<table>
<thead>
<tr>
<th>Item</th>
<th>FY 2013</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I am given a real opportunity to improve my skills in my organization.</td>
<td>36.4% 5.09 24.76 33.65 11.16 100.00</td>
<td>64.1% 19.6 44.5 15.7 13.6 7.6 100.00</td>
</tr>
<tr>
<td>2. I have enough information to do my job well.</td>
<td>68.1% 16.5 51.6 14.6 12.0 4.7 100.00</td>
<td>6.9% 3.3 18.9 25.0 22.0 20.0 20.0 100.00</td>
</tr>
<tr>
<td>3. I feel encouraged to come up with new and better ways of doing things.</td>
<td>50.3% 17.4 32.9 19.1 11.5 1.8 100.00</td>
<td>1.2% 1.0 18.2 24.5 21.3 17.5 10.2 100.00</td>
</tr>
<tr>
<td>4. My work gives me a feeling of personal accomplishment.</td>
<td>70.7% 26.7 44.1 14.1 9.0 5.5 100.00</td>
<td>7.6% 3.4 17.4 21.4 22.4 20.0 20.0 100.00</td>
</tr>
<tr>
<td>5. I like the kind of work I do.</td>
<td>80.0% 22.0 73.4 11.5 4.9 100.00</td>
<td>1.4% 1.8 12.2 20.0 20.0 20.0 20.0 100.00</td>
</tr>
<tr>
<td>6. I know what is expected of me on the job.</td>
<td>663.0 1.05 351 243 118 100.00</td>
<td>134.0 1.48 230 200 175 100.00</td>
</tr>
<tr>
<td>7. When needed I am willing to put in the extra effort to get a job done.</td>
<td>58.8% 17.7 32.9 11.4 7.4 3.3 100.00</td>
<td>76.7% 21.6 43.1 11.5 7.4 3.4 100.00</td>
</tr>
<tr>
<td>8. I am constantly looking for ways to do my job better.</td>
<td>97.1% 66.1 31.0 1.8 0.6 100.00</td>
<td>97.1% 66.1 31.0 1.8 0.6 100.00</td>
</tr>
<tr>
<td>9. I have sufficient resources (for example, materials, databases) to get my job done.</td>
<td>45.3% 8.3 37.6 16.3 27.1 8.0 100.00</td>
<td>45.3% 8.3 37.6 16.3 27.1 8.0 100.00</td>
</tr>
<tr>
<td>10. My workload is reasonable.</td>
<td>216.0 1.29 38.6 43.4 4.8 100.00</td>
<td>216.0 1.29 38.6 43.4 4.8 100.00</td>
</tr>
<tr>
<td>11. My talents are used well in the workplace.</td>
<td>41.3% 8.9 49.7 15.7 6.2 100.00</td>
<td>41.3% 8.9 49.7 15.7 6.2 100.00</td>
</tr>
<tr>
<td>12. I know how my work relates to the agency’s goals and priorities.</td>
<td>79.6% 12.6 40.6 17.3 18.3 11.2 100.00</td>
<td>79.6% 12.6 40.6 17.3 18.3 11.2 100.00</td>
</tr>
<tr>
<td>13. The work I do is important.</td>
<td>58.9% 8.9 49.7 15.7 6.2 100.00</td>
<td>58.9% 8.9 49.7 15.7 6.2 100.00</td>
</tr>
<tr>
<td>14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</td>
<td>79.6% 8.9 49.7 15.7 6.2 100.00</td>
<td>79.6% 8.9 49.7 15.7 6.2 100.00</td>
</tr>
<tr>
<td>15. My performance appraisal is a fair reflection of my performance.</td>
<td>362.0 86.3 445 369 382 201</td>
<td>362.0 86.3 445 369 382 201</td>
</tr>
<tr>
<td>16. I am held accountable for results.</td>
<td>75.1% 17.9 53.3 10.1 6.1 100.00</td>
<td>75.1% 17.9 53.3 10.1 6.1 100.00</td>
</tr>
<tr>
<td>17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>80.0% 59.3 462 212 219 200</td>
<td>80.0% 59.3 462 212 219 200</td>
</tr>
<tr>
<td>18. My training needs are assessed.</td>
<td>213.7 8.9 32.6 17.8 18.0 11.4 100.00</td>
<td>213.7 8.9 32.6 17.8 18.0 11.4 100.00</td>
</tr>
<tr>
<td>19. In my most recent performance appraisal, I understand what I had to do to be rated at different performance levels for...</td>
<td>246.7 74.8 496 496 420 100</td>
<td>246.7 74.8 496 496 420 100</td>
</tr>
<tr>
<td>20. The people I work with cooperate to get the job done.</td>
<td>54.1% 13.0 18.4 20.0 20.0 20.0 100.00</td>
<td>54.1% 13.0 18.4 20.0 20.0 20.0 100.00</td>
</tr>
<tr>
<td>21. My work unit is able to recruit people with the right skills.</td>
<td>65.4% 11.2 42.2 12.5 15.5 7.0 100.00</td>
<td>65.4% 11.2 42.2 12.5 15.5 7.0 100.00</td>
</tr>
<tr>
<td>22. Promotions in my work unit are based on merit.</td>
<td>58.9% 8.9 49.7 15.7 6.2 100.00</td>
<td>58.9% 8.9 49.7 15.7 6.2 100.00</td>
</tr>
<tr>
<td>23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>22.0 19.0 25.2 24.3 19.0 21.7 100.00</td>
<td>22.0 19.0 25.2 24.3 19.0 21.7 100.00</td>
</tr>
<tr>
<td>24. In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>23.8% 4.8 19.1 25.3 24.3 19.0 21.7 100.00</td>
<td>23.8% 4.8 19.1 25.3 24.3 19.0 21.7 100.00</td>
</tr>
<tr>
<td>25. Awards in my work unit depend on how well employees perform their...</td>
<td>1.4% 1.4 24.2 25.0 21.2 20.0 100.00</td>
<td>1.4% 1.4 24.2 25.0 21.2 20.0 100.00</td>
</tr>
<tr>
<td>26. Employees in my work unit share job knowledge with each other...</td>
<td>73.3% 20.8 52.4 13.5 8.2 1.0 100.00</td>
<td>73.3% 20.8 52.4 13.5 8.2 1.0 100.00</td>
</tr>
</tbody>
</table>

**Note:** Percentages may not add up to 100 due to rounding.
### 2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<table>
<thead>
<tr>
<th>Question</th>
<th>Response</th>
<th>Total</th>
<th>Percent</th>
<th>Positive</th>
<th>Very Good</th>
<th>Good</th>
<th>Fair</th>
<th>Poor</th>
<th>Very Poor</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
</tr>
</thead>
<tbody>
<tr>
<td>27. The skill level in my work unit has improved in the past year.</td>
<td>53.49</td>
<td>53.49</td>
<td>46.51</td>
<td>8.97</td>
<td>7.4</td>
<td>3.8</td>
<td>2.1</td>
<td>0.6</td>
<td>0.0</td>
<td>34.2</td>
<td>20.4</td>
<td>41.7</td>
<td>3.7</td>
<td>2,244</td>
</tr>
<tr>
<td>28. How would you rate the overall quality of work done by your work unit?</td>
<td>85.21</td>
<td>85.21</td>
<td>14.79</td>
<td>0.01</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>85.2</td>
<td>14.7</td>
<td>0.0</td>
<td>0.0</td>
<td>2,411</td>
</tr>
</tbody>
</table>

#### Table Notes
- **Percent** indicates the proportion of respondents who chose each response option.
- **Positive** includes responses "Strongly Agree" and "Agree".
- **Very Good** includes responses "Strongly Agree".
- **Strongly Disagree** includes responses "Very Poor".
- **Neither Agree nor Disagree** includes responses "Neither Agree nor Disagree".

#### Question Details
- **29.** The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
- **30.** Employees have a feeling of personal empowerment with job-relevant knowledge and skills necessary to accomplish organizational goals.
- **31.** Employees have a feeling of personal empowerment with job-relevant knowledge and skills necessary to accomplish organizational goals.
- **32.** Creativity and innovation are rewarded.
- **33.** Pay raises depend on how well employees perform their jobs.
- **34.** Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness development).
- **35.** Employees are protected from health and safety hazards on the job.
- **36.** My organization has prepared employees for potential security threats.
- **37.** My agency is successful at accomplishing its mission.
- **38.** Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing representative of all segments of society).
- **39.** My agency is successful at accomplishing its mission.
- **40.** I recommend my organization as a good place to work.
- **41.** I believe the results of this survey will be used to make my agency a better place to work.
- **42.** My supervisor supports my need to balance work and other life issues.
- **43.** My supervisor/team leader provides me with opportunities to make a constructive suggestion to improve my job performance.
- **44.** Discussions with my supervisor/team leader about my performance are worthwhile.
- **45.** My supervisor/team leader listens to what I have to say.
- **46.** My supervisor/team leader treats me with respect.
- **47.** My supervisor/team leader provides me with constructive suggestions to improve my job performance.
- **48.** My supervisor/team leader talks with me about my performance.
- **49.** My supervisor/team leader listens to what I have to say.
- **50.** In the last six months, my supervisor/team leader has talked with me about my performance.
- **51.** I have trust and confidence in my supervisor.
### 2013 Federal Employee Viewpoint Survey Results

#### Overall, how good a job do you feel is being done by your immediate supervisor/team leader? (N = 69,355)

<table>
<thead>
<tr>
<th>Item</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Satisfied nor Dissatisfied</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total</th>
<th>Do Not Know/ No Basis to Judge</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>52.</td>
<td>208</td>
<td>581</td>
<td>555</td>
<td>508</td>
<td>428</td>
<td>2,330</td>
<td>33</td>
<td>189</td>
<td>607</td>
</tr>
<tr>
<td>53.</td>
<td>432</td>
<td>798</td>
<td>466</td>
<td>251</td>
<td>261</td>
<td>2,237</td>
<td>126</td>
<td>414</td>
<td>843</td>
</tr>
<tr>
<td>54.</td>
<td>379</td>
<td>879</td>
<td>508</td>
<td>224</td>
<td>173</td>
<td>2,163</td>
<td>194</td>
<td>342</td>
<td>922</td>
</tr>
<tr>
<td>55.</td>
<td>283</td>
<td>907</td>
<td>530</td>
<td>370</td>
<td>233</td>
<td>2,344</td>
<td>26</td>
<td>258</td>
<td>933</td>
</tr>
<tr>
<td>56.</td>
<td>267</td>
<td>825</td>
<td>527</td>
<td>249</td>
<td>184</td>
<td>2,052</td>
<td>300</td>
<td>253</td>
<td>814</td>
</tr>
<tr>
<td>57.</td>
<td>272</td>
<td>804</td>
<td>510</td>
<td>397</td>
<td>303</td>
<td>2,248</td>
<td>107</td>
<td>245</td>
<td>825</td>
</tr>
<tr>
<td>58.</td>
<td>13.84</td>
<td>40.38</td>
<td>20.99</td>
<td>12.71</td>
<td>12.08</td>
<td>1,000</td>
<td>53.0</td>
<td>12.7</td>
<td>10.6</td>
</tr>
</tbody>
</table>

#### How satisfied are you with your involvement in decisions that affect your work? (N = 23,362)

<table>
<thead>
<tr>
<th>Item</th>
<th>Strongly Satisfied</th>
<th>Satisfied</th>
<th>Neither Satisfied nor Dissatisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Item Response Total</th>
<th>Do Not Know/ No Basis to Judge</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>61.</td>
<td>302</td>
<td>799</td>
<td>555</td>
<td>466</td>
<td>223</td>
<td>2,344</td>
<td>NA</td>
<td>301</td>
<td>613</td>
</tr>
<tr>
<td>62.</td>
<td>234</td>
<td>734</td>
<td>555</td>
<td>568</td>
<td>265</td>
<td>2,324</td>
<td>34</td>
<td>217</td>
<td>699</td>
</tr>
<tr>
<td>63.</td>
<td>266</td>
<td>721</td>
<td>512</td>
<td>503</td>
<td>330</td>
<td>2,323</td>
<td>32</td>
<td>262</td>
<td>717</td>
</tr>
<tr>
<td>64.</td>
<td>215</td>
<td>616</td>
<td>711</td>
<td>484</td>
<td>306</td>
<td>2,323</td>
<td>34</td>
<td>215</td>
<td>616</td>
</tr>
<tr>
<td>65.</td>
<td>220</td>
<td>665</td>
<td>502</td>
<td>220</td>
<td>120</td>
<td>2,280</td>
<td>42</td>
<td>220</td>
<td>665</td>
</tr>
<tr>
<td>66.</td>
<td>323</td>
<td>744</td>
<td>555</td>
<td>568</td>
<td>265</td>
<td>2,324</td>
<td>34</td>
<td>217</td>
<td>699</td>
</tr>
<tr>
<td>67.</td>
<td>234</td>
<td>734</td>
<td>555</td>
<td>568</td>
<td>265</td>
<td>2,324</td>
<td>34</td>
<td>217</td>
<td>699</td>
</tr>
<tr>
<td>68.</td>
<td>220</td>
<td>665</td>
<td>502</td>
<td>220</td>
<td>120</td>
<td>2,280</td>
<td>42</td>
<td>220</td>
<td>665</td>
</tr>
<tr>
<td>69.</td>
<td>220</td>
<td>665</td>
<td>502</td>
<td>220</td>
<td>120</td>
<td>2,280</td>
<td>42</td>
<td>220</td>
<td>665</td>
</tr>
<tr>
<td>70.</td>
<td>323</td>
<td>744</td>
<td>555</td>
<td>568</td>
<td>265</td>
<td>2,324</td>
<td>34</td>
<td>217</td>
<td>699</td>
</tr>
<tr>
<td>71.</td>
<td>323</td>
<td>744</td>
<td>555</td>
<td>568</td>
<td>265</td>
<td>2,324</td>
<td>34</td>
<td>217</td>
<td>699</td>
</tr>
</tbody>
</table>

#### Considering everything, how satisfied are you with your pay? (N = 23,362)

<table>
<thead>
<tr>
<th>Item</th>
<th>Strongly Satisfied</th>
<th>Satisfied</th>
<th>Neither Satisfied nor Dissatisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Item Response Total</th>
<th>Do Not Know/ No Basis to Judge</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>72.</td>
<td>1,949</td>
<td>83.87</td>
<td>48.31</td>
<td>22.94</td>
<td>17.73</td>
<td>1,949</td>
<td>374</td>
<td>32.7</td>
<td>17.4</td>
</tr>
</tbody>
</table>

#### Notes:
- Telework means working at a location other than your normal work site during your regular work hours (excludes travel).
- Yes: 1,949
- No: 48.37
- NA: 1,981
- Yes: 79.7
- No: 1.87
### SECURITIES AND EXCHANGE COMMISSION
### 2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Not sure</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>73. Please select the response below that BEST describes your current teleworking situation:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I telework 3 or more days per week.</td>
<td>64</td>
<td>88</td>
<td></td>
<td>232</td>
</tr>
<tr>
<td>I telework 1 or 2 days per week.</td>
<td>671</td>
<td>615</td>
<td></td>
<td>2386</td>
</tr>
<tr>
<td>I telework, but no more than 1 or 2 days per month.</td>
<td>267</td>
<td>257</td>
<td></td>
<td>2324</td>
</tr>
<tr>
<td>I telework very infrequently, on an unscheduled or short-term basis.</td>
<td>736</td>
<td>697</td>
<td></td>
<td>2333</td>
</tr>
<tr>
<td>I do not telework because I have to be physically present on the job (e.g., Law Enforcement)</td>
<td>47</td>
<td>60</td>
<td></td>
<td>23</td>
</tr>
<tr>
<td>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment)</td>
<td>29</td>
<td>45</td>
<td></td>
<td>23</td>
</tr>
<tr>
<td>I do not telework because I did not receive approval to do so, even though I have the kind of job that is suitable for telework.</td>
<td>109</td>
<td>137</td>
<td></td>
<td>23</td>
</tr>
<tr>
<td>I do not telework because I choose not to telework.</td>
<td>389</td>
<td>470</td>
<td></td>
<td>23</td>
</tr>
<tr>
<td>Total</td>
<td>2317</td>
<td>2349</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>74. Do you participate in the following Work/Life programs?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alternative Work Schedules (AWS)</td>
<td>1,067</td>
<td>1,069</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>No</td>
<td>1,175</td>
<td>1,231</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Not available to me</td>
<td>79</td>
<td>51</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Total</td>
<td>2,321</td>
<td>2,351</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>75. Do you participate in the following Work/Life programs?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</td>
<td>527</td>
<td>537</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Yes</td>
<td>1,654</td>
<td>1,602</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>No</td>
<td>145</td>
<td>214</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Not available to me</td>
<td>79</td>
<td>51</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Total</td>
<td>2,326</td>
<td>2,353</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>76. Do you participate in the following Work/Life programs?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Assistance Program (EAP)</td>
<td>112</td>
<td>178</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Yes</td>
<td>2,071</td>
<td>2,087</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>No</td>
<td>64</td>
<td>78</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Not available to me</td>
<td>142</td>
<td>165</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Total</td>
<td>2,307</td>
<td>2,343</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>77. Do you participate in the following Work/Life programs?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Child Care Programs (for example, daycare, parenting classes, parenting support groups)</td>
<td>151</td>
<td>127</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Yes</td>
<td>2,033</td>
<td>2,029</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>No</td>
<td>142</td>
<td>165</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Not available to me</td>
<td>128</td>
<td>165</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Total</td>
<td>2,326</td>
<td>2,351</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>78. Do you participate in the following Work/Life programs?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elder Care Programs (for example, support groups, speakers)</td>
<td>76</td>
<td>103</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Yes</td>
<td>2,118</td>
<td>2,115</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>No</td>
<td>132</td>
<td>128</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Not available to me</td>
<td>132</td>
<td>128</td>
<td></td>
<td>2351</td>
</tr>
<tr>
<td>Total</td>
<td>2,326</td>
<td>2,348</td>
<td></td>
<td>2351</td>
</tr>
</tbody>
</table>
## SECURITIES AND EXCHANGE COMMISSION
### 2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<table>
<thead>
<tr>
<th>Item</th>
<th>Response</th>
<th>Total**</th>
<th>Do Not Know/ No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>79. How satisfied are you with the following Work/Life programs in your agency? Telework</td>
<td>N</td>
<td>565</td>
<td>738</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>75.69</td>
<td>32.85</td>
</tr>
<tr>
<td>80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)</td>
<td>N</td>
<td>491</td>
<td>455</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>89.31</td>
<td>46.63</td>
</tr>
<tr>
<td>81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, Employee Assistance Program (EAP)</td>
<td>N</td>
<td>80.21</td>
<td>77.0</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>82.66</td>
<td>53.60</td>
</tr>
<tr>
<td>82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)</td>
<td>N</td>
<td>80</td>
<td>48</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>89.31</td>
<td>46.63</td>
</tr>
<tr>
<td>83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare)</td>
<td>N</td>
<td>83.69</td>
<td>77.0</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>82.66</td>
<td>53.60</td>
</tr>
<tr>
<td>84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support)</td>
<td>N</td>
<td>69.31</td>
<td>58.88</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>83.69</td>
<td>53.60</td>
</tr>
<tr>
<td>85. Where do you work?</td>
<td>Headquarters</td>
<td>1,320</td>
<td>56.92</td>
</tr>
<tr>
<td></td>
<td>Field</td>
<td>999</td>
<td>43.08</td>
</tr>
<tr>
<td>86. What is your supervisory status?</td>
<td>Non-Supervisor</td>
<td>1,601</td>
<td>69.16</td>
</tr>
<tr>
<td></td>
<td>Team Leader</td>
<td>298</td>
<td>12.87</td>
</tr>
<tr>
<td></td>
<td>Supervisor</td>
<td>229</td>
<td>9.89</td>
</tr>
<tr>
<td></td>
<td>Manager</td>
<td>117</td>
<td>5.05</td>
</tr>
<tr>
<td></td>
<td>Executive</td>
<td>70</td>
<td>3.02</td>
</tr>
<tr>
<td>87. Are you:</td>
<td>Male</td>
<td>1,180</td>
<td>51.89</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>1,094</td>
<td>48.11</td>
</tr>
<tr>
<td>88. Are you Hispanic or Latino?</td>
<td>Yes</td>
<td>124</td>
<td>5.53</td>
</tr>
<tr>
<td></td>
<td>No</td>
<td>2,118</td>
<td>94.47</td>
</tr>
<tr>
<td>89. Please select the racial category or categories with which you most closely identify.</td>
<td>American Indian or Alaska Native</td>
<td>10</td>
<td>0.47</td>
</tr>
<tr>
<td></td>
<td>Asian</td>
<td>155</td>
<td>7.22</td>
</tr>
<tr>
<td></td>
<td>Black or African American</td>
<td>329</td>
<td>14.80</td>
</tr>
<tr>
<td></td>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>5</td>
<td>0.23</td>
</tr>
<tr>
<td></td>
<td>White</td>
<td>1,604</td>
<td>74.71</td>
</tr>
<tr>
<td></td>
<td>Two or more races</td>
<td>53</td>
<td>2.47</td>
</tr>
<tr>
<td>90. What is your age group?</td>
<td>25 and under</td>
<td>113</td>
<td>5.53</td>
</tr>
<tr>
<td></td>
<td>26-29</td>
<td>48</td>
<td>2.47</td>
</tr>
<tr>
<td></td>
<td>30-39</td>
<td>565</td>
<td>28.62</td>
</tr>
<tr>
<td></td>
<td>40-49</td>
<td>789</td>
<td>35.56</td>
</tr>
<tr>
<td></td>
<td>50 and over</td>
<td>1,317</td>
<td>60.98</td>
</tr>
</tbody>
</table>

- **Percent Positive**
- **Very Satisfied**
- **Satisfied**
- **Neither Satisfied nor Dissatisfied**
- **Dissatisfied**
- **Very Dissatisfied**
- **Item Response Total**
- **Do Not Know/ No Basis to Judge**
- **Percent Positive**
- **Very Satisfied**
- **Satisfied**
- **Neither Satisfied nor Dissatisfied**
- **Dissatisfied**
- **Very Dissatisfied**
- **Item Response Total**
- **Do Not Know/ No Basis to Judge**
<table>
<thead>
<tr>
<th>91. What is your pay category/grade?</th>
<th>N</th>
<th>%</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Wage System</td>
<td>23</td>
<td>1.01</td>
<td>16</td>
<td>0.7</td>
</tr>
<tr>
<td>GS 1-6</td>
<td>15</td>
<td>0.66</td>
<td>20</td>
<td>0.9</td>
</tr>
<tr>
<td>GS 7-12</td>
<td>216</td>
<td>9.50</td>
<td>225</td>
<td>9.7</td>
</tr>
<tr>
<td>GS 13-15</td>
<td>1,031</td>
<td>45.36</td>
<td>1,043</td>
<td>44.9</td>
</tr>
<tr>
<td>Senior Executive Service</td>
<td>69</td>
<td>3.04</td>
<td>64</td>
<td>2.8</td>
</tr>
<tr>
<td>Senior Level (SL) or Scientific or Professional (ST)</td>
<td>17</td>
<td>0.75</td>
<td>25</td>
<td>1.1</td>
</tr>
<tr>
<td>Other</td>
<td>902</td>
<td>39.68</td>
<td>928</td>
<td>40.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2,219</td>
<td>100.00</td>
<td>2,278</td>
<td>100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>92. How long have you been with the Federal Government (excluding military service)?</th>
<th>N</th>
<th>%</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>52</td>
<td>2.28</td>
<td>12</td>
<td>0.5</td>
</tr>
<tr>
<td>1 to 3 years</td>
<td>241</td>
<td>10.56</td>
<td>255</td>
<td>10.9</td>
</tr>
<tr>
<td>4 to 5 years</td>
<td>235</td>
<td>10.29</td>
<td>200</td>
<td>8.6</td>
</tr>
<tr>
<td>6 to 10 years</td>
<td>563</td>
<td>24.22</td>
<td>610</td>
<td>26.2</td>
</tr>
<tr>
<td>11 to 14 years</td>
<td>377</td>
<td>16.51</td>
<td>427</td>
<td>18.3</td>
</tr>
<tr>
<td>15 to 20 years</td>
<td>326</td>
<td>14.28</td>
<td>309</td>
<td>13.3</td>
</tr>
<tr>
<td>More than 20 years</td>
<td>499</td>
<td>21.86</td>
<td>518</td>
<td>22.2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2,273</td>
<td>100.00</td>
<td>2,321</td>
<td>100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</th>
<th>N</th>
<th>%</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>85</td>
<td>3.74</td>
<td>27</td>
<td>1.2</td>
</tr>
<tr>
<td>1 to 3 years</td>
<td>339</td>
<td>14.91</td>
<td>348</td>
<td>15.0</td>
</tr>
<tr>
<td>4 to 5 years</td>
<td>250</td>
<td>10.99</td>
<td>237</td>
<td>10.2</td>
</tr>
<tr>
<td>6 to 10 years</td>
<td>611</td>
<td>26.87</td>
<td>678</td>
<td>29.3</td>
</tr>
<tr>
<td>11 to 20 years</td>
<td>661</td>
<td>28.63</td>
<td>695</td>
<td>30.0</td>
</tr>
<tr>
<td>More than 20 years</td>
<td>338</td>
<td>14.86</td>
<td>339</td>
<td>14.2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2,274</td>
<td>100.00</td>
<td>2,314</td>
<td>100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>94. Are you considering leaving your organization within the next year, and if so, why?</th>
<th>N</th>
<th>%</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, to retire</td>
<td>58</td>
<td>2.55</td>
<td>59</td>
<td>2.5</td>
</tr>
<tr>
<td>Yes, to take another job within the Federal Government</td>
<td>232</td>
<td>10.19</td>
<td>233</td>
<td>10.0</td>
</tr>
<tr>
<td>Yes, to take another job outside the Federal Government</td>
<td>207</td>
<td>9.09</td>
<td>253</td>
<td>10.9</td>
</tr>
<tr>
<td>Yes, other</td>
<td>110</td>
<td>4.83</td>
<td>120</td>
<td>5.2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2,275</td>
<td>100.00</td>
<td>2,322</td>
<td>100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>95. I am planning to retire</th>
<th>N</th>
<th>%</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within one year</td>
<td>25</td>
<td>1.15</td>
<td>28</td>
<td>1.2</td>
</tr>
<tr>
<td>Between one and three years</td>
<td>108</td>
<td>4.82</td>
<td>134</td>
<td>5.9</td>
</tr>
<tr>
<td>Between three and five years</td>
<td>153</td>
<td>6.83</td>
<td>146</td>
<td>6.4</td>
</tr>
<tr>
<td>Five or more years</td>
<td>1,951</td>
<td>87.06</td>
<td>1,980</td>
<td>86.5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2,241</td>
<td>100.00</td>
<td>2,288</td>
<td>100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>96. Self-identify as:</th>
<th>N</th>
<th>%</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual or Straight</td>
<td>1,312</td>
<td>58.31</td>
<td>1,852</td>
<td>86.6</td>
</tr>
<tr>
<td>Gay, Lesbian, Bisexual, or Transgender</td>
<td>78</td>
<td>3.67</td>
<td>62</td>
<td>2.9</td>
</tr>
</tbody>
</table>
### 2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

#### 97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>177</td>
<td>7.78</td>
</tr>
<tr>
<td>No</td>
<td>2,099</td>
<td>92.22</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2,276</td>
<td>100.00</td>
</tr>
</tbody>
</table>

#### 98. Are you an individual with a disability?

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>130</td>
<td>5.76</td>
</tr>
<tr>
<td>No</td>
<td>2,127</td>
<td>94.24</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2,257</td>
<td>100.00</td>
</tr>
</tbody>
</table>

---

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

** Unweighted count of responses excluding "Do Not Know" and "No Basis to Judge"

Sample or Census: Census

Number of surveys completed: 2,422

Number of surveys administered: 3,665

Response Rate: 66.1%