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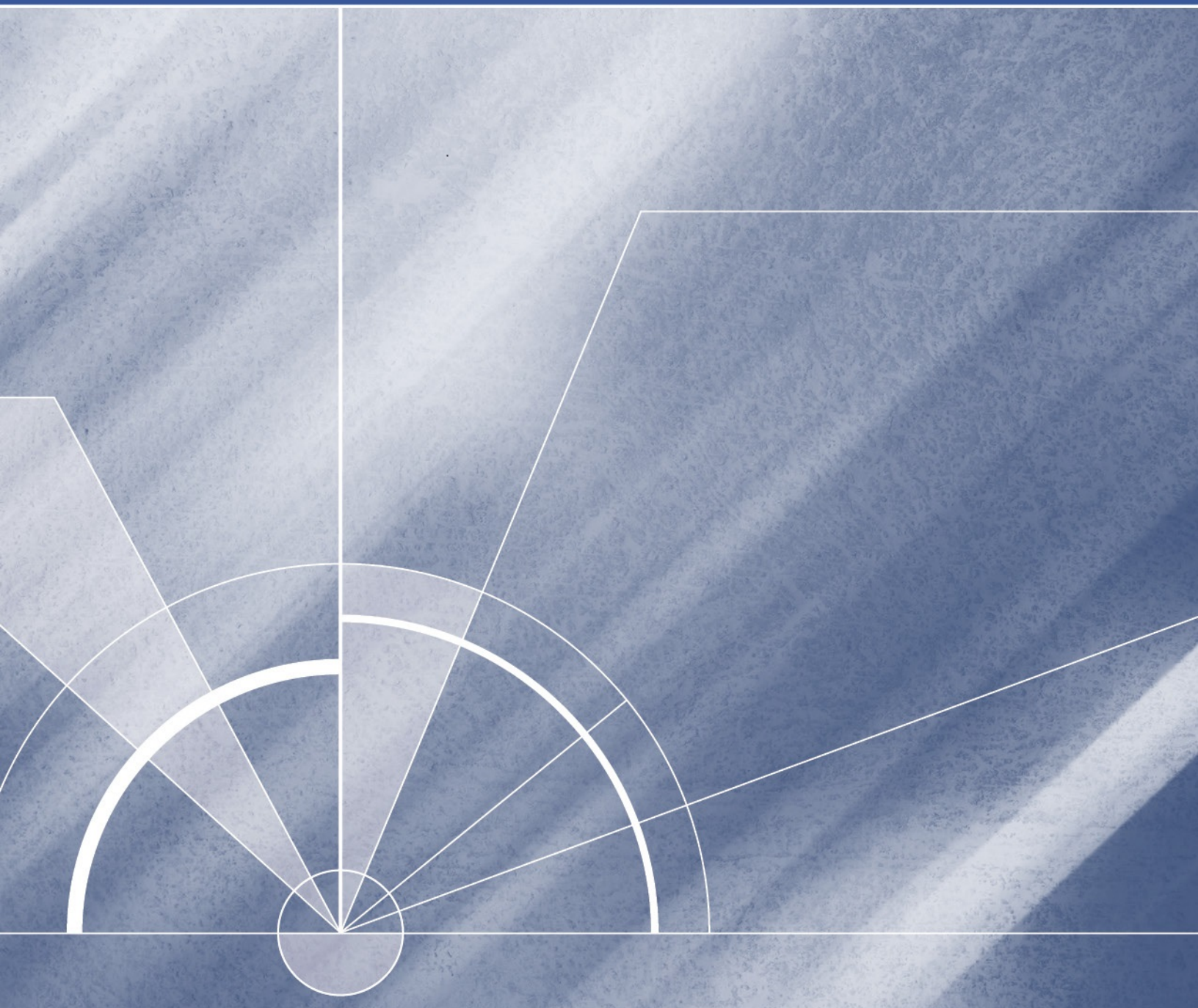
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2017

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

1st Level  
Subagency  
Report

Department of the Treasury  
UNITED STATES MINT (MINT)





**Department of the Treasury**  
**UNITED STATES MINT (MINT)**  
*1st Level Subagency Report*

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

**Response Summary**

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Department of the Treasury	46,368	58.1%
<b>UNITED STATES MINT (MINT)</b>	<b>1,070</b>	<b>69.3%</b>

**Your Data**

A Microsoft® Excel® file containing your results is embedded. 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.

**Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.**

These sections provide high level information on how your subagency is doing.

**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.

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**Top 10 Positive & Negative Items**

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

***Highest Percent Positive***

- 91.7% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 88.4% The work I do is important. (Q.13)
- 87.2% I am constantly looking for ways to do my job better. (Q.8)
- 84.7% I like the kind of work I do. (Q.5)
- 83.1% I know how my work relates to the agency's goals and priorities. (Q.12)
- 81.7% How would you rate the overall quality of work done by your work unit? (Q.28)
- 81.3% I know what is expected of me on the job. (Q.6)
- 79.0% My organization has prepared employees for potential security threats. (Q.36)
- 78.4% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 77.5% I am held accountable for achieving results. (Q.16)

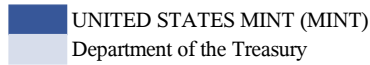
***Highest Percent Negative***

- 51.8% Pay raises depend on how well employees perform their jobs. (Q.33)
- 45.2% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 43.4% Promotions in my work unit are based on merit. (Q.22)
- 38.7% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 35.8% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 34.6% Awards in my work unit depend on how well employees perform their jobs. (Q.25)
- 34.1% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 31.5% Creativity and innovation are rewarded. (Q.32)
- 31.2% My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)
- 29.8% My work unit is able to recruit people with the right skills. (Q.21)

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**Leading Your Comparison Group**

The figure below allows you to see where your subagency results are higher than your comparison group (Department of the Treasury) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 10.

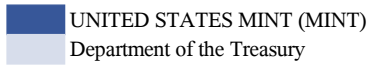


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
I have sufficient resources to get my job done. (Q.9)	59.0%	44.9%	+14.1
My workload is reasonable. (Q.10)	70.6%	59.7%	+10.9
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	46.2%	38.9%	+7.3
My work unit is able to recruit people with the right skills. (Q.21)	42.3%	36.4%	+5.9
Employees have a feeling of personal empowerment with respect to work processes. (Q.30)	48.3%	42.9%	+5.4
How satisfied are you with your opportunity to get a better job in your organization? (Q.67)	40.2%	34.9%	+5.3
Physical conditions allow employees to perform their jobs well. (Q.14)	71.6%	66.6%	+5.0
My agency is successful at accomplishing its mission. (Q.39)	77.0%	72.0%	+5.0
I like the kind of work I do. (Q.5)	84.7%	79.8%	+4.9
Creativity and innovation are rewarded. (Q.32)	43.9%	39.7%	+4.2

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**Trailing Your Comparison Group**

The figure below allows you to see where your subagency results are lower than your comparison group (Department of the Treasury) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 10.



<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
Overall, how good a job do you feel is being done by your immediate supervisor? (Q.52)	66.3%	78.0%	-11.7
Employees in my work unit share job knowledge with each other. (Q.26)	69.9%	81.0%	-11.1
Managers communicate the goals and priorities of the organization. (Q.56)	58.5%	69.5%	-11.0
My supervisor supports my need to balance work and other life issues. (Q.42)	74.6%	84.9%	-10.3
My supervisor provides me with constructive suggestions to improve my job performance. (Q.46)	61.4%	71.4%	-10.0
My supervisor provides me with opportunities to demonstrate my leadership skills. (Q.43)	62.6%	72.5%	-9.9
My supervisor is committed to a workforce representative of all segments of society. (Q.45)	65.6%	75.1%	-9.5
Supervisors in my work unit support employee development. (Q.47)	63.3%	72.8%	-9.5
Discussions with my supervisor about my performance are worthwhile. (Q.44)	62.5%	71.9%	-9.4
Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q.57)	59.5%	68.8%	-9.3

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## 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%
Department of the Treasury	46,269	62.5%	16.3%	21.2%
<b>UNITED STATES MINT (MINT)</b>	<b>1,068</b>	<b>61.3%</b>	<b>16.2%</b>	<b>22.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of the Treasury	46,104	70.8%	13.8%	15.4%
<b>UNITED STATES MINT (MINT)</b>	<b>1,066</b>	<b>70.5%</b>	<b>13.4%</b>	<b>16.1%</b>

### *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%
Department of the Treasury	45,925	57.7%	19.0%	23.3%
<b>UNITED STATES MINT (MINT)</b>	<b>1,056</b>	<b>59.5%</b>	<b>17.0%</b>	<b>23.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of the Treasury	46,103	70.5%	15.2%	14.3%
<b>UNITED STATES MINT (MINT)</b>	<b>1,058</b>	<b>69.2%</b>	<b>15.4%</b>	<b>15.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of the Treasury	45,896	79.8%	12.7%	7.5%
<b>UNITED STATES MINT (MINT)</b>	<b>1,057</b>	<b>84.7%</b>	<b>9.6%</b>	<b>5.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Department of the Treasury	45,867	82.3%	9.3%	8.4%
<b>UNITED STATES MINT (MINT)</b>	<b>1,057</b>	<b>81.3%</b>	<b>9.4%</b>	<b>9.3%</b>

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**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%
Department of the Treasury	46,065	94.3%	3.6%	2.1%
<b>UNITED STATES MINT (MINT)</b>	<b>1,064</b>	<b>91.7%</b>	<b>4.7%</b>	<b>3.6%</b>

**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%
Department of the Treasury	46,078	88.3%	9.3%	2.4%
<b>UNITED STATES MINT (MINT)</b>	<b>1,059</b>	<b>87.2%</b>	<b>8.9%</b>	<b>3.9%</b>

**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
Department of the Treasury	46,097	44.9%	16.0%	39.2%	132
<b>UNITED STATES MINT (MINT)</b>	<b>1,063</b>	<b>59.0%</b>	<b>14.5%</b>	<b>26.5%</b>	<b>4</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of the Treasury	45,972	59.7%	15.9%	24.4%	111
<b>UNITED STATES MINT (MINT)</b>	<b>1,062</b>	<b>70.6%</b>	<b>14.7%</b>	<b>14.7%</b>	<b>1</b>

**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
Department of the Treasury	45,258	58.3%	17.7%	24.0%	245
<b>UNITED STATES MINT (MINT)</b>	<b>1,040</b>	<b>59.4%</b>	<b>15.3%</b>	<b>25.3%</b>	<b>5</b>

**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
Department of the Treasury	45,822	82.3%	10.5%	7.1%	210
<b>UNITED STATES MINT (MINT)</b>	<b>1,046</b>	<b>83.1%</b>	<b>9.7%</b>	<b>7.2%</b>	<b>7</b>



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**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
Department of the Treasury	45,593	88.8%	7.6%	3.6%	163
<b>UNITED STATES MINT (MINT)</b>	<b>1,058</b>	<b>88.4%</b>	<b>7.2%</b>	<b>4.4%</b>	<b>5</b>

***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
Department of the Treasury	45,812	66.6%	14.2%	19.3%	293
<b>UNITED STATES MINT (MINT)</b>	<b>1,061</b>	<b>71.6%</b>	<b>15.0%</b>	<b>13.4%</b>	<b>2</b>

***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
Department of the Treasury	45,781	75.7%	11.4%	12.9%	390
<b>UNITED STATES MINT (MINT)</b>	<b>1,059</b>	<b>68.0%</b>	<b>14.6%</b>	<b>17.4%</b>	<b>6</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Department of the Treasury	45,736	84.5%	11.1%	4.4%	243
<b>UNITED STATES MINT (MINT)</b>	<b>1,058</b>	<b>77.5%</b>	<b>13.4%</b>	<b>9.1%</b>	<b>5</b>

***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
Department of the Treasury	43,850	67.7%	17.4%	14.8%	2,097
<b>UNITED STATES MINT (MINT)</b>	<b>1,028</b>	<b>58.5%</b>	<b>20.1%</b>	<b>21.4%</b>	<b>33</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of the Treasury	45,515	52.8%	23.1%	24.1%	516
<b>UNITED STATES MINT (MINT)</b>	<b>1,050</b>	<b>55.5%</b>	<b>21.5%</b>	<b>23.0%</b>	<b>11</b>

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**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
Department of the Treasury	45,358	76.4%	11.1%	12.5%	916
<b>UNITED STATES MINT (MINT)</b>	<b>1,046</b>	<b>74.3%</b>	<b>14.2%</b>	<b>11.5%</b>	<b>20</b>

**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%
Department of the Treasury	46,222	78.2%	11.2%	10.6%
<b>UNITED STATES MINT (MINT)</b>	<b>1,065</b>	<b>74.6%</b>	<b>14.6%</b>	<b>10.8%</b>

**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
Department of the Treasury	43,661	36.4%	26.3%	37.3%	2,551
<b>UNITED STATES MINT (MINT)</b>	<b>1,046</b>	<b>42.3%</b>	<b>27.9%</b>	<b>29.8%</b>	<b>21</b>

**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
Department of the Treasury	42,365	37.1%	28.8%	34.1%	3,669
<b>UNITED STATES MINT (MINT)</b>	<b>1,031</b>	<b>31.1%</b>	<b>25.5%</b>	<b>43.4%</b>	<b>31</b>

**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
Department of the Treasury	39,404	36.4%	29.4%	34.2%	6,667
<b>UNITED STATES MINT (MINT)</b>	<b>1,013</b>	<b>30.5%</b>	<b>24.4%</b>	<b>45.2%</b>	<b>47</b>

**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
Department of the Treasury	41,889	38.6%	29.8%	31.5%	4,164
<b>UNITED STATES MINT (MINT)</b>	<b>1,040</b>	<b>38.4%</b>	<b>22.9%</b>	<b>38.7%</b>	<b>25</b>

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**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
Department of the Treasury	42,111	49.3%	24.4%	26.3%	3,842
<b>UNITED STATES MINT (MINT)</b>	<b>1,041</b>	<b>44.5%</b>	<b>20.9%</b>	<b>34.6%</b>	<b>20</b>

**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
Department of the Treasury	45,856	81.0%	10.0%	9.0%	211
<b>UNITED STATES MINT (MINT)</b>	<b>1,061</b>	<b>69.9%</b>	<b>15.9%</b>	<b>14.2%</b>	<b>5</b>

**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
Department of the Treasury	43,312	57.0%	27.6%	15.4%	2,799
<b>UNITED STATES MINT (MINT)</b>	<b>1,051</b>	<b>54.4%</b>	<b>27.0%</b>	<b>18.5%</b>	<b>12</b>

**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%
Department of the Treasury	46,137	86.2%	11.1%	2.7%
<b>UNITED STATES MINT (MINT)</b>	<b>1,065</b>	<b>81.7%</b>	<b>14.3%</b>	<b>4.0%</b>

**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
Department of the Treasury	44,474	66.5%	18.3%	15.2%	1,116
<b>UNITED STATES MINT (MINT)</b>	<b>1,045</b>	<b>67.3%</b>	<b>19.0%</b>	<b>13.7%</b>	<b>15</b>

**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
Department of the Treasury	44,196	42.9%	24.1%	33.0%	1,355
<b>UNITED STATES MINT (MINT)</b>	<b>1,041</b>	<b>48.3%</b>	<b>23.2%</b>	<b>28.5%</b>	<b>21</b>

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**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
Department of the Treasury	44,144	51.3%	22.1%	26.5%	1,402
<b>UNITED STATES MINT (MINT)</b>	<b>1,037</b>	<b>50.6%</b>	<b>22.1%</b>	<b>27.2%</b>	<b>18</b>

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of the Treasury	43,293	39.7%	28.7%	31.6%	2,148
<b>UNITED STATES MINT (MINT)</b>	<b>1,038</b>	<b>43.9%</b>	<b>24.6%</b>	<b>31.5%</b>	<b>21</b>

**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
Department of the Treasury	42,300	26.0%	28.7%	45.3%	3,065
<b>UNITED STATES MINT (MINT)</b>	<b>1,022</b>	<b>20.0%</b>	<b>28.2%</b>	<b>51.8%</b>	<b>37</b>

**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
Department of the Treasury	41,183	58.3%	27.7%	14.1%	4,310
<b>UNITED STATES MINT (MINT)</b>	<b>1,015</b>	<b>57.9%</b>	<b>26.4%</b>	<b>15.7%</b>	<b>47</b>

**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
Department of the Treasury	44,752	75.4%	14.2%	10.4%	838
<b>UNITED STATES MINT (MINT)</b>	<b>1,058</b>	<b>76.9%</b>	<b>13.5%</b>	<b>9.6%</b>	<b>3</b>

**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
Department of the Treasury	44,925	80.3%	12.3%	7.5%	494
<b>UNITED STATES MINT (MINT)</b>	<b>1,042</b>	<b>79.0%</b>	<b>11.3%</b>	<b>9.7%</b>	<b>18</b>

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**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
Department of the Treasury	42,319	58.7%	21.1%	20.3%	3,097
<b>UNITED STATES MINT (MINT)</b>	<b>1,019</b>	<b>50.8%</b>	<b>21.2%</b>	<b>28.1%</b>	<b>41</b>

**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
Department of the Treasury	40,634	69.1%	19.3%	11.6%	4,606
<b>UNITED STATES MINT (MINT)</b>	<b>983</b>	<b>61.7%</b>	<b>20.8%</b>	<b>17.5%</b>	<b>70</b>

**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
Department of the Treasury	44,140	72.0%	18.7%	9.3%	1,322
<b>UNITED STATES MINT (MINT)</b>	<b>1,043</b>	<b>77.0%</b>	<b>16.8%</b>	<b>6.2%</b>	<b>19</b>

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of the Treasury	45,567	64.8%	19.7%	15.5%
<b>UNITED STATES MINT (MINT)</b>	<b>1,062</b>	<b>67.8%</b>	<b>19.1%</b>	<b>13.2%</b>

**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
Department of the Treasury	42,817	38.9%	25.5%	35.6%	2,856
<b>UNITED STATES MINT (MINT)</b>	<b>1,010</b>	<b>46.2%</b>	<b>24.2%</b>	<b>29.6%</b>	<b>49</b>

**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
Department of the Treasury	45,286	84.9%	7.6%	7.5%	282
<b>UNITED STATES MINT (MINT)</b>	<b>1,054</b>	<b>74.6%</b>	<b>12.8%</b>	<b>12.6%</b>	<b>5</b>

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**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
Department of the Treasury	45,199	72.5%	14.7%	12.7%	299
<b>UNITED STATES MINT (MINT)</b>	<b>1,060</b>	<b>62.6%</b>	<b>16.7%</b>	<b>20.8%</b>	<b>3</b>

**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
Department of the Treasury	44,869	71.9%	14.6%	13.5%	480
<b>UNITED STATES MINT (MINT)</b>	<b>1,050</b>	<b>62.5%</b>	<b>18.2%</b>	<b>19.3%</b>	<b>7</b>

**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
Department of the Treasury	41,555	75.1%	17.3%	7.6%	3,764
<b>UNITED STATES MINT (MINT)</b>	<b>1,002</b>	<b>65.6%</b>	<b>20.7%</b>	<b>13.8%</b>	<b>57</b>

**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
Department of the Treasury	45,015	71.4%	15.3%	13.3%	279
<b>UNITED STATES MINT (MINT)</b>	<b>1,044</b>	<b>61.4%</b>	<b>18.8%</b>	<b>19.8%</b>	<b>7</b>

**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
Department of the Treasury	44,594	72.8%	14.5%	12.7%	835
<b>UNITED STATES MINT (MINT)</b>	<b>1,035</b>	<b>63.3%</b>	<b>19.1%</b>	<b>17.6%</b>	<b>15</b>

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of the Treasury	45,511	81.0%	9.4%	9.6%
<b>UNITED STATES MINT (MINT)</b>	<b>1,060</b>	<b>72.6%</b>	<b>13.2%</b>	<b>14.2%</b>

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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of the Treasury	45,360	85.1%	7.7%	7.2%
<b>UNITED STATES MINT (MINT)</b>	<b>1,058</b>	<b>77.5%</b>	<b>12.0%</b>	<b>10.6%</b>

**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%
Department of the Treasury	45,334	83.5%	8.3%	8.2%
<b>UNITED STATES MINT (MINT)</b>	<b>1,058</b>	<b>78.4%</b>	<b>10.1%</b>	<b>11.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of the Treasury	45,405	73.7%	13.7%	12.6%
<b>UNITED STATES MINT (MINT)</b>	<b>1,051</b>	<b>64.7%</b>	<b>15.8%</b>	<b>19.5%</b>

**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%
Department of the Treasury	45,430	78.0%	13.3%	8.6%
<b>UNITED STATES MINT (MINT)</b>	<b>1,057</b>	<b>66.3%</b>	<b>18.8%</b>	<b>14.9%</b>

**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
Department of the Treasury	43,785	41.8%	25.3%	32.9%	1,434
<b>UNITED STATES MINT (MINT)</b>	<b>1,042</b>	<b>42.3%</b>	<b>23.6%</b>	<b>34.1%</b>	<b>14</b>

**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
Department of the Treasury	41,160	52.1%	26.6%	21.3%	3,960
<b>UNITED STATES MINT (MINT)</b>	<b>1,019</b>	<b>45.6%</b>	<b>23.2%</b>	<b>31.2%</b>	<b>37</b>

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**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
Department of the Treasury	41,809	68.8%	19.7%	11.5%	3,126
<b>UNITED STATES MINT (MINT)</b>	<b>1,022</b>	<b>64.3%</b>	<b>20.4%</b>	<b>15.3%</b>	<b>30</b>

**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
Department of the Treasury	44,205	69.5%	16.8%	13.8%	756
<b>UNITED STATES MINT (MINT)</b>	<b>1,043</b>	<b>58.5%</b>	<b>20.8%</b>	<b>20.7%</b>	<b>11</b>

**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
Department of the Treasury	41,929	68.8%	19.9%	11.3%	2,942
<b>UNITED STATES MINT (MINT)</b>	<b>1,003</b>	<b>59.5%</b>	<b>21.5%</b>	<b>19.0%</b>	<b>45</b>

**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
Department of the Treasury	42,775	58.7%	20.9%	20.4%	2,200
<b>UNITED STATES MINT (MINT)</b>	<b>1,031</b>	<b>51.9%</b>	<b>22.0%</b>	<b>26.0%</b>	<b>19</b>

**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
Department of the Treasury	42,661	60.7%	20.7%	18.5%	2,370
<b>UNITED STATES MINT (MINT)</b>	<b>1,032</b>	<b>53.8%</b>	<b>23.2%</b>	<b>23.1%</b>	<b>21</b>

**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
Department of the Treasury	41,453	64.3%	21.1%	14.6%	3,672
<b>UNITED STATES MINT (MINT)</b>	<b>1,028</b>	<b>56.6%</b>	<b>20.7%</b>	<b>22.7%</b>	<b>27</b>



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**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
Department of the Treasury	44,053	53.5%	25.3%	21.3%	1,052
<b>UNITED STATES MINT (MINT)</b>	<b>1,046</b>	<b>51.2%</b>	<b>21.2%</b>	<b>27.6%</b>	<b>10</b>

**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
Department of the Treasury	39,978	58.8%	25.7%	15.5%	5,125
<b>UNITED STATES MINT (MINT)</b>	<b>987</b>	<b>54.6%</b>	<b>23.7%</b>	<b>21.7%</b>	<b>67</b>

**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%
Department of the Treasury	45,022	50.0%	23.8%	26.2%
<b>UNITED STATES MINT (MINT)</b>	<b>1,055</b>	<b>52.1%</b>	<b>21.8%</b>	<b>26.1%</b>

**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%
Department of the Treasury	44,940	53.4%	22.4%	24.3%
<b>UNITED STATES MINT (MINT)</b>	<b>1,052</b>	<b>52.8%</b>	<b>22.1%</b>	<b>25.1%</b>

**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%
Department of the Treasury	44,843	54.8%	21.5%	23.7%
<b>UNITED STATES MINT (MINT)</b>	<b>1,054</b>	<b>51.3%</b>	<b>19.5%</b>	<b>29.2%</b>

**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%
Department of the Treasury	44,815	42.9%	31.3%	25.8%
<b>UNITED STATES MINT (MINT)</b>	<b>1,051</b>	<b>43.5%</b>	<b>27.0%</b>	<b>29.5%</b>

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**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%
Department of the Treasury	44,872	34.9%	25.9%	39.2%
<b>UNITED STATES MINT (MINT)</b>	<b>1,054</b>	<b>40.2%</b>	<b>24.1%</b>	<b>35.8%</b>

**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%
Department of the Treasury	44,861	51.8%	22.7%	25.5%
<b>UNITED STATES MINT (MINT)</b>	<b>1,052</b>	<b>55.4%</b>	<b>21.9%</b>	<b>22.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of the Treasury	44,880	68.1%	17.3%	14.7%
<b>UNITED STATES MINT (MINT)</b>	<b>1,049</b>	<b>70.1%</b>	<b>16.2%</b>	<b>13.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of the Treasury	44,896	58.5%	16.3%	25.2%
<b>UNITED STATES MINT (MINT)</b>	<b>1,055</b>	<b>61.1%</b>	<b>15.7%</b>	<b>23.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Department of the Treasury	44,906	58.7%	21.8%	19.5%
<b>UNITED STATES MINT (MINT)</b>	<b>1,052</b>	<b>62.4%</b>	<b>19.3%</b>	<b>18.3%</b>

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**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%
Department of the Treasury	44,725	67.5%	11.9%	16.0%	4.6%
<b>UNITED STATES MINT (MINT)</b>	<b>1,046</b>	<b>29.4%</b>	<b>37.3%</b>	<b>24.4%</b>	<b>8.9%</b>

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

	N	Telework			Infrequently
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Department of the Treasury	44,384	25.2%	19.7%	7.7%	10.8%
<b>UNITED STATES MINT (MINT)</b>	<b>1,034</b>	<b>2.5%</b>	<b>10.8%</b>	<b>3.7%</b>	<b>7.3%</b>

(continued)

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

	N	Do Not Telework			
		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%
Department of the Treasury	44,384	9.7%	3.9%	15.2%	7.7%
<b>UNITED STATES MINT (MINT)</b>	<b>1,034</b>	<b>49.2%</b>	<b>3.9%</b>	<b>11.0%</b>	<b>11.6%</b>

**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%
Department of the Treasury	44,768	40.9%	50.5%	8.6%
<b>UNITED STATES MINT (MINT)</b>	<b>1,050</b>	<b>55.5%</b>	<b>28.9%</b>	<b>15.6%</b>

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**Work/Life (continued)**

**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%
Department of the Treasury	44,563	21.5%	69.0%	9.5%
<b>UNITED STATES MINT (MINT)</b>	<b>1,039</b>	<b>20.9%</b>	<b>55.5%</b>	<b>23.6%</b>

**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%
Department of the Treasury	44,447	16.9%	79.6%	3.5%
<b>UNITED STATES MINT (MINT)</b>	<b>1,041</b>	<b>22.8%</b>	<b>71.9%</b>	<b>5.4%</b>

**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%
Department of the Treasury	44,522	2.1%	82.8%	15.1%
<b>UNITED STATES MINT (MINT)</b>	<b>1,041</b>	<b>3.4%</b>	<b>71.9%</b>	<b>24.7%</b>

**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%
Department of the Treasury	44,620	2.0%	83.1%	14.9%
<b>UNITED STATES MINT (MINT)</b>	<b>1,039</b>	<b>3.6%</b>	<b>72.0%</b>	<b>24.4%</b>

**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
Department of the Treasury	28,537	89.9%	5.6%	4.5%	647
<b>UNITED STATES MINT (MINT)</b>	<b>266</b>	<b>82.4%</b>	<b>11.3%</b>	<b>6.3%</b>	<b>18</b>

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

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**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
Department of the Treasury	17,974	93.9%	3.8%	2.2%	297
<b>UNITED STATES MINT (MINT)</b>	<b>569</b>	<b>90.2%</b>	<b>5.9%</b>	<b>3.9%</b>	<b>10</b>

*\*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
Department of the Treasury	9,135	83.3%	14.0%	2.7%	777
<b>UNITED STATES MINT (MINT)</b>	<b>205</b>	<b>75.4%</b>	<b>18.5%</b>	<b>6.1%</b>	<b>23</b>

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

**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
Department of the Treasury	7,048	83.9%	13.3%	2.8%	667
<b>UNITED STATES MINT (MINT)</b>	<b>216</b>	<b>77.1%</b>	<b>18.7%</b>	<b>4.2%</b>	<b>31</b>

*\*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
Department of the Treasury	879	64.7%	31.4%	3.9%	542
<b>UNITED STATES MINT (MINT)</b>	<b>30</b>	<b>57.2%</b>	<b>32.3%</b>	<b>10.5%</b>	<b>19</b>

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

**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
Department of the Treasury	845	66.8%	30.2%	3.1%	465
<b>UNITED STATES MINT (MINT)</b>	<b>30</b>	<b>55.3%</b>	<b>30.9%</b>	<b>13.8%</b>	<b>23</b>

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

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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	254	24.4%
Field	785	75.6%

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

	N	%
Non-Supervisor	722	69.0%
Team Leader	70	6.7%
Supervisor	152	14.5%
Manager	81	7.7%
Senior Leader	22	2.1%

***Are you:***

	N	%
Male	725	70.5%
Female	304	29.5%

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

	N	%
Yes	122	12.1%
No	888	87.9%

***Race***

	N	%
American Indian or Alaska Native	21	2.2%
Asian	76	7.8%
Black or African American	211	21.7%
Native Hawaiian or Other Pacific Islander	8	0.8%
White	611	62.9%
Two or more races	45	4.6%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

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

	N	%
Less than High School	6	0.6%
High School Diploma/GED or equivalent	158	15.4%
Trade or Technical Certificate	68	6.6%
Some College (no degree)	266	25.9%
Associate's Degree (e.g., AA, AS)	131	12.7%
Bachelor's Degree (e.g., BA, BS)	254	24.7%
Master's Degree (e.g., MA, MS, MBA)	123	12.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	22	2.1%

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

	N	%
Federal Wage System	385	37.1%
GS 1-6	30	2.9%
GS 7-12	203	19.5%
GS 13-15	243	23.4%
Senior Executive Service	7	0.7%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	171	16.5%

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

	N	%
Less than 1 year	7	0.7%
1 to 3 years	87	8.4%
4 to 5 years	54	5.2%
6 to 10 years	189	18.2%
11 to 14 years	66	6.4%
15 to 20 years	238	22.9%
More than 20 years	397	38.2%

Note: Percentages for demographic questions are unweighted.

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**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	22	2.1%
1 to 3 years	162	15.7%
4 to 5 years	68	6.6%
6 to 10 years	195	19.0%
11 to 20 years	296	28.8%
More than 20 years	286	27.8%

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

	N	%
No	729	70.6%
Yes, to retire	83	8.0%
Yes, to take another job within the Federal Government	149	14.4%
Yes, to take another job outside the Federal Government	31	3.0%
Yes, other	40	3.9%

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

	N	%
Within one year	48	4.6%
Between one and three years	118	11.4%
Between three and five years	123	11.9%
Five or more years	746	72.1%

***Self-Identify as:***

	N	%
Heterosexual or Straight	798	80.7%
Gay, Lesbian, Bisexual, or Transgender	25	2.5%
I prefer not to say	166	16.8%

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

	N	%
No Prior Military Service	632	61.8%
Currently in National Guard or Reserves	16	1.6%
Retired	96	9.4%
Separated or Discharged	279	27.3%

Note: Percentages for demographic questions are unweighted.



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**Demographic Questions** (continued)

*Are you an individual with a disability?*

	N	%
Yes	206	20.0%
No	824	80.0%

*What is your age group?*

	N	%
25 and under	3	0.3%
26-29	14	1.3%
30-39	138	12.9%
40-49	263	24.6%
50-59	421	39.3%
60 or older	231	21.6%

Note: Percentages for demographic questions are unweighted.