

H3CJ109B - How long were you on probation? (years)

How long were you on probation? (years)

0	0 years
1	1 year
2	2 years
3	3 years
4	4 years
5	5 years
6	6 years
9	9 years
10	10 years

Conceptual Variable

4666 - How long were you on probation? (years)