

		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		676	1,672	646	640	222	3,856	NA
	%	58.82	16.60	42.22	17.30	17.53	6.35	100.00	
2. I have enough information to do my job well.	N		643	2,008	557	498	114	3,820	NA
	%	67.40	15.69	51.71	15.71	13.80	3.09	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		843	1,455	636	564	297	3,795	NA
	%	58.48	19.81	38.67	17.61	15.63	8.28	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		1,054	1,667	540	380	196	3,837	NA
	%	70.07	25.97	44.10	14.20	10.21	5.52	100.00	
*5. I like the kind of work I do.	N		1,307	1,746	455	192	84	3,784	NA
	%	79.72	33.12	46.60	12.71	5.10	2.46	100.00	
6. I know what is expected of me on the job.	N		1,026	1,882	505	288	110	3,811	NA
	%	76.14	25.73	50.42	13.57	7.11	3.18	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		2,457	1,230	93	29	24	3,833	NA
	%	95.95	62.63	33.32	2.55	0.82	0.69	100.00	
8. I am constantly looking for ways to do my job better.	N		1,684	1,719	375	51	17	3,846	NA
	%	87.98	41.68	46.30	10.15	1.43	0.44	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		236	1,071	625	1,191	722	3,845	8
	%	33.87	6.12	27.75	16.64	30.20	19.29	100.00	
*10. My workload is reasonable.	N		279	1,611	698	807	431	3,826	8
	%	49.86	7.16	42.70	19.00	20.51	10.63	100.00	
*11. My talents are used well in the workplace.	N		489	1,529	581	685	408	3,692	14
	%	52.59	12.55	40.04	16.60	19.30	11.52	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		1,130	1,997	431	180	94	3,832	12
	%	80.83	27.88	52.95	11.59	4.87	2.71	100.00	

Survey Administration Period: April 29, 2014 to June 6, 2014

Sample or Census: Sample

Percentages are weighted to represent the Agency's population.

Number of surveys completed: 3,863

* AES prescribed items

Number of surveys administered: 7,172

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

Response Rate: 53.9%

		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		1,580	1,679	375	103	54	3,791	11
	%	84.96	39.58	45.37	10.83	2.55	1.66	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		846	1,762	537	445	242	3,832	12
	%	67.96	21.45	46.52	13.95	11.61	6.48	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		877	1,734	604	340	260	3,815	29
	%	66.71	22.30	44.41	16.67	9.25	7.38	100.00	
16. I am held accountable for achieving results.	N		993	2,113	485	179	60	3,830	22
	%	80.35	25.14	55.21	13.52	4.48	1.65	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		844	1,315	692	312	369	3,532	312
	%	58.30	21.70	36.60	21.32	9.16	11.22	100.00	
*18. My training needs are assessed.	N		309	1,223	931	905	444	3,812	39
	%	39.76	7.32	32.45	24.64	23.59	12.01	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		788	1,408	647	604	360	3,807	53
	%	56.95	19.69	37.26	17.80	15.44	9.81	100.00	
*20. The people I work with cooperate to get the job done.	N		1,080	1,894	442	333	103	3,852	NA
	%	75.68	26.76	48.91	12.62	9.19	2.52	100.00	
*21. My work unit is able to recruit people with the right skills.	N		222	898	851	1,058	671	3,700	155
	%	27.94	5.42	22.53	23.72	29.07	19.27	100.00	
*22. Promotions in my work unit are based on merit.	N		284	944	920	704	649	3,501	332
	%	32.55	7.02	25.53	25.85	21.20	20.39	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		147	701	939	857	738	3,382	461
	%	22.96	3.66	19.30	28.68	25.85	22.51	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		206	947	920	887	573	3,533	315
	%	30.12	5.06	25.06	26.76	25.98	17.13	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
25. Awards in my work unit depend on how well employees perform their jobs.	N		311	1,140	791	662	563	3,467	377
	%	39.36	7.84	31.52	23.35	20.25	17.04	100.00	
26. Employees in my work unit share job knowledge with each other.	N		909	2,012	457	278	180	3,836	19
	%	74.45	22.01	52.44	12.43	7.84	5.28	100.00	
27. The skill level in my work unit has improved in the past year.	N		395	1,214	1,198	568	300	3,675	181
	%	41.54	9.68	31.86	33.59	15.81	9.06	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		1,749	1,574	453	60	15	3,851	NA
	%	84.80	42.93	41.86	13.16	1.64	0.40	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		406	2,015	644	487	132	3,684	111
	%	63.30	10.45	52.85	18.86	14.07	3.77	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		246	1,179	879	927	466	3,697	101
	%	36.70	6.43	30.27	24.63	25.57	13.10	100.00	
31. Employees are recognized for providing high quality products and services.	N		338	1,554	830	653	326	3,701	76
	%	48.65	8.31	40.34	22.97	18.58	9.81	100.00	
*32. Creativity and innovation are rewarded.	N		298	1,235	969	712	451	3,665	108
	%	40.44	7.18	33.27	26.53	19.85	13.17	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		97	452	916	1,046	951	3,462	308
	%	15.41	2.49	12.92	25.31	30.77	28.51	100.00	

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34.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		595	1,591	824	304	244	3,558	238
		%	59.20	16.07	43.13	23.77	8.82	8.21	100.00	
*35.	Employees are protected from health and safety hazards on the job.	N		997	2,107	421	125	59	3,709	83
		%	83.34	26.73	56.61	11.64	3.36	1.66	100.00	
*36.	My organization has prepared employees for potential security threats.	N		730	2,108	589	230	69	3,726	62
		%	75.48	18.97	56.52	16.52	6.03	1.96	100.00	
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		587	1,270	737	444	461	3,499	289
		%	50.82	15.42	35.40	22.59	12.91	13.68	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		835	1,427	589	221	218	3,290	480
		%	65.92	22.86	43.06	19.37	7.59	7.12	100.00	
39.	My agency is successful at accomplishing its mission.	N		562	2,016	774	271	106	3,729	61
		%	67.32	13.95	53.37	22.19	7.50	2.98	100.00	
40.	I recommend my organization as a good place to work.	N		823	1,644	735	430	161	3,793	NA
		%	62.64	19.89	42.74	20.43	12.29	4.64	100.00	
41.	I believe the results of this survey will be used to make my agency a better place to work.	N		369	992	963	685	391	3,400	395
		%	37.63	9.80	27.83	29.54	20.63	12.20	100.00	
*42.	My supervisor supports my need to balance work and other life issues.	N		1,665	1,536	306	143	109	3,759	28
		%	84.36	43.36	41.00	8.62	4.13	2.89	100.00	
43.	My supervisor provides me with opportunities to demonstrate my leadership skills.	N		1,198	1,472	518	351	234	3,773	9
		%	68.70	30.37	38.32	14.83	9.74	6.74	100.00	
*44.	Discussions with my supervisor about my performance are worthwhile.	N		994	1,393	635	417	289	3,728	33
		%	62.87	25.49	37.38	17.72	11.38	8.03	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
45. My supervisor is committed to a workforce representative of all segments of society.	N		1,017	1,344	707	140	125	3,333	444
	%	68.46	28.07	40.40	22.73	4.67	4.13	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		852	1,453	749	429	264	3,747	22
	%	60.80	21.86	38.93	20.48	11.28	7.45	100.00	
*47. Supervisors in my work unit support employee development.	N		949	1,565	666	302	223	3,705	78
	%	65.74	23.72	42.02	19.11	8.45	6.71	100.00	
48. My supervisor listens to what I have to say.	N		1,506	1,546	345	260	122	3,779	NA
	%	79.92	38.73	41.19	9.85	6.97	3.26	100.00	
49. My supervisor treats me with respect.	N		1,717	1,450	302	183	125	3,777	NA
	%	83.40	44.47	38.93	8.64	4.86	3.10	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		1,517	1,824	234	134	64	3,773	NA
	%	88.12	39.46	48.65	6.60	3.46	1.82	100.00	
*51. I have trust and confidence in my supervisor.	N		1,346	1,241	587	333	268	3,775	NA
	%	67.72	34.74	32.98	15.81	9.34	7.13	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		1,530	1,188	681	221	157	3,777	NA
	%	71.30	39.78	31.51	18.56	6.11	4.04	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		257	997	922	923	620	3,719	48
		%	31.28	6.16	25.11	25.92	25.22	17.59	100.00	
54.	My organization's senior leaders maintain high standards of honesty and integrity.	N		463	1,246	875	488	462	3,534	231
		%	45.20	11.50	33.70	26.29	14.20	14.31	100.00	
*55.	Supervisors work well with employees of different backgrounds.	N		514	1,649	762	289	218	3,432	308
		%	60.26	13.50	46.77	23.21	9.58	6.94	100.00	
*56.	Managers communicate the goals and priorities of the organization.	N		388	1,756	792	498	280	3,714	39
		%	55.63	9.87	45.75	22.18	13.99	8.21	100.00	
*57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		389	1,598	882	362	220	3,451	307
		%	56.25	10.46	45.79	26.04	10.79	6.92	100.00	
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		346	1,451	811	649	399	3,656	104
		%	48.06	8.50	39.56	22.31	18.36	11.27	100.00	
59.	Managers support collaboration across work units to accomplish work objectives.	N		439	1,625	755	532	304	3,655	105
		%	54.79	11.09	43.70	22.02	14.50	8.69	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		770	1,332	861	334	300	3,597	157
		%	56.46	19.50	36.96	25.35	9.44	8.75	100.00	
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61.	I have a high level of respect for my organization's senior leaders.	N		512	1,235	929	606	445	3,727	33
		%	44.57	11.88	32.69	25.97	16.95	12.51	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
62. Senior leaders demonstrate support for Work/Life programs.	N		623	1,566	792	280	195	3,456	305
	%	60.84	16.04	44.79	25.38	7.97	5.81	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		471	1,454	795	768	259	3,747	NA
	%	48.97	11.32	37.65	22.57	21.14	7.33	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		369	1,310	872	886	308	3,745	NA
	%	42.31	8.43	33.88	24.24	24.54	8.90	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		474	1,305	893	691	366	3,729	NA
	%	45.71	12.23	33.48	24.63	19.02	10.64	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		239	1,130	1,133	836	401	3,739	NA
	%	33.67	5.42	28.25	32.08	23.04	11.21	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		255	795	1,106	911	678	3,745	NA
	%	26.45	5.99	20.46	29.44	25.26	18.84	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		333	1,312	1,064	721	312	3,742	NA
	%	43.04	8.49	34.55	28.64	19.36	8.96	100.00	
*69. Considering everything, how satisfied are you with your job?	N		641	1,711	701	507	177	3,737	NA
	%	61.00	16.05	44.95	19.49	14.28	5.22	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		697	1,684	604	506	251	3,742	NA
	%	62.41	17.96	44.45	16.49	13.56	7.54	100.00	
71. Considering everything, how satisfied are you with your organization?	N		471	1,584	840	610	242	3,747	NA
	%	52.08	11.43	40.65	23.63	17.51	6.79	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	3,243	85.42
Yes, I was notified that I was not eligible to telework.	121	3.28
No, I was not notified of my telework eligibility.	194	5.93
Not sure if I was notified of my telework eligibility.	180	5.37
Total	3,738	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	68	1.94
I telework 1 or 2 days per week.	1,452	39.08
I telework, but no more than 1 or 2 days per month.	514	13.21
I telework very infrequently, on an unscheduled or short-term basis.	887	22.46
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	101	2.63
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	79	2.33
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.	142	4.12
I do not telework because I choose not to telework.	498	14.23
Total	3,741	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	2,552	67.60
No	1,076	29.94
Not available to me	85	2.46
Total	3,713	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	%
Yes	1,373	39.17
No	2,219	57.73
Not available to me	120	3.10
Total	3,712	100.00
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		
	N	%
Yes	440	12.14
No	3,136	85.15
Not available to me	99	2.71
Total	3,675	100.00
77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)		
	N	%
Yes	142	4.12
No	3,156	84.21
Not available to me	430	11.66
Total	3,728	100.00
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups)		
	N	%
Yes	110	3.13
No	3,164	84.60
Not available to me	455	12.27
Total	3,729	100.00

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		1,061	1,288	285	190	54	2,878	30
	%	81.45	36.61	44.85	10.21	6.29	2.05	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1,291	1,072	116	38	19	2,536	22
	%	92.73	49.13	43.61	4.86	1.72	0.68	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		474	671	152	42	10	1,349	49
	%	84.12	34.23	49.89	11.43	3.77	0.68	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		123	208	88	13	3	435	75
	%	74.71	28.70	46.01	22.37	2.35	0.57	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		37	49	17	2	0	105	56
	%	80.04	36.17	43.87	17.78	2.18	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		22	40	26	1	1	90	38
	%	71.41	25.38	46.02	27.25	0.59	0.75	100.00	

Survey Administration Period: April 29, 2014 to June 6, 2014

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

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Where do you work?		N	%
	Headquarters	1,455	39.21
	Field	2,256	60.79
	Total	3,711	100.00

*What is your supervisory status?		N	%
	Non-Supervisor	2,663	71.32
	Team Leader	403	10.79
	Supervisor	356	9.53
	Manager	161	4.31
	Senior Leader	151	4.04
	Total	3,734	100.00

*Are you:		N	%
	Male	1,700	45.93
	Female	2,001	54.07
	Total	3,701	100.00

*Are you Hispanic or Latino?		N	%
	Yes	245	6.71
	No	3,406	93.29
	Total	3,651	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014

Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Sample

Number of surveys completed: 3,863

Number of surveys administered: 7,172

Response Rate: 53.9%

***Please select the racial category or categories with which you most closely identify.**

	N	%
American Indian or Alaska Native	29	0.82
Asian	188	5.29
Black or African American	501	14.09
Native Hawaiian or Other Pacific Islander	14	0.39
White	2,696	75.82
Two or more races	128	3.60
Total	3,556	100.00

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

	N	%
Less than High School	0	0.00
High School Diploma/GED or equivalent	53	1.43
Trade or Technical Certificate	20	0.54
Some College (no degree)	212	5.71
Associate's Degree (e.g., AA, AS)	89	2.40
Bachelor's Degree (e.g., BA, BS)	1,177	31.71
Master's Degree (e.g., MA, MS, MBA)	1,433	38.60
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	728	19.61
Total	3,712	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014

Sample or Census: Sample

Percentages are weighted to represent the Agency's population.

Number of surveys completed: 3,863

* AES prescribed items

Number of surveys administered: 7,172

Response Rate: 53.9%

What is your pay category/grade?	N	%
Federal Wage System	1	0.03
GS 1-6	14	0.38
GS 7-12	706	18.99
GS 13-15	2,845	76.52
Senior Executive Service	139	3.74
Senior Level (SL) or Scientific or Professional (ST)	6	0.16
Other	7	0.19
Total	3,718	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	6	0.16
1 to 3 years	193	5.20
4 to 5 years	275	7.41
6 to 10 years	521	14.04
11 to 14 years	376	10.13
15 to 20 years	498	13.42
More than 20 years	1,842	49.64
Total	3,711	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014

Sample or Census: Sample

Percentages are weighted to represent the Agency's population.

Number of surveys completed: 3,863

Number of surveys administered: 7,172

Response Rate: 53.9%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency	N	%
Less than 1 year	18	0.48
1 to 3 years	265	7.13
4 to 5 years	345	9.29
6 to 10 years	624	16.80
11 to 20 years	953	25.65
More than 20 years	1,510	40.65
Total	3,715	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	2,565	68.99
Yes, to retire	230	6.19
Yes, to take another job within the Federal Government	576	15.49
Yes, to take another job outside the Federal Government	191	5.14
Yes, other	156	4.20
Total	3,718	100.00

I am planning to retire:	N	%
Within one year	129	3.51
Between one and three years	388	10.55
Between three and five years	396	10.77
Five or more years	2,765	75.18
Total	3,678	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014

Percentages are weighted to represent the Agency's population.

Sample or Census: Sample

Number of surveys completed: 3,863

Number of surveys administered: 7,172

Response Rate: 53.9%

Self-Identify as:		N	%
	Heterosexual or Straight	2,932	82.90
	Gay, Lesbian, Bisexual, or Transgender	164	4.64
	I prefer not to say	441	12.47
	Total	3,537	100.00

What is your US military service status?		N	%
	No Prior Military Service	3,307	90.04
	Currently in National Guard or Reserves	17	0.46
	Retired	101	2.75
	Separated or Discharged	248	6.75
	Total	3,673	100.00

Are you an individual with a disability?		N	%
	Yes	259	7.05
	No	3,413	92.95
	Total	3,672	100.00

What is your age group?		N	%
	25 and under	18	0.47
	26-29	106	2.74
	30-39	660	17.09
	40-49	938	24.28
	50-59	1,536	39.76
	60 or older	605	15.66
	Total	3,863	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014

Sample or Census: Sample

Percentages are weighted to represent the Agency's population.

Number of surveys completed: 3,863

Number of surveys administered: 7,172

Response Rate: 53.9%