

**SECURITIES AND EXCHANGE COMMISSION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		FY 2013								FY 2012								Difference
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	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 %	65.69	21.22	44.47	15.27	13.29	5.75	2,416 100.00	NA	64.1	19.6	44.5	15.7	13.6	6.7	2,485 100.0	NA	1.59
2. I have enough information to do my job well.	N %	69.03	17.28	51.75	15.29	11.85	3.83	2,396 100.00	NA	68.1	16.5	51.6	14.6	13.2	4.1	2,476 100.0	NA	0.93
3. I feel encouraged to come up with new and better ways of doing things.	N %	53.05	19.76	33.29	17.97	18.48	10.50	2,386 100.00	NA	50.3	17.4	32.9	19.1	19.1	11.5	2,476 100.0	NA	2.75
*4. My work gives me a feeling of personal accomplishment.	N %	72.02	28.29	43.72	14.28	9.00	4.70	2,399 100.00	NA	70.7	26.7	44.1	14.1	9.7	5.5	2,486 100.0	NA	1.32
*5. I like the kind of work I do.	N %	85.12	37.50	47.62	9.67	3.73	1.47	2,385 100.00	NA	83.1	34.7	48.4	11.5	3.8	1.7	2,480 100.0	NA	2.02
6. I know what is expected of me on the job.	N %	71.35	23.01	48.34	14.50	9.41	4.74	2,392 100.00	NA	69.9	22.8	47.2	13.6	11.5	4.9	2,474 100.0	NA	1.45
7. When needed I am willing to put in the extra effort to get a job done.	N %	97.30	66.25	31.05	1.66	0.50	0.55	2,401 100.00	NA	97.1	66.1	31.0	1.8	0.6	0.5	2,482 100.0	NA	0.20
8. I am constantly looking for ways to do my job better.	N %	89.45	45.89	43.56	8.90	1.19	0.47	2,404 100.00	NA	89.4	45.6	43.8	9.0	1.2	0.4	2,479 100.0	NA	0.05
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	44.53	8.75	35.78	16.39	26.71	12.38	2,406 100.00	8	38.7	6.3	32.4	16.0	27.7	17.5	2,483 100.0	3	5.83
*10. My workload is reasonable.	N %	61.59	11.01	50.59	15.70	15.31	7.40	2,400 100.00	3	58.5	8.9	49.7	15.9	17.4	8.2	2,482 100.0	4	3.09
*11. My talents are used well in the workplace.	N %	52.62	13.67	38.94	17.78	18.07	11.53	2,337 100.00	18	53.2	12.6	40.6	17.3	18.3	11.2	2,446 100.0	20	-0.58
*12. I know how my work relates to the agency's goals and priorities.	N %	83.54	29.85	53.69	8.62	4.93	2.90	2,389 100.00	14	82.4	28.7	53.8	9.2	5.1	3.3	2,470 100.0	5	1.14
*13. The work I do is important.	N %	88.44	46.61	41.82	7.77	2.48	1.31	2,383 100.00	8	88.6	45.5	43.1	8.3	2.0	1.1	2,476 100.0	5	-0.16
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	83.27	35.50	47.78	9.46	4.84	2.42	2,404 100.00	8	83.8	33.8	50.0	8.9	5.3	2.1	2,477 100.0	4	-0.53
*15. My performance appraisal is a fair reflection of my performance.	N %	55.05	16.47	38.58	16.36	14.33	14.26	2,357 100.00	52	51.1	15.2	35.8	18.3	15.1	15.6	2,421 100.0	61	3.95
16. I am held accountable for achieving results.	N %	75.17	21.79	53.39	16.15	6.14	2.53	2,383 100.00	25	76.6	21.4	55.2	15.7	5.5	2.1	2,455 100.0	19	-1.43
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	63.12	26.63	36.49	20.32	7.30	9.25	2,232 100.00	180	61.8	23.1	38.7	19.8	9.0	9.3	2,322 100.0	155	1.32
*18. My training needs are assessed.	N %	47.06	12.28	34.79	24.87	18.19	9.88	2,368 100.00	45	41.5	8.9	32.6	26.5	20.4	11.7	2,438 100.0	42	5.56
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for	N %	42.54	11.73	30.81	18.23	19.71	19.52	2,357 100.00	63	41.3	10.4	31.0	18.4	20.0	20.3	2,421 100.0	65	1.24
*20. The people I work with cooperate to get the job done.	N %	75.17	24.50	50.67	13.19	8.12	3.52	2,418 100.00	NA	75.3	22.0	53.3	13.7	8.5	2.5	2,487 100.0	NA	-0.13
*21. My work unit is able to recruit people with the right skills.	N %	60.52	13.84	46.68	19.88	13.53	6.07	2,284 100.00	131	55.4	11.2	44.2	21.2	15.5	7.9	2,354 100.0	127	5.12
*22. Promotions in my work unit are based on merit.	N %	32.08	10.27	21.81	25.80	19.57	22.55	2,197 100.00	205	34.2	9.0	25.2	24.3	19.8	21.7	2,277 100.0	199	-2.12
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	24.10	5.90	18.20	29.36	25.01	21.53	2,026 100.00	378	23.8	4.5	19.3	29.5	23.8	22.9	2,147 100.0	333	0.30
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	23.53	4.97	18.56	24.96	26.47	25.04	2,173 100.00	230	21.3	4.1	17.2	25.3	28.9	24.4	2,272 100.0	209	2.23
25. Awards in my work unit depend on how well employees perform their jobs.	N %	32.86	8.17	24.69	23.39	21.78	21.96	2,136 100.00	267	31.4	7.2	24.2	25.0	21.2	22.4	2,216 100.0	261	1.46
26. Employees in my work unit share job knowledge with each other.	N %	73.19	23.00	50.19	12.71	8.84	5.26	2,397 100.00	9	73.2	20.8	52.4	13.5	8.2	5.1	2,457 100.0	22	-0.01

**SECURITIES AND EXCHANGE COMMISSION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	N	2013						Item Response Total	Do Not Know/ No Basis to Judge	2012						Item Response Total	Do Not Know/ No Basis to Judge	Score
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor			Percent Positive	Very Good	Good	Fair	Poor	Very Poor			
27. The skill level in my work unit has improved in the past year.	N %	53.49	338 15.31	856 38.17	715 31.80	207 9.03	128 5.68	2,244 100.00	171	52.1	309 13.5	891 38.5	757 32.2	231 9.8	140 5.9	2,328 100.0	155	1.39
28. How would you rate the overall quality of work done by your work unit?	N %	85.21	1,031 42.86	1,025 42.35	293 12.14	41 1.75	21 0.90	2,411 100.00	NA	86.0	1,032 41.9	1,092 44.1	290 11.5	41 1.7	20 0.8	2,475 100.0	NA	-0.79
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	74.22	348 15.03	1,372 59.19	371 15.76	175 7.40	62 2.62	2,328 100.00	58	70.7	318 13.5	1,356 57.2	398 16.8	238 9.9	61 2.5	2,371 100.0	61	3.52
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	34.09	171 7.48	607 26.62	586 25.34	598 25.89	345 14.67	2,307 100.00	82	32.7	155 6.6	608 26.1	563 24.3	644 27.3	379 15.7	2,349 100.0	92	1.39
31. Employees are recognized for providing high quality products and services.	N %	41.65	200 8.72	754 32.92	567 24.50	473 20.43	317 13.43	2,311 100.00	73	40.7	185 7.9	766 32.8	532 22.4	556 23.4	330 13.6	2,369 100.0	74	0.95
*32. Creativity and innovation are rewarded.	N %	32.84	183 8.12	564 24.72	609 26.70	517 22.59	415 17.88	2,288 100.00	92	30.7	152 6.6	557 24.2	624 26.8	594 25.4	406 17.1	2,333 100.0	97	2.14
*33. Pay raises depend on how well employees perform their jobs.	N %	15.86	86 3.94	264 11.92	486 22.05	586 26.72	784 35.36	2,206 100.00	170	13.4	54 2.5	245 10.9	481 21.3	660 29.2	819 36.1	2,259 100.0	178	2.46
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness)	N %	53.08	344 16.24	781 36.84	578 27.11	194 9.02	234 10.79	2,131 100.00	258	52.9	314 14.0	859 38.9	586 26.3	218 10.0	239 10.8	2,216 100.0	218	0.18
*35. Employees are protected from health and safety hazards on the job.	N %	85.86	701 30.29	1,289 55.57	259 11.04	40 1.71	32 1.39	2,321 100.00	72	84.2	655 27.8	1,335 56.5	289 12.2	54 2.2	32 1.3	2,365 100.0	76	1.66
*36. My organization has prepared employees for potential security threats.	N %	75.34	452 19.36	1,300 55.97	383 16.49	138 5.99	50 2.19	2,323 100.00	55	76.9	459 19.3	1,376 57.6	393 16.6	97 4.1	58 2.4	2,383 100.0	55	-1.56
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	45.69	345 16.29	622 29.40	468 21.90	336 15.43	371 16.98	2,142 100.00	241	44.7	347 15.8	632 28.9	516 23.5	327 14.7	384 17.0	2,206 100.0	234	0.99
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing)	N %	63.48	484 24.28	781 39.20	423 20.69	120 5.83	207 9.99	2,015 100.00	359	62.4	488 23.4	809 39.0	455 22.0	148 6.9	185 8.7	2,085 100.0	355	1.08
39. My agency is successful at accomplishing its mission.	N %	72.25	375 16.19	1,306 56.06	430 18.36	152 6.48	68 2.91	2,331 100.00	52	68.5	323 13.6	1,310 54.9	493 20.5	191 8.0	74 3.1	2,391 100.0	47	3.75
40. I recommend my organization as a good place to work.	N %	63.75	510 21.70	1,001 42.05	472 19.64	263 10.79	141 5.82	2,387 100.00	NA	61.2	494 20.7	981 40.5	515 20.7	289 11.8	157 6.3	2,436 100.0	NA	2.55
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	39.65	262 12.69	566 26.96	523 24.94	422 20.13	326 15.27	2,099 100.00	291	39.9	256 12.3	573 27.5	570 27.1	405 19.2	296 13.8	2,100 100.0	340	-0.25
*42. My supervisor supports my need to balance work and other life issues.	N %	82.40	951 40.47	996 41.93	216 8.89	115 4.86	91 3.86	2,369 100.00	9	80.7	891 37.4	1,053 43.3	240 9.8	128 5.3	101 4.2	2,413 100.0	19	1.70
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	63.89	625 26.79	883 37.10	406 16.86	263 11.01	198 8.24	2,375 100.00	4	63.8	606 25.4	919 38.4	423 17.3	281 11.4	189 7.6	2,418 100.0	11	0.09
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	57.04	527 22.86	806 34.19	437 18.60	307 12.92	272 11.43	2,349 100.00	15	57.1	515 21.8	844 35.3	427 17.7	353 14.5	259 10.6	2,398 100.0	23	-0.06
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	66.17	584 29.18	752 36.99	456 22.24	101 4.91	138 6.69	2,031 100.00	342	62.9	520 25.1	790 37.9	531 25.6	122 5.8	120 5.7	2,083 100.0	343	3.27
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	57.20	479 20.50	867 36.70	469 19.74	313 13.12	238 9.94	2,366 100.00	9	57.6	447 18.8	932 38.8	486 20.2	303 12.4	242 9.9	2,410 100.0	14	-0.40
*47. Supervisors/team leaders in my work unit support employee development.	N %	66.12	612 26.43	930 39.69	402 17.02	204 8.68	194 8.19	2,342 100.00	35	64.3	569 24.1	951 40.2	418 17.4	249 10.2	199 8.2	2,386 100.0	39	1.82
48. My supervisor/team leader listens to what I have to say.	N %	75.76	830 35.55	956 40.21	253 10.62	195 8.11	132 5.52	2,366 100.00	NA	76.2	813 34.0	1,019 42.2	283 11.5	189 7.7	115 4.6	2,419 100.0	NA	-0.44
49. My supervisor/team leader treats me with respect.	N %	80.41	970 41.41	923 39.00	224 9.29	136 5.67	110 4.63	2,363 100.00	NA	81.1	950 39.6	1,007 41.5	232 9.4	120 4.9	112 4.6	2,421 100.0	NA	-0.69
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	87.99	846 36.17	1,230 51.81	107 4.52	117 4.88	63 2.61	2,363 100.00	NA	86.2	816 34.1	1,263 52.1	130 5.3	136 5.6	73 2.9	2,418 100.0	NA	1.79
*51. I have trust and confidence in my supervisor.	N %	65.43	799 34.07	746 31.36	395 16.67	221 9.18	210 8.72	2,371 100.00	NA	66.1	760 31.7	828 34.4	412 17.0	211 8.5	205 8.4	2,416 100.0	NA	-0.67

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*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	919 69.35	720 39.04	419 30.31	167 17.59	146 6.95	2,371 100.00	NA	895 70.1	783 37.4	424 32.7	164 17.4	141 6.7	2,407 100.0	NA	-0.75		
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	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, leaders generate high levels of motivation and commitment in the workforce.	N %	208 34.15	9.09	581 25.06	555 23.83	558 23.89	428 18.13	2,330 100.00	33	34.2	189 8.1	607 26.1	538 22.9	562 23.7	460 19.3	2,356 100.0	31	-0.05
54. My organization's leaders maintain high standards of honesty and integrity.	N %	432 55.44	19.60	798 35.85	495 22.07	251 11.09	261 11.39	2,237 100.00	126	55.6	414 18.3	843 37.3	471 20.6	274 12.0	270 11.8	2,272 100.0	117	-0.16
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	379 58.68	17.80	879 40.87	508 23.35	224 10.13	173 7.84	2,163 100.00	194	58.1	342 15.7	922 42.4	494 22.5	256 11.7	171 7.7	2,185 100.0	197	0.58
*56. Managers communicate the goals and priorities of the organization.	N %	285 51.30	12.34	907 38.96	539 22.89	370 15.88	233 9.92	2,334 100.00	26	51.1	258 11.0	933 40.2	498 21.2	401 17.0	256 10.7	2,346 100.0	36	0.20
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	267 53.38	13.17	825 40.21	527 25.47	249 12.22	184 8.93	2,052 100.00	300	51.0	253 12.1	814 39.0	574 27.2	263 12.5	197 9.3	2,101 100.0	282	2.38
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	272 48.12	12.17	804 35.95	510 22.57	357 16.01	303 13.31	2,246 100.00	107	46.8	245 10.8	822 36.0	515 22.6	401 17.5	304 13.1	2,287 100.0	99	1.32
59. Managers support collaboration across work units to accomplish work objectives.	N %	312 54.23	13.84	908 40.38	476 20.99	287 12.71	277 12.08	2,260 100.00	94	53.0	289 12.7	921 40.3	489 21.3	325 14.0	271 11.7	2,295 100.0	84	1.23
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge	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/team leader?	N %	536 54.60	24.37	677 30.22	518 23.02	260 11.49	244 10.89	2,235 100.00	116	56.4	561 24.9	707 31.4	504 22.2	256 11.2	235 10.2	2,263 100.0	118	-1.80
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	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 %	427 49.01	18.63	700 30.38	516 22.24	360 15.37	317 13.37	2,320 100.00	34	48.5	413 17.7	717 30.7	498 20.9	401 16.9	330 13.8	2,359 100.0	22	0.51
62. Senior leaders demonstrate support for Work/Life programs.	N %	354 50.05	16.88	703 33.17	479 22.26	335 15.74	257 11.96	2,128 100.00	227	44.3	306 14.3	649 30.0	502 23.3	373 17.2	333 15.2	2,163 100.0	219	5.75
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge	Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge	
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	302 47.43	13.11	799 34.32	555 23.56	465 19.76	223 9.25	2,344 100.00	NA	47.7	301 13.0	813 34.7	527 22.3	534 22.5	181 7.5	2,356 100.0	NA	-0.27
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	234 41.68	10.13	734 31.55	535 22.76	568 24.33	265 11.24	2,336 100.00	NA	39.1	217 9.3	698 29.8	551 23.5	626 26.3	267 11.2	2,359 100.0	NA	2.58
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	266 42.65	11.39	721 31.26	512 21.80	503 21.60	330 13.94	2,332 100.00	NA	42.0	262 11.2	717 30.7	537 22.7	538 22.8	303 12.5	2,357 100.0	NA	0.65
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	215 36.00	9.34	616 26.65	711 30.51	484 20.62	306 12.87	2,332 100.00	NA	35.8	208 8.9	626 26.9	657 28.0	531 22.4	331 13.7	2,353 100.0	NA	0.20
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	191 26.50	8.35	420 18.16	656 28.08	549 23.49	515 21.93	2,331 100.00	NA	25.8	157 6.8	442 19.0	694 29.3	570 24.2	494 20.8	2,357 100.0	NA	0.70
*68. How satisfied are you with the training you receive for your present job?	N %	302 52.57	12.94	919 39.64	621 26.42	324 13.93	166 7.07	2,332 100.00	NA	50.7	253 10.9	933 39.8	611 25.5	367 15.6	196 8.2	2,360 100.0	NA	1.87
*69. Considering everything, how satisfied are you with your job?	N %	452 64.28	19.51	1,044 44.77	430 18.40	273 11.62	134 5.70	2,333 100.00	NA	63.5	420 18.0	1,064 45.5	436 18.3	287 12.1	148 6.2	2,355 100.0	NA	0.78
*70. Considering everything, how satisfied are you with your pay?	N %	417 56.13	17.84	895 38.29	400 17.16	408 17.43	216 9.28	2,336 100.00	NA	58.0	382 16.0	988 42.0	406 17.0	383 16.3	203 8.6	2,362 100.0	NA	-1.87
71. Considering everything, how satisfied are you with your organization?	N %	344 54.45	14.83	920 39.62	530 22.50	373 15.82	170 7.23	2,337 100.00	NA	52.6	292 12.5	937 40.1	521 22.0	421 17.6	186 7.7	2,357 100.0	NA	1.85
72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%						N	%		
	Yes							1,949	83.87	Yes					1,881	79.7		4.17

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	No			No			
	No	233	9.99	No	339	14.4	-4.41
	Not sure	143	6.13	Not sure	137	5.9	0.23
	Total	2,325	100.00	Total	2,357	100.0	0.00
73. Please select the response below that BEST describes your current teleworking situation:		N	%		N	%	
	I telework 3 or more days per week.	68	2.92	I telework 3 or more days per week.	68	2.8	0.12
	I telework 1 or 2 days per week.	671	28.88	I telework 1 or 2 days per week.	615	26.1	2.78
	I telework, but no more than 1 or 2 days per month.	267	11.54	I telework, but no more than 1 or 2 days per month.	257	10.8	0.74
	I telework very infrequently, on an unscheduled or short-term basis.	736	31.86	I telework very infrequently, on an unscheduled or short-term basis.	697	29.7	2.16
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement)	47	1.99	I do not telework because I have to be physically present on the job (e.g., Law	60	2.6	-0.61
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment)	29	1.19	I do not telework because I have technical issues (e.g., connectivity, inadequate	45	1.9	-0.71
	I do not telework because I did not receive approval to do so, even though I have the kind of	109	4.67	I do not telework because I did not receive approval to do so, even though I have	137	5.9	-1.23
	I do not telework because I choose not to telework.	390	16.94	I do not telework because I choose not to telework.	470	20.2	-3.26
	Total	2,317	100.00	Total	2,349	100.0	0.00
74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)		N	%		N	%	
	Yes	1,067	45.88	Yes	1,069	45.2	0.68
	No	1,175	50.68	No	1,231	52.5	-1.82
	Not available to me	79	3.44	Not available to me	51	2.2	1.24
	Total	2,321	100.00	Total	2,351	100.0	0.00
75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)		N	%		N	%	
	Yes	527	22.92	Yes	537	23.2	-0.28
	No	1,654	71.03	No	1,602	67.9	3.13
	Not available to me	145	6.04	Not available to me	214	8.8	-2.76
	Total	2,326	100.00	Total	2,353	100.0	0.00
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%		N	%	
	Yes	172	7.35	Yes	178	7.7	-0.35
	No	2,071	89.85	No	2,087	89.0	0.85
	Not available to me	64	2.81	Not available to me	78	3.3	-0.49
	Total	2,307	100.00	Total	2,343	100.0	0.00
77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)		N	%		N	%	
	Yes	151	6.66	Yes	157	6.8	-0.14
	No	2,033	87.25	No	2,029	86.4	0.85
	Not available to me	142	6.09	Not available to me	165	6.8	-0.71
	Total	2,326	100.00	Total	2,351	100.0	0.00
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%		N	%	
	Yes	76	3.16	Yes	103	4.4	-1.24
	No	2,118	91.20	No	2,115	90.3	0.90
	Not available to me	132	5.64	Not available to me	128	5.3	0.34
	Total	2,326	100.00	Total	2,346	100.0	0.00

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		Left Panel Metrics							Do Not Know/ No Basis to Judge	Right Panel Metrics							Do Not Know/ No Basis to Judge	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**		
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	75.69	565 32.85	738 42.85	203 11.67	149 8.67	68 3.97	1,723 100.00	34	73.9	485 29.7	715 44.2	200 12.2	160 9.8	67 4.1	1,627 100.0	29	1.79
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	89.31	491 46.63	455 42.69	68 6.47	36 3.35	9 0.86	1,059 100.00	13	88.7	461 43.6	485 45.1	71 6.6	39 3.6	11 1.0	1,067 100.0	13	0.61
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example,	N %	82.66	148 29.06	273 53.60	71 13.78	15 3.11	2 0.45	509 100.00	24	84.1	141 27.3	292 56.8	66 12.6	18 3.3	0 0.0	517 100.0	29	-1.44
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	80.21	48 27.40	93 52.82	26 14.79	6 3.33	3 1.66	176 100.00	28	77.0	47 26.1	90 50.8	36 19.3	5 2.7	2 1.1	180 100.0	24	3.21
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare,	N %	83.69	60 41.95	58 41.74	18 12.66	2 1.42	3 2.23	141 100.00	21	83.8	63 40.7	67 43.1	20 12.5	5 3.1	1 0.5	156 100.0	20	-0.11
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support	N %	69.31	20 31.68	26 37.63	18 27.48	2 3.21	0 0.00	66 100.00	21	77.5	26 25.5	53 52.1	21 20.7	2 1.7	0 0.0	102 100.0	24	-8.19
85. Where do you work:								N %								N %		
								Headquarters Field Total	1,320 999 2,319	56.92 43.08 100.00						Headquarters Field Total	1,343 1,011 2,354	57.1 42.9 100.0
*86. What is your supervisory status?								N %								N %		
								Non-Supervisor Team Leader Supervisor Manager Executive Total	1,601 298 229 117 70 2,315	69.16 12.87 9.89 5.05 3.02 100.00						Non-Supervisor Team Leader Supervisor Manager Executive Total	1,601 332 257 98 73 2,361	67.8 14.1 10.9 4.2 3.1 100.0
*87. Are you:								N %								N %		
								Male Female Total	1,180 1,094 2,274	51.89 48.11 100.00						Male Female Total	1,202 1,125 2,327	51.7 48.3 100.0
*88. Are you Hispanic or Latino?								N %								N %		
								Yes No Total	124 2,118 2,242	5.53 94.47 100.00						Yes No Total	128 2,170 2,298	5.6 94.4 100.0
*89. Please select the racial category or categories with which you most closely identify.								N %								N %		
								American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Total	10 155 320 5 1,604 53 2,147	0.47 7.22 14.90 0.23 74.71 2.47 100.00						American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Total	10 159 318 3 1,668 52 2,210	0.5 7.2 14.4 0.1 75.5 2.4 100.0
90. What is your age group?								N %								N %		
								25 and under 26-29 30-39 40-49	4 48 635 789	0.18 2.16 28.62 35.56						25 and under 26-29 30-39 40-49	1 41 654 838	0.0 1.8 28.7 36.8

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91. What is your pay category/grade?	50-59	565	25.46
	60 or older	178	8.02
	Total	2,219	100.00
	N		%
	Federal Wage System	23	1.01
	GS 1-6	15	0.66
	GS 7-12	216	9.50
	GS 13-15	1,031	45.36
	Senior Executive Service	69	3.04
	Senior Level (SL) or Scientific or Professional (ST)	17	0.75
	Other	902	39.68
	Total	2,273	100.00
92. How long have you been with the Federal Government (excluding military service)?	N		%
	Less than 1 year	52	2.28
	1 to 3 years	241	10.56
	4 to 5 years	235	10.29
	6 to 10 years	553	24.22
	11 to 14 years	377	16.51
	15 to 20 years	326	14.28
	More than 20 years	499	21.86
	Total	2,283	100.00
93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N		%
	Less than 1 year	85	3.74
	1 to 3 years	339	14.91
	4 to 5 years	250	10.99
	6 to 10 years	611	26.87
	11 to 20 years	651	28.63
	More than 20 years	338	14.86
	Total	2,274	100.00
94. Are you considering leaving your organization within the next year, and if so, why?	N		%
	No	1,669	73.33
	Yes, to retire	58	2.55
	Yes, to take another job within the Federal Government	232	10.19
	Yes, to take another job outside the Federal Government	207	9.09
	Yes, other	110	4.83
	Total	2,276	100.00
95. I am planning to retire:	N		%
	Within one year	29	1.29
	Between one and three years	108	4.82
	Between three and five years	153	6.83
	Five or more years	1,951	87.06
	Total	2,241	100.00
96. Self-Identify as:	N		%
	Heterosexual or Straight	1,812	85.31
	Gay, Lesbian, Bisexual, or Transgender	78	3.67

50-59	567	24.9
60 or older	177	7.8
Total	2,278	100.0
N		%
Federal Wage System	16	0.7
GS 1-6	20	0.9
GS 7-12	225	9.7
GS 13-15	1,043	44.9
Senior Executive Service	64	2.8
Senior Level (SL) or Scientific or Professional (ST)	25	1.1
Other	928	40.0
Total	2,321	100.0
N		%
Less than 1 year	12	0.5
1 to 3 years	255	10.9
4 to 5 years	200	8.6
6 to 10 years	610	26.2
11 to 14 years	427	18.3
15 to 20 years	309	13.3
More than 20 years	518	22.2
Total	2,331	100.0
N		%
Less than 1 year	27	1.2
1 to 3 years	348	15.0
4 to 5 years	237	10.2
6 to 10 years	678	29.3
11 to 20 years	695	30.0
More than 20 years	329	14.2
Total	2,314	100.0
N		%
No	1,657	71.4
Yes, to retire	59	2.5
Yes, to take another job within the Federal Government	233	10.0
Yes, to take another job outside the Federal Government	253	10.9
Yes, other	120	5.2
Total	2,322	100.0
N		%
Within one year	28	1.2
Between one and three years	134	5.9
Between three and five years	146	6.4
Five or more years	1,980	86.5
Total	2,288	100.0
N		%
Heterosexual or Straight	1,852	85.6
Gay, Lesbian, Bisexual, or Transgender	62	2.9

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	I prefer not to say			I prefer not to say		
97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?		234	11.02	250	11.6	
	Total	2,124	100.00	Total	2,164	100.0
		N	%		N	%
	Yes	177	7.78	Yes	178	7.7
	No	2,099	92.22	No	2,133	92.3
	Total	2,276	100.00	Total	2,311	100.0
98. Are you an individual with a disability?		N	%		N	%
	Yes	130	5.76	Yes	121	5.3
	No	2,127	94.24	No	2,181	94.7
	Total	2,257	100.00	Total	2,302	100.0

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

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 2,422

Number of surveys administered: 3,665

Response Rate: 66.1%