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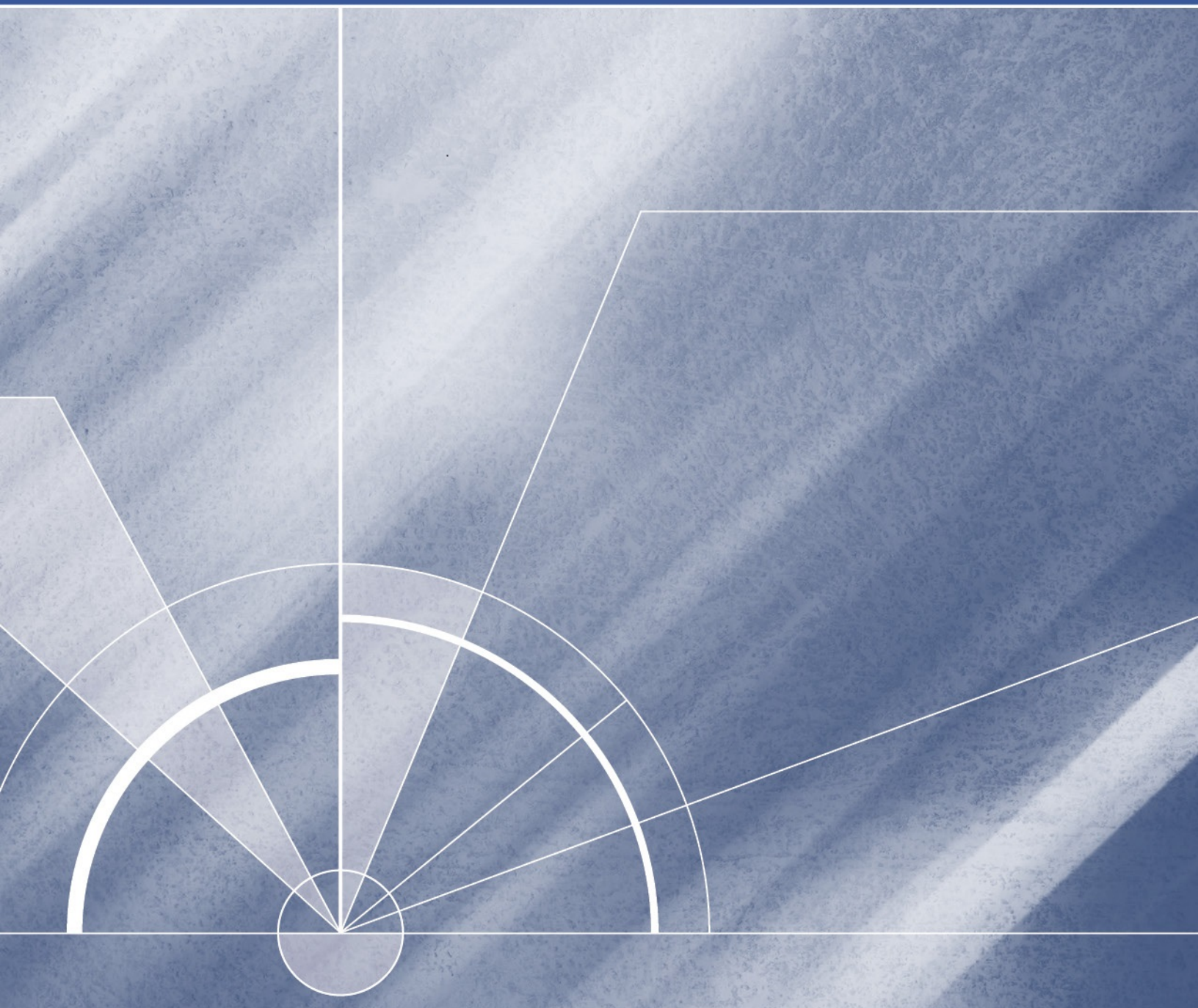
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2017

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

1st Level  
Subagency  
Comparison  
Report

Federal Communications Commission





# Federal Communications Commission

## *1st Level Subagency Comparison Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

### Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
<b>Federal Communications Commission</b>	<b>715</b>	<b>48.9%</b>
Consumer and Governmental Affairs Bureau (CGB)	58	42.6%
Enforcement Bureau (EB)	84	43.1%
International Bureau (IB)	48	49.0%
Media Bureau (MB)	64	41.8%
Office of Engineering/Technology (OET)	43	55.1%
Office of General Counsel (OGC)	36	48.0%
Office of Managing Director (OMD)	122	67.8%
Public Safety and Homeland Security Bureau (PSHS)	65	68.4%
Wireline Competition Bureau (WCB)	83	51.6%
Wireless Telecommunications Bureau (WTB)	79	40.7%
Other	32	33.3%

### Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

### Main Report Results

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"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"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:* Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

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## *1st Level Subagency Comparison Report*

### My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
<b>Federal Communications Commission</b>	<b>714</b>	<b>64.6%</b>	<b>17.6%</b>	<b>17.7%</b>
Consumer and Governmental Affairs Bureau (CGB)	58	41.5%	28.7%	29.7%
Enforcement Bureau (EB)	84	46.3%	28.7%	25.1%
International Bureau (IB)	48	59.9%	15.9%	24.2%
Media Bureau (MB)	64	63.0%	21.4%	15.6%
Office of Engineering/Technology (OET)	43	75.5%	11.5%	13.1%
Office of General Counsel (OGC)	36	79.6%	13.4%	7.0%
Office of Managing Director (OMD)	121	75.5%	11.7%	12.8%
Public Safety and Homeland Security Bureau (PSHS)	65	56.7%	13.5%	29.7%
Wireline Competition Bureau (WCB)	83	68.3%	21.9%	9.8%
Wireless Telecommunications Bureau (WTB)	79	76.8%	9.3%	13.9%
Other	32	80.4%	9.3%	10.3%

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
<b>Federal Communications Commission</b>	<b>710</b>	<b>71.8%</b>	<b>15.4%</b>	<b>12.8%</b>
Consumer and Governmental Affairs Bureau (CGB)	57	66.8%	16.4%	16.9%
Enforcement Bureau (EB)	84	63.7%	15.4%	20.8%
International Bureau (IB)	48	69.9%	12.1%	18.0%
Media Bureau (MB)	63	74.7%	12.7%	12.6%
Office of Engineering/Technology (OET)	43	82.4%	15.5%	2.1%
Office of General Counsel (OGC)	36	79.5%	8.1%	12.4%
Office of Managing Director (OMD)	121	73.5%	15.7%	10.7%
Public Safety and Homeland Security Bureau (PSHS)	64	73.3%	12.6%	14.2%
Wireline Competition Bureau (WCB)	82	72.6%	18.9%	8.5%
Wireless Telecommunications Bureau (WTB)	79	71.8%	18.3%	9.9%
Other	32	73.7%	15.8%	10.5%

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## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
<b>Federal Communications Commission</b>	<b>709</b>	<b>59.8%</b>	<b>19.9%</b>	<b>20.3%</b>
Consumer and Governmental Affairs Bureau (CGB)	58	44.5%	20.2%	35.3%
Enforcement Bureau (EB)	84	49.8%	17.3%	32.9%
International Bureau (IB)	47	56.5%	21.4%	22.1%
Media Bureau (MB)	61	49.9%	25.4%	24.7%
Office of Engineering/Technology (OET)	43	64.3%	25.6%	10.1%
Office of General Counsel (OGC)	36	72.3%	13.6%	14.2%
Office of Managing Director (OMD)	121	68.4%	20.1%	11.5%
Public Safety and Homeland Security Bureau (PSHS)	64	61.9%	15.8%	22.3%
Wireline Competition Bureau (WCB)	83	67.8%	16.5%	15.7%
Wireless Telecommunications Bureau (WTB)	79	62.5%	21.8%	15.7%
Other	32	72.4%	18.0%	9.6%

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
<b>Federal Communications Commission</b>	<b>713</b>	<b>68.5%</b>	<b>17.2%</b>	<b>14.2%</b>
Consumer and Governmental Affairs Bureau (CGB)	58	52.2%	24.2%	23.6%
Enforcement Bureau (EB)	84	63.5%	19.9%	16.7%
International Bureau (IB)	48	63.1%	18.2%	18.7%
Media Bureau (MB)	64	67.8%	21.0%	11.3%
Office of Engineering/Technology (OET)	43	85.9%	9.9%	4.2%
Office of General Counsel (OGC)	36	83.2%	8.9%	7.9%
Office of Managing Director (OMD)	122	75.4%	15.0%	9.6%
Public Safety and Homeland Security Bureau (PSHS)	65	68.9%	13.9%	17.2%
Wireline Competition Bureau (WCB)	81	72.4%	14.1%	13.5%
Wireless Telecommunications Bureau (WTB)	79	68.7%	15.4%	16.0%
Other	32	64.9%	24.5%	10.5%

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## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

#### *5. I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
<b>Federal Communications Commission</b>	<b>707</b>	<b>79.1%</b>	<b>15.0%</b>	<b>5.9%</b>
Consumer and Governmental Affairs Bureau (CGB)	58	71.4%	19.0%	9.6%
Enforcement Bureau (EB)	81	75.8%	16.9%	7.3%
International Bureau (IB)	46	78.5%	11.1%	10.5%
Media Bureau (MB)	64	77.1%	21.3%	1.5%
Office of Engineering/Technology (OET)	43	85.8%	10.0%	4.2%
Office of General Counsel (OGC)	36	90.1%	9.9%	0.0%
Office of Managing Director (OMD)	121	81.7%	14.1%	4.2%
Public Safety and Homeland Security Bureau (PSHS)	65	76.8%	13.8%	9.4%
Wireline Competition Bureau (WCB)	82	72.5%	19.5%	8.0%
Wireless Telecommunications Bureau (WTB)	79	83.3%	13.0%	3.7%
Other	31	88.3%	4.0%	7.7%

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
<b>Federal Communications Commission</b>	<b>707</b>	<b>80.1%</b>	<b>11.9%</b>	<b>8.0%</b>
Consumer and Governmental Affairs Bureau (CGB)	56	74.2%	17.6%	8.2%
Enforcement Bureau (EB)	82	71.4%	11.8%	16.7%
International Bureau (IB)	47	78.4%	12.1%	9.5%
Media Bureau (MB)	64	87.5%	9.5%	2.9%
Office of Engineering/Technology (OET)	43	86.8%	12.3%	0.9%
Office of General Counsel (OGC)	36	83.4%	5.2%	11.4%
Office of Managing Director (OMD)	122	84.5%	10.8%	4.7%
Public Safety and Homeland Security Bureau (PSHS)	65	81.4%	7.8%	10.8%
Wireline Competition Bureau (WCB)	81	77.5%	16.4%	6.1%
Wireless Telecommunications Bureau (WTB)	78	82.8%	12.2%	5.0%
Other	32	75.2%	12.3%	12.5%

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## 1st Level Subagency Comparison Report

### 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	483,257	95.8%	2.7%	1.5%
<b>Federal Communications Commission</b>	<b>710</b>	<b>94.7%</b>	<b>3.5%</b>	<b>1.7%</b>
Consumer and Governmental Affairs Bureau (CGB)	57	84.9%	8.6%	6.5%
Enforcement Bureau (EB)	83	92.6%	2.2%	5.3%
International Bureau (IB)	48	96.1%	3.9%	0.0%
Media Bureau (MB)	63	96.3%	3.7%	0.0%
Office of Engineering/Technology (OET)	43	97.9%	2.1%	0.0%
Office of General Counsel (OGC)	36	97.3%	0.0%	2.7%
Office of Managing Director (OMD)	121	94.2%	5.8%	0.0%
Public Safety and Homeland Security Bureau (PSHS)	65	95.5%	3.0%	1.5%
Wireline Competition Bureau (WCB)	82	96.8%	3.2%	0.0%
Wireless Telecommunications Bureau (WTB)	79	97.5%	2.5%	0.0%
Other	32	95.4%	1.7%	2.9%

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

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
<b>Federal Communications Commission</b>	<b>712</b>	<b>87.8%</b>	<b>9.8%</b>	<b>2.4%</b>
Consumer and Governmental Affairs Bureau (CGB)	58	76.9%	18.5%	4.7%
Enforcement Bureau (EB)	84	84.9%	8.0%	7.2%
International Bureau (IB)	48	87.9%	12.1%	0.0%
Media Bureau (MB)	64	87.2%	11.4%	1.4%
Office of Engineering/Technology (OET)	43	83.9%	16.1%	0.0%
Office of General Counsel (OGC)	36	86.3%	5.5%	8.2%
Office of Managing Director (OMD)	122	91.0%	9.0%	0.0%
Public Safety and Homeland Security Bureau (PSHS)	65	90.9%	7.6%	1.5%
Wireline Competition Bureau (WCB)	82	91.4%	8.6%	0.0%
Wireless Telecommunications Bureau (WTB)	77	91.0%	7.8%	1.2%
Other	32	95.4%	1.7%	2.9%

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## 1st Level Subagency Comparison Report

### 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	483,755	47.4%	16.1%	36.6%	973
<b>Federal Communications Commission</b>	<b>711</b>	<b>45.1%</b>	<b>19.8%</b>	<b>35.1%</b>	<b>1</b>
Consumer and Governmental Affairs Bureau (CGB)	57	43.1%	17.1%	39.9%	1
Enforcement Bureau (EB)	83	37.0%	23.3%	39.7%	0
International Bureau (IB)	48	43.5%	19.6%	36.9%	0
Media Bureau (MB)	64	42.4%	22.9%	34.8%	0
Office of Engineering/Technology (OET)	43	47.8%	24.6%	27.6%	0
Office of General Counsel (OGC)	36	55.8%	25.6%	18.6%	0
Office of Managing Director (OMD)	122	55.6%	18.2%	26.2%	0
Public Safety and Homeland Security Bureau (PSHS)	64	33.0%	17.2%	49.9%	0
Wireline Competition Bureau (WCB)	83	37.6%	24.7%	37.7%	0
Wireless Telecommunications Bureau (WTB)	78	50.3%	17.1%	32.6%	0
Other	32	54.8%	6.9%	38.2%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
<b>Federal Communications Commission</b>	<b>714</b>	<b>67.7%</b>	<b>15.7%</b>	<b>16.7%</b>	<b>0</b>
Consumer and Governmental Affairs Bureau (CGB)	58	57.6%	17.7%	24.7%	0
Enforcement Bureau (EB)	84	70.7%	13.4%	15.9%	0
International Bureau (IB)	48	68.0%	16.6%	15.4%	0
Media Bureau (MB)	64	73.4%	13.7%	12.9%	0
Office of Engineering/Technology (OET)	43	74.5%	16.2%	9.3%	0
Office of General Counsel (OGC)	36	70.3%	19.2%	10.6%	0
Office of Managing Director (OMD)	122	67.6%	16.6%	15.8%	0
Public Safety and Homeland Security Bureau (PSHS)	65	69.6%	10.6%	19.8%	0
Wireline Competition Bureau (WCB)	83	73.0%	8.9%	18.1%	0
Wireless Telecommunications Bureau (WTB)	78	64.3%	18.2%	17.5%	0
Other	32	56.4%	23.7%	19.9%	0



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## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
<b>Federal Communications Commission</b>	<b>701</b>	<b>58.0%</b>	<b>18.3%</b>	<b>23.7%</b>	<b>2</b>
Consumer and Governmental Affairs Bureau (CGB)	57	36.8%	28.5%	34.7%	0
Enforcement Bureau (EB)	81	54.6%	15.0%	30.4%	0
International Bureau (IB)	47	61.8%	16.1%	22.1%	1
Media Bureau (MB)	63	52.8%	16.7%	30.5%	0
Office of Engineering/Technology (OET)	42	69.9%	21.6%	8.5%	0
Office of General Counsel (OGC)	36	60.3%	19.9%	19.8%	0
Office of Managing Director (OMD)	118	64.8%	21.7%	13.5%	1
Public Safety and Homeland Security Bureau (PSHS)	62	51.2%	22.8%	26.0%	0
Wireline Competition Bureau (WCB)	83	62.6%	17.3%	20.2%	0
Wireless Telecommunications Bureau (WTB)	79	66.6%	13.6%	19.8%	0
Other	32	57.9%	12.9%	29.2%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
<b>Federal Communications Commission</b>	<b>711</b>	<b>80.1%</b>	<b>12.2%</b>	<b>7.7%</b>	<b>2</b>
Consumer and Governmental Affairs Bureau (CGB)	56	75.3%	15.8%	8.9%	1
Enforcement Bureau (EB)	84	73.7%	12.2%	14.1%	0
International Bureau (IB)	48	79.2%	8.7%	12.0%	0
Media Bureau (MB)	64	79.4%	14.6%	6.0%	0
Office of Engineering/Technology (OET)	42	78.2%	19.7%	2.1%	1
Office of General Counsel (OGC)	36	80.6%	12.5%	6.9%	0
Office of Managing Director (OMD)	122	87.5%	8.3%	4.2%	0
Public Safety and Homeland Security Bureau (PSHS)	64	79.6%	12.5%	7.9%	0
Wireline Competition Bureau (WCB)	83	84.2%	9.3%	6.5%	0
Wireless Telecommunications Bureau (WTB)	79	80.8%	15.3%	3.9%	0
Other	32	82.7%	6.9%	10.3%	0

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## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
<b>Federal Communications Commission</b>	<b>701</b>	<b>82.8%</b>	<b>11.2%</b>	<b>5.9%</b>	<b>5</b>
Consumer and Governmental Affairs Bureau (CGB)	57	78.4%	18.8%	2.8%	1
Enforcement Bureau (EB)	82	81.3%	9.3%	9.3%	2
International Bureau (IB)	47	79.3%	15.6%	5.1%	0
Media Bureau (MB)	62	84.6%	6.1%	9.3%	0
Office of Engineering/Technology (OET)	41	86.3%	11.5%	2.2%	1
Office of General Counsel (OGC)	36	81.3%	18.7%	0.0%	0
Office of Managing Director (OMD)	121	88.4%	9.1%	2.5%	0
Public Safety and Homeland Security Bureau (PSHS)	64	82.6%	11.0%	6.4%	0
Wireline Competition Bureau (WCB)	81	82.0%	10.2%	7.8%	0
Wireless Telecommunications Bureau (WTB)	78	84.8%	10.2%	5.0%	1
Other	31	80.4%	10.5%	9.1%	0

#### 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	481,674	66.3%	14.0%	19.7%	2,014
<b>Federal Communications Commission</b>	<b>708</b>	<b>76.1%</b>	<b>12.6%</b>	<b>11.3%</b>	<b>4</b>
Consumer and Governmental Affairs Bureau (CGB)	57	60.6%	17.9%	21.5%	0
Enforcement Bureau (EB)	81	78.2%	11.2%	10.6%	2
International Bureau (IB)	48	83.6%	10.0%	6.4%	0
Media Bureau (MB)	64	76.4%	12.9%	10.7%	0
Office of Engineering/Technology (OET)	43	81.8%	13.1%	5.0%	0
Office of General Counsel (OGC)	36	85.3%	10.6%	4.2%	0
Office of Managing Director (OMD)	121	77.4%	15.1%	7.5%	1
Public Safety and Homeland Security Bureau (PSHS)	64	85.8%	9.5%	4.7%	1
Wireline Competition Bureau (WCB)	82	80.4%	8.0%	11.6%	0
Wireless Telecommunications Bureau (WTB)	79	73.4%	14.3%	12.3%	0
Other	32	61.8%	13.1%	25.1%	0

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## 1st 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	477,285	71.3%	14.1%	14.6%	6,699
<b>Federal Communications Commission</b>	<b>696</b>	<b>77.3%</b>	<b>13.6%</b>	<b>9.1%</b>	<b>17</b>
Consumer and Governmental Affairs Bureau (CGB)	56	67.1%	20.3%	12.7%	1
Enforcement Bureau (EB)	79	73.6%	14.0%	12.4%	5
International Bureau (IB)	48	84.5%	9.4%	6.1%	0
Media Bureau (MB)	63	84.1%	3.3%	12.6%	0
Office of Engineering/Technology (OET)	43	78.7%	14.1%	7.2%	0
Office of General Counsel (OGC)	33	84.1%	11.1%	4.8%	3
Office of Managing Director (OMD)	120	76.7%	15.0%	8.3%	2
Public Safety and Homeland Security Bureau (PSHS)	64	73.5%	21.7%	4.8%	1
Wireline Competition Bureau (WCB)	80	84.1%	15.9%	0.0%	3
Wireless Telecommunications Bureau (WTB)	78	78.3%	8.6%	13.1%	1
Other	31	68.7%	18.3%	13.1%	1

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
<b>Federal Communications Commission</b>	<b>711</b>	<b>80.9%</b>	<b>13.3%</b>	<b>5.8%</b>	<b>1</b>
Consumer and Governmental Affairs Bureau (CGB)	58	77.0%	16.5%	6.6%	0
Enforcement Bureau (EB)	83	75.0%	16.4%	8.5%	0
International Bureau (IB)	47	83.5%	10.8%	5.7%	0
Media Bureau (MB)	64	79.7%	14.3%	6.0%	0
Office of Engineering/Technology (OET)	43	77.7%	20.2%	2.1%	0
Office of General Counsel (OGC)	35	90.1%	2.6%	7.4%	1
Office of Managing Director (OMD)	121	82.6%	14.9%	2.5%	0
Public Safety and Homeland Security Bureau (PSHS)	65	83.0%	12.5%	4.6%	0
Wireline Competition Bureau (WCB)	83	89.0%	5.9%	5.0%	0
Wireless Telecommunications Bureau (WTB)	79	82.7%	12.3%	5.0%	0
Other	32	72.6%	18.5%	8.8%	0

# Federal Communications Commission

## 1st 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	462,879	64.5%	17.3%	18.2%	19,717
<b>Federal Communications Commission</b>	<b>658</b>	<b>64.9%</b>	<b>20.8%</b>	<b>14.4%</b>	<b>51</b>
Consumer and Governmental Affairs Bureau (CGB)	52	48.1%	29.3%	22.6%	5
Enforcement Bureau (EB)	77	54.6%	28.2%	17.2%	7
International Bureau (IB)	42	58.8%	23.5%	17.6%	5
Media Bureau (MB)	59	62.6%	20.2%	17.2%	5
Office of Engineering/Technology (OET)	39	70.0%	25.5%	4.5%	3
Office of General Counsel (OGC)	31	70.4%	15.0%	14.6%	5
Office of Managing Director (OMD)	115	69.5%	20.2%	10.3%	5
Public Safety and Homeland Security Bureau (PSHS)	61	72.1%	18.0%	10.0%	3
Wireline Competition Bureau (WCB)	74	81.5%	8.9%	9.6%	9
Wireless Telecommunications Bureau (WTB)	75	61.8%	20.5%	17.7%	4
Other	32	75.1%	16.0%	8.8%	0

#### ***18. My training needs are assessed.***

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
<b>Federal Communications Commission</b>	<b>699</b>	<b>48.2%</b>	<b>28.3%</b>	<b>23.5%</b>	<b>11</b>
Consumer and Governmental Affairs Bureau (CGB)	56	35.5%	40.0%	24.6%	1
Enforcement Bureau (EB)	79	40.5%	28.7%	30.7%	4
International Bureau (IB)	46	45.3%	33.5%	21.2%	1
Media Bureau (MB)	64	35.8%	30.8%	33.4%	0
Office of Engineering/Technology (OET)	41	52.3%	34.8%	13.0%	2
Office of General Counsel (OGC)	34	51.9%	28.2%	20.0%	1
Office of Managing Director (OMD)	121	60.1%	21.0%	18.9%	0
Public Safety and Homeland Security Bureau (PSHS)	65	43.1%	30.2%	26.8%	0
Wireline Competition Bureau (WCB)	82	53.3%	24.7%	22.0%	1
Wireless Telecommunications Bureau (WTB)	79	55.5%	20.4%	24.2%	0
Other	31	58.1%	32.8%	9.1%	1

# Federal Communications Commission

## 1st 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	473,585	71.0%	13.4%	15.6%	11,653
<b>Federal Communications Commission</b>	<b>641</b>	<b>69.8%</b>	<b>18.2%</b>	<b>12.0%</b>	<b>72</b>
Consumer and Governmental Affairs Bureau (CGB)	52	56.3%	34.1%	9.6%	6
Enforcement Bureau (EB)	69	58.9%	19.7%	21.4%	14
International Bureau (IB)	43	73.3%	12.1%	14.6%	5
Media Bureau (MB)	57	67.1%	16.1%	16.8%	7
Office of Engineering/Technology (OET)	42	73.0%	22.8%	4.2%	1
Office of General Counsel (OGC)	28	75.7%	18.7%	5.6%	8
Office of Managing Director (OMD)	115	78.3%	14.0%	7.7%	7
Public Safety and Homeland Security Bureau (PSHS)	60	78.3%	15.0%	6.8%	5
Wireline Competition Bureau (WCB)	73	74.2%	17.9%	7.9%	10
Wireless Telecommunications Bureau (WTB)	74	68.3%	21.4%	10.3%	4
Other	27	77.0%	2.0%	21.0%	5

### My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
<b>Federal Communications Commission</b>	<b>712</b>	<b>80.6%</b>	<b>11.0%</b>	<b>8.5%</b>
Consumer and Governmental Affairs Bureau (CGB)	58	55.5%	22.8%	21.7%
Enforcement Bureau (EB)	84	73.4%	17.7%	8.8%
International Bureau (IB)	48	80.0%	14.9%	5.2%
Media Bureau (MB)	64	86.0%	9.3%	4.7%
Office of Engineering/Technology (OET)	43	86.8%	8.1%	5.1%
Office of General Counsel (OGC)	36	94.5%	2.7%	2.7%
Office of Managing Director (OMD)	122	82.1%	10.8%	7.1%
Public Safety and Homeland Security Bureau (PSHS)	65	78.4%	9.2%	12.4%
Wireline Competition Bureau (WCB)	82	90.4%	5.7%	3.9%
Wireless Telecommunications Bureau (WTB)	78	86.9%	5.2%	7.9%
Other	31	76.9%	9.9%	13.2%

# Federal Communications Commission

## 1st 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	468,542	42.3%	25.4%	32.3%	16,412
<b>Federal Communications Commission</b>	<b>676</b>	<b>41.7%</b>	<b>26.7%</b>	<b>31.6%</b>	<b>38</b>
Consumer and Governmental Affairs Bureau (CGB)	55	29.6%	29.6%	40.8%	2
Enforcement Bureau (EB)	73	27.1%	27.0%	45.9%	11
International Bureau (IB)	48	36.4%	23.9%	39.7%	0
Media Bureau (MB)	59	36.8%	20.0%	43.2%	5
Office of Engineering/Technology (OET)	39	42.9%	31.5%	25.5%	4
Office of General Counsel (OGC)	33	69.7%	16.8%	13.5%	3
Office of Managing Director (OMD)	119	46.6%	39.0%	14.4%	3
Public Safety and Homeland Security Bureau (PSHS)	64	25.4%	27.9%	46.6%	1
Wireline Competition Bureau (WCB)	78	62.5%	25.9%	11.6%	5
Wireless Telecommunications Bureau (WTB)	76	49.9%	20.4%	29.7%	3
Other	31	34.4%	28.5%	37.1%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
<b>Federal Communications Commission</b>	<b>640</b>	<b>41.5%</b>	<b>30.1%</b>	<b>28.4%</b>	<b>73</b>
Consumer and Governmental Affairs Bureau (CGB)	48	24.0%	33.9%	42.1%	10
Enforcement Bureau (EB)	75	24.8%	33.5%	41.7%	9
International Bureau (IB)	45	43.7%	21.4%	34.9%	3
Media Bureau (MB)	59	39.4%	24.6%	36.0%	5
Office of Engineering/Technology (OET)	39	64.6%	24.4%	11.0%	4
Office of General Counsel (OGC)	29	55.1%	29.4%	15.5%	7
Office of Managing Director (OMD)	113	42.5%	36.2%	21.3%	8
Public Safety and Homeland Security Bureau (PSHS)	63	33.3%	36.7%	30.0%	2
Wireline Competition Bureau (WCB)	72	57.1%	24.5%	18.4%	10
Wireless Telecommunications Bureau (WTB)	70	45.0%	31.6%	23.4%	9
Other	26	49.1%	28.6%	22.3%	6

# Federal Communications Commission

## 1st 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	435,831	30.9%	27.5%	41.5%	47,551
<b>Federal Communications Commission</b>	<b>612</b>	<b>30.7%</b>	<b>33.5%</b>	<b>35.8%</b>	<b>101</b>
Consumer and Governmental Affairs Bureau (CGB)	50	18.2%	32.6%	49.3%	8
Enforcement Bureau (EB)	73	19.1%	42.2%	38.7%	11
International Bureau (IB)	42	33.3%	36.7%	30.1%	6
Media Bureau (MB)	55	35.3%	36.3%	28.4%	8
Office of Engineering/Technology (OET)	36	47.1%	30.2%	22.7%	7
Office of General Counsel (OGC)	24	50.2%	23.4%	26.4%	12
Office of Managing Director (OMD)	111	40.5%	25.2%	34.3%	11
Public Safety and Homeland Security Bureau (PSHS)	59	31.8%	34.0%	34.2%	6
Wireline Competition Bureau (WCB)	70	27.3%	31.5%	41.2%	13
Wireless Telecommunications Bureau (WTB)	66	24.4%	36.6%	39.0%	13
Other	25	36.1%	32.3%	31.6%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
<b>Federal Communications Commission</b>	<b>634</b>	<b>37.8%</b>	<b>29.0%</b>	<b>33.2%</b>	<b>76</b>
Consumer and Governmental Affairs Bureau (CGB)	53	23.6%	28.3%	48.1%	4
Enforcement Bureau (EB)	70	26.9%	35.8%	37.2%	14
International Bureau (IB)	45	44.3%	21.9%	33.8%	3
Media Bureau (MB)	58	40.1%	33.4%	26.6%	6
Office of Engineering/Technology (OET)	40	41.2%	39.1%	19.7%	3
Office of General Counsel (OGC)	29	62.5%	12.7%	24.8%	7
Office of Managing Director (OMD)	111	37.8%	29.8%	32.4%	9
Public Safety and Homeland Security Bureau (PSHS)	64	40.5%	29.7%	29.9%	1
Wireline Competition Bureau (WCB)	69	44.0%	30.3%	25.7%	13
Wireless Telecommunications Bureau (WTB)	70	38.8%	25.0%	36.2%	9
Other	24	33.4%	24.6%	42.0%	7

## Federal Communications Commission 1st 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	449,570	43.7%	25.0%	31.3%	32,923
<b>Federal Communications Commission</b>	<b>615</b>	<b>46.5%</b>	<b>25.4%</b>	<b>28.1%</b>	<b>95</b>
Consumer and Governmental Affairs Bureau (CGB)	46	22.2%	29.0%	48.7%	11
Enforcement Bureau (EB)	67	41.2%	29.8%	28.9%	16
International Bureau (IB)	44	43.3%	23.1%	33.6%	3
Media Bureau (MB)	54	45.9%	24.4%	29.7%	9
Office of Engineering/Technology (OET)	38	66.4%	26.6%	7.0%	5
Office of General Counsel (OGC)	27	69.9%	13.9%	16.3%	9
Office of Managing Director (OMD)	114	39.4%	29.0%	31.6%	8
Public Safety and Homeland Security Bureau (PSHS)	62	48.5%	28.7%	22.8%	3
Wireline Competition Bureau (WCB)	70	56.0%	17.3%	26.7%	13
Wireless Telecommunications Bureau (WTB)	70	51.7%	26.6%	21.6%	8
Other	22	45.7%	21.9%	32.3%	10

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
<b>Federal Communications Commission</b>	<b>702</b>	<b>75.9%</b>	<b>11.8%</b>	<b>12.3%</b>	<b>10</b>
Consumer and Governmental Affairs Bureau (CGB)	57	61.1%	18.1%	20.8%	1
Enforcement Bureau (EB)	83	77.3%	6.3%	16.3%	1
International Bureau (IB)	48	73.4%	13.4%	13.2%	0
Media Bureau (MB)	60	79.9%	7.1%	13.0%	2
Office of Engineering/Technology (OET)	42	76.2%	15.6%	8.2%	1
Office of General Counsel (OGC)	36	93.9%	4.5%	1.6%	0
Office of Managing Director (OMD)	120	69.3%	16.6%	14.1%	2
Public Safety and Homeland Security Bureau (PSHS)	64	62.4%	20.1%	17.5%	0
Wireline Competition Bureau (WCB)	82	89.9%	4.6%	5.5%	1
Wireless Telecommunications Bureau (WTB)	79	78.9%	13.4%	7.7%	0
Other	30	73.3%	13.3%	13.4%	2



# Federal Communications Commission

## 1st 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	465,631	56.1%	27.6%	16.3%	18,337
<b>Federal Communications Commission</b>	<b>669</b>	<b>53.2%</b>	<b>30.5%</b>	<b>16.3%</b>	<b>46</b>
Consumer and Governmental Affairs Bureau (CGB)	54	41.6%	28.6%	29.8%	4
Enforcement Bureau (EB)	76	44.6%	29.6%	25.7%	8
International Bureau (IB)	47	47.3%	36.0%	16.8%	1
Media Bureau (MB)	56	43.5%	40.9%	15.5%	8
Office of Engineering/Technology (OET)	41	65.5%	26.1%	8.4%	2
Office of General Counsel (OGC)	33	59.4%	28.9%	11.7%	3
Office of Managing Director (OMD)	117	60.2%	25.0%	14.8%	5
Public Safety and Homeland Security Bureau (PSHS)	63	46.0%	36.5%	17.5%	2
Wireline Competition Bureau (WCB)	78	67.0%	29.5%	3.4%	5
Wireless Telecommunications Bureau (WTB)	75	62.6%	25.6%	11.8%	4
Other	28	42.7%	35.1%	22.2%	4

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

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
<b>Federal Communications Commission</b>	<b>712</b>	<b>87.4%</b>	<b>10.5%</b>	<b>2.1%</b>
Consumer and Governmental Affairs Bureau (CGB)	58	73.4%	22.8%	3.7%
Enforcement Bureau (EB)	83	88.8%	10.1%	1.1%
International Bureau (IB)	47	79.8%	20.2%	0.0%
Media Bureau (MB)	64	85.3%	11.0%	3.7%
Office of Engineering/Technology (OET)	42	90.6%	9.4%	0.0%
Office of General Counsel (OGC)	36	100.0%	0.0%	0.0%
Office of Managing Director (OMD)	122	86.7%	9.9%	3.4%
Public Safety and Homeland Security Bureau (PSHS)	65	82.9%	12.4%	4.6%
Wireline Competition Bureau (WCB)	83	97.2%	2.8%	0.0%
Wireless Telecommunications Bureau (WTB)	79	90.1%	7.4%	2.5%
Other	32	87.3%	9.8%	2.9%

# Federal Communications Commission

## 1st 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	469,308	70.9%	16.8%	12.4%	7,233
<b>Federal Communications Commission</b>	<b>684</b>	<b>73.6%</b>	<b>16.6%</b>	<b>9.8%</b>	<b>14</b>
Consumer and Governmental Affairs Bureau (CGB)	54	60.1%	22.2%	17.7%	1
Enforcement Bureau (EB)	79	73.3%	17.0%	9.7%	3
International Bureau (IB)	46	72.5%	14.9%	12.5%	0
Media Bureau (MB)	62	74.1%	12.9%	13.0%	2
Office of Engineering/Technology (OET)	41	79.5%	14.1%	6.4%	0
Office of General Counsel (OGC)	34	82.1%	16.1%	1.7%	2
Office of Managing Director (OMD)	117	74.2%	20.6%	5.2%	2
Public Safety and Homeland Security Bureau (PSHS)	63	71.7%	14.3%	14.0%	1
Wireline Competition Bureau (WCB)	80	81.9%	12.6%	5.6%	1
Wireless Telecommunications Bureau (WTB)	76	74.3%	12.8%	12.9%	1
Other	31	66.7%	27.4%	5.9%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
<b>Federal Communications Commission</b>	<b>679</b>	<b>44.2%</b>	<b>26.4%</b>	<b>29.4%</b>	<b>19</b>
Consumer and Governmental Affairs Bureau (CGB)	53	30.1%	34.9%	35.0%	2
Enforcement Bureau (EB)	79	28.6%	32.1%	39.3%	4
International Bureau (IB)	45	44.0%	24.1%	31.9%	1
Media Bureau (MB)	62	43.3%	26.4%	30.2%	2
Office of Engineering/Technology (OET)	40	51.6%	31.9%	16.5%	1
Office of General Counsel (OGC)	35	41.9%	27.6%	30.5%	1
Office of Managing Director (OMD)	118	53.4%	28.1%	18.5%	2
Public Safety and Homeland Security Bureau (PSHS)	64	43.3%	20.5%	36.2%	0
Wireline Competition Bureau (WCB)	79	52.9%	21.1%	25.9%	1
Wireless Telecommunications Bureau (WTB)	74	50.7%	18.1%	31.2%	2
Other	29	49.9%	28.4%	21.7%	3

# Federal Communications Commission

## 1st Level Subagency Comparison Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
<b>Federal Communications Commission</b>	<b>674</b>	<b>54.7%</b>	<b>26.0%</b>	<b>19.3%</b>	<b>22</b>
Consumer and Governmental Affairs Bureau (CGB)	53	23.9%	35.9%	40.2%	2
Enforcement Bureau (EB)	77	43.2%	32.2%	24.6%	5
International Bureau (IB)	46	65.9%	20.3%	13.8%	0
Media Bureau (MB)	60	49.7%	27.2%	23.2%	4
Office of Engineering/Technology (OET)	40	64.8%	19.8%	15.4%	2
Office of General Counsel (OGC)	35	59.0%	29.2%	11.7%	1
Office of Managing Director (OMD)	118	52.4%	27.5%	20.1%	2
Public Safety and Homeland Security Bureau (PSHS)	62	64.4%	19.3%	16.4%	1
Wireline Competition Bureau (WCB)	78	71.2%	18.4%	10.4%	2
Wireless Telecommunications Bureau (WTB)	74	61.6%	22.9%	15.5%	1
Other	30	60.1%	26.4%	13.5%	2

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
<b>Federal Communications Commission</b>	<b>672</b>	<b>44.6%</b>	<b>25.7%</b>	<b>29.7%</b>	<b>23</b>
Consumer and Governmental Affairs Bureau (CGB)	53	28.6%	25.4%	46.0%	2
Enforcement Bureau (EB)	77	35.6%	27.3%	37.1%	5
International Bureau (IB)	46	50.2%	26.9%	22.9%	0
Media Bureau (MB)	60	39.2%	21.6%	39.2%	4
Office of Engineering/Technology (OET)	39	54.1%	32.5%	13.4%	3
Office of General Counsel (OGC)	34	48.8%	30.6%	20.5%	2
Office of Managing Director (OMD)	118	49.6%	24.9%	25.5%	1
Public Safety and Homeland Security Bureau (PSHS)	63	47.0%	15.8%	37.2%	1
Wireline Competition Bureau (WCB)	78	53.4%	27.0%	19.6%	1
Wireless Telecommunications Bureau (WTB)	73	43.0%	26.9%	30.0%	2
Other	30	54.0%	26.7%	19.4%	2

# Federal Communications Commission

## 1st Level Subagency Comparison Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
<b>Federal Communications Commission</b>	<b>617</b>	<b>24.7%</b>	<b>29.8%</b>	<b>45.5%</b>	<b>78</b>
Consumer and Governmental Affairs Bureau (CGB)	48	8.2%	42.4%	49.4%	6
Enforcement Bureau (EB)	67	9.5%	32.3%	58.3%	14
International Bureau (IB)	41	31.2%	22.0%	46.7%	5
Media Bureau (MB)	61	27.1%	26.9%	46.0%	3
Office of Engineering/Technology (OET)	37	34.2%	36.6%	29.1%	4
Office of General Counsel (OGC)	30	36.7%	19.1%	44.2%	5
Office of Managing Director (OMD)	112	31.1%	27.9%	41.0%	8
Public Safety and Homeland Security Bureau (PSHS)	59	23.8%	33.4%	42.8%	5
Wireline Competition Bureau (WCB)	69	30.3%	21.4%	48.3%	12
Wireless Telecommunications Bureau (WTB)	68	27.6%	28.5%	43.9%	8
Other	24	21.9%	42.0%	36.1%	8

#### 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	442,361	58.7%	27.1%	14.2%	33,267
<b>Federal Communications Commission</b>	<b>618</b>	<b>55.3%</b>	<b>28.8%</b>	<b>15.9%</b>	<b>76</b>
Consumer and Governmental Affairs Bureau (CGB)	46	40.6%	40.4%	19.0%	8
Enforcement Bureau (EB)	72	36.0%	40.7%	23.3%	11
International Bureau (IB)	42	52.3%	24.4%	23.2%	4
Media Bureau (MB)	55	59.0%	31.8%	9.2%	9
Office of Engineering/Technology (OET)	39	70.9%	20.3%	8.8%	3
Office of General Counsel (OGC)	28	74.8%	13.9%	11.3%	8
Office of Managing Director (OMD)	112	66.6%	21.0%	12.5%	6
Public Safety and Homeland Security Bureau (PSHS)	57	62.9%	24.7%	12.4%	5
Wireline Competition Bureau (WCB)	73	60.6%	22.8%	16.7%	7
Wireless Telecommunications Bureau (WTB)	66	53.1%	34.9%	12.1%	10
Other	27	48.1%	25.2%	26.7%	5

## Federal Communications Commission 1st 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	469,234	76.9%	13.0%	10.1%	6,752
<b>Federal Communications Commission</b>	<b>675</b>	<b>81.8%</b>	<b>12.0%</b>	<b>6.1%</b>	<b>23</b>
Consumer and Governmental Affairs Bureau (CGB)	53	77.8%	8.8%	13.4%	2
Enforcement Bureau (EB)	80	66.0%	20.8%	13.2%	3
International Bureau (IB)	46	80.0%	17.3%	2.7%	0
Media Bureau (MB)	61	81.6%	13.5%	4.9%	3
Office of Engineering/Technology (OET)	42	83.1%	12.7%	4.1%	0
Office of General Counsel (OGC)	35	82.8%	10.9%	6.3%	1
Office of Managing Director (OMD)	114	85.0%	12.4%	2.7%	6
Public Safety and Homeland Security Bureau (PSHS)	63	88.9%	9.5%	1.5%	1
Wireline Competition Bureau (WCB)	77	89.6%	5.8%	4.6%	3
Wireless Telecommunications Bureau (WTB)	71	89.5%	9.2%	1.3%	4
Other	32	79.4%	8.9%	11.7%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
<b>Federal Communications Commission</b>	<b>677</b>	<b>80.3%</b>	<b>12.6%</b>	<b>7.1%</b>	<b>16</b>
Consumer and Governmental Affairs Bureau (CGB)	51	79.3%	12.7%	8.0%	3
Enforcement Bureau (EB)	80	73.4%	10.8%	15.7%	3
International Bureau (IB)	44	85.4%	11.8%	2.8%	1
Media Bureau (MB)	61	82.4%	11.2%	6.4%	1
Office of Engineering/Technology (OET)	42	82.1%	17.9%	0.0%	0
Office of General Counsel (OGC)	36	79.0%	7.2%	13.8%	0
Office of Managing Director (OMD)	114	84.4%	11.6%	4.0%	5
Public Safety and Homeland Security Bureau (PSHS)	62	82.2%	9.7%	8.1%	1
Wireline Competition Bureau (WCB)	80	87.3%	10.5%	2.2%	1
Wireless Telecommunications Bureau (WTB)	74	76.6%	16.7%	6.7%	1
Other	32	75.4%	18.7%	6.0%	0

# Federal Communications Commission

## 1st 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	448,936	54.9%	21.6%	23.5%	25,809
<b>Federal Communications Commission</b>	<b>639</b>	<b>54.1%</b>	<b>25.2%</b>	<b>20.7%</b>	<b>55</b>
Consumer and Governmental Affairs Bureau (CGB)	48	38.3%	36.2%	25.5%	5
Enforcement Bureau (EB)	72	38.8%	37.4%	23.8%	11
International Bureau (IB)	45	46.6%	13.5%	39.9%	1
Media Bureau (MB)	56	55.5%	27.1%	17.4%	6
Office of Engineering/Technology (OET)	38	85.4%	11.3%	3.3%	4
Office of General Counsel (OGC)	34	63.0%	19.0%	18.0%	2
Office of Managing Director (OMD)	114	55.0%	26.8%	18.2%	6
Public Safety and Homeland Security Bureau (PSHS)	61	60.9%	19.3%	19.7%	3
Wireline Competition Bureau (WCB)	69	65.8%	11.4%	22.8%	11
Wireless Telecommunications Bureau (WTB)	70	47.9%	32.8%	19.4%	5
Other	31	64.5%	19.2%	16.3%	1

**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	435,144	68.7%	18.2%	13.1%	38,233
<b>Federal Communications Commission</b>	<b>617</b>	<b>68.3%</b>	<b>19.9%</b>	<b>11.8%</b>	<b>74</b>
Consumer and Governmental Affairs Bureau (CGB)	46	53.4%	27.9%	18.7%	7
Enforcement Bureau (EB)	67	55.6%	33.1%	11.3%	16
International Bureau (IB)	45	61.0%	19.0%	20.1%	1
Media Bureau (MB)	59	64.8%	18.4%	16.7%	5
Office of Engineering/Technology (OET)	40	85.6%	8.9%	5.5%	2
Office of General Counsel (OGC)	31	73.4%	15.2%	11.4%	5
Office of Managing Director (OMD)	105	71.4%	18.9%	9.7%	12
Public Safety and Homeland Security Bureau (PSHS)	58	66.0%	16.6%	17.4%	6
Wireline Competition Bureau (WCB)	67	82.8%	12.5%	4.7%	11
Wireless Telecommunications Bureau (WTB)	69	66.1%	24.4%	9.4%	7
Other	30	83.5%	10.4%	6.1%	1

# Federal Communications Commission

## 1st Level Subagency Comparison Report

### My Agency (continued)

#### 39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
<b>Federal Communications Commission</b>	<b>677</b>	<b>70.9%</b>	<b>21.3%</b>	<b>7.9%</b>	<b>20</b>
Consumer and Governmental Affairs Bureau (CGB)	50	61.1%	30.7%	8.2%	5
Enforcement Bureau (EB)	78	62.3%	22.7%	15.0%	5
International Bureau (IB)	45	71.6%	21.0%	7.5%	1
Media Bureau (MB)	60	78.5%	11.6%	9.9%	4
Office of Engineering/Technology (OET)	40	76.0%	21.8%	2.2%	1
Office of General Counsel (OGC)	36	68.0%	24.2%	7.8%	0
Office of Managing Director (OMD)	117	78.4%	19.9%	1.7%	2
Public Safety and Homeland Security Bureau (PSHS)	64	78.4%	10.5%	11.1%	0
Wireline Competition Bureau (WCB)	80	70.9%	22.2%	7.0%	0
Wireless Telecommunications Bureau (WTB)	74	72.7%	23.4%	3.9%	2
Other	32	62.2%	25.1%	12.7%	0

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
<b>Federal Communications Commission</b>	<b>696</b>	<b>67.6%</b>	<b>18.6%</b>	<b>13.8%</b>
Consumer and Governmental Affairs Bureau (CGB)	55	53.8%	21.0%	25.2%
Enforcement Bureau (EB)	83	52.4%	23.7%	23.9%
International Bureau (IB)	46	61.9%	23.1%	15.0%
Media Bureau (MB)	62	71.3%	19.6%	9.1%
Office of Engineering/Technology (OET)	42	79.0%	12.7%	8.3%
Office of General Counsel (OGC)	36	73.4%	18.7%	7.8%
Office of Managing Director (OMD)	119	71.3%	18.0%	10.8%
Public Safety and Homeland Security Bureau (PSHS)	63	63.3%	22.3%	14.4%
Wireline Competition Bureau (WCB)	81	80.3%	11.3%	8.4%
Wireless Telecommunications Bureau (WTB)	76	75.8%	17.8%	6.4%
Other	32	65.5%	15.6%	18.9%

# Federal Communications Commission

## 1st 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	440,039	41.8%	27.0%	31.2%	36,315
<b>Federal Communications Commission</b>	<b>624</b>	<b>44.0%</b>	<b>26.6%</b>	<b>29.4%</b>	<b>71</b>
Consumer and Governmental Affairs Bureau (CGB)	44	38.3%	27.3%	34.5%	11
Enforcement Bureau (EB)	75	33.1%	28.2%	38.8%	8
International Bureau (IB)	42	41.8%	31.8%	26.4%	4
Media Bureau (MB)	55	37.0%	26.9%	36.1%	8
Office of Engineering/Technology (OET)	34	51.3%	37.2%	11.6%	8
Office of General Counsel (OGC)	34	47.3%	32.3%	20.4%	2
Office of Managing Director (OMD)	115	50.1%	27.2%	22.7%	4
Public Safety and Homeland Security Bureau (PSHS)	60	53.2%	16.8%	30.0%	4
Wireline Competition Bureau (WCB)	72	47.9%	26.2%	25.9%	7
Wireless Telecommunications Bureau (WTB)	63	44.1%	25.2%	30.7%	13
Other	29	50.7%	17.9%	31.5%	2

### My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
<b>Federal Communications Commission</b>	<b>694</b>	<b>88.3%</b>	<b>6.5%</b>	<b>5.2%</b>	<b>1</b>
Consumer and Governmental Affairs Bureau (CGB)	54	74.7%	15.3%	10.1%	0
Enforcement Bureau (EB)	83	82.3%	9.2%	8.6%	0
International Bureau (IB)	45	89.7%	5.5%	4.7%	1
Media Bureau (MB)	63	94.5%	5.5%	0.0%	0
Office of Engineering/Technology (OET)	42	90.6%	3.2%	6.1%	0
Office of General Counsel (OGC)	36	93.9%	0.0%	6.1%	0
Office of Managing Director (OMD)	118	93.4%	4.0%	2.6%	0
Public Safety and Homeland Security Bureau (PSHS)	64	77.8%	6.3%	15.9%	0
Wireline Competition Bureau (WCB)	81	93.3%	5.5%	1.1%	0
Wireless Telecommunications Bureau (WTB)	75	88.0%	8.1%	4.0%	0
Other	32	94.2%	2.9%	2.9%	0



# Federal Communications Commission

## 1st 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	472,151	67.5%	16.5%	16.0%	2,221
<b>Federal Communications Commission</b>	<b>691</b>	<b>71.1%</b>	<b>14.8%</b>	<b>14.1%</b>	<b>2</b>
Consumer and Governmental Affairs Bureau (CGB)	53	62.2%	16.3%	21.4%	1
Enforcement Bureau (EB)	83	59.1%	23.2%	17.6%	0
International Bureau (IB)	46	70.7%	8.3%	21.0%	0
Media Bureau (MB)	63	65.8%	23.9%	10.3%	0
Office of Engineering/Technology (OET)	42	73.7%	19.0%	7.4%	0
Office of General Counsel (OGC)	35	82.2%	5.7%	12.1%	1
Office of Managing Director (OMD)	118	77.3%	11.0%	11.7%	0
Public Safety and Homeland Security Bureau (PSHS)	64	66.9%	10.9%	22.1%	0
Wireline Competition Bureau (WCB)	79	79.6%	9.3%	11.2%	0
Wireless Telecommunications Bureau (WTB)	75	76.4%	11.8%	11.8%	0
Other	32	76.8%	14.4%	8.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
<b>Federal Communications Commission</b>	<b>676</b>	<b>69.4%</b>	<b>15.9%</b>	<b>14.7%</b>	<b>15</b>
Consumer and Governmental Affairs Bureau (CGB)	53	56.0%	23.4%	20.6%	1
Enforcement Bureau (EB)	78	65.1%	13.6%	21.4%	3
International Bureau (IB)	46	69.4%	8.0%	22.6%	0
Media Bureau (MB)	61	69.6%	19.1%	11.3%	1
Office of Engineering/Technology (OET)	42	75.9%	16.8%	7.2%	0
Office of General Counsel (OGC)	35	70.1%	12.7%	17.2%	1
Office of Managing Director (OMD)	115	79.0%	10.5%	10.4%	4
Public Safety and Homeland Security Bureau (PSHS)	62	67.3%	11.5%	21.3%	2
Wireline Competition Bureau (WCB)	80	72.4%	18.5%	9.1%	0
Wireless Telecommunications Bureau (WTB)	72	73.9%	16.0%	10.1%	2
Other	31	62.1%	22.5%	15.5%	1

# Federal Communications Commission

## 1st 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	438,339	69.6%	20.7%	9.8%	34,846
<b>Federal Communications Commission</b>	<b>628</b>	<b>72.0%</b>	<b>19.8%</b>	<b>8.2%</b>	<b>63</b>
Consumer and Governmental Affairs Bureau (CGB)	50	60.8%	28.5%	10.7%	5
Enforcement Bureau (EB)	70	65.1%	23.3%	11.6%	12
International Bureau (IB)	40	67.9%	17.2%	14.8%	5
Media Bureau (MB)	54	72.2%	18.5%	9.3%	8
Office of Engineering/Technology (OET)	38	80.5%	19.5%	0.0%	4
Office of General Counsel (OGC)	30	78.5%	12.9%	8.6%	4
Office of Managing Director (OMD)	112	74.0%	18.8%	7.1%	7
Public Safety and Homeland Security Bureau (PSHS)	60	74.7%	16.9%	8.4%	4
Wireline Competition Bureau (WCB)	75	80.4%	14.9%	4.7%	5
Wireless Telecommunications Bureau (WTB)	69	72.1%	23.7%	4.2%	6
Other	29	73.2%	14.1%	12.7%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
<b>Federal Communications Commission</b>	<b>684</b>	<b>67.0%</b>	<b>19.9%</b>	<b>13.0%</b>	<b>3</b>
Consumer and Governmental Affairs Bureau (CGB)	53	55.4%	32.4%	12.2%	1
Enforcement Bureau (EB)	82	56.1%	22.2%	21.7%	0
International Bureau (IB)	45	65.4%	19.4%	15.2%	0
Media Bureau (MB)	61	64.2%	20.1%	15.7%	1
Office of Engineering/Technology (OET)	42	73.8%	15.9%	10.3%	0
Office of General Counsel (OGC)	35	80.1%	7.1%	12.7%	0
Office of Managing Director (OMD)	116	73.3%	16.5%	10.2%	0
Public Safety and Homeland Security Bureau (PSHS)	63	68.0%	12.8%	19.2%	1
Wireline Competition Bureau (WCB)	79	70.0%	23.9%	6.1%	0
Wireless Telecommunications Bureau (WTB)	75	76.2%	14.5%	9.3%	0
Other	32	61.5%	28.0%	10.5%	0

# Federal Communications Commission

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

#### 47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
<b>Federal Communications Commission</b>	<b>685</b>	<b>71.4%</b>	<b>16.8%</b>	<b>11.8%</b>	<b>10</b>
Consumer and Governmental Affairs Bureau (CGB)	52	53.5%	22.8%	23.7%	3
Enforcement Bureau (EB)	81	56.5%	22.5%	21.1%	2
International Bureau (IB)	44	71.5%	8.0%	20.5%	2
Media Bureau (MB)	62	70.8%	21.2%	8.0%	1
Office of Engineering/Technology (OET)	41	87.2%	7.5%	5.4%	1
Office of General Counsel (OGC)	36	89.4%	4.5%	6.1%	0
Office of Managing Director (OMD)	116	71.2%	21.8%	7.0%	1
Public Safety and Homeland Security Bureau (PSHS)	64	64.2%	18.5%	17.2%	0
Wireline Competition Bureau (WCB)	81	81.7%	12.3%	6.0%	0
Wireless Telecommunications Bureau (WTB)	75	78.7%	13.2%	8.2%	0
Other	32	76.6%	17.7%	5.7%	0

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
<b>Federal Communications Commission</b>	<b>696</b>	<b>84.7%</b>	<b>7.5%</b>	<b>7.8%</b>
Consumer and Governmental Affairs Bureau (CGB)	55	76.6%	11.5%	12.0%
Enforcement Bureau (EB)	83	76.7%	11.0%	12.3%
International Bureau (IB)	46	81.1%	7.1%	11.7%
Media Bureau (MB)	63	86.1%	6.3%	7.6%
Office of Engineering/Technology (OET)	42	91.7%	3.0%	5.3%
Office of General Counsel (OGC)	36	91.2%	2.6%	6.1%
Office of Managing Director (OMD)	118	86.6%	7.5%	5.9%
Public Safety and Homeland Security Bureau (PSHS)	64	71.7%	15.8%	12.5%
Wireline Competition Bureau (WCB)	81	94.6%	2.8%	2.7%
Wireless Telecommunications Bureau (WTB)	75	86.7%	8.2%	5.1%
Other	32	91.4%	2.9%	5.7%

# Federal Communications Commission

## *1st Level Subagency Comparison Report*

### My Supervisor (continued)

#### *49. My supervisor treats me with respect.*

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
<b>Federal Communications Commission</b>	<b>693</b>	<b>86.7%</b>	<b>7.0%</b>	<b>6.2%</b>
Consumer and Governmental Affairs Bureau (CGB)	53	81.3%	12.1%	6.7%
Enforcement Bureau (EB)	83	81.1%	7.0%	11.9%
International Bureau (IB)	46	81.9%	8.3%	9.9%
Media Bureau (MB)	63	89.3%	6.4%	4.3%
Office of Engineering/Technology (OET)	42	91.7%	6.1%	2.1%
Office of General Counsel (OGC)	35	91.0%	4.4%	4.6%
Office of Managing Director (OMD)	118	85.8%	9.0%	5.2%
Public Safety and Homeland Security Bureau (PSHS)	64	81.0%	11.1%	7.8%
Wireline Competition Bureau (WCB)	81	97.7%	1.1%	1.1%
Wireless Telecommunications Bureau (WTB)	75	86.6%	8.3%	5.1%
Other	32	88.5%	2.9%	8.6%

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
<b>Federal Communications Commission</b>	<b>695</b>	<b>83.0%</b>	<b>7.3%</b>	<b>9.7%</b>
Consumer and Governmental Affairs Bureau (CGB)	54	83.4%	6.7%	9.9%
Enforcement Bureau (EB)	83	79.3%	7.4%	13.3%
International Bureau (IB)	46	88.7%	6.1%	5.2%
Media Bureau (MB)	63	66.2%	15.0%	18.7%
Office of Engineering/Technology (OET)	42	94.7%	0.0%	5.3%
Office of General Counsel (OGC)	36	90.8%	1.6%	7.5%
Office of Managing Director (OMD)	118	81.3%	6.9%	11.7%
Public Safety and Homeland Security Bureau (PSHS)	64	84.2%	6.3%	9.5%
Wireline Competition Bureau (WCB)	81	94.0%	3.3%	2.7%
Wireless Telecommunications Bureau (WTB)	75	81.2%	9.1%	9.8%
Other	32	82.1%	11.9%	6.0%

# Federal Communications Commission

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
<b>Federal Communications Commission</b>	<b>694</b>	<b>76.3%</b>	<b>11.3%</b>	<b>12.3%</b>
Consumer and Governmental Affairs Bureau (CGB)	54	64.3%	13.7%	22.0%
Enforcement Bureau (EB)	83	64.4%	12.6%	22.9%
International Bureau (IB)	46	62.3%	19.4%	18.3%
Media Bureau (MB)	63	81.2%	10.8%	8.0%
Office of Engineering/Technology (OET)	42	86.3%	7.5%	6.1%
Office of General Counsel (OGC)	36	88.7%	0.0%	11.3%
Office of Managing Director (OMD)	117	77.0%	11.7%	11.3%
Public Safety and Homeland Security Bureau (PSHS)	64	68.3%	14.3%	17.4%
Wireline Competition Bureau (WCB)	81	86.7%	8.8%	4.5%
Wireless Telecommunications Bureau (WTB)	75	85.5%	6.4%	8.2%
Other	32	76.8%	20.4%	2.9%

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

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
<b>Federal Communications Commission</b>	<b>693</b>	<b>78.4%</b>	<b>14.8%</b>	<b>6.9%</b>
Consumer and Governmental Affairs Bureau (CGB)	54	67.3%	21.1%	11.6%
Enforcement Bureau (EB)	83	67.2%	19.6%	13.2%
International Bureau (IB)	46	69.9%	20.2%	9.9%
Media Bureau (MB)	63	82.2%	17.8%	0.0%
Office of Engineering/Technology (OET)	41	89.1%	7.8%	3.1%
Office of General Counsel (OGC)	36	88.7%	4.3%	7.0%
Office of Managing Director (OMD)	118	80.6%	13.6%	5.7%
Public Safety and Homeland Security Bureau (PSHS)	63	69.3%	19.6%	11.1%
Wireline Competition Bureau (WCB)	81	87.7%	7.9%	4.4%
Wireless Telecommunications Bureau (WTB)	75	82.8%	13.3%	3.9%
Other	32	81.8%	11.5%	6.7%

# Federal Communications Commission

## 1st 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	458,664	43.1%	24.5%	32.3%	12,542
<b>Federal Communications Commission</b>	<b>678</b>	<b>46.4%</b>	<b>26.4%</b>	<b>27.2%</b>	<b>13</b>
Consumer and Governmental Affairs Bureau (CGB)	52	28.0%	33.9%	38.1%	1
Enforcement Bureau (EB)	80	39.2%	33.6%	27.2%	2
International Bureau (IB)	43	43.0%	25.7%	31.2%	2
Media Bureau (MB)	60	52.9%	22.2%	24.9%	3
Office of Engineering/Technology (OET)	42	68.2%	12.7%	19.1%	0
Office of General Counsel (OGC)	36	51.9%	20.7%	27.3%	0
Office of Managing Director (OMD)	116	48.8%	23.6%	27.5%	2
Public Safety and Homeland Security Bureau (PSHS)	63	49.3%	22.2%	28.4%	1
Wireline Competition Bureau (WCB)	81	52.7%	27.8%	19.4%	0
Wireless Telecommunications Bureau (WTB)	75	42.2%	28.7%	29.1%	0
Other	29	45.5%	29.4%	25.0%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
<b>Federal Communications Commission</b>	<b>645</b>	<b>56.3%</b>	<b>23.7%</b>	<b>20.0%</b>	<b>42</b>
Consumer and Governmental Affairs Bureau (CGB)	47	37.2%	31.3%	31.6%	5
Enforcement Bureau (EB)	72	48.9%	30.1%	21.0%	11
International Bureau (IB)	42	57.7%	16.7%	25.5%	3
Media Bureau (MB)	59	61.0%	21.8%	17.2%	4
Office of Engineering/Technology (OET)	42	75.5%	14.8%	9.7%	0
Office of General Counsel (OGC)	35	64.4%	13.0%	22.6%	1
Office of Managing Director (OMD)	115	51.9%	27.3%	20.8%	3
Public Safety and Homeland Security Bureau (PSHS)	60	68.6%	14.5%	16.8%	4
Wireline Competition Bureau (WCB)	76	60.5%	24.1%	15.4%	3
Wireless Telecommunications Bureau (WTB)	69	55.8%	25.8%	18.4%	5
Other	27	53.5%	26.8%	19.7%	3

# Federal Communications Commission

## 1st Level Subagency Comparison Report

### Leadership (continued)

#### 55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
<b>Federal Communications Commission</b>	<b>652</b>	<b>69.7%</b>	<b>19.5%</b>	<b>10.8%</b>	<b>36</b>
Consumer and Governmental Affairs Bureau (CGB)	50	58.9%	23.5%	17.6%	3
Enforcement Bureau (EB)	75	63.9%	22.6%	13.4%	6
International Bureau (IB)	43	67.7%	14.2%	18.1%	2
Media Bureau (MB)	58	66.7%	29.7%	3.5%	5
Office of Engineering/Technology (OET)	39	80.7%	16.0%	3.3%	2
Office of General Counsel (OGC)	34	76.5%	11.3%	12.2%	2
Office of Managing Director (OMD)	113	64.2%	22.5%	13.4%	4
Public Safety and Homeland Security Bureau (PSHS)	62	70.8%	17.7%	11.5%	2
Wireline Competition Bureau (WCB)	77	78.3%	14.1%	7.5%	4
Wireless Telecommunications Bureau (WTB)	70	73.4%	18.9%	7.7%	5
Other	30	74.6%	12.9%	12.5%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
<b>Federal Communications Commission</b>	<b>672</b>	<b>64.9%</b>	<b>19.4%</b>	<b>15.7%</b>	<b>15</b>
Consumer and Governmental Affairs Bureau (CGB)	52	57.0%	29.0%	14.0%	0
Enforcement Bureau (EB)	81	55.7%	20.3%	24.0%	2
International Bureau (IB)	44	65.9%	13.0%	21.1%	1
Media Bureau (MB)	61	56.2%	23.2%	20.5%	2
Office of Engineering/Technology (OET)	41	82.5%	10.0%	7.5%	1
Office of General Counsel (OGC)	35	74.3%	13.9%	11.7%	0
Office of Managing Director (OMD)	115	59.9%	26.1%	14.0%	2
Public Safety and Homeland Security Bureau (PSHS)	64	62.2%	18.7%	19.0%	0
Wireline Competition Bureau (WCB)	79	80.9%	10.7%	8.4%	1
Wireless Telecommunications Bureau (WTB)	72	65.8%	22.4%	11.8%	2
Other	27	68.2%	14.9%	16.9%	4

## Federal Communications Commission 1st 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	437,863	62.5%	22.4%	15.1%	30,108
<b>Federal Communications Commission</b>	<b>632</b>	<b>64.6%</b>	<b>21.7%</b>	<b>13.6%</b>	<b>53</b>
Consumer and Governmental Affairs Bureau (CGB)	49	45.6%	35.9%	18.5%	2
Enforcement Bureau (EB)	73	53.5%	21.3%	25.2%	8
International Bureau (IB)	40	74.1%	18.3%	7.7%	5
Media Bureau (MB)	55	64.1%	20.0%	15.9%	7
Office of Engineering/Technology (OET)	38	81.3%	16.4%	2.4%	4
Office of General Counsel (OGC)	32	74.8%	12.2%	13.1%	3
Office of Managing Director (OMD)	111	64.0%	22.4%	13.6%	7
Public Safety and Homeland Security Bureau (PSHS)	60	68.3%	20.0%	11.7%	4
Wireline Competition Bureau (WCB)	79	66.5%	25.1%	8.4%	1
Wireless Telecommunications Bureau (WTB)	70	68.6%	22.1%	9.3%	5
Other	25	68.9%	15.1%	16.0%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
<b>Federal Communications Commission</b>	<b>664</b>	<b>63.1%</b>	<b>18.4%</b>	<b>18.5%</b>	<b>23</b>
Consumer and Governmental Affairs Bureau (CGB)	52	46.7%	22.8%	30.5%	1
Enforcement Bureau (EB)	76	54.2%	14.4%	31.4%	6
International Bureau (IB)	43	62.9%	23.0%	14.1%	2
Media Bureau (MB)	58	67.9%	14.1%	17.9%	5
Office of Engineering/Technology (OET)	41	72.7%	16.5%	10.8%	0
Office of General Counsel (OGC)	35	69.7%	20.2%	10.0%	0
Office of Managing Director (OMD)	114	59.6%	22.2%	18.2%	2
Public Safety and Homeland Security Bureau (PSHS)	64	65.3%	15.7%	19.0%	0
Wireline Competition Bureau (WCB)	80	77.8%	14.5%	7.8%	1
Wireless Telecommunications Bureau (WTB)	74	67.7%	16.2%	16.2%	1
Other	26	48.7%	32.1%	19.2%	5



# Federal Communications Commission

## 1st Level Subagency Comparison Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
<b>Federal Communications Commission</b>	<b>664</b>	<b>67.7%</b>	<b>17.8%</b>	<b>14.5%</b>	<b>24</b>
Consumer and Governmental Affairs Bureau (CGB)	50	40.9%	32.2%	26.9%	2
Enforcement Bureau (EB)	77	60.1%	14.3%	25.7%	6
International Bureau (IB)	42	73.7%	14.2%	12.1%	3
Media Bureau (MB)	57	65.5%	19.4%	15.1%	5
Office of Engineering/Technology (OET)	42	81.8%	10.8%	7.4%	0
Office of General Counsel (OGC)	34	75.9%	11.6%	12.5%	1
Office of Managing Director (OMD)	117	64.0%	20.7%	15.3%	1
Public Safety and Homeland Security Bureau (PSHS)	64	66.9%	14.1%	19.0%	0
Wireline Competition Bureau (WCB)	78	79.8%	15.0%	5.2%	2
Wireless Telecommunications Bureau (WTB)	74	74.4%	19.1%	6.6%	1
Other	28	69.7%	19.3%	11.0%	3

**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	442,275	60.2%	22.5%	17.4%	27,324
<b>Federal Communications Commission</b>	<b>646</b>	<b>68.1%</b>	<b>20.0%</b>	<b>11.8%</b>	<b>43</b>
Consumer and Governmental Affairs Bureau (CGB)	47	50.6%	28.4%	21.0%	5
Enforcement Bureau (EB)	78	56.2%	16.4%	27.4%	5
International Bureau (IB)	40	68.2%	23.0%	8.9%	5
Media Bureau (MB)	58	75.9%	18.8%	5.3%	5
Office of Engineering/Technology (OET)	42	76.6%	19.1%	4.3%	0
Office of General Counsel (OGC)	34	75.1%	11.4%	13.5%	2
Office of Managing Director (OMD)	111	62.7%	23.6%	13.7%	7
Public Safety and Homeland Security Bureau (PSHS)	63	64.9%	25.7%	9.4%	1
Wireline Competition Bureau (WCB)	78	80.9%	15.6%	3.5%	2
Wireless Telecommunications Bureau (WTB)	69	71.9%	23.8%	4.3%	5
Other	25	77.0%	7.2%	15.8%	6

# Federal Communications Commission

## 1st 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	460,935	55.6%	23.4%	21.0%	8,657
<b>Federal Communications Commission</b>	<b>676</b>	<b>58.9%</b>	<b>23.6%</b>	<b>17.5%</b>	<b>11</b>
Consumer and Governmental Affairs Bureau (CGB)	51	54.5%	21.1%	24.3%	2
Enforcement Bureau (EB)	81	53.9%	19.8%	26.3%	2
International Bureau (IB)	44	51.3%	29.4%	19.2%	1
Media Bureau (MB)	62	60.5%	28.3%	11.2%	0
Office of Engineering/Technology (OET)	42	75.7%	15.7%	8.6%	0
Office of General Counsel (OGC)	34	61.8%	16.4%	21.9%	1
Office of Managing Director (OMD)	114	59.4%	27.6%	13.0%	2
Public Safety and Homeland Security Bureau (PSHS)	64	56.3%	27.9%	15.9%	0
Wireline Competition Bureau (WCB)	81	66.2%	21.0%	12.9%	0
Wireless Telecommunications Bureau (WTB)	72	57.4%	26.0%	16.6%	2
Other	30	57.9%	21.0%	21.1%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
<b>Federal Communications Commission</b>	<b>600</b>	<b>63.9%</b>	<b>24.6%</b>	<b>11.5%</b>	<b>90</b>
Consumer and Governmental Affairs Bureau (CGB)	40	36.1%	42.5%	21.4%	13
Enforcement Bureau (EB)	66	52.2%	34.5%	13.4%	17
International Bureau (IB)	40	69.1%	15.1%	15.8%	5
Media Bureau (MB)	53	71.9%	20.7%	7.4%	10
Office of Engineering/Technology (OET)	37	77.0%	20.6%	2.4%	5
Office of General Counsel (OGC)	31	74.1%	12.4%	13.5%	4
Office of Managing Director (OMD)	112	68.5%	23.5%	8.0%	6
Public Safety and Homeland Security Bureau (PSHS)	63	65.2%	26.8%	8.0%	1
Wireline Competition Bureau (WCB)	69	68.6%	24.8%	6.5%	12
Wireless Telecommunications Bureau (WTB)	61	60.2%	22.4%	17.4%	13
Other	27	71.3%	18.6%	10.1%	4

# Federal Communications Commission

## 1st 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	468,305	52.7%	22.3%	24.9%
<b>Federal Communications Commission</b>	<b>686</b>	<b>55.8%</b>	<b>23.5%</b>	<b>20.7%</b>
Consumer and Governmental Affairs Bureau (CGB)	52	46.1%	25.4%	28.5%
Enforcement Bureau (EB)	83	43.7%	21.3%	35.0%
International Bureau (IB)	45	57.1%	17.6%	25.3%
Media Bureau (MB)	62	55.6%	25.6%	18.9%
Office of Engineering/Technology (OET)	42	72.4%	14.8%	12.8%
Office of General Counsel (OGC)	36	62.9%	20.3%	16.8%
Office of Managing Director (OMD)	118	66.9%	21.4%	11.7%
Public Safety and Homeland Security Bureau (PSHS)	64	52.8%	20.2%	27.0%
Wireline Competition Bureau (WCB)	80	60.5%	27.6%	12.0%
Wireless Telecommunications Bureau (WTB)	73	49.7%	32.5%	17.8%
Other	30	61.1%	22.1%	16.7%

#### 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	467,501	50.3%	23.0%	26.8%
<b>Federal Communications Commission</b>	<b>686</b>	<b>51.9%</b>	<b>23.3%</b>	<b>24.9%</b>
Consumer and Governmental Affairs Bureau (CGB)	53	40.3%	33.3%	26.4%
Enforcement Bureau (EB)	83	40.9%	23.3%	35.8%
International Bureau (IB)	45	55.2%	23.5%	21.3%
Media Bureau (MB)	63	49.1%	27.0%	23.9%
Office of Engineering/Technology (OET)	41	66.9%	13.5%	19.6%
Office of General Counsel (OGC)	36	57.5%	20.4%	22.1%
Office of Managing Director (OMD)	118	60.0%	21.4%	18.6%
Public Safety and Homeland Security Bureau (PSHS)	64	48.0%	25.0%	27.0%
Wireline Competition Bureau (WCB)	79	59.3%	20.0%	20.6%
Wireless Telecommunications Bureau (WTB)	72	51.1%	24.5%	24.4%
Other	31	53.5%	19.7%	26.8%

# Federal Communications Commission

## 1st 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	466,707	50.1%	23.5%	26.4%
<b>Federal Communications Commission</b>	<b>684</b>	<b>54.4%</b>	<b>24.9%</b>	<b>20.7%</b>
Consumer and Governmental Affairs Bureau (CGB)	52	36.6%	32.1%	31.2%
Enforcement Bureau (EB)	83	45.9%	28.9%	25.2%
International Bureau (IB)	45	59.9%	21.6%	18.5%
Media Bureau (MB)	63	52.8%	24.8%	22.4%
Office of Engineering/Technology (OET)	42	58.7%	30.6%	10.7%
Office of General Counsel (OGC)	36	69.7%	18.8%	11.5%
Office of Managing Director (OMD)	116	55.8%	21.9%	22.3%
Public Safety and Homeland Security Bureau (PSHS)	64	51.2%	20.3%	28.4%
Wireline Competition Bureau (WCB)	79	62.7%	23.5%	13.8%
Wireless Telecommunications Bureau (WTB)	73	59.2%	25.3%	15.5%
Other	30	55.5%	20.3%	24.2%

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

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
<b>Federal Communications Commission</b>	<b>687</b>	<b>46.4%</b>	<b>30.5%</b>	<b>23.2%</b>
Consumer and Governmental Affairs Bureau (CGB)	53	33.7%	46.6%	19.7%
Enforcement Bureau (EB)	83	38.8%	32.7%	28.5%
International Bureau (IB)	45	45.6%	29.8%	24.6%
Media Bureau (MB)	63	52.6%	29.7%	17.6%
Office of Engineering/Technology (OET)	42	67.0%	22.4%	10.7%
Office of General Counsel (OGC)	34	49.6%	24.2%	26.3%
Office of Managing Director (OMD)	118	49.8%	31.7%	18.5%
Public Safety and Homeland Security Bureau (PSHS)	64	50.1%	26.1%	23.8%
Wireline Competition Bureau (WCB)	80	50.6%	29.9%	19.5%
Wireless Telecommunications Bureau (WTB)	73	41.5%	32.1%	26.4%
Other	31	43.4%	18.8%	37.8%

# Federal Communications Commission

## 1st 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	466,843	37.1%	27.7%	35.3%
<b>Federal Communications Commission</b>	<b>684</b>	<b>38.8%</b>	<b>31.6%</b>	<b>29.5%</b>
Consumer and Governmental Affairs Bureau (CGB)	53	22.4%	37.1%	40.4%
Enforcement Bureau (EB)	82	25.1%	31.3%	43.6%
International Bureau (IB)	45	41.8%	22.9%	35.3%
Media Bureau (MB)	63	36.8%	36.6%	26.5%
Office of Engineering/Technology (OET)	42	54.7%	29.5%	15.9%
Office of General Counsel (OGC)	36	57.3%	25.9%	16.8%
Office of Managing Director (OMD)	118	44.9%	32.8%	22.3%
Public Safety and Homeland Security Bureau (PSHS)	63	36.6%	23.7%	39.7%
Wireline Competition Bureau (WCB)	78	39.0%	34.1%	26.9%
Wireless Telecommunications Bureau (WTB)	73	43.9%	30.5%	25.6%
Other	30	42.2%	34.6%	23.2%

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

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
<b>Federal Communications Commission</b>	<b>680</b>	<b>54.4%</b>	<b>26.5%</b>	<b>19.1%</b>
Consumer and Governmental Affairs Bureau (CGB)	52	48.2%	30.4%	21.4%
Enforcement Bureau (EB)	82	41.6%	27.5%	31.0%
International Bureau (IB)	42	51.2%	27.7%	21.1%
Media Bureau (MB)	63	51.1%	29.0%	19.9%
Office of Engineering/Technology (OET)	42	59.7%	23.4%	16.8%
Office of General Counsel (OGC)	35	72.5%	25.8%	1.7%
Office of Managing Director (OMD)	118	61.2%	26.0%	12.8%
Public Safety and Homeland Security Bureau (PSHS)	64	51.6%	26.3%	22.2%
Wireline Competition Bureau (WCB)	80	59.5%	23.2%	17.3%
Wireless Telecommunications Bureau (WTB)	71	57.8%	23.5%	18.8%
Other	30	55.8%	30.0%	14.2%

# Federal Communications Commission

## 1st Level Subagency Comparison Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
<b>Federal Communications Commission</b>	<b>684</b>	<b>68.0%</b>	<b>17.8%</b>	<b>14.2%</b>
Consumer and Governmental Affairs Bureau (CGB)	53	58.7%	22.8%	18.5%
Enforcement Bureau (EB)	82	57.6%	17.5%	24.8%
International Bureau (IB)	45	64.4%	20.3%	15.3%
Media Bureau (MB)	63	69.0%	19.5%	11.5%
Office of Engineering/Technology (OET)	42	85.2%	9.7%	5.2%
Office of General Counsel (OGC)	35	77.3%	11.7%	10.9%
Office of Managing Director (OMD)	117	75.1%	14.8%	10.1%
Public Safety and Homeland Security Bureau (PSHS)	64	62.3%	17.1%	20.6%
Wireline Competition Bureau (WCB)	79	74.6%	18.2%	7.2%
Wireless Telecommunications Bureau (WTB)	73	69.9%	19.1%	11.1%
Other	30	61.9%	22.4%	15.7%

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
<b>Federal Communications Commission</b>	<b>685</b>	<b>60.0%</b>	<b>16.2%</b>	<b>23.8%</b>
Consumer and Governmental Affairs Bureau (CGB)	52	53.5%	15.5%	31.0%
Enforcement Bureau (EB)	83	61.4%	11.2%	27.4%
International Bureau (IB)	44	65.0%	10.4%	24.6%
Media Bureau (MB)	63	54.4%	11.7%	33.9%
Office of Engineering/Technology (OET)	42	71.8%	9.3%	18.9%
Office of General Counsel (OGC)	35	70.3%	18.8%	10.9%
Office of Managing Director (OMD)	118	66.9%	16.8%	16.3%
Public Safety and Homeland Security Bureau (PSHS)	64	56.2%	23.5%	20.3%
Wireline Competition Bureau (WCB)	80	55.7%	20.3%	24.0%
Wireless Telecommunications Bureau (WTB)	73	51.6%	26.4%	22.0%
Other	30	67.9%	6.1%	26.0%

# Federal Communications Commission

## 1st Level Subagency Comparison Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
<b>Federal Communications Commission</b>	<b>685</b>	<b>61.8%</b>	<b>21.4%</b>	<b>16.8%</b>
Consumer and Governmental Affairs Bureau (CGB)	53	54.4%	22.5%	23.1%
Enforcement Bureau (EB)	83	50.5%	21.1%	28.4%
International Bureau (IB)	45	60.3%	18.4%	21.4%
Media Bureau (MB)	63	64.5%	23.6%	12.0%
Office of Engineering/Technology (OET)	41	80.7%	13.9%	5.4%
Office of General Counsel (OGC)	36	68.0%	18.9%	13.2%
Office of Managing Director (OMD)	117	69.0%	19.1%	11.9%
Public Safety and Homeland Security Bureau (PSHS)	64	59.6%	19.8%	20.6%
Wireline Competition Bureau (WCB)	79	65.7%	21.9%	12.4%
Wireless Telecommunications Bureau (WTB)	73	62.0%	25.2%	12.8%
Other	30	55.3%	26.4%	18.3%

### Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
<b>Federal Communications Commission</b>	<b>681</b>	<b>90.7%</b>	<b>3.2%</b>	<b>2.9%</b>	<b>3.2%</b>
Consumer and Governmental Affairs Bureau (CGB)	52	77.7%	13.3%	7.6%	1.5%
Enforcement Bureau (EB)	82	92.5%	1.3%	5.3%	1.0%
International Bureau (IB)	45	97.1%	0.0%	0.0%	2.9%
Media Bureau (MB)	62	81.8%	1.5%	6.9%	9.8%
Office of Engineering/Technology (OET)	42	89.4%	2.1%	5.3%	3.2%
Office of General Counsel (OGC)	36	87.5%	2.7%	0.0%	9.8%
Office of Managing Director (OMD)	118	92.3%	2.5%	1.8%	3.4%
Public Safety and Homeland Security Bureau (PSHS)	61	86.8%	11.6%	0.0%	1.5%
Wireline Competition Bureau (WCB)	79	96.0%	1.8%	1.2%	1.1%
Wireless Telecommunications Bureau (WTB)	72	96.0%	1.3%	1.4%	1.3%
Other	31	97.0%	0.0%	0.0%	3.0%

# Federal Communications Commission 1st 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	463,482	6.5%	13.2%	4.7%	11.7%
<b>Federal Communications Commission</b>	<b>685</b>	<b>10.9%</b>	<b>45.2%</b>	<b>8.9%</b>	<b>20.3%</b>
Consumer and Governmental Affairs Bureau (CGB)	53	1.5%	47.9%	8.5%	15.7%
Enforcement Bureau (EB)	83	2.3%	57.8%	7.2%	14.6%
International Bureau (IB)	45	18.1%	37.9%	0.0%	35.3%
Media Bureau (MB)	62	8.0%	59.2%	4.9%	10.9%
Office of Engineering/Technology (OET)	41	0.0%	28.5%	24.1%	35.4%
Office of General Counsel (OGC)	36	10.2%	25.4%	10.2%	41.5%
Office of Managing Director (OMD)	117	21.7%	52.0%	4.0%	10.2%
Public Safety and Homeland Security Bureau (PSHS)	64	9.3%	45.9%	9.4%	13.6%
Wireline Competition Bureau (WCB)	79	14.7%	43.9%	14.3%	22.0%
Wireless Telecommunications Bureau (WTB)	73	19.2%	34.2%	9.0%	23.8%
Other	31	7.2%	40.2%	12.1%	26.9%

*(continued)*

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
<b>Federal Communications Commission</b>	<b>685</b>	<b>2.9%</b>	<b>0.9%</b>	<b>2.0%</b>	<b>8.8%</b>
Consumer and Governmental Affairs Bureau (CGB)	53	6.2%	3.0%	12.6%	4.6%
Enforcement Bureau (EB)	83	1.1%	0.0%	1.1%	15.9%
International Bureau (IB)	45	0.0%	0.0%	0.0%	8.7%
Media Bureau (MB)	62	3.6%	1.6%	0.0%	11.8%
Office of Engineering/Technology (OET)	41	0.0%	0.0%	0.0%	12.1%
Office of General Counsel (OGC)	36	4.5%	0.0%	0.0%	8.2%
Office of Managing Director (OMD)	117	3.4%	0.0%	0.0%	8.7%
Public Safety and Homeland Security Bureau (PSHS)	64	11.0%	0.0%	6.2%	4.7%
Wireline Competition Bureau (WCB)	79	0.0%	1.1%	0.0%	4.1%
Wireless Telecommunications Bureau (WTB)	73	1.9%	2.7%	1.3%	7.9%
Other	31	3.2%	0.0%	3.2%	7.2%



# Federal Communications Commission

## 1st 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	465,405	33.7%	47.0%	19.3%
<b>Federal Communications Commission</b>	<b>683</b>	<b>10.9%</b>	<b>84.3%</b>	<b>4.8%</b>
Consumer and Governmental Affairs Bureau (CGB)	52	7.7%	81.3%	11.0%
Enforcement Bureau (EB)	82	12.1%	84.4%	3.5%
International Bureau (IB)	44	5.0%	93.0%	2.0%
Media Bureau (MB)	63	14.3%	80.2%	5.5%
Office of Engineering/Technology (OET)	42	11.8%	85.2%	3.0%
Office of General Counsel (OGC)	36	2.5%	97.5%	0.0%
Office of Managing Director (OMD)	116	17.4%	77.4%	5.2%
Public Safety and Homeland Security Bureau (PSHS)	64	9.4%	81.2%	9.4%
Wireline Competition Bureau (WCB)	80	6.2%	89.8%	4.0%
Wireless Telecommunications Bureau (WTB)	72	8.7%	89.9%	1.4%
Other	31	19.3%	70.8%	9.9%

#### 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	464,589	26.4%	61.9%	11.7%
<b>Federal Communications Commission</b>	<b>679</b>	<b>18.4%</b>	<b>79.0%</b>	<b>2.6%</b>
Consumer and Governmental Affairs Bureau (CGB)	52	15.9%	79.7%	4.4%
Enforcement Bureau (EB)	82	15.2%	77.8%	7.0%
International Bureau (IB)	44	19.8%	80.2%	0.0%
Media Bureau (MB)	62	26.9%	71.1%	2.0%
Office of Engineering/Technology (OET)	41	10.0%	81.4%	8.6%
Office of General Counsel (OGC)	36	9.6%	90.4%	0.0%
Office of Managing Director (OMD)	114	26.0%	73.1%	0.9%
Public Safety and Homeland Security Bureau (PSHS)	64	22.0%	74.9%	3.1%
Wireline Competition Bureau (WCB)	79	20.8%	79.2%	0.0%
Wireless Telecommunications Bureau (WTB)	73	8.9%	89.2%	1.9%
Other	31	24.5%	75.5%	0.0%

## Federal Communications Commission 1st 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	462,760	13.4%	81.5%	5.1%
<b>Federal Communications Commission</b>	<b>676</b>	<b>8.1%</b>	<b>90.4%</b>	<b>1.4%</b>
Consumer and Governmental Affairs Bureau (CGB)	52	14.8%	85.2%	0.0%
Enforcement Bureau (EB)	83	7.0%	88.4%	4.7%
International Bureau (IB)	45	13.6%	86.4%	0.0%
Media Bureau (MB)	63	13.8%	86.2%	0.0%
Office of Engineering/Technology (OET)	42	5.2%	92.7%	2.1%
Office of General Counsel (OGC)	36	0.0%	100.0%	0.0%
Office of Managing Director (OMD)	115	7.8%	88.7%	3.5%
Public Safety and Homeland Security Bureau (PSHS)	62	3.2%	95.1%	1.6%
Wireline Competition Bureau (WCB)	75	4.5%	95.5%	0.0%
Wireless Telecommunications Bureau (WTB)	73	5.3%	94.7%	0.0%
Other	29	13.1%	84.9%	2.0%

#### 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	464,201	3.4%	79.8%	16.8%
<b>Federal Communications Commission</b>	<b>684</b>	<b>1.3%</b>	<b>77.7%</b>	<b>21.0%</b>
Consumer and Governmental Affairs Bureau (CGB)	53	0.0%	75.9%	24.1%
Enforcement Bureau (EB)	82	1.3%	74.4%	24.3%
International Bureau (IB)	44	0.0%	88.2%	11.8%
Media Bureau (MB)	63	3.7%	76.9%	19.4%
Office of Engineering/Technology (OET)	42	2.1%	76.8%	21.0%
Office of General Counsel (OGC)	36	0.0%	90.0%	10.0%
Office of Managing Director (OMD)	115	0.0%	79.9%	20.1%
Public Safety and Homeland Security Bureau (PSHS)	64	0.0%	78.2%	21.8%
Wireline Competition Bureau (WCB)	80	1.1%	76.5%	22.4%
Wireless Telecommunications Bureau (WTB)	73	0.0%	71.1%	28.9%
Other	31	6.9%	81.9%	11.2%

# Federal Communications Commission

## 1st 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	464,386	2.2%	81.1%	16.7%
<b>Federal Communications Commission</b>	<b>683</b>	<b>3.1%</b>	<b>81.2%</b>	<b>15.7%</b>
Consumer and Governmental Affairs Bureau (CGB)	53	1.5%	72.4%	26.1%
Enforcement Bureau (EB)	83	2.8%	79.6%	17.6%
International Bureau (IB)	44	2.0%	87.6%	10.5%
Media Bureau (MB)	62	3.7%	81.2%	15.1%
Office of Engineering/Technology (OET)	42	2.1%	84.2%	13.7%
Office of General Counsel (OGC)	36	4.5%	87.9%	7.6%
Office of Managing Director (OMD)	115	3.4%	82.6%	14.1%
Public Safety and Homeland Security Bureau (PSHS)	64	3.1%	81.3%	15.6%
Wireline Competition Bureau (WCB)	79	3.3%	81.7%	15.0%
Wireless Telecommunications Bureau (WTB)	73	1.7%	79.6%	18.7%
Other	31	6.9%	81.1%	12.0%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
<b>Federal Communications Commission</b>	<b>584</b>	<b>87.0%</b>	<b>6.9%</b>	<b>6.1%</b>	<b>2</b>
Consumer and Governmental Affairs Bureau (CGB)	39	84.6%	2.2%	13.2%	0
Enforcement Bureau (EB)	68	82.3%	7.6%	10.1%	0
International Bureau (IB)	40	86.2%	8.6%	5.3%	1
Media Bureau (MB)	53	88.3%	1.9%	9.8%	0
Office of Engineering/Technology (OET)	34	94.7%	2.7%	2.6%	1
Office of General Counsel (OGC)	32	94.0%	3.1%	2.9%	0
Office of Managing Director (OMD)	103	83.8%	10.3%	5.9%	0
Public Safety and Homeland Security Bureau (PSHS)	48	90.0%	7.9%	2.1%	0
Wireline Competition Bureau (WCB)	76	82.9%	14.7%	2.4%	0
Wireless Telecommunications Bureau (WTB)	63	92.7%	4.2%	3.1%	0
Other	27	85.8%	7.1%	7.1%	0

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

# Federal Communications Commission

## 1st 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	172,594	90.3%	6.7%	3.0%	3,366
<b>Federal Communications Commission</b>	<b>70</b>	<b>94.0%</b>	<b>4.4%</b>	<b>1.6%</b>	<b>6</b>
Consumer and Governmental Affairs Bureau (CGB)	5	78.4%	0.0%	21.6%	0
Enforcement Bureau (EB)	9	100.0%	0.0%	0.0%	1
International Bureau (IB)	1	0.0%	100.0%	0.0%	1
Media Bureau (MB)	9	86.3%	13.7%	0.0%	0
Office of Engineering/Technology (OET)	5	100.0%	0.0%	0.0%	0
Office of General Counsel (OGC)	1	100.0%	0.0%	0.0%	0
Office of Managing Director (OMD)	21	95.1%	4.9%	0.0%	1
Public Safety and Homeland Security Bureau (PSHS)	5	100.0%	0.0%	0.0%	1
Wireline Competition Bureau (WCB)	4	100.0%	0.0%	0.0%	0
Wireless Telecommunications Bureau (WTB)	6	100.0%	0.0%	0.0%	1
Other	4	100.0%	0.0%	0.0%	1

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

#### 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	119,164	81.3%	15.1%	3.7%	7,694
<b>Federal Communications Commission</b>	<b>119</b>	<b>80.7%</b>	<b>15.4%</b>	<b>3.9%</b>	<b>12</b>
Consumer and Governmental Affairs Bureau (CGB)	7	83.8%	16.2%	0.0%	2
Enforcement Bureau (EB)	13	66.8%	15.3%	17.9%	0
International Bureau (IB)	9	89.3%	10.7%	0.0%	0
Media Bureau (MB)	16	69.6%	24.6%	5.8%	2
Office of Engineering/Technology (OET)	4	77.9%	22.1%	0.0%	1
Office of General Counsel (OGC)	3	100.0%	0.0%	0.0%	0
Office of Managing Director (OMD)	29	85.6%	10.8%	3.6%	3
Public Safety and Homeland Security Bureau (PSHS)	10	69.0%	31.0%	0.0%	2
Wireline Competition Bureau (WCB)	16	92.6%	7.4%	0.0%	0
Wireless Telecommunications Bureau (WTB)	6	87.2%	12.8%	0.0%	1
Other	6	81.6%	18.4%	0.0%	1

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

## Federal Communications Commission 1st Level Subagency Comparison Report

### 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	60,783	77.6%	18.3%	4.2%	7,854
<b>Federal Communications Commission</b>	<b>51</b>	<b>72.2%</b>	<b>18.8%</b>	<b>9.0%</b>	<b>9</b>
Consumer and Governmental Affairs Bureau (CGB)	7	85.4%	0.0%	14.6%	1
Enforcement Bureau (EB)	5	52.5%	47.5%	0.0%	0
International Bureau (IB)	6	100.0%	0.0%	0.0%	0
Media Bureau (MB)	8	61.9%	24.8%	13.4%	0
Office of Engineering/Technology (OET)	2	100.0%	0.0%	0.0%	0
Office of General Counsel (OGC)	0	--	--	--	0
Office of Managing Director (OMD)	10	70.7%	29.3%	0.0%	0
Public Safety and Homeland Security Bureau (PSHS)	4	23.9%	76.1%	0.0%	0
Wireline Competition Bureau (WCB)	5	77.5%	0.0%	22.5%	3
Wireless Telecommunications Bureau (WTB)	3	66.7%	0.0%	33.3%	1
Other	1	100.0%	0.0%	0.0%	4

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

#### 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	12,057	73.0%	22.2%	4.7%	4,915
<b>Federal Communications Commission</b>	<b>4</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>5</b>
Consumer and Governmental Affairs Bureau (CGB)	0	--	--	--	0
Enforcement Bureau (EB)	1	100.0%	0.0%	0.0%	1
International Bureau (IB)	0	--	--	--	0
Media Bureau (MB)	1	100.0%	0.0%	0.0%	1
Office of Engineering/Technology (OET)	0	--	--	--	1
Office of General Counsel (OGC)	0	--	--	--	0
Office of Managing Director (OMD)	0	--	--	--	1
Public Safety and Homeland Security Bureau (PSHS)	0	--	--	--	0
Wireline Competition Bureau (WCB)	1	100.0%	0.0%	0.0%	0
Wireless Telecommunications Bureau (WTB)	0	--	--	--	0
Other	1	100.0%	0.0%	0.0%	1

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

# Federal Communications Commission 1st Level Subagency Comparison Report

## 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	8,738	67.9%	29.3%	2.7%	4,560
<b>Federal Communications Commission</b>	<b>16</b>	<b>89.7%</b>	<b>4.3%</b>	<b>6.1%</b>	<b>6</b>
Consumer and Governmental Affairs Bureau (CGB)	1	100.0%	0.0%	0.0%	0
Enforcement Bureau (EB)	2	59.8%	0.0%	40.2%	0
International Bureau (IB)	1	100.0%	0.0%	0.0%	0
Media Bureau (MB)	1	100.0%	0.0%	0.0%	2
Office of Engineering/Technology (OET)	0	--	--	--	1
Office of General Counsel (OGC)	1	100.0%	0.0%	0.0%	0
Office of Managing Director (OMD)	4	100.0%	0.0%	0.0%	1
Public Safety and Homeland Security Bureau (PSHS)	2	48.8%	51.2%	0.0%	0
Wireline Competition Bureau (WCB)	2	100.0%	0.0%	0.0%	1
Wireless Telecommunications Bureau (WTB)	1	100.0%	0.0%	0.0%	0
Other	1	100.0%	0.0%	0.0%	1

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

# Federal Communications Commission

## *1st Level Subagency Comparison Report*

### Demographic Questions

#### *Where do you work?*

	N	%
Headquarters	603	88.5%
Field	78	11.5%

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

	N	%
Non-Supervisor	429	63.0%
Team Leader	90	13.2%
Supervisor	90	13.2%
Manager	51	7.5%
Senior Leader	21	3.1%

#### *Are you:*

	N	%
Male	338	50.3%
Female	334	49.7%

#### *Are you Hispanic or Latino?*

	N	%
Yes	48	7.2%
No	619	92.8%

#### *Race*

	N	%
American Indian or Alaska Native	0	0.0%
Asian	43	6.7%
Black or African American	140	21.7%
Native Hawaiian or Other Pacific Islander	4	0.6%
White	428	66.3%
Two or more races	31	4.8%

Note: Percentages for demographic questions are unweighted.

# Federal Communications Commission

## *1st Level Subagency Comparison Report*

### 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	40	5.9%
Trade or Technical Certificate	7	1.0%
Some College (no degree)	69	10.2%
Associate's Degree (e.g., AA, AS)	17	2.5%
Bachelor's Degree (e.g., BA, BS)	134	19.8%
Master's Degree (e.g., MA, MS, MBA)	113	16.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	296	43.7%

***What is your pay category/grade?***

	N	%
Federal Wage System	0	0.0%
GS 1-6	5	0.7%
GS 7-12	118	17.5%
GS 13-15	528	78.2%
Senior Executive Service	18	2.7%
Senior Level (SL) or Scientific or Professional (ST)	5	0.7%
Other	1	0.1%

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

	N	%
Less than 1 year	19	2.8%
1 to 3 years	40	5.9%
4 to 5 years	46	6.8%
6 to 10 years	93	13.7%
11 to 14 years	83	12.2%
15 to 20 years	118	17.4%
More than 20 years	280	41.2%

Note: Percentages for demographic questions are unweighted.



# Federal Communications Commission

## 1st Level Subagency Comparison Report

### 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	26	3.8%
1 to 3 years	75	11.1%
4 to 5 years	65	9.6%
6 to 10 years	103	15.2%
11 to 20 years	182	26.8%
More than 20 years	227	33.5%

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

	N	%
No	475	70.6%
Yes, to retire	47	7.0%
Yes, to take another job within the Federal Government	64	9.5%
Yes, to take another job outside the Federal Government	52	7.7%
Yes, other	35	5.2%

***I am planning to retire:***

	N	%
Within one year	29	4.3%
Between one and three years	76	11.3%
Between three and five years	76	11.3%
Five or more years	494	73.2%

***Self-Identify as:***

	N	%
Heterosexual or Straight	542	84.4%
Gay, Lesbian, Bisexual, or Transgender	12	1.9%
I prefer not to say	88	13.7%

***What is your US military service status?***

	N	%
No Prior Military Service	596	89.4%
Currently in National Guard or Reserves	2	0.3%
Retired	24	3.6%
Separated or Discharged	45	6.7%

Note: Percentages for demographic questions are unweighted.

# Federal Communications Commission

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

#### *Are you an individual with a disability?*

	N	%
Yes	61	9.1%
No	607	90.9%

#### *What is your age group?*

	N	%
25 and under	2	0.3%
26-29	22	3.1%
30-39	118	16.5%
40-49	181	25.3%
50-59	247	34.5%
60 or older	145	20.3%

Note: Percentages for demographic questions are unweighted.