Results for:
FDIC Overall

August 2016
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General
▶ This report outlines results for the FDIC 2016 Federal Employee Viewpoint Survey. Data is provided at the dimension and item (question) level. In addition, when available, comparisons are provided to previous survey results.
▶ Significant differences compared to previous survey results and FDIC overall results are highlighted in green (positive difference) and red (negative difference). Significance is determined based on the maximum margin of error.

Dimension Results
▶ This section summarizes your organization’s scores on the FDIC dimensions. The statistics are the same as those in the Item Results sections, and are calculated as the average of item scores.
▶ The information in this section is useful for benchmarking and for identifying broad areas of strength and opportunity.

Top 10 and Bottom 10 Differences Compared to 2015 Survey Results
▶ This section show the top 10 differences compared to 2015, and the bottom 10 differences compared to 2015.
▶ Use this section to quickly identify actionable strengths and challenges.

Item Results
▶ This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option.
▶ The information in this section is useful for identifying specific strengths and targeting specific areas for improvement.

Interpreting the Results
▶ Survey Dates: June 6, 2016 through July 1, 2016
▶ Population: 6500
▶ Number of Surveys Completed: 4311
▶ Response Rate: 66.3%
▶ Maximum Margin of Error: +- 0.9%

Determining Key Findings
▶ To determine Strengths and Possible Opportunities to improve (or continue improving), take into account the percent favorable of each item and comparison of items to previous survey results (if available).
▶ Areas of strength can be identified by having a relatively high percent favorable rating, and at the same time, being significantly higher than the 2015 survey benchmark.
▶ Possible opportunities for improvement are the opposite; that is, they can be identified by having a relatively low percent favorable, and are below the 2015 survey benchmark.
FDIC 2016 Federal Employee Viewpoint Survey Results
Results for: FDIC Overall, N=4311

DIMENSION RESULTS

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Favorable</th>
<th>Neutral</th>
<th>Unfavorable</th>
<th>Differences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Empowerment &amp; Decision Making</td>
<td>61</td>
<td>22</td>
<td>17</td>
<td>0</td>
</tr>
<tr>
<td>Fairness &amp; Diversity</td>
<td>73</td>
<td>16</td>
<td>11</td>
<td>0</td>
</tr>
<tr>
<td>Immediate Supervision</td>
<td>79</td>
<td>11</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>Leadership Overall</td>
<td>69</td>
<td>18</td>
<td>13</td>
<td>-1</td>
</tr>
<tr>
<td>Mission &amp; Strategy</td>
<td>89</td>
<td>6</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Open Communications</td>
<td>66</td>
<td>19</td>
<td>15</td>
<td>0</td>
</tr>
<tr>
<td>Overall Satisfaction</td>
<td>83</td>
<td>10</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>Performance Management</td>
<td>66</td>
<td>17</td>
<td>17</td>
<td>1</td>
</tr>
<tr>
<td>Resources</td>
<td>70</td>
<td>14</td>
<td>15</td>
<td>0</td>
</tr>
<tr>
<td>Rewards, Recognition, &amp; Advancement</td>
<td>62</td>
<td>19</td>
<td>19</td>
<td>1</td>
</tr>
<tr>
<td>Training &amp; Development</td>
<td>72</td>
<td>16</td>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td>Work Environment</td>
<td>81</td>
<td>10</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>Work/Life Balance</td>
<td>77</td>
<td>12</td>
<td>12</td>
<td>0</td>
</tr>
</tbody>
</table>
DIMENSION RESULTS

Differences

2015  2014

Corporate Value - Accountability  89  7  4  1  -1
Corporate Value - Competence  71  16  13  1  1
Corporate Value - Effectiveness  61  21  18  0  -1
Corporate Value - Fairness  68  18  14  1  0
Corporate Value - Integrity  70  16  14  0  -1
Corporate Value - Teamwork  75  15  11  1  0
Top 10 and Bottom 10 Differences Compared to 2015 Survey Results

Top 10
127. How would you rate: The training and support you have received to effectively manage people?
126. I am allocated sufficient time to conduct bank examinations.
40. Policies and programs promote diversity in the workplace.
18. My training needs are assessed.
1. I am given a real opportunity to improve my skills in my organization.
85. How satisfied are you with the training you receive for your present job?
44. Prohibited Personnel Practices are not tolerated.
61. Supervisors in my work unit support employee development.
23. How would you rate: Training to help you qualify for a better job?
24. How would you rate: Your opportunities for career development other than promotions?

Bottom 10
71. My organization's senior leaders maintain high standards of honesty and integrity.
78. I have a high level of respect for my organization's senior leaders.
50. How would you rate FDIC on: Applying policies and rules consistently to all employees?
33. There are enough people to get the job done in my work unit.
48. How would you rate FDIC on: Communicating information downward to all levels of FDIC?
87. Considering everything, how satisfied are you with your pay?
55. Decisions are made at the appropriate level of the organization.
52. How would you rate FDIC on: Informing employees about reasons behind decisions that affect them?
86. Considering everything, how satisfied are you with your job?
83. How satisfied are you with the policies and practices of your senior leaders?
# FDIC 2016 Federal Employee Viewpoint Survey Results

## Results for: FDIC Overall, N=4311

### DIMENSION ITEM RESULTS

#### Empowerment & Decision Making

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
<th>2015</th>
<th>2014</th>
<th>Differences</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>I feel encouraged to come up with new and better ways of doing things.</td>
<td>62</td>
<td>20</td>
<td>19</td>
</tr>
<tr>
<td>16</td>
<td>I am held accountable for achieving results.</td>
<td>89</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>36</td>
<td>Employees have a feeling of personal empowerment with respect to work processes.</td>
<td>61</td>
<td>20</td>
<td>19</td>
</tr>
<tr>
<td>38</td>
<td>Creativity and innovation are rewarded.</td>
<td>49</td>
<td>27</td>
<td>24</td>
</tr>
<tr>
<td>49</td>
<td>How would you rate FDIC on: Having a reporting structure that is conducive to timely decision making?</td>
<td>48</td>
<td>31</td>
<td>21</td>
</tr>
<tr>
<td>51</td>
<td>How would you rate FDIC on: Adopting good ideas regardless of where they come from or who suggests them?</td>
<td>59</td>
<td>25</td>
<td>16</td>
</tr>
<tr>
<td>55</td>
<td>Decisions are made at the appropriate level of the organization.</td>
<td>57</td>
<td>23</td>
<td>20</td>
</tr>
<tr>
<td>80</td>
<td>How satisfied are you with your involvement in decisions that affect your work?</td>
<td>64</td>
<td>21</td>
<td>15</td>
</tr>
</tbody>
</table>

#### Fairness & Diversity

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
<th>2015</th>
<th>2014</th>
<th>Differences</th>
</tr>
</thead>
<tbody>
<tr>
<td>17</td>
<td>I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>76</td>
<td>13</td>
<td>11</td>
</tr>
<tr>
<td>40</td>
<td>Policies and programs promote diversity in the workplace.</td>
<td>78</td>
<td>14</td>
<td>7</td>
</tr>
<tr>
<td>43</td>
<td>Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.</td>
<td>66</td>
<td>17</td>
<td>17</td>
</tr>
<tr>
<td>50</td>
<td>How would you rate FDIC on: Applying policies and rules consistently to all employees?</td>
<td>59</td>
<td>24</td>
<td>17</td>
</tr>
<tr>
<td>59</td>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td>79</td>
<td>15</td>
<td>6</td>
</tr>
<tr>
<td>72</td>
<td>Supervisors work well with employees of different backgrounds.</td>
<td>76</td>
<td>16</td>
<td>8</td>
</tr>
</tbody>
</table>
## DIMENSION ITEM RESULTS

### Immediate Supervision

- **56. My supervisor supports my need to balance work and other life issues.**
  - 2015: 87 Favorable, 7 Neutral, 6 Unfavorable
  - 2014: 87 Favorable, 7 Neutral, 6 Unfavorable
  - Differences: 0 Favorable, 0 Neutral, 0 Unfavorable

- **57. My supervisor provides me with opportunities to demonstrate my leadership skills.**
  - 2015: 77 Favorable, 12 Neutral, 11 Unfavorable
  - 2014: 77 Favorable, 12 Neutral, 11 Unfavorable
  - Differences: 2 Favorable, 2 Neutral, 2 Unfavorable

- **61. Supervisors in my work unit support employee development.**
  - 2015: 81 Favorable, 10 Neutral, 9 Unfavorable
  - 2014: 81 Favorable, 10 Neutral, 9 Unfavorable
  - Differences: 2 Favorable, 2 Neutral, 2 Unfavorable

- **62. My supervisor listens to what I have to say.**
  - 2015: 83 Favorable, 9 Neutral, 8 Unfavorable
  - 2014: 83 Favorable, 9 Neutral, 8 Unfavorable
  - Differences: 0 Favorable, 0 Neutral, 0 Unfavorable

- **63. My supervisor treats me with respect.**
  - 2015: 87 Favorable, 7 Neutral, 6 Unfavorable
  - 2014: 87 Favorable, 7 Neutral, 6 Unfavorable
  - Differences: 1 Favorable, 1 Neutral, 1 Unfavorable

- **65. I have trust and confidence in my supervisor.**
  - 2015: 87 Favorable, 7 Neutral, 6 Unfavorable
  - 2014: 87 Favorable, 7 Neutral, 6 Unfavorable
  - Differences: 1 Favorable, 1 Neutral, 1 Unfavorable

- **66. How would you rate your immediate supervisor on: Valuing individual skills, experience, and knowledge?**
  - 2015: 76 Favorable, 12 Neutral, 12 Unfavorable
  - 2014: 76 Favorable, 12 Neutral, 12 Unfavorable
  - Differences: 1 Favorable, 1 Neutral, 1 Unfavorable

- **67. How would you rate your immediate supervisor on: Soliciting and using your input when making decisions?**
  - 2015: 74 Favorable, 15 Neutral, 11 Unfavorable
  - 2014: 74 Favorable, 15 Neutral, 11 Unfavorable
  - Differences: 1 Favorable, 1 Neutral, 1 Unfavorable

- **68. How would you rate your immediate supervisor on: Providing you with clear and regular feedback about your job performance?**
  - 2015: 69 Favorable, 17 Neutral, 14 Unfavorable
  - 2014: 69 Favorable, 17 Neutral, 14 Unfavorable
  - Differences: 1 Favorable, 1 Neutral, 1 Unfavorable

- **69. Overall, how good a job do you feel is being done by your immediate supervisor?**
  - 2015: 79 Favorable, 13 Neutral, 8 Unfavorable
  - 2014: 79 Favorable, 13 Neutral, 8 Unfavorable
  - Differences: 1 Favorable, 1 Neutral, 1 Unfavorable

### Leadership Overall

- **70. In my organization, leaders generate high levels of motivation and commitment in the workforce.**
  - 2015: 56 Favorable, 23 Neutral, 21 Unfavorable
  - 2014: 58 Favorable, 23 Neutral, 22 Unfavorable
  - Differences: 0 Favorable, -2 Neutral, -1 Unfavorable

- **71. My organization's leaders maintain high standards of honesty and integrity.**
  - 2015: 70 Favorable, 17 Neutral, 13 Unfavorable
  - 2014: 72 Favorable, 17 Neutral, 14 Unfavorable
  - Differences: -2 Favorable, -1 Neutral, -1 Unfavorable

- **74. Managers review and evaluate the organization's progress toward meeting its goals and objectives.**
  - 2015: 77 Favorable, 15 Neutral, 8 Unfavorable
  - 2014: 78 Favorable, 14 Neutral, 9 Unfavorable
  - Differences: -1 Favorable, 0 Neutral, 0 Unfavorable

- **76. Managers support collaboration across work units to accomplish work objectives.**
  - 2015: 70 Favorable, 17 Neutral, 13 Unfavorable
  - 2014: 71 Favorable, 17 Neutral, 12 Unfavorable
  - Differences: 0 Favorable, -1 Neutral, -1 Unfavorable

- **77. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?**
  - 2015: 71 Favorable, 17 Neutral, 12 Unfavorable
  - 2014: 72 Favorable, 17 Neutral, 11 Unfavorable
  - Differences: -1 Favorable, 0 Neutral, 0 Unfavorable

- **78. I have a high level of respect for my organization's senior leaders.**
  - 2015: 69 Favorable, 18 Neutral, 14 Unfavorable
  - 2014: 69 Favorable, 18 Neutral, 14 Unfavorable
  - Differences: -1 Favorable, -1 Neutral, -1 Unfavorable

- **79. Senior leaders demonstrate support for Work/Life programs.**
  - 2015: 76 Favorable, 15 Neutral, 9 Unfavorable
  - 2014: 76 Favorable, 15 Neutral, 9 Unfavorable
  - Differences: -1 Favorable, -1 Neutral, -1 Unfavorable

- **83. How satisfied are you with the policies and practices of your senior leaders?**
  - 2015: 62 Favorable, 23 Neutral, 16 Unfavorable
  - 2014: 63 Favorable, 23 Neutral, 15 Unfavorable
  - Differences: -1 Favorable, 0 Neutral, 0 Unfavorable
DIMENSION ITEM RESULTS

**Mission & Strategy**
12. I know how my work relates to the agency's goals and priorities.
   - Favorable: 89
   - Neutral: 6
   - Unfavorable: 4
   - Differences: 0

**Open Communications**
20. I can freely express my views without fear of retribution.
   - Favorable: 64
   - Neutral: 16
   - Unfavorable: 20
   - Differences: 1

21. Employees are encouraged to provide feedback and suggestions up the line (even if bad news).
   - Favorable: 63
   - Neutral: 16
   - Unfavorable: 21
   - Differences: 0

31. Employees in my work unit share job knowledge with each other.
   - Favorable: 83
   - Neutral: 9
   - Unfavorable: 8
   - Differences: 1

48. How would you rate FDIC on: Communicating information downward to all levels of FDIC?
   - Favorable: 62
   - Neutral: 26
   - Unfavorable: 13
   - Differences: -1

52. How would you rate FDIC on: Informing employees about reasons behind decisions that affect them?
   - Favorable: 47
   - Neutral: 31
   - Unfavorable: 22
   - Differences: -1

53. How would you rate FDIC on: Communications between Headquarters and the field?
   - Favorable: 53
   - Neutral: 30
   - Unfavorable: 17
   - Differences: 0

54. When changes are made at the FDIC, communications are handled well.
   - Favorable: 58
   - Neutral: 26
   - Unfavorable: 17
   - Differences: 1

62. My supervisor listens to what I have to say.
   - Favorable: 83
   - Neutral: 9
   - Unfavorable: 8
   - Differences: 0

73. Managers communicate the goals and priorities of the organization.
   - Favorable: 75
   - Neutral: 15
   - Unfavorable: 10
   - Differences: -1

75. Managers promote communication among different work units.
   - Favorable: 68
   - Neutral: 17
   - Unfavorable: 15
   - Differences: 1

81. How satisfied are you with the information you receive from management on what's going on in your organization?
   - Favorable: 66
   - Neutral: 19
   - Unfavorable: 14
   - Differences: 1

**Overall Satisfaction**
4. My work gives me a feeling of personal accomplishment.
   - Favorable: 79
   - Neutral: 12
   - Unfavorable: 9
   - Differences: 0

5. I like the kind of work I do.
   - Favorable: 86
   - Neutral: 9
   - Unfavorable: 5
   - Differences: 1

13. The work I do is important.
   - Favorable: 90
   - Neutral: 6
   - Unfavorable: 3
   - Differences: 1

46. I recommend my organization as a good place to work.
   - Favorable: 86
   - Neutral: 10
   - Unfavorable: 4
   - Differences: 0

86. Considering everything, how satisfied are you with your job?
   - Favorable: 79
   - Neutral: 13
   - Unfavorable: 9
   - Differences: -1

88. Considering everything, how satisfied are you with your organization?
   - Favorable: 79
   - Neutral: 12
   - Unfavorable: 9
   - Differences: 0
## Performance Management

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

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

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

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

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

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

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

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

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

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

## Resources

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

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

33. There are enough people to get the job done in my work unit.

35. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
## DIMENSION ITEM RESULTS

### Rewards, Recognition & Advancement

<table>
<thead>
<tr>
<th>Item</th>
<th>2015</th>
<th>2014</th>
<th>Differences</th>
</tr>
</thead>
<tbody>
<tr>
<td>27. Promotions in my work unit are based on merit.</td>
<td>55</td>
<td>24</td>
<td>1</td>
</tr>
<tr>
<td>30. Awards in my work unit depend on how well employees perform their jobs.</td>
<td>57</td>
<td>22</td>
<td>1</td>
</tr>
<tr>
<td>82. How satisfied are you with the recognition you receive for doing a good job?</td>
<td>64</td>
<td>18</td>
<td>1</td>
</tr>
<tr>
<td>84. How satisfied are you with your opportunity to get a better job in your organization?</td>
<td>53</td>
<td>23</td>
<td>1</td>
</tr>
<tr>
<td>87. Considering everything, how satisfied are you with your pay?</td>
<td>79</td>
<td>11</td>
<td>-1</td>
</tr>
</tbody>
</table>

### Training & Development

<table>
<thead>
<tr>
<th>Item</th>
<th>2015</th>
<th>2014</th>
<th>Differences</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I am given a real opportunity to improve my skills in my organization.</td>
<td>83</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>2. I have enough information to do my job well.</td>
<td>83</td>
<td>9</td>
<td>0</td>
</tr>
<tr>
<td>18. My training needs are assessed.</td>
<td>64</td>
<td>17</td>
<td>3</td>
</tr>
<tr>
<td>22. How would you rate: The training new employees receive to do their jobs?</td>
<td>67</td>
<td>10</td>
<td>0</td>
</tr>
<tr>
<td>23. How would you rate: Training to help you qualify for a better job?</td>
<td>58</td>
<td>17</td>
<td>2</td>
</tr>
<tr>
<td>24. How would you rate: Your opportunities for career development other than promotions?</td>
<td>60</td>
<td>19</td>
<td>2</td>
</tr>
<tr>
<td>32. The skill level in my work unit has improved in the past year.</td>
<td>64</td>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>35. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>84</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>61. Supervisors in my work unit support employee development.</td>
<td>81</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>85. How satisfied are you with the training you receive for your present job?</td>
<td>70</td>
<td>12</td>
<td>2</td>
</tr>
<tr>
<td>127. How would you rate: The training and support you have received to effectively manage people?</td>
<td>84</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
## FDIC 2016 Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=4311

### DIMENSION ITEM RESULTS

#### Work Environment

<table>
<thead>
<tr>
<th>Item</th>
<th>2015</th>
<th>2014</th>
<th>Differences</th>
</tr>
</thead>
<tbody>
<tr>
<td>10. My workload is reasonable.</td>
<td>74</td>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>11. My talents are used well in the workplace.</td>
<td>69</td>
<td>14</td>
<td>1</td>
</tr>
<tr>
<td>14. Physical conditions allow employees to perform their jobs well.</td>
<td>86</td>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td>25. The people I work with cooperate to get the job done.</td>
<td>88</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>41. Employees are protected from health and safety hazards on the job.</td>
<td>92</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>42. My organization has prepared employees for potential security threats.</td>
<td>79</td>
<td>14</td>
<td>6</td>
</tr>
<tr>
<td>44. Prohibited Personnel Practices are not tolerated.</td>
<td>80</td>
<td>11</td>
<td>2</td>
</tr>
</tbody>
</table>

#### Work/Life Balance

<table>
<thead>
<tr>
<th>Item</th>
<th>2015</th>
<th>2014</th>
<th>Differences</th>
</tr>
</thead>
<tbody>
<tr>
<td>9. I have sufficient resources (for example, people, materials, budget) to get my job done.</td>
<td>70</td>
<td>13</td>
<td>-1</td>
</tr>
<tr>
<td>10. My workload is reasonable.</td>
<td>74</td>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>56. My supervisor supports my need to balance work and other life issues.</td>
<td>87</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>79. Senior leaders demonstrate support for Work/Life programs.</td>
<td>76</td>
<td>15</td>
<td>-1</td>
</tr>
</tbody>
</table>
## ADDITIONAL ITEM RESULTS

### Bank Examiners

126. I am allocated sufficient time to conduct bank examinations.

- **Favorable**
  - 2015: 71
  - 2014: 14
  - Difference: 3

### Outcomes

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

0 -1

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

- **Favorable**
  - 2015: 89
  - 2014: 9
  - Difference: 0 -2

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

- **Favorable**
  - 2015: 90
  - 2014: 8
  - Difference: 1 0

45. My agency is successful at accomplishing its mission.

- **Favorable**
  - 2015: 91
  - 2014: 7
  - Difference: 0 -1

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

### Participation in Work/Life Programs

89. Have you been notified that you are eligible to telework?

- **Yes, eligible**
  - 84%

- **Yes, ineligible**
  - 8%

- **No, not notified**
  - 4%

- **Not Sure**
  - 4%

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

- **Telework 3 or more days per week**
  - 4%

- **Telework 1 to 2 days per week**
  - 16%

- **Telework 1 to 2 days per month**
  - 18%

- **Telework very infrequently**
  - 41%

- **No telework - have to be physically present**
  - 3%

- **No telework - for technical reasons**
  - 1%

- **No telework - not approved to**
  - 7%

- **No telework - choose not to**
  - 10%

91. Do you participate in: Alternate work schedules (AWS)

- **Yes**
  - 42%

- **No**
  - 54%

- **Not available to me**
  - 4%
FDIC 2016 Federal Employee Viewpoint Survey Results
Results for: FDIC Overall, N=4311

ADDITIONAL ITEM RESULTS

Participation in Work/Life Programs (Continued)

92. Do you participate in: Health and Wellness Programs

Yes 30%
No 61%
Not available to me 8%

93. Do you participate in: Employee Assistance Program (EAP)

Yes 13%
No 82%
Not available to me 4%

94. Do you participate in: Child care programs

Yes 3%
No 84%
Not available to me 14%

95. Do you participate in: Elder care programs

Yes 6%
No 85%
Not available to me 9%

96. How satisfied are you with the following Work/Life program: Telework

Favorable Neutral Unfavorable
87  7  6

97. How satisfied are you with the following Work/Life program: Alternative work schedules (AWS)

Favorable Neutral Unfavorable
96  4

98. How satisfied are you with the following Work/Life program: Health and Wellness Programs

Favorable Neutral Unfavorable
93  61

99. How satisfied are you with the following Work/Life program: Employee Assistance Program (EAP)

Favorable Neutral Unfavorable
89  10  1

100. How satisfied are you with the following Work/Life program: Child care programs

Favorable Neutral Unfavorable
69  26  5

101. How satisfied are you with the following Work/Life program: Elder care programs

Favorable Neutral Unfavorable
84  15  2

Differences

2015 2014
-1  -1
0  -1
0  1
1  -1
-6  -3
-3  -1
### COMMENT CATEGORIZATION

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Development/Advancement Opportunities</td>
<td>13%</td>
</tr>
<tr>
<td>Leadership</td>
<td>8%</td>
</tr>
<tr>
<td>Training</td>
<td>8%</td>
</tr>
<tr>
<td>Performance Management</td>
<td>7%</td>
</tr>
<tr>
<td>Other</td>
<td>7%</td>
</tr>
<tr>
<td>Resources</td>
<td>7%</td>
</tr>
<tr>
<td>Communications</td>
<td>6%</td>
</tr>
<tr>
<td>Compensation, Awards, Bonuses</td>
<td>6%</td>
</tr>
<tr>
<td>Work/Life Balance</td>
<td>6%</td>
</tr>
<tr>
<td>Fair Treatment</td>
<td>6%</td>
</tr>
<tr>
<td>Empowerment and Decision Making Authority</td>
<td>5%</td>
</tr>
<tr>
<td>Work Environment</td>
<td>4%</td>
</tr>
<tr>
<td>Bank Examination Process</td>
<td>3%</td>
</tr>
<tr>
<td>Culture</td>
<td>3%</td>
</tr>
<tr>
<td>Immediate Supervisor</td>
<td>3%</td>
</tr>
<tr>
<td>Teamwork/Cooperation</td>
<td>2%</td>
</tr>
<tr>
<td>Travel</td>
<td>2%</td>
</tr>
<tr>
<td>Diversity</td>
<td>2%</td>
</tr>
<tr>
<td>Clarity Around Mission/Strategic Direction</td>
<td>1%</td>
</tr>
<tr>
<td>Corporate Employee Program (CEP)</td>
<td>1%</td>
</tr>
</tbody>
</table>
102. What is your supervisory status?

- Non-Supervisor: 73%
- Team Leader: 11%
- Supervisor: 11%
- Manager: 3%
- Senior Leader/Executive: 2%

103. Are you (Gender):

- Male: 57%
- Female: 43%

104. Are you Hispanic or Latino?

- Yes: 6%
- No: 94%

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

- American Indian or Alaska Native: 1%
- Asian: 5%
- Black or African American: 15%
- Native Hawaiian or Other Pacific Islander: 0%
- White: 77%
- Two or more races: 3%

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

- Less than High School: 0%
- High School Diploma/GED or equivalent: 2%
- Trade or Technical Certificate: 1%
- Some College (no degree): 9%
- Associate's Degree: 3%
- Bachelor's Degree: 51%
- Master's Degree: 26%
- Doctoral/Professional Degree: 9%
107. What is your age group?

- 25 and under: 6%
- 26-29: 5%
- 30-39: 15%
- 40-49: 23%
- 50-59: 35%
- 60 or older: 16%

108. What is your current grade level?

- Grade 1-8: 13%
- Grade 9-11: 10%
- Grade 12: 17%
- Grade 13-15: 45%
- CG Supervisor/CM: 13%
- EM: 2%
- Other: 0%

109. What type of appointment do you have?

- Permanent: 86%
- Non-Permanent: 10%
- Student Intern/Financial Management Scholar: 4%

110. Do you work (Full or Part Time):

- Full Time: 98%
- Part Time: 2%
### RESPONDENT DEMOGRAPHICS

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

<table>
<thead>
<tr>
<th>Duration</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>5%</td>
</tr>
<tr>
<td>1 to 3 years</td>
<td>7%</td>
</tr>
<tr>
<td>4 to 5 years</td>
<td>8%</td>
</tr>
<tr>
<td>6 to 10 years</td>
<td>24%</td>
</tr>
<tr>
<td>11 to 14 years</td>
<td>7%</td>
</tr>
<tr>
<td>15 to 20 years</td>
<td>7%</td>
</tr>
<tr>
<td>More than 20 years</td>
<td>42%</td>
</tr>
</tbody>
</table>

112. How long have you been with FDIC?

<table>
<thead>
<tr>
<th>Duration</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>7%</td>
</tr>
<tr>
<td>1 to 3 years</td>
<td>9%</td>
</tr>
<tr>
<td>4 to 5 years</td>
<td>11%</td>
</tr>
<tr>
<td>6 to 10 years</td>
<td>26%</td>
</tr>
<tr>
<td>11 to 20 years</td>
<td>11%</td>
</tr>
<tr>
<td>More than 20 years</td>
<td>36%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>81%</td>
</tr>
<tr>
<td>Yes, to retire</td>
<td>5%</td>
</tr>
<tr>
<td>Yes, another job in Federal Government</td>
<td>5%</td>
</tr>
<tr>
<td>Yes, another job outside Federal Government</td>
<td>4%</td>
</tr>
<tr>
<td>Yes, other</td>
<td>5%</td>
</tr>
</tbody>
</table>

114. I am planning to retire:

<table>
<thead>
<tr>
<th>Duration</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within one year</td>
<td>4%</td>
</tr>
<tr>
<td>Between one and three years</td>
<td>9%</td>
</tr>
<tr>
<td>Between three and five years</td>
<td>11%</td>
</tr>
<tr>
<td>Five or more years</td>
<td>76%</td>
</tr>
</tbody>
</table>
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RESPONDENT DEMOGRAPHICS

115. Do you consider yourself to be one or more of the following?
   - Heterosexual or Straight: 84%
   - Gay, Lesbian, Bisexual, or Transgender: 4%
   - I prefer not to say: 12%

116. What is your US Military Service Status?
   - No Prior Military Service: 87%
   - Currently in National Guard or Reserves: 6%
   - Retired: 2%
   - Separated or Discharged: 10%

117. Are you an individual with a disability?
   - Yes: 8%
   - No: 92%

118. In Which Division/Office do you currently work?
   - Corporate University (CU): 4%
   - Div of Administration (DOA): 6%
   - Div of Depositor and Consumer Protection (DCP): 14%
   - Div of Finance (DOF): 4%
   - CIO Organization: 5%
   - Div of Insurance and Research (DIR): 3%
   - Div of Resolutions and Receiverships (DRR): 13%
   - Div of Risk Management Supervision (RMS): 38%
   - Legal Division (Legal): 8%
   - Office of Inspector General (OIG): 2%
   - Office of Complex Financial Institutions (OCFI): 1%
   - All other Offices (Including Executive Offices): 2%

119. Please select the appropriate Division/Office (CIO Only):
   - CIO/ISPS: 15%
   - DIT: 85%
**RESPONDENT DEMOGRAPHICS**

120. Please select the appropriate Division/Office (DRR Only):

- DRR Headquarters: 26%
- DRR Region: 74%

121. Please select the appropriate Division/Office (RMS Only):

- RMS reporting to Headquarters: 13%
- RMS reporting to Region: 20%
- RMS reporting to Field: 67%

122. What is your location

- Headquarters: 35%
- **Regional or Area Office**
  - Atlanta Regional Office: 2%
  - Chicago Regional Office: 2%
  - Dallas/Memphis Regional Office: 13%
  - Kansas City Regional Office: 2%
  - New York/Boston Regional Office: 3%
  - San Francisco Regional Office: 2%
- **Field Office**
  - Atlanta Region Field Offices: 6%
  - Chicago Region Field Offices: 7%
  - Dallas/Memphis Region Field Offices: 7%
  - Kansas City Region Field Offices: 6%
  - New York/Boston Region Field Offices: 6%
  - San Francisco Region Field Offices: 7%
123. Are you in a Bargaining Unit position?

- Yes: 58%
- No: 42%

124. Do you work in Consumer Affairs or Community Affairs?

- Yes: 2%
- No: 98%

125. Are you currently in the 0570 Occupational Group?

- No: 58%
- Yes, Examiner: 28%
- Yes, Financial Institution Specialist: 7%
- Yes, Other: 7%