

The 2015 Federal Employee Viewpoint Survey was administered by the U.S. Office of Personnel Management (OPM) from May 4, 2015, through June 12, 2015. The survey was anonymous, web based, and offered to all permanent FCC employees on board as of October 31st, 2013. Of the 1,573 employees surveyed, 573, or 36.4%, chose to participate. Included in the survey were the 40 survey questions prescribed by OPM that must be asked of employees each year (identified with an asterisk).

When the FCC responses to the mandatory questions (excluding the demographic questions) are ranked by positive response, e.g., strongly agree and agree, or very satisfied and satisfied, the top five responses indicate that most employees feel: 1) that supervisors support the need to balance work and other life issues; 2) that the work they do at the agency is important; 3) that they are protected from health and safety hazards on the job; 4) that they like the kind of work that they do; 5) that the people that they work with collaborate to get the job done. The bottom five responses indicate that few employees agree: 1) that pay raises depend on how well employees perform their jobs; 2) that in their work units, steps are taken to deal with a poor performer who cannot or will not improve; 3) that differences in performance are recognized in a meaningful way; 4) that promotions in their work unit are based on merit; 5) that creativity and innovation are rewarded.

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1.	I am given a real opportunity to improve my skills in my organization.	N		128	230	92	80	41	571	NA
		%	63.56	22.55	41.01	15.57	13.21	7.66	100.00	
2.	I have enough information to do my job well.	N		118	266	81	67	35	567	NA
		%	68.29	22.44	45.85	14.03	11.67	6.02	100.00	
3.	I feel encouraged to come up with new and better ways of doing things.	N		131	178	98	87	67	561	NA
		%	56.60	23.49	33.10	17.11	14.83	11.46	100.00	
*4.	My work gives me a feeling of personal accomplishment.	N		158	234	81	60	35	568	NA
		%	68.36	27.28	41.08	15.08	10.27	6.28	100.00	
*5.	I like the kind of work I do.	N		192	245	74	28	17	556	NA
		%	79.05	33.77	45.28	13.15	4.86	2.95	100.00	
6.	I know what is expected of me on the job.	N		169	247	66	53	26	561	NA
		%	75.54	30.96	44.57	11.08	9.12	4.27	100.00	

7.	When needed I am willing to put in the extra effort to get a job done.	N		343	197	21	2	4	567	NA
		%	95.33	61.06	34.27	3.74	0.29	0.64	100.00	
8.	I am constantly looking for ways to do my job better.	N		249	245	59	10	5	568	NA
		%	87.22	44.02	43.19	9.97	2.10	0.71	100.00	
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N		57	181	104	134	97	573	0
		%	43.23	10.82	32.42	17.74	23.34	15.69	100.00	
*10	My workload is reasonable.	N		77	276	92	82	39	566	1
		%	63.29	14.06	49.23	16.22	13.76	6.73	100.00	
*11	My talents are used well in the workplace.	N		93	213	87	90	64	547	4
		%	56.46	16.94	39.52	16.31	15.67	11.56	100.00	
*12	I know how my work relates to the agency's goals and priorities.	N		165	269	73	33	23	563	5
		%	78.61	30.25	48.36	12.61	4.89	3.89	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

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

Sample or Census: Census  
Number of surveys completed:  
573

Number of surveys  
administered: 1,573

Response Rate: 36.4%

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13.	The work I do is important.	N	218	250	61	14	16	559	2
		%	84.17	38.97	45.20	10.42	2.57	2.84	
*14.	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	140	277	75	45	31	568	3
		%	73.67	24.54	49.13	12.72	8.15	5.47	
*15.	My performance appraisal is a fair reflection of my performance.	N	161	254	92	21	30	558	11
		%	74.56	30.13	44.42	16.41	3.68	5.36	

16.	I am held accountable for achieving results.	N		158	287	78	24	19	566	3
		%	79.81	29.43	50.38	13.02	4.15	3.02	100.00	
17.	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		151	180	111	36	46	524	47
		%	62.53	28.33	34.20	20.80	7.48	9.20	100.00	
*18.	My training needs are assessed.	N		68	176	155	102	55	556	11
		%	45.20	12.49	32.71	27.55	17.58	9.67	100.00	
*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		154	198	86	51	35	524	47
		%	68.27	30.79	37.47	16.07	8.99	6.67	100.00	
*20.	The people I work with cooperate to get the job done.	N		205	242	64	33	25	569	NA
		%	78.82	35.43	43.39	10.46	6.42	4.29	100.00	
*21.	My work unit is able to recruit people with the right skills.	N		50	188	104	105	89	536	36
		%	44.48	9.23	35.26	19.65	20.41	15.46	100.00	
*22.	Promotions in my work unit are based on merit.	N		71	147	134	75	90	517	51
		%	42.34	14.04	28.30	24.70	15.59	17.37	100.00	
*23.	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		28	120	143	113	93	497	71
		%	31.24	6.12	25.12	27.54	21.86	19.36	100.00	
*24.	In my work unit, differences in performance are recognized in a meaningful way.	N		40	131	135	116	91	513	54
		%	34.38	8.16	26.21	24.45	22.99	18.18	100.00	

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Sample or Census:  
Census  
Number of surveys completed: 573  
Number of surveys administered: 1,573

Response Rate: 36.4%

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
25.	Awards in my work unit depend on how well employees perform their jobs.	N		61	165	117	80	88	511	57
		%	44.97	12.16	32.81	21.80	16.32	16.91	100.00	

26.	Employees in my work unit share job knowledge with each other.	N		143	264	71	45	40	563	2
		%	72.18	24.57	47.60	13.11	7.42	7.30	100.00	
27.	The skill level in my work unit has improved in the past year.	N		86	206	141	52	48	533	39
		%	54.91	15.96	38.95	26.43	9.83	8.83	100.00	
			<b>Percent Positive</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Item Response Total</b>	<b>Do Not Know/ No Basis to Judge</b>
28.	How would you rate the overall quality of work done by your work unit?	N		298	188	68	7	8	569	NA
		%	85.30	51.24	34.06	11.81	1.30	1.59	100.00	
			<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
*29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		95	284	92	45	26	542	17
		%	70.67	16.90	53.77	17.21	7.83	4.28	100.00	
*30.	Employees have a feeling of personal empowerment with respect to work processes.	N		63	168	110	111	79	531	25
		%	44.79	11.84	32.95	21.11	20.28	13.82	100.00	
31.	Employees are recognized for providing high quality products and services.	N		79	187	119	89	61	535	22
		%	51.59	15.15	36.44	21.42	16.16	10.83	100.00	
*32.	Creativity and innovation are rewarded.	N		67	156	126	95	84	528	25
		%	43.62	12.32	31.30	23.79	17.46	15.13	100.00	
*33.	Pay raises depend on how well employees perform their jobs.	N		33	78	131	127	123	492	59
		%	24.45	7.24	17.21	25.01	26.63	23.91	100.00	

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			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
34.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		74	198	126	34	44	476	79
		%	55.82	15.12	40.71	25.20	8.36	10.62	100.00	
*35.	Employees are protected from health and safety hazards on the job.	N		153	275	73	13	16	530	27
		%	80.92	29.73	51.19	13.64	2.31	3.13	100.00	
*36.	My organization has prepared employees for potential security threats.	N		130	281	88	25	17	541	11
		%	76.88	25.67	51.21	15.24	4.66	3.22	100.00	
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		106	171	108	51	68	504	49
		%	54.64	21.01	33.63	20.10	10.88	14.37	100.00	
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		128	191	92	27	45	483	70
		%	65.28	26.37	38.92	18.61	6.03	10.08	100.00	
39.	My agency is successful at accomplishing its mission.	N		115	276	95	31	25	542	14
		%	72.97	21.65	51.32	17.62	5.09	4.32	100.00	
40.	I recommend my organization as a good place to work.	N		165	186	115	56	34	556	NA
		%	62.33	29.33	33.00	22.14	10.09	5.44	100.00	
41.	I believe the results of this survey will be used to make my agency a better place to work.	N		66	139	133	88	70	496	59
		%	42.53	14.65	27.89	25.85	18.17	13.45	100.00	
*42.	My supervisor supports my need to balance work and other life issues.	N		274	191	47	15	17	544	8
		%	84.99	49.33	35.66	8.79	2.92	3.29	100.00	
43.		N		198	167	96	47	40	548	3

	My supervisor provides me with opportunities to demonstrate my leadership skills.	%	66.51	36.63	29.87	17.82	8.51	7.16	100.00	
*44.	Discussions with my supervisor about my performance are worthwhile.	N		171	187	101	37	48	544	6
		%	66.74	32.05	34.69	18.01	6.57	8.69	100.00	

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45.	My supervisor is committed to a workforce representative of all segments of society.	N		186	167	96	20	22	491	61
		%	71.72	37.24	34.48	18.51	4.72	5.05	100.00	
46.	My supervisor provides me with constructive suggestions to improve my job performance.	N		165	197	106	37	45	550	2
		%	66.65	30.18	36.47	18.88	6.74	7.73	100.00	
*47	Supervisors in my work unit support employee development.	N		173	196	91	41	37	538	14
		%	68.92	32.21	36.71	16.32	7.97	6.79	100.00	
48.	My supervisor listens to what I have to say.	N		252	189	58	30	24	553	NA
		%	78.98	45.10	33.88	11.38	5.60	4.04	100.00	
49.	My supervisor treats me with respect.	N		286	172	53	16	24	551	NA
		%	82.75	51.12	31.64	10.16	2.91	4.17	100.00	
50.	In the last six months, my supervisor has talked with me about my performance.	N		213	212	58	45	24	552	NA
		%	76.81	38.93	37.89	10.45	8.42	4.32	100.00	
*51	I have trust and confidence in my supervisor.	N		242	149	88	32	41	552	NA
		%	69.78	42.92	26.86	16.64	6.15	7.43	100.00	

			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52	Overall, how good a job do you feel is being done by your immediate supervisor?	N		280	139	78	25	31	553	NA
		%	74.74	49.05	25.70	15.21	4.63	5.42	100.00	

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			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		83	158	109	83	102	535	16
		%	45.66	15.16	30.50	19.73	16.24	18.36	100.00	
54.	My organization's senior leaders maintain high standards of honesty and integrity.	N		114	170	104	37	76	501	50
		%	56.97	22.65	34.33	19.75	8.19	15.08	100.00	
*55	Supervisors work well with employees of different backgrounds.	N		116	208	109	28	48	509	40
		%	63.59	22.25	41.34	20.73	5.55	10.13	100.00	
*56	Managers communicate the goals and priorities of the organization.	N		95	204	103	78	60	540	9
		%	56.50	17.48	39.02	19.31	13.53	10.66	100.00	

*57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		96	201	105	51	54	507	43
		%	59.63	18.80	40.83	20.22	9.80	10.35	100.00	
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		99	184	102	71	73	529	21
		%	54.28	18.11	36.16	19.17	13.03	13.53	100.00	
59.	Managers support collaboration across work units to accomplish work objectives.	N		115	183	111	59	61	529	20
		%	56.80	21.20	35.61	20.96	10.98	11.26	100.00	
			<b>Percent Positive</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		196	138	85	36	54	509	40
		%	65.19	38.82	26.37	16.90	7.27	10.64	100.00	
			<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
*61	I have a high level of respect for my organization's senior leaders.	N		143	157	116	56	70	542	9
		%	55.73	26.97	28.76	21.38	10.87	12.02	100.00	

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Sample or Census: Census  
Number of surveys completed: 573

Number of surveys administered: 1,573

Response Rate: 36.4%

			<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
62.	Senior leaders demonstrate support for Work/Life programs.	N		140	150	103	50	39	482	67

		%	60.23	29.57	30.66	20.96	10.20	8.61	100.00	
			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63	How satisfied are you with your involvement in decisions that affect your work?	N		100	187	101	112	49	549	NA
		%	52.43	18.11	34.31	18.99	20.04	8.54	100.00	
*64	How satisfied are you with the information you receive from management on what's going on in your organization?	N		71	167	121	116	67	542	NA
		%	45.62	12.61	33.01	22.40	20.32	11.67	100.00	
*65	How satisfied are you with the recognition you receive for doing a good job?	N		99	188	109	90	58	544	NA
		%	53.66	18.69	34.98	19.41	17.20	9.73	100.00	
*66	How satisfied are you with the policies and practices of your senior leaders?	N		76	167	145	92	66	546	NA
		%	45.39	13.68	31.71	26.93	16.19	11.49	100.00	
*67	How satisfied are you with your opportunity to get a better job in your organization?	N		68	143	149	99	85	544	NA
		%	39.77	11.91	27.86	26.19	18.45	15.59	100.00	
*68	How satisfied are you with the training you receive for your present job?	N		82	210	137	68	47	544	NA
		%	54.41	15.26	39.15	24.16	13.16	8.26	100.00	
*69	Considering everything, how satisfied are you with your job?	N		134	216	90	62	43	545	NA
		%	64.92	23.96	40.95	16.39	11.04	7.66	100.00	
*70	Considering everything, how satisfied are you with your pay?	N		95	214	97	87	53	546	NA
		%	57.98	18.32	39.66	16.97	15.09	9.96	100.00	
71.	Considering everything, how satisfied are you with your organization?	N		107	213	97	81	48	546	NA
		%	59.35	19.72	39.63	17.81	14.57	8.26	100.00	

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<b>72. Have you been notified whether or not you are eligible to telework?</b>		<b>N</b>	<b>%</b>
	<b>Yes, I was notified that I was eligible to telework.</b>	46	84.56
	<b>Yes, I was notified that I was not eligible to telework.</b>	0	4.49
	<b>No, I was not notified of my telework eligibility.</b>	22	7.49
	<b>Not sure if I was notified of my telework eligibility.</b>	42	3.46
	<b>Total</b>	54	100.00
		4	

  

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>		<b>N</b>	<b>%</b>
	<b>I telework 3 or more days per week.</b>	40	7.49
	<b>I telework 1 or 2 days per week.</b>	25	47.64
	<b>I telework, but no more than 1 or 2 days per month.</b>	0	7.24
	<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	45	18.87
	<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	10	3.79
	<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	9	1.26
	<b>I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.</b>	18	5.26
	<b>I do not telework because I choose not to telework.</b>	7	8.44
	<b>Total</b>	54	100.00
		6	

  

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>		<b>N</b>	<b>%</b>
	<b>Yes</b>	56	11.39

<b>No</b>	45 7	83.72
<b>Not available to me</b>	27	4.89
<b>Total</b>	54 0	100.00

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

	N	%
<b>Yes</b>	11 3	21.54
<b>No</b>	39 5	72.86
<b>Not available to me</b>	31	5.60
<b>Total</b>	53 9	100.00

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

	N	%
<b>Yes</b>	44	9.60
<b>No</b>	48 3	88.65
<b>Not available to me</b>	11	1.75
<b>Total</b>	53 8	100.00

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

	N	%
<b>Yes</b>	6	1.36
<b>No</b>	42 5	78.44
<b>Not available to me</b>	11 1	20.20

<b>Total</b>		54 2	100.00
<b>Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>			
<b>78.</b>		N	%
	<b>Yes</b>	14	2.92
	<b>No</b>	44 2	80.57
	<b>Not available to me</b>	88	16.51
	<b>Total</b>	54 4	100.00

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			<b>Percent Positive</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
79	How satisfied are you with the following Work/Life programs in your agency? Telework	N		168	198	33	26	11	436	6
		%	84.21	39.09	45.12	7.23	6.16	2.40	100.00	
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		30	18	6	1	1	56	6
		%	86.65	53.41	33.23	10.34	1.51	1.51	100.00	
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		36	51	17	3	3	110	8
		%	81.34	34.73	46.61	13.22	2.18	3.26	100.00	

82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		13	15	8	2	0	38	10
		%	76.20	35.03	41.17	19.31	4.49	0.00	100.00	
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		3	2	1	0	0	6	3
		%	89.68	57.60	32.08	10.32	0.00	0.00	100.00	
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		6	3	2	0	0	11	4
		%	86.20	57.42	28.78	13.80	0.00	0.00	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 573

Number of surveys administered: 1,573

Response Rate: 36.4%

#### Where do you work?

	N	%
Headquarters	444	82.07
Field	97	17.93
<b>Total</b>	<b>541</b>	<b>100.00</b>

#### \*What is your supervisory status?

	N	%
Non-Supervisor	356	65.68
Team Leader	66	12.18
Supervisor	75	13.84
Manager	32	5.90
Senior Leader	13	2.40
<b>Total</b>	<b>542</b>	<b>100.00</b>

<b>*Are you:</b>	N	%
<b>Male</b>	284	53.58
<b>Female</b>	246	46.42
<b>Total</b>	530	100.00

<b>*Are you Hispanic or Latino?</b>	N	%
<b>Yes</b>	23	4.38
<b>No</b>	502	95.62
<b>Total</b>	525	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

\* AES prescribed items

Sample or Census: Census

Number of surveys completed: 573

Number of surveys administered: 1,573

Response Rate: 36.4%

<b>*Please select the racial category or categories with which you most closely identify.</b>	N
<b>American Indian or Alaska Native</b>	2
<b>Asian</b>	40
<b>Black or African American</b>	94
<b>Native Hawaiian or Other Pacific Islander</b>	0
<b>White</b>	348
<b>Two or more races</b>	14

<b>Total</b>	498
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<b>What is the highest degree or level of education you have completed?</b>	<b>N</b>
<b>Less than High School</b>	0
<b>High School Diploma/GED or equivalent</b>	27
<b>Trade or Technical Certificate</b>	5
<b>Some College (no degree)</b>	46
<b>Associate's Degree (e.g., AA, AS)</b>	19
<b>Bachelor's Degree (e.g., BA, BS)</b>	121
<b>Master's Degree (e.g., MA, MS, MBA)</b>	87
<b>Doctoral/Professional Degree (e.g., Ph.D., MD, JD)</b>	230
<b>Total</b>	<b>535</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

\* AES prescribed items

<b>What is your pay category/grade?</b>	<b>N</b>
Federal Wage System	1
GS 1-6	5
GS 7-12	82
GS 13-15	432
Senior Executive Service	15
Senior Level (SL) or Scientific or Professional (ST)	2
Other	0
<b>Total</b>	<b>537</b>

<b>How long have you been with the Federal Government (excluding military service)?</b>	<b>N</b>
Less than 1 year	3
1 to 3 years	46
4 to 5 years	24
6 to 10 years	88
11 to 14 years	70
15 to 20 years	77
More than 20 years	229
<b>Total</b>	<b>537</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

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<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>N</b>
Less than 1 year	12
1 to 3 years	68
4 to 5 years	34
6 to 10 years	89
11 to 20 years	163
More than 20 years	171
<b>Total</b>	<b>537</b>

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<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>
No	372
Yes, to retire	41
Yes, to take another job within the Federal Government	69
Yes, to take another job outside the Federal Government	26
Yes, other	29
<b>Total</b>	<b>537</b>

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<b>I am planning to retire:</b>	<b>N</b>
Within one year	32
Between one and three years	54
Between three and five years	54
Five or more years	386
<b>Total</b>	<b>526</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

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<b>Self-Identify as:</b>	N	%
<b>Heterosexual or Straight</b>	422	84.06
<b>Gay, Lesbian, Bisexual, or Transgender</b>	15	2.99
<b>I prefer not to say</b>	65	12.95
<b>Total</b>	502	100.00

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<b>What is your US military service status?</b>	N	%
<b>No Prior Military Service</b>	458	87.24
<b>Currently in National Guard or Reserves</b>	2	0.38
<b>Retired</b>	23	4.38
<b>Separated or Discharged</b>	42	8.00
<b>Total</b>	525	100.00

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<b>Are you an individual with a disability?</b>	N	%
<b>Yes</b>	54	10.13
<b>No</b>	479	89.87
<b>Total</b>	533	100.00

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<b>What is your age group?</b>	N	%
<b>25 and under</b>	3	0.52

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<b>26-29</b>	10	1.75
<b>30-39</b>	89	15.53
<b>40-49</b>	142	24.78
<b>50-59</b>	204	35.60
<b>60 or older</b>	125	21.82
<b>Total</b>	573	100.00

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Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.