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## *2nd Level Subagency Comparison Report*

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Securities and Exchange Commission	2,410	82.9%	8.7%	8.4%
<b>Headquarters</b>	<b>1,317</b>	<b>83.4%</b>	<b>8.3%</b>	<b>8.3%</b>
Division of Corporation Finance	255	85.6%	7.9%	6.5%
Division of Economic and Risk Analysis	24	82.8%	9.1%	8.0%
Division of Enforcement	270	87.2%	5.7%	7.0%
Division of Investment Management	79	88.8%	3.7%	7.4%
Division of Trading and Markets	110	78.9%	14.2%	6.9%
Office of Acquisitions	26	78.5%	16.7%	4.8%
Office of Compliance Inspections and Examinations	79	81.8%	5.9%	12.2%
Office of Financial Management	60	89.1%	9.0%	1.9%
Office of Human Resources	52	79.2%	5.0%	15.8%
Office of Information Technology	84	82.9%	5.6%	11.6%
Office of International Affairs	22	61.0%	19.0%	20.0%
Office of Investor Education and Advocacy	25	75.8%	15.9%	8.2%
Office of Support Operations	32	87.8%	2.7%	9.5%
Office of the Chief Accountant	17	88.7%	11.3%	0.0%
Office of the General Counsel	63	80.9%	8.4%	10.7%
Office of the Inspector General	13	77.1%	15.6%	7.2%
Office of the Secretary	22	77.6%	18.0%	4.4%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	77.5%	6.7%	15.8%

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Securities and Exchange Commission	2,416	86.8%	5.8%	7.5%
<b>Headquarters</b>	<b>1,319</b>	<b>85.6%</b>	<b>6.3%</b>	<b>8.1%</b>
Division of Corporation Finance	255	89.5%	3.1%	7.5%
Division of Economic and Risk Analysis	24	87.3%	4.6%	8.0%
Division of Enforcement	269	86.6%	6.3%	7.1%
Division of Investment Management	81	84.8%	7.9%	7.3%
Division of Trading and Markets	111	82.5%	10.0%	7.6%
Office of Acquisitions	26	92.2%	7.8%	0.0%
Office of Compliance Inspections and Examinations	79	87.1%	7.8%	5.1%
Office of Financial Management	61	94.9%	1.9%	3.1%
Office of Human Resources	51	87.8%	5.8%	6.4%
Office of Information Technology	85	74.5%	10.6%	14.9%
Office of International Affairs	22	75.0%	20.6%	4.4%
Office of Investor Education and Advocacy	25	80.3%	8.3%	11.4%
Office of Support Operations	32	93.4%	2.9%	3.6%
Office of the Chief Accountant	17	100.0%	0.0%	0.0%
Office of the General Counsel	63	78.7%	4.8%	16.5%
Office of the Inspector General	13	77.1%	16.1%	6.8%
Office of the Secretary	22	77.6%	8.8%	13.6%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	82.6%	5.2%	12.2%

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Securities and Exchange Commission	2,423	68.6%	15.3%	16.2%
<b>Headquarters</b>	<b>1,324</b>	<b>69.0%</b>	<b>15.0%</b>	<b>16.0%</b>
Division of Corporation Finance	256	73.2%	15.8%	11.1%
Division of Economic and Risk Analysis	24	71.3%	15.9%	12.8%
Division of Enforcement	271	72.7%	12.0%	15.3%
Division of Investment Management	82	74.9%	16.7%	8.5%
Division of Trading and Markets	110	64.9%	17.8%	17.3%
Office of Acquisitions	26	71.5%	11.2%	17.3%
Office of Compliance Inspections and Examinations	79	60.6%	19.4%	20.0%
Office of Financial Management	61	69.4%	15.7%	14.8%
Office of Human Resources	52	73.5%	3.4%	23.1%
Office of Information Technology	85	67.7%	11.8%	20.5%
Office of International Affairs	22	43.0%	19.5%	37.4%
Office of Investor Education and Advocacy	25	64.7%	15.5%	19.8%
Office of Support Operations	32	69.4%	17.7%	12.9%
Office of the Chief Accountant	17	71.5%	21.8%	6.7%
Office of the General Counsel	63	65.2%	17.8%	17.0%
Office of the Inspector General	13	69.6%	23.1%	7.2%
Office of the Secretary	22	44.6%	26.9%	28.6%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	61.7%	12.1%	26.2%

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Securities and Exchange Commission	2,419	72.0%	16.8%	11.3%
<b>Headquarters</b>	<b>1,325</b>	<b>72.5%</b>	<b>16.1%</b>	<b>11.4%</b>
Division of Corporation Finance	256	75.9%	16.2%	7.9%
Division of Economic and Risk Analysis	24	75.5%	11.7%	12.8%
Division of Enforcement	271	75.1%	14.2%	10.6%
Division of Investment Management	82	80.9%	10.4%	8.7%
Division of Trading and Markets	110	69.1%	17.1%	13.8%
Office of Acquisitions	26	74.6%	12.4%	13.0%
Office of Compliance Inspections and Examinations	79	64.6%	18.2%	17.2%
Office of Financial Management	61	81.6%	14.0%	4.3%
Office of Human Resources	52	72.3%	8.0%	19.7%
Office of Information Technology	85	65.3%	25.4%	9.4%
Office of International Affairs	23	46.6%	33.0%	20.4%
Office of Investor Education and Advocacy	25	76.6%	7.1%	16.3%
Office of Support Operations	33	71.6%	16.4%	12.0%
Office of the Chief Accountant	17	83.3%	16.7%	0.0%
Office of the General Counsel	63	67.1%	17.9%	15.0%
Office of the Inspector General	13	69.3%	23.5%	7.2%
Office of the Secretary	22	54.8%	21.0%	24.2%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	68.4%	17.2%	14.4%

# Securities and Exchange Commission Headquarters

## *2nd 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	372,179	37.5%	25.2%	37.3%	6,901
Securities and Exchange Commission	2,360	42.1%	22.7%	35.2%	46
<b>Headquarters</b>	<b>1,304</b>	<b>41.6%</b>	<b>22.5%</b>	<b>35.9%</b>	<b>19</b>
Division of Corporation Finance	254	28.0%	24.1%	48.0%	3
Division of Economic and Risk Analysis	24	45.9%	20.6%	33.5%	0
Division of Enforcement	262	44.1%	24.3%	31.6%	8
Division of Investment Management	82	37.1%	20.7%	42.2%	0
Division of Trading and Markets	110	35.4%	27.1%	37.5%	1
Office of Acquisitions	26	61.1%	17.9%	21.0%	0
Office of Compliance Inspections and Examinations	78	49.9%	16.5%	33.6%	1
Office of Financial Management	61	56.5%	14.6%	28.8%	0
Office of Human Resources	52	54.6%	20.3%	25.1%	0
Office of Information Technology	84	40.7%	19.2%	40.2%	1
Office of International Affairs	21	27.1%	30.2%	42.7%	1
Office of Investor Education and Advocacy	25	35.1%	18.0%	46.9%	0
Office of Support Operations	31	39.8%	41.7%	18.4%	1
Office of the Chief Accountant	17	70.0%	12.8%	17.2%	0
Office of the General Counsel	61	43.1%	18.0%	38.8%	0
Office of the Inspector General	12	63.0%	19.7%	17.4%	1
Office of the Secretary	22	31.0%	37.0%	32.1%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	63.1%	7.0%	29.9%	2

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Securities and Exchange Commission	2,215	57.2%	22.0%	20.7%	193
<b>Headquarters</b>	<b>1,212</b>	<b>55.4%</b>	<b>23.1%</b>	<b>21.4%</b>	<b>111</b>
Division of Corporation Finance	220	51.4%	25.7%	22.9%	37
Division of Economic and Risk Analysis	23	57.6%	16.7%	25.7%	1
Division of Enforcement	247	56.3%	26.0%	17.7%	22
Division of Investment Management	73	57.9%	19.7%	22.4%	8
Division of Trading and Markets	99	55.5%	21.7%	22.9%	11
Office of Acquisitions	25	63.0%	18.9%	18.1%	1
Office of Compliance Inspections and Examinations	75	62.5%	20.4%	17.1%	4
Office of Financial Management	60	55.5%	20.5%	24.0%	1
Office of Human Resources	49	52.9%	24.3%	22.8%	2
Office of Information Technology	82	35.3%	28.4%	36.3%	3
Office of International Affairs	19	47.5%	27.9%	24.5%	4
Office of Investor Education and Advocacy	25	61.2%	4.6%	34.2%	0
Office of Support Operations	33	50.4%	33.7%	15.8%	0
Office of the Chief Accountant	17	82.6%	12.7%	4.8%	0
Office of the General Counsel	55	72.0%	14.6%	13.4%	8
Office of the Inspector General	12	72.5%	19.7%	7.8%	1
Office of the Secretary	20	43.6%	31.1%	25.3%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	43	62.2%	8.6%	29.3%	4



# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Securities and Exchange Commission	2,151	62.8%	20.1%	17.1%	242
<b>Headquarters</b>	<b>1,184</b>	<b>62.4%</b>	<b>20.0%</b>	<b>17.7%</b>	<b>131</b>
Division of Corporation Finance	217	59.0%	21.7%	19.3%	39
Division of Economic and Risk Analysis	22	68.5%	18.5%	13.0%	1
Division of Enforcement	225	61.1%	23.0%	15.9%	42
Division of Investment Management	71	62.9%	18.1%	19.0%	11
Division of Trading and Markets	98	62.0%	16.3%	21.7%	12
Office of Acquisitions	25	70.8%	19.7%	9.5%	1
Office of Compliance Inspections and Examinations	72	64.0%	20.9%	15.1%	5
Office of Financial Management	58	69.5%	12.9%	17.5%	1
Office of Human Resources	49	60.7%	20.5%	18.8%	2
Office of Information Technology	82	64.2%	15.7%	20.1%	3
Office of International Affairs	20	55.5%	22.9%	21.6%	3
Office of Investor Education and Advocacy	25	65.1%	8.2%	26.7%	0
Office of Support Operations	33	54.1%	33.6%	12.3%	0
Office of the Chief Accountant	17	65.5%	6.6%	27.9%	0
Office of the General Counsel	59	66.9%	19.9%	13.2%	4
Office of the Inspector General	12	82.6%	9.6%	7.8%	1
Office of the Secretary	20	45.2%	30.9%	24.0%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	66.5%	12.7%	20.9%	1

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Securities and Exchange Commission	2,363	56.9%	20.0%	23.2%	44
<b>Headquarters</b>	<b>1,306</b>	<b>55.3%</b>	<b>20.4%</b>	<b>24.3%</b>	<b>18</b>
Division of Corporation Finance	250	47.0%	23.9%	29.1%	5
Division of Economic and Risk Analysis	24	54.3%	16.4%	29.3%	0
Division of Enforcement	265	55.2%	22.7%	22.2%	6
Division of Investment Management	80	53.3%	19.0%	27.7%	2
Division of Trading and Markets	109	47.5%	23.6%	29.0%	1
Office of Acquisitions	26	79.4%	3.1%	17.5%	0
Office of Compliance Inspections and Examinations	79	66.0%	14.3%	19.7%	0
Office of Financial Management	61	64.5%	21.6%	14.0%	0
Office of Human Resources	52	70.0%	9.0%	21.0%	0
Office of Information Technology	84	43.4%	22.4%	34.2%	1
Office of International Affairs	21	42.8%	33.9%	23.2%	1
Office of Investor Education and Advocacy	25	60.0%	13.7%	26.3%	0
Office of Support Operations	33	71.6%	20.5%	8.0%	0
Office of the Chief Accountant	17	65.9%	16.9%	17.2%	0
Office of the General Counsel	63	57.5%	16.2%	26.3%	0
Office of the Inspector General	13	83.9%	16.1%	0.0%	0
Office of the Secretary	21	28.5%	42.4%	29.1%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	69.6%	7.9%	22.4%	1

# Securities and Exchange Commission Headquarters

## *2nd 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	351,864	58.0%	25.2%	16.8%	25,427
Securities and Exchange Commission	2,101	57.9%	23.1%	19.0%	304
<b>Headquarters</b>	<b>1,176</b>	<b>55.7%</b>	<b>23.7%</b>	<b>20.5%</b>	<b>146</b>
Division of Corporation Finance	230	51.1%	25.0%	23.9%	27
Division of Economic and Risk Analysis	23	65.7%	13.2%	21.1%	1
Division of Enforcement	228	51.0%	29.1%	19.9%	42
Division of Investment Management	69	56.2%	19.7%	24.0%	13
Division of Trading and Markets	92	49.3%	27.1%	23.7%	18
Office of Acquisitions	26	79.4%	3.1%	17.5%	0
Office of Compliance Inspections and Examinations	70	71.4%	15.5%	13.1%	9
Office of Financial Management	59	60.8%	26.8%	12.4%	2
Office of Human Resources	50	62.2%	26.2%	11.6%	2
Office of Information Technology	82	43.4%	21.5%	35.1%	3
Office of International Affairs	19	51.0%	34.6%	14.4%	3
Office of Investor Education and Advocacy	22	59.1%	10.8%	30.2%	3
Office of Support Operations	33	73.6%	21.2%	5.2%	0
Office of the Chief Accountant	17	54.1%	24.0%	21.9%	0
Office of the General Counsel	50	56.1%	25.4%	18.6%	13
Office of the Inspector General	13	83.9%	8.8%	7.2%	0
Office of the Secretary	19	35.4%	30.8%	33.7%	3
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	39	68.9%	12.1%	19.1%	6

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Securities and Exchange Commission	2,286	52.2%	21.8%	26.0%	119
<b>Headquarters</b>	<b>1,263</b>	<b>50.1%</b>	<b>21.2%</b>	<b>28.8%</b>	<b>57</b>
Division of Corporation Finance	244	41.4%	20.6%	38.0%	12
Division of Economic and Risk Analysis	23	53.6%	16.2%	30.2%	1
Division of Enforcement	251	51.8%	24.8%	23.4%	19
Division of Investment Management	77	49.5%	19.6%	30.9%	4
Division of Trading and Markets	103	46.9%	25.7%	27.4%	6
Office of Acquisitions	25	75.9%	15.9%	8.2%	0
Office of Compliance Inspections and Examinations	77	55.6%	17.2%	27.2%	1
Office of Financial Management	61	59.1%	20.1%	20.8%	0
Office of Human Resources	52	47.4%	25.3%	27.4%	0
Office of Information Technology	84	45.5%	14.1%	40.4%	1
Office of International Affairs	20	39.1%	36.6%	24.3%	2
Office of Investor Education and Advocacy	23	38.8%	23.4%	37.8%	2
Office of Support Operations	33	65.6%	29.2%	5.2%	0
Office of the Chief Accountant	17	59.3%	18.7%	21.9%	0
Office of the General Counsel	58	55.1%	17.7%	27.1%	5
Office of the Inspector General	13	68.3%	15.6%	16.1%	0
Office of the Secretary	20	29.4%	25.8%	44.8%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	59.7%	10.6%	29.7%	1

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Securities and Exchange Commission	2,298	56.6%	20.5%	22.9%	109
<b>Headquarters</b>	<b>1,268</b>	<b>54.2%</b>	<b>20.8%</b>	<b>25.0%</b>	<b>54</b>
Division of Corporation Finance	245	43.8%	21.5%	34.7%	11
Division of Economic and Risk Analysis	23	49.3%	25.0%	25.7%	1
Division of Enforcement	247	57.6%	21.6%	20.7%	21
Division of Investment Management	81	53.4%	18.5%	28.1%	1
Division of Trading and Markets	108	53.6%	27.2%	19.3%	3
Office of Acquisitions	26	76.1%	11.2%	12.6%	0
Office of Compliance Inspections and Examinations	77	60.9%	17.3%	21.9%	2
Office of Financial Management	60	63.6%	19.0%	17.4%	0
Office of Human Resources	52	49.4%	26.9%	23.7%	0
Office of Information Technology	84	49.9%	16.1%	34.0%	1
Office of International Affairs	20	43.9%	25.6%	30.6%	2
Office of Investor Education and Advocacy	23	47.5%	22.7%	29.7%	2
Office of Support Operations	33	65.1%	26.3%	8.6%	0
Office of the Chief Accountant	17	76.4%	12.2%	11.5%	0
Office of the General Counsel	57	61.3%	19.5%	19.2%	6
Office of the Inspector General	13	68.3%	15.6%	16.1%	0
Office of the Secretary	20	37.8%	27.5%	34.7%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	62.2%	8.1%	29.7%	1

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Leadership (continued)

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	355,344	56.0%	24.5%	19.4%	22,457
Securities and Exchange Commission	2,237	62.2%	20.2%	17.6%	165
<b>Headquarters</b>	<b>1,239</b>	<b>62.4%</b>	<b>19.3%</b>	<b>18.3%</b>	<b>86</b>
Division of Corporation Finance	234	59.6%	20.7%	19.7%	23
Division of Economic and Risk Analysis	22	45.1%	33.3%	21.6%	2
Division of Enforcement	254	66.5%	17.2%	16.2%	16
Division of Investment Management	80	64.8%	12.9%	22.2%	2
Division of Trading and Markets	103	65.8%	20.7%	13.5%	8
Office of Acquisitions	26	79.0%	7.6%	13.4%	0
Office of Compliance Inspections and Examinations	71	52.9%	25.8%	21.3%	8
Office of Financial Management	58	70.4%	15.0%	14.6%	3
Office of Human Resources	50	63.3%	10.9%	25.8%	2
Office of Information Technology	81	56.8%	23.0%	20.2%	4
Office of International Affairs	20	45.5%	40.9%	13.6%	3
Office of Investor Education and Advocacy	25	56.7%	16.3%	27.0%	0
Office of Support Operations	31	66.6%	18.0%	15.3%	2
Office of the Chief Accountant	17	66.0%	18.3%	15.7%	0
Office of the General Counsel	61	67.6%	14.9%	17.4%	1
Office of the Inspector General	12	72.5%	10.1%	17.4%	1
Office of the Secretary	19	41.8%	25.7%	32.5%	3
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	41	64.1%	17.8%	18.1%	5

# Securities and Exchange Commission Headquarters

## *2nd 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	372,771	50.1%	25.1%	24.9%	5,069
Securities and Exchange Commission	2,366	54.8%	21.9%	23.4%	29
<b>Headquarters</b>	<b>1,305</b>	<b>54.0%</b>	<b>22.3%</b>	<b>23.8%</b>	<b>14</b>
Division of Corporation Finance	253	43.7%	24.2%	32.1%	3
Division of Economic and Risk Analysis	24	58.3%	17.1%	24.6%	0
Division of Enforcement	264	56.1%	21.7%	22.2%	4
Division of Investment Management	81	44.9%	24.7%	30.4%	0
Division of Trading and Markets	108	56.7%	20.0%	23.2%	3
Office of Acquisitions	25	55.3%	35.2%	9.5%	1
Office of Compliance Inspections and Examinations	79	54.5%	21.6%	23.9%	0
Office of Financial Management	61	69.1%	17.1%	13.8%	0
Office of Human Resources	52	57.0%	21.8%	21.2%	0
Office of Information Technology	85	49.7%	22.3%	28.0%	0
Office of International Affairs	23	43.6%	31.8%	24.6%	0
Office of Investor Education and Advocacy	25	57.6%	11.8%	30.7%	0
Office of Support Operations	33	61.5%	24.0%	14.5%	0
Office of the Chief Accountant	16	80.4%	6.5%	13.1%	1
Office of the General Counsel	62	58.3%	23.6%	18.0%	0
Office of the Inspector General	13	58.3%	34.5%	7.2%	0
Office of the Secretary	21	45.3%	30.8%	23.9%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	63.5%	17.9%	18.5%	1

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Securities and Exchange Commission	2,230	63.5%	20.3%	16.2%	170
<b>Headquarters</b>	<b>1,223</b>	<b>62.8%</b>	<b>20.5%</b>	<b>16.7%</b>	<b>100</b>
Division of Corporation Finance	236	54.5%	18.1%	27.5%	21
Division of Economic and Risk Analysis	22	63.4%	31.8%	4.8%	2
Division of Enforcement	243	58.6%	22.7%	18.7%	24
Division of Investment Management	71	63.7%	22.9%	13.4%	11
Division of Trading and Markets	100	63.0%	19.7%	17.2%	11
Office of Acquisitions	24	70.0%	24.8%	5.2%	2
Office of Compliance Inspections and Examinations	78	77.2%	18.0%	4.8%	1
Office of Financial Management	57	78.4%	11.7%	10.0%	4
Office of Human Resources	50	66.2%	20.9%	12.8%	2
Office of Information Technology	81	55.9%	23.2%	20.9%	4
Office of International Affairs	20	59.4%	16.8%	23.8%	3
Office of Investor Education and Advocacy	24	66.6%	21.5%	11.9%	1
Office of Support Operations	32	53.1%	37.3%	9.6%	1
Office of the Chief Accountant	17	82.4%	17.6%	0.0%	0
Office of the General Counsel	60	73.0%	19.7%	7.3%	3
Office of the Inspector General	11	80.8%	19.2%	0.0%	2
Office of the Secretary	21	56.0%	13.8%	30.2%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	44	73.9%	8.6%	17.5%	3



# Securities and Exchange Commission Headquarters

## *2nd 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	375,988	48.4%	24.0%	27.6%
Securities and Exchange Commission	2,382	50.7%	22.1%	27.2%
<b>Headquarters</b>	<b>1,324</b>	<b>50.7%</b>	<b>21.1%</b>	<b>28.2%</b>
Division of Corporation Finance	256	47.2%	23.3%	29.6%
Division of Economic and Risk Analysis	24	67.2%	12.1%	20.8%
Division of Enforcement	270	49.7%	23.4%	26.9%
Division of Investment Management	81	50.2%	19.2%	30.6%
Division of Trading and Markets	110	51.5%	20.1%	28.5%
Office of Acquisitions	26	57.1%	26.0%	16.9%
Office of Compliance Inspections and Examinations	79	51.2%	19.6%	29.2%
Office of Financial Management	61	58.5%	19.8%	21.7%
Office of Human Resources	52	54.9%	13.1%	32.0%
Office of Information Technology	85	47.7%	21.4%	30.9%
Office of International Affairs	23	22.9%	25.6%	51.5%
Office of Investor Education and Advocacy	25	56.2%	12.0%	31.8%
Office of Support Operations	33	63.5%	13.2%	23.3%
Office of the Chief Accountant	17	64.4%	25.1%	10.5%
Office of the General Counsel	63	46.1%	21.8%	32.0%
Office of the Inspector General	13	67.6%	17.7%	14.7%
Office of the Secretary	22	31.0%	29.6%	39.4%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	56.0%	17.1%	26.8%

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### My Satisfaction (continued)

**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	375,120	45.6%	24.5%	29.9%
Securities and Exchange Commission	2,379	48.8%	23.2%	28.0%
<b>Headquarters</b>	<b>1,322</b>	<b>47.6%</b>	<b>22.9%</b>	<b>29.4%</b>
Division of Corporation Finance	256	42.6%	25.6%	31.8%
Division of Economic and Risk Analysis	24	63.0%	13.1%	23.9%
Division of Enforcement	269	46.3%	25.8%	28.0%
Division of Investment Management	82	42.9%	26.4%	30.6%
Division of Trading and Markets	111	45.1%	26.1%	28.8%
Office of Acquisitions	26	67.4%	23.9%	8.7%
Office of Compliance Inspections and Examinations	79	51.4%	17.5%	31.1%
Office of Financial Management	61	63.6%	19.6%	16.9%
Office of Human Resources	52	45.7%	28.7%	25.6%
Office of Information Technology	85	38.1%	22.1%	39.8%
Office of International Affairs	23	40.7%	18.0%	41.3%
Office of Investor Education and Advocacy	24	41.4%	8.7%	49.9%
Office of Support Operations	32	59.5%	15.8%	24.7%
Office of the Chief Accountant	17	76.6%	6.2%	17.2%
Office of the General Counsel	63	41.4%	18.8%	39.8%
Office of the Inspector General	13	68.3%	24.5%	7.2%
Office of the Secretary	22	31.4%	29.2%	39.4%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	59.1%	13.1%	27.8%

# Securities and Exchange Commission Headquarters

## *2nd 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	373,823	44.6%	24.5%	31.0%
Securities and Exchange Commission	2,377	46.7%	21.9%	31.4%
<b>Headquarters</b>	<b>1,320</b>	<b>46.9%</b>	<b>21.9%</b>	<b>31.1%</b>
Division of Corporation Finance	256	31.8%	26.1%	42.1%
Division of Economic and Risk Analysis	24	61.8%	25.8%	12.3%
Division of Enforcement	271	48.4%	23.0%	28.6%
Division of Investment Management	81	53.2%	23.6%	23.3%
Division of Trading and Markets	110	46.3%	24.7%	29.0%
Office of Acquisitions	25	59.0%	27.6%	13.4%
Office of Compliance Inspections and Examinations	79	49.1%	20.9%	30.0%
Office of Financial Management	60	49.5%	14.4%	36.0%
Office of Human Resources	52	60.7%	15.9%	23.4%
Office of Information Technology	85	42.6%	24.1%	33.4%
Office of International Affairs	23	32.0%	22.6%	45.4%
Office of Investor Education and Advocacy	25	48.8%	15.5%	35.7%
Office of Support Operations	33	60.7%	8.0%	31.4%
Office of the Chief Accountant	17	59.1%	19.0%	21.9%
Office of the General Counsel	63	53.2%	15.2%	31.7%
Office of the Inspector General	12	75.0%	16.9%	8.1%
Office of the Secretary	22	45.3%	26.1%	28.5%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	47.0%	23.5%	29.5%

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Securities and Exchange Commission	2,378	42.9%	29.9%	27.2%
<b>Headquarters</b>	<b>1,323</b>	<b>42.8%</b>	<b>29.1%</b>	<b>28.2%</b>
Division of Corporation Finance	256	31.8%	37.7%	30.5%
Division of Economic and Risk Analysis	24	63.1%	19.4%	17.5%
Division of Enforcement	271	43.1%	30.0%	26.9%
Division of Investment Management	82	35.7%	27.3%	37.0%
Division of Trading and Markets	109	41.1%	29.8%	29.2%
Office of Acquisitions	26	60.8%	21.8%	17.5%
Office of Compliance Inspections and Examinations	79	52.9%	22.3%	24.7%
Office of Financial Management	61	50.5%	23.9%	25.6%
Office of Human Resources	52	49.1%	27.7%	23.1%
Office of Information Technology	85	29.7%	32.4%	37.9%
Office of International Affairs	23	28.1%	29.9%	42.0%
Office of Investor Education and Advocacy	25	53.1%	8.3%	38.7%
Office of Support Operations	33	52.1%	30.7%	17.2%
Office of the Chief Accountant	17	63.8%	19.0%	17.2%
Office of the General Counsel	63	47.5%	26.3%	26.2%
Office of the Inspector General	13	67.6%	25.2%	7.2%
Office of the Secretary	22	31.0%	27.3%	41.7%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	54.6%	20.1%	25.2%

# Securities and Exchange Commission Headquarters

## *2nd 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	374,391	33.1%	28.1%	38.8%
Securities and Exchange Commission	2,376	29.0%	28.2%	42.8%
<b>Headquarters</b>	<b>1,319</b>	<b>31.3%</b>	<b>28.3%</b>	<b>40.5%</b>
Division of Corporation Finance	251	26.1%	32.6%	41.3%
Division of Economic and Risk Analysis	24	47.1%	32.0%	20.9%
Division of Enforcement	270	23.3%	23.4%	53.4%
Division of Investment Management	82	25.9%	37.0%	37.1%
Division of Trading and Markets	111	29.3%	26.8%	43.9%
Office of Acquisitions	26	50.1%	21.6%	28.3%
Office of Compliance Inspections and Examinations	79	38.9%	21.6%	39.4%
Office of Financial Management	60	42.8%	27.2%	30.0%
Office of Human Resources	52	45.5%	20.1%	34.4%
Office of Information Technology	85	32.0%	40.4%	27.5%
Office of International Affairs	23	13.8%	19.7%	66.5%
Office of Investor Education and Advocacy	25	34.7%	37.7%	27.6%
Office of Support Operations	33	46.3%	26.8%	26.9%
Office of the Chief Accountant	17	53.1%	19.0%	27.9%
Office of the General Counsel	63	27.1%	34.6%	38.3%
Office of the Inspector General	13	60.8%	8.8%	30.4%
Office of the Secretary	22	26.3%	28.7%	45.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	35.8%	20.1%	44.1%

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Securities and Exchange Commission	2,376	57.1%	25.5%	17.3%
<b>Headquarters</b>	<b>1,316</b>	<b>60.0%</b>	<b>24.0%</b>	<b>16.0%</b>
Division of Corporation Finance	255	59.5%	22.9%	17.6%
Division of Economic and Risk Analysis	24	56.7%	35.0%	8.3%
Division of Enforcement	270	64.0%	21.0%	15.0%
Division of Investment Management	80	55.1%	25.5%	19.4%
Division of Trading and Markets	111	50.8%	31.2%	18.0%
Office of Acquisitions	26	64.6%	22.7%	12.6%
Office of Compliance Inspections and Examinations	78	63.0%	19.4%	17.6%
Office of Financial Management	61	72.8%	18.9%	8.2%
Office of Human Resources	52	64.2%	30.6%	5.2%
Office of Information Technology	85	50.3%	34.2%	15.5%
Office of International Affairs	22	16.7%	36.3%	47.0%
Office of Investor Education and Advocacy	25	64.6%	19.2%	16.1%
Office of Support Operations	31	69.2%	19.9%	10.8%
Office of the Chief Accountant	17	83.3%	10.0%	6.7%
Office of the General Counsel	62	63.0%	25.7%	11.3%
Office of the Inspector General	13	77.1%	15.6%	7.2%
Office of the Secretary	22	48.4%	25.7%	25.9%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	58.8%	12.7%	28.5%

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Securities and Exchange Commission	2,372	68.4%	17.0%	14.6%
<b>Headquarters</b>	<b>1,318</b>	<b>67.9%</b>	<b>16.3%</b>	<b>15.8%</b>
Division of Corporation Finance	255	72.4%	17.1%	10.5%
Division of Economic and Risk Analysis	24	70.9%	21.2%	8.0%
Division of Enforcement	271	67.2%	17.5%	15.3%
Division of Investment Management	82	67.7%	15.5%	16.9%
Division of Trading and Markets	110	64.2%	18.6%	17.2%
Office of Acquisitions	26	67.0%	16.3%	16.7%
Office of Compliance Inspections and Examinations	79	63.5%	10.8%	25.8%
Office of Financial Management	60	72.6%	19.9%	7.5%
Office of Human Resources	52	62.7%	15.9%	21.4%
Office of Information Technology	84	62.5%	17.4%	20.1%
Office of International Affairs	23	46.0%	30.1%	23.9%
Office of Investor Education and Advocacy	25	65.0%	15.1%	19.9%
Office of Support Operations	33	72.7%	10.1%	17.2%
Office of the Chief Accountant	17	76.6%	11.9%	11.5%
Office of the General Counsel	61	69.8%	15.3%	14.8%
Office of the Inspector General	13	74.6%	8.8%	16.6%
Office of the Secretary	21	62.4%	19.0%	18.6%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	72.4%	8.9%	18.7%

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Securities and Exchange Commission	2,376	62.3%	16.0%	21.7%
<b>Headquarters</b>	<b>1,319</b>	<b>63.5%</b>	<b>16.0%</b>	<b>20.5%</b>
Division of Corporation Finance	254	58.3%	20.5%	21.1%
Division of Economic and Risk Analysis	24	66.4%	24.7%	8.8%
Division of Enforcement	269	56.6%	18.3%	25.1%
Division of Investment Management	80	62.4%	17.7%	19.8%
Division of Trading and Markets	111	52.6%	24.8%	22.6%
Office of Acquisitions	26	80.2%	0.0%	19.8%
Office of Compliance Inspections and Examinations	79	61.8%	14.6%	23.6%
Office of Financial Management	61	67.3%	8.4%	24.3%
Office of Human Resources	51	84.3%	4.2%	11.5%
Office of Information Technology	85	72.7%	10.0%	17.3%
Office of International Affairs	23	48.1%	14.6%	37.2%
Office of Investor Education and Advocacy	25	65.4%	15.7%	18.9%
Office of Support Operations	33	73.2%	11.1%	15.7%
Office of the Chief Accountant	17	64.7%	16.2%	19.1%
Office of the General Counsel	63	72.0%	14.4%	13.6%
Office of the Inspector General	12	82.1%	9.5%	8.4%
Office of the Secretary	22	72.8%	18.3%	8.9%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	70.7%	6.8%	22.5%



# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Securities and Exchange Commission	2,381	60.9%	22.2%	16.9%
<b>Headquarters</b>	<b>1,325</b>	<b>59.7%</b>	<b>21.9%</b>	<b>18.4%</b>
Division of Corporation Finance	256	58.8%	24.8%	16.4%
Division of Economic and Risk Analysis	24	72.6%	20.4%	7.0%
Division of Enforcement	270	57.0%	25.9%	17.1%
Division of Investment Management	82	55.1%	23.6%	21.3%
Division of Trading and Markets	111	56.9%	19.4%	23.7%
Office of Acquisitions	26	68.1%	22.7%	9.1%
Office of Compliance Inspections and Examinations	79	63.0%	14.7%	22.3%
Office of Financial Management	61	64.6%	22.4%	12.9%
Office of Human Resources	52	63.1%	15.3%	21.6%
Office of Information Technology	85	42.9%	26.1%	31.0%
Office of International Affairs	23	41.4%	23.8%	34.8%
Office of Investor Education and Advocacy	25	68.6%	8.1%	23.3%
Office of Support Operations	33	67.8%	17.7%	14.5%
Office of the Chief Accountant	17	89.5%	5.7%	4.8%
Office of the General Counsel	63	64.2%	21.7%	14.1%
Office of the Inspector General	13	74.6%	25.4%	0.0%
Office of the Secretary	22	49.4%	28.2%	22.3%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	72.9%	8.9%	18.1%

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Work/Life

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

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Securities and Exchange Commission	2,373	82.0%	2.7%	7.7%	7.7%
<b>Headquarters</b>	<b>1,318</b>	<b>79.9%</b>	<b>3.4%</b>	<b>8.5%</b>	<b>8.2%</b>
Division of Corporation Finance	255	82.1%	1.1%	6.1%	10.7%
Division of Economic and Risk Analysis	23	96.1%	0.0%	0.0%	3.9%
Division of Enforcement	270	76.3%	1.1%	10.5%	12.1%
Division of Investment Management	82	81.8%	1.2%	10.9%	6.2%
Division of Trading and Markets	109	68.7%	2.9%	17.9%	10.5%
Office of Acquisitions	26	96.3%	0.0%	0.0%	3.7%
Office of Compliance Inspections and Examinations	78	82.9%	2.6%	11.9%	2.5%
Office of Financial Management	60	96.1%	0.0%	3.9%	0.0%
Office of Human Resources	52	94.4%	1.8%	2.3%	1.5%
Office of Information Technology	85	90.0%	2.6%	6.2%	1.2%
Office of International Affairs	23	68.8%	5.5%	9.9%	15.8%
Office of Investor Education and Advocacy	24	91.5%	4.7%	3.8%	0.0%
Office of Support Operations	33	57.1%	27.5%	9.8%	5.5%
Office of the Chief Accountant	17	81.4%	0.0%	13.3%	5.2%
Office of the General Counsel	63	79.0%	3.3%	4.5%	13.2%
Office of the Inspector General	13	68.6%	0.0%	22.5%	8.8%
Office of the Secretary	22	38.9%	39.5%	12.8%	8.8%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	73.8%	13.5%	4.5%	8.2%

# Securities and Exchange Commission Headquarters

## *2nd 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	368,971	4.0%	10.3%	4.4%	10.9%
Securities and Exchange Commission	2,367	8.6%	31.7%	10.6%	29.0%
<b>Headquarters</b>	<b>1,316</b>	<b>9.7%</b>	<b>31.8%</b>	<b>9.7%</b>	<b>27.0%</b>
Division of Corporation Finance	256	26.6%	35.0%	3.2%	14.6%
Division of Economic and Risk Analysis	24	8.2%	29.5%	12.5%	40.7%
Division of Enforcement	270	1.4%	20.8%	13.9%	41.8%
Division of Investment Management	80	7.7%	33.6%	3.4%	27.1%
Division of Trading and Markets	109	5.5%	20.8%	13.4%	38.2%
Office of Acquisitions	26	4.1%	70.3%	7.5%	14.1%
Office of Compliance Inspections and Examinations	79	3.4%	48.8%	6.9%	17.3%
Office of Financial Management	61	19.8%	53.4%	8.3%	9.2%
Office of Human Resources	52	15.7%	33.9%	21.4%	12.0%
Office of Information Technology	85	1.3%	56.0%	4.7%	22.4%
Office of International Affairs	22	2.7%	21.7%	37.7%	21.2%
Office of Investor Education and Advocacy	25	7.6%	47.6%	4.6%	35.6%
Office of Support Operations	31	20.8%	10.9%	8.7%	19.4%
Office of the Chief Accountant	17	0.0%	11.0%	22.7%	54.5%
Office of the General Counsel	63	6.2%	22.9%	7.6%	29.5%
Office of the Inspector General	12	0.0%	0.0%	31.7%	36.8%
Office of the Secretary	22	10.3%	9.1%	4.4%	30.4%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	2.6%	28.4%	8.9%	25.3%

*(continued)*

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Work/Life (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	368,971	32.1%	5.2%	20.3%	12.9%
Securities and Exchange Commission	2,367	1.4%	0.8%	3.2%	14.8%
<b>Headquarters</b>	<b>1,316</b>	<b>1.4%</b>	<b>1.0%</b>	<b>4.0%</b>	<b>15.4%</b>
Division of Corporation Finance	256	0.4%	1.4%	2.3%	16.5%
Division of Economic and Risk Analysis	24	0.0%	0.0%	0.0%	9.1%
Division of Enforcement	270	0.8%	1.1%	3.4%	16.7%
Division of Investment Management	80	0.0%	1.2%	1.2%	25.8%
Division of Trading and Markets	109	2.1%	0.8%	5.4%	13.7%
Office of Acquisitions	26	0.0%	0.0%	0.0%	4.1%
Office of Compliance Inspections and Examinations	79	0.0%	1.1%	2.6%	19.9%
Office of Financial Management	61	0.0%	0.0%	0.0%	9.3%
Office of Human Resources	52	1.5%	0.0%	1.8%	13.7%
Office of Information Technology	85	0.0%	0.0%	7.4%	8.2%
Office of International Affairs	22	0.0%	0.0%	5.7%	11.0%
Office of Investor Education and Advocacy	25	0.0%	0.0%	0.0%	4.6%
Office of Support Operations	31	13.0%	0.0%	16.8%	10.4%
Office of the Chief Accountant	17	0.0%	0.0%	0.0%	11.8%
Office of the General Counsel	63	3.3%	3.0%	1.5%	26.0%
Office of the Inspector General	12	9.6%	0.0%	0.0%	22.0%
Office of the Secretary	22	12.8%	4.3%	19.9%	8.9%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	2.0%	0.0%	18.2%	14.6%

# Securities and Exchange Commission Headquarters

## *2nd 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	372,726	33.0%	45.2%	21.8%
Securities and Exchange Commission	2,369	54.5%	43.9%	1.6%
<b>Headquarters</b>	<b>1,318</b>	<b>50.1%</b>	<b>48.4%</b>	<b>1.6%</b>
Division of Corporation Finance	254	56.4%	43.2%	0.4%
Division of Economic and Risk Analysis	24	41.4%	58.6%	0.0%
Division of Enforcement	269	43.6%	54.9%	1.5%
Division of Investment Management	81	42.6%	57.4%	0.0%
Division of Trading and Markets	111	54.0%	44.0%	2.0%
Office of Acquisitions	25	68.8%	31.2%	0.0%
Office of Compliance Inspections and Examinations	78	56.5%	40.8%	2.7%
Office of Financial Management	61	66.4%	33.6%	0.0%
Office of Human Resources	52	37.8%	60.4%	1.8%
Office of Information Technology	85	59.9%	38.8%	1.2%
Office of International Affairs	22	72.6%	27.4%	0.0%
Office of Investor Education and Advocacy	24	38.1%	53.4%	8.5%
Office of Support Operations	33	48.5%	42.3%	9.2%
Office of the Chief Accountant	17	41.1%	58.9%	0.0%
Office of the General Counsel	63	37.6%	62.4%	0.0%
Office of the Inspector General	13	31.8%	68.2%	0.0%
Office of the Secretary	22	49.4%	50.6%	0.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	31.9%	62.1%	6.0%

## Securities and Exchange Commission Headquarters *2nd Level Subagency Comparison Report*

### 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	371,495	28.0%	59.9%	12.2%
Securities and Exchange Commission	2,364	25.7%	69.4%	4.9%
<b>Headquarters</b>	<b>1,315</b>	<b>33.8%</b>	<b>65.0%</b>	<b>1.2%</b>
Division of Corporation Finance	255	31.1%	67.4%	1.5%
Division of Economic and Risk Analysis	24	42.7%	57.3%	0.0%
Division of Enforcement	269	31.1%	68.9%	0.0%
Division of Investment Management	81	31.6%	68.4%	0.0%
Division of Trading and Markets	109	32.4%	67.6%	0.0%
Office of Acquisitions	26	26.0%	69.8%	4.3%
Office of Compliance Inspections and Examinations	78	48.2%	47.6%	4.2%
Office of Financial Management	61	21.8%	71.7%	6.5%
Office of Human Resources	52	40.7%	59.3%	0.0%
Office of Information Technology	85	24.4%	74.4%	1.2%
Office of International Affairs	23	40.3%	59.7%	0.0%
Office of Investor Education and Advocacy	25	48.3%	51.7%	0.0%
Office of Support Operations	33	33.4%	66.6%	0.0%
Office of the Chief Accountant	17	18.0%	82.0%	0.0%
Office of the General Counsel	60	44.5%	54.0%	1.6%
Office of the Inspector General	13	39.4%	53.8%	6.8%
Office of the Secretary	21	48.3%	51.7%	0.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	46	46.5%	53.5%	0.0%

# Securities and Exchange Commission Headquarters

## *2nd 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	368,151	14.3%	80.3%	5.4%
Securities and Exchange Commission	2,342	8.3%	89.3%	2.4%
<b>Headquarters</b>	<b>1,300</b>	<b>10.2%</b>	<b>88.5%</b>	<b>1.3%</b>
Division of Corporation Finance	251	8.6%	90.2%	1.2%
Division of Economic and Risk Analysis	24	13.8%	86.2%	0.0%
Division of Enforcement	266	9.0%	90.6%	0.4%
Division of Investment Management	81	5.7%	93.2%	1.1%
Division of Trading and Markets	107	7.5%	92.5%	0.0%
Office of Acquisitions	25	7.1%	92.9%	0.0%
Office of Compliance Inspections and Examinations	77	9.1%	84.7%	6.2%
Office of Financial Management	59	12.1%	83.9%	4.0%
Office of Human Resources	51	17.6%	82.4%	0.0%
Office of Information Technology	83	10.2%	88.6%	1.3%
Office of International Affairs	23	19.8%	80.2%	0.0%
Office of Investor Education and Advocacy	24	3.8%	96.2%	0.0%
Office of Support Operations	33	16.0%	84.0%	0.0%
Office of the Chief Accountant	17	0.0%	100.0%	0.0%
Office of the General Counsel	63	11.0%	85.8%	3.3%
Office of the Inspector General	13	16.2%	83.8%	0.0%
Office of the Secretary	22	33.1%	66.9%	0.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	18.4%	79.6%	2.0%

## Securities and Exchange Commission Headquarters *2nd Level Subagency Comparison Report*

### Work/Life (continued)

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	372,753	3.9%	78.7%	17.4%
Securities and Exchange Commission	2,366	8.0%	86.6%	5.4%
<b>Headquarters</b>	<b>1,318</b>	<b>8.0%</b>	<b>89.2%</b>	<b>2.9%</b>
Division of Corporation Finance	256	9.9%	89.2%	0.9%
Division of Economic and Risk Analysis	24	12.4%	83.0%	4.6%
Division of Enforcement	271	8.1%	90.1%	1.8%
Division of Investment Management	78	10.1%	86.0%	3.9%
Division of Trading and Markets	111	8.5%	88.4%	3.1%
Office of Acquisitions	26	8.4%	91.6%	0.0%
Office of Compliance Inspections and Examinations	78	6.5%	88.6%	4.9%
Office of Financial Management	61	1.8%	91.2%	7.0%
Office of Human Resources	51	6.1%	92.1%	1.8%
Office of Information Technology	85	6.2%	91.3%	2.4%
Office of International Affairs	23	4.0%	93.3%	2.7%
Office of Investor Education and Advocacy	25	9.0%	91.0%	0.0%
Office of Support Operations	32	5.7%	87.5%	6.8%
Office of the Chief Accountant	17	17.5%	82.5%	0.0%
Office of the General Counsel	63	6.2%	89.1%	4.8%
Office of the Inspector General	13	9.4%	83.8%	6.8%
Office of the Secretary	22	25.8%	74.2%	0.0%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	45	2.1%	90.5%	7.3%



# Securities and Exchange Commission Headquarters

## *2nd 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	373,277	2.5%	79.8%	17.7%
Securities and Exchange Commission	2,366	2.9%	92.4%	4.7%
<b>Headquarters</b>	<b>1,317</b>	<b>3.4%</b>	<b>93.9%</b>	<b>2.8%</b>
Division of Corporation Finance	256	3.8%	95.1%	1.1%
Division of Economic and Risk Analysis	24	0.0%	95.4%	4.6%
Division of Enforcement	269	0.8%	97.7%	1.5%
Division of Investment Management	81	0.0%	98.7%	1.3%
Division of Trading and Markets	111	7.0%	89.9%	3.1%
Office of Acquisitions	24	3.8%	96.2%	0.0%
Office of Compliance Inspections and Examinations	78	3.8%	92.6%	3.6%
Office of Financial Management	61	3.4%	89.6%	7.0%
Office of Human Resources	52	6.0%	94.0%	0.0%
Office of Information Technology	85	4.9%	90.3%	4.8%
Office of International Affairs	23	3.5%	96.5%	0.0%
Office of Investor Education and Advocacy	25	3.7%	92.4%	3.9%
Office of Support Operations	33	5.5%	91.2%	3.3%
Office of the Chief Accountant	17	0.0%	100.0%	0.0%
Office of the General Counsel	61	4.4%	91.9%	3.7%
Office of the Inspector General	12	0.0%	82.5%	17.5%
Office of the Secretary	22	15.7%	79.6%	4.7%
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	47	2.1%	93.3%	4.6%

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Securities and Exchange Commission	1,864	87.6%	7.8%	4.6%	25
<b>Headquarters</b>	<b>1,015</b>	<b>89.3%</b>	<b>6.9%</b>	<b>3.8%</b>	<b>15</b>
Division of Corporation Finance	202	97.3%	1.8%	0.9%	1
Division of Economic and Risk Analysis	22	95.4%	4.6%	0.0%	0
Division of Enforcement	205	84.7%	9.3%	6.0%	1
Division of Investment Management	55	88.7%	9.5%	1.7%	3
Division of Trading and Markets	83	83.4%	9.4%	7.2%	3
Office of Acquisitions	24	91.4%	8.6%	0.0%	0
Office of Compliance Inspections and Examinations	61	95.6%	4.4%	0.0%	0
Office of Financial Management	54	98.3%	0.0%	1.7%	0
Office of Human Resources	43	85.9%	7.2%	6.9%	0
Office of Information Technology	71	88.7%	6.8%	4.5%	1
Office of International Affairs	18	73.6%	20.3%	6.1%	0
Office of Investor Education and Advocacy	23	81.8%	13.3%	4.9%	1
Office of Support Operations	20	75.8%	19.2%	5.0%	1
Office of the Chief Accountant	15	79.8%	20.2%	0.0%	0
Office of the General Counsel	42	92.5%	2.2%	5.3%	0
Office of the Inspector General	7	85.5%	14.5%	0.0%	2
Office of the Secretary	12	73.5%	9.3%	17.1%	0
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	30	82.1%	11.5%	6.4%	1

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

# Securities and Exchange Commission Headquarters

## *2nd 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	138,977	89.1%	7.5%	3.4%	3,202
Securities and Exchange Commission	1,278	92.7%	5.0%	2.3%	11
<b>Headquarters</b>	<b>657</b>	<b>93.0%</b>	<b>4.9%</b>	<b>2.1%</b>	<b>5</b>
Division of Corporation Finance	142	91.6%	4.6%	3.8%	1
Division of Economic and Risk Analysis	10	89.9%	10.1%	0.0%	0
Division of Enforcement	119	91.8%	5.9%	2.3%	0
Division of Investment Management	33	100.0%	0.0%	0.0%	0
Division of Trading and Markets	60	94.0%	6.0%	0.0%	0
Office of Acquisitions	18	93.1%	6.9%	0.0%	0
Office of Compliance Inspections and Examinations	45	95.7%	4.3%	0.0%	0
Office of Financial Management	41	97.8%	2.2%	0.0%	0
Office of Human Resources	20	95.4%	4.6%	0.0%	1
Office of Information Technology	49	91.4%	4.1%	4.4%	0
Office of International Affairs	17	86.6%	7.2%	6.2%	0
Office of Investor Education and Advocacy	10	81.5%	18.5%	0.0%	0
Office of Support Operations	15	100.0%	0.0%	0.0%	0
Office of the Chief Accountant	6	80.9%	19.1%	0.0%	1
Office of the General Counsel	23	100.0%	0.0%	0.0%	1
Office of the Inspector General	3	100.0%	0.0%	0.0%	0
Office of the Secretary	10	87.1%	12.9%	0.0%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	15	76.8%	8.4%	14.9%	0

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

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Work/Life (continued)

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	100,599	79.5%	16.7%	3.8%	7,562
Securities and Exchange Commission	567	85.3%	11.4%	3.3%	40
<b>Headquarters</b>	<b>420</b>	<b>89.0%</b>	<b>8.2%</b>	<b>2.7%</b>	<b>28</b>
Division of Corporation Finance	73	84.8%	13.8%	1.4%	5
Division of Economic and Risk Analysis	10	100.0%	0.0%	0.0%	0
Division of Enforcement	77	88.7%	6.3%	5.1%	5
Division of Investment Management	23	95.6%	4.4%	0.0%	4
Division of Trading and Markets	35	79.7%	16.7%	3.5%	3
Office of Acquisitions	6	100.0%	0.0%	0.0%	0
Office of Compliance Inspections and Examinations	36	89.2%	4.9%	5.9%	2
Office of Financial Management	12	100.0%	0.0%	0.0%	1
Office of Human Resources	20	90.3%	9.7%	0.0%	1
Office of Information Technology	21	80.4%	9.8%	9.8%	0
Office of International Affairs	9	100.0%	0.0%	0.0%	0
Office of Investor Education and Advocacy	12	82.4%	17.6%	0.0%	0
Office of Support Operations	11	91.4%	8.6%	0.0%	0
Office of the Chief Accountant	3	100.0%	0.0%	0.0%	0
Office of the General Counsel	28	88.9%	11.1%	0.0%	1
Office of the Inspector General	4	100.0%	0.0%	0.0%	1
Office of the Secretary	9	100.0%	0.0%	0.0%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	19	94.1%	0.0%	5.9%	2

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

# Securities and Exchange Commission Headquarters

## 2nd 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	52,178	74.1%	21.6%	4.3%	8,882
Securities and Exchange Commission	189	79.7%	16.2%	4.1%	38
<b>Headquarters</b>	<b>125</b>	<b>79.4%</b>	<b>16.0%</b>	<b>4.6%</b>	<b>29</b>
Division of Corporation Finance	18	78.6%	21.4%	0.0%	8
Division of Economic and Risk Analysis	3	69.7%	30.3%	0.0%	0
Division of Enforcement	25	85.7%	10.7%	3.6%	4
Division of Investment Management	3	68.2%	0.0%	31.8%	3
Division of Trading and Markets	10	71.3%	28.7%	0.0%	2
Office of Acquisitions	2	100.0%	0.0%	0.0%	0
Office of Compliance Inspections and Examinations	7	86.0%	14.0%	0.0%	1
Office of Financial Management	7	60.0%	24.6%	15.4%	1
Office of Human Resources	10	90.5%	9.5%	0.0%	0
Office of Information Technology	10	51.9%	19.2%	28.8%	0
Office of International Affairs	4	78.5%	21.5%	0.0%	0
Office of Investor Education and Advocacy	1	0.0%	100.0%	0.0%	1
Office of Support Operations	4	49.4%	50.6%	0.0%	1
Office of the Chief Accountant	0	--	--	--	0
Office of the General Counsel	5	100.0%	0.0%	0.0%	2
Office of the Inspector General	1	100.0%	0.0%	0.0%	1
Office of the Secretary	5	100.0%	0.0%	0.0%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	7	100.0%	0.0%	0.0%	3

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

## Securities and Exchange Commission Headquarters *2nd Level Subagency Comparison Report*

### Work/Life (continued)

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	10,509	71.7%	23.9%	4.4%	4,356
Securities and Exchange Commission	174	86.2%	10.4%	3.4%	25
<b>Headquarters</b>	<b>95</b>	<b>85.6%</b>	<b>10.3%</b>	<b>4.0%</b>	<b>15</b>
Division of Corporation Finance	22	91.3%	8.7%	0.0%	3
Division of Economic and Risk Analysis	3	66.2%	0.0%	33.8%	0
Division of Enforcement	20	85.3%	10.1%	4.6%	1
Division of Investment Management	9	87.8%	12.2%	0.0%	3
Division of Trading and Markets	9	77.5%	22.5%	0.0%	0
Office of Acquisitions	1	100.0%	0.0%	0.0%	0
Office of Compliance Inspections and Examinations	6	100.0%	0.0%	0.0%	0
Office of Financial Management	0	--	--	--	1
Office of Human Resources	3	100.0%	0.0%	0.0%	1
Office of Information Technology	4	52.7%	21.8%	25.5%	1
Office of International Affairs	1	0.0%	0.0%	100.0%	0
Office of Investor Education and Advocacy	2	100.0%	0.0%	0.0%	0
Office of Support Operations	2	48.5%	51.5%	0.0%	1
Office of the Chief Accountant	3	100.0%	0.0%	0.0%	0
Office of the General Counsel	4	74.9%	25.1%	0.0%	0
Office of the Inspector General	0	--	--	--	1
Office of the Secretary	3	100.0%	0.0%	0.0%	2
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	2	100.0%	0.0%	0.0%	1

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

## Securities and Exchange Commission Headquarters *2nd 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	7,385	67.6%	29.5%	2.9%	3,459
Securities and Exchange Commission	66	69.7%	30.3%	0.0%	19
<b>Headquarters</b>	<b>41</b>	<b>67.8%</b>	<b>32.2%</b>	<b>0.0%</b>	<b>13</b>
Division of Corporation Finance	8	78.7%	21.3%	0.0%	2
Division of Economic and Risk Analysis	0	--	--	--	0
Division of Enforcement	2	0.0%	100.0%	0.0%	2
Division of Investment Management	0	--	--	--	1
Division of Trading and Markets	7	72.5%	27.5%	0.0%	1
Office of Acquisitions	2	53.2%	46.8%	0.0%	1
Office of Compliance Inspections and Examinations	3	100.0%	0.0%	0.0%	1
Office of Financial Management	1	100.0%	0.0%	0.0%	1
Office of Human Resources	3	100.0%	0.0%	0.0%	0
Office of Information Technology	4	52.4%	47.6%	0.0%	0
Office of International Affairs	1	100.0%	0.0%	0.0%	0
Office of Investor Education and Advocacy	0	--	--	--	0
Office of Support Operations	2	0.0%	100.0%	0.0%	0
Office of the Chief Accountant	0	--	--	--	0
Office of the General Counsel	3	64.3%	35.7%	0.0%	2
Office of the Inspector General	0	--	--	--	1
Office of the Secretary	2	100.0%	0.0%	0.0%	1
Other (e.g., ALJ-OCOO-EEO-OMWI-OPA-OLIA-OMS-OIAD)	1	0.0%	100.0%	0.0%	0

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

# Securities and Exchange Commission Headquarters

## *2nd Level Subagency Comparison Report*

### Demographic Questions

#### *Where do you work?*

	N	%
Headquarters	1,322	99.7%
Field	4	0.3%

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

	N	%
Non-Supervisor	904	68.5%
Team Leader	152	11.5%
Supervisor	147	11.1%
Manager	69	5.2%
Senior Leader	48	3.6%

#### *Are you:*

	N	%
Male	652	50.0%
Female	652	50.0%

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

	N	%
Yes	61	4.7%
No	1,228	95.3%

#### *Race*

	N	%
American Indian or Alaska Native	3	0.2%
Asian	93	7.5%
Black or African American	220	17.7%
Native Hawaiian or Other Pacific Islander	1	0.1%
White	891	71.9%
Two or more races (Not Hispanic or Latino)	32	2.6%



# Securities and Exchange Commission Headquarters

## *2nd 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	25	1.9%
Trade or Technical Certificate	8	0.6%
Some College (no degree)	93	7.1%
Associate's Degree (e.g., AA, AS)	28	2.1%
Bachelor's Degree (e.g., BA, BS)	266	20.2%
Master's Degree (e.g., MA, MS, MBA)	274	20.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	621	47.2%

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

	N	%
Federal Wage System	10	0.8%
GS 1-6	10	0.8%
GS 7-12	113	8.6%
GS 13-15	551	42.1%
Senior Executive Service	40	3.1%
Senior Level (SL) or Scientific or Professional (ST)	14	1.1%
Other	571	43.6%

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

	N	%
Less than 1 year	19	1.4%
1 to 3 years	178	13.5%
4 to 5 years	114	8.6%
6 to 10 years	317	24.0%
11 to 14 years	197	14.9%
15 to 20 years	181	13.7%
More than 20 years	316	23.9%

# Securities and Exchange Commission Headquarters

## *2nd 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	38	2.9%
1 to 3 years	285	21.6%
4 to 5 years	139	10.5%
6 to 10 years	325	24.7%
11 to 20 years	345	26.2%
More than 20 years	186	14.1%

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

	N	%
No	947	72.5%
Yes, to retire	41	3.1%
Yes, to take another job within the Federal Government	157	12.0%
Yes, to take another job outside the Federal Government	97	7.4%
Yes, other	65	5.0%

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

	N	%
Within one year	17	1.3%
Between one and three years	66	5.1%
Between three and five years	96	7.4%
Five or more years	1,120	86.2%

***Self-Identify as:***

	N	%
Heterosexual or Straight	1,039	83.9%
Gay, Lesbian, Bisexual, or Transgender	51	4.1%
I prefer not to say	149	12.0%

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

	N	%
No Prior Military Service	1,176	91.0%
Currently in National Guard or Reserves	1	0.1%
Retired	34	2.6%
Separated or Discharged	81	6.3%

**Securities and Exchange Commission**  
**Headquarters**  
*2nd Level Subagency Comparison Report*

**Demographic Questions** (continued)

*Are you an individual with a disability?*

	N	%
Yes	79	6.1%
No	1,218	93.9%

*What is your age group?*

	N	%
25 and under	2	0.2%
26-29	28	2.1%
30-39	341	25.7%
40-49	455	34.3%
50-59	353	26.6%
60 or older	149	11.2%