

EXHIBIT 1
Skills Important for Staff-to-Senior Promotions

	Tax	Audit
Technical	4.33	4.04
Communication	4.05	4.12
Interpersonal	3.87	4.08
Administrative	3.21	3.31
Leadership	2.99	3.27
Practice Development	1.83	1.66

EXHIBIT 2
Skills Important for Senior-to-Manager Promotions

	Tax	Audit
Technical	4.57	4.48
Communication	4.32	4.47
Interpersonal	4.13	4.37
Administrative	3.82	4.12
Leadership	3.64	3.87
Practice Development	2.95	2.81

EXHIBIT 3
Skills Important for Manager-to-Partner Promotions

	Tax	Audit
Interpersonal	4.88	4.70
Leadership	4.73	4.79
Communication	4.72	4.80
Practice Development	4.67	4.53
Technical	4.22	4.49
Administrative	3.74	3.85

EXHIBIT 4
Partner Opinions Concerning the 150-Hour Requirement

	Tax	Audit
Unknown	29%	30%
Not Important	47%	50%
Very Important	24%	20%
Total	100%	100%