondents (19.3 percent) give the highest score. The average score is 4.3, implying that respondents do heavily count on technology to more effectively perform professional services for their clients. Nevertheless, it is also noted that 64.9 percent of respondents do not answer this question, even though the question is not sensitive.

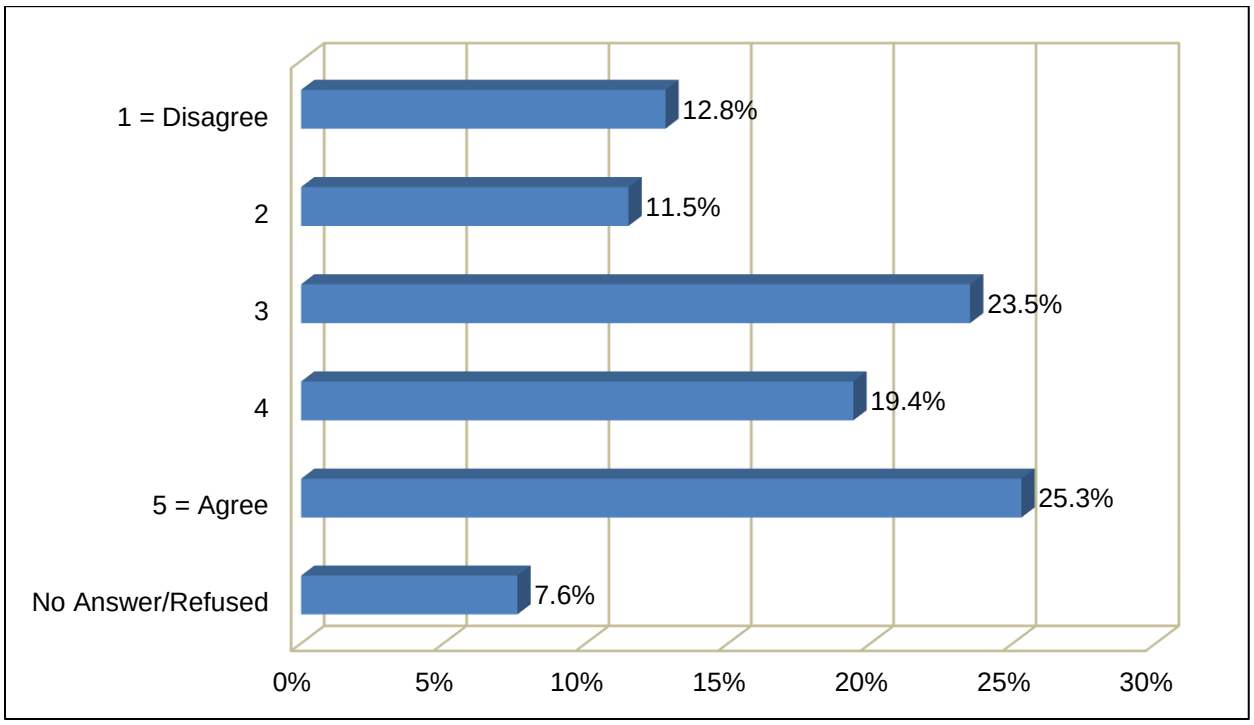
Figure 34. The Extent to which Respondents Agree with the Statement that "I Fully Understand the Difference between the Association of REALTORS and the Real Estate Commission"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "I fully understand the difference between the Association of REALTORS and the Real Estate Commission" using the five-point scale. As shown in Figure 34, slightly more than eight-tenths of respondents (81.4 percent) either have no answer or refuse to answer the question, implying that the majority of respondents do not understand the difference between the Association of REALTORS and the Real Estate Commission. Only about one-tenth of respondents (9.6 percent) are able to completely understand the difference between these two organizations.

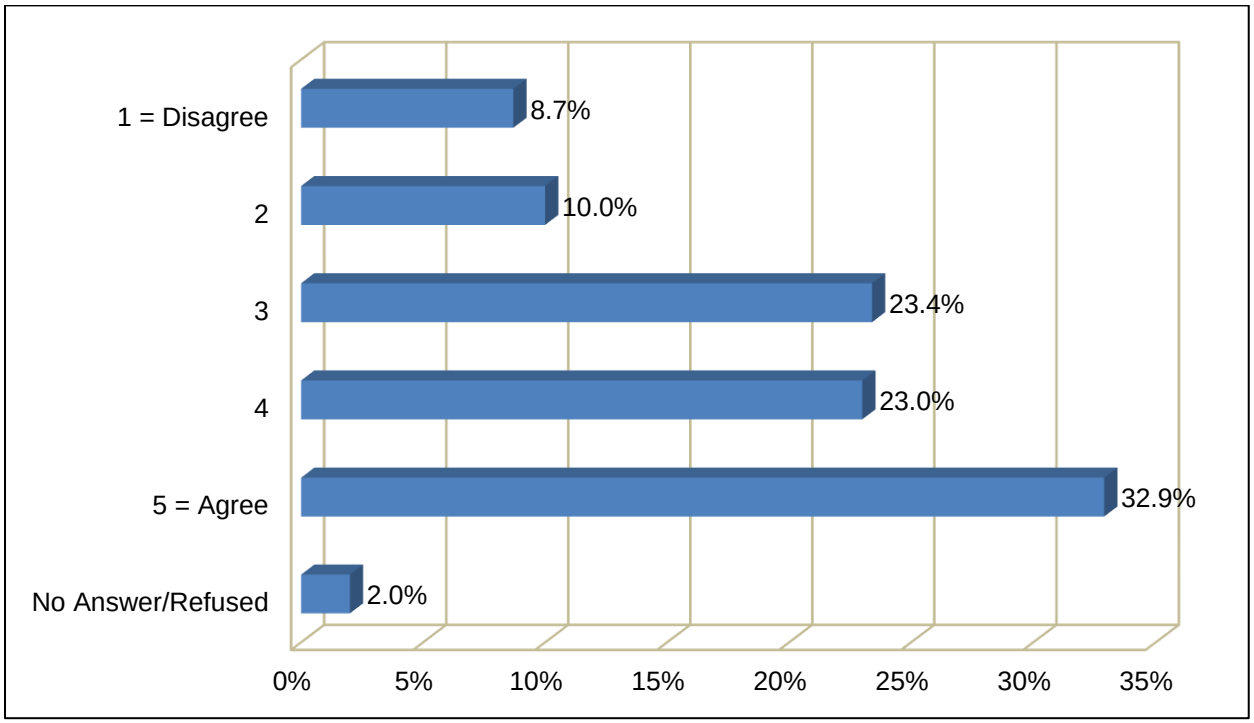
Figure 35. The Extent to which Respondents Agree with the Statement that "The Fees I Pay to My Association, Local Board and MLS Are Reasonable for the Level of Services I Receive"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "The fees I pay to my association, local board and MLS are reasonable for the level of services I receive" using the five-point scale. As demonstrated in Figure 35, approximately one-fourth of respondents (25.3 percent) give the highest score, whereas nearly one-fifth of respondents (19.4 percent) give the second highest score. The average score is 3.4, implying that generally speaking, respondents regard the fees paid to their associations, local boards and MLS as somewhat reasonable for the level of services they receive.

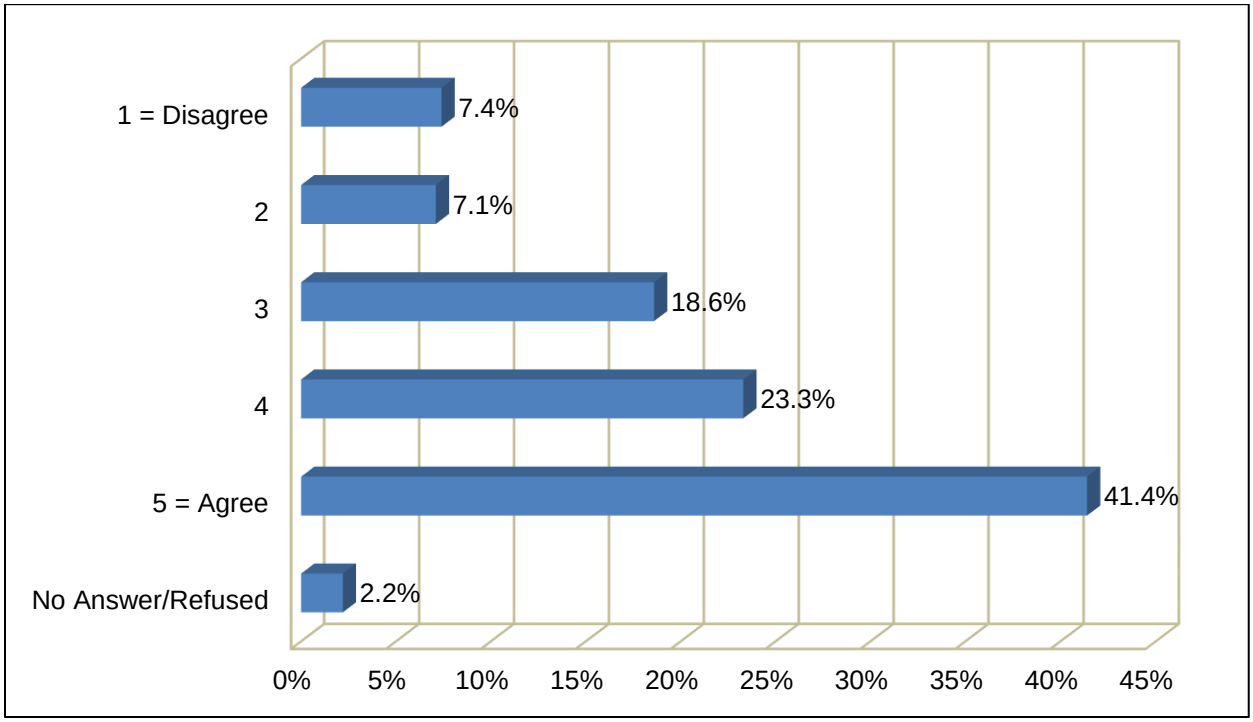
Figure 36. The Extent to which Respondents Agree with the Statement that "The Fees I Pay to Renew My License Every Two Years Are Reasonable"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "The fees I pay to renew my license every two years are reasonable" using the five-point scale. As shown in Figure 36, nearly one-third of respondents (32.9 percent) give the highest score, whereas nearly 23.0 percent of respondents give the second highest score. The average score is 3.6, suggesting that in general, respondents think of the fees paid to renew their licenses every two years as somewhat reasonable.

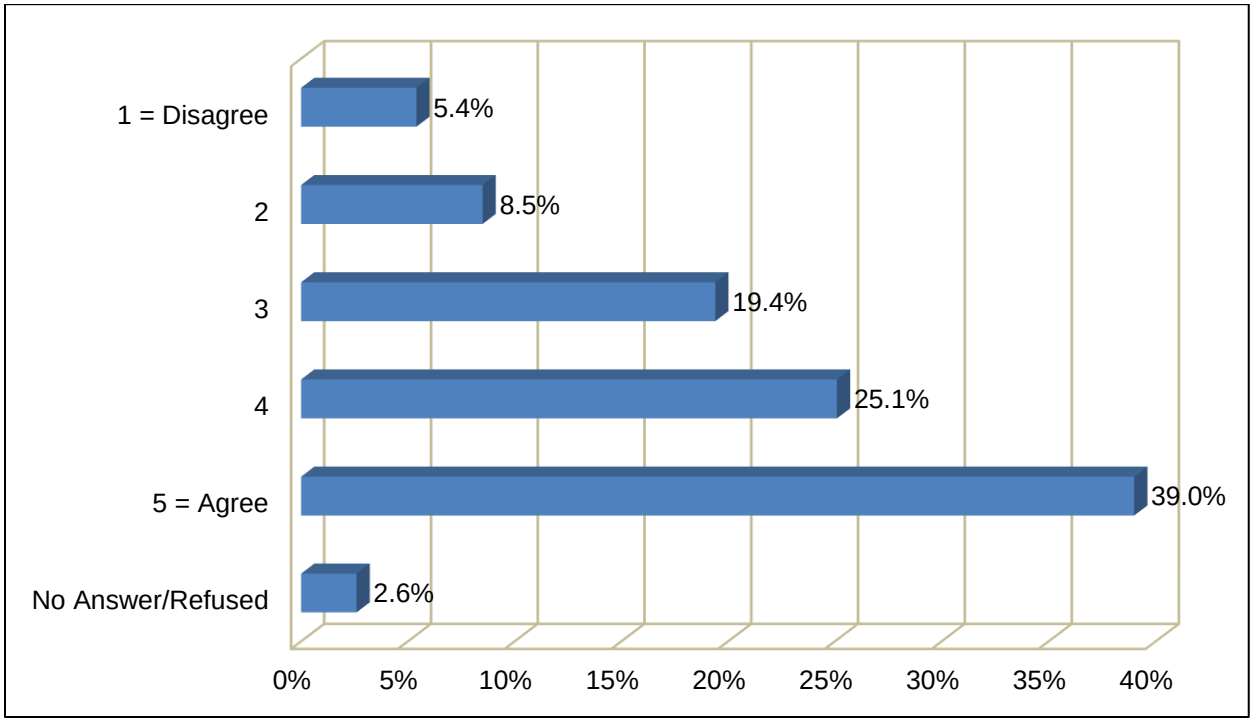
Figure 37. The Extent to which Respondents Agree with the Statement that "The Number of Continuing Education Hours Required to Renew My License Every Two Years Is Appropriate"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "The number of continuing education hours required to renew my license every two years is appropriate" using the five-point scale. As displayed in Figure 37, slightly more than two-fifths of respondents (41.4 percent) give the highest score, whereas 23.3 percent of respondents give the second highest score. The average score is 3.9, indicating that overall, respondents view the number of continuing education hours required to renew their licenses every two years as appropriate.

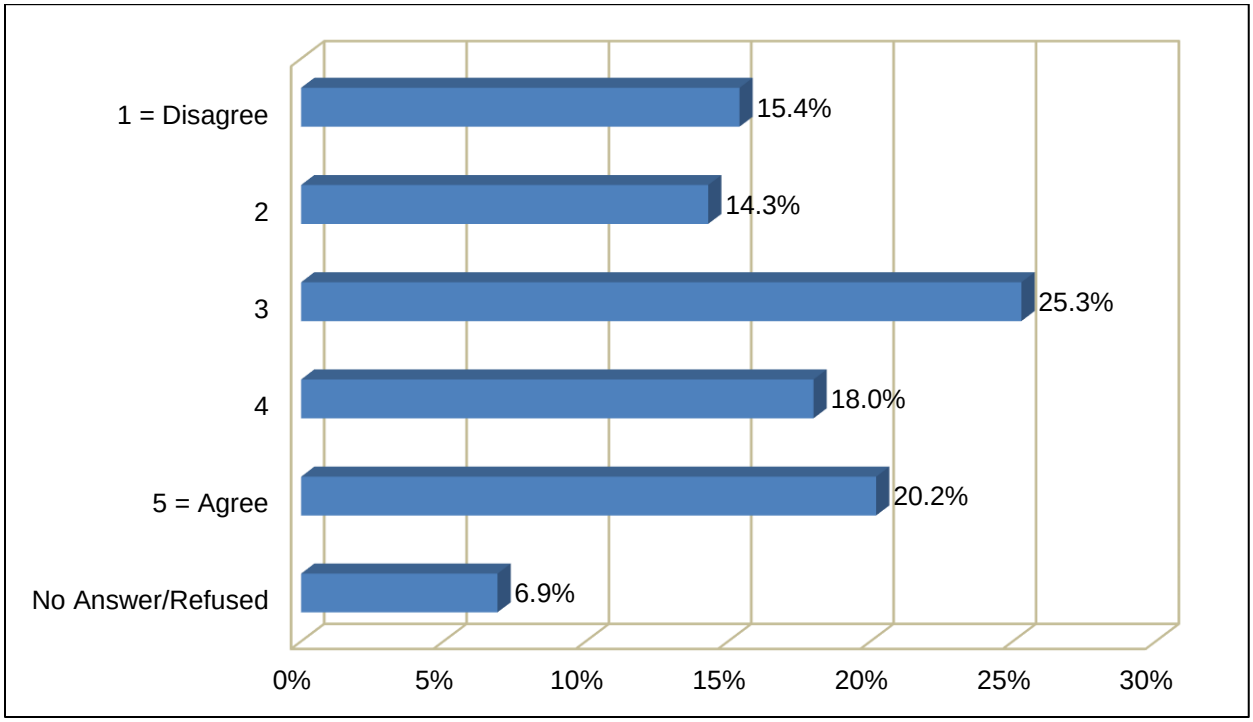
Figure 38. The Extent to which Respondents Agree with the Statement that "The Licensing Agency Does a Good Job of Communicating any Changes in Licensing Requirements"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "The licensing agency does a good job of communicating any changes in licensing requirements" using the five-point scale. As illustrated in Figure 38, almost two-fifths of respondents (39.0 percent) give the highest score, whereas about one-fourth of respondents (25.1 percent) give the second highest score. The average score is 3.9, revealing that on the whole, respondents are satisfied with the work done by the licensing agency to communicate any changes in licensing requirements.

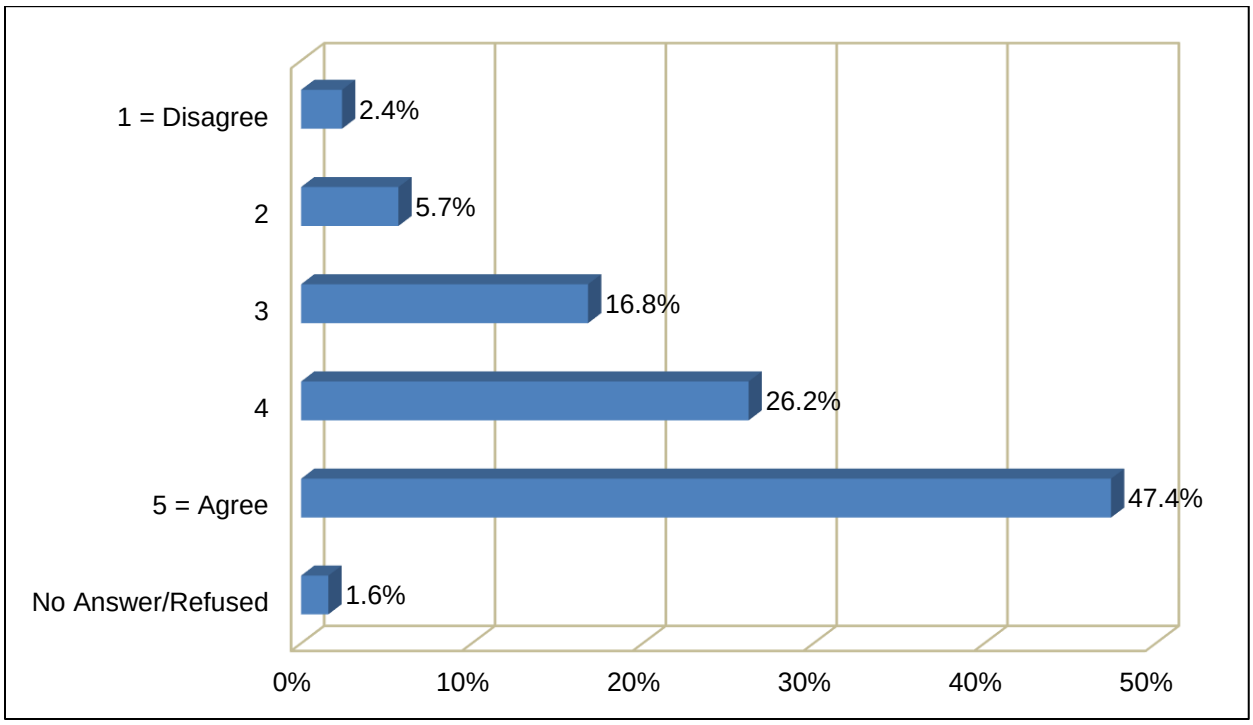
Figure 39. The Extent to which Respondents Agree with the Statement that "I Have Regular Opportunities to Provide Input and Feedback on Proposed Changes in Regulations"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "I have regular opportunities to provide input and feedback on proposed changes in regulations" using the five-point scale. As shown in Figure 39, about one-fifth of respondents (20.2 percent) give the highest score, whereas 18.0 percent of respondents give the second highest score. The average score is 3.1, indicating that in general, respondents neither agree nor disagree that they have regular opportunities to provide input and feedback on proposed changes in regulations.

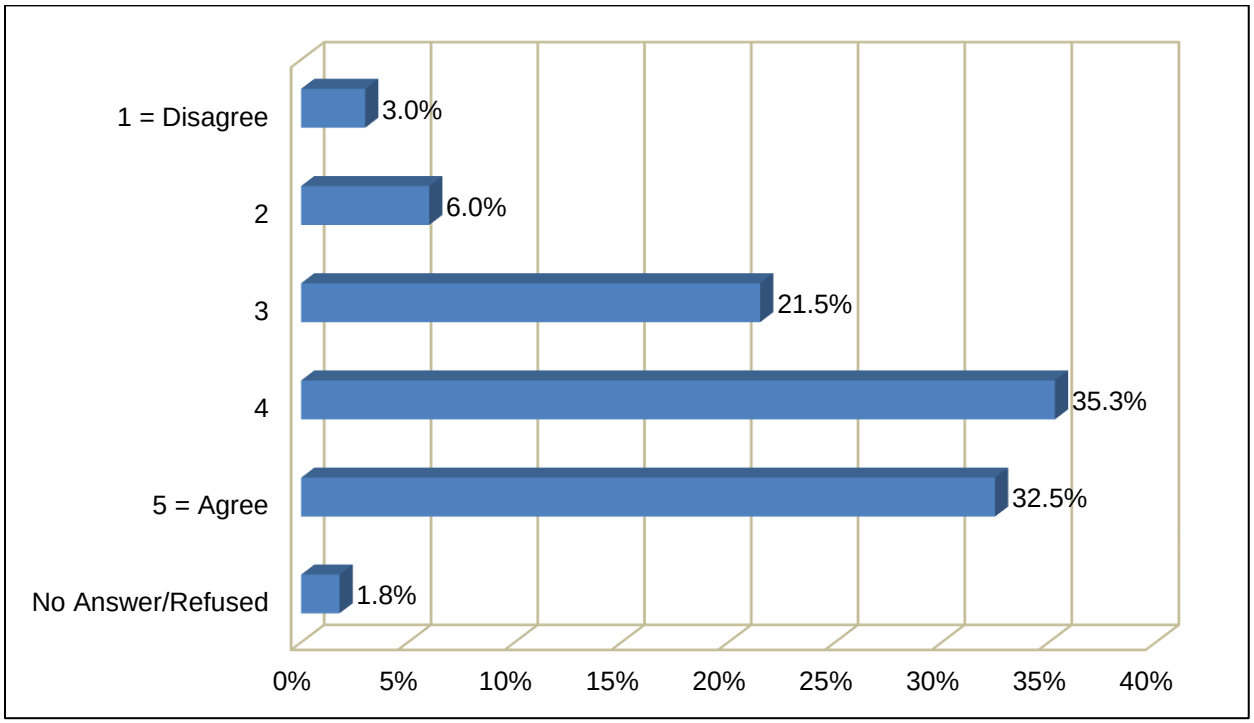
Figure 40. The Extent to which Respondents Agree with the Statement that "After Receiving Notices by Email, I Read All of the Communications I Receive from My Licensing Agency"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "After receiving notices by email, I read all of the communications I receive from my licensing agency" using the five-point scale. As displayed in Figure 40, the majority of respondents (47.4 percent) give the highest score, whereas slightly more than one-fourth of respondents (26.2 percent) give the second highest score. The average score is 4.1, revealing that on the whole, respondents pay attention to all of the communications they receive from their licensing agency.

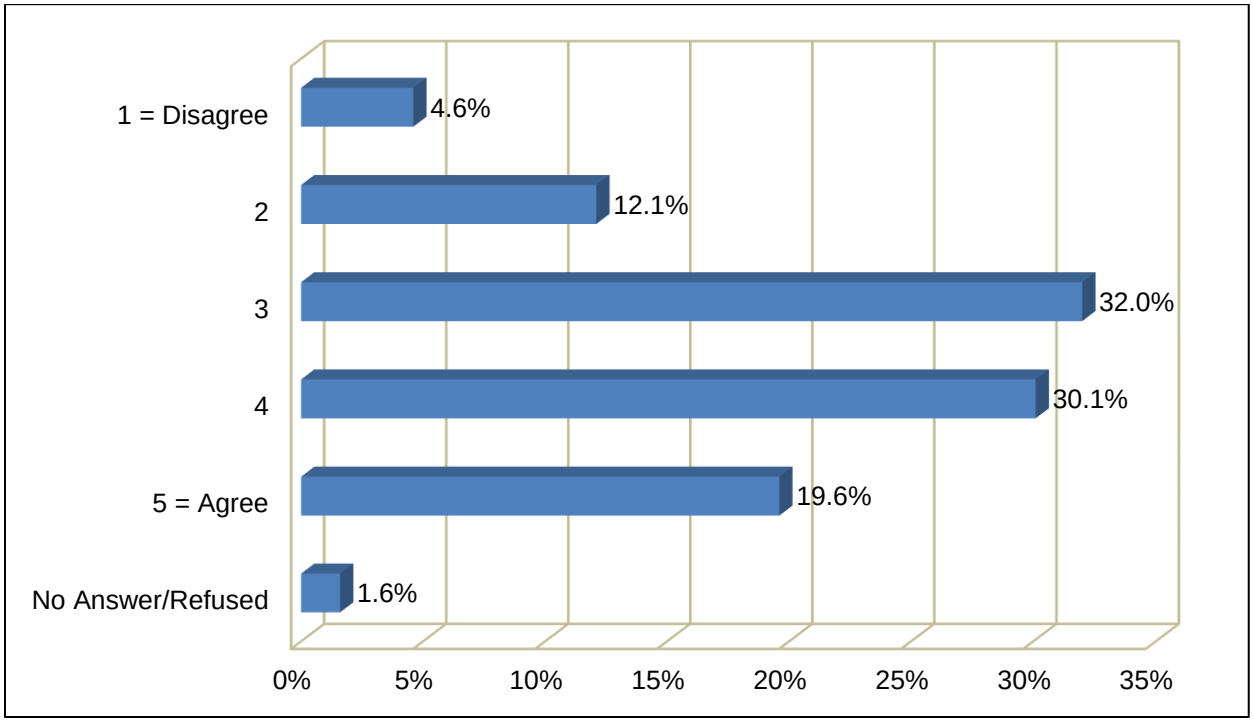
Figure 41. The Extent to which Respondents Agree with the Statement that "Most of the Real Estate Related License Holders I Interact with Are Honest and Ethical"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "Most of the real estate related license holders I interact with are honest and ethical" using the five-point scale. As presented in Figure 41, nearly one-third of respondents (32.5 percent) give the highest score, whereas slightly more than one-third of respondents (35.3 percent) give the second highest score. The average score is 3.9, suggesting that overall, respondents view most of the real estate related license holders as honest and ethical.

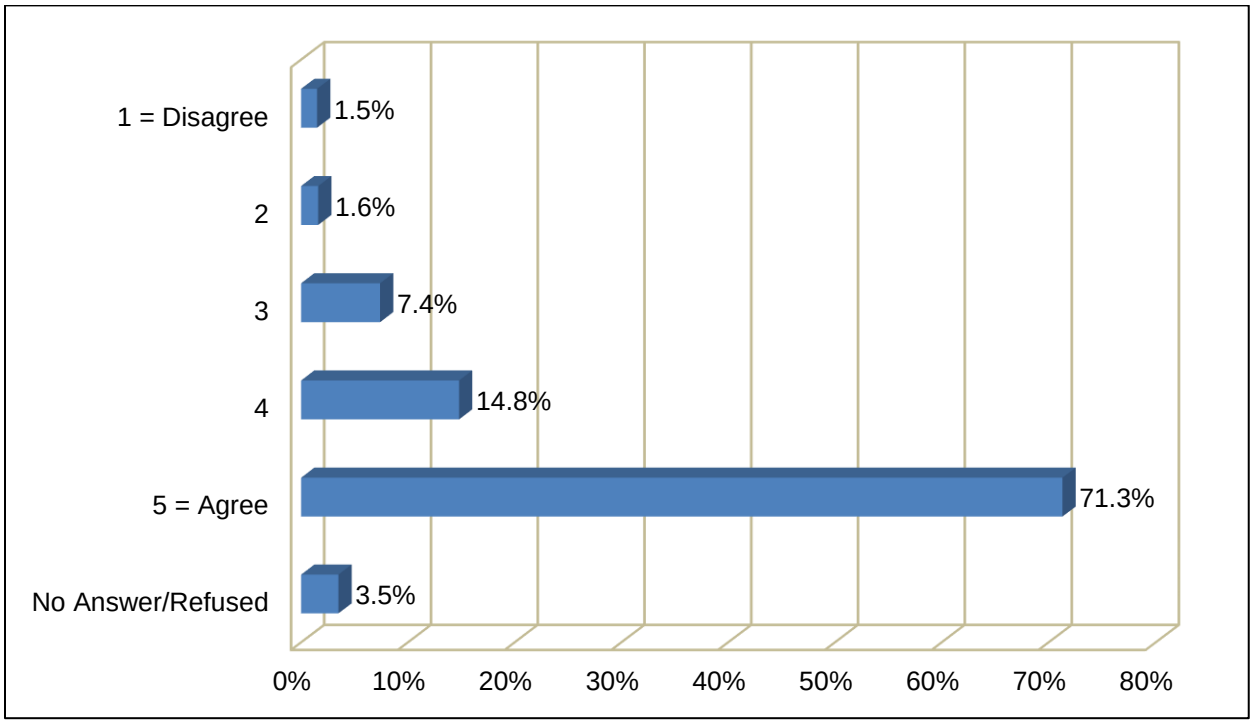
Figure 42. The Extent to which Respondents Agree with the Statement that "Most of the Real Estate Related License Holders I Interact with Are Knowledgeable and Competent"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "Most of the real estate related license holders I interact with are knowledgeable and competent" using the five-point scale. As illustrated in Figure 42, about one-fifth of respondents (19.6 percent) give the highest score, whereas approximately three-tenths of respondents (30.1 percent) give the second highest score. The average score is 3.5, suggesting that generally speaking, respondents regard most of the real estate related license holders as knowledgeable and competent.

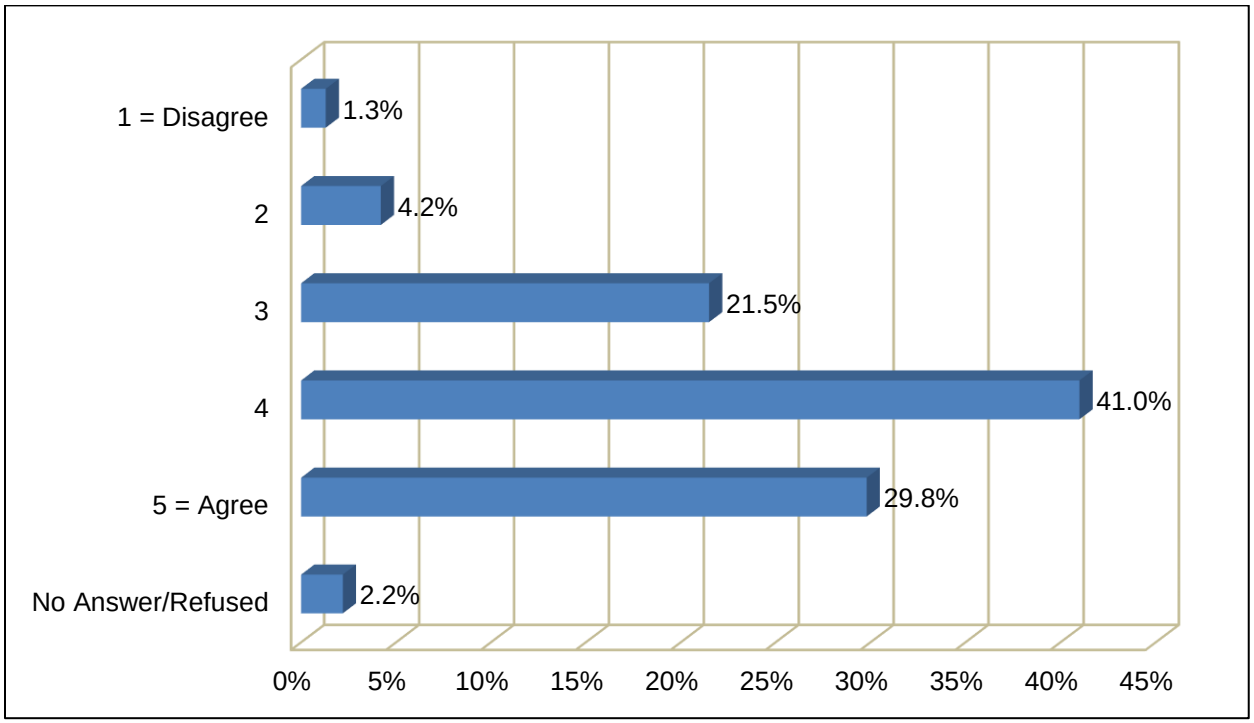
Figure 43. The Extent to which Respondents Agree with the Statement that "I Plan to Stay in Real Estate Services for the Remainder of My Professional Career"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "I plan to stay in real estate services for the remainder of my professional career" using the five-point scale. As shown in Figure 43, slightly more than seven-tenths of respondents (71.3 percent) give the highest score. The average score is 4.6, indicating that in general, respondents want to stay in real estate services for the remainder of their professional career.

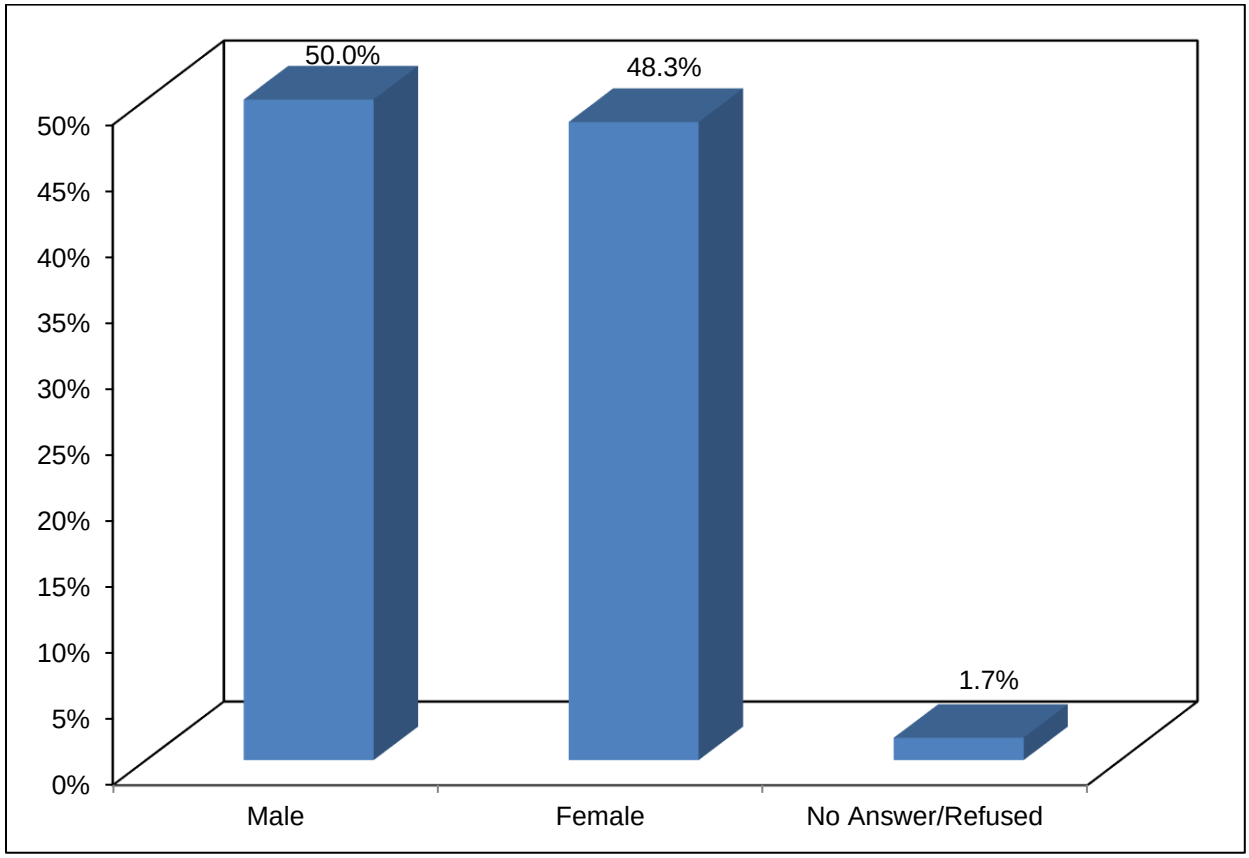
Figure 44. The Extent to which Respondents Agree with the Statement that "Most of the Customers Are Honest and Ethical"



N=6914

The respondents are asked to indicate the extent to which they agree with the statement that "Most of the customers are honest and ethical" using the five-point scale. As demonstrated in Figure 44, nearly three-tenths of respondents (29.8 percent) give the highest score, whereas slightly more than two-fifths of respondents (41.0 percent) give the second highest score. The average score is 4.0, implying that on the whole, respondents see most of the customers as honest and ethical.

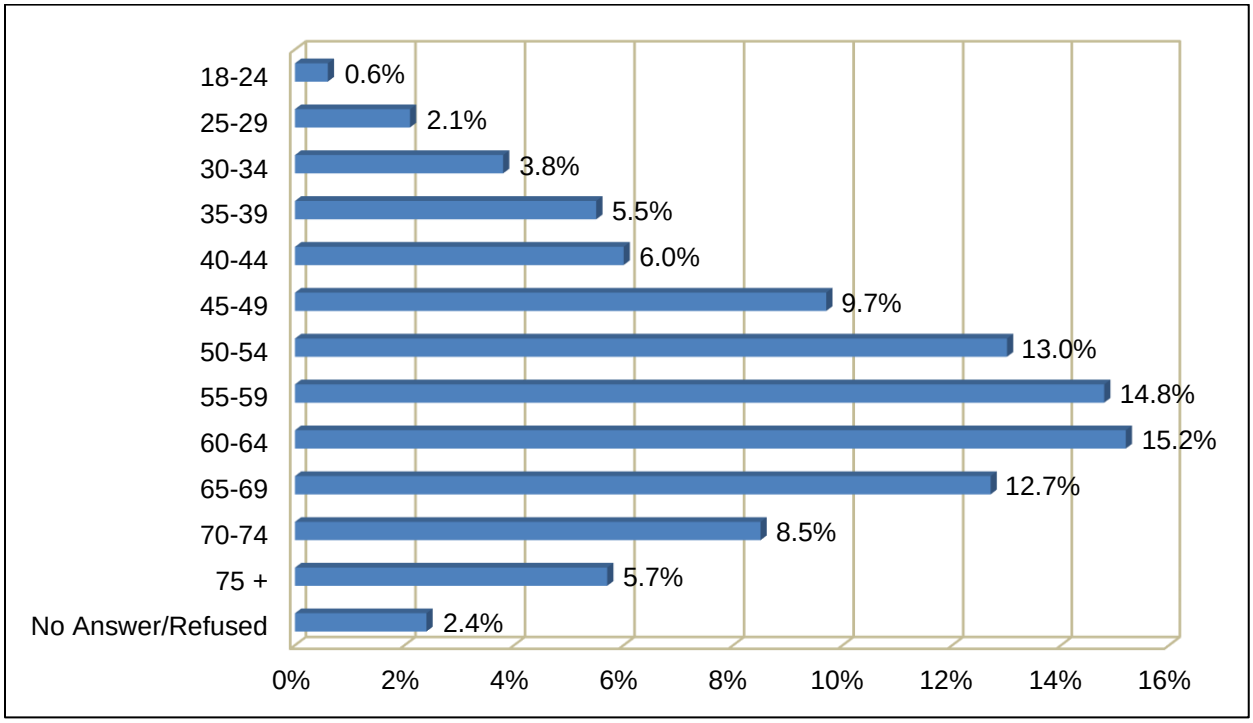
Figure 45. Respondents' Gender



N=6914

Figure 45 illustrates the gender composition of respondents. The figure shows that male respondents are slightly more than female respondents.

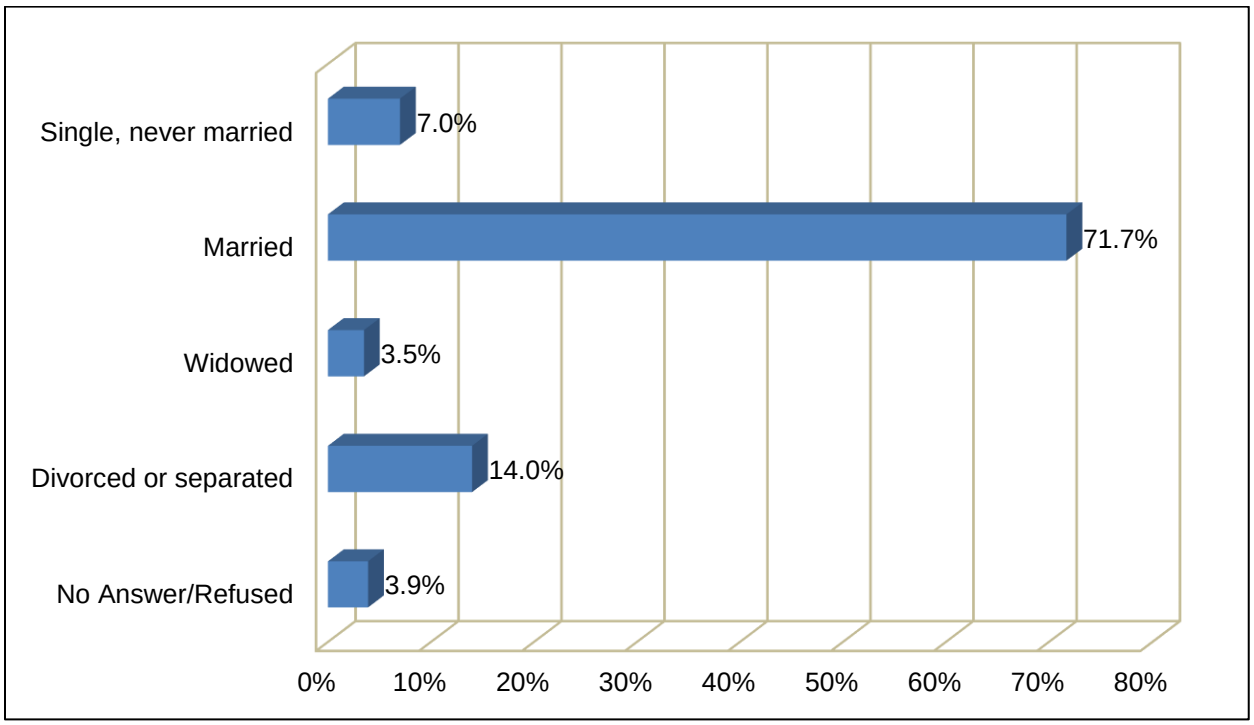
Figure 46. Respondents' Age



N=6914

Figure 46 presents the age distribution of respondents. The figure shows that 42.1 percent of respondents are aged 60 or older, whereas 27.7 percent of respondents are aged 50 or younger.

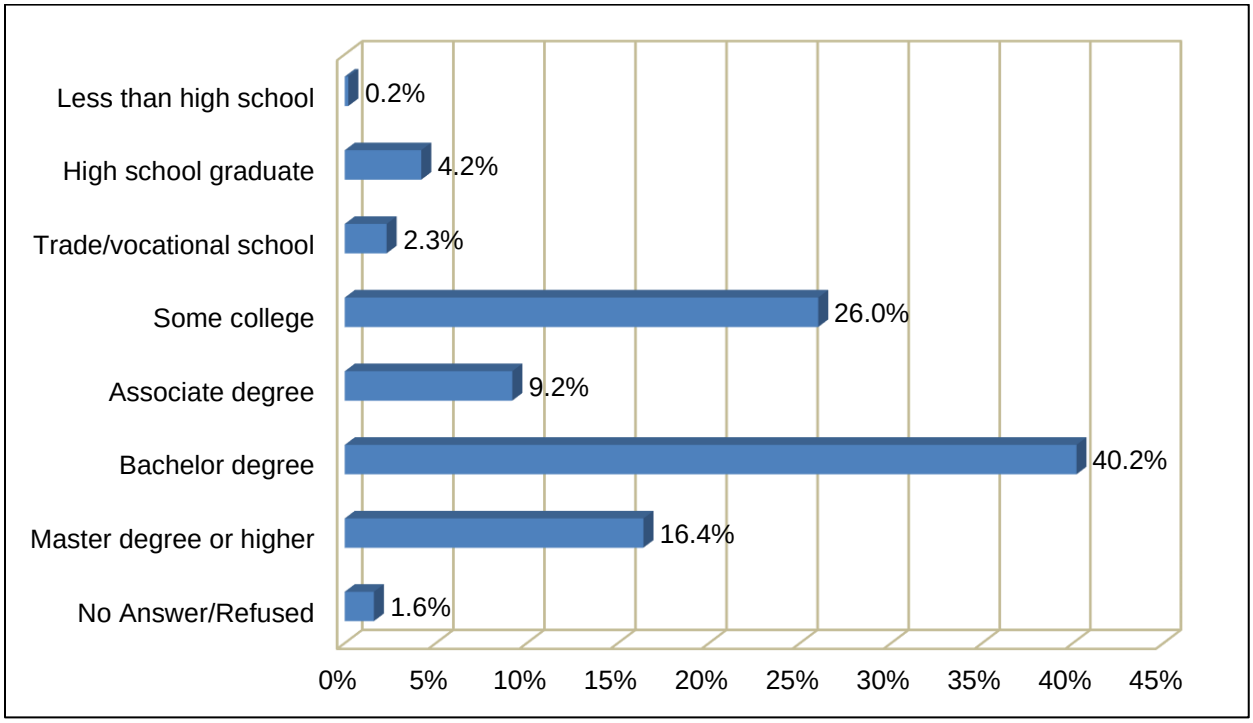
Figure 47. Respondents' Marital Status



N=6914

Figure 47 reports the marital status of respondents. The figure shows that the majority of respondents (71.7 percent) are married, whereas 14.0 percent of respondents are divorced or separated.

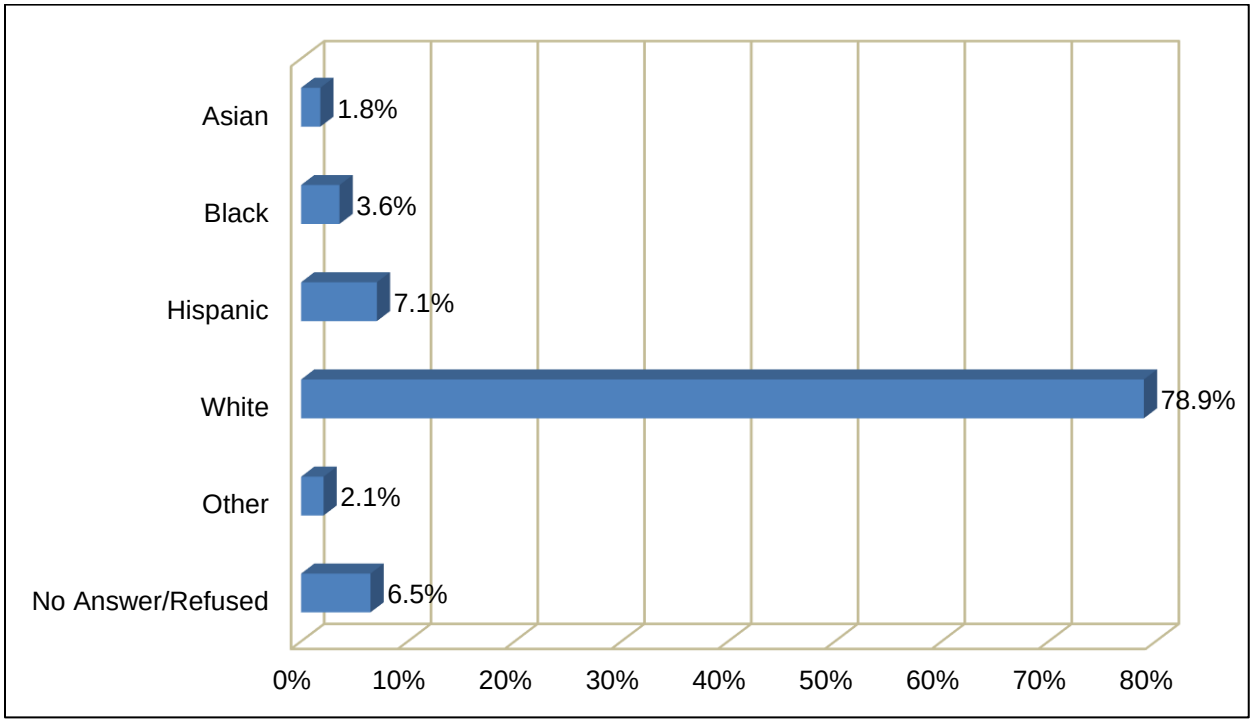
Figure 48. Respondents' Education Level



N=6914

Figure 48 provides information about the highest level of education completed by the respondents. About two-fifths of respondents (40.2 percent) hold a bachelor degree, whereas 16.4 percent of respondents have a master or higher degree. By contrast, only 4.4 percent of respondents have high school degrees or below as their highest level of education.

Figure 49. Respondents' Race and Ethnicity



N=6914

Figure 49 shows the racial composition of respondents. A very large majority of respondents (78.9 percent) were White. Second to that, 7.1 percent of respondents are Hispanic. Besides, only 3.6 percent are Black and 1.8 percent are Asian.

Table 6. Cross Tabulation Analysis of Broker License Holders by Gender

Broker License	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	1473 (42.6%)	899 (26.9%)	34 (28.1%)	2406 (34.8%)
No	1982 (57.4%)	2439 (73.1%)	87 (71.9%)	4508 (65.2%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 6, 42.6 percent of male respondents are broker license holders. In contrast, only 26.9 percent of female respondents are broker license holders. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and individual possession of broker license. That is, gender is significantly associated with individual possession of broker license. Specifically, men are more likely to have the broker license compared to women.

Table 7. Cross Tabulation Analysis of Broker License Holders by Age

Broker License	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	6 (3.3%)	115 (17.9%)	273 (25.1%)	555 (28.9%)	810 (41.9%)	594 (60.7%)	53 (32.1%)	2406 (34.8%)
No	177 (96.7%)	529 (82.1%)	815 (74.9%)	1365 (71.1%)	1125 (58.1%)	385 (39.3%)	112 (67.9%)	4508 (65.2%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 7 shows that 28.9 percent of the respondents who are 50-59 years old hold broker license. In addition, 41.9 percent of those who are 60-69 years old and 60.7 percent of those who are 70 years old and above, are broker license holders. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and individual possession of broker license. That is, age is significantly associated with individual possession of broker license. Specifically, respondents aged 70 years old and above are more likely to have the broker license compared to those in the other age groups.

Table 8. Cross Tabulation Analysis of Broker License Holders by Education

Broker License	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	63 (20.9%)	14 (8.9%)	497 (27.7%)	179 (28.1%)	1129 (40.6%)	496 (43.7%)	28 (25.9%)	2406 (34.8%)
No	238 (79.1%)	144 (91.1%)	1298 (72.3%)	458 (71.9%)	1651 (59.4%)	639 (56.3%)	80 (74.1%)	4508 (65.2%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 8, 40.6 percent of respondents with a bachelor degree are broker license holders. In addition, 43.7 percent of those with a master degree or higher and 27.7 percent of those with some college education, hold a broker license. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and individual possession of broker license. That is, education is significantly associated with individual possession of broker license. Specifically, respondents with a master degree or higher are more likely to have the broker license compared to those with the other education levels.

Table 9. Cross Tabulation Analysis of Sales Agent License Holders by Gender

Sales Agent License	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	1502 (43.5%)	2428 (72.7%)	74 (61.2%)	4004 (57.9%)
No	1953 (56.5%)	910 (27.3%)	47 (38.8%)	2910 (42.1%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 9, 43.5 percent of male respondents are sales agent license holders. In contrast, 72.7 percent of female respondents are sales agent license holders. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and individual possession of sales agent license. That is, gender is significantly associated with individual possession of sales agent license. Specifically, women are more likely to have the broker license than men.

Table 10. Cross Tabulation Analysis of Sales Agent License Holders by Age

Broker License	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	154 (84.2%)	484 (75.2%)	712 (65.4%)	1214 (63.2%)	980 (50.7%)	363 (37.1%)	97 (58.8%)	4004 (57.9%)
No	29 (15.8%)	160 (24.8%)	376 (34.6%)	706 (36.8%)	955 (49.3%)	616 (62.9%)	68 (41.2%)	2910 (42.1%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 10 shows that 63.2 percent of the respondents who are 50-59 years old hold a sales agent license. In addition, 50.7 percent of those who are 60-69 years old and 65.4 percent of those who are 40-49 years old are sales agent license holders. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and individual possession of sales agent license. That is, age is significantly associated with individual possession of sales agent license. Specifically, respondents aged 18-29 years old are more likely to have the broker license than those in the other age groups.

Table 11. Cross Tabulation Analysis of Sales Agent License Holders by Education

Broker License	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	222 (73.8%)	119 (75.3%)	1154 (64.3%)	389 (61.1%)	1479 (53.2%)	575 (50.7%)	66 (61.1%)	4004 (57.9%)
No	79 (26.2%)	39 (24.7%)	641 (35.7%)	248 (38.9%)	1301 (46.8%)	560 (49.3%)	42 (38.9%)	2910 (42.1%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 11, 53.2 percent of respondents with a bachelor degree are sales agent license holders. In addition, 64.3 percent of those with some college education and 50.7 percent of those with a master degree or higher, hold a sales agent license. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and individual possession of sales agent license. That is, education is significantly associated with individual possession of sales agent license. Specifically, respondents with a trade/vocational school diploma are more likely to have the sales agent license than those with the other education levels.

Table 12. Cross Tabulation Analysis of Appraiser License Holders by Gender

Broker License	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	297 (8.6%)	64 (1.9%)	7 (5.8%)	368 (5.3%)
No	3158 (91.4%)	3274 (98.1%)	114 (94.2%)	6546 (94.7%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 12, 8.6 percent of male respondents are appraiser license holders. In contrast, only 1.9 percent of female respondents are appraiser license holders. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and individual possession of appraiser license. That is, gender is significantly associated with individual possession of appraiser license. Specifically, men are more likely to have the appraiser license than women.

Table 13. Cross Tabulation Analysis of Appraiser License Holders by Age

Broker License	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	19 (10.4%)	41 (6.4%)	52 (4.8%)	102 (5.3%)	104 (5.4%)	44 (4.5%)	6 (3.6%)	368 (5.3%)
No	164 (89.6%)	603 (93.6%)	1036 (95.2%)	1818 (94.7%)	1831 (94.6%)	935 (95.5%)	159 (96.4%)	6546 (94.7%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 13 shows that 10.4 percent of the respondents who are 18-29 years old hold the appraiser license. By contrast, 4.5 percent of those who are 70 years old and above hold the appraiser license. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and individual possession of appraiser license. That is, age is significantly associated with individual possession of appraiser license. Specifically, respondents aged 18-29 years old and above are more likely to have the appraiser license compared to those in the other age groups.

Table 14. Cross Tabulation Analysis of Appraiser License Holders by Education

Broker License	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	4 (1.3%)	1 (0.6%)	67 (3.7%)	28 (4.4%)	189 (6.8%)	74 (6.5%)	5 (4.6%)	368 (5.3%)
No	297 (98.7%)	157 (99.4%)	1728 (96.3%)	609 (95.6%)	2591 (93.2%)	1061 (93.5%)	103 (95.4%)	6546 (94.7%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 14, 6.8 percent of respondents with a bachelor degree are appraiser license holders. In addition, 6.5 percent of those with a master degree or higher hold the appraiser license. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and individual possession of appraiser license. That is, education is significantly associated with individual possession of appraiser license. Specifically, respondents with a bachelor degree are more likely to have the appraiser license compared to those with the other education levels.

Table 15. Cross Tabulation Analysis of Employment Status by Gender

Employment Status	Gender			Total
	Male	Female	No Answer/ Refused	
Full time	2326 (67.3%)	2334 (69.9%)	70 (57.9%)	4730 (68.4%)
Part time with another paying job	693 (20.1%)	434 (13.0%)	22 (18.2%)	1149 (16.6%)
Part time with other unpaid responsibility	159 (4.6%)	245 (7.3%)	4 (3.3%)	408 (5.9%)
Part time with other unpaid volunteer activities	109 (3.2%)	129 (3.9%)	6 (5.0%)	244 (3.5%)
No Answer/Refused	168 (4.9%)	196 (5.9%)	19 (15.7%)	383 (5.5%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 15, 67.3 percent of male respondents are employed full time and 20.1 percent are employed part time with another paying job. In contrast, 69.9 percent of female respondents are employed full time and 13.0 percent are employed part time with another paying job. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and employment status. That is, gender is significantly associated with employment status. Specifically, women are more likely to self-identify as full time than men.

Table 16. Cross Tabulation Analysis of Employment Status by Age

Employment Status	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Full time	123 (67.2%)	423 (65.7%)	780 (71.7%)	1382 (72.0%)	1310 (67.7%)	613 (62.6%)	99 (60.0%)	4730 (68.4%)
Part time with another paying job	41 (22.4%)	147 (22.8%)	202 (18.6%)	341 (17.8%)	287 (14.8%)	104 (10.6%)	27 (16.4%)	1149 (16.6%)
Part time with other unpaid responsibility	12 (6.6%)	45 (7.0%)	46 (4.2%)	74 (3.9%)	131 (6.8%)	90 (9.2%)	10 (6.1%)	408 (5.9%)
Part time with other unpaid volunteer activities	0 (0.0%)	8 (1.2%)	22 (2.0%)	43 (2.2%)	72 (3.7%)	93 (9.5%)	6 (3.6%)	244 (3.5%)
No Answer/ Refused	7 (3.8%)	21 (3.3%)	38 (3.5%)	80 (4.2%)	135 (7.0%)	79 (8.1%)	23 (13.9%)	383 (5.5%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 16 shows that 72.0 percent of the respondents who are 50-59 years old are employed full time and 17.8 percent are employed part time with another paying job. In addition, 67.7 percent of those who are 60-69 years old are employed full time and 14.8 percent are employed part time with another paying job. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and employment status. That is, age is significantly associated with employment status. Specifically, respondents aged 50-59 years old are more likely to self-identify as full time than those in the other age groups.

Table 17. Cross Tabulation Analysis of Employment Status by Education

Employment Status	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Full time	234 (77.7%)	116 (73.4%)	1317 (73.4%)	451 (70.8%)	1862 (67.0%)	687 (60.5%)	63 (58.3%)	4730 (68.4%)
Part time with another paying job	27 (9.0%)	24 (15.2%)	225 (12.5%)	81 (12.7%)	505 (18.2%)	270 (23.8%)	17 (15.7%)	1149 (16.6%)
Part time with other unpaid responsibility	18 (6.0%)	6 (3.8%)	112 (6.2%)	45 (7.1%)	160 (5.8%)	64 (5.6%)	3 (2.8%)	408 (5.9%)
Part time with other unpaid responsibility	6 (2.0%)	3 (1.9%)	52 (2.9%)	23 (3.6%)	106 (3.8%)	51 (4.5%)	3 (2.8%)	244 (3.5%)
No Answer/ Refused	16 (5.3%)	9 (5.7%)	89 (5.0%)	37 (5.8%)	147 (5.3%)	63 (5.6%)	22 (20.4%)	383 (5.5%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 17, 67.0 percent of respondents with a bachelor degree are employed full time and 18.2 percent are employed part time with another paying job. In addition, 73.4 percent of those with some college education are employed full time and 12.5 percent are employed part time with another paying job. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and employment status. That is, education is significantly associated with employment status. Specifically, respondents with a high school diploma or less are more likely to self-identify as full time than those with the other education levels.

Table 18. Cross Tabulation Analysis of Percentage of Efforts Spent on Real Estate Career by Gender

Percentage of Efforts Spent on Real Estate Career	Gender			Total
	Male	Female	No Answer/ Refused	
Not working in the real estate industry	180 (5.2%)	177 (5.3%)	6 (5.0%)	363 (5.3%)
10 percent	156 (4.5%)	111 (3.3%)	10 (8.3%)	277 (4.0%)
20 percent	138 (4.0%)	97 (2.9%)	5 (4.1%)	240 (3.5%)
30 percent	122 (3.5%)	136 (4.1%)	5 (4.1%)	263 (3.8%)
40 percent	94 (2.7%)	95 (2.9%)	5 (4.1%)	194 (2.8%)
50 percent	205 (5.9%)	214 (6.4%)	9 (7.4%)	428 (6.2%)
60 percent	81 (2.3%)	118 (3.5%)	3 (2.5%)	202 (2.9%)
70 percent	159 (4.6%	214 (6.4%)	4 (3.3%)	377 (5.5%)
80 percent	234 (6.8%)	292 (8.8%)	3 (2.5%)	529 (7.7%)
90 percent	244 (7.1%)	259 (7.8%)	7 (5.8%)	510 (7.4%)
100 percent	1798 (52.0%)	1582 (47.4%)	48 (39.7%)	3428 (49.6%)
No Answer/Refused	44 (1.3%)	43 (1.3%)	16 (13.2%)	103 (1.5%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 18, 52.0 percent of male respondents spend 100 percent of their efforts on their real estate career. In contrast, 47.4 percent of female respondents spend 100 percent of their efforts on their real estate career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and percentage of efforts spent on their real estate career. That is, gender is significantly associated with percentage of efforts spent on their real estate career. Specifically, men are more likely to spend 100 percent of efforts on their real estate career than women.

Table 19. Cross Tabulation Analysis of Percentage of Efforts Spent on Real Estate Career by Age

Percentage of Efforts Spent on Real Estate Career	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Not working in the real estate industry	4 (2.2%)	19 (3.0%)	31 (2.9%)	98 (5.1%)	116 (6.0%)	79 (8.1%)	16 (9.7%)	363 (5.3%)
10 percent	1 (0.6%)	27 (4.2%)	39 (3.6%)	60 (3.1%)	78 (4.0%)	64 (6.5%)	8 (4.9%)	277 (4.0%)
20 percent	6 (3.3%)	22 (3.4%)	35 (3.2%)	55 (2.9%)	65 (3.4%)	48 (4.9%)	9 (5.5%)	240 (3.5%)
30 percent	4 (2.2%)	36 (5.6%)	39 (3.6%)	62 (3.3%)	67 (3.5%)	46 (4.7%)	9 (5.5%)	263 (3.8%)
40 percent	9 (4.9%)	19 (3.0%)	27 (2.5%)	43 (2.2%)	62 (3.2%)	30 (3.1%)	4 (2.4%)	194 (2.8%)
50 percent	13 (7.1%)	42 (6.5%)	59 (5.4%)	119 (6.2%)	115 (5.9%)	73 (7.5%)	7 (4.2%)	428 (6.2%)
60 percent	7 (3.8%)	21 (3.3%)	31 (2.9%)	43 (2.2%)	53 (2.7%)	43 (4.4%)	4 (2.4%)	202 (2.9%)
70 percent	15 (8.2%)	30 (4.7%)	64 (5.9%)	95 (5.0%)	105 (5.4%)	61 (6.2%)	7 (4.2%)	377 (5.5%)
80 percent	16 (8.7%)	43 (6.7%)	76 (7.0%)	145 (7.6%)	161 (8.3%)	85 (8.7%)	3 (1.8%)	529 (7.7%)
90 percent	21 (11.5%)	40 (6.2%)	88 (8.1%)	125 (6.5%)	150 (7.8%)	76 (7.8%)	10 (6.1%)	510 (7.4%)
100 percent	86 (47.0%)	341 (53.0%)	587 (54.0%)	1055 (55.0%)	928 (48.0%)	362 (37.0%)	69 (41.8%)	3428 (49.6%)
No Answer/ Refused	1 (0.6%)	4 (0.6%)	12 (1.1%)	20 (1.0%)	35 (1.8%)	12 (1.2%)	19 (11.5%)	103 (1.5%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 19 shows that 55.0 percent of the respondents who are 50-59 years old spend 100 percent of their efforts on their real estate career. In contrast, 48.0 percent of those who are 60-69 years old spend 100 percent of their efforts on their real estate career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and percentage of efforts spent on their real estate career. That is, age is significantly associated with percentage of efforts spent on their real estate career. Specifically, respondents aged 50-59 years old are more likely to spend 100 percent of efforts on their real estate career compared to those in the other age groups.

Table 20. Cross Tabulation Analysis of Percentage of Efforts Spent on Real Estate Career by Education

Percentage of Efforts Spent on Real Estate Career	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Not working in the real estate industry	8 (2.7%)	6 (3.8%)	94 (5.2%)	29 (4.6%)	137 (4.9%)	82 (7.2%)	7 (6.5%)	363 (5.3%)
10 percent	12 (4.0%)	3 (1.9%)	48 (2.7%)	18 (2.8%)	115 (4.1%)	78 (6.9%)	3 (2.8%)	277 (4.0%)
20 percent	9 (3.0%)	0 (0.0%)	61 (3.4%)	15 (2.4%)	94 (3.4%)	57 (5.0%)	4 (3.7%)	240 (3.5%)
30 percent	3 (1.0%)	7 (4.4%)	68 (3.8%)	24 (3.8%)	111 (4.0%)	46 (4.1%)	4 (3.7%)	263 (3.8%)
40 percent	9 (3.0%)	5 (3.2%)	40 (2.2%)	17 (2.7%)	86 (3.1%)	35 (3.1%)	2 (1.9%)	194 (2.8%)
50 percent	20 (6.6%)	12 (7.6%)	111 (6.2%)	47 (7.4%)	164 (5.9%)	65 (5.7%)	9 (8.3%)	428 (6.2%)
60 percent	6 (2.0%)	8 (5.1%)	57 (3.2%)	25 (3.9%)	72 (2.6%)	28 (2.5%)	6 (5.6%)	202 (2.9%)
70 percent	22 (7.3%)	8 (5.1%)	98 (5.5%)	40 (6.3%)	141 (5.1%)	63 (5.6%)	5 (4.6%)	377 (5.5%)
80 percent	25 (8.3%)	12 (7.6%)	156 (8.7%)	53 (8.3%)	197 (7.1%)	82 (7.2%)	4 (3.7%)	529 (7.7%)
90 percent	20 (6.6%)	12 (7.6%)	121 (6.7%)	56 (8.8%)	202 (7.3%)	96 (8.5%)	3 (2.8%)	510 (7.4%)
100 percent	161 (53.5%)	82 (51.9%)	919 (51.2%)	307 (48.2%)	1425 (51.3%)	488 (43.0%)	46 (42.6%)	3428 (49.6%)
No Answer/ Refused	6 (2.0%)	3 (1.9%)	22 (1.2%)	6 (0.9%)	36 (1.3%)	15 (1.3%)	15 (13.9%)	103 (1.5%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 20 shows that 51.3 percent of the respondents with a bachelor degree spend 100 percent of their efforts on their real estate career. Similarly, 51.2 percent of those with some college education spend 100 percent of their efforts on their real estate career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and percentage of efforts spent on their real estate career. That is, education is significantly associated with percentage of efforts spent on real estate career. Specifically, respondents with a high school diploma or less are more likely to spend 100 percent of efforts on their real estate career than those with the other education levels.

Table 21. Cross Tabulation Analysis of Hours Per Week Spent on Real Estate by Gender

Number of Hours Per Week Spent on Real Estate	Gender			Total
	Male	Female	No Answer/ Refused	
Less than 20 hours	622 (18.0%)	536 (16.1%)	24 (19.8%)	1182 (17.1%)
20-30 hours	392 (11.4%)	458 (13.7%)	18 (14.9%)	868 (12.6%)
31-40 hours	547 (15.8%)	650 (19.5%)	12 (9.9%)	1209 (17.5%)
41-50 hours	826 (23.9%)	791 (23.7%)	19 (15.7%)	1636 (23.7%)
51-60 hours	556 (16.1%)	449 (13.5%)	18 (14.9%)	1023 (14.8%)
More than 60 hours	420 (12.2%)	356 (10.7%)	14 (11.6%)	790 (11.4%)
No Answer/Refused	92 (2.7%)	98 (2.9%)	16 (13.2%)	206 (3.0%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 21 demonstrates that 12.2 percent of male respondents spend more than 60 hours per week on real estate. In contrast, 10.7 percent of female respondents spend more than 60 hours per week on real estate. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and the number of hours per week spent on real estate. That is, gender is significantly associated with the number of hours per week spent on real estate. Specifically, men are more likely to spend more hours per week on real estate compared to women.

Table 22. Cross Tabulation Analysis of Hours Per Week Spent on Real Estate by Age

Number of Hours Per Week Spent on Real Estate	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Less than 20 hours	16 (8.7%)	107 (16.6%)	158 (14.5%)	288 (15.0%)	333 (17.2%)	245 (25.0%)	35 (21.2%)	1182 (17.1%)
20-30 hours	34 (18.6%)	94 (14.6%)	128 (11.8%)	198 (10.3%)	252 (13.0%)	146 (14.9%)	16 (9.7%)	868 (12.6%)
31-40 hours	32 (17.5%)	133 (20.7%)	220 (20.2%)	300 (15.6%)	315 (16.3%)	188 (19.2%)	21 (12.7%)	1209 (17.5%)
41-50 hours	62 (33.9%)	128 (19.9%)	256 (23.5%)	499 (26.0%)	491 (25.4%)	177 (18.1%)	23 (13.9%)	1636 (23.7%)
51-60 hours	20 (10.9%)	86 (13.4%)	171 (15.7%)	338 (17.6%)	278 (14.4%)	106 (10.8%)	24 (14.6%)	1023 (14.8%)
More than 60 hours	17 (9.3%)	89 (13.8%)	140 (12.9%)	247 (12.9%)	201 (10.4%)	75 (7.7%)	21 (12.7%)	790 (11.4%)
No Answer/ Refused	2 (1.1%)	7 (1.1%)	15 (1.4%)	50 (2.6%)	65 (3.4%)	42 (4.3%)	25 (15.2%)	206 (3.0%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 22 reports that 13.8 percent of respondents aged 30 to 39 years spend more than 60 hours per week on real estate. In contrast, 7.7 percent of respondents aged 70 years and above spend more than 60 hours per week on real estate. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and the number of hours per week spent on real estate. That is, age is significantly associated with the number of hours per week spent on real estate. Specifically, respondents aged 30-59 years are more likely to spend more hours per week on real estate compared to those in the other age groups.

Table 23. Cross Tabulation Analysis of Hours Per Week Spent on Real Estate by Education

Number of Hours Per Week Spent on Real Estate	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Less than 20 hours	36 (12.0%)	17 (10.8%)	264 (14.7%)	87 (13.7%)	493 (17.7%)	265 (23.4%)	20 (18.5%)	1182 (17.1%)
20-30 hours	45 (15.0%)	27 (17.1%)	232 (12.9%)	95 (14.9%)	315 (11.3%)	136 (12.0%)	18 (16.7%)	868 (12.6%)
31-40 hours	51 (16.9%)	27 (17.1%)	324 (18.1%)	115 (18.1%)	481 (17.3%)	199 (17.5%)	12 (11.1%)	1209 (17.5%)
41-50 hours	81 (26.9%)	33 (20.9%)	446 (24.9%)	147 (23.1%)	672 (24.2%)	247 (21.8%)	10 (9.3%)	1636 (23.7%)
51-60 hours	45 (15.0%)	33 (20.9%)	266 (14.8%)	96 (15.1%)	432 (15.5%)	136 (12.0%)	15 (13.9%)	1023 (14.8%)
More than 60 hours	33 (11.0%)	14 (8.9%)	207 (11.5%)	73 (11.5%)	322 (11.6%)	126 (11.1%)	15 (13.9%)	790 (11.4%)
No Answer/ Refused	10 (3.3%)	7 (4.4%)	56 (3.1%)	24 (3.8%)	65 (2.3%)	26 (2.3%)	18 (16.7%)	206 (3.0%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 23 displays that 11.6 percent of the respondents with a bachelor degree spend more than 60 hours per week on real estate. Similarly, 11.5 percent of those with an associate degree and some college education spend more than 60 hours per week on real estate. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and the number of hours per week spent on real estate. That is, education is significantly associated with the number of hours per week spent on real estate. Specifically, respondents with a bachelor degree are more likely to spend more than 60 hours per week on real estate compared to those with the other education levels.

Table 24. Cross Tabulation Analysis of Number of Separate Purchase/Sales Transactions by Gender

Number of Separate Purchase/Sales Transactions	Gender			Total
	Male	Female	No Answer/ Refused	
None	616 (17.8%)	504 (15.1%)	19 (15.7%)	1139 (16.5%)
5 or less	802 (23.2%)	687 (20.6%)	28 (23.1%)	1517 (21.9%)
6-10	471 (13.6%)	468 (14.0%)	14 (11.6%)	953 (13.8%)
11-20	494 (14.3%)	684 (20.5%)	11 (9.1%)	1189 (17.2%)
21-30	305 (8.8%)	400 (12.0%)	4 (3.3%)	709 (10.3%)
31-50	231 (6.7%)	270 (8.1%)	10 (8.3%)	511 (7.4%)
51-70	97 (2.8%)	93 (2.8%)	3 (2.5%)	193 (2.8%)
71-90	65 (1.9%)	39 (1.2%)	0 (0.0%)	104 (1.5%)
More than 90	194 (5.6%)	61 (1.8%)	4 (3.3%)	259 (3.8%)
No Answer/Refused	180 (5.2%)	132 (4.0%)	28 (23.1%)	340 (4.9%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 24, 23.2 percent of male respondents were involved with 5 or less separate purchase/sales transactions last year. In contrast, 20.6 percent of female respondents were involved with 5 or less separate purchase/sales transactions last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and the number of separate purchase/sales transactions. That is, gender is significantly associated with the number of separate purchase/sales transactions. Specifically, men are more likely to be involved with more than 90 separate purchase/sales transactions than women.

Table 25. Cross Tabulation Analysis of Number of Separate Purchase/Sales Transactions by Age

Number of Separate Purchase/Sales Transactions	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
None	55 (30.1%)	128 (19.9%)	162 (14.9%)	303 (15.8%)	297 (15.4%)	165 (16.9%)	29 (17.6%)	1139 (16.5%)
5 or less	54 (29.5%)	116 (18.0%)	230 (21.1%)	356 (18.5%)	425 (22.0%)	304 (31.1%)	32 (19.4%)	1517 (21.9%)
6-10	16 (8.7%)	90 (14.0%)	134 (12.3%)	243 (12.7%)	294 (15.2%)	157 (16.0%)	19 (11.5%)	953 (13.8%)
11-20	20 (10.9%)	109 (16.9%)	198 (18.2%)	357 (18.6%)	338 (17.5%)	151 (15.4%)	16 (9.7%)	1189 (17.2%)
21-30	14 (7.7%)	59 (9.2%)	111 (10.2%)	231 (12.0%)	214 (11.1%)	70 (7.2%)	10 (6.1%)	709 (10.3%)
31-50	4 (2.2%)	55 (8.5%)	99 (9.1%)	172 (9.0%)	132 (6.8%)	39 (4.0%)	10 (6.1%)	511 (7.4%)
51-70	5 (2.7%)	24 (3.7%)	29 (2.7%)	67 (3.5%)	46 (2.4%)	18 (1.8%)	4 (2.4%)	193 (2.8%)
71-90	2 (1.1%)	8 (1.2%)	29 (2.7%)	26 (1.4%)	28 (1.5%)	9 (0.9%)	2 (1.2%)	104 (1.5%)
More than 90	2 (1.1%)	25 (3.9%)	42 (3.9%)	92 (4.8%)	77 (4.0%)	17 (1.7%)	4 (2.4%)	259 (3.8%)
No Answer/ Refused	11 (6.0%)	30 (4.7%)	54 (5.0%)	73 (3.8%)	84 (4.3%)	49 (5.0%)	39 (23.6%)	340 (4.9%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 25 illustrates that 31.1 percent of the respondents who are 70 years old and above were involved with 5 or less separate purchase/sales transactions last year. In contrast, In contrast, 18.0 percent of those who are 30-39 years old were involved with 5 or less separate purchase/sales transactions last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and the number of separate purchase/sales transactions. That is, age is significantly associated with the number of separate purchase/sales transactions. Specifically, respondents aged 50-59 years old are more likely to be involved with more than 90 separate purchase/sales transactions compared to those in the other age groups.

Table 26. Cross Tabulation Analysis of Number of Separate Purchase/Sales Transactions by Education

Number of Separate Purchase/ Sales Transactions	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
None	41 (13.6%)	27 (17.1%)	274 (15.3%)	110 (17.3%)	452 (16.3%)	219 (19.3%)	16 (14.8%)	1139 (16.5%)
5 or less	59 (19.6%)	21 (13.3%)	352 (19.6%)	119 (18.7%)	650 (23.4%)	294 (25.9%)	22 (20.4%)	1517 (21.9%)
6-10	31 (10.3%)	35 (22.2%)	251 (14.0%)	95 (14.9%)	374 (13.5%)	152 (13.4%)	15 (13.9%)	953 (13.8%)
11-20	64 (21.3%)	21 (13.3%)	319 (17.8%)	110 (17.3%)	488 (17.6%)	180 (15.9%)	7 (6.5%)	1189 (17.2%)
21-30	42 (14.0%)	7 (4.4%)	197 (11.0%)	65 (10.2%)	286 (10.3%)	107 (9.4%)	5 (4.6%)	709 (10.3%)
31-50	22 (7.3%)	24 (15.2%)	146 (8.1%)	41 (6.4%)	210 (7.6%)	62 (5.5%)	6 (5.6%)	511 (7.4%)
51-70	13 (4.3%)	4 (2.5%)	59 (3.3%)	25 (3.9%)	62 (2.2%)	26 (2.3%)	4 (3.7%)	193 (2.8%)
71-90	4 (1.3%)	3 (1.9%)	29 (1.6%)	9 (1.4%)	44 (1.6%)	15 (1.3%)	0 (0.0%)	104 (1.5%)
More than 90	11 (3.7%)	4 (2.5%)	83 (4.6%)	36 (5.7%)	95 (3.4%)	27 (2.4%)	3 (2.8%)	259 (3.8%)
No Answer/ Refused	14 (4.7%)	12 (7.6%)	85 (4.7%)	27 (4.2%)	119 (4.3%)	53 (4.7%)	30 (27.8%)	340 (4.9%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 26 demonstrates that 25.9 percent of the respondents with a master degree or higher were involved with 5 or less separate purchase/sales transactions last year. In contrast, 13.3 percent of those with a trade/vocational school diploma were involved with 5 or less separate purchase/sales transactions last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and the number of separate purchase/sales transactions. That is, education is significantly associated with the number of separate purchase/sales transactions. Specifically, respondents with an associate degree are more likely to be involved with more than 90 separate purchase/sales transactions compared to those with the other education levels.

Table 27. Cross Tabulation Analysis of Number of Separate Leasing Transactions by Gender

Number of Separate Leasing Transactions	Gender			Total
	Male	Female	No Answer/ Refused	
None	1478 (42.8%)	1194 (35.8%)	34 (28.1%)	2706 (39.1%)
5 or less	972 (28.1%)	1308 (39.2%)	35 (28.9%)	2315 (33.5%)
6-10	362 (10.5%)	352 (10.6%)	11 (9.1%)	725 (10.5%)
11-20	200 (5.8%)	175 (5.2%)	7 (5.8%)	382 (5.5%)
21-30	99 (2.9%)	69 (2.1%)	2 (1.7%)	170 (2.5%)
31-50	92 (2.7%)	53 (1.6%)	1 (0.8%)	146 (2.1%)
51-70	39 (1.1%)	36 (1.1%)	2 (1.7%)	77 (1.1%)
71-90	23 (0.7%)	17 (0.5%)	3 (2.5%)	43 (0.6%)
More than 90	66 (1.9%)	37 (1.1%)	1 (0.8%)	104 (1.5%)
No Answer/Refused	124 (3.6%)	97 (2.9%)	25 (20.7%)	246 (3.6%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 27 presents that 42.8 percent of male respondents were not involved in any separate leasing transactions last year. In contrast, 35.8 percent of female respondents were not involved in any separate leasing transactions last year. As shown in Table 24, 23.2 percent of male respondents were involved with 5 or less separate purchase/sales transactions last year. In contrast, 20.6 percent of female respondents were involved with 5 or less separate purchase/sales transactions last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and the number of separate leasing transactions. That is, gender is significantly associated with the number of separate leasing transactions. Specifically, women are more likely to be involved with 5 or less separate leasing transactions than men.

Table 28. Cross Tabulation Analysis of Number of Separate Leasing Transactions by Age

Number of Separate Leasing Transactions	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
None	74 (40.4%)	226 (35.1%)	377 (34.7%)	719 (37.5%)	802 (41.5%)	447 (45.7%)	61 (37.0%)	2706 (39.1%)
5 or less	51 (27.9%)	221 (34.3%)	407 (37.4%)	649 (33.8%)	654 (33.8%)	289 (29.5%)	44 (26.7%)	2315 (33.5%)
6-10	17 (9.3%)	78 (12.1%)	123 (11.3%)	209 (10.9%)	186 (9.6%)	99 (10.1%)	13 (7.9%)	725 (10.5%)
11-20	10 (5.5%)	39 (6.1%)	60 (5.5%)	115 (6.0%)	106 (5.5%)	41 (4.2%)	11 (6.7%)	382 (5.5%)
21-30	4 (2.2%)	18 (2.8%)	31 (2.9%)	56 (2.9%)	31 (1.6%)	27 (2.8%)	3 (1.8%)	170 (2.5%)
31-50	5 (2.7%)	15 (2.3%)	22 (2.0%)	48 (2.5%)	37 (1.9%)	18 (1.8%)	1 (0.6%)	146 (2.1%)
51-70	3 (1.6%)	7 (1.1%)	10 (0.9%)	22 (1.2%)	24 (1.2%)	9 (0.9%)	2 (1.2%)	77 (1.1%)
71-90	1 (0.6%)	5 (0.8%)	6 (0.6%)	11 (0.6%)	11 (0.6%)	8 (0.8%)	1 (0.6%)	43 (0.6%)
More than 90	5 (2.7%)	12 (1.9%)	12 (1.1%)	42 (2.2%)	24 (1.2%)	8 (0.8%)	1 (0.6%)	104 (1.5%)
No Answer/ Refused	13 (7.1%)	23 (3.6%)	40 (3.7%)	49 (2.6%)	60 (3.1%)	33 (3.4%)	28 (17.0%)	246 (3.6%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 28 shows that 45.7 percent of the respondents who are 70 years old and above were not involved in any separate leasing transactions last year. In contrast, 34.7 percent of those who are 40-49 years old were not involved in any separate leasing transactions last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and the number of separate leasing transactions. That is, age is significantly associated with the number of separate leasing transactions. Specifically, respondents aged 40-49 years old are more likely to be involved with 5 or less separate leasing transactions compared to those in the other age groups.

Table 29. Cross Tabulation Analysis of Number of Separate Leasing Transactions by Education

Number of Separate Leasing Transactions	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
None	123 (40.9%)	78 (49.4%)	718 (40.0%)	262 (41.1%)	1038 (37.3%)	451 (39.7%)	36 (33.3%)	2706 (39.1%)
5 or less	108 (35.9%)	41 (26.0%)	609 (33.9%)	210 (33.0%)	949 (34.1%)	369 (32.5%)	29 (26.9%)	2315 (33.5%)
6-10	30 (10.0%)	13 (8.2%)	178 (9.9%)	58 (9.1%)	310 (11.2%)	128 (11.3%)	8 (7.4%)	725 (10.5%)
11-20	9 (3.0%)	9 (5.7%)	98 (5.5%)	37 (5.8%)	162 (5.8%)	63 (5.6%)	4 (3.7%)	382 (5.5%)
21-30	9 (3.0%)	2 (1.3%)	49 (2.7%)	13 (2.0%)	73 (2.6%)	23 (2.0%)	1 (0.9%)	170 (2.5%)
31-50	5 (1.7%)	4 (2.5%)	33 (1.8%)	14 (2.2%)	66 (2.4%)	23 (2.0%)	1 (0.9%)	146 (2.1%)
51-70	4 (1.3%)	2 (1.3%)	23 (1.3%)	9 (1.4%)	22 (0.8%)	17 (1.5%)	0 (0.0%)	77 (1.1%)
71-90	1 (0.3%)	2 (1.3%)	8 (0.5%)	5 (0.8%)	19 (0.7%)	7 (0.6%)	1 (0.9%)	43 (0.6%)
More than 90	4 (1.3%)	1 (0.6%)	24 (1.3%)	11 (1.7%)	50 (1.8%)	13 (1.2%)	1 (0.9%)	104 (1.5%)
No Answer/ Refused	8 (2.7%)	6 (3.8%)	55 (3.1%)	18 (2.8%)	91 (3.3%)	41 (3.6%)	27 (25.0%)	246 (3.6%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 29 reports that 49.4 percent of the respondents with a trade/vocational school diploma were not involved in any separate leasing transactions last year. In contrast, 37.3 percent of those with a bachelor degree were not involved in any separate leasing transactions last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and the number of separate leasing transactions. That is, education is significantly associated with the number of separate leasing transactions. Specifically, respondents with a high school diploma or less are more likely to be involved with 5 or less separate leasing transactions compared to those with the other education levels.

Table 30. Cross Tabulation Analysis of Gross Income from Real Estate by Gender

Gross Income from Real Estate	Gender			Total
	Male	Female	No Answer/ Refused	
Less than $10,000	558 (16.2%)	528 (15.8%)	20 (16.5%)	1106 (16.0%)
$10,000 to $24,999	301 (8.7%)	350 (10.5%)	9 (7.4%)	660 (9.6%)
$25,000 to $49,999	411 (11.9%)	516 (15.5%)	8 (6.6%)	935 (13.5%)
$50,000 to $74,999	329 (9.5%)	398 (11.9%)	8 (6.6%)	735 (10.6%)
$75,000 to $99,999	325 (9.4%)	318 (9.5%)	7 (5.8%)	650 (9.4%)
$100,000 to $149,999	399 (11.6%)	395 (11.8%)	7 (5.8%)	801 (11.6%)
$150,000 to $199,999	245 (7.1%)	168 (5.0%)	3 (2.5%)	416 (6.0%)
$200,000 to $249,999	133 (3.9%)	80 (2.4%)	3 (2.5%)	216 (3.1%)
$250,000 to $299,999	67 (1.9%)	58 (1.7%)	0 (0.0%)	125 (1.8%)
Greater than $300,000	235 (6.8%)	106 (3.2%)	1 (0.8%)	342 (5.0%)
No Answer/Refused	452 (13.1%)	421 (12.6%)	55 (45.5%)	928 (13.4%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 30, 16.2 percent of male respondents earned less than $10,000 from their real estate career last year. Similarly, 15.8 percent of female respondents earned less than $10,000 from their real estate career last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and gross income from real estate. That is, gender is significantly associated with gross income from real estate. In general, men are more likely to earn more from real estate than women.

Table 31. Cross Tabulation Analysis of Gross Income from Real Estate by Age

Gross Income from Real Estate	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Less than $10,000	32 (17.5%)	119 (18.5%)	171 (15.7%)	289 (15.1%)	286 (14.8%)	183 (18.7%)	26 (15.8%)	1106 (16.0%)
$10,000 to $24,999	26 (14.2%)	62 (9.6%)	118 (10.9%)	168 (8.8%)	170 (8.8%)	107 (10.9%)	9 (5.5%)	660 (9.6%)
$25,000 to $49,999	36 (19.7%)	89 (13.8%)	137 (12.6%)	258 (13.4%)	252 (13.0%)	154 (15.7%)	9 (5.5%)	935 (13.5%)
$50,000 to $74,999	23 (12.6%)	91 (14.1%)	111 (10.2%)	203 (10.6%)	203 (10.5%)	94 (9.6%)	10 (6.1%)	735 (10.6%)
$75,000 to $99,999	19 (10.4%)	61 (9.5%)	106 (9.7%)	169 (8.8%)	202 (10.4%)	83 (8.5%)	10 (6.1%)	650 (9.4%)
$100,000 to $149,999	7 (3.8%)	62 (9.6%)	146 (13.4%)	251 (13.1%)	234 (12.1%)	91 (9.3%)	10 (6.1%)	801 (11.6%)
$150,000 to $199,999	7 (3.8%)	38 (5.9%)	62 (5.7%)	148 (7.7%)	117 (6.1%)	40 (4.1%)	4 (2.4%)	416 (6.0%)
$200,000 to $249,999	1 (0.6%)	13 (2.0%)	35 (3.2%)	66 (3.4%)	67 (3.5%)	32 (3.3%)	2 (1.2%)	216 (3.1%)
$250,000 to $299,999	0 (0.0%)	8 (1.2%)	22 (2.0%)	43 (2.2%)	37 (1.9%)	14 (1.4%)	1 (0.6%)	125 (1.8%)
Greater than $300,000	2 (1.1%)	33 (5.1%)	53 (4.9%)	122 (6.4%)	92 (4.8%)	37 (3.8%)	3 (1.8%)	342 (5.0%)
No Answer/ Refused	30 (16.4%)	68 (10.6%)	127 (11.7%)	203 (10.6%)	275 (14.2%)	144 (14.7%)	81 (49.1%)	928 (13.4%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 31 illustrates that 18.7 percent of the respondents who are 70 years old and above earned less than $10,000 from their real estate career last year. In contrast, 14.8 percent of those who are 60-69 years old earned less than $10,000 from their real estate career last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and gross income from real estate. That is, age is significantly associated with gross income from real estate. In general, respondents aged 50-59 years old are more likely to earn more from real estate compared to those in the other age groups.

Table 32. Cross Tabulation Analysis of Gross Income from Real Estate by Education

Gross Income from Real Estate	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Less than $10,000	39 (13.0%)	25 (15.8%)	264 (14.7%)	118 (18.5%)	422 (15.2%)	230 (20.3%)	8 (7.4%)	1106 (16.0%)
$10,000 to $24,999	36 (12.0%)	26 (16.5%)	173 (9.6%)	62 (9.7%)	245 (8.8%)	106 (9.3%)	12 (11.1%)	660 (9.6%)
$25,000 to $49,999	41 (13.6%)	26 (16.5%)	283 (15.8%)	94 (14.8%)	356 (12.8%)	124 (10.9%)	11 (10.2%)	935 (13.5%)
$50,000 to $74,999	36 (12.0%)	18 (11.4%)	213 (11.9%)	80 (12.6%)	283 (10.2%)	102 (9.0%)	3 (2.8%)	735 (10.6%)
$75,000 to $99,999	25 (8.3%)	14 (8.9%)	184 (10.3%)	51 (8.0%)	267 (9.6%)	106 (9.3%)	3 (2.8%)	650 (9.4%)
$100,000 to $149,999	39 (13.0%)	17 (10.8%)	197 (11.0%)	81 (12.7%)	327 (11.8%)	134 (11.8%)	6 (5.6%)	801 (11.6%)
$150,000 to $199,999	18 (6.0%)	3 (1.9%)	97 (5.4%)	31 (4.9%)	186 (6.7%)	79 (7.0%)	2 (1.9%)	416 (6.0%)
$200,000 to $249,999	11 (3.7%)	5 (3.2%)	37 (2.1%)	12 (1.9%)	118 (4.2%)	32 (2.8%)	1 (0.9%)	216 (3.1%)
$250,000 to $299,999	3 (1.0%)	1 (0.6%)	31 (1.7%)	8 (1.3%)	65 (2.3%)	16 (1.4%)	1 (0.9%)	125 (1.8%)
Greater than $300,000	14 (4.7%)	2 (1.3%)	75 (4.2%)	27 (4.2%)	160 (5.8%)	63 (5.6%)	1 (0.9%)	342 (5.0%)
No Answer/ Refused	39 (13.0%)	21 (13.3%)	241 (13.4%)	73 (11.5%	351 (12.6%)	143 (12.6%)	60 (55.6%)	928 (13.4%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 32 demonstrates that 20.3 percent of the respondents with a master degree or higher earned less than $10,000 from their real estate career last year. In contrast, 13.0 percent of those with a high school diplomas or less earned less than $10,000 from their real estate career last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and gross income from real estate. That is, education is significantly associated with gross income from real estate. In general, respondents with a bachelor degree are more likely to earn more from real estate compared to those with the other education levels.

Table 33. Cross Tabulation Analysis of Last Full-Time Career by Gender

Last Full-Time Career	Gender			Total
	Male	Female	No Answer/ Refused	
Professional	1231 (35.6%)	918 (27.5%)	32 (26.5%)	2181 (31.5%)
Administrative	192 (5.6%)	636 (19.1%)	14 (11.6%)	842 (12.2%)
Education/Teacher	115 (3.3%)	286 (8.6%)	10 (8.3%)	411 (5.9%)
Medical/Health	44 (1.3%)	144 (4.3%)	5 (4.1%)	193 (2.8%)
Military	144 (4.2%)	20 (0.6%)	3 (2.5%)	167 (2.4%)
Sales	610 (17.7%)	451 (13.5%)	13 (10.7%)	1074 (15.5%)
Other	926 (26.8%)	760 (22.8%)	18 (14.9%)	1704 (24.7%)
No Answer/Refused	193 (5.6%)	123 (3.7%)	26 (21.5%)	342 (5.0%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 33 reports that 35.6 percent of male respondents were professionals before entering real estate as a career. In contrast, 27.5 percent of female respondents were professionals before entering real estate as a career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and last full-time career. That is, gender is significantly associated with last full-time career. Specifically, men are more likely to be professionals before entering real estate as a career than women.

Table 34. Cross Tabulation Analysis of Last Full-Time Career by Age

Last Full-Time Career	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Professional	48 (26.2%)	188 (29.2%)	372 (34.2%)	633 (33.0%)	637 (32.9%)	247 (25.2%)	56 (33.9%)	2181 (31.5%)
Administrative	16 (8.7%)	73 (11.3%)	124 (11.4%)	248 (12.9%)	225 (11.6%)	140 (14.3%)	16 (9.7%)	842 (12.2%)
Education/Teacher	10 (5.5%)	37 (5.8%)	63 (5.8%)	87 (4.5%)	121 (6.3%)	79 (8.1%)	14 (8.5%)	411 (5.9%)
Medical/Health	2 (1.1%)	16 (2.5%)	39 (3.6%)	65 (3.4%)	46 (2.4%)	17 (1.7%)	8 (4.9%)	193 (2.8%)
Military	3 (1.6%)	7 (1.1%)	18 (1.7%)	43 (2.2%)	47 (2.4%)	44 (4.5%)	5 (3.0%)	167 (2.4%)
Sales	30 (16.4%)	110 (17.1%)	172 (15.8%)	295 (15.4%)	313 (16.2%)	136 (13.9%)	18 (10.9%)	1074 (15.5%)
Other	60 (32.8%)	168 (26.1%)	253 (23.3%)	467 (24.3%)	456 (23.6%)	278 (28.4%)	22 (13.3%)	1704 (24.7%)
No Answer/ Refused	14 (7.7%)	45 (7.0%)	47 (4.3%)	82 (4.3%)	90 (4.7%)	38 (3.9%)	26 (15.8%)	342 (5.0%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 34 shows that 34.2 percent of the respondents who are 40-49 years old were professionals before entering real estate as a career. In contrast, 25.2 percent of those who are 70 years old and above were professionals before entering real estate as a career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and last full-time career. That is, age is significantly associated with last full-time career. Specifically, respondents aged 40-49 years old are more likely to be professionals before entering real estate as a career compared to those in the other age groups.

Table 35. Cross Tabulation Analysis of Last Full-Time Career by Education

Last Full-Time Career	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Professional	45 (15.0%)	26 (16.5%)	435 (24.2%)	159 (25.0%)	963 (34.6%)	529 (46.6%)	24 (22.2%)	2181 (31.5%)
Administrative	62 (20.6%)	38 (24.1%)	317 (17.7%)	109 (17.1%)	238 (8.5%)	64 (5.6%)	14 (13.0%)	842 (12.2%)
Education/ Teacher	5 (1.7%)	2 (1.3%)	26 (1.5%)	15 (2.4%)	202 (7.3%)	160 (14.1%)	1 (0.9%)	411 (5.9%)
Medical/Health	5 (1.7%)	10 (6.3%)	48 (2.7%)	36 (5.7%)	56 (2.0%)	34 (3.0%)	4 (3.7%)	193 (2.8%)
Military	9 (3.0%)	1 (0.6%)	27 (1.5%)	27 (4.2%)	45 (1.6%)	55 (4.9%)	3 (2.8%)	167 (2.4%)
Sales	58 (19.3%)	21 (13.3%)	365 (20.3%)	92 (14.4%)	453 (16.3%)	70 (6.2%)	15 (13.9%)	1074 (15.5%)
Other	99 (32.9%)	57 (36.1%)	484 (27.0%)	167 (26.2%)	686 (24.7%)	189 (16.7%)	22 (20.4%)	1704 (24.7%)
No Answer/ Refused	18 (6.0%)	3 (1.9%)	93 (5.2%)	32 (5.0%)	137 (4.9%)	34 (3.0%)	25 (23.2%)	342 (5.0%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 35 displays that 46.6 percent of the respondents with a master degree or higher were professionals before entering real estate as a career. In contrast, 15.0 percent of those with a high school diploma or less were professionals before entering real estate as a career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and last full-time career. That is, education is significantly associated with last full-time career. Specifically, respondents with a master degree or higher are more likely to be professionals before entering real estate as a career compared to those with the other education levels.

Table 36. Cross Tabulation Analysis of Active Years in Real Estate by Gender

Active Years in Real Estate	Gender			Total
	Male	Female	No Answer/ Refused	
5 or less years	705 (20.4%)	876 (26.2%)	23 (19.0%)	1604 (23.2%)
6-10 years	435 (12.6%)	534 (16.0%)	21 (17.4%)	990 (14.3%)
11-20 years	862 (25.0%)	976 (29.2%)	32 (26.5%)	1870 (27.1%)
21-40 years	1011 (29.3%)	796 (23.9%)	25 (20.7%)	1832 (26.5%)
Over 40 years	406 (11.8%)	115 (3.5%)	8 (6.6%)	529 (7.7%)
No Answer/Refused	36 (1.0%)	41 (1.2%)	12 (9.9%)	89 (1.3%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 36, 29.3 percent of male respondents have been active in real estate for 21 to 40 years. In contrast, 23.9 percent of female respondents have been active in real estate for 21 to 40 years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and the number of active years in real estate. That is, gender is significantly associated with the number of active years in real estate. Specifically, men are more likely to have been active in real estate for more than 20 years than women.

Table 37. Cross Tabulation Analysis of Active Years in Real Estate by Age

Active Years in Real Estate	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
5 or less years	164 (89.6%)	307 (47.7%)	368 (33.8%)	474 (24.7%)	223 (11.5%)	38 (3.9%)	30 (18.2%)	1604 (23.2%)
6-10 years	16 (8.7%)	176 (27.3%)	223 (20.5%)	256 (13.3%)	238 (12.3%)	56 (5.7%)	25 (15.2%)	990 (14.3%)
11-20 years	3 (1.6%)	150 (23.3%)	372 (34.2%)	607 (31.6%)	534 (27.6%)	162 (16.6%)	42 (25.5%)	1870 (27.1%)
21-40 years	0 (0.0%)	6 (0.9%)	116 (10.7%)	543 (28.3%)	733 (37.9%)	391 (39.9%)	43 (26.1%)	1832 (26.5%)
Over 40 years	0 (0.0%)	0 (0.0%)	0 (0.0%)	15 (0.8%)	182 (9.4%)	323 (33.0%)	9 (5.5%)	529 (7.7%)
No Answer/ Refused	0 (0.0%)	5 (0.8%)	9 (0.8%)	25 (1.3%)	25 (1.3%)	9 (0.9%)	16 (9.7%)	89 (1.3%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 37 presents that 39.9 percent of the respondents who are 70 years old and above have been active in real estate for 21 to 40 years. Similarly, 37.9 percent of those who are 60-69 years old have been active in real estate for 21 to 40 years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and the number of active years in real estate. That is, age is significantly associated with the number of active years in real estate. Specifically, respondents aged 70 years old and above are more likely to have been active in real estate for more than 20 years compared to those in the other age groups.

Table 38. Cross Tabulation Analysis of Active Years in Real Estate by Education

Active Years in Real Estate	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
5 or less years	79 (26.3%)	51 (32.3%)	370 (20.6%)	158 (24.8%)	649 (23.4%)	280 (24.7%)	17 (15.7%)	1604 (23.2%)
6-10 years	44 (14.6%)	29 (18.4%)	251 (14.0%)	83 (13.0%)	393 (14.1%)	170 (15.0%)	20 (18.5%)	990 (14.3%)
11-20 years	96 (31.9%)	45 (28.5%)	501 (27.9%)	194 (30.5%)	718 (25.8%)	293 (25.8%)	23 (21.3%)	1870 (27.1%)
21-40 years	60 (19.9%)	28 (17.7%)	521 (29.0%)	156 (24.5%)	751 (27.0%)	287 (25.3%)	29 (26.9%)	1832 (26.5%)
Over 40 years	20 (6.6%)	3 (1.9%)	127 (7.1%)	39 (6.1%)	241 (8.7%)	96 (8.5%)	3 (2.8%)	529 (7.7%)
No Answer/ Refused	2 (0.7%)	2 (1.3%)	25 (1.4%)	7 (1.1%)	28 (1.0%)	9 (0.8%)	16 (14.8%)	89 (1.3%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 38 displays that 31.9 percent of the respondents with a high school diploma or less have been active in real estate for 11 to 20 years. In contrast, 25.8 percent of those with a bachelor degree or a master degree or higher have been active in real estate for 11 to 20 years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and the number of active years in real estate. That is, education is significantly associated with the number of active years in real estate. Specifically, respondents with a bachelor degree are more likely to have been active in real estate for more than 40 years compared to those with the other education levels.

Table 39. Cross Tabulation Analysis of Years of Holding the Broker License by Gender

Years of Holding the Broker License	Gender			Total
	Male	Female	No Answer/ Refused	
5 or less years	197 (13.4%)	203 (22.6%)	5 (14.7%)	405 (16.8%)
6-10 years	233 (15.8%)	201 (22.3%)	8 (23.5%)	442 (18.4%)
11-20 years	258 (17.5%)	186 (20.7%)	8 (23.5%)	452 (18.8%)
21-40 years	574 (39.0%)	262 (29.1%)	9 (26.5%)	845 (35.1%)
Over 40 years	209 (14.2%)	43 (4.8%)	3 (8.8%)	255 (10.6%)
No Answer/Refused	2 (0.1%)	4 (0.4%)	1 (2.9%)	7 (0.3%)
Total	1473 (100.0%)	899 (100.0%)	34 (100.0%)	2406 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 39 shows that 39.0 percent of male broker license holders have been licensed as a broker for 21 to 40 years. In contrast, 29.1 percent of female broker license holders have been licensed as a broker for 21 to 40 years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and the number of years of being licensed as a broker. That is, gender is significantly associated with the number of years of being licensed as a broker. In general, male broker license holders are licensed longer than female broker license holders.

Table 40. Cross Tabulation Analysis of Years of Holding the Broker License by Age

Years of Holding the Broker License	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
5 or less years	5 (83.3%)	62 (53.9%)	103 (37.7%)	122 (22.0%)	93 (11.5%)	12 (2.0%)	8 (15.1%)	405 (16.8%)
6-10 years	1 (16.7%)	34 (29.6%)	90 (33.0%)	138 (24.9%)	130 (16.1%)	42 (7.1%)	7 (13.2%)	442 (18.4%)
11-20 years	0 (0.0%)	18 (15.7%)	69 (25.3%)	122 (22.0%)	161 (19.9%)	71 (12.0%)	11 (20.8%)	452 (18.8%)
21-40 years	0 (0.0%)	0 (0.0%)	10 (3.7%)	169 (30.5%)	360 (44.4%)	287 (48.3%)	19 (35.9%)	845 (35.1%)
Over 40 years	0 (0.0%)	0 (0.0%)	0 (0.0%)	4 (0.7%)	64 (7.9%)	181 (30.5%)	6 (11.3%)	255 (10.6%)
No Answer/ Refused	0 (0.0%)	1 (0.9%)	1 (0.4%)	0 (0.0%)	2 (0.3%)	1 (0.2%)	2 (3.8%)	7 (0.3%)
Total	6 (100.0%)	115 (100.0%)	273 (100.0%)	555 (100.0%)	810 (100.0%)	594 (100.0%)	53 (100.0%)	2406 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 40 demonstrates that 48.3 percent of broker license holders who are 70 years old and above have been licensed as a broker for 21 to 40 years. 44.4 percent of those who are 60-69 years old have been licensed as a broker for 21 to 40 years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and the number of years of being licensed as a broker. That is, age is significantly associated with the number of years of being licensed as a broker. Overall, broker license holders aged 70 years old and above are licensed longer than those in the other age groups.

Table 41. Cross Tabulation Analysis of Years of Holding the Broker License by Education

Years of Holding the Broker License	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
5 or less years	12 (19.1%)	2 (14.3%)	85 (17.1%)	28 (15.6%)	204 (18.1%)	71 (14.3%)	3 (10.7%)	405 (16.8%)
6-10 years	13 (20.6%)	3 (21.4%)	96 (19.3%)	40 (22.4%)	193 (17.1%)	91 (18.4%)	6 (21.4%)	442 (18.4%)
11-20 years	17 (27.0%)	8 (57.1%)	83 (16.7%)	38 (21.2%)	199 (17.6%)	103 (20.8%)	4 (14.3%)	452 (18.8%)
21-40 years	12 (19.1%)	1 (7.1%)	173 (34.8%)	60 (33.5%)	407 (36.1%)	180 (36.3%)	12 (42.9%)	845 (35.1%)
Over 40 years	9 (14.3%)	0 (0.0%)	60 (12.1%)	11 (6.2%)	123 (10.9%)	50 (10.1%)	2 (7.1%)	255 (10.6%)
No Answer/ Refused	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (1.1%)	3 (0.3%)	1 (0.2%)	1 (3.6%)	7 (0.3%)
Total	63 (100.0%)	14 (100.0%)	497 (100.0%)	179 (100.0%)	1129 (100.0%)	496 (100.0%)	28 (100.0%)	2406 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.01$.

Table 41 reports that 36.3 percent of broker license holders with a master degree or higher have been licensed as a broker for 21 to 40 years. In contrast, 7.1 percent of those with a trade/vocational school diploma have been licensed as a broker for 21 to 40 years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and the number of years of being licensed as a broker. That is, education is significantly associated with the number of years of being licensed as a broker. Overall, broker license holders with a bachelor degree or higher are licensed longer than those with the other education levels.

Table 42. Cross Tabulation Analysis of Years of Holding the Sales Agent License by Gender

Years of Holding the Sales Agent License	Gender			Total
	Male	Female	No Answer/ Refused	
5 or less years	631 (42.0%)	950 (39.1%)	28 (37.8%)	1609 (40.2%)
6-10 years	289 (19.2%)	443 (18.3%)	16 (21.6%)	748 (18.7%)
11-20 years	355 (23.6%)	650 (26.8%)	17 (23.0%)	1022 (25.5%)
21-40 years	203 (13.5%)	352 (14.5%)	6 (8.1%)	561 (14.0%)
Over 40 years	18 (1.2%)	22 (0.9%)	0 (0.0%)	40 (1.0%)
No Answer/Refused	6 (0.4%)	11 (0.5%)	7 (9.5%)	24 (0.6%)
Total	1502 (100.0%)	2428 (100.0%)	74 (100.0%)	4004 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 42 shows that 42.0 percent of male sales agent license holders have been licensed as a sales agent for 5 or less years. In contrast, 39.1 percent of female sales agent license holders have been licensed as a sales agent for 5 or less years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and the number of years of being licensed as a sales agent. That is, gender is significantly associated with the number of years of being licensed as a sales agent. In general, female sales agent license holders are licensed longer than male sales agent license holders.

Table 43. Cross Tabulation Analysis of Years of Holding the Sales Agent License by Age

Years of Holding the Sales Agent License	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
5 or less years	147 (95.5%)	330 (68.2%)	393 (55.2%)	469 (38.6%)	210 (21.4%)	29 (8.0%)	31 (32.0%)	1609 (40.2%)
6-10 years	6 (3.9%)	115 (23.8%)	152 (21.4%)	222 (18.3%)	183 (18.7%)	49 (13.5%)	21 (21.7%)	748 (18.7%)
11-20 years	1 (0.7%)	37 (7.6%)	141 (19.8%)	364 (30.0%)	336 (34.3%)	117 (32.2%)	26 (26.8%)	1022 (25.5%)
21-40 years	0 (0.0%)	0 (0.0%)	21 (3.0%)	154 (12.7%)	234 (23.9%)	141 (38.8%)	11 (11.3%)	561 (14.0%)
Over 40 years	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	13 (1.3%)	27 (7.4%)	0 (0.0%)	40 (1.0%)
No Answer/ Refused	0 (0.0%)	2 (0.4%)	5 (0.7%)	5 (0.4%)	4 (0.4%)	0 (0.0%)	8 (8.3%)	24 (0.6%)
Total	154 (100.0%)	484 (100.0%)	712 (100.0%)	1214 (100.0%)	980 (100.0%)	363 (100.0%)	97 (100.0%)	4004 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 43 demonstrates that 38.8 percent of sales agent license holders who are 70 years old and above have been licensed as a sales agent for 21 to 40 years. Besides, 23.9 percent of those who are 60-69 years old have been licensed as a sales agent for 21 to 40 years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and the number of years of being licensed as a sales agent. That is, age is significantly associated with the number of years of being licensed as a sales agent. Overall, sales agent license holders aged 70 years old and above are licensed longer than those in the other age groups.

Table 44. Cross Tabulation Analysis of Years of Holding the Sales Agent License by Education

Years of Holding the Sales Agent License	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
5 or less years	74 (33.3%)	39 (32.8%)	391 (33.9%)	137 (35.2%)	660 (44.6%)	290 (50.4%)	18 (27.3%)	1609 (40.2%)
6-10 years	42 (18.9%)	25 (21.0%)	211 (18.3%)	66 (17.0%)	276 (18.7%)	111 (19.3%)	17 (25.8%)	748 (18.7%)
11-20 years	66 (29.7%)	35 (29.4%)	325 (28.2%)	120 (30.9%)	338 (22.9%)	124 (21.6%)	14 (21.2%)	1022 (25.5%)
21-40 years	35 (15.8%)	19 (16.0%)	212 (18.4%)	60 (15.4%)	182 (12.3%)	45 (7.8%)	8 (12.1%)	561 (14.0%)
Over 40 years	4 (1.8%)	1 (0.8%)	13 (1.1%)	3 (0.8%)	15 (1.0%)	4 (0.7%)	0 (0.0%)	40 (1.0%)
No Answer/ Refused	1 (0.5%)	0 (0.0%)	2 (0.2%)	3 (0.8%)	8 (0.5%)	1 (0.2%)	9 (13.6%)	24 (0.6%)
Total	222 (100.0%)	119 (100.0%)	1154 (100.0%)	389 (100.0%)	1479 (100.0%)	575 (100.0%)	66 (100.0%)	4004 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 44 reports that 50.4 percent of sales agent license holders with a master degree or higher have been licensed as a sales agent for 5 or less years. In contrast, 32.8 percent of those with a trade/vocational school diploma have been licensed as a sales agent for 5 or less years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and the number of years of being licensed as a sales agent. That is, education is significantly associated with the number of years of being licensed as a sales agent. Overall, sales agent license holders with an associate degree or less are licensed longer than those with the other education levels.

Table 45. Cross Tabulation Analysis of Years of Holding the Appraiser License by Gender

Years of Holding the Appraiser License	Gender			Total
	Male	Female	No Answer/ Refused	
5 or less years	30 (10.1%)	12 (18.8%)	1 (14.3%)	43 (11.7%)
6-10 years	28 (9.4%)	6 (9.4%)	0 (0.0%)	34 (9.2%)
11-20 years	89 (30.0%)	28 (43.8%)	2 (28.6%)	119 (32.3%)
21-40 years	137 (46.1%)	18 (28.1%)	2 (28.6%)	157 (42.7%)
Over 40 years	11 (3.7%)	0 (0.0%)	0 (0.0%)	11 (3.0%)
No Answer/Refused	2 (0.7%)	0 (0.0%)	2 (28.6%)	4 (1.1%)
Total	297 (100.0%)	64 (100.0%)	7 (100.0%)	368 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 45 shows that 46.1 percent of male appraiser license holders have been licensed as an appraiser for 21 to 40 years. In contrast, 28.1 percent of female appraiser license holders have been licensed as an appraiser for 21 to 40 years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and the number of years of being licensed as an appraiser. That is, gender is significantly associated with the number of years of being licensed as an appraiser. In general, male appraiser license holders are licensed longer than female appraiser license holders.

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Table 46. Cross Tabulation Analysis of Years of Holding the Appraiser License by Age

Years of Holding the Appraiser License	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
5 or less years	19 (100.0%)	11 (26.8%)	5 (9.6%)	4 (3.9%)	3 (2.9%)	0 (0.0%)	1 (16.7%)	43 (11.7%)
6-10 years	0 (0.0%)	13 (31.7%)	9 (17.3%)	7 (6.9%)	3 (2.9%)	2 (4.6%)	0 (0.0%)	34 (9.2%)
11-20 years	0 (0.0%)	17 (41.5%)	29 (55.8%)	40 (39.2%)	27 (26.0%)	5 (11.4%)	1 (16.7%)	119 (32.3%)
21-40 years	0 (0.0%)	0 (0.0%)	8 (15.4%)	51 (50.0%)	67 (64.4%)	29 (65.9%)	2 (33.3%)	157 (42.7%)
Over 40 years	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (2.9%)	8 (18.2%)	0 (0.0%)	11 (3.0%)
No Answer/ Refused	0 (0.0%)	0 (0.0%)	1 (1.9%)	0 (0.0%)	1 (1.0%)	0 (0.0%)	2 (33.3%)	4 (1.1%)
Total	19 (100.0%)	41 (100.0%)	52 (100.0%)	102 (100.0%)	104 (100.0%)	44 (100.0%)	6 (100.0%)	368 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 46 demonstrates that 65.9 percent of appraiser license holders who are 70 years old and above have been licensed as an appraiser for 21 to 40 years. In addition, 64.4 percent of those who are 60-69 years old have been licensed as an appraiser for 21 to 40 years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and the number of years of being licensed as an appraiser. That is, age is significantly associated with the number of years of being licensed as an appraiser. Overall, appraiser license holders aged 70 years old and above are licensed longer than those in the other age groups.

Table 47. Cross Tabulation Analysis of Years of Holding the Appraiser License by Education

Years of Holding the Appraiser License	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
5 or less years	0 (0.0%)	0 (0.0%)	3 (4.5%)	4 (14.3%)	23 (12.2%)	12 (16.2%)	1 (20.0%)	43 (11.7%)
6-10 years	2 (50.0%)	1 (100.0%)	5 (7.5%)	6 (21.4%)	14 (7.4%)	6 (8.1%)	0 (0.0%)	34 (9.2%)
11-20 years	1 (25.0%)	0 (0.0%)	31 (46.3%)	9 (32.1%)	60 (31.8%)	17 (23.0%)	1 (20.0%)	119 (32.3%)
21-40 years	0 (0.0%)	0 (0.0%)	28 (41.8%)	8 (28.6%)	82 (43.4%)	38 (51.4%)	1 (20.0%)	157 (42.7%)
Over 40 years	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (3.6%)	9 (4.8%)	1 (1.4%)	0 (0.0%)	11 (3.0%)
No Answer/ Refused	1 (25.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (0.5%)	0 (0.0%)	2 (40.0%)	4 (1.1%)
Total	4 (100.0%)	1 (100.0%)	67 (100.0%)	28 (100.0%)	189 (100.0%)	74 (100.0%)	5 (100.0%)	368 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 47 reports that 51.4 percent of appraiser license holders with a master degree or higher have been licensed as an appraiser for 21 to 40 years. Besides, 43.4 percent of those with a bachelor degree have been licensed as an appraiser for 21 to 40 years. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and the number of years of being licensed as an appraiser. That is, education is significantly associated with the number of years of being licensed as an appraiser. Overall, appraiser license holders with a master degree or higher are licensed longer than those with the other education levels.

Table 48. Cross Tabulation Analysis of Number of License Holders in Current Company by Gender

Number of License Holders in Current Company	Gender			Total
	Male	Female	No Answer/ Refused	
One	861 (24.9%)	318 (9.5%)	17 (14.1%)	1196 (17.3%)
Less than 5	783 (22.7%)	555 (16.6%)	21 (17.4%)	1359 (19.7%)
6-10	313 (9.1%)	341 (10.2%)	10 (8.3%)	664 (9.6%)
11-20	229 (6.6%)	282 (8.5%)	1 (0.8%)	512 (7.4%)
21-30	130 (3.8%)	155 (4.6%)	3 (2.5%)	288 (4.2%)
31-50	118 (3.4%)	150 (4.5%)	2 (1.7%)	270 (3.9%)
Greater than 50	854 (24.7%)	1351 (40.5%)	31 (25.6%)	2236 (32.3%)
No Answer/Refused	167 (4.8%)	186 (5.6%)	36 (29.8%)	389 (5.6%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 48, 40.5 percent of female respondents express that there are more than 50 license holders working with their current companies. In contrast, 24.7 percent of male respondents say that there are more than 50 license holders working with their current companies. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and the number of license holders working with respondents' companies. That is, gender is significantly associated with the number of license holders working with respondents' companies. Specifically, women are more likely to mention that more license holders are with their companies compared to men.

Table 49. Cross Tabulation Analysis of Number of License Holders in Current Company by Age

Number of License Holders in Current Company	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
One	13 (7.1%)	60 (9.3%)	136 (12.5%)	313 (16.3%)	390 (20.2%)	256 (26.2%)	28 (17.0%)	1196 (17.3%)
Less than 5	33 (18.0%)	122 (18.9%)	202 (18.6%)	357 (18.6%)	387 (20.0%)	234 (23.9%)	24 (14.6%)	1359 (19.7%)
6-10	22 (12.0%)	68 (10.6%)	125 (11.5%)	161 (8.4%)	193 (10.0%)	87 (8.9%)	8 (4.9%)	664 (9.6%)
11-20	17 (9.3%)	61 (9.5%)	89 (8.2%)	145 (7.6%)	129 (6.7%)	66 (6.7%)	5 (3.0%)	512 (7.4%)
21-30	16 (8.7%)	34 (5.3%)	49 (4.5%)	78 (4.1%)	76 (3.9%)	34 (3.5%)	1 (0.6%)	288 (4.2%)
31-50	8 (4.4%)	32 (5.0%)	41 (3.8%)	89 (4.6%)	70 (3.6%)	26 (2.7%)	4 (2.4%)	270 (3.9%)
Greater than 50	67 (36.6%)	243 (37.7%)	403 (37.0%)	691 (36.0%)	582 (30.1%)	198 (20.2%)	52 (31.5%)	2236 (32.3%)
No Answer/ Refused	7 (3.8%)	24 (3.7%)	43 (4.0%)	86 (4.5%)	108 (5.6%)	78 (8.0%)	43 (26.1%)	389 (5.6%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 49 shows that 37.7 percent of the respondents who are 30-39 years old say that there are more than 50 license holders working with their current companies. In contrast, 20.2 percent of those who are 70 years old and above mention that there are more than 50 license holders working with their current companies. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and the number of license holders working with respondents' companies. That is, age is significantly associated with the number of license holders working with respondents' companies. Specifically, respondents aged 30-39 years old are more likely to mention that more license holders are with their companies compared to those in the other age groups.

Table 50. Cross Tabulation Analysis of Number of License Holders in Current Company by Education

Number of License Holders in Current Company	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
One	33 (11.0%)	28 (17.7%)	270 (15.0%)	101 (15.9%)	513 (18.5%)	232 (20.4%)	19 (17.6%)	1196 (17.3%)
Less than 5	57 (18.9%)	22 (13.9%)	340 (18.9%)	122 (19.2%)	549 (19.8%)	251 (22.1%)	18 (16.7%)	1359 (19.7%)
6-10	37 (12.3%)	21 (13.3%)	174 (9.7%)	71 (11.2%)	244 (8.8%)	112 (9.9%)	5 (4.6%)	664 (9.6%)
11-20	26 (8.6%)	14 (8.9%)	160 (8.9%)	45 (7.1%)	185 (6.7%)	78 (6.9%)	4 (3.7%)	512 (7.4%)
21-30	17 (5.7%)	8 (5.1%)	73 (4.1%)	33 (5.2%)	116 (4.2%)	39 (3.4%)	2 (1.9%)	288 (4.2%)
31-50	17 (5.7%)	5 (3.2%)	75 (4.2%)	26 (4.1%)	115 (4.1%)	28 (2.5%)	4 (3.7%)	270 (3.9%)
Greater than 50	101 (33.6%)	50 (31.7%)	600 (33.4%)	202 (31.7%)	920 (33.1%)	339 (29.9%)	24 (22.2%)	2236 (32.3%)
No Answer/ Refused	13 (4.3%)	10 (6.3%)	103 (5.7%)	37 (5.8%)	138 (5.0%)	56 (4.9%)	32 (29.6%)	389 (5.6%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 50 shows that 33.6 percent of the respondents with a high school diploma or less express that there are more than 50 license holders working with their current companies. In contrast, 29.9 percent of those with a master degree or higher mention that there are more than 50 license holders working with their current companies. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and the number of license holders working with respondents' companies. That is, education is significantly associated with the number of license holders working with respondents' companies. Specifically, respondents with a high school diploma or less are more likely to mention that more license holders are with their companies compared to those with the other education levels.

Table 51. Cross Tabulation Analysis of Office Location by Gender

Office Location	Gender			Total
	Male	Female	No Answer/ Refused	
Public	1534 (44.4%)	1429 (42.8%)	39 (32.2%)	3002 (43.4%)
Home	1764 (51.1%)	1662 (49.8%)	50 (41.3%)	3476 (50.3%)
Other	68 (2.0%)	134 (4.0%)	3 (2.5%)	205 (3.0%)
No Answer/Refused	89 (2.6%)	113 (3.4%)	29 (24.0%)	231 (3.3%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 51 demonstrates that 51.1 percent of male respondents maintain their primary offices in their homes. On the other hand, 49.8 percent of female respondents maintain their primary offices in their homes. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and office location. That is, gender is significantly associated with office location. Specifically, men are more likely to maintain their primary offices in their homes than women.

Table 52. Cross Tabulation Analysis of Office Location by Age

Office Location	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Public	117 (63.9%)	296 (46.0%)	440 (40.4%)	845 (44.0%)	817 (42.2%)	429 (43.8%)	58 (35.2%)	3002 (43.4%)
Home	51 (27.9%)	316 (49.1%)	579 (53.2%)	980 (51.0%)	992 (51.3%)	494 (50.5%)	64 (38.8%)	3476 (50.3%)
Other	9 (4.9%)	21 (3.3%)	39 (3.6%)	46 (2.4%)	61 (3.2%)	23 (2.4%)	6 (3.6%)	205 (3.0%)
No Answer/ Refused	6 (3.3%)	11 (1.7%)	30 (2.8%)	49 (2.6%)	65 (3.4%)	33 (3.4%)	37 (22.4%)	231 (3.3%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 52 reports that 55.0 percent of the respondents who are 40-49 years old maintain their primary offices in their homes. In contrast, 27.9 percent of those who are 18-29 years old maintain their primary offices in their homes. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and office location. That is, age is significantly associated with office location. Specifically, respondents aged 18-29 years old are more likely to maintain their primary offices in a public location compared to those in the other age groups.

Table 53. Cross Tabulation Analysis of Office Location by Education

Office Location	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Public	136 (45.2%)	64 (40.5%)	792 (44.1%)	253 (39.7%)	1257 (45.2%)	469 (41.3%)	31 (28.7%)	3002 (43.4%)
Home	145 (48.2%)	82 (51.9%)	888 (49.5%)	341 (53.5%)	1381 (49.7%)	593 (52.3%)	46 (42.6%)	3476 (50.3%)
Other	10 (3.3%)	6 (3.8%)	59 (3.3%)	21 (3.3%)	72 (2.6%)	34 (3.0%)	3 (2.8%)	205 (3.0%)
No Answer/ Refused	10 (3.3%)	6 (3.8%)	56 (3.1%)	22 (3.5%)	70 (2.5%)	39 (3.4%)	28 (25.9%)	231 (3.3%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 53 presents that 53.5 percent of the respondents with an associate degree maintain their primary offices in their homes. In contrast, 48.2 percent of those with a high school diploma or less maintain their primary offices in their homes. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and office location. That is, education is significantly associated with office location. Specifically, respondents with an associate degree are more likely to maintain their primary offices in their homes compared to those with the other education levels.

Table 54. Cross Tabulation Analysis of Number of Public Office Locations by Gender

Number of Public Office Locations	Gender			Total
	Male	Female	No Answer/ Refused	
1	1839 (53.2%)	1480 (44.3%)	39 (32.2%)	3358 (48.6%)
2	248 (7.2%)	337 (10.1%)	11 (9.1%)	596 (8.6%)
3	155 (4.5%)	193 (5.8%)	2 (1.7%)	350 (5.1%)
4	78 (2.3%)	112 (3.4%)	3 (2.5%)	193 (2.8%)
5	73 (2.1%)	110 (3.3%)	2 (1.7%)	185 (2.7%)
6-10	109 (3.2%)	181 (5.4%)	8 (6.6%)	298 (4.3%)
Greater than 10	345 (10.0%)	517 (15.5%)	8 (6.6%)	870 (12.6%)
No Answer/Refused	608 (17.6%)	408 (12.2%)	48 (39.7%)	1064 (15.4%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As demonstrated in Table 54, 53.2 percent of male respondents mention that their companies only have one public office location. In contrast, 44.3 percent of female respondents say that their companies only have one public office location. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and the number of public office locations. That is, gender is significantly associated with the number of public office locations. Specifically, women are more likely to say that their companies have more public office locations compared to men.

Table 55. Cross Tabulation Analysis of Number of Public Office Locations by Age

Number of Public Office Locations	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
1	87 (47.5%)	320 (49.7%)	506 (46.5%)	882 (45.9%)	965 (49.9%)	552 (56.4%)	46 (27.9%)	3358 (48.6%)
2	15 (8.2%)	65 (10.1%)	103 (9.5%)	192 (10.0%)	151 (7.8%)	57 (5.8%)	13 (7.9%)	596 (8.6%)
3	17 (9.3%)	43 (6.7%)	54 (5.0%)	117 (6.1%)	91 (4.7%)	23 (2.4%)	5 (3.0%)	350 (5.1%)
4	4 (2.2%)	26 (4.0%)	30 (2.8%)	51 (2.7%)	60 (3.1%)	18 (1.8%)	4 (2.4%)	193 (2.8%)
5	6 (3.3%)	17 (2.6%)	36 (3.3%)	58 (3.0%)	44 (2.3%)	18 (1.8%)	6 (3.6%)	185 (2.7%)
6-10	7 (3.8%)	23 (3.6%)	46 (4.2%)	93 (4.8%)	89 (4.6%)	30 (3.1%)	10 (6.1%)	298 (4.3%)
Greater than 10	33 (18.0%)	81 (12.6%)	141 (13.0%)	269 (14.0%)	241 (12.5%)	90 (9.2%)	15 (9.1%)	870 (12.6%)
No Answer/ Refused	14 (7.7%)	69 (10.7%)	172 (15.8%)	258 (13.4%)	294 (15.2%)	191 (19.5%)	66 (40.0%)	1064 (15.4%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 55 shows that 56.4 percent of the respondents who are 70 years old and above express that their companies only have one public office location. In contrast, 45.9 percent of those who are 50-59 years old say that their companies only have one public office location. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and the number of public office locations. That is, age is significantly associated with the number of public office locations. Specifically, respondents aged 18-29 years old are more likely to say that their companies have more public office locations compared to those in the other age groups.

Table 56. Cross Tabulation Analysis of Number of Public Office Locations by Education

Number of Public Office Locations	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
1	156 (51.8%)	86 (54.4%)	874 (48.7%)	309 (48.5%)	1334 (48.0%)	566 (49.9%)	33 (30.6%)	3358 (48.6%)
2	28 (9.3%)	15 (9.5%)	172 (9.6%)	63 (9.9%)	234 (8.4%)	76 (6.7%)	8 (7.4%)	596 (8.6%)
3	16 (5.3%)	4 (2.5%)	94 (5.2%)	26 (4.1%)	155 (5.6%)	52 (4.6%)	3 (2.8%)	350 (5.1%)
4	9 (3.0%)	3 (1.9%)	59 (3.3%)	20 (3.1%)	71 (2.6%)	29 (2.6%)	2 (1.9%)	193 (2.8%)
5	9 (3.0%)	2 (1.3%)	49 (2.7%)	21 (3.3%)	73 (2.6%)	30 (2.6%)	1 (0.9%)	185 (2.7%)
6-10	16 (5.3%)	6 (3.8%)	73 (4.1%)	19 (3.0%)	124 (4.5%)	54 (4.8%)	6 (5.6%)	298 (4.3%)
Greater than 10	33 (11.0%)	19 (12.0%)	230 (12.8%)	79 (12.4%)	369 (13.3%)	133 (11.7%)	7 (6.5%)	870 (12.6%)
No Answer/ Refused	34 (11.3%)	23 (14.6%)	244 (13.6%)	100 (15.7%)	420 (15.1%)	195 (17.2%)	48 (44.4%)	1064 (15.4%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 56 reports that 54.4 percent of the respondents with a trade/vocational school diploma say mention that their companies only have one public office location. In contrast, 48.0 percent of those with a bachelor degree express that their companies only have one public office location. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and the number of public office locations. That is, education is significantly associated with the number of public office locations. Specifically, respondents with a bachelor degree are more likely to say that their companies have more public office locations compared to those with the other education levels.

Table 57. Cross Tabulation Analysis of Type of Company by Gender

Type of Company	Gender			Total
	Male	Female	No Answer/ Refused	
Solo practitioner	1107 (32.0%)	554 (16.6%)	27 (22.3%)	1688 (24.4%)
Independent nonfranchise firm	1287 (37.3%)	1245 (37.3%)	37 (30.6%)	2569 (37.2%)
Independent franchise firm	493 (14.3%)	806 (24.2%)	18 (14.9%)	1317 (19.1%)
Branch office of regional company	82 (2.4%)	92 (2.8%)	2 (1.7%)	176 (2.6%)
Branch office of national company	306 (8.9%)	415 (12.4%)	4 (3.3%)	725 (10.5%)
No Answer/Refused	180 (5.2%)	226 (6.8%)	33 (27.3%)	439 (6.4%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 57, 37.3 percent of male respondents say that their companies are independent nonfranchise firms. Likewise, 37.3 percent of percent of female respondents express that their companies are independent nonfranchise firms. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and types of company. That is, gender is significantly associated with types of company. Specifically, men are more likely to describe their companies as solo practitioners compared to women.

Table 58. Cross Tabulation Analysis of Type of Company by Age

Type of Company	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Solo practitioner	26 (14.2%)	94 (14.6%)	199 (18.3%)	436 (22.7%)	521 (26.9%)	374 (38.2%)	38 (23.0%)	1688 (24.4%)
Independent nonfranchise firm	65 (35.5%)	276 (42.9%)	444 (40.8%)	694 (36.2%)	719 (37.2%)	325 (33.2%)	46 (27.9%)	2569 (37.2%)
Independent franchise firm	36 (19.7%)	136 (21.1%)	216 (19.9%)	394 (20.5%)	368 (19.0%)	142 (14.5%)	25 (15.2%)	1317 (19.1%)
Branch office of regional company	6 (3.3%)	24 (3.7%)	26 (2.4%)	57 (3.0%)	47 (2.4%)	13 (1.3%)	3 (1.8%)	176 (2.6%)
Branch office of national company	35 (19.1%)	82 (12.7%)	135 (12.4%)	237 (12.3%)	165 (8.5%)	60 (6.1%)	11 (6.7%)	725 (10.5%)
No Answer/ Refused	15 (8.2%)	32 (5.0%)	68 (6.3%)	102 (5.3%)	115 (5.9%)	65 (6.6%)	42 (25.5%)	439 (6.4%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As demonstrated in Table 58, 42.9 percent of the respondents who are 30-39 years old mention that their companies are independent nonfranchise firms. In contrast, 33.2 percent of those who are 70 years old and above say that their companies are independent nonfranchise firms. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and types of company. That is, age is significantly associated with types of company. Specifically, respondents aged 70 years old and above are more likely to describe their companies as solo practitioners compared to those in the other age groups.

Table 59. Cross Tabulation Analysis of Type of Company by Education

Type of Company	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Solo practitioner	59 (19.6%)	41 (26.0%)	410 (22.8%)	161 (25.3%)	682 (24.5%)	309 (27.2%)	26 (24.1%)	1688 (24.4%)
Independent nonfranchise firm	109 (36.2%)	62 (39.2%)	678 (37.8%)	236 (37.1%)	1043 (37.5%)	412 (36.3%)	29 (26.9%)	2569 (37.2%)
Independent franchise firm	82 (27.2%)	31 (19.6%)	369 (20.6%)	134 (21.0%)	491 (17.7%)	194 (17.1%)	16 (14.8%)	1317 (19.1%)
Branch office of regional company	7 (2.3%)	1 (0.6%)	40 (2.2%)	16 (2.5%)	78 (2.8%)	32 (2.8%)	2 (1.9%)	176 (2.6%)
Branch office of national company	18 (6.0%)	11 (7.0%)	192 (10.7%)	57 (9.0%)	317 (11.4%)	123 (10.8%)	7 (6.5%)	725 (10.5%)
No Answer/ Refused	26 (8.6%)	12 (7.6%)	106 (5.9%)	33 (5.2%)	169 (6.1%)	65 (5.7%)	28 (25.9%)	439 (6.4%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As presented in Table 59, 39.2 percent of the respondents with a trade/vocational school diploma express that their companies are independent nonfranchise firms. In contrast, 36.2 percent of those with a high school diploma or less mention that their companies are independent nonfranchise firms. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and types of company. That is, education is significantly associated with types of company. Specifically, respondents with a trade/vocational diploma are more likely to describe their companies as independent nonfranchise firms compared to those with the other education levels.

Table 60. Cross Tabulation Analysis of Way of Affiliation by Gender

Way of Affiliation	Gender			Total
	Male	Female	No Answer/ Refused	
Owner	1556 (45.0%)	677 (20.3%)	32 (26.5%)	2265 (32.8%)
Independent contractor	1460 (42.3%)	2214 (66.3%)	52 (43.0%)	3726 (53.9%)
Employee	287 (8.3%)	245 (7.3%)	4 (3.3%)	536 (7.8%)
Other	72 (2.1%)	77 (2.3%)	7 (5.8%)	156 (2.3%)
No Answer/Refused	80 (2.3%)	125 (3.7%)	26 (21.5%)	231 (3.3%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 60, 45.0 percent of male respondents are affiliated with their companies as owners. In contrast, 20.3 percent of female respondents are affiliated with their companies as owners. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and ways of affiliation. That is, gender is significantly associated with ways of affiliation. In particular, men are more likely to be affiliated with their companies as owners, whereas women are more likely to be affiliated with their companies as independent contractors.

Table 61. Cross Tabulation Analysis of Way of Affiliation by Age

Way of Affiliation	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Owner	11 (6.0%)	117 (18.2%)	283 (26.0%)	560 (29.2%)	742 (38.4%)	504 (51.5%)	48 (29.1%)	2265 (32.8%)
Independent contractor	120 (65.6%)	423 (65.7%)	674 (62.0%)	1099 (57.2%)	952 (49.2%)	384 (39.2%)	74 (44.9%)	3726 (53.9%)
Employee	46 (25.1%)	77 (12.0%)	87 (8.0%)	166 (8.7%)	127 (6.6%)	26 (2.7%)	7 (4.2%)	536 (7.8%)
Other	3 (1.6%)	10 (1.6%)	19 (1.8%)	45 (2.3%)	46 (2.4%)	30 (3.1%)	3 (1.8%)	156 (2.3%)
No Answer/ Refused	3 (1.6%)	17 (2.6%)	25 (2.3%)	50 (2.6%)	68 (3.5%)	35 (3.6%)	33 (20.0%)	231 (3.3%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 61 shows that 65.6 percent of the respondents who are 18-29 years old are affiliated with their companies as independent contractors. In contrast, 39.2 percent of those who are 70 years old and above are affiliated with their companies as independent contractors. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and ways of affiliation. That is, age is significantly associated with ways of affiliation. Specifically, respondents aged 70 years old and above are more likely to be affiliated with their companies as owners compared to those in the other age groups.

Table 62. Cross Tabulation Analysis of Way of Affiliation by Education

Way of Affiliation	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Owner	70 (23.3%)	38 (24.1%)	533 (29.7%)	202 (31.7%)	952 (34.2%)	437 (38.5%)	33 (30.6%)	2265 (32.8%)
Independent contractor	195 (64.8%)	98 (62.0%)	1045 (58.2%)	347 (54.5%)	1446 (52.0%)	548 (48.3%)	47 (43.5%)	3726 (53.9%)
Employee	22 (7.3%)	14 (8.9%)	113 (6.3%)	48 (7.5%)	246 (8.9%)	89 (7.8%)	4 (3.7%)	536 (7.8%)
Other	6 (2.0%)	4 (2.5%)	41 (2.3%)	13 (2.0%)	63 (2.3%)	27 (2.4%)	2 (1.9%)	156 (2.3%)
No Answer/ Refused	8 (2.7%)	4 (2.5%)	63 (3.5%)	27 (4.2%)	73 (2.6%)	34 (3.0%)	22 (20.4%)	231 (3.3%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 62 presents that 64.8 percent of the respondents with a high school diploma or less are affiliated with their companies as independent contractors. In contrast, 48.3 percent of those with a master degree or higher are affiliated with their companies as independent contractors. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and ways of affiliation. That is, education is significantly associated with ways of affiliation. Specifically, respondents with a master degree or higher are more likely to be affiliated with their companies as owners compared to those with the other education levels. Besides, respondents with a high school diploma or less are more likely to be affiliated with their companies as independent contractors compared to those with the other education levels.

Table 63. Cross Tabulation Analysis of Roles Played by the Broker License Holders by Gender

Roles Played by the Broker License Holders	Gender			Total
	Male	Female	No Answer/ Refused	
Principal broker (no selling)	183 (12.4%)	64 (7.1%)	4 (11.8%)	251 (10.4%)
Principal broker (with selling)	919 (62.4%)	509 (56.6%)	19 (55.9%)	1447 (60.1%)
Office manager (no selling)	13 (0.9%)	14 (1.6%)	0 (0.0%)	27 (1.1%)
Office manager (with selling)	17 (1.2%)	11 (1.2%)	0 (0.0%)	28 (1.2%)
Educator/Trainer	10 (0.7%)	5 (0.6%)	0 (0.0%)	15 (0.6%)
Transaction coordinator	4 (0.3%)	1 (0.1%)	0 (0.0%)	5 (0.2%)
Compliance specialist	4 (0.3%)	4 (0.4%)	0 (0.0%)	8 (0.3%)
Broker associate	211 (14.3%)	216 (24.0%)	3 (8.8%)	430 (17.9%)
Sales agent	13 (0.9%)	11 (1.2%)	2 (5.9%)	26 (1.1%)
Unlicensed personal assistant	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Other	76 (5.2%)	49 (5.5%)	2 (5.9%)	127 (5.3%)
No Answer/Refused	23 (1.6%)	15 (1.7%)	4 (11.8%)	42 (1.8%)
Total	1473 (100.0%)	899 (100.0%)	34 (100.0%)	2406 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 63, 62.4 percent of male broker license holders are principal brokers with selling. In contrast, 56.6 percent of female broker license holders are principal brokers with selling. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and types of role played by the broker license holders. That is, gender is significantly associated with types of role played by the broker license holders. Specifically, men are more likely to describe their roles as principal brokers with selling than women.

Table 64. Cross Tabulation Analysis of Roles Played by the Broker License Holders by Age

Roles Played by the Broker License Holders	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Principal broker (no selling)	0 (0.0%)	13 (11.3%)	16 (5.9%)	41 (7.4%)	87 (10.7%)	85 (14.3%)	9 (17.0%)	251 (10.4%)
Principal broker (with selling)	3 (50.0%)	66 (57.4%)	171 (62.6%)	344 (62.0%)	476 (58.8%)	362 (60.9%)	25 (47.2%)	1447 (60.1%)
Office manager (no selling)	0 (0.0%)	1 (0.9%)	3 (1.1%)	10 (1.8%)	11 (1.4%)	2 (0.3%)	0 (0.0%)	27 (1.1%)
Office manager (with selling)	0 (0.0%)	1 (0.9%)	7 (2.6%)	10 (1.8%)	9 (1.1%)	0 (0.0%)	1 (1.9%)	28 (1.2%)
Educator/Trainer	0 (0.0%)	0 (0.0%)	2 (0.7%)	3 (0.5%)	5 (0.6%)	3 (0.5%)	2 (3.8%)	15 (0.6%)
Transaction coordinator	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (0.2%)	1 (0.1%)	2 (0.3%)	1 (1.9%)	5 (0.2%)
Compliance specialist	0 (0.0%)	1 (0.9%)	0 (0.0%)	0 (0.0%)	3 (0.4%)	4 (0.7%)	0 (0.0%)	8 (0.3%)
Broker associate	2 (33.3%)	27 (23.5%)	51 (18.7%)	106 (19.1%)	150 (18.5%)	89 (15.0%)	5 (9.4%)	430 (17.9%)
Sales agent	0 (0.0%)	0 (0.0%)	4 (1.5%)	6 (1.1%)	5 (0.6%)	9 (1.5%)	2 (3.8%)	26 (1.1%)
Unlicensed personal assistant	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Other	1 (16.7%)	3 (2.6%)	15 (5.5%)	30 (5.4%)	46 (5.7%)	30 (5.1%)	2 (3.8%)	127 (5.3%)
No Answer/ Refused	0 (0.0%)	3 (2.6%)	4 (1.5%)	4 (0.7%)	17 (2.1%)	8 (1.4%)	6 (11.3%)	42 (1.8%)
Total	6 (100.0%)	115 (100.0%)	273 (100.0%)	555 (100.0%)	810 (100.0%)	594 (100.0%)	53 (100.0%)	2406 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 64 presents that 62.6 percent of broker license holders who are 40-49 years old are principal brokers with selling. In contrast, 50.0 percent of those who are 18-29 years old are principal brokers with selling. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and types of role played by the broker license holders. That is, age is significantly associated with types of role played by the broker license holders. Specifically, respondents aged 40-49 years old more likely to describe their roles as principal brokers with selling compared to those in the other age groups.

Table 65. Cross Tabulation Analysis of Roles Played by the Broker License Holders by Education

Roles Played by the Broker License Holders	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Principal broker (no selling)	8 (12.7%)	1 (7.1%)	47 (9.5%)	11 (6.2%)	125 (11.1%)	58 (11.7%)	1 (3.6%)	251 (10.4%)
Principal broker (with selling)	37 (58.7%)	10 (71.4%)	301 (60.6%)	115 (64.3%)	663 (58.7%)	304 (61.3%)	17 (60.7%)	1447 (60.1%)
Office manager (no selling)	3 (4.8%)	0 (0.0%)	8 (1.6%)	3 (1.7%)	9 (0.8%)	4 (0.8%)	0 (0.0%)	27 (1.1%)
Office manager (with selling)	0 (0.0%)	0 (0.0%)	7 (1.4%)	3 (1.7%)	14 (1.2%)	4 (0.8%)	0 (0.0%)	28 (1.2%)
Educator/ Trainer	0 (0.0%)	1 (7.1%)	2 (0.4%)	0 (0.0%)	6 (0.5%)	6 (1.2%)	0 (0.0%)	15 (0.6%)
Transaction coordinator	0 (0.0%)	0 (0.0%)	2 (0.4%)	0 (0.0%)	2 (0.2%)	1 (0.2%)	0 (0.0%)	5 (0.2%)
Compliance specialist	0 (0.0%)	0 (0.0%)	1 (0.2%)	1 (0.6%)	6 (0.5%)	0 (0.0%)	0 (0.0%)	8 (0.3%)
Broker associate	10 (15.9%)	2 (14.3%)	93 (18.7%)	36 (20.1%)	204 (18.1%)	80 (16.1%)	5 (17.9%)	430 (17.9%)
Sales agent	1 (1.6%)	0 (0.0%)	6 (1.2%)	0 (0.0%)	14 (1.2%)	4 (0.8%)	1 (3.6%)	26 (1.1%)
Unlicensed personal assistant	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Other	2 (3.2%)	0 (0.0%)	26 (5.2%)	6 (3.4%)	66 (5.9%)	26 (5.2%)	1 (3.6%)	127 (5.3%)
No Answer/ Refused	2 (3.2%)	0 (0.0%)	4 (0.8%)	2 (2.2%)	20 (1.8%)	9 (1.8%)	3 (10.7%)	42 (1.8%)
Total	63 (100.0%)	14 (100.0%)	497 (100.0%)	179 (100.0%)	1129 (100.0%)	496 (100.0%)	28 (100.0%)	2406 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 65 demonstrates that 71.4 percent of broker license holders with a trade/vocational school diploma are principal brokers with selling. In contrast, 58.7 percent of those with a high school diploma or less or a bachelor degree are principal brokers with selling. Since the *p*-value for the chi-square test is greater than the significance level of 0.05, we cannot reject the null hypothesis of no relationship between education and types of role played by the broker license holders. That is, education is not significantly associated with types of role played by the broker license holders. Therefore, education does not influence how broker license holders describe their roles in their companies.

Table 66. Cross Tabulation Analysis of Roles Played by the Appraiser License Holders by Gender

Roles Played by the Appraiser License Holders	Gender			Total
	Male	Female	No Answer/ Refused	
Principal broker (no selling)	8 (9.6%)	1 (10.0%)	0 (0.0%)	9 (9.6%)
Principal broker (with selling)	22 (26.5%)	4 (40.0%)	0 (0.0%)	26 (27.7%)
Office manager (no selling)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Office manager (with selling)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Educator/Trainer	3 (3.6%)	0 (0.0%)	0 (0.0%)	3 (3.2%)
Transaction coordinator	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Compliance specialist	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Broker associate	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Sales agent	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unlicensed personal assistant	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Other	35 (42.2%)	4 (40.0%)	1 (100.0%)	40 (42.6%)
No Answer/Refused	15 (18.1%)	1 (10.0%)	0 (0.0%)	16 (17.0%)
Total	83 (100.0%)	10 (100.0%)	1 (100.0%)	94 (0.0%)

Note: The chi-square test statistic is not statistically significant.

As shown in Table 66, 26.5 percent of male appraiser license holders are principal brokers with selling. In contrast, 40.0 percent of female appraiser license holders are principal brokers with selling. Since the *p*-value for the chi-square test is greater than the significance level of 0.05, we cannot reject the null hypothesis of no relationship between gender and types of role played by the appraiser license holders. That is, gender is not significantly associated with types of role played by the appraiser license holders. Therefore, gender does not influence how appraiser license holders describe their roles in their companies. Besides, since there are few observations, we should not overemphasize the result.

Table 67. Cross Tabulation Analysis of Roles Played by the Appraiser License Holders by Age

Roles Played by the Appraiser License Holders	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Principal broker (no selling)	0 (0.0%)	0 (0.0%)	0 (0.0%)	4 (23.5%)	2 (4.7%)	3 (10.7%)	0 (0.0%)	9 (9.6%)
Principal broker (with selling)	0 (0.0%)	1 (100.0%)	1 (33.3%)	4 (23.5%)	10 (23.3%)	10 (35.7%)	0 (0.0%)	26 (27.7%)
Office manager (no selling)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Office manager (with selling)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Educator/Trainer	0 (0.0%)	0 (0.0%)	1 (33.3%)	0 (0.0%)	1 (2.3%)	1 (3.6%)	0 (0.0%)	3 (3.2%)
Transaction coordinator	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Compliance specialist	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Broker associate	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Sales agent	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unlicensed personal assistant	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Other	0 (0.0%)	0 (0.0%)	1 (33.3%)	6 (35.3%)	21 (48.8%)	10 (35.7%)	2 (100.0%)	40 (42.6%)
No Answer/ Refused	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (17.7%)	9 (20.9%)	4 (14.3%)	0 (0.0%)	16 (17.0%)
Total	0 (0.0%)	1 (100.0%)	3 (100.0%)	17 (100.0%)	43 (100.0%)	28 (100.0%)	2 (100.0%)	94 (0.0%)

Note: The chi-square test statistic is not statistically significant.

Table 67 demonstrates that the only one appraiser license holder who is 30-39 years old is principal brokers with selling. Besides, 35.7 percent of those who are 70 years old and above are principal brokers with selling. Since the *p*-value for the chi-square test is greater than the significance level of 0.05, we cannot reject the null hypothesis of no relationship between age and types of role played by the appraiser license holders. That is, age is not significantly associated with types of role played by the appraiser license holders. Therefore, age does not influence how appraiser license holders describe their roles in their companies. In addition, since there are few observations, we should not overemphasize the result.

Table 68. Cross Tabulation Analysis of Roles Played by the Appraiser License Holders by Education

Roles Played by the Appraiser License Holders	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Principal broker (no selling)	0 (0.0%)	0 (0.0%)	2 (22.2%)	1 (14.3%)	5 (9.1%)	1 (4.4%)	0 (0.0%)	9 (9.6%)
Principal broker (with selling)	0 (0.0%)	0 (0.0%)	3 (33.3%)	3 (42.9%)	16 (29.1%)	4 (17.4%)	0 (0.0%)	26 (27.7%)
Office manager (no selling)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Office manager (with selling)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Educator/ Trainer	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (14.3%)	2 (3.6%)	0 (0.0%)	0 (0.0%)	3 (3.2%)
Transaction coordinator	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Compliance specialist	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Broker associate	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Sales agent	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unlicensed personal assistant	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Other	0 (0.0%)	0 (0.0%)	2 (22.2%)	2 (28.6%)	23 (41.8%)	13 (56.5%)	0 (0.0%)	40 (42.6%)
No Answer/ Refused	0 (0.0%)	0 (0.0%)	2 (22.2%)	0 (0.0%)	9 (16.4%)	5 (21.7%)	0 (0.0%)	16 (17.0%)
Total	0 (0.0%)	0 (0.0%)	9 (100.0%)	7 (100.0%)	55 (100.0%)	23 (100.0%)	0 (0.0%)	94 (0.0%)

Note: The chi-square test statistic is not statistically significant.

Table 68 presents that 42.9 percent of appraiser license holders with an associate school diploma are principal brokers with selling. In addition, 33.3 percent of those with some college education are principal brokers with selling. Since the *p*-value for the chi-square test is greater than the significance level of 0.05, we cannot reject the null hypothesis of no relationship between education and types of role played by the appraiser license holders. That is, education is not significantly associated with types of role played by the appraiser license holders. Thus, education does not influence how appraiser license holders describe their roles in their companies. Besides, since there are few observations, we should not overemphasize the result.

Table 69. Cross Tabulation Analysis of Way of Compensation by Gender

Way of Compensation	Gender			Total
	Male	Female	No Answer/ Refused	
Percent of sales price	2181 (63.1%)	2532 (75.9%)	60 (49.6%)	4773 (69.0%)
Flat fee	257 (7.4%)	152 (4.6%)	10 (8.3%)	419 (6.1%)
Hourly fee	59 (1.7%)	55 (1.7%)	0 (0.0%)	114 (1.7%)
Fee schedule	331 (9.6%)	124 (3.7%)	6 (5.0%)	461 (6.7%)
Other	381 (11.0%)	284 (8.5%)	6 (5.0%)	671 (9.7%)
No Answer/Refused	246 (7.1%)	191 (5.7%)	39 (32.2%)	476 (6.9%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As demonstrated in Table 69, 63.1 percent of male respondents are compensated for their work based on percent of sales price. In contrast, 75.9 percent of female respondents are compensated for their work based on percent of sales price. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and ways of compensation. That is, gender is significantly associated with ways of compensation. Specifically, women are more likely to be compensated for their work based on percent of sales price compared to men.

Table 70. Cross Tabulation Analysis of Way of Compensation by Age

Way of Compensation	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Percent of sales price	123 (67.2%)	467 (72.5%)	774 (71.1%)	1317 (68.6%)	1300 (67.2%)	700 (71.5%)	92 (55.8%)	4773 (69.0%)
Flat fee	11 (6.0%)	39 (6.1%)	67 (6.2%)	115 (6.0%)	126 (6.5%)	51 (5.2%)	10 (6.1%)	419 (6.1%)
Hourly fee	5 (2.7%)	12 (1.9%)	20 (1.8%)	36 (1.9%)	32 (1.7%)	9 (0.9%)	0 (0.0%)	114 (1.7%)
Fee schedule	7 (3.8%)	45 (7.0%)	62 (5.7%)	139 (7.2%)	131 (6.8%)	69 (7.1%)	8 (4.9%)	461 (6.7%)
Other	27 (14.8%)	46 (7.1%)	114 (10.5%)	191 (10.0%)	208 (10.8%)	76 (7.7%)	9 (5.5%)	671 (9.7%)
No Answer/ Refused	10 (5.5%)	35 (5.4%)	51 (4.7%)	122 (6.4%)	138 (7.1%)	74 (7.6%)	46 (27.9%)	476 (6.9%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 70 reports that 72.5 percent of the respondents who are 30-39 years old are compensated for their work based on percent of sales price. In contrast, 67.2 percent of those who are 18-29 years old or 60-69 years old are compensated for their work based on percent of sales price. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and ways of compensation. That is, age is significantly associated with ways of compensation. Specifically, respondents aged 30-39 years old are more likely to be compensated for their work based on percent of sales price compared to those in the other age groups.

Table 71. Cross Tabulation Analysis of Way of Compensation by Education

Way of Compensation	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Percent of sales price	215 (71.4%)	108 (68.4%)	1273 (70.9%)	421 (66.1%)	1938 (69.7%)	757 (66.7%)	61 (56.5%)	4773 (69.0%)
Flat fee	20 (6.6%)	10 (6.3%)	98 (5.5%)	56 (8.8%)	167 (6.0%)	63 (5.6%)	5 (4.6%)	419 (6.1%)
Hourly fee	7 (2.3%)	2 (1.3%)	30 (1.7%)	13 (2.0%)	48 (1.7%)	13 (1.2%)	1 (0.9%)	114 (1.7%)
Fee schedule	15 (5.0%)	9 (5.7%)	135 (7.5%)	52 (8.2%)	161 (5.8%)	86 (7.6%)	3 (2.8%)	461 (6.7%)
Other	26 (8.6%)	19 (12.0%)	147 (8.2%)	56 (8.8%)	281 (10.1%)	137 (12.1%)	5 (4.6%)	671 (9.7%)
No Answer/ Refused	18 (6.0%)	10 (6.3%)	112 (6.2%)	39 (6.1%)	185 (6.7%)	79 (7.0%)	33 (30.6%)	476 (6.9%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 71 shows that 71.4 percent of the respondents with a high school diploma or less are compensated for their work based on percent of sales price. In contrast, 66.1 percent of those with an associate degree are compensated for their work based on percent of sales price. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and ways of compensation. That is, education is significantly associated with ways of compensation. Particularly, respondents with a high school diploma or less are more likely to be compensated for their work based on percent of sales price compared to those with the other education levels.

Table 72. Cross Tabulation Analysis of Attending Statewide Meetings of Professional Organizations by Gender

Attending Statewide Meetings of Professional Organizations	Gender			Total
	Male	Female	No Answer/ Refused	
0	1955 (56.6%)	1945 (58.3%)	47 (38.8%)	3947 (57.1%)
1	680 (19.7%)	693 (20.8%)	20 (16.5%)	1393 (20.2%)
2	386 (11.2%)	315 (9.4%)	12 (9.9%)	713 (10.3%)
3	164 (4.8%)	146 (4.4%)	4 (3.3%)	314 (4.5%)
4	74 (2.1%)	50 (1.5%)	1 (0.8%)	125 (1.8%)
5	85 (2.5%)	57 (1.7%)	9 (7.4%)	151 (2.2%)
No Answer/Refused	111 (3.2%)	132 (4.0%)	28 (23.1%)	271 (3.9%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 72 presents that 58.3 percent of female respondents do not attend any statewide meetings of professional organizations per year. Similarly, 56.6 percent of male respondents do not attend any statewide meetings of professional organizations per year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and the number of attending statewide meetings of professional organizations. That is, gender is significantly associated with the number of attending statewide meetings of professional organizations. Overall, women are less likely to attend statewide meetings of professional organizations than men.

Table 73. Cross Tabulation Analysis of Attending Statewide Meetings of Professional Organizations by Age

Attending Statewide Meetings of Professional Organizations	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
0	92 (50.3%)	373 (57.9%)	627 (57.6%)	1075 (56.0%)	1096 (56.4%)	609 (62.2%)	75 (45.5%)	3947 (57.1%)
1	37 (20.2%)	130 (20.2%)	230 (21.1%)	429 (22.3%)	373 (19.3%)	175 (17.9%)	19 (11.5%)	1393 (20.2%)
2	22 (12.0%	64 (9.9%)	111 (10.2%)	184 (9.6%)	229 (11.8%)	87 (8.9%)	16 (9.7%)	713 (10.3%)
3	5 (2.7%)	33 (5.1%)	44 (4.0%)	94 (4.9%)	92 (4.8%)	42 (4.3%)	4 (2.4%)	314 (4.5%)
4	3 (1.6%)	7 (1.1%)	19 (1.8%)	39 (2.0%)	37 (1.9%)	18 (1.8%)	2 (1.2%)	125 (1.8%)
5	2 (1.1%)	12 (1.9%)	19 (1.8%)	40 (2.1%)	54 (2.8%)	18 (1.8%)	6 (3.6%)	151 (2.2%)
No Answer/ Refused	22 (12.0%)	25 (3.9%)	38 (3.5%)	59 (3.1%)	54 (2.8%)	30 (3.1%)	43 (26.1%)	271 (3.9%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 73 shows that 62.2 percent of the respondents who are 70 years old and above do not attend any statewide meetings of professional organizations per year. In contrast, 50.3 percent of those who are 18-29 years old do not attend any statewide meetings of professional organizations per year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and the number of attending statewide meetings of professional organizations. That is, age is significantly associated with the number of attending statewide meetings of professional organizations. Specifically, respondents aged 70 years old and above are less likely to attend statewide meetings of professional organizations compared to those in the other age groups.

Table 74. Cross Tabulation Analysis of Attending Statewide Meetings of Professional Organizations by Education

Attending Statewide Meetings of Professional Organizations	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
0	181 (60.1%)	75 (47.5%)	987 (55.0%)	332 (52.1%)	1663 (59.8%)	660 (58.2%)	49 (45.4%)	3947 (57.1%)
1	59 (19.6%)	39 (24.7%)	396 (22.1%)	145 (22.8%)	514 (18.5%)	228 (20.1%)	12 (11.1%)	1393 (20.2%)
2	28 (9.3%)	19 (12.0%)	179 (10.0%)	67 (10.5%)	280 (10.1%)	128 (11.3%)	12 (11.1%)	713 (10.3%)
3	12 (4.0%)	7 (4.4%)	91 (5.1%)	27 (4.2%)	127 (4.6%)	50 (4.4%)	0 (0.0%)	314 (4.5%)
4	2 (0.7%)	2 (1.3%)	36 (2.0%)	15 (2.4%)	56 (2.0%)	13 (1.2%)	1 (0.9%)	125 (1.8%)
5	7 (2.3%)	5 (3.2%)	40 (2.2%)	17 (2.7%)	61 (2.2%)	16 (1.4%)	5 (4.6%)	151 (2.2%)
No Answer/ Refused	12 (4.0%)	11 (7.0%)	66 (3.7%)	34 (5.3%)	79 (2.8%)	40 (3.5%)	29 (26.9%)	271 (3.9%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 74 illustrates that 60.1 percent of the respondents with a high school diploma or less do not attend any statewide meetings of professional organizations per year. In contrast, 47.5 percent of those with a trade/vocational school diploma do not attend any statewide meetings of professional organizations per year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and the number of attending statewide meetings of professional organizations. That is, education is significantly associated with the number of attending statewide meetings of professional organizations. Specifically, respondents with a high school diploma or less are less likely to attend statewide meetings of professional organizations compared to those with the other education levels.

Table 75. Cross Tabulation Analysis of Use of Smart Phone by Gender

Use of Smart Phone	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	2963 (85.8%)	3018 (90.4%)	88 (72.7%)	6069 (87.8%)
No	492 (14.2%)	320 (9.6%)	33 (27.3%)	845 (12.2%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 75 shows that 90.4 percent of female respondents use smart phone to access the internet for business. In contrast, 85.8 percent of male respondents use smart phone to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of smart phone. That is, gender is significantly associated with use of smart phone. Specifically, women are more likely to use smart phone to access the internet for business than men.

Table 76. Cross Tabulation Analysis of Use of Smart Phone by Age

Use of Smart Phone	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	178 (97.3%)	620 (96.3%)	1026 (94.3%)	1723 (89.7%)	1670 (86.3%)	728 (74.4%)	124 (75.2%)	6069 (87.8%)
No	5 (2.7%)	24 (3.7%)	62 (5.7%)	197 (10.3%)	265 (13.7%)	251 (25.6%)	41 (24.9%)	845 (12.2%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 76 demonstrates that 97.3 percent of the respondents who are 18-29 years old use smart phone to access the internet for business. In contrast, 74.4 percent of those who are 70 years old and above use smart phone to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of smart phone. That is, age is significantly associated with use of smart phone. Overall, younger respondents are more likely to use smart phone to access the internet for business than older respondents.

Table 77. Cross Tabulation Analysis of Use of Smart Phone by Education

Use of Smart Phone	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	265 (88.0%)	138 (87.3%)	1580 (88.0%)	549 (86.2%)	2479 (89.2%)	988 (87.1%)	70 (64.8%)	6069 (87.8%)
No	36 (12.0%)	20 (12.7%)	215 (12.0%)	88 (13.8%)	301 (10.8%)	147 (13.0%)	38 (35.2%)	845 (12.2%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 77 displays that 89.2 percent of the respondents with a bachelor degree use smart phone to access the internet for business. In contrast, 86.2 percent of those with an associate degree use smart phone to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and use of smart phone. That is, education is significantly associated with use of smart phone. Specifically, respondents with a bachelor degree are more likely to use smart phone to access the internet for business compared to those with the other education levels.

Table 78. Cross Tabulation Analysis of Use of Tablet by Gender

Use of Tablet	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	1653 (47.8%)	1883 (56.4%)	57 (47.1%)	3593 (52.0%)
No	1802 (52.2%)	1455 (43.6%)	64 (52.9%)	3321 (48.0%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 78 reports that 56.4 percent of female respondents use tablet to access the internet for business. In contrast, 47.8 percent of male respondents use tablet to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of tablet. That is, gender is significantly associated with use of tablet. Specifically, women are more likely to use tablet to access the internet for business than men.

Table 79. Cross Tabulation Analysis of Use of Tablet by Age

Use of Tablet	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	88 (48.1%)	360 (55.9%)	647 (59.5%)	1074 (55.9%)	970 (50.1%)	377 (38.5%)	77 (46.7%)	3593 (52.0%)
No	95 (51.9%)	284 (44.1%)	441 (40.5%)	846 (44.1%)	965 (49.9%)	602 (61.5%)	88 (53.3%)	3321 (48.0%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 79 presents that 59.5 percent of the respondents who are 40-49 years old use tablet to access the internet for business. In contrast, 38.5 percent of those who are 70 years old and above use tablet to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of tablet. That is, age is significantly associated with use of tablet. Specifically, respondents aged 40-49 years old are more likely to use tablet to access the internet for business compared to those in the other age groups.

Table 80. Cross Tabulation Analysis of Use of Tablet by Education

Use of Tablet	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	147 (48.8%)	77 (48.7%)	956 (53.3%)	358 (56.2%)	1431 (51.5%)	580 (51.1%)	44 (40.7%)	3593 (52.0%)
No	154 (51.2%)	81 (51.3%)	839 (46.7%)	279 (43.8%)	1349 (48.5%)	555 (48.9%)	64 (59.3%)	3321 (48.0%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 80 demonstrates that 56.2 percent of the respondents with an associate degree use tablet to access the internet for business. In contrast, 48.7 percent of those with a trade/vocational school diploma use tablet to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and use of tablet. That is, education is significantly associated with use of tablet. Specifically, respondents with an associate degree are more likely to use tablet to access the internet for business compared to those with the other education levels.

Table 81. Cross Tabulation Analysis of Use of Laptop Computer by Gender

Use of Laptop Computer	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	2537 (73.4%)	2693 (80.7%)	90 (74.4%)	5320 (77.0%)
No	918 (26.6%)	645 (19.3%)	31 (25.6%)	1594 (23.0%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 81 illustrates that 80.7 percent of female respondents use laptop computer to access the internet for business. In contrast, 73.4 percent of male respondents use laptop computer to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of laptop computer. That is, gender is significantly associated with use of laptop computer. Specifically, women are more likely to use laptop computer to access the internet for business compared to men.

Table 82. Cross Tabulation Analysis of Use of Laptop Computer by Age

Use of Laptop Computer	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	160 (87.4%)	563 (87.4%)	936 (86.0%)	1551 (80.8%)	1416 (73.2%)	577 (58.9%)	117 (70.9%)	5320 (77.0%)
No	23 (12.6%)	81 (12.6%)	152 (14.0%)	369 (19.2%)	519 (26.8%)	402 (41.1%)	48 (29.1%)	1594 (23.0%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 82 demonstrates that 87.4 percent of the respondents who are 18-29 years old or 30-39 years old use laptop computer to access the internet for business. In contrast, 58.9 percent of those who are 70 years old and above use laptop computer to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of laptop computer. That is, age is significantly associated with use of laptop computer. Specifically, respondents aged 18-39 years old are more likely to use laptop computer to access the internet for business compared to those in the other age groups.

Table 83. Cross Tabulation Analysis of Use of Laptop Computer by Education

Use of Laptop Computer	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	221 (73.4%)	118 (74.7%)	1372 (76.4%)	498 (78.2%)	2149 (77.3%)	890 (78.4%)	72 (66.7%)	5320 (77.0%)
No	80 (26.6%)	40 (25.3%)	423 (23.6%)	139 (21.8%)	631 (22.7%)	245 (21.6%)	36 (33.3%)	1594 (23.0%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 83 reports that 78.4 percent of the respondents with a master degree or higher use laptop computer to access the internet for business. In contrast, 73.4 percent of those with a high school diploma or less use laptop computer to access the internet for business. Since the *p*-value for the chi-square test is greater than the significance level of 0.05, we cannot reject the null hypothesis of no relationship between education and use of laptop computer. That is, education is not significantly associated with use of laptop computer. Therefore, education does not influence whether respondents use laptop computer to access the internet for business.

Table 84. Cross Tabulation Analysis of Use of Desktop Computer by Gender

Use of Desktop Computer	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	2242 (64.9%)	1912 (57.3%)	59 (48.8%)	4213 (60.9%)
No	1213 (35.1%)	1426 (42.7%)	62 (51.2%)	2701 (39.1%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 84 shows that 64.9 percent of male respondents use desktop computer to access the internet for business. In contrast, 57.3 percent of female respondents use desktop computer to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of desktop computer. That is, gender is significantly associated with use of desktop computer. Specifically, men are more likely to use desktop computer to access the internet for business compared to women.

Table 85. Cross Tabulation Analysis of Use of Desktop Computer by Age

Use of Desktop Computer	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	106 (57.9%)	332 (51.6%)	586 (53.9%)	1150 (59.9%)	1274 (65.8%)	677 (69.2%)	88 (53.3%)	4213 (60.9%)
No	77 (42.1%)	312 (48.5%)	502 (46.1%)	770 (40.1%)	661 (34.2%)	302 (30.9%)	77 (46.7%)	2701 (39.1%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 85 demonstrates that 69.2 percent of the respondents who are 70 years old and above use desktop computer to access the internet for business. In contrast, 51.6 percent of those who are 30-39 years old use desktop computer to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of desktop computer. That is, age is significantly associated with use of desktop computer. Specifically, respondents aged 70 years old and above are more likely to use desktop computer to access the internet for business compared to those in the other age groups.

Table 86. Cross Tabulation Analysis of Use of Desktop Computer by Education

Use of Desktop Computer	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	187 (62.1%)	94 (59.5%)	1155 (64.4%)	379 (59.5%)	1669 (60.0%)	678 (59.7%)	51 (47.2%)	4213 (60.9%)
No	114 (37.9%)	64 (40.5%)	640 (35.7%)	258 (40.5%)	1111 (40.0%)	457 (40.3%)	57 (52.8%)	2701 (39.1%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.01$.

Table 86 reports that 64.4 percent of the respondents with some college education use desktop computer to access the internet for business. In contrast, 59.5 percent of those with a trade/vocational school diploma or an associate degree use desktop computer to access the internet for business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and use of desktop computer. That is, education is significantly associated with use of desktop computer. Specifically, respondents with some college education are more likely to use desktop computer to access the internet for business compared to those with the other education levels.

Table 87. Cross Tabulation Analysis of Online Posting by Gender

Online Posting	Gender			Total
	Male	Female	No Answer/ Refused	
0	1452 (42.0%)	1074 (32.2%)	53 (43.8%)	2579 (37.3%)
1	572 (16.6%)	585 (17.5%)	14 (11.6%)	1171 (16.9%)
2	583 (16.9%)	629 (18.8%)	21 (17.4%)	1233 (17.8%)
3	371 (10.7%)	439 (13.2%)	6 (5.0%)	816 (11.8%)
4	137 (4.0%)	169 (5.1%)	4 (3.3%)	310 (4.5%)
5	58 (1.7%)	87 (2.6%)	4 (3.3%)	149 (2.2%)
6 plus	282 (8.2%)	355 (10.6%)	19 (15.7%)	656 (9.5%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

As shown in Table 87, 42.0 percent of male respondents do not post information on any online site at least weekly for their business other than MLS. In contrast, 32.2 percent of female respondents do not post information on any online site at least weekly for their business other than MLS. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and online posting. That is, gender is significantly associated with online posting. In general, women are more likely to post information on more online sites other than MLS for their business compared to men.

Table 88. Cross Tabulation Analysis of Online Posting by Age

Online Posting	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
0	57 (31.2%)	185 (28.7%)	305 (28.0%)	631 (32.9%)	812 (42.0%)	519 (53.0%)	70 (42.4%)	2579 (37.3%)
1	29 (15.9%)	113 (17.6%)	208 (19.1%)	342 (17.8%)	298 (15.4%)	156 (15.9%)	25 (15.2%)	1171 (16.9%)
2	41 (22.4%)	121 (18.8%)	216 (19.9%)	363 (18.9%)	346 (17.9%)	120 (12.3%)	26 (15.8%)	1233 (17.8%)
3	31 (16.9%)	102 (15.8%)	159 (14.6%)	227 (11.8%)	208 (10.8%)	81 (8.3%)	8 (4.9%)	816 (11.8%)
4	10 (5.5%)	37 (5.8%)	61 (5.6%)	102 (5.3%)	70 (3.6%)	24 (2.5%)	6 (3.6%)	310 (4.5%)
5	4 (2.2%)	13 (2.0%)	22 (2.0%)	44 (2.3%)	49 (2.5%)	15 (1.5%)	2 (1.2%)	149 (2.2%)
6 plus	11 (6.0%)	73 (11.3%)	117 (10.8%)	211 (11.0%)	152 (7.9%)	64 (6.5%)	28 (17.0%)	656 (9.5%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 88 presents that 53.0 percent of the respondents who are 70 years old and above do not post information on any online site at least weekly for their business other than MLS. In contrast, 28.0 percent of those who are 40-49 years old do not post information on any online site at least weekly for their business other than MLS. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and online posting. That is, age is significantly associated with online posting. In general, younger respondents are more likely to post information on more online sites other than MLS for their business compared to older respondents.

Table 89. Cross Tabulation Analysis of Online Posting by Education

Online Posting	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
0	89 (29.6%)	54 (34.2%)	616 (34.3%)	221 (34.7%)	1068 (38.4%)	482 (42.5%)	49 (45.4%)	2579 (37.3%)
1	53 (17.6%)	29 (18.4%)	324 (18.1%)	115 (18.1%)	448 (16.1%)	186 (16.4%)	16 (14.8%)	1171 (16.9%)
2	62 (20.6%)	30 (19.0%)	333 (18.6%)	113 (17.7%)	479 (17.2%)	200 (17.6%)	16 (14.8%)	1233 (17.8%)
3	44 (14.6%)	20 (12.7%)	206 (11.5%)	71 (11.2%)	351 (12.6%)	119 (10.5%)	5 (4.6%)	816 (11.8%)
4	14 (4.7%)	7 (4.4%)	86 (4.8%)	31 (4.9%)	121 (4.4%)	47 (4.1%)	4 (3.7%)	310 (4.5%)
5	9 (3.0%)	6 (3.8%)	29 (1.6%)	21 (3.3%)	69 (2.5%)	13 (1.2%)	2 (1.9%)	149 (2.2%)
6 plus	30 (10.0%)	12 (7.6%)	201 (11.2%)	65 (10.2%)	244 (8.8%)	88 (7.8%)	16 (14.8%)	656 (9.5%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 89 demonstrates that 42.5 percent of the respondents with a master degree or higher do not post information on any online site at least weekly for their business other than MLS. In contrast, 29.6 percent of those with a high school diploma or less do not post information on any online site at least weekly for their business other than MLS. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and online posting. That is, education is significantly associated with online posting. Specifically, respondents with an associate degree are more likely to post information on more online sites other than MLS for their business compared to those with the other education levels.

Table 90. Cross Tabulation Analysis of Use of MLS by Gender

Use of MLS	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	1350 (39.1%)	1877 (56.2%)	53 (43.8%)	3280 (47.4%)
No	2105 (60.9%)	1461 (43.8%)	68 (56.2%)	3634 (52.6%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 90 illustrates that 56.2 percent of female respondents post information on MLS for their real estate business. In contrast, 39.1 percent of male respondents post information on MLS for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of MLS. That is, gender is significantly associated with use of MLS. Particularly, women are more likely to post information on MLS for their real estate business compared to men.

Table 91. Cross Tabulation Analysis of Use of MLS by Age

Use of MLS	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	98 (53.6%)	342 (53.1%)	601 (55.2%)	976 (50.8%)	837 (43.3%)	356 (36.4%)	70 (42.4%)	3280 (47.4%)
No	85 (46.5%)	302 (46.9%)	487 (44.8%)	944 (49.2%)	1098 (56.7%)	623 (63.6%)	95 (57.6%)	3634 (52.6%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 91 shows that 55.2 percent of the respondents who are 40-49 years old post information on MLS for their real estate business. In contrast, 36.4 percent of those who are 70 years old and above post information on MLS for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of MLS. That is, age is significantly associated with use of MLS. Specifically, younger respondents are more likely to post information on MLS for their real estate business compared to older ones.

Table 92. Cross Tabulation Analysis of Use of MLS by Education

Use of MLS	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	171 (56.8%)	72 (45.6%)	927 (51.6%)	319 (50.1%)	1270 (45.7%)	475 (41.9%)	46 (42.6%)	3280 (47.4%)
No	130 (43.2%)	86 (54.4%)	868 (48.4%)	318 (49.9%)	1510 (54.3%)	660 (58.2%)	62 (57.4%)	3634 (52.6%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 92 demonstrates that 56.8 percent of the respondents with a high school diploma or less post information on MLS for their real estate business. In contrast, 41.9 percent of those with a master degree or higher post information on MLS for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and use of MLS. That is, education is significantly associated with use of MLS. Specifically, respondents with high school or less education are more likely to post information on MLS for their real estate business compared to those with a bachelor degree or higher.

Table 93. Cross Tabulation Analysis of Use of Website by Gender

Use of Website	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	1473 (42.6%)	1587 (47.5%)	46 (38.0%)	3106 (44.9%)
No	1982 (57.4%)	1751 (52.5%)	75 (62.0%)	3808 (55.1%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 93 reports that 47.5 percent of female respondents post information on website for their real estate business. In contrast, 42.6 percent of male respondents post information on website for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of website. That is, gender is significantly associated with use of website. Specifically, female respondents are more likely to post information on websites for their real estate business compared to male respondents.

Table 94. Cross Tabulation Analysis of Use of Website by Age

Use of Website	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	87 (47.5%)	324 (50.3%)	564 (51.8%)	926 (48.2%)	816 (42.2%)	325 (33.2%)	64 (38.8%)	3106 (44.9%)
No	96 (52.5%)	320 (49.7%)	524 (48.2%)	994 (51.8%)	1119 (57.8%)	654 (66.8%)	101 (61.2%)	3808 (55.1%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 94 shows that 51.8 percent of the respondents who are 40-49 years old post information on website for their real estate business. In contrast, 33.2 percent of those who are 70 years old and above post information on website for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of website. That is, age is significantly associated with use of website. Specifically, younger respondents are more likely to post information on websites for their real estate business compared to the older ones.

Table 95. Cross Tabulation Analysis of Use of Website by Education

Use of Website	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	150 (49.8%)	73 (46.2%)	826 (46.0%)	304 (47.7%)	1237 (44.5%)	475 (41.9%)	41 (38.0%)	3106 (44.9%)
No	151 (50.2%)	85 (53.8%)	969 (54.0%)	333 (52.3%)	1543 (55.5%)	660 (58.2%)	67 (62.0%)	3808 (55.1%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 95 demonstrates that 49.8 percent of the respondents with a high school diploma or less post information on website for their real estate business. In contrast, 41.9 percent of those with a master degree or higher post information on website for their real estate business. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between education and use of website. That is, education is not significantly associated with use of website. Therefore, education does not influence whether respondents post information on websites for their real estate business.

Table 96. Cross Tabulation Analysis of Use of Facebook by Gender

Use of Facebook	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	1281 (37.1%)	1880 (56.3%)	37 (30.6%)	3198 (46.3%)
No	2174 (62.9%)	1458 (43.7%)	84 (69.4%)	3716 (53.7%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 96 presents that 56.3 percent of female respondents post information on Facebook for their real estate business. In contrast, 37.1 percent of male respondents post information on Facebook for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of Facebook. That is, gender is significantly associated with use of Facebook. Specifically, female respondents are more likely to post information on Facebook for their real estate business compared to male respondents.

Table 97. Cross Tabulation Analysis of Use of Facebook by Age

Use of Facebook	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	104 (56.8%)	391 (60.7%)	654 (60.1%)	1001 (52.1%)	766 (39.6%)	235 (24.0%)	47 (28.5%)	3198 (46.3%)
No	79 (43.2%)	253 (39.3%)	434 (39.9%)	919 (47.9%)	1169 (60.4%)	744 (76.0%)	118 (71.5%)	3716 (53.7%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 97 shows that 60.7 percent of the respondents who are 30-39 years old post information on Facebook for their real estate business. In contrast, 24.0 percent of those who are 70 years old and above post information on Facebook for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of Facebook. That is, age is significantly associated with use of Facebook. Specifically, younger respondents are more likely to post information on Facebook for their real estate business compared to older respondents.

Table 98. Cross Tabulation Analysis of Use of Facebook by Education

Use of Facebook	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	165 (54.8%)	90 (57.0%)	919 (51.2%)	314 (49.3%)	1230 (44.2%)	452 (39.8%)	28 (25.9%)	3198 (46.3%)
No	136 (45.2%)	68 (43.0%)	876 (48.8%)	323 (50.7%)	1550 (55.8%)	683 (60.2%)	80 (74.1%)	3716 (53.7%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 98 demonstrates that 57.0 percent of the respondents with a trade/vocational school diploma post information on Facebook for their real estate business. In contrast, 39.8 percent of those with a master degree or higher post information on Facebook for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and use of Facebook. That is, education is significantly associated with use of Facebook. In general, respondents with lower levels of education are more likely to post information on Facebook for their real estate business compared to those with higher levels of education.

Table 99. Cross Tabulation Analysis of Use of Twitter by Gender

Use of Twitter	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	434 (12.6%)	621 (18.6%)	18 (14.9%)	1073 (15.5%)
No	3021 (87.4%)	2717 (81.4%)	103 (85.1%)	5841 (84.5%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 99 displays that 18.6 percent of female respondents post information on Twitter for their real estate business. In contrast, 12.6 percent of male respondents post information on Twitter for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of Twitter. That is, gender is significantly associated with use of Twitter. Specifically, female respondents are more likely to post information on Twitter for their real estate business compared to male respondents.

Table 100. Cross Tabulation Analysis of Use of Twitter by Age

Use of Twitter	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	27 (14.8%)	157 (24.4%)	247 (22.7%)	357 (18.6%)	219 (11.3%)	48 (4.9%)	18 (10.9%)	1073 (15.5%)
No	156 (85.3%)	487 (75.6%)	841 (77.3%)	1563 (81.4%)	1716 (88.7%)	931 (95.1%)	147 (89.1%)	5841 (84.5%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 100 shows that 24.4 percent of the respondents who are 30-39 years old post information on Twitter for their real estate business. In contrast, 4.9 percent of those who are 70 years old and above post information on Twitter for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of Twitter. That is, age is significantly associated with use of Twitter. In general, respondents who are below the age of 60 years old are more likely to post information on Twitter for their real estate business compared to those who are 60 years old and above.

Table 101. Cross Tabulation Analysis of Use of Twitter by Education

Use of Twitter	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	50 (16.6%)	25 (15.8%)	291 (16.2%)	111 (17.4%)	426 (15.3%)	161 (14.2%)	9 (8.3%)	1073 (15.5%)
No	251 (83.4%)	133 (84.2%)	1504 (83.8%)	526 (82.6%)	2354 (84.7%)	974 (85.8%)	99 (91.7%)	5841 (84.5%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 101 demonstrates that 17.4 percent of the respondents with an associate degree post information on Twitter for their real estate business. In contrast, 14.2 percent of those with a master degree or higher post information on Twitter for their real estate business. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between education and use of Twitter. That is, education is not significantly associated with use of Twitter. Thus, education does not influence whether respondents post information on Twitter for their real estate business.

Table 102. Cross Tabulation Analysis of Use of Instagram by Gender

Use of Instagram	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	224 (6.5%)	463 (13.9%)	15 (12.4%)	702 (10.2%)
No	3231 (93.5%)	2875 (86.1%)	106 (87.6%)	6212 (89.8%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 102 illustrates that 13.9 percent of female respondents post information on Instagram for their real estate business. In contrast, 6.5 percent of male respondents post information on Instagram for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of Instagram. That is, gender is significantly associated with use of Instagram. Specifically, female respondents are more likely to post information on Instagram for their real estate business compared to male respondents.

Table 103. Cross Tabulation Analysis of Use of Instagram by Age

Use of Instagram	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	48 (26.2%)	153 (23.8%)	175 (16.1%)	197 (10.3%)	93 (4.8%)	25 (2.6%)	11 (6.7%)	702 (10.2%)
No	135 (73.8%)	491 (76.2%)	913 (83.9%)	1723 (89.7%)	1842 (95.2%)	954 (97.5%)	154 (93.3%)	6212 (89.8%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 103 shows that 26.2 percent of the respondents who are 18-29 years old post information on Instagram for their real estate business. In contrast, 2.6 percent of those who are 70 years old and above post information on Instagram for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of Instagram. That is, age is significantly associated with use of Instagram. Specifically, respondents with lower levels of education are more likely to post information on Instagram for their real estate business compared to respondents with higher levels of education.

Table 104. Cross Tabulation Analysis of Use of Instagram by Education

Use of Instagram	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	36 (12.0%)	11 (7.0%)	192 (10.7%)	78 (12.2%)	287 (10.3%)	94 (8.3%)	4 (3.7%)	702 (10.2%)
No	265 (88.0%)	147 (93.0%)	1603 (89.3%)	559 (87.8%)	2493 (89.7%)	1041 (91.7%)	104 (96.3%)	6212 (89.8%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.05$.

Table 104 demonstrates that 12.2 percent of the respondents with an associate degree post information on Instagram for their real estate business. In contrast, 7.0 percent of those with a trade/vocational school diploma post information on Instagram for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and use of Instagram. That is, education is significantly associated with use of Instagram. In general, use of Instagram varies among respondents with different levels of education.

Table 105. Cross Tabulation Analysis of Use of LinkedIn by Gender

Use of LinkedIn	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	686 (19.9%)	849 (25.4%)	23 (19.0%)	1558 (22.5%)
No	2769 (80.1%)	2489 (74.6%)	98 (81.0%)	5356 (77.5%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 105 illustrates that 25.4 percent of female respondents post information on LinkedIn for their real estate business. In contrast, 19.9 percent of male respondents post information on LinkedIn for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of LinkedIn. That is, gender is significantly associated with use of LinkedIn. Specifically, female respondents are more likely to post information on LinkedIn for their real estate business compared to male respondents.

Table 106. Cross Tabulation Analysis of Use of LinkedIn by Age

Use of LinkedIn	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	51 (27.9%)	172 (26.7%)	294 (27.0%)	510 (26.6%)	381 (19.7%)	123 (12.6%)	27 (16.4%)	1558 (22.5%)
No	132 (72.1%)	472 (73.3%)	794 (73.0%)	1410 (73.4%)	1554 (80.3%)	856 (87.4%)	138 (83.6%)	5356 (77.5%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 106 shows that 27.9 percent of the respondents who are 18-29 years old post information on LinkedIn for their real estate business. In contrast, 12.6 percent of those who are 70 years old and above post information on LinkedIn for their real estate business. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of LinkedIn. That is, age is significantly associated with use of LinkedIn. In general, younger respondents are more likely to post information on LinkedIn for their real estate business compared to older respondents.

Table 107. Cross Tabulation Analysis of Use of LinkedIn by Education

Use of LinkedIn	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	65 (21.6%)	32 (20.3%)	434 (24.2%)	151 (23.7%)	630 (22.7%)	231 (20.4%)	15 (13.9%)	1558 (22.5%)
No	236 (78.4%)	126 (79.8%)	1361 (75.8%)	486 (76.3%)	2150 (77.3%)	904 (79.7%)	93 (86.1%)	5356 (77.5%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 107 demonstrates that 24.2 percent of the respondents with some college education post information on LinkedIn for their real estate business. In contrast, 20.3 percent of those with a trade/vocational school diploma post information on LinkedIn for their real estate business. The chi-square test indicates that education is not significantly associated with use of LinkedIn. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between education and use of LinkedIn. That is, education is not significantly associated with use of LinkedIn. Therefore, education does not influence whether respondents post information on LinkedIn for their real estate business.

Table 108. Cross Tabulation Analysis of Use of Word of Mouth by Gender

Use of Word of Mouth	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	2950 (85.4%)	2931 (87.8%)	82 (67.8%)	5963 (86.3%)
No	505 (14.6%)	407 (12.2%)	39 (32.2%)	951 (13.7%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 108 illustrates that 87.8 percent of female respondents find clients for their business through previous customers. In contrast, 85.4 percent of male respondents find clients for their business through previous customers. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of word of mouth. That is, gender is significantly associated with use of word of mouth. Specifically, female respondents are more likely to find clients for their business via word of mouth compared to male respondents.

Table 109. Cross Tabulation Analysis of Use of Word of Mouth by Age

Use of Word of Mouth	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	153 (83.6%)	584 (90.7%)	959 (88.1%)	1685 (87.8%)	1631 (84.3%)	836 (85.4%)	115 (69.7%)	5963 (86.3%)
No	30 (16.4%)	60 (9.3%)	129 (11.9%)	235 (12.2%)	304 (15.7%)	143 (14.6%)	50 (30.3%)	951 (13.7%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 109 shows that 90.7 percent of the respondents who are 30-39 years old find clients for their business through previous customers. In contrast, 83.6 percent of those who are 18-29 years old find clients for their business through previous customers. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of word of mouth. That is, age is significantly associated with use of word of mouth. In general, use of word of mouth varies among respondents of different age groups.

Table 110. Cross Tabulation Analysis of Use of Word of Mouth by Education

Use of Word of Mouth	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	267 (88.7%)	142 (89.9%)	1563 (87.1%)	549 (86.2%)	2407 (86.6%)	961 (84.7%)	74 (68.5%)	5963 (86.3%)
No	34 (11.3%)	16 (10.1%)	232 (12.9%)	88 (13.8%)	373 (13.4%)	174 (15.3%)	34 (31.5%)	951 (13.7%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 110 demonstrates that 89.9 percent of the respondents with a trade/vocational school diploma find clients for their business through previous customers. In contrast, 84.7 percent of those with a master degree or higher find clients for their business through previous customers. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and use of word of mouth. That is, education is significantly associated with use of word of mouth. In general, respondents with lower levels of education are more likely to find clients for their business via word of mouth compared to respondents with higher levels of education.

Table 111. Cross Tabulation Analysis of Use of Professional Referrals by Gender

Use of Professional Referrals	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	2213 (64.1%)	1979 (59.3%)	50 (41.3%)	4242 (61.4%)
No	1242 (36.0%)	1359 (40.7%)	71 (58.7%)	2672 (38.6%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 111 presents that 64.1 percent of male respondents find clients for their business through professional referrals. In contrast, 59.3 percent of female respondents find clients for their business through professional referrals. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of professional referrals. That is, gender is significantly associated with use of professional referrals. Specifically, male respondents are more likely to find clients for their business via professional referrals compared to female respondents.

Table 112. Cross Tabulation Analysis of Use of Professional Referrals by Age

Use of Professional Referrals	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	113 (61.8%)	399 (62.0%)	684 (62.9%)	1245 (64.8%)	1195 (61.8%)	523 (53.4%)	83 (50.3%)	4242 (61.4%)
No	70 (38.3%)	245 (38.0%)	404 (37.1%)	675 (35.2%)	740 (38.2%)	456 (46.6%)	82 (49.7%)	2672 (38.6%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 112 reports that 64.8 percent of the respondents who are 50-59 years old find clients for their business through professional referrals. In contrast, 53.4 percent of those who are 70 years old and above find clients for their business through professional referrals. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of professional referrals. That is, age is significantly associated with use of professional referrals. In general, use of professional referrals varies among respondents of different age groups.

Table 113. Cross Tabulation Analysis of Use of Professional Referrals by Education

Use of Professional Referrals	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	171 (56.8%)	106 (67.1%)	1099 (61.2%)	394 (61.9%)	1716 (61.7%)	703 (61.9%)	53 (49.1%)	4242 (61.4%)
No	130 (43.2%)	52 (32.9%)	696 (38.8%)	243 (38.2%)	1064 (38.3%)	432 (38.1%)	55 (50.9%)	2672 (38.6%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 113 demonstrates that 67.1 percent of the respondents with a trade/vocational school diploma find clients for their business through professional referrals. In contrast, 56.8 percent of those with a high school diploma or less find clients for their business through professional referrals. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between education and use of professional referrals. That is, education is not significantly associated with use of professional referrals. Therefore, education does not influence whether respondents find clients for their business via professional referrals.

Table 114. Cross Tabulation Analysis of Use of Direct Mail by Gender

Use of Direct Mail	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	543 (15.7%)	701 (21.0%)	21 (17.4%)	1265 (18.3%)
No	2912 (84.3%)	2637 (79.0%)	100 (82.6%)	5649 (81.7%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 114 shows that 21.0 percent of female respondents find clients for their business through direct mail. In contrast, 15.7 percent of male respondents find clients for their business through direct mail. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of direct mail. That is, gender is significantly associated with use of direct mail. Specifically, female respondents are more likely to find clients for their business via direct mail compared to male respondents.

Table 115. Cross Tabulation Analysis of Use of Direct Mail by Age

Use of Direct Mail	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	27 (14.8%)	139 (21.6%)	205 (18.8%)	362 (18.9%)	344 (17.8%)	157 (16.0%)	31 (18.8%)	1265 (18.3%)
No	156 (85.3%)	505 (78.4%)	883 (81.2%)	1558 (81.2%)	1591 (82.2%)	822 (84.0%)	134 (81.2%)	5649 (81.7%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 115 displays that 21.6 percent of the respondents who are 30-39 years old find clients for their business through direct mail. In contrast, 14.8 percent of those who are 18-29 years old find clients for their business through direct mail. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between age and use of direct mail. That is, age is not significantly associated with use of direct mail. Hence, age does not influence whether respondents find clients for their business via direct mail.

Table 116. Cross Tabulation Analysis of Use of Direct Mail by Education

Use of Direct Mail	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	54 (17.9%)	22 (13.9%)	338 (18.8%)	127 (19.9%)	524 (18.9%)	183 (16.1%)	17 (15.7%)	1265 (18.3%)
No	247 (82.1%)	136 (86.1%)	1457 (81.2%)	510 (80.1%)	2256 (81.2%)	952 (83.9%)	91 (84.3%)	5649 (81.7%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 116 demonstrates that 19.9 percent of the respondents with an associate degree find clients for their business through direct mail. In contrast, 13.9 percent of those with a trade/vocational school diploma find clients for their business through direct mail. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between education and use of direct mail. That is, education is not significantly associated with use of direct mail. Thus, education does not influence whether respondents find clients for their business via direct mail.

Table 117. Cross Tabulation Analysis of Use of Online Ads by Gender

Use of Online Ads	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	662 (19.2%)	592 (17.7%)	19 (15.7%)	1273 (18.4%)
No	2793 (80.8%)	2746 (82.3%)	102 (84.3%)	5641 (81.6%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 117 presents that 19.2 percent of male respondents find clients for their business through online ads. In contrast, 17.7 percent of female respondents find clients for their business through online ads. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between gender and use of online ads. That is, gender is not significantly associated with use of online ads. Therefore, gender does not influence whether respondents find clients for their business via online ads.

Table 118. Cross Tabulation Analysis of Use of Online Ads by Age

Use of Online Ads	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	54 (29.5%)	168 (26.1%)	250 (23.0%)	336 (17.5%)	307 (15.9%)	135 (13.8%)	23 (13.9%)	1273 (18.4%)
No	129 (70.5%)	476 (73.9%)	838 (77.0%)	1584 (82.5%)	1628 (84.1%)	844 (86.2%)	142 (86.1%)	5641 (81.6%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 118 shows that 29.5 percent of the respondents who are 18-29 years old find clients for their business through online ads. In contrast, 13.8 percent of those who are 70 years old and above find clients for their business through online ads. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of online ads. That is, age is significantly associated with use of online ads. Specifically, younger respondents are more likely to find clients for their business via online ads compared to older respondents.

Table 119. Cross Tabulation Analysis of Use of Online Ads by Education

Use of Online Ads	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	58 (19.3%)	32 (20.3%)	347 (19.3%)	129 (20.3%)	495 (17.8%)	196 (17.3%)	16 (14.8%)	1273 (18.4%)
No	243 (80.7%)	126 (79.8%)	1448 (80.7%)	508 (79.8%)	2285 (82.2%)	939 (82.7%)	92 (85.2%)	5641 (81.6%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 119 demonstrates that 20.3 percent of the respondents with a trade/vocational school diploma find clients for their business through online ads. Similarly, 20.3 percent of the respondents with an associate degree find clients for their business through online ads. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between education and use of online ads. That is, education is not significantly associated with use of online ads. Thus, education does not influence whether respondents find clients for their business via online ads.

Table 120. Cross Tabulation Analysis of Use of Buying Leads by Gender

Use of Buying Leads	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	312 (9.0%)	431 (12.9%)	9 (7.4%)	752 (10.9%)
No	3143 (91.0%)	2907 (87.1%)	112 (92.6%)	6162 (89.1%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 120 presents that 12.9 percent of female respondents find clients for their business through buying leads. In contrast, 9.0 percent of male respondents find clients for their business through buying leads. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between gender and use of buying leads. That is, gender is significantly associated with use of buying leads. Specifically, female respondents are more likely to find clients for their business via buying leads compared to male respondents.

Table 121. Cross Tabulation Analysis of Use of Buying Leads by Age

Use of Buying Leads	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	28 (15.3%)	88 (13.7%)	169 (15.5%)	224 (11.7%)	177 (9.2%)	56 (5.7%)	10 (6.1%)	752 (10.9%)
No	155 (84.7%)	556 (86.3%)	919 (84.5%)	1696 (88.3%)	1758 (90.9%)	923 (94.3%)	155 (93.9%)	6162 (89.1%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 121 shows that 15.5 percent of the respondents who are 40-49 years old find clients for their business through buying leads. In contrast, 5.7 percent of those who are 70 years old and above find clients for their business through buying leads. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of buying leads. That is, age is significantly associated with use of buying leads. In general, younger respondents are more likely to find clients for their business via buying leads compared to older respondents.

Table 122. Cross Tabulation Analysis of Use of Buying Leads by Education

Use of Buying Leads	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	49 (16.3%)	19 (12.0%)	199 (11.1%)	89 (14.0%)	277 (10.0%)	112 (9.9%)	7 (6.5%)	752 (10.9%)
No	252 (83.7%)	139 (88.0%)	1596 (88.9%)	548 (86.0%)	2503 (90.0%)	1023 (90.1%)	101 (93.5%)	6162 (89.1%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.01$.

Table 122 demonstrates that 16.3 percent of the respondents with a high school diploma or less find clients for their business through buying leads. In contrast, 9.9 percent of those with a master degree or higher find clients for their business through buying leads. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and use of buying leads. That is, education is significantly associated with use of buying leads. In general, respondents with lower levels of education are more likely to find clients for their business via buying leads compared to those with higher levels of education.

Table 123. Cross Tabulation Analysis of Use of Biz-to-Biz Ads by Gender

Use of Biz-to-Biz Ads	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	43 (1.2%)	28 (0.8%)	2 (1.7%)	73 (1.1%)
No	3412 (98.8%)	3310 (99.2%)	119 (98.4%)	6841 (98.9%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 123 presents that 1.2 percent of male respondents find clients for their business through previous biz-to-biz ads. Similarly, 0.8 percent of female respondents find clients for their business through biz-to-biz ads. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between gender and use of Biz-to-Biz ads. That is, gender is not significantly associated with use of Biz-to-Biz ads. Therefore, gender does not influence whether respondents find clients for their business via Biz-to-Biz ads.

Table 124. Cross Tabulation Analysis of Use of Biz-to-Biz Ads by Age

Use of Biz-to-Biz Ads	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	3 (1.6%)	11 (1.7%)	14 (1.3%)	17 (0.9%)	14 (0.7%)	12 (1.2%)	2 (1.2%)	73 (1.1%)
No	180 (98.4%)	633 (98.3%)	1074 (98.7%)	1903 (99.1%)	1921 (99.3%)	967 (98.8%)	163 (98.8%)	6841 (98.9%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 124 shows that 1.7 percent of the respondents who are 30-39 years old find clients for their business through biz-to-biz ads. Similarly, 1.6 percent of those who are 18-29 years old find clients for their business through biz-to-biz ads. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between age and use of Biz-to-Biz ads. That is, age is not significantly associated with use of Biz-to-Biz ads. Thus, age does not influence whether respondents find clients for their business via Biz-to-Biz ads.

Table 125. Cross Tabulation Analysis of Use of Biz-to-Biz Ads by Education

Use of Biz-to-Biz Ads	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	4 (1.3%)	0 (0.0%)	14 (0.8%)	6 (0.9%)	34 (1.2%)	14 (1.2%)	1 (0.9%)	73 (1.1%)
No	297 (98.7%)	158 (100.0%)	1781 (99.2%)	631 (99.1%)	2746 (98.8%)	1121 (98.8%)	107 (99.1%)	6841 (98.9%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 125 demonstrates that 1.3 percent of the respondents with a high school diploma or less find clients for their business through biz-to-biz ads. Similarly, 1.2 percent of those with a bachelor degree or a master degree or higher find clients for their business through biz-to-biz ads. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between education and use of Biz-to-Biz ads. That is, education is not significantly associated with use of Biz-to-Biz ads. Hence, education does not influence whether respondents find clients for their business via Biz-to-Biz ads.

Table 126. Cross Tabulation Analysis of Use of Networking Groups by Gender

Use of Networking Groups	Gender			Total
	Male	Female	No Answer/ Refused	
Yes	910 (26.3%)	925 (27.7%)	26 (21.5%)	1861 (26.9%)
No	2545 (73.7%)	2413 (72.3%)	95 (78.5%)	5053 (73.1%)
Total	3455 (100.0%)	3338 (100.0%)	121 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 126 illustrates that 27.7 percent of female respondents find clients for their business through networking groups. Similarly, 26.3 percent of male respondents find clients for their business through networking groups. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between gender and use of networking groups. That is, gender is not significantly associated with use of networking groups. Therefore, gender does not influence whether respondents find clients for their business via networking groups.

Table 127. Cross Tabulation Analysis of Use of Networking Groups by Age

Use of Networking Groups	Age							Total
	18-29 years old	30-39 years old	40-49 years old	50-59 years old	60-69 years old	70 years old and above	No Answer/ Refused	
Yes	71 (38.8%)	207 (32.1%)	316 (29.0%)	542 (28.2%)	483 (25.0%)	202 (20.6%)	40 (24.2%)	1861 (26.9%)
No	112 (61.2%)	437 (67.9%)	772 (71.0%)	1378 (71.8%)	1452 (75.0%)	777 (79.4%)	125 (75.8%)	5053 (73.1%)
Total	183 (100.0%)	644 (100.0%)	1088 (100.0%)	1920 (100.0%)	1935 (100.0%)	979 (100.0%)	165 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 127 shows that 38.8 percent of the respondents who are 18-29 years old find clients for their business through networking groups. In contrast, 20.6 percent of those who are 70 years old and above find clients for their business through networking groups. Since the *p*-value for the chi-square test less than the significance level of 0.05, we reject the null hypothesis of no relationship between age and use of networking groups. That is, age is significantly associated with use of networking groups. Specifically, younger respondents are more likely to find clients for their business via networking groups compared to older ones.

Table 128. Cross Tabulation Analysis of Use of Networking Groups by Education

Use of Networking Groups	Education							Total
	High school or less	Trade/ vocational school	Some college	Associate Degree	Bachelor degree	Master degree or higher	No Answer/ Refused	
Yes	74 (24.6%)	44 (27.9%)	464 (25.9%)	177 (27.8%)	788 (28.4%)	295 (26.0%)	19 (17.6%)	1861 (26.9%)
No	227 (75.4%)	114 (72.2%)	1331 (74.2%)	460 (72.2%)	1992 (71.7%)	840 (74.0%)	89 (82.4%)	5053 (73.1%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 128 demonstrates that 28.4 percent of the respondents with a bachelor degree find clients for their business through networking groups. Similarly, 27.9 percent of those with a trade/vocational school diploma find clients for their business through networking groups. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between education and use of networking groups. That is, education is not significantly associated with use of networking groups. Thus, education does not influence whether respondents find clients for their business via networking groups.

Table 129. Cross Tabulation Analysis of Gross Income from Real Estate by Active Years in Real Estate

Gross Income from Real Estate	Number of Active Years in Real Estate						Total
	5 or less years	6-10 years	11-20 years	21-40 years	Over 40 years	No answer	
Less than $10,000	504 (31.4%)	148 (14.9%)	169 (9.0%)	201 (10.9%)	72 (13.6%)	12 (13.4%)	1106 (16.0%)
$10,000-$24,999	252 (15.7%)	117 (11.8%)	140 (7.4%)	117 (6.3%)	34 (6.4%)	0 (0.0%)	660 (9.5%)
$25,000-$49,999	261 (16.2%)	196 (19.8%)	245 (13.1%)	185 (10.1%)	48 (9.0%)	0 (0.0%)	935 (13.5%)
$50,000-$74,999	155 (9.6%)	115 (11.6%)	234 (12.5%)	188 (10.2%)	42 (7.9%)	1 (1.1%)	735 (10.6%)
$75,000-$99,999	99 (6.1%)	96 (9.7%)	209 (11.1%)	199 (10.8%)	46 (8.7%)	1 (1.1%)	650 (9.4%)
$100,000-$149,999	79 (4.9%)	116 (11.7%)	288 (15.4%)	254 (13.8%)	64 (12.1%)	0 (0.0%)	801 (11.5%)
$150,000-$199,999	33 (2.0%)	60 (6.0%)	146 (7.8%)	131 (7.1%)	46 (8.7%)	0 0.0(%)	416 (6.0%)
$200,000-$249,999	7 (0.4%)	22 (2.2%)	78 (4.17%)	88 (4.8%)	21 (3.9%)	0 (0.0%)	216 (3.1%)
$250,000-$299,999	6 (0.3%)	6 (0.6%)	41 (2.1%)	59 (3.2%)	13 (2.4%)	0 (0.0%)	125 (1.8%)
Greater than $300,000	10 (0.6%)	30 (3.0%)	105 (5.6%)	148 (8.0%)	49 (9.2%)	0 (0.0%)	342 (4.9%)
No answer/Refused	198 (12.3%)	84 (8.4%)	215 (11.5%)	262 (14.3%)	94 (17.7%)	75 (84.2%)	928 (13.4%)
Total	1604 (100.0%)	990 (100.0%)	1870 (100.0%)	1832 (100.0%)	529 (100.0%)	89 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 129 shows that 31.4 percent of the respondents who are active in real estate for 5 years or less earn a gross income of less than $10,000 from real estate career in last year. On the other hand, 9.2 percent of those who are active in real estate for over 40 years earn a gross income of greater than $300,000 in last year. Among the respondents who are active in real estate for 11-20 years, 15.4 percent earn a gross income of between $100,000 and $149,999 in last year. The chi-square test indicates that income from real estate career is significantly associated with years active in real estate. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between number of active years in real estate and gross income from real estate. That is, number of active years is significantly associated with gross income from real estate. In general, respondents with more active years in real estate are more likely to earn higher gross income from real estate compared to those with less active years.

Table 130. Cross Tabulation Analysis of Number of Transactions by Active Years in Real Estate

Number of Separate Purchase/Sales Transactions	Number of Active Years in Real Estate						Total
	5 or less years	6-10 years	11-20 years	21-40 years	Over 40 years	No answer	
None	397 (24.7%)	119 (12.0%)	205 (10.9%)	276 (15.0%)	82 (15.5%)	60 (67.4%)	1139 (16.4%)
5 or fewer	423 (26.3%)	216 (21.8%)	285 (15.2%)	409 (22.3%)	179 (33.8%)	5 (5.6%)	1517 (21.9%)
6-10	252 (15.7%)	161 (16.2%)	247 (13.2%)	232 (12.6%)	61 (11.5%)	0 (0.0%)	953 (13.7%)
11-20	253 (15.7%)	202 (20.4%)	371 (19.8%)	304 (16.5%)	59 (11.1%)	0 (0.0%)	1189 (17.2%)
21-30	101 (6.3%)	100 (10.1%)	262 (14.0%)	197 (10.7%)	49 (9.2%)	0 (0.0%)	709 (10.2%)
31-50	64 (3.9%)	82 (8.2%)	189 (10.1%)	151 (8.2%)	25 (4.7%)	0 (0.0%)	511 (7.3%)
51-70	17 (1.0%)	37 (3.7%)	69 (3.6%)	60 (3.2%)	10 (1.8%)	0 (0.0%)	193 (2.7%)
71-90	16 (1.0%)	15 (1.5%)	33 (1.7%)	35 (1.9%)	5 (0.9%)	0 (0.0%)	104 (1.5%)
More than 90	29 (1.8%)	25 (2.5%)	108 (5.7%)	73 (3.9%)	24 (4.5%)	0 (0.0%)	259 (3.7%)
No answer/Refused	52 (3.2%)	33 (3.3%)	101 (5.4%)	95 (5.1%)	35 (6.6%)	24 (26.9%)	340 (4.9%)
Total	1604 (100.0%)	990 (100.0%)	1870 (100.0%)	1832 (100.0%)	529 (100.0%)	89 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 130 shows that 26.3 percent of the respondents who are active in real estate for 5 years or less have 5 or fewer purchases/sales transactions in last year. On the other hand, 4.5 percent of those who are active in real estate for over 40 years have greater than 91 purchases/sales transactions in last year. Among the respondents who are active in real estate for 11-20 years, 19.8 percent have 11-20 purchases/sales transactions in last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between number of active years in real estate and the number of separate purchase/sales transactions. That is, number of active years is significantly associated with separate purchase/sales transactions. In general, respondents with more active years in real estate are more likely to have higher number of separate purchase/sales transactions compared to those with less active years.

Table 131. Cross Tabulation Analysis of Opinion on Fees and Services by Active Years in Real Estate

Fees I pay to my association, local board and MLS are reasonable for the level of services I receive	Number of Active Years in Real Estate						Total
	5 or less years	6-10 years	11-20 years	21-40 years	Over 40 years	No answer	
1 - Disagree	216 (13.4%)	128 (12.9%)	240 (12.8%)	219 (11.9%)	60 (11.3%)	19 (21.3%)	882 (12.7%)
2	230 (14.3%)	116 (11.7%)	231 (12.3%)	179 (9.7%)	33 (6.2%)	5 (5.6%)	794 (11.4%)
3	443 (27.6%)	259 (26.1%)	422 (22.5%)	386 (21.0%)	100 (18.9%)	12 (13.4%)	1622 (23.4%)
4	338 (21.0%)	203 (20.5%)	383 (20.4%)	326 (17.7%)	86 (16.2%)	7 (7.8%)	1343 (19.4%)
5 - Agree	293 (18.2%)	236 (23.8%)	507 (27.1%)	546 (29.8%)	161 (30.4%)	4 (4.4%)	1747 (25.2%)
No answer/Refused	84 (5.2%)	48 (4.8%)	87 (4.6%)	176 (9.6%)	89 (16.8%)	42 (47.1%)	526 (7.6%)
Total	1604 (100.0%)	990 (100.0%)	1870 (100.0%)	1832 (100.0%)	529 (100.0%)	89 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 131 shows that 13.4 percent of the respondents who are active in real estate for 5 years or less disagree with the statement that the fees they pay to their associations, local boards and MLS are reasonable for the level of services they receive. On the other hand, 30.4 percent of those who are active in real estate for over 40 years agree with the statement. Among the respondents who are active in real estate for 11-20 years, 27.1 percent also agree with the statement. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between number of active years in real estate and opinion on fees and services. That is, number of active years is significantly associated with opinion on fees and services. In general, respondents with more active years in real estate are more likely to agree with the statement that the fees they pay are reasonable for the level of services they receive compared to those with less active years.

Table 132. Cross Tabulation Analysis of Opinion on Fees to Renew License by Active Years in Real Estate

Fees I pay to renew my license every two years are reasonable	Number of Active Years in Real Estate						Total
	5 or less years	6-10 years	11-20 years	21-40 years	Over 40 years	No answer	
1 - Disagree	119 (7.4%)	70 (7.0%)	139 (7.4%)	188 (10.2%)	67 (12.6%)	16 (17.9%)	599 (8.6%)
2	155 (9.6%)	106 (10.7%)	187 (10.0%)	185 (10.1%)	50 (9.4%)	9 (10.1%)	692 (10.0%)
3	422 (26.3%)	226 (22.8%)	421 (22.5%)	403 (22.0%)	128 (24.2%)	16 (17.9%)	1616 (23.3%)
4	417 (26.0%)	251 (25.3%)	407 (21.7%)	386 (21.0%)	121 (22.8%)	8 (8.9%)	1590 (23.0%)
5 - Agree	421 (26.2%)	328 (33.1%)	703 (37.5%)	651 (35.5%)	156 (29.4%)	17 (19.1%)	2276 (32.9%)
No answer/Refused	70 (4.3%)	9 (0.9%)	13 (0.7%)	19 (1.0%)	7 (1.3%)	23 (25.8%)	141 (2.0%)
Total	1604 (100.0%)	990 (100.0%)	1870 (100.0%)	1832 (100.0%)	529 (100.0%)	89 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 132 shows that 7.4 percent of the respondents who are active in real estate for 5 years or less disagree with the statement that the fees they pay to renew their licenses every two years are reasonable. On the other hand, 29.4 percent of those who are active in real estate for over 40 years agree with the statement. Among the respondents who are active in real estate for 11-20 years, 37.5 percent also agree with the statement. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between number of active years in real estate and opinion on fees to renew license. That is, number of active years in real estate is significantly associated with opinion on fees to renew license. In general, opinions on the fees they pay to renew their licenses vary among respondents with various numbers of active years in real estate.

Table 133. Cross Tabulation Analysis of Continuing Education Hours by Active Years in Real Estate

The number of continuing education hours required to renew my license every two years is appropriate	Number of Active Years in Real Estate						Total
	5 or less years	6-10 years	11-20 years	21-40 years	Over 40 years	No answer	
1 - Disagree	105 (6.5%)	57 (5.7%)	125 (6.6%)	160 (8.7%)	54 (10.2%)	13 (14.6%)	514 (7.4%)
2	130 (8.1%)	67 (6.7%)	106 (5.6%)	139 (7.5%)	45 (8.5%)	5 (5.6%)	492 (7.1%)
3	323 (20.1%)	177 (17.8%)	322 (17.2%)	344 (18.7%)	104 (19.6%)	13 (14.6%)	1283 (18.5%)
4	452 (28.1%)	239 (24.1%)	435 (23.2%)	386 (21.0%)	85 (16.0%)	14 (15.7%)	1611 (23.3%)
5 - Agree	555 (34.6%)	438 (44.2%)	863 (46.1%)	763 (41.6%)	217 (41.0%)	23 (25.8%)	2859 (41.3%)
No answer/Refused	39 (2.4%)	12 (1.2%)	19 (1.0%)	40 (2.1%)	24 (4.5%)	21 (23.6%)	155 (2.2%)
Total	1604 (100.0%)	990 (100.0%)	1870 (100.0%)	1832 (100.0%)	529 (100.0%)	89 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 133 shows that 6.5 percent of the respondents who are active in real estate for 5 years or less disagree with the number of continuing education hours required to renew their license every two years. On the other hand, 41.0 percent of those who are active in real estate for over 40 years agree with the statement. Among the respondents who are active in real estate for 11-20 years, 46.1 percent also agree with the statement. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between number of active years in real estate and opinion on the number of continuing education hours required to renew their license every two years. That is, number of active years in real estate is significantly associated with opinion on the number of continuing education hours. In general, opinions on the number of continuing education hours vary among respondents with various numbers of active years in real estate.

Table 134. Cross Tabulation Analysis of Opinion on Fees and Services by Education

Fees I pay to my association, local board and MLS are reasonable for the level of services I receive	Education							Total
	High school	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No answer	
1 - Disagree	26 (8.6%)	23 (14.5%)	217 (12.0%)	86 (13.5%)	337 (12.1%)	164 (14.4%)	29 (26.8%)	882 (12.7%)
2	27 (8.9%)	19 (12.0%)	197 (10.9%)	69 (10.8%)	325 (11.6%)	143 (12.6%)	14 (12.9%)	794 (11.4%)
3	77 (25.5%)	29 (18.3%)	405 (22.5%)	153 (24.0%)	684 (24.6%)	248 (21.8%)	26 (24.0%)	1622 (23.4%)
4	60 (19.9%)	38 (24.0%)	371 (20.6%)	125 (19.6%)	526 (18.9%)	212 (18.6%)	11 (10.1%)	1343 (19.4%)
5 - Agree	98 (32.5%)	45 (28.4%)	495 (27.5%)	168 (26.3%)	677 (24.3%)	251 (22.1%)	13 (12.0%)	1747 (25.2%)
No answer/Refused	13 (4.3%)	4 (2.5%)	110 (6.1%)	36 (5.6%)	231 (8.3%)	117 (10.3%)	15 (13.8%)	526 (7.6%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 134 shows that 14.4 percent of the respondents who have a master degree or higher disagree with the statement that the fees they pay to their associations, local boards and MLS are reasonable for the level of services they receive. On the other hand, 32.5 percent of those who have high school education agree with the statement. Among the respondents who have some college, 27.5 percent also agree with the statement. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and opinion on fees and services. That is, education is significantly associated with opinion on fees and services. In general, respondents with lower levels of education are more likely to agree with the statement that the fees they pay are reasonable for the level of services they receive compared to those with higher levels of education.

Table 135. Cross Tabulation Analysis of Opinion on Fees to Renew License by Education

Fees I pay to renew my license every two years are reasonable	Education							Total
	High school	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No answer	
1 - Disagree	16 (5.3%)	5 (3.1%)	124 (6.9%)	56 (8.7%)	260 (9.3%)	120 (10.5%)	18 (16.6%)	599 (8.6%)
2	22 (7.3%)	10 (6.3%)	160 (8.91%)	64 (10.0%)	281 (10.1%)	137 (12.0%)	18 (16.6%)	692 (10.0%)
3	64 (21.2%)	25 (15.8%)	379 (21.1%)	149 (23.3%)	692 (24.8%)	282 (24.8%)	25 (23.1%)	1616 (23.3%)
4	69 (22.9%)	46 (29.1%)	448 (24.9%)	134 (21.0%)	635 (22.8%)	244 (21.5%)	14 (12.9%)	1590 (23.0%)
5 - Agree	128 (42.5%)	68 (43.0%)	656 (36.5%)	215 (33.7%)	858 (30.8%)	330 (29.0%)	21 (19.4%)	2276 (32.9%)
No answer/Refused	2 (0.6%)	4 (2.5%)	28 (1.5%)	19 (2.9%)	54 (1.9%)	22 (1.9%)	12 (11.1%)	141 (2.0%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 135 shows that 10.5 percent of the respondents who have a master degree or higher disagree with the statement that the fees they pay to renew their licenses every two years are reasonable. On the other hand, 42.5 percent of those who have high school education agree with the statement. Among the respondents who have some college, 36.5 percent also agree with the statement. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and opinion on fees to renew license. That is, education is significantly associated with opinion on fees to renew license. In general, respondents with lower levels of education are more likely to agree with the statement that the fees they pay to renew their licenses are reasonable compared to those with higher levels of education.

Table 136. Cross Tabulation Analysis of Continuing Education Hours by Education

Number of continuing education hours required to renew my license every two years is appropriate	Education							Total
	High school	Trade/ vocational school	Some college	Associate degree	Bachelor degree	Master degree or higher	No answer	
1 - Disagree	14 (4.6%)	5 (3.1%)	94 (5.2%)	41 (6.4%)	245 (8.8%)	102 (8.9%)	13 (12.0%)	514 (7.4%)
2	14 (4.6%)	10 (6.3%)	119 (6.6%)	39 (6.1%)	203 (7.3%)	95 (8.3%)	12 (11.1%)	492 (7.1%)
3	53 (17.6%)	27 (17.0%)	303 (16.8%)	117 (18.3%)	549 (19.7%)	209 (18.4%)	25 (23.1%)	1283 (18.5%)
4	63 (20.9%)	37 (23.4%)	422 (23.5%)	150 (23.5%)	635 (22.8%)	286 (25.2%)	18 (16.6%)	1611 (23.2%)
5 - Agree	150 (49.8%)	78 (49.3%)	820 (45.6%)	278 (43.6%)	1089 (39.1%)	418 (36.8%)	26 (24.0%)	2859 (41.3%)
No answer/Refused	7 (2.3%)	1 (0.6%)	37 (2.0%)	12 (1.8%)	59 (2.1%)	25 (2.2%)	14 (12.9%)	155 (2.2%)
Total	301 (100.0%)	158 (100.0%)	1795 (100.0%)	637 (100.0%)	2780 (100.0%)	1135 (100.0%)	108 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 136 shows that 8.9 percent of the respondents who have a master degree or higher disagree with the number of continuing education hours required to renew their license every two years. On the other hand, 49.8 percent of those who have high school education agree with the statement. Among the respondents who have some college, 45.6 percent also agree with the statement. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between education and opinion on number of continuing education hours. That is, education is significantly associated with individual opinion on number of continuing education hours. In general, respondents with lower levels of education are more likely to agree with that the number of continuing education hours required to renew their licenses is appropriate compared to those with higher levels of education.

Table 137. Cross Tabulation Analysis of Efforts Spent on Real Estate Career by Broker

Percentage of Efforts Spent on Real Estate Career	Broker		Total
	Yes	No	
Currently not in real estate	268 (5.9%)	268 (5.9%)	363 (5.2%)
10 percent	155 (3.4%)	122 (5.0%)	277 (4.0%)
20 percent	167 (3.7%)	73 (3.0%)	240 (3.4%)
30 percent	192 (4.2%)	71 (2.9%)	263 (3.8%)
40 percent	136 (3.0%)	58 (2.4%)	194 (2.8%)
50 percent	302 (6.7%)	126 (5.2%)	428 (6.1%)
60 percent	149 (3.3%)	53 (2.2%)	202 (2.9%)
70 percent	277 (6.1%)	100 (4.1%)	377 (5.4%)
80 percent	374 (8.3%)	155 (6.4%)	529 (7.6%)
90 percent	338 (7.5%)	172 (7.1%)	510 (7.3%)
100 percent	2082 (46.1%)	1346 (55.9%)	3428 (49.5%)
No answer/Refused	68 (1.5%)	35 (1.4%)	103 (1.4%)
Total	4508 (100.0%)	2406 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 137 shows that 46.1 percent of the respondents who are brokers spent 100% of their efforts on real estate career. On the other hand, 55.9 percent of those who are not brokers spent 100% of their efforts on real estate career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and efforts on real estate career. That is, broker license holder is significantly associated with efforts on real estate career. In general, efforts on real estate career vary between brokers and non-brokers.

Table 138. Cross Tabulation Analysis of Efforts Spent on Real Estate Career by Sales Agent

Percentage of Efforts Spent on Real Estate Career	Sales Agent		Total
	Yes	No	
Currently not in real estate	232 (5.7%)	131 (4.5%)	363 (5.2%)
10 percent	144 (3.6%)	133 (4.5%)	277 (4.0%)
20 percent	157 (3.9%)	83 (2.8%)	240 (3.4%)
30 percent	180 (4.5%)	83 (2.8%)	263 (3.8%)
40 percent	127 (3.1%)	67 (2.3%)	194 (2.8%)
50 percent	273 (6.8%)	155 (5.3%)	428 (6.1%)
60 percent	139 (3.4%)	63 (2.1%)	202 (2.9%)
70 percent	253 (6.3%)	124 (4.2%)	377 (5.4%)
80 percent	356 (8.8%)	173 (5.9%)	529 (7.6%)
90 percent	306 (7.6%)	204 (7.0%)	510 (7.3%)
100 percent	1782 (44.5%)	1646 (56.5%)	3428 (49.5%)
No answer/Refused	55 (1.3%)	48 (1.6%)	103 (1.4%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 138 shows that 44.5 percent of the respondents who are sales agents spent 100% of their efforts on real estate career. On the other hand, 56.5 percent of those who are not sales agents spent 100% of their efforts on real estate career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and efforts on real estate career. That is, sales agent license holder is significantly associated with efforts on real estate career. In general, efforts on real estate career vary between sales agents and non-sales agents.

Table 139. Cross Tabulation Analysis of Efforts Spent on Real Estate Career by Appraiser

Percentage of Efforts Spent on Real Estate Career	Appraiser		Total
	Yes	No	
Currently not in real estate	8 (2.1%)	355 (5.4%)	363 (5.2%)
10 percent	7 (1.9%)	270 (4.1%)	277 (4.0%)
20 percent	5 (1.3%)	235 (3.5%)	240 (3.4%)
30 percent	3 (0.8%)	260 (3.9%)	263 (3.8%)
40 percent	3 (0.8%)	191 (2.9%)	194 (2.8%)
50 percent	10 (2.7%)	418 (6.3%)	428 (6.1%)
60 percent	3 (0.8%)	199 (3.0%)	202 (2.9%)
70 percent	9 (2.4%)	368 (5.6%)	377 (5.4%)
80 percent	13 (3.5%)	516 (7.8%)	529 (7.6%)
90 percent	21 (5.7%)	489 (7.4%)	510 (7.3%)
100 percent	281 (76.3%)	3147 (48.0%)	3428 (49.5%)
No answer/Refused	5 (1.3%)	98 (1.5%)	103 (1.4%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 139 shows that 76.3 percent of the respondents who are appraiser spent 100% of their efforts on real estate career. On the other hand, 48.0 percent of those who are not appraiser spent 100% of their efforts on real estate career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and efforts on real estate career. That is, appraiser license holder is significantly associated with efforts on real estate career. In general, efforts on real estate career vary between appraisers and non-appraisers.

Table 140. Cross Tabulation Analysis of Hours Per Week Spent on Real Estate by Broker

Number of Hours Per Week Spent on Real Estate	Broker		Total
	Yes	No	
Less than 20 hours	402 (16.7%)	780 (17.3%)	1182 (17.1%)
20-30 hours	242 (10.0%)	626 (13.8%)	868 (12.5%)
31-40 hours	362 (15.0%)	847 (18.9%)	1209 (17.4%)
41-50 hours	625 (25.9%)	1011 (22.4%)	1636 (23.6%)
51-60 hours	388 (16.1%)	635 (14.0%)	1023 (14.8%)
More than 60 hours	337 (14.0%)	453 (10.0%)	790 (11.4%)
No answer/Refused	50 (2.0%)	156 (3.4%)	206 (2.9%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 140 shows that 25.9 percent of the respondents who are broker spent 41-50 hours per week on real estate. On the other hand, 22.4 percent of those who are not broker spent 41-50 hours per week on real estate. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and hours per week spent on real estate. That is, broker license holder is significantly associated with hours spent per week on real estate. In general, brokers are more likely to spend more hours per week on real estate than non-brokers.

Table 141. Cross Tabulation Analysis of Hours Per Week Spent on Real Estate by Sales Agent

Number of Hours Per Week Spent on Real Estate	Sales Agent		Total
	Yes	No	
Less than 20 hours	700 (17.4%)	482 (16.5%)	1182 (17.1%)
20-30 hours	571 (14.2%)	297 (10.2%)	868 (12.5%)
31-40 hours	774 (19.3%)	435 (14.9%)	1209 (17.4%)
41-50 hours	885 (22.1%)	751 (25.8%)	1636 (23.6%)
51-60 hours	542 (13.5%)	481 (16.5%)	1023 (14.8%)
More than 60 hours	402 (10.0%)	388 (13.3%)	790 (11.4%)
No answer/Refused	130 (3.2%)	76 (2.6%)	206 (2.9%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 141 shows that 22.1 percent of the respondents who are sales agents spent 41-50 hours per week on real estate. On the other hand, 25.8 percent of those who are not brokers spent 41-50 hours per week on real estate. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and hours per week spent on real estate. That is, sales agent license holder is significantly associated with hours spent per week on real estate. In general, sales agents are more likely to spend less hours per week on real estate than non-sales agents.

Table 142. Cross Tabulation Analysis of Hours Per Week Spent on Real Estate by Appraiser

Number of Hours Per Week Spent on Real Estate	Appraiser		Total
	Yes	No	
Less than 20 hours	19 (5.1%)	1163 (17.7%)	1182 (17.1%)
20-30 hours	20 (5.4%)	848 (12.9%)	868 (12.5%)
31-40 hours	43 (11.6%)	1166 (17.8%)	1209 (17.4%)
41-50 hours	122 (33.1%)	1514 (23.1%)	1636 (23.6%)
51-60 hours	93 (25.2%)	930 (14.2%)	1023 (14.8%)
More than 60 hours	60 (16.3%)	730 (11.1%)	790 (11.4%)
No answer/Refused	11 (2.9%)	195 (2.9%)	206 (2.9%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 142 shows that 33.1 percent of the respondents who are appraisers spent 41-50 hours per week on real estate. On the other hand, 23.1 percent of those who are not appraisers spent 41-50 hours per week on real estate. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and hours per week spent on real estate. That is, appraiser license holder is significantly associated with hours spent per week on real estate. In general, appraisers are more likely to spend more hours per week on real estate than non-appraisers.

Table 143. Cross Tabulation Analysis of Number of Separate Purchase/Sales Transactions by Broker

Number of Separate Purchase/Sales Transactions	Broker		Total
	Yes	No	
None	265 (11.0%)	874 (19.3%)	1139 (16.4%)
5 or fewer	593 (24.6%)	924 (20.5%)	1517 (21.9%)
6-10	320 (13.3%)	633 (14.0%)	953 (13.7%)
11-20	409 (17.0%)	780 (17.3%)	1189 (17.2%)
21-30	277 (11.5%)	432 (9.5%)	709 (10.2%)
31-50	221 (9.1%)	290 (6.4%)	511 (7.3%)
51-70	82 (3.4%)	111 (2.4%)	193 (2.7%)
71-90	42 (1.7%)	62 (1.3%)	104 (1.5%)
More than 90	75 (3.1%)	184 (4.0%)	259 (3.7%)
No answer/Refused	122 (5.0%)	218 (4.8%)	340 (4.9%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 143 shows that 37.9 percent of the respondents who are brokers made 10 or fewer separate purchase/sales transactions in last year. On the other hand, 34.5 percent of those who are not brokers made 10 or fewer separate purchase/sales transactions in last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and the number of separate purchase/sales transactions. That is, broker license holder is significantly associated with the number of separate purchase/sales transactions. In general, the numbers of separate purchase/sales transactions vary between brokers and non-brokers.

Table 144. Cross Tabulation Analysis of Number of Separate Purchase/Sales Transactions by Sales Agent

Number of Separate Purchase/Sales Transactions	Sales Agent		Total
	Yes	No	
None	669 (16.7%)	470 (16.1%)	1139 (16.4%)
5 or fewer	903 (22.5%)	614 (21.1%)	1517 (21.9%)
6-10	626 (15.6%)	327 (11.2%)	953 (13.7%)
11-20	804 (20.0%)	385 (13.2%)	1189 (17.2%)
21-30	426 (10.6%)	283 (9.7%)	709 (10.2%)
31-50	280 (6.9%)	231 (7.9%)	511 (7.3%)
51-70	88 (2.2%)	105 (3.6%)	193 (2.7%)
71-90	43 (1.0%)	61 (2.1%)	104 (1.5%)
More than 90	43 (1.0%)	216 (7.4%)	259 (3.7%)
No answer/Refused	122 (3.0%)	218 (7.4%)	340 (4.9%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 144 shows that 38.1 percent of the respondents who are sales agents made 10 or fewer separate purchase/sales transactions in last year. On the other hand, 32.3 percent of those who are not sales agents made 10 or fewer separate purchase/sales transactions in last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and the number of separate purchase/sales transactions. That is, sales agent license holder is significantly associated with the number of separate purchase/sales transactions. In general, sales agents are more likely to have lower number of separate purchase/sales transactions than non-sales agents.

Table 145. Cross Tabulation Analysis of Number of Separate Purchase/Sales Transactions by Appraiser

Number of Separate Purchase/Sales Transactions	Appraiser		Total
	Yes	No	
None	137 (37.2%)	1002 (15.3%)	1139 (16.4%)
5 or fewer	58 (15.7%)	1459 (22.2%)	1517 (21.9%)
6-10	13 (3.5%)	940 (14.3%)	953 (13.7%)
11-20	14 (3.8%)	1175 (17.9%)	1189 (17.2%)
21-30	12 (3.2%)	697 (10.6%)	709 (10.2%)
31-50	9 (2.4%)	502 (7.6%)	511 (7.3%)
51-70	14 (3.8%)	179 (2.7%)	193 (2.7%)
71-90	10 (2.7%)	94 (1.4%)	104 (1.5%)
More than 90	45 (12.2%)	214 (3.2%)	259 (3.7%)
No answer/Refused	56 (15.2%)	284 (4.3%)	340 (4.9%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 145 shows that 29.2 percent of the respondents who are appraisers made 10 or fewer separate purchase/sales transactions in last year. On the other hand, 36.5 percent of those who are not appraisers made 10 or fewer separate purchase/sales transactions in last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and the number of separate purchase/sales transactions. That is, appraiser license holder is significantly associated with the number of separate purchase/sales transactions. In general, the numbers of separate purchase/sales transactions vary between appraisers and non-appraisers.

Table 146. Cross Tabulation Analysis of Number of Separate Leasing Transactions by Broker

Number of Separate Leasing Transactions	Broker		Total
	Yes	No	
None	732 (30.4%)	1974 (43.7%)	2706 (39.1%)
5 or fewer	770 (32.0%)	1545 (34.2%)	2315 (33.4%)
6-10	290 (12.0%)	435 (9.6%)	725 (10.4%)
11-20	190 (7.9%)	192 (4.2%)	382 (5.5%)
21-30	95 (3.9%)	75 (1.6%)	170 (2.4%)
31-50	101 (4.2%)	45 (1.0%)	146 (2.1%)
51-70	48 (2.0%)	29 (0.6%)	77 (1.1%)
71-90	23 (0.9%)	20 (0.4%)	43 (0.6%)
More than 90	65 (2.7%)	39 (0.8%)	104 (1.5%)
No answer/Refused	92 (3.8%)	154 (3.4%)	246 (3.5%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 146 shows that 44.0 percent of the respondents who are brokers made 10 or fewer separate leasing transactions in last year. On the other hand, 43.8 percent of those who are not brokers made 10 or fewer separate leasing transactions in last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and the number of separate leasing transactions. That is, broker license holder is significantly associated with the number of separate leasing transactions. In general, brokers are more likely to have more separate leasing transactions than non-brokers.

Table 147. Cross Tabulation Analysis of Number of Separate Leasing Transactions by Sales Agent

Number of Separate Leasing Transactions	Sales Agent		Total
	Yes	No	
None	1520 (37.9%)	1186 (40.7%)	2706 (39.1%)
5 or fewer	1562 (39.0%)	753 (25.8%)	2315 (33.4%)
6-10	434 (10.8%)	291 (10.0%)	725 (10.4%)
11-20	195 (4.8%)	187 (6.4%)	382 (5.5%)
21-30	72 (1.8%)	98 (3.3%)	170 (2.4%)
31-50	47 (1.1%)	99 (3.4%)	146 (2.1%)
51-70	31 (0.7%)	46 (1.5%)	77 (1.1%)
71-90	21 (0.5%)	22 (0.7%)	43 (0.6%)
More than 90	31 (0.7%)	73 (2.5%)	104 (1.5%)
No answer/Refused	91 (2.2%)	155 (5.3%)	246 (3.5%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 147 shows that 49.8 percent of the respondents who are sales agents made 10 or fewer separate leasing transactions in last year. On the other hand, 35.8 percent of those who are not sales agents made 10 or fewer separate leasing transactions in last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and the number of separate leasing transactions. That is, sales agent license holder is significantly associated with the number of separate leasing transactions. In general, non-sales agents are more likely to have more separate leasing transactions than sales agents.

Table 148. Cross Tabulation Analysis of Number of Separate Leasing Transactions by Appraiser

Number of Separate Leasing Transactions	Appraiser		Total
	Yes	No	
None	260 (70.6%)	2446 (37.3%)	2706 (39.1%)
5 or fewer	40 (10.8%)	2275 (34.7%)	2315 (33.4%)
6-10	14 (3.8%)	711 (10.8%)	725 (10.4%)
11-20	7 (1.9%)	375 (5.7%)	382 (5.5%)
21-30	2 (0.5%)	168 (2.5%)	170 (2.4%)
31-50	3 (0.8%)	143 (2.1%)	146 (2.1%)
51-70	1 (0.2%)	76 (1.1%)	77 (1.1%)
71-90	1 (0.2%)	42 (0.6%)	43 (0.6%)
More than 90	5 (1.3%)	99 (1.5%)	104 (1.5%)
No answer/Refused	35 (9.5%)	211 (3.2%)	246 (3.5%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 148 shows that 24.6 percent of the respondents who are appraisers made 10 or fewer separate leasing transactions in last year. On the other hand, 45.5 percent of those who are not appraisers made 10 or fewer separate leasing transactions in last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and the number of separate leasing transactions. That is, appraiser license holder is significantly associated with the number of separate leasing transactions. In general, non-appraisers are more likely to have more separate leasing transactions than appraisers.

Table 149. Cross Tabulation Analysis of Gross Income from Real Estate by Broker

Gross Income from Real Estate	Broker		Total
	Yes	No	
Less than $10,000	255 (10.6%)	851 (18.8%)	1106 (16.0%)
$10,000-$24,999	149 (6.1%)	511 (11.3%)	660 (9.5%)
$25,000-$49,999	216 (8.9%)	719 (15.9%)	935 (13.5%)
$50,000-$74,999	220 (9.1%)	515 (11.4%)	735 (10.6%)
$75,000-$99,999	245 (10.1%)	405 (8.9%)	650 (9.4%)
$100,000-$149,999	334 (13.8%)	467 (10.3%)	801 (11.5%)
$150,000-$199,999	193 (8.0%)	223 (4.9%)	416 (6.0%)
$200,000-$249,999	121 (5.0%)	95 (2.1%)	216 (3.1%)
$250,000-$299,999	75 (3.1%)	50 (1.1%)	125 (1.8%)
Greater than $300,000	251 (10.4%)	91 (2.0%)	342 (4.9%)
No answer/Refused	347 (14.4%)	581 (12.8%)	928 (13.4%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 149 shows that 33.0 percent of the respondents who are brokers have a gross income of between $50,000 and $149,999 from real estate in last year. On the other hand, 30.6 percent of those who are not brokers have a gross income of between $50,000 and $149,999 from real estate in last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and gross income from real estate. That is, broker license holder is significantly associated with gross income from real estate. In general, brokers are more likely to earn higher gross income from real estate than non-brokers.

Table 150. Cross Tabulation Analysis of Gross Income from Real Estate by Sales Agent

Gross Income from Real Estate	Sales Agent		Total
	Yes	No	
Less than $10,000	773 (19.3%)	333 (11.4%)	1106 (16.0%)
$10,000-$24,999	465 (11.6%)	195 (6.7%)	660 (9.5%)
$25,000-$49,999	662 (16.5%)	273 (9.3%)	935 (13.5%)
$50,000-$74,999	450 (11.2%)	285 (9.7%)	735 (10.6%)
$75,000-$99,999	340 (8.4%)	310 (10.6%)	650 (9.4%)
$100,000-$149,999	4.1 (10.0%)	400 (13.7%)	801 (11.5%)
$150,000-$199,999	195 (4.8%)	221 (7.5%)	416 (6.0%)
$200,000-$249,999	90 (2.2%)	126 (4.3%)	216 (3.1%)
$250,000-$299,999	45 (1.1%)	80 (2.7%)	125 (1.8%)
Greater than $300,000	94 (2.3%)	248 (8.5%)	342 (4.9%)
No answer/Refused	489 (12.2%)	439 (15.0%)	928 (13.4%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 150 shows that 29.6 percent of the respondents who are sales agents have a gross income of between $50,000 and $149,999 from real estate in last year. On the other hand, 34.0 percent of those who are not sales agents have a gross income of between $50,000 and $149,999 from real estate in last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and gross income from real estate. That is, sales agent license holder is significantly associated with gross income from real estate. In general, non-sales agents are more likely to earn higher gross income from real estate than sales agents.

Table 151. Cross Tabulation Analysis of Gross Income from Real Estate by Appraiser

Gross Income from Real Estate	Appraiser		Total
	Yes	No	
Less than $10,000	13 (3.5%)	1093 (16.7%)	1106 (16.0%)
$10,000-$24,999	10 (2.7%)	650 (9.9%)	660 (9.5%)
$25,000-$49,999	32 (8.7%)	903 (13.7%)	935 (13.5%)
$50,000-$74,999	58 (15.7%)	677 (10.3%)	735 (10.6%)
$75,000-$99,999	55 (14.9%)	595 (9.0%)	650 (9.4%)
$100,000-$149,999	65 (17.6%)	736 (11.2%)	801 (11.5%)
$150,000-$199,999	31 (8.4%)	385 (5.8%)	416 (6.0%)
$200,000-$249,999	16 (4.3%)	200 (3.0%)	216 (3.1%)
$250,000-$299,999	8 (2.1%)	117 (1.7%)	125 (1.8%)
Greater than $300,000	21 (5.7%)	321 (4.9%)	342 (4.9%)
No answer/Refused	59 (16.0%)	869 (13.2%)	928 (13.4%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 151 shows that 48.2 percent of the respondents who are appraisers have a gross income of between $50,000 and $149,999 from real estate in last year. On the other hand, 30.5 percent of those who are not appraisers have a gross income of between $50,000 and $149,999 from real estate in last year. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and gross income from real estate. That is, appraiser license holder is significantly associated with gross income from real estate. In general, appraisers are more likely to earn higher gross income from real estate than non-appraisers.

Table 152. Cross Tabulation Analysis of Last Full-time Career by Broker

Last Full-Time Career	Broker		Total
	Yes	No	
Professional	743 (30.8%)	1438 (31.9%)	2181 (31.5%)
Administrative	243 (10.1%)	599 (13.2%)	842 (12.1%)
Education/Teacher	156 (6.4%)	255 (5.6%)	411 (5.9%)
Medical/Health	55 (2.2%)	138 (3.0%)	193 (2.7%)
Military	95 (3.9%)	72 (1.6%)	167 (2.4%)
Sales	334 (13.8%)	740 (16.4%)	1074 (15.5%)
Other	649 (26.9%)	1055 (23.4%)	1704 (24.6%)
No answer/Refused	131 (5.4%)	211 (4.6%)	342 (4.9%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 152 shows that among the respondents who are brokers, 30.8 percent and 13.8 percent worked full-time as professional and in sales, respectively, before entering real estate as a career. Among those who are not brokers, 31.9 percent and 16.4 percent worked full-time as professional and in sales, respectively, before entering real estate as a career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and last full-time career. That is, broker license holder is significantly associated with last full-time career. In general, the types of last full-time career vary between brokers and non-brokers.

Table 153. Cross Tabulation Analysis of Last Full-time Career by Sales Agent

Last Full-Time Career	Sales Agent		Total
	Yes	No	
Professional	1249 (31.1%)	932 (32.0%)	2181 (31.5%)
Administrative	568 (14.1%)	274 (9.4%)	842 (12.1%)
Education/Teacher	247 (6.1%)	164 (5.6%)	411 (5.9%)
Medical/Health	137 (3.4%)	56 (1.9%)	193 (2.7%)
Military	59 (1.4%)	108 (3.7%)	167 (2.4%)
Sales	704 (17.5%)	370 (12.7%)	1074 (15.5%)
Other	888 (22.1%)	816 (28.0%)	1704 (24.6%)
No answer/Refused	152 (3.8%)	190 (6.5%)	342 (4.9%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 153 shows that among the respondents who are sales agents, 31.1 percent and 17.5 percent worked full-time as professional and in sales, respectively, before entering real estate as a career. Among those who are not sales agents, 32.0 percent and 12.7 percent worked full-time as professional and in sales, respectively, before entering real estate as a career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and last full-time career. That is, sales agent license holder is significantly associated with last full-time career. In general, the types of last full-time career vary between sales agents and non-sales agents.

Table 154. Cross Tabulation Analysis of Last Full-time Career by Appraiser

Last Full-Time Career	Appraiser		Total
	Yes	No	
Professional	100 (27.1%)	2081 (31.7%)	2181 (31.5%)
Administrative	32 (8.7%)	810 (12.3%)	842 (12.1%)
Education/Teacher	16 (4.3%)	395 (6.0%)	411 (5.9%)
Medical/Health	2 (0.5%)	191 (2.9%)	193 (2.7%)
Military	12 (3.2%)	155 (2.3%)	167 (2.4%)
Sales	37 (10.0%)	1037 (15.8%)	1074 (15.5%)
Other	110 (29.8%)	1594 (24.3%)	1704 (24.6%)
No answer/Refused	59 (16.0%)	283 (4.3%)	342 (4.9%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 154 shows that among the respondents who are appraisers, 27.1 percent and 10.0 percent worked full-time as professional and in sales, respectively, before entering real estate as a career. Among those who are not appraisers, 31.7 percent and 15.8 percent worked full-time as professional and in sales, respectively, before entering real estate as a career. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and last full-time career. That is, appraiser license holder is significantly associated with last full-time career. In general, the types of last full-time career vary between appraisers and non-appraisers.

Table 155. Cross Tabulation Analysis of Active Years in Real Estate by Broker

Active Years in Real Estate	Broker		Total
	Yes	No	
5 or less years	21 (0.8%)	1583 (35.1%)	1604 (23.2%)
6-10 years	216 (8.9%)	774 (17.1%)	990 (14.3%)
11-20 years	638 (26.5%)	1232 (27.3%)	1870 (27.0%)
21-40 years	1081 (44.9%)	751 (16.6%)	1832 (26.5%)
Over 40 years	441 (18.3%)	88 (1.9%)	529 (7.6%)
No answer/Refused	9 (0.3%)	80 (1.7%)	89 (1.2%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 155 shows that among the respondents who are brokers, 26.5 percent and 44.9 percent were active in real estate for 11-20 years and 21-40 years, respectively. Among those who are not brokers, 27.3 percent and 16.6 percent were active in real estate for 11-20 years and 21-40 years, respectively. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and the number of active years in real estate. That is, broker license holder is significantly associated with the number of active years in real estate. In general, brokers are more likely to have higher number of active years in real estate than non-brokers.

Table 156. Cross Tabulation Analysis of Active Years in Real Estate by Sales Agent

Active Years in Real Estate	Sales Agent		Total
	Yes	No	
5 or less years	1439 (35.9%)	165 (5.6%)	1604 (23.2%)
6-10 years	729 (18.2%)	261 (8.9%)	990 (14.3%)
11-20 years	1061 (26.5%)	809 (27.8%)	1870 (27.0%)
21-40 years	646 (16.1%)	1186 (40.7%)	1832 (26.5%)
Over 40 years	64 (1.6%)	465 (15.9%)	529 (7.6%)
No answer/Refused	65 (1.6%)	24 (0.8%)	89 (1.2%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 156 shows that among the respondents who are sales agents, 26.5 percent and 16.1 percent were active in real estate for 11-20 years and 21-40 years, respectively. Among those who are not sales agents, 27.8 percent and 40.7 percent were active in real estate for 11-20 years and 21-40 years, respectively. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and the number of active years in real estate. That is, sales agent license holder is significantly associated with the number of active years in real estate. In general, non-sales agents are more likely to have higher number of active years in real estate than sales agents.

Table 157. Cross Tabulation Analysis of Active Years in Real Estate by Appraiser

Active Years in Real Estate	Appraiser		Total
	Yes	No	
5 or less years	24 (6.5%)	1580 (24.1%)	1604 (23.2%)
6-10 years	24 (6.5%)	966 (14.7%)	990 (14.3%)
11-20 years	113 (30.7%)	1757 (26.8%)	1870 (27.0%)
21-40 years	148 (40.2%)	1684 (25.7%)	1832 (26.5%)
Over 40 years	56 (15.2%)	473 (7.2%)	529 (7.6%)
No answer/Refused	3 (0.8%)	86 (1.3%)	89 (1.2%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 157 shows that among the respondents who are appraisers, 30.7 percent and 40.2 percent were active in real estate for 11-20 years and 21-40 years, respectively. Among those who are not appraisers, 26.8 percent and 25.7 percent were active in real estate for 11-20 years and 21-40 years, respectively. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and the number of active years in real estate. That is, appraiser license holder is significantly associated with the number of active years in real estate. In general, appraisers are more likely to have higher number of active years in real estate than non-appraisers.

Table 158. Cross Tabulation Analysis of License Holders in Current Company by Broker

Number of License Holders in Current Company	Broker		Total
	Yes	No	
One	738 (30.6%)	458 (10.1%)	1196 (17.3%)
Less than 5	688 (28.6%)	671 (14.8%)	1359 (19.6%)
6-10	251 (10.4%)	413 (9.1%)	664 (9.6%)
11-20	141 (5.8%)	371 (8.2%)	512 (7.4%)
21-30	60 (2.4%)	228 (5.0%)	288 (4.1%)
31-50	56 (2.3%)	214 (4.7%)	270 (3.9%)
Greater than 50	353 (14.6%)	1883 (41.7%)	2236 (32.3%)
No answer/Refused	119 (4.9%)	270 (5.9%)	389 (5.6%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 158 shows that among the respondents who are brokers, 30.6 percent have one license holder in their current companies, and another 14.6 percent have greater than 50 license holders. Among those who are not brokers, 10.1 percent have one license holder in their current companies, and another 41.7 percent have greater than 50 license holders. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and the number of license holders in the current company. That is, broker license holder is significantly associated with the number of license holders in the current company. In general, brokers are more likely to have higher number of license holders in the current company than non-brokers.

Table 159. Cross Tabulation Analysis of License Holders in Current Company by Sales Agent

Number of License Holders in Current Company	Sales Agent		Total
	Yes	No	
One	143 (3.5%)	1053 (36.1%)	1196 (17.3%)
Less than 5	545 (13.6%)	814 (27.9%)	1359 (19.6%)
6-10	392 (9.7%)	272 (9.3%)	664 (9.6%)
11-20	358 (8.9%)	154 (5.2%)	512 (7.4%)
21-30	219 (5.4%)	69 (2.3%)	288 (4.1%)
31-50	213 (5.3%)	57 (1.9%)	270 (3.9%)
Greater than 50	1882 (47.0%)	354 (12.1%)	2236 (32.3%)
No answer/Refused	252 (6.2%)	137 (4.7%)	389 (5.6%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 159 shows that among the respondents who are sales agents, 3.5 percent have one license holder in their current companies, and another 47.0 percent have greater than 50 license holders. Among those who are not sales agents, 36.1 percent have one license holder in their current companies, and another 12.1 percent have greater than 50 license holders. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and the number of license holders in the current company. That is, sales agent license holder is significantly associated with the number of license holders in the current company. In general, sales agents are more likely to have higher number of license holders in the current company than non-sales agents.

Table 160. Cross Tabulation Analysis of License Holders in Current Company by Appraiser

Number of License Holders in Current Company	Appraiser		Total
	Yes	No	
One	138 (37.5%)	1058 (16.1%)	1196 (17.3%)
Less than 5	117 (31.7%)	1242 (18.9%)	1359 (19.6%)
6-10	35 (9.5%)	629 (9.6%)	664 (9.6%)
11-20	17 (4.6%)	495 (7.5%)	512 (7.4%)
21-30	11 (2.9%)	277 (4.2%)	288 (4.1%)
31-50	3 (0.8%)	267 (4.0%)	270 (3.9%)
Greater than 50	33 (8.9%)	2203 (33.6%)	2236 (32.3%)
No answer/Refused	14 (3.8%)	375 (5.7%)	389 (5.6%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 160 shows that among the respondents who are appraisers, 37.5 percent have one license holder in their current companies, and another 8.9 percent have greater than 50 license holders. Among those who are not appraisers, 16.1 percent have one license holder in their current companies, and another 33.6 percent have greater than 50 license holders. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and the number of license holders in the current company. That is, appraiser license holder is significantly associated with the number of license holders in the current company. In general, non-appraisers are more likely to have higher number of license holders in the current company than appraisers.

Table 161. Cross Tabulation Analysis of Office Location by Broker

Office Location	Broker		Total
	Yes	No	
Public	1231 (51.1%)	1771 (39.2%)	3002 (43.4%)
Home	1064 (44.2%)	2412 (53.5%)	3476 (50.2%)
Other	62 (2.5%)	143 (3.1%)	205 (2.9%)
No answer/Refused	49 (2.0%)	182 (4.0%)	231 (3.3%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 161 shows that among the respondents who are brokers, 51.1 percent have their primary office in a public location, and another 44.2 percent have their primary office at home. Among those who are not brokers, 39.2 percent have their primary office in a public location, and another 53.5 percent have their primary office at home. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and office location. That is, broker license holder is significantly associated with office location. In general, the types of office location vary between brokers and non-brokers.

Table 162. Cross Tabulation Analysis of Office Location by Sales Agent

Office Location	Sales Agent		Total
	Yes	No	
Public	1699 (42.4%)	1303 (44.7%)	3002 (43.4%)
Home	2004 (50.5%)	1472 (50.5%)	3476 (50.2%)
Other	134 (3.3%)	71 (2.4%)	205 (2.9%)
No answer/Refused	167 (4.1%)	64 (2.2%)	231 (3.3%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 162 shows that among the respondents who are sales agents, 42.4 percent have their primary office in a public location, and another 50.5 percent have their primary office at home. Among those who are not sales agents, 44.7 percent have their primary office in a public location, and another 50.5 percent have their primary office at home. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and office location. That is, sales agent license holder is significantly associated with office location. In general, the types of office location vary between sales agents and non-sales agents.

Table 163. Cross Tabulation Analysis of Office Location by Appraiser

Office Location	Appraiser		Total
	Yes	No	
Public	147 (39.9%)	2855 (43.6%)	3002 (43.4%)
Home	205 (55.7%)	3271 (49.9%)	3476 (50.2%)
Other	9 (2.4%)	196 (2.9%)	205 (2.9%)
No answer/Refused	7 (1.9%)	224 (3.4%)	231 (3.3%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is not statistically significant.

Table 163 shows that among the respondents who are appraisers, 39.9 percent have their primary office in a public location, and another 55.7 percent have their primary office at home. Among those who are not appraisers, 43.6 percent have their primary office in a public location, and another 49.9 percent have their primary office at home. Since the *p*-value for the chi-square test is not statistically significant, we fail to reject the null hypothesis of no relationship between appraiser license holder and office location. That is, appraiser license holder is not significantly associated with the types of office location. Therefore, whether respondents have the appraiser licenses does not influence their selection of office locations.

Table 164. Cross Tabulation Analysis of Number of Public Office Locations by Broker

Number of Public Office Locations	Broker		Total
	Yes	No	
1	1428 (59.3%)	1930 (42.8%)	3358 (48.5%)
2	173 (7.1%)	423 (9.3%)	596 (8.6%)
3	64 (2.6%)	286 (6.3%)	350 (5.0%)
4	35 (1.4%)	158 (3.5%)	193 (2.7%)
5	38 (1.5%)	147 (3.2%)	185 (2.6%)
6-10	53 (2.2%)	245 (5.4%)	298 (4.3%)
Greater than 10	144 (5.9%)	726 (16.1%)	870 (12.5%)
No answer/Refused	471 (19.5%)	593 (13.1%)	1064 (15.3%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 164 shows that 59.3 percent of the respondents who are brokers have one public office location of their current companies. On the other hand, 42.8 percent of the respondents who are not brokers have one public office location of their current companies. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and the number of public office locations. That is, broker license holder is significantly associated with the number of public office locations. In general, non-brokers are more likely to have more public office locations than brokers.

Table 165. Cross Tabulation Analysis of Number of Public Office Locations by Sales Agent

Number of Public Office Locations	Sales Agent		Total
	Yes	No	
1	1694 (42.3%)	1664 (57.1%)	3358 (48.5%)
2	413 (10.3%)	183 (6.2%)	596 (8.6%)
3	278 (6.9%)	72 (2.4%)	350 (5.0%)
4	158 (3.9%)	35 (1.2%)	193 (2.7%)
5	141 (3.5%)	44 (1.5%)	185 (2.6%)
6-10	243 (6.0%)	55 (1.8%)	298 (4.3%)
Greater than 10	697 (17.4%)	173 (5.9%)	870 (12.5%)
No answer/Refused	380 (9.4%)	684 (23.5%)	1064 (15.3%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 165 shows that 42.3 percent of the respondents who are sales agents have one public office location of their current companies. On the other hand, 57.1 percent of the respondents who are not sales agents have one public office location of their current companies. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and the number of public office locations. That is, sales agent license holder is significantly associated with the number of public office locations. In general, sales agents are more likely to have more public office locations than non-sales agents.

Table 166. Cross Tabulation Analysis of Number of Public Office Locations by Appraiser

Number of Public Office Locations	Appraiser		Total
	Yes	No	
1	196 (53.2%)	3162 (48.3%)	3358 (48.5%)
2	20 (5.4%)	576 (8.8%)	596 (8.6%)
3	13 (3.5%)	337 (5.1%)	350 (5.0%)
4	1 (0.2%)	192 (2.9%)	193 (2.7%)
5	8 (2.1%)	177 (2.7%)	185 (2.6%)
6-10	7 (1.9%)	291 (4.4%)	298 (4.3%)
Greater than 10	39 (10.6%)	831 (12.6%)	870 (12.5%)
No answer/Refused	84 (22.8%)	980 (14.9%)	1064 (15.3%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 166 shows that 53.2 percent of the respondents who are appraisers have one public office location of their current companies. On the other hand, 48.3 percent of the respondents who are not appraisers have one public office location of their current companies. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and the number of public office locations. That is, appraiser license holder is significantly associated with the number of public office locations. In general, non-appraisers are more likely to have more public office locations than appraisers.

Table 167. Cross Tabulation Analysis of Type of Company by Broker

Type of Company	Broker		Total
	Yes	No	
Solo Practitioner	933 (38.7%)	755 (16.7%)	1688 (24.4%)
Independent Nonfranchise	944 (39.2%)	1625 (36.0%)	2569 (37.1%)
Independent Franchise	298 (12.3%)	1019 (22.6%)	1317 (19.0%)
Branch Office of Regional	34 (1.4%)	142 (3.1%)	176 (2.5%)
Branch Office of National	117 (4.8%)	608 (13.4%)	725 (10.4%)
No answer/Refused	80 (3.3%)	359 (7.9%)	439 (6.3%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 167 shows that among the respondents who are brokers, 38.7 percent are sole practitioner, and another 39.2 percent are independent nonfranchise. Among those who are not brokers, 16.7 percent are sole practitioner, and another 36.0 percent are independent nonfranchise. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and the type of company. That is, broker license holder is significantly associated with the type of company. In general, the types of company vary between brokers and non-brokers.

Table 168. Cross Tabulation Analysis of Type of Company by Sales Agent

Type of Company	Sales Agent		Total
	Yes	No	
Solo Practitioner	430 (10.7%)	1258 (43.2%)	1688 (24.4%)
Independent Nonfranchise	1505 (37.5%)	1064 (36.5%)	2569 (37.1%)
Independent Franchise	1034 (25.8%)	283 (9.7%)	1317 (19.0%)
Branch Office of Regional	137 (3.4%)	39 (1.3%)	176 (2.5%)
Branch Office of National	572 (14.2%)	153 (5.2%)	725 (10.4%)
No answer/Refused	326 (8.1%)	113 (3.8%)	439 (6.3%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 168 shows that among the respondents who are sales agents, 10.7 percent are sole practitioner, and another 37.5 percent are independent nonfranchise. Among those who are not sales agents, 43.2 percent are sole practitioner, and another 36.5 percent are independent nonfranchise. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and the type of company. That is, sales agent license holder is significantly associated with the type of company. In general, the types of company vary between sales agents and non-sales agents.

Table 169. Cross Tabulation Analysis of Type of Company by Appraiser

Type of Company	Appraiser		Total
	Yes	No	
Solo Practitioner	179 (48.6%)	1509 (23.0%)	1688 (24.4%)
Independent Nonfranchise	107 (29.0%)	2462 (37.6%)	2569 (37.1%)
Independent Franchise	13 (3.5%)	1304 (19.9%)	1317 (19.0%)
Branch Office of Regional	6 (1.6%)	170 (2.6%)	176 (2.5%)
Branch Office of National	38 (10.3%)	687 (10.4%)	725 (10.4%)
No answer/Refused	25 (6.7%)	414 (6.3%)	439 (6.3%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 169 shows that among the respondents who are appraisers, 48.6 percent are sole practitioner, and another 29.0 percent are independent nonfranchise. Among those who are not appraisers, 23.0 percent are sole practitioner, and another 37.6 percent are independent nonfranchise. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and the type of company. That is, appraiser license holder is significantly associated with the type of company. In general, the types of company vary between appraisers and non-appraisers.

Table 170. Cross Tabulation Analysis of Way of Affiliation by Broker

Way of Affiliation	Broker		Total
	Yes	No	
Owner	1702 (70.7%)	563 (12.4%)	2265 (32.7%)
Independent Contractor	501 (20.8%)	3225 (71.5%)	3726 (53.8%)
Employee	118 (4.9%)	418 (9.2%)	536 (7.7%)
Other	45 (1.8%)	111 (2.4%)	156 (2.2%)
No answer/Refused	40 (1.6%)	191 (4.2%)	231 (3.3%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 170 shows that among the respondents who are brokers, 70.7 percent are the owners of their firms, and another 20.8 percent are independent contractors. Among those who are not brokers, 12.4 percent are the owners of their firms, and another 71.5 percent are independent contractors. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and the way of affiliation with the current company. That is, broker license holder is significantly associated with the way of affiliation. In general, the ways of affiliation vary between brokers and non-brokers.

Table 171. Cross Tabulation Analysis of Way of Affiliation by Sales Agent

Way of Affiliation	Sales Agent		Total
	Yes	No	
Owner	207 (5.1%)	2058 (70.7%)	2265 (32.7%)
Independent Contractor	3197 (79.8%)	529 (18.1%)	3726 (53.8%)
Employee	311 (7.7%)	225 (7.7%)	536 (7.7%)
Other	105 (2.6%)	51 (1.7%)	156 (2.2%)
No answer/Refused	184 (4.6%)	47 (1.6%)	231 (3.3%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 171 shows that among the respondents who are sales agents, 5.1 percent are the owners of their firms, and another 79.8 percent are independent contractors. Among those who are not sales agents, 70.7 percent are the owners of their firms, and another 18.1 percent are independent contractors. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and the way of affiliation with the current company. That is, sales agent license holder is significantly associated with the way of affiliation. In general, the ways of affiliation vary between sales agents and non-sales agents.

Table 172. Cross Tabulation Analysis of Way of Affiliation by Appraiser

Way of Affiliation	Appraiser		Total
	Yes	No	
Owner	206 (55.9%)	2059 (31.4%)	2265 (32.7%)
Independent Contractor	55 (14.9%)	3671 (56.0%)	3726 (53.8%)
Employee	97 (26.3%)	439 (6.7%)	536 (7.7%)
Other	6 (1.6%)	150 (2.2%)	156 (2.2%)
No answer/Refused	4 (1.0%)	227 (3.4%)	231 (3.3%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 172 shows that among the respondents who are appraisers, 55.9 percent are the owners of their firms, and another 14.9 percent are independent contractors. Among those who are not appraisers, 31.4 percent are the owners of their firms, and another 56.0 percent are independent contractors. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and the way of affiliation with the current company. That is, appraiser license holder is significantly associated with the way of affiliation. In general, the ways of affiliation vary between appraisers and non-appraisers.

Table 173. Cross Tabulation Analysis of Way of Compensation by Broker

Way of Compensation	Broker		Total
	Yes	No	
Percent of Sales Price	1644 (68.3%)	3129 (69.4%)	4773 (69.0%)
Flat Fee	111 (4.6%)	308 (6.8%)	419 (6.0%)
Hourly Rate	18 (0.7%)	96 (2.1%)	114 (1.6%)
Fee Schedule	105 (4.3%)	356 (7.9%)	461 (6.6%)
Other	347 (14.4%)	324 (7.1%)	671 (9.7%)
No answer/Refused	181 (7.5%)	295 (6.5%)	476 (6.8%)
Total	2406 (100.0%)	4508 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 173 shows that among the respondents who are brokers, 68.3 percent receive a certain percent of the sales price as the compensation for their work. Among those who are not brokers, 69.4 percent receive a certain percent of the sales price as the compensation for their work. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between broker license holder and way of compensation. That is, broker license holder is significantly associated with way of compensation. In general, the ways of compensation vary between brokers and non-brokers.

Table 174. Cross Tabulation Analysis of Way of Compensation by Sales Agent

Way of Compensation	Sales Agent		Total
	Yes	No	
Percent of Sales Price	3159 (78.9%)	1614 (55.4%)	4773 (69.0%)
Flat Fee	169 (4.2%)	250 (8.5%)	419 (6.0%)
Hourly Rate	71 (1.7%)	43 (1.4%)	114 (1.6%)
Fee Schedule	129 (3.2%)	332 (11.4%)	461 (6.6%)
Other	229 (5.7%)	442 (15.1%)	671 (9.7%)
No answer/Refused	247 (6.1%)	229 (7.8%)	476 (6.8%)
Total	4004 (100.0%)	2910 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 174 shows that among the respondents who are sales agents, 78.9 percent receive a certain percent of the sales price as the compensation for their work. Among those who are not sales agents, 55.4 percent receive a certain percent of the sales price as the compensation for their work. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between sales agent license holder and way of compensation. That is, sales agent license holder is significantly associated with way of compensation. In general, the ways of compensation vary between sales agents and non-sales agents.

Table 175. Cross Tabulation Analysis of Way of Compensation by Appraiser

Way of Compensation	Appraiser		Total
	Yes	No	
Percent of Sales Price	43 (11.6%)	4730 (72.2%)	4773 (69.0%)
Flat Fee	65 (17.6%)	354 (5.4%)	419 (6.0%)
Hourly Rate	16 (4.3%)	98 (1.5%)	114 (1.6%)
Fee Schedule	119 (32.3%)	342 (5.2%)	461 (6.6%)
Other	94 (25.5%)	577 (8.8%)	671 (9.7%)
No answer/Refused	31 (8.4%)	445 (6.8%)	476 (6.8%)
Total	368 (100.0%)	6546 (100.0%)	6914 (100.0%)

Note: The chi-square test statistic is statistically significant at $p < 0.001$.

Table 175 shows that among the respondents who are appraisers, 11.6 percent receive a certain percent of the sales price as the compensation for their work. Among those who are not appraisers, 72.2 percent receive a certain percent of the sales price as the compensation for their work. Since the *p*-value for the chi-square test is less than the significance level of 0.05, we reject the null hypothesis of no relationship between appraiser license holder and way of compensation. That is, appraiser license holder is significantly associated with way of compensation. In general, the ways of compensation vary between appraisers and non-appraisers.

IV. SUMMARY

In November and December 2016, the Texas Real Estate Commission Survey interviewed a total of 6,914 respondents who do real estate business in the state of Texas. The purpose of this study is to understand the current situations of real estate business in Texas from an industry perspective. The following are key findings of this study:

- 57.2 percent of respondents hold the sales agent license, whereas 34.3 percent of respondents own the broker license. By contrast, very few respondents possess the appraiser license, the inspector license, or the right-of-way agent license.

- For respondents who have the broker license, the majority of them (35.1 percent) have been licensed as a broker for 21 to 40 years.

- For respondents who have the sales agent license, the majority of them (40.2 percent) have been licensed as a sales agent for 5 or less years.

- For respondents who have the appraiser license, the majority of them (42.7 percent) have been licensed as an appraiser for 21 to 40 years.

- For respondents who have the inspector license, the majority of them (41.2 percent) have been licensed as an inspector for 5 or less years.

- For respondents who have the Right of Way agent license, the majority of them (46.2 percent) have been licensed as a Right of Way agent for 6 to 10 years.

- English and Spanish are two most commonly used languages for the respondents to conduct their real estate business.

- About half of respondents (49.9 percent) work more than 40 hours per week for their real estate business and a large majority of respondents (71.3 percent) still want to stay in real estate services for the remainder of their professional career.

- The majority of respondents' (37.2 percent) companies are independent franchise firms, and 24.4 percent of respondents are solo practitioners. Besides, the majority of respondents (53.9 percent) are affiliated with their current companies as independent contractors.

- A high percentage of respondents (69.0 percent) are compensated for their work based on percent of sales price.

- A high percentage of respondents (73.8 percent) are members of the Association of REALTORS. However, it seems that there is also a higher percentage of respondents (81.4 percent for the "No Answers/Refused" option) who do not understand the difference between the Association of REALTORS and the Real

Estate Commission. In addition, respondents are not active in participate in the activities held by professional organizations. Specifically, more than half of respondents (57.1 percent) do not attend any statewide meetings of professional organizations.

- Smart phone and laptop computer are two most widely used devices for the respondents to access the internet for their real estate business (87.8 percent and 77.0 percent, respectively). Nevertheless, it seems that respondents do not rely on technology to more effectively perform professional services for their clients.

- The majority of respondents (62.7 percent) post information on at least one online site at least weekly for their real estate business other than MLS. Moreover, MLS, website and Facebook are the three most common online platforms which respondents use to post information on for their real estate business.

- Word of mouth and professional referrals are the two most important channels for respondents to find clients.

- The respondents tend to view the pre-license qualifying education as helpful to their preparation for the state licensing examination and follow-on training in realty business practices.

- The respondents tend to agree that their companies provide sufficient additional education and training opportunities for them to remain current.

- The respondents are inclined to agree that the fees paid to their associations, local boards and MLS for the level of services they receive and paid to renew their licenses every two years are somewhat reasonable.

- The respondents are inclined to view the number of continuing education hours required to renew their licenses every two years as appropriate.

- The respondents tend to consent that the licensing agency does a good job of communicating any changes in licensing requirements.

- The respondents are inclined to consent that they have regular opportunities to provide input and feedback on proposed changes in regulations.

- The respondents tend to agree that most of the real estate related license holders they interact with are honest and ethical, and knowledgeable and competent. Besides, the respondents are also inclined to regard most of the customers as honest and ethical.

- Gender, age, and education are significantly associated with individual possession of broker, sales agent and appraiser licenses. Specifically, men are more likely to

have the broker and appraiser licenses, but women are more likely to have the sale agent licenses. Older respondents tend to have the broker licenses, whereas younger respondents tend to have the sales agent and appraiser licenses. Finally, respondents with higher levels of education tend to have the broker and appraiser licenses, whereas those with lower levels of education tend to have sales agent licenses.

- Gender, age, and education are significantly associated with individual engagement in real estate business, including efforts and time spent on real estate. That is, male, younger, and less-educated respondents are more likely to spend 100 percent of efforts on their real estate career. Furthermore, male and middle-aged respondents tend to spend more hours per week on real estate.

- Gender, age, education and active years in real estate are significantly associated with individual income from real estate. In particular, male, middle-aged, and highly educated respondents tend to earn more from real estate.

- Gender, age, and education are significantly associated with locations where respondents maintain their primary offices and the number of public office locations. That is, gender, age, and education have significant influence on the location where respondents maintain their primary offices and the number of public office locations that their companies have.

- Gender, age, and education are significantly associated with how respondents are affiliated with their companies. That is, male, older, and highly educated respondents tend to be affiliated with their companies as owners, whereas female, younger, and less educated respondents tend to be affiliated with their companies as independent contractors.

- Gender, age, and education are significantly associated with how many times per year respondents attend statewide meetings of professional organizations. In general, male, middle-aged, and highly educated respondents tend to attend more statewide meetings of professional organizations.

- Gender, age, and education are significantly associated with how respondents are compensated for their work. In general, female and younger respondents and those aged 30-39 years old tend to be compensated for their work based on percent of sales price. Besides, for the broker and sales agent license holders, the majority of them are compensated for their work based on percent of sales price. By contrast, the majority of appraiser license holders are compensated for their work based on fee schedule.

- Active years in real estate and education are significantly associated with individual attitudes toward the fees paid to renew the license, the fees paid to association, local board and MLS for the services, and the number of continuing education

hours required to renew the license. Overall, respondents with more active years in real estate are more likely to agree that the fees they pay are reasonable for the level of services they receive, whereas those with lower levels of education are more likely to have favorable attitudes toward the fees paid to renew the license, the fees paid to association, local board and MLS for the services, and the number of continuing education hours required to renew the license.

- Broker and appraiser license holders are more likely to be affiliated with their companies as owners, whereas sales agent license holders are more likely to be affiliated with their companies as independent contractors.

APPENDIX A

The Texas Real Estate Commission 2016 License Survey

INTRO1. Welcome to the Texas Real Estate Commission 2016 License Survey. What TREC Licenses do you currently hold in Texas? (Check all that apply)

(1) Broker
(2) Sale Agent
(3) Appraiser
(4) Inspector
(5) Right of Way Agent
(6) Not Licensed by TREC => End the survey

Q1. Do you conduct a percentage of your business in a language other than English?

(1) Yes
(2) No => Q2
(3) No Answer/Refused => Q2

Q1A. In what languages other than English do you conduct your business?

(1) Type Answer

Q1B. What percentage of your business is conducted in a language other than English?

(1) All business conducted in English.
(2) 10%
(3) 20%
(4) 30%
(5) 40%
(6) 50%
(7) 60%
(8) 70%
(9) 80%
(10) 90%
(11) 100%

Q2. Do you consider yourself to be:

(1) Full time
(2) Part time with another paying job
(3) Part time with other unpaid responsibilities
(4) Part time with other unpaid volunteer activities
(5) No Answer/Refused

Q3. What percentage of your efforts are spent on your real estate career?

(1) Not working in the real estate industry at the moment
(2) 10%
(3) 20%
(4) 30%
(5) 40%
(6) 50%
(7) 60%
(8) 70%
(9) 80%
(10) 90%
(11) 100%
(12) No Answer/Refused

Q4. How many hours per week do you spend on real estate?

(1) Less than 20
(2) 20-30
(3) 31-40
(4) 41-50
(5) 51-60
(6) More than 60
(7) No Answer/Refused

Q5. How many separate purchase/sales transactions were you involved with last year?

(1) None
(2) 5 or fewer
(3) 6-10
(4) 11-20
(5) 21-30
(6) 31-50
(7) 51-70
(8) 71-90
(9) More than 90
(10) No Answer/Refused

Q6. How many separate leasing transactions were you involved in last year?

(1) None
(2) Less than 5
(3) 6-10
(4) 11-20
(5) 21-30
(6) 31-50
(7) 51-70
(8) 71-90
(9) More than 90

(10) No Answer/Refused

Q7. How many properties did you manage for others last year?
(1) None
(2) Less than 5
(3) 6-10
(4) 11-20
(5) 21-30
(6) 31-50
(7) 51-70
(8) 71-90
(9) More than 90
(10) No Answer/Refused

Q8. What was your gross income from your real estate career last year?
(1) Less than $10,000
(2) $10,000 to $24,999
(3) $25,000 to $49,999
(4) $50,000 to $74,999
(5) $75,000 to $99,999
(6) $100,000 to $149,999
(7) $150,000 to $199,999
(8) $200,000 to $249,999
(9) $250,000 to $299,999
(10) Greater than $300,000
(11) No Answer/Refused

Q9. What was your last full-time career before entering real estate as a career?
(1) Professional
(2) Administrative
(3) Education/Teacher
(4) Medical/Health
(5) Military
(6) Sales
(7) Other – Type Answer
(8) No Answer/Refused

Q10. How many years have you been active in real estate in any capacity?
(1) 5 or less years
(2) 6-10 years
(3) 11-20 years
(4) 21-40 years
(5) Over 40 years
(6) No Answer/Refused

Q11B. How many years have you been licensed as a Broker? [For INTRO1=1]
(1) 5 or less years
(2) 6-10 years
(3) 11-20 years
(4) 21-40 years
(5) Over 40 years
(6) No Answer/Refused

Q11S. How many years have you been licensed as a Sales Agent? [For INTRO1=2]
(1) 5 or less years
(2) 6-10 years
(3) 11-20 years
(4) 21-40 years
(5) Over 40 years
(6) No Answer/Refused

Q11A. How many years have you been licensed as an Appraiser? [For INTRO1=3]
(1) 5 or less years
(2) 6-10 years
(3) 11-20 years
(4) 21-40 years
(5) Over 40 years
(6) No Answer/Refused

Q11I. How many years have you been licensed as an Inspector? [For INTRO1=4]
(1) 5 or less years
(2) 6-10 years
(3) 11-20 years
(4) 21-40 years
(5) Over 40 years
(6) No Answer/Refused

Q11R. How many years have you been licensed as a Right of Way Agent? [For INTRO1=5]
(1) 5 or less years
(2) 6-10 years
(3) 11-20 years
(4) 21-40 years
(5) Over 40 years
(6) No Answer/Refused

Q12. How many years have you been with your current company/firm?
(1) 5 or less years
(2) 6-10 years
(3) 11-20 years
(4) 21-40 years
(5) Over 40 years
(6) No Answer/Refused

Q13. How many firms have you been affiliated with in your real estate career?
(1) 5 or fewer
(2) 6-10
(3) 11-15
(4) 16-20
(5) 21-30
(6) 31-50
(7) Greater than 50
(8) No Answer/Refused

Q14. How many license holders are with your current company/firm?
(1) One
(2) Less than 5
(3) 6-10
(4) 11-20
(5) 21-30
(6) 31-50
(7) Greater than 50
(8) No Answer/Refused

Q15. Do you maintain your primary office in a public location or in your home?
(1) Public
(2) Home
(3) Other
(4) No Answer/Refused

Q16. How many public office locations does your current company/firm have?
(1) 1
(2) 2
(3) 3
(4) 4
(5) 5
(6) 6-10
(7) Greater than 10
(8) No Answer/Refused

Q17. What best describes your company/firm?
(1) Solo Practitioner
(2) Independent Nonfranchise Firm
(3) Independent Franchise Firm
(4) Branch Office of Regional Company
(5) Branch Office of National Company
(6) No Answer/Refused

Q18. How are you affiliated with your firm?
(1) Owner
(2) Independent Contractor
(3) Employee
(4) Other
(5) No Answer/Refused

Q19BS. What best describes your role in your firm? [For INTRO1=1 or 2]
(1) Principal Broker (no selling)
(2) Principal Broker (with selling)
(3) Office Manager (no selling)
(4) Office Manager (with selling)
(5) Educator/Trainer
(6) Transaction Coordinator
(7) Compliance Specialist
(8) Broker Associate
(9) Sales Agent
(10) Unlicensed Personal Assistant
(11) Other
(12) No Answer/Refused

Q19AIR. What best describes your role in your firm? [For INTRO1=3 or 4 or 5]
(1) Office Manager (no selling)
(2) Office Manager (with selling)
(3) Educator/Trainer
(4) Compliance Specialist
(5) Production Coordinator
(6) Apprentice/Trainee
(7) Unlicensed Assistant
(8) Other
(9) No Answer/Refused

Q20. How are you compensated for your work?
(1) Percent of Sales Price
(2) Flat Fee
(3) Hourly Rate
(4) Fee Schedule
(5) Other
(6) No Answer/Refused

Q21. To which organizations do you belong? (Choose all that apply)
(1) None
(2) REALTORS
(3) Realtists
(4) NARPM
(5) CCIM
(6) Appraisal Institute
(7) ASFMRA
(8) NAIFA
(9) ASA
(10) NAA
(11) ASHI
(12) TAREI
(13) TPREIA
(14) Internachi
(15) Other

Q22. How many times a year do you attend statewide meetings of professional organizations?
(1) 0
(2) 1
(3) 2
(4) 3
(5) 4
(6) 5
(7) No Answer/Refused

Q23. What devices do you use to access the internet for business? (Choose all that apply)
(1) Smart Phone
(2) Tablet
(3) Laptop Computer
(4) Desktop Computer
(5) Other
(6) No Answer/Refused

Q24. How many online sites do you post information on at least weekly for your business other than MLS?

(1) 0
(2) 1
(3) 2
(4) 3
(5) 4
(6) 5
(7) 6 plus

Q25. Which online platforms do you post information on for your real estate business? (Check all that apply)

(1) MLS
(2) Website
(3) Facebook
(4) Twitter
(5) Instagram
(6) LinkedIn
(7) Other

Q26. How do you find clients for your business? (Check all that apply)

(1) Word of Mouth (previous customers)
(2) Professional Referrals
(3) Direct Mail
(4) Online Ads
(5) Buy Leads
(6) Biz-to-Biz Ads
(7) Networking Groups
(8) Other
(9) No Answer/Refused

Q27. For the next questions indicate your level of agreement with the following statements on a 1-5 scale with 1 = disagree and 5 = agree. Please press NEXT to continue.

(1) Press NEXT to continue

Q28. My pre-license qualifying education courses prepared me well for the state licensing examination.

(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q29. My pre-license qualifying education prepared me well for follow-on training in realty business practices.

(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q30. My company provides sufficient additional education and training opportunities for me to remain current.

(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q31. I rely upon technology to assist me in more effectively performing professional services for my clients.

(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q32. I fully understand the difference between the Association of REALTORS and the Real Estate Commission.

(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q33. The fees I pay to my association, local board and MLS are reasonable for the level of services I receive.

(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q34. The fees I pay to renew my license every two years are reasonable.
(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q35. The number of continuing education hours required to renew my license every two years is appropriate.
(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q36. The licensing agency does a good job of communicating any changes in licensing requirements.
(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q37. I have regular opportunities to provide input and feedback on proposed changes in regulations.
(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q38. After receiving notices by email, I read all of the communications I receive from my licensing agency.
(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q39. Most of the real estate related license holders I interact with are honest and ethical.
(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q40. Most of the real estate related license holders I interact with are knowledgeable and competent.
(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q41. I plan to stay in real estate services for the remainder of my professional career.
(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q42. Most of the customers are honest and ethical.
(1) 1 = Disagree
(2) 2
(3) 3
(4) 4
(5) 5 = Agree
(6) No Answer/Refused

Q43. We have a few demographic questions to finish. Press NEXT to continue.
(1) Press NEXT to continue

Q44. What is your gender?
(1) Male
(2) Female
(3) No Answer/Refused

Q45. What is your age?

(1) 18-24
(2) 25-29
(3) 30-34
(4) 35-39
(5) 40-44
(6) 45-49
(7) 50-54
(8) 55-59
(9) 60-64
(10) 65-69
(11) 70-74
(12) 75 +
(13) No Answer/Refused

Q46. What is your marital status?

(1) Single, never married
(2) Married
(3) Widowed
(4) Divorced or Separated
(5) No Answer/Refused

Q47. What is the highest level of education you have completed?

(1) Less than high school
(2) High school graduate
(3) Trade/vocational school
(4) Some college
(5) Associate degree
(6) Bachelor degree
(7) Master degree or higher
(8) No Answer/Refused

Q48. What is your race and ethnicity?

(1) Asian
(2) Black
(3) Hispanic
(4) White
(5) Other
(6) No Answer/Refused

THANKS. This concludes the 2016 TREC License survey. Thank you for participating. (Please check NEXT to exit the survey) If you have any technical issues with this survey, please email cmainka@uh.edu

APPENDIX B

AAPOR Outcome Rate Calculator
Version 4.0, May, 2016

This spreadsheet will calculate the outcome rates based on AAPOR's Standard Definitions, Version 9 (2016) and e, and earlier versions. Enter the final dispositions into the columns below. For more complete instructions on how to classify final dispositions, see the complete *Standard Definitions and Eligibility Calculation* documents at http://www.aapor.org.

Interview (Category 1)	**Final Disposition Codes**	**TREC License Survey**
Complete (all versions)	1.0/1.10	6914
Partial (all versions)	1.2000	
Eligible, non-interview (Category 2)	2.0000	
Refusal (phone, IPHH, mail, web)	2.1100	
Household-level refusal (phone, IPHH, mail, web)	2.1110	
Known-respondent refusal (phone, IPHH, mail, web)	2.1120	
Logged on to survey, did not complete any item (web)	2.1121	
Read receipt confirmation, refusal (web)	2.1122	
Break off/ Implicit refusal (phone, mail, web, mail_U)	2.1200	
Non-contact (phone, IPHH, mail, web, mail_U)	2.2000	
Respondent unavailable during field period (web)	2.2600	
Completed questionnaire, but not returned during field period (mail, web, mail_U)	2.2700	
Other, non-refusals (phone, IPHH, mail, web, mail_U)	2.9000	
Unknown eligibility, non-interview (Category 3)	3.0000	
Unknown if housing unit/unknown about address (phone, IPHH, mail, web, mail_U)	3.1000	
Not attempted or worked/not mailed/No invitation sent (phone, IPHH, mail, web, mail)U)	3.1100	
Always busy (phone)	3.1200	
No answer (phone)	3.1300	
Answering machine-don't know if household (phone)	3.1400	
Call blocking (phone)	3.1500	
Technical phone problems (phone)	3.1600	
Unclear if HH (phone)	3.1610	
Unable to reach/unsafe area (IPHH)	3.1700	
Unable to locate address (IPHH)	3.1800	
Nothing returned (mail, web, mail_U)	3.1900	135,535
Housing unit, unknown if eligible respondent (phone, IPHH, mail, mail_U)	3.2000	
No screener completed (phone, IPHH, mail, mail_U)	3.2100	

USPS: Refused by addressee (mail, mail_U)	3.2300	
USPS: Refused to accept (mail, mail_U)	3.2310	
USPS: Refused to pay postage (mail, mail_U)	3.2320	
USPS: Returned to sender due to various USPS violations by addressee (mail, mail_U)	3.2400	
USPS: Cannot be delivered (mail, mail_U)	3.2500	
USPS: Illegible address (mail, mail_U)	3.2510	
USPS: Insufficient address on mail from one P.O to another P.O. (mail, mail_U)	3.2520	
USPS: No mail receptacle (mail, mail_U)	3.2530	
USPS: Delivery suspended to commercial mailing agency (mail)	3.2540	
Unknown if person is a HH resident/ mail returned undelivered (phone, mail, web, mail_U)	3.3000	
USPS: Undeliverable as addressed (mail, mail_U)	3.3100	
USPS: Attempted -- Addressee not known at place of address (mail, mail_U)	3.3110	
USPS: Postal box closed (mail, mail_U)	3.3120	
No such address (mail, mail_U)	3.3130	
USPS: No such number (mail, mail_U)	3.3131	
USPS: No such post office in state (mail, mail_U)	3.3132	
USPS: No such street (mail, mail_U)	3.3133	
USPS: Vacant (mail, mail_U)	3.3134	
Not delivered as addressed (mail, mail_U)	3.3140	
USPS: Unable to forward, no deliverable as addressed (mail, mail_U)	3.3141	
USPS: Outside delivery limits (mail, mail_U)	3.3142	
USPS: Returned for better address (mail, mail_U)	3.3143	
USPS: Moved, left no address (mail, mail_U)	3.3200	
USPS: Returned for postage (mail, mail_U)	3.3300	
USPS: Temporarily away, holding period expired (mail, mail_U)	3.3400	
USPS: Unclaimed -- failure to call for held mail (mail, mail_U)	3.3500	
USPS: No one signed (mail, mail_U)	3.3600	
Returned with forwarding information (mail, web, mail_U)	3.4000	
Returned unopened -- address correction provided (mail, mail_U)	3.4100	
Returned opened -- address correction provided (mail, mail_U)	3.4200	
USPS: In dispute about which party has rights to deliver (mail, mail_U)	3.5000	
Other (phone, IPHH, web)	3.9000	
Returned from an unsampled email address (web)	3.9100	
Not eligible (Category 4)	4.0000	
Out of sample - other strata than originally coded (phone, IPHH, mail, web, mail_U)	4.1000	
Not eligible - duplicate listing (phone, IPHH, mail, web, mail_U)	4.8100	
Other	4.9000	93

Total sample used		142,542
I=Complete Interviews (1.1)		6,914
P=Partial Interviews (1.2)		0
R=Refusal and break off (2.1)		0
NC=Non Contact (2.2)		0
O=Other (2.0, 2.3)		0
Calculating e: e is the estimated proportion of cases of unknown eligibility that are eligible. Enter a different value or accept the estimate in this line as a default. This estimate is based on the proportion of eligible units among all units in the sample for which a definitive determination of status was obtained (a conservative estimate). This will be used if you do not enter a different estimate. For guidance about how to compute other estimates of e, see AAPOR's 2009 *Eligibility Estimates.*		0.987
UH=Unknown Household (3.1)		135,535
UO=Unknown other (3.2-3.9)		0
Response Rate 1		
I/(I+P) + (R+NC+O) + (UH+UO)		0.049
Response Rate 2		
(I+P)/(I+P) + (R+NC+O) + (UH+UO)		0.049
Response Rate 3		
I/((I+P) + (R+NC+O) + e(UH+UO))		0.049
Response Rate 4		
(I+P)/((I+P) + (R+NC+O) + e(UH+UO))		0.049
Cooperation Rate 1		
I/(I+P)+R+O)		1.000
Cooperation Rate 2		
(I+P)/((I+P)+R+O))		1.000
Cooperation Rate 3		
I/((I+P)+R))		1.000
Cooperation Rate 4		
(I+P)/((I+P)+R))		1.000
Refusal Rate 1		
R/((I+P)+(R+NC+O) + UH + UO))		0.000
Refusal Rate 2		
R/((I+P)+(R+NC+O) + e(UH + UO))		0.000
Refusal Rate 3		
R/((I+P)+(R+NC+O))		0.000

Contact Rate 1		
(I+P)+R+O / (I+P)+R+O+NC+ (UH + UO)		0.049
Contact Rate 2		
(I+P)+R+O / (I+P)+R+O+NC + e(UH+UO)		0.049
Contact Rate 3		
(I+P)+R+O / (I+P)+R+O+NC		1.000

About the calculator

This calculator was developed as a service to the research industry and survey research profession by AAPOR's Standard Definitions Committee.
AAPOR strongly recommends that researchers examine the calculator thoroughly, including reading the "Read Me" tab, before using it.
Questions or suggestions should be addressed to standards@aapor.org. AAPOR also encourages researchers who use the calculator to use this citation: The American Association for Public Opinion Research. 2016. Survey Outcome Rate Calculator 4.0.

APPENDIX C

The List of Languages Used by Respondents

Language	Frequency	Language	Frequency
Spanish	671	Swedish	2
Chinese	38	Tagalog	2
Hindi	24	Tamil	2
Vietnamese	21	American Sign Language	1
French	20	Amharic	1
German	20	Bulgarian	1
Urdu	14	Burmese	1
Persian	12	Czech–Slovak	1
Russian	10	Dutch	1
Arabic	9	Filipino	1
Portuguese	7	Greek	1
Gujarati	5	Hungarian	1
Korean	5	Indonesia	1
Hebrew	4	Khmer	1
Italian	3	Norwegian	1
Malayalam	3	Romanian	1
Telugu	3	Sinhala	1
Japanese	2	Swahili	1
Punjabi	2	Tigrinya	1
Polish	2	No Answer/Refused	93

APPENDIX D

The List of Other Full-Time Career Before Entering Real Estate as a Career

Category	Frequency
Accounting, finance, banking, and insurance	130
Service and entertainment	110
Media, marketing, and public relations	44
Agriculture, ranch, and forestry	24
Government	49
Student	136
Transportation and freight	30
Religion	13
Full time parents	73
Labor	18
Owner and self-employed	135
Always in the real estate profession	185
Not specified	11
Total	**958**

APPENDIX E

The List of Other Locations for Respondents' Primary Office

Category	Frequency
Both	124
The third party's office	31
The third party's home	4
Mobile	8
Private	6
Inactive status	9
Not specified	23
Total	**205**

APPENDIX F

Other Roles Played by Respondents with the Broker or Sales Agent License

Category	Frequency
Appraiser	22
Manager	16
President/Vice President/CEO/Director	8
Owner co-owner	5
Retired	5
Broker	4
Investor	4
Appraiser and Principal Broker	3
Consultant	3
Broker associate, Trainer and Compliance Specialist	2
Chief Financial Officer	2
Arbitrator	1
Attorney and Counselor	1
Broker and Broker Associate	1
Broker and Land Developer	1
Broker Associate, Office Manager and Trainer	1
Broker Associate and Office Manager	1
Broker of Record for TX	1
Broker, Investor and Property Manager	1
Broker and Sales Agent	1
Broker and Appraiser	1
Broker, Appraiser and Manager	1
Broker, Educator and Appraiser	1
Broker Associate and Career Development	1
Commercial Lender	1
Broker Associate and Commercial team leader	1
Assistant	1
Designated Broker	1
Government employee	1
Principal Broker and Broker Associate	1
Broker and Lawyer	1
Senior Broker	1
Appraiser and Office manager	1
Operating Partner and Broker Associate	1
Principal Broker and Investor	1

Category	Frequency
Broker and Property manager	1
Office Manager and Sales Agent	1
Sole Practitioner	1
Sole broker	1
Trainer and Compliance Specialist	1
Real Estate Analyst	1
Consultant and Lawyer	1
Not specified	19
Not applicable/inactive status	3
Total	**127**

APPENDIX G

Other Roles Played by Respondents with the Appraiser, Inspector or Right of Way Agent License

Categories	Frequency
Appraiser	17
Owner	5
Broker Associate	1
Broker, Manager and Appraiser	1
Broker, Educator and Appraiser	1
Director	1
Analyst	1
Broker, Appraiser and Consultant	1
Office Manager and Appraiser	1
Public Relations	1
Production Supporter	1
Not specified	9
Total	**40**

APPENDIX H

Other Ways that Respondents Are Compensated for Their Work

Compensation	Frequency
Salary and commission/bonus	219
Salary	83
Percent of gross income/profit	74
Percent of commission	56
Flat fee and percent of sales	18
Appraisal fee	14
Percent of leasing price	12
Percent of dollars collected on transactions	10
Percent of sales price and flat fee	10
Inspection fee	9
Commission and hourly rate	8
All of the above	7
Daily rate	7
Percent of sales price and hourly rate	4
Commission and management fee	4
Management fees and rental income	4
Commission and Percent of appraisal fee	3
Percent of sales price and transaction fee	3
Percent of sales price and others	2
Percent of sales price and fee schedule	2
Percent of sales revenue and profit-sharing for the firm	2
Consulting fee	2
Percent of sales and leasing	2
Referral fees	2
Percent of sales price, percent of leasing price and flat fee	1
Percent of sales/leasing and consulting fee	1
Fee schedule and bids	1
Hourly rate and fee schedule	1
Office fee and flat fee	1
Percent of sales price and monthly fee	1
Percent of development cost	1
Percent of sales price, flat fee and hourly rate	1
Commission and rent	1

Compensation	Frequency
Commission and franchise fee	1
Percent of sales price and additional fees for insurance	1
Monthly fee and bonus	1
Yearly fee and transaction fee	1
Not specified	67
Non applicable/inactive status	34
Total	**671**

APPENDIX I

The List of Other Organizations to which Respondents Belong

Organization	Frequency
NTCAR (North Texas Commercial Association of Realtors)	27
Association of Texas Appraisers	25
IREM (Institute of Real Estate Management)	25
CRS	18
IRWA (International Right of Way Association)	18
ICSC (International Council of Shopping Centers)	17
HAR	15
TAR and NAR	15
SIOR	12
TRETA	12
NAR and TAR	11
HAR, NAR, and TAR	10
CCAR	9
RLI (Realtors Land Institute)	9
NAR	8
AAPL (American Association of Petroleum Landmen)	7
CTCAR	7
GRI	7
NAR, TAR, and HAR	7
TREC	7
WCR	7
BOMA	6
MetroTex Association of Realtors	6
NAR, HAR, and TAR	5
SABOR	5
State Bar of Texas	5
ULI (Urban Land Institute)	5
CCAR, NAR, and TAR	4
CRS and ABR	4
TAA	4
TAR	4
ABOR	3
ABR	3
CLHMS	3
Counselors of Real Estate	3

Organization	Frequency
CRE	3
GRI and CRS	3
HAR, TAR, and NAR	3
HAREI	3
ICC	3
Local Board	3
MetroTex Association of Realtors, NAR, and TAR	3
NAHREP	3
NAR, TAR, and CCAR	3
NTREIS	3
REBAC	3
SRES	3
AMPI	2
AMPI, CIPS, and TRETA	2
ASP	2
Bandera Board of Realtors	2
Better Business Bureau	2
BOMA and IREM	2
Builders Association	2
CCIM	2
CRB	2
e-PRO	2
GFWAR	2
Green	2
GTAR	2
HAR and TAR	2
ICSC and NTCAR	2
ICSC and ULI	2
IREM and BOMA	2
Lone Star ASHI	2
MRP	2
NAA and TAA	2
NACHI	2
NAR and MetroTex Association of Realtors	2
NAR, TAR, and ABOR	2
NAR, TAR, and MetroTex Association of Realtors	2
NAREB	2
NMHC	2
NTCAR and ICSC	2

Organization	Frequency
PMP	2
RICS	2
State Bar of Texas and Texas Board of Legal Specialization	2
TALB	2
TBPE (Texas Board of Professional Engineers)	2
WCR and CRS	2
AAHOA	1
AAPL and PBLA	1
AAPL, National Notary, and TREC	1
AAREA	1
AAREA and AREAA	1
ABOR and NAR	1
ABOR, TAR, and NAR	1
ABR and CRS	1
ABR and ILHM	1
ABR and TAHS	1
ABR, CRS, SRES, WCR and GRI	1
ABR, CRS, GRI, CRB, SRES, CREI, and Green	1
ABR, GRI, SRES, and TAHS	1
ABR, SFR, EPRO, SRS, CNE, AHWD, and SRES	1
ACRES (Austin Commercial Real Estate Society)	1
ACRP	1
AHLS, AHS, CNE, HAR, TAR, NAR, and TRETA	1
AIA and NAHB	1
AICPA	1
AICPA, TSCPA, and AZCPA	1
American Apartment Owners Association and Corporate Housing by Owner	1
American Bar Association	1
American Institute of Architects and Accessibility Professionals Association	1
American Institute of Real Estate Professionals	1
American Real Estate Society	1
American Society of Farm Equipment Appraisers and International Society of Livestock Appraisers	1
American Subcontractors Association - Houston Chapter	1
Apartment Association of Greater Dallas	1
ARB, CNE, MRP, and SFR	1
AREAA and CTCAR	1

Organization	Frequency
Arlington Board of Realtors	1
ASCA	1
ASFMRA	1
AshlyPRN -personalized referral network	1
Asian American Real Estate Association	1
ASP and CRS	1
ASP and RE Stager	1
Association of Texas Appraisers and IRWA	1
Association of Texas Appraisers, American Guild of Appraisers, and Texas Real Estate Teachers Association	1
AUREO	1
BNI	1
Board member of Deaf Action Center	1
BOMA, ICSC, HAR, TAR, and NAR	1
BOMA, IREM, RECA, and CBA	1
BOMI	1
Building Owners and Managers Association	1
CAI	1
CBA and RECA	1
CBMLS and TAR	1
CCAR and NAR	1
CCAR, NAR, and TREC	1
CDPE	1
Certified Negotiation Expert	1
Certified Residential Specialist	1
Chamber of Commerce Development Association and NBA	1
Chamber of Commerce in my area.	1
CIPS	1
CIPS and CREN	1
CIPS and REAL	1
CIPS, ABR, WCR, and AAREA	1
CIPS, NAR, TAR, HAR, HIREBA, and PAAG	1
CLHMS and CRS	1
CNE	1
Collin County Appraisal Review Board	1
Collin County association of Realtors and Texas Association of Realtors	1
Collin County association of Realtors Texas Association of Realtors	1
Commercial Brokers Association of North Texas	1

Organization	Frequency
Commercial Real Estate Association of Montgomery County (CREAM)	1
Corenet	1
Corpus Christi Association of REALTORS, NAR, TAR, SRES, Green Council and REBAC	1
Council of Residential Specialists and Real Estate Brokers	1
Counselors of Real Estate, Royal Institute of Chartered Surveyors, and ICSC	1
CPA	1
CPM and HCCP	1
CPRES	1
CRB and CRS	1
CRB and GRI	1
CRB, CRS, ABR, and TRETA	1
CRE and Corenet Global	1
CREAM	1
CREN Gulf Coast	1
CREW	1
CREW and NCREIF	1
CREW and ULI	1
CREW Dallas, CREW Network, NTCAR, ICSC, and Deals In Heels	1
CREW, SCR, and NTCCIM	1
CREW, TREC	1
CRS and Cyberstars	1
CRS and GRI	1
CRS and NAR	1
CRS and SRES	1
CRS and WCR	1
CRS, ABR, CLHMS, RSPS, and SRS	1
CRS, CRB, GRI, Green Council, TREPAC	1
CRS, GRI , Senior Real Estate Specialist, and Luxury Market Specialist	1
CRS, GRI, ABR, and SRES	1
CTCAR, National Association of Realtors, and Texas Association of Realtors	1
EAA	1
EIEIO	1
e-PRO, CRS, and GRI	1
FRAR	1
GDAR and CCAR	1
GFWAR and NAR	1

Organization	Frequency
GHBA	1
Greater Fort Worth Board of Realters, NAR, TAR, NNA and NRA	1
Greater McAllen Association of REALTORS and McAllen Chapter of Women's Council of REALTORS	1
Greater Metro West Association of REALTORS	1
GRI and CLHMS	1
GRI and MRP	1
GRI, CIPS, and TRLP	1
GRI, CRS and SFR	1
GRI, NABPOP, ABR, GRI, CRS, C-REPS, SFR, SRES, and TAHS	1
GRI, PSA, BPOR, and TAHS	1
GRI, SRS, ABR, and CLHMS	1
GTAR, NAR, and TREC	1
HAA and TAA	1
HAR and BACREN	1
HAR and CSS	1
HAR and GAR Local real estate associations	1
HAR and NAR	1
HAR and NHREP	1
HAR and PRO	1
HAR and WCR	1
HAR, TAR, NAR, and TREC	1
HAR, WCR, and TAR.	1
HBREA	1
Hispanic Real Estate Brokers Association and National Association of Hispanic Real Estate Professionals	1
HMPA	1
HOLBA (Houston Office Leasing Brokers Assocation)	1
Houston Home Builders Association	1
Houston Independent Real Estate Rogers Association	1
Houston Independent Real Estate Brokers Association and International Association of Staging Professionals	1
Houston Independent Real Estate Brokers Association and HAR	1
IAEI	1
IAHSP	1
IBBA and TABB	1
ICBO, SBCCI, and IRC	1
ICC and NADRA	1
ICC, NFPA, and HAR	1

Organization	Frequency
ICC, TSBPE, and PHCC	1
ICSC and Austin Commercial Real Estate Society	1
ICSC and CREW	1
ICSC and IREM	1
ICSC, AHLA, and ULI	1
ILHM	1
International Code Council Indoor Air Quality Association	1
International Right of Way Association	1
IREI	1
IREM and CREW	1
IREM and HAMA	1
IREM and NAR	1
IREM and NTCAR	1
IREM and RECA	1
IREM and TAA	1
IREM, CREW, and NAR	1
IREM, NAA, TAA, AAGD, and AATC	1
IREM, NALA, and IFMA	1
IREM, NAR, and NTCAR	1
IREM, SIOR, and BOMA	1
IREM,NAR, and NTCAR	1
IRWA and CREW	1
IRWA and TAPTP	1
IRWA, RECA, and CREW	1
IRWA, TFMA, and USGBC	1
ISHC (International Society of Hotel Consultants)	1
Judge Fite Referral Network	1
Land Council of North Texas	1
Lands of Texas, Lands of America, and Texas Land Brokers Association	1
Laredo Builders Association, Laredo Development foundation, and Laredo Chamber Commerce	1
Local association of realtors	1
Lulac celh	1
MBA, ULI, Dallas Real Estate Council, Fort Worth Real Estate Council, ICSC, NTCAR, and NMHC	1
MCNE	1
MCNE and CIPS	1
Military Relocation Professionals	1

Organization	Frequency
Military Relocation Professionals and Seniors Real Estate Specialist	1
MLS	1
NAAL (National Association of Apartment Locators)	1
NABPO	1
NABPOP, REOMAC, and DIL	1
NACHI, TPCA, GEPCA, and NMPA	1
Nacogdoches County Realtors, Texas Forestry Association, and Society of American Foresters	1
NACVA	1
NACVA and National Association of Real Estate Appraisers	1
NAGLREP	1
NAGLREP and CRS	1
NAHB	1
NAHB and GHBA	1
NAHB and TAB	1
NAHREP, IREP, VAREP, and SABOR	1
NAIOP and SIOR	1
NAIOP, IREM, and BOMA	1
NAPMW, TLBA, SCBOR, HAR, NAR, TAR, and TMBA	1
NAR and CCAR	1
NAR and SIOR	1
NAR, Austin Board of Realtors, and TAR	1
NAR, GFWAR, and TAR	1
NAR, IREM, BOMA, and GBCI	1
NAR, TAR, and ABOR	1
NAR, TAR, and GEPAR	1
NAR, TAR, and SABOR	1
NAR, TAR, and South Central Board of Realtors	1
NAR, TAR, Arlington Board of Realtors, and NAPW	1
NAR, TAR, Cartus Relocation, MetroTex Association, Realtors, USAA Rewards Approved Platinum Broker	1
NAR, TAR, CCAR, CDPE, CRS, GRI, and ABR	1
NAR, TAR, GDWCAR, and DCYP	1
NAR, TAR, Greater Fort Worth Association of Realtors, White Settlement Area Chamber of Commerce, Fort Worth Chamber of Commerce	1
NAR, TAR, SABOR, and Four Rivers MLS	1
NAR, TAR, SABOR, and MLS	1
NAR, TAR, SOAR, and GAR	1

Organization	Frequency
NAR, TAR, TREC, and HAR	1
NAR, TAR, National Notary Association, and WhosWho Business Women	1
NAREPH and GRI	1
NATCAR and NAIOP	1
National Association of Apartment Locators	1
National Association of Home Builders and Greater Houston Association of Builders	1
National Association of Realtors, Texas Association of Realtors, and Austin Board of Realtors	1
National Multihousing Council	1
NAWT	1
NBTA	1
NCE and SEC	1
NEBB and CMEA	1
NMHC and IREM	1
North Texas Association of Realtors	1
Notary Public	1
NRA	1
NRDS	1
NTCAR and BOMA	1
NTCAR and SIOR	1
NTCAR and TREC	1
NTCAR, ICSC, REC, and GFW	1
NTCAR, TAR, and NAR	1
NTREIS and TAR	1
NTRP	1
Preservation Dallas (Historical Home Specialist)	1
RAAR, TAR, NAR, and CCAR	1
RAC	1
Range Science Association	1
Realtors Land Institute	1
REBAC and REBI	1
REBAC, CIPS, AAREA, and NAHREP	1
RECA and CTCAR	1
REEA, TRETA, and NAMB	1
Registered Forester	1
REI	1
REOMAC and US REO Partners	1

Organization	Frequency
RICS, CRE, and CCIM	1
RLI, KW Farm & Ranch, Several MLS offices, and Texas Association of Realtors	1
RMA	1
SABOR and HAR	1
SABOR and NAR	1
SABOR and San Antonio Board of Realtors	1
SABOR, HAR, and Corpus Christi BOR	1
SABOR, TAR, and NAR	1
SA-TAREI	1
SATAREI, SATAPREIA, NAWT, and HUD	1
SIOR and CRE	1
SIOR and NTCAR	1
SIOR, CREW, and NTCAR	1
SIOR, NAIOP, ULI, and RLI	1
Society of Commercial Brokers Fort Bend and Association of Asian American Real Estate brokers	1
SRA, SREA, and IFA	1
SRES and ABR	1
SRES and AHWD	1
SRES and AMPI	1
SRES and SFR	1
SRES, NAR, TAR, and GTAR	1
SRS and SRES	1
TAA and Big Country Apartment Association	1
TAAO and TAAD	1
TAB and NAHB	1
TABB (Texas Association of Business Brokers), Institute of Business Brokers, and Institute of Business Appraisers	1
TAR and CCAR	1
TAR and HAR	1
TAR and HBR	1
TAR and MetroTex Association of Realtors	1
TAR and SABOR	1
TAR and TREC	1
TAR, WCR, and NAR	1
TAR, FHAAR, and TBBOR	1
TAR, HAR, VAAR, and CBBR	1
TAR, MetroTex Association of Realtors, and NAR	1

Organization	Frequency
TAR, NAR, ABOR, CRS, and REBAC	1
TAR, NAR, and ABOR	1
TAR, NAR, and Bryan College Station Regional Association of Realtors	1
TAR, NAR, and CCAR	1
TAR, NAR, and CLHMS	1
TAR, NAR, and HAR	1
TAR, NAR, and Metro West Board of Realtors	1
TAR, NAR, and Waco Association of Realtors	1
TAR, NAR, and Waco MLS	1
TAR, NAR, CCAR, and ABR	1
TAR, NAR, Metro-Tex, and e-Pro	1
TAR, NAR, RLI, and CTCAR	1
TAR, TREC, and NAR	1
TAREAHs	1
TDLR	1
Texas Apartment Association	1
Texas Association of Realtors, South Central Board of Realtors, and American Associate of Professional Landmen	1
Texas Association of Nurses	1
Texas Association of Realtors and Longview Area Association of Realtors	1
Texas Land Broker Network and CIPS	1
Texas On-Site Waste Water Association	1
Texas Real Estate Teachers Association (TRETA)	1
Texas Self Storage Association	1
TLBN and RLI	1
TREC and NAR	1
TREC and NTCAR	1
TREC, HAR, TAR, and MLS	1
TRELA	1
TREPAC	1
TRLP	1
TRLP, WCR, and NAPW	1
UBOR and NAR	1
ULI and CNU	1
ULI and NAIOP	1
ULI and REC	1
USGBC and CREI	1
VAREP and CRS	1

Organization	Frequency
Waco Association of Realtors, National Association of Realtors, Texas Association of Realtors, and American Association of Notary Public	1
WAOR, TAOR, and NAOR	1
WCAOR	1
WCR, CMRS, and CRS	1
WCR, GRI, and ABR	1
Women's Council of Realtors	1
WorldWide ERC, Houston Relocation Professionals, and Relocation Directors Council	1
Worldwide ERC, NAR, and TAR	1
Not specified	19
Not applicable/inactive status	7
Total	**788**

APPENDIX J

The List of Other Devices that Respondents Use to Access the Internet for Business

Device	Frequency
iPad	19
All of above	5
Cell phone	3
Other people's computers	2
GPS	1
Don't use technology	1
MiFi hotspot	1
Surface Pro	1
Windows phone	1
Not specified	15
Not applicable/inactive status	7
Total	**56**

APPENDIX K

The List of Other Online Platforms that Respondents Post Information on for Their Real Estate Business

Online Platform	Frequency
Craigslist	46
LoopNet	45
Zillow	28
CoStar and LoopNet	24
Pinterest	24
CoStar, Xceligent, and LoopNet	22
Google+	15
CoStar	13
Lands of Texas	13
Blog	11
Snapchat	10
Trulia and Zillow	10
ActiveRain	8
Realtor.com, Zillow, and Trulia	8
YouTube	7
CoStar and Xceligent	6
LoopNet and Xceligent	6
Xceligent	6
CoStar, LoopNet, and ComGate	5
Google+ and Pinterest	5
Nextdoor	4
Realtor.com	4
CoStar, Xceligent, LoopNet, and Catylist	3
Lands of America	3
Local advertising	3
Personal blog or website	3
Realtor.com and Zillow	3
Trulia	3
Yelp	3
BizBuySell	2
CIB List, LoopNet, and CoStar	2
Commercial websites	2
Company site	2
Craigslist and Pinterest	2

Online Platform	Frequency
Craigslist, Trulia, and Zillow	2
Franchise website	2
Google+ and Yelp	2
Lands of Texas and LoopNet	2
Postlets	2
Real Estate Book	2
Rentlink	2
Thumbtack	2
Zillow and Homes.com	2
CoStar, LoopNet, Cushman & Wakefield, and PIRES Land & Farm	1
CoStar, Xceligent, LoopNet, Commgate, Rednews, and Property Line	1
Craigslist, Zillow, and hotpads	1
Lands of Texas and Trulia	1
Lands of Texas and Zillow	1
LoopNet, coldwellbanker.com, and coldwellbankercommercial.com	1
rentals.com and Zillow	1
Trulia and Zillow	1
3 published ranch sales magazines and several newspapers	1
ActiveRain and separate blog	1
AHRN	1
AHRN and Google +	1
AI Institute Website and Xceligent	1
AMC	1
Angie's List	1
Angie's list, Home advisor, Yelp, Thumbtack, and Craigslist	1
AppFolio	1
Appraisal Institute	1
ASHI web site	1
Austin Home, Search.com, Realtor.com, Third Party Syndication, Facebook, and our company website	1
Back Agent	1
Bank network	1
Better Business Bureau	1
biggerpockets.com	1
Blog, newsletter, and Nextdoor	1
Blogger and Google +	1
Blogging and sites	1
Boomtown	1

Online Platform	Frequency
Brokerage website.	1
CBA	1
Cciblist	1
Century 21	1
Century 21 and 500 other website	1
Century 21, Trulia, and Zillow	1
Circlepix	1
College/University website	1
Commercial Gateway, LoopNet, Kemah Bubblife, and CoStar	1
Commercial websites, CoStar, LoopNet, and CCIB	1
Company site, blog, and YouTube	1
Company sites, Zillow, Trulia, and Realtor.com	1
Company websites, Zillow, and Trulia	1
CoStar LoopNet CommGate	1
CoStar, CCIBlist, and Craigslist	1
CoStar, Commercial Search, Buildout, Real Massive, and CTxMLS	1
CoStar, LoopNet Commgate, Catylist, CIMLS, and REMAX	1
CoStar, LoopNet, and Catylst	1
CoStar, Loopnet, and Lands of Texas	1
CoStar, LoopNet, and NTCAR	1
CoStar, LoopNet, and STCAR	1
CoStar, LoopNet, and Zillow	1
CoStar, Xceligent, LoopNet, Catylist, and company website	1
CoStar, Xceligent, and Constant Contact	1
CoStar, Xceligent, and Pinterest	1
CoStar, Xceligent, LoopNet, and cbcworldwide	1
CoStar, Xceligent, LoopNet, and commercial NAR company website	1
CoStar, Xceligent, LoopNet, CIB, and NTCAR	1
CoStar, Xceligent, LoopNet, Commercial Search, Lands of Texas, Lands of US, and KW sites	1
Craigslist and BackPage	1
Craigslist and Google+	1
Craigslist and Nextdoor	1
Craigslist and Realtor.com	1
Craigslist and Zillow	1
Craigslist, BackPage, and Zillow	1
Craigslist, biggerpockets.com, notemls, myhousedeals, and Zillow	1
Craigslist, Pinterest and Google+	1

Online Platform	Frequency
Craigslist, Trulia, Zillow, and Postlets	1
Craigslist, YouTube, and Google+	1
CREW Network	1
Crexi and LoopNet	1
e-bay Classifieds	1
ePropertySites, Realtor.com, MyKWSA, MySA, Trulia, and Zillow	1
Flickr	1
Flyers Brochures 1.1 Email	1
Freerentalsite and Zillow	1
Google+ and ActiveRain	1
Google+ and Nextdoor	1
Google+ and Yahoo	1
Google+ and YouTube,	1
Google+, Pinterest, and YouTube	1
Google+, Pinterest, blog, and broker website	1
Google+, Pinterest, Zillow, and Trulia	1
Google+, Yelp, Thumbtack, and Craigslist	1
Google+, YouTube, Tumblr, and wodpress	1
HAR.com	1
HAR.com, LoopNet, Costar, Transwestern website, and SIOR.com	1
Home Advisor	1
HomePath	1
homes.com	1
Homes.mil, Craigslist, and gosection8	1
Hotel sales webites	1
Hotpads, Rentals.com, rentbits, and Craigslist	1
IBBA, TREC, 16 websites, and SCORE	1
Inman News, blog, and Google+	1
Inspect Pro	1
Inspector support network	1
Keller Williams website	1
Keller Williams wesbite, Zillow, Realtor.com, Trulia, and Homes and land	1
KWLS, ProxioPro, and Syndication	1
KWS syndicated sites	1
lakehouse.com	1
Lands of Amercia, and The REal Estate Review	1
Lands of America and ASFMRA	1
Lands of America and LandLeader	1

Online Platform	Frequency
Lands of America and LandWatch	1
Lands of America Land and Farm Texas Real Estate Magazine Livestock Weekly	1
Lands of Texas and TxLS	1
Lands of Texas Texas Listing Service	1
Lands of Texas, LandWatch, and Texas Real Estate Guide	1
LandWatch and Lands of Texas	1
listhub 100+ other syndications	1
localservices.sulekha.com	1
Loopnet and MLS	1
LoopNet and Catalyst	1
LoopNet and Commercial Search	1
LoopNet and Commgate	1
LoopNet and Craigslist	1
Loopnet and real estate auction site	1
LoopNet and Realbird	1
LoopNet and Rednews	1
CoStar, LoopNet, and Facebook	1
LoopNet, Xceligent, and CCIM net	1
LoopNet, Catylist, and STCAR	1
LoopNet, TxLS, Lands of Texas, and Coldwell Banker	1
LoopNet, Xceligent, and Craigslist	1
MLS, Realtor.com, Zillow, and Trulia	1
Newspaper and advertising monthly magazine	1
Next Door, Pintrest, and Yelp	1
Paradym	1
Parkbench	1
Pentrist, ActiveRain, Homes.com, Zillow, RE/MAX.com, and Trullia	1
Pinterest and ActiveRain	1
Pinterest and YouTube	1
Pinterest, blog, Google+, and Instagram	1
Pinterest, Lands of Texas, and YouTube	1
Pinterest, military websites, AHRN, homes.mil, Zillow, and Trulia	1
Pinterest, Realtor.com, Zillow, Postlets, and YouTube	1
Pinterest, RIPL, and Snapchat	1
Pipl and Adwerks	1
Point2.nls	1
Propertyware	1
ranchandfarmlands.com	1

Online Platform	Frequency
RE/MAX, Homes.com, Zillow, Trulia, and Realtor.com	1
Real Capital Markets	1
Realtor, Trulia, and ZIllow	1
Realtor.com and Community Websites & Communication boards	1
Realtor.com and Trulia	1
Realtor.com, Lands of America, and Lands of Texas	1
Realtor.com, TexasRealEstate.com, and Zillow	1
Realtor.com, Trulia, and Zillow	1
Realtor.com, Zillow, and Opendoor	1
Realtor.com, Zillow, Craigslist, and blog	1
Realtor.com, Zillow, Trulia, Homes.com, and KW.com	1
Realty Trac, Realty Store, Realtor.com, and Constant Contact	1
Reddit	1
Redfin and Zillow	1
Rentals.com	1
Rentbits	1
rently.com and gosection8.com	1
RIMS	1
Rocketvine and Facebook	1
Snapchat, YouTube, and hip pocket	1
Socialserve.com and Pinterest	1
Southeasttexas.com	1
Southeasttexas.com and Buildium	1
stagedhomes.com	1
TAREAHs	1
Texas Aaociation of Business Brokers (TABB)	1
Thumbtack and Zillow	1
Top Producer	1
Top Producer, believerealty.com, and nelsontorres.com	1
Tour Factory, Zillow, and Realtor.com	1
Trulia, Zillow, and Craigslist	1
Trulia, Zillow, and Homes.com	1
Trulia, Zillow, and hotpads	1
Trulia, Zillow, and house.com.	1
Trulia, Zillow, and Postaid	1
Trulia, Zillow, Homes.com, and Craigslist	1
TxLS	1
VisualTour	1
VisualTour and Zillow	1

Online Platform	Frequency
Waco Source and Lands Of Texas	1
WOL	1
wordpress	1
Xceligent and CCIBList	1
Xceligent and Commercial Search	1
Yahoo, MSN and many other sites	1
YouTube and LinkedIn	1
Zillow, Craigslist, and Waco Digs	1
Zillow, Lands of Texas, Lands of America, and TX Dot Loop	1
Zillow, Trulia, and HotPads	1
Zillow, Zumper, and Craigslist	1
Not specified	65
None	12
Not applicable/inactive status	1
Total	**638**