

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%
Headquarters	1,319	85.6%	6.3%	8.1%
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%
Headquarters	1,324	69.0%	15.0%	16.0%
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%
Headquarters	1,325	72.5%	16.1%	11.4%
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
Headquarters	1,304	41.6%	22.5%	35.9%	19
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
Headquarters	1,212	55.4%	23.1%	21.4%	111
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
Headquarters	1,184	62.4%	20.0%	17.7%	131
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
Headquarters	1,306	55.3%	20.4%	24.3%	18
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
Headquarters	1,176	55.7%	23.7%	20.5%	146
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
Headquarters	1,263	50.1%	21.2%	28.8%	57
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
Headquarters	1,268	54.2%	20.8%	25.0%	54
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
Headquarters	1,239	62.4%	19.3%	18.3%	86
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
Headquarters	1,305	54.0%	22.3%	23.8%	14
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
Headquarters	1,223	62.8%	20.5%	16.7%	100
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%
Headquarters	1,324	50.7%	21.1%	28.2%
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%
Headquarters	1,322	47.6%	22.9%	29.4%
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%
Headquarters	1,320	46.9%	21.9%	31.1%
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%
Headquarters	1,323	42.8%	29.1%	28.2%
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%
Headquarters	1,319	31.3%	28.3%	40.5%
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%
Headquarters	1,316	60.0%	24.0%	16.0%
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%
Headquarters	1,318	67.9%	16.3%	15.8%
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%
Headquarters	1,319	63.5%	16.0%	20.5%
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%
Headquarters	1,325	59.7%	21.9%	18.4%
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%
Headquarters	1,318	79.9%	3.4%	8.5%	8.2%
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%
Headquarters	1,316	9.7%	31.8%	9.7%	27.0%
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)

	N	Must Be Physically Present	Do Not Telework		
			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%
Headquarters	1,316	1.4%	1.0%	4.0%	15.4%
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%
Headquarters	1,318	50.1%	48.4%	1.6%
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%
Headquarters	1,315	33.8%	65.0%	1.2%
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%
Headquarters	1,300	10.2%	88.5%	1.3%
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%
Headquarters	1,318	8.0%	89.2%	2.9%
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%

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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%
Headquarters	1,317	3.4%	93.9%	2.8%
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
Headquarters	1,015	89.3%	6.9%	3.8%	15
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.

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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
Headquarters	657	93.0%	4.9%	2.1%	5
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.

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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
Headquarters	420	89.0%	8.2%	2.7%	28
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.*

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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
Headquarters	125	79.4%	16.0%	4.6%	29
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.

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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
Headquarters	95	85.6%	10.3%	4.0%	15
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
Headquarters	41	67.8%	32.2%	0.0%	13
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

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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%

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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%

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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	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%

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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%