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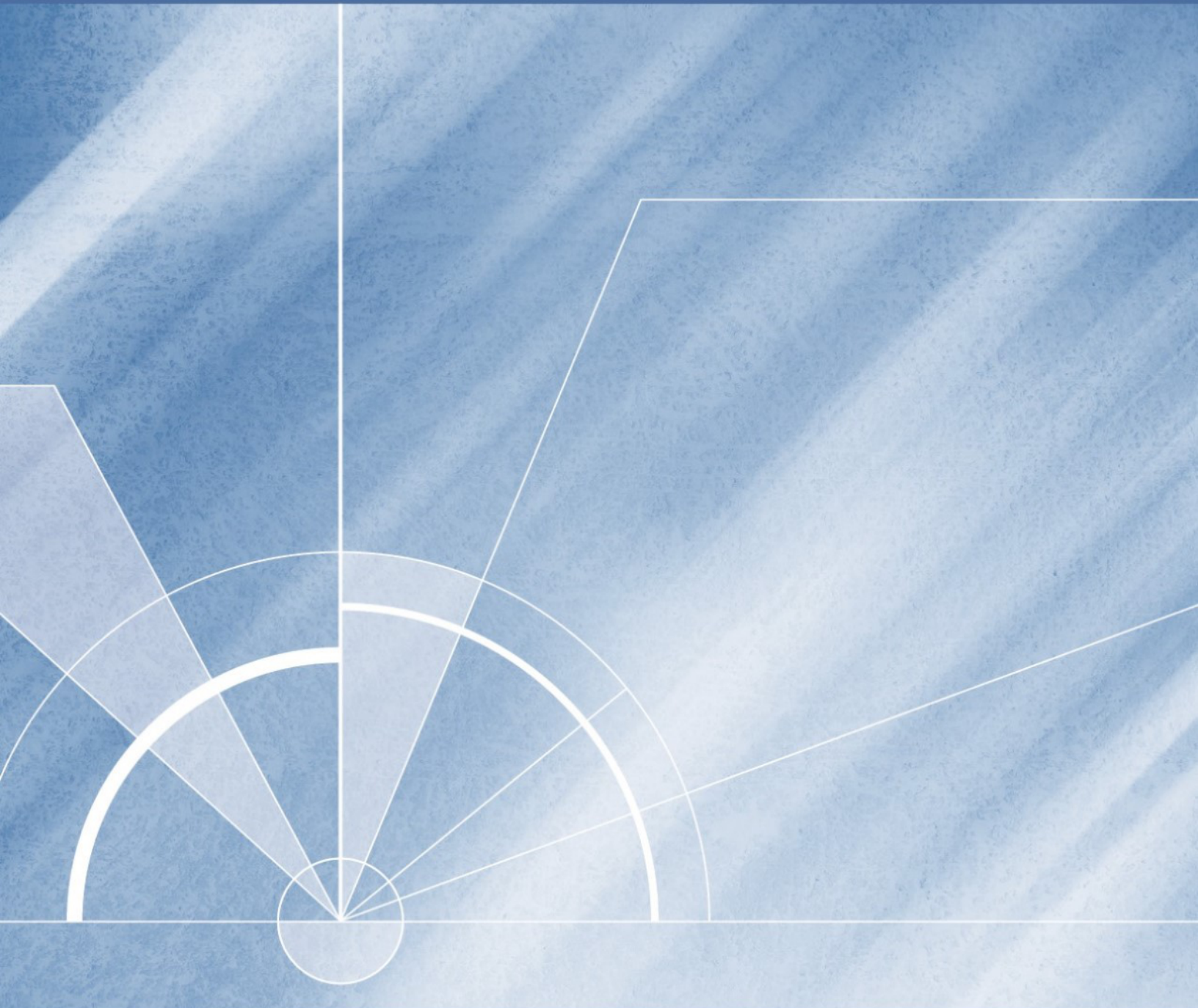
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2016

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

2nd Level  
Subagency  
Report

U.S. Agency for International Development  
OIG





**U.S. Agency for International Development**  
**OIG**  
***2nd Level Subagency Report***

This 2016 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

### Response Summary

	Surveys Completed	Response Rate
Governmentwide	407,789	45.8%
U.S. Agency for International Development	2,285	64.5%
Washington	1,393	65.3%
<b>OIG</b>	<b>73</b>	<b>67.6%</b>

#### **New for 2016**

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

Two new sections – **Top 10 Positive & Negative Items** and **Leading & Trailing Your Comparison Group**. These sections provide high level information on how your subagency is doing.

#### **Main Report Results**

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

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

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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**Top 10 Positive & Negative Items**

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

***Highest Percent Positive***

93.7%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
90.1%	The work I do is important. (Q.13)
88.5%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
87.9%	I am constantly looking for ways to do my job better. (Q.8)
87.6%	I like the kind of work I do. (Q.5)
86.3%	I know how my work relates to the agency's goals and priorities. (Q.12)
82.7%	I am held accountable for achieving results. (Q.16)
82.3%	How would you rate the overall quality of work done by your work unit? (Q.28)
81.5%	Employees are protected from health and safety hazards on the job. (Q.35)
78.1%	The people I work with cooperate to get the job done. (Q.20)

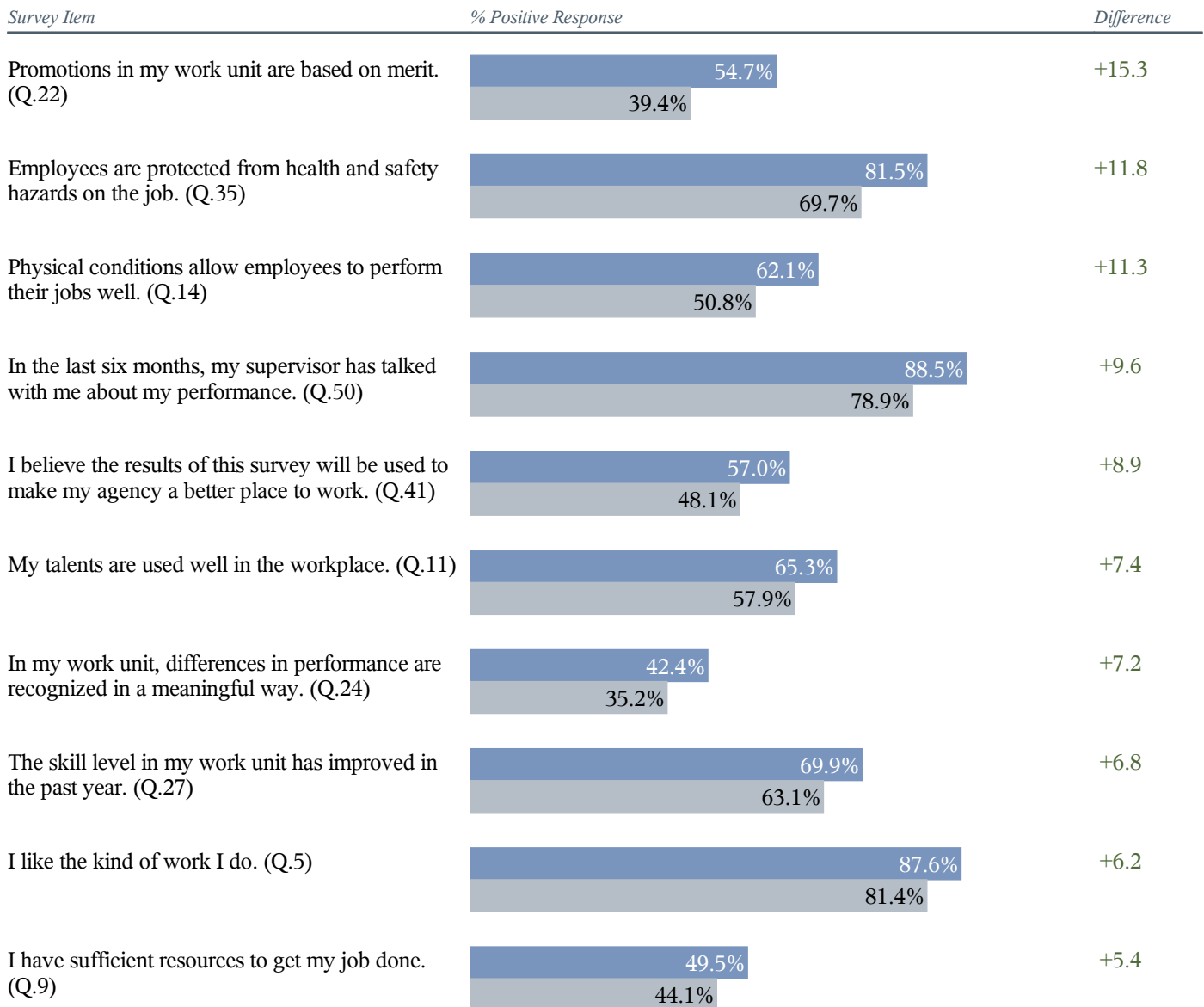
***Highest Percent Negative***

39.6%	Pay raises depend on how well employees perform their jobs. (Q.33)
38.0%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
35.9%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
35.2%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
35.1%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
34.3%	My workload is reasonable. (Q.10)
34.1%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
32.5%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
32.4%	How satisfied are you with the recognition you receive for doing a good job? (Q.65)
29.2%	Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q.58)

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**Leading Your Comparison Group**

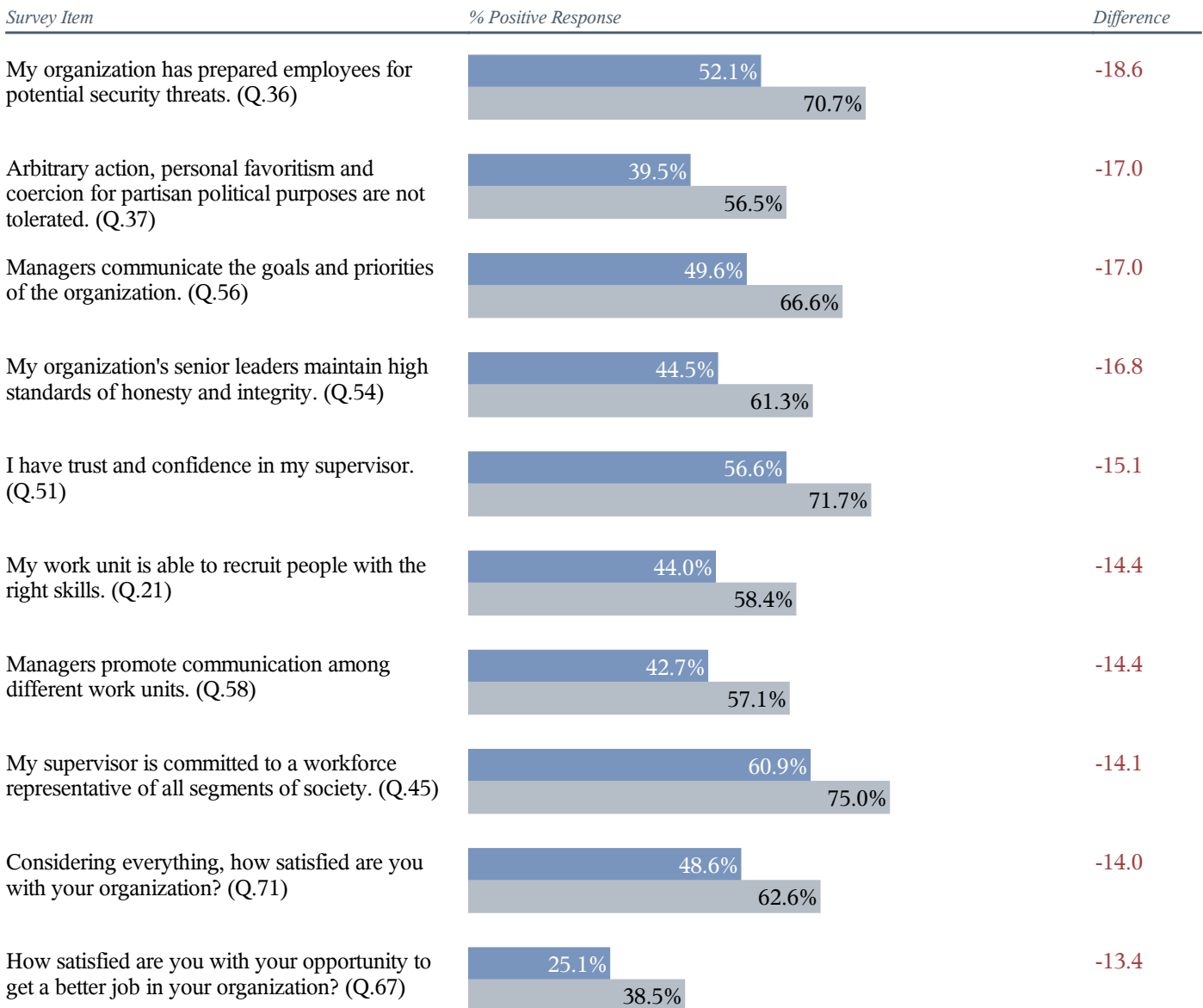
The figure below allows you to see where your subagency results are higher than your comparison group (Washington) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.



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**Trailing Your Comparison Group**

The figure below allows you to see where your subagency results are lower than your comparison group (Washington) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.



**U.S. Agency for International Development**  
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**My Work Experience**

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

	N	Positive	Neutral	Negative
Governmentwide	406,992	62.6%	16.3%	21.1%
U.S. Agency for International Development	2,282	72.3%	13.4%	14.3%
Washington	1,391	73.4%	13.4%	13.2%
<b>OIG</b>	<b>73</b>	<b>68.7%</b>	<b>16.8%</b>	<b>14.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,152	70.2%	14.7%	15.1%
U.S. Agency for International Development	2,263	71.7%	13.7%	14.7%
Washington	1,382	72.3%	13.3%	14.4%
<b>OIG</b>	<b>72</b>	<b>67.8%</b>	<b>17.9%</b>	<b>14.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	401,408	57.7%	18.0%	24.3%
U.S. Agency for International Development	2,251	64.6%	17.5%	17.8%
Washington	1,367	66.7%	17.8%	15.5%
<b>OIG</b>	<b>70</b>	<b>67.6%</b>	<b>16.6%</b>	<b>15.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,402	71.6%	14.3%	14.1%
U.S. Agency for International Development	2,252	73.8%	14.2%	12.0%
Washington	1,371	74.8%	13.5%	11.8%
<b>OIG</b>	<b>73</b>	<b>72.1%</b>	<b>14.3%</b>	<b>13.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	401,675	83.2%	10.8%	6.1%
U.S. Agency for International Development	2,260	80.5%	12.4%	7.1%
Washington	1,369	81.4%	12.2%	6.5%
<b>OIG</b>	<b>72</b>	<b>87.6%</b>	<b>10.9%</b>	<b>1.4%</b>

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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
Governmentwide	402,718	79.4%	11.0%	9.6%
U.S. Agency for International Development	2,248	75.4%	13.1%	11.5%
Washington	1,371	75.9%	12.9%	11.2%
<b>OIG</b>	<b>70</b>	<b>72.1%</b>	<b>10.5%</b>	<b>17.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,739	95.7%	2.7%	1.6%
U.S. Agency for International Development	2,259	96.8%	1.9%	1.3%
Washington	1,375	96.5%	2.3%	1.2%
<b>OIG</b>	<b>73</b>	<b>93.7%</b>	<b>4.7%</b>	<b>1.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	405,416	90.9%	7.2%	1.8%
U.S. Agency for International Development	2,270	92.2%	6.6%	1.2%
Washington	1,379	92.2%	6.8%	1.0%
<b>OIG</b>	<b>72</b>	<b>87.9%</b>	<b>12.1%</b>	<b>0.0%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,568	46.6%	16.0%	37.5%	922
U.S. Agency for International Development	2,271	44.3%	15.5%	40.2%	1
Washington	1,382	44.1%	15.7%	40.2%	1
<b>OIG</b>	<b>72</b>	<b>49.5%</b>	<b>12.5%</b>	<b>38.0%</b>	<b>0</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
U.S. Agency for International Development	2,259	45.6%	16.2%	38.2%	0
Washington	1,375	49.0%	16.4%	34.6%	0
<b>OIG</b>	<b>72</b>	<b>42.4%</b>	<b>23.4%</b>	<b>34.3%</b>	<b>0</b>



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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	394,751	58.4%	16.5%	25.1%	1,759
U.S. Agency for International Development	2,223	56.7%	17.2%	26.1%	2
Washington	1,347	57.9%	17.3%	24.8%	0
<b>OIG</b>	<b>69</b>	<b>65.3%</b>	<b>13.9%</b>	<b>20.9%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,835	83.1%	9.9%	7.0%	1,337
U.S. Agency for International Development	2,263	86.1%	8.0%	5.9%	3
Washington	1,375	85.6%	9.0%	5.5%	3
<b>OIG</b>	<b>72</b>	<b>86.3%</b>	<b>7.0%</b>	<b>6.8%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,340	90.3%	6.6%	3.2%	1,152
U.S. Agency for International Development	2,236	87.2%	8.6%	4.2%	4
Washington	1,363	87.8%	8.4%	3.8%	4
<b>OIG</b>	<b>72</b>	<b>90.1%</b>	<b>7.3%</b>	<b>2.6%</b>	<b>0</b>

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,735	65.7%	14.0%	20.3%	1,775
U.S. Agency for International Development	2,258	59.9%	13.5%	26.5%	7
Washington	1,373	50.8%	14.9%	34.3%	6
<b>OIG</b>	<b>72</b>	<b>62.1%</b>	<b>13.3%</b>	<b>24.6%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,544	69.6%	14.3%	16.2%	6,003
U.S. Agency for International Development	2,233	65.1%	15.7%	19.2%	35
Washington	1,358	74.0%	13.2%	12.8%	23
<b>OIG</b>	<b>68</b>	<b>67.6%</b>	<b>14.7%</b>	<b>17.7%</b>	<b>3</b>

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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,229	81.6%	12.1%	6.3%	1,953
U.S. Agency for International Development	2,247	74.9%	15.0%	10.0%	11
Washington	1,365	79.6%	13.0%	7.4%	8
<b>OIG</b>	<b>71</b>	<b>82.7%</b>	<b>10.2%</b>	<b>7.0%</b>	<b>0</b>

**17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	386,924	62.1%	18.1%	19.8%	17,784
U.S. Agency for International Development	2,156	68.1%	15.5%	16.4%	114
Washington	1,303	68.1%	16.9%	15.1%	78
<b>OIG</b>	<b>68</b>	<b>60.6%</b>	<b>20.3%</b>	<b>19.0%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,073	52.9%	22.9%	24.2%	4,002
U.S. Agency for International Development	2,254	43.8%	23.8%	32.4%	8
Washington	1,372	47.1%	24.0%	28.9%	5
<b>OIG</b>	<b>72</b>	<b>46.1%</b>	<b>26.1%</b>	<b>27.7%</b>	<b>0</b>

**19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	396,712	69.0%	13.6%	17.3%	10,380
U.S. Agency for International Development	2,192	58.4%	16.1%	25.5%	90
Washington	1,327	67.0%	14.1%	19.0%	64
<b>OIG</b>	<b>70</b>	<b>62.5%</b>	<b>12.8%</b>	<b>24.8%</b>	<b>3</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	406,886	73.3%	13.5%	13.2%
U.S. Agency for International Development	2,282	77.1%	12.5%	10.4%
Washington	1,392	78.4%	11.9%	9.6%
<b>OIG</b>	<b>73</b>	<b>78.1%</b>	<b>16.0%</b>	<b>5.9%</b>

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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,412	42.6%	25.2%	32.2%	14,370
U.S. Agency for International Development	2,244	56.7%	18.6%	24.8%	36
Washington	1,364	58.4%	17.6%	23.9%	25
<b>OIG</b>	<b>71</b>	<b>44.0%</b>	<b>30.6%</b>	<b>25.4%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,444	34.5%	27.6%	38.0%	27,943
U.S. Agency for International Development	2,122	33.5%	27.3%	39.2%	144
Washington	1,256	39.4%	27.3%	33.4%	118
<b>OIG</b>	<b>60</b>	<b>54.7%</b>	<b>20.4%</b>	<b>24.9%</b>	<b>13</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,758	29.3%	27.1%	43.6%	41,216
U.S. Agency for International Development	2,115	30.4%	24.2%	45.4%	162
Washington	1,261	31.6%	26.1%	42.3%	128
<b>OIG</b>	<b>64</b>	<b>31.3%</b>	<b>32.9%</b>	<b>35.9%</b>	<b>9</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,352	34.0%	27.9%	38.1%	25,041
U.S. Agency for International Development	2,181	34.1%	27.7%	38.2%	91
Washington	1,310	35.2%	29.2%	35.6%	74
<b>OIG</b>	<b>67</b>	<b>42.4%</b>	<b>22.6%</b>	<b>35.1%</b>	<b>6</b>

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,070	41.4%	24.9%	33.8%	28,546
U.S. Agency for International Development	2,080	44.4%	24.3%	31.3%	179
Washington	1,228	44.5%	26.2%	29.4%	147
<b>OIG</b>	<b>60</b>	<b>40.0%</b>	<b>25.9%</b>	<b>34.1%</b>	<b>10</b>

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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,664	73.3%	13.8%	12.9%	1,739
U.S. Agency for International Development	2,256	75.4%	12.4%	12.2%	11
Washington	1,372	75.6%	11.1%	13.3%	7
<b>OIG</b>	<b>71</b>	<b>74.8%</b>	<b>7.6%</b>	<b>17.6%</b>	<b>1</b>

**27. The skill level in my work unit has improved in the past year.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,303	54.2%	28.2%	17.6%	16,713
U.S. Agency for International Development	2,157	63.3%	23.6%	13.1%	117
Washington	1,310	63.1%	22.7%	14.2%	73
<b>OIG</b>	<b>71</b>	<b>69.9%</b>	<b>11.2%</b>	<b>18.9%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative
Governmentwide	406,077	82.3%	14.1%	3.6%
U.S. Agency for International Development	2,279	85.1%	12.1%	2.8%
Washington	1,388	86.6%	10.9%	2.5%
<b>OIG</b>	<b>73</b>	<b>82.3%</b>	<b>14.9%</b>	<b>2.8%</b>

**My Agency**

**29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,750	69.4%	17.3%	13.3%	6,753
U.S. Agency for International Development	2,227	68.1%	16.6%	15.3%	22
Washington	1,352	69.6%	15.0%	15.3%	18
<b>OIG</b>	<b>70</b>	<b>58.1%</b>	<b>21.4%</b>	<b>20.5%</b>	<b>3</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,805	44.8%	24.6%	30.6%	9,449
U.S. Agency for International Development	2,212	46.5%	24.1%	29.4%	34
Washington	1,345	47.7%	23.7%	28.6%	24
<b>OIG</b>	<b>70</b>	<b>45.8%</b>	<b>25.8%</b>	<b>28.5%</b>	<b>3</b>

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,973	48.0%	23.1%	28.9%	8,551
U.S. Agency for International Development	2,200	54.2%	21.6%	24.2%	32
Washington	1,337	56.3%	21.3%	22.4%	25
<b>OIG</b>	<b>71</b>	<b>47.8%</b>	<b>24.9%</b>	<b>27.3%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,387	38.4%	28.3%	33.3%	13,365
U.S. Agency for International Development	2,182	45.5%	27.6%	26.9%	46
Washington	1,321	47.3%	28.3%	24.4%	35
<b>OIG</b>	<b>71</b>	<b>42.1%</b>	<b>33.2%</b>	<b>24.6%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,966	22.3%	26.9%	50.7%	29,028
U.S. Agency for International Development	2,081	17.3%	24.2%	58.6%	155
Washington	1,237	21.6%	27.3%	51.1%	127
<b>OIG</b>	<b>64</b>	<b>25.5%</b>	<b>34.9%</b>	<b>39.6%</b>	<b>9</b>

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,140	57.8%	27.4%	14.8%	29,591
U.S. Agency for International Development	2,099	60.5%	22.9%	16.6%	143
Washington	1,284	62.0%	21.8%	16.2%	84
<b>OIG</b>	<b>63</b>	<b>54.4%</b>	<b>23.0%</b>	<b>22.7%</b>	<b>10</b>

**35. Employees are protected from health and safety hazards on the job.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,340	76.0%	13.3%	10.7%	6,278
U.S. Agency for International Development	2,207	74.6%	14.3%	11.1%	37
Washington	1,338	69.7%	16.1%	14.2%	31
<b>OIG</b>	<b>71</b>	<b>81.5%</b>	<b>12.9%</b>	<b>5.6%</b>	<b>2</b>

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,948	77.2%	13.3%	9.5%	4,677
U.S. Agency for International Development	2,213	76.7%	13.6%	9.7%	20
Washington	1,347	70.7%	17.4%	11.9%	14
<b>OIG</b>	<b>72</b>	<b>52.1%</b>	<b>25.2%</b>	<b>22.7%</b>	<b>0</b>

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,254	53.1%	21.8%	25.1%	23,720
U.S. Agency for International Development	2,105	57.3%	19.7%	23.0%	138
Washington	1,273	56.5%	22.2%	21.3%	98
<b>OIG</b>	<b>63</b>	<b>39.5%</b>	<b>32.8%</b>	<b>27.7%</b>	<b>9</b>

**38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,746	66.7%	18.9%	14.4%	35,073
U.S. Agency for International Development	2,045	75.0%	13.8%	11.2%	186
Washington	1,233	72.4%	15.7%	11.9%	124
<b>OIG</b>	<b>57</b>	<b>72.2%</b>	<b>18.5%</b>	<b>9.4%</b>	<b>16</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,488	74.0%	17.2%	8.8%	7,188
U.S. Agency for International Development	2,219	73.4%	18.3%	8.3%	28
Washington	1,351	76.3%	16.8%	7.0%	21
<b>OIG</b>	<b>70</b>	<b>63.0%</b>	<b>32.3%</b>	<b>4.7%</b>	<b>3</b>

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

	N	Positive	Neutral	Negative
Governmentwide	400,013	64.0%	20.1%	15.8%
U.S. Agency for International Development	2,245	67.6%	19.4%	13.0%
Washington	1,371	68.5%	19.2%	12.3%
<b>OIG</b>	<b>73</b>	<b>59.2%</b>	<b>26.6%</b>	<b>14.3%</b>

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,195	40.9%	26.8%	32.3%	30,395
U.S. Agency for International Development	2,099	43.5%	23.6%	32.9%	148
Washington	1,290	48.1%	24.0%	27.9%	81
<b>OIG</b>	<b>69</b>	<b>57.0%</b>	<b>20.5%</b>	<b>22.5%</b>	<b>4</b>

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	397,533	78.3%	10.8%	10.9%	2,147
U.S. Agency for International Development	2,234	79.7%	9.5%	10.7%	8
Washington	1,362	83.4%	8.0%	8.6%	5
<b>OIG</b>	<b>73</b>	<b>77.3%</b>	<b>9.4%</b>	<b>13.4%</b>	<b>0</b>

***43. My supervisor provides me with opportunities to demonstrate my leadership skills.***

	N	Positive	Neutral	Negative	DNK
Governmentwide	396,644	66.2%	16.9%	17.0%	2,033
U.S. Agency for International Development	2,227	73.9%	11.9%	14.2%	7
Washington	1,357	74.2%	12.6%	13.2%	4
<b>OIG</b>	<b>73</b>	<b>65.1%</b>	<b>14.8%</b>	<b>20.1%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,835	63.4%	18.2%	18.4%	4,496
U.S. Agency for International Development	2,187	63.7%	18.0%	18.3%	31
Washington	1,332	66.7%	17.6%	15.7%	21
<b>OIG</b>	<b>73</b>	<b>58.8%</b>	<b>22.2%</b>	<b>19.0%</b>	<b>0</b>

***45. My supervisor is committed to a workforce representative of all segments of society.***

	N	Positive	Neutral	Negative	DNK
Governmentwide	365,376	67.8%	21.7%	10.5%	32,531
U.S. Agency for International Development	2,052	74.3%	17.3%	8.4%	182
Washington	1,253	75.0%	16.9%	8.1%	110
<b>OIG</b>	<b>64</b>	<b>60.9%</b>	<b>27.0%</b>	<b>12.1%</b>	<b>9</b>

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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,581	62.5%	19.1%	18.5%	2,285
U.S. Agency for International Development	2,212	61.3%	18.1%	20.7%	15
Washington	1,344	65.0%	17.9%	17.1%	11
<b>OIG</b>	<b>72</b>	<b>56.1%</b>	<b>25.1%</b>	<b>18.8%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,465	65.6%	17.8%	16.6%	6,120
U.S. Agency for International Development	2,206	72.2%	14.7%	13.1%	27
Washington	1,336	72.2%	15.1%	12.6%	22
<b>OIG</b>	<b>72</b>	<b>66.5%</b>	<b>16.3%</b>	<b>17.2%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative
Governmentwide	398,731	76.1%	12.1%	11.8%
U.S. Agency for International Development	2,239	79.9%	9.5%	10.5%
Washington	1,363	81.3%	9.2%	9.5%
<b>OIG</b>	<b>72</b>	<b>70.7%</b>	<b>12.4%</b>	<b>16.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	397,483	81.3%	10.0%	8.7%
U.S. Agency for International Development	2,233	82.4%	8.3%	9.4%
Washington	1,358	84.2%	8.1%	7.7%
<b>OIG</b>	<b>72</b>	<b>77.9%</b>	<b>7.1%</b>	<b>15.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	397,581	77.6%	10.0%	12.4%
U.S. Agency for International Development	2,232	75.4%	10.0%	14.6%
Washington	1,361	78.9%	8.8%	12.3%
<b>OIG</b>	<b>72</b>	<b>88.5%</b>	<b>6.0%</b>	<b>5.5%</b>



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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	398,003	67.4%	16.0%	16.6%
U.S. Agency for International Development	2,238	70.2%	14.7%	15.1%
Washington	1,363	71.7%	14.8%	13.5%
<b>OIG</b>	<b>72</b>	<b>56.6%</b>	<b>22.3%</b>	<b>21.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	398,213	70.5%	17.4%	12.1%
U.S. Agency for International Development	2,240	71.9%	17.0%	11.1%
Washington	1,367	74.0%	16.8%	9.2%
<b>OIG</b>	<b>72</b>	<b>67.0%</b>	<b>22.0%</b>	<b>11.0%</b>

**Leadership**

**53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,819	40.9%	24.1%	35.0%	7,594
U.S. Agency for International Development	2,202	46.4%	24.2%	29.5%	21
Washington	1,340	48.5%	24.3%	27.3%	15
<b>OIG</b>	<b>72</b>	<b>37.3%</b>	<b>30.2%</b>	<b>32.5%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,029	51.8%	24.0%	24.3%	23,730
U.S. Agency for International Development	2,084	61.1%	22.9%	16.0%	139
Washington	1,272	61.3%	22.8%	15.9%	82
<b>OIG</b>	<b>68</b>	<b>44.5%</b>	<b>34.0%</b>	<b>21.5%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,225	64.0%	22.0%	13.9%	25,081
U.S. Agency for International Development	2,114	68.7%	19.6%	11.7%	87
Washington	1,282	68.8%	20.0%	11.3%	58
<b>OIG</b>	<b>64</b>	<b>59.6%</b>	<b>24.4%</b>	<b>16.0%</b>	<b>8</b>

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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,027	60.3%	20.1%	19.6%	5,145
U.S. Agency for International Development	2,196	65.3%	18.8%	15.9%	13
Washington	1,335	66.6%	17.3%	16.1%	10
<b>OIG</b>	<b>72</b>	<b>49.6%</b>	<b>27.6%</b>	<b>22.8%</b>	<b>0</b>

**57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	367,493	60.1%	23.5%	16.4%	26,319
U.S. Agency for International Development	2,132	62.5%	21.4%	16.0%	83
Washington	1,290	64.2%	20.8%	15.0%	60
<b>OIG</b>	<b>70</b>	<b>54.2%</b>	<b>24.6%</b>	<b>21.2%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,145	52.0%	22.5%	25.5%	13,697
U.S. Agency for International Development	2,171	57.2%	21.7%	21.1%	44
Washington	1,323	57.1%	22.0%	20.9%	26
<b>OIG</b>	<b>69</b>	<b>42.7%</b>	<b>28.1%</b>	<b>29.2%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,902	55.7%	22.4%	21.8%	14,062
U.S. Agency for International Development	2,184	61.7%	19.5%	18.8%	35
Washington	1,327	61.6%	19.7%	18.6%	27
<b>OIG</b>	<b>70</b>	<b>50.6%</b>	<b>21.2%</b>	<b>28.2%</b>	<b>2</b>

**60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?**

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,425	57.9%	23.3%	18.9%	21,965
U.S. Agency for International Development	2,129	64.0%	20.9%	15.1%	90
Washington	1,298	66.7%	19.5%	13.8%	58
<b>OIG</b>	<b>64</b>	<b>54.4%</b>	<b>24.3%</b>	<b>21.3%</b>	<b>8</b>

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**Leadership (continued)**

**61. I have a high level of respect for my organization's senior leaders.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,254	53.1%	23.5%	23.4%	5,078
U.S. Agency for International Development	2,204	58.4%	23.3%	18.3%	18
Washington	1,345	61.0%	22.0%	16.9%	11
<b>OIG</b>	<b>71</b>	<b>49.5%</b>	<b>30.0%</b>	<b>20.5%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,124	55.1%	25.8%	19.1%	32,433
U.S. Agency for International Development	2,102	58.9%	22.2%	19.0%	121
Washington	1,280	63.7%	20.5%	15.9%	76
<b>OIG</b>	<b>65</b>	<b>50.7%</b>	<b>29.9%</b>	<b>19.4%</b>	<b>7</b>

**My Satisfaction**

**63. How satisfied are you with your involvement in decisions that affect your work?**

	N	Positive	Neutral	Negative
Governmentwide	394,068	50.7%	22.7%	26.6%
U.S. Agency for International Development	2,216	56.7%	20.3%	23.0%
Washington	1,350	56.6%	21.0%	22.5%
<b>OIG</b>	<b>72</b>	<b>45.6%</b>	<b>29.0%</b>	<b>25.3%</b>

**64. How satisfied are you with the information you receive from management on what's going on in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	393,156	48.0%	23.5%	28.5%
U.S. Agency for International Development	2,208	55.5%	22.6%	21.8%
Washington	1,344	56.0%	22.7%	21.3%
<b>OIG</b>	<b>72</b>	<b>43.7%</b>	<b>31.0%</b>	<b>25.2%</b>

**65. How satisfied are you with the recognition you receive for doing a good job?**

	N	Positive	Neutral	Negative
Governmentwide	392,389	47.5%	23.8%	28.7%
U.S. Agency for International Development	2,207	50.2%	23.3%	26.5%
Washington	1,350	53.3%	22.2%	24.5%
<b>OIG</b>	<b>72</b>	<b>47.3%</b>	<b>20.3%</b>	<b>32.4%</b>

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**My Satisfaction (continued)**

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

	N	Positive	Neutral	Negative
Governmentwide	392,440	42.5%	29.3%	28.3%
U.S. Agency for International Development	2,206	46.7%	30.2%	23.1%
Washington	1,345	48.0%	29.0%	22.9%
<b>OIG</b>	<b>72</b>	<b>36.0%</b>	<b>38.6%</b>	<b>25.4%</b>

**67. How satisfied are you with your opportunity to get a better job in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	392,739	35.9%	27.3%	36.8%
U.S. Agency for International Development	2,210	40.5%	27.9%	31.6%
Washington	1,345	38.5%	28.0%	33.5%
<b>OIG</b>	<b>72</b>	<b>25.1%</b>	<b>39.7%</b>	<b>35.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	392,659	52.5%	23.5%	23.9%
U.S. Agency for International Development	2,204	53.6%	25.5%	20.9%
Washington	1,342	55.4%	25.3%	19.3%
<b>OIG</b>	<b>72</b>	<b>46.8%</b>	<b>29.8%</b>	<b>23.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	392,826	66.2%	17.4%	16.4%
U.S. Agency for International Development	2,209	65.3%	18.5%	16.2%
Washington	1,346	66.7%	17.0%	16.3%
<b>OIG</b>	<b>72</b>	<b>57.3%</b>	<b>25.8%</b>	<b>16.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	393,242	58.2%	16.9%	24.9%
U.S. Agency for International Development	2,205	61.7%	16.4%	21.8%
Washington	1,343	64.0%	16.0%	20.0%
<b>OIG</b>	<b>71</b>	<b>68.4%</b>	<b>12.7%</b>	<b>19.0%</b>

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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	393,451	56.9%	21.4%	21.7%
U.S. Agency for International Development	2,208	61.2%	21.6%	17.2%
Washington	1,344	62.6%	21.1%	16.3%
<b>OIG</b>	<b>72</b>	<b>48.6%</b>	<b>32.7%</b>	<b>18.8%</b>

**Work/Life**

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
U.S. Agency for International Development	2,205	64.1%	11.8%	16.5%	7.6%
Washington	1,343	89.4%	4.0%	4.1%	2.5%
<b>OIG</b>	<b>72</b>	<b>92.6%</b>	<b>1.6%</b>	<b>2.3%</b>	<b>3.5%</b>

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
U.S. Agency for International Development	2,199	2.3%	16.8%	11.8%	30.9%
Washington	1,353	3.5%	26.6%	17.9%	37.4%
<b>OIG</b>	<b>72</b>	<b>2.5%</b>	<b>18.7%</b>	<b>22.1%</b>	<b>46.2%</b>

(continued)

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**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	389,999	30.4%	4.2%	19.2%	12.2%
U.S. Agency for International Development	2,199	7.8%	2.2%	14.9%	13.3%
Washington	1,353	1.6%	0.8%	4.2%	8.0%
<b>OIG</b>	<b>72</b>	<b>0.0%</b>	<b>1.4%</b>	<b>1.2%</b>	<b>7.9%</b>

**74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)**

	N	Yes	No	Not Available To Me
Governmentwide	391,178	33.4%	45.8%	20.8%
U.S. Agency for International Development	2,202	21.8%	56.0%	22.2%
Washington	1,343	28.4%	62.2%	9.4%
<b>OIG</b>	<b>72</b>	<b>35.5%</b>	<b>45.3%</b>	<b>19.2%</b>

**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	390,233	26.8%	61.0%	12.1%
U.S. Agency for International Development	2,200	27.2%	63.9%	8.9%
Washington	1,341	30.5%	66.6%	2.9%
<b>OIG</b>	<b>72</b>	<b>33.4%</b>	<b>61.5%</b>	<b>5.0%</b>

**76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)**

	N	Yes	No	Not Available To Me
Governmentwide	387,376	13.6%	81.0%	5.3%
U.S. Agency for International Development	2,183	9.1%	80.7%	10.2%
Washington	1,328	11.2%	84.7%	4.1%
<b>OIG</b>	<b>72</b>	<b>11.8%</b>	<b>81.6%</b>	<b>6.6%</b>

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**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	390,848	3.7%	79.1%	17.2%
U.S. Agency for International Development	2,199	6.2%	77.9%	15.8%
Washington	1,340	8.5%	85.5%	6.0%
<b>OIG</b>	<b>72</b>	<b>9.3%</b>	<b>81.0%</b>	<b>9.7%</b>

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
Governmentwide	391,248	2.3%	80.4%	17.2%
U.S. Agency for International Development	2,201	2.1%	83.1%	14.8%
Washington	1,339	3.2%	91.4%	5.4%
<b>OIG</b>	<b>72</b>	<b>1.4%</b>	<b>87.0%</b>	<b>11.5%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,775	78.9%	12.0%	9.1%	6,007
U.S. Agency for International Development	1,310	77.4%	12.6%	10.0%	71
Washington	1,128	80.3%	10.5%	9.3%	22
<b>OIG</b>	<b>62</b>	<b>69.2%</b>	<b>11.4%</b>	<b>19.4%</b>	<b>3</b>

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

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	148,859	89.7%	7.0%	3.3%	3,222
U.S. Agency for International Development	456	90.3%	6.1%	3.5%	17
Washington	359	92.8%	4.4%	2.8%	11
<b>OIG</b>	<b>25</b>	<b>96.9%</b>	<b>0.0%</b>	<b>3.1%</b>	<b>0</b>

\*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	102,282	80.5%	15.7%	3.8%	7,335
U.S. Agency for International Development	553	83.5%	14.9%	1.6%	49
Washington	381	87.2%	11.2%	1.5%	28
<b>OIG</b>	<b>22</b>	<b>86.2%</b>	<b>13.8%</b>	<b>0.0%</b>	<b>2</b>

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

**82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	51,991	75.5%	20.1%	4.4%	8,067
U.S. Agency for International Development	189	78.8%	17.3%	3.9%	33
Washington	144	83.3%	14.5%	2.2%	21
<b>OIG</b>	<b>8</b>	<b>73.5%</b>	<b>26.5%</b>	<b>0.0%</b>	<b>0</b>

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

**83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	10,701	72.2%	23.5%	4.3%	4,380
U.S. Agency for International Development	131	89.2%	8.6%	2.3%	18
Washington	109	90.7%	8.5%	0.8%	13
<b>OIG</b>	<b>6</b>	<b>82.6%</b>	<b>17.4%</b>	<b>0.0%</b>	<b>0</b>

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

**84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,399	67.6%	30.2%	2.2%	3,730
U.S. Agency for International Development	43	82.4%	9.7%	7.9%	14
Washington	37	88.0%	8.5%	3.5%	14
<b>OIG</b>	<b>1</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>

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



**U.S. Agency for International Development**  
**OIG**  
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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	64	94.1%
Field	4	5.9%

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

	N	%
Non-Supervisor	32	46.4%
Team Leader	19	27.5%
Supervisor	10	14.5%
Manager	3	4.3%
Senior Leader	5	7.2%

***Are you:***

	N	%
Male	33	50.0%
Female	33	50.0%

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

	N	%
Yes	5	7.5%
No	62	92.5%

***Race***

	N	%
American Indian or Alaska Native	0	0.0%
Asian	2	3.2%
Black or African American	15	23.8%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	42	66.7%
Two or more races	4	6.3%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	2	2.9%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	3	4.3%
Associate's Degree (e.g., AA, AS)	3	4.3%
Bachelor's Degree (e.g., BA, BS)	27	39.1%
Master's Degree (e.g., MA, MS, MBA)	31	44.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	3	4.3%

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

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	1.5%
GS 7-12	10	14.9%
GS 13-15	43	64.2%
Senior Executive Service	4	6.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	9	13.4%

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

	N	%
Less than 1 year	1	1.4%
1 to 3 years	7	10.1%
4 to 5 years	6	8.7%
6 to 10 years	18	26.1%
11 to 14 years	14	20.3%
15 to 20 years	4	5.8%
More than 20 years	19	27.5%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

	N	%
Less than 1 year	6	8.8%
1 to 3 years	17	25.0%
4 to 5 years	11	16.2%
6 to 10 years	14	20.6%
11 to 20 years	13	19.1%
More than 20 years	7	10.3%

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

	N	%
No	42	60.9%
Yes, to retire	4	5.8%
Yes, to take another job within the Federal Government	20	29.0%
Yes, to take another job outside the Federal Government	0	0.0%
Yes, other	3	4.3%

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

	N	%
Within one year	2	3.0%
Between one and three years	3	4.5%
Between three and five years	9	13.6%
Five or more years	52	78.8%

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

	N	%
No Prior Military Service	52	76.5%
Currently in National Guard or Reserves	1	1.5%
Retired	4	5.9%
Separated or Discharged	11	16.2%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions** (continued)

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

	N	%
Yes	8	11.8%
No	60	88.2%

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

	N	%
25 and under	1	1.4%
26-29	3	4.1%
30-39	22	30.1%
40-49	21	28.8%
50-59	18	24.7%
60 or older	8	11.0%

Note: Percentages for demographic questions are unweighted.