

2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Headquarters

2nd Level Subagency Comparison Report

United States Office of
Personnel Management

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Response Summary

	Surveys Completed
Governmentwide	392,752
Securities and Exchange Commission	2,472
Headquarters	1,328
Division of Corporation Finance	257
Division of Economic and Risk Analysis	24
Division of Enforcement	271
Division of Investment Management	82
Division of Trading and Markets	111
Executive Staff	8
Office of Acquisitions	26
Office of Compliance Inspections and Examinations	79
Office of Credit Ratings	6
Office of Financial Management	61
Office of Human Resources	52
Office of Information Technology	85
Office of International Affairs	23
Office of Investor Education and Advocacy	25
Office of Support Operations	33
Office of the Chief Accountant	17
Office of the Ethics Counsel	6
Office of the General Counsel	63
Office of the Inspector General	13
Office of the Secretary	22
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	391,977	59.1%	17.4%	23.5%
Securities and Exchange Commission	2,469	70.1%	14.3%	15.5%
Headquarters	1,327	70.7%	13.5%	15.8%
Division of Corporation Finance	257	67.3%	13.4%	19.4%
Division of Economic and Risk Analysis	24	83.6%	4.4%	12.1%
Division of Enforcement	271	76.6%	12.9%	10.5%
Division of Investment Management	82	68.3%	20.2%	11.5%
Division of Trading and Markets	111	66.3%	16.5%	17.2%
Office of Acquisitions	26	74.8%	12.4%	12.8%
Office of Compliance Inspections and Examinations	79	65.6%	15.7%	18.7%
Office of Financial Management	60	80.2%	8.0%	11.8%
Office of Human Resources	52	69.5%	12.2%	18.3%
Office of Information Technology	85	68.8%	9.2%	22.0%
Office of International Affairs	23	56.5%	18.5%	25.0%
Office of Investor Education and Advocacy	25	64.9%	15.5%	19.6%
Office of Support Operations	33	78.9%	9.0%	12.1%
Office of the Chief Accountant	17	76.6%	11.9%	11.5%
Office of the General Counsel	63	70.2%	11.6%	18.2%
Office of the Inspector General	13	77.1%	15.6%	7.2%
Office of the Secretary	22	42.6%	44.7%	12.7%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	70.8%	6.1%	23.1%

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My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
Securities and Exchange Commission	2,452	72.0%	13.8%	14.3%
Headquarters	1,314	71.8%	13.1%	15.0%
Division of Corporation Finance	255	77.7%	9.8%	12.5%
Division of Economic and Risk Analysis	24	76.4%	19.6%	4.0%
Division of Enforcement	269	71.5%	17.3%	11.2%
Division of Investment Management	81	78.5%	6.1%	15.4%
Division of Trading and Markets	110	66.1%	19.5%	14.4%
Office of Acquisitions	26	75.0%	12.0%	13.0%
Office of Compliance Inspections and Examinations	79	55.4%	16.7%	27.9%
Office of Financial Management	61	80.8%	8.2%	11.0%
Office of Human Resources	51	80.7%	6.4%	12.9%
Office of Information Technology	84	56.6%	11.5%	31.9%
Office of International Affairs	22	59.4%	8.8%	31.7%
Office of Investor Education and Advocacy	24	67.0%	3.7%	29.4%
Office of Support Operations	32	75.1%	6.8%	18.1%
Office of the Chief Accountant	17	95.2%	4.8%	0.0%
Office of the General Counsel	63	74.6%	16.0%	9.4%
Office of the Inspector General	13	83.9%	8.8%	7.2%
Office of the Secretary	21	70.0%	25.4%	4.6%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	60.0%	20.6%	19.4%

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My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
Securities and Exchange Commission	2,433	56.2%	17.8%	26.0%
Headquarters	1,313	57.9%	16.7%	25.4%
Division of Corporation Finance	254	47.6%	20.0%	32.4%
Division of Economic and Risk Analysis	24	67.1%	9.1%	23.8%
Division of Enforcement	268	64.0%	17.4%	18.6%
Division of Investment Management	82	59.9%	13.7%	26.4%
Division of Trading and Markets	110	55.1%	18.4%	26.5%
Office of Acquisitions	26	70.9%	20.0%	9.1%
Office of Compliance Inspections and Examinations	78	55.2%	12.0%	32.8%
Office of Financial Management	61	76.0%	7.3%	16.7%
Office of Human Resources	50	63.8%	16.7%	19.6%
Office of Information Technology	85	50.3%	17.8%	31.8%
Office of International Affairs	23	47.7%	33.3%	18.9%
Office of Investor Education and Advocacy	25	48.1%	24.4%	27.4%
Office of Support Operations	31	70.8%	13.4%	15.8%
Office of the Chief Accountant	17	72.1%	16.4%	11.5%
Office of the General Counsel	62	50.2%	16.2%	33.6%
Office of the Inspector General	13	69.6%	6.8%	23.5%
Office of the Secretary	21	37.8%	24.2%	38.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	59.9%	8.4%	31.6%

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My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
Securities and Exchange Commission	2,456	74.8%	13.2%	12.0%
Headquarters	1,318	72.6%	13.8%	13.5%
Division of Corporation Finance	254	71.8%	17.1%	11.1%
Division of Economic and Risk Analysis	24	74.2%	21.0%	4.7%
Division of Enforcement	271	80.3%	10.9%	8.8%
Division of Investment Management	82	73.1%	14.8%	12.1%
Division of Trading and Markets	110	64.3%	18.4%	17.3%
Office of Acquisitions	26	63.9%	11.2%	24.9%
Office of Compliance Inspections and Examinations	78	64.7%	14.6%	20.7%
Office of Financial Management	61	68.1%	17.9%	14.1%
Office of Human Resources	50	77.6%	8.2%	14.3%
Office of Information Technology	85	66.8%	15.0%	18.2%
Office of International Affairs	23	62.9%	13.0%	24.1%
Office of Investor Education and Advocacy	25	65.3%	15.5%	19.2%
Office of Support Operations	32	73.1%	11.5%	15.4%
Office of the Chief Accountant	17	76.2%	13.3%	10.5%
Office of the General Counsel	62	75.7%	11.1%	13.2%
Office of the Inspector General	13	81.8%	9.4%	8.8%
Office of the Secretary	22	71.0%	14.6%	14.3%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	77.0%	3.8%	19.2%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
Securities and Exchange Commission	2,430	84.1%	10.1%	5.8%
Headquarters	1,310	83.0%	10.4%	6.7%
Division of Corporation Finance	254	83.1%	13.8%	3.1%
Division of Economic and Risk Analysis	23	86.1%	13.9%	0.0%
Division of Enforcement	264	89.1%	7.8%	3.2%
Division of Investment Management	81	82.5%	10.1%	7.4%
Division of Trading and Markets	109	79.7%	12.9%	7.4%
Office of Acquisitions	26	75.1%	4.3%	20.6%
Office of Compliance Inspections and Examinations	78	80.7%	10.0%	9.3%
Office of Financial Management	61	82.8%	12.4%	4.8%
Office of Human Resources	52	85.9%	7.9%	6.1%
Office of Information Technology	83	71.0%	17.1%	11.9%
Office of International Affairs	23	80.1%	4.3%	15.6%
Office of Investor Education and Advocacy	25	80.2%	12.1%	7.8%
Office of Support Operations	33	85.3%	9.1%	5.6%
Office of the Chief Accountant	17	89.5%	5.7%	4.8%
Office of the General Counsel	63	85.3%	7.8%	7.0%
Office of the Inspector General	12	80.4%	9.5%	10.1%
Office of the Secretary	22	75.6%	18.5%	5.8%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	81.6%	0.0%	18.4%

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My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
Securities and Exchange Commission	2,444	73.5%	13.7%	12.8%
Headquarters	1,313	73.8%	14.1%	12.2%
Division of Corporation Finance	256	79.1%	13.3%	7.6%
Division of Economic and Risk Analysis	24	76.1%	3.8%	20.2%
Division of Enforcement	268	77.4%	12.7%	9.9%
Division of Investment Management	82	72.1%	13.2%	14.7%
Division of Trading and Markets	109	71.1%	19.0%	9.9%
Office of Acquisitions	26	71.0%	19.9%	9.1%
Office of Compliance Inspections and Examinations	76	59.9%	19.8%	20.2%
Office of Financial Management	60	81.2%	8.9%	9.9%
Office of Human Resources	52	79.5%	5.4%	15.1%
Office of Information Technology	83	58.3%	19.4%	22.4%
Office of International Affairs	23	69.6%	14.2%	16.1%
Office of Investor Education and Advocacy	24	66.8%	12.6%	20.6%
Office of Support Operations	33	70.6%	16.9%	12.5%
Office of the Chief Accountant	17	82.3%	17.7%	0.0%
Office of the General Counsel	62	76.0%	15.9%	8.1%
Office of the Inspector General	13	74.3%	18.2%	7.5%
Office of the Secretary	22	66.7%	29.4%	3.9%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	64.9%	8.7%	26.4%

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My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
Securities and Exchange Commission	2,466	96.4%	2.2%	1.4%
Headquarters	1,325	96.4%	1.9%	1.7%
Division of Corporation Finance	257	97.7%	1.6%	0.7%
Division of Economic and Risk Analysis	24	100.0%	0.0%	0.0%
Division of Enforcement	270	96.8%	2.4%	0.7%
Division of Investment Management	82	98.8%	1.2%	0.0%
Division of Trading and Markets	111	96.9%	2.0%	1.1%
Office of Acquisitions	26	91.1%	4.1%	4.8%
Office of Compliance Inspections and Examinations	77	94.2%	4.5%	1.3%
Office of Financial Management	61	100.0%	0.0%	0.0%
Office of Human Resources	52	96.0%	1.9%	2.2%
Office of Information Technology	85	91.8%	2.1%	6.1%
Office of International Affairs	23	90.5%	0.0%	9.5%
Office of Investor Education and Advocacy	25	100.0%	0.0%	0.0%
Office of Support Operations	33	91.4%	2.4%	6.2%
Office of the Chief Accountant	17	89.5%	4.8%	5.7%
Office of the General Counsel	63	97.1%	0.0%	2.9%
Office of the Inspector General	13	100.0%	0.0%	0.0%
Office of the Secretary	22	100.0%	0.0%	0.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	92.1%	2.7%	5.2%

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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
Securities and Exchange Commission	2,460	89.7%	8.1%	2.2%
Headquarters	1,320	90.1%	7.6%	2.3%
Division of Corporation Finance	255	86.6%	11.6%	1.8%
Division of Economic and Risk Analysis	24	100.0%	0.0%	0.0%
Division of Enforcement	269	88.9%	10.0%	1.1%
Division of Investment Management	82	95.0%	5.0%	0.0%
Division of Trading and Markets	111	90.2%	6.0%	3.8%
Office of Acquisitions	26	91.1%	4.1%	4.8%
Office of Compliance Inspections and Examinations	79	89.2%	8.1%	2.7%
Office of Financial Management	60	95.1%	3.3%	1.6%
Office of Human Resources	52	94.3%	3.9%	1.9%
Office of Information Technology	83	91.7%	3.5%	4.8%
Office of International Affairs	23	86.3%	8.2%	5.5%
Office of Investor Education and Advocacy	25	79.6%	20.4%	0.0%
Office of Support Operations	33	93.8%	0.0%	6.2%
Office of the Chief Accountant	17	77.0%	18.3%	4.8%
Office of the General Counsel	62	89.2%	7.8%	3.0%
Office of the Inspector General	13	100.0%	0.0%	0.0%
Office of the Secretary	22	85.8%	8.8%	5.4%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	92.4%	2.4%	5.2%

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My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
Securities and Exchange Commission	2,462	47.5%	16.4%	36.1%	4
Headquarters	1,323	52.0%	15.7%	32.4%	1
Division of Corporation Finance	257	66.2%	12.7%	21.1%	0
Division of Economic and Risk Analysis	24	43.3%	25.0%	31.7%	0
Division of Enforcement	270	43.2%	14.7%	42.1%	0
Division of Investment Management	81	57.9%	14.4%	27.8%	1
Division of Trading and Markets	110	48.6%	17.2%	34.2%	0
Office of Acquisitions	26	61.5%	22.9%	15.6%	0
Office of Compliance Inspections and Examinations	79	39.7%	22.9%	37.4%	0
Office of Financial Management	61	62.1%	14.0%	24.0%	0
Office of Human Resources	52	47.6%	11.4%	41.0%	0
Office of Information Technology	84	34.2%	20.5%	45.3%	0
Office of International Affairs	23	29.6%	13.2%	57.1%	0
Office of Investor Education and Advocacy	25	44.3%	24.2%	31.4%	0
Office of Support Operations	33	49.7%	9.0%	41.3%	0
Office of the Chief Accountant	17	65.1%	22.7%	12.2%	0
Office of the General Counsel	63	54.6%	19.4%	25.9%	0
Office of the Inspector General	13	55.5%	16.6%	27.8%	0
Office of the Secretary	22	45.8%	19.8%	34.4%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	60.9%	10.6%	28.5%	0

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
Securities and Exchange Commission	2,454	64.0%	15.0%	21.0%	1
Headquarters	1,319	64.3%	14.0%	21.7%	0
Division of Corporation Finance	256	69.9%	12.7%	17.4%	0
Division of Economic and Risk Analysis	23	52.2%	13.4%	34.4%	0
Division of Enforcement	270	64.0%	17.3%	18.7%	0
Division of Investment Management	81	70.8%	12.2%	17.0%	0
Division of Trading and Markets	111	68.3%	17.4%	14.4%	0
Office of Acquisitions	26	56.7%	15.7%	27.6%	0
Office of Compliance Inspections and Examinations	79	57.7%	17.8%	24.4%	0
Office of Financial Management	61	70.3%	13.4%	16.2%	0
Office of Human Resources	52	55.1%	8.0%	36.8%	0
Office of Information Technology	84	43.3%	17.6%	39.1%	0
Office of International Affairs	22	43.3%	19.2%	37.5%	0
Office of Investor Education and Advocacy	24	50.6%	9.4%	40.0%	0
Office of Support Operations	32	63.9%	15.7%	20.4%	0
Office of the Chief Accountant	17	90.1%	5.2%	4.8%	0
Office of the General Counsel	62	68.9%	9.5%	21.6%	0
Office of the Inspector General	13	63.4%	15.6%	21.0%	0
Office of the Secretary	22	64.9%	8.8%	26.3%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	73.0%	8.8%	18.1%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
Securities and Exchange Commission	2,401	56.9%	16.0%	27.2%	7
Headquarters	1,294	56.0%	15.0%	28.9%	3
Division of Corporation Finance	254	52.9%	18.0%	29.1%	0
Division of Economic and Risk Analysis	24	71.2%	13.0%	15.7%	0
Division of Enforcement	262	54.9%	19.3%	25.8%	0
Division of Investment Management	81	55.3%	14.0%	30.8%	0
Division of Trading and Markets	110	54.4%	12.3%	33.3%	0
Office of Acquisitions	26	52.8%	22.9%	24.3%	0
Office of Compliance Inspections and Examinations	76	54.2%	12.6%	33.3%	0
Office of Financial Management	61	68.2%	11.9%	19.9%	0
Office of Human Resources	52	55.3%	12.3%	32.5%	0
Office of Information Technology	80	49.2%	16.2%	34.6%	1
Office of International Affairs	20	40.7%	6.5%	52.8%	0
Office of Investor Education and Advocacy	24	40.8%	29.9%	29.3%	0
Office of Support Operations	32	65.8%	16.2%	18.0%	0
Office of the Chief Accountant	16	76.2%	5.0%	18.8%	0
Office of the General Counsel	60	54.2%	12.3%	33.5%	1
Office of the Inspector General	13	83.9%	0.0%	16.1%	0
Office of the Secretary	22	45.0%	13.1%	41.9%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	44	60.8%	4.8%	34.5%	1

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My Work Experience (continued)

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
Securities and Exchange Commission	2,454	84.4%	8.9%	6.7%	2
Headquarters	1,317	83.4%	9.3%	7.3%	0
Division of Corporation Finance	256	81.5%	11.0%	7.6%	0
Division of Economic and Risk Analysis	24	87.9%	8.4%	3.7%	0
Division of Enforcement	268	87.6%	6.3%	6.1%	0
Division of Investment Management	82	80.5%	10.1%	9.4%	0
Division of Trading and Markets	111	73.3%	14.3%	12.3%	0
Office of Acquisitions	26	82.9%	12.3%	4.8%	0
Office of Compliance Inspections and Examinations	78	81.5%	13.0%	5.4%	0
Office of Financial Management	61	93.3%	6.7%	0.0%	0
Office of Human Resources	51	84.0%	6.2%	9.7%	0
Office of Information Technology	84	75.9%	9.9%	14.2%	0
Office of International Affairs	22	77.1%	4.8%	18.1%	0
Office of Investor Education and Advocacy	24	96.0%	0.0%	4.0%	0
Office of Support Operations	33	89.1%	5.3%	5.6%	0
Office of the Chief Accountant	17	76.6%	11.9%	11.5%	0
Office of the General Counsel	62	88.9%	9.5%	1.6%	0
Office of the Inspector General	13	83.9%	16.1%	0.0%	0
Office of the Secretary	22	91.7%	4.4%	3.9%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	81.3%	8.7%	10.0%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
Securities and Exchange Commission	2,433	88.5%	7.8%	3.7%	2
Headquarters	1,304	87.0%	8.5%	4.5%	2
Division of Corporation Finance	253	85.9%	10.9%	3.3%	0
Division of Economic and Risk Analysis	24	91.4%	4.6%	4.0%	0
Division of Enforcement	264	93.3%	4.5%	2.2%	0
Division of Investment Management	80	87.8%	7.3%	4.9%	1
Division of Trading and Markets	110	79.1%	14.7%	6.1%	0
Office of Acquisitions	26	86.6%	8.6%	4.8%	0
Office of Compliance Inspections and Examinations	77	81.0%	11.3%	7.7%	0
Office of Financial Management	61	97.1%	2.9%	0.0%	0
Office of Human Resources	51	84.9%	6.5%	8.5%	0
Office of Information Technology	83	80.0%	9.2%	10.8%	1
Office of International Affairs	23	74.4%	9.6%	16.0%	0
Office of Investor Education and Advocacy	24	88.1%	11.9%	0.0%	0
Office of Support Operations	33	87.9%	9.3%	2.9%	0
Office of the Chief Accountant	17	82.8%	12.5%	4.8%	0
Office of the General Counsel	62	87.4%	10.8%	1.8%	0
Office of the Inspector General	13	83.4%	16.6%	0.0%	0
Office of the Secretary	22	87.1%	4.7%	8.3%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	88.5%	4.1%	7.4%	0

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,314	65.6%	14.3%	20.1%	1,736
Securities and Exchange Commission	2,459	81.0%	9.9%	9.2%	3
Headquarters	1,321	83.2%	9.2%	7.6%	2
Division of Corporation Finance	255	81.6%	11.1%	7.3%	1
Division of Economic and Risk Analysis	24	87.2%	8.2%	4.6%	0
Division of Enforcement	269	86.5%	9.8%	3.7%	1
Division of Investment Management	82	82.5%	8.4%	9.2%	0
Division of Trading and Markets	111	71.1%	13.7%	15.2%	0
Office of Acquisitions	26	91.4%	3.7%	4.8%	0
Office of Compliance Inspections and Examinations	79	88.7%	5.9%	5.4%	0
Office of Financial Management	61	91.1%	1.9%	7.0%	0
Office of Human Resources	51	92.7%	2.2%	5.2%	0
Office of Information Technology	85	62.9%	17.8%	19.3%	0
Office of International Affairs	22	77.9%	9.5%	12.6%	0
Office of Investor Education and Advocacy	25	95.4%	4.6%	0.0%	0
Office of Support Operations	32	78.4%	6.6%	15.0%	0
Office of the Chief Accountant	17	88.7%	11.3%	0.0%	0
Office of the General Counsel	63	85.3%	10.1%	4.6%	0
Office of the Inspector General	13	91.2%	8.8%	0.0%	0
Office of the Secretary	22	100.0%	0.0%	0.0%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	80.2%	10.4%	9.5%	0

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Experience (continued)

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
Securities and Exchange Commission	2,436	59.4%	18.6%	22.0%	30
Headquarters	1,309	60.3%	18.6%	21.2%	16
Division of Corporation Finance	255	54.3%	23.0%	22.7%	2
Division of Economic and Risk Analysis	24	78.9%	4.4%	16.7%	0
Division of Enforcement	267	54.2%	24.0%	21.8%	3
Division of Investment Management	81	68.0%	12.3%	19.8%	0
Division of Trading and Markets	109	57.1%	20.8%	22.1%	2
Office of Acquisitions	26	56.5%	30.7%	12.8%	0
Office of Compliance Inspections and Examinations	79	60.0%	15.8%	24.2%	0
Office of Financial Management	61	78.0%	8.8%	13.3%	0
Office of Human Resources	49	69.6%	10.3%	20.1%	3
Office of Information Technology	85	64.3%	15.5%	20.2%	0
Office of International Affairs	23	56.4%	8.7%	34.9%	0
Office of Investor Education and Advocacy	24	55.1%	15.5%	29.3%	1
Office of Support Operations	32	68.0%	15.2%	16.8%	1
Office of the Chief Accountant	17	71.5%	21.8%	6.7%	0
Office of the General Counsel	62	62.2%	13.5%	24.3%	1
Office of the Inspector General	13	52.4%	15.7%	31.9%	0
Office of the Secretary	22	69.2%	18.6%	12.1%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	44	56.6%	14.3%	29.1%	2

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
Securities and Exchange Commission	2,449	78.0%	14.5%	7.5%	13
Headquarters	1,313	78.8%	13.7%	7.4%	8
Division of Corporation Finance	257	75.6%	17.4%	7.0%	0
Division of Economic and Risk Analysis	23	91.1%	8.9%	0.0%	0
Division of Enforcement	265	76.6%	16.8%	6.6%	5
Division of Investment Management	82	81.3%	12.1%	6.5%	0
Division of Trading and Markets	111	76.1%	13.0%	10.9%	0
Office of Acquisitions	26	75.1%	16.0%	8.9%	0
Office of Compliance Inspections and Examinations	79	75.9%	17.0%	7.1%	0
Office of Financial Management	61	92.0%	8.0%	0.0%	0
Office of Human Resources	52	86.4%	3.9%	9.7%	0
Office of Information Technology	84	79.4%	9.3%	11.3%	0
Office of International Affairs	20	72.4%	18.2%	9.4%	1
Office of Investor Education and Advocacy	24	73.6%	18.2%	8.2%	1
Office of Support Operations	33	87.3%	6.4%	6.2%	0
Office of the Chief Accountant	17	76.8%	11.7%	11.5%	0
Office of the General Counsel	63	77.7%	14.2%	8.2%	0
Office of the Inspector General	13	83.9%	8.8%	7.2%	0
Office of the Secretary	21	78.0%	11.6%	10.4%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	79.5%	8.5%	12.0%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
Securities and Exchange Commission	2,275	65.0%	19.1%	15.9%	186
Headquarters	1,197	62.2%	20.8%	17.0%	123
Division of Corporation Finance	226	68.5%	15.6%	15.9%	31
Division of Economic and Risk Analysis	22	67.9%	28.5%	3.6%	2
Division of Enforcement	239	59.9%	23.6%	16.5%	27
Division of Investment Management	70	71.3%	14.4%	14.3%	11
Division of Trading and Markets	98	58.5%	26.8%	14.7%	13
Office of Acquisitions	24	72.3%	9.0%	18.7%	2
Office of Compliance Inspections and Examinations	75	71.9%	19.2%	8.9%	3
Office of Financial Management	60	52.8%	26.4%	20.8%	1
Office of Human Resources	49	54.4%	20.7%	24.9%	3
Office of Information Technology	79	46.0%	26.7%	27.4%	6
Office of International Affairs	18	56.0%	30.7%	13.3%	5
Office of Investor Education and Advocacy	23	63.6%	19.1%	17.2%	2
Office of Support Operations	32	55.9%	25.5%	18.6%	1
Office of the Chief Accountant	17	90.5%	4.7%	4.8%	0
Office of the General Counsel	54	58.9%	16.9%	24.1%	9
Office of the Inspector General	13	76.5%	8.8%	14.7%	0
Office of the Secretary	19	46.1%	32.9%	21.0%	3
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	43	52.9%	20.7%	26.4%	3

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
Securities and Exchange Commission	2,428	50.9%	24.3%	24.8%	31
Headquarters	1,303	54.4%	23.2%	22.5%	14
Division of Corporation Finance	255	59.4%	15.9%	24.6%	1
Division of Economic and Risk Analysis	23	57.2%	18.0%	24.9%	1
Division of Enforcement	265	49.6%	30.4%	20.0%	4
Division of Investment Management	82	51.0%	23.2%	25.8%	0
Division of Trading and Markets	110	47.1%	30.6%	22.3%	0
Office of Acquisitions	26	63.7%	23.9%	12.4%	0
Office of Compliance Inspections and Examinations	78	56.8%	21.7%	21.5%	0
Office of Financial Management	61	78.1%	12.6%	9.3%	0
Office of Human Resources	49	62.4%	19.4%	18.2%	1
Office of Information Technology	83	51.4%	26.3%	22.3%	1
Office of International Affairs	21	24.5%	18.1%	57.4%	1
Office of Investor Education and Advocacy	24	48.9%	21.6%	29.5%	1
Office of Support Operations	33	57.9%	25.0%	17.1%	0
Office of the Chief Accountant	17	66.0%	22.5%	11.5%	0
Office of the General Counsel	62	42.4%	30.5%	27.1%	1
Office of the Inspector General	13	77.1%	15.6%	7.2%	0
Office of the Secretary	21	39.8%	22.2%	38.0%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	44	49.3%	13.5%	37.2%	2

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Experience (continued)

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	382,953	67.5%	14.6%	18.0%	8,987
Securities and Exchange Commission	2,421	46.0%	19.0%	35.0%	43
Headquarters	1,304	46.8%	19.1%	34.0%	18
Division of Corporation Finance	253	40.8%	20.6%	38.7%	3
Division of Economic and Risk Analysis	24	67.5%	13.3%	19.2%	0
Division of Enforcement	267	42.9%	21.5%	35.6%	3
Division of Investment Management	81	41.0%	20.5%	38.5%	1
Division of Trading and Markets	106	43.5%	20.7%	35.8%	3
Office of Acquisitions	26	45.2%	34.8%	20.0%	0
Office of Compliance Inspections and Examinations	79	43.6%	18.9%	37.5%	0
Office of Financial Management	61	77.0%	8.9%	14.1%	0
Office of Human Resources	50	56.8%	16.7%	26.5%	2
Office of Information Technology	84	53.3%	14.3%	32.4%	0
Office of International Affairs	23	22.4%	9.7%	68.0%	0
Office of Investor Education and Advocacy	24	34.0%	29.7%	36.2%	1
Office of Support Operations	31	64.4%	13.0%	22.6%	2
Office of the Chief Accountant	17	52.7%	25.3%	21.9%	0
Office of the General Counsel	63	46.5%	13.7%	39.8%	0
Office of the Inspector General	13	62.8%	22.5%	14.7%	0
Office of the Secretary	22	51.2%	26.5%	22.4%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	48.4%	11.6%	40.1%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
Securities and Exchange Commission	2,463	76.8%	12.6%	10.6%
Headquarters	1,323	76.9%	12.0%	11.0%
Division of Corporation Finance	257	82.0%	9.1%	9.0%
Division of Economic and Risk Analysis	24	79.3%	12.6%	8.1%
Division of Enforcement	270	78.0%	12.9%	9.1%
Division of Investment Management	82	80.0%	9.9%	10.1%
Division of Trading and Markets	110	73.5%	13.8%	12.7%
Office of Acquisitions	25	91.3%	4.2%	4.5%
Office of Compliance Inspections and Examinations	79	67.0%	14.4%	18.6%
Office of Financial Management	61	84.8%	6.1%	9.1%
Office of Human Resources	51	71.8%	6.0%	22.2%
Office of Information Technology	85	61.5%	19.2%	19.3%
Office of International Affairs	23	71.0%	21.4%	7.6%
Office of Investor Education and Advocacy	25	76.7%	11.3%	11.9%
Office of Support Operations	33	71.5%	17.2%	11.3%
Office of the Chief Accountant	17	89.0%	6.2%	4.8%
Office of the General Counsel	62	80.2%	13.3%	6.5%
Office of the Inspector General	13	84.4%	6.8%	8.8%
Office of the Secretary	22	67.7%	14.7%	17.5%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	74.5%	14.7%	10.8%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
Securities and Exchange Commission	2,335	60.2%	19.9%	19.9%	131
Headquarters	1,259	59.9%	19.8%	20.3%	65
Division of Corporation Finance	234	64.1%	20.3%	15.6%	23
Division of Economic and Risk Analysis	24	59.5%	20.8%	19.8%	0
Division of Enforcement	258	64.3%	17.1%	18.6%	12
Division of Investment Management	79	63.9%	15.8%	20.3%	3
Division of Trading and Markets	103	46.4%	27.6%	25.9%	8
Office of Acquisitions	25	70.6%	19.9%	9.5%	1
Office of Compliance Inspections and Examinations	78	48.6%	27.4%	24.0%	1
Office of Financial Management	60	59.9%	28.2%	11.9%	1
Office of Human Resources	50	61.6%	17.1%	21.3%	2
Office of Information Technology	82	40.3%	24.3%	35.4%	3
Office of International Affairs	20	61.7%	11.8%	26.5%	2
Office of Investor Education and Advocacy	23	48.5%	17.8%	33.8%	2
Office of Support Operations	31	50.3%	15.5%	34.2%	1
Office of the Chief Accountant	16	89.8%	0.0%	10.2%	1
Office of the General Counsel	61	68.9%	16.2%	14.9%	2
Office of the Inspector General	12	74.2%	18.0%	7.8%	1
Office of the Secretary	21	46.9%	21.7%	31.4%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	57.3%	16.2%	26.4%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
Securities and Exchange Commission	2,218	36.9%	25.2%	37.9%	236
Headquarters	1,198	39.4%	24.7%	35.9%	123
Division of Corporation Finance	222	30.6%	29.2%	40.2%	33
Division of Economic and Risk Analysis	24	55.2%	11.7%	33.1%	0
Division of Enforcement	239	33.7%	26.9%	39.5%	32
Division of Investment Management	74	45.8%	27.8%	26.4%	7
Division of Trading and Markets	101	36.9%	22.8%	40.3%	8
Office of Acquisitions	25	71.0%	4.2%	24.8%	1
Office of Compliance Inspections and Examinations	74	46.6%	19.3%	34.1%	5
Office of Financial Management	58	43.3%	18.2%	38.5%	2
Office of Human Resources	48	59.7%	20.1%	20.2%	4
Office of Information Technology	76	31.8%	28.5%	39.7%	9
Office of International Affairs	21	25.6%	28.6%	45.9%	2
Office of Investor Education and Advocacy	22	40.0%	18.9%	41.0%	3
Office of Support Operations	33	52.1%	23.5%	24.5%	0
Office of the Chief Accountant	17	60.7%	11.7%	27.6%	0
Office of the General Counsel	59	45.9%	14.6%	39.5%	4
Office of the Inspector General	11	54.7%	18.6%	26.7%	2
Office of the Secretary	16	27.2%	36.9%	35.9%	6
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	42	32.0%	32.6%	35.4%	5

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Unit (continued)

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,178	28.2%	26.9%	44.9%	35,600
Securities and Exchange Commission	2,063	28.4%	27.3%	44.2%	394
Headquarters	1,104	31.5%	27.7%	40.8%	217
Division of Corporation Finance	192	34.3%	30.6%	35.2%	64
Division of Economic and Risk Analysis	22	54.4%	27.4%	18.2%	2
Division of Enforcement	229	21.5%	30.8%	47.7%	41
Division of Investment Management	63	35.2%	27.8%	37.0%	18
Division of Trading and Markets	88	32.3%	19.4%	48.4%	22
Office of Acquisitions	21	36.7%	23.9%	39.4%	5
Office of Compliance Inspections and Examinations	70	27.2%	15.9%	56.8%	8
Office of Financial Management	56	31.7%	27.4%	40.9%	5
Office of Human Resources	48	54.3%	12.6%	33.1%	4
Office of Information Technology	75	26.3%	33.7%	40.0%	10
Office of International Affairs	19	11.0%	45.9%	43.1%	4
Office of Investor Education and Advocacy	22	48.9%	20.7%	30.3%	3
Office of Support Operations	31	44.3%	31.1%	24.6%	2
Office of the Chief Accountant	14	50.7%	23.4%	25.9%	3
Office of the General Counsel	58	10.3%	35.0%	54.6%	5
Office of the Inspector General	9	57.0%	43.0%	0.0%	3
Office of the Secretary	19	32.7%	25.0%	42.3%	3
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	38	29.7%	26.2%	44.1%	9

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Unit (continued)

24. *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
Securities and Exchange Commission	2,214	27.0%	24.6%	48.4%	247
Headquarters	1,196	29.8%	24.2%	46.0%	129
Division of Corporation Finance	221	17.8%	25.9%	56.3%	36
Division of Economic and Risk Analysis	24	50.3%	12.1%	37.5%	0
Division of Enforcement	242	22.7%	26.7%	50.6%	28
Division of Investment Management	75	34.9%	23.3%	41.9%	7
Division of Trading and Markets	96	24.1%	23.4%	52.5%	15
Office of Acquisitions	24	49.9%	19.1%	31.0%	2
Office of Compliance Inspections and Examinations	75	30.7%	15.3%	54.0%	4
Office of Financial Management	56	38.8%	21.8%	39.4%	5
Office of Human Resources	51	52.2%	19.9%	28.0%	1
Office of Information Technology	80	32.3%	30.3%	37.4%	5
Office of International Affairs	20	31.6%	19.5%	48.9%	3
Office of Investor Education and Advocacy	22	30.5%	9.8%	59.7%	3
Office of Support Operations	33	40.3%	29.7%	30.0%	0
Office of the Chief Accountant	14	44.9%	19.9%	35.2%	3
Office of the General Counsel	56	24.9%	25.3%	49.8%	6
Office of the Inspector General	10	60.1%	11.5%	28.4%	3
Office of the Secretary	18	19.4%	32.7%	48.0%	4
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	41.0%	23.4%	35.6%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
Securities and Exchange Commission	2,174	37.4%	23.9%	38.7%	283
Headquarters	1,175	39.1%	23.4%	37.5%	146
Division of Corporation Finance	207	27.2%	25.5%	47.3%	49
Division of Economic and Risk Analysis	23	57.2%	12.3%	30.6%	1
Division of Enforcement	243	37.5%	26.2%	36.3%	27
Division of Investment Management	77	49.5%	14.8%	35.7%	4
Division of Trading and Markets	94	33.7%	24.3%	41.9%	17
Office of Acquisitions	24	45.6%	31.8%	22.6%	2
Office of Compliance Inspections and Examinations	72	38.7%	20.5%	40.8%	7
Office of Financial Management	56	47.0%	18.2%	34.8%	4
Office of Human Resources	49	57.0%	12.4%	30.5%	2
Office of Information Technology	81	36.2%	28.2%	35.5%	4
Office of International Affairs	19	31.8%	21.1%	47.1%	4
Office of Investor Education and Advocacy	22	35.3%	13.7%	50.9%	3
Office of Support Operations	33	52.9%	16.4%	30.6%	0
Office of the Chief Accountant	16	50.0%	13.6%	36.4%	1
Office of the General Counsel	55	42.3%	19.7%	38.1%	8
Office of the Inspector General	11	64.5%	18.8%	16.8%	2
Office of the Secretary	19	24.1%	45.5%	30.3%	3
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	41	40.3%	31.4%	28.3%	5

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
Securities and Exchange Commission	2,454	75.4%	11.5%	13.1%	11
Headquarters	1,317	74.5%	11.4%	14.1%	7
Division of Corporation Finance	255	72.9%	13.2%	13.9%	1
Division of Economic and Risk Analysis	24	79.3%	4.0%	16.6%	0
Division of Enforcement	269	80.9%	10.6%	8.5%	2
Division of Investment Management	80	79.0%	8.0%	13.0%	2
Division of Trading and Markets	111	73.1%	12.0%	14.9%	0
Office of Acquisitions	26	72.8%	14.6%	12.6%	0
Office of Compliance Inspections and Examinations	79	69.2%	5.2%	25.7%	0
Office of Financial Management	61	68.1%	13.9%	18.0%	0
Office of Human Resources	52	79.8%	14.5%	5.7%	0
Office of Information Technology	85	61.3%	11.5%	27.2%	0
Office of International Affairs	23	62.7%	17.2%	20.0%	0
Office of Investor Education and Advocacy	24	83.6%	7.9%	8.5%	1
Office of Support Operations	32	79.1%	10.0%	10.9%	0
Office of the Chief Accountant	17	70.8%	18.3%	11.0%	0
Office of the General Counsel	62	70.0%	13.9%	16.2%	1
Office of the Inspector General	13	77.1%	22.9%	0.0%	0
Office of the Secretary	22	68.9%	13.2%	18.0%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	80.0%	2.1%	18.0%	0

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
Securities and Exchange Commission	2,276	55.7%	30.3%	14.0%	187
Headquarters	1,226	58.7%	26.9%	14.4%	97
Division of Corporation Finance	230	57.5%	29.0%	13.5%	25
Division of Economic and Risk Analysis	24	62.1%	16.3%	21.6%	0
Division of Enforcement	245	55.5%	30.7%	13.8%	25
Division of Investment Management	72	57.4%	27.1%	15.5%	10
Division of Trading and Markets	103	51.7%	32.7%	15.6%	8
Office of Acquisitions	24	79.0%	15.8%	5.2%	2
Office of Compliance Inspections and Examinations	77	60.4%	19.9%	19.7%	2
Office of Financial Management	61	69.4%	24.3%	6.3%	0
Office of Human Resources	49	74.0%	19.7%	6.3%	3
Office of Information Technology	82	60.1%	21.0%	18.9%	3
Office of International Affairs	21	43.2%	37.1%	19.6%	2
Office of Investor Education and Advocacy	19	53.4%	9.6%	37.0%	6
Office of Support Operations	32	67.4%	14.4%	18.3%	1
Office of the Chief Accountant	16	44.6%	37.0%	18.4%	1
Office of the General Counsel	59	51.2%	35.9%	12.9%	4
Office of the Inspector General	13	67.1%	25.4%	7.5%	0
Office of the Secretary	21	47.4%	33.4%	19.2%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	42	65.4%	19.4%	15.2%	4

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
Securities and Exchange Commission	2,455	86.7%	10.9%	2.3%
Headquarters	1,324	86.4%	10.9%	2.7%
Division of Corporation Finance	256	89.2%	8.7%	2.0%
Division of Economic and Risk Analysis	24	92.3%	7.7%	0.0%
Division of Enforcement	271	87.8%	9.7%	2.5%
Division of Investment Management	82	89.0%	9.8%	1.2%
Division of Trading and Markets	110	84.8%	11.6%	3.6%
Office of Acquisitions	26	88.5%	11.5%	0.0%
Office of Compliance Inspections and Examinations	79	73.1%	20.9%	6.0%
Office of Financial Management	60	95.1%	2.9%	2.0%
Office of Human Resources	51	86.7%	10.0%	3.3%
Office of Information Technology	85	78.2%	13.7%	8.0%
Office of International Affairs	23	72.5%	19.9%	7.6%
Office of Investor Education and Advocacy	25	83.8%	16.2%	0.0%
Office of Support Operations	33	84.3%	12.9%	2.7%
Office of the Chief Accountant	17	89.3%	10.7%	0.0%
Office of the General Counsel	63	93.8%	6.2%	0.0%
Office of the Inspector General	13	92.5%	7.5%	0.0%
Office of the Secretary	22	90.7%	9.3%	0.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	73.3%	24.1%	2.7%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
Securities and Exchange Commission	2,372	75.7%	14.6%	9.7%	69
Headquarters	1,286	75.2%	14.6%	10.2%	40
Division of Corporation Finance	248	79.4%	12.8%	7.8%	9
Division of Economic and Risk Analysis	24	64.3%	24.2%	11.5%	0
Division of Enforcement	265	74.7%	15.3%	9.9%	6
Division of Investment Management	77	77.5%	10.9%	11.6%	4
Division of Trading and Markets	108	66.4%	18.2%	15.4%	3
Office of Acquisitions	26	79.6%	15.6%	4.8%	0
Office of Compliance Inspections and Examinations	78	75.9%	12.9%	11.2%	1
Office of Financial Management	60	76.9%	17.3%	5.8%	1
Office of Human Resources	51	77.7%	14.4%	7.9%	1
Office of Information Technology	83	56.2%	26.7%	17.1%	2
Office of International Affairs	21	71.7%	4.6%	23.7%	2
Office of Investor Education and Advocacy	24	80.1%	7.9%	12.0%	1
Office of Support Operations	32	76.8%	20.3%	3.0%	1
Office of the Chief Accountant	17	89.0%	6.2%	4.8%	0
Office of the General Counsel	60	88.6%	6.5%	4.9%	3
Office of the Inspector General	12	90.4%	9.6%	0.0%	1
Office of the Secretary	20	49.7%	30.3%	20.0%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	44	81.8%	1.8%	16.4%	2

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
Securities and Exchange Commission	2,357	39.0%	25.1%	35.9%	81
Headquarters	1,281	38.2%	25.3%	36.5%	42
Division of Corporation Finance	250	32.6%	30.8%	36.6%	6
Division of Economic and Risk Analysis	22	47.5%	35.2%	17.4%	2
Division of Enforcement	259	35.6%	25.3%	39.1%	11
Division of Investment Management	78	30.0%	26.0%	44.0%	4
Division of Trading and Markets	110	36.2%	22.5%	41.3%	1
Office of Acquisitions	26	49.3%	41.6%	9.1%	0
Office of Compliance Inspections and Examinations	77	39.1%	20.4%	40.5%	2
Office of Financial Management	59	56.4%	20.1%	23.5%	1
Office of Human Resources	51	45.2%	23.4%	31.4%	1
Office of Information Technology	83	29.5%	32.0%	38.5%	2
Office of International Affairs	22	16.1%	20.6%	63.3%	1
Office of Investor Education and Advocacy	24	36.6%	13.5%	49.9%	1
Office of Support Operations	33	45.9%	27.7%	26.4%	0
Office of the Chief Accountant	15	61.5%	19.8%	18.7%	2
Office of the General Counsel	59	42.3%	16.4%	41.3%	3
Office of the Inspector General	12	65.5%	24.3%	10.1%	1
Office of the Secretary	21	29.8%	22.5%	47.7%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	43	53.7%	13.5%	32.8%	3

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
Securities and Exchange Commission	2,349	47.3%	23.4%	29.3%	81
Headquarters	1,266	48.3%	22.1%	29.6%	52
Division of Corporation Finance	240	35.9%	26.2%	37.9%	14
Division of Economic and Risk Analysis	22	64.3%	22.9%	12.7%	2
Division of Enforcement	252	46.7%	22.1%	31.3%	16
Division of Investment Management	80	57.1%	21.2%	21.7%	2
Division of Trading and Markets	105	42.6%	24.1%	33.3%	5
Office of Acquisitions	25	63.5%	23.1%	13.4%	1
Office of Compliance Inspections and Examinations	77	55.6%	13.8%	30.7%	0
Office of Financial Management	60	50.7%	26.6%	22.7%	1
Office of Human Resources	50	60.8%	14.9%	24.3%	2
Office of Information Technology	85	48.4%	25.8%	25.8%	0
Office of International Affairs	22	36.0%	16.4%	47.6%	1
Office of Investor Education and Advocacy	24	31.7%	26.8%	41.5%	1
Office of Support Operations	33	67.5%	17.7%	14.8%	0
Office of the Chief Accountant	16	68.9%	13.0%	18.0%	1
Office of the General Counsel	62	53.2%	14.1%	32.7%	1
Office of the Inspector General	12	64.5%	35.5%	0.0%	1
Office of the Secretary	20	40.3%	6.4%	53.4%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	44	59.0%	21.6%	19.4%	3

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
Securities and Exchange Commission	2,331	37.6%	26.9%	35.5%	99
Headquarters	1,268	38.7%	27.2%	34.1%	53
Division of Corporation Finance	243	24.0%	35.1%	40.9%	13
Division of Economic and Risk Analysis	23	49.8%	27.0%	23.3%	1
Division of Enforcement	255	41.3%	26.5%	32.2%	16
Division of Investment Management	79	45.4%	23.0%	31.7%	2
Division of Trading and Markets	107	32.5%	30.4%	37.1%	2
Office of Acquisitions	25	55.2%	31.5%	13.4%	1
Office of Compliance Inspections and Examinations	76	42.4%	18.0%	39.6%	0
Office of Financial Management	60	46.1%	30.9%	23.0%	1
Office of Human Resources	51	47.0%	26.6%	26.4%	1
Office of Information Technology	83	35.5%	25.7%	38.8%	2
Office of International Affairs	21	18.0%	30.6%	51.4%	2
Office of Investor Education and Advocacy	24	19.6%	27.3%	53.0%	1
Office of Support Operations	33	53.2%	29.4%	17.4%	0
Office of the Chief Accountant	17	49.3%	22.8%	27.9%	0
Office of the General Counsel	60	44.8%	16.2%	39.0%	3
Office of the Inspector General	12	66.1%	26.5%	7.4%	1
Office of the Secretary	20	31.7%	28.9%	39.4%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	43	50.5%	17.7%	31.8%	4

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
Securities and Exchange Commission	2,253	16.2%	23.3%	60.5%	175
Headquarters	1,217	18.2%	25.2%	56.6%	99
Division of Corporation Finance	237	7.9%	23.0%	69.1%	17
Division of Economic and Risk Analysis	20	31.2%	31.4%	37.4%	3
Division of Enforcement	248	14.7%	23.3%	62.0%	21
Division of Investment Management	76	11.7%	26.5%	61.8%	6
Division of Trading and Markets	102	12.2%	24.6%	63.2%	8
Office of Acquisitions	23	30.5%	26.2%	43.3%	3
Office of Compliance Inspections and Examinations	75	15.9%	26.1%	58.0%	4
Office of Financial Management	56	20.7%	39.8%	39.5%	3
Office of Human Resources	49	48.6%	20.5%	30.8%	3
Office of Information Technology	81	20.1%	25.4%	54.5%	4
Office of International Affairs	19	15.1%	16.5%	68.3%	4
Office of Investor Education and Advocacy	24	20.6%	17.6%	61.9%	1
Office of Support Operations	32	42.0%	34.6%	23.4%	0
Office of the Chief Accountant	16	25.0%	12.0%	63.0%	1
Office of the General Counsel	53	22.2%	18.2%	59.5%	10
Office of the Inspector General	12	52.1%	32.1%	15.8%	1
Office of the Secretary	19	13.6%	50.3%	36.1%	3
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	43	31.7%	23.9%	44.4%	4

Securities and Exchange Commission Headquarters *2nd Level Subagency Comparison Report*

My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,225	55.5%	29.2%	15.4%	29,633
Securities and Exchange Commission	2,207	59.8%	22.5%	17.7%	227
Headquarters	1,193	60.4%	22.6%	16.9%	127
Division of Corporation Finance	214	61.3%	20.5%	18.2%	42
Division of Economic and Risk Analysis	23	74.4%	17.7%	7.9%	1
Division of Enforcement	243	58.2%	25.9%	15.8%	26
Division of Investment Management	76	58.5%	22.6%	18.9%	6
Division of Trading and Markets	96	55.2%	24.3%	20.5%	14
Office of Acquisitions	25	83.1%	11.9%	5.0%	1
Office of Compliance Inspections and Examinations	76	57.7%	22.9%	19.3%	2
Office of Financial Management	60	57.9%	18.8%	23.3%	1
Office of Human Resources	48	69.5%	14.0%	16.6%	4
Office of Information Technology	74	60.1%	26.7%	13.3%	10
Office of International Affairs	22	40.4%	19.9%	39.6%	1
Office of Investor Education and Advocacy	21	66.0%	20.0%	14.0%	3
Office of Support Operations	33	69.9%	15.4%	14.7%	0
Office of the Chief Accountant	15	53.4%	41.2%	5.4%	2
Office of the General Counsel	55	54.3%	32.0%	13.7%	7
Office of the Inspector General	10	70.2%	20.4%	9.4%	3
Office of the Secretary	21	71.3%	15.6%	13.1%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	71.1%	10.5%	18.4%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
Securities and Exchange Commission	2,367	85.3%	10.8%	3.9%	65
Headquarters	1,291	84.6%	11.7%	3.7%	35
Division of Corporation Finance	251	83.4%	11.5%	5.1%	6
Division of Economic and Risk Analysis	24	86.5%	13.5%	0.0%	0
Division of Enforcement	261	85.1%	13.1%	1.9%	9
Division of Investment Management	79	83.2%	12.8%	4.0%	3
Division of Trading and Markets	108	79.1%	13.3%	7.6%	3
Office of Acquisitions	26	91.7%	3.5%	4.8%	0
Office of Compliance Inspections and Examinations	78	92.1%	6.4%	1.5%	1
Office of Financial Management	60	88.0%	8.5%	3.5%	1
Office of Human Resources	52	86.0%	14.0%	0.0%	0
Office of Information Technology	84	72.3%	20.6%	7.1%	1
Office of International Affairs	22	80.1%	10.8%	9.1%	1
Office of Investor Education and Advocacy	24	95.3%	4.7%	0.0%	0
Office of Support Operations	32	87.9%	9.1%	2.9%	1
Office of the Chief Accountant	17	95.2%	0.0%	4.8%	0
Office of the General Counsel	58	85.7%	12.7%	1.6%	5
Office of the Inspector General	12	90.4%	9.6%	0.0%	1
Office of the Secretary	22	85.1%	14.9%	0.0%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	85.7%	6.7%	7.7%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
Securities and Exchange Commission	2,368	76.8%	16.0%	7.2%	70
Headquarters	1,289	77.8%	16.2%	6.0%	35
Division of Corporation Finance	245	77.1%	15.7%	7.1%	12
Division of Economic and Risk Analysis	23	80.0%	11.3%	8.7%	1
Division of Enforcement	266	78.1%	18.5%	3.4%	5
Division of Investment Management	82	79.5%	14.3%	6.2%	0
Division of Trading and Markets	106	71.3%	22.0%	6.6%	5
Office of Acquisitions	25	82.4%	8.7%	8.9%	1
Office of Compliance Inspections and Examinations	78	80.6%	11.5%	7.9%	1
Office of Financial Management	61	86.2%	11.9%	1.9%	0
Office of Human Resources	48	76.4%	14.9%	8.7%	3
Office of Information Technology	85	74.6%	21.9%	3.5%	0
Office of International Affairs	22	67.6%	25.2%	7.2%	0
Office of Investor Education and Advocacy	24	87.4%	12.6%	0.0%	0
Office of Support Operations	33	88.5%	5.0%	6.6%	0
Office of the Chief Accountant	16	93.5%	6.5%	0.0%	1
Office of the General Counsel	59	77.3%	15.8%	6.9%	4
Office of the Inspector General	12	66.8%	25.4%	7.8%	1
Office of the Secretary	21	75.8%	20.1%	4.0%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	72.8%	11.2%	16.0%	0

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
Securities and Exchange Commission	2,189	47.5%	22.6%	29.9%	238
Headquarters	1,189	46.5%	24.0%	29.5%	128
Division of Corporation Finance	218	42.2%	27.1%	30.7%	37
Division of Economic and Risk Analysis	20	60.7%	4.4%	34.9%	3
Division of Enforcement	245	45.4%	26.8%	27.9%	25
Division of Investment Management	74	47.5%	26.2%	26.3%	7
Division of Trading and Markets	99	45.5%	19.3%	35.2%	12
Office of Acquisitions	24	51.5%	25.0%	23.5%	2
Office of Compliance Inspections and Examinations	77	47.0%	23.8%	29.2%	1
Office of Financial Management	59	40.9%	25.0%	34.1%	2
Office of Human Resources	44	48.4%	14.3%	37.3%	8
Office of Information Technology	78	38.5%	23.0%	38.6%	5
Office of International Affairs	20	35.6%	21.0%	43.4%	3
Office of Investor Education and Advocacy	22	58.1%	20.6%	21.3%	2
Office of Support Operations	31	48.3%	34.6%	17.1%	2
Office of the Chief Accountant	15	75.7%	11.3%	13.0%	2
Office of the General Counsel	54	52.1%	17.2%	30.8%	8
Office of the Inspector General	11	62.4%	29.2%	8.4%	2
Office of the Secretary	21	43.2%	38.0%	18.8%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	42	55.9%	19.5%	24.5%	4

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	347,433	65.2%	20.2%	14.6%	33,840
Securities and Exchange Commission	2,068	65.7%	19.9%	14.4%	364
Headquarters	1,131	64.4%	20.7%	14.9%	192
Division of Corporation Finance	197	64.9%	21.6%	13.5%	59
Division of Economic and Risk Analysis	21	72.6%	23.7%	3.8%	3
Division of Enforcement	231	63.5%	22.4%	14.1%	40
Division of Investment Management	70	73.7%	20.9%	5.4%	11
Division of Trading and Markets	91	69.0%	14.6%	16.3%	20
Office of Acquisitions	24	69.4%	20.8%	9.8%	1
Office of Compliance Inspections and Examinations	73	66.7%	16.6%	16.7%	6
Office of Financial Management	56	49.6%	31.4%	19.1%	5
Office of Human Resources	44	70.1%	6.1%	23.7%	8
Office of Information Technology	75	54.1%	25.9%	20.0%	9
Office of International Affairs	17	53.3%	36.0%	10.7%	6
Office of Investor Education and Advocacy	22	56.8%	19.1%	24.1%	2
Office of Support Operations	30	56.4%	30.2%	13.4%	3
Office of the Chief Accountant	15	80.3%	14.4%	5.4%	2
Office of the General Counsel	54	69.1%	13.2%	17.7%	9
Office of the Inspector General	12	63.0%	29.2%	7.8%	1
Office of the Secretary	21	52.7%	33.0%	14.3%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	44	64.6%	15.6%	19.7%	3

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
Securities and Exchange Commission	2,391	76.2%	16.5%	7.3%	41
Headquarters	1,293	74.9%	17.3%	7.8%	27
Division of Corporation Finance	251	72.3%	18.5%	9.2%	5
Division of Economic and Risk Analysis	23	70.5%	25.6%	3.8%	0
Division of Enforcement	265	74.8%	16.8%	8.4%	6
Division of Investment Management	80	76.3%	12.4%	11.4%	2
Division of Trading and Markets	109	63.2%	25.2%	11.6%	2
Office of Acquisitions	26	91.1%	4.1%	4.8%	0
Office of Compliance Inspections and Examinations	78	72.4%	18.2%	9.4%	1
Office of Financial Management	60	85.5%	11.6%	2.8%	0
Office of Human Resources	49	84.3%	11.8%	3.9%	2
Office of Information Technology	80	72.9%	17.2%	9.9%	4
Office of International Affairs	21	56.2%	40.9%	2.9%	1
Office of Investor Education and Advocacy	22	86.2%	9.6%	4.3%	2
Office of Support Operations	32	85.1%	12.0%	2.9%	0
Office of the Chief Accountant	17	83.3%	11.9%	4.8%	0
Office of the General Counsel	63	80.2%	16.6%	3.2%	0
Office of the Inspector General	13	84.4%	15.6%	0.0%	0
Office of the Secretary	21	61.2%	30.2%	8.6%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	74.4%	18.1%	7.4%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
Securities and Exchange Commission	2,431	68.8%	17.9%	13.3%
Headquarters	1,324	67.8%	18.3%	13.9%
Division of Corporation Finance	257	70.0%	18.3%	11.7%
Division of Economic and Risk Analysis	24	71.7%	15.9%	12.3%
Division of Enforcement	270	66.8%	19.8%	13.3%
Division of Investment Management	80	76.1%	11.4%	12.5%
Division of Trading and Markets	111	69.3%	21.9%	8.8%
Office of Acquisitions	26	68.7%	22.2%	9.1%
Office of Compliance Inspections and Examinations	79	67.9%	14.8%	17.3%
Office of Financial Management	61	78.8%	6.9%	14.3%
Office of Human Resources	52	61.3%	15.8%	23.0%
Office of Information Technology	84	46.3%	30.2%	23.5%
Office of International Affairs	23	49.1%	35.9%	15.0%
Office of Investor Education and Advocacy	25	56.1%	17.0%	26.9%
Office of Support Operations	33	70.1%	15.0%	14.9%
Office of the Chief Accountant	17	83.3%	11.9%	4.8%
Office of the General Counsel	63	78.1%	15.5%	6.4%
Office of the Inspector General	13	74.6%	18.2%	7.2%
Office of the Secretary	22	41.1%	40.6%	18.3%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	78.0%	3.9%	18.1%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,655	38.1%	28.5%	33.4%	33,370
Securities and Exchange Commission	2,205	46.2%	25.5%	28.2%	231
Headquarters	1,208	48.2%	25.4%	26.4%	119
Division of Corporation Finance	229	43.5%	25.0%	31.5%	27
Division of Economic and Risk Analysis	24	63.9%	16.9%	19.2%	0
Division of Enforcement	242	43.1%	30.9%	26.1%	29
Division of Investment Management	72	46.9%	22.9%	30.2%	10
Division of Trading and Markets	100	39.8%	26.9%	33.3%	11
Office of Acquisitions	24	77.1%	4.4%	18.5%	2
Office of Compliance Inspections and Examinations	74	52.2%	27.1%	20.7%	5
Office of Financial Management	58	62.3%	22.9%	14.8%	3
Office of Human Resources	50	52.5%	21.5%	25.9%	2
Office of Information Technology	82	43.7%	25.8%	30.6%	3
Office of International Affairs	18	43.0%	18.4%	38.6%	5
Office of Investor Education and Advocacy	21	52.6%	19.2%	28.3%	4
Office of Support Operations	31	67.2%	21.1%	11.7%	2
Office of the Chief Accountant	16	50.1%	37.8%	12.1%	1
Office of the General Counsel	57	42.2%	29.8%	28.0%	6
Office of the Inspector General	10	58.0%	8.9%	33.1%	3
Office of the Secretary	21	41.0%	30.7%	28.4%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	62.0%	18.3%	19.7%	2

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
Securities and Exchange Commission	2,414	85.6%	6.4%	7.9%	12
Headquarters	1,320	85.1%	6.1%	8.8%	6
Division of Corporation Finance	256	86.8%	4.3%	8.9%	1
Division of Economic and Risk Analysis	24	91.2%	4.4%	4.4%	0
Division of Enforcement	270	86.8%	5.7%	7.5%	1
Division of Investment Management	82	91.5%	4.7%	3.8%	0
Division of Trading and Markets	111	88.9%	4.5%	6.7%	0
Office of Acquisitions	26	90.9%	0.0%	9.1%	0
Office of Compliance Inspections and Examinations	79	87.9%	3.6%	8.5%	0
Office of Financial Management	61	91.4%	3.4%	5.1%	0
Office of Human Resources	52	76.9%	10.0%	13.1%	0
Office of Information Technology	85	75.9%	11.5%	12.6%	0
Office of International Affairs	21	77.5%	8.3%	14.2%	2
Office of Investor Education and Advocacy	25	79.8%	3.9%	16.3%	0
Office of Support Operations	33	79.3%	9.0%	11.7%	0
Office of the Chief Accountant	17	93.4%	6.6%	0.0%	0
Office of the General Counsel	61	87.9%	7.2%	4.9%	1
Office of the Inspector General	12	82.6%	9.6%	7.8%	1
Office of the Secretary	22	63.9%	12.8%	23.4%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	72.3%	9.2%	18.5%	0

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
Securities and Exchange Commission	2,420	66.7%	15.8%	17.5%	8
Headquarters	1,320	66.4%	15.0%	18.7%	4
Division of Corporation Finance	256	63.2%	14.4%	22.5%	0
Division of Economic and Risk Analysis	24	83.9%	4.4%	11.8%	0
Division of Enforcement	267	63.7%	21.4%	14.9%	4
Division of Investment Management	82	76.2%	13.0%	10.8%	0
Division of Trading and Markets	111	65.1%	13.0%	21.8%	0
Office of Acquisitions	26	65.5%	25.8%	8.7%	0
Office of Compliance Inspections and Examinations	79	68.2%	10.0%	21.8%	0
Office of Financial Management	61	75.7%	12.4%	11.8%	0
Office of Human Resources	51	70.7%	4.0%	25.4%	0
Office of Information Technology	85	76.0%	12.7%	11.3%	0
Office of International Affairs	23	50.0%	10.3%	39.7%	0
Office of Investor Education and Advocacy	25	53.5%	22.9%	23.6%	0
Office of Support Operations	33	72.2%	9.2%	18.6%	0
Office of the Chief Accountant	17	71.5%	11.3%	17.2%	0
Office of the General Counsel	62	58.3%	15.6%	26.1%	0
Office of the Inspector General	13	69.6%	15.6%	14.7%	0
Office of the Secretary	22	50.7%	31.3%	18.0%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	64.0%	8.1%	27.9%	0

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor (continued)

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
Securities and Exchange Commission	2,392	60.2%	17.9%	21.9%	18
Headquarters	1,306	61.0%	17.9%	21.1%	12
Division of Corporation Finance	252	54.3%	20.9%	24.8%	2
Division of Economic and Risk Analysis	24	70.9%	9.0%	20.1%	0
Division of Enforcement	267	58.5%	21.9%	19.6%	4
Division of Investment Management	80	66.0%	20.0%	14.0%	1
Division of Trading and Markets	109	60.3%	14.7%	25.0%	2
Office of Acquisitions	26	68.0%	14.9%	17.1%	0
Office of Compliance Inspections and Examinations	79	62.0%	15.7%	22.3%	0
Office of Financial Management	61	83.1%	10.4%	6.5%	0
Office of Human Resources	51	72.1%	7.9%	20.0%	0
Office of Information Technology	84	69.5%	10.6%	19.8%	0
Office of International Affairs	22	37.5%	15.6%	46.9%	0
Office of Investor Education and Advocacy	25	52.9%	30.8%	16.3%	0
Office of Support Operations	32	66.8%	14.9%	18.3%	0
Office of the Chief Accountant	17	71.5%	16.1%	12.5%	0
Office of the General Counsel	61	50.2%	18.6%	31.2%	2
Office of the Inspector General	12	75.3%	16.9%	7.8%	1
Office of the Secretary	22	41.3%	40.2%	18.5%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	59.0%	15.1%	25.9%	0

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor (continued)

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
Securities and Exchange Commission	2,072	71.4%	19.5%	9.1%	353
Headquarters	1,144	72.8%	18.7%	8.5%	179
Division of Corporation Finance	209	76.2%	16.4%	7.4%	47
Division of Economic and Risk Analysis	21	81.1%	13.9%	5.0%	3
Division of Enforcement	231	73.0%	19.5%	7.4%	40
Division of Investment Management	70	83.5%	10.8%	5.8%	12
Division of Trading and Markets	94	70.9%	20.6%	8.6%	17
Office of Acquisitions	25	83.6%	6.9%	9.5%	1
Office of Compliance Inspections and Examinations	71	62.0%	25.7%	12.3%	8
Office of Financial Management	60	76.3%	12.3%	11.4%	1
Office of Human Resources	47	76.4%	10.1%	13.6%	4
Office of Information Technology	75	71.8%	19.4%	8.9%	8
Office of International Affairs	18	30.8%	52.9%	16.3%	5
Office of Investor Education and Advocacy	19	79.2%	10.7%	10.2%	6
Office of Support Operations	31	65.6%	25.0%	9.4%	2
Office of the Chief Accountant	15	71.7%	28.3%	0.0%	2
Office of the General Counsel	52	71.6%	21.0%	7.5%	11
Office of the Inspector General	11	72.5%	27.5%	0.0%	1
Office of the Secretary	19	54.1%	29.8%	16.1%	3
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	70.2%	17.1%	12.7%	2

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
Securities and Exchange Commission	2,408	61.3%	16.9%	21.8%	11
Headquarters	1,315	61.1%	17.0%	21.9%	7
Division of Corporation Finance	255	58.0%	20.9%	21.1%	1
Division of Economic and Risk Analysis	24	71.1%	7.7%	21.2%	0
Division of Enforcement	267	58.1%	20.6%	21.4%	3
Division of Investment Management	81	64.6%	15.5%	19.9%	0
Division of Trading and Markets	111	55.2%	19.9%	25.0%	0
Office of Acquisitions	26	63.9%	14.7%	21.3%	0
Office of Compliance Inspections and Examinations	79	63.4%	13.0%	23.5%	0
Office of Financial Management	60	82.5%	7.5%	10.1%	0
Office of Human Resources	51	67.9%	8.3%	23.8%	0
Office of Information Technology	85	68.2%	13.4%	18.4%	0
Office of International Affairs	23	31.3%	37.1%	31.6%	0
Office of Investor Education and Advocacy	25	60.2%	11.8%	28.0%	0
Office of Support Operations	33	79.4%	9.1%	11.5%	0
Office of the Chief Accountant	17	71.8%	11.0%	17.2%	0
Office of the General Counsel	60	54.3%	13.8%	31.9%	3
Office of the Inspector General	13	69.3%	23.5%	7.2%	0
Office of the Secretary	22	37.4%	34.8%	27.8%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	60.1%	8.4%	31.5%	0

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
Securities and Exchange Commission	2,364	67.8%	17.0%	15.1%	58
Headquarters	1,292	68.4%	16.8%	14.8%	30
Division of Corporation Finance	252	64.7%	20.2%	15.0%	4
Division of Economic and Risk Analysis	24	80.1%	8.2%	11.8%	0
Division of Enforcement	263	70.1%	16.3%	13.6%	7
Division of Investment Management	81	73.7%	11.0%	15.3%	1
Division of Trading and Markets	110	66.6%	17.8%	15.6%	1
Office of Acquisitions	25	74.7%	15.8%	9.5%	1
Office of Compliance Inspections and Examinations	79	61.8%	23.6%	14.7%	0
Office of Financial Management	59	88.0%	3.1%	8.9%	2
Office of Human Resources	51	68.6%	15.8%	15.6%	0
Office of Information Technology	84	70.7%	13.4%	15.8%	1
Office of International Affairs	23	49.7%	21.2%	29.1%	0
Office of Investor Education and Advocacy	24	63.3%	15.5%	21.2%	1
Office of Support Operations	31	78.2%	15.6%	6.2%	1
Office of the Chief Accountant	16	74.5%	18.4%	7.1%	1
Office of the General Counsel	57	62.6%	16.1%	21.3%	6
Office of the Inspector General	12	75.3%	16.9%	7.8%	1
Office of the Secretary	21	43.8%	32.8%	23.4%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	44	70.3%	11.9%	17.7%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor (continued)

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
Securities and Exchange Commission	2,419	78.5%	10.1%	11.4%
Headquarters	1,321	79.5%	9.6%	10.9%
Division of Corporation Finance	255	81.6%	11.0%	7.4%
Division of Economic and Risk Analysis	24	75.5%	8.4%	16.1%
Division of Enforcement	271	83.0%	7.1%	9.9%
Division of Investment Management	82	84.6%	5.9%	9.5%
Division of Trading and Markets	111	78.2%	11.8%	10.0%
Office of Acquisitions	26	78.7%	16.5%	4.8%
Office of Compliance Inspections and Examinations	78	77.7%	6.1%	16.2%
Office of Financial Management	60	77.7%	13.8%	8.5%
Office of Human Resources	52	77.3%	6.9%	15.8%
Office of Information Technology	85	77.3%	8.8%	13.8%
Office of International Affairs	22	57.2%	28.5%	14.3%
Office of Investor Education and Advocacy	25	80.1%	11.7%	8.2%
Office of Support Operations	32	85.1%	5.4%	9.5%
Office of the Chief Accountant	16	88.8%	11.2%	0.0%
Office of the General Counsel	63	74.3%	6.7%	19.0%
Office of the Inspector General	13	76.5%	16.3%	7.2%
Office of the Secretary	22	67.8%	18.1%	14.1%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	75.3%	8.9%	15.8%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Securities and Exchange Commission	2,410	82.9%	8.7%	8.4%
Headquarters	1,317	83.4%	8.3%	8.3%
Division of Corporation Finance	255	85.6%	7.9%	6.5%
Division of Economic and Risk Analysis	24	82.8%	9.1%	8.0%
Division of Enforcement	270	87.2%	5.7%	7.0%
Division of Investment Management	79	88.8%	3.7%	7.4%
Division of Trading and Markets	110	78.9%	14.2%	6.9%
Office of Acquisitions	26	78.5%	16.7%	4.8%
Office of Compliance Inspections and Examinations	79	81.8%	5.9%	12.2%
Office of Financial Management	60	89.1%	9.0%	1.9%
Office of Human Resources	52	79.2%	5.0%	15.8%
Office of Information Technology	84	82.9%	5.6%	11.6%
Office of International Affairs	22	61.0%	19.0%	20.0%
Office of Investor Education and Advocacy	25	75.8%	15.9%	8.2%
Office of Support Operations	32	87.8%	2.7%	9.5%
Office of the Chief Accountant	17	88.7%	11.3%	0.0%
Office of the General Counsel	63	80.9%	8.4%	10.7%
Office of the Inspector General	13	77.1%	15.6%	7.2%
Office of the Secretary	22	77.6%	18.0%	4.4%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	77.5%	6.7%	15.8%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Securities and Exchange Commission	2,416	86.8%	5.8%	7.5%
Headquarters	1,319	85.6%	6.3%	8.1%
Division of Corporation Finance	255	89.5%	3.1%	7.5%
Division of Economic and Risk Analysis	24	87.3%	4.6%	8.0%
Division of Enforcement	269	86.6%	6.3%	7.1%
Division of Investment Management	81	84.8%	7.9%	7.3%
Division of Trading and Markets	111	82.5%	10.0%	7.6%
Office of Acquisitions	26	92.2%	7.8%	0.0%
Office of Compliance Inspections and Examinations	79	87.1%	7.8%	5.1%
Office of Financial Management	61	94.9%	1.9%	3.1%
Office of Human Resources	51	87.8%	5.8%	6.4%
Office of Information Technology	85	74.5%	10.6%	14.9%
Office of International Affairs	22	75.0%	20.6%	4.4%
Office of Investor Education and Advocacy	25	80.3%	8.3%	11.4%
Office of Support Operations	32	93.4%	2.9%	3.6%
Office of the Chief Accountant	17	100.0%	0.0%	0.0%
Office of the General Counsel	63	78.7%	4.8%	16.5%
Office of the Inspector General	13	77.1%	16.1%	6.8%
Office of the Secretary	22	77.6%	8.8%	13.6%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	82.6%	5.2%	12.2%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Securities and Exchange Commission	2,423	68.6%	15.3%	16.2%
Headquarters	1,324	69.0%	15.0%	16.0%
Division of Corporation Finance	256	73.2%	15.8%	11.1%
Division of Economic and Risk Analysis	24	71.3%	15.9%	12.8%
Division of Enforcement	271	72.7%	12.0%	15.3%
Division of Investment Management	82	74.9%	16.7%	8.5%
Division of Trading and Markets	110	64.9%	17.8%	17.3%
Office of Acquisitions	26	71.5%	11.2%	17.3%
Office of Compliance Inspections and Examinations	79	60.6%	19.4%	20.0%
Office of Financial Management	61	69.4%	15.7%	14.8%
Office of Human Resources	52	73.5%	3.4%	23.1%
Office of Information Technology	85	67.7%	11.8%	20.5%
Office of International Affairs	22	43.0%	19.5%	37.4%
Office of Investor Education and Advocacy	25	64.7%	15.5%	19.8%
Office of Support Operations	32	69.4%	17.7%	12.9%
Office of the Chief Accountant	17	71.5%	21.8%	6.7%
Office of the General Counsel	63	65.2%	17.8%	17.0%
Office of the Inspector General	13	69.6%	23.1%	7.2%
Office of the Secretary	22	44.6%	26.9%	28.6%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	61.7%	12.1%	26.2%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Securities and Exchange Commission	2,419	72.0%	16.8%	11.3%
Headquarters	1,325	72.5%	16.1%	11.4%
Division of Corporation Finance	256	75.9%	16.2%	7.9%
Division of Economic and Risk Analysis	24	75.5%	11.7%	12.8%
Division of Enforcement	271	75.1%	14.2%	10.6%
Division of Investment Management	82	80.9%	10.4%	8.7%
Division of Trading and Markets	110	69.1%	17.1%	13.8%
Office of Acquisitions	26	74.6%	12.4%	13.0%
Office of Compliance Inspections and Examinations	79	64.6%	18.2%	17.2%
Office of Financial Management	61	81.6%	14.0%	4.3%
Office of Human Resources	52	72.3%	8.0%	19.7%
Office of Information Technology	85	65.3%	25.4%	9.4%
Office of International Affairs	23	46.6%	33.0%	20.4%
Office of Investor Education and Advocacy	25	76.6%	7.1%	16.3%
Office of Support Operations	33	71.6%	16.4%	12.0%
Office of the Chief Accountant	17	83.3%	16.7%	0.0%
Office of the General Counsel	63	67.1%	17.9%	15.0%
Office of the Inspector General	13	69.3%	23.5%	7.2%
Office of the Secretary	22	54.8%	21.0%	24.2%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	68.4%	17.2%	14.4%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Leadership

53. *In my organization, senior leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
Securities and Exchange Commission	2,360	42.1%	22.7%	35.2%	46
Headquarters	1,304	41.6%	22.5%	35.9%	19
Division of Corporation Finance	254	28.0%	24.1%	48.0%	3
Division of Economic and Risk Analysis	24	45.9%	20.6%	33.5%	0
Division of Enforcement	262	44.1%	24.3%	31.6%	8
Division of Investment Management	82	37.1%	20.7%	42.2%	0
Division of Trading and Markets	110	35.4%	27.1%	37.5%	1
Office of Acquisitions	26	61.1%	17.9%	21.0%	0
Office of Compliance Inspections and Examinations	78	49.9%	16.5%	33.6%	1
Office of Financial Management	61	56.5%	14.6%	28.8%	0
Office of Human Resources	52	54.6%	20.3%	25.1%	0
Office of Information Technology	84	40.7%	19.2%	40.2%	1
Office of International Affairs	21	27.1%	30.2%	42.7%	1
Office of Investor Education and Advocacy	25	35.1%	18.0%	46.9%	0
Office of Support Operations	31	39.8%	41.7%	18.4%	1
Office of the Chief Accountant	17	70.0%	12.8%	17.2%	0
Office of the General Counsel	61	43.1%	18.0%	38.8%	0
Office of the Inspector General	12	63.0%	19.7%	17.4%	1
Office of the Secretary	22	31.0%	37.0%	32.1%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	63.1%	7.0%	29.9%	2

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Securities and Exchange Commission	2,215	57.2%	22.0%	20.7%	193
Headquarters	1,212	55.4%	23.1%	21.4%	111
Division of Corporation Finance	220	51.4%	25.7%	22.9%	37
Division of Economic and Risk Analysis	23	57.6%	16.7%	25.7%	1
Division of Enforcement	247	56.3%	26.0%	17.7%	22
Division of Investment Management	73	57.9%	19.7%	22.4%	8
Division of Trading and Markets	99	55.5%	21.7%	22.9%	11
Office of Acquisitions	25	63.0%	18.9%	18.1%	1
Office of Compliance Inspections and Examinations	75	62.5%	20.4%	17.1%	4
Office of Financial Management	60	55.5%	20.5%	24.0%	1
Office of Human Resources	49	52.9%	24.3%	22.8%	2
Office of Information Technology	82	35.3%	28.4%	36.3%	3
Office of International Affairs	19	47.5%	27.9%	24.5%	4
Office of Investor Education and Advocacy	25	61.2%	4.6%	34.2%	0
Office of Support Operations	33	50.4%	33.7%	15.8%	0
Office of the Chief Accountant	17	82.6%	12.7%	4.8%	0
Office of the General Counsel	55	72.0%	14.6%	13.4%	8
Office of the Inspector General	12	72.5%	19.7%	7.8%	1
Office of the Secretary	20	43.6%	31.1%	25.3%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	43	62.2%	8.6%	29.3%	4

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Securities and Exchange Commission	2,151	62.8%	20.1%	17.1%	242
Headquarters	1,184	62.4%	20.0%	17.7%	131
Division of Corporation Finance	217	59.0%	21.7%	19.3%	39
Division of Economic and Risk Analysis	22	68.5%	18.5%	13.0%	1
Division of Enforcement	225	61.1%	23.0%	15.9%	42
Division of Investment Management	71	62.9%	18.1%	19.0%	11
Division of Trading and Markets	98	62.0%	16.3%	21.7%	12
Office of Acquisitions	25	70.8%	19.7%	9.5%	1
Office of Compliance Inspections and Examinations	72	64.0%	20.9%	15.1%	5
Office of Financial Management	58	69.5%	12.9%	17.5%	1
Office of Human Resources	49	60.7%	20.5%	18.8%	2
Office of Information Technology	82	64.2%	15.7%	20.1%	3
Office of International Affairs	20	55.5%	22.9%	21.6%	3
Office of Investor Education and Advocacy	25	65.1%	8.2%	26.7%	0
Office of Support Operations	33	54.1%	33.6%	12.3%	0
Office of the Chief Accountant	17	65.5%	6.6%	27.9%	0
Office of the General Counsel	59	66.9%	19.9%	13.2%	4
Office of the Inspector General	12	82.6%	9.6%	7.8%	1
Office of the Secretary	20	45.2%	30.9%	24.0%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	66.5%	12.7%	20.9%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Securities and Exchange Commission	2,363	56.9%	20.0%	23.2%	44
Headquarters	1,306	55.3%	20.4%	24.3%	18
Division of Corporation Finance	250	47.0%	23.9%	29.1%	5
Division of Economic and Risk Analysis	24	54.3%	16.4%	29.3%	0
Division of Enforcement	265	55.2%	22.7%	22.2%	6
Division of Investment Management	80	53.3%	19.0%	27.7%	2
Division of Trading and Markets	109	47.5%	23.6%	29.0%	1
Office of Acquisitions	26	79.4%	3.1%	17.5%	0
Office of Compliance Inspections and Examinations	79	66.0%	14.3%	19.7%	0
Office of Financial Management	61	64.5%	21.6%	14.0%	0
Office of Human Resources	52	70.0%	9.0%	21.0%	0
Office of Information Technology	84	43.4%	22.4%	34.2%	1
Office of International Affairs	21	42.8%	33.9%	23.2%	1
Office of Investor Education and Advocacy	25	60.0%	13.7%	26.3%	0
Office of Support Operations	33	71.6%	20.5%	8.0%	0
Office of the Chief Accountant	17	65.9%	16.9%	17.2%	0
Office of the General Counsel	63	57.5%	16.2%	26.3%	0
Office of the Inspector General	13	83.9%	16.1%	0.0%	0
Office of the Secretary	21	28.5%	42.4%	29.1%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	69.6%	7.9%	22.4%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Leadership (continued)

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
Securities and Exchange Commission	2,101	57.9%	23.1%	19.0%	304
Headquarters	1,176	55.7%	23.7%	20.5%	146
Division of Corporation Finance	230	51.1%	25.0%	23.9%	27
Division of Economic and Risk Analysis	23	65.7%	13.2%	21.1%	1
Division of Enforcement	228	51.0%	29.1%	19.9%	42
Division of Investment Management	69	56.2%	19.7%	24.0%	13
Division of Trading and Markets	92	49.3%	27.1%	23.7%	18
Office of Acquisitions	26	79.4%	3.1%	17.5%	0
Office of Compliance Inspections and Examinations	70	71.4%	15.5%	13.1%	9
Office of Financial Management	59	60.8%	26.8%	12.4%	2
Office of Human Resources	50	62.2%	26.2%	11.6%	2
Office of Information Technology	82	43.4%	21.5%	35.1%	3
Office of International Affairs	19	51.0%	34.6%	14.4%	3
Office of Investor Education and Advocacy	22	59.1%	10.8%	30.2%	3
Office of Support Operations	33	73.6%	21.2%	5.2%	0
Office of the Chief Accountant	17	54.1%	24.0%	21.9%	0
Office of the General Counsel	50	56.1%	25.4%	18.6%	13
Office of the Inspector General	13	83.9%	8.8%	7.2%	0
Office of the Secretary	19	35.4%	30.8%	33.7%	3
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	39	68.9%	12.1%	19.1%	6

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Leadership (continued)

58. *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Securities and Exchange Commission	2,286	52.2%	21.8%	26.0%	119
Headquarters	1,263	50.1%	21.2%	28.8%	57
Division of Corporation Finance	244	41.4%	20.6%	38.0%	12
Division of Economic and Risk Analysis	23	53.6%	16.2%	30.2%	1
Division of Enforcement	251	51.8%	24.8%	23.4%	19
Division of Investment Management	77	49.5%	19.6%	30.9%	4
Division of Trading and Markets	103	46.9%	25.7%	27.4%	6
Office of Acquisitions	25	75.9%	15.9%	8.2%	0
Office of Compliance Inspections and Examinations	77	55.6%	17.2%	27.2%	1
Office of Financial Management	61	59.1%	20.1%	20.8%	0
Office of Human Resources	52	47.4%	25.3%	27.4%	0
Office of Information Technology	84	45.5%	14.1%	40.4%	1
Office of International Affairs	20	39.1%	36.6%	24.3%	2
Office of Investor Education and Advocacy	23	38.8%	23.4%	37.8%	2
Office of Support Operations	33	65.6%	29.2%	5.2%	0
Office of the Chief Accountant	17	59.3%	18.7%	21.9%	0
Office of the General Counsel	58	55.1%	17.7%	27.1%	5
Office of the Inspector General	13	68.3%	15.6%	16.1%	0
Office of the Secretary	20	29.4%	25.8%	44.8%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	59.7%	10.6%	29.7%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Securities and Exchange Commission	2,298	56.6%	20.5%	22.9%	109
Headquarters	1,268	54.2%	20.8%	25.0%	54
Division of Corporation Finance	245	43.8%	21.5%	34.7%	11
Division of Economic and Risk Analysis	23	49.3%	25.0%	25.7%	1
Division of Enforcement	247	57.6%	21.6%	20.7%	21
Division of Investment Management	81	53.4%	18.5%	28.1%	1
Division of Trading and Markets	108	53.6%	27.2%	19.3%	3
Office of Acquisitions	26	76.1%	11.2%	12.6%	0
Office of Compliance Inspections and Examinations	77	60.9%	17.3%	21.9%	2
Office of Financial Management	60	63.6%	19.0%	17.4%	0
Office of Human Resources	52	49.4%	26.9%	23.7%	0
Office of Information Technology	84	49.9%	16.1%	34.0%	1
Office of International Affairs	20	43.9%	25.6%	30.6%	2
Office of Investor Education and Advocacy	23	47.5%	22.7%	29.7%	2
Office of Support Operations	33	65.1%	26.3%	8.6%	0
Office of the Chief Accountant	17	76.4%	12.2%	11.5%	0
Office of the General Counsel	57	61.3%	19.5%	19.2%	6
Office of the Inspector General	13	68.3%	15.6%	16.1%	0
Office of the Secretary	20	37.8%	27.5%	34.7%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	62.2%	8.1%	29.7%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Leadership (continued)

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,344	56.0%	24.5%	19.4%	22,457
Securities and Exchange Commission	2,237	62.2%	20.2%	17.6%	165
Headquarters	1,239	62.4%	19.3%	18.3%	86
Division of Corporation Finance	234	59.6%	20.7%	19.7%	23
Division of Economic and Risk Analysis	22	45.1%	33.3%	21.6%	2
Division of Enforcement	254	66.5%	17.2%	16.2%	16
Division of Investment Management	80	64.8%	12.9%	22.2%	2
Division of Trading and Markets	103	65.8%	20.7%	13.5%	8
Office of Acquisitions	26	79.0%	7.6%	13.4%	0
Office of Compliance Inspections and Examinations	71	52.9%	25.8%	21.3%	8
Office of Financial Management	58	70.4%	15.0%	14.6%	3
Office of Human Resources	50	63.3%	10.9%	25.8%	2
Office of Information Technology	81	56.8%	23.0%	20.2%	4
Office of International Affairs	20	45.5%	40.9%	13.6%	3
Office of Investor Education and Advocacy	25	56.7%	16.3%	27.0%	0
Office of Support Operations	31	66.6%	18.0%	15.3%	2
Office of the Chief Accountant	17	66.0%	18.3%	15.7%	0
Office of the General Counsel	61	67.6%	14.9%	17.4%	1
Office of the Inspector General	12	72.5%	10.1%	17.4%	1
Office of the Secretary	19	41.8%	25.7%	32.5%	3
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	41	64.1%	17.8%	18.1%	5

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
Securities and Exchange Commission	2,366	54.8%	21.9%	23.4%	29
Headquarters	1,305	54.0%	22.3%	23.8%	14
Division of Corporation Finance	253	43.7%	24.2%	32.1%	3
Division of Economic and Risk Analysis	24	58.3%	17.1%	24.6%	0
Division of Enforcement	264	56.1%	21.7%	22.2%	4
Division of Investment Management	81	44.9%	24.7%	30.4%	0
Division of Trading and Markets	108	56.7%	20.0%	23.2%	3
Office of Acquisitions	25	55.3%	35.2%	9.5%	1
Office of Compliance Inspections and Examinations	79	54.5%	21.6%	23.9%	0
Office of Financial Management	61	69.1%	17.1%	13.8%	0
Office of Human Resources	52	57.0%	21.8%	21.2%	0
Office of Information Technology	85	49.7%	22.3%	28.0%	0
Office of International Affairs	23	43.6%	31.8%	24.6%	0
Office of Investor Education and Advocacy	25	57.6%	11.8%	30.7%	0
Office of Support Operations	33	61.5%	24.0%	14.5%	0
Office of the Chief Accountant	16	80.4%	6.5%	13.1%	1
Office of the General Counsel	62	58.3%	23.6%	18.0%	0
Office of the Inspector General	13	58.3%	34.5%	7.2%	0
Office of the Secretary	21	45.3%	30.8%	23.9%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	63.5%	17.9%	18.5%	1

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Securities and Exchange Commission	2,230	63.5%	20.3%	16.2%	170
Headquarters	1,223	62.8%	20.5%	16.7%	100
Division of Corporation Finance	236	54.5%	18.1%	27.5%	21
Division of Economic and Risk Analysis	22	63.4%	31.8%	4.8%	2
Division of Enforcement	243	58.6%	22.7%	18.7%	24
Division of Investment Management	71	63.7%	22.9%	13.4%	11
Division of Trading and Markets	100	63.0%	19.7%	17.2%	11
Office of Acquisitions	24	70.0%	24.8%	5.2%	2
Office of Compliance Inspections and Examinations	78	77.2%	18.0%	4.8%	1
Office of Financial Management	57	78.4%	11.7%	10.0%	4
Office of Human Resources	50	66.2%	20.9%	12.8%	2
Office of Information Technology	81	55.9%	23.2%	20.9%	4
Office of International Affairs	20	59.4%	16.8%	23.8%	3
Office of Investor Education and Advocacy	24	66.6%	21.5%	11.9%	1
Office of Support Operations	32	53.1%	37.3%	9.6%	1
Office of the Chief Accountant	17	82.4%	17.6%	0.0%	0
Office of the General Counsel	60	73.0%	19.7%	7.3%	3
Office of the Inspector General	11	80.8%	19.2%	0.0%	2
Office of the Secretary	21	56.0%	13.8%	30.2%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	44	73.9%	8.6%	17.5%	3

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
Securities and Exchange Commission	2,382	50.7%	22.1%	27.2%
Headquarters	1,324	50.7%	21.1%	28.2%
Division of Corporation Finance	256	47.2%	23.3%	29.6%
Division of Economic and Risk Analysis	24	67.2%	12.1%	20.8%
Division of Enforcement	270	49.7%	23.4%	26.9%
Division of Investment Management	81	50.2%	19.2%	30.6%
Division of Trading and Markets	110	51.5%	20.1%	28.5%
Office of Acquisitions	26	57.1%	26.0%	16.9%
Office of Compliance Inspections and Examinations	79	51.2%	19.6%	29.2%
Office of Financial Management	61	58.5%	19.8%	21.7%
Office of Human Resources	52	54.9%	13.1%	32.0%
Office of Information Technology	85	47.7%	21.4%	30.9%
Office of International Affairs	23	22.9%	25.6%	51.5%
Office of Investor Education and Advocacy	25	56.2%	12.0%	31.8%
Office of Support Operations	33	63.5%	13.2%	23.3%
Office of the Chief Accountant	17	64.4%	25.1%	10.5%
Office of the General Counsel	63	46.1%	21.8%	32.0%
Office of the Inspector General	13	67.6%	17.7%	14.7%
Office of the Secretary	22	31.0%	29.6%	39.4%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	56.0%	17.1%	26.8%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	375,120	45.6%	24.5%	29.9%
Securities and Exchange Commission	2,379	48.8%	23.2%	28.0%
Headquarters	1,322	47.6%	22.9%	29.4%
Division of Corporation Finance	256	42.6%	25.6%	31.8%
Division of Economic and Risk Analysis	24	63.0%	13.1%	23.9%
Division of Enforcement	269	46.3%	25.8%	28.0%
Division of Investment Management	82	42.9%	26.4%	30.6%
Division of Trading and Markets	111	45.1%	26.1%	28.8%
Office of Acquisitions	26	67.4%	23.9%	8.7%
Office of Compliance Inspections and Examinations	79	51.4%	17.5%	31.1%
Office of Financial Management	61	63.6%	19.6%	16.9%
Office of Human Resources	52	45.7%	28.7%	25.6%
Office of Information Technology	85	38.1%	22.1%	39.8%
Office of International Affairs	23	40.7%	18.0%	41.3%
Office of Investor Education and Advocacy	24	41.4%	8.7%	49.9%
Office of Support Operations	32	59.5%	15.8%	24.7%
Office of the Chief Accountant	17	76.6%	6.2%	17.2%
Office of the General Counsel	63	41.4%	18.8%	39.8%
Office of the Inspector General	13	68.3%	24.5%	7.2%
Office of the Secretary	22	31.4%	29.2%	39.4%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	59.1%	13.1%	27.8%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
Securities and Exchange Commission	2,377	46.7%	21.9%	31.4%
Headquarters	1,320	46.9%	21.9%	31.1%
Division of Corporation Finance	256	31.8%	26.1%	42.1%
Division of Economic and Risk Analysis	24	61.8%	25.8%	12.3%
Division of Enforcement	271	48.4%	23.0%	28.6%
Division of Investment Management	81	53.2%	23.6%	23.3%
Division of Trading and Markets	110	46.3%	24.7%	29.0%
Office of Acquisitions	25	59.0%	27.6%	13.4%
Office of Compliance Inspections and Examinations	79	49.1%	20.9%	30.0%
Office of Financial Management	60	49.5%	14.4%	36.0%
Office of Human Resources	52	60.7%	15.9%	23.4%
Office of Information Technology	85	42.6%	24.1%	33.4%
Office of International Affairs	23	32.0%	22.6%	45.4%
Office of Investor Education and Advocacy	25	48.8%	15.5%	35.7%
Office of Support Operations	33	60.7%	8.0%	31.4%
Office of the Chief Accountant	17	59.1%	19.0%	21.9%
Office of the General Counsel	63	53.2%	15.2%	31.7%
Office of the Inspector General	12	75.0%	16.9%	8.1%
Office of the Secretary	22	45.3%	26.1%	28.5%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	47.0%	23.5%	29.5%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Securities and Exchange Commission	2,378	42.9%	29.9%	27.2%
Headquarters	1,323	42.8%	29.1%	28.2%
Division of Corporation Finance	256	31.8%	37.7%	30.5%
Division of Economic and Risk Analysis	24	63.1%	19.4%	17.5%
Division of Enforcement	271	43.1%	30.0%	26.9%
Division of Investment Management	82	35.7%	27.3%	37.0%
Division of Trading and Markets	109	41.1%	29.8%	29.2%
Office of Acquisitions	26	60.8%	21.8%	17.5%
Office of Compliance Inspections and Examinations	79	52.9%	22.3%	24.7%
Office of Financial Management	61	50.5%	23.9%	25.6%
Office of Human Resources	52	49.1%	27.7%	23.1%
Office of Information Technology	85	29.7%	32.4%	37.9%
Office of International Affairs	23	28.1%	29.9%	42.0%
Office of Investor Education and Advocacy	25	53.1%	8.3%	38.7%
Office of Support Operations	33	52.1%	30.7%	17.2%
Office of the Chief Accountant	17	63.8%	19.0%	17.2%
Office of the General Counsel	63	47.5%	26.3%	26.2%
Office of the Inspector General	13	67.6%	25.2%	7.2%
Office of the Secretary	22	31.0%	27.3%	41.7%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	54.6%	20.1%	25.2%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
Securities and Exchange Commission	2,376	29.0%	28.2%	42.8%
Headquarters	1,319	31.3%	28.3%	40.5%
Division of Corporation Finance	251	26.1%	32.6%	41.3%
Division of Economic and Risk Analysis	24	47.1%	32.0%	20.9%
Division of Enforcement	270	23.3%	23.4%	53.4%
Division of Investment Management	82	25.9%	37.0%	37.1%
Division of Trading and Markets	111	29.3%	26.8%	43.9%
Office of Acquisitions	26	50.1%	21.6%	28.3%
Office of Compliance Inspections and Examinations	79	38.9%	21.6%	39.4%
Office of Financial Management	60	42.8%	27.2%	30.0%
Office of Human Resources	52	45.5%	20.1%	34.4%
Office of Information Technology	85	32.0%	40.4%	27.5%
Office of International Affairs	23	13.8%	19.7%	66.5%
Office of Investor Education and Advocacy	25	34.7%	37.7%	27.6%
Office of Support Operations	33	46.3%	26.8%	26.9%
Office of the Chief Accountant	17	53.1%	19.0%	27.9%
Office of the General Counsel	63	27.1%	34.6%	38.3%
Office of the Inspector General	13	60.8%	8.8%	30.4%
Office of the Secretary	22	26.3%	28.7%	45.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	35.8%	20.1%	44.1%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Securities and Exchange Commission	2,376	57.1%	25.5%	17.3%
Headquarters	1,316	60.0%	24.0%	16.0%
Division of Corporation Finance	255	59.5%	22.9%	17.6%
Division of Economic and Risk Analysis	24	56.7%	35.0%	8.3%
Division of Enforcement	270	64.0%	21.0%	15.0%
Division of Investment Management	80	55.1%	25.5%	19.4%
Division of Trading and Markets	111	50.8%	31.2%	18.0%
Office of Acquisitions	26	64.6%	22.7%	12.6%
Office of Compliance Inspections and Examinations	78	63.0%	19.4%	17.6%
Office of Financial Management	61	72.8%	18.9%	8.2%
Office of Human Resources	52	64.2%	30.6%	5.2%
Office of Information Technology	85	50.3%	34.2%	15.5%
Office of International Affairs	22	16.7%	36.3%	47.0%
Office of Investor Education and Advocacy	25	64.6%	19.2%	16.1%
Office of Support Operations	31	69.2%	19.9%	10.8%
Office of the Chief Accountant	17	83.3%	10.0%	6.7%
Office of the General Counsel	62	63.0%	25.7%	11.3%
Office of the Inspector General	13	77.1%	15.6%	7.2%
Office of the Secretary	22	48.4%	25.7%	25.9%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	58.8%	12.7%	28.5%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Satisfaction (continued)

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Securities and Exchange Commission	2,372	68.4%	17.0%	14.6%
Headquarters	1,318	67.9%	16.3%	15.8%
Division of Corporation Finance	255	72.4%	17.1%	10.5%
Division of Economic and Risk Analysis	24	70.9%	21.2%	8.0%
Division of Enforcement	271	67.2%	17.5%	15.3%
Division of Investment Management	82	67.7%	15.5%	16.9%
Division of Trading and Markets	110	64.2%	18.6%	17.2%
Office of Acquisitions	26	67.0%	16.3%	16.7%
Office of Compliance Inspections and Examinations	79	63.5%	10.8%	25.8%
Office of Financial Management	60	72.6%	19.9%	7.5%
Office of Human Resources	52	62.7%	15.9%	21.4%
Office of Information Technology	84	62.5%	17.4%	20.1%
Office of International Affairs	23	46.0%	30.1%	23.9%
Office of Investor Education and Advocacy	25	65.0%	15.1%	19.9%
Office of Support Operations	33	72.7%	10.1%	17.2%
Office of the Chief Accountant	17	76.6%	11.9%	11.5%
Office of the General Counsel	61	69.8%	15.3%	14.8%
Office of the Inspector General	13	74.6%	8.8%	16.6%
Office of the Secretary	21	62.4%	19.0%	18.6%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	72.4%	8.9%	18.7%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Securities and Exchange Commission	2,376	62.3%	16.0%	21.7%
Headquarters	1,319	63.5%	16.0%	20.5%
Division of Corporation Finance	254	58.3%	20.5%	21.1%
Division of Economic and Risk Analysis	24	66.4%	24.7%	8.8%
Division of Enforcement	269	56.6%	18.3%	25.1%
Division of Investment Management	80	62.4%	17.7%	19.8%
Division of Trading and Markets	111	52.6%	24.8%	22.6%
Office of Acquisitions	26	80.2%	0.0%	19.8%
Office of Compliance Inspections and Examinations	79	61.8%	14.6%	23.6%
Office of Financial Management	61	67.3%	8.4%	24.3%
Office of Human Resources	51	84.3%	4.2%	11.5%
Office of Information Technology	85	72.7%	10.0%	17.3%
Office of International Affairs	23	48.1%	14.6%	37.2%
Office of Investor Education and Advocacy	25	65.4%	15.7%	18.9%
Office of Support Operations	33	73.2%	11.1%	15.7%
Office of the Chief Accountant	17	64.7%	16.2%	19.1%
Office of the General Counsel	63	72.0%	14.4%	13.6%
Office of the Inspector General	12	82.1%	9.5%	8.4%
Office of the Secretary	22	72.8%	18.3%	8.9%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	70.7%	6.8%	22.5%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Securities and Exchange Commission	2,381	60.9%	22.2%	16.9%
Headquarters	1,325	59.7%	21.9%	18.4%
Division of Corporation Finance	256	58.8%	24.8%	16.4%
Division of Economic and Risk Analysis	24	72.6%	20.4%	7.0%
Division of Enforcement	270	57.0%	25.9%	17.1%
Division of Investment Management	82	55.1%	23.6%	21.3%
Division of Trading and Markets	111	56.9%	19.4%	23.7%
Office of Acquisitions	26	68.1%	22.7%	9.1%
Office of Compliance Inspections and Examinations	79	63.0%	14.7%	22.3%
Office of Financial Management	61	64.6%	22.4%	12.9%
Office of Human Resources	52	63.1%	15.3%	21.6%
Office of Information Technology	85	42.9%	26.1%	31.0%
Office of International Affairs	23	41.4%	23.8%	34.8%
Office of Investor Education and Advocacy	25	68.6%	8.1%	23.3%
Office of Support Operations	33	67.8%	17.7%	14.5%
Office of the Chief Accountant	17	89.5%	5.7%	4.8%
Office of the General Counsel	63	64.2%	21.7%	14.1%
Office of the Inspector General	13	74.6%	25.4%	0.0%
Office of the Secretary	22	49.4%	28.2%	22.3%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	72.9%	8.9%	18.1%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Securities and Exchange Commission	2,373	82.0%	2.7%	7.7%	7.7%
Headquarters	1,318	79.9%	3.4%	8.5%	8.2%
Division of Corporation Finance	255	82.1%	1.1%	6.1%	10.7%
Division of Economic and Risk Analysis	23	96.1%	0.0%	0.0%	3.9%
Division of Enforcement	270	76.3%	1.1%	10.5%	12.1%
Division of Investment Management	82	81.8%	1.2%	10.9%	6.2%
Division of Trading and Markets	109	68.7%	2.9%	17.9%	10.5%
Office of Acquisitions	26	96.3%	0.0%	0.0%	3.7%
Office of Compliance Inspections and Examinations	78	82.9%	2.6%	11.9%	2.5%
Office of Financial Management	60	96.1%	0.0%	3.9%	0.0%
Office of Human Resources	52	94.4%	1.8%	2.3%	1.5%
Office of Information Technology	85	90.0%	2.6%	6.2%	1.2%
Office of International Affairs	23	68.8%	5.5%	9.9%	15.8%
Office of Investor Education and Advocacy	24	91.5%	4.7%	3.8%	0.0%
Office of Support Operations	33	57.1%	27.5%	9.8%	5.5%
Office of the Chief Accountant	17	81.4%	0.0%	13.3%	5.2%
Office of the General Counsel	63	79.0%	3.3%	4.5%	13.2%
Office of the Inspector General	13	68.6%	0.0%	22.5%	8.8%
Office of the Secretary	22	38.9%	39.5%	12.8%	8.8%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	73.8%	13.5%	4.5%	8.2%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
Securities and Exchange Commission	2,367	8.6%	31.7%	10.6%	29.0%
Headquarters	1,316	9.7%	31.8%	9.7%	27.0%
Division of Corporation Finance	256	26.6%	35.0%	3.2%	14.6%
Division of Economic and Risk Analysis	24	8.2%	29.5%	12.5%	40.7%
Division of Enforcement	270	1.4%	20.8%	13.9%	41.8%
Division of Investment Management	80	7.7%	33.6%	3.4%	27.1%
Division of Trading and Markets	109	5.5%	20.8%	13.4%	38.2%
Office of Acquisitions	26	4.1%	70.3%	7.5%	14.1%
Office of Compliance Inspections and Examinations	79	3.4%	48.8%	6.9%	17.3%
Office of Financial Management	61	19.8%	53.4%	8.3%	9.2%
Office of Human Resources	52	15.7%	33.9%	21.4%	12.0%
Office of Information Technology	85	1.3%	56.0%	4.7%	22.4%
Office of International Affairs	22	2.7%	21.7%	37.7%	21.2%
Office of Investor Education and Advocacy	25	7.6%	47.6%	4.6%	35.6%
Office of Support Operations	31	20.8%	10.9%	8.7%	19.4%
Office of the Chief Accountant	17	0.0%	11.0%	22.7%	54.5%
Office of the General Counsel	63	6.2%	22.9%	7.6%	29.5%
Office of the Inspector General	12	0.0%	0.0%	31.7%	36.8%
Office of the Secretary	22	10.3%	9.1%	4.4%	30.4%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	2.6%	28.4%	8.9%	25.3%

(continued)

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
Securities and Exchange Commission	2,367	1.4%	0.8%	3.2%	14.8%
Headquarters	1,316	1.4%	1.0%	4.0%	15.4%
Division of Corporation Finance	256	0.4%	1.4%	2.3%	16.5%
Division of Economic and Risk Analysis	24	0.0%	0.0%	0.0%	9.1%
Division of Enforcement	270	0.8%	1.1%	3.4%	16.7%
Division of Investment Management	80	0.0%	1.2%	1.2%	25.8%
Division of Trading and Markets	109	2.1%	0.8%	5.4%	13.7%
Office of Acquisitions	26	0.0%	0.0%	0.0%	4.1%
Office of Compliance Inspections and Examinations	79	0.0%	1.1%	2.6%	19.9%
Office of Financial Management	61	0.0%	0.0%	0.0%	9.3%
Office of Human Resources	52	1.5%	0.0%	1.8%	13.7%
Office of Information Technology	85	0.0%	0.0%	7.4%	8.2%
Office of International Affairs	22	0.0%	0.0%	5.7%	11.0%
Office of Investor Education and Advocacy	25	0.0%	0.0%	0.0%	4.6%
Office of Support Operations	31	13.0%	0.0%	16.8%	10.4%
Office of the Chief Accountant	17	0.0%	0.0%	0.0%	11.8%
Office of the General Counsel	63	3.3%	3.0%	1.5%	26.0%
Office of the Inspector General	12	9.6%	0.0%	0.0%	22.0%
Office of the Secretary	22	12.8%	4.3%	19.9%	8.9%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	2.0%	0.0%	18.2%	14.6%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	372,726	33.0%	45.2%	21.8%
Securities and Exchange Commission	2,369	54.5%	43.9%	1.6%
Headquarters	1,318	50.1%	48.4%	1.6%
Division of Corporation Finance	254	56.4%	43.2%	0.4%
Division of Economic and Risk Analysis	24	41.4%	58.6%	0.0%
Division of Enforcement	269	43.6%	54.9%	1.5%
Division of Investment Management	81	42.6%	57.4%	0.0%
Division of Trading and Markets	111	54.0%	44.0%	2.0%
Office of Acquisitions	25	68.8%	31.2%	0.0%
Office of Compliance Inspections and Examinations	78	56.5%	40.8%	2.7%
Office of Financial Management	61	66.4%	33.6%	0.0%
Office of Human Resources	52	37.8%	60.4%	1.8%
Office of Information Technology	85	59.9%	38.8%	1.2%
Office of International Affairs	22	72.6%	27.4%	0.0%
Office of Investor Education and Advocacy	24	38.1%	53.4%	8.5%
Office of Support Operations	33	48.5%	42.3%	9.2%
Office of the Chief Accountant	17	41.1%	58.9%	0.0%
Office of the General Counsel	63	37.6%	62.4%	0.0%
Office of the Inspector General	13	31.8%	68.2%	0.0%
Office of the Secretary	22	49.4%	50.6%	0.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	31.9%	62.1%	6.0%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Work/Life (continued)

75. *Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Yes	No	Not Available To Me
Governmentwide	371,495	28.0%	59.9%	12.2%
Securities and Exchange Commission	2,364	25.7%	69.4%	4.9%
Headquarters	1,315	33.8%	65.0%	1.2%
Division of Corporation Finance	255	31.1%	67.4%	1.5%
Division of Economic and Risk Analysis	24	42.7%	57.3%	0.0%
Division of Enforcement	269	31.1%	68.9%	0.0%
Division of Investment Management	81	31.6%	68.4%	0.0%
Division of Trading and Markets	109	32.4%	67.6%	0.0%
Office of Acquisitions	26	26.0%	69.8%	4.3%
Office of Compliance Inspections and Examinations	78	48.2%	47.6%	4.2%
Office of Financial Management	61	21.8%	71.7%	6.5%
Office of Human Resources	52	40.7%	59.3%	0.0%
Office of Information Technology	85	24.4%	74.4%	1.2%
Office of International Affairs	23	40.3%	59.7%	0.0%
Office of Investor Education and Advocacy	25	48.3%	51.7%	0.0%
Office of Support Operations	33	33.4%	66.6%	0.0%
Office of the Chief Accountant	17	18.0%	82.0%	0.0%
Office of the General Counsel	60	44.5%	54.0%	1.6%
Office of the Inspector General	13	39.4%	53.8%	6.8%
Office of the Secretary	21	48.3%	51.7%	0.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	46.5%	53.5%	0.0%

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Work/Life (continued)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
Securities and Exchange Commission	2,342	8.3%	89.3%	2.4%
Headquarters	1,300	10.2%	88.5%	1.3%
Division of Corporation Finance	251	8.6%	90.2%	1.2%
Division of Economic and Risk Analysis	24	13.8%	86.2%	0.0%
Division of Enforcement	266	9.0%	90.6%	0.4%
Division of Investment Management	81	5.7%	93.2%	1.1%
Division of Trading and Markets	107	7.5%	92.5%	0.0%
Office of Acquisitions	25	7.1%	92.9%	0.0%
Office of Compliance Inspections and Examinations	77	9.1%	84.7%	6.2%
Office of Financial Management	59	12.1%	83.9%	4.0%
Office of Human Resources	51	17.6%	82.4%	0.0%
Office of Information Technology	83	10.2%	88.6%	1.3%
Office of International Affairs	23	19.8%	80.2%	0.0%
Office of Investor Education and Advocacy	24	3.8%	96.2%	0.0%
Office of Support Operations	33	16.0%	84.0%	0.0%
Office of the Chief Accountant	17	0.0%	100.0%	0.0%
Office of the General Counsel	63	11.0%	85.8%	3.3%
Office of the Inspector General	13	16.2%	83.8%	0.0%
Office of the Secretary	22	33.1%	66.9%	0.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	18.4%	79.6%	2.0%

Securities and Exchange Commission Headquarters *2nd Level Subagency Comparison Report*

Work/Life (continued)

77. *Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Yes	No	Not Available To Me
Governmentwide	372,753	3.9%	78.7%	17.4%
Securities and Exchange Commission	2,366	8.0%	86.6%	5.4%
Headquarters	1,318	8.0%	89.2%	2.9%
Division of Corporation Finance	256	9.9%	89.2%	0.9%
Division of Economic and Risk Analysis	24	12.4%	83.0%	4.6%
Division of Enforcement	271	8.1%	90.1%	1.8%
Division of Investment Management	78	10.1%	86.0%	3.9%
Division of Trading and Markets	111	8.5%	88.4%	3.1%
Office of Acquisitions	26	8.4%	91.6%	0.0%
Office of Compliance Inspections and Examinations	78	6.5%	88.6%	4.9%
Office of Financial Management	61	1.8%	91.2%	7.0%
Office of Human Resources	51	6.1%	92.1%	1.8%
Office of Information Technology	85	6.2%	91.3%	2.4%
Office of International Affairs	23	4.0%	93.3%	2.7%
Office of Investor Education and Advocacy	25	9.0%	91.0%	0.0%
Office of Support Operations	32	5.7%	87.5%	6.8%
Office of the Chief Accountant	17	17.5%	82.5%	0.0%
Office of the General Counsel	63	6.2%	89.1%	4.8%
Office of the Inspector General	13	9.4%	83.8%	6.8%
Office of the Secretary	22	25.8%	74.2%	0.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	2.1%	90.5%	7.3%

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2nd Level Subagency Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	373,277	2.5%	79.8%	17.7%
Securities and Exchange Commission	2,366	2.9%	92.4%	4.7%
Headquarters	1,317	3.4%	93.9%	2.8%
Division of Corporation Finance	256	3.8%	95.1%	1.1%
Division of Economic and Risk Analysis	24	0.0%	95.4%	4.6%
Division of Enforcement	269	0.8%	97.7%	1.5%
Division of Investment Management	81	0.0%	98.7%	1.3%
Division of Trading and Markets	111	7.0%	89.9%	3.1%
Office of Acquisitions	24	3.8%	96.2%	0.0%
Office of Compliance Inspections and Examinations	78	3.8%	92.6%	3.6%
Office of Financial Management	61	3.4%	89.6%	7.0%
Office of Human Resources	52	6.0%	94.0%	0.0%
Office of Information Technology	85	4.9%	90.3%	4.8%
Office of International Affairs	23	3.5%	96.5%	0.0%
Office of Investor Education and Advocacy	25	3.7%	92.4%	3.9%
Office of Support Operations	33	5.5%	91.2%	3.3%
Office of the Chief Accountant	17	0.0%	100.0%	0.0%
Office of the General Counsel	61	4.4%	91.9%	3.7%
Office of the Inspector General	12	0.0%	82.5%	17.5%
Office of the Secretary	22	15.7%	79.6%	4.7%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	2.1%	93.3%	4.6%

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2nd Level Subagency Comparison Report

Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Securities and Exchange Commission	1,864	87.6%	7.8%	4.6%	25
Headquarters	1,015	89.3%	6.9%	3.8%	15
Division of Corporation Finance	202	97.3%	1.8%	0.9%	1
Division of Economic and Risk Analysis	22	95.4%	4.6%	0.0%	0
Division of Enforcement	205	84.7%	9.3%	6.0%	1
Division of Investment Management	55	88.7%	9.5%	1.7%	3
Division of Trading and Markets	83	83.4%	9.4%	7.2%	3
Office of Acquisitions	24	91.4%	8.6%	0.0%	0
Office of Compliance Inspections and Examinations	61	95.6%	4.4%	0.0%	0
Office of Financial Management	54	98.3%	0.0%	1.7%	0
Office of Human Resources	43	85.9%	7.2%	6.9%	0
Office of Information Technology	71	88.7%	6.8%	4.5%	1
Office of International Affairs	18	73.6%	20.3%	6.1%	0
Office of Investor Education and Advocacy	23	81.8%	13.3%	4.9%	1
Office of Support Operations	20	75.8%	19.2%	5.0%	1
Office of the Chief Accountant	15	79.8%	20.2%	0.0%	0
Office of the General Counsel	42	92.5%	2.2%	5.3%	0
Office of the Inspector General	7	85.5%	14.5%	0.0%	2
Office of the Secretary	12	73.5%	9.3%	17.1%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	30	82.1%	11.5%	6.4%	1

*The results for this item only include employees who indicated that they participated in this program.

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2nd Level Subagency Comparison Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	138,977	89.1%	7.5%	3.4%	3,202
Securities and Exchange Commission	1,278	92.7%	5.0%	2.3%	11
Headquarters	657	93.0%	4.9%	2.1%	5
Division of Corporation Finance	142	91.6%	4.6%	3.8%	1
Division of Economic and Risk Analysis	10	89.9%	10.1%	0.0%	0
Division of Enforcement	119	91.8%	5.9%	2.3%	0
Division of Investment Management	33	100.0%	0.0%	0.0%	0
Division of Trading and Markets	60	94.0%	6.0%	0.0%	0
Office of Acquisitions	18	93.1%	6.9%	0.0%	0
Office of Compliance Inspections and Examinations	45	95.7%	4.3%	0.0%	0
Office of Financial Management	41	97.8%	2.2%	0.0%	0
Office of Human Resources	20	95.4%	4.6%	0.0%	1
Office of Information Technology	49	91.4%	4.1%	4.4%	0
Office of International Affairs	17	86.6%	7.2%	6.2%	0
Office of Investor Education and Advocacy	10	81.5%	18.5%	0.0%	0
Office of Support Operations	15	100.0%	0.0%	0.0%	0
Office of the Chief Accountant	6	80.9%	19.1%	0.0%	1
Office of the General Counsel	23	100.0%	0.0%	0.0%	1
Office of the Inspector General	3	100.0%	0.0%	0.0%	0
Office of the Secretary	10	87.1%	12.9%	0.0%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	15	76.8%	8.4%	14.9%	0

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	100,599	79.5%	16.7%	3.8%	7,562
Securities and Exchange Commission	567	85.3%	11.4%	3.3%	40
Headquarters	420	89.0%	8.2%	2.7%	28
Division of Corporation Finance	73	84.8%	13.8%	1.4%	5
Division of Economic and Risk Analysis	10	100.0%	0.0%	0.0%	0
Division of Enforcement	77	88.7%	6.3%	5.1%	5
Division of Investment Management	23	95.6%	4.4%	0.0%	4
Division of Trading and Markets	35	79.7%	16.7%	3.5%	3
Office of Acquisitions	6	100.0%	0.0%	0.0%	0
Office of Compliance Inspections and Examinations	36	89.2%	4.9%	5.9%	2
Office of Financial Management	12	100.0%	0.0%	0.0%	1
Office of Human Resources	20	90.3%	9.7%	0.0%	1
Office of Information Technology	21	80.4%	9.8%	9.8%	0
Office of International Affairs	9	100.0%	0.0%	0.0%	0
Office of Investor Education and Advocacy	12	82.4%	17.6%	0.0%	0
Office of Support Operations	11	91.4%	8.6%	0.0%	0
Office of the Chief Accountant	3	100.0%	0.0%	0.0%	0
Office of the General Counsel	28	88.9%	11.1%	0.0%	1
Office of the Inspector General	4	100.0%	0.0%	0.0%	1
Office of the Secretary	9	100.0%	0.0%	0.0%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	19	94.1%	0.0%	5.9%	2

**The results for this item only include employees who indicated that they participated in this program.*

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Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	52,178	74.1%	21.6%	4.3%	8,882
Securities and Exchange Commission	189	79.7%	16.2%	4.1%	38
Headquarters	125	79.4%	16.0%	4.6%	29
Division of Corporation Finance	18	78.6%	21.4%	0.0%	8
Division of Economic and Risk Analysis	3	69.7%	30.3%	0.0%	0
Division of Enforcement	25	85.7%	10.7%	3.6%	4
Division of Investment Management	3	68.2%	0.0%	31.8%	3
Division of Trading and Markets	10	71.3%	28.7%	0.0%	2
Office of Acquisitions	2	100.0%	0.0%	0.0%	0
Office of Compliance Inspections and Examinations	7	86.0%	14.0%	0.0%	1
Office of Financial Management	7	60.0%	24.6%	15.4%	1
Office of Human Resources	10	90.5%	9.5%	0.0%	0
Office of Information Technology	10	51.9%	19.2%	28.8%	0
Office of International Affairs	4	78.5%	21.5%	0.0%	0
Office of Investor Education and Advocacy	1	0.0%	100.0%	0.0%	1
Office of Support Operations	4	49.4%	50.6%	0.0%	1
Office of the Chief Accountant	0	--	--	--	0
Office of the General Counsel	5	100.0%	0.0%	0.0%	2
Office of the Inspector General	1	100.0%	0.0%	0.0%	1
Office of the Secretary	5	100.0%	0.0%	0.0%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	7	100.0%	0.0%	0.0%	3

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	10,509	71.7%	23.9%	4.4%	4,356
Securities and Exchange Commission	174	86.2%	10.4%	3.4%	25
Headquarters	95	85.6%	10.3%	4.0%	15
Division of Corporation Finance	22	91.3%	8.7%	0.0%	3
Division of Economic and Risk Analysis	3	66.2%	0.0%	33.8%	0
Division of Enforcement	20	85.3%	10.1%	4.6%	1
Division of Investment Management	9	87.8%	12.2%	0.0%	3
Division of Trading and Markets	9	77.5%	22.5%	0.0%	0
Office of Acquisitions	1	100.0%	0.0%	0.0%	0
Office of Compliance Inspections and Examinations	6	100.0%	0.0%	0.0%	0
Office of Financial Management	0	--	--	--	1
Office of Human Resources	3	100.0%	0.0%	0.0%	1
Office of Information Technology	4	52.7%	21.8%	25.5%	1
Office of International Affairs	1	0.0%	0.0%	100.0%	0
Office of Investor Education and Advocacy	2	100.0%	0.0%	0.0%	0
Office of Support Operations	2	48.5%	51.5%	0.0%	1
Office of the Chief Accountant	3	100.0%	0.0%	0.0%	0
Office of the General Counsel	4	74.9%	25.1%	0.0%	0
Office of the Inspector General	0	--	--	--	1
Office of the Secretary	3	100.0%	0.0%	0.0%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	2	100.0%	0.0%	0.0%	1

**The results for this item only include employees who indicated that they participated in this program.*

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Work/Life (continued)

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,385	67.6%	29.5%	2.9%	3,459
Securities and Exchange Commission	66	69.7%	30.3%	0.0%	19
Headquarters	41	67.8%	32.2%	0.0%	13
Division of Corporation Finance	8	78.7%	21.3%	0.0%	2
Division of Economic and Risk Analysis	0	--	--	--	0
Division of Enforcement	2	0.0%	100.0%	0.0%	2
Division of Investment Management	0	--	--	--	1
Division of Trading and Markets	7	72.5%	27.5%	0.0%	1
Office of Acquisitions	2	53.2%	46.8%	0.0%	1
Office of Compliance Inspections and Examinations	3	100.0%	0.0%	0.0%	1
Office of Financial Management	1	100.0%	0.0%	0.0%	1
Office of Human Resources	3	100.0%	0.0%	0.0%	0
Office of Information Technology	4	52.4%	47.6%	0.0%	0
Office of International Affairs	1	100.0%	0.0%	0.0%	0
Office of Investor Education and Advocacy	0	--	--	--	0
Office of Support Operations	2	0.0%	100.0%	0.0%	0
Office of the Chief Accountant	0	--	--	--	0
Office of the General Counsel	3	64.3%	35.7%	0.0%	2
Office of the Inspector General	0	--	--	--	1
Office of the Secretary	2	100.0%	0.0%	0.0%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	1	0.0%	100.0%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

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Demographic Questions

Where do you work?

	N	%
Headquarters	1,322	99.7%
Field	4	0.3%

What is your supervisory status?

	N	%
Non-Supervisor	904	68.5%
Team Leader	152	11.5%
Supervisor	147	11.1%
Manager	69	5.2%
Senior Leader	48	3.6%

Are you:

	N	%
Male	652	50.0%
Female	652	50.0%

Are you Hispanic or Latino?

	N	%
Yes	61	4.7%
No	1,228	95.3%

Race

	N	%
American Indian or Alaska Native	3	0.2%
Asian	93	7.5%
Black or African American	220	17.7%
Native Hawaiian or Other Pacific Islander	1	0.1%
White	891	71.9%
Two or more races (Not Hispanic or Latino)	32	2.6%

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	1	0.1%
High School Diploma/GED or equivalent	25	1.9%
Trade or Technical Certificate	8	0.6%
Some College (no degree)	93	7.1%
Associate's Degree (e.g., AA, AS)	28	2.1%
Bachelor's Degree (e.g., BA, BS)	266	20.2%
Master's Degree (e.g., MA, MS, MBA)	274	20.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	621	47.2%

What is your pay category/grade?

	N	%
Federal Wage System	10	0.8%
GS 1-6	10	0.8%
GS 7-12	113	8.6%
GS 13-15	551	42.1%
Senior Executive Service	40	3.1%
Senior Level (SL) or Scientific or Professional (ST)	14	1.1%
Other	571	43.6%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	19	1.4%
1 to 3 years	178	13.5%
4 to 5 years	114	8.6%
6 to 10 years	317	24.0%
11 to 14 years	197	14.9%
15 to 20 years	181	13.7%
More than 20 years	316	23.9%

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Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	38	2.9%
1 to 3 years	285	21.6%
4 to 5 years	139	10.5%
6 to 10 years	325	24.7%
11 to 20 years	345	26.2%
More than 20 years	186	14.1%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	947	72.5%
Yes, to retire	41	3.1%
Yes, to take another job within the Federal Government	157	12.0%
Yes, to take another job outside the Federal Government	97	7.4%
Yes, other	65	5.0%

I am planning to retire:

	N	%
Within one year	17	1.3%
Between one and three years	66	5.1%
Between three and five years	96	7.4%
Five or more years	1,120	86.2%

Self-Identify as:

	N	%
Heterosexual or Straight	1,039	83.9%
Gay, Lesbian, Bisexual, or Transgender	51	4.1%
I prefer not to say	149	12.0%

What is your US military service status?

	N	%
No Prior Military Service	1,176	91.0%
Currently in National Guard or Reserves	1	0.1%
Retired	34	2.6%
Separated or Discharged	81	6.3%

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	79	6.1%
No	1,218	93.9%

What is your age group?

	N	%
25 and under	2	0.2%
26-29	28	2.1%
30-39	341	25.7%
40-49	455	34.3%
50-59	353	26.6%
60 or older	149	11.2%