

2023 SYSTEM SATISFACTION SURVEY REPORT

SUMMARY COMPILED ON DECEMBER 4, 2023

# Introduction

OWWL Library System's Plan of Service is a planning document which identifies, organizes, and provides an overview of the library system's service program including intended changes in services or priorities. The Plan emphasizes what the library system proposes to accomplish and whom the library system serves. The Plan demonstrates how the library system anticipates it will fulfill the major roles expected of library systems. The major recommended roles for library systems are:

- Support and strengthen member libraries
- Facilitate equitable access to library services and resources directly to patrons/customers
- Facilitate resource sharing among libraries
- Provide leadership for improving library services for all

Library System Plans of Service are required under Section 272 of State Education Law and Commissioner Regulation 90.3.

Member Library Directors from 25 libraries completed a survey requesting feedback on areas of the 2022-2026 Plan of Service. The areas surveyed include:

- 1. Cooperative Collection Development
- 2. Integrated Library System
- 3. Delivery
- 4. Interlibrary Loan
- 5. Digital Collections Access
- 6. Adult Literacy
- 7. Coordinated Outreach
- 8. Correctional Facilities
- 9. Youth Services (Youth to age 18 exclusive of Early Literacy)
- 10. Early Literacy (Birth to School Age with Families/Caregivers)
- 11. Professional Development and Training
- 12. Consulting and Development Services
- 13. Digitization Services
- 14. Computer, Networking, and Technology Support
- 15. Awareness and Advocacy
- 16. Communications among Member Libraries
- 17. Collaborative Efforts with Other Library Systems
- 18. Construction

# **Cooperative Collection Development**

## **Goal Statement:**

OWWL Library System will provide ILS information for local library collection development and coordinate purchasing for System-held shared collections.

#### **Intended Results:**

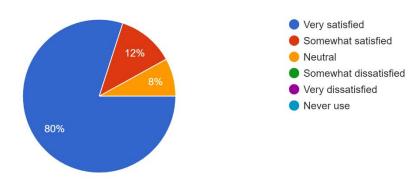
- a) Member library Directors will have access to statistics and trend information held in the System's ILS to help develop collections.
- b) Member libraries and patrons will have access to a shared collection of e-content (including, but not limited to, eBooks, Audiobooks, and Digital Magazines).

### **Evaluation Methods:**

- a) Periodic feedback from member library directors.
- b) Periodic feedback from the Directors' Advisory Council.
- c) Periodic feedback from the OWWL2Go Committee.
- d) Annual System Satisfaction Survey distributed to member library directors.

# **Examples of Activities:**

- Prepare Evergreen reports for local collection analysis, including ad-hoc reports to answer specific collection-related questions.
- Include member libraries in planning reports and analysis for collection development and maintenance activities.
- Coordinate the selection of e-content through a partnership with the Directors' Advisory Council.
- Develop a Professional Development Collection to support the needs of member libraries' staff.



- 1. Electronic materials are thoughtfully selected and a great offering for patrons.
- 2. The reports we get/can pull are AMAZING!!!!!!!!!!! I use them multiple times a day!

# **Integrated Library System**

## **Goal Statement:**

OWWL Library System will support and maintain an Integrated Library System (ILS) and online public access catalog for all member libraries through a defined cost-sharing model.

#### **Intended Results:**

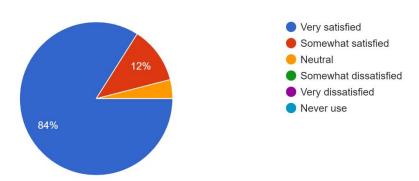
- a) Member libraries will have access to an ILS that continually evolves to meet patron and staff needs.
- b) Patrons will have access to the OWWL.org online catalog for the discovery of member library collections and library account management.

## **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic feedback from the Evergreen Advisory Committee (EAC).
- c) Annual System Satisfaction Survey.

# **Examples of Activities:**

- Ongoing catalog customization and improvements based on member library input, feedback, and suggestions.
- Coordinated decision-making through the Evergreen Advisory Committee.
- Providing Evergreen training and consultation, including OWWL Users Group (OWWLUG) and Holdings Workshops.
- Investments in ongoing research and development.



- 1. Excited about the Aspen addition to the catalog.
- 2. Having seamless access across all member libraries provides a wonderful patron experience.
- 3. Member library input is taken very seriously. Much appreciated.

# Delivery

## **Goal Statement:**

OWWL Library System will provide member libraries with regular, timely delivery services to meet patron demand for library materials.

#### **Intended Results:**

- a) Member libraries will have the ability to loan and borrow materials efficiently.
- b) Member libraries will receive delivery at least three times per week.
- c) Member libraries will have access to regional collections through OWWL Library System's delivery service link with the Rochester Regional Library Council.
- d) Delivery will remain a fee-free service to patrons and member libraries offered by the System.

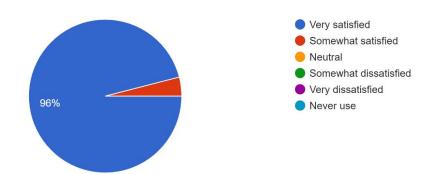
### **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic evaluation of holds placed and items traveling in delivery.
- c) Annual System Satisfaction Survey.

# **Examples of Activities:**

• Delivery of library materials to member libraries.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



- 1. I really appreciate when Kelly emails to let us know if delivery is delayed at all or cancelled, thanks Kelly!
- 2. Great drivers... When there's a delay or cancelation the communication is reliable.

- 3. Delivery is well organized, very quick, and so important to patrons.
- 4. Whenever there are changes, they are communicated as soon as possible, and I appreciate that very much! :)
- 5. We have excellent delivery services providing quick access- thanks to all involved!
- 6. BEST SERVICE!
- 7. Appreciate decision to remove fee for ILLs!

# Interlibrary Loan

## **Goal Statement:**

OWWL Library System will provide member libraries and their patrons with access to nationwide library collections through its regional resource-sharing agreements and allow libraries outside of the four-county regions to borrow from member library collections.

### **Intended Results:**

- a) Member libraries will be able to request materials from public, school, and academic library collections nationwide.
- b) Libraries outside of OWWL Library System can request materials from member library collections.

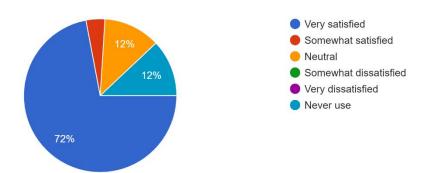
## **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic feedback from the Directors' Advisory Council.
- c) Annual System Satisfaction Survey.

# **Examples of Activities:**

- Coordinate external Interlibrary Loan service.
- Provide Access Cards to researchers for direct borrowing from regional libraries.
- Manage delivery program to support returns from specific neighboring library systems.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



### **Additional Comments:**

1. I don't think our library has utilized these services, but I do recall having questions about it before and Kathryn was very helpful. Thanks Kathryn!

- 2. We try to remind patrons using Libby to add the Finger Lake System. Does this count?
- 3. Though rarely used, it is great to know we can obtain other resources from outside OWWL, especially academic books.
- 4. I see the importance of this, it's just something we rarely, if ever, use.
- 5. External ILL systems are never perfect, but I was pretty happy they OWWL did away with the \$5 fee for patrons.

# **Digital Collections Access**

## **Goal Statement:**

OWWL Library System will facilitate access to shared digital collections to member libraries and their patrons.

#### **Intended Results:**

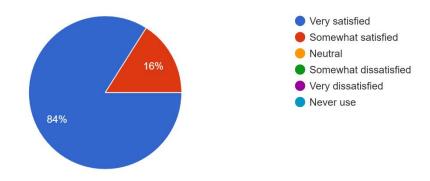
- a) Member libraries and their patrons will have access to shared databases.
- b) Member libraries and their patrons will have access to a shared collection of electronic materials.
- c) Member libraries and their patrons will have the ability to access digital collections through the ILS.

### **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic feedback from the OWWL2Go Collection Development Committee.
- c) Periodic feedback from the Central Library Advisory Committee.
- d) Periodic feedback from the OWWL Advisory Committee.
- e) Annual System Satisfaction Survey.

## **Examples of Activities:**

- Centralized purchase of Ancestry.com, Mango Languages, and Consumer Reports.
- Annual purchase of OverDrive platform and coordination of OWWL2Go materials selection.
- Link to digitized local history collections from the OWWL catalog.
- Link to digital collections, including Overdrive from the OWWL catalog.



- 1. It is so great to offer Ancestry, Consumer Reports, and Mango Languages!
- 2. The addition of Kanopy is great.
- 3. The addition of Kanopy to member library has been really exciting and much appreciated!
- 4. Having access to these services are great opportunities for our rural communities.
- 5. There doesn't seem to be much Director or frontline staff feedback in the purchasing of what goes into the digital collections.

# **Adult Literacy**

## **Goal Statement:**

OWWL Library System will facilitate collaborations between member libraries and organizations to expand access to adult literacy services in their communities.

The System will also administer the NYS Adult Literacy Library Services Program, as awarded by the Division of Library Development. This program is only available for the first year of this Plan of Service.

## **Intended Results:**

- a) Seniors and older adults will experience increased access to member libraries' materials, programs, and services through assistive technologies and other support aids.
- b) Community members and organizations serving seniors and older adults will have increased access to print and digital literacy resources through the library.
- c) Member libraries will partner with literacy organizations to provide expanded adult services.

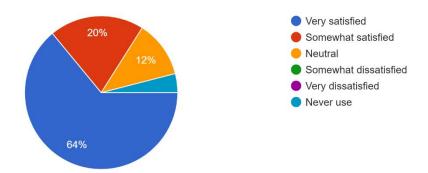
### **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic feedback from the Coordinated Outreach Services Advisory Council.

# **Examples of Activities:**

- Provide opportunities for member libraries to improve accessibility to materials, programs, and services for seniors and older adults.
- Coordinate opportunities for member libraries to interact with and learn from community organizations serving seniors and older adults.
- Promote the Talking Book and Braille Library to community members who are unable to use standard print materials due to a visual, physical, or print disability.
- Administer a one-year grant program to support the expansion of library services to adults looking for workforce development support, including adult and digital literacy skills.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



- 1. Love books by mail...
- 2. It's wonderful that services are accessible to all.
- 3. Great work on Books by mail to reach older population members!

# Coordinated Outreach

## **Goal Statement:**

OWWL Library System will provide library services to all or some of the targeted outreach populations, including:

- 1. People who are Blind or who have a Physical Disability
- 2. Seniors
- 3. People who have a Developmental or Learning Disability
- 4. People living in Institutionalized Settings
- 5. Members of Ethnic or Minority Groups in need of special services
- 6. People who are Educationally Disadvantaged
- 7. People who are Unemployed or Underemployed
- 8. People who are Geographically Isolated
- 9. At risk youth from birth to age 21

### **Intended Results:**

a) OWWL Library System will expand library services to individuals in targeted outreach populations.

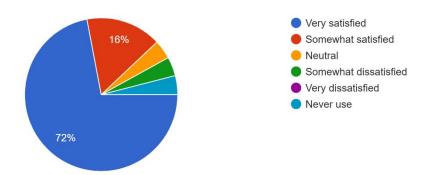
### **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic feedback from the Coordinated Outreach Services Advisory Group (COSAG).
- c) Annual System Satisfaction Survey.

## **Examples of Activities:**

- Coordinate the System-wide Books by Mail Program.
- Attend events focused on the nine targeted Outreach populations.
- Provide workshops and training opportunities for member library staff to support improved services to individuals in targeted outreach populations.
- Convene the Coordinated Outreach Services Advisory Group (COSAG) to connect community service providers to member libraries.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



- 1. The outreach programs are great, I love that our library can promote these resources and outreach efforts like BBM. Thanks Suzanne!
- 2. Libraries are for EVERYONE!
- 3. Being able to offer Books by Mail is fantastic love it!
- 4. Books by mail has been an tremendous asset to our patrons that can no longer travel to the library.
- 5. Our community meets 8 out of the 9 targeted populations. We asked for OWWL representation at an event we were holding but were told that it wasn't the purpose of outreach. There seems to be some confusion on the purpose of outreach and often not only in our library but others locally feel like we are often overlooked.
- 6. Would like OWWL to coordinate an adult programming group that meets regularly. I was not aware of the COSAG.

# Correctional Facilities

## **Goal Statement:**

OWWL Library System will provide correctional facilities and jails with collection development services.

### **Intended Results:**

- a) Incarcerated individuals in State Correctional Facilities will have access to library materials through Interlibrary Loans.
- b) State Correctional Facilities and County Jails will receive newly purchased material funded by the Correctional Aid program.

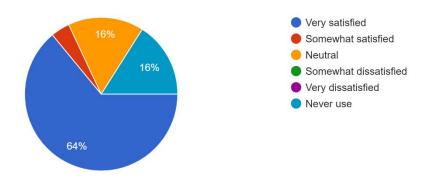
# **Evaluation Methods:**

a) Periodic feedback from Correctional Facility librarians and County Jail deputies.

# **Examples of Activities:**

- Facilitate borrowing of materials between member libraries and incarcerated individuals.
- Purchase library materials for Correctional Facilities and jails.
- Coordinate purchasing for the needs of Correctional Facilities and County Jails based on input from the facility librarians and deputies.
- Annually negotiate a contract for library services to State Correctional Facilities.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



- 1. This is a great, vital service to an underserved and often neglected population.
- 2. This is a great service, but it's one that rarely involves us directly.

- 3. I LOVE the system's collection development system with correctional facilities! I hope it gets used all the time!
- 4. I really do not know enough about this program to answer either way.
- 5. Don't know much about this program so can't comment on it.

# Youth Services (Youth to age 18 exclusive of Early Literacy)

## **Goal Statement:**

OWWL Library System will facilitate collaboration between member library Youth Services Staff to develop, expand, or improve library services available to the youth in their communities.

### **Intended Results:**

a) Member libraries will have information to develop and improve programs and services for youth in their communities.

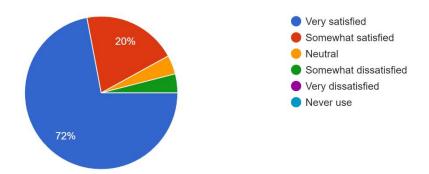
## **Evaluation Methods:**

- a) Periodic feedback from the Youth Services Advisory Committee.
- b) Periodic feedback from member library Directors.
- c) Annual System Satisfaction Survey.

# **Examples of Activities:**

- Convene Youth Services Advisory Committee to develop system-wide initiatives and promote best practices.
- Offer workshops and training opportunities to support the expansion of youth services, including the annual Summer Reading Workshop.
- Coordinate the System-wide community read program, One Book OWWL Kids
- Partner with other library systems to provide workshops and resource-sharing, and program opportunities to member library youth services staff and their patrons.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



### **Additional Comments:**

1. We are trying so hard to engage younger people; it is great to have help from OWWL.

- 2. Has been a great way to share ideas to expand our youth programs
- 3. My staff is missing the Youth Services Coordinator position at OWWL. It is a full-time job.
- 4. Youth Services feels like an after thought. In-person meetings with name tags are missed too. Less comradery, few interactions we are more isolated.

# Early Literacy (Birth to School Age with Families/Caregivers)

## **Goal Statement:**

OWWL Library System will facilitate collaboration between member library youth services staff to develop, expand, or improve early literacy-related services.

OWWL Library System will also provide administration of the NYS Family Literacy Library Services Grant Program as awarded by the Division of Library Development to the System. This program is only available for the first year of this Plan of Service.

## **Intended Results:**

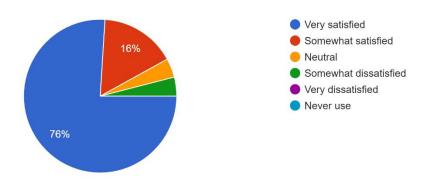
a) Member libraries will have information and support to develop and improve their communities' early literacy programs and services.

## **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic feedback from the Youth Services Advisory Committee.
- c) Outcomes and outputs of the NYS Family Literacy Library Services Grant Program, as reported in the OWWL Library System's annual grant report.

# **Examples of Activities:**

- Convene discussions with Youth Service Advisory Committee to develop system-wide initiatives and promote best practices.
- Offer workshops and training opportunities to support the expansion of early literacy services, including those funded through the NYS Family Literacy Library Services Grant Program.



- 1. This support is appreciated!
- 2. I can't speak from a director's standpoint on this, but as a former youth services person, I always felt unclear about the Family Lit Team their general purpose, scope, and how I could best facilitate their success at my library. But overall I think the early literacy system support is amazing!

# **Professional Development and Training**

## **Goal Statement:**

OWWL Library System will provide learning opportunities to member library Directors, staff, and Trustees.

#### **Intended Results:**

- a) Member library Directors, staff, and Trustees will have access to relevant and timely opportunities to build the skills and knowledge they need to enhance their libraries' services.
- b) Trustees will be provided training opportunities to satisfy their required two hours of continuing education each year.

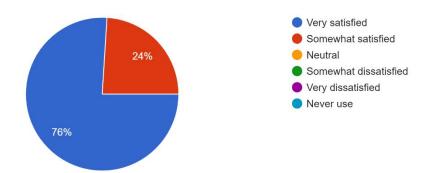
## **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic feedback from member library Boards of Trustees.
- c) Evaluation surveys for selected events.
- d) Annual System Satisfaction Survey.

# **Examples of Activities:**

• Offer workshops and training opportunities on a variety of library-related issues and topics to a range of audiences, including member library Directors, staff, and Trustees.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



# **Additional Comments:**

1. Training offerings are always interesting, appropriate, and appreciated. Additional ideas for sessions include retreats for board trustees, on-site, day long training session for

- support staff, and lots of basic and intermediate technology training for staff to address common patron requests (e.g., working with smart phones, printing issues, word processing, etc.)
- 2. A great way for trustees to obtain their minimum hours of training. Thank you!
- 3. So many opportunities to be successful. Having Zoom training is great for those libraries that would have to travel a distance to attend. We are now able to be a part of more training opportunities.
- 4. We have been provided with a lot of wonder learning opportunities and a variety of timely topics. Great Job!

# Consulting and Development Services

## **Goal Statement:**

OWWL Library System will provide expertise to member library Directors and Boards in the areas of funding, governance, planning, and management.

#### **Intended Results:**

Member library Directors and Boards will have access to the information and professional support they need to solve problems, increase local funding, advocate for local funding, engage in meaningful planning activities, and expand organizational capacity.

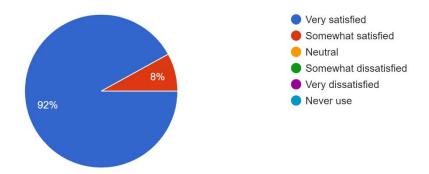
### **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic feedback from member library Boards of Trustees.
- c) Annual System Satisfaction Survey.

# **Examples of Activities:**

- Offer on-demand Board consultations on a range of topics relating to funding, governance, planning, and management issues.
- Provide answers to legal, financial, and human resources questions to the best of our ability, or connect member library Directors and Boards to an appropriate professional.
- Facilitate community-based strategic planning for member libraries.
- Serve as liaison between member libraries and the Division of Library Development on regulatory issues.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



- 1. Ron is so helpful whenever I have a question/issue that I am stuck on or just need another perspective, and his guidance is always appreciated. I am also so grateful that he is able to help with our trustee retreat each year. THANK YOU RON!
- 2. Strategic Planning help is great; OWWL is a wonderful resource for trustee questions; trustee training is a great help.
- 3. One of the most invaluable services, from my perspective.
- 4. Extremely grateful and very satisfied with the provided expertise to me and my board of trustees in the areas of funding, governance, planning, and management.
- 5. Ron and his team has been great in providing the information that member libraries need to reach our goals.

# **Digitization Services**

## **Goal Statement:**

OWWL Library System will connect member libraries to resources to support the digitization of collections of local interest and importance.

#### **Intended Results:**

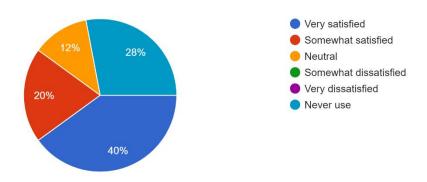
- a) Member libraries and their patrons will have the opportunity to access digitized collections through the OWWL catalog and other regional databases.
- b) Member libraries will have access to select equipment and consulting services to support digitization projects.
- c) Member libraries will have the opportunity to preserve digital collections on a shared server.

### **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic feedback from the Local History Working Group.
- c) Annual System Satisfaction Survey.

## **Examples of Activities:**

- Convene Local History Working Group to identify digitization priorities across the System.
- Loan equipment, including a scanner, camera, and laptop, to member libraries so they can digitize items in their collections.
- Connect member libraries with funding opportunities available through the Rochester Regional Library Council.
- Host workshops where staff works to digitize local history collections.



- 1. Would love more information about these resources.
- 2. This is a service we didn't know was available.
- 3. Know very little about this. Could be shared at a system meeting.

# Computer, Networking, and Technology Support

## **Goal Statement:**

OWWL Library System will provide cost-saving technology, computer, and networking support to member libraries.

#### **Intended Results:**

- a) Member libraries will receive efficient and reliable support and troubleshooting for computers and networks.
- b) Member libraries will have the ability to purchase reasonably priced computers and technology through centralized technology purchasing.
- c) Member libraries will have access to IT consulting services to support technology planning, bandwidth adoption, and networking.

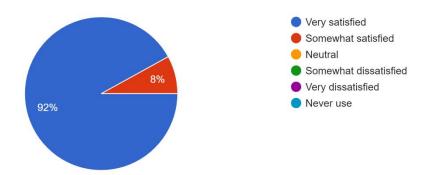
### **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Annual System Satisfaction Survey.

## **Examples of Activities:**

- Maintain IT support ticketing system in order to provide technology assistance to member libraries in a timely manner.
- Provide remote and onsite technology support and troubleshooting for common library technology issues.
- Subsidize member libraries' bandwidth costs.
- Support network equipment for all member libraries.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



- 1. Matthew is patience and awesome...
- 2. Superb support!
- 3. Another extremely helpful service. The people in this department are invaluable.
- 4. Vital, Amazing, Fabulous are words I would use for OWWL Tech Support
- 5. We can not say enough good things about the IT support we receive from the OWWL system. Service is quick (even if the job is time consuming) and friendly. Our staff has never felt made to feel less than because of our lack of technical skills. Awesome job!
- 6. Linux has drawbacks

# Awareness and Advocacy

## **Goal Statement:**

OWWL Library System will supply the necessary information and organizational structure to advocate for improved local and state support of libraries.

#### **Intended Results:**

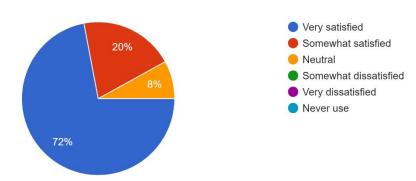
- a) Member library Directors, staff, and Trustees will have the skills and knowledge they need to promote their library to legislators and their communities.
- b) Member libraries will have opportunities to communicate with state representatives about library funding and legislation.

## **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Periodic feedback from member library Trustees.
- c) Annual System Satisfaction Survey.

# **Examples of Activities:**

- Coordinate System participation each year for Library Advocacy Day.
- Schedule in-district visits with state legislators.
- Communicate with library Directors, staff, and Trustees about important library funding and legislation.
- Provide consultation on local library funding campaigns.
- Represent the System's member libraries' interests on regional and statewide committees.



1. It's great to get a heads-up on important issues.

# Communications among Member Libraries

## **Goal Statement:**

OWWL Library System will facilitate opportunities for communication and cooperation among member libraries, including through System newsletters, meetings, advisory committees, social media, email listservs, and workshops.

#### **Intended Results:**

- a) Member library Directors will have the opportunity to contribute to System-wide decision-making through participation in the Director's Advisory Council (DAC) and through various in-person discussions and online surveys.
- b) Member library Directors and staff will share best practices with their colleagues.

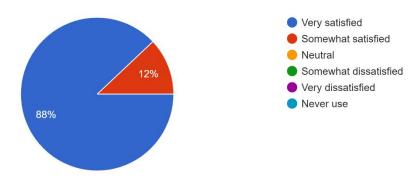
#### **Evaluation Methods:**

- a) Periodic feedback from member library Directors, staff, and Trustees.
- b) Annual System Satisfaction Survey.

# **Examples of Activities:**

- Weekly publication of System-wide information to Directors and member library staff.
- Quarterly publication of the Trustee Newsletter.
- Convene advisory committees to guide System-wide decision-making.
- Use social media to communicate System information, initiatives, and campaigns as well as highlight member libraries' programs and services and other library-related news.
- Manage email listservs to enable peer information sharing.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



- 1. Love all the sharing of information and ideas throughout the system.
- 2. I couldn't do this job without the support of the staff at OWWL or staff members at other libraries. OWWL does a great job encouraging us to build relationships and support each other!
- 3. We really appreciate the ability to attend the events remotely. Thank you for keeping this available.
- 4. Still miss in-person meetings with name tags. Have lost touch with staff at other libraries.

# Collaborative Efforts with Other Library Systems

## **Goal Statement:**

OWWL Library System will work cooperatively with other public library systems, school library systems, and regional resource councils.

#### **Intended Results:**

- a) Member libraries will benefit from opportunities for resource sharing.
- b) Library staff will benefit from professional development opportunities provided through cooperative and collaborative efforts.
- c) Member libraries will benefit from OWWL Library System staff exchanging information with the staff of other public library systems, school library systems, and reference and research library resources systems.

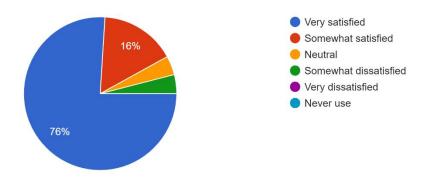
### **Evaluation Methods:**

a) Annual System Satisfaction Survey.

# **Examples of Activities:**

- Engage experts from other library systems to provide workshops and training to member library Directors, staff, and Trustees.
- Collaborate with other public library systems to provide workshops, training, and resourcesharing opportunities to member library Directors and staff.
- Participate in the Rochester Regional Library Council's grants and services.
- Represent member libraries' interests on regional and state committees.

Please rank your satisfaction with OWWL Library System's progress on this goal: 25 responses



- 1. Great training opportunities!
- 2. OWWL's collaboration with RRLC has been particularly helpful.

# Construction

## **Goal Statement:**

OWWL Library System will administer the State Aid for Library Construction Program as provided by New York State and will provide consultation and support to member library Directors and Trustees throughout the application process and construction project.

#### **Intended Results:**

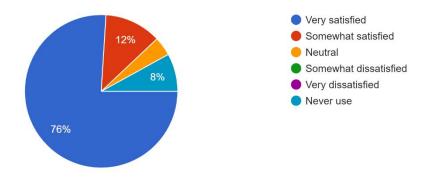
- a) Member libraries will benefit from State Aid for Library Construction Aid.
- b) Member libraries will have the ability to improve the accessibility, energy efficiency, and design of their facilities to meet their communities' needs.
- c) OWWL Library System will award 100% of its State Aid for Library Construction allocation.

#### **Evaluation Methods:**

- a) Periodic feedback from member library Directors.
- b) Annual System Satisfaction Survey.

# **Examples of Activities:**

- Hold an annual information session for member library Directors and Trustees to learn more about the application process and aid cycle.
- Support member libraries through the application process.
- Liaise between member libraries and the Division for Library Development (DLD) to assist libraries with completing and closing out their construction projects.



- 1. Thank you for the guidance in this
- 2. Tons of help with a complicated process--great job & thanks for the support. Suzanne does a great job.
- 3. Another very helpful service. There is so much complicated information with this, that patience and slowing down the pace of instruction and training can only improve this service even more.
- 4. Again, very satisfied and grateful for this support.